



International
Labour
Organization

► **Decent Work Country
Programme, Belize
2024-2029**



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Programme, Belize
2024-2029

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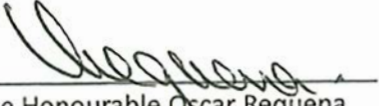
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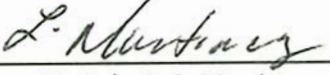
Port of Spain, Trinidad and Tobago

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We, the tripartite constituents of Belize, have agreed on the Decent Work Country Programme, 2024-2029 as our common strategy to achieve the priorities and objectives contained therein. We commit ourselves to working together to support and implement this Programme.



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Belize City, Belize. 11 July 2024



Image © Belize Tourism Board

► Table of contents

List of figures and tables	5
List of abbreviations and acronyms	7
Introduction	11
Country context: diagnostic and situation analysis	13
Country overview	13
Situational analysis: Key decent work challenges	17
National development vision	41
Country Priorities and Country Programme Outcomes (CPOs): An overview	45
Strategic Priority 1: Rights and governance	47
Outcome 1.1 National laws and policies are better aligned with international labour standards, with a focus on Fundamental Principles and Rights at Work	48
Outcome 1.2 Institutional framework and capacity are enhanced to advance the implementation of international labour standards	53
Outcome 1.3 Strengthened social dialogue to facilitate harmonious industrial relations by 2029	56
Strategic Priority 2: Inclusive labour markets	61
Outcome 2.1 Increased participation of women and men in productive and decent employment in Belize by 2029	62
Outcome 2.2: Technical education and training programmes are upgraded to focus on current and future labour market needs	66
Outcome 2.3 An advanced Labour Market Information System is established and operationalized	70
Outcome 2.4 Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance	73
Strategic Priority 3: Productivity, sustainable enterprises, and local economic development	77
Outcome 3.1 Institutional and policy framework for increased productivity and competitiveness is strengthened by 2029	78

Outcome 3.2 Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity by 2029	81
Outcome 3.3 Local economic development is enhanced in rural areas, with a focus on the most underserved populations	85
Annex 1: Management, implementation planning, monitoring, reporting, and evaluation	89
Annex 2: Funding plan	95
Annex 3: Advocacy and communication plan	97
Annex 4: Results framework	99



► List of figures

Figure 1. GDP per capita, selected Caribbean and Central American economies, 2022	14
Figure 2. GDP per capita, 2013-2022	15
Figure 3. Multidimensional poverty, 2021	16
Figure 4. Labour force participation rate (%), by sex	20
Figure 5. Labour force by district and rural / urban, 2022	20
Figure 6. Unemployment rate by sex (top) and duration (bottom)	21
Figure 7. Output per worker (GDP constant 2017 international US\$ at PPP)	23
Figure 8. Proportion of population covered by social protection floors/systems, 2021	34



► List of abbreviations and acronyms

ADR	alternative dispute resolution
ALMP	active labour market policies
A-TIP Council	Anti-Trafficking in Persons Council
BCCI	Belize Chamber of Commerce and Industry
BOOST	Building Opportunities for Our Social Transformation
BPO	Business Process Outsourcing
BZ\$	Belizean dollar
CAAP	Country Accelerated Action Plan
CARICOM	Caribbean Community
CAS	Child Activity Surveys
CBA	Collective bargaining agreement
CCA	Common Country Assessment
CCL	Caribbean Congress of Labour
CEACR	Committee on the Application of Conventions and Recommendations
CIP	Country Implementation Plans
CPOs	Country Programme Outcomes
COVID-19	Coronavirus disease
CSME	CARICOM Single Market and Economy
DFC	Development Finance Corporation
DWCP	Decent Work Country Programme
DWT/O-POS	Decent Work Team and Office for the Caribbean
DOL	Department of Labour
EBMOs	Employers' and business membership organizations
EIIP	Employment-Intensive Investment Programme
EU	European Union
FACB	Freedom of association and the right to collective bargaining
FPRW	Fundamental Principles and Rights at Work
GBVH	Gender-based violence and harassment
GDP	Gross domestic product
GNI	Gross National Income
HDI	Human Development Index

ICLS	International Conference of Labour Statisticians
ICT	Information and Communication Technologies
IDB	Inter-American Development Bank
IFAD	International Fund for Agricultural Development
IFIs	International financial institutions
ILO	International Labour Organization
IOM	International Organization for Migration
IMMARBE	International Merchant Marine Registry of Belize
ITUC	International Trade Union Confederation
LAB	Labour Advisory Board
LED	Local ECONOMIC Development
LFS	Labour force survey
LMIAS	Labour Market Information and Analysis System
LMIS	Labour market information system
M&E	Monitoring and evaluation
MHDFIPA	Ministry of Human Development, Families, and Indigenous Peoples' Affairs
MOECST	Ministry of Education, Culture, Science and Technology
MRTCDLLG	Ministry of Rural Transformation, Community Development, Labour and Local Government
MSDCF	Multi-Country Sustainable Development Cooperation Framework
MSME	Micro, small and medium enterprises
MTDS	Medium-Term Development Strategy
NAC	National AIDS Commission
NCLC	National Child Labour Commission
NCLPS	National Child Labour Policy and Strategy
NEP	National Employment Policy
NEET	Not in employment, education, or training
NGP	National Gender Policy
NHI	National Health Insurance
NPO	National Productivity Organization
NSPS	National Social Protection Strategy
NTUCB	National Congress of Trade Unions of Belize
OSH	Occupational safety and health
PES	Public employment service
PMT	Programme Management Team

PPP	purchasing power parity
P&B	Programme and Budget
PUP	People's United Party
RPL	Recognition of Prior Learning
SBDC	Small Business Development Centre
SDU	Sustainable Development Unit
SCP	Strategic Compliance Planning
SDESA	Settlement of Disputes (Essential Services) Act
SIB	Statistical Institute of Belize
SICA	Central American Integration System
SOGI	Sexual orientation and gender identify
SOP	Standard Operating Procedure
SSB	Social Security Board
STEM	Science, technology, engineering, and math
SRSP	Shock-Responsive Social Protection
TBD	To be decided
TUA	Trade Union Act
TVET	Technical and vocational education and training
TUEOA	Trade Union and Employers' Organizations Act
UDP	United Democratic Party
UI	Unemployment insurance
UN	United Nations
UNCT	United Nations Country Teams
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Emergency Fund
US\$	United States dollars
WFP	World Food Programme
WBL	Work-based learning



Image © Government of Belize

► Introduction

The Belize Decent Work Country Programme (DWCP) for 2024-2029 sets out the common commitment of the Government of Belize, workers' and employers' organizations, and the International Labour Organization (ILO) to promote decent work. The ILO has a longstanding programme of cooperation with its constituents in Belize, including the implementation of the previous DWCP, signed in 2009. This DWCP reaffirms the commitment of all partners to ensure that decent work is at the heart of national development in Belize.

During the period 2024-2029, the ILO will work in partnership with the Government of Belize and the social partners to address national decent work challenges. The ILO's approach reflects the development of a 'new generation' of DWCPs that aim to align closely to both national and international development goals and facilitate partnerships to achieve meaningful change. Activities and results identified in the DWCP are based on clear theories of change, developed through consultation with Belizean constituents.

The 2030 Agenda for Sustainable Development, with its commitment to the human rights agenda and the core programming principle to leave no one behind, is central to the DWCP. The strategic priorities of the DWCP are based on Belize's broader national development priorities, as articulated in the Medium-Term Development Strategy (MTDS) 2022-2026 and other national development frameworks and plans.

The DWCP is designed to integrate and find synergies with the United Nations Multi-Country Sustainable Development Cooperation Framework (MSDCF), 2022-2026, and the programme will form an integral component of the relevant biennial Country Implementation Plans (CIP) for Belize. The MSDCF guides the activities and priorities of the UN (United Nations) system in the English- and Dutch-speaking Caribbean and draws on the findings of the Common Country Assessment (CCA) for Belize and its update,¹ as well as the Caribbean Common Multi-Country Analysis.² These assessments have also served as an important source of data and starting point for the situational analysis summarized in this DWCP and in the development of programme priorities and outcomes themselves. The DWCP also aligns with the ILO's regional priorities for the Caribbean, as set out in the ILO's Panama Declaration on the future of work.

The work on the DWCP for Belize was shared with the United Nations Country Teams (UNCT) and Programme Management Team (PMT) in Belize from inception in July 2023. Both teams have been informed throughout the various phases of the DWCP roadmap with the most recent update shared during the ILO's mission to Belize in May 2024 to validate the draft DWCP. The ILO's contribution to the implementation of the DWCP is being integrated into the joint UN Country Implementation Plan (CIP) for Belize. In this way, the DWCP's normative focus will be reflected as part of the wider UN support to Belize and will find the ILO collaborating with other agencies to achieve these ends.

This DWCP was developed through the close cooperation of the ILO's Decent Work Team and Office for the Caribbean (DWT/O-POS) and a wide range of national stakeholders led by Belize's tripartite Labour Advisory Board. This included stakeholder workshops in Belize City and Belmopan in November 2023 and May 2024, as well as a series of bilateral consultations with key national stakeholders.

1 UN, [Common Country Analysis Belize 2021](#); UN, [Common Country Analysis 2022: Update](#), 2023.

2 UN, [Caribbean Common Multi-Country Analysis \(CMCA\) 2021](#).



► Country context: diagnostic and situation analysis

Country overview

Demographic and political context

Belize has a population of approximately 444,500 people distributed across a total land area of 23,000 square kilometres. The population is diverse in terms of composition, with various ethnic groups, including Mestizo, Creole, Maya, Garifuna, and others. More than a quarter (26.5 per cent) of the population is under 14 years of age and almost half (46.5 per cent) is under 25, with just 5.4 per cent over 65 years. The working-age population (14–64 year-olds) represents almost three quarters of the total population which leaves Belize with a small and declining age-related dependency ratio. A young population and a declining dependency ratio suggest an opportunity for rapid economic growth and social development if key development challenges can be overcome.³

Belize is a constitutional parliamentary democracy based on the Westminster model. The political system is dominated by two main political parties - the People's United Party (PUP) and the United Democratic Party (UDP). Belize has experienced regular rotations of power through competitive elections and civil liberties are broadly respected. However, high rates of violent crime are a growing concern. The country is geographically partitioned into six districts. Two districts - Belize City and Cayo - include the two largest urban areas in Belize (Belize City and Belmopan, respectively) and account for 55 per cent of the total population. The remaining four districts - Corozal and Orange Walk in the north, and Stann Creek and Toledo in the south - contribute the remaining population share (9 and 12 per cent for each district).

At the regional level, Belize is a member of the Caribbean Community (CARICOM) and the Central American Integration System (SICA). At its 45th meeting of Heads of Government, CARICOM leaders announced the intention to expand the freedom of movement to all citizens of CARICOM countries during 2024, going beyond the current CARICOM Single Market and Economy (CSME) regime of free movement of specific categories of skilled workers. These developments have significant implications for Belize's labour market. Deeper regional integration also represents opportunities to cooperate on shared challenges, including in relation to workforce skills, labour mobility, and the protection of migrants and refugees (see following sections).

Economic context

Although the economy has made a strong recovery from the COVID-19 pandemic, GDP per capita has been declining over the longer-term. In 2022, Belize had an estimated GDP of US\$2.82 billion (current prices) and a GDP per capita of US\$6,968 (PPP (purchasing power parity) current international US\$).⁴ Average annual growth in GDP has been 3.0 per cent over the last decade - higher than the average of other Caribbean small states (1.3 per cent) but below the global average for upper-middle income countries (4.3 per cent). However, GDP per capita remains well below the average for both the Caribbean and Central America regions (see Figure 1). Long-term economic performance has been insufficient to drive meaningful improvements in incomes, with average per capita income declining by around 0.9 per cent annually for the period 2010-2019, before a post-pandemic recovery (see Figure 2). This declining

³ The ILO Report: [Care work and care jobs for the future of decent work](#), (2018) include information on the dependency ratio for Belize and the trend for 2000, 2015 and 2030.

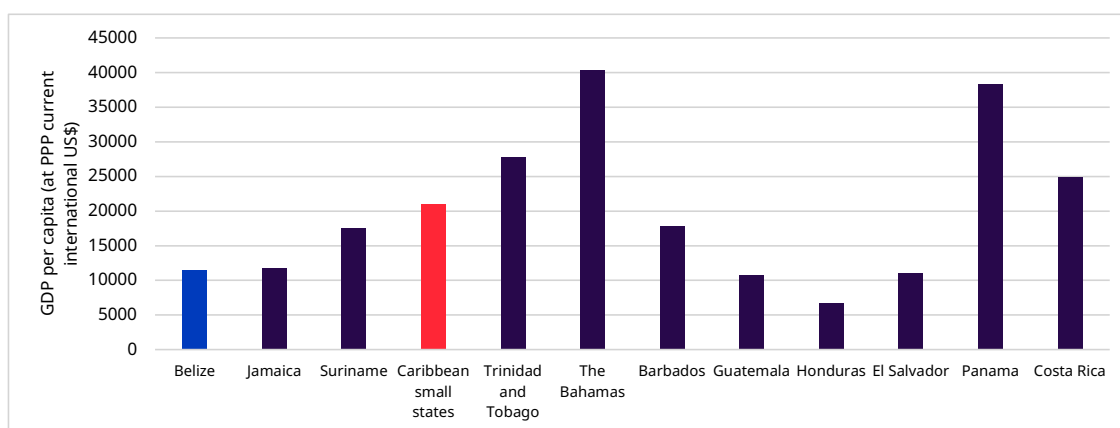
⁴ "World Bank Data - Belize", World Bank database, accessed 5 April 2024.

trend is in contrast with notable increases in the wider Central America region (averaging 4.9 per cent) and the Caribbean region (averaging 1.1 per cent).

The economy is dominated by the services sector, with smaller but nonetheless important contributions from primary and secondary sectors. In 2022, services accounted for an estimated 61.0 per cent of total GDP, with secondary and primary sectors (principally agriculture) contributing an additional 14.4 and 10.3 per cent, respectively. Tourism has been a key engine of economic growth, contributing an estimated 20.9 per cent of GDP in 2022. Geographically, economic activity is concentrated in the Belize City district (36.2 per cent of total GDP) followed by Stann Creek (17.7 per cent), with the latter driven by tourism. The enterprise sector is dominated by micro, small, or medium enterprises (MSMEs), which account for more than 90 per cent of all enterprises (70 per cent are micro-enterprises) and provide nearly half of total national employment. MSMEs are key actors in the nationally important tourism and agri-food sectors, in particular.

The lack of diversification, both in terms of economic activity and export market, leaves the economy vulnerable to shocks. Dependence on a few tourism source markets (notably the United States) and a narrow range of export markets (United States, United Kingdom, CARICOM) and products (citrus, bananas, sugar, marine products, and tourism products), makes the economy vulnerable to external disruptions and natural disasters affecting particular markets, sectors, or products.⁵ These vulnerabilities were highlighted by the adverse impact of the COVID-19 pandemic, where the almost complete shut-down of global tourism contributed to a contraction in GDP of 13.4 per cent in 2020 and a significant drop in exports. Flooding from Hurricanes Eta and Iota exacerbated the crisis, affecting more than 15 per cent of the population and causing economic damage equivalent to 0.4 per cent of GDP.⁶ Although Belize has seen strong economic recovery from COVID-19, these structural deficits – lack of diversification, high dependence on export earnings, and a negative trade balance – mean that the economy remains vulnerable to future shocks.⁷

► **Figure 1. GDP per capita, selected Caribbean and Central American economies, 2022**



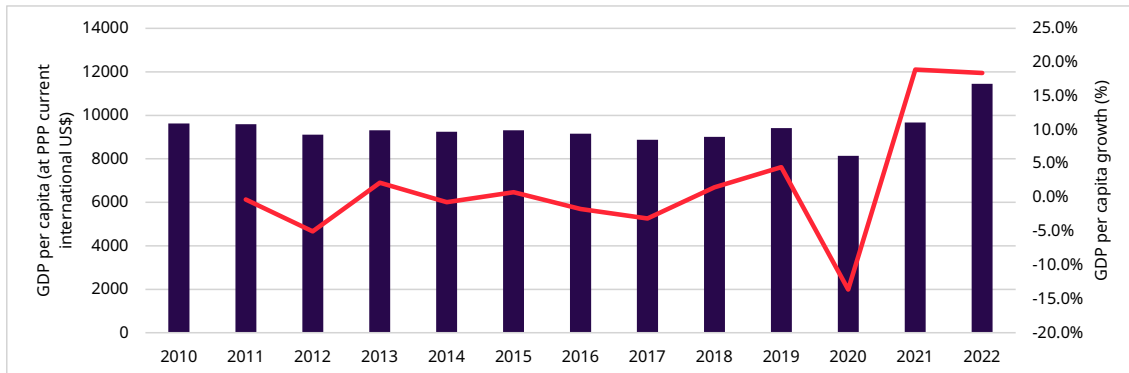
Source: World Bank.

⁵ Broader challenges facing the export sector include poor international competitiveness, inadequate infrastructure, a burdensome regulatory regime, low productivity (especially in agriculture), and under-developed value chains.

⁶ Inter-American Development Bank, IDB Group Country Strategy with Belize 2022-2025, [2021](#).

⁷ Indeed, the post-pandemic recovery has been led primarily by the resurgence in international tourism, although growth of agricultural exports and the Business Process Outsourcing (BPO) sector have also been important contributors. SIB, Labour Force Survey, [2021](#); [2023](#).

► Figure 2. GDP per capita, 2013-2022



Source: World Bank.

Poverty and human development

Despite its upper-middle income status, Belize has seen limited progress in poverty reduction over the last decade. More than half (52 per cent) of the population were living in poverty in 2018, an increase from 41 per cent in 2009.⁸ Although extreme poverty has declined over the last 10 years, recent years have seen a reversal in progress, with one in four Belizeans falling below the US\$1.90 / day ‘extreme poverty’ line in 2020.⁹ Another 10 per cent were vulnerable to poverty in 2018, meaning that economic shocks – such as the COVID-19 pandemic – are likely to have increased the poverty rate. Moreover, more than a third of the population (35.7 per cent) are estimated to be multidimensionally poor, indicating deprivations beyond income across the areas of education, health, living conditions, and employment. Poverty is not evenly distributed across the population, with higher incidence among women, certain ethnic groups (in particular, Maya), and among those with lower levels of educational attainment (see Figure 3). Meanwhile, income inequality, measured by the Gini coefficient, has increased from 0.38 in 2009 to 0.49 in 2018.

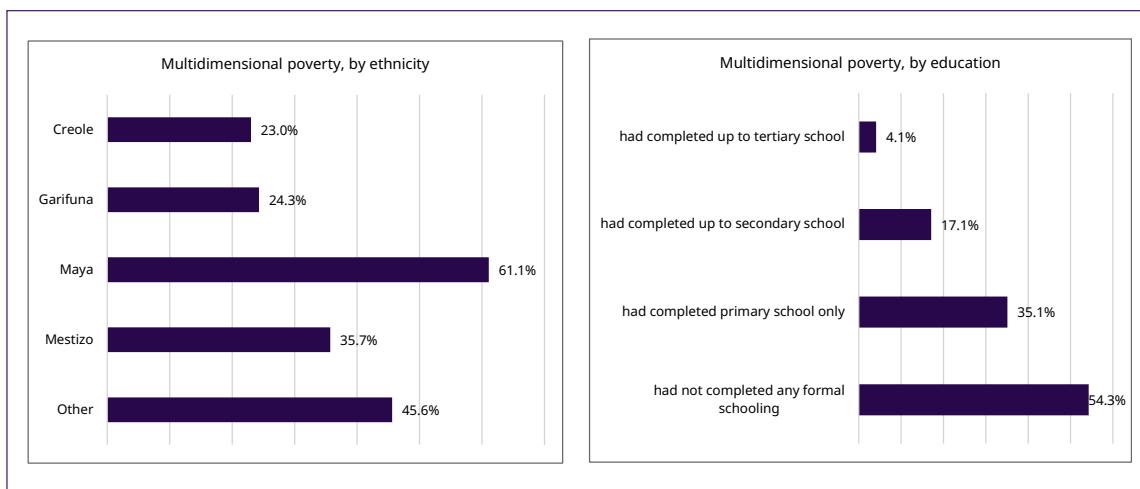
Limited progress in advancing human development more broadly highlights further challenges. Belize ranks 120 of 191 countries on the United Nation’s Human Development Index (HDI), which combines measures across multiple dimensions of development including health, education, and standard of living.¹⁰ Key challenges include low quality of the national education system, leading to significant skills gaps (especially in science, technology, engineering, and math (STEM) disciplines that are increasingly in demand from employers, see below). Education outcomes also vary by ethnic group, with lower attainment in formal education among Maya and Mennonites compared to Creoles, Garifuna, and East Indians.

8 SIB, [Poverty in Belize, 2018](#).

9 UN, [Caribbean Common Multi-Country Analysis \(CMCA\), 2021](#).

10 Belize’s HDI increased in the first decade of the 21st century but has been on a downward trend for the last decade. Between 2012 and 2021, life expectancy at birth declined from 73.2 to 70.5 years, mean years of schooling decreased from 10.2 to 9 years, and income per capita contracted 6 per cent.

► Figure 3. Multidimensional poverty, 2021



Source: SIB, Multidimensional poverty index, [2023](#).

Climate change and vulnerability

Vulnerability to climate change and natural disasters pose major challenges for economic growth and decent work. Belize is especially vulnerable to extreme weather events that are exacerbated by climate change, including hurricanes, storms and associated flooding, wind damage, and storm surge. For example, Belize's population and economic activity is concentrated in low-lying coastal areas that are increasingly vulnerable to flooding and sea level rises. Other effects of climate change – notably, the increasing frequency and severity of droughts, floods, and severe storms, as well as increasing temperatures – undermine the foundations of many jobs and livelihoods across sectors, especially in the nationally important tourism and agriculture sectors.¹¹ Estimates put the economic impact of climate-related events at between 3 and 4 per cent of GDP over the last two decades.¹² The Government considers adaptation as a high priority given its vulnerability to natural hazards and climate-related shocks.¹³

Extreme heat also poses specific risks to occupational safety and health. Rising global temperatures increase risks associated with heat stress, especially in sectors such as agriculture, construction, and many tourism-related activities that involve physically demanding outdoor work. Previous analysis from the ILO has estimated that Belize lost 1.63 per cent of working hours due to heat stress in 1995, a figure that is projected to rise to 2.45 per cent in 2030 (the highest estimates in the Latin America and Caribbean region).

Environmental and climate change in Belize disproportionately affect women and vulnerable groups, including indigenous peoples, migrants, and persons with disabilities. The increased frequency of climate-related events like hurricanes and heatwaves disrupt livelihoods, making vulnerable populations more susceptible to economic instability and displacement. Indigenous communities, often heavily reliant on natural resources, face challenges as these resources become scarcer due to land degradation and

11 For example, water acidification and ocean warming threaten Belize's coral reef ecosystems, a significant natural asset that is key to the tourism industry, supports local fisher livelihoods, and protects low-lying coastal areas from severe storms. Land use practices are often unsustainable and contribute to soil degradation and pollution, with adverse impacts on future agricultural productivity, rural livelihoods, food security, and local community health. Government of Belize, [Updated Nationally Determined Contributions, 2021](#); Government of Belize, [Belize's National Environmental Action Plan 2015-2020](#); FAO, [Pesticide poisoning in Belize: Addressing the upward trend, 2022](#).

12 For example, Germanwatch's 2017 Climate Risk Index estimates annual losses due to climate-related events at US\$57 million, equivalent to 2.87 per cent of GDP, for the period 1996 – 2015. Kreft, Sonke, David Eckstein, and Inga Melchior, [Global Climate Risk Index 2017](#). The World Bank estimated average annual losses due to hydro-meteorological disasters of US\$71 million (approximately 4 per cent of GDP) for the period 1994 – 2013. Carneiro, Francisco, [Belize: Right Choices Bright Future: Systematic Country Diagnostic, 2016](#).

13 Government of Belize, [Updated Nationally Determined Contributions, 2021](#).

changing weather patterns. Migrants, who may have limited access to resources and social safety nets, are at heightened risk during climate-related crises. Additionally, persons with disabilities may face additional barriers during evacuations and access to emergency services.

Belize shows significant potential for the development of 'green' (and 'blue') sectors that can support the creation of new 'green' and blue jobs. Key sectors and activities that can contribute towards greater environmental sustainability include renewable energy (hydropower and solar), conservation, sustainable tourism, and sustainable agriculture and fisheries. There is a compelling case to strengthen sustainable tourism in Belize as a means of protecting vital natural assets, mitigating against adverse climate impacts, and optimizing the contributions of the tourism sector to GDP and job creation.¹⁴ Sustainable agriculture and responsible fisheries practices can help reduce soil degradation, deforestation, and overfishing. Almost half of Belize's current total energy supply is from renewables, and there is potential to increase generation in solar and biomass, in particular.¹⁵ The further development of these sectors is crucial for promoting environmental sustainability and mitigating the impact of climate change in Belize. They also present opportunities for the creation of new decent jobs and entrepreneurship concentrated in underserved areas and population segments (e.g., rural, women, indigenous peoples).

Situational analysis: Key decent work challenges

Belize faces several challenges across the four principal 'pillars' of the ILO's Decent Work Agenda; that is, concerning job creation and enterprise development, rights at work, social protection, and social dialogue, with gender equality as a cross-cutting objective. The following subsections summarize key decent work challenges for Belize relating to each of these broad thematic areas. This analysis informs the Country Programme Outcomes (CPOs) set out in the following section.

Promoting jobs and enterprise

Access to productive employment and decent work

Although unemployment rates in 2023 have fallen below pre-pandemic levels, labour force participation rates have remained low. As of April 2023, total unemployment stood at an estimated 2.8 per cent (approximately 5,500 people), continuing a longer-term downward trend over the last decade notwithstanding a temporary spike at the height of the COVID-19 pandemic.¹⁶ In contrast, labour force participation rates have fallen from between 63 and 64 per cent during the pre-pandemic period (2014-2019) to just 58.5 per cent in 2023. The fall in labour force participation can be attributed both to a rapid increase in the working-age population (from just under 238,000 in 2015 to 326,500 in 2022) and the slow recovery from the COVID-19 pandemic that resulted in many people leaving the labour force.¹⁷ A combination of low unemployment but high levels of economic inactivity (at least in the formal economy) suggests that many Belizeans have opted to exit the labour force after the pandemic rather than continue to look for work.

The Belize labour market also shows other signs of labour underutilization. For example, the 'potential labour force' – that is, people of working age who are not economically active nor seeking work but are nonetheless willing and available to work – is estimated at 10,000 persons.¹⁸ Barriers to employment

¹⁴ See, for example: de Gauna, Ruiz, et. al., [Economic Valuation of the Ecosystem Services of the Mesoamerican Reef, and the Allocation and Distribution of these Values, 2021](#).

¹⁵ IRENA, [Energy Profile: Belize, 2023](#).

¹⁶ Changes to the way that the SIB calculated unemployment rates may account for some of this reduction. Statistical Institute of Belize, [Labour Force Survey Release for April 2023](#); [Statistical Institute of Belize, Labour Force, n.d.](#)

¹⁷ Data from SIB LFS. Despite the decline in labour force participation rate, the size of the labour force as grown steadily in recent years, from just over 156,000 in 2015, to 178,000 in 2019, to 195,000 in 2023. ILO, [2020 Labour Overview of Latin America and the Caribbean](#), 2021.

¹⁸ SIB, [Labour Force Survey Release for April 2023](#).

are diverse, but typically include childcare responsibilities, lack of resources, lack of opportunities in the local labour market, and discouragement due to prior failed job searches. Underemployment is another issue, with an estimated 12,000 persons (7 per cent of total employment, including a disproportionate share of women) engaged only in part-time work while available and willing to work additional hours. For many workers, such forms of time-related underemployment mean insufficient income to meet basic needs, increasing working poverty rates and undermining the productive potential of the workforce.

Overall, these trends suggest challenges not only in accessing decent employment for those outside the formal labour force, but also in ensuring the quality of employment for those already active in the workforce. For example, low and declining unemployment rates in the context of wider labour market challenges (low participation rates, high incidence of poverty, uneven coverage of social protection) may also indicate an increasing number of workers that, to meet basic needs, have resorted to low quality work as a survival strategy. In many cases, this may include work in the informal economy, which is estimated to account for more than a third of all employment, including a large share of self-employment.¹⁹ Almost by definition, decent work deficits are more pronounced in the informal economy, including the denial of rights at work, the absence of sufficient opportunities for quality employment, inadequate social protection, and the absence of social dialogue.

The profile of informal employment in Belize highlights several decent work deficits. Informal employment is concentrated in agriculture and retail activities, which together accounts for 44.5 per cent of all informal employment. A third of workers (32.6 per cent) are engaged in elementary occupations such as basic agricultural work, street vending, domestic work, or cleaning. Informal workers in private firms, MSMEs, accounted for almost half (45.5 per cent) of total informal employment, with most of the remainder (54.4 per cent) comprised of self-employed own-account workers. On average, workers in informal employment worked 32 hours per week and earned BZ\$839 monthly, about 60 per cent of the mean monthly earnings of those in formal employment.

Employment policy framework

Gaps in existing labour market policies and institutional capacity constrain efforts to enhance access to decent work. Belize lacks an overarching national employment policy to align strategic objectives and coordinate interventions to address labour market challenges and expand the offer of decent work. The absence of a clear and integrated policy framework means that labour market policies and programmes are often fragmented. Stakeholders identified scope to enhance policy coherence in relation to labour migration, workforce development (skills and training), job placement and employment activation, business development services, and sector promotion (including initiatives related to climate change adaptation and green economy). Improved integration and linkages between labour market policies and the social protection system – for example, between unemployment insurance and employment activation programmes, or support for women’s reintegration into employment after maternity – are additional areas in which greater policy coherence is needed.

Belize has ratified the Employment Service Convention, 1948 (No. 88) but has not ratified the Employment Policy Convention, 1964 (No. 129), a governance (priority) Convention of the ILO.

¹⁹ Over 64,000 workers – 35 per cent of total employment – are estimated to work informally in Belize. This includes both own-account workers not registered in the Belize Companies and Corporate Affairs Registry or the Social Security Board, and persons in the formal sector but working in informal jobs (i.e., they or their employer did not contribute to social security). Statistical Institute of Belize, [Labour Force Survey Report, 2021](#).

Women, youth, rural communities, and indigenous peoples

There are challenges facing women, youth, rural communities, indigenous peoples, and migrant workers. Consistently inferior labour market outcomes – lower rates of labour force participation, higher rates of unemployment, and persistent pay gaps – mean that these groups risk being left behind in the process of national development.

Women continue to participate in the labour force at lower rates than men and are disproportionately affected by un- and under-employment. Women's labour force participation rate stood at just 45.8 per cent in 2023 compared to 71.6 per cent for men, while participation rates are even lower among married women (41.6 per cent) and rural women (38.7 per cent).²⁰ Among women in the labour force, the 2023 unemployment rate (4.2 per cent) is more than twice the rate for men (1.9 per cent), while women are also disproportionately affected by long-term unemployment.²¹ Finally, women are also disproportionately affected by underemployment, with an estimated 7.2 per cent of all employed women (compared to 6.4 per cent of men) experiencing time-related underemployment. Gender-based gaps in labour market outcomes show little change in recent years, indicative of entrenched structural barriers to women's full and equitable access to decent work (see Figure 4, Figure 5, Figure 6). This data, in addition to the low rates of employment among married women, could suggest higher levels of unpaid care work being the responsibility of women. Higher unpaid care responsibilities at home prevent women from achieving their professional potential.

There are also significant challenges in relation to youth. Given a large youth population, the creation of decent employment opportunities for young people is key to advancing decent work in Belize. Yet, young people accounted for almost half (48 per cent) of all unemployment in 2022 (latest available data), while youth unemployment rates (11.8 per cent) were almost four times the rate for other adults (3.3 per cent).²² Moreover, the share of young people not in employment, education, or training (NEET) is large and growing. In 2021, an estimated 30.2 per cent of youth were NEET, an increase from pre-pandemic trends and above the median rate for the Caribbean region. This figure is equivalent to more than 25,000 young people that are neither economically active nor gaining skills for future employment. High NEET rates represent a significant risk to social and economic development, undermining future employability and depriving the economy of the human capital potential to drive growth. Women are particularly vulnerable to NEET status, with approximately 43 per cent of young women being NEET in 2021 compared to 19 per cent of young men. The high NEET rates for women constitute an important barrier to addressing wider gender-based labour market inequalities.

Workers in rural areas, including most of Belize's indigenous populations, are more likely to be outside the formal labour force and experience unemployment and multidimensional poverty. Labour force participation rates are notably lower in rural (56.3 per cent in 2022) compared to urban areas (61.5 per cent), suggesting a lack of employment and entrepreneurship opportunities in many rural areas (see Figure 5). The district of Toledo has the lowest participation rate (37.3 per cent) – a significant fall from 45.9 per cent in 2022 – highlighting the challenges facing poorer and rural districts in the wake of the COVID-19 pandemic.²³ Indigenous people show particularly low rates of labour force participation (for example, just 46.8 per cent among Maya and just 29.1 per cent among Maya women) and some of the highest rates of joblessness, particular among the Garifuna population and affecting Maya women.²⁴ Poor labour market outcomes are also reflected in significantly higher rates of poverty in rural areas

20 Statistical Institute of Belize, [Labour Force Survey Release for April 2023](#).

21 Over the last decade, female unemployment rates have doubled the rate for men in all but two years, and at times were significantly higher. Women account for almost 60 per cent of total long-term unemployment (defined as being out of work for more than 12 months). Statistical Institute of Belize, [Labour Force Survey Release for April 2023](#).

22 Based on data from SIB LFS (2022).

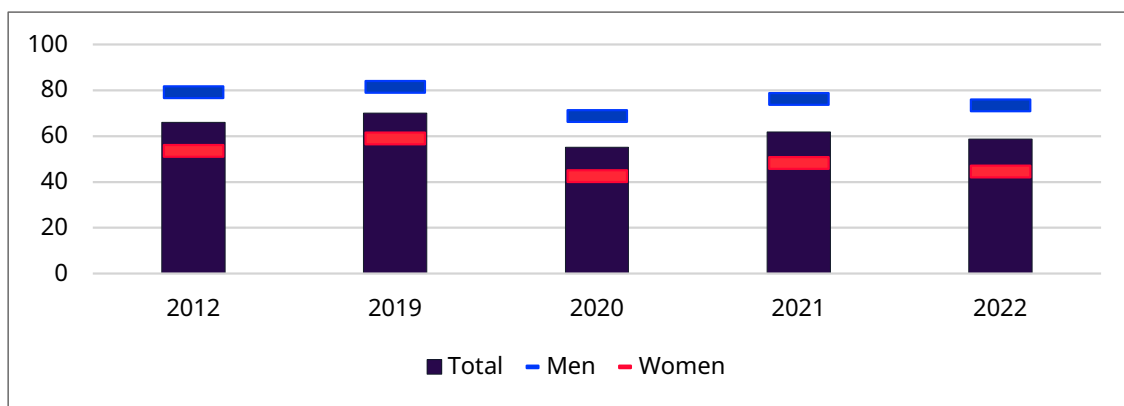
23 Statistical Institute of Belize, [Labour Force Survey Release for April 2023](#).

24 SIB, [Labour Force Survey, 2022](#).

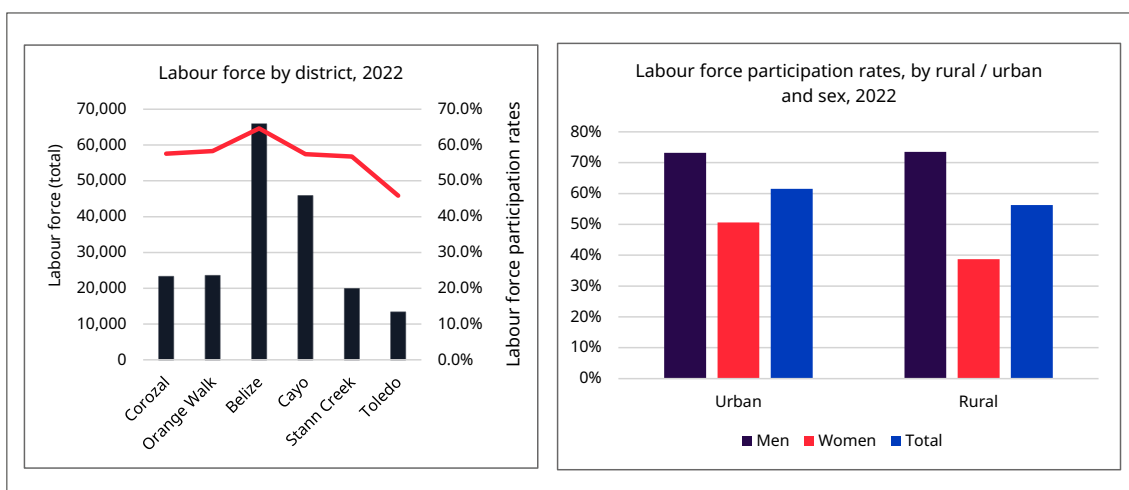
and among indigenous populations,²⁵ highlighting uneven access to key resources (education and training, finance and investment, business support services, social protection, infrastructure) to support enterprise development, entrepreneurship, and decent jobs and livelihoods.

Despite their importance to key sectors of the economy, migrant workers may be disproportionately exposed to decent work deficits. Overall, many migrant households live in poverty and experience other deprivations associated with multidimensional poverty, including challenges in accessing education and employment, as well as health and nutrition deficits. Migrants have low levels of educational attainment, with more than one third (36.3 per cent) having no formal education, and a further 34.4 per cent having only primary level education. The casual and/or informal nature of work in agriculture and domestic work, where many migrant workers are employed, increases the risk of low pay, poor working conditions, labour rights violations, and exclusion from social protection (see 2.2.3). Migrant workers report various barriers in accessing employment, including the high cost of obtaining official documents and permits for legal employment.

► **Figure 4. Labour force participation rate (%), by sex**

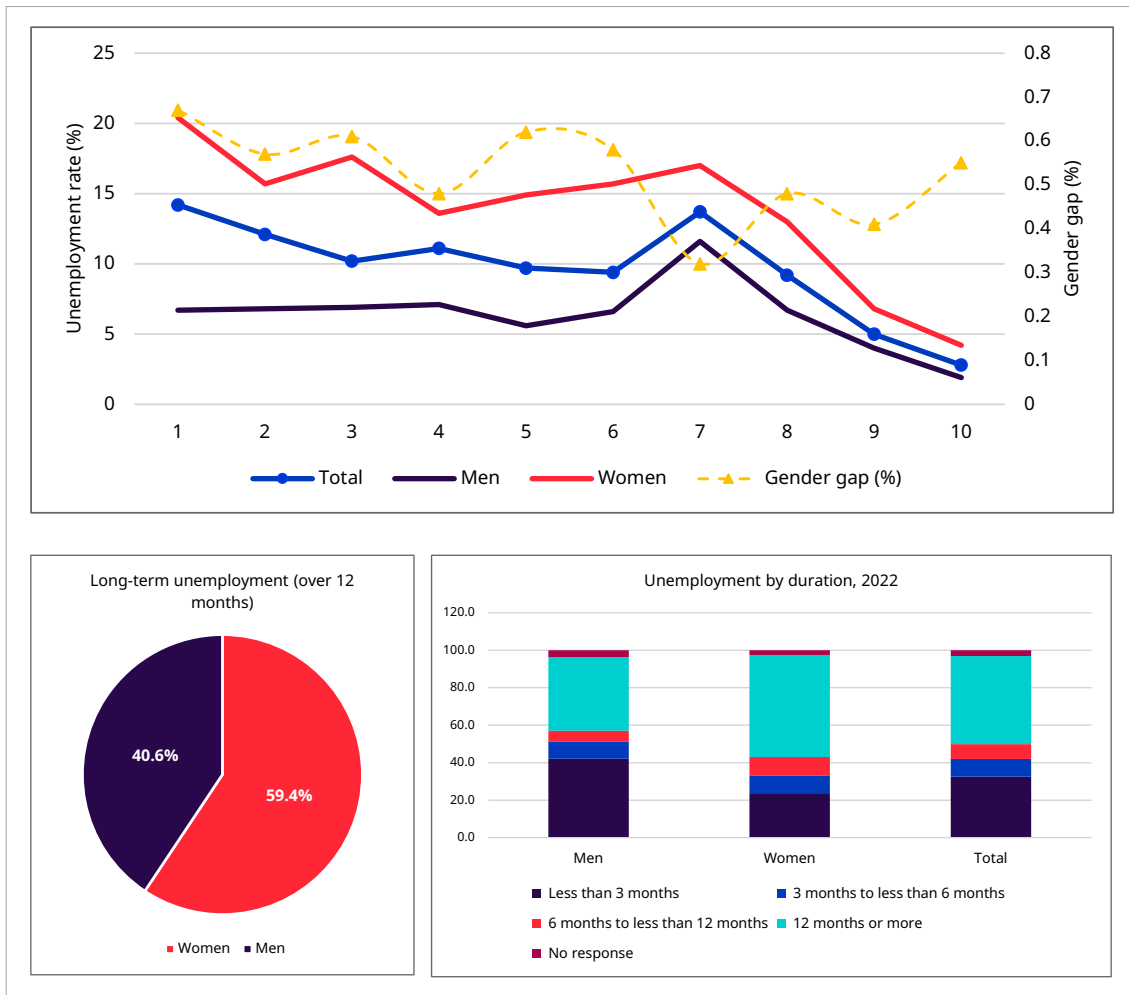


► **Figure 5. Labour force by district and rural / urban, 2022**



25 The incidence of multidimensional poverty was estimated at 39.9 per cent in rural areas in 2022, compared to just 8.3 per cent in urban areas, while more than 60 per cent of Mayas were multidimensionally poor. SIB, [Multidimensional Poverty in Belize, 2023](#). Previous studies have also shown pronounced pay gaps along ethnic lines (e.g., Naslund-Hadley, Emma, Patricia Navarro-Palau, and María Fernanda Prada, [Skills to shape the future: Employability in Belize](#). Washington DC: IDB, 2020.)

► Figure 6. Unemployment rate by sex (top) and duration (bottom)



Source: SIB. LFS, multiple years.

Education and skills

There is broad agreement among stakeholders that skills mismatches are a key decent work challenge for Belize, acting as a constraint on private sector growth and job creation. There is a need to construct more market-relevant skills development pathways, particularly with respect to technical and vocational education and training (TVET). These views align with the objectives set out in the Medium-Term Development Strategy, which clearly identified skills development as a national development priority.

Multiple stakeholders (Government and social partners) emphasized the links between skills mismatches and key national development priorities, including:

- *Addressing poor labour market outcomes for women, youth, and rural residents:* Strengthening access to the right training and education programmes can give all jobseekers – including young people, women, and workers in rural areas – the skills that they need to compete for better paying jobs and become successful entrepreneurs. Labour force data clearly demonstrate that higher educational attainment is positively correlated with labour force participation, employment, and income across demographic groups, but especially for women.
- *Alleviating constraints on productivity and competitiveness:* In recent years, Belize has experienced negative labour productivity growth, in contrast to both the regional Caribbean and wider international

positive trends, affecting national competitiveness and economic growth. Labour productivity deficits are considered to derive primarily from skills mismatches in the national labour force, including both job-specific and soft skills gaps.

- *Promoting economic diversification, resilience, and 'green jobs':* Skills gaps and mismatches can impede the development of new sectors and industries, including strategically important 'green' and 'blue' economies. Skills mismatches also constrain innovation that can drive diversification of products and services, which, in turn, can enhance the productivity and resilience of enterprises and the jobs and livelihoods they support. Skills gaps concerning basic business and fiscal management also act as a constraint on MSME creation and resilience, with further adverse impacts on the growth and sustainability of new industries.

Key challenges in relation to skills include a lack of coordination and alignment across the national training system. The current training landscape in Belize suffers from a lack of coordination, characterized by a fragmented system with multiple providers, leading to duplication and the poor alignment and consistency in the training curricula and qualification frameworks. Moreover, the absence of an overarching framework for systematic, regular data collection and analysis on skills mismatches in the labour market continue to constrain effective and consistent policymaking and the design of interventions. To date, skills studies have been carried out on an ad hoc basis, rather than part of any coordinated labour market analysis or strategy. Weaknesses in the national education system are also seen to contribute to skills shortages, including low levels of secondary school enrolment and completion, uneven quality, and labour market relevance of TVET education, and limited opportunities for direct work experience and on-the-job training.

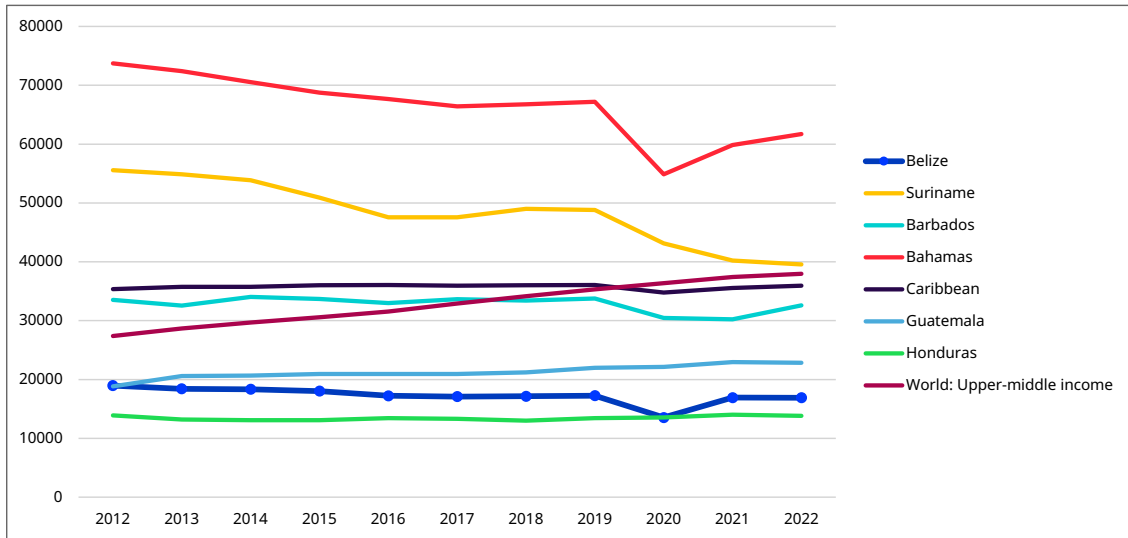
Productivity and competitiveness

Low productivity is a significant impediment to job creation, sustainable enterprise development, and the realization of decent work in Belize. Labour productivity rates (output per worker) have been consistently among the lowest in the region, and they fall well below the average rates for the Caribbean and upper-middle income economies globally (see Figure 7). Moreover, total productivity has been steadily declining over the last decade, with annual productivity growth rates close to zero or negative for all years except 2021. These negative trends contrast with both the regional Caribbean and wider international positive trends. Although no recent productivity data was identified at the sector level, previous analyses have shown that productivity challenges affect all major sectors of the economy. For example, analysis covering the period 1993–2017 ranked Belize 83rd out of 101 countries for growth in agricultural labour productivity, 89th out of 101 for industry, and 96th out of 101 for services.

Skills shortages and mismatches as the principal constraint on labour productivity. Soft skill gaps are associated with productivity losses linked to lack of flexibility and adaptability, unsatisfactory performance, lack of commitment, and absenteeism. Lack of job-specific skills is a significant barrier to enterprise development and private sector growth, especially in emerging sectors (such as ICT, agribusiness, sustainable tourism, green and blue economy).

There is a lack of data on which to assess other aspects of productivity, although it is likely that productivity and competitiveness challenges cannot be attributed solely to labour productivity. Employers cite a lack of adequate 'business education' among many business owners and managers – especially in the case of MSMEs – as a potential constraint on productivity, noting limited understanding of and capacity to implement effective business planning and fiscal management. Lack of resources and skills needed to digitalize business processes is a further constraint on business productivity. The same limitations constitute significant risks to business continuity in the context of external shocks, including natural hazards and disasters. In these contexts, the lack of adequate business and financial planning, as well as the limited integration of technology, leave many businesses without a viable path to continue operations, with associated adverse implications for broader economic resilience and job protection.

► Figure 7. Output per worker (GDP constant 2017 international US\$ at PPP)



Source: Data from ILOSTAT

Sustainable enterprise development

There are long-standing challenges to the development of sustainable enterprises and private sector growth in Belize. Amongst other barriers, enterprises face credit limitations, infrastructure bottlenecks, subpar maintenance affecting quality, inadequate public goods and services, and limited technology adoption. Overall, the national regulatory regime and business environment is not conducive to starting and operating a business, with challenges facing MSMEs. Prioritizing enhancements in the business climate is crucial to facilitate growth in higher value-added activities that support productive and decent employment, including within tourism, agriculture, and emerging sectors (such as renewable energy).

Belize's private sector is dominated by small companies and faces capacity constraints in driving job creation and the development of new productive sectors. MSMEs account for up to 90 per cent of all enterprises established in Belize and approximately 50 per cent of all employment. However, support for MSMEs is fragmented and programmes have achieved varying degrees of effectiveness. Many MSMEs consistently struggled to access finance, meet export standards, diversify their products and markets, and adapt to digitalization. Although men and women are equally represented in MSME ownership overall, women represent most owners (55.2 per cent) in the micro-enterprise segment. In this context, the barriers facing MSME development – which are resource-related and thus most acutely affect microenterprises – serve to perpetuate patterns of gender-based economic inequality.²⁶

Key constraints on sustainable enterprise development

- ▶ **Lack of access to credit:** Access to finance is among the most cited challenge facing small business owners. MSMEs and entrepreneurs often struggle to meet the qualification criteria and cost of finance offered by commercial banks, which dominate the financial system, and alternative micro-financing options are limited.²⁷ Barriers to accessing finance are reflected in recent survey data that indicate most MSMEs are self-funded and many are entirely 'unbanked'; that is, without any formal banking or savings account.²⁸
- ▶ **Barriers to formalization:** Although precise data on the number of informal MSMEs are not available, a recent survey found that more than a third of MSMEs were not formally registered, while 80 per cent were not registered for tax. Lack of awareness concerning registration requirements and procedures, and lack of understanding of the tax system (and a perception that taxes would be excessively high), are among the most cited reasons for lack of registration.²⁹ The current regulatory environment, including business registration and ownership laws, tax policy, and lack of access to finance encourages business and entrepreneurs to operate informally.³⁰
- ▶ **Low level of innovation:** Belize ranks low in the global tables of global competitiveness in relation to innovation. Most private sector research and development is limited to the agricultural and tourism sectors, with sectors such as retail, logistics, education, and financial technology lagging in terms of technology integration. The limited number of accredited universities is a notable supply-side constraint on technology-driven innovation.
- ▶ **Regulatory environment:** The regulatory environment may also curb enterprise development. Key challenges include corruption, an inflexible tax regime, lack of effective competition regulations, complex / excessive tariffs on imports and inadequate Phyto-sanitary regulations to facilitate export, and technical and administrative barriers to business registration and other processes involve interface with Government services.
- ▶ **Uneven access to resources:** Investment in key sectors, such as tourism, has been localized with the result that only select communities have benefited from skills enhancement, enterprise development, and growth opportunities to date. Moreover, access to business development services are not readily available in many rural areas (especially in districts such as Stann Creek and Toledo).

²⁷ Interviews with Employers and Government, November 2023. UNDP and BELTRAIDE. MSME strategy (draft).

²⁸ A total of 33 per cent of MSME owners in the BELTRAIDE survey were unbanked.

²⁹ BELTRAIDE MSME survey, 2022.

³⁰ UNDP and BELTRAIDE. MSME strategy (draft).

Guaranteeing rights at work

Freedom of association and the right to collective bargaining

Overall, much of the national legal framework aligns with international standards concerning freedom of association and the right to collective bargaining (FACB), albeit with some gaps. Key gaps identified by both the ILO's Committee on the Application of Conventions and Recommendations (CEACR) and national constituents include: the absence of penalties for employers in cases of anti-union discrimination under the TUEOA, weakening incentives for compliance; a bar on migrant workers election to trade union leadership positions (TUA); an excessively high representativeness threshold for unions seeking recognition as collective bargaining agents (TUEOA), impeding the promotion and development of collective bargaining in practice, and an excessively broad definition of 'essential services' in which certain industrial actions are prohibited (SDESA). The Government has recognized the need to revise elements of national law concerning FACB rights and a comprehensive review of relevant legislation – including the Labour Act, TUEOA, and TUA – is currently underway. Outcomes under this DWCP will contribute to these legislative reforms.

Collective labour relations are primarily regulated through the Labour Act, Trade Union and Employers' Organizations Act (TUEOA), and the Trade Union Act (TUA). The Settlement of Disputes (Essential Services) Act (SDESA) and the Trade Disputes (Arbitration and Inquiry) Act regulate the scope and settlement of collective disputes. Belize has ratified the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), and the Collective Bargaining Convention, 1981 (No. 154), amongst others.

In practice, both trade unions and employers show a commitment to social dialogue, although there remain potential issues concerning anti-union discrimination and collective bargaining. For example, trade unions have previously reported that public statements from the Government have sought to undermine unions and erode their support in the context of public sector collective disputes. They also report instances of anti-union practices on the part of private employers in several sectors, including threats, dismissal of workers seeking to organize, and denying union officials access to workplaces.³¹ Overall, collective bargaining appears to take place exclusively at the enterprise level and is limited to a small number of sectors and occupations – notably, the public sector and some segments of the energy, utilities, telecommunications, and port industries.³² Trade unions report particular concerns about non-adherence to collective bargaining agreements (CBAs), noting perceived limitations in the capacity and effectiveness of the Tripartite Body to consistently monitor adherence to and resolve complaints related to CBAs.³³ Under the TUEOA, the Tripartite Body has a key function to promote tripartism, including through the certification of trade unions, enforcement of collective bargaining agreements, and coordinating the recognition and enforcement of ratified ILO Conventions.

More generally, low unionization rates and broader structural features of the economy are overarching constraints on the effective realization of FACB rights in some contexts. For example, both workers' and employers' organizations note how the prevalence of MSMEs and high levels of informality impede organization among key segments of their constituencies. Trade unions also point to the increasing use of temporary and fixed-term contracts, as well as limited awareness among workers about their legal rights, as further constraints on efforts to organize workers and engage in effective collective bargaining in practice.

31 Interviews with trade unions, November 2023.

32 Based on data provided by the Tripartite Body, MRTCDLLG.

33 Interview with trade unions, November 2023.

Forced labour

The Constitution and national laws (notably, the Labour Act ss. 157-8) provide for the protection of all persons from slavery and forced labour, while the Trafficking in Persons (Prohibition) Act (TIP (trafficking in persons) Act) criminalizes labour and sex trafficking, provides for stringent penalties and victim protection and assistance. Belize has ratified the Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105), but not the Protocol of 2014 to the Forced Labour Convention, 1930.

Although national laws clearly prohibit forced labour and trafficking in persons, there is a lack of clarity over the scope of some key provisions. Specifically, it is unclear whether the sanctions and victim protection and support measures set out in the TIP Act are available – legally and/or in practice – to victims of other forms of forced labour. Moreover, neither the TIP Act nor other legislation include any specific provisions concerning persons at particular risk of forced labour, such as migrant workers. The ILO’s CEACR has also raised specific queries concerning compulsory labour carried out by prisoners and a potential indirect compulsion to work by virtue of anti-vagrancy laws. It has also noted that the Anti-Trafficking in Persons Council (A-TIP Council), which is tasked with formulating and coordinating national anti-trafficking measures, is not tripartite and therefore does not provide an adequate mechanism to facilitate effective cooperation on trafficking and other forced labour issues.

In practice, there are isolated reports of forced labour affecting both Belizeans and migrants, including in the context of trafficking in persons. There are some reports of forced labour in the service and entertainment industries – including bars, nightclubs, and domestic service. Women and girls are disproportionately likely to be victims of trafficking in persons in particular, although a significant number of men and boys are also victims.³⁴ The Government has taken important steps to address forced labour risks – such as new screening guidelines for frontline officers, training for employers, public awareness-raising in different languages, and an online complaints system. However, international observers note specific areas for improvement, including enhanced regulation and monitoring of private recruitment agencies, enhanced prevention and identification activities for vulnerable groups (including children, migrants, and refugees), and increased engagement, assistance, and restitution concerning victims.³⁵

Child labour

There are significant gaps in national law against international standards concerning child labour. The minimum age of employment in Belize is 14 years, which is lower than the compulsory school age (5 to 16 years). Existing legislation establishes a minimum age of employment only in relation to ‘industrial undertakings’ (via the Labour Act) and work ‘shops’ (via the Shops Act), with no coverage of other sectors or occupations. Moreover, legal protections to prevent the employment of children in hazardous activities are only general in nature, with no clear stipulations of specific activities and types of work in which the

The minimum age of employment is regulated by the Labour Act (s. 161) and Shops Act (s. 3), while the Labour Act also provides for various restrictions on the employment of young persons under the age of 18 years (ss. 161, 167, 169-170). The Families and Children’s Act (s. 7) also prohibits the employment of persons under the age of 18 in any activity that may be detrimental to their health, education, or wellbeing. Belize has ratified the relevant fundamental ILO instruments – the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182).

³⁴ US Department of State, [2023 Trafficking in Persons Report: Belize](#), 2023. There are also reports of weak investigative and enforcement efforts among other Government agencies. For example, liquor licensing boards do not consistently conduct inspections of restaurants and other venues that are subject to allegations of commercial sex, including potential sex and labour trafficking.

³⁵ US Department of State, [2023 Trafficking in Persons Report: Belize](#), 2023. Belize progressed from the lowest Tier 3 status to Tier 2 in 2019.

employment of minors is prohibited (a hazardous work list).³⁶ Similarly, there is no list of activities that fall under the definition of 'light work' that is permissible for children between the ages of 12 and 13 years. Reform of national legislation concerning child labour is a priority objective of the new National Child Labour Policy and Strategy and a principal area of focus for the comprehensive review of the Labour Act.

In practice, available data indicate that most child labour involves work carried out by children aged 14-18 years in hazardous activities. The most comprehensive data are from the SIB's National Child Activity Surveys (CAS), carried out in 2001 and 2013. Although these data are dated, analysis of the CAS findings provide important insight into the key characteristics and potential root cause drivers of child labour in Belize, which are likely to remain broadly relevant today. Specifically, CAS data indicate that the majority of child labour (84.5 per cent) concerns the engagement of 14–17 year olds in hazardous work, rather than underage work (below 14 years). Boys form the majority of child labour victims (81 per cent of total); four out of five child labourers reside in rural areas, while prevalence is above national averages among Mennonites and Maya communities, and that occupations of child labourers are highly gendered, with girls usually working in kitchens, poultry farming, or in agriculture, while boys were found working as divers or fishermen, farm helpers or subsistence farmers, carpenters, construction workers, packers, or operating heavy equipment.³⁷

More recent indicators point to a potential increase in instances of child labour, particularly among 14-17 year olds. For example, low rates of transition from primary to secondary education and high drop-out rates among those who initially enrol in school suggests a significant population of 14-17 year olds at increased risk of child labour.³⁸ Indeed, there has been an increase in the total number of children aged 14-17 years in employment between 2018 and 2022, particularly among males and in rural areas. It is likely that at least some of these children are engaged in hazardous work that constitutes child labour. Moreover, over 30 per cent of this age group are reported to work long hours that may amount to hazardous child labour.³⁹ Additionally, persistently high rates of poverty, including an estimated three out of five children under 14 years,⁴⁰ and limited social protection coverage for children and families (see below), indicates widespread socioeconomic vulnerabilities that significantly increase the risk of child labour.⁴¹

36 A provisional list of hazardous work was included as an annex to the new Child Labour Policy and Strategy 2022-2025. However, the list does not have legislative authority and is therefore only advisory in nature.

37 Government of Belize, [Belize National Child Labour Policy and Strategy, 2022-2025](#), (2022).

38 Ministry of Education, Culture, Science and Technology, [Abstract of Education Statistics 2021-2022](#) (2022).

39 Government of Belize, [Belize National Child Labour Policy and Strategy, 2022-2025](#) (2022). It is probable that the number of children in employment rose as a result of the COVID-19 pandemic, even amongst children who were enrolled in the education system. This is due to multiple factors, including pressure to supplement family income (for example after death of a family member), lower standards of living due to fewer trade and employment prospects, school closures, and growing labour demand on agriculture and tourism sectors when restrictions were lifted.

40 Statistical Institute of Belize, [Poverty in Belize, 2018](#).

41 ILO and UNICEF. Social Protection Expenditure Review.

Child Labour Policy and Strategy, 2022-2025

The Government recently adopted a National Child Labour Policy and Strategy for the period 2022-2025. The Strategy was developed with technical support from the ILO and in consultation with workers' and employers' organizations, as well as key stakeholders from the private sector and other development partners (including UNICEF). It takes a holistic approach to addressing the root causes of child labour on a national scale through its key objectives.

The Policy and Strategy includes a focus on:

- addressing legislative and information gaps;
- improving compliance with labour laws;
- improving school attendance; and
- ensuring adequate support and economic resilience for children and their families.

Strategic interventions may include building awareness among children and their families about the danger of child labour; strengthening data collection on child labour; identification of undocumented migrants engaged in child labour; targeted interventions to reduce child labour in the tourism industry and extending the social protection floor.

Overall coordination of monitoring is the responsibility of the tripartite National Child Labour Committee, while monitoring of specific outcomes is carried out by relevant ministries. Since the Strategy was developed, recent strategies include sensitization campaigns, with 18 schools initially targeted. The Government of Belize has also requested technical support from the ILO to develop a Country Accelerated Action Plan (CAAP) to prioritize interventions to implement the new Policy and Strategy.

In May 2023, Belize joined the **Regional Initiative Latin America and the Caribbean Free of Child Labour (Regional Initiative)**, a tripartite network of countries working to accelerate actions that prevent and eradicate child labour and its worst forms.

Discrimination and equal opportunities

The Constitution (s.16) provides for the protection of all persons from discrimination based on sex, race, place of origin, political opinion, colour, or creed. The Labour Act (s. 42) prohibits the dismissal of workers for reasons including a worker's race, colour, sex, marital status, ethnic origin, family responsibilities, nationality, indigenous population, or social origin, as well as a worker's physical structure, disability, or age. The Equal Pay Act (2003) establishes the principle of 'equal pay for equal work' (s.3(1)). Belize has ratified the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Workers with Family Responsibilities Convention, 1981 (No. 156). It has not ratified the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), the Domestic Workers Convention, 2011 (No. 189), or the Violence and Harassment Convention, 2019 (No. 190).

National law does not provide full protection against discrimination in respect of employment and existing policies are insufficient to ensure non-discrimination and equal opportunities in practice. In particular, the existing prohibition against discrimination in employment is limited to unfair dismissal (Labour Act, s.42) and does not cover other aspects of employment and occupation, including access to vocational training, access to employment and particular occupations (including access to employment

services), or terms and conditions of employment.⁴² In the policy domain, Belize has a long-term National Gender Policy,⁴³ but lacks similar national policy initiatives to eliminate discrimination and promote equal opportunity in employment and occupation on a wider range of grounds. This constitutes an important policy gap given persistent labour market inequalities affecting diverse groups, including indigenous peoples, people with disabilities, and migrant workers.

Existing legislative and administrative provisions are also insufficient to implement the principal of equal pay for work of equal value. The Equal Pay Act refers only to 'equal pay for equal work' (s.3(1)) and provides for equal remuneration between women and men for work involving similar duties, conditions, skills, etc. (s.2(1), expressions that are narrower than the principle of 'equal remuneration for work of equal value' established by C100 (emphasis added). Meanwhile, the Labour Act does not include any provision reflecting the principle of equal remuneration for work of equal value.⁴⁴ Moreover, there are no legal or administrative provisions that set out a method or mechanism for the objective appraisal of jobs, which is a critical prerequisite for implementing the principle of equal pay for work of equal value in practice.⁴⁵ There is no tripartite or other body dedicated with responsibility for the promotion of equal pay or development of policies and other mechanisms to implement the principle in practice.

Patterns of inequality and exclusion in the labour market indicate persistent discrimination that limits decent work opportunities for different social groups, including women, migrants, and indigenous people. There are various reports of weak enforcement of non-discrimination provisions concerning dismissal, including alleged cases of employers dismissing workers who become pregnant. Civil society organizations report that some workers face discrimination based on race or ethnicity (e.g., in relation to workplace treatment), but most cases are not reported due to fears to retaliation. Trade unions report that some migrant workers, who may lack understanding about national laws and workers' rights (due to language barriers and/or low literacy rates), are subjected to inferior working terms and conditions. There are also general reports of discrimination against individuals based on disability and sexual orientation and gender identify (SOGI), including in recruitment, hiring, and treatment in employment. Awareness about sexual harassment and other forms of gender-based violence and harassment (GBVH) is low and sexual harassment in relation to work remains a significant concern.

At a national level, there are significant gender gaps in income per capita. There are no data by which to estimate a gender pay gap for Belize. However, analysis of average monthly earnings shows a pronounced gender gap favouring men across low and medium skill occupation, although the disparity disappears in high-skilled occupations. Given that four out of five workers are engaged in low and medium skill occupations, these findings indicate a significant disadvantage for women in respect of pay. Similarly, gross national income (GNI) per capita for women was estimated at about half the value for men in 2021 – US\$4,249 (2017 PPP) for women, compared to US\$8,345 for men (see Section 4).⁴⁶ There is reportedly a lack of capacity in the labour inspectorate to identify discrimination and inequalities relating to pay and offer advice or guidance to employers to address pay inequality.⁴⁷

42 CEACR, 2022 ([Direct Request, C111](#)).

43 The National Gender Policy (NGP), last revised in 2016, sets out six policy priorities in the areas of health, education and skills training, employment generation, gender-based violence, decision-making, and institutional strengthening. The MHD/FIPA, including the National Women's Committee, oversees implementation of the NGP. There is limited information on the implementation of the NGP in practice or any results achieved.

44 CEACR, 2022 ([Direct Request, C100](#)).

45 CEACR, 2022 ([Direct Request, C100](#)).

46 Data from UNDP Human Development composite indices tables, Gender Development Index: <https://hdr.undp.org/data-center/documentation-and-downloads>.

47 CEACR, 2022 ([Direct Request, C100](#)).

A safe and healthy working environment

Belize lacks an overarching occupational safety and health (OSH) law. The Factories Act includes some general provisions concerning OSH measures for factory workplaces, while the Labour Act includes some limited provisions dealing with worker housing, workplace sanitation, and similar items. Specific legislation covering specific sectors or industries also cover some aspects of OSH. Belize has ratified the Occupational Safety and Health Convention, 1981 (No. 155), but not the Convention No. 187 on the Promotional Framework for Occupational Safety and Health Convention, 2006.

The legal and policy framework concerning occupational safety and health falls well below international standards and is a significant concern of all national stakeholders. Belize is one of the few countries in the world that lacks an overarching national OSH law, although a draft law has been under consideration for more than a decade. The lack of a national OSH law means there is no overarching legislative framework for the prevention and management of OSH risks or promotion of OSH standards. Without such a framework, existing legislation and regulations are fragmented and ad hoc, and provide inadequate protection to workers across sectors.⁴⁸ A National OSH Policy was approved in 2004 but has not been reviewed

or updated since.⁴⁹ The Government has indicated that approval of a new OSH law is among its key legislative priorities, and the Cabinet has approved amendments to the Bill. However, employers' organizations and trade unions have been critical of the delays in advancing the legislation. A lack of OSH measures can further amplify gender inequalities. Health protection for pregnant and nursing women is key for maternity protection and achieving gender equality at work.⁵⁰ OSH measures are also key to preventing violence and harassment in the workplace.

The Government does not collect or report occupational injury and disease data directly. The Social Security Board (SSB) collects annual figures of employment injury claims for insured persons, although these data are likely to significantly underestimate the total number of occupational accidents and injuries experienced by insured and uninsured persons. Data from SSB show higher employment injury rates for men than women, reflecting the higher proportion of men working in hazardous sectors such as agriculture, construction, and manufacturing.⁵¹ The substantive concerns of national stakeholders reflect these trends, with both workers' and employers' organizations citing recent accidents in the construction sector in particular as evidence of the urgent need for new legislation.⁵² In recent years, both trade unions and employers have aimed to improve OSH standards and practices through various initiatives with their respective memberships (training and information campaigns),⁵³ while the Ministry of Rural Transformation, Community Development, Labour and Local Government (MRTCDLLG) has also been working to raise awareness about the importance of OSH in workplaces, in cooperation with Ministry of Education, Culture, Science and Technology (MECST).⁵⁴

48 Relevant provisions in other legislation, including the Factories Act and Labour Act, are general in nature and/or limited to specific sectors, workplaces, and thematic areas. Specific legislation regulating work on fishing vessels and in mining includes some aspects of OSH in relation to those sectors. See, respectively, the [Registration of Merchant Ships \(Fishing Vessels of 24 meters in Length and Above\) \(Safety\) Regulations \(S.I. No. 113 of 1995\)](#) and the [Mines and Minerals \(Safety, Health and Environmental\) Regulations. No. 33](#).

49 CEACR, 2023 ([Observation, C155](#)).

50 [Care at work: Investing in care leave and services for a more gender equal world of work](#).

51 According to SSB data for 2022, the highest number of claims were for workers in agriculture (211), construction (179), and manufacturing (171).

52 Interviews with employers and trade unions, November 2023.

53 BCCI, [Occupational Safety and Health Bill, 2019](#); Interviews with employers and trade unions, November 2023.

54 MRTCDLLG Strategic Plan, 2023-2025.

Wages

Efforts to establish a balanced and evidence-based mechanism for minimum wage setting are ongoing. Current legislation on minimum wage fixing provides for the establishment of wages councils to propose remuneration and other entitlements, but it leaves wage setting at the discretion of the Government.⁵⁵ Prior to the most recent minimum wage increase (in January 2023), the Government convened a tripartite Minimum Wage Taskforce that proposed several possible wage-setting methodologies (formulas) for determining minimum wage increases. Although these methodologies were not applied to the 2023 increase, the Government reports that it continues to review a long-term wage-setting mechanism with technical support from the ILO.

Belize has ratified the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99), and Protection of Wages Convention, 1949 (No. 95), but it has not ratified Minimum Wage Fixing Convention, 1970 (No. 131).

More generally, stakeholders note that a lack of data on wages and related economic indicators (such as productivity) is a barrier to the development of evidence-based wage policies and wage-setting mechanisms. This extends beyond the issue of minimum wage fixing to other wage-related policy measures, including the design and implementation of measures to implement equal pay principles, and/or living wage initiatives.

Labour inspection

Belize has ratified the Labour Inspection Convention, 1947 (No. 81) and Labour Administration Convention, 1978 (No. 150). Belize has not ratified Protocol of 1995 to Convention No. 81 and Labour Inspection (Agriculture) Convention, 1969 (No. 129).g Convention, 1970 (No. 131).

The Department of Labour is responsible for enforcing national labour laws and regulations, including in relation to occupational safety and health. Labour inspectors carry out workplace visits on their own initiative and in response to complaints. Labour inspectors are authorized to carry out unannounced workplace visits, although in practice inspectors aim to pursue a cooperative approach to resolve potential non-compliance with employers. The Department of Labour also operates an online Labour Complaints System where individuals can submit anonymous complaints.

The scope of inspections includes all sectors and types of enterprise, including both the private and public sectors. The

Department of Labour does not designate sectors or industries to prioritize for inspection, although there is higher coverage of factories, which typically receive annual visits that include both compliance inspections and education and information sessions with employers and employees.⁵⁶ Inspection data from 2022 indicate that inspectors carried out 869 workplace inspections, including 66 dedicated child labour inspections. Almost half of all inspections were in the retail sector and a further 18 and 17 per cent respectively in manufacturing and accommodation and food services. Agriculture and construction accounted for just 2 and 1 per cent of total inspections (16 and 6 workplace visits, respectively), even though these sectors are typically associated with low levels of compliance with labour and OSH laws.

55 Wages Councils Act (as amended).

56 Interviews with labour inspectors, November 2023.

Although labour inspectors are well-trained, limited human and technical resources constrain effective labour inspection. In 2023, the Department of Labour had just 14 inspectors responsible for inspections across the country, a number that is generally viewed as insufficient for effective monitoring and enforcement.⁵⁷ The labour inspectorate does not currently operate according to any systematic risk-based approach, although the Department has recently enhanced its data collection and management processes with a view to implementing more strategic risk-based targeting in the future.⁵⁸

Extending social protection

The Social Security Act (SSA) regulates the national Health Insurance (NHI), the social security scheme, the contributory pension, and the non-contributory pension (NCP). Other legislation, such as the Public Health Act, Social Services Act, and Families and Children Act, regulate distinct aspects of social protection policy in Belize. Belize has ratified the Maternity Protection Convention, 2000 (No. 183), but it has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102) or others ILO Conventions related to social protection.

The social protection system

The social protection system in Belize provides coverage throughout the life cycle, from pregnancy to burial support, through contributory and non-contributory schemes. The SSB and the Ministry of Human Development, Families, and Indigenous Peoples' Affairs (MHDFIPA) are the lead entities for the social protection system, which includes both contributory and non-contributory benefits for eligible Belizean nationals and residents.⁵⁹ The SSB is also responsible for registering all businesses and all citizens, registered immigrants, holders of work permits, and their dependents and for issuing a Social Security Card. Self-employed registration is voluntary.

Except for the National Health Insurance (NHI), the benefits administered by the SSB are financed solely by employer and employee contributions. There are currently 13 weekly earnings 'wage bands' (from under BZ\$70 to over BZ\$500), with accompanying insurable earnings 'ceilings' for each band (from BZ\$55 to BZ\$520). The rate of total contributions is 10 per cent across all wage bands, although the relative burden of contributions shifts from the employer to the employee as earnings increase. The contribution rate for the self-employed is fixed at 3.2 per cent of average insurable earnings. This means that the rate for self-employed in lower income bands is notably higher than the rates for low-earning employees (which start at just 1.88 per cent).

57 Interviews with Government, November 2023. The current number of inspectors is broadly in line with ILO's technical policy and guidelines, with 14 inspectors being equivalent to approximately one inspector for every 14,000 workers (labour force). The ILO's policy and technical advice recommends that the number of inspectors in relation to workers should approach: 1/10,000 in industrial market economies; 1/15,000 in industrializing economies; 1/20,000 in transition economies; and 1/40,000 in less developed countries. ILO, [Strategies and practice for labour inspection, 2006](#).

58 Interview with Government, November 2023.

59 The vast majority of beneficiaries, more than 95 per cent in 2018, are beneficiaries under schemes administered by the SSB. ILO and UNICEF, Social Protection Expenditure and Performance Review, 2020.

Social protection schemes and benefits

Contributory and non-contributory benefits administered by the SSB (eligibility in parentheses)

Short-term benefits (contributory, mix of mandatory and voluntary):

- ▶ Sickness benefit (employees and self-employed, working age).
- ▶ Maternity allowance and grant (employees and self-employed, working age).
- ▶ Sickness after maternity (employees and self-employed, working age).

Long-term benefits (contributory, mix of mandatory and voluntary):

- ▶ Retirement benefit and grant (employees and self-employed; elderly).
- ▶ Funeral grant (employees and self-employed, any age).
- ▶ Survivor's benefit and grant (all residents, all ages).
- ▶ Invalidation benefit and grant (employees and self-employed; all ages (benefit) or working age (grant)).
- ▶ Government old-age pension (armed forces have a specific scheme).

Long-term benefits (non-contributory):

- ▶ Non-contributory Pension – NCP (poor population; elderly).

Employment injury benefits (contributory, mandatory):

- ▶ Employment injury/prescribed disease benefit (employees and self-employed; working age).
- ▶ Death benefit / pension (all residents; all ages).
- ▶ Constant attendance allowance (employees and self-employed; working age).
- ▶ Medicare (employees and self-employed; working age).
- ▶ Disablement pension and grant (employees and self-employed; working age).
- ▶ Funeral grant (employees only).

National health insurance (non-contributory):

- ▶ A social insurance programme that provides different healthcare services, publicly administered by an independent unit of the SSB, financed with a transfer from the GOB (Government of Belize) to the Ministry of Health.

Non-contributory benefits administered by MHDFIPA and other ministries

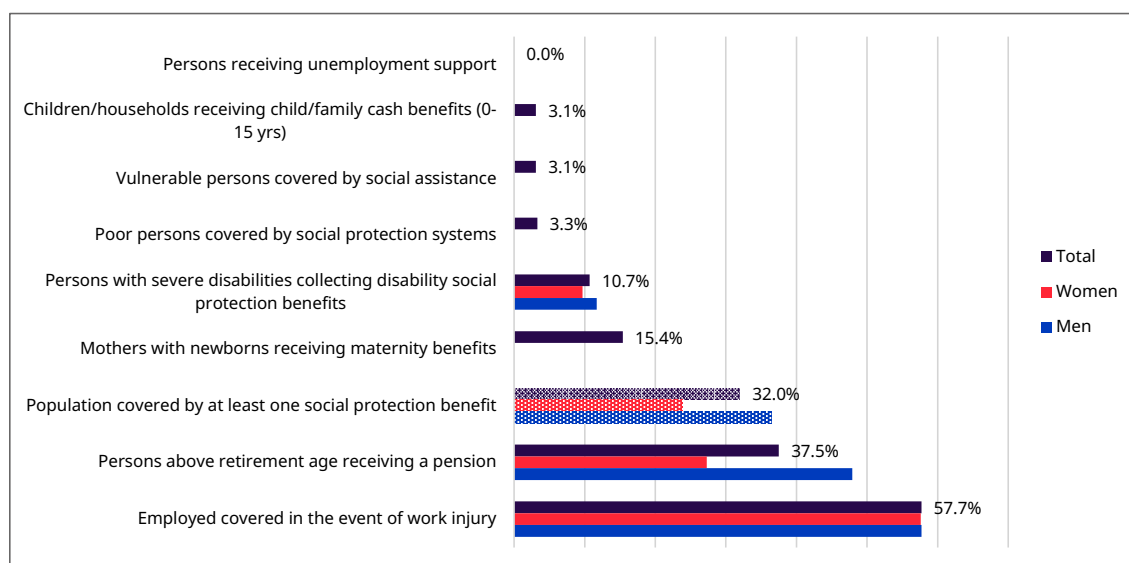
Social assistance (non-contributory). Key programmes and benefits include:

- ▶ BOOST / BOOST+ programme: conditional cash transfer programme targeting five specific groups of the vulnerable population, including poor children, elderly, and families (administered by MHDFIPA).
- ▶ Public assistance: this programme includes 15 benefits targeting various subpopulations (administered by MHDFIPA).
- ▶ Direct feeding programme: providing basic groceries to beneficiary households
- ▶ Housing assistance programme: for poor families (administered by the Ministry of Infrastructure Development and Housing).
- ▶ Education Upliftment Project: helps poor families for tuition costs, books, uniforms, educational equipment, and devices (administered by the MECST).
- ▶ Various temporary measures introduced in response to COVID-19 and other disasters, including cash transfers, food assistance programmes, and fuel subsidies.

Gaps in coverage

Social protection for all is not yet a reality in Belize. In 2021, less than one third (32.0 per cent) of the population was effectively covered by at least one social protection benefit (see Figure 8). Just over half (57.7 per cent) of the labour force were covered in the event of work injury, while only 37.5 per cent of the population above retirement age received a pension. Coverage rates for women were notably lower than for men for all benefits except employment injury, as well as overall (less than a quarter – 23.9 per cent – of women were covered by at least one social protection benefit). Belize does not currently have an unemployment insurance (UI) scheme, although work on the design of a UI scheme is ongoing.

► **Figure 8. Proportion of population covered by social protection floors/systems, 2021**



Source: Data from SSB and MHDFIPA.

Overall, low coverage rates among many of the most vulnerable groups in society indicate significant deficits in the social protection system's capacity to reach those most in need. Just 15.4 per cent of mothers with newborns received maternity benefits in 2021, while only 3.1 per cent of households with children received some form of cash benefit despite significantly higher national poverty rates. Coverage of pregnant women, infants, and children under the BOOST social assistance programme, which targets families living below the poverty line, are thought to be very low.⁶⁰ Similarly, estimates suggest that just over a quarter of migrant workers are covered under eligible social security schemes, and just one in five migrant women.⁶¹ Finally, optimistic estimates put the total coverage rate for self-employed at just 3.6 per cent, with a disproportionate share of affiliates among higher-income groups.⁶²

60 ILO and UNICEF, Social Protection Expenditure and Performance Review, 2020.

61 IOM, [Migration and Belize: Results of the Migration Modules Attached to the 2021 Labour Force Survey](#), 2023.

62 Factors contributing the underperformance of the self-employed scheme include its voluntary nature, lack of sufficient incentives for affiliation, low awareness about the scheme and its benefits, and (perceived) complicated bureaucratic procedures. Fear that registration may increase scrutiny from tax authorities is a further barrier. Interviews with SSB, November 2023. See also: ILO and UNICEF, Social Protection Expenditure and Performance Review, 2020.

Legal, policy, and institutional challenges

The social protection system also faces a range of challenges in relation to the legal, policy, and institutional framework that impede progress towards achieving a universal social protection floor. In particular:

- ▶ **Fragmented structure:** the system has a fragmented structure that operates in an isolated way, with no formal social protection strategy (but note that work is ongoing to develop a National Strategy, with support from ILO, WFP, and UNICEF). A recent mapping exercise identified 48 service delivery activities including cash transfer, unemployment, and food distribution programmes, as well as distance and online learning schemes. Fragmentation impedes efforts to identify and close coverage gaps, ensure coherence both between different schemes and across other relevant Government programmes and services (such as education and employment services), and effective targeting of benefits to those most in need.
- ▶ **Legal bases:** While social protection programmes administered by the SSB have a strong legal foundation, most non-contributory social assistance programmes are not grounded in policy or legislation, undermining coherence, and public trust in programme sustainability. Stakeholders also note the need to update existing laws to provide clearer legal definitions on the nature, scope, and objectives of programmes, as well as clearer institutional governance and financing structures. Reforms should account for changes in employment characteristics, including increasing self-employment, informality, and the rise of platform work.
- ▶ **Data collection and sharing:** There remains insufficient data for an analysis of performance and coverage across the social protection system (e.g., disaggregation by sex, age, function covered, expenditure per scheme / programme), with data gaps concerning social assistance programmes and beneficiaries. There is limited sharing of data and information across programmes and sectors, and limited cross-sectoral stakeholder involvement. For example, there is no systematic information sharing or coordination between the SSB, MHDFIPA, and other Government ministries engaged in the administration of social protection and related programmes (e.g., employment services, occupational safety, and health). There is no labour force survey (LFS) module on social security / protection.
- ▶ **Long-term sustainability:** Both the overall share of active insured persons in the labour force, and the share of young active insured persons, has been declining – a warning sign of future financial sustainability challenges as the share of older insured persons (that will become pensioners) grows faster than younger ones. Overall, Belize's public expenditure on social protection is insufficient to ensure adequate protections. In 2022, the Government spent just 2.1 per cent of GDP on social protection (excluding health), compared to an average of around 10 per cent for the Latin America and Caribbean region.

Building a resilient Belize through universal, adaptive, and sustainable social protection

In the context of the current limitations of the social protection system, the Government has been actively working to address system challenges. In January 2022, a two-year joint programme with the ILO, UNICEF and World Food Programme (WFP), “Building a resilient Belize through universal, adaptive and sustainable social protection” (Resilient Belize), was launched with the aim of supporting the development of an integrated, responsive, and resilient social protection system in Belize.⁶³ Key objectives of the joint programme focus on the development and implementation of a national social protection strategy – inclusive of the social protection floor – which reaches those most vulnerable, including women, youth, and rural workers, among other groups. Expected outcomes include improved national capacity to design and implement social protection programmes and a more conducive environment for MSMEs for improved livelihood opportunities and stronger local economic development.

To date, work has focused on the initial costing of a social protection floor and an unemployment insurance scheme. The Government has also signed an MoU with the WFP to provide additional financing for direct cash transfers to affected families in case of disasters. Standard Operating Procedure for Shock-Responsive Social Protection (SRSP) were drafted and tested in the response to Hurricane Lisa in November 2022. In addition, several capacity building initiatives took place in context of the Joint Programme through 2022 and 2023.

Work is ongoing to finalize and adopt a National Social Protection Policy and Strategy, together with the establishment of a coordinating mechanism to ensure complementarity and cooperation between contributory and non-contributory schemes.

Promoting social dialogue

At the policy level, the Labour Act regulates the activities of the Labour Advisory Board (LAB), established under the Ministry of Rural Transformation (MRTCDLLG), as the principal tripartite advisory body on labour issues. Other legislation establishes and regulates social dialogue fora and mechanisms in distinct areas (e.g., through the tripartite National Child Labour Committee, Social Security Board, etc.). At the enterprise level, the TUEOA, TUA, and other legislation regulate collective labour relations, including the practice of collective bargaining and dispute settlement (see 2.2.2). Belize has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

Despite a strong commitment to the principle of tripartism from the Government, employers, and workers, there remains scope to strengthen the practice and effectiveness of social dialogue as an instrument for advancing decent work in Belize. This includes opportunities to improve and expand the practice of social dialogue in the context of labour relations specifically (for example, collective bargaining at the enterprise and sector levels), as well as tripartite social dialogue on key areas of national policymaking that are linked to decent work (see below). More generally, the DWCP both relies on and can contribute to raising the visibility and influence of the Labour Advisory

⁶³ The joint programme directly contributes to the poverty reduction, economic transformation, resilience, and shared prosperity goals identified in national development plans, including the MTDS 2022-2026.

Board (LAB) as the key tripartite institution for shaping national policymaking on issues of relevance to decent work.

Key challenges in the practice of social dialogue in Belize include:

- ▶ **Low levels of unionization and collective bargaining coverage:** The total share of workers covered by collective bargaining agreements (CBAs) is low and concentrated in just a few sectors, notably the public sector. Legislative reform to lower the representativeness threshold for trade union certification may remove some barriers (see 2.2.2). However, strengthening the practice of collective bargaining will require more concerted action to address underlying challenges, including: low and declining unionization rates (especially in new and emerging sectors and among vulnerable groups of workers, including informal workers); the lack of collective bargaining at the multi-employer level, and limited awareness, experience, and capacity concerning collective bargaining among employers and workers in sectors and occupations where formal social dialogue is not routinely practiced.
- ▶ **Thematic scope of social dialogue:** There is limited practice of tripartite social dialogue beyond the scope of 'traditional' labour issues, with limited involvement of social partners in social dialogue around broader decent work challenges, including macroeconomic policy, migration, skills, enterprise development, and climate change. While some of these thematic areas falls outside the scope of the LAB's mandate (as it currently stands), expanding the scope of regular and meaningful tripartite dialogue across a wider range of national development and policymaking domains is critical to the effective advancement of decent work and implementation of the DWCP.
- ▶ **Capacity of tripartite constituents:** While the national tripartite constituents are well-established institutions and experienced in tripartite dialogue, internal capacity limitations may still constrain the effectiveness of social dialogue in some cases. For example, limited access to and/or organizational capacity to collect and generate data analysis on specialist issues can undermine the effectiveness of social dialogue in advancing workable policy and legislative proposals.
- ▶ **Representativeness:** For social partners, there may be challenges in terms of ensuring effective representation, articulation, and aggregation of demands and interests between the national level representative bodies and their respective 'grassroots' memberships. More generally, national employers' and workers' organizations may face wider representativeness challenges – for example, in the case of industries, occupations, or categories of workers where membership rates are low – which may undermine their perceived legitimacy and relevance as representatives of national sectoral interests. Representativeness challenges have potential implications for the LAB as the principal national mechanism for tripartite social dialogue on labour issues (see below).

Labour Advisory Board

The reactivation of the tripartite Labour Advisory Board (LAB) was a crucial step in strengthening institutional mechanisms for social dialogue in Belize. However, there is scope to further strengthen the capacity of the LAB to carry out inclusive consultations and deliver evidence-based legislative and policy recommendations on key decent work issues.

- ▶ **Administrative and technical capacity:** The LAB lacks a full-time secretariat that can provide dedicated administrative support for the Board's activities and/or technical inputs to facilitate informed discussion on complex legislative and policy issues (for example, the preparation of issue briefs, document reviews, gap analyses, or more in-depth research concerning key matters before the Board). Monthly meetings may be insufficient to ensure timely progress on key issues.
- ▶ **Diversity of voices:** There may be scope to expand the range of stakeholders that engage in social dialogue through or with the LAB, including mechanisms through which to incorporate the voices of underserved and marginalized groups, including youth, indigenous communities, migrants, and people with disabilities, among others. Broad stakeholder engagement is critical to ensuring the legitimacy of social dialogue processes and the effectiveness of social dialogue in advancing decent work and wider national development objectives.

- **Influence on legislative and policy matters:** Some stakeholder expressed concern about the limited extent to which the Government adequately considered and acted upon the LAB's advisory recommendations on key legislative and policy matters and considered it necessary to adopt measures to enhance the LAB's influence and role in guiding informed and participatory policymaking processes.

Employers' organizations

The Belize Chamber of Commerce and Industry (BCCI) is the sole recognized Employers' Organization (EO) in Belize under the ILO's tripartite partnership. The BCCI represents employers and the private sector on the tripartite Labour Advisory Board, as well as in other national fora. The BCCI represents over 400 companies in Belize, spanning multiple sectors, including agriculture, industry, and services. Membership ranges from individuals and micro-enterprises to larger enterprises and affiliated employers' and business membership organizations (EBMOs).

The substantive concerns of employers centre primarily around skills gaps or skills mismatches, including in the ICT, agri-food, tourism, and BPO sectors. Other key concerns include the wider ease of doing business environment, with key challenges including limited access to finance and business development services (especially for MSMEs), overly burdensome business registration requirements and procedures, and outstanding gaps, lack of clarity, and inconsistency in the interpretation of national labour and employment laws. Employers also note concerns around the absence of effective national OSH legislation.⁶⁴ The BCCI's strategic priorities reflect many of these concerns. The BCCI especially active in relation to research and programme development concerning skills gaps and mismatches (including the publication of several sector skills studies); training for members on issues such as human resource management, tax and financial management, business leadership, and OSH,⁶⁵ and collaboration with trade unions to promote awareness on key labour and employment matters.⁶⁶

Workers' organizations

The National Congress of Trade Unions of Belize (NTUCB) is the principal national trade union confederation and the sole representative of workers on the Labour Advisory Board. The NTUCB also represents workers in other various social dialogue fora that are tripartite in structure or composition. The NTUCB has 12 affiliated trade unions that represent workers across a wide range of sectors and occupations, including Government and public administration, education, health, agriculture, transportation (including maritime and ports), and utilities (water, electricity). As of 2023, the NTUCB represented just over 7,000 workers. Membership has increased in recent years, although at a slow rate. The NTUCB is also affiliated with the Caribbean Congress of Labour (CCL) and the International Trade Union Confederation (ITUC), although NTUCB officials note that engagement at regional and international levels has been limited to date.

Key substantive concerns of trade unions include the occupational safety and health of workers, the increasing prevalence of non-standard contracting arrangements, and respect for core labour rights. In particular, the NTUCB has consistently advocated for the adoption of national OSH legislation, stronger employment protection legislation (especially in the context of fixed-term contracts), enhanced social security legislation, and the ratification of un-ratified ILO Conventions. Trade unions have also highlighted concerns about non-adherence to the terms of collective agreements and the rulings of arbitration tribunals in the case of disputes (see

64 Interviews with employers, November 2023.

65 For example: BCCI, [Training Schedule 2023](#).

66 Interviews with employers, November 2023.

2.2.2). At the national level, trade unions have noted the limited involvement of workers' organizations in wider socioeconomic and development policymaking. The NTUCB has identified the DWCP process as an opportunity to strengthen working relationships with both the Government and employers' organizations, including cooperation with the BCCI on matters of mutual concern.

Broader strategic priorities include increasing trade union membership in both 'traditional' sectors where unions are strong (including the public sector), and emerging sectors where current unionization rates are low. The latter includes the fast-growing BPO sector, as well as workers in the platform economy. The NTUCB is also working to increase its visibility among workers and the public to inform and advocate more effectively on key labour and socioeconomic policy issues, as well as institutionalizing its education and training offerings for members. The NTUCB has also identified the need for an institutionalized and ongoing education and training programme for both union leaders and the wider membership, as well as strengthening institutional and human resource capacity to enhance proactive and systematic engagement with grassroots members.

Information gaps that affect progress on decent work

Belize has established important data collection and dissemination frameworks in recent years, in particular the semi-annual Labour Force Survey carried out by the Statistical Institute of Belize (SIB). Additional modules attached to specific labour force surveys in recent years have provided useful data about migrant households in Belize, as well as the incidence and characteristics of multi-dimensional poverty. The SIB's annual statistical abstract provides comprehensive data across multiple areas of relevance to decent work – including population, health, education, employment, external trade, immigration, and agriculture. Several ministries also publish their own statistical abstracts with more detailed data (e.g., the MECST), while the Social Security Board collects and publishes administrative data concerning the social security system, including employment injury and other benefit claims.

More generally, in the context of Belize's upcoming Voluntary National Review on the SDGs (Sustainable Development Goals), the Sustainable Development Unit (SDU) within the Ministry of Sustainable Development has partnered with the SIB to evaluate the status of each SDGs indicator, including data availability and capacity constraints concerning the generation of missing indicators.⁶⁷ This review provides useful information for assessing national statistical capacity for the monitoring and evaluation of the DWCP.

However, there remain some gaps in current data collection and analysis frameworks. The limited availability of regular, up-to-date, and comprehensive labour market information constrains both the objective evaluation of the current situation concerning decent work in Belize and the prospects for designing and implementing programmes to realize specific decent work objectives (see below).

Gaps in current labour market data collection and analysis

- ▶ **Productivity:** There is no national institution or agency with responsibility for the measurement or management of productivity in Belize. As a result, there is limited data generated and/or analysed and disseminated on any aspect of productivity and competitiveness.
- ▶ **Workforce skills data:** Despite the importance to national development objectives, data collection and information sharing on skills issues remain informal and ad hoc in nature. There is no systematic framework for collecting and integrating data to support a regular, objective, and comprehensive evaluation of both specific labour market skills needs and their alignment (or not) with educational programmes and the current workforce skills profile. The regular and systematic generation and analysis of such data is essential to inform relevant policymaking and programme design for both Government and private sector actors.
- ▶ **Occupational safety and health:** There is no national notification system or data collection on occupational accidents, injuries, or diseases. The SSB collects data on employment injury claims, but these data cover only serious injuries leading to incapacitation (excluding accidents that did not result in serious injury but still represent notable OSH failings) and injuries involving insured persons only (excluding accidents and injuries involving the substantial number of uninsured workers).
- ▶ **Labour inspection data:** Labour inspection plays a fundamental role in the realization of decent work in practice. Although the Department of Labour has recently stepped up its data collection efforts, there remains insufficient data and/or analysis to support the implementation of a more risk-based strategic approach to labour inspection.
- ▶ **Disability:** Key social and labour market indicators (including poverty incidence, educational attainment, labour force participation, status in employment, unemployment) are not disaggregated by disability status, impeding efforts to understand and design effective interventions to address barriers to decent work facing people with disabilities. It is unclear whether plans to include a disability module in the 2021 LFS were implemented (see 5.3).
- ▶ **Equal pay:** There is no available data on which to base an adequate assessment of the gender pay gap in Belize. Although some data on average monthly earnings are available and disaggregated by sex, these data do not allow for a direct comparison of women's and men's pay within 'equivalent' occupational categories or jobs, which can provide a more accurate measure of the gender pay gap. There are no available data through which to assess pay gaps on other grounds, such as race/ethnicity, migrant status, or disability.
- ▶ **Social assistance:** There is limited data through which to evaluate the reach and effectiveness of social assistance programmes. This includes the lack of an integrated register of beneficiaries across all social assistance programmes, as well as insufficient data through which to assess coverage rates among the target population or outcomes for beneficiaries (e.g., increased school enrolment in the case of conditional cash transfers).

More generally, there is scope to improve coordination in both data generation and information sharing. This means making best use of data and information that are already generated by developing systematic data sharing processes across relevant Government departments and social partners, as well as ensuring that new data collection frameworks expressly build in multi-agency data sharing / collation aspects. In particular, there appears scope to upgrade processes for sharing information and cooperative data analysis between: MECST, MRTCDLLG, and other relevant institutions (such as BELTRAIDE) on skills; Department of Labour and SSB on workplace accidents and injuries; employers, Department of Labour (employment services), and ITVETs on skills and job placement; SSB and MHDFIPA on social protection benefits and programmes, and SSB / MHDFIPA and the Department of Labour on social security registration. There may also be scope to expand data sharing and coordination among SSB/MHDFIPA, Department of Labour, and the national training system concerning eligibility and referral of social protection beneficiaries to relevant employment activation programmes or services.

There is broad consensus among national stakeholders on the need to enhance data collection, sharing, and analysis on decent work issues. The MRTCDLLG has identified the establishment of a comprehensive Labour Market Information and Analysis System (LMIAS) as a key objective of its current Strategic Plan (2023-2025), and the DWCP can play a vital role in coordinating work towards this objective.

National development vision

Belize's national development vision is set out in the National Development Framework for Belize 2010-2030 (Horizon 2030). The Government's work to implement Horizon 2030 has focused on a series of medium-term development plans. The current Medium-Term Development Strategy (MTDS) 2022-2026 was adopted in January 2023. Building on the principles of Horizon 2030 and of the SDGs, the MTDS includes 271 projects and programmes geared towards transforming Belize into a more prosperous, inclusive, and sustainable country. Programmes and interventions are grouped around six overarching strategic objectives, which are:

1. Poverty reduction;
2. Economic transformation and growth;
3. Trade deficit reduction;
4. Citizen security;
5. Protection of the environment and natural resources; and
6. No corruption and good governance.

Decent work objectives are reflected in both the overarching vision and aims of the MTDS, and across several areas of the proposed policy and programmatic interventions. For instance, access to employment is one of the fundamental rights guiding the national development vision set out in the MTDS. Key policies relevant to decent work are also outlined under specific objectives, in particular:

- poverty reduction – for example, by reducing income and productivity gaps through supporting youth skills development, enterprise development, and higher wages; and
- economic transformation – for example, through capacity building and job creation in various sectors (agri-food, tourism, and ICT), as well as policies and programmes to address unemployment and underemployment among youth and other groups.

Policies under other strategic objectives can also have positive labour market outcomes; for example, objectives that aim to improve education and infrastructure, eliminate child labour in supply chains, and enhance the business environment.

Overall, the realization of decent work can make significant contributions to – and is in some cases integral to the achievement of – several of Belize's national development goals. As such, the ILO has a comparative advantage in supporting national constituents to achieve national development aims in and the through its contribution to the DWCP.

Recent and ongoing initiatives of other development partners in Belize

Several other international development partners have also supported recent or ongoing initiatives in Belize that have relevance to decent work, besides the already mentioned SDG Fund project between ILO, UNICEF, and WFP. This includes programmes and projects involving other UN agencies, international financial institutions (IFIs), and multi-stakeholder and private sector initiatives. Key recent and ongoing initiatives include:

- **Child labour:** UNICEF has partnered with the ILO and national stakeholders to support the development and implementation of the Child Labour Policy and Strategy 2022-2025.
- **Migration:** The International Organization for Migration (IOM) is working with the Government of Belize to establish systems to document its citizens, support the fight against trafficking in persons, and increase capacity to manage migration. The IOM also supported the Statistical Institute of Belize (SIB) in the development and analysis of a dedicated migration module attached to the 2021 labour force survey.
- **Rural development and climate resilience:** The International Fund for Agricultural Development (IFAD) is supporting the Ministry of Economic Development to implement the 'Resilient Rural Belize' project, which aims to build resilience to the adverse impacts of climate change and economic shocks among rural small farmers.⁶⁸ The World Bank is also implementing a four-year programme to support the adoption of climate-smart agricultural methods to enhance resilience against climate change and improve agricultural productivity.⁶⁹
- **Skills and enterprise development:** The Interamerican Development Bank (IDB) is implementing a number of programmes in Belize in line with its current country strategy, which prioritizes initiatives to enhance private sector productivity, support sustainable growth of MSMEs, and advance human capital development more broadly.⁷⁰ The UNDP is also funding a programme to support MSME development and resilience through enhancing access to ICT and digital technologies and services.⁷¹

68 IFAD, Belize, [n.d.](#)

69 World Bank, [Climate Resilient and Sustainable Agriculture Project](#), n.d.

70 IDB, [Belize: IDB Group Country Strategy with Belize, 2022-2025](#). See also ongoing development cooperation projects concerning various aspects of workforce development, including support for TVET reform and green skills development (e.g., Emma Findlater et al, [Building a skilled workforce for the green transition: The changing technical and vocational education landscape in Belize](#), 2024 (Washington DC: IDB).

71 UNDP, [The Government of Belize Launches Digital Connect Centres Across the Country](#), 2023.

The previous Decent Work Country Programme

The previous DWCP was signed in 2009 and was originally intended to run for two years. However, national stakeholders re-committed to continue implementation of the DWCP through 2012–2015, and further extensions were agreed upon through to 2018. The three overarching priorities of the DWCP were:

1. **Priority 1:** modernization and harmonization of national labour legislation in line with international labour standards;
2. **Priority 2:** improvement of skills and employability (particularly youth and women) and the development of a supportive labour market information system; and
3. **Priority 3:** institutional strengthening of the tripartite partners.

There has been no comprehensive review or evaluation of achievements under the first DWCP covering the full period of implementation to 2018. The review and revision to the DWCP in 2012 was an important intervention to improve its alignment with national policy and development objectives and optimize the chances of achieving decent work outcomes. However, the lack of systematic and ongoing monitoring, evaluation, and reporting on activities under the DWCP is a notable gap that impedes a detailed assessment of achievements and lessons learned. These gaps are likely to contribute to the perception among many national stakeholders that the DWCP failed to deliver concrete results, and that social partners were not adequately informed or involved in the implementation of the Programme.⁷² More generally, despite implementation of some specific elements of the DWCP (see below), the programme does not appear to have fully fulfilled its purpose of providing a practical framework for coordinating and integrating national actions to advance decent work. As a result, opportunities for integrated activities and synergies between thematic areas may have been missed.

Nonetheless, the 2012 review was able to identify some critical areas of progress during the period 2009–2011. This includes: adoption of the Labour (Amendment) Act, 2011; preparation of a draft OSH Bill; training for Government personnel on TVET quality assurance management; establishment of a multi-sectoral task force on labour market information and initial work on the development of standardized labour market data collection and dissemination frameworks / protocols; and a series of initiatives to build capacity among the tripartite partners (including organizational reviews and strategy development and training to constituents on a range of high priority policy issues).⁷³ Other notable achievements include the ratification of the Maritime Labour Convention (MLC, 2006) in 2014.

72 Interviews with employers' and workers' organizations, November 2023.

73 Government of Belize and ILO, [Review of the Decent Work Country Programme \(DWCP\) for Belize \(2009–2011\) and Recommitment to DWCP Implementation \(2012–2015\)](#), 2012.



► Country Priorities and Country Programme Outcomes (CPOs): An overview

The Country Programme Outcomes (CPOs) of the Decent Work Country Programme support the national development goals of Belize and the realization of Belize's commitments under international treaties and conventions. The CPOs, grouped under three Strategic Priorities, are summarized below.

Priority 1: Rights and governance The enhanced application of international labour standards and effective practice of social dialogue address key decent work deficits.	Priority 2: Inclusive labour markets Inclusive labour markets expand opportunities for decent employment and extension of social protection coverage in Belize.	Priority 3: Productivity, enterprise, rural development Productivity improvements, sustainable enterprises, and local economic development promote resilient and inclusive growth.
<p>Outcome 1.1: National laws and policies are better aligned with international labour standards, with a focus on the Fundamental Principles and Rights at Work.</p> <p>Outcome 1.2: Institutional framework and capacity are enhanced to advance the implementation of international labour standards.</p> <p>Outcome 1.3: Social dialogue is strengthened as an effective and inclusive means of advancing the decent work agenda and harmonious industrial relations by 2029.</p>	<p>Outcome 2.1: Increased participation of women and men in productive and decent employment in Belize by 2029.</p> <p>Outcome 2.2: Technical education and training programmes are upgraded to focus on current and future labour market needs.</p> <p>Outcome 2.3: An advanced Labour Market Information System is established and operationalized by 2029.</p> <p>Outcome 2.4: Increased capacity of Belize to strengthen the national social protection system and ensure sustainable and adequate financing and sound governance.</p>	<p>Outcome 3.1: Institutional and policy framework for increased productivity and competitiveness is strengthened by 2029.</p> <p>Outcome 3.2: Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity by 2029.</p> <p>Outcome 3.3: Local economic development is enhanced in rural areas, with a focus on the most underserved populations.</p>
<p>Two cross-cutting aims are integrated across all Priorities and inform the design and implementation of the CPOs. These cross-cutting aims amount to additional outcomes that the DWCP seeks to achieve through implementation.</p>		
Social dialogue	<p>Social dialogue is one of the four pillars of decent work and an integral element of this DWCP. Rather than a stand-alone Priority, social dialogue is integrated across all CPOs as an instrument for advancing DWCP objectives and the Decent Work Agenda. This approach shifts the focus from social dialogue as an end to the desired results of social dialogue, including the institutional and constituent capacity to facilitate social dialogue as an effective driver of decent work.</p>	
Gender, equality, and inclusion	<p>The DWCP aims to mainstream consideration on gender, inequality, and underserved groups across all CPOs to ensure the programme promotes inclusive and equitable socioeconomic development. In practice, this means going beyond (only) initiatives that target specific groups to ensure all CPOs include measures to facilitate the distribution of benefits and opportunities to all sectors of society.</p>	



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► Strategic Priority 1: Rights and governance


Priority 1. The enhanced application of international labour standards and effective practice of social dialogue address key decent work deficits.

Summary – theory of change

Priority 1 of the DWCP aims to strengthen national laws, policies, and institutions to promote and realize international labour standards and foster inclusive social dialogue to advance the Decent Work Agenda in Belize. To these ends, the DWCP will continue to strengthen the national legal and policy framework in line with international standards, with particular focus on Fundamental Principles and Rights at Work (Outcome 1.1). Legislative and policy reform is complemented through measures to enhance their application in practice, including by strengthening the capacity of key institutions responsible for labour administration, the enforcement of labour laws, and for implementing wages policies (Outcome 1.2). Finally, there is an emphasis on strengthening the institutions and actors involved in tripartite social dialogue with the aim of reinforcing the role of social dialogue as a critical means for promoting harmonious industrial relations and advancing the Decent Work Agenda (Outcome 1.3).

Outcome 1.1: National laws and policies are better aligned with international labour standards, with a focus on the Fundamental Principles and Rights at Work	Outcome 1.2: Institutional framework and capacity are enhanced to advance the implementation of international labour standards	Outcome 1.3: Social dialogue is strengthened as an effective and inclusive means of advancing the Decent Work Agenda and harmonious industrial relations by 2029
<p>Main outputs</p> <p>1.1.1 National laws are reviewed, revised, and consolidated to ensure effective exercise of freedom of association and the right to collective bargaining.</p> <p>1.1.2 Legal and policy framework is strengthened to prevent, prohibit, and eliminate child labour in all its forms.</p> <p>1.1.3 Legislative, policy, and practical measures are developed and adopted to ensure non-discrimination and promote equal opportunities in relation to work.</p> <p>1.1.4 Legal and policy components of the national OSH system are strengthened in line with ILO instruments.</p> <p>1.1.5. Revised Labour Act is adopted.</p>	<p>Main outputs</p> <p>1.2.1 The capacity of the Department of Labour is strengthened.</p> <p>1.2.2 Belize’s labour inspection system is strengthened.</p> <p>1.2.3 National capacity to implement OSH legislation and policy is enhanced.</p> <p>1.2.4 Effective measures for evidence-based wage policymaking and wage-setting are established and implemented.</p>	<p>Main outputs</p> <p>1.3.1 The statutory mandate and operational capacity of national tripartite institutions are strengthened to promote effective social dialogue on labour and employment matters.</p> <p>1.3.2 The effectiveness of industrial dispute prevention and resolution mechanisms is enhanced.</p> <p>1.3.3 The capacities of social partner organizations are strengthened to improve internal effectiveness and promote more productive social dialogue at national and enterprise levels.</p>

Outcome 1.1 National laws and policies are better aligned with international labour standards, with a focus on Fundamental Principles and Rights at Work

Main outputs	<p>1.1.1 National laws are reviewed, revised, and consolidated to ensure effective exercise of freedom of association and the right to collective bargaining.</p> <p>1.1.2 Legal and policy framework is strengthened to prevent, prohibit, and eliminate child labour in all its forms.</p> <p>1.1.3 Legislative, policy, and practical measures are developed and adopted to ensure non-discrimination and promote equal opportunities in relation to work.</p> <p>1.1.4 Legal and policy components of the national OSH system are strengthened in line with ILO instruments</p> <p>1.1.5 Revised Labour Act is adopted.</p>
Contribution to cross-cutting aims	<p>Social dialogue: focus on social dialogue as a key means of advancing legislative and policy agenda on core labour standards, including building social partner capacity on key policy issues.</p>
	<p>Gender and inclusion: strengthened legal and policy framework on equal opportunities and non-discrimination improves protection of labour rights for women and vulnerable groups.</p>
Decent work deficits addressed	<p>Significant gaps in national law and policy against international labour standards (especially FPRW), including long-standing gaps concerning discrimination and OSH.</p>
Alignment with national development goals	<p>MTDS – 6.6. (good governance – gender equality in national policies and programmes related to employment).</p> <p>MRTCDLLG Strategic Plan, output 2.1 (legislation and policies consistent with international labour standards); output 5.1 (child labour policy and strategy implemented).</p>
UN-MSDCF 2022-2026	<p>Outcome 3: Design and adoption of laws and policies to eliminate discrimination, address structural inequalities, and ensure the advancement of those at risk of being left furthest behind.</p> <p>Outcome 7: Regional and national laws, policies, systems, and institutions improve access to justice and promote peace, social cohesion, and security.</p>
ILO Programme and Budget (2024-2025)	<p>Outcome 1: Strong, modernized normative action for social justice (Outputs: 1.2, 1.3, 1.4, 1.5)</p>
Contribution to SDGs	

There are significant gaps in national law against international labour standards, including in relation to the Fundamental Principles and Rights at Work (FPRW). These gaps include, notably, the current lack of comprehensive national legislation concerning discrimination and equal opportunities in respect of employment and occupational safety and health, as well as specific gaps relating to collective bargaining and child labour, amongst other areas. The Government and social partners have recognized the importance of addressing legislative and associated policy gaps, and significant reforms are currently underway, albeit at different stages of evolution. This includes both a series of specific legislative and policy reforms (such as the comprehensive review of the Labour Act), as well as an ongoing Constitutional review process (with recommendations from national consultations to be submitted to the Prime Minister in November 2024).

The ILO can provide specialized technical assistance to support national constituents to advance a series of ongoing and/or proposed legislative reforms to align national law with international labour standards, drawing in particular on the comments from the ILO's Committee on the Committee of Experts on the Application of Conventions and Recommendations (CEACR).⁷⁴ The ILO can also support constituents, including the Labour Advisory Board, to strengthen social dialogue as the principle means for advancing legislative and policy reforms that address the needs and generate decent work benefits for all segments of society, with an emphasis on tackling decent work deficits experienced by the most vulnerable and underserved segments of the Belizean society.

Output 1.1.1 – National laws are reviewed, revised, and consolidated to ensure effective exercise of freedom of association and the right to collective bargaining

Results envisaged under this Output focus on advancing the ongoing review, revision, and consolidation of existing legislation (and development of new legislative or policy measures, as required) to strengthen the application of fundamental principles and rights concerning freedom of association and the right to collective bargaining (FACB rights). Key areas of work include:

- **Revision and consolidation of the Trade Union Act (TUA) and Trade Union and Employers' Organizations Act (TUEOA)** to address issues raised by the ILO's CEACR, including reducing the representativeness threshold for trade unions to engage in collective bargaining and strengthening penalties imposed on employers in cases of anti-union discrimination (see 2.2.2).
- **Revision to the Settlement of Disputes (Essential Services) Act (SDESA)** to reduce the scope of activities and occupations designated as 'essential services' under the Act, which are subject to more restrictive regulations in respect of strikes and other labour disputes and industrial actions.
- **Revisions to other legislation and policy** as appropriate to ensure the effective realization of freedom of association and the right to collective bargaining.

The ILO can support national constituents, including through the Labour Advisory Board and Tripartite Body, to ensure that the necessary legislative and policy measures are developed and adopted in line with international labour standards.

Output 1.1.2 – Legal and policy framework is strengthened to prevent, prohibit, and eliminate child labour in all its forms

The National Child Labour Policy and Strategy (NCLPS) provides a comprehensive framework for coordinating national efforts to advance the eradication of child labour. The ILO will provide ongoing technical support to national constituents, in particular the National Child Labour Commission (NCLC), to advance the progressive implementation of the NCLPS. Key areas of focus include:

- **Developing a prioritized workplan** to implement key objectives set out in the NCLPS, coordinated via the NCLC and with technical support from the ILO.
- **Advancing legislative reforms** to align national law with international standards concerning child labour, including in particular: amendments to the Labour Act and other legislation to establish and align provisions on minimum age of employment across all sectors and consistent with the minimum age for leaving compulsory education; adoption of a hazardous work list of activities prohibited for adolescents under the age of 18, as well as a list of 'light work' activities permissible for younger children; enhanced penalties for child labour violations; requirements for employers to maintain registries of all employees under 18 years, and improved consistency in the definition of 'a child' across different national laws (e.g., concerning employment, child protection, and education).
- **Improving data collection and analysis** on child labour to inform the design and implementation of interventions. This might include measures to improve data quality in relation to labour inspection (both to enable the implementation of a Strategic Compliance Planning (SCP) inspection model, see 1.2.1, as well as support prosecutions) and the application of risk identification methodologies to map child labour risks at national and sub-national levels and support more targeted and effective policy responses.

Output 1.1.3 – Legislative, policy, and practical measures are developed and adopted to ensure non-discrimination and promote equal opportunities in relation to work

National law has significant gaps in terms of providing protection against discrimination in respect of employment and occupation, including in the coverage of aspects of discrimination beyond unfair dismissal, and in giving full legislative expression to the principle of equal remuneration for work of equal value. A comprehensive legal and policy framework on non-discrimination and equal opportunity is critical to ensure that all citizens have access to decent work opportunities. Specific areas of work may include:

- **Comprehensive non-discrimination legislation:** development and implementation of legislative measures (including through the ongoing comprehensive revision to the Labour Act) to provide for robust legal protections against discrimination in respect of employment and occupation, including an expansion of the expressly prohibited grounds of discrimination (in line with C 111), and extending the scope of non-discrimination provisions to cover all aspects of employment (current protections apply only to dismissal).
- **Equal pay:** amendment of the Equal Pay Act (and other legislation as required) to give full legal expression to the principle of equal remuneration for work of equal value (in line with C 100), and the development of relevant legislative and policy measures to promote the implementation in practice of equal pay principles,⁷⁵ including capacity-building for social partner organizations to support the implementation of equal pay principles in practice (e.g., in collective bargaining agreements and/or by supporting employers to implement equal pay frameworks at the enterprise level). See also 1.2.4 on wages policy.
- **Integration of employment considerations in the draft Equal Opportunities Law:** as appropriate, incorporation of relevant provisions on employment and occupation into the draft Equal Opportunities Law, which is currently under development via MHDFIPA and the National AIDS Commission (NAC).

⁷⁵ Implementing measures might include data collection on wages and income to support objective job evaluations or the development of legislative or other measures to promote pay transparency. See, for example: ILO, [Promoting Equity: Gender-neutral job evaluation for equal pay](#), 2008; ILO, [Pay Transparency legislation: Implications for employers' and workers' organizations](#), 2022.

- **Disability:** development of relevant legislation and policies to promote non-discrimination and equal opportunities in respect of employment and occupation for persons with disabilities, including measures arising from the draft Disability Law (expected to be adopted during 2024).
- **Violence and harassment:** development of effective measures to address violence and harassment in relation to work, including work towards the ratification of the ILO's Violence and Harassment Convention, 2019 (No. 190).

For these areas, consideration will be given to the development of practical tools to realize workplaces free from discrimination, such as job appraisal tools and templates for a company-level violence and harassment policy and mechanisms. Other areas of focus include the legislative and/or policy initiatives to ensure the effective realization of non-discrimination and equal opportunities for other potentially vulnerable and/or underserved groups, including migrant workers, refugees, people living with HIV/AIDS, and indigenous and tribal peoples.

The ILO can provide technical assistance to national constituents to support consultations, drafting, and implementation of new or updated legislation and policy to eliminate all forms of discrimination and promote equal opportunities in respect of employment and occupation.

Output 1.1.4 – Legal and policy components of the national OSH system are strengthened in line with ILO's instruments

The existing legal and policy framework concerning occupational safety and health falls well below international standards and is a significant concern of all national stakeholders. A safe and healthy working environment that ensures the well-being of both workers and employers is a critical condition for achieving decent work.

Specific areas of work under this output include:

- **National OSH law:** the ILO can provide specialized technical support to constituents, including the Labour Advisory Board, to support the finalization and adoption of the draft OSH Law, ensuring that the final legislation aligns with international standards and provides a solid basis for developing the broader national OSH system (see 1.2.3).
- **Implementing measures:** development of secondary legislation and regulations, as required, to facilitate the implementation of the new national OSH law (e.g., legislation to establish national OSH bodies and functions, or specific regulations governing high-risks industries – such as agriculture and fishing – and/or vulnerable categories of workers – such as workers under the age of 18 years and workers in the informal sector).
- **A national OSH policy:** development of a national OSH policy, in line with the new legislation, which establishes strategic priorities and guiding principles for national action on OSH, the different spheres of action on OSH, and the functions and responsibilities of the main stakeholders.
- **Ratification of ILO Conventions on OSH:** the ILO can support constituents, including the LAB and Tripartite Body, to work towards ratification of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), a fundamental ILO instrument, and the identification of other technical OSH Conventions that are priorities for ratification.
- **Gender and disability:** the ILO can also support constituents to ensure that key considerations in relation to gender (especially GBVH) and disability are integrated into relevant legislation and policy and OSH.

In relation to the above, specific attention will be given to strengthening mechanisms for consultation and meaningful social dialogue on the development of OSH legislation and policy. This may also include building the capacity of social partners on relevant issues (see also 1.2.3). The ILO can provide expert technical assistance to support constituents to develop the essential legislation and policies that form the foundation for a strong national OSH system (see output 1.2.3 on other aspects of the national OSH system).

Output 1.1.5 – Revised Labour Act is adopted


The reform of the Labour Act, Cap 297 (Act No. 15 of 1959) is under way with substantive work beginning in February 2024. The reform process has two major components: (i) analysis of the Act in theory and practice, and (ii) preparation of amending texts. This process is driven by the Labour Advisory Board and managed by the MRTCDLLG. The Act deals with a wide range of issues that are directly and indirectly related to the realization of the FPRW, including but not limited to regulation of labour administration functions (e.g., Labour Department, labour inspection and the Labour Advisory Board), working terms and conditions (e.g., recruitment, employment services, contracts of service, wages, hours of work and holidays, severance pay, maternity protection), forced labour, and disputes (including the Labour Complaints Tribunal). The reform, therefore, would have wide-ranging implications once completed.

- **Reform of the Labour Act** to ensure sufficient and adequate coverage of all labour matters are covered by other laws and regulations and are in line with relevant international labour standards.

The ILO can provide technical assistance on the overall management of the reform process and on key deliverables and documents (e.g., situation and policy analyses, draft amendments).



Outcome 1.2 Institutional framework and capacity are enhanced to advance the implementation of international labour standards

Main outputs	<p>1.2.1 The capacity of the Department of Labour is strengthened.</p> <p>1.2.2 Belize’s labour inspection system is strengthened.</p> <p>1.2.3 National capacity to implement OSH legislation and policy is enhanced.</p> <p>1.2.4 Effective measures for evidence-based wage policymaking and wage-setting are established and implemented.</p>
Contribution to cross-cutting aims	<p>Social dialogue: strategic compliance model of labour inspection includes an enhanced focus on partnerships with social partners; establishment of national OSH system includes building capacity of social partner organizations on key OSH themes and functions.</p>
Decent work deficits addressed	<p>Gender and inclusion: improved labour inspection capacity enhances compliance in sectors of relevance to underserved groups (e.g., informal, rural) and on issues affecting vulnerable groups disproportionately (child labour, discrimination); an effective national OSH system helps address GBVH in workplaces and improves working conditions for vulnerable groups (e.g., people with disability); improved wages policies and wage-setting mechanisms are key to reducing poverty, including working poverty, and addressing gender, disability, and ethnic pay gaps.</p>
Alignment with national development goals	<p>Limited institutional and stakeholder capacity to ensure the application in practice of international labour standards, including weak labour administration capacity, lack of national OSH institutions / technical capacity, and lack of an evidence-based approach to wage setting.</p>
UN-MSDCF 2022-2026	<p>MTDS – 6.1 (poverty reduction – minimum wage); 6.6 (good governance – gender equality in national policies and programmes related to employment).</p> <p>MRTCDLLG Strategic Plan, output 2.1 (legislation and policies consistent with international labour standards); output 4.2 (labour inspection); output 5.1 (child labour policy and strategy implemented); output 6.1 (labour department restructured and capacity enhanced).</p>
ILO Programme and Budget (2024-2025)	<p>Outcome 3 (laws and policies to eliminate discrimination, address structural inequalities and ensure the advancement of those at risk of being left furthest behind); Outcome 7 (laws, policies, systems, and institutions improve access to justice, promote peace, social cohesion, security).</p> <p>Outcome 2: Strong, representative, and influential tripartite constituents and effective social dialogue (Output 2.4)</p> <p>Outcome 6: Protection at work for all (Outputs 6.1, 6.2)</p>
Contribution to SDGs	

Weaknesses and gaps in important institutional structures create challenges in ensuring legislative and policy reform leads to tangible improvements on the ground. Key challenges include limitations in the operational capacity of the Department of Labour (DOL), well as capacity deficits that constrain the effectiveness of the labour inspection system to prevent and detect violations of labour and employment rights and laws.

To ensure that legislative and policy measures outlined in Outcome 1.1 are applied in practice, this Outcome focuses on the development and capacitation of relevant institutional structures. Key overarching priorities include strengthening the capacity of the Department of Labour (Output 1.2.1), and the labour inspectorate (Output 1.2.2). Priorities for specific areas relate to institutional mechanisms relating to OSH (Output 1.2.3) and wages policy and mechanisms (Output 1.2.4).

Output 1.2.1 – The capacity of the Department of Labour is strengthened. The Government has committed to strengthening the capacity of the Department of Labour through an institutional reorganization and proposed the establishment of four principal operational units covering: labour inspection, education and awareness, labour advisory services, and employment services. The ILO can provide strategic and technical assistance to the Department of Labour to support institutional reorganization and to build the capacity of the labour administration and inspectorate. Key areas of work may include:

- **A comprehensive institutional audit** of the Department to assess the labour administration institutional framework, roles, responsibilities, and duties, including the formulation of recommendations for improved implementation of labour and employment standards, policy, services, and administration.
- **Measures to operationalize** the institutional reorganization, revised distribution of key functions, as well as building the technical capacity of relevant staff to effectively carry out their functions (on labour inspection specifically, see 1.2.2). In addition, the ILO can provide technical assistance to build capacity in relation to the implementation of new labour legislation (for example, the revised Labour Act) and other technical and operational areas, such as managing reporting on ILO Conventions, Protocols and Recommendations, as required.

Output 1.2.2 – Belize’s labour inspection system is strengthened

Enhancing the operational capacity of the labour inspection system has been an important focus of the Department of Labour in recent years, with ILO support. However, despite progress, there remain capacity deficits that constrain the effectiveness of the labour inspection system to monitor and enforce the compliance of labour laws.

- **Adopting a Strategic Compliance Planning (SCP) inspection model:** implementation of a strategic compliance approach for labour inspection to enhance the effectiveness of the labour inspectorate and optimize the use of limited human resources. This may include technical training, tools, and other capacity building for Labour Officers to design and support compliance interventions in line with operational priorities, which may include tailored procedures and approaches for high-risk sectors (e.g., agriculture, maritime) and specific issues (e.g., child labour, discrimination, and harassment).
- **Enhancing capacity for data collection and management:** enhance the capacity of Department of Labour to collect, manage, and disseminate labour inspection data, including ongoing implementation of an enhanced electronic case management system. The generation and operationalization of labour inspection data are critical to support the implementation of an SCP approach, while such data can also contribute to a well-functioning LMIS (see Outcome 2.3).
- **A framework for cooperation with IMMARBE:** strengthen collaboration with the International Merchant Marine Registry of Belize (IMMARBE) to promote decent work for seafarers and the effective implementation of the Maritime Labour Convention, 2006 (MLC).

Output 1.2.3 – National capacity to implement OSH legislation and policy is enhanced

National capacity to implement OSH legislation and policy is enhanced thereby establishing and operationalizing national OSH bodies, as well as building the capacity of social partner organizations, will play a key role in strengthening national capabilities to implement effective OSH legislation, regulations, and policies (including measures envisaged under Output 1.1.4). Key areas of work include:

- **Establishing and operationalizing national OSH bodies**, such as an OSH inspectorate and/or other relevant OSH authorities and bodies, as determined by relevant national OSH laws and policies (see 1.1.4).
- **Building the capacity of social partners** on key OSH themes and functions to support the implementation of new OSH legal and policy measures and effective operationalization of relevant OSH institutions and mechanisms.

The ILO can provide technical assistance and capacity-building for relevant Government departments and functions responsible for OSH under existing and new legislation and policies, as well as targeted capacity building for social partner organizations to support collaborative efforts to promote a safe and healthy working environment.


Output 1.2.4 – Effective measures for evidence-based wage policymaking and wage-setting are established and implemented

Effective wage policies and measures, including mechanisms for wage setting, are integral elements of the national policy and institutional framework to promote decent work. Appropriate wage policies and measures are key to ensure that the benefits of economic development are justly distributed and that a minimum living wage is guaranteed for all employed persons in need of such protection.

Specific areas of focus may include:

- **Legal framework:** Legislative measures, including revisions to the Wages Council Act, to enable and promote the development of balanced and evidence-based wages policies and wage-setting mechanisms, including effective mechanisms for social dialogue on wages matters, in line with international labour standards (see below). This may include reference to and work towards the ratification of the ILO's Minimum Wage Fixing Convention, 1970 (No. 131) and/or other relevant ILO instruments.
- **Minimum wage fixing:** Establish a balanced and evidence-based approach for minimum wage setting that considers both the needs of workers and economic factors. This may include the adoption of a defined wage-setting methodology (mathematical formula), in consultation with social partners, that can guide decisions on periodic adjustments to the minimum wage rate.
- **Data collection:** Strengthen data collection on wages to support evidence-based wage policymaking and wage-setting. This can include a focus on gender-disaggregated data generation to support minimum-wage setting as well as the development of effective measures to promote equal pay between women and men (see 1.1.2). It may also include wage data to support broader research and consultation on living wages. These activities can also contribute to further development of a labour market information system (see outcome 2.3).
- **Strengthening social dialogue on wages:** Strengthen mechanisms for inclusive and effective social dialogue on wages policy and wage-setting. This might include the establishment of wages councils (provided for but not yet established under the Wages Council Act), or other appropriate mechanisms, to advise Government on wages policy and coordinate wage-setting.

Outcome 1.3 Social dialogue is strengthened as an effective and inclusive means of advancing the decent work agenda and harmonious industrial relations by 2029

Main outputs	<p>1.3.1 The statutory mandate and operational capacity of national tripartite institutions are strengthened to promote effective social dialogue on labour and employment matters.</p> <p>1.3.2 The effectiveness of industrial dispute prevention and resolution mechanisms is enhanced.</p> <p>1.3.3 The capacities of social partner organizations are strengthened to improve internal effectiveness and promote more productive social dialogue at national and enterprise levels.</p>
Contribution to cross-cutting aims	Social dialogue: improved effectiveness of Labour Advisory Board and other tripartite institutions, and increased capacity of social partner organizations, supports more productive social dialogue at the national, sectoral, and enterprise levels, including in the context of disputes.
	Gender and inclusion: a revised and expanded mandate for the Labour Advisory includes efforts to improve representativeness and engagement with civil society organizations beyond the tripartite constituents; capacity-building for social partners will include measures to strengthen outreach to underserved (potential) constituencies.
Decent work deficits addressed	Limited scope and effectiveness of tripartite social dialogue at national and enterprise levels, including institutional weaknesses and technical capacity of constituents (including internal organizational and/or technical capacity challenges faced by social partner organizations). Low levels of trust in / perceived effectiveness of dispute settlement mechanisms.
Alignment with national development goals	MRTCDLLG Strategic Plan, output 4.1 (social dialogue mechanisms enhanced and partnerships reinforced)
UN-MSDCF 2022-2026	Outcome 3 (laws and policies to eliminate discrimination, address structural inequalities and ensure the advancement of those at risk of being left furthest behind); Outcome 7 (laws, policies, systems, and institutions improve access to justice, promote peace, social cohesion, security).
ILO Programme and Budget (2024-2025)	Outcome 2: Strong, representative, and influential tripartite constituents and effective social dialogue (Output 2.1, 2.2, 2.3)
Contribution to SDGs	

Despite a strong commitment to the principle of tripartism from the Government, employers, and workers, there are limitations in the practice and effectiveness of social dialogue as an instrument for advancing decent work in Belize. This is closely linked to underlying challenges facing social partner organizations, including: low and declining unionization rates (especially in new and emerging sectors and among vulnerable groups of workers, including informal workers); the lack of collective bargaining

at the multi-employer level, and limited awareness, experience, and capacity concerning collective bargaining among employers and workers in sectors / occupations where formal social dialogue is not routinely practiced.

More generally, the DWCP both relies on and can contribute to raising the visibility and influence of the LAB as the key tripartite institution for shaping national policymaking on issues of relevance to decent work. Limitations in the capacity and mandate of the LAB – notably, that it is under-resourced, with no full-time secretariat or other technical staff to support and coordinate activities, and that the statutory mandate restricts its ability to set its own agenda and operational mechanisms – constrain its ability to effectively engage across Government and civil society on the wide range of issues relevant to decent work.

Outputs under this outcome will focus on improving and expanding the practice of social dialogue in the context of labour relations specifically (for example, collective bargaining at enterprise and sector level), as well as tripartite social dialogue on key areas of national policymaking of relevance to decent work (1.3.3). Other outputs focus on strengthening the effectiveness of key tripartite institutions, especially the LAB and the Tripartite Body (1.3.1), as well as dispute prevention and resolution mechanisms (Output 1.3.2).

Output 1.3.1 – The statutory mandate and operational capacity of national tripartite institutions are reviewed and strengthened to promote effective social dialogue on labour and employment matters

The ongoing comprehensive review of national labour legislation, as well as the launch of this new DWCP, provides an opportunity to review and strengthen the statutory mandate and operational effectiveness of key national tripartite institutions. This can include measures to expand and strengthen the role of the Labour Advisory Board as the principal institutional mechanism for social dialogue on labour and employment issues at the national level, as well as the functions and effectiveness of the Tripartite Body.

- **Expanding Labour Advisory Board’s mandate:** as part of the comprehensive review of the Labour Act (and other legislative measures as required), strengthen and expand the statutory status and mandate of the Labour Advisory Board as the principal national institution for tripartite social dialogue on labour and employment matters, including measures to expand the Board’s consultative and advisory mandate beyond ‘traditional’ labour issues, strengthen the Board’s autonomy to develop its own operational framework and practices (such as the establishment of technical sub-committees and/or other intra- or inter-institutional arrangements), and ensure adequate resources (financial and technical) to support the Board’s activities.
- **Improving the Labour Advisory Board’s operational effectiveness:** the ILO can support tripartite constituents to analyse the inclusiveness and effectiveness of the LAB, based on this an action plan to strengthen it can be devised and implemented. The ILO can provide technical assistance to the development and implementation of appropriate operational procedures and to build the capacity of LAB members and technical staff, to ensure the effective functioning of the Board in line with its expanded mandate. This might include establishing formal mechanisms through which the Board or sub-committees engage with other policymaking and governance bodies and building the capacity of LAB personnel on relevant thematic issues and/or operational functions. Special attention will be paid to ensuring that the Board’s regulatory framework and operational practices guarantee and promote equal opportunities and diversity and that both the Board and any sub-committees reflect in their composition and are mandated and equipped to consider in their technical work, the diverse perspectives and needs of the Belizean population.
- **Enhancing the capacity of the Tripartite Body** to effectively fulfil its core functions, including in particular its capacity to monitor and ensure the adherence of parties to collective bargaining

agreements and to promote the recognition and application of ILO Conventions.⁷⁶ With respect to the latter functions in particular, it may be appropriate to review the mandate of the Tripartite Body to ensure alignment and complementarity with the proposed functions of new operational units under the restructured Department of Labour and/or the expanded mandate of the LAB.

Output 1.3.2 – The effectiveness of industrial dispute prevention and resolution mechanisms is enhanced

Outputs 1.2.1 and 1.3.1 focus respectively on restructuring the Department of Labour and revising the mandates and functions of several of its associated bodies (specifically, the Labour Advisory Board and Tripartite Body, see above). To complement these efforts, there is both a need and opportunity to strengthen the effectiveness of dispute prevention and resolution mechanisms, including – but not necessarily limited to – the operation of statutory tribunals under the auspices of the current Department of Labour; that is, the Labour Complaints Tribunal and the Essential Services Arbitration Tribunal.

The ILO can provide technical support as required to tripartite national constituents through an assessment of judicial and non-judicial dispute resolution institutions and mechanisms, as well as via the Labour Advisory Board and social partners, to review and determine priority areas for reform with respect to dispute prevention and resolution. This might include:

- **Strengthening the effectiveness of existing Tribunals** through an assessment that evaluates the effectiveness of the institutions' performance and opportunities for improvement and a proposed roadmap of actions aimed to: 1) effectively settle industrial disputes and reviewing and monitoring the implementation of their rulings, including by reviewing and enhancing, as necessary, the statutory mandate and authority of the Tribunals; 2) strengthening cooperation between Tribunals and other labour administration and enforcement functions; and 3) building the technical capacity of Tribunal members.
- **Establishing formal alternative dispute resolution (ADR) mechanisms**, such as conciliation or mediation processes and functions under the Department of Labour or other appropriate institutional framework, that can provide a streamlined and cost-effective means of resolving disputes in a timely manner without the need for recourse to Tribunals or judicial processes. The ILO can provide technical support to establish ADR mechanisms as well as to relevant Government personnel (e.g., Labour Officers fulfilling mediation functions) and social partners to promote effective engagement in ADR processes.

As appropriate, the ILO can also provide technical advisory support to constituents concerning other potential measures to enhance dispute prevention and resolution mechanisms.

Output 1.3.3 – The capacities of social partner organizations are strengthened to improve internal effectiveness and promote more productive social dialogue at national and enterprise levels

The presence of strong and representative employers' and workers' organizations is a prerequisite for establishing and maintaining the practice of effective social dialogue as a principal means of advancing the Decent Work Agenda. The ILO will support the BCCI and NTUCB to enhance their organizational capacity in line with their respective institutional priorities and to strengthen the practice of social dialogue at both the national and enterprise levels.

⁷⁶ Under the TUEOA, a key function of the Tripartite Body is to promote tripartism, including through the certification of trade unions, enforcement of collective bargaining agreements, and coordinating the recognition and enforcement of ratified ILO Conventions.

- **Enhanced capacity and internal effectiveness:** the ILO will support the BCCI and the NTUCB to enhance services to their members by strengthening internal capacities in areas such as strategic planning and advocacy, organizational management, data collection and analysis, and outreach to members and non-affiliated constituents. Support from the ILO may include focused advisory support on internal regulations, financial and accounting protocols, standard operating procedures, and data collection methodologies and tools, amongst other areas of technical support. Support might also extend to direct training and advice to develop, update, and/or implement organizational strategies, as appropriate.
- **Expanded social dialogue at the enterprise level:** beyond organizational development, the ILO will support social partner organizations to strengthen their capacity in relation to core labour relations functions. This might include training in negotiation and mediation techniques, as well as supporting greater understanding of relevant legal and administrative procedures, to promote more frequent and effective collective bargaining at enterprise and sector level and constructive participation in dispute prevention and resolution processes.





► Strategic Priority 2: Inclusive labour markets


Priority 2. Inclusive labour markets expand opportunities for decent employment and extension of social protection coverage in Belize.

Summary – theory of change

Strategic Priority 2 of the DWCP aims to develop an inclusive labour market in Belize through a combination of measures targeting supply-side and demand-side challenges. One area of focus is on measures to expand inclusive and productive employment through the development and implementation of a National Employment Policy (NEP), and support for modernized public employment services and employment activation measures (Outcome 2.1). To equip Belizeans to access and benefit from new employment opportunities, there is also a focus on upgrading national training and skills development to ensure closer alignment with current and future labour market needs (Outcome 2.2). An effective Labour Market Information System (LMIS) plays a significant role in generating the data and analysis to support evidence-based policymaking across employment and labour market domains (Outcome 2.3). Finally, the DWCP will support ongoing efforts towards the progressive implementation of a universal, adequate, adaptive, and inclusive social protection systems to strengthen social safety nets and ensure a decent livelihood for all Belizeans throughout the life cycle. The envisaged theory of change for Priority 2 is summarized below.

<p>Outcome 2.1: Increased participation of women and men in productive and decent employment in Belize by 2029</p>	<p>Outcome 2.2: Technical education and training programmes are upgraded to focus on current and future labour market needs</p>	<p>Outcome 2.3: An advanced Labour Market Information System is established and operationalized by 2029</p>	<p>Outcome 2.4: Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing and sound governance</p>
<p>Main outputs</p> <p>2.1.1 A National Employment Policy is developed and implemented.</p> <p>2.1.2 Public employment services are modernized.</p> <p>2.1.3 Productive employment is increased.</p>	<p>Main outputs</p> <p>2.2.1 Strengthened institutional mechanisms and capacity to coordinate workforce skills development.</p> <p>2.2.2 An improved framework for inclusive work-based learning is implemented.</p> <p>2.2.3 Institutional mechanisms strengthened to support a systematic approach to skills needs assessment and anticipation.</p>	<p>Main outputs</p> <p>2.3.1 Labour market statistical instruments are reviewed and updated.</p> <p>2.3.2 Key labour market indicators and analyses are regularly produced and disseminated.</p> <p>2.3.3 Dedicated analyses and reports on priority areas are developed and disseminated.</p>	<p>Main outputs</p> <p>2.4.1 The National Social Protection Strategy is finalized, and priority items implemented.</p> <p>2.4.2 Social protection statistics are periodically available to support planning and policymaking.</p> <p>2.4.3 Social protection schemes are better integrated with relevant labour market and employment policies and programmes.</p>

Outcome 2.1 Increased participation of women and men in productive and decent employment in Belize by 2029

Main outputs	2.1.1 A National Employment Policy is developed and implemented. 2.1.2 Public employment services are modernized. 2.1.3 Productive employment is increased.
Contribution to cross-cutting aims	Social dialogue: includes a focus on building social partner capacity and promoting social dialogue on key employment matters, including in and for the development and implementation of the NEP.
	Gender and inclusion: specific attention to mainstreaming gender and inclusion elements into the NEP; emphasis on enhancing access and uptake of public employment services among underserved groups; focus of employment activation measures on vulnerable individuals (e.g., social programme beneficiaries).
Decent work deficits addressed	Lack of productive and decent employment opportunities, reflected in low labour force participation rates and high levels of informality. Lack of coherence and coordination at the policy and programme levels, as well as limited capacity and utilization of public employment services, are among the underlying challenges.
Alignment with national development goals	MTDS 6.1 (poverty reduction – focus on rural development through skills enhancement; reducing unemployment; prioritization of underserved sectors (including through improved training offerings); and maximizing human capital to support growth of national economy). MRTCDLLG Strategic Plan, outcome 4.4 (provision of quality, effective, and efficient labour services); activity 2.1.4 (develop and implement a National Employment Policy).
UN-MSDCF 2022-2026	Outcome 1 (more productive and competitive business ecosystem to improve living standards); Outcome 2 (transition to more diversified and sustainable economy).
ILO Programme and Budget (2024-2025)	Outcome 3: Full and productive employment for just transitions (Output 3.1)
Contribution to SDGs	

Belize faces persistent challenges in achieving productive and inclusive employment for all. A combination of low unemployment but high levels of economic inactivity (at least in the formal economy) suggests that many Belizeans opt to remain outside the labour force rather than actively look for formal employment. The continued concentration of a significant share of employment in the informal sector – characterized by low pay, poor working conditions, and weak labour governance –

represents a significant barrier to advancing decent work. The main reason of inactivity for women in most countries is unpaid care work. This factor highlights that employment policies and interventions stand to have a limited ability to increase women's employment and reduce gaps if the deeper issues such as unpaid care responsibilities, are not solved.

Additionally, consistently inferior labour market outcomes for women, youth, migrant workers, rural communities, and indigenous peoples – lower rates of labour force participation, higher rates of unemployment, and persistent pay gaps – mean that these groups risk being left behind in the process of national development. There are particular challenges concerning youth, with high rates of youth not in employment or education (NEET). High NEET rates not only imply short-term livelihood challenges, but they also have adverse effects on long-term employability.

The absence of a comprehensive national employment policy (NEP) is an overarching constraint on the development of effective and coordinated response to these complex labour market challenges. Further challenges include the limited effectiveness of the public employment service (PES) in connecting jobseekers with suitable formal employment opportunities (due to resource constraints, limited provision in rural areas, and lack of awareness among employers and job seekers), leading many workers to turn to informal employment. There is also an absence of effective activation measures to facilitate the transition workers outside the formal labour force into formal employment, including a lack of coordination and alignment between employment promotion interventions and social benefit programmes.

In response to these challenges, the ILO can provide specialized technical assistance to support national constituents in developing key policies and institutions for addressing working poverty, creating decent jobs, reducing labour market inequalities, enhancing employment and income stability, and reducing youth inactivity and discouragement. This includes support for the development and implementation of a comprehensive National Employment Policy (NEP) that can provide a clear framework for coordinating employment and labour market interventions (2.1.1), including ongoing modernization of the public employment services (2.1.2) and the design and implementation of targeted employment activation measures (2.1.3) aligned with the concurrent reform of the social protection system (see Outcome 2.4).

Output 2.1.1 – A National Employment Policy is developed and implemented

A National Employment Policy (NEP) can provide a comprehensive, integrated policy framework to coordinate national efforts to address labour market and employment challenges. An effective NEP will also influence the content of broader economic, sectoral, and social policies to integrate elements that promote full and productive employment and decent work. The ILO has extensive experience and expertise in facilitating national processes to develop NEPs and provide technical advisory support to national constituents across the planning, formulation, and implement phases of NEP development.

Specific areas of focus will include:

- **Completion of an employment diagnostic analysis:** the ILO can work with the Labour Advisory Board to convene social partners and other stakeholders to build evidence on the underlying causes of decent work deficits, identify gaps in existing national policies and programmes of relevance to employment, and determine strategic priorities and specific areas for intervention to promote productive employment and decent work. The diagnostic would be particularly attentive to challenges faced by women, youth, migrant workers, rural communities, and indigenous peoples. This work can build on, but goes beyond, the Country Diagnostic study carried out during the development of this DWCP.
- **Development of a draft NEP:** specific areas of support will be based on areas identified as part of the employment diagnostic analysis, with an overall aim of ensuring alignment with international labour standards and effective response to Belize's key employment challenges. This may include support to:

- ▶ establish effective consultative mechanisms and other ‘process elements’ for the preparation of the NEP;
 - ▶ develop an employment governance framework, in line with the ILO’s Employment Policy Convention (No. 122);
 - ▶ incorporate employment goals into broader overarching policy frameworks (such as sector plans, infrastructure development programmes, and climate policies);
 - ▶ integrate gender and just transition elements into the NEP, including measures to promote the development of green and blue economies (e.g., ‘green’ skills development), address gender-based labour market inequalities (e.g., equal pay initiatives), and implement targeted employment programmes for the most underserved groups (see also 2.1.3).
- ▶ **Implementation of the NEP:** the ILO can continue to provide specialized technical support to constituents to develop specific implementation mechanisms, including effective monitoring and evaluation mechanisms, and to build the capacity of key national stakeholders involved in the programmes and initiatives carried out within the NEP framework. This will include activities outlined under Output 2.1.2 and 2.1.3, below.

Output 2.1.2 – Public employment services are modernized

The Department of Labour’s Employment Services Unit is responsible for providing public employment services (PES), including job matching, placement, and support services for jobseekers. An effective PES can play a critical role in addressing Belize’s complex employment challenges, contributing to increasing labour market participation rates (including among inactive and NEET youth), reducing the length of unemployment, and expanding access to decent work opportunities among underserved groups.

The ILO is well-placed to offer technical support to enhance the effectiveness of public employment services across the following areas:

- ▶ **Outreach strategy:** develop strategies for improved visibility and engagement among employers (e.g., a dedicated employer outreach process) to increase the participation of employers, as well as exploring partnerships with other Government agencies and social partners at national and local levels to enhance outreach to target groups (e.g., inactive youth, rural populations, long-term unemployed).
- ▶ **Improved access to services:** develop measures to expand access to existing services in rural areas (e.g., itinerant job counselling services in rural areas, expansion of digitalized and web-based services), as well as specific programmes targeting underserved groups, particularly those with specific training needs (e.g., persons with disabilities). The ILO can support the Department of Labour and other partners in relation to programme design and capacitation of employment officers.
- ▶ **Data collection and dissemination:** measures to improve the generation, management, and analysis of data relating to labour demand, skills mismatches, and jobseeker characteristics to enhance service design, delivery, and monitoring. Data can also feed into the LMIS (see Outcome 2.3).

Output 2.1.3 – Productive employment is increased


Employment activation measures help to facilitate transition of those outside the labour force into productive employment. As such, they can play a key role in breaking the poverty cycle and closing longstanding socioeconomic inequalities, as well as addressing the decent work deficits associated with informal work. The combination of targeted activation measures and social benefit programmes can be an especially effective mechanism for facilitating the transition of social programme beneficiaries – typically among the most disadvantaged populations – towards productive and self-sustaining income-generating activities.

The ILO can provide specialized advisory support to national constituents – including policymakers across labour, employment, and social protection domains – to design and implement targeted employment activation measures. Specific areas of focus include:

- **Consolidating existing employment promotion programmes**, based on a review of existing active labour market policies (ALMP) and employment promotion programmes, including recommendations for their development, expansion, and consolidation (e.g., through joint-delivery, referral agreements), in line with the new NEP and National Social Protection Strategy.
- **Integrated activation programmes linked to social protection schemes**: drawing on the review of existing ALMPs, and in coordination with social protection stakeholders, the ILO can support constituents to design and implement tailored activation measures that are linked to relevant social security (unemployment insurance) and social assistance programmes (if relevant) to expedite labour market re-entry (in the case of unemployment) and promote effective 'graduation' pathways to self-sustaining employment (for social assistance beneficiaries). Example measures include introducing conditionality clauses (e.g., attending training or job placement services) into selected social protection schemes and/or offering free or subsidized access to activation programmes for target beneficiaries.
- **Employment-Intensive Investment Programme (EIIP) approaches**: the ILO can support policymakers and social partners to integrate employment considerations into national infrastructure and environmental works projects, with a focus on generating employment in rural areas. An EIIP approach aims to maximize the employment-related opportunities in and through public investment programmes in ways that have lasting positive impacts in terms of activating local labour markets, developing workforce skills, and stimulating entrepreneurship.

Activities under this output will be developed in coordination with and integrally linked to activities and outputs under Outcome 2.4 (social protection systems).

Outcome 2.2: Technical education and training programmes are upgraded to focus on current and future labour market needs

Main outputs	<p>2.2.1 Strengthened institutional mechanisms and capacity to coordinate workforce skills development.</p> <p>2.2.2 An improved framework for inclusive work-based learning is implemented.</p> <p>2.2.3 Institutional mechanisms strengthened to support a systematic approach to skills needs assessment and anticipation.</p>
Contribution to cross-cutting aims	Social dialogue: increasing social partner capacity and strengthening the practice of social dialogue on matters of workforce skills development, including through possible new tripartite bodies and functions (e.g., sector skills councils).
	Gender and inclusion: several interventions expressly focus on ensuring equal opportunities in terms of access to and uptake of training and skills programmes (including work-based learning), as well as targeted outreach to underserved groups (youth, rural populations).
Decent work deficits addressed	Skills shortages and mismatches that limit access to current and future decent employment opportunities and constraint enterprise development, productivity, and growth of new sectors. Poor coordination across the national training system and lack of sufficient labour market and skills data are related challenges.
Alignment with national development goals	<p>MTDS – 6.2 (economic transformation– focus on improving the TVET system to increase enrolment, quality, and relevance, as well as provision of skills training programmes to support the creation of economic opportunities.</p> <p>MRTCDLLG Strategic Plan, output 3.3 (workforce development, including expanded opportunities for skill acquisition for women and youth).</p> <p>MOECST sector plan, objective 4.1 (partnerships with industry and private sector to improve quality, relevance, and responsiveness of TVET sector); strategic action 4.3.3 (work with employers to build employee capacity and boost productivity); strategic action 4.3.5 (develop and implement a system for prior learning assessment and recognition).</p> <p>MSME Strategy, objective 3.2 (expand vocational education programmes to meet demand).</p>
UN-MSDCF 2022-2026	Outcome 1 (more productive and competitive business ecosystem to improve living standards); Outcome 2 (transition to more diversified and sustainable economy).
ILO Programme and Budget (2024-2025)	Outcome 3: Full and productive employment for just transitions (Output 3.2).
Contribution to SDGs	 <p>The image shows eight Sustainable Development Goal (SDG) icons arranged in two rows. The top row contains icons for SDG 1 (No Poverty), SDG 2 (Zero Hunger), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 9 (Industry, Innovation and Infrastructure). The bottom row contains icons for SDG 10 (Reduced Inequalities) and SDG 13 (Climate Action).</p>

Skills that are poorly aligned with labour market needs undermine the employability of many Belizeans and limit their opportunities to benefit from social and economic transformations. Meanwhile, employers report that a lack of technical or job-specific skills for occupations and industries leads to unfilled vacancies that constrain private sector development and productivity. The imbalance between the skills that are possessed by individuals and those sought by employers prevents their access to decent work.

Skills mismatches also affect the competitiveness and attractiveness of Belizean enterprises to investors, constraining the development of strategic new and emerging sectors of the economy. This includes the development of “green” and “blue” sectors that can not only create new decent employment opportunities but are also critical to achieving a ‘just transition’ to a more environmentally sustainable economy, as envisaged in the Medium-Term Development Strategy.

There are significant structural and capacity limitations that impede the operation of an effective national training system. Key constraints include the lack of a single body to coordinate national skills policy and programmes, the lack of data and empirical analysis of skills mismatches, the limited supply of work-based-learning opportunities, and specific barriers to accessing existing training opportunities for underserved segments of the population.

Outputs under this outcome focus on improving and strengthening key national frameworks that can support skills development, including in relation to overall coordination (Output 2.1.1) and work-based learning (Output 2.1.2). This outcome also includes a focus on developing institutional mechanisms to support a systematic approach to skills needs assessment and anticipation considering national and sectoral strategies for economic development (Output 2.1.3). Across all outputs, specific attention is given to measures that can support and facilitate skills development for underserved groups.

Output 2.2.1 – Strengthened institutional mechanisms and capacity to coordinate workforce skills development

There is scope to strengthen coordination within and between Government agencies, educational institutions, and employers on workforce skills development. This may include:

- **Establishing appropriate institutional mechanisms** to improve coordination on national workforce skills development. The ILO can help convene and provide technical advice to relevant national stakeholders – including the wide range of Government agencies that currently provide workforce skills training as well as social partner organizations – to determine the most appropriate mechanisms for improved inter-institutional cooperation and coherence. This may include reviewing (and updating as needed) the operational functions of existing institutions or national bodies and/or considering the need and practicality of establishing new institutional mechanisms (e.g., a central coordinating committee or body). In determining the most appropriate institutional framework, particular attention will be given to ensuring adequate representation and involvement of all relevant national stakeholders, including Government departments and agencies, industry and employers’ associations, workers’ representatives, and educational institutions.
- **Developing and implementing measures to improve coherence** in the design and delivery of workforce skills programmes. The ILO can support national stakeholders – including, as appropriate, any central coordinating entity established under this output – to develop and implement a plan of work to enhance coordination across the national training system. This might include mapping of existing training offerings and recommendations for consolidation (joint-delivery, referral mechanisms) as appropriate, and/or establishing operating procedures and protocols to support systematic cooperation between labour market stakeholders on issues such as skills anticipation, course offerings, curricula development, and qualifications. Specific attention will be given to areas of most relevance to this DWCP, including employment promotion and labour market programmes under this Outcome.

- **Building social partner capacity on skills issues**, including, as necessary, awareness raising and capacity building for social partners on matters such as skills analysis, forecasting, and anticipation to support more effective participation and social dialogue on national training and skills issues, including contributions to any central coordinating bodies established.

The ILO has extensive expertise and experience in the design and implementation of national training and skills development systems, including in the Caribbean region with the development of CARICOM's Regional TVET Strategy. In this context, national constituents and the ILO may explore opportunities for partnerships, knowledge exchange, or technical support (as needed) from regional skills bodies and/or established national skills bodies from other Caribbean countries.

Output 2.2.2 – An improved framework for inclusive work-based learning is implemented

Work-based learning (WBL) – learning that takes place in a real work environment can make a significant contribution to reducing skills mismatches, while also providing a cost-effective approach to training. Work-based learning opportunities enhance the employability of workers and jobseekers by building technical and soft skills through on-the-job experience. For employers, WBL programmes provide an opportunity to develop skills and knowledge in workers that respond directly to the specific needs of the business. In Belize, apprenticeships play a key role in supporting work-based learning but often operate on an ad-hoc basis, lacking the structured framework needed to maximize supervision and learning opportunities.

The ILO, in close coordination with other actors, is well-placed to provide technical support in relation to the following aspects:

- **Establish an inclusive national apprenticeship programme:** design and implement an updated national apprenticeship programme in line with the [ILO's framework for quality apprenticeships](#) (ILO, 2021). The ILO can help facilitate partnerships between educational institutions and local employers' and industry associations to implement the apprenticeship programme and ensure that relevant curricula are tailored to the needs of the local labour market and participating employers. The ILO can also support constituents to incorporate equal opportunity measures into programme design and implementation to increase participation among target groups.
- **Establish Recognition of Prior Learning (RPL) process:** development of a formal RPL process to ensure that work-based learning contributes towards a recognized qualification. This might include the development of competency-based assessment tools (including sector-specific frameworks), guidelines for RPL applications, capacity building for responsible Government bodies, and awareness-raising among employers and workers concerning the benefits and procedures involved in the RPL process.
- **Employer capacity to deliver quality WBL:** the ILO to work with employers' organizations to facilitate training and advisory support for employers to enhance their capacity to deliver high quality WBL. This may include support to strengthen policies and practices on equal opportunities and inclusion and convening relevant stakeholders to facilitate outreach to underserved groups, persons with disabilities, and indigenous people in the local labour market, to ensure that the benefits of WBL are accessible to all.⁷⁷

National constituents will also consider whether it is appropriate to focus WBL initiatives initially on strategic sectors (for example, 'green' and 'blue' sectors) and/or to align with enterprise development activities elaborated under Priority 3. There is also potential to link with existing workforce development initiatives, including youth skills programmes and industry-specific training programmes.

Output 2.2.3 – Institutional mechanisms strengthened to support a systematic approach to skills needs assessment and anticipation


To date, skills studies have been carried out on an ad hoc basis, rather than part of any coordinated labour market analysis or strategy. The ILO will support constituents in developing more systematic approaches to skills anticipation and forecasting, supporting labour market actors to continuously identify and prepare to meet future skills needs. Areas of work include:

- ▶ **Establishing a skills anticipation framework**, including a clear methodology and approach for skills anticipation, identification of data sources, establishment of protocols for cooperation between relevant institutional stakeholders (employers, workers, DOL, SIB, MOECST, line ministries, educational institutions).
- ▶ **Building the capacity of institutional stakeholders** to contribute to skills analyses. The ILO can support capacity building for key stakeholders to generate, share, and analyse data relevant to skills forecasting and anticipation and to use the data generated to inform policymaking and programme design.
- ▶ **Establishing and capacitating Sector Skills Councils** in sectors of particular importance to Belize's national development objectives, including but not limited to green, blue, and orange sectors. Sector Skills Councils will have a mandate to convene sector stakeholders and collect and analyse data relevant to skills forecasting at the sector level, which can feed into broader skills anticipation efforts and inform sectoral and broader economic policymaking.

Activities under this output will extend beyond the collection and analysis of skills data to establish the mechanisms and capacities through which skills analyses are disseminated to policymakers, educational institutions, and other labour market actors and can inform curricula development, sector strategies, and other aspects of employment policy. This might include regular reports and analyses produced through the LMIS (see 2.3), as well as the direct engagement of institutional skills stakeholders in relevant policymaking processes.

Activities under this output may form part of, and should be aligned with, relevant activities under Outcome 2.3 (Labour Market Information System), especially output 2.3.3 (dedicated analysis and reporting on priority issues).

Outcome 2.3 An advanced Labour Market Information System is established and operationalized

Main outputs	<p>2.3.1 Labour market statistical instruments are reviewed and updated.</p> <p>2.3.2 Key labour market indicators and analyses are regularly produced and disseminated.</p> <p>2.3.3 Dedicated analyses and reports on priority areas are developed and disseminated.</p>
Contribution to cross-cutting aims	Social dialogue: enhanced availability of labour market data supports more informed social dialogue on socioeconomic policy issues; capacity building of social partners to generate, analyse, and disseminate data relevant to their activities and strategic priorities.
	Gender and inclusion: an enhanced LMIS provides more complete (disaggregated) employment and economic data for monitoring progress in addressing labour market inequalities and to target policy and programming interventions to underserved and disadvantaged groups.
Decent work deficits addressed	Limited availability of timely, updated, and reliable labour market information and statistics, as well as relevant analyses, to support evidence-based policymaking and effective constituent action to advance decent work.
Alignment with national development goals	MRTCDLLG's Strategic Plan, workforce development outcome 3 (comprehensive and current data on the labour market to inform policy and decision-making).
UN-MSDCF 2022-2026	Outcome 1 (more productive and competitive business ecosystem to improve living standards); Outcome 2 (transition to a more diversified and sustainable economy).
ILO Programme and Budget (2024-2025)	Outcome 3: Full and productive employment for just transitions (Output 3.4, A.1)
Contribution to SDGs	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>10 REDUCED INEQUALITIES</p> <p>16 PEACE AND JUSTICE, STRONG INSTITUTIONS</p> <p>17 PARTNERSHIPS FOR THE GOALS</p>

There are critical gaps in current data collection and analysis frameworks, constraining both the objective evaluation of the current situation concerning decent work in Belize and the prospects for designing and implementing programmes to realize specific decent work objectives. There is limited workforce skills data on which to base a reliable assessment of skills mismatches, limited data generated and/or analysed and disseminated on any aspect of productivity and competitiveness, and no national notification system or data collection on occupational accidents, injuries, or diseases.

There is broad consensus among national stakeholders on the need to enhance the collection, sharing, and analysis of data on decent work issues. A well-functioning Labour Market Information System (LMIS) can identify labour market challenges and opportunities, and support the design of effective labour market policies, programmes and strategic interventions that are better focused and targeted. More generally, the LMIS is an integral component of the wider national statistical system, which in turn plays

a vital role in tracking progress towards national development goals and the SDGs, as well as mobilizing financial resources for key development programmes (including this DWCP) from both international and national budgetary financial resources.

The ILO can provide specialized technical assistance to support constituents in strengthening the LMIS. This can include reviewing and updating labour market statistical instruments (Output 2.3.1), supporting the production and dissemination of key labour market indicators and analyses (Output 2.3.2), and conducting dedicated analysis and reporting on specific priority items (Output 2.3.3). Actions under this Outcome should be aligned with and contribute to the Government's wider efforts to enhance the collection and compilation of data relevant to SDG indicators, with a focus on those indicators of which the ILO is the custodian.

Output 2.3.1 – Labour market statistical instruments are reviewed and updated

The availability of timely, updated, and reliable labour statistics is a key component of effective policymaking to promote productive employment. The Government's key focus is on improving the national labour statistical system by developing methodologies relating to data collection, processing, analysis, and dissemination in line with international standards. The ILO is well-positioned to provide technical support for the Statistical Institute of Belize (SIB) to advance these objectives, to:

- **Review and update the main statistical surveys** administered by the SIB to ensure compatibility with latest International Conference of Labour Statisticians (ICLS) recommendations. Where needed, this could be complemented by targeted training and capacity building for relevant SIB staff on key issues relating to data collection, analysis, dissemination, and indicators.

Output 2.3.2 – Key labour market indicators and analyses are regularly produced and disseminated

To complement and support activities carried out under Output 2.3.1, the ILO can also provide technical assistance to the SIB and other relevant national stakeholder on producing and disseminating key labour market indicators and analyses. This may include:

- **Workplan for regular statistical reports:** the ILO can support SIB to develop and implement a workplan for the production and dissemination of regular statistical reports and analyses. This would include identifying priority indicators for regular collection and dissemination, and defining the frequency, format, and content of regular statistical reports on priority indicators.
- **Strengthen statistical capacity of key personnel:** the ILO can also provide specialized technical training to personnel with the SIB and relevant line ministries with responsibility for data collection, analysis, and report generation, to strengthen and update key skills and competencies.
- **Data sharing and dissemination:** the ILO can support relevant Government stakeholders and social partners to strengthen systematic data generation and sharing processes. National administrative data is an important source of information on decent work but needs to be integrated and harmonized to build up a robust LMIS. In particular, there appears scope to upgrade processes for sharing information and cooperative data analysis between: MOECST, MRTCDLLG, and other relevant institutions (such as BELTRAIDE) on skills; Department of Labour and SSB on workplace accidents and injuries; employers, Department of Labour (employment services), and ITVETs on skills and labour demand, and job placement; SSB and MHDFIPA on social protection benefits and programmes, and SSB / MHDFIPA, and the Department of Labour on social security registration.
- **Social partner capacity:** in coordination with social partner organizations, the ILO can provide training and guidance on strengthen capacity to generate, process, and contribute data relevant to the LMIS (e.g., trade union membership and activities, labour demand and vacancies from employers), and to use LMIS data to inform strategic and operational planning, support research, and strengthen advocacy initiatives.


Output 2.3.3 – Dedicated analyses and reports on priority areas are developed and disseminated

High-quality, targeted analyses of specific issues can support evidence-based policymaking on priority issues, including on areas of relevance to this DWCP. In particular, the ILO can provide technical assistance to SIB and other relevant LMIS stakeholders in the following areas:

- **Additional survey modules:** develop ‘add-on’ modules on specific thematic issues that can be integrated into existing labour force and enterprise surveys. With a view to supporting other outcomes and outputs under this DWCP, possible thematic areas for further investigation include informal work, productivity, wages, and skills mismatches.
- **Customized stand-alone surveys:** develop and administer specialist surveys to enhance the evidence base to support policymaking on key employment and national development themes, such as: the growth and characteristics of new forms of employment (including the platform economy); child activity survey; informal work, and in-depth skills anticipation for emerging and high-potential sectors (including green, blue, orange sectors).



Outcome 2.4 Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance

Main outputs	<p>2.4.1 The National Social Protection Strategy is finalized, and priority items implemented.</p> <p>2.4.2 Social protection statistics are periodically available to support planning and policymaking.</p> <p>2.4.3 Social protection schemes are better integrated with relevant labour market and employment policies and programmes.</p>
Contribution to cross-cutting aims	Social dialogue: activities in relation to the National Strategy include a focus on strengthening social partner engagement and social dialogue on key social protection issues.
	Gender and inclusion: priorities for the social protection reform focus on extending coverage to underserved groups (including youth, people with disabilities, informal workers) as well as women; more generally, improving the adequacy and coverage of social protection plays a critical role in reducing poverty and promoting labour market inclusion for disadvantaged groups.
Decent work deficits addressed	Limited availability of regular, up-to-date, and comprehensive labour market information to support evidence-based policymaking and effective constituent action to advance decent work.
Alignment with national development goals	MTDS 6.1 (poverty reduction – includes the express objective of developing a national social protection strategy)
UN-MSDCF 2022-2026	Outcome 4 (equitable access and utilization of universal, quality and shock-responsive, social protection).
ILO Programme and Budget (2024-2025)	Outcome 7: Universal social protection (Output 7.1)
Contribution to SDGs	

The current social protection system provides coverage throughout the life cycle, from birth to death, through contributory and non-contributory schemes. Although the existing system provides vital support to vulnerable families and individuals, social protection for all is not yet a reality in Belize. Notable gaps include the lack of an unemployment insurance scheme, which severely undermines income security for many Belizeans, as well as significant coverage gaps concerning children and families. These gaps are underpinned by systemic challenges, including significant fragmentation, with multiple

service delivery actors and an overall lack of coherence both between different schemes and across other relevant Government programmes and services (such as education and employment services), and effective targeting of benefits to those most in need. There remains insufficient data for an analysis of performance and coverage across the social protection system (e.g., disaggregation by sex, age, function covered, expenditure per scheme / programme). There is limited sharing of data and information across programmes and sectors, and limited cross-sectoral stakeholder involvement.

In the context of the current limitations of the social protection system, the Government has been actively working to address systemic challenges. A National Social Protection Strategy (NSPS) is currently under development, with support from the ILO, UNICEF, and the World Food Programme (WFP). Outputs and activities under this section will support the finalization, adoption, and implementation of the NSPS (Output 2.4.1), as well as the continuation of the development of enhanced data and statistics to support planning on social protection (Output 2.4.2), and enhanced integration between social protection / assistance schemes, employment activation measures, and public employment services (Output 2.4.3).

Output 2.4.1 – The National Social Protection Strategy is finalized, and priority items implemented

The ILO will continue its ongoing collaboration with national constituents to support the development of a rights-based, universal, adequate, sustainable, and responsive social protection systems for all residents of Belize. The focus of action in this area will be the finalization and implementation of the National Social Protection Strategy (NSPS), currently in preparation.

The ILO will work with social protection stakeholders to ensure that the final Strategy – as well as subsequent legislative, policy, and other implementing measures – aligns with ILO standards concerning social protection, including the effective participation of social partners in the Strategy’s development and implementation. The ILO will continue to provide ongoing technical support to social protection stakeholders (including social partners) to address priority issues, in line with the final Strategy, with a focus on closing current gaps in coverage and enhancing coherence across the social protection system.

Areas of focus are likely to include:

- **Social insurance:** revision of the self-employed scheme to enhance coverage and long-term sustainability; implementation of the proposed unemployment insurance scheme, and the introduction of a parental benefits scheme.
- **Social assistance:** strengthen the legal bases for key social assistance programmes (e.g., BOOST), which are not currently grounded in legislation; establish a registry of social assistance beneficiaries to enhance programme targeting, delivery, and monitoring and to facilitate integration with employment activation measures (see 2.1.3).
- **Improving the interoperability of social protection and databases** administered by SSB and MHDFIPA and those data and registries administered by other LMIS stakeholders (such as SIB, Department of Labour, MOECST (Ministry of Education, Culture, Science and Technology), BELTRAIDE)) to support better data sharing and coordination.

To support the finalization and subsequent implementation of the Strategy – and to promote coordinated policymaking on social protection more generally – the ILO will also promote the development of effective mechanisms for social dialogue. Appropriate mechanisms will be determined in consultation with tripartite national constituents and in line with the Strategy. This may include mechanisms to involve SSB and social partners in relevant meeting of the inter-ministerial Social Policy Caucus and/or other suitable policymaking and consultative fora.

Output 2.4.2 – Social protection statistics are periodically available to support planning and policymaking

There is scope to improve coordination in both data generation and information sharing in relation to social protection. Specific activities under this output should align with the final National Social Protection Strategy, but may include support to:

- **Enhancing the capacity of SSB statistical unit** to collect, analyse, and disseminate statistical data. The SSB has identified a need to strengthen its capacity to collect, analyse, and disseminate statistical data to support improved monitoring, planning, and decision-making on social security. The SSB has also identified gaps concerning data related to coverage of migrant workers and people with disabilities.
- **Enhancing the capacity of MHDFIPA** to collect, analyse, and disseminate statistical data on social assistance programmes, including data collecting through the planned social assistance registry (see 2.4.1).
- **Social protection more integrated into the LMIS** – for example, by including social protection questions in periodic labour market data collection instruments (such as labour force survey or household surveys), in cooperation with the SIB.

Activities under this output will also contribute to improved interoperability of social protection databases and registries with other LMIS stakeholders (see also 2.4.1).

Output 2.4.3 – Social protection schemes are better integrated with relevant labour market and employment policies and programmes

Linking specific social protection schemes to active labour market programmes, such as employment activation measures, can be an effective means of promoting access to productive, decent employment for social assistance beneficiaries. Facilitating this transition from social assistance to the formal labour market, either through entrepreneurship / self-employment or as an employee, is not only important for expanding access to decent work opportunities for those outside the labour force, but it can also play a key role in maintaining the financial viability of critical social assistance programmes.

The ILO can provide technical assistance to social protection (SSB, MHDFIPA) and labour market stakeholders (Department of Labour and other providers of employment promotion programmes) to develop integrated measures in two main areas:

- **Temporary income support:** enhancing the integration of the (planned) unemployment insurance scheme (and other temporary income support measures, as appropriate) with the public employment service to facilitate coordination on beneficiary eligibility assessments and the provision of relevant employment services and activation measures (see 2.1.3).
- **Coherent 'graduation paths' for social assistance beneficiaries:** improved integration and coherence between social assistance programmes (administered by MHDFIPA) and employment promotion programmes and services offered by other public and private bodies (e.g., MOECST, Employment Services Unit, BELTRAIDE, Belize Tourism Board, Ministry of Youth, Sport, and Transport) to facilitate transition ('graduation') of beneficiaries to self-sustaining employment.

Activities under this output will be developed in coordination with and integrally linked to activities and outputs under output 2.1.3 (employment activation measures).



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► Strategic Priority 3: Productivity, sustainable enterprises, and local economic development


Priority 3. Productivity improvements, sustainable enterprises, and local economic development promote resilient and inclusive growth.

Summary – theory of change

Strategic Priority 3 focuses on expanding the offer of decent work opportunities to promote greater prosperity for all Belizeans, helping to address national development challenges concerning productivity, competitiveness, economic and enterprise resilience, regional inequalities, and environmentally sustainable economic development. To achieve these aims, the DWCP sets out a theory of change based on three broad areas of intervention: 1) targeted measures to strengthen the institutional and policy framework on productivity and competitiveness and the national level, including the formation and operationalization of a National Productivity Organization (Outcome 3.1); 2) measures to enhance the enabling environment for the development and growth of MSMEs, including measures to strengthen MSME resilience, encourage formalization, and promote more environmentally sustainable business practices and sectors (Outcome 3.2); and 3) a focus on addressing regional productivity and economic development challenges through decentralized strategic and programming interventions (Outcome 3.3).

<p>Outcome 3.1: Institutional and policy framework for increased productivity and competitiveness is strengthened by 2029.</p>	<p>Outcome 3.2: Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity by 2029.</p>	<p>Outcome 3.3: Local economic development is enhanced in rural areas, with a focus on the most underserved populations.</p>
<p>Main outputs</p> <p>3.1.1 A tripartite National Productivity Organization (NPO) is established and operationalized to coordinate efforts to enhance productivity and competitiveness in both public and private sector.</p> <p>3.1.2 A time-bound workplan for the NPO is developed and implemented.</p> <p>3.1.3 The capacity of tripartite constituents is enhanced on productivity and competitiveness and policy measures.</p>	<p>Main outputs</p> <p>Output 3.2.1 Improved access to and uptake of financial products and services among MSMEs, with a focus on female, young, and rural entrepreneurs.</p> <p>Output 3.2.2 Improved access and utilization of business development services among MSMEs.</p> <p>Output 3.2.3 Improved policies, support services, and constituent capacity to promote the formalization of MSMEs and cooperatives.</p> <p>Output 3.2.4 Integrated measures to promote ‘green’ and ‘blue’ enterprise development are implemented.</p>	<p>Main outputs</p> <p>Output 3.3.1 Local governance structures are established to support local economic development (LED) initiatives in targeted areas.</p> <p>Output 3.3.1 LED governance structures are operationalized, and LED stakeholders capacitated.</p> <p>Output 3.3.2 LED strategies and plans are jointly developed and implemented to promote sustainable and inclusive enterprise development and address local decent work priorities.</p>

Outcome 3.1 Institutional and policy framework for increased productivity and competitiveness is strengthened by 2029

Main outputs	<p>3.1.1 A tripartite National Productivity Organization (NPO) is established and operationalized to coordinate efforts to enhance productivity and competitiveness in both public and private sector.</p> <p>3.1.2 A time-bound workplan for the NPO is developed and implemented.</p> <p>3.1.3 The capacity of tripartite constituents is enhanced on productivity and competitiveness and policy measures.</p>
Contribution to cross-cutting aims	Social dialogue: NPO will be a tripartite mechanism for specialist social dialogue on productivity and competitiveness issues; specific focus on training, guidance, and other support for social partners to build knowledge and capacity relating to productivity, quality, and competitiveness.
	Gender and inclusion: evidence-based efforts to tackle productivity and competitiveness challenges can enable targeted and coordinated responses to address challenges faced by specific underserved groups (e.g., rural communities, informal sector, female entrepreneurs).
Decent work deficits addressed	Low productivity (constraint on job creation and enterprise development) and lack of data / research to inform effective productivity enhancement measures.
Alignment with national development goals	MTDS – 6.1 (poverty reduction – includes focus on reducing income and productivity gaps); 6.2 (economic transformation – productivity enhancement).
UN-MSDCF 2022-2026	Outcome 1 (more productive and competitive business ecosystem to improve living standards); Outcome 2 (transition to more diversified and sustainable economy).
ILO Programme and Budget (2024-2025)	Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.1)
Contribution to SDGs	

In recent years, Belize has experienced negative labour productivity growth, in contrast to both the regional Caribbean and wider international positive trends, affecting national competitiveness and economic growth. Workforce skills gaps, limited financial and business management capacity among business owners, low uptake of new technologies, and high rates of informality all serve to undermine enterprise resilience, productivity, and competitiveness. While boosting productivity is a priority of the national development objective, constituents highlight the lack of data and an adequate institutional framework as principal constraints on developing effective and coordinated responses to productivity and competitiveness challenges. In particular, there is a lack of regular data collection and analysis on productivity trends and challenges, while Belize lacks a designated institutional function to coordinate research, stakeholder cooperation and engagement, and advise policymakers on productivity and competitiveness issues.

Outputs under this outcome aim to address the key challenges by establishing the necessary institutional structures and capacities to develop evidence-based measures to enhance productivity and competitiveness for Belizean enterprises.

Output 3.1.1 A tripartite National Productivity Organization (NPO) is established and operationalized to coordinate efforts to enhance productivity and competitiveness in both public and private sector

A National Productivity Organization (NPO) can take different forms according to the legal and institutional framework and the nature of the productivity and competitiveness challenges faced by a country. Best practice indicates that independent and autonomous NPOs are the most effective institutional mechanism, although the establishment of an equivalent function within an existing body can also be considered. The ILO can draw on its extensive experience in working with NPOs across the Caribbean region to support national constituents to design and operationalize an appropriate NPO function for Belize, with an operational mandate to examine productivity in both private and public sectors. Key areas of work may include:

- **Establishing a clear mandate and operational framework for the NPO:** the ILO can support constituents to determine the most appropriate institutional structure for an NPO and, subsequently, to develop the relevant legal and operational framework to implement the NPO. Key functions for the NPO may include regular collection and analysis of productivity data; targeted research on specific productivity issues; provision of evidence-based policy advice to Government and social partners, and facilitation of effective social dialogue and stakeholder engagement on productivity and competitiveness matters at national, sectoral, and local levels. It is critical that legal and institutional framework ensure adequate resource and autonomy for the NPO to effectively fulfil its mandate.
- **Capacity-building for NPO members and/or technical staff:** the ILO can support training, knowledge-exchange, and other capacity-building measures to ensure that NPO staff are equipped with the necessary skills and knowledge to fulfil their roles. This may include training on data analysis, policy development, stakeholder engagement techniques, and best practices in productivity enhancement initiatives – including initiatives to address challenges faced by specific groups (e.g., rural entrepreneurs, informal sector, women-led MSMEs). To this end, the ILO may facilitate exchanges and partnerships with other NPOs in the region.

Output 3.1.2 A time-bound workplan for the NPO is developed and implemented

Following its establishment and operationalization, the NPO will develop and coordinate implementation of an initial work plan, aligned with the priorities of this DWCP, in cooperation with relevant national stakeholders. The ILO will provide technical assistance to the NPO on the development and implementation of the workplan, as required. Key areas of work include:

- **Developing and implementing the NPO's work plan:** Prepare and implement a time-bound work plan for the NPO, which may include, inter alia: developing a methodological framework for productivity measurement in private and public sectors; studies and analyses on key productivity issues (e.g., sector or value chain analysis, barriers to formalization); generating briefings, reports, and recommendations for business and policymakers, and raising awareness and disseminating good practices. Where appropriate, the work plan should focus on thematic issues and/or sectors of particular importance to the implementation of this DWCP (e.g., challenges facing MSMEs in relation to market access or formalization, the promotion of the green and blue economies, or productivity factors of relevance to local economic development initiatives).

The NPO will coordinate with other labour market institutions and the Labour Advisory Board to ensure its activities align with and complement other programmes and initiatives (including under this DWCP).

Output 3.1.3 – The capacity of tripartite constituents is enhanced on productivity and competitiveness thematic issues and policy measures

To support the ongoing development of effective and sustainable productivity enhancement measures, the ILO will provide technical support to build the capacity of national constituents to make effective and informed contributions to productivity and competitiveness initiatives. This includes, but should extend beyond, support to enhance the capacity of relevant stakeholders to engage with and contribute to the work of the proposed NPO. Key areas of work include:

- **Capacity of tripartite constituents:** The ILO can provide and/or coordinate training, guidance, and other support as needed for Government and social partners to build knowledge about productivity, quality, and competitiveness (concepts, measures, policy design). Capacity building, provided on an equal opportunity basis, can enhance the quality and effectiveness of stakeholders' contributions to productivity and competitiveness initiatives.



Outcome 3.2 Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity by 2029

Main outputs	<p>3.2.1 Improved access to and uptake of financial products and services among MSMEs, with a focus on female, young, and rural entrepreneurs.</p> <p>3.2.2 Improved access and utilization of business development services among MSMEs.</p> <p>3.2.3 Improved policies, support services, and constituent capacity to promote the formalization of MSMEs and cooperatives.</p> <p>3.2.4 Integrated measures to promote ‘green’ and ‘blue’ enterprise development.</p>
Contribution to cross-cutting aims	<p>Social dialogue: outputs include a focus on integration of MSMEs, informal workers, and cooperatives into social partner organizations to enhance participation in social dialogue; capacity building for social partners on green and blue economies / initiatives.</p> <p>Gender and inclusion: MSME support is tailored to and focuses on underserved groups (youth, women, rural); formalization of MSMEs and cooperatives benefits vulnerable groups disproportionately (informal, low-income, rural).</p>
Decent work deficits addressed	<p>Low productivity and competitiveness of MSMEs, and high levels of informality, constrain enterprise development and resilience and the capacity of small enterprises to support decent jobs and incomes. Lack of enabling environment for sustainable enterprise development in green and blue sectors.</p>
Alignment with national development goals	<p>MTDS – 6.1 (poverty reduction – including ‘big push’ approach for MSME and cooperative development, with a focus on women, youth, and rural areas); 6.2 (economic transformation – improved access to finance for MSMEs, promotion of green and blue economies); 6.5 (protection of environment – support for green and blue economies).</p> <p>MRTCDLLG Strategic Plan, output 3.2 (expanded entrepreneurial opportunities for women and youth).</p> <p>MSME Strategy, Goal 1.2 (connecting MSMEs to larger enterprises); Goal 2.4 (eliminating gender gap in SME ownership); Goal 2.5 (increase youth entrepreneurship).</p>
UN-MSDCF 2022-2026	<p>Outcome 1 (more productive and competitive business ecosystem to improve living standards); Outcome 2 (transition to more diversified and sustainable economy).</p>
ILO Programme and Budget (2024-2025)	<p>Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.3).</p>
Contribution to SDGs	

Self-employment, micro, small, and medium enterprises (MSMEs) play a key role in providing jobs and livelihoods for many Belizeans. However, these smaller economic units, and the workers they employ, face challenges. They often lack access to the financial and other technical resources (equipment and knowledge) to grow their business activities, upgrade production methods to enhance productivity, or withstand external shocks. These barriers may be especially significant for female entrepreneurs and other underserved groups that lack access to credit, land, and resources. Partly due to these constraints on growth, many MSMEs operate partially or wholly in the informal economy, with adverse implications for employment and income stability, and the application of labour rights.

Supporting the development, formalization, and resilience of MSMEs (outputs 3.2.1, 3.2.2, and 3.2.3) can significantly expand the offer of decent employment in Belize, especially in areas where the offer of formal jobs in larger enterprises is limited. Supporting the development of MSMEs in emerging high potential growth sectors as well as promoting the adoption of 'greener' business practices among existing MSMEs (output 3.3.4), is important both to the expansion of employment opportunities and to achieve broader national development aims for a more environmentally sustainable economy.

Output 3.2.1 – Improved access to and uptake of financial products and services among MSMEs, with a focus on female, young, and rural entrepreneurs

The ILO will also work with constituents and financial institutions – including credit unions, Belize's Development Finance Corporation (DFC), and commercial banks – to improve the availability, accessibility and uptake of financial products and services among MSMEs. Areas of focus include:

- **Enhancing access to finance** through development and delivery of tailored financial products to start-ups and existing small businesses – for example, through BELTRAIDE's Small Business Development Centre (SBDC) and/or the DFC or the credit unions – and the development of appropriate outreach strategies to raise awareness and increase uptake of relevant products among underserved groups (including women, people with disabilities, youth, and rural entrepreneurs).
- **Building financial literacy among MSME owners and entrepreneurs** to improve financial planning and management and enhance financial resilience and sustainability of enterprises. This may include the provision of targeted financial literacy training linked to uptake of financial products and services (see above), and/or as part of existing business development services aimed at MSMEs and entrepreneurs (see 3.2.2).
- **Expanding access to emergency funding to support business continuity during crisis periods**, including through collaboration with financial service provider partners to develop tailored insurance products for MSMEs and/or the development of a dedicated MSME emergency fund (e.g., part of broader MSME financing initiatives and/or separate contributory scheme administered by employers' associations for their member). Activities will include measures to raise awareness of funding options, especially among vulnerable MSME segments (e.g., informal, rural, micro-enterprise segment), to enhance uptake.

Output 3.2.2 – Improved access and utilization of business development services among MSMEs

The ILO can provide strategic advice and technical support to Government and private sector training providers to enhance the coherence and quality of technical support services for MSMEs, and to expand access and update of services among MSMEs and entrepreneurs. Areas of work may include:

- **Improving coherence and accessibility of business support services and training**, including mapping existing training, financial, and business development programmes for MSMEs, cooperatives, and entrepreneurs and identify opportunities for joint delivery, improved coherence and complementarity, and improved accessibility and uptake (e.g., availability of training and materials in different languages, geographic regions, delivery formats; awareness raising and outreach among target groups, and referral mechanisms and other links to relevant employment promotion).

- **Facilitating MSMEs integration into employers' and business membership associations** – for example, via proactive outreach by employers' organizations – to enhance MSME access to relevant technical and financial assistance, facilitate good practice sharing, promote formalization, and ensure MSMEs are represented and able to advocate their interests via relevant social dialogue fora. Engagement can also facilitate commercial partnerships between more mature businesses and MSMEs to integrate small business into value chains.

The Labour Advisory Board and the ILO will work together to identify opportunities for cooperation with other development partners that may have – or may introduce during the lifespan of the DWCP – other relevant programmes in this area.

Output 3.2.3 – Improved policies, support services, and constituent capacity to promote the formalization of MSMEs and cooperatives

In consultation with national constituents, the ILO will provide strategic and programming support to constituents to promote the progressive formalization of MSMEs and the formation and strengthening of formal cooperatives.⁷⁸ Interventions will be designed and implemented in line with the principles of ILO Recommendation No. 204 (R204), which provides guidance to governments and social partners on advancing the transition from the informal to the formal economy.⁷⁹ Key areas for action include:

- **Carrying out a diagnostic study** to identify barriers to the formalization of MSMEs and the creation and development of formal cooperatives. This assessment could initially focus on specific subnational districts selected for local economic development (LED) initiatives under Outcome 3.3 (and, as appropriate, be carried out within the relevant LED planning framework). Lessons learned from the LED context can inform similar initiatives in other regions and/or nationally. The assessment will include a focus on identifying barriers to formalization that affect specific groups, including women, youth, and rural residents.
- **Simplifying administrative procedures and requirements** for MSMEs, based on the findings of the diagnostic. This might include developing and implementing regulatory and administrative reforms to streamline business registration, licensing, and compliance procedures (tax, social security, reporting and accounting), adopting 'special' (simplified / reduced) requirements for MSMEs, measures to improve administrative coordination (e.g., one-stop shops), and dedicated advisory and support services.
- **Strengthening incentives for the formalization of MSMEs** and the establishment of formal cooperatives, including, as appropriate, measures to enhance market access (e.g., preferential public procurement); increase social security coverage; reduce tax and other financial obligations, and provide subsidized access to business development services. Incentive measures will include focused educational and information initiatives among target groups to raise awareness about the benefits of formalization.
- **Strengthening social dialogue and building social partner capacity**, including through training and awareness raising among social partners to support the transition from the informal to the formal economy in line with R204 (e.g., support to employers' organizations to develop relevant services to aid in MSME formalization). This will include a particular focus on enhancing the integration and representation of informal workers and cooperatives in relevant tripartite social dialogue fora and in relevant workers' and employers' organizations.

78 Cooperatives can play an especially important role in promoting the formalization of informal own-account workers. Organized into cooperatives, own-account workers are better positioned to engage in the transition to the formal economy. Cooperatives can enhance voice and representation for own-account workers at local and national levels, facilitate access of workers to social protection, and scale up economic activities to increase productivity and access new markets and integrate into larger value chains (see, for example, ILO, [Decent work and social solidarity economy](#), 2022).

79 ILO. [Transition from the Informal to the Formal Economy Recommendation, 2015 \(No. 204\)](#).

For activities in relation to cooperatives under this output, the ILO and national constituents will engage closely with the Ministry of Agriculture's Cooperatives Department.

Output 3.2.4 – Integrated measures to promote ‘green’ and ‘blue’ enterprise development are implemented


The Government will work closely with social partners and the ILO to develop policies, programmes, and service offerings that support the development of more environmentally sustainable ‘green enterprises,’ with a focus on MSMEs and entrepreneurs, in line with national development objectives to promote green and blue economies. Principal activities include:

- **Creating an enabling environment for green and blue enterprises:** the ILO can provide technical support and good practice examples to assist policymakers, employers’ associations, financial institutions, and business service providers to strengthen the enabling environment for green and blue enterprise development. This should include improving coherence between climate policies and the regulatory and policy framework for enterprise development, including better linkages to sectoral plans, labour market policies, and skills programmes (see Priority 2). Specific measures might include business incentives (e.g., tax incentives, subsidies for green technology, or preferential financial products), as well as the provision of training, technical guidance, and advisory services to support green and blue start-ups and existing enterprises to ‘green’ their operations and to identify ‘green’ opportunities.
- **Facilitating effective social dialogue on ‘green enterprise’ development:** the ILO can also provide technical assistance to social partners organizations to build capacity on key thematic and practical operational issues related to green enterprises. This will enable social partners to better support their members and raise awareness about the benefits and approaches to green enterprise development, as well as facilitate more effective social dialogue on the implications of enterprise greening for workers and employers.

Interventions will target underserved rural communities, youth, and women and may be integrated into LED planning frameworks (see outcome 3.3). Activities can also seek to build on relevant initiatives and achievements from the Joint SDG Fund Resilient Belize Programme, which included training for entrepreneurs on green business practices. The ILO can also work with employers’ associations to promote equal opportunity policies and practices among green enterprises.

Many of the interventions to support MSMEs and cooperatives under this Outcome can link to – and might be initially developed and targeted within the framework of – local economic development (LED) initiatives envisaged under Outcome 3.3. Successful interventions in the LED context could then be scaled-up and/or replicated in other localities or at the national level.

Outcome 3.3 Local economic development is enhanced in rural areas, with a focus on the most underserved populations

Main outputs	<p>3.3.1 Local governance structures are established to support local economic development (LED) initiatives in targeted areas.</p> <p>3.3.2 LED governance structures are operationalized, and LED stakeholders capacitated.</p> <p>3.3.3 LED strategies and plans are jointly developed and implemented to promote sustainable and inclusive enterprise development and address local decent work priorities.</p>
Contribution to cross-cutting aims	<p>Social dialogue: LED approach is based on joint development and implementation of local development plans; capacity building includes focus on local employers’ and workers’ organizations for participation in the planning and implementation of LED initiatives.</p>
	<p>Gender and inclusion: LED approach will directly promote enhanced employment and economic opportunities for underserved, rural areas. LED plans will seek to integrate gender and inclusion considerations to ensure equitable distribution of benefits of initiatives.</p>
Decent work deficits addressed	<p>Lack of decent work opportunities and other decent work deficits (including skills mismatches, FPRW challenges, poor working conditions, limited participation in social dialogue) in underserved rural areas.</p>
Alignment with national development goals	<p>MTDS – 6.1 (poverty reduction – increased economic activity, productivity, enterprise development in rural areas).</p> <p>MRTCDLLG Strategic Plan, output 1.1. (local Government capacity), output 3.1 (increased access to economic opportunities in rural communities); output 3.4 (economic development of rural communities); output 4.1 (climate adaptation and resilience).</p>
UN-MSDCF 2022-2026	<p>Outcome 1 (more productive and competitive business ecosystem to improve living standards); Outcome 2 (transition to more diversified and sustainable economy).</p>
ILO Programme and Budget (2024-2025)	<p>Outcome 4: Sustainable enterprises for inclusive growth and decent work (output 4.1, 4.3)</p>
Contribution to SDGs	

National constituents have recognized the persistent socioeconomic inequalities across subnational regions, with particularly pronounced decent work disparities between urban and rural areas. Geographic disparities intersect with ethnic inequalities, with indigenous groups experiencing consistently inferior labour market outcomes and disproportionate exposure to multidimensional poverty. High levels of informality, limited access to resources (finance, materials, public services, skills development opportunities), lack of value chain integration, and weak labour governance contribute to poor decent work outcomes in many rural areas.

Addressing rural inequality is a national development priority and a critical condition for realizing the overarching aims of this DWCP; that is, the expansion of decent work opportunities for all Belizeans. The ILO has extensive experience and expertise in supporting rural economic development, including through the implementation of Local Economic Development (LED) strategies and plans. The LED approach emphasizes bottom-up interventions that respond to local needs and focuses employment creation and enterprise development efforts around the comparative advantages and unique characteristics of localities. In developing LED initiatives under this DWCP, constituents and ILO can build on successful interventions carried out in the context of the Resilient Belize joint SDG Programme, many of which included an LED component, as well as the multi-stakeholder partnerships established during the Programme.

This outcome and its associated outputs interact with several other outcomes and outputs under the DWCP that cover similar thematic and programming issues at a national level (for example, integrated employment policies and plans, skills development, social protection, and sustainable enterprise development). In its role as national steering committee for the DWCP, the Labour Advisory Board – with the support of the ILO – will work to integrate and align measures undertaken in the context of the LED framework with broader national level interventions. This includes considering opportunities to scale-up, replicate, or otherwise extend the impact of LED interventions beyond the target localities (e.g., capacity-building for local branches of a particular institution can be made available to staff across the entire institution, including other subnational branches and/or at national level).

Output 3.3.1 – Local governance structures are established to support local economic development (LED) initiatives in targeted areas

Initially, the ILO will support subnational localities in the implementation of LED interventions. The selection of target areas is based on consultation with relevant national and local stakeholders, including but not limited to the ILO's tripartite constituents, as well as coordination with other development partner, as appropriate. It seeks to support those areas in Belize that have the highest poverty levels and deficits in the generation of decent work opportunities.

Following the selection of target areas, the ILO will work to convene and facilitate dialogue among local stakeholders towards the establishment of appropriate LED governance structures and frameworks. This might include the establishment of joint steering or planning committees, local consultative mechanisms, and cooperation frameworks with relevant Government stakeholders and employers' and workers' organizations. The ILO will work with local stakeholders to ensure that, through their composition and technical work, LED governance structures promote gender parity and the inclusion and representation of diverse local groups and interests.

Output 3.3.2 – LED governance structures are operationalized, and LED stakeholders capacitated

The ILO will continue to support the development of LED initiatives through the capacitation and operationalization of LED governance structures. Areas of focus may include:

- **Strengthening capacity of local stakeholders**, including local chapters of employers' and workers' organizations, relevant local and national Government departments and functions, and other local representative organizations as appropriate, to facilitate effective participation and dialogue in the development and subsequent implementation of LED strategies and plans. Particular attention will be paid to the integration, capacitation, and organization (as necessary) of informal workers, indigenous groups, local entrepreneurs, and women's groups to ensure broad participation and representation of all local constituencies in LED initiatives.
- **Ongoing technical and advisory support to LED governance institutions:** provision of training, guidance, and other technical support to LED governance institutions (and their members) on specific thematic and/or programming items of relevance to the LED strategy or plan (e.g., youth entrepreneurship, cooperative development, programme monitoring), as well as the integration of measures to promote gender equality and the inclusion of underserved groups across the LED initiatives.

The ILO will also work with local and national stakeholders to raise awareness about LED initiatives and build partnerships to enhance participation in LED initiatives at the local level, as well as to strengthen the articulation of LED interventions with policymaking and programming at the national level.

Output 3.3.3 – LED strategies and plans are jointly developed and implemented to promote sustainable and inclusive enterprise development and address local decent work priorities

Following the establishment and operationalization of relevant LED governance mechanisms (3.3.1 and 3.3.2), the ILO will continue to support national and local stakeholders jointly to develop the necessary components of an effective LED framework. This will include:

- **Jointly developing and implementing tailored LED plans**, with a focus on the promotion of sustainable enterprises and decent employment opportunities in and for the local communities. The precise content of LED plans will be determined jointly by local stakeholders, with support from the ILO, through the established LED governance framework (output 3.3.1). Indicative elements might include:
 - analysis of the local business and labour environment to inform the design and implementation of tailored employment and enterprise development strategies (e.g., through application of the ILO's market systems analysis to identify high potential local value chains for targeted interventions);
 - measures to improve the match between local labour markets' demand and supply (e.g., through targeted skills training aligned with identified local labour market needs) and provide tailored business advisory services to promote local entrepreneurship, especially among target groups (including women and indigenous entrepreneurs);
 - initiatives to extend the reach of social protection schemes to underserved groups in the target locality, as well as measures to manage risk and facilitate access to insurance, with the aim of enhancing the resilience of local livelihoods and enterprises;
 - support to strengthen local collective organizations, such as cooperatives and similar associations, that can further enhance MSME resilience and productivity (e.g., by pooling resources, sharing risks, enhancing access to markets, fomenting formalization, and advocating for collective interests).

Strengthening sustainable tourism and agri-food value chains

Recent value chain analysis carried out by the ILO identifies sustainable tourism and fruit processing in the districts of Toledo and Stann Creek shows strong potential to generate new 'green jobs' that can provide both decent work opportunities in underserved districts and contribute to preserving, restoring, and enhancing environmental quality. These green jobs can contribute to reducing the environmental impact of enterprises and economic sectors by improving the efficiency of energy, raw materials, and water; de-carbonizing the economy and bringing down emissions of greenhouse gases; minimizing or avoiding all forms of waste and pollution; protecting or restoring ecosystems and biodiversity; and supporting adaptation to the effects of climate change and thereby contributing to the concept of a just transition.

The analysis resulted in a series of recommendations for developing more inclusive and sustainable tourism and fruit processing value chains, including a focus on skills development (occupational, managerial, marketing), building MSME resilience, strengthening value chain linkages (for example, between tourism and agri-food), promotion of cooperatives, and building the capacity of indigenous communities to participate in and benefit from tourism and agro-tourism activities.⁸⁰

80 Macias, Miguel, [A Sector Selection and Value Chain Analysis in Belize: Sustainable Tourism and Dehydrated Fruits Processing in the Districts of Toledo and Stann Creek](#), 2023.

► Annex 1: Management, implementation planning, monitoring, reporting, and evaluation

Managing the DWCP

The ILO will support a tripartite DWCP Steering Committee, which will be the national entity responsible for the DWCP. The DWCP Steering Committee will comprise representatives of national tripartite constituents (including, as appropriate, members of the Labour Advisory Board), ex-officio representatives of the DWT/CO-POS, and selected representatives of other key national stakeholders as appropriate. National constituents will aim to ensure gender parity and adequate representation of other relevant stakeholder groups among members of the Steering Committee. The terms of reference for this tripartite committee will set out the governance structure for the DWCP.

The Steering Committee will also invite representatives of other national institutional stakeholders – including other Government departments and representatives from the private sector, education, and civil society – as well as other international organizations and national experts to participate in meetings as appropriate. The Steering Committee will ensure the meaningful and ongoing participation of tripartite and other stakeholders from all subnational regions in the management and implementation of the DWCP. The Committee will also promote the participation of women, youth, people with disabilities, and indigenous peoples (and their representative organizations) in the activities of the Steering Committee.

The Steering Committee will meet monthly to monitor implementation of the DWCP. It will hold annual strategic reviews that provide an opportunity for broader consultation with a wider range of national and international stakeholders.

The Steering Committee will validate the DWCP implementation plan and monitor its progress, including through periodic reviews in consultation with the ILO. The Steering Committee, with the support of the ILO, will also provide technical, monitoring and evaluation (M&E), and policy support to national stakeholders, as required. The DWCP Results Framework will allow for regular monitoring of results. At the end of the programme period, the ILO will conduct an evaluation of the DWCP.

It is important that the Steering Committee is provided with a strong national mandate from the Government to facilitate engagement and collaboration with a wide range of Government departments, the private sector, and private and public institutions in relation to DWCP implementation and monitoring. Output 1.3.1 of this DWCP envisages an expanded mandate for the Labour Advisory Board, as part of the wider comprehensive review of labour legislation and restructuring of the Department of Labour. These reform processes may provide an opportunity to formally establish a DWCP Steering Committee with the appropriate level of statutory authority, autonomy, and resource to manage the implementation of the DWCP (for example, the expanded Labour Advisory Board or a dedicated sub-committee thereof). Alternatively – and to ensure the appropriate institutional mechanisms are in place at the earliest opportunity – it may be appropriate to establish a DWCP Steering Committee through a separate, expedited process that precedes (but still aligns with) the broader legislative and institutional reforms.

Monitoring and evaluation

Consistent with lessons learned from previous DWCP, the Steering Committee will focus particular attention and ensure adequate resources are allocated to monitoring and evaluation. The ILO will provide technical and advisory support to the Steering Committee to support its coordinating efforts to monitor and evaluate the DWCP's implementation, including the development of an appropriate monitoring plan. Support will include initial capacity building for the Steering Committee and other relevant national institutional stakeholders on results-based management for the DWCP. These activities will include review, finalization, and validation of the DWCP results framework.

Government capacity for monitoring and evaluation

The Statistical Institute of Belize (SIB) is responsible for the collection, analysis, and dissemination of economic and social data for Belize, including

in relation to the SDGs. The Sustainable Development Unit (SDU) within the Ministry of Sustainable Development is the focal point for SDG implementation in Belize, with responsibility for tracking and monitoring progress on SDG implementation and coordinating and reporting on data requests on SDG indicators (see below on recent SDG data ecosystem assessment).

The SIB and the Department of Labour are the principal sources for labour market information. The SIB coordinates a semi-annual labour force survey, and its annual statistical abstract provides comprehensive data across multiple areas of relevance to decent work – including population, health, education, employment, external trade, immigration, and agriculture. However, the SIB does not consistently and systematically compile and analyse administrative data from other Government departments and non-governmental labour market stakeholders.

The Social Security Board (SSB) and the Ministry of Human Development, Family, and Indigenous Peoples' Affairs (MDHFIPA) administer the national social protection system. The SSB collects and publishes data on occupational injury claims for accidents. However, the absence of procedures for notification of occupational injuries and disease by employers result in a lack of data on occupational accidents and injuries that do not result in claims, or that concern uninsured persons. There is also a lack of data relating to occupational diseases. The Ministry of Education produces an annual abstract of statistics that includes disaggregated data on educational enrolment, completion, and graduation rates (amongst other indicators). However, the Ministry does not collect or analyse labour market data concerning trends in labour and skills demand.

Sustainable Development Goals: Data ecosystem in Belize assessment, 2023

The SDU recently partnered with the SIB to evaluate the status of each SDG indicator, including data availability and capacity constraints concerning the generation of missing indicators. The findings from this analysis, while going beyond the thematic scope of the DWCP, are relevant in highlighting key gaps and challenges facing Government agencies in relation to the generation, dissemination, and analysis of the data that will be needed to effectively monitor and evaluate the DWCP.

The SDU/SIB assessment found complete data to be available for 103 SDG indicators and partial data available for a further 60 indicators (of a total of 228). Concerning Goal 8, the diagnostic found complete data available for 9 indicators and partial data available for the remaining 7 indicators, suggesting the need for further development of data collection and analysis processes concerning core decent work indicators. Key constraints identified in the SDG indicator analysis include:

- limited human and financial resources in key Government agencies involved in the production of data and indicators, including the lack of adequate data infrastructure;
- lack of sufficient technical understanding of key concepts and methods, including insufficient knowledge and skills concerning the definition, calculation, and reporting of indicators and metadata, as well as inconsistencies in the standards and frameworks applied for data collection and analysis;
- barriers to dissemination of available primary data, due to lack of inter-agency cooperation and/or interoperability of datasets (often related to inconsistent use / application of statistical standards);
- limited awareness or appreciation concerning the importance of data collection and dissemination for effective planning and policymaking (no 'data-driven culture' in Government planning);
- limited awareness about the Belize National Statistical System, reducing the extent to which Government agencies collaborate with and make use of the data available through the statistical system;
- legislative and policy constraints, including the absence of necessary legal / policy frameworks to define which data can be collected, by whom, and how it can be used, as well as provide an explicit requirement for Government agencies to collect and disseminate relevant data.

Social partner capacity

There is uneven capacity among social partners for monitoring and evaluating progress. Social partner organizations have some capacity for data generation and analysis; for example, both the BCCI and NTUCB have basic membership data, while the BCCI has undertaken several recent studies on skills gaps and mismatches. However, the extent to which the BCCI and NTUCB have in place and/or have the capacity to implement a centralized and consistently maintained data management system is unclear. Key data gaps include limited information concerning the coverage or substantive content of collective bargaining agreements or regular and systematic data collection and analysis of employer vacancies and/or current and anticipated skills demand. Overall, social partner organizations face significant resource constraints – both in terms of human resources (personnel and expertise) and the availability of systems and processes – for carrying out effective M&E (including digital data management systems).

There is limited evidence that M&E activities are systematically integrated by social partners into the planning and implementation of their own programmes and activities (although both organizations have reasonably comprehensive strategies and plans). Moreover, there is limited information or visibility over the activities and outcomes concerning constituents within their respective sectors that are not formally affiliated with the BCCI or NTUCB. Strengthening engagement, data collection, and monitoring among the large segments of unaffiliated employer and worker sectors will be critical for monitoring the impact of DWCP interventions. Nevertheless, there is broad recognition from employers and trade unions that improving M&E activities is strategically important to strengthen the effectiveness of their organizations and the success of this DWCP. Indeed, inadequate monitoring and evaluation capacity and activities – among all tripartite constituents – was a principal criticism from social partners concerning the first DWCP.

Monitoring and evaluation for the DWCP 2024-2029

Significant gaps remain in the capacity of constituents to engage in activities and processes to monitor systematically DWCP implementation and outcomes. However, there is some capacity

and experience: SIB staff are well trained, and the existing Belize National Statistical System is reasonably comprehensive, while several key Government ministries and agencies (including the MRTCDLLG, MOECST, and SSB) have increased their data collection and analysis capacity in recent years. The Government and social partners have also demonstrated a commitment and capacity to conduct effective consultation around national development initiatives, including in relation to the ongoing labour law reforms and development of this DWCP.

The DWCP 2024-2029 offers an opportunity for Belize and the ILO's national constituents to enhance monitoring and evaluation capacity and processes in relation to critical national development goals. An express focus on strengthening data generation, analysis, and dissemination capacity is incorporated into several of the DWCP's outcomes – including the development of a more comprehensive LMIS (2.3), measures to address productivity challenges (3.1), improved coordination of national skills development (2.2), enhanced labour inspection activities (1.2), integration of social programmes and employment activation measures (2.1), reform the national social protection system (2.4), and social partner capacity (1.3). These initiatives can contribute to monitoring and evaluation of the DWCP itself.

Monitoring and evaluating the DWCP 2024-2029 will therefore involve making use of existing statistical capacity (especially the SIB and Department of Labour), building M&E capacity in the DWCP Steering Committee, and taking advantage of initial gains from relevant interventions under the DWCP itself.

The Steering Committee and the ILO will also consider opportunities to establish structured feedback mechanisms and/or collaborative evaluations with other development partners engaged in relevant activities in Belize. Cooperation on M&E will be especially important in cases where DWCP Outcomes closely align with the focus areas for other development partner projects (e.g., ongoing technical cooperation between the Government and the IDB on skills development). In these cases, coordination on M&E can ensure the DWCP remains adaptive and responsive to constituent needs and Programme priorities.

Risks and assumptions

The following risk assessment table provides a risk assessment description at the level of the outcomes and a brief description of mitigation factors and strategy.

'Risk level' (low, moderate, high) is based on an assessment of both the likelihood of the assumption not being met and the severity of impact on the DWCP of the assumption not being met.

Assumption	Risk level	Mitigation
Funding is available for DWCP activities.	High	The Steering Committee will take part in resource mobilization efforts for the DWCP, with support from the ILO. The DWCP is closely aligned with national development priorities as set out in the MTDS and other national policy documents (including the strategic plans of key ministries and agencies), as well as the UN's MSDCF (2022-2026) for the English- and Dutch-speaking Caribbean. Some of these programmes and initiatives already have assigned funds that can contribute to DWCP activities. The Steering Committee will continue to monitor alignment of the DWCP with national priorities and consider adapting implementation activities and resource mobilization approaches as appropriate. The ILO and the Steering Committee will also actively identify and pursue opportunities for joint delivery of relevant outputs and activities with other development partners outside of the UN system (including IDB and the EU (European Union)).
Appropriate governance structures / effective participation and involvement of all relevant national stakeholders (including other Government departments beyond MRTCDLLG)	High	A wide range of national stakeholders have been proactively engaged throughout the development of the DWCP (data inputs, interviews, in-person trainings and workshops) to raise awareness, generate 'buy-in,' and ensure the reflection of diverse needs and priorities in relation to the programme. Additionally, the DWCP expressly aligns with relevant objectives contained in the existing strategic plans of key Government ministries and agencies (e.g., MRTCDLLG strategic plan, MOECST Master Plan, MSME Strategy). Specific Outcomes under the DWCP also focus on addressing DWCP governance challenges, including notably the envisaged expansion of the mandate and capacity of the Labour Advisory Board to facilitate more effective engagement across Government and civil society. More specifically, several Outputs focus on developing mechanisms for enhanced social dialogue and joint governance in particular areas – for example, in relation to the development and implementation of the NEP, LED initiatives, and social protection reform (including linkages to employment promotion).

Assumption	Risk level	Mitigation
<p>Efforts to support long-term improvements – e.g., addressing skills mismatches, MSME development, institutional reforms – yield results at adequate scale and within the timeframe of the DWCP.</p>	<p>High</p>	<p>The ILO’s value-added contribution to Belize’s national development vision is linked to the capacity of the DWCP to deliver demonstrable and sustainable change over time, supporting the creation of decent work for all. The DWCP comprises a blend of activities designed to support and demonstrate change in the short, medium, and longer term, and provides a results-based framework to track and demonstrate change at each stage. Close alignment between the DWCP and existing national development priorities, policies, and programmes is a further mitigation factor, enabling the DWCP to contribute to the expansion and realization of existing strategic plans and programmes (or aspects of programmes) and/or implement specific initiatives that are mutually enhancive of the work of other national and international partners.</p>
<p>Monitoring and evaluation capacity can be utilized and enhanced to demonstrate DWCP contributions to decent work.</p>	<p>High</p>	<p>Existing capacity and capacity gaps have been mapped as part of the DWCP development process and an M&E strategy put in place (see above). The ILO will continue to build the capacity of national stakeholders, including the Steering Committee, to enhance M&E capabilities. The Steering Committee will regularly assess M&E capacity and gaps throughout implementation.</p>
<p>Anticipated / ongoing reform processes – such as the adoption of the draft OSH law, restructure of the Department of Labour, or finalization of the National Social Protection Strategy – do not fundamentally alter the feasibility or appropriateness of relevant outputs under the DWCP.</p>	<p>Moderate</p>	<p>There will be ongoing close consultation with national stakeholders and adaptation of outputs as necessary to align with the ongoing implementation of legislative, policy, and institutional reforms. There will be regular meetings and monitoring on the part of the Steering Committee and annual strategic reviews with wider participation to ensure DWCP outputs are appropriately aligned with the changing national context.</p>
<p>Social partners take ownership of the DWCP, and all social partners can contribute to the implementation of the DWCP.</p>	<p>Moderate</p>	<p>The ILO has promoted national ownership of the DWCP process throughout its development. The Labour Advisory Board has led the process from the national side, including the Country Diagnostic analysis, the subsequent development of priorities for the new DWCP, and coordination of stakeholder consultations and workshops. Any new / updated DWCP Steering Committee should provide continuity from the Labour Advisory Board in terms of key personnel and institutional knowledge, while an expanded mandate should strengthen efforts to draw in a wider range of stakeholders as appropriate. Capacity-building for social partners to strengthen contributions to DWCP implementation is integrated throughout the DWCP outputs and activities.</p>

Assumption	Risk level	Mitigation
There will be continued agreement on the priorities and outcomes of the DWCP.	Moderate	There has been a comprehensive consultative process in developing the DWCP during which a wide range of stakeholders have been engaged. There will be regular meetings of the Steering Committee to discuss the DWCP implementation, challenges, and future directions.
Changes of government and/or changes in personnel in high-level policymaking positions do not fundamentally alter national development priorities or Government's commitment to the DWCP.	Moderate	The Steering Committee will have a strong mandate to implement the DWCP independently of political party interests and through any interruption to policymaking in the case of government / cabinet changes. The DWCP itself is aligned with national development objectives that are shared across political parties and has been validated by national tripartite constituents and open to consultation with stakeholders from across the political spectrum.
Absence of national crises or disasters (e.g., hurricanes, flooding, etc.) that will necessitate the significant re-allocation of Government and stakeholder resources away from DWCP implementation.	Moderate	The Steering Committee will monitor the implementation of DWCP activities throughout and will determine, in consultation with the Government, social partners, and the ILO, appropriate responses in the case of significant national events or crises (e.g., suspension, redirection, or postponement of DWCP activities).



Image © Belize Tourism Board

► Annex 2: Funding plan

The primary funding source will be the national budget. The close alignment of the DWCP with key national development priorities – including the Medium-Term Development Strategy, MRTCDLLG Strategic Plan, MOECST Master Plan, and MSME Strategy – will strengthen the case for targeted budgetary allocations to key DWCP priorities that can have broader impacts in line with existing strategic objectives (including those with pre-existing budgetary allocations).

Similarly, express alignment with the UN MSDCF will facilitate enhanced access to donor funding through the UN system. The ILO will support the Steering Committee in identifying potential development partners that can support the Programme (see the risk matrix above concerning the Steering Committee's role in fundraising). Priority 3 of the DWCP is expected to be covered through the delivery of a Programme of Interventions funded by the European Union

which are currently under negotiation. The Steering Committee, with support from ILO, will also consider opportunities for partnership with non-UN actors (including IFIs and bilateral development partners) that have relevant programmes and projects in Belize. In particular, the Inter-American Development Bank has multiple planned and ongoing projects relevant to decent work and this DWCP (especially in the areas of skills development). Strategic cooperation and partnerships can eliminate duplication of efforts and, by extension, identify areas where DWCP activities can complement the programmes of other development actors to reduce direct resource demands.

The ILO will also work with partners to make optimal use of its own resources for technical assistance and capacity building, which underpin many of the key outputs of the DWCP.





Image © Government of Belize

► Annex 3: Advocacy and communication plan

The ILO will support the national constituents, particularly the DWCP Steering Committee, to continue to raise awareness of the DWCP and specific implementation activities among key national stakeholders, potential external donors, and the public, with a view to supporting the achievement of the DWCP outcomes by informing and engaging key audiences and moving them to action.

Amongst other areas of focus, external communications for national audiences will place a particular emphasis on:

- The meaning of decent work and its relevance to Belize by positioning how the Decent Work Agenda – and the DWCP in particular – can contribute to achieving Belize’s key social and economic development aims. This includes, inter alia: poverty reduction, with a particular focus on rural areas and improving the coverage, adequacy, and sustainability of the social protection system; economic transformation – including transition to more environmentally sustainable economic activities, diversification of productive activities and exports, value chain development, and rural economic development; job creation and promotion of entrepreneurship; enhanced enterprise productivity and competitiveness; formalization of enterprises and employment; climate change adaptation and environmental protection; a stronger national education system; protection and promotion of indigenous rights; and improving gender equality and women’s economic inclusion.
- How the DWCP can contribute to broader governance enhancements by promoting and building the capacity of key institutional stakeholders to implement a results-based approach to policymaking and programming, including a strong emphasis on systematic monitoring and evaluation based on the generation, analysis, and dissemination of reliable statistical data.
- The importance of consultative and participatory decision-making processes in shaping the direction of national development

and the design, implementation, coordination, and monitoring of policies and programmes, as well as the broader role of social dialogue in building greater inclusiveness, resolving social conflicts, and promoting social cohesion.

In addition, communications in relation to the DWCP will consistently refer to the UN Sustainable Development Goals, including to highlight how the work of the ILO and the DWCP align with the activities of other UN agencies in Belize and the region (for example, in relation to contributions to the objectives of the MSDCF for the English- and Dutch-speaking Caribbean) and the importance of partnership in realizing progress towards the SDGs.

To support the DWCP’s priorities, the ILO will:

- provide strategic leadership for all communication matters related to the DWCP, in close cooperation with national constituents (especially the Steering Committee);
- enhance outreach to key audiences in relation to DWCP activities and achievements, via news and social media;
- support the preparation and dissemination of reports and publications;
- build the communications capacity of ILO constituents through training and access to existing guides and tools; and
- support and promote effective communication between ILO and constituents, and among constituents themselves, to support achieving the DWCP outcomes.

Communications and advocacy efforts will focus on ILO constituents in Belize, policymakers, external donors, the national news media, the private sector, civil society organizations, indigenous peoples and their organizations, and academic institutions. The ILO will also work with the UN system and other national and international partners to strengthen the visibility of its work – and the work of national constituents in Belize – in implementing the DWCP.

For its communication and advocacy efforts, the ILO will use diverse communication channels, including websites and the social media channels of the ILO Office for the Caribbean and global / regional sites of the ILO and other UN bodies, newsletters, print and audio-visual materials (reports, factsheets, tools, photos, videos), media materials (press releases, advisories) and media engagement opportunities, and other public events (including online events). In all materials,

the ILO will work to ensure the visibility of all sections of the Belizean society, including women, youth, indigenous peoples, and people with disabilities.

There will be particular attention on ensuring that communications outputs / materials are available in different languages (as needed) and tailored to the needs, experiences, expectations, and levels of expertise of target audiences, including non-technical national stakeholder audiences.



► Annex 4: Results framework

Notes on template result framework

- This template includes a long-list of possible outcome and output indicators, which can be adapted and prioritized as appropriate in line with the agreed DWCP implementation plan, as well as data availability and national constituent priorities.
- The current iteration of indicators includes a high level of disaggregation that may not be feasible in the short- and medium-term. The level of disaggregation should be adapted according to data availability.
- Baselines, targets, partner implementing organizations, and budget are to be determined in consultation with national constituents (including the Labour Advisory Board) during the initial implementation planning.



Priority 1: Rights and governance

Priority 1: The enhanced application of international labour standards and effective practice of social dialogue address key decent work deficits			
Outcome 1.1 - National laws and policies are better aligned with international labour standards, with a focus on the Fundamental Principles and Rights at Work (FPRW)			
<p>▶ Outcome 1.1: National laws and policies are better aligned with international labour standards, with a focus on the Fundamental Principles and Rights at Work (FPRW)</p> <p>[ILO P&B: Outcome 1: Strong, modernized normative action for social justice (Outputs: 1.2, 1.3, 1.4, 1.5)]</p>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
<p>Assumptions and dependencies</p> <ul style="list-style-type: none"> ▶ Continued Government and social partner commitment to agreed priorities of national legislative reform. ▶ Sufficient institutional capacity and constituent technical capacity to develop legislative proposals in line with international standards, including capacity of social dialogue mechanisms to advance legislative initiatives in a timely manner and generate broad consensus among tripartite constituents. ▶ Some outputs require a series of legislative or policy measures to be completed that include some 'internal dependencies' (e.g., Output 1.1.4 envisages the adoption of both a National OSH Law and National OSH Policy, with the latter dependent on the prior completion of the former). 			
Outcome indicators			
In the case of Outcome 1.1, outcome indicators can be determined, to a large extent, through aggregation of relevant output indicators.			
Indicator 1.1 (a) – Legislative and policy measures adopted (Number of) legislative and policy measures adopted and enacted that respond to ILO CEACR comments (by issue / subject area), per year.	Baseline:	Target:	Means of verification/sources: Government (e.g., Labour Advisory Board, Attorney General)
Indicator 1.1 (b) – Application of international labour standards Extent to which national laws and policies align with international labour standards (especially, the FPRW), by FPRW or related category.	Baseline:	Target: Increased alignment (year-on-year)	Means of verification/sources: ILO CEACR comments
Indicator 1.1 (c) – Social partner realization of FPRW Extent to which social partners consider national laws and policies to adequately apply international labour standards (especially, the FPRW), by FPRW or related category.	Baseline:	Target: Increased degree of effective application (year-on-year)	Means of verification/sources: Social partner organizations

Output indicators			
Output 1.1.1. National laws are reviewed, revised, and consolidated to ensure effective exercise of freedom of association and the right to collective bargaining. [BLZ828]			
Indicator 1.1.1 (a) – Legislative measures approved and enacted. Legislative measures approved by tripartite constituents and enacted by Government that respond to ILO CEACR comments on freedom of association and the right to collective bargaining (including C87 and C98).	Baseline:	Target:	Means of verification/sources:
Indicator 1.1.1 (b) – Application of international labour standards (FACB rights). Extent to which national laws and policies align with international labour standards concerning freedom of association and the right to collective bargaining (FACB).	Baseline:	Target: Increased alignment (year-on-year)	Means of verification/sources: ILO CEACR comments
Indicator 1.1.1 (c) – Social partner assessment of application of FPRW (FACB rights). Social partner assessment of adequacy / consistency of national laws and policy against international (ILO) standards concerning freedom of association and the right to collective bargaining (FACB rights).	Baseline:	Target:	Means of verification/sources:
Indicator 1.1.1 (d) – SDG indicator 8.8.2 Level of national compliance with labour rights (if available).	Baseline:	Target:	Means of verification/sources:
Output 1.1.2. Legal and policy framework is strengthened to prevent, prohibit, and eliminate child labour in all its forms. [BLZ176]			
Indicator 1.1.2 (a) – Legislative measures approved and enacted. Legislative and policy measures approved by tripartite constituents and enacted by Government that respond to ILO CEACR comments on child labour (including C138 and 182).	Baseline:	Target:	Means of verification/sources:

	Indicator 1.1.2 (b) – Application of international labour standards (child labour). Extent to which national laws and policies align with international labour standards concerning child labour.	Baseline:	Target: Increased alignment (year-on-year)	Means of verification/sources: ILO CEACR comments
	Indicator 1.1.2 (c) – Work plan Prioritized work plan items completed to advance implementation of National Child Labour Policy and Strategy.	Baseline:	Target:	Means of verification/sources:
	Indicator 1.1.2 (d) – Risk identification analysis Risk identification analysis completed to map areas with greater risk of child labour.	Baseline:	Target:	Means of verification/sources:
	Indicator 1.1.2 (e) – Risk-driven child labour interventions Specific interventions carried out based on risk identification analysis.	Baseline:	Target:	Means of verification/sources:
Output 1.1.3. Legislative, policy, and practical measures are developed and adopted to ensure non-discrimination and promote equal opportunities in relation to work. [BLZ828]				
	Indicator 1.1.3 (a) – Legislative, policy, and practical measures adopted Legislative, policy, and practical measures approved by tripartite constituents and enacted by Government that respond to ILO CEACR comments on discrimination (including C100, C111).	Baseline:	Target:	Means of verification/sources:
	Indicator 1.1.3 (b) – Application of international labour standards (discrimination) Extent to which national laws and policies align with international labour standards concerning discrimination (including equal pay).	Baseline:	Target: Increased alignment (year-on-year)	Means of verification/sources: ILO CEACR comments
	Indicator 1.1.3 (c) – Social partner assessment of application FPRW (discrimination) Social partner assessment of adequacy / consistency of national laws and policy measures against international (ILO) standards concerning non-discrimination and equal pay.	Baseline:	Target:	Means of verification/sources:

Indicator 1.1.3 (d) – Equal pay initiatives Equal pay initiatives implemented by Government and/or social partners (e.g., pay transparency, objective job evaluations).	Baseline:	Target:	Means of verification/sources:
Indicator 1.1.3 (e) – Gender discrimination Legislative, policy, or other measures adopted by Government and social partners to strengthen protections against discrimination in respect of employment and/or promote equal opportunities in relation to sex and gender .	Baseline:	Target:	Means of verification/sources:
Indicator 1.1.3 (f) – Disability discrimination Legislative, policy, or other measures adopted by Government and social partners to strengthen protections against discrimination in respect of employment and/or promote equal opportunities in relation to disability.	Baseline:	Target:	Means of verification/sources:
Indicator 1.1.3 (g) – New ratifications of ILO Conventions Number of new ratifications of ILO Conventions related to non-discrimination and equal opportunities (e.g., C189, C190, C159). <i>[Indicator can be narrowed to focus on specific Convention(s) based on constituent priorities].</i>	Baseline:	Target:	Means of verification/sources:
Output 1.1.4. Legal and policy components of the national OSH system are strengthened in line with ILO instruments. [BLZ151]			
Indicator 1.1.4 (a) – OSH law adopted and enacted National OSH law is approved by tripartite constituents and enacted by Government.	Baseline: Not adopted / enacted	Target:	Means of verification/sources:
Indicator 1.1.4 (b) – Implementing measures on OSH Legislative and regulatory measures approved by tripartite constituents and enacted by Government to implement the National OSH Law in line with C155 and C187.	Baseline:	Target:	Means of verification/sources:
Indicator 1.1.4 (c) – National OSH policy A gender-sensitive national OSH policy is developed and approved.	Baseline:	Target: Targets might include gender-specific measures	Means of verification/sources:

	<p>Indicator 1.1.4 (d) – Application of international labour standards (OSH)</p> <p>Extent to which national laws and policies align with international labour standards concerning a safe and healthy working environment, including OSH-related aspects of gender equality / non-discrimination.</p>	Baseline:	<p>Target: Increased alignment (year-on-year)</p> <p><i>Targets might include specific items related to OSH-related aspects of standards concerning gender equality / discrimination.</i></p>	Means of verification/sources: ILO CEACR comments
	<p>Indicator 1.1.4 (e) – Social partner assessment of application of FPRW (safe and healthy work environment)</p> <p>Social partner assessment of adequacy / consistency on national laws and policies with international (ILO) standards concerning a safe and health work environment.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 1.1.4 (f) – Ratification of C187.</p> <p>C187 is ratified.</p>	Baseline: Not ratified	Target: C187 ratified by Belize	Means of verification/sources:
	<p>Indicator 1.1.4 (g) – New ratifications of OSH Conventions</p> <p>Number of new ratifications of additional ILO Conventions on OSH.</p>	Baseline:	Target:	Means of verification/sources:
Output 1.1.5. Revised Labour Act is adopted. [BLZ828]				
	Indicator 1.1.5 (a) – Revised Labour Act and enacted.	Baseline: Not adopted / enacted	Target:	Means of verification/sources:
	<p>Indicator 1.1.5 (b) – Implementing measures</p> <p>Legislative and regulatory measures approved by tripartite constituents and enacted by Government to implement the Labour Act.</p>	Baseline:	Target:	Means of verification/sources:

Outcome 1.2 - Institutional framework and capacity are enhanced to advance the implementation of international labour standards

<p>▶ Outcome 1.2: Institutional framework and capacity are enhanced to advance the implementation of international labour standards</p> <p><i>[ILO P&B: Outcome 2: Strong, representative and influential tripartite constituents and effective social dialogue (Output 2.4)</i></p> <p><i>Outcome 6: Protection at work for all (Outputs 6.1, 6.2)]</i></p>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$

Assumptions and dependencies

- ▶ Continued Government and social partner commitment to agreed priorities concerning the reform of labour administration system (including planned reorganization of the Department of Labour).
- ▶ Work towards Output 1.2.2 is partially dependent on the results of output 1.2.1 (which envisages a restructure of the Department of Labour) and is similarly partially dependent on adequate alignment with activities undertaken under other CPOs related to data collection and dissemination (e.g., 2.3.2).
- ▶ Output 1.2.3 is dependent on prior completion of Output 1.1.4, in particular the adoption of new OSH law.

Outcome indicators

Indicator 1.2 (a) – Labour administration performance Aggregate of indicators 1.2.1(d) concerning performance of the Department of Labour in relation to key labour administration functions.	Baseline:	Target:	Means of verification/sources:
Indicator 1.2 (b) – Social partner assessment Social partner assessment of adequacy of institutional framework and capacity to effectively implement international labour standards.	Baseline:	Target: Increased effectiveness from baseline assessment	Means of verification/sources:
Indicator 1.2 (c) – Application of relevant international standards Comments from ILO CEACR concerning institutional capacity / gaps for the application in practice of international labour standards (including, in particular, fundamental Conventions, ratified priority and governance Conventions, and relevant technical instruments on labour administration, OSH, and wages).	Baseline:	Target: CEACR comments recognize improved institutional capacity to apply international labour standards (especially in relation to labour administration capacity, OSH system, wages).	Means of verification/sources:

Output indicators			
Output 1.2.1. The capacity of the Department of Labour is strengthened [BLZ152]			
Indicator 1.2.1 (a) – Institutional audit Comprehensive institutional audit of Department of Labour is completed, including recommendations for restructuring approved by Government.	Baseline:	Target: Completed and approved by [year]	Means of verification/sources:
Indicator 1.2.1 (b) – Measures to operationalize institutional reorganization Relevant legal, regulatory, and procedural measures implemented to affect the reorganization of the Department in line with audit recommendations (e.g., specification of mandate, new functional units, operating procedures etc.).	Baseline:	Target: Restructured Department formally (re-)constituted by [year]	Means of verification/sources:
Indicator 1.2.1 (c) – Capacity of new functional units Extent to which new functional units can effectively carry out their mandates. <i>Possible sub-indicators include:</i> <i>Number of trainings / number of staff trained or inducted into new function roles</i> <i>Number of trainings / number of staff trained on technical competencies related to new roles;</i> <i>Level of comfort / competency concerning requirements for new roles (self-assessed / objective assessment).</i>	Baseline:	Targets:	Means of verification/sources:
Indicator 1.2.1 (d) – Labour administration performance <i>Specific indicators to be developed to monitor performance of new functional units [TBD based on revised mandates / functions].</i>	Baseline:	Targets:	Means of verification/sources:
Indicator 1.2.1 (e) – Cooperation with IMMARBE Number of labour administration initiatives / measures carried out jointly by Department of Labour and IMMARBE (e.g., labour inspection, education / training for seafarers or ship owners etc.).	Baseline:	Targets:	Means of verification/sources:

Output 1.2.2. Belize's labour inspection system is strengthened [BLZ152]				
	<p>Indicator 1.2.2 (a) – Strategic Compliance Planning (SCP) model</p> <p>Strategic Compliance Planning (SCP) model developed and operationalized by labour inspection function.</p>	Baseline: No SCP model in use	Target: Adopted and operationalized by [year]	Means of verification/sources:
	<p>Indicator 1.2.2 (b) – Data collection / management capacity</p> <p>Extent to which Department of Labour generates, analyses, and makes use of labour administration and other data for labour inspection activities .</p> <p><i>Possible sub-indicators include:</i></p> <p><i>(Regular / systematic) Generation, processing, and use of labour administration data for SCP labour inspection.</i></p> <p><i>Number of cases in which inspection data contributed to successful prosecution (by violation type).</i></p> <p><i>Number of public reports / labour market information briefings / reports to international bodies that use labour inspection data.</i></p>	Baseline: Limited use of data to inform labour inspection activities.	<p>Targets: Department of Labour has adequate systems and capacity to collect, process, analyse, and use on a regular basis labour administration and other data for:</p> <ol style="list-style-type: none"> i. ongoing implementation of SCP for labour inspection (e.g., identification of high-risk sectors, workplaces, categories of worker); ii. supporting prosecutions of labour law violations; iii. for monitoring effectiveness of labour inspection activities. 	Means of verification/sources:
	<p>Indicator 1.2.2 (c) – Data management system</p> <p>Scope and degree of operational functionality of an ICT-based data management system.</p> <p><i>Possible sub-indicators include:</i></p> <p><i>Number of cases logged with complete data.</i></p> <p><i>Number of data inputs to the LMIS / SIB.</i></p> <p><i>Number of public reports that include statistical data / analysis generated by Department of Labour.</i></p>	Baseline:	Target: ICT-based data management system established and regularly utilized to support labour administration functions. Additional targets concerning scope and effectiveness of data management system (see possible sub-indicators).	Means of verification/sources:

<p>Indicator 1.2.2 (d) – Inter-institutional cooperation</p> <p>Extent of inter-institutional cooperation / number of inter-institutional cooperation agreements, protocols etc.</p> <p><i>Possible sub-indicators include:</i></p> <p><i>Number of inter-institutional cooperation agreements / protocols established (e.g., joint activities, data-sharing).</i></p> <p><i>Number of joint initiatives / measures carried out in cooperation with Government partners.</i></p> <p><i>Number of joint initiatives / measures carried out in cooperation with social partners.</i></p>	<p>Baseline:</p>	<p>Target(s):</p> <p>Targets might specify particular institutions / partners that are priorities for cooperation measures</p>	<p>Means of verification/sources:</p>
<p>Indicator 1.2.2 (e) – Labour inspection performance</p> <p>Extent to which labour inspection is effective in preventing, detecting, and resolving violations.</p> <p><i>Possible sub-indicators include:</i></p> <p><i>Number of workplace visits with educational purpose (by subject matter), per year.</i></p> <p><i>Number of workplace inspections (by sector / target segment, compliance issue, etc.), per year.</i></p> <p><i>Number of violations detected (by type), per year</i></p> <p><i>Percentage of violations detected that are resolved (by resolution method / outcome), per year.</i></p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 1.2.2 (f) – Application of international labour standards (labour inspection)</p> <p>Extent to which national laws and policies align with international labour standards concerning labour inspection.</p>	<p>Baseline:</p>	<p>Target: Increased alignment (year-on-year)</p>	<p>Means of verification/sources:</p> <p>ILO CEACR comments</p>
<p>Output 1.2.3. National capacity to implement OSH legislation and policy is enhanced [BLZ151]</p>			
<p>Indicator 1.2.3 (a) – Establishment of OSH bodies</p> <p>National OSH body / bodies established and mandated</p> <p><i>Additional / more precise indicators to be determined based on number and/or mandates of OSH bodies to be established under national OSH law or other legislative measures (e.g., OSH inspectorate, OSH advisory or research functions, etc.).</i></p>	<p>Baseline:</p>	<p>Target: OSH bodies formally established with clear operating mandate [by year]</p>	<p>Means of verification/sources:</p>

<p>Indicator 1.2.3 (b) – Operationalization and performance of OSH bodies</p> <p>Extent to which OSH bodies are operational and function effectively (according to their mandates).</p> <p><i>Additional / more precise indicators to be determined based on agreed mandate and functions of new OSH body / bodies (e.g., training or technical support delivered to staff of OSH bodies, number of 'outputs' delivered by OSH bodies – such as research, data collection, inspection, educational, advisory briefs).</i></p>	Baseline:	Target(s):	Means of verification/sources:
<p>Indicator 1.2.3 (c) – Capacity of social partners</p> <p>Extent to which social partners have capacity to contribute to national OSH system.</p> <p><i>Possible sub-indicators include:</i></p> <p><i>Number of trainings / guidance / technical support measures to build the capacity of social partners on OSH matters.</i></p> <p><i>Number of OSH initiatives / measures carried out by social partners, separately and/or jointly, to promote OSH standards (by type).</i></p> <p><i>Number of employers / workers benefitting from OSH educational or technical support initiatives carried out by social partner organizations.</i></p>	Baseline:	Target(s):	Means of verification/sources:
Output 1.2.4. Effective measures for evidence-based wage policymaking and wage-setting are established and implemented [BLZ152]			
<p>Indicator 1.2.4 (a) – Legislative and policy measures approved and enacted</p> <p>Legislative and policy measures approved by tripartite constituents and enacted by Government that respond to ILO CEACR comments on wages and wage-setting.</p>	Baseline:	Target(s):	Means of verification/sources:
<p>Indicator 1.2.4 (b) – Application of international labour standards (wages)</p> <p>Extent to which national laws and policies align with international labour standards concerning wages and wage-setting.</p>	Baseline:	Target: Increased alignment (year-on-year)	Means of verification/sources: ILO CEACR comments

	<p>Indicator 1.2.4 (c) – Minimum wage setting methodology</p> <p>Availability and use of balanced and evidenced-based minimum wage setting methodology.</p>	<p>Baseline:</p>	<p>Target: Balanced and evidenced-based minimum wage setting methodology approved by tripartite constituents and systematically applied to inform minimum wages policy / wage setting.</p>	<p>Means of verification/sources:</p>
	<p>Indicator 1.2.4 (d) – Generation and use of wage data</p> <p>Extent to which periodic data on wages are available and used to inform policymaking and social partner activities.</p> <p><i>Possible sub-indicators include:</i></p> <p><i>Number of wages initiatives (research reports, briefings, policy recommendations, educational measures, etc.) developed by Government and social partners based on gender-disaggregated wage data and indicators (aggregate).</i></p> <p><i>Number of wages initiatives (research reports, briefings, policy recommendations, educational measures, etc.) based on gender-disaggregated wage data and indicators concerning pay gaps (gender, ethnicity, migrant status, disability).</i></p> <p><i>Number of wages initiatives (research reports, briefings, policy recommendations, educational measures, etc.) based on gender-disaggregated wage data and indicators concerning wage levels (minimum wage, living wage, sectoral variations).</i></p> <p><i>Number of wages initiatives (research reports, briefings, policy recommendations, educational measures, etc.) based on gender-disaggregated wage data and indicators concerning the relationship between productivity and wages.</i></p>	<p>Baseline:</p>	<p>Target(s):</p>	<p>Means of verification/sources:</p>
	<p>Indicator 1.2.4 (e) – Capacity of social partners</p> <p>Extent to which social partners have capacity to implement wages initiatives.</p> <p><i>Possible sub-indicators include:</i></p> <p><i>Number of training / technical support measures benefitting social partner organizations on wages issues.</i></p>	<p>Baseline:</p>	<p>Target(s):</p>	<p>Means of verification/sources:</p>

	<p><i>Number of initiatives or measures on wages carried out by social partners – including:</i></p> <ul style="list-style-type: none"> ▶ <i>Initiatives related to equal pay (including educational, advisory, and advocacy initiatives, as well as application in collective bargaining agreements).</i> ▶ <i>Initiatives related to living wage (including educational, advisory, and advocacy initiatives, as well as application in collective bargaining agreements).</i> 			
	Indicator 1.2.4 (f) – Ratification of C131 Ratification status of C131.	Baseline:	Target: C131 ratified by [year]	Means of verification/sources:
Outcome 1.3 – Social dialogue is strengthened as an effective and inclusive means of advancing the decent work agenda and harmonious industrial relations by 2029				
	<p>Outcome 1.3: Social dialogue is strengthened as an effective and inclusive means of advancing the decent work agenda and harmonious industrial relations by 2029</p> <p>[ILO P&B: Outcome 2: Strong, representative and influential tripartite constituents and effective social dialogue (Output 2.1, 2.2, 2.3)].</p>	Partners:	Integrated resource framework	
			Available (estimate)	To be mobilized
			US\$	US\$
<p>Assumptions and dependencies</p> <ul style="list-style-type: none"> ▶ Update and expansion of the Labour Advisory Board’s mandate will rely on and be determined by (at least in part) the outcome of the ongoing review of the Labour Act and subsequent adoption of relevant legislative amendments (see Output 1.1.5). ▶ Similarly, any changes to the operation of dispute settlement mechanisms (1.3.2) are likely to require legislative measures to implement. ▶ Output 1.3.3 assumes sufficient resources within social partner organizations to implement planned initiatives. 				
Outcome indicators				
	<p>Indicator 1.3 (a) – Application of international labour standards (social dialogue)</p> <p>Extent to which national legal, policy, and institutional framework aligns with international labour standards concerning social dialogue.</p>	Baseline:	Target: Increased alignment (year-on-year)	Means of verification/sources: ILO CEACR comments

	Indicator 1.3 (b) – Social partner assessment of social dialogue situation Extent to which social partners consider national legal, policy, and institutional framework to provide for effective, inclusive, and meaningful social dialogue in line with international labour standards.	Baseline:	Target: Increased degree of effective application (year-on-year)	Means of verification/sources: Social partner organizations
	Indicator 1.3 (c) – Collective bargaining Collective bargaining coverage rate, by sector (if available).	Baseline:	Target:	Means of verification/sources: Tripartite Body, SIB, trade unions
	Indicator 1.3 (d) – Industrial disputes Number of (or work days lost to) industrial disputes, by sector, type, and resolution.	Baseline:	Target:	Means of verification/sources: Department of Labour
	Indicator 1.3 (e) – Membership of employers’ and workers’ organizations (Employers) Employer members as share of total number of enterprises, by sector, size, region, formal / informal. (Workers) Unionization rate, by sector, region, formal / informal.	Baseline:	Target:	Means of verification/sources: Social partner organizations
Output indicators				
Output 1.3.1. The statutory mandate and operational capacity of national tripartite institutions are strengthened to promote effective social dialogue on labour and employment matters. [BLZ152]				
	Indicator 1.3.1 (a) – Revised mandate for the Labour Advisory Board Legislative / regulatory measures approved by tripartite constituents and enacted by Government to revise (as needed) the mandate of the Labour Advisory Board.	Baseline: [Mandate as set out in current Labour Act]	Target: Expanded statutory mandate for LAB [by year] in line with restructured Department of Labour and requirements for effective implementation of the DWCP.	Means of verification/sources:
	Indicator 1.3.1 (b) – Revised mandate of Tripartite Body Legislative / regulatory measures approved by tripartite constituents and enacted by Government to revise (as needed) the mandate of the Tripartite Body.	Baseline: [Mandate as set out in current TUEOA]	Target: Revised and consolidated statutory mandate [by year] that is complementary to expanded LAB mandate and in line with restructured Department of Labour.	Means of verification/sources:

	<p>Indicator 1.3.1 (c) – LAB operational framework</p> <p>Operational framework (regulations, procedures, protocols, etc.) established and implemented in line with revised mandate.</p>	<p>Baseline:</p>	<p>Target(s):</p> <p>Revised operational framework (regulations, procedures, protocols, etc.) developed and approved in line with expanded mandate – including measures to:</p> <ul style="list-style-type: none"> ▶ ensure representativeness in terms of composition of Board, sub-committees, etc. (sector, gender, other). ▶ facilitate effective and regular engagement across Government departments / agencies. ▶ facilitate effective and regular engagement with civil society stakeholders as appropriate. ▶ ensure LAB procedures and activities effectively consider the interests of underserved groups in terms of both participation in LAB processes and technical content of LAB outputs (e.g., policy recommendations). 	<p>Means of verification/sources:</p>
	<p>Indicator 1.3.1 (d) – Capacity of Labour Advisory Board</p> <p>Number of trainings conducted with LAB members focusing on building capacity around expanded mandate, per year.</p> <p>Number of ‘outputs’ (e.g., proposals / recommendations / briefings) generated by the LAB, of which result in the implementation of legislative / policy measures, by subject area, per year.</p>	<p>Baseline:</p>	<p>Target:</p> <p>Targets might include ‘outputs’ on priority DWCP issues – e.g., proposals concerning gender equality, FPRW, etc.</p>	<p>Means of verification/sources:</p>

<p>Indicator 1.3.1 (e) – Capacity of Tripartite Body</p> <p>Number of trainings conducted with LAB members focusing on building capacity around expanded mandate.</p> <p>Number / extent of measures taken by the Tripartite Body to ensure adherence to the terms of active CBAs.</p> <p>Number of ‘outputs’ (e.g., proposals / recommendations / briefings) generated by the Tripartite Body, of which result in the implementation of legislative / policy measures, by subject area, per year.</p>	<p>Baseline:</p>	<p>Target:</p> <p><i>Targets might include ‘outputs’ on priority DWCP issues – e.g., CBA compliance.</i></p>	<p>Means of verification/sources:</p>
<p>Output 1.3.2. The effectiveness of industrial dispute prevention and resolution mechanisms is enhanced. [BLZ152]</p>			
<p>Indicator 1.3.2 (a) – Review of Tribunals</p> <p>Review completed of operational effectiveness of existing Tribunals (length of time to process cases, costs to workers / employers, etc.), and recommendations for improved effectiveness adopted by Government / judicial authorities.</p>	<p>Baseline:</p>	<p>Target: Completed by [year]</p>	<p>Means of verification/sources:</p>
<p>Indicator 1.3.2 (b) – Effectiveness of Tribunals</p> <p>Length of time to process / conclude cases.</p> <p>Degree of satisfaction with Tribunals among social partners.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 1.3.2 (c) – ADR mechanisms</p> <p>Establishment of formal alternative dispute resolution (ADR) mechanisms.</p> <p>Number of disputes resolved through ADR processes, by type.</p> <p>Degree of satisfaction with ADR mechanisms among social partners.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 1.3.2 (d) – Capacity of social partners</p> <p>Number of trainings [or number of people reached by trainings] delivered to social partners and/or their members on ADR, per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

<p>Indicator 1.3.2 (e) – Non-adherence to CBAs</p> <p>Number of complaints / disputes concerning non-adherence to the terms of active CBAs, of which resolved to satisfaction of parties.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 1.3.3. The capacities of social partner organizations are strengthened to improve internal effectiveness and promote more productive social dialogue at national and enterprise levels. [BLZ801; BLZ802]</p>			
<p>Indicator 1.3.3 (a) – Membership levels</p> <p>(Employers) Number of enterprises affiliated, by sector, region, workforce size, formal / informal sector.</p> <p>(Workers) Number of workers unionized, by sector, region, formal / informal sector.</p>	<p>Baseline:</p>	<p>Target:</p> <p><i>Targets might include specific membership targets for priority sectors / groups of workers (e.g., agriculture, informal, MSEs).</i></p>	<p>Means of verification/sources:</p> <p>Social partner organizations</p>
<p>Indicator 1.3.3 (b) – Collective bargaining</p> <p>Number of new CBAs concluded at enterprise level, by number of workers covered.</p> <p>Number of new CBAs concluded at multi-employer level, by number of employers and workers covered.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p> <p>Department of Labour, social partner organizations.</p>
<p>Indicator 1.3.3 (c) – Organizational strategies / plans (employers)</p> <p>(Number of) employers' organizations that have in place organizational strategies and plans.</p> <p>Implementation of organizational strategies / plans <i>(specific indicators to be determined based on priority items in organizational plans).</i></p>	<p>Baseline:</p>	<p>Target:</p> <p><i>Targets might include, if relevant to organizational priorities, number of proposals submitted to LAB or other relevant bodies that (i) are adopted; (ii) that make use of internal research / data analysis, etc.</i></p>	<p>Means of verification/sources:</p> <p>Social partner organizations</p>
<p>Indicator 1.3.3 (d) – Organizational strategies / plans (workers)</p> <p>(Number of) workers' organizations that have in place organizational strategies and plans.</p> <p>Implementation of organizational strategies / plans <i>(specific indicators to be determined based on priority items in organizational plans).</i></p>	<p>Baseline:</p>	<p>Target:</p> <p>Targets might include, if relevant to organizational priorities, number of proposals submitted to LAB or other relevant bodies that (i) are adopted; (ii) that make use of internal research / data analysis, etc.</p>	<p>Means of verification/sources:</p> <p>Social partner organizations</p>

Priority 2: Inclusive labour markets

Priority 2. Inclusive labour markets expand opportunities for decent employment and extension of social protection coverage in Belize.				
Outcome 2.1 - Increased participation of women and men in productive and decent employment in Belize by 2029				
Outcome 2.1: Increased participation of women and men in productive and decent employment in Belize by 2029. <i>[ILO P&B: Outcome 3: Full and productive employment for just transitions (Output 3.1)]</i>	Partners:	Integrated resource framework		
		Available (estimate)		To be mobilized
		US\$		US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ The achievement of Output 2.1.2 requires significant engagement and cooperation of multiple Government ministries / departments beyond the MRTCDLLG. ▶ Output 2.1.2 and 2.1.3 are intended to align with – and are therefore partly dependent on – strategic priorities set out in a National Employment Policy (Output 2.1.1). ▶ Output 2.1.2 (public employment services) may be dependent in part on the results from the planned restructure of the Department of Labour (1.2.1). ▶ Output 2.1.3 requires coordination with social protection stakeholders and is partially reliant on simultaneous progress in reforming social protection schemes (under 2.4). 				
Outcome indicators				
	Indicator 2.1 (a) – Labour force participation Labour force participation rate, by sex, age, rural / urban, disability, per year.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.1 (b) – Unemployment rate / employment-to-population ratio (EPR). Unemployment rate and/or EPR, by sex, age, rural / urban, disability, per year.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.1 (c) – Employment promotion measures Number of new / updated policies and programmes concerning employment promotion developed / adopted / implemented in line with the National Employment Policy (e.g., revisions to sector plans, updates to active labour market programmes, etc.).	Baseline:	Target:	Means of verification/sources:

<p>Indicator 2.1 (d) – Employment program beneficiaries</p> <p>Number of persons benefitting from / participating in active labour market measures (programmes, services), by gender, disability, rural / urban (per year).</p> <p>Number of previously unemployed / economically inactive persons in formal employment following participation in active labour market measures (programmes, services), by gender, disability, rural / urban (per year)</p> <p>This indicator might function in part as an aggregation of 2.1 (c) and (d), as well as additional relevant employment promotion / activation measures adopted in line with the NEP.</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.1 (e) – PES jobseekers</p> <p>Percent change in number of jobseekers utilizing PES, by gender, disability, rural / urban (per year)</p> <p>Percentage in number of persons placed in employment by PES that are still in formal employment after 6 months, by gender, disability, rural / urban (per year).</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.1 (f) – Activation measures</p> <p>Number of beneficiaries of social protection programmes that have ‘graduated’ via employment activation programmes / measures, by gender, disability, rural / urban [‘graduation’ defined as active in formal employment or establishing a formal business 6 months after end of engagement with activation programme / service].</p>	Baseline:	Target:	Means of verification/sources:
Output indicators			
2.1.1 A National Employment Policy is developed and implemented [BLZ152]			
<p>Indicator 2.1.1 (a) – National Employment Policy</p> <p>National Employment Policy is developed, validated by tripartite constituents, and adopted by Government.</p>	Baseline:	Target:	Means of verification/sources:

Indicator 2.1.1 (b) – Social partner contributions Number of proposals and other submissions developed by social partners that are discussed in relevant tripartite fora and/or incorporated into the NEP.	Baseline:	Target:	Means of verification/sources:
Indicator 2.1.1 (c) – Gender and underserved groups Number of provisions / measures that target employment-related inequalities on the basis of gender, disability, migrant status, rural / urban are incorporated into the NEP.	Baseline:	Target:	Means of verification/sources:
Indicator 2.1.1 (d) – Implementation measures <i>Specific indicators TBD based on content of NEP.</i>	Baseline:	Target:	Means of verification/sources:
Output 2.1.2. Public Employment Services are modernized. [BLZ152]			
Indicator 2.1.2 (a) – Outreach Number / types of outreach activities of public employment services, per year.	Baseline:	Target:	Means of verification/sources:
Indicator 2.1.2 (b) – Job search Number of job listings hosted on digital PES. Number of employers registered with PES (and/or regularly listing jobs).	Baseline:	Target:	Means of verification/sources:
Indicator 2.1.2 (c) – Job match Number of successful job matches facilitated by PES (by gender, disability status, rural / urban).	Baseline:	Target:	Means of verification/sources:
Indicator 2.1.2 (d) – Counselling Number of jobseekers receiving jobs counselling services (by gender, disability status, rural / urban). Percentage of job counsellors receiving and completing training (by gender).	Baseline:	Target:	Means of verification/sources:
Indicator 2.1.2 (e) – User satisfaction Number and coverage of user satisfaction surveys, by year. Level of user satisfaction reported via satisfaction surveys, by gender, disability, urban / rural, per year.	Baseline:	Target:	Means of verification/sources:

<p>Indicator 2.1.2 (f) – Data exchange</p> <p>Frequency of information exchange between PES, employers, and other relevant Government agencies to trace job placements and the long-term impacts of PES interventions.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 2.1.3 Productive employment is increased [BLZ152]</p>			
<p>Indicator 2.1.3 (a) – Linkages between social protection and employment activation measures</p> <p>Number ‘integrated activation schemes’ formally established and operational.</p> <p><i>['integrated’ means systematic / formal links between social protection scheme and employment activation measure – such as a referral mechanism, subsidized access, conditionality clauses in social benefit schemes, etc].</i></p> <p><i>['operational’ means integrate scheme has regular enrolment / beneficiaries].</i></p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 2.1.3 (b) – Referrals</p> <p>Number of persons registered in social programmes (<i>specific programmes TBD as necessary</i>) that are guided to approach PES to register as jobseekers, by gender, disability status, age, rural / urban.</p> <p>Number of persons registered in social programmes (<i>specific programmes TBD as necessary</i>) that are guided to approach / enrolled in other labour market activation programmes, by gender, age, rural / urban.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 2.1.3 (c) – EIIP</p> <p>Number of relevant Government agencies / units / trained in EIIP approaches.</p> <p>Number of projects that incorporate EIIP considerations into project design and implementation, by sector (per year).</p> <p>Number of persons employed through projects that have adopted an EIIP approach, by gender, age, rural / urban – of which receive a formal and recognized qualification or certificate (e.g., under RPL scheme).</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

Outcome 2.2 - Technical education and training programmes are upgraded to focus on current and future labour market needs.				
Outcome 2.2: Technical education and training programmes are upgraded to focus on current and future labour market needs. [ILO P&B: Outcome 3: Full and productive employment for just transitions (Output 3.2)]	Partners:	Integrated resource framework		
		Available (estimate)		To be mobilized
		US\$		US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Assumes continued cooperation and engagement between Government and social partners, and educational and industry stakeholders, on skills development (including training offerings, work-based learning, and skills forecasting). ▶ Requires agreement on appropriate mechanisms for coordinating interventions across the national training system, including the consolidation and alignment of existing training offerings across multiple providers. 				
Outcome indicators				
Indicator 2.2 (a) – TVET transition rates Percentage of TVET graduates that are employed within 12 months of graduation in a job relevant to their training, by qualification (subject), gender, rural / urban.	Baseline:	Target:	Means of verification/sources:	
Indicator 2.2 (b) – Skills mismatches reported by employers Extent to which employers report skills mismatches between skills profile of new labour market entrants / recent (TVET) graduates and their workforce needs, by sector or subject area.	Baseline:	Target:	Means of verification/sources: Employers’ organizations (e.g., survey of members)	
Indicator 2.2 (c) – Enrolment in work-based learning (WBL) Total number of students enrolled in work-based learning schemes by sector / industry, gender, disability status, rural / urban.	Baseline:	Target:	Means of verification/sources:	
Indicator 2.2 (d) – Graduation and employment from WBL programmes Total number of students that graduate from WBL schemes, by gender, or which are employed by companies following graduation.	Baseline:	Target:	Means of verification/sources:	

<p>Indicator 2.2 (e) – Recognition of Prior Learning (RPL)</p> <p>Number of people receiving recognized qualifications on the basis of RPL, by subject area, gender, rural / urban, per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 2.2 (f) – Curricula revisions</p> <p>Number of educational curricula / TVET curricula that are revised based on new labour market skills data / skills anticipation analysis, by subject area [links to Output 2.2.3].</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output indicators</p>			
<p>Output 2.2.1. Strengthened institutional mechanisms and capacity to coordinate workforce skills development [BLZ126]</p>			
<p>Indicator 2.2.1 (a) – Coordination measures (institutional mechanisms)</p> <p>Extent to which changes to institutional / inter-institutional functions and arrangements enhance coordination across Government, educational, and industry stakeholders on skills development.</p> <p><i>More specific indicators can be developed in the case that constituent agree to particular measures (e.g., establishing a new coordinating body / committee).</i></p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 2.2.1 (b) – Cooperation / coordinating activities</p> <p>A plan of work consisting of specific measures to enhance inter-institutional coordination on workforce skills development is adopted and measures for implementation agreed by relevant national stakeholders.</p> <p>Number of workforce development programmes / training offerings that are consolidated (e.g., through joint delivery or inter-institutional referral mechanisms).</p> <p>Number of measures to support systematic cooperation on core issues such as skill anticipation, course offerings, curricula development, and qualifications (e.g., active operating procedures and protocols, referrals, etc.).</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

<p>Indicator 2.2.1 (c) – Social partner capacity</p> <p>Number of / extent of social partner contributions to national skills development (e.g., research / data inputs, training offered in cooperation or aligned with national workforce skills plan / framework).</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 2.2.2. An improved framework for inclusive work-based learning is implemented [BLZ126]</p>			
<p>Indicator 2.2.2 (a) – National apprenticeship programme</p> <p>National apprenticeship programme is established and fully operational.</p> <p>Number of employers registered / actively engaged in the apprenticeship programme.</p> <p>Extent (number) of outreach / recruitment activities targeted to young women, people with disabilities, other target groups.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 2.2.2 (b) – Recognition of Prior Learning (RPL)</p> <p>A national RPL plan / framework developed including agreed assessment criteria and implementation measures.</p> <p>National RPL framework formally adopted by Government and operationalized in relevant ministries / agencies (e.g., incorporation into qualifications frameworks).</p> <p>Number of employers registered / actively participating in RPL process (supporting applications of employees / recognizing RPL qualifications among new applicants), by sector.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 2.2.2 (c) – Employer capacity</p> <p>Number of employers who participate in training aimed at increasing quality of WBL schemes.</p> <p>Level of satisfaction with quality of WBL schemes among students, by gender.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

Output 2.2.3. Institutional mechanisms strengthened to support a systematic approach to skills needs assessment and anticipation [BLZ126]				
Indicator 2.2.3 (a) – Skills anticipation framework Skills anticipation framework established and fully functioning. <u>Possible sub-indicators include:</u> <i>Formal methodology and approach for skills anticipation established and implementing measures agreed on by relevant stakeholders.</i> <i>Number of cooperation protocols among relevant institutional stakeholders (e.g., concerning data-sharing, input into and/or direct participation in policymaking processes, etc.).</i>	Baseline:	Target: <i>Targets might include a particular focus on regular, systematic engagement of institutional skills stakeholders in relevant policymaking processes and fora (e.g., via data or advisory inputs, participation in relevant planning committees, etc.).</i>	Means of verification/sources:	
Indicator 2.2.3 (b) – Institutional capacity Number of institutional stakeholders trained in skills forecasting and anticipation methods. Number of regular reports / briefings / analyses on skills demand and trends produced and disseminated in line with the established skills anticipation framework (see above).	Baseline:	Target:	Means of verification/sources:	
Indicator 2.2.3 (c) – Sector skills councils Number of sector skills councils established and fully functioning in strategic economic sectors. Number of ‘outputs’ (studies, data, reports, recommendations) generated by sector skills councils, of which: ▶ result in policy or programming responses (e.g., revision of educational curricula, update to sector plans, etc.). ▶ include gender-disaggregated skills data, analysis of gender-based skills challenges, recommendations for inclusive skills development measures.	Baseline:	Target:	Means of verification/sources:	

Outcome 2.3 - An advanced Labour Market Information System facilitates informed policymaking on employment and economic issues.				
Outcome 2.3: An advanced Labour Market Information System is established and operationalized. <i>[[ILO P&B: Outcome 3: Full and productive employment for just transitions (Output 3.4, A.1)]]</i>	Partners:	Integrated resource framework		
		Available (estimate)		To be mobilized
		US\$		US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Dependent on several other DWCP outputs that include a focus on building capacity to generate and disseminate socioeconomic and administrative data (for example, 2.4.2). ▶ Assumes continued cooperation and engagement between SIB and relevant line ministries. ▶ Output 2.3.2 depends on the prior identification of priority issues. 				
Outcome indicators				
	Indicator 2.3 (a) – Labour force surveys Coverage and frequency household surveys providing labour market information.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.3 (b) – Labour market indicators Number of labour market indicators available for dissemination to the public on an annual basis, of which are gender disaggregated.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.3 (c) – Analytic reports Number of analytic reports on labour market trends available to the public per year.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.3 (d) – Social partner contributions Number / type of contribution to LMIS from social partner organizations (e.g., generation of new data, analyses, reports – independently or jointly with SIB – that are publicly available).	Baseline:	Target:	Means of verification/sources:

	Indicator 2.3 (e) – Social partner assessment of adequacy Extent to which social partners consider that the publicly available labour market information to be adequate to inform priorities and positions on key socioeconomic policy issues.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.3 (f) – Informing policy Extent to which labour market information (published data / reports) inform new or updated policy or programme measures, by thematic area. <i>(Or quantified as: Number of new or updated... that make direct use of labour market information for design, implementation, rationale etc.).</i>	Baseline:	Target:	Means of verification/sources:
Output indicators				
Output 2.3.1. Labour market statistical instruments are reviewed and updated [BLZ153]				
	Indicator 2.3.1 (a) – Alignment with ICLS Number of statistical instruments / household surveys that incorporate latest ICLS, per year.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.3.1 (b) – SIB capacity Number of trainings for SIB staff on ICLS updates / implementation.	Baseline:	Target:	Means of verification/sources:
Output. 2.3.2. Key labour market indicators and analyses are regularly produced and disseminated. [BLZ153]				
	Indicator 2.3.2 (a) – Key labour market indicators Number of labour market indicators agreed upon with available metadata, and regularly available to the public.	Baseline:	Target:	Means of verification/sources:
	Indicator 2.3.2 (b) – Workplan A clear workplan for the generation and dissemination of analyses (reports, etc.), including responsibility and frequency.	Baseline:	Target:	Means of verification/sources:

Indicator 2.3.2 (c) – SIB capacity Number of trainings for SIB staff on key issues relating to data collection, indicators, analysis, and dissemination.	Baseline:	Target:	Means of verification/sources:
Indicator 2.3.2 (d) – Capacity of other LMIS stakeholders Number of trainings for staff of other relevant line ministries on key issues relating to data collection, indicators, analysis, and dissemination.	Baseline:	Target:	Means of verification/sources:
Indicator 2.3.2 (e) – Data sharing Number of active protocols and frameworks for data generation and sharing between SIB and other relevant line ministries.	Baseline:	Target:	Means of verification/sources:
Indicator 2.3.2 (f) – Regular reports Number of regular statistical reports and analyses published and disseminated, by producer, per year.	Baseline:	Target:	Means of verification/sources:
Output. 2.3.3. Dedicated analyses and reports on priority areas are developed and disseminated. [BLZ153]			
Indicator 2.3.3 (a) – ‘Special issue’ data and reports Number of dedicated ‘special issue’ modules included in regular labour force and enterprise surveys, by subject area, per year. Number of customized, stand-alone surveys completed on key employment and national development themes, by subject area, per year. Number of dedicated reports based on ‘special issue’ modules produced and available to the public, by subject area, per year.	Baseline:	Target: <i>Targets might include data collection instruments focused on key thematic areas relevant to this DWCP – e.g., skills mismatches, social protection, productivity, OSH, wages (incl. equal pay).</i>	Means of verification/sources:
Indicator 2.3.3 (b) – Joint reports Number of dedicated analyses reports produced jointly between two or more LMIS stakeholders (e.g., SIB and SSB, SIB and BCCI, SIB and NTUCB).	Baseline:	Target:	Means of verification/sources:

Outcome 2.4 - Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance.			
Outcome 2.4: Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance. <i>[ILO P&B: Outcome 7: Universal social protection (Output 7.1)]</i>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Output 2.4.1 assumes the continuation of the current process to develop the National Social Protection Strategy and the continued commitment of social protection stakeholders to engage with the DWCP Steering Committee to align the Strategy with DWCP priorities. ▶ Output 2.4.2 is dependent on and should be carried out in line with the progressive development of the LMIS under Outcome 2.3. ▶ Output 2.4.3 is dependent on the simultaneous development of relevant employment activation measures under Output 2.1.3. 			
Outcome indicators			
Indicator 2.4 (a) – Coverage rates Change in coverage rates, by type of benefit and beneficiary group, by gender, rural / urban, per year.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (b) – Impact on poverty alleviation Change in [poverty measure TBD – e.g., multidimensional poverty] among programme / scheme beneficiaries, by gender, rural / urban. <i>[scheme beneficiaries mean confirmed beneficiaries of specific schemes / programmes, e.g., beneficiaries of self-employed insurance, beneficiaries of BOOST programme, etc.].</i>	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (c) – Financial sustainability Financial sustainability of the social protection system (as assessed by actuarial review or other recognized accounting method), each year or as practical.	Baseline:	Target:	Means of verification/sources:

Outcome 2.4 - Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance.			
Outcome 2.4: Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance. <i>[ILO P&B: Outcome 7: Universal social protection (Output 7.1)]</i>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Output 2.4.1 assumes the continuation of the current process to develop the National Social Protection Strategy and the continued commitment of social protection stakeholders to engage with the DWCP Steering Committee to align the Strategy with DWCP priorities. ▶ Output 2.4.2 is dependent on and should be carried out in line with the progressive development of the LMIS under Outcome 2.3. ▶ Output 2.4.3 is dependent on the simultaneous development of relevant employment activation measures under Output 2.1.3. 			
Outcome indicators			
Indicator 2.4 (a) – Coverage rates Change in coverage rates, by type of benefit and beneficiary group, by gender, rural / urban, per year.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (b) – Impact on poverty alleviation Change in [poverty measure TBD – e.g., multidimensional poverty] among programme / scheme beneficiaries, by gender, rural / urban. <i>[scheme beneficiaries mean confirmed beneficiaries of specific schemes / programmes, e.g., beneficiaries of self-employed insurance, beneficiaries of BOOST programme, etc.].</i>	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (c) – Financial sustainability Financial sustainability of the social protection system (as assessed by actuarial review or other recognized accounting method), each year or as practical.	Baseline:	Target:	Means of verification/sources:

<p>Indicator 2.4 (d) – Social benefit scheme ‘graduation’ rates [duplicate of 2.1 (c)]</p> <p>Number of beneficiaries of social protection programmes that have ‘graduated’ via employment activation programmes / measures, by gender, disability, rural / urban [‘graduation’ defined as in active in formal employment or establishing a formal business 6 months after end of engagement with activation programme / service].</p>	Baseline:	Target:	Means of verification/sources:
Output indicators			
Output 2.4.1. The National Social Protection Strategy is finalized, and priority items implemented. [BLZ201]			
<p>Indicator 2.4.1 (a) – National Social Protection Strategy</p> <p>National Social Protection Strategy and accompanying Action Plan(s) are developed, validated by tripartite constituents, and adopted by Government.</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (b) – Implementation of National Strategy</p> <p>Specific indicators TBD based on final content of Strategy, but may include indicators related to:</p> <ul style="list-style-type: none"> ▶ establishing unemployment insurance scheme, relevant measures for implementation (incl. capacity building for social protection and employment services personnel); ▶ revision to self-employed scheme; ▶ number of social assistance programmes with formal legal bases; ▶ establishment and availability of single registry of social assistance beneficiaries; ▶ number of key social protection registries / datasets revised to ensure interoperability across social protection institutions and with other relevant Government agencies, e.g., Department of Labour). 	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (c) – Social partners</p> <p>Number of proposals and other submissions developed by social partners that are discussed in relevant (tripartite) fora and/or incorporated into the NSPS, by issue/theme.</p>	Baseline:	Target:	Means of verification/sources:

<p>Indicator 2.4 (d) – Social benefit scheme ‘graduation’ rates [duplicate of 2.1 (c)]</p> <p>Number of beneficiaries of social protection programmes that have ‘graduated’ via employment activation programmes / measures, by gender, disability, rural / urban [‘graduation’ defined as in active in formal employment or establishing a formal business 6 months after end of engagement with activation programme / service].</p>	Baseline:	Target:	Means of verification/sources:
Output indicators			
Output 2.4.1. The National Social Protection Strategy is finalized, and priority items implemented. [BLZ201]			
<p>Indicator 2.4.1 (a) – National Social Protection Strategy</p> <p>National Social Protection Strategy and accompanying Action Plan(s) are developed, validated by tripartite constituents, and adopted by Government.</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (b) – Implementation of National Strategy</p> <p>Specific indicators TBD based on final content of Strategy, but may include indicators related to:</p> <ul style="list-style-type: none"> ▶ establishing unemployment insurance scheme, relevant measures for implementation (incl. capacity building for social protection and employment services personnel); ▶ revision to self-employed scheme; ▶ number of social assistance programmes with formal legal bases; ▶ establishment and availability of single registry of social assistance beneficiaries; ▶ number of key social protection registries / datasets revised to ensure interoperability across social protection institutions and with other relevant Government agencies, e.g., Department of Labour). 	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (c) – Social partners</p> <p>Number of proposals and other submissions developed by social partners that are discussed in relevant (tripartite) fora and/or incorporated into the NSPS, by issue/theme.</p>	Baseline:	Target:	Means of verification/sources:

Output. 2.4.2. Social protection statistics are periodically available to support planning and policymaking [BLZ201]			
Indicator 2.4.2 (a) – Social protection indicators Number of social protection indicators that are regularly available and published on an annual basis, by producer and type / scheme.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4.2 (b) – SSB technical capacity Number of training activities for the benefit of SSB on the collection, analysis, and dissemination of statistical data.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4.2 (c) – MHDFIPA technical capacity Number of training activities for the benefit of MHDFIPA on the collection, analysis, and dissemination of statistical data.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4.2 (d) – Incorporation into household surveys Number of social protection questions / indicators included in periodic labour market data collection instruments, by target beneficiary group, per year.	Baseline:	Target:	Means of verification/sources:
Output. 2.4.3. Social protection schemes are better integrated with relevant labour market and employment policies and programmes [BLZ201]			
Indicator 2.4.3 (a) – Linkages between social protection and employment activation measures [duplicate of 2.1.4 (a)] Number 'integrated activation schemes' formally established and operational. <i>['integrated' means systematic / formal links between social protection scheme and employment activation measure – such as a referral mechanism, subsidized access, conditionality clauses in social benefit schemes, etc]</i> <i>['operational' means integrate scheme has regular enrolment / beneficiaries].</i>	Baseline:	Target:	Means of verification/sources:

	<p>Indicator 2.4.3 (b) – Referrals / ‘graduation paths’ [duplicate of 2.1.4 (b)]</p> <p>Number of persons registered in social programmes (specific programmes TBD as necessary) that are guided to approach PES to register as jobseekers, by gender, age, rural / urban.</p> <p>Number of persons registered in social programmes (specific programmes TBD as necessary) that are guided to approach / enrolled in other labour market activation programmes, by gender, age, rural / urban.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 2.4.3 (c) – Duration of benefit claims</p> <p>Average number of months that social programme beneficiaries claim benefits in schemes / programmes that have ‘graduation’ paths, by scheme, beneficiary group, gender, rural / urban.</p>	Baseline:	Target:	Means of verification/sources:

Priority 3: Productivity, sustainable enterprises, and local economic development

Priority 3. Productivity improvements, sustainable enterprises, and local economic development promote resilient and inclusive growth.			
Outcome 3.1 - Institutional and policy framework for increased productivity and competitiveness is strengthened.			
<p>Outcome 3.1: Institutional and policy framework for increased productivity and competitiveness is strengthened.</p> <p><i>[ILO P&B: Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.1)].</i></p>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
<p>Assumptions and dependencies</p> <ul style="list-style-type: none"> ▶ Output 3.1.1 Assumes continued commitment from tripartite constituents to the development of a NPO and achieving agreement on the relevant institutional structures. ▶ Output 3.1.2 is dependent on the prior completion of Output 3.1.1. ▶ Output 3.1.3 should align with activities carried out under Output 1.3.3 (concerning capacity of social partner organizations). 			

Outcome indicators			
<p>Indicator 3.1 (a) – Data on productivity</p> <p>Number of productivity indicators that are regularly available and published on an annual basis, by producer, private / public sector coverage.</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 3.1 (b) – Productivity and competitiveness initiatives</p> <p>Number of new / updated productivity and/or competitiveness enhancement initiatives implemented, by type, public / private sector application, and target enterprise segment / demographic group, per year.</p> <p><i>[More specific indicators TBD based on agreed priority areas of work for the proposed NPO]</i></p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 3.1 (c) – Productivity and competitiveness</p> <p><i>Note: It is anticipated that measures agreed to be undertaken under Outcome 3.1 will focus more on initial institutional arrangements / capacity and measurement capability to inform design of productivity enhancement interventions. However, the latter will not be implemented in time to show significant change on this type of macroeconomic indicator. In such a case, constituents should consider whether it is appropriate to include the following macroeconomic indicators in this Results Framework.</i></p> <p>Productivity: GDP per hour worked / GDP per worker, by sector and establishment size, per year.</p> <p>Competitiveness (profitability): Percentage increase in profitability of Belizean enterprises, by sector and establishment size, per year.</p> <p>Competitiveness (market access): Percentage of enterprises with capacity (licensed, registered, certified) to meet requirements for export to regional and international markets, by sector and establishment size, per year <i>[excluding unprocessed natural resources]</i>.</p>	Baseline:	Target:	Means of verification/sources:

Output indicators				
Output 3.1.1. A tripartite National Productivity Organization (NPO) is established and operationalized to coordinate efforts to enhance productivity and competitiveness in both public and private sectors [New CPO]				
Indicator 3.1.1 (a) – NPO formally established Institutional structure, mandate, key functions etc., of an NPO is agreed by tripartite constituents and formally established (e.g., through legislation, as necessary), including a mandate to coordinate relevant productivity enhancement initiatives in both private and public sectors.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.1 (b) – NPO is fully operationalized NPO is fully operational, including members / staff appointed, internal regulations and procedures formally adopted, with full agreement of the tripartite constituents.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.1 (c) – NPO gender parity Share of NPO members that are women.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.1 (d) – NPO capacity Number of trainings received by NPO Board and/or technical staff on productivity and competitiveness issues, by theme, per year.	Baseline:	Target:	Means of verification/sources:	
Output 3.1.2. A time-bound workplan for the NPO is developed and implemented [New CPO]				
Indicator 3.1.2 (a) – Timebound workplan (enterprise productivity items) A timebound NPO workplan of priority interventions to measure and enhance enterprise productivity / competitiveness is developed, approved by Government, and endorsed by tripartite constituents.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.2 (b) – Timebound workplan (public sector items) A timebound NPO workplan of priority interventions to measure and enhance productivity in the public sector is developed, approved by Government, and endorsed by tripartite constituents.	Baseline:	Target:	Means of verification/sources:	

Outcome 2.4 - Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance.			
Outcome 2.4: Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance. <i>[ILO P&B: Outcome 7: Universal social protection (Output 7.1)]</i>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Output 2.4.1 assumes the continuation of the current process to develop the National Social Protection Strategy and the continued commitment of social protection stakeholders to engage with the DWCP Steering Committee to align the Strategy with DWCP priorities. ▶ Output 2.4.2 is dependent on and should be carried out in line with the progressive development of the LMIS under Outcome 2.3. ▶ Output 2.4.3 is dependent on the simultaneous development of relevant employment activation measures under Output 2.1.3. 			
Outcome indicators			
Indicator 2.4 (a) – Coverage rates Change in coverage rates, by type of benefit and beneficiary group, by gender, rural / urban, per year.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (b) – Impact on poverty alleviation Change in [poverty measure TBD – e.g., multidimensional poverty] among programme / scheme beneficiaries, by gender, rural / urban. <i>[scheme beneficiaries mean confirmed beneficiaries of specific schemes / programmes, e.g., beneficiaries of self-employed insurance, beneficiaries of BOOST programme, etc.].</i>	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (c) – Financial sustainability Financial sustainability of the social protection system (as assessed by actuarial review or other recognized accounting method), each year or as practical.	Baseline:	Target:	Means of verification/sources:

Outcome 2.4 - Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance.			
Outcome 2.4: Increased capacity of Belize to strengthen the national social protection system and ensure sustainable, adequate financing, and sound governance. <i>[ILO P&B: Outcome 7: Universal social protection (Output 7.1)]</i>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Output 2.4.1 assumes the continuation of the current process to develop the National Social Protection Strategy and the continued commitment of social protection stakeholders to engage with the DWCP Steering Committee to align the Strategy with DWCP priorities. ▶ Output 2.4.2 is dependent on and should be carried out in line with the progressive development of the LMIS under Outcome 2.3. ▶ Output 2.4.3 is dependent on the simultaneous development of relevant employment activation measures under Output 2.1.3. 			
Outcome indicators			
Indicator 2.4 (a) – Coverage rates Change in coverage rates, by type of benefit and beneficiary group, by gender, rural / urban, per year.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (b) – Impact on poverty alleviation Change in [poverty measure TBD – e.g., multidimensional poverty] among programme / scheme beneficiaries, by gender, rural / urban. <i>[scheme beneficiaries mean confirmed beneficiaries of specific schemes / programmes, e.g., beneficiaries of self-employed insurance, beneficiaries of BOOST programme, etc.].</i>	Baseline:	Target:	Means of verification/sources:
Indicator 2.4 (c) – Financial sustainability Financial sustainability of the social protection system (as assessed by actuarial review or other recognized accounting method), each year or as practical.	Baseline:	Target:	Means of verification/sources:

<p>Indicator 2.4 (d) – Social benefit scheme ‘graduation’ rates [duplicate of 2.1 (c)]</p> <p>Number of beneficiaries of social protection programmes that have ‘graduated’ via employment activation programmes / measures, by gender, disability, rural / urban [‘graduation’ defined as in active in formal employment or establishing a formal business 6 months after end of engagement with activation programme / service].</p>	Baseline:	Target:	Means of verification/sources:
Output indicators			
Output 2.4.1. The National Social Protection Strategy is finalized, and priority items implemented. [BLZ201]			
<p>Indicator 2.4.1 (a) – National Social Protection Strategy</p> <p>National Social Protection Strategy and accompanying Action Plan(s) are developed, validated by tripartite constituents, and adopted by Government.</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (b) – Implementation of National Strategy</p> <p>Specific indicators TBD based on final content of Strategy, but may include indicators related to:</p> <ul style="list-style-type: none"> ▶ establishing unemployment insurance scheme, relevant measures for implementation (incl. capacity building for social protection and employment services personnel); ▶ revision to self-employed scheme; ▶ number of social assistance programmes with formal legal bases; ▶ establishment and availability of single registry of social assistance beneficiaries; ▶ number of key social protection registries / datasets revised to ensure interoperability across social protection institutions and with other relevant Government agencies, e.g., Department of Labour). 	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (c) – Social partners</p> <p>Number of proposals and other submissions developed by social partners that are discussed in relevant (tripartite) fora and/or incorporated into the NSPS, by issue/theme.</p>	Baseline:	Target:	Means of verification/sources:

<p>Indicator 2.4 (d) – Social benefit scheme ‘graduation’ rates [duplicate of 2.1 (c)]</p> <p>Number of beneficiaries of social protection programmes that have ‘graduated’ via employment activation programmes / measures, by gender, disability, rural / urban [‘graduation’ defined as in active in formal employment or establishing a formal business 6 months after end of engagement with activation programme / service].</p>	Baseline:	Target:	Means of verification/sources:
Output indicators			
Output 2.4.1. The National Social Protection Strategy is finalized, and priority items implemented. [BLZ201]			
<p>Indicator 2.4.1 (a) – National Social Protection Strategy</p> <p>National Social Protection Strategy and accompanying Action Plan(s) are developed, validated by tripartite constituents, and adopted by Government.</p>	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (b) – Implementation of National Strategy</p> <p>Specific indicators TBD based on final content of Strategy, but may include indicators related to:</p> <ul style="list-style-type: none"> ▶ establishing unemployment insurance scheme, relevant measures for implementation (incl. capacity building for social protection and employment services personnel); ▶ revision to self-employed scheme; ▶ number of social assistance programmes with formal legal bases; ▶ establishment and availability of single registry of social assistance beneficiaries; ▶ number of key social protection registries / datasets revised to ensure interoperability across social protection institutions and with other relevant Government agencies, e.g., Department of Labour). 	Baseline:	Target:	Means of verification/sources:
<p>Indicator 2.4.1 (c) – Social partners</p> <p>Number of proposals and other submissions developed by social partners that are discussed in relevant (tripartite) fora and/or incorporated into the NSPS, by issue/theme.</p>	Baseline:	Target:	Means of verification/sources:

Output. 2.4.2. Social protection statistics are periodically available to support planning and policymaking [BLZ201]			
Indicator 2.4.2 (a) – Social protection indicators Number of social protection indicators that are regularly available and published on an annual basis, by producer and type / scheme.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4.2 (b) – SSB technical capacity Number of training activities for the benefit of SSB on the collection, analysis, and dissemination of statistical data.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4.2 (c) – MHDFIPA technical capacity Number of training activities for the benefit of MHDFIPA on the collection, analysis, and dissemination of statistical data.	Baseline:	Target:	Means of verification/sources:
Indicator 2.4.2 (d) – Incorporation into household surveys Number of social protection questions / indicators included in periodic labour market data collection instruments, by target beneficiary group, per year.	Baseline:	Target:	Means of verification/sources:
Output. 2.4.3. Social protection schemes are better integrated with relevant labour market and employment policies and programmes [BLZ201]			
Indicator 2.4.3 (a) – Linkages between social protection and employment activation measures [duplicate of 2.1.4 (a)] Number 'integrated activation schemes' formally established and operational. <i>['integrated' means systematic / formal links between social protection scheme and employment activation measure – such as a referral mechanism, subsidized access, conditionality clauses in social benefit schemes, etc]</i> <i>['operational' means integrate scheme has regular enrolment / beneficiaries].</i>	Baseline:	Target:	Means of verification/sources:

	<p>Indicator 2.4.3 (b) – Referrals / ‘graduation paths’ [duplicate of 2.1.4 (b)]</p> <p>Number of persons registered in social programmes (specific programmes TBD as necessary) that are guided to approach PES to register as jobseekers, by gender, age, rural / urban.</p> <p>Number of persons registered in social programmes (specific programmes TBD as necessary) that are guided to approach / enrolled in other labour market activation programmes, by gender, age, rural / urban.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 2.4.3 (c) – Duration of benefit claims</p> <p>Average number of months that social programme beneficiaries claim benefits in schemes / programmes that have ‘graduation’ paths, by scheme, beneficiary group, gender, rural / urban.</p>	Baseline:	Target:	Means of verification/sources:

Priority 3: Productivity, sustainable enterprises, and local economic development

Priority 3. Productivity improvements, sustainable enterprises, and local economic development promote resilient and inclusive growth.			
Outcome 3.1 - Institutional and policy framework for increased productivity and competitiveness is strengthened.			
<p>Outcome 3.1: Institutional and policy framework for increased productivity and competitiveness is strengthened.</p> <p><i>[ILO P&B: Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.1)].</i></p>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
<p>Assumptions and dependencies</p> <ul style="list-style-type: none"> ▶ Output 3.1.1 Assumes continued commitment from tripartite constituents to the development of a NPO and achieving agreement on the relevant institutional structures. ▶ Output 3.1.2 is dependent on the prior completion of Output 3.1.1. ▶ Output 3.1.3 should align with activities carried out under Output 1.3.3 (concerning capacity of social partner organizations). 			

Output indicators				
Output 3.1.1. A tripartite National Productivity Organization (NPO) is established and operationalized to coordinate efforts to enhance productivity and competitiveness in both public and private sectors [New CPO]				
Indicator 3.1.1 (a) – NPO formally established Institutional structure, mandate, key functions etc., of an NPO is agreed by tripartite constituents and formally established (e.g., through legislation, as necessary), including a mandate to coordinate relevant productivity enhancement initiatives in both private and public sectors.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.1 (b) – NPO is fully operationalized NPO is fully operational, including members / staff appointed, internal regulations and procedures formally adopted, with full agreement of the tripartite constituents.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.1 (c) – NPO gender parity Share of NPO members that are women.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.1 (d) – NPO capacity Number of trainings received by NPO Board and/or technical staff on productivity and competitiveness issues, by theme, per year.	Baseline:	Target:	Means of verification/sources:	
Output 3.1.2. A time-bound workplan for the NPO is developed and implemented [New CPO]				
Indicator 3.1.2 (a) – Timebound workplan (enterprise productivity items) A timebound NPO workplan of priority interventions to measure and enhance enterprise productivity / competitiveness is developed, approved by Government, and endorsed by tripartite constituents.	Baseline:	Target:	Means of verification/sources:	
Indicator 3.1.2 (b) – Timebound workplan (public sector items) A timebound NPO workplan of priority interventions to measure and enhance productivity in the public sector is developed, approved by Government, and endorsed by tripartite constituents.	Baseline:	Target:	Means of verification/sources:	

	Indicator 3.1.2 (c) – Workplan implementation Number of items from NPO workplan(s) completed [as defined in workplan], by type, private / public sector relevance, per year.	Baseline:	Target:	Means of verification/sources:
Output 3.1.3 The capacity of tripartite constituents is enhanced on productivity and competitiveness and policy measures [New CPO]				
	Indicator 3.1.3 (a) – Constituent capacity Number of trainings received by Government agencies and social partners on productivity and competitiveness issues, by theme, beneficiary, per year.	Baseline:	Target:	Means of verification/sources:
	Indicator 3.1.3 (b) – Contributions to NPO activities Number of contributions (data inputs, research, joint educational / training initiatives, etc.) made by tripartite constituents to NPO workplan activities, by contributing institution and type, per year.	Baseline:	Target:	Means of verification/sources:
Outcome 3.2: Increased support for enterprises to achieve decent work and improve productivity by 2029.				
Outcome 3.2: Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity by 2029. <i>[ILO P&B: Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.3)].</i>		Partners:	Integrated resource framework	
			Available (estimate)	To be mobilized
			US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Outputs under this Outcome assume ongoing cooperation across a range of Government and private sector stakeholders beyond the MRTCDLLG and social partners, including from financial institutions (3.2.1) and Government stakeholders responsible for policymaking on tariffs and tax and social protection (3.2.3), and climate / environment (3.2.4) amongst others. 				
Outcome indicators				
	Indicator 3.2 (a) – New (viable, formal) MSMEs Percentage / number of new MSMEs [that have benefited from support measures] that are profitable after 6 months and able to support decent jobs, by type of support (BDS, SME loan, etc.), gender of business owner, rural / urban, per year.			

	<p>Indicator 3.2 (b) – MSME productivity and competitiveness</p> <p>Cost per unit production for MSMEs / cooperatives [that have benefited from support measures], by type of support (BDS, SME loan, etc.), gender of business owner, rural / urban, per year.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (c) – MSME resilience (business continuity)</p> <p>Percentage of MSMEs / cooperatives that are operational [or profitable] in consecutive years and able to sustain decent jobs, by sector, gender of business-owner (where applicable), rural / urban, per year.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (d) – MSME membership of industry associations</p> <p>Number / percentage of MSMEs and cooperatives that are members of formally established industry or employers' association, by sector, per year; of which are associations with representation in sector/national social dialogue fora.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (e) – MSME job offer</p> <p>Total number of workers formally employed in decent jobs by MSMEs / members of cooperatives for more than 6 months, by gender, disability status, rural / urban, per year.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (f) – Green enterprises</p> <p>Total number of MSMEs [that have benefited from support measures] in green and blue sectors, by type of support (BDS, SME loan, etc.), gender of business owner, rural / urban, per year.</p> <p><i>Total number of MSMEs [that have benefited from support measures] that have implemented 'greening measures', by type of measure, gender of business owner, rural / urban, per year.</i></p> <p><i>[If feasible – an additional indicator might attempt to measure 'impact' of greening measures, e.g., percentage reduction in energy consumption]</i></p>	Baseline:	Target:	Means of verification/sources:

Output indicators			
Output 3.2.1 Improved access to and uptake of financial products and services among MSMEs, with a focus on female, young, and rural entrepreneurs. [New CPO]			
Indicator 3.2.1 (a) – tailored financial products Number of available financial products that are tailored to MSME needs, by provider, type product (e.g., loan, insurance), gender focus and tailoring aspects (e.g., reduced collateral, etc.), per year.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (b) – outreach and awareness Number of outreach initiatives carried out by or on behalf of finance providers to raise awareness of tailored financial products, by type and target beneficiary group, gender, age per year.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (c) – uptake of finance (start-up) Number of MSMEs / cooperatives receiving loans from institutional lenders for business start-up, by sector, rural / urban, per year; of which are female-led, youth-led.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (d) – uptake of finance (growth) Number of MSMEs / cooperatives receiving loans from institutional lenders for business expansion and growth, by sector, rural / urban, per year; of which are female-led, youth-led.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (e) – financial services Number of MSMEs / cooperatives that have a formal bank or savings account, by sector, rural / urban, per year; of which are female-led, youth-led.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (f) – financial literacy Number of MSMEs / cooperatives receiving financial literacy training, by sector, rural / urban, per year; of which are female-led, youth-led	Baseline:	Target:	Means of verification/sources:

<p>Indicator 3.2.1 (g) – MSME emergency / contingency funds</p> <p>Number / percentage of MSMEs and cooperatives that have access to emergency finance in case of short-term closure / loss of business, either through insurance or eligibility for other existing emergency fund (e.g., administered through an employers’ association), by sector, per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 3.2.2 Improved access and utilization of business development services among MSMEs. [New CPO]</p>			
<p>Indicator 3.2.2 (a) – support services review document</p> <p>Review document produced that maps existing MSME / entrepreneurship support services and contents, by sector / region of effective availability / relevance.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.2 (b) – consolidation of BDS</p> <p>Extent to which BDS offerings are consolidated [or number of specific measures to consolidate BDS services], for example via joint-delivery or agreed referral mechanisms, based on initial mapping (see above).</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.2 (c) – access and uptake of BDS services</p> <p>Number of MSMEs / cooperatives receiving BDS services, by type of service, sector, rural / urban, per year; of which are female-led, youth-led.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.2 (d) – social partner integration</p> <p>Number of MSMEs / cooperatives that are affiliated with established business membership / representative organizations, by sector, size of enterprise, rural /urban; of which are female-led, youth-led.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 3.2.3 Improved policies, support services, and constituent capacity to promote the formalization of MSMEs and cooperatives. [New CPO]</p>			
<p>Indicator 3.2.3 (a) – MSME formalization</p> <p>Number of MSMEs / cooperatives gaining formal registration and licenses, by sector, rural / urban, per year; of which are female-led, youth-led.</p> <p>[or] Total number of MSMEs/cooperatives formally registered and licensed, by sector, rural / urban, per year; of which are female-led, youth-led.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

	Indicator 3.1.2 (c) – Workplan implementation Number of items from NPO workplan(s) completed [as defined in workplan], by type, private / public sector relevance, per year.	Baseline:	Target:	Means of verification/sources:
Output 3.1.3 The capacity of tripartite constituents is enhanced on productivity and competitiveness and policy measures [New CPO]				
	Indicator 3.1.3 (a) – Constituent capacity Number of trainings received by Government agencies and social partners on productivity and competitiveness issues, by theme, beneficiary, per year.	Baseline:	Target:	Means of verification/sources:
	Indicator 3.1.3 (b) – Contributions to NPO activities Number of contributions (data inputs, research, joint educational / training initiatives, etc.) made by tripartite constituents to NPO workplan activities, by contributing institution and type, per year.	Baseline:	Target:	Means of verification/sources:
Outcome 3.2: Increased support for enterprises to achieve decent work and improve productivity by 2029.				
Outcome 3.2: Increased support for enterprises – especially MSMEs – to achieve decent work and improve productivity by 2029. <i>[ILO P&B: Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.3)].</i>		Partners:	Integrated resource framework	
			Available (estimate)	To be mobilized
			US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Outputs under this Outcome assume ongoing cooperation across a range of Government and private sector stakeholders beyond the MRTCDLLG and social partners, including from financial institutions (3.2.1) and Government stakeholders responsible for policymaking on tariffs and tax and social protection (3.2.3), and climate / environment (3.2.4) amongst others. 				
Outcome indicators				
	Indicator 3.2 (a) – New (viable, formal) MSMEs Percentage / number of new MSMEs [that have benefited from support measures] that are profitable after 6 months and able to support decent jobs, by type of support (BDS, SME loan, etc.), gender of business owner, rural / urban, per year.			

	<p>Indicator 3.2 (b) – MSME productivity and competitiveness</p> <p>Cost per unit production for MSMEs / cooperatives [that have benefited from support measures], by type of support (BDS, SME loan, etc.), gender of business owner, rural / urban, per year.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (c) – MSME resilience (business continuity)</p> <p>Percentage of MSMEs / cooperatives that are operational [or profitable] in consecutive years and able to sustain decent jobs, by sector, gender of business-owner (where applicable), rural / urban, per year.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (d) – MSME membership of industry associations</p> <p>Number / percentage of MSMEs and cooperatives that are members of formally established industry or employers' association, by sector, per year; of which are associations with representation in sector/national social dialogue fora.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (e) – MSME job offer</p> <p>Total number of workers formally employed in decent jobs by MSMEs / members of cooperatives for more than 6 months, by gender, disability status, rural / urban, per year.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2 (f) – Green enterprises</p> <p>Total number of MSMEs [that have benefited from support measures] in green and blue sectors, by type of support (BDS, SME loan, etc.), gender of business owner, rural / urban, per year.</p> <p><i>Total number of MSMEs [that have benefited from support measures] that have implemented 'greening measures', by type of measure, gender of business owner, rural / urban, per year.</i></p> <p><i>[If feasible – an additional indicator might attempt to measure 'impact' of greening measures, e.g., percentage reduction in energy consumption]</i></p>	Baseline:	Target:	Means of verification/sources:

Output indicators			
Output 3.2.1 Improved access to and uptake of financial products and services among MSMEs, with a focus on female, young, and rural entrepreneurs. [New CPO]			
Indicator 3.2.1 (a) – tailored financial products Number of available financial products that are tailored to MSME needs, by provider, type product (e.g., loan, insurance), gender focus and tailoring aspects (e.g., reduced collateral, etc.), per year.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (b) – outreach and awareness Number of outreach initiatives carried out by or on behalf of finance providers to raise awareness of tailored financial products, by type and target beneficiary group, gender, age per year.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (c) – uptake of finance (start-up) Number of MSMEs / cooperatives receiving loans from institutional lenders for business start-up, by sector, rural / urban, per year; of which are female-led, youth-led.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (d) – uptake of finance (growth) Number of MSMEs / cooperatives receiving loans from institutional lenders for business expansion and growth, by sector, rural / urban, per year; of which are female-led, youth-led.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (e) – financial services Number of MSMEs / cooperatives that have a formal bank or savings account, by sector, rural / urban, per year; of which are female-led, youth-led.	Baseline:	Target:	Means of verification/sources:
Indicator 3.2.1 (f) – financial literacy Number of MSMEs / cooperatives receiving financial literacy training, by sector, rural / urban, per year; of which are female-led, youth-led	Baseline:	Target:	Means of verification/sources:

<p>Indicator 3.2.1 (g) – MSME emergency / contingency funds</p> <p>Number / percentage of MSMEs and cooperatives that have access to emergency finance in case of short-term closure / loss of business, either through insurance or eligibility for other existing emergency fund (e.g., administered through an employers’ association), by sector, per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 3.2.2 Improved access and utilization of business development services among MSMEs. [New CPO]</p>			
<p>Indicator 3.2.2 (a) – support services review document</p> <p>Review document produced that maps existing MSME / entrepreneurship support services and contents, by sector / region of effective availability / relevance.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.2 (b) – consolidation of BDS</p> <p>Extent to which BDS offerings are consolidated [or number of specific measures to consolidate BDS services], for example via joint-delivery or agreed referral mechanisms, based on initial mapping (see above).</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.2 (c) – access and uptake of BDS services</p> <p>Number of MSMEs / cooperatives receiving BDS services, by type of service, sector, rural / urban, per year; of which are female-led, youth-led.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.2 (d) – social partner integration</p> <p>Number of MSMEs / cooperatives that are affiliated with established business membership / representative organizations, by sector, size of enterprise, rural /urban; of which are female-led, youth-led.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Output 3.2.3 Improved policies, support services, and constituent capacity to promote the formalization of MSMEs and cooperatives. [New CPO]</p>			
<p>Indicator 3.2.3 (a) – MSME formalization</p> <p>Number of MSMEs / cooperatives gaining formal registration and licenses, by sector, rural / urban, per year; of which are female-led, youth-led.</p> <p>[or] Total number of MSMEs/cooperatives formally registered and licensed, by sector, rural / urban, per year; of which are female-led, youth-led.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

<p>Indicator 3.2.3 (b) – diagnostic study / consultation</p> <p>Diagnostic study / consultation completed that identifies key barriers to formalization for MSMEs and cooperatives; of which identify specific barriers affecting women, youth, rural residents.</p>	<p>Baseline: No study</p>	<p>Target: Study completed and published by [year]</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.3 (c) – simplified administrative processes</p> <p>Number of separate administrative processes / procedures (forms, submissions, etc.), per year.</p> <p>Average processing time for registering a new MSME or cooperative (including licensing, social security, tax), per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.3 (d) – incentives for formalization</p> <p>Number and type of incentives introduced for MSMEs or cooperatives to formalize (including tax breaks, market access, access to finance / support services, social security benefits), and estimated monetary value of incentives where applicable, per year.</p> <p><i>[additional sub-indicators for specific incentivization schemes as needed].</i></p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.3 (e) – social partner capacity on formalization</p> <p>Capacity building interventions (including training, provision of guides, tools, etc.) for social partners on key issues related to the transition from the informal to the formal economy (in line with R204), by social partner organization, intervention type, theme and gender, per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>
<p>Indicator 3.2.3 (f) – services provided by employers’ organizations</p> <p>Total number of beneficiary MSMEs / cooperatives for services offered by employers’ associations to support enterprise formalization, by type of support, sector, and location of beneficiary, per year.</p>	<p>Baseline:</p>	<p>Target:</p>	<p>Means of verification/sources:</p>

	<p>Indicator 3.2.3 (g) – informal workers’ representation in tripartite fora</p> <p>Number of bi-partite and tripartite social dialogue fora in which informal workers are expressly and specifically represented, either via their own representative organizations or through dedicated representation via social partner organizations, by fora, per year (disaggregated according to gender, age).</p>	Baseline: No study	Target:	Means of verification/sources:
Output 3.2.4 Integrated measures to promote ‘green’ and ‘blue’ enterprise development are implemented [New CPO]				
	<p>Indicator 3.2.4 (a) – integration of climate and enterprise development policies and measures</p> <p>Measures to enhance coherence between climate policies and the regulatory and policy framework for enterprise development (e.g., alignment of incentives / targets / interventions for sector promotion, employment, social protection with climate policy targets and commitments, rural and indigenous community focus including NDCs).</p> <p><i>[More precise indicators TBD based on consultation with national constituents on appropriate measures]</i></p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2.4 (b) – measures to promote green / blue enterprise</p> <p>Number of MSMEs / cooperatives benefitting from specific measures to promote the development of green and blue enterprises (tax incentives, subsidies, dedicated BDS, etc.), by type of support, sector, rural / urban.</p>	Baseline:	Target:	Means of verification/sources:
	<p>Indicator 3.2.4 (c) – enterprise ‘greening’</p> <p>Number of enterprises that have benefited from measures (training, subsidies, etc.) to ‘green’ operations, by type of support measure and sector / value chain, per year.</p>	Baseline:	Target:	Means of verification/sources:

Outcome 3.3: Local economic development is enhanced in rural areas, with a focus on the most underserved populations			
Outcome 3.3: Local economic development is enhanced in rural areas, with a focus on the most underserved populations. <i>[ILO P&B: Outcome 4: Sustainable enterprises for inclusive growth and decent work (Output 4.1, 4.3)]</i>	Partners:	Integrated resource framework	
		Available (estimate)	To be mobilized
		US\$	US\$
Assumptions and dependencies <ul style="list-style-type: none"> ▶ Outputs 3.3.2 and 3.3.3 (concerning the implementation of LED plans) are dependent on prior completion of Output 3.3.1 (LED governance structure). ▶ All Outputs are reliant on effective engagement and involvement of local stakeholders and a minimum level of relevant capacity to implement LED plans, as well as some budgetary support from central Government for LED initiatives. 			
Outcome indicators			
Indicator 3.3 (a) – LED initiatives / measures implemented <i>TBD based on agreed LED plans / strategies.</i>	Baseline:	Target:	Means of verification/sources:
Indicator 3.3 (b) – LED impact <i>TBD based on agreed LED plans / strategies, but to include disaggregation by sex and target beneficiary group where relevant.</i>	Baseline:	Target:	Means of verification/sources:
Indicator 3.3 (c) – Replication / upscaling of LED initiatives Number of LED initiatives replicated in other regions / upscaled to national level, by type.	Baseline:	Target:	Means of verification/sources:
Output indicators			
Output 3.3.1 Local governance structures are established to support local economic development (LED) initiatives in targeted areas. [BLZ153]			
Indicator 3.3.1 (a) – Target localities selected Target localities for LED initiatives selected through inclusive consultation with relevant national / local stakeholders (including representatives from the indigenous people).	Baseline:	Target:	Means of verification/sources:

	(Possible additional): Number of stakeholders participating in / contributing proposals concerning selection of target localities, by stakeholder category (e.g. national / local Government, social partner, civil society, indigenous organization, etc.) and type of contribution.			
	Indicator 3.3.1 (b) – Establishment of governance structures. Inclusive / representative LED governance structures formally established in target localities.	Baseline:	Target: Targets might include representativeness criteria (e.g., social sectors represented, diversity of individual committee members, etc.).	Means of verification/sources:
Output 3.3.2 LED governance structures are operationalized, and LED stakeholders capacitated [BLZ153]				
	Indicator 3.3.2 (a) – (Local) Government capacity Number of trainings received by local Government participants of LED governance structures on LED approaches and/or technical or operational items of relevance to LED strategies / plans, by theme and organization / agency with particular focus on indigenous people.	Baseline:	Target:	Means of verification/sources:
	Indicator 3.3.2 (b) – Social partner capacity Number of trainings received by social partner organizations on LED approaches and/or technical or operational items of relevance to LED strategies / plans, by theme, beneficiary organizations (local vs national level – with particular focus on indigenous people).	Baseline:	Target: <i>Targets might include emphasis on building capacity of local chapters of social partner organizations.</i>	Means of verification/sources:
	Indicator 3.3.2 (c) – Capacity of other local stakeholders Number of trainings received by other local stakeholders on LED approaches and/or technical or operational items of relevance to LED strategies / plans, by theme, beneficiary organizations with particular focus on indigenous people.	Baseline:	Target: <i>Targets might include emphasis on building capacity of representative organizations of underserved local groups (indigenous peoples, informal workers, etc.).</i>	Means of verification/sources:

Output 3.3.3 LED strategies and plans are jointly developed and implemented to promote sustainable and inclusive enterprise development and address local decent work priorities. [BLZ153]			
Indicator 3.3.3 (a) – LED strategies / plans Number of LED strategies / plans jointly developed and agreed by local stakeholders, including provision of resource for implementation of specific objectives, by locality (disaggregated according to gender, age).	Baseline:	Target:	Means of verification/sources:
Indicator 3.3.3 (b) – Implementing measures <i>Specific indicators TBD based on content of LED strategies / plans (e.g., completion of sector selection / analysis study, measures to extend reach of social protection schemes, address local skills mismatches, strengthen collective organizations such as cooperatives, etc.). Indicators should include specific measures to track differential impacts / benefits for women and men and across underserved target groups, including as appropriate, rural women, inactive youth, indigenous groups, etc.</i>	Baseline:	Target:	Means of verification/sources:
Indicator 3.3.3 (c) – stakeholder contributions [Could also be placed under 3.3.2 – stakeholder capacity] Number of contributions (proposals, data inputs, trainings, etc.) made by stakeholders to LED strategies / plans workplan activities, by contributing institution and type, per year.	Baseline:	Target:	Means of verification/sources:



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