
Annex C – Narrative report form – minimum requirements

1. Grant Agreement Purchase Order (PO) Number;**40422914**
2. Grant Period (see paragraph 2.7. of the Grant Agreement);**3 May to 6 May 2023**
3. Date of Report submission (no later than one (1) month after the end of the Grant Period);**02 June 2023**
4. Grant: currency and amount (see paragraph 2.2. of the Grant Agreement); **USD 2 000.00 (Two thousand United states dollars only)**

Description of how the Grant Activity was implemented;

Introduction

a. Background

The ZCTU in conjunction with other partners held a policy conference targeting ZCTU General Council members as well as 8 affiliates of Industry-All (a Global Union), which was a culmination of a ZCTU project “**Making Trade Work for Workers**”. The theme of the conference was Trade, Investments, Industrialisation & Decent Work With Special Reference to the AfCFTA. The key objectives of the conference are to emerge from the workshop with labour policy position on **Trade, Investments & Industrialisation** which will be pushed for by labour in efforts to achieve the Decent Work Agenda while practically analysing the FTAs the government has committed to. The process included understanding of Trade and investment issues through analysing the trade agreements which Zimbabwe is part to while at the same time capacitating Trade Union leaders with strategies and tools to navigate the trade and investment terrain. These objectives are well aligned with the NDS1 as it focuses on enhancing systems for integrated planning and implementation, sustaining our ecosystems towards a green economy and building inclusive and sustainable communities

ZCTU Congress resolutions which are

- i) Develop and strengthen membership capacities and workers structures to participate in development and political processes
- ii) ZCTU to influence policy towards good governance, democracy, fair and inclusive trade with a view to de-risk, de-politicise, de-militarise
- iii) ZCTU to advocate for a social contract which is inclusive, developmental and embodies the future of work.

The conference was also in support of **SDG8 whose objective is to achieve full and productive employment**. In the wake of shifts in employment patterns and high job insecurity Trade Unions can play a facilitative role in arresting fragmentation and disenfranchisement. This can be achieved through investing in well trained labour force with upgraded capabilities and skills which become a conduit for structural change which can monitor and participate in development ensuring that finances committed to development provide for human and capital development. Also workers’ negotiators can be upgraded to appreciate the discourse of investment to the extent of participating in SOPs. (Share Ownership Schemes) This is also in line with SDG 16 & 17.

b. Approach & Methodology

The ZCTU initiated the process through identifying partners within the labour fraternity who had demonstrable experience and knowledge on the issues. (ZCTU, IndustriALL, ITUC & NANGO) Five working meetings were held some digitally to shape the concept. The issues though wide were streamlined along the four related areas (Trade, Investment, Industrialisation & Decent Work) which were viewed as interlinked. Through the meeting the process further able to identify the practitioners on the specific issues. The experts or specialist were then given topics shaped deliberately to speak to the problem areas

The team also prepared the budget, the work breakdown structure and undertook the resource mobilisation. The workflow can be presented as follows:

1. Partner identification

2. Problems identification guided by previous project activities
3. Call for solution papers and identification of experts & specialists
4. Programming of events and activities
5. Identifying two rapporteurs (One from Labour and from CSOs)
6. Identifying Commissions moderators

c. Working Documents / Literature used which informed the process

1. The ZCTU Project Output- Making Trade Work for Workers
2. IndustriALL Ghana Conference Report
3. Trade Union Guide on AfCFTA – Tunisia Agreement
4. ZCTU Corporate Governance Manual
5. Labour National Formalisation Strategy Proposal

d. Topics Presented

The topics were identified with the objective of picking specific problems pertaining to labour and the labour market. Some papers were sector specific to cater for key industrial issues and enable further analysis in group work. Some presentations had a training component on insights around the trade regime as well as training on trade negotiations. The topics were as follows:

	Topic	Presenter
1	How can social partners participate in designing Trade Agreements	Min of Public Service Labour & Social Welfare
2	Trade & Tax Justice	Public Service International
3	Industrialisation which is people centred	IndustriALL
4	Mainstreaming Trade & Industrialisation with Focus on the Decent Work Agenda	ILO
5	Illicit Financial Flows & Debt Crisis –Implications for the Investment, Trade & Industrialisations	ZIMCODD
6	Overview of the Zimbabwe Trade & Investment environment & Recommendations for Trade which works for Local, Foreign and Diasporas and opportunities for Trade Unions	ZCTU
7	Lobbying and Advocacy for inclusive trade agreements , TRIPS & Rules of Origin	ZCC
8	How can Trade Unions strategies to mitigate on impact of Trade Agreements	ITUC
9	The nexus between Trade Agreements and Public Sector Reform	LEDRIZ
10	Case studies- Analysis of Ghana public investment management Analysis of implementation of RIDSP	ITUC ZCTU

e. Group Work

1st day was the presentations and the group work was on sector basis and issues were analysed sectorial. This was a process of gaging whether participants were grasping the issues and identifying the role of trade unions. The guiding questions were as follows

1. What are the trade issues?
2. What are the labour interests?
3. What possible strategies can be adopted?

4. Recommendations of What works for Workers

Group 1: Energy and automotive

<p>1. What are the trade issues?</p> <ul style="list-style-type: none"> - Energy transition – renewable abandoning traditional mods of energy - Importation of new mobiles
<p>2. What are the labour interests?</p> <ul style="list-style-type: none"> - Mass job losses, redundancy, loans, high costs of new energy - Lack of knowledge on new sources of energy - Massive loss of jobs
<p>3. What possible strategies can be adopted?</p> <ul style="list-style-type: none"> - Just transition - Mobilising members on renewable sources of energy - Mobilise the community on just transition - It is important to establish essential foundations for industry development

Group 2: Textile, garment and leather

<p>1. What are the trade issues?</p> <ul style="list-style-type: none"> - Porous borders - Influx of cheap products - ZESA power outages - Working capital - Policy inconsistency - Informality and weakened industry structure
<p>2. What are the labour interests?</p> <ul style="list-style-type: none"> - Protect workers' rights and rights - Aligning industry codes with Trade & development policies - Empowerment of workers - Living wages - Wage theft - Workers negotiators ignorant of the trade regime
<p>3. What possible strategies can be adopted?</p> <ul style="list-style-type: none"> - Awareness campaigns e.g buy Zimbabwe campaign - Regular lobby of key stakeholders - Research on industry mapping & sustainability - Demand local procurement policy - Shop floor awareness campaign and organising in the affected companies

Group 3: Mining sector

<p>1. What are the trade issues?</p> <ul style="list-style-type: none"> - Trade Unions participation in Trade Agreements & Investments arrangements. - Accountability and transparency - Corruption - No environmental assessment - No beneficiation - Respiratory dieses in the community - No community development/giving back to the community - Land degradation
<p>2. What are the labour interests?</p> <ul style="list-style-type: none"> - Sustainable development - Educational system development - Employment
<p>3. What possible strategies can be adopted?</p> <ul style="list-style-type: none"> - Inclusiveness – need a seat in the mine portfolio committee - Visibility/demand space

- Education and training

Group 4: Chemical and Plastics

<p>1. What are the trade issues?</p> <ul style="list-style-type: none"> -importation of fished products e.g fertilisers from Belarus - Chinese dominated factories - Cheap things that we can make - rise in the informal sector producing cheaper chemicals - multi currency prices - power/zesa outages
<p>2. What are the labour interests?</p> <ul style="list-style-type: none"> - Casualization of labour - Tacking advantages of attachés for cheap labour - Precarious work
<p>3. What possible strategies can be adopted?</p> <ul style="list-style-type: none"> - CBA that need reforms - Participate and be involved in policy development issues - Capacity building - Advocacy within companies and sectorial levels - Build synergies with other organisation - Global campaigns against unfair labour practices

Group 5: Public Service Workers

<p>1. What are the trade issues?</p> <ul style="list-style-type: none"> - Negotiators not trained or equipped to participate in trade negotiations - Privatisation of public goods and services e.g quarries in Harare - Parks that have been privatised - Contracts with private companies e.g Big 5 (BOT) - Bilateral trade agreements - Loans - Transparency in procurement of goods and services e.g Ministry brought fire equipment/ snow graders
<p>2. What are the labour interests?</p> <ul style="list-style-type: none"> -decent work and in bilateral agreements - social protection for workers -Weak social dialogue & Collective bargaining platforms -Poor trade infrastructure - creating of employment to the locals - labour brokers - corruption - increased poverty Unclear ppp framework
<p>3. What possible strategies can be adopted?</p> <ul style="list-style-type: none"> - Call and participate in legislative reforms - Advocacy work on transparency e.g. whistle blowers - Inclusion of decent Work agenda in all bilateral agreements - Trade Unions must demonstrate against injustices that arise from agreements - Lobby Parliamentarians from all political divide - Collective Job action and solidarity across sectors - Capacity building for workers to engage in social dialogue - Embrace social media in advocacy and organising

f. Group Work Plenary & Consolidation

The sector focused group work revealed that Trade is a complex system with many interconnected parts which can, through feed-back loops, act to enable or hinder development. It was also clear that there are no striking trade-offs between social, economic and environmental impacts. As such, participants proposed a ToC which should be a dynamic model whose charts flows rather than as a linear progression from inputs through to impacts. That Trade & investment impacts assessments which can be conducted by TNF as well as at NEC level should develop social and economic indicators for evaluation purposes specifically assessing support for local and national policy objectives. The participants emphasised on the need to establish essential foundations for industry development to address issues linked to poverty, informality, informalisation, risk, insecurity, automation replacing people in jobs, gig economy and erosion of workers' rights, and widening technical gaps and inequality. The primary actors in trade and investment should therefore be social partners and the role of government is to create an environment in which industry and commercial sector activities sprout.

g. Consolidated Recommendations on What Works for Workers

	WHAT	EXPECTED OUTPUT
1	Research on Industries mapping & the status of industriess Types, categories, clarity networks & coding	Effective trade and investment plan and allow for informed decision making. Industries are developed based on understanding of international framework.
2	Skills anticipation and skills alignment strategy and social partners participation in National Qualification Framework aligned regionally and globally	To prepare ground for migrant workers not to short changed on jobs by correctly classification and recognition of their skills, knowledge and competences on a continuum of agreed levels. The jobs become protectable in the region it will guide the labour social clause or chapters in FTAs
3	Strategies for industry sustainability- -Stable environment-confidence & Trust -Financial inclusion, Trade Policy review, Tariffs & Competition policies, Training of trade negotiators, PPP Frameworks & risk based systems	Industry development enable & Participation of Trade Union -Worker Protection & decent work mainstreamed -Communities & and environment protection -Consumers protected -Trade unions capacitated in trade negotiations -Consistency in monitoring.
4	Trade & Investment Infrastructure Investment strategy which democratises which democratises the environment Improvement road networks, energy Open and transparency in trade deals TNF Monitoring for development accountability (Tariff policy and Ports security)	Inculcate more confidence in the economy And team work in trade agreements policy reviews rather than competing voices It may also attract Diaspora investors who can be enticed to come in for joint ventures or as independent investors More Zimbabweans all over the world can be mobilised for development in areas of need. Zimbabweans can be brought closer also by facilitation of their voting rights and developing a strategic engagement plan
5	Public Investments Monitoring Digitalisation, Agriculture, minting, energy etc Auditor general recommendations considered State Owned enterprises accountability improves	Improved Performance and seriousness in Investments and National Projects management Through accountability the following Industry Development, employment, job quality, skills development, gender equality, social & governance accountability, carbon foot print
6	Respect of the Trade Union Space Role Regardless of investor Trade Unions must	Hope and Improvement for the country Image Zimbabweans want to be assured that there is an independent

	be allowed to move in and organise. In the event of dead lock and need for protest they must be allowed space for action which may be picketing or demonstrations	voice looking out for their interest. There is need the perception that the democratic space is shrinking. All Sectors at NEC levels should be represented whenever an investment or and trade agreement crosses our borders
6	Advocacy strategy Joint Campaigns, social medial	ZCTU to be assisted to come up with a trade & investment policy which will guide unions on their responses and in their negotiations. -To have an Advocacy strategy and tool kits -To have continuous updates and action on trade issues
7	Procurement & Employment in Trade Agreements are means of reducing inequalities and resource allocation	ZCTU to scale campaigns against bid rigging, bid rotation, or bid suppression. ZCTU to participate in monitoring of trade agreement and investments ZCTU to advocate for cooperation which ensures that bids within a certain threshold are done through listed companies for transparency and openness. ZCTU to gather more information about harm and impact of cartels on workers so as advocate for enforcement of procedures
8	Public Investment Management helps countries move up the value chain or to shift to more profitable sectors. It also leads to more opportunities to scale up production and employment and to participate in global value chains.	ZCTU to advocate for better coordination of investments across all government levels ZCTU to strengthen capacities of Affiliates and promote policies throughout the Investment cycle. ZCTU to ensure proper framework and conditions for Investments are in place ZCTU to promote transparency and openness as well as use of public procurement procedures

h. Group Commissions Outputs – Which informed Policy Positions

GROUP ONE: TRADE ISSUES

Chairperson : Douglas Chiradza ZCTU TG



Strategies

- Membership education – seminars, flyers, labour forums at ZCTU level, social media
- Advocate for an official process of receiving complaints from affected workers and communities
- Establish and ad hoc committee focused on trade (identify focal persons in affiliates to meet regularly for updates on trade & investments issues)
- Constant monitoring of trends in trade at local and beyond
- Capacity building – evidence based advocacy (research)
- Collaborate with trade experts and organisations dealing with trade

- Establish networks with civil society, regional and global players.

Way forward

- Set agenda at TNF level and participate on all committees on trade
- Lobby parliamentarians on trade, Investments and Industrialisations and advocate for a clear focus on trade issues which is inclusive
- Recommend for adoption by the GC
- Recommend the drafting of a communiqué on trade to be sent to the President of Zimbabwe, the minister of Foreign Affairs trade and Investment, Finance and Labour
- Interrogate aid and investments committed in in comparison to the status of workers formal and informal, rural and urban
- The TNF to have a Monitoring and Enforcement of Trade Agreements Department receive and review submissions made under labour chapters of trade agreements.
- Our migrant workers should optimistically be engraved in the process of a broad transformation process within the NDS because they contribute to the improvement of lives as well as the Gross National Income. The governance structure will need to be reviewed for its ability to check on brain drain, dependency and pressure on the public infract
- Advocate for harmonisation of labour laws

GROUP TWO: INVESTMENTS ENVIRONMENT

Chairperson: Joseph Tanyanyiwa Gen Sec & Chair Person Industry All



Restoration

of country image through:

- 1 Advocate for reduction of Country risk factors practically dealing with trust confidence and perception through implementation of Kadoma declaration.
- 2 Advocate for an Industrial policy whose key drivers for growth are people and decent work and employment creation,
- 3 The infrastructure for industry development: accessible roads, energy, health sector, water and sanitation. There is need for sustainable campaign for smart cities, sustainable local economies and people centred development.
- 4 Digitalisation inclusiveness: upgrading of skills planning, orientation and mind-set of people,
- 5 Trade Unions must be consulted on the text of the trade agreements and Memorandum of Understandings.
- 6 Formalisation: respect of human rights, dignity, rule of law and ensuring that the country's participation in trade and commitments do not continue to marginalise workers and working poor
- 7 Review of the current industrial policy and engaging a team of researchers to come up with an alternative inclusive and transformative policy which is aligned to the AfCFTA
- 8 Use the corporate governance manual to create a training and orientation manual for Trade Union leaders to appreciate their role in oversight of trade, investments and industrialisation.
- 9 To call on ILO and other partners to assist in establishing a help desk for affiliates with technical back up support in interpretation of trade agreements and their implications

GROUP THREE: PROCUREMENT :

Chair Person Kuda Munengiwa ZCTU DSG



Challenges

- Forward pricing
- Corruption
- regulatory frameworks which impends efficient procurement of goods and services
- currency crisis
- policy inconsistency
- Carrying out public Investments assessments.

Trade Union issues with regards to procurement

- Industrialisation and job creation
- Transparency and accountability in procurement of goods and services so as reduce costs of goods and services
- Due diligence and legislation oversight
- Capacity building on Public Investment Management
- Acquiring skills to undertake public Investment assessment

Strategies

- It is necessary for labour to undertake an independent analysis of the industry in terms stages of development, versus the trade & Investment development needs
- Confirm whether the choices being made by government are inward or outward are in tandem with the expectation of not leaving anyone behind.
- Labour must advocate for public investment strategy which drives towards reducing vulnerabilities for both trade union institutions and workers
- capacity building in public procurement processes – for participation of weak & vulnerable
- Design investment vehicles and programmes and local partners and stake holders.
- Accelerate digital equity initiatives and remove neighbourhood blight and place enablers for MSMEs
- Reviewing performances of State-Owned Enterprises

- Trade unions to advocate for promulgation of a policy on procurement which provides for the advancement of the national objectives such as stabilization, job creation, addressing of structural social and economic issues as well as transformation, the empowerment of women, youth and people with disability.
- The procurement policies, regulations and guidelines should promote localisation and supporting local innovation and research, and gives preference to procurement from small and medium enterprises in Zimbabwe.

GROUP FOUR: INDUSTRIALISATION

Chairperson : Runesu Dzimiri DSG ZCTU



Industry development is closely linked to working conditions and the quality of life for workers and communities. Therefore, Trade Unions advocate for industrialisation as a means of closing the gaps on inequalities. For Zimbabwe the aspect of a national formalisation strategy should focus on ensuring that transformation of the precarious work happens with recognition of background structural inherited problems.

- Need to take stock of our current situation where we need to manufacture products and not buy from outside and repack

- Need to review the trade policy – labour must be involved in all policy formulation
- Information should be cascaded to the ordinary worker/ workers should be involved
- Economic situation is not good for the industrialisation
- Labour should be involved in trade agreements and policy formulation
- TNF Act should be amended to accommodate issues of debt and trade agreements
- The workers to scale up advocacy on recommendations are not being implemented
- TNF should not just for salaries and wages but should look out for the well-being of the workers. It must look at stabilisation, improving the country image
- Dollarization should be put in place through introduction of new financing models that accommodate workers and translate action plans into investment plans
- Fight corruption as it is affecting industrialisation – campaigns to fight corruption
- Capacity building in order to understand trade agreements and reducing the complexities for the all sectors and the ordinary persons
- Need for labour forums
- Encourage local manufacturing through introducing TNF fundable projects, enable long term partnership to build capital activities, identify key intervention points, engaging all social partners in co-designing and prioritising as well as implementing.

GROUP FIVE: PUBLISH WHAT YOU PAY

Chair : Valentine Chikosi 1st VP



Publish What You Pay is a world-wide campaign for an open and accountable extractive industry. It has 51 national coalitions working to ensure that revenues from oil, gas, Ivory and mining are used to drive development. Labour is basically interested in joining up with them to advocate for open and transparent trade that is inclusive. ZCTU would like to compel the government to regulate natural resource extraction in an open and accountable way. All investors to operate within effective governance framework and for Labour and other social partners to have access to materials for

verification and validation.

Current situation:

- There is little engagement with workers on worker issues
- There is no beneficiation to talk about
- Deals that have been done already.
- Chinese abusive
- Workers not being paid
- Chemicals are affected the communities in mining sectors

What we want

- Published of the mining bills
- Lists all the mines in Zimbabwe
- Ownership of the mines must be known
- Review of all the deals by the TNF
- Treat every mining company as a public entity
- Human capital investment
- Publish what they are mining
- Conference of all mining companies that are controlled externally like Anglo America and ensure that standards are all the same across countries
- Resource protection and protection of the communities
- Quality of work – decent agenda – people are ill-treated – they are recruited by the chiefs – anf the chiefs get a reward
- CBA should have social responsibilities
- lobby Parliament to include in the Minerals Act issues of social responsibilities
- There is need a link of the Labour Act and the Minerals Act. It looks like the Minerals act supersedes every act
- Need for Mining sector investment policy
- Membership drive

- Capacity building with social partners
- Community leadership to know what they will be benefiting from mines
- Extraction data not available and should be made available
- The amount they are paying in royalties
- Multinationals should publish their portfolios from southern Africa
- Diamond accountability
- Formalisation of the informal

Closing remarks by ZCTU 1st Vice President Valentine Chikosi



ZCTU 1st Vice President Valentine Chikosi

Closing Remarks & Way Forward

Recognising that trade, investments and industrialisation can deliver **benefits for workers and all citizens**.

Appreciating that trade, investment and industrialisation credited with **driving economic growth and development** and helping to **improve social conditions**.

Noting that there is strong evidence that the opening of economies has been accompanied by **rising inequalities** within Zimbabwe and between sectors and provinces as trade, investments and industrialisation has remained centralised and their benefits are at best very **unevenly distributed**.

Further noting that Labour standards were excluded from the WTO agenda shortly after its inception and that even within the AfCFTA there are no chapter on Labour neither is there a labour or worker participation

Recalling that the ILO developed its 1998 Declaration into the Decent Work Agenda, setting out four elements of its approach to globalisation: **employment creation** (to be given a central position in economic and social policies), **rights at work**, **social protection** and **promoting social dialogue**. Further recalling that the subsequent Declaration on Social Justice for a Fair Globalization of 2008 reiterated the key elements, promising that countries would be monitored and evaluated on how far they adopted these principles, and enabling them to seek advice on how to improve their practices

Noting that Decent Work was recognised in UN resolutions and incorporated into number 8 of that organisation's 17 Sustainable Development Goals, approved by all 193 Member States in September 2015 and intended to **'define the world we want – applying to all nations and leaving no one behind'**.

Appreciating the role of Global Union Federations who have deemed it fit to empower the labour in Zimbabwe and the collaboration among Trade Unions and social partners in Zimbabwe

Appreciating the role of foreign aid and encouraging analysis of its impact on the SDGs and NDSI

The ZCTU therefore states that economic growth is necessary but not sufficient in addressing poverty in Zimbabwe or a middle-income economy and hereby commit to learn, understand and engage on the trade, investment and industrialization issues as guided by the recommendations from the group commissions.

ZCTU continue to advocate for inclusion of social clauses in trade agreements and MOUs which provides for protection of jobs, worker's rights and women's rights and that jobs created are decent with social protection in all the trade agreements.

ZCTU to continue on a path to advocate for due diligence and accountability drive on business and investment operations and so ensure that ILS fundamentals are adhered to

ZCTU will continue demand transparency and openness in trade and thus thrive towards getting rid of illicit financial flows. The criss -crossing of billions of dollars between countries puts the international investments laws into crisis and brings to question how much the system is committed to scaling up the welfare of workers and the working poor.

ZCTU will advocate for all public investments to be linked to national development priorities and that they be guided by a value proposition which has the input of social partners with adequate risk assessment, gender sensitivity and be used to bridge the financial divide.

ZCTU will continue to advocate for cooperation of all concerned institutions to expose corruption and ensure that in public procurement there is no bid rigging, bid rotation and bid suppression and will expose all harm caused by cartels.

ZCTU stands by that the AfCFTA lacks a well-designed chapter in its free trade agreement that pertains to labour.

ZCTU will thus on behalf of the workers in Zimbabwe approach the government to encourage the FTA be redirected in its domestication to provide for transparency and democratic accountability as we seek to correct likely erroneous arbitral decisions.

ZCTU further recommends that the AfCFTA and other trade agreements in Zimbabwe context needs to be cleaned out of any vague statements. for investments protection with an elaborate system of dispute settlement thereby tackling the crisis of distributive justice in Zimbabwe.

ZCTU will further advocate for ratification of all relevant protocols and Conventions as these are indicative of the government's seriousness in committing and will also will provide a benchmark for investors and development practitioners and ensure sustainability.

The ZCTU 1st Vice President Valentine Chikosi then officially closed the workshop after appreciating the presenters and said that its now up to us as trade unions to take up the issues of trade head on. He called on the staff to quickly mobilise resource for General Council to endorse this effort so as to empower the leadership as it engages. He said there was need to be vigilant and to be technically equipped as we steer the ship and guide workers on the issues of trade. He appreciated all the partners who made the workshop possible.

Narrative report is signed and dated by a person duly authorized to do soon behalf of the Grantee.

Japhet Moyo
Secretary General

Annex D – Certification form – minimum requirements

Instructions to user: The intention of the Certification is to confirm that the Grant has been fully expended and, in so doing, in accordance with the Grant Activity budget. It should present the ILO's financial contribution and indicate that the ILO Terms and Conditions applicable to Grants have been implemented along with any other specific conditions(see paragraph 1.1.3. of the Grant Agreement).

1. Grant Agreement Purchase Order (PO) Number;**40422914**
2. Grant Period (see paragraph 2.7. of the Grant Agreement);**3 May 2023 to 6 May 2023**
3. Date of Certification submission(no later than one (1) month after the end of the Grant Period); **02 June 2023**
4. Grant: currency and amount(see paragraph 2.2. of the Grant Agreement); **USD 2 000.00 (Two thousand united states dollars only)**
5. Detailed description (Financial report), indicating if the Grant has been fully expended in accordance with the Grant Activity Budget (**Annex B**);

NO//	KEY DELIVERABLES	AMOUNT/CURRENCY
1	Dinner	US\$ 690.00
2	Transport	US\$ 745.00
3	Communication	US\$ 40.00
4	Fuels	US\$ 90.00
5	Taxis	US\$ 50.00
6	Accommodation & Conference	US\$ 325.00
7	Bank Charges	US\$ 60.00
	TOTAL EXPENSES	US\$ 2 000.00

6. If the Grantee and its Personnel assigned to implement the Grant Activity, have respected the Terms and Conditions applicable to ILO Grants and any donor specific Terms and Conditions;
7. Ifthe Grantee or its Personnel assigned to implement the Grant Activity have engaged in,disclosed or reported, incidents or suspicions of:
 - a. Proscribed Practices (see paragraph 10.3.1.of the Terms and Conditions applicable to ILO Grants);
 - b. Prohibited Conducted (see paragraph 10.3.2.of the Terms and Conditions applicable to ILO Grants);

- c. Conflict of interest (see paragraph **10.4.**of the Terms and Conditions applicable to ILO Grants);
 - d. Terrorism funding (see paragraph **10.6.**of the Terms and Conditions applicable to ILO Grants).
8. Ifthe Grantee has become the subject of any sanctions ¹or has been otherwise identified as ineligible by any government, supranational organization (e.g., European Union), another entity of the United Nations System or multilateral development finance institution, as set forth in paragraph **10.5.2.** of the Terms and Conditions applicable to ILO Grants.
9. Certification is signed and dated by a person duly authorized to do so on behalf of the Grantee.

Japhet Moyo
Secretary General

¹ See, in particular the United Nations Security Council Consolidated List, available at <https://www.un.org/securitycouncil/content/un-sc-consolidated-list>.