

**Decent Work Country Programme
of the Republic of Kazakhstan, 2010-2012**

Introduction

This Decent Work Country Programme (DWCP) has been designed together with tripartite constituents in the Republic of Kazakhstan to continue joint efforts to promote the principles of Decent Work in Kazakhstan, aiming at sustainable socio-economic development and improvement of living standards of men and women.

The Programme is guided by the United Nations (UN) Millennium Development Goals, United Nations Development Assistance Framework (UNDAF)¹ and International Labour Organization's (ILO) Global Jobs Pact, and is based on the national development goals as enshrined in the Development Strategy of Kazakhstan till 2030, medium and long-term development strategies of the Government, such as the Concept of Transition of Kazakhstan to Sustainable Development till 2024 and other relevant documents, such as the 2010-2014 Strategic Plan of the Ministry of Labour and Social Protection of Kazakhstan.

The national development agenda of Kazakhstan is aimed at achieving two goals: to become a full member of the global economy through the adoption of international standards for its productive, financial and public sectors and to diversify the economy. Based on that, the following national priorities have been identified by the Government: (i) increasing public sector effectiveness, (ii) promoting competitiveness, (iii) building the foundation for future competitiveness by investing in human capital and basic infrastructure and (iv) ensuring that future growth will not harm the environment and past liabilities are mitigated.

The DWCP will strongly contribute to these development objectives and national priorities. The DWCP priorities have been identified by the tripartite constituents of Kazakhstan in the process of technical consultations with the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia (DWT/CO Moscow) and were articulated at the sub-regional conference² on setting up Decent Work priorities, as well as the results of review of the previous DWCP for 2007-2009, conducted by tripartite constituents and ILO Headquarters and DWT/CO specialists.

Alongside with country priorities, the Programme presents the key outcomes, major procedural steps and brief strategies for implementing the established outcomes. The whole DWCP document is formulated by the government and social partners, during the substantial consultation process with the ILO DWT/CO Moscow. On the basis of the Programme, the ILO tripartite constituents in Kazakhstan and the ILO DWT/CO will develop the DWCP Implementation, Monitoring and Evaluation Plan for 2010-2012 to plan, monitor and assess the progress towards achieving national decent work priorities and outcomes set in this DWCP.

The Programme purports to ensure closer cooperation between the ILO and tripartite constituents and further development of the ILO interventions in the country with the purpose of achieving positive outcomes and further impact.

I. Current Situation of the Social and Labour Sector in Kazakhstan and Implementation Prospects of the Decent Work Country Programme

In 2008-2009, the development of the socio-economic sector in Kazakhstan was negatively affected by the world financial and economic crisis.

¹ The DWCP will especially contribute to two UNDAF Outcomes: on Social and Economic Well-being for All and on Effective Governance.

² Sub-regional tripartite conference on Decent Work Priorities and Anti-crisis Response, Baku, 10-11 December 2009.

As part of implementation of the anti-crisis programme, Regional Employment and Retraining Strategy (Road Map) and Action Plan for Improvement of Public Employment in Kazakhstan in 2008-2010, and within it assistance in active search and selection of vacant jobs, provision of training, retraining and improvement of skills of unemployed persons and other target groups, organization of public works, social jobs, vacancy fairs and study tours for young people etc. were used to promote **productive employment**.

Employment remains the most effective way to reduce poverty and improve living standards and therefore it is important to promote good quality employment through effective employment policy. The focus of reform in the area of employment will be on promoting sustainable social and economic development of Kazakhstan and using the ILO Global Jobs Pact as a guidance for national employment policy.

The Road Map was adopted to identify a set of measures to support employment by creating additional jobs, staff training and retraining, encouraging business activities, and creating an enabling environment for sustainable post-crisis development. The employment road map was introduced in the regions to reflect forecasted redundancies and determine a need in new jobs.

A total of Tenge³ 168.8 billion of public funds were earmarked to promote employment and retraining at the regional level. The staff training and retraining programme will cover almost 67 thousand people. There is an ongoing monitoring of the situation in the labour market, especially in sectoral and regional risk zones, system-formative enterprises and mono-industrial towns. Measures to be taken will directly affect public employment, preservation and growth of real income, and social protection. In the course of the Road Map implementation, domestic enterprises and, primarily, those included into the Stabilization Plan for the construction and construction materials sector will be provided with orders as a result of priority use of domestically produced goods and services. As a result of development of export-oriented sectors in micro-regions, it is expected to create nearly 500 thousand jobs, with the additional GDP growth of 8%.

During the last five years, more than 200,000 jobs have been created annually, of which more than half in rural areas. Of almost 583,000 job seekers having applied to the public employment agencies in 2009, public employment agencies effectively employed 81.6%, with 65,000 individuals referred to vocational training and retraining.

Since 2005, with an aim to provide social security to the unemployed, a mandatory social insurance has been introduced, which include unemployment benefits and provision of a targeted social support.

As a result of these measures, the employed population grew to 7.9 million in 2009 (in 2008 –7.8 million), while the unemployment rate declined from 6.6% to 6.3% (according to the data of the IV quarter of 2009).

In 2009, a total of 30,000 foreign workers were (officially) employed at organisations and enterprises of the country. In order to protect the domestic labour market and interest of local workers, and minimize damage to employment and earnings of the country's inhabitants, the Government has decided to establish quotas for foreign workers' inflow and by monitoring compliance with it, pursues the policy of substituting foreign workers by Kazakh nationals.

Meanwhile, the situation in the country's formal labour market is complicated because of a number of reasons, of which the most critical are a low level of skills of the workforce and a high share of low productive employment (high proportion of employment in labour-intensive sectors). The number of self-employed (including more than one million of those employed in subsistence farming) is considerable and informal employment is also large. Unemployment still remains significant. The rate of women's unemployment is 6,9%, which is 1,2 percentage points higher than men's.

Labour shortages are forecasted for 2012-2020 as a legacy of unfavourable demographic developments in the 1990s. As estimated by experts, a total of 1.2 million of foreign workforce will be needed by 2015⁴. A considerable extent of irregular **labour migration** to Kazakhstan is to be attributed

³ 1 USD is equivalent to 148,50 Tenge (as of January 2010).

⁴ Quote of the Statistics Agency of the Republic of Kazakhstan, 11 November 2008.

to long green borders, visa-free access of people from neighbouring countries where the level of income is several times below that of Kazakhstan's population, as well as informal labour market opportunities.

Over 2009, the Ministry of Labour and Social Protection of Kazakhstan in consultation with the social partners and with the assistance of ILO and other international organizations and social partners prepared a draft new Law on Migration, held international conferences and consultations, developed and adopted recommendations to more effectively govern the flows of migrant workers. These activities and, specifically, efforts to implement adopted recommendations will continue in the forthcoming period.

Stable employment and fulfillment of employers' responsibility to pay **remuneration of work** are still the main conditions of growth of income of men and women in Kazakhstan.

In 1998-2009, the minimum wage grew 5.7 times to Tenge 13,470 in 2009 and as of July 1, 2009 this indicator has reached Tenge 13,717 (around 95 USD). The average monthly nominal wage of a worker grew more than 6.3 times to Tenge 65,802. Remuneration of public sector workers is improving, with public sector wages having grown 2.6 times since the start of the reform in 2002. In October 2009, as reported by the Statistics Agency, the average nominal per capital monetary income was Tenge 34,794 which is 9.2% higher than in October 2008, with real monetary income growing 3.2% over the same period.

The Labour Code of Kazakhstan, adopted in May 2007, is aimed at improving labour regulation in the country to further develop democratic, legal and social mechanisms for public consensus, economic development and legal support to decent work. The Labour Code also provides guarantees of labour rights, social protection and decent working conditions of workers and contributes to improving labour productivity in and competitiveness of enterprises.

A new model of legal regulation of labour relations will contribute to the creation of a balance of interests of workers, employers and government. The experience of countries which managed to establish and ensure efficient operation of social partnership institutions shows that a dialogue and cooperation among workers, employers and government are beneficial to all parties to this dialogue, and provide an opportunity to arrive at mutually acceptable solutions and guarantee social stability on a contractual basis.

Regulation of labour relations and protection of labour rights of individuals will assume measures to further develop social dialogue and enhance public control for compliance with the labour law, including a procedure for applications, complaints and other referrals by persons to address specific issues related to respect of their labour rights.

A considerable focus is given to the improvement of **working conditions** and introduction of international **safety and health** standards at enterprises.

In 2009, a total of 2102 work-related accidents were reported which is 15% less than in the previous year (including 346 deaths compared to 404 in 2008).

Control of compliance with the labour law is implemented. As of January 1, 2010, a total of 100.6 thousand violations of the labour and social law were identified by labour inspectors in the course of 22.1 thousand reviews. The share of enterprises covered by the reviews was 9.0% of those in operation (245583). Following the identified violations, labour inspectors imposed on legal entities and officers of organisations in fault a total of 10.7 thousand fines worth Tenge 310.5 million.

With the purpose of improving labour administration and efficiency of public control, the Ministry proposed new approaches aimed at reducing the administrative burden on employers. A risk assessment system was developed which starting from 2010 will provide the main criteria to determine the periods of inspection of private entities.

The Ministry will continue efforts to exercise control and enforce compliance with the occupational safety and health (OSH) regulations.

The Eurasian Standards Council (EASC), a regional association of national standards bodies of the CIS countries, has adopted inter-state standard GOST 12.0.230-2007 "Management System for Occupational Safety and Health. General Requirements". Kazakhstan voted in favour of its adoption.

This standard is identical to ILO-OSH 2001 Guidelines on occupational safety and health management systems.

As stated in sub-paragraph 11, Article 306 of the Labour Code of Kazakhstan, public OSH policies are aimed at promoting both domestic and international best practices to improve occupational safety and health at work. Pursuant to paragraph 1, Article 317 of the Labour Code of Kazakhstan, employers are directly responsible to ensure OSH in their organization. Application of the relevant OSH management system will contribute to compliance with this obligation. The standard is therefore a practical tool to assist organizations and competent bodies in the continuous improvement of their OSH work.

The Ministry of Labour and Social Protection is specifically focused to introduce inter-state GOST 12.0.230-2007 at enterprises and organizations. Efforts are taken to harmonize the OSH management system with international standards. It is necessary to take additional steps to improve the quality and efficiency of work of OSH specialists including government labour inspectors and trade union inspectors, further improve their training system, and introduce a systematic approach to OSH at small businesses. A special focus will also be given to elimination of the worst forms of child labour, addressing the issues related to HIV/AIDS at work and migrant labour.

In accordance with the Social Protection Concept (2001) and the 2005-2007 Programme for Development of Social Reforms, a multi-pillar **pension system**⁵ was introduced in 2005. The pension reform which started in 1997 by adoption of the Concept for the Pension System Reform in Kazakhstan, is vitally important for the process of transformation of the **social security system**. The main purpose of the reform was to build a financially sustainable and fair system which would take into account economic performance and establish a relationship between the worker's employment record and pensions via a personalized record-keeping of pension contributions.

Introduction of a three-pillar structure of social security affected not only the pension system but also the system of social protection from social risks. Currently, the country's social protection system is comprised of:

- state-guaranteed basic social payments
- mandatory social insurance
- voluntary (private) contribution-based scheme to extend the coverage to the individuals designated by the contributor.

In the event of disability or a loss of a breadwinner, the basis social payments include a public disability pension and a survivor's pension payable to relevant categories of individuals irrespective of their employment record and earnings.

Mandatory social insurance is the second pillar of social protection aimed at creating a system of supplementary protection for formal sector workers in the event of social risks.

Under the law, mandatory social insurance covers five social risks (*disability, loss of a breadwinner, loss of employment, loss of income because of pregnancy and childbirth (adoption), and loss of income as a result of child care until the child is one year old*).

The main purpose of introducing a system of mandatory social insurance is to provide compensation of a part of income lost as a result of social risks.

The Government, trade unions and associations of employers are the parties to **social partnership**. Under the Labour Code of Kazakhstan, they have equal powers and rights to establish

⁵ The first pillar is represented by the basic public pension. The second pillar includes (i) pay-as-you-go pensions, provided that before January 1, 1998 the worker had a relevant employment record required for entitlement to a pension, and (ii) pensions payable from pension funds on a funded basis (through mandatory pension contributions). The third (supplementary) pillar – voluntary (voluntary occupational) pensions financed by contributors of the mixed and funded pension systems. Since January 1, 2009 pensions were increased by 25% on average, with income to be taken into account for calculation of pensions also increasing from the monthly multiple of 25 to 28.

social and labour relations and a constructive dialogue. Meanwhile, each party will pursue goals and objectives of its own in the process of **social dialogue**.

At the national level of social partnership, the Government is represented by the Ministry of Labour and Social Protection. The Ministry is involved in development and improvement of the regulatory framework of social dialogue, performs all relevant organizational and technical functions, and monitors the social dialogue process nationally. Moreover, in addressing problems of social partnership, the Government is called upon to assist in finding consensus between the parties and make sure that the process of negotiations is based upon provisions of the law.

Nationally, the interest of employers is represented by national employers' associations. A number of these operate at the national level: the Confederation of Employers of Kazakhstan, Eurasian Industrial Association, the Union of Producers and Exporters of Kazakhstan and the National Union of Entrepreneurs and Employers (Atameken).

There are three trade union organizations representing workers: the Trade Union Federation of Kazakhstan, the Labour Confederation of Kazakhstan and the Confederation of Free Trade Unions of Kazakhstan.

On December 12, 2008 the General Agreement for the period of 2009-2011 was signed by the Government of Kazakhstan, trade union organizations and national employers' associations. This document establishes and approves undertakings and positions of the parties to the National Tripartite Commission – the Government, trade unions, and employers – for regulation of social and labour relations at the nationwide level.

The General Agreement for 2009-2011 reflects the full range of social and labour issues:

- development of the labour market and employment relations;
- improvement of public employment and quality of vocational training;
- development of social policies;
- social guarantees, occupational safety and health.

One of the gaps in social dialogue is its weakness at the sectoral level. This challenge faced by social partners needs to be addressed to strengthen institutional capacities of the employers' and workers' organizations, including at the sectoral level.

Corporate social responsibility, one of the main forms of social partnership, enjoyed widespread development in the country.

With the purpose of introducing the principles of the UN Global Compact with regard to social responsibility of businesses, social partnership, and efficient charitable practices by both international and domestic companies, prioritization of social projects, the two General Agreements for 2007-2008 and 2009-2011 included sections on corporate social responsibility, providing the basis for negotiations between social partners at the sectoral, regional and enterprise level.

In January of 2008, a national forum on corporate social responsibility was held in Zhezkazgan, with an Agreement signed between the Ministry of Labour and Social Protection and socially focused entities of Kazakhstan to promote the principles of the UN Global Compact in the area of social and labour relations.

In 2009, after the *Enter into a Collective Bargaining Agreement* campaign announced by the Head of State at the forum, the share of enterprises covered by collective bargaining reached 30.5% of the total enterprises in operation (12% in 2008).

The practice of Memoranda and Agreements on corporate social responsibility has become widespread in the country. Implementation of Memoranda will noticeably affect the development of regional social infrastructure and enable to take steps to preserve jobs and employment of workers at enterprises and organisations.

II. Country Programme Priorities

The following priority areas of cooperation are envisaged under the Programme:

1. Improved regulation of labour relations in conformity with international labour standards

The Republic of Kazakhstan has ratified 17 ILO Conventions, including 8 fundamental and the four other priority Conventions.

The fundamental principles and rights at work established in ILO norms and adopted in the national legislation will be further developed in a context of social and economic reforms. Special focus will be given to the revision and improvement of national legislation in the field of employment, labour migration and OSH in conformity with ILO Conventions.

2. Support to productive employment and social protection of men and women

Priority areas of cooperation will promote the principles of the ILO Global Jobs Pact in the following aspects:

- promotion and extension of employment through the improvement of labour market policies;
- targeted support to vulnerable groups of men and women seriously affected by the crisis, including young people;
- development of legislative and institutional mechanisms for the protection of migrant workers and their families;
- equal access to skills development, quality training and education;
- enhancement of social protection by improving the national social security systems;
- introduction and application of OSH management system to ensure safe working conditions including for migrant workers.

3. Development of tripartite cooperation and social dialogue.

In 2010-2012, cooperation between Kazakhstan and the International Labour Organisation will be focused on further development of social dialogue. The constituents will make special efforts to implement the principles of the ILO Global Jobs Pact based on meaningful social dialogue and collective bargaining between employers and workers as constructive processes to maximise the effect of anti-crisis measures and meet the needs of the real economy.

III. Country Programme outcomes, major steps and strategies

Priority 1: Improved regulation of labour relations in conformity with international labour standards

Outcome 1.1: National legislation is revised in conformity with ILO conventions on conditions of work, social protection, and gender equality.

Major steps:

- Initiation of the preparatory work on ratification of ILO Protection of Wages Convention No. 95, Social Security (Minimum Standards) Convention No. 102, Minimum Wage Fixing Convention No. 131 and Maternity Protection Convention No. 183.
- With a technical support of the ILO, assessment of the impact and feasibility of ratification of the ILO Migration for Employment Convention No. 97 and the Migrant Workers (Supplementary Provisions) Convention No. 143.
- Ratification of the ILO Asbestos Convention No. 162 and making relevant changes in the national legislation.
- Ratification of the ILO Promotional Framework for Occupational Safety and Health Convention No. 187 and making relevant changes in national legislation made.
- Ratification of the ILO Seafarers' Identity Documents Convention (Revised) No 185.

Strategy:

With the purpose of implementing the provisions of the General Agreement for 2009-2011, efforts will continue to draft documents on ratification of the above ILO Conventions. ILO will provide technical expertise to improve the labour law with a view to a more efficient application of ILO standards and principles, and conduct an in-depth review of conditions required for ratification of selected / prioritized ILO Conventions. In particular, the ILO will assist in conducting the impact assessment and feasibility of ratification of the Migration for Employment Convention No. 97 and the Migrant Workers (Supplementary Provisions) Convention No. 143. The ILO will also provide advisory support and assistance to implement the provisions of the ILO Convention No. 162 (Asbestos Convention), and other international standards on occupational safety and health such as the Convention No. 187, ILO-OSH 2001.

Outcome 1.2: Labour legislation is improved.

Major steps:

- Development of a draft law, based on broad tripartite consultations, to introduce amendments to the Labour Code taking into account comments of the ILO supervisory bodies on ratified Conventions.
- Improvement of national legislation in the field of employment and mandatory social insurance.
- Development of a new Employment Law on the basis of a new Employment Concept.
- A revised Law on Migration of Population is developed.

Strategy:

In accordance with the 2010-2014 Strategic Plan of the Ministry of Labour and Social Protection, it is envisaged to develop a draft law on introducing amendments to the Labour Code. The ILO will provide expert support to make the assessment of the proposed amendments and the draft law with reference to the relevant international labour standards – in particular the ratified Conventions – and comparative labour law and practice, as well as to enhance the capacity of tripartite constituents on drafting labour legislation texts.

Both the Labour Inspection Audit in 2004 and the Committee of Experts have made recommendations on the improvement of the effectiveness of the LI and the proper implementation of the ILO Conventions Nos. 81 and 129. The LI related legislation and practices will be brought in line with the requirements of the Conventions.

A new concept for labour market and employment regulation will be prepared in the context of development of a competitive national identity and globalization. This concept will provide a basis for drafting a new Employment Law designed primarily to preserve employment by implementing preventive economic measures. ILO will provide technical expertise in the development of a new Employment Law and assistance in reviewing international best practices as regards regulation of employment and labour migration.

Outcome 1.3: Occupational safety and health (OSH)-related legislation is improved and national OSH standards are developed in compliance with international standards.

Major steps:

- New terms and concepts on assessment and management of OSH-related risks are integrated into the Labour Code.
- Regulations on OSH are reviewed.
- Draft OSH standards “Enterprise OSH System Guidelines”, “Small Business OSH System Requirements and Guidelines”, “OSH Management at Organizations. Main Requirements for risk assessment and management” and “OSH Management at Organizations. Inspection (Audit) Procedure” are developed.

Strategy:

ILO is providing advice on the implementation mechanism of the newly adopted labour legislation on occupational safety and health. The audit of labour inspections organized by ILO will allow developing recommendations on improvement of the law.

Once a relevant request is made, ILO will continue to provide advice on regulations to be reviewed in order to reform the national OSH system in compliance with ILO Conventions Nos. 155 and 187 (and relevant Recommendations).

Priority 2: Support to productive employment and social protection of men and women

Outcome 2.1: Effective labour market policies are formulated and implemented.

Major steps:

- The Action Plan for 2008-2010 to improve the national employment system is implemented.
- A new concept for labour market and employment regulation in Kazakhstan is developed.

Strategy:

A new concept for labour market and employment regulation will be prepared with the aim to improve competitiveness of the national economy and address the challenges of globalization (also providing the basis for drafting a new Employment Law designed primarily to preserve employment by implementing preventive economic measures).

Outcome 2.2: Sustainable jobs are created through more inclusive skills training and entrepreneurship development.

Major steps:

- Modular skills training (MST) and “Know About Business” programme are introduced at vocational training institutions.
- Improved access is secured to business education and training, including through the institutionalization of the ILO “Start and Improve Your Business” programme in the framework of National Employment Programme.
- A mandatory nationwide standard on supplementary vocational training of workers in occupational safety and health is approved.

Strategy:

The constituents will conduct a pilot survey on the structure and situation of self-employed population (example of Almaty and Enbekshikazakh Area of Almaty Region). The ILO will assist in providing international experience with different forms of self-employment and to review international best practices with regard to public support to self-employed persons, including their move to wage employment.

ILO will provide expertise and advice to improve the mechanisms for provision of micro-credits to target groups including women and young.

The ILO will offer a new approach aimed at achieving a set of diversified tasks on enhancing access to entrepreneurial and skills training opportunities with strong focus on young people and gender mainstreaming. The ILO will provide support in knowledge development and introduction of Virtual Resource Platform⁶ as a tool for communicating ILO issues, training, research and policy advise in self-sustainable manner.

⁶ Virtual Resource Platform and E-campus on Skills and Entrepreneurial Training were developed in close cooperation with the International Training Center in Turin and both are new initiatives for employment activities of the ILO in the countries of the sub-region.

ILO will also provide support to regional public awareness campaigns on business skills and practices for women and young people by holding workshops, trainings, round table discussions.

Outcome 2.3: National social security system is improved.

Major steps:

- Amendments to the pension law are made to achieve the increase of basic pension benefits and higher replacement rate in compliance with C. 102.
- The methodology to determine subsistence minimum level is revised.

Strategy:

Efforts to improve national social security systems will further continue in order to guarantee minimum standard of living for people under the financial and economic crisis. ILO will provide technical expertise and advisory supports on social security to Kazakhstan for compliance with the ILO Conventions No. 102 (Social Security (Minimum Standards) Convention) and No.131 (Minimum Wage Fixing Convention).

In the area of pension, adequate benefit levels for guaranteeing decent living standards will be analyzed. ILO will provide technical assistance on legal review of the Kazakh pension system in order to improve existing pension law. ILO will also provide technical assistance on improving the methodology of determining subsistence minimum through social dialogue.

Outcome 2.4: OSH management system is introduced and applied in specific high-risk sectors to ensure safe working conditions, including to migrant workers

Major steps:

- OSH management system complying with the Interstate standard GOST 12.0.230-2007 "Occupational Safety and Health Management System. General Requirements" (ILO-OSH 2001) is introduced at enterprises.
- OSH syllabus is developed and introduced by the National Occupational Safety and Health Institute as part of the systemic approach to improvement of training standards.
- Advisory Board is set up under the National Occupational Safety and Health Institute to consider and introduce findings of research to practical work of enterprises.
- Annual training of labour inspectors and social partners regarding a methodology to introduce the inter-state GOST 12.0.230-2007 "Occupational Safety and Health Management System. General Requirements" is organized.
- Multiplication of the WIND programme.
- Integration of HIV/AIDS workplace issues into the OSH management system.

Strategy:

As part of the efforts to improve the function of internal OSH control as defined in the Labour Code, enterprises will be required to set up an OSH management system and establish an OSH committee. ILO will provide advice on how to perform these functions. The functions of public control over working conditions will be gradually delegated to representatives of workers who will maintain a dialogue with employers as part of the social partnership system applicable at OSH committees at enterprises. ILO will provide advice to the National OSH Institute to promote training of workers' OSH representatives to perform these new functions.

Social partners will make a required contribution to ensure compliance of new jobs with OSH and social protection standards.

ILO, jointly with the National OSH Institute, will provide advice to interested parties in achieving consensus on implementation and improvement of the OSH management system to ensure decent work and safe working conditions. This will comprise training of social partners, development

of guidelines, and implementation of Interstate standard GOST 12.0.230-2007 identical to the ILO-OSH 2001 at specific enterprises on the basis of experience gained by the ILO elsewhere in the world. The best practices of specific enterprises will be implemented in other economic sectors.

The WIND pilot programme in Southern Kazakhstan, focused on migrant workers, will be expanded to the rural population in new regions.

The ILO will provide consultations and expertise on integrating HIV/AIDS workplace issues into the OSH management system in the republic.

Outcome 2.5: Specific legislation and effective mechanisms for the protection of migrant workers and their families are further developed

Major steps:

- Specific provisions on the protection of migrant workers' rights are included in the national legislation.
- Specific measures aimed at protecting migrant workers are developed as a part of national policies and programmes and implemented by the government and social partners.
- Bi-lateral and multi-lateral agreements on labour migration with other countries are developed.

Strategy:

ILO will continue to provide practical support for the capacity building of government agencies and social partners related to the development, implementation, and monitoring of labour migration policies and programmes.

ILO will continue to provide support for the analysis of the national legislation in parts relating to the provision of core principles and rights in the sphere of labour, the principle of non-discrimination and equal treatment including social security. ILO will take steps to encourage regional coordination and governance of migration channels in order to reduce the flow of non-regulated migrant labour.

ILO will provide support for the analysis of the national statistics and data collection system on labour migration, and for its harmonization on the basis of the use of international indicators in labour migration statistics. ILO will encourage more active regional exchange and application of statistics and collection of statistical data for policy making purposes, which will allow integrating these data into a global International Migration Database in order to streamline cooperation of Central Asian countries with other countries of origin, transit and destination of migrants.

Priority 3: Development of tripartite cooperation and social dialogue

Outcome 3.1: The efficiency and impact of social dialogue at all levels and the role and status of tripartite bodies are enhanced

Major steps:

- Full effect is given to the ratified Conventions relevant to voluntary collective bargaining (Nos. 87, 98 and 135).
- Strengthening social dialogue at the sectoral level and implementation of signed agreements.
- Training of employers' and workers' organizations, including at the sectoral level, to strengthen their institutional capacities.
- Strengthening the role and capacity of tripartite commissions to enable them also to play a role in crisis recovery and implementation of the Global Jobs Pact.
- Extending the coverage of agreements between employers and workers at all levels.
- Development of capacities of tripartite constituents in the creation and application of mechanisms, regulating the work on HIV/AIDS prevention at the workplace.

Strategy:

Social partners will continue their efforts to implement effectively the ILO Conventions Nos. 87, 98, 135 and 144. In particular, obstacles identified by the Committee of Experts to the full exercise of freedom of association and the right to collective bargaining will be removed. ILO will provide expertise on settlement of labour disputes and organize relevant training (independently or jointly with social partners).

Further efforts will be taken as part of the 2009-2011 General Agreement to apply the mechanism of ensuring coverage of employers and workers by collective agreements of all levels.

ILO will provide support to social partners in further institutional strengthening of the employers' and workers' organizations and their capacity building, including the sectoral employer's associations and trade union structures, as well as in the review of the international best practices on social dialogue at the sectoral level.

Efforts of the social partners to involve the foreign companies operating in the country into the collective bargaining process and in the activities of the tripartite commissions will be supported.

Technical support will be provided to hold conferences, workshops, trainings, round table discussions on social dialogue with participation of representatives of the tripartite and bipartite commissions at all levels, with purpose of strengthening their capacity and enhancing their role in the social dialogue process, in particular in times of post-crisis recovery.

The ILO will provide support to tripartite constituents in studying the international experience in the field of HIV/AIDS in the world of work and increasing capacities of social partners' organisations to develop and implement policies and practical measures to address HIV/AIDS prevention at the workplace, as part of the 2009-2011 General Agreement. In close cooperation with the ILO, the tripartite constituents will develop and put in practice mechanisms regulating interventions to prevent HIV/AIDS at the workplace in line with the Tripartite General Agreement 2009-2011, using the «ILO Code of Practice on HIV/AIDS and the World of Work».

Outcome 3.2: Corporate social responsibility is promoted by constituents**Major steps:**

- Raising awareness of constituents on the different aspects of CSR.
- Improving the constituents' capacity to promote the core principles and provisions of the ILO MNC Declaration.

Strategy:

The social partners will implement the National Tripartite General Agreement (2009-2011) between the Government of Kazakhstan and the national employers' and workers' organizations, which contains provisions of the relevant ILO Conventions and the principles of the UN Global Compact.

Assistance will be provided to strengthen capacity of tripartite partners to promote the core principles and provisions of the ILO MNC Declaration, practices that respect ILS and principles stemming from them in the operations of the MNEs, including through the public awareness campaigns at selected enterprises.

Outcome 3.3: Social partnership is further strengthened for elimination of the worst forms of child labour**Major steps:**

- Accountability of the National Coordination Council on the Elimination of the Worst Forms of Child Labour to effectively implement the National Plan of Action.
- The National Plan of Action on the Worst Forms of Child Labour to support implementation of the ILO C182 in the Republic of Kazakhstan, 2009-2011 is implemented by the social partners.
- Strategies to fight child labour are incorporated into the national policy development frameworks as well as in the regional tripartite agreements.

Strategy:

ILO will provide further capacity building to tripartite partners with regard to the National Plan of Action on the Worst Forms of Child Labour to support implementation of the ILO Convention No. 182 in the Republic of Kazakhstan, 2009-2011;

ILO will provide technical assistance on mainstreaming the strategies to combat child labour into the national and regional policy development frameworks; on the harmonization of the national legislation with the international labour standards.

The constituents will continue the work on implementation of the ILO Convention No. 182 and on the joint action plan on eliminating the worst forms of child labour.

IV. Implementation, Monitoring and Evaluation Mechanism

In the Decent Work Country Programme (DWCP), the ILO together with the tripartite constituents in Kazakhstan have identified key country priorities, formulated expected outcomes and major steps to achieve them and agreed on a strategy with a wide range of targeted interventions. These outcomes and interventions can be reviewed and adapted to a new situation. The parties will maintain close contacts and advise each other of new forms of cooperation which could benefit all participants of the DWCP.

The DWCP will be implemented jointly by the tripartite constituents and the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia (DWT/CO in Moscow), in close cooperation with the ILO Regional Office for Europe and technical departments of the ILO headquarters in Geneva. In the process of DWCP implementation, the collaboration with the ILO International Training Center in Turin will continue aiming at further complementarity of technical and financial resources. The ILO will also strengthen strategic partnerships with other international agencies and donor community operating in Kazakhstan and undertake the necessary fund-raising to support implementation of the relevant DWCP outcomes.

The ILO National Coordinator in Kazakhstan will ensure the overall coordination and better coherence of national and international efforts directed to DWCP implementation. The goals of the DWCP will also be achieved through the implementation of technical cooperation projects, provision of advisory and information services, organization of workshops for capacity building of national partners. The ILO will provide technical assistance to the tripartite constituents in order for them to achieve the DWCP outcomes, in collaboration with other partners, research institutions and independent experts.

The progress of the DWCP in Kazakhstan for 2010-2012 will be reviewed and discussed by the constituents and the ILO on a regular basis through active dialogue, facilitated by the National Coordinator.

The parties recognize the importance of support from the ILO DWT/CO in Moscow for effective achievement of country outcomes and implementation of the Programme. Once the Programme is endorsed, the parties will develop a relevant Implementation Plan and a Monitoring and Evaluation Plan with the DWT/CO. A Tripartite Advisory Committee, together with the ILO, will monitor the progress of implementation of the Programme on a regular basis (every 6 months) at the national and regional level, and coordinate the follow up on the assessment of results achieved by amending the DWCP Implementation Plan as necessary to take into account new developments and ensure a flexible approach to implementation of the Programme.

The parties recognize that access to information services and documents is important for successful transition of Kazakhstan to a market economy. On this basis, ILO will ensure a wider access of Kazakhstan to its publications and other ILO materials. In turn, the Government of Kazakhstan will provide statistical information and important relevant documents to the ILO.

The Decent Work Team and Country Office for Eastern Europe and Central Asia will continue to draft and publish materials and documents reflecting its activities. Publications will be available in English and Russian wherever possible.

The text of the Programme will be available in English, Kazakh and Russian on the websites of the ILO Decent Work Team and Country Office for Eastern Europe and Central Asia, ILO Regional Office for Europe and Central Asia, Ministry of Labour and Social Protection of Kazakhstan, and national associations of workers and employers.

On behalf of the Government of Kazakhstan:

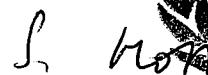
G. Abdykalikova,



Minister of Labour and Social Protection,
Republic of Kazakhstan

On behalf of the ILO:

S. Hoffmann,



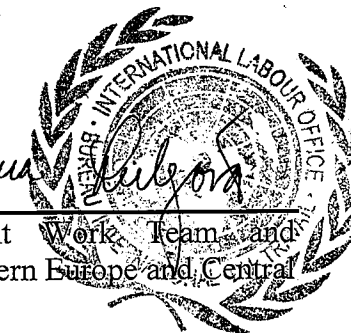
Regional Director, ILO Regional Office for
Europe and Central Asia



M. Lubyova,



Director, ILO Decent Work Team and
Country Office for Eastern Europe and Central
Asia



On behalf of workers, Republic of Kazakhstan:

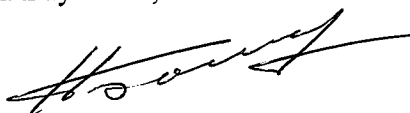
S. Mukashev,



Chairman, Trade Union Federation of
Kazakhstan

On behalf of employers, Republic of
Kazakhstan:

K. Baykenov,



President, Confederation of Employers of
Kazakhstan