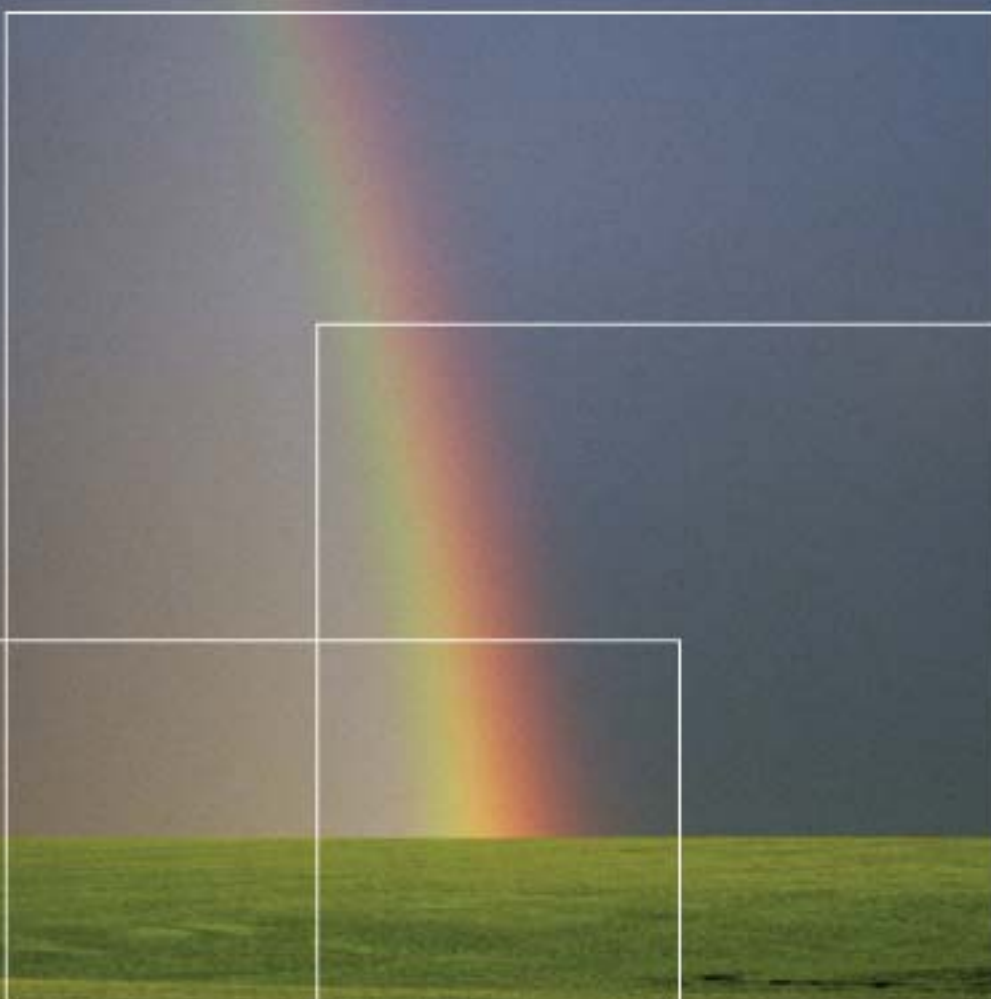




International  
Labour  
Office

**International Labour Office**  
**Decent Work Country Programme**

**Tajikistan**



DECENT  
WORK  
COUNTRY  
PROGRAMME



**Program of Cooperation  
between the Tripartite Constituents  
of the Republic of Tajikistan and the International Labour Organization  
on Decent Work  
for 2007 - 2009.**

**Contents:**

- 1. Introduction**
- 2. Social and Labour Situation**
- 3. Main Challenges for the Republic of Tajikistan in the Context of Decent Work Perspectives**
- 4. National Goals and Priorities**
- 5. Mid-term and Short-term Outcomes, Indicators and Summary Strategy**
- 6. Implementation Plan including Outcomes, Outputs and Resources**
- 7. Implementation and Management**
- 8. Monitoring and Evaluation Indicators**

## 1. Introduction

In 2000 Tajikistan joined 191 other countries in signing the UN Millennium Declaration, and undertook a series of measures that demonstrated the seriousness of its intentions to achieve the MDGs. The goals were adopted as the main aims of the PRS (2002–2006), which became [the basic strategic document of the Government of the Republic of Tajikistan](#).

To work out the necessary reforms in 2003, the Government [of the Republic of Tajikistan](#) and the UN Country Group prepared a joint report, «*Movement Towards the MDGs*», which looked at the possibilities of achieving each of the tasks of the PRS. By May 2005, with the participation of international organizations, country donors, and civil society, an evaluation of the requirements to carry out the PRS was prepared, which allowed the Government [of the Republic of Tajikistan](#) to formulate specific institutional reforms and evaluate the finance needs of each social sector.

In 2005, with the aim of raising the standard of living, the President [of the Republic of Tajikistan](#) initiated the formation of a long-term National Development Strategy (NDS) to 2015 and a medium-term Poverty Reduction Strategy for 2007–2009 (PRS 2007–2009).

Before preparation of the final version, discussion of the draft National Development Strategy took place in May 2006 in the framework of social hearings and regional meetings with local authorities and the media.

The National Development Strategy is a new, very different development strategy, one that takes into account the experience of working out and executing the earlier documents dealing with the realities and prospects of development of the country. The National Development Strategy sets out national goals, principles, priorities, approaches to financing, and basic direction of actions to 2015.

Thus the National Development Strategy is the principal long-term strategic document of Republic of Tajikistan. It will form the basis for the creation and prioritization of all current and prospective state, departmental and regional plans, strategies and programs, as well as for the activity of all organs of state administration.

The Government [of the Republic of Tajikistan](#) has given high priority to including Decent Work principles in the development of the NDS and other documents setting the outline for the mid- and long-term socio-economical development of the society.

It should be noted that the International Labour Organization (ILO) has pursued [its](#) objective of promoting the principle of social equality through political consultations, studies and setting forth of initiatives within the frame of its four main strategic goals: putting into practice the fundamental rights in the sphere of labor, enhancing employment and earnings potential, streamlining the social safety nets and strengthening social dialogue. In 1999, the International Labour Organization launched the process of integrating these four areas of activities into a single system, with the decent work concept being the core thereof as a tool of reducing poverty and facilitating social integration into the global economy.

Therefore, the term "Decent Work" refers to the opportunities of obtaining employment, which should be productive, safe and secure, yield decent remuneration; ensure social protection of the family, provide possibilities for personal development and social integration, free expression of interests, self-organization and involvement in decision making; and ensure equal opportunities and treatment for all men and women.

Areas of activities making up the concept of decent work as the main principle of the International Labour Organization are outlined in its Conventions and Recommendations including the 8 core Conventions of the International Labour Organization: Forced Labour Convention (Convention 29), Freedom of Association and Protection of the Right to Organise Convention (Convention 87), Right to Organise and Collective Bargaining Convention (Convention 98), Equal Remuneration Convention (Convention 100), Discrimination (Employment and Occupation) Convention (Convention 111), Employment Policy Convention (Convention 122), Minimum Age Convention (Convention 138), Worst Forms of Child Labour Convention (Convention 182).

The Republic of Tajikistan is committed to the International Labour Organization standards and principles and it pays due attention to fundamental standards and rights in the sphere of labor in its state policy and implement them step by step. The Republic of Tajikistan has been a member of the International Labour Organization since 1993. 44 International Labour Organization Conventions, including all eight fundamental, are ratified and in force in the country.

The Republic of Tajikistan has been successful in carrying out the policy of decent work through improvement of legislation and its instruments in the area of labour relations, while implementing tangible, concrete activities aimed at raising living standards in the country. Owing to these efforts, the Republic of Tajikistan has achieved a 22 percent reduction of poverty level (from 86% in 2000 down to 64% in 2005).

Tangible steps were taken in the Republic of Tajikistan over the last few years to create the national development strategy and to promote reforms of legislative and administrative nature. The following issues are underlying this process: ensuring the right to decent work and social protection; employment and labour market policies; developing policies and structures to regulate labour migration to reduce irregular migration and prevent its consequences such as forced labor and human trafficking; freedom of associations and social partnership development; occupational safety and health. Also directions of the pension plan reform and targeted social assistance are predetermined on a regular basis.

It is noteworthy that the International Labour Organization has played a prominent role in these achievements. It was with the International Labour Organization assistance that an operational mechanism of social partnership and tripartism policy was established in the Republic of Tajikistan.

One of the key activities, which is laid a special emphasis on in the country, is elimination of the worst forms of child labour. The current regional Program "Capacity building in Central Asian countries to combat the worst forms of child labour (IPEC/PROACT CAR)" comprises two components:

- Project for strengthening capacity in the republic to eliminate the worst forms of child labour;
- Project for elimination of child labor through education and employment of youth.

Based on the "Program for bilateral cooperation between the Republic of Tajikistan and the International Labour Organization for 2002-2004" with technical and financial assistance of International Labour Organization and donor-countries a number of projects and activities were successfully implemented in the republic such as "Combat against human trafficking and its consequences in the form of forced labor", "Start and improve your business", "Promotion of tripartite partnership in the sphere of public utility services" and others.

The Decent Work Program (DWP) will become a natural and integrated contribution to achieving the goals set out in the National Development Strategy and UNDAF. This Decent Work Program is aimed at determining priorities in accordance with the Program of (socio-economic) development of the Republic of Tajikistan, implementation of which is of interest both for the Government and the employer's organizations and trade unions on the one side and the International Labour Organization on the other side. This Program of Cooperation has been designed with due regard for membership of the Republic of Tajikistan in the International Labour Organization based on provisions of the International Labour Organization Constitution defining the main areas of joint activities of the International Labour Organization and its tripartite constituents in the Republic of Tajikistan for 2007-2009, and also on the basis of the Recommendations of the International Labour Organization for development Decent Work Country Program (DWCP).

The main goal of the Program is to promote further development of the social and labour sphere in the Republic of Tajikistan aimed at attaining the goal of Decent Work for all. Essentially this Program is to be seen as a natural and logic continuation of the previous Program of Cooperation between the Republic of Tajikistan and the International Labour Organization for 2002-2004.

## 2. Social and Labour Situation

Social and labour sphere in the country is characterized by a multidimensional nature and defies unequivocal evaluation typical for a country in recovery after a deep economical crisis. There are a number of positive aspects though. Thus, a steady tendency for economic recovery, decrease of inflation and improvement in living standards indicators based on the PRS assessments can be noticed. Specifically, in 1999, the GDP growth as compared with the previous year constituted 3.7 per cent, whereas this indicator rose by 8.3 percent in 2000, 10.8 percent in 2002, 11.0 percent in 2003, 10.6 percent in 2004 and 6.7 percent in 2005. The growth rate was essentially as high in 2006: over the first half of the year the GDP increased by 7.0 percent as compared with the same period 2005.

Recovery of the key economic sectors is underway: in 2005, the total industrial output increased by 8.5 percent as compared with 2004. Over the first half of 2006 industrial output grew by 6.3 percent in comparison with the same period last year. Inflation rate was also slowed down from 36.5 percent in consumer sector in 2001 to 17.1 percent in 2003 and to 7.8 percent in 2005. In 2006 the rise in prices - up to 11.9 percent is observed.

Throughout the last few years there were annual rises of wages and salaries (remuneration rates) for employees of the budgetary sector.

In general, incomes of population have been growing steadily for some time in the past. Thus in comparison with 2000 the share of wage and salary incomes in the aggregate income structure of population increased by 11.9 percent and constituted 45.6 percent of the total incomes. Other cash receipts, including incomes from commercial and independent professional activities also grew by 4.0 percent; the share of pensions, allowances and stipends increased by 1 percent. There is an obvious trend for a drop of incomes from personal household plots from 50.2 percent in 2000 to 21.3 percent. This means that wage and salary incomes are beginning to regain their predominant position; employed population started to perform more efficiently at their primary employment locations and stopped thinking of where else and how they can earn some more.

Nominal average monthly wage of one worker for the period from January to June 2006 was increased, on a par across the republic, by 32 percent in comparison with the respective period of 2005 and amounted to Somonis 111.04 or USD 32.53.

Issues of eliminating disproportion in wages have been addressed over the last three years through their differentiated increase. The latest increase was affected through a Presidential Decree starting from April 1, 2006, whereby the minimal wage was increased by 66.7 percent and brought up to the level of Somonis 20.0 or USD 6.06 per month.

Alongside with positive dynamics in economy and social sphere, numerous problems and difficulties are still present. Rises in prices and tariffs for services purchased by the public are some of them. Thus, in 2004 the increase constituted 17.3 percent; in 2005 - 16.8 percent, and during the first half of 2006 they already constituted 13.1 percent as compared with the respective period of 2005. The most painful was growth of charges for housing and utility services that amounted to 13.5 percent and passenger transportation tariffs that grew by 11 percent in 2005. The same indicators in the first half of 2006 constituted 19.1 and 24.8 percent respectively, which make families change their spending behavior to the detriment of nutrition, health, education, etc.

Situation with payment of wages still remains extremely complicated. It is necessary to say that the level of real wages over the period (first half of 2006) increased by 16.1 percent, i.e. growth rate of real wages was 1.82 times lower than growth rates of nominal average monthly wages.

So far the following three major problems still need to be addressed: payment of arrears in wages, raising of the minimal wage up to the minimum subsistence level and considerable increase of salaries of budgetary sector employees.

The major challenge in the wage issue pertains not to wage amount but rather to its high differentiation. An ungrounded disproportion has developed in the republic in the amount of wages paid in different regions, sectors and to different categories of workers.

### **3. Main Challenges for the Republic of Tajikistan in the Context of Decent Work Perspectives**

The Government of the Republic of Tajikistan is proposing drastic reforms of the system of inter-budgetary relations and distribution of powers between public authorities at all levels, social policy aimed at strengthening capacity of population to cover most expenses pertaining to education, health, and housing maintenance out of their own means. The key social policy sub-section is devoted to reforming the system of remuneration of labor and incomes policy, specifically, adjustment of the minimal wage and its staged increase up to the minimum subsistence level, raising of living standards and increase of salaries in budgetary organizations. There is still a lot to be done to reform the system of remuneration of labor, pension scheme and system of initial professional education. The problems of monetarization of targeted social aid and improving quality of social services provided by the state are among the most urgent challenges awaiting their solution.

Targeted social aid is being provided to poor families to make it possible for them to send their children to school. The aim is to reach out to 25% of the poorest children; priority is given to handicapped children, orphans and schoolchildren from large families.

The Ministry of Labour and Social Protection of Population of the Republic of Tajikistan has developed criteria for identifying poor families with children attending secondary schools based on the income level that does not exceed minimal wage amount per each family member, which made those initiatives more targeted.

In view of increasing prices on electricity and natural gas starting from 2003 the Government of the Republic of Tajikistan has envisaged compensations to poor families to reimburse expenses associated with usage of the above utilities. In 2004, funds were allocated from the state budget in the amount of Somonis 20 million for this purpose, in 2005 and 2006 the annual allocations constituted Somonis 22 million. In 2007 for this purpose the amount of Somonis 26 million is stipulated.

A lot still remains to be done to introduce the principles of tripartism into the mechanism of regulation of social and labor relations. Essential and fundamental in terms of strategic approaches is the civil service governance reform, which is being successfully implemented in the country.

Studies conducted by the International Labour Organization have shown that there is a need for improving social dialogue in the public utilities sector.

Compliance with laws and ensuring human rights do not fully conform to the existing international standards. Development of the country cannot be achieved without ensuring the rule of law and established human rights and freedoms and without a full-fledged civil society. Despite the fact that issues of equal access to education for children and adults are being addressed, no adequate solutions to those issues have been found so far.

Considering the urgent nature of this problem and being aware of the need to combat human trafficking, the concerned parties have done a lot in the republic over the last two years to initiate combat against human trafficking. In 2004, the law of the Republic of Tajikistan "On Combat against Human Trafficking" was passed, which was doubtless a positive step taken by the Government of the country towards protection of human rights and freedoms. Essentially straight after adoption of that law, a specialized unit to combat human trafficking was established under the Ministry of Interior of the Republic of Tajikistan. Besides, an interagency commission on that problem was created under the Government of the Republic of Tajikistan.

Child labour as defined in the ILO Conventions Nr. 138 and Nr. 182 remains still a severe problem. Research into the issue showed that the number of working children is increasing in Dushanbe day by day. They work in the markets, at the airport, in factories, in the streets, etc., and their work is mainly related to transportation of goods, peddling, collection of plastic bottles, work in the brick-making plants and in the agricultural sector.

It is generally accepted that the problem is mainly caused by poverty and social factors such as large families, domestic violence, negligence, unemployment in rural areas and loss of one or both parents.

In the area of promotion of small and medium entrepreneurship there is a need to achieve better characteristics of entrepreneurial environment in the Republic of Tajikistan bringing them up to the level of other countries with economies in transition. At the present stage of economic reforms, mechanisms have to be developed to improve establishment of favorable conditions for private sector development. Attraction of investment into sectorial entrepreneurial bodies, particularly, in the area of establishment and development of processing industry in agricultural sector is one of the key factors that would stimulate economic development in this direction.

The Government of the Republic of Tajikistan has been taking steps to implement and monitor "Strategic Program to Prevent Spreading of HIV/AIDS Epidemics for 2004-2010", "National Program to Combat Tuberculosis for 2003-2010", "Program of Immunologic Prophylaxis for 2003-2010" and "Program for Promotion of Healthy Lifestyle of Population of the Republic of Tajikistan until 2010", which will help stop spreading of infectious diseases and also eliminate some vaccine manageable infections.

The country in general is undergoing an active phase of economic reforms. Investment appeal is growing, which is corroborated by the fact that implementation of large-scale projects in the sphere of energy, mining, industry and agriculture is going on.

Among the challenges the Republic of Tajikistan has faced during the years of independence, labor migration is one of those, which influence all spheres of life in the country. The absence of adequate job opportunities for a growing workforce in face of the high population growth rate, the predominantly young population, lack of sufficient job creation in the Republic of Tajikistan, and poor investment and entrepreneurial climate compel citizens to migrate to other countries to seek work. Generally, this migration is not well organized or regulated, as a result it often place migrant workers at risk of abusive and exploitative situations, hardships, and violation of labour and human rights. On one side this migration helps to reduce the level of unemployment in the country but on the other it leads to a severe loss of human resources for the national economy.

Taking this into consideration and given to this a high National priority the Government of the Republic of Tajikistan in close cooperation with the ILO constituents, in particular Trade Unions, is trying to establish means to regulate labour migration and ensure the protection of migrant workers through participation in international, regional, bilateral agreements and frameworks in the labor sphere in general, and labor migration in particular. Recent examples include a bilateral Agreement signed and ratified by the Government of the Republic of Tajikistan and the Government of the Russian Federation, between the Government of the Republic of Tajikistan and the Government of Kazakhstan on labour migration, as well as an agreement signed with International Labour Organization facilitation, between the Construction Trade Unions of Tajikistan and Russia.

Commitments and readiness for improvement expressed by the country during different seminars and workshops, also the numerous requests addressed to the International Labour Organization on technical assistance in the sphere of labor migration regulation give a clear signal for enhancing assistance provided by the International Labour Organization in this area of cooperation for mutual profit of all parties involved, and for achievement of the mutual goal of decent employment for all people concerned.

Addressing the identified prevailing issues is another step towards staging of democratic reforms in the republic and putting into practice fundamental principles of international legal norms and standards defining human freedoms in the [modern world](#).

#### **4. National Goals and Priorities**

Based on the general declaration, outlining perception of the country's development in short-term, the following national goal was formulated: preserve political stability, encourage achievement of economic [wellbeing](#) and social welfare of Tajik citizens in an environment where principles of freedom, human dignity and equal opportunities for fulfillment of everyone are predominant.

To ensure successful achievement of the set goal it is necessary to identify national development priorities:

- 1. Promotion and better implementation of standards, fundamental principles and rights in the sphere of labour in the Republic of Tajikistan.**
- 2. Decent employment and income of population, equal opportunities for employment for men and women.**
- 3. Effective social protection of the working population.**

#### **5. Short-term and Mid-term Outcomes, Indicators and Implementation Strategy**

##### **Priority:**

- 1. Promotion and better implementation of standards, fundamental principles and rights in the sphere of labor in the Republic of Tajikistan:**

##### **Outcome:**

1.1 Strengthening of tripartism principles and social dialogue as tool to secure the implementation of international labour standards;

##### **Indicator:**

- 1.1.a Social partners have increased their capacity for active and constructive participation in social dialog both in public utilities and other sectors of the economy.
- 1.1.b [Number of signed collective agreements](#) has increased.

##### **Strategy:**

- 1.1.a [Analysis of existing social dialogue institutions](#) is conducted. Recommendations for improvement [are](#) provided and implemented.
- 1.1.b Capacity building and awareness raising activities on social dialogue [are](#) implemented with social partners.
- 1.1.c The implementation status of the most important ratified Conventions is reviewed in a tripartite forum and the dialogue with the ILO supervisory bodies is intensified through regular reporting.

**Outcome:**

1.2 Promotion of ratification of ILO Conventions 150 (Labour Administration Convention, 1978), 167 (Safety and Health in Construction Convention, 1988), 168 (Employment Promotion and Protection against Unemployment Convention, 1988) and 184 (Safety and Health in Agriculture Convention, 2001)

**Indicator:**

1.2 Two of the four Conventions are ratified.

**Strategy:**

The promotion of C 184 and R 192 is preceded with a campaign to raise awareness and improve working and living conditions in the informal rural economy utilizing the WIND program. Respectively, the promotion of C 167 and R 175 is done through a practical campaign on improved working conditions (using the model of “Clean water at every construction site”) based on the Code of Practice and training manual for OSH at constructions. Generally, these campaigns are utilizing the experience from the “Migrant Families” project, which is promoting entrepreneurship, vocational training and self-improvement of working and living conditions based on ILO tools such as SIYB and WIND.

**Outcome:**

1.3 Counteracting human trafficking, irregular migration and exploitation of labor

**Indicator:**

1.3.a Tajikistan has signed two bilateral agreements on labour migration.

1.3.b

(a) concrete proposals for improvements of various aspects of labor migration governance including those aimed at addressing irregular migration;

(b) establishment of a national tripartite structure for multi-sectoral policy dialogue on migration involving social partners and other stakeholders;

(c) policy-oriented research assessing improvements in labour data collection, application of international norms in national legislation and migration-development links conducted;

(d) increased bilateral and regional cooperation including formal agreements on migration and development;

(e) development of practical programs and schemes for income generation by labor-migrant families;

(f) greater use of remittances for development of finance sector, utilization of the knowledge and know-how of returning migrant workers;

(g) Government capacity in the sphere of monitoring and control of the labor migration flows increased by means of training and studying best practices;

(h) a network of trade union activists is offering pre-departure training and information to migrants;

(i) Trade Unions are promoting and providing protection of migrant workers’ rights and combat discrimination.

1.3.c System developed, which provides to victims of abusive recruitment and forced labour exploitation, granting compensations and legal protection warranties.

1.3.d Ratification by Tajikistan of ILO Convention 97 (Migration for Employment) and 143 (Migration Workers).

**Strategy:**

Constituents will be provided with assistance in migration policy formulation and improvement of administrative structures using ILO instruments available, in particular the ILO Multilateral

Framework on labour Migration, as well as new research, technical assessment and advisory service and training. Assistance will be provided towards achieving ratification and implementation of ILO Conventions 97 and 143 and their Recommendations. Advice and support will also be offered towards developing specific bilateral and multilateral labour migration agreements.

**Outcome:**

1.4 The capacity of the government and social partners in Tajikistan to address the worst forms of child labour and the general awareness of the population of the hazards of the worst forms of child labour **have strengthened**.

**Indicator:**

1.4.a Progress in the application of Conventions Nr. 138 and 182 is noted by the Committee of Experts, following review and revision of current labour legislation.

1.4.b Child labour issues **are** regular subject in social dialogue processes and bodies.

1.4.c Combat of WFCL is mainstreamed into other relevant national policies and programs, especially those related to education and youth employment.

1.4.d Number of programs and policies **are** developed by Government and social partners on (or including) combating the WFCL.

**Strategy:**

Take advantage of the already existing ILO-IPEC project on capacity building and awareness rising on the WFCL, and, mainstream its activities into the DWP as a whole. The existing Working Group on Child Labour should play an important role in this, ensuring national ownership and the full participation of all relevant partners in the process.

**Priority:**

**2. Increasing employability of population for decent employment and income.**

**Outcome:**

2.1 Environment is made more conducive for small and medium enterprise development.

**Indicator:**

2.1.a. The **estimation** of conditions for enterprise activity and appropriate normative acts regulating **activities** of the enterprises, of small and average **businesses** and farms, various **influences** rendered on **businessmen and businesswomen will be carried out**.

2.1.b. SIYB training program is further promoted to small and average **businesses** and farms **with equal** opportunities for men and women.

2.1.c. Gender balance +/-20% is ensured within trainees of SIYB program.

2.1.d. Potential SIYB Master Trainer identified in Republic of Tajikistan to strengthen national capacity for SIYB training.

2.1.e. Initiatives are taken to enforce the job creation in the agriculture sector.

**Strategy:**

The development of small and medium enterprises (SME) and farms may play an important role in providing decent employment and sustainable income for a large part of population. The ILO will provide the constituents with relevant training tools aimed at improving entrepreneurial education and boosting employment through SMEs and farms. While promoting a conducive business environment,

the risks of unequal access of men and women to resources and services including entrepreneurial training will be taken into account.

Research into obstacles, which disturb the creation of new jobs in the agriculture sector, will be conducted.

**Outcome:**

2.2 Assisting in further development and improvement of national vocational training system aiming at the introduction of life long learning.

**Indicators:**

2.2.a Modular Employable Skills (MES) methodology is introduced to the constituents and its relevance to the national context assessed.

2.2.b. KAB Facilitators are available to lay a foundation for interactive entrepreneurial education at technical vocational training system.

**Strategy:**

There is a large demand at the labour market for skilled labour, which is not satisfied completely by TVT institutions and a lack of efficient methodologies for working with adult population and target groups outside the school system (for example, through employment services). In this situation, the application of advanced modular methodologies, such as ILO Modular Employable Skills methodology, can provide flexibility and efficiency based on individual approach and substantially shortened period of training. This flexible approach is especially relevant while providing training for adult population. The ILO will introduce the MES methodology with an aim to integrate it into the training curricular of TVT institutions at a later stage and develop a pool of national developers of modular packages. The Know About Business (KAB) program is used as a tool for further enhancement of vocational education via providing students with entrepreneurial education.

**Priority:**

**3. Effective social protection of working population**

**Outcome:**

3.1 Poverty reduction through addressing the problems in the sphere of remuneration of labor, liquidation of wage arrears, labor rate setting and increasing cost of labor.

**Indicator:**

3.1.a Progress achieved in drafting of the necessary laws within the framework of the Labor Remuneration Concept of the Republic of Tajikistan.

3.1.b Action is taken to secure the enforcement of C 95 on protection of wages

**Strategy:**

3.1.a ILO provides expertise on the drafting of new legislation.

3.1.b The constituents analyse the obstacles for the implementation of C95 and ILO provides expertise on ways to overcome these.

**Outcome:**

3.2. Improvement of the national occupational safety and health system

**Indicator:**

- 3.2.a A tri-partite situational analysis (national OSH profile) prepared, including ILO assessment of the present situation
- 3.2.b National or sectoral (for ex. agricultural) OSH program prepared
- 3.2.c Capacity building of government OSH specialists and labour inspectors, as well as social partners provided
- 3.2.d Promotion of the ratification of C 176 and C 184 through targeted campaigns
- 3.2.e World OSH Day events organized in the country
- 3.2.f Awareness raising and training seminars organized **with** Central Asian OSH experts
- 3.2.g Campaign started for self-improvement of working and living conditions in the rural informal sector and among potential migrants and integrated **within** national policy

**Strategy:**

Specific capacity-building activities targeting the Ministry of **L**abour and **S**ocial **P**rotection of **P**opulation of the Republic of Tajikistan and State service on supervision in the field of labour, employment and social protection of the population, as well as OSH specialists among the social partners to address the existing challenges in the field of social protection, in particular, occupational safety and health and HIV/AIDS in the world of work. The ILO systematic approach to an improved national OSH system (national OSH policy, profile and program) will be applied with special reference to Conventions 155 and 187. Targeted campaigns to promote Conventions 176 and 184 will use the ILO instruments (Code of Practice, training manuals) and tools such as WIND to encourage practical implementation. HIV/AIDS, tuberculosis and other issues related to social protection, will comprise awareness-raising activities and the development of a national plan of action. The ILO will also provide support for newly created jobs to be in compliance with modern standards of working conditions and labour protection, including the introduction of a safety management system at enterprises. National constituents will also be assisted in developing a consultation mechanism for social dialogue and learning the experience of other countries in establishing a national tripartite consultative council.

**Outcome**

3.3 Constituents take action to alleviate the socio-economic impact of HIV/AIDS in the world of work to protect men and women workers and their families, and to prevent opportunistic and sexually transmitted diseases

**Indicators:**

- 3.3.a. National action plan developed and adopted by ILO constituents specifically addresses the issues and includes activities on HIV/AIDS in the world of work, targeting both men and women workers, including the prevention of mother-to-child transmission.
- 3.3.b. National legislation on HIV/AIDS and tuberculosis in the world of work is improved and integrates the ILO's key principles on HIV/AIDS and the world of work.
- 3.3.c. Each of the tripartite constituents has a gender-sensitive HIV/AIDS workplace policy addressing stigma and discrimination, a time-bound action plan for the provision of services at or through the workplace, and a trained focal point.
- 3.4.d. Employers and Workers organizations have developed advocate activities to prevent HIV/AIDS among migrant workers and their families.

**Strategy:**

The ILO will have a multi-pronged approach:

**A**wareness-raising and advocacy work with employers, trade unions and the government to target stigma and discrimination of **p**eople **l**iving with HIV/AIDS.

Training of all three constituents to strengthen their capacity to develop a) HIV/AIDS policies, which address stigma and discrimination issues to be implemented at the workplaces, b) programs, which contribute to universal access services (prevention, treatment, care and support), in the framework of the "Strategic Program to Prevent the Spread of HIV/AIDS Epidemic for 2004-2010".

Work with the tripartite constituents to improve the national legislation on HIV/AIDS and tuberculosis in the world of work, integrating the ILO's key principles on HIV/AIDS.

To provide greater access to the benefits of other national health programs such as the "National Program to Combat Tuberculosis for 2003-2010", the "Program of Immunologic Prophylaxis for 2003-2010", "Program for the Promotion of Healthy Lifestyle of Population of the Republic of Tajikistan until 2010" at workplaces.

Work with employers associations and trade unions to advocate HIV/AIDS prevention among migrant workers and their families.

## **6. Implementation Plan Including Outcomes, Outputs and Resources**

The Program implementation plan envisages close cooperation between the International Labour Organization and tripartite constituents of the Republic of Tajikistan. In order to ensure efficient implementation of the proposed activities, based on International Labour Organization requirements, a preliminary implementation plan will be developed that would include outcomes (short-term, mid-term and long-term) with due regard for outputs and resources. Outputs and resources will be identified in accordance with developed projects, their goals and objectives.

It is understood that the outcomes only can be achieved if adequate resources will be available. The partners therefore commit themselves to undertake efforts to raise funding, where at present not available.

## **7. Implementation and Management**

Achievement of the set priority goals would require development and implementation of projects and micro-projects in accordance with the identified priorities and established requirements.

Based on the established principles, working groups consisting of experienced specialists representing in equal proportion the Government, employers, workers and ILO experts will be formed for implementation of each project.

## **8. Monitoring and Evaluation Indicators**

Monitoring and evaluation of the progress of implementation will be undertaken on a regular basis by a working group composed of the tripartite constituents and the International Labour Organization Sub Regional Office Moscow. The working group will initiate relevant changes in implementation plans to secure the most efficient implementation of the DWP.

This Program of cooperation between the Republic of Tajikistan and the ILO will be published in the Tajik, Russian and English languages on the web-site of the International Labour Organization Sub Regional Office Moscow.

Signed on \_\_\_\_\_, 2007, in \_\_\_\_\_.

**For Republic of Tajikistan**

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\_\_\_\_\_  
**Government of the Republic of  
Tajikistan**

\_\_\_\_\_  
**The Federation of Independent Trade  
Unions of Tajikistan**

\_\_\_\_\_  
**The Union of the Employers of the  
Republic of Tajikistan**

**For International Labour  
Organization**

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**Regional Director**

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**ILO SRO Moscow**