

Evaluation Report: Action Programme on Decent Work in Agriculture

The Action Programme on Decent Work in Agriculture focused on improving occupational safety and health (OSH) in agriculture through social dialogue. Activities were carried out at the national, enterprise and/or local community level, depending on the interest of constituents. National level activities emphasized improvements in the legal, regulatory or policy framework governing safety and health in agricultural workplaces. Enterprise-level activities comprised the delivery of large-scale training programmes for safety managers and workers' safety representatives from a large number of agricultural enterprises. Community-level activities involved the adaptation of the WIND methodology (Work Improvements in Neighbourhood Development¹) to local conditions and spreading knowledge of basic safe work practices to rural communities.

Nine countries participated in the Action Programme. The participating countries and level of activities undertaken are summarized in the following table:

National level activities: Barbados, Kyrgyzstan, Moldova, Uganda
Enterprise training activities: Costa Rica, Guatemala, Honduras
Local community (WIND) activities: Ethiopia, Kyrgyzstan, Moldova, Senegal

In two countries, Kyrgyzstan and Moldova, activities were carried out at both national and local community level. In Costa Rica and Guatemala, the enterprise training activities were carried out at the request of the tripartite national safety councils of those countries.

In addition, the Action Programme responded positively to a request from the Government of Jamaica for technical assistance in carrying out a safety audit in the sugar industry and played a key role in making possible a training seminar on OSH for labour inspectors in agriculture in the Caribbean sub-region.

This evaluation report is composed of two main parts. The first provides a brief overview of the Action Programme on Decent Work in Agriculture in the form of a summary of the results achieved in the nine participating countries based on five indicators. It includes a section on principal lessons learned. The second part provides a more in-depth look at the development of the programme in one participating country, Kyrgyzstan, briefly describing both the achievements and the challenges that lay ahead.

Overview of the Action Programme on Decent Work in Agriculture

Summary of results based on indicators

Five indicators were selected to evaluate the Action Programme on Decent Work in Agriculture. They are mentioned below, each followed by information gathered from

¹ Information on the ILO Work Improvements in Neighbourhood Development (WIND) programme is available at <http://www.ilo.org/public/english/protection/condtrav/workcond/agriwork/agricult.htm>

participating countries. Indicators *i*, *ii*, and *iii* were common to all sectoral action programmes, whereas indicators *iv* and *v* were specific to the action programme in agriculture. The first three indicators focus primarily on countries with national level activities and the last two indicators capture the training activities carried out at enterprise or local community level.

i. Ongoing sectoral social dialogue on the agreed topic of the Action Programme

Tripartite committees on OSH in agriculture functioned on an ongoing basis in three of the four countries with national-level activities (Barbados, Kyrgyzstan, Moldova). In Barbados, the Ministry of Agriculture was recently granted representation on the National Advisory Committee on Occupational Safety and Health. In both Kyrgyzstan and Moldova, the government and social partners participated in the adaptation of the WIND methodology and promoted or carried out training activities at the local community level. Following very extensive WIND training activities throughout Kyrgyzstan, the government and social partners are currently promoting tripartite committees on OSH in agriculture in every local administrative unit of the country.

Tripartite national safety councils requested and supported the enterprise-level training activities undertaken in Costa Rica and Guatemala, in order to promote the establishment and strengthening of bipartite safety committees in agricultural enterprises.

ii. Agreed national action plans, assessments or reports leading to proposals for change

In Barbados, a draft national policy on OSH in agriculture was adopted in September 2005. Using its own resources, Barbados is now in the process of developing an action plan on OSH in agriculture, currently foreseen for January-March 2007. In Costa Rica, the National Safety Council (NSC) has prepared annual action plans since 2001. Enterprise-level training activities were carried out in response to a request from the NSC. The most recent national action plan focuses on OSH for small-scale farmers and interest has been expressed in adapting the WIND methodology to local conditions. In Guatemala, the National Safety Council developed an action plan on OSH in agriculture in early 2005. In Kyrgyzstan, a national action plan on OSH in agriculture was adopted in October 2005. OSH was included as a national priority within the Decent Work Country Programme of Kyrgyzstan in May 2006.

iii. The adoption of new or modified measures (legislation, guidelines, national or sectoral policy or other measures) representing improvements in one or more of the four strategic objectives of the ILO within 24 months of the effective start of the action programme.

In Barbados, the Safety and Health at Work Act, 2005, which includes the agriculture sector, was adopted. In Costa Rica, Convention No. 184 was

submitted to parliament for possible ratification in 2005 and revised legislation on agrochemicals was adopted in 2006. In Kyrgyzstan, Convention No. 184 was ratified in 2004. In Moldova, labour protection frame instructions on implementing new safety regulations in agriculture were developed for employers and workers in 2005. In Uganda, the Safety Act, 2006, which includes the agriculture sector for the first time, was adopted. In Guatemala, the National Safety Council has recently begun a review of current OSH legislation.

- iv. *An OSH training methodology for agricultural enterprises adapted to local conditions has been agreed and implemented through social dialogue (target: two countries).*

In Costa Rica, 14 training workshops for safety managers and workers' safety representatives from 73 companies, 5 producers' organizations and 13 cooperatives were completed in December 2004. Phase II training for additional enterprises is currently being carried out by the National Safety Council with its own resources. In Guatemala, training activities comprised an awareness raising workshop for the National Safety Council and employers and workers' organizations, three 3-day training workshops for 204 employer and worker members of enterprise safety committees from 73 companies, and three 3-day training workshops for 54 government OSH officers. These training activities were completed in September 2005. Initially, the National Safety Council of Honduras had requested enterprise-level training activities, but following an awareness-raising seminar held in July 2004, did not pursue full implementation. Resources were shifted to Guatemala.

- v. *OSH activities agreed by the social partners at national level have been implemented within 18 months in all participating countries*

Six countries carried out agreed activities within 18 months. In Barbados, a draft national policy on OSH in agriculture was adopted. In Costa Rica and Guatemala, extensive enterprise-level training activities were completed. In Kyrgyzstan, a national action plan was adopted, a national safety day conference on OSH in agriculture was held, the WIND methodology was adapted to local conditions and extensive local community training activities were carried out. In Moldova, labour protection frame instructions were developed to provide guidance to employers and workers on current OSH regulations, the WIND methodology was adapted to local conditions and local community training activities were carried out. In Uganda, a seminar on OSH in agriculture was held for parliamentarians in order to strengthen support for draft legislation, which was later adopted.

In three countries, implementation was partial. In Senegal, the adaptation of the WIND methodology as well as a training of trainers seminar were completed at the end of 2005 within the framework of the BIT/FORCE project, but local community training activities were not undertaken. Nonetheless, the materials developed will be used in the framework of a

French-funded technical cooperation project to improve livelihoods in rural areas in French-speaking countries in West Africa (2006-2009). In Ethiopia, constituents met on several occasions to discuss options for the implementation of the WIND methodology, but have not yet carried out the adaptation work. Nevertheless, these deliberations contributed to the inclusion of WIND in the Decent Work Country Programme for Ethiopia as a means to address OSH issues on cotton farms. The case of Honduras was mentioned above under (iv).

Principal lessons learned

The Action Programme on Decent Work in Agriculture had several key features which contributed to its success. These included

- (a) the choice of a theme which lent itself to collaboration among the social partners, that is, occupational safety and health;
 - (b) the use of pre-existing tripartite structures, wherever feasible;
 - (c) selection of countries largely based on requests from national-level constituents who would be directly involved in carrying out the proposed programme of activities; and
 - (d) extensive collaboration with other headquarters units and field offices.
- This strengthened the resource base, both financially and in terms of technical expertise, and spread travel costs.

The programme of activities in the nine countries did not follow a single pattern, nor was progress even. This is due in large part to the different approaches and objectives adopted in the countries concerned, whether the principal goals were of a practical nature or oriented towards policy development, and the energy of the social partners in pushing forward the process of dialogue and common achievement. It is noteworthy that a number of participating countries provided financial and human resources as well as in-kind contributions in order to maximize the impact of the programme. Several are carrying out further activities on OSH in agriculture in the current biennium on their own resources.

This clearly demonstrates that improving working conditions in agriculture is an important issue in many ILO member States. The Action Programme received additional requests for activities throughout the biennium from countries that were not selected to participate in the programme. Lack of funds, staff and mandate prevented these requests from being honoured. In light of this demand, ILO should consider developing and funding a more integrated approach to assisting member States in which agriculture is a priority concern, rather than relying on piecemeal solutions.

Programme implementation in each country followed its own rhythm. Political events, including changes in government, slowed or halted progress in several countries in the course of the biennium. The Action Programme was able to respond flexibly to changing circumstances, encouraging progress where possible and redirecting resources as appropriate. The fact that a relatively large number of countries participated in the programme meant that delays in one or more countries did not dramatically affect the implementation of activities in the programme as a whole.

It was evident, nonetheless, that the ILO budget cycle does not necessarily concord with the scheduling preferences and time constraints of the national constituents. While it was possible to initiate some activities rapidly, the deadline for completion of all activities by the end of the biennium and doubt as to whether further funding would be available in 2006-2007 created an artificial timeframe for social dialogue activities.

Close collaboration with other headquarters units and field offices not only strengthened the resource base and made possible the participation of a relatively large number of countries, but also provided a degree of flexibility in terms of resource allocation. On the whole, the Action Programme covered the vast majority of the costs of national level activities, approximately 40 per cent of the cost of the enterprise-level training activities, and only a minority share of the costs of adapting WIND to the four countries interested in community level activities.

An important contribution of the Action Programme to this inter-sectoral collaboration was to maintain the focus on social dialogue as the principal means of working towards improvements in safety and health, whether at the national, enterprise or local level. Tripartism tends to be weak in the agricultural sector, so the pairing of social dialogue with a technical issue of concern to all three parties – governments, employers and workers, encouraged the parties to work together for common goals.

The WIND methodology has proven to be a useful tool for extending social protection and social dialogue to the informal rural sector and the commitment and active participation of the social partners proved to be a crucial factor for success. The adaptation of the WIND methodology to local conditions and the implementation of training activities moved forward rapidly in the two countries where the national-level social partners actively supported the process, and the participating organizations were strengthened through the process. In the two countries where either the workers' or the employers' organization chose not to participate in the WIND process, programme activities were not fully implemented. Those were also the only countries selected on the basis of criteria other than a direct request from national constituents. This experience would support the view that demand-driven, rather than supply-driven programmes have a greater likelihood of success.

In countries where WIND has been introduced, the challenge now is to ensure that training and awareness-raising activities are not a one-off event, but a means of encouraging ongoing improvements through community development. Sustainable delivery mechanisms, suited to local circumstances, need to be found. Efforts have been made to ensure further development of WIND in three of the four participating countries. WIND has been included in the Decent Work Country Programmes in Ethiopia and Kyrgyzstan and in a major technical cooperation programme in French-speaking West Africa, as reported above under indicator v. Consideration is also being given to the development of a generic WIND manual, which would incorporate the best features of recent local adaptations, as well as a training package, which would ease the adaptation process elsewhere. This will involve further inter-sectoral collaboration in the current biennium.

Overall, the Action Programme on Decent Work in Agriculture achieved its aim of supporting the tripartite constituents in their efforts to improve safety and health in agriculture through social dialogue. Extensive collaboration and resource pooling with field offices and other headquarters units not only extended the scope of the programme, but also ensured that an emphasis on social dialogue became an integral part of the work of the other technical units involved.

In-depth review of activities in Kyrgyzstan

This section of the report reviews the activities undertaken in Kyrgyzstan in 2004-2006 within the framework of the Action Programme on Decent Work in Agriculture. It briefly describes the context within which activities were carried out, provides a timeline illustrating the stages of implementation, discusses the development of tripartism and social dialogue in agriculture, notes the relevance of the Kyrgyz experience to other ILO member States, and points to some of the principal challenges to be addressed. Information for this evaluation came from a variety of sources: regular reports from the ILO-Moscow OSH specialist, texts adopted in the course of national meetings by the tripartite constituents, missions undertaken by the ILO HQ agriculture specialist, in-depth interviews undertaken with key constituents, namely the Chief Labour Inspector of the Kyrgyz Republic, the Chairman of the Agro-industrial Complex Trade Union and the co-Chairman of the Confederation of Kyrgyz Employers with responsibility for agriculture, as well as discussions with participants in WIND training seminars.

Background

Kyrgyzstan was chosen as one of the countries to participate in the Action Programme based on suggestions put forward both by the IUF and by the ILO sub-regional office in Moscow. In the summer of 2003, the Kyrgyz Republic had adopted a new law on occupational safety and health and, following a strong trade union campaign, had indicated its intention to ratify the Safety and Health in Agriculture Convention, 2001 (No. 184). There appeared to be widespread national consensus on the need to improve working conditions in agriculture. About two-thirds of the population lived in rural areas and almost 80 per cent of the informally employed were in the agriculture sector. Land reform and the economic transition which followed independence had led to the emergence of numerous small-scale family-owned farms in the place of large-scale collective farms and cooperatives that had been a major source of employment in rural areas. Over time some farmers had increased their holdings, while others had sold their land and gone to work for more successful farmers. In some cases, farmers with contiguous land holdings had begun to organize themselves into cooperatives.

An unusual feature of the Kyrgyz experience was the fact that the social partners chose to carry out national and local level OSH activities in parallel and in a complementary manner. At the national level, efforts focused on developing programmes and policies to implement the provisions of Convention No. 184, using tripartite social dialogue as the key means to move forward. The adaptation of the WIND methodology to Kyrgyz conditions was seen as a means of providing small farmers with a practical method for improving their living and working conditions.

The positive experience carrying out these activities together led to their decision to set up tripartite structures at the national, regional and local levels.

Review of implementation

The following table contains the timeline for implementation of activities at the national level (left hand column) and at the local level (WIND, right hand column). The synergies created by working in parallel at the national and local levels soon became obvious. Decisions affecting WIND were taken at the national level and WIND activities led to opportunities for further development by national actors.

National level activities	WIND
<p><i>July 2003</i> Kyrgyzstan adopts new OSH legislation</p> <p><i>December 2003</i> The Ministry of Labour prepares a national OSH profile: the intention is to develop a national OSH programme with a plan of action</p> <p><i>Spring 2004</i> Kyrgyzstan is chosen as one the participating countries in the Action Programme</p> <p><i>April 2004</i> The second Republican seminar on OSH points to the need for improvement in social dialogue and working conditions in agriculture. Kyrgyzstan formally decides to undertake work on WIND. Initial discussions are held on implementing the Safety and Health in Agriculture Convention, 2001 (No. 184).</p> <p><i>May 2004</i> Kyrgyzstan informs the ILO of the</p>	<p><i>Autumn 2003</i> Consultations between ILO HQ and SRO-Moscow regarding the feasibility of adapting the WIND methodology to a CIS country with a large agricultural population. Kyrgyzstan is proposed due to the national efforts already undertaken in the field of OSH, the trade union campaign to ratify Convention No. 184, and the extensive trade union presence in rural communities.</p> <p><i>April 2004</i> A working group composed of OSH experts, trade union members and agricultural experts is set up to begin the adaptation of the WIND methodology to Kyrgyzstan. A Russian translation of the WIND manual is prepared to facilitate the adaptation process. It is decided that the adaptation will integrate issues related to gender, child labour and workers with disabilities.</p>

ratification of the Safety and Health in Agriculture Convention, 2001 (No. 184).

October 2004

A national tripartite seminar is held to initiate implementation of Convention No. 184. Among the topics discussed are mechanisms and structures for social dialogue at the national, regional and local levels. Participants decide to set up a tripartite working party to develop a plan of action on OSH in agriculture. Specific aims include: improvement of the legal framework; the establishment of a tripartite national safety council with a commission on agriculture; the development of a national policy on OSH in agriculture with special attention to the implementation of WIND; the establishment of tripartite structures for social dialogue on OSH as well as bipartite structures within enterprises; and the assurance of equal rights for agricultural workers compared to workers in other sectors. The Confederation of Kyrgyz Employers, large farmers and members of the commodity producers associations represented at the meeting decide to form a Committee of Agricultural Employers.

February-July 2005

A period of political uncertainty and change of government. The March revolution increases awareness among politicians that living

Summer 2004

The WIND manual is adapted to local conditions.

September 2004

A validation seminar is held with representatives of government ministries, trade unions, employers, local administrative units, farmers, micro-finance funds, and rural women's NGOs. Final amendments are made to the adapted WIND manual, based on the results of initial pilot testing. A Kyrgyz translation is prepared.

October 2004-February 2005

WIND manuals are printed in Kyrgyz and Russian. *Safety and health in the use of agrochemicals* is printed in Russian.

120 trainers are trained in four seminars in Northern and Southern Kyrgyzstan.

Training seminars are carried out in 50 local administrative units, involving approximately 1000 farmers in the rural informal sector.

The leaders of the agricultural trade union and of the newly formed Committee of Agricultural Employers actively promote the setting up of tripartite structures in the local administrative units.

and working conditions in rural areas need to be improved.

May 2005

National Conference for World Safety Day highlights the development and implementation of the WIND programme. Three government ministers express support for WIND, suggesting its integration into the curriculum of vocational training colleges and the designation and training of WIND focal points in each local administrative unit (ayil okmotu) in the country.

September 2005

National Commission on Safety and Health in Agriculture is created.

A horse-breeder who participated in the adaptation of WIND to Kyrgyz conditions is named Co-Chairman of the Confederation of Kyrgyz Employers with responsibility for agriculture.

A decision is reached to create tripartite committees in every local administrative unit in Kyrgyzstan, with a focal point responsible for social issues and WIND.

The Agricultural University and vocational training colleges decide to include the WIND manual and other OSH materials in their curricula.

May 2006

National Conference on World Safety Day focuses exclusively on WIND. It is attended by representatives of other Central Asian governments.

September 2005

The tripartite constituents plan to extend WIND training activities to all 460 local administrative units in the country.

by November 2005

An additional 280 training seminars are carried out for approximately 8000 small farmers.

by March 2006

Initial training seminars had been held in almost all 460 local administrative units in the country.

<p>Kyrgyzstan's Decent Work Country Programme designates improving occupational safety and health and reducing Decent Work deficits in the informal economy as two of its three priority areas.</p>	<p><i>by mid-2006</i></p> <p>Uzbekistan prepares a localized WIND manual for mechanized agriculture.</p> <p>A Russian language version of WIND is disseminated on-line through the Virtual Academy of Safework (www.safework.ru) and on CD-ROMs.</p> <p>Tajikistan adapts WIND for the vocational training of beekeepers, integrating elements of <i>Start and Improve Your Business</i> (SIYB).</p> <p>Kazakhstan and several regions in Russia express interest in adapting the WIND approach to local conditions.</p> <p>Armenia and Azerbaijan express interest in improving OSH for small farmers.</p>
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As mentioned earlier in this report, several key features contributed to the overall success of the Action Programme on Decent Work in Agriculture. These included

- a) the choice of a theme which lent itself to collaboration among the social partners, in this case, occupational safety and health;
- b) the use of pre-existing tripartite structures, wherever feasible;
- c) selection of countries based on requests from national-level constituents who would be directly involved in carrying out the proposed programme of activities; and
- d) extensive collaboration with other headquarters units and field offices. This strengthened the resource base, both financially and in terms of technical expertise, and spread travel costs.

In the case of Kyrgyzstan, three of those four key elements were present. National constituents had already begun working together on OSH in agriculture and had asked to participate in the Action Programme. Several ILO headquarters units² were ready to join efforts and collaborate closely with ILO Moscow to bring the programme to fruition. However, a key challenge in Kyrgyzstan was to develop tripartism and social dialogue in the agriculture sector.

Developing tripartism in the agriculture sector

Initially, it was the government labour inspectorate and the agricultural trade union which began to work together towards improvements in OSH in agriculture. Indeed, the two organizations had a history of mutual assistance. The labour inspectorate was made up of a small staff, mostly based in the capital, and had little outreach in rural areas where most of the population worked. Only one inspector was specialized in

² SECTOR, TRAVAIL and CIS were initially involved. Further support was forthcoming from GENDER, IFP/SKILLS and IPEC as the programme progressed.

agriculture. Nonetheless, the Chief Labour Inspector clearly saw OSH in agriculture as an important part of national efforts to improve OSH across the board. Also, through its contacts at central government level, the labour inspectorate was able to encourage other government agencies to support OSH activities in the agriculture sector at the national, regional and local administrative levels.

In contrast, the agricultural trade union had an extensive network of members in rural communities throughout the country, and among its members were a certain number with expertise in safety and health. In the past, workers' safety representatives had played an important role in maintaining safe work practices in large collective farms and cooperatives and could signal any gross violations to the labour inspectorate. Given the dramatic changes in the social organization of agriculture over the past 15 years, the trade union was seeking ways of providing new services to members, many of whom had gone from being agricultural workers to becoming independent farmers, as well as extending its membership base. Getting basic information on safety and health to small-holders and encouraging the formation of cooperatives were seen as particularly important in light of the collapse of rural welfare facilities following the land reform. The trade union was able to mobilize its network of trainers to carry out awareness-raising seminars in local communities around the country.

The national employers' organization, on the other hand, had little or no membership in the agriculture sector and did not have local level structures. Nonetheless, Kyrgyzstan did have a number of associations of rural commodity producers as well as other rural organizations that brought together independent farmers, many of whom employed agricultural workers. These associations were invited to participate, along with the Confederation of Kyrgyz Employers, in a national tripartite seminar held in October 2004, to discuss initial measures to implement Convention No. 184. In the course of those discussions, members of these groups decided to form a Committee of Agricultural Employers. One of their more dynamic members – a horse-breeder who had participated in the adaptation of the WIND methodology – became the *de facto* representative of agricultural employers in the awareness raising activities on social dialogue and OSH in agriculture that were subsequently carried out at the regional level. He has since become a strong and active advocate of setting up tripartite committees at the national, regional and local levels and in 2006, he was named co-Chairman of the Confederation of Kyrgyz Employers with responsibility for agriculture.

Tripartism and participatory decision-making at national, regional and local levels

While tripartism is still young in the agriculture sector of Kyrgyzstan, the past two years have seen remarkable achievements by the tripartite constituents. Among these are the following:

- ▲ A national plan of action on OSH in agriculture was adopted;
- ▲ The WIND methodology was adapted to Kyrgyzstan and a broad campaign was carried out to publicize WIND at the national, regional and local levels;³

³ In the course of the safety campaign and WIND training seminars, the Kyrgyz partners produced and distributed 13,000 WIND manuals in Russian and Kyrgyz; 42,000 WIND brochures in Russian and Kyrgyz; 5,000 copies of the ILO manual on "Safety and health in the use of agrochemicals"; and 5,000

- ▲ WIND seminars were held in all 460 local administrative units of the country, each seminar involving 20-30 farmers;⁴
- ▲ Employers and workers organizations were strengthened and new responsibilities assigned to local administrative units of government in terms of providing information on OSH in agriculture;
- ▲ A decision was reached to create tripartite committees in every local administrative unit in Kyrgyzstan, with a focal point responsible for social issues and WIND⁵.

While the technical focus of the Action Programme was clearly on OSH in agriculture, both the trade union and the employers' representatives saw local-level social dialogue as providing an opportunity to address a much wider array of issues affecting the rural population. Social dialogue was equated with the building of democracy and improving local governance, since it provided a forum for discussion where all voices could be heard. Among the issues raised at various seminars were the division of land, access to land, water rights, equipment, the need for crop insurance, declining prices for agricultural products, community-based micro-insurance and microfinance, unemployment, training in setting up and managing small businesses, the development of income-generating activities, and the organization of cooperatives. Farmers who participated in WIND seminars expressed gratitude to the organizers for having created a forum in which these issues could be openly discussed. One was heard to declare: "This tripartism is for us!"

WIND seminars also provided both a venue and the impetus for the organization of community self-help activities, which built on the Kyrgyz tradition of mutual assistance between neighbours. WIND seminars led to concrete improvements at the village level in terms of road repair, bridge building and the rehabilitation of irrigation channels. Following a WIND seminar, one village applied for and won a grant that enabled them to repair their communal bathhouse, which was particularly appreciated by the village women. In more than one case, WIND seminars led to some entrepreneurial activity as well, notably the setting up of horse-shoeing businesses, based on the model framework for safe horseshoeing illustrated in the WIND manual.

In early 2005, a women's NGO began to facilitate some WIND training seminars in an innovative way. Rather than explaining the methodology in a classroom-type setting, the facilitators acted out various scenes of rural family life, filled with examples of both safe and unsafe work practices on the farm, and of resulting accidents and illnesses. Participants were called upon first to analyze what they had seen and then to create and act out their own scenarios focussing on problems of pesticide use, manual handling, operation of machinery, exposure to the elements, handling of animals, organization of work, child welfare and the sharing of family responsibilities. Several women participants noted that after looking over the WIND

copies each of five posters on basic safety precautions in agriculture. Even this extensive coverage did not meet the demand for information. In some cases, WIND materials were shared by three or four families.

⁴ It is noteworthy that the average expenditure per training seminar was USD 50.- and that trade union trainers provided their services free of charge.

⁵ Pilot committees have already been set up in three regions : Chuskaya, Jalabad and Issyk-kul

manual and various accompanying worksheets at home, family members began helping out with household chores.

International impact of activities in Kyrgyzstan

Kyrgyzstan's efforts to improve OSH in agriculture have been followed with great interest by constituents in other CIS countries, particularly in Central Asia. The simplicity of the WIND methodology and its adaptability to local conditions have encouraged others to develop their own WIND materials. For example, Uzbekistan prepared a localized WIND manual for mechanized agriculture, while Tajikistan adapted WIND for the vocational training of beekeepers, integrating elements of *Start and Improve Your Business* (SIYB). Armenia, Azerbaijan, Kazakhstan and several regions in the Russian Federation have expressed interest in improving OSH for small farmers and this has been facilitated by the dissemination of a Russian language version of WIND on-line through the Virtual Academy of Safework (www.safework.ru) as well as through CD-ROMs.

The WIND experience in Kyrgyzstan also contributes to ILO's efforts to develop a generic, international WIND manual, which will cover a wider range of agricultural activities than has previously been the case and take into account many of the local adaptations carried out so far in participating countries. The Kyrgyz adaptation of WIND, for example, included sections on livestock handling, gender issues and child welfare which had not appeared in earlier versions developed in other countries.

Future challenges

The tripartite constituents in Kyrgyzstan have achieved a great deal in a short time thanks to their tremendous commitment and dynamism. They have also set themselves a series of challenges which will take some years to fully meet. These include

- ▲ further implementation of the national plan of action on OSH in agriculture;
- ▲ follow-up activities on WIND, including monitoring of improvements and sharing of information on good practices;
- ▲ the creation of tripartite committees at the regional and local levels; and
- ▲ the training of WIND focal points in every local administrative unit.

In May 2006, the tripartite constituents in Kyrgyzstan designated improving occupational safety and health and reducing decent work deficits in the informal economy as two of the three priorities in its Decent Work Country Programme. Employment issues topped the agenda. It will be a particular challenge both for the tripartite constituents and for the Office to carry out work in these three areas in an integrated manner. The need to do so is evident and the accomplishments of the past two years have clearly demonstrated the benefits to be reaped by adopting an inclusive approach and using social dialogue to address social protection issues in rural areas where the vast majority of informal employment occurs.