



## MEMORANDUM OF UNDERSTANDING

Whereas the Government of the Republic of Tajikistan, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in the Republic of Tajikistan.

Whereas the Parties have agreed and formulated the priorities of cooperation for 2011-2013 in the course of consultations between the Government and the social partners of Tajikistan and the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia. The results and lessons learnt from implementation of the previous Decent Work Country Programme for 2007-2009 and its assessment made by tripartite constituents and ILO technical experts, have been duly taken into account.

Whereas a new Decent Work Country Programme (DWCP) for 2011-2013 is in line with the key priorities of the United Nations Development Assistance Framework (UNDAF) for 2010-15 and will contribute towards achievement of its goals. The new DWCP will also make an important contribution to the implementation of the National Development Strategy of Tajikistan based on the Millennium Development Goals, and Poverty Reduction Strategy for 2010-2012.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the DWCP for 2011-2013. The following are agreed as priorities of the DWCP:

- *Increasing capacity of tripartite constituents to regulate priority labour issues*
- *Promoting decent employment opportunities for men and women including returning labour migrants*
- *Improving working conditions and extending the coverage of social protection*

2. The ILO agrees to provide technical support and mobilizing resources in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds, technical capacities and other conditions to be agreed upon in writing. Local resource mobilization for DWCP implementation will be a shared responsibility of the ILO and the Government of the Republic of Tajikistan.

3. In relation to DWCP for 2011-2013 and to any other activities of the ILO in the Republic of Tajikistan, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO activities, the same privileges and immunities as those provided for in the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947, and in its Annex of 10 July 1948 relating to the International Labour Organization.

4. Based on the envisaged DWCP outcomes and available resources, the Parties will jointly develop a DWCP Implementation Plan and Monitoring and Evaluation Plan. Monitoring of the progress under the Programme will be done on an annual basis by a tripartite advisory group composed of representatives of tripartite constituents and the ILO DWT/CO in Moscow.

Implementation Plan will be regularly reviewed and amended if necessary, to reflect and take into account new developments and ensure a flexible approach to implementing the Programme.

5. This Memorandum may be modified by agreement between the Parties.

Nothing in or relating to this Memorandum shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

The DWCP document is attached to this Memorandum. In the event that the terms contained in the DWCP document are incompatible with the terms of this Memorandum, including the provisions referenced in article 3, then the latter shall govern and prevail.

The original of the Memorandum has been written and signed in English. The English version of the Memorandum shall govern and prevail over other versions (in Tajik and/or Russian).

This Memorandum, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.


For and on behalf of the  
Government of

  
Adnanaminov  
Minister of Labour and Social  
Protection of Population of  
the Republic of Tajikistan  
In [Location], on [Date]

10.02.2011

For and on behalf of the  
International Labour Office

  
Susanne Hoffmann  
Regional Director, ILO Regional Office  
for Europe and Central Asia

  
In [Location], on [Date]

Evgueni Davydov  
Director, ILO Decent Work Technical  
Support Team and Country Office for Eastern  
Europe and Central Asia  
In [Location], on [Date] 10.02.2011

For and on behalf of Association  
of Republic of Tajikistan



10.02.2011

For and on behalf of Federation of Employers  
of Independent Trade Unions of  
Tajikistan



10.02.2011



**Decent Work Country Program for 2011-2013  
of the Republic of Tajikistan**

## I. Background

This Decent Work Country Programme is based on national priorities agreed and formulated in the course of consultations between the Government and the social partners of Tajikistan and with active involvement of the ILO Decent Work Technical Support and Country Office for Eastern Europe and Central Asia. The Programme takes into account the outcomes of the previous DWCP implemented in 2007-2009 and its assessment performed by tripartite constituents and ILO technical experts.

The Programme is also based on the key priorities of the United Nations Development Assistance Framework (UNDAF) for 2010-2015 and expected to make a special contribution towards achievement of its goals<sup>1</sup>. The new Decent Work Country Programme will make an important contribution to the implementation of the National Development Strategy of Tajikistan based on the Millennium Development Goals, and Poverty Reduction Strategy for 2010-2012.

The Programme absorbed the findings of analysis of socio-economic development of Tajikistan and current social and employment problems. The Programme identifies priority areas of cooperation with the ILO for 2011-2013, relevant outcomes, indicators and implementation strategies, as well as the issues related to coordination, monitoring and evaluation.

Decent Work refers to the opportunities for women and men to obtain productive, safe and stable work, which provides decent income and social protection of families. Decent work creates opportunities for personal development, social integration, free expression of interests, self-organization and participation in decision-making and ensures equal opportunities and treatment for women and men.

## II. Socio-Economic Development and Major Social and Employment Problems of Tajikistan

Starting from 1997, upon achievement of political stability in the country, the Government of Tajikistan embarked on improvement of monetary and fiscal policies, macroeconomic stabilization, and implementation of reforms and market transition.

The process of building the brickwork for a multi-structured market economy and privatization of government property is nearing completion in the country. Privatization has become a major element of the market reform by laying the ground for development of businesses. The country is living through an active phase of economic reform to create an enabling environment for the development of the private sector and sectoral investment opportunities, especially for the creation and development of the processing sector in agriculture. The growing attractiveness for investments is evidenced by the start of implementation of large-scale projects in energy, mining, manufacturing and agriculture.

A sustainable trend of economic rehabilitation – stable economic growth across all sectors, lower inflation and higher living standards of the population – has been observed since 1997<sup>2</sup>. GDP growth had been continuing for some 10 years and reached 7.8% in 2007 and 7.9% in 2008. In 2009, the consequences of financial and economic crisis affected the national economy which resulted in the reduction of GDP by 4.5% compared with 2008, making up 3.4%.

A gradual recovery started in the main economic sectors, with industrial output growing 9.9% in 2007 as compared to 2006. In 2009, the overall industrial production declined by 6.3% as a result of

<sup>1</sup> In particular, towards achievement of **Outcome 1. Wider coverage of poverty reduction and economic development programmes with specific focus on rural population, women and other disadvantaged groups**; and **Outcome 2. Capacity building of the national and local authorities to undertake democratic reform based on international standards and provisions**, and towards most of the Outcomes of **Priority 4. Quality basic services**.

<sup>2</sup> Based on assessments of the Poverty Reduction Strategy for 2010-2012.

weak functioning of industrial sectors in the conditions of financial-economic crisis. While in 2006 and 2007 the inflation reached 12.5% and 19.7% accordingly, it was reduced to 11.8% in 2008 and reached 5% in 2009.

Due to the global financial and economic crisis, contracting demand for the country's major exports and declining world market prices of aluminium and cotton, the budget shortfall was USD 530 million. Declining international reserves undermined the exchange rate of somoni<sup>3</sup> which, in its turn, resulted in almost 21.5% decline of imports. Overall, the foreign trade turnover fell 23.6%. Contracting demand for aluminium and shrinking output resulted in the overall industrial production decline of 6.3%.

A lower demand for migrant workers in Russia was another negative impact of the global crisis on Tajikistan. Over seven months of 2009, cash transfers fell by more than 34.1% as compared to the same period of the previous year.

Prices and tariffs of paid services to the population continue to grow, with the maximum growth observed in utilities. These trends force families to change the structure of their spending unfavourably for nutrition, health and education.

Compensation for work is still fraught with problems. It is worth noting that wages in real terms grew 27.9% in 2008, while in 2009 they grew 21.2% to reach Somoni 287.80. While the main problem is that wages are still small, they are also widely differentiated with unjustified disproportion observed in the country between regions, sectors and individual categories of workers.

Thus, **poverty reduction** is a priority of the Government's social and economic policies. This is the purpose of implementation of the National Development Strategy which provides the basis of the Poverty Reduction Strategy for 2010-2012. The Government has brought forward a proposal for a radical reform of the system of distribution of power between all government levels, and reform of social policies to improve the ability of people to pay on their own for the large part of their education, health and housing costs.

**Wage system reform** is a key area of social policies, with three main problems yet to be solved: payment of wage arrears, increase of the minimum wage to the subsistence minimum, and considerable increase of wages in the public sector. While the value of the general index of real wages was positive over the last few years, the low wage base was one of the reasons behind low attractiveness of the labour market and continuous labour migration.

At the same time, low level of wages is contributing to informal employment and informal income. Alternative income from remunerable work in other sectors will vary from temporary, off-hour work to illegal practices involving corruption.

As estimated in December 2009, economically active population (employed and registered unemployed) was 2,150.1 thousand, including 2,105.6 thousand (97.9%) of those employed in the economy and 44.5 thousand of registered unemployed persons which is 2.1% of economically active population. As compared to November 2009, unemployment reduced by 4.3%, with women accounting for 53.8% of total registered unemployment (23.9 thousand).

There a number of problems which the Republic will face in a medium-term perspective. The growing share of **population of employable age** will result in a growing supply of workforce over the next few years, as the share of population of employable age grew from 52% to 58% over the last seven years.

Approximately 140.0 thousand young entrants are expected in the labour market in the period until 2012.

<sup>3</sup> A 17% decline as compared to 2008 (Somoni/USD rate fell 27%).

The following problems are likely to impede the development of employment in the national labour market:

- limited employment opportunities, inadequate number of generated jobs, particularly, in remote regions;
- a large number of men and women who are involved in low-paid work and/or long time unemployed;
- shortage of skilled workforce needed for sustainable job-rich growth;
- a lack of quality labour market information which makes the ground for evidence based policy making .

One of the new opportunities to encourage employment and self-employment comes from **development of small and medium businesses** and farms, including through the improvement of business environment.

The current situation in the labour market and lack of new jobs is largely compensated by **labour migration** which became widespread over the last years, with, for example, more than 600 thousand people having left the country for Russia in 2009. Among the problems faced by Tajikistan in the years of independence, labour migration is affecting all aspects of life. Overall, labour migration is not properly organised or regulated, only to result in situations where migrants are heavily exploited while their social and human rights are violated. On the one hand, migration is helping to reduce the rates of unemployment in the country while, on the other hand, it results in heavy losses of human resources for the national economy.

In view of the above and with labour migration problems high on the agenda, the Government, in close cooperation with the social partners, in particular, trade unions, is attempting to set up mechanisms to regulate labour migration and ensure protection to migrant workers, including by way of participation in international, regional and bilateral treaties and organisms in the area of employment as a whole and labour migration in particular. Examples include bilateral labour migration agreements between Tajikistan and Russia, Tajikistan and Kazakhstan, and ILO-assisted agreement between trade unions of Tajikistan and Russia.

**Child labour** still remains another urgent problem resulting from low employment opportunities, unemployment and poverty. Children continue to work in marketplaces or streets generally as porters, small street vendors, collectors of plastic bottles, workers at brick production or in agriculture. Apart from economic reasons, this problem owes itself to a number of social factors such as large families, family violence, neglect of parental duties, loss of one or both parents.

Along with the socio-economic development in Tajikistan, a reform of **social security** is required to guarantee the minimum level of living standard of population. Development of comprehensive social security structure is necessary to avoid cross-subsidization by different social security schemes and make the delivery of social security benefits more targeted. Accountability of social security financing also needs to be strengthened. Large scale of labour migration not only reduces the level of social security contributions at present but also leaves the migrant workers least protected in the future. Generally, social security benefits in the country still remain at low level not corresponding to the speed of wage increase.

**Pension system** is still heavily based on the Soviet structure and needs a major reform. The Law on Insured and Public Pensions to become effective from January 1, 2011 was developed and adopted to improve and harmonise the pension security legislation. With introduction of this and other associated regulations, the country will be able to put together a funded pension insurance system accumulating funds in accounts of individuals, and set up a framework for implementing their pension entitlements.

**Social insurance systems**, such as those of unemployment benefits, employment injury benefits, and maternity protection are underdeveloped. One of the main obstacles of improving social insurance systems in Tajikistan is an evasion of social security contributions caused by informal employment. Improvement of targeted social assistance and social services directly contributes to the most vulnerable groups of population. The Ministry of Labour and Social Protection developed criteria to identify low-income families with children attending secondary school, with payments depending on the level of income per family member which should not exceed the minimum wage. This was designed to ensure targeted assistance to families.

The Tajik labour inspectorate has been transformed into an integrated State Service on Labour, Employment and Social Protection of Population (Gossluzhba) and requires capacity building and training. A new OSH law was approved and the Tajik national OSH system was analysed in 2009, with a concept of modernisation and training of the Gossluzhba prepared. The issues of HIV/AIDS and child labour are also handled by the Gossluzhba.

The project for minimizing social implications for migrant workers' families living in Tajikistan through local economic development and job creation for decent and safe work (to integrate vocational training into the ILO's WIND programme) was supported by the country's President. This concept is instrumental to lessen the need for migration and for providing better working and living conditions to the rural population.

The Government of Tajikistan takes steps to implement and monitor Programme on the response to the epidemic of HIV/AIDS in the Republic of Tajikistan for the period 2011-2015, Programme to fight Tuberculosis, Immunal Prevention Programme and Healthy Lifestyle Programme, which will allow to contribute to the stop the spread of infectious diseases and eliminate some of vaccine manageable infections.

**Social dialogue** is still emerging in the country, and much is yet to be done to develop social dialogue as a mechanism for regulation of social and employment relations. A successful civil service governance reform currently underway is regarded as important and instrumental from a strategic perspective. Further development and capacity building of trade unions and associations of employers is an important priority for building civil society in Tajikistan.

It has to be admitted that legal compliance and observance of human rights in Tajikistan are not in full compliance with the established international standards. The country cannot develop without supremacy of law, established human rights and liberties, and developed civil society. This is very much true regarding the problem of human trafficking. Over the last few years, considerable efforts were taken by the country to successfully address this problem, with a special division to fight human trafficking set up under the Ministry of Interior, and an associated inter-agency commission established under the Government of Tajikistan.

A solution to the identified major social and employment problems within the framework of this Decent Work Country Programme will mark a further step towards democratic reform in the country to introduce the fundamental standards and principles of international law which provide a basis for human rights in the world today.

### **III. DWCP Priority areas of work**

Based on the common vision of the country's development, the main objective was determined as contributing to economic prosperity and social well-being of the population in an environment of equal opportunities for men and women to realise the potential of everyone.

In order to successfully achieve this objective, the following national priorities were determined:

1. *Increasing capacity of tripartite constituents to manage and regulate priority labour issues through social dialogue*
2. *Promoting decent employment opportunities for men and women including returning labour migrants*
3. *Improving working conditions and extending the coverage of social protection*

Gender equality issues will be mainstreamed in implementing the relevant DWCP outcomes ensuring that men and women benefit equally from DWCP results.

#### **IV. Key outcomes, indicators and strategies**

##### **Priority 1. Increasing capacities of tripartite constituents to manage and regulate priority labour issues through social dialogue**

*Outcome 1.1: Increased capacities of tripartite constituents to apply the provisions of the ILO Labour Administration Convention No. 150 and Tripartite Consultation (International Labour Standards) Convention No. 144.*

##### **Key outputs:**

- Situation analyses of employers' and workers' organizations identify organizational development and staff training needs.
- Management and staff of employers' and workers' organizations have improved their skills to enhance overall operational efficiency of social partners' organizations.
- Joint training of tripartite constituents strengthens their capacities in regulating labour issues (including in the informal sector) and tripartite consultations.
- Preparatory analysis and documentation for ratifying ILO Conventions No. 150 and No. 144 made.

##### **Indicators:**

1.1.1 Employers' organizations and trade unions involved on a regular basis in discussing socio-labour issues via the Tripartite Commission.

1.1.2 Operating activity and efficiency of the Tripartite Commission increased (regular meetings held, relevant issues discussed etc.).

1.1.3 ILO Labour Administration Convention No. 150 and ILO Tripartite Consultation Convention No. 144 ratified.

##### **Strategy:**

Building-up on the ratification of the Labour Inspection Convention No. 81 and on the summary review of the functioning of labour administration that was discussed by the tripartite partners in October 2009, the ILO will provide technical advice to strengthen the labour administration system and to gradually extend its coverage to the informal economy in accordance with provisions of the ILO Convention No. 150, as continuation of the work initiated in 2008-2010. The ILO will also provide technical expertise and training to the Government and social partners to ensure that procedures are in place for regular consultations on international labour standards, in accordance with the ILO Convention No. 144.

Relevant training will be organized to strengthen the capacity and role of the unions and employers in addressing and making decisions related to the world of work and social relations issues. Measures will be taken to intensify the activities of the Republican Tripartite Commission.

***Outcome 1.2: Tripartite constituents acquired new knowledge and skills to improve wage systems and wage policies in public and private sectors, with a special focus on agriculture.***

***Key outputs:***

- Studies of wage systems in various economic sectors conducted and a methodology for assessing required labour input and determining wages developed, on the basis of occupation qualification groups.
- Based on the studies, recommendations to reform the system of tariffs and achieve overall improvement of the wage system developed.
- Employers (heads of dekhans) acquired awareness on the need to protect the wage clause in agreements with creditors (investors), through technical consultations and workshops.
- Plan to reform the wage system in agriculture developed, including on resolving the problem of wage arrears.

***Indicators:***

1.2.1 A new wage policy/wage regulation system improving minimum wages is established, through collective bargaining.

1.2.2 An action plan on wage setting in agricultural sector is developed using wage bargaining mechanism.

***Strategy:***

An analysis of Tajikistan's current wage system will be performed in cooperation with the tripartite constituents and with ILO technical assistance to provide advice for stage-by-stage improvement of the system on the basis of the Uniform Tariff System with a view to further reform of the system as a whole. With this purpose, studies of wage systems in different economic sectors will be conducted and methodological recommendations provided to assess work inputs (scale of work of equal value in various economic sectors) and determine wages on the basis of occupation/skill categories, and also statistical indicators of production efficiency and labour productivity will be developed to evaluate performance of enterprises and regulate their payroll. An emphasis will be made in using collective bargaining in addressing wages issues.

A special focus will be placed on agriculture including the problem of wage arrears and development of an action plan to address these issues. Efforts to upgrade the wage system in the private sector should incorporate elements which will contribute to higher productivity without undermining decent work conditions.

***Outcome 1.3: Increased capacity of the government and social partners to fight the worst forms of child labour***

***Key outputs:***

- Preventive and promotional activities organized aimed at awareness-raising, prevention, rehabilitation, and reintegration of children exposed to child labour.
- Measures implemented to set up a child labour monitoring system under the Center for Adult Education of the Republic of Tajikistan.
- Provisions for the policy/programme/plan to eliminate the worst forms of child labour, and proposals for relevant institutional measures developed with IPEC technical support.

**Indicators:**

- 1.3.1 The constituents have developed policies/programme or plan to eliminate the worst forms of child labour which defines, as a minimum, national interventions, outcomes, indicators, time frames, and sources of funds.
- 1.3.2 A child labour monitoring system is effectively operating on an ongoing basis to identify children at work, refer them to relevant educational institutions etc.

**Strategy:**

The ILO will support the constituents in combating child labour by providing capacity- building to national institutions and organizations to implement interventions against child labour with a view to the worst forms of child labour. Interventions will be focused on the prevention of child labour, withdrawal, rehabilitation and reintegration of children found in the child labour conditions. Particular emphasis will be given to the policy development and to the integration of child labour concerns into the national development efforts, including in promoting youth employment. Another focus of attention will be a child labour monitoring system to be set up in Tajikistan to identify children at work and risks they are exposed to, refer these children to vocational training, provide them with informal education, make sure they are no longer at work, and follow them up to guarantee they have adequate alternatives to child labour.

**Priority 2: Promoting decent employment opportunities for men and women including returning labour migrants**

*Outcome 2.1: Improved efficiency of the State Agency of Employment, Social Protection of Population and Migration (Employment Agency) contributing to better matching of supply and demand in the labour market*

**Key outputs:**

- The main objectives to be addressed by the Employment Agency and relevant performance criteria determined by the Government and Madjlisi Oli (the Parliament).
- A unified list of services to be provided by public employment centers to employers and job seekers determined.
- Active labour market programmes developed, particularly, for those who are disadvantaged in the labour market.
- A performance management system for the Employment Agency developed.

**Indicators:**

- 2.1.1 Madjlisi Oli and the Government have set at least 3 objectives to be addressed by the Employment Agency in the reporting period, with relevant funds earmarked to ensure they are achieved.
- 2.1.2 The Employment Agency has identified at least 3 services for job seekers, and 2 services for employers, to be provided by all employment centers across Tajikistan.
- 2.1.3 The Employment Agency has developed at least 3 active labour market programmes to achieve the objectives set by the Parliament and the Government.
- 2.1.4 Performance indicators to reflect achievement of the objectives set for the Employment Agency by the Parliament and Government have been introduced at the national, regional, and local levels.

**Strategy:**

The Employment Agency, in cooperation with other government agencies and private providers, is responsible for employment policies to be implemented as part of the country's economic policies. The Employment Agency operates primarily to ensure full employment, sustainable economic growth, and efficient use of production resources. These purposes are achieved by ensuring a balance between supply and demand of workforce. Efforts made by the Employment Agency should result in more decent work and wage opportunities for men and women.

Active labour market programmes are an important tool at the disposal of the Employment Agency to contribute to efficient (re)integration of unemployed, especially those who are disadvantaged in the labour market. ILO will provide assistance to analyse the current mechanism for implementation of labour market policies and find ways for improvement to provide more decent work opportunities and overcome negative effects of the global economic crisis on the labour market, with due consideration given to the gender dimension of the crisis and its implications for working men and women.

***Outcome 2.2: Improved quality and accessibility of information on labour market and its development trends******Key outputs:***

- The Employment Agency has been mandated the task of labour market analysis and forecasting.
- Methods for labour market analysis and forecasting have been developed and tested including at the local level.
- The staff of the Employment Agency has been trained in new methods of labour market analysis and forecasting.
- Analysis of the existing system of collecting information on available vacancies and changes in short-term demand for labour and recommendations for improvement provided.
- A new mechanism for statistical reporting on the existing and new jobs has been developed.
- An interregional bank of vacancies and jobs available in the regions has been set up to improve territorial and occupational mobility of workforce.
- Findings of the labour market analysis and forecasting are well known in the society.

**Indicators:**

2.2.1. The methods for collection and registration of information on available vacancies developed and tested at employment centres of two pilot regions.

2.2.2. A labour market forecast performed by employment centres of two pilot regions on the basis of the developed model.

2.2.3. The staff of the two pilot employment centres and central office of the Employment Agency trained in new methods of labour market analysis and forecasting.

**Strategy:**

Economic policies in general and employment/labour market policies in particular are to be developed on the basis of analysis of labour market trends and development prospects, hence the need to collect, record, analyze and disseminate accurate and reliable information on the labour market. The main sources are population census, labour market surveys, household surveys, analytical reports of research institutions. The Employment Agency conducts its own employer polls to identify and forecast labour

demand dynamics. A labour market development forecast will allow correctly identify the need in human resources, plan and implement the required active labour market programmes, in particular, to train workers with adequate skills. The findings of labour market analysis and forecast should be published and widely publicized to make sure they are accessible to job seekers, repatriated migrants, young people in search of occupation and/or new labour market entrants, vocational schools, policy institutions, researchers, mass media. ILO will provide assistance to improve the system for collection, processing and analysis of labour market information as a basis for informed decision-making in this area. Monitoring of enterprises will be performed with ILO technical support, with an analysis of the number of available vacancies and those to open in the future etc. conducted to enable the constituents to develop specific recommendations for skills development.

***Outcome 2.3: National vocational education and training system for lifetime learning improved.***

***Key outputs:***

- Technical advice provided to the development of a national TVET policy document and a plan for its implementation.
- Recommendations of the Employment Agency developed on the basis of labour market forecasts communicated to the vocational education and training system to adjust syllabus in line with the need for skills.
- A national system of vocational qualifications established.

**Indicators 2.3:**

2.3.1 National TVET policy document and a plan/strategy for its implementation elaborated.

2.3.2 Results of labour market outlooks integrated in TVET institutions curricula in two pilot regions.

2.3.3 Occupational standards developed in three pilot sectors.

**Strategy:**

The country's labour market is characterized by a high demand for skilled workforce which is not fully met by vocational education and training institutions (VET). This demand can be better satisfied if there is a closer link between the Employment Agency and VET system. Educational institutions need to adjust their syllabus in line with labour market forecasts to be made by the Employment Agency. This requires modernization of the national TVET system in line with best international practices. An important part of modernization process is elaboration of the national TVET policy.

***Outcome 2.4: Enabling environment for the development of sustainable small and medium enterprises and farms created.***

***Key outputs:***

- The business environment and regulations applicable to SME and farms and their varying impact on men and women entrepreneurs assessed by the constituents;
- Recommendations to improve entrepreneurship promotion policies and their implementation mechanism developed on the basis of findings of ILO-supported analysis;
- Good practices based on the result of the Action research "Microfinance for Decent Work" made available, through knowledge sharing events and publications.

**Indicators:**

2.4.1. Entrepreneurship promotion policies and their implementation mechanisms are in place.

2.4.3. Conducive policy measures to improve access to productive finance for men and women take into account good practices and lessons learnt from ILO research.

**Strategy:**

In the wake of the crisis as the country's economy becomes further integrated into the regional and global economic cooperation processes, the real sector and, particularly, small and medium enterprises will become a major source of *new* jobs. Development of SME and farms plays a major role to ensure decent employment and sustainable income to a vast majority of population. Moreover, a special role belongs to public support through promotion of an enabling environment and support of all forms of individual and collective private enterprise including development of cooperatives, especially in the area of agricultural services. ILO will provide tripartite constituents with relevant training tools aimed at improving business environment and employment opportunities by creating and developing small and medium businesses and farms. The risks of unequal access of men and women to funds and services including business training will be managed on the basis of assessment of the business environment, regulations applicable to SME and farms, and existing opportunities for development of special micro-finance programmes.

A special focus will be on sectors with the maximum growth potential, with sustainability to be regarded as an indicator of development and potential of generating high quality jobs. Sustainability includes a focus on "green" enterprises with environmental effects being a major criterion of sustainability (which will also include development of local alternative sources of energy – solar, aeolian, biological etc. at the level of local communities).

**Priority 3: Improving working conditions and enhancing the coverage of social protection**

*Outcome 3.1: Improved national OSH management system, including the functioning of the State Service for Labour, Employment and Social Protection of Population (Gossluzhba).*

**Key outputs:**

- The concept of the new national occupational safety and health system, including the national OSH programme and scientific researches, developed.
- National OSH legislation is revised based on the ILO Conventions.
- OSH system compliant with GOST 12.0.230-2007 (ILO-OSH 2001) "Occupational Safety and Health Management System. General Requirements" introduced at enterprises.
- Measures are taken by constituents with an aim to modernize the Labour Inspection (Gossluzhba), including staff training, retraining, and advanced education.
- Information materials on OSH MS and best practices drafted and disseminated with participation of the social partners.
- Measures are taken by constituents to implement the provisions of the ratified ILO Convention No. 155 on Occupational Health and Safety.
- The preparatory process to ratification of ILO Conventions No. 129 on Labour Inspection (Agriculture), No. 184 on Safety and Health in Agriculture and No. 187 on Promotional Framework for Occupational Safety and Health started.

WIND programme for improvement of living and working conditions in small farms is extended to new regions.

- Tripartite constituents raised awareness on ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No 200) and its implementation.
- HIV/AIDS workplace prevention issues incorporated in the training programmes for Gossluzhba and OSH specialists, social partners.

#### **Indicators 3.1:**

3.1.1. A new state programme on occupational safety and health in Tajikistan developed on the basis of OSH standards promoted by ILO.

3.1.2. The Labour Inspection (State Service for Labour, Employment and Social Protection) is modernized in line with international standards and norms.

3.1.3. ILO Conventions No. 129, 184 and 187 ratified.

3.1.4 The ILO Recommendation No. 200 concerning HIV and AIDS and the World of Work is submitted to the competent authorities.

#### **Strategy:**

Once achieved, this outcome will result in lower incidence of occupational injuries and diseases, and in improvement of the record-keeping and reporting system. This will be accomplished on the basis of a new OSH management system to be implemented nationwide in accordance with provisions of ILO Conventions No. 129, 184, 155 and 187 and at the enterprise level via introduction of GOST 12.0.230-2007, training, establishment and development of efficient pool of OSH specialists, within labour inspection and social partners. With involvement of tripartite constituents, it is planned to organize training courses for OSH specialists based on new learning materials on methodologies to introduce inter-state standard GOST 12.0.230 (ILO-OSH 2001).

In order to disseminate HIV/AIDS workplace prevention information, OSH training and informational materials will be adapted (and translated into the national language, if necessary) in order to include HIV/AIDS workplace prevention issues, disseminate relevant information among specialists and social partners, and conduct trainings at all levels.

Assistance will be provided to the constituents to implement the ILO Recommendation No 200 on HIV and AIDS in the World of Work. This will be accomplished based on the Memorandum concerning the obligation to submit Conventions and Recommendations to the competent authorities. It is planned to arrange capacity building for constituents on developing a workplace policy on HIV/AIDS, organize preparatory work for adopting the policy.

#### **Outcome 3.2: *Social security schemes improved.***

##### ***Key outputs:***

- Revisions the draft law “On Mandatory Insurance Against Occupational Accidents and Diseases”, in accordance with the ILO Conventions No. 102 on Social Security (Minimum Standards) and No. 121 on Employment Injury Benefits, considered by constituents.
- Tripartite constituents take measures to improve social insurance and pension system.
- Methodological recommendations, comments and collected regulations to the Law of Tajikistan “On Insured and Public Pensions”, and other materials (booklets, posters) for an awareness campaign drafted and published.
- Social security specialists improve skills, through lecture courses and workshops in each of the regions of the country.

- National legislative study on the ILO Convention No. 168 on Employment Promotion and Protection Against Unemployment conducted.
- Constituents make preparatory work to ratify ILO Maternity Protection Convention No. 183 (revised).
- Publication on maternity protection of women workers engaging in agricultural sector produced.
- Women workers in agricultural sector sensitized and trained on maternity protection.

**Indicators 3.2:**

3.2.1. The social security system (employment injury insurance (EII), employment insurance and maternity protection) revised to comply with the provisions of the relevant ILO conventions.

3.2.2. Unemployment insurance system is reviewed based on the national legislative analysis on the ILO Convention No.168.

3.2.3. Public awareness of entitlements available under the new pensions system and OADI improved.

3.2.4 ILO Conventions No. 168 on Employment Promotion and Protection Against Unemployment and Convention No. 183 on Maternity Protection ratified.

**Strategy:**

Proposals for the draft law “On Compulsory Insurance Against Occupational Accidents and Diseases” will be developed with the purpose of better social protection of victims of occupational accidents and diseases. ILO will provide technical advice to revise and improve the EII system, build capacity and raise awareness of constituents for better understanding of EII/unemployment insurance/maternity protection issues and the relevant ILO Conventions (No. 102, 121, 156, 168 and 183), with workshops to be held for lecturers (trainers) from the staff of the Ministry of Labour and Social Protection, and central (regional) agencies. Regulations applicable to unemployment insurance and maternity protection will be analyzed to facilitate the ratification of relevant conventions.

**Outcome 3.3: *Social protection of migrant workers in destination countries improved and their labour rights ensured.***

**Key outputs:**

- Recommendations to improve social protection of migrant workers in destination countries on the basis of equal employment and social rights developed.
- Implementation of rights of migrant workers to social protection and health insurance in their destination countries analyzed, and recommendations to revise Tajikistan’s legislation and set up a bilateral mechanism for social coverage of migrant workers developed.
- Free legal advice service for migrant workers in receiving countries provided.
- Tajikistan’s trade union membership recognized by destination countries’ trade unions.
- A regional website launched for the Central Asian countries including Tajikistan to exchange information and strengthen social dialogue at the national and regional levels on labour migration.
- Leaflets on the rights and social protection of migrant workers in destination countries drafted
- Awareness campaign involving potential migrant workers conducted via local agencies, trade unions, NGOs to improve their legal literacy, and knowledge of the culture and traditions of host countries.
- Training on labour migration processes is provided to tripartite partners and other stakeholders.

**Indicators:**

3.3.1. An Agreement of Cooperation and Understanding on labour migration between the Ministry of Labour and Social Protection of Population and social partners signed.

3.3.2. Bilateral agreements on protecting migrant workers, monitoring their employment and social status, and assisting them with legalization in the destination country concluded.

3.3.3. Bilateral Trade Unions agreements on the membership recognition and free legal service for migrant workers signed.

3.3.4. An information system for migrant workers covering a wide range of labour migration issues is effectively functioning with the purpose to improve their awareness and protection (via local agencies, website, leaflets and publications).

3.3.5. Information promoting positive image of migrant workers and recognizing their contribution to host and origin countries disseminated.

3.3.6. Representatives of Trade Unions and Employers participate in the work of the interdepartmental committee on labour migration.

**Strategy:**

Under the ILO project for regulation of work migration in Central Asia, it is envisaged to hold regional conference for constituents from 5 countries with involvement of ministries and agencies concerned to develop recommendations for better work migration policy through improved legislation and statistical reporting system with the purpose of increasing positive effects of work migration and reducing its negative implications. A regional website for constituents in Central Asian countries including Tajikistan will be developed to strengthen social dialogue on work migration and improve exchange of information and experience, and provide a platform for joint efforts to improve the legislation and statistical reporting system, develop a model for referrals of migrant workers to public agencies in Central Asian countries, etc.

Implementation of rights of migrant workers to social protection and health insurance in destination countries will be examined to ensure they are covered by the social insurance system, with advice to be made to revise the national legislation and set up a bilateral cooperation mechanism for coverage of migrant workers by pensions and other social benefits. With involvement of the constituents, it is envisaged to develop leaflets on the rights and social protection of migrant workers in destination countries, and conduct awareness campaigns for small groups of potential migrant workers formed to improve their legal literacy. A special focus will be on building a positive image of migrant workers by disseminating information on their contribution to the economy of the home and host countries.

## **V. Implementation, Monitoring and Evaluation**

The Decent Work Country Programme was developed with direct involvement of ILO tripartite constituents in process of technical consultations with experts of the ILO Decent Work Technical Support and Country Office for Eastern Europe and Central Asia (DWT/CO) in Moscow. Key priorities of the Programme, outcomes, indicators, and implementation strategies were identified on a joint basis.

The Decent Work Programme will be implemented in Tajikistan by tripartite constituents jointly with the ILO DWT/CO in Moscow and supported by the ILO Regional Office for Europe, ILO Headquarters' technical units in Geneva, and the International Training Centre in Turin as appropriate. To achieve a strategic partnership and reach the key outcomes of the Programme, cooperation with UN agencies in Tajikistan and other international organisations will be continued. The ILO National

Coordinator in Tajikistan will ensure the overall coordination and better coherence of national and international efforts aimed at efficient implementation of DWCP.

ILO will provide technical support for DWCP implementation under technical cooperation projects depending on the available financial and human resources. Based on the envisaged outcomes and available resources, the tripartite constituents and ILO DWT/CO will develop DWCP Implementation Plan for 2011-2013 and Monitoring and Evaluation Plan.

Pursuant to the established procedures, a tripartite advisory group composed of the experienced specialists nominated by the Ministry of Labour and Social Protection of the Republic of Tajikistan, Association of Employers, Federation of Independent Trade Unions and the International Labour Organisation will be set up to ensure successful implementation of the Programme. DWCP Implementation plan will be revised and/or adjusted by a tripartite advisory group if necessary, to ensure maximum efficiency. Monitoring and evaluation of the progress will be done on an annual basis by a tripartite advisory group.

This Programme will take effect upon completion of internal official procedures by the Republic of Tajikistan.

This DWCP will be published in Russian, Tajik, and English in the website of the ILO Decent Work Technical Support and Country Office for Eastern Europe and Central Asia.