

Czech Republic
ILO



International
Labour
Organization

COOPERATION RESULTS OVERVIEW



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1. INTRODUCTION

The International Labour Organization (ILO) is the lead institution responsible for drawing up and overseeing international labour standards worldwide. The ILO is the only 'tripartite' United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. This is embodied in the Decent Work Agenda. The ILO Decent Work Agenda is crucial to achieve progress and social justice in the context of globalization.

The ILO's role, mandate, and added value in promoting decent work capitalizes on three unique institutional advantages –

- Its **tripartite constituency** – consisting of governments and employers' and workers' organizations – allows the ILO to bring together key actors of the real economy: labour and social affairs ministries, the private sector, and trade unions.
- The ILO's body of **international labour standards** provides world recognized normative instruments for dealing with all areas of social policy. The ILO's supervisory system keeps track of the implementation of ratified Conventions and brings good practices and violations to the attention of Member States.
- The ILO works through the **workplace**, which is an effective location to deliver development assistance to both the formal and informal economy.



Putting the Decent Work Agenda into practice is achieved through the implementation of the ILO's four strategic objectives, with gender equality as a crosscutting objective, and organized around 19 Outcomes –

Creating jobs – building economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods;

Extending social protection – promoting both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income, and permit access to adequate social security;

Promoting social dialogue – building efficient labour market and social protection institutions and strong and independent employers' and workers' organizations, enabling engagement from all sides in increasing productivity, managing labour relations, and building cohesive societies;

Guaranteeing rights at work – ensuring that economic development goes hand in hand with social development and respect for the rights of all working women and men, and in particular those who are disadvantaged or poor.



The Czech Republic and the ILO

The Czech Republic has been an ILO Member State since 1993 and has ratified 71 Conventions, including all human rights Conventions, 64 of the ratified Conventions remain in force.

For the period June 2007 – June 2012, the ILO and the Government of the Czech Republic signed a Partnership Cooperation Agreement (PCA) with the aim of further supporting the realisation of the Millennium Development Goals in developing countries through the work of the ILO. The PCA covered voluntary contributions to the ILO to develop technical cooperation projects, to second Czech experts, to support Internship opportunities in the ILO for young Czech graduates or students as well as consultancy assignments for project preparation or evaluation.

The continuing cooperation sets particular emphasis on activities contributing to stimulate inclusive and sustainable economic growth; ensuring dialogue to enhancing country ownership; contributing to country capacity-building and institutional development; ensuring that gender issues are fully mainstreamed; and promoting a rights-based approach to development..



Ministry of Foreign Affairs
of the Czech Republic



MINISTRY OF LABOUR
AND SOCIAL AFFAIRS

Voluntary contributions from The Czech Republic are granted through the Ministry of Labour and Social Affairs and the Ministry of Foreign Affairs. These contributions to the ILO's technical cooperation programme amounted to US\$ 766 thousands since 2004 and supported the promotion of a culture of social dialogue among public authorities and social partners in Serbia, strengthening governance of the labour market through improving design, monitoring and evaluation of gender sensitive employment policies in Moldova and the Promoting livelihoods for persons with disabilities: enhanced skills for employability and policy application in Mongolia.

2. 2010-2012: ACHIEVEMENT OF CZECH REPUBLIC-FUNDED PROJECTS

Socially responsible restructuring via social dialogue and social finance in Serbia - Putting in practice policy recommendations: the Serbian Railways (SCG/06/02/CZE)

Since 2005, Serbian restructuring and privatization process accelerated. This process implied heavy consequences on political and socio-economic stability and as a whole, according to the National Employment Service, around 230,000 workers lost their jobs in Serbia, and thousands of workers were expected to become redundant by the next round of restructuring and privatization of 2007.

The overall objective of the project was to promote social dialogue in the process of restructuring and implementing support programmes for the workers candidates to find employment relocation, including self-employment. Serbian railways constituted the pilot industry of such programmes.

Main achievements included –

The capacity of both trade unions and management representatives was improved in the elaboration and implementation of support employment measures for redundant workers through study visits, which allowed to confront experiences with other similar companies, and through internal-level assessments.

The project's bipartite approach, involving both trade unions and management representatives, contributed to build social partners' capacity to jointly agree decisions jointly, such as with the terms of reference for the profiling of workers leaving the company. In this instance, it was decided not approach workers directly, but to proceed with trade unions and management representatives' interviews to conduct this profiling. Priority was given to the improvement of existing activities on upgrading and re-

training as well as acquiring additional knowledge and skills for specialized railway jobs, but also for external employment.

Guidelines were elaborated with a view to assisting managers, workers' representatives and governments in regards to measures and processes to be considered when restructuring the labour force (*Guidelines – Socially-sensitive Labour Force Restructuring in South Eastern Europe*). They aimed at giving an overview of the international and European legal framework and principles to be taken as a basis, and at describing the detailed measures that can be adopted, with some examples of good practices from Europe. They were intended to contribute to the debate on how best to conduct enterprise restructuring, with a view to improving productivity and at the same time mitigating the effects on the workers.



Strengthening governance of the labour market through improving design, monitoring and evaluation of gender sensitive employment policies (MOL/08/01/CZE)

The economic recovery of Moldova in 2003-2008 had not reverted back to employment creation. This exacerbated the vulnerability of many Moldavian households, widening the gap between women and men, first-time jobseekers and workers with relevant work experience, those with permanent and precarious employment, as well as those with poor quality jobs in the informal economy. Moreover, employment policies were disconnected from other economic and social policies, and specific programmes were limited both in time, magnitude and scope. The lack of coordination between the Vocational Education and Training (VET) and labour market requirements placed Moldovan current and future generations at risk of losing the benefits of growth.

The project supported the Ministry of Economy and Trade (MET) of the Republic of Moldova to implement the National Employment Strategy. It provided advocacy and advisory services to explain why and how labour market governance and an employment strategy are important to design socio-economic policies and reform.

Main achievements included –

During project implementation, the technical work focused on strengthening the capacity of labour market institutions to formulate and implement employment policy measures through a series of training and coaching activities. As a result, a long-term staff development plan was crafted to enhance the skills of government officials involved in the formulation and implementation of employment policy.

In parallel, the MET established partnerships with other government institutions to ensure that coordination and cooperation could be effectively put in place. This initiative helped to connect employment policy with the Mid-Term Expenditure Framework, developed and monitored by the Office of the Prime Minister.

Following the project's technical assistance to the National Employment Agency (NEA), this one has improved its capacity to provide services and programmes that cover the main functions of a modern public employment services. This was attained through a performance assessment, training workshops and group coaching activities, as well as a comprehensive review of the legal framework, regulations, structure and organization of employment services in the country. This work was instrumental to the formulation of the long-term internal strategy to re-orient the Agency towards the needs of workers and

of the labour market. As a result, NEA's internal strategy has been finalized and a staff development needs assessment will join the strategy to formulate a skills' upgrading training plan.

Promoting Livelihoods for Persons with Disabilities: Enhanced Skills for Employability and Policy Application in Mongolia (MON/09/01/CZE)

The main purpose of this project was to increase income levels of persons with disabilities (PWDs) through enhancing skills and employability as well as to improve the impact of the new legal framework for promotion of employment of people with disabilities. As a response, the project established demonstrative models for enhanced employability of PWDs through skills development and on-the-job training for formal and informal workplaces. Other interventions were designed to increase institutional capacity to provide job placement through enhanced knowledge and application of legislation and improved employability.

Main achievements

The formulation of an integrated service methodology for PWDs' employment promotion led to an initiative to strengthen the national capacity to provide employment services to persons with disabilities. Job placement specialists and officers in charge of PWDs' employment issues, in 21 provinces and 9 districts, participated in training programmes, developed as a way to boost the stakeholders' capacity to provide PWDs' employment services.

As a result, career counselling services were integrated, as an extra-curricular activity, into National Rehabilitation Centres' training curriculum, allowing these services to be introduced to other schools for children with special needs. "Start your business" training for PWDs has also been officially included in the curriculum.

In addition, seven (7) different manuals and guides to promote employment of PWDs were translated into Mongolian and distributed to departments of labour and social welfare, social partners and NGOs. As a result of the development and distribution of the Trade Union Activity Guidelines, a capacity building training was organized for administrators of provincial, municipal and sectoral trade unions, as a way to increase the knowledge base on employment of PWDs and ensure their equal participation in trade union activities.

Accessibility of the LECO website (www.labornet.mn or www.hudulmur.mn) was improved for persons with disabilities, allowing all users to increase colour contrast and font size of texts and posted images, as well as uploading audio and video files with sign language interpretation.

One of the most important impacts of the project has been the development of linkages between concerned institutions and NGOs' involvement. A national forum presented an opportunity for disabled youth to meet and develop business relationships with the employers.



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