



FOR INFORMATION

SECOND ITEM ON THE AGENDA

**Implementation of Decent Work
Country Programmes**

Contents

	<i>Page</i>
Introduction	1
Highlights	1
Regional presentations	4
A. Africa	4
B. Americas	7
C. Arab States	9
D. Asia and the Pacific	11
E. Europe	14
Statistical appendices	17

Introduction

1. At its 297th Session (November 2006), the Governing Body requested the Office to provide an annual status report on the outcome and impact of the Decent Work Country Programmes (DWCPs).¹ This report, covering the period November 2007–August 2008 highlights general trends in the development of DWCPs; their links to UN country programmes, especially United Nations Development Assistance Frameworks (UNDAFs) and “One UN” pilot countries; participation of employers’ and workers’ organizations in the development of DWCPs; the main substantive priorities; resources and funding mechanisms; concrete results obtained through DWCPs; and lessons learned.

Highlights

2. The development of DWCPs has continued at a steady pace. The report of November 2007 focused on 29 finalized and adopted DWCPs in effect in the regions. Ten of these 29 DWCPs expired at the end of 2007. During the reporting period, 12 new DWCPs were finalized and adopted in Argentina, Bahamas, Bangladesh, Bolivia, China, Nepal, Nicaragua, Panama, El Salvador, Sri Lanka, Syrian Arab Republic and Yemen. As a result, there are currently 31 finalized and approved DWCPs in operation. Over 80 DWCPs are in various stages of development (see annexes for detailed region-wide information on the status of DWCPs). Of the DWCPs which were approved or which were under development during the reporting period, 36 have been appraised under the Quality Assurance Mechanism (QAM).
3. The relevance of and demand for DWCPs in the respective countries are becoming more and more evident; their links to UN country programmes, especially “One UN” pilot countries and UNDAFs can be seen in all the regions. In Algeria, Liberia and Morocco, the DWCPs have in fact become a central element of the UNDAFs; in Brazil and Mexico, the issue of Decent Work is specifically included as one of the UNDAF objectives; the DWCP outcomes for India are part of the UNDAF outcomes and the ILO has played a leading role in some areas of UNDAF priorities, such as youth employment, skills development and employability, labour migration management and HIV/AIDS workplace programmes.
4. In Lesotho, Mozambique and the Philippines, certain DWCP outcomes were integrated directly in the UNDAF. In the Arab States, all DWCP outcomes were aligned with UN development frameworks. Five of the eight “One UN” pilot countries – Albania, Pakistan, United Republic of Tanzania, Uganda, and Uruguay – currently have DWCPs. This has facilitated the integration of Decent Work issues into the “One UN” country programmes. In Albania the “One UN” programme contains outcomes aimed at ILO priorities, and explicitly mentions the ILO and the social partners as partners responsible for delivering agreed outcomes. Furthermore, the DWCP mechanism allowed the ILO and its tripartite constituents to become implementing partners, with access to the relevant portions of the UN Common Fund. In the United Republic of Tanzania the ILO is managing the joint programme on “Wealth creation, employment and economic empowerment”. The Memorandum of Understanding signed between the ILO Office in Islamabad and the Pakistan One Fund was notable in leveraging DWCP outcomes into both a wider development plan and securing a larger role for the ILO and its constituents in shaping national development policy.

¹ GB.297/PV, para. 240.

5. *Participation of the social partners in the DWCP process* took different forms. In some countries in Africa and Asia, separate consultations with tripartite partners were used to reach agreement on DWCP outcomes. In the Americas, Arab States, and Europe, higher-level tripartite meetings were used, and in some instances tripartite structures were created or refurbished to allow for consultation on the DWCPs. Particularly in the Arab States, meetings were combined with high-profile launches of the DWCP process, which increased the sense of accountability and ownership of the tripartite partners in delivering the DWCP outcomes.
6. A number of DWCPs also set up implementation committees with social partner participation, through which they took on responsibilities in monitoring and evaluating DWCP results. In Europe, for example, all six DWCPs ending in 2007 underwent evaluation with the tripartite partners. Social partner participation in DWCPs not only ensured outcomes that enjoyed wide support, it also served as a useful exercise for the social partners to gain further experience in programme design, results-based management, and monitoring and evaluation.
7. *The priorities of the DWCPs* spread out fairly evenly across the ILO four strategic objectives. With regard to the promotion of fundamental principles and rights at work, numerous DWCPs contained outcomes regarding the implementation of international labour standards, in particular those pertaining to child labour and forced labour. DWCPs from the Americas also contained components relating to freedom of association. In Europe, the emphasis was on better law enforcement and labour inspection to guarantee the implementation of ratified Conventions. Fourteen per cent of regular budget resources were linked to DWCP outcomes on fundamental principles and rights at work, and the latter accounted for 18 per cent of the total number of DWCP outcomes.²
8. Employment remained prevalent across all the regions, with a special emphasis on youth employment and employment of women. The regions focused on different approaches to creating employment: Europe favoured support of capacity building for the formulation of labour market policies, the Arab States focused on formalization of the informal economy and the improvement of labour market information tools, while the other regions favoured employment-intensive investment, development of skills, SMEs and cooperatives. Employment-related outcomes account for 28 per cent of regular budget resources for DWCPs, and 24 per cent of the total number of resourced DWCP outcomes.
9. Priorities relating to social protection focused on extension of social security coverage in the Americas, policies on HIV/AIDS in Africa and Asia, and improvement of occupational safety and health policies and labour inspection in the other regions. DWCP outcomes on social protection represented 17 per cent of resources for DWCPs, and 18.5 per cent of the number of outcomes.
10. Finally, social dialogue remained very important in all regions and had nearly the same funding as outcomes linked to employment. Nearly all DWCPs included outcomes geared at increasing the capacity of the social partners and fostering tripartite relations and strengthening labour administration. DWCP outcomes linked to this strategic objective accounted for 26 per cent of regular budget resources for DWCPs, and 31 per cent of the total number of outcomes.
11. All regions were successful in mainstreaming gender equality into DWCPs. With regard to institutional capacities, the African region also reported integrating components on strengthening statistical capacities, while Asia included important components on

² Figures based on IRIS, Apr. 2008.

knowledge sharing on youth employment, skills development, and industrial relations. Joint immediate outcomes represented 14 per cent of regular budget resources for DWCPs and 7.5 per cent of the total number of outcomes.

12. ***Funding has been a challenge.*** Regular budget resources were programmed for strategic and priority components of the DWCPs, with a view to developing partnerships and raising resources for attaining specific outcomes. Up to two-thirds of the resources required for implementing DWCPs needed to be raised from extra-budgetary sources. DWCPs proved effective tools for resource mobilization, as they provided specific information to donors regarding country priorities and outcomes, and clearly demonstrated that the envisaged outcomes enjoyed tripartite support.
13. In some of the “One UN” pilot countries, the DWCPs have been useful in leveraging common fund support for certain country outcomes. In Uganda, for example, the DWCP was the entry point for the ILO to access UN country team resources for work on HIV/AIDS. In some countries, such as Zambia and Jordan, the Government also contributes to outcomes. The DWCPs also facilitated local resource mobilization, including public–private partnerships. All regions have identified specific resource needs to implement DWCPs, and the Arab States have carried out detailed implementation planning to identify specific resource gaps and to develop a targeted resource mobilization strategy.
14. Regular Budget Supplementary Account (RBSA) will be critical in filling identified resource gaps to achieve DWCP outcomes.
15. ***DWCPs have already led to a number of concrete and tangible results.*** In the area of fundamental principles and rights at work, DWCPs in Europe led to the ratification of several ILO Conventions. Improved labour inspection systems also allowed for better implementation of national labour law. In the Africa, Europe and Asia and Pacific regions, DWCPs also contributed to the establishment of new policies and institutions for the eradication of child labour. In the United Republic of Tanzania, the national policy on child labour has been integrated into the Poverty Reduction Strategy Paper (PRSP).
16. National policies or strategies on employment were adopted in a number of countries; in Uganda and Zambia, this included a strategy on employment creation for persons with disabilities. In the Asia and Pacific region, an ILO workplace practice survey was carried out to enhance the regional knowledge base on the role of productivity growth and expanded decent work employment opportunities in promoting sustainable competitiveness at the enterprise, national and regional levels. In the Arab States, a notable success was the integration of entrepreneur culture in the curriculum of vocational and secondary schools, and the use of labour market information in the development of employment strategies. In countries in South-Eastern Europe there was improved capacity to formulate, implement and assess national employment policies.
17. In the area of social protection, notable achievements included the establishment of national occupational safety and health policies, national policies on HIV/AIDS, and registration of migrant workers in Turkey. In the Arab States, new social security schemes were introduced to extend social protection coverage to vulnerable workers.
18. Finally, all regions witnessed strengthened social dialogue institutions, and progress in strengthening the capacity of the social partners to participate in national development activities.
19. ***Lessons learned in the process of implementing DWCPs.*** Active participation of the social partners continues to be a key element to the success of a particular DWCP. The

signing of a Memorandum of Understanding and involvement of the social partners in mid-term monitoring and evaluation exercises promoted trust and a sense of ownership in the country programme. In some cases, the inclusion of non-traditional actors, such as NGOs, women's groups, and businesses, increased the support base for a DWCP. A common feature in all regions was a need for greater capacity building for constituents for: DWCP design and results-based management; capacity to deliver DWCP results; and to participate in other national development programming exercises. The need for a transparent legal framework was also stressed.

20. All regions reported that regional and subregional Decent Work outcomes heavily influenced the programming of DWCPs. DWCPs were perceived as useful vehicles for delivering regional outcomes. The 11th African Regional Meeting (Addis Ababa, April 2007) specifically set as a goal the establishment of DWCPs in all countries by 2010. In the Americas, the Decent Work Hemispheric Agenda, adopted at the 16th American Regional Meeting (Brasilia, May 2006), already reflected 14 UNDAFs. This made it easier to align DWCPs with the Decent Work components of the UNDAFs.
21. Many regions found the three- to four-year period ideal for DWCPs, as this allowed for synchronization with UNDAFs and other national development plans. DWCPs should be designed with regard to results-based management, with clear indicators and yearly milestones to measure progress and to keep the constituents informed. At the same time, DWCPs should have flexibility built in so as to allow for rapid adaptation in case of political change, crises, and other circumstances which might lead to changes in Decent Work priorities. Finally, it was noted that it was important to mainstream cross-cutting issues, such as international labour standards and gender equality into the proposals for DWCPs, so that constituents could easily discuss and adapt them to strengthen the outcomes of the DWCPs.
22. Increased Office capacity is needed to support DWCPs. It was hoped that the ongoing field structure review would lead to an increase in the ILO's field presence and facilitate the establishment of DWCPs, especially in countries where the ILO was not currently present. Better data were needed to establish baselines and indicators for DWCP outcomes.

Regional presentations

A. Africa

23. The 11th ILO African Regional Meeting (Addis Ababa, April 2007) adopted the Decent Work Agenda for Africa 2007–15 to enhance the implementation of the Ouagadougou Plan of Action on Employment and Poverty Alleviation and called “on the ILO to work with its constituents to encourage all member States in Africa to have DWCPs”.
24. DWCPs are already being implemented in Burkina Faso, Côte d'Ivoire, Burundi, Ethiopia, Ghana, Kenya, Lesotho, Mali, Nigeria, United Republic of Tanzania, Uganda, Zambia and Zimbabwe. Of these, Ethiopia, Kenya, Lesotho, Mali, United Republic of Tanzania as well as Uganda and Zambia underwent the QAM. Senegal will be presented for the QAM process shortly.
25. This biennium, DWCPs are being formulated in Botswana, Cameroon, Cape Verde, Comoros, Djibouti, Egypt, Guinea, Liberia, Madagascar, Malawi, Mauritania, Morocco, Mozambique, Namibia, Sierra Leone, South Africa, Swaziland and Togo. Negotiations to initiate the DWCP preparation process are ongoing in most remaining countries.

26. DWCPs in Africa are developed and implemented as integral parts of global, regional and development frameworks. This includes the Millennium Development Goals (MDGs), the Ouagadougou Plan of Action and PRSPs.

Links to national development frameworks

27. The ILO has taken an active part in the UNDAF process by ensuring that the DWCPs are part of the joint UN framework. In the United Republic of Tanzania, for instance, the ILO is managing the joint programme on “Wealth creation, employment and economic empowerment” on behalf of the UN system.

Participation of employers’ and workers’ organizations

28. Systematic efforts are being carried out to ensure participation of employers’ and workers’ organizations in the formulation and implementation of DWCPs. In Kenya, United Republic of Tanzania, Uganda, Lesotho, Nigeria, Ghana and Zambia, employers’ and workers’ organizations participated in consultative workshops to define and validate the DWCP priorities and outcomes. Moreover, they are members of DWCP implementation committees.

Main substantive priorities identified in DWCPs

29. Priorities identified in the DWCPs include:

- promotion and respect of fundamental principles and rights at work;
- reduction of child labour (particularly in its worst forms);
- employment-intensive approaches;
- policies and programmes to promote women’s and youth employment;
- national social security policy (including a basic social security package);
- prevention and mitigation of the impact of HIV/AIDS in the world of work;
- strengthening labour administration and social dialogue;
- strengthening the capacities of employers’ and workers’ organizations;
- developing labour statistics and improving capacity for labour market information (data) collection and analysis;
- gender remains a cross-cutting theme.

Funding mechanisms and levels and gaps

30. The following could be highlighted:

- Through its regular and extra-budgetary resources, the ILO supports the implementation of some DWCP outcomes. However, these funds are not sufficient to guarantee the long-term sustainability of these programmes.

- Some governments have contributed to the implementation of DWCPs. Zambia's Ministry of Labour was recently reclassified as an economic ministry and now has more possibilities to contribute to the implementation of its programme.
- The creation of the "One UN" Fund in some of the pilot countries has opened opportunities for funding DWCP priority activities integrated into the UNDAF. In Uganda, the DWCP was the entry point in accessing HIV/AIDS resources within the UN country team.
- With RBSA resources, the ILO is now in a position to expand its support to DWCP outcomes that are results-driven and focused.

Concrete results and outcomes

- National policies against child labour have been adopted (United Republic of Tanzania and Uganda) and goals/indicators to reduce child labour have been integrated within the PRSP (United Republic of Tanzania).
- Policies and programmes on HIV/AIDS in the workplace have been developed (Zambia, Lesotho, United Republic of Tanzania, Uganda, Kenya and Ethiopia).
- Comprehensive reviews of social protection have been undertaken (United Republic of Tanzania and Zambia).
- National employment policies as well as youth employment policies and programmes are being developed (Lesotho and United Republic of Tanzania), and policies and programmes on the employability and employment of persons with disabilities are being implemented (Zambia and Uganda).

Lessons learned and the way ahead

31. The following lessons will indicate the way forward:

- The participation of the social partners should be further enhanced by implementing a capacity development programme for constituents. This will not only facilitate the operationalization of the programmes, but it will also foster sustainability by intensifying workers' and employers' participation in the identification of UNDAF and PRSP priorities, and in the implementation of DWCPs.
- To be effective, gender mainstreaming should be integrated from the formulation stage, as illustrated in Lesotho, Mali and the United Republic of Tanzania.
- Improved data collection on Decent Work deficits as well as national progress towards Decent Work would contribute to the effective targeting and implementation of DWCPs.
- The focus on "Delivering as One UN" can create opportunities for funding some of the DWCP outcomes which are integrated into UNDAFs. It also creates avenues for the ILO's work to contribute more than hereto to joint UN objectives and programmes on human rights (workers, women, children); building national capacities (strengthening workers' and employers' organizations); and influencing policies and developing local partnerships (as with ILO constituents).
- To further reinforce local resource mobilization, ministries of labour should be strengthened to obtain funds within the new decentralized funding systems.

B. Americas

Links to national development frameworks

32. The ILO's Decent Work Hemispheric Agenda is present in 14 UNDAFs in the region, although participation of the constituents in this process is still limited. However, since the Office participates in the elaboration process of the UNDAFs and since they are linked to the DWCPs, the constituents' priorities are often reflected. Moreover, in the "One UN" pilot country Uruguay, the joint ILO-UN programme includes the contents of the Decent Work Hemispheric Agenda, and work is being done jointly with government and workers' and employers' representatives. The issues included in the DWCPs are productive employment, gender, youth employment, local economic development, and social dialogue.

Participation of employers' and workers' organizations

33. From the experiences reviewed, a positive participation of social actors in the elaboration of DWCPs in the region was observed. In the case of Chile, the Government's institutional capacity enriches the discussion and the elaboration process of the DWCP. In the experience of Central America, meetings had been held with each social group involved in the process and in other cases tripartite consultations took place (government, and workers' and employers' organizations). In Brazil, the social partners are fully involved in a tripartite discussion process of implementation of the National Agenda which constitutes the foundation of the DWCP. In Argentina, where a second DWCP is under way, tripartite dialogue spaces are being promoted in order to reach programme priorities. Finally, both in Mexico and in Cuba, the participation of social partners takes place at the high management level of the ministries or secretariats or middle management.

Main substantive priorities identified in DWCPs

34. The priorities set in the different documents have similarities because they have been agreed on in the light of the specific and general policies of the Decent Work Hemispheric Agenda (2006-15). The four main issues identified were:

- promote the effective fulfilment and application of international labour standards;
- promote social dialogue and tripartism;
- contribute to the formulation of employment policies that promote opportunities for men and women and fair income;
- strengthen social protection policies.

35. It is important to mention that in the light of these priorities, the main action areas where expected outcomes are focused include: promotion of youth employment, child labour eradication, eradication of forced labour and trafficking, reduction of accidents and employment injuries in the workplace, effective application of fundamental and priority Conventions in the light of social dialogue, labour skills and human resources development, freedom of association and collective bargaining, strengthening of social partners, increase of coverage and affiliation for social security systems and programmes for employment development, SMEs and cooperatives. Gender equality, the elimination of discrimination and the sectoral approach are considered mainstreamed issues.

Funding mechanisms and levels and gaps

36. A main element in the development of DWCPs and in the actions from the Office is the availability of resources. Through a first prospective and strategic exercise for the present 2008–09 biennium, the region estimates that an additional US\$33,501,000 are needed to achieve expected country outcomes. This amount covers a project of approximately US\$20,000,000 in Brazil aimed at promoting fundamental principles and labour standards in the workplace. As per next biennium, 2010–11, the resources needed will total US\$65,832,000, of which US\$29,615,000 will be covered by regular budget (RB) and regular budget technical cooperation (RBTC) allocations. RBSA resources will allow for the funding of initiatives clearly identified in the DWCPs in the region that demand additional funds. It is expected that by mid-August the areas and issues to be covered by these resources will be established.

Concrete results and outcomes

37. A first result achieved in the first years of application of the DWCPs is the fact that they were in line with the Decent Work Hemispheric Agenda. Secondly, ILO strategic objectives are part of the priorities agreed with constituents in each country which already has a signed DWCP. Finally, another result achieved is the sensitivity of national agendas to the reduction and elimination of child labour and forced labour in the region.
38. In spite of progress achieved, however, there is still weak institutional capacity on the part of some labour authorities in countries in the region, leading to a high demand for technical assistance without the necessary planning, generating uncoordinated work and with few visible results. This weakness is also evident in the limited dialogue among the social partners to determine programme priorities. Another result to be achieved is the efficient and effective use of social dialogue through tripartism to reach agreement with authorities on priorities and outcomes through tripartism on the most efficient use of available resources.

Lessons learned and the way ahead

39. The main lessons learned in the DWCP process include:
- the DWCPs are operational and management technical cooperation tools of great value for the Organization and for constituents in each of the countries;
 - tripartism and social dialogue are characteristic of the ILO and as such they must be promoted at all levels;
 - the active participation of the social partners in the formulation and implementation of DWCPs has proved to be of vital importance for the sustainability of the programmes;
 - the 2006–15 Decent Work Hemispheric Agenda is the orientation and integration document for the objectives and expected outcomes in the region for the coming years.
40. Future steps to take will include:
- completing the formulation and implementation of the DWCP process in the region;
 - starting the result evaluation process of the completed DWCPs in the region;

- continuing with the promotion and participation of social partners in the elaboration and implementation of the DWCPs as well as in the formulation of the UNDAFs;
- identifying thematic areas and countries to be financed with RBSA resources available for the present biennium.

C. Arab States

41. The recommendations of the 14th Asian Regional Meeting remain the overarching framework guiding regional priorities, along with the Arab Labour Organization annual conference recommendations and regional specialized meetings which provide additional directions for policy discussion between the regional office and its constituents. In this context, DWCPs are being increasingly recognized as a coherent and strategic framework upon which the ILO programme of work is being implemented in the region. DWCPs are currently fully operational in Jordan, Syrian Arab Republic and Yemen, and documents for Bahrain and Oman have been discussed and finalized with the tripartite constituency with the intention of being launched by the end of 2008. Initial consultations have been initiated with the United Arab Emirates, Kuwait and Qatar.

Links to national development frameworks

42. All DWCPs outcomes are firmly aligned with UN development frameworks through explicit linkages in the respective monitoring plans in order to ensure synergies and complementarity with the UN programmes. The UNDP–ILO partnership in the Syrian Arab Republic, Lebanon and Jordan is being translated in joint programming and collaborative agreements (including cash contribution) with a focus on employment generation and livelihood opportunities, promotion of entrepreneurship culture, access to business development services and the establishment of Global Compact networks. In Yemen, the ILO has played a leading role in ensuring the integration of indicators reflecting the Decent Work Agenda in the revised version of the UNDAF Monitoring and Evaluation Plan. Lessons learned from innovative partnerships (e.g. joint programme implementation with UNOPS and UNESCO in Iraq, participation in multi-donor trust funds) are being used to strengthen the ILO's strategic fit in the UN system at the regional level.

Participation of employers' and workers' organizations

43. The social partners are being actively involved in the formulation and drafting of the documents through an iterative process based on consultation, tripartite meetings and constant feedback in order to facilitate consensus on joint priorities and outcomes. High-level tripartite national launching events with the participation of key national stakeholders and the international community are held to formally endorse the DWCP, and underscore tripartite ownership and accountability. Specific governance and coordination structures are put in place through the establishment or the revitalization of national tripartite committees. Capacity building is mainstreamed throughout the programming cycle with training activities in results-based management held to ensure the involvement of the constituents in the monitoring and evaluation process.

Main substantive priorities identified in DWCPs

44. The following priorities emerge from DWCP analysis across the region, clearly requiring a combination of regional, subregional and national strategies and interventions:

- tackling unemployment through the development of employment policies integrating women and youth, the informal economy and application of effective labour market information tools;
- entrepreneurship development for economic revitalization and job creation;
- improved institutional capacity for labour administration and labour intermediation;
- ensuring compliance with international labour standards;
- creating a more conducive environment for tripartism and social dialogue;
- improving social security systems and institutional capacity for the protection of the most vulnerable workers.

Funding mechanisms and levels and gaps

45. Resource mobilization strategies are based on DWCP implementation plans which highlight funding requirements and gaps. RBTC and RB resources are used to fund priority and strategic components of the programme with a view to developing partnerships and leverage additional resources. Collaborative cost-sharing opportunities with the UN system are systematically explored. Technical cooperation funds constitute the main resource for implementing DWCP activities. In Jordan, more than two-thirds of the resource requirements have been secured through extra budgetary funds, including direct cash contribution from the Government. In the Syrian Arab Republic, ongoing negotiations are taking place at the local level with a major donor to support the social protection component of the programme. This clearly highlights the willingness of some donors to support DWCPs on a programme rather than project basis and confirms the high added value of the DWCP documents as a resource mobilization tool. The DWCP documents and formulation process also trigger local resource mobilization opportunities from state and non-state actors. RBSA funds will also support specific country programme outcomes, whereas in the Gulf Cooperation Council countries, cost-sharing arrangements will be promoted.

Concrete results and outcomes

46. Results obtained through the promotion of DWCPs in the region include:

- The development of employment strategies through improving the quality, availability and accessibility of labour market information. Yemen released the Action Plan for the National Employment Strategy in late July 2008 and Jordan launched its National Employment Policy in August 2008.
- The introduction of entrepreneurship culture in the vocational training centres and secondary schools curricula (Yemen, Jordan, Syrian Arab Republic, Oman).
- Implementation of new social security schemes to extend social protection coverage of vulnerable workers; best practices include an unemployment benefit law in Bahrain and a maternity cash benefit protection scheme in Jordan.
- Improvement in workers' representation, particularly in Kuwait, Bahrain and Oman.
- A better compliance with international labour standards through improved labour inspection systems.

- More effective participation of workers' and employers' organizations in policy development and labour law reform through tripartite consultative committees which are gradually paving the way for the establishment of economic and social councils in Jordan.

Lessons learned and the way ahead

47. The involvement of the tripartite partners throughout the formulation and implementation process is key to securing the ownership and sustainability of DWCP interventions. An official launching event and the formal endorsement of the programme through the signing of the document strengthen the ownership and increase the commitment and accountability of all partners to reach joint objectives.
48. The role of non-traditional actors is also strongly encouraged to broaden the ILO's capacity to deliver the targeted interventions more effectively.
49. Ensuring interrelations between DWCP outcomes at the implementation level is critical to achieving integrated results. This can only be achieved through the establishment of solid governance structures, and coordination and monitoring mechanisms which ensure a programmatic approach in the implementation of activities. Moreover, engaging with the local donors from the inception process facilitates resource mobilization.
50. Applying results-based management tools and ensuring ownership by the constituents in the implementation of the programme remains a challenge. Tailor-made training tools will be developed in order to take into account the differentiated needs and capacities of the constituents.

D. Asia and the Pacific

51. The five common priorities endorsed at the 14th Asian Regional Meeting (Busan, 2006) continue to guide the Office's work in the Asia-Pacific region in the 2008-09 biennium. These priorities are: promoting competitiveness, productivity and jobs; addressing youth employment; improving management of labour migration; strengthening labour market governance; and extending social protection to workers without cover in the informal economy. To support countries to make progress towards national and regional goals under these priorities during the Asian Decent Work Decade, three pilot Decent Work Knowledge Networks have been launched on Youth employment, Skills development and East Asian industrial relations. Following the ILO's Research Conference on Green Jobs for Asia and the Pacific in April 2008, research on policies and market mechanisms to promote energy efficiency and green jobs, pilot projects on skills training, enterprise development and renewable energy will be initiated. The Office will further the work to extend a basic social security package for informal economy workers in the region as a follow-up to the Regional High-Level Meeting on Social Security in New Delhi, India, held in May 2008.
52. Seven DWCP documents have been finalized (Bangladesh, China, Indonesia, Mongolia, Nepal, Pakistan and Sri Lanka) and posted on the public web site. India's DWCP document has been appraised under the ILO's quality assurance mechanism and will be finalized by September 2008. The formulation of DWCP documents for Cambodia, Lao People's Democratic Republic, Papua New Guinea, Philippines, Timor-Leste and Thailand has commenced and is due for completion by December 2008.

Links to national development frameworks

53. Alignment with UNDAF remains a common practice in the development of DWCPs with the ILO playing a leading role in some areas of UNDAF priorities. In 2008, three new UNDAF documents (Afghanistan, Islamic Republic of Iran and the Philippines) will be formulated. In the case of the Philippines, the proposed country outcomes of the draft DWCP will be included as sub-outcomes of the draft UNDAF.
54. In Pakistan, the Office has signed the Memorandum of Understanding (MOU) on the Operational Aspect of the Pakistan One Fund giving the ILO access to the common fund to support the implementation of DWCP. In Viet Nam, the ILO has been included in the "One UN" Plan II and is leading the Programme Coordination Groups on Trade Policy and on Employment and Enterprise Development.

Participation of employers' and workers' organizations

55. The constituents are involved in the DWCP formulation including the review of priorities and targeted outcomes. The level of tripartite mechanisms varies from country to country. In Indonesia and Sri Lanka, tripartite consultative meetings identified common priorities and agreed on the strategies to be used for country programme and project implementation. In Cambodia, Nepal and South Pacific countries, stakeholders' workshops involving constituents are organized to reach consensus on the country programme priorities. Social partners and governments were also involved in the Biennial Country Programme Review of DWCPs of Cambodia, Nepal and South Pacific countries.
56. Supporting the tripartite constituents to create alliances with other strategic partners remains priority, including capacity building of the social partners to engage themselves actively in the formulation of socio-economic and governance policies and the UN reform agenda.

Main substantive priorities identified in DWCPs

57. The region has identified 125 country programme outcomes (CPOs), excluding 52 specific outcomes for strengthening capacity of employers' and workers' organizations. Eight regional outcomes are defined to facilitate an enabling environment through knowledge, networks and partnerships with regional and national institutions; and to support direct action of DWCPs through identification of good practices, tools, approaches, methodologies and new initiatives to address emerging issues. Labour migration and knowledge management are two themes of the subregional outcomes for both eastern and southern Asia.
58. Employment is the most prominent issue in DWCPs of the region. More than a quarter of resources (28 per cent) are allocated for employment-related outcomes. Strengthening the capacity of employers' and workers' organizations is regarded as crucial for the delivery of country programme outcomes with a 27 per cent allocation of regular budget resources to contribute to activities in this area. The remaining 45 per cent of these resources is planned for the delivery of joint immediate outcomes, social protection-related activities and fundamental principles and rights-related activities.

Funding mechanisms and levels and gaps

59. The region has made efforts towards the target of allocating 70 per cent of regular budget resources for DWCPs by the end of the biennium. Proposals for the use of RBSA resources

have also been developed to support implementation of DWCPs, including for countries that face difficulty in mobilizing resources for their DWCPs.

60. Approvals for technical cooperation projects in the region have increased overall over a 6-year period from 2002 to 2007 with its peak of US\$78.7 million in 2006 and slightly reduced to US\$62.2 million in 2007. The ILO has participated in the formulation of joint proposals for funding under the UNDP–Spanish Millennium Development Goals Achievement Fund. Out of the six funding windows that have been opened so far, the ILO has secured funding under joint proposals with other UN agencies in five out of seven eligible countries (Bangladesh, Cambodia, China, the Philippines and Viet Nam).

Concrete results and outcomes

61. Several major results may be cited:

- The ILO Workplace Practice Survey conducted in China, India, the Republic of Korea and Malaysia has enhanced the regional knowledge base on the role of productivity growth and expanded decent employment opportunities in promoting sustainable competitiveness at the enterprise, national and regional levels. The Regional Skills Network has also adopted an updated Framework for Cooperation on Skills Development for Asia and the Pacific to facilitate the promotion of products and services of the network's partner organizations, including those of the ILO's SKILLS AP Programme.
- In Nepal, the National Planning Commission has sought Cabinet approval for the endorsement of the National Action Plan on Youth Employment prepared with the assistance of the ILO and endorsed by the constituents. In Indonesia, the Time-bound Programme has contributed to government recognition of the need to reach children who are not in school, including those in child labour, through its conditional cash transfer programme. A handbook for ILO field staff entitled *Forging linkages between child labour and youth employment programmes across Asia and the Pacific* has been produced to enhance cooperation between child labour and youth employment programmes.
- The ILO's work in the Philippines on the reintegration of migrant workers, including victims of trafficking, has led to the development of national guidelines on provision of referral services for reintegration of returned migrants. A career guidance catalogue on skills training/job placement for returned migrants has also been formulated to assist counselling services provided to returned migrant workers.

Lessons learned and the way ahead

62. The following could be highlighted:

- Country programme reviews reveal that there is a need to improve the milestones and indicators to monitor progress of DWCP outcomes throughout the Asian Decent Work Decade in consultation with the constituents.
- A strong leadership by country directors and the active involvement and commitment of constituents to design and follow through an agreed road map for action, information sharing and regular dialogues on the achievements and bottlenecks are essential.

E. Europe

Links to national development frameworks

63. All the UNDAFs will be gradually completed and reviewed and new ones developed. DWCPs are increasingly formulated to be in compliance with UNDAFs. The ILO will ensure that the social partners are part of this review and formulation process and will be able to influence economic, labour market and social policies. In this context, the network of national coordinators plays a very important facilitating role.
64. In Europe, the only “One UN” pilot country is Albania. Thanks to the strong coordinating role played by the UN Resident Coordinator, engagement of the ILO National Coordinator and support of SRO Budapest, the ILO was closely involved in the formulation of a “One UN” Programme based on consultations with the Albanian Labour Ministry as well as with the social partners. Consequently, the “One UN” Programme, signed in October 2007, contains outcomes directed towards issues of major concern for the ILO and its constituents. The ILO and social partners are explicitly mentioned as participating agencies and partners co-responsible for delivering the agreed outcomes.

Participation of employers’ and workers’ organizations

65. In Europe the constituents have always been intensively involved in all stages of DWCPs. The six DWCPs completed at the end of 2007 underwent a thorough evaluation by the tripartite constituency and the ILO. While, in general, all received high assessment in relation to their relevance for each country’s development agenda and the achievements of the jointly agreed objectives and outcomes, lessons learned are now serving for the preparation of the new DWCP cycles. The involvement of the social partners contributed to their capacity building on results-based management. The programmes also contain activities aimed at building the analytical knowledge of the government and social partners and their ability to formulate, apply, monitor and evaluate relevant and effective policies and programmes.

Main substantive priorities identified in DWCPs

66. One important priority is the strengthening of national employment and labour market policies for providing more and better jobs for women and men. Strengthening of social dialogue and capacity building of social partners is another national priority for a vast majority of countries. Each country also sets the promotion of social protection of workers as a priority – some of them concentrate on reforms of national social security systems, others on strengthening national occupational safety and health (OSH) systems or labour inspection systems or, more generally, on reduction of decent work deficits in the informal economy. Other priorities are: promotion of rights at work, improvement of national legislation and better law enforcement.

Funding mechanisms and levels and gaps

67. The tendency towards decentralization of technical cooperation continues. Topics attracting the highest attention of donors in the region are migration and trafficking, youth employment, social dialogue, child labour and more recently gender equality, labour inspection and OSH. However, a number of outcomes of DWCPs are currently underfinanced and funds have to be raised among potential donors. RBSA funds should strengthen joint outcomes for developing coherent economic and social policies in support

of decent work, e.g. integrated policies addressing the informal economy, strengthening of national labour inspection systems and advancing gender equality in the world of work.

Concrete results and outcomes

68. The implementation of DWCPs in the region has resulted in the following achievements:

- adoption of the National Employment Strategy 2007–20 by the Government of the Republic of Moldova;
- strengthening national policies promoting youth employment in Azerbaijan, Kyrgyzstan, Republic of Moldova and Serbia with commitment of all the three parties;
- improved capacity of national labour market institutions to formulate, implement and assess national employment policies, including peer reviewing in eight countries of South-Eastern Europe;
- significant increase in the registration of formerly informal workers achieved through an ILO social dialogue project in Turkey;
- ratification of Conventions No. 97 and No. 143 on labour migration and elaboration of a national migration policy by Tajikistan;
- establishment and strengthening of new government agencies and strategies to eliminate the worst forms of child labour and protect children and young workers in three countries of Central Asia, in Ukraine and in several countries in South-Eastern Europe;
- significant decline of child labour in Turkey aided by ILO–IPEC projects;
- adoption of the law on social dialogue in Ukraine in 2007;
- ratification of Convention No. 122 on employment policy by Bulgaria;
- strengthening of national OSH system in Kazakhstan and implementation of important OSH measures by trade unions and employers’ organizations in Albania, Bosnia and Herzegovina and Republic of Moldova.

Lessons learned and the way ahead

69. In the European region, the following lessons have been noted:

- A participatory approach with the constituents on DWCPs including signing of MOUs increases their trust in the ILO as well as their sense of ownership and commitment. Mid-term monitoring sessions and joint evaluations organized by the national coordinators were useful.
- The DWCP formulation process was a very positive learning experience on results-based management both for ILO staff and the constituents. The results matrix format has been improved to include indicators and yearly milestones to measure progress made towards the agreed outcomes.
- To be more strategic, DWCPs should be concluded for at least three to four years. Due to unforeseen changes in national governments in the region and/or donor

funding, there should be flexibility in DWCPs and accompanying implementation plans, to allow for creative responses to changing circumstances and developing needs.

- Fund-raising should be strengthened to secure adequate funding for the DWCP and all its outcomes. RBSA is a new financial tool to assist field offices, in conjunction with relevant technical units at headquarters, to advance progress under priority issues for the region and overcome gaps in funding some outcomes.
- Regular monitoring and final evaluation exercises of completed DWCPs with the national constituents proved to be a very useful exercise in shaping priorities and outcomes of the new DWCPs in line with the key national development goals and for stronger commitment by the governments, employers and workers to work together with the ILO on their achievement; tripartite steering boards will be set up.
- Advocating for Decent Work and promotion of the ILO's policy advice and assistance in addressing Decent Work challenges has to continue and be strengthened at country level through close alignment with UNDAFs and other partnerships, e.g. the European Commission, the Council of Europe and the World Bank.

Geneva, 15 October 2008.

Submitted for information.

Statistical appendices

Appendix I. Status of DWCPs in African countries

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Algeria			Yes					2009–12	Yes		
Angola	Ongoing	Yes							Yes		
Benin	Ongoing										
Botswana	Ongoing	Yes						2008–11	Yes	DWCP workshop to be held 17–18 Sep.	
Burkina Faso							Approved	2006–07	Yes	DWCP 2006–07 completed. Drafting of the new DWCP is ongoing.	
Burundi			Yes					2008–11		Revision of DWCP 2006–07 ongoing.	
Cameroon			Yes					2008–11	Yes		
Cape Verde	Ongoing										
Central African Republic	Ongoing	Yes							Yes		
Chad	Ongoing										
Comoros			Yes					2008–12	Yes		
Congo	Ongoing	Yes						2008–12	Yes		
Côte d'Ivoire			Yes					2008–13	Yes		
Democratic Republic of the Congo	Ongoing	Yes	Yes					2008–11	Yes	Initial concept paper shared with constituents for comments.	
Djibouti			Yes					2008–11	Yes		

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
East African Community			Yes					2008–11	N/A		
Egypt						Yes		2008–11	Yes		
Eritrea											
Ethiopia			Yes					2008–11		DWCP 2006–07 completed. Drafting of the new DWCP is ongoing.	
Gabon	Ongoing	Yes							Yes		
Gambia	Ongoing										
Ghana					Yes		Approved	2006–09	Yes		
Guinea		Yes									
Guinea Equat.	Ongoing										
Kenya					Yes		Approved	2007–11	Yes		
Lesotho							Approved	2006–09	Yes	QAM yet to be undertaken.	
Liberia	Ongoing										
Libyan Arab Jamahiriya											
Madagascar			Yes					2008–12	Yes		
Malawi			Ongoing						Yes	Drafting about to be completed.	
Mali						Yes		2006–09	Yes		
Mauritania	Ongoing										
Mauritius	Ongoing							2008–11	Yes		
Morocco			Yes					2008–11	Yes		
Mozambique			Ongoing						Yes	Drafting soon to be completed.	

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Namibia	Ongoing	Yes						2008-11	Yes	DWCP workshop to be held 15-16 Oct.	
Niger	Ongoing										
Nigeria					Yes		Approved	2005-09	Yes		
Rwanda	Ongoing	Yes	Yes					2008-12	Yes (alignment with the "One UN" programme)		
Sao Tome & Principe	Ongoing	Yes							Yes		
Senegal			Yes					2006-09	Yes		
Seychelles	Ongoing										
Sierra Leone	Completed										
Somalia	Ongoing									An interim DWCP to be designed as ILO's contribution to the UN Transition Programme for Somalia.	
South Africa	Completed	No	Yes					2008-11	Yes	DWCP priorities being elaborated.	
Sudan	Ongoing							2009-12			
Swaziland	Ongoing	Yes						2008-11	Yes	Situational analysis ongoing.	
Tanzania, United Republic of					Yes		Approved	2006-10	Yes		
Togo	Ongoing										
Tunisia	Ongoing										
Uganda					Yes		Approved	2007-10	Yes		

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Zambia					Yes		Approved	2007–11	Yes		
Zimbabwe				Yes				2008–11	Yes	DWCP 2005–07 completed. Awaiting official launch of the new DWCP.	
Total	26	11	16	1	6	2	8		33		

Explanatory notes:

(1) This phase involves provision of information on DWCP development process with/without some initial consultation on actions to be taken by the ILO and tripartite constituents. The DWCP concept papers could be prepared by a country office for initial discussions but they are not a required step in the DWCP development process. They are prepared to: (i) present analysis and data which help tripartite constituents set DWCP priorities; and (ii) identify and advocate core priorities which should be present in all DWCPs, in particular strengthening tripartite constituents and applying international labour standards.

(2) Draft DWCP documents include all elements of DWCPs, developed through a process of consultation with tripartite constituents. They are appraised by the DWCP regional support groups through the quality assurance mechanism set up to improve the quality of DWCP documents.

(3) DWCP final documents that, while subject to modification if conditions change, have met the requirement for approval and can be cited as the vehicle for ILO action.

Appendix II. Status of DWCPs in the Americas

Country/ territories	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Argentina					No		Approved	2008-11	There is no UNDAF in Argentina so far.	The first DWCP (2005-07) has undergone an independent evaluation submitted to the GB in November 2007.	The DWCP document (2008-11) is signed by tripartite constituents.
Bahamas					No		Approved	2008-10	There is no UNDAF in Bahamas so far.		
Barbados	Ongoing	Yes						2008-11			
Belize	Ongoing	Yes									
Bolivia					No		Approved	2007-10	Yes	DWCP is in the form of a project supported through Dutch funding.	
Brazil	Ongoing	Yes									Agenda Nacional de Trabalho Decente (2006) Decent Work Agenda of Bahia (2007). Preparation of the Decent Work State Programme for Bahia (2008).
Chile			Yes					2008-09	There is a document called "UNDAF like".		Concept paper signed with the Ministry of Labour.
Colombia			Yes					2008-09	Yes		
Costa Rica						Yes		2008-11	Yes		Subregional tripartite declaration and plan of action on employment.
Cuba	Ongoing										
Dominican Republic					Yes		Approved	2008-11	Yes		The DWCP document is signed by tripartite constituents.

Country/ territories	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Ecuador			Yes						Yes		
El Salvador					Yes		Approved	2008–11	Yes		The DWCP document is signed by tripartite constituents.
Guatemala					Yes	Yes		2008–11			Subregional tripartite declaration and plan of action on employment.
Honduras					Yes		Approved	2008–11	Yes		The DWCP document is signed by tripartite constituents.
Jamaica	Ongoing	Yes									
Mexico			Yes					2008–12	Yes		UNDAF approved in June 2007 for 2008–12.
Netherlands Antilles	Ongoing	Yes									
Nicaragua					Yes		Approved	2008–11	Yes		Subregional tripartite declaration and plan of action on employment.
Panama					Yes		Approved	2008–11	Yes		The DWCP document is signed by tripartite constituents.
Paraguay			Yes					2007–10	Yes		Concept paper signed with the Ministry of Labour.
Peru			Yes					2008–09	Yes		MOU with the Ministry of Labour.
Trinidad and Tobago		Yes									

Country/ territories	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Uruguay			Yes					2007–10	Yes	There are two versions of DWCP. One with Government and other with employers.	Concept paper signed with the Ministry of Labour.
OECS countries*		Yes									
Total	6		8		6	1	8				

* Six of the ILO's member States are members of the Eastern Caribbean States. They are: Antigua and Barbuda, Dominica, Grenada, St. Kitts and Nevis, Saint Lucia, and St. Vincent and the Grenadines.

Explanatory notes:

(1) This phase involves provision of information on DWCP development process with/without some initial consultation on actions to be taken by the ILO and tripartite constituents. The DWCP concept papers could be prepared by a country office for initial discussions but they are not a required step in the DWCP development process. They are prepared to: (i) present analysis and data which help tripartite constituents set DWCP priorities; and (ii) identify and advocate core priorities which should be present in all DWCPs, in particular strengthening tripartite constituents and applying international labour standards.

(2) Draft DWCP documents include all elements of DWCPs, developed through a process of consultation with tripartite constituents. They are appraised by the DWCP regional support groups through the quality assurance mechanism set up to improve the quality of DWCP documents.

(3) DWCP final documents that, while subject to modification if conditions change, have met the requirement for approval and can be cited as the vehicle for ILO action.

Appendix III. Status of DWCPs in the Arab States region

Country/ territory	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States	
	Initial consultation (completed/ ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)			
Bahrain	Ongoing	Yes	Yes							To be launched by end 2008.		
Iraq											A country strategy will be developed and launched in 2009.	
Jordan					Yes			Approved	2006–09	Yes	Country programme evaluation conducted in 2008. UNDAF 2008–12.	
Kuwait		Yes									Initial consultation put on hold due to institutional changes.	
Lebanon	Ongoing										UNDAF being developed for the period 2010–14.	A country strategy is being developed and will be launched in 2009.
Palestine	Ongoing											An ILO employment and labour market strategy and a related TC programme has been endorsed by the constituents and launched in July 2008.
Oman					Yes	Yes		To be approved	2009–11	N/A	No UNDAF in Oman. To be launched by end 2008.	
Qatar	Ongoing										2 programming missions fielded in 2008 to identify and discuss key priorities for ILO support.	
Syrian Arab Republic					Yes			Approved	2008–10	Yes	Launched in February 2008. UNDAF 2007–11.	
United Arab Emirates	Ongoing										A framework of priorities is being discussed with the Ministry of Labour.	

Country/ territory	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Yemen		Yes			Yes		Approved	2008–10	Yes	Launched in July 2008. UNDAF 2007–11.	
Total	5	3	1		4	1	3				

Explanatory notes:

(1) This phase involves provision of information on DWCP development process with/without some initial consultation on actions to be taken by the ILO and tripartite constituents. The DWCP concept papers could be prepared by a country office for initial discussions but they are not a required step in the DWCP development process. They are prepared to: (i) present analysis and data which help tripartite constituents set DWCP priorities; and (ii) identify and advocate core priorities which should be present in all DWCPs, in particular strengthening tripartite constituents and applying international labour standards.

(2) Draft DWCP documents include all elements of DWCPs, developed through a process of consultation with tripartite constituents. They are appraised by the DWCP regional support groups through the quality assurance mechanism set up to improve the quality of DWCP documents.

(3) DWCP final documents that, while subject to modification if conditions change, have met the requirement for approval and can be cited as the vehicle for ILO action.

Appendix IV. Status of DWCPs in the Asia and Pacific region

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Afghanistan	Ongoing										
Australia											Commitment to prepare the national plan of action on decent work made in subregional forum in Melbourne in 2005.
Bangladesh					Yes		Approved	2006-09	Yes		
Brunei Darussalam	Ongoing										
Cambodia			Yes							The draft is being prepared following the biennial country programme review in November 2007.	
China					Yes		Approved	2006-10	Yes		Memorandum of Understanding between the Ministry of Labour and Social Security-China and the Office.
Fiji	Ongoing	Yes								A draft regional strategic framework on decent work was developed and discussed at the Subregional Tripartite Technical Meeting on Decent Work in November 2007.	
India					Yes		To be approved in Sep. 2008	2008-12	Yes		
Indonesia					Yes		Approved	2006-10	Yes		

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Iran, Islamic Republic of	Ongoing										National plan of action on decent work.
Japan											Tripartite constituents plan to develop national plan of action on decent work.
Kiribati	Ongoing	Yes								A draft regional strategic framework on decent work was developed and discussed at the Subregional Tripartite Technical Meeting on Decent Work in November 2007.	DWCP will be an integral part of the UN country programme for Kiribati.
Korea, Republic of											
Lao People's Democratic Republic			Yes								
Malaysia	Ongoing										
Marshall Islands	Ongoing	Yes								A draft regional strategic framework on decent work was developed and discussed at the Subregional Tripartite Technical Meeting on Decent Work in November 2007.	
Mongolia					Yes		Approved	2006-10	Yes		National plan of action on decent work, 2005-08.
Myanmar											
Nepal					Yes		Approved	2008-10	Yes		

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
New Zealand											National plan of action on decent work.
Pakistan					Yes		Approved	2005-09	Yes		National plan of action for decent employment generation and skills development in Pakistan.
Papua New Guinea				Yes						A draft regional strategic framework on decent work was developed and discussed at the Subregional Tripartite Technical Meeting on Decent Work in November 2007.	
Philippines		Yes	Yes								The National Tripartite Advisory Committee and its Tripartite Working Group expect the completion of the third cycle of the national plan of action in June 2008.
Samoa	Ongoing	Yes								A draft regional strategic framework on decent work was developed and discussed at the Subregional Tripartite Technical Meeting on Decent Work in November 2007.	
Singapore											

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting stage based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Solomon Islands	Ongoing	Yes								A draft regional strategic framework on decent work was developed and discussed at the Sub-regional Tripartite Technical Meeting on Decent Work in November 2007.	
Sri Lanka					Yes		Approved	2008-12	Yes		National policy for decent work in Sri Lanka.
Thailand			Yes								
Timor-Leste			Yes								
Vanuatu	Ongoing	Yes								A draft regional strategic framework on decent work was developed and discussed at the Sub-regional Tripartite Technical Meeting on Decent Work in November 2007.	
Viet Nam	Ongoing									The decent work country framework document has been appraised by the regional support group and the comments will be used to draft the DWCP document.	Decent work country framework, 2006-10.
Total	11		5	1	8		7				

Explanatory notes:

(1) This phase involves provision of information on DWCP development process with/without some initial consultation on actions to be taken by the ILO and tripartite constituents. The DWCP concept papers could be prepared by a country office for initial discussions but they are not a required step in the DWCP development process. They are prepared to: (i) present analysis and data which help tripartite constituents set DWCP priorities; and (ii) identify and advocate core priorities which should be present in all DWCPs, in particular strengthening tripartite constituents and applying international labour standards.

(2) Draft DWCP documents include all elements of DWCPs, developed through a process of consultation with tripartite constituents. They are appraised by the DWCP regional support groups through the quality assurance mechanism set up to improve the quality of DWCP documents.

(3) DWCP final documents that, while subject to modification if conditions change, have met the requirement for approval and can be cited as the vehicle for ILO action.

Appendix V. Status of DWCPs in Europe

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I–III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Albania	Completed	Yes	Yes	Yes	Yes	Yes	To be approved	2008–10	Yes	DWCP 2006–07 completed. Drafting of the new DWCP is ongoing.	“One UN” Programme 2007–10
Armenia							Approved	2007–11	Yes	DWCP implemented.	UNDAF 2005–09
Azerbaijan							Approved	2007–09	Yes	DWCP implemented.	UNDAF 2005–09
Bosnia and Herzegovina	Ongoing	Yes	Yes	No	No	No	To be approved	2008–11	Yes	DWCP 2006–07 completed. Drafting of the new DWCP is ongoing.	UNDAF 2005–09
Kazakhstan							Approved	2007–09	Yes	DWCP implemented.	UNDAF 2005–09
Kyrgyzstan							Approved	2007–09	Yes	DWCP implemented.	PRSP — Country Development Strategy (2007–2010); UNDAF 2005–10
Moldova, Republic of	Ongoing	Yes	Yes	No	No	No	To be approved	2008–11	Yes	DWCP 2006–07 completed. Drafting of the new DWCP is ongoing.	UNDAF 2007–11
Serbia	Ongoing	No	Yes	No	No	No	To be approved	2008–11	Yes	There is a delay caused by the political situation.	UNDAF 2005–09
Tajikistan							Approved	2007–09	Yes	DWCP implemented.	UNDAF 2005–09
The former Yugoslav Republic of Macedonia	No	No	No	No	No	No	To be approved	?	Yes	DWCP will be developed after the opening of an NC office.	UNDAF 2005–09
Turkey	Ongoing										
Ukraine	Ongoing	Yes	Yes	No	No	No	To be approved	2008–11	Yes	DWCP 2006–07 completed. Drafting of the new DWCP is ongoing.	UNDAF 2006–10

Country	Stage I: Preparatory phase (1)		Stage II: Draft DWCP document (2)				Stage III: DWCP final document (3)			Remarks for stages I-III	Other existing or upcoming cooperation framework with member States
	Initial consultation (completed/ongoing)	DWCP concept paper (Yes/No)	In the drafting process and in consultation with constituents (Yes/No)	Under the appraisal process by the DWCP regional support group (Yes/No)	Appraised by the DWCP regional support group (Yes/No)	Redrafting based on inputs from the appraisal (Yes/No)	Approved by or pending approval of the regional director (approved or to be approved)	DWCP period	Alignment with UNDAF (Yes/No)		
Uzbekistan	Completed	No	No							On hold	PRSP 2008-10; UNDAF 2005-09
Total	6	4	5	1	1	1	5		11		

Explanatory notes:

(1) This phase involves provision of information on DWCP development process with/without some initial consultation on actions to be taken by the ILO and tripartite constituents. The DWCP concept papers could be prepared by a country office for initial discussions but they are not a required step in the DWCP development process. They are prepared to: (i) present analysis and data which help tripartite constituents set DWCP priorities; and (ii) identify and advocate core priorities which should be present in all DWCPs, in particular strengthening tripartite constituents and applying international labour standards.

(2) Draft DWCP documents include all elements of DWCPs, developed through a process of consultation with tripartite constituents. They are appraised by the DWCP regional support groups through the quality assurance mechanism set up to improve the quality of DWCP documents.

(3) DWCP final documents that, while subject to modification if conditions change, have met the requirement for approval and can be cited as the vehicle for ILO action.