



Islamic Republic of Afghanistan
Ministry of Labour, Social
Affairs, Martyrs and Disabled

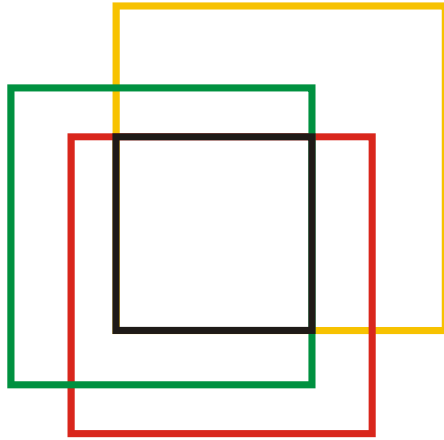


International
Labour
Organization



Afghanistan

*Decent Work Country Programme
2010 - 2015*



Afghanistan

*Decent Work Country Programme
2010 - 2015*

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Islamic Republic of Afghanistan
“Message of HE Minister of Labour, Social Affairs, Martyrs and Disabled”

The Ministry of Labour, Social Affairs, Martyrs and Disabled has launched the “Decent Work Country Program” in close contribution with stakeholders and partners in light of national development plans and strategies of Afghanistan.

The level of the current challenge in the country’s labour market can best be assessed on the basis of this single figure: two out of five persons in Afghanistan are currently unemployed. Recent research shows that half of the Afghan population is under the age of 25; a vast majority of the mentioned population cannot fulfill their vision of schooling. The people who could achieve their dream of education are still unable to meet the needed criteria for the current labour market, in terms of skills; they don’t have sufficient vocational and professional studies and eventually they face a greater challenge of finding jobs. Consequently, the DWCP was launched to open a window for all people, from any class of the society to enhance their skills to come forward and become a part of the labour market and find *decent work*.

In addition, prioritizing the ANDS together with the implementation of the three years plan (2010-2013) through the cluster of ministries, which was highlighted during the Kabul Conference, focus’ on the “outcomes of employment” and the planned activities from 12 to 24 months are a couple of key initiatives on their way.

The “Ministry of Labour, Social Affairs, Martyrs and Disabled” is a leading ministry of the Islamic Republic of Afghanistan which is playing a fundamental and essential role in the areas of labour affairs, social protection, helping families of martyrs and disabled, in order to improve social life and economy of Afghan families.

The vision of MoLSAMD is “providing the rights of decent work for all, creating accountable system for social security, establishing a supportive environment for vulnerable people including families of martyrs and disabled”

In terms of ensuring the Decent Work Country Program in Afghanistan, I thank the United Nations International Labour Organization Office in Kabul for introducing a five years framework of decent work for Afghanistan. I would like to thank Mr. Hervé Berger the Senior Coordinator/ Representative of ILO in Afghanistan for maintaining the lead behind ensuring DWCP and directing his efforts for making the DWCP happen. I am extremely keen to have continued support from the International Labour Organization together with sustainable commitments towards proving DWCP standards, priorities and indicators in action thereby founding decent work opportunities in this country. We look forward to the constructive role of employers' and workers' organizations with us, in the process of drafting national policies and the strengthening of productive industrial relations in all aspects.

This is to offer my prayers to Allah to give us the power of ensuring an effective implementation of the DWCP for the better of all Afghans, during the coming years.

Your Sincerely

Amina Afzali

Minister of Labour, Social Affairs, Martyrs and Disabled



International
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Foreword of the Regional Director
ILO Office for Asia and the Pacific

Despite significant achievements to attain economic growth in Afghanistan since the fall of the Taliban in 2001 it remains one of the poorest countries in the world. Although Afghanistan ranked alongside poorer states even before 1979, decades of conflict eroded any possibility of economic growth and development. The latest UNDP Human Development Indicators of 2009 place Afghanistan 181 out of 182 countries as a testament to the magnitude of the need and the challenges that lie ahead. Notably, at the same time, in an implied demonstration of confidence in the future of Afghanistan over five million refugees have returned to the country since 2002 with a further 100,000 since the beginning of 2010. Their hope and spirit of resilience shared by 25 million Afghans makes it incumbent upon all actors to do everything possible to create a chance for peace and security in Afghanistan.

The ILO Decent Work Country Programme for Afghanistan (2010 – 2015) seeks to promote decent work as a major contributing factor towards post conflict recovery in Afghanistan. Developed through a process of extensive consultation with the Government and social partners it identifies three country priorities and associated outcomes, indicators and strategies. This is in line with the objectives outlined by the Human Resource Development Cluster, a joint working group of five government ministries including the Ministry of Labour, Social Affairs Martyrs and Disabled (MoLSAMD), presented at the Kabul International Conference of 20 July 2010 and endorsed by the International Community.

In addition to the cross-cutting themes of social dialogue and gender equality, the DWCP has three priorities:

- Promoting productive employment through labour market indicators and skills development;

- Promotion and application of international labour standards with a focus on the ILO core Conventions;
- Strong and Representative Employers' and Workers' Organizations, including sectoral Employers' and Workers' Organizations, contributing to national policy formulation processes and better industrial relations at all levels.

The DWCP covers a five-year period and has a number of key outcomes. These include building capacity for generating and analyzing labour market information, increasing training and employment opportunities for women and men, building a conducive environment for micro and small enterprises and enhancing the economic empowerment of vulnerable groups (especially women, youth, ex-combatants, returning migrants and people with disabilities).

Other aims include strengthening employment policy, applying international labour standards, improving labour administration (at national and sub-national levels), boosting Afghanistan's ability to develop social security policies, boosting the capacity of employers' and workers' organizations to take part in national policy formulation, and establishing mechanisms for social dialogue and industrial relations.

By providing support to the implementation of this first ever Decent Work Country Programme for Afghanistan, the ILO endeavours to do its part at this important moment in the history of Afghanistan to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.

Sachiko Yamamoto
Regional Director
ILO Office for Asia and the Pacific

Agreement between the Government of Afghanistan and the International Labour Organization

Whereas the Government of Afghanistan, 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 Afghanistan.

Whereas Afghanistan became a member country of the ILO in 1934 and is considered an Original Member of the ILO, since it became a member at the time of the League of Nations. Afghanistan's tripartite delegation consisting of Representatives of this Government through the Ministry of Labour, Social Affairs, Martyrs and Disabled; Afghanistan Chambers of Commerce and Industries and National Union of Afghanistan Employees have been participating in the International Labour Conference of the ILO held in its headquarters in Geneva every year since its affiliation.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Program (DWCP). The following are agreed as priorities of the DWCP:

- Promoting productive employment through LMI and skills development;
- Promoting and applying International Labour Standards with a focus on the ILO core conventions ratified together with streamlining and strengthening labour inspection machinery;
- Strong and representative employers and workers organizations, including sectoral employers' and workers' organizations, contributing to national policy formulation processes and better industrial relations at all levels.

2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to decent work country programs and to any other activities of the ILO in the country, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO activities, the provisions of the Revised Standard Technical Assistance Agreement signed by the Government of Afghanistan and the ILO, as well as other United Nations organizations, on 10 May 1956, where applicable the necessary changes will be applied.

4. 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. If this Memorandum is translated into another language, the English version shall govern and prevail.

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 Afghanistan



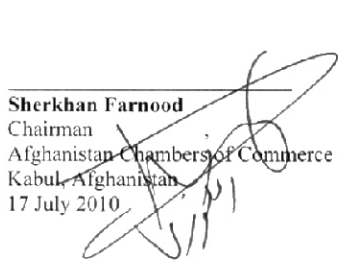
Amena AFZALI
Minister,
Ministry of Labour, Social Affairs, Martyrs
and Disabled,
Government of Afghanistan,
Kabul, Afghanistan
17 July 2010

For and on behalf of the
International Labour Office



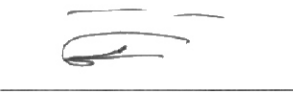
Hervé BERGER
Senior Coordinator / Representative
ILO Kabul Office
Kabul, Afghanistan
17 July 2010

For and on behalf of ACCI



Sherkhan Farnood
Chairman
Afghanistan Chambers of Commerce and Industry,
Kabul, Afghanistan
17 July 2010

For and on behalf of NUAE



Mohammad Zaher KARGAR
General President
National Union of Afghanistan
Employees
Kabul, Afghanistan
17 July 2010

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Abbreviations

ACTEMP	Bureau of Employers' Activities
ACTRAV	Bureau of Workers' Activities
ANDS	Afghan National Development Strategy
BDS	Business Development Services
CSO	Central Statistics Office
DWCP	Decent Work Country Programme
DWST	Decent Work Support Team
EMP/SPF	Social Finance Programme
FAO	Food and Agriculture Organization
GDP	Gross Domestic Product
ILO	International Labour Organization
ILS	International Labour Standards
IPEC	International Programme on the Elimination of Child Labour
LBID	Labour Based Infrastructure Development
LED	Local Economic Development
LMI	Labour Market Information
LMIA	Labour Market Information and Analysis
MDG	Millennium Development Goals
NAPWA	National Employment Policy and the National Action Plan for Women
NGO	Non-Governmental Organization
NORMES	International Labour Standards Department of the ILO
NRVA	National Risk and Vulnerability assessment
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
SME	Small and Micro Enterprise
TREE	Training for Rural Economic Employment
TRENDS	Employment and Labour Market Analysis Unit
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women

Afghanistan Decent Work Country Programme

1. COUNTRY CONTEXT

Afghanistan became member of the ILO in 1934. It is a landlocked country spread over an area of 652,000 square kilometers, with an estimated population of 25 million out of which almost 50% are below the age of 15 and 57% are youth under the age of 25. It borders the commonwealth of Independent States (Turkmenistan, Uzbekistan and Tajikistan) to the north, China to the northeast, Pakistan to the east and south, and Iran to the west. Blessed with abundance of natural resources, the geography is characterized by rugged topography and mountainous terrain with more than 25% of the area higher than 2,500 meters. Afghanistan is a multi-racial, multi-ethnic society consisting of different tribes such as Pushtoons, Tajiks, Uzbeks, Hazaras and Turkmens each with unique socio-cultural practices.

Afghanistan being a predominantly agrarian economy, with agriculture and natural resources contributing over 80% to the GDP, has witnessed more than three decades of war and internal conflicts that has not only adversely affected the means of livelihoods of people vis-à-vis agriculture, natural resources, trade and commerce and employment but has also severely disrupted the entire social fabric of the society. The settlement pattern is characterized by an overwhelming majority (77%) of the population living in rural areas with poor infrastructure and basic facilities. Consequently, with an average per capita GDP standing at US\$243, an estimated 21% of the population lives in extreme poverty with 38% of the households facing food shortage. The Human Development Index value (0.352) ranks Afghanistan at 181 out of 182 countries worldwide. The Human Poverty Index (HPI-1) focuses on the proportion of people below certain threshold levels in each of the dimensions of the human development index - living a long and healthy life, having access to education, and a decent standard of living. The HPI-1 measures severe deprivation in health by the proportion of people who are not expected to survive to age 40. The HPI-1 value for Afghanistan is of 59.8% which ranks Afghanistan 135th among 135 countries for which the index has been calculated¹. The National Vulnerability and Risk Assessment 2003 estimated that 3.5 million people were extremely poor with another 10.5 million as moderately poor and almost 80% cent of the population was illiterate.

The labour market bears typical characteristics of a less developed economy which, dominated by the agricultural sector, performs poorly in providing productive employment and decent work to its citizens. More than 90% of the jobs can be classified as vulnerable employment because they do not

¹ UNDP Human Resource Development Report 2009.

secure stable and sufficient income. The 67% labour force participation rate of the population aged 16 and over reveals a large difference between men (86%) and women (47%)². The share of the current active population is highest among Kuchis (Nomads) which is 78% for both sexes combined and lowest for the urban population 49%. Labour force participation rate among the rural population takes an intermediate position at 71%. The overwhelming majority of 93% of the labour force is employed for at least one hour a week that corresponds to an estimated unemployment rate of a modest 7%. These figures should be interpreted in the sense that in the dire economic conditions of Afghanistan, very few can afford not to work, even if it is unproductive in terms of enough income and for few hours a week. Therefore, the fairly high employment to population ratio (62%) and the modest unemployment rate (7%) should also be interpreted keeping in mind the fact that people simply cannot afford to be unemployed. In other words the underemployment rate is staggeringly high with some, including the Ministry of Labour, claiming it to be as high as 40%. Close examination of the hours worked per week and the shares of the employed and unemployed that are unable to meet the most basic needs, indicates that the dichotomy of employment-unemployment as applied in developed economies is of very limited use in Afghanistan, and should therefore be supplemented by measures of underemployment.

Gender inequality and child labour is pervasive in Afghanistan. The employment to population ratio reveals a large gender imbalance, 80% for males and 43% for females³, with an overall ratio of 62%. There is a strong gender gap across the status-in-employment categories, as day labourers, salaried workers, employers and own-account workers are mainly male (ranging between 84 and 97%) whereas the category of unpaid family workers is predominantly female (78%). Similarly due to the large share of children, less than half of the Afghan population is on the official working age of 16 years and over. Within this working-age population of over 12 million people, one-third (4 million) is inactive and two thirds (8 million) are currently engaged in the labour market, either by working or by looking for work. Large numbers of these children are working in highly exploitative and hazardous conditions. They are mostly working as vendors, in workshops, agriculture, carpet making, rag picking, blacksmiths etc. However there is lack of any credible national or provincial data on the estimates of child labor in the country.

² National Vulnerability and Risk Assessment, 2007.

³ It may, however, be mentioned here that this participation of women in Afghanistan is fairly respectable when compared with the rates prevailing in many developing countries and in other South Asian countries.

The Government of Afghanistan and the international community are working together to rebuild Afghanistan, reconcile its people, and stabilise its economy. However, despite attempts to address the socio-economic grievances prevalent throughout the country, the majority of Afghans continue to live in poverty and lack the ability and support to address even their most basic needs. The combination of Afghanistan's dire economic situation, insecurity, and the lack of education and training opportunities have resulted in the emergence of an illiterate and non-professional generation with only 13% of women and 32% of men remaining literate. The Government and international community have developed several frameworks to address the country's socio-economic situation in general and employment in particular, including the Afghanistan National Development Strategy (ANDS) (2008-2013), the UN Development Assistance Framework (UNDAF) (2010-2013) and the National Action Plan for Women (NAPWA) (2008-2018), which provide strategic guidelines and targets aimed at socio-economic revival and employment generation particularly for the vulnerable segments of the society such as women, youth, and ex-combatants⁴.

The ILO maintains an office in Kabul, Afghanistan since 2003 and has been working closely with the Government of Afghanistan through the Ministry of Labour, Social Affairs, Martyrs and Disabled (MOLSAMD). Similarly, it works closely with several Employers and Workers' organizations. The ILO has been providing technical assistance to constituents in a range of areas including Labour Law Reform, International Labour Standards, Employment Creation through Skills Development including vocational training, employment services and career guidance and counseling; Capacity building of MOLSAMD, Private Sector Employers Organizations and Trade Unions; Workers Education; Labour Market information and Analysis and Child Labour. The ILO has also contributed to the formulation of the Afghanistan National Development Strategy (ANDS).

ILO has helped establish and operationalize Employment Services Centers (ESCs) in 10 provinces. The Employment Service Centers, under the Reintegration Support for Ex-combatants Project, have registered 33,245 persons in 2007-08 of which 20,535 were referred for employment resulting in 5,314 job placements; 13,618 were referred to training out of which 8,944 received training placements. During the 2 year project period the

⁴ The DWCP will also draw the benefits from the National Employment Policy and its broad framework currently under preparation in the MoLSAMD.

project provided vocational/technical training to 12,060 ex-combatants and their families.

The Government of Afghanistan has ratified nineteen ILO Conventions⁵, including five core conventions.

This Decent Work Country Programme (DWCP) contributes to the accomplishment of the Government's Five-year Strategic Benchmark⁶; to the Afghanistan Compact, "the London Conference in Afghanistan 31 January-1 February 2006"⁷, to the UNDAF for Afghanistan, notably by contributing to outcomes 2⁸ and 6⁹ with related outputs 2.1, 6.1 & 6.2; as well as to key elements of the ANDS as expressed in the "Executive Summary 2008-13, Pillar 3"¹⁰, ANDS "sectoral strategies and programs"¹¹

⁵ ILO Conventions 4, 13, 14, 41, 45, 95, **100**, **105**, 106, **111**, 137, **138**, 139, 140, 141, 142, 144, 159, and **182**. (*See Annex I*)

⁶ End-2010,

- increased assistance will be provided to meet the special needs of all disabled people, including their integration in society through opportunities for education and gainful employment.
- all refugees opting to return and internally displaced persons will be provided assistance for rehabilitation and integration in their local communities. Their integration will be supported by national development programs, particularly in key area of return.
- employment opportunities for youth and demobilized soldiers will be increased through special programs.
- the number of female-headed households that are chronically poor will be reduced by 20%, and their employment rates will be increased by 20%.

(*See Annex II*)

⁷ By end-2010, the number of female-headed households that are chronically poor will be reduced by 20%, and their employment rates will be increased by 20%. (*See Annex II*)

⁸ UNDAF Outcome 2: Government capacity to **deliver services** to the poor and vulnerable is enhanced. Related Output 2.1 states: Institutions have strengthened capacity to develop and implement quality pro-poor service delivery and employment policies. (*See Annex III*)

⁹ UNDAF Outcome 6: Opportunities for **decent work** and **income** are improved and diversified, especially for vulnerable groups. Related outputs 6.1 states: Skills development and education are better linked to access of vulnerable groups to income opportunities; and output 6.2 states: Enterprises and private sector networks strengthened to facilitate access to inputs and markets, and to revitalize local economies. (*See Annex III*)

¹⁰ Reduce poverty, ensure sustainable development through a private sector-led market economy, improve human development indicators, and make significant progress toward achieving the MDGs. (*See Annex IV*)

and ANDS “Cross Cutting Issues”¹²; it also contributes to the NAPWA “Key indicators, Pillar 3”¹³; as well as the MDG “Goal 3, target 5”¹⁴.

As indicated above, this Decent Work Country Programme (DWCP) contributes to the UNDAF for Afghanistan as well as to key elements of the ANDS and NAPWA. However, it goes beyond that and takes into account the outcomes of the mid-term review of the ANDS that took place in 2010, the outcomes of which are reflected in the priorities presented at the Kabul Conference (20 July 2010) and which will form part of the “renewed commitment of the Government of Afghanistan” to its peoples. It also takes into account the five year planning cycle of the MoLSAMD. For this reason, the DWCP time frame goes beyond the UNDAF time frame to when the outcomes of the Kabul Conference and the DWCP are expected to bear fruits.

Afghanistan faces numerous decent work challenges some of which were identified by the ILO tripartite constituents to be of utmost importance, including:

- While Afghanistan has so far ratified 19 ILO Conventions including five out of the eight core conventions (see above), there remains a wide gap between provisions of the ratified conventions and existing national labour laws. The provisions of the national labour laws are quite old and need to be updated in the light of the recently ratified conventions.
- Institutional capacity of the government is too weak to implement the national labour laws in conformity with the ILO conventions.
- Although no precise data is available, child labour, especially its worst forms, is evidently a growing issue in the country. Due to the fact that no national policy on eradicating child labour has been developed, there

¹¹ Promote women's economic empowerment through facilitating access to capital, marketing and skills development and to provide targeted social protection for vulnerable women, particularly for widows and chronically poor female headed households, and work toward an increase in their employment rates. (*See Annex V*)

¹² The Government's vision is a peaceful and progressive nation where women and men enjoy security, equal rights, and opportunities in all spheres of life. The Government is committed to fulfilling its obligation to women's development as embodied in the Constitution, the MDGs, the Afghanistan Compact, and international treaties. (*See Annex V*)

¹³ Progressive increase in the access of women to gainful employment and equitable access of women to skills development programs and vocational training. (*See Annex VI*)

¹⁴ Reduce gender disparity in economic areas by 2020. (*See Annex VII*)

is no mechanism in place to address child labour issue in an integrated manner.

- Unemployment is one of the biggest challenges that Afghanistan is facing with no institutional mechanism to create employment opportunities especially for returning migrants. Persistent unemployment is considered to be a key contributing factor in the country's continued cycle of insecurity and violence.
- Some developments of significance notwithstanding, the overall skills development system in the country is old and unable to respond to the demands of the labour market. Training centers are largely in bad condition due to old machinery & equipment, and obsolete curricula. The situation is further exacerbated with weak instructors training facilities.
- The absence of a labour force survey, and the lack of a proper labour market information system at the country level has resulted in a blurred picture of the unemployment situation and skills demands, making it difficult to make informed decisions on policies and programmes.
- The SME (Small and Micro Enterprise) sector is extremely under-developed with currently no focus to develop and revitalize it. Similarly financial services, while existing in the country, are not adequately available to potential investors, nor matched with relevant Business Development Services (BDS).
- Absence of social safety nets for most workers especially in the informal sector.
- Weak or almost non-existent old age benefits and social security schemes.
- Lack of awareness at workplace on occupational hazards/accidents and HIV/AIDS.
- Employers and workers have no awareness on social dialogue vis-à-vis ILS and fundamental principles and rights at work, including the Afghan Labour Code.
- Weak capacity of workers and employers organizations to meaningfully contribute to national policy formulation.
- Lack of awareness in the Ministries of Economy/Finance/Planning on the importance of tripartism and the contribution that workers and employers can make to the policy formulation process.

Finally, over thirty years of war, a continued insurgency in significant parts of the country, a growing drug trade and criminality, combined with the continued influence of war-lords across the country make Afghanistan a challenging country to work in at the best of times. Yet, UN agencies have been present in Afghanistan since 1970 and their presence has grown to 21 organizations as of March 2010 with just under 1,000 international and about 6,000 national staff members. Across the country, the United Nations

maintains 184 premises and undertakes humanitarian and development related programme activities¹⁵ – to a varying degree – in all 34 provinces of Afghanistan. Experience of sister organizations show that it is possible to successfully implement technical cooperation programmes in support of development objectives, though not always without significant challenges.

The level of implementation of this DWCP will inevitably depend both on the evolving security situation and on the availability of funds for technical cooperation programmes. Programmes will be developed taking into account the prevailing security context and may require to be adapted depending on the evolution of the situation. MoLSAMD will take an active role in supporting ILO efforts to obtain funding for the technical cooperation programmes in this DWCP, and the ILO Kabul Office will work in close collaboration with the UN system in this effort.

¹⁵ Based on an assessment undertaken by UNAMA in July 2010, the work of UN agencies on the ground is almost split right down the middle between humanitarian assistance and social-economic development.

2. COUNTRY PROGRAMME PRIORITIES

An extensive consultative process was undertaken to identify the broad priority areas of cooperation for Afghanistan which is indicative of the fact that the government recognizes the importance of tripartism and the involvement of social partners, including sectoral social partners, in policy and programme formulation. The Ministry of Labour and Social Affairs took the lead on organizing a wide range of consultations with officials of the Ministry, representatives of Employers and Workers at the central as well as provincial levels. The process included individual as well as group consultations by the Ministry with Employers and Workers, including sectoral social Employers' and Workers' organizations, to identify the key issues with corresponding recommendations to be address within the overall framework of the Decent Work concept underpinned by the four strategic objectives of the ILO.

Based on the outcome of the long consultative process among tripartite constituents, the following three country programme priorities of cooperation have been identified with a horizon of six years (2010-2015), including the promotion of Social Dialogue and Gender Equality as the cross-cutting themes:

- a. Promoting Productive Employment through LMI and skills development;
- b. Promotion and application of International Labour Standards with a focus on the ILO core conventions;
- c. Strong and Representative Employers' and Workers' Organizations, including sectoral employers' and workers' organizations, contributing to national policy formulation processes and better industrial relations at all levels

3. COUNTRY PROGRAMME OUTCOMES, INDICATORS & BRIEF STRATEGY

The ILO works primarily through its tripartite constituents in Afghanistan including the Ministry of Labour, and Employers and Workers Organizations. However, in cooperation with the Ministry of Labour, the ILO will also engage with a number of other line ministries in implementing the DWCP. These include the Ministries of Finance, Economy, Planning, Education, Women Development, Rural Rehabilitation and Development, Environment and Health. Similarly other national and local level non-governmental organizations will be engaged as implementing partners to deliver the DWCP. The National Plan of Action

for Women of Afghanistan will be used, among other texts, as a guide in implementing the DWCP.

The direct beneficiaries and the implementing agencies of the DWCP will be the ILO tripartite constituents; however other vulnerable groups in the society such as women, youth, men, people with disabilities, and working children, will be the ultimate beneficiaries of the programme.

Country Priority 1: Promoting Productive Employment through LMI and skills development

Country Programme Outcomes:

Outcome 1.1: Labour Market Information Systems (LMIS) in place and providing timely detailed and disaggregated information on key labour market indicators.

Indicators:

- Number of detailed and desegregated information by gender, age, areas, literacy and education, etc. reports on labour employment trends published per year by the future LMIA Unit.

Target: 1 per year beginning in 2012. A total of 4 by 2015.

- Number of annual Labour Force Surveys to be published by 2015.

Target: 3 by 2015.

- Number of references made by policy makers and donors to annual trends reports (to be published as from 2012)

Target: 30 by 2015.

Outcome Strategy:

- a. Ministry of Labour will take a lead to establish and operationalize the LMIS with the LMIA Unit and ESCs as its important components. The ILO will provide technical assistance through a technical cooperation project to operationalize the LMIA Unit.

Necessary technical backstopping will be provided by the relevant technical specialists and technical department .

- b. In collaboration with the Ministry of Labour, the Central Statistics Office will pilot, replicate and institutionalize labour force survey in the country. A child labour module will be integrated in the labour force survey in order to ensure the regular collection of child labour data. The ILO and other international agencies will provide technical assistance in the design and implementation of labour force surveys. Within the ILO, the relevant specialists and technical departments will provide necessary technical support.
- c. The Ministry of Labour, in collaboration with the ILO and other international agencies such as UNDP, UNFPA & the World Bank and in close consultation with Employers' and Workers' Organizations, and building on the work already undertaken on the National Employment Policy, will develop and finalize a gender-responsive employment policy with specificity of the industries and services where women predominate and a corresponding action plan for its implementation. The ILO will provide necessary technical support through short-term consultants, ILO technical specialists and the relevant technical units in ILO HQs.

Outcome 1.2: Increased training and employment opportunities for women and men.

Indicators:

- Number of men and women receiving demand driven skills training, including in the agriculture sector and at least two sectors where women predominate, which are designed in line with gender-responsive national skills strategy and National Competency Standards.
Target: No less than 50,000 persons, including at least 35% of women, by 2015.
- Percentage of persons (out of 50,000 to be trained) who find employment or are self-employed as a result of the training provided.
Target: 80% by the end of 2015.
- Number of persons who find employment through the provincial Employment Service Centers.
- *Target:* 25,000 persons, including at least 35% of women, by the end of 2015.

Outcome Strategy:

- a) The Ministry of Labour, in collaboration with Ministries of Education, Women Development, Agriculture and Industries and in close consultation with Employers and Workers Organizations as well as relevant NGOs, will map out the issues relating to multiple training providers as well as review various programme specific strategies. These stakeholders will form a technical working group to facilitate the development of a gender-responsive national skills strategy through a fully representative consultative process. In addition to the support of ILO, efforts will be made to seek support of other international agencies such as UNESCO, UNDP, FAO, World Bank and bilateral donors for providing the necessary technical and financial assistance to develop and implement the national skills strategy. The ILO will formulate and execute a technical cooperation proposal, donor funding will be sought jointly by the Government and the ILO. MoLSAMD will ensure adequate post-project support to ensure sustainability, including provision of dedicated support staff in the areas of intervention.
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- b) The Ministry of Labour with the support of Ministry of Education will assess the current capacity of their respective training institutions for identifying the capacity gaps, and will develop and implement a capacity development programme to improve the training delivery system in a gender balanced manner while also catering to skills training as an option for the older children of 14 – 17 years who are engaged in hazardous child labour that may lead to acceptable form of youth employment. In addition to the support of ILO, efforts will also be made to seek the necessary technical and financial support of other international agencies such as UNESCO, UNDP and bilateral donors for undertaking this task. The ILO will formulate and execute a technical cooperation proposal, donor funding will be sought jointly by the Government and the ILO. MoLSAMD will ensure adequate post-project support to ensure sustainability, including provision of dedicated support staff in the areas of intervention.
- c) The Ministry of Labour with the support of Ministry of Education, social partners and other stakeholders will identify and map-out the major growth sectors, including those where women predominate

and/or in which opportunities exist for their participation, and develop the national competency standards with full involvement of all stakeholders. In addition to the ILO support, efforts will be made to seek support of other agencies such as UNESCO, FAO, and UNDP for providing necessary technical assistance through a technical cooperation project with technical backstopping from the ILO Skills specialists and technical departments.

- d) The Ministry of Labour in cooperation with the Ministry of Education and with the technical assistance of the ILO and possibly of other international agencies such as the, UNESCO and UNDP, will review the current instructor training system, identify gaps and improve, in a gender-responsive way, the pre-service and in-service training courses for instructors. The ILO will provide support through training courses provided by the ILO TURIN Training Center and the formulation and execution of a technical cooperation proposal. Donor funding will be sought jointly by the Government and the ILO. MoLSAMD will ensure adequate post-project support to ensure sustainability, including provision of dedicated support staff in the areas of intervention.
- e) The Ministry of Labour will revive and strengthen the existing employment service centers and replicate these in a gender-responsive way to the remaining provinces through an ILO executed technical cooperation project with technical backstopping from the ILO specialists and relevant technical department.



Donor funding will be sought jointly by the Government and the ILO. MoLSAMD will ensure adequate post-project support to ensure sustainability, including provision of dedicated support staff in the areas of intervention.



Outcome 1.3: Enhanced conducive environment for developing micro and small enterprises.

Indicators:

- Number of men-owned and of women-owned micro and small enterprises created and/or facilitated.

Target: An average of 40-50 new enterprises annually until 2015.

- Number of new employment opportunities created for men and for women in micro and small enterprises.

Target: On average 100,000-150,000 new employment opportunities annually until 2015.

- Number of business associations established, with at least 30% in women-dominated sectors.

Target: Three new business associations established by end 2012.

Outcome strategy:

- a) The Ministry of Labour in cooperation with Ministry of Industries and social partners will, taking into account the National Employment Policy, develop and organize entrepreneurship training courses, with necessary technical assistance from the ILO and other agencies such as UNIDO, FAO, USAID and UNDP. The ILO will provide the required technical support through its Enterprise specialists & technical departments and through training courses provided by the ILO TURIN Training Center.
- b) The Ministry of Labour in cooperation with Ministry of Industries and in close collaboration with social partners will facilitate beneficiaries with the provision of services such as business development services, on the job training, linkages with technology resources and markets, and access to microfinance. Gender mainstreaming will be an integral component of the whole process. This will be done, in addition to the support of the ILO, by also seeking technical and financial support of international agencies such as the UNIDO, FAO, USAID, the World Bank and bilateral donors respectively. The ILO's support will be

provided through a technical cooperation project with the required technical backstopping coming from ILO Enterprise specialists and appropriate technical departments.

- c) Micro and small enterprises generally generate a good number of jobs for unemployed people. The Ministry of Labour in cooperation with the Ministry of Industries and social partners will encourage these newly established enterprises to employ both women and men locally. This will be done by ILO Kabul office with technical support from ILO specialists and in collaboration with the Ministry of Labour, Employers and Workers through advocacy campaigns and reward system.



- d) The Employers' Organization such as the Afghanistan Chambers of Commerce and Industry will facilitate the newly established enterprises to either join the existing business associations or establish new sector specific or geographical area-specific business associations. The ILO will play a supportive role by organizing advocacy and training events, with at least 25% women participation, in collaboration with social partners. Necessary technical backstopping will come from the relevant ILO technical specialists including Enterprise and Employers' Specialists and technical departments.
- e) In order to facilitate access of women and men beneficiaries to finance, the Ministry of Labour and social partners will establish beneficiaries' linkages with existing microfinance institutions in the public as well as private/NGO sectors. The ILO will provide the required technical support through its specialists and technical departments.

Outcome 1.4: Enhanced economic empowerment of vulnerable groups especially women, ex-combatants, returnee migrants and people with disabilities.

Indicators:

- Number of local economic development approaches such as TREE, LED and entrepreneurship development adopted by the government for specific target groups.
Target: A minimum of two local economic development approaches by end 2011.
- Number of employment and/or self-employment opportunities created for women, youth, and people with disabilities.
Target: A minimum of 50-60 employment and/or self-employment opportunities created annually until the end of 2015.
- Number of ex-combatants and returning migrants integrated into the labour market with employment and income generating opportunities.
Target: A minimum of 50,000 ex-combatants and 500 returning migrants by 2015.

Outcome Strategy:

Various gender sensitive Afghanistan specific economic empowerment programmes, based on the ILO instruments such as TREE, LED and LBID, will be developed. The Ministry of Labour will seek support of the relevant Ministries and relevant civil society organizations for implementation. In addition to the technical and financial assistance of the ILO, efforts will be made to seek support from international agencies such as the UNIDO, UNDP, FAO, World Bank and bilateral donors. The Ministry of Labour and social partners, in collaboration with relevant ministries and civil society organizations, will develop and execute specific programmes catering to the gender and other special needs of the beneficiaries including people with disabilities and child labour. The ILO will provide the required technical support through the relevant specialists in the areas of Skills, Enterprise, Labour-based technologies and Gender with backstopping support from technical departments.



Country Priority2: Promotion and application of International Labour Standards with a focus on the ILO core conventions

Country Programme Outcomes:

Outcome 2.1: Strengthened capacity of the Ministry of Labour to ratify and apply International Labour Standards and to fulfill their reporting obligations

Indicators:

- Number of Government Officials, both women and men, demonstrating clear understanding of ILS and contributing to the government's reporting obligations
Target: 50-60 of Government Officials annually until end of 2015.
- Number of ILO Conventions ratified in the reporting period.
Target: Study, review and preparatory work for ratification for the 3 remaining ILO CLS for the purpose of ratification by end 2015.
- Number of satisfactory reports submitted to the ILO.
Target: All reporting obligations to the ILO will be fulfilled yearly in a timely fashion with regard to all ratified ILO Conventions throughout the time of this DWCP.

Outcome Strategy:

- a) The Ministry of Labour, in collaboration with the ILO, will organize training programmes in the areas of International Labour Standards and reporting procedures for its officials and other relevant government ministries and social partners. Women's participation will specifically be encouraged. The Delhi-based ILO Standards Specialists and colleagues from NORMES Geneva as well as through the training

courses offered by the ILO TURIN will assist the Ministry in developing and implementing the programmes.

- b) The ILO will assist the Ministry to design gender-responsive advocacy programmes to raise awareness among all stakeholders on the importance of ILS with specific focus on benefits of ratifying ILO Conventions to the host country. The stakeholders include members of parliament, various line ministries' officials; representatives of employers' and workers' organizations, rights based civil society organizations and the media. This will be done in collaboration with the ILO's Regional Communication Unit in Bangkok and relevant technical specialists from DWST and ILO HQs. Taking account that Afghanistan is a predominantly agrarian economy, with agriculture and natural resources contributing over 80 per cent to the GDP (Please see 1. Country Context), the ILO will also focus on the ratification and implementation of Sector-specific instruments in Afghanistan. These instruments such as Conventions, Recommendations, Codes of Practices, Guidelines, particularly, inter-alia, the Safety and Health in Agriculture Convention (No. 184), 2001, the Safety and Health in Mines Convention, (No. 176), 1995.
- c) The Ministry of Labour in collaboration with its social partners will initiate the process to review the existing labour code in light of the ILO conventions, and with a gender lens, and recommend modifications/adjustments for approval by the competent authorities. The ILO will provide the necessary technical support to the constituents during the whole process so that a new gender-responsive labour policy is drafted, approved and implemented by the Ministry. The ILO will do it through short-term consultants with technical backstopping from the ILO specialists (Standards, Industrial Relations, Workers, Employers, Gender) and technical departments in ILO HQ.
- d) Capacity development events, with at least 20% women trainers and at least 15% women participants, will be organized for those government officials who are responsible for reporting to the ILO on behalf of the Ministry of Labour. The ILO will organize similar events for employers' and workers' representatives to develop their capacity for providing value-added inputs to the country reports. This will be done through the training courses offered by the ILO TURIN and/or tailor-made programmes developed and implemented, by the ILO Standards specialists and NORMES, at the country level and specialists in SECTOR at the Headquarters.

Outcome 2.2: Men and women workers in Afghanistan benefit from improved conditions of work as a result of better labour policy, labour code, labour administration and inspection services.

Indicators:

- Number of special and follow-up inspections visits in response to complaints received.

Target: an average of 20 per year, for every year from 2013 to 2015.

- Number and types of contraventions and actions undertaken to address non-compliance.

Target: an average of 20 per year, for every year from 2013 to 2015.

- Minimum wages at industrial level and regional levels for unskilled and skilled workers established and enforced.

Target: by end 2012

Outcome Strategy:

- a) The Ministry of Labour in collaboration with its social partners, including those at sectoral level, will undertake an assessment of its institutional organization and management with the view to identifying areas of priorities to be strengthened and implemented. The ILO and other international agencies such as UNDP and other bilateral donors will provide the required technical and financial assistance. The ILO will bring in its technical assistance through an extra-budgetary technical cooperation project with backstopping support from relevant ILO specialists and technical departments.
- b) The Ministry of Labour in collaboration with its social partners, including those at sectoral level, and with technical assistance of the ILO, will develop an action plan for the Ministry detailing a comprehensive programme of labour administration reform and labour inspection strengthening, and implement it. The ILO will provide technical support in the form of an extra-budgetary technical cooperation project with backstopping support from relevant ILO specialists and technical departments.

- c) The Ministry of Labour in collaboration with its social partners, including those at sectoral level, and technical assistance of the ILO, will develop a framework for establishing and enforcing basic minimum wage in the country for unskilled men and women workers through a consultative process and in line with ILO Convention 100. The ILO will provide technical support through short-term consultants with technical backstopping from the relevant ILO specialists and technical departments.

Outcome 2.3: All forms of Child Labour progressively eliminated.

Indicators:

- Increased awareness amongst Ministry of Labour, Workers' and Employers' Organizations as well as the public at large of the list of hazardous occupations in which it will be illegal to employ children (girls and boys) below the age of 18.

Target: 36 awareness raising training sessions, including ToT, provided, two in Kabul and one in each provinces of Afghanistan.

- Families of children working in worst forms and hazardous forms of child labour provided with employment opportunities.

Target: Not less than 55,000 families of child labourers provided with employment opportunities by end 2015.

- Working children of families provided with employment enrolled in schools.

Target: Not less than 55,000 former child labourer enrolled into compulsory free education by end 2015.

Outcome Strategy:

- a) The Central Statistics Office (CSO) in joint collaboration with the Ministry of Labour and social partners will plan, design and conduct a comprehensive national child labour survey that disaggregates by sex. In order to institutionalize periodic collection of data on child labour, questions on child labour statistics will be



included and mainstreamed in the national level surveys and studies conducted regularly by the CSO such as labour force survey, population census and other sectoral studies. The ILO and other international agencies such as UNFPA, UNICEF, UNIFEM, UNDP and bilateral donors will provide the required technical and financial assistance to the Ministry of Labour and CSO for these surveys and studies. The ILO will provide support through a technical cooperation project with regular backstopping from the Child Labour Specialist and ILO-IPEC HQs, and with necessary technical support from relevant technical units.

- b) The Ministry of Labour in close collaboration with its social partners will initiate the process to identify, assess and notify a list of hazardous occupations in which it will be illegal to employ children (girls and boys) below the age of 18. A gender-responsive national time bound programme will be developed and implemented to eliminate child labour, especially in its worst forms, from the country. The ILO and other international agencies such as UNICEF, UNFPA, UNIFEM, UNESCO and bilateral donors will provide the required technical and financial support to the Ministry. The ILO will develop and implement a technical cooperation project of support to implement the national time bound programme. Technical backstopping will be provided by the ILO Child Labour Specialist and the relevant technical department at ILO HQ.
- c) The Ministry of Labour and social partners will initiate a consultative process of developing, finalizing and approving a national policy and plan of action for the progressive elimination of child labour from the country. The consultative process will include a wide range of stakeholders such as relevant government ministries, UN agencies, rights-based civil society organizations and media. This will be done with the technical assistance of the ILO and other international agencies such as UNICEF, UNIFEM and UNFPA. The ILO will provide short-term consultants with technical backstopping from the relevant technical specialists and various technical departments in ILO HQs.

Outcome 2.4: Improved capacity of the tripartite constituents to develop policies improving social security coverage, notably of excluded groups.

Indicator:

- Number of government officials, as well as representatives of employers' and workers' organizations having better understanding of international labour standards in the field of social security, social security concepts and social security schemes, as well as an improved understanding of the process of developing and evaluating social security policies geared at the extension of social security, in particular to excluded groups.

Target: 45 - 60 officials representing Government, employers' and workers' organizations trained in the reporting period.

Outcome Strategy:

- a) *Needs assessment* – The Ministry of Labour, in collaboration with the ILO, will undertake an assessment of training needs in the field of social security in general and the capacity to develop policies improving social security coverage in particular.
- b) *Development of training courses and material* – Based on the needs assessment, the ILO will assist the Ministry to develop training materials for training courses on the development of social security policies in the context of Afghanistan.
- c) *Training activities* – The ILO will organize training activities for selected Government officials and representatives of employers' and workers organizations to develop their capacity to design, implement and evaluate social security policies. This will be done, *inter alia*, through the training courses offered by the International Training Centre of the ILO in Turin. The training activities will cover topics related to:
 - International labour standards in the field of social security;
 - Strategies to extend the coverage of formal social security schemes;
 - Promotion of decentralized initiatives for the informal economy;
 - Linkages between social security schemes and decentralized initiatives;
 - Gender and social protection.

It is also envisaged to organize study tours to countries in the region to allow for the transfer of knowledge and experience.

Country Priority 3: Strong and Representative Employers' and Workers' Organizations, including sectoral employers' and workers' organizations, contributing to national policy formulation processes and better industrial relations at all levels.

Country Programme Outcomes:

Outcome 3.1: Strong and representative Employers' and Workers' Organizations participating in national policy formulation.

Indicators:

- Number of proposals per year submitted by Employers' Organizations to key national level socio-economic and tripartite committees.
Target: 6 per years beginning in 2012.
- Number of proposals per year submitted by Workers' Organizations to key national level socio-economic and tripartite committees.
Target: 6 per year beginning in 2012.

Outcome Strategy:

The ILO will implement a technical assistance programme to the employers and workers organizations to raise their awareness on their respective roles at the national and sub-national level policy formulation. It will also include developing the capacity of employers and workers organizations on the ways and means to meaningfully engage and to be able to substantively contribute to the socio-economic policy formulation process that will reflect the concerns and aspirations of the employers and workers. Women's participation will especially be encouraged throughout the process. This will be done through organizing training workshops and awareness campaigns for the constituents through training courses provided by the ILO TURIN Training Center and with technical support from the ILO Employers and Workers specialists and relevant technical departments in ILO HQs.

Outcome 3.2: Mechanisms for social dialogue and industrial relations strengthened.

Indicators:

- A national tripartite commission, with at least 20% women representation, established and notified with clear terms of reference and rules of business.
Target: A representative tripartite commission involving key national Workers' and Employers' Organization by end 2013.
- Number of meetings of national tripartite commission held during a calendar year (minimum one meeting per year).
Target: A minimum of 3 meetings by end 2015.
- A bipartite social dialogue platform of employers and workers established and meeting at least twice a year.
Target: 2 meetings by 2015.

Outcome strategy:

- a) The ILO will provide technical assistance to the Ministry of Labour and social partners to raise the awareness among stakeholders on the importance of establishing a national tripartite commission for discussing workplace related issues with specific focus on workers welfare, minimum wages, working hours, contractual arrangements, social security and old age benefits. The stakeholders will include ILO tripartite constituents, relevant ministries as well as the office of the President, civil society organizations and the media. This will be done by capacity development of constituents, in a gender-responsive manner, through study tours, advocacy and training workshops to share the good practices from countries of the region. Extra-budgetary resources will be mobilized for a small technical cooperation project with support



from Employers' and Workers' specialists and related technical departments at ILO HQs.

- b) The ILO, through a technical cooperation project, will provide support to employers and workers for raising their awareness on the benefits of establishing Employers-Workers bilateral forum for improved social dialogue and better industrial relations. Employers' and workers' representatives will be exposed to relevant bipartite good practices in the region through study tours, advocacy campaigns and training workshops. Gender will be mainstreamed throughout the process, including the target of at least 20% women participants in the tours and trainings, and at least 15% women trainers in the workshops. Employers' and Workers' specialists will provide necessary support with advice from related technical departments at ILO HQs.



4. IMPLEMENTATION AND MANAGEMENT

The DWCP for Afghanistan has been developed for six years considering the timeline of the ILO's Strategic Policy Framework (2010-15) and respective Programme and Budget Cycles.

The overall responsibility of the implementation and achievements of the envisaged results of the Decent Work Country Programme is shared by the ILO Senior Coordinator and ILO tripartite constituents including the Ministry of Labour, Afghanistan Chambers of Commerce and Industry (ACCI) and National Union of Afghan Employees (NUAE). The Senior Coordinator, with an overall coordination role for the DWCP implementation, will be assisted by the Programme and Adfin sections of the office besides the professional staff in technical cooperation projects.

In order to achieve the desired outcomes, the ILO Kabul office will draw on the in-house knowledge-base and expertise from the Decent Work Support Team in New Delhi, various advisers in the Regional Office and relevant technical departments at ILO HQs to provide necessary technical backstopping support.

A tripartite Decent Work Task Force (DWTF) will be formed under the leadership of the Deputy Minister of Labour to monitor the progress and provide periodic guidance in the DWCP implementation process. The DWTF will have representation from Afghanistan Chambers of Commerce and Industry (ACCI), National Union of Employees of Afghanistan (NUAE) as well as other recognized trade unions and employers' organizations, other relevant line ministries from the government, rights-based civil society organizations and academia, with at least 20% representation by women. The ILO Senior Coordinator, assisted by Programme Officers and the team of experts, will provide necessary technical support to the DWTF to implement the DWCP for achieving the desired outcomes.

5. PERFORMANCE MONITORING AND EVALUATION ARRANGEMENTS

A comprehensive Monitoring and Evaluation Plan for the whole period of the DWCP as well as an implementation plan will be elaborated before the beginning of implementation. The implementation plan will be reviewed and updated regularly. Targets/Pipelines information of the country outcomes will be integrated in the outcome-based plans based on biennial Programme and Budget (P&B) and reflected in IRIS Strategic Management Module – Implementation Plan (SM-IP). Six-monthly progress reports will be prepared and submitted to the Regional Office for their information and record. The Regional Evaluation Officer in Bangkok and Evaluation Unit in ILO HQs will provide necessary support and advice on developing and implementing the monitoring and evaluation plan.

The Decent Work Task Force will meet at least twice a year, to monitor and review the progress of the DWCP implementation and provide necessary guidance and support wherever required.



Besides periodic assessment and feedback practice, a mid-term review of DWCP will be carried out in the third year of implementation by the Regional Office to observe and validate the progress of the DWCP and provide necessary feedback on the implementation arrangements. The Regional Office will undertake a final evaluation of the DWCP in the sixth and last year to see the progress towards the achievements of the desired outcomes and record the lessons learnt. The lessons learnt from this phase of the DWCP will be considered in developing the new DWCP in 2015.

6. ANNEXES**Annex I: International Labour Conventions ratified by Afghanistan**

Convention	Date of registration
Night Work (Women) Convention, 1919 (No. 4)	12.06.1939
White Lead (Painting) Convention, 1921 (No. 13)	12.06.1939
Weekly Rest (Industry) Convention, 1921 (No. 14)	12.06.1939
Night Work (Women) Convention (Revised), 1934 (No. 41)	12.06.1939
Underground Work (Women) Convention, 1935 (No. 45)	14.05.1937
Protection of Wages Convention, 1949 (No. 95)	07.01.1957
Equal Remuneration Convention, 1951 (No. 100)	22.08.1969
Abolition of Forced Labour Convention, 1957 (No. 105)	16.05.1963
Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	16.05.1963
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	01.10.1969
Dock Work Convention, 1973 (No. 137)	16.05.1979
Occupational Cancer Convention, 1974 (No. 139)	16.05.1979
Paid Educational Leave Convention, 1974 (No. 140)	16.05.1979
Rural Workers' Organisations Convention, 1975 (No. 141)	16.05.1979
Human Resources Development Convention, 1975 (No. 142)	16.05.1979
The Tripartite Consultation (International Labour standards) Convention, 1976 (No. 144)	07.04.2010
The Vocational Rehabilitation and Employment (Disabled Person) Convention, 1983 (No. 159)	07.04.2010
The worst Forms of Child Labour Convention , 1999 (No. 182)	07.04.2010
The Minimum Age Convention, 1973 (No.138)	07.04.2010

**Annex II: The London Conference on Afghanistan
The Afghanistan Compact
31 January - 1 February 2006
(Relevant Extract)**

The Islamic Republic of Afghanistan and the international community: Have agreed to this Afghanistan Compact. Determined to strengthen their partnership to improve the lives of Afghan people, and to contribute to national, regional, and global peace and security;

Affirming their shared commitment to continue, in the spirit of the Bonn, Tokyo and Berlin conferences, to work toward a stable and prosperous Afghanistan, with good governance and human rights protection for all under the rule of law, and to maintain and strengthen that commitment over the term of this Compact and beyond;

Recognising the courage and determination of Afghans who, by defying violent extremism and hardship, have laid the foundations for a democratic, peaceful, pluralistic and prosperous state based on the principles of Islam;

Noting the full implementation of the Bonn Agreement through the adoption of a new constitution in January 2004, the holding of presidential elections in October 2004 and National Assembly and Provincial Council elections in September 2005, which have enabled Afghanistan to regain its rightful place in the international community;

Mindful that Afghanistan's transition to peace and stability is not yet assured, and that strong international engagement will continue to be required to address remaining challenges;

Resolved to overcome the legacy of conflict in Afghanistan by setting conditions for sustainable economic growth and development; strengthening state institutions and civil society; removing remaining terrorist threats; meeting the challenge of counter-narcotics; rebuilding capacity and infrastructure; reducing poverty; and meeting basic human needs;

Benchmarks and Timelines

The Afghan Government, with the support of the international community, is committed to achieving the following benchmarks in accordance with the timelines specified.

Social Protection:

Poverty Reduction: By end-2010, in line with Afghanistan's MDGs, the proportion of people living on less than US\$1 a day will decrease by 3% per year and the proportion of people who suffer from hunger will decrease by 5% per year

Humanitarian and Disaster Response: By end-2010, an effective system of disaster preparedness and response will be in place.

Disabled: By end-2010, increased assistance will be provided to meet the special needs of all disabled people, including their integration in society through opportunities for education and gainful employment.

Employment of Youth and Demobilised Soldiers: By end-2010, employment opportunities for youth and demobilised soldiers will be increased through special programmes.

Refugees and IDPs: By end-2010, all refugees opting to return and internally displaced persons will be provided assistance for rehabilitation and integration in their local communities; their integration will be supported by national development programmes, particularly in key areas of return.

Vulnerable Women: By end-2010, the number of female-headed households that are chronically poor will be reduced by 20%, and their employment rates will be increased by 20%.

Counter-Narcotics: By end-2010, the Government will implement programmes to reduce the demand for narcotics and provide improved treatment for drug users.

Annex III: UN Support to ANDS Priorities 2010-2013

Priority Area	Outcomes	Outputs	Outcome indicators
Good Governance, Peace & Stability	1. Stabilisation process is strengthened through effective integrated UN support to the Government and communities	1.1. Integrated reconstruction and improved local governance and rule of law increase confidence in the Government in targeted districts.	☐ Increased % of people having a favourable opinion of their government where provincial packages are implemented (Baseline: will be defined by a first public opinion surveys)
		1.2. Institutions have strengthened capacities for the implementation of national plans for disarmament, de-mining and border management .	
		1.3. Justice mechanisms are more effective and more widely used.	
		1.4. Security sector reform is consolidated through integrated efforts to strengthen policing .	
		1.5. Participation in the drug economy is reduced through better coordination between institutions and law enforcement entities.	
		1.6. Culture of human rights and peace is strengthened at all levels of Government and society.	
	2. Government capacity to deliver services to the poor and vulnerable is enhanced	2.1. Institutions have strengthened capacity to develop and implement quality pro-poor service delivery and employment policies .	☐ Increased spent budget for programmes in key ministries and increased number of provinces targeted by main national programmes (Baseline: will be defined by most recent Ministry of Finance figures)
		2.2. Service delivery coordination is improved under the leadership of Governors and Provincial Development Committees .	
		2.3. Quality disaggregated information is available at all levels for better decision-making.	
	3. The institutions of democratic governance are integrated components of the nation-state	3.1. National Assembly, elected councils and the Independent Elections Commission have better capacities to fulfil their mandates.	☐ % of districts and villages with elected District and Village Councils. ☐ Perception of corruption decreases among population (Baseline: 0%, Transparency International CPI score 2008: 1.5)
		3.2. Government institutions responsible for ensuring transparency and accountability have better capacity.	
		3.3. Civil society and media have increased capacities to raise Government accountability.	
		3.4 Communities , in particular women and youth , are empowered to participate in public life.	

Sustainable Livelihoods: Agriculture, Food Security & Income Opportunities	4. Agricultural output and access to diversified food at the household level are increased.	4.1. Farming community has improved access to necessary technology, inputs and infrastructure for agriculture and livestock production . 4.2. Households, especially among the poor and vulnerable, have better access to safe and nutritious food year-round.	% of households involved in licit agriculture that are food secure (covers basic energy requirement and adequate dietary diversity) (Baseline: 30% in 2005, 45% ANDS, NRVA results by province)
	5. Improved capacity to manage natural resources to support poverty reduction and dispute resolution, and to reduce vulnerability to natural disasters .	5.1. Community-based natural resource management systems are effectively implemented. 5.2. Government and communities are better able to solve land and natural resource management disputes . 5.3. National and local institutions have enhanced capacities to manage disaster risks .	- Number of community-based structures established and involved in managing natural resources and in resolving related disputes - Reduced average number of deaths/casualties/homes destroyed per province and per natural disaster (Baseline: to be established)
	6. Opportunities for decent work and income are improved and diversified, especially for vulnerable groups.	6.1. Skills development and education are better linked to access of vulnerable groups to income opportunities . 6.2. Enterprises and private sector networks strengthened to facilitate access to inputs and markets, and to revitalise local economies .	% of households living below the poverty line (Baseline: 42% in 2007, ANDS)
	7. Afghans, particularly those who are underserved , have greater and more equitable access to quality basic services	7.1. All members of society, particularly the most vulnerable, have better access to basic services . 7.2. Educators and health workers, especially women, are better trained and more widely deployed .	% of increase in the number of adequately trained health workers and teachers (including literacy facilitators) % of household having basic health services delivery point within two hours travel time (Baseline: 54,093 male and 20,508 female teachers in 2002, 66% of population with nearby access to health facility)
Basic Social Services: Education, Health, Water and Sanitation	8. More Afghans pursue education opportunities and healthy lifestyles	8.1. Individuals and families are better able to make informed decisions regarding their own education, health and well-being . 8.2. Communities are engaged in design, implementation and monitoring of learning opportunities and basic social services .	Net enrolment ratio in primary/secondary/higher education institutions and monthly use of health facilities (Baseline: 5.9 million enrolled at school (2007))

Annex IV: ANDS Goals for 1387-1391 (2008-2013)
(Relevant Extract)

The Afghanistan National Development Strategy (ANDS) is a Millennium Development Goals (MDGs)-based plan that serves as Afghanistan's Poverty Reduction Strategy Paper (PRSP). It is underpinned by the principles, pillars and benchmarks of the Afghanistan Compact. The pillars and goals of the ANDS are:

1. **Security:** Achieve nationwide stabilization, strengthen law enforcement, and improve personal security for every Afghan.
2. **Governance, Rule of Law and Human Rights:** Strengthen democratic practice and institutions, human rights, the rule of law, delivery of public services and government accountability.
3. **Economic and Social Development:** Reduce poverty, ensure sustainable development through a private sector-led market economy, improve human development indicators, and make significant progress towards the Millennium.

**Annex V: ANDS Crosscutting Themes
(Relevant Extract)**

Summary Report:

The Government of Afghanistan will mainstream the crosscutting themes of gender, counter-narcotics, regional cooperation, anti-corruption, and environmental protection into the investment frame work.

Gender Equality:

The Government's goal is to eliminate discrimination against women, develop their human capital and promote their leadership in order to guarantee their full and equal participation in all aspects of life in Afghanistan.

Government's Five-year Strategic Benchmarks

By Jaddi 1389 (end-2010): the National Action Plan for Women in Afghanistan will be fully implemented; and in line with Afghanistan's MDGs, female participation in all Afghan governance institutions, including elected and appointed bodies and civil service, will be strengthened.

Context:

Since 1380 (2001/2), Afghanistan's women have made significant progress toward achieving equity: Afghanistan's Constitution guarantees non-discrimination and equality of women and men, reserving to women an average of two seats per province in the lower house of the National Assembly (currently equivalent to 27%) and one-sixth of the seats in the upper house, pledging to promote educational programs and health care for women, and guaranteeing the rights of vulnerable women. Women represented 44% of the voters registered for the presidential elections. School enrollment rates for girls have risen significantly. Nonetheless, Afghan women have one of the lowest indicators in the world according to the Gender Development Index (GDI), which combines life expectancy, educational achievements and standard of living. Gender gaps in health, education, access to and control over resources, economic opportunities, justice and political participation remain pervasive.

Constraints: Government agencies have not yet mainstreamed a gender-responsive approach towards policy making; cultural, social and religious sensitivities relating to gender issues affect the pace and acceptance of reforms; pervasive obstacles to education for girls and women affect both access and quality of education; lack of education and mobility results in

limited participation of women in the economy; the majority of Afghan women are deprived of equal protection before the law, violence against women and girls remains pervasive, and inheritance and property laws largely discriminate against women leaving widows or divorced women particularly vulnerable; women are poorly represented in leadership and power, including supervisory, managerial, policy and decision-making roles.

Sectoral strategies and programs: To overcome these constraints Government will: (1) develop a 10- year National Plan of Action for Women to support gender mainstreaming. Each ministry will establish a unit to facilitate the monitoring of its implementation; (2) build the capacity of government agencies to engage in gender analysis, communications, negotiation and advocacy; gender budgeting; and drafting gender sensitive policies, planning, and monitoring; (3) undertake a national advocacy campaign to broaden support among the citizenry for a new understanding of the appropriate role of women in a modern Islamic republic; (4) focus on improving women's access to health services, in particular to reproductive health services; (5) remove gender disparities with respect to both access to education and quality of education; (6) *promote women's economic empowerment through facilitating access to capital, marketing and skills development;* (7) *provide targeted social protection for vulnerable women, particularly for widows and chronically poor female headed households, and work toward an increase in their employment rates;* and (8) improve women's access to political participation at the national levels and at the community level.

Executive Summary (2008-2010)

Gender Equity

An important precondition for the success of Afghanistan's development goals is the reversal of women's historical disadvantage in Afghan society. *The Government's vision is a peaceful and progressive nation where women and men enjoy security, equal rights, and opportunities in all spheres of life. The Government is committed to fulfilling its obligation to women's development as embodied in the Constitution, the MDGs, the Afghanistan Compact, and international treaties.* The ANDS provides a framework for mainstreaming gender interventions across sectors so as to address women's position in the society, their socio-economic condition, and access to development opportunities. The implementation of the strategy for gender equity is a shared responsibility among government entities at the national and sub-national levels. The Ministry of Women's Affairs, as the lead agency for women's advancement, will be strengthened to enable it to take on the role of coordinating and monitoring the outcomes of Government interventions.

Annex VI: National Action Plan for the Women of Afghanistan (I-APWA)

**Pillar 3: Economic and Social Development
(Relevant Extract)**

GOAL	KEY INDICATORS
To create an enabling economic and social environment that is conducive to the full development and realization of women's economic potential framework, including	A gender sensitive legislative and regulatory framework, including inheritance, property and labor laws • Equitable access of women to skills development programs and vocational training • <u>Progressive increase in the access of women to gainful employment</u> • <u>Progressive increase in the access of women to micro-finance and business services</u>

Annex VII: Vision 2020 – Afghanistan Millennium Development Goals Report 2005

**Revision of global MDG targets:
(Relevant Extract)**

Goal	Old target	Revised target	Rationale
#1. Eradicate Extreme Poverty and Hunger	Halve, between 1990 and 2015, the proportion of people whose income is less than US \$1 a day	The proportion of people whose income is less than US\$1 a day decreases by 3% per annum until the year 2020	Lack of availability of baseline data for 1990; Because of late start for achievement and tracking of the target
#3. Promote gender equality and women's empowerment	Halve, between 1990 and 2015, the proportion of people who suffer from hunger	The proportion of people who suffer from hunger decreases by 5% per annum until the year 2020	Lack of availability of baseline data for 1990; Because of late start for achievement and tracking of the target
	Eliminate gender disparity in primary and secondary education preferably by 2005, and in all levels of education no later than 2015	Eliminate gender disparity in all levels of education no later than 2020	Because of late start for achievement and tracking of the target
#4. Reduce child Mortality	Reduce by two thirds, between 1990 and 2015, the under-5 mortality rate	Reduce by 50%, between 2003 and 2015, the under-five mortality rate, and further reduce the U5MR to 1/3 of the 2003 level by 2020	Lack of availability of baseline data for 1990; Because of late start for achievement and tracking of the target
#5. Improve maternal health	Reduce by three quarters, between 1990 and 2015, the maternal mortality ratio	Reduce by 50%, between 2002 and 2015, the maternal mortality ratio, and further reduce the MMR to 25% of the 2002 level by 2020	Lack of availability of baseline data for 1990; Because of late start for achievement and tracking of the target

Addition of new targets:

Revision of indicators

Goal	New target	Rationale
Promote gender equality and women's empowerment	Reduce gender disparity in economic areas by 2020 Increase female participation in elected and appointed bodies at all levels of governance to 30% by 2020 Reduce gender disparity in access to justice by 50% by 2015 and completely (100%) by 2020	Important to focus government policy on reducing gender disparities in economic areas Necessary to enhance women's political participation at all levels Ensuring access to justice a key issue in women's empowerment

Revision of indicators

Goal	Old indicator	New indicator	Rationale
Promote gender equality and women's empowerment	Share of women in wage employment in nonagricultural sector Proportion of seats held by women in national parliament	Ratio of female to male government employees Proportion of seats held by women in national provincial and district representative bodies	Government is the largest employer and the revised indicator reflects the government's commitment to removing gender disparities in civil sector employment Better captures women's political participation at sub-national levels

Addition of new indicators:

Goal	New indicator	Rationale
#3. Promote gender equality and women's empowerment	Adoption, review and amendment of legislation that protects the rights of women, particularly in employment, family rights, property and inheritance and in accordance with the Constitution of the Islamic Republic of Afghanistan Adoption of legislation that criminalises all forms of gender and sexual-based violence	To track progress of the new indicator To track progress of the new indicator