



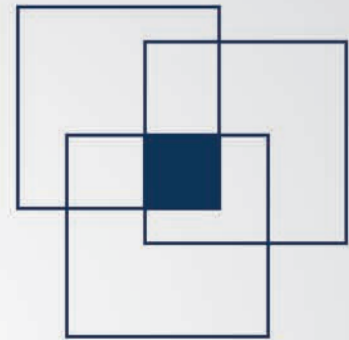
UMFCCI



International
Labour
Organization



MYANMAR DECENT WORK COUNTRY PROGRAMME 2018 – 2021



A TOOL TO ADVANCE
DECENT WORK AND
SUSTAINABLE DEVELOPMENT

MYANMAR
2018 - 2021

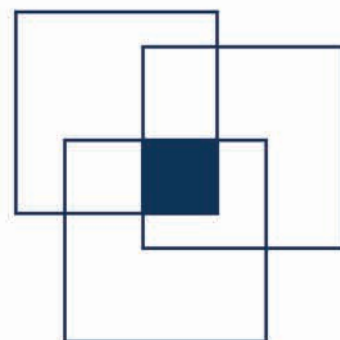


MYANMAR

DECENT WORK

COUNTRY PROGRAMME

2018 – 2021



**A TOOL TO ADVANCE
DECENT WORK AND
SUSTAINABLE DEVELOPMENT**

MEMORANDUM OF UNDERSTANDING
MYANMAR DECENT WORK COUNTRY
PROGRAMME
(2018 – 2022)

Whereas the Government of the Republic of the Union of Myanmar, the undersigned workers' and employers' organisations, 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 Myanmar.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The followings are agreed as priorities of the DWCP;

Priority 1: Employment, decent work and sustainable entrepreneurship opportunities are available and accessible to all, including for vulnerable populations affected by conflict and disaster.

Priority 2: Application of Fundamental Principles and Rights at work is strengthened through improved labour market governance.

Priority 3: Social protection coverage for all is progressively extended, especially for vulnerable workers and populations.

2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and

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procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to DWCPs and to any related activities of the ILO in the country, the Government will apply, to the Organization and its personnel officially designated by the ILO to participate in ILO activities, the provisions of the Convention on the Privileges and Immunities for the Specialized Agencies and its Annex 1 relating to the ILO - as integrated through the 1954 Agreement between the International Labour Organization and the Government of the Union of Burma and the exchange of letters between the ILO and the Government of the Republic of the Union of Myanmar of 18 January 2013.

4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.

5. This MoU, superseding all communication on this matter among the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties and will continue to effect for four (4) years. Thereafter, it will be extended for further period by mutual written consent of the Parties.

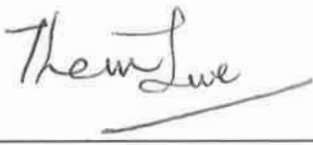
6. This MoU will no longer have effect after three (3) months from the date of written notice by any of the Signatories expressing its intention to terminate the MoU.

7. In the case of termination of this MoU, the provisions of the MoU will remain effective for cooperative activities that are being carried out within the framework of this MoU, but not yet completed at the time of the termination of this MoU.

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8. Any dispute arising regarding the interpretation and application of this MoU will be solved through consultations among the Signatories, and will not be referred to any national or international tribunal or third party for settlements.
9. Nothing in this MoU may be deemed as a waiver of the privileges and immunities enjoyed by the ILO.
10. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP are incompatible with the terms of the MoU, including the provisions referenced in article 3, then the MoU shall govern and prevail. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.

For and on behalf of the
Government of the Republic
of the Union of Myanmar



Name : U Thein Swe

Title: Union Minister, Ministry
of Labour, Immigration
and Population

For and on behalf of the
International Labour
Organization



Name: Mr. Gregory Joseph
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For and on behalf of the
Employers



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For and on behalf of the
Workers



Name : U Than Lwin
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21 September 2018

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Glossary of Terms and Acronyms

Decent work: Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

Fundamental Principles and Rights at Work: These derive from the landmark ILO Declaration on Fundamental Principles and Rights at Work in 2008 which commits Member States to respect and promote principles and rights in four categories, whether or not they have ratified the relevant Conventions. These categories are: freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

Informal economy: The Statistical definition encompasses both work in the informal sector and informal employment. The 2015 Myanmar Labour Force Survey defined the informal sector as (i) ownership of the business in private and or not government/ joint venture; and (ii) business/farm not registered under any ministry. It defined informal employment as (i) contributing family workers; (ii) other self-employed with an informal sector enterprise; (iii) employees with no employer contribution to social security; (iv) employees with employer contributions to social security but not paid annual leave; or (v) employees with employer contribution to social security and paid annual leave but no paid sick leave.

Vulnerable employment: The statistical definition of vulnerable employment is measured by dividing the number of own-account workers plus the number of contributing family workers by the total number of persons employed (x 100). In the Myanmar context, vulnerability encompasses broader factors such as: those affected by conflict and living in disaster-prone areas; those not covered by formal regulations; those not covered by social protection; those engaged in precarious and insecure work; and those experiencing disadvantage in the labour market, for example people facing discrimination and unequal access to economic and social opportunities.

List of Acronyms

ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on Protection and Promotion of the Rights of Women and Children
AFFM-IUF	Agricultural and Farmers Federation of Myanmar-Union Federation
CEDAW	(UN) Convention for the Elimination of all Forms of Discrimination Against Women
CRPD	(UN) Convention on the Rights of Persons with Disabilities
CSO	Central Statistical Organization
CTUM	Confederation of Trade Unions of Myanmar
DWCP	Decent Work Country Programme
DWCP-TWG	Decent Work Country Programme-Technical Working Group
EAGs	Ethnic Armed Groups
FDI	Foreign Direct Investment
FESR	Framework for Economic and Social Reforms
FGLLID	Factories and General Labour Laws Inspection Department
GDP	Gross Domestic Product
IHLCA	Integrated Household Living Conditions Assessment Survey
ILO	International Labour Organization
ILS	International Labour Standards
LFS	Labour Force Survey
LFS-CL-SWTS	Labour Force Survey, Child Labour Survey, School to Work Transition Surveys
MICS	Myanmar Industries, Crafts and Services trade union
MOE	Ministry of Education
MOI	Ministry of Industry
MoLIP	Ministry of Labour, Immigration and Population
MoPF	Ministry of Planning and Finance
MSWRR	Ministry of Social Welfare, Relief and Resettlement
NAP	National Action Plan
NCDP	National Comprehensive Development Plan
NESP	National Education Strategic Plan
NLD	National League for Democracy
NSPAW	National Strategic Plan for the Advancement of Women
NSPSP	National Social Protection Strategy Plan
NTDF	National Tripartite Dialogue Forum
OSH	Occupational Safety and Health
SDGs	Sustainable Development Goals
SMEs	Small and Medium Sized Enterprises
SSB	Social Security Board
TVET	Technical and Vocational Education and Training
SU	Supplementary Understanding between Government of Myanmar and ILO
TWG	Technical Working Group
UMFCCI	Union of Myanmar Federation of Chamber of Commerce and Industry
UNDAF	United Nations Development Assistance Framework
WFCL	Worst forms of Child Labour

1. Introduction

This is the first ever Decent Work Country Programme (DWCP) to be agreed by the Union Government, the employers and workers organisations, and the International Labour Organisation Liaison Office for Myanmar. It has been framed at a time of historic transition in Myanmar to democracy and the rule of law, economic opening and social reform, and efforts to achieve peace and national reconciliation. Its overall goal is to be: **“A tool to advance decent work and sustainable development.”**

DWCPs detail policies, strategies and results required to realize progress in each country towards the goal of Decent Work for all. DWCPs are designed and implemented by national constituents and signal areas that relevant stakeholders have prioritized for ILO technical support. DWCPs are closely aligned with both national development frameworks and internationally agreed global and regional policy frameworks. Prominent among these is the landmark Declaration of Social Justice for a Fair Globalization (2008)¹. This affirms ILO values and the ILO's key role in helping to achieve progress and justice in the context of globalization. The Declaration promotes decent work through a coordinated approach to achieving four strategic objectives: employment, social protection, social dialogue, and fundamental principles and rights at work.

At the national level, DWCPs are aligned with the national goals of the Government and the priorities identified by the ILO constituents through a tripartite process. They are also aligned with the broader UN Development Assistance Framework (UNDAF) In Myanmar, which is currently under development between the Government of Myanmar and UN Country Team for Myanmar.

At the regional level key policy frameworks support the Myanmar DWCP. Among these are the 2016 Bali Declaration from the ILO Asia-Pacific Regional Meeting, with its emphasis on promoting ratification of ILO core conventions; realizing fundamental principles and rights at work; generating employment policies; accelerating action against child labour and forced labour, reversing inequalities; building resilience in the context of crises arising from conflict and natural disasters; closing gender gaps and developing rights-based migration policies, among other relevant policy areas.

At the global level DWCPs are closely linked with the internationally agreed Sustainable Development Goals (SDGs). These goals support a vision of a future that protects the planet, ends poverty and ensures all people are able to enjoy peace and prosperity. ILO has an important role to play in assisting with the implementation of several SDGs: most notably Goal 8 (Decent Work and Economic Growth) but also Goal 1 (No poverty), Goal 5 (gender equality), Goal 10 (reduced inequalities) and Goal 16 (peace, justice and strong institutions).

¹A review of the impact of the Declaration by the International Labour Conference in 2016 produced further guidance on how it could be advanced through Decent Work Country Programmes.

The development of Myanmar's first DWCP is a major step forward for the country, signaling a process towards normalizing its engagement with the ILO and the international community after decades of authoritarian rule and related problems of forced labour. Progress in good governance of the labour market has been significant in a relatively short period and the Government and social partners have signaled their readiness to address a range of decent work challenges in the country through developing its first DWCP.

In September 2016 the National Tripartite Dialogue Forum (NTDF), which is the peak body for social dialogue between Government, employers and workers organisations, endorsed the establishment of the DWCP-technical working group (DWCP-TWG) and initiated the DWCP process. The DWCP-TWG, which is comprised of representatives of the tripartite constituents from the Ministry of Labor, Immigration and Population (MOLIP), Union of Myanmar Federation of Chamber of Commerce and Industry (UMFCCI), the Confederation of Trade Unions of Myanmar (CTUM), the Myanmar Industries, Crafts and Services (MICS) trade union, and the Agricultural Farmers Federation of Myanmar (AFFM-IUF), with support and guidance from the ILO have undertaken the necessary steps to develop the Myanmar DWCP. A number of meetings have been held to undertake and review the Decent Work country diagnostic and identify priorities and outcomes. Training activities have also been held to build awareness around the Decent Work Agenda and the constituents' capacity on results-based management. This DWCP draws on an intensive process of tripartite consultation over 2017, both with social partners and government. The details have been debated and agreed upon in a series of 5 sessions of the DWCP-TWG and received initial endorsement from the NTDF during its meeting last 23 September 2017 in Yangon. A further technical review was also held during a two-day intensive writeshop at Naypyitaw from 16-17 October 2017 followed by a briefing with Members of Parliament on 18 October 2017 also in Naypyitaw where the DWCP received further agreement and endorsement from the policy-makers. This final version of the DWCP was endorsed by the NTDF on 16 January 2018 in Nay Pyi Taw.

Country Programme at a glance

COUNTRY PROGRAMME contribution to achievement of Myanmar's national development agenda

Sustainable Development Goals

The Economic Policy of the Union of Myanmar

The National Comprehensive Development Plan 2011 -2030

The National Social Protection Strategic Plan (2014)

The National Strategic Plan for the Advancement of Women (2013-2022)

The National Action Plan on Management of International Migration 2013-2017

The Small and Medium Enterprise Development Policy 2015

The National Education Strategic Plan 2016-2021

The draft Development Assistance Policy, 2017

The Supplementary Understanding (SU) between the Government of Myanmar and the ILO on Forced Labour (2007, which has been extended annually)

The Action Plan on Forced Labour

The draft National Action Plan on Child Labour

Myanmar Country Programme 2018-2021

Myanmar DWCP: A tool to advance decent work and sustainable development.

Cross-cutting issues: gender and non-discrimination; conflict sensitivity; environmental sustainability; promoting international labour standards; tripartism and social dialogue.

Priority 1: Employment and decent work and sustainable entrepreneurship opportunities are available and accessible to all, including for vulnerable populations affected by conflict and disaster.

Outcome 1.1 By 2021, more women and men of working age have decent jobs or are engaged in entrepreneurship.

Outcome 1.2 By 2021, functioning labour market information and safe migration systems in place.

Outcome 1.3 By 2021, young women and men have improved technical and vocational as well as core competencies.

Priority 2: Application of Fundamental Principles and Rights at work is strengthened through improved labour market governance

Outcome 2.1 By 2021, freedom of association strengthened through cohesive labour laws and enforcement policies improved.

Outcome 2.2 By 2021, strengthened protection against unacceptable forms of work, in particular forced labour and child labour.

Outcome 2.3 By 2021, strengthened industrial relations system at national, township, sectoral, plant and enterprise levels.

Priority 3: Social protection coverage for all is progressively extended, especially for vulnerable workers and populations.

Outcome 3.1: By 2021, coverage of existing social insurance schemes extended for formal workers and their dependents.

Outcome 3.2: By 2021, coverage of existing social protection schemes extended to informal sector and vulnerable workers.

Outcome 3.3 By 2021, integrated and unified OSH system is in place and implemented.

The Myanmar DWCP aligns to the national and international frameworks:

The Economic Policy of the Union of Myanmar	Sustainable Development Goals	Bali Declaration: 16th Asia and the Pacific ILO Regional Meeting, 6-9 December 2016	ILO Programme and Budget Outcomes (2018-2019)
Priority 2). Improving the operations of state-owned enterprises and privatizing those state-owned enterprises that have the potential to be reformed while promoting small and medium enterprises as generators of employment and growth. Priority 3). Fostering human capital that will be needed for the emergence of a modern developed economy, and improving and expanding vocational education and training. Priority 5) Creating employment	Goal 1: End poverty in all its forms everywhere: <i>Target 1.3 on nationally appropriate social protection systems and measures for all.</i> Goal 4: Ensure quality education, promote lifelong learning: <i>Target 4.3 on ensuring equal access for all women and men to affordable and quality TVET and tertiary education, including university</i> <i>Target 4.4 on substantially increasing the number of youth and adults who have relevant skills, including technical and vocational skills,</i>	Paragraph 1. Realizing fundamental principles and rights at work. Paragraph 2 Developing policies for decent work. Paragraph 4 Accelerating action to eliminate child labour and forced labour. Paragraph 6. Building resilience in situations of crisis arising from conflicts and natural disasters. Paragraph 7. Closing gender gaps in opportunities and outcomes. Paragraph 8. Enhance labour migration policies based on relevant international labour standards. Paragraph 11. Extending social protection. Paragraph 12. Strengthening social dialogue and tripartism.	Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects Outcome 2: Ratification/application of international labour standards Outcome 3: Creating and extending social protection floors Outcome 4: Promoting sustainable enterprises Outcome 5: Decent work in the rural economy Outcome 6: Formalization of the informal economy Outcome 7: Promoting safe work and workplace compliance including in global supply chains

opportunities for all citizens including those returning from abroad and giving greater priority in the short term to economic enterprises that create many job opportunities. Priority 7). Asserting the rights of individuals to freely pursue economic opportunities they chose, so as to enable private sector growth in line with market system, formulating specific policies to increase foreign investment, and strengthening property rights and the rule of law. Priority 12) Identifying the changing and developing business environment in both ASEAN and beyond, so as to enable businesses to situate themselves to take advantage of potential opportunities.	for employment, decent jobs and entrepreneurship. <i>Target 4.5 on eliminating gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.</i> Goal 5: Gender equality, empower women and girls, particularly: <i>Target 5.1 on ending all forms of discrimination against all women and girls everywhere</i> <i>Target 5.4 on recognizing and valuing unpaid care and domestic work through (inter alia) social protection policies</i> <i>Target 5.5 on ensuring women's full and effective participation and equal opportunities for</i>	Paragraph 13. Strengthening labour market institutions including labour inspection.	Outcome 8: Protection of workers against unacceptable forms of work Outcome 9: Promoting fair and effective labour migration policies Outcome 10: Strong and representative employers' & workers' organizations
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	leadership at all levels of decision-making. Goal 8: Full and productive employment and decent work for all, particularly: <i>Target 8.5 on full productive and decent work for all, including youth and persons with disabilities, and equal pay for work of equal value</i> <i>Target 8.6 on substantially reducing the proportion of youth not in employment, education or training.</i> <i>Target 8.7 on immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour ... and by 2025 end child labour in all its forms</i> <i>Target 8.8 on protection of labour rights and OSH, including migrant workers, particularly women migrants</i>		
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	Goal 10: Reduce inequality within and among countries, particularly <i>Target 10.7 on orderly, safe, regular and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.</i> Goal 16: Promote just, peaceful and inclusive societies, particularly <i>Target 16.6 Develop effective, accountable and transparent institutions at all levels.</i> <i>Target 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</i>		
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2. Country context for advancing decent work²

Myanmar is emerging from a long period of isolation, authoritarian rule and economic sanctions. It has been undergoing profound socio-economic and democratic transformations in a relatively short period of time. Rapid transformation has encompassed a multiple reform agenda. This has focused on establishing democratic governance and the rule of law, fostering peace and national reconciliation, market-oriented economic adjustments and a commitment to decentralization, poverty alleviation and inclusive growth.

Among the unprecedented changes in the recent period have been the establishment of a new Constitution in 2008, a general election in 2015 which ushered in a new Government, the release of political prisoners, legal reforms, establishing institutions to guarantee fundamental human rights, fostering a pluralistic media, bilateral and national ceasefire agreements with the majority of ethnic armed groups (EAGs), increased private sector investment, and foreign direct investment (FDI).

Such far reaching and rapid changes are not without their challenges however. Building the capacity of duty bearers to respect and promote human rights, as well as to foster a culture of democratic governance, rule of law and awareness of rights and responsibilities amongst the population takes time.

As the country engages in the process of nation building it must also grapple with issues of diversity, the aspirations of ethnic minorities, and long-standing inequalities and discrimination. Similarly, fostering harmonious industrial relations is not surprisingly fraught, given that democratic organization and trade union activity were suppressed for five decades and newly formed organizations are having to learn a new culture of rights and responsibilities, dialogue and negotiation.

2.1 Poverty

Poverty is an over-riding challenge. The Integrated Household Living Conditions Assessment (IHLCA) Survey which was jointly organized by the Government and UNDP showed a poverty rate of 25.6 per cent in 2009/2010. The World Bank analyzed the IHLCA data by using a different methodology and the result came out at 37.5 per cent in 2009/2010. In the recently released 2017 Report 'Analysis of Poverty in Myanmar' by the Ministry of Planning and Finance and the World Bank, using 2015 data, the Government figure shows poverty has reduced to 19.4 per cent and the World Bank figures show a rate of 26.1 per cent.

Myanmar's Human Development Index Ranking was placed at 145 out of 188 in 2015. Poverty has been exacerbated by ethnic conflicts and discrimination, economic mismanagement and

²This section summarizes key parts of the Myanmar Decent Work Diagnostic, prepared under the direction of the DWCP-TWG and NTDF in 2017.

stagnation under authoritarian rule as well as frequent natural disasters. There are stark regional disparities prevalent in the poverty rates, revealing striking uneven development and inequality. Yangon for example has a lower rate at 16.1 per cent while Chin State has a rate as high as 73.3 per cent. It will be essential for the country to foster more equitable and inclusive development to support stability, peace and reconciliation. Although the data is not conducive to disaggregation by gender, it is likely that women are more vulnerable to poverty than men for a variety of reasons such as weaker labour force participation and concentration in low paid and less productive sectors in the labour market.

2.2 Building Peace

Myanmar is one of the most ethnically diverse countries in the world, but has been scarred by conflict over the last 60 years. Major breakthroughs in the peace process include a Nationwide Ceasefire Agreement and several bilateral ceasefires, the holding of three major Peace conferences in 2016, 2017 and 2018, and ongoing political dialogues. Fostering peace however, has proven to be complex and difficult, with clashes continuing in some areas between various sides. The situation in Rakhine State is particularly challenging, where recent violence has led to unprecedented levels of displacement and refugee movement. The Government has committed to facilitate the return of refugees and the displaced, and to implement the comprehensive recommendations of a special Advisory Commission on Rakhine State to promote longer-term peace and inclusive development.

The Government has recognized in its Development Assistance Policy that “where communities are materially secure and have access to economic opportunities, peace will be more durable.” Gender responsive local development and job creation can therefore play an important role in fostering harmony, reconciliation and nation building thus ensuring sustainable development and stability.

2.3 Creating jobs through inclusive growth

Myanmar’s economic performance in the immediate term shows a mixed picture. On the positive side the country is rich in natural resources and has immense agricultural potential. Its economic prospects are enhanced by its close proximity to Southeast Asia, China and India that enhances Myanmar’s trade potential. With increased national income over the recent period the country is positioning itself to graduate towards middle-income status.

Economic reforms have focused on positioning the country to benefit from foreign investment and export markets, FDI and integration into the global economy. Current World Bank estimates suggest that while still high, GDP is not projected to rise as much as had been previously anticipated, dropping from an estimated 7.1 per cent to 6.4 per cent in 2017 and averaging 6.9 per cent in the next three years.

High growth rates however mask more deep-rooted structural problems in the economy. Patterns

of growth have been anchored in the expansion of the extractive industries while performance on job creation has been weak. The limited diversification of the economy leaves it vulnerable due to its narrow production base and a volatile and competitive global market. There is still only weak investment in infrastructure and other high value-added sectors. In the longer-term Myanmar will need to diversify its economy to reduce its vulnerability to shocks and volatility.

Similarly, while FDI has been impressive, the economy continues to base its industrial competitiveness on low wages, and there are concerns that the hiring of local skilled workers has been minimal. Furthermore, Myanmar's modestly sized manufacturing sector is hindered by poor infrastructure, lack of access to finance, deficits in skills and productivity, and the high costs of starting and running a business.

With economic growth centered on capital-intensive growth it is vital that Myanmar develops more employment-focused patterns of growth. Women and vulnerable groups are amongst those most likely to gain from inclusive growth strategies. Generating a policy mix to support gender-responsive employment creation and build human resources capacities will enable Myanmar to develop the dynamism, productivity and innovation required for its rapidly changing economy and the shift to higher value-added production.

2.4 Labour Market Challenges

The integrated Labour Force, Child Labour and School-to-work Transition Surveys (LF-CL-SWTS) conducted in 2015 reveals labour force participation rates stand at 64.7 per cent, with rural areas having a higher rate of 67 per cent compared to 60 per cent in urban areas. Agriculture is the biggest sector for jobs (51.7 per cent), with industrial sector accounting for 16.8 per cent and 31.5 per cent in the services sector.

What is important to note is the relatively low participation rate of women (52 per cent for females compared to 80 per cent for males). This indicates an untapped potential for Myanmar in fully harnessing the innovation, capacities and dynamism of its population. Research conducted across the Asia and Pacific have provided the evidence base that if more women were to enter the labour market there would be a dramatic rise in the country's per capita income which would enable Myanmar to benefit from a 'gender dividend.' Such a dividend will only be realized however if women had equal access to education, job opportunities, land, credit and other resources.

Vulnerable employment (those who are employed as either own-account workers or contributing family workers) is also a concern in Myanmar. The 2014 Census found that 56.2 per cent of the country's working population was engaged in such employment. Of these a higher proportion were women (61.2 per cent) than men (53.0 per cent)³.

³The data from the 2014 Census was analyzed by UNFPA, which noted serious concerns that the Census did not enumerate up to 1.2 million people from Rakhine State and Kayin State.

Myanmar has a relatively youthful population with persons in the working age group 15-64 years accounting for 64.9 per cent, with 29.2 per cent under 14 years and 5.9 per cent over 65 years. Such a demographic profile can be very positive for the productivity and economic growth of a country where the working age population is high and the dependency rate is low. But for Myanmar to take advantage of such a demographic dividend it is essential to put in place the right policy mix to support more and better employment. Demographic projections also show that employment creation measures for young people will be particularly important. From 2016 to 2030, 3.7 million new jobs will be needed to simply keep employment at current levels.

Unemployment rates are low at 0.8 per cent (0.7 per cent for males and 0.9 per cent for females). Unemployment however is a poor indicator for understanding the labour market in the country, where poverty and the lack of unemployment benefits force the majority to find any work for survival. More helpful for understanding the labour market in Myanmar is the aggregate labour underutilization rate that is 6.9 per cent (higher for females than males), and the rate of informality (75.6 per cent of employed persons by their type of industry were in the informal sector).

The LFS showed the literacy rate for the working age population (aged 15 years and above) is 89.6 per cent, within which there are important disparities, with both females and those in rural areas having lower literacy rates. The proportion of the working age population that have completed high school is as low as 6.5 per cent, with disparities again between urban and rural areas.

2.5 Establishing rights based legal frameworks

Myanmar still faces many challenges in its democratic transition and must navigate the difficult terrain of nation-building after decades of conflict and authoritarian rule. Myanmar has ratified the Covenant on Economic, Social and Cultural Rights, the Convention on the Rights of the Child, the Convention on the Elimination of Discrimination Against Women, the Convention on the Rights of Persons with Disabilities and several ILO Conventions (see Section 2.11). Legislative reform to ensure that laws align with international human rights and labour standards and with economic and policy changes is a lengthy and difficult process, made more complex by the current pluralistic legal framework. The new Government has attached high importance to efforts to strengthen the rule of law and the functioning of an independent judiciary.

(i) Eliminating Forced Labour

The ILO's engagement with Myanmar in the past decade was initially focused on the elimination of forced labour, following a Commission of Inquiry established under Article 26 of the ILO Constitution. In 2007 a Supplementary Understanding (SU) establishing a forced labour complaints mechanism was signed between the Government of Myanmar and the ILO and has been extended annually. ILO has also participated in the Country Task Force on Monitoring and Reporting on underage recruitment issues. Significant progress has been made with a diminishing number of forced labour complaints received each year, but some patterns continue to be manifested, both in

traditional forms and the private sector. The SU has currently been extended until 31 December 2018 together with an updated version of the Action Plan, following which action for the elimination of forced labour will remain a core component of the Decent Work Country Programme (DWCP). Matters relating to forced labour which have been cooperatively worked with ILO will be carried out under DWCP after 31 December 2018.

(ii) National Action Plan on Child Labour

According to the LF-CL-SWTS there are over one million young people engaged in child labour in Myanmar, over half of whom are in hazardous forms of work. Myanmar has ratified the Convention on the Rights of the Child (UNCRC) and the ILO Convention no.182 on the Elimination of the Worst Forms of Child Labour, but not the ILO Convention no.138 on the Minimum Age for Admission to Employment. However, it has established a minimum working age of 14 by law and is currently undertaking further legal reforms including a review of the existing Child Law (1993). As part of its obligations under the ILO Convention no.182, Myanmar is developing a National Action Plan on Child Labour. The proposed NAP framework will be implemented during the time period of this DWCP.

(iii) Promoting Freedom of Association

One of the biggest changes that Myanmar has undergone in its democratization during the last five years is in establishing the principles of freedom of association in the labour market. Significant milestones included the passing of the Labour Organization Law in 2012 and the Settlement of Disputes Law in 2012, both of which are undergoing revision and amendment. While the numbers of registered organizations have grown to more than 2,500, the tripartite partners have recognized the need to address weaknesses in the existing laws as a first step towards developing a comprehensive labour code. An understanding and culture of social dialogue and industrial relations is growing and evolving amongst all labour market partners, albeit slowly.

(iv) Promoting equality and non-discrimination

The issue of discrimination is important in Myanmar not only in terms of the gender gaps and issues which affect all countries but also the wider issues of citizenship and identity. The 2008 Constitution guarantees equal rights before the law and equal legal protection for all citizens (Section 347). Article 348 of the Constitution prohibits discrimination on basis of race, birth, religion, official position, status, culture, sex and wealth.

Myanmar has ratified the UN Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and Convention on the Rights of Persons with Disabilities (CRPD). Myanmar has also adopted important new laws providing for non-discrimination against particular groups, including the Rights of Persons with Disabilities Law 2015 and the Ethnic Rights Protection Law 2015, and developed a National Strategic Plan for the Advancement of Women, however concerns have been expressed by international bodies about other discriminatory legislation and policies. There is a great need for widespread awareness raising and practical measures to address

discrimination in the workplace.

Myanmar is a member of the ASEAN Commission on Protection and Promotion of the Rights of Women and Children (AWCA) and the ASEAN Committee on Women (ACW)

2.6 Migration

Demand and supply factors continue to fuel the growth of internal and international migration for employment in Myanmar. With limited job prospects in rural areas and in disadvantaged states and regions, as well as the long history of ethnic/ armed conflict and instability in some states, migration is an important survival mechanism for poor households. The need for low skilled labour in urban areas, special economic zones and in neighboring countries and further afield generates high demand. Domestic work, which tends to be a female-dominated sector has high levels of vulnerability. Creating employment alternatives to migration and opportunities for migrants to return is one of the 12 economic priorities set by the Economic Policy of the Union of Myanmar.

LFS data shows that 1.12 million people were living abroad in 2015 (of which 60 per cent were male and 40 per cent were female) and almost all of them migrated for employment reasons. Young people in particular migrate for employment indicating the weak employment prospects for them in local labour markets. The average age of a person living abroad is 26 years. (MoLIP and ILO 2015). But the numbers who have departed through irregular channels are believed to be much higher, although data on irregular migration is hard to verify. In Thailand, for example, there are an estimated 1.6 million undocumented migrants from Myanmar who are currently registered under the various schemes set up by the Thai government (Department of Employment, Ministry of Labour, Thailand).

2.7 Skills development

With a rapidly changing economy, the supply and quality of labour has not been able to keep up with demand. Like many countries Myanmar has challenges ensuring the quality, relevance, and access to opportunities for life-long learning and skills development, as well as addressing occupational segregation where women and men are concentrated in different jobs and sectors. These problems have been compounded by fragmentation and weak coordination between respective public ministries and agencies responsible for TVET programmes. The State Counsellor has stressed the importance of vocational training to Myanmar's development and the Government's 12-point economic vision for Myanmar includes expanding and improving vocational education and training.

2.8 Social protection

As part of its commitment to inclusive growth Myanmar has recognized the importance of developing a social protection floor to mitigate multifaceted household deprivations and the population's exposure to a variety of shocks and risks and promote social cohesion. A National Social Protection Strategy Plan has been developed which complements the Social Security Law adopted in 2012 and seeks to put in place elements of a social protection floor. Currently three of

the six measures (Health and Social Care Insurance System, Family Assistance Insurance System and Employment Injury Benefit Insurance System) have been implemented but on a limited scale, and there is great scope and need for expansion of social security measures to support vulnerable populations.

2.9 Occupational Safety and Health (OSH)

In the process of providing occupational safety and health protection to Myanmar workers, the sectoral related departments and organizations have been implementing different rules and regulations. The 1951 Factories Act, which is being implemented and enforced by the Ministry of Labour, Immigration and Population, does not cover all types of the enterprises, has some coverage limitations and its provisions are not in line with the current changing situation. Moreover, as ministries and agencies operate separately, a lot of challenges have been faced to collect the national data and statistics on occupational safety and health fully and correctly. A new Occupational Safety and Health Bill, which is developed in line with the current paradigm and the international standard, has been submitted to the Parliament. After enacting the OSH Law and related rules, the occupational safety and health protection system for the workers will be able to be enhanced by the tripartite co-operation.

2.10 Small and Medium Sized Enterprise Development

The Government has recognized the key role that SMEs can play in generating jobs and boosting growth and productivity and SME development is included among its 12 economic priorities. Legislation and policy development on SMEs have sought to address the range of challenges facing private sector development in the country such as the cumbersome legal environment, limited diversification of sectors, access to productive resources including finance, and skills deficits. The environment for SME growth remains challenging, however, and the country's ranking in the Doing Business Index remains low at 171 out of 188 countries in 2017. Women in particular face difficulties in starting enterprises and enabling them to grow.

2.11 Ratifications of ILO Conventions

The country has ratified three of the eight core conventions of the ILO and has 17 technical conventions which are still in force, including the Maritime Labour Convention ratified by the new Government, which comes into force in 2017.

Ratification by Myanmar of international labour and human rights conventions**Fundamental Conventions**

C029 - Forced Labour Convention, 1930 (No. 29)

C087 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87)

C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)

Technical Conventions in Force

C001 - Hours of Work (Industry) Convention 1919 (No.1)

C002 - Unemployment Convention, 1919 (No.2)

C006 - Night Work of Young Persons (Industry) Convention, 1919 (No.6)

C011 - Right of Association (Agriculture) Convention, 1921 (No.11)

C014 - Weekly Rest (Industry) Convention, 1921 (No.14)

C016 - Medical Examinations of Young Persons (Sea) Convention, 1921 (No.16)

C017 - Workmen's Compensation (Accidents) Convention, 1925 (No.17)

C018 - Workmen's Compensation (Occupational Diseases), 1925 (No.18)

C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No.19)

C021 - Inspection of Emigrants Convention 1926 (No.21)

C022 - Seamen's Articles of Agreement Convention, 1926 (No.22)

C026 - Minimum Wage Fixing Machinery Convention, 1928 (No.26)

C027 - Making of Weight (Packages transported by vessels) Convention, 1929 (No.27)

C042 - Workmen's Compensation (Occupational Diseases), Convention (revised) 1934 (No.42)

C052 - Holidays with Pay Convention, 1936 (No.52)

C063 - Convention concerning Statistics of Wages and Hours of Work, 1938 (No.63)

MLC 2006 - Maritime Labour Convention, 2006 (MLC,2006)

C185 - Seafarer's Identity Documents Convention (revised), 2003 (No-185)

(Entry into force on July 16, 2018)

Other human rights Conventions

CESCR – Covenant on Economic, Social and Cultural Rights.

CRC – Convention on the Rights of the Child.

OP-CRC – Optional Protocol to CRC on Children and Armed Conflict.

CEDAW – Convention on the Elimination of all forms of Discrimination against Women.

CRPD – Convention on the Rights of Persons with Disabilities.

3. Country Priorities

The Myanmar DWCP has been developed as a result of extensive consultations during 2017 between the ILO and its national tripartite constituents. It draws on the findings from the Myanmar Decent Work Country Diagnostic, the decisions of the ILO Governing Body, and ILO's existing work with the tripartite constituents in the country. The DWCP is closely aligned with the 2030 Sustainable Development Agenda and existing national development frameworks, as well as the forthcoming UN Development Assistance Framework (UNDAF).

3.1 National Development Frameworks

The DWCP has been designed to give weight to the national development frameworks of Myanmar. The Government of Myanmar has emphasized its commitment to inclusive growth to reduce inequalities and reduce poverty through an overarching inclusive growth strategy. Among key policy elements of the strategy are the following:

- National Comprehensive Development Plan 2011 -2030
- The Economic Policy of the Union of Myanmar (2016)
- The Myanmar Industrial Policy (2016)
- The National Export Strategy (2015)
- Framework for Economic and Social Reforms 2012-2015
- Rural Development and Poverty Alleviation Initiative 2011-2015
- The National Action Plan on Management of International Migration 2013-2017
- The Small and Medium Enterprise Development Policy 2015
- National Social Protection Strategy Plan
- National Education Strategic Plan 2016-2021
- National Strategic Plan for the Advancement of Women 2013-2022
- Myanmar Development Assistance Policy, 2018
- The Supplementary Understanding (SU) between the Government of Myanmar and the ILO on Forced Labour (2007, which has been extended annually)
- The Action Plan on Forced Labour
- The draft National Action Plan on Child Labour
- The draft Myanmar Sustainable Development Plan

3.1.1 The Economic Policy for the Union of Myanmar

This remains the over-arching policy framework for national development and the DWCP has been designed to be a vital input into realizing this vision of job-rich growth for poverty alleviation, reducing inequalities and advancing peace and national reconciliation. The policy document makes explicit reference to the objectives of supporting the emergence of a united federal democratic union; achieving balanced economic development across states and regions; creating opportunities for the emergence of capable and skilled new generations; establishing an economic system that can achieve and maintain positive development outcomes through participation,

innovation and efforts of all citizens; and fostering national reconciliation. (See Annex 3 for the details of the economic policy document, as well as relevant laws and policy frameworks to address decent work within Myanmar under Annex 4). The Government is now in the process of Finalizing a new Myanmar Sustainable Development Plan.

3.2 Alignment with international development frameworks

As elaborated in the DWCP Results Framework, the DWCP directly supports implementation of the following national and international development frameworks (See Annex 4 on relevant laws and national plans):

- The 2030 Sustainable Development Agenda and Sustainable Development Goals (particularly SDGs 1,4,5,8,9,10,16)
- ILO Governing Body decisions
- The draft UNDAF for Myanmar
- The 2016 Bali Declaration adopted by the 16th ILO Asia and Pacific Region Meeting
- ILO Declaration of Social Justice for a Fair Globalization, 2008
- ILO Declaration of Fundamental Principles and Rights at Work, 2008

4. DWCP Programme Framework

4.1 Theory of Change Diagram





4.2 Nationally developed priorities

The Myanmar DWCP is a tool to advance Myanmar's commitments to the Decent Work Agenda and the SDGs. The following inter-related and mutually reinforcing priorities, as agreed by the national tripartite constituents, contribute to the achievement of the overall goal.

- **Employment and decent work and sustainable entrepreneurship opportunities are available and accessible to all, including for vulnerable populations affected by conflict and disaster.** In support of the Government's Economic Vision for Myanmar, particular emphasis will be placed upon job creation including through SME development to diversify the economy and promote value-added economic development; technical and vocational training and skills development to meet changing labour market needs; ensuring safe and rights-based migration frameworks; and better balancing supply and demand in the labour market through improved labour market information (LMI) systems. The rural economy can help create jobs and economic development and this will be taken into consideration. This will also support more even and equitable development within Myanmar, address vulnerabilities people face resulting from disaster and conflict, and enhance ongoing efforts at advancing peace and national reconciliation. All interventions will be based on careful gender analysis of constraints and impacts.
- **Application of Fundamental Principles and Rights at work is strengthened through improved labour market governance.** The focus will be on improved labour market governance through consolidating freedom of association, building the capacity of social partners, strengthening social dialogue at all levels and more effective dispute settlement mechanisms. This will also support on-going and intensified efforts for the elimination of unacceptable forms of work, in particular forced labour and the worst forms of child labour.
- **Social protection coverage for all is progressively extended, especially for vulnerable workers and populations.** This will support the Government in extending the coverage of its existing social protection schemes to vulnerable people facing high levels of poverty, frequent natural disasters, the effects of armed conflict, and those engaged in informal work. Integral to this will be support for the implementation of a comprehensive system of protection for occupational safety and health.

Each of these priorities links to and mutually reinforces the others. For example, legal frameworks aligned with international labour standards are essential for improving occupational safety and health or combating forced labour. Extending social protection to vulnerable groups alongside gender-sensitive measures for job creation are likely to reap significant dividends in terms of poverty reduction. The three drivers linked together coherently will have a profound impact on reducing overall poverty, vulnerability and inequality within the country.

4.3 Cross cutting issues

The following cross cutting policy drivers underpin the DWCP programme design, implementation and monitoring and evaluation:

- Promoting gender equality and non-discrimination:** The principle of non-discrimination is among the Fundamental Principles and Rights at Work and central to the Decent Work Agenda as well as the SDGs. Surface gender equality in Myanmar masks more deeply rooted structural inequality, with a number of gender gaps in equitable outcomes in the labour market including in the labour force participation rate, high rates of occupational segregation, concentration of women in vulnerable forms of employment and a persistent gender wage gap. The DWCP will therefore ensure that all measures developed under the programme are gender-sensitive to ensure the needs, constraints and different impacts on women and men are taken into account. Where necessary, specific and targeted measures may be appropriate to target specific forms of vulnerability such as disability. With one of the most ethnically diverse populations in the world, ensuring non-discrimination will also support the processes of nation building, national reconciliation and overcoming uneven development.
- Conflict sensitivity:** According to the Government's draft Myanmar Development Assistance Policy (2017), "all development assistance should be designed and delivered in such ways as to align with and support Myanmar's nationally-owned peace process and national reconciliation efforts". Ensuring conflict sensitivity throughout the DWCP therefore resonates strongly with the Government's goals of peace and national reconciliation and with the overarching SDG principle of "leaving no-one behind".
- Promoting international labour standards:** The application of international labour standards continues to be pivotal to on-going efforts to strengthen the rule of law and ensure good governance. After decades of authoritarian rule Myanmar is taking its place as a democratic nation underpinned by respect for human rights and labour rights. Ongoing efforts to consolidate freedom of association and to eliminate forced labour and the worst forms of child labour are core elements of this process.
- Promotion of an environmentally sustainable world of work:** Myanmar is prone to natural disasters and impacts of climate change. Transitions to a greener economy and climate adaptation offer major opportunities for job creation and technological innovation. This is particularly relevant in relation to priority 1 on employment creation.
- Tripartism and social dialogue:** The success of the DWCP relies on its ownership by Myanmar's national constituents, and social dialogue and tripartism will be essential vehicles for achieving its intended results. Recognising that strong and effective social partners are critical in this context, building the capacities of workers' and employers' organizations as well as creating the enabling environment for social dialogue platforms at all levels, will be a

key strategy throughout implementation.

4.4 Priority 1

Priority 1: Employment and decent work and sustainable entrepreneurship opportunities are available and accessible to all, including for vulnerable populations affected by conflict and disaster.

A number of inter-related outcomes support the achievement of this priority. These address challenges and gaps identified in the labour market which have hindered job creation, in particular for vulnerable communities affected by conflict and disaster. These include new opportunities for labour intensive employment; the untapped potential for SME development; the weakness of existing labour market information systems to match supply with demand; the need for a fully integrated rights-based framework to support migration; and the importance of skills development in meeting the needs of a rapidly changing labour market.

Outcome 1.1

By 2021, more women and men of working age have decent jobs or are engaged in entrepreneurship.

This outcome links to the Economic Policy of the Union of Myanmar (Points 2,3,5 and 10); SDG goals 1, 5,8,10; ILO Programme and Budget Policy Outcome 1 (employment) and 4 (enterprises), 5 (Decent work in rural economy).

The need to create decent and productive employment opportunities is high on the agenda for the Government. Despite high growth rates, performance in employment creation has been modest at best and has not been able to keep pace with the increasing numbers of new entrants to the labour market. The outcome recognizes the particular importance of job creation for women to increase their labour market participation. This outcome also takes into account the priority given to SME development as an engine of growth and employment creation in the Government's Economic Policy and recognizes there are a number of factors involved in SME development, for example an enabling environment, access to finance and the development of business management skills. The outcome therefore builds upon ongoing ILO work in this area.

ILO support for this outcome will be in facilitating coherent and integrated policies and interventions for employment creation, both for wage employment and entrepreneurship, which are gender responsive and extend employment and entrepreneurship opportunities to vulnerable populations that have been affected by conflict and disaster. ILO will play an active role in supporting the Government's Sector Coordination Group on Job Creation.

Data collection procedures for labour statistics will ensure that, as far as possible, all relevant topics for describing gender concerns are regularly included. Data collection and processing procedures for labour statistics programmes must be designed to ensure that definitions and measurement methods cover and adequately describe all workers and work situations in

sufficient detail to allow relevant gender comparisons to be made. The resulting statistics should always be presented as part of regular publications.

The outcome builds upon ongoing ILO projects: Jobs for Peace and Resilience; Shan State: Peace, reconciliation and development through community empowerment; Developing the capacity of Employers organisations in Myanmar; Entrepreneurship development and SME support in Myanmar.

Indicators	Targets
Indicator 1.1.1: Percentage increase in number of vulnerable workers with decent jobs.	Target 1.1.1: By 2021, 20 % increase in number of vulnerable women and 15 % increase in the number of vulnerable men workers with decent jobs.
Indicator 1.1.2: Percentage increase in number of women workers with decent jobs.	Target 1.1.2: By 2021, 40% increase in number of women workers with decent jobs.
Indicator 1.1.3: Percentage increase in number of additional jobs created as a result of small and medium-sized business creation and expansion.	Target 1.1.3: By 2021, at least 30 % increase in the number of people employed by small and medium-sized enterprises, at least 30 % of whom are women.

Significant Outputs for Outcome 1.1

- National employment creation and enterprise development policies in place.
- Targeted employment programmes for specific populations and economic sectors.

Outcome 1.2

By 2021, functioning labour market information and safe migration systems in place.

This outcome links to the Economic Policy of the Union of Myanmar (Points 1,5,7,12); SDG goals 1, 5,8,10; ILO Programme and Budget Policy Outcome 1, 9 (migration).

The outcome addresses the need for strengthening public and private employment agencies to match supply and demand and provide timely and accurate labour market information. It also recognizes the large numbers of workers migrating overseas for temporary work (or returning) and the need to safeguard their rights and mitigate the risks of migration and acknowledges that constraints are different for women and men.

ILO technical support for this outcome is linked to its ongoing work in developing rights-based, gender-responsive policy frameworks for migration (internal and overseas) for all stages of the cycle from recruitment, engagement overseas to return and reintegration. It will also continue to engage with the Government in building the capacities of labour market information systems.

The outcome builds upon ongoing ILO projects on migration including: The Development of Internal and International Labour Migration Governance in Myanmar, and; ASEAN Triangle

project.

Indicators	Targets
Indicator 1.2.1: Percentage of young women and men who have received LMI services.	Target 1.2.1: By 2021, 60% of young women and men have received LMI services, of whom at least 30% are women.
Indicator 1.2.2: Percentage increase in number of women and men accessing LMI IT system.	Target 1.2.2: By 2021, 30% increase in number of women and men accessing LMI IT system.
Indicator 1.2.3: Number of labour market information centres operational.	Target 1.2.3: By 2021, 84 public labour market information centres operational.
Indicator 1.2.4: Number of Migrant Resource Centres operational.	Target 1.2.4: By 2021, 20 Migrant Resource Centres operational.
Indicator 1.2.5: Percentage of recruitment agencies committed to Code of Conduct.	Target 1.2.5: By 2021, 100% of recruitment agencies registered.

Significant Outputs for Outcome 1.2:

- Upgraded LMI system and services for workers, including migrant workers.
- Increased availability of employment and labour migration counselling services.
- Awareness raising package on LMI services.

Outcome 1.3

By 2021, young women and men have improved technical and vocational as well as core competencies.

This outcome links to the Economic Policy of the Union of Myanmar (Point 3); SDG goals 1, 4, 5, 8; ILO Programme and Budget Policy Outcome 1.

The outcome recognizes that while the economy has been undergoing rapid transformation, skills development has not been able to keep pace with these demands. Weak assessments and lack of uniformity of the skills developed hinders productivity to the detriment of both the private and public sector.

Recognising the number of internationally-supported initiatives to promote relevant technical and vocational skills the DWCP builds on existing work to target specifically target those sectors with high employment growth potential. The Government is also committed under the new disability legislation to increase employment opportunities for persons with disabilities.

The ILO support for this outcome will be in terms of consolidating and building upon its technical advice to the Government for TVET reform and on-going skills development support including through the projects: The Skills for Trade and Economic Diversification; Mutual Recognition of Skills; Employment Impact of Trade; and Skills for Livelihood Security and Economic Opportunities in Rakhine State.

Indicators	Targets
Indicator 1.3.1: Number of young women and men assessed and certified.	Target 1.3.1: By 2021, at least 40,000 young women and men assessed and certified.
Indicator 1.3.2: Percentage of skilled labour accreditation processes which include Recognition of Prior Learning.	Target 1.3.2: By 2021, 30 % of skilled labour accreditation processes include Recognition of Prior Learning, with attention to female intensive occupations.
Indicator 1.3.3: Number of assessment centres operational.	Target 1.3.3: By 2021, 400 assessment centres operational in different Regions and States.
Indicator 1.3.4: Number of competency standards developed for occupations based on industry needs.	Target 1.3.4: By 2021, at least 150 competency standards developed for occupations based on industry needs, with attention to female intensive occupations.

Significant Outputs for Outcome 1.3:

- Guidelines manual developed for assessment centres, assessors and candidates on competency standards (as per ASEAN standards) for occupations based on industry needs, and with attention to female intensive sectors.
- Manual on competency standards for persons with disabilities.
- Labour market responsive training programmes implemented.
- Competency standards developed for occupations based on industry needs.
- Assessment and certification system developed and implemented.

4.5 Priority 2

Priority 2: Application of Fundamental Principles and Rights at work is strengthened through improved labour market governance.

A number of serious decent work challenges are addressed by this priority, including the need for labour law reform, strengthening freedom of association, and continuing efforts to tackle unacceptable forms of work, such as forced labour and child labour. Furthermore, the priority recognizes the critical need for strengthening social dialogue at all levels and the capacities of all partners to engage in negotiation and dispute resolution to improve industrial relations.

Outcome 2.1

By 2021, freedom of association strengthened through cohesive labour laws and enforcement policies improved.

This outcome links to the Economic Policy of the Union of Myanmar (7); SDG goals 1, 5, 8; ILO Programme and Budget Policy outcome 2 (ILS), 7 (workplace compliance), 10 (workers and employers).

The outcome recognizes the critical importance of continuing to improve good governance of the

labour market by supporting the development of independent and strong social partners, aligning labour laws with international labour standards, and strengthening enforcement capacities. To overcome the potential gaps and contradictions in current labour laws, it aims at the development of a comprehensive labour code.

ILO has already been supporting legal reform in the recent period under a multi-year Initiative to Promote Fundamental Labour Rights and Practices in Myanmar which is a partnership between Myanmar, Denmark, the European Union, Japan, the United States and ILO. This work will continue under this outcome as Myanmar advances in the process of legal reform. In parallel and of equal importance is the building the institutional capacity building of labour market institutions and social partners in effectively applying and enforcing the labour laws and resolving labour disputes.

The outcome builds upon ongoing ILO projects: Support to Labour Market Governance and Labour Law Reform; Combatting Forced Labour in Myanmar; Developing the capacity of Employer organisations in Myanmar; Improving Labour relations for decent work and sustainable development of garment industry; Myanmar Programme on the Elimination of Child Labour.

Indicators	Targets
Indicator 2.1.1: Number of existing priority laws amended in line with international labour standards, and incorporate gender responsive recommendations.	Target 2.1.1: By 2021, At least two existing priority laws amended in line with international labour standards, and incorporate gender responsive recommendations.
Indicator 2.1.2: Existence of draft Labour Code for Myanmar that is gender-responsive.	Target 2.1.2: By 2021, Labour Code for Myanmar drafted and available.
Indicator 2.1.3: Number of trained labour inspectors.	Target 2.1.3: By 2021, additional 80 labour inspectors trained and in place.
Indicator 2.1.4: Percentage of women and men workers with employment contracts.	Target 2.1.4: 100 % of women and men workers with employment contracts in the formal sector.
Indicator 2.1.5: Number of registered workers' and employers' organizations.	Target 2.1.5: Increase in number of registered workers' and employers' organizations.
Indicator 2.1.6: Number of pending applications for registration of workers' and employers' organizations.	Target 2.1.6: Decrease in number of pending applications for registration of workers' and employers' organizations.

Significant Outputs for Outcome 2.1

- Gender-responsive labour code drafted and available.
- Improved Labour Law implementation.
- Increased capacities of labour market institutions, Parliament, employers and workers on labour law drafting and enforcement.
- Advocacy campaign conducted on ratification of core ILO conventions, including gender ILO

core conventions.

- Communications strategy and campaign developed on labour law reform.

Outcome 2.2:

By 2021, strengthened protection against unacceptable forms of work, in particular forced labour and child labour.

This outcome links to the Economic Policy of the Union of Myanmar (7); SDG goals 1, 5, 8; ILO Programme and Budget 8 (protection from unacceptable forms of work).

The outcome builds upon the continued engagement between the ILO and Myanmar to ensure the elimination of forced labour. While progress has been made there is still work to be done including building the capacities of all partners to develop national and local mechanisms for addressing forced labour. The Government and ILO have agreed to extend the Supplementary Understanding and a new phase of the Action Plan for the elimination of forced labour until December 2018. The outcome also links to support for the draft National Action Plan on Child Labour that takes an integrated and phased approach to addressing the issue and will be implemented during the timeframe of the DWCP.

The ILO has been actively engaged with Myanmar on both issues for many years and this work will continue under the DWCP in terms of awareness raising, training and capacity building, policy advice, and the development national monitoring and enforcement mechanisms. The outcomes builds upon ongoing ILO projects: Myanmar Program on the Elimination of Child Labour; Combatting Forced Labour in Myanmar; Vision Zero Fund; Safe and Healthy Youth at work.

Indicators	Targets
Indicator 2.2.1: Number of forced labour cases received by Government and ILO and resolved.	Target 2.2.1 (a): By 2021, decreased number of forced labour cases received by Government and ILO.
Indicator 2.2.2: Percentage of children engaged in child labour.	Target 2.2.1 (b): By 2021, increased number of forced labour cases resolved.
Indicator 2.2.3: Percentage of children engaged in hazardous forms of child labour.	Target 2.2.2: By 2021, proportion of children engaged in child labour reduced by 70 %.
Indicator 2.2.4: Number of underage recruits released.	Target 2.2.3: By 2021, proportion of children engaged in hazardous forms of child labour reduced to 15 %.
Indicator 2.2.5: Number of prosecutions of child labour cases.	Target 2.2.4: By 2021, increase in number of underage recruits released.
	Target 2.2.5: By 2021, increase in number of prosecutions of child labour cases.

Significant Outputs for Outcome 2.2

- Awareness raising activities on forced labour conducted.
- Institutionalisation of national mechanisms for handling forced labour complaints.
- Adoption and implementation of national Action Plan on Child Labour (2017-2022).

Outcome 2.3**By 2021, strengthened industrial relations system at national, township, sectoral, plant and enterprise levels.**

This outcome links to the Economic Policy of the Union of Myanmar (7); SDG goals 1, 5, 8; ILO Programme and Budget Policy Outcome 7 and 10 (workers and employers).

The output recognizes the current challenges in the fractious industrial relations environment in the country that is hindering progress and productivity. It acknowledges the key importance of capacity building of social partners to engage in gender-sensitive social dialogue and negotiation with each other and strengthening dispute settlement mechanisms.

The ILO support for this outcome will build upon existing work in capacity building for the social partners and providing technical advice on the more effective functioning of disputes settlement processes at all levels. It also will continue to support the further institutionalization of the NTDF and other tripartite fora for meaningful social dialogue.

The outcome builds upon existing ILO projects: Developing the capacity of Employer organisations in Myanmar; Improving Labour relations for decent work and sustainable development of garment industry; Support to Labour Market Governance and Labour Law Reform.

Indicators	Targets
Indicator 2.3.1: Percentage of cases at arbitration body level resolved.	Target 2.3.1: By 2021, at least 50 per cent of cases at arbitration body level are resolved.
Indicator 2.3.2: Percentage increase in number of industrial actions peacefully resolved.	Target 2.3.2: By 2021, at least 70% increase in number of industrial actions peacefully resolved.
Indicator 2.3.3: Number of well-functioning tripartite dialogue meetings at national, sectoral and local levels that result in tripartite agreements.	Target 2.3.3: By 2021, increased number of well-functioning tripartite dialogue meetings at national, sectoral and local levels that result in tripartite agreements.
Indicator 2.3.4: Number of Collective Bargaining Agreements negotiated between employers and workers.	Target 2.3.4: By 2021, at least 20 % increase in number of Collective Bargaining Agreements negotiated between employers and workers.

Significant Outputs for Outcome 2.3:

- Sound industrial relations models at different sectors at various levels.

- Increased capacities of workers and employers for social dialogue and collective bargaining.
- Institutionalisation of the National Tripartite Dialogue Forum (NTDF).

4.6 Priority 3

Priority 3: Social protection coverage for all is progressively extended, especially for vulnerable workers and populations.

This priority recognizes the multifaceted risks faced by large segments of the population in terms of poverty, vulnerability to natural disasters and economic shocks, as well as the uneven development across the country and the problems facing fragile communities emerging from conflict. Its intention is to support the Government in setting in place elements of a social protection floor to provide at least minimal levels of a social safety net, particularly with regard to health coverage.

Outcome 3.1

By 2021, coverage of existing social insurance schemes extended for formal workers and their dependents.

The outcome links to the National Social Protection Strategy Plan and the Social Security Law 2012; SDG goals 1,5,8,10; ILO Programme and Budget Policy outcome 3 (social protection).

The outcome addresses the limited access to social protection of those in the formal economy and their dependents. It aims to support the expansion of existing social protection schemes to larger proportions of the population and improve existing services and benefits, and recognises the more limited access to social protection that women face.

ILO will continue its policy advocacy for a social security floor and provide continued technical support to the implementation of social security measures under the NSPSP and the existing law. Stronger engagement by the social partners with the relevant government Ministries will be actively pursued.

The outcome builds upon existing ILO projects: Support to Social Protection; Vision Zero.

Indicators	Targets
Indicator 3.1.1: Number of formal sector women and men workers covered by existing social insurance schemes.	Target 3.1.1: By 2021, 2.1 million formal women and men formal sector workers covered by social insurance.
Indicator 3.1.2: Number of fully equipped and supplied public and private medical centres with well-trained medical and other staff.	Target 3.1.2: By 2021, 115 additional medical centres; 4,728 staff; and 5 million patients.
Indicator 3.1.3: Percentage increase of social insurance coverage for women and men formal sector workers and their dependents.	Target 3.1.3: By 2021, 30% increase of social insurance coverage for formal sector women and men workers and their dependents.

Indicator 3.1.4: Satisfaction levels of social insurance scheme beneficiaries, particularly in area of medical care.

Indicator 3.1.5: Number of additional social insurance schemes implemented in line with Social Security Law.

Indicator 3.1.6: Number of social security staff and inspectors trained.

Indicator 3.1.7: New national Management Information System (MIS) in place and operational to increase effectiveness and efficiency in managing social security.

Target 3.1.4: By 2021, at least 75% of surveyed women and men beneficiaries of social insurance schemes indicate satisfaction with service received, particularly in area of medical care.

Target 3.1.5: By 2021, at least 1 additional social insurance scheme implemented, (invalidity benefits, super annuation and survival benefits insurance system).

Target 3.1.6: By 2021, at least 200 social security staff and inspectors trained per year (i.e. 800 over 4 years).

Target 3.1.7: By 2021, new MIS in place and operational, with 250 trained staff, including for data entry, in place nationwide, fully consistent and coordinated with social protection MIS under MSWRR.

Significant Outputs for Outcome 3.1:

- Social Security Law amended.
- New fully staffed, equipped and supplied public and private medical centres established.
- Awareness raising campaign conducted on social protection and social security benefits and implementation (shared output with CPO 3.2).
- First survey of satisfaction levels of social beneficiaries conducted of selected schemes in selected localities, with priority on medical care schemes.
- Capacity building programme implemented for social security staff and inspectors.
- Capacity building programme implemented for social security MIS staff.
- Administrative reform on extending social security coverage to enterprises with below 3 staff (to be discussed further).

Outcome 3.2

By 2021, coverage of existing social protection schemes extended to informal sector and vulnerable workers.

This outcome links to the National Social Protection Strategy Plan and the Social Security Law 2012; SDG goals 1, 5, 8, 10; ILO Programme and Budget Policy Outcome 3.

The outcome recognizes the very limited access to social protection experienced by those in the informal economy and the need to put in place a floor for the most vulnerable segments of the labour force. It also acknowledges the different risks facing women and their even greater limitations on access to social protection.

The outcome builds upon existing ILO projects: Support to Social Protection; Vision Zero.

Indicators	Targets
Indicator 3.2.1: Number of informal sector and vulnerable women and men workers covered by voluntary social insurance scheme and assistance.	Target 3.2.1: By 2021, 50,000 covered by SSB and 2 million covered by Department of Social Welfare.
Indicator 3.2.2: Number of trained social workers to support social assistance programmes.	Target 3.2.2: By 2021, 1 social worker trained per 10,000 population.
Indicator 3.2.3: New national Management Information System (MIS) in place and operational to increase effectiveness and efficiency in managing social protection schemes.	Target 3.2.3: By 2021, new social protection MIS in place and operational, fully coordinated and consistent with social security MIS of MSWRR.

Significant Outputs for Outcome 3.2

- Awareness raising campaign on social protection and social security benefits and implementation (shared output with CPO 3.1).
- Capacity building programme implemented for social workers to support social assistance delivery.
- Capacity building programme implemented for social protection MIS staff.

Outcome 3.3

By 2021, integrated and unified OSH system is in place and implemented.

This outcome links to the draft Occupational Safety and Health Law; SDG goals 1, 5.8; ILO Programme and Budget Policy Outcome 7 (safe work and workplace compliance).

The outcomes recognises that occupational risks remain high in Myanmar, with gaps in legal protection and weak enforcement of existing measures. As a result, many workplaces are dangerous and hazardous. It acknowledges the different occupational hazards faced by women and men, as well as women's more limited access to relevant information.

A further problem is that responsibilities for OSH are fragmented and poorly coordinated among several ministries and there is a lack of reliable data collection on occupational accidents and diseases. A new comprehensive OSH law, currently before Parliament, promises an integrated and unified OSH system that would cover all sectors.

The ILO support to this outcome encompasses the work already being done on hazardous child labour as well as in prevention of hazardous risks and dangers in the workplace for young workers. It will support the building of capacities once the proposed OSH law is adopted and provide technical advice on developing a national OSH profile and OSH strategies for various sectors.

The outcome builds upon existing ILO projects: Support to Social Protection; Safe and Healthy Youth at work; Support to Labour Market Governance and Labour Law Reform; Vision Zero Fund, Myanmar Programme on the Elimination of Child Labor.

Indicators	Targets
Indicator 3.3.1: Relevant measures taken to enable implementation of OSH Law.	Target 3.3.1: By 2021, national OSH Profile developed, targeted preventative measures implemented in selected sectors and capacity of FGLLID increased for systematic reporting and labour inspection.
Indicator 3.3.2: Number of tripartite OSH bodies established at national level and in all plants and enterprises with over 50 workers in line with new OSH Law.	Target 3.3.2: By 2021, National OSH Council established and at least 20 tripartite bodies established at plant and enterprise levels.
Indicator 3.3.3: Number of identified occupational diseases in line with ILO standards.	Target 3.3.3: By 2021, completion of list of formally identified occupational diseases.
Indicator 3.3.4: Number of industrial doctors.	Target 3.3.4: By 2021, at least 25 industrial doctors trained and available in SEZs and EPZs.

Significant Outputs for Outcome 3.3:

- OSH Law enacted.
- National OSH Profile developed.
- Targeted preventative measures in selected sectors.
- Increased capacity of FGLLID in systematic reporting and labour inspection.
- List of occupational diseases completed.
- Capacity development programmes for labour inspectors and industrial doctors developed.

5. Management, implementation planning, monitoring, reporting and evaluation arrangements

5.1 Tripartite architecture in Myanmar

The tripartite architecture is new in Myanmar, and it should be borne in mind that tripartism and social dialogue were not possible as recently as seven years ago. In this context, the capacities of all partners need strengthening in various technical areas as well as with respect to the processes of dialogue and engagement with each other. All partners are undergoing a steep learning curve in terms of their recognition of their rights and responsibilities under the overarching principle of democratic governance of the labour market. Despite this, progress has been very significant, particularly at the national level, and the Government and social partners are very engaged with the processes of taking forward the decent work agenda within the country.

The major social dialogue partners in Myanmar are the Ministry of Labour, Immigration and Population on the part of the Government, and representatives of the social partners. The UMFCCI plays the key role as an employers' body, while the CTUM as the single confederation, and the MICS and the AFFM-IUF as major federations, are fully engaged partners on the workers' side. At the national level the NTDF was formed in 2014 and has been meeting regularly. Technical working groups have been developed and these have been actively engaged in labour law reform and in policy development, including for this DWCP. A minimum wage was set for the first time through a tripartite process in 2015 and reviewed in 2017 by a tripartite National Committee for Determining the Minimum Wage.

The ILO will continue to provide technical and other support to strengthen the capacity of the constituents to effectively engage in social dialogue and contribute to national policy development.

5.2 Partnerships for implementation

The process of consultations for the development of the DWCP has already established the importance of partnerships across Government for successful implementation. A number of Ministries have already expressed their support and engagement with the DWCP including the Ministry of Social Welfare, the Ministry of Health, and the Ministry of Education. It is expected that there will be close collaboration with the Ministry of Planning and Finance (including the Central Statistical Organization), the Ministry of Commerce (which will lead the new Sector Coordination Group on job creation) and the Ministry of Industry.

In the spirit of Goal 17 of the SDG's it is also expected that collaborative work and partnerships will be developed with international and national civil society organizations, academia, the media and with other UN agencies and development cooperation partners. The ILO is already fully engaged with the drafting of the Myanmar UNDAF and will work in partnership with other UN agencies in supporting DWCP outcomes.

Development cooperation projects funded by donors and development partners comprise a major component of DWCP delivery, providing essential resources to support the implementation of the priorities and outcomes identified by constituents. Gender-sensitive baseline information and evaluations of such projects will be fed into DWCP review, monitoring and planning processes. Existing and planned Development Cooperation Projects at the time of signing of this DWCP are set out in Annex 5.

5.3 Implementation, Monitoring, Evaluation

The ILO will support building the capacity of the DWCP Technical Working Group on Monitoring and Evaluation to effectively conduct gender-sensitive monitoring, reporting and evaluation, with all information and data disaggregated by sex. It will collaborate with the Government and social partners in implementation and regular review of the DWCP. All tripartite partners will fully participate at all stages of the DWCP cycle, including in regular tripartite meetings to review implementation.

To monitor DWCP implementation and progress in contributing to national development priorities and SDG targets, an integrated Monitoring and Evaluation Framework for the DWCP will be developed bringing together existing monitoring and evaluation frameworks for specific national policies and on-going ILO projects.

Myanmar has already begun the process of assessing baselines and relevant indicators for its obligations under the SDGs. The CSO within the Ministry of Planning and Finance, in particular has been leading the process of information and data gathering. The Labour Force Survey, census data and data from MoLIP and other Ministries are expected to be the foundation of baseline information for continual monitoring and evaluation.

Several ongoing initiatives will be able to feed into baseline information and monitoring such as the proposed National Action Plans on Forced Labour and Child Labour, the National Social Protection Strategy Plan, the ILO work supporting SME development, the ILO migration projects and a range of other employment related projects. Where data gaps exist, ILO will be expected to engage in relevant research and information gathering to support the indicators of achievement agreed within the programme.

Every effort has been made within the DWCP design to identify realistic targets and results with clear quantitative and qualitative information. Similarly, the monitoring and evaluation strategy will showcase ILO contributions to achieving the SDGs since there is a close alignment with the DWCP.

In addition, the monitoring and evaluation strategy will need to take into account the importance of the cross-cutting themes in the DWCP: gender equality and non-discrimination, tripartism and social dialogue, conflict sensitivity, environmental sustainability and promoting international

labour standards.

The institutional mechanisms for monitoring and evaluation are under the oversight of the Technical Working Group of the NTDF which will continue to meet on a quarterly basis. The TWG will be primarily responsible for generating baselines, monitoring progress and assessing results. This will include:

- Development and regular updating of the DWCP Monitoring Plan.
- Ensuring all information and data collected is disaggregated by sex, and analysed in terms of the different impacts on women and men.
- Coordinating with relevant ministries and government agencies to ensure reliable, accurate data gathering using existing and future labour force data and other sources of information.
- Annual reviews of progress, lessons and required adjustments through the established tripartite process.
- Review findings and interim results for adjustment of outputs, indicators and targets of the DWCP as necessary over the course of implementation.
- Draft annual work plans for the following year.
- Independent mid-term and end-of-term DWCP evaluations.
- Report findings to the NTDF, other Government agencies, Parliamentarians and other stakeholders.
- Taking into account the findings and recommendations of evaluations/reviews of Development Cooperation Projects under the DWCP.

5.4 Internal ILO oversight and coordination

ILO support and technical expertise will be primarily through the ILO Liaison Office in Myanmar as well as relevant expertise as needed from the Decent Work Team in Bangkok and ILO technical units in Geneva.

6. Funding Plan

While the ILO is a technical agency with the capacity to provide policy advice and guidance in the full range of areas in the labour market, it is not a funding agency. Resourcing for achieving the outcomes will therefore need to come from national budgetary resources and financing partnerships. The ILO will play a strong supporting role in mobilizing external funding, both from within its own regular resources and through reaching out to the donor community.

In recognition of Myanmar's strong economic growth and the potential expansion of FDI, as well as a growing tax base, Myanmar is on track to meet its aspiration to graduate to middle income status. It is therefore expected that the Government will be able to support a number of decent work outputs, including its ongoing efforts to implement its National Social Protection Strategy Plan that is directly linked to Priority 3. Similarly, since the DWCP is closely aligned with national priorities and the country's SDG commitments so there is expected to be valuable synergies in the resources allocated to meet these goals.

While these budgetary expectations cannot be applied to the social partners, it is mutually agreed they will commit human and other resources in support of the DWCP priorities.

The ILO will work closely with the Decent Work Country Programme - Technical Working Group (DWCP-TWG) of the NTDF to identify funding gaps and follow-up potential financing sources. In this context, key resourcing priorities during the implementation of the 2018-2021 DWCP will include:

1. Strengthening ILO collaboration with other development cooperation partners in relation to DWCP priorities to (i) enhance long-term joint planning based on shared priorities; (ii) maximize efficiencies in the use of available resources; (iii) deepen relations with potential donors; (iv) enhance programme impact; (v) ensuring resource allocations are responsive gender issues and concerns.
2. The ILO will also assist the Government in identifying opportunities for South-South cooperation.

7. Advocacy and Communications Strategy

7.1 Knowledge Sharing

This is the first DWCP in Myanmar and signals an important step in its engagement with the ILO. Myanmar will be able to take advantage of lessons learned, good practices and experiences from other countries in similar stages of development, particularly within the ASEAN region. The ILO will be able to serve as an important conduit for knowledge sharing, and in turn good practices, research and experiences emerging from Myanmar's implementation of its DWCP that will be shared with other countries and the international community.

7.2 Advocacy and communications

An important component of the DWCP will be effective, gender-sensitive advocacy and communication about the Decent Work Agenda and DWCP to constituent membership, the media, Parliamentarians, the private sector, the research community and academia and wider civil society.

Evidence-based advocacy informed by relevant research, dissemination of good practices and success stories are highly effective means of generating wider understanding about the principles of decent work, inclusive growth and sustainable development.

Potential key messages include

- The role of good labour market governance in promoting inclusive and sustainable development in Myanmar.
- Ensuring the visibility of women in all promotional materials and ensuring that key messages include the vital role that women play as economic actors.
- The importance of partnerships to address Myanmar's decent work challenges, implementation of the SDGs and to achieve shared prosperity for all.
- Action against forced labour and the worst forms of child labour.
- Promotion of a culture of OSH prevention and access to social protection.
- Success stories from DWCP implementation.

These can form the basis of targeted materials (brochures, posters, websites, small films, messages on social media) in multiple languages that will be able to increase the public profile of the DWCP.

The NTDF has previously established a Technical Working Group on Communications that can lead the development of communication strategies and undertake outreach. Once operational the TWG will assign focal points for advocacy with Parliamentarians, donors, media, civil society organizations, the private sector and the academic and research community. ILO will support with translations and the development of targeted communications products.

While the TWG will decide on the key components of the communication strategy some suggested measures could include:

- A tripartite delegation to promote the DWCP amongst ministries and Parliamentarians;

- A high-profile launch of the DWCP during 1st Quarter of 2018
- Identification of high profile Decent Work champions, including women;
- Engagement with universities, academia and the media to promote decent work messages and research;
- On-going public sensitization about gender-sensitive, decent work in local media;
- Disseminating lessons learned, good practices and success stories emerging from DWCP implementation;
- The development of gender-sensitive information materials about the DWCP in multiple languages;
- Use of social media platforms which have the widest reach in Myanmar.

8. Risk management and assumptions

Achieving the results of the DWCP outcomes will depend on the availability of necessary financial and human resources, both from within Myanmar and the ILO. In broader terms, successful implementation relies on continued political stability, progress in Rakhine State and the peace process, as well as continued strong international donor support. The Supplementary Understanding and updated Action Plan have been extended until 31 December 2018 and the success of action for the elimination of forced labour relies on continued cooperation by all parts of Government and the defence services.

The DWCP-TWG of the NTDF will be the primary body for assessing and managing risks inherent within the implementation process and adjusting the DWCP as necessary, particularly at the level of outputs, indicators and targets.

See Annex 2 for risks and assumptions related to specific outcomes.

Annex 1: DWCP Results Matrix

RESULTS FRAMEWORK FOR MYANMAR DWCP 2018-2021				
CP Priority 1: Employment, decent work and sustainable entrepreneurship opportunities are available and accessible to all, including for vulnerable populations affected by conflict and disaster.				
CP Outcome 1.1: By 2021, more women and men of working age have decent jobs or are engaged in entrepreneurship.	Means of verification	Partners	Integrated resource requirements	
			Estimated to be available (US\$) ⁴	To be mobilized (US\$)
	Labour Force Surveys (LFS) Administrative data from Ministry of Labor, Immigration and Population (MOLIP) Administrative data from Ministry of Industry (MOI) Statistics and administrative data from Ministry of Commerce (MOC) Relevant Development Cooperation Project reports.	MOLIP MOI MOC Workers organisations Employers organisations (UMFCCI, Myanmar Women's Entrepreneurs Association, Myanmar Young Entrepreneurs Association, local chambers of commerce and business associations)		
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes ⁵	
<i>Economic Policy for the Union of Myanmar – 2, 3, 5, 10</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	Goal 1: End poverty, reduce inequality. Goal 5: Achieve gender equality, empower women and girls. Goal 8: Promote full and productive employment and decent work for all.	Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.1, 1.2, 1.4, 6	

⁴ This only covers known contributions by donors and ILO at time of signing. Under all Outcomes, technical assistance will be provided by the ILO. Resourcing of Country Programme implementation will further be supported by National Constituents, including via national budget allocations and in-kind contributions

⁵ Programme and Budget proposals for 2018-2019: Adopted by ILO Governing Body 328th Session, 27 October – 10 November 2016

			<u>Outcome 4:</u> Promoting sustainable enterprises, specifically Indicators 4.2, 4.3 <u>Outcome 5:</u> Decent work in the rural economy, specifically Indicators 5.1, 5.2 and 5.3
Indicator 1.1.1: Percentage increase in number of vulnerable workers with decent jobs.		Baseline: Labour underutilization rate in 2015 Labour Force Survey: 6 % (male), 8.1 % (female)	Target 1.1.1: By 2021, 20 % increase in number of vulnerable women and 15% increase in number of vulnerable men workers with decent jobs.
Indicator 1.1.2: Percentage increase in number of women workers with decent jobs.		Baseline: 9,779 women workers who have jobs (DOL).	Target 1.1.2: By 2021, 40% increase in number of women workers with decent jobs.
Indicator 1.1.3: Percentage increase in number of additional jobs created as a result of small and medium-sized business creation and expansion.		Baseline: 9,779(5,552 women) entrepreneurs were trained through SIYB methodologies. Estimated 1,234 business were created (49% by women), 1,874 business improved and 7,387 jobs were created (61% women) by entrepreneurs who joined the trainings.	Target: By 2021, at least 30 % increase in the number of people employed by small and medium-sized enterprises, at least 30 % of whom are women.
Significant Outputs for Outcome 1.1 • National employment creation and enterprise development policies in place. • Targeted employment programmes for specific populations and economic sectors.			

CP Outcome 1.2: By 2021, functioning labour market information and safe migration systems in place.	Means of verification Labour Force Survey. MOLIP data. Reporting of ILO TRIANGLE Project	Partners MOLIP Worker's organisations Employers organisations	Integrated resource requirements	
			Estimated to be available (US\$)	To be mobilized (US\$)
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes	
<i>Economic Policy for the Union of Myanmar – 1,5,7,12</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	<u>Goal 1:</u> End poverty, reduce inequality. <u>Goal 5:</u> Achieve gender equality, empower women and girls. <u>Goal 8:</u> Promote full and productive employment and decent work for all. <u>Goal 10</u> – Reduced inequalities	<u>Outcome 1:</u> More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.6 <u>Outcome 9:</u> Promoting fair and effective labour migration policies, particularly Indicators 9.1, 9.3	
Indicator 1.2.1: Percentage of young women and men who have received LMI services.		Baseline: 617,614 young women and 341,045 young men have received LMI services (DOL).	Target 1.2.1: By 2021, 60% of young women and men have received LMI services, of whom at least 30% are young women.	
Indicator 1.2.2: Percentage increase in number of women and men accessing LMI IT system.		Baseline: To be provided by MOLIP LMI IT system.	Target 1.2.2: By 2021, 20% increase in number of women and 10% increase in number of men accessing LMI IT system.	

Indicator 1.2.3: Number of labour market information centres operational.	Baseline: 81 township public labour market information centres in 2017.	Target 1.2.3: By 2021, 84 public labour market information centres operational.	
Indicator 1.2.4: Number of Migrant Resource Centres operational.	Baseline: 10 operational in 2017.	Target 1.2.4: By 2021, 20 Migrant Resource Centres operational.	
Indicator 1.2.5: Percentage of recruitment agencies committed to Code of Conduct.	Baseline: Registration requires commitment to Code of Conduct. 140 registered in 2017: (45.5 % of recruitment agencies, DOL).	Target 1.2.5: By 2021, 100% of recruitment agencies registered.	
Significant Outputs for Outcome 1.2: • Upgraded LMI system and services for workers, including migrant workers. • Increased availability of employment and labour migration counselling services. • Awareness raising package on LMI services.			
CP Outcome 1.3: By 2021, young women and men have improved technical and vocational as well as core competencies.	Means of verification MOLIP and Ministry of Education data. Relevant Development Cooperation Project reports.	Partners MOLIP Ministry of Education Worker's organisations Employers organisations	
	Integrated resource requirements <table><tr><td>Estimated to be available (US\$)</td><td>To be mobilized (US\$)</td></tr></table>		Estimated to be available (US\$)
Estimated to be available (US\$)	To be mobilized (US\$)		
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to ILO P&B outcomes	

<i>Economic Policy for the Union of Myanmar – 3</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	Goal 1: End poverty, reduce inequality. Goal 4: Ensure quality education, promote lifelong learning. Goal 5: Achieve gender equality, empower women and girls. Goal 8: Promote full and productive employment and decent work for all	Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.3 (on skills development).
Indicator 1.3.1: Number of young women and men assessed and certified.	Baseline: 492 young women and 1651 young men assessed and certified.	Target 1.3.1: By 2021, at least 25,000 young women and men accessed and certified	Target 1.3.2: By 2021, 30 % of skilled labour accreditation processes include Recognition of Prior Learning, with attention to female intensive occupations.
Indicator 1.3.2: Percentage of skilled labour accreditation processes which include Recognition of Prior Learning.	Baseline: 15 % (NSSA).	Target 1.3.3: By 2021, 400 assessment centres operational in different Regions and States	Target 1.3.4: By 2021, at least 150 competency standards developed for occupations based on industry needs, with attention to female intensive occupations.
Indicator 1.3.3: Number of assessment centres operational.	Baseline: 59 centres operational in 2017.	Baseline: 30 competency standards developed in 2017	
Indicator 1.3.4: Number of competency standards developed for occupations based on industry needs.			

Significant Outputs for Outcome 1.3:

- Guidelines manual developed for assessment centres, assessors and candidates on competency standards (as per ASEAN standards) for occupations based on industry needs and with attention to female intensive occupations
- Manual on competency standards for persons with disabilities.
- Labour market responsive training programmes implemented.
- Competency standards developed for occupations based on industry needs
- Assessment and certification system developed and implemented

CP Priority 2: Application of Fundamental Principles and Rights at work is strengthened through improved labour market governance.

CP Outcome 2.1 By 2021, freedom of association strengthened through cohesive labour laws and enforcement policies improved.	Means of verification NORMLEX. ILO Information System on International Labour Standards. MOLIP data. Relevant Development Cooperation Project reports.	Partners MOILP Worker's organisations Employers organisations	Integrated resource requirements	
			Estimated to be available (US\$)	To be mobilized (US\$)
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes	
<i>Economic Policy for the Union of Myanmar – Asserting rights of individuals to freely pursue the economic opportunities they choose, so as to enable private sector growth in line</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	<u>Goal 1:</u> End poverty, reduce inequality. <u>Goal 5:</u> Achieve gender equality, empower women and girls. <u>Goal 8:</u> Promote full and productive employment and decent work for all.	<u>Outcome 2:</u> Ratification and application of international labour standards, particularly Indicators 2.1, 2.2 and 2.3. <u>Outcome 7:</u> Promoting workplace compliance through labour	

<i>with a market system; formulating specific policies to increase foreign investment; and strengthening property rights and the rule of law</i>			inspection, particularly indicators 7.2, 7.3 <u>Outcome 10:</u> Strong and representative employers' and workers' organizations, particularly indicators 10.3, 10.6
Indicator 2.1.1: Number of existing priority laws amended in line with international labour standards and incorporates gender responsive recommendations.		Baseline: Three laws under review in 2017: Labour Organisation Law, Settlement and Disputes Law and Employment and Skills Development Law.	Target 2.1.1: By 2021, At least two existing priority laws amended in line with international labour standards and incorporates gender responsive recommendations.
Indicator 2.1.2: Existence of draft Labour Code for Myanmar that is gender responsive.		Baseline: No Labour Code in place.	Target 2.1.2: By 2021, Labour Code for Myanmar drafted and available.
Indicator 2.1.3: Number of trained labour inspectors.		Baseline: 9 male and 19 female labour law inspection officers; 15 male and 80 female factory inspection officers; total of 123 labour inspectors.	Target 2.1.3: By 2021, additional 80 labour inspectors trained and in place.
Indicator 2.1.4: Percentage of women and men workers with employment contracts.		Baseline: 17.89% of women and men workers with employment contracts in the formal sector (DOL).	Target 2.1.4: 100 % of women and men workers have employment contracts in the formal sector.

Indicator 2.1.5: Number of registered workers' and employers' organizations.	Baseline: 2,644 workers' organizations and 29 employers' organizations registered.	Target 2.1.5: Increase in number of registered workers' and employers' organizations.
Indicator 2.1.6: Number of pending applications for registration of workers' and employers' organizations.	Baseline: Registrations pending for 56 basic labour organizations, 3 township labour organizations and no employers' organizations (DOL).	Target 2.1.6: Decrease in number of pending applications for registration of workers' organizations; increased in number of registered employers' organizations under the current law.
Significant Outputs for Outcome 2.1 • Gender-responsive Labour code drafted and available. • Improved Labour Law implementation. • Increased capacities of labour market institutions, Parliament, employers and workers on labour law drafting and enforcement. • Advocacy campaign conducted on ratification of core ILO conventions, including gender ILO core conventions. • Communications strategy and campaign developed on labour law reform.		

CP Outcome 2.2: By 2021, strengthened protection against unacceptable forms of work, in particular forced labour and child labour	Means of verification	Partners	Integrated resource requirements	
			Estimated to be available (US\$)	To be mobilized (US\$)
	NORMLEX. ILO Information System on International Labour Standards. Forced labour complaints database MOLIP data. Labour Force Survey Relevant Development Cooperation Project reports.	MOLIP MOE MSWRR High Level working group on Forced Labour Technical Working Group on Child Labor Worker's organizations Employers organizations		
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes	
<i>Economic Policy for the Union of Myanmar – 7</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	<u>Goal 1:</u> End poverty, reduce inequality <u>Goal 5:</u> Achieve gender equality, empower women and girls <u>Goal 8:</u> Promote full and productive employment and decent work for all	<u>Outcome 8:</u> Protecting workers against unacceptable forms of work, particularly Indicators 8.2, 8.3	
Indicator 2.2.1: Number of forced labour cases received by Government and ILO and resolved		Baseline: Traditional forced labour cases received: 483; resolved: 75; pending consideration by the working group: 46; pending assessment: 362	Target 2.2.1 (a): By 2021, decreased number of forced labour cases received by Government and ILO. Target 2.2.1 (b): Increased number of forced labour cases resolved.	

Indicator 2.2.2: Percentage of children engaged in child labour.	Baseline: 5.7% male and 4.4% of female children (of total child population) engaged in child labour (Source: Myanmar Annual Labour Force Survey, Q1 2017)	Target 2.2.2: By 2021, proportion of children engaged in child labour reduced by 70 %.
Indicator 2.2.3: Percentage of children engaged in hazardous forms of child labour.	Baseline: 5.6% of male and 4.2% of female children (of total child population) engaged in hazardous forms of child labour (Source: Myanmar Annual Labour Force Survey, Q1 2017)	Target 2.2.3: By 2021, proportion of children engaged in hazardous forms of child labour reduced to 15 %.
Indicator 2.2.4: Number of underage recruits released.	Baseline: Underage recruitment cases received: 2,101; resolved: 1,140; pending consideration by the working group: 40; pending assessment: 921	Target 2.2.4: By 2021, increase in number of underage recruits released.
Indicator 2.2.5: Number of prosecutions of child labour cases.	Baseline: No cases relating to child labour in 2017.	Target 2.2.5: By 2021, increase in number of prosecutions of child labour cases.
Significant Outputs for Outcome 2.2 • Awareness raising activities on forced labour conducted. • Institutionalisation of national mechanisms for handling forced labour complaints. • Adoption and implementation of national Action Plan on Child Labour (2017-2022).		

CP Outcome 2.3: By 2021, strengthened industrial relations system at national, township, sectoral, plant and enterprise levels.	Means of verification NORMLEX, ILO Information System on International Labour Standards. MOLIP data. Relevant Development Cooperation Project reports.	Partners MOLIP Worker's organizations Employers organizations	Integrated resource requirements	
			Estimated to be available (US\$)	To be mobilized (US\$)
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes	
<i>Economic Policy for the Union of Myanmar – 7</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	<u>Goal 1:</u> End poverty, reduce inequality <u>Goal 5:</u> Achieve gender equality, empower women and girls <u>Goal 8:</u> Promote full and productive employment and decent work for all	<u>Outcome 7:</u> Promoting workplace compliance through labour inspection, particularly indicators 7.2, 7.3 <u>Outcome 10:</u> Strong and representative employers and workers organizations, particularly indicators 10.3, 10.5	
Indicator 2.3.1: Percentage of cases at arbitration body level resolved.		Baseline: 151 cases at arbitration body level (DLR).	Target 2.3.1: By 2021, at least 50 per cent of cases at arbitration body level are resolved.	
Indicator 2.3.2: Percentage increase in number of industrial actions peacefully resolved.		Baseline: 889 industrial actions (DOL).	Target 2.3.2: By 2021, at least 70% increase in number of industrial actions peacefully resolved.	
Indicator 2.3.3: Number of well-functioning tripartite dialogue meetings at national, sectoral and local levels that result in tripartite agreements.		Baseline: 8 meetings of the NTDF conducted since December 2014 until September 2017	Target 2.3.3: By 2021, increased number of well-functioning tripartite dialogue meetings at national, sectoral and local levels that result in tripartite agreements.	

Indicator 2.3.4: Number of Collective Bargaining Agreements negotiated between employers and workers.	Baseline: No record of CBAs resulted from negotiations between employers and workers.	Target 2.3.4: By 2021, at least 20 % increase in number of Collective Bargaining Agreements negotiated between employers and workers.
Significant Outputs for Outcome 2.3: • Sound industrial relations models at different sectors at various levels. • Increased capacities of workers and employers for social dialogue and collective bargaining. • Institutionalisation of the National Tripartite Dialogue Forum (NTDF).		
Priority 3: Social protection coverage for all is progressively extended, especially for vulnerable workers and populations.		
CP Outcome 3.1: By 2021, coverage of existing social insurance schemes extended for formal workers and their dependents.	Means of verification MOLIP data. Ministry of Social Welfare, Relief and Re-settlement data ILO annual Social Protection reports. Relevant Development Cooperation Project reports.	Partners MOLIP Ministry of Health Ministry of Social Welfare, Relief and Re-settlement Ministry of Finance Workers' organisations Employers' organisations UNICEF World Bank
		Integrated resource requirements Estimated to be available (US\$) To be mobilized (US\$)
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to ILO P&B outcomes

National Social Protection Strategy	People Outcome - More people especially poor, marginalized, vulnerable groups, benefit from an inclusive, participatory, effective sustainable, and universal social protection system and essential social welfare services.	Goal 1: End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable). Goal 5: Achieve gender equality, empower women and girls. Goal 8: Promote full and productive employment and decent work for all Goal 10: Reduce inequality within and among countries.	Outcome 3: Creating and extending social protection floors, particularly Indicators 3.1 and 3.3
Indicator 3.1.1: Number of formal sector women and men workers covered by existing social insurance schemes.		Baseline: Males: 468,343; Females: 668,720; Total: 1,137,063	Target 3.1.1: By 2021, 2.1 million formal women and men formal sector workers covered by social insurance.
Indicator 3.1.2 : Number of fully equipped and supplied public and private medical centres with well-trained medical and other staff.		Baseline: In 2017: Number of centres: 3 workers' hospitals, 55 factory clinics, 96 social security clinics, and 4 private clinics contracted by SSB Number of staff: 894 Number of patients: 600,000 per year	Target 3.1.2: By 2021, 115 additional medical centres; 4,728 staff; and 5 million patients

Indicator 3.1.3: Percentage increase of social insurance coverage for women and men formal sector workers and their dependents.	Baseline: Males – 459,000; Females – 645,000	Target 3.1.3: By 2021, 30% increase of social insurance coverage for formal sector women and men workers and their dependents.
Indicator 3.1.4: Satisfaction levels of social insurance scheme beneficiaries, particularly in area of medical care.	Baseline: Baseline will be established by planned 1st survey of satisfaction levels of social beneficiaries.	Target 3.1.4: By 2021, at least 75% of surveyed women and men beneficiaries of social insurance schemes indicate satisfaction with service received, particularly in area of medical care.
Indicator 3.1.5: Number of additional social insurance schemes implemented in line with Social Security Law	Baseline: Existing schemes as of 2017: Health and Social Care Insurance System, Family Assistance Insurance System and Employment Injury Benefit Insurance System.	Target 3.1.5: By 2021, at least 1 additional social insurance scheme implemented.
Indicator 3.1.6: Number of social security staff and inspectors trained.	Baseline: 2017: 2,393 relevant staff.	Target 3.1.6: By 2021, at least 200 social security staff and inspectors trained per year (i.e. 800 over 4 years)
Indicator 3.1.7: New national Management Information System (MIS) in place and operational to increase effectiveness and efficiency in managing social security.	Baseline: In 2017: National IT system for managing social security consists of 8 servers with 20 associated staff.	Target 3.1.7: By 2021, new MIS in place and operational, with 250 trained staff, including for data entry, in place nationwide, fully consistent and coordinated with MSWRR.

Significant Outputs for Outcome 3.1: • Social Security Law amended. • New fully staffed, equipped and supplied public and private medical centres established • Awareness raising campaign conducted on social protection and social security benefits and implementation (shared output with CPO 3.2). • First survey of satisfaction levels of social beneficiaries conducted of selected schemes in selected localities, with priority on medical care schemes. • Capacity building programme implemented for social security staff and inspectors. • Capacity building programme implemented for social security MIS staff. • Administrative reform on extending social security coverage to enterprises with below 3 staff (to be discussed further)				
Outcome 3.2: By 2021, coverage of existing social protection schemes extended to informal sector and vulnerable workers.	Means of verification MOLIP data. Ministry of Social Welfare, Relief and Resettlement data ILO annual Social Protection reports. Relevant Development Cooperation Project reports.	Partners MOLIP Ministry of Health Ministry of Social Welfare, Relief and Resettlement Ministry of Finance Workers' organisations Employers' organisations UNICEF	Integrated resource requirements	
			Estimated to be available (US\$)	To be mobilized (US\$)
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes	
<i>National Social Protection Strategy</i>	<i>People Outcome - More people especially poor, marginalized, vulnerable groups, benefit from an inclusive, participatory, effective sustainable, and universal social protection system and essential social welfare services.</i>	<i>Goal 1: End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable).</i>	<i>Outcome 3: Creating and extending social protection floors, particularly Indicators 3.1 and 3.3</i>	

		<u>Goal 5:</u> Achieve gender equality, empower women and girls. <u>Goal 8:</u> Promote full and productive employment and decent work for all <u>Goal 10:</u> Reduce inequality within and among countries.	
Indicator 3.2.1: Number of informal sector and vulnerable women and men workers covered by voluntary social insurance scheme and assistance.	Baseline: Coverage in 2017: SSB (voluntary based): 1388 Social pension (MSWRR): 30,000 MCCT in 2017 (MSWRR): 30,000	Target 3.2.1: By 2021, 50,000 covered by SSB and 2 million covered by Department of Social Welfare.	
Indicator 3.2.2: Number of trained social workers to support social assistance programmes.	Baseline: Total post-graduate diploma in Social Work (2006-2017): 1,200; Number of case managers trained by Department of Social Work: 140; Total: 1,340	Target 3.2.2: By 2021, 1 social worker trained per 10,000 population.	
Indicator 3.2.3: New national Management Information System (MIS) in place and operational to increase effectiveness and efficiency in managing social protection schemes.	Baseline: National MIS not currently in place.	Target 3.2.3: By 2021, new social protection MIS in place and operational, fully coordinated and consistent with MSWRR.	
Significant Outputs for Outcome 3.2 • Awareness raising campaign on social protection and social security benefits and implementation (shared output with CPO 3.1). • Capacity building programme implemented for social workers to support social assistance delivery. • Capacity building programme implemented for social protection MIS staff.			

Outcome 3.3: By 2021, integrated and unified OSH system is in place and implemented.	Means of verification	Partners	Integrated resource requirements	
			Estimated to be available (US\$)	To be mobilized (US\$)
Links to Myanmar national development strategies	Links to UNDAF (draft)	Links to SDGs	Links to ILO P&B outcomes	
<i>Economic Policy for the Union of Myanmar - 7</i>	<i>Prosperity Outcome – Poverty and inequality will be reduced by providing all women, men and youth in rural and urban areas with increased opportunities for decent work and entrepreneurship</i>	<u>Goal 1:</u> End poverty, reduce inequality, particularly Target 1.3 (Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable). <u>Goal 5:</u> Achieve gender equality, empower women and girls. <u>Goal 10:</u> Reduce inequality within and among countries.	<u>Outcome 7:</u> Promoting safe and workplace compliance including in global supply chains, particularly Indicators 7.1, 7.2, 7.3	
Indicator 3.3.1: Relevant measures taken to enable implementation of OSH Law		Baseline: No national OSH profile yet in place	Target 3.3.1: By 2021, national OSH Profile developed, targeted preventative measures implemented in selected sectors and capacity of FGLLID increased for systematic reporting and labour inspection.	

Indicator 3.3.2: Number of tripartite OSH bodies established at national level and in all plants and enterprises with over 50 workers in line with new OSH Law.	Baseline: Number of tripartite OSH bodies in 2017: 0	Target 3.3.2: By 2021, National OSH Council established and at least 20 tripartite bodies established at plant and enterprise levels.
Indicator 3.3.3: Number of identified occupational diseases in line with ILO standards	Baseline: List of formally identified occupational diseases not yet in place.	Target 3.3.3.: By 2021, completion of list of formally identified occupational diseases.
Indicator 3.3.4: Number of industrial doctors.	Baseline: Number of trained industrial doctors in 2017: 0	Target 3.3.4: By 2021, at least 25 industrial doctors trained and available in SEZs and EPZs.
Significant Outputs for Outcome 3.3: • OSH Law enacted. • National OSH Profile developed. • Targeted preventative measures in selected sectors. • Increased capacity of FGLLID in systematic reporting and labour inspection. • List of occupational diseases completed. • Capacity development programmes for labour inspectors and industrial doctors developed.		

Annex 2: Risks and Assumptions

CP Priority 1: Employment, decent work and sustainable entrepreneurship opportunities are available and accessible to all, including for vulnerable populations affected by conflict and disaster.

CP Outcome 1.1: By 2021, more women and men of working age have decent jobs or are engaged in entrepreneurship.

Assumptions	Risks	Level of risk	Mitigation measures
National policies and budgetary resources continue to be directed at SME development. Access is open for implementation in fragile regions prone to conflict and natural disasters.	The necessary financial and human resources prove to not be available at the required time. Continuation of conflict and/or high impact natural disaster. Key stakeholders don't buy-in to local employment initiatives.	Medium	Ensure the availability of the necessary financial and human resources before proceeding. Ensure close coordination with UN Country Team and engagement with all relevant stakeholders. Secure travel clearance from Government at least two weeks prior to conduct of mission.

CP Outcome 1.2: By 2021, functioning labour market information and safe migration systems in place.

Assumptions	Risks	Level of risk	Mitigation measures
There is "buy-in" by the key stakeholders The necessary human and financial resources are available	The key stakeholders do not have the capacity to engage fully in the process. The necessary financial and human resources prove to not be available at the required time.	Low	Ensure full buy-in of all relevant parties through continuous and consistent consultations; identification of capacity development gaps/priorities; and availability of the necessary resources and support to address these capacity gaps before proceeding.

CP Outcome 1.3: By 2021, young women and men have improved technical and vocational as well as core competencies.

Assumptions	Risks	Level of risk	Mitigation measures
All relevant stakeholders are committed to the necessary involvement in this process and the momentum for skills development reform continues.	The necessary financial and human resources prove to not be available at the required times.	Low	Engage in partnerships with other international stakeholders engaged in education and skills reform, and develop additional development cooperation initiatives with the donor community.

CP Priority 2: Application of Fundamental Principles and Rights at work is strengthened through improved labour market governance.
CP Outcome 2.1 By 2021, freedom of association strengthened through cohesive labour laws and enforcement policies improved.

Assumptions	Risks	Level of risk	Mitigation measures
Current legal reform momentum continues. National constituents have the capacity to engage effectively in dialogue on amendments and legislative changes. Adequate financial and human resources are available for implementation.	Certain stakeholders lack adequate capacity for effective engagement in relevant legal reform.	Low	Targeted technical and capacity support provided to strengthen capacity of national constituents. Increase engagement with Parliament and other stakeholders.

CP Outcome 2.2: By 2021, strengthened protection against unacceptable forms of work, in particular forced labour and child labour.

Assumptions	Risks	Level of risk	Mitigation measures
Current policy directions and the Government's commitment to relevant legislative and institutional reforms on forced labour are maintained. Clear priorities for capacity development are identified. Adequate financial and human resources are available for implementation.	Delays or Constraints implementing Supplementary Understanding and Action Plan on forced labour.	Medium	The ILO engages effectively with the Government and Tatmadaw in areas of sensitivity. Increased mobilisation of social partners.

CP Outcome 2.3: By 2021, strengthened industrial relations system at national, township, sectoral, plant and enterprise levels.

Assumptions	Risks	Level of risk	Mitigation measures
Current legal reform on relevant laws continues with active engagement of all partners. Social partners are able to engage effectively in bi-partite dialogue and negotiation. Legal changes are effectively communicated to the public.	Stakeholders' capacity to engage in dialogue for legal reform remains weak. Industrial tensions hinder the building of trust between partners. Public awareness proves difficult to change and assess.	Low - Medium	Capacity building and strengthening of social partners on legal reform and engaging in dialogue and negotiation continues and intensifies. Strategies developed for effective communication of legal changes to the public.

Priority 3: Social protection coverage for all is progressively extended, especially for vulnerable workers and populations.

CP Outcome 3.1: By 2021, coverage of existing social insurance schemes extended for formal workers and their dependents.

Assumptions	Risks	Level of risk	Mitigation measures
Fiscal space is available for extension of existing social insurance schemes. All partners have the technical capacity to engage with the extension of social insurance schemes. Relevant stakeholders are aware of new rights and responsibilities for social insurance.	The necessary financial and human resources prove to not be available at the required time.	Medium	Engagement and coordination with relevant Ministries involved in social insurance to ensure budgetary resources are allocated. Strengthen capacity of social partners to be involved in social insurance schemes and public awareness measures are put in place concerning new rights and provision.

Outcome 3.2: By 2021, coverage of existing social protection schemes extended to informal sector and vulnerable workers.

Assumptions	Risks	Level of risk	Mitigation measures
Fiscal space is available for extension of existing social insurance schemes. All partners have the technical capacity to engage with the extension of social insurance schemes. Relevant stakeholders are aware of new rights and responsibilities for social insurance.	The necessary financial and human resources prove to not be available at the required time. Informal economy workers and employers, and vulnerable populations are unaware of extension social protection coverage for them.	Medium	Engagement and coordination with relevant Ministries involved in social insurance to ensure budgetary resources are allocated. Strengthen capacity of social partners to be involved in social insurance schemes and public awareness measures are put in place of new rights and provision.

Outcome 3.3: By 2021, integrated and unified OSH system is in place and implemented.

Assumptions	Risks	Level of risk	Mitigation measures
The necessary human and financial resources are available. The proposed OSH Law is passed.	Financial, technical and human resources prove to not be available at the required time. The adoption of the proposed law is delayed.	Low	Increased engagement with Parliament. Capacity building strengthening of relevant departments in OSH, as well as measures to increase awareness of by social partners on OSH initiatives.

Annex 3: The 12 Points Economic Policy of the Union of Myanmar

Vision

The Economic Policy of the Union of Myanmar is people- centered, and aims to achieve inclusive and continuous development. It aims to establish an economic framework that supports national reconciliation, based on the just balancing of sustainable natural resource mobilization and allocation across the States and Regions.

Objectives

1. To support national reconciliation and the emergence of a united federal democratic union.
2. To achieve balanced economic development across the States and Regions
3. To create opportunities for the emergence of capable and skilled new generations for the benefit of the country.
4. To establish an economic system that can achieve and maintain positive development outcomes through the participation, innovation and efforts of all citizens.

Policies

- (1) Expanding our financial resources through transparent and effective public financial management.
- (2) Improving the operations of state-owned enterprises, and privatizing those state-owned enterprises that have the potential to be reformed, while promoting and assisting small and medium enterprises as generators of employment and growth.
- (3) Fostering the human capital that will be needed for the emergence of a modern developed economy, and improving and expanding vocational education and training.
- (4) Prioritizing the rapid development of fundamental economic infrastructure such as electricity generation, roads and ports, and establishing a data ID card system, a digital government strategy, and an e-government system.
- (5) Creating employment opportunities for all citizens including those returning from abroad, and giving greater priority in the short term to economic enterprises that create many job opportunities.
- (6) Establishing an economic model that balances agriculture and industry, and supports the holistic development of the agriculture, livestock and industrial sectors, so as to enable rounded development, food security, and increased exports.
- (7) Asserting the right of individuals to freely pursue the economic opportunities they choose, so as to enable private sector growth in line with a market economy system; formulating specific policies to increase foreign investment; and strengthening property rights and the rule of law.
- (8) Achieving financial stability through a finance system that can support the sustainable long-term development of households, farmers and businesses.
- (9) Building environmentally sustainable cities, upgrading public services and utilities, expanding public spaces, and making greater efforts to protect and conserve our cultural heritage.
- (10) Establishing a fair and efficient tax system in order to increase government revenues, and protecting individual rights and property rights through enacting laws and regulations.

(11) Establishing technical systems and procedures to support intellectual property rights that can encourage innovation and the development of advanced technology.

(12) Identifying the changing and developing business environment both in ASEAN and beyond, so as to enable our own businesses to situate themselves to take advantage of potential opportunities.

Annex 4: Relevant laws and national plans

Labour law reform has been a major priority of the Government and since 2011 with the intention of creating a legal environment compliant with international labour standards. A number of labour-related laws have been drafted and/or enacted, and some are now in the process of further revision. The following laws provide key reference points for DWCP planning and implementation:

- The Labour Organization Law 2011
- The Settlement of Disputes Law 2012
- The Social Security Law 2012
- The Minimum Wages Law 2013
- The Employment and Skills Development Law 2012
- Small and Medium Sized Enterprise Law 2015
- A new Occupational Safety and Health law has been drafted and is currently being reviewed by Parliament.
- The 1951 Factories Act (Amendment)
- The Shops and Establishments Law 2016
- Payment of Wages Law 2016
- Leaves and Holidays Act Amendment 1951

Myanmar has also put in place the key foundations for addressing elements of decent work within its policy arena. These include:

- National Comprehensive Development Plan 2011 -2030
- The Economic Policy of the Union of Myanmar (2016)
- The Myanmar Industrial Policy (2016)
- The National Export Strategy (2015)
- Framework for Economic and Social Reforms 2012-2015
- Rural Development and Poverty Alleviation Initiative 2011-2015
- The National Action Plan on Management of International Migration 2013-2017
- The Small and Medium Enterprise Development Policy 2015
- National Social Protection Strategy Plan
- National Education Strategic Plan 2016-2021
- National Strategic Plan for the Advancement of Women 2013-2022
- Myanmar Development Assistance Policy
- Draft Myanmar Sustainable Development Plan
- The Supplementary Understanding (SU) between the Government of Myanmar and the ILO on Forced Labour (2012, which has been extended annually)

- The Action Plan on Forced Labour
- The draft National Action Plan on Child Labour

Annex 5: List of ILO Development Cooperation Projects in Myanmar

Title of the project	DWCP Outcome links	Donor
Development of Internal and International Labour Migration Governance in Myanmar	1.1, 1.2	LIFT
Shan State: Peace, reconciliation and development through community empowerment	1.1, 2.2	European Union
Developing the capacity of Employer organisations in Myanmar	2.1, 2.3	ILO
Entrepreneurship development and SME support in Myanmar	1.1	Norway, Switzerland
Skills for Trade and Economic Diversification	1.1, 1.2, 1.3	Sweden
Myanmar Program on the Elimination of Child Labour	1.1, 1.3, 2.1, 2.2, 3.3	United States Department of Labor
Vision Zero Fund	3.1, 3.3	Germany
Safe and Healthy Youth at work	2.1, 3.3	United States Department of Labor
Improving Labour relations for decent work and sustainable development of garment industry	2.1, 2.3	Sweden, H&M
Support to Labour Market Governance and Labour Law Reform	2.1, 2.2, 2.3, 3.1, 3.3	European Union, Netherlands
Employment Impact of Trade	1.1, 1.2, 1.3	European Union
Mutual Recognition of Skills	1.1, 1.2, 1.3	Korea
Combatting Forced Labour in Myanmar	2.1, 2.2	USAID
Skills for Livelihood Security and Economic Opportunities in Rakhine	1.1, 1.2, 1.3	LIFT
Support to Social Protection	3.1, 3.2	Korea, ILO
ASEAN Triangle (Migration)	1.1, 1.2	Australia

Annex 6: Terms of Reference⁶ : National Tripartite Dialogue Forum (NTDF)**Background**

1. Decent Work, employment and industrial peace are fundamental requisites of national development and social justice. Social dialogue, consultations and consensus between the government, workers, employers and their organizations in the formulation of national policies and programs are key to their attainment.
2. To achieve the overall goal of development through the promotion of Decent Work and the practice of social dialogue, the National Tripartite Dialogue Forum is established.

3 Functions

The National Tripartite Dialogue Forum serves as an independent consultative body. Its role is to give advice to the Government, through the Ministry of Labour, Employment and Social Security, on matters outlined below:

- a. to consider and advise upon any proposed legislation, regulation or rule affecting labour, employment, industrial relations or working conditions before it is introduced in Parliament;
 - b. to consider and advise on any policy measures that fall within the ambit of the Ministry of Labour, Employment and Social Security or impact on the labour market;
 - c. to advise the Minister on any matters connected with the employment of workers, industrial relations or organizations of employers or workers as is referred to it by the Minister.
 - d. to consider and advise on the ratification and implementation in the country of any relevant international labour standards, including Conventions and Recommendations of the International Labour Organization;
 - e. to consider and advise on proposals or matters to be discussed at the International Labour Conference of the International Labour Organization, matters which may be raised in reports to be made to the International Labour Office, or issues addressed by other tripartite regional or international conferences.
 - f. to serve as high-level advisory body for the formulation, implementation and monitoring of the ILO's Decent Work Country Programme in Myanmar
4. The National Tripartite Dialogue Forum may also, on its own initiative, undertake studies on socio-economic issues, discuss the formulation and implementation of national policy related to labour, economic and social affairs, and report to the Minister of Labour and other relevant Ministers upon such discussion.

Composition

5. The National Tripartite Dialogue Forum shall consist of:
 - a. The Union Minister of the Ministry of Labor, Employment and Social Security or in the event of his/her unavoidable absence a person designated by him/her, shall be the Chairperson of the National Tripartite Forum on Decent Work.
 - b. a maximum of nine (9) regular representatives nominated by the Ministry of Labour,

⁶This TOR has been approved during the National Tripartite Dialogue Forum held on 23 July 2015 at Inya Lake Hotel, Yangon.

Employment and Social Security

- c. a maximum nine (9) regular representatives nominated by the most representative organizations of employers'
 - d. a maximum nine (9) regular representatives nominated by the most representative organizations of workers'
 - e. One Employers' Vice-Chairperson and one Workers' Vice-Chairperson, being regular members of the National Tripartite Dialogue Forum, shall be appointed by the respective groups. The Workers Vice-Chairperson will be on rotation basis.
6. The Chairperson, the Employers Vice-Chairperson and the Worker Vice-Chairperson shall constitute the Officers of the National Tripartite Dialogue Forum.
 7. The Chairperson may, after consultation with the National Tripartite Dialogue Forum Officers, invite experts and advisors, including senior representatives of other Government Ministries, to attend specified meetings to give their expert view and opinions on specific matters on the agenda.
 8. In nominating the representatives, care should be taken to have an appropriate percentage of female members on the National Tripartite Dialogue Forum.

Technical Working Group

9. Tripartite technical working groups, whose members will be designated by the Union Minister and heads of the representative employers and workers organizations respectively, will be established, as required, to provide technical support to the National Tripartite Dialogue Forum.
10. Such groups will remain in force for as long as the subject of their deliberations warrants and will meet as regularly as required to fulfil their mandate.
11. Three such groups shall be established addressing: (i) labour law reform; (ii) the development, implementation and monitoring of the Decent Work Country Programme and (iii) the development and application of the communications strategy.
12. Other such Technical Working Groups shall be established as may be decided by the National Tripartite Dialogue Forum.
13. Technical Working Groups may establish sub-groups to address specific technical issues as appropriate.

Frequency of Meetings

14. The National Tripartite Dialogue Forum shall meet at least quarterly. The agenda for, and the date, time and venue of, meetings will be agreed by the Officers.

Secretariat

15. During the initial set-up phase (for the period 2015 - 2017), the ILO Liaison Office in Myanmar, will provide technical and secretariat support services as required. Documentation reports highlighting the outcomes of the National Tripartite Dialogue Forum meetings/activities shall be prepared by the secretariat and disseminated to all members of the National Tripartite Dialogue Forum in a timely manner.

Annex 7: List of References

ADB Asian Development Bank 2016 Gender Equality and Women's Rights in Myanmar, A Situation Analysis. Mandaluyong City, ADB.

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