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THINK SDG! ACT DWCP!

▶ **Afghanistan
Decent Work Country Programme
2018 - 2022**

International Labour Organization
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► **Afghanistan**
Decent Work Country Programme
2018 - 2022



MEMORANDUM OF UNDERSTANDING

AFGHANISTAN DECENT WORK COUNTRY PROGRAMME-II (DWCP-II, 2018-2022)

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

Whereas the DWCP II continues support provided under DWCP-I (2010-2015 extended to 2017), which was signed by representatives of the Government of Afghanistan, employers' and workers' organisations and the ILO Senior Coordinator for Afghanistan on 17 July 2010;

Recalling article 40 of the ILO Constitution, according to which the ILO shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes, and recalling also the applicability of the Revised Standard Agreement concerning technical assistance between the United Nations, the International Labour Organization and other international organizations and the Government of the Islamic Republic of Afghanistan, signed on 10 May 1956;

Now therefore, the Parties hereby agree as follows:

1. The Parties re-affirm their commitment to collaborate in the implementation of the Decent Work Country Programme-II (DWCP-II - 2018-2022) having the following priorities:
  - a) Decent work for peace and resilience – in particular for young women and men, rural and urban groups, persons with disabilities, internally displaced, migrants and returnees;
  - b) Labour market governance systems and mechanisms that empower and enable more and better jobs;
  - c) Institutional capacities strengthened, social dialogue enhanced, and fundamental Conventions and other international labour standards applied.
2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to DWCP-related activities the Government agrees to apply to the ILO, its property, funds and assets, its officials and any person participating in ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, and to provide the ILO with the necessary facilities and arrangements, including to exempt the ILO from value added tax levied against goods, equipment, works and services to be used for official purposes.

4. a) This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
- b) Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.
- c) The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, then the latter shall govern and prevail.
- d) This 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.
- e) This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Government of
Afghanistan



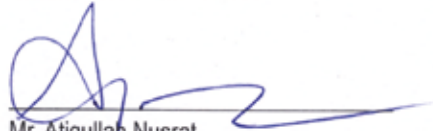
H.E. Faizullah Zaki Ibrahim
Minister of Labour and Social Affairs
Kabul, Afghanistan
18 November 2018

For and on behalf of the International Labour
Organization



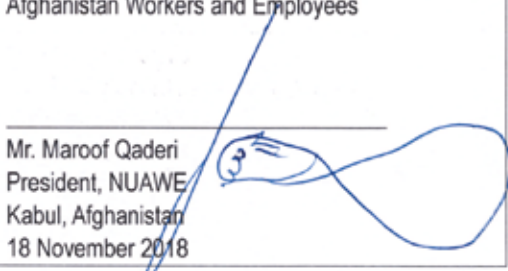
Mr. Manzoor Khaliq
ILO Senior Coordinator for Afghanistan
Kabul, Afghanistan
18 November 2018

For and on behalf of Afghanistan Chambers of
Commerce and Industries



Mr. Atiqullah Nusrat
Chief Executive Officer, ACCI
Kabul, Afghanistan
18 November 2018

For and on behalf of the National Union of
Afghanistan Workers and Employees



Mr. Maroof Qaderi
President, NUAW
Kabul, Afghanistan
18 November 2018

Glossary of Terms

ACCI	Afghanistan Chamber of Commerce and Industries – official Government representative to the ILO
ALCS	Afghanistan Living Conditions Survey
ANDS	Afghanistan National Development Strategy
ANPDF	Afghanistan National Peace and Development Framework (2017-2021)
BDS	Business Development Services
CAS	International Labour Conference Committee on the Application of Standards
CEACR	ILO Committee of Experts on the Application of Conventions and Recommendations
CSO	Central Statistics Organization
CoC	Chamber of Commerce
CCPD	ILO Cross-cutting Policy Drivers (International Labour Standards, Social Dialogue & Tripartism, Equality & Non-Discrimination, Just Transition to Environmental Sustainability)
Gender	
DWCP	Afghanistan Decent Work Country Programme, 2018-22
ESC	Employment Services Centers
FAO	Food and Agriculture Organization
GDP	Gross Domestic Product
GPI	Global Peace Index
HPI	Human Poverty Index (HPI-1)
IDP	Internationally displaced person
ILC	International Labour Conference
ILO	International Labour Organization, and International Labour Office
ILS	International Labour Standards
ISAF	International Security Assistance Force
KAB	Know About Business
LMI	Labour Market Information
LPP	Labour Protection Policy
Moj	Ministry of Justice
MoLSAMD	Ministry of Labour, Social Affairs, Martyrs and Disabled – official Government representative to the ILO
NESP	National Education Strategic Plan
NEPS	National Employment Policy and Strategy
NGO	Non-Governmental Organization
NLL	National Labour Law
NPP	National Priority Programme
NRVA	National Risk and Vulnerability Assessment
NUAWE	National Union of Afghanistan Workers & Employees – official Workers’ representative organisation to the ILO
OSH	Occupational safety and health
Social partners	ACCI and NUAWE are the social partners of the Government
SDGs	Sustainable Development Goals
SIYB	Start and Improve Your Business
SMEs	Small and Medium Enterprises
TVET	Technical and Vocational Education and Training
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme

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► INTRODUCTION



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► THINK SDG! ACT DWCP!

The Afghanistan Decent Work Country Programme (A-DWCP) supports progress towards social justice and the achievement of Afghanistan's Sustainable Development Goals (A-SDG). The DWCP articulates the partnership between the ILO's tripartite constituents¹ and the ILO Office² to work towards realizing decent work for women and men. Whilst SDG 8 focusses on "promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all", many of the other Goals also support the achievement of decent work, and subsequently progress towards social justice, peace and resilience. The Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD) is the lead institution for 6 Goals, 11 Targets and 16 Indicators, which the current and the future DWCPs will address.

The DWCP addresses a number of decent work deficits reflected in key national development documents, in particular the Afghanistan National Peace and Development Framework (ANPDF), the A-SDG, and other economic and social policies, strategies and programmes. It focuses on those decent work issues and results for which ILO support is required. The DWCP results articulate Afghanistan's aspirations to address and reduce decent work deficits for all existing and potential workers, by applying international labour standards in the workplace. It also contains results for which the ILO Office's contributions are needed. These results are aspirational and may remain relevant beyond the duration of this 2018-22 DWCP. There are four themes or cross-cutting policy drivers (CCPD) that are to be mainstreamed in the design, implementation, monitoring and evaluation of the

DWCPs and they include: 1) International Labour Standards, 2) Social Dialogue and Tripartism, 3) Gender Equality and Non-Discrimination, and 4) Just Transition to Environmental Sustainability.

Statements from the Afghanistan CEO and the tripartite constituents at consultations held in August 2017 at the MoLSAMD clearly supported the development of the 2018-22 DWCP. The tripartite constituents decided in December 2017 to establish a tripartite DWCP Steering Committee (DWCP SC), and Technical Working Group (DWCP TWG) to oversee the development of the country programme starting early 2018. Oversight and management of the DWCP is a joint responsibility of the ILO's tripartite constituents and Office, through the DWCP SC that will meet periodically. A Memorandum of Understanding (MoU), to which this DWCP document is annexed, re-affirms the commitment of the tripartite constituents and the ILO Office to collaborate to deliver decent work for the people of Afghanistan.

The Asia and Pacific Regional Meeting (APRM) which was held in 2016 (the Bali Declaration) highlighted the achievement and challenges of member states' with regard to growth of decent work, and outlined the priorities of decent work for national policies and action plans. The Afghanistan DWCP aims to contribute to the achievement of the Bali Declaration, particularly on the priority areas for decent work.

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¹Represented by the Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), the Afghanistan Chamber of Commerce & Industries (ACCI), and the National Union of Afghanistan Workers & Employees (NUAWE)

²ILO Kabul, ILO Regional Office for Asia and the Pacific, ILO technical units in the region and HQ

► Afghanistan and the ILO

Afghanistan became the 60th member of the ILO on the 29th of September 1934 and is considered an original member State. The ILO Office was formally established in Kabul in 2003.

Afghanistan has ratified nineteen ILO Conventions that include five out of the eight fundamental conventions, one of the four Governance conventions, and thirteen technical conventions.

The list of ratified Conventions is as following:

1. Night Work (Women) Convention (C4) 1919
2. Night Work (Women) Convention (C41) 1934 revised
3. White Lead (Paining) Convention (C013) 1921
4. Weekly Rest (Industry) Convention (C014) 1921
5. Underground Work (Women) Convention (C045) 1935
6. Protection of Wages Convention (C095) 1949
7. Equal Remuneration Convention (C100) 1951 (Fundamental)
8. Abolition of Forced Labour Convention (C105) 1957 (Fundamental)
9. Weekly Rest (Commerce and Office) Convention (C106) 1957
10. Discrimination (Employment and Occupation) Convention (C111) 1958 (Fundamental)
11. Minimum Age Convention (C138) 1973 (Fundamental)
12. Dock Work Convention (C137) 1973
13. Occupational Cancer Convention (C139) 1974
14. Paid Educational Leave Convention (C140) 1974
15. Rural Workers' Organisations Convention (C141) 1975
16. Human Resource Development Convention (C142) 1975
17. Tripartite Consultation (International Labour Standards) Convention (C144) 1976 (Governance)
18. Vocational Rehabilitation and Employment (Disabled Persons) Convention (C159) 1983
19. Worst Forms of Child Labour Convention (C182) 1999 (Fundamental)



► COUNTRY CONTEXT DIAGNOSTIC AND SITUATION ANALYSIS



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Employment Situation
Gender
Child Labour
Education and Skills
Poverty
Fundamental Rights at Work
Labour Migration
Comparative advantage of the ILO

Afghanistan is a landlocked country spread over an area of 652,000 square kilometers, with an estimated population of 33 million, of which almost 46% is below the age of 15; presenting a huge youth population with a potential demographic dividend. It borders the Commonwealth of Independent States (Turkmenistan, Uzbekistan and Tajikistan) to the north, China to the northeast, Pakistan to the east and south, and Iran to the west. Blessed with an abundance of natural resources, the geography is characterized by rugged topography and mountainous terrain with more than 25% of the area higher than 2,500 meters above sea level. Afghanistan is a multi-ethnic society consisting of different tribes, including Pashtoons, Tajiks, Uzbeks, Hazaras and Turkmens each with unique socio-cultural practices.

Employment Situation

According to the Afghanistan Living Conditions Survey (ACLS) 2016-17, the unemployment rate in the country is 35% which is critically high for any country and in particular for Afghanistan. Thus, families are forced into unacceptable forms of work such as bonded and child labour. Women are most affected and tend to accept wages below the market rates becoming caught in a vicious cycle of risky employment and continued vulnerability. There have also been observations by the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR)³ on the issue of child labour in Afghanistan.

The country is moving towards having a systematic labour market information and analysis mechanism, however at this point in time the qualifications and skills of graduates of the education and training system are not meeting labour market requirements. In order for the education and training systems to re-orient courses and programmes to labour market demands, there is a need for a comprehensive labour market information system which is based on

labour force and other statistical information that meets internationally recognized standards.

Labour law reforms have been on-going by MoLSAMD with ILO technical support. An urgent need has been identified to reform labour legislation for compliance with international labour standards. There is also a need for dispute resolution mechanisms such as labour courts as cases are currently addressed by civil courts.

MoLSAMD has indicated its intention to assess the functions of the labour administration system in general, identifying gaps and support required (including implementation and action), e.g. labour inspection, occupational safety and health (OSH), and overall improvement in working conditions.

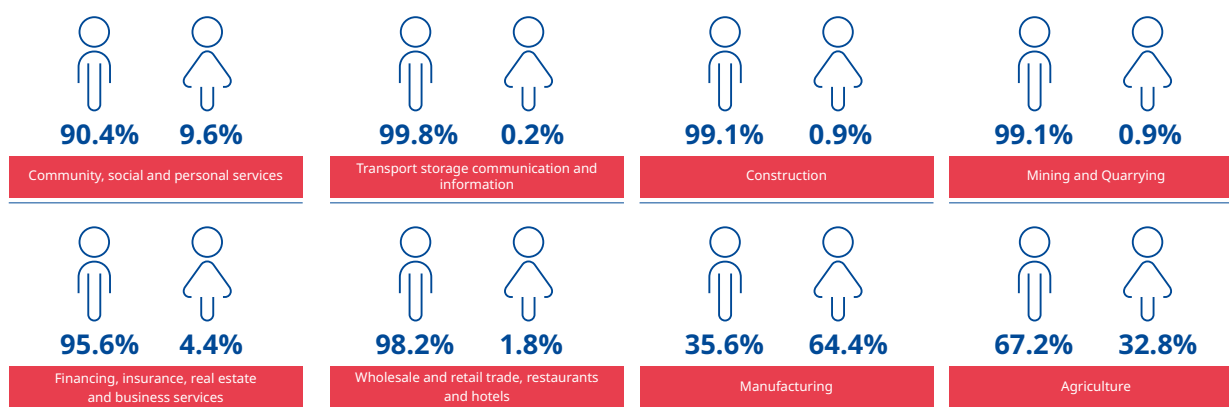
Gender

Gender inequality is prevalent in Afghanistan. The employment to population ratio reveals a large gender imbalance, 80% for males and 43% for females, with an overall ratio of 62%. There is a strong gender gap across the unemployment categories, as daily waged labourers, salaried workers, employers and self-employed workers are mainly male (ranging between 84% and 97%), whereas unpaid family workers are predominately female (78%). The following table shows the information on the percentage of women employed in different sectors.

The major factors creating barriers for women in accessing jobs and decent work are lower education, lack of security, social norms, and domestic and workplace violence.

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³ When examining the application of international labour standards, the Committee of Experts makes two kinds of comments: observations and direct requests. Observations contain comments on fundamental questions raised by the application of a particular Convention by a state. These observations are published in the Committee's annual report. Direct requests relate to more technical questions or requests for further information. They are not published in the report but are communicated directly to the governments concerned.



Women and Men's Participation in different sectors of Economic Activities - disaggregated by sex

Child Labour

Afghanistan has one of the youngest populations in the world; and nearly half of the Afghan population falls within the official working age of 16 years and above. Within this working-age population of over 12 million people, one-third (4 million) is inactive and two thirds (8 million) are currently engaged in the labour market, either by working or by looking for work. The issue of child labour is prevalent in the country, and a large number of children work in highly exploitative and hazardous conditions. They mostly work as vendors, in workshops, agriculture, carpet making, and as blacksmiths.

There is a need for credible national and/or provincial data on the estimates of child labour in the country to inform policy decisions. The ILO commissioned a study in 2011 on documenting the nature of bonded child labour in brick making factories in Nangarhar and Kabul provinces. The study concluded that the central problem with bonded labour lies within the cycles perpetuated by this labour relationship of bondage and servitude. Similarly, in the area of child labour in particular, the CEACR and CAS have made very recent comments (in 2018 and 2017 respectively)

urging the Government to put a stop to the recruitment of children under 18 years in armed forces, ensure effective implementation of the prohibition contained in section 10(2) of the Law on Human Trafficking of 2017, improve the functioning of the education system, and strengthen efforts to ensure the progressive elimination of child labour in formal and informal economic activities.

Education and Skills:

Afghanistan has made some gains on a number of human development indicators. Education has been considerably improved in the last decade. According to the 2015-2020 National Education Strategic Plan (NESP) of the Ministry of Education (MoE) over 8.6 million children were enrolled in 2013, of which 39% were girls compared to 1 million children in 2001 of which almost all were boys. Significant barriers however continue to remain for education, in particular for girls in Afghanistan. According to 2015 Global Peace Index (GPI), Afghanistan is the most insecure country in the world after Iraq and Syria. Poverty, working children, long walking distance to schools, and harassment of children on the way to school, low quality of education, and lack of female

teachers are hurdles towards general education development. Enrollment in technical and vocational education and training (TVET) has significantly increased in the past three years from 18,361 (11% female) in 2009 to 61,000 (13% female) in 2013. Although there are about 200,000 high school graduates every year who do not go to universities or private colleges, only about 5% of this number attend a formal vocational training programme. There are 244 public and 51 private centers providing TVET education in Afghanistan. However, according to the NESP, interest in TVET is low compared to general education due to perceptions of the lower status of TVET in Afghan society.

Poverty

According to the Afghanistan Poverty Status Update 2015, the gap between the rich and the poor has increased from 2008 to 2012. The poverty rate remains stagnant. According to the Update, poverty rates were 36.3% in 2007 and four years later, in 2011, has remained substantially unchanged at 35.8%. The strong economic growth of 2014 to 2018 has not resulted in poverty reduction due to widening inequalities which increased from 29.7% in 2008 to 31.6% in 2012 as reported by the Gini index. It is therefore important for the Government, with support from international organisations, to focus on growth policies that result in sustainable job creation and poverty reduction.

The Government of Afghanistan and the international community are working together to rebuild Afghanistan, reconcile its people, and stabilize its economy. However, despite attempts to address the socio-economic grievances prevalent throughout the country, the majority of Afghans continue to live in poverty and lack the ability and support to address even their most basic needs. Speaking to the 2015 Heart of Asia Conference in Islamabad, “we inherited a deep recession bordering on a depression...” stated President Ashraf Ghani. The combination of

Afghanistan's dire economic situation, insecurity, lack of jobs, and the lack of education and training opportunities has resulted in the emergence of an illiterate and non-professional generation with only 13% of women and 32% of men being literate.

Fundamental Rights at Work

The Government of Afghanistan has ratified nineteen ILO Conventions including five fundamental conventions. To improve labour administration in Afghanistan, the ILO with the support of the United States Department of Labor (USDOL), implemented a project on Strengthening Labour Administration in Afghanistan under which the 2007 Labour Law was revised in consultation with the tripartite constituents. The revised version of the law is currently under review by the Ministry of Justice. The social partners are calling for additional revision of the Law as per the new market-led vision of the Government. Based on the labour law, the government recently adopted eight regulations that promote safer working conditions and improved social protection and labour relations. During the past few years however, the Government of Afghanistan has not been able to fulfill its reporting obligations to the ILO on ratified conventions. Workers' organizations have called for the ratification of the remaining three ILO fundamental Conventions (Conventions 29 (and its recent Protocol 29), 87 and 98 on the elimination of forced labour, freedom of association, and the right to organize and collective bargaining, respectively).

Labour Migration⁴

Afghanistan has a large migrant population (the 11th highest in the world) with over 13 per cent of the population abroad. Most are in neighbouring Pakistan and Iran, and in Saudi Arabia. The largest permanent inflows of Afghan nationals, in 2015, to OECD countries were to Germany with nearly 85,000, followed by Austria with over 19,500 – both prominent host countries of Afghan refugees that year. A labour migration programme can be part of

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⁴ This section draws on UNDESA and OECD data cited in a forthcoming ILO report on international labour migration statistics in South Asia.

Afghanistan's employment strategy, but the potential for overseas labour markets to absorb the supply should not be overstated. There is already intense competition among other South Asian countries with well-established overseas employment administrations and recruitment industries, and the demand in the Gulf States, in particular, is changing.

Returnees: About three-quarters of the migrant population that returned from displacement consist of refugees, and one quarter consists of returning IDPs. Two thirds of the returning refugees originate from Pakistan and one third from Iran. The residence type in these host countries differed markedly. Whereas in Iran the large majority (approximately 83 per cent) lived in urban areas, in Pakistan they were more equally distributed between urban areas (44 per cent), refugee camps (33 per cent) and rural villages (23 per cent). Most households returning from displacement - former refugees and IDP households - have ended up in Kabul, which is currently the residence of 37 per cent of all returnee households. Other provinces with large shares of returnee households are Parwan (18 per cent), Balkh (10 per cent) and Farah (7 per cent).

Comparative advantage of the ILO

The Government, and its social partners have identified a clear need for enhanced technical capacity to execute their mandates and to be able to deal with the socio-economic challenges of Afghanistan. The ILO's tripartite structure, and system of international labour standards is unique within the UN and international system. The opportunities that these present for enhanced social dialogue, and to identify and develop mechanisms that help to create jobs and decent work, that support peace and resilience can be realized through the implementation of this DWCP. The ILO Office has varied and diverse technical expertise in various areas to support the tripartite constituents and other governmental and non-state actors to move

the ILO's decent work agenda forward in Afghanistan. The ILO Office's senior leadership and the tripartite constituents recognize that the ILO has a crucial role to play in addressing decent work challenges, by enhancing the capacity of tripartite and other constituents, and promoting and applying international labour standards if Afghanistan is to achieve its goals of peace and resilience.

Policies

A comprehensive policy framework exists in the country including the Afghanistan Peace and Development Framework, Afghanistan SDGs implementation framework, National Labour Migration Strategy (2015-2018), the National Youth Policy and other sectoral policies. There is however a need to have a comprehensive national employment policy that provides an overall framework for addressing critical issues in the world of work. It has been noted that there is vital need for awareness regarding these policies at national, regional and local levels.

Afghanistan has ratified five of the eight fundamental ILO conventions. The country's reporting on ratified conventions has not been consistent. A need has been identified to establish an institutional mechanism to prepare country reports in consultation with the employers' and workers' organizations.



KEY LESSONS LEARNED FROM THE FIRST DWCP, 2010-2017

The findings of the review of the 2010-2017 Afghanistan DWCP indicates that the results achievement was at a modest level of just over 30%. During the implementation period, of the 27 indicators, only three have been achieved, five somewhat achieved and 19 have not been achieved. The primary reasons for this have been cited as limited funding resources for development related programmes due to other pressing national priorities such as security. The findings also suggest that whilst more results might have been achieved, monitoring and reporting was found to be rather weak and those results were not explicitly recorded.

Overall, aside from its traditional roles in social dialogue and representing Afghanistan, the ILO tripartite constituents can strategically position themselves by directly engaging with the highest level policy makers and councils of the government, in particular through the DWCP Steering Committee. The ILO Office for Afghanistan has committed to assisting the government and the social partners to create the conditions for more better jobs in Afghanistan.

The review of the 2010-15 DWCP proposed the following actions for future DWCPs in the country:

1. Individual, bi-partite and tripartite consultations to identify the priorities of the constituents: expected results, roles and responsibilities need to be clearly written, understood, endorsed and owned by the tripartite partners, and reflected in DWCP results documents. Performance measures also need to be clearly articulated from the onset.
2. Implementable and results-based plans and institutional capacity needs to be enhanced.
3. Institutional coordination mechanisms need to be formally established and systematic mechanisms that enable and empower all three parties, with a strong oversight and management role and responsibilities, such as organizing an annual national labour Conference, establishing a tripartite DWCP National Steering Committee (NSC) that meets regularly and creating a technical working group (TWG) that reviews programme implementation and advises the NSC.
4. Information, and knowledge management strategy needs to be developed and implemented for the future DWCP.
5. A robust communication and advocacy strategy needs to be developed and implemented that raises awareness and informs key stakeholders on a regular basis.
6. Resource allocations: Whilst common goals should be ambitious they need to be checked for reality. The DWCP needs to push the boundaries but at the same time plan for realistic and achievable results.
7. Partnerships extended and enhanced: More focus needed on the convening role of the tripartite constituents, with other Afghan stakeholders/development partners, and external development partners.

Planning, monitoring and reporting aspects need to be further strengthened. The Programme was seen as very relevant but wasn't periodically modified to reflect the changing environment; the next document therefore needs to be a living document that has the flexibility for periodical adjustments.

THINK SDG! ACT DWCP!

Priority 1: Decent work for peace and resilience – in particular for young women and men, rural and urban groups, persons with disabilities, internally displaced, migrants and returnees

OUTCOME 1.1: Entrepreneurship and enterprise development policies, strategies and programmes are increasing access to decent jobs and incomes for women and men, especially through micro-, small and medium sized businesses.

OUTCOME 1.2: An increasing number of young men and women, including in the most vulnerable and disadvantaged groups, are actively seeking and acquiring skills that are in demand and can contribute to improving their livelihoods.

Priority 2: Labour market governance systems and mechanisms that empower and enable more and better jobs

OUTCOME 2.1: Tripartite constituents are facilitating decent work for women and men through new and revised decent work enabling legislation, and policy.

OUTCOME 2.2: The labour market statistics and information system is providing gender responsive, and evidence-based information and knowledge, and is promoting and planning for sustainable and decent work.

OUTCOME 2.3: Men and women workers have improved working conditions.

OUTCOME 2.4: Existing and future workers, in particular the most vulnerable and especially children, are protected from unacceptable forms of work.

Priority 3: Institutional capacities strengthened, social dialogue enhanced, and fundamental Conventions and other international labour standards applied

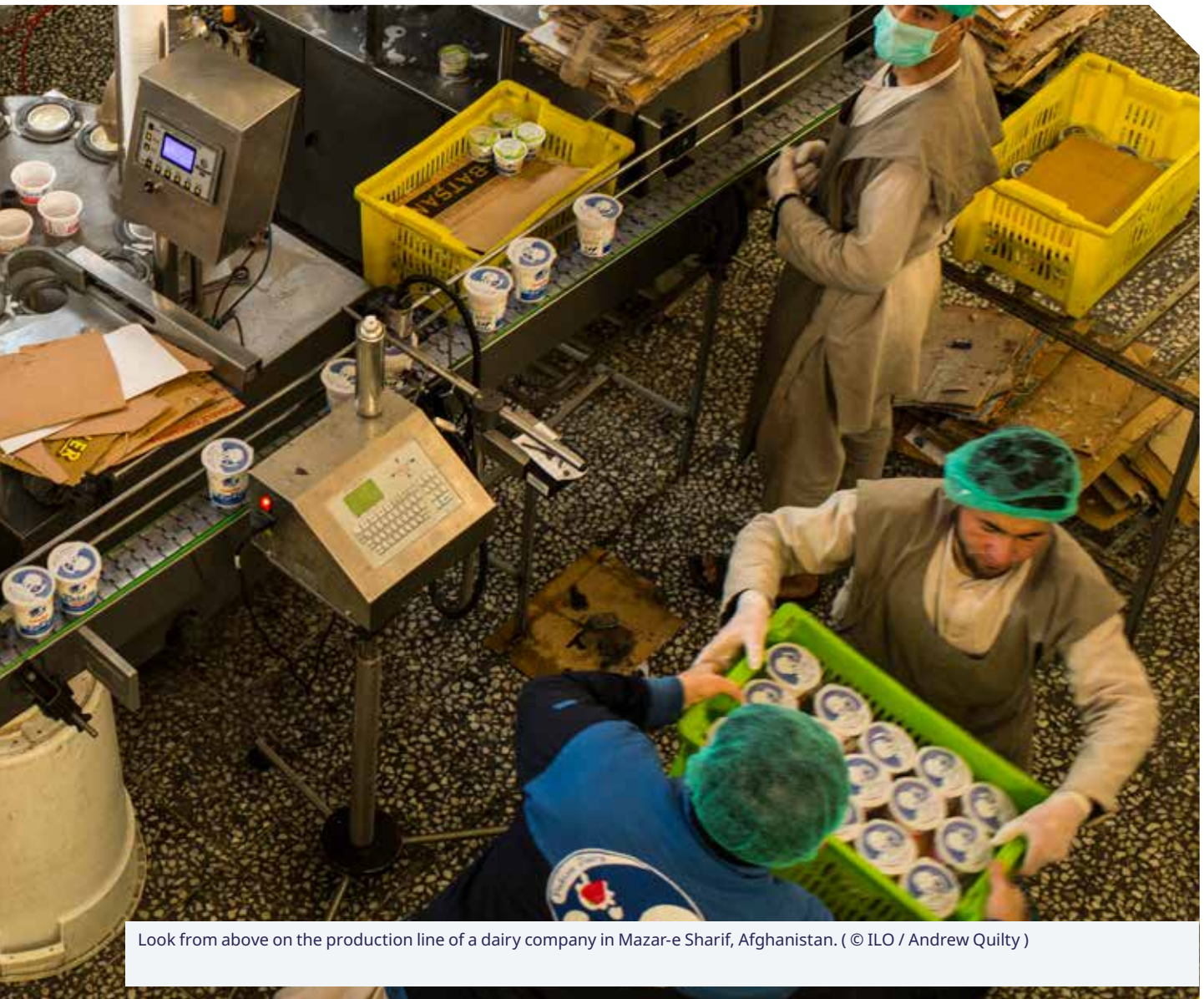
OUTCOME 3.1: Employers' organisations have demand driven and gender responsive members' services, and are influential partners in the tripartite constituents' decent work agenda

OUTCOME 3.2: Workers' organisations are representing all workers at all levels, have well-functioning administrations and are influential partners in the tripartite constituents' decent work agenda.

OUTCOME 3.3: Government, in close consultation with employers' and workers' organisations, has ratified the remaining fundamental Conventions and selected others, and is promoting, advocating and facilitating application of the Fundamental Principles and Rights at Work and ratified Conventions.



► COUNTRY PRIORITIES AND COUNTRY PROGRAMME OUTCOMES (CPOs)



Look from above on the production line of a dairy company in Mazar-e Sharif, Afghanistan. (© ILO / Andrew Quilty)

Priority 1 – Decent work for peace and resilience
Priority 2 – Labour market governance
Priority 3 – Institutional capacities

In tripartite consultations in August 2017, a number of priority areas were identified by the tripartite constituents in conjunction with the ILO Office in Afghanistan and ILO Decent Work Support Team (DWT) in New Delhi. Following a review of the priority areas in line with the ILO Strategic Plan (2018-21) and ILO Programme and Budget (2018-19), the priorities were further narrowed down to the following three areas, which were then endorsed by the tripartite constituents in December 2017:

1. Decent work for peace and resilience – in particular for young women and men, rural and urban groups, persons with disabilities, internally displaced, migrants and returnees
2. Labour market governance systems and mechanisms that empower and enable more and better jobs
3. Institutional capacities strengthened, social dialogue enhanced, and fundamental Conventions and other international labour standards applied

The Nine (9) results areas identified by the tripartite constituents fall within the scope of the ILO global Results Framework that is reflected in the Strategic Plan (2018-21) and the Programme and Budget (2018-19).

The ANPDF objective is to promote sustainable job creation to improve public welfare and support Afghanistan's progress towards achieving the SDGs. The relevant SDGs and Indicators in the Global Indicator Framework are highlighted for each Policy Outcome in the ILO's global Results Framework in the Programme and Budget, 2018-19. Therefore, for each Country Programme Outcome, the progress towards social justice and the achievement of Afghanistan's Sustainable Development Goals (A-SDGs) can be tracked and reported, and in particular those within the responsibility of MoLSAMD. Please refer to

Annex-1 – GOALS, TARGETS AND INDICATORS for which MoLSAMD is the lead institution). Annex 2 provides a list of SDGs for which the ILO is custodian, or involved.

 Priority 1: Decent work for peace and resilience – in particular for young women and men, rural and urban groups, persons with disabilities, internally displaced, migrants and returnees

The Government of Afghanistan has committed to promoting development-oriented policies that support productive activities, job creation and decent work, entrepreneurship, creativity and innovation; and encouraging the formalization and growth of micro, small and medium sized enterprises (MSMEs), including through access to financial and other relevant services. This priority is therefore an important contribution to the achievement of development-oriented policies, job creation and decent work, skills developments and MSMEs.

Outcome 1.1: Entrepreneurship and enterprise development policies, strategies and programmes are increasing access to decent jobs and incomes for women and men, especially through micro-, small and medium sized businesses

This outcome is linked to SDG 8 (8.3, 8.4, and 8.10); SDG 9 (9.3); ANPDF NPP1 (Private sector development); and ILO Policy Outcome 4: (Promoting sustainable enterprises)

The Government and tripartite constituents, with ILO technical assistance will conduct an assessment of the business environment.

Critical gaps faced by women and men in starting, developing and sustaining their enterprises as well as specific barriers faced by women will be identified and potential improvements will be recommended and implemented for business growth and development. The Government and tripartite constituents will implement the proposed improvements, with technical assistance from the ILO. This would include working with ACCI members, and other potential businesses, and training them using ILO tools such as Start and Improve Your Business (SIYB), GET Ahead and Know about Business (KAB). The Office would also work with ACCI to develop new and/or improved services for micro-, small and medium sized enterprises (MSMEs). The ongoing ILO and Government of Sweden⁵ supported project (**Road to Jobs⁶**) would contribute to (1) establishing regular collaboration mechanisms for dialogue among local economic development stakeholders; (2) addressing underlying constraints inhibiting the performance of key sub-sectors for competitiveness and inclusive growth; (3) making affordable financial products available and accessible to farmers and disadvantaged groups. In addition, the (**Youth Employment⁷**) project would contribute to (1) Gender sensitive youth employment promotion policies and programmes reflecting global good practices in fragile states. The Support Afghanistan Livelihoods and Mobility project (**SALAM**) would contribute to (1) the establishment of formalized institutional structures in support of regular migration for Afghan women and men; (2) an increase in national and international employment opportunities for women and men potential migrants and returnees in Kabul and five pilot provinces. Plans to train trainers of MoLSAMD, ACCI and other NGOs to use ILO tools such as Start and Improve Your Business (SIYB) training programmes; Gender and Entrepreneurship Together (GET Ahead) for

women in enterprises; coaching services for IDPs and returnees; leadership for development; and other training methodologies have also been discussed.

Outcome Indicators:

- Business environment reforms plans that address inequalities and promote gender equality adopted that contribute to an enabling environment for sustainable enterprises.
- Effective interventions that directly assist existing and potential male-led as well as female-led enterprises to become sustainable enterprises have been designed and implemented.

Outcome 1.2: An increasing number of young men and women, including in the most vulnerable and disadvantaged groups, are actively seeking and acquiring skills that are in demand and can contribute to improve their livelihood

This outcome is linked to SDG 1 (1.b); SDG 4 (4.3, 4.4, 4.5); SDG 8 (8.1, 8.2, 8.5, 8.6, 8.8, 8b); SDG 10 (10.4); ANPDF NPP10 and 11 (Human capital development; women economic empowerment program); and ILO Policy Outcome 1: (More and better jobs for inclusive growth and improved youth employment prospects)

The tripartite constituents, and in particular ACCI will identify employable skills through a Conference where potential employers can participate and share their needs and concerns. The Government has realized that current secondary and higher level educational institutions graduates are not meeting labour market needs. Fresh graduates are in need of additional skills and competencies demanded by the labour market. The government with technical support from the ILO will enhance the capacity of the national TVET Board to manage

⁵ Funding support through the Swedish International Development Cooperation Agency (Sida)

⁶ Road to Jobs: Bringing decent work to rural households of the Northern Provinces in Afghanistan (2015-2019), covering Balkh and Samangan provinces, and with a project team based in Mazar-i-Sharif.

⁷ Promoting rural youth employment in Afghanistan through entrepreneurship education and vocational training (2016-2018)

the Quality Assurance System. The ILO will also facilitate the improved employable skills identification process and the tripartite representatives would play a key role. The tripartite constituents, with ILO technical assistance will also develop curriculum on identified skills and training materials and would institutionalise training to respond to labour market demand. For instance the ILO current project (Road to Jobs) includes enhanced knowledge on the use of value chain development (VCD) and local economic development (LED) tools for job creation in post-conflict environments; and the establishment of platforms for households to access financial knowledge and services. The rural youth employment project would contribute to increasing the appreciation among school graduates of the value of entrepreneurship; and gearing young men and women to better outreach and quality of value chain specific vocational training services.

Outcome Indicators:

- Decent jobs have increased for young women and men through the development and implementation of multi-pronged policies and programmes
- Constituents have developed the skills development systems, strategies and programmes that address inequalities and promote gender equality to reduce skills mismatches and enhance access to the labour market

Priority 2: Labour market governance systems and mechanisms that empower and enable more and better jobs

The Government of Afghanistan is committed to ending all forms of discrimination and

violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. The government is also trying to secure the prohibition and elimination of the worst forms of child labour, ending child labour in all its forms, including the recruitment and use of child soldiers, and eradicating forced labour. The Government has also committed to protecting labour rights and promoting safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. This priority is important and contributes to the achievement of a discrimination and violence free working environment, and eradicating child and forced labour for a peaceful and resilience environment.

Outcome 2.1: Tripartite constituents are facilitating decent work for women and men through new and revised decent work enabling legislation and policy

This outcome is linked to SDG Target 5.1 End all forms of discrimination against all women and girls; SDG 5.4 Target Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibilities within the household and the family as nationally appropriate; and SDG 5.c Target Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels; ; ANPDF NPP10 and 11 (Human capital development; women economic empowerment program) and ILO Policy Outcome 1: (More and better jobs for inclusive growth and improved youth employment prospects)

The Government and tripartite constituents with the ILO technical assistance will develop and/or revise a National Employment Policy and Strategy

(NEPS) and National Labour Law which promotes decent work. The intention of the Afghan Government is to have a new NEPS and NLL that are harmonized and compliant with international labour standards (ILS), and in particular the Employment Policy Convention, 1964 (No. 122). The government will also develop a labour protection policy that is compliant with ILS and that takes in account comments of the ILO supervisory bodies that ensures the representation and voice of all, and especially women. After a proper assessment of the capacity of the government to fulfill the dictates of ILS; a proper tripartite consultation process will be held in this regard. The ILO will support the collection of relevant national legal information concerning labour legislation and collective agreements to be included in the regional legal database. The regional database will be used as a policy tool in the process of the labour law reform. The government will also ratify the regulation of the Labour High Council which will handle labour related policies and reforms.

Outcome Indicators:

- A comprehensive national employment policy and strategy that address inequalities and promote gender equality operationalized and/or monitored.
- Policies, programmes or other measures formulated or adopted with special attention to promoting gender equality, to improve labour relations, labour market institutions and working conditions.

Outcome 2.2: The labour market statistics and information system is providing gender responsive, and evidence-based information and knowledge, and is promoting and planning for sustainable and decent work

This outcome is linked to SDG Global Indicator Framework and in particular those for which MoLSAMD is the lead institution, ANPDF NPP6 (Infrastructure and connectivity program) and ILO Enabling Outcome A: (Effective knowledge management for the promotion of decent work)

The tripartite constituents with ILO technical assistance will develop policy oriented research on the labour market, which will recommend the types of capacity building programs needed by the constituents. The ILO will support the development and delivery of capacity building programmes needed by the constituents which will result in strengthening labour market statistics and information systems using international statistical standards, and reporting on the SDG Global Indicator Framework. The Government and tripartite constituents with ILO technical assistance will develop stronger labour statistics and analytical capacities and tripartite constituents' participation in national sustainable development planning and reporting processes. Areas for progress include: (1) developing policy-oriented research; (2) increasing the capacity of tripartite constituents to know how to produce, use and disseminate labour market statistics, including by developing labour market information systems and analyses; and (3) engaging in targeted advocacy, communication and constituents' capacity development. The tripartite constituents, spearheaded by MoLSAMD will establish/improve Employment Service Centres for promoting decent work.

The ILO is a source of knowledge on work issues, including research and statistics that tripartite constituents⁸ can apply in their national development planning and programmes in order to promote gender equality and decent work. The ILO will support the delivery of knowledge

⁸ Represented by the Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), the Afghanistan Chamber of Commerce & Industries (ACCI), and the National Union of Afghanistan Workers & Employees (NUAWE)

products, policy advice and programmes under the agreed priority area and policy outcomes so that constituents can engage in evidence-based policymaking. The tripartite constituents will also facilitate dialogue (with participation of women and other marginalized groups) for the inclusion of decent work issues in national sustainable development plans and programmes.

Outcome Indicators:

- Timely produced knowledge products (labour statistics, labour market information, non-discrimination and gender equality etc.) that meeting international standards.
- Strengthened labour market statistics and information systems using international statistical standards, and reporting on SDG Global Indicator Framework.
- Constituents and other stakeholders that ensure representation and voice of women advocate effectively and using a coordinated approach for the inclusion of decent work issues in national sustainable development plans and programmes.

Outcome 2.3: Men and women workers have improved working conditions

This outcome linked to SDG 3 (3.9); SDG 8 (8.8); SDG 16 (16.6); ANPDF NPP10 (women economic empowerment program and ILO Policy Outcome 7: (Promoting safe work and workplace compliance, including in global supply chains)

The tripartite constituents with ILO technical assistance will develop a Labour Inspection Policy (LIP) and occupational safety and health (OSH) standards. Afghanistan is bound by very few, and outdated OSH instruments. It would be good to consider ratification of the Promotional Framework for Occupational Safety and Health Convention,

2006 (No. 187) as a first step. This Convention, along with the Occupational Safety and Health Convention, 1981 (No. 155), provides the essential framework for the development of a national OSH policy. Similarly, the development of a national labour inspection policy in line with the Labour Inspection Convention, 1947 (No. 81), would be an important step towards developing an effective labour inspection system. The Afghan Government, with the agreement of the social partners, has committed to developing an ILS compliant Labour Inspection Policy and OSH standards. The ILO will facilitate training of tripartite organization employees on equality and non-discrimination, the new developed labour inspection policy and OSH followed their adoption. The tripartite constituents, and in particular NUAW, will implement the "Decent Work for Women and Men" concept awareness campaign in the provinces. Furthermore the constituents particularly MoLSAMD would establish employment service centers in the provinces to facilitate the decent work agenda in Afghanistan.

Outcome Indicators:

- Policies, programmes or legal frameworks developed or strengthened institutions, systems or mechanisms to improve occupational safety and health for women and men.
- Laws, regulations, policies or strategies developed or revised or strengthened institutions' and systems' capacity to ensure workplace compliance with national labour laws.

Outcome 2.4: Existing and future workers, in particular the most vulnerable and especially children, are protected from unacceptable forms of work

⁹ County Level Engagement and Assistance to Reduce Child Labour, Dec 2013-Jan 2019

¹⁰ <https://www.ilo.org/NORMLEX> ... Information system on International Labour Standards for details

This outcome is linked to SDG 5 (5.2); SDG 8 (8.5, 8.7, 8.8); SDG 10 (10.3); ANPDF NPP10 and 11 (Human capital development; women economic empowerment program) and ILO Policy Outcome 8: (Protecting workers from unacceptable forms of work)

The tripartite constituents with ILO technical assistance will develop gender equality and non-discrimination policies in line with the international labour standards and the comments of ILO supervisory bodies, in line with observations made by the CEACR and CAS. These policies would be developed following the adoption of a strategy for the gradual application of fundamental Conventions as guided by comments of the supervisory bodies. Under this Outcome, activities could include tripartite sensitization and awareness raising on the content of fundamental and ratified Conventions and the comments of the supervisory bodies with a view to producing a tripartite plan of action for addressing the most important and urgent implementation gaps. The activity should target the Government, including labour inspectors, and employers' and workers' organisations at various levels (national, enterprise, sector, etc.).

The ILO and US Department of Labour (USDOL) project (**CLEAR⁹**) would contribute to (1) a developed and validated draft National Strategy on the elimination of Child Labour (NSCL), including a national action plan (NAP), in close collaboration with relevant stakeholders; (2) capacity built of key government officials of the relevant ministries, officials of the employers' and workers' organizations, and officials of the Independent Human Rights Commission (AIHRC), on the development and implementation of the NSCL and NAP; (3) the development of recommendations for a Child Labour elimination Policy (CLP) and legislation; (4) capacity built of key government

officials of the relevant ministries, officials of the employers' and workers' organizations, and of the Independent Human Rights Commission (AIHRC) on child labour and elimination issues. Additional projects could address: (1) capacity of law enforcement officials, child protection officials and justice officials' on the enforcement of laws and regulations in targeted provinces; (2) public awareness raising on child labour issues; (3) Community awareness raising on child labour issues, including its worst forms; (4) implementation of the National Action Plan (NAP) on elimination of child labour including its worst forms; (5) the integration and mainstreaming of child labour elimination issues into national and local policies, strategies and programmes.

The ILO will further facilitate the training of key officials from the government as trainers on gender equality and non-discrimination practices in the world of work. The tripartite constituents with ILO technical assistance will build the knowledge and capacity of their staff to promote and advocate for compliance and application of the fundamental principles and rights at work, which include the eight Conventions¹⁰ on (1) elimination of forced and (2) child labour, (3) equality and non-discrimination in the work place, and (4) freedom of association and collective bargaining.

Outcome Indicators:

- Laws or policies developed or revised to protect women and men workers in high-risk sectors, especially in vulnerable situations, from unacceptable forms of work.
- Tripartite constituents have strengthened their institutional capacity to protect workers from unacceptable forms of work, especially those disadvantaged or in vulnerable situations.

► Priority 3: Institutional capacities strengthened, social dialogue enhanced, and fundamental Conventions and other international labour standards applied

The Government of Afghanistan intends to enhance the use of enabling technology, in particular information and communications technology (ICT), to promote the empowerment of women; adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels. The Government also intends to adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality; and develop effective, accountable and transparent institutions at all levels. This priority is therefore an important contribution to the achievement of women's empowerment, social protection and institutional development.

Outcome 3.1: Employers' organisations have demand driven and gender responsive members' services, and are influential partners in the tripartite constituents' decent work agenda

This outcome is linked to SDG 1 (1.3); SDG 3 (3.8); SDG 5 (5.4); SDG 8 (8.5); SDG 10 (10.4); ANPDF NPP10 and 11 (Human capital development; Women's Economic Empowerment National Priority programme); and ILO Policy Outcome 10: (Strong and representative employers' and workers' organisations)

The Government and tripartite constituents with ILO technical assistance will establish a mechanism that provides support to

employers' organizations. This will be informed by consultations, research, and any other forms of information collection to be undertaken by employers' organisations in line with their members' needs. ACCI will provide regular demand driven services to their member organizations. ACCI will push for policy reforms that will ensure an enabling environment for investments, increase the number of enterprises, and create jobs and decent work for their members, and will support their members to implement these policies. ACCI, with ILO technical assistance, will contribute to an improved social dialogue mechanism. It will train the representatives/ employees of its member organizations on the content, rules and benefits of social dialogue. Opportunities will be maximized to enable representatives and/or employees of ACCI member organisations to engage in social dialogue with the Government and workers' organisations.

Outcome Indicators:

- Employers' organizations have successfully created, strengthened and delivered services that respond to the needs of existing and potential female and male members.
- Employers' organizations have successfully enhanced their capacity to analyze the business environment by using the gender lens, provide leadership on policy issues and influence policy development.

Outcome 3.2: Workers' organisations are representing all workers at all levels, have well-functioning administrations and are influential partners in the tripartite constituents' decent work agenda

This outcome is linked to SDG 8 (8.5, 8.8); SDG 16 (16.7, 16.10); ANPDF NPP10 and 11 (Human capital development; women economic empowerment program); and ILO Policy Outcome 10

¹¹ Forced Labour Convention, 1930 (No. 29), Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

The Government and tripartite constituents with ILO technical assistance will establish a mechanism that provides support to workers' organizations. This will be informed by the consultations, research, and any other forms of information collection to be undertaken by workers' organisations in line with their members' requirements. NUAWE, in consultation with their members will identify and influence reforms that will ensure that their members are represented and that their voice will be heard. It will also support its members to effectively participate in social dialogue mechanisms and forums. NUAWE, with ILO technical assistance, will train the representatives and/or employees of workers' organizations on the content, rules and benefits of social dialogue. Opportunities will be maximized to enable representatives and/or employees of NUAWE member organisations to engage in social dialogue with the Government and employers' organisations. These steps would lead to a better application of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). Workers organizations will be supported to function in an environment without undue interference.

Outcome Indicators:

- Workers' organizations have successfully created, strengthened and delivered services that respond to the needs of existing and potential male and female members.
- Workers' organizations have successfully enhanced their capacity to provide leadership on policy issues and influence policy development.

Outcome 3.3: Government, in close consultation with employers' and workers' organisations, has ratified the remaining fundamental Conventions and selected others, and is promoting, advocating and facilitating

application of the Fundamental Principles and Rights at Work and ratified Conventions

This outcome is linked to SDG 8 (8.5, 8.8); SDG 16 (16.3); ANPDF NPP4, 10 and 11 (Justice Sector reform program; Human capital development; women economic empowerment program); and ILO Policy Outcome 2: (Ratification and application of international labour standards)

The Government of Afghanistan, through its membership of the ILO, has made a clear commitment to enabling an environment where social justice can be achieved through jobs that provide decent work. The tripartite constituents recognise that sustainable development depends on restoring the rule of law and good governance. Legislative reform that enhances compliance with international labour standards is central to rebuilding investor confidence and is integral to expanding employment opportunities, ensuring decent work when investment comes, re-integrating displaced groups such as IDPs and returnees and responding to unacceptable forms of work.

The ratification of nineteen of the ILO's Conventions, including five of the eight fundamental Conventions, one of the four Governance Conventions, and thirteen technical Conventions is a clear indication of Afghanistan's intent to progress. It has now made a pledge to ratify the remaining three fundamental Conventions¹¹, and to facilitating the application of these, and the earlier ratified Conventions. The Government has recognised that a strong and functional tripartite mechanism that actively practices social dialogue, and promotes compliance with international labour standards provides many opportunities for achieving the country's aspirations and sustainable development goals.

Through this Outcome, the Government, with ILO technical assistance, will build the knowledge, understanding and technical capacities of its labour market institutions, led by MoLSAMD, to ensure that its policies and programmes take into account and apply the minimum workplace standards articulated in international labour standards for the achievement of its goals.

Afghanistan also has membership obligations that include periodical reporting on the ratification and application of international labour standards. MoLSAMD, with ILO technical assistance, will develop and/or enhance the capacities of its staff to effectively, and in a timely manner, fulfill its reporting obligations, in consultation and collaboration with its social partners. It will also facilitate and coordinate the building of capacities of the employers' and workers' organisations, and in particular ACCI and NUAWE, to effectively, and in a timely manner, contribute to fulfilling its reporting obligations.

Outcome Indicators:

- Constituents' views obtained on ratification on remaining fundamental conventions and addressing concerns if any.
- Progress made towards full ratification of fundamental and governance Conventions.
- Constituents provide timely response for the preparation of and reporting on international labour standards.





A group of women weave on a colourful carpet in a carpet weaving factory in Mazar-e Sharif, Afghanistan. (© ILO / Andrew Quilty)



► **MANAGEMENT,
IMPLEMENTATION PLANNING,
MONITORING, REPORTING AND
EVALUATION ARRANGEMENTS**



Participants undertake a SIYB (Start and Improve Your Business) training program at the Balkh Chamber of Commerce and Industry in Mazar-e Sharif, Afghanistan (© ILO / Andrew Quilty)

Implementation, performance monitoring and evaluation arrangements

Risks

This second Afghanistan DWCP covers a period of five years, and has been developed in close consultation with the ILO's tripartite constituents (MoLSAMD, ACCI and NUAWA), and taking into account the ILO's Strategic Policy Framework (2018-2021) and respective Programme and Budget cycles. The overall responsibility of the implementation and achievement of the envisaged results of the Decent Work Country Programme remains with the ILO's tripartite Constituents, with technical and other support by the ILO Office. A tripartite DWCP National Steering Committee (DWCP NSC) will be formed under the leadership of MoLSAMD, with ACCI, NUAWA and ILO Kabul, to oversee the DWCP implementation process. A DWCP Technical Working Group (DWCP TWG), comprising representatives from MoLSAMD, ACCI, NUAWA and ILO Kabul will provide operational guidance, and will oversee monitoring and reporting on implementation progress to the DWCP NSC. In line with the ILO's results based management (RBM) approach to delivering support to the constituents a Theory of Change and Results Matrix/Framework have been developed to guide its implementation. See Annexes 3 and 4.

Implementation, performance monitoring and evaluation arrangements

As indicated above the implementation of the DWCP is the responsibility of the ILO's tripartite constituents, with oversight and operational guidance by the DWCP SC and TWG respectively. Primary programming and technical support will be provided by ILO Kabul, and the ILO Decent Work Technical Support Team in New Delhi respectively, with additional assistance from the ILO Regional Office for Asia and Pacific, and other technical units in the region and at ILO headquarters in Geneva. ILO Kabul will facilitate partnerships and collaboration with other key development partners such as other UN system entities and

bilateral institutions within the of the One UN for Afghanistan (2018-2021) framework document, so that a wide range of needs can be addressed to bring enhanced results for Afghanistan's peace, resilience and sustainability.

ILO Office support will take different forms, including through externally funded and integrated development cooperation projects, technical advice and advisory missions, capacity building, etc. The ILO constituents and Office will jointly identify partnership opportunities and mobilise resources. The Government of Afghanistan and the social partners will facilitate their respective expert staff and premises and provide logistical support, as appropriate. They are committed to implementing the follow-up steps necessary to achieve the expected results.

The implementation of the DWCP will be reviewed on a regular basis by the DWCP NSC supported by the TWG. The selection of the DWCP NSC will be formalized after the signing of the DWCP MoU. The task of the DWCP NSC and TWG is to promote the DWCP goals and monitor and evaluate the implementation of the DWCP, ensure the active participation of all parties involved and the fulfilment of their commitments to achieve the jointly agreed outcomes. The NSC will meet twice a year to assess progress made. Adjustments will be made to adapt to changing circumstances, if necessary, with a view to guaranteeing the achievement of the expected results, including redefinition of some of the country programme activities. The Country Director will assess the programme achievements with the constituents in the country at the end of the programme. A Results Framework and Monitoring and Evaluation Plan are developed to support this assessment. The DWCP will undergo a final evaluation through the ILO's standard mechanisms.

Risks

This second generation Afghanistan DWCP 2018-2022 is formulated based on the achievements and lessons learned during the implementation of the DWCP 2010-2017. It has also been aligned to the priorities of the constituents.

Based on its national development agenda it is anticipated that the economy will grow, enabling the government of Afghanistan to allocate financial and other resources necessary for the smooth implementation of policies and programmes, and that pending policy initiatives will be adopted. Additionally, mobilization of internal and external resources, critical for the implementation of the DWCP, will also need to be achieved.

A number of outcomes identified under the DWCP would require building associations for implementation in the country. In this context, challenges in steady commitment to tripartite approaches and technical capacities at the state levels can pose a risk. These would need to be addressed by well-planned interventions through, among other things, development of an understanding of ILO values at the highest levels in the country. The DWCP can only be successful with the active cooperation of tripartite partners (the Government Afghanistan, employers' and workers' organization) and the ILO Office. In this context, the specific role of each partner will be clearly defined during the planning for implementation of all the Outcomes.

It is imperative that the tripartite partners are well informed of the implications and obligations arising from the adoption of ILO conventions and what the ILO expects from them.



A man working in the production line of a textile factory in Mazar-e Sharif, Afghanistan. (© ILO / Andrew Quilty)

► FUNDING PLAN

DWCP Afghanistan implementation will need to be supported by a combination of resources, including from national budgets, internal ILO Office budget and funding from development partners. The Afghanistan Reconstruction Trust Fund (ARTF) has been identified as a possible opportunity. Where there are funding gaps, the ILO will work with national constituents to identify, prioritize and follow-up on potential financing sources. In this context, the following key resourcing strategies during implementation of the 2018–22 DWCP will be applied:

- Strengthen ILO collaboration with other international development partners active in DWCP priority areas 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, and (iv) enhance programme impact.
- Further develop South-South cooperation modalities as a key source of resources, knowledge and skills.
- Strengthen linkages between the various components of the DWCP to improve internal programme synergies and efficiencies

► ADVOCACY AND COMMUNICATION PLAN

Evidence-based advocacy for decent work is an important part of the ILO role at the country level. Such advocacy is conducted in the context of dialogue and cooperation with national constituents and other partners. It is informed by relevant research, other country experiences and the findings of programme reviews and evaluations. Key messages in ILO advocacy and communications include:

- The role of International Labour Standards and SDG 8 in promoting inclusive and sustainable development in Afghanistan
- The importance of effective partnerships to address Afghanistan's decent work challenges, implement the SDGs and achieve country development priorities
- Success stories emerging from initiatives under the DWCP and their contribution to achieving the Afghanistan development agenda

Gender equity and equality will be a priority, and profiled, in all advocacy and communication plans and activities to address adverse social norms and promote peace and harmony in the world of work.

The ILO and the tripartite constituents will draw upon the above messages to develop targeted materials and approaches for resource mobilization purposes, including through the website maintained by the ILO Country Office for Afghanistan. To supplement these efforts, the ILO will participate in the Afghanistan UN Communications Group (under the auspices of the UNCT Communications Strategy), which will provide opportunities to increase the public profile of the DWCP.

► Annex 1 - SDG GOALS, TARGETS AND INDICATORS for which MoLSAMD is the lead institution.

	Goal	Target	Indicator	Proposed Afghanistan specific Indicator
1	Goal 1 – End poverty in all its forms everywhere	1.3 – Implement nationally appropriate social protection systems and measure for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 - Percentage of the population covered by social protection floors/ systems, disaggregated by sex, and distinguishing children, the unemployed, old-age persons, persons with disabilities, pregnant women/new-borns, work injury victims, the poor and the vulnerable	1.3.1 - Percentage of vulnerable people covered by social protection floors, by the following categories of vulnerability 1) Persons with disability 2) Families of Martyrs 3) Pensioners 4) Vulnerable families with children under 10
2	Goal 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	4.4.1 - Percentage of youth/adults with information and communications technology (ICT) skills by type of skill	4.4.1 - Percentage of persons with disability gaining non-formal vocational learning opportunities 4.4.2 - Number of persons gaining public semi-formal and formal vocation learning opportunities every year, by gender
3	Goal 5 - Achieve gender equality and empower all women and girls	5.4 - Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 - Percentage of time spent on unpaid domestic and care work, by sex, age group and location	5.4.1 Unpaid family workers as percentage of all employment, disaggregated by gender 5.4.2 - Representation of women in decision-making (percent)

	Goal	Target	Indicator	Proposed Afghanistan specific Indicator
4	Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5 - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 - Average hourly earnings of female and male employees, by occupation, age group and persons with disabilities 8.5.2 - Unemployment rate, by sex, age group and persons with disabilities	8.5.1 - Rate of female and male earning/wage gap 8.5.2 - Unemployment and underemployment rates, by sex
		8.6 - By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 - Percentage of youth (aged 15-24) not in education, employment or training	8.6.1 - Percentage of youth (15-24) illiteracy and unemployment
		8.7 - Take 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, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	8.7.1 - Percentage and number of children aged 5-17 engaged in child labour, by sex and age group	8.7.1 - Percentage of children aged 5-17 engaged in child labour, by sex and age group
		8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 - Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status 8.8.2* - Number of International Labour Organization (ILO) Conventions ratified, by type of convention	8.8.1 b - # of unskilled, semi-skilled and skilled individuals dispatched abroad using regular migration channels (BLAs)
		8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	8.b.1 Total government spending in social protection and employment programmes as a percentage of the national budgets and GDP	8.b.1 - Total government spending in social protection and employment programmes as a percentage of the national budget

	Goal	Target	Indicator	Proposed Afghanistan specific Indicator
5	Goal 10 – Reduce inequality within and among countries	10.2 - By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	10.2.1 - Proportion of people living below 50 per cent of median income, disaggregated by age group, sex and persons with disabilities	10.2.1 - Proportion of people living below 50 per cent of median income, disaggregated by age group, sex and persons with disabilities
		10.4 - Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 - Labour share of GDP, comprising wages and social protection transfers	10.4.1 - Labour force participation rate, by sex
6	Goal 16 - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.2 - End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.1 - Percentage of children aged 1-17 who experienced any physical punishment and/or psychological aggression by caregivers in the past month 16.2.1b Reduce child marriage, and end marriage below 15 years. AMICS 2012: Pre-18 years, 46.3%; Pre-15 years, 15.2%. Suggest 2% pa reduction.	16.2.1 Percentage of children aged 2-14 years who has experienced psychological or physical punishment by caregivers in previous month, and add the 15-17 year age cohort to future data collection. Baseline: AMICS 2012: 74.4%. Suggest 3% reduction per annum. Priority CP issues are Violence including sexual violence, child marriage and child labour. 16.2.1b - Reduce child marriage, and end marriage below 15 years. AMICS 2012: Pre-18 years, 46.3%; Pre-15 years

► Annex 2 - SDG INDICATORS for which the ILO is custodian (or involved)

[Tier Classification for Global SDG Indicators as of 20 April, 2017 based on changes made by the Inter-agency and Expert Group on SDG Indicators (IAEG-SDGs)]

#	Target	Indicator	Tier
1	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	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable	I
2	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women in managerial positions	I
3	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	8.2.1 8.2.1 Annual growth rate of real GDP per employed person	I
4	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	8.3.1 Proportion of informal employment in non-agriculture employment, by sex	II
5	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities 8.5.2 Unemployment rate, by sex, age and persons with disabilities	II, I
6	8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training	I
7	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status 8.8.2 Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	I
8	8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy	III

9	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 Labour share of GDP, comprising wages and social protection transfers	I
10	10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	10.7.1 (jointly with World Bank) Recruitment cost borne by employee as a proportion of yearly income earned in country of destination	III
11	14.c Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in the United Nations Convention on the Law of the Sea, which provides the legal framework for the conservation and sustainable use of oceans and their resources, as recalled in paragraph 158 of "The future we want"	14.c.1 (jointly with UN-DOALOS, FAO, UNEP, other UN-Oceans agencies) Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nations Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources	III

Below, please find the definitions of the three indicator tiers, based on an updated explanation as developed by the IAEG-SDG at the 5th Meeting in March 2017:

Tier 1: Indicator is conceptually clear, has an internationally established methodology and standards are available, and data are regularly produced by countries for at least 50 per cent of countries and of the population in every region where the indicator is relevant.

Tier 2: Indicator is conceptually clear, has an internationally established methodology and standards are available, but data are not regularly produced by countries.

Tier 3: No internationally established methodology or standards are yet available for the indicator, but methodology/standards are being (or will be) developed or tested.

As of 20 April 2017: The updated tier classification contains 82 Tier I indicators, 61 Tier II indicators and 84 Tier III indicators. In addition to these, there are 5 indicators that have multiple tiers (different components of the indicator are classified into different tiers).

► Annex 3 - Theory of Change

Expected Impact for DWCP 2018-2022	THINK SDG! ACT DWCP!		
Theory of Change for DWCP 2018-2022. (How will progress in the selected priority areas contribute to achieving impact)	If tripartite constituents have strengthened capacity to address the constrain growth and hinder the enforcement of relevant policies and plans, if improved service delivery platforms are well-functioning and if workers, particularly those from vulnerable and disadvantaged groups, are empowered, then an enabling environment will be created for Afghanistan to achieve its goal of "social justice, peace and resilience" which transitioning out of the least developed country category and achieve job-rich, improved business and economic growth to improve the living standards of all Afghan population.		
Priorities	Priority 1: Decent work for peace and resilience – in particular for young women and men, rural and urban groups, persons with disabilities, internally displaced, migrants and returnees	Priority 2: Labour market governance systems and mechanisms that empower and enable more and better jobs	Priority 3: Institutional capacities strengthened, social dialogue enhanced, and fundamental Conventions and other international labour standards applied
Theory of Change for DWCP 2018-2022 at Outcome level. (How will outcomes support progress in the selected priority areas)	If (1) the capacity of tripartite constituents is strengthened to respond to opportunities for improved social dialogue, establish mechanisms for capacity building and service delivery, and implementation of existing policies and plans, (2) platforms are developed and operationalized to increase collaboration and labour market information and statistics sharing between key stakeholders, (3) the capacity of tripartite constituents is strengthened to develop evidence-based plans and policies to support the creation of decent work, and to improve reporting on progress, and (4) specific interventions are delivered to increase job creation and decent work, (5), policies are developed that reduce child labour and workplace exploitation and discrimination, such as NESF, NQF, LIP and OSH standards, then an enabling environment will be created for sustainable inclusive growth in which the rights of workers are protected and international labour standards are enforced, institutional capacity developed, core conventions and policies are developed and implemented, demand driven service delivery will be ensured; because progress in these areas is currently hindered by (1) weak institutional capacity; (2) lack of core conventions, policies, strategies, and frameworks, (3) a lack of up to date and quality data on key labour issues, (4) insufficient coordination between relevant actors, and (5) insufficient capacity and resources by stakeholders to implement plans and enforce policies.		
Outcomes	Outcome 1.1: Entrepreneurship and enterprise development policies, strategies and programmes are increasing access to decent jobs and incomes for women and men, especially through micro-, small and medium sized businesses Theory of Change: If the capacity of tripartite constituents strengthened conduct the assessment of business environment and implement the potential improvements; and if the outlined results of the ILO's current projects achieved, then important constraints to growth will be eased while ensuring the rights of workers; because the implementation of potential improvements will result into development of new businesses and its implementation. Key Risks/Assumptions: Limited capacity at the central level, and/or the constituents does not implement ILO's advice will affect this outcome.	Outcome 2.1: Tripartite constituents are facilitating decent work for women and men through new and revised decent work enabling legislation and policy. Theory of Change: If the tripartite constituents develop the National Employment Policy and Strategy (NEPS), National Labour Law, and Labour Protection Policy, then an enabling environment will be created for decent work; it is needed eliminate the current barriers. Key Risks/Assumptions: The leadership reduce commitment in implementation of National Employment Policy and Strategy (NEPS) and National Labour Law as intended.	Outcome 3.1: Employers' organisations have demand driven and gender responsive members' services, and are influential partners in the tripartite constituents' decent work agenda. Theory of Change: If ACCI establish a service provision mechanism which provides regular support/services, and demand based capacity building trainings to member organizations; and if they develop the policies that enable investment, increase enterprises and create jobs for their members and support their members to implement these policies, then a service provision mechanism will be established. Key Risks/Assumptions: ACCI no more interested to play actively for establishing a service provision mechanism

Outcomes	Outcome 1.2: An increasing number of young men and women, including in the most vulnerable and disadvantaged groups, are actively seeking and acquiring skills that are in demand and can contribute to improve their livelihood Theory of Change: If the tripartite constituents in particular ACCI identify the Employable Skills through an Employer Conference; and if the outlined results of the ILO's current projects achieved, then the fresh graduates will get some of the specific thematic skills demanded by the labour market with the technical assistance of ILO. Key Risks/Assumptions: Tripartite constituents do not push the specific thematic skills training and/or the specific thematic skills training is not priority for the fresh graduates.	Outcome 2.2: The labour market statistics and information system is providing gender responsive, and evidence-based information and knowledge, and is promoting and planning for sustainable and decent work Theory of Change: If ILO, as a source of knowledge, develop and provide labour market research information and statistics; and develop stronger labour statistics and analytical capacities at tripartite constituents; then they will apply in their national development programs and planning in order to promote decent work; because the constituents need evidence based policies. Key Risks/Assumptions: ILO fail to provide the constituents with labour market research information and/or constituents do not intend to use them.	Outcome 3.2: Workers' organisations are representing all workers at all levels, have well-functioning administrations and are influential partners in the tripartite constituents' decent work agenda. Theory of Change: If NUAWE establish a service provision mechanism which provides regular support/services, and demand based capacity building trainings to member organizations; and if they develop the policies that enable investment, increase enterprises and create jobs for their members and support their members to implement these policies, then a service provision mechanism will be established. Key Risks/Assumptions: NUAWE no more interested to play actively for establishing a service provision mechanism
Outcomes		Outcome 2.3: Men and women workers have improved working conditions Theory of Change: If the the tripartite constituents with the technical assistance of ILO develop Labour Inspection Policy (LIP) and Occupational Safety and Health (OSH) standards, if they are ratified, and if the tripartite relevant department staff are trained then they will be able to implement these policies. In the meantime NUAWE will conduct the "Decent Work" awareness campaign the provinces. Key Risks/Assumptions: The leadership reduce commitment on development and in implementation of Labour Inspection Policy (LIP) and Occupational Safety and Health (OSH) standards as intended.	Outcome 3.3: Government, in close consultation with employers' and workers' organisations, has ratified the remaining fundamental Conventions and selected others, and is promoting, advocating and facilitating application of the Fundamental Principles and Rights at Work and ratified Conventions. Theory of Change: If the tripartite constituents develop: a) national "forced and child labour policy", b) "freedom of association and protection of the right to organize", and c) "right to organize and collective bargaining"; ratify these policies; and provide a comprehensive training to their relevant departments/employee and other stakeholders, then they will be able to promote, advocate and facilitate application of the Fundamental Principles and Rights at Work Key Risks/Assumptions: Limited intension exists at tripartite constituents for the development, ratification and implementation of the above mentioned policies.

Outcomes		Outcome 2.4: Existing and future workers, in particular the most vulnerable and especially children are protected from unacceptable forms of work. Theory of Change: If tripartite constituents with technical assistance of ILO develop gender equality and non-discrimination policies and provide a comprehensive training to their relevant employees on the fundamentals and application of priority conventions (1) elimination of forced and child labour, 2) non-discrimination in the work place, and 3) freedom of association and collective bargaining; and if the outlined results of the ILO's current projects achieved, then the constituents will be able to use and apply them in their workplace and/or where needed; because there is a vital need of capacity building for the constituents on the mentioned conventions. Key Risks/Assumptions: Limited capacity at the constituents' level, and/or constituents pay less attention for the capacity building on the mentioned conventions.	
Cross-cutting risks and assumptions	Afghanistan is currently facing a challenging political conflict, and a big challenge of coming provincial council's and presidential election, which poses challenges in terms of planning and project delivery during this DWCP 2018-22. It is not clear yet how government will deal with prevailing political conflicts and upcoming elections and how peace and development agenda will impact on DWCP activities. The need to identify opportunities to strengthen tripartite activities at the provincial and local levels, particularly within the context of the passing of the Labour Law and Social Security Act, cuts across all outcome and output areas of this DWCP 2018-22.		

► Annex 4 - DWCP Results Matrix/Results Framework

COUNTRY PRIORITY 1: Decent work for peace and resilience – in particular for young women and men, rural and urban groups, persons with disabilities, internally displaced, migrants and returnees					
Results statement		Indicators, Baselines, Targets & MoVs are Performance Measures that help define what will be monitored, reported and evaluated 1. Indicators of Achievement - these refine and define the scope of the expected (constituents') result - and they should be Specific, Measurable, Attainable, Relevant, Time-bound (SMART) 2. Baselines and Targets - it is generally recommended that for each indicator there should have one baseline and one target (with relevant milestones or interim targets along the way) 3. Means of Verification provide the evidence of the achievement of the results			
Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 1.1	Entrepreneurship and enterprise development policies, strategies and programmes are increasing access to decent jobs and incomes for women and men, especially through micro, small and medium sized businesses	Indicator 1.1.1: Business environment reforms plans that address inequalities and promote gender equality adopted that contribute to an enabling environment for sustainable enterprises.	No business environment assessment conducted	Consultations held and preparation made with tripartite constituents	Business environment assessment conducted and improvements recommended
		Indicator 1.1.2: Effective interventions that directly assist existing and potential male-led as well as female-led enterprises to become sustainable enterprises have been designed and implemented.	Zero	Consultations held and preparation made on SMEs	"SIYB and KAB packages developed and implemented SMEs packages developed"

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence**	Assumptions	Risks	Partners
Business environment improvements implemented 10%	Business environment improvements implemented 20%	Business environment improvements implemented 30%	Policy briefs; meeting/ training/review reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Constituents reduce commitment	ILO, MoLSAMD, ACCI, and NUAWE
100 people trained on SIYB and KAB packages 10 SMEs established 50 jobs created	100 people trained on SIYB and KAB packages 20 SMEs established 100 jobs created	100 people trained on SIYB and KAB packages 20 SMEs established 100 jobs created	training reports/ review reports; quarterly reports; partner reports	Enabling environment and budget available	Constituents reduce commitment	

** (Data sources, frequency and collection methods)

Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 1.2	An increasing number of young men and women, including in the most vulnerable and disadvantaged groups, are actively seeking and acquiring skills that are in demand	Indicator 1.2.1: No. of decent jobs increased for young women and men through the development and implementation of multi-pronged policies and programme.	Zero	Consultations held and preparation made on advanced employable skills	"8 trainings conducted on advanced skills 80 trainees trained 50 trainees employed"
		Indicator 1.2.2: Constituents have developed the skills development systems, strategies and programmes that address inequalities and promote gender equality to reduce skills mismatches and enhance access to the labour market.	Zero		Consultations held and preparation made on development of National Qualification Framework (NQF)

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
10 trainings conducted on advanced skills 100 trainees trained 60 trainees employed	10 trainings conducted on advanced skills 100 trainees trained 60 trainees employed	10 trainings conducted on advanced skills 100 trainees trained 60 trainees employed	training reports/ review reports; quarterly reports; partner reports	Enabling environment and budget available	Constituents reduce commitment	ILO, MoLSAMD, ACCI, and NUAWE
NQF developed	NQF implemented 10%	NQF implemented 20%	training reports/ review reports; quarterly reports; partner reports	Enabling environment and budget available	Constituents reduce commitment	

COUNTRY PRIORITY 2: Labour market governance systems and mechanisms that empower and enable more and better jobs					
Results statement		Indicators, Baselines, Targets & MoVs are Performance Measures that help define what will be monitored, reported and evaluated 1. Indicators of Achievement - these refine and define the scope of the expected (constituents') result - and they should be Specific, Measurable, Attainable, Relevant, Time-bound (SMART) 2. Baselines and Targets - it is generally recommended that for each indicator there should have one baseline and one target (with relevant milestones or interim targets along the way) 3. Means of Verification provide the evidence of the achievement of the results			
Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 2.1	Tripartite constituents are facilitating decent work for women and men through new and revised decent work enabling legislation, and policy	Indicator 2.1.1: A comprehensive national employment policy and strategy that address inequalities and promote gender equality operationalized and/or monitored.	No NESP is developed	Consultations held and preparation made with tripartite constituents	NESP Developed
		Indicator 2.1.2: Policies, programmes or other measures formulated or adopted with special attention to promoting gender equality, to improve labour relations, labour market institutions and working conditions.	"Outdated National Labour Law exist No Labour protection policy exist No labour related legislation CB programs implemented Supreme Council of Labour not ratified "	"Consultation held on National labour law revision Consultation held on Labour protection policy developed Labour related legislation capacity building programs developed Consultation held on Ratification of the regulation of Supreme Council of Labour.	"NLL revised and approved in line with ILO standards. Labour protection policy developed, approved 2 Labour related legislation CB programs implemented Regulation of Supreme Council of Labour ratified. "

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
NESP implemented 10%	NESP implemented 20%	NESP implemented 30%	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
National labour law operationalized Labour protection policy operationalized 5 Labour related legislation capacity building implemented Regulation of Supreme Council of Labour operationalized.	National labour law operationalized Labour protection policy operationalized 5 Labour related legislation capacity building implemented Regulation of Supreme Council of Labour operationalized.	National labour law operationalized Labour protection policy operationalized 5 Labour related legislation capacity building implemented Regulation of Supreme Council of Labour operationalized.	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	

Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 2.2	The labour market statistics and information system is providing gender responsive, and evidence-based information and knowledge, and is promoting and planning for sustainable and decent work	Indicator 2.2.1: ILO timely produced knowledge products (labour statistics, labour market information, non-discrimination and gender equality etc.) with high-quality standards.	Zero	Consultations held on development of policy-oriented research	policy-oriented research developed
		Indicator 2.2.2: Strengthened labour market statistics and information systems using international statistical standards and report on SDG Global Indicator Framework.	Zero	Consultations held on development of labour market information system	2 training conducted on statistic measures and analysis
		Indicator 2.2.3: Constituents and other stakeholders that ensure representation and voice of women advocate effectively and in a coordinated approach for the inclusion of decent work issues in national sustainable development plans and programmes.	Zero	at least 1 coordination meeting held for the inclusion of decent work issues in national sustainable development plans and programmes. Consultation held on Decent Work awareness campaign	at least 1 coordination meeting held for the inclusion of decent work issues in national sustainable development plans and programmes. Preparation made for Decent Work awareness campaign

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
5 ILO knowledge products produced based on policy oriented research	10 ILO knowledge products produced based on policy oriented research	10 ILO knowledge products produced based on policy oriented research	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
3 training conducted on statistic measures and analysis	4 training conducted on statistic measures and analysis	4 training conducted on statistic measures and analysis	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	
at least 1 coordination meeting held for the inclusion of decent work issues in national sustainable development plans and programmes. Decent Work awareness campaign implemented in 50% provinces	at least 1 coordination meeting held for the inclusion of decent work issues in national sustainable development plans and programmes. Decent Work awareness campaign implemented in 50% provinces	at least 1 coordination meeting held for the inclusion of decent work issues in national sustainable development plans and programmes. Decent Work awareness campaign implemented in 100% provinces	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	

Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 2.3	Men and women workers in Afghanistan are benefitting from improved labour administration, and have decent working conditions	Indicator 2.3.1: Policies, programmes or legal frameworks developed or strengthened institutions, systems or mechanisms to improve occupational safety and health for women and men.	Zero	Consultation held on OSH and LI policies development	"OSH policy developed Labour Inspection policy developed"
		Indicator 2.3.2: Laws, regulations, policies or strategies developed or revised or strengthened institutions' and systems' capacity to ensure workplace compliance with national labour laws.	Zero	Consultations held on establishment of Employment Service Centers (ESS)	1 Employment Service Centers (ESS) established

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
50 persons trained on OSH policy implementation	50 persons trained on OSH policy implementation	50 persons trained on OSH policy implementation	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
50 persons trained on Labour Inspection policy	50 persons trained on Labour Inspection policy	50 persons trained on Labour Inspection policy				
2 Employment Service Centers (ESS) established	2 Employment Service Centers (ESS) established	2 Employment Service Centers (ESS) established	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	

Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 2.4	Existing and future workers, in particular the most vulnerable and especially children, are protected from unacceptable forms of work	Indicator 2.4.1: Laws or policies developed or revised to protect women and men workers in high-risk sectors, especially in vulnerable situations, from unacceptable forms of work.	Zero	Consultation held on developing the training package on "forced and child labour"	50 persons trained on "forced and child labour"
		Indicator 2.4.2: Tripartite constituents have strengthened their institutional capacity to protect workers from unacceptable forms of work, especially those disadvantaged or in vulnerable situations.	Zero	Consultation held on developing the training package on "discrimination-free working place" Consultation held on developing the training package on "freedom of association and the right to collective bargaining"	50 persons trained on "discrimination-free working place" 50 persons trained on "freedom of association and the right to collective bargaining"

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
50 persons trained on "forced and child labour"	50 persons trained on "forced and child labour"	50 persons trained on "forced and child labour"	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
50 persons trained on "discrimination- free working place"	50 persons trained on "discrimination- free working place"	50 persons trained on "discrimination- free working place"	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	
50 persons trained on "freedom of association and the right to collective bargaining"	50 persons trained on "freedom of association and the right to collective bargaining"	50 persons trained on "freedom of association and the right to collective bargaining"				

COUNTRY PRIORITY 3: Institutional capacities strengthened, social dialogue enhanced, and fundamental Conventions and other international labour standards applied					
Results statement		Indicators, Baselines, Targets & MoVs are Performance Measures that help define what will be monitored, reported and evaluated 1. Indicators of Achievement - these refine and define the scope of the expected (constituents') result - and they should be Specific, Measurable, Attainable, Relevant, Time-bound (SMART) 2. Baselines and Targets - it is generally recommended that for each indicator there should have one baseline and one target (with relevant milestones or interim targets along the way) 3. Means of Verification provide the evidence of the achievement of the results			
Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 3.1	Employers' organisations have demand driven and gender responsive members' services, and are influential partners in the tripartite constituents' decent work agenda	Indicator 3.1.1: Employers' organizations have successfully created, strengthened and delivered services that respond to the needs of existing and potential female and male members.	To be determined with constituents	improved services are identified and prepared No. of policies identified that enable investment, increase enterprises and create jobs.	improved services delivered to member organizations (10% members) 1 of policies identified implemented that enable investment, increase enterprises and create jobs.
		Indicator 3.1.2: Employers' organizations have successfully enhanced their capacity to analyze the business environment by using the gender lens, provide leadership on policy issues and influence policy development.	To be determined with constituents	training package prepared for social dialogue	50 people of employers org'n trained on participation in social dialogue 10 people of employers org'n participated in social dialogue

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
improved services delivered to member organizations (20% members)	improved services delivered to member organizations (30% members)	improved services delivered to member organizations (40% members)	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
1 of policies identified implemented that enable investment, increase enterprises and create jobs.	1 of policies identified implemented that enable investment, increase enterprises and create jobs.	1 of policies identified implemented that enable investment, increase enterprises and create jobs.				
50 people of employers org'n trained on participation in social dialogue	50 people of employers org'n trained on participation in social dialogue	"50 people of employers org'n trained on participation in social dialogue	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	
10 people of employers org'n participated in social dialogue	10 people of employers org'n participated in social dialogue	10 people of employers org'n participated in social dialogue				

Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 3.2	Workers' organisations are representing all workers at all levels, have well-functioning administrations and are influential partners in the tripartite constituents' decent work agenda	Indicator 3.2.1: Workers' organizations have successfully created, strengthened and delivered services that respond to the needs of existing and potential male and female members.	To be determined with constituents	improved services are identified and prepared No. of policies identified that enable investment, increase enterprises and create jobs.	improved services delivered to member organizations (10% members) 1 of policies identified implemented that enable investment, increase enterprises and create jobs.
		Indicator 3.2.2: Workers' organizations have successfully enhanced their capacity to provide leadership on policy issues and influence policy development.	To be determined with constituents	training package prepared for social dialogue	50 people of workers org'n trained on participation in social dialogue 10 people of workers org'n participated in social dialogue

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
improved services delivered to member organizations (20% members)	improved services delivered to member organizations (30% members)	improved services delivered to member organizations (40% members)	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
1 of policies identified implemented that enable investment, increase enterprises and create jobs.	1 of policies identified implemented that enable investment, increase enterprises and create jobs."	1 of policies identified implemented that enable investment, increase enterprises and create jobs.				
50 people of workers org'n trained on participation in social dialogue	50 people of workers org'n trained on participation in social dialogue	50 people of workers org'n trained on participation in social dialogue	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	
10 people of workers org'n participated in social dialogue	10 people of workers org'n participated in social dialogue	10 people of workers org'n participated in social dialogue				

Outcomes		Indicators of achievement	Baseline (situation as of April 2018)	Milestones/ Interim Targets (as at 31 Dec 2018)	Milestones/ Interim Targets (as at 31 Dec 2019)
Outcome 3.3	Government, in close consultation with employers' and workers' organisations, has ratified the remaining fundamental Conventions and selected others, and is promoting, advocating and facilitating application of the Fundamental Principles and Rights at Work and ratified Conventions	Indicator 3.3.1: Obtained constituent views on ratification on remaining fundamental conventions and addressing concerns if any.	Zero	Consultations held on ratification of 3 remaining conversions	The 3 remaining conversions ratified
		Indicator 3.3.2: Progress made towards full ratification of fundamental and governance Conventions.	Zero		The policy and plan of action on "Forced and Child Labour" developed The policy and plan of action on "freedom of association and protection of the right to organize" developed The policy and plan of action on "right to organize and collective bargaining" developed
		Indicator 3.3.3: Constituents provide timely response for the preparation of and reporting on international labour standards.	Zero	The plan of action on Constituents provide timely response for the preparation of and reporting on international labour standards developed	Constituents provided timely response for the preparation of and reporting on international labour standards developed

Milestones/ Interim Targets (as at 31 Dec 2020)	Milestones/ Interim Targets (as at 31 Dec 2021)	Target (as at 31 Dec 2022)	Means of Verification/ Evidence	Assumptions	Risks	Partners
			annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	ILO, MoLSAMD, ACCI, and NUAWE
The policy and plan of action on “Forced and Child Labour” implemented 10%	The policy and plan of action on “Forced and Child Labour” implemented 10%	The policy and plan of action on “Forced and Child Labour” implemented 10%	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	
The policy and plan of action on “freedom of association and protection of the right to organize” implemented 10%	The policy and plan of action on “freedom of association and protection of the right to organize” implemented 10%	The policy and plan of action on “freedom of association and protection of the right to organize” implemented 10%				
The policy and plan of action on “right to organize and collective bargaining” implemented 10%	The policy and plan of action on “right to organize and collective bargaining” implemented 10%	The policy and plan of action on “right to organize and collective bargaining” implemented 10%				
Constituents provided timely response for the preparation of and reporting on international labour standards developed	Constituents provided timely response for the preparation of and reporting on international labour standards developed	Constituents provided timely response for the preparation of and reporting on international labour standards developed	annual reports; quarterly reports; partner reports	Strong commitment of the constituent exist and budget available	Budget not available	



A worker prepares a sweet syrup in a food processing factory in Mazar-e Sharif, Afghanistan. (© ILO / And



(rew Quilty)

