

Decent Work Country Programme For Lebanon



International
Labour
Organization



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I. Introduction

The international Labour Organization (ILO) was established in 1919 based on the conviction that universal and lasting peace can only be based on social justice and social dialogue, with a tripartite structure, bringing Governments, Workers and Employers together to promote social justice and the “humanisation” of the labour market. In 1946, the ILO became the first Specialized Agency of the UN. Since its inception the ideals of social justice and decent work has been at the heart of the ILOs mandate, with the international labour standards at the core of its work to ensure decent conditions for workers.

The Decent Work agenda, which today is the basis for the ILOs work, defines the concept of Decent Work as: “...involving opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”

As its main means of ensuring effective and efficient progress at national level in promoting the Decent Work agenda, the ILO launched the Decent Work Country Programmes (DWCP) in 2004. The DWCPs are designed in extensive consultations with the ILOs tripartite constituents, align – where possible - with international development agendas and are based on the priorities of constituents and the policies and strategies of each country. The prime objective of the DWCP is to identify and describe the support required from the ILO to achieve measurable progress at country level to achieve decent work for all women and men. (ILO, 2016).

With the adoption of the 2030 Agenda for Sustainable Development (2030 Agenda) in 2015 with the Decent Work Agenda at the heart of several of the Sustainable Development Goals (SDGs), a new phase of integration of DWCPs in the overall UN effort began, and DWCPs should be integrated into the new generation of United Nations Sustainable Development Frameworks (UNDAs). The DWCP is thus an integral component of national development.

For the ILO and its constituents it is also a medium-term programming framework, helping the ILO and the tripartite partners in setting priorities and guiding its work with constituents at country level.

The proposed DWCP for Lebanon will build upon (i) the main achievements of ILO work with its partners over the last years and (ii) the current momentum placing employment and workers’ rights high on the national agenda. As such, it will ensure a more holistic, coherent and integrated ILO response to the decent work challenges faced by Lebanon. It will be aligned to national development frameworks and the United Nations Strategic Framework (UNSF) 2017-2020. The subsequent document thus presents an overview of the current economic and socio-economic context and outlines the DWCP’s priorities, outcomes, indicators and strategies as developed in close consultation between the ILO, the Lebanese Government and social partners.

The first draft of the document was discussed with the Ministry of Labour and shared with constituents in March, 2016. This was followed by bilateral meetings with ALI and CGTL with the Employers’ and the workers’ specialists. After receiving comments, the draft was revised and was shared with constituents prior to the tripartite workshop held on the 13th of May. After nomination of the tripartite committee, several bipartite and tripartite meetings were held in August, September and November and a tripartite workshop on results based management. Accordingly, the results framework document was finalized with the tripartite constituents and have been revised from five to three priorities. The DWCP will thus be implemented in close partnership between the ILO and its constituents in Lebanon and focus on the following three priorities:

PRIORITY 1: Improved labour governance in accordance with International Labour Standards and with a particular focus on Fundamental Principles and Rights at Work

PRIORITY 2: Policy development initiated for enhanced productive employment, with focus on Lebanese youth employment

PRIORITY 3: Social security provision is improved and a minimum level of social protection extended with a focus on the vulnerable groups of society within an inclusive and integrated socioeconomic system and genuine partnership in social responsibility among the tripartite constituents

The following cross-cutting issues are mainstreamed under each of the three priority areas:

- a) International labour standards;
- b) Gender equality and non-discrimination;
- c) Social dialogue;

II. Country Context

The Lebanese population is estimated at 4,150,000 (Lebanese nationals) in 2015¹, growing at an annual rate of 3 per cent.² Added to this, an official number of over 1 million³ Syrian refugees, 430,000 Palestinian refugees and more than 250,000 migrant workers are assumed living in the country, including a large number of migrant domestic workers.⁴ The very large influx of refugees from Syria has placed unprecedented strain on the economy, public services and infrastructure, as well as on demographic factors and social relations.

Six years into the Syrian conflict, Lebanon has so far been resistant to the demographic and economic shocks that have impacted it and complicated and worsened existing domestic challenges. However, the situation is fragile and a number of factors pose significant threats to peace and stability.

Despite the election of a president and the formation of a new government in December 2016, the political scene remains unstable with little improvement after the 2017 election. The service-oriented economy is performing weakly with large fiscal and current-account deficits.

a. Socio-economic context

A number of socio-economic factors are becoming a major concern. The Lebanese economy struggled and incurred losses related to the Syria crisis and to the increased expenditure due to the large influx of refugees. Poverty has been increasing with around 32 percent of the population estimated, by IMF in 2015, to be living in poverty. Unemployment rates have also been rising; in particular youth unemployment is dire. Public services are overstretched with demand exceeding the capacity of institutions and infrastructure to meet needs. Tensions prevail at local level, mostly over competition for jobs and access to resources/services.

The wake of the Arab uprisings in 2011 has put Lebanon under massive of political, economic and social unrest. Protracted political turmoil combined with exogenous shocks have strained the Lebanese economy and inhibited opportunities for growth. According to a report by Oxfam (2015), Lebanon is one of the most densely populated countries in the world and hosts the highest number of refugees per capita, with over 1 million officially registered Syrian refugees (UNHCR, 2016). In 2015,

¹ Labour market indicators in Lebanon: In light of the Syrian refugee crisis. 2015, ILO Lebanon – working paper for the UNCT.

² <http://data.un.org/CountryProfile.aspx?crName=LEBANON> 15. September 2015

³ Number of Syrian refugees registered with UNHCR as at 31 December 2016: 1,011,366. The real number is assumed to be much higher and often estimated to close to 2 million.

⁴ The Ministry of Labour states that there are 240,000 domestic workers in Lebanon so with both regular and irregular workers there are likely to be at least 300,000

the cost of the crisis on the Lebanese economy was estimated at US\$7.5 billion, out of which 15% account for increased expenditure due to higher demand on services.

As for economic performance, Gross Domestic Product (GDP) annual growth has been witnessing a persistent downward trend throughout the past 5 years. The country's growth driving sectors; tourism, real estate and services, have been gravely struck by the repercussions of the crisis and rebound under the current circumstances is thought to be an intricate and rather slow process. Additionally, Lebanon continues to suffer from very high levels of public debt, which was equivalent to 139% of GDP in 2015; the fourth highest in the world after Japan, Zimbabwe and Greece.

b. Labour Market Challenges in Lebanon

The composition of the Lebanese population is thought to reflect that of a more developed country, with around 67.8% of people in working age (15-64) and a dependency ratio of around 48%, which is relatively lower than that of neighbouring Arab states. According to the World Bank⁵, labour force participation in Lebanon reached 51.9% in 2015; with female labour force participation settling at 23.7%, one of the lowest rates in the world. Generally, the imbalance in the economic structure produces a surplus of qualified labour force that its economy is incapable of absorbing, especially when it comes to young entrants to the labour market. This has led to a high rate of emigration and even higher rates of unemployment. According to the Lebanese Crisis Response Plan 2015-2016, unemployment rose to 20% in 2014, with one-third of the youth unemployed. In 2015, the size of the labour force was 50% larger than it was before the outbreak of the crisis in 2011. These realities have tremendously influenced the overall standards of living in the country.

Despite labour data in Lebanon being rather scant and rarely validated, an assessment of existing official sources clearly indicates that the most vulnerable groups in the labour market are (i) women and (ii) youth. Firstly, the labour market in Lebanon is dominated by males, who make up around 67.8% of the economically active population⁶. To the contrary, women have low levels of economic participation and higher levels of unemployment, a reality that can be attributed to both economic and cultural factors. This is in spite of the fact that economically active women are more educated than their male counterparts, with 43% of employed females holding university degrees⁷.

The Lebanese economy is highly dependent on the real-estate and financial sectors, which do not generate sufficient employment opportunities, especially for skilled workers. According to the UNDP (2013), there are around 32,000 new entrants to the market each year for less than 5,000 new jobs created. This suggests that the size of the workforce is growing at a rate that is much higher than what the economy is able to absorb, which will inevitably lead to grave structural challenges in the labour market.

It is not only the low number of new jobs created but also the type of skills required by the labour market that add to the challenge. According to a report by the European Training Foundation (ETF, 2015), the educational system in the country does not equip graduates with the skills needed to easily transition into the labour market. Also, figures by the World Bank show that 41% of wage earners work in fields that are irrelevant to their educational background, while 55% of firms operating in Lebanon have stated that the skills and types of degrees attained by workers are a major challenge to the business environment in the country. The influx of refugees has increased unemployment rates and affected the labour market. Refugees are also thought to have affected the labour market:

⁵ World Development Indicators | Data". Data.worldbank.org. N.p., 2016. Web. 15 Nov. 2016

⁶ Labour Market and Employment Policy in Lebanon, ETF, 2015

⁷ (ETF, 2015).

Most refugees are joining the supply of low skilled workers. Almost half of the Syrian refugee workers are reported to be involved in agriculture or domestic services, followed by 12 per cent working in construction. Therefore, competition between Lebanese and Syrian workers for low-quality, low-skilled jobs has increased and reportedly led to higher unemployment and depressed wage incomes in this segment of the labour market. Unemployment rates among women are twice as high as among men. As noted above, women account for only 24% of the workforce and continue to be excluded from economic, social and political systems as a result of various cultural, traditional and political norms.

Another persistent challenge in the Lebanese labour market is the growing size of the informal economy, which “refers to all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements; and does not cover illicit activities⁸,”. With very little labour market data available, estimating the size of the informal economy is a challenge. The World Bank (2011)⁹, however, estimates that the informal sector constitutes around 36.4% of the country’s GDP. This figure is thought to have grown substantially in recent years due to the large inflow of refugees. According to the CAS¹⁰ Multiple Indicators Cluster Survey 2009, 50% of workers in the informal sector are paid monthly, while around 31% are self-employed, are characterized as low-skilled labour and typically engage in low-productivity activities (ETF, 2015). All in all, the large number of workers in the shadow economy are not protected by labour regulations and do not have access to social security, which challenges the tools of social protection in the country, failing to cover a considerable proportion of workers.

Furthermore, the social protection system in Lebanon is described as having low coverage rates and lack of coordination. Around 80% of the population above the age of 65 have no retirement benefits nor healthcare coverage, whilst the National Social Security Fund (NSSF) covers only 30% of the labour force. Also, an employment fund to protect those who lose their jobs or are unable to find jobs is yet to be created. In general, insufficient social protection, the dispute around social contributions and lacking supportive regulations continue to influence a large segment of the population (ETF, 2015). Thus, many rely on unsustainable means including informal employment and family support, and will continue to be trapped in the cycle of poverty (ILO, 2015)¹¹.

The challenges of poverty, unemployment and weak social protection, combined with a large refugee population have contributed to the rise of another epidemic- child labour. According to the National Action Plan to Eliminate the Worst Forms of Child Labour in Lebanon, working children in Lebanon are often employed in the industrial sector and subjected to hazardous and unsafe working conditions. The vast majority of these places are not officially registered, unregulated and not covered by formal inspections. Although Lebanon has ratified the two ILO child labour conventions, Convention No. 138 on minimum age and Convention No. 182 on the Worst Forms of Child Labour as well as the Convention on the Rights of the Child (CRC), child labour has increased in recent years, particularly amongst Syrian children. A study by the ILO (2015) indicates that 73% of Syrian refugees under the age of 18 in Lebanon do not have access to education, putting them at very high risk of child labour. Another study (ILO, UNICEF & SCI. 2015)¹², shows that out of 1,510 working children in different Lebanese districts, over 70% were Syrian refugees and around half of them engaged in street vending activities.

⁸ Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), para. 2

⁹ ETF country information fiche: Lebanon 2015

¹⁰ Central Administration of Statistics

¹¹ ILO, Towards Decent Work In Lebanon: Issues And Challenges In Light Of The Syrian Refugee Crisis. Beirut: The International Labour Organisation Office for the Arab States, 2015.

¹² Children living and working on the streets in Lebanon: Profile and Magnitude, ILO, UNICEF and CRI, 2015

In addition, the ILO Committee of Experts on the Application of Conventions and Recommendations, in its comments and observations, has repeatedly highlighted a number of other deficits in the labour legislation and/or national practice related to the realization of the standards enshrined in international labour conventions ratified by Lebanon, including those relating to fundamental principles and rights at work. The progressive harmonization of the national law and practice with these standards would thus stand to benefit from a strengthened engagement of the tripartite constituents with the ILO supervisory system.

In light of the above, the ILO RO and DWT for Arab States in close collaboration with constituents designed the DWCP for the period 2017-2020 to address the most pressing labour challenges in the various realms. The description below presents the priorities, outcomes, outputs, and activities under the Lebanon DWCP, as agreed with the tripartite constituents.

c. Tripartism and social Dialogue

Tripartism and social dialogue in Lebanon are marked by political, structural, institutional and legislative challenges that have not been conducive to national consensus-building or dialogue on key economic and social issues. There are a number of tripartite institutions, such as the National Social Security Fund and the National Employment Office. The effectiveness of tripartite institutions has been dampened by the lack of autonomy and capacity of social partners to actively engage, inform and advocate for socioeconomic change.

Lebanon had ratified Convention 98 on the “Right to Organize and Collective Bargaining”. Collective bargaining and social dialogue need to be promoted and reinforced to be able to play a role in resolving labour conflicts. Though social dialogue institutions exist in Lebanon on the national level through the existence of different tripartite entities, these entities still fail to fulfil their role leading to persisting imbalance and tensions fact in labour relations both in private and public sectors. Thus, strengthening the capacity of employers’ and workers’ organizations in fostering constructive social dialogue will lead to better functioning of the social dialogue system that can have significant role in responding to the current changes occurring in the work environment and the deterioration in working and living conditions and social protection for the majority of the labour force.

The DWCP is well aligned with both the UN and National development frameworks as indicated in the following table:

DWCP (2017-2020)	Alignment with National Development Frameworks	Alignment with the UNSF (2017-2020)
<p>PRIORITY 1: Improved labour governance in accordance with International Labour Standards and with a particular focus on Fundamental Principles and Rights at Work</p>	<p>Lebanon SME Strategy: A roadmap to 2020, Ministry of Economy and Trade, December 2014 Objective5. Developing a Conducive Business Environment & National Infrastructure National Action Plan to Eliminate the Worst Forms of Child Labour in Lebanon by 2016 Objective 1: Legislation and Law Enforcement National Social Development Strategy of Lebanon, 2011, Ministry of Social Affairs General Objective 4: Improve Opportunities for Equitable and Safe Employment</p>	<p>Core Priority 2: Lebanon enjoys domestic stability and practices effective governance Outcome 2.2: State has institutionalized mechanisms for enhanced protection of human rights, rule of law and access to justice for all people in Lebanon.</p>

<p>PRIORITY 2: Policy development initiated for enhanced productive Employment opportunities with focus on Lebanese youth employment</p>	<p>Lebanon SME Strategy: A roadmap to 2020, Ministry of Economy and Trade, December 2014 Objective 3. Improving Access to Markets Objective 4. Enhancing Capabilities & Innovation Capacity Ministry of Agriculture Strategy 2015 – 2019 Course of Action II: Increase productivity and competitiveness of the Lebanese agricultural products</p>	<p>Core Priority 3: Lebanon reduces poverty and promotes sustainable development while addressing immediate needs in a human rights/gender-sensitive manner. Outcome 3.1. Productive sectors strengthened to promote inclusive growth and local development especially in most disadvantaged areas.</p>
<p>PRIORITY 3: Social security provision is improved and a minimum level of social protection extended with a focus on the vulnerable groups of society within an inclusive and integrated socioeconomic system and genuine partnership in social responsibility among the tripartite constituents</p>	<p>Lebanon SME Strategy: A roadmap to 2020, Ministry of Economy and Trade, December 2014 Objective 3. Improving Access to Markets Objective 4. Enhancing Capabilities & Innovation Capacity Ministry of Agriculture Strategy 2015 – 2019 Course of Action II: Increase productivity and competitiveness of the Lebanese agricultural products</p>	<p>Core Priority 3: Lebanon reduces poverty and promotes sustainable development while addressing immediate needs in a human rights/gender-sensitive manner. Outcome 3.2. Improved equitable access to and delivery of quality social services, social protection and direct assistance.</p>

III. Country Programme (CP) Priorities

The DWCP in Lebanon will be implemented with and through the tripartite constituents and social partners with focus on three priorities:

PRIORITY 1: Improved labour governance in accordance with International Labour Standards and with a particular focus on Fundamental Principles and Rights at Work

Outcome 1: Improved regulatory frameworks and mechanisms, labour inspection and labour administration systems

Outcome 2: An enabling environment for the elimination of child labour in cooperation with social partners

Outcome 3: Increased institutional capacity and mechanisms for social dialogue, collective bargaining and policy making

PRIORITY 2: Policy development initiated for enhanced productive employment opportunities, with focus on Lebanese youth employment

Outcome 1: Improved data and analysis of the labour market to enable better and more informed employment policy making

Outcome 2: Enhanced skills programmes to facilitate the transition to work of young women and men

Outcome 3: Improved performance of the NEO in service delivery through a comprehensive reform.

Priority 3: Social security provision is improved and a minimum level of social protection extended with a focus on the vulnerable groups of society within an inclusive and integrated socioeconomic system and genuine partnership in social responsibility among the tripartite constituents

Outcome 1: Strengthened social security benefits

Outcome 2: Social protection policy adopted to extend social security coverage to all groups of the society

The following three cross-cutting policy drivers are mainstreamed under the three priority areas mentioned above:

- a) International labour standards;
- b) Gender equality and non-discrimination;
- c) Social dialogue;

Each of these priority areas includes a number of activities at the macro, sectoral and micro levels, spanning research, advocacy and technical cooperation projects.

PRIORITY 1: Improved labour governance in accordance with International Labour Standards and with a particular focus on Fundamental Principles and Rights at Work

Outcome 1: Improved regulatory frameworks and mechanisms, labour inspection and labour administration systems

Effective labour governance is vital for achieving socio-economic progress, even more so in a context of fragility. It contributes to making decent work a reality, through improving working conditions and enhancing employment and productivity. The strategy under this outcome is to promote and entrench a culture of prevention, compliance and decent employment practices for improved labour relations and working conditions, all of which will contribute to improved productivity and income. This outcome will focus on efforts to strengthen labour legislation in line with incentives for a productive labor market and its alignment with international labour standards, including in particular the conventions ratified by Lebanon. At the same time, the ILO will work on improving labour inspection and promoting occupational safety and health.

One of the main functions of labour inspectors is to prevent labour disputes and work-related accidents, mainly by providing employers and employees with technical information and advice on labour legislation, matters of hygiene and safety, aimed at the adoption of the most effective means of complying with the legal provisions. However, the political situation in Lebanon has contributed to a weakening of its institutions, including labour inspectorates, which are already under resourced and burdened with enormous numbers of complaints which consume most of the inspectors' time, keeping labour inspection confined in a reactive role and preventing it from engaging in a proactive and preventive role.

With a technical support from the ILO, a comprehensive assessment of labour inspection and OSH in Lebanon was conducted in 2010, highlighting its weaknesses and challenges, and provided recommendations for reforming relevant systems and promoting them in line with the relevant ILS. Since then, however, very little progress has been achieved in implementing those recommendations, for which the labour inspection services are still too weak and too far from being in compliance with the Labour Inspection Convention, C81, ratified by the Government of Lebanon in 1962.

The ILO will continue to support the MOL by launching activities aimed at comprehensive institutional capacity building in labour inspection, which will include, among others, capacity development programmes for the Government officials and social partners, developing new LI tools, improving relevant data and statistics and developing a national OSH policy and strategy to improve labour inspection mechanisms, including in sectors with high incidence of work related injuries as well as high numbers of vulnerable workers.

Lebanon has also a considerable backlog of reports pending in response to observations and direct requests made by the Committee on the Application of Conventions and Recommendations in relation to the ILO conventions which Lebanon has ratified. The ILO will need to address this issue with Lebanon through targeted capacity-building.

ILO is also engaging with Lebanese constituents to improve the protection of migrant workers from exploitation, and ensure their decent work. To achieve this, ILO efforts will primarily focus on strengthening institutional mechanisms and to advancing policy and legislation for better protection of migrant workers in line with relevant ILS.

ILO will support the Ministry of Labour and social partners through the following:

Output 1.1: MoL capacity to improve the quality, effectiveness and outreach of labour inspection strengthened

- Activity 1.1.1: Update labour inspection system assessment and provide recommendations for reforming the situation in line with the ILS
- Activity 1.1.2: Prepare an action plan based on the assessment's findings and recommendations
- Activity 1.1.3: Develop and activate the central administration for labour inspection authority at the MoL in line with the Labour Inspection Convention, 1947 (No. 81).
- Activity 1.1.4: Analyze the national labour legislation on labour inspection and OSH and provide necessary recommendations for reforming it in line with ILS and relevant international best practices
- Activity 1.1.5: Promote the use of modern technology in labour inspection through inspection automation
- Activity 1.1.6: Upgrade the capacity of labour inspectors to assess and monitor workplace compliance through capacity development programs on modern labour inspection procedures so as to cover compliance with the Fundamental Principles and Rights at Work.
- Activity 1.1.7: Develop new labour inspection tools, mainly the checklists and templates used in labour inspection and OSH.

Output 1.2: National OSH services modernized

- Activity 1.2.1: Prepare a national OSH profile
- Activity 1.2.2: Develop a national OSH strategy and policy in consultation with social partners in accordance with C187 (the Promotional Framework for Occupational Safety and Health, 2006(No. 187)
- Activity 1.2.3: Draft a special legislation to protect workers in the event of occupational diseases and update the national list of occupational diseases
- Activity 1.2.4: Organize specialized training programs on OSH for inspectors
- Activity 1.2.5: provide OSH inspectors with the necessary equipment and devices.
- Activity 1.2.6: Form a national tripartite committee on occupational health and safety

Output 1.3: MoL's capacity to implement the recommendations of labour administration needs assessment improved

- Activity 1.3.1: Prepare an action plan to apply the recommendations of the labour administration needs assessment report.

Output 1.4: Social partners' capacity to meet implementation requirements of labour inspection and OSH strengthened

- Activity 1.4.1: Develop and implement training sessions for workers' and employers' representatives on the requirements of labour inspections and OSH
- Activity 1.4.2: Establish a Tripartite Consultative Committee (TCC) on labour inspection and OSH
- Activity 1.4.3: Build NTCC's capacity on labour inspection and OSH

Output 1.5. MoL and the social partners participation in the process of national reporting and capacity to address the reporting backlog and prepare meaningful reports under the ILO conventions ratified by Lebanon improved

- Activity 1.5.1: Desk review of the status of national reporting and identify needs.
- Activity 1.5.2: Conduct a tripartite workshop on the ILS supervisory system and the process of national reporting.
- Activity 1.5.3: Carry out a tripartite meeting with the ILO's labour standards specialist, as appropriate, to ensure Lebanon's effective engagement with the ILO supervisory system and optimal leverage of the national reporting process

Output 1.6. MoL and the social partners' capacities improved to be in a better position to understand and be guided by the ILS framework in the national practice, and to consider and consult on the possible accession to additional ILO conventions

- Activity 1.6.1: Conduct a tripartite workshop on the ILS framework, including a focus on fundamental principles and rights at work
- Activity 1.6.2: Desk review of Lebanon's existing international commitments in labour-related areas and the alignment of the national legal framework and practice with the ILS framework.
- Activity 1.6.3: Consider and discuss possible accession to additional ILO conventions

Output 1.7. Labour Law and other labour-related legislation analyzed with a view to identifying gaps and needs for adaptation and revision, in light of the needs of the social partners and the national labour market and with a view to a better alignment with the ILS framework

- Activity 1.7.1: carry out a desk review and analysis of the national legal framework in light of ILS with attention to gender equality and non-discrimination.
- Activity 1.7.2: Discuss the needs of the social partners for adaptation and revision of the labour law and other labour-related legislation, and identification of key areas for law reform with tripartite constituents, including gender equality.
- Activity 1.7.3: Develop a national strategy for reform of the labour law and related legislation, and agreement on the establishment of tripartite mechanisms to implement the reform.

Output 1.8: regulatory framework, implementation mechanisms and capacity to protect migrant workers improved.

- Activity 1.8.1 Conduct an assessment of the current regulation, procedures and practices regarding migrant workers in Lebanon to identify gaps and propose recommendations
- Activity 1.8.2 Organize a tripartite workshop to explain the 2017 International Labour Conference Resolution and Conclusions concerning fair and effective labour migration governance, ILO's Fair Migration Agenda and relevant ILO conventions relating to migration,¹³ and agree on the strategic objectives, priorities, and methodology regarding the governance and regulation of labour migration.
- Activity 1.8.3 Develop and implement a migration governance action plan for migrant worker, in consultation with social partners
- Activity 1.8.4 Support MOL in the reform and development of the organization of migrant workers through technical advisory services and policy dialogue

¹³ Including the Migration for Employment Convention (Revised), 1949 (No. 97), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and Private Employment Agencies Convention, 1997 (No 181).

Output 1.9: Technical support to the Government, in compliance with International Labour Standards, to regulate recruitment of migrant workers and monitor private recruitment agencies provided.

- Activity 1.9.1 Develop an electronic application to support MOL in monitoring private placement agencies

Outcome 2: An enabling environment for the elimination of child labour in cooperation with social partners

Conflicts in the region and the latest Syrian conflict and the resulting humanitarian crisis has given rise to very large refugee movements with an unprecedented impact on Lebanon.. This immense crisis came at a time when Lebanon was already suffering a fragile socioeconomic and political situation, therefore highly constraining the public services system in key areas such as education, health and social benefits and services; both in terms of resources and capacity. The presence of very large numbers of refugees have resulted in a severe strain on infrastructure and public services.

Over half of the Syrian refugee population are children, most of whom are out of school and many of whom have entered the worst forms of child labour, including in conditions of bonded labour, mainly in agriculture in rural areas or street-based work in the urban centers. Although most children in the worst forms of child labour can be found in conditions deemed to be hazardous, issues of trafficking, commercial sexual exploitation of children and the involvement of children in illicit activities including use in armed conflict and drug dealing have emerged as a result of the crisis.

These situations when occurring in the communities in which both Lebanese and Syrian refugees live together and where both are neglected and under-served, fuelling tensions and hostilities between the communities.

To address this situation a clear, comprehensive and multi-sectoral approach is needed. Stand-alone interventions will fall short of providing sustainable support in the attendance to and rescue of these children and their families.

ILO supported the government of Lebanon in its development of the National Action Plan for the Elimination of the Worst Forms of Child labour -including Syrian refugee children- launched by the former-President of Lebanon towards the end of 2013. Since then, this has become the national reference for work on child labour especially its worst forms and all agencies working on the issue in Lebanon are encouraged to contribute to its implementation. Its priority target intervention areas include children's work in agriculture, in the streets and small establishments and it aims at considerably reducing the worst forms of child labour by the end of 2019.

ILO will support the Ministry of Labour and social partners in the establishment of the following:

Output 2.1: CAS-managed National Child Labour Survey results analyzed

- Activity 2.1.1: Revise the Pre-final draft report and incorporate comments
- Activity 2.1.2: Compare results of the report with other relevant data on child labour
- Activity 2.1.3: Disseminate final results

Output 2.2: National Action Plan revised and updated

- Activity 2.2.1: Organize national stakeholders meeting for revision of the NAP which aims to eliminate child labour
- Activity 2.2.2: Produce the revised draft version of NAP in English and Arabic
- Activity 2.2.3: Organize a national stakeholders meeting for validation and finalization of the final versions of the revised NAP

Output 2.3: Research on child labour in agriculture finalized and sectoral action plan drafted

- Activity 2.3.1: Conduct research on child labour in the agriculture sector.
- Activity 2.3.2: Produce report and recommendations based on the final results of the study
- Activity 2.3.3: Draft an action plan to protect children working in the agriculture sector with the aim of abolishing child labour.

Output 2.4 National plan for the elimination of child labour implemented in cooperation with the social partners

- Activity 2.4.1: build the capacities of the social partners to implement the national plan for the elimination of child labour
- Activity 2.4.2: build capacity to monitor child labour and their referral systems
- Activity 2.4.3: Implement various activities within the NAP for the elimination of child labour

Outcome 3: Increased institutional capacity and mechanisms for social dialogue, collective bargaining and policy making

The ILO interventions will support the efforts of workers' and employers' organizations in Lebanon to effectively engage in promoting and developing a decent work country program. The Office will technically and financially invest in improving the organizational and building the capacity of these organizations to effectively engage in social dialogue, collective bargaining and policy making process.

Output 3.1. Workers and employers organizations provided with the technical assistance needed to participate effectively in the consultation to amend the social security and labour laws

- Activity 3.1.1: Conduct a training to promote the ILO Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- Activity 3.1.2: Capacity building on collective bargaining with a view to establish specialized units within ALI and CGTL to provide support to the different unions and federations
- Activity 3.1.3: Develop leaflets, brochures, and education material on Social Dialogue and Collective Bargaining;

Output 3.2. Workers' and employers' organizations assisted to achieve greater application for fundamental principles and rights at work;

- Activity 3.2.1: Launch a nationwide awareness campaign on FPRW as the main tool to achieve decent work for all
- Activity 3.2.2: Organize capacity building training to secure respect of FPRW at worksites;
- Activity 3.2.3: Organize a national conference on the on Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87);

Output 3.3. Enforcement mechanisms of Convention No. 98 to enhance collective bargaining and avoid labour disputes

- Activity 3.3.1: Conduct an assessment of the current labour dispute mechanisms and develop suggestions to improve the mechanisms in place in line with the international labour standards;
- Activity 3.3.2: Conduct capacity building workshops relating to managing labour disputes;
- Activity 3.3.3: Organize a bipartite seminar between representatives of employers and workers to discuss and agree on joint recommendations for the improvement of labour dispute mechanisms

Output 3.4. Workers and employers organizations provided with the technical assistance needed to promote collective bargaining

- Activity 3.4.1: Conduct an assessment study on the current state of collective bargaining and collective agreements and suggest on the changes needed to be in line with the international labour standards;
- Activity 3.4.2: Build capacity of workers' and employers organizations on collective bargaining
- Activity 3.4.3: Support the creation of sectoral bipartite committees in selected economic sectors with a view to negotiate sectoral collective agreements and enhance collective bargaining at all levels.

PRIORITY 2: Policy development initiated for enhanced productive employment opportunities, with a focus on Lebanese youth employment

Lebanon maintains high rates of unemployment and is characterized by a large informal sector, a high influx of foreign workers (worsened by the recent influx of Syrian refugees) and a large number of skilled Lebanese people migrating and seeking employment abroad. The educated Lebanese youth are particularly affected by the dire economic and labour market conditions in a country where the market provides fewer job opportunities than needed, most of which are in low-productivity/ low-wage sectors.

While these challenges, including skills mismatch, are known to policymakers, researchers, academics and others, there are currently serious data gaps in Lebanon, for both the supply and demand sides. The country does not have a solid Labour Market Information System and labour market data are not periodically collected, making analysis of the past and the present as well as planning for the future very challenging.

In response, the ILO and the Central Administration for Statistics (CAS) have started a Labour Force and Households' Living Conditions Survey (LFHLCS) that will be the first to produce estimates and indicators at the national, governorate (mohafaza) and district levels. This will not only allow for better labour market analysis but will also inform policy-making and enable effective employment and labour market policy formulation as well as the monitoring and evaluation of implemented programmes and policies. Sound and comprehensive labour market informations also allow policymakers to identify gaps in education, vocational training, employment services and other human resources development programmes and to design strategies to address those gaps.

Furthermore, and given the particular skills challenges and mismatch faced by the Lebanese, and the youth in particular, skills development and anticipation are needed for better alignment between educational outputs and productive labour market needs. The National Employment Office (NEO) will be supported to provide better employment services in line with ILO recommendations, and strategies to support youth entrepreneurship development will be considered especially amidst the low levels of job creation and the increased competition in the current labour market.

The National Vocational Training Center (VTC) carries out accelerated training courses in specialties that meet the needs of industrialists and the labor market. The VTC Board also seeks to sign a cooperation agreement with UNICEF to support technical and vocational training in Lebanon and enhance its enrolment through the development of center, implementation of pilot training courses, expanding the scope of training on all Lebanese territory and add new specialties that are appropriate to the needs of the current market.

In light of the above, and given that the government of Lebanon as well as social partners are focusing on enhancing productive employment, particularly for the youth, the ILO will provide the needed support to achieve the following:

Outcome 1: Improved data and analysis of the labour market to enable better and more informed employment policy making:

Output 1.1. National Labour Force and Households' Living Conditions Survey (LFHLCS) implemented, to provide socio-economic indicators and statistical data on the labour force and living conditions.

- Activity 1.1.1: Technically guide survey sampling methodology and support completion of updating of sample frame.
- Activity 1.1.2: Conduct Labour Force and Households' Living Conditions Survey.
- Activity 1.1.3: Advise CAS on the generation of indicators and required tabulations from the LFHLCS.

Output 1.2. Assessment undertaken of administrative data collected by the National Employment Office (including data on vacancies and job seekers), and other providers of job matching services, and recommendations provided for establishing a well-functioning labour market information system.

- Activity 1.2.1: Undertake a technical review of available data to identify the scope of labour market information collected, data gaps and needs for establishing an integrated LMIS.
- Activity 1.2.1: Adopt a common classification of occupations.

Output 1.3. Analysis of survey and administrative data conducted and supporting sectoral studies undertaken to allow decision makers to design appropriate employment and labour market policies.

- Activity 1.3.1: Prepare analytical report on the Lebanese labour market and economy and provide policy recommendations, using the latest data available (incl. the LFHLCS, upon its completion).
- Activity 1.3.2: Support ALI and CGTL in conducting Sectoral Labour Market surveys and needs Assessments including design of surveys and generation of statistics and indicators and creation of databases

Outcome 2: Enhanced skills programmes to facilitate the transition to work of young women and men

Output 2.1. Capacity building on skills anticipation methodologies (including tracer studies) implemented for better prioritization of sectors and

- Activity 2.1.1: Execute one week training on skills anticipation methodologies for units in line ministries and National Vocational Training Center
- Activity 2.1.2: Conduct Focus Group Discussions with private sector (involving CCIA, ALI and relevant business associations and sectoral unions) to identify the trends of supply and demand in terms of skills needed by the private sector.
- Activity 2.1.3: Put in place tracer studies mechanisms¹⁴ including a survey questionnaire to evaluate systematically the employment impact of the programmes, and gather employers and graduates feedback on the relevance and quality of the training.

Output 2.2 Employment impact of the Dual education system assessed and its application promoted for a greater number of occupations

- Activity 2.2.1: Disseminate and discuss the recommendations of the joint GIZ ETF ILO tracer study through a participatory event
- Activity 2.2.2: Share with MoA, MEHE, relevant employers' and Workers' organizations an ILO review of international good practices related to apprenticeship and the findings of the recent tracer

¹⁴ Tracer study mechanisms have already been developed by the ILO for the Arab region. These will need to be adapted to suit Ministries's requirements.

study of the Dual System in order to reach a decision on the most relevant form of apprenticeship to be adopted by the MoA BT course.

Output 2.3. Skills development interventions designed and implemented complementing employment intensive investment programmes

- Activity 2.3.1: Training of civil servants at national and local level on how to apply an employment intensive approach to infrastructure
- Activity 2.3.2: Design and roll-out of a training package for companies (mainly engineers and supervisors) on employment intensive methods
- Activity 2.3.3: Revise national contracting frameworks (within the Contractors' Syndicate and Government) to include employment intensive methods and decent work
- Activity 2.3.4: Implement capacity building activities for municipalities and private sector to contract and manage employment intensive approaches in rehabilitation and maintenance

Output 2.4. Employment and income generation opportunities supported through the promotion of cooperative and self-employment culture among youth and support for enterprise development

- Activity 2.4.1: Reintroduce cooperative management and entrepreneurship education in the curricula of VTCs
- Activity 2.4.2: Build the capacity of VTC instructors for the delivery of cooperative management and entrepreneurship education and certify them once they complete requirements.
- Activity 2.4.3: Nationalize/disseminate entrepreneurship education in vocational education.
- Activity 2.4.4: Provide coaching for potential youth business start-up.

Output 2.6. Accelerated vocational training provided through the National Vocational Training Center (VTC) in order to facilitate the entry of young people into the labor market.

- Activity 2.6.1: Improve the performance of the National Center for Vocational Training and increase its absorptive capacity.
- Activity 2.6.2: Provide accelerated vocational training for young men and women of high quality in specific competencies directly related to the needs of the labor market.
- Activity 2.6.3: Provide the necessary support to secure employment opportunities for trainees in collaboration with employers

Outcome 3: Improved performance of the National Employment Office in service delivery through a comprehensive reform.

Output 3.1. An agreement for improving National Employment Office services reached in collaboration with ILO

- Activity 3.1.1: Revive the tripartite consultation on the previously proposed reform by the ILO
- Activity 3.1.2: Conduct a tripartite roundtable for discussing the proposed reform

Output 3.2. Technical advice for the implementation of reform provided, based on national level research

- Activity 3.2.1: Provide required technical support to implement the agreed reform

Priority 3: Social security provision is improved and a minimum level of social protection extended with a focus on the vulnerable groups of society within an inclusive and integrated socioeconomic system and genuine partnership in social responsibility among the tripartite constituents

Despite the crisis in Lebanon and the importance of strengthening the social protection system for people affected by the crisis, Lebanon did not develop a coherent national social protection policy

encompassing the various components of social insurance and social assistance, including non-contributory transfers. Instead, social protection remains fragmented relying on a variety of tools such as end-of-service benefits for those employed in the formal economy and covered by the National Social Security Fund (NSSF), and subsidies and hand-outs for those working in the informal sector. The recent events have exacerbated the financial difficulties of Lebanon providing social protection to its own people and to refugees, leading to increased numbers of poor households (the total number of people under the poverty line has risen by an estimated 66% since 2011, from 1.2 to 1.8 million), and poverty among refugees.

Social protection floors (SPF) are key instruments to help governments and local authorities align and bridge the gaps among the existing social protection and poverty reduction strategies at national and local level, as well as rearrange national and local priorities. Hereby, they build on already existing initiatives and programmes and promote dialogue between social partners and other key stakeholders. The progressive implementation of a national social protection floor will ultimately help stabilize already fragile countries, as Lebanon, that are experiencing extreme pressure.

Since 2011, the ILO has been assisting tripartite stakeholders in the reform of the end-of service indemnity (EOI) provided by the National Social Security Fund (NSSF) into a pension scheme, through an actuarial valuation, as well as policy and legal advice for the establishment of the new pension scheme. In 2015, the ILO was approached separately by both the Minister of Labour and the Prime Minister's office in order to restart discussions regarding the reform of the EOI and to re-prioritize this issue. Several training seminars were conducted to strengthen the capacities of the tripartite stakeholders on the ILO Social Security (Minimum Standards) Convention, 1952 (No. 102); the social security concept and ILO's two dimensional strategy, and on international standards. Furthermore, several tailor made workshops have been conducted for the Confederation of Lebanese Workers to strengthen their capacities in making informed policy decisions on the proposed pension law.

In addition, the ILO provided an in-depth assessment on the compatibility of the new proposed pension law in line with international labour standards and international good practices, and discussed with stakeholders the proposed changes in the law. Subsequently, the Minister of Labour has identified the reform of the end-of-service indemnity as a top priority on the Ministry's agenda.

The ILO supported National Dialogue efforts on social protection in Lebanon through a workshop enhancing in-depth knowledge of workers on the SPF in September 2015. Furthermore, several training seminars were carried out to strengthen the capacities of tripartite stakeholders on the concept of the social protection floor.

As for initiating the establishment of a universal health care scheme in Lebanon, the ILO hired international health care consultants to revise and update the existing ILO technical report on "The case of universal health care coverage in Lebanon" which was developed in September 2012. Accordingly, the ILO organized in September 2015 a high-level round table meeting with international and national health experts, academia, and international organizations, to discuss the feasibility of establishing a universal health care scheme and draft a roadmap for next steps and its implementation. The findings of the meeting were an eye opening for the ILO to change the course of its approach due to several factors such as: a) the complexity of health care in Lebanon; b) the involvement of several stakeholders, which were not envisaged before; and c) most importantly the strong political and economic interests involved in this topic.

Therefore, the ILO established a health care committee represented by international and national health care experts, relevant stakeholders and international organizations, to accompany the updating

of the study. In addition, it was clear that the ILO cannot just revise the health care study on its own, but this necessitates consultative meetings with several stakeholders to obtain their commitments and support before starting the process. It was foreseen that an in-depth assessment of the current health care situation and the role of all stakeholders in health care policymaking and provisions in Lebanon, is of utmost importance and needs to be carried out first. Therefore, the health care consultants had to develop an in-depth assessment, which was finalized by mid- March 2015, following a four days mission to Lebanon in February 2016. The aim of the mission was to meet with relevant stakeholders, national and international organizations and social partners, in order to finalize the in-depth assessment and better understand the stakeholders' role.

Building on the work to date, it is planned to support the constituents through achieving the following:

Outcome 1: Strengthened social security benefits

Output 1.1.: Strengthened capacities of the government and social partners to make informed policy decisions for a national social security policy reform

- Activity 1.1.1.: Conduct a number of capacity building workshops for tripartite stakeholders on social security principles, policies, systems and policies applied in Lebanon, and best practices.
- Activity 1.1.2: Develop and implement an action plan to ratify ILO Social Security (Minimum Standards) Convention, 1952 (No.102).

Output 1.2: Reform of the end-of service indemnity into an old-age, disability, and survivors' pension scheme in line with International Labour Standards

- Activity .1.2.1: Update ILO's actuarial valuation assessment of the reform of the end of service indemnity into an old age, disability and survivors' pension scheme.
- Activity 1.2.2: Provide recommendations for the reform of the social security system based on the actuarial valuation in line with International Labour Standards and discuss it with those concerned.
- Activity 1.2.3: Conduct a number of capacity building workshop for social partners on the new legal drafting of pension and social protection, including awareness-raising, financing of social security schemes and investment of social security funds, and administration techniques of social security systems.
- Activity .1.2.4: Formulate a new legal draft of pension and social protection law in line with ILS.

Output.1.3: Develop a strategy for the establishment of an unemployment fund

- Activity .1.3.1: Carry out an actuarial valuation for unemployment fund.
- Activity .1.3.2: Develop a policy design for the unemployment fund.
- Activity .1.3.3: Develop the legal framework of the unemployment fund based on the policy design parameters, actuarial valuation, and ILO's standards

Outcome 2: Social protection policy adopted to extend social security coverage to all groups of the society

- Output ..2.1: Introducing a Universal Health Coverage in Lebanon and a strategy for the implementation
- Activity .2.1.1: Update ILO's existing universal health care study.
- Activity .2.1.2: Conduct a tripartite seminar for the launch of the universal health care study.
- Activity 2.1.3: Develop a plan for universal health care in Lebanon.
- Activity .2.1.4: Develop the ToR's of the tripartite committee on universal health care coverage to

follow up on its implementation.

- Activity .2.1.5: Carry out an awareness raising campaign on the concept of Universal Health Care Coverage, its importance and impact.

Output 2.2: A national dialogue for the establishment of a national social protection floor

- Activity .2.2.1: Map all social protection schemes in Lebanon, including a protection gaps analysis in line with ILS.
- Activity 2.2.2: Conduct a fiscal space analysis with a view to financing a Social Protection Floor in Lebanon.
- Activity 2.2.3: Carry out an impact assessment of the current and proposed social protection schemes on poverty, gender and women empowerment and child labour
- Activity .2.2.4: Carry out a costing study for basic social protection benefits based on the ILO Rapid Assessment Protocol conducted.
- Activity 2.2.5: Initiate Assessment Based National (tripartite) Dialogue (ABND).

Output.2.3: Develop a Roadmap for the implementation of a national social protection floor in accordance with International Labour Standards in particular the conventions ratified by Lebanon

- Activity 2.3.1: Develop a roadmap for the implementation of a national social protection floor in accordance with international labour standards.
- Activity .2.3.2: Develop a national advisory board on the social protection floor and its ToR's.

Output 2.4: Capacities of tripartite stakeholders strengthened to make informed social protection policy decisions

- Activity 2.4.1: Carry out a number of capacity building seminars on the concept of the Social Protection Floor, ILO's Social Protection Floors Recommendation, 2012 (No.202), and sharing of social protection good practice examples of relevant countries.
- Activity .2.4.2: Develop awareness raising campaigns for (tripartite) stakeholders about the social protection floor and Recommendation No. 202.

IV. Implementation planning, management and evaluation:

a. Implementation, performance monitoring and evaluation arrangements

The DWCP is a time-bound results-based partnership framework between the ILO and its constituents to advance on the decent work agenda. Three tools will be used for monitoring and evaluation of the DWCP

- i. Implementation plan;
- ii. Results framework;
- iii. M&E plan;

A tripartite DWCP committee has been established composed of representatives from ILO and each of the tripartite constituents that will monitor and guide the DWCP implementation. The tripartite committee was involved in the development of the programme and has the following agreed roles and responsibilities:

1. Develop the DWCP results framework for the agreed outcomes under each country priority;
2. Develop the monitoring and implementation plans, including annual plans and reporting templates;

3. Conduct the final tripartite consultations to endorse the National DWCP;
4. Monitor the DWCP's implementation and progress towards results, strategic alignment and stakeholders' engagement;
5. Coordinate among all partners to ensure an effective and efficient implementation of the approved DWCP;
6. Provide strategic guidance for the implementation of the programme in tandem with the needs and national developments;
7. Coordinate with other ministries, development and international partners to promote and implement the DWCP ensuring its sustainability;
8. Collaborate in resource mobilization for the programmes and the activities to be implemented within the context of the DWCP where funding is needed;
9. Prepare minutes of meetings and report on the committee work and status of programme delivery
10. Engage in an evaluation and programme review.

The committee will hold regular meetings to monitor the progress towards achievement of the DWCP results, with ILO support. Ad-hoc meetings may be called outside of the regular schedule as and when needed.

The Committee will nominate a secretariat to assist in reporting on the meetings and monitoring the implementation of the committee's decision, in rotation between tripartite constituents among their representatives in the Committee. It may request the support of special technical advisory bodies (committees) or experts for specific type of activities to be implemented.

The Regional Office for the Arab States (ROAS) will manage the Programme, with the support of its Decent Work Technical Support Team (DWT), relevant technical departments from HQ and the International Training Centre in Turin. The Regional Programme Unit (ROAS/RPU) will provide regular backstopping and M&E support to the DWCP. It will support the resource mobilization to fund the programme, and the Regional Communication and Public Information Unit will ensure sufficient levels of visibility of the DWCP during the implementation.

The programme will be subject to periodic reviews and evaluations as a participatory tool used to review the design of a DWCP, examine performance against expected outcomes, ascertain what has been achieved, whether outputs have led to the expected outcomes, and whether the strategies and partnerships have been effective and efficient based on the comparative advantages of the different partners.

The DWCP might also undergo an independent evaluation managed by EVAL and with the involvement of the Regional Office and constituents.

b. Role of ILO Constituents

Lebanese ILO constituents, represented by the Ministry of Labour, the General Federation of Lebanese Workers (CGTL) and the Association of Lebanese Industrialists (ALI), are active partners in the development, implementation and evaluation of the DWCP.

One of the main lessons learned from DWCP reviews and evaluations, is the need for the active engagement of ILO constituents at all levels from the development of the DWCP, to its implementation and evaluation to ensure national ownership and sustainability of results. National ownership and increased accountability will be further developed through outreach and advocacy efforts among tripartite constituents and other key actors. The constituents are therefore key partners in achieving results and have been engaged in the development of the DWCP since the early stages of the process.

The Ministry of Labour and social partners shall make available their respective expert staff to coordinate the work to be carried out through ILO projects and programmes. They will also provide the required logistical support as needed and available. The tripartite partners, through the tripartite committee, are committed to engage in the necessary follow-up activities to achieve the expected DWCP results, report on the progress achieved and propose strategies to overcome challenges and bottlenecks.

c. Assumptions and Risks

The achievement of the DWCP results are contingent to the continued engagement of the tripartite constituents and strong collaboration between them and the ILO. This necessitates the sustainability of political will as well as representation and collaboration of ILO constituents.

The success of the ILO's policy work in advancing on decent work in Lebanon is dependent on the continued tripartite support on these priority issues.

Moreover, it is assumed that ILO, in collaboration with the tripartite constituents, will be able to mobilize sufficient resources for the achievement of the DWCP outcomes. Resource mobilization being a shared responsibility, the tripartite constituents will support the ILO in this task.

d. Synergies and coordination

ILO will adopt an integrated approach to programming ensuring close coordination and synergies between different partners. ILO will seek to consolidate previous work done in the country and build on the achievements of various DC projects for the promotion of decent working conditions, non-discrimination and fundamental rights at work.

As an example, major DC interventions, such as on child labour, labour migration and employment intensive investment will serve as catalysts for coordinated work to strengthen the capacity of labour inspection, while a number of ongoing DC projects have promotion and creation of employment as well as improved working conditions as core objectives.

The DWCP will adopt an integrated outreach and advocacy strategy to advocate for the goals of decent work, tripartism and social dialogue through coordination and information sharing with tripartite constituents.

The main priority areas of the DWCP align with the Lebanon UNSF and form an integrated part of it. Synergies with the broader UN system are established through the Joint Work plan developed as part of the UNSF.

V. Funding Plan:

The financing of the DWCP strategy is a joint concern of the ILO and the Lebanese constituents. Although social and economic development challenges remains an important issue but, the ILO and the constituents have jointly agreed to regularly identify emerging opportunities for new partnerships and resources mobilization with a view to strengthening the technical capacity within the ILO office. In the current biennium, the ILO had around 24 million US\$ of technical cooperation budget for implementing projects in Lebanon. But for the ILO to have sufficient capacity to provide technical services to Lebanon, significant additional funding is required. The exact funding gap will be identified as part of the implementation planning exercise and updated through periodic reviews and annual workplan.

Resources will be mobilized through the annual joint planning, implementation and monitoring of the DWCP and advocacy of decent work within Lebanon for donors and UN agencies. ILO's development cooperation will be more strategic through aligning work plans with other agencies via the UNSF and the LCRP. The ILO regular budget for development cooperation in Lebanon will serve as seed funds for strategic activities with the tripartite constituents. The ILO will use national statistics which are regularly published by the government and annual work reports to monitor the progress of this DWCP.

VI. Advocacy and communication plan

A decent work advocacy strategy will be developed aiming at a greater recognition of the relevance of decent work to Lebanon's economic and development agenda, for stronger partnerships and joint efforts among ministries, organizations and sectors. The advocacy and communication plans will commence with making this DWCP document, ILO's key publications and key results of ILO work in Lebanon available to the public both in Arabic and English. This will give members of the Lebanese constituents and the public-at-large access to decent work-related materials. In addition, good practices from other ILO projects and knowledge sharing platforms for learning about practical approaches to realize decent work will be made available for constituents. ILO Beirut will regularly publish DWCP activities and results on its websites and in joint communications with the constituents and the UN Country Team for Lebanon.



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