

Outcome 02 - Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth

RESULTS BY INDICATOR

Indicator - 2.1. Number of member States that, with ILO support, integrate skills development into sector or national development strategies.

Measurement

To be counted as reportable, results must meet at least one of the following criteria:

1. National process to draft or revise national development strategies explicitly includes skills development policies.
2. Government entity (inter-ministerial in most cases) is established or strengthened with responsibility for linking skills and education into sector or national development strategies (such as MDGs, PRSPs, national five-year plans).
3. Tripartite institutions operate at national or local levels to link skills supply and demand.
4. Specific measures are implemented to link skills to development strategies targeting technology, trade, environment, or science and research capabilities.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
United Republic of Tanzania/TZA103 [AC12] Improved skills development strategies for employability	3	<p>Tripartite National committee for apprenticeship programme was established in June 2012. The committee has successfully guided the commencement of the certified apprenticeship in hotel sector.</p> <p>The committee drafted a national framework of youth apprenticeship, and a time- bound action plan to over see the finalization of the framework by October 2015.</p> <p>The constituents' capacity (especially that of</p>	<p>The ILO provided technical support to facilitate the establishment of the committee. In consultation with the Association of Tanzania Employers, relevant ministries and agencies, the ILO supported national partners to pilot the apprenticeship programme which forms the basis for institutionalization and scaling up. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>

		employers) has strengthened in terms of developing and implementing apprenticeship programmes. These programmes also give formal recognition to non-formal trainings with certification.	<p>The ILO's support was also in knowledge dissemination and capacity strengthening to social partners to design and implement quality youth apprenticeship programme. Through this support, national partners have ensured that apprenticeships programmes are included in Big Result Now (BRN) Initiatives as a priority areas in developing skilled nation.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
4		As of 2014, three VET (Vocational Education and Training) Centres In Morogoro, Mwanza and Dar es Salaam have capacity to facilitate small scale Recognition of Prior Learning Assessment processes. As a result Vocational and Education Training Authority institutionalized skills recognition and is conducting certification and skills upgrading for informally trained people.	<p>In collaboration with VETA the ILO provided support to orient training of 29 individuals to be RPLA facilitators, both from Headquarters and field.</p> <p>ILO provided technical support and inputs in designing the workplace apprenticeship programmes. ILO also trained the constituents with the aim of enhancing their organizational capacity in apprenticeship training. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>			
<p>a) Gender equality and non-discrimination</p>		<p>b) Partnerships (external)</p>	
-		The ILO is partnering with the private sector to link skills supply and demand.	

The ILO has been partnering with the private sector in tourism a result of which formal apprenticeship training programmes have been conducted in different hotels including Hyatt Regency, Holiday Inn, Southern Sun, and Golden Tulip Hotel, Hotel slipway, Kunduchi Beach resort and Courtyard Hotel in Dar es salaam.

This collaboration ensured ease of regulation and monitoring of the programmes by accredited training institutions in turn ensuring to adherence of standards that have been set by national bodies

Egypt/EGY102

Government and tripartite entities are strengthened with responsibility for linking skills and education into sector or national development strategies

2	A National Council for Human Resources Development has been established in 2014 comprised of 17 government entities, employers' and workers' representatives	ILO C142, R195 and ILC Conclusions on Skills for Enhanced Productivity, Employment Growth and Development (2008), stressing the importance of inter-ministerial coordination and social dialogue on governance of skills development systems, were shared with tripartite constituents. An international review of selected licensing systems had been conducted in collaboration with ROAS and a validation workshop held in Cairo in March 2015.
4	The Ministry of Industry, Enterprise Training Partnerships and Sector export Councils in two sectors have engaged between April and December 2014 in the skills identification process for trade promotion and economic diversification. Networks are strengthened and priority actions identified to strengthen continuing training provision in the sector and update selected TVET curricula.	The ILO has implemented the skills for trade and economic diversification methodology (STED) in the Food sector and the Wood and Furniture sector, with capacity building workshops in April, sector roundtables between May and October, sector skills establishment surveys and expert interviews between June and September and a validation workshop in December. A Regional Conference on Trade and Skills in October 2014 organized under the Global STED program with 10 countries enabled knowledge sharing across the region. Two sector skills studies have been finalized in 2015.

Tunisia/TUN101

[ACI2] Les capacités des partenaires nationaux en matière d'adéquation de l'offre de compétence aux besoins du marché du travail sont renforcées.

3

- 1) The sectoral employers association FEDELEC is partnering in formal arrangements with the sectoral trade unions and sectoral public training providers to introduce a labelling scheme including an assessment of employees' skills for small enterprises providing household services to improve quality of services and enhance confidence of customers.
- 2) Tripartite local forums composed of government, workers, employers, training providers, community organizations, youth centres, business service providers, local employment agencies etc. operate in Bargou, Sbeitla, Thela, Regueb, Sidi Aich, Belkhir, Tejerouine, and Laaroussa since 2014 to help link skills supply and demand.
- 3) In Regueb, the Forum has implemented a pilot establishment survey on skills needs in the agricultural sector in August 2015 to improve demand-led training services for the sector.
- 4) Based on decisions of the local forums, local actors have implemented the following skills interventions:
 - Recognition of apprenticeship training for rock paving through the National Handicrafts

- 1) ILO provided technical support to pilot the labeling scheme in the following occupations: installer of domestic air conditioning, installer of solar PV systems, installer of electronic security equipment. ILO also reviewed licensing systems in Tunisia and prepared a publication with recommendations.
- 2) ILO is providing technical support to local forums to identify local economic opportunities and select priority areas for skills development. A manual for local forums is being prepared. The European Union provides financially support.
- 3) With the financial support of the European Union, the pilot skills establishment survey in the agriculture sector was designed in May/June 2015 benefiting from ILO technical expertise and international expertise related to a new global guide on skills establishment surveys. Between July and September 2015, capacity of national and local partners has been built and the survey implemented.
- 4) With the financial support of the European Union, ILO built capacity of 16 local actors (UGTT, UTICA, UTAP, 2 ONGs and public institutions - Ministry of Agriculture, Ministry of employment; ministry of social affairs-) to design targeted skills interventions responsive to local economic opportunities.

	<p>Office and the regional employment in Théla, Sidi Aich and Kesra (August-November 2015).</p> <p>5) Training courses on milk processing (Sbeitla et Sidi Aich), horticulture and fruit-growing (Regueb et Belkhir) development of irrigation (Regueb et Kesra) food processing (Gafsa) basket weaving (Kesra), and wool production (Belkhir et Sidi Aich). All courses were based on formal assessments made by local forums, including feasibility studies for economic viability.</p>	<p>5) With the financial support of the European Union, workshops on school-to-work transition have been organized at local level, building on findings of the ILO School-to-Work-Transition Survey in Tunisia.</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>		
<p>a) Gender equality and non-discrimination</p>		<p>b) Partnerships (external)</p>
<p>- Gender aspects are mainstreamed throughout all training activities</p>		<p>-</p>

Botswana/BWA102

Skills development contributes to increased employability particularly young women and men.

1	<p>A new National qualification and credit framework developed to better match skills supply and demand (2013-2014).</p> <p>Skills strategy integrated into National Employment Policy as well as in the revision of the National Development Plan (2013-2014).</p>	<p>ILO reviewed the Botswana National Vocational Framework as part of an ILO study on National Qualification Frameworks. The ILO provided Technical support for the international symposium on NQF which was held in Johannesburg to build capacity on lessons learnt about NQF by various countries. ILO technical support built the capacity of national stakeholders in developing a new national qualification framework.</p> <p>The ILO conducted a comparative analysis of National Skills Development Policies of 12 countries, which included National Policy on Vocational Education and Training of Botswana.</p> <p>The ILO also facilitated discussion and provided technical advice to national stakeholders during the process of integrating skills strategy into National Employment Policy. The ILO also facilitated discussion and provided technical advice to national stakeholders during the process of integrating skills strategy into the National Development Plan.</p>
2	<p>Tripartite committee established at the national level for internship and apprenticeship to link skills supply and demand.</p>	<p>1. The ILO also built the capacity of the national tripartite committee and other stakeholders on internship and apprenticeship policies and facilitated policy dialogue on the elements of quality apprenticeship and provided key inputs into the development of the apprenticeship policy. The workshop also capacitated constituents and national</p>

institutions on the link between apprenticeship policy and the National Human Resource Development Strategy.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

The Human Resource Development Council (HRDC) is a semi-autonomous government under the umbrella of the Ministry of Education and Skills Development. It was tasked with the mandate of developing skills development policies and linking them to the wider national vision and development strategies and also sectorial development policies

Malawi/MWI105

Support to the development and implementation of an action plan on skills for employability

1	<p>The ILO Skills for Trade and Economic Diversification (STED) methodology for anticipating skills needed for export competitiveness has been integrated into Malawi's five year National Export Strategy (2013-2018) by the Ministry of Industry and Trade who developed the National Employment Strategy between August 2011 and September 2012.</p> <p>The Ministry of Labour and Manpower Development has initiated the process of institutionalizing the STED skills anticipation methodology into the sector skills gaps identification process.</p>	<p>ILO facilitated a stakeholder consultative workshop on importance of skills anticipation for export competitiveness and introduced the STED methodology to Tripartite partners and to the Ministry of Industry and Trade.</p>
4	<p>STED Pilot Project on Work Integrated Learning is currently (July 2015 – March 2015) under implementation in collaboration with Employers Association of Malawi, Ministry of Labour, and Manpower Development and TEVETA.</p> <p>The pilot project will provide needed experience and lessons for possible roll-out of the WiL approach</p>	<p>ILO commissioned and technically supervised the STED research in the horticulture and Oilseeds sector and is providing technical assistance to the research process.</p> <p>STED research to identify skills gaps in oilseeds and horticulture sector has been undertaken by the ILO's STED project team between March and October 2015 and analysis of results is in process.</p> <p>ILO facilitated tripartite consultative workshops which resulted in the decision to pilot a Work Integrated Learning approach for skills upgrading of TVET graduates in the vegetables sub-sector.</p> <p>A project on demand led Work Integrated Learning (WiL) has been developed to pilot implementation of an intervention to address</p>

			<p>skills gaps identified by the preliminary research in the horticultural sector.</p> <p>ILO is supporting implementation of the WiL pilot interventions which have been designed and are being implemented by the Employers Organization, and the Ministry of Labour and Manpower Development and TEVETA</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>			
<p>a) Gender equality and non-discrimination</p>		<p>b) Partnerships (external)</p>	
<p>-</p>		<p>ILO is working in collaboration with UNESCO, GIZ, EU and African Development Bank to synergize support towards capacity building for enhanced skills development in Malawi</p>	

Mozambique/MOZ102

Enhanced vocational training for increased employability of the target groups.

1	<p>In the case of Mozambique the national development strategy is reflected in the new 5-year Government plan (2015-2019) with a strong focus on Employment and Skills Development.</p> <p>The programmatic framework between donors and Government to support the general budget was revised between September 2014 and June 2015 highlighting the importance of the skills indicators.</p>	<p>The ILO provided technical input to the elaboration of the Employment and Skills component of the 5-year Government plan.</p> <p>Support provided to the National Institute of Employment and Vocational training (INEFP) in the revision of the skills indicators</p>
2	<p>Established the TVET national authority with a law passed in September 2014. The authority will supervise the work of 3 ministries in order to strengthen their capacities.</p> <p>Capacity building of tripartite constituents on social dialogue that resulted in the signing of a collective bargaining agreement between the parties at Maputo Port Development Company.</p>	<p>The ILO participated in the Donors-Government working group on TVET that provided inputs for the elaboration of the law.</p> <p>ILO organized a training and study tour for, employee, employer and government representatives for the strengthening of social dialogue skills</p>
3	<p>The CCT, the tripartite social dialogue body, discussed and approved in April 2015 the qualifications for different sectors. Meetings for the establishment of a platform at provincial level to link supply and demand in the extractive industry were held in Cabo Delgado province</p>	<p>The ILO organized and facilitated the meetings at provincial level under the skills for employment project.</p>
4	<p>Trained Chief Instructors at Maputo Port Development Company on the ILO's Portworker Development Programme. In January 2015 the ILO's promotion of Decent work in Southern African Ports project</p>	<p>The ILO provided technical support for the training of Chief Instructors, at Maputo Port Development Company, in August 2014 on the ILO's Portwork Development Programme (PDP).</p>

	<p>provided both financial and technical support for the development of a sector specific Supervisory Development Programme for the Maputo Port Development Company. These skills development initiatives are linked to the Strategy for Integrated Development of the Transportation System released in 2009 that single out the transport sector, and ports in particular as one of the critically important building blocks of a competitive economy, in Mozambique.</p>	<p>The ILO provided the technical support for the development of the curriculum and materials for the Maputo Port Development Company, Supervisory Development Programme which was completed in March 2015</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>		
<p>a) Gender equality and non-discrimination</p>	<p>b) Partnerships (external)</p>	
<p>-</p>	<p>The ILO partnered with the Transnet's Maritime School of Excellence of South Africa for the training of the Chief Instructors as well as for Technical Cooperation in the development of the Supervisory Development Programme.</p> <p>The ILO is part of the Donors-Government group focus on Extractive Industry and skills development in Cabo Delgado. Close cooperation was established with the new GIZ-DFID program Skills for Oil and Gas (SOGA).</p>	

Asia and the Pacific

China/CHN255

Integration of green jobs skills development into sector and national development strategies

1	The National Directory of Occupation Classification of China (NDOCC) revised in April 2015 by labelling the green occupations.	The ILO contributed to the capacity-building and awareness-raising for the Ministry of Human Resources and Social Security (MOHRSS) on green jobs mapping and promotion through research on Green Employment and Green Skills Development as well as competency-based training curriculum development for the building sector in Nanjing.
3	The enterprises and vocational schools adopted the competency-based training curriculum in their training programmes to link skills supply and demand in the energy-efficient building sector in Nanjing.	The ILO provided technical support to enhance the technical/vocational education and training institutions' capacities in Nanjing in developing competency-based training curriculum and conducting skills training for the energy efficient building sector. The training curriculum is to be put into further testing and replication in more vocational technical schools and colleges in China to draw experience and lessons for national policy development.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

The Decent Work in the Green Economy project (GLO/13/50/FLA) supported by the Flemish Department of Foreign Affairs, Belgium

Viet Nam/VNM126

Improved employability, especially of young people and women through quality vocational and entrepreneurship training

1	<p>The new Vocational Education and Training (VET) Law (including persons with disabilities) was passed by the National Assembly on 27 November 2014</p> <p>The National Assembly on 28 November 2014 ratified the UN Convention of Rights of People with Disabilities, which recognizes the rights of persons with disabilities to work, on an equal basis with others, rights to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessibilities to persons with disabilities.</p>	<p>-The ILO conducted an analysis report of current drawbacks in TVET (Technical and Vocational Education and Training) system under TVET Law 2006, provided comments on the salient features and recommendations on revisions</p> <ul style="list-style-type: none"> - The ILO supported consultation meetings organized on specific TVET Law provisions. Comments and inputs from stakeholders were considered for the refinement of the TVET Law. -Report on baseline survey findings and recommendations on auditing accessibility for persons with disabilities, curriculum and training materials from disability perspectives and needs of instructors in relation to disability inclusive training at TVET - The ILO produced a report on demand driven vocational training and recommendations for the revised TVET Law - The ILO produced a report on major policy issues in TVET and suggestions to revision of the VET Law - The ILO produced a paper on Modular Training Approach for the revised VET Law - The ILO produced a paper on Student Streaming and Career Guidance for the revised TVET Law - The ILO provided technical inputs to a report from a study tour to Manila with lessons learnt from the Philippines
3	-Local government agencies, training institutions and businesses initiated a	-A training needs survey for each province was conducted by the ILO consultant with support

	<p>collaboration mechanism to improve the training quality and link skills supply and demand in tourism sector in Quang Nam and Thua Thien-Hue</p> <ul style="list-style-type: none"> -Viet Nam Chamber of Commerce and Industry, Viet Nam General Federation of Labour were consulted in the revision process of the new VET Law - Employers, trade unions and social partners explicitly committed to promote employment opportunities for persons with disabilities. The commitments were made in four national policy dialogues in 2014 and 2015. 	<p>from local stakeholders</p> <ul style="list-style-type: none"> -Two consultations workshops with ILO's technical and financial supports were conducted in each province. Agreed implementation plan among local stakeholders were finalised after the two workshops -Industry participation in TVET in tourism sector in Quang Nam and Thua Thien-Hue provinces was considerably improved. A survey on future collaboration has been done and MOUs between businesses and schools will be signed. -Career Guidance Day was organized with ILO's technical and financial supports in each province, in which schools, businesses and local government agencies work together to support students with career choices and career counselling. -A position paper with recommendations from VCCI on the revised VET Law -A position paper with recommendations from VGCL on the revised VET Law -Two employer's dialogues to promote cooperate social responsibilities and disability inclusion with technical and financial support from ILO were organized in a central province of Quang Nam and Hochiminh city. -A media training aimed to journalists with technical and financial support from ILO was carried out to media agencies to promote network of disability activists and national constituents and employers in employment for persons with disabilities. -A quarterly report on employment consultancy and job placement for persons with disabilities to increase job opportunities with technical and financial support from ILO through organizations of persons with disabilities
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			(DPOs).
	4	-Surveys, reports and tools have been developed and implemented by the ILO and ILO implementing partners in 2014 and 2015.	<p>-The ILO conducted sectoral surveys and studies for tourism and hospitality, and seafood sectors to link skills development in the respective sector strategies.</p> <p>- The ILO introduced Skills Foresight Technology tool and Managing TVET simulation tool to General Department of Vocational Training (GDVT) and TVET schools to improve technology capabilities related to skills development. The two tools were developed by Moscow School of Management SKOLKOVO, an implementing partner of the ILO in the “Applying the G20 Training Approach” project</p> <p>- The ILO produced Skills for Trade and Economic Diversification (STED) report for tourism.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

- The National Assembly Committee of Culture, Education, Youth and Teenagers was supported in the public consultation process for the new TVET Law.

- Departments of Culture, Sports and Tourism in Thua Thien Hue and Quang Nam were supported to improve the competitiveness of tourism industry in the provinces.

- Partnership with Disability Resource and Capacity Development (DRD), the Include Consultation Centre (ICC) in Entrepreneurship skill development and employment related services accepting persons with disabilities and Vietnam Journalists Training Centre in promoting disability inclusion for

national constituents and the media.

Indonesia/IDN131

Workers' skill are upgraded through demand-based and competency-based training to better meet the labour market needs

1	The five-year national development plan (RPJMN 2014-2018) emphasizes skills development. It specifies promotion of apprenticeships as a means to develop skills.	ILO provided technical inputs to a high-level mission of the Ministry of National Development Planning (Bappenas) to Geneva in February 2014. The ILO organized technical workshop where a senior Bappenas official presented a draft RPJMN and ILO's technical specialists provided comments and suggestions. ILO skills specialists provided inputs on apprenticeships and country cases.
3	The Government has established Communication Forum on Apprenticeship (FKJP) in selected provinces as a dialogue platform between the government and employers. The Forum is now tripartite	The ILO organized a capacity building workshop on apprenticeships for senior trade union leaders in March 2015. Following the workshop, a government representative publicly invited trade union officials to participate in FKJP during a tripartite seminar that was hosted by the ILO. The tripartite dialogue has deepened mutual understanding and corporation
4	Employers' association (Apindo) has launched the Indonesia National Apprenticeship Network (INAN).	The ILO provided technical support to the establishment development of INAN (e.g. case studiesfield assessment, workshops and employers' guide). The ILO provided technical input to the guide and the launch event

India/IND102

Enhanced regulatory and delivery mechanisms to promote access and inclusion in skills development

1

- a) India has launched its National Policy on Skill Development and Entrepreneurship 2015.
- b) Government of India endorsed the National Occupational Standards (NOS)/Qualification Packs (QPs) for teachers/trainers and assessors for use by Sector Skills Councils (SSCs) on 18 March 2015.
- c) Implementation frameworks of Ministry of Rural Development's Rural Skills Programme in place and operational at State levels.
- d) Sector Skill Council for Domestic Workers registered.

- a) ILO shared findings from technical analysis and studies (comparative analysis of national apprenticeship systems & options paper for India; policy, practice & capacity for skills assessment in India; trade unions & skills development: challenges & international experiences) shared and provided guidance in policy working groups (labour market information system, recognition of prior learning).
- b) ILO developed National Occupational Standards/Qualification Packs for teachers/trainers/assessors in consultation with relevant stakeholders.
- c) ILO provided technical advisory services to set up monitoring systems, with standard operating procedures.
- d) ILO supported formation of Consortium of national partners to take forward ILO-facilitated Domestic Workers Sector Skills Council proposal, with support from the National Skills Development Corporation, Ministry of Skills Development and Entrepreneurship, Government of India.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

a) Skills development in rural areas is a major challenge in India, whether for women or for those from vulnerable groups. The Government of India's Rural Skills Programme, with which the ILO works, seeks to address this challenge.

b) Partnerships (external)

a) Ministry of Skills Development and Entrepreneurship, World Bank, British Council, Sector Skills Councils.
b) Ministry of Skills Development & Entrepreneurship and state institutions,

b) There is a definite gender equality focus since majority of domestic workers in India are women from the most vulnerable groups

Sector Skills Councils, training providers.

c) Ministry of Rural Development.

d) Consortium, led by registered trust (PRAYAS), consists of leading private training providers, placement agencies and civil society organizations.

Europe and Central Asia

Armenia/ARM152

Skills development to increase employability of women and men in the labour market

3

A mechanism for a tripartite dialogue on skills supply and demand - a Tripartite Working Group (TWG) within G20 Training Strategy project – was set up on 1 October 2014. The Group comprises the ILO constituents and Ministry of Education and Science of RA and acts at national level.

- At TWG meetings specific capacity-building measures were identified and agreed, which target several groups of beneficiaries - Ministry of Labour and Social Issues of RA, social partners, TVET system managers, Ministry of Education – to improve their capacity in linking skills supply and demand as well as their coordinated efforts to improve skills development system in Armenia.

The ILO developed Terms of Reference for the Tripartite Working Group (TWG) and facilitated its sessions.

In consultation with the Ministry of Labour and Social Issues and social partners, as well as the Ministry of Education and Science, the ILO developed a plan of activities aimed at skills development through enhancing labour market information and employment services as well as improving TVET quality and relevance:

- a) capacity building for the State Employment Agency and Methodological Center on Professional Orientation - support for participation in the ITCILO Career Guidance Course (April 2014);
- b) support to the Ministry of Labour and Social Issues of RA in organizing a National Career Guidance symposium (May 2014), in conducting a labour market study (June - Oct 2015);
- c) consultations and a workshop with participation of the ILO HQ and ILO Moscow Office specialists and international experts on Monitoring and Evaluation issues (June 2015);
- d) support for training of MLSI staff on vocational orientation (June – July 2015);
- e) support for participation of TVET colleges' managers in innovative trainings on management of TVET institutions (June and October 2014, July 2015).

With the aim of promoting broad access to training among youth and people with disabilities, the ILO developed a programme of

			<p>activities on disability inclusion agreed with the Ministry of Labour and Social Issues of RA: a) a study visit to Russia to explore RF experience on legislation on disability inclusion and its practical implementation (July 2014); b) participation in the sub-regional workshops on disability inclusion (March 2015 in Russia and Sep 2015 in Kyrgyzstan).</p> <p>The ILO also supported an activity to increase coordination of TVET management boards (working meeting with TVET management boards of several pilot colleges in October 2015).</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>			
<p>a) Gender equality and non-discrimination</p> <p>Non-discrimination is addressed through activities aiming at disability inclusion through national level interventions (support for the initiatives of the Ministry of Labour and Social Issues and State Employment Agency on extending their knowledge on disability inclusion good practices).</p>	<p>b) Partnerships (external)</p> <p>The ILO put in contact policy makers and technical specialists of the Ministry of Labour and Social Issues RA and the Ministry of Labour and Social Protection of Russia to address disability inclusion issues in Armenia, thus fostering knowledge sharing between the two Ministries on a specific subject.</p>		

Latin America and the Caribbean

Anguilla/AIA126

Development of training policies to link training programmes to the labour market

2

In 2014 the Technical and Vocational Education and Training (TVET) Council Board was constituted by the Ministry of Education, Anguilla in line with provisions of the “Education Act 2011”.

The Council advises the Minister of Education on policy related to technical and vocational education and training.

Also in 2014, a national TVET policy for Anguilla was drafted and adopted. This policy is in line with the recommendation of the CARICOM Regional Strategy for TVET, and provision of the “Education Act 2011”.

Training was delivered to strengthen capacity of the Anguilla TVET Council Board members to discharge their duties of providing policy advice to the Minister of Education on skills development effectively.

A keynote address on the importance of Technical and Vocational Education and Training (TVET) in Anguilla, and the need to develop a policy document for TVET in line with recommendation of the 1990 CARICOM Regional TVET Strategy was delivered.

Technical advice was provided on drafting the National TVET policy. Support was also provided to review and comment on the draft document in 2013.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The composition of the TVET Council Board took into consideration gender representation.

b) Partnerships (external)

The Caribbean Development Bank (CDB) supported the provision of technical support by covering the mission costs

Guyana/GUY151

Increased capacity of constituents to integrate skills development into sectoral or national strategy

3

A tripartite technical advisory committee was established in 2015 for the Guyana Council for Technical and Vocational Education and Training (TVET). As a result, the Council can link skills supply and demand at the national level, in line with the 1990 CARICOM Regional Strategy as well as the National Policy for TVET.

Members of the Committee represent: Guyana Trade Union Congress; Ministry of Education; University of Guyana; Demerara Distilleries Ltd; and Machinery Cooperation of Guyana (MACORP).

Technical support was provided to the Guyana TVET Council on the need to establish a tripartite body to operate at the national level.

Training was delivered to strengthen the capacity of the newly constituted National Skills Advisory Committee for the Guyana TVET Council, to provide policy advice to the TVET Council Board and TVET institutions in Guyana.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The composition of the Advisory Committee took into consideration gender representation.

b) Partnerships (external)

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Saint Lucia/LCA126

Increased capacity of constituents to integrate skills development into sectoral or national strategy

3

In 2015, the Saint Lucia TVET Council established a tripartite skills advisory committee for the hospitality sector. The role of this committee is to provide assistance in linking labour supply and demand in this sector, in line with provisions of the Saint Lucia "Education Act 2000".

Members of the committee represented the following institutions: National Workers Union; Saint Lucia Teachers Association; Saint Lucia Employers Federation; Ministry of Tourism; Sunswept Resorts; Saint Lucia Hotel and Tourism; Bay Gardens Resorts; Serenity Vacations; Saint Lucia Community College.

Technical advice was provided to the Saint Lucia TVET Council and Officials of the Ministry of Education and Labour on the need to establish a tripartite body to operate at the national level to link skills supply and demand.

A high-level meeting was convened in 2014 with the Minister of Education and Labour, Permanent Secretaries of Education and Labour, and officials of the TVET Council

Training was delivered to strengthen capacity of the newly constituted National Skills Advisory Committee for the Hospitality Sector, to provide policy advice to the TVET Council Board and TVET institutions in Saint Lucia on skills supply and demand.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The composition of the Sector Advisory Committee took into consideration gender representation.

b) Partnerships (external)

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Haiti/HTI127

El país, con el apoyo de OIT, apoya el gobierno y actores sociales desarrollan programas de formación profesional innovadores, que contribuye a la certificación y empleabilidad de jóvenes y poblaciones vulnerables mejorando la productividad

1	<p>The Institut National de Formation Professionnelle (INFP) has developed a vocational training policy in 2014. The policy will be submitted to the parliament when it will be fully functioning in January 2016. The main objectives for this policy is 1)to reinforce Human Resources and the relevant of the offered Technical Vocational Education and Training (TVET) programs, 2)to increase the offer of TVET in public and private centres through a new and reinforced apprenticeship system, 3)to define and apply a national framework for certification favouring mobility and professional pathway,4) to develop organization and partnership capacity of the TVET system, 5) to finance TVET through taxation program and fund creation, 6) to promote insertion of new TVET graduates.</p>	<p>ILO provided technical support to INFP by integrating the new TVET activities such as placement, orientation and apprenticeship activities to reinforce the applicability of this policy.</p>
2	<p>A group lead by INFP, was created in October 2014 to standardize vocational training curricula in construction sector in which 20 organizations such as government (INFP, Ministry of Public Work), private sector representatives, donors and national and international organizations are taking part. This group aims to complete curricula for construction sector by 2015. This is the first ever group composed of key actors working on curricula by sector.</p>	<p>ILO contributed to establish this group in finalizing and validating the VT policy and in applying the approach to TVET in the construction sector. In doing so, the ILO developed curricula (specify which topics these curricula included) integrating regional and international perspectives in skills development and private sector views and needs. Through this group, ILO built capacity of governmental institutions, national organisations and private sector</p>

Cuba/CUB102

Mandantes consolidan Red Nacional SIMAPRO para mejorar productividad, competencias laborales y condiciones del trabajo en industria azucarera y turismo y expandir la metodología en campo y otros segmentos de cadena de valor

2	<p>En agosto de 2015, el Consejo de Normalización y Certificación por Competencias (CONOCER) de México y Grupo Azucarero de Cuba (AZCUBA), firman un Convenio de cooperación para instalar una entidad de evaluación y certificación por competencias en Cuba para el sector azucarero que operará a través del sistema de estandarización-certificación de CONOCER, con la finalidad de elaborar estándares, capacitar, evaluar y certificar por competencias en la industria azucarera.</p>	<p>La OIT brindó asistencia técnica para articular la experiencia en materia de formación por competencias con los estándares y Guías de Auformación y Evaluación por Competencias (GAECs) aplicados en México en el contexto del modelo del CONOCER.</p>
4	<p>En 2014, 47 ingenios azucareros y en 11 campos agrícolas cañeros del Grupo Azucarero Cubano (AZCUBA) aplican la metodología de identificación y estandarización de competencias laborales para la Producción y transformación de Caña, y elaboraron guías de autoformación y evaluación por competencias (GAEC), correspondiente a los procesos cosecha mecánica de la caña, extracción, cristalización, mantenimiento y reparación, para mejorar la productividad y condiciones de trabajo.</p> <p>De febrero 2015 a la fecha, el Grupo Azucarero Cubano (AZCUBA) certificó a 60 trabajadores sobre las competencias de cosecha mecanizada y en los procesos de extracción y elaboración de azúcar para fortalecer las capacidades de los trabajadores y tengan mayores ingresos a través de un sistema de compensación basado en competencias.</p>	<p>La OIT brindó asistencia técnica en la elaboración de los procedimientos, capacitando a personal de Azcuba en la evaluación por competencias y brindado asistencia técnica para la evaluación-certificación de los ingenios y en los campos agrícolas.</p> <p>La OIT brindó asistencia técnica en el diseño del sistema de compensación basado en competencias sustentado en la metodología de gestión de RRHH por competencias del CIF de Turín .</p>

Chile/CHL128

Ministerio del Trabajo y otras agencias gubernamentales vinculadas al sistema de regulación del mercado del trabajo y de capacitación y formación profesional, habrán elaborado un programa conjunto de actividades y objetivos

1	<p>La política pública de educación y formación nacional ha incorporado como uno de sus elementos centrales la propuesta de marco nacional de cualificaciones para la formación profesional.</p>	<p>La OIT, a través de la asistencia técnica especializada de CINTERFOR, apoyó el diseño preliminar del marco. Por otra parte, colaboró en la capacitación de funcionarios y técnicos, y actores sociales.</p>
2	<p>El Servicio Nacional de Capacitación y Empleo (SENCE) ha incorporado a la oferta de capacitación, en coordinación con ChileValora (Sistema Nacional de Certificación de Competencias), los 804 perfiles del catálogo de competencias laborales de dicha institución.</p> <p>Asimismo, SENCE ha implementado el compromiso gubernamental (Programa Más Capaz) de capacitar a 300.000 mujeres y 150.000 jóvenes en oficios del catálogo de competencias laborales de ChileValora (804 perfiles). En dicho proceso, se han validado 250 planes formativos, de los cuales 104 tienen foco en la población objetivo del Programa Más Capaz.</p>	<p>La OIT, a través de la asistencia técnica especializada de CINTERFOR, apoyó el diseño e implementación del Programa Más Capaz y la modernización de la oferta de capacitación del SENCE.</p>
3	<p>ChileValora se ha fortalecido en su rol de facilitar una mejor detección de las demandas de formación y certificación así como suministrar información para la elaboración de programas. Lo anterior, a través de la conformación y funcionamiento de 50 organismos sectoriales de carácter bipartito que elaboran los perfiles para ser aprobados por el Directorio tripartito de ChileValora.</p>	<p>La OIT, a través de la asistencia especializada de CINTERFOR, ha capacitado a los actores, empleadores y trabajadores, para su participación en los organismos sectoriales. Asimismo, ha prestado asistencia técnica para la sistematización de la experiencia de diálogo social que implica la gestión de los órganos sectoriales.</p>

	4	<p>1. Al alero del Marco nacional de cualificaciones, se han desarrollado marcos sectoriales de cualificaciones y espacios de formación y desarrollo en sectores clave como la minería del cobre o la exportación de frutas. Actualmente, 23 organismos sectoriales de carácter bipartito están elaborando sus respectivos marcos de cualificaciones a nivel de subsectores.</p> <p>2. En el marco del Acuerdo Binacional suscrito entre la Presidenta de Chile y Argentina, se dio cumplimiento al mandato de homologar perfiles de competencias laborales en los sectores de la construcción y vitivinícola, homologando los dos primeros perfiles del sector construcción (Albañil y Doblador de Fierro o Enfierrador). Cabe destacar que dicha homologación es la primera que se realiza en la región.</p>	<p>1. La OIT, a través de la asistencia técnica especializada de CINTERFOR, ha colaborado en la elaboración de los marcos sectoriales (10) y subsectoriales (23).</p> <p>Así también, se ha apoyado la difusión de los marcos de cualificaciones sectoriales vigentes a través de la realización de talleres de diseminación de experiencias (Ej.: marco de cualificaciones minero, marco de cualificaciones del Instituto Nacional de Capacitación (INACAP), marco de cualificaciones de Asociación de Agro Exportadores (ASOEX).</p> <p>2. La OIT, a través de la asistencia técnica especializada de CINTERFOR, colaboró en el proceso de homologación, participando en los talleres técnicos binacionales de carácter tripartito (Mendoza, diciembre 2014 y Santiago, mayo 2015).</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

- El Banco Interamericano de Desarrollo (BID) ha colaborado en el diseño, elaboración e implementación del marco nacional de cualificaciones.
- Se aunaron esfuerzos con un proyecto de BID que apoya la reforma del Sistema de capacitación centrándose en el SENCE.

Outcome 02 - Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth

RESULTS BY INDICATOR

Indicator - 2.2. Number of member States that, with ILO support, make relevant training more readily accessible in rural communities.

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. Legislation and/or policy relevant to the skills development of people in rural communities is reviewed with ILO advice and/or technical assistance.
2. Skills development programmes targeting people in rural communities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities.
3. Training programmes are designed or reformed to be accessible to people in rural communities reflecting ILO advice and/or technical assistance.
4. Beneficiaries are placed in wage or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Madagascar/MDG103 L'employabilité des actifs, en particulier les groupes vulnérables, est renforcée.	2	Une stratégie appropriée d'actions concrètes, cohérentes et structurées est disponible. Elle fournit les orientations pertinentes la promotion des métiers ruraux dans deux Régions de Madagascar, l'Androy et l'Anosy.	Le BIT a appuyé l'élaboration du le programme pour les deux Régions du Sud, (ii) les orientations techniques à travers l'étude des propositions et des commentaires pour l'amélioration et la finalisation des documents. Au stade actuel, le BIT continue de mener des efforts de mobilisation de ressources pour pouvoir mettre en oeuvre le projet.
	4	Engagement des autorités régionales de deux Régions (Vatovavy Fitovinany et Atsimo Atsinanana) de doter les femmes vulnérables	L'appui technique du BIT est effectué à travers la mobilisation de ressources et la gestion des projets AFED2 (Août 2013 à décembre 2014)

	<p>d'un outil adéquat pour les accompagner vers la création de leur emploi ou leur permettre de s'insérer dans le milieu professionnel. A cet effet, 50 femmes sont accompagnées vers le travail salarié, et insérées dans le milieu professionnel et 127 autres ont créé leur auto emploi.</p> <p>Capacité des jeunes renforcée pour s'insérer dans l'emploi et/ou à créer leur propre emploi dans le cadre du projet "Contribution à la réduction de la pauvreté par la promotion de l'emploi des jeunes" CREPEJ ayant permis :</p> <ul style="list-style-type: none"> (i) la mise en place et l'opérationnalisation des Systèmes Régionaux d'Information sur l'Emploi (SRIE) qui a vu l'enregistrement de plus de 3200 jeunes chômeurs; (ii) la formation de 715 jeunes dans les domaines techniques tels que la pêche, l'artisanat, le tourisme et l'hôtellerie, de 193 jeunes en PDFT et SST, de 428 en citoyenneté et leadership ; (iii) le renforcement des capacités de 227 jeunes en matière d'embauche; (iii) la formation de 734 jeunes en entrepreneuriat dont 409 business plan montés et 100 projets lancés; (iv) la mise en place de 12 associations professionnelles en pêche, artisanat et tourisme. 	<p>et de CREPEJ phase 1 (avril en décembre 2014) et phase 2 (juillet 2015 en décembre 2016).</p> <p>Pour le projet AFED2, le BIT a soutenu les activités pour (i) l'identification, la sélection et la contractualisation avec les partenaires techniques à qui l'on avait confié les différents appuis en faveur des cibles et contractualisation , (ii) l'accompagnement des femmes et jeunes filles, y compris filles-mères, victimes et à risque vers l'emploi salarié, (iii) l'appui et l'accompagnement des femmes et jeunes filles avec fistules obstétricales traitées, des femmes survivantes de violences basées sur le genre et des jeunes filles ou filles-mères en situation précaire vers l'auto emploi, (iv) la conduite de campagnes de formation communautaire en faveur des femmes cibles du projet, (v) la collaboration avec les autorités regionales pour une appropriation de la démarche proposée et la pérennisation des acquis.</p> <p>Dans le cadre des projets CREPEJ phase 1 et phase 2, le BIT apporte les expertises techniques au niveau des 5 régions cibles par (i) la mise en place et la consolidation des systèmes régionaux d'information sur l'emploi des jeunes, (ii) le renforcement des capacités des jeunes, (iii) -l'adoption de l'approche filière et de chaîne de valeur, (iv) -l'adoption du système « Cash for training, (v) la promotion de l'entrepreneuriat des jeunes, (vi) la promotion de l'approche genre, (vii) l'adoption de l'approche participative, (viii) le développement de l'approche intégrée.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

La dimension genre et la lutte contre la discrimination se trouve au centre des stratégies du Bureau d'Antananarivo dans toutes ses actions. A travers le projet AFED2, la principale cible concerne surtout des femmes et jeunes filles fistuleuses obstétricales et vulnérables, des filles mères et des femmes victimes de violences qui sont marginalisées par la communauté et exclus de tout système de production. L'intervention du BIT et en collaboration avec l'UNFPA, bailleur de fonds du projet, consiste à apporter des stratégies pour l'autonomisation de ces femmes à travers l'Emploi Décent. Avec les projets CREPEJ1 et 2, le BIT prône les actions en faveur des jeunes femmes et hommes pour qu'ils bénéficient les mêmes opportunités d'accès à l'emploi.

b) Partnerships (external)

La collaboration du BIT avec les agences des Nations Unies a toujours été maintenue et matérialisée par l'accord de financement de l'UNFPA pour le projet AFED2 et du PNUD pour les projets CREPEJ 1 et 2.

Uganda/UGA130

Improved skills development for employability

2	A skills and livelihood training manual was developed for skills and livelihood training hinged upon, amongst other matters, labour market information (including information on possible job/ employment opportunities). The training included participants from rural areas where unemployment and underemployment were and continue to be very high.	ILO provided technical support by hiring a consultant who developed the skills and livelihood training manual to guide partners in child labour projects and vocational skills training providers.
3	Training programmes for the adolescents was specially designed and implemented targeting beneficiaries in the age bracket of (14 – 17 years) who are out of school and at risk of engaging in the worst forms of child labour, most of which is prevalent in rural areas where government oversight (through inspections) still leaves much to be desired.	ILO contributed technical support on combating child labour through skills and livelihood training for adolescents.
4	Beneficiaries of skills training became employable, particularly those children and adolescents out of school. The main focus of the training was life skills and informal basic education, vocational training including centre based and community based mobile and outreach training programmes in both urban and rural areas, Formal and informal apprenticeship and entrepreneurship training.	ILO provided technical support for training of trainers at the International Training centre of the ILO in Turin.

Sudan/SDN102

Access to employment-relevant training expanded with emphasis on young women and men in urban and rural communities and disadvantaged groups including ex-combatants, returnees and PWD.

1	The development of a National Employment Policy for Sudan takes account of skills development challenges in rural areas. A sub-committee on skills was created in July 2015 and discussed policy options in August 2015. One of the identified priority areas are disadvantaged groups which include persons living in rural areas.	ILO produced a concept paper on skills aspects of the National Employment Policy building on the TVET Policy and the ILO guide on Including skills aspects in National Employment Policies. It analyses particular challenges for rural populations and highlights the scarcity of available training opportunities in rural areas. The ILO provided technical inputs during sub-committee meetings to assist in the formulation of policy recommendations.
2	Since August 2015, the Ministry of Social Welfare implements a 40 Mio USD project funded by the African Development Bank on “Inclusive Service Delivery” using the ILO’s TREE methodology to support livelihoods in rural communities. As part of the TREE methodology, local labour market opportunities are being assessed. The Chamber of Small Industries in the Red Sea State has built training capacity to provide skills upgrading courses for master crafts persons in September 2015 in order to improve informal apprenticeship in rural areas. This is based on a study of informal apprenticeship trades and their market opportunities in Darfur and Easter States conducted in 2013.	The ILO provided technical inputs during the project development phase (December 2014 until March 2015) and has trained master trainers from the Ministry, social partners and other organizations on the TREE methodology (August 2015). The ILO had conducted a study on upgrading informal apprenticeship in the Red Sea State (and other states). Following the research findings, it provided technical support to the Chamber on how to build up internal training capacity and support master craftspersons.
3	The Supreme Council for Vocational Training and Apprenticeship, a government institution, is applying DACUM, a new methodology for occupational analysis, to make training provision more relevant to labour market needs, including for rural communities. Two	The ILO trained facilitators on the DACUM methodology in September 2014 and June 2015 and supported its implementation in the Red Sea state in two new occupations: fishery net making and maintenance of high-loading machinery.

new training programmes are being added in the Red Sea State.

Zimbabwe/ZWE101

[ACI2] Multi-faceted initiatives for job creation in the enterprise sector

2	<p>1. TREE methodology introduced to five (5) new districts reaching 275 young people in horticulture and poultry. In total TREE programme reached a total of 13,481 beneficiaries.</p> <p>2. Renewable energy programme designed and implemented for youth to promote and create green jobs in rural economy in 10 districts reaching 371 rural youths (61% female) in solar related enterprises.</p> <p>3. Value chain development programme in horticulture developed for 260 young people in 3 districts implemented in 2015.</p> <p>4. A UN Joint Programme on Gender Equality (UN-JPGE) –has adopted the TREE methodology to reach 300 women in five (5) districts for women economic empowerment.</p>	<p>1. TREE- roll-out reached a total of 13 481 beneficiaries.</p> <p>2. ILO provided a US\$100 000 grant to SNV to implement programme on solar related enterprises. Programme was designed with ILO Green Jobs technical input.</p> <p>3. ILO made financial and technical contributions towards the development and implementation of the value chain development programme.</p> <p>4. Through the UNJPGE programme the ILO technically and financially supported five districts to establish micro enterprises in horticulture and poultry.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
3	<p>1. Gweru Vocational Training Centre has designed and implemented course for marginal youth and increased output by 50%</p> <p>2. Five Gender implementation plans developed and delivered in five districts to 300 direct beneficiaries and 1843 indirect beneficiaries.</p>	<p>1. The ILO provided technical support to build capacity of Gweru Vocational Training Center and local actors to design and deliver training programmes locally.</p> <p>2. Five Provincial and five district implementation committee, service providers and community leadership groups developed trainers to deliver gender sensitive training programmes.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the</p>

		reported results
	4	<p>1. 646 benefitted from skills training and are now gainfully self-employed.</p> <p>2. 13 482 beneficiaries continue to receive post training support provided by the ILO and various partner organizations. 33% being QIA beneficiaries, 18% are Master Craftpersons and 49% TREE beneficiaries. A total of 3705 jobs have been created; QIA self-employment 1334, QIA wage employment 150; TREE self-employment 2217 and TREE wage employment 4. 2378 Master Craftpersons have benefited from quality improvements leading to higher incomes and productivity.</p>
		<p>1. The ILO technically supported the identification of local economic opportunities and subsequent design of skills development programme.</p> <p>2. The ILO facilitated the organization of beneficiaries into savings and credit coops (SACCOs) or self-help groups for self-employment and offered on the job training or mentorship training in Business Development Services.</p> <p>3. Technical support extended to allow business start-up for young people and to improve incomes for master craft persons. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

61% of beneficiaries for TREE and QIA were female. The programmes also promoted gender equality and non-discrimination.... Facilitated the entrance of 246 women into non – traditional occupations

b) Partnerships (external)

The implementation of the renewable energy programme was collaboration between the ILO, SNV, microfinance institutions and the private sector. In addition to creating jobs and improving incomes the initiative improved access to sustainable, clean and reliable energy sources for domestic households and small and medium enterprises.

Benin/BEN102

Les capacités des structures en charge de la promotion de l'emploi et des partenaires sociaux sont renforcées, et des programmes de développement des compétences et de promotion d'emplois ruraux sont mis en oeuvre

2	Amélioration de l'insertion et de l'employabilité des jeunes dans 52 villages de 24 communes grâce à l'approche TREE et adaptée aux besoins spécifiques du secteur rural	Avec le financement du Danemark, le BIT a appuyé la mise en oeuvre de la méthodologie TREE pour la création d'emplois décents et durables pour les jeunes en milieu rural qui a bénéficié à 6398 jeunes (contre 5433 prévues, soit plus de 118% des attentes) dont 20% de femmes, bénéficiaires directs, détentrices aujourd'hui d'emploi décent et productif (Abomey, Agbangnizoun, Allada, Bohicon, Boukoumbé, Cobly, Covè, Djidja, Djougou, Kérou, Kouandé, Kpomassè, Matéri, Natitingou, Ouaké, Ouidah, Ouinhi, Pehunco, Tanguiéta, Toffo, Tori Bossito, Za-Kpota, Zangnanado, Zè, Zogbodomey) réparties dans 4 départements (Atacora, Atlantique, Donga et Zou). Les jeunes hommes et jeunes femmes structurés en groupements, renforcés et appuyés a contribué au renforcement du capital humain dans six filières agricoles (apiculture, aulacodiculture, aviculture, cuniculture, maraîchage et soja) et six corps de métiers identifiés comme étant porteur pour l'apprentissage informel (coiffure, coupe couture, mécanique deux roues, électricité auto, tissage et maçonnerie).
3	Amélioration des systèmes d'apprentissage informel à travers un modèle d'intervention proposé et expérimenté et prenant en compte les besoins spécifiques des utilisateurs dans le secteur rural	-Appui à l'organisation des EFAT (Examen de fin d'apprentissage artisanal), CQM (Certificat de Qualification au Métier) et CQP (Certificat de Qualification Professionnelle) avec plus de 350 diplômés appuyés. -Appui à l'employabilité des jeunes formés

			<p>avec plus de 255 Kits d'installation distribués aux lauréats des CQP et EFAT</p> <ul style="list-style-type: none"> -Formation en gestion d'une micro entreprise par la méthodologie GERME -Réalisation d'une étude de base sur l'ETFP (mapping) au Bénin, -Réalisation d'une étude relative à l'inventaire des institutions d'appuis locaux et de conseils en matière d'épargne et de microcrédits (SFD) -Réalisation d'une étude inter agence UNESCO-BIT sur la revue des politiques ainsi que sur les forces et faiblesses de l'Enseignement Technique et la Formation Professionnelle (ETFP). -Réalisation d'une étude sur la stratégie de recouvrement du Versement Patronal sur Salaire en vue d'un financement optimum et pérenne du système d'apprentissage au Bénin -Publications relatives à l'apprentissage informel, telles que les matrices de compétences, les curricula de formations, les bases de données sur les artisans, etc. -Séances d'échanges et diverses formations sur l'apprentissage informel.
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>			
<p>a) Gender equality and non-discrimination</p>			<p>b) Partnerships (external)</p> <p>UNESCO</p>

Asia and the Pacific

Philippines/PHL105
Increased employability and Decent Work opportunities for women and men, particularly among the youth and vulnerable groups

3	The ILO made TESDA training accessible to isolated and marginalized communities in rural areas. TESDA Regional Offices in regions IV-B, VII, and VIII have increased the scope of their reach to rural areas between March 2014 and June 2015 after collaborating with the ILO.	ILO signed a Memorandum of Understanding (MOU) with TESDA that led to 6,258 vulnerable and marginalized individuals (3,954 male and 2,304 female) have been trained and received official certification by TESDA on skills such as masonry, carpentry, plumbing, food and beverage, tour guiding, dress making, etc. From March 2014 to June 2015, ILO provided technical assistance to promote and improve decent work conditions within the training periods (both in-classroom and on the job training). Trainees received minimum wage, enrolment to social security and PhilHealth, accident insurance, and elements of occupational safety and health (OSH) such as personal protective equipment (PPE).
4	Joint sub-projects (Skills Development, Emergency Employment, Enterprise Development, and Local Resource-based Works) implemented and/or certified by TESDA offered direct employment opportunities to trainees and provided income to thousands of households. Furthermore, International NGOs such as Red Cross and the private sector have been a major source of demand for ILO skilled workers.	Soon after Haiyan hit the Philippines in 2014, the ILO started to provide skills development training to address the mismatch between supply and demand of skills in local and regional labour markets in a post-disaster response. The ILO ran extensive training programs in August 2014 onwards in cooperation with TESDA to fulfil the necessity of labour in the reconstruction and rehabilitation of public and private infrastructures. Furthermore, in areas such as Coron (Palawan) and Northern Cebu hundreds of beneficiaries have been trained on skills which are in high demand in the tourism

and service sectors.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Integration of women into the labour force has been a key priority for the ILO in the Typhoon Haiyan response. Thus, all programmes and initiatives had a high ratio of female participation (37%), including technical skills required for the construction sector. On the job training and priority access to the labour market has been offered to women.

b) Partnerships (external)

Collaboration with TESDA and Local Chambers of Commerce and Industry has been established across regions affected by Typhoon Haiyan.

Timor-Leste/TLS103

Improved policy formulation and advocacy to support employment and training in the country

1	<p>The support that ILO is providing to SEPFOPE has enabled them to gather more labour market information which they are analysing on an ongoing basis. The result of their work is guiding the annual work plans and budgets. There is indication that the government will significantly increase public funding for training in 2016.</p>	<p>Using the data from the Labour Force Survey 2013, ILO drafted a thematic paper on youth and employment. Currently the paper is being reviewed. Another paper will be drafted which will focus on employability challenge and active labour market policies in Timor-Leste. It is expected that this paper will be ready by end of December 2015. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
2	<p>Previously, very little ground work was done before new courses were developed. Feedback from enterprises and past graduates is changing that. It is expected that quality of programmes and delivery of training will continue to improve.</p>	<p>ILO is helping SEPFOPE to carry out the 2015 Enterprise & Skills Survey (ESS) which provides insights into market demand for skills. The terms of reference for ESS have already been drafted and a statistician has been hired to oversee data collection and analysis. The survey is funded by the Asian Development Bank while ILO is providing technical assistance in the design of the ESS. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
3	<p>As a result of improvement in data analysis and information, training courses are being developed which reflect the requirement of employers. An evidence-based approach to policy development is critical for government to make effective use of its limited resources.</p>	<p>ILO's focus has been to ensure that results of the analytical work are shared with the relevant departments responsible for development of training curriculum. ILO has encouraged DIMT to solicit feedback from these departments and ensure that they take "ownership" in the research. RBSA funding has contributed to supporting</p>

			this work and to the achievement of the reported results
	4	The results from the tracer study will be available in December 2015. Generally, the training outcomes are positive. In the previous Tracer Study which was released in 2015, more than around 45% graduates were able to find work after completing their training. In the context of Timor-Leste with an embryonic private sector these results are quite positive.	ILO is assisting SEPFOPE to conduct the 2015 tracer study. This study tracks the progress of graduates to measure impact from skills training. More than 200 graduates have already been interviewed. It is likely that all the interviews will be completed by November 2015. RBSA funding has contributed to supporting this work and to the achievement of the reported results

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

The Secretary of State for Professional Training and Employment Policy (SEPFOPE);
the Labour Market Information Department (DIMT);
The General Directorate of Statistics Timor-Leste (GDS);
The ILO is collaborating with Asian Development Bank (ADB) in the area of skills and labour market. In 2015-2016, ADB will finance work of DIMT with ILO providing technical assistance

Pakistan/PAK104

Authorities in Pakistan are actively engaged in improving the quality and outreach of employable skills

1	<p>a. National TVET Policy: The Government of Pakistan, Ministry of Technical Education and Training, adopted a National TVET Policy in March 2015 which focuses on quality, outreach and relevance of skills development programmes in Pakistan.</p> <p>b. National Apprenticeship Act: The Government of Pakistan has also initiated a consultative process to upgrade the National Apprenticeship Act by introducing a number of new measures to ensure a smooth transition of TVET trainees to the job-market – with a particular focus on rural workers and informal economy workers.</p>	<p>a. The ILO provided inputs to National Vocational & Technical Training Commission (NAVTTTC) for the draft TVET policy and engaged technical specialists for reviewing the drafts at different stages.</p> <p>b. The ILO organized study visit for Pakistani TVET officials to Bangladesh for studying their Apprenticeship Programme in growing sectors (leather and garments) which was supported by ‘TVET Reform Programme’ of ILO in 2014. The ILO also organized a sub-regional conference on Apprenticeships in South-Asia (2014) which was also attended by Officials from Pakistan for sub-regional experience sharing.</p>
3	<p>a. The Government of Pakistan, National Vocational & Technical Training Commission (NAVTTTC) has formally adopted ‘Competency-Based Training System (CBT)’ in its TVET Policy on 4 March 2015. The concept of Competency-based Training was introduced by ILO and first four CBT standards and curricula was prepared in 2012-13.</p> <p>b. The Technical Education and Vocational Training Authority (TEVTA) of Khyber Pukhtunkhwa (KP) adopted an employment-centred ‘Vocational Training Programme’ during a project in collaboration with the ILO during October 2014-May 2015.</p>	<p>a. The ILO conducted research studies and identified various value chains and employment sectors with huge gender disparities. Subsequently, training packages based on ‘competency-based standards’ were developed through national institutions –and were implemented for various groups of women and men. Subsequently, during 2010-2015, ILO imparted training to around 5,000 women and men from rural areas in employable skills with a focus on gender-mainstreaming and promoting equal opportunities for women and men in economic activities.</p> <p>b. The ILO provided technical support to the</p>

	<p>The training programme was designed implemented for ensuring temporary employment for Temporarily Displaced Persons (TDPs) in two Districts (Bannu and DI Khan) of KP Province.</p> <p>c. In Sindh Province, a specialized training programme was designed & implemented in 2014 in collaboration with Sindh TEVTA and other training providers to protect livelihoods and ensure continuous income for vulnerable communities during floods and other climatic disasters. The improvised training programme is based on ILO's TREE, Flexible Training Methodologies and Green Enterprises.</p>	<p>KP-TEVTA for implementation of customized Vocational Training to TDPs. The ILO also established an Employment Information Centre to facilitate employment of skilled persons among TDPs. A total of 200 women and men, mostly 'Temporarily Displaced Persons (TDPs)' from North-Waziristan Agency, were imparted vocational training by KP-TEVTA. ILO also carried out a comprehensive Employment Opportunity Identification study to facilitate their entry in job-market.</p> <p>c. ILO provided technical support in developing an improvised training methodology with five (5) national implementing partners, trained them on flexible training modalities as well as on Training for Rural Economic Empowerment (TREE) methodologies and assigned them to impart vocational training to flood-prone landless peasants. 662 women and men, mostly landless peasants from flood-prone villages in Districts Mirpur Khas and Dadu (Sindh) received vocational training. All implementing partners continue to use the new skills from ILO.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

- ILO undertook thorough research to identify gender disparities in four different value chains (hospitality, textile, coastal livelihoods, and self-care/beauty). Subsequently, competency-based training standards and modules were developed and implemented to facilitate participation of women in such value chains.
- While implementing a skills development project for TDPs, ILO came across the strict tradition whereby women were not allowed to unnecessarily move out of their houses. To ensure women's participation this training programme, ILO and KP-TEVTA jointly arranged 'Training Institutions' near their temporary residences – thus ensured 60% women beneficiaries from

b) Partnerships (external)

- Under the auspices of National Vocational & Technical Training Commission (NAVTTTC), ILO is part of the Technical Working Groups on TVET Policies and Apprenticeship and is providing technical inputs to the new policies and legislations.
- As part of 'Human-Security Strategy', a joint project of ILO, FAO and UN-Women implemented a comprehensive Livelihood Protection Project to ensure continuous income of landless peasants during flood-emergency situation. ILO is providing vocational training and entrepreneurship training, FAO is supporting crop-enhancement while UN-Women is facilitating linkages with Social security institutions.

the project.

- As part of 'humanitarian support', ILO and UNDP collaborated with Provincial Disaster Management Authority (PDMA) of KP Government to support livelihood protection of temporarily displaced persons from North-Waziristan Agency.

Outcome 02 - Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth

RESULTS BY INDICATOR

Indicator - 2.3. Number of member States that, with ILO support, make relevant training more readily accessible to people with disabilities.

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

- 1.Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice and/or technical assistance.
- 2.Skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities.
- 3.Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance.
- 4.Beneficiaries are placed in wage or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Ethiopia/ETH130 Promoting Rights and Addressing Decent Employment Barriers for Persons with Disabilities	1	A national guideline for the inclusion of persons with disabilities in Technical and Vocational Training and Education (TVET) prepared in March 2014 by the government with inputs from the ILO and in collaboration with its local partner, the Ethiopian Centre for Disability and Development (ECDD). This TVET guide prepared by the Federal TVET Agency of Ethiopia is a policy document that guides TVET institutions on how to facilitate access to skills training to persons with disabilities in an inclusive way. The inclusive TVET Guide addresses issues of	With support from Irish Aid, the ILO in collaboration with its local partner, ECDD, has contributed to the preparation of an inclusive National TVET Guide by organising consultative workshops; sharing the ILO-Guide on 'Inclusion of People with Disabilities in Vocational Training'; presenting the experiences of other countries on skills policy development and pilot testing (e.g. Zambia); and transferring knowledge on disability to policy/ programme designers through delivering the ILO Disability Equality Training (DET) for key stakeholders.

		accessibility, development of inclusive curricula, staff training on disability equality and preparedness to provide reasonable accommodation for persons with disabilities in skills training.	
	3	The Ethiopian Government agency in charge of designing technical and vocational skills training in Ethiopia has taken in advice of ILO in 2014 on issues of reasonable accommodation, curriculum revision and accessibility of training facilities and information to persons with disabilities. The Federal TVET agency has started accepting since September 2014 trainees with disabilities in 35 Skills training centres in all regions in Ethiopia. Persons with disabilities had no access to inclusive skills training in the past. The PROPEL-MoLSA collaboration has culminated to a stage of a MoU signing between MoLSA and the Federal TVET for disability inclusion actions in the whole TVET system in the country. In the MoU signed between the two parties in May 2015, it is stated that disability and older persons inclusion plans be annually prepared, implemented and monitored with the joint consent of the two institutions in such a way that persons with disabilities and older persons have equal access to skills training, self and wage employment opportunities. PROPEL advises and builds the capacity of the two organisations for effective inclusion of persons with disabilities in mainstream TVET services.	With support from Irish Aid, the ILO has shared its inclusive vocational training guide, has trained TVET staff and professionals at Federal level and in two regions, namely, Tigray and Amhara using its Disability Equality Training (DET) tool. PROPEL also provided financial support to its partner, ECDD, enabling it to facilitate the design and implementation of accessible skills training programmes in 6 TVET centres in Bahir Dar, Gonder and Mekelle.
	4	1)ECDD has signed a Memorandum of Understanding (MoU) with the Federal TVET Agency to work together for the inclusion of persons with disabilities in skills development	With support from Irish Aid, the ILO's support was channelled through ECDD by way of funding DET training, providing ILO guides and tools to TVET centres and Micro and Small

	<p>programmes. Curriculum adaptation, accessibility audit and barriers handling advice, capacity building on promoting inclusion as well as employment support services are among the areas of collaboration between the ECDD and the Federal TVET Agency.</p> <p>2)ECDD has continued providing employment support services to university graduates with disabilities (internship, placement, job hunting skills training and vacancy information.) for job seeking university & TVET graduates with disabilities. More than 100 job seekers with disabilities (35% women with disabilities) have benefited in the employment support services provided by ECDD in the reporting period.</p> <p>3)To promote self-employment for persons with disabilities the Amhara and Tigray Regions Micros and Small Enterprise development Agencies (ReMSEDAs) in collaboration with ECDD are in the process of organising business cooperatives formed by persons with disabilities for business start-ups through facilitating start-up capital and access to inclusive business development services.</p> <p>4)An initiative to establish a National Business and Disability Network (NBDN) to foster employment for persons with disabilities has been successful in that a Steering Committee that would push for the establishment of a NBDS is formed and has become functional.</p>	<p>Enterprise Development Agencies in Amhara and Tigray Regions; and also by sharing good practice on inclusive skills training and employment support services.</p> <p>4)The ILO has played a key role in initiating the NBDN by supporting the launch workshop in which big businesses, NGOs, private employment agencies, economic officers of major embassies and private sector representatives (Chambers, employers' federation) are represented. The ILO has also shared the experience of the Global Business and Disability Network that it initiated in 2010.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already

entered under results or ILO contribution)

a) Gender equality and non-discrimination

To promote gender equality, the PROPEL Project encourages participation of women in the Project Support Committee (PSC) which is responsible for Project advice and monitoring. In addition, PROPEL provides enterprise development training support and works closely with the Ethiopian Women with Disabilities National Association (EWDNA) which has a member of over 200 disabled women entrepreneurs in order to promote the participation of women for enhance gender equality.

b) Partnerships (external)

PROPEL collaborated with UN OHCHR in designing a joint project for the promotion of disability rights in Ethiopia and secured funding from the multi-partners trust fund through the UN Partnership on the Rights of Persons with Disabilities (UNPRPD). The additional fund secured to leverage PROPEL's disability rights promotion initiative amounts to USD 350,000. PROPEL also collaborates with the UN OHCHR Regional Office for Africa in the provision of DET training to partners in Ethiopia through the latter's funding and ILO's expertise support.

Zambia/ZMB129

Enhanced employment and self-employment opportunities for people with disabilities through access to skills development

1	Collaborating partners and national stakeholders have agreed on undertaking a national disability survey and working groups have convened to finalize the questionnaires to be used.	ILO has participated in the process by providing technical inputs to the qualitative part of the survey on access to skills training for people with disabilities, and through inputs on the general survey questionnaire.
2	<p>1. The establishment of a national business and disability network comprising of employers with the purpose of promoting the hiring of persons with disabilities has been initiated and project funding to advance this for the employer's organization approved 2015.</p> <p>2. The National Vocational Training and Rehabilitation Centre (NVRC), originally established for persons with disabilities only, has continued to benefit from being part of the pilot for inclusive skills training and are changing their approach towards inclusion: the NVRC and teachers have an improved understanding of the needs for inclusion due to ILO work.</p>	<p>1. ILO provided technical support to initiate the national business and disability network through organizing a roundtable on business and disability for HR managers and through technical support to the employer's organisation to develop a proposal for the promoting employment opportunities for people with disabilities and for the establishment of the network.</p> <p>2. ILO has ensured continuous collaboration with NVRC and has provided Disability Equality Training to the Ministry of Community Development and Social Services under whose mandate the NVRC falls.</p>
3	<p>An in-service course on inclusive training for teachers of technical vocational colleges has been developed and finalized in mid-2015 to be used ta national level for teachers continued education.</p> <p>A module on inclusive skills training has been developed and inserted in the newly revised national teachers training curriculum for vocational skills teachers. The revised national curriculum is pending final approval</p>	<p>ILO provided technical support in developing the curriculum for the in-service course by identifying and engaging an expert to develop the course chart and syllabus as well as the teaching materials.</p> <p>ILO provided technical support in developing the module through identification and engagement of an expert to develop the module on disability inclusion to be inserted in the national curriculum.</p>

		<p>from relevant authorities.</p> <p>Capacity of national media strengthened in terms of positive reporting on disability inclusion with a focus on inclusion in technical and vocational skills training.</p> <p>Two pilot colleges have strengthened capacity in reaching out to special schools for students with disabilities for the purpose of encouraging enrolment to mainstream vocational skills training.</p>	<p>ILO provided capacity building for media on two occasions, with emphasis on media personnel from community radio stations, and developed and distributed a pocket guide on disability reporting for media.</p> <p>ILO provided technical support and guidance for the two colleges in approaching special schools through jointly arranging for sensitization and information sessions at special schools, which the colleges will now continue with on their own.</p>
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Asia and the Pacific

China/CHN252

Skills development increases employability of workers

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1) The China Association of Persons with Intellectual Disability and their Relatives (CAPIDR), announced a three years' plan to advocate supported employment in China in April 2014 for helping men and women with intellectual disabilities and autism. While provincial governments including Hunan, Jilin, Beijing and city governments of Guangzhou, Dongying issued policies on supported employment (SE).

2) The Central government announced the Policies on Assistant Employment for Persons with Disability on 9th July 2015, and SE is written as an alternative for those Assistant Employment Centres. It states that each district and county should establish an Assistant Employment Centres before 2020. And supported employment (SE) will be written in the 13rd national disability development plan according to the China Disabled Person's Federation (CDPF).

3) Government's initiatives on revision of the Regulation on Employment Security Fund for Persons with Disability (1995) launched in September 2015 with the aim of using the levy more efficiently and promote the quality of skills development and training programme of people with disabilities. Several provincial and city governments start to provide financial subsidies to non-governmental organizations for SE work beginning in February 2014 and on-going in Hunan and Jilian Province, Guangzhou, Beijing and Dalian City.

With support from Irish Aid, 1) The ILO was closely involved in making those action plans, as well as providing technical training for designing the media campaign for supported employment (SE). This national action plan drew upon the recommendations from a research on 'models of supported employment for persons with intellectual disabilities in China', which was conducted by the ILO and the Special Education College of Peking Union University in 2013 and the results of the survey on training and employment of men and women with intellectual disabilities in Shanghai and Guangzhou City conducted by the ILO and CDPF in 2013. The ILO publication Promoting training and employment opportunities for people with intellectual disabilities: International experience and the Chinese Version of ILO Handbook on SE are provided to CDPF partners.

2) The ILO provided to MoHRSS its research data on the local good practices of internship system for youth with disabilities in China and ILO publication on the right to decent work of persons with disabilities.

3) The ILO provided good practices of quota system in other countries, and suggested partner to use the levy to cover the salary of job coaches, expenses for training by the companies and making reasonable accommodation changes and for this to be included in the new regulation. Those suggestions are successfully put in the initial draft by CDPF to modify the Regulation on Employment Security Fund for Persons with

			Disability (1995).
	2	<p>1) Around 300 supported employment job coaches are trained by CDPF and ILO's other partners. After the training, they started to support in February 2014 people with disabilities in inclusive labour market.</p> <p>2) CEC, CDPF and the Able Development Institute (ADI), developed in June 2015 a first draft of guidance manual on how to promote inclusive employment for men and women with disabilities in companies (Chinese Version), including how to develop skills development programmes and to conduct job analysis.</p> <p>3) The courses of supported vocational education in Chinese developed by the 11 vocational and special schools. Beijing city applied it for 20 special education schools.</p>	<p>With support from Irish Aid, the ILO's research with Peking Union University, the China Enterprise Confederation (CEC) and CDPF were used in the development of the Chinese version of the ILO Handbook on SE and good practices on SE.</p>
	3	<p>1) CEC and China Disabled Persons' Federation started to establish in June 2014 a local business and disability network in Chongqing, Dalian, Beijing, Wuhan and Shanghai, which aims to enable both the employers and the local government to restructure their training programmes</p> <p>2) A joint declaration by Chongqing Disabled Persons' Federation and employers was announced in June 2014 to promote inclusive employment for persons with disabilities.</p> <p>3) ILO Global Business and Disability Network members, L'ORéal and IBM, modified their disability training programme and management strategy in China.</p>	<p>With support from Irish Aid, 1) The ILO and ILO International Business and Disability Network worked as a technical supporters and connected international companies, national employers, CEC, CDPF, vocational schools and local service providers.</p>
	4	<p>More than 50 persons with intellectual disabilities and autism are placed in wage employment in 2014 and 2015.</p>	<p>With support from Irish Aid, 1) The piloted regions learnt about good practices and employed technical advices from the seminar on 'supported employment' initiatives involving</p>

			<p>people with intellectual disabilities in China seminar, which took place in August 2013 and was organized by the ILO in collaboration with the CAPIDF.</p> <p>2) Those supported employment job coaches for beneficiaries are trained by the ILO and its partners in SE.</p>
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Mongolia/MNG177

Skills development increases the inclusiveness of growth by improving the employability of women and men in urban and rural communities

1	The Revised Labour Law approved by the State Great Heral in the November/December 2015 contains extensive provisions on labour protection and employment promotion of workers with disability. The provisions are in accordance with ILO recommendations.	The ILO provided extensive technical assistance to the Ministry of Labour in the revision of the Labour Law. The ILO's technical memorandum was submitted to MOL in November 2014.
3	<p>The Ministry of Population Development and Social Protection issued the National Programme on Supporting People with Disabilities (2015-2020), which is linked to the implementation of the CRPD, ratified by Mongolia in 2009 and the Incheon Strategy Make the Right Real for Persons with Disabilities in the Asia Pacific Region signed by Mongolia in early 2014. (draft as of July 31, 2015).</p> <p>Following capacity building activities which were organized with ILO's support in December 2015, the National Rehabilitation and Vocational Training rolled out Inclusive Vocational Training programme at 5 regional vocational training centers.</p>	<p>As part of the national efforts to make vocational training accessible to people with disabilities, the Ministry of Population Development and Social Protection (MPDSP) invited the ILO to hold introductory capacity building on the concept of inclusive vocational training, and the steps involved in effectively implementing it, as well as sharing international experience and good practice, in line with Mongolia's international commitments.</p> <p>The ILO Manual on Inclusive Vocational Training was translated into Mongolian and used at the two ILO-supported capacity building workshops on inclusive vocational training for managers of vocational training centers and for trainers in December 2014.</p> <p>In March and July 2015, the ILO provided further support to the MPDSP in the formulation of a national programme on Supporting People with Disabilities.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

b) Partnerships (external)

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The Disability Global: Irish Aid-ILO Partnership Programme, Phase II,

Bangladesh/BGD101
Skills development reforms for employability and livelihoods implemented.

1	<p>1. In January 2015, a National Strategy for Inclusion of Persons With Disabilities approved by the Executive Committee of National Skills Development Council (NSDC)-a government institution, headed by the Prime Minister.</p> <p>2. Ministry of Education adopted a policy in May 2015 for a 5% quota for People with Disabilities in the entrance exams of all Technical and Vocational Education and Training (TVET) institutes in 2015.</p>	<p>1. ILO provided technical expertise in developing National Strategy for Inclusion of Persons with Disabilities to the National Skills Development Council (NSDC) Secretariat, and was involved in advocacy for getting it approved by the NSDC.</p> <p>2. conducted workshops on advantages of inclusion of PWDs with Directorate of Technical Education (DTE) in adopting a policy for 5% quota for People with Disabilities, which is in compliance with C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention.</p>
2	<p>1. Industry Skills Council (ISC) Tourism, is now systematically integrating disability in their policy and practices from August 2015.</p>	<p>1. ILO jointly with the Industry Skills Councils (ISCs), assessed the labour market opportunities for the employment of people with disabilities.</p> <p>1. ILO supported sensitization of six Industry Skills Councils (ISCs) in disability inclusion through workshops and study tours and fellowship to Vietnam and Turin.</p>
3	<p>1. Disability inclusive curriculum piloted in nine institutions including national NGOs, private training institutes and government training institutes.</p> <p>2. The National Training and Vocational Qualification Framework (NTVQF) Level 1 course for National skill Certificate-I in Readymade Garments Sewing Machine operation, designed and piloted for 36 women with disabilities in 2012-2013in 3</p>	<p>1. ILO assisted GoB in setting the competency standards of the courses.</p> <p>2. International expert designed the curriculum in joint collaboration with BTEB in compliance with ILO convention 159.</p> <p>3. ILO provided NTVQF training of trainers for CRP and equipped CRP for carrying the training course.</p> <p>4. ILO initiated negotiations with RMG industry on the benefits of the employing PWDs with</p>

		batches in Centre for the Rehabilitation of the Paralyzed (CRP). 3. 100% of PWD beneficiaries of the NTVQF Level 1 course training, are placed in wage employment in the RMG industries.	essential skills.
	4	1. Bangladesh Employers Federation (BEF) has developed and adopted in August 2014 guidelines for disability inclusion.	1. ILO supported Bangladesh Employers Federation (BEF) in developing guidelines for disability inclusion in compliance with Convention 159, 100 and 111.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Currently, the strategy is being implemented through integrating its key elements into policies and practices of the Ministries with skills and enterprise development programs.
 Training for females is provided in non-traditional trades (welding, motor cycle repair etc.).
 Training statistics is kept in a disaggregated manner.

Centre of Excellence for Bangladesh Apparel Industry (CEBAI) established jointly with BGMEA's and ILO's financial assistance (a PPP initiative of H&M-Sweden Government-ILO). CEBAI facilitated Demand driven skills training, Industrial relationship and OSH in compliance with ILS and Entrepreneurship development, Employment creation and Social dialogue. CEBAI successfully initiated Skills training for NTVQF level 1 Sewing Machine Operator, which is aligned between National and International qualification framework. Trainings will mainstream OSH/soft skills. Enterprise Based Training (EBT) as per National Skills Development Policy (NSDP) adopted in two factories.
 The initiative will promote Inclusion of PWDs and facilitate NGOs to adopt national qualification training.

b) Partnerships (external)

ILO has partnered with CRP on piloting NTVQF Level 1 training to women with disability.
 Partnership with Underprivileged Children's Educational Programs (UCEP) has promoted skill development of women in non-traditional trades.
 ILO has partnered with Centre of Excellence for Leather Skill Bangladesh (COEL) in establishing a one stop training centre of leather sector ILO, in partnerships with the Government of Bangladesh (GoB), supported in designing the Bangladesh -Skills, Employment and Productivity (B-SEP) project and Technical and Vocational Education and Training (TVET) Reform in Bangladesh project and mobilized resources from the Government of Canada and European Union (EU) in 2014.
 Joint programme is being formulated in collaboration with other UN agencies (UNICEF, UNDP, UNESCO, UNIDO etc.)

Outcome 02 - Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth

RESULTS BY INDICATOR

Indicator - 2.4. Number of member States that, with ILO support, strengthen employment services to deliver on employment policy objectives.

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. An administrative entity composed of public officials charged with the execution of functions outlined in Convention No. 88 is established or revitalized.
2. A labour exchange is established or revitalized to ensure that it actively matches job vacancies with individual jobseekers.
3. A plan to provide services promoting employment of groups typically excluded from the labour market is implemented, as documented by a budget allocation for services and regular progress reports.
4. National legislation is adopted concerning the regulation of private employment agencies.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Comoros/COM102 La formation professionnelle est valorisée pour une meilleure compétitivité de l'emploi.	1	La Maison de l'Emploi en tant que structure de gestion et d'encadrement de l'Emploi créée en mars 2013 par Décret n°13-018/PR portant Statuts de la MDE est opérationnelle: Directeur Général de la MDE nommé, MDE dotée des équipements et matériels de bureau, CA mis en place, décentralisation des activités de la MDE au niveau des Îles, selon les statuts de la MDE, par le recrutement des Chefs des Antennes insulaires de la MDE et un Conseiller en Emploi en-cours . Le Conseil d'Administration mis en place par voie de décret tient ses	. Encadrement technique par le Spécialiste en Emploi du BIT pour accompagner cette nouvelle structure dans son opérationnalisation: renforcement des capacités par une session de formation réalisée lors de la mission du Spécialiste aux membres du CA de la MDE, des partenaires sociaux et des cadres du Ministère de l'Emploi au nombre de 20 personnes. L'objectif est de leur permettre d'assumer convenablement leurs rôles respectifs dans les domaines qui leur sont dévolus (organisation, gestion, fonctionnement de l'institution ; aspects

		reunions statutaires. Ce n'est pas la creation de cette structure,soutenue par le BIT qui est rapportée ici, mais plutot l'effectivité de sa fonctionnalité, de son evolution vers son alignement à la Convention No. 88.	techniques concernant l'emploi, etc.), et, partant, permettre à la MDE de jouer le rôle et la responsabilité d'une structure pouvant assurer la gestion du service de l'observatoire de l'emploi et la formation professionnelle, du service de l'office de l'emploi et du service d'orientation et conseil. . Appui du BIT à travers le projet APPEJEC - «Appui à la pérennisation de la paix par la promotion de l'emploi des jeunes et l'éducation civique aux Comores» dont le Résultat 1 est que «La Maison de l'Emploi est opérationnelle avec la mise en place d'un système d'information, de conseil, d'orientation, de formation et d'appui aux jeunes ciblés». Le projet est sur un financement du PBF. A travers ce projet, le BIT appuie la MDE dans l'orientation vers la décentralisation des activités par le recrutement de personnes ressources ayant les profils adéquats pour mener à bien ces activités. . Appui régulier du Bureau de Pays par des conseils lors des missions, des échanges, l'implication de la MDE dans les activités relatives à l'Emploi aux Comores, pour aider l'institution à préserver ses acquis et à améliorer ses services dans l'optique d'un respect des dispositions de la Convention n°88 de l'OIT et du Décret portant mise en place de la MDE.
	2	Une base de données sur les demandes et offres d'emplois est en phase de développement au sein de la Maison de l'Emploi.	. Implication de la MDE dans la mise en oeuvre du projet de coopération technique APPEJEC pour promouvoir les programmes d'accompagnement des demandeurs d'emploi en liaison étroite avec ses activités de rapprochement de l'offre et de la demande d'emploi. 1 Salon de l'Emploi organisé avec la

			MDE, participation effective de la MDE dans les activités du projet (formations, appui à la création d'emplois pour les jeunes).
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Mali/MLI102

Une politique nationale globale et/ou des stratégies sectorielles emploi, élaborées en concertation avec les partenaires sociaux, approuvées par le Gouvernement sont mises en œuvre

1	<p>1.L'Agence de promotion de l'emploi pour les jeunes (APEJ), en collaboration avec l'Office du Niger et la Centrale Syndicale du Travail du Mali met en oeuvre un plan d'action pour appuyer les jeunes ruraux.</p> <p>2.Par décision ministériel N° 0038/MEFP-SG du Ministère de l'Emploi et de la Formation professionnelle, un cadre de coordination des activités liées à l'accès au travail décent en zone rurale pour les groupes marginalisés et regroupant toutes les parties prenantes a été mis en place</p>	<p>Avec la contribution du Grand Duché du Luxembourg, le BIT a appuyé 1. Information et sensibilisation des cadres de l'Agence de promotion de l'emploi pour les jeunes (APEJ) des localités cibles (zone de Segou, ...) sur le concept du Travail Décent en milieu rural et les stratégies à développer dans leurs activités</p> <p>2. Mise en place et animation d'un comité de pilotage formé des partenaires stratégiques du projet au niveau national au Mali</p>
3	<p>Les acteurs clés (chambres consulaires, structures décentralisées de l'APEJ, du patronat, de la centrale syndicale CSTM apportent des appuis planifiés et structurés aux groupes vulnérables identifiés sur la base de critères de vulnérabilités validés par les acteurs.</p>	<p>Des études/recherches prospectives ont été menées (Ségou et Tombouctou) par des consultants mis à disposition par le BIT.</p> <p>Un modèle d'intervention, incluant l'approche des investissements à haute intensité de main d'œuvre (HIMO) appliquée dans les bassins hydroagricoles a été développé et validé en Décembre 2014 par l'ensemble des partenaires maliens pour la promotion du travail décent en zone rurale, particulièrement dans la filière riz dans les régions de Ségou et de Tombouctou.</p>

Mauritania/MRT101

Des politiques programmes et Strategies sont adoptes et mis en ŷuvre pour la promotion de l'emploi decent

2	<p>An operational matching database for Labour intermediation is operating in the public employment services. 50000 young jobseekers have access to the database. Additional information on job opportunities and job search were gathered</p> <p>More than 50000 young were sensitized.</p>	<ul style="list-style-type: none">-Creation of a data base-Support the drafting of a manual for youth insertion and socioeconomic orientation for job counsellors-Organizing a dissemination campaign to promote the role of the job counselling- Study on green job opportunities in rural areas- Study on job opportunities in the eco-construction sector-Study on financial opportunities for the youth
3	<p>A better quality in the standards for job intermediation processes was achieved</p>	<ul style="list-style-type: none">-Quality standards setting for job intermediation- methodology for a better job search is availableMethodology on skills is available-3 programs on green vocational training skills are available focusing on jobseekers excluded from the educational system-a methodology for youth financial education is available

Senegal/SEN101

Des strategies politiques programmes demplois pour les jeunes hommes et femmes spnt developpes et mis en oeuvre

1	<p>1. Des cellules d'appui à l'insertion dans les établissements de la Formation Professionnelle et Technique ont été instituées et sont capables d'assurer le suivi et l'évaluation des activités d'insertion</p> <p>2. Existence d'un cahier de charge validé permettant le suivi et l'évaluation des cellules d'appui à l'insertion</p>	<p>Avec la contribution du Grand Duché du Luxembourg, le BIT a appuyé l'élaboration et la validation d'un cahier de charge permettant le suivi et l'évaluation des cellules d'appui à l'insertion</p>
2	<p>Un dispositif d'insertion basé sur une quête professionnelle de l'emploi avec un volet apprentissage disponible dans les établissements de la FPT des régions de Matam, Saint Louis, Louga, Thiès, Kaolack, Kaffrine, Fatick et Diourbel au Sénégal</p>	<p>Un dispositif d'information basé sur des alertes SMS a été élaboré et testé: il permet aux jeunes entrepreneurs et demandeurs d'emplois d'avoir accès de manière instantanée aux offres disponibles (marchés, emplois...)</p>
3	<p>1. Des programmes de formation en entrepreneuriat sont inscrits dans les programmes des établissements de la Formation Professionnelle et Technique et chambres de métiers et accessibles aux jeunes ruraux des régions de Matam, Saint Louis, Louga, Kaffrine, Kaolack, Fatick, Diourbel et Thiès au Senegal</p> <p>2. La méthodologie CLE, Trie et Cree est inscrite dans les curricula des établissements de la Formation Professionnelle et Technique (CAP, BEP, BP, BTS)</p> <p>3. Inscription des formations CLE, TRIE et CREE dans les budgets et programmes des fonds de la Formation Professionnelle et Technique (Fond unique, FONGIP, ONFP)</p>	<p>1. Revue des référentiels de formation avec les inspections d'enseignement (inspection d'académie): Adaptation des manuels Trie et Cree (programmes, manuels de l'apprenant, guide du formateur)</p> <p>2. Des outils, méthodes et supports pédagogiques nécessaires à l'insertion socioprofessionnelle des jeunes issus du secteur de l'artisanat et ayant un niveau alphabétisés (CAP, BEP, BT, BTS) ou faiblement alphabétisés sont disponibles dans les établissements de la FPT et chambres consulaires dans les 8 régions: Matam, Saint Louis, Louga, Kaffrine, Kaolack, Fatick, Diourbel et Thiès</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

50% des établissements sont de la formation professionnelle féminine

b) Partnerships (external)

UNFPA, PNUD, ONUDI.

Burkina Faso/BFA102

Les capacités institutionnelles des Ministères en charge du Travail, de l'emploi et des partenaires sociaux sont renforcées, et des projets de développement des compétences et de promotion d'emplois ruraux sont mis en oeuvre

1	Depuis mars 2015, l'Agence Nationale de Promotion de l'Emploi (ANPE) dispose d'un plan Stratégique de Développement validé, assorti d'un budget. Son personnel cadre a ses capacités renforcées et bénéficie d'un accompagnement pour la mise en œuvre du plan stratégique	<p>Le BIT a appuyé et coordonné la partie nationale deux consultants pour l'élaboration du Plan Stratégique de Développement (PSD) de l'Agence Nationale de Promotion de l'Emploi (ANPE) , dont il a supervisé le travail technique. En lien avec le PSD, le BIT a organisé des activités le renforcement des capacités en planification stratégique et en GAR</p> <p>Le BIT a soutenu techniquement l'atelier de validation du Plan Stratégique de Développement (PSD) de l'ANPE 2015-2024 qui s'est tenu le 11 Mars 2015</p>
2	Amélioration de l'activité d'intermédiation assurée par l'ANPE en sa qualité de service public de l'emploi	Le BIT a formé des agents de l'ANPE en matière d'intermédiation .
3	L'ANPE met en œuvre un programme spécial de création d'emplois pour les jeunes et les femmes (PSCE/JF) 2012-2014, qui contribue à la promotion d'emplois des jeunes dans la SCADD	Appui technique à l'ANPE dans le cadre de la révision en cours de la Politique nationale de l'Emploi

Cote d'Ivoire/CIV109

Les services publics de l'emploi sont renforcés

1	<p>Depuis février 2015, L'Agence d'Etudes et de promotion de l'Emploi (AGEPE) dispose d'un plan de développement stratégique et accroît ses capacités en gestion axée sur les résultats organisant la formation de ses cadres en cette matière.</p>	<p>Le BIT a appuyé la formulation d'un plan stratégique de développement de l'AGEPE et assuré la formation du personnel de l'Agence en gestion axée sur les résultats</p>
2	<p>Le plan de développement stratégique de l'AGEPE élaboré en février 2015 intègre la redynamisation de la bourse du travail pour fournir des services de promotion de l'emploi des groupes généralement exclus du marché du travail. Le Plan stratégique de développement (PSD) dote l'AGEPE d'orientations à moyen terme, assorties d'objectifs et d'indicateurs de résultats partagés avec son ministère de tutelle et tous ses partenaires. Il constitue un levier puissant de revitalisation du SPE.</p> <p>La mise en place du PSD a été accompagnée par une évaluation des programmes d'activation gérés par l'AGEPE ainsi que par des activités de renforcement de ses cadres.</p> <p>L'ensemble de ces interventions a permis d'améliorer : (i) l'activité d'intermédiation, (ii) les prestations délivrées en direction des groupes les plus vulnérables sur le marché du travail</p>	<p>Le BIT a accompagné l'AGEPE dans la mise en œuvre de son plan stratégique, notamment la redynamisation de la bourse du travail, avec un accent sur la fourniture des services en faveur des groupes généralement exclus du marché du travail.</p> <p>Le BIT a également missionné Pôle Emploi (le service public de l'emploi français) pour procéder à une évaluation des programmes d'insertion dans l'emploi gérés par l'AGEPE, lesquels visent les populations qui rencontrent le plus de difficultés sur le marché du travail</p>

Asia and the Pacific

Cambodia/KHM202

[ACI2] Enhanced employability of men and women through improved skills development and public employment services

1	<p>The National Employment Agency (NEA) through its network of job centres has focused on improving services delivery to jobseekers and employers through the development of new and updated tools. Tool development is on-going and the finalization of the tools and manuals within early 2016(.e. updated job centre operations manual; updated employer services manual; booklet on getting started with a job; booklet on career building and maintaining jobs; manual for job search techniques; leaflets on unions and employment; Regional Model Competency Standards core competencies (used to train young job seekers in developing soft skills); improving labour market information; and capacity building for NEA and the job centres; staff.</p>	<p>The ILO provided technical inputs to develop communication strategy to boost NEAs image and raise the constituents awareness of the services of NEA and the job centres; conducted employment fora, job fairs and seminars; brochures and awareness raising programmes distributed by employers (CAMFEBA) and trade unions.</p> <p>The ILO provided technical support to develop the HRD Plan to identify specific programmes in the short and medium-term which improved the capacities and delivery of services of the job centres;</p> <p>The ILO provided technical support to develop employment services tools like career guidance manual and brochures.</p> <p>The ILO conducted/provided capacity building programmes: coaching on employment services; career guidance policy and practice; training on labour market information; study visits to Chinas job centres in Beijing, Jiu-jang and Shanghai; training of core trainers; and training on counselling services (employment, vocational and career)</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
2	<p>Public employment services (PES) in Cambodia has improved labour market</p>	<p>The ILO provided technical assistance to improve data collection, analysis and</p>

		<p>information; 8baseline assessment was conducted in early 2014 which was the basis on efforts in labour market information (LMI) by sending National Employment Agency (NEA) staff to participate in several LMI course in Turin (October 2014, August 2015 and November 2015). The National Institute for Statistics organized a data cleaning and data management course in March 2015; and ILO will organize a training on data analysis in November 2015. These initiatives propelled NEA's awareness in collecting and disseminating quality administrative data and the need to provide job search and placement services and the administration of a variety of labour market programmes. Going forward and in view of sustainability, the Human Resource Development plan was developed and will provide the NEA with a good foundation in improving its staff quality.</p>	<p>dissemination to allow better matching of jobseekers with enterprises vacancies.</p> <p>The ILO provided technical assistance to improve jobseeker registration and vacancies updates.</p> <p>The ILO provided technical assistance for the availability of Web-based data collection and analysis of youth information. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
	3	<p>The youth labour force especially those who are unemployed have been specifically assisted and guided in making better career choices and provided tools for better job search and employment.</p> <p>This included returning young migrant workers who needed assistance in finding employment locally.</p> <p>About USD 14,000 was dedicated to the development and piloting of the Manual for job search techniques and USD 10,000 was dedicated in youth outreach in providing information on labour market and services provided by employment services offices.</p>	<p>The ILO supported study on the youth workforce of Cambodia and what works for them.</p> <p>The ILO provided technical assistance to expand web outreach for young from schools and universities in Cambodia; analysis of trends and data on youth.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results</p> <p>The ILO provided technical assistance to conduct profiling study on returned young migrant workers.</p> <p>The ILO provided technical assistance to conduct labour market programmes on career</p>

			<p>guidance.</p> <p>The ILO provided assistance for trade unions youth units to collaborate with job centres and NEA to promote services of the job centres with members, act as Employment Liaison officers and Skills development officers so that trade unions members have better access to the services of the job centres</p>
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Lao People's Democratic Republic/LAO177

Increased numbers of men, women and youth demonstrate skills in line with labour market demand

1

Improved services delivery of ESJCs so that jobseekers have better access to employment at national and international levels and that employers are able fill in their vacancies with the right workers (services have been revitalized though the ILO's support and these efforts are on-going. The assessment on job centers conducted in early 2014 indicated the continuing need to improve the capacity of job center staff. Due to high turnover rate, the staff trained by the ILO in the past have moved on. Therefore, interventions in the past biennium has been geared towards capacity building in employment services delivery and in upgrading of essential manuals. The result has been more visits from job seekers to the job centers along with more initiatives by job center officials in visiting and approaching key stakeholders such as employers and training institutions. Tools are developed to support Employment Services Job Centers (ESJC. Tool are to be finalized by November 2015, including the Job Center operations manual; the Career Services Manual and the Lao National Standard Classification of Occupations. Capacities of MoLSW and ESJCs staff are improved. Job center staff have good reference material available enabling them to provide the essential services of job matching and counselling. Furthermore, the Classification of Occupations will facilitate job matching as the Ministry of Labour and Social Affairs will have better labour market

--Upgrading of 3 core manuals of the ESJCs namely Operational Manual, Employment Counselling and Employer relations manuals; Guide to Young Jobseekers was translated in Lao for use of the ESJC staff. These manual guide the staff of the ESJCs in their operation and services;
--HRD Plan was developed to guide MoLSW on the capacity development needs in the short and medium term
--Training programmes were conducted on: training of trainers on ES, career guidance policy and practice, coaching by Chinese expert on employment services, study visits in 3 key job centres of China, orientation programme on ES for MoLSW officials at national and provincial levels
--Communication strategy was developed to reach and appeal to the local population, establishments, training providers and trade unions and embark on a nation-wide marketing and branding strategy as well as build good first impression.

		information and administrative data.	
	2	Strengthened network of employment services job centres (ESJC) in Lao PDR with the vital role of linking the job seekers and employers with improved labour data and information to bridge skills gaps on future labour market needs in priority and growing sector	--Assessment of Lao PDR LMI capacity was conducted and to build upon prior support on LMI by the ADB --Assessment of current LMI system --Updated data monitoring system on jobseekers and placements
		Providing quality and timely labour market information	

Europe and Central Asia

Turkey/TUR152

[ACI4] Active labour market policies for advancing gender equality through decent employment for women

1	<p>The Turkish Employment Agency (ISKUR) strengthened capacity to promote access of women to jobs through increased awareness and knowledge at the management level on how to mainstream the gender equality principles set in the National Action Plan on Gender Equality (2015-2020) into the operation of the public employment service.</p> <p>In September 2014 a "Gender Equality and Employment Policies" training course was designed at ITC-ILO for the national technical team members in order to increase their capacity on gender equality, women's employment and employment policies.</p> <p>ISKUR management learned how to use gender analysis and auditing tools to assess the employment services offered to women jobseekers.</p>	<p>ILO designed and carried out in a participatory manner with ISKUR a review and an audit on current practices in the provision of public employment services from a gender equality perspective. The ILO review covered four provinces: Ankara, Bursa, Istanbul and Konya. This review identified core areas of service and set up the initial baseline on gender mainstreaming in ISKUR to benchmark progress main in gender mainstreaming and also recommends revisions needed. Additionally, the Labour Market Survey being conducted regularly by ISKUR has been reviewed with gender lenses and new questions on women's employment are integrated into the survey. The revised surveys have been conducted across the country.</p>
3	<p>The first-ever National Action Plan on Women's Employment was developed by the National Technical Team, which is composed of constituents, NGOs and relevant government agencies in June 2015. ISKUR coordinated the formulation phase and will support its implementation.</p>	<p>ILO provided technical support to increase the capacity of the National Technical Team and ISKUR to develop and implement National Action Plan on Gender Equality (2015-2020). A training course was delivered in collaboration with ITC-ILO on Employment and Gender Policy in Nov. 2014. ISKUR management staff was one of the main beneficiaries. ILO also facilitated exposure to international relevant practices on how to successfully apply gender equality principles to the daily operation of ISKUR. A study tour to the Swedish public employment service was organized and peer-work carried out to gather technical inputs and hands-on examples.</p>

			<p>ILO has been actively engaged with the development of the National Action Plan through participation in the subgroups on employment and poverty and contributing in the drafting process of the Action Plan. ILO's approach on decent work and gender equality is well reflected and integrated into the Action Plan.</p> <p>ILO actively engaged in the drafting process of the Strategy through attending the consultative as well as internal UN meetings and also providing inputs to the Strategy to fully integrate ILO's approach and decent work.</p>
Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)			
a) Gender equality and non-discrimination	b) Partnerships (external)		
-	Partnership with a women's NGO is established		

Latin America and the Caribbean

Ecuador/EKU158

El Sistema de servicios de empleo y intermediación laboral es fortalecido

1

A partir de octubre de 2015 el Servicio público de empleo del Ministerio de Trabajo tiene una mayor capacidad para brindar servicios de orientación vocacional: esta capacidad se refiere a identificar las necesidades laborales de los jóvenes con base en la aplicación de un test vocacional elaborado un mapa de servicios educativos, de formación vocacional, intermediación de empleo y financiamiento educativo disponibles. Diseñado un Manual de Servicios de Orientación Vocacional con un apartado específico para atender las necesidades de los jóvenes incluyendo empleo y emprendedurismo e intermediación laboral que responden de manera efectiva a las necesidades de formación y vinculación con la iniciativa empresarial de los jóvenes, especialmente de los grupos en situación de vulnerabilidad; asimismo, cuenta con procedimientos sistematizados en un manual de servicios que fue validado con organizaciones de jóvenes en mesas de diálogo social.

La OIT apoyó al Ministerio del Trabajo en la identificación del perfil educativo y laboral de los jóvenes en las ciudades de Quito, Guayaquil, Manta y Babahoyo, así como en el mapeo de servicios educativos, de formación y de financiamiento a la iniciativa empresarial que contribuyen a mejorar la empleabilidad de los jóvenes. También se brindó asistencia para la elaboración de un manual de servicios de orientación vocacional y para la formación del personal técnico responsable de dicha prestación.

Argentina/ARG126

[AC11] Capacidades mejoradas del MTESS y de los actores sociales, de acuerdo con sus incumbencias específicas, para desarrollar políticas activas de empleo y ejecutar estrategias de desarrollo económico local.

1

El Ministerio de Trabajo, Empleo y Seguridad Social (MTESS) aumenta la capacidad del servicio público de empleo para facilitar la movilidad de la mano de obra entre países vecinos; recoger y analizar información sobre la evolución del mercado de trabajo; y evaluar y mejorar las aptitudes profesionales de los trabajadores, en respuesta a las funciones establecidas en el Convenio núm. 88..

Destacan en este sentido: el Acuerdo de Homologación entre los Ministerios de Trabajo de Argentina y Chile, en mayo de 2015, para la certificación de competencias laborales en el sector de la construcción; y el lanzamiento del Primer Consejo Nacional de Formación Continua, en octubre de 2014.

- Asistencia técnica a los equipos de Formación Continua del MTESS y de Chile Valora del Ministerio del Trabajo, Empleo y Previsión Social de Chile, en el proceso de discusión e implementación del acuerdo binacional Argentina-Chile de homologación de competencias laborales en el sector de la construcción, para los perfiles de albañil y doblador de hierro o enfierrador, a través de dos talleres binacionales (Mendoza, diciembre de 2014, y Viña del Mar, abril de 2015).

- En articulación con ARG 178, OIT elaboró (junto al MTESS) el libro “Migraciones laborales en Argentina. Protección social, informalidad y heterogeneidades sectoriales” y el documento “Inserción de las trabajadoras domésticas paraguayas a partir de las reformas laborales y migratorias en Argentina” que profundizan los conocimientos sobre las competencias laborales y condiciones de trabajo decente de los trabajadores migrantes y los desafíos que esto impone para para los Servicios de Empleo. Asimismo, en el marco del seminario “Evaluación de la contribución económica de la inmigración laboral en Argentina” (30/06/2015) se brindó un espacio para que los actores sociales debatan acerca de cómo generar condiciones para que las políticas de promoción del empleo formal tengan mayor impacto entre los trabajadores migrantes –entre otros aspectos-.

- Asistencia técnica al MTESS para la generación de conocimientos en materia de servicios de empleo y formación profesional. Varios de estos estudios fueron publicados en

		<p>la Serie OIT de Documentos de Trabajo: i) Evaluación de "Servicios Públicos de Empleo en Argentina" (2015); artículo "Empleo, calidad del empleo y segmentación laboral en Argentina", publicado en la Revista de Economía Laboral de la Universidad de Oviedo, España (2014), 24-64.</p> <p>- Asistencia técnica al MTESS para la evaluación del impacto del Programa de Profesionalización del Servicio en Casas Particulares en las trayectorias laborales de sus beneficiarios, con particular énfasis en las trabajadoras domésticas migrantes (esta actividad se enmarca en el Programa de acción Global sobre Trabajadoras Domésticas).</p> <p>- Asistencia técnica a la Secretaría de Empleo del MTESS en la organización del Primer Consejo Nacional de Formación Continua (Buenos Aires, Oct.2014) y para el desarrollo de material de apoyo para la formación de trabajadores domésticos dedicados al servicio en casas particulares y al cuidado de niños, jóvenes y personas mayores (con alta participación de trabajadoras migrante</p>
3	<p>En agosto de 2014, se lanzó el plan PROEMPLEAR que busca mejorar la empleabilidad de grupos objetivo con baja calificación, la Red de Oficinas de Empleo apoya la implementación de este programa y facilita el acceso a servicios combinados para la formalización del empleo, la inserción laboral, la formación continua y apoyos a estudiantes para completar su instrucción formal.</p>	<p>- La OIT brindó asistencia técnica al MTESS en el desarrollo metodológico de la evaluación de impacto de varios componentes del Plan PROEMPLEAR, principalmente de los cursos sectoriales de formación profesional y otras políticas activas del mercado de trabajo que forman parte del Plan, incluida la inserción laboral. La experiencia fue sistematizada en el Documento de Trabajo n°6 "Evaluación de impacto en la inserción laboral de los beneficiarios de los cursos sectoriales de formación profesional" (OIT, 2014). Se produjo</p>

			<p>también un documento donde se analiza la trayectoria hacia el trabajo decente de los jóvenes y los potenciales impactos de los programas PROGRESAR y PROEMPLEAR, y en específico de los servicios de inserción laboral de los jóvenes.</p> <p>La OIT brindó un espacio para el análisis de metodologías y experiencias sobre la evaluación de políticas activas de mercado de trabajo en dos Jornadas de trabajo con los actores sociales y el sector académico en mayo de 2015.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
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Outcome 02 - Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth

RESULTS BY INDICATOR

Indicator - 2.5. Number of member States that, with ILO support, develop and implement policies and programmes to promote productive employment and decent work for young women and men

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. Youth employment is a priority of national development strategies or national employment policies.
2. National plans promoting youth employment are developed by the government and the social partners and contain priority measures as well as human and financial resources for their implementation.
3. National programmes promoting decent employment of disadvantaged youth are implemented by the government with the support of the social partners.
4. An information dissemination, awareness-raising, training or outreach strategy on youth employment is implemented by one or more of the tripartite constituents, as documented through evidence of, for example, establishment of hotlines and brochures, training courses, services or recruitment campaigns.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Cameroon/CMR108 L'insertion des jeunes sur le marché de l'emploi est accrue	2	Le Groupe de Travail interministériel (qui comprend le Conseil National des Jeunes du Cameroun, l'Union Général des Travailleurs du Cameroun et le Groupement Interpatronal du Cameroun) mis en place par le Ministre en charge de l'Emploi pour superviser la formulation du PANEJ a validé l'analyse situationnelle en janvier 2015. Le Comité Inetrministériel de Suivi de l'Emploi (CISE), qui comprend également les représentant	Le BIT a apporté ses appuis techniques (Rédaction des TDR et supervision de l'étude) et financiers pour la conduite de l'analyse diagnostique/situationnelle de l'emploi des jeunes au Cameroun. la formulation du PANEJ 2016-2020 se fait suivant la méthodologie du "Guide pour la preparation de Plans d'actions nationaux pour l'emploi des jeunes" du BIT. Le BIT continue ses appuis en vu de la planification et de la budgétisation.

		<p>des travailleurs (UGTC) et des employeurs (GICAM), créé par le Premier Ministre a validé les orientations Stratégiques du PANEJ en sa session du 24 juin 2015.</p> <p>La validation finale du PANEJ 2016-2020 est prévue au 4e trimestre 2015. Ce plan comprendra un plan de mise en oeuvre et un plan de financement de cette mise en oeuvre.</p>	
	3	<p>Le Cameroun met en oeuvre un programme de promotion de l'emploi des jeunes constitués autour des travaux routiers, avec l'appui des Collectivités Territoriales Décentralisées et la participation des organisations de travailleurs. Neuf collectivités territorialement décentralisées (CTD) ont signé vendredi 21 août 2015, des conventions de partenariat relatives à la réalisation des ouvrages démonstratifs de nature HIMO avec le ministre de l'économie et de la planification. Il est attendu de cette initiative, la création de près de 1385 emplois pour les jeunes pour environ 650 millions de francs cumulés et distribués.</p>	<p>Les résultats reportés bénéficient de la consolidation des actions entreprises par le BIT au Cameroun, notamment, le renforcement des capacités des administrations, des CTD, etc. qui se poursuivent au cours du présent biennium par les appuis techniques à la construction de la route Kumba-Mamfé. En effet, sur financement BAD (USD 2'263'140), le BIT apporte son assistance technique pour la création d'emplois jeunes et au renforcement de l'employabilité des jeunes dans le cadre des travaux d'aménagement de la route Kumba-Mamfé.</p> <p>Cette assistance technique du BIT comporte deux dimensions différentes mais complémentaires : (i) le renforcement de l'employabilité et (ii) la création d'emplois. Elle vise d'abord les jeunes, femmes et hommes, des zones d'intervention du projet, mais aussi les institutions qui ont un rôle à jouer dans la création d'un environnement favorable à l'émergence de jeunes entrepreneurs et de micros et petites entreprises durables ainsi qu'à l'élargissement des opportunités d'emplois par un appui concret aux technologies alternatives de production plus intensives en emploi.</p>

Rwanda/RWA104

Improved employability of young men and women

1	<p>In 2014 the National Employment Programme (NEP), sharing a framework of among other components, the national skills delivery programmes, was elaborated as an implementation framework for productivity and youth employment of Economic Development and Poverty Reduction Strategy. This programme will be implemented over a span of 5 year starting from 2014.</p>	<p>In 2014, ILO provided technical and financial support for the elaboration of NEP</p> <p>within the One UN Delivering as One framework, ILO also coordinated the development of the One UN Joint Programme for Youth and Women Employment under which all One UN contributions to supporting skills development will be implemented between 2014 and 2018</p>
4	<p>The government implemented a professional internship programme through Rwanda Development Board under which institutions sensitized for active participation in the program and secure internship placements; placing 2000 interns in private companies among them 1000 from TVET and 1000 from Universities.</p>	<p>In July 2015 ILO signed an internship support agreement with PSF to negotiate with private sector enterprises to place TVET graduates in work-places to acquire work-place based training and hands-on experience in companies and to reinforce existing skills within the companies where 60 pilot TVET graduates will be identified and placed in host enterprises in the framework industrial attachment support program. The pilot agreement targets mainly the hospitality, construction, and automotive service and repair Sectors. The agreement is yet to be implemented</p>

Somalia/SOM104

Skills development increases the employability of workers and the competitiveness of enterprises.

1	- Youth employment is key priority for the government under the peace and state building goal (PSG4) since the establishment of sub-working groups in 2014.	- Technical assistance: ILO worked closely with the Ministry of Labour and Social Affairs to develop a joint programme on youth employment.
3	- Programmes on the economic integration of youth at risk have been implemented. The interventions have provided decent work opportunities for these youth persons drawing them away from criminality thus promoting security within communities.	- ILO business/entrepreneurship training tools have been utilised for skills development.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

-

b) Partnerships (external)

- Joint Programme on Youth Employment implemented in collaboration with UNDP, FAO and UN Habitat. This is a joint programme ILO has provided it's technical expertise on the youth employment in particular skills development and TVET.

Uganda/UGA131

[ACI2] Employment opportunities for the young women and men increased

1	The government reviewed the National Youth Policy (2013-2014) and integrated employment through skills development and entrepreneurship as a key pillar. Furthermore, Youth Employment Promotion became a key priority focus area of the National Employment Policy.(2013/14)	ILO provided technical assistance and guidance in the policy review process. RBSA funding has contributed to supporting this work and to the achievement of the reported results
2	Government with ILO and social partner input has developed the National Development Plan (NDP II) as well as the National Action Plan for Youth Employment. These plans and Programmes were developed with guidance data from the Labour Force Survey and Youth Employment Reports and other sources for from the Labour Market Needs Assessments. Both plans and Programmes do focus on Youth Employment promotion, Skills Development and Growth as a key pillar for Uganda's Transformation. Additionally both plans to cater for Human Resource Development/Human Capital Development.	ILO provided assistance for the development of the National Action Plan for Youth Employment as well as technical input for the development process of the NDP II, through sector working groups. RBSA funding has contributed to supporting this work and to the achievement of the reported results
3	The government, in collaboration with the social partners and other stakeholders, is currently implementing a National Youth Livelihoods Project as well as a Youth capital Venture fund targeting out of school youth.	ILO Provided technical support for developing the youth entrepreneurship development manual as well as financial and technical support to trainer of trainers in support for its rolling out to 112 districts. RBSA funding has contributed to supporting this work and to the achievement of the reported results
4	The Federation of Uganda Employers established in 2014 a Youth Desk at its headquarters which is raising awareness of	ILO Provided financial support and technical support as well as guidance in integrating youth employment into the Federation of

	<p>youth employment issues amongst its constituents. It has also partnered with the Ministry of Gender, Labour and Social Development and is part of the Steering Committee for the Labour Market Information System as well as providing awareness talks on Youth Employment to Youth Organisations through the Kampala City Council Authority Employment Services Bureau.</p> <p>"Policy Influence Plans" were implemented to support the development of evidence based youth employment policy. The PIP included inputs to Uganda's new Micro and Small Sized Business Policy and National Action Plan for Youth Employment through Policy Labs, Policy Briefs and a Youth Entrepreneurship Context Analysis study.</p>	<p>Uganda's core programme.</p> <p>The ILO entered into an implementing agreement with the Economic Policy Research Center for implementation of the PIP. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p> <p>a) Gender equality and non-discrimination</p> <p>-</p> <p>b) Partnerships (external)</p> <p>Kampala City Council Authority.</p>		

**United Republic of
Tanzania/TZA107**

Creation of employment opportunities
for young men and women

2

A Zanzibar Youth Employment Forum was convened in May 2014 bringing together 150 stakeholders from the key sector ministries, workers and employers organizations, private sector, development partners, civil society organizations, youth groups etc. to validate and endorse the Youth Employment Action Plan and chart out workable solutions for youth employment promotion. Following the endorsement of the action plan, 500 copies have been printed and disseminated for use by stakeholders.

ILO provided technical support to the forum. ILO supported the formulation of the 2nd generation of the Zanzibar Youth Employment Action Plan, facilitated stakeholder's forum to endorse the action plan as well as printing of the action plan.

Egypt/EGY103

Programmes that provide relevant skills for young women and men to access productive employment and decent work are established

2	<p>In January 2015, the Ministry of Manpower and Migration launched a National Plan for Training for Employment to provide 2 million job opportunities for Egyptian young people under the presence of employers' and workers' organizations. Strengthening employment services and organizing employment fairs are listed as priority measures.</p>	<p>The ILO provided technical comments on the Plan and contributed resources and expertise under its technical cooperation portfolio to achieve the targets.</p> <p>A high-level tripartite Youth Employment Promotion forum, supported by the ILO, has produced policy recommendations that entered the National Plan on Training for Employment, and that recommended the creation of a technical secretariat on Career Guidance under the National Council for Human Resources Development. 16 public employment offices have been upgraded and capacity of counselors strengthened to improve service delivery to employers and jobseekers. 10 job fairs have been organized by employment offices and local career guidance taskforces supported by ILO projects in Port Said, Red Sea, Fayoum, Borg el Arab, Cairo, Qalyoubia, Giza, New Valley, Sohag, Menia. The ILO trained 160 women from NGOs, workers and employers organizations on delivering job search skills to vulnerable women. 1500 vulnerable women have been reached so far. (more to expect before end of biennium)</p>
3	<p>The Industrial Training Council under the Ministry of Technical and Vocational Education and Training (formerly under the Ministry of Industry and Trade) is</p>	<p>The ILO is piloting Training for Employment schemes in the textile, tourism and food sector and has shared experience with ITC. 1700 vulnerable women, and 800 vulnerable youth</p>

		<p>implementing Training for Employment programmes to promote skills and decent jobs for young people since 2014, in close collaboration with the Federation of Egyptian Industries.</p> <p>The Ministry of Youth is applying Job Search Clubs as part of their offer to unemployed youth in youth centres across the country. The Ministry of Manpower has introduced improved non-formal apprenticeships in the agriculture, food processing, tourism and ready-made-garment sector.</p> <p>The Ministry of Tourism launched an initiative to employ persons with disabilities in the hotel and tourism sector.</p> <p>The Ministry of Social Solidarity is promoting inclusive training in the Ministry's training centres and has selected centres to pilot an inclusive training approach.</p>	<p>have benefited in the ready-made garment, food processing and tourism sector. ILO is also providing technical support to the Monitoring and Evaluation system of ITC.</p> <p>The ILO has introduced the Job Club methodology to the MoY, piloted 7 Job Clubs in 2014 and supported the roll-out in 2015. The ILO provided technical support to upgrade the existing non-formal apprenticeship model, organized national workshops, supported the development of off-the-job curricula and on-the-job skills scorecards, and built capacity of central level and local level Ministry staff, NGOs, and employers. In 7 governorates, 3700 apprentices were contracted.</p> <p>The ILO has conducted baseline studies on the inclusion of persons with disabilities in the tourism sector, and in training and employment. ILO signed an MoU with the Ministry of Tourism to train and employ Young People with Disabilities (PWDs) in the Tourism Sector in Red Sea in collaboration with an NGO. In 2014 and 2015, 50 persons have been employed.</p> <p>The ILO has built capacity on the UN Convention for the Rights of Persons with Disabilities and has implemented tripartite training workshops to make training provision more inclusive of persons with disabilities.</p>
	4	<p>The Ministry of Education is mainstreaming career guidance and labour rights into their technical education curricula.</p>	<p>The ILO provided technical support for the development of student learner books on career guidance and labour rights, and a manual for teachers. 215 teachers have been trained by the ILO between February 2014 and January 2015 on the new material and further teachers have been trained by the colleagues.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Gender is mainstreamed in all activities, implementation agreements have targets for females exceeding the labour force participation rate. Specific programs are implemented targeting vulnerable women only.

b) Partnerships (external)

German Development Cooperation GIZ, USAID, EU TVET II Program, World Bank, National Employment Pact, Masr Ta3mal (Microsoft) UNDP, ICT Trust Fund of MoICT, numerous NGOs working on youth employment and disability inclusion

Morocco/MAR101

L'emploi, et particulièrement l'emploi des jeunes est placé au coeur des politiques et programmes nationaux de développement, notamment par le renforcement des capacités des partenaires nationaux tripartites.

1	The National Employment Strategy covering the period 2015-2025 prioritizes measures targeting young women and men. The final document was presented and discussed at the Steering Committee in February 2015 and adopted by the Council of Ministers of the Government of Morocco on 2 July 2015.	The ILO assisted the tripartite constituents technically and financially in developing the National Employment Policy Strategy that includes a component on women and one on youth. This included supporting the diagnostics phase, capacity building of stakeholders, organization of tripartite consultations, and technical backstopping of the team of experts tasked with developing the National Employment Strategy.
3	ANAPEC (Agence national de promotion de l'emploi and des competences), the national public employment office, has prepared for the opening up of employment services to non-qualified job-seekers. Selected offices are already providing services to the new target group. Counselling sessions adapted to the needs of non-qualified job-seekers have been tested in July 2015 and are being implemented starting Sept 2015. Social partners support the decision to expand ANAPEC services to the non-qualified.	The ILO provided technical advice on how existing services could be adapted and what kind of new services could be designed (including recognition of prior learning). The ILO implemented trainings of 41 ANAPEC counsellors and employment office Directors on new methodological approaches to adapt group counselling tools and introduce profiling methods to better address non-qualified job-seekers. 2 group counselling sessions have been adapted to better suit non-qualified job seekers. The Government of Canada provided financial support for the ILO contribution.
4	The evidence base for "what works" in youth employment was improved through the baseline study for the randomized control trial of the "100"hours to Success" programme in the Oriental region conducted by the ILO and the International Evaluation Initiative.	The ILO together with the International Initiative for Impact Evaluation jointly supported and funded the study with ILO researchers serving as the Principle Investigators.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

b) Partnerships (external)

Women, and in particular young women, constitute an important target group in the National Employment Strategy and specific measures are devised addressing the labour market disadvantages of this group.

The ILO coordinates closely with AFD (Pole Emploi), EU, AfDB and WB, since all agencies collaborate with ANAPEC.

Zambia/ZMB127

Enhanced employment and self-employment opportunities for the target groups through access to BDS, finance and skills development

1	<p>Zambia has prioritised youth employment between 2013-2014 in its development strategies; the medium-term planning framework, the Revised Sixth National Development Plan 2013-2016 (R-SNDP,).</p> <p>The government has further formulated strategies and plans of action, the Industrialisation and Jobs Creation Strategy and the Affirmative Action on youth empowerment and job creation in the transport and construction sector targeting the creation of employment for youth. The plan of action was adopted in June 2015</p>	<p>The ILO provided technical input in the finalisation of the Affirmative Action on youth empowerment and job creation in the transport and construction sector using employment intensive technologies.</p> <p>The ILO facilitated youth consultations from various youth organisations across the 10 provinces in the country to identify youth priorities for the National Employment and Labour Market Policy, which is under revision. A position paper was developed and presented to the government on priorities for the youth to inform the revised employment policy.</p>
2	<p>Zambia adopted the revised National Youth Policy and its accompanying implementation plan, the National Action Plan on Youth Employment and Empowerment (NAP-YE) in June 2015. The President of the Republic of Zambia officially launched the revised youth policy and the NAP-YE on 12 August 2015. The NAP-YE aims to boost employment opportunities for young people by promoting youth-centred job-rich growth, skills development and improving the provision of support services.</p> <p>Following the review of the National Youth Policy, the Workers' organisation -The Zambia Congress of Trade Unions (ZCTU) amended its Constitution to include a chapter on youth participation. The Union further developed and adopted a Youth Policy to</p>	<p>ILO provided technical input and facilitated the development of the policy and its accompanying action plan. The ILO effectively lobbied for the government's prioritisation of youth outcomes, which led to the subsequent adoption of the overarching youth policy and action plan. Furthermore, ILO provided technical input and facilitated the development of the national M&E framework for the Ministry of Youth and Sport.</p> <p>ILO facilitated the national conference for ZCTU top leadership to disseminate the National Youth Policy and provided technical input to the elaboration of the ZCTU youth policy.</p>

		guide the organisation's youth wing in promoting the rights at work for the youth.	
	3	The government is implementing a youth employment and empowerment pilot programme for youth in agricultural value chains within the framework of the Rural Industrialisation plan since 2014. This is being done in consultation with the social partners	<p>the ILO supported 100 youth smallholder farmers by facilitating market linkages and access to finance, inputs, and markets. The national roll out of this programme is informed by good practice demonstrated by national partners including the ILO.</p> <p>The System Wide Action Plan (SWAP) was negotiated and launched in 2015 with the active participation of the ILO. The SWAP will be managed under the UNCT with collaboration of all UN Agencies, the Ministry of Youth and Sports and youth organizations. The "Employment Window" of the SWAP contributes to the implementation of the NAP-YE.</p>
	4	A group of youth journalists, the Junior Reporters, have effectively raised awareness on youth employment and empowerment and spearheaded stakeholder engagement including influencing the Zambia UN development framework (2016-21) to incorporate youth development. The Junior reporters have successfully published a series of Youth Employment Newsletters and contribute articles to various media houses on youth employment and empowerment for increased public awareness and dialogue.	ILO provided training on writing skills to the Junior Reporters. Furthermore, the ILO facilitated the mentorship of the Junior Reports as part of the continuum of support, building on the training conducted in the 2012-2013 biennium by expert media and communications professionals.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Gender has been mainstreamed in all the initiatives supported by the project. The National Youth Policy and the National Action Plan on Youth Employment contains gender disaggregated data.

b) Partnerships (external)

The UN Youth System Wide Action Plan on Youth (UN Youth SWAP) has been established and operationalized. The UN Youth SWAP brings together 12 UN Agencies in Zambia that have programmes on Youth.

The ILO as Co- Chair of the Youth SWAP with UNFPA facilitated the orientation of UN System wide agencies on the Youth SWAP. As a result, the UN has committed to the operationalization of the Youth SWAP in Zambia to ensure a coherent and comprehensive UN response to youth development.

Togo/TGO101

Des stratégies, politiques, plans et programmes de promotion d'emploi sont formulés et mis en oeuvre

3	<p>L'entrepreneuriat est érigé aujourd'hui comme un levier prioritaire pour promouvoir l'emploi décent en faveur des jeunes défavorisés. Ainsi, plusieurs Fonds visant à favoriser l'auto-emploi tels que le Fonds d'Appui aux Initiatives Economiques des Jeunes (FAIEJ) ont vu le jour dans plusieurs secteurs porteurs comme l'agriculture, l'artisanat, l'agro-alimentaire, etc. Le Gouvernement, avec l'appui des partenaires sociaux, soutien la formulation d'un projet d'Appui à l'Employabilité et à l'Insertion des Jeunes dans les Secteurs Porteurs (PAEIJ-SP).</p>	<p>1. Le BIT contribue à ces initiatives à travers le Fonds « Pour les Jeunes et Par les Jeunes » lancé en Octobre 2013. Le Fonds a permis :</p> <ul style="list-style-type: none"> - le financement de 11 projets d'emploi des jeunes, à travers l'entrepreneuriat dans des secteurs porteurs, dans 4 régions avec un montant total de USD 250 000 - le renforcement de capacités de 11 organisations de jeunesse de la société civile pour mieux lutter contre le chômage et la précarité des jeunes - la création de 11 petites entreprises <p>A termes il devrait pouvoir fournir l'auto-emploi à 214 jeunes dont l'âge est compris entre 15 et 35 ans</p> <p>En Juin 2015, une mission d'évaluation du projet d'Appui à l'Employabilité et à l'Insertion des Jeunes dans les Secteurs Porteurs (PAEIJ-SP) a été réalisée.</p>
4	<p>Une campagne d'information a été réalisée autour du projet Emploi des Jeunes pour sensibiliser les jeunes et les autres parties prenantes sur l'entrepreneuriat et l'auto-emploi (2014-2015)</p>	<p>Le BIT a organisé la sensibilisation des organisations de jeunesse sur l'importance de l'entrepreneuriat et l'auto-emploi, de même que sur l'approche des solutions apportées par le BIT à travers la distribution de centaines de brochures et l'organisation de sessions d'informations à travers l'ensemble du territoire national.</p> <p>Cette campagne a permis de recueillir les candidatures de 300 associations et organisations conduites par des jeunes et de renforcer la capacité de 11 associations et</p>

organisations conduites par des jeunes sur la vision du programme et sur la conception, la gestion et le suivi et évaluation de projets de développement et d'emploi des jeunes sur la base de la vision et des principes du BIT

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Pour mieux aborder la question du genre, une rubrique était consacrée dans le formulaire candidature à une définition par le postulant de sa stratégie de responsabilisation des femmes. En outre, un bonus était accordé dans les critères d'évaluation au projet qui soutenait un leadership féminin dans la coordination de sa mise en œuvre. Ainsi, 4 des 11 chefs des projets qui ont été financés, soit 36%, sont des jeunes femmes et 2 projets ont exclusivement des jeunes femmes bénéficiaires.

b) Partnerships (external)

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Arab States

Jordan/JOR104

[ACI2] Employability and job opportunities for young people in selected regions increased

1	<p>Youth employment is fully integrated in (a) the National Employment Strategy and (b) the Employment, Technical and Vocational Education Training (ETVET) Strategy, which are currently under implementation. A national apprenticeship is agreed with upgraded informal apprenticeship practices that will benefit young Jordanians and Syrian refugees.</p>	<ul style="list-style-type: none"> - The ILO facilitated consultations and provided inputs during the design stage for both strategies. - The ILO provided capacity building on evidence based policy and on Monitoring and Evaluation to allow for adequate reporting of the projects implemented under the two strategies. - The ILO is currently carrying an evaluation of the National employment Strategy (NES) before it enters its second term. The ILO contributed to strengthened capacities for a coordinated National Employment Strategy implementation
3	<ul style="list-style-type: none"> - Employment, Technical and Vocational Education Training (E-TVET) fund partners (main TVET executing agencies in the country) have an improved capacity to report against agreed key performance indicators (KPIs) ; - Training of disadvantaged youth implemented by the Vocational Training Corporation, AlBalqa University, the National Employment Training programme and UNWRA. 	<ul style="list-style-type: none"> - The ILO contributed to the revision of the key Performance Indicators of ETVET system and built the capacity of E-TVET fund partners (main TVET executing agencies in the country) to report against agreed key performance indicators. - A pilot programme on “Upgrading Informal Apprenticeship” in two sectors implemented. - The ILO gathered knowledge and carried out capacity building activities related to apprenticeships targeting main training providers and social partners, to support the establishment of a national apprenticeship system - The ILO supported the design and adoption of

		<p>guidelines for testing and certification, as well as a glossary of TVET and M&E terms by the national Centre for Accreditation and Quality Assurance.</p> <p>- The ILO organized capacity building on evidence based policy and on M&E, to allow for adequate reporting on the training programmes (tracer studies etc.).</p>
4	<p>First round of the Schools-to-Work Transition Survey (STWTS) was successfully implemented and released.</p> <p>A pilot on upgrading informal apprenticeship in auto-repair sector was completed in 2014, and the impact was documented.</p>	<p>- The ILO organized a regional Career Guidance workshop in June 2014</p> <p>- The ILO finalized a testing and certification manual, which is awaiting Ministry endorsement (under SIDA1 project);</p> <p>- The ILO undertook skills anticipation exercises for food processing and pharmaceutical sectors in 2014 (funded under G20 project);</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

The ILO work is implemented the programme in partnership with "Employment, Technical and Vocational Education Training Fund (E-TVET)

Yemen/YEM156 Skills based gender sensitive market relevant economic empowerment programmes for youth contribute to a smooth transition phase.	2	Strategy endorsed by the Council of Ministers and by the Friends of Yemen (group of donors).	The ILO drafted the national Youth Employment Plan jointly with UNDP. The ILO is negotiating an EU project to be approved by the end of 2015 for the set-up and running of the unit to implement the Plan.
	3	Training was provided to disadvantaged youth in 2014 by training centers under the Ministry of TVET, with companies identified in consultation with the Federation of Yemen Chambers of Commerce and Industry.	<ul style="list-style-type: none"> - The ILO contributed to the rapid assessment for the design of a project on Upgrading Informal Apprenticeship. - The ILO provided capacity building of the MOL training centres on competency based training and on apprenticeships.

Asia and the Pacific

China/CHN256

[ACI2] Youth employment promoted with a focus on addressing employment challenges of university graduates

1

Promotion of youth employment is a priority of national employment strategy for 2014-15.

The ILO provided technical support to the Ministry of Human Resources and Social Security (MOHRSS) to carry out a policy review to assess the effectiveness of supportive measures, identify challenges and provide recommendations for further actions.

A review of the performance of public employment services (PES) to support youth employment was conducted, for the purpose of enhancing the quality of PES for young people.

The ILO participated in the collection and sharing of good practices at national and local levels to promote youth employment, and individual cases with national partners and other countries.

The ILO provided technical support to conduct a youth employment inventory and to analyse information about the design and implementation of active labour market programmes for youth,

The ILO organized and provided technical support in a National Policy Seminar in Dec 2014 to discuss the improvement of policy measures and action programmes for youth employment.

RBSA funding has contributed to supporting this work and to the achievement of the reported results

	2	A national youth employment plan was adopted in 2014-15 in consultation with the social partners that supports young people to start up their own business, encourage them to work at the grassroots level, as well as provide skills training and internship to enhance their employability.	<p>The ILO training package on youth rights at work was translated into Chinese, and trainers training provided to the ACFTU in 2014. Similar training was organised in 2015 to enhance the capacity of trade unions in providing training for young people.</p> <p>The ILO supported the China Enterprise Confederation (CEC) to study the situation of internship at enterprises, which provided empirical evidences to the ILO/MOHRSS seminar on internship. Recommendations on improvement of internship programmes was shared with tripartite constituents.</p> <p>The ILO provided technical support to MOHRSS to study the youth employment situation in China and policy environment for the implementation of youth internship programs for youth with disabilities. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
	4	MOHRSS developed brochures to provide information on employment service for youth, supportive measures for young people to start-up business. Campaigns on promoting business start-up for young people launched by MOHRSS.	The ILO shared international programmes and countries' practices in promoting youth employment through seminars and training. RBSA funding has contributed to supporting this work and to the achievement of the reported results

Indonesia/IDN128

Improved policies and programmes to better equip young women and men entering the world of work

1	<p>YOUTH employment is the priority of the government. The Ministry of National Development Planning (BAPPENAS) and the Ministry of Manpower (MOM) have been prioritized in the National Mid-term Development Plan (RPJMN 2014-2019) goals in more particular strategies for employment creation and youth employment participation, strengthening skills, and improving productivity and competitiveness.</p>	<p>With the support of the Government of Ireland, the ILO provided technical advice through in the areas of youth employment, skills development, SME development, employment creation. Also the ILO provided capacity development of national staff of the Government National Acceleration of Poverty Alleviation Team 's employment working group, that aligned with national policy priorities on youth employment, including enhancing education and training, increasing competitiveness and productivity, and reducing poverty among the poorest groups, including youth and disadvantaged regions.</p>
2	<p>The promotion of youth employment has been achieved by the GOI through the revitalization of Indonesia Youth Employment Network (IYEN) as a consultative group of government and social partner and is identified in the RPJMN 2014-2019</p>	<p>The ILO has provided technical advice support that directly respond to the request of Government for assistance in the promotion of youth employment, including in three specific areas (1) evidence-based policy advise; (2) capacity development; and (3) technical support through its presence in the National Acceleration of Poverty Alleviation Team (TNP2K).</p>
3	<p>- Programme on skills and livelihoods including entrepreneurship and financial education training for out-of-school children aged 15-17 y.o. have been adopted by some relevant ministries such as Min. of Manpower, Min. of Youth and Sport, Bank of Indonesia, Migration Agency (BNP2TKI), Min. of Education, Min. of Cooperatives and the Mi. of Marine Affairs and Fisheries (MOMF).</p>	<p>- The ILO provided technical support and training programmes on skills and livelihoods. The training included entrepreneurship and financial education for relevant government stakeholders utilizing various ILO Training modules such as SIYB, SYGB, C-BED, and Financial Education for Families, Financial Education for Migrant, etc.</p>

		<p>- The local government of East Java province is mainstreaming accesible vocational training centers in East Java for people with disabilities. This is following up a Review Accessibility Audit Report of the Physical Infrastructure of 6 Technical Vocational Training Centers- TVET (BLK) in 6 Local Government Districts in East Java Province. The Reviw was conducted from December 2014 to June 2015 to see the TVET's feasibility for people with disabilities. The Result of the Review was discussed with the stakeholders and local government senior officials in a Workshop in August 2015. They shared: 1) that the 6 vocational training centers that they visited have the potential to be accessible for persons with disabilities, 2) the attitudes of managers, instructors, and other participants, are already supportive and open in accepting persons with disabilities to participate in the skills training in this TVET.</p>	<p>- The ILO provided technical comments and advocacy support for reviewing the accessibility of young people with disability, as the disadvantaged youth, to receive employment skill training services by the government in its vocational training centers.</p>
	4	<p>Capacity of government, employers and workers in quality apprenticeship is strengthened, including the existing government led-apprenticeship network (FKJP). APINDO (ASOSIASI PENGUSAHA INDONESIAAPINDO) has also initiated the launch of Indonesia Apprenticeship Network in May 2015(INAN)</p>	<p>ILO provided a technical support on quality apprenticeship promotion to its tripartite constituents through consultation, research and workshops, including strengthening the apprenticeship networks</p>

Papua New Guinea/PNG126
 Youth Employment policies are adopted and implemented, including access of young men and women to support services for wage and self-employment

1	GoPNG identified Youth employment as a key component of the National Employment Policy and included the National Youth Council (NYC) in the DWCP Advisory Committee.	ILO lent technical support in the initial drafting of the National Youth Employment Plan and included youth activities in the DWCP.
2	The GoPNG continues to use KAB and SYB as tools to generate employment amongst youths. The National Youth Commission, has been included in the NEC Submission as Members of the Employment Policy Task Team.	ILO supported the drafting of the NEC Submission on establishing the Employment Policy Task Team. ILO gave technical support and guidance, through consultations and workshops to develop the Model Provincial Youth Employment Strategy that delivered the goals of the National Youth Employment Plan.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

National Youth Commission
DLIR

Samoa (Western)/WSM126

Improved decent employment opportunities for youth through entrepreneurship development and support services and skill training, including School to Work Transition surveys and tools.

1	Somoa National Employment Policy reviewed with Youth Employment considered a priority.	<p>The ILO provided technical support under the ILO-Sida Partnership to assist with the stocktaking of youth employment policies. The ILO provided technical support to undertake the capacity assessment of the Samoa National Youth Council and Division of Youth with the Ministry of Women, Culture, Community and Social Development and a needs-based training programme.</p> <p>The ILO has promoted an inter-institution coordination mechanism and evaluation of youth employment policy and programmes.</p>
2	The Government of Samoa endorsed the development of a National Action Plan on Youth Employment (SNAPYE) on 22 April 2015. The focus is on strategies for employment creation and the strengthening of skills.	<p>The ILO provided technical support to carry out youth employment situational analysis as an input the Action Plan on Youth Employment. The ILO technically supported the SNAPYE Inception workshop with constituents.</p> <p>The ILO has provided the School-to-work transition survey policy brief with results from the transition survey revised and validated as an input to the SNAPYE.</p> <p>ILO provided partial fellowships to the Government (Division for Youth) to attend the Decent Work for Youth Training course at the ITC. The aim was to empower and strengthen capacities of government members for the implementation of the SNAPYE</p>
3	Government of Samoa implemented programs to assist vulnerable groups with	The results of the School-to-work transition survey have been critical for the development

	<p>focus on finding new jobs and skills to match those jobs.</p> <p>The Government of Samoa launched the Development of Youth Employment Programme to address youth unemployment.</p>	<p>of new programmes.</p> <p>ILO provided training on Youth Employment Capacity Building for young people.</p> <p>ILO led the youth forum and contributed to reflecting the voices of small island states in the post-2015 development agenda.</p> <p>Start and Improve Your Business training materials produced and 4 local trainers certified.</p> <p>ILO contributed to promoting the employment of youth with disabilities by attending the Disability Forum in Nadi.</p> <p>ILO provided support to the Social Entrepreneurship Awards that recognizes community service and youth self-employment in remote areas.</p> <p>ILO partnership with UNDP contributed to the development of the Youth Employment Programme.</p> <p>ILO contributed to the implementation of the YE-IP in collaboration with the UNDP to promote young artists.</p>
4	<p>The Government of Samoa has developed bi-lingual information sheets and brochures to provide information on employment services for youth and was widely disseminated at a range of public events.</p> <p>There is an advocacy strategy on the Samoa National Action Plans on Youth Employment.</p>	<p>ILO provided assistance with developing and dissemination of advocacy and communication materials on youth employment including "My guide to employment"</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

Ministry of Women, Community and Social Development

Sri Lanka/LKA102

Government and social partners enhance employability and productivity of young women and men through market oriented skills training and measures to facilitate entry into the labour force

2	The National Action Plan situation analysis is being drafted. In October 2015 the consultative process will commence. A new Coordinated Plan under the leadership of the Ministry of Labour and Industrial Relations is expected by November 2015.	ILO conducted background studies and coordinating national stakeholders to achieve final integrated product. Action Plan to be based on rendering existing policies operational
3	<p>1) New public private partnership involving National Apprentice and Industrial Training Authority (NAITA) and MAGA enterprises for certified six months on the job training, to deliver certificate leading courses launched.</p> <p>2) New tertiary university students' internship programme is to be launched in October 2015. Employment Federation of Ceylon to EFC to run and coordinate the programme</p>	<p>.1) ILO supported the initiative (with Maga enterprises), coordinating stakeholders and providing technical advice on the concept and the implementation.</p> <p>2) ILO provided support to the initial stage of the initiative and initial investments (IT related costs, salaries of coordinators). ILO helped define the internship framework and operational manual approved by the National Stakeholders.</p>
4	<p>1) An on line youth entrepreneurship platform being tested and to be launched by November 2015. The Platform to be managed and ran by the National Enterprise Development Agency.</p> <p>2) New youth rights at work adapted to Sri Lanka being drafted. Training of facilitators carried out in October 2014 in collaboration with Ministry of Labour National Institute of Labour Studies under Ministry of Labour. Dissemination sessions to be carried out October -December 2015 by a number of national partners, including Department of Manpower and Employment, Employers Federation of Ceylon, National Youth Service</p>	<p>1) ILO supported the development of the platform. Built extensive buy in with partners operating in the business development services set up and supported its design, dissemination and launching.</p> <p>1) ILO procured and technically advised on main contents and local adaptation, organized and facilitated training of trainers and some of the dissemination sessions.</p>

Council,

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

- Gender data analysis at the roots of new action plan. Labour rights guide specifically addressing the issue of gender discrimination and GBV.
Entrepreneurship platform to include specific contents for young women

b) Partnerships (external)

- Partnership with Tripartite Partners established for labour rights training and tertiary students internship scheme.
- PPP established with MAGA enterprises and to be expanded to Institute for Construction Training and Development.
- Labour rights guide dissemination to be carried out with programmes and trainers from fellow UN agencies (UNFPA, UNDP, UNV, IOM).

Europe and Central Asia

Former Yugoslav Republic of Macedonia/MKD130

[ACI2] Improving decent work opportunities for youth through knowledge and action

1	<p>Government highlights young population as a priority for employment solutions. Some of the measures have included the suspension of social security contributions Government is establishing closer monitoring of labour demand needs</p>	<p>ILO assisted the national statistics office to carry out the School-to-work transition survey (SWTS) and disseminated its results at a tripartite national workshop. ILO provided high level advice to Ministry of Labour on labour mismatch and PES role in youth employment RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
2	<p>A second National Action Plan on Youth employment was finalized and adopted by Government on 25 August 2015. The tripartite committee in charge had several workshops for preparing and drafting the new YE NAP during 2014 and 2015.</p>	<p>The ILO supported the entire exercise and organized the workshops. Also, an international officer and the national officer gave guidance and technical assistance during the process. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
3	<p>Profiling system targeting young unemployed was approved in June 2015; The formulation of a new approach to individual employment planning; and The design of a dedicated line of employment services targeting young unemployed</p>	<p>The ILO assisted constituents to: implement a rigorous impact evaluation of the active labour market programmes implemented between 2008 and 2012; review the workflow and service delivery system of the Employment Service Agency This consisted in establishing three staff development programmes; conducted approximately 200 participant/days of training and 10 individual coaching sessions; and preparing a number of guidelines, tools and other learning materials on monitoring and evaluation of active labour market programmes targeting youth; profiling of labour market</p>

disadvantage and individual employment planning, in order to better tailor solutions better for hard-to-employ groups. RBSA funding has contributed to supporting this work and to the achievement of the reported results

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

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b) Partnerships (external)

- UNDP for the 2015-2016 operational plan for PES

Kazakhstan/KAZ159

National policies and programmes to promote decent work for young women and men developed

1	<p>Specific youth employment objectives, targets, outcomes and indicators have been formulated and agreed upon by national stakeholders and are included in national employment policies, within the frameworks of a National Action Plan on Youth Employment (NAPYE). The final version of the NAPYE was presented on 26 June 2015 at a multi-stakeholder conference in Astana. It was developed over an 18 month period in close collaboration between the ILO and a National Technical Team. It is currently being reviewed by government and is expected to be officially adopted at the end of 2015.</p> <p>Tripartite constituents and other stakeholders involved in youth employment policy making have committed themselves to implementation of youth employment interventions foreseen in the Action Plan. A clear division of responsibilities between the different stakeholders has been set up.</p>	<p>ILO provided technical expertise to constituents in conducting a comprehensive review of YE policies in Kazakhstan, identifying key challenges and making policy recommendations. The policy review served as an evidence base for developing the priorities of the NAPYE.</p> <p>ILO supported data collection on YE policies and programmes and its inclusion in the YouthPol data base.</p> <p>ILO facilitated the establishment of a regional YE peer-review network and supported its operationalization through knowledge-sharing on YE practices among the network countries, with participation of Kazakhstan as one of nine countries.</p> <p>ILO provided to constituents a series of capacity-building sessions on thematic areas related to YE (analysis of YE-related data, analysis of macro-economic data for employment policy-making, career guidance, active and passive labour market programmes targeted at youth, incentives to engage youth). Study tour of Kazakh delegation to Germany organized with the ILO support to study German YE policies and the dual education system. The ILO covered the participation of the MoL's representative in the ITC course on macroeconomic policies (July 2015).</p>
2	<p>National Technical Team (NTT) consisting of representatives from the government and social partners and in charge of developing a NAPYE was established in January 2014.</p>	<p>ILO participated and provided technical inputs during capacity-building sessions on how to draft NAPYE (presentation of the ILO Guide on formulation of a NEP and a Guide on how to</p>

	<p>Recurrent NTT meetings held to develop the NAPYE and agree on its contents, objectives and indicators.</p> <p>NAPYE finalized, specifying youth employment objectives, targets, outcomes and indicators. Division of responsibilities for practical implementation of the NAPYE established between the stakeholders.</p> <p>NAPYE officially adopted by the Government (expected by the end of 2015).</p>	<p>draft a NAP YE), and supported further dissemination of the ILO guidelines.</p> <p>ILO coordinated the establishment of a NTT in charge of developing the NAPYE and facilitated the meetings of the NTT for discussions of the draft versions of the NAPYE (totally five meetings held).</p> <p>ILO provided technical expertise in drafting of the NAPYE based on priorities established by the NTT and coordinated the finalization of the NAPYE by collecting and incorporating comments from the NTT Members.</p> <p>Till end 2015: presentation of the final NAPYE and holding consultations with national stakeholders on its practical implementation.</p>
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Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Prior to the development of the NAPYE, a review of youth employment policies in Kazakhstan was conducted. The review collected and analysed employment related data, which was consistently disaggregated by gender (with the exception of the few cases where no gender specific data existed). Consequently, the policy recommendations stemming from the policy review, as well as the priorities established under the National Action Plan, takes into account gender inequalities and other types of inequalities, for example in the employment situation of different youth cohorts.

b) Partnerships (external)

One of the channels through which the Kazakh constituents are developing national policies and programs promoting youth employment is an emerging sub-regional partnership on youth employment. The partnership includes governments and social partners of the sub-region and is functioning through peer review network.

Cyprus/CYP901

An integrated national strategy on jobs and skills for youth is developed and implemented

2	In 2014, the government, in collaboration with the social partners, adopted the Cyprus national action plan for youth employment with the objective of reforming labour market policies for young people aged 15-29, improving design and targeting of these policies and introducing an activation strategy that has young people neither in education nor in employment or training as target group. The plan contains implementation arrangements and provides financial allocations for its implementation during the period 2014-16.	The ILO conducted an in-depth review of policies for youth employment in Cyprus and facilitated policy dialogue between the Ministry of Labour and other government institutions, the social partners and youth organizations. It provided advisory services for the design of the priorities of the plan and the development of a set of indicators to monitor performance and assess results.
4	In 2014 the government adopted and started the implementation of a national programme to give a good-quality offer in the form of a job, apprenticeship, traineeship, or continued education to all young people aged 15-24 within four months from becoming unemployed or leaving school. The programme is based on the EU Recommendation on "Establishing a Youth Guarantee".	The ILO provided advisory services for the assessment of past and ongoing labour market programmes targeting young people and supported the government in the development of an integrated model of labour market programmes and services for young people. It also gave technical support for the preparation of the Youth Guarantee Implementation Plan and for the costing of the measures included in the national programme.

Latin America and the Caribbean

Ecuador/ECU154

Plan nacional de promoción del empleo juvenil, con enfoque de género, desarrollado y puesto en marcha.

1	El Ministerio del Trabajo ha reforzado el nuevo Consejo Nacional de Trabajo y Salarios (CNTS) a través del desarrollo de una propuesta que guíe el abordaje del tema de empleo juvenil dentro de esta entidad.	La OIT apoyó al Ministerio del Trabajo en el desarrollo e identificación de la propuesta que contiene temas claves a tratar en el CNTS con respecto a la temática de empleo juvenil.
2	Portafolio de incentivos a la inserción laboral de los jóvenes (subsídios a la contratación, a la formación y desgravaciones del impuesto a la renta) desarrollado y sistematizado, discutido con los mandantes en espacios de diálogo social y presentado al Consejo de Trabajo	La OIT proporcionó asistencia técnica para la revisión de experiencias regionales de incentivos a la contratación juvenil, identificando un portafolio de incentivos para someterlos a discusión y consulta en espacios de diálogo social y canalización hacia el Consejo de Trabajo
3	El Ministerio del Trabajo cuenta con un paquete de medidas para crear incentivos en las empresas para la contratación de jóvenes basada en buenas prácticas internacionales, con énfasis en las poblaciones vulnerables, en coordinación con los actores sociales. Se realizó la encuesta sobre orientación vocacional a 2064 jóvenes de los últimos años de bachillerato de colegios públicos y privados de las ciudades de Quito, Guayaquil, Manta y Babahoyo.	La OIT apoyó al Ministerio del Trabajo en la elaboración de una propuesta de un esquema de incentivos para la inserción laboral de jóvenes en las empresas. También se brindó asistencia para la elaboración de un esquema de las mejores prácticas internacionales para conocer las experiencias en cuanto a políticas, proyectos y programas que se están desarrollando en la región, para mejorar la inserción de jóvenes en un mercado laboral formal. La OIT apoyó en el análisis factorial de la encuesta para determinar la validez del mismo.
4	El Ministerio del Trabajo ha contribuido a la promoción de la empleabilidad juvenil en Ecuador a través del: Diseño y puesta en marcha de la plataforma digital para difundir los resultados de un diagnóstico	La OIT brindó insumos técnicos y prácticos para el desarrollo y la creación de la plataforma digital que está al servicio de los jóvenes de las ciudades donde se generó la información, Quito, Guayaquil y Manta, la

	<p>georeferencial de demanda laboral de jóvenes en Quito, Guayaquil y Manta como plan piloto, para alimentar los datos del Servicio Público de Empleo.</p> <p>El Servicio Público de Empleo a través de la impresión de material informativo y promocional sobre los servicios brindados por el Servicio de Orientación Vocacional de la Red Socio Empleo, con énfasis en jóvenes, contribuyó a una mejor decisión de los jóvenes en cuanto a la generación de su plan de vida.</p>	<p>plataforma recoge la información de las oferta educativa en el Ecuador vs. Las necesidades del sector privado en relación a la demanda laboral, también se realizó un mapeo de oportunidades del mercado laboral de jóvenes.</p>
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Brazil/BRA108

[ACI2] Políticas publicas para estimular el empleo y ampliar las oportunidades para los jovenes son implementadas.

1	<p>El Gobierno de Estado de Rio Grande do Sul instituyó el Decreto 51.731 de 13 de agosto de 2014 creando el Grupo de Trabajo, coordinado por la Secretaria de Justicia de Derechos Humanos, con la finalidad de construcción de la Agenda “Gaúcha” de Trabajo Decente para la Juventud. La expectativa es que la Agenda esté finalizada y aprobada hasta fines de 2016.</p>	<p>La OIT ha prestado asistencia técnica al gobierno de Estado a través de una consultoría especializada para apoyar en la elaboración del documento y en la articulación con las contrapartes. Además, la OIT ha contratado una consultoría que realizó un diagnóstico de la situación del trabajo decente de la juventud en el Estado de Rio Grande do Sul, articulando políticas de educación y trabajo que fue acordado entre la OIT, el Consejo Estatal de la Juventud y el Gobierno Estatal. Este diagnóstico es el insumo para la construcción de la Agenda Estatal de Trabajo Decente para la Juventud. La OIT proporcionó apoyo técnico para la realización del inventario de empleo juvenil (Youth Employment Inventory) y para el análisis de información sobre el diseño y la implementación de programas activos del mercado laboral para jóvenes. RBSA funding has contributed to supporting this work and to the achievement of the reported results</p>
2	<p>El Subcomité de Juventud de la Agenda Nacional de Trabajo Decente en Brasil, entidad tripartito y paritario coordinado por el Ministerio de Trabajo y Empleo y la Secretaría Nacional de Juventud, avanzó en la elaboración de un Plano Nacional de Trabajo Decente para la Juventud (que contiene Desafíos, Metas, Resultados e Indicadores), con la expectativa que el PNTDJ esté finalizado y aprobado hasta fines de 2015.</p>	<p>La OIT acompañó el trabajo del Subcomité, dándole su apoyo técnico constante en las discusiones hacía la elaboración del Plano de Trabajo Decente para la Juventud. Para informar las discusiones y la elaboración del Plano, la OIT ha producido dos documentos claves: (1) un Diagnóstico de Trabajo Decente para la Juventud en Brasil (junto con el Instituto de Investigación Económica Aplicada, IPEA); y (2) una Compilación y Análisis de las Políticas Públicas para los/las Jóvenes (junto</p>

		con la Secretaría Nacional de Juventud). En la misma forma, se ha financiado otros estudios de apoyo para las discusiones en los temas de la Ley de Aprendizaje, Jóvenes Emprendedores y el Empleo Juvenil y Informalidad. RBSA funding has contributed to supporting this work and to the achievement of the reported results
3	El Gobierno de Bahía lanzó en 2014 un programa para la promoción del trabajo decente para jóvenes en situación de medidas socio educativas (privación de libertad por infracción criminal). Fueron más de 200 jóvenes (más de 90% afrodescendientes) y gestores formados para ampliar las capacidades de dialogo, estudios y acceso a programas de formación profesional. Eso proyecto es llamado “Versos de Libertad” y propone mejorar la capacidad de los jóvenes de expresión y aprendizaje para ampliar las posibilidades de formación y empleabilidad. El proyecto está relacionado a otros programas de inserción laboral.	La OIT elaboró la propuesta de proyecto, participó de la edición de los materiales de sistematización, junto con la Fundación José Silveira. Ha sido responsable por el diálogo entre la Fundación y el Gobierno y participó como facilitadora en todas las oficinas de formación de los jóvenes. La propuesta fue enviada a dos Ministerios que están interesados en ampliar la buena práctica para otros estados y países a través de la cooperación sur-sur. RBSA funding has contributed to supporting this work and to the achievement of the reported results
4	El Gobierno de Brasil, con apoyo directo de la fundación “Roberto Marinho” que es parte de la Rede Globo de Televisión, lanzó la campaña “Aprendiz Legal” para informar y divulgar sobre la ley de aprendizaje en Brasil. Esta ley determina que las medias y grandes empresas contraten jóvenes entre 14 y 24 años como aprendices, llegando a una cuota de 5% a 15% de la totalidad de funcionarios. La campaña fue lanzada en 2015 por medio de sitios, videos en internet y televisión,	La OIT sostuvo una serie de reuniones con el equipo de la Fundación para discutir la ley de aprendizaje y verificar la mejor manera de comunicar con el público. También apoyó con la divulgación para las contrapartes y con capacitaciones sobre el tema en empresas utilizando materiales de la campaña. RBSA funding has contributed to supporting this work and to the achievement of the reported results

Mexico/MEX104

Mandantes generan más y mejores empleos, particularmente para jóvenes

1

En 2014, se establece la Agenda Nacional Juventudes con la finalidad del fortalecimiento de organizaciones de jóvenes para abogar por sus derechos, espacios de participación en el diseño y la implementación de políticas públicas a través de talleres de capacitación y mesas de diálogo con 70 Organizaciones de la Sociedad Civil y agencias del Sistema de Naciones Unidas como UNFPA, PNUD, OIT y OPS.

La OIT brindó asistencia técnica al Instituto Mexicano de la Juventud para su Programa Nacional de la Juventud 2014 - 2018 aportando insumos a las estrategias 1.4 "Apoyar la transición de la dinámica escolar a la vida laboral de las y los jóvenes"; a la estrategia 1.5 "Contribuir al logro de la plena inserción socioeconómica de la población joven mediante su incorporación al empleo" y en la estrategia 1.6 "Contribuir al acceso a un empleo decente para las y los jóvenes, para favorecer su empleabilidad y la protección social".

Uruguay/URY155

MTSS y otros ministerios concernidos fortalecidos en su capacidad de diseño e implementación de dispositivos de política pública de fomento del empleo y el desarrollo de las competencias profesionales para los jóvenes

1	Las directrices de la estrategia de la Cultura del Trabajo para el Desarrollo incluye como un tema central el del empleo de los jóvenes, en consonancia con los lineamientos de promoción del trabajo decente juvenil contenidos en la Ley de Empleo Juvenil (19.133) aprobada en el año 2013 y su decreto reglamentario de abril de 2015. La Dirección Nacional de Empleo (DINAE) ha hecho del empleo de jóvenes uno de los ejes central de su gestión, al punto que en base a lo establecido en la mencionada ley ha creado una Unidad de Gestión de la Ley de Empleo Juvenil para administrar y gestionar los contratos laborales y las prácticas formativas que se ejecuten a su amparo.	La OIT a través del Programa de Apoyo a las políticas de empleo y formación de jóvenes, apoya técnicamente la implementación de la ley y su seguimiento mediante colaboración en materia de monitoreo y evaluación, articulación entre organismos públicos con cometidos en materia de formación y empleo en la Comisión Interinsitucional, generación y socialización de conocimientos en materia de políticas formativas y contratos de aprendizaje y el análisis de su aplicabilidad en el Uruguay, promoción y fortalecimiento de los interlocutores sociales para su participación en ámbitos de diálogo social sobre políticas de formación y empleo de jóvenes.
2	A partir de la reglamentación de la ley de empleo juvenil en abril de 2015, el gobierno ha lanzado su puesta en funcionamiento e implementación a escala nacional. Se reglamentaron y pusieron en funcionamiento los diversos dispositivos creados en la ley y especificados en el decreto: los contratos de Primera Experiencia Laboral; los contratos de Trabajo Protegido Joven y las Prácticas formativas en empresas. También en ejecución de la ley y el decreto se puso en funcionamiento la Comisión Interinstitucional de Promoción del Trabajo Decente Juvenil, para articular y coordinar las políticas y programas de formación y empleo de jóvenes en el Uruguay. En cuanto a la asignación de recursos humanos y financieros: con fondos del Instituto Nacional	La OIT a través del Programa de Apoyo a las políticas de empleo y formación de jóvenes en el Uruguay apoya técnicamente la convocatoria a la Comisión y su funcionamiento cotidiano.

		de Empleo y Formación Profesional (tripartito) se contrataron los recursos técnicos y administrativos que componen la Unidad de Gestión de la Ley de Empleo Juvenil y algunos técnicos del Departamento de Empleo Juvenil del Ministerio de Trabajo y Seguridad Social (MTSS).	
	4	El Plenario Intersindical de Trabajadores - Convención Nacional de Trabajadores (PIT-CNT) llevó adelante el Curso de Formación Sindical sobre Empleo Juvenil destinado a los miembros del Departamento de Jóvenes de la Central, que tiene por objetivo formar a los jóvenes dirigentes en temáticas vinculadas al empleo de jóvenes, con un énfasis en la promoción y el uso de los dispositivos creados en la nueva ley de empleo juvenil. Participaron de esta actividad cerca de 30 miembros del Departamento de Jóvenes de la Central. Por otra parte, se llevaron a cabo tres instancias de formación sindical en el interior del país sobre temas de empleo juvenil y se generó un material impreso de formación y consulta sobre la temática junto al Instituto Cuesta Duarte.	La OIT a través del Programa de Apoyo a las políticas de empleo y formación de jóvenes en el Uruguay apoya técnicamente al PIT-CNT en la organización del curso, mediante la disponibilización de una experta en materia de políticas de juventud para dicte un módulo sobre el tema y produzca un material formativo a ser impreso y puesto a disposición de la central.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

La Ley de Empleo Juvenil tiene un componente particular de promoción del empleo de las mujeres, tanto a través de las cuotas de primera experiencia laboral en el Estado (art. 23, 50% de las contrataciones deben ser de mujeres) como a través de mayores porcentajes de subsidios a las empresas que contratan mujeres bajo la forma de Trabajo Protegido Joven: 80% de dos salarios mínimos nacional en el caso de las mujeres y 60% de dos salarios mínimos nacional para los hombres.

b) Partnerships (external)

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