

## Outcome 2 - Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth, 2012-13

### 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, and 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
<b>Africa</b>			
<b>Malawi/MWI 105</b> Support to the development and implementation of an action plan on skills for employability	1	- In 2013, the Government Launched the National Export Strategy aimed at diversifying the economy away from agriculture and Tobacco in particular. The NES calls for the application of ILO's tool on Skills for Trade and Economic Diversification (STED) -The Government and Social Partners	-The ILO provided policy advisory services to the constituents for formulating National Employment Policy and also provided inputs for the Malawi Growth and Development Strategy II, both of which explicitly includes skills development strategies. -Capacity of tripartite constituents strengthened on skills indicators, skills policy and upgrading informal apprenticeship through training programmes in ITC Turin (Total of 4 participants from Malawi representing Workers, Employers, Government and

		developed and adopted an Action Plan on Skills for Employability and Productivity as a Pilot country under the G20 initiative. This is linked to the National Employment and Labour Policy as well as the NES	TEVET), and tripartite and inter-ministerial workshops in Malawi to develop, validate and disseminate the Skills for Employability Action Plan and research. -ILO support for the G 20 initiative 'Skills for Employment' in Malawi includes strengthening of inter-ministerial coordination mechanisms and technical support for the Labour Force Survey and the Skills-to-Work Transition Survey, which will help develop institutions to better match skills demand and supply. -The ILO is working with the UNDP to link skills to export strategy
<b>South Sudan/SSD102</b> National skills development policy that promote access of men and women to skills opportunity, in the informal and formal economies, to increase employment, self-employment, raise productivity and boost development and growth, developed.	2	The Ministry of Labour, Public Service and Human Resource Development newly created General Directorate on Vocational Training, which began its work to coordinate TVET across ministries. This includes preparation of an inter-ministerial Vocational Training Council composed of MoLPSHRD, 5 other Ministries concerned with TVET, the social partners, academia and an NGO TVET provider. This institution will be tasked with the adoption of national curricula and the draft VT policy. To help inform policy-making, annual educational statistics include information on TVET since 2011 thanks to collaboration with MoLPSHRD. Both the Ministry's strategy plan 2012-2016 and the UNDAF 2012-2013 recognize the elaboration and management of a TVET strategy as an important contribution to achieving peaceful development and decent work for all.	The ILO provided technical assistance to strengthen the newly established VT General Directorate at MoLPSHRD. This unit was supported in finalizing and validating the VT policy and in unifying the approach to TVET in the country. Direct assistance was provided by ILO to develop 10 framework curricula in a participatory process to be adopted as national curricula, including cross-cutting topics like career guidance, entrepreneurial skills, and HIV/AIDS awareness. In addition, the ILO supported collaboration between stakeholders by supporting a TVET stakeholder forum (15-60 participants). The ILO built capacity on conducting tracer studies, and helped strengthen TVET data reporting of the MoE's Management Information System (EMIS). Support was also provided that led to the inclusion of TVET in the UNDAF 2012-13.
<b>United Republic of Tanzania/TZA103</b>	1	The comprehensive demand driven TVET policy in Tanzania Mainland and	The ILO provided technical assistance for the review of the Technical Vocational Education and Training (TVET) policy and

Improved skills development strategies for employability		Apprenticeship policy in Zanzibar were finalized. National youth employment creation programmes (2013-2015) now explicitly include skills development policies and strategies, following support provided earlier for the National Development Plan (2011-15) and UNDAP (2011-15). Skills development outcomes have been integrated by the Government in its national development strategies to reduce poverty reduction and promote economic growth.	apprenticeship policy.  Through technical support from ILO and support for tripartite stakeholders meetings and training, the finalized gender sensitive TVET policy includes “recognition of prior learning” and introduces formal apprenticeship programme in the TVET system. ILO contributed to the designing and development of the National youth employment creation programme (2013-15), as well as to the National Development Plan (2011-15) and in UNDAP (2011-15).
<b>South Africa/ZAF104</b> Skills policies and programmes contribute to the creation of decent employment opportunities	1	The South African Government launched its first ever National Development Plan in 2012 which was adopted as a blueprint for eliminating poverty and reducing inequality by 2030. The NDP’s policy proposals include improving systems for skills planning and provision to be more aligned with labour market requirements; strengthening relationships between training institutions and workplaces as well as ensuring a strong and streamlined quality assurance and qualification system.	Through a process facilitated by the Office of the UN Resident Coordinator, the ILO made technical inputs into the draft NDP during its formulation and provided comprehensive comments on sections of the draft that relate to skills development. These inputs are reflected in the NDP.
<b>Asia- and the Pacific</b>			
<b>Bangladesh/BGD101</b> Skills development reforms for employability and	2	The operations of the National Skills Development Council (NSDC) and its Executive Committee (ECNSDC) became more firmly operational, including the establishment of a Secretariat to lead	The office provided technical support to the National Skills Development Council and to its Executive Committee and Secretariat in the areas of planning, systems development and operationalization, gender mainstreaming, and disability inclusion of through TC funding from EC and Switzerland and Canada.

livelihoods implemented.		implementation of the national skills development policy (NSDP), which was adopted in 2011 .The NSDP is being further promulgated through the national strategy for the promotion of gender equality in TVET (in advanced stage of adopted by the Government). The Government included TVET as one of the targets in its post-2015 development agenda.	
<b>India/IND102</b> Improved employability through enhancements to the skills development system that improve responsiveness to current and future labour market needs	1	Skills development is prioritized in India's 12th 5-Year Plan (2013-17)	<p>Technical inputs provided into the development of the 12th Plan through participation in Working Groups on key issues, i.e., qualification reform, apprenticeships and labour market information.</p> <p>Through regular technical dialogues on key policy issues with policy-making bodies at all levels (Prime Minister's National Council on Skills Development, Planning Commission's National Skills Coordination Board, Ministry of Finance's National Skills Development Corporation), the ILO proposed strategies to reengineer India's skills system in line with current and future labour market needs.</p>
	2	Government of India (GOI) established National Skills Development Agency through a notification in the Gazette of India on 9 June 2013 as an overarching body to coordinate skills systems in India and harmonize skill development efforts of GOI and private sector by acting as the apex body for the National Skills Qualifications Framework (NSQF). labour market	<p>Developed Proposal to Strengthen the Indian LMIS through a systematic step-by-step process involving three technical reviews and consultations guided by a national tripartite-plus Working Group.</p> <p>Reviewed national document on Possible Futures for the National Council for Vocational Training (NCVT) and provided technical inputs for drafting new legislation.</p> <p>Convened technical meetings and Decent Work Debates on key issues</p>

		information system (LMIS), state skills development missions and monitoring and evaluation of existing skills development schemes.	related to coordination and governance of the Indian skill system, e.g.: LMIS, NSQF, quality assurance etc. that brought together relevant partners, facilitated coherence and highlighted the importance of improved coordination and governance.  The ILO provided support to sectoral tripartite-plus committees in two clusters to operationalize GOI's Skills Development Initiative Programme and ensured tripartite involvement in consortia formed to establish Sector Skills Councils in the Handicrafts and Domestic Worker sectors.
<b>Cambodia/KHM202</b> Enhanced employability of men and women through improved skills development and public employment services	1	The results of a skills gap survey, undertaken by the Ministry of Labour and Vocational Training (MOLVT) and the National Employment Agency (NEA), with ILO support, informed the drafting of the National Skills Policies which are integral parts of the National Employment Policy.	With the support of the Swedish International Development Cooperation Agency (SIDA) Funding, the ILO provided technical advice on the methodology and data analysis to National Employment Agency (NEA) to conduct a skills gap survey in selected industry sectors. Draft survey results were presented during the National Consultation workshop in May 2013. Prior to this, several tripartite consultations were conducted in 2012 to draft and refine the policies.
	3	The Ministry of Tourism and the Tripartite Technical Committee developed National Skills Standards for selected occupations of the tourism sector. The Tripartite Technical Committee collected and analysed information with respect to skills demand and supply.	In January 2013, the ILO provided technical advisory assistance to the Technical Committee of the Ministry of Tourism by drafting guidelines for developing skills standards for tourism so that training more closely aligned to labour market needs. This process provided a test case for more tripartite involvement in linking training to employment.- .
<b>Americas</b>			
<b>Argentina/ARG126</b> Mejoran las acciones y	1	- El Plan Estratégico Industrial 2020 que contiene políticas generales y sectoriales	- Asesoría técnica permanente a las Redes de Formación Continua y de Servicios Públicos de Empleo del MTESS, para su trabajo en el

políticas de empleo, educación y formación para el trabajo y se consolidan las redes de Servicios Públicos de Empleo y de Formación Continua, en consonancia con los requerimientos del sector productivo.		para duplicar el PIB industrial se articula de manera estrecha con el Plan Estratégico de Formación Continua, Innovación y Empleo Argentina 2020. Para la ejecución de este plan, el MTESS y los interlocutores sociales han desarrollado capacidades específicas para el diseño de políticas más eficaces que mejoren las condiciones de empleabilidad y accesibilidad.	territorio incluso a través de la entrega de los siguientes insumos para su consideración: - Perfil de los servicios públicos de empleo en Argentina, como insumo para la plataforma del G-20 con apoyo de OIT y OCDE. - Documento Mecanismos de formulación e implementación de la política de empleo en Argentina, OIT 2013 - Documento Polarización en la generación de empleo y desbalance de calificaciones en Argentina y sus efectos en el mercado de trabajo, OIT 2013
	2	- En el marco del Proyecto Construir Futuro con Trabajo Decente (Fase III), los Ministerios de Trabajo y de Educación promueven la incorporación de los principios y derechos laborales fundamentales y el concepto de trabajo decente en la currícula de enseñanza media.	- Promoción del intercambio de experiencias en la incorporación del Trabajo Decente en la enseñanza media (Argentina, Brasil, Chile y Uruguay). - Actualización del material de formación docente del Programa de capacitación multimedial Explora Trabajo Decente, OIT 2012. - Elaboración de un módulo sobre seguridad y salud en el trabajo para ser incorporado al Programa de capacitación multimedial Explora Trabajo Decente, OIT 2013.
	4	- Los Ministerios de Trabajo, de Industria y de Turismo articulan los objetivos y metas de sus respectivos Planes Estratégicos 2020 (de Formación Continua, Innovación y Empleo; de Industria y de Turismo Sustentable) a fin de reducir la brecha entre oferta y demanda laboral en sectores estratégicos, a través de los Consejos Sectoriales de Formación Continua y Certificación de Competencias Laborales y la Red de Servicios Públicos de Empleo.	- Jornada sobre formación continua para las cadenas de valor del Plan Estratégico Industrial 2020 y las mejores prácticas institucionales en el desarrollo de competencias laborales y en la promoción de la intermediación laboral (Mar del Plata, 2013). - Asistencia técnica a la provincia de Misiones para la implementación de políticas de formación y empleo vinculadas al sector turismo: identificación de las demandas de formación y/o de evaluación y certificación de competencias laborales vinculadas al sector turismo (Puerto Iguazú); Seminario Planes estratégicos de Formación Continua y Turismo en Iguazú (Puerto Iguazú, 2013); diseño de proyectos de fortalecimiento institucional vinculados a los procesos de normalización, formación, evaluación y certificación de competencias y la implementación de planes de formación de trabajadores del sector turismo.

<p><b>Cuba/CUB102</b> Mandantes consolidan Red Nacional SIMAPRO para mejorar productividad, competencias laborales y condiciones del trabajo en industria azucarera y turismo.</p>	<p>4</p>	<p>El Grupo Azucarero de Cuba (AZCUBA), antes Ministerio de Azúcar, ha incorporado la metodología del Sistema de Medición y Avance de la Productividad (SIMAPRO) como sistema de gestión en toda la agroindustria, a través de 45 centrales azucareras y llegando a 113 trabajadores. Para ello, ha implementado un protocolo detallado de la metodología y un paquete de herramientas como indicadores de medición, Guías de Autoformación y Certificación por Competencias (GAECs).</p> <p>Con recursos propios, AZCUBA está ejecutando un programa de formación basado en las Guías de Autoformación y Evaluación por Competencias y sobre las técnicas de aplicación de las mismas, con la finalidad de fortalecer las capacidades de los responsables de Recursos Humanos de la industria azucarera sobre la Gestión de Personas por Competencias y Organizaciones Sostenibles.</p>	<p>La OIT brindó asistencia técnica para que el protocolo estuviera alineado con la recomendación 195 de la OIT, considerando la participación de todos los niveles en la organización en la gestión integral de la productividad basado en el aprendizaje permanente. Coordinó los talleres de capacitación para la elaboración de las GAECs e hizo la revisión de las mismas, así como la capacitación para mandos medios en la facilitación y seguimiento a las mismas.</p> <p>La OIT apoyó a los responsables de Recursos Humanos de empresas azucareras a través de becas para la participación en el curso Gestión de Recursos Humanos por competencias y organizaciones sostenibles del CIF/Turín.</p>
<p><b>Guyana/GUY151</b> Increased capacity to match skills development with labour market needs in Guyana</p>	<p>1</p>	<p>The Ministry of Education Guyana, through the Guyana TVET Council implemented the revised National TVET policy in 2012. The TVET Council and the Board of Industrial Training and its tripartite Board, reformed their programmes to match labour market</p>	<p>The ILO provided technical advisory services to the Guyana TVET Council on skills development policies, areas such as skills matching demand through the use of labour market data for curricular development and programme review and evaluation, and competency-based training using industry occupational standards.</p>

		demand by collecting labour market data in the mining sector and Heavy Equipment operators in the construction sector to match skills supply and demand.	
	3	The Ministry of Education, through the Guyana TVET Council and its tripartite Board, and the Ministry of Labour through the Board of Industrial Training, has implemented entrepreneurship education as integral part of the TVET curriculum.	The ILO delivered a 5-day training workshop on entrepreneurship education and curriculum implementation to instructors of the TVET Council and Board of Industrial Training for implementation in the training curricula, to enable trainees consider self-employment
<b>Europe</b>			
<b>ALB130</b> Employment and training policies are formulated and implemented to address both efficiency and equity objectives and are aligned with the provisions of ILS on employment policy and employment services.	1	The National Vocational Education and Training (VET) and Lifelong Learning (LLL) Strategy is one of the key documents for the medium-term reform of the education and training system in Albania. It is the first joint strategy between the Ministry of Education and Labour thus creating the basis for productive collaboration. This joint effort also paves the way for the introduction of LLL approach in the country.	Final validated draft of the National VET and Lifelong Learning Strategy 2013-2020 was prepared and submitted to the Ministries of Education and Labour for further action.
<b>Turkey/TUR156</b> Promoting skills for green economy and green jobs	2	A national inter-agency task force including social partners was established to develop a green jobs strategy including skills and sectoral policies in line with National Development Plans and Strategies.	ILO provided technical support in cooperation with ITC/ILO and ILO-Green Jobs Programme. In this regard, a national workshop including field visits to enterprises took place in Ankara 24-26 June, 2013.

**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
<b>Africa</b>			
<p><b>Benin/BEN102</b> 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</p>	1	<p>The Government and Social Partners developed and adopted a National Action Plan on skills for Employment as Pilot country under the G20 initiative. This was coordinated by the ministries of labour, youth and employment, and education. The plan includes a focus on skills development for rural communities and is linked to the National Employment Policy.</p>	<p>The ILO with Danish support has strengthened the capacity of tripartite constituents to develop skills indicators and skills policy, and to upgrade informal apprenticeship through training programmes, multi-stakeholder National Steering Committee, Technical Working Groups and the G20 initiative on Human resources Development National Committee. The ILO facilitated participation of two representatives to the G20 Development Working Group's workshop on human resources development (Moscow, May 2013) to present the national Action Plan on Skills for Employment and priorities for financial and technical support for its implementation and has supported the work of the inter-ministerial coordination mechanism.</p> <p>In the framework of the Skills policy formulated</p>

			and validated, the ILO provided evidence of what can be achieved through enhanced skills development linked to labour market demand at rural community level.
	2	Six specific rural employment programmes have been implemented at the national or regional levels to strengthen skills development systems that improve employability, promote access to employment opportunities and increase incomes for inclusive and sustainable growth, in Horticulture, Beekeeping, Poultry, Rabbit Farming, Aulacodes Farming and Soya Processing. These programmes were based on rapid assessments provided with ILO technical support.	The ILO Training for Rural Economic Empowerment (TREE) program (funded with the Government of Denmark) partnered with local stakeholders for a value chain analysis that showed a number of agricultural value chains with potential for economic and social impact. ILO also supported a further analysis of economic opportunities and skills gaps that revealed that with adequate technical support and training, the local small-scale production could satisfy the local market demand and potentially export and contribute to long-term growth and sustainability.
	3	Vocational training programmes have been reformed with ILO advice and technical assistance. The curricula of the CQP (Certificat de Qualification Professionnel), CQM (Certificat de Qualification aux Métiers) and EFAT (Examen de Fin d'Apprentissage Traditionnel) have been revised to be accessible to people in rural communities, validated and published. The new curricula are to be implemented by July and October 2013 in 5 departments and by March 2014 at national level, by the Ministry of Secondary School (MESFTPRIJ).	The ILO supported the revision of vocational training programmes. This revision consists of : (i) identifying potential income generating activities and related training needs before designing the contents of specific training programmes; (ii) involving directly the local community and social partners in each phase of the identification, design and delivery process; (iii) facilitating the necessary post-training phase which, includes guidance in the use of production technologies, facilitation to access the credit, and assistance to initiate and sustain income generating activities individually and collectively.
	4	Approximately 3000 youth out of 5000	Public and private training institutions are enabled

		<p>trained were placed in wage or self-employment as a result of the post-training support provided by the ILO (1887 young men and 113 young women). 364 youth apprentices have graduated from TREE programs and are self-employed with post training support in access to finance and markets.</p>	<p>with ILO support to better deliver demand-oriented services to rural, informal economies. ILO also supported the strengthening of the systems of informal apprenticeship through upgrading the skills of master crafts persons and apprentices and facilitating access to new technologies: (i) 22 Trainers have their skills upgraded for Rural Economic Empowerment (TREE) methodology and tools in rural district areas.  (ii) 4437 (of which 1406 girls) out-of-school and unemployed youth of rural districts trained.  (iii) 364 youth apprentices have graduated from TREE programs and are self-employed with post training support in access to finance and markets (343 young men and 121 young women).  (iv) 877 Master Craft persons have their skills upgraded.  (v) 408 out-of-school and unemployed youth have been imparted theoretical knowledge and basic skills.</p>
<p><b>Burkina Faso/BFA102</b>  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</p>	1	<p>The government included skills development in the National Employment Policy, UNDAF and Decent Work Country Programme as a critical success factor.</p>	<p>ILO with Danish support conducted and provided the stakeholder mapping; an extensive review of relevant literature and statistics on enrolments in skills development institutions, which informed the inclusion of skills development in the National Employment Policies. This review involved interviews with key informants from ministries, non-governmental organizations, informal economy associations, training providers, rural district councils and other experts.</p>
	2	<p>Two specific rural employment programs</p>	<p>The ILO Training for Rural Economic</p>

		<p>on Beekeeping and Poultry have been implemented on the basis of a rapid assessment in order to strengthen skills development systems that improve employability, promote access to employment opportunities and increase incomes for inclusive and sustainable growth : in 5 rural areas (Tibga district, East Region, Kalsaka district in North Region, Nobere district in Center-South Region, Bondoukuy district in the Boucle du Mouhoun region and Dissin district in South-West Region).</p> <p>A national strategy on improving the informal apprenticeship system was validated at national level and implemented in pilot areas.</p>	<p>Empowerment (TREE) program partnered with local stakeholders for a value chain analysis that showed a number of agricultural value chains with potential for economic and social impact. ILO also supported a further analysis of economic opportunities and skills gaps that revealed that with adequate technical support and training, the local small-scale production could satisfy the local market demand and potentially export and contribute to the long-term growth and sustainability.</p> <p>The ILO provided advisory services on strategies to improve informal apprenticeship system and facilitated consultations among key stakeholders.</p>
	3	<p>An informal apprenticeship program is taking an incremental, mainly bottom-up approach, to support informal apprenticeship training in rural areas. The program is working with national experts to improve the skills of master craft persons in selected demand-driven trades. Beneficiaries are in turn providing on-the-job skills training and mentoring opportunities to youth for wage and self-employment opportunities. The programme is also improving access to finance through microfinance institutions (MFIs) to increase business turnover and penetration to new markets for both master craft persons and apprentice</p>	<p>Mapping of national training initiatives and systems of apprenticeship were undertaken by the ILO with Danish support in July 2010 (reports in French are available upon request) This mapping indicated the key potential partners in training initiatives nationally and regionally, current on-going initiatives in the training sphere, the status of national apprenticeship systems (informal and formal) and potential obstacles to implementation of the Programme's objectives.</p> <p>The ILO intervention is directly focussed on improving the skills of master craft men at national level and the apprentices' capacities within the national training centres and among the rural areas of the country.</p>

		graduates seeking self-employment.	
	4	<p>As a result of the training support provided by the ILO, 1630 youth out of about 4000 trained were placed in wage or self-employment.</p> <p>1081 Out of school youth aged 15-35 years beneficiaries of TREE Program are employed (729 young men and 352 young women), including 767 in (poultry programs and 314 in beekeeping small and micro rural enterprises.</p>	<p>ILO supported the strengthening of the systems of informal apprenticeship through upgrading the skills of master crafts persons and apprentices and facilitating access to new technologies.</p> <p>4,480 beneficiaries from Informal Apprenticeship programs: 430 master craft persons and 827 apprentices.</p>
<b>Liberia/LBR105</b> Skills Training through the Training for Economic Empowerment (TREE) Piloted in Grand Bassa, Liberia	1	The Ministry of Youth and Sports adopted the national version of the TREE manual as part of its national strategy for youth employment and used it in its resource mobilisation with other donors in attempts to extend the programme to other areas of the country.	Experience in pilot testing the TREE methodology in selected rural areas and occupational training, targeting young persons in particular, was collected in a national TREE manual that adapted generic good practice to national circumstances.
	2	Local training providers provided better training in occupations relevant to labour market opportunities in selected rural communities based on training they had received through the TREE programme.	The ILO provided technical training to members of rural communities in two counties (Grand Bassa and Grand Cape Mount) using the TREE methodology, with project support provided by the Government of Denmark through a UN cooperative programme. This began by identifying micro-economic opportunities available in the selected areas, undertaking of feasibility studies, capacity building and training of identified training providers. Training of trainers included basic mechanics, business skills development, food processing and preservation.

	4	More than 800 beneficiaries in four rural communities in Grand Bassa and Grand Cape Mount benefited from incomes generated from four projects namely Cassava processing, transport, fishing and fish processing, tailoring and soap making.	The ILO provided post-training financial support towards procuring equipment such as food processing equipment, motor cycles and fishing equipment, and for the construction of small business premises.
<b>Zimbabwe/ZWE101</b> Multi-faceted initiatives for job creation in the enterprise sector	1	<p>1. National Youth Policy (NYP) was reviewed and adopted by the Government of Zimbabwe in July 2012 in line with the African Union's African Youth Charter, 2009 to 2018 Decade for Youth Development in Africa and the United Nations 64th General Assembly Resolution number 64/134. As a result separate paragraphs on Youth Education and Skills Development as well as Youth Employment and Sustainable Livelihoods were integrated into the policy document to highlight the challenge of youth employment and give policy guidance to interventions in this area. Other dimensions of employment and decent work including children and youths with disabilities, those living with HIV/AIDS, the diaspora and migration and gender equality and equity were also integrated as part of the policy document.</p> <p>2. The Government of Zimbabwe has adopted the ILO TREE methodology as the broad strategy for its youth economic empowerment programmes and has</p>	<p>1. The ILO provided technical and financial support for the NYP review process for drafting the policy and validating it through tripartite meeting. The ILO also provided specific inputs to the drafting of the paragraphs covering youth employment and decent work issues.</p> <p>2. The ILO provided technical and financial support to train and build up the capacities of 12 vocational training centres in rural areas to adapt the TREE methodology into their training curricula, with support of the Government of Denmark, and presented reports on the employment impact of pilot TREE projects to inter-ministerial stakeholders.</p> <p>3. The ILO also facilitated a study visit to Ghana where the TREE methodology has been successfully adopted/adapted by key stakeholders in TVET.</p>

		requested ILO support to roll out the programme country-wide.	
	2	<p>The Start and Improve Your Business (SIYB)/Know About Business (KAB) tools adapted to suit all the technical modules for training of rural youths integrating elements of the TREE methodology and Quality Improvement in Informal Apprenticeships (QiA):</p> <p>Eight (8) vocational training modules/courses developed based on the ILO Training for Rural Economic Empowerment (TREE) methodology and used to train and equip youths in 39 national districts with skills to take advantage of local rural economic opportunities integrating skills for green jobs, group enterprises and informal economy initiatives.</p> <p>Zimbabwe was selected as one of the good practices on youth employment during Global Youth Employment Conference in June 2012 and the TREE programme was recognized by the UN as contributing to the country's MDG strategy.</p>	<p>1. The ILO provided technical and financial support for five studies on economically viable economic trades and economic opportunities in five districts.</p> <p>2. Three Economic Opportunities and Skills Gap Studies (ECOTRAIN) were completed in 4 districts</p> <p>3. The ILO facilitated the organization of beneficiaries into savings and credit coops (SACCOs) for self-employment and offered on the job training or mentorship training in Business Development Services.</p> <p>4. The ILO also provided technical support to access micro finance service providers in partnership with local to support youth micro-enterprises: USD450,000 fund provided for skills for youth employment and rural development programmes &amp; USD280,000 (50% mobilised locally) availed to support integration of economic empowerment into core HIV/AIDS prevention initiatives in the transport corridors and hot spots.</p>
<b>Asia and the Pacific</b>			
<b>Mongolia/MNG177</b> Skills development increases the inclusiveness of growth by improving the employability of women and men in urban and rural communities	2	Informed by assessment reports in 2013, coalitions of stakeholders in priority rural communities identified viable economic activities for which training organized through the TREE approach, is likely to	ILO technical support included providing an international expert to work with stakeholders in carrying out an assessment of two pilot rural communities for rural skills programme implementation

		lead to new employment and livelihoods.	
	3	Through the consultation workshops and advocacy on TREE, the local government in two rural districts together with the ILO, was able to design and organize rural skills training programmes on TREE for	ILO supported the translation of the TREE Manual into Mongolian and conducted the TREE consultation meetings
<b>Sri Lanka/LKA102</b> Enhanced access to more and better jobs in economically disadvantaged and crisis affected areas	2	Training providers applied ILO training to provide some 475 beneficiaries with training/assessment support leading to national vocational qualifications in trades based on demand assessments and assisted with job placement. Seven Women Rural Development Societies have been organized and trained and 5 Divisional Women Entrepreneurs Social Welfare Associations (WESWA) have been organized, registered and trained to find collective solutions to issues related to markets, raw materials and capital. Project-assisted entrepreneurs were supported to participate in seminars, job awareness and trade fairs	The ILO trained private registered training providers, as the implementing partners, to provide training based on the TREE methodology. Financial assistance for the training of the partners and the pre- and post -training support for the beneficiaries was provided through a project targeting conflict affected communities.
	3	Vocational Education and Training Plan (VET Plan) for the primarily rural Northern Province was formulated and launched in 2013.	Technical and financial assistance was provided by the ILO in the preparation of the draft Vocational Education Training Plans through inter-disciplinary support for local economic development, Empowerment through Economic Development (LEED) Project.
<b>Timor-Leste/TLS103</b>	1	The National TVET Plan (NTP) was	The ILO prepared recommendations for the TVET

Public and private skills training providers implement a competency-based training system		developed by the Secretariat of State for Vocational Training Policy and Employment, SEPFOPE, accepting ILO recommendations and informed by tripartite consultations. The NTP was approved by the Council of Ministers in May 2012 and outlines specific needs of rural communities including: district skill needs analysis; greater participation of rural and remote communities in skills development through accessible training; and a greater focus on building industry partnerships in rural areas. The National Strategic Development Plan recognises key elements of the NTP and SEPFOPE's 5 year plan and its annual action plan is aligned to TVET plan recommendations.	plan and facilitated tripartite consultations at the district level in rural areas. ILO technical support was provided through partnership with the Australian government to promote youth employment. This partnership also produced district analysis of Suai to determine skill gaps. These analyses, combined with other LMI information, including LFS and Census data, will provide the framework for providing targeted training and employment services to the districts, including for the planned establishment of on-shore processing of oil and gas.
	3	National Accredited Foundation courses have been developed and are being rolled out across Timor as a direct response to creating greater career opportunities for out of school rural youth through skills training.	In 2012 foundation courses were delivered in 6 districts of Timor, which will expand to all 13 districts of Timor by end 2014 through technical cooperation in partnership with the Australian government. Foundation courses act as a conduit to employment and higher level accredited training by combining classes in: language and numeracy proficiency; work readiness; personal preparedness; and vocational training in targeted areas. Foundation course graduates are able to look directly for waged employment, can go onto higher level accredited training or, can undertake small business training to start their own business
	4	Access to the Youth Employment Fund	Training is being provided to CEOPS staff in 6

	<p>(FEFOP) and career guidance through the Career and Employment Centres (CEOPs) in six districts of Timor has played an important role in ensuring positive post-training outcomes for graduates of training. Assistance has included: internships; additional technical training; access to small business development training; and access to micro finance start-ups.</p> <p>Training outcomes: A survey of training graduates showed that 65% of graduates of training had achieved a positive employment or study outcome as a result of their participation in the training: 25% were in paid employment; 11% in regular voluntary positions; and another 32% had enrolled in further education.</p>	<p>districts to improve levels of career counselling particularly in rural areas.</p>
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**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
<b>Africa</b>			
<b>Zambia/ZMB129</b> Enhanced employment and self-employment opportunities for people with disabilities through access to skills development	1	Labour Law Reform Process takes into account the rights of people with disabilities, with particular attention to provision of training & employment for persons with disabilities. Zambia ratified the UN Convention on the Rights of Persons with Disabilities in 2010 and is working on domesticating its provisions. In addition, the Media have been capacitated on the positive portrayal of people with disabilities.	The ILO provided direct support to the Government in reviewing relevant laws to include provision for the training & employment of persons with disabilities under the labour law reform (issues paper) process.
	3	Government (pilot) colleges were better able to develop policies on services to increase accessibility for people with disabilities. Mainstreamed training programmes on technical skills currently	Training of facilitators for Disability Equality Training including participants from 2 pilot colleges (Mansa Trades College and National Vocational Rehabilitation Centre in Ndola.) Four Disability Equality Training workshops conducted for

		being delivered have been reformed to be accessible to students with disabilities in colleges.	teachers and staff of 2 pilot colleges: Mansa Trades College and National Vocational Rehabilitation Centre in Ndola. Disability audit on the accessibility of physical environment, audit on training materials and tools and lecturers needs assessment completed in the 5 institutions (NVRC Kaoma, Luanshya, Lusaka, and Mansa) to inform the design of training program. ILO Guidelines on Inclusive Vocational Training for teachers is forming the basis for the Technical Education, Vocational and Entrepreneurship Training Authority TEVETA to draft localized guidelines, which when completed will be distributed and tested in pilot colleges. Review of teacher training needs conducted. Training on on positive portrayal of disability and persons with disabilities conducted for 16 media personnel and 4 disability advocates.
<b>Americas</b>			
<b>Bermuda/BMU101</b> Relevant training has been made more accessible to people with disabilities in Bermuda	1	At the end of the ILO training workshop, tripartite participants agreed a strategy to include persons with disabilities into decent employment. A Task Force constituted through the National Office for Seniors and the Physically Challenged reviewed the Bermuda National Policy on Disabilities "Goal 4: Ensure all people with disabilities, through education and skills development, have access to meaningful employment."	The ILO provided technical advisory services to the National Office for Seniors and Physically Challenged, and the constituted Task Force, on UN policies on disabilities and ILO employment policies and Code of Practice for employment of persons with disabilities.
	3	An adult programme has been reformed at the Lady Gordon Opportunity Centre	The ILO delivered 2-day workshop to strengthen capacity of officials of government ministries, and

		that provides persons with disabilities access to skills training for employment opportunities.	the social partners, to design/reform skills programmes for persons with disabilities, in line with the UN Convention on Persons with Disabilities, and ILO relevant Conventions and Recommendations on employment of persons with disabilities.
<b>Saint Lucia/LCA126</b> Relevant training has been made more accessible to people with disabilities	1	At the end of the ILO capacity-building workshop, policy-makers designed a strategy with the aim of including persons with disabilities into decent employment. A Task Force constituted through the Ministry of Labour has reviewed the St Lucia draft National Policy for Persons with disabilities "Action 4.5: Equal Employment Opportunities and Conditions"	Technical advisory services were provided to the Ministry of Labour and the constituted Task Force on UN policy on persons with disabilities and ILO employment policies and Code of Practice for Employment of persons with disabilities. The ILO delivered 2-day workshop to strengthen capacity of officials of government ministries, and the social partners on UN Convention on Persons with Disabilities, and ILO relevant Conventions and Recommendations on employment of people with disabilities.
	3	Training programmes at the National Blind Welfare Association, and Lady Gordon Opportunity Centre were reformed to provide access to skills training and opportunity for employment to visually and hearing impaired students respectively.	The ILO provided support and a 5-day training workshop in entrepreneurship Education and curriculum implementation, to enable disability organisations and TVET Council implement entrepreneurial skills in their curricula for trainees with disability to consider self-employment.

**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
<b>Africa</b>			
<b>Egypt/EGY104</b> Public Employment Services are better capable to provide job seekers with guidance and placement, with particular attention to the gender dynamics and youth unemployment and persons with disabilities	1	20 Public Employment Services (PES) offices in 15 governorates upgraded their equipment and trained local counselors to improve delivery and expand career education, counselling and job search support. The Ministry of Manpower and Migration (MoMM) has established a career guidance unit at central level and improved access of local PES offices to labour market information by strengthening links with the LMI unit at MoMM. The MoMM also encouraged the use of employment offices by including career guidance as a subject in technical schools in collaboration with MoE for 22,000 students in 2013.	Six basic training workshops have been conducted in collaboration with the Career Centre at the American University in Cairo. It supported collaboration between the Ministry of Education (MoE) and MoMM in developing and implementing a curriculum on career guidance for technical school students piloted in all 5 year technical schools and 3-year technical schools in 3 governorates in 2012. A 3-day national ILO/GIZ conference on active labour market policies with 150 participants hosted by MoMM and MoE developed action points on career guidance to follow-up on.

	2	Local career guidance taskforces have been established around 16 PES offices in 13 governorates that ensure improved job matching. Task forces are involved in exchange of information, referral of jobseekers and support to career information and guidance of unemployed youth. 13486 young people received career guidance services. In five offices, recruitment numbers have doubled: 5,772 people (22 per cent women, 5 percent persons with disabilities) out of 15647 (22 per cent women, 10 percent persons with disabilities) have been recruited in a period of 6 months.	Local career guidance was supported through training workshops for 40 PES counsellors and 140 members of local taskforces including teachers and trainers, government representatives, employers, workers, youth clubs (30 women among participants). Two job fairs and 3 youth career days were conducted in collaboration with local task forces.
<b>Arab States</b>			
<b>Lebanon/LBN101</b> Improved access to more effective employment services, including labour market information and analysis	2	<ul style="list-style-type: none"> <li>- A new web site for the National Employment Office (NEO) developed and included the Electronic Labour Exchange (ELE) and job search materials for job seekers.</li> <li>- As part of the new NEO web-portal users have access to available occupational information.</li> </ul>	<ul style="list-style-type: none"> <li>- ILO supported the establishment of the Electronic Labour Exchange that is now functioning. The system is available on the following address <a href="http://www.neo.gov.lb">www.neo.gov.lb</a></li> <li>- A survey on the use of the Electronic Labour Exchange will be conducted by year end, for improvement of the system.</li> </ul>
	3	UNRWA allocated resources so that the Employment Service Centres (ESC) could act on training received and implement its plan to provide better labour market transition services to the targeted Palestinian refugee population in Lebanon.	<p>Following initial training last biennium, efforts to build up delivery capacity of ESC this biennium included a training programme in April 2013 on ISCO 08, understanding LMI and ESC Management for UNRWA ESC staff;</p> <ul style="list-style-type: none"> <li>- Connected ESCs with employers' organizations and trade unions; and</li> </ul>

			- Developed an ESC Manual for the UNRWA staff on the core functions of ESC.
<b>Asia and the Pacific</b>			
<b>Lao PDR/LAO177</b> Increased numbers of men, women and youth demonstrate skills in line with labour market demand	2	Lao PDR has 6 existing Employment Services Job Centres (ESJC) functioning in the past two years. Three additional ESJCs were established in the provinces of Saiyaburi, Udomxi and Luangprabang. This resulted in the following overall job matching through the nine centres: 8520 jobs registered, 13,435 vacancies identified and 2,983 job seekers placed.	ILO provided financial, technical and advisory supports to the MOLSW on the establishment of the ESJC.  ILO conducted capacity building activities through workshop, meetings and fellowships to strengthen staff of ESJC.
	3	A comprehensive communication plan for promoting safe migration was developed and launched. This plan also integrated information for migrant workers on services provided by ESJC.	ILO technical assistance nationally and through the partnership with the Australian and Japanese governments for the Greater Mekong Sub-region provided financial, technical and policy advisory support on migration policy.
<b>Europe</b>			
<b>Albania/ALB102</b> The National Employment Service (NES) works effectively with vulnerable groups.	2	The labour exchange has been revitalized through the design of a new service model at National Employment Services (NES) to improve the overall effectiveness and efficiency of service delivery and job matching.	The ILO designed a new methodology for monitoring and assessing the quality of vocational training delivered by NES Vocational Education and Training? (VET) centres, as part of a broad new service model for NES operations.
	3	The new service model adopted and new service delivery has begun based on a three tier system to deliver custom tailored services to target groups in the labour market. Due to the introduced service model, groups typically excluded	Capacity building for training providers, NES staff and local authorities from the ILO helped the NES adapt job matching services to help vulnerable groups in the labour market, based on the new NES service model Handbook and Toolkit developed in collaboration with the ILO.

		from the labour market can receive better support in finding a job.	Capacity building for Directors of NES Regional and Central Offices was provided on Management by Objectives. Capacity building on new employment service model is under implementation at regional and local levels.
<b>Kazakhstan/KAZ158</b> Increased capacity of PES to provide services to young job seekers and employers	2	200 employment services have been revitalized at the regional level through the Public Employment Service (PES) which are using new methods of collecting and registering vacancies.	The ILO organized a study tour to Lithuania on needs assessment regarding the building up of Kazakh labour market information (LMI) system for 4 officials from the Ministry of Labour (MoL) and Prime Minister's Office in close collaboration with the Lithuanian counterparts (Nov 2012). The ILO also provided technical consultations on new methods for collecting and registering vacancies (Oct 12, May 13); capacity-building provided to PES (Sep 13).
	3	Young people were identified as one of the groups that experience difficulties while entering the labour market. A plan, developed by the PES targeting young job-seekers through Active Labour Market Programmes, was introduced at pilot employment centres.	Technical cooperation supporting youth employment mobilized resources to support youth employment through public private partnerships with national oil company and improved targeting of services from PES.
<b>Turkey/TUR153</b> Implementation of the National Youth Employment Action Plan	1	The Public Employment Service (PED/ISKUR) provided employment counselling training, to young people, as well as improved services to employers, informed by ILO experience.	ILO provided support to upgrade counselling and job matching services of the PES and encouraged their investment in improving outreach and providing enhanced services to enterprises.
	3	A coordination unit/group of ISKUR Staff was established to monitor the	The ILO delivered a training workshop within the scope of UNJPM Sustainability Task Force in

		implementation of the national youth employment plan (NYEP) continuously in consultation with institutions and social partners represented in the NTT.	December, 2012 to improve the capacity of task force members to monitor the implementation of the NYEP.
<b>Americas</b>			
<b>Chile/CHL128</b> 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	ChileValora y El Servicio Nacional de Capacitación y Empleo SENCE establecieron un convenio de colaboración cuyo objetivo es iniciar el diseño y ejecución de un modelo integrado de intervención que permita avanzar hacia una articulación efectiva entre el Sistema Nacional de Certificación de Competencias Laborales y el de Capacitación Laboral, en sectores productivos previamente definidos, con foco en el cierre de brechas de competencia y la generación de rutas o trayectorias formativo laborales para los trabajadores, que impacten positivamente en su movilidad laboral y empleabilidad, garantizando la sintonía con las necesidades del mercado del trabajo, a través de los organismos sectoriales respectivos.	La OIT ha prestado asistencia técnica para el diseño, elaboración y validación de una matriz de cualificaciones para la formación profesional, estableciendo niveles y sus respectivos descriptores (conocimientos, habilidades, competencias, entre otros). La matriz orienta lineamientos y articulaciones de políticas públicas de capacitación laboral y certificación de competencias laborales en diversos sectores industriales.
	3	El gobierno desarrolló e implementó un manual de operaciones de las Oficinas Municipales de Empleo (OMIL) que establece las directrices para garantizar que los funcionarios puedan proporcionar servicios de manera eficiente a todos los solicitantes de empleo, y en particular, a	La OIT apoyó la organización de 2 conferencias internacionales sobre servicios de empleo (septiembre 2012 y agosto de 2013) y 15 reuniones regionales de capacitación (en las que participaron más de 300 representantes de las OMIL) sobre el tema del mercado de trabajo y la importancia de una Red Local de Empleo.

		<p>las personas que se encuentran más alejadas del mercado de trabajo.</p> <p>Se desarrolló una herramienta de evaluación de la gestión que facilita el auto-análisis periódico del desempeño de las Oficinas Municipales de Empleo (OMIL) y que dio lugar a la puesta en práctica de un sistema informático de gestión capaz de definir los desafíos, logros y avances en el seguimiento de la prestación de servicios especializados para grupos socialmente vulnerables. El sistema también soporta la planificación y evaluación de dichas intervenciones.</p>	<p>La OIT también proporcionó al gobierno asistencia técnica en el diseño y la elaboración de una Guía de Información Laboral para las OMIL y para el sistema informático de gestión de servicios.</p>
<p><b>Peru/PER127</b> Red de oficinas del servicio público de empleo fortalecida y su cobertura ampliada.</p>	1	<p>El nuevo gobierno 2011-2016, a través del Ministerio de Trabajo, ha creado el sistema de Ventanilla <b>Única</b> de Promoción del Empleo (VUPE), a nivel de los territorios. Este sistema es una extensión del anterior Servicio Nacional de Empleo (SENEP). El sistema VUPE ha sido premiado en el 2013 como una Buena Práctica Gubernamental por un reconocido colectivo de la sociedad civil denominado Ciudadanos al Día. Es el reconocimiento más importante que la ciudadanía otorga a los servicios públicos en el país. A octubre de 2013 había 22 VUPE en operación en todo Perú.</p>	<p>La OIT apoyó al Ministerio de Trabajo en la conceptualización del sistema de Ventanilla <b>Única</b> como una extensión natural del sistema SENEP. El SENEP era un sistema basado en los servicios de empleo que ya han sido transferidos a los gobiernos regionales (y que son administrados por ellos: intermediación laboral, orientación vocacional, etc.). Con el asesoramiento de la OIT la VUPE une esos servicios ya descentralizados con los servicios nacionales que <b>aún</b> conserva el Ministerio de Trabajo (programas de capacitación, empleo temporal, reconversión laboral).</p>
	3	<p>El gobierno implementó un plan de</p>	<p>La OIT proporcionó asistencia técnica y</p>

	<p>acción sectorial para la promoción del Empleo Juvenil, a través de VUPE (ventanillas únicas), destinado a aumentar la empleabilidad de los jóvenes solicitantes de empleo más desfavorecidos a través de una amplia gama de programas específicos tales como CERTIJOVEN y la orientación profesional. La cobertura geográfica de estos programas se duplicó durante el período 2012-13. En base a este éxito, el Ministerio de Trabajo ha aprobado un nuevo plan sectorial para el período 2013-16, que seguirá centrándose en los jóvenes más desfavorecidos.</p> <p>Durante el período 2012-13, 89,000 usuarios tuvieron acceso a servicios de asesoramiento profesional, 49, 800 se beneficiaron del Programa Nacional de Empleo Juvenil, y 50,000 jóvenes más participaron en uno o más programas enmarcados por el Plan de Acción para promover el empleo juvenil.</p>	<p>capacitación al personal para facilitar la consolidación de una amplia gama de programas específicos como la orientación profesional y CERTIJOVEN (un programa que ayuda a los solicitantes de empleo a obtener los documentos necesarios para entrar al mercado de trabajo en Perú.)</p>
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**Indicator 2.5: Number of member States that, with ILO support, develop and implement integrated policies and programmes to promote productive employment and decent work for young women and men SEE SEPARATE FILE ON INDICATOR 2.5**

**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
<b>Africa</b>			
<b>Comoros/COM102</b> La formation professionnelle est valorisée pour une meilleure compétitivité de l'emploi.	3	Le ministère chargé de l'emploi a adopté et mis en œuvre un programme national pour l'emploi des jeunes. La formation professionnelle et l'apprentissage, l'intermédiation sur le marché du travail et l'entrepreneuriat sont les axes principaux du programme qui a aussi établi trois centres nationaux de formation et une pépinière d'entreprises.	Le BIT a fourni l'assistance technique pour la mise en œuvre du programme national à travers le développement d'un mécanisme opérationnel soutenu par un projet d'emploi des jeunes financé par le Fond de consolidation de la paix des Nations Unies. Le Bureau a appuyé le gouvernement et les partenaires sociaux à établir un processus consultatif pour la création de partenariats pour la mise en œuvre de projets sur l'emploi des jeunes
	4	Le Ministère chargé de l'emploi a établi un centre national pour l'orientation professionnelle pour les jeunes et a organisé	Le BIT a donné de l'assistance technique pour la création et mise en place du centre pour l'orientation professionnelle et pour

		la première foire nationale de l'emploi organisé aux Comores.	l'organisation de la foire. Il a également organisé une plateforme d'échange de bonnes pratiques entre les Comores et le Madagascar sur l'orientation professionnelle et l'emploi des jeunes.
<b>Uganda/UGA131</b> Employment opportunities for the young women and men increased	2	National Action Plan on Youth Employment developed and adopted by the government in consultation with the social partners with provision of human and financial resources for its implementation.	The Office delivered advisory services throughout the development process of the national action plan and facilitated tripartite discussions that were instrumental to identification of the priority measures of the Plan.
	4	A national tripartite event was held by the government with the involvement of the social partners to discuss the findings of the youth employment analysis, and an ad-hoc survey were used to raise awareness and determine action in support of decent work for youth.	The ILO supported the data collection and analysis, as well as the preparation of the report and its discussion.
<b>Malawi/MWI 102</b> Enhanced employment and self-employment opportunities for vulnerable groups, such as the Youth, Women and People with Disabilities	3	A national youth employment creation programme adopted by the government and launched by the Prime Minister of Malawi in 2013.	The ILO provided technical support for the development of a national employment policy and youth employment creation initiative. Technical assistance and advisory services were identified by the tripartite constituents that assigned priority to youth employment in the Decent Work Country Programme of Malawi for the period 2011-16. In order to support the implementation of the youth employment creation initiative and as part of a UN Joint Programme on Youth

			Employment, the ILO implemented capacity development programmes that included training of regional youth officers and enterprise development trainers.
	4	The government used the results of a school-to-work transition survey to discuss initiatives for the promotion of youth employment at a national tripartite event (October 2013)	The ILO's school-to-work transition survey, supported by the MasterCard Foundation, was instrumental to identify the characteristics of young people in Malawi and the determinants of labour market disadvantage. The Office facilitated a tripartite event on policy priorities and action to be taken.
<b>Zambia/ZMB127</b> Enhanced employment and self-employment opportunities for young people through access to skills development	1	Youth employment is a priority of the Sixth National Development Plan of Zambia that was revised in 2013 and in the Industrialization and Job Creation Strategy.	An in-depth review of policies, institutions and programmes affecting youth employment in Zambia was conducted by the ILO as part of a technical cooperation project on youth employment that was sponsored by the Government of Sweden. The government used the findings of this review for the revision of the National Development Plan and the drafting of the Strategy.
	4	An outreach strategy for increasing awareness on decent work for young people, with special focus on disadvantaged youth, was implemented by the Ministry in charge of employment of Zambia. This strategy was implemented through a series of initiatives, including a national forum to discuss the results of a national school-to-work transition	Within the framework of the youth employment project funded by the Government of Sweden, the Office supported the organization of the national tripartite forum to discuss the results of the ILO's school-to-work transition survey, supported by The MasterCard Foundation, the implementation of the exhibitions and

		survey and the policy implications; a national campaign that consisted of the organization of youth employment exhibitions and the publication of a youth employment newsletter by young journalists; and the establishment of a national platform for young people and policy-makers to discuss action to be taken on youth employment.	publication of the newsletter, and the organization of the dialogue between young people and policy-makers.
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Arab States			
<b>Jordan/JOR104</b> Employability and job opportunities for young people in selected regions increased	1	Youth employment is a priority of the National Employment Strategy that was launched in 2012.	The Office provided advisory services for the development of the youth employment priority within the national employment strategy. These included technical assistance for the implementation of a national school-to-work transition survey, with the support of the MasterCard Foundation.
	3	National programme to operationalize the youth employment priority of the National Employment Strategy was implemented through the establishment of national system for assessment and certification of skills, the strengthening of apprenticeship programmes and the introduction of labour rights modules for young people in skills development programmes.	In the framework of a youth employment project funded by the Government of Sweden, ILO provided technical support for the evaluation of active labour market policies, particularly those targeting young people, and the assessment of the informal apprenticeship system. ILO also provided capacity building services to the "Employment, Technical Vocational Education and training Council", the "Centre for Accreditation and Quality Assurance" of skills and the trade unions on the piloting of the rights at work modules. A manual for skills testing and certification was

produced as part of the above-mentioned technical cooperation project.

## Asia and the Pacific

<p><b>Indonesia/IDN128</b> Youth Employment policy and programme to better equip young people for school to work transition and enter the world of work</p>	<p>3</p>	<p>A national programme for the acceleration of poverty alleviation with youth employment as priority implemented by the government under the coordination of the Office of the Vice President of Indonesia</p>	<p>ILO provided technical expertise, including through the secondment of an ILO expert to the Office of the Vice President, and advisory services to the national team that was tasked to develop the programme. In the framework of a youth employment project funded by the Government of Sweden, the Office conducted a review of policies, institutions and programmes affecting youth employment in Indonesia and supported the assessment of the system of apprenticeship and youth entrepreneurship support.</p>
			<p>The Office piloted the implementation of youth entrepreneurship modules, which were then included in the national curriculum of the Ministry of Education</p>
	<p>4</p>	<p>The government of Indonesia implemented a series of youth employment promotional initiatives. These included the development and broadcast of youth employment and entrepreneurship videos and the implementation of a financial education campaign targeting disadvantaged youth.</p>	<p>The ILO supported the implementation of the advocacy strategy, the production of the videos and the design and implementation of activities to reach out to disadvantaged youth. Through the project sponsored by the ILO/ Swedish International Development Cooperation Agency (Sida) partnership, it supported the government and the ASEAN Secretariat in the organization of a conference on youth employment involving the countries that are members of the ASEAN.</p>

<p><b>Philippines/PHL105</b> Increased employability and Decent Work opportunities for young women and men</p>	<p>2</p>	<p>A National Action Plan on Youth Employment and Migration was adopted in 2012 and is being implemented by a national coordination structure as part of the Philippine Youth Development Plan.</p>	<p>In the framework of the UN Joint Programme on Youth, Employment and Migration (YEM) sponsored by the government of Spain, ILO provided technical advisory services for the formulation of the National Action Plan. This included the analysis of the youth labour market, the policy environment and implementation capacity. The Office organized a series of capacity-building events and partnership building, through broad-based consultation, that led to a consensus-based adoption of the National Action Plan.</p>
	<p>3</p>	<p>A national programme targeting out-of-school youth and young people exposed to migration was implemented by the government with the Technical Education and Skills Development Authority (TESDA), training institutions, employer organizations and trade unions. This programme included the establishment of a network of local one-stop-shops that provided employment services to disadvantaged youth, young people exposed to emigration and returning young migrant workers. It also comprised of the delivery of an expanded curriculum by educational institutions that contains topics relating to the promotion of gender equality, life skills training and information on safe migration.</p>	<p>The ILO provided support to TESDA, other government authorities and the social partners in the design and implementation of the National Programme. Capacity-building services of the ILO were instrumental to the establishment of the one-stop-shops on employment and migration services. Train-the-trainer activities implemented by the ILO with the Department of Education led to the revision of training curricula by training institutions.</p>

Europe			
<p><b>Former Yugoslav Republic of Macedonia/MKD130</b> Improving decent work opportunities for youth through knowledge and action.</p>	2	<p>The government and the social partners adopted in 2012 a four-year National Action Plan on youth employment that allocates human and financial resources for implementation.</p>	<p>The ILO provided technical assistance to the government and the social partners for the development of the Plan, in collaboration with the Turin Centre. This consisted of the review of the youth labour market, the analysis of effectiveness of policies institutions and programmes, the implementation of a tripartite technical workshop for the formulation of the plan and the provision of advisory services throughout the formulation of the same Plan. Technical assistance was also provided by the ILO to the government and the National Statistical Office for the design and implementation of a countrywide school-to-work transition survey, supported by The MasterCard Foundation. This survey identified baseline data against which assess progress in the implementation of the Plan.</p>
	4	<p>In collaboration with the social partners, the government implemented a number of advocacy and knowledge-sharing initiatives on</p>	<p>Together with the National Statistical Office, the ILO analysed the results and policy implications stemming from the school-to-work transition</p>

		<p>youth employment. These included the holding of a national tripartite conference to discuss the results of the school-to-work transition survey and identify priorities for policy and institutional reforms. It also organized a national event for dialogue among young people, the government and social partners on how to address the youth employment crisis.</p>	<p>surveys and, after tripartite validation, published a technical report. With the Ministry in charge of employment, it organized a national tripartite conference on youth employment in July 2013. Technical inputs were provided by ILO staff for the national event for dialogue between policy-makers and young people that took place in May 2012.</p>
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<p><b>Russian Federation/RUS155</b> Increased decent work opportunities for young women and men in selected region(s)</p>	3	<p>A National Employment Programme for the period 2013-20 adopted by the government with the youth employment priority being implemented as a result of national tripartite dialogue.</p>	<p>The Office supported the government and the Statistical Office in the design and implementation of a countrywide school-to-work transition survey, through partnership with the MasterCard Foundation. Together with the in-depth youth employment policy review that was conducted by the Office in partnership with the Ministry in charge of employment, this work informed tripartite discussions on the youth employment priority of the Programme. A good practice review of policies for in-country labour mobility and activation strategies for young women, particularly those with family responsibilities, was carried out by the ILO to support the implementation of a number of measures of the National Employment Programme.</p>
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	4	<p>Promotional activities to raise awareness on decent work for youth were implemented by the Ministry of Labour and Social Protection of the Russian Federation. These included the holding of an international Decent Work Conference that was organized under the auspices of the President of the Russian Federation, the organization of events for national dialogue on youth employment.</p>	<p>The Office supported the organization of the international conference and provided technical inputs and organizational support for the youth employment panel of the Conference. It also organized tripartite discussions and policy dialogue on the analysis of the youth labour market, review of policies and institutions for youth employment. Technical inputs on youth employment were also given by the Office to the government of the Russian Federation that chaired the Employment Task Force of the G20 and on the negotiation of a multi-country technical cooperation programme on public-private partnerships for youth employment.</p>

## Americas

<p><b>Ecuador/EKU154</b> Plan nacional de promoción del empleo juvenil, con enfoque de género, desarrollado y puesto en marcha.</p>	1	<p>El gobierno de Ecuador ha aprobado el plan de Desarrollo 2013-2017 denominado Plan Nacional del Buen Vivir.</p> <p>En el plan se explicita como política específica la promoción del trabajo juvenil en condiciones dignas y emancipadoras que potencie sus capacidades y conocimientos.</p>	<p>La OIT, a través del Programa Conjunto Juventud Empleo y Migración en Ecuador (Fondo para el logro de los ODM), elaboró insumos (estado del arte en juventud, diagnóstico de empleo juvenil, talleres con jóvenes, talleres con instituciones públicas relevantes para el trabajo en empleo juvenil) que han servido para el desarrollo de la sección relativa al empleo juvenil del Plan</p>
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			Nacional.
	4	El gobierno ha implementado el Servicio Público de Empleo, denominado Red Socio Empleo. Recientemente ha iniciado un énfasis en Jóvenes, creando una plataforma informática e iniciando estudios para el diseño de un servicio de orientación vocacional. La plataforma informática permite la disseminación de ofertas de empleo sobre todo entre poblaciones mas necesitadas.	La OIT, a través del Programa Conjunto, apoyó la creación de la Plataforma informática de la Red Socio empleo, desde que se la recibió para producción, en febrero de 2013, ha sido visitada por aproximadamente 500 mil personas, en su mayoría jóvenes. Además, la OIT a través de fondos RBSA ha financiado una propuesta para un servicio de orientación vocacional en Ecuador, con la participación del Ministerio de Relaciones Laborales . Dicha asistencia incluyó' visitas a otros países, como Perú.

<b>Peru/PER126</b> Plan de empleo juvenil 2013-16 formulado y en proceso de implementación.	1	El Gobierno Nacional aprobó el documento políticas nacionales de empleo en julio 2011. El gobierno 2011-2016 decidió seguir utilizando ese marco estratégico. Este documento incluye un capítulo de empleo juvenil. El documento fue elaborado en el marco de la Comisión Intersectorial de Empleo (CIE), y luego fue consultada con los actores sociales en el Consejo Nacional del Trabajo.	La OIT acompañó la discusión tanto en la CIE como en el Consejo Nacional de Trabajo. La OIT financió y facilitó la elaboración del documento, proporciono los insumos principales y dio comentarios a versiones preliminares
	4	El Ministerio de Trabajo ha fortalecido su servicio de orientación vocacional. Este servicio es utilizado por los jóvenes a través de una plataforma informática de orientación sobre proyectos de vida y	La OIT ha apoyado el desarrollo de diversos módulos del Servicio de Orientación Vocacional y de una plataforma virtual que permite establecer un proyecto de vida personal. La OIT ha

		<p>laborales. Asimismo, el Instituto Nacional de Estadística (INEI) ha generado un servicio denominado Sistema de Información Geográfico para emprendedores (SIG E), que permite, en tiempo real, conocer la situación potencial de mercado de los emprendimientos que los jóvenes deseen iniciar.</p>	<p>conceptualizado y puesto en marcha el SIG E, elaborado los manuales de operación y brindado al INEI un servidor para la operación del sistema. El INEI lo opera actualmente desde su página web y comparte la aplicación con el Ministerio de Trabajo en las denominadas Ventanillas Únicas.</p>
<p><b>El Salvador/SLV126</b> El país, con el apoyo de la OIT, mejora las oportunidades de formación vocacional y de inserción laboral de la población juvenil, incorporando las necesidades específicas de mujeres.</p>	2	<p>El Ministerio de Trabajo y Previsión Social aprobó un Plan de Empleo Juvenil (2012-2014) que prevé recursos humanos y financieros. El Plan fue desarrollado de forma conjunta con los actores sociales</p>	<p>La OIT apoyó la constitución de la Mesa Técnica de Empleo Juvenil (organismos de apoyo a la implementación del plan), apoyó el desarrollo de las consultas a los mandantes y los Foros con expertos internacionales, tomadores de decisión y personas jóvenes (RBSA, Programa Conjunto de Reducción de la Violencia y fondos del Gobierno de Suecia).</p>
	4	<p>El Ministerio de Trabajo y Previsión Social (MTPS) y el Instituto de la Juventud (INJUVE) divulgaron a través de diferentes medios, programas y acciones destinados a la promoción del empleo juvenil (Mi Primer Empleo, RENACEMPLEO, Ventanilla única para jóvenes).</p>	<p>-La OIT brindó asistencia técnica al Ministerio de Trabajo para el diseño y ejecución de una estrategia de difusión de sus acciones a favor de la promoción del empleo juvenil (Fondos del Gobierno de Suecia). - La OIT construyó con INJUVE un modelo de atención integral al joven emprendedor, que incluye los servicios de diferentes instancias públicas (Comisión Nacional de la Micro y Pequeña Empresa, Instituto Salvadoreño de Formación Profesional y MTPS) (Fondos del Gobierno de Suecia).</p>

<p><b>Nicaragua/NIC127</b> El país, con el apoyo de la OIT, implementa programas de promoción de la empleabilidad, inserción laboral y emprendedurismo para jóvenes desfavorecidos, con énfasis en el Plan de Acción de Empleo Juvenil</p>	2	<p>-El Ministerio de Trabajo adoptó, el Plan Nacional de Empleo Digno y Trabajo decente para las Juventudes en el 2012 que fue desarrollado a través de un amplio proceso de consulta con lo actores sociales y las autoridades locales. El Plan prevé de recursos humanos y financieros para su implementación</p> <p>-El Ministerio de Trabajo, el COSEP y las Confederaciones Sindicales firmaron el "Acuerdo para la Acción Conjunta - Para la Juventud: Trabajo Digno y Decente" que fue adoptado en el segundo semestre del 2012</p>	<p>- La OIT brindó asistencia técnica para la aplicación de la Guía para la Formulación de Planes de Empleo Juvenil, facilitó los talleres municipales para la identificación de problemas y sus soluciones para la promoción de la empleabilidad y el empleo juvenil, y participó en las reuniones de alto nivel para la consolidación del Plan, finalizado a inicios del año 2012.</p> <p>-La OIT brindó asesoría técnica y facilitación de espacio para la concreción del acuerdo tripartito, firmado por gobierno, organizaciones empresariales y centrales sindicales.</p>
	4	<p>El Ministerio de Trabajo y 6 municipalidades desarrollaron ordenanzas municipales para extender programas y servicios de empleo a los jóvenes en zonas rurales.</p>	<p>La OIT, mediante un Programa Conjunto sobre empleo juvenil y migraciones financiado por España, brindó asistencia técnica a los municipios y facilitó las reuniones entre personal técnico del Ministerio de trabajo y las autoridades municipales para la discusión y concreción de las ordenanzas municipales.</p> <p>La OIT implementó con el Ministerio de Trabajo talleres de capacitación técnica. Posteriormente, a aquellos jóvenes que optaron por el autoempleo, se les dio formación en Emprendedurismo y se les entregó un kit (capital en especie), capacitando 1,300 jóvenes y asociando 33 empresas (representando a 501 personas jóvenes).</p>

<p><b>Brazil/BRA108</b> Políticas públicas para estimular el empleo y ampliar las oportunidades para los jóvenes son implementadas.</p>	3	<p>El gobierno lanzó un programa nacional para mejorar la empleabilidad y el empleo para los jóvenes "Programa Nacional de Acceso a Enseñanza Técnica e Empleo". Este programa fue formulado con el apoyo de los interlocutores sociales y tiene como objetivo facilitar el acceso a la formación profesional para ocho millones de jóvenes y, junto con el "Programa Universidad para Todos" apoyar a los jóvenes en el acceso a la educación universitaria, incluido mediante la concesión de becas para jóvenes desfavorecidos.</p>	<p>La OIT apoyó el gobierno y los interlocutores sociales en la organización de debates sobre la educación y capacitación de jóvenes desfavorecidos que son los ejes principales de la Agenda Nacional de Trabajo Decente para la Juventud, La OIT dio asistencia técnica al Sub-Comité Interministerial que implementa la dicha Agenda. La Oficina asistió al Ministerio del Trabajo en el diseño e implementación de una encuesta nacional sobre la transición escuela- trabajo</p>
	4	<p>El Ministerio de Trabajo y la Secretaría Nacional de la Juventud organizaron un foro nacional para promover el trabajo decente para los jóvenes (2012) y un diálogo para informar a los jóvenes sobre las políticas de empleo juvenil. Estos eventos se llevaron a cabo con la participación de los interlocutores sociales y los representantes de jóvenes.</p>	<p>La OIT apoyó a las instituciones nacionales y los interlocutores sociales en la organización del foro y de la conferencia nacional. También llevó a cabo una revisión de las políticas nacionales de empleo juvenil y compiló un inventario que sirvió para los debates en dicha conferencia.</p>
<p><b>Paraguay/PRY126</b> Política de empleo juvenil (con particular atención a trabajadores migrantes) y mecanismos de coordinación interinstitucional para la implementación de políticas de empleo en proceso de implementación.</p>	3	<p>Mediante una Mesa Nacional de Creación de Empleo Juvenil, el gobierno adoptó la Política de Empleo Juvenil con Decreto Presidencial en marzo 2012. Esta política se está implementando a través de un programa nacional que incluye medidas de formación profesional e inserción laboral para facilitar la transición escuela-trabajo. Los temas transversales de igualdad de género y reducción de la exclusión social entre los</p>	<p>La Mesa Nacional de Creación de Empleo Juvenil contó con el apoyo técnico permanente de la OIT y de otras agencias del sistema de Naciones Unidas (Proyecto Interagencial "Oportunidades", financiado por el Fondo de los Objetivos del Milenio con recursos de España). La cooperación consistió en apoyos técnicos (tales como diagnósticos de la situación de empleo juvenil y experiencia comparada en las políticas de</p>

		jóvenes hacen parte del programa.	fomento a la inserción laboral juvenil, elaboración de la ley de primer empleo). La Oficina apoyó el trabajo de formulación de las medidas del programa nacional.
	4	La Dirección General de Empleo, creó líneas de asistencia telefónica para los jóvenes buscadores de empleo.	La OIT apoyó el proceso de fortalecimiento institucional a través de una asesoría permanente al Viceministerio de Trabajo y la redacción de manuales para el funcionamiento de la intermediación y la capacitación.