

# Decent Work Country Programme of the Republic of Tajikistan 2020-2024

## Introduction

Recognizing the importance of decent work in achieving Sustainable Development Goals (SDGs), the International Labour Organization (ILO) and the tripartite constituents in the Republic of Tajikistan (RT) have jointly developed the present Decent Work Country Programme (DWCP) for 2020-2024 based on the results achieved during the implementation of the previous DWCP for 2015-2017, and taking into account the conclusions and recommendations of the DWCP evaluation by the tripartite constituents and the International Labour Organization in August 2017. The current DWCP defines the priorities, key outcomes and implementation strategies of the joint work between the Republic of Tajikistan and the ILO for the period 2020-2024<sup>1</sup>.

Decent work is both a means and an end for the national sustainable development. The DWCP promotes the decent work as an important vehicle for achieving the objectives of the National Development Strategy of the RT till 2030, Mid-term Development Strategy of the RT for the period of 2016-2020, the State Labour Market Development Strategy of the RT till 2020, State Programme of Employment of Population for 2020-2022, other state programmes.

The DWCP reflects the key policy priorities of the Ministry of Labour, Migration and Employment of Population, the Federation of Independent Trade Unions of Tajikistan and the Union of the Employers of the Republic of Tajikistan in the socio-labour sphere. The DWCP is also consistent with the ILO regional priorities for Europe and Central Asia, in line with the Istanbul Initiative adopted at the 10<sup>th</sup> European Regional Meeting in Istanbul, October 2017.

To support effective UN country programming for implementing the 2030 Agenda in Tajikistan, the new DWCP is aligned with the United Nations Development Assistance Framework (UNDAF) 2016-2021<sup>2</sup>.

The ILO and tripartite constituents will seek policy dialogue with the Development Coordination Council (DCC), which unites the key international development organizations, including UN agencies, to coordinate the development work in the country. The ILO will explore partnership opportunities to work together with UNDP and other international partners to ensure the ILO Decent Work principles are reflected in on-going reforms in Tajikistan and in implementing SDGs.

---

<sup>1</sup> The DWCP does not constitute a legal agreement and does not create any legal obligations on any of the Parties.

<sup>2</sup> **Outcome 1:** People in Tajikistan have their rights protected and benefit from improved access to justice and quality services delivered by accountable, transparent, and gender responsive legislative, executive and judicial institutions at all levels; **Outcome 2:** People in Tajikistan benefit from equitable and sustainable economic growth through decent and productive employment; ...and a more favourable business environment, especially for entrepreneurs and farmers; **Outcome 3:** People in Tajikistan benefit from quality, equitable and inclusive health, education and social protection systems; **Outcome 5:** Women, youth, children, people with disabilities and other vulnerable groups are protected from violence and discrimination, have a voice that is heard and are respected as equal members of society.

The ILO Centenary Initiatives, including the Future of Work, have laid the foundation for the joint interventions of the tripartite constituents and the ILO planned in 2018-2019 in the framework of the new DWCP. The joint efforts will be aimed at strengthening the institutions of social dialogue, labour market and labour administration in Tajikistan.

## **I. COUNTRY CONTEXT**

### **1. Socio-economic background**

1. Tajikistan's economy recovered well after the civil conflict ended, averaging around 8% of GDP annually from 2000-2008, with significant poverty reduction. Over the past 10 years, the poverty rate in Tajikistan has decreased by 24.3%; it declined by 0.8% in 2017, compared to that in 2016, and stands at 29.5%<sup>3</sup>.

2. The economic recovery during this period was led by strong expansion in the service sector, increased production and exports of aluminum and cotton, and an upsurge in construction activity. The economy and human development in Tajikistan is highly dependent on its natural capital. The country has abundant water resources and large deposits of minerals. Although its land for cultivation is rather limited (93% of the country territory is covered with high mountains), agriculture is the key economic sector.

3. The remittances of labour migrants form part of their family income, which contributes to economic development of the country. According to the Russian Central Bank's statistics, 2.54bn dollars was sent from Russia to Tajikistan in 2017, which is an increase of 31% compared to 1.93bn dollars sent in 2016. The volume of incomes of Tajik migrants in Russia relatively improved in 2016-2017 the period of economic recovery after the peak of economic crisis in Russia in 2014-2015.

4. In 2016, the Government of the Republic of Tajikistan has adopted the National Development Strategy (NDS) 2016-2030 focusing on the following key objectives: (i) ensure energy security; (ii) develop the country's communication opportunities; (iii) ensure food security and nutrition; and (iv) increase productive employment. The latter is aimed both to increase the quantity of created jobs and to improve its quality, through improving labour productivity and expanding access to social protection. The NDS provides for reducing the poverty rate in the country twice by 2030 and expanding the middle class.

5. These critical goals would be achieved by ongoing reforms in agriculture; increasing efficiency and productivity in both land and water resource use; reforming education, health and social protection systems; rehabilitating rural social and economic infrastructure; supporting productive SMEs and entrepreneurs; promoting gender equality; and providing social protection and support to the poorest citizens.

### **2. Labour Market and Employment**

---

<sup>3</sup> Report on Situation in the Labour Market in the Republic of Tajikistan, Agency on Statistics under the President of Tajikistan, 2018, p.13.

6. The labour market in Tajikistan is characterized by the following statistical data provided below. According to the third Labour Force Survey (LFS) conducted in 2016, the total size of working-age population was 5,314,273 people, the labour force by working-age population was 2,252,228 persons, with the labour force participation rate of the working age population of 42.4%. The employment-to-population ratio was 39.4% in 2016, which is the lowest in the sub-region.

7. In 2016, the share of the total employed population in the urban areas constituted 24.6%, while the share of the total employed population in the rural areas was 75.4 %. The proportion of men among the employed population has slightly increased from 56.8% in 2009 to 59.5% in 2016, while the proportion of women has decreased from 43.2% to 40.5% during the same years. So the female employment rate (40.5%) is significantly lower than male (59.5%).

8. With regard to the employment structure by occupation, there has been observed a noticeable gender disaggregation. On the whole, women are concentrated in a limited number of occupations which is confirmed by the occupational segregation index that amounted to 0.62 % in favour of men. Women are disproportionately represented in sectors such as healthcare (58.7%) and education (53.7%), in which average wages are lower than other professions. They are also concentrated in agriculture and low-skilled occupations. In contrast, a wide range of work and occupations are perceived as “male jobs”. This includes running (particularly medium- and large-sized) enterprises and even working abroad.<sup>4</sup>

9. The share of women among those who hold top management positions was 24.1% in 2016.

10. According to the Agency of Statistics under the President of the Republic of Tajikistan, in 2016, 71.1% of all economically active population was employed in agriculture, 6.2% in wholesale and retail trade, 2.8% in construction, and 9.2% in education. Unskilled workers (27.4%), professionals (14.8%) and service and trade workers (11%) are among the top three professional groups.

11. The unemployment rate in the total labour force was 6.9% in 2016. At the same time, the unemployment rate among women was lower than among men (5.5% and 7.9%, respectively). The unemployment in rural areas amounted to 5.5%, while in urban areas it equaled to 11%. According to the official statistics, the registered unemployment rate is 2.3%.

12. The population of Tajikistan of above 8.5 million is dominated by the younger age groups: more than half of population is under age of 25. This is a great potential for development of the country. However, the young population is continuously pressing the labour market for new jobs, resulting in a very large number of those looking for work remaining unemployed. In 2016, the youth unemployment rate amounted to 10.6% for the group of 15-19 years old and 19.5% for 20-24 years old. The rate for the first group is more than twice

---

<sup>4</sup> Asian Development Bank (2016). “Tajikistan: Country Gender Assessment.” <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>.

higher than among those aged 30-75 years and more than 1.5 times exceeded the national average<sup>5</sup>. Thus, the future of the country strongly depends on the successful implementation of the long-term State Labour Market Development Strategy till 2020, one of the primary tasks of which is to create considerable number of jobs for the growing population.

13. Informal employment remains widespread. According to LFS 2016, the share of informal economy was 29.4% in non-agricultural sector (down by 24,4% compared with 2009). The informal employment is mostly concentrated in construction (76.2%), manufacturing industry (41.9%), transport (51.1%), hotel and restaurant industry (39.1), services (37.9%). The share of men in informal sector (33.2%) is slightly higher than for women (21.7%).

14. In February 2015, the Comprehensive Programme on Reducing the Informal Economy for 2015-2017 was adopted by the Government. However, the implementation of the Programme was hindered by the following constraints: (i) lack of proper coordination on informality issues across agencies and ministries; (ii) overreliance on awareness-raising activities rather than preventative and curative measures that enable and incentivize compliance; (iii) absence of a proper diagnostic on the level, nature and causes of informal employment; (iv) lack of capacity of labour market institutions. After expiration of this Programme, the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan has developed a new Program on decreasing the level of informal (unregistered) employment in the RT for 2019-2023 which was approved by the Decree No. 439 of the Government of the Republic of Tajikistan on 30 August 2019.

15. The creation of more and better jobs and business enabling environment is a continuing policy priority for Tajikistan. The government expects an economic revival led by reforms in agriculture, increasing efficiency and productivity in both land and water resource use, improving rural social and economic infrastructure, supporting productive SMEs and entrepreneurs.

16. The Government of Tajikistan defined the development of the private sector, entrepreneurship and investment as the main tool for reaching the goals of the National Development Strategy for the period till 2030. In his message to the Parliament of the Republic on December 22, 2017, the President of the Republic of Tajikistan Emomali Rahmon has announced the exemption of the commerce of such goods from payment of all types of taxes starting from January 1, 2018, to stimulate the domestic production of consumer goods and handicrafts.

17. Since 2015 to the present, 820 manufacturing enterprises have been established in various industries with 20,000 new permanent jobs created, including 80 joint ventures with a capital of more than 800 million somoni. During this period, more than 35 new types of industrial products have been produced. In general, the successful implementation of economic reform over the past 10 years has made it possible to ensure a steady annual development of the country's economy by 7%, creating more than 650 thousand permanent jobs and increasing the incomes of the population fourfold.

---

<sup>5</sup> Report on Situation in the Labour Market in the Republic of Tajikistan, Agency on Statistics under the President of the Republic of Tajikistan, 2017, p.31.

18. Labour migration is one of the main phenomena of the labour market and the development of the country, in general. However, taking into account that UN agencies, first of all, the International Organization for Migration (IOM), are actively working with national partners in Tajikistan on migration issues and definitely have a comparative advantage providing substantial development cooperation support in this area, it has been agreed with tripartite constituents that this important national development challenge won't be addressed under the current DWCP. At the same time, the ILO will seek mutually beneficial cooperation and strategic partnerships with other agencies, to ensure that social partners are properly consulted and involved in addressing labour migration issues at the country level and at the broader sub-regional forums.

### **3. Employment policy**

19. The ILO Employment Policy Convention No. 122 (1964) and Guiding Principles for Employment-Centred Sustainable Recovery and Development adopted by the General Conference of the ILO at its 103rd Session in 2014, comprise a framework for addressing quality employment issues and a basis for development of national employment policies and plans.

20. The development of state employment policy and its normative regulation falls under the responsibility of the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP), and the policies are implemented through the Agency for Labour and Employment of Population, as well as Vocational Education and Training Institutions, which are part of its structure. The Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan also coordinates the work of centers for skills upgrading and retraining and other bodies providing services to the unemployed.

21. In 2011, a State Labour Market Development Strategy of the Republic of Tajikistan till 2020 was adopted. On 30 December 2019, the Decree No. 644 "On the State Programme of Employment of Population of the Republic of Tajikistan for 2020-2022" was approved by the Government of the RT. A new Programme is aimed at creating conditions for a stable and effective employment for the population, weakening the labour market tightness and providing stable jobs for persons with disabilities and young people, using effective labour market programs.

22. The Agency for Labour and Employment of Population implements a number of active labour market programmes that target among other categories young people (e.g. vocational training and retraining, public works, entrepreneurship promotion) and organizes job fairs. Services to young people are also available through the structure of the Committee on Youth Affairs and Sports under the Government of the Republic of Tajikistan and comprise Youth Labour Exchange, Club for Young Entrepreneurs, Youth Information Centre (provides information services and training courses for youth). Youth Labour Exchange under the Committee on Youth Affairs and Sports under the Government of the Republic of Tajikistan actively works with young people combining in its structure cultural centre for youth, hot line for young people, short-term training courses on different professions (as well as language courses), and department for job placement in foreign countries. Skills recognition/Certification for people (including migrants) without formal education and qualification documents but with certain obtained skills is conducted.

23. Though Tajikistan has made improvements in addressing the existing *gender gaps and discrimination* by adopting a sound policy and legal framework, the actual implementation is still weak. The country's scores on gender indices are low for higher education as well as for economic and political empowerment. The key issues remain disparities in favour of boys throughout the education system, especially at university level; gender-based occupational and sectoral segregation and resulting earnings inequities; and weak implementation of gender-proactive policies. Women, young boys and girls, people with disabilities, elderly people often suffer from discrimination at different levels. Sometimes their access to public education and health care, decision-making, property and land ownership and finance is restricted.

#### **4. Social Protection and Conditions of Work**

24. Social protection system in Tajikistan combines compulsory state social insurance for different categories of employed people who receive income from labour and other formalized labour activities, with targeted social assistance for poor and social services for citizens in difficult life situations. The system consists of i) social insurance schemes that protect workers in case of pregnancy and childbirth, illness, disability and old age, loss of a breadwinner; ii) state pensions for military personnel; iii) social assistance for poor and vulnerable and those not eligible for social insurance; iv) social services and; v) medical services.

25. The assumption of the system is combination of contributory and non-contributory schemes, which should enable gradual establishment and extension of minimum levels of social protection, taking into account financial capabilities of the State. Only part of the population of Tajikistan has the basic income security guarantees and access to basic medical care, with a plan to extend it to other categories of the population as financial and human resources increase. The amount of social assistance may be limited but it provides for some level of protection and if it can be linked with basic services in particular those enabling labour market, the impact on poverty reduction would increase. This would further contribute to significant poverty reduction achieved over the past 10 years.

26. Social Protection Assessment Based National Dialogue (ABND) has been launched in Tajikistan in 2016. Tajikistan was the second country in the Europe and CIS region to initiate ABND on Social Protection under the leadership of Ministry of Health and Social Protection of Population and with the ILO support. ABND is based on Social Protection Floors Recommendation No 202: it encourages Member States to establish basic social guarantees throughout the lifecycle for each member of society. These guarantees include access to basic medical services, basic income security for children, for people of working age and for older people. The assessment also took into account the minimum standards prescribed by the Social Security (Minimum Standards) Convention 1952, (No. 102).

27. Representatives of the Government, trade unions and employers' organisations, civil society, UN Agencies, development partners and independent experts participated in the process which resulted in overall assessment that all six branches of social security as defined in the ILO Social Security (Minimum Standards) Convention 1952, (No. 102), are implemented in practice. However, the quality, coverage and the size of benefits are suboptimal. In 2016, public social security expenditure (including health) accounted for 25.3%

of government expenditure, nine percentage points decrease from 36% in 2012. Most of the funds foreseen for the social protection of the population relate to the social insurance system and are used to finance pensions and social benefits that are part of the social insurance system.

28. Specific core recommendations aiming to close the gaps in priority areas include: i) free basic medical care for the entire population; ii) extending maternity protection coverage; iii) universal child benefits; and iv) gradual increase of social pension in line with the poverty line. It is expected that the SP-ABND recommendations will be incorporated in the new National Strategy on Social Protection, which is being developed based on extensive consultations with the stakeholders.

29. One of the recommendations of the national ABND report is the extension of coverage with maternity protection. The ratification of the ILO Maternity Protection Convention No. 183 is also one of the priorities in the General Tripartite Agreement for the period 2018-2020.

## **5. Wage policies**

30. Tajikistan has ratified Protection of Wages Convention, 1949 (No. 95) and Equal Remuneration Convention, 1951 (No. 100). The ILO and tripartite constituents continue promoting ratification of the Minimum Wage Fixing Convention, 1970 (No. 131).

31. According to the National Statistical Agency, the monthly average nominal wages amounted to 1,147.79 somoni (approximately 130 dollars) in 2017. Real average wage increased by 11.4% in 2017, only by 3.4% in 2016 and 1.8% in 2014. Overall, this dynamics is too low to make a positive impact on poverty alleviation.

32. The minimum wage is 400 somoni per month (over 45 dollars). The minimum wage in Tajikistan has been raised by 60% since 2016-2017, but there is a need for its further increase (the subsistence minimum level estimated at 657,57 somoni per month for the working-able population in 2017). Up to now, the national minimum consumer basket has only the character of a recommendation, and there is no legal basis to calculate the national subsistence minimum level.

33. The wage system in Tajikistan is characterized by considerable differentiation of wages. In the real economy, the highest wages are observed in the electric power industry, gas and water supply (1631,59 somoni), construction (2305,30 somoni), and mining industry (2370,21 somoni). Agricultural workers earn the lowest wages (499,24 somoni), while jobs in the financial sector are best paid (3124,11 somoni). The gender pay gap was 36% in 2016. It was above 50% in agricultural and hotel and restaurant sectors.

## **6. Occupational safety and health**

34. In Tajikistan, the role of labour inspection is widely promoted in addressing occupational safety and health issues. Tajikistan has ratified Occupational Safety and Health Convention, 1981 (No.155) and Labour Inspection Convention, 1947 (No. 81).

35. The labour inspectorate has been transformed into an integrated Service. According to the Decree of the Government of the Republic of Tajikistan № 299 of 03.05.2014, the relevant government body is the Service for State Supervision in the Sphere of Labour, Migration and Employment of Population (hereinafter – Gostrudnadzor). In the recent years, an increased interest to OSH issues can be observed, becoming one of the national policy priorities. The personnel of Gostrudnadzor and social partners have been included in a special training program to enhance their capacity to participate in policy development and implementation in the area of OSH and risk managements system, targeting various high-risk sectors, like construction.

36. One of the most important tasks in the field of safety and health remains further strengthening of the national OSH system, including improvement of legislation and modernization of labour inspection. The National OSH Profile developed in 2017 and validated by the tripartite constituents, contains concrete proposals for strengthening the legal and institutional frameworks for Labour Inspection. Based on the OSH Profile, a new National OSH Programme is being developed with the ILO support and will be submitted to the Government of the republic of Tajikistan for consideration in the nearest future.

37. It should be stressed that in line with the Article 363 of the Labour Code, the public control over implementation of the normative legal acts of the Republic of Tajikistan in the field of labour and OSH is entrusted on trade unions. Such distribution of functions into the state and public control is in line with international standards, contributing to the development of labour relations and ensuring implementation of labour legislation in the republic.

38. The ILO emphasizes that safe and healthy work not only contributes to the quality of jobs, but also leads to the improvement of productivity. The ILO has elaborated an OSH management system to assist the country at national, sectoral and enterprise level to include OSH and social dialogue into the overall management and to employ social dialogue as the main tool to allow social partners to contribute to the development and implementation of strategies and policies on this issue. The ILO Recommendation 197 and specific Guidelines provide for the establishment of a national framework for occupational safety and health management systems supported by national laws and regulations.

## **7. Social Dialogue and Tripartism**

39. Tajikistan has ratified Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). The new Labour Code of the Republic of Tajikistan (2016) and the laws on trade unions (2011) and employers (2006) constitute the national legal framework for regulating industrial relations and tripartite social dialogue.

40. Despite the existence of the consensus-building culture and traditions, social dialogue and tripartism are relatively new concepts in Tajikistan, emerged after 2000. It is fully recognized that social dialogue is essential for formulating the socio-economic policy, developing social solidarity, and creating sound labour relations.



41. The Federation of Independent Trade Unions of Tajikistan (FITUT), created in 1991, includes 17 sectoral committees and 3 regional (oblastnykh) trade unions councils, uniting more than 10,000 primary organizations, with the total number of 1.2 million members. It has well-developed regional, city and district structures covering all administrative and geographic areas. FITUT is affiliated to the General Confederation of Trade Unions (VKP), which is a successor of the Soviet Union trade union federation (VCSPS). FITUT has no other international affiliations.

42. The Union of the Employers of the Republic of Tajikistan (UERT) was founded in 2006. At present, the UERT has around 700 members, mostly in agriculture (70%), but also in industry, construction, service sector. In the process of social dialogue, the UERT representativeness is slightly increasing.

43. Since 2009, a Tripartite Commission for Regulation of Social and Labour Relations functions in the country as institutional mechanism for tripartite social dialogue and relations. General Tripartite Agreements are signed at certain intervals, with the latest one – for the period of 2018-2020. However, significant efforts are still required to make social dialogue really genuine and effective.

44. In general, despite some positive changes, there are a number of challenges that impede the advancement of tripartism and social dialogue in the country. The key challenges are unequal, for historical reasons, organizational capacities of trade unions and employers' organizations, as well as low awareness of both workers and employers of the advantages of membership in representative organizations, and participation in national social dialogue institutions. Women remain under-represented in bi-partite and tripartite social dialogue and constitute, in average, some 13% in national social dialogue institutions<sup>6</sup>.

45. In its turn, insufficient capacities of social partners, limited freedom of association and right to organize, lack of genuine collective bargaining and full respect for ILS, weak labour administration are among the key reasons for low wages, informality, low quality of collective agreements and low productivity. So further efforts need to be made to strengthen institutional capabilities of social partners to increase their representativeness and improve their engagement in labour law reform.

## **8. Fundamental principles and rights at work**

46. Since its independence in 1993, Tajikistan has ratified 50 ILO Conventions, including 8 Fundamental Conventions of the ILO that establish the fundamental principles and rights at work, two of four priority conventions in the field of labour administration – the Labour Inspection Convention, 1947 (No. 81) and the Employment Policy Convention, 1964 (No. 122), as well as 39 technical conventions.

47. The new Labour Code of the Republic of Tajikistan was adopted in 2016 as a replacement for the previous Labour Code that had been in effect for 19 years. The new LC includes the provisions from the Law “On occupational safety” (2009) and the Law “On social partnership, contracts and collective agreements” (2006) along with additional sections on security of personal information, professional training and retraining, improving the qualifications and practical training of workers, job placement, special characteristics of work

---

<sup>6</sup> ILO Survey, 2012-2013.

for specific categories of workers, and social partnership. The sections on regulating payment of wages, review of individual labour disputes, guarantees and compensation for workers, leave time and work schedules, and labour contracts were also expanded.

## **II. HIGHLIGHTS OF THE RESULTS AND LESSONS LEARNT FROM THE REVIEW OF THE DWCP FOR 2015-2017**

48. Over the last few years, the tripartite constituents in Tajikistan are benefitting from the substantially growing development cooperation projects<sup>7</sup>, covering the most important priorities and needs of the Government and social partners related to skills development, social protection floors, labour market information and analysis, occupational safety and health, child labour, as well as other issues. The reviews and evaluations<sup>8</sup> of the results of the joint work of tripartite constituents of Tajikistan and the ILO in the last five years have allowed to highlight the most important achievements made by the Government, workers' and employers' organizations in promoting the Decent Work agenda:

49. The modality of DWCP design, implementation, monitoring and evaluation through the National Tripartite Committee for Decent Work and Development Cooperation (NTCDWDC) established in July 2016, proved to be very effective; the NTCDWDC has become a solid platform for strengthening social dialogue and increasing the oversight and coordinating role of tripartite constituents in the development cooperation and promotion of DW agenda;

50. A new Labour Force Survey questionnaire was developed by Agency of Statistics, with the ILO technical support, and adopted to the country context (2016);

51. A peer review on youth employment policies and programmes was conducted, in collaboration with the Azerbaijan constituents, resulting in policy recommendations (2016);

52. The Ministry of Labour, Migration and Employment of Population and the Agency of Labour and Employment of Population increased capacities in formulation and implementation of employment policies and strengthening efficiency of the Agency of Labour and Employment of Population (2017); the Agency of Statistics was trained on collecting, processing, analysing and disseminating LM information (2016);

53. The VET institutions increased capacities in applying effective methods for collecting information and improving skills development policies; a sectoral approach in anticipating future skills has been developed

---

<sup>7</sup> (i) Russia-funded project "Applying the G20 Training Strategy", 2012-2016; (ii) USDOL project "Global Research on Child Labour Measurement and Policy Development", 2013-2017; (iii) Finland-funded project "From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan", Phase II, 2014-2019; (iv) RBSA-funded project "Increased capacities of constituents in governing social security in line with International Labour Standards", 2016-2018.

<sup>8</sup> (i) Final evaluation of Applying the G20 Training Strategy project, Phase I (2015); (ii) Tripartite social dialogue assessment (a thematic review, 2015); (iii) DWCP 2015-2017 review (2017); (iv) a mid-term evaluation of the project "From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan", Phase II (2017); (v) evaluation of RBSA-funded project "Increased capacities of constituents in governing social security in line with International Labour Standards" (2018).

and applied using the Skills Foresight Tool in export-potential sectors of economy; training needs analyses conducted for three strategic sectors: agriculture, energy and transport (2016);

54. The ILO Recommendation No. 204 and the ILO approach to formalization -- the need for an integrated strategy and policy coordination and coherence, the need to combine incentive and enforcement measures, the need for social dialogue - were presented to key national actors, which fostered a common understanding on informality (2017);

55. Trainings were conducted for the Federation of Trade Unions of Tajikistan (FITUT) on the freedom of association, social dialogue and collective bargaining, compliance of the labour code with ILS, transition from informal to formal economy; FITUT has conducted 20 mobile theatre performances “Step out of the shadow” in the regions of Tajikistan (2016-2017);

56. Two series of Training of Trainers on “Start and Improve Your Business” for specialists of the MLMEP and trainers of the National Adult Education Center were organized, at the request of the MLMEP (2016-2017);

57. Social Protection Assessment Based National Dialogue has been launched in 2016, focusing on assessing the policy gaps and obstacles for implementing social protection schemes through national dialogue process with an active participation of social partners and multi-stakeholders; the final SP-ABND report was submitted to the Government for endorsement (2018);

58. National OSH Profile was updated, providing a comprehensive overview of the current OSH situation in the country, providing a number of important recommendations for the development of the National OSH Programme for 2018-2020 by the Government (2017);

59. The constituents were capacitated to reform wage and working norms policies using the relevant international experience; a study on wage policy mapping was conducted by constituents laying the ground for the development of a new wage reform concept (2017);

60. In 2016-2017, the support was provided to implement the National Action Plan on elimination of child labour for 2015-2020; the capacity of more than 60 labour inspectors was strengthened; Child Labour Monitoring System and youth employment has been up-scaling by the State Center for Adult Education under the MLMEP and its scope has been extended to four new pilot rural areas.

61. However, there are some challenges that need to be taken into account while developing and implementing the new DWCP 2020-2024:

62. Effective functioning of social dialogue mechanisms and strengthening of the national Tripartite Commission for the Regulation of Social and Labour Relations would be an important precondition of the labour law reforms and further promotion of Decent Work Agenda in Tajikistan, including in the framework

of the DWCP. Further efforts need to be invested in improving the institutional and functional frameworks of the Tripartite Commission;

63. It is important to establish strategic partnerships and effectively cooperate with other national stakeholders responsible for specific issues that are prioritized by constituents and included as key outcomes of DWCP: the Ministry of Health and Social Protection will be the main partner in the work on promoting Social Protection Floors; the Ministry of Economics – in the work on formalization and business enabling environment; the Ministry of Education – in the work on skills development.

64. The DWCP for 2020-2024 requires a strategic and integrated approach in implementing the planned outcomes. Activities under different technical areas and under various projects should not be fragmented, but aimed at achieving common goals of a broader Decent Work Agenda.

### **III. COUNTRY PROGRAMME PRIORITIES AND OUTCOMES**

65. The present DWCP is built upon the results of the previous DWCP 2015-2017. The Programme takes into account the findings and lessons learnt from a number of comprehensive reviews and evaluations conducted in the recent years.

66. The DWCP priorities and key country outcomes for 2019-2023 have been developed in close consultations with tripartite constituents and other national stakeholders (Ministry of Health and Social protection of the population, Ministry of Education, Ministry of Economics). The consultation process include individual consultations with each constituent followed by a tripartite workshop on DWCP development in March 2018, with participation of the DWT/CO Moscow specialists' team headed by the Director. Based on comprehensive discussions during the workshop of priorities and key expected outcomes, and inputs received from constituents afterwards, the first draft DWCP was prepared by the DWT/CO Moscow.

67. The second round of consultations included tripartite constituents in Tajikistan, as well as the technical units in the ILO Headquarters. The consultations were aimed at formulating a limited number of outcomes that are aligned with the country context analysis and are feasible to achieve in the proposed timeframe of the Programme, based on available technical expertise, resources and capacities. This approach has allowed to develop a coherent Programme, which takes into account the national priorities for sustainable development and the ILO comparative advantage.

68. Based on the analysis in the areas relevant to the ILO Mandate and the ILO comparative advantage, the following country priorities have been identified:

Priority 1. Ensuring inclusive economic growth through decent jobs creation and strengthening labour market institutions

Priority 2. Improving working conditions and enhancing the coverage of social protection for women and men

Priority 3. Strengthening capacities of tripartite constituents and social dialogue institutions to address priority labour issues.

69. Given their importance for promoting the ILO Decent Work agenda in the country, the cross-cutting issues of international labour standards, social dialogue, gender equality and non-discrimination, and just transition to environmental sustainability will be streamlined in implementation of DWCP outcomes.

### **Priority 1. Ensuring inclusive economic growth through decent jobs creation and strengthening labour market institutions**

#### ***70. Outcome 1.1: Increased capacities of public employment services to provide quality services to employers, unemployed youth, self-employed, returning migrants***

71. The Government of the Republic of Tajikistan is working actively to address employment challenges through law-making, labour market policies and programmes. At the policy level, there is a State Labour Market Development Strategy of the Republic of Tajikistan till 2020, Strategy of the State Youth Policy of the Republic of Tajikistan till 2020, as well as the State Programme of Employment Support to Population for 2020-2022.

72. One of the key priorities of the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP) is to strengthen the capacity of the Agency for Labour and Employment of Population. This was also in the focus of several DC projects operating in Tajikistan<sup>9</sup>. Acknowledging the important role the Agency for Labour and Employment of Population (ALEP) plays in supporting inclusive labour market and stimulating for creation of decent jobs, especially for vulnerable groups, including unemployed youth, returning migrants, rural and informal workers, this Program sets as a priority to level up the ALEP capacity through training activities and knowledge sharing on good practices on ALMPs, labour market information systems, timely, up-to-date and gender-disaggregated labour market statistics, including the development of SDGs Decent Work Indicators.

73. The provision of quality services to employers and unemployed will make the ALEP more attractive for the population, and will boost its ability to become a trusted actor in the labour market, serving as an institutional anchor for inclusive development of the labour market. Partnering with other labour market actors, as VET institutions, private employment agencies, as well as with employers and workers organizations, will create a more solid ground for development of a comprehensive policy framework for decent employment.

---

<sup>9</sup> Namely, the project “From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan”, Phase II; “Partnership for youth employment in the Commonwealth of Independent States” project.

#### 74. Key outputs:

- Trainings for the ALEP staff focusing on ALMPs tailored for Tajikistan, services to employers and unemployed including vulnerable groups, labour market information systems and other agreed topics;
- Trainings for the staff of MLMEP and ALEP on labour market analysis and Decent Work Indicators;
- MLMEP, ALEP and social partners benefitted and contributed to the knowledge and good practices sharing activities through thematic policy reviews in line with the UN Global Initiative on decent jobs and sub-regional meetings of the youth employment network;
- Peer-learning study visits to share good practice on active labour market programmes, focused on employment opportunities for young people and vulnerable groups;
- Support to selected programs promoting entrepreneurship and self-employment, especially for young women and men in rural areas of Tajikistan, with focus on informal workers and returning migrants.

#### 75. Indicators:

- Number of women and men staff of the Agency of Labour and Employment of Population that improved knowledge and competencies in providing quality services to employers, unemployed youth, self-employed, returning migrants
- Number of new or expanded services and/or training programmes introduced by ALEP to provide support to target groups
- Number of pilot programmes targeting disadvantaged groups successfully tested in selected employment centre(s).

#### ***76. Outcome 1.2: VET institutions improved capacity to decrease the mismatch between demand and supply in the labour market***

77. The ILO has identified the constituents' and other stakeholders' interests in developing their capacity in defined areas of skills development. It will be achieved through the increase of capacity of the government, social partners, competent bodies, sectoral organizations and stakeholders to review, develop and implement changes in national and sectoral skills development systems. The capacity building interventions will be gender-balanced and will involve: (i) development of knowledge in defined areas of skills development (through producing and sharing stock-taking reports of international expertise and conducting knowledge-sharing workshops); (ii) development of skills to identify, formulate and address the issues/challenges in defined areas of skills development (by showing "how to do things" at practice demonstration workshops) and, further, (iii) development, via pilots, of practical capabilities of policy makers and practitioners to address the issues and challenges in defined areas of skills development through implementing changes in national or sectoral specific contexts; (iv) promoting the principles of good governance within the vocational education system.

78. The knowledge and skills acquisition will be complemented by sharing of experience of the individual pilots including their successes and failures, conducted as part of similar interventions implemented by ILO in other countries.

79. At the national level, the ILO will assist the constituents and other stakeholders to develop or align the national Skills Development policy and strategy with the requirements of the international Human Resource Development policy instruments, to acquire and apply knowledge of effective national VET governance, to apply effective methodologies and techniques for analysis of demand for skilled workforce and for planning the demand of VET enrolments, and to operate a gender-sensitive national system of vocational guidance. At the sectoral level, the ILO will assist the constituents and other stakeholders to introduce or improve systems of sectoral VET governance, to develop and apply occupational standards, qualifications, programs of competency-based training, and assessment instruments.

80. Capacities of social partners will be strengthened to effectively participate in VET national and sector social dialogue platforms and to promote the principles of good governance within the vocational education system.

81. The above-mentioned interventions will be implemented under *Applying the G20 Training Strategy* project, Phase II; implementation strategy will be further adjusted in the course of consultations with constituents.

82. Key outputs:

- Training and capacity-building of the relevant national institutions to develop or align the national Skills Development policy and strategy with the requirements of the international Human Resource Development policy instruments;
- Capacity-building of the relevant national institutions to introduce or improve the systems of national and sectoral VET governance to secure their effectiveness;
- Technical advice in applying effective methodologies and techniques for analysis of demand for skilled workforce and for planning of VET enrolments;
- Technical advice in operationalization of a gender-sensitive national system of vocational guidance, based on the results of the survey on demand and supply sides of the labour market and tripartite recommendations;
- Technical advice in developing and applying occupational standards, qualifications, programs of competency-based training, and assessment instruments, in close consultations with employers' and workers' organizations;
- Trainings for trade union leaders on effective participation in social dialogue and governance of skills development, VET policies, teachers/instructors modern professional development strategies, strengthening their capacity in the area of International Labour Standards and labour relations.

83. Indicators:

- National VET policy and/or strategy document is aligned with the requirements of the international Human Resource Development policy instruments

- The systems of national and sectoral VET governance are assessed as effective in decreasing the mismatch between demand and supply in the labour market by constituents and concerned stakeholders
- Number of effective methodologies and techniques for gender-inclusive analysis of demand for skilled workforce and for planning of VET enrolments applied in practice.

#### ***84. Outcome 1.3: Improved enabling environment for sustainable enterprises and formalization of employment***

85. In May 2017, the ILO received the request from the Government of Tajikistan to provide support in developing an integrated national strategy on formalization. An action plan responding to this request was developed by the Office in consultations with specialists and the tripartite constituents in Tajikistan. As the first step, a proper diagnostic of the extent, nature and causes of informality was conducted based on a methodology agreed by constituents. The discussion of its results will enhance the consensus among stakeholders, including social partners, about realities, priorities and possible focus for future specific in-depth analysis and interventions.

86. The International Labour Organization will then support the constituents in designing a coherent and integrated strategy to facilitate the transition from the informal to the formal economy, in line with the ILO Recommendation 204 and tailored to national circumstances.

87. The International Labour Organization will further support the implementation of this Programme, in particular through exchanges of best practices with other member states and capitalization on the results of the previous ILO interventions aimed at fostering formal employment in Tajikistan, like for example, the mobile theatre organized by trade unions. Workers' and employers' organizations will be assisted in developing and providing new or revised services in the informal economy and implementing measures aimed to support formalization. Specific ILO capacity-building tools on formalization will be adapted and applied in the national context of Tajikistan.

88. The employers will be assisted in assessment of the elements of the enabling environment for sustainable enterprises and development of the respective policy proposals aimed at the improvement of the business environment, which in turn are to enable the sustainable growth of economic output and employment.

89. Key outputs:

- Awareness-raising and knowledge-sharing on informality, best international practices and measures aimed at facilitating formalization;
- Two diagnostic studies (qualitative and quantitative, with gender-disaggregated data) developed by constituents, with the ILO support;
- Tripartite validation of the results of the studies; tripartite policy recommendations to facilitate formalization developed by constituents on the basis of diagnostic studies;
- Technical support in developing a comprehensive, gender-inclusive programme to reducing the level of informality;
- Training of tripartite constituents on facilitating the transition to formal employment, in line with the ILO Recommendation 204;



- Technical support in designing and implementing gender-inclusive services/measures to facilitate transition to formality;
- Training and technical support to FITUT to improve representation of the interests of informal workers through effective application of right to organize and collective bargaining;
- Technical support to the Union of the Employers of the Republic of Tajikistan in assessing the enabling environment for sustainable enterprises.

90. Indicators:

- Tripartite recommendations aimed at facilitating formalization are in line with the ILO Recommendation 204 concerning the transition from the informal to the formal economy
- Number of women and men staff of targeted institutions who demonstrate an improved knowledge and skills on the issues of formalization
- Number of cases of effective protection and representation of the interests of informal workers in different sectors by FITUT
- Number of measures taken by employers' organizations to improve the enabling environment for sustainable enterprises.

**Priority 2. Improving working conditions and enhancing the coverage of social protection for women and men**

***91. Outcome 2.1: Wage and working norms setting systems improved in consultations with social partners***

92. During the previous biennium, the ILO assisted the tripartite constituents by developing a study on wage policy mapping in Tajikistan, with specific focus on the following areas: minimum wages, collective bargaining on wages, equal pay and work norms setting.

93. The discussion of the recommendations arising from this study by a working group established by national stakeholders will serve as a basis for the development of a white paper describing the main direction of reforms in the field of wage policy and work norms setting until 2026. The constituents will deepen their understanding of the basic principles of wage determination through training on wage policies and collective bargaining on wages. The ILO will facilitate the knowledge sharing on wage-related issues by introducing international experience on wage policy formulation.

94. Key outputs:

- Tripartite constituents capacitated on reforming and implementing wage policies in public and private sectors;
- Gender-balanced Tripartite Working Group established to regularly discuss wage policies and wage system reforms;
- Concept to improve wage and working norms setting systems until 2026 adopted by constituents;
- Recommendations developed, with the ILO support, to implement the concept;

- Capacity-building and knowledge-sharing on wage issues provided to national wage experts from the MLMEP, UERT and FITUT;
- Trainings for social partners on the role of collective bargaining for wage and benefit determination in sector and enterprise level, including in relation with labour productivity.

95. Indicators:

- Number of women and men staff of targeted institutions who demonstrate an improved knowledge and skills on wage policies and collective bargaining on wages
- A concept paper on reforms in the field of wage policy and work norms setting developed in close consultations with social partners and aligned with the ILO Convention No. 131 and other relevant ILO instruments
- Number of actions planned by the concept that have been implemented with the ILO support.

**96. Outcome 2.2: *The effectiveness of the Labour Inspection is increased***

97. Productive and competitive enterprises are essential for decent work, ensuring safety and health and well-being of workers and respect of their rights. Enterprises, which are able to survive, expand and grow, are able to create and sustain jobs. Decent work, in turn, is a prerequisite for enterprises to sustain and continuously improve their productivity and competitiveness in order to remain viable. Enterprises, which place a high priority on the safety and health and well-being of workers, respect their rights and engage them fully in the production process, are much better positioned to take on the challenges of global markets, increasing competition, and respond to customers that are ever more demanding.

98. The ILO will continue providing a systematic approach and offer technical support to improve the national OSH system, by advocating the creation of an OSH tripartite body and validation of the National OSH programme in line with the recommendations included in the updated National OSH profile.

99. The activities will also contribute to the application of the ratified Labour Inspection Convention, 1947 (No. 81) and Occupational Safety and Health Convention, 1981 (No. 155), as well as to the promotion of Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Safety and Health in Agriculture Convention, 2001 (No. 184) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

100. The relevant national legislation will be reviewed in line with international labour standards, and the Labour Inspection (LI) – the State Service on Labour, Migration and Employment of Population -- will be modernized accordingly. The ILO will provide capacity-building for the LI staff, including on management of LI activities and the system of investigation, recording and reporting of occupational accidents. A special attention will be given to strengthening the role of social dialogue in addressing OSH and LI issues.

101. Key outputs:

- Risk-assessment training provided to the State Service on Labour, Migration and Employment of Population for promoting compliance and enforcing legislation in the Small and Medium-sized Enterprises (SMEs);
- Capacity-building of the Ministry of Labour, Migration and Employment of Population of the RT, Labour Inspection and social partners;
- Strategic Compliance Plan for the Labour Inspection developed and implemented.

102. Indicators:

- Share of labour inspectors (from the overall number of the State Service on Labour, Migration and Employment of Population, disaggregated by gender) that demonstrate, as a result of ILO training, an increased expertise and capacity to promote compliance and enforce legislation, with special focus on SMEs
- Number of staff (gender-disaggregated) of the Ministry of Labour, Migration and Employment, the State Service on Labour, Migration and Employment of Population and social partners benefitted from the national and international events on improving working conditions at enterprises through better compliance
- Annual Strategy and planning for the State Service on Labour, Migration and Employment of Population are in line with international labour standards.

***103. Outcome 2.3: Social security schemes improved through introduction of minimum social guarantees***

104. The ILO will support constituents in Tajikistan to actively take steps towards formulation of legislation and policy documents promoting social protection floors and their progressive expansion, as well as strengthening social protection system. Social protection is an economic and social responsibility contributing to reducing poverty, exclusion and inequality while enhancing stability and social cohesion. It can also contribute to economic growth by supporting household income and domestic consumption; and to enhancing human capital and productivity. It is therefore essential for inclusive growth and sustainable development.

105. Building on Social Protection Assessment Based National Dialogue, ILO will continue supporting constituents to elaborate options for progressive expansion of social protection floor including detailed legal and budget review analysis. It will focus on the following priority areas: (i) review of the national legislation in light of ILO maternity protection standards; (ii) review of social protection budget; (iii) review and promotion of adoption of National Social Protection Strategy; (iv) review of legislation, policy and delivery mechanisms in light of ILO social security standards, with a particular focus on Convention 102 and Recommendation 202; support to tripartite constituents to improve the national legislation on social protection.

106. Key outputs:

- Report analyzing maternity protection national legislation in light of ILO standards provided evidence base for national constituents;
- Social protection budget review with options for redirecting investments into priority areas;
- National Social Protection Strategy and Action Plan;
- The review of social protection legislation and delivery mechanism, in light of ILO social security standards;
- Technical assistance in preparing a strategy on social protection and employment of persons with disabilities.

107. Indicators:

- Number of accepted tripartite recommendations in line with ILO maternity protection standards
- National Social Protection Strategy with accompanying action plan and budget is adopted
- Number of tripartite proposals to align social protection programmes with ILO C102 and R202.

**Priority 3. Strengthening capacities of tripartite constituents and social dialogue institutions to address priority labour issues**

***108. Outcome 3.1: Capacity of the Federation of Independent Trade Unions strengthened to increase workers' representation and effectively participate in collective bargaining***

109. Tajikistan has a high level of informal sector. A substantial number of formal-sector workers are forced to work part-time in the informal sector to generate additional income. Wage arrears in sectors of economy have become a regular issue in the last few years, though there is a tendency of decreasing the level of wage arrears every year.

110. In these circumstances it is important to support the Federation of Independent Trade Unions of Tajikistan (FITUT) in continuing the discussions of the gaps in the national labour legislation adopted in 2016, addressing informality and promoting formalization, increasing the role and capacities of FITUT as a strong and independent social partner.

111. Special attention will be paid to training on fundamental principles and rights at work, improving workplace compliance, protection of informal workers' rights and representation, promotion of young people and women to the decision-making positions in the trade unions.

112. Key outputs:

- SWOT analysis to identify main priorities for FITUT development;
- Training of FITUT leaders in the capital and the regions on the benefits of social dialogue, functions of social dialogue institutions and the role of social partners, negotiation and dispute resolution skills;
- Training of the FITUT leaders and its legal officers on international labour standards to enable them effectively contribute to the improvement of the national labour legislation in compliance with international labour standards;

- Training the leaders and activists of relevant FITUT affiliates to effectively engage with MNEs to organize, protect and represent the workers including in supply chains;
- Support to the creation of resource centres for trade union leaders;
- Continued information and awareness-raising campaign on organizing, protecting and representing informal workers in selected sectors, including through mobile theatres;
- Training of unions’ leaders, shop stewards on risk assessment, reporting OSH violations and engaging with state labour inspection to prevent and effectively react to the accidents;
- Support to modernization of communication system through reliable internet and computer technology usage.

113. Indicators:

- Strategic development plan of FITUT developed, adopted and implemented, on the basis of SWOT analysis
- Number of trade union leaders (disaggregated by sex) that demonstrate better knowledge, skills and technics on social dialogue, dispute resolution and collective bargaining
- Number of legislative changes/amendments to the labour code suggested by FITUT and adopted by the tripartite commission
- Communication system within the FITUT staff, its affiliates and regional offices established and properly functions.

***114. Outcome 3.2: Institutional capacities of the Union of Employers of the Republic of Tajikistan strengthened***

115. The UERT is in a need of a comprehensive strategic plan that would improve the organizations stability and sustainability. In order to increase the organizations resilience, the UERT members will be exposed to the dedicated trainings for employers organizations, aimed at building their capacity.

116. The UERT will be provided with technical support in developing their advocacy work, which is to increase the visibility and policy footprint of the association, therefore increasing their relevance to the business community.

117. Key outputs:

- SWOT analysis to identify main priorities for the UERT development;
- Technical support in the development of the UERT’s strategic plan to increase the internal capacity of the organization;
- Training of new employers-members of the UERT on social dialogue and its advantages, collective agreements, functions of social dialogue institutions and role of social partners;
- Training on effective management of employers’ organizations;
- Training on formulating advocacy strategies/position papers and membership development;

- Information and awareness-raising work on formalization of enterprises, boosting youth employment;
- Technical support to the UERT in modernizing its information and communication system; support in the development of Internet resource and website;
- Technical support in extending territorial and sectoral coverage of the UERT's membership.

118. Indicators:

- The UERT's strategic plan developed, adopted reflecting national development priorities and responding to the demands of business development in Tajikistan
- Number of new employers-members of the UERT (disaggregated by sex) that demonstrate better knowledge, skills and technics on social dialogue, collective bargaining and dispute resolution
- Number of UERT representatives that demonstrate an increased knowledge and capacity on the issues of effective management of employers' organization
- Number of legislative changes/amendments to the labour code suggested by the UERT for consideration by the tripartite commission
- A revised/modernized organizational structure of the UERT and its staff composition.

***119. Outcome 3.3: Strengthened role and capacities of social partners to address priority labour issues, including unacceptable forms of work***

120. Unacceptable forms of work (UFW) have been identified by the ILO as work in conditions that deny fundamental principles and rights at work, put at risk the lives, health, freedom, human dignity and security of workers or keep households in conditions of poverty. Given the complexity of identifying the different dimensions of UFW, and therefore its scope, it is vital constituents in Tajikistan improve their understanding of UFW, as well as build capacity to address them.

121. For instance, while the ILO has been working with constituents in Tajikistan to address child labour and, as a result, a solid knowledge base and policy measures are available, much less is known about other UFW, such as forced labour. In addition, little is known in Tajikistan about the interplay between the different dimensions affecting the quality of jobs, such as working hours, job security, wage levels, which combined may lead to UFW.

122. The ILO will continue providing support to constituents in their efforts to eliminate the worst forms of child labour, forced labour and human trafficking by strengthening the impact of adopted policies and programmes, enhancing partnerships with other stakeholders and promoting ratification of the 2014 Protocol of the ILO Convention No. 29.

123. The International Labour Organization will support the tripartite constituents, including through the Republican Tripartite Commission (RTC), to improve understanding of UFW and to strengthen the role and institutional capacities of workers' and employers' organizations in addressing the UFW through social dialogue.

124. Key outputs:

- Training aimed at improved understanding and capacity to address the UFW issues;
- Technical support in the development of a strategic plan on UFW to increase capacities of constituents' organizations
- Technical support in implementing the National Action Plan on Eliminating the Worst Forms of Child Labour for 2015-2020 and National Action Plan for Counteracting Trafficking in Persons in the Republic of Tajikistan for 2019-2021.

125. Indicators:

- Number of representatives of tripartite constituents (disaggregated by sex) that demonstrate an increased knowledge and skills on UFW issues
- The Strategic plan in line with the ILO strategic approach on UFW.

#### **IV. MANAGEMENT, IMPLEMENTATION PLANNING, MONITORING, REPORTING AND EVALUATION ARRANGEMENTS**

##### **1. Implementation, performance monitoring and evaluation arrangements**

126. The Government, the Union of Employers' of the Republic of Tajikistan (UERT) and the Federation of Independent Trade Unions of Tajikistan (FITUT) have played a key role in developing the DWCP. The DWCP priorities, key outcomes, indicators and strategies have been identified during the multi-phase consultation process between the ILO DWT-CO Moscow and tripartite constituents in Tajikistan, from March till December 2018.

127. The DWCP will be implemented through close collaboration with the DWT/CO in Moscow, the Regional Office for Europe, technical units at ILO headquarters in Geneva and the ILO International Training Centre in Turin, to ensure complementarity of technical and financial resources. The ILO National Coordinator in Tajikistan will ensure the overall coordination, monitoring and better coherence of national and international efforts directed to the DWCP implementation.

128. Strategic partnerships with other international agencies and donor organizations in Tajikistan will be further strengthened to support the implementation of the relevant DWCP outcomes, including by local resource mobilization. The ILO will continue its cooperation with UNDP and other UN agencies and international organizations, including in the framework of the Development Coordination Council (DCC), and will seek mutually beneficial cooperation in implementing the UNDAF 2016-2020, on the one hand, and the present DWCP, on the other.

129. The National Tripartite Committee on Decent Work and Development Cooperation (NTCDWDC), created in July 2016 and composed of representatives of the Ministry of Labour, Migration and Employment of Population, the Union of Employers' of the Republic of Tajikistan, the Federation of Independent Trade Unions of Tajikistan and the ILO National Coordinator in Tajikistan, will continue playing the key role in DWCP implementation and monitoring. The main task of a tripartite advisory board is to promote the DWCP goals and monitor and review the progress of implementation of the DWCP, ensure the active participation of all the parties involved and the fulfilment of their commitments to achieve the jointly agreed outcomes. Following gender equality principles, the ILO encourages the constituents to maintain a gender-balanced composition of a tripartite advisory board.

130. Attached to this DWCP there is a Results monitoring matrix that include preliminary indicators for achievement of results. Activities to implement the DWCP will be conducted within existing capacity of the DWCP Parties. After the signing of the DWCP, based on the Results monitoring matrix a detailed Implementation Monitoring Plan will be developed jointly by the ILO and tripartite constituents, which will include more concrete and specific information on outputs, activities, timeframe and responsibilities of the ILO, the Government and the social partners. This Plan will be regularly reviewed (at least twice a year) by the NTCDWDC and updated by the ILO National Coordinator; if necessary, the relevant adjustments will be made with a view to improving the DWCP implementation strategy and re-defining country programme activities.

131. In consultation with the UNDAF 2016-2020 partners in Tajikistan, the ILO will provide inputs to the biennial work plans for each UNDAF Focus Area, in line with DWCP Implementation Plan, reflecting the specific ILO outputs and activities. This will contribute to better coordination of the joint work of UN agencies in Tajikistan, reduce fragmentation and increase effectiveness within the overall framework of the UNDAF.

132. The DWCP implementation will undergo a final review, in line with the ILO standard policies. Other evaluation activities (like evaluations of on-going development cooperation projects) will be conducted in accordance with the relevant evaluation plans, as appropriate.

## **2. Risks**

133. The ILO activities in Tajikistan are potentially vulnerable to various types of geopolitical, economic and security-related risks.

134. The country's geopolitical situation is potentially damaging to Tajikistan's sustainable development taking into account its land-locked location, the border with Afghanistan, local community-level conflicts with neighboring Kyrgyzstan over the use of land and water resources. There is a noticeable positive dynamics in the relations and development of cooperation between Tajikistan and Uzbekistan, and there are good prospects for further expanding and strengthening their bilateral multifaceted cooperation in the political, trade, economic, transport, communications, cultural, humanitarian and other fields.



135. Geopolitical tensions in the sub-region, Western sanctions and related challenges to the economy of Russia may have adverse effects on the remittances of labour migrants from Russia and influence the socio-economic situation of the country.

136. Risks in the social protection sector relate to: i) the lack of clarity of overall leadership for coordination and integration of social protection interventions across different sectors; ii) fragmented coordination with local level governments; and iii) lack of funding for basic social protection guarantees; iv) lack of human capacity in social protection sector. Lack of overall coordination and integration of interventions could be remedied by adoption of the National Social Protection Strategy which has been drafted. Draft Strategy provides costing options, and would enable the government to consider further support of ILO and UNICEF to review social protection budget and streamline it. Further risks in terms of financial resources are in the social insurance area, as the insurance based contributions collected are insufficient for all guarantees disbursed from this source. Further ring-fencing of insurance based funds could be considered in a short term. In the medium and longer term, expansion of coverage of insurance and supporting effective transition from informality to informality would be necessary.

137. The poverty reduction policies should be better targeted and appropriate social transfers complemented by job creation and incentives for both workers and employers to transit to formal economy. High unemployment rates, especially in rural areas could also contribute to increased social tension. The focus on skills development and boosting youth employment will contribute to mitigating this risk.

138. The institutional risks are related to the limited capacities of labour market institutions, poor engagement of social partners in labour policy decision-making and the low political willingness of relevant institutions to coordinate and cooperate. In many instances the ILO constituents may lack the capacity to effectively absorb the ILO policy advice and technical support, and to implement agreed policies and programs with the ILO support, which hamper their sustainability.

139. The ILO will align its support and interventions with the national priorities and the needs expressed by ILO constituents, and strengthen their capacity through trainings and peer learning. Policy-makers will be systematically involved in the ILO activities, to ensure their engagement and buy-in for evidence-based policy development.

140. The political position of workers' and employers' organizations in the country will be further strengthened through trainings and capacity-development. The ILO will make a strong emphasis on supporting the constituents in addressing the current national development goals and policies and on the strong involvement of social partners in the reforming process.

141. Strengthening social dialogue, promoting the role of international labour standards in accomplishing policy reforms, strengthening labour law enforcement mechanisms and building institutional and technical capacities of social partners would support and contribute to risk mitigation and promotion of Decent Work agenda in the country.

### **3. Funding**

142. The objectives of the DWCP will be jointly implemented by the tripartite constituents in Tajikistan and the ILO. The financial and human resource base of the DWCP is a joint concern of the ILO and the Tajik constituents. The ILO will support the constituents by providing advisory services, capacity-building, awareness-raising and knowledge-sharing, subject to the ILO rules, regulations and procedures and the availability of funds from the ILO regular budget for technical cooperation and extra-budgetary resources and technical capacities. The government and the social partners will provide their respective expert staff and premises and provide logistical support, as appropriate.

143. The ILO will support the DWCP implementation by a number of development cooperation projects, operational in Tajikistan, namely: G20 Training Strategy project, Phase II, 2016-2020; From the Crisis towards Decent and Safe Jobs, Phase II, 2014-2019; Partnerships for youth employment in the CIS countries, Phase II, 2018-2022 (the sub-regional component of the project).

144. During the country programme reviews, the ILO and the tripartite constituents will assess the existing resource gaps under the DWCP and identify emerging opportunities for new partnerships and resource mobilization, based on constituents' priorities. Local resource mobilization for the DWCP implementation is a shared responsibility of the ILO and the Government of the Republic of Tajikistan.

### **4. Advocacy and communication**

145. The global goal of the ILO is to achieve decent work for working women and men – employment, rights, social protection and social dialogue. The Decent Work Country Programme for 2019-2023 sets out priorities to take Tajikistan forward on the path towards decent work.

146. The DWCP advocacy and communications strategy will seek to support these priorities, while continuing to promote cross-cutting issues, including gender equality.

147. The DWCP communication strategies will be targeted at different audiences, including the tripartite constituents, development partners, general public, journalists, opinion leaders, multilateral system and others, and will be prepared in collaboration with the constituents and the relevant departments in the ILO.

148. In addition to the traditional communication channels, innovative technologies (first of all the social media) will be used to reach out to these audiences.

149. Key messages of the advocacy and communication will be built, first of all, around the DWCP priority areas. In addition, special focus will be made on supporting the national awareness campaign against informality, initiated by the trade unions.