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FINAL EVALUATION REPORT

Community development through employment creation and improved migration management in Tajikistan



for ILO & UNDP
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I. Executive Summary

ILO and UNDP's joint project on Community development through employment creation and improved migration management in Tajikistan 2007-9, funded by the UN Trust Fund for Human Security, was a ground-breaking undertaking.

Despite the considerable challenges posed by the scale of the problem to be addressed, the limited time frame and funding, the low capacity of implementation partners, and the deteriorating economic environment, the project was implemented successfully. Among the main successes the establishment and strengthening of close working relationships with social partners, especially in the Government and trade unions, and the more or less timely and complete provision of outputs and activities as planned stand out as particular achievements.

As the declared aim was not to solve all the problems linked to community development, employment and migration in the Rasht Valley, let alone in Tajikistan as a whole, the project could most likely have been more effective if it had been better focused, better coordinated and more strongly tied into the Government's overall development efforts. In terms of focus, ILO's core strengths could have been brought to bear more coherently, mainly through a more senior presence in Dushanbe, and a more consistent presence in the Rasht Valley. Particularly also in terms of coordination with other actors and in terms of a stronger emphasis on migration management in the Joint Country Partnership Strategy and other strategies and policies, either a more senior representation in Dushanbe or a stronger engagement of the UN Resident Coordinator (or both) might be desirable.

The project set out to improve the overall security situation, with a particular emphasis on socioeconomic and personal security needs of people on the move and of women who were left behind without income. It was based on a two-pronged strategy: 1) empowering people through income-generating activities, training and awareness raising; and 2) assuring the protection of migrant workers and their families through better migration management. ILO with its tripartite structure and competence on labour market issues is well-placed to implement labour market based strategies against discrimination and poverty. UNDP with its expertise on local governance and field presence led the empowerment components.

The objectives of this evaluation were to assess the project's outcomes and effectiveness; to document problems encountered, lessons learned and good practices; and to develop recommendations. The report's findings are based on in-depth desk study of project documents; a broad review of relevant materials; semi-structured face-to-face consultations with project stakeholders in Gharm and Dushanbe; consultations with ILO project staff (both in Dushanbe and Geneva); direct observation and information from participants of an evaluation workshop organized in Dushanbe; and feedback to a draft of this report.

The idea of bringing together the highly specialized technical expertise of ILO with the strongly established implementation capacity and field presence of UNDP, as well as the experience of IOM with labour migration in Tajikistan is excellent and deserves the full support of the UNCT and the Resident Coordinator. It is particularly encouraging to see that the project placed such a strong emphasis on local staff and local implementing partners. Indeed, the strong working relationship established with the Government, trade unions, and the implementers of training subprojects can be seen as the project's central strength and achievement that should be built upon. For future efforts of this kind, it would be worth considering agreeing on a management structure with a single manager responsible for all components of the project; hiring this project manager at a stage when the project document can still be modified; empowering the project manager with the basic decision making powers and the ability to represent the project at a level senior enough to negotiate on a par with managers in counterpart agencies; and placing this manager as close as possible to the actual implementation, to ensure consistent monitoring and assistance.

II. Acronyms

ADB	Asian Development Bank
CP	Communities Programme
DWCP	Decent Work Country Programme
EBRD	European Bank for Reconstruction and Development
EIU	Economist Intelligence Unit
ILO	International Labour Organisation/Office
IOM	International Organisation for Migration
JCPS	Joint Country Partnership Strategy
JRC	Jamoat Resource Centre
MDG	Millennium Development Goals
MLSP	Ministry of Labour and Social Protection
MoI	Ministry of Interior
NBT	National Bank of Tajikistan
NES	National Employment Service
PRS	Poverty Reduction Strategy
RF	Revolving Fund
SIYB	Start and Improve Your Own Business
TLSS	Tajikistan Living Standards Survey
UNCT	United Nations Country Team
UNDAF	UN Development Assistance Framework
UNHCR	United Nation High Commissioner for Refugees
UNDP	United Nations Development Programme
UNTFHS	United Nations Trust Fund for Human Security
WED	Women's Entrepreneurship Development

III. Project Description and Development Context

A. Project Description

“Community development through employment creation and improved migration management” – among the numerous challenges Tajikistan is facing, the project set out to tackle possibly the most vital. After all, the three issues of community development / empowerment, employment and migration lie at the heart of trying to deal with poverty both in the direct sense and the broader concept described e.g. by Amartya Sen that underlies the Millennium Development Goals.

As the project document laid out, *on paper* conflict prevention, migration management and poverty reduction have been high on the agenda of international organisations and local stakeholders in Tajikistan for over a decade following the end of the civil war in 1997. For a variety of reasons, including accessibility, population density and political considerations, the Rasht Valley received less material support both from the Government and the international community than other parts of the country. Nonetheless, the project was able to build upon a number of important initiatives both by the UN and other actors. UNHCR had supported resettlement programmes in the area, including micro-credit based income-generating activities for women. In 2006, the programme was handed over to UNDP.

Over the years, UNDP has established 38 Jamoat Resource Centres (JRCs) in the five districts of the Rasht valley, with separate micro-credit portfolios between USD 25,000-30,000. Some JRCs provided migration-related advice prior to this project, as well as credits for migrants. It was felt, however, that JRC advisers would need more training on these issues. The micro-credits provided through JRCs were based on revolving funds, with a payback rate of 99.9%.

Also prior to this project, UNDP and IOM had a pilot project on remittances in the South of Tajikistan, which showed that migrants’ families preferred community-based investments of remittances to purely private / individual investments. The pilot also pointed to a need for more training on household budgeting, in particular for single female households. Over the years, most JRCs have successfully strengthened local governance structures (including through bottom-up planning), and the project decided to build on this model by closely collaborating with UNDP and the JRCs in the region. IOM, with its ample experience in the field of migration, including the information centre for migrants in Dushanbe, trainings for government officials on migration and trafficking issues, research and a variety of other technical assistance related to migration, was also seen as an important partner. Lessons learned from IOM’s migration related work as well as the Department for Migration in the Ministry of Labour and Social Protection highlighted a continued need for information and awareness raising, especially at the local level. A key shortfall in previous efforts was the lack of information reaching people at the village level. While the NES in Gharm provided some basic migration-related information prior to the project, it was only accessible to people coming to the district centre.

A key gap lamented by national and international experts alike for many years has been the almost complete absence of appropriate and market driven professional skills training that would empower potential migrants to improve their bargaining positions but also enable them to widen their choices. In 2006, the ILO initiated a pilot project involving professional training schools and trade unions of the construction industry. The pilot was designed to offer potential migrants training in construction-related professions, combined with social skills, such as information on Russia, labour rights and basic language skills. The project built on this pilot initiative and intended to cover additional professions in demand abroad and in Tajikistan.

The pilot initiative was part of a larger ILO programme to combat the forced labour outcomes of irregular migration and human trafficking from in the region (March 2004 - April 2006). It covered Tajikistan, Kyrgyzstan and the Russian Federation. Key outcomes of the regional ILO project were improved inter-agency coordination on issues of migration, strengthened law and

policy frameworks, awareness raising as well as an increased capacity of government agencies and social partners to promote safe migration. The project under review also built on other ILO activities in the country and region, such as an ILO training model called "Start and Improve Your Own Business", now widely used by national and international organisations to boost self-employment. In 2005, an ILO project on combating the worst forms of child labour through education and youth employment was launched, covering Tajikistan, Kazakhstan, Kyrgyzstan and Uzbekistan.

To some extent, the Government of Tajikistan has recognised the importance of a regulated migration process in the development of the country. However, the overall capacity to provide a coherent supportive regulatory framework and to facilitate a more formalised system to support labour migrants both in Tajikistan and abroad remains extremely weak, in line with the Government's generally patchy performance both at the central / strategic level and in particular at the local level. Consequently, one does need to seriously consider whether it's not in fact conducive to the interests of labour migrants and their families to have labour migration occur almost entirely informally and largely outside Government control.

A bilateral migration agreement with the Russian Federation signed in October 2004 was only approved in July 2006. In 1999, a law regulating migration was passed (amended in 2002 and 2008), which, however, would need better enforcement to effectively protect Tajik migrant workers abroad. In 2001, a Presidential Decree was issued on the licensing procedure of private employment agencies recruiting for employment abroad. Likewise, the Decree is not sufficiently enforced due to a lack of institutional capacity to implement it. On several occasions, ILO constituents, including the MLSP, workers' and employers' organisations requested assistance from the ILO to improve the country's migration management, in particular to increase its positive effects on economic development through the mobilization of remittances and to reduce its negative impact through a reverse of the brain drain.¹ The MLSP approved the focus on the relatively under-developed region of the Rasht valley during ILO programming missions in September 2005 and April 2006. It committed to supporting the project with in-kind contributions, e.g. experts from the Migration Service (transferred to the MoI in November 2006) and PES were closely involved in the implementation of activities. The Government also supported the Vocational Training School in Gharm to facilitate the implementation of training courses.

Workers' organisations (trade unions) supported the project through counselling activities, seminars and awareness raising activities at the national and local levels. They collaborated with the ILO in capacity building measures and in building alliances with foreign trade unions, in particular from the Russian Federation, to protect migrant workers. New agreements of collaboration were sought with trade unions from Kazakhstan. Though employers' organisations are still nascent in Tajikistan, it was expected that they could have an important role to play in promoting employment and the development of employable skills. ILO constituents provided input to the proposal for this project during a tripartite workshop held in April 2006. The project was designed to contribute to increasing the capacity of local stakeholders, in particular government, JRCs and social partners in providing services to vulnerable groups such as migrants with limited financial or social capital, families who have lost the male breadwinner and young people who find it difficult to enter the labour market.

Project identification and formulation

The project idea was formulated at a time when government and donor activities increasingly appeared to focus more strongly on long-term development goals of which decent work is a

¹ While there are still examples of brain drain that would need to be addressed through the creation of a more conducive working environment in Tajikistan (particularly in the health sector), much of the brain drain that occurred in the early 1990s seems irreversible, and brain gain schemes similar to those implemented with some success e.g. in Afghanistan and in Albania are unlikely to bear fruit given the current situation and outlook.

major component. ILO's comparative advantages were defined as providing expertise on vocational training, employment and the protection of labour rights for workers at home and abroad. The Government recognised the potentially huge positive contribution of remittances to economic development in Tajikistan. The project idea was therefore welcomed, and even a change in minister during the drafting phase did not change the positive reception of the project by Government authorities. The government also supported the selection of the Rasht valley as a priority region.

The concept note was first discussed with government, social partners and international organizations in 2004. A second mission was carried out in September 2005 to seek approval of the new Minister of the MLSP. Upon approval of the concept note, a programming mission was carried out to Dushanbe and Gharm in April 2006, involving consultations with government representatives (MLSP), workers' and employers' organisations, NGOs, national and international banks (National Bank, EBRD, World Bank, ADB) as well as international organizations (UNHCR, UNDP, IOM). The programming mission also included a field trip to the Rasht valley (Gharm), where discussions were held with the district council, representatives of trade unions, staff members of NES, UNDP and JRC. The regional vocational training school was also inspected during this field mission in order to assess its suitability for the purposes of this project. According to the project document the project proposal was formulated in close consultation with all relevant national and international stakeholders.

Targeted Beneficiaries

The main targeted beneficiaries were intended to be potential migrants at risk of trafficking as well as single, female-headed households that have to cope with the long-term consequences of largely male migration flows. Furthermore, the project was to benefit local community authorities, such as the national employment services, as well as social partners through its capacity building activities. Beneficiaries were to be selected on the basis of needs and the potential to benefit from empowerment in a sustainable way. Women were to benefit from this project through economic empowerment measures including their active participation in JRC decision-making.

Specific expected outputs included:

- At least 3000 prospective migrants, men and women, were to receive information and personal support through local community structures (e.g. NES, JRC).
- At least 500 persons, of whom at least 70% women, were to benefit from economic assistance including vocational and life skills training, business development funding and household budgeting training.
- Through its various awareness raising campaigns and community outreach activities, the project was to reach approximately 5000 men and women in the project target area.
- About 100 Government officials, JRC representatives, representatives of workers' and employers' organisations as well as NGOs were to benefit from the capacity building activities of the project.

The overall goal of the project was to increase the level of human security of people from the Rasht region of Tajikistan, in particular socio-economic and personal security of people on the move and of women that are left without income.

The specific goals were:

1. Men and women in Rasht district were to be empowered through vocational training and income-generating measures as means of preventing human trafficking (bottom-up approach).
2. Government and social partners at national and local levels will have increased capacity to protect Tajik migrant workers from labour rights abuses abroad and to promote decent employment at home (top-down-approach)
3. Actual and potential migrant workers from the Rasht district, including victims of trafficking, have better access to information and legal redress mechanisms.

For further details please see the logframe, performance indicator framework and workplan overview in the annex.

UNDP role and contribution

UNDP was chosen as a strategic partner due to its experience on local governance, strong presence in the country through a network of community resource centers. UNDP was programmatically and financially responsible for specific activities of the project related to component 1. (Men and women in Rasht district were to be empowered through vocational training and income-generating measures as means of preventing human trafficking).

In November 2007 the ILO and UNDP signed a cooperation agreement, by which UNDP received resources for community based activities linked to Jamoat Resource Centers in the district of Rasht/Tajikistan.

The funds were used to contribute to improved information dissemination in migration; better use of remittances for community development and support single female heads of households affected by migration. Each organization managed activities and funds in line with its established regulations. A separate workplan for UNDP component was agreed upon.

B. Tajikistan's development context

The ever repeated chorus of assessments of Tajikistan's development context is that in the very poorest of the Soviet republics, following the post-independence exodus of the intelligentsia and the five-year civil war, exacerbated by the isolation imposed by Uzbekistan and the conflict in Afghanistan, the Tajik government has appeared willing to work closely with advisers from international organisations to devise and execute reform policies. The results have largely not been encouraging, and some say there is reason to question the capacity of the Tajik government to make them work.²

Consequently it is not surprising that what progress (which one might in fact describe as a partial recovery rather than real progress) there has been, has been built above all on the remittances from largely unskilled Tajik labour migrants in Russia. It is well known that the vast majority of these labour migrants lack the most basic decent work conditions. This renders their migration experience less productive and means their human security and their basic human rights are constantly under threat. While Tajikistan has ratified relevant ILO Conventions, it has limited capacity to implement them and will continue to require substantial support from the international community.

Recent trends in labour migration and remittances

Numerous reports have been written on labour migration from and remittances to Tajikistan since the 2003 IOM report. Despite a great deal of research effort, the reliability of individual data points is highly questionable, and consequently the comparability and suitability for deeper analysis of trends is extremely limited. Most researchers do agree on some very basic facts of a more qualitative than quantitative nature.

The EIU's September 2009 Country Report cites the NBT as recording USD 1.6 billion remittance inflows in the first six months of 2009, i.e. 31% less than in the first half of 2008. As remittance outflows contracted by 48%, net inflows were only 22% lower. As it happens, this is equivalent to the devaluation of the Tajik somoni vis-à-vis the U.S. dollar over the same period,³ i.e. in real local currency terms remittances would only have been lower by the 8% of consumer price inflation reported by the IMF.

The World Bank's 2009 Poverty Assessment is based on the 2007 TLSS, i.e. relevant only for base-line information for this project rather than outcome information. Observing that remittances had grown to some 40% of Tajikistan's GDP by the end of 2007, the assessment

² see e.g. www.cgdev.org/doc/shortofthegoal/chap5.pdf

³ see <http://www.oanda.com/lang/de/currency/historical-rates>

argues that remittances were by far the most important factor in poverty reduction over recent years. The analysis indicates (like IOM's back in 2002/3) that a quarter of households have at least one migrant abroad. In households that have migrants, remittances account for an average of 35% of household consumption—and even more for the households in the lower deciles of the consumption distribution. It describes Tajikistan's migration model as one of predominantly seasonal low-skill migration, with 96% of migrants heading to Russia, and of those, 55% working in the construction sector, and another 30% in other low-skill jobs. It is remarkable in this connection that 75% of migrants are reported to have secondary education degrees.

Like many others, the World Bank expects the financial crisis to increase poverty and inequality. Its simulations indicate that in the short run the poverty headcount is likely to increase from 53 percent to at least about 58 percent. Moreover, poverty depth, poverty vulnerability, and consumption inequality are also expected to rise.

A recent ILO report⁴ adds that the world market prices for cotton (which used to account for over 20% of GDP) have fallen by almost a quarter in 2008. Aluminium fell by more than 50% between mid-2008 and mid-2009.⁵ Another warning sign is that reportedly wage arrears rose by 20% in the year to July 2009.

⁴ www.ilo.org/public/english/region/eurpro/geneva/download/events/almaty2009/ilo_paper_abstract_en.pdf

⁵ http://www.lme.co.uk/aluminium_graphs.asp

IV. Outcome Evaluation: Purpose, Objectives and Methodology

- PURPOSE

The purpose of the evaluation is to improve quality, accountability to the donor, transparency of the ILO's work, strengthen the decision-making.

- OBJECTIVES

The objectives of this evaluation were to:

- Assess the outcomes of the project and its effectiveness with regard to achieving the overall and specific objectives;
- Identify problems encountered during implementation and means undertaken by the project to overcome these problems;
- Document lessons learned, good practices;
- Develop recommendations for similar interventions in the future.

The evaluation covers the whole period of the implementation of the project.

The evaluation hopes to primarily serve the following internal and external clients:

- o ILO tripartite constituents and project implementing partners in Tajikistan;
- o Ultimate beneficiaries of the project – labour migrants and their families;
- o The Donor;
- o ILO management and technical specialists at the ILO SRO/Moscow and the Headquarters;
- o Project staff.

- METHODOLOGY

The evaluation report findings are based on⁶:

- ❖ In-depth desk study of relevant project documents including the Project Document (Grant Application), with its logical framework, performance indicator framework and work plan; summary records of review meetings; annual activities reports; mission reports; research reports; materials from seminars, presentations etc.;
- ❖ Broad review of relevant materials including surveys and reports by ILO, UNDP, other implementing agencies and researchers, with a particular emphasis on community development, labour migration, and remittances, but also covering recent evaluation theory and practice, and assessments and strategic planning in Tajikistan.
- ❖ Semi-structured face-to-face interviews and consultations with project stakeholders in Gharm and Dushanbe, including ILO tripartite constituents and project implementing partners as well as direct and indirect beneficiaries. The stakeholders to be interviewed were selected by the project team. The interviews with stakeholders focused on how well the project was tailored to national priorities; the clarity of responsibilities within the project; the responsiveness of ILO project staff; the main achievements of the project; and areas for improvement or future work;
- ❖ Semi-structured face-to-face or phone interviews and consultations with ILO project staff (both in Dushanbe and Geneva);
- ❖ Direct observation and information from participants of an evaluation workshop organised in Dushanbe.
- ❖ Feedback to draft report from project team, ILO/Moscow and ILO headquarters.

⁶ See also "Sources" at the end of this report.

V. Project Achievements (ILO components)⁷

Achievements		Direct Implementers
1	200 women trained in framework of SIYB program	"Rasht" Development Centre
2	20 representatives of NGOs, MFI, TU and MLSP, EO etc. trained according to the WED program	ILO
3	20 representatives of MFA, MoJ, MLSP, NGOs, TU, EO trained on combating human trafficking and forced labour issues.	ILO
4	180 law enforcement representatives, judges, PEA and social partners trained on human trafficking issues according to ILO standards in Dushanbe, Rasht, Kurgan-Tube and Khujand.	NGO "Human Rights Center"
5	Informational theatrical performance on the risk of human trafficking for 150 potential Tajik migrant workers presented in Dushanbe	Theatre "Padida"
6	Organisation of job fairs for potential Tajik labour migrants and provision of job opportunities to 5,000 job seekers.	Migration Service under MOI
7	200 beneficiaries in Tavildara improved their knowledge and capacity in beekeeping.	National Association of Dehkan Farms (NADF)
8	100 migrants from Rasht re-trained and improved their professional skills and obtained jobs in the construction industry with better conditions.	Trade Unions of Construction Workers
9	30 TU members in Khatlon and neighbouring regions trained on human trafficking and forced labour issues	Trade Unions of Construction Workers
10	57 participants graduated courses as "bricklayers" and "welders".	Training Center of Modular Education (TCME) Gharm
11	Official Tajik governmental delegation with ILO's social partners went to Kazakhstan to establish new mechanism of cooperation with relevant counterparts on social and migration issues	ILO
12	Study tour for 16 representatives of ILO's social partners to Ukraine to learn about Ukrainian system of module education	ILO
13	Study on assessment of practices of data collection on labour migration and human trafficking in Tajikistan	Ms. Madaminjonova Z.
14	Study of economic development for women in Rasht	Mr. Shermatov B.
15	Study of impact of the financial crisis to labour migration	Mr. Kuddusov J.
16	Assessment of the labour market and socio-economic opportunities in the Rasht Valley	Mr. Khakulov R.
17	Study of PEA	Mr. Khalilov N. / Mr. Mugal R.
18	Training for Trade Union on operating a hotline	ILO

⁷ Provided by the ILO project office, Dushanbe. Please see annex for detailed results tables.

VI. OECD/DAC Evaluation Criteria

A. Relevance

1. To what extent are the objectives of the programme still valid?

Community development, employment and migration are among the most central issues for development programmes to address in Tajikistan today. While they are not as explicitly and clearly targeted in the NDS, PRS and JCPS as one might wish, this could well be seen as an argument to use the combined expertise of ILO and UNDP, and the strategic influence of the UNCT and the Resident Coordinator to promote them more strongly. As the World Bank's 2009 Poverty Assessment highlights, labour migration is the most central factor for poverty reduction in Tajikistan. This also means that the overall title of the project is very much in line with the priorities of the main donor, the UN Trust Fund for Human Security.

2. Are the activities and outputs of the programme consistent with the overall goal and the attainment of its objectives?

While the intention and efforts to make the project holistic and comprehensive are most laudable, the limitations imposed by limited funding, a very short implementation time span, and the lack of a strong, empowered leadership on the ground have meant that the project was not able to make the most of the synergetic opportunities. On the contrary, the project components were insufficiently linked and the impression on the whole is one of a rather fragmented, piecemeal approach.

B. Effectiveness:

1. What progress has the project made towards achieving its goals?

a) Empowering men and women in Rasht district:

Empowering close to 300,000 people without a full presence in the district and with very limited funds and time (de facto less than USD 300,000 and only about 18 months) is a very ambitious goal.

Consequently, the decision to partner with UNDP's Communities Programme (CP) appears as the right strategic choice to contribute to this goal. It is very difficult to assess the actual value-added of this project in the CP's overall impact on the empowerment of men and women, as by comparison the financial contribution is minute and elements similar to those implemented in 2008/9 had already been in place previously.⁸

While empowerment does indeed rank topmost among the needs in rural Tajikistan, and particularly in the more remote parts like the Rasht Valley, the challenges resulting among others from poverty, limited educational opportunities and weak government support are so formidable that far greater efforts are required for a sustainable impact to be achieved.

The project has created several entry points (i.e. good working relationships with stakeholders, especially social partners, and good complementarities with UNDP) that could be useful in a more concerted, larger scale programmatic effort.

⁸ See e.g. UNDP's 2009 CP Outcome Evaluation and 2007 CP Outcome Assessment.

b) Increasing capacity of government and social partners at national and local levels

This goal is very strongly in line with the mandate, core competences and comparative advantages of the ILO. Building capacity, especially of more conservative and slow-moving entities such as governments and social partners, is a long-term commitment. The project has achieved some very positive starting points to build upon, particularly in terms of the close cooperation and genuine mutual trust built with counterparts. It is extremely important, however, that the opportunities opened up through the hard work of the project team are not lost. In addition to securing funding to extend contracts and implement follow-on projects this will require a more comprehensive and coherent effort with the government, and with its national and international partners.

c) Improving access to information for migrant workers

The outputs defined towards this goal were largely delivered. There were a number of shortfalls (hotline not implemented, theatre performance only once and only in Dushanbe, JRC info centres not yet operationalised), but the more important question in this context is how the approach could have been designed better both in terms of more clearly defining the target audience, the key messages and the most effective communication channels, and in terms of ensuring maximum coverage and sustainability.

2. How does the project approach fit the on-going trends and patterns of labour migration in the region?

Given the complexity of development challenges in Tajikistan and the multi-sectoral nature of community development and migration, the holistic project approach would seem to fit the trends and patterns of labour migration in the region.

Nonetheless, the project could have most likely been more effective if it had been better integrated in a comprehensive ILO programme, anchored in sound Government strategies for employment and labour migration and the UNDAF. A more sequential / step by step approach would most likely have facilitated a better use of synergies both within the project and with other actors both in the UN and beyond.

The project team needs to be congratulated for having succeeded in implementing the project with almost all its outputs in a highly challenging, rapidly shifting development context. It also appears that key risks posed by an environment of weak governance and widespread corruption were avoided.

3. How did the project contribute to the improvement of labour migration management, anti-trafficking measures?

The challenges in these two fields are particularly difficult, and in many ways beyond the reach of a project of this size. The study tours to Russia and Kazakhstan were highly appreciated by the participants and could indeed have a positive impact if appropriate follow-up can be ensured. Similarly the trainings for the migration service, law enforcement and other entities are important starting points that need to be built upon. While work on a data monitoring system appears to have been conducted, the evaluation team was not able to obtain proof of the system working reliably, effectively and sustainably. As a most recent development, the President's office requested the ILO to support the drafting of a new NAP against trafficking in 2010, which would be an opportunity to integrate labour market responses against trafficking, as opposed to traditional security-based approach.

4. How have constituents been involved in the implementation? Are the constituents satisfied with the quality of tools, technical advice, training and other

activities, delivered by the project? Have there been any resulting changes in constituents' capacities?

The close cooperation and genuine partnership with a broad set of national counterparts has to be seen as a key achievement and strength of the project. While there were clearly challenges on the administrative side that led to considerable delays, the feedback from constituents on support provided by the project was overwhelmingly positive. Constituents' capacity improved substantially as a result of the project, and it is of utmost importance that no time is lost in building on this enhanced capacity through joint follow up.

5. How many communities were reached by training, and/or benefited from the improved migration policies, training and income-generating measures?

The numbers of beneficiaries cited in the results tables (over 50,000 beneficiaries of the remittance-based infrastructure projects, over 700 recipients of micro-loans, several hundred participants in various trainings) are impressive. UNDP can point to activities in all of its 38 JRCs throughout the five districts of the Rasht Valley.

And yet – one has to question whether it would not have been more effective to either focus more strongly on the strategic / policy making level based on ILO core strengths to achieve real changes for the over 500,000 Tajik migrants and their families, or to have allocated more funds to the work at the community level through UNDP's CP.

6. Effectiveness of the overall project management approach⁹:

a) Were the management arrangements effective? Has the division of work tasks and use of local skills been effective?

As the project's outputs were delivered almost entirely, and largely on time, despite considerable challenges, the evaluation team would like to underscore the clear commitment of the local teams both in Dushanbe and Gharm, as well as the quality of visiting experts. The project's main achievements in the realm of building strong working relationships with all constituents would not have been possible without this exceptional commitment.

This should not obscure the fact, however, that management arrangements could have been far more effective. The project very clearly illustrates one of the most central tenets of effective management: Decision-making power should be as close to the locus of implementation as possible. The arrangement of remote management from Moscow and Geneva, via Dushanbe, with a mere four visits by the ILO local project staff to Gharm in 2008/9, cannot be described as ideal. Experience worldwide has shown that joint programmes can only function credibly as such if there is a fully empowered manager responsible for all components.

There are several aspects that suffered on account of less than optimal management arrangements: Hiring local staff only after the completion of the project document is bound to hamper both the quality of the document and the ownership by the implementers. Delays and administrative difficulties were clearly in large part due to the remote, indirect and complicated nature of the management arrangements. The weak connection to the UNCT, especially at the higher strategic levels (UNDAF and JCPS), could also be attributed to a lack of empowerment of the team in Dushanbe. Complications such as the need to repeatedly reissue tenders (five times in the case of the study tour to Russia) could most likely also have been avoided with a more effective management structure.

⁹ Personnel evaluation is not part of the scope of this evaluation.

b) Has the project received adequate technical and administrative support from the ILO and partners?

Many of the points cited directly above also apply here: It is indeed worth high appreciation that the outputs of the project could be delivered successfully, and this would not have been possible without the technical and administrative support from ILO and its partners. For the project to truly live up to its potential, however, the team in Dushanbe would have needed to be more empowered and self-sufficient, and a more joint presence would have been required in Gharm.

c) Has the choice of partners been effective in terms of them being in a position to support the project and promote its products/results?

The choice of UNDP as the main partner for the joint programme was certainly effective in terms of UNDP's presence in the Rasht Valley and capacity on community development, not least through the JRCs. The partnership would clearly have benefited from a better linkage and balance that could have been facilitated by a single manager for the joint programme. As for the local implementers, the choice of partners was effective in terms of building strong working relationships that would be very worth building upon. It may not have been the most effective in terms of a short-term focus on the delivery of results, as implementation capacity was rather uneven. The key shortfall again here would appear to be the lack of empowerment of the team on the ground to consistently reach out to other actors including international organisations. The link to programmes supported by the EU, GTZ and others, for example, appears to have been weak.

C. Efficiency:

1. How efficiently were the resources (funds, staffing, time, skills and knowledge) used?

There are clearly positive aspects in terms of the projects efficient use of resources – delivering almost all the outputs despite the severe limitations in terms of time and resources and in the face of multiple challenges is indeed an achievement. It is particularly worth pointing out that most components were achieved with minimum input from internationals. The fact that resources were shifted to more effective use in the loan funds of the UNDP component can also be cited as proof of a commitment to efficiency. It is very likely, however, that efficiency would have been higher with a more coherent and empowered management model in Dushanbe. Maintaining two locations for a presence as small as ILO's in Dushanbe does not seem very efficient, especially as it also weakens internal coherence and makes it harder to ensure effective supervision and consistently high levels of motivation.

D. Impact

The project's main impact has been on its constituents, i.e. on the national implementing partners. It might have been worth making this objective more explicit in the project document and in the implementation of the project itself. Clearly the real tangible change in the lives of 50,000 people in the communities that benefited from improvements of their communal infrastructure should not be underestimated. Likewise, the opportunities gained by the 750 recipients of micro-loans and the hundreds of participants in trainings are indeed significant. If the main intention of the project was to achieve a systemic shift in the way labour migration works – especially in terms of the vulnerability of poorly qualified, under-informed and disempowered migrants and the families they left behind – the impact is uncertain at best. Especially as a result of global financial crisis, the opportunities and conditions for Tajik labour migrants in Russia are likely to have deteriorated rather than improved over the project period. The Tajik Government's ability to constructively support labour migrants does not appear to have improved significantly over these short two years. One might argue that this could have been a

reason to focus only on community development, and to concentrate funds and efforts more there. One also might argue that ILO could have achieved more by focusing on its core strengths in terms of improving legal and policy frameworks and building Government capacity.

E. Sustainability:

1. What is the likelihood of sustainability of outcomes?

If further programming can be implemented soon, the outlook for sustainability is good based on the project's strong emphasis on local partnerships. Many of the partners have promised to continue their work, even without further support. It is, nonetheless, questionable whether activities would indeed continue without further external support and impulses.

2. What more should be done to improve sustainability?

For some of the project's components one might argue that the direct beneficiaries will continue to benefit from the skills and basic resources they have received. Nonetheless, as the projects main achievements lie in its having established a sound basis for further programming, it would be highly desirable to see additional funding and follow-on activities.

For the micro-credit components, the revolving fund system should remain self-sustaining. A further infusion of loan capital would, however, not only strengthen the impact but also improve sustainability as the ratio between administrative costs and loan funds increases.

Not least, sustainability, in particular of projects like this that have a strong emphasis on technical assistance, capacity building and access to information, depends very much on a consistent continuous presence to maintain the working relationships that have been built.

VII. Conclusions: lessons learned & recommendations

A. Lessons learned and best practice:

This project was in many ways ground-breaking. ILO as the organisation that took the initiative, the UNTFHS as a donor dedicated to supporting a more holistic approach to empowerment and development, and UNDP with its Communities Programme as the solid platform to build upon - all deserve recognition for taking on the most formidable challenges and seeing through the implementation of this project.

The idea of bringing together the highly specialised technical expertise of ILO with the strongly established implementation capacity and field presence of UNDP, as well as the experience of IOM with labour migration in Tajikistan is excellent and deserves the full support of the UNCT and the Resident Coordinator.

It is particularly encouraging to see that the project placed such a strong emphasis on local staff and local implementing partners. Indeed, the strong working relationship established with the Government, trade unions, and the implementers of training subprojects can be seen as the project's central strength and achievement that should be built upon.

B. Recommendations:

For other joint programmes and for future efforts of this kind, it would be worth considering

- a) agreeing on a management structure with a single manager responsible for all components of the project;
- b) hiring this project manager at a stage when the project document can still be modified;
- c) empowering the project manager with the basic decision making powers and the ability to represent the project at a level senior enough to negotiate on a par with managers in counterpart agencies;
- d) placing this manager as close as possible to the actual implementation, to ensure consistent monitoring and assistance.

Joint programmes by definition are the UN system's opportunity to mobilise the combined expertise of multiple agencies to address high-priority complex challenges. For this to be successful, the UN Country Team under the leadership of the Resident Coordinator should define the relevant strategic priorities in its development assistance framework, in line with national priorities and strategies. The UNCT's new UNDAF in Tajikistan does mention labour migration as a key priority, but it does not yet appear to consider the potential role of ILO, as well as possibly others including OHCHR, UNAIDS, UNIFEM, UNODC, and WHO. Potentially the UNCT might be well placed to facilitate strategic planning and consultations with key Government and donor actors under the leadership of the Resident Coordinator, as well as coordination, information management, communication and M&E.

It may be worth exploring these and other options with the UNCT during future visits of senior ILO representatives to Dushanbe.

VIII. Annexes

A. Results Framework

From the project document				From the evaluation process	
Goals	Objectives	Outputs	Activities	Attainment level	Comments/observations
1. Men and women in Rasht district will be empowered through vocational training and income-generating measures as means of preventing human trafficking	1.1 At the end of the project, the number of likely and returned migrants to receive micro-credit for income generation will have increased by 30% -	1.1.1 Two new JRC with a micro credit fund will be established, and the funding line of at least three existing JRC will be increased in order to improve services for migrant workers	<ul style="list-style-type: none"> Carry out baseline study on current performance of JRC, use of remittances, and migration-related micro credits in project area (also used for final evaluation purposes) Select communities for establishment of new JRC and setting up JRC councils 	done	1) Baseline study on JRC use of remittances and migration-related micro credits in Rasht Valley 2008 (by NGO "Samar"): a) all respondents wanted to open their own small business; b) population is solvent; c) women are very active in business; d) JRCs' role should be concentrated on micro credits, migration management, creating jobs; e) increasing the amount of credits; 2) two new JRCs in Jamoats Yasman and Khijborak were established; 3) Micro finance provision extended to 6 target Jamoats for the total amount <u>28,500 USD</u> . The total amount of micro credits was <u>118,500 USD</u> ;
		1.1.2 Staff of all existing JRC (36 plus 2 newly established JRC) trained on services related to migration, micro credits & investment of remittances	<ul style="list-style-type: none"> Select trainers with knowledge on migration, micro-credits and remittances Develop training programme in consultation with JRC using "train the trainer approach" Implement trainings in communities through JRC 	done	OUTPUTS: 200 community members received trainings on micro financial management issues (UNDP, ILO)
	1.2 At the end of the project, the number of women to receive micro credits and training on household budgeting will have increased by 30%	1.2.1 At least 100 women in JRC communities will have received training on household budgeting	<ul style="list-style-type: none"> Hire consultant to develop training programme Hire trainers to implement training sessions in select communities and in cooperation with JRC 	done	National Consultant provided: 1) survey on household budgeting; 2) programme for the training; 3) training course on household budgeting to 100 women-beneficiaries
		1.2.2 At least, 200 women in JRC communities will have received microcredit services and business training tailored to their needs and skills	<ul style="list-style-type: none"> Hire consultant to adopt ILO training programme for women entrepreneurship (WEDGE) Implement training sessions using "train the trainer" approach 	done, with some shortfalls	July 2009 Training "Start and improve your business" for 38 target jamoats carried out by JRC "Shirinchashma". <i>Problems: tender to contract the performer was announced 3 times due to obstacles to find out the experienced and well-skilled specialists; 12% of selected women were unable to participate</i>

	1.3 Community based development projects co-financed through remittances increased by 50%	1.3.1 Funding mechanism to stimulate investment of remittances in community projects set up in 15 select JRC ("matching funds")	<ul style="list-style-type: none"> Select JRC on the basis of remittance flows, proposals for community projects and previous performance Train JRC representatives on the funding mechanism 	done	Initiative Migrants Groups were established in 15 Jamoats of Rasht Valley, to mobilize target communities in remittances based sub-projects initiatives. OUTPUTS: 15 Tripartite MoUs signed between UNDP, JRC and IMG for US\$67,500, and 21 sub-projects implemented
2. Government and social partners at national and local levels will have increased capacity to protect Tajik migrant workers from labour rights abuses abroad and to promote decent employment	2.2 At the end of the project, cooperation between stakeholders from Tajikistan and destination countries (e.g. Russian Federation, Kazakhstan) will be improved.	2.2.1 Bilateral agreement on migration with Kazakhstan negotiated	Prepare and organize visit of tripartite Tajik delegation to Kazakhstan	done, with some shortfalls	Study visit to Kazakhstan was organized for tripartite Tajik delegation. OUTPUTS: cooperation was negotiated, but due to different social security systems, the signing of the bilateral agreement was not possible.
		2.2.2 JRC have established contacts to migrant worker organizations in Russian Federation	<ul style="list-style-type: none"> Select JRC chairpersons and other local stakeholders to participate in study tour Prepare study visit through UNDP Gharm and ILO Moscow office Carry out study tour and ensure follow-up 	done, with some shortfalls	Study tour to Krasnoyarsk, Russia, for 15 representatives from JRCs, migration agencies and TUs. OUTPUTS: contacts between Tajik diaspora and communities in Rasht valley to invest in local community development established. <i>Problems: tender announced 5 times as no organizations with labour migration experience and good contacts with Russian counterparts could be found.</i>
3. Actual and likely migrant workers from the Rasht district, including victims of trafficking, have better access to information and legal redress mechanisms	3.1 At the end of the project, at least 800 men and women will have received migration specific information through JRC, NES and trade unions	3.1.1 NES, trade unions and JRC from Rasht will be trained on migration and labour rights in destination countries in order to provide counseling services to likely migrant workers	<ul style="list-style-type: none"> Hire consultant to develop and implement training sessions Organize bi-annual regional migration forums (prior and following migrant's departure) to share information and good practice between JRC to be held in Gharm 	done, with some modifications	As migration related training for NES, trade union and JRCs was already conducted in November 2007, training budget was transferred to JRC micro credit activities. 3 Migration forums for project partners and relevant migration agencies to share information and best practice to improve migration management in Rasht valley held.
		3.1.2 Increased awareness on migration and trafficking among men and women in Rasht district	<ul style="list-style-type: none"> Hire theatre group to stage "Massovski" in select villages and in cooperation with JRC (building on previous ILO project) Information centres at district level will provide migration specific information on regular basis 	partially done	Due to budget and other admin constraints, the theatre group "Massovski" was not able to perform in the selected jamoats. Informational theatre performance by "Padida theatre" on the risk of human trafficking for 150 potential Tajik migrant workers was conducted in Dushanbe; - Training to be conducted for 5 district JRC staff, migration agencies and other relevant agencies on migration issues. 5 Information boards are to be installed in 5 district JRCs and provided with updated information materials on migration issues. Construction Trade Union opened three information centers to provide migration related info in 3 cities (Kurgan-Tyube, Kulyab, Khujand).

B. Performance Indicator Framework

Expected results	Performance indicators	Baseline situation	Means of verification	Status 2009	Comment
1.1 Potential and returned migrants from Rasht valley will have better alternatives to illegal migration and employment abroad	Number of irregular migrants decreased	According to ILO research, most migrants from Tajikistan work illegally in Russia (mainly in construction)	Statistics of State Migration Service, information from international organisations, including ILO and IOM	no reliable data, might be better to target "higher number of legal migrants" - see 3.2	According to State Migration Service data during 9 months of 2009: 826 454 citizens entered to Russia. 281 071 citizens left Russia. 507 843 registered at the Russian FMS F17 33 344 received the temporary resident permissions According to IOM , the total number of Tajik migrants in Russian are: _____. The data based on FMS of RF statistics (from its website). According to ILO _____ Tajik migrants in thy Russia in legal and ____ in illegal conditions CONCLUSION: data on migration is incomplete, as state systems are ineffective and international organisation have not standardised their research.
	Number of potential migrants who found decent employment in Tajikistan	According to World Bank estimates, 33% of the active labour pool, most of them women and young people, is unemployed. With the growing economy, however, raising demand of skilled workers can be expected.	Information on placement of trainees from vocational training school in jobs	roughly 75 direct beneficiaries, hard to verify project's contribution & effectiveness	1) VET #61, Gharm - 30 were employed at Rasht District (Rogun hydro-electric station construction); 23 permanent job places were created through UNDP sub-projects; Construction Trade Union - 23 trained migrants found jobs in Tajikistan
	Number of potential and returned migrants who start their own business or engage in other income generating activities (e.g. trade, livestock)	According to the National Bank annual survey (2005), most remittances are used for consumption instead of productive investment.	Information from JRC on SIYB trainees and micro credit investments, baseline and evaluation project studies	roughly 900 direct beneficiaries, hard to verify project's contribution & effectiveness	Bee keepers association, Childara - 100 beneficiaries opened their own small business; 2) NGO Center development Gharm - 88 trainees are opening their small business; UNDP - 715 families received small credits for their own business
1.2 Single female household	Raising income of single female households	Most of single headed female households live below the poverty line of 2 US\$ per day.	Survey among beneficiaries of the programme (baseline and evaluation studies)		Baseline study was carried out in the context of labour market assessment study.

heads empowered to improve household budgeting and start income generating activities	Number of female beneficiaries in micro-credit programme increased	The current rate of women in micro-credit programme of all districts in the Rasht valley is about 20%	Statistics on micro credit programme from UNDP	improved, but needs further improvement	the rate of females in micro-credit programme reached about 34%
	Number of women trained on SIYB methodology and becoming active and small business and other income generating activities (e.g. trade, agriculture)	SIYB training has not yet been carried out in Rasht valley in systematic way. So far, SME development is only a minor activity of the micro credit programme	Statistics on micro credit programme from UNDP, Results from SIYB training programme	376 women trained; hard to verify project's contribution & effectiveness	176 women were trained by Center for Development Gharm; 200 women were trained through UNDP programme
1.3 Improved community services through JRC activities linked to migration and remittances	Number of potential migrant receiving support from JRC (financial, counseling etc.)	JRC provide already services to potential migrants but this mainly limited to credits to cover travel expenses	Information on JRC activities provided by UNDP	hard to verify project's contribution & effectiveness	Direct and indirect numbers of beneficiaries: 50,260 - through the community projects and 376 through the training programs. In total - 50, 636
	Amount of remittances invested in community projects	According to experts, migrant workers are willing to invest remittances in community projects and the JRC could play a greater role in channeling such investments.	Survey in districts covered by JRC on community projects funded through remittances in part or total	USD 109,200 in 21 subprojects, both a lot and very little	On average, from the planned \$4,500.00 contributed to each Jamoat, migrants communities have contributed \$5,200.00, which is USD 700 more than project has initially envisaged. In total: 21x5,200 = 109,200 USD of migrants remittances were invested to the community projects
	Quantity and quality of projects implemented			very positive community engagement, potential for much more	21 sub-projects were implemented in 15 Jamoats: 1) drinking water supply system (7); 2) 1 irrigation system; 3) 6 micro - hydro power plants; 4) 1 psychological? room; 5) 2 roads and 2 pedestrian bridges were constructed; 6) 1 flourmill and 1 wood processing workshop constructed; In total, all projects reached 50,260 beneficiaries
1.4 Improved systems to increase employable skills of potential and returned migrants	Government has tool to assess labour market demand and to carry out labour market surveys at national and regional levels	No recent nation-wide or regional labour market survey has been carried out, which significantly hampers the ability of the Government to implement national migration and employment policies	Use of labour market survey in policy planning	National Workshop on Labour Market in Tajikistan: Performance and Challenges, June 2009	Survey was officially published in March, 2009.

	Involvement of NES and vocational training school in regional migration forum established and integrated into regular activities of NES to ensure sustainability	At the moment, NES has no capacity to reach out to the local level. This link should be established through JRC and regional activities such as migration forum.	Evaluation of vocational training school/NES performance as well as related activities proposed under this project	achieved	
2.1 Labour migration policies improved and linked to the promotion of decent employment abroad and at home (at national and local levels)	Monitoring mechanism of PEA activities in place, criminal and administrative sanctions against non-complying agencies and illegal recruiters enforced	Licensing system is already in place but monitoring system is very weak	Information from State Migration Service and national employers organization	in progress	In 2009 additional amendments came into force within: 1) the Criminal Code: art. 335.2 "Illegal migration arrangements" and 2) The Code of the Administrative sanctions: arts. 550 and 550.1 "" PrEA established their own business association to improve self-regulation and dialogue with government authorities
	Ratification of ILO Conventions No. 97, 143 and 181 accompanied with legal reform and effective implementation of ILO core conventions (specifically those covering human trafficking and forced labour)	The Government is currently considering ratification of these conventions, however, it would need training and advice to ensure effective implementation	ILO sources, legal documents from Tajikistan	achieved	Conventions № 97 and 143 were already ratified by Tajikistan in 2007 (10.04.2007). The Law "Combating Trafficking in Person", amendments to Criminal Code - art. 130.1 "Human trafficking", State Complex programme to combat trafficking in persons for 2006-2010 were adopted by Tajik Parliament
	Data gathering mechanism on migration, trafficking and labour market development improved, feeding into design of better policies	Labour market surveys are not carried out at national level and on regular basis, data on migration and trafficking is not collected on systematic basis at regional and national levels (even though the government does keep statistics on migration with regional breakdown)	Studies published. Information from data monitoring mechanism on trafficking and migration (regional and national)	in progress	The Study was carried out and published in cooperation with Strategic Center under the President Administration Office. But the data gathering mechanism is still needed to be improved.

	Migration policies implemented at local level with active involvement of district council, PES, JRC and other local stakeholders in Rash valley	The Migration Service of MLSP offers training on migration policies but it has not yet reached government official in Rasht on sustainable basis. JRC would need training to serve as link between national/regional government policies and their implementation at the community level	Information from government, JRC. Outcomes of regional migration forum organized under the project	in progress	project stakeholders / implementers (ILO and UNDP Rasht) have established strong cooperation with local government; but have the links between the MoI, MLSP and the local communities been strengthened / are GoT migration policies implemented more effectively?
2.2 Improved cooperation between stakeholders in Tajikistan and major destination countries	Labour migration agreements in place between Tajikistan and major destination countries.	Bilateral agreement on migration with the Russian Federation was adopted in December 2005. Implementation is still weak. Furthermore, similar agreements would also need to be concluded with other destination countries such as Kazakhstan	Information from Government	in progress	Under the bilateral agreement on migration with the Russian Federation, a Working group was established, which discusses main challenges and steps toward implementation. ILO is invited to all WG meetings. The Agreement on employment of Tajik labour migrants in Saudi Arabia was discussed and preliminarily signed. ILO participated in all bilateral meetings.
	Trade unions actively involved in development of migration policies (e.g. through bilateral agreements between trade unions)	Bilateral agreements on cooperation already in place between construction trade unions of Russia and Tajikistan. Model of cooperation could be extended to other sector unions and countries	Information from trade unions in respective countries	in progress	By Trade Union such cooperation agreements were discussed already with Ukraine other CIS countries, China. It was also signed with Kazakhstan. The weakness of agreements is that ILO tripartite partners (Trade Unions, Employment association and Min. of Lab) do not play a big role within the migration policy of Tajikistan.
	JRC and other local stakeholders have established contacts/ cooperation agreements to migrant workers organizations in Russia to improve protection of workers	There are only few contacts between community leaders from Tajikistan and self-help organizations in Russia that have been emerged recently. Links to the trade union movement should also be established.	Information from JRC and NGOs in Russia. Cooperation agreement	in progress	Cooperation was initially established. No cooperation agreements, as it was just one-side and first such a visit. It is needed to be extended

3.1 Increased awareness among migrant workers from Rasht valley on possible risks of migration, labour rights in destination countries and legal redress	Increased number of stakeholders reaching out to potential migrant workers and disseminate information (e.g. trade unions, NES, JRC and vocational training school)	Currently, information on migration is not provided on systematic basis in the Rasht valley	Study on impact of information campaign	in progress	The total number of beneficiaries, reached by project within this project activity can be counted just approximately, as some of stakeholders didn't count the receivers of information. Moreover Trade Unions do not have the information centers in Rasht: 1) construction trade unions members - 1,500 (in 2009); 2) the trade union association - 10,000; 3) VET № 61 - 100;) Bee keepers association - 200; 5) Through 5 jamoats
3.2 Migrant workers from Tajikistan are better protected against forced labour exploitation abroad and receive justice in case of exploitation	Increased number of migrants taking up legal employment abroad	Many migrants lack information on legal employment abroad or do not trust administrative procedures to regularize their status.	Statistics of State Migration Service in Tajikistan and major destination countries (Russia, Kazakhstan)	in progress	According to Migration service during 9 months of 2009, 180 315 received work permissions in Russia, which on 10% more than in 2007
	Increased number of successful compensation cases (e.g. payment of withhold wages)	With ILO support, trade unions have reclaimed more than 5 million Rubles back pay for migrant workers between 2004-2006. However, most of migrant workers suffering abuse do not receive compensation	Information from trade unions and industrial tribunals	in progress	Russian construction in cooperation with Tajik partners workers' trade union managed to assist in returning the wages to 60 trade union members (both from Tajikistan and Russia), totaling 5 million rubles; however, it is doubtful that this represents an effective system accessible to all those who would need it
	Increased number of successful prosecutions or administrative sanctions against traffickers	Central data on prosecutions do not exist but according to IOM, they are limited to trafficking for sexual exploitation. Victims of labour trafficking hardly ever receive justice	Information from general prosecutor, IOM and State Migration Service	in progress	since 2005 until 2009, 134 cases were prosecuted against traffickers; unclear whether the project has contributed to any increase

C. Workplan

Expected outputs	Planned activities	Timeframe	Responsible party	Status end-2009	Comment
1.1.1 Two new JRC with a micro credit fund will be established, and the funding line of at least three existing JRC will be increased in order to improve services for migrant workers.	Select communities for establishment of new JRC and setting up JRC councils through elections	Months 2-4	UNDP	done	two new JRCs in Jamoats Yasman and Khijborak were established and JRC councils were set up through elections
1.1.2 Staff of all existing JRC (36 plus newly established JRC) will be trained on services related to micro credits for migration and re-investment of remittances.	Select trainers with knowledge on migration, micro-credits and remittances	Month 5-12	UNDP	done	
	Develop training programme in consultation with JRC using "train the trainer approach"			done	
	Implement trainings in communities through JRC			done	
1.1.3 Select JRC staff will be trained on SIYB (using "train the trainer" methodology).	Hire trainers on SIYB	Months 7-12	UNDP	done	
	Implement trainings with JRC staff			done	
1.2.1 At least 100 women in JRC communities will have received training on household budgeting.	Hire consultant to develop training programme	Month 13-16	UNDP	done	
	Hire trainers to implement training sessions in select communities and in cooperation with JRC			done	
1.2.2 At least, 200 women in JRC communities will have received micro-credit services and business training tailored to their needs and skills.	Hire consultant to adopt ILO training programme for women entrepreneurship (WED)	Month 13-16	ILO	done	through Center Development Gharm
	Implement training sessions using "train the trainer" approach			done	176 beneficiaries
1.3.1 Funding mechanism to stimulate investment of remittances in community projects will be set up in ten select JRC ("matching funds")	Carry out baseline study on current performance of JRC, use of remittances, and migration-related micro credits in project area (also used for final evaluation purposes)	Month 2-6	UNDP	done	It was done by NGO "SAMAR"
	Select JRC on the basis of remittance flows, proposals for community projects and previous performance			done	Jamoats were selected based on: percentage of migrants; employment opportunities; number of vulnerable groups and, remittances flow.

	Train JRC representatives on the funding mechanism			done	covered 15 jamoats
1.3.2 Projects implemented in select communities	Oversee implementation of community projects in collaboration with other stakeholders	Month 12-24	UNDP	done	21 sub projects carried out
	Document lessons learned			done	
1.4.1 Pilot labour market survey completed for Rasht district and improved policy planning on employment and vocational training	Hire consultant to carry out labour market survey in cooperation with Ministry of Labour	Month 7	ILO	done	Qualitative assessment published and endorsed by national stakeholders
	Organize roundtables in Ministry of Labour and Jamoat council to discuss results of labour market survey			done	
1.4.2 Modular professional training curriculum will be enhanced by integrating modules on life skills and migration	Hire consultant to upgrade existing training modules in cooperation with sector-based trade unions, National Employment Services (NES) and vocational training school	Month 3-6	ILO	done	Training modules were upgraded with the participation of external experts from Kiev and Moscow
1.4.3 Grant programme for at least 200 beneficiaries receiving training at professional training school and career counseling in place	Develop grant programme and career counseling services in cooperation with NES	Month 7-23	ILO	done	
	Select beneficiaries			done	
	Implement training programme through professional training school			done	
2.1.1 Key government officials and social partners trained on recent trends in migration and ILO standards with special regard to ratification of Conventions 97 and 143.	Hire consultant to develop training programme in cooperation with IOM and OSCE based on joint handbook on labour migration	Month 10-12	ILO	done	implemented by Human Rights center
	Implement training sessions in cooperation with Ministry of Labour/Migration Service			done	implemented by Human Rights center
2.1.2 Government officials, law enforcement agencies and the judiciary will have increased knowledge in order to prosecute trafficking for labour exploitation.	Hire consultant to adopt training curriculum for police, prosecutors and judges based on the ILO Guide on Trafficking and Forced Labour (in cooperation with IOM)	Month 5-10	ILO	done	implemented by Human Rights center
	Implement training sessions (in cooperation with IOM)			done	implemented by Human Rights center

2.1.3 Regulations and monitoring mechanism of private employment agencies (PEA) strengthened and increased sanctions imposed on illegitimate recruiters	Hire consultant to carry out study on the recruitment business in Tajikistan	Month 4-12	ILO	done	implemented in cooperation with IOM, study published and endorsed by national stakeholders
	Organize roundtables in Ministry of Labour and Jamoat council to discuss results of study			done	implemented in cooperation with IOM
	Adopt and translate ILO training materials on regulation and monitoring of PEA			done	implemented in cooperation with IOM
	Organize 2 training sessions with licensed PEA to improve business standards and professional skills of PEA staff			done	implemented in cooperation with IOM
2.1.4 Data monitoring system on trafficking for sexual and labour exploitation will be in place at national level.	Hire consultant to assess existing statistical information available at local and national levels through different institutions	Months 13-18	ILO	done	in cooperation with Center for strategic researches under the President administration office and IOM; report
	Develop data monitoring mechanism in cooperation with IOM and organize training workshop			workshops conducted	in cooperation with Center for strategic researches under the President administration office and IOM; political willingness built
2.2.1 Bilateral agreement on migration with Kazakhstan negotiated.	Prepare and organize visit of tripartite Tajik delegation to Kazakhstan.	Month 17	ILO	Visit conducted, no agreement	the signing was postponed because of different social insurance system
2.2.2 JRC and other local stakeholders have established contacts to migrant workers organizations in Russia/signed cooperation agreement	Select participants of study tour	Months 14-18	UNDP	done, but with problems	in spite of problems with tender (announced 5 times), the activity was successfully achieved (in cooperation with NGO "Surkhob")
	Prepare and implement study tour				in spite of problems with tender (announced 5 times), the activity was successfully achieved (in cooperation with NGO "Surkhob")
2.2.3 Trade unions from the agriculture sector in Tajikistan and destination countries (e.g. Russia and Kazakhstan) have concluded bilateral agreements on cooperation.	Identify trade unions for collaboration	Month 16	ILO	done	
	Organize regional meeting between trade union representatives from the agriculture and construction sector to exchange experience and enhance cooperation			Not done	request to ILO governing body - blocked, no further explanation given

3.1.1 NES, trade unions and JRC from Rasht will play an active role in the promotion of regular labour migration from Rash valley and optimizing benefits of migration.	Organize bi-annual regional migration forums (prior and following migrant's departure) to share information and good practice between JRC to be held in Gharm	Months 4-12	UNDP	done	3 forums
3.1.2 Increased awareness on migration and trafficking among men and women in Rasht district.	Hire theatre group to stage "Massovski" in select villages and in cooperation with JRC (building on previous ILO project)	Months 13-14	ILO	done, but with problems	It was implemented by theatre "Padida" in Dushanbe
	<ul style="list-style-type: none"> Information centres at district level will provide migration specific information on regular basis 		UNDP	in progress	they will work at 5 jamoats
3.2.1 Trade unions have established hotline for migrant workers from Rasht district.	Train hotline provider to adequately respond to calls	Month 6-24	ILO	done	End December 2009
	Ensure transfer of potential trafficking victims to legal and other forms of assistance as necessary			Not done	Hotline not yet operational
3.2.2 Trade unions have increased capacity to follow up on cases of labour exploitation through cooperation agreements.	Train and support legal advisors of trade unions	Months 6-24	ILO	in progress	delays due to communication / ownership challenges

Selected Districts of the Rasht Valley: Population and labour-migrants, 1 June 2009.

№	District	Population	Number jobless	Number of labour-migrants that are based outside Tajikistan in			Number of Labor migrants who have returned	Number of Labor migrants that are provided with jobs*
				Russia	KRG	KZ		
1	Khoit	6134	1560	290	43	-	57	21
2	Yasman	5326	1250	308	32	24	164	60
3	Khijborak	4246	1360	418	-	4	20	10
4	Garm	7124	1350	518	7	8	80	20
5	Navobod	6364	982	1011	2	56	186	13
6	Shirinchashma	4038	150	593	3	-	126	6
7	Qalai Ibi ob	10121	3210	420	10	15	145	8
8	Nushor	9710	2150	371	10	5	60	10
9	Algha	4803	960	47	92	26	12	4
10	Sartala	3328	1062	40	46	24	6	4
11	Lakhsh	4403	1105	70	35	4	15	4
12	Hakimi	13078	1240	1017	-	49	371	3
13	Samsol	7034	2168	288	-	-	22	10
14	Darband	1189	320	45	-	3	24	7
15	Sangvor	5132	210	307	-	-	32	3
16	Tavildara	7974	1294	394	-	-	157	47
17	Childara	5600	450	560	-	-	60	25
	TOTAL	105604	20821	6697	280	218	1537	255

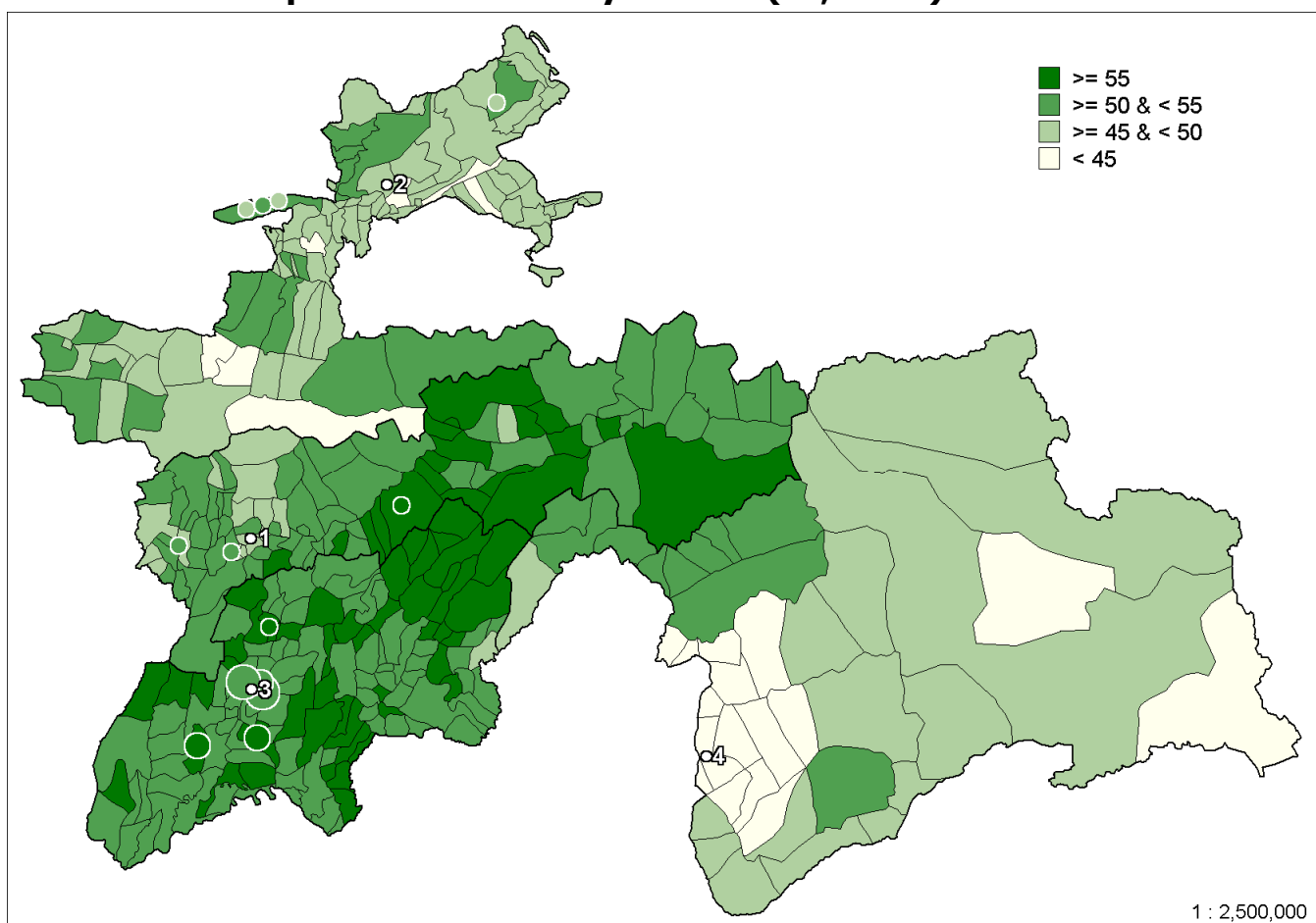
Information on number of labour migrants from Rasht Valley to other CIS countries (as of 1 January 2008)

№	№	Name of the district	Population	Households	Outside TAJ			Men	Women	In Russia	In KRG	In KZ	Ukraine	Other CIS	# expected to travel	
					Total	-18	18-29									30-60
Rasht	1	Khoit	5860	864	336	-	204	132	3	286	7	43	-	-	205	
	2	Jafr	5726	1118	712	36	491	177	8	712	-	-	-	-	159	
	3	Kaljanak	7530	941	470	32	338	100	25	428	10	30	2	-	367	
	4	Navdi	13810	2321	1110	145	454	511	79	1044	28	37	-	-	431	
	5	Garm	6936	1105	560	14	286	260	8	518	-	7	-	35	320	
	6	N. Makhsum	11631	1856	1570	65	1375	130	62	1561	-	8	-	1	629	
	7	B. Rahimzoda	9847	1580	1023	63	594	366	21	961	5	50	7	-	227	
	8	Navobod	6549	1346	939	-	428	486	25	439	-	241	64	195	360	
	9	Taghoba	5486	834	223	27	115	81	3	175	13	19	5	11	150	
	10	Obi Mehnat	3151	357	91	5	47	30	9	91	-	-	-	-	95	
	11	Qalaia Surh	13705	1727	1792	171	1247	374	25	1550	-	236	6	-	685	
	12	Askalon	3363	529	280	9	172	99	8	280	-	-	-	-	148	
	13	Khilborak	4246	550	419	58	228	133	43	415	-	4	-	-	178	
	14	Yasmand	5289	881	254	13	164	77	-	211	-	17	26	-	172	
14 TOTAL:			106762	16009	9779	638	6143	2956	319	8671	63	692	110	242	4126	
Tojikobod	1	Qalai labi Ob	9591	1539	908	47	596	257	8	905	-	3	-	-	148	
	2	Nushor	9710	1576	948	102	561	285	25	789	50	39	5	65	139	
	3	Langari Shoh	8110	1208	976	-	560	416	21	976	-	-	-	-	220	
	4	Shirinchashma	3852	611	494	31	185	278	16	442	-	-	1	-	172	
	5	Shogadoev	4413	665	403	-	304	99	8	394	-	9	-	-	111	
5 TOTAL:			35676	5599	3729	180	2206	1335	78	3506	50	51	6	65	790	
Jarghatol	1	Algha	5102	843	172	31	137	4	2	31	52	89	-	-	64	
	2	Muksu	8114	1533	127	18	28	81	5	71	22	34	-	-	130	
	3	Sartalo	3428	679	165	11	111	47	5	41	59	65	-	-	80	
	4	Lakhsh	4403	687	196	16	142	38	12	70	95	31	-	-	239	
	5	Kashot	3121	506	259	40	172	47	83	47	170	42	-	-	33	
	6	Surkhob	2634	531	212	-	155	57	-	109	98	5	-	-	90	
	7	Yangishanjar	9724	2509	1115	31	255	829	25	340	152	613	-	10	256	
	8	Jirghatol	14670	3199	1484	435	661	388	9	892	462	98	8	24	720	
	9	Pildon	7008	1269	660	529	131	-	12	586	40	34	-	-	213	
9 TOTAL:			58204	11756	4390	1111	1792	1491	153	2187	1150	1011	8	34	1825	
Nurobod	1	Khumdon	8721	1352	520	20	410	90	20	480	20	20	-	-	600	
	2	Samsolik	7133	882	327	38	167	122	23	327	-	-	-	-	394	
	3	Darband	1072	134	56	-	30	26	4	56	-	-	-	-	151	
	4	Kamsamalobod	13364	1635	4410	144	3729	537	67	4328	10	35	20	17	2389	
	5	Hakimi	13623	1674	891	74	267	550	13	873	-	18	-	-	1787	
	6	Myhijarf	17167	1460	2592	100	2320	172	210	2564	10	15	3	-	1625	
	7	Yakhak-ust	13147	824	934	71	716	151	18	906	-	28	-	2	484	
7 TOTAL:			75184	7961	9730	447	7639	1648	355	9534	40	116	23	19	7430	
Tavi	1	Sangvor	5057	1194	288	-	147	141	5	288	5	-	-	-	139	
	2	Tavildara	5091	743	249	-	183	66	6	249	-	-	-	-	156	
	3	Childara	5476	911	296	34	188	74	3	296	-	-	-	-	105	
3 TOTAL:			15624	2848	833	34	518	281	14	833	5	-	-	-	400	
5	38	TOTAL:	291450	44173	28461	2410	18298	26436	914	24731	1308	1870	147	360	14571	

D. Maps¹⁰

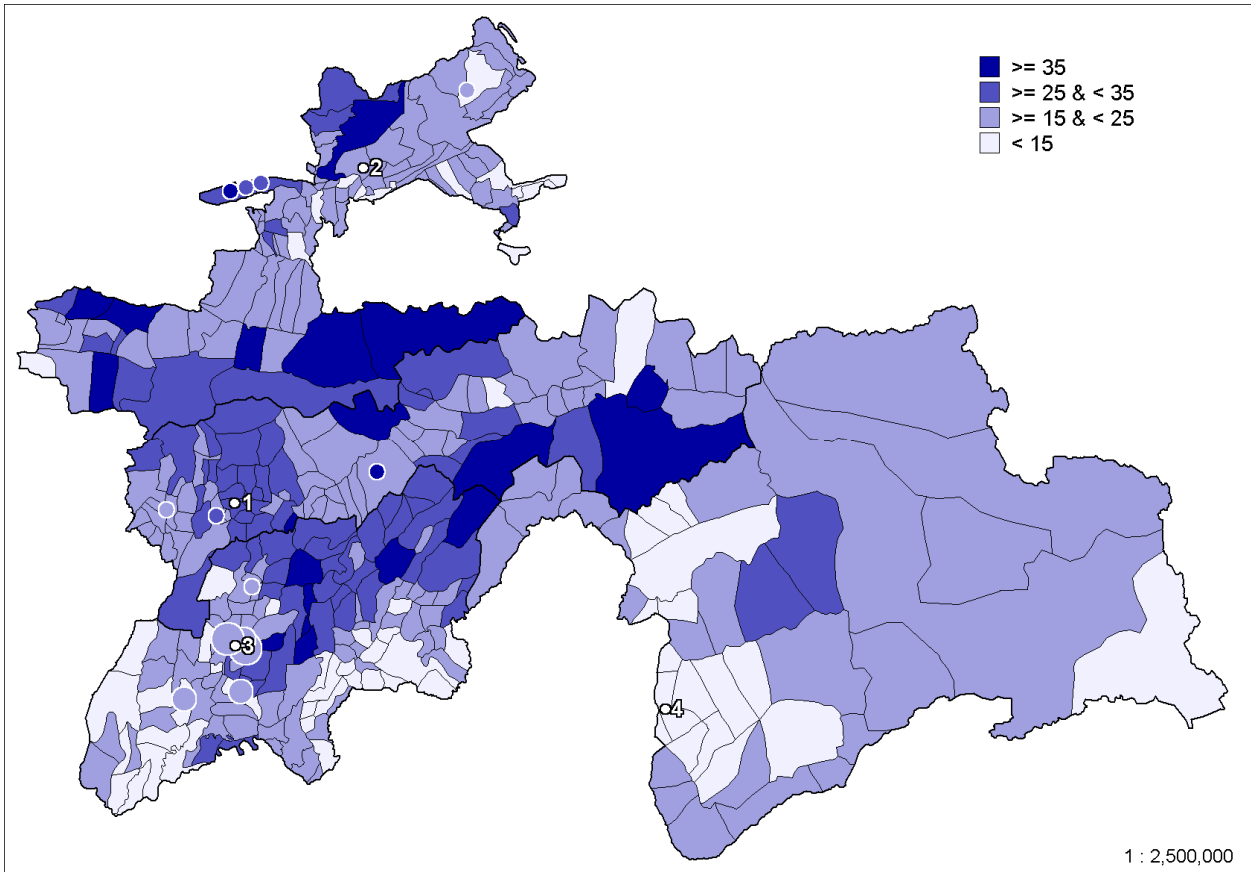
While the reliability of the data underlying each of these maps is limited, note the striking combination of factors that highlight the Rasht Valley as an area particularly in need of support for human security, especially in terms of education / training / empowerment and labour migration. The Valley has some of the districts with the highest proportion of young population, the highest proportion of adults with primary or no education, and the lowest labour force participation rates.

1. Population under 17 years old (% , 2000)

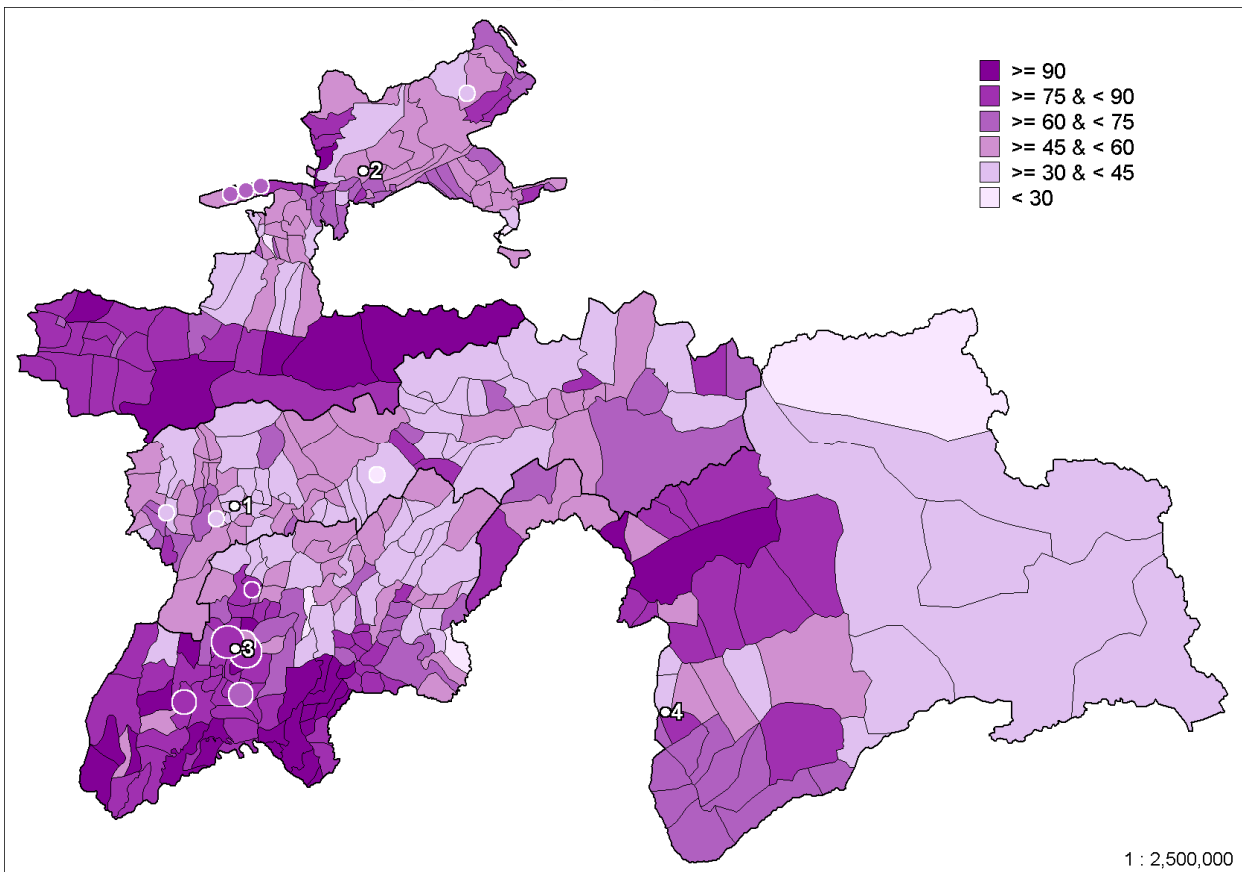


¹⁰ www.stat.tj/atlas/index.html and <http://www.untj.org/files/maps/>

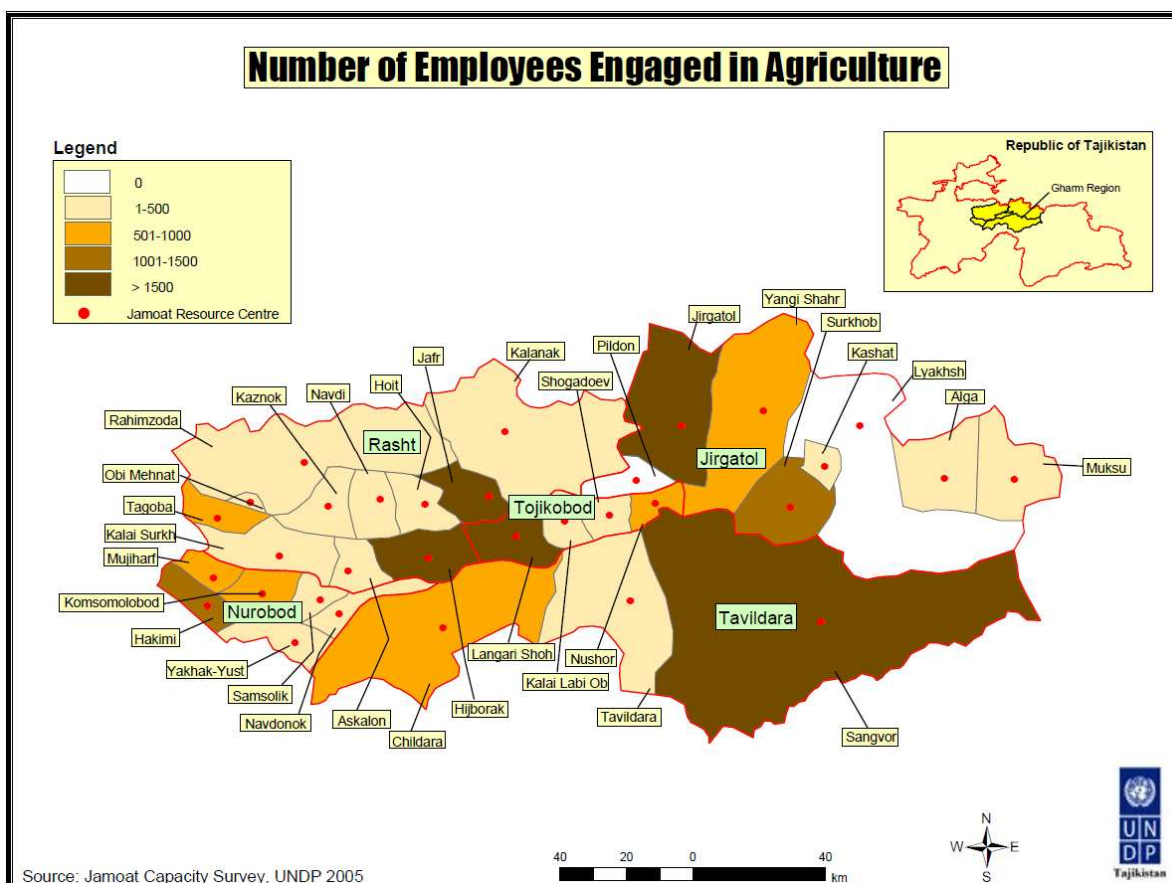
2. Percentage of population aged 17 or over with only primary or no education (2000)



3. Percentage of the working age population that are economically active (2000)



4. RASHT VALLEY:



E. Summary of face to face interviews: Rasht Valley and Dushanbe

1. Rasht Valley 29.11.2009 – 01.12.2009

29.11.2009 Childara jamoat, Tavildara district JRC and beekeepers' association

Participants:

- Chairman of beekeepers' association, Safarkhuja Halimov (SH);
- Member of Childara JRC Khalim Juraev (KJ);
- Chairman of JRC Davlat Aliev (DA);
- International expert Johannes Chudoba (JCh);
- Local consultant Mukarrama Burkhanova (MB)

A. Project activities:

ILO-funded project is being implemented since 2008 as part of the project by the Employers' Association of Tajikistan. The project boasts a number of accomplishments, including:

- A study class for beekeepers has been established by the Association: computers, library, furniture and equipment has been purchased;
- Assistance in renovating the Association building and its study rooms, in particular, doors have been purchased and installed;
- Honey packaging facility has been opened (however, it does not have a machine for producing frames and boxes required for beekeeping);

- Seminars have been conducted since 2008 for training and re-training (refresher courses) for beekeepers (10 seminars a year).

B. Statistics:

314 people have migrated out of Childara, of which 286 are men and 28 women. 45% of the migrants are under 18; 10% are retired. In 10-12 families the migrants have not returned home for a number of years. The total population is 5800 people, of whom 49% are women.

C. Beneficiaries:

- Migrants and prospective migrants;
- Local residents.

D. Accomplishments:

- 200 people have been trained at the seminars;
- After organizing training courses in 2009, the amount of honey produced has nearly doubled. In 2004 the average annual production was 40-50 tons, while in 2009 it peaked to 105 tons of honey, of the best variety in Tajikistan;
- Many project participants started their own businesses;
- The look and quality of the packaging has increased substantially;
- Requests have been received for further training and receiving micro-loans.

E. Issues faced during the project implementation:

- Limited electricity supply (from 5am till 8am and from 5pm to 8pm);
- The building construction was mostly funded by the association, thus it is still incomplete, due to lack of funds;
- Employees have never received salaries;
- Lack of access to micro-loans.

F. Prospects:

- Opening vocational training in Tavildara not just for the migrants, but also for the general public, on such professions as welders, gas-workers, etc.;
- Secondary schools are facing staff shortages: twelve schools do not have professional Russian and English language teachers;
- There are no activities by public organizations in the area;
- There are no legally functioning PEAs in the jamoat, while State Employment Service is only operating in the district center; there is a lack of information on legal and illegal migration;
- Salaries at the local market are low, therefore the majority of the population prefer to leave for Russia. Only 150 people are working at Rogun hydroelectric power plant.

30.11.2009 VET #61, Gharm.

Participants:

- Director VET #61 Ayniddin Rahmonov (AR);
- Masonry trainer Manzarsho Musoev (MM);
- Russian language teacher – Diana Schavel (DS).

A. Project activities:

ILO and Construction Workers' trade union of Tajikistan have signed an agreement to train labor migrants. 3-month courses were conducted for people aged 18 to 35, combining Russian language and vocational training on the profession of choice. The particular feature of this training is that it is confirmed by the Ministry of Education certificate (acknowledged in Russia and Kazakhstan); at the end of the training the participants also receive construction workers' trade union tickets. Since migration is a seasonal phenomenon, the training is conveniently timed to when the migrants return home. Another positive moment is that the training is based on

Rogun Hydroelectric Power Plant, so the trainees are offered to work at the Rogun construction site. Additionally, UNDP organized a study tour to Krasnoyarsk as part of the project, where we studied the experiences of other countries in this field. Due to the efficiency of these courses, people are asking to continue them.

B. Beneficiaries:

- Migrants and prospective migrants

C. Achievements:

- Convenient short-term training;
- Receiving a certificate from the Ministry of Education and construction workers' trade union ticket (both acknowledged in Russia);
- Starting February 2009, 100 people from Rasht district (from all five districts) have attended the training;
- 30 trainees will be sent to the construction of Rogun Hydroelectric Power Plant;
- The program has additional training on the issues of migration, history and psychology of the Russian people;
- During the study tour to Krasnoyarsk (September 6-12, 2009), in addition to learning, we were busy searching for prospective partners, visited a local vocational school and established cooperation. The specialists from the Russian vocational school are expected to visit us in March 2010.

D. Issues faced during the project implementation:

- Old training methods were used;
- Many more people wanted to attend the training than could be accommodated.

E. Prospects:

- Improvement of the curriculum is under discussion. Since the training used old curriculum, it would be much better to train the students using modular training techniques;
- The courses need to continue, as there is high demand for this training.

30.11.2009 NGO "Development Center", Gharm

Participants:

- Head of the NGO, Matluba Rajabalieva (MR);
- Trainer Bahridin Shermatov (BS);
- Trainer Zayniddin Niyazov (ZN)

Beneficiaries:

- Dilorom Mirzoeva;
- Mavzuna Shoidova;
- Nazira Kamolova;
- Sangina Tojiddinova;
- Sayehat Mahmadvkulova

A. Project activities:

ILO project is aimed at implementing the training program "Start and improve your business". An initial survey was conducted, to determine the training coverage. Overall, eleven 5-day trainings were conducted in five jamoats (N. Mahsum, Kalan, Kal'ai-Surh, Gharm, B. Rahimzoda). The trainings were conducted in those villages that had not been touched by any activities before.

B. Beneficiaries:

- Female migrants;

- Women, members of migrants' families

C. Accomplishments:

- 176 people were trained at the seminars (out of 200 planned);
- After the training started in 2009, 50% of the trainees opened their own businesses, 43 requested additional consultations to start own business operations;
- It was agreed with the First Microfinance Bank (FMFB) that the beneficiaries would receive interest-free or low-interest loans.
- The banks are happy with the beneficiaries' work, as the participants were also trained to apply for and receive micro-loans at the local financial institutions;
- Before attending the training, the beneficiaries could never calculate their budget properly, identify costs and revenues. They set the prices for their goods approximately. After attending the training they learned a lot, including how to calculate net profit, pay taxes and set prices.

D. Issues faced during the project implementation:

- 24 women selected for the training could not attend due to family circumstances (no one to look after the children, etc.), remote location, social problems (need to work, etc.), thus only 176 out of 200 participants were trained. The main difficulty now is that women have to do men's jobs, while their husbands are working outside the country;
- There are problems with receiving micro-loans. In addition to the ones indicated above, women often borrow from other women – this is the traditional way in Gharm. Unfortunately, the Centers could not organize their own microfinance organizations. The National Bank license is quite expensive – around 800 US dollars, so JRCs stopped disbursing micro-loans since 2007.

E. Prospects:

- Activities like wool treatment or natural fruit juice production could be established in places like, e.g., Shuleh jamoat. There are also women who would like to open dress-making studios;
- Organizing more study tours to host countries.

30.11.2009 UNDP Office, Gharm.

Participants:

- UNDP Gharm AO Manager, Mr. Daler Javadov
- UNDP Gharm AO Civil Society Advisor, Mr. Muhamadi Safolov
- UNDP Gharm AO Civil Engineer, Mr. Gulos Sherzamonov
- UNDP Gharm AO Program Analyst, Ms. Zebigul Shehova
- UNDP Gharm AO Economic Development Advisor, Pulot Jumaev

A. Project activities:

- The CDECIMM launched its activities in 17 Jamoats of Rasht valley in January 2008, following the signing of agreement between the ILO and UNDP
- UNDP established two new JRCs in Jamoats Yasman and Khijborak, where JRCs were not functioning for institutional support and capacity development.
- Micro-credits for the amount of \$118,500.00 were distributed among migrant households of 11 Jamoats

B. Statistics:

- In the first year of project implementation, the project has covered 288 beneficiaries of 5 Jamoats. Through supporting of additional 6 Jamoats in 2009,

the beneficiaries figures has reached 715, of which 245 are women in the second year.

C. Beneficiaries:

- Migrants and prospective migrants
- Local residents.

D. Accomplishments:

- In the first year of project implementation, Initiative Migrants Groups were established across 15 Jamoats within Rasht Valley, with the purpose to mobilize target communities in remittances based sub-projects initiatives. So, 15 Tripartite MoUs have been signed between UNDP, JRC and IMG for the amount of \$67,500.00, and a total of 21 sub-projects were implemented in target Jamoats. On average, from the planned \$4,500.00 contributed to each Jamoat, migrants communities have contributed \$5,200.00, which is USD 700 more than project has initially envisaged.
- 1 physiological room created under health center of Jamoat Navobod, which apart from Navobod, covered another 4 neighboring Jamoats totaling of 30,220 with access to medical care and enabling them to save both transportation costs and time; 6 permanent job places (1 physiologist, 2 nurses and aid-women) created for provision of medical care to patients at the local health center in Navobod settlement.
- 2 roads and 2 pedestrian bridges rehabilitated/constructed, providing 8,567 community members of 4 Jamoats with improved opportunities to communicate, access services and transport agricultural produce to neighboring towns and villages;
- 1 flourmill and 1 wood processing workshop constructed to provide agro-processing services and building materials for 1,030 community members within 2 Jamoats; permanent job-places (2 millers and 2 woodworkers) created for provision of services to community members within 2 Jamoats
- Training on Start and Improve Your Business for representatives of all 38 JRCs of Rasht valley, Jamoats and credit officers of MFIs, who are involved in business service delivery for community;
- Study tour to Krasnoyarsk city of Russian Federation for 15 representatives from JRCs, migration agencies and TUs to share experiences on effective migration management amongst Tajik and Russian migration agency counterparts, to meet with labor migrants to observe their working conditions, welfare and life standards, to meet and negotiate with migrants associations and Tajik diaspora to defend labour's rights, and to establish close contacts between Tajik diaspora and their communities in Rasht valley to invest in local community development
- training on household budgeting has been conducting by the NGO "Association of Adults Education of Tajikistan" for 100 women-beneficiaries of 17 target Jamoats.

30.11.2009 Modular training center

Participants: Centre director, Tugon Abdujabborov (TA)

A. Project activities:

- As part of our joint project, we could strengthen their material capacity. Now training is offered for such professions as gas welders, electric welders, car

mechanics, carpenters, farmers, accountants, seamstresses (started this year), electric and household appliance repair technicians;

- Under the application provided, 50 people were to be trained. However, the actual training was conducted for 57 people. The report has been provided to ILO. The second tranche is expected. As part of the project, study tours were also organized, including one to Kiev, where we met the management of Kiev Modular Training Center. Another study tour to Moscow was arranged to absorb Russian practices and experiences.

B. Beneficiaries:

- Migrants and prospective migrants

C. Accomplishments:

- 57 people trained;
- The training and professions offered will be in more and more demand with time, for example, construction of Rogun hydroelectric power plant requires trained specialists;
- A car mechanics' class has been opened at the Center. One of the trainees is already working as the trainer in this class. Another one has opened vulcanization workshop. There are positive changes, so the training needs to be continued and its technical capacity increased. There are plans to improve the classes. ILO has received a lot of materials and training documents, which were purchased through a tender;
- A computer class with ten PCs has been opened;
- Trainers have been invited to conduct classes in ILO groups on the issues of labor migration and trafficking in people.

D. Issues faced during the project implementation:

- Not all the government structures understand modular training;
- Many people are willing to continue the training, but the future is still uncertain.

01.12.2009 Rasht district executive authorities.

Participants:

- Deputy Chairman Davlatpocho Mirzoev (DM);
- UNDP Gharm, Muhammadi Safolov (MS)

A. Position:

We are grateful to ILO for the project supporting, among others, Rash Valley, as the project helped us achieve a lot, namely:

- Effective usage of remittances;
- Training women the basics of running a business;
- Creating jobs;
- Training migrants;
- Training the people through vocational schools and other trainings;
- Strengthening the infrastructure of the valley by supporting the construction of bridges, small hydroelectric power plants, and other facilities.

B. Statistics:

In an area where about 7000 people are labor migrants, the value of the project increased further with the onset of the crisis. In particular, the issue of disbursement and usage of micro-loans is important. The women have started using their funds more efficiently. For example, out of the 250 people trained by the project, 100 were women.

C. Suggestions:

- In the future, include the representatives of local executive and law enforcement authorities into the study tours. The hosts also requested arrival of the government representatives;
- Establish more efficient exchange of information between the government and international, non-governmental organizations;
- Connections to Tajik diasporas abroad could also be strengthened; for example, Tajik diasporas and labor migrants have already contributed to building Rogun hydroelectric power plant.

2. Dushanbe, 02.12.2009 – 04.12.2009

02.12.2009 ILO National Coordinator, Sobir Aminov

A. Accomplishments:

- The main activities have been implemented; however, the quality of the work performed by the implementing partners is quite another issue. Even as we started project implementation, we saw how ambitious it was.

B. Issues faced during the project implementation:

- Program officers implementing the project did not take part in its design;
- Besides, the project officially started in June, while ILO program staff were hired in November 2007;
- Issues related to project management;
- Coordination between ILO and UNDP;
- Coordination within UNDP;
- Tajikistan's unpreparedness to sign an Agreement with Kazakhstan

C. Prospects:

- UNDP project proposal has been presented, as the project will be a regional one. The project has been presented to the donor, and a response is expected. However, this is not the second phase of an existing project, but a completely new project altogether.

02.12.2009 Japanese Embassy

Participants:

- Responsible: Yoshihiro Nakayama (YN)
- Special analyst, Nagao Hiroshi (NH)

A. Activities supported by the Government of Japan:

- Border control issues;
- Humanitarian safety issues (in particular, this includes about 20 projects aimed at poverty reduction, such as construction of schools, hospitals, supporting agricultural sector, etc.) – that is, these projects are aimed directly at benefiting the people.

B. Prospects:

The main direction remains unchanged – poverty reduction in Tajikistan. There are issues even with drinking water. Border crossing and electricity are also among high-priority issues.

02.12.2009 IOM Mission

Participants: Head of the Mission, Zeynal Hajiev (ZH)

A. Activities together with ILO:

- Trainings, seminars;
- Research;
- Adult education centers.

B. Issues:

- Exchange of information;
- Overlapping activities.

C. Prospects:

Since labour migration will remain a pressing issue for Tajikistan for the next ten years at least, IOM will continue implementing programs in this area. In particular, providing assistance to the Government of the Republic of Tajikistan for institutional capacity-building.

03.12.2009 Federation of independent trade unions of Tajikistan (FITT)

Participants:

- FITT Chairman Murodali Salikhov (MS)
- Deputy Chairman Karchi Karimov (KK)
- Deputy Chairman Bahtier Abdulloev (BA)
- Deputy Chairman Iskandar Abdiev (IA)
- Head of legal department Ismoil Fayzov (IF).

A. Project activities:

Project activities included such components as:

- Ensuring people's safety;
- Microcredit;
- Preparing victims of trafficking to future migration. An information campaign was conducted, with trade unions taking active part in its implementation;
- A Migration center was established on the basis of trade unions, with branches in three regions of Tajikistan. The unions helped send 1500 people abroad;
- Training courses were conducted in Rasht. Short-term training courses were organized in three regional centers, with state certificates issued upon completion of the training. Trips to railroad stations, airports and other places frequented by migrants were organized, to distribute information on migration;
- Working trips were also arranged to the Ukraine and Kazakhstan. The issues discussed included expansion of cooperation with other countries. In the Ukraine, the idea of bilateral cooperation between the trade unions of the two countries was also welcomed.

B. Statistics:

Trade union membership is showing positive dynamics. There are currently 45,000 trade union members among labour migrants, up from 10,000.

C. Beneficiaries:

- Migrants and prospective migrants;
- Local residents.

D. Issues faced during the project implementation:

- Delays in funding;
- Problems with organizing a telephone hotline for migrants.

E. Prospects:

There is a single CIS confederation of trade unions, covering all but four countries of the Commonwealth. We need to establish cooperation in this direction, while also developing relations with China and Afghanistan. At the same time, we also need to open new jobs in small and medium enterprise sector.

03.12.2009 Ministry of Labour and Social Protection

Participants: Emin Sanginov, Deputy Minister

Issues related to the prospect of moving to cumulative pension system for promoting bilateral agreements with the countries of destination for labour migrants.

03.12.2009 Employers' Association of Tajikistan

Participants: Azizbek Sharipov (AS)

A. Project activities:

ILO established a Center (in a building constructed by the people). ILO also organized trainings for migrants' families. In 2009 the Center trained 200 people. Additionally, the local government allocated 1 hectare of land for the Center, where training and production facilities will be built.

B. Prospects:

- Training of the trainers;
- Improving microcredit environment. A microfinance organization called "Farmer" has been established, but its portfolio is negligible. The organization was founded by the Employers' Association;
- Expanding the coverage of the training to include other profiles.

04.12.09 Constructions workers' trade union

Participants: A. Muborakshoev (AM)

A. Project activities:

Project 1. "Assistance to trade union involvement in improving professional skills and re-training migrants from Rasht zone with construction professions". Three-month training courses are arranged three times a year (2009); each is designed for 50 students;

Project 2. "Assistance to trade union involvement in protecting Tajik migrant workers' rights as a measure of countering illegal recruitment", for the total amount of US \$21,417;

Project 3. Training seminar on the issues of combating trafficking in people and forced labor with the core of unionized construction workers in Khatlon Region.

B. Statistics::

1500 people joined trade unions in 2009, in addition to the existing 4500 members – a total of 6000 members. According to the agreement, they become members of the construction workers' trade unions of Tajikistan, then joint the construction workers' trade unions of Russia. Currently, 2000 people have become members of the Russian trade union.

C. Accomplishments:

- Half of the people trained by the project (23) are already working in Tajikistan; 15 found work in Russia and 12 more are planning to migrate in spring. Data is being collected on other groups. Overall, 140 applications have been received instead of 50;
- Russian construction workers' trade union managed to assist in returning the wages to 60 trade union members (both from Tajikistan and Russia), totaling 5 million rubles.
- Three information centers were established to provide migration related information

D. Issues:

- Migrants' psychology, awareness and education level;
- Trade union development depends on funding. If funding is not available, work quality diminishes;
- Capacity of trade union workers;
- Lack of interest among the population and government officials;
- Some regional construction workers' unions ignore working with migrants, thus as part of the next project it would be advisable to raise this issue, so as to improve work in some regions;
- Cooperation: Ministry of Education, Migration Service under MIA of the Republic of Tajikistan, Ministry of Labor, economic agents (PEAs and SES), regional department of transportation (railroad);
- Delays of funding by project managers

04.12.2009 Human Rights Centre

Participants: Director of the NGO, Nurmahmad Halilov (NH)

A. Project activities:

Human Rights Centre was implementing the project "Training for key government officials and ILO's social partners on recent trends in migration and anti-trafficking". HRC staff was trained on the issues of forced labour and trafficking in people by Beate Andres. Modules and other materials were also prepared for the trainings.

The trainings were conducted for:

- Migration Service (Dushanbe, Kurgantube, Khujand, Rasht district)
- Judges and law enforcement officials (on specific issues related to judges, prosecution staff and MIA);
- NGOs, private employment agencies.

Changes to the legislation were proposed during the training.

Approximate coverage: about 180 people from among beneficiaries.

B. Prospects:

- Migration trends will develop and migration needs to be regulated, in order to protect the migrants;
- Establish a basis for small and medium businesses (survey of dekhkan households was conducted, which showed that most of them are not really independent. That is why we planned a project for dekhkan farms in Isfara, to organize its operation properly, develop the sense of independence and membership in the household);
- Heavy tax burden for small and medium enterprises;
- The trainings conducted were only an introduction to this area. Specialized trainings need to be continued. For example, we have an agreement with the Justice Council to conduct annual seminars. A similar agreement has also been achieved with the Prosecution Office. There is also an agreement with the Migration Service to conduct training for the MS staff.

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