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Evaluation

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LIST OF ACRONYMS

APVE	Agency for Primary Vocational Education (Kyrgyzstan)
CIS	Commonwealth of Independent States
CO	Country Office
CTA	Chief Technical Advisor
DAC	Development Assistance Committee
DWCPs	Decent Work Country Program
DWT	Decent Work Team
EA	Evaluability Assessment
EAEU	Eurasian Economic Union
EEC	Eurasia Economic Commission
ESS	Enterprise Skills Survey (Tajikistan)
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HQ	Headquarters
ILO	International Labour Organization
HR&GE	Human Rights and Gender Equality
LM	Labour Market
MTE	Mid-Term Evaluation
M&E	Monitoring & Evaluation
NPC	National Project Coordinator
NPSCs	National Project Steering Committees
PAC	Project Advisory Committee
PPP	Public Private Partnership
PwD	People with Disabilities
SDGs	Sustainable Development Goals
SKILLS	ILO Skills and Employability Branch
SMART	Specific, Measurable, Achievable, Relevant, Time-bound
ToR	Terms of Reference
TT WGs	Technical Thematic Working Groups
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDAF	United Nations Development Frameworks
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
YE	Youth Employment

EXECUTIVE SUMMARY

Project background

The project “From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II” is a 70-months, US\$4, 712, 652 second phase initiative, funded by Government of Finland and implemented by the International Labour Organization (ILO). From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan project supports the ILO tripartite constituents in Kyrgyzstan and Tajikistan to implement specific decent and safe labour-related issues related to the pursuit of Decent Work. Phase II was designed as a follow-up to the project “From the Crisis towards Decent and Safe Jobs in Southern Caucasus and Central Asia, phase I” implemented by the ILO from February 2010 to February 2014.

Evaluation background

Final evaluation covers the duration of the Project as a whole, 2014 – 2019, in both target countries and across all thematic areas. The evaluation covers all outcomes of the project, with particular attention to coherence and synergies across its components. Both countries will be assessed as a part of the desk review and visited for in-depth analysis and meetings with the Project partners, stakeholders and beneficiaries. The evaluation was conducted in the time period from 16 September to 29 November 2019.

The overall purpose of the Final Independent Evaluation will be to look at the achievement of project results, and on how the project conceptual approach could be improved for the future (i.e. applied to this and other regions of the world).

The objectives of the final evaluation are to:

- a. Assess the relevance of the project implementation strategy in collaboration with the project stakeholders;
- b. Assess the achievement of immediate objectives (effectiveness);
- c. Determine the efficiency of the project;
- d. Assess the sustainability of results and likelihood of long-term effects on the beneficiary institutions, national systems, policies;

- e. Identify the supporting factors and/or barriers, constraints;
- f. Identify lessons learned, especially regarding models of interventions that can be replicated in the region;
- g. Provide technical recommendations regarding the most appropriate next steps in the project main subject areas for the use of the ILO and project stakeholders.

Evaluation findings and its recommendations will be used by the Project team to improve the project conceptual approach for the future (i.e. applied to this and other regions of the world). Key project stakeholders, ILO Constituents and project beneficiaries were consulted throughout the evaluation process.

Evaluation’s methodology

The methodology of this evaluation adopted mixed methods approach with main focus being on qualitative techniques, but also including quantitative data collection.

The primary data was collected directly from stakeholders about their first-hand experience with the intervention through key Informants’ interviews and group discussions. Secondary data sources consisted of documentary evidence that has direct relevance for the evaluation, such as nationally and internationally published reports, project documents, monitoring reports, previous reviews, country strategic plans, employment policies and research reports, including comprehensive list of knowledge products produced by the project.

Evaluation findings

Relevance and strategic fit:

Strategic relevance of the project has been rated as high by all key stakeholders and constituents from all countries during the interviews. The project is well-aligned with countries’ national and regional priorities, strategies and plans, Decent Work agenda and the strategic ILO framework and other international development assistance programmes as well as the SDG targets 8, 1, 10. In terms of human rights, gender and disability inclusion, the project is coherent to global UN’s development, humanitarian, and human rights agendas and addresses human rights, gender

and disability inclusion at the activity level, via capacity building and awareness raising on best practices on ensuring human rights, promoting gender equality and disability inclusion into policies, programmes and tools. Project activities were highly relevant to the recommendations of CEDAW Committee on advancing employment opportunities for women and promoting ratification and/or implementation of the Convention on the Rights of Persons with disabilities, Maternity Protection Convention (No. 183) and the Workers with Family Responsibilities Convention (No. 156).

Effectiveness:

At the policy level, the Project has achieved tangible results in fostering adequate policy responses to employment, OSH and social protection. More than two hundred activities - technical consultations, workshops, capacity building events, research exercises and analytical assessments were conducted in both countries to support the constituents in the development of seven informed policies:

1. State Programme on Reducing the Level of Unregistered (Informal) Employment in the Republic of Tajikistan for 2019-2023 and its Implementation Plan
2. Medium-Term Programme on Promoting the Employment of Persons with disabilities and the Self-Help Group in Tajikistan for 2019-2021
3. Programme on Improving the system of labour rationing in Tajikistan for 2019-2026
4. State OSH Programme in Kyrgyz Republic and its Implementation Plan, 2019-2024
5. State OSH programme in Tajikistan
6. State Programme on Social Protection Development in Tajikistan for 2020-2024
7. Strategy on development of social sphere and labour in Kyrgyz Republic, 2019-2023.

At the capacity building level, key changes in constituents' capacities at the institutional level include enhanced capacities of national statistical bodies to conduct LMI analysis work based on ILO standards and recommendations in both countries; improved ability of labour inspectors to investigate occupational accidents, make reporting, etc. according to ILO OSH standards (in Kyrgyzstan) and increased

capacities of social partners to run social dialogue with governments to combat informality, defend rights of workers and challenge discriminative policies (in both countries). In Tajikistan, the constituents have not observed much impact made on issues related to OSH and more intensified work targeted at training of state Labour Inspectors was expected.

The project focused on promoting gender equality by raising capacity of the constituents on implementation of C183 and C156 in both countries. The project has achieved meaningful results on promoting disability inclusion. In Kyrgyzstan, it assisted at improving national SDG indicators focusing on disability and establishing the link between the SDGs and UN Convention on the Rights of PwD. In Tajikistan, the project assisted with assessing social protection services to support employment of PwD and review of the national draft Programme for employment.

The Project contributed to the achievement of the SDGs in both countries as prioritized in national sustainable development goals by developing informed national policies, enhancing capacities of the constituents to address informality and increase employment opportunities and extent social protection. Modernized national LMI systems, developed state programmes on OSH (both countries), wages (Tajikistan) and the state programme on Reducing Informal Employment (Tajikistan) contribute to the achievement of SDG 8. Improved national SDG indicators on disability in Kyrgyzstan, Programme on Promoting the Employment of Persons with disabilities, enhanced knowledge on maternity protection (C183) and work and life balance (C156) contribute to the achievement of SDGs 10 & 4.

The Project involved constituents on a tripartite basis in formulation of national policies in employment. Trade Unions were involved to a greater extent which resulted in the increased capacity to run social dialogue and address informality, while employer's organizations were not involved to the same extent, especially in Tajikistan.

Efficiency of resource use:

The Project utilized human, financial and technical resources to ensure maximum efficiency. All planned outputs are likely to be delivered by the end of the Project with 100% rate of achievement. The Project was efficient in applying technical expertise of its seven key specialists to ensure high quality expertise and at no additional cost. Also, the project efficiently collaborated with 33 external international experts (21 men and 12 women) from 11 countries. ILO International Training Center knowledge base was utilized to equip the constituents with knowledge on best international practices probated worldwide.

The project was also efficient in leveraging resources with other ILO's projects (G20 and YO) implemented in the region as well as with the resources of other international organizations. Specific examples include collaboration with the World Bank Project on running Labour Force Survey in the Republic of Tajikistan and participation in the international events (incl. sub-regional meetings on OSH and Annual Conference of Regional Alliance of Labour Inspectors (RALI) for CIS countries financed from ILO G20 and YE projects).

Impact orientation:

The Project is half a way to achieve significant impact on final beneficiaries – men and women, girls and boys, elderly persons and persons with disability who will enjoy quality jobs guaranteeing safety, decent remuneration and social protection at each stage of a person. To achieve this development objective, the constituents jointly conducted a comprehensive assessment of current social protection systems and OSH, prioritized the problems and developed informed policies at the national level.

The most significant effect the Project made both at economic and social level is that for the first time the issue of informal employment was targeted at the national policy level in both countries. Priorities identified as a result of ABND, concepts of SPF integrated into the developed policies of social protection in both countries and budget scenarios calculated. These results would serve as a practical

guidance to expanding social protection for vulnerable groups. Maternity protection and employment of persons with disabilities reinforced through actual policy development are of the most importance to economic and social development for both countries in light of their commitment to ratify relevant international conventions.

Project sustainability:

The majority of the stakeholders confirmed that adopted policies such as national programmes on employment, OSH and social protection would be implemented by the governments. On the other hand, government stakeholders expressed concern over actual implementation of the developed policies. ILO is expected to continue technical support to the governments to implement policies developed.

In both countries trade unions increased the capacity to conduct outreach campaigns on informal employment; this practice is likely to be sustained in future. Though employers' organizations were involved in social dialogue on informality, their voices remain quite weak. EESE survey conducted in 2015 and 2016 in Kyrgyzstan and Tajikistan didn't result in concrete policy changes on regulating business environment, additional advocacy efforts

Conclusions

Strategic relevance of the project has been rated as high by all key stakeholders and constituents from all countries. The project is well-aligned with countries' national and regional priorities, strategies and plans, Decent Work agenda and the strategic ILO framework and other international development assistance efforts. Project effectiveness is confirmed by tangible results achieved at policy level through fostering adequate policy responses to employment, OSH and social protection.

Project contributed to gender equality by raising capacity of the constituents in both countries on the implementation of C183 and C156. In terms of disability inclusion, the Project achieved quite meaningful results. In Kyrgyzstan, it assisted with improving national SDG indicators focusing on disability and

establishing the link between the SDGs and UN Convention on the Rights of PwD. In Tajikistan, the project assisted with assessing social protection services to support PwD employment and review of the national draft Programme for employment.

The most significant effect the Project made both at economic and social level is that for the first time the issue of informal employment was targeted at the national policy level in both countries. If effective implementation of policies developed ensured, we could expect greater number of men and women working formally, enjoying decent work and social protection.

Recommendations

The following five main recommendations are suggested for ILO DWT/CO Moscow for immediate action that do not require additional funding:

1. To develop explicit Capacity Building strategy including maintaining a data base of trainees disaggregated by age/sex, type of constituents, and the activity he/she took part in. Given the fact that target countries are prone to constant political and institution changes it is important to develop core training held on annual basis – maternity protection, OSH, informality, disability inclusion, youth employment.
 2. To develop explicit Gender Mainstreaming strategy to achieve tangible results at the development objective, outcome and outputs level. The strategy should be based on gender analysis and country performance under CEDAW convention and support country efforts in women’s employment.
 3. To develop explicit Communication Strategy and with targets and indicators set aimed to achieve tangible qualitative and quantity results. Number of persons reached sex/age disaggregated, number of engagements, and number of consultations provided with outreach campaigns, number of communication products produced, number of publications in mass media on informality, number of persons joined trade unions.
 4. To increase cooperation with the UNCT and other development actors to extent ILO’s expertise on employment of vulnerable groups to put principle “no one is left behind” in practice. The detailed chart of vulnerable groups should be developed to inform UNCT members on which UN agency, where and how addresses the needs of vulnerable groups and the potential synergies for cooperation to be put in practice.
 5. To establish cooperation with the Ministry of Finance, Ministry of Economy, National Committees on Women’s issue in both countries to maximize the impact of similar interventions and improve sustainability of the results.
- In addition, the following medium priority recommendations were developed for ILO Country offices and project teams in Kyrgyzstan and Tajikistan that require additional funding and can be considered for future interventions:
6. To conduct evaluability assessment of the Project’s design including development of M&E performance plan.
 7. To conduct independent Monitoring and Evaluation of the developed policies to find out what works and what not and develop ways for improvement in future.
 8. To conduct TOT in both countries on OSH aiming to raise capacity building of all LIs in the target countries, given the fact that their number is quite limited – this won’t be difficult to do.
 9. To develop national education programme on preparing LIs based on professional standards and ILO’s standards.
 10. To leverage capacity building efforts on capacitating trade unions and employers’ organizations; to enhance the capacity of employers’ organizations to engage into social dialogue and influence on their members.

1. INTRODUCTION

Current evaluation exercise is an independent Final Evaluation of the project “From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II”. The overall purpose of the Final Independent Evaluation is to ensure accountability, look at the achievement of project results for organizational learning, and on how the project conceptual approach could be improved for the future (i.e. applied to this and other regions of the world). The exercise is conducted in line with the ILO Evaluation Principles¹ and the UN Norms and Standards for Evaluation² and utilizes the findings of the Mid-Term Evaluation.

In line with the ILO’s Evaluation Policy (2017), projects with budgets over US\$5 million must undergo both a mid-term and final evaluation, both of which must be independent. In line with the donor agreement and ILO’s Evaluation policy, a Final Term Independent Evaluation (FTE) is being conducted to review the project performance and enhance learning within the ILO and among stakeholders. Findings and recommendations of the evaluation will also inform the ILO, the Donor and the Project’s stakeholders about the achievement of project results, as well as provide valuable inputs to strengthening the ILO’s management capacity.

The objectives of the final evaluation are the following:

- a. Assess relevance of project implementation strategy in collaboration with the project stakeholders;
- b. Assess achievement of immediate objectives (effectiveness);
- c. Determine efficiency of the project;
- d. Assess sustainability of results and likelihood of long-term effects on the beneficiary institutions, national systems, policies;
- e. Identify supporting factors and/or barriers, constraints;
- f. Identify lessons learned, especially regarding models of interventions that can be replicated in the region;
- g. Provide technical recommendations regarding the most appropriate next steps in the project main subject areas for the use of the ILO and project stakeholders.

Final evaluation covers the duration of the Project as a whole, 2014 – 2019, in both target countries and across all thematic areas. The evaluation covers all outcomes of the project, with particular attention to coherence and synergies across its components. Both countries were assessed as a part of the desk review and visited for in-depth analysis and meetings with the Project partners, stakeholders and beneficiaries. The evaluation was conducted in the time period from 16 September to 29 November 2019.

The evaluation integrates gender equality, disability inclusion and other non-discrimination issues as a cross-cutting concern throughout its methodology, analysis and deliverables. Gender concerns were addressed in accordance with the ILO Guidance note 4, “Integrating gender in monitoring and evaluation of projects”. Finally, the evaluation pays special attention to how the Project is relevant to the ILO’s Programme and policy frameworks at the national, regional and global levels, relevant Sustainable Development Goals (SDGs), UNDAF and national sustainable development strategies and other relevant national development frameworks, including relevant sectoral policies and programmes.

The findings of the evaluations and its recommendations will be used by the ILO and the Project team to improve the project conceptual approach for the future (i.e. applied to this and other regions of the world).

¹ ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations. 2012. URL: https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_168289.pdf

² Norms and Standards for Evaluation (2016). URL: <http://www.uneval.org/document/detail/1914>

2. PROJECT BACKGROUND

The project “From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (Project)” is a 70-months, US\$4, 712 652 million second phase initiative, funded by Government of Finland and implemented by the International Labour Organization (ILO). The project supports the ILO tripartite constituents in Kyrgyzstan and Tajikistan to implement specific decent and safe labour-related issues to the pursuit of Decent Work. Phase II was designed as a follow-up to the project “From the Crisis towards Decent and Safe Jobs in Southern Caucasus and Central Asia, phase I” implemented by the ILO from February 2010 to February 2014.

The project builds upon the results and lessons learned of Phase I (2010-2013), which targeted eight countries³ and had three main subject areas (Pillar 1: “Employment”, Pillar 2: “Occupational Safety and Health” and Pillar 3: “Social Security”) in which the ILO provided support to its tripartite constituents for the implementation of their Decent Work Agenda (with or without formal Decent Work Country Programmes/DWCPs).

Further to a successful completion of phase I in February 2014, the Donor decided to support the second phase, but to reduce the scope of intervention to two countries (Kyrgyzstan and Tajikistan). The project approach and strategy were elaborated based on the concept note developed by the ILO in close consultations with all the stakeholders.

The Development Objective of the project is to support inclusive job-rich growth, improve employment opportunities, working conditions and social protection of women and men, by contributing to the implementation of DWCPs in Kyrgyzstan and Tajikistan.

While there was no theory of change described in the project document per se, the project approach was largely based on the idea that by offering support on the variety of themes and issues covered by DWCPs/DW agenda in the target countries in line with country priorities it would help the countries to make progress on the path towards advancing decent work in all essential aspects.

2.1 The immediate objectives of the DW II Project

The initial project document contained 6 immediate objectives (outcomes). After the first year of implementation, during the meeting with the Donor in Moscow in May 2015 it was decided to better focus and restructure Phase II of the project adjusting it to the structure of Phase I with three Pillars (immediate objectives) in order to streamline the implementation and facilitate monitoring and reporting. The major reason for this were the cuts in the project financing for the years 2016-2017 announced in June and September 2015.

Below is the list of immediate objectives (as revised in November 2015):

1. At the end of the Project, capacity of constituents to promote more and better jobs, and to enhance employment opportunities for young people will have been improved. It is expected that constituents in the target countries will have improved technical and institutional capacity to promote more and better jobs, and to enhance employment opportunities for young people.
2. At the end of the Project, capacity of the constituents to provide support and promote OSH in their country will have been enhanced. It is expected that constituents in the target countries will have strengthened their capacity to contribute the improvement of working conditions through both

³ Central Asia – Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan; South Caucasus – Armenia, Azerbaijan and Georgia

tripartite dialogue and labour inspection monitoring, and through facilitation of transitioning from informal to formal economy.

3. At the end of the Project, capacity of constituents to extend national social protection systems will have been improved. It is expected that constituents in one target country will have improved their capacity to develop National Social Protection Floors (SPF) for guaranteeing minimum standards of living.

The outputs under the three Outcomes (immediate objectives) were revised accordingly, and their number reduced due to the changes in annual funds disbursement schedule by the Donor and in line with the corresponding priorities of the constituents.

2.2. Project strategy

The ILO Declaration on Social Justice for a Fair Globalization of 2008 institutionalized the Decent Work concept, developed by the ILO since 1999. Decent Work is captured in four strategic objectives - fundamental principles & rights at work and international labour standards, employment and income opportunities, social protection and social security, social dialogue and tripartism.

The ILO objective *Decent Work For All* is strongly promoted through the Decent Work Country Programmes (DWCPs), developed by the ILO and the tripartite constituents – Ministry of Labour, Trade Unions and Employers’ Organizations. The DWCPs ensure national commitment, and focus both national and international resources towards labour-related priorities. In Kyrgyzstan and Tajikistan, the ILO supported the elaboration and implementation of the DWCPs (with or without formally signed document) to which the project is contributing.

Phase II of the project builds on the achievements of the previous Phase I (2010-2013) and focuses on a deepened intervention scope to ensure sustainability, strengthened national ownership of results and long-term capacity building of local institutions and experts.

The approach in Phase II allows for a concentration of efforts, which will permit the project to have increased impact in implemented activities. Special attention is given to the social partners to facilitate them to gradually take a more active part in the social dialogue, enhancing the scope and impact of the social dialogue process. ILO Conventions and Recommendations, social dialogue and gender equality are an integral part in all activities of the project.

2.3 Wider collaboration at the global, regional and country levels

The project seeks synergies through coordination with other ILO projects, implemented by the DWT/CO Office in Moscow. The project Applying the G20 Training Strategy (“Skills project”) supports skills development systems that improve employability, promote access to employment opportunities and increase incomes for inclusive and sustainable growth. The project Partnerships for Youth Employment (“YE Project”) in the Commonwealth of Independent States aims to enhance regional capacity and cooperation on YE issues, strengthen the capacity of LM institutions to promote Decent Work for youth, and support the development and pilot implementation of YE policies and programmes. The three projects are complementing each other. One example of synergy are the peer reviews within the framework of the Regional Cooperation Network of youth employment (YE) institutions of eight participating countries, including Kyrgyzstan and Tajikistan, where the countries study and assess each other’s YE policies as part of cross-country cooperation and sharing of good practices.

The project is fully aligned with the ILO strategic policy framework for 2010-2015, P&B 2016-2017, and a new strategic policy framework for 2018-2019. Its results also correspond to SDGs 8 and 11 that were adopted since after its inception.

The project is aligned with the broader country cooperation frameworks, including the ILO Decent Work Country Programme in Tajikistan (2015-2017), and UNDAFs in Tajikistan (2010-2015; 2016-2020) and Kyrgyzstan (2012-2017; 2018-2022).

The project is also part of the Wider Europe Initiative (WEI), a bilateral cooperation programme in Eastern Europe, Southern Caucasus and Central Asia, launched by Finland in 2008, which seeks to promote stability, prosperity and well-being in the countries of the region.

While gender equality, disability inclusion and other non-discrimination issues were not specifically spelled-out at the project design stage, they were taken into account in project activities during the implementation.

2.4. Management set-up of the project

The project is managed by a Project Manager (CTA), assisted by an administrative assistant, who are based at the DWT/CO Office in Moscow. Since January 1, 2019 a second project assistant was recruited. There is a national project coordinator and a project assistant in Bishkek/Kyrgyzstan and a project assistant in Dushanbe/Tajikistan.

In terms of technical backstopping the project continues to make use of the strong knowledge and expertise of the specialists on Employment, Social Protection, Labour Inspection/Occupational Safety and Health, International Labour Standards, Employers' and Workers' activities, based in the DWT/CO-Moscow. Additional technical support is provided by the relevant ILO headquarters technical departments (EMPLOYMENT, GOVERNANCE, SOCPRO, WORKQUALITY, ACTEMP, and ACTRAV).

The Project Board (PB) consisting of the CTA, DWT/CO Moscow specialists and the Donor - the Ministry for Foreign Affairs of Finland, meets annually to review the project's progress and annual work plans, and to provide general advice to the project.

2.5. Key results achieved

By the end of the project, the Project has managed to achieve the following key results in employment, OSH, social protection and other challenges it was addressing:

- Improved national statistics systems in Kyrgyzstan: development and application of a new methodology for measuring/calculating labour productivity; improvement of terminology and definitions and updating the questionnaires, in line with recommendations of the 19th ICLS; improved capacity in measuring and assessing informality. Support to defining the national additional SDGs indicators, related to Decent Work (2018-2019) and Convention on the Rights of Persons with Disabilities.
- Improved national statistics systems in Tajikistan and initiation of the process on reforming wages policy and work standard setting in Tajikistan. Review of wage scales in the public sector. The draft Concept on improving work-standard setting and wages policies till 2023 developed on a tripartite basis, positively reviewed by 26 ministries/agencies and submitted to the Government for approval (2018; expected to be endorsed in 2019).

- Diagnostics and policy advice on informality in Tajikistan. Two diagnostic reports on informality developed: a statistical one and a “qualitative diagnostic” assessing the nature, conditions and some factors of informal employment, based on surveys with employees, trade union representatives and employers (2018). Based on diagnostics, **Programme on reducing the level of unregistered (informal) employment for 2019-2023** and its **Implementation plan** developed by the Ministry of Labour, Migration and Employment of Population, in close consultations with key ministries and social partners, with the ILO technical and expert support (2019) and endorsed on 30 August 2019.
- In both countries the project has updated national OSH profiles in cooperation on a tripartite basis which served as a baseline for the development of the following policy responses - **State OSH Programme in Kyrgyz Republic and its Implementation Plan, 2019-2024; TJK.**
- In both countries the Project conducted research and produced EESE reports based on ILO’s methodology – “Developing an enabling environment for sustainable enterprises” (EESE). Further work was intensified in Kyrgyzstan when findings of EESE were used by EOs to develop five proposals on enabling business environment.
- Increased awareness and knowledge on informality in Kyrgyzstan and Tajikistan targeting final beneficiaries (men and women) in cooperation with trade unions. The mobile theatre project “Come out of the shadow! Work formally!” as an instrument for awareness raising on informality and the role of TUs in promoting formalization was conducted in 28 cities across Tajikistan. In Kyrgyzstan the trade unions conducted an awareness-raising campaign for formalization through the social advertisement campaign on TV. Five cartoons on informal employment were produced and broadcasted on national and regional TV channels starting from May 2016, upon official requests (letters) by the Ministry of Labour, thus covering thousands people.
- In both countries, Assessment-Based National Dialogues (ABND) on Social Protection Floors (SPFs) have been initiated and completed, with ABND final reports’ recommendations developed and submitted to the Government (2017-2018). In Kyrgyzstan, the ABND assessment report was used during the MAPS mission as a background analysis for developing SDGs accelerators for Kyrgyzstan (2018). **State Programme on Social Protection Development in Tajikistan for 2020-2024** and **Strategy on development of social sphere and labour in Kyrgyz Republic, 2019-2023** were developed by the states as a result of this intervention.
- Through the project, the ILO has provided technical support and advice on maternity protection issues through the capacitation of constituents in both countries starting from conducting training for trainers in ITC, Turin and multiplying the results on the ground. More than hundred social security and maternity protection experts from government, trade unions and employers’ organizations were trained with the ILO support. In addition, the Project conducted analysis of national legislation with regard to C183 (ILO’s maternity convention) in both countries with the provision of recommendations. In 2019 ILO supported Kyrgyzstan on preparation of the **Road map for ratification of C183.**
- In both countries, the project has supported the work of constituents on disability issues. In cooperation with the G20 Project constituents from both countries participated in regional workshops “Disability inclusion in employment”. In 2019 Kyrgyzstan, following the ratification of the Convention on the rights of persons with disabilities, the Project provided technical assistance on improving national SDG indicators focusing on disability. In Tajikistan, by providing technical expertise and support in reviewing and finalizing a national **Programme for employment of persons with disabilities.**

3. EVALUATION BACKGROUND

Current evaluation exercise is an independent final evaluation of the project “From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (DW Project)”. ILO considers evaluation as an integral part of the implementation of development cooperation activities. Provisions for evaluation are made in all projects in accordance with ILO evaluation policy 2017 and established procedures, which provide for systematic evaluation of programmes and projects in order to improve quality, accountability, transparency of the ILO’s work, strengthen the decision-making process and support constituents in forwarding decent work (see ILO policy guidelines for results-based evaluation⁴).

In accordance with the established rules and requirements, the DW project II is subject to two independent evaluations - a midterm (2016) and a final evaluation (scheduled for the second half of 2019). The Mid-Term Evaluation assessed the progress made towards the achievement of project outcomes, provided suggestions on how to improve programming and implementation for the remaining duration on the project. Recommendations of the Mid-Term Evaluation are taken into account during Final Independent Evaluation.

The overall purpose of the Final Independent Evaluation is to ensure accountability, look at the achievement of project results for organizational learning, and on how the project conceptual approach could be improved for the future (i.e. applied to this and other regions of the world).

The Final Evaluation used the findings of the Mid-Term Evaluation.

The objectives of the final evaluation are to:

- a. Assess relevance of the project implementation strategy in collaboration with the project stakeholders;
- b. Assess achievement of immediate objectives (effectiveness);
- c. Determine efficiency of the project;
- d. Assess sustainability of results and likelihood of long-term effects on the beneficiary institutions, national systems, policies;
- e. Identify supporting factors and/or barriers, constraints;
- f. Identify lessons learned, especially regarding models of interventions that can be replicated in the region;
- g. Provide technical recommendations regarding the most appropriate next steps in the project main subject areas for the use of the ILO and project stakeholders.

This final evaluation covers the duration of the Project as a whole, 2014 – 2019, in both target countries and across all thematic areas. The evaluation covers all outcomes of the project, with particular attention to coherence and synergies across its components. Both countries were assessed as a part of the desk review and visited for in-depth analysis and meetings with the Project partners, stakeholders and beneficiaries. The evaluation was conducted in the time period from 16 September to 29 November 2019. The total number of days to complete full assignment was 30 work days.

The evaluation integrates gender equality, disability inclusion and other non-discrimination issues as a cross-cutting concern throughout its methodology, analysis and deliverables. Gender concerns will be addressed in accordance with the ILO Guidance note 4, “Integrating gender in monitoring and evaluation of projects”. Finally, the evaluation paid special attention to how the Project is relevant to the ILO’s

⁴ ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations
http://www.ilo.org/eval/Evaluationguidance/WCMS_168289/lang-en/index.htm

Programme and policy frameworks at the national, regional and global levels, relevant Sustainable Development Goals (SDGs), UNDAF and national sustainable development strategies and other relevant national development frameworks, including relevant sectoral policies and programmes.

The evaluation included three phases- (a) inception phase, which included desk review and preparation of the inception report, (b) data collection phase, which includes field visits in both countries and interviews with ILO constituents, donors and key project partners and beneficiaries; and (c) report writing phase, which includes drafting the report based on the inputs from discussions and the interviews with key stakeholders and analysis of desk review and preparing final report.

The findings of the evaluations and its recommendations will be used by the ILO and the Project team to improve the project conceptual approach for the future (i.e. applied to this and other regions of the world). Key project stakeholders, ILO Constituents and project partners were consulted throughout the evaluation process.

The evaluation will serve the following - external and internal - clients' groups⁵:

1. ILO tripartite constituents and national project partners in Kyrgyzstan and Tajikistan
2. ILO management and technical specialists (in the ILO DWT/CO Moscow and cooperating departments at the Headquarters)
3. Project staff
4. The Donor
5. Ultimate beneficiaries – women and men in the informal and formal economy

4. EVALUATION METHODOLOGY

4.1. Evaluation principles

The ILO adheres to the UN System Evaluation Norms and Standards and applies the OECD/DAC Evaluation Quality Standards. Therefore, in conducting the independent end-term evaluation, the Evaluator complied with the evaluation rules and standards of the United Nations System, as well as the Evaluation Quality Standards of OECD/DAC, the United Nations Evaluation Group standards and ILO Evaluation principles to ensure that ethical safeguards concerning the independence of the evaluation are followed at all stages of the evaluation process. These international benchmarks require that gender and human rights are taken into consideration in evaluations. Thus, gender and human rights considerations were taken into consideration during the Mid-Term evaluation. Finally, ethical safeguards concerning the independence of the evaluation were ensured at all stages of the evaluation process.

4.2. Evaluation criteria and questions

The evaluation followed the UN Evaluation Standards and Norms, the Glossary of key terms in evaluation and Results Based Management utilizing OECD DAC evaluation criteria. For each criterion, specific evaluation questions were suggested during the inception phase based on the Terms of Reference (Annex A). Full list of the evaluation questions is present below:

Relevance and strategic fit- the extent to which the objectives are in keeping with local, national and sub-regional priorities and needs, Constituents' priorities and needs, and the Donor's priorities for the project countries.

⁵ in accordance with TOR

- To what extent is the project relevant to the evolving needs of the key stakeholders, including the Ministries of Labour, trade unions and employers' organizations of the target countries?
- How well has the project adapted during the implementation?
- To what extent are the objectives and interventions consistent with the beneficiaries' requirements and relevant to the needs of the project countries (local, national and sub-regional)?
- To what extent does the project align to the national priorities, strategies and plans in the project countries (in terms of decent and safe jobs and broader national development objectives)?
- To what extent is the project relevant to the DWCPs of the project countries and to relevant programmes and budget outcomes of the ILO?
- To what extent does the project complement and fit with current ongoing UN programmes and projects in the countries?
- To what extent did the project objectives and interventions consider relevant SDG targets and indicators?
- To what extent does the project relevant/responds to the needs of the ultimate beneficiaries (women, youth, and vulnerable categories)?
- To what extent does the project strategically mainstream gender, human rights and disability inclusion?

Effectiveness- the extent to which the project can be said to have contributed to the development objectives and more concretely whether the stated outputs have been produced satisfactorily; in addition to building synergies with national initiatives and with other donor-supported projects

- Have the project outcomes (immediate objectives) been achieved? Has the project been effective in fostering adequate policy responses to employment, OSH, social protection and other challenges it was addressing?
- How effectively have stakeholders been involved in the implementation? Are they 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 at the institutional and individual level (knowledge, skills, behavior, work practices)?
- Are there any unintended, positive and negative, results of the project?
- How have gender and disability issues been taken into account during the implementation?
- How have the relevant international labour standards been taken into account during the implementation?
- What has been the project's contribution to SDGs and related targets as prioritized by the national sustainable development strategies?
- What was the project contribution to the achievement of the relevant ILO target country programme outcomes (CPOs) in 2018-2019 in both countries in accordance with the current ILO Programming Framework?
- To what extent has the project adapted its approach to specific country contexts? Has it been responsive to political, legal and institutional challenges where it operates?
- Has the project made strategic use of coordination and collaboration with other ILO projects and with other partners to increase its effectiveness and impact?
- How effectively the synergies are built with national initiatives, with other donor supported projects in the countries? How UNCT cooperation is utilised?
- How effectively did the project monitor performance and results? Had M&E plan been implemented in a consistent manner? If not, what are the reasons?
- How effective is the project communication strategy? How effective is the knowledge management strategy?

Efficiency- the productivity of the project implementation process taken as a measure of the extent to which the outputs achieved are derived from an efficient use of financial, material and human resources, effectiveness of management arrangements

- Have the resources (technical expertise, knowledge base, networks, staff, time, administrative and other resources) been used in an efficient manner?
- Have the project management arrangements been adequate to ensure quality implementation?
- Have the project outputs been delivered in a timely manner? If not, what are the factors that have hindered timely delivery of the outputs?
- To what extent project resources been leveraged with other related interventions to maximize impact, if any?
- Was the budget spent according to the proposed budget lines?
- Are the project's reporting lines and management arrangements conducive to efficient implementation?
- What is the optimal staffing / implementation arrangement to ensure an effective delivery of outputs?
- What are the good practices of efficient use of resources which could be shared?

Impact- positive or negative changes and effects caused by the Project at the sub-regional and national levels, i.e. the impact with social partners and various implementing partner organizations

- Is the project likely to produce a tangible impact on target groups, systems, institutions?
- Do the government institutions fully support the initiatives taken by the project?
- To what extent have ILO Constituents been involved in the implementation of the project and what the effects of this engagement?
- What is the most significant change/effect the project brought so far at social and economic levels? Are there any negative effects the project producing?

Sustainability- the extent to which adequate capacity building of project stakeholders has taken place to ensure that mechanisms are in place to sustain activities and whether the existing results are likely to be maintained beyond project completion.

- What is the likelihood of sustainability of outcomes beyond the life of the project? Are the national partners able to continue the project agenda and results after the end of the project (capacity of people and institutions, laws, policies)?
- What are the key project achievements thus far that could be sustained? What are the lessons learned, good practices/experiences that are worth highlighting?
- How effective has the project been in establishing national/local ownership? Are project specific results, outcomes/outputs embedded in the national institutions and will be sustained and utilized after the end of the project? What are the mechanisms which ensure sustainability?
- To what extent can the outputs be expected to be sustainable over the medium-term 5-10 years?
- What are resources available for running similar exercises in the future?
- What can be done to enhance the sustainability of the project and strengthen the uptake of the project outcomes by the national stakeholders?

4.3. Evaluation methods, data collection instruments and data sources

In terms of data collection, the evaluation applied a mixed-method approach, with the main focus being on the qualitative techniques, but also including quantitative data obtained through the review of the project documents and reports, including monitoring matrices. Also, policy papers, knowledge products produced by the project were reviewed and analyzed.

To strengthen the credibility and usefulness of evaluation results, the evaluation team used both primary and secondary data sources. The primary data was collected through Key Informants' Interviews (conducted via skype and in person) and group discussions. In-depth interviews in the field and with the ILO Project Management Team and group discussions facilitated deeper understanding of current progress of the project and key factors contributing to the change. Nationally and internationally published reports, project documents, monitoring reports, previous reviews, country strategic plans, and research reports were also analysed as secondary data sources, to verify and validate the results of the interviews. Using both primary and secondary data sources was crucial since it allowed enhancing validity of the results of evaluation.

Following a preliminary document review and initial consultations with the ILO Project Management Team, the Evaluator produced an inception report that outlined the detailed evaluation methodology, the evaluation matrix and data collection tools and instruments, including interview guides.

The desk review stage included analysis of the following documentation: strategic regional documents; key project documents, including progress reports, work plans and monitoring matrices; evaluation reports from the previous phase; country strategic plans, and research reports, publications produced by the project and other relevant materials. In total, 27 policy documents were reviewed and analyzed, for full list of the documents analyzed by the evaluator please see Annex D. Also, Evaluability of the Human rights and Gender was conducted during desk review. Summary of the Evaluability exercise is available in Annex E.

At the field stage, data collection missions were conducted to Bishkek city, Kyrgyzstan (26-28 September 2019) and Dushanbe city Tajikistan (30 September – 2 October 2019). During these missions, the Evaluator held individual and group interviews with the ILO national project teams, key project stakeholders and partners (representatives from the government bodies, national statistical institutions, employers and trade unions). In total, 23 individual interviews and nine group discussions were conducted during the field stage engaging 47 participants (20 men and 27 women). Women constituted 57% of the key informants interviewed. As for the affiliation, the largest group of the key informants represented ILO (34%) and government institutions (36%). Summary statistics on key informants' interviews conducted disaggregated by gender, location and stakeholder status as well as the list of all persons interviewed are available as Annex F.

Data analysis is done using triangulation method, to validate the main findings of desk research and primary data collection, to eliminate inconsistencies in the findings and ensure quality control. In addition, several post-field consultations were conducted with the ILO Project Management Team to validate the results of the evaluation.

4.4. Limitations of the evaluation

Two major limitations for the evaluation are the time available for data collection and memory bias on the part of the stakeholders engaged in this evaluation. This means that the evaluator was not able to meet with all project beneficiaries in the countries visited to conduct the interviews. Therefore, the project staff have identified a selection of the project partners and beneficiaries for the evaluators to meet based on the degree of cooperation and accessibility of travel within the given time period available for the field mission.

Hence, the evaluation covered the whole period of the implementation of the Phase II from its start in 2014 – some stakeholders were not involved in the Project from its start and / or have not recalled some Project's activities / events in detail due to the quite long time passed. Also, no major events were planned

during the time of this evaluation thus such data collection method as visits on sites and observation was not applied which of course limits the scope of this evaluation.

5. KEY FINDINGS OF THE EVALUATION

This Section is organized according to the evaluation criteria presented in the TORs and analyses of the factual evidence available. A brief summary on key findings for each evaluation criteria is presented at the end of each subsection.

5.1. Relevance and strategic fit

Relevance and strategic fit - the extent to which the objectives are in keeping with local, national and sub-regional priorities and needs, Constituents' priorities and needs, and the Donor's priorities for the project countries.

5.1.1. Consistency of project objectives and interventions with the beneficiaries' requirements and relevance to the project countries' needs (local, national and sub-regional)

The Project secured strong alignment with national priorities, strategies and plans at two levels. First, the project responds to the strategic needs and priorities articulated in the national development strategies, visions and action plans (frameworks, programmes) for mid-term and long-term socio-economic development. Secondly, the project is consistent with sectoral and regional priorities, strategies and plans.

During the course of implementation of the Phase II (2014-2019) the Project continued complementing development efforts of the countries stipulated in their national strategies for sustainable development, development of labour market, statistics and achieving gender equality.

National Strategy for Sustainable Development of the Kyrgyz Republic 2018-2040, adopted in November, 2018, continues efforts outlined in the previous Strategy **(2013-2017)** based on long-term visioning and planning, including promoting of decent work agenda. Youth employment, gender equality, quality healthcare and social protection of vulnerable groups, including persons with disabilities and elderly citizens are the main pillars of the strategic vision which are in line with the project strategy. The project is relevant to the following measures of the National Strategy to be achieved by Kyrgyz Republic by 2023:

1. Building of new system of labour relations, new waging system based on hourly payment, fixed labour contracts, building capacity of the trade unions are in line with the project agenda (Task 1.15);
2. Review the legislation guaranteeing minimal social standards, to ensure the measurement of multidimensional poverty, to develop and incorporate allowances to disabled citizens based on labour and employment policy, to develop and adopt legislation acts regulating calculation and payment of the allowance for pregnancy and childbirth (Task 1.16);
3. "Reforming of the pension system and its sustainability" underlines the commitment of the government to reform the pension system (Task 1.19).

Strategy of Development of Statistics of the Kyrgyz Republic for 2013-2017 underlines the importance of improvement of statistical data of labour and employment addressed by the project.

National Strategy of the Kyrgyz Republic on achievement of gender equality till 2020 stresses the importance of economic involvement of women, issues of social protection, discrimination at work place, inadequate work life balance, improvement of gender statistics, low level of gender sensitivity and poor implementation of gender strategy which is relevant to the targets of the project as well.

National Development Strategy of the Republic Tajikistan for the period up to 2030⁶ states that the highest goal of the long-term development of Tajikistan is the increased quality of life of population based on sustainable economic development and one of the strategic goals to achieve this is “widening the productive employment”. **Mid-term Development Program of Tajikistan for 2016-2020⁷** states that one of the strategic goals included into the Strategy-2030 is increased productive employment ensured by growth of formal employment and productivity, decent wages and safe working conditions. Creating conducive environment for decent and productive work, including employment of vulnerable groups of population is seen as the key priority for Tajikistan as this contributes to the reduction of poverty and increased share of middle-class population. The Project’s main period of realization fell into the transition period of Tajikistan to **new model of economic growth (2016-2020)**.

The project is relevant to the priority goals of the **State Strategy for the Development of the Labour Market until 2020**, namely, to the increase of productive employment (priority 1), and in particular to strengthening labour market institutions, development of active labour market measures, further development of a labour market information system and development of a flexible and accessible labour market (priority 2). The project is also relevant to the reduction of informal employment, labour market integration of vulnerable groups (persons with disabilities, etc.), further development of labour market regulation (priority 3), and in particular to strengthening public employment services.

National Strategy of Statistics Development till 2030 (draft) recognizes the importance of modernization of state management system of the Republic Tajikistan in order to provide government, donors and development practitioners with up-to-date data to inform political decisions, draft informed policies and monitor the progress of the achieved results articulated in the national strategies and plans. The particular importance is paid to the Labour Force Statistics which project helped to modernize based on 19th ILO International Conference of Labour Statisticians.

National strategy on promoting the roles of women in the Republic of Tajikistan for 2011-2020 years recognizes the need for formal equality of men and women in the Republic of Tajikistan and importance of uplifting role of women at all levels – in the economy, politics and society. In particular, the goal 2 “Promoting the roles of women and their roles in the labour market” and goal 3 “Support of the Development of Women’s Entrepreneurship” are relevant to the project. The particular goals of the strategy are focused on strengthening gender statistics in the labour market in order to have a clear picture of involvement of women into national economy.

Specific reference details of the project alignment with the national strategies, policies and plans are provided in Annex G.

5.1.2. Relevance to DWCPs of the Project Countries and to ILO Programme and Budget Outcomes

Ministries of Labour and social partners of the target countries confirmed the leading role of the ILO as the key strategic partner to guide them through the improvement of labour opportunities for men and women based on international standards. DWCPs are seen as mutually developed and strategic frameworks to outline the strategic areas, activities and expected results for joint and productive work.

The ILO Declaration on Social Justice for a Fair Globalization of 2008 institutionalized the Decent Work concept, developed by the ILO since 1999. Decent Work is captured in four strategic objectives - fundamental principles & rights at work and international labour standards, employment and income opportunities, social protection and social security, social dialogue and tripartism. The ILO objective

⁶ National Development Strategy Of The Republic Of Tajikistan For The Period Up To 2030. URL: http://nafaka.tj/images/zakoni/new/strategiya_2030_en.pdf

⁷ Mid-term Development Program of Tajikistan for 2016-2020. URL: http://www.nbt.tj/files/program/programm_ru.pdf

Decent Work for All is strongly promoted through the Decent Work Country Programmes (DWCPs), developed by the ILO and the tripartite constituents – Ministry of Labour, Trade Unions and Employers’ Organizations. The DWCPs ensure national commitment and focus both national and international resources towards labour-related priorities. In Kyrgyzstan and Tajikistan, the ILO supported the elaboration and implementation of the DWCPs (with or without formally signed document) to which the project is contributing.

From the beginning of the Phase II of the Project the ILO has supported Tajikistan in preparation and implementation of two DWCPs, Decent Work Country Programme of the Republic of Tajikistan for 2015-2017 and Decent Work Country Programme of the Republic of Tajikistan, 2019-2023 (draft, not signed yet). In 2018, the DWCP in Tajikistan was not developed. In Kyrgyzstan the DWCPs were not developed and cooperation with ILO was based on Country Work Plans.

The project supported Tajikistan in implementing Decent Work Country Programmes which aimed at the sustainable socio-economic development of Tajikistan, on the basis of labour relations regulation in line with international labour standards, stimulation of productive employment, ensuring social protection of population and further promotion of social dialogue. The project contributes directly to 7 out of its 10 outcomes under all priority areas of the DWCPs for Tajikistan for 2015-2017 and 2019-2023. The list of the DWCP Outcomes is available in Annex H of the report.

Second phase of the DW II Project has adapted its design more than three times to fit ILO Results Based Programming in line with the ILO Strategic Policy Framework 2010-2015, ILO Transitional Plan 2016-2017 and the ILO Programme and Budget 2018-2019 since its start in 2014. Initially, the Project design was structured around six Areas of Critical Importance (ACI) to fit ILO Strategic Policy Framework 2010-2015. In addition, international labour standards, social dialogue and gender equality were chosen as cross-cutting issues. In 2015 the Project was restructured around ILO Policy Outcomes in line with the organizational reform in ILO Programming to fit ILO Programme and Budget for 2018-2019 and its transitional Plan 2016-2017. For details of restructuring, please see the table below.

Table 1. Relevance of the DW II Project to ILO Results based Programming and Strategic Frameworks

ILO Results Based Strategic Frameworks	
ILO Strategic Policy Framework 2010-2015	ILO Transitional Plan 2016-2017 ILO Programme and Budget 2018-2019
The project supported 3 out of 19 outcomes, in particular №1: Employment Promotion; №4 Social Security; №5: Working Conditions. Six ACI supported by the project are:	The project supports 5 out of 10 policy outcomes within ILO Programme and Budget for 2018-2019, in particular:
ACI no.1: Promoting more and better jobs for inclusive growth ACI no. 2: Jobs and skills for youth ACI no. 3: Creating and extending social protection floors ACI no. 4: Productivity and working conditions in SMEs ACI no. 6: Formalization of the informal economy ACI no. 8: Protection of workers from unacceptable forms of work	№1 More and better jobs for inclusive growth and improved youth employment prospects №3 Creating and extending social protection floors №6 Formalization of the informal economy №7 Promoting safe work and work place compliance including in global supply chains №10 ‘Strong and representative employers’ and workers’ organizations’

Since all project activities are linked to several Country-Programme Outcomes (CPOs), the Project contributes to the ILO Outcome-Based Workplans for 2016-17 that are part of the overall ILO Implementation Reports for 2016-17 and 2018-19.

5.1.3. Complementarity and fit with current ongoing UN programmes and projects in the countries

Aside from the links to the ILO Policy Outcomes referred to above, the Project is well aligned with the National Development Frameworks, Sustainable Development Programmes and UN Cooperation programmes in the project countries. On a strategic level, the project is complementary to the current UN framework development assistance and cooperation programmes on the outcomes aiming to support national development plans and complement Government development activities. Linkages to specific outcomes of the countries' UNDAFs are outlined in the table below.

Table 2. Relevance of the project to UNDAF for Kyrgyzstan and Tajikistan

UNDAF for Tajikistan 2010-2015	UNDAF for Tajikistan 2016-2020
The project is linked to the key priorities of the UNDAF 2010-2015 and contributes to the achievement of its goals, in particular to the Outcome 1: (wider coverage of poverty reduction and economic development programmes, with a special focus on rural population, women and disadvantaged groups).	The project is linked to the key priorities of the UNDAF 2016-2020 and contributes to the achievement of its goals, in particular: Outcome 2: People in Tajikistan benefit from equitable and sustainable economic growth through decent and productive employment; stable energy supply; improved access to specialized knowledge and innovation and a more favorable business environment, especially for entrepreneurs and farmers; Outcome 3: People in Tajikistan benefit from quality, equitable and inclusive health, education and social protection systems Outcome 5: Women, youth, children, people with disabilities and other vulnerable groups are protected from violence and discrimination, have a voice that is heard and are respected as equal members of society
UNDAF for Kyrgyzstan 2012 – 2016, extend. until 2018	UNDAF for Kyrgyzstan 2018-2022
Four strategic objectives of the Decent Work Agenda of the ILO have been integrated into the 2012-2016 UNDAF in the Kyrgyz Republic, which focuses on three parts and where the third part is on “Inclusive and Sustainable Job-Rich Growth for Poverty Reduction”, with its Outcome 1 specifically targeting decent and productive employment.	The project contributes to the achievement of two outcomes embedded in the 2018-2022 UNDAF, namely: Outcome 1: By 2022, inclusive and sustainable industrial, agricultural and rural development contribute to economic growth, decent work, improved livelihoods, food security and nutrition, especially among women and vulnerable groups; Outcome 4: By 2022, social protection, health and education systems are more effective and inclusive, and provide quality services

Project strategy is well-aligned with other ILO Projects implemented by the DWT/CO Office in Moscow where Tajikistan and Kyrgyzstan are also participating countries, namely “Applying G20 Training Strategy Project” (“Skills Project”) and “Youth Employment Project” (YE).

The project “Applying the G20 Training Strategy”⁸ (“Skills project”) supports skills development systems that improve employability, promote access to employment opportunities and increase incomes for inclusive and sustainable growth. The project “Partnerships for Youth Employment”⁹ (YE) in the Commonwealth of Independent States focuses on enhancing regional capacity and cooperation on YE issues, strengthening the capacity of labour market institutions to endorse Decent Work for youth and support the development and pilot implementation of YE policies and programmes. These three projects are complementing each other. One example of synergy is the planned peer reviews within the

⁸ Covering Armenia, Kyrgyzstan and Tajikistan.

⁹ Covering Azerbaijan, Kazakhstan and Russian Federation.

framework of the Regional Cooperation Network of youth employment (YE) institutions of the participating eight countries, including Kyrgyzstan and Tajikistan¹⁰, where countries regularly study and assess each other's YE policies as part of cross-country cooperation and sharing of good practices.

On a practical level, complementarity and alignment are also found with technical assistance projects implemented in CIS region by the World Bank and UNSD in Tajikistan. The World Bank ECASTAT Project was initiated to assist countries in improving their statistical systems, enhancing their capacities to produce reliable, timely and accurate data in line with the internationally accepted methodologies and best practices that meet user needs, and inform decision-making process within the government and community¹¹. The "Aid for Trade" Project implemented by UNDP in Kyrgyzstan is aimed at shaping trade policies that include employment generation and sustainability; supporting trade institutions to develop better client services and supporting entrepreneurs and producers to expand their businesses and to create jobs¹². Finally, the project is aligned with the UNSD-DFID project on SDG Monitoring which aims at developing and implementation of user engagement strategies for SDGs & National Statistical Systems¹³.

5.1.4. Relevance to the SDG targets and indicators

To assess project relevance to the SDG targets and indicators, in addition to the interviews, a number of documents were analysed: project reports, ILO Focus targets on 2030 Development agenda, the latest Voluntary National Review from Tajikistan¹⁴ (Kyrgyzstan is expected to provide its Voluntary National Review in 2020). The results of the evaluation show that at the strategic level, the project objectives and outputs have the greatest relevance to the SDG 8 (Decent work and Economic Growth), SDG 1 (No poverty), SDG 10 (Reduced inequalities) in both project countries. Also, the project contributes to achieving the progress on the SDG 16 (Peace, Justice and Strong Institutions) and SDG 17 (Partnerships for the goals).

Tajikistan reported significant progress in achieving MDGs; however, this progress was uneven. The goals related to extreme poverty eradication (MDG 1), education (MDG 2) and the global partnership (MDG 8) have been largely achieved. Poverty reduction was the main achievement of Tajikistan for the period of implementation of the MDGs. Since 2000 to 2015, the poverty rate dropped from 83% to 31%. In this indicator, Tajikistan was included in the list of top 10 states which demonstrated the fastest pace of poverty reduction over the past 15 years. Growth of income and wages were the main driving forces of improved livelihoods. At the same time, relatively high demographic burden in rural areas indicates sharp problems in employment and income-generation in rural areas.

Recently adopted National Development Strategy-2030 and Mid-term Development Program of the Republic of Tajikistan for 2016-2020 (MTDP 2020) are two key tools for nationalization of the SDGs and its further integration into the national development policy. The Government of Tajikistan has identified four strategic development goals for the next 15 years which are fully aligned with the SDGs:

1. Ensure energy security and efficient use of electricity (SDG 7);
2. Exit from communication dead-lock and turn country into a transit path (SDG 9);
3. Ensure food security and people's access to good quality nutrition (SDG 1 and SDG 2);
4. Expand productive employment (SDG 8).

¹⁰ Other countries are Armenia, Azerbaijan, Georgia, Kazakhstan, Russian Federation and Turkmenistan.

¹¹ <https://www.worldbank.org/en/data/statistical-capacity-building/ecastat>

¹² UNDP Web-site, Aid for Trade Project's Page <https://www.eurasia.undp.org/content/rbec/en/home/sustainable-development/Inclusive-and-sustainable-growth/Aid-for-trade.html>

¹³ <https://unstats.un.org/capacity-building/UNSD-DFID/meetings/>

¹⁴ Improving Living Standards Through Mainstreaming Of Sustainable Development Goals Into The National Development Policy In Tajikistan, Voluntary National Review, 2017. <https://Sustainabledevelopment.Un.Org/Content/Documents/16021tajikistan.Pdf>

Thus, NDS-2030 is considered to be the main strategy for SDGs implementation and the main enabler for achieving national development goals¹⁵. All constituents interviewed during project evaluation in Tajikistan confirmed that strategic focus of the project is relevant to the country's priorities within the SDG 8 – expand productive employment.

National sustainable development priorities for Kyrgyzstan are stipulated by the National Development Strategy-2040 and Mid-Term Programme of its realization “Unity. Trust. Creation” (2018-2022) which are in line with the following SDGs¹⁶:

1. Quality Education (SDG 4)
2. Good Health and Well-Being (SDG 3)
3. Life on Land (SDG 15)
4. Industry, Innovation and Infrastructure (SDG 9)
5. No Poverty (SDG 1)
6. Zero Hunger (SDG 2)
7. Peace, Justice and Strong Institutions (SDG 16).

Though SDG 8 was not chosen as the main priority, addressing decent work agenda and economic growth is important to achieve SDG 1 and 2 and achievement of the SDG 1 is linked to the achievement of SDG 8. National Voluntary Review for Kyrgyzstan is scheduled for 2020. Currently, National Statistical Committee provided the update on SDGs achievement for Kyrgyzstan. In particular, poverty rate reduced from 37% in 2013 to 25,6% in 2017. In comparison with 2013, the level of the economically active population is increased by 102,2%, the number of employed population is increased by 3,9%, but the level of employed population in percentage ratio is decreased by 2,4%. The number of unemployed is decreased by 15,4%, the level of official unemployment in 2017 is decreased to 2,2% but in 2018 this indicator was increased to 2,8%. Also, the level of the economically inactive population is increasing, the level of wages tends to increase by 38,1%. In 2018, the level of wages without accounting small enterprises was 16,218 som (around 232 USD, calculated by the Evaluator on the cross rate of SOM to USD 69.97, 7 November 2019¹⁷).

For Kyrgyzstan, the project contributes to the achievement of SDG 3 and SDG 15 stipulated in the national strategic documents. Also, the project contributes to strengthening Labour Market Information analysis and National Statistical Systems and improvement of data collection on SDGs in relation to the disability in the light of recent ratification of the Convention of Rights of PwDs by the Kyrgyz Republic.

5.1.5. Relevance to the needs of the ultimate beneficiaries (women, youth, and vulnerable categories)

During field visits, the evaluator did not conduct any interviews or focus groups with the ultimate beneficiaries of the project¹⁸. Thus, all findings under this section are based on the evidence generated through the desk review, from the opinions shared by the key informants.

¹⁵ <https://sustainabledevelopment.un.org/memberstates/tajikistan>

¹⁶ Report “Current situation on SDGs: adaptation of SDGs indicators to the indicators of the Strategy of Sustainable development of the Kyrgyz Republic for 2018-2040 and the Programme “Unity.Trust.Creation” for establishment of the unified system of monitoring and reporting. National Statistical Committee of the Kyrgyz Republic Institute of statistical studies and professional development”. Bishkek, 2019. / RUS: Текущее состояние ЦУР: адаптация индикаторов Целей устойчивого развития к индикаторам Стратегии устойчивого развития Кыргызской Республики на 2018-2040гг. и Программы «Единство. Доверие. Созидание» для создания единой системы мониторинга и отчетности. Национальный статистический комитет Кыргызской Республики Институт статистических исследований и повышения квалификации. Бишкек, 2019.

¹⁷ <https://www.calc.ru/kurs-KGS-USD.html>

¹⁸ The ultimate beneficiaries of the project are: the youth aged 15-24 eligible for entering professional educational institutions and covered by vocational guidance systems and the adults employed or unemployed who are willing to undertake skill training, retraining and assessment for acquiring a formal qualification.

Collected evidence confirms that the project objectives, outputs and interventions are highly relevant to the needs of the ultimate beneficiaries of the project countries as well as to the specific social groups identified as vulnerable in terms of access to the labour market as well as access to the educational and training opportunities. The activities, outputs and major outcomes are linked to quite good extent to the needs of the disadvantaged groups named by the constituents such as women on maternity leave, persons with disabilities, elderly persons; to a medium extent to the needs of young people (15-24), esp. vulnerable youth¹⁹, youth not in employment, education or training (NEET), low income households, esp. female-headed households rural population in remote areas; to a minimum extent to the needs of the returning migrants and internal migrants. It was reported by ILO that the Project recognizes the needs of migrants, however, is not in position to offer specific interventions targeted at this group of population.

High relevance of the needs of vulnerable groups is also confirmed by conducting Assessment Based National Dialogues on defining Social Protection Floors in both countries where various stakeholders identified groups of population in the most disadvantaged position and the most urgent issues to be tackled in order to ensure their social protection.

5.1.6. Strategic mainstreaming of gender, human rights and disability inclusion

Decent Work and non-discrimination are the key aspects of the human rights-based approach, which is one of the common programming principles of the UN system. Thus, the project must mainstream principles of non-discrimination and gender equality and pay particular attention to groups subject to discrimination and exclusion.

To evaluate the relevance of the DW II Project in terms of human rights, gender equality and non-discrimination the Evaluator took the opportunity to learn more about these aspects in the target countries to contribute to the advancement of human rights and gender equality as a part of this evaluation exercise.

Kyrgyzstan and Tajikistan recognize the fundamental principles of human rights in their Constitutions, national policies and plans. The countries are also a part of Universal Periodic Review established under Human Rights Council at General Assembly. DW II Project outputs and activities are well-aligned with the recommendations of the Human Rights Council and CEDAW Committee on mainstreaming human rights and gender. The highest achievement during project implementation has been ratification of the UN Convention on the Rights of Persons with Disabilities in both project countries. Tajikistan ratified the Convention in March 2018 and Kyrgyzstan ratified the Convention in April 2019. At the same time, the needs to reduce gender pay gap and promote women's inclusion into formal labour market including women in rural areas remain high on agenda for both countries. Detailed analysis of countries' current priorities and recommendations is provided in Annex J of the report.

Based on the report of the Special Rapporteur on disability to the Commission for Social Development who visited Kyrgyzstan and Tajikistan in 2014, Government of Kyrgyzstan faced several challenges with regard to responding to the needs of persons with disabilities and the need to allocate more resources on such issues as environmental accessibility, education, employment and health care. The situation in Tajikistan was very similar to that of Kyrgyzstan, with well-developed organizations in civil society but a persistent gap that existed between the demands of those organizations and the policy and programme delivery of the Government.

KEY FINDINGS ON RELEVANCE:

¹⁹ Vulnerable youth was identified as orphans, graduated from an orphan' home, young people from families with many children, youth in difficult life situation including children of migrant's workers.

Strategic relevance of the project has been rated as high by all key stakeholders and constituents from all countries during the interviews. The project is well-aligned with countries' national and regional priorities, strategies and plans, Decent Work agenda and the strategic ILO framework and other international development assistance programmes as well as the SDG target 8, 1, 10.

In terms of human rights and disability inclusion, the project is coherent to the global UN's development, humanitarian, and human rights agendas and addresses human rights and disability inclusion issues at the activity level, via capacity building and awareness raising of the main beneficiaries about best practices on ensuring human rights and disability inclusion into development policies, programmes and tools.

The particular focus of the DW II Project was paid to encouraging the target countries to ratify and/or implementation of the Convention on the Rights of Persons with disabilities, Maternity Protection Convention (No. 183) and the Workers with Family Responsibilities Convention (No. 156) as recommended by CEDAW Committee to advance employment opportunities of women.

5.2. Effectiveness

Effectiveness- the extent to which the project can be said to have contributed to the development objectives and more concretely whether the stated outputs have been produced satisfactorily; in addition to building synergies with national initiatives and with other donor-supported projects.

5.2.1. Have the project outcomes (immediate objectives) been achieved? Has the project been effective in fostering adequate policy responses to employment, OSH, social protection and other challenges it was addressing?

During its course of implementation, the project delivered over 200 activities which were clustered around three major outcomes as follows:

Outcome 1: Constituents' increased capacity to promote more and better jobs and enhance employment opportunities for young people (further addressed as Employment Outcome)

Outcome 2: Workplace compliance enhanced through Labour Inspection and facilitation of transitioning from informal to formal economies (further addressed as Workplace Compliance Outcome)

Outcome 3: Extended national social protection system (further addressed as Social Protection Outcome)

During the course of implementation, two major changes were made in the Project's structure which affected the implementation modality of this intervention. First, at the request of the Government of Tajikistan, main activity under Outcome 1 on piloting youth employment programme in Tajikistan was substituted by Wages component. Secondly, the outputs of the initial Outcome 6 "Capacity-Building of constituents on disability inclusion" were moved under Outcome 3 "Social Protection".

For each outcome, the project was successful in designing and implementing a tailor-made intervention strategy which combined analytical and technical support with a variety of capacity development activities in various forms, ranging from technical consultations, working group meetings, seminars, national, regional and international trainings and study visits. The detailed analysis of the planned outcomes against desired targets allows concluding that the following progress has been achieved at the outcome levels.

At the Outcome 1: Employment. In both target countries the constituents expressed high satisfaction of the archived results under Outcome 1. Under this outcome, the project mainly focused on improvement of national LMY systems in both countries, cooperating closely with the National Statistical Committee in Kyrgyzstan and Agency of Statistics under the President in Tajikistan. In Kyrgyzstan, DW II Project supported Labour Market Statistical Study with participation of 1,600 households in Chui and Osh regions. The study was based on a new methodology and ILO standards and aimed at testing two pilot

questionnaires for Labour Force Survey (LFS) which were developed in line with 19th ICLS recommendations regarding new international statistical standards on statistics of work, employment and labour underutilization. The contract for this study was signed between the ILO HQ Department of Statistics and National Statistical Committee.

In Tajikistan, the project provided methodological support to Agency of Statistics under the President in Tajikistan to integrate new recommendations of 19th ICLS in LFS financed by the World Bank even though Tajikistan was not chosen as a pilot country. Thus, both countries greatly benefitted from these interventions and modernized their LMI systems as planned by the project.

At the request of the national statistical bodies, the project supported Kyrgyzstan in improving calculation of labour productivity and conducted diagnostics on informality in Tajikistan which further became a base for formulation of the national programme on reducing informality. This significant result also indicates the increased capacity of constituents to promote more and better jobs as the achievement of the desired outcome of the project.

Also, in Kyrgyzstan the project supported elaboration of the SDG indicators in relation to the Sustainable Development Strategy until 2040, improving national SDG indicators focusing on disability and establishing the links between SDGs and the UN Convention on the Rights of Persons with Disabilities. There were no specific activities on the SDGs in Tajikistan as they were not requested by the Government.

With regard to the “increased capacity of the constituents to enhance employment opportunities for young people”, project activities in Tajikistan were conducted in cooperation with other ILO Projects. As a result, peer reviews of national youth employment policies in cooperation with the ILO Youth Employment Project were conducted and a study visit of six (all men) representatives from Tajikistan (2 MoL, 3 Ag. of Labour, 1 Ag. of Statistics) to Russia on studying youth employment in cooperation with the ILO G20 Project.

The achievement of the success indicator 1.7 “Number of trainings on targeted LM policies & programmes for young people, based on peer-review recommendations (TJK)” is rather limited as only one training activity was delivered, namely, the training for the Agency of Labour and Employment “Introduction into the programme on enhancing the effectiveness in the work of PES” held in Moscow 24-28 April 2017.

The achievement of another success indicator 1.5 “PES uses one active LM programme for young people, based on good Youth Employment practices” could not be verified as there were no interviews conducted with PES during the field visit in Tajikistan.

At the Outcome 2: Workplace Compliance, project activities focused around three major themes: 1. OSH, 2. Wages, 3. Informality. Under OSH component, national profiles on OSH were updated in both countries, in consultation with the governments and social partners. In particular, the Project conducted series of capacity building activities for Labour Inspectors and social partners to increase their role in social dialogue on OSH and strengthen working practices of LIs to conduct risk assessments and carry out inspections. In total, in the course of 2014-2019, LIs in Tajikistan have benefitted from 17 awareness-raising and training activities, and LIs in Kyrgyzstan have benefitted from 15 awareness-raising and training activities. According to the seminar reports, 10 labour inspectors (8 men/2 women) in Kyrgyzstan and 12 labour inspectors from Tajikistan (11 men/1 women) have been regularly involved in training activities which 21% of total number of LIs in Tajikistan and 43.5% in Kyrgyzstan.

Though in both target countries the Project conducted capacity building activities in similar formats, State Inspectorate for ecological and technical safety under the Government of the Kyrgyz Republic (Gosekotehinspektisiya) expressed greater satisfaction with the Project’s results compared to the Service on State Supervision in the Sphere of Labour, Migration and Employment of the Government of Tajikistan.

The reason of less satisfaction for Tajikistan is that there were no specific capacity building activities conducted for LIs in Tajikistan during 2016- 2019. The project delivered only two training activities for LIs in Tajikistan in 2015 and two seminars on risks assessment in 2017, 2018 as follows:

- Seminar for LIs on “Development and improvement of the teaching system of practical application of OSH methods for LIs in TJK. Experience of the Russian Federation. Dushanbe. 20-21 Aug 2015
- Training session for LIs on the use of OSH bags, Dushanbe, 19-20 No 2015
- Seminar 1 on risks assessment and management of professional risks at work-places, Dushanbe, 28 Nov-1 Dec 2017
- Seminar 2 on risks assessment and management of professional risks at work-places for medium-sized enterprises, Dushanbe, 26-27 April 2018.

Also, starting from 2015, the Project supported participation of two representatives from Tajikistan (from the Ministry of Labour and Labour Inspection) in the sub-regional meeting of LIs on OSH with Rostrud (Federal Service for Labour and Employment). However, all these efforts alone could not build significant impact on the capacity building of the LIs in Tajikistan at a large scale as it was anticipated by the stakeholders from LI.

Under Wages component, the project was successful in providing support to the development of the wage policies in Tajikistan²⁰. As a result, draft Concept of improving the systems of labour and wages standardization for 2016-2026 was developed by the National Institute of labour, migration and employment (Dushanbe, 2018) and the capacities of the national stakeholders were increased. As it was put by one of the interlocutor *“With this project we finally got our hands to work on standardization and wages which has not been revised for more than twenty years”*.

Under Informality component, the project interventions targeted policy, capacity and individual levels, engaging with the governments and social partners in both countries. Four round tables, two seminars, two studies and technical consultations in cooperation with WORKQUALITY and EMPLOYMENT (ILO Departments) were conducted prior the development of the **State Programme on Reducing the level of unregistered (informal) employment** based on statistical picture and survey. Thus, the success indicator formulated by the Project as “Policy document on addressing informal employment and/or wages policies developed and adopted” was achieved. The achieved result refers to a policy level when the informed policy was prepared and adopted to tackle the informality sector based on a historical ILO labour standard, namely Recommendation 204 to tackle the informal economy.

Relevant success indicators at capacity and individual levels are the following project indicators:

- 2.4 Number of capacity-building workshops for Federal and regional TUs on strategic planning, social dialogue, informality and gender equality;
- 2.5 Number of capacity-building workshops for employers on strategic planning, social dialogue, gender, development of new member services;
- 2.7 Tripartite constituents capacitated on informality.

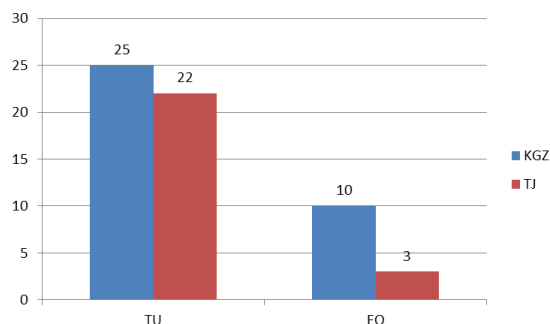
The targets on these indicators were achieved as follows. Altogether the project delivered 60 capacity building activities, including sub-regional meetings and conferences²¹. The greatest number of capacity building events targeted trade unions. Employers’ organizations were targeted almost twice less in Kyrgyzstan and almost not targeted in Tajikistan. Due to this reason, the highest dissatisfaction was

²⁰ This component was not implemented in Kyrgyzstan

²¹ Topics included inter alia: employment in agricultural sector, creating trade unions for informally employed, organization and implementation of national campaigns to reduce the share of informal employment, decent employment rights of women and promotion of equal opportunities, representation and protection of rights of informally employed workers, reducing the share of informal economy, network of trade union youth of Central Asian States, strategic planning for FPK leaders.

expressed on the part of the employers in Tajikistan because they felt as not included in the Project. The number of capacity building events conducted for trade unions and employers' organizations in Tajikistan and Kyrgyzstan is presented in the chart below.

Chart 1. Distribution of capacity building events by constituents for Kyrgyzstan and Tajikistan.



On the contrary, the example of the achievement of the success indicator 2.7 *Tripartite constituents capacitated on informality*, could be observed by the work of trade unions in Kyrgyzstan and Tajikistan. In Kyrgyzstan, Federation of Trade Unions of Kyrgyzstan and its affiliate – Construction Workers' Trade Union of Kyrgyzstan are fighting against the involuntary (forceful) change of the status of Construction workers (and not only) at the employers' demand (using the law on patent work) that significantly reduces workers social and labour guarantees in Kyrgyzstan. Jointly, they take the following actions: 1. campaigning against it, 2. Promoting amendments to the so called patent law through initiatives to the National Tripartite Social Dialogue Commission and 3. Demanding state labour inspection to pay attention to these violations and enforce the laws appropriately as their mandate requires them. In Tajikistan, the advocacy campaign on informality was conducted through staging mobile theatre performances in 28 cities of the Republic of Tajikistan. In addition, Trade Unions increased outreach effect by arranging the show of social reels on national TV to sensitize population on informal work.

At the Outcome 3. Social Protection, project activities focused around several areas, including analysis of the situation of social protection in the target countries and identifying the priorities in cooperation with various range of stakeholders including ILO's constituents, promoting the ratification of the C183 protection and the capacity building of constituents to implement it; capacity building of the constituents on disability inclusion.

The project formulated the following indicators to measure success of the outcome 3. Extended national social protection system which could be verified during this M&E exercise:

- 3.1 Knowledge on social protection situation in the country enhanced
- 3.4 Constituents have initiated implementation of at least one measure to enhance social protection
- 3.7 Number of capacity-building activities for social partners with regard to C183
- 3.8 Number of awareness-raising activities on disability issues, basic tools & concepts, using rights-based approach, in particular the ILO C159, and good practices

The project has contributed to the enhanced knowledge on ILO instruments on social protection by a) introducing the concept of Social Protection Floor and b) by launching Social Protection Assessment-Based National Dialogue exercises with the key ministries and UN agencies in both countries (1-4 December 2014 in Bishkek and 28-29 October 2014 in Dushanbe. Social Protection Floor (SPF) rapid assessment with specific recommendations in line with R202 namely ILO Social Protection Floors Recommendations, series of ABND events implemented on high level with the involvement of ILO constituents and UN agencies resulted in elaboration of UN Joint reports in the target countries identifying the key priorities, strategies

to be taken to extend social protection and estimation of the budget costs to implement them. Thus, the success indicator 3.1. “Knowledge on social protection in the country enhanced” was archived.

The interviews with the constituents in the target countries didn’t provide any evidences on the achievement of the success indicator 3.4. “Constituents have initiated implementation of at least one measure to enhance social protection”. As it was put by one of the participants “we learnt which problems we have, we were shown how to solve them, but we need time and guidance how actually to do this”.

The project conducted intensified work on enhancing knowledge on the maternity protection. Analysis on the country situation on maternity protection including national legislation system with regard to C183 was conducted both in Kyrgyzstan and Tajikistan. Five workshops on maternity protection with regards to C183 in Tajikistan and five workshops on maternity protection with regards to C183 in Kyrgyzstan following the ITC Training on C183 in Turin (13-17 July 2015). In Kyrgyzstan work on preparation to ratification of C183 protection has started and this is a good way to sustain the achieved results as ratification of the convention creates obligation.

As for the component on disability inclusion, in 2015 work on sensitization and capacity building of constituents on disability inclusion started. The constituents from Kyrgyzstan and Tajikistan participated in two regional workshops held in Sochi (24-26 Feb 2015) and in Bishkek (19-20 Nov 2015). Two fact finding missions were conducted to Bishkek and Dushanbe. After the first year of the implementation due to the cuts in the project financing for years 2016-2017, the project structure was revised in Oct-Nov 2015, in consultations with DWT/CO specialists and taking into account DW priorities of constituents. The outputs of Outcome 6: Disability inclusion and maternity protection were added to Outcome 3; the work on disability and maternity protection has stopped due to the absence of Social Protection Specialist and actually renewed in 2019.

At the request of the Government the project in Kyrgyzstan conducted an actuary assessment of the national pension system and training specialists of the State Social Fund. Also, in Kyrgyzstan, ILO provided technical advice on improving national SDG indicators focusing on disability and establishing links between SDGs and UN Convention on the Rights of Persons with disabilities which Kyrgyzstan ratified in March 2019.

In Tajikistan ILO was running technical consultations on assessing social protection services to support employment of persons with disabilities and review of the national draft Programme for employment of persons with disabilities. As a result of these efforts the Medium-Term Programme on Promoting the Employment of Persons with disabilities and the Self-Help Group for 2019-2021 (TJ).

Overall, the Project has achieved tangible results in fostering adequate policy responses to employment, OSH, social protection and other challenges it was addressing. More than two hundred activities - technical consultations, workshops, capacity building events, research exercises and analytical assessments were conducted in both countries to equip the constituents in the development of informed policies. Governments in respective countries confirmed that policies developed as a result of the Project were either adopted or are to be adopted by the end of the Project – December, 2019 as outlined in the table below.

Table 3. Policies developed and adopted as a result of project interventions

Thematic Area targeted by the Project	Relevant Policies developed and adopted (or soon to be adopted) as a result of the project
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Employment	<ol style="list-style-type: none"> 8. State Programme on Reducing the Level of Unregistered (Informal) Employment in the Republic of Tajikistan for 2019-2023 and its Implementation Plan (adopted on 30 August 2019) 9. Medium-Term Programme on Promoting the Employment of Persons with disabilities and the Self-Help Group in Tajikistan for 2019-2021 10. Draft Programme on Improving the system of labour rationing in Tajikistan for 2019-2026
OSH	<ol style="list-style-type: none"> 1. State OSH Programme in Kyrgyz Republic and its Implementation Plan, 2019-2024 2. A new programme on OSH was developed in TJ (not submitted to the Government yet)
Social Protection	<ol style="list-style-type: none"> 1. State Programme on Social Protection Development in Tajikistan for 2020-2024 2. Strategy on development of social sphere and labour in Kyrgyz Republic, 2019-2023

The majority of the stakeholders expressed confidence that the programmes will be implemented by the government in target countries, because the programmes were adopted, specific implementation plans developed and responsible parties identified.

5.2.2. How effectively have stakeholders been involved in the implementation? Are they satisfied with the quality of tools, technical advice, training and other activities, delivered by the project?

The interviews with key constituents revealed that they were actively involved in the development of policies in employment, OSH and social protection through the intensive national dialogues (ABND), technical consultations and capacity building events. Overall, government and trade unions are satisfied with the quality of tools, technical advice, training and other activities, delivered by the project considering ILO as “one and only” organization to drive changes in their countries in the sphere of work and social protection based on best international practices.

As for the employers’ organizations, their involvement was not equal in comparison with the government and trade unions and in case of Tajikistan – very limited. In Kyrgyzstan, the Project cooperated with various employers’ organizations such as Confederation of Employers, Business Associations “NABA”, “JIA” and “Guild of Directors”. Current landscape of employer’s organizations in Kyrgyzstan could be described as disintegrated. The capacity of the Confederation of Employers to run social dialogue with the Government and represent the employers remains rather low, in spite of many years in the field. Though the desired result on strong joint cooperation of the stakeholders on enabling business environment was not achieved, the employers’ organizations expressed quite good satisfaction over project’s results and intended to uphold decent work agenda in future.

As for the employers’ organizations in Tajikistan, their involvement in project activities was rather passive. For the last three years, there were no activities in Tajikistan specifically targeting the employers’ needs, except for participation of two employer organizations in ACTEMP sub-regional seminar “Improving business environment for sustainable enterprises and growth”, held in Yerevan on 25-26 April 2018. Limited engagement of the employers’ organizations in Tajikistan affected the achievement of the Project’s results in this country.

In both countries, the potential of the employers’ organizations could be used more effectively to close the gap between informal and formal economy. In particular, employers’ organizations should get more active involvement in terms of a) more investment into the capacity building activities; b) giving opportunity to the organizations to develop and run information campaigns on informality targeting their members and employers at large.

5.2.3. Have there been any resulting changes in constituents' capacities at the institutional and individual level (knowledge, skills, behavior, work practices)?

The evaluation collected several examples of resulting changes in constituents' capacities at the institutional and individual level. At the institutional level, the following changes are observed:

1. **Capacitated national statistical bodies started using good practices in LMI analysis work based on ILO standards and recommendations:**
 - a. By mid-2020th, National Committee of Statistics of the Kyrgyz Republic will publish a national report on LMI based on international standards and recommendations to give a fair picture of LM supply and demand in the country;
 - b. Agency on Statistics at the President of the Republic of Tajikistan improved methodology of Labour Force Survey as a result of ILO support for improving and piloting data collection methodology and introduction electronic data devices. Now the agency uses the methodology and electronic data devices (tablets) to conduct statistical surveys.
2. **Increased ability of labour inspectors to investigate occupational accidents, make reporting, etc. according to ILO OSH standards:**
 - a. State Inspectorate for ecological and technical safety under the Government of the Kyrgyz Republic (Gosekotehinspektsiya) started using techniques they learnt at the ILO OSH workshops which contributed to the reduction of the injuries in the construction sector. Now, the Inspectorate is planning to apply this experience to the mining sector.
3. **Capacitated social partners run social dialogue with governments to combat informality, defend rights of workers and challenge discriminative policies:**
 - a. Federation of Trade Unions of Kyrgyzstan and its affiliate, Construction Workers' Trade Union of Kyrgyzstan are fighting against the involuntary (forceful) change of the status of Construction workers (and not only) at the employers' demand (using the law on patent work) that significantly reduces social and labour guarantees of the workers in Kyrgyzstan;
 - b. In addition to organizing theatre plays in 28 cities of the Republic of Tajikistan, Trade Unions increased outreach effect by arranging the show of social reels on national TV to sensitize population on informal work.

At the individual level, the examples of changes can be illustrated by the following statements expressed by ILO constituents during the interviews:

“For the first time for last 20 years we started addressing the issue of labour rationing. And this is crucial for our country. We used the directories developed in USSR, but they are outdated and the world of professions has changed, not to forget about the type of economy” – Female, Research Organization, Tajikistan

“After attending ITC in Turin, I came back home and established a Youth Employment Committee in our association. Being a businessman and the owner of the restaurant, I started changes from myself. First, I reduced working hours for my employees from 10 to 8 but didn't cut their salary. In return, productivity of my staff increased – because when my waiters are fresh and vibrant, clients are happy and sales are higher. I try promoting this approach to other employers, our members, even though it is hard – they call me “a trade union guy” – Male, Employer's Organization, Kyrgyzstan

“This project gave us the opportunity to run information campaign on informality appealing to the citizens in a simple language, explaining what their labour rights are and how trade unions help the workers to defend them. We are not comfortable neither for business nor for government, but we must stay strong and carry on. The video reels we have produced help us in showcasing our work to people” – Female, Trade Unions, Kyrgyzstan.

“In the first years of my management, I measured my work by the sum of total fines issued to the Employers. Working with the Project, I developed another thinking – keeping business, investments in the country, jobs are important and our focus should be on prevention and education, not on punishment”. – Male, Government, Tajikistan

5.2.4. Are there any unintended, positive and negative, results of the project?

The Project has achieved several unintended positive results. In the Republic of Tajikistan, the number of members of the trade unions increased by 12% as a result of information campaign on informality supported by the Project. In Kyrgyz Republic, the number of injuries in the construction field decreased by 15% as a result of a new approach of OSH management introduced by the Project (Source: State Inspectorate for ecological and technical safety under the Government of the Kyrgyz Republic (Gosekotehinspektsiya))

Negative result of the Project is great dissatisfaction expressed by the Employer’s organization in the Republic of Tajikistan as the Project didn’t involve this constituent in a direct way.

5.2.5. How have gender and disability issues been taken into account during the implementation?

Gender and disability issues were addressed by the Project at various levels, a) by assisting countries to achieve SDGs on gender and disability, b) by informing the countries and/or supporting them with ratification and / or implementation of relevant conventions, c) by assisting countries in developing relevant policies aimed at improving the lives of men and women, including persons with disabilities, d) by raising awareness of the population.

Gender Equality was integrated at the stage of the Project’s design and in the implementation phase of the project. In spite of the recommendation of the Mid-Term Evaluation, the Project didn’t develop a Gender Mainstreaming strategy. However, the Project incorporated several mechanisms to achieve gender mainstreaming. Specific elements which were incorporated into the project to achieve gender mainstreaming are presented in the table below.

Table 4. Key project elements incorporated to achieve gender mainstreaming

TYPE	MECHANISM
Project structure and management	<i>Gender equality in decision-making</i> (balanced representation of men and women in Project’s management at the position of CTA, Key Specialists and Experts)
	<i>Gender equality in beneficiaries’ participation</i> in project capacity building initiatives
	<i>Data management:</i> data entered and maintained in the project M&E information system is sex disaggregated though not always in a consistent way
Specific project interventions on Output	<i>Including gender-responsive components in results framework:</i> <u>Output 3.4:</u> Constituents trained to implement C183 (maternity protection)

At the activity level, the Project focused on promoting gender equality by raising capacity of the constituents in both countries on the implementation of C183 and C156. Specific actions included policy and legislative analysis and review, awareness-raising on maternity protection and work and family balance, capacitating trade unions on defending rights of women in informality sector and OSH initiatives at industry sectors where majority of workers are women (textile and garment) and men (construction

and transport). In total, there were 6218²² women participants in 215 project activities, including four international workshops. Specific activities targeting involvement of women demonstrate quite consistent efforts of the DW II Project to promote women empowerment, leadership, solidarity and enhanced access to the resources. Full list of activities of the DW II Project which promoted gender equality at the activity level is available in the Annex K.

It was observed during the interviews with the constituents in both target countries that representatives of government and trade unions have good knowledge on C183 and C156. In Kyrgyzstan, intensified efforts of the Project with regard to C183 resulted in the political will to move forward to the ratification of the C183 Convention. The main obstacle for the ratification is the amount of the maternity allowances which according to the C183 should be sufficient. In Tajikistan, the constituents are not ready yet to ratify the Convention.

In terms of disability inclusion, the Project included this component in the initial Project's design. Though the reduction of funds limited the scope of interventions under this thematic area which had to be stopped in 2015 and continued only in 2019, the Project achieved quite meaningful results on disability inclusion. In Kyrgyzstan, it assisted at improving national SDG indicators focusing on disability and establishing the link between the SDGs and UN Convention on the Rights of PwD. In Tajikistan, the project assisted with assessing social protection services to support employment of PwD and review of the national draft Programme for employment.

Even though the project did not contribute directly to signing / ratification of the UN Convention on the Rights of PwDs which occurred in the last years of Project's implementation²³, evaluation findings confirm that the project supported both target countries in taking active steps in implementation of this important Convention. In total, 8 activities were implemented to promote disability inclusion on Convention, SDGs, national policies and capacity development levels, with 144 stakeholders participating. Full list of project activities which supported disability inclusion is available in Annex L.

5.2.6. How have the relevant international labour standards been taken into account during the implementation?

The cross-cutting nature of the international labour standards is solidly established in the ILO's constitutional texts; standards are both an outcome in their own right and a means of achieving the other ILO policy outcomes. International labour standards are a crucial added value that the ILO brings to the realization of the 2030 Agenda²⁴. The Global Employment Agenda seeks to create productive employment in order to improve the lives of those who are unemployed or underemployed, and allow them to escape from poverty. The ILO objective "Decent Work for all" is strongly promoted through the Decent Work Country Programmes (DWCPs) developed by the tripartite constituents and agreed with the ILO. The DWCPs are closely linked with the major development objectives of the National Development Strategies. They also take into account the implementation of the SDGs, especially the goals on poverty, gender equality, environment and global partnership. Both in Kyrgyzstan and Tajikistan, the ILO has supported the elaboration and implementation of the DWCPs.

The Project contributes to the upholding of international labour standards by assisting countries in their efforts to align national statistic management systems with new international statistical standards on statistics of work, employment and labour underutilization set by 19th ICLS recommendations of October 2013. Capacity building events, technical consultations and piloting of statistical surveys allowed governments to improve Labour Force Survey methodology in accordance with ILO standards. Both target

²² This figure also includes women participants at the performances of the mobile theatre during its tour in the provinces of Tajikistan

²³ Tajikistan signed Convention in 2018, Kyrgyzstan ratified Convention in 2019.

²⁴ THE DIRECTOR-GENERAL'S PROGRAMME AND BUDGET PROPOSALS FOR 2018–19, p.51

countries participated in the sub-regional training course on International Labour Standards for judges, lawyers and legal educators held on 15-19 October 2018 which helped to better understanding of ILS on equality of opportunity and treatment in employment and occupation, ILS on child labour, ILS on freedom of association and collective bargaining, ILS on forced labour. The curriculum of the training seminar included practical sessions in group work to equip domestic judges with knowledge and skills to use international labour law to solve labour disputes. Also, both target countries participated in the sub-regional events held in St. Petersburg (Russia) and Yerevan (Armenia) conducted to enhance the knowledge among TU & EO constituents on international labour standards that are a prerequisite for being able to elaborate labour market policies & programmes.

In terms of Decent Work and OSH, the Project organized a specific seminar on ILS where the results of the review of Kyrgyzstan obligations under the ratified Convention along with ILO conclusions and recommendations on labor legislation in Kyrgyzstan were presented and discussed in Bishkek in October 2018 (in particular, the necessity for amending law in the parts related to Freedom of association and social dialog; Collective bargaining framework; Right to strike; Equal opportunity; Informal employment; Labour inspection; Occupational safety and health; Individual labour disputes; Protection against termination of employment; Minimum wage fixing machinery; Forced Labour; Maternity protection; Workers with family responsibilities; Child Labour).

The Project also supported Assessment-Based National Dialogues (ABND) which aimed at assessing national social protection systems and identifying priorities of the national Social protection floor (SPF), in line with R202 and how the social protection coverage could be increased & extended. For both countries, the ABND process has been finalized with the high-level round-table (ABND №4 for the SPF working-group) which validated the results of the dialogues. Final document «Social Protection Assessment-Based National Dialogue – towards a nationally defined Social Protection Floor» outlines main recommendations for the countries and serves the basis for implementation. Capacity expansion was the integral part of the process: awareness and knowledge of about ILO Convention 102 and Recommendation 202 of all participants was increased, as well as requirements to be met for their ratification. Public servants were trained on specific topics to increase their skills related to priorities selected by ABND participants.²⁵

Both countries acknowledged the challenges in the system and have been introducing a set of measures combining contributory (mandatory, state insurance) and non-contributory schemes and programmes which would support gradual extension of minimum levels of social protection. Partnership with ILO and UN Country Teams was seen as a platform to implement a coherent approach to the assessment of all elements of the system which lead to a coherent response, aligned with international standards as in provided by C 102, R 202, C 183 and R 97, C 153. Of particular importance was the contribution of the project to the increased knowledge on the part of the constituents on C183 and C156 on maternity protection and work and life balance observed during this evaluation exercise.

5.2.7. What has been the project's contribution to SDGs and related targets as prioritized by the national sustainable development strategies?

The Project contributed to the achievement of the SDGs in both countries as prioritized in national sustainable development goals by developing informed national policies, enhancing capacities of the constituents to address informality and increase employment opportunities and extent social protection.

Validated documents on «Social Protection Assessment-Based National Dialogue – towards a nationally defined Social Protection Floor» will guide target countries in implementing policies aimed to guarantee minimal social protection which will contribute to the achievement of SDG1 – No poverty. Both countries

²⁵ Report of ILO's Social Protection Specialist

are on the way of adopting policies on social protection which indicate that active steps are taken towards achievement of the SDG 1. Also, it is important to note that for the first time Tajikistan has developed the Programme on Promoting the Employment of Persons with disabilities (who remain the most poor group in the world)²⁶.

Modernized national LMI systems, developed state programmes on OSH (both countries), wages (Tajikistan) and the state programme on Reducing Informal Employment (Tajikistan) contribute to the achievement of SDG 8 – Decent Work and Economic Growth. Improved national SDG indicators on disability in Kyrgyzstan, Programme on Promoting the Employment of Persons with disabilities, enhanced knowledge on the maternity protection (C183) and work and life balance (C156) contribute to the achievement of SDG10 - Reduced Inequalities. Full list of the Project products which contribute to the achievement of the SDGs is presented in the table below.

Table 5. Project contribution to the SDGs.

SDG	Kyrgyzstan	Tajikistan
No poverty (1)	<ol style="list-style-type: none"> 1.«Social Protection Assessment-Based National Dialogue – towards a nationally defined Social Protection Floor» 2. Strategy on development of social sphere and labour in Kyrgyz Republic, 2019-2023 	<ol style="list-style-type: none"> 1.«Social Protection Assessment-Based National Dialogue – towards a nationally defined Social Protection Floor» 2. Medium-Term Programme on Promoting the Employment of Persons with disabilities and the Self-Help Group for 2019-2021 3. State Programme on Social Protection Development for 2020-2024
Decent work and Economic Growth (8)	<ol style="list-style-type: none"> 1. State OSH Programme in Kyrgyz Republic and its Implementation Plan, 2019-2024 2. Modernized LMI National System 3. Enhanced capacity of the constituents to combat informality 	<ol style="list-style-type: none"> 1. On 30 August 2019 the “State Programme on Reducing the Level of Unregistered (Informal) Employment in the Republic of Tajikistan for 2019-2023” and its “Implementation Plan, 2019” was adopted 2. Draft of the Programme on Improving the system of labour rationing for 2019-2026 (TJ) 3. Modernized LMI National System 4. Enhanced capacity of the constituents to combat informality 5. A new programme on OSH was developed in TJ as well
Reduced Inequalities (10)	<ol style="list-style-type: none"> 1. Technical advice on improving national SDG indicators focusing on disability and establishing link between SDGs and UN Convention on the Rights of PwD (2019) 2. Enhanced knowledge of the constituents on the maternity protection (C183) and work and life balance (C156) 	<ol style="list-style-type: none"> 1. Medium-Term Programme on Promoting the Employment of Persons with disabilities and the Self-Help Group for 2019-2021 2. Enhanced knowledge of the constituents on the maternity protection (C183) and work and life balance (C156)

5.2.8. What was the project contribution to the achievement of the relevant ILO target country programme outcomes (CPOs) in 2018-2019 in both countries in accordance with the current ILO Programming Framework?

The project contributed to the achievement of four policy programme outcomes in both countries, namely Policy Outcome 6: Formalization of the informal economy, Policy Outcome 4. Promoting sustainable enterprises, Policy Outcome 7. Promoting workplace compliance through labour inspection, Policy Outcome 3. Creating and extending social protection floors) and enabling outcome A. Effective advocacy for decent work in 2018-2019. Not much contribution was observed at the achievement of CPO №1. More and better jobs for inclusive growth and improved youth employment prospects and №10. ‘Strong and representative employers’ and workers’ organizations’. Detailed analysis on project contribution to the achievement of policy programme outcomes is presented in Annex M.

²⁶ Special Rapporteur on Disability

5.2.9. To what extent has the project adapted its approach to specific country contexts? Has it been responsive to political, legal and institutional challenges where it operates?

It was confirmed by the constituents and government in particular that ILO consulted with them at the stage of Project conceptualization. Also, the project was responsive to political, institutional and institutional challenges in both countries. The most significant changes made to the project to respond to the changing priorities and needs were related to the changes in the ministerial structures of both governments as well as emerging priorities and needs. Key adjustments are outlined below.

In Tajikistan, there was a change of the Ministerial structure in 2014 that split the Ministry of Labour into two ministries, Ministry of Labour, Migration and Employment of Population (MLMEP) and Ministry of Health and Social Protection of Population (MHSP). This change caused delays in project implementation, particularly on the MHSP side, since MHSP is not familiar with the ILO culture and operations (tripartism, social dialogue, etc.).

In June 2015, the new DWCP for Tajikistan was signed, which came to have implications for the project in 2016, since all parts of the DWCP that are in line with the project Outputs are to be covered, although some of these had not been foreseen in the project. Also, piloting of youth employment programme was initially planned in the project. However, the Government didn't consider it as important as working on the work standardization which has not been modernized for the past twenty years. Thus, the project adjusted its plans and managed to provide technical assistance to conduct Study on wage policy mapping and draft Concept on work standard-setting and wage policy in the Republic of Tajikistan for 2018-2023.

In February 2016, the Chairman of Tajikistan Trade Union left his position and since then the Trade Union has been mainly passively awaiting a new Chairman to be elected, wherefore the project had to down-grade interventions for the time being.

Meanwhile, in Kyrgyzstan there were frequent changes in the leadership of the Ministry of Labour, Migration and Youth during 2014-2016. During 2014-2016, three Governments were changed. Also, in December 2015, the Ministry of Labour, Migration and Youth and the Ministry of Social Development were merged into the Ministry of Labour and Social Development of Kyrgyzstan. It led to the regular changes not only at the Ministers/Deputy Ministers levels, but also at the operational staff and deputy heads of departments levels. These changes had an impact on project implementation in two ways. First, it created the need to build up relations over and over again and influenced the retention rate of the staff trained by the project. Secondly, it influenced the process of development and approval of updated the National OSH Profile and the National OSH programme as well as required the project to work on capacity-enhancement of the new units. At the request of the Government ILO supported the Actuarial Assessment of the pension system. In 2017, the work on the draft of National OSH Programme for 2017-2020 was pending due to the change of the government, was submitted to the Government for approval in 2019.

In addition, starting from fall 2014, National Confederation of Employers of Kyrgyzstan temporarily left the Tripartite Commission and has not been involved in tripartite-based activities. At the same time, the Federation of Employers of Industry "Guild of Directors" of Kyrgyzstan stayed and cooperated in a tripartite format.

Finally, at the request of the governments, the project has been responsive to support Labour Market Information and Social Protection Floors (SPF) in both countries. It has been possible to financially manage this by a higher share of cost-sharing with other sources of financing, mainly on Informal employment/EO & SPF.

5.2.10. Has the project made strategic use of coordination and collaboration with other ILO projects and with other partners to increase its effectiveness and impact?

The Project has established close cooperation and coordination with other ongoing ILO projects in the target countries, such as the Youth Employment Project, G20 Skills Project and RBSA project (Increased capacities of constituents in governing social security in line with ILS, with particular focus on C102 and R202 (TJK/16/01/RBSA). Though budget on disability component was reduced, the activities on disability were implemented as a result of cooperation with the G20 Project. Youth component activities were implemented in cooperation with the Youth Employment project – mainly peer reviews of youth employment policies. Sub-regional Seminar on ILS (25 March 2016) and Technical expert support to the development of the draft National Social Protection Strategy in Tajikistan were financed by RBSA project. In total, ten activities were implemented in coordination and with contribution from other ILO projects, the G20 Project has had the highest level of coordination and cooperation (four activities). Summary of all collaboration efforts with other ILO projects is provided in the table below.

Table 6. Project collaboration with other ILO projects.

G20 Project	YE Project	RBSA
Study visit of six representatives from Tajikistan to Moscow, Kaluga and Obninsk to study LMI systems, Youth Employment, Vocational Training and Social Dialogue, Russia, 29 Feb-04 Mar 2016	Peer-review training at ITC on YE promotion for 9 countries, including KGZ and TJ, 7-11 April 2014	Sub-regional Seminar on ILS, Tbilisi, 15-19 October 2018
Sub-regional meeting of network of TU youth of Central Asian states: work shop “Rights of young workers & possibility of promotion of young TUs”, Issyk-Kul, 5-7 July 2016	Peer-review of KGZ youth employment policies by Armenia, July 2014	Technical expertise provided on the development of the draft National Social Protection Strategy in Tajikistan (25 Mar 2016)
Regional workshop “Inclusion of people with disabilities in the labour market”, including 1 day study-visit, Sochi, 24-26 Feb 2015 with participation of KGZ and TJ	Peer-review of TJ youth employment policies by Azerbaijan, March 2015	
Regional workshop “Disability inclusion in employment. Regional experience. Discussions on choice of way forwards” for constituents from both countries with participation of international experts – 19-20 Nov 2015	Sub-regional conference on YE with participation of 9 countries, including KGZ and TJ, October 2014	

5.2.11. How effectively the synergies are built with national initiatives, with other donor supported projects in the countries? How UNCT cooperation is utilized?

The Project showed high relevance and support to the national initiatives and plans in the target countries within relevant national strategies. On 16 May 2019, Kyrgyzstan ratified Convention on the Rights of Persons with Disabilities (CRPD) after many years after its signature. The Project promptly provided technical advice (in July-Sep 2019) on improving national SGSs indicators focusing on disability and establishing links between SGDs and CRPD.

Though Tajikistan has not ratified the CRPD yet, the Project is supporting the state to align the legislation aiming to widen access of persons with disabilities in labour market. It was reported during the interviews with government stakeholders that though Tajikistan has limited resources it is committed to take real action in inclusion persons with disabilities in labour market. The Project has provided technical consultations on accessing social protection services to support employment of persons with disabilities and review of the national draft Programme for employment of persons with disabilities.

UNCT cooperation was utilized through the National Dialogues on Floors of Social Protection in both target countries engaging UNRCO, UN Women, UNICEF, UNDP, FAO, FWP, UNHCR, UNFPA. Under the component on strengthening national LMI systems the project joined efforts with UNDP and World Bank. Statistical conference organized jointly by the government and UNDP “Implementation of the national SDG monitoring system”, ILO HQ Department of Statistics was held on 19-20 Sep 2016. The project cooperated with the World Bank Project to develop the methodology on LFS based on the recommendations of the 19th ICLS.

5.2.12. How effectively did the project monitor performance and results? Had M&E plan been implemented in a consistent manner? If not, what are the reasons?

The Project used the Logframe to track and report results in addition to the regular reporting which was conducted on an annual basis. The project prepared four annual reports, in 2015, 2016, 2017 and 2018. The report for year 2019 will be prepared by the end term of the Project.

In addition to the progress annual reports which were prepared in accordance with ILO templates, the Project kept track of the activities and major results (primarily at output level) in a chronological order and on country levels. Project progress tracking form²⁷ allows easy navigation across outcomes and outputs by year and by country and facilitates better learning about the Project and how it evolved over years.

Following MTE in 2017, ILO Project Team has prepared the status on MTE response to the MTE recommendations. Out of 14 recommendations agreed by the ILO on follow actions, four recommendations were implemented at 100%, two recommendations were implemented at more than 50%, three recommendations implemented at less than 50% and five recommendations were not implemented. Thus, the overall rate of implementation of M&E recommendations committed by the Project is 45%.

Important M&E recommendations on sustainability strategy (R14), Gender Mainstreaming strategy (R13), capacity building strategy (R5) were not implemented. However, the Project addressed various needs of men and women at activity and output levels. Also, even though it was not possible to establish a comprehensive data-base system to improve tracking progress, the Project significantly improved data collection practices which strengthened the overall Monitoring & Evaluation system. We must give credit to the Project that data on the total number of the participants per each event was collected and sex disaggregated. Due to these efforts, the ratio between men and women engaged in project could be derived and progress on promoting gender equality could be monitored more closely. At the same time, the failure to improve M&E system and capacity building approach resulted in limited evaluability of the capacity building component of the project, because the data on the actual number of persons trained, type of the constituent, number of times a person was involved was missing.

Finally, it was reported by the project that some recommendations such as development of the Output Based Budget could not be implemented due to the technical peculiarities of the ILO’s tracking system when the Budget is fed in the system based on budget lines (type of expenditures). Detailed analysis of the final results of implementation of MTE recommendations is available in Annex N.

5.2.13. How effective is the project communication strategy? How effective is the knowledge management strategy?

Communication Strategy. Though Communication Strategy of the project was not formulated, the communication efforts undertaken by the Project proved to be quite effective. The constituents

²⁷ DW Project Phase II Activities 2014-2019

confirmed that the project staff was responsive and accessible on both national and regional levels. The constituents were able to address their queries to the National Coordinators in their countries and / or ask directly CTA or Head of the regional office. This approach created conducive working environment, high level of support, equal partnership based on utmost respect exercised by ILO towards its constituents. Also, the Project utilized direct communication approach to reach out men and women (ultimate beneficiaries) in order to tackle informality. ILO supported trade unions in Kyrgyzstan and Tajikistan to conduct information campaigns through broadcasting videos (mainly in Kyrgyzstan) and mobile theatres in Tajikistan.

In total, the project produced 25 communication materials and news for both countries. All news articles were posted on the official ILO website, while communication products were used for the awareness raising information campaigns conducted under Outcome 2. Communication and promotion products included animated video clips on informal performance, short video story on the mobile theatre performance at the garment factory and recorded mobile theatre performance for both countries.

ILO supported a creative approach on the part of trade unions when they developed messages and dissemination products in cooperation with the local artists. This tailored approach allowed talking to people in their own language. In Tajikistan mobile theatres performances about the issues of informal labour were shown in 28 cities which also resulted in increased of TU membership by 12%. In Kyrgyzstan the cartoons on implications of informal employment, on the issues of pensions, occupational safety and health, maternity leave, TU membership and advantages of formalization were produced by the project and were regularly transmitted on national and regional TV channels starting from May 2016, upon official requests (letters) by the Ministry of Labour, thus covering tens of thousands people. The cartoons were high-lighted during ILC 2016 and re-tweeted by Minister of Labour of France who has more than 26 000 subscribers.

It was not possible to collect the quantity data on the number of persons reached through TV in spite of efforts done by ILO and the evaluator. The constituents were highly satisfied with the awareness campaigns and advised considering modern media channels to maximize the efforts made – Internet, social media, and dissemination through the mobile devices.

Knowledge Management Strategy. The knowledge management strategy of the project engaged research activities, policy analysis, review of the developed policies, consultations with constituents. Each mission to generate knowledge was recorded and the reports were accessible to the relevant parties.

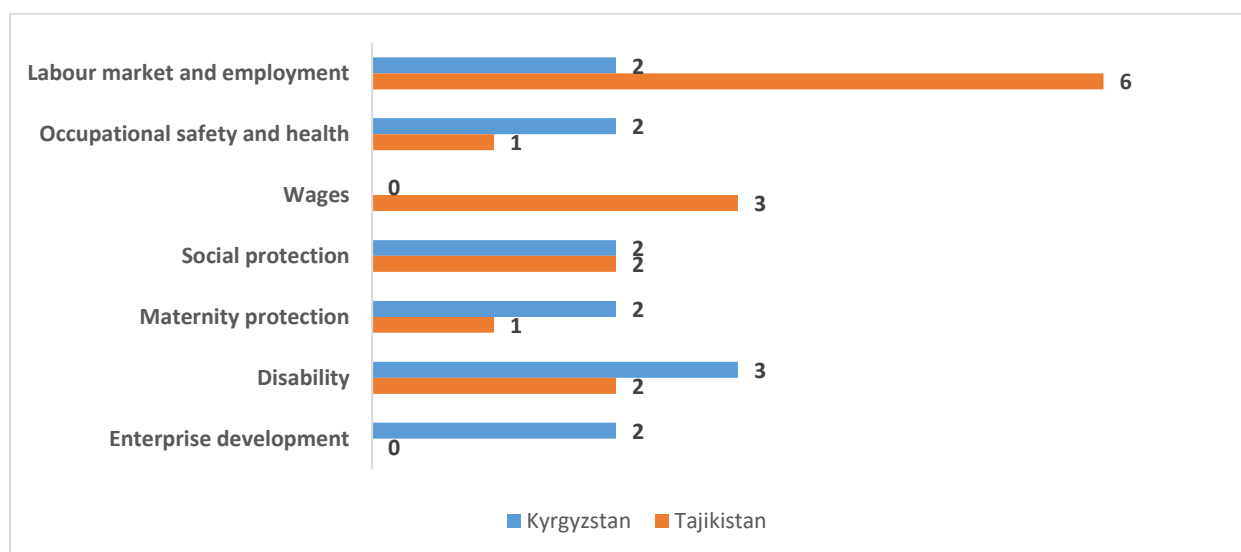
Thorough research and legislation analysis was conducted prior to developing actual policies as it was put by one of the interlocutors – “ILO stands for informed policies. This approach allowed generating knowledge in the situation in the target countries on informality, OSH, social protection, wages, business environment. Key products produced by the project mentioned by the constituents are listed in the table below.

Table 7. Key knowledge products produced by the project.

Tajikistan	Kyrgyzstan
Statistical Diagnostic reports on informal economy	OSH Profile
OSH Profile	EESE report
Concept on labour rationing and wages	Review of national legislation on maternity protection
ABND report on social protection	Five proposals to improve business climate
Review of national legislation on maternity protection	

Overall, the project produced 27 documents – analytical reports, policy papers, qualitative diagnosis report, technical notes, studies and research papers.²⁸ All produced knowledge products are of high quality and were studied by the evaluator to get informed on the current situation analysis. The reports are accessible in hard and electronic copies, in Russian and English languages which is important for international and national development practitioners. In terms of thematic areas, knowledge products developed by the Project slightly differ for Kyrgyzstan and Tajikistan. For Tajikistan, key areas of technical support included labour market and employment, wages, social protection and disability inclusion. For Kyrgyzstan, analytical products covered disability inclusion, enterprise development, social protection, labour market and employment and occupational safety and standards. Detailed distribution of knowledge products by technical area for each country is presented in the table below.

Table 8. Analytical products developed, by technical area and country (number of products)



KEY FINDINGS ON EFFECTIVENESS:

At the policy level, the Project has achieved tangible results in fostering adequate policy responses to employment, OSH, social protection and other challenges it was addressing. More than two hundred activities - technical consultations, workshops, capacity building events, research exercises and analytical assessments were conducted in both countries to equip the constituents in the development of seven informed policies.

At the capacity building level, key changes in constituents' capacities at the institutional level include enhanced capacities of national statistical bodies to conduct LMI analysis work based on ILO standards and recommendations in both countries; improved ability of labour inspectors to investigate occupational accidents, make reporting, etc. according to ILO OSH standards (in Kyrgyzstan) and increased capacities of social partners to run social dialogue with governments to combat informality, defend rights of workers and challenge discriminative policies (in both countries). In Tajikistan, the constituents have not observed much impact made on issues related to OSH and more intensified work targeted at training of state Labour Inspectors was expected. No evidence was observed on the achievement of the success indicator 3.4. "Constituents have initiated implementation of at least one measure to enhance social protection".

The project focused on promoting gender equality by raising capacity of the constituents in both countries on implementation of C183 and C156. The project has achieved quite meaningful results on promoting

²⁸ Full list of knowledge products developed by the project is available in Annex N.

disability inclusion. In Kyrgyzstan, it assisted at improving national SDG indicators focusing on disability and establishing the link between the SDGs and UN Convention on the Rights of PwD. In Tajikistan, the project assisted with assessing social protection services to support employment of PwD and review of the national draft Programme for employment.

The Project also contributed to the achievement of the SDGs in both countries as prioritized in national sustainable development goals by developing informed national policies, enhancing capacities of the constituents to address informality and increase employment opportunities and extent social protection. Modernized national LMI systems, developed state programmes on OSH (both countries), wages (Tajikistan) and the state programme on Reducing Informal Employment (Tajikistan) contribute to the achievement of SDG 8 - Decent Work and Economic Growth. Improved national SDG indicators on disability in Kyrgyzstan, Programme on Promoting the Employment of Persons with disabilities, enhanced knowledge on the maternity protection (C183) and work and life balance (C156) contribute to the achievement of SDG10 - Reduced Inequalities and SDG 4 – Gender Equality.

The Project involved constituents on a tripartite basis to the formulation of the relative policies in employment. Trade Unions were involved to a greater extent which resulted in the increased capacity to run social dialogue and address informality, while employer’s organizations were not involved to the same extent, especially in Tajikistan.

4.3 Efficiency of Resource Use

Efficiency- the productivity of the project implementation process taken as a measure of the extent to which the outputs achieved are derived from an efficient use of financial, material and human resources, effectiveness of management arrangements.

4.3.1 Have the resources (technical expertise, knowledge base, networks, staff, time, administrative and other resources) been used in an efficient manner?

The total budget of the project amounts US\$4.7 million for a period of 70 months. After the first year of implementation of Phase II, the Donor decreased funding for 2016 and 2017 in the sum of EUR 550,000; however, with the commitment to compensate it in 2018.²⁹ Another challenge which the project experienced was deteriorating USD-EUR exchange rate that had dropped from 1.35 in 2014 (tranche I) to 1.07 in 2016 (tranche III) – a reduction by 22%. As a result, ILO undertook revision of the budget to reflect changes in donor funding and rescheduling of instalments during 2016-2018. The revision of the budget also resulted in project no-cost extension for another 10 months with expected **end date in December 2018**.

The Project utilized various sources of the resources to ensure maximum efficiency. Firstly, ILO utilized technical expertise of its key specialists to ensure high quality expertise and no additional cost to the Project. The interviews at the Regional DW project Office in Moscow confirmed direct involvement and contribution of the following ILO’s specialists with their sectoral expertise to various project in target countries:

- Senior Employment Specialist
- International labour Standards Specialist
- Specialist in Workers’ Activities
- Senior Specialist in Employers’ Activities
- Senior Labour Administration, Labour Inspection and OSH Specialist
- Social Protection Specialist

²⁹ MTE report, Ekaterina Stolyarenko.

- Communication and Public Information Specialist

For in-depth analytical activities such as research, legislative analysis, technical advice or specific seminars the Project sought expertise of the invited international and national (local) experts from various thematic areas, including occupational safety and health (7 experts), social protection (6 experts), labour market information and statistics (6 experts), international law and labour, workers' rights and informal employment (5 experts), disability inclusion (4 experts), gender equality and maternity protection (2 experts) and others.³⁰ Overall, the project collaborated with 33 experts (21 men and 12 women) from 11 countries, with a cumulative experience of over 800 years. The project was successful in utilizing the expertise of the experts from the project countries. Thus, 60% of the experts were coming from Russian Federation, Kyrgyzstan and Tajikistan. Another 24% of experts came from other CIS countries (Moldova, Ukraine, Armenia, Azerbaijan). A share of EU experts collaborating with the project was 16%.

Knowledge base of the ILO International Training Center was utilized to equip the constituents with knowledge and best international practices and tools probated by ILO worldwide. Participation of twelve trainers from both countries in two ITC Trainings was supported by the project:

- ITC Training on C183 "Maternity Protection and Gender Dimension of Social Security: Training of Trainers' Workshop (Phase 2) for 6 KGZ and 4 TJK trainers, Turin, 13-17 July 2015.
- ITC Training on "Enhancing employer's involvement in Social Protection Policy debates" for 2 representatives of EOs (KGZ) held on 2-5 Oct 2017 in Turin.

The Project utilized the following networks to use the resources efficiently, contributing to the capacity building and regional exchange at the minimum cost. Project constituents benefited from participation in the following networking events:

- Participation of three representatives from tripartite constituents (Tajikistan) in the regional conference "LM transitions of young men and women in Europe and Central Asia" held in Geneva on 28-20 April 2015
- Participation of five constituents from KGZ (2 MoL, 1 TU, 2Eos) in the sub-regional training conference "Driving competitiveness and productivity through labour law regulation and compliance", Moscow, 21-23 August 2018
- Round table discussion on the first draft of the OSH Profile; Annual Conference of Regional Alliance of Labour Inspectors (RALI) for CIS countries, Cholpon-Ata, 14-15 July 2015
- Participation of KGZ and TJ representatives in the sub-regional meetings on OSH with Rostrud and Lis from other countries held annually in Sochi (2016, 2017, 2017, 2018).

Project implementation strategy was well- thought and balanced in terms of resource allocation between the countries and across the years. Thus, both countries have equal number of activities implemented and the number of activities was evenly distributed across the whole implementation cycle. Also, the project achieved a good balance between analytical/expert support, capacity building and awareness raising activities. Thus, total share of various capacity building activities account for about 75% which corresponds to the overall project orientation on capacity building. Detailed statistics on the number of activities implemented by country, outcome and year is available in Annex P.

4.3.2 Have the project management arrangements been adequate to ensure quality implementation?

The end-term evaluation explored both internal and external management arrangements through the meetings and interviews with ILO administrative staff as well as in the discussions and interviews with counterparts.

³⁰ Sub-Regional training course on ILC for judges, Lawyers and Legal Educators

The project is administered through the DWT/CO Office in Moscow, and is overseen by the Chief Technical Adviser (CTA), reporting to the ILO Country Director. The CTA is assisted by an administrative assistant in Moscow/Russia and supported by National Project Coordinator and Project Assistant in Bishkek/Kyrgyzstan and Project Assistant in Dushanbe/Tajikistan.

The technical backstopping is provided by the thematic specialists based in the DWT/CO - Moscow. Additional technical support is provided by ILO headquarters technical departments (NORMES, EMPLOYMENT, GOVERNANCE, SOCPRO, ENTERPRISES, WORKQUALITY, ACTEMP, and ACTRAV).

Initially, both in Kyrgyzstan and Tajikistan the positions of National Project Coordinators were planned. However, due to budget cuts the project team after the consultations with the DWT/CO Moscow Specialists made a decision to employ only one Coordinator based in Bishkek while in Tajikistan only one project assistant was employed.

It was recommended by the Evaluator of the mid-term evaluation to hire a National Coordinator in Tajikistan or to promote Project Assistant to the positions of the National Project Coordinator. Though it was confirmed through the interviews that National Project Assistant does not possess the necessary technical expertise to represent the project in the country, the Project achieved meaningful results due to the technical expertise engaged to assist the Project's activities in Tajikistan.

Overall, staff resources were used in efficient manner to allow achieving meaningful project's results.

4.3.3 Have the project outputs been delivered in a timely manner? If not, what are the factors that have hindered timely delivery of the outputs?

The project didn't develop a detailed implementation plan for the whole duration of the Project with key milestones. Planning of activities were based on addressing emerging needs of the constituents and adjusted on annual basis. The analysis of planned outputs based on the Project Activities Plan 2014-2019 and the interviews with the constituents allow concluding that all outputs planned are likely to be delivered by the end of the Project with 100% rate of achievement.

The ongoing factors of evolving nature (political and institutional changes, absence of key specialists) affected timely delivery of the outputs. Thus, no-cost extension was granted by the Donor for one more year.

4.3.4 To what extent project resources been leveraged with other related interventions to maximize impact, if any?

The project leveraged resources with the World Bank Project which supported Labour Force Survey conducted in the Republic of Tajikistan in 2016. The project provided technical support to align the methodology and LFS questionnaire with 19th ICLS. Thus leverage of resources was important for Tajikistan since it allowed integrating the recommendations on 19th ICLS into the national LFS in a timely and efficient manner. The ILO engagement in updating the methodology in line with the recommendations has facilitated the process of preparations and implementation of the LFC. Project support included experts' costs, seminar costs, and translation costs (around 50,000 USD).

In addition, the project leveraged resources with other ILO's projects conducted in the region, namely G20 and YE Project, and initiatives giving the opportunities for the constituents from low income countries such as Kyrgyzstan and Tajikistan to participate in the international ILO's events in Moldova, Montenegro, Armenia and Russia. Thus, project resources were leveraged with other interventions to a great extent.

4.3.5 Was the budget spent according to the proposed budget lines?

Overall, the budget was spent according to the budget lines. The only deviation was observed in Tajikistan when the budget for piloting youth employment programme was used to conduct the study and policy formulation in work standardization and wages, hence it was of a top priority for the country.

4.3.6 Are the project's reporting lines and management arrangements conducive to efficient implementation?

The overall responsibility for strategic coordination, internal monitoring of day-to-day progress as well as preparation of the project reports lies with the Chief Technical Advisor (CTA). National Project Coordinator in Kyrgyzstan and Project Assistant in Tajikistan coordinate Project's activities at the national levels and report to CTA. In Tajikistan, one National Consultant provides expert support to the project and also undertaking some functions of coordination (but not fully-fledged coordination which also require proper monitoring and reporting).

CTA is responsible for the preparation of annual progress report based on ILO's template. Overall, the Project demonstrated good data management when all project's activities and outputs were registered and kept in order. Thus, current project reporting lines and management arrangement are appropriate and conducive to efficient implementation of the project.

4.3.7 What is the optimal staffing / implementation arrangement to ensure an effective delivery of outputs?

Though overall staffing and implementation arrangement allowed achieving meaningful results, the next development phase of the Project will require more close coordination with constituents and technical support on the ground in implementation of the developed policies.

It was reported by the Project that social protection specialist allocated by the project for work on the ground in Tajikistan proved to be very effective and it is recommended to follow this practice hence Social Protection Component is time consuming and requires presence in the field due to the great coordination with many partners on the ground.

The special attention will require the capacity building of the labour inspectors in both target countries and hence preparation of labour inspector requires training in various disciplines including practical training, it would be beneficial to allocate technical specialist on OSH and/or a trainer on OSH in each of the country to help countries raise their capacities in OSH management / implementation of OSH programmes.

In Tajikistan, the presence of the National Project Coordinator would be helpful in more active engagement with the UN Agencies and securing deeper synergies with ongoing projects and initiatives. Thus, having a National Project Coordinator would help to ensure more effective delivery on the outputs and better engagement of the Project with other development partners and the UNCT in Tajikistan.

4.3.8 What are the good practices of efficient use of resources which could be shared?

The following practices were much appreciated by the constituents and could be shared with other development specialists:

1. Co-sharing costs with other development projects where ILO's expertise could be utilized to maximize impact.
2. Fund and/or co-fund costs for the participation of the constituents in the international events related to the development intervention.

3. Use training for trainers' modality to reinforce the capacity building strategy to extend the training to a) regions; b) countries; c) greater number of trainees.

KEY FINDINGS ON EFFICIENCY:

The Project utilized various sources of the resources to ensure maximum efficiency. Firstly, ILO utilized technical expertise of its seven key specialists to ensure high quality expertise and no additional cost to the Project. In addition, the project efficiently collaborated with 33 external international experts (21 men and 12 women) from 11 countries. Knowledge base of the ILO International Training Center was utilized to equip the constituents with knowledge and best international practices and tools probated by ILO worldwide. Overall, staff resources were used in efficient manner to allow achieving meaningful results.

The ongoing factors of evolving nature (political and institutional changes, absence of key specialists) to some extent affected timely delivery of the outputs. Nevertheless, all planned outputs are likely to be delivered by the end of the Project with 100% rate of achievement.

The project was efficient in leveraging resources with other ILO's projects (G20 and YO) implemented in the region as well as with the resources of other international organizations. Specific examples include collaboration with the World Bank Project on running Labour Force Survey in the Republic of Tajikistan and participation in the international events, including sub-regional meetings on OSH with Rostrud in Sochi, Russia and the Annual Conference of Regional Alliance of Labour Inspectors (RALI) for CIS countries which was financed from ILO G20 and YE projects.

4.4 Impact orientation

Impact- positive or negative changes & effects caused by the Project at the sub-regional and national levels

4.4.1 Is the project likely to produce a tangible impact on target groups, systems, institutions?

Based on the interviews with stakeholders in the target countries the project is half a way to achieve significant impact on final beneficiaries – men and women, girls and boys, elderly persons and persons with disability³¹ who will enjoy quality jobs guaranteeing safety, decent remuneration and social protection at each stage of a person. To achieve this development objective of the Project, the constituents jointly conducted a comprehensive assessment of the current social protection systems and OSH, prioritized the problems and developed informed policies at the national level.

The impact at the national level could be measured if the developed policies will be implemented. At the current stage, the impact could be estimated on the target groups of the project, systems and institutions. It is important to note that the Project has not set the specific indicators at impact level at the conceptualization stage, thus, the impact assessment is made on the basis of the interviews with relevant stakeholders.

4.4.2 Do the government institutions fully support the initiatives taken by the project?

In the Kyrgyz Republic, four out of seven government institutions targeted by the Project at the conceptualization phase and mentioned in the project document were engaged at high extent. These institutions include Ministry of Labour and Social Development of the Kyrgyz Republic³², Social Fund of

³¹ Ultimate beneficiaries: Women and men in the informal and formal economy, Youth, persons with disabilities, unemployed, working-poor.

³² former Ministry of Labour, Migration and Youth of Kyrgyz Republic and Ministry of Social Development of Kyrgyz Republic

the Kyrgyz Republic, National Statistical Committee of Kyrgyz Republic, State Inspection for Ecological and Technical Safety under the Government of Kyrgyz Republic. All these institutions participated in the FTE process and reported high impact made by the project.

Ministry of Labour and Social Development of the Kyrgyz Republic³³ and Social Fund of the Kyrgyz Republic were supported in the formulation of the relevant labour policies and State Inspection for Ecological and Technical Safety under the Government of Kyrgyz Republic and National Statistical Committee of the Kyrgyz Republic were supported in the improvement of management systems which affected in a positive way current working modalities.

The Project didn't establish much cooperation with such influential and powerful stakeholder as Ministry of Finance of Kyrgyz Republic and this structure was not participated in FTE process and evidently no high impact was made on this structure though it is important for allocating funds for the developed policies and programmes.

Similarly, National Council on Women, Family and Gender Development under the President of Kyrgyz Republic was not involved much in Project's activities though its involvement could be desirable to promote gender equality and increased employment for women at the national level. It was observed during the FTE exercise that government institutions in Tajikistan fully support the initiatives taken by the project.

Social partners represented by Federation of Trade Unions of Kyrgyzstan, National Confederation of Employers of Kyrgyzstan, Business Association "JIA" were involved in the Project's activities to a high extent and reported high impact made on their organizations. Federation of Trade Unions of Kyrgyzstan Drafted strategical plan for 2019-2021, works closely with the MoL on ratification of C102 and C183, insisting on ratification of R204 (transition from informal to formal employment). Business Association "JIA" Committed to creation of 70 000 jobs within upcoming ten years, adopted and shares ILO's values and joined International Organization of Employers. National Confederation of Employers of Kyrgyzstan though developed proposals on enabling business environment with ILO's support, the organization experienced difficulties on lobbying these measures in the Government, which didn't consider them important enough for immediate actions. More advocacy efforts are recommended to reinforce the suggested measures in adequate policy response.

In the Republic of Tajikistan, three out of 8 government institutions targeted by the Project at the conceptualization phase and mentioned in the project document were engaged at high extent. These institutions include Ministry of Labour and Social Protection of Population of Republic of Tajikistan, Ministry of Health of Republic of Tajikistan, State Agency of Social Protection, Employment of Population and Migration of Republic of Tajikistan. All these institutions participated in the FTE process and reported high impact made by the project hence with the support of ILO they developed labour policies of crucial importance and innovative in the region of Central Asia - Programme on Reducing Informality and Employment of Persons with Disabilities, State Programme on Social Protection Development for 2020-2024 (TJ) based on SPF, Developed State Programme on Employment of Persons with Disabilities.

Agency of Statistics under the President of Tajikistan, State Service for Supervision in the sphere of Labour, Employment and Social Protection of Population of Republic of Tajikistan were involved at medium extent and rated impact effect differently. Agency of Statistics under the President of Tajikistan rated impact made by the Project as because the Project supported Tajikistan in integrating recommendations of 19th ICLS even though it was not selected by HQ ILO as a pilot country. LFS was conducted based on a new methodology and a report issued in 2016 was of high quality and it is being used widely by a great variety of stakeholders.

³³ former Ministry of Labour, Migration and Youth of Kyrgyz Republic and Ministry of Social Development of Kyrgyz Republic

State Service for Supervision in the sphere of Labour, Employment and Social Protection of Population of Republic of Tajikistan was involved at medium extent into project activities. However, it didn't rate impact made by the project as high because of a low number of capacity building events conducted for the labour inspectors. Agency for Social Insurance and Pensions was not involved to a high extent and didn't participate in FTE process, thus, no significant impact was observed. At the same time, all government institutions in Tajikistan fully support the initiatives taken by the project.

Similarly like in Kyrgyzstan, Ministry of Finance of Republic of Tajikistan and Committee on Women and Family Affairs under the Government of the Republic of Tajikistan were involved at low extent and no significant impact was observed on these institutions.

4.4.3 To what extent have ILO Constituents been involved in the implementation of the project and what the effects of this engagement?

Social partners represented by Federation of Independent Trade Unions of Tajikistan – trade unions; and Association of Employers of Republic of Tajikistan, National Association of SMEs of the Republic of Tajikistan – employers' organizations were involved to the project at different extent. Federation of Independent Trade Unions of Tajikistan participated at high extent and with support of the Project implemented active measures to combat informality through the awareness raising campaigns. Employers' organizations were involved rather as "invitees" instead of active participants and partners in implementation. This approach has resulted in low impact made on these organizations and more strong inclusion of employers' organizations from Tajikistan is necessary in similar interventions in future. It was confirmed by other stakeholders that trade unions were mostly represented in the events in comparison with the employers' organizations and were generally more active. Detailed analysis of involvement of key stakeholders and effects of their engagement is presented in the table below.

Table 9. Involvement of ILO Constituents in the implementation of the project.

Kyrgyzstan Republic – Government Institutions

Government	Impact made	Involvement	Impact Result
Ministry of Labour and Social Development of the Kyrgyz Republic* (<i>*former Ministry of Labour, Migration and Youth of Kyrgyz Republic and Ministry of Social Development of Kyrgyz Republic</i>)	High	High	In the light of lack of human resources (understaffing, low salaries, high turnover rate) the project provided technical assistance in developing LM policies – Programme on OSH. From 1 January 2019 the service of "personal assistant to severely ill children" will be paid to parents in working age who provide care. Maternity allowance will be increased in a year.
Social Fund of the Kyrgyz Republic	High	High	The project helped to conduct actuary assessment of the pension system and trained 10 specialists of the Social Fund to enhance the capacity of the institution. Pension amount were increased by 100 SOM.
Ministry of Finance of Kyrgyz Republic	Low	Low	No Significant impact observed
Ministry of Health of Kyrgyz Republic	Low	Low	No Significant impact observed

National Statistical Committee of Kyrgyz Republic	High	High	In 2020 LFS will be published taking into account recommendations of 19 th ICLS, SGD's statistical system is improved
State Inspection for Ecological and Technical Safety under the Government of Kyrgyz Republic	High	High	Knowledge on Risks Assessment gained in construction will be applied in mining, increased cooperation with Arkhstroyriadzor to conduct joint labour inspections
National Council on Women, Family and Gender Development under the President of Kyrgyz Republic	Low	Low	No Significant impact observed

Kyrgyz Republic – social partners

Institution	Impact made	Involvement	Impact result
Federation of Trade Unions of Kyrgyzstan	High	High	Drafted strategical plan for 2019-2021, work closely with the MoL on ratification of C102, and C183, insist on ratification of R204 (transition from informal to formal employment)
National Confederation of Employers of Kyrgyzstan	Medium	High	Confederation developed proposals on enabling business environment but experienced difficulties on communicating them to the Government
Guild of Directors/Federation of Industry "Guild of Directors of Kyrgyzstan"	Low	Low	No Significant impact observed
Business Association "JIA"	High	High	Committed to creation of 70 000 jobs within 10 years, adopted and share ILO's values, joined International Organization of Employers

Tajikistan – Government Institutions

Institution	Impact made	Involve ment	Impact result
Ministry of Labour and Social Protection of Population of Republic of Tajikistan	High	High	Developed for the first time labour policies of no one alike in Central Asia – Programme on Reducing Informality and Employment of Persons with Disabilities. Developed draft of the Work Standardization which has not been reviewed for the past twenty years.
Ministry of Finance of Republic of Tajikistan	Low	Low	No significant Impact Observed
Ministry of Health of Republic of Tajikistan	High	High	Increased understanding on social protection – beyond health. Developed State Programme on Social Protection Development for 2020-2024 (TJ) based on SPF.

State Agency of Social Protection, Employment of Population and Migration of Republic of Tajikistan	High	High	Developed State Programme on Employment of Persons with Disabilities.
Agency of Statistics under the President of Tajikistan	High	Medium	Integrated recommendations of 19 th ICLS into LFS
State Service for Supervision in the sphere of Labour, Employment and Social Protection of Population of Republic of Tajikistan	Low	Medium	Conducted awareness raising campaign on OSH among students, changed attitude towards employers – focus on education vs punishment
Agency for Social Insurance and Pensions	Low	Low	No significant Impact Observed
Committee on Women and Family Affairs under the Government of the Republic of Tajikistan	Low	Low	No significant Impact Observed

Tajikistan – Social Partners

Institution	Impact made	Involvement	Impact result
Federation of Independent Trade Unions of Tajikistan	High	High	Conducted awareness campaign on informality in 28 cities reaching out to __ men and women including rural citizens. Increased membership by 12%, increased presence in the regions, increased visibility on national TV.
Association of Employers of Republic of Tajikistan	Low	Low	No significant Impact Observed
National Association of SMEs of the Republic of Tajikistan	Low	Low	No significant Impact Observed

4.4.4 What is the most significant change/effect the project brought so far at social and economic levels? Are there any negative effects the project is producing?

Since the Project was focused on policy formulation and ended prior to actual implementation of those policies, we could just project the impact made at social and economic levels.

The most significant effect the Project made both at economic and social level is that for the first time in Central Asia the biggest problem of informality was targeted at the national policy level. If effective implementation of active measures ensured, we could expect greater number of men and women working formally, enjoying decent work and social protection. States represented by the governments will have accumulated resources as a result of payment income and social security taxes which could be invested further in expanding social protection and human development.

Priorities identified as a result of ABND, concepts of SPF integrated into the developed policies of social protection in both countries and budget scenarios calculated to advise governments on actual costs to implement SPF – would serve as practical guidance to expanding social protection for vulnerable groups.

Maternity protection and employment of persons with disabilities reinforced through actual policy development are of the most importance to the economic and social development for the countries in light of their commitment to ratify relevant international conventions.

KEY FINDINGS ON IMPACT:

The most significant effect the Project made both at economic and social level is that for the first time in Central Asia the biggest problem of informality was targeted at the national policy level. If effective implementation of active measures ensured, we could expect greater number of men and women working formally, enjoying decent work and social protection. Priorities identified as a result of ABND, concepts of SPF integrated into the developed policies of social protection in both countries and budget scenarios calculated to advise governments on actual costs to implement SPF – would serve as practical guidance to expanding social protection for vulnerable groups. Maternity protection and employment of persons with disabilities reinforced through actual policy development are of the most importance to the economic and social development for the countries in light of their commitment to ratify relevant international conventions.

The Project is half a way to achieve significant impact on final beneficiaries – men and women, girls and boys, elderly persons and persons with disability who will enjoy quality jobs guaranteeing safety, decent remuneration and social protection at each stage of a person. To achieve this development objective, the constituents jointly conducted a comprehensive assessment of current social protection systems and OSH, prioritized the problems and developed informed policies at the national level.

4.5 Project sustainability

Sustainability- the extent to which adequate capacity building of project stakeholders has taken place to ensure that mechanisms are in place to sustain activities and whether the existing results are likely to be maintained beyond project completion.

4.5.1 What is the likelihood of sustainability of outcomes beyond the life of the project? Are national partners able to continue the project agenda and results after the end of the project (capacity of people, institutions, laws, policies)?

It was confirmed during the interviews with the constituents in the target countries that the project has generated quite sustainable results at the policy and institutional level.

Sustainability at the Policy level. The majority of the stakeholders confirmed that adopted policies such as national programmes on employment, OSH and social protection would be implemented by the governments. All policies and programs which were developed with the support of the project contain the detailed matrices with indicators and identify parties responsible for their implementation.

On the other hand, government stakeholders expressed concern over actual implementation of the developed policies. As one interlocutor expressed, “We have been progressing at the maximum speed and now with the end of the Project, this might all drop down”. ILO is expected to continue technical support to the governments as the key UN agency responsible for labour. Given the fact that some policies were developed in the target countries for the first time, technical support of ILO would be required to sustain the achieved results at the policy level.

Sustainability at the Institutional level. National statistical bodies demonstrated quite confident capacity in usage of good practices in LMI analysis work based on ILO standards and recommendations which they gained through the technical assistance of the project. Both institutions responsible for national statistics in the target countries (Natsstatkom in Kyrgyzstan and Agency of Statistics in Tajikistan) have clear

visioning how to improve labour statistics and which technical assistance will be required by ILO in future (primarily in adopting recommendations of 20th ILCS).

Trade Unions in target countries demonstrated increased capacity to run social dialogue with governments to combat informality, defend rights of workers and challenge discriminative policies. In Kyrgyzstan, trade Unions supported by ILO were trying to prevent the adoption of the law about trade unions with provisions hampering the freedom of association which at the time of writing this report was passed in 2nd reading. If this law is adopted, then the potential of trade unions to have strong voice in social dialogue will be hampered.

In both countries trade unions increased the capacity to conduct outreach campaigns informing men and women on consequences of informality and these experience is likely to be sustained by trade unions in future as this is a good method to:

- a) Inform population about such institution as a trade union;
- b) Inform population about their rights and promote the role of the trade unions in defending them;
- c) To learn about problems of people on the ground and attract new members to the trade unions.

Though employers' organizations were involved in social dialogue on informality, their voices remain quite weak. Though in Kyrgyzstan, the Confederation of Employers developed five proposals to enable business environment, the capacity of the organization to appeal the government to put these proposals in practice is rather weak. It was pointed out by Confederation of Employers that Government stayed reluctant to the proposals and didn't consider these suggestions important to improve business environment. The interviews conducted with the business sector showed that employers' organizations are rather disintegrated and do not have a joint approach and strong capacity to communicate with the government on addressing their needs. Work conducted on EESE survey in 2015 and 2016 in Kyrgyzstan and Tajikistan didn't result in concrete policy changes on regulating business environment in target countries.

More time is required to invest in achieving the sustainable results at this direction and advocacy events supported by ILO are recommended. In a meantime, it could have been more productive in investing resources in direct outreach campaigns targeted at the employers to combat informality because the employers are accountable for employing workers for their businesses.

National institutions in charge of OSH in the target countries demonstrated various level of satisfaction over the project's activities, their capacities to sustain the achieved results is different. In Tajikistan, interviews with FITU confirmed high satisfaction over the project's activities and increased capacity in OSH management. The seminars on risk assessment and management of professional risks at work-places in 2017 and 2018 resulted in increased capacity on the part of FITU to identify risks in construction sector. The experienced gained through theory and practice will be applied by FITU in mining and energy sector. In Tajikistan, though similar activities were conducted, the Project didn't achieve tangible results in OSH as it was expected that capacity building of labour inspectors should it be at large scale.

4.5.2 What are the key project achievements thus far that could be sustained? What are the learned good practices/experience that are worth highlighting?

The project has high potential to sustain the achieved results at the policy level. The implementation of the developed programmes on OSH, employment of persons with disabilities and social protection should be supported to achieve the development objective of the Project. The Project could support the achieved result at the policy level by harmonizing legislation in the following areas:

1. It was reported by both national bodies of OSH control in target countries that current law doesn't allow conducting unscheduled visits to the factories which limits the capacities of labour inspectors and hampers safety at work.
2. Employers are preoccupied with current high taxes which prevent formalization of workers.

The following lessons learnt are worth highlighting:

1. Investing in information and outreach campaign in Tajikistan resulted in 12% increase of new members in trade unions
2. Risk Assessment Skills put in practice in Kyrgyzstan resulted in 15% decrease of traumatism in Kyrgyzstan

The following good practices are worth highlighting:

1. Synergizing with the World Bank project allowed leveraging resources and conduct LFS in Tajikistan based on the improved methodology developed with support from the project.
2. Supporting participation of the target countries in other initiatives relevant to decent work agenda such as sub-regional meeting on OSH organized by Rostrud and RALI meetings allows leveraging resources, facilitates exchange of regional experience and enhances the capacity of labour inspectors.

4.5.3 How effective has the project been in establishing national/local ownership? Are project specific results, outcomes/outputs embedded in the national institutions and will be sustained and utilized after the end of the project? What are the mechanisms which ensure sustainability?

Overall, the constituents increased capacity to promote more and better jobs as they addressed the key problems hampering the decent work in the target countries and developed policies at the national level. The constituents share mutual understanding that if government endorsed the policies – then the responsible parties would be responsible for implementation of the results. All policies developed have implementation plans and matrices of success indicators. Thus, their progress could be measured and reported to hold governments accountable in front of their citizens.

Another important result of the Project is supporting the target countries in ratification of the international conventions. This is another powerful tool to ensure sustainability of the achieved results as “ratification creates obligation”. The project contributed to the preparation of governments in the target countries in ratification of C183 on maternity protection. Though target countries are at the different stages of preparedness to ratify the convention (Kyrgyzstan considers ratification in the near future while Tajikistan not) – the Project conducted legislative review and analysis to head way forward in this direction. These examples demonstrate strong ownership of the project at the national level.

At the local level, social partners also demonstrated high level of ownership over the Project's results. Employer's Organization JIA in Kyrgyzstan joined International Organization of Employers and organized Committee on Youth Employment in the association. The leaders of JIA are also committed to the creation of 70 000 formal jobs within 10 years.

Trade Unions in Tajikistan strengthened their visibility and presence in the regions which increased influx of new members to the organization. The developed tools to run awareness campaign, the experience gained within the project will be used by the Trade Unions to recruit new members in future. This is very important for the organization as unlike in Kyrgyzstan trade unions are not financed by government as the issue of the financial sustainability is crucial.

4.5.4 To what extent can outputs be expected to be sustainable over the medium term (5-10 years)?

Overall, the achieved outputs will be sustained to a great extent if they are supported / embedded at the national legislation framework. Output 2.2. National OSH profile up-dated to give policy advice on OSH issues is likely to be sustained for the next five years to serve as a baseline for the developed Programmes on OSH in the target countries. KGZ: State OSH Programme and its implementation plan, 2019-2024. TJK: State OSH Programme in the Republic of Tajikistan for 2019-2022 (draft).

Output 2.5. Tripartite constituents capacitated on informality and/or wages policies has high prospects to be sustained in Tajikistan as Concept of work standard-setting and wage policy in RT for 2018-2023 was elaborated and work in this direction will be continued by tripartite constituents in the course of 5 years (mainly MoL). Also State Programme on reducing unregistered (informal) employment was adopted in Tajikistan provided solid base for sustainable work in this direction.

Similarly Output 3.5. Sensitization and capacity-building of constituents on disability inclusion implemented has high prospects to be sustained in the period of next 5-10 years as Kyrgyzstan ratified the UN Convention on the Rights of PwD and the national voluntary review on SDGs is planned for 2020. In Tajikistan national Programme for Employment of PwD is planned for 2019-2021 and given the fact that UN Convention on the Rights of PwD was signed in 2018, the country will be heading forwards towards the ratification of the Convention taking due measures for preparation to it.

As for Output 3.4. Constituents capacitated to implement C183 (maternity protection) and Output 3.3. Constituents able to implement R202, focusing on four basic social security guarantees, overall the constituents demonstrated good understanding of C183 however full implementation of the C183 requires the ratification and the target countries are at difference stage of preparedness. If in Kyrgyzstan the Road Map for ratification of C183 is prepared which could serve the base for the sustainability of work in this direction in the course of next five years. In Tajikistan it is important to continue work on maternity protection in cooperation with social partners (TUs and Eos) while steadily heading forward to the ratification of C183. As for the output enabling the constituents on R202, if we understand by “able to implement R202” enhanced understanding of SPF concept and ability of constituents to put the basic security guarantees in practice through the development of national policies in line with R202, then Output 3.3. is achieved and if the policies will be adopted it will be sustainable in the period of 5 years. However, the constituents were not confident enough about actual implementation on their own and ILO technical assistance would be required to support the implementation process of the developed policies.

Outputs focused on capacity building of the constituents require more input of the resources and efforts to retain knowledge gained. **Output 2.3. Labour Inspection (LI) provided with training on applying OSH standards & carrying out inspections** was achieved however its sustainability is quite fragile. Given the fact that trained labour inspectors may leave their positions, partly gained expertise and knowledge may be lost in the course of 5 upcoming years. It was reported by FITU that two LIs trained on ILO OSH Management left and this knowledge was lost. More durable solutions should be sought to sustain the achieved results (TOT with the final target to include LI education in national education system based on professional standards and ILO standards. More detailed analysis on the sustainability of outputs is provided in the table below.

Table 10. Analysis of the project against sustainability prospects.

Outputs	Kyrgyzstan	Tajikistan
Outcome 1: Constituents increased capacity to promote more and better jobs and enhance opportunities for young people		
Output 1.1. Constituents provided with capacity-building on LMI up-date and analysis	LFS SDGs	LFS SDGs
Sustainability prospects: the constituents (national statistical bodies) raised capacity and updated LMI systems however ILO’s technical assistance will be needed in the next 5 years to support LFS and SDGs reporting		

Output 1.2. Targeted LM policies & programmes to facilitate transition to decent work for young people developed and tested in a pilot sector (planned for Tajikistan)	N/A	Not delivered, substituted with Output on wages.
Outcome 2: Workplace compliance enhanced through Labour Inspection and facilitation of transitioning from informal to formal economy (planned for both countries)		
Output 2.1. Tripartite constituents trained to contribute to OSH policies through social dialogue	OSH Programme developed	OSH Programme developed
Sustainability prospects: Tripartite constituents in both countries contributed to OSH policies through social dialogue however within the next 5 years ILO's expertise might be required to review current legislation which prohibits unsolicited labour inspections at plants which prevents effective work of LIs in target countries.		
Output 2.2. National OSH profile up-dated to give policy advise on OSH issues	OSH profile developed	OSH profile developed
Sustainability prospects: the updated OSH profiles could be valid for the next five years to serve as a baseline for the developed Programme on OSH in the target countries. KGZ: State OSH Programme and its implementation plan , 2019-2024		
Output 2.3. Labour Inspection (LI) provided with training on applying OSH standards & carrying out inspections	Trainings delivered	Trainings delivered
Sustainability prospects: given the fact that trained labour inspectors may leave their positions, partly gained expertise and knowledge may be lost in the course of 5 upcoming years. More durable solutions should be sought to sustain the achieved results (TOT with the final target to include LI education in national education system based on professional standards)		
Output 2.4. TUs and EOs provided with training to promote transitioning from informal to formal economy / employment	Trainings delivered	Trainings delivered
Sustainability prospects: unlikely to be sustained in the 5 upcoming years due to natural turnover of the employees.		
Output 2.5. Tripartite constituents capacitated on informality and/or wages policies	N/A	Diagnostic reports on informality, seminars on work standard-setting in the organization, round tables on policy and wages
Sustainability prospects: Concept of work standard-setting and wage policy in RT for 2018-2023 was elaborated and work in this direction will be continued by tripartite constituents in the course of 5 years (mainly MoL)		
Outcome 3: Extended national social protection system		
Output 3.1. Social Protection Floor (SPF) rapid assessment situational analysis with specific recommendations, in line with R202	Report on minimal social protection standards data collection, 2 Joint SPF WG created	Workshop "Formation of a shared understanding on social protection"
Sustainability Prospects: KGZ expressed interest in implementing social protection based on SPF concept.		
Output 3.2. Assessment Based National Dialogue (ABND), based on social dialogue implemented as the 1 st stage in SPF process	ABND conducted	ABND conducted
Sustainability Prospects: priorities for countries identified, ABND reports issued in both countries		
Output 3.3. Constituents able to implement R202, focusing on four basic social security guarantees.	Strategy on development of social sphere and labour in Kyrgyz Republic, 2019-2023 developed	State Programme on Social Protection Development for 2020-2024 developed
Sustainability Prospects: if we understand by "able to implement R202" enhanced understanding of SPF concept and ability of constituents to put the basic security guarantees in practice through the development of national policies in line with R202, then Output 3.3. is achieved and if the policies will be adopted it will be sustainable in the period of 5 years. However, the constituents were not confident enough about actual implementation on their own and ILO technical assistance would be required to support the implementation process of the developed policies.		

Output 3.4. Constituents capacitated to implement C183 (maternity protection)	ITC Training in Turin on 183, national workshops on maternity protection, analysis of the country situation with regard to C183 (national legislation and policy analysis), Road Map for ratification of C183 (RBSA project)	ITC Training in Turin on 183, national workshops on maternity protection, analysis of the country situation with regard to C183 (national legislation and policy analysis)
<p>Sustainability prospects: overall the constituents demonstrated good understanding of C183 however full implementation of the C183 requires the ratification and the target countries are at difference stage of preparedness. If in Kyrgyzstan the Road Map for ratification of C183 will be prepared it will create the base for the sustainability of Output 3.4. given credit to the activities carried out by the project within this output. In Tajikistan it is important to continue work on maternity protection in cooperation with social partners (TUs and Eos) while steadily heading forward to the ratification of C183.</p>		
Output 3.5. Sensitization and capacity-building of constituents on disability inclusion implemented	Technical advice on improving SDG indicators focusing on disability and establishing links between SDGs and UN Convention on the Rights of PwD	Technical consultations on assessing social protection services to support employment of PwD and review of the national draft Programme for Employment of PwD.
<p>Sustainability prospects: Output 3.5. has strong prospects to be sustainable in the period of next 5-10 years as Kyrgyzstan ratified the UN Convention on the Rights of PwD and the national voluntary review on SDGs is planned for 2020. In Tajikistan national Programme for Employment of PwD is planned for 2019-2021 and technical support of ILO may be desired.</p>		

4.5.5 What resources are available for running similar exercises in the future?

At the moment of the final evaluation, it was reported that Government of Finland will not be funding the project and on 31 December 2019 the Project will be ended. However, ILO and its constituents including governments in the target countries confirmed the interest and the necessity to sustain the achieved results. Current phase of the project showed that small number of the target countries (2 in case of the 2nd Phase) allows ensuring due focus and achieve meaningful results. ILO informed that internal resources of organization would be reimbursed to support similar activities under RBSA project. Other ILO projects which supported the project are coming to their end in the near future – G20 Project ends on December 31, 2020, Youth Employment Project ends on 27 February 2023.

The external resources should be allocated to support similar intervention on a broad scale to ensure continuation of key project's outcomes on social protection, focus on maternity protection and disability, work standardisation and wages, occupational safety and health.

ILO should support the governments in their implementation of national policies which were developed and seek more durable solutions to raise capacities of national OSH systems, including capacity building of labour inspectors. Developing educational programmes on OSH and embedding them into national educational system and curricular would be more sustainable solution to ensure preparation of the LM inspectors in target countries. It is especially important for Tajikistan where currently there is no state educational programme which prepares labour market inspectors.

The funds of the EU government, the government of Russia and China could be potentially considered given the regional interest of the target countries. The resources of international organizations could be used to leverage the resources, including the World Bank, UNDP, UNSTAT and others. Also, activities on OSH could be of interest of transnational private and/or public companies with presence in the region

and / or in target countries: Gazprom International (Russia), LUKOIL (Russia), CNPC (China), TBEA (China), Coca Cola Icecek (Turkey).³⁴

Internal resources of the constituents (governments, TUs, EOs) could be used to leverage the resources for the external sources. The potential source of income for similar interventions which worth exploration are the fees of the members of the EOs and TUs paid to the social partners to finance similar activities.

4.5.6 What can be done to enhance the sustainability of the project and strengthen the uptake of the project outcomes by the national stakeholders?

To ensure sustainability of the Project and strengthen the uptake of the Project outcomes by the national stakeholders it is important to make sure that a) governments allocate adequate resources to finance the developed programmes; b) issues of informality is continued to be addressed at all levels and by all constituents; c) men and women join formal labour activity, employers run business and pay taxes to the social security; d) governments hold accountable for the public resources to guarantee social security to all members of the society.

Tripartite constituents should keep clear strategic focus and measure the progress of the implementation of the developed policies / initiatives vs target indicators based on SMART model. Taking into account the practice of peer review of the Youth Employment Project, the developed policies could be peer reviewed and evaluated with the technical assistance of ILO. Social partners should develop their strategies, programmes on informality to contribute to sustainability of achieved results, retain knowledge gained and strengthen voice in social dialogue. New programmes / initiatives should have stronger focus on direct impact on their members and final beneficiaries.

Given the fact that EOs in target countries showed weak institutional structure and keeping in mind the recommendation of the MTE on investing in the organizational capacity vs individual representatives, it would be important to conduct organizational assessment of the EOs in target countries, including official and not official ILO's partners. The important aspects of this organizational assessment should include the following dimensions:

- Institutional Capacity, Sustainability and Governance Structure
- Financial Sustainability and presence / number of active members
- Transparency and accountability of the organization
- Provision of services to their members on regular basis
- Advocacy initiatives undertaken in line with strategic visioning and mission of the organization
- Communication and Marketing Strategy of the Organization.

It is also important to invest equal resources in the capacity building of the employers' organizations and giving them the opportunity to put knowledge gained through the practise, for example piloting programmes, awareness raising campaigns, developing tailor made services for their members, etc.

KEY FINDINGS ON SUSTAINABILITY:

The majority of the stakeholders confirmed that adopted policies such as national programmes on employment, OSH and social protection would be implemented by the governments. All policies and programs developed with the support of the project contain the detailed matrices with indicators and identify parties responsible for their implementation. On the other hand, government stakeholders expressed concern over actual implementation of the developed policies. ILO is expected to continue technical support to the governments as the key UN agency responsible for labour. Given the fact that some policies were developed in the target countries for the first time, technical support of ILO would be required to sustain the achieved results at the policy level.

³⁴ <http://www.toptj.com/News/2019/10/29/5-krupneyshikh-inostrannykh-kompaniy-kotorye-delayut-dengi-v-tadzhikistane>

In both countries trade unions increased the capacity to conduct outreach campaigns informing men and women on consequences of informality and these experience is likely to be sustained by trade unions in future. Though employers' organizations were involved in social dialogue on informality, their voices remain quite weak. EESE survey conducted in 2015 and 2016 in Kyrgyzstan and Tajikistan didn't result in concrete policy changes on regulating business environment, additional advocacy efforts and direct investments on raising capacity of employers' organizations are expected in both countries to sustain the achieved results.

5. CONCLUSIONS

Strategic relevance of the project has been rated as high by all key stakeholders and constituents from all countries during the interviews. The project is well-aligned with countries' national and regional priorities, strategies and plans, Decent Work agenda and the strategic ILO framework and other international development assistance programmes.

Effectiveness of the Project is confirmed by tangible results achieved at the policy level through fostering adequate policy responses to employment, OSH, social protection and other challenges it was addressing. More than two hundred activities were conducted in both countries to equip the constituents in the development of 7 informed policies. In both countries trade unions increased the capacity to conduct outreach campaigns informing men and women on consequences of informal employment, this practice is likely to be sustained in future. Though employers' organizations were involved in social dialogue on informality, their voices remain quite weak. Additional advocacy efforts and direct investments on raising capacity of employers' organizations are expected in both countries to sustain the achieved results.

Project contributed to gender equality by raising capacity of the constituents in both countries on the implementation of C183 and C156. In terms of disability inclusion, though the reduction of funds limited the scope of interventions under this thematic area, the Project achieved quite meaningful results. In Kyrgyzstan, it assisted at improving national SDG indicators focusing on disability and establishing the link between the SDGs and UN Convention on the Rights of PwD. In Tajikistan, the project assisted with assessing social protection services to support employment of PwD and review of the national draft Programme for employment.

The Project utilized human, financial and technical resources to ensure maximum efficiency. The project utilized technical expertise of its key specialists to ensure high quality expertise and no additional cost to the Project. In addition, knowledge base of the ILO International Training Center was utilized to equip the constituents with knowledge and best international practices and tools probated by ILO worldwide. The project collaborated with 33 external international experts (21 men and 12 women) from 11 countries, with a cumulative experience of over 800 years. The project was efficient in leveraging resources with other ILO's projects (G20 and YO) implemented in the region as well as with the resources of the World Bank. The ongoing factors of evolving nature (political and institutional changes, absence of key specialists) affected timely delivery of the outputs but nevertheless, all planned outputs are likely to be delivered by the end of the Project with 100% rate of achievement.

The most significant effect the Project made both at economic and social level is that for the first time the issue of informal employment was targeted at the national policy level in both countries. If effective implementation of active measures ensured, we could expect greater number of men and women working formally, enjoying decent work and social protection. States represented by the governments will have accumulated resources as a result of payment income and social security taxes which could be invested further in expanding social protection and human development.

The Project involved constituents on a tripartite basis to the formulation of the relative policies in employment. Trade Unions were involved to a greater extent which resulted in the increased capacity to run social dialogue and address informality, while employer's organizations were not involved to the same extent, especially in Tajikistan.

6. LESSONS LEARNT AND EMERGING GOOD PRACTICES

6.1. Lessons learnt

During the evaluation, the following lessons learnt were formulated to promote organizational learning and improve project performance and delivery on output and outcome levels. First, investing in information and outreach campaign can become an effective instrument to improve the level of knowledge about the role and capacities of the trade unions and support recruitment of new members to the trade unions. Thus, as a result of information campaign implemented in Tajikistan, trade unions were able to see a 12% increase of its new members.

Secondly, capacity building activities on occupational safety and health which included a combination of theory, practice and joint discussions on risk assessment can significantly contribute to improving capacities of the labour inspectors and lead to the decrease a traumatism. In both countries, ILO conducted Risk Assessment Seminars on risk assessment and management of professional risks at workplaces which included one-day theory, one-day practice on site and ½ day discussions of carried-out risk assessment. In Kyrgyzstan, risk assessment in the construction field was conducted on the site of the construction company OAO «Avangard-Stil» (over 100 workers), Bishkek city, with participation of the management of the enterprise, ILO and state labour inspection. Following the seminar, Labour Inspectors started working closely with the construction sector enterprises, even though they had limited access to the construction sites. Making photos of risky practices in construction (ex. workers without hard hats on the construction site, construction works without protective netting, etc.) and sending them to Arkhnadzor (the state body which had access to the construction sites) resulted in 15% decrease of traumatism in Kyrgyzstan in construction sector. As reported during the evaluation, the State Inspectorate for ecological and technical safety under the Government of Kyrgyz Republic (Gosekotehinspektsiya) are planning to use knowledge gained and risks assessment skills acquired to apply to other sectors of the economy.

6.2. Emerging good practices

Final evaluation identified two emerging good practices. First, synergizing with the World Bank project allowed leveraging resources and conduct Labour Force Survey in Tajikistan based on the improved methodology developed with support from the project. In particular, the project leveraged resources with the World Bank Project which supported Labour Force Survey conducted in the Republic of Tajikistan in 2016. The project provided technical support to align the methodology and Labour Force Survey questionnaire with 19th ICLS. Thus, leveraging resources was important for Tajikistan since it allowed integrating the recommendations on 19th ICLS into the national Labour Force Survey in a timely and efficient manner.

Secondly, supporting participation of the labour inspectors from the target countries in other initiatives relevant to decent work agenda such as a sub-regional meeting on OSH organized by Rostrud and RALI meetings allowed leveraging resources, facilitated the exchange of regional experience and enhanced the capacity of labour inspectors. Such practice of collaborating with other projects to leverage resources

represents a good practice of effective and efficient planning, efficient use of financial and technical resources and delivering value for money services.

7. RECOMMENDATIONS

When analyzing data collected during the desk review and field visits and formulating recommendations, the evaluator applied a utilization-focused approach.³⁵ This is aimed at developing recommendations which will be realistic, feasible and support the ILO project team to make informed decisions about design of future programs in the region to enhance their evaluability and results management approach, improve impact, increase sustainability of the results as well as produce evidence on emerging good practices and lessons learnt for future interventions.

Table 11. Recommendations for the project

	RECOMMENDATIONS	TIMEFRAME AND RESOURCE IMPLICATIONS
	High priority for ILO DWT/CO Moscow	
1	To develop explicit capacity building strategy including maintaining the data base of trained participants disaggregated by age/sex, type of the constituents, type of capacity building activities he/she took part in. Given the fact that target countries are prone to constant political and institution changes it is important to develop core training held on annual basis – maternity protection, OSH, informality, disability inclusion, youth employment.	Immediate Action No additional resources needed
2	To develop explicit Gender Mainstreaming strategy to achieve tangible results at the development objective level, outcome level, outputs level. The strategy should be based on gender analysis and country performance under CEDAW convention and support country efforts in women’s employment.	Immediate Action No additional resources needed
3	To develop communication strategy with targets set aimed to achieve tangible qualitative and quantity results. Number of persons reached sex/age disaggregated, number of engagements, number of consultations provided with outreach campaigns, number of communication products produced, number of publications in mass media on informality, number of persons joined trade unions.	Immediate Action No additional resources needed
4	To increase cooperation with the UNCT and other development actors to extent ILO’s expertise on employment of vulnerable groups to put principle “no one is left behind” in practice. The detailed chart of vulnerable groups should be developed to inform UNCT members on which UN agency, where and how addresses the needs of vulnerable groups and the potential synergies for cooperation to be put in practice.	Immediate Action No additional resources needed
5	To strength hen cooperation with the Ministry of Economy, National Committees on Women’s issue to maximize the impact of similar interventions and improve sustainability of the results.	Immediate Action No additional resources
	Medium priority recommendations for DWT/CO Moscow subject to new intervention and additional funding:	

³⁵ Utilization-Focused Evaluation. URL: <https://www.betterevaluation.org/it/node/779>

6	To conduct evaluability assessment of the Project's design including development of M&E performance plan.	Mid-Term action subject to the preparation of next intervention. Additional resources should be budgeted at the M&E budget line
7	To conduct independent Monitoring and Evaluation of the developed policies to find out what works and what not and develop ways for improvement in future.	Six months after start of the actual implementation of the developed policies. Sufficient resources should be budgeted by ILO and target governments.
8	To conduct TOT in both countries on OSH aiming to raise capacity building of all LIs in the target countries, given the fact that their number is quite limited – this won't be difficult to do.	Mid-Term Action Sufficient resources should be budgeted by ILO and/or target governments and/or the donors.
9	To develop national education programme on preparing LIs based on professional standards and ILO's standards.	24 months after preparation of the next intervention on OSH Sufficient resources should be budgeted at the capacity building line
10	To leverage capacity building efforts on capacitating trade unions and employers' organizations; to enhance the capacity of employers' organizations to engage into social dialogue and influence on their members. Supporting EO's in conducting active awareness raising campaign on informality is recommended.	Mid-Term Action Sufficient resources should be budgeted at the advocacy line to support the EOs in conducting awareness raising campaign on informality

8. ANNEXES

7.1 Annex A. Terms of Reference

Terms of Reference Final independent evaluation of the project

Title:	From the Crisis towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (DW II project)
Countries:	Kyrgyzstan, Tajikistan
TC Code:	RER/13/01/FIN
ILO Responsible Office:	ILO Decent Work Team and Country Office for Eastern Europe and Central Asia
ILO Technical unit	EMPLOYMENT, GOVERNANCE, SOCPRO, WORKQUALITY, ACTEMP, and ACTRAV
Duration:	Start date: March 2014 End date: December 2019 (no-cost extension from Feb. 2018 – December 2018; no cost extension from December 2018 – December 2019)
National Counterparts:	Ministries of Labour, Employers’ Organizations and Trade Unions in the Project countries
Type of evaluation:	Independent
Timing of evaluation:	Final
Donor:	Ministry for Foreign Affairs of Finland

BRIEF BACKGROUND ON PROJECT AND CONTEXT

The DW Project, Phase II (DW II project), builds upon the results and lessons learned of Phase I (2010-2013), which targeted eight countries³⁶ and had three main subject areas (Pillar 1: “Employment”, Pillar 2: “Occupational Safety and Health” and Pillar 3: “Social Security”) in which the ILO provided support to its tripartite constituents for the implementation of their Decent Work Agenda (with or without formal Decent Work Country Programmes/DWCPs).

Further to a successful completion of phase I in February 2014, the Donor decided to support the second phase, but to reduce the scope to two countries (Kyrgyzstan and Tajikistan). The project approach and strategy were elaborated based on the concept note developed by the ILO in close consultations with all the stakeholders.

The development objective of the DW II Project

The Development Objective of the project is to support inclusive job-rich growth, improve employment opportunities, working conditions and social protection of women and men, by contributing to the implementation of DWCPs in Kyrgyzstan and Tajikistan.

While there was no theory of change described in the project document per se, the project approach was largely based on the idea that by offering support on the variety of themes and issues covered by DWCPs/DW agenda in the target countries in line with country priorities it would help the countries to make progress on the path towards advancing decent work in all essential aspects.

³⁶ Central Asia – Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan; South Caucasus – Armenia, Azerbaijan and Georgia

The immediate objectives the DW II Project

The initial project document contained 6 immediate objectives (outcomes). After the first year of implementation, during the meeting with the Donor in Moscow in May 2015 it was decided to better focus and restructure Phase II of the project adjusting it to the structure of Phase I with three Pillars (immediate objectives) in order to streamline the implementation and facilitate monitoring and reporting. The major reason for this were the cuts in the project financing for the years 2016-2017 announced in June and September 2015.

Below is the list of immediate objectives (as revised in November 2015):

1. At the end of the Project, capacity of constituents to promote more and better jobs, and to enhance employment opportunities for young people will have been improved
It is expected that constituents in the target countries will have improved technical and institutional capacity to promote more and better jobs, and to enhance employment opportunities for young people.
2. At the end of the Project, capacity of the constituents to provide support and promote OSH in their country will have been enhanced. It is expected that constituents in the target countries will have strengthened their capacity to contribute the improvement of working conditions through both tripartite dialogue and labour inspection monitoring, and through facilitation of transitioning from informal to formal economy.
3. At the end of the Project, capacity of constituents to extend national social protection systems will have been improved
It is expected that constituents in one target country will have improved their capacity to develop National Social Protection Floors (SPF) for guaranteeing minimum standards of living.

The outputs under the three Outcomes (immediate objectives) were revised accordingly, and their number reduced due to the changes in annual funds disbursement schedule by the Donor and in line with the corresponding priorities of the constituents.

Project strategy

The ILO Declaration on Social Justice for a Fair Globalization of 2008 institutionalized the Decent Work concept, developed by the ILO since 1999. Decent Work is captured in four strategic objectives - fundamental principles & rights at work and international labour standards, employment and income opportunities, social protection and social security, social dialogue and tripartism.

The ILO objective Decent Work For All is strongly promoted through the Decent Work Country Programmes (DWCPs), developed by the ILO and the tripartite constituents – Ministry of Labour, Trade Unions and Employers' Organizations. The DWCPs ensure national commitment, and focus both national and international resources towards labour-related priorities. In Kyrgyzstan and Tajikistan, the ILO supported the elaboration and implementation of the DWCPs (with or without formally signed document) to which the DW project is contributing.

Phase II of the project builds on the achievements of the previous Phase I (2010-2013) and focuses on a deepened intervention scope to ensure sustainability, strengthened national ownership of results and long-term capacity building of local institutions and experts.

The approach in Phase II allows for a concentration of efforts, which will permit the project to have increased impact in implemented activities. Special attention is given to the social partners to facilitate

them to gradually take a more active part in the social dialogue, enhancing the scope and impact of the social dialogue process. ILO Conventions and Recommendations, social dialogue and gender equality are an integral part in all activities of the project.

Wider collaboration at the global, regional and country level

The project seeks synergies through coordination with other ILO projects, implemented by the DWT/CO Office in Moscow. The project Applying the G20 Training Strategy (“Skills project”) supports skills development systems that improve employability, promote access to employment opportunities and increase incomes for inclusive and sustainable growth. The project Partnerships for Youth Employment (YE) in the Commonwealth of Independent States aims to enhance regional capacity and cooperation on YE issues, strengthen the capacity of LM institutions to promote Decent Work for youth, and support the development and pilot implementation of YE policies and programmes. The three projects are complementing each other. One example of synergy are the peer reviews within the framework of the Regional Cooperation Network of youth employment (YE) institutions of eight participating countries, including Kyrgyzstan and Tajikistan, where the countries study and assess each other’s YE policies as part of cross-country cooperation and sharing of good practices.

The project is fully aligned with the ILO strategic policy framework for 2010-2015, P&B 2016-2017, and a new strategic policy framework for 2018-2019. Its results also correspond to SDGs 8 and 11 that were adopted since after its inception.

The project is aligned with the broader country cooperation frameworks, including the ILO Decent Work Country Programme in Tajikistan (2015-2017), and UNDAFs in Tajikistan (2010-2015; 2016-2020) and Kyrgyzstan (2012-2017; 2018-2022).

The project is also part of the Wider Europe Initiative (WEI), a bilateral cooperation programme in Eastern Europe, Southern Caucasus and Central Asia, launched by Finland in 2008, which seeks to promote stability, prosperity and well-being in the countries of the region.

Gender, disability

While gender equality, disability inclusion and other non-discrimination issues were not specifically spelled-out at the project design stage, they were taken into account in project activities during the implementation.

The management set-up of the project

The project is managed by a Project Manager (CTA), assisted by an administrative assistant, who are based at the DWT/CO Office in Moscow. Since January 1, 2019 a second project assistant was recruited. There is a national project coordinator and a project assistant in Bishkek/Kyrgyzstan and a project assistant in Dushanbe/Tajikistan.

In terms of technical backstopping the project continues to make use of the strong knowledge and expertise of the specialists on Employment, Social Protection, Labour Inspection/Occupational Safety and Health, International Labour Standards, Employers’ and Workers’ activities, based in the DWT/CO-Moscow. Additional technical support is provided by the relevant ILO headquarters technical departments (EMPLOYMENT, GOVERNANCE, SOCPRO, WORKQUALITY, ACTEMP, and ACTRAV).

The Project Board (PB) consisting of the CTA, DWT/CO Moscow specialists and the Donor - the Ministry for Foreign Affairs of Finland, meets annually to review the project's progress and annual work plans, and to provide general advice to the project.

Highlights of the recent results and achievements

- Improved national statistics system in Kyrgyzstan: development and application of a new methodology for measuring/calculating labour productivity; improvement of terminology and definitions and updating the questionnaires, in line with recommendations of the 19th ICLS; improved capacity in measuring and assessing informality. Support to defining the national additional SDGs indicators, related to Decent Work (2018-2019).
- Reformed wages policy and work standard setting in Tajikistan. Review of wage scales in the public sector. The draft Concept on improving work-standard setting and wages policies till 2023 developed on a tripartite basis, positively reviewed by 26 ministries/agencies and submitted to the Government for approval (2018; expected to be endorsed in 2019).
- Diagnostics and policy advice on informality in Tajikistan. Two diagnostic reports on informality developed: a statistical one and a “qualitative diagnostic” assessing the nature, conditions and some factors of informal employment, based on surveys with employees, trade union representatives and employers (2018). Based on diagnostics, draft Programme on reducing the level of unregistered (informal) employment for 2019-2023 and its Implementation plan developed by the Ministry of Labour, Migration and Employment of Population, in close consultations with key ministries and social partners, with the ILO technical and expert support (2019; expected to be approved till end 2019).
- Increased awareness and knowledge on informality through a mobile theatre campaign in Tajikistan. Completion of the mobile theatre project “Come out of the shadow! Work formally!” as an instrument for awareness raising on informality and the role of TUs in promoting formalization; another 12 performances were organized in the regions in 2018.
- Eight video clips based on mobile theatre performances on informality were filmed, in close collaboration with FITUT and will be shown on the national TV as social advertising. Eight video clips and a full-fledged film about the mobile theatre are being broadly used by the FITUT/other constituents to promote formalization (2019).
- In both countries, Assessment-Based National Dialogues (ABND) on Social Protection Floors (SPFs) have been initiated and completed, with ABND final reports' recommendations developed and submitted to the Government (2017-2018). In Kyrgyzstan, the ABND assessment report was used during the MAPS mission as a background analysis for developing SDGs accelerators for Kyrgyzstan (2018).
- Through the project, the ILO has provided technical support and advice on maternity protection issues: in Kyrgyzstan, a maternity protection technical report was developed and presented to tripartite constituents, including policy level analysis and recommendations; in Tajikistan, an assessment of national legislation in light of C183 was developed and reviewed by tripartite constituents, with a particular focus on the issues highlighted by CEACR comments.
- In both countries, the project has supported the work of constituents on disability issues:
- in Kyrgyzstan, through the assessment of social protection and labour market inclusiveness from disability perspective, in coordination with UNICEF;
- in Tajikistan, by providing technical expertise and support in reviewing and finalizing a national draft programme for employment of persons with disabilities.

I. EVALUATION PURPOSE AND OBJECTIVES

ILO considers evaluation as an integral part of the implementation of development cooperation activities. Provisions for evaluation are made in all projects in accordance with ILO evaluation policy 2017 and

established procedures, which provide for systematic evaluation of programmes and projects in order to improve quality, accountability, transparency of the ILO's work, strengthen the decision-making process and support constituents in forwarding decent work (see ILO policy guidelines for results-based evaluation³⁷).

In accordance with the established rules and requirements, the DW project II is subject to two independent evaluations - a midterm (2016) and a final evaluation (scheduled for the second half of 2019).

The Mid-Term Evaluation assessed the progress made towards the achievement of project outcomes, provided suggestions on how to improve programming and implementation for the remaining duration on the project.

The overall purpose of the Final Independent Evaluation will be to look at the achievement of project results, and on how the project conceptual approach could be improved for the future (i.e. applied to this and other regions of the world). The Final Evaluation will use the findings of the Mid-Term Evaluation.

The objectives of the final evaluation are to:

- a. Assess the relevance of the project implementation strategy in collaboration with the project stakeholders;
- b. Assess the achievement of immediate objectives (effectiveness);
- c. Determine the efficiency of the project;
- d. Assess the sustainability of results and likelihood of long-term effects on the beneficiary institutions, national systems, policies;
- e. Identify the supporting factors and/or barriers, constraints;
- f. Identify lessons learned, especially regarding models of interventions that can be replicated in the region;
- g. Provide technical recommendations regarding the most appropriate next steps in the project main subject areas for the use of the ILO and project stakeholders.

II. SCOPE AND CLIENTS OF THE EVALUATION

The evaluation covers the project as a whole, 2014 – 2019, in both target countries and across all thematic areas. The evaluation will serve the following - external and internal - clients' groups:

- ILO tripartite constituents and national project partners in Kyrgyzstan and Tajikistan
- ILO management and technical specialists (in the ILO DWT/CO Moscow and cooperating departments at the Headquarters)
- Project staff
- The Donor
- Ultimate beneficiaries – women and men in the informal and formal economy

The evaluation will integrate gender equality, disability inclusion, social dialogue and international labour standards as a crosscutting concern throughout its methodology and deliverables, including the final report. The evaluation will give specific attention to how the project is relevant to the ILOs programme frameworks, UNDAFs, relevant national development frameworks. Its findings will be used by the ILO and the tripartite constituents in refining their programmes, taking further action and planning future activities.

³⁷ ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations
http://www.ilo.org/eval/Evaluationguidance/WCMS_168289/lang--en/index.htm

III. EVALUATION CRITERIA AND QUESTIONS

The evaluation will apply the OECD/DAC development assistance evaluation criteria of *relevance, effectiveness, efficiency, sustainability and impact potential*.

The evaluation will seek answers to the following questions

Relevance

1. To what extent is the project relevant to the evolving needs of the key stakeholders, including the Ministries of Labour, trade unions and employers' organizations of the target countries?
2. How well has the project adapted during the implementation?

Effectiveness

1. Have the project outcomes (immediate objectives) been achieved? Has the project been effective in fostering adequate policy responses to employment, OSH, social protection and other challenges it was addressing?
2. How effectively have stakeholders been involved in the implementation? Are they satisfied with the quality of tools, technical advice, training and other activities, delivered by the project?
3. Have there been any resulting changes in constituents' capacities at the institutional and individual level (knowledge, skills, behavior, work practices)?
4. Are there any unintended, positive and negative, results of the project?
5. How have gender and disability issues been taken into account during the implementation?
6. How have the relevant international labour standards been taken into account during the implementation?
7. What has been the project's contribution to SDGs and related targets as prioritized by the national sustainable development strategies?
8. What was the project contribution to the achievement of the relevant ILO target country programme outcomes (CPOs) in 2018-2019 in both countries in accordance with the current ILO Programming Framework?

Efficiency of resource use and management arrangements

1. Have the resources (technical expertise, knowledge base, networks, staff, time, administrative and other resources) been used in an efficient manner?
2. Have the project management arrangements been adequate to ensure quality implementation?

Sustainability and impact orientation

1. What is the likelihood of sustainability of outcomes beyond the life of the project? Are the national partners able to continue the project agenda and results after the end of the project (capacity of people and institutions, laws, policies)?
2. What are the key project achievements thus far that could be sustained? What are the lessons learned, good practices/experiences that are worth highlighting?
3. Is the project likely to produce a tangible impact on target groups, systems, institutions?

Next steps

1. Are there any suggestions, recommendations for further programming (i.e., per each of the main technical areas of the project)?

The evaluator may adapt the evaluation questions. Such adaptations should be agreed with the evaluation manager and reflected in the inception report.

Note: OECD/DAC Criteria for Evaluating Development Assistance will be used to interpret the answers to the evaluation questions.

IV. METHODOLOGY

The evaluation will be conducted in a participatory manner by engaging various groups of stakeholders at different levels of power relations and ensuring that they have a say about the implementation of the project, can share their views and contribute to the evaluation process itself.

The evaluation will use a mix of qualitative and quantitative methods (i.e. desk review, interviews, surveys etc.) to gather and analyze data which will be disaggregated by sex to the extent possible. It will pay attention to which groups benefit from and which groups contribute to the project and provide an assessment of how the project is functioning in regards to gender equality and non-discrimination (e.g., if and in which way do the project outputs contribute to gender equality and non-discrimination). It will also strive to make sure that both women and men provide information, participate in interviews and express their views freely. Issues of disability, diversity and non-discrimination should be also considered in the analysis as relevant and appropriate.

The following is the proposed evaluation methodology.

Document Review: The evaluator will review project background materials before conducting any interviews, including:

- Country Briefs, National Policy Documents, statistical data on employment, OSH, social protection
- Decent Work Country Programme (Tajikistan 2015-2017), UNDAFs
- Project Document
- Updated project structure dated Oct. 2015
- Logical Framework
- Work plans
- Technical progress reports
- TORs for studies and research commissioned by the project
- Surveys, studies, research papers produced
- Mission reports
- Reports on specific activities
- Training tools and service packages used and/or produced
- News items, publications, communication and promo materials developed by the project
- mid-term evaluation report (2017)

Planning Meeting and Briefing: The evaluator will have a pre-trip consultation with the ILO representatives and project team in Moscow (possibly, on distance). The objective of the consultation is to reach a common understanding regarding the status of the project, the project background and materials, priority assessment questions, available data sources and data collection instruments and the structure of the final evaluation report.

Individual Interviews and/or Group Interviews: Individual or group interviews will be conducted with the following:

- a. DWT/CO Specialists, Project Staff, ILO National Coordinators in Kyrgyzstan and Tajikistan and other relevant ILO staff
- b. Representatives from the following groups:
 - Government staff who have worked with the project, Social Protection Fund and other state agencies involved into the project
 - Employers' organizations, trade unions, individual experts who have received training or otherwise worked with the project

- UN, other development agencies in the countries
- Where pertinent – representatives of ultimate beneficiaries of the project, e.g., workers who have participated in project events or directly benefited from the project through activities.

The evaluator should conduct interviews with the stakeholders without the participation of any project staff.

Field Visits: The evaluation consultant will visit Bishkek/Kyrgyzstan and Dushanbe/Tajikistan for meetings and interviews with the project partners and stakeholders. Meetings will be scheduled in advance of the field visits by the ILO project staff, in consistence with these terms of reference.

Observation: If scheduling permits, the consultant will participate in the events organized by the project in the target countries as an observer.

Debrief in the Field: The final day of the field visits, the evaluator will present preliminary findings to the ILO field staff if scheduling permits.

Post-Trip Debriefing: Upon completion of the report, the evaluator will provide a debriefing to the ILO/Moscow on evaluation findings, conclusions and recommendations.

Note: The methodology will state the limitations of the evaluation.

V. MAIN OUTPUTS (DELIVERABLES)

- A. Inception report outlining the methodology in English
- B. Initial Draft Evaluation Report in English
- C. Final Evaluation Report in English
- D. Translation of essential parts of the Final Report into Russian (to be arranged by the project).

The quality of the report will be assessed against EVAL Checklist 5.

Suggested Report Format

The final version of the report will follow the below format³⁸ and be in the range of 30 – 40 pages in length, excluding the annexes:

1. Title page
2. Table of Contents
3. Acronyms
4. Executive Summary
5. Background and Project Description
6. Purpose, scope and clients of Evaluation
7. Methodology
8. Findings (organized by evaluation criteria)
9. Conclusions, Lessons Learned³⁹, Recommendations

³⁸ Please refer to the ILO Evaluation Office Checklist #5 Preparing Evaluation Reports at http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm

³⁹ Each lesson learned and good practice should be explained in the report and in addition to this presented on a special template to be attached to the report. Lessons learned and good practices are part of the global knowledge base and are being stored in a special database for further reference and use.

10. Annexes (including TOR, interview guide, list of interviews, lessons learned and good practice templates, other relevant documentation)

VI. MANAGEMENT ARRANGEMENTS

Evaluation Team: The evaluation team will be comprised of: (i) one International Evaluation Consultant and (ii) possibly one in-country representative in each of the countries who will provide interpretation if necessary. The evaluation will be managed by an ILO official.

Requirements: The Evaluation Consultant will have extensive experience in the evaluation of development or social interventions, i.e. in the UN system, an understanding of the ILO's mandate, tripartite foundations, the Decent Work Agenda.

The Evaluation Consultant should have an advanced degree in social sciences or economics, expertise in evaluation methods, knowledge of the technical subject matters covered by the project. Knowledge of the CIS region and research history in the region would be preferable. Full command of English is required. Working knowledge of Russian would be an advantage. The Evaluator will be guided by high professional standards and principles of integrity, in accordance with UN Evaluation Group Norms and Standards, Ethical Guidelines, ILO Evaluation Office Code of Conduct.

Roles and Responsibilities

The Evaluation Consultant is responsible for conducting the evaluation according to the terms of reference (TOR). He/she will:

- Review the TOR and provide input, propose any refinements to assessment questions, as necessary
- Review project background materials (e.g., project document, progress reports)
- Conduct preparatory consultations with the ILO prior to the assessment mission
- Develop and implement the assessment methodology (i.e., prepare interview guides to answer the assessment questions)
- Conduct meetings, interviews
- Prepare an initial draft of the assessment report and submit it to the evaluation manager
- Conduct briefing on findings, conclusions and recommendation of the assessment
- Prepare a final report based on comments obtained on the initial draft report

The ILO Evaluation Manager, DWT/CO-Moscow, is responsible for:

- Drafting the TOR
- Finalizing the TOR with input from colleagues
- Preparing a short list of candidates with a proposal of the evaluation consultant for submission for senior management approval
- Hiring the consultant
- Providing the consultant with the project background materials
- Participating in preparatory meeting prior to the assessment mission
- Assisting in the implementation of the assessment methodology, as appropriate (i.e., participate in meetings, review documents)
- Reviewing the initial draft report, circulating it for comments and providing consolidated feedback
- Reviewing the final draft of the report and providing additional feedback if necessary

- Submitting the final draft report to the ILO Regional Office for Europe and Evaluation Office for final approvals
- Disseminating the final report to the stakeholders
- Coordinating follow-up as necessary

The Project Manager is responsible for:

- Reviewing the draft TOR and providing input, as necessary
- Providing project background materials, including progress reports, surveys, studies, analytical papers, activity reports, tools, publications produced
- Participating in preparatory consultations prior to the assessment mission
- Coordinating all logistical arrangements
- Preparing a list of recommended interviews and scheduling all meetings
- Reviewing and providing comments on the draft assessment report
- Participating in debriefing on findings, conclusions, and recommendations
- Following up on evaluation recommendations

Timeframe

The following is a tentative schedule of tasks and anticipated duration of each:

(1) Preparatory research & inception report	8
(2) Field research:	10
<i>Week day</i>	<i>Action</i>
Sunday	Travel to Moscow (and preparation of meetings)
Monday-Tuesday	Briefings with Evaluation Manager, Project Manager, technical specialists
Wednesday	Travel to Bishkek and possibly a meeting
Thursday-Friday	Meetings in Bishkek
Sunday	Travel to Dushanbe ⁴⁰ (after Sept. 27, a holiday)
Monday- Wednesday	Meetings in Dushanbe
Thursday	Travel to the home country
(3) Initial Draft Evaluation Report	8
(4) De-briefing for the ILO/Moscow	1
(5) Finalization of the Evaluation Report	3
Workdays in total	30

Overall duration: 4-5 weeks, over a period of September – November 2019. Travel period from September 22, 2019.

VII. NORMS AND STANDARDS, LEGAL AND ETHICAL MATTERS

The evaluation will be carried out in adherence with the ILO Evaluation Policy, ILO Policy Guidelines for Results-Based Evaluation, Code of Conduct⁴¹; UN Evaluation Group Norms and Standards, Ethical Guidelines, and the OECD/DAC Evaluation Criteria.

⁴⁰ There are only two direct flights between Bishkek and Dushanbe a week – Wednesday/Sunday.

⁴¹ <http://www.unevaluation.org/unegcodeofconduct>

The consultant should not have any links to project management, or any other conflict of interest.

In accordance with ILO Guidance note 4: “Considering gender in the monitoring and evaluation of projects”⁴² the gender dimension should be considered as a cross-cutting concern throughout the methodology, deliverables and final report of the evaluation. In terms of this evaluation, this implies involving both men and women in the consultation, evaluation analysis and, if feasible, the evaluation team. Moreover, the evaluator should review data and information that is disaggregated by sex and gender and assess the relevance and effectiveness of gender-related strategies and outcomes to improve lives of women and men. All this information should be accurately included in the inception report and final evaluation report.

Ethical safeguards should be maintained during the evaluation process and women and men will be interviewed in ways that avoid gender biases or reinforcement of gender discrimination and unequal power relations.

VIII. ATTACHMENTS

All relevant ILO evaluation guidelines and standard templates

1. Integrating gender in the monitoring and evaluation of projects, https://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm
2. ILO Policy Guidelines for Evaluation: Principles, Rationale, Planning and Managing for Evaluations (3rd ed. August 2017), http://www.ilo.ch/eval/Evaluationpolicy/WCMS_571339/lang--en/index.htm
3. Guidance note 7 Stakeholders participation in the ILO evaluation http://www.ilo.org/eval/Evaluationguidance/WCMS_165982/lang--en/index.htm
4. Checklist No. 3 Writing the inception report: http://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_165972.pdf
5. Checklist No. 5 Preparing the evaluation report: http://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_165967.pdf
6. Checklist 6 Rating the quality of evaluation report http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm
7. Template for lessons learnt and Emerging Good Practices http://www.ilo.org/eval/Evaluationguidance/WCMS_206158/lang--en/index.htm
http://www.ilo.org/eval/Evaluationguidance/WCMS_206159/lang--en/index.htm
8. Writing the evaluation report summary http://www.ilo.org/eval/Evaluationguidance/WCMS_166361/lang--en/index.htm
9. Template for evaluation title page http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm
10. SDG related reference material at: <http://www.ilo.ch/eval/eval-and-sdgs/lang--en/index.htm>

⁴² http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

7.2 Annex B. Lessons Learned

ILO Lesson Learned Template

Project Title: From the Crisis Towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (DW II project)

Project TC/SYMBOL: RER/13/01/FIN

Name of Evaluator: Svetlana Bronyuk

Date: 30.11.2019

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
Brief description of lesson learned (link to specific action or task)	As showed experience of conducting advocacy campaign by trade unions in Tajikistan, investing in an effective and topical information and outreach campaign can contribute to an increase in the Trade Union's membership or the increase of new members in trade unions.
Context and any related preconditions	Labour market situation in Tajikistan can be characterised by a high share of informal economy, which is the result of a sharp decline in the work force of most (state) companies and institutions in the beginning of the 1990s. The vast majority of Tajik workers are in informal employment, with a mere 17 per cent of the total Tajik labour force being formally employed in 2009. ⁴³ The situation is similar in Kyrgyzstan: According to the Integrated Household Survey, conducted by the Statistical Committee in 2009, 67% of the employed are working in the informal sector. ⁴⁴ According to many experts the informal rate in both countries is about 70%. Many people, especially the youth, do not know what trade unions are and their role in protecting labour rights of workers. The advocacy campaign conducted in Tajikistan on informality led to the increased Trade Union membership, esp. among young men and women.
Targeted users / Beneficiaries	Trade Unions, ILO missions in countries with high share of informal economy, working men and women in the informal economy
Challenges /negative lessons - Causal factors	N/A

⁴³ Ronnas (2013) ILO draft study 'Decent Work Trends and Issues in Tajikistan', page 18

⁴⁴ Men and Women in the Kyrgyz Republic, National Statistical Committee, 2010

<p>Success / Positive Issues - Causal factors</p>	<p>ILO supported trade unions in the design and implementation of the advocacy campaign on informality by organizing mobile theatre performances staged in 28 cities in the Republic of Tajikistan including rural and high mountain areas. Mobile theatre performances were chosen by trade unions as this is the most appealing art form to the Tajik people who traditionally organized street cultural performances.</p> <p>Mobile theatre performances included 8 short scenes performed by popular Tajik actors and actresses depicting challenges that of informal/unregistered employment relations create for the State, individual employees and their families illustrating the consequences of informal employment and promoting formalization.</p> <p>As reported by Trade Unions, mobile theatre performances allowed them to learn problems of people on the ground, increase their visibility and inform people how TU could protect labour rights of working men and women. This resulted in the increased number of TU membership which was not expected in the beginning.</p>
<p>ILO Administrative Issues (staff, resources, design, implementation)</p>	<p>The ILO has provided technical support in designing and coordinating the creation of a mobile theatre and allocated resources to trade unions to implement the campaign. The ILO staff involved in this initiative included CTA and communication specialists. It was learnt that future similar interventions should include the budget for communication/advocacy activities.</p>

ILO Lesson Learned Template

Project Title: From the Crisis Towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (DW II project)

Project TC/SYMBOL: RER/13/01/FIN

Name of Evaluator: Svetlana Bronyuk

Date: 30.11.2019

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LL Element	Text
<p>Brief description of lesson learned (link to specific action or task)</p>	<p>Risk Assessment Knowledge and Skills put in practice by Labour Inspectors lead to the decreased traumatism at the work place.</p>

Context and any related preconditions	<p>Working conditions in the enterprises and SMEs are far below acceptable levels, with a large number of workers in Kyrgyzstan and Tajikistan having a fatal accident, being injured or suffering illness at work each year, due to an inadequate occupational safety and health (OSH) system. While it is uncontested that official figures on registered occupational accidents or injuries are not reliable, due to massive underreporting⁴⁵, it is evident that workplace accidents have a devastating effect on the enterprise itself, the workers and their family members and performance of the country's economy as a whole.</p> <p>Although both countries have made some progress in OSH by strengthening social dialogue and taking steps to develop national OSH programmes, OSH is still in need to be placed at the core of social and labour policies. The labour inspection (LI) function in both countries remains weak and is in high need of modernization, adequate training and sufficient knowledge of best international practices.</p>
Targeted users / Beneficiaries	<p>ILO, State Labour Inspections</p>
Challenges /negative lessons - Causal factors	<p>N/A</p>
Success / Positive Issues - Causal factors	<p>In both countries, ILO conducted Risk Assessment Seminars on risk assessment and management of professional risks at workplaces which included one-day theory, one-day practice on site and ½ day discussions of carried-out risk assessment. In Kyrgyzstan, risk assessment in the construction field was conducted on the site of the construction company OAO «Avangard-Stil» (over 100 workers), Bishkek city, with participation of the management of the enterprise, ILO and state labour inspection.</p> <p>Following the seminar, Labour Inspectors started working closely with the construction sector enterprises, even though they had limited access to the construction sites. Making photos of risky practices in construction (ex. workers without hard hats on the construction site, construction works without protective netting, etc.) and sending them to Arkhmadzor (the state body which had access to the construction sites) resulted in 15% decrease of traumatism in Kyrgyzstan in construction sector.</p> <p>As reported by the State Inspectorate for ecological and technical safety under the Government of Kyrgyz Republic (Gosekotehinspektsiya), knowledge gained and risks assessment skills acquired during project activities will be applied to other sectors of the economy.</p>
ILO Administrative Issues (staff, resources, design, implementation)	<p>ILO Senior Labour Administration, Labour Inspection and OSH Specialist contributed to the success achieved. Also capacity building of the LIs was foreseen as the design stage of the intervention and the resources were dully budgeted.</p>

⁴⁵ According to available occupational safety statistics, in Tajikistan 363 work accidents were registered in the period from 2005 to 2008 and 83 workers died as a result of work accidents in the same period. In Kyrgyzstan 401 victims of work accidents including dead were registered in 2005 to 2006.

7.3 Annex C. Emerging Good Practices

ILO Emerging Good Practice Template

Project Title: From the Crisis Towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (DW II project)

Project TC/SYMBOL: RER/13/01/FIN

Name of Evaluator: Svetlana Bronyuk

Date: 30.11.2019

The following emerging good practice has been identified during the course of the evaluation. Further text can be found in the full evaluation report.

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Leveraging resources with other development actors and providing ILO expertise allows low-income countries to adopt best international labour practices.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	<p>Kyrgyzstan and Tajikistan both have outdated and inefficient labour market information (LMI) systems, which is the main obstacle for an evidence-based employment policy development, implementation, monitoring and evaluation. The countries need technical assistance and ILO expertise in integrating the recommendations of the International Conference of Labour Statisticians (ICLS).</p> <p>Under the Finland-funded Decent Work Project, Phase II [RER/13/01/FIN], the ILO has laid the basis for proper data collection on informality in Tajikistan by assisting the Agency of Statistics to update the questionnaires and outputs tables for the Labour Force Survey (LFS), which was also funded by the World Bank in 2016. The ILO has also supported the Agency of Statistics in analysing the results of the LFS 2016 and preparing a comprehensive data analysis (LFS 2016 results in Tajikistan), including on informal employment (2017).</p>
Establish a clear cause-effect relationship	The project leveraged resources with the World Bank Project which supported Labour Force Survey conducted in the Republic of Tajikistan in 2016. The project provided technical support to align the methodology and LFS questionnaire with 19th ICLS. Thus, leveraging resources was important for Tajikistan since it allowed integrating the recommendations on 19th ICLS into the national LFS in a timely and efficient manner.
Indicate measurable impact and targeted beneficiaries	The ILO engagement in updating the methodology in line with the recommendations on 19th ICLS has facilitated the process of preparation and implementation of the LFS. Project support included experts' costs, seminar costs, and translation costs (around 50,000 USD).
Potential for replication and by whom	This practice could be certainly replicated in future to support low income countries in adopting best international practices. ILO could suggest other development actors and the donors to co-fund similar activities.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	This best practice contributes to ILO's Outcome 6: Formalization of the informal economy; in particular, to Indicator 6.1: Number of member States in which constituents have developed a common understanding and a basis for monitoring informality with a view to facilitating progress towards formalization.

Other documents or relevant comments	This best practice contributes to the ILO's Strategic Plan for 2018-2021 as it is stipulated in paragraph 36. (d) by 2021 the ILO strengthened significantly its role as a knowledge leader, its understanding of transformative changes in the world of work and its capacity to respond effectively to major emerging issues and, by virtue of this, is recognized as the global centre of excellence in labour statistics, research, knowledge management and policy development in all relevant areas; and (f) increased significantly its capacity to perform as an effective and efficient organization, using efficiently all resources entrusted to it and delivering value for money services to its member States.
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ILO Emerging Good Practice Template

Project Title: From the Crisis Towards Decent and Safe Jobs in Kyrgyzstan and Tajikistan, Phase II (DW II project)

Project TC/SYMBOL: RER/13/01/FIN

Name of Evaluator: Svetlana Bronyuk

Date: 30.11.2019

The following emerging good practice has been identified during the course of the evaluation. Further text can be found in the full evaluation report.

GP Element	Text
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	Supporting participation of low-income countries in other initiatives relevant to decent work agenda allows leveraging resources, facilitates the exchange of regional experience and enhances the capacity of governments.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	With the collapse of the Soviet Union, a number of CIS countries, including Kyrgyzstan and Tajikistan, embarked on a process of transition from centrally planned to market-oriented economic systems. As a result of this process, both countries experienced an initial sharp decrease in economic growth, significant changes in the economic structure, rising unemployment, falling real wages and increasing levels of poverty and inequality. Kyrgyzstan and Tajikistan are the poorest countries among the CIS block and governments have limited resources to participate in the inter-regional activities and exchange.
Establish a clear cause-effect relationship	The DW II Project supported participation of the stakeholders from the target countries in other initiatives relevant to decent work agenda such as a sub-regional meeting on OSH organized by Rostrud and RALI meetings. Such practice allowed leveraging resources, facilitating exchange of regional experience and enhancing the capacity of labour inspectors.
Indicate measurable impact and targeted beneficiaries	Governments of low-income countries
Potential for replication and by whom	The potential for replication is very high and is recommended to other ILO offices worldwide to support participation of low-income countries in the regional and global events.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	This best practice contributes to the ILO's Strategic Plan for 2018-2021 as it is stipulated in paragraph 36, (f) increased significantly its capacity to perform as an effective and efficient organization, using efficiently all resources entrusted to it and delivering value for money services to its member States.

Other documents or relevant comments	It is advised to budget the resources for the participation of the low-income countries at the relevant regional and global events at the conceptualization stage of the Project to leverage the resources with other actors in the field and promote inter-regional exchange and capacity building of the low-income countries.
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7.4 Annex D. List of Documents Analyzed

Type of Documents	Specific Documents Studied
Country Briefs, National Policy Documents, statistical data on employment, OSH, social protection	The National Strategy for Sustainable Development of the Kyrgyz Republic 2013-2017 Kyrgyzstan National Development Strategy 2018-2040 Kyrgyzstan Priority directions of activity for the period until 2023 within the framework of implementation of the National Development Strategy of the Kyrgyz Republic for 2018-2040 the Social Development Programme for the period of 2015-2017 The Strategy of Development of Statistics of the Kyrgyz Republic for 2013-2017 Programme of the Government of the Kyrgyz Republic on support of families and protection of children for 2018-2020 National Strategy of the Kyrgyz Republic on achievement of gender equality till 2020 Tajikistan National Development Strategy for the period up to 2030 Mid-term Development Program of Tajikistan for 2016-2020 Labour Force Survey, Tajikistan, 2016 State Strategy for the Development of the Labour Market until 2020 National strategy on promotion of the roles of women in Republic of Tajikistan for 2011-2020 National Strategy of Statistics Development till 2030 (draft)
Decent Work Country Programmes, UNDAFs and other related documents to UN agenda	Kyrgyzstan UNDAF 2016-2020 Decent Work Country Programme (Tajikistan 2015-2017), Decent Work Country Program of the Republic of Tajikistan, 2019-2023 Universal Periodic Review of Tajikistan, 2016 Universal Periodic Review of Kyrgyzstan, 2019 The sixth periodic report of Tajikistan on implementation of CEDAW Convention, 2018 Improving Living Standards Through Mainstreaming of Sustainable Development Goals Into The National Development Policy In Tajikistan, Voluntary National Review, 2017 The sixth periodic report of Kyrgyzstan on implementation of CEDAW Convention, 2015 Report “Current situation on SDGs: adaptation of SDGs indicators to the indicators of the Strategy of Sustainable development of the Kyrgyz Republic for 2018-2040 and the Programme “Unity.Trust.Creation” for establishment of the unified system of monitoring and reporting. National Statistical Committee of the Kyrgyz Republic Institute of statistical studies and professional development”. Bishkek, 2019.
Project Document	Project Document dated 22 Nov 2013 Updated project structure dated Oct. 2015 Short summary of the new Project Structure in Russian No-cost extension granted by The Government of Finland (Ministry of Foreign Affairs) until 31 December 2019 (PARDEV Minute)
Logical Framework	DW PROJECT PHASE II LOGFRAME – 2014-2019 (2018) DW PROJECT PHASE II LOGFRAME – 2014-2019 (2018) DW PROJECT PHASE II LOGFRAME – 2014-2019 (2017) DW PROJECT PHASE II LOGFRAME – 2014-2019 (2016)
Work plans	PROJECT WORK PLAN FOR 2019 DW PROJECT PHASE II ACTIVITIES – 2014-2019
Technical progress reports	DW Project Phase II Report 2015 DW Project Phase II Report 2016 DW Project Phase II Report 2017 DW Project Phase II Report 2018

TORs for studies and research commissioned by the project	TOR on Maternity Allowance in KG Report on Maternity protection and work and family balance in the Kyrgyz Republic By Sadybakasova Kayirgul, July 2019, ILO
Surveys, studies, research papers produced	Technical note on Technical advice on improving national SDG indicators focusing on disability and establishing links between SDGs and UN Convention on the Rights of PwD.(Outcome 1, Kg, output 1.1) – ENG Technical note on Technical advice on improving national SDG indicators focusing on disability and establishing links between SDGs and UN Convention on the Rights of PwD.(Outcome 1, Kg, output 1.1) - RUS List of studies, research, policy papers developed with technical and/or financial support / cost-sharing of DW project (25 documents)
Mission reports	Mission Report 21-22 September 2017, Bishkek, Kyrgyz Republic on (a) Seminar «The role of labour market information. Improving the system of labour market indicators» (b) Provision of consulting support to Natsstatkom on SDGs and other issues
Reports on specific activities	Report by Harri Taliga dated 21Feb 2018 on Mission on International labour standards and the new Labour Code of the Republic of Tajikistan (Khujand, Khoja-obi-Garm and Dushanbe, Tajikistan, 9-15 Feb 2018) Minutes on the discussion of SDG 2040 meeting which took place on 3 May 2017 in Bishkek, Kyrgyzstan Report on the seminar “Role of the information in the labour market. Improving system of labour indicators”, 21-22 September, 2017, Bishkek
News items, publications, communication and promo materials	List of news items developed by the Project (25 news pieces) List of communication materials and products
Evaluation reports	DW I Project End-Term evaluation report (A. Kuzmin, PhD, 2013) DW II Project Mid-term evaluation report (E.Stolyarenko, 2017) Summary of the Mid-Term evaluation report ILO Response to MTE Recommendations, 25 May 2017 ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia: The Office Strategy for 2019-2023 Minutes of the meeting with the Donor, MFA of Finland, 28 Jan 2019
ILO progress reports on achievement of CPOs	THE DIRECTOR-GENERAL’S PROGRAMME AND BUDGET PROPOSALS FOR 2018–19 Reporting on EESE KGZ128 TJK106 Reporting on Informality KGZ129 TJK105 Reporting on LI and OSH KGZ803 TJK803 Reporting on social Protection KGZ154 Reporting on social protection TJK151 Reporting Statistics and LMI KGZ126 TJK103
UN and ILO Guidelines on Evaluation	ILO policy guidelines for results-based evaluation: Principles, rationale, planning and managing for evaluations. 2012 UNEG Norms and Standards for Evaluation (2016)

7.5 Annex E. Evaluability of Human Rights and Gender Equality

Characteristics of the intervention	Evaluators’ comments
EVALUABILITY: HIGH	
The intervention theory has clearly considered HR & GE issues (e.g. the intervention identified, from the	Gender Equality, in particular constraints for women, youth and persons with disabilities in employment were raised in the Project Document in the

beginning, problems and challenges that affect particular groups, inequalities and discrimination patterns in the area where it occurs, contextual or systematic violations of rights, etc.)	Section "Problem Analysis". Vulnerable groups were outlined and quite decent HR analysis was conducted
HR & GE are clearly reflected in the intervention design (logframe, indicators, activities, M&E systems, reporting mechanisms)	<p>Project design includes gender sensitive and inclusive development objective: <i>to support inclusive job-rich growth, improve employment opportunities, working conditions and social protection of women and men, by contributing to the implementation of DWCPs in Kyrgyzstan and Tajikistan</i></p> <p>Outcome 1: Constituents' increased capacity to promote more and better jobs and enhance employment opportunities for young people</p> <p>Outcome 2: Workplace compliance enhanced through Labour Inspection & facilitation of transitioning from informal to formal economy (planned for both countries)</p> <p>Output 2.4: TUs & EOs provided with training to promote transitioning from in-formal to for-mal economy/ employment</p> <p>Activity 2.4 (EO): Organisation of capacity-building workshops for EOs in areas of strategic planning, social dialogue, gender, transition from informal to formal economy, development of a new member service (based on EESE - <i>Enabling environment for sustainable enterprises</i>)</p> <p>Output 3.4: Constituents trained to implement C183 (maternity protection)</p> <p>Outcome 6 (of pre-restructured project): Capacity-building of constituents on disability inclusion</p> <p>Output 6.2: Sensitisation & capacity-building of constituents on disability inclusion implemented /</p> <p>Indicator: (a) No of sensitisation activities of constituents to pursue disability issues, basic tools & concepts, based on a rights'-based equality model enshrined in international standards, in particular the ratified ILO C159 (vocational rehabilitation & employment - disabled persons), using good practices; (b) Situational analysis of persons with disabilities conducted; (c) Set-up of a working group of inter-ministerial staff & social partners to discuss steps towards development of a disability inclusion strategy</p> <p>No Gender-Sensitive indicators were developed.</p> <p>M&E Plan was not developed thus it could not assess how HR & Gender were specifically outlined in it.</p> <p>Progress report templates do not foresee regular reporting on HR&GE.</p>
The intervention design benefited from a strong and inclusive stakeholder analysis	To some extent. Quite decent Stakeholder Analysis was conducted including motivation, constraints of each group and application for design
The intervention design benefited from specific human rights and gender analyses	No
Records of implementation and activity reports contain information on how HR & GE issues were addressed	No
Stakeholders (both women and men) have participated in the various activities of the intervention in an active, meaningful and free manner	Limited possibility to check
Monitoring systems have captured HR & GE information (e.g. the situation of different groups of people, specific indicators, etc.)	No

Data has been collected in a disaggregated manner (e.g. by sex, ethnicity, age, etc.) reflecting the diversity of stakeholders	Data in progress reports is not sex disaggregated
Progress and results reports for the intervention include HR & GE information	No
Context (political, institutional, cultural, etc.) where the intervention is inserted is conducive to the advancement of HR & GE	To some extent. Gender Equality and Human Rights agenda is not treated with due regard by duty bearers.
UNEG recommendations to address evaluability challenges:	
<ul style="list-style-type: none"> • Make sure that the evaluation ToR takes full advantage of the information already produced by the intervention, and of the participation and accountability mechanisms established. • Consult stakeholders on whether there are still areas where the HR & GE dimensions in the intervention need improvement. • Address any possible weaknesses and recommend steps to improve the intervention, if necessary. Consult stakeholders on their ideas about how to improve. • If necessary, include methods and tools in the evaluation that can capture new data or strengthen the existing ones on HR & GE (e.g. information on additional groups of people, changes in the context, etc.). <p>Use the context (political, institutional, cultural) of the intervention in favour of the evaluation: when it is conducive, build on this support to ensure a highly participatory evaluation</p>	
EVALUABILITY: MEDIUM	
The intervention theory has considered HR & GE issues to a certain extent, with weaknesses in some areas of the intervention	yes
HR & GE have been reflected in the intervention design to some extent (e.g. intended or mentioned, but not clearly articulated on how to address them in practice; limited to only a few disaggregated indicators such as number of men and women; addressing numbers without addressing actual changes in rights and equality situation; clear in the narrative but not in the logframe, etc.)	yes
The intervention design benefited from a stakeholder analysis, but important groups have been left out	yes
The intervention design benefited from limited human rights and gender analyses, or from only one of them	yes
Records of implementation and activity reports include limited data on how HR & GE have been addressed	yes
Stakeholders have participated in the intervention to a certain extent (e.g. being informed or consulted, but not taking part in decisions; only some groups have been consulted; etc.)	yes
Monitoring systems have captured some information on HR & GE	No
Some limited disaggregated data have been collected	yes
Progress and results reports for the intervention include some information on HR & GE	NO
Context (political, institutional, cultural, etc.) where the intervention is inserted is conducive, to a certain extent, to the advancement of HR & GE	yes
UNEG recommendations to address evaluability challenges:	
<ul style="list-style-type: none"> • Understand the reasons for the limitations: are they political, practical, budgetary, time related, due to limited know-how, etc.? Consult stakeholders and documentation that may offer insights on this. 	

- Highlight the evaluability limitation in the evaluation ToR. Include, in the evaluation design, tools and methods that make use of the existing data, but that may also help generate new information on HR & GE. Include tools and methods that strengthen stakeholder participation.
- Pay special attention to the stakeholder analysis in the evaluation process, and who should be involved. Make sure to consider groups that have been left out, and how to include them at this stage.
- Include in the evaluation process an exercise to strengthen the existing HR & GE analyses.
- During the evaluation process, seek partners and documents that may have useful information on HR & GE that has not been captured by the intervention (e.g. national evaluation/statistics offices, other development agencies, civil society and community organizations, media, academia, etc.)

EVALUABILITY: LOW

The intervention theory failed to consider HR & GE dimensions in its design, implementation and monitoring	No
Stakeholder, HR & GE analyses were not conducted adequately or not existent at all	No
Data on HR & GE and/or disaggregated data are not available	Yes
Stakeholder participation in the design, implementation and monitoring processes of the intervention has been minimal or has left out important groups (women, men, indigenous people, people with disabilities and HIV/AIDS, children, etc.)	Yes. Important groups have been left out – women organizations, organizations serving to people with disabilities, youth organizations
Progress and results reports for the intervention do not address HR & GE issues	yes
Context (political, institutional, cultural, etc.) where the intervention is inserted is not conducive to the advancement of HR & GE	yes

UNEG recommendations to address evaluability challenges:

- Understand the reasons for the failure: are they political, practical, budgetary, time-related, due to limited know-how, etc. Consult stakeholders and documentation that may offer insights on this.
- Highlight the evaluability limitation in the evaluation ToR. Include, in the evaluation design, tools and methods that may help generate information on HR & GE, even if limited. Include tools and methods to enhance stakeholder participation.
- Pay special attention to the stakeholder analysis in the evaluation process, and who should be involved. Because the HR & GE dimensions have not been considered in the intervention, several important stakeholders will most probably have been left out.
- Include preparation of HR & GE analyses in the evaluation process.
- During the evaluation process, seek partners and documents that may have useful information on HR & GE that has not been captured by the intervention (e.g. national evaluation/statistics offices, other development agencies, civil society and community organizations, media, academia, etc.).
 - In spite of the context, try to identify advocates and supporters of HR & GE and involve them from the evaluation design stage.
 - During the data analysis process, pay special attention to the question whether the intervention had a negative effect on particular stakeholders. Consider and consult stakeholders on how this situation could be improved.
- Highlight the challenges of addressing HR & GE in the evaluation report, including evaluability challenges. Since HR & GE are a mandate of the UN, which should be considered in every intervention design, provide assertive recommendations for immediate action.

Conclusions: Based on the conducted analysis the evaluability of HR&GE dimensions in DWII Project is rated as “medium”.

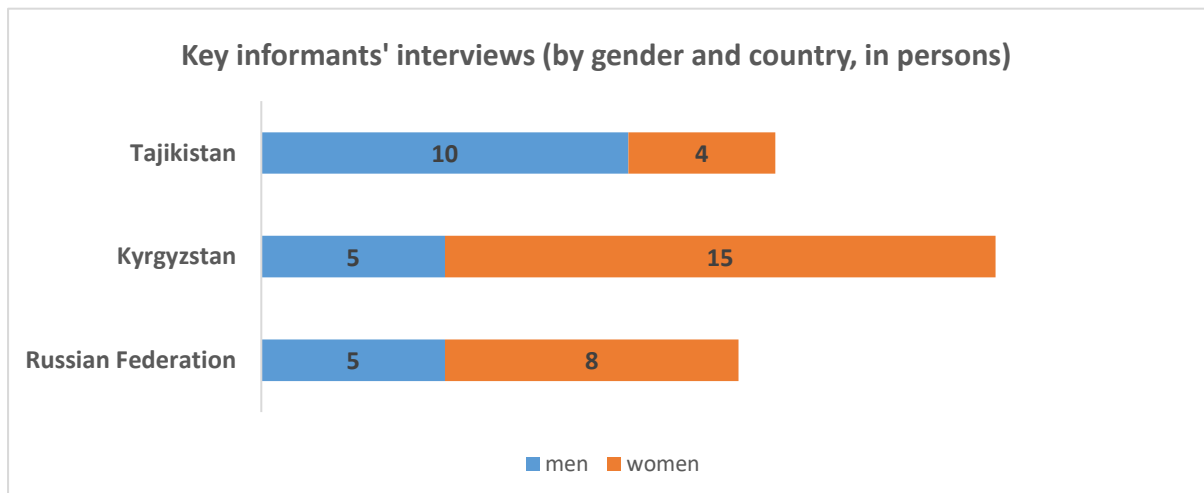
1. Gender Equality and Human Rights dimension was included in the Project Intervention Logic and Design.
2. Specific objectives were formulated to achieve significant success in upholding HR&GE in the countries beneficiaries; most of indicators were not gender-sensitive
3. Vulnerable groups were outlined and their interests and needs were well embedded in the Project Design.

4. There is no *Performance Evaluation Framework* which allows collecting data in sex disaggregating manner, progress (basically results report)
5. Progress reports failed to provide any progress on HR&GE.

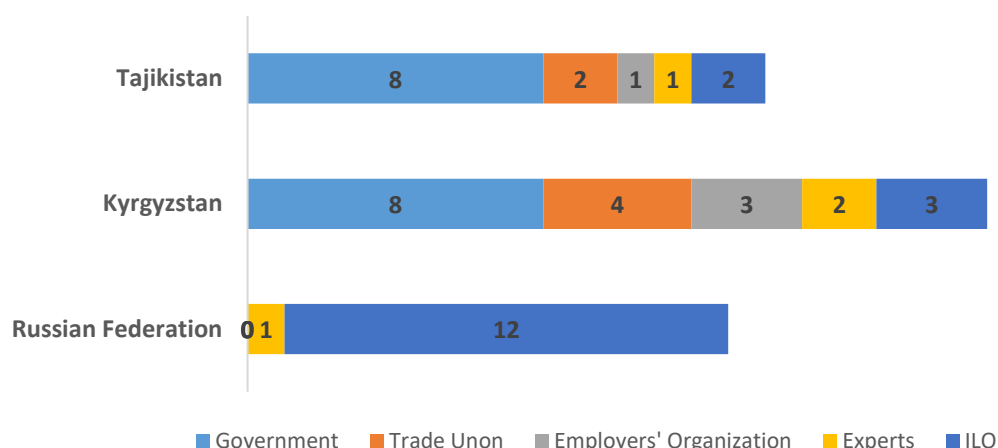
The following UNEG recommendations are suggested to be included in M&E Evaluation Process:

- Learning about nature of current limitations: are they political, practical, budgetary, time related, etc?
- Making use of the existing data and generate new information on HR & GE.
- Considering groups that have been left out (women organizations and activists, organizations serving men and women with disability and HIV, youth and human rights organization), and how to include them at this stage.
- Include in the evaluation process an exercise to strengthen the existing HR & GE analyses. Raise this during the focus group
- Seeking partners and documents that may have useful information on HR & GE that has not been captured by the intervention (e.g. national evaluation/statistics offices, other development agencies, civil society and community organizations, media, academia, etc.)

7.6 Annex F. Summary Statistics and List of Interviewees



Key informants' interviews (by organization and country, in persons)



List of the key informants interviewed during evaluation:

#	Name of the informant	Position/Organization
Tajikistan		
1	Mr. Emin Sanginzoda	First Deputy Minister of labour, migration and employment of population
2	Mr. Rajabali Rajabov	Head of department labour relations and living standards, Ministry of labor, migration and employment of population
3	Ms. Firuza Habibova	Head of department social partnership and living standards, Ministry of labour, migration and employment of population
4	Mr. Himatsho Muzafarov	Head of the Department labour market and employment, Agency of labor and employment
5	Ms Saodat Mutieva	Director of Science Research Institute, Ministry of labour, migration and employment of population
6	Ms. Soima Muhabbatova	Head od Department, Ministry of labour, migration and employment of population
7	Mr. Qudratullo Qurbonzoda	Head of Social Protection Division, Ministry of Health and Social Protection
8	Mr. Abduvali Kulov	Agency of Statistics under the President of Republic of Tajikistan
9	Mr. Ismoil Faizizoda	Deputy Chairman of Federation of Independent Trade Unions of Tajikistan
10	Mr. Azizbek Sharipov	Chairman of Union of Employers of Tajikistan
11	Mr. Murodzoda Dustmurod	Head of the Office of the Labour Inspection (Gostrudnadzor)
12	Mr. Babajanov	National Expert
13	Mr. Sobir Aminov	ILO National Coordinator in Tajikistan
14	Ms. Firuza Tursunova	DW-Project Assistant in Tajikistan
Kyrgyzstan		
1	Mr. Oitemirov Makhmud	Head of Labor Department, Ministry of Labour and Social Development
2	Ms. Imananova Aizara	
3	Ms. Kojomkulova Munara	Senior Specialist, Ministry of Labour and Social Development
4	Ms. Okoeva Gulmira	Head of Social Benefits Division, Ministry of Labour and Social Development
5	Ms. Dzhaibobaeva Gulnara	Head of Labor and Employment Statistics Department, National Statistical Committee
6	Ms. Rakhmanova Jyldyz	Head of Social Statistics Department, National Statistical Committee
7	Ms. Babaeva Rysgul	Deputy Head, Federation of Trade Unions
8	Ms. Kasymalieva Gulmira	Head of the Social Protection Department, Federation of Trade Unions
9	Ms. Djumataeva Gulnura	First Deputy Chairman, Social Fund
10	Ms. Kuljanova Jyldyz	Head of the Department, Social Fund

11	Mr. Dzholchiev Bakytbek	Head of the labor Department, National Confederation of Employers
12	Ms. Karybaeva Asel	Chief State labor inspector, National Confederation of Employers
13	Mr. Kadyrov Alymbek	
14	Ms. Dunganaeva Elmira	
15	Mr. Omoshev Joodar	Secretary of the Employment Committee, Business Associations "JIA"
16	Ms. Sadybakasova Kayrgul	ILO Maternity Protection Expert
17	Ms. Arstanbekova Asel	CSR Central Asia Director
18	Mr. Orovov Bolotbek	ILO National Coordinator
19	Ms. Suyumbaeva Elmira	Project Coordinator for decent work ILO
20	Ms. Dinara Toktobaeva	Project Assistant for decent work project
DWT/CO Moscow		
1	Ms. Irina Sinelina	Evaluation Officer
2	Ms. Irina Melekh	Project Manager, Decent and Safe Jobs project
3	Mr. Mikhail Pouchkin	Senior Employment Specialist
4	Mr. Gocha Aleksandria	Specialist in Workers' Activities
5	Ms. Olga Koulaeva	Director, DWT/CO Moscow
6	Ms. Kholoud Al-Khalidi	Deputy Director, DWT/CO Moscow
7	Ms. Yevgenia Tyrina	Programme Officer
8	Ms Galina Kulyaeva	ILO Consultant on labour market information, statistics
9	Mr. Lejo Sibbel	International Labour Standards Specialist
10	Mr. Valentin Mokanu	Senior Labour Administration, Labour Inspection and OSH Specialist
11	Mr. Vlado Curovic	Senior Specialist in Employers' Activities
12	Ms. Olga Bogdanova	Communication and Public Information Specialist
13	Ms. Jasmina Papa	Social Protection Specialist

7.6 Annex G. National strategies, policies and plans to which the project is aligned

COUNTRY	RELEVANT NATIONAL STRATEGIES, POLICIES AND PLANS
KYRGYZSTAN	<p><i>The National Strategy for Sustainable Development of the Kyrgyz Republic 2013-2017</i>, adopted in January 2013, stipulates the following priorities directly linked to the project: economic development include ing job-creation, eradication of informal economy, increase of youth employment and support of families and promotion of gender equality (including work and life balance).</p> <p><i>The National Strategy for Sustainable Development of the Kyrgyz Republic 2018-2040</i>, adopted in November, 2018, continues efforts outlined in the previous strategy based on long-term visioning and planning including promoting of decent work agenda. Youth employment, gender equality, quality healthcare and social protection based on needs of vulnerable groups including persons with disabilities and elderly citizens are the main pillars of the strategic vision in line with the project's strategy. The importance of combatting informal employment, enabling business environment and stimulating influx of foreign investments to the country is stressed in the strategy as well. The commitment to achieve SDGs are specifically addressed in this strategic document supported by the project as well.</p> <p><i>In the mid-term planning with concrete steps to be taken by 2023, in the task 1.15. Building of new system of labour relations, new waging system based on hourly payment, fixed labour contracts, building capacity of the trade unions are in line with the project agenda.</i></p> <p><i>Task 1.16 "Building of fair social protection" underlines the commitment of the state to review the legislation guaranteeing minimal social standards, to ensure the measurement of multidimensional poverty, to develop and incorporate allowances to disabled citizens based on labour and employment policy, to develop and adopt legislation acts regulating calculation and payment of the allowance for pregnancy and childbirth.</i></p>

	<p><i>Task 1.19. "Reforming of the pension system and its sustainability" underlines the commitment of the government to reform the pension system by 2023.</i></p> <p><i>Task 6.5. "Improving the position in the international rankings" sets the target that by 2023 the Kyrgyz Republic is determined to enter into the first 40 countries in rating "Doing Business", into first 70 countries in "Global Competitiveness Index", into first 30 countries in "Happy Planet Index".</i></p> <p><i>In February 2015, the Government of the Kyrgyz Republic issued the Social Development Programme for the period of 2015-2017, which aims to ensure proper conditions for the lives and development of children and families from deprived backgrounds and provide them with services of adequate quality.</i></p> <p><i>The Strategy of Development of Statistics of the Kyrgyz Republic for 2013-2017 underlines the importance of improvement of the statistical data of labour and employment through the implementation of the complex of organizational and methodological measures to create and install effective system of documentation of data base for labour statistics.</i></p> <p><i>In September 2019 the Government signed the Programme of the Government of the Kyrgyz Republic on support of families and protection of children for 2018-2020 stating that family, paternity, maternity and childhood are the priority in the society and should be protected by law.</i></p> <p><i>National Strategy of the Kyrgyz Republic on achievement of gender equality till 2020 stresses the importance of economic involvement of women, issues of social protection, discrimination at work place, inadequate work life balance, improvement of gender statistics, low level of gender sensitivity, poor implementation of gender strategy.</i></p>
TAJIKISTAN	<p><i>National Development Strategy of the Republic Tajikistan for the period up to 2030⁴⁶ states that the highest goal of the long-term development of Tajikistan is the increased life quality of the population based on sustainable economic development and one of the strategic goals to achieve this is "widening the productive employment". In order to achieve productive employment, the country focuses on support and development of SME in cities and rural areas as the effective solution to increase jobs and solve social problems. Tajikistan sees as the key priority the creation of conducive environment for decent and productive work, including employment of vulnerable groups of population as this contribute to the reduction of poverty and increased share of middle-class population. Tajikistan also identifies the problem of unequal access of men and women to material and non-material resources and the need to invest in women's development. The Project's main period of realization fell into the transition period of Tajikistan to new model of economic growth (2016-2020).</i></p> <p><i>Mid-term Development Program of Tajikistan for 2016-2020⁴⁷ states that one of the strategic goals included into the Strategy-2030 is increased productive employment ensured by growth of formal employment and productivity, decent wages and safe working conditions.</i></p> <p><i>Until the period of 2020 it is important to create not less than 100 thousand of productive jobs annually especially in rural areas. Non-formal employment is estimated at the level of 35-40% which is mostly concentrated in small enterprises, especially in trade, services and construction. Youth is prone to non-formal employment, widening of these phenomena leads to the shortage of social payments and tax revenue at all budget levels. Thus, increased share of formal employment, creation of decent work are the top priorities for the Republic of Tajikistan supported by the Project.</i></p>

⁴⁶ National Development Strategy Of The Republic Of Tajikistan For The Period Up To 2030. URL: http://nafaka.tj/images/zakoni/new/strategiya_2030_en.pdf

⁴⁷ Mid-term Development Program of Tajikistan for 2016-2020. URL: http://www.nbt.tj/files/program/programm_ru.pdf

The project is relevant to the priority goals of the **State Strategy for the Development of the Labour Market until 2020**, namely to the increase of productive employment (priority 1), and in particular to the strengthening of the labour market institutions, to the development of active labour market measures, the further development of a labour market information system, to the development of a flexible and accessible labour market (priority 2), and in particular to the reduction of informal employment, the labour market integration of vulnerable groups (persons with disabilities, etc.), to the further development of labour market regulation (priority 3), and in particular to the strengthening of the public employment service.

National strategy on promotion of the roles of women in the Republic of Tajikistan for 2011-2020 years recognizes the problem of formal equality of men and women in the Republic of Tajikistan and importance of uplifting role of women at all levels – in the economy, politics and society. In particular goal 2 “Promotion of the roles of women on the labour market” and goal 3 “Support of the Development of Women’s Entrepreneurship are relevant to the project. This strategy specifically mentions the importance of cooperation of women’s organizations with international organizations to support of process of economic advancement of women and increasing their activation in the labour market. The particular goals of the strategy are focused on strengthening gender statistics in the labour market in order to have clear picture of involvement of women into national economy.

National Strategy of Statistics Development till 2030 (draft) recognizes the importance of modernization of state management system of the Republic Tajikistan in order to provide government, donors and development practitioners with up-to-date data to inform political decisions, draft informed policies and monitor the progress of the achieved results articulated in the national strategies and plans. The particular importance is paid to the Labour Force Statistics which the project helped to modernize based on 19th ILO International Conference of Labour Statisticians.

7.7 Annex H. Project contribution to the DWCP for Tajikistan 2015-2017 and 2019-2023

Project contribution to the DWCP for Tajikistan 2015-2017

Priority area	DWCP Outcomes to which the project is contributing
Priority 1. Strengthening capacities of tripartite constituents to address priority labour issues through social dialogue	Outcome 1.1: National mechanisms for tripartite and bipartite social dialogue improved, including through increased capacities of employers and workers to engage effectively in social dialogue at all levels Outcome 1.4: Formalization in selected sectors of informal economy promoted by constituents
Priority 2: Promoting decent employment opportunities for men and women including returning labour migrants	Outcome 2.1: National legal and policy frameworks improved in the field of employment promotion Outcome 2.2: National LMI and analysis system improved Outcome 2.3: Decent employment opportunities for youth increased through skills development and entrepreneurial training
Priority 3: Improving working conditions and enhancing the coverage of social protection	Outcome 3.1: The OSH national programmes and systems are further improved and labour inspection is modernized Outcome 3.2: Social security schemes improved through introduction of minimum social guarantees (SPF)

Project contribution to the DWCP for Tajikistan 2019-2023

Priority area	DWCP Outcomes to which the project is contributing
Priority 1. Ensuring inclusive economic growth through decent jobs creation and strengthening labour market institutions	Outcome 1.3: Improved enabling environment for sustainable enterprises and formalization of employment

Priority 2: Improving working conditions and enhancing the coverage of social protection for women and men	<p>Outcome 2.1: Wage and working norms setting systems improved in consultation with social partners</p> <p>Outcome 2.2: Increased capacities of Labour Inspection to effectively implement its functions</p> <p>Outcome 2.3: Social security schemes improved through introduction of minimum social guarantees</p>
Priority 3: Strengthening capacities for tripartite constituents and social dialogue institutions to address priority labour issues	<p>Outcome 3.1: Capacity of the Federation of Independent Trade Unions strengthened to increase worker's representation and effectively participate in collective bargaining</p> <p>Outcome 3.2: Institutional capacities of the Union of Employers of the Republic of Tajikistan strengthened</p> <p>Outcome 3.3. Strengthened role and capacities of social partners to address priority labour issues, including unacceptable forms of work</p>

7.8 Annex J. Project relevance to Tajikistan and Kyrgyzstan progress on CEDAW

The Universal Periodic Review of Tajikistan was held at on 6 May 2016. The major developments reported by Tajikistan which are relevant to the project are the following:

- Amendments to the Law on the Commissioner for Human Rights had been adopted in March 2016 to ensure the independence and improve the effectiveness of the work of the Commissioner. The new amendments provided for the involvement of the Commissioner in the process of ratifying new human rights treaties. In 2014, Tajikistan had ratified the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women;
- Tajikistan had paid special attention to the promotion of the role of women in society and prevention of domestic violence. The Government had implemented programmes that used mass media and awareness-raising campaigns to overcome stereotypes and patriarchal attitudes towards the role of women in society. Gender equality was integrated into development and socioeconomic strategies;
- Although domestic legislation guaranteed gender equality, including in employment and education, a gender pay gap persisted. Women had been employed in low-paid jobs in areas such as education, health care and agriculture. The percentage of male employees had been greater in areas where wages were generally high;
- The Government had adopted a comprehensive programme to provide training and support women's access well-paid jobs. Women had received microcredits. The number of microcredit recipients had been increasing each year. Women were represented in the civil service, local and regional government bodies and the national parliament;
- The Government had been implementing programmes to increase the employment rate. Professional training and support was provided to women and young persons. The official unemployment rate had decreased over the previous five years. Women and persons with disabilities enjoyed stronger legal guarantees with regard to employment;
- The Government had carried out a feasibility analysis with regard to the ratification of the Convention on the Rights of Persons with Disabilities, in cooperation with non-governmental and international organizations. The delegation stated that Tajikistan was ready to ratify the Convention.

It is worth to note that Kyrgyzstan recommended Tajikistan to step up efforts to create favorable work conditions for women, youth and persons with disabilities (Kyrgyzstan). Thus we may conclude that regional cooperation established between Tajikistan and Kyrgyzstan within the project upheld decent work agenda at the global level as core pillars of fundamental human rights.

The Universal Periodic Review of Kyrgyzstan was held at on 19 January 2019. The major developments reported by Kyrgyzstan which are relevant to the project are the following:

- National Strategy on Gender Equality to 2020 and the 2012–2014 Plan were adopted in implementation of the State policy on gender equality. The Government has approved an anti-human trafficking programme for the period 2013–2016;
- According to the Ministry of Labour, Migration and Youth, 94,200 persons were registered with the State Employment Service as looking for work on 1 January 2014, 1.1 per cent fewer than in 2013; while the number of registered unemployed had fallen by 3.3 per cent to 58,400. The registered unemployment rate represented 2.3 per cent of the economically active population;
- The results of the integrated household budget survey indicated that the poverty level calculated according to consumer spending rose from 31.7 per cent in 2008 to 38 per cent in 2012. Three quarters of poor people live in rural areas;
- Social protection system for persons with disabilities needs to be improved: legal norms concerning respect for the rights of persons with disabilities are not followed; at times access to rehabilitation services and facilities is limited and services provided are of poor quality; there is no developed system for the integration of persons with disabilities into society, or their access to education, health care, employment, culture or general infrastructure; they experience social and spatial isolation because of the social barriers caused by disability; and the amount of social benefits received by persons with disabilities is not in line with the size of pensions;
- A series of measures⁵⁴ has been adopted for the period 2014–2017 in preparation for ratification of the Convention on the Rights of Persons with Disabilities. Kyrgyzstan is preparing to ratify the United Nations Convention on the Rights of Persons with Disabilities, which will entail making significant changes to the system of social assistance for persons with disabilities, and ensuring their participation in all spheres of public life; this work will also require support from the international community and relevant technical and advisory services;
- Kyrgyzstan has ratified the International Labour Organization Conventions relating to child labour.

Both Tajikistan and Kyrgyzstan are a part of CEDAW Convention. The sixth periodic report of Tajikistan on implementation of CEDAW Convention was held on 31 October 2018. The Committee is further concerned about the following issues for Tajikistan:

- Legislation, policies and programmes of the State do not adequately address the specific needs of women and girls;
- Lack of knowledge on women's rights and gender equality among civil servants;
- Women belonging to the Pamiri minority group, who have more freedom to study and work, face prejudice and stigmatization from the Tajik majority since they do not comply with patriarchal attitudes and prescriptions regarding women's behaviour;
- The majority of rural women are employed in the informal sector of the economy and their situation remains precarious; Reportedly, rural women lack access to education, health care, training and formal employment opportunities, retirement and social security schemes and natural resources, such as land, on an equal basis with men; There are no statistics disaggregated by age, gender and geographical area that would allow the Committee to assess the situation of rural women;
- Reports that stateless women lack access to housing, social assistance and employment opportunities and are subjected to deportations, discrimination and extortion by local officials, in particular due to their lack of identity documentation;
- The persistent gender pay gap and vertical and horizontal occupational segregation in the labour market;
- The concentration of women in the informal sector and in low-paying jobs in the health-care, education and agriculture sectors;
- The low level of labour participation among women (32.6 per cent) and the low employment rate among women (40.5 per cent), compared with men (59.5 per cent);

- The absence of social security coverage, the shortage of preschool facilities and conflicting family responsibilities, which make women particularly prone to unemployment;
- The persistent restriction on the employment of women in hard, underground, heavy and hazardous work, work in harmful conditions and involving manual lifting (articles 160, 161 and 216 of the Labour Code) and the adoption of the list of occupations for which the employment of women is prohibited, in 2017;
- The lack of access to employment for women with a reduced capacity for competitiveness, such as women with disabilities, mothers with several children, women heads of single-parent families, pregnant women and women who have been left behind by male migrants.

The main recommendations of the Committee to Tajikistan relevant to the project are presented below:

- Review the implementation of the current State strategy for the development of the labour market from a gender perspective and analyse its impact, including how it has contributed to overcoming gender disparities in employment and to increasing employment opportunities for women;
- Adopt and implement, on the basis of the above-mentioned review, targeted, time-bound measures, including temporary special measures, to create more opportunities for women to gain access to formal, higher-paying and male-dominated sectors, including providing improved access to vocational education and training, a strengthened and diversified curriculum for vocational institutions, bridge programmes for secondary schools and vocational institutions and incentives for public- and private-sector employers in traditionally male-dominated fields to recruit women;
- Repeal articles 160, 161 and 216 of the Labour Code and the list of occupations for which the employment of women is restricted or prohibited to ensure that any restrictions are applied on the basis of an individual's capacity and not to women in general;
- Effectively implement the principle of equal pay for work of equal value by regularly reviewing wages and adopting measures to close the gender pay gap;
- Introduce flexible working arrangements for both women and men, provide more and improved public childcare facilities and raise awareness about equal sharing of family and domestic responsibilities between women and men;
- Improve access to employment and training opportunities for women with a reduced capacity for competitiveness, such as women with disabilities, mothers with several children, women heads of single-parent families, pregnant women and women who have been left behind by male migrants;
- Ratify the Maternity Protection Convention, 2000 (No. 183) and the Workers with Family Responsibilities Convention, 1981 (No. 156) of the International Labour Organization to ensure access to maternity protection for all working women and a balance between work and family;
- Ratify the Convention on the Rights of Persons with Disabilities;
- Provide for a mandatory gender analysis of all draft laws, policies and programmes, including at the local level, to ensure that they comply with the Convention and equip the entities mandated to carry out such analyses with adequate human, financial and technical resources;
- Strengthen capacity-building for the personnel of the Committee for Women and the Family in all areas covered by the Convention, including gender equality, and other issues pertinent to its mandate.

The latest publicly available periodic report on the implementation CEDAW convention for Kyrgyzstan was 4th report held on 25 February 2015. The next periodic report was to due March, 2019 but it was not clear whether it was prepared and submitted or not. The information provided below is based on the concluding observations of the Committee upon the submission of the 4th report in 2015.

- The Committee is concerned about the disproportionately high rate of unemployment among women and about the high proportion of women working in the informal sector, in particular migrant women, to whom the labour law does not apply;
- The Committee is also concerned about the absence of a specific legal framework that implements the principle of equal pay for work of equal value and prohibits sexual harassment in the workplace. It is further concerned that the State party has not ratified the Domestic Workers Convention, 2011 (No. 189) of the International Labour Organization;
- The Committee expresses its concern at the disadvantaged status of women in rural areas, who form the majority of women in the State party (65 per cent). It regrets the lack of measures to address poverty among, and discrimination against, rural women and to ensure their access to justice, education, health services, housing, safe drinking water, sanitation, formal employment, skills development and training opportunities, income-generating opportunities and microcredit, and ownership and use of land, as well as their insufficient participation in decision-making processes at the community level;
- The Committee notes that the State party recognizes the existence of various disadvantaged groups of women, including migrant workers, older women, women domestic workers, women belonging to ethnic minorities, women drug users and lesbian, bisexual, transgender and intersex women. The Committee is, however, concerned about the situation of those groups of women who face intersecting forms of discrimination. The Committee is also concerned about the absence of an official procedure to change the gender marker on identity documents for transgender women, which exacerbates discrimination against them;
- The Committee is concerned about the general lack of updated statistical data, disaggregated by sex, age, ethnicity, geographical location and socioeconomic situation. Those data are necessary to make an accurate assessment of the situation of women, to determine whether they suffer from discrimination, to make informed and targeted policies, and to systematically monitor and evaluate progress achieved towards the realization of substantive equality of women and men in all areas covered by the Convention.

The main recommendations of the Committee to Kyrgyzstan relevant to the project are presented below:

- Intensify its efforts to create an environment that enables women to become economically more independent, including by sensitizing employers in the public and private sectors to the prohibition of discrimination against women in employment, and promote the entry of women into the formal economy through the provision of vocational and technical training and by facilitating childcare services and pre-school education;
- Adopt comprehensive legislation to combat discrimination and sexual harassment in the workplace;
- Adopt and effectively apply legislation guaranteeing equal pay for work of equal value in order to narrow and close the gender wage gap and regularly review wages in sectors with a high concentration of women;
- Consider introducing legislation on basic rights and the right to maternity leave in the informal sector and ratifying the Domestic Workers Convention, 2011 (No. 189) of the International Labour Organization.
- To formulate and implement specific measures to combat poverty among rural women, including effective measures to ensure rural women's access to justice, education, health services, housing, safe drinking water, sanitation, formal employment, skills development and training opportunities, income-generating opportunities and microcredit, and ownership and use of land, taking into account their specific needs;
- Ensure access to employment for all women, in particular women facing intersecting forms of discrimination, and protect them from violence, abuse and exploitation;
- Adopt the legislative measures and targeted policies necessary to address multiple forms of discrimination and promote the integration into society of disadvantaged and marginalized groups of women facing intersecting forms of discrimination;

- The Committee calls upon the State party to develop a gender indicator system to improve the collection of data disaggregated by sex and other relevant factors, which is necessary to assess the impact and effectiveness of policies and programmes aimed at mainstreaming gender equality and enhancing the enjoyment by women of their human rights. In that regard, the Committee draws the attention of the State party to its general recommendation No. 9 on statistical data concerning the situation of women and encourages the State party to seek technical assistance from the relevant United Nations agencies and enhance its collaboration with women’s associations that could assist in the collection of accurate data;
- To ratify the Convention on the Rights of Persons with Disabilities, to which it is not yet a party.

7.9 Annex K. Efforts of the project on gender equality at the activity level

Type of intervention	
Conventions	
Kyrgyzstan	<ol style="list-style-type: none"> 1. Trade Union sub-regional workshop “Promotion of ILO conventions on social protection by women’s network in TUs” with participation of Women’s Network of ITUC Pan-European Regional Council (C156&C183), Issyk-Kul, 15-16 July 2014; 2. Preparation of report on C183 as part of SPFs including measures to protect labour rights of PwD, Jan-Mar 2015; 3. Seminar on C183 as part of SPFs, including the difference between maternity protection and reconciliation of family and work responsibilities – C156 & C 183, Bishkek, 2-3 Apr 2015; 4. ITC Training on C183 “Maternity Protection and Gender Dimension of Social Security: Training of Trainers Workshop (phase 2)” for 6 KGZ and 4 TJK trainers, Turin, 13-17 July 2015; 5. Analysis on the country situation with regard to C183, with recommendations, Apr-May 2017; 6. Update/Finalization of the Rapid Assessment of national legislation, policies, practices in relation to C183 and C156, June-July 2019
Tajikistan	<ol style="list-style-type: none"> 1. ITC Training on C183 “Maternity Protection and Gender Dimension of Social Security: Training of Trainers Workshop (phase 2)” for 6 KGZ and 4 TJK trainers, Turin, 13-17 July 2015
Policy Analysis and Development	
Kyrgyzstan	<ol style="list-style-type: none"> 1. ABND process and Technical Working Group on SPF including increasing benefit level of women on maternity leave; 2. National workshops on “Maternity Protection and gender dimension of social security”, Bishkek, 14-15 Oct and Osh, 20-21 Oct 2015; 3. Workshop on “Maternity protection and gender aspects of social security”, Bishkek 26-27 Apr 2016; 4. Technical Consultations with the MoLSD to review maternity protection policy report (revised 2017 version), 29-30 April 2019; 5. Review of the maternity allowances in KR and its compliance with C183 and R202 (legal & policy criteria for maternity allowance formula design), Aug-Sep 2019; 6. Workshop to present the review of national legislation and policy analysis on maternity protection, on compliance with ILO C183, to prepare the Road map for ratification of C183 (in cooperation with RBSA project), 3 Sep 2019
Tajikistan	<ol style="list-style-type: none"> 1. ABND process and Technical Working Group on SPF including increasing benefit level of women on maternity leave; 2. National workshop on “Maternity Protection and gender dimension of social security”, Dushanbe, 10-11 Dec 2015; 3. Review of national legislation on maternity protection, on compliance with ILO C183 and R191, Dushanbe, Feb-Mar 2018
Capacity Building Level	

Kyrgyzstan	<ol style="list-style-type: none"> 1. Practical Risk Assessment at garment factory “Ayim” where majority of workers are women (25-28 July 2017, Bishkek) and construction company “Avanguard-Stil” where majority of workers are men; 2. Training workshop “Decent employment rights of women & promotion of equal opportunities”, 7 FPK women representatives participated, Chisinau, 23-27 Feb 2015; 3. Workshop on gender equality and informality for representatives of women’s TU network of CA countries (KGZ, TJK, KAZ&UZB) – Bishkek, 9-10 Nov 2016; 4. Seminar on IE “Decent work & possible solutions to problems of informal employment of women in the informal economy” for textile and light industry TUs; Issyk-Kul, 9-10 July 2018; 5. Gender Equality workshop for KGZ TU Women’s Network, Kemin district, 1-2 Nov 2018
Tajikistan	<ol style="list-style-type: none"> 1. Regional conference “LM transitions of young women and men in Europe & Central Asia”, three representatives from tripartite constituents, Geneva, 28-29 Apr 2015 2. Training workshop “Decent employment rights of women & promotion of equal opportunities”, 7 FPK women representatives participated, Chisinau, 23-27 Feb 2015; 3. Workshop-3 on “Gender development and women’s employment issues in informal economy” (on the example of textile industry) for TJK textile and light industry TU and 6 KGZ textile and light industry leaders, Khudzhand, 3-5 Nov 2016 4. Workshop on gender equality and informality for representatives of women’s TU network of CA countries (KGZ, TJK, KAZ&UZB) – Bishkek, 9-10 Nov 2016 5. Training workshop on formalization of informal employment (construction and transport sectors); the role of TUs in promoting R204 and the strategy to protect and unite informal workers, Dushanbe, 19-21 June 2019 6. Training sessions on maternity protection: 4 workshops for labour and legal inspectors of TUs “Protection of motherhood and gender aspects in social security”, conducted in Kurgan-Tyube, 12-13 Sep 2017; Darvaz, 15-16 Sep 2017; Dushanbe, 11-12 Dec 2017; Kulyab, 14-15 Dec 2017
Raising Awareness Level	
Kyrgyzstan	<ol style="list-style-type: none"> 1. Production and dissemination of video clip “No maternity leave & job security at end of maternity leave”; 2. Awareness-raising round-table “On equal treatment and equal opportunities for male and female workers: workers with family responsibilities with presentation of the Analysis, Bishkek, 29 June 2017; 3. Specific gender-related scenarios were developed for the cartoons; two cartoons out of 5 reflect gender-related issues of informality (the ones on maternity leave and on advantages of formalization
Tajikistan	<ol style="list-style-type: none"> 1. Mobile theatre to combat informal employment 2. Production of a film “Step out of the Shadow» 3. Specific gender-related scenarios were developed for the mobile theatre; three scenes out of 10 reflect gender-related issues (the ones on domestic workers, maternity protection benefits, taxes). The textile workers (of which women constitute almost 100%) were capacitated on the issues of gender equality and non-discrimination, workers’ rights and relevant ILS through the specific training on gender issues and women employment in informal sector.

7.10 Annex L. Efforts of the project on disability inclusion at the activity level

Type of Intervention	Kyrgyzstan	Tajikistan
SDG	Technical advice on improving national SDG indicators focusing on disability and establishing link between SDGs and UN Convention on the Rights of PwD (Jul-Sep, 2019)	No activities
Conventions	Preparation of report on C183 as part of SPFs including measures to protect labour rights of PwD, Jan-Mar 2015	
National Policies	Fact-finding mission to draft document on disability inclusion in KGZ, Bishkek, 23-26 Sep 2015	Fact-Finding mission to draft document on disability inclusion in Tajikistan, Dushanbe, 28-30 Sep 2015 Technical consultations on assessing social protection services to support employment of

		<p>PwD and review of the national draft Programme for employment of PwD, 4-7 March 2019</p> <p>Technical expertise and support in finalizing the draft programme on employment of PwD, April-July 2019</p> <p>Workshop/consultations on the draft Programme for Employment of PwD</p>
Capacity Building Level	<p>Participation of 8 Kyrgyz representatives in the regional workshop-1 “Inclusion of PwD in the labour market”, incl. 1 day of study visits (in cooperation with G20 Project), Sochi, 24-26 Feb 2015</p> <p>Regional workshop 2 “Disability inclusion in employment. Regional experience. Discussions on choice of way forward” for constituents from both countries, with participation of international experts (in cooperation with G20 Project YE Project), Bishkek, 19-20 Nov 2015</p>	<p>Participation of xx Kyrgyz representatives in the regional workshop-1 “Inclusion of PwD in the labour market”, incl. 1 day of study visits (in cooperation with G20 Project), Sochi, 24-26 Feb 2015</p> <p>Regional workshop-2 “Disability inclusion in employment. Regional Experience. Discussions on choice of way forward” for constituents from both countries, with participation of international experts (in cooperation with G20 Project and YE Project), Bishkek, 19-20 Nov 2015</p>

7.11 Annex M. Project contribution to the achievement of policy programme outcomes

Policy Outcome 6: Formalization of the informal economy
Indicator 6.3: Number of member States in which employers’ or workers’ organizations provide support to workers and economic units in the informal economy for facilitating transition to the formal economy (primary)
<p>KGZ129 - Increased capacities of constituents to promote formalization in selected sectors of informal economy</p> <p>Employers’ organizations develop policy advocacy agendas to foster the transition of informal businesses to formality. The trade unions conducted an awareness-raising campaign for formalization</p>
Indicator 6.1: Number of member States in which constituents have developed a common understanding and a basis for monitoring informality with a view to facilitating progress towards formalization (secondary)
<p>TJK105 - Capacities of tripartite constituents to promote formalization in selected sectors of informal economy increased</p> <p>The Government and social partners have developed and agreed on the guiding principles for conducting diagnostics of informal (unregistered) employment in Tajikistan (September 2017).</p> <p>A gender responsive monitoring system to assess progress towards formalization, including the most vulnerable to decent work deficits, is in place.</p> <p>In line with the State Comprehensive Programme for Reducing Informal Employment in Tajikistan for 2015-2017, the constituents launched an awareness-raising campaign for formalization “Step out of the shadow! Work formally!” which is led by trade unions (FITU).</p>
Policy Outcome 4. Promoting sustainable enterprises
Indicator 4.1. Member States where the enabling environment for sustainable enterprises has been improved through policy, legal, institutional or regulatory reforms.
<p>KGZ128 - Sustainable entrepreneurship is promoted by the constituents through assessments of enabling environment and formulation of evidence based proposals for its improvement</p> <p>The National Confederation of Employers of the Kyrgyz Republic (NCEKR) with the support of the ILO has assessed the business environment in Kyrgyzstan, to identify areas for improvement and to make recommendations to policy makers to improve the business climate in the country.</p> <p>TJK106: Constituents develop and implement relevant and demand driven enterprise development policies including enabling environment reforms as well as direct enterprise support</p> <p>The Union of Employers of Republic of Tajikistan and the National Association of Small and Medium Business of Republic of Tajikistan, with the support of the ILO, assessed the business climate in Tajikistan. The EESE report was produced, which provides entry points for the development of policies and institutional reforms to improve the business climate in Tajikistan.</p>

Policy Outcome 7. Promoting workplace compliance through labour inspection

Indicator 7.1. Member States that have improved legal frameworks, policies, plans or strategies to strengthen workplace compliance in line with international labour standards, national labour laws and collective agreements.

KGZ803: Improved capacity and service delivery of ILO's tripartite constituents through Social Dialogue and Policy Advocacy

An OSH Profile developed and validated by tripartite constituents, including the situation of Labour Inspection. On that basis, the Ministry of Labour developed, in consultations with social partners and in line with international labour standards, the OSH Program, which was included in the Labour and Social Policy part of the National Strategy. The document was submitted to the Cabinet.

TJK803: Improved capacity and service delivery of ILO's tripartite constituents through Social Dialogue and Policy Advocacy

The National OSH Profile was developed and validated on the basis of a tripartite meeting of the constituents; a National OSH Programme was drafted by a tripartite working group, with the ILO support, and shared with the Ministries; will be submitted for approval to the Parliament. The National OSH Profile includes proposals for strengthening/improving the legal framework for Labour Inspection.

Policy Outcome 3 Creating and extending social protection floors

Indicator 3.1: Member States that have improved their social protection policies and financing strategies, the governance of social protection schemes or the coordination of social protection

KGZ154: National Social Protection Floor is improved through Assessment Based National Dialogue and promotion of maternity protection

The multi-stakeholder Working Group of the Assessment Based National Dialogue (ABND) on social protection floors adopted in February 2016 a Resolution on the extension of social protection floors

TJK151 Increased capacities of constituents in governing social security in line with ILS, with particular focus on C102 and R202

The Ministry of Health and Social Protection developed and adopted a draft of the National Social Protection Strategy of the Republic of Tajikistan, 2018-2020

Indicator 3.2: Member States that have enhanced their knowledge base, analytical capacity, financial management, statistics or means of information dissemination for the delivery of social protection

KGZ154: National Social Protection Floor is improved through Assessment Based National Dialogue and promotion of maternity protection

The ILO drafted the report "Social Protection Assessment-Based National Dialogue: Towards a Nationally Defined Social Protection Floor (SPF) in the Kyrgyz Republic" and finalized it, on the basis of comments and suggestion provided by the ABND SPF Working Group.

107 social security and maternity protection experts from government, trade unions and employers' organizations selected from all of the regions of the Kyrgyzstan were trained with the ILO support in the period October 2015 - May 2016. All trained experts have acquired specific skills in relation to the new up-to-date Maternity Protection Convention, 2000 (No. 183).

TJK151 Increased capacities of constituents in governing social security in line with ILS, with particular focus on C102 and R202

The ILO drafted the report "Social Protection Assessment-Based National Dialogue: Towards a Nationally Defined Social Protection Floor (SPF) in the Kyrgyz Republic" and finalized it, on the basis of comments and suggestion provided by the ABND SPF Working Group.

About 100 social security experts (40 women and 60 men) were trained in Tajikistan with ILO support in the period February - May 2017. Participants were provided training on the Social Protection Floors Recommendation, 2012 (No. 202) and Social Security (Minimum Standards) Convention, 1952 (No. 102). 67 labour and legal inspectors from trade unions, experts from employers organizations (49 men and 18 women) have acquired specific skills in relation to the new up-to-date Maternity Protection Convention, 2000 (No. 183)

Enabling Outcome A. Effective advocacy for decent work

Indicator A.3 Member States that have strengthened labour market information systems and disseminated information on national labour market trends in line with the international standards on labour statistics.

KGZ126: Strengthened labour market information and analysis (LMIA) system.

To comply with the new recommendations of the 19th International Conference of Labour Statisticians of October 2013, National Statistical Committee of Kyrgyz Republic (NSC) participated in the ILO Pilot LFS programme in 2015-2016, among other ten countries worldwide. As a result, the NSC has modernized its way in conducting LFS. Their new approach includes modifications of updated questionnaires that cover own-use production work and other

forms of unpaid work. By using the updated questionnaire, it is possible to have a broader measuring of labour underutilization that allows for a more precise reflection of the situation on the labour market in LFS results.

TJK103: National LMI and analysis system is improved

The Agency of Statistics under the President of Republic of Tajikistan has strengthened its technical capacity in applying a more qualitative approach when planning and carrying out LFS, to comply with recommendations of the 19th International Conference of Labour Statisticians of October 2013. The LFS questionnaire, based on new international statistical standards, in line with Recommendations of the 19th ICLS, developed by Agency of Statistics with the ILO technical support and adopted to the country context. The updated questionnaire covers own-use production work and other forms of unpaid work. By using the updated questionnaire, it is possible to have a broader measuring of labour underutilisation that allows for a more precise reflection of the situation on the labour market in LFS results.

7.12 Annex N. Status of implementation of MTE recommendations

#	Recommendation	Result of Implementation	Evaluator's comment
1	ILO DWT/CO Moscow should develop a clear subregional strategy for the office which will spell out the objectives, areas & approaches on how the regional cooperation among target countries & institutions is taking place. This will allow to make proper assessment of regional initiatives undertaken within Phase II.	Implemented, 100%	The strategy named "ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia: The Office Strategy for 2019-2023" was developed which provide overall framework for the region. Perhaps coordination plan or similar coordination document to support the developed strategy is required to make efficient use of resources
2	Taking into consideration fluctuations in donor funding for Phase II, ILO is recommended to expand the donor base & explore possibility of introduction of a Donor/Multi-Donor Support Facility for the next phase of the project to ensure achievement of set targets.	Implemented, 50%	Though ILO conducted the meeting with the Donor, the Project was not presented to other donors to secure funding for the next phase
3	To strengthen the project management structure of the project in Tajikistan, it is recommended to consider either hiring a National Project Coordinator or make promotion of the National Project Assistant who performs assignments corresponding to NPC level to position of the National Project Coordinator with provision of a proper induction training.	Implemented, 25%	Though temporary recruitment of Assistant 50% at implementation peaks was done 12.5.-11.6. 2017; it was observed during of FTE that Assistant has no authority to present the Project. These functions were performed by National ILO coordinator in Tajikistan
4	The project should strengthen the Monitoring & Evaluation System of the project to better manage the process of monitoring, analysing, evaluating & reporting progress toward achieving the project objectives. It should be done through development of a Performance Monitoring Plan (PMP) for Phase II & preparation of standardized templates of data collection tools like trainers' reports, feedback questionnaires, etc. PMP in comparison with the Logframe should contain not only indicators, baselines, targets & methods of data collection, but also point out frequency of data collection for each indicator, specify responsible parties for collecting data & how collected data is planned to be used. All that will allow to ensure timely & efficient generation, storage & use of strategic information by the project.	Implemented, 40%. Table with key events/activities of the project January 2017 - December 2019 with gender-disaggregated data on participants	Though Performance Monitoring Plan was not developed as such immediately after MTE process, the developed table allows tracking female/male ratio on participation and major results of these activities. Standardized templates of data collection tools like trainers' reports, feedback questionnaires were not developed
5	For ensuring more systematic approach towards institutional strengthening of the tripartite constituents under the project, ILO should consider	Not implemented. A data-base	Though ILO didn't consider recommendation on distant learning practical for KGZ and TJ due to limited Internet coverage, it agreed to establish

<p>development of a comprehensive capacity building strategy for the project which will include an approach towards institutional strengthening of tripartite partners as well as standards towards trainings conduction, monitoring & evaluation mechanisms. The organizational development of tripartite partners should focus on strengthening different types of capacities including technical capacity, organizational capacity, adaptive capacity & influencing capacity. Learning interventions should include a mix of tools including training of trainers, workshops, coaching/ mentoring, distance learning. ILO should establish a comprehensive system for monitoring & evaluation of effectiveness /impact of its capacity building work under Phase II. For project learning interventions, it is suggested to introduce a four level M&E system. It is also recommended to use organizational capacity assessment tools like OCA. Database system for capacity building component in the project should be also established & should include information both on trainees & trainers prepared by the project. Such databases should provide the following information: participant name, gender, institutional affiliation, contact details (phone/e-mail), name of training, institution providing training, venue, country & dates of training. Such databases will allow making assessments of capacity building outcomes of the project.</p>	<p>system covering training participants will be established</p>	<p>data base on training participants. The FTE revealed that such data base was not established and the capacity building strategy was not developed which a) limits the evaluability of the capacity building component and b) halts achievement of measurable results in capacity building of tripartite constituents.</p>
<p>6 For better assessment of the efficiency of resources use and ensuring consistency with the concepts of Results-Based Management (RBM), it is recommended to introduce since 2017 the Output-Based Budget (OBB) method for preparation of the project budget which will link project expenditures to the specific activities, outputs and objectives. The OBB also will allow providing the required information for reporting to the Governments regarding budget allocations and cost efficiency in each target country. In addition, it is suggested to establish a system for tracking the cost-sharing activities with systematic collection of data on sources and amounts of allocations by each partner/project. It will allow to make better attributions of results in case of co-funding from other sources than ILO.</p>	<p>Not implemented</p>	<p>Since the project was embedded into ILO electronic management system (IRIS) based on types of expenditures as in the previous financial management system (Fisext), OBB budget could not be implemented given ILO's structure and business process.</p>
<p>7 To ensure better sustainability of the work undertaken under SPF in Kyrgyzstan, ILO should ensure that the results of ABND exercise will be incorporated in the new Social Protection Development Program for the Population of the Kyrgyzstan to be developed during 2017 as the current one is active only for the period of 2015-2017. Consider the provision of support for the design of specific social protection floor schemes or the reform of existing schemes based on the ABND recommendations</p>		<p>Запросить Стратегию, чтобы сделать анализ 2019-2023</p>
<p>8 During conduction of OSH risk assessment and management programme in Kyrgyzstan during 2017-2018 make sure that as many as possible of the 27 labour inspectors of the State Inspection for Ecological and Technical Safety under the Government of Kyrgyz Republic pass ToT as they</p>	<p>Not implemented.</p>	<p>TOT was not conducted but 10 out of 27 inspectors was planned to be trained in 25-28 July 2017 (Source: M&E response of ILO). Trainings held by ILO: 25-28 July 2017 – 10 (8 men/2 women); 21-22 June 2018 – 10 (8 men/2 women).</p>

	<p>teach entrepreneurs on the level of enterprises. Consider using the potential of the training center of the State Inspection for Ecological and Technical Safety for institutionalization of the risk assessment and management programme.</p>		<p>Other OSH activities: 2017-2019 – 24 totally. (Source: CTA).</p>
9	<p>For achievement of the set targets under OSH component, ILO should continue to advocate for preparation and approval of the OSH National Programme.</p>	<p>Implemented, 80%</p>	<p>State OSH Programme in Kyrgyz Republic and its Implementation Plan were developed and currently are at the Government</p>
10	<p>Further work is necessary for enhancing capacity of constituents to address labour market inclusion regulatory aspects. It is recommended to carry out further promotional activities on maternity protection through legal analysis, training for capacity building, and awareness raising to support the ratification of ILO Convention No.183.</p>	<p>Implemented, 100%</p>	<p>The intensified work in the Kyrgyzstan on maternity protection resulted in the development of road map for ratification of C183. No tangible results were observed in Tajikistan at the policy level.</p> <p>The project conducted 6 events on maternity protection in KGZ and 5 in TJ. In the republic of TJ mainly training were held for labour and legal inspectors of TU (2017). In 2018 Review of national legislation on maternity protection, on compliance with ILO C183 and R191 was made. In KGZ Analysis on the country situation with regard to C183, awareness raising table “On equal opportunities for male and female workers: workers with family responsibilities (2017). In 2019 Technical consultations with the MoLSD to review maternity protection policy report, Update / Finalization of the rapid assessment of national legislation policies, practices in relation to C183 and C156, Review of the maternity allowances in KR and its compliance with C183 and R202 (legal & policy criteria allowance formula design) and workshop to present the review of national legislation and policy analysis on maternity protection, on compliance with ILO C183, to prepare Road Map for ratification of C183 (in cooperation with RBSA project). No work on maternity protection was conducted in TJ in 2019</p>
11	<p>The Constituents, government in particular should consider conduction of public awareness raising campaign to increase the knowledge of population at large and youth in particular about the new Labour Code. Consider provision of support with printing of new Labour Code and its distribution among departments of MOL, PES and State Service for Supervision in the sphere of Labour, Employment and Social Protection of Population of Republic of Tajikistan at the local level.</p>	<p>Implemented 30%</p>	<p>By its own initiative, the ILO conducted a legislative review in Tajikistan in the end of 2016-early 2017 and suggested to the Ministry several times to organize a tripartite discussion of this legislative analysis, including the Labour Code which is not in line with the ILO labour standards, but the government did not show any interest. In the end, three two-day workshops on «New Labour Code of RT and possibility of its improvement in line with international standards» were organized for regional TU representatives in Khudzhand, Khodzha-obi-Garm and Dushanbe, on 9-15 Feb 2018.</p> <p>The ILO has rejected the request to print a new Labour Code as it was reviewed without consultations with the ILO and contained many inconsistencies with the ILS.</p>
12	<p>The project could make great input in achievement of SDGs and monitoring of the implementation of SDGs by both project’s target countries as ILO possesses the methodological base and tools for proper measurement of DW agenda; therefore, ILO should consider the intensification of the work on provision of policy advice on decent work for sustainable development within the Phase II.</p>	<p>Implemented</p>	<p>In 2017, the work SDG was intensified. In KGZ Meeting of the WG on DW indicators was held to discuss DW SDG indicators in relation to Sustainable Development Strategy 2040. In 2018 a round table to discuss national indicators on SDG Decent work was held on 14 Dec 2018 in Bishkek. In 2019 technical advice on improving national SDG indicators focusing on disability and establishing links between SDGs and UN</p>

		Convention of PwD was given. No evidence of such intensified approach was observed in Tajikistan
1 3	While in practice, the project does seek to address gender within the larger context of the vulnerabilities associated with working conditions, and decent work opportunities for all, there remains a limited articulation of gender analyses and mainstreaming within the design of Phase II. The project should better articulate an outcome-based strategy towards gender mainstreaming in order to strengthen the gender orientation of project activities and activities undertaken by its partners, as well as impact of the project.	Not implemented Outcome Based strategy towards gender-mainstreaming was not developed however the Project addressed various needs of men and women at many level.
1 4	The project should develop sustainability plan for the project which should both outlines the steps that should be taken throughout the rest of implementation period to ensure sustainability and describe how tripartite partners intend to carry forward project results. This type of sustainability plan can then serve as a good practice for future similar projects of the DWT/CO Office in Moscow. It is also recommended that in future, issues of sustainability be part of the funding and agreement with partners at all levels.	Not implemented No Sustainability plan developed.

7.13 Annex O. List of studies, research, policy papers developed by the project

Country	Name of the document and year of issue	Type of document	Language
LABOUR MARKET AND EMPLOYMENT			
Kyrgyzstan	Report for the Cognitive Test of the ILO Pilot Study in Kyrgyz Republic, 2016. Отчет о результатах когнитивного тестирования Экспериментального обследования МОТ, проведенного в Кыргызской Республике, 2016.	Analytical report	English, Russian
Tajikistan	Положение на рынке труда в Республике Таджикистан. Отчет, подготовленный по результатам ОРС, проведенного с 20 июля по 20 августа 2016 г.	Analytical report	Russian
Kyrgyzstan	Взаимная экспертная оценка политики в области молодежной занятости в Кыргызской Республике, 2014. Сводный отчет. / Peer Review of Youth Employment Policies in the Kyrgyz Republic. Synthesis Report, 2014	Policy analysis	Russian, English
Tajikistan	Взаимная экспертная оценка политики в области молодежной занятости в Республике Таджикистан. Сводный отчет / Peer Review of Youth Employment Policies in the Republic of Tajikistan. Synthesis Report, 2015	Policy analysis	Russian, English
Tajikistan	Statistical picture of informal employment in the RT, 2018	Qualitative diagnosis report	Russian, English
Tajikistan	Assessment of the nature, conditions or some of the factors of informal employment the RT: views from workers, employers and trade unions, 2018	Quantitative diagnosis report	Russian, English
Tajikistan	Country Note on promoting transition to formalization in Tajikistan, 2019 (developed by WORKQUALITY and EMPLOYMENT)	Technical note	English, Russian

Tajikistan	State Programme on Reducing the Level on Unregistered (Informal) Employment in the Republic of Tajikistan for 2019-2023 and its Implementation Plan, 2019	National policy document	Tajik, Russian English
OCCUPATIONAL SAFETY AND HEALTH			
Kyrgyzstan	Охрана труда в Кыргызской Республике. Occupational Safety and Health in the Kyrgyz Republic.	National profile	Russian, English
Kyrgyzstan	Государственная Программа охраны труда в Кыргызской Республике; План реализации, 2019-2024.	Policy Document	Kyrgyz, Russian
Tajikistan	Охрана труда в Республике Таджикистан. Occupational Safety and Health in the Republic of Tajikistan.	National profile	Tajik, Russian, English
WAGES			
Tajikistan	Study on work standard setting and wages policies in Tajikistan. Исследование ситуации с нормированием и оплатой труда на предприятиях, в организациях и учреждениях РТ, 2017	Study/research	Russian
Tajikistan	Концепция совершенствования системы нормирования труда и заработной платы в Республике Таджикистан на 2019-2026 гг.	Strategy paper	Russian, Tajik
Tajikistan	Программа совершенствования системы нормирования труда и заработной платы в Республике Таджикистан на 2020 -2027 годы	National policy document	Russian
SOCIAL PROTECTION			
Kyrgyzstan	Оценка на основе национального диалога по вопросам социальной защиты. На пути к национально установленному минимальному уровню социальной защиты в Республике Кыргызстан, 2017. Social Protection Assessment-Based National Dialogue. Towards a Nationally Defined Social Protection Floors in the Republic of Kyrgyzstan, 2017.	Study with policy recommendations	Russian, English
Kyrgyzstan	Стратегия развития социальной сферы и труда Кыргызской Республики на 2019-2023 гг. (проект).	Policy document	Russian
Tajikistan	Оценка на основе национального диалога по вопросам социальной защиты. На пути к национально установленному минимальному уровню социальной защиты в Республике Таджикистан, 2018. Social Protection Assessment-Based National Dialogue. Towards a Nationally Defined Social Protection Floors in the Republic of Tajikistan, 2018	Study with policy recommendations	Russian, English
Tajikistan	State Programme on Social Protection Development for 2020-2024	Policy document	Tajik (to be trans. in Rus)
MATERNITY PROTECTION			
Kyrgyzstan	Maternity protection and work and family balance in the Kyrgyz Republic, 2019	Rapid legal, policy and practice overview	Russian
Kyrgyzstan	Review of national methodology for maternity allowance formula design in the Kyrgyz Republic and its compliance with the ILO Convention 183, 2019	Legal and policy review	Russian, tbd
Tajikistan	Maternity protection in light of the ILO Convention 183. Анализ национального законодательства РТ по охране материнства на предмет соответствия нормам Конвенции 183 и Рекомендации 191.	Legislative review	Russian
DISABILITY			
Kyrgyzstan Tajikistan	Disability and Employment in Kyrgyz Republic and Republic of Tajikistan, 2015. Информационный документ по вопросам и задачам инвалидности и занятости в Кыргызстане и Таджикистане, 2015.	Background paper	English & Russian

Kyrgyzstan	Assessment of social protection system from disability perspective and the extent it links with labour market inclusion, 2018	Technical note	Russian
Kyrgyzstan	Sustainable Development Agenda 2030, UN Convention on the Rights of Persons with Disabilities and Disability Statistics: an overview, 2019	Technical note	English & Russian
Tajikistan	Medium-Term Programme on Promoting the Employment of Persons with Disabilities and the Self-Help Group for 2019-2021. Содействие занятости лиц с ограниченными возможностями здоровья и групп самопомощи на 2019-2021гг.	Policy document	Tajik, Russian, English
ENTERPRISE DEVELOPMENT			
Kyrgyzstan	Enabling Environment for Sustainable Enterprises in Kyrgyzstan / Благоприятные условия для жизнеспособных предприятий в Кыргызстане, 2017	Analytical report	English, Russian
Kyrgyzstan	Five proposals to improve the business climate in Kyrgyzstan. Пять предложений для улучшения бизнес-климата в Кыргызстане (developed by the National Confederation of Employers, Business Association «JIA» and National Alliance of Business Associations «NABA»)	A joint position paper	English, Russian

7.14 Annex P. Statistics on the number of activities per country, year and outcome levels

