



Technical Cooperation Progress Report (TCPR)

103952 :IRIS Project No.
AFG/68/011 : TC Symbol
UNDP :Donor
RO-Bangkok :Administrative Unit

Country or Region: Kabul, Afghanistan

Title: Implementation of a National Employment Dialogue

P&B Outcome: P&B Outcome: 01

Report: ☒ Annual For projects reporting on an annual basis, all sections must be completed and the report must cover the previous 12 months.
☐ 6-month For projects reporting twice per year, all sections must be completed and the report must cover the previous 6 months.
☐ Quarterly For projects reporting on a quarterly basis, every second and fourth report (i.e. twice a year) should complete all sections. The other reports may leave out sections A3 and A4.

Sequence: ☒ 1st report ☐ 2nd report ☐ 3rd report ☐ 4th report ☐ 5th report ☐ 6th report ☐ 7th report ☐ 8th report ☐ 9th report ☐ 10th report ☐ 11th report

Related project(s): N/A

Reporting Information	
Reporting period:	From 01/2013 to 09/2013
Report prepared by:	Celine Lafoucriere
Report reviewed by:	Sher Verick <i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i> Reviewer initials:
Report approved by:	Hideki Kagohashi <i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i> Approver initials:

Instructions

This is the standard ILO format for extra-budgetary technical cooperation progress reporting. Information submitted in TCPRs will be collected and used by the ILO to monitor progress towards results.

TCPRs must be submitted as per the schedule outlined in the Approval Minute.

Please note this is the format for interim reports only. Final progress reports must use a different template.

For guidance on completing the TCPR please visit:

www.ilo.org/intranet/english/bureau/pardev/tcguides/templates.htm

EXECUTIVE SUMMARY

Briefly summarize the status of the project and the key results achieved in the reporting period (maximum one page). Please use the executive summary as a marketing tool to inform the donor about key achievements: be concise, to the point and 'sell' the results of the project.

The ILO liaison office in Kabul, Afghanistan, has signed a Letter of Agreement with UNDP to undertake a project on elaborating a "National Employment Dialogue". The funds received enabled ILO to run different activities from January 2013 to December 2013.

So far the activities undertaken include:

The organization of the "National Conference for the Creation of Sustainable Jobs in Afghanistan", co-chaired by the MoEc and the MoLSAMD, funded by the World Bank and technically supported by ILO (with the funding of UNDP). The Conference took place on 7-8 May 2013, at the Serena Hotel, and gathered over 300 participants. The conference aimed at exchanging knowledge and launching a national dialogue on employment issues for Afghanistan. In particular, the Conference aimed at:

1. Identifying and taking stock of current labour market challenges and reflecting on the potential for inclusive growth and job creation in Afghanistan;
2. Stimulating the dialogue on sustainable jobs creation in Afghanistan and raising awareness regarding the importance of coordinating efforts within government, civil society and the international community;
3. Agreeing on a way forward for the creation of sustainable jobs in Afghanistan.

The first day the Conference was organised in three thematic parallel sessions:

1. Session 1: "Competitiveness and Inclusive Growth for Sustainable Jobs". This Session concentrated on the discussion of potential drivers for growth and employment generation in Afghanistan over the coming years, with a specific focus on the development of the agriculture and mining sectors. It raised a few questions for the debate and looked for recommendations on issues such as overcoming the constraints and unleashing the potential for the successful development of these sectors, engaging and mobilizing resources in the private sector to support sustainable growth and job creation.
2. Session 2: "Developing Demand Driven Skills". This Session concentrated on the Afghan education system from a skills development perspective, and more specifically at TVET system developments. Starting with a descriptive historical account of Afghan skills development actions, it further identified the challenges facing the skills development systems and processes, formal and non-formal, and their needs for formalization. It raised a few questions for the debate and looked for recommendations on issues such as strengthening planning and coordination of the skills development apparatus, whilst capitalizing on existing structures, further developing the quality assurance processes for skills, easing knowledge sharing between supply and demand and adequately financing skills development, taking into account the high potential in Afghanistan for informal set ups.
3. Session 3: "Managing and Stimulating Labour Migration". This Session concentrated on key issues in terms of migration management and support, in light of the current institutional and legislative framework. It further addressed needs in terms of protection and support services for migrants, as well as the central issue of remittances and the engagement of the diaspora in the overall debate. It raised a few questions for the debate and looked for recommendations on issues such as the possibility of supporting migration and mobility schemes, the signing of diplomatic agreements with neighbouring countries and others, engaging in foreign employment promotion schemes and developing public and private

placement systems.

Since then ILO is looking at launching phase 2 and 3 of the project and has so far:

- Concluded formal agreement with the MoLSAMD to revise the National Labour Policy. The original document was prepared by V.V. Giri, in Delhi, and financed by the UNDP in the course of 2012. ILO will now undertake a revision of it, including ILO labour standards and contextualising the current document, with the aim to pass it through cabinet by the end of November 2013 as per Presidential Decree requirement
- Concluded formal agreement with the MoLSAMD to elaborate a National Employment Strategy. Following the revision and adoption of the National Labour Policy, MoLSAMD has called on ILO to elaborate an employment strategy and action plan to stimulate job creation. This will be done in the light of the recommendations from the National Conference on the Creation of Sustainable Jobs in Afghanistan and in collaboration with several line and sectoral ministries.

In the light of the recent terrorist attack which strongly affected ILO, the Kabul office has recently requested a no cost extension to extend the project until 31 March 2014.

1. Budget / Planning Information

Project budget in USD: 349,232

Project duration in months: 12

Project start date: 01/01/2013

Project end date: 31/12/2013

Planned

01/01/2013

31/12/2013

Actual

01/03/2013

31/03/2014

2. NARRATIVE REPORT

2.1. Perspectives on current status

Briefly explain the **overall status of project implementation**, making reference to progress under each immediate objective.

The first phase of the project is now completed and reached the immediate objective of organizing a national conference on creating sustainable jobs in Afghanistan". Phase 2 (revision of the National Labour Policy) and 3 (Elaboration of a National Employment Strategy) of the project experienced a three months delay due to the terrorist attack that the ILO suffered at the end of May 2013. Formal agreement has now been signed with the MoLSAMD and contracting is now in course with the international consultant.

2.2 Issues and actions

Examine the main **challenges** facing the delivery of outputs and achievement of immediate objectives.

These can be issues that have already been encountered or are foreseen.

The main challenge facing the delivery of outputs and achievement of phase 2 and 3 of the project is time. Due to delay referred to above, the project has experienced a three months delay. In the light of these delay ILO CO Kabul has presented a formal request for a no cost extension to the UNDP. Although this request has been informally and verbally accepted, ILO CO Kabul is waiting for written confirmation.

Explain **corrective actions** taken or to be taken regarding implementation challenges, delayed delivery, and the low probability of achieving immediate objectives.

Corrective actions have been taken by formally requesting a no cost extension until the end of March 2014 and thereby make up for the three lost months. For the time being all immediate objectives should be achieved if this request is accepted.

Briefly explain any **reformulations** of project immediate objectives or outputs, and their corresponding indicators and targets.

n.a.

Briefly describe any **evaluations**, project reviews, self-assessments or undertaken, including follow-up to findings and recommendations.

n.a.

3. Summary Outputs

OUTPUT DELIVERY ^a			
Output	Percent complete	Output status	Output summary (1000 characters maximum)
Immediate Objective 1: <Immediate Objective 1>			
1.1 Organise a national conference	100%	Completed	<p>The organization of the “National Conference for the Creation of Sustainable Jobs in Afghanistan”, co-chaired by the MoEc and the MoLSAMD, funded by the World Bank and technically supported by ILO (with the funding of UNDP). The Conference took place on 7-8 May 2013, at the Serena Hotel, and gathered over 300 participants. The conference aimed at exchanging knowledge and launching a national dialogue on employment issues for Afghanistan. In particular, the Conference aimed at:</p> <ol style="list-style-type: none"> 1. Identifying and taking stock of current labour market challenges and reflecting on the potential for inclusive growth and job creation in Afghanistan; 2. Stimulating the dialogue on sustainable jobs creation in Afghanistan and raising awareness regarding the importance of coordinating efforts within government, civil society and the international community; 3. Agreeing on a way forward for the creation of sustainable jobs in Afghanistan
1.2 Revise the National Labour Policy	10%	Delay: behind schedule	The mission letter was received from the MoLSAMD, ToRs have been prepared for the project and are awaiting validation from the Minister of Labour, international consultant has been selected and ToRs prepared. Work should start as from the 17/09/2013
1.3 Elaborate a National Employment Strategy	10%	Delay: behind schedule	The mission letter was received from the MoLSAMD, ToRs have been prepared for the project and are awaiting validation from the Minister of Labour, international consultant has been selected and ToRs prepared. Work should start as from the 17/09/2013. It will run in parallel to phase 2
1.4	<select>	<Please select>	
1.5	<select>	<Please select>	
Immediate Objective 2: <Immediate Objective 2>			
2.1	<select>	<Please select>	
2.2	<select>	<Please select>	
2.3	<select>	<Please select>	
2.4	<select>	<Please select>	
2.5	<select>	<Please select>	
Immediate Objective 3: <Immediate Objective 3>			
3.1	<select>	<Please select>	
3.2	<select>	<Please select>	
3.3	<select>	<Please select>	
3.4	<select>	<Please select>	
3.5	<select>	<Please select>	

OUTPUT CLASSIFICATION ^b	
<input type="checkbox"/> Highly satisfactory Implementation of almost all (>80%) outputs is on schedule as envisaged in the implementation plan and	<input checked="" type="checkbox"/> Satisfactory Implementation of the majority (60-80%) of outputs is on schedule as envisaged in the implementation plan and the

^a Based on the Implementation Plan

^b This is a self-assessment

almost all (>80%) indicator milestones have been met.

majority (60-80%) of indicator milestones have been met.



Unsatisfactory

Some (40-60%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only some (40-60%) indicator milestones have been met.



Very unsatisfactory

Few (<40%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only a few (<40%) indicator milestones have been met.

Briefly explain the major factors taken into account to justify the output classification and provide any other comments (2000 characters maximum):

The National Conference on Creating Sustainable Jobs in Afghanistan was organised and delivered on time. Its recommendations had the desired effect i.e. stimulating the debate around the need to revise the National labour Policy and elaborate a National Employment Strategy. All three phases are on track and the request for no cost extension has been accepted informally. The ILO Kabul Office is not waiting for formal acceptance.

4. Summary Immediate Objectives**IMMEDIATE OBJECTIVE ACHIEVEMENT ^c**

IMMEDIATE OBJECTIVE ACHIEVEMENT				
Indicator	Baseline	Indicator Milestone (compare planned against actual)	Target (end-of-project total)	Immediate Objective summary
Immediate Objective 1: <Immediate Objective 1>				
				<Please select>
Immediate Objective 2: <Immediate Objective 2>				
				<Please select>
Immediate Objective 3: <Immediate Objective 3>				
				<Please select>

IMMEDIATE OBJECTIVE ACHIEVEMENT CLASSIFICATION ^d

<input type="checkbox"/>	Highly probable Almost all (>80%) reporting period milestones have been met. Based on the indicators, it is highly probable all immediate objectives will be achieved by the end of the project.	<input type="checkbox"/>	Probable The majority (60-80%) of reporting period milestones have been met. Based on the indicators, it is probable the majority of immediate objectives will be achieved.
<input type="checkbox"/>	Low probability Some (40-60%) reporting period milestones have been. Progress is being made on the immediate objectives but based on the indicators only some immediate objectives will be achieved.	<input type="checkbox"/>	Improbable Few (<40%) reporting period milestones have been met. Limited progress is being made on the immediate objectives and based on the indicators only a few immediate objectives will be achieved.

Briefly explain the major factors taken into account to justify the immediate objective classification and provide any other comments (2000 characters maximum):

As this is not a large project there are some general objectives which has been explained above in the progress report and this may not be applicable to mention it in this part.

^c Based on the M&E plan

^d This is a self-assessment

5. Risks and Assumptions

RISK TRACKING ^e

Key Assumptions	Risk level		Describe current risk and any mitigation measures (1000 characters maximum)
	Start-of-project / previous reporting period	Current	
	<Select>	<Select>	
	<Select>	<Select>	
	<Select>	<Select>	
	<Select>	<Select>	
	<Select>	<Select>	
	<Select>	<Select>	
	<Select>	<Select>	
	<Select>	<Select>	

6. Performance issues

Check key reasons for shortfalls in Output Delivery, Output Quality and Immediate Objective Achievement:

- | | |
|--|--|
| <input type="checkbox"/> Implementing partner (constituents or private entities) performance | <input type="checkbox"/> ILO (Office and staff) performance |
| <input type="checkbox"/> Difficulties in inter-agency coordination | <input type="checkbox"/> Inadequate cost estimates |
| <input type="checkbox"/> Lack of constituent or implementing partner commitment/ownership | <input type="checkbox"/> Inadequate project design |
| <input type="checkbox"/> ILO policy changes | <input type="checkbox"/> Counterpart funding shortfall |
| <input type="checkbox"/> Budget processing (revision/disbursement etc.) delays | <input type="checkbox"/> Unexpected change in external environment |
| <input type="checkbox"/> Community/political opposition | <input type="checkbox"/> HR difficulties (recruitment, contracts) |
| <input type="checkbox"/> Other - please specify: | |

7. Lessons learned

Describe any lessons, positive and negative, that have been learned during project implementation. Organise the lessons using the headings below.

Context and implementing environment	<Describe lessons learned relating to the wider context (country, region, policy) in which the project operates>
Project strategy and design	<Describe lessons learned relating to appropriateness of project strategy and design>
Advocacy, Communications and Capacity building	<Describe lessons learned on the strengths and weakness of advocacy, communications and capacity building approaches>
Implementation and Institutional Arrangements	<Describe lessons learned relating to the implementation of the project, including those lessons relating to partner organisations and constituents>
Any other areas	<Briefly describe any other lessons learned not covered above>

^e Based on Risk Register

8. ANNEXES