

Comprehensive Monitoring and Evaluation Plan

Support for the Implementation of the Decent Work Country Programme in Uzbekistan

UZB/14/01/USA

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DRAFT

List of acronyms

ALMP	Active labour market policies
CCIU	Chamber of Commerce of Uzbekistan
CEACR	Committee of Experts on Application of Conventions and Recommendation
CEPF	Comprehensive Employment Policy Framework
CL	Child labour
CLM	Child labour monitoring
DWCP	Decent Work Country Programme
EESE	Enabling environment for sustainable enterprise
FL	Forced labour
FOA	Freedom of Associations
FPRW	Fundamental principles and rights at work
FTUU	Federation of Trade Unions of Uzbekistan
HLC	Hazardous child labour list
ILO	International Labour Organization
IO	Intermediate objective
LMI	Labour market indicators
MOL	Ministry of Labour
NCLS	National Child Labour Survey
OTC	Outcome indicator
OTP	Output indicator
PMP	Performance monitoring plan
SO	Supporting objective
SPF	Social protection floors
TOT	Training of trainers
TPR	Technical Progress Report
USDOL	United States Department of Labour
WDAKL	World Day Against Child Labour
YE	Youth employment

INTRODUCTION

A. Project Objective, Intermediate Objectives, Beneficiaries and Timeline

The “Support for the Implementation of the Decent Work Country Programme (DWCP) in Uzbekistan” Project started in December 2014¹ as a 16-months initiative. The modification to the Cooperative Agreement was signed on 21 September 2015 extending the Project to 48 months and increasing its funding up to \$6 million. The Project is implemented by the International Labour Organization (ILO) in close cooperation with the national tripartite constituents and with financial support of the US Department of Labour.

The Project goal is to promote decent work in Uzbekistan, with a focus on the prevention and reduction of child and forced labour.

The DWCP for Uzbekistan serves the basis of the project and thus the Project is wrapped around its intermediate objectives, which were identified in close consultations with the national constituents, namely:

1. Strengthening social partnership in Uzbekistan for the realization of fundamental principles and rights at work
2. Fostering decent employment opportunities
3. Improving working conditions and social protection.

The six key outcomes under these three components of the Decent Work Country Programme are:

1. A national policy to apply international and national labor standards is designed and implemented
2. Capacity is increased among stakeholders to implement the National Action Plan for the Application of Conventions Nos. 138 and 182 in Uzbekistan
3. Conditions of work and employment in agriculture, including in the cotton-growing industry, are brought into greater conformity with fundamental standards
4. Capacity of trade unions and employers to contribute to the realization of fundamental principles and rights at work (FPRW) is enhanced and the effectiveness of institutions for national tripartite social dialogue is increased
5. Institutional supports for decent employment opportunities are enhanced
6. Law and policy on working conditions and social protections in Uzbekistan are strengthened.

The direct beneficiaries of this project are:

- Relevant Government agencies, mainly, the Ministry of Labour and Social Protection of Population, labour inspectors at national and local levels, Employment Services, and member organizations of the Coordination Council on Child Labour. Members of the Parliament will also benefit from the project’s technical assistance to strengthen laws, regulations, policies, institutions, and programs to promote decent work in Uzbekistan;
- Organizations representing employers (the Chamber of Commerce and Industry of Uzbekistan and the Uzbekistan Council of Farmers) and workers (the Federation of Trade Unions of Uzbekistan) will benefit from the project’s technical assistance to increase their capacity and strengthen tripartite consultations on labour issues;
- Mahalla leaders, representatives of the local authorities, local government agencies and educational institutions;
- Civil society organizations working on gender equality, family and youth issues (like Youth organization Kamalot, Uzbekistan Women Union) will benefit from the project activities to raise awareness on fundamental conventions and protocols as well as from training on child labour monitoring.

¹ The Cooperative Agreement was signed on 18 December 2014

Indirect beneficiaries:

The ultimate beneficiaries of this project will be children and adults who have been involved in, or at-risk of becoming involved in child labour and forced labour.

In the long term, the working population as a whole will benefit economically and socially from project activities to strengthen laws, regulations, policies, institutions, and programs to promote decent work in Uzbekistan. Through the wide dissemination of awareness raising materials on FPRW, including community-based awareness raising on forced labor and other child labour, in the Uzbek language, local governments, schools, media representatives and broader public will have increased access to information on international labour standards, good labor practices and world of work issues in general.

B. Purpose and Components of the CMEP

The purpose of the comprehensive monitoring and evaluation plan (CMEP) is to facilitate the planning for and implementation of monitoring activities, evaluation and reporting on the project progress towards achieving intended results and outcomes. The CMEP allows for building a comprehensive approach to project implementation, enduring logical linkages between the intended results and activities and sets a focus on measuring the outcomes of the project. It also gives an opportunity to point out which outputs (and in what context) appear to be more effective in bringing change at the outcome level.

The first draft CMEP was developed for 16-month project and included only part of components, i.e. problem tree, theory of change and results framework, activities mapping, project performance monitoring plan. Once the Project was extended to 48 months, the need to update the CMEP with other required elements arose. The initial draft, developed in early September, served a basis for a full-fledge CMEP which was discussed and updated on 18-22 January 2016 at the first CMEP development workshop, which brought together the Project team, ILO Moscow and HQ specialists, USDOL representatives, representative of the US Embassy in Tashkent and was facilitated by the SFS – a consulting company contracted by the USDOL.

The following elements are part of this document:

- A problem analysis and a theory of change, which form the basis for project design and interventions, These are reflected graphical representations such as problem trees and a results framework and a list of activities per output or activities mapping;
- A data collection table and a set of data collection tools;
- A performance management plan (PMP);
- A set of procedures on how to implement and manage the CMEP, including a data quality assessment checklist;
- An evaluation plan
- Key definitions on child labour, forced labour and other issues relevant to this project

As the CMEP is a living document and a tool supporting the management and implementation of the project it may require revision to reflect the changes in the external environment that may affect the project implementation. The changes will be introduces when needed and in coordination with USDOL.

SECTION I: PROBLEM ANALYSIS

The Decent Work Country Programme addresses the general problem of limited access to decent work opportunities in Uzbekistan, as well as the problems related to the use of child and forced labour in the agricultural sector (primarily in the cotton-growing sector).

The DCWP identifies three key problem areas, which will be addressed within the project's framework:

- A limited capacity in Uzbekistan for the realization of Fundamental Principles and Rights at Work (FPRW), including regarding the prevention and elimination of CL and FL. To address this issue it is necessary to improve the country's ability to meet international labour standards and practices which support maintaining export markets and continuing to develop economically;
- An ineffective employment framework for generating sufficient decent work opportunities for adults and youth. To address this issue it is necessary to expand the country's ability to generate domestic employment and ensure workers can access jobs; and
- An institutional environment lacking mechanisms to promote decent work (OSH, social protection, national and sectoral wage setting). To address this issue it is necessary to improve working conditions and social protection.

1. A limited capacity in Uzbekistan for the realization of Fundamental Principles and Rights at Work (FPRW), including regarding the prevention and elimination of CL and FL

This first priority area, addressed under Component 1 of the Project - Strengthening capacity in Uzbekistan for the realization of fundamental principles and rights at work - encompasses challenges in applying international and national labour standards; specific issues with regard to child and forced labour, conditions of work and the capacity of the tripartite social partners to fulfil their responsibilities as partners in social dialogue and in the implementation of decent work.

Application of international and national labour standards

Uzbekistan has ratified 13 ILO Conventions², and the ILO supervisory bodies have identified a number of concerns in relation to their application, particularly with regard to conventions related to forced labour (C 29, C105), child labour (C138, C182), working conditions (C47, C103) gender equality (C100, C111) employment policy (C122) and collective bargaining (C154). The key legislation (particularly related to child labour and forced labour) does not yet meet the standards of the relevant Conventions. Moreover, there are gaps in Uzbekistan's labour legislation in the areas of freedom of association and the right to organize and labour inspection..

Although progress has been made in meeting reporting obligations, there is limited follow up action on issues identified, as the government and social partners have little knowledge of ILS and do not have access to supervisory system comments or advisory materials. This is exacerbated by the limited involvement and capacity of tripartite partners to advocate for action.

Child Labour

Despite the ratification of both the minimum age and worst forms of child labour Conventions (C138 and C182) child labour continues to be prevalent in Uzbekistan, particularly as seasonal labour in the cotton growing sector - Uzbekistan is the fifth largest exporter and the sixth-largest producer in the world. Reliable information on the nature and extent of child labour was not available, although sources suggest that school

² See Annex 7 for a list of ratified Conventions

age children in cotton growing areas are mobilized for work in the fields for months at a time to meet annual harvest quotas set by the government, and that education is suspended during those periods.

As mentioned above, the framework of legislation and policy in Uzbekistan regarding child labour is incomplete and does not meet the requirements of international labour standards. Despite the adoption by the government in 2008 of a National Action Plan for the application of C138 and C182, which was renewed for the third time for the period 2014-2016, the capacity for its application and realization is limited. The government is unable to monitor or enforce the regulations to address child labour.

Following CEACR comments, a joint ILO-Uzbek monitoring mission observed the 2013 cotton harvest as a means of assessing implementation of C 182. The mission report called on the government to “ensure the effective implementation of national legislation prohibiting compulsory labour and hazardous work for children below the age of 18 years, to collaborate with the ILO, (and) the social partners, (to eliminate) the engagement of children, including those between 16 and 18 years of age, in hazardous work in the cotton harvest (and) to monitor the cotton harvest, strengthen record keeping in educational institutions, apply sanctions against persons who engage children in the cotton harvest, and further raise public awareness on this subject.” Subsequent monitoring undertaken in 2014 and 2015 suggest that the use of child labour in cotton harvesting was limited.

Conditions of work

Uzbekistan has ratified Conventions on forced labour (C29 and C105) but owing to weak national legislation and limited enforcement, coercive recruitment practices, particularly in the cotton sector, continue to be prevalent. The ILO CEACR has called on the government to eliminate the use of compulsory labour of public and private sector workers as well as students in cotton picking. In this respect, the monitoring undertaken in 2015 confirmed the presence of indicators of forced labour.

In general working conditions in agriculture are known to be poor, although the full extent has yet to be documented to establish an effective baseline for improvement. The seasonal nature of the agricultural and particularly the cotton sector creates demands for temporary workers which are not well supported by existing labour recruitment, employment and mobility policies, which creates negative consequences for the workers.

According to preliminary estimations under the Recruitment Practices and Working Conditions in Agriculture Survey³, there is a need of up to 3,500,000 seasonal workers⁴ to support the cotton harvest every year. The quotas for the production of cotton and prices are set up annually by the government, and farmers rely on the local administration to assist in the recruitment of workers beyond the seasonal labour force that they regularly use. Given low wages and difficult working conditions, farmers increasingly find it difficult to recruit and retain adult workers on a voluntary basis.

For the above reason, non-agricultural workers - including students and public sector employees - are reported to participate on a paid basis in the cotton harvest. There are also reports of mobilization of non-agricultural labour force for other activities during the cotton cultivation cycle including hoeing, weeding and transplanting.

Alternatives to existing strategies for recruitment and employment are not widely known, and many employers are not aware of their responsibilities with respect to forced labour. Moreover, the capacity of government at all levels for labour inspection, monitoring and reporting is weak, in addition to the conflicting responsibilities for local administration as noted above. Uzbekistan has not ratified relevant conventions (C 81, C129) and the current legislative provisions do not assign clear responsibilities for inspection relevant to Child and Forced Labour issues.

³ The final results of this survey have not been presented yet to the tripartite constituents.

⁴ Employed by farms on periodic rotation.

Trade unions and employer organizations

The Federation of Trade Unions of Uzbekistan (FTUU) and the Chamber of Commerce and Industry of Uzbekistan (CCIU) are the ILO constituent members and have significant responsibilities for ensuring effective social dialogue and realizing labour standards and fundamental principles and rights at work. However, they face a number of constraints in their ability to be effective in this role, as follows:

- Limited experience and capacity to function effectively to defend member's interests and be a representative voice.
- Legacy as soviet-era institutions leads to weak membership outreach and service orientation.
- Limited practical experience and skills with negotiation and collective bargaining.
- Weak capacity for developing, validating and promoting positions on key policy issues.
- Lack of clear legislative and institutional frameworks for representative social dialogue on labour issues. The recently adopted Law on Social Partnership is general in nature and does not provide for a specific role for trade union and employer associations in developing and implementing labour law and policy, as recommended by ILO Conventions and principles.

It is therefore imperative to address the significant gaps in their capacities and in the social dialogue policies to enable the social partners to play their expected roles in promoting decent work in the country.

2. An ineffective employment framework for generating sufficient decent work opportunities for adults and youth.

The *second priority area* is covered by *Component 2* of the Project - Fostering decent employment opportunities: Institutional supports for decent employment opportunities are enhanced – is targeting the issues of the lack of an overall employment framework, the need for effective active labour market policies, and weakness in key labour market institutions. Job creation and employment promotion are priorities for the country. However, government ability to achieve the goals of the national employment programme and the development over time is not sustainable.

Employment framework

- The ILO has consistently called on member States to develop comprehensive employment policy frameworks, based on tripartite consultation, to ensure sustainable and employment centered economic growth. Uzbekistan currently lacks such a framework, which would support continued improvement in annual job creation and employment promotion plans.

Active Labour Market Policies

- Active strategies including employment incentives, placement services, and strategies specific to youth have been piloted to some extent in Uzbekistan but there is limited evidence on their impact or assessment of the best strategies to use for existing needs.
- Evidence of effective strategies is needed to ensure that annual plans for job creation and employment utilize the most appropriate policies.
- Policies developed without the involvement of the tripartite partners and appropriate institutions (training, industry) may not be effective.
- Policies are needed to support the smooth transition into employment of 500,000 new entrants annually, and the transition of workers to different fields as the structure of the economy develops.

- Although Uzbekistan's formal unemployment rate is relatively low (4.9% in 2013) the employment rates of women of all ages are significantly lower than that for men; and the employment rate for young people (aged 15-24) is significantly lower than that for the total working age population⁹. This suggests a need for policies to support labour market participation for women and youth.

Labour Market Institutions

- Uzbekistan's labour market information system is weak, with poor capacity at the Ministry of Labour to collect, analyze and disseminate information to inform labour market policies, education and training and general economic development; as well as to assess the impact of measures that have been taken.
- There is little availability of sex-disaggregated data.
- The public employment service does not currently have an effective database to support matching of job seekers with vacancies, and has little experience or capacity in serving labour market entrants, particularly youth.
- The weakness in the gathering and analysis of information, on the one hand, and public systems for labour recruitment on the other, exacerbate and reinforce existing strategies which are based on coercive recruitment practices and the use of child labour.

3. An institutional environment lacking mechanisms to promote decent work (OSH, social protection, national and sectoral wage setting)

The *third priority area*, covered under *Component 3* - Improving working conditions and social protection: Law and policy on working conditions and social protection in Uzbekistan are strengthened – encompasses issues related to managing working conditions and delivering social protection inherited from the soviet-period and the subsequent period of transition, leading to gaps in legislation and capacity in a number of areas particularly relevant to ongoing economic and social development. Gaps in occupational safety and health systems, wage setting mechanisms, and the scope of social protection programs are all issues needing to be addressed.

Occupational safety and health (OSH)

- Uzbekistan has not ratified any of the relevant ILO instruments on OSH (C 129, C 187) and its existing legislation (Law on Occupational Safety and Health, 1993) is not comprehensive. Some elements of occupational safety and health are covered in other legislation⁵ but there is an overall lack of coordination.
- The 2008 ILO Review noted that the occupational safety and health management system (OSH) developed in the late 1980s was outdated and is largely dysfunctional and did not match the evolving market and structural reforms; or provide for effective participation by employers, among many other weaknesses.
- National research and training capacity is weak, contributing to relatively low levels of effective OSH protection for the workforce.
- Enforcement of the requirements of OSH legislation is weak, in part due to the dispersed nature of legislation regulating OSH.

⁵ Law on State Sanitary Control (July 1992), provides for sanitary measures to improve labour conditions, other pieces of legislation refer to specific technical aspects of OSH.

- The labour inspection capacity in the country is also weak. Uzbekistan has not ratified relevant conventions (C 81, C129) and responsibility for inspection of OSH matters is assigned to inspectors in different Ministries (Labour, Health) and to different sectors within those Ministries⁶.
- Trade union and employer organizations have some responsibilities under the current legislation but limited capacity to intervene.

Wage setting

- Uzbekistan has ratified the equal remuneration convention (C100) and does use collective bargaining approaches to set wages. However, challenges remain in terms of ensuring women and men are equally compensated.
- Worker and employer organizations lack more comprehensive understanding of issues involved in wage negotiations, as informed by ILO Conventions C 95, C 98, C131, and C154.
- National minimum wage setting processes do not currently involve significant tripartite dialogue with worker and employer organizations, which can reduce the economic and social effectiveness of such policies.

Social protection

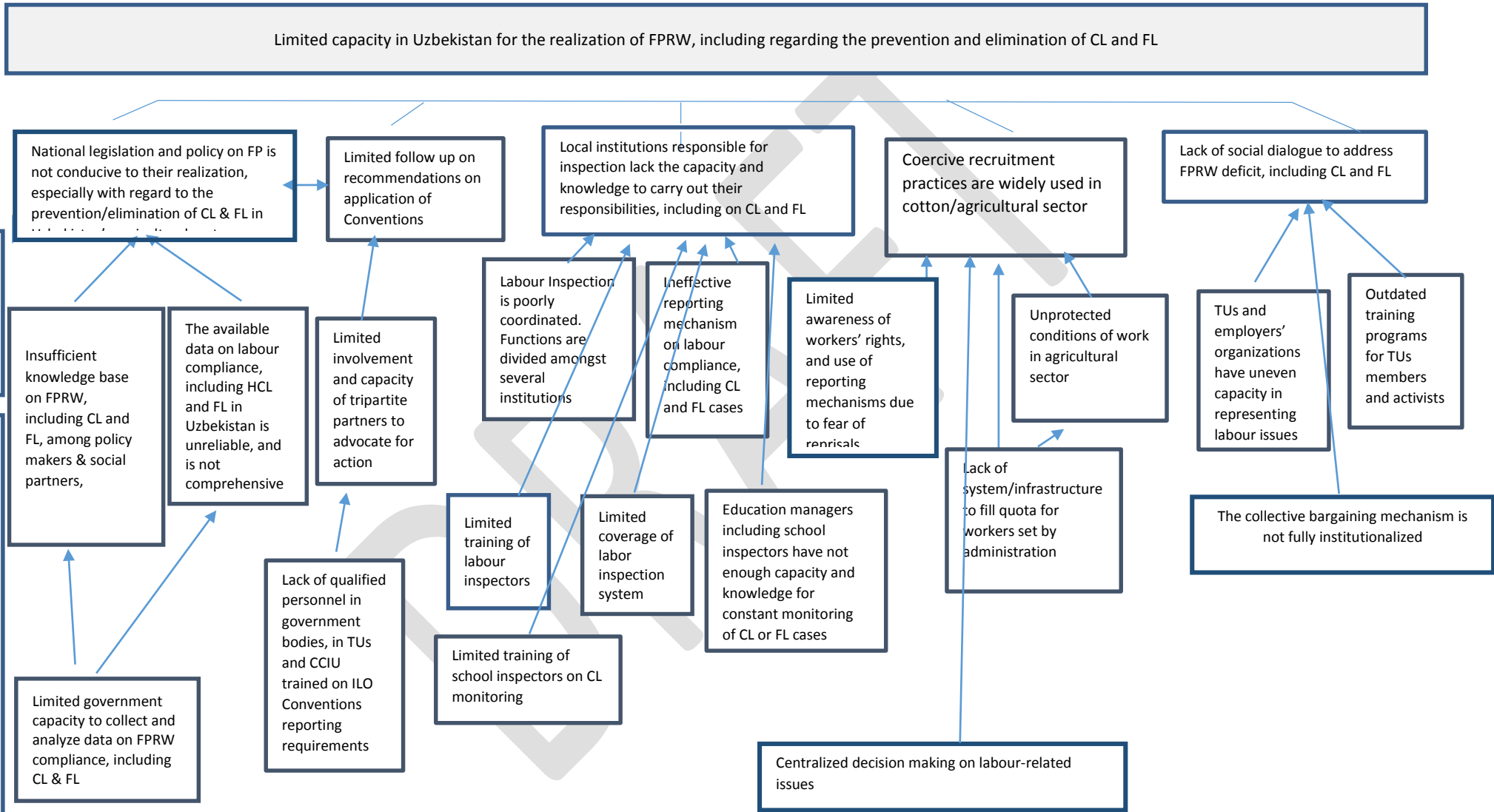
- Uzbekistan's approach to social protection has reflected its soviet past and the challenges of transition. Universal health care and education have been maintained and the social service system has been improved in recent years, but the country lacks a coherent approach to ensuring minimum standards in all essential aspects of social protection, particularly income security.
- Extension of the social protection system to the entire population is limited, particularly in rural areas, due to a substantial number of workers engaging in economic activities in the informal economy.

The graphical representation of the relationship among these different issues is shown in the project's Problem tree in Annex 1.

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⁶ Ministry of Labour and Social Protection has two Labour Inspectorates: one dealing with the legal aspects of labour relations, and another focusing on OSH issues. Other agencies with enforcement responsibilities include the State Inspection on Safety in Industry, Mining and Housing and Utilities Sector and the Department of State Sanitary Epidemiological Supervision under the Ministry of Health

Problem Tree: Component 1

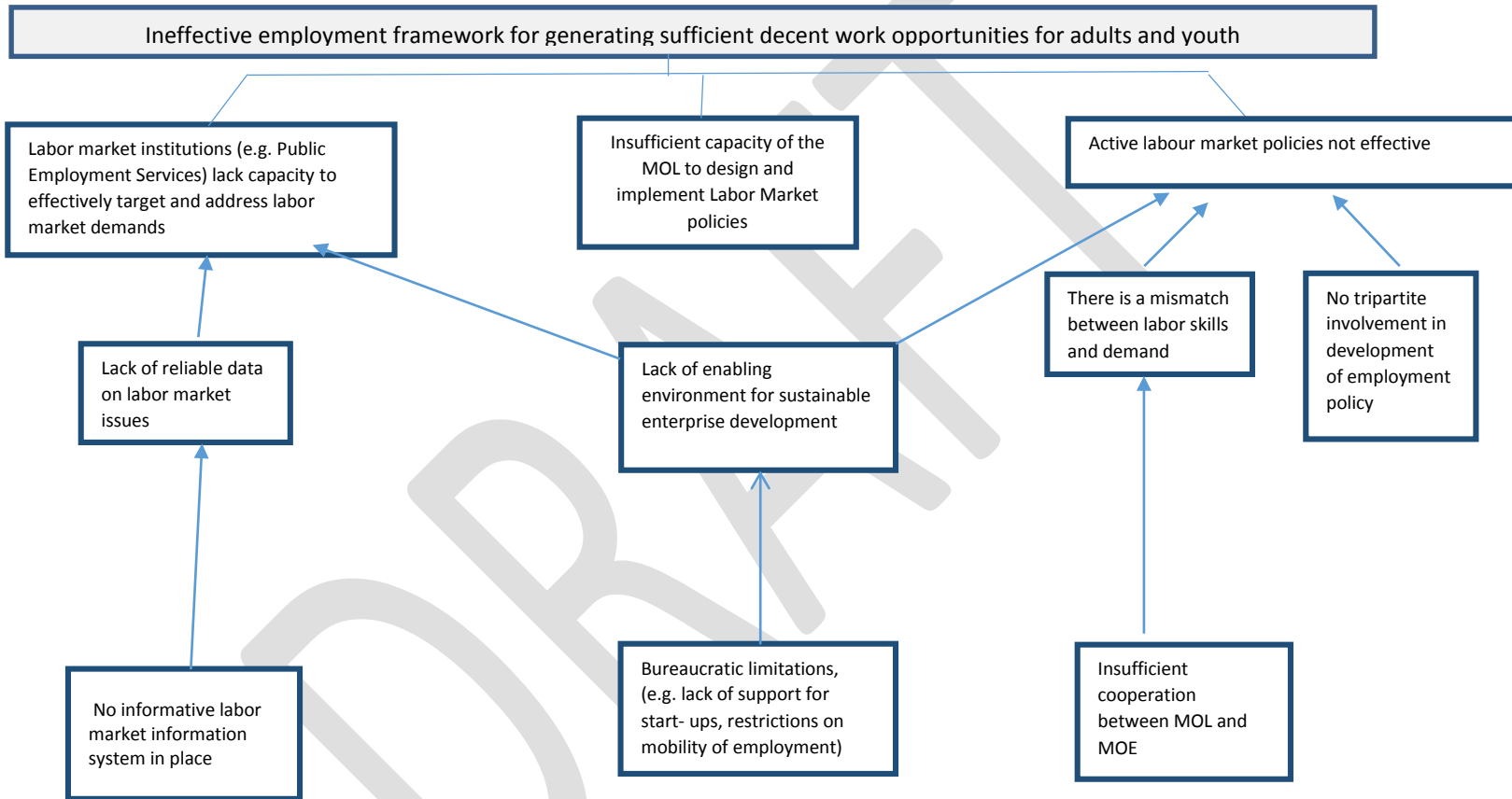


Problem Tree: Component 2

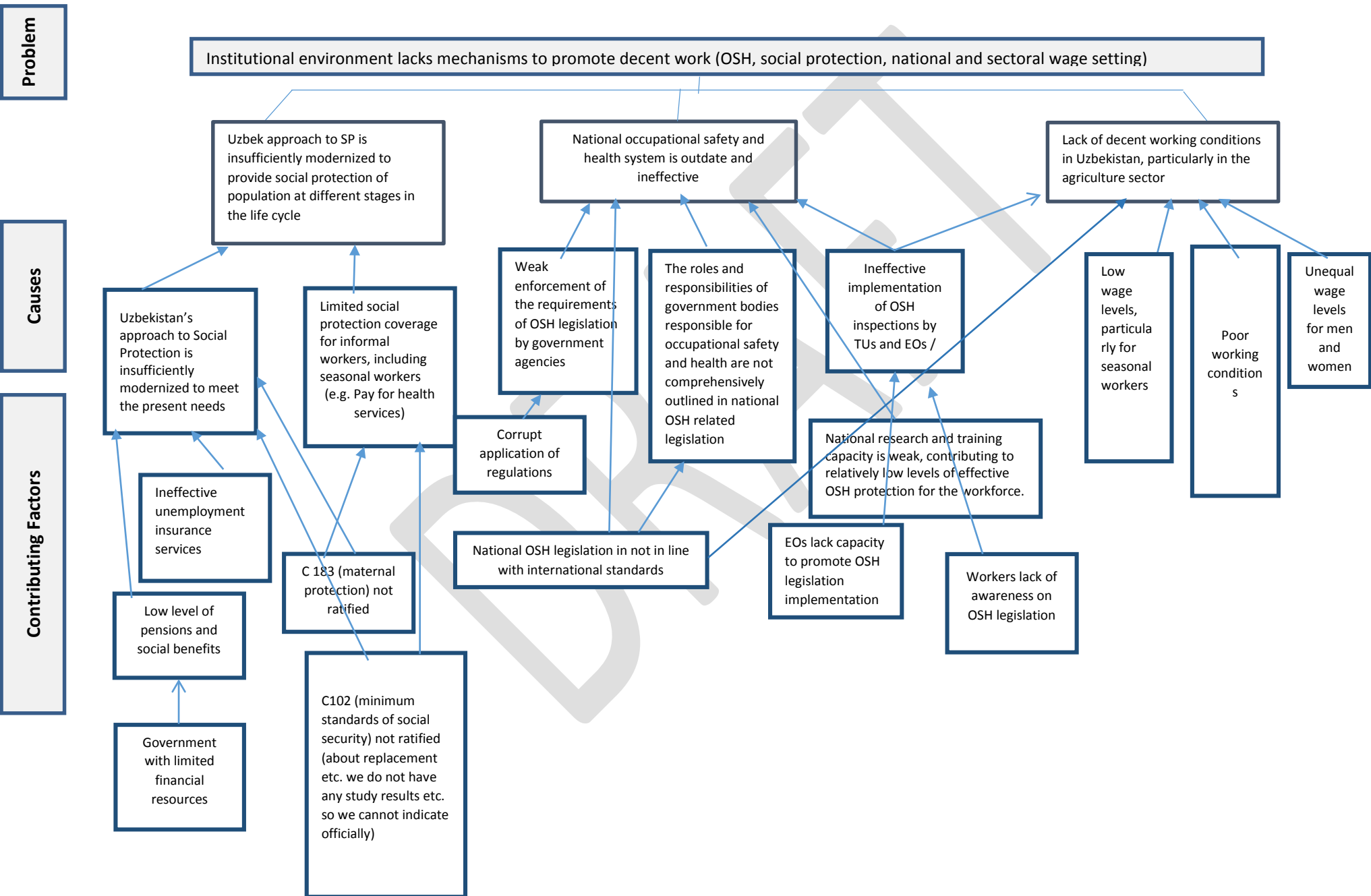
Problem

Causes

Factors



Problem Tree: Component 3



SECTION II: THEORY OF CHANGE

The project serves as an implementation mechanism for the Decent Work Country Programme for the Republic of Uzbekistan, signed in April 2014, and seeks to address the limited access to decent work opportunities for the country's population, as well as the problems related to the use of child and forced labour in the agricultural sector (primarily in the cotton-growing sector).

As indicated before, the DWCP priorities serve as the core elements of the Project:

- Improving the country's ability to meet international labour standards and practices which support maintaining export markets and continuing to develop economically;
- Expanding its ability to generate domestic employment and ensure workers can access jobs; and
- Improving working conditions and social protection.

In developing the DWCP, the ILO has conducted extensive research and analysis of the current economic and social situation, especially with regard to access to decent work of the population and the use of child and forced labour in the country, which included both desk studies and consultation with national and international experts. To deepen the knowledge of the situation, and the demand for action, the ILO held a number of consultations with the constituents and stakeholders.

A. Results Framework

The project development objective is to support the prevention and reduction of child and forced labour and promote decent work objectives in Uzbekistan. To achieve the goal the project will use a comprehensive and integrated approach. The goal is to be accomplished by taking actions in three key areas: (1) capacity building of tripartite constituents and legislative framework concerning fundamental principles and rights at work, especially in the area of child and forced labour; (2) strengthening the capacity of labour market institutions; and (3) improving social protection legislation and working conditions.

The theory of change allows building a pathway to Project's development goal, identifying the key interventions, which will be performed within project's timeframe to achieving the Project's goal. The stated goal will be achieved by working towards the following three intermediate objectives (IOs):

- 1) Capacity strengthened in Uzbekistan for the realization of fundamental principles and rights at work (FPRW)
- 2) Decent employment opportunities promoted: Institutional supports for decent employment opportunities are enhanced
- 3) Improved working conditions and social protection: Strengthened law and policy on working conditions and social protections in Uzbekistan

Below is the Project Results Framework depicting the critical assumptions, intermediate and supporting objectives. The following narrative description includes a brief description of the key planned interventions leading to the realization of intended results.

B. Narrative of the SIDWCP in Uzbekistan project Theory of Change

Critical assumptions.

In considering project design and implementation, it should be borne in mind that there are various factors outside project control, such as the willingness to act on advice, stakeholders' position on child and/or forced labour and other. In particular, the country's social and economic stability and the political will, commitment and involvement of social partners towards implementation of the DWCP are key factors of success for the project. In this regard, four critical assumptions were formulated:

1. Political will towards further implementation of decent work principles is maintained.
2. Uzbek tripartite constituents are receptive towards ILO's technical and legal advice regarding the implementation of international labour standards, in particular the prevention and reduction of child and forced labour.
3. No major economic changes affecting the country's labour market occur throughout the life-cycle of the project.
4. The structure and the mandate of institutions relevant for the implementation of the project remain stable.

Objectives. The achievement of the project goal to promote decent work and support the prevention and reduction of child labour and forced labour in Uzbekistan is to be achieved through the 3 intermediate objectives (IOs), outlined above. The underlying logic is that policy and legal reform will be made possible based on reliable data and exposure of ILO's tripartite constituents to international standards and good practice pertaining to the promotion of decent work principles, international social security standards, and the prevention of child and forced labour.

IO1: Capacity strengthened in Uzbekistan for the realization of fundamental principles and rights at work (FPRW)

Supporting Objective (SO) 1.1. A national strategy to apply international and national labour standards is designed and implemented

Activities under this SO are targeted at awareness raising on international labour standards of tripartite constituents and other decision makers, facilitation of ratification of the Freedom of Association and Protection of the Right to Organize Convention (No 87), Tripartite consultation (ILS) Convention (No144), Labour Inspection Convention (No 81) and Labour Inspection (Agriculture) Convention (No 129), and harmonization of the national legislation and policy framework with international labour standards (in particular with Conventions Nos. 87, 129, 144)

Work undertaken under this IO focuses on analyzing national legislation, policies and practices relevant to the realization of FPRW in Uzbek law and practice. For instance, legislative, policy and implementation capacity gaps related to Conventions Nos. 81, 129, 144 will be identified. Following the gap analysis, technical meetings with the labour inspectorate and the social partners will be organized to discuss the role and functions of labour inspection. The outcome of these discussions will be a policy framework for labour inspection in line with Convention 81 and Convention 129.

Improvement in the legislative and policy framework governing labour inspection, will go hand in hand with activities aimed at improving the legislative and policy frameworks governing child and forced labour. Specifically, based on assessment(s) undertaken recommendations will be elaborated

for harmonization of national legislation with international labour standards in the area of child and forced labour, and in particular on further implementation of ILO Conventions Nos.138 and 182.

A mapping of the existing national policy development framework (national sectorial strategies) will be carried out in order to support “mainstreaming” of child labour and forced labour concerns into interventions of the relevant social and economic sectors, policy agendas, operational plans of relevant social partners and linked to UNDAF and other UN Programs.

The Project will provide follow-up support and technical assistance to the Coordination Council on Child Labour, to line ministries (Ministry of Labour and Social Protection of Population, Ministry of Education, Ministry of Health, Ministry of Agriculture, Ministry of Justice), social partners, Farmers Council, Women’s Committee, Mahalla leaders, on the implementation of Child Labour Monitoring (CLM) activities across the country.

ILO will provide a trainer of trainers (ToT) programme to local resource persons based on the ILO CLM Methodology applied in Uzbekistan in 2014. These resource persons will train the local monitors from the regions of Tashkent, Jizzak, Sirdarya, Kashkadarya, Fergana, Namangan, Andijan, Samarqand, Bukhara, and Karakalpakstan to conduct the CLM on the worst forms of child labour throughout the year.

The Child Labour Monitoring will be workplace monitoring, school-based monitoring and community-level monitoring. Specific attention will be paid to conduct the CLM in the cotton sector, during the cotton harvesting season.

In order to strengthen compliance with the national laws, activities will focus on improving the capacity of national inspection systems in all their main functions (preventive, advisory, and sanction). Specific trainings will be provided to labour inspectors and school inspectors (from the Ministry of Education) who will need to equip themselves with a broad range of tools, including training materials and guidelines. In addition to the CLM Methodology, the handbook on “Combating child labour: A handbook for labour inspectors” will be used for the labour inspectors’ trainings on: carrying out inspections, identifying violations of the law prohibiting child labour, assessing risks to which children are exposed to, referral, verification and tracking.

Specific focus will be on school monitoring through capacity building of school directors, teachers, school inspectors on prevention and reintegration of working children. For this purpose, a school monitoring manual will be prepared.

Awareness raising activities will be carried out in order to empower the target groups (policy makers, social partners, teachers, farmers, children, parents, Mahalla, etc.) with a firm knowledge on child labour issue and their role in the realization of FPRW, including the prevention and elimination of child labour. ILO will support a variety of awareness raising and advocacy activities, at both the national and district levels, promoting the elimination of the child labour in line with ILO Conventions Nos. 138 and 182.

Specific activities will be targeted at building the capacities and expertise of the Federation of Trade Unions of Uzbekistan and the Chamber of Commerce of Uzbekistan to fulfill their responsibilities to their members and to effectively support realization of rights and elimination of child labour and forced labour, and the development of robust national frameworks for tripartite social dialogue on labour and employment issues.

The FTUU will be assisted in the development of an educational strategy and training programmes with the experience of the Labour Institute of Moldova. This activity will build on the previous work

that the ILO has been conducting with FTUU where the training programmes and curricula are already under development. Some 20 trainers will be identified from the nominations of FTUU affiliates and based on a profile developed in the strategic planning workshop. These trainers will then undergo an intensive ToT programme using the expertise of the ILO and of the Labour Institute of Moldova.

As regards employers' organizations, the Project will provide training and technical advice to the CCIU to strengthen its ability to set up and improve relevant services to members, for instance on labour law, industrial relations, OSH, etc., and to represent employers' needs and interests in social dialogue and to advocate for national policies providing for an enabling environment for sustainable enterprises (ESEE).

To support the CCIU in making membership more attractive for Uzbek businesses and thus help CCIU become more representative, a comprehensive audit of the organization will be conducted, with particular focus on CCIU's role as an employers' organization, with the aim of developing a strategic plan. The strategic plan will identify the specific steps to strengthen the organizational capacity of the CCIU to provide services to member companies, including women employers, and to represent the interest of national businesses in the national policy debate.

Work will be undertaken to increase capacities of the Uzbek constituents to better integrate gender equality issues in tripartite and bi-partite social dialogue and increase representation of women in national social dialogue institutions.

Key activities under the SO are listed below⁷:

- Translation and printing of texts of Conventions, Protocols and CEACR comments into Uzbek language
- Delivering training and awareness raising workshops for constituents on application of ILO Conventions and Protocols, addressing CEACR comments
- Providing training and technical support to government, employers' and workers' organizations with the aim to facilitate ratification of the Freedom of Association and Protection of the Right to Organize Convention
- Conducting tripartite technical assistance workshops, meetings and consultation related to review of relevant laws, policies and practices to assess readiness for ratification of ILO Conventions (C144, 81,129) and application of ratified conventions
- Performing legal analysis of existing legislation
- Advisory services related to ratification of ILO Conventions

Supporting Objective 1.2 Stakeholders' capacity to implement the National Action Plan for the Application of Conventions Nos. 138 and 182 in Uzbekistan is increased

The ILO will support the tripartite constituents in Uzbekistan to implement the National Action Plan for the application of Conventions C138 and C182 by providing assistance to: 1) identify and address legal and policy gaps in the areas of child labour as well as to 2) strengthen monitoring and enforcement mechanisms through capacity building and raising awareness. In this context, efforts will be undertaken in close collaboration with national and local government authorities, social partners and other stakeholders as appropriate.

One of the major activities envisioned under the SO is undertaking the National Child Labour Survey to which the Government has already expressed its informal consent. The ILO is to provide

⁷ For full list of planned activities see Annex 3.

capacity building support and training on data collection, analysis and report writing, while the National statistics office is to conduct the survey itself. The information generated by the survey will be used to help raise country level awareness and understanding of the spread of child labour and its key characteristics and to inform and assess policies, laws and interventions needed to accelerate progress to prevent and eliminate child labour. Research results will also assist governmental and non-governmental actors to identify specific sectors, geographical areas, and demographic populations that may be particularly vulnerable to child labour, so that critical targeted interventions addressing child labour can be designed and implemented effectively.

Thus, key activities include:

- Conducting assessment of laws and regulation on child labour related issues to harmonize the existing legislative framework with ILS
- Translating of ILO materials on hazardous child labour
- Developing training materials on child labour monitoring and delivering training on the subject to tripartite constituents and other stakeholders
- Translating and disseminating of awareness raising materials
- Holding an annual World Day “No Child Labour” event

Supporting Objective 1.3 Stakeholders’ capacity to address forced labour is increased

Activities under the SO are targeted at building the capacity of tripartite constituents, and the labour inspectors in particular, to identify and address cases of forced labour. To have a better understanding of the scale of forced labour use during the cotton harvest, the ILO has conducted a Recruitment practices and employment conditions survey during the 2015 harvest. The survey results are to show the extent of use of coercive recruitment practices while engaging people into cotton picking.

Other key activities:

- Conducting the Recruitment practices and working conditions in agriculture survey to identify the real risks for coercion of people to participate at the cotton harvest and presentation of survey results to the tripartite constituents.
- Performing translation of training materials on labour inspection and forced labour
- Conducting training workshop for labour inspectors on identification of forced labour and reporting of cases
- Translating and adapting ILO materials on forced labour (forced labour conventions, including the new 2014 Protocol and Recommendation)
- Exposing tripartite constituents to best recruitment practices in agriculture sector through organization of the international study tour
- Developing and delivering ToT seminars on child and forced labour for trade union education system (including for capacity building of trade unions)
- Translation, adaptation and dissemination of ILO Employers Handbook on Forced Labour
- Conducting an event with employers organizations on forced labour issues
- Conducting workshops with employers’ organization to support to support employers in Corporate Social Responsibility

Supporting Objective 1.4 Social dialogue mechanisms to promote fundamental principles and rights at work (FPRW) are improved

The strategy for this outcome encompasses both building the capacities and expertise of the ILO constituent workers’ and employers’ organizations to fulfill their responsibilities to their members

and to effectively support the realization of fundamental principles and rights at work, including the elimination of child labour and forced labour, and the development of robust national frameworks for tripartite social dialogue on labour and employment issues.

Key activities targeted at FTUU:

- Providing workshops and training of trainers for workers education
- Conducting seminars for key federation and union officials on worker issues and perspectives in issues including labour relations, employment and wage policies
- Holding workshops on the promotion of ILO Conventions 87 and 98
- Facilitating the exchange of experiences and best practices with neighboring countries for trade unions
- Adaptation, translation and dissemination of relevant materials for workers' and employers' organizations
- Trainings on collective bargaining negotiation for CCIU
- Holding a joint exercise on development of collective bargaining agreement sample for FTUU and CCIU members
- Conduct training on MNE Declaration for social partners at enterprise level (raising awareness on MNE declaration and training)
- Conducting internal and external audits of CCIU by external expert, members, non-members, external partners
- Conducting SWOT analysis of CCIU
- Developing and publication of support materials on OSH services and conducting a training on OSH services for CCIU
- Conducting training of SIYB for CCIU members

IO 2. Decent employment opportunities promoted: Institutional supports for decent employment opportunities are enhanced

Employment promotion remains in the center of the ILO Decent Work Agenda. The strategy of the employment related outcomes within this project will be rooted in the decisions of the International Labour Conference, namely the Resolution of the 103rd Session of the ILC, 2014, concerning the second recurrent item discussion on employment and Resolution and conclusions of the 101st Session of the International Labour Conference, 2012, "The youth employment crisis: A call for action". These documents suggest guiding principles for employment-centered sustainable recovery and development and encourage member states to promote a comprehensive employment policy framework (CEPF) based on tripartite consultations.

Supporting Objective 2.1 A national employment strategy to set a comprehensive employment policy framework is developed

This Supporting objective was specifically included into the extended project after various consultations with national stakeholders who identified the need for developing a comprehensive employment policy framework which will ensure sustainable and employment centered economic growth.

The Project will provide technical advice and support to the tripartite constituents to assist in the development, validation and adoption of a national employment strategy through policy review of existing national plans, policies and strategies assessed against ILO guidelines and international good practices, organizing round tables to share results of the policy review and development of

proposals for national strategy. ILO will provide technical support during the process of development of the national strategy.

Key envisioned activities include:

- Conducting a policy review to prepare a strategic policy document
- Provision of technical support to the national technical team for the preparation of the draft National employment strategy (NES) 202
- Delivering an employment policy course to key stakeholders

Supporting Objective 2.2 Active labour market policies enhanced to promote full, productive and freely chosen employment, including youth employment

The Project will provide support in assessing the existing active labour market policies (ALMP) and developing recommendations for further development of the ALMP including those for youth. Some selected ALMP will be piloted at two employment centers (at the later stage of the project) followed by evaluation of these policies.

In parallel, a peer review of the existing youth employment incentives will be conducted. The tripartite constituents will participate in bi-annual youth employment (YE) peer review sessions of the sub-regional youth employment peer review network. The activities carried out in the framework of this network will be aiming to strengthen national capacities of policy makers to analyze the youth labour market as well as design and evaluate employment policies and strategies for youth employment, taking into account specific gender. A self-assessment report will be prepared by the Ministry of Labour and Social Protection of Population.

Thus, the key activities will be:

- Conducting a policy review of existing ALMP
- Piloting of selected well performing ALMP at two employment centers, evaluation of their effectiveness
- Providing support for needs assessment by the Ministry of Labour (PES) on ALMP for specific disadvantaged groups
- Providing technical assistance in developing a “menu”/service model and recommendations for services for specific groups (identified by national stakeholders)
- Designing new ALMP based on the findings on the needs assessment
- Providing technical advice to government for implementation of ALMP
- Piloting of the selected ALMP in two PES followed by assessment of effectiveness of their implementation
- Ensuring participation of tripartite constituents in bi-annual youth employment peer review sessions

Supporting Objective 2.3 Capacity of Public Employment Services (PES) to deliver services to employers and job seekers is improved

The project will focus on the capacity of public employment services to deliver effective labour market information (LMI), and to provide relevant job matching services to job seekers and employers, with targeted training and capacity building support following an assessment. A capacity assessment of Public Employment Services to collect, analyze and disseminate labour market information will be conducted. Special emphasis will be made on the capacities to collect sex-disaggregated data and applying gender-responsive analysis. Good international practices on collection, analysis and dissemination of labour market information will be presented and recommendations on PES capacity building will be developed and agreed to in consultation with

tripartite constituents. Based on the outcome of the recommendations the project will organize initial training workshops to the staff of PES.

The key activities include:

- Support the tripartite constituents to assess the capacities of the PES in collection, analysis and reporting of LMI; and their services to employers and job seekers as compared with ILO standards and good practice.
- Sharing best international practices on collecting, analyzing and disseminating LMI technical meetings with tripartite constituents to develop recommendations for PES capacity-building.
- Deliver training for staff of the PES as agreed, providing training and reference materials on LMI and core PES services adapted and translated for the purpose.
- Training on youth employment and associated ALMP being piloted (under SO 2.2) will be provided to selected centers.

IO 3 Improving working conditions and social protection: Strengthened law and policy on working conditions and social protections in Uzbekistan

Supporting Objective 3.1 Effective occupational safety and health (OSH) management system is developed

In the area of occupational safety and health the project will work on the assessment of the legislative and policy framework on OSH and will develop recommendations for its reform. To contribute to development of the effective OSH management system the project will organize a tripartite round table on formulation, implementation and periodic review of the national OSH policy and improvement of national legislation in line with ILO standards. In addition, a capacity-building workshop for workers' and employers' organizations on development, implementation and periodical review of national policy will be held.

Building on the findings and recommendations of the 2008 ILO review of OSH in Uzbekistan, the project will work with the Government of Uzbekistan and constituents to develop a national OSH management system that reflects the current and future structure of Uzbekistan's economy, including assistance in developing effective tripartite participation and centers of expertise on OSH matters.

The Project will work with the Government of Uzbekistan and social partners to assess the legislative and policy framework on OSH and develop recommendations for reforms. To enable national institutions and the social partners to effectively contribute to the process of development and implementation of the OSH management system, the project will develop and implement a programme aiming at building the analytical, scientific and training capacities of the relevant institutions and specialists. The Project will provide support to the formulation, implementation and periodical review, in a tripartite manner, of a coherent national policy for the establishment and operation of an effective OSH management system.

Key activities:

- Completing the technical review of OSH legislation, policies and previous (outdated) Country OSH profile
- Preparing a technical report with recommendation for policy and legislative changes based on the technical review
- Completing an updated OSH profile and validating it with national stakeholders

- Developing proposed law and practice for institutional mechanisms responsible for enforcing OSH laws and regulations
- Providing technical support for development of new national OSH strategy on the basis of the programme
- Delivering training to tripartite constituents to contribute to the development of the OSH Management system
- Delivering training to the labour inspection management and labour inspectors on the OSH Management System

Supporting Objective 3.2 Collective bargaining and tripartite consultations applied in wage setting

A set of activities targeted at reviewing the current mechanism of consultations on wages will be carried out. Introductory training will be provided to tripartite constituents on collective bargaining on wages in accordance with ratified Conventions Nos. 98 and 154 and taking into account the provisions of the Protection of Wages Convention, 1949 (No. 95), and the Minimum Wage Fixing Convention, 1970 (No. 131).

The start of activities under the SO is planned to start not earlier than in 2017, as the ILO Moscow office currently does not have a Wages Specialist, and the recruitment process has recently started.

Supporting Objective 3.3 Social protection floors extended and progressively raised

The Project will assist the tripartite constituents in Uzbekistan in the development of a road map on the promotion of social protection floors (SPF) in harmony with the ILO Social Protection Floors Recommendation (R202). Following a detailed assessment of the current social protection mechanisms and capacity of the national partners, the project will hold a round-table forum to elaborate the relevant ILO Standards including Recommendation No. 202. The round-table will also serve as an opportunity to identify the gaps in the current system and formulate consensus on the road map.

Key activities will include:

- Performing an analysis of the national legal framework on social protection floors
- Providing technical assistance in developing a tripartite road map on the promotion of social protection floors
- Adapting and delivering training packages on Maternity Protection C183
- Delivering training to national social protection experts from the Ministry of Labour, the Ministry of Health, the Ministry of Finance, employers' and workers' organizations on social protection related issues, including ILO standards such C. 102, C. 183 and R. 202.

SECTION III: PERFORMANCE MONITORING PLAN

A. Purpose and Use

The performance monitoring plan is a tool to support the process of monitoring, analyzing, evaluating and reporting progress towards achieving the project objectives. It contains the indicators and their definitions, identifies the methods for data collection and its frequency, as well as identifies responsibilities for data collection and storage. The project PMP represents the hierarchy of indicators from Project goal to output level indicators.

Below is the summary of indicators to be monitored within the framework of the project, a full PMP is presented in Annex 5.

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B. Project Results and Indicators Table

Project Objective: <i>To support the prevention and reduction of child labour and forced labour and promote decent work in Uzbekistan</i>	Indicator C1 (country capacity): Legislation compliant with international standards on CL and FL is adopted
Outputs by Supporting Objectives	Indicators
<i>IO 1 Capacity strengthened in Uzbekistan for the realization of fundamental principles and rights at work (FPRW)</i>	
SO 1.1. A national strategy to apply international and national labour standards is designed and implemented	<ul style="list-style-type: none"> • OTC 1: Hazardous child labour list approved at the Prime Minister's level (C1) • OTC 2: Ratification of Conventions Nos 87, 144, 183, 129, 81 and 132 is considered
Output 1.1.1: Awareness raising materials and publications of relevant ILO Conventions, protocols, and principles available in Uzbek language and disseminated to key stakeholders	<ul style="list-style-type: none"> • OTP 1: # and type of materials (Conventions, Protocols, Recommendations) on ILS translated in Uzbek language and disseminated to stakeholders.
Output 1.1.2 Technical advice and advocacy provided to decision makers and social partners to facilitate ratification of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)	<ul style="list-style-type: none"> • OTP 2: # and type of advisory service products delivered.
Output 1.1.3 Report reviewing relevant laws, policies and practices to enable technical assessment of 1) prospects for ratification of ILO Conventions (C144, 81, 129), 2) the application of ratified conventions available	<ul style="list-style-type: none"> • OTP 3: # of technical assessment reports on laws, policies and practices to assess readiness for ratification of Conventions Nos 144, 81, 129 and application of Convention No 98 available.
SO 1.2 Stakeholders' capacity to implement the National Action Plan for the Application of Conventions Nos. 138 and 182 in Uzbekistan is increased	<ul style="list-style-type: none"> • OTC 3: # of institutions/stakeholders that implement NAP activities according to plan.
Output 1.2.1 Relevant legislation and policies relating to child labour reviewed in order to harmonize them with ILS	<ul style="list-style-type: none"> • OTP 5: # of draft laws and policies reviewed against relevant ILS
Output 1.2.2 Tripartite constituents and civil society representatives trained in national child labour monitoring	<ul style="list-style-type: none"> • OTP 5: # of representatives of tripartite constituents, civil society organizations, labour inspectors and school inspectors trained on child labour monitoring and forced labour identification.
Output 1.2.3 Awareness-raising materials on child labour issues developed and promotional events implemented	<ul style="list-style-type: none"> • OTP 6: # of awareness raising materials on child labour in Uzbek language produced and disseminated.

Outputs by Supporting Objectives	Indicators
	<ul style="list-style-type: none"> • OTP 7: # of participants in awareness raising events.
Output 1.2.4 Technical assistance products to assist in the development and implementation of a National Child Labour Survey is conducted	<ul style="list-style-type: none"> • OTP 8: # and type of technical assistance products provided.
SO 1.3 Stakeholders' capacity to address forced labour is increased	OTC4: % of cases of reported coercive recruitment practices
Output 1.3.1 Survey on recruitment practices and working conditions (quantitative and qualitative) in agriculture conducted and results validated with key stakeholders	<ul style="list-style-type: none"> • OTP 9: Set of recommendations on recruitment practices submitted to constituents.
Output 1.3.2 Labour inspectors trained in forced labour identification and reporting	<ul style="list-style-type: none"> • OTP 10. # and labour inspectors trained for recognizing and addressing FL in cotton growing sector.
Output 1.3.3 Government agencies, social partners and civil society organizations trained on the need to combat FL	<ul style="list-style-type: none"> • OTP 11: # and type of awareness raising materials in Uzbek and/or Russian language produced and disseminated to stakeholders.
Output 1.3.4 The CCIU made aware of the need to combat forced labour (linked to SO 1.4 below)	<ul style="list-style-type: none"> • OTP 12: # of agriculture sector employers and their staff trained to prevent and combat forced labour.
SO 1.4 The social dialogue mechanisms to promote FPRW are improved	<ul style="list-style-type: none"> • OTC 5. An official document (e.g. government decree, ministerial order) approving the establishment, functions and operation of a tripartite dialogue mechanism is available.
Output 1.4.1 FTUU supported to improve capacity on education and representation of workers	<ul style="list-style-type: none"> • OTP 13: # of FTUU representatives trained • OTP 14: ToT training participants with increased their knowledge on training of adults
Output 1.4.2 Representatives from employers' and workers' organizations trained on negotiation skills and collective bargaining techniques	<ul style="list-style-type: none"> • OTP 15: # of representatives from employers' and workers' organization trained
Output 1.4.3 Capacity of trade unions and employers organizations to promote social dialogue in multinational enterprises is enhanced	<ul style="list-style-type: none"> • OTP 16: Number of people trained

Outputs by Supporting Objectives	Indicators
Output 1.4.4 Capacity of Chamber of Commerce and Industry of Uzbekistan (CCIU) to expand its role as an employers' organization and develop services for its members is strengthened	<ul style="list-style-type: none"> • OTP 17: Comprehensive review/evaluation of CCIU completed and strategic plan available. • OTP 18: CCIU policy papers on priority areas available. • OTP 19. At least one new or improved service developed by the CCIU.
Output 1.4.5 Technical support provided for establishing a functional tripartite social dialogue mechanism	<ul style="list-style-type: none"> • OTP 20: Assessment of the national social dialogue legislation and practices undertaken. • OTP 21: Recommendations for effective social dialogue disseminated to tripartite constituents.
<i>IO 2. Decent employment opportunities promoted: Institutional supports for decent employment opportunities are enhanced</i>	
SO 2.1 A national employment strategy to set a comprehensive employment policy framework is developed	<ul style="list-style-type: none"> • OTC 6: A National Employment Strategy document available
Output 2.1.1 Policy review to prepare a strategic policy document conducted	<ul style="list-style-type: none"> • OTP 22: Policy review document available (including institutional analysis)
Output 2.1.2 Technical support to the national technical team for the preparation of the draft National Employment Strategy (NES) 2020 availed	<ul style="list-style-type: none"> • OTP 23: Number of members of the national technical team who receive information and other services from project as support for the formulation of the NES
SO 2.2 Active labour market policies enhanced to promote full, productive and freely chosen employment, including youth employment	<ul style="list-style-type: none"> • OTC 7: # of national initiatives on (youth) employment promotion developed with the technical support of ILO
Output 2.2.1 A revised set of Active Labour Market Policies (ALMP) and incentives available	<ul style="list-style-type: none"> • OTP 24: Peer review (or policy review/ TBD) report on existing youth employment incentives available
Output 2.2.2 Piloting of new ALMP in two employment centers completed	<ul style="list-style-type: none"> • OTP 25: # of participants who underwent piloted ALMP
SO 2.3 Capacity of Public Employment Services (PES) to deliver services to employers and job seekers is improved	<ul style="list-style-type: none"> • OTC 8: # of services delivered by PES to employers and job seekers

Outputs by Supporting Objectives	Indicators
Output 2.3.1 An assessment of Public Employment Services' (PES) capacities to collect, analyze and disseminate labour market information available	<ul style="list-style-type: none"> • OTP 26: # of assessment recommendations on PES capacity building integrated in the training program for PES staff
Output 2.3.2 PES staff trained to improve their services to employers and job seekers, particularly youth	<ul style="list-style-type: none"> • OTP 27: # of PES staff trained
Output 2.3.3 PES model developed	<ul style="list-style-type: none"> • OTP 28: Service model document available
<i>IO 3 Improving working conditions and social protection: Strengthened law and policy on working conditions and social protections in Uzbekistan</i>	
SO 3.1 Effective occupational safety and health (OSH) management system is developed	<ul style="list-style-type: none"> • OTC 9. National OSH programme adopted by Government of Uzbekistan
Output 3.1.1 National OSH Profile updated	<ul style="list-style-type: none"> • OTP 29: Updated OSH profile available and disseminated to tripartite stakeholders
Output 3.1.2 Formulation of a draft National OSH programme and strategy completed	<ul style="list-style-type: none"> • OTP 30: Draft National OSH Programme available and disseminated to tripartite constituents
Output 3.1.3 Tripartite constituents trained on implementation of the OSH management system	<ul style="list-style-type: none"> • OTP 31: # of tripartite constituents trained on implementation of the OSH management system
SO 3.2 Collective bargaining and tripartite consultations applied in wage setting	<ul style="list-style-type: none"> • OTC 10 : # of cases where wage levels were agreed through a collective bargaining process TBD
Output 3.2.1 A tripartite review of the current mechanisms of consultation on wages completed	<ul style="list-style-type: none"> • OTP 32: Report on review of mechanisms of consultation of wages available
Output 3.2.2 Introductory training on collective bargaining on wages provided to the tripartite constituents	<ul style="list-style-type: none"> • OTP 33: # of wage experts from Ministry of Labour, employers' and workers' organizations trained in collective bargaining on wage-related issues

Outputs by Supporting Objectives	Indicators
Output 3.2.3 The general knowledge base on wages strengthened through dissemination of ILO materials and publications	<ul style="list-style-type: none"> • OTP 34: # of organizations representatives participating in ILO-supported awareness raising related to wages
SO 3.3 Social protection floors extended and progressively raised	<ul style="list-style-type: none"> • OTC 11. # of laws and/or policies on social protection revised according to recommendations supported by the Project
Output 3.3.1 Tripartite road map on the promotion of Social Protection Floors agreed	<ul style="list-style-type: none"> • OTP 35: A national plan/strategy on the promotion of social protection floors is endorsed by tripartite constituents
Output 3.3.2 Tripartite constituents' members trained on social protection-related issues and relevant ILO standards	<ul style="list-style-type: none"> • OTP 36: # of tripartite constituents' representatives trained on social protection and related issues
Output 3.3.3 The knowledge base on social protection strengthened through dissemination of ILO materials and publications	<ul style="list-style-type: none"> • OTP 37: # of organizations receiving ILO materials and publications on social protection

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Project implementation depends to a certain extent on the environment it operates in. Therefore, a number of contextual factors were identified for periodical monitoring and follow-up, so as to enable adaptation of project plans and activities should changes in the operational environment require this to ensure effective implementation of the Project.

Context related factors/indicators to follow-up					
Factor	Description	Source	Reporting Frequency	Responsible person	Data Analysis/ Use
Economic and social situation in country remains stable	Economic and social instability might potentially affect project implementation	Socio-economic reports from the government Media reports	Annually	M&E Officer, CTA	Determine whether economic and social situation can possibly affect the project implementation and achievement of intended results.
Government, including local administrations, adheres to ILO recommendations on use of forced labour and transfers it to local administrations	Adherence might be only at the highest government level, whereas local administration(s) may continue to non-officially use forced labour in agriculture	Media reports NGO reports Tripartite constituents	Annually	M&E Officer, CTA	To determine if any awareness raising activities are needed at the local administrations level.
Uzbek tripartite constituents are receptive towards ILO's technical and legal advice regarding prevention and reduction of child and forced labour	Tripartite constituents being non-receptive in this case make the project efforts useless	Reports or other similar documents from constituents Media sources	Annually	M&E Officer, CTA	To determine if any additional actions from project side are needed to ensure that the tripartite constituents are following ILO technical and legal advice. To determine if any further advice and technical support is required.

Context related factors/indicators to follow-up					
Factor	Description	Source	Reporting Frequency	Responsible person	Data Analysis/ Use
		Information on legislative amendments, drafts, etc.			
The structure and mandate of institutions dealing with labour relations remains stable	Any structural or mandate changes of institutions working on labour related issues may lead to delay or suspension of project activities	Tripartite constituent Official media sources (e.g. web-sites of relevant institutions)	Annually	CTA	To determine if any adjustment to the project activities in terms of timeline and potentially scope is needed, to identify new responsible contact persons for coordination of plans and activities.
Change of leadership of tripartite constituent organizations.	The change of leadership might results in shift of organizations' priorities, delay in planned activities, time for building new relationship.	Official media sources Information from constituents	Annually	CTA	To determine if any changes to project schedule and activities are needed.

C. Overview of Project Data Collection Instruments

The project data is to be collected by the Project Technical and Monitoring and Evaluation Officer jointly with a contractor(s) responsible for baseline/end line survey implementation, outcome based report, and for other studies and assessments. Below is a brief description of specific tools the project might be using.

Project data collection/aggregation tool – The project will develop a tool which will aggregate the information and data obtained as part of monitoring activities and will include several “modules”(1) excel sheet aggregating numeric information and serving as a primary source for filling in the part of technical progress report; (2) folder with electronic forms containing information pertaining to context, extended descriptions of activities related to project indicators; (3) folder containing media reports on the project; (4) folder with event reports; (5) assessments and studies performed under project’s framework, including terms of reference for them; (6) lists of translations and publications, pdf or other formats of those documents.

Attendance forms – The project will use these forms for all trainings, workshops and other events to keep track of who attended each activity, their gender and title/rank, and what each activity accomplished. The attendance sheets will serve a source for entering information into the project data collection tools. They will be kept both in hard and electronic copy.

Dissemination lists – The project will keep track of the recipients of various materials produced under the project. To the extent possible the lists will include names, organization and contact information. As a minimum the lists will include number of copies disseminated at the events or provided to organizations.

Feedback/assessment forms – Pre- and post-training assessment forms, follow-up forms, feedback forms will be developed on a case by case basis to be filled in by the training participants.

Child Labour and Forced Labour monitoring forms – This instrument of data collection will not be used directly by the project. In 2015 the project has provided technical and limited financial support for national child labour monitoring (3 provinces). In 2016 the project is providing only technical and advisory assistance, which includes adapting the monitoring forms and providing training to monitors. The data will be collected by national partners and a report will be produced and shared with the ILO. Similar forms will be used by the TPM funded by the World Bank, if there will be a final decision to conduct it in 2016 and 2017.

A data collection table, outlining specific features of the above tools is presented in Annex 6.

SECTION V: EVALUATION PLAN

Initially, it was planned that the 16-month project will undergo an external final evaluation only. Since the project was extended to 48 months, now it is subject to external interim and final evaluations both under ILO and USDOL requirements.

ILO requires that the project complete a number of evaluation requirements based on the total size and duration of the project. These requirements will be met through the evaluation and monitoring requirements of the donor, as follows:

- An initial monitoring and evaluation appraisal by EVAL – This will be submitted in the form of the CMEP prepared with USDOL
- An independent interim evaluation
- An independent final evaluation

During the discussions between ILO and USDOL, it was agreed that the interim evaluation will be managed by the ILO and that the final evaluation will be managed by the USDOL. The dates of these evaluations will be determined through consultation between the agencies, and the evaluation terms of reference will be developed through a collaborative process.

A. Interim performance evaluation

The interim evaluation will assess the performance of the project and the results achieved from the starting point until time of the evaluation being conducted. Carrying out the interim evaluation will assess if project performance needs improvement and make a decision on the steps required to improve project's performance, as well as better identify the ways to move forward.

The evaluation methodology is to be determined at a later stage.

Potential interim evaluation questions to be explored:

B. Final evaluation

The final implementation evaluation is to be managed by the USDOL. It will focus on project achievements regarding its stated outcomes, outputs and goal, reveal best practices, outline lessons learned and provide a sustainability and scalability assessment. The final evaluation will also make an assessment along the same broad implementation categories as the interim evaluation: efficiency, effectiveness, relevancy/appropriateness, and overall project design..

Potential final evaluation questions to be explored:

C. Special Studies

c.1 Baseline Study

Since the CMEP development was extended in time, the collection of baseline data will be carried out in mid-2016. The purpose of the baseline study will be to provide a snapshot of the situation after a

year of project implementation and will allow for further tailoring the project activities and adjusting the targets if deemed necessary.

The baseline data and end line data will be used to provide evidence of:

- 1) The project contribution to the progress made by the country in identified areas, improved knowledge of tripartite constituents in specific subjects with regard to child and forced labour, active labour market policies creation and implementation, change of situation with social protection floors, effectiveness of awareness-raising efforts, etc.
- 2) The project's contribution to building or improving the capacity of individuals (e.g. labour inspectors) and/or tripartite constituents

The majority of project activities is focused on prevention of child and forced labour in agriculture, in particular in cotton harvesting. Despite the fact that the 2014 (all country provinces) and 2015 (3 provinces) National child labour monitoring and 2015 TPM come to a conclusion that use of child labour in cotton picking has become more sporadic, and tripartite constituents consider the issue solved, there are still many reports that child labour is used in economic activity, including agriculture, and there is no reliable statistics on the extend of such use. The information comes mainly from independent (non-local) media and activists.

The issue of forced labour started to be recognized by partners only in the last 2-3 years, and the fact that it might be an issue in Uzbekistan is not well taken by the tripartite constituents.

Reliable data on the magnitude and characteristics of forced and child labour are scarce. Data on coercive labour practices that are in contravention with the ILO's Forced Labour Conventions is in general not reliably available today.

It is planned that the Recruitment survey for 2015 harvest will serve a base line for the project on forced labour component.

To complement the results of the Recruitment survey it is envisioned to run another baseline study covering other issues the project is working on. It should present a snapshot of the situation after a year of project implementation, focusing on the potential of the country for harmonization of the national legislative framework with international labour standards, present an overview of the national framework on employment of population, in particular youth employment, and incentives for youth employment, occupational safety and health regulations and practices, social security regulations and other issues being part of the project.

The baseline may include, but not be limited only to information on the following subjects:

- Overview of national legislative framework regulating issues related to child labour (including referral to ILS)
- Overview of national legislative framework regulating employment area, including youth employment incentives
- Overview of services provided by the Public employment services
- Contain basic information of the Public Employment Services (PES), e.g. number of PES in the country, number of employed in the PES, average load of PES
- Overview of national legislative framework on the occupational safety and health
- Overview of national legislative framework on social security, social protection
- Overview of regulatory framework on wage setting (state and private companies)
- Capacities/needs of tripartite constituents
- Involvement of children in economic activities
- Basic country statistical information.

All baseline and follow-up and other related survey work will be conducted by a contractor who will carry out the planning, data collection, and analysis under guidance of the project M&E officer and support of the ILO Moscow Evaluation Officer.

c.2 Lessons learned and best-practices of interventions in Uzbekistan – A qualitative research of lessons learned and best practices which worked in Uzbekistan. This study is to be performed 2nd quarter of 2018. The scope of the study will include data collection on all three Project components.

c.3 Recruitment practices and working condition in agriculture in Uzbekistan – A two-step survey (qualitative and quantitative stages) was conducted in II-IV quarters of 2015. The survey covered recruitment processes, working conditions, potential for and mechanization, worker employment and income (including family member involvement), worker access to social protection and employment services and other issues as required.

Its objectives are:

- To understand recruitment practices for agriculture, with special focus on cotton picking
- To build a typology of recruitment practices with a focus on:
 - Risks of forced labour
 - Lack of an established employment relationship
- To recommend recruitment practices without risk of forced labour

The qualitative stage of the survey was conducted in 2015 based on 2014 cotton harvest data.

- Three provinces will be selected – with different profiles in terms of cotton plantations
 - Republic of Karakalpakstan, Ellikkala district;
 - Syrdarya province, Bayaut district;
 - Fergana province, Bagdad district.
- For each region:
 - 4 focus group discussions with cotton pickers and farmers
 - 70 in-depth interviews with:
 - Farmers and subtenants,
 - Cotton pickers (permanent, seasonal, students, daily workers, children under 18), majority of women
 - Mahalla leaders, including Women Committees leaders
 - Public sector representatives,
 - Private sector representatives,
 - Hokimiyat representatives, including Women Committees leaders
 - Employment Centres of Ministry of Labour
 - Trade union representatives

On the first step of the survey a qualitative study will be performed to identify the typical recruitment practices in agriculture in Uzbekistan. The second step is a quantitative study covering workers and farmers, validating the first step's results, and assessing the share of identified types of recruitment among workers.

Since the survey collects data which presents the most realistic and relevant statistics on coercive recruitment practices, the methodology is well-developed, the contractor performing the survey has performed the work well and has already people trained for conducting the survey, it was decided that the second round of the quantitative survey will be conducted for 2015 cotton harvest data and will

serve as a project baseline. Following the project interventions a follow-up quantitative study is planned to take place in 2018 based on 2017 harvest information.

c.4 National Child Labour Survey (subject to approval by the government) –is to be conducted by the national statistical offices with capacity building support provided by IPEC.

The information generated by the surveys will be used to help raise country level awareness and understanding of the prevalence of child labour and its key characteristics and to inform and assess policies, laws and interventions needed for accelerated progress against child labour. Research results will also assist governmental and non-governmental actors to identify specific sectors, geographical areas, and demographic populations that may be particularly vulnerable to child labour, so that critical targeted interventions addressing child labour can be designed and implemented effectively.

Technical expertise in terms of design of the sampling frame, weighting of responses and statistical analysis techniques will be provided by the ILO.

Key stakeholders including representatives of industry, labour and civil society will be engaged during the survey design and data validation phases through technical workshops, seminars and consultations, to ensure that the survey "ownership" is as broad-based as possible and maximize sustainability by ensuring that the national statistical office has the necessary skills and knowledge to conduct NCLS in the future.

A Child Labour Measurement Framework developed by IPEC and used internationally will enable cross-country comparisons and benchmarking.

c.5 Other subject-specific surveys and assessments

Below is a preliminary list of assessments which might be conducted under the project to inform and tailor future activities in the relevant areas. Nevertheless, the national constituents should provide a formal request in order the ILO starts the in-depth assessments.

- Occupational safety and health (needs assessment for developing a National OSH Profile)
- Public Employment Services capacity assessment (assess the training and development needs of PES)
- Social Security (to serve as basis of the assessment-based national dialogue -ABND- exercises, which are the first steps towards the implementation of nationally defined social protection floors)
- Tripartite constituent capacity and needs assessments (serving as basis for tailoring the interventions).

c.6 Outcome based research

To complement the final performance evaluation it is planned to carry out an outcome based research, which will verify the validity of the project theory or change and provide an in-depth insight into why and how project results were achieved. This research will be conducted prior the start of the final evaluation and measures will be taken to avoid the duplication of the areas of assessment.

By mid-2017 the project team will develop a first plan of the research components based on progress in implementation and learning identified through TPRs and on-going monitoring of the project.

SECTION V: IMPLEMENTATION AND MANAGEMENT OF CMEP

A. Roles and Responsibilities for Data Collection, Analysis and Reporting

Project M&E Officer

The project M&E Officer will have the primary responsibility of developing, planning and managing the implementation of the CMEP. The Officer will be in charge of developing an integrated monitoring system for the project which will be filled by data produced by the baseline survey, regular project monitoring data and other relevant data. The M&E officer is primarily responsible for reporting on measurement against project objectives during the technical progress reporting for USDOL.

The Monitoring and Evaluation Officer is the primary responsible for organizing regular data collection on project progress. The M&E officer is responsible for seeking required information from the CTA, ILO Moscow and HQ specialist and national stakeholders, needed to track project progress.

The M&E officer will take responsibility for developing terms of reference for baseline and end line studies and required assessments when necessary. The person is also responsible for contextual monitoring through periodic collection of media information and other available reports, filing the collected information and generating brief summary periodic reports for reporting to donor.

The M&E officer will undertake project implementation monitoring missions when necessary either alone, or accompanied by the CTA, or through monitoring missions from Moscow and/or Geneva.

Chief Technical Advisor

The CTA is primarily responsible in obtaining information and data from the tripartite constituents, in particular where it relates to information on National programmes, strategies, work plans, etc. The CTA is also responsible for cross-checking of information from national stakeholders with other international agencies working on similar issues whenever it is possible.

ILO Moscow Evaluation Officer

The ILO Moscow M&E Officer will provide technical expertise and support to the Project M&E Officer when necessary.

Baseline/end line survey contractor

The Contractor will have the responsibility of organizing the data collection process in line with the terms of reference and to take necessary actions to complete the surveys and produce a set of data with required information.

Assessments and other required surveys contractor(s)

The Contractor(s) for carrying out other required assessments, research or survey will be responsible for organizing the tasks in accordance with the terms of reference, data collection, required analysis and producing reports.

Project Assistant in Tashkent

The Project assistant in Tashkent is responsible for preparing the events registration forms, making sure they are completed at the events, making calculation on number of people attending events, including breakdown by organization and gender of participants; dissemination lists for dissemination of ILO materials (publications, training materials, etc.). The Project assistant might be responsible for

minor data collection exercises, e.g. distributing and collecting any survey (assessment, self-assessment, etc.) forms at the trainings or other events conducted by ILO at the request of the M&E officer.

Project Assistant in Moscow

The Project assistant in Moscow will be responsible for data verification with ILO Moscow Specialist when necessary.

B. Management Information System

Data collected by the Project will come from a number of sources: (1) baseline study findings; (2) planned project surveys and assessments; (3) information obtained from external and internal consultants; (4) information provided by national experts; (4) updates provided by tripartite constituents; (5) information from local news sources; (6) information obtained from other international agencies and donors working in the country; (7) data from regular monitoring activities.

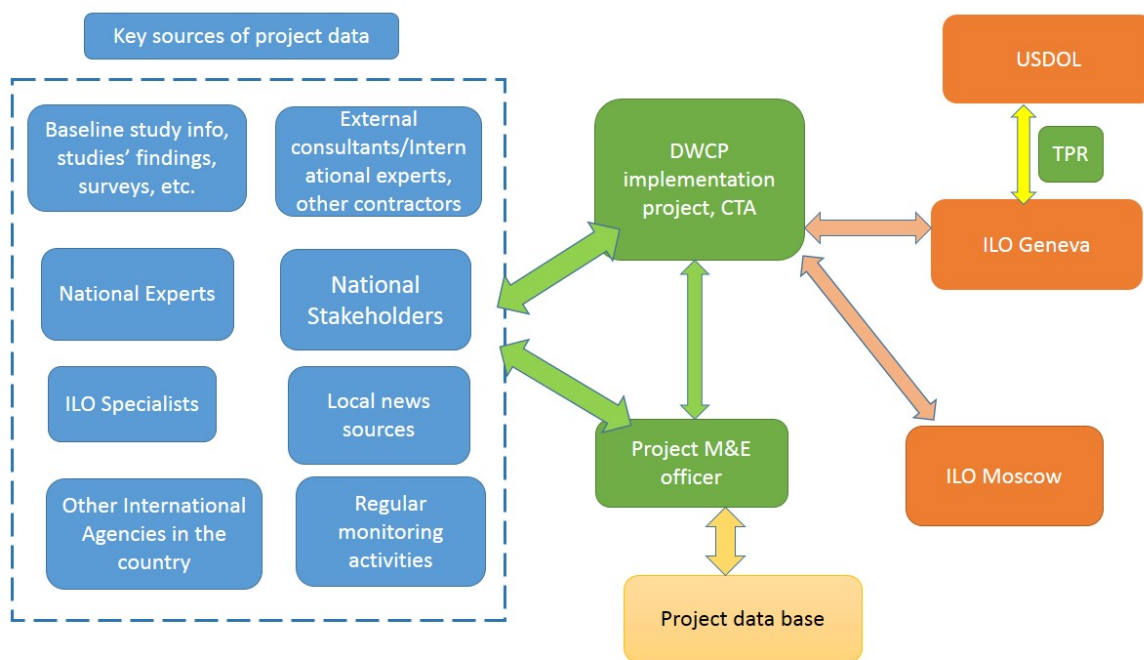
The majority of data will be collected primarily by the Project M&E Officer, with support from the Project Assistant in Tashkent. The Project CTA has a primary role in obtaining the information and updates related to Project activities, context situation, etc. from the tripartite constituents. The M&E Officer will seek this information from the CTA.

The CTA has a leading role in sharing the Project development and updates with ILO Moscow office and ILO HQ. The semi-annual TPR is submitted to USDOL through ILO HQ.

All the project monitoring data is to be aggregated in a specifically developed excel worksheet; more detailed data will be caught by tailored forms, hard copies of any forms and relevant documents which will be filed separately. These storages of information will serve as a project database. The M&E officer will have the primary responsibility of filling in the database, making sure it is up-to-date and has all the relevant supporting and background materials available.

The following Diagram summarizes the data flow within the project.

Diagram XX. Summary of the project data flow



C. Data Quality Assurance Procedures

For being accountable for results it is essential that the project data collected by the project is accurate, valid (to ensure integrity and consistency), reliable (to allow comparison over time), timely, relevant and complete.

The quality control will be performed at various stages of data collection and processing:

- Data collection process: in a number of cases, such as filling lists of participants, compiling the distribution lists, filling in the questionnaires during the interview a responsible official, interviewer is to follow that the sheets are complete to an extent possible, thus ensuring the completeness of information.
- Data entry (digitization) process: code lists for form will be developed, variables will be labeled, accompanying notes to the data will be produced.
- Data checking: Since the majority of data will be coming from relatively small groups, the process of data checking will be through manual procedures – verifying random samples of the digital data against the original data, checking data completeness, adding value labels where missing, etc. This may also include contacting a random sample of trainings/workshops participants (based on the attendance lists) to verify if they were really present at the events.

As project will accumulate a lot of data derived from information obtained from the tripartite constituents and local media resources. There is a risk that this data might be biased, as a lot of information being “sugar coated” or presented in a more optimistic way than it is in the reality. Some of this information might be cross-checked with other international agencies working in Uzbekistan and running projects in similar areas, other information might be verified to a certain extent based on the assessments and studies performed under the project.

The chart below summarizes the responsibilities of project staff in relation to data quality verification and assurance, as well as their key monitoring functions.

Table XX: Summary of monitoring and data verification functions.

Who	Monitoring/ Data Aggregation and Data Validation Functions	Data Quality Verification
CTA	<ul style="list-style-type: none"> • Cross check with other international agencies working in Uzbekistan their perspective on information provided by the national constituents' data (e.g. UNICEF for CL related activities, WB for child and forced labour related activities and developments) • Keep track of government and constituents approval documents, developed plans and similar documents 	Cross checking to be done whenever possible.
M&E Officer	<ul style="list-style-type: none"> • Required data collection • Data entry into database • Data consolidation • Preparation of relevant TPR sections • Preparation of data collection sheets • Development of required questionnaires (pre- and post-training questionnaires, feedback questionnaires, etc.) • Storing the hard copies of filled forms • Ensuring there are contact details of participants for future data verification and feedback collection when required 	<p>At the moment of data collection: verify that data is complete.</p> <p>At the moment of digitalization: after entering the data – check of random 20% against original data.</p> <p>Follow-up with training participants – random sample, 10%, semi-annually.</p>
Project Assistant in Tashkent	<ul style="list-style-type: none"> • Data collection and aggregation from training/workshops and similar activities • Data entry into database • Data verification • Feedback collection (e.g. from trainings participants) • Storing the hard copies of participants lists, developed materials, other similar documents 	<p>At the moment of data collection: verify that data is complete.</p> <p>Follow-up with training participants – random sample, 10%, semi-annually.</p>

Project Assistant in Moscow	<ul style="list-style-type: none">• Verification of information/data with ILO Moscow Specialists• Maintain the list of the translated/printed materials	
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D. Reporting

Project Technical Progress Reports are prepared by the Project Chief Technical Advisor. He will ensure with support of the M&E officer that the data provided in the reports is accurate, concise, complete and reliable. The TPR is to be signed by the CTA.

The Project will submit its Technical Progress Reports to USDOL, through its Headquarters, on a semi-annual basis (by April 30 and by October 30 each year) as well as follow ILO internal reporting procedures and requirements. The TPR reports will provide a summary of the project’s progress toward the intended results.

The Project will be informing the USDOL through ILO Headquarters of any major results, changes to project environment and other issues of high interest and importance once they arise despite the TPR reporting period.

The M&E officer is responsible for filling in the “Measurement against project objectives” section of the TPR, providing inputs to other section of the report, compiling the file with media reports on the project activities and copies of printed and translated ILO materials.

E. Budget for M&E and Research Activities

Below is the preliminary budget for monitoring and evaluation activities under the project.

	2016	2017	2018	Total
CMEP development				
CMEP development workshop 1 (including workshop in Washington in August 2015)				
CMEP development workshop 2 (Tashken)				
Baseline, end line, lessons learned and best practices				
Baseline study with components in different areas				
Lessons learned and best practices				
End line study				
Assessments and studies				
Recruitment practices study				
PES capacity assessment				
OSH assessment				
Social Security				
Tripartite constituent capacities and needs assessments				
Evaluation				
Outcomes based research				
Interim implementation evaluation				
Final implementation evaluation				
Monitoring activities (including travel for monitoring, contractors for smaller tasks)				

Translation of relevant M&E documents into Uzbek/Russian				
TOTAL				

Budget narrative

- 1) **CMEP development:** includes a meeting in Washington, DC in August 2015 for first draft CMEP development, 1st CMEP development workshop in Geneva in January 2016, and a 2nd CMEP development and finalization workshop to be held in Tashkent, Uzbekistan in late May-early June 2016. The 2nd CMEP workshop will also include a day of presentation of the CMEP abbreviated version to tripartite constituents.
- 2) **Capacity-building pre and post assessments:** A contractor will be hired to perform the baseline, end line data collection. Depending on the required effort, the M&E officer might work on preparing the lessons learned and best practices report.
- 3) **Assessments and studies:** the project needs to conduct assessments in the areas of social protection, employment, occupational safety and health, tripartite constituents' capacities, wage setting mechanisms. All the assessments are primarily subject to request of national stakeholders. Contractors will be hired to perform the tasks. The Recruitment practices study is to be conducted in 2018 based on 2017 cotton harvest data and will serve as an end line study for the forced labour in agriculture component of the project.
- 4) **Evaluation:** according to ILO and USDOL requirements the project is subject to mid-term and final evaluations. The mid-term evaluation will be carried out by ILO, whilst the final evaluation will be led by USDOL.
- 5) **Monitoring:** Includes regular project monitoring related activities, in cases additional support for data collection arises, the contractor will be hired to provide support to the project. Travel expenditures for monitoring missions are also included here.
- 6) **Translation of relevant documents into Uzbek/Russian:** translation of an abbreviated CMEP into Uzbek or Russian will be required prior to the 2nd CMEP workshop, translation of at least summaries of all studies will be required.

F. Timetable for Implementation of CMEP

Below is a tentative CMEP implementation timeline with major studies, assessments and evaluation activities identified.

CMEP implementation timeline

	2015				2016				2017				2018				Responsible Person/Unit
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
I. BASELINE/ENDLINE STUDIES																	DWCP implementation project, contractor, relevant specialists (providing technical inputs for SOW/TORs design, review)
<i>Recruitment survey</i>																	
<i>Baseline study</i>																	
<i>Lessons learned and best practices</i>																	
<i>PES capacity assessment (TBD)</i>																	
<i>Skills and capacities to engage into tripartite negotiations and collective bargaining assessment (TBD)</i>																	
<i>Social protection sector needs assessment (TBD)</i>																	
<i>OSH sector assessment (TBD)</i>																	
<i>Outcome-based research and report</i>													XX				
II. Regular Monitoring																	Project M&E, project assistant, contractor
<i>Regular data collection (numeric data, lists, etc.)</i>																	
<i>Monitoring missions</i>																	
<i>Activity reports</i>																	
<i>Annual CMEP review/revision</i>																	
III. Evaluation																	ILO EVAL, USDOL, project staff
<i>Independent interim evaluation</i>																	
<i>Independent final evaluation)</i>																	

	2015				2016				2017				2018				Responsible Person/Unit
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	

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G. Project Results Communication Strategy

In general, M&E communication is integrated into USDOL's broader communication strategy. Thus, SIDWCP project reports will include indicator tracking information and its analysis. Indicator tracking tables in M&E reports will be provided to government agencies employers' and workers' organizations, other international agencies working in the country and the public through the appropriate distribution channel and format for each audience.

Cumulative monitoring and evaluation information should serve to provide evidence leading to the formulation of good practices, as well as to generalizations based on experience that may become lessons learned. SIDWCP project staff will carry out annual reviews to disseminate information about the project.

H. Plan for Annual review and revision of CMEP

The first CMEP development workshop took place in Geneva at 18-22 January 2016. It involved the project team, ILO Moscow specialists, ILO HQ specialists, USDOL and US Embassy in Tashkent representatives and was facilitated by SFS, a company contracted by USDOL for the exercise.

During the workshop the project problem tree, results framework, activity mapping document and PMP were updated and included into the present version of the CMEP.

The second CMEP development workshop is tentatively planned for late May- early June 2016 in Tashkent and will be combined with presentation of Project strategy to tripartite constituents and other stakeholders.

The project team will review the CMEP on an annual basis to decide if any amendments need to be introduced. To the extent possible the project team will involve national stakeholders, ILO Moscow and HQ specialists into the discussion and will seek inputs from them.

If the Project team decides that the changes to CMEP are required and may entail changes to project strategy, objectives, indicators, definitions, etc. – the Project will seek approval from USDOL before introducing and implementing any change.

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ANNEXES

Annex 1. Problem Trees

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Annex 2: RESULTS FRAMEWORK WITH INDICATORS

Project Objective: To support the prevention and reduction of child labour and forced labour and promote decent work in Uzbekistan

Indicator: C1 (country capacity): Legislation compliant with international standards on CL and FL is adopted in Uzbekistan

IO 1. Capacity strengthened in Uzbekistan for the realization of fundamental principles and rights at work (FPRW) LEYLA TO KRISTEN: SHOULD ALL OF THE IOS ALSO MENTION CHILD LABOR AND FORCED LABOR?

Indicators:

- OTC 1. Hazardous child labour list approved at the Prime Minister's level
- OTC 2. Ratification of Conventions Nos. 87,144, 183 and 132 is considered
- OTC 3. : # of institutions/stakeholders that implement NAP activities according to plan
- OTC 4. % of cases of coercive recruitment practices
- OTC 5. An official document approving the establishment, functions and operation of a tripartite dialogue mechanism is available

Supporting Objectives :

- SO 1.1 A national roadmap to apply international and national labour standards is designed and implemented
- SO 1.2 Stakeholders' capacity to implement the National Action Plan for the application of Conventions C138 and C182 is increased
- SO 1.3 Stakeholders' capacity to address forced labour is increased
- SO 1.4 The social dialogue mechanisms to promote FPRW are improved

IO 2 Decent employment opportunities promoted: Institutional supports for decent employment opportunities are enhanced

Indicators:

- OTC 6. A national Employment Strategy document available
- OTC 7. Number of national initiatives on (youth) employment promotion developed with the technical support of ILO
- OTC 8: # of services delivered by PES to employers and job seekers

Supporting objectives:

- SO 2.1 A national employment strategy developed to set a comprehensive employment policy framework
- SO 2.2 Active labor market policies enhanced to promote full, productive and freely chosen employment, including youth employment
- SO 2.3 Improved capacity of Public Employment Services to deliver services to employers and job seekers.

IO 3 Improved working conditions and social protection: Strengthened law and policy on working conditions and social protections in Uzbekistan

Indicators:

- OTC 9. National OSH programme adopted by GO Uzbekistan (C1)
- OTC 10. # of cases when wage levels were agreed through a collective bargaining process
- OTC 11. # of laws and/or policies on social protection adopted or revised according to recommendations supported by the project.

Supporting Objectives:

- SO 3.1 Effective occupational safety and health (OSH) management system is developed.
- SO 3.2 Collective bargaining and tripartite consultations applied in wage setting
- SO 3.3 Social protection floors extended and progressively raised

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Annex 3: ACTIVITIES MAPPING

Outputs by Supporting Objectives	Key Activities
<i>IO 1 Capacity strengthened in Uzbekistan for the realization of fundamental principles and rights at work (FPRW)</i>	
<u>SO 1.1. A national strategy to apply international and national labour standards is designed and implemented</u>	
Output 1.1.1: Awareness raising materials and publications of relevant ILO Conventions, protocols, and principles available in Uzbek language and disseminated to key stakeholders	<ul style="list-style-type: none"> • Translation and printing of texts of Conventions, Protocols and CEACR comments into Uzbek language • Delivering training and awareness raising workshops for constituents
Output 1.1.2 Technical advice and advocacy provided to decision makers and social partners to facilitate ratification of the Freedom of Association and Protection of the Right to Organize Convention	<ul style="list-style-type: none"> • Training workshop for employer organizations • Training workshop for workers organizations • Technical support to government, employer and worker organizations
Output 1.1.3 Report reviewing relevant laws, policies and practices to enable technical assessment of 1) prospects for ratification of ILO Conventions (C144, 81,129), 2) the application of ratified conventions available	<ul style="list-style-type: none"> • Tripartite technical assistance workshops • Tripartite meetings and consultations • Legal analysis consultancy services • Translation of ILO Conventions and protocols into Uzbek language • Legal analysis of existing legislation • Round table discussions and training workshops • Advisory services
<u>SO 1.2 Stakeholders' capacity to implement the National Action Plan for the Application of Conventions Nos. 138 and 182 in Uzbekistan is increased</u>	
Output 1.2.1 Relevant legislation and policies relating to child labour reviewed in order to harmonize them with ILS	<ul style="list-style-type: none"> • Assess the laws and regulations on CL issues in order to harmonize them with ILS (joint one with activity under output 1.1.3) • Translation of ILO/Handbook on Hazardous Child Labour
Output 1.2.2 Tripartite constituents and civil society representatives trained in national child labour monitoring	<ul style="list-style-type: none"> • Develop training materials on CLM • Deliver training workshops to constituents on CLM • Develop and deliver specialized training for labour and school inspectors
Output 1.2.3 Awareness-raising materials on child labour issues developed and promotional events implemented	<ul style="list-style-type: none"> • Translation and printing of promotional materials on CL • Hold annual World Day “No Child Labour” event. • Child labour awareness materials included in awareness raising activities under 1.3.4

Outputs by Supporting Objectives	Key Activities
Output 1.2.4 Technical assistance products to assist in the development and implementation of a National Child Labour Survey is conducted (subject to further consultations with Government and possible scope revision)	<ul style="list-style-type: none"> • Conduct technical consulting services on survey design and analysis • Conduct National Child Labour Survey • Conduct workshop to present survey results
SO 1.3 Stakeholders' capacity to address forced labour is increased	
Output 1.3.1 Survey on recruitment practices and working conditions (quantitative and qualitative) in agriculture conducted and results validated with key stakeholders	<ul style="list-style-type: none"> • Conduct technical consulting services on survey design and analysis • Conduct survey on recruitment practices • Conduct workshop to present results to the tripartite constituents
Output 1.3.2 Labour inspectors trained in forced labour identification and reporting	<ul style="list-style-type: none"> • Translate training materials on labour inspection and forced labour • Conduct training workshop with labour inspectors
Output 1.3.3 Government agencies, social partners and civil society organizations trained on the need to combat FL	<ul style="list-style-type: none"> • Translate and adapt ILO materials on forced labour (forced labour conventions, including the new 2014 Protocol and Recommendation) • International study tour on recruitment practices in agriculture sector (child labour, forced labour) • ToT seminars on child and forced labour for trade union education system developed and delivered (linked to capacity building trainings for TUs)
Output 1.3.4 The CCIU made aware of the need to combat forced labour (linked to SO 1.4 below)	<ul style="list-style-type: none"> • Translate, adapt and disseminate ILO Employers Handbook on Forced Labour • Conduct one round table with CCIU on forced labour issues. • Conduct workshops with CCIU to support to support employers in Corporate Social Responsibility
SO 1.4 The social dialogue mechanisms to promote FPRW are improved	
Output 1.4.1 FTUU supported to improve capacity on education and representation of workers	<ul style="list-style-type: none"> • Consulting services on workers' education policies and programmes • Workshops and training of trainers in workers education • Seminars for key federation and union officials on worker issues and perspectives in issues including labour relations, employment and wage policies • Technical advice on development of policy positions on key issues.

Outputs by Supporting Objectives	Key Activities
	<ul style="list-style-type: none"> • Regional workshops with the FTUU on the promotion of ILO Conventions 87 (Freedom of Association) and 98 (Right to organize and collective bargaining) carried out with the participation of the ITUC • Exchange of experience and best practices with neighboring country Trade Unions facilitated.
<p>Output 1.4.2 Representatives from employers' and workers' organizations trained on negotiation skills and collective bargaining techniques</p>	<ul style="list-style-type: none"> • Adaptation and translation of materials For FTUU • Conduct trainings of negotiators at branch and company/enterprise levels • Conduct trainings on general aspects of negotiation skills and collective bargaining negotiation and industrial relation for CCIU members • Conduct training on wage setting mechanisms for CCIU • Publication of supporting training materials for CCIU • Joint exercise on development of collective bargaining agreement sample
<p>Output 1.4.3 Capacity of trade unions and employers organizations to promote social dialogue in multinational enterprises is enhanced</p>	<ul style="list-style-type: none"> • Translation of ILO MNE declaration into Uzbek • Translation of ACTRAV manual on MNE declaration into Uzbek • Conduct training on MNE Declaration for social partners at enterprise level (raising awareness on MNE declaration and training)
<p>Output 1.4.4 Capacity of Chamber of Commerce and Industry of Uzbekistan (CCIU) to expand its role as an employers' organization and develop services for its members is strengthened</p>	<ul style="list-style-type: none"> • Internal audit of CCIU by external expert • External audits by members/non-members/external partners (TUs, media, government) • SWOT analysis • Strategic planning workshop and technical assistance by an external expert • Conduct training on OSH services • Development and publication of support materials on OSH services • Conduct training in Start and Improve Your Business (SIYB) • Publication of support/training materials on SIYB • Conduct research in specific policy areas • Development and publication of position papers on selected issues • Dissemination workshop on specific policy position papers

Outputs by Supporting Objectives	Key Activities
Output 1.4.5 Technical support provided for establishing a functional tripartite social dialogue mechanism	<ul style="list-style-type: none"> • Consultations, review and assessment, prepare report. • Workshop to present findings • National roundtable and seminars • Technical support to draft recommendations • Conduct bipartite seminars for social partners to build capacity for participation • Conduct training workshops for each social partner • Provide advisory services • Tripartite study tour training to one of new European Union countries on social partnership and collective bargaining experience
<i>IO 2. Decent employment opportunities promoted: Institutional supports for decent employment opportunities are enhanced</i>	
<u>SO 2.1 A national employment strategy to set a comprehensive employment policy framework is developed</u>	
Output 2.1.1 Policy review to prepare a strategic policy document conducted	<ul style="list-style-type: none"> • Development of the TOR for preparing a policy review • Selection of a consultant to work in line with the TOR • Technical consultations with constituents on the draft review • ILO comments on the draft policy review (technical expertise of the draft)
Output 2.1.2 Technical support to the national technical team for the preparation of the draft National Employment Strategy (NES) 2020 availed	<ul style="list-style-type: none"> • Tripartite round table with national experts to share the conclusions of the policy review and identify priorities of the National Employment Strategy (NES). • Organization of a policy development course (a standard training for employment policy development) • Technical consultations to the NES working group/technical team (upon request) • National tripartite validation event and presentation of the draft National Employment Strategy
<u>SO 2.2 Active labour market policies enhanced to promote full, productive and freely chosen employment, including youth employment</u>	

Outputs by Supporting Objectives	Key Activities
Output 2.2.1 A revised set of Active Labour Market Policies (ALMP) and incentives available	<ul style="list-style-type: none"> • Needs assessment by the Ministry of Labour (PES) on ALMP for specific disadvantaged groups • Participation of tripartite constituents in bi-annual youth employment (YE) peer review sessions • Technical assistance in developing a “menu”/service model and recommendations for services for specific groups • A report on youth employment by a reviewing country from the sub-region prepared with the ILO support (subject to the political commitment of the Government) • Seminar to validate recommendations and select the relevant ALMP • Technical assistance in developing ALMP.
Output 2.2.2 Piloting of new ALMP in two employment centers completed	<ul style="list-style-type: none"> • Design of a new ALMP (on the basis of selection done under 2.2.1) • Training to employment center(s) staff on delivering the ALMP • Information campaign on the ALMP among job-seekers and employers • Technical advice to government for implementation of ALMP • Assessment of piloting of ALMP
SO 2.3 Capacity of Public Employment Services (PES) to deliver services to employers and job seekers is improved	
Output 2.3.1 An assessment of Public Employment Services’ (PES) capacities to collect, analyze and disseminate labour market information available	<ul style="list-style-type: none"> • Technical assessment of the PES capacity to collect, analyze and disseminate LMI, with the ILO support • Sharing best international practices on collecting, analyzing and disseminating LMI technical meetings with tripartite constituents to develop recommendations for PES capacity-building.
Output 2.3.2 PES staff trained to improve their services to employers and job seekers, particularly youth	<ul style="list-style-type: none"> • Development of training programme/modules and resource materials for PES staff • Delivery of training workshops for PES staff.
Output 2.3.3 PES model developed	<ul style="list-style-type: none"> • SFS: This output was added by participants but no activities specified – please insert relevant activities
IO 3 Improving working conditions and social protection: Strengthened law and policy on working conditions and social protections in Uzbekistan	
SO 3.1 Effective occupational safety and health (OSH) management system is developed	

Outputs by Supporting Objectives	Key Activities
Output 3.1.1 National OSH Profile updated	<ul style="list-style-type: none"> • Complete technical review of OSH legislation, policies and previous OSH profile • Hold bilateral consultation meetings with tripartite partners • Prepare technical report with recommendations for policy and legislative changes. • Provide technical assistance and advisory services for legislative and policy changes • Tripartite workshop to validate OSH profile
Output 3.1.2 Formulation of a draft National OSH programme and strategy completed	<ul style="list-style-type: none"> • Convene tripartite round table for analysis of national OSH profile and design of national OSH programme and strategy and action plan • Provide technical advice and information on best practices • Develop proposed law and practice for institutional mechanisms responsible for enforcing OSH laws and regulations • Provide technical advisory services for implementation • Support development of new national OSH strategy on the basis of the programme • Provide technical and advisory services to the research center responsible for OSH • Deliver training workshops to the research center on required topics • Provide technical advice on service and content.
Output 3.1.3 Tripartite constituents trained on implementation of the OSH management system	<ul style="list-style-type: none"> • Deliver training to tripartite constituents to contribute to the development of the OSH Management system • Deliver technical assistance to tripartite constituents on implementing the at national, sectoral and enterprise level • Deliver training to the labour inspection management and labour inspectors on the OSH Management System
SO 3.2 Collective bargaining and tripartite consultations applied in wage setting	
Output 3.2.1 A tripartite review of the current mechanisms of consultation on wages completed	<ul style="list-style-type: none"> • Prepare analysis and report on wage consultation mechanisms. • Convene tripartite seminar to discuss and develop recommendations for action • Prepare and discuss a technical analysis paper to be disseminated and discussed • Technical advisory services to constituents

Outputs by Supporting Objectives	Key Activities
Output 3.2.2 Introductory training on collective bargaining on wages provided to the tripartite constituents	<ul style="list-style-type: none"> • Training packages referencing relevant Conventions particularly on Minimum Wage Fixing Convention 1970 (No. 131) developed • Delivery of training to national wage experts from the Ministry of Labour, employers' and workers' organizations
Output 3.2.3 The general knowledge base on wages strengthened through dissemination of ILO materials and publications	<ul style="list-style-type: none"> • Adapt and translate relevant ILO materials. • Convene knowledge sharing and dissemination workshops • Conduct follow up review to assess impact and utilization of materials • Technical support and consulting services • Technical workshop
SO 3.3 Social protection floors extended and progressively raised	
Output 3.3.1 Tripartite road map on the promotion of Social Protection Floors agreed	<ul style="list-style-type: none"> • National study of legal framework in relation to SPF • Conduct technical consultations and assessment • Hold follow up meetings to agree on a roadmap.
Output 3.3.2 Tripartite constituents' members trained on social protection-related issues and relevant ILO standards	<ul style="list-style-type: none"> • Training packages to tripartite constituents on Maternity Protection C183 and 156 (Workers with Family Responsibilities) adapted and delivered • Training packages referencing relevant ILO standards (C102 and R202) developed • Delivery of training to national social protection experts from the Ministry of Labour, employers' and workers' organizations
Output 3.3.3 The knowledge base on social protection strengthened through dissemination of ILO materials and publications	<ul style="list-style-type: none"> • Identify, adapt and translate relevant ILO materials and publications. • Convene knowledge sharing and dissemination workshops • Conduct follow up review to assess utilization of materials

Annex 4: KEY DEFINITIONS Uzbekistan ratified the Forced Labour Convention, 1930 (No. 29) in 1992; the Abolition of Forced Labour Convention, 1957 (No.105), in 1997; the Worst Forms of Child Labour Convention, 1999 (No. 182), in 2008; and the Minimum Age Convention, 1973 (No. 138), in 2009. The Government approved the National Action Plan for the application of the Conventions Nos. 138 and 182 in September 2008.

A. National Definitions of Child Labour and Forced Labour

a.1 National definition of forced labour

In the national legislation a definition of forced labour is provided in the Labour Code⁸ of 1996, last amended on 20 August 2015. Article 7 of the Code is entitled “Prohibition of Forced Labour” and says that forced labour, *i.e. forcing people to performing work under threat of any punishment (including as means of supporting labour discipline)* is prohibited.

Performance of works demanded based on legislative acts on military or alternative service⁹; in state of emergency conditions¹⁰; resulting from a court decision in force¹¹, and in some other cases defined by the Administrative Responsibility Code of the Republic of Uzbekistan (article 346, parts 4-6) are not considered to be forced labour by law.

a.2 National definitions of child labour and hazardous child labour

Child Labour

The definition of child is provided in the Law on Child Rights Guarantees: A person before reaching the age of 18 years old (full age)¹².

The age of entering into labour relations is regulated primarily by the Labour Code of the Republic of Uzbekistan. The *minimum age of accepting persons for work is 16 years old* (Article 77 of the Labour Code). At the same time it is said that it is allowed to accept children for easy work which does not hamper their physical or moral development, does not disrupt their education process and is performed in time free of educational activities starting with the age of 15 years old with a written permission of one of the parents or a person replacing parents.

Article 241 of the Labour Code is prohibiting engagement of persons below 18 years old of age to works with unfavorable conditions, underground works or works that can cause harm to health, safety or morals of this groups of workers.

It is also important to mention that the Provisions also regulate the use of child labour in family business. In particular the documents sets the age of engaging into work as 15 years old, and states that the work in family business should not be an obstacle for compulsory education (school, professional college or lyceum).

Hazardous Child Labour (HCL)

⁸ http://www.lex.uz/pages/getpage.aspx?lact_id=145261

⁹ Law of the Republic of Uzbekistan “On universal military duty and military service” of 2002, last amended on 22 December 2009

¹⁰ Law of the Republic of Uzbekistan “On protection of population and territories from emergency situations of natural and technogenic character” of 1999, last amended on 20 January 2014

¹¹ Criminal Code of the Republic of Uzbekistan of

¹² Law on Child Rights Guarantees, adopted on 1 December 2007, last amendment in 2009

The List of works with unfavorable working conditions on which it is prohibited to use the labour of persons below 18 years old (Hazardous child labour list) is elaborated by the Ministry of Labour and Social Protection of Population, Ministry of Health, Council of the Federation of Trade Unions of the Republic of Uzbekistan and representatives of employers' organizations. The latest amendments to the existing Hazardous child labour list were approved on 26 June 2009. Currently the list is being revised.

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Another document that prohibits the use of child labour is the Provision by the Ministry of Labour and Social Protection of Population and the Ministry of Health "On requirements for prevention of use of child labour" of 15 January 2010. The document states that underaged children should not be involved into following works:

- Performed under ground, under water, at dangerous height or in closed space;
- With use of dangerous mechanisms, equipment and instruments;
- In hazardous conditions, when the underaged person can be affected by hazardous substances or processes, temperatures, high noise or vibration, which can cause harm to his/hers health;
- Performed in especially hard conditions (related to length of work time, night shifts, etc.);
- Which can hamper the morals of underaged persons;
- Related to lifting and moving heavy weights, exceeding the norms.

Both the Labour Code and the above Provisions state that the work time for children of 16-18 years old should not exceed 36 hours per week, and 24 hours a week for persons of 14-16 years old.

In 2008 the Government of Uzbekistan has adopted a Cabinet of Ministers Decree "On measures on implementation of ratified by Uzbekistan Convention on the minimum age for admission to employment and work and on the Convention on the Worst Forms of Child Labour"¹³. The Decree approved the National action plan on implementation of ILO Conventions and gave the Ministry of Labour and Social Protection of Population a coordination role in the process of its realization.

B. Project definitions on Child Labour and Forced Labour

The Project will use the Forced labour definition provided by the Convention 29.

Forced labour is defined by ILO as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" (Forced Labour Convention, 1930 (No. 29). Exceptions are provided for work required by compulsory military service, normal civic obligations, as a consequence of a conviction in a court of law (provided that the work or service in question is carried out under the supervision and control of a public authority and that the person carrying it out is not hired to or placed at the disposal of private individuals, companies or associations), in cases of emergency, and for minor communal services performed by the members of a community in the direct interest of the community.

The national definition of ***child*** is similar to ILO definition – a person who has not attained 18 years old. Thus, for project purposes, the ***child labour*** will be defined as follows:

¹³ The Decree of Cabinet of Ministers of 12 September 2008 No 207

- (1) Children of 15 years old engaged into economic activity for more than 24 hours per week, or in work disrupting the education process (e.g. performed while school hours);
- (2) Children of 16-17 years old engaged into economic activity for more than 36 hours per week, or in work disrupting the education process (e.g. performed while school hours);
- (3) Children younger than 15 years old engaged into any economic activity despite the time worked, which may cause harm to their health, distract them from education or hamper their morals.

The country has a national HCL list, which needs revision, but which states “manual cotton picking” as prohibited for persons below age of 18.

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Annex 5: PROJECT MONITORING PLAN

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
Project Objective: To support the prevention and reduction of child labour and forced labour and promote decent work in Uzbekistan.					
Indicator C1 (country capacity): Legislation compliant with international standards on CL and FL is adopted					
<i>IO 1. Capacity strengthened in Uzbekistan for the realization of fundamental principles and rights at work</i>					
SO 1.1 A national roadmap to apply international and national labour standards is designed and implemented. FINAL WORDING TBD					
OTC 1. Hazardous child labour list approved at the Prime Minister's level(C1)	<p><u>Unit:</u> Hazardous child labour list</p> <p>Government of Uzbekistan adopts HCL list as part of the NAP</p>	<p>Hazardous child labour list</p> <p>Reports</p>	Semi-annual	M&E officer, CTA	To determine the project success in developing updated definition of the hazardous forms of child labour
OTC 2: Ratification of Conventions No. 87, 144, 183, 129, 81 and 132 is considered	<p><u>Unit:</u> reports of recommendation(s) on ratification of convention(s) (qualitative)</p> <p>Count of national documents with decision, intention or recommendation on</p>	<p>Produced reports and/or proposals on ratification of Conventions</p> <p>Constituents reports</p> <p>Media reports</p>	Annually	M&E officer, CTA	To determine the project success in promoting the ratification of ILO Conventions

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	<p>ratification of Conventions 87, 144, 81, 199, 132, 183</p> <p>A list of decision documents to accompany TPR (qualitative OTC indicator)</p>	Meeting notes			
Output 1.1.1 Awareness raising material and publications of relevant ILO Conventions, protocols and principles available in Uzbek language and disseminated to key stakeholders					
<p>OTP 1: # and type of materials (Conventions, Protocols, Recommendations) on ILS translated to Uzbek language and disseminated to stakeholders</p>	<p><u>Unit:</u> document</p> <p>An output is a list of all materials on child labour related issues which were produced, translated, adapted or published using projects' funding.</p> <p>Type of materials:</p> <ul style="list-style-type: none"> - Leaflets - Translation of Conventions and Recommendations - Brochures - Posters 	List of materials produced, hard and/or electronic copies of all materials	Semi-annually	Project assistant in Tashkent and Moscow	To determine the scope of information provided to the national stakeholders in Uzbek language on ILS
Output 1.1.2 Technical advice and advocacy provided to decision makers and social partners to facilitate ratification of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87).					
<p>OTP 2: # of and type of advisory services products delivered to stakeholders</p>	<p><u>Unit:</u> number and type of service</p> <p>Stakeholders: tripartite constituents, representatives of the Ministry of Health, Ministry of Agriculture and</p>	<p>Project records</p> <p>Programmes of events</p> <p>Presentations</p>	Semi-annually	M&E Officer, CTA	To determine the success of the project in relation to ratification of Convention No 87.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	<p>other Ministries of Uzbekistan</p> <p>Count of any advisory services provided by ILO to the tripartite constituents in relation to FoA Convention.</p> <p>Services are:</p> <ul style="list-style-type: none"> - Written assessments - Consultations - Technical advise - Seminars or presentations at the seminars on FoA 				
Output 1.1.3. Report reviewing relevant laws, policies and practices to enable technical assessment of 1) prospects for ratification of ILO Conventions (C144, 81,129), 2) the application of ratified conventions available					
<p>OTP 3: # of technical assessment reports on laws, policies and practices reviewed to assess readiness for ratification of Cs Nos 144, 81, 129, and application of C 98 available</p>	<p><u>Unit:</u> Report</p> <p>Count of reports reviewing the national legislative framework against requirements of Tripartite Consultation (International Labor Standards) Convention, 1976 (No. 144), the Labor Inspection Convention, 1947 (No. 81), and the Labor Inspection (Agriculture) Convention, 1969 (No. 129), and reinforce the application of</p>	<p>Review report</p> <p>Project reports</p>	<p>Semi-annually until activity completed (2017)</p>	<p>M&E Officer, CTA</p>	<p>To determine the project input in promotion of harmonization of national legislative framework with ILS.</p>

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	ratified Conventions including C.98 on the Right to Organize and Collective Bargaining. The report has the list of reviewed legislation.				
SO 1.2 Stakeholders' capacity to implement the National Action Plan for the application of Conventions C138 and C182 is increased					
OTC 3: # of institutions/stakeholders that implement NAP activities according to plan	<p>Unit: organizations</p> <p>Count of organization indicated in the NAP implementation plan.</p> <p>Qualitative assessment of the progress of the NAP implementation and comparison to the previous year. Specific focus will be given to the activities implemented by ILO tripartite constituents.</p> <p>Organizations:</p> <ul style="list-style-type: none"> - Ministry of labour and social protection of population - CCIU - FTUU - Ministry of Education - Farmers' Council - Prosecutor's office 	NAP implementation report obtained from tripartite constituents	Annually	M&E officer	To determine if project had success in improving the capacity of the national stakeholders to tackle the CL related issues and implement C138 and C182.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	- Other stakeholders indicated in the plan				
Output 1.2.1. Relevant legislation and policies related to child labor reviewed in order to harmonize them with ILS.					
OTP 4: # of laws and policies reviewed against relevant ILS	<p><u>Unit:</u> legislative norm</p> <p>A list with titles of amended legislative documents reviewed against ILS by ILO experts</p>	<p>Project reports</p> <p>Review reports</p> <p>Reviewed documents</p>	Annually	M&E officer	To determine the project input to harmonization of national legislation with ILS
Output 1.2.2. Tripartite constituents and civil society representatives trained in national child labor monitoring					
OTP 5: # of representatives of tripartite constituents, civil society organizations, labour inspectors and school inspectors trained on child labour monitoring and forced labour identification	<p><u>Unit:</u> people</p> <p>Count of trained representatives of national stakeholders who participated in the training on CL and FL monitoring (breakdown by organization, gender). Organizations:</p> <ul style="list-style-type: none"> - MoLSP (government) - FTUU - CCIU - Farmers' council - NGOs <p>This particular organizations are selected for prior consideration as their representatives comprise the monitoring unit. The rest</p>	Attendance lists	Annual	M&E officer, Project Assistant (Tashkent)	To determine how many relevant officials were trained for CL monitoring and FL identification and monitoring.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	will fall under category "other".				
Output 1.2.3. Awareness-raising materials on child labour issues developed and promotional events implemented					
OTP 6: # of awareness raising materials on child labour in Uzbek language produced and disseminated	<u>Unit:</u> awareness raising materials List of materials which were translated into Uzbek language and/or published. Dissemination tracked by dissemination lists.	Lists of translated and published materials Dissemination records	Semi-annually	Project assistant (Tashkent)	To determine the project success in delivering information on child labour to the national constituents and general public.
OTP 7: # of participants in awareness raising events	<u>Unit:</u> people Count of people who participate the WDA CL event organized by ILO and other awareness raising events on child labour with breakdown by gender and organization.	Attendance records	Annually	Project assistant (Tashkent)	To determine if the project has reached the relevant audience.
Output 1.2.4. Technical assistance products to assist in the development and implementation of a National Child Labour Survey is conducted (subject to further consultations with the Government and possible scope revision)					
OTP 8: # and type of technical assistance products provided	<u>Unit:</u> number of assistance instances, type of assistance provided Count of consultations, technical assistance meetings, comment documents, trainings, workshops, etc. provided to the national stakeholders on	Report available on paper and/or electronic copy	Once the report is available	CTA, M&E officer	To determine the success of building the capacity of national statistical agency to implementation of the NCLS

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	the implementation of the NCLS.				
SO 1.3 Stakeholders' capacity to address forced labour is increased					
OTC 4: % cases of reported coercive recruitment practices	<p><u>Unit:</u> percent of coercive recruitment practices of all recruitment practices used</p> <p>The count is based on the representative sample identified for Recruitment practices survey.</p>	Recruitment survey	Annually except a year when the survey will not be conducted (2016 harvest tentatively)	M&E to obtain from the contractor, statistician	To assess the success of the project towards the elimination of use of forced labour.
Output 1.3.1. Survey on recruitment practices and working conditions (qualitative and quantitative) in the agriculture sector conducted and results validated with key stakeholders					
OTP 9: Set of recommendations on recruitment practices submitted to constituents.	<p><u>Unit:</u> set of recommendations – Yes/No</p> <p>An output is a set of recommendations on elimination of coercive recruitment practices and their substitution with voluntary practices</p>	Set of recommendations from the Recruitment survey	Once after the first report is presented (based on 2014 harvest data)	M&E	To determine the input of the project towards elimination of use of coercive recruitment practices in agriculture sector
Output 1.3.2 Labour inspectors trained in forced labour identification and reporting					
OTP 10: # of labour inspectors trained for recognizing and addressing FL in cotton growing sector	<p><u>Unit:</u> people</p> <p>Count of labour inspectors who have completed the training on recognizing and addressing the forced labour issues in the cotton growing sector.</p>	<p>Participants lists</p> <p>The participants will be asked to provide their feedback on the application of their gained knowledge 1 month after the</p>	Semi-annually	M&E officer, Project assistant in Tashkent	Determine how many labor inspectors have received training on identification of forced labour and reporting on cases of forced labour. Follow up questionnaires on

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
		cotton harvest is completed.			the application of their knowledge will be used to assess if they apply the gained knowledge.
Output 1.3.3. Government agencies, social partners and civil society organizations trained on the need to combat FL					
OTP 11: # and type of awareness raising materials in Uzbek and/or Russian language produced and disseminated to stakeholders	<p><u>Unit:</u> awareness raising materials by type</p> <p>Count of awareness raising materials developed and distributed to constituents under the project framework. Type of materials: brochure, leaflet, poster, guidebook, etc.</p>	List of publications, distribution lists	Semi-Annually	Project assistant in Tashkent, M&E officer	To determine the scope of information materials on FL related issues provided to national stakeholder
Output 1.3.4 The CCIU made aware of the need to combat forced labour					
OTP 12: # of agriculture sector employers staff trained to prevent and combat forced labour	<p><u>Unit:</u> people</p> <p>Count of agriculture sector employers staff who took part in the training. Breakdown by gender, and by organization (CCIU, Farmers' council, agricultural enterprise)</p>	Attendance lists	After each special event form CCIU	Project assistant in Tashkent, M&E officer	To determine how many agriculture sector employees have gained knowledge on combating and preventing forced labour.
SO 1.4 The social dialogue mechanisms to promote FPRW are improved					
OTC 5. An official document approving the establishment, functions and operation of a tripartite	<p><u>Unit:</u> approval document</p> <p>Official approval document signed by a competent</p>	<p>Information from constituents</p> <p>Media reports</p>	Semi-annual report on the status of the process, once – on the existence of the	M&E officer obtaining information from CTA or tripartite constituents	To determine if the project is making success in promoting

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
dialogue mechanism is available	authority establishing the tripartite social dialogue mechanism, e.g. commission, committee, etc. and defining its functions, operational procedures, composition.	Meeting notes Copy of an approving document	approving documents		the FPRW at the national level.
Output 1.4.1. Federation of Trade Unions of Uzbekistan (FTUU) supported to improve capacity on education and representation of workers					
OTP 13: # of FTUU representatives trained	<u>Unit:</u> people Trade Union trainers or trainers-to-be from different regions of the country who participated and completed all five modules of the ToT training (gender disaggregated)	Attendance records	Once the training is completed	M&E	To demonstrate increased knowledge of FTUU representatives on representation of workers' issues and educational programmes for TU members.
OTP 14: ToT training participants with increased knowledge on training of adults	<u>Unit:</u> % of correct answers Counted as an average % of correct answers after each pre- and post-trainings assessment. Count will be done after each training module and each forthcoming result will be compared to the previous one. Trainees should complete 5 modules of training provided by an ILO trainer (contractor).	Pre- and post-training assessments Contractor's reports Information from the participants	After each 5-day training session Follow-up from the participants (to be conducted 3-6 months after they completed training)	M&E, Project Assistant	To assess the knowledge change on TU trainers to providing trainings to adults.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
Output 1.4.2 Representatives from employers and workers organizations trained on negotiations skills and collective bargaining techniques					
OTP 15: # of representatives from employers' and workers' trained	<p><u>Unit:</u> people</p> <p>Count of representatives of employers' and workers' organization who took part in the training activities on negotiation skills and collective bargaining. (disaggregated by gender and organization).</p>	Attendance records	Annually	M&E officer	To determine how many representatives of employers' and workers' organizations have increased their knowledge on negotiation skills and collective bargaining techniques.
Output 1.4.3. Capacity of trade unions and employers organizations to promote social dialogue in multinational enterprises is enhanced					
OTP 16: # of people trained	<p><u>Unit:</u> trainees</p> <p>Count of representatives of workers organizations who took part in the training(s) on social dialogue in multinational enterprises. (gender disaggregated).</p>	Attendance records	Semi-annually during the period the trainings are conducted	Project assistant in Tashkent, M&E officer	To determine how many representatives of trade unions obtained knowledge on social dialogue in multinational organizations.
Output 1.4.4. Capacity of Chamber of Commerce and Industry of Uzbekistan (CCIU) to expand its role as an employers' organization and develop services for its members is strengthened					
OTP 17: Comprehensive review/evaluation of CCIU completed and strategic plan available	<p><u>Unit:</u> Evaluation - yes/no, strategic plan – yes/no.</p> <p>Conduct a review, followed by development of strategic plan completed. A review or audit done does not mean that the strategic plan will be developed.</p>	<p>Review report</p> <p>Strategic plan</p>	Once during life of project	M&E officer, CTA	Determine the capacity of the CCIU (technical and/or organizational) for service provision to its members.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
OTP 18: CCIU policy papers on priority areas available	<u>Unit:</u> yes/now Count of policy papers on CCIU priority areas (1-3)	Policy papers	Once the policy papers are developed	M&E officer	To determine the success of the project in strengthening the CCIU capacity for strategic planning
OTP 19. At least one new or improved service developed by the CCIU	<u>Unit:</u> CCIU service to its members The CCIU should start providing at least one new or updated service to its members	Project records, description of the service	Once	CTA, M&E officer, ILO Mow employers activities specialist	To determine the success of the project in building CCIU capacity to support its members
Output 1.4.5 Technical support provided for establishing a functional tripartite social dialogue mechanism					
OTP 20: Assessment of the national social dialogue legislation and practices undertaken	<u>Unit:</u> yes/no A completed assessment on the national social dialogue legislation	Assessment document	Once when the assessment is completed	M&E, CTA	To determine the features of the existing national legislation related to social dialogue, analysis of existing practices.
OTP 21: Recommendations for effective social dialogue disseminated to tripartite constituents	<u>Unit:</u> yes/no A set of recommendation developed and provided to tripartite constituents on effective social dialogue (done based on the national social dialogue assessment)	Project reports	Once during life of project	M&E officer	To determine project success in ensuring the effectiveness of the social dialogue mechanism.
IO 2. Decent employment opportunities promoted: Institutional supports for decent employment opportunities are enhanced					
SO 2.1 A national employment strategy to set a comprehensive employment policy framework is developed					
OTC 6: A national Employment Strategy	<u>Unit:</u> policy document	Policy document and strategy document	Semi-annual	M&E officer, CTA, ILO Mow	To determine project success in assisting

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
<u>document developed by MoL available</u>	A developed by MoL National employment strategy with ILO expertise and technical support	Project reports		Employment specialist	the country to develop a national employment framework
Output 2.1.1 Policy review to prepare a strategic policy document conducted					
OTP 22: Policy review document available	<p><u>Unit:</u> yes/no</p> <p>An output is an employment policy review report which serves as a basis for development of the national employment strategy. The review to include also the institutional structure analysis.</p>	Policy review report in hard and/or electronic copy	Once the review is done and report available	M&E Officer, CTA, ILO Mow Employment specialist	To determine the existing national employment policies and strategies, and to define the national institutional structure in employment area.
Output 2.1.2 Technical support to the national technical team for the preparation of the draft National Employment Strategy (NES) 2020 availed					
OTP 23: Number of members of the national technical team who receive information and other services from project as support for the formulation of the NES	<p><u>Unit:</u> people</p> <p>Other services might be consultancy, training, technical expertise, best practices.</p> <p>The NES is developed by a technical team representing members of different government bodies and social partners. ILO provides consultations, shares best practices, technical advice with the members of the team.</p>	Project records	Once, prior to NES adoption	M&E Officer	To demonstrate the project support provided for the development of the NES.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
SO 2.2 Active labor market policies enhanced to promote full, productive and freely chosen employment, including youth employment					
OTC 7: # of national initiatives on (youth) employment promotion developed with the technical support of ILO	<p><u>Unit:</u> employment promotion policy/initiative</p> <p>An output is a number of employment promotion initiatives (5-6) developed taking into account the specifics of the labour market situation in Uzbekistan. The PES is to choose several which will be implemented in the pilot PES.</p>	Policy document(s)	Annually	M&E officer, ILO Mow employment specialist, CTA	To demonstrate project success in building the capacity of PES.
Output 2.2.1 A revised set of Active Labour Market Policies and incentives available					
OTP 24: Peer review/policy review report on existing youth employment incentives available	<p><u>Unit:</u> Report available: yes/no</p> <p>An output is a peer review report of the Uzbek youth employment policy.</p>	Review report available in hard and/or electronic copy	Once the peer review is done and report available	M&E, ILO Mow Employment specialist	To determine the features on the national policy framework on youth employment.
Output 2.2.2. Piloting of new Active Labour Market Policies (ALMP) in two employment centers completed					
OTP 25: # of participants who underwent piloted ALMP	<p><u>Unit:</u> job seeker</p> <p>Count of job seekers who applied to PES for search of job and participated in the ALMP developed with ILO support. (disaggregated by gender and age)</p>	Project reports and reports by employment centers.	Semi-annual	M&E officer, CTA	To determine if the project was successful in contributing to youth employment increase and effectiveness of piloted ALMP.
SO 2.3 Capacity of Public Employment Services to deliver services to employers and job seekers is improved					

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
OTC 8: # of services delivered by PES to employers and job seekers	<u>Unit:</u> service Count of services provided by the PES to employers and job seekers.	Project records, PES capacity assessment	Twice: after the assessment and by the end of activities (year TBD)	M&E, Assessment contractor	To determine if project was successful in building the PES capacity to respond to labour market demands
Output 2.3.1 An assessment of Public Employment Services' (PES) capacities to collect, analyze and disseminate labor market information available					
OTP 26: # of assessment recommendations on PES capacity building integrated in the training program for PES staff	<u>Unit:</u> Number of recommendations Count of recommendations (and their identification) produced as part of the PES capacity assessment performed with ILO support and adopted by constituents for action	Report on the PES capacity assessment is available in hard and/or electronic copy	Once, when the assessment is done and the recommendations are adopted for integration into PES staff training programmes	M&E, ILO Mow employment specialist	To determine the project success in strengthening PES staff capacity.
Output 2.3.2 PES staff trained to improve their services to employers and job seekers, particularly youth					
OTP 27: # of PES staff trained	<u>Unit:</u> people Count of PES staff working directly with unemployed or people looking for job. (disaggregated by gender, location)	Attendance records	Semi-annually or annually, depending when trainings are to happen	M&E Officer	To determine how many PES staff has completed the training.
Output 2.3.3 PES model developed					
OTP 28: Service model document available	<u>Unit:</u> service model An output is a document describing an approach by which the PES is going to	Document with description of service model(s)	Once the document is developed	M&E officer, CTA, ILO Mow	To determine project success in building the PES capacity.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	satisfy the demand of job seekers in new job and the demand of employers for new workers				
IO 3 Improved working conditions and social protection: Strengthened law and policy on working conditions and social protections in Uzbekistan					
SO 3.1: Effective occupational safety and health (OSH) management system is developed					
OTC 9. National OSH programme adopted by GO Uzbekistan (C1)	<p><u>Unit:</u> OSH programme</p> <p>An output is a National OSH programme developed by the national constituents taking into account ILO recommendations, and with ILO technical advice.</p> <p>An indicator will contribute to USDOL C1 indicator.</p>	<p>Tripartite constituents</p> <p>Copy of approving decree</p> <p>Meeting notes</p> <p>Media</p>	Annual	M&E officer, CTA, ILO Mow OSH specialist	To determine if project was successful in contributing to building the effective national OSH programme.
Output 3.1.1 National OSH Profile updated					
OTP 29: Updated OSH profile available and disseminated to tripartite stakeholders	<p><u>Unit:</u> yes/no</p> <p>An output is a report describing the national OSH related legislative framework developed by Project disseminated to tripartite constituents and other stakeholders</p>	<p>Dissemination records</p> <p>OSH profile</p>	Once during life of project	CTA, Contractor, ILO Mow OSH specialist	To define the existing national situation on OSH.
Output 3.1.2 Formulation of a draft National OSH Programme and strategy completed					
OTP 30: Draft National OSH Programme available and disseminated to tripartite stakeholders	<p><u>Unit:</u> yes/no</p> <p>An output is a draft national OSH programme developed</p>	Documentation of the draft Programme in hard and/or electronic copy	Once when the document is done	M&E, ILO Mow OSH specialist	To determine if project was successful in contributing to building the effective

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	with ILO support and technical advice.				national OSH programme.
Output 3.1.3 Tripartite constituents trained on implementation of the OSH management system					
OTP 31: # of tripartite constituents trained on implementation of the OSH management system	<u>Unit:</u> people Count of representatives of tripartite constituents trained on the OSH management system, disaggregated by rank and gender.	Attendance records	Annually	M&E	To determine how many people received training on OSH management and that the training has reached targeted audience.
SO 3.2 Collective bargaining and tripartite consultations applied in wage setting					
OTC10 # of cases when wage levels were agreed through a collective bargaining process					
Output 3.2.1 A tripartite review of the current mechanisms of consultation on wages completed					
OTP 32: Report on review of mechanisms of consultation of wages available	<u>Unit:</u> yes/no An output is a review on wage consultations mechanisms used in the country for wage setting.	Review report available in hard and/or electronic copy	Once when the review is done	M&E officer, CTA	To determine available national mechanism(s) on wage negotiations and wage setting.
Output 3.2.2 Introductory training on collective bargaining on wages provided to the tripartite constituents					
OTP 33: # of wage experts from Ministry of Labour, employers' and workers' organizations trained in collective bargaining on wage-related issues	<u>Unit:</u> people Count of representatives of tripartite constituents who were trained on collective bargaining on wage-related issues. (disaggregated by	Attendance records and training report	Annual	M&E	To determine how many appropriate specialists have received training on collective bargaining on wages.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
	gender, organization, position)				
Output 3.2.3 The general knowledge base on wages strengthened through dissemination of ILO materials and publications					
OTP 34: # of organizations representatives participating in ILO-supported awareness raising related to wages	<p><u>Unit:</u> people</p> <p>Count of representatives of national stakeholders participating in the ILO awareness raising event on wages. (disaggregated by gender, organization) For this particular case an event is defined as workshop, training, round table.</p>	Attendance records	Semi-Annual	M&E officer,CTA	To determine how many people received new information of wages and wage negotiations relevant issues.
SO 3.3 Social protection floors extended and progressively raised					
OTC 11. # of laws and/or policies on social protection revised according to recommendations supported by the Project	<p><u>Unit:</u> legislative norm</p> <p>Count of legislative norms, policies, laws which in social protection area were revised in accordance with recommendations provided by ILO.</p>	Records of law revision or adoption from competent authorities	Annual	M&E, CTA, ILO Mow Social Security specialist	To demonstrate effectiveness of the project in improving social protection policy.
Output 3.3.1 Tripartite road map on the promotion of Social Protection Floors agreed					
OTP 35: A national plan/strategy on the promotion of social protection floors is endorsed by tripartite constituents	<p><u>Unit:</u> yes/no</p> <p>An output is a plan or strategy developed with ILO support and endorsed by tripartite constituents.</p>	<p>Plan available in hard and/or electronic copy</p> <p>Project reports</p>	Once, when the plan is available	M&E, ILO Mow Social Protection Specialist	To demonstrate the project success in influencing on the extension of social protection floors to all population.

Indicator	Indicator definition and unit of measurement	Data source	Reporting frequency	Responsible person	Data analysis/use
Output 3.3.2 Tripartite constituents' members trained on social protection-related issues and relevant ILO standards					
OTP 36: # of tripartite constituents' representatives trained on social protection and related issues	<p><u>Unit:</u> people</p> <p>Count of representatives of tripartite constituents who attended the training on the social protection related issues conducted by ILO specialists. (disaggregation by gender, organization)</p>	Attendance records and training report	Annual	M&E	To determine how many representatives of tripartite constituents received appropriate training on social protection floors.
Output 3.3.3 The knowledge base on social protection strengthened through dissemination of ILO materials and publications					
OTP 37: # of organizations receiving ILO materials and publications on social protection	<p><u>Unit:</u> organizations</p> <p>Count of organizations which received materials on social protection (at ILO events or were provided in accordance to dissemination plan).</p>	Attendance records, dissemination lists	Semi-Annually	Project assistant (Tashkent), M&E officer	To determine the number of organization provided with information and awareness raising materials on social protection floors.

Annex 6. SUMMARY OF DATA COLLECTION TOOLS

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
Surveys and assessments					
<p>Project worksheet with aggregated data</p>	<p>An excel sheet aggregating all the project data in numeric values or “yes/no”:</p> <ul style="list-style-type: none"> For the material which were developed with ILO technical support, any Government approval document – the sheet will contain a “yes/no” value. The text of the document will be kept in a separate electronic file containing the indicator number in its file name. A hard copy if available will be stored in project files. <p>A separate file with event reports in electronic format to be kept.</p> <p>Hard copies of materials to be kept separately.</p>	<p>OTC 3: # of institutions/stakeholders that implement NAP activities according to plan.</p> <p>OTC 6: A national Employment Strategy document available</p> <p>OTP 1: # and type of materials (Conventions, Protocols, Recommendations) on ILS translated to Uzbek language and disseminated to stakeholders</p> <p>OTP 10: # and % of target labour inspectors trained that demonstrate improved knowledge and skills for recognizing and addressing FL in cotton growing sector</p> <p>OTP 11: # and type of awareness raising materials in Uzbek and/or Russian language produced and disseminated to stakeholders</p> <p>OTP 12. # of agriculture sector employers and their staff trained to prevent and combat forced labour</p>	<p>Project M&E Officer files in the excel sheet</p> <p>Project M&E officer stores hard copies of materials in project files</p> <p>The Project Assistant in Tashkent stores the event reports and attendance lists (originals or copies in case the original is not available) in project files in hard copy</p>	<p>Project M&E Officer, Project Assistant in Tashkent</p>	<p>Semi-annual</p> <p>Data on participation in events entered on an after-event basis</p>

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		<p>OTP 13: # of FTUU representatives trained</p> <p>OTP 14: % of ToT training participants who increased their knowledge on training of adults</p> <p>OTP 15: # of representatives from employers' and workers' organization trained</p> <p>OTP 16: Number of people trained</p> <p>OTP 2: # of and type of advisory services products delivered</p> <p>OTP 4: # of reports on laws, policies and practices reviewed to assess readiness for ratification of Cs Nos 144, 81, 129, and application of C 98 available</p> <p>OTP 4: # of draft laws and policies reviewed against relevant ILS</p> <p>OTP 5: # of representatives of tripartite constituents, civil society organizations, labour inspectors and school inspectors trained on child labour monitoring and forced labour identification</p> <p>OTP 6: # of awareness raising materials on child labour in</p>			

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		<p>Uzbek language produced and disseminated</p> <p>OTP 7: # of participants in awareness raising events</p> <p>OTP 8: # and type of technical assistance products provided</p>			
<p>Baseline/end lines, lessons learned study</p>	<p>The purpose of the baseline study will be to provide a snapshot of the situation after a year of project implementation and will allow for further tailoring the project activities and adjusting the targets if deemed necessary.</p> <p>The baseline instrument will cover the following:</p> <ul style="list-style-type: none"> • Children in economic activity in general. • Overview of national legislative framework regulating issues related to child labour (including referral to ILS) • Overview of national legislative framework regulating employment area, including youth employment incentives • Overview of services, provided by the Public employment services to population • Contain basic information of the PES, e.g. number of PES in the country, number of employed in the PES, average load of PES • Overview of national legislative framework on the occupational safety and health • Overview of national legislative framework on social security, social protection 	<p>OTP 3: # of reports on laws, policies and practices reviewed to assess readiness for ratification of Cs Nos 144, 81, 129, and application of C 98 available</p> <p>OTP 20: Assessment of the national social dialogue legislation and practices undertaken.</p> <p>OTC 7: # of national initiatives on (youth) employment promotion developed with the technical support of ILO</p> <p>OTP 22: Policy review document available (including institutional analysis)</p> <p>OTC 8: # of services delivered by PES to employers and job seekers</p> <p>OTP 26: # of assessment recommendations on PES</p>	<p>Contractor, M&E officer</p>	<p>M&E officer, CTA</p>	<p>1 year after project starts, 1 time before project ending (no less than XX months before EOP)</p>

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
	<ul style="list-style-type: none"> • Overview of regulatory framework on wage setting (state and private companies) • Capacities/needs of tripartite constituents • Basic country statistical information. <p>The contractor will be responsible for defining a set of data collection methods and instruments. At this point it is tentatively envisioned to use the following methods:</p> <ul style="list-style-type: none"> • desk study (to collect information over national legislation, strategic frameworks, information on existing studies) • analysis of statistics already available (to collect data on population, employment in general, unemployment, unemployment by age groups and other), including a data quality review for already available data. • key informants interviews/semi-structured interviews <p>The end-line and lessons learned study to be conducted during the last year of the project.</p>	<p>capacity building integrated in the training program for PES staff</p> <p>OTP 28. Service model document available</p> <p>OTC 9. National OSH programme adopted by GO Uzbekistan (C1)</p> <p>OTP 29: Updated OSH profile available and disseminated to tripartite stakeholders</p> <p>OTP 30: Draft National OSH Programme available and disseminated to tripartite stakeholders</p> <p>OTP 35: A national plan/strategy on the promotion of social protection floors is endorsed by tripartite constituents</p>			
Outcomes based research	The research will provide the project the possibility to document significant learning for use by different stakeholders.	<p>OTC 1. Hazardous child labour list approved at the Prime Minister's level(C1)</p> <p>OTC 2: Ratification of Conventions No. 87, 144, 183, 129, 81 and 132 is considered</p> <p>OTC 3: # of institutions/stakeholders that implement NAP activities according to plan</p>	M&E officer, contractor	Contractor, M&E officer	Once, in early 2017

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		<p>OTC 4: % cases of reported coercive recruitment practices</p> <p>OTC 5. An official document approving the establishment, functions and operation of a tripartite dialogue mechanism is available</p> <p>OTC 6: A national Employment Strategy document available</p> <p>OTC 7: # of national initiatives on (youth) employment promotion developed with the technical support of ILO</p> <p>OTC 8: # of services delivered by PES to employers and job seekers</p> <p>OTC 9. National OSH programme adopted by GO Uzbekistan (C1)</p> <p>OTC 11. # of laws and/or policies on social protection revised according to recommendations supported by the Project</p>			
Public employment service assessments	<p>The assessment will serve to provide information on the state of PES in Uzbekistan, services they provide, capacities to provide services to employers and jobseekers, development needs.</p> <p>The methodology will be defined at the later stage.</p>	<p>OTP 24: Peer/policy review report on existing youth employment incentives available</p> <p>OTC 7: # of national initiatives on (youth) employment promotion developed with the technical support of ILO</p>	CTA, ILO Moscow employment specialist, Assessment contractor	<p>ILO Moscow employment specialist to validate the draft assessment</p> <p>M&E to make sure the project</p>	Once the assessment is done

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
	<ul style="list-style-type: none"> Public Employment Services capacity assessment (assess the training and development needs of PES) Social Security) 	<p>OTP 22: Policy review document available (including institutional analysis)</p> <p>OTP 25: # of participants who underwent piloted ALMP</p> <p>OTC 8: # of services delivered by PES to employers and job seekers</p> <p>TP 26: # of assessment recommendations on PES capacity building integrated in the training program for PES staff</p> <p>OTP 28. Service model document available</p>		has an assessment filed	
OSH assessment	A needs assessment in OSH area, serving the basis for developing a National OSH programme.	<p>OTP 3: # of reports on laws, policies and practices reviewed to assess readiness for ratification of Cs Nos 144, 81, 129, and application of C 98 available</p> <p>OTP 5: # of draft laws and policies reviewed against relevant ILS</p> <p>OTP 29: Updated OSH profile available and disseminated to tripartite stakeholders</p>			

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
Social Security assessment	An assessment will serve the basis of the assessment based national dialogue (ABND) exercises, which are the first steps towards the implementation of nationally defined social protection floors.	<p>OTP 4: # of draft laws and policies reviewed against relevant ILS</p> <p>OTC 11. # of laws and/or policies on social protection revised according to recommendations supported by the Project</p> <p>OTP 35: A national plan/strategy on the promotion of social protection floors is endorsed by tripartite constituents</p> <p>OTP 36: # of tripartite constituents' representatives trained on social protection and related issues (if applicable at the time of conducting the assessment)</p>			
Wages	TBD	OTP 32: Report on review of mechanisms of consultation of wages available			
Contextual information					
Documents produced with ILO technical assistance	Programmes, strategies, policy documents and other materials developed by the tripartite constituents in developed with ILO technical support, expertise.	<p>OTP 9: Set of recommendations on recruitment practices submitted to constituents.</p> <p>OTP 17: Comprehensive review/evaluation of CCIU completed and strategic plan available</p>	M&E obtains the materials from the CTA or other sources.	M&E, CTA	<p>All documents to be copied to the folder as soon as they are available.</p> <p>Available hard copies to be filed as soon as they are available.</p>

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		<p>OTP 18: CCIU policy papers on priority areas available</p> <p>OTP 19. At least one new or improved service developed by the CCIU</p> <p>OTP 20: Assessment of the national social dialogue legislation and practices undertaken.</p> <p>OTP 21: Recommendations for effective social dialogue disseminated to tripartite constituents</p> <p>OTC 6: A national Employment Strategy document available</p> <p>OTP 23: Number of members of the national technical team who receive information and other services from project as support for the formulation of the NES</p> <p>OTC 7: # of national initiatives on (youth) employment promotion developed with the technical support of ILO</p> <p>OTP 22: Policy review document available (including institutional analysis)</p> <p>OTP 28. Service model document available</p> <p>OTP 35: A national plan/strategy on the promotion of social</p>			

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		protection floors is endorsed by tripartite constituents			
Forms					
Awareness raising	Lists of materials and events on awareness raising on child and forced labour: WDACL, booklets, etc.	<p>OTP 1: # and type of materials (Conventions, Protocols, Recommendations) on ILS translated to Uzbek language and disseminated to stakeholders</p> <p>OTP 6: # of awareness raising materials on child labour in Uzbek language produced and disseminated</p> <p>OTP 11: # and type of awareness raising materials in Uzbek and/or Russian language produced and disseminated to stakeholders</p> <p>OTP 23: Number of members of the national technical team who receive information and other services from project as support for the formulation of the NES</p>	Project assistant (Tashkent), M&E	M&E, CTA	After each publication, event
Attendance lists	<p>List of attendees for each event conducted within project framework (seminars, trainings, round tables, workshops). The lists contain information on the data of event, name of participants, organizations. Each participant should put his/hers signature.</p> <p>The lists are stored in hard and/or electronic copy.</p>	<p>OTP 5: # of representatives of tripartite constituents, civil society organizations, labour inspectors and school inspectors trained on child labour monitoring and forced labour identification</p> <p>OTP 7: # of participants in awareness raising events</p>	Project Assistant (Tashkent)	Project assistant (Tashkent), M&E officer	After each event

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		<p>OTP 11. # and % of target labour inspectors trained that demonstrate improved knowledge and skills for recognizing and addressing FL in cotton growing sector</p> <p>OTP 13. # of agriculture sector employers and their staff trained to prevent and combat forced labour</p> <p>OTP 14: # of FTUU representatives trained</p> <p>OTP 15: # of representatives from employers' and workers' organization trained</p> <p>OTP 16: Number of people trained</p> <p>OTP 27: # of PES staff trained</p> <p>OTP 31: # of tripartite constituents trained on implementation of the OSH management system</p> <p>OTP 33: # of wage experts from Ministry of Labour, employers' and workers' organizations trained in collective bargaining on wage-related issues</p> <p>OTP 34: # of organizations representatives participating in</p>			

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		<p>ILO-supported awareness raising related to wages</p> <p>OTP 36: # of tripartite constituents' representatives trained on social protection and related issues</p>			
Dissemination lists	<p>Lists of organizations receiving ILO publications or any other materials, lists of materials distributed at the ILO organized events.</p> <p>Stored in hard and/or electronic formats.</p>	<p>OTP 12: # and type of awareness raising materials in Uzbek and/or Russian language produced and disseminated to stakeholders</p> <p>OTP 37: # of organizations receiving ILO materials and publications on social protection</p>	Project Assistant (Tashkent)	M&E	After each distribution
Feedback and assessment forms	<p>Feedback, pre-, post-training assessments filled by the event participants.</p> <p>Hard copies are filed. Data from the hard copies is digitalized for the project data aggregation file.</p>	<p>OTP 5: # of representatives of tripartite constituents, civil society organizations, labour inspectors and school inspectors trained on child labour monitoring and forced labour identification</p> <p>OTP 11. # and % of target labour inspectors trained that demonstrate improved knowledge and skills for recognizing and addressing FL in cotton growing sector</p> <p>OTP 25: # of participants who underwent piloted ALMP</p> <p>OTP 33: # of wage experts from Ministry of Labour, employers' and workers' organizations</p>	M&E, Project Assistant (Tashkent)	M&E	After each event

Data collection instrument	Technical description	Related Indicators	Responsible for data/information collection:	Verification Details (who, how, when)	Frequency of Instrument Completion
		trained in collective bargaining on wage-related issues			

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Annex 7. LIST OF ILO CONVENTIONS RATIFIED BY UZBEKISTAN

Convention	Ratification date
Fundamental	
C029 - Forced Labour Convention, 1930 (No. 29)	13 July 1992
C098 - Right to Organize and Collective Bargaining Convention, 1949 (No. 98)	13 July 1992
C100 - Equal Remuneration Convention, 1951 (No. 100)	13 July 1992
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	15 December 1997
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	13 Jul 1992
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years	06 March 2009
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	24 June 2008
Governance (Priority)	
C122 - Employment Policy Convention, 1964 (No. 122)	13 July 1992
Technical	
C047 - Forty-Hour Week Convention, 1935 (No. 47)	13 July 1992
C052 - Holidays with Pay Convention, 1936 (No. 52)	13 July 1992
C103 - Maternity Protection Convention (Revised), 1952 (No. 103)	13 July 1992
C135 - Workers' Representatives Convention, 1971 (No. 135)	15 December 1997
C154 - Collective Bargaining Convention, 1981 (No. 154)	15 December 1997