Summary of Projects Conducted under
ILO/Japan Multi-Bilateral Programme FY2001 ~ 2002

1. Regional Programme on Expansion of Employment Opportunities for Women (EEOW)

EEOW has been managed directly by ILO/Japan Multi-bi team by the technical support of MDT specialists.

This project is to follow up Beijing World Conference on women and Copenhagen Summit on Social Development aiming at poverty alleviation, gender equality and enhancement of overall status of women. EEOW phase I has been launched in Indonesia and Nepal since 1997 (until December 2001) and has also started in Thailand since July 2000 (project period – 3 years). Among them Indonesia chapter completed project activity in the end of 2001.

EEOW phase II is starting in Cambodia and Vietnam in FY2001 (for 5 years). MOU was signed between Cambodian government (MOSALVY and MOWVA) and ROAP in October 2001, and a country project office has been established recently.

Progress Report

EEOW Thailand

The Asian Regional Programme on Expansion of Employment Opportunities for Women in Thailand (EEOW Thailand) is in operation from July 2000 to June 2003. The Project Office is located in Bangkok and staffed with a national project coordinator and an administrative secretary. Its execution is under the supervision of the Chief Technical Advisor of the ILO/Japan Multi-bilateral Programme and receives policy advice from the National Steering Committee organized by the Ministry of Labour and Social Welfare (MOLSW). ILO/BAO gives administrative support and ILO/EASMAT, technical backstopping.

In this reporting period, EEOW Thailand has made significant progress in some areas. Seven organizations from the public and the private sector have been selected as EEOW partners to implement action programme activities. They are non-governmental organizations and governmental offices at the grassroots women workers in the formal and informal sectors. The types of assistance made available through EEOW action programmes cover a wide range of issues including occupational safety and health, income generation, business and marketing management and planning, legal literacy, group strengthening, and women workers’ participation in decision-making processes and policy recommendation formulations.

It is through implementing EEOW action programme that staff of each partner organization accumulates experiences and understanding in gender planning and analysis. Each step of project implementation (e.g., design, proposal writing, implementation, reporting, and self-evaluation) requires exercising of gender analysis skills. To assist partner organization in implementing action programmes successfully and, meanwhile, strengthening their own institutional capacity, EEOW Thailand collaborates with other ILO projects/offices to organize capacity building activities on gender equality at work that would contribute to the project’s overall goals. These activities are for example, the production of training of trainers on gender equality in enterprise development, and an action research on gender dimension in vocational training in Thailand. Through their participation in these
activities, each EEOW Thailand partner gradually builds their staff expertise in gender analysis and planning and in integrating gender perspectives in their line of duties.

**EEOW Indonesia**

This is the last year period of the EEOW project operation in Indonesia. Within this year, January 1, 2001, the Government of Indonesia applies the Regional Autonomy Regulation, and at the same time the Gender Mainstreaming is highly toned within the Central and Regional Government. Moreover, during the transitional time, the Government in Central and Local level, have made changes in bureaucracy structure. Such a trend affected to the project strategy.

Following the application of Regional Autonomy by the Government, the ILO-EEOW Project signed an Agreement with the three Provinces covering the scope of gender mainstreaming in its strategy to the Regional Government, with ILO technical assistance.

The establishment of Working Group through the Letter of Decision of the three concerned Governors implies local commitment to the EEOW project activities. In the part of ILO-EEOW project, after consultation with the NSC members, organized training for Working Groups members on the Gender, Poverty and Employment (GPE) and Start Your Business (SYB), based on Gender Mainstreaming approach. These activities are the major one throughout the year 2001.

**MAJOR ACTIVITIES:**

1. Consultative Meeting with NSC and Working Group members.

   During the meeting, the project has invited the relevant Government Officers to give explanation on the new regulation on Regional Autonomy and other relevant Officers on gender matters. A technical back-up was given from the Gender Specialist EASMAT- Bangkok, Ms. Nelien Haspels.

2. Establishment of Working Group (Institutional Framework) in the Provincial level.

   The Letter of Agreement signed by the three Governors from the Central, Southeast Sulawesi and South Sumatera, valid until end of December 2001. The Letter of Agreement covers:

   - Establishment of a Provincial Committee/Working Group consisting of relevant Government agencies, NGOs, Workers and Employers associations, who can play a key role in gender mainstreaming, women empowerment, community planning, and employment issues,
   - Carry out a gender analysis of employment and poverty alleviation policies and programmes in parallel with regional planning development,
   - Formulate a plan of action for capacity building on micro-enterprises development for women, community level gender awareness-raising for NGOs and government departments working for and with women in poverty,
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- Formulate provincial strategy on women in poverty alleviation and employment promotion for use in EEOW and other demonstration projects at community level,
- Give special attention to the needs of different groups, poor women in the informal sector, female-headed households and vulnerable women workers requiring supplementary health care, women workers with potential to start up their own business.

3. Organization of GPE and SYB training workshop for NSC members and the Working groups of the three Provinces: Southeast, Central and South Sumatera.

The GPE and SYB training held from 7 –12 October 2001- at Cisarua, Bogor, West Java, participated by 25 persons, representatives from members of Working Groups of Southeast, Central Sulawesi, and South Sumatera.

The end output of each Working Group is a plan of action in the form of draft proposal for the next Working Group’s activities. It was common agreement, prior submission of the proposal, the draft proposal should be discussed and socialized by the Working Group together with other relevant Government and Private institutions through a workshop in their concerned areas, as a token of an integrated local priority programming.

4. Organization of the Regional Workshop on Women’s Empowerment and Gender Equality in employment promotion and poverty alleviation.

Regional Workshop was organized in the three Provinces: Central Sulawesi (28 October 2001), Southeast Sulawesi (30 October 2001), and South Sumatera (November 1, 2001) as follow-up action of the previous GPE and SYB Training/Workshop. The Objective of the Regional Workshop was to ensure the draft proposal is in parallel with local priority programmes and its content should have been discussed with other relevant institutions and the target groups. Final proposals (in Indonesian Language- and translated by the Project in Jakarta) were then officially submitted to the ILO-EEOW Project in Jakarta, by the concerned Working Group around 7 November 2001. On the 15 of November 2001, the Service Contract of the three Working Groups was signed by both Head of Working Groups and ILO-Director Jakarta Office.

5. Gender Mainstreaming in APINDO members companies.

EEOW Nepal

In the last three years, the project support has created an enabling environment for women’s employment. It has improved the social bargaining power of women through organization, participation and awareness raising. It has enhanced the employability of the women by increasing women’s access to credit, technology, technical and management training. It has developed linkages with private sectors, line agencies and local authorities for enhancing the access to information and resources.
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Achievement:

- Six thousand women in pilot sites organized into groups and reap benefit from the project.
- Women organized into groups receive awareness raising training on women’s fundamental and legal rights, lobbying and advocacy skills and gender power relations.
- Capacity of the participating organizations to analyze the problems related promotion of women’s socio-economic empowerment is enhanced.
- Related policy reform areas are identified.
- Women’s access to credit services is improved.
- Project operations are managed efficiently and effectively.

**EEOW Cambodia and Vietnam**

Activities carried out in the year 2001 are planning activities and are preparatory in nature. They were carried out at the regional level by EEOW Office in Bangkok, hereafter referred to as EEOW Regional Office. Project Coordinator for Cambodia and Vietnam was hired in August 2001. During this reporting period the following achievements were made in regards to each chapter:

**Cambodia Chapter**

1. Commissioning a desk review of gender equality issues in the labour market and women’s opportunities for decent work in Cambodia. During the period of March-April 2001, an external collaborator was hired to conduct a desk review of literatures to analyze the situations of women workers in Cambodia. The reports formed a basis for developing a project document for the country chapter.

2. Finalization of project document. Following discussions with key counterparts, namely MOWVA and MOSALVY, the project document for EEOW Cambodia was finalized.

3. Signing of Memorandum of Understanding (MOU). As the project document for EEOW Cambodia had been finalized, the signing of MOU with MOWVA and MOSALVY subsequently took place on 15 October 2001.

4. Entering into an agreement with external collaborator to conduct a rapid assessment to refine project strategies and interventions. The specific aims of the study are to provide an analysis of the government policies and programmes in the field of employment promotion for women and identify gaps in implementation; to find out in detail the information on programmes and activities in this field conducted by key players, including government and non-governmental organizations, international organizations, including other ILO’s projects; and to put forward recommendations for selected provinces which EEOW should focus its efforts, the type of interventions and nature of beneficiaries.

5. Recruitment of project staff. Immediately after the signing of MOU with the Government of Cambodia, EEOW Regional Office started the process of
recruitment of project staff in Cambodia, consisting of a national project co-ordinator and an administrative secretary. The NPC and Secretary have both started the assignment since 15 January 2002.

6. Arrangements for the establishment of project office in Cambodia. It was eventually decided that the ILO/Garment Sector Project building would be the most suitable place to house EEOW project office.

**Vietnam Chapter**

1. Commissioning a desk review on Gender Equality Issues in the Labour Market and Women's Opportunities for Decent Work in Vietnam. Similar to Cambodia, during the period of March-April 2001, an external collaborator was hired to conduct a desk review of literatures to analyze the situations of women workers in Vietnam.

2. Finalization of Project Document. Project document for EEOW Vietnam is still under discussion with the proposed project's main counterpart, the Ministry of Labour, Invalid and Social Affairs (MOLISA). The content of the project document is being elaborated to spell out more clearly the nature of activities upon request of MOLISA. The main issue which also needs further clarification and discussion through the Department of International Affairs of MOLISA concerns the focal point for EEOW in MOLISA and secretariat of the National Steering Committee. As EEOW contains both elements of employment promotion on one hand and poverty eradication on the other, this proved to be complicated in deciding which department in MOLOISA should lead the project. As far as the content of the project document is concerned, it has been proposed by MOLISA that the focus of the project should attempt to balance capacity building with direct assistance to target women.

3. Entering into an agreement with external collaborator to conduct a rapid assessment to refine project strategies and interventions. An international consultant has been contracted to conduct a rapid assessment of women's employment promotion in Vietnam. The specific aims of the study are to provide an analysis of the government policies and programmes in the field of employment promotion for women and identify gaps in implementation; to find out in detail the information on programmes and activities in this field conducted by key players, including government and non-governmental organizations, international organizations, including other ILO's projects and identify best practices; and to put forward recommendations for selected provinces which EEOW should focus its efforts, the type of interventions and nature of beneficiaries, as well as entry points for intervention. The study will start on 24 February 2002 and is expected to complete by 18 February 2002.

**Workplan for FY2002**

**EEOW Thailand**

The project commenced its actual activities in July 2000, mid term evaluation was accomplished and shared to National Steering Committee on 14 November 2001. In the past one year and a half, ILO with a very close coordination with National
Steering Committee, identified 7 partners for 7 pilot projects focusing on capacity building, gender awareness raising, income generation, skill training, improving working and living conditions, and networking. Target groups of pilot projects are low-income women working in formal sector and informal sector in Bangkok, and its vicinity, the north, the northeast and the south. Four out of the seven pilot projects started their activities in 2001 while the rest has just commenced their project activities in the beginning of 2002. Along with pilot project implementation, ILO, with assistance from external collaborators, has developed audience oriented training kits and manuals on gender equality at work, project proposal writing on community business for grass-root women’s groups, set up database on available skill training service and service providers and provided business consultations service for EEOW Thailand implementing partners. Education on gender awareness raising to staff of MOLSW, NGOs, and Employers’ Confederation of Thailand and Labour Congress of Thailand are underway and the workplan for EEOW Thailand for 2002 is developed.

In the second half of the project life, project monitoring and evaluation is the main focus. Monitoring and Evaluation Working Group will perform its roles for pilot project’s achievement as planned. National Steering Committee will meet on regular basis to discuss the EEOW project’s policy and programme direction, Technical Working Group will be consulted for technical support decisions. ILO and external collaborators will continue the research, survey and training on gender awareness raising and income generation to EEOW projects.

EEOW Indonesia

(1) Terminal Evaluation Survey
The objective of the survey is to evaluate the achievement of the project and to find out the good practices of the projects. The survey is to be conducted by a team consisting of an international consultant, Indonesian government officials and ILO staff.

(2) Terminal Evaluation Meeting
Following the terminal evaluation survey, a terminal evaluation meeting is planned. The meeting will focus on recognizing the outcome of the project and exchanging opinions with concerned organizations so that the outcome of the project should be reflected in the future women’s employment promotion and gender activity in the country.

(3) National Workshop on Future Gender Activities
The workshop aims at reflecting achievement of EEOW Indonesia in the future gender activities in the country. The gender specialist in SEAPAT and a consultant are expected to give main technical inputs to the workshop.

EEOW Nepal

Target Beneficiaries
There will be two groups of beneficiaries:

- The rural women in the selected project districts. These women will receive technical assistance in the form of organising, savings collection and mobilisation, time saving activities (drinking water, improved stove,
plantation of fodder and fuel wood), revolving funds/credit, skills training for income/employment generation, market linkages, awareness raising on legal right, fundamental right, gender issues.

- Intermediary organisations including DDC, VDCs and Implementing partners based on their needs. These will receive technical assistance in the form of training, study visits, inter-country/regional meetings and the like.

Expected Outputs:

- **Special Employment Creation Schemes (SECS) for women**

  Ongoing employment/income generating activities will be continued and more emphasis will be given to develop more organized group/individual micro-enterprises. Attempts will be made to mobilize credit lines from other agencies including commercial banks to expand the outreach of the project.

- **Empowerment of women through awareness raising**

  Capacity building programmes for women beneficiaries including gender awareness, awareness raising on women’s rights will be continued.

- **Capacity building of GOs, employers and workers organisations and NGOs**

  This year the focus will be on building capacity of the Community Based Organisations (SCOs, WUGs and PGs).

- **Evaluation and policy reform**

  Assess project performance, effects and impact of the project activities, disseminate project experience, and suggest policy reform based on project experience.

**EEOW Cambodia and Vietnam**

**Cambodia Chapter**

**Output A**: EEOW Project Office established

Activity: To establish project office in Phnom Penh to coordinate activities at the national level in close collaboration with the Project Steering Committee.

**Output B**: National counterparts adopted EEOW project strategies and key interventions

Activity: To officially launch the project and cultivate national ownership of EEOW project activities with national stakeholders in Cambodia.

**Output C** Project Steering Committee and working group established
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Activity: To establish a national mechanism for providing policy advice and direction on project activities and implementation.

Output D Community-based employment promotion schemes for women designed and implemented

Activity: Actions programmes will be formulated based on the outcome of rapid assessment and the result of National Policy Workshop (Output B).

Output E: Capacity building programme in respect to women's employment and empowerment designed and implemented

Activity: To strengthen technical and managerial capacity of staff of organisations concerned to facilitate the operation of the community-based employment promotion for women, and to promote empowerment of women.

Output F: Evaluation and policy support

Activity: Review of macro policies and assess project performances and institutional framework.

Vietnam Chapter

(To be discussed with Vietnamese Government and the donor.)

2. Regional Seminar on Action against Sexual Harassment at Work

Co-funded by EEOW (Thailand), the Regional Seminar on Action against Sexual Harassment at Work was held in Penang, Malaysia, from 2-4 October 2001.

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The seminar was attended by 39 delegates from 14 member States. These included 15 Government representatives, 13 Employer representatives and 11 Worker Representatives; of whom 19 were women and 20 were men. Observers included: 12 representatives from the Government of Malaysia, two representatives from a regional and national women’s organization respectively, and two representatives of United Nations programmes, UNIFEM and UNDP. Three resource persons attended from the ICFTU-APRO, the Committee of Asian Women (CAW) and the Lawyers’ Collective, New Delhi, India respectively. The Secretariat team consisted of 10 representatives of the Government of Malaysia and 13 of the ILO, from Geneva, Bangkok, New Delhi and Manila.

The aims of the seminar were to stimulate an exchange of experience on effective action against sexual harassment at work in both formal and informal sectors and to strengthen initiatives against this practice. The outputs of the seminar were to identify follow-up action that could be taken at the workplace, national and international levels.

Publications:
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- Technical Report for discussion at the ILO/Japan Regional Tripartite Seminar on Action against Sexual Harassment at Work in Asia and the Pacific
- Report on the ILO/Japan Regional Tripartite Seminar on Action against Sexual Harassment at Work in Asia and the Pacific
- Action against Sexual Harassment at Work in Asia and the Pacific (expanded version)

3. Strategic Approaches towards Employment Promotion in China (PEP China)

PEP has also been managed directly by ILO/Japan Multi-bi team by the technical support of MDT specialists.

The project focuses on the creation of employment and income-generating opportunities for the poor, unemployed, and underemployed through community-based pilot activities. Thailand, Philippines, Bangladesh, and Pakistan were covered under Phase I (1988-1992) and Phase II (1992-1996). In 1996, Phase III of the project, which covers China, was launched.

Chinese Ministry of Labour and Social Security (MOLSS) is the counterpart of the project in the government. At the implementation stage, Labour Bureau and Employment Service Centres in the selected cities are also considered as the beneficiaries of the project. The project intends to develop and support the institutions at local level, which deliver employment services, vocational guidance, and skill development training to the target groups. PEP China phase I closed project activity in FY2000.

In FY2001 the project’s phase II in China is starting its activity in selected urban pilot areas (Yichun city, Dingxi county and Xingtang county). (Please note that Phase I of PEP China starting from April 1997 (Preparatory work started from the middle of 1996) finishing in March 2001. Phase II will start from January 2001, finishing in December 2004.

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The national wrap-up seminar held in the end of March 2001 officially put an end to the activities the project in Phase I, which targeted the employment promotion in the rural areas. The final evaluation and project wrap-up meetings both at the local and central levels were conducted in the first quarter.

The new project targeting reemployment of laid-off and unemployed workers in the urban areas (Phase II) started in the end of April 2001. It intends to mobilize the functions of employment bureau in collaboration with local financial institutions to create employment opportunities through micro-enterprise development. The strategic framework document was prepared to serve as the guidelines to conduct the project activities during the preparatory stage from July to December 2001. Three pilot cities (Jilin, Zhangjiakou and Baotou) have been selected and the project implementation structures both at the national and local levels have been formulated.
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In the latter half of the year, we have conducted a series of activities to build the technical capacity of the partnering organizations to manage business start-up training (Start-Your Business: SYB) and credit guarantee funds (CGF). At the same time, consultations to the local financial institutions have been made to accommodate the CGF for micro-entrepreneurs in the existing financial system. Some more training activities have to be conducted for the project officials at the local level before starting the local operations. However, the project is now fully geared towards testing the project approach.

On-going Activities

In December 2001, three activities are in progress:

1. **Training of Entrepreneurs (TOE):** In the middle of the month, the training courses for 60 potential micro-entrepreneurs are being undertaken in Jilin and Zhangjiakou. These are the first training courses in the project Phase II in China. The first TOE in Baotou is planned in the middle of January 2002.

2. **Publication of SYB training materials:** All the SYB training materials developed in China will be published soon. The project office has already obtained the approval of publication from the SIYB programme coordinator in the ILO’s headquarters in Geneva. The ISBN number for the publication has also allocated. The project office is now preparing illustration for the materials in collaboration with the publishing company. The materials are expected to be printed in January 2002.

3. **Publication of the “Practice for full employment”:** To follow-up the project activities in Phase I, the main documents produced during Phase I will be compiled and published. This will help the government, which is planning to replicate the project approaches in other parts of the country, to disseminate the details of the project approaches to employment bureaux at the local levels.

**Workplan FY2002**

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<tr>
<th>Activity 1</th>
<th>The establishment of Business start-up Windows</th>
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<tbody>
<tr>
<td>Time/Duration</td>
<td>January</td>
</tr>
<tr>
<td>Objectives</td>
<td>Selected Job Placement Centres will have Business Start-up Windows that administer potential business starters and coordinate project activities with partnering organizations.</td>
</tr>
<tr>
<td>Expected outputs</td>
<td>A part of the Job Placement Centres in the pilot cities will be renovated and installed with necessary office equipment.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity 2</th>
<th>The national SYB training team building</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time/Duration</td>
<td>January</td>
</tr>
<tr>
<td>Objectives</td>
<td>Establish a team of SYB training specialists within the Shanghai’s Business Start-up Service Center.</td>
</tr>
<tr>
<td>Expected outputs</td>
<td>The team of 5 specialists will be formed and the detailed plan of training of SYB facilitators (TOF) in 2002 will be finalized.</td>
</tr>
</tbody>
</table>
### Activity 3
**Drafting of Business Advice Resource Book**

**Time/Duration**
January-February

**Objectives**
SYB trainers will be equipped with a resource book that will guide them to provide micro-entrepreneurs with business advisory services on site.

**Expected outputs**
Business Advice Resource Book

**Resource person**
A National consultant

### Activity 4
**LED institutional mapping**

**Time/Duration**
January-March

**Objectives**
Similar to the study that was conducted in Jilin in 2001, researchers will identify organizations that have programmes for micro-enterprise development in the context of local economic development in Zhangjiakou and Baotou. They will also analyze how such programmes are inter-linked with each other. Concerned government policies will also be analyzed.

**Expected outputs**
Two study reports each for Zhangjiakou and Baotou will be drafted.

**Resource person**
Shi Meixia

### Activity 5
**The SYB training programme review workshop**

**Time/Duration**
February, 3 days

**Objectives**
The workshop will review the SYB training programmes in trainee selection, training method, and post-training support services.

**Expected outputs**
Guidelines for the selection of the beneficiaries will be finalized. SYB trainers’ guide will be revised. Business Advice Resource Book will be finalized.

**Resource person**
Ian Cumming

### Activity 6
**The training in the monitoring and reporting of loan disbursement and credit guarantee programmes**

**Time/Duration**
March, 3 days

**Objectives**
Project officials in the local project offices will develop capacity in monitoring the performance of credit guarantee funds and loan programmes that are undertaken by the selected credit guarantee companies and local banks.

**Expected outputs**
The officials will be trained to prepare monthly financial reports.

**Resource person**
Mi Xianfeng
<table>
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<tr>
<th>Activity</th>
<th>Description</th>
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</thead>
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<tr>
<td><strong>Activity 7</strong></td>
<td>The training of facilitators (TOF) of business start-up training 1</td>
</tr>
<tr>
<td><strong>Time/Duration</strong></td>
<td>April, 10 days</td>
</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>The national SYB training team will conduct a training course for potential SYB facilitators from training institutes both from the pilot and non-pilot areas in China.</td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>15 trainees will be trained as SYB facilitators. They will prepare SYB training programmes at home.</td>
</tr>
<tr>
<td><strong>Activity 8</strong></td>
<td>The LED stakeholders meetings</td>
</tr>
<tr>
<td><strong>Time/Duration</strong></td>
<td>May, 1 day for each city</td>
</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>Based on the analysis of the stakeholders in Activity 4, meetings will be organized in Zhangjiakou and Baotou to share the understanding on “who does what to promote micro-enterprise and self-employment in the city?” The project will scrutinize the points of intervention to strengthen the network of micro-enterprise development in the cities.</td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>The participating organizations will draw their conclusions in identifying 1) bottleneck for micro-enterprise development, 2) existing programmes and programme linkages and 3) potential collaboration among themselves.</td>
</tr>
<tr>
<td><strong>Resource person</strong></td>
<td>Max Iacono, Shi Meixia</td>
</tr>
<tr>
<td><strong>Activity 9</strong></td>
<td>The training of facilitators (TOF) of business start-up training 2</td>
</tr>
<tr>
<td><strong>Time/Duration</strong></td>
<td>June, 10 days</td>
</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>The national SYB training team will conduct a training course for potential SYB facilitators from training institutes both from the pilot and non-pilot areas in China.</td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>15 trainees will be trained as SYB facilitators. They will prepare SYB training programmes at home.</td>
</tr>
<tr>
<td><strong>Activity 10</strong></td>
<td>The Improve Your Business (IYB) programme review workshop</td>
</tr>
<tr>
<td><strong>Time/Duration</strong></td>
<td>July, 3 days</td>
</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>A workshop will be held to invite micro-enterprise development specialists in the country to review the IYB training materials published in China in 1990.</td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>Recommendations for the revision of IYB materials. The IYB training course will be designed.</td>
</tr>
</tbody>
</table>
Activity 11
The training of facilitators (TOF) of business start-up training 3

Time/Duration
August, 10 days

Objectives
The national SYB training team will conduct a training course for potential SYB facilitators from training institutes both from the pilot and non-pilot areas in China.

Expected outputs
15 trainees will be trained as SYB facilitators. They will prepare SYB training programmes at home.

Activity 12
The seminar on decent work principles in micro-enterprise development

Time/Duration
September, 3 days

Objectives
The seminar will contribute to enhance the quality of jobs in micro-enterprises. It will look into the issues in occupational safety, gender and the involvement of people with disability. The project will invite policymakers and specialists in the related fields to concretise policy recommendations, which will be adopted in the pilot areas.

Expected outputs
Policy guidelines of the occupational safety, gender, and the involvement of people with disability in micro-enterprise development.

Resource person
Kawakami, Nelien Haspels, Debra Perry, Max Iacono

Activity 13
The workshop on exchanging experiences among the staff of partnering financial institutions

Time/Duration
October, 2 days

Objectives
The workshop will provide the credit guarantee companies and banks, which are partnering with the project in the pilot areas, with opportunities to share the experiences of running financial support programmes targeting micro-entrepreneurs. This workshop includes case studies by visiting some micro-enterprises launched by project beneficiaries in the host city.

Expected outputs
A report reviewing the on-going financial support programmes under the project will be drafted.

Resource person
Mi Xianfeng

Activity 14
The training of facilitators (TOF) of business start-up training 4

Time/Duration
November, 10 days

Objectives
The national SYB training team will conduct a ten-day training course for potential SYB facilitators from training institutes both from pilot and non-pilot areas in China.

Expected outputs
15 trainees will be trained as SYB facilitators. They will prepare SYB training programmes at home.
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<th>Activity 15</th>
<th>Auditing of credit guarantee funds</th>
<th>December</th>
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<tbody>
<tr>
<td><strong>Time/Duration</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>External auditors will conduct audits to evaluate the performance of the credit guarantee funds established in each of the pilot areas.</td>
<td></td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>Auditing report</td>
<td></td>
</tr>
<tr>
<td><strong>Resource person</strong></td>
<td>National consultants</td>
<td></td>
</tr>
</tbody>
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<table>
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<tr>
<th>Activity 16</th>
<th>The project review meeting</th>
<th>December, 2 days</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time/Duration</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>The meeting will be held in Beijing to review the achievements of the project both at the national and local levels. A project steering committee meeting will also be held at the same time.</td>
<td></td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>Annual evaluation report</td>
<td></td>
</tr>
<tr>
<td><strong>Resource person</strong></td>
<td>Ian Cummings, Max Iacono</td>
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<table>
<thead>
<tr>
<th>Activity 17</th>
<th>The SYB self-assessment workshops</th>
<th>To be scheduled by the local project offices</th>
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<tbody>
<tr>
<td><strong>Time/Duration</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>A total of 600 beneficiaries will participate in self-assessment workshops in which they will know by themselves whether they are ready to start their own businesses. Each pilot city will organize four workshops in which 50 trainees will participate each time.</td>
<td></td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>Potential micro-entrepreneurs will be selected and they will participate in training of entrepreneurs (TOE).</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity 18</th>
<th>SYB Training of Entrepreneurs (TOE)</th>
<th>To be scheduled by the local project offices</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time/Duration</strong></td>
<td></td>
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<tr>
<td><strong>Objectives</strong></td>
<td>240 potential entrepreneurs selected through the self-assessment workshops will obtain basic knowledge of entrepreneurship and business management skills.</td>
<td></td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>Each participant will prepare a business plan.</td>
<td></td>
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<tr>
<th>Activity 19</th>
<th>Issuing Credit Guarantee</th>
<th>January-December</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time/Duration</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Objectives</strong></td>
<td>After the completion of SYB training and business plans by beneficiaries, credit guarantee company will select first 90 micro-entrepreneurs in the pilot cities to issue credit guarantee to the loans they are going to receive from banks.</td>
<td></td>
</tr>
<tr>
<td><strong>Expected outputs</strong></td>
<td>Successful beneficiaries will gain access to loans from banks. They will launch their businesses with the loans.</td>
<td></td>
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Activity 20
Urban employment projects information brief
(Newsletter)

Time/Duration
January-December

Objectives
Employment Bureaus at the local levels (province,
prefecture, city and county) will continuously be
informed of the development of new activities in pilot
cities.

Expected outputs
CETTIC will issue Information briefs will issue four
times in 2002.

Activity 21
Project monitoring and reporting by the national project
implementation working group (NPIWG)

Time/Duration
January-December

Objectives
The NPIWG will monitor closely on the implementation
of the project activities in the pilot areas. The members
from the NPIWG will visit twice to each pilot areas and
prepare mission reports, which will contribute to the
process of policy formulation at the national level.

Expected outputs
Monitoring reports

4. Regional Meeting on Child Labour

In June 1999 the International labour Conference adopted ILO Convention
No. 182 on the worst forms of child labour. This Convention and its accompanying
Recommendation No. 190, aim to immediately and effectively prohibit and eliminate
the worst forms of child labour.

The first regional meeting was held in Phuket, Thailand in September 1999,
followed by meetings in Jakarta in March 2000, in Dhaka in October 2000 and in
Manila in October 2001.

Another regional meeting will be planned for FY2002 by IPEC co-funded by
the governments of Japan and Korea.

Progress Report

With support from the ILO-Japan Multi-Bilateral Programme, the Regional
Office for Asia and the Pacific (ROAP) and the ILO-IPEC organized the ILO Japan
Asian Meeting on the Trafficking of Children for Labour and Sexual Exploitation
from October 10-12, 2001 in Manila, Philippines. This Meeting was the fourth in the
series of Asian Meetings on the Worst Forms of Child Labour. These meetings have
formed part of the Asia Pacific’s response to the global adoption of ILO Convention
on the Prohibition and Immediate Action on the Worst forms of Child Labour (No.
182).

Since 1993, the ILO-IPEC has been actively involved in action to combat
child trafficking in this region through its country programmes in Thailand, the
Philippines, Cambodia and Nepal. Key interventions include advocacy and awareness
raising, capacity building of government and non-governmental partners, the provision of vocational training and education to the victims and the provision of economic alternatives to the families of those at risk. IPEC has also launched two sub-regional projects to combat trafficking of children and women for labour and sexual exploitation, one in the Greater Mekong Sub-Region, and one in South Asia with the financial support of the UK and US Governments, respectively.

Participants:

Eighty participants attended the meeting, consisting of thirteen (13) government representatives, twelve (12) representatives of employers’ organizations, ten (10) representatives of workers’ organizations, twelve (12) resource persons and eleven (11) ILO officials. Country representatives came from Bangladesh, Cambodia, Lao PDR, Nepal, Japan, and Sri Lanka. Mongolia, India, Indonesia, Pakistan, the Philippines, Thailand, Vietnam.

Outcomes

- A Memorandum of Common Understanding for Tri-Partite Action on the Trafficking of Children for Labour and Sexual Exploitation

For the first time in the ILO-Japan Asian Meetings, the participants, through their representatives, formulated a Memorandum of Common Understanding on Tri-Partite Action on the Trafficking of Children for Labour and Sexual Exploitation. The Memorandum of Understanding is expected to serve as an input to the Second Congress on Commercial Sexual Exploitation to be held in Yokohama this December 2001.

- Thirteen Country papers:

Each participating government prepared in consultation with the Employers’ and Workers’ organizations and other relevant national institutions a country paper documenting the country situation and its efforts against the trafficking of children for labour and sexual exploitation. The country papers looked into the ways that individual countries intend to initiate action against trafficking, and where such a process was already underway, the means by which the process could be strengthened.

- Reports on Working Group Discussions on the Situation of Trafficking of Children in Asia, and Tripartite Action on Prevention, Restoration of Rights and Rehabilitation

The Meeting took a participatory process with five Working Group discussions on (a) the extent of the trafficking situation in South and Southeast Asia and (b) Tripartite Action on the Prevention, Recovery, and Rehabilitation of Child Victims. The discussions resulted in five working group reports that served as the basis for the Memorandum of Common Understanding.

- Demonstration of Tripartite in Action
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The project site visit to the Halfway House at the Port of Manila demonstrated tri-partite collaboration with other civil society groups. The participants saw the effective joint action of various government agencies, the shipping company, the company workers and an NGO, Visayan Forum, in interrupting the movement of young people, mainly girls, for exploitative jobs in Manila.

- UN and International Agency Forum on Cooperation

The Area Office in cooperation with the UN agencies organized, as a side event, a forum on UN and international agency cooperation in the field of trafficking of children for labour and sexual exploitation. Panel members consisted of the United Nations Development Programme, the International Organization of Migration, the United Nations Children’s Fund, and the Regional Working Group on Child Labour. The ILO’s InFocus Programme on the Declaration provided information on its new special action programme on forced labour.

- Information Dissemination Activities

- Press Conference and Media Coverage

The Meeting has a well-attended press conference immediately after the inaugural session of the Meeting. Print, radio and television covered the site visit at the port. In this media coverage, the ILO-IPEC and the Government of Japan’s support was extensively mentioned.

- Launching of the ILO-IPEC Asia Working Papers Series

The meeting acknowledged the ILO-Japan Multi-Bilateral Programme’s financial support to the publication of ILO-IPEC technical papers related to the ILO-Japan Asian meetings and other research efforts on the worst forms of child labour. The ILO-IPEC Working Papers’ Volume 1 printed the technical papers of the Asian Meeting in Phuket. Volume 2 covered the technical papers of the Asian Meetings in Jakarta and Dhaka.

Follow-Up Action

The success of any regional meeting will be measured from how the employers’ and workers’ organizations from the participating countries are able to successfully initiate action against the trafficking of children in their own countries. One of the more important ways to make sure that this happens is to disseminate the results of the ILO-Japan Meeting. In this respect, the ILO-Japan Multi-Bilateral programme has agreed to support further information dissemination activities through:

(a) reproduction of the final version of the Conference Report;
(b) publication of the Meeting’s proceedings in print version;
(c) dissemination of case studies from participating countries.

These reports should be given to the ILO Area Offices and to the IPEC National Programme managers for widest possible dissemination.
Workplan for FY2002

Title: ILO/Japan/Korea Regional Meeting on Child Domestic Service
Period and duration: October 2002 (tentative), three days
Venue: Thailand (tentative)

Child domestics take on different tasks in the household – child care, cooking, house cleaning, laundry and care of the elderly and ill. Relevant studies in Bangladesh, Indonesia, Pakistan and the Philippines reveal that, on average the child domestic servants work for 15 hours a day or more, seven days a week, under very poor wage conditions. Also, there are increasing reports of young domestics subjected to physical and verbal abuse from family members, and in extreme situations, sexual abuse. Separated from the care of their families, child domestics work within the secluded environment of the family premises of the employers. This isolation makes this target group absolutely reliant on the whim of their employers and extremely vulnerable to abuse and exploitation. Child domestics are often unable to continue schooling, though such promises are made during their recruitment.

As the work done by this target group is not officially recognized as labour in many states, often there is no (or inadequate) legal framework to protect them from abuse and exploitation in the context of their employment and work.

The use of children as domestic servants or household helpers is a sensitive social issue in many Asian countries. The practice is interwoven in social norms and practices for decades, and in some communities is seen as a way that poorer children can have access to education.

Many ILO-IPEC country programmes in Asia have included action on child domestic workers in the past five years. Several approaches have been tested, and the emerging experiences show the necessity of flexible yet integrated models that combine outreach, policy reform, advocacy, direct support and services. These inter-related interventions are needed to make a tangible difference in the situation of child domestic workers in Asia.

The proposed Asian Regional Meeting on Child Domestics gives the problem an exclusive focus. Through the sharing of information on issues and interventions related to child domestic work, the meeting aims to arrive not only a better understanding of the problem but also a common resolve to address the needs of child domestic workers. The meeting also seeks to achieve a common understanding of an acceptable legal framework to protect this target group from abuse and exploitation.

Expected Outputs:

- A comprehensive report including the findings of the relevant studies/surveys carried out in this region and an analysis of the existing legal framework in the countries
- Country-papers from the participating countries on the situation of the child domestic servants and their views about a possible legal framework and social interventions to protect this target group from abuse and exploitation.
- A synthesis report of the meeting
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- Publication on child domestic work in Asia

Proposed Participants:

Tri-partite delegations and international and national NGO observers from the following participating countries:(Subject to change): Bangladesh, Cambodia, China, Fiji, India, Indonesia, Japan, Korea, Lao PDR, Mongolia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand, and Vietnam

5. ILO/Japan/US Meeting on the Declaration

After the ILO Declaration was adopted at the International Labour Conference in 1998, the annual meeting has been held to promote the fundamental principles and rights at work. Following the first meeting held in 1999 in Phnom Penh, focusing on the general nature of the promotion of the Declaration, last year’s meeting was held in November, 2000 in Kathmandu, focusing on freedom of association and collective bargaining, based on the Global Report of the year. During the meeting, it was agreed by MOL of Japan, DOL of US and ILO that the series of meetings will continue until one round of the Global Report covering the four themes of the Declaration up to the year 2003 is completed. Namely on forced labour for 2001, on child labour on 2002 and on discrimination for 2003.

In 2001 the meeting was scheduled for October in Jakarta with the topic of forced labour. However it was postponed to February 2002 in Bangkok due to unexpected situation related to US bombing of Afghanistan.

Workplan for FY2002

A three-day regional seminar dealing with child labour which will be the topic of the Global Report of 2002. The seminar will give an overview of planned and ongoing ILO activities in this field. In addition, member States will have the occasion to indicate their law and practice on child labour and to identify problems and obstacles that prevent member States from applying fundamental principles and rights at work in the field of child labour. The activity will provide lectures on child labour, panel discussions, group work (at national and tripartite level) and should lead to a number of recommendations to reduce child labour in the world of work in Asia and the Pacific. Special attention will be paid to gender questions, migrant workers, HIV/AIDS and workers with a disability.

Target: Tripartite constituency of Asia Pacific region shall identify obstacles in application of fundamental principles and rights at work and determine ILO assistance in this field and more in particular on discrimination issues.

6. Long-term fellowship on labour and employment policy administration

This project, implemented from 1989, organizes group study tours for government officials and social partners of the countries in the region in the various fields of labour and employment administration. Promotion of an exchange of views
and experiences among participants is also aimed at. The new 3-year plan (FY2001-2003) was agreed with MOL Japan in 2001.

**Progress Report**

1. Study Tour on Occupational Safety and Health – Improvement of the Occupational Safety and Health Administration and Occupational Disease Reporting systems, Bangkok, 25-27 February, Singapore 28 February-5 March, Hong Kong 6-9 March, Japan 10-16 March 2001 (9 fellows)

   Participants working for policy and administration in OSH were invited from Cambodia, China, Indonesia, Malaysia, Mongolia, Pakistan, Philippines, Thailand, Sri Lanka and Viet Nam to undertake this study tour. Nominated candidate from Pakistan was unable to participate. Technical briefing on ILO Safe Work Programme was provided by Mr Tsuyoshi Kawakami, Specialist on Occupational Safety and Health and on the role of Workmen Compensation Systems in Asia by the Social Security Consultant, Mr Kenneth Thompson. While in Bangkok the group also held discussions with Director and staff of the National Institute for Improvement of Working Conditions and Environment (NICE) and Office of the Committee on OSH and Environment. In Singapore, the group met staff members of the Occupational Safety Department and the Work Injury Compensation Department of the Ministry of Manpower and the Department of Community, Occupational and Family Medicine, Faculty of Medicine of the National University of Singapore. The programme in Hong Kong SAR was organized by the Labour Department with briefings on OSH Disease Reporting Systems and OSH Legislation, including visits to OSH Training Centre and OSH Council. Finally, a one-week programme in Japan for evaluation and to meet with officials from the International Division and the Industrial Safety and Health Department of MHLW including visits to JISHA and Gifu Labour Standards Inspection Office. Meeting and discussion with Dr Kazutaka Kogi, Executive Board Member of the Institute of Science of Labour was also included.

2. Tripartite Study Tour on Industrial Relations (IR) at National and Enterprise Levels, 23 April – 11 May 2001 (12 fellows)

   This tripartite study tour was organized for four transition economy countries in Asia: Cambodia, China, Indonesia and Viet Nam. It was proposed that the group study how to establish tripartite and bipartite industrial relations and ways to strengthen IR mechanisms at the national and enterprise levels.

   While in Bangkok, the group also held discussions with the Department of Labour Protection and Welfare of the Ministry of Labour and Social Welfare on IR situation and visited a good model of bipartite labour relations, the Thai Honda Manufacturing Company in Lad-krabang Industrial Estate. In Singapore, the group was briefed by the Ministry of Manpower on IR and tripartism, National Wage Council and Employment Standards. Visits included to the National Trade Union Congress, the ICFTU-APRO, the Singapore National Employers’ Federation and the Asia Pacific Breweries Singapore, Pte. Ltd. (beer factory). In Korea, the group studied history, functions and related laws of Korean Tripartite Commission, Central Labour Relations Commission, new labour-management culture introduced by the Labour Policy Bureau of MOL followed by visits to Korean Employers’ Federation, Federation of Korean Trade Unions, Korean Confederation of Trade Unions and two
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electronic companies: Fuji Xerox Korea and LG. Lastly in Japan, besides the evaluation programme, the group was briefed on basic features of Japanese IR by Prof. Kazutoshi Koshiro, on role of government in IR from MHLW and the Central Labour Relations Commission, and on functions of labour relations and labour disputes by the Central Labour Relations Commission. Visits to trade union (JTUC-RENGO), employers’ association (Nikkeiren) and two public companies (Yokogawa Electric Corporation and JUSCO Company) were also included.

3. **Study Tour on Active Labour Market Policies (ALMPs): Employment Policy in a Globalised Economy, 3-19 July 2001 (10 fellows)**

Ten government participants were invited from Bangladesh, People’s Republic of China, Hong Kong SAR, Indonesia, Malaysia, Mongolia, Nepal, Philippines, Sri Lanka and Viet Nam. They attended as observers at the three-day National Tripartite Training Workshop on Labour Market Information (LMI) and Information Technology Development organized by the Ministry of Human Resources (MOHR) of Malaysia at ADTEC training centre in Shah Alam. Technical training sessions were given by ILO specialists from Geneva (Ms Phan Thuy, Mr. Joachim Wagner and Mr. Lawrence Jeffrey Johnson), Turin Centre (Mr. Claude Martin) and BAO/EASMAT (Mr. Robert Pember, Ms Elizabeth Morris and Ms Irene K.H. Yu). The group were actively participated in the group work assignments and mixed with local participants from MOHR, workers and employers of Malaysia to share their concerns and experience. After the Workshop the group was briefed by officials of Manpower Department on Electronic Labour Exchange. Visits in Malaysia included the Malaysian Administrative Modernization and Management Planning Unit (MAMPU) under the Prime Minister’s Department and the workers’ and employers’ organizations. In Korea, the group held discussions with Employment Policy Office of MOL, Youngdeungpo Employment Security Center, Korean Manpower Agency, Central Employment Information Agency, Korean Employment Promotion Agency, Private Job Referral Center and the Manpower Information Center of the Korean Employers’ Federation. Programme in Japan included briefings and discussions on labour market and employment policies with President, Foundation of Development of Workers Welfare, Mr Tadashi Nakamura, and officials of MHLW from the International Affairs Division, Employment Policy Division and Employment Insurance Division. Visits also included to Omori Public Employment Security Office, Ota Technical College, Labour Market Information Center and one private employment service agency, Recruit Ablic Inc.

4. **Tripartite Study Tour on Promotion of the ILO Declaration on Fundamental Principles and Rights at Work, 14 October – 3 November 2001 (12 fellows)**

With the postponement of the study tour on Social Policy Management to February 2002 due to unavailability of two specialists from ILO Geneva to conduct the Social Budgeting training in September/October 2001, MHLW had requested ILO to advance the implementation of two study tours planned for 2002 to take place sometime during September and December 2001. Finally, with technical guidance and assistance provided by the Senior Adviser on Fundamental Principles and Rights at Work, Dr Laksmidhar Mishra, the ILO could finalize the study tour programme contents, select host and recipient countries for this study tour while the Study Tour on Child Labour will take place in April 2002 as earlier scheduled.
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Tripartite representatives were invited from Lao PDR, Mongolia, Thailand and Viet Nam. The group attended as observers at a presentation on ILO Decent Work Programme given to all ILO field staff in the region by Mr Ian Chambers, Director of EASMAT/BAO held at the Prince Palace Hotel followed by an intensive technical briefing session given by Dr Mishra. While in Bangkok participants also discussed with staff of concerned departments of MOLSW on the implementation of ILO Declaration and visited one garment factory, the Wa Thai Industry. In Indonesia, participants held discussions with the Department of Manpower and Transmigration, employers’ and workers’ organizations and undertook a field visit to IPEC project site in Cibaduyut area. In India, the group received technical briefing from SAAT’s Specialist on Labour Standards before they proceeded to visit MOL, employers’ and workers’ organizations and IPEC projects implemented by NGOs in outskirts of Delhi and Hyderabad. In Japan, the group was briefed by MHLW staff, Mr Fumiaki Saito, on efforts taken by the Japanese government concerning ILO’s core conventions, Mr Kazushi Nishida, on government supports and cooperative framework for the core labour standards. Two special lectures were organized on (a) ILS and the Declaration on Fundamental Principles and Rights at Work by Prof. Shinichi Ago, and (b) Fundamental Principles at Work and universality of human rights by Prof. Yozo Yokota. Visits in Japan included employers’ (NIKKEIREN), workers’ organizations (RENGO), ILO Association of Japan, Asian Productivity Organization (APO) and one private company, the SHISEIDO.

Workplan for FY2002

The programme for the second year of this approved fourth phase (2001-2003) will continue to respond to changing needs in the period of global transition. The fellowship programme will be organized to improve the capacity of labour officials in the region to follow the ILO’s primary goal in promoting equal opportunities for men and women to obtain decent work, to be pursued through four strategic objectives: fundamental principles and rights at work; decent employment and income opportunities; social protection and social dialogue.

It is proposed to conduct following four group study tours with two study tours having tripartite representation:

1. Study Tour on Privatisation – Minimising social effects from restructuring of the Public Enterprises, August 2002
2. Tripartite Study Tour on Gender: Women’s rights focussed on equal employment opportunities and family responsibility, September 2002
3. Tripartite Study Tour on Employment promotion and income generation in the informal sector, November 2002
4. Tripartite Study Tour on Occupational Safety and Health and working conditions for workers, February 2003

Recommended host and recipient countries are still to be worked out with the concerned MDTs’ technical Specialists. The exact starting dates for each study tour will have also to be worked out with Specialists, proposed host countries and MHLW-
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JPN. The ILO will follow the previous MHLW-JPN’s request to organize each study
tour in bigger group of 10 or 12 participants for tripartite representation. However, in
case of lower budget allocation received from the Government of Japan, the ILO will
consult with MHLW-JPN for the necessary programme adjustment either by reducing
number of participants or study tour periods and host countries.

In addition, following two study tours which were indicated under the
Workplan FY2001 but still have not been implemented will also be organized using
the available budget allocation from the previous years:

1. Advanced Training and Study Tour in Social Policy Management: Social
Budgeting, 18 February – 8 March 2002

Due to busy schedule of two ILO Specialists from ILO HQ to conduct the first
two-week training this study tour which was proposed to be organized during
September/October 2001 has now been rescheduled to take place from 18 February to
8 March 2002. It has been decided that the two-week training will be held at the
Asian Institute of Technology (AIT), Pathumthani, Thailand, followed by a one-week
study tour in Japan. Invitations have been issued to call for two candidates each from
China, India, Malaysia, Philippines, Republic of Korea, Sri Lanka, Thailand and Viet
Nam.

2. Study Tour on Child Labour – Integrated Country Approach on Addressing
the Worst Forms of Child Labour, April 2002

The details of this study tour programme together with recommended host and
recipient countries are still to be worked out with the IPEC Regional Adviser. It was
proposed to organize a one-week study tour each to Thailand, Nepal and the
Philippines to visit selected project sites accompanied and guided by local ILO-IPEC
co-ordinators who are familiar with the issues.

7. Occupational Safety and Health

The ILO International Guidelines on OSHMS was adopted in the meeting of
experts in April 2001, Geneva. In May 2001 a Regional Meeting aiming at helping
introduce OSHMS in country programmes was held in Kuala Lumpur.

Following the Regional Meeting, national seminars on ILO international
guidelines on OSH-MS and the practical application are being held in China,
Indonesia, The Philippines, Thailand and Vietnam by EASMAT specialist in close
consultation with SafeWork.

From FY2002 new project for 3 years will start to enhance occupational safety
and health in medium and small enterprises and agriculture. The project will cover
China, Vietnam and Thailand in the first year.

Progress Report

1. Discussions were made with responsible agencies and persons in China,
Malaysia, and Thailand in 2001 to prepare and plan national tripartite seminars
on the ILO/OSH 2001. Technical advice on the contents of the seminars was provided for the three countries.

2. China plans to hold a tripartite national seminar on the ILO/OSH 2001 in the first quarter of 2002. Through the national seminar, China plans to upgrade its own national guidelines on OSH-MS reflecting the ILO/OSH 2001. The State Administration for Work Safety and the National Training Centre for Occupational Safety and Health will be the organizers for the national tripartite seminar.

3. Malaysia is completing its own national guidelines on OSH-MS fully reflecting the ILO/OSH 2001. The Department of Occupational Safety and Health in the Ministry of Human Resources is responsible for developing the national guidelines on OSH-MS. The new national guidelines is expected to be completed in February 2002. A national tripartite seminar on the new national guidelines and the ILO/OSH 2001 will be held in the second quarter of 2002.

4. The Ministry of Labour and Social Welfare of Thailand plans to establish its own national guidelines on OSH-MS based on ILO/OSH 2001. A national tripartite seminar on the ILO/OSH 2001 will be held in May 2002 in conjunction with the National Safety Week in Thailand.

5. India, the Philippines and Vietnam showed their interest to hold their national workshops on the ILO/OSH 2001. Detailed plans will be discussed with the constituents of the three countries and SafeWork in HQ.

6. Remarkable progress was made to support SMEs to improve occupational safety and health using the ILO/OSH 2001. In October 2001, a pilot training course on ILO/OSH 2001 for SMEs was held in CanTho Province in Vietnam. Twenty SMEs sent their worker and employer representatives to the training. In the training, an outline of the ILO/OSH 2001 was explained in an easy-to-understand manner. In the group discussions, the participants developed their own OSH-MS for their factories. Follow-up visits were carried out to the participated enterprises in December 2001 and confirmed that the participated enterprises successfully applied the ILO/OSH 2001. The employers of these enterprises, in consultation with their workers, developed their own OSH policies and workplans, and implemented many improvements in safety and health.

7. On the basis of the successful experiences in the application of the ILO/OSH 2001 to SMEs in the region, development of a training package for SMEs is planned. The safety and health specialist in EASMAT, in close collaboration with an international consultant, will complete a draft training package in the second quarter of 2002.

Workplan for FY2002

New 3 year project focusing on SM-enterprise and Agriculture will be launched in 2002.

In 2002, the project will be implemented in China, Thailand and Vietnam.
Activity 1: To review national policies and existing activities by the government, employers’ and workers’ organizations and NGOs on safety and health in small enterprises and in agriculture.

Activity 2: To collect and analyze available occupational injuries statistics and related information in small enterprises and agriculture.

Activity 3: To conduct a survey to identify key issues to improve safety and health in the two industries at both national and grass-root levels.

Activity 4: To conduct national workshops on occupational safety and health in small enterprises and/or in agriculture. The discussion in the national workshops will focus on (1) establishing clear and coherent national policies and frameworks, (2) roles of relating ILO Conventions (No.155, No.161 and No.184), and (3) practical measures to support grass-root actions.

Activity 5: To develop and implement participatory and action-oriented training programmes relevant to owners and workers in small enterprises and farmers. Pilot training courses and training-of-trainers (TOT) courses using the developed training programmes will be held in the three countries.

8. Strengthening labour administration for employment promotion and Human Resource Development (HRD) in Cambodia

The Cambodian component of this project aims to assist disabled people workers and particularly those disabled through war or landmine explosions to acquire an employable skill which would enable them to participate actively as income earners in the workforce.

In order to ensure the successful continuation of this project which has been proved successful, a period of transitional activities was envisaged in 2000 and 2001 utilising the leftover of the project budget and Japan General Fund. The main objective of transitional activities was to transfer project operation to the MOSALVY (Ministry of Social Affairs, Labour, Vocational Training, and Youth Rehabilitation).

The project established a Disability Resource Team (DRT) to assist and support the integration of trainees into the Provincial Training Centres (PTCs), originally operated under the ILO/UNDP “Vocational Training for the Alleviation of Poverty (VTAP) project, and later into training programmes operated by NGOs and other organizations. Since its inception, the project operated in the provinces of Battambang, Pursat, and Siem Reap, while maintaining headquarters in Phnom Penh, where project staff coordinated with the government, other national NGOs, and city-based vocational training centres.

Progress Report
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Management and Staffing

Mr. Kola, who assumed the role of project manager in place of Rick Droz, the international consultant who left the project last year, proved to be an excellent trainer and able administrator. Although considerable backstopping was provided by the Senior Specialist, whose ability to do so was enhanced by the presence of an Associate Expert funded by the Finnish government, Mr. Kola proved to be an excellent team leader. A MOSALVY counterpart, Mr. Sam Ath, proved to be a real asset to the team as well.

Enhancement of DRT and human resource administration skills

One of the project’s primary objectives is to promote employment and human resource development for people with disabilities by strengthening the capacity of labour administration in Cambodia. This objective is in line with MOSALVY’s priority of enhancing national capacity to provide such services.

During the past year, the following training workshops were offered to DRT, government and NGO staff:

- Three-day workshops in Disability Awareness Training (DAT) and Success Case Replication (SCR). SCR is a system of peer training and informal partnerships, in which a successful entrepreneur trains another individual in the technical and commercial aspects of his/her business. Between 20 and 30 people attended each of the seminars, which lasted for 3 days apiece. Each session was highly rated by participants who found the methodology useful and applicable to the Cambodian context.

- In September, the project held a three-day workshop as part of the transition plan, to orient POSALVY directors to the DRT methodology, the transition plan, and disability awareness training. The POSALVY directors rated the workshop highly, showed great enthusiasm, and agreed to appoint a disability focal point person in each province. In addition, some make additional action plans to conduct DAT workshops, etc.

- In December, a 6-day workshop was held that included a disability focal point from each of the 24 provinces as well as MOSALVY personnel, including those who will be responsible for the project and others from vocational training and manpower sections. The agenda included DAT, an orientation to DRT and SCR as well as skill development session related to interviewing skills, gender awareness, small business planning and other topics. Once again, the workshop was well received as training opportunities for provincial staff are limited and appreciated. The focal point participants developed a job description and plans of action.

- DRT staff developed additional training skills as a result participating as primary trainers in the above-noted workshops. While ILO and consultants were also involved, the DRT staff was coached and assisted in developing their skills as trainers and they did an excellent job.
Summary of Projects Conducted under
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- On-the-job training and coaching of several MOSALVY staff was part of the transition plan and took place over several sessions between staff and the project manager.

- Several MOSALVY staff conducted study tours at each of the DRT sites to learn first-hand about the project operation and activities.

- The bookkeeper continues her English language skills and has also participated in workshops and individual training provided by the ILO for its administrative staff in Cambodia. Two of the field staff also continued to study English.

Success Case Replication

The integration of the SCR methodology was a major achievement in 2001. It was introduced to the DRT project in 2000 but it had not yet been integrated into project activities. It was felt that staff needed to build its capacity in SCR in order to properly implement it, which resulted in additional training for DRT staff and NGO and POSALVY staff with whom they partner.

Accessibility

During 2001, two bathrooms at training centres were made wheelchair accessible with project funds. In addition, adaptive equipment was provided to 10 individuals so that they could access training courses.

Grants, Loans, and Special Allowances

In 1999 provisions were made to provide special allowances, grants and loans to overcome specific barriers that people with disabilities faced in securing training and employment. In 2001, 82 individuals used special allowances and 52 accessed the credit scheme. This money is managed and distributed through Handicapped International PRES programme, which receives some administrative fees.

Placement of Disabled People in Training

In 2001, 78 persons with disabilities started training at various government-sponsored and NGO vocational training centres in the three rural provinces where the DRT is operational. A total of 75 individuals completed training. (Note that some of the programme completers may have initiated their training in the previous year.)

Graduates

During 2001, 74 individuals who completed training have found jobs or started their own businesses. More than two-thirds of them have accessed the credit scheme so that they can start their own businesses. The remainder have found jobs or started their own businesses without financial assistance.
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Evaluation

An outside evaluator, Ms. Margaret Gadd, who has experience in vocational rehabilitation and is experienced in Cambodia, conducted the evaluation. Overall, the evaluation found the programme quite successful.

The major criticism related to project transitioning. She expressed concern about MOSALVY’s readiness to assume project activities and recounted MOSALVY’s concern that they did not receive enough notice regarding the termination of funding.

9. Technical Meeting on Employment Promotion of Disabled People (Tentative title, New project)

In April 1992 the Economic and Social Commission for Asia and the Pacific (ESCAP) proclaimed the Asia and Pacific Decade of Disabled Persons, 1993-2002. Annual meetings have been held to review progress toward reaching the targets and the overall goal of promoting the equality and full participation of disabled persons in society.

The Osaka Forum, which is an umbrella activity for organizing a series of meetings scheduled in October 2002, will be a vehicle for evaluating the Decade’s progress and considering other activities to keep its message on the social agenda. The Japanese Association for the Employment of Disabled Persons (JAED) has proposed that the ILO sponsor a meeting, using ILO/Japan multi-bilateral fund, to coincide with JAED’s research meeting which is planned as a part of the Osaka Forum.

The meeting will focus on international standards, state of the Region, and several thematic topics related to Employment Promotion of Disabled People. A survey reviewing countries in the Region will be conducted prior to the meeting.

Planned Activities

a) Mobilize personnel and partners

This project will be a collaborative activity of several partners, including JAED which is the ILO’s partner in conducting the meeting that will be part of the Osaka Forum and San Diego State University and the Employment Commission of Rehabilitation International in the Asia Pacific Region, who will participate in the research study and publication.

b) Conduct descriptive research on the status of vocational rehabilitation in the Region

The purpose of the proposed research is to provide a status report of the state of vocational rehabilitation in the region by conducting studies of 15-18 representative countries on key data points related to policy, research, policy implementation, practice and related dimensions. It is also expected to inform the field of vocational rehabilitation in general and especially follow-up activities related to the Decade, which may likely include a second Decade.
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c) Conduct a regional analysis of the country studies

Dr. McFarlane will prepare a paper providing an introduction and analysis of the country studies—a state of the region review. This paper will identify regional trends and issues that emerge from the country studies as well as specific needs and challenges for further direction of employment and training of people with disabilities in the region. It will also highlight some of the good practices and achievements that have been realized towards equal opportunity and treatment of disabled persons.

d) Prepare two thematic papers

The ILO vocational rehabilitation specialist will prepare a paper illustrating the role of employers and employer associations in fostering the inclusion of people with disabilities in formal sector jobs with particular attention with regard to how employer involvement in training and hiring practices can be advanced.

A second paper will be commissioned to address an emerging issue based on research outcomes. It is highly likely that it will address aspects of self-employment and entrepreneurship among people with disabilities in the region.

e) Publish the papers, examples of best practice and country studies

The regional analysis, thematic papers and country studies, inclusive of examples of best practice will be published and disseminated in Osaka and on various websites. The publication will also be made available to people who are blind or visually impaired using the Daisy format. The publication will form the basis of the ILO meeting held as part of the Osaka Forum.

f) Conduct a technical meeting on training and employment for people with disabilities in the Region

Plan for and hold a technical meeting, tentatively titled Technical Meeting on Employment Promotion of Disabled People-the Decade and Beyond. The purpose of the meeting will be the following:

- Exchange and disseminate country experience in the training and employment of people with disabilities
- Explore key regional issues, including challenges and best practices
- Formulate recommendations for policy, research, and practice that relate to the next Decade’s activities, the development of the field of vocational rehabilitation, and equal opportunity and treatment of people with disabilities
- Develop specific action plans for each country.

Participants will include one government representative who will hopefully be a high-level decision or policy maker familiar with the employment and training practices of that country and can implement some of the ideas generated in the meeting. The second representative should be a representative of a major vocational
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rehabilitation or employment and training service provider, or a representative of an
employer or trade union group that has engaged in activities related to the
employment and training of disabled persons. Care must be taken to ensure that
people with disabilities are adequately represented.

The two-day meeting will include a joint opening with JAED, where the basic
research and analytical findings will be presented (one-half day). The following two
half days remaining day will include more in-depth analysis and discussion of the
research finding and implications, including specific sessions dealing with thematic
papers. A final one-half sessions will consist of small working groups to identify
specific recommendations for the upcoming Decade of activities and the general
development of policy and practice in the Region, as well as the development of
individual country action plans.

g) Prepare and disseminate conference proceedings

Conference proceedings will include a description of meeting activities,
discussion summaries, and most importantly, the final recommendations for future
action from the group.

10. ILO/Japan/Germany Regional Meeting on Social Dialogue in Asia (Conducted
by FY1999 budget)

Progress Report FY2000

Originally designed as a research-centred activity on tripartite social
agreement in selected number of Asian countries, the Programme was reformulated
into the regional seminar on social dialogue in Asia. The ILO/Japan/Germany
Regional Tripartite Meeting on Social Dialogue in Asia was held in Bangkok, 21 – 23

The goals of the meeting were to

- Examine the current state of social dialogue in participating countries; identify
  challenges and policy issues posed by globalization and in particular by the
  Asian financial crisis;
- Identify possible barriers to further development of social dialogue, by
  examining the capacity of the actors, institutional arrangements, structures,
  processes, practices and outcomes of social dialogue; and
- Propose measures for the reform of social dialogue policies and practices from
  the perspective of each of the tripartite partners.

The meeting was attended by 61 participants from 12 countries. They included
12 Government representatives, 12 Employers’ representatives and 12 Workers’
representatives. Also present were two official observers, six resource persons and ten
ILO officials. The Meeting comprised five technical sessions as well as discussions
by tripartite working groups. The participation of high-level tripartite delegation from
Germany was arranged based on Japan-Germany agreement on bilateral cooperation in labour and social policy field.

11. The Feasibility Study on Active Labour Market Policies and Social Protection in the Context of the Asian Financial Crisis and Recovery (Philippines phase)

**Progress Report FY2000**

I. Introduction and background

A joint WB-ILO-JMOL/JIL Seminar was held in Tokyo of October 1999 at the outset of which the World Bank (WB), the ILO and the Ministry of Labour, Japan (JMOL) agreed to implement follow-up activities to promote active labour market policies (ALMPs), unemployment insurance provisions and other forms of income support measures in East and South-East Asia. It was agreed that follow-up activities should have a clear application to real issues facing countries in the region. This note summarises studies on the applicability, design, and implementation of ALMPs, unemployment insurance provisions and other forms of income support measures. It builds on the prior work presented at the Tokyo seminar of 1999 with a particular focus of the case of the Philippines. The different parties had then agreed to later on extend the findings to other countries in the region.

This project focused on the field work and the preparation of papers to be submitted at the regional workshop in Manila at the end of February - early March of 2001 funded by JMOL in the order of 8 million yen.

At first this project consisted of two phases, Philippine phase and Thailand phase. The latter is a follow-up activity of ILO’s study "Assessment of the feasibility study of introducing an Unemployment Insurance Scheme in Thailand", 1998. However it was converted to another project “Improving Industrial Relations in Indonesia at the Enterprise Level”. It was agreed by JMOL in 2001.

In parallel to this project, the ILO Manila Area Office had received a request in September 1999 from the Department of Labour and Employment of the Philippines to receive technical assistance to review the feasibility of introducing unemployment insurance provisions. This official request further justified this present project when it was later on proposed in Tokyo.

II. Achievements

The ILO and the World Bank agreed to jointly undertake studies as specified below in collaboration with Department of Labour and Employment of the Philippines (PDOLE). The final reports would be discussed in the regional workshop of Feb.-Mar. 2001. The technical reports produced under this project included:

- Report on ALMPs in the Philippines (ILO)
- Six (6) Reports on the Feasibility of Unemployment Insurance in the Philippines were consolidated - cf. Section 2.3 (ILO)
- Report on the other forms of income support for the unemployed in the Philippines (WB)
- Report on the Korean experiences to the Financial Crisis (WB)
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- Report on the European experiences with ALMPs (WB financed by ASEM)
- Report discussing wider implications of ALMPs for the region (ILO and WB)

2.1 Study on ALMPs in the Philippines

Mr J Krishnamurty, Senior Economist, IFP/CRISIS undertook a mission to Manila and identified national consultants and prepared TORs for a set of four studies relating to: Philippine labour market trends (by Teresa Soriano and Gigette Imperial of the DOLE Institute of Labour Studies); training and retraining (by Edita Tan of the University of the Philippines); employment generation by credit programmes (by Fernando Aldaba of the Ateneo University); and employment facilitation programmes of the public employment services (by Rene Ofreneo of the University of the Philippines). EMP/RECON staff technically backstopped this activity and periodically provided technical inputs in the revision of successive drafts of the papers.

2.2 Studies on the Feasibility of Introducing Unemployment Insurance in the Philippines

Ms. Anne Drouin was appointed by the ILO Regional Director to coordinate this component of the project. This study was undertaken in close collaboration with the Department of Labour and Employment of the Philippines and social partners as it related to a request for technical assistance on a similar subject-matter. The team of experts assigned to these studies included:

- Dr Kil-Sang Yoo, Director General of the Employment Research Centre of the Korea Labour Institute: his assignment focused on the prerequisites before a UI scheme can be implemented, the policy review of UI compensation provisions, severance pay, job search and training for the unemployed and the development of a set of policy scenarios and provisions to be implemented at an ulterior time when UI could be feasible.
- Dr Aniceto Orbeta, Senior Labour Economist of the Philippines Institute for Development Studies: his assignment focused on the labour market review, the development of forecast assumptions and the costing of the policy scenarios for UI.
- Mr. Donald Fraser, ILO consultant on employment services from Australia: his assignment focused on the administrative review of the PESOS and implications in the context of the introduction of a UI scheme.

2.3 Participation to a Korea Labour institute/ ILO/ Friedrich Ebirt Siftung Seminar on Unemployment Insurance in OECD countries and middle-income economies of Asia (Thailand and the Philippines), Seoul, 12-13 September 2001

This meeting was of a high technical nature as 30 international experts took part to this seminar. The OECD experts invited were amongst the most reputed experts in the area of UI from the UK, Germany, Japan, the USA, Canada, Korea and Sweden. The ILO/Japan programme generously sponsored the participation of three officials and researchers from the Philippines to present their perspective on the development of unemployment insurance in the Philippines. They completed a report on policy considerations for the introduction of UI in the Philippines.
2.4 Report on the wider implications of ALMPs for the region

Mr Rizwanul Islam (Director EMP/RECON), Mr J Krishnamurty and Ms Shivani Puri prepared a paper on Active Labour Market Policies in East and Southeast Asia. Ms Shivani Puri worked as a research assistant under the project component and provided inputs into the preparation of this paper.

2.5 Regional workshop

A regional workshop entitled *ILO/World Bank/ASEM/Japan Follow-up meeting on Employment, Income Security and Labour Market* was held in Manila, the Philippines on 1-2 March 2001, co-hosted by the Government of the Philippines.

The objectives of the Seminar were: to follow up on the recommendations of the WB/ILO/JMOL/JIL Seminar on Economic Crisis, Employment and the Labour Market in East and Southeast Asia held in Tokyo in 1999; to review the country studies relating to the theme of the Seminar; to discuss the ILO approach to unemployment insurance schemes and other forms of income support initiated by the World Bank; and, to consolidate the outcome and/or benefits of these schemes in the light of practical needs and the ability of governments to support such schemes.

The participants are the tripartite delegations from the Crisis affected countries (Indonesia, Korea, Malaysia, the Philippines and Thailand) and officials from ILO, WB and JMOL.

In the regional workshop in Manila, as an extension of the work on crisis-affected Asian countries, the Government of Japan has agreed to fund a small project on strengthening employment and labour market policies for poverty alleviation in Indonesia. Through the discussion ILO and JMOL agreed that the project in Indonesia would have a regional workshop on ALMPs.

12. Regional Seminar on Labour Market Policies and Poverty Alleviation Strategies in Recovery from the Asian Crisis

The seminar was postponed from the originally planned for 2001 due to the situation in Indonesia.

**Title:** ILO/Japan Seminar on Labour Market Policies and Poverty Alleviation Strategies in Recovery from the Asian Crisis: Implications for East and South East Asia

**Tentative date and duration:** April 2002, three days

**Venue:** Jakarta, Indonesia

**Participants:** Republic of Korea, Thailand, Malaysia, the Philippines, Japan, and Indonesia

The purpose of the meeting is to discuss the experience of Indonesia’s recovery from the Asian economic crisis in the larger context of the experience of other countries within the region. The focus will be on labour market policies and approaches to poverty alleviation. On the basis of the discussion, the major findings
and their implications for policies and programmes in the East and South East Asian region will be identified.

Five resource persons who would also prepare papers for the discussion will attend the meeting. The Japanese Ministry of Health, Labour and Welfare as well as the Japan Institute of labour would also be presented.

13. **Regional Meeting for Youth Employment in Asia and the Pacific**

The main idea to organize a regional meeting is to help in sharing best practices among the Asia and the Pacific countries on promoting youth employment. A sub-regional meeting on the subject was organized by SAAT and ACT/EMP in May 2000 in Bangalore, India. The High Level Policy Network on Youth Employment has been organized jointly by UN, WB and ILO. In support of this initiative, a Task Force on Youth Employment has been established by the Employment Sector of the ILO.

In addition, this meeting has considerable links with the “Youth Employment Summit 2002”, organized by the Education Development Center, Inc. supported by several international organizations and NGOs.

The regional meeting will be held in BKK from 27 February - 1 March 2002 inviting 8 countries.

**Activities funded by ILO/RBTC**

**Phase I: Preparatory Research**

(1) **Youth Statistics**

Statistics on youth in the Asia and Pacific region were compiled to supplement the data in the ILO Key Indicators of the Labour Market (KILM). We hope to fill in some of the gaps. An international consultant is working on compiling the data, which will be finished by 31 December 2001.

(2) **Thematic Studies**

International consultants prepared two thematic studies for the region:

- *Promoting youth employment through information and communication technology (ICT): Best practices in Asia and the Pacific.* The final paper should be completed by 14 December 2001.

- *Active labour market policies for youth employment in Asia and the Pacific: Traditional approaches and innovative programmes.* The final report should be completed by 31 December 2001.

(3) **Country Papers**
We have asked national consultants to prepare country studies for eight countries that will participate in the regional meeting: Australia, Indonesia, Japan, Hong Kong SAR, Papua New Guinea, Sri Lanka, Thailand and Viet Nam. We have received the first drafts of all the papers except for Australia and Japan. We expect that these will be submitted by 14 December 2001. All final reports must be approved by 31 December 2001.

The Permanent Secretary of the Ministry of Labour and Social Welfare in Thailand mentioned in a planning meeting on 6 December 2001 that the minimum wage issue would affect youth employment. Subsequently, we have identified a national consultant who will examine the impact of wages on youth employment. This paper is being funded with both ILO RBTC and ILO/Japan funds.
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*Planned Activities (funded by ILO/Japan)*

**Phase II:**

1. National workshops

   These are designed to discuss issues, identify strategies and propose projects. They are being organized for six of the eight countries: Indonesia, Hong Kong SAR, Papua New Guinea, Sri Lanka, Thailand and Viet Nam. The principal outputs of these country workshops are employment strategies and project proposals that will be discussed at the regional meeting. Successful workshops have been organized in Hong Kong SAR (30 November 2001) and Viet Nam (4 December 2001). Letters of Agreement have been signed for workshops in Indonesia, Sri Lanka and Thailand to be held during January. We are still waiting to hear from the ILO Suva Office about the national workshop for Papua New Guinea.

2. Regional Meeting

   The meeting will review information, experience and recommendations of country studies, national workshops, statistical research and thematic papers in view of the key priorities outlined by the Secretary-General Kofi Annan’s High-level Panel on Youth Employment Network: enhancing employability, ensuring equality, promoting entrepreneurship and creating employment. We are in the process of sending out the letters of invitation that request nominations for participants and observers.

   The immediate objectives of the meeting are to: (i) enhance the capacity of participants to identify and understand key issues relating to youth employment; (ii) introduce country experiences, best practices, regional research and statistical information that can be used in formulating policies to deal with youth employment; (iii) identify strategies that can be used in national action plans and youth employment programmes; and (iv) disseminate information about youth employment strategies through a web site and ILO publications. It is hoped that participants and observers representing Australia, Indonesia, Hong Kong SAR, Japan, Papua New Guinea, Sri Lanka, Thailand and Viet Nam will identify follow-up activities in terms of employment strategies and pilot projects.

3. Information Dissemination

   We plan to disseminate information through publications and a web site. The publications will include a regional overview of youth employment as well as an action manual for youth employment. An international consultant is preparing a synthesis report of the country studies. This is being funded by ILO RBTC. Together with youth statistics and thematic papers the country synthesis will be added to the report of the meeting.

**Phase III: Follow-up**

It is our hope that we will move from plans to action. The project is looking for donor support for some of the pilot projects prepared at national workshops and discussed at the regional meeting.
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14. Improving Industrial Relations in Indonesia at the Enterprise Level (Conducted by FY2000 budget)

In terms of the activities outlined in the project document, initial contacts were made with reputed resource persons and trainers to conduct a series of trainer-training programmes in Jakarta, Surabaya and Medan. After careful search, Mr. Robert Heron, formerly a Senior Labour Administration Specialist in the ILO-EASMAT in Bangkok was selected as the external collaborator to produce a Resource Book or Training Manual for use by the trainers in the TOT programmes. The Resource Book was carefully drafted, based on consultations with ILO-SEAPAT specialists in Manila and taking into account the current stage of development of industrial relations in Indonesia. The Resource Book was subsequently translated into Bahasa Indonesia and distributed to the selected trainers, so that they may find it an easily intelligible and useful tool both for sharpening their own training skills and effectively delivering enterprise level training to workers and managers.

Recruitment of candidates from academia and NGOs was carried out for the first TOT programme. Out of 10 selected trainers, 9 trainers (3 of whom were women) completed the first TOT programme organised in Jakarta from 8-14 November 2001. Besides producing the Resource Book, Mr. Robert Heron was also assigned as the Resource Person to conduct the first TOT programme. Mr. Djoko Sudibyo of APINDO (Employers’ Association of Indonesia) and Mr. Halim Mansyur of the Malaysian Trade Union Congress (MTUC) assisted him.

Mid-term Report

Based on Mr. Robert Heron’s report on the first TOT programme and extensive consultations with Mr. Alan Boulton, the newly appointed Director of the ILO Jakarta office, the following revisions in project implementation were proposed:

1. A Project Coordinator will be appointed to complete the remaining project activities.
2. Considering that the Jakarta TOT programme was held in November 2001, a one-day refresher course will be conducted on 15 January 2002 before the enterprise level trainings are conducted in Jakarta and neighbouring areas. Mr. Djoko Sudibyo of APINDO will serve as the Resource Person for the refresher course.
3. Mr. Halim Mansyur of MTUC will be asked to attend the enterprise level training in Jakarta and continue as a Resource Person for the Surabaya TOT programme.

The project implementation schedule was affected by several factors, some of which could not have been foreseen:

Future Activities

- The enterprise level training in Jakarta and neighbouring areas will commence on 21 January 2002.
- APINDO will identify the list of enterprises from which participants will be selected for training.
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- Trainers will be selected from academia and NGOs for the second TOT programme scheduled from 4-8 February 2002 in Surabaya.
- Enterprise level training at the enterprises identified by APINDO will follow the Surabaya TOT programme.
- Depending on the availability of time and financial as well as human resources, similar TOT and enterprise level training programmes may be conducted in Medan in February-March 2002.
- A national seminar will be organised in March 2002 to share experiences and consolidate the lessons learned.

End of Summary
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