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The ILO in Tajikistan

Tajikistan and decent work



After the economic collapse of the 1990s and the unprecedented drop in GDP by 75%, Tajikistan's economy grew at a robust average of 8% per year during the 2000-2014 period. Tajikistan is the world's most remittance-dependent country, with remittances constituting 41.7 % of GDP in 2014. Due to the recession in Russia – the main country of destination for Tajik migrant workers – the value of remittance inflows in US dollars during the first six months of 2015 declined by 33%.

Despite the growth of wage employment, informal employment still prevails in Tajikistan, accounting for 78% of total domestic employment in 2009. This share is slightly higher for women than men (80% versus 77%). In 2009, the informal sector accounted for 54% of all workers employed in non-agricultural sectors of the national economy.

Tajikistan has been a Member of the ILO since 1993 and **has ratified 50 international labour Conventions.**

Strategic framework: the Decent Work Country Programme for 2015-2017 aligned with national priorities

Drawing on the common commitment of the Government, and the workers' and employers' organizations, the new **Decent Work Country Programme (DWCP)** articulates the strategic framework for ILO operations for the years 2015-2017. A number of outcomes are set in line with the **United Nations Development Assistance Framework** for 2010-2015 (UNDAF) and the National Development Strategy of the Republic of Tajikistan until 2015. These are based on the National Development Goals and other state programmes.

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Tripartite constituents

Government: Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan

Workers' organisation: Federation of Independent Trade Unions of Tajikistan

Employers' organisation: Union of Employers of the Republic of Tajikistan

Find out more

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The Decent Work Country Programme (2015-2017) priorities are

- 1 Strengthening capacities of tripartite constituents to address priority labour issues through social dialogue
- 2 Promoting decent employment opportunities for men and women including returning labour migrants
- 3 Improving working conditions and enhancing the coverage of social protection

Key challenges

- **12%** of men and **10,5%** of woman are unemployed
- Over **30%** of urban youth (15-24 years old) are unemployed
- **27%** to **40%** of the total labour force are labour migrants outside Tajikistan

Main actions and key results

Modernizing labour legislation and strengthening social dialogue

In 2013, a Decent Work Country Analysis was conducted, providing ILO constituents and other national stakeholders in Tajikistan with a quality analysis and information on the situation and progress in the field of decent work at the national level, as well as on the key problems and challenges the country faces on the way to achieve the decent

work objectives. The study is helping assess national policies and identifying alternative ways of developing them.

The capacity of the social partners on collective bargaining, wages, informal employment, protection of migrant workers' rights, gender-specific aspects of social protection and maternity protection was strengthened.



Assessing the needs of the labour market in Tajikistan to facilitate transition to decent work for young people

In the last year, the ILO in Tajikistan has reinforced the labour market information systems for the Ministry of Labour, Public Employment Services and the Statistics Agency in order to facilitate the access to decent jobs. Tajikistan's Labour and Employment Agency and the Ministry of Labour, Migration and Employment, with the

support of the ILO's project on "Applying the G20 Training Strategy," organized a round table conference in October 2015 to present the findings of an Establishing Skills Survey, evaluating needs in the Republic's three districts: Sughd, Khatlon and the capital city of Dushanbe.

The existing vocational education and training system for adults was reviewed and measures to improve the system were developed. A roadmap for the further development of the State Employment Agency was prepared, aimed at strengthening the capacity of institutional actors to provide better services.

Eliminating child labour in Tajikistan

The first-ever child labour survey was conducted in Tajikistan in 2012-2013 by the National Statistics Agency in close cooperation with the ILO. According to the survey, 23% of the children in the country are working children.

The ILO supported the country's efforts to develop the first National Policy and National Action Plan (NAP) on the elimination of the worst forms of child labour for 2015-2020, which was adopted on 31 October 2014. The ILO promotes

the mainstreaming of child labour issue across policy and operational strategy to ensure that it is approached and addressed in all sectors.

Furthermore, at the initiative of the ILO, the list of hazardous child labour was updated through a process led by a Tripartite Working Group and with the support of the Ministry of Labour, Migration and Employment, the Federation of Independent Trade Unions and the Union of Employers.

Child Labour Monitoring Systems (CLMS) are used as an effective tool to prevent and eliminate child labour. Awareness-raising sessions with the parents of working children and training for programme stakeholders were held. The President of Tajikistan expressed its full support at the national level for the progressive elimination of child labour and made a series of recommendations, including encouraging the MLME to work more closely with the ILO.



Preventing HIV and combating discrimination on the workplace

The ILO activities on HIV in Tajikistan have been designed and implemented to strengthen gender equality, with emphasis on access for women living with HIV to labour market information, vocational training and employment.

The Network of Women Living with HIV (TWN+) in Tajikistan has been strengthened and involved at all stages in the promotion and implementation of the Recommendation No. 200 concerning HIV/AIDS and the world of work. The TWN+ participated in the drafting

of a National Policy Paper and its members were actively involved in the organization of ILO workshops and seminars, and in activities to promote access of HIV-positive women to vocational training and employment.

A BENEFICIARY'S VOICE

"My name is Tahmina I am 26 years old and I am HIV-positive. I was infected by my husband, who was a drug addict. My child died from AIDS, since my status was unknown and doctors performed direct blood transfusion to her without testing. My husband died as well and I was left alone without my beloved ones, without income and without shelter. I have faced HIV-related stigma and discrimination. For me it was important to do any work, because it distracted me from thinking about the death of my husband and child.

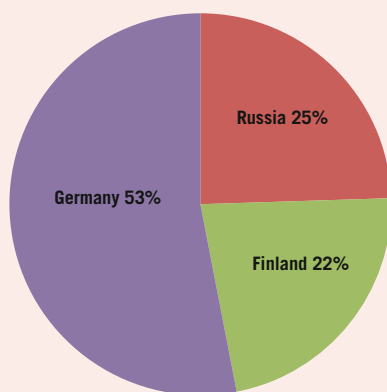
In 2010 the "HIV-Positive Tajikistan Women's Network" was established in the Center for Mental Health and HIV/AIDS. I was elected as the Network's deputy director. I took a three-month course on "Principles of Accounting" from the Adult Learning Center in Tajikistan, with the support of the Ministry of Labour. Now I work as an accountant. Following my path, other 12 women living with HIV were able to attend professional courses. The ILO in Tajikistan is providing strong assistance for the development of our Network. We have been working with the ILO for more than a year, in order to advocate for HIV prevention and to reduce HIV-related stigma and discrimination in the workplace. We feel that we can rely on their support and assistance at any time."



Partnership for decent work

In promoting decent work principles in the country, the ILO has built a strong partnership with UN agencies (UNDP, UNICEF, WHO, UNAIDS, UNFPA) and with donor support. ILO is also a member of the DCC (Development Coordination Council) that was established to facilitate information exchange and collaboration within the development community, to strengthen aid effectiveness, as well as foster dialogue on shared priorities with the Government of Tajikistan. While formulating and implementing the decent work country programme priorities, the ILO closely cooperates with the social partners.

Major ILO resource partners in Tajikistan (2012-2015)



Next steps

The ILO "From the Crisis towards Decent and Safe Jobs" program for Kyrgyzstan and Tajikistan was extended to a second phase until 2018 and it is part of the Wider Europe Initiative (WEI), a bilateral cooperation programme in Eastern Europe, Southern Caucasus and Central Asia, launched by Finland in 2008, which seeks to promote stability, prosperity and well-being in the countries of the region.

THE ILO AND DECENT WORK — A MANDATE FOR PEACE AND SOCIAL JUSTICE

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity.

Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men.

Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Country Programme Results for Tajikistan in 2014 and 2015

| COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED | ILO CONTRIBUTION (OUTPUTS) |
|--|---|
| Increased capacities of constituents in governing social security in line with International Labour Standards | |
| <p>A group of 30 national social security/protection experts of the newly established Ministry of Health and Social Protection (MHSP) as well as social partners, social security institutions and other UN officials were trained on social security issues (international labour standards on social security, administration and some specific topics such as social protection for migrant workers and maternity protection).</p> | <ul style="list-style-type: none"> > The ILO provided technical support to increase the knowledge base and technical capacities of the staff of the new Ministry of Health and Social Protection through technical consultations and introductory training on ILO standards on social protection; capacity-building training sessions on social protection issues and promotion of Social Protection Floors (July 2015, ITC Turin; September 2015, Dushanbe and December 2015, Dushanbe). > The ILO provided technical advice to MHSP experts involved in the drafting of the State Programme on Health and Social Protection of Persons with Disabilities, 2016-2020. |
| Improved National Labour Market Institutions and analysis systems | |
| <p>The roadmap for the further development of the State Employment Agency was developed, aimed at strengthening the capacity to provide better services, including for young job seekers.</p> | <ul style="list-style-type: none"> > Within the framework of the Project "Partnerships for Youth Employment in the CIS" the ILO provided policy advice and technical support to the tripartite constituents on the development of the State Employment Agency and the improvement of its services through participation in the voluntary peer review of youth employment policies and programmes, as well as in the regular meetings of the regional cooperation network. > Good practices were identified on "what works" for youth employment in the Central Asia. The initiatives resulted in improved national capacities on collecting and analyzing youth labour market data as well as creating and assessing evidence-based policies and strategies. |
| National vocational education and training system for lifetime learning improved | |
| <p>The existing vocational education and training system for adults were reviewed. Measures for improving this system were developed, using the findings and recommendations of analyses and researches conducted in the framework of "Applying G20 Training Strategy" project.</p> | <ul style="list-style-type: none"> > Within the "Applying the G20 Training Strategy" project, technical and financial support was provided to the ILO constituents in Tajikistan to review, analyze and develop recommendations on national training needs in vocational education in 3 territories of Tajikistan in the energy, construction and agriculture sectors. > The ILO provided technical advice, consultations and capacity building for the staff of the Agency of Employment and Migration under the Ministry of Labour with the scope to increase national capacity to collect and analyze data. |
| Increased capacities of the government and social partners to fight the worst forms of child labour | |
| <p>A package of measures was designed and implemented in the framework of the National Action Plan for Eliminating the Worst Forms of Child Labour:</p> <ol style="list-style-type: none"> 1) Updated the hazardous child labour list (with additional 15 types of hazardous work), approved by the Government under Reg. 169 signed by the President; 2) Child labour issues mainstreamed into the State Labour Market Development Strategy 2013-2020; 3) Inter-agency cooperation established to build national capacity to conduct National Child Labour Surveys (with UNICEF); 4) Further reinforced and expanded the Child Labour Monitoring System, piloted in 2009-2010; 5) Trade Unions of Education and Science Workers of Tajikistan (TUESWT) mainstreamed the topic of child labour in school curricula for children and teachers; 6) Awareness raising campaigns were organized, targeting the administrative and management members of the biggest markets; 7) The Resource Centre for "Child labour in agriculture" was established. The "National Committee of Workers' Unions of Trade, Consumer Cooperatives and other Forms of Entrepreneurship" conducted awareness raising and capacity building training sessions on child labour for 65 trade union activities and 35 administrative and management members of the six biggest markets in the city of Dushanbe. | <ul style="list-style-type: none"> > With the technical and financial support of ILO-IPEC, a Tripartite Working Group of 28 technical specialists from the key ministries and governmental agencies, workers' and employers' organizations, civil society and international organizations was established. > ILO-IPEC provided inputs in the form of technical guidance and conceptual materials required for the mainstreaming of child labour issues in the long-term National Programme on Combating the Worst Form of Child Labour. > An Advisory Board was established in the frame of the action program "Child Labour Survey and Development of a Database on Child Labour". The advisory Board guided the planning and implementation of the survey and communicated regularly for reviewing the progress of the survey. Based on the ILO-IPEC coordination and internal fundraising the UNICEF Tajikistan conducted two-day training for 72 supervisors and enumerators on the "Code of conduct for interviewing children". > The Child Labour Monitoring System was piloted and expanded in the rural areas in four regions of the country. With the support of the ILO-IPEC the Child Labour Monitoring Committees for Dushanbe, Khorog and Kulob municipalities as well as for Gafurov, Shugnan and Isfara districts were set up. > 819 children at risk were identified and prevented from engaging in or withdrawn from child labour. Pre-vocational education training, non-formal education, life skills training, as well as awareness-raising sessions on child labour and its consequences were provided to both children and parents. > ILO-IPEC provided support for establishment of the Resources Centre on Child Labour in Agriculture for the Union of Employers of Tajikistan. The Centre collects and disseminates information on hazardous child labour in agriculture, organizes awareness raising activities, training and seminars with the members of the Union of Employers. |

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