International
Labour
Organization

Employment for Stability and Socio-Economic Progress in North Africa

Project concept notes for Technical Cooperation

2011-2015

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION MENA	
Title:	**Development of youth entrepreneurship: the role of business associations**
Location:	Algeria, Morocco, Tunisia
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$1,000,000

I. Background and justification

Recent changes in Maghreb countries have shown the importance of tackling the issue of youth employment. These countries have a younger population in comparison to most other countries. In addition, the unemployment rate among young people is high despite the fact that most of them have received high level diplomas. This situation has led many of them to work in the informal economy in difficult working conditions creating precariousness in the absence of social protection. Youth employment is a critical issue for business associations which are willing to support the young entrepreneurs that would like to create formal and sustainable enterprises.

The creation of enterprises is one response to the youth challenge, however, young people have to face numerous challenges in doing so, including: lack of knowledge of legislation (commercial, labour law, etc.), lack of knowledge about the market, bureaucracy, corruption, etc. For these reasons, most young people are discouraged to create enterprises despite their actual needs. Business associations can assist young people in establishing their enterprises by promoting the right environment, providing expertise and support, and by developing twinning partnerships with a senior entrepreneur in order to overcome the risk and fear of creating an enterprise.

II. Project strategy

Objective 1:

The project should develop the capacities of business associations to promote the right environment for business development and to facilitate the creation of new enterprises, especially by young people. The purpose would be to:

- Promote entrepreneurship during the education cycle and apprenticeship
- Promote incentives to young entrepreneurs (simplified procedures, fiscal deductibility, provision of second-hand premises and materials, etc.)
- Promote a pro-business environment
- Fight corruption
- Provide training to young people who leave school early
- Provide better access to facilities and infrastructure (water, electricity, etc)

Objective 2:

Business associations should develop within their own structures units or focal points where the mission would be able to assist young entrepreneurs in the process of enterprise creation. This is particularly important in local structure outside the main cities. The purpose would be to do the following:

- Develop an action plan at the business association level
- Establish focal points at national and local levels
- Provide support during the legal procedure of establishing an enterprise
- Support young entrepreneurs during discussions with the banking system
- Provide guidance to young people such as expertise on commercial and labour issues
- Provide management skills such as on HRD or fiscal issues, and technical skills such as design, marketing or export
- Encourage partnerships between senior and young entrepreneurs

The project would be implemented through the following steps:

- National events to identify needs and to develop national action plans
- Training to strengthen the capacities of business associations on youth employment
- Local events to identify local needs and to establish focal points
- Training of these focal points
- Publication of materials (brochures, guides) in Arabic
- Development of partnerships and platforms with current enterprises
- An international workshop to exchange the experience between the three countries

III. Comparative advantage

- The ILO is a tripartite organisation which is in direct contact with business associations
- Youth entrepreneurship is key to reducing youth unemployment and in creating jobs and prosperity
- Business associations have the best knowledge of the private sector and its needs

IV. Timing

Can start immediately, first investigations have already been carried out.

V. Partners and beneficiaries

- Confédération Générale des Entreprises Algériennes (CGEA)
- Confédération générale des Entreprises du Maroc (CGEM)
- Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA)
- Young people
- Enterprises

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION MENA	
Title:	**Corporate Social Responsibility**
Location:	Algeria, Egypt, Libya, Morocco, Tunisia
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$600,000

I. Background and justification

Corporate Social Responsibility (CSR) is a term often used in business. It is a term that means many different things to different people, be they businessmen, civil society, academia or the public in general. It is a term that is itself subject to variation: to some it is corporate responsibility, or private voluntary initiatives, and to others it is corporate social opportunity. Despite its name, the concept of CSR remains the same - it is voluntary positive initiatives by businesses that look to go beyond the minimum legal requirements by adding a diverse range of social, economic and environmental areas.

Corporate social responsibility is not a new concept. Businesses have long recognised its role alongside others in contributing to the development of the communities in which it operates. Business associations have already developed at the international level and sometimes at the national level, tools and guide to promote CSR, notably through the International Organisation of Employers (IOE). Business associations have the capacity to broaden the consensus of most companies on what CSR is, what it means to business and why it is, and will remain, an important feature for continuing businesses.

II. Project Strategy

Objective 1:

Launch of national campaign to promote corporate social responsibilities

Related outputs:

- Business associations which are the business voice at the national level and the business partner of the State and trade unions, are best to promote CSR principles among companies, including those which are not members of a business association. This campaign should not only involve large companies but all companies, including SMEs. This will bring the role of CSR principles to the local business community in promoting sustainable companies.
- This campaign should include the promotion of CSR principles, including social and environmental issues within a larger discussion framework on the role of companies in society. Companies should be on the forefront in the preservation of their environment. This should also include the issue of companies and human rights as recently defined by the UN under the auspices of Professor Ruggie.
- Business associations will explain and promote the principles of CSR to companies through national campaigns which will include publications, national and local workshops, and events at the company level. They can utilise the expertise of companies, other business associations

around the world, the ILO, and other stakeholders involved in CSR like the IOE. Business associations will be able to guide the work of individual companies.

Objective 2:

Sub regional cooperation

Related outputs:

- CSR is an issue which has been developed in Morocco and partially in Egypt, but remains absent in other North African countries. An initial sub regional conference is needed to have a first exchange and to define national strategic plans to promote CSR.
- The project will include a platform of exchange between these countries. This platform should also be able to discuss CSR issues with other industrialised countries. Regular sub regional events will be organised to monitor the project and a sub regional task force will be established.

III. Comparative advantage

- The ILO is a tripartite organisation which is in direct contact with business associations
- CSR is an issue for all businesses whatever their size and location
- Business associations have the best knowledge of companies and their needs
- Through an active policy promoting CSR, ILO principles are also promoted

IV.Timing

Can start immediately, first investigations have already been carried out.

V. Partners and beneficiaries

- Confédération Générale des Entreprises Algériennes (CGEA)
- Confédération générale des Entreprises du Maroc (CGEM)
- Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA)
- Federation of Egyptian Industries (FEI)
- Federation of Libyan Chambers of Commerce (or other Libyan business associations)

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Building a comprehensive social security system for social justice in North Africa**
Location:	Egypt, Tunisia, Morocco, Algeria
Duration:	3 years
Lead Office:	ILO Cairo
Budget:	$1,500,000

I. Background and justification

The current crises in the countries of North Africa as well as other crises in the past years such as the economic and financial crisis and the food crisis, have had a negative impact on the labour market and greatly increased levels of vulnerability. Furthermore, social security institutions have also been severely affected by these crises, with a particularly adverse effect on the protection of those most vulnerable. As a result, those affected have been forced to resort to coping mechanisms, such as seeking informal employment. This has a variety of negative outcomes, including reduced capacity to afford health care and education, which in turn has further increased vulnerability and reduced the capacity to find decent jobs.

Social protection systems fulfill an important function as a political and macroeconomic stabilizer by maintaining aggregate demand, reducing inequalities, and cushioning the impact of crises on people and the economy.

II. Project strategy

Strengthening social security institutions and supporting the development of a social protection floor, in particular for workers in the informal economy, will help the most vulnerable to overcome poverty and social exclusion and find decent jobs. It will also help stabilize countries in future crises.

All activities will be undertaken in close collaboration with the various UN agencies and other major stakeholders (donors, NGOs, other financial and technical development partners, etc) of the Social Protection Floor (SPF) initiative. The implementation strategy will rely on a participatory approach and be guided by community representatives, with support from the SPF initiative. Depending on the local context and the specific elements of the SPF that require the most attention, the ILO will either take the lead in developing project activities, or will closely cooperate with the UN agency that takes the lead.

Objective 1:

Emergency delivery of social services through the existing formal social security systems

Related outputs:

- Assistance in the delivery of rapid services to the most vulnerable and those most affected by crises by building on the existing social security structures
- Putting in place a monitoring system to ensure high efficiency

Objective 2:

Strengthening the existing Social Security System

Related outputs:

- Analyzing or updating existing assessments of social security institutions (with regard to issues related to management, coverage, extension of informal workers, benefits, and others) and propose recommendations for improvement, linkages with SPF policies, extension of coverage and benefits, and eventual related reforms.

- ❖ Facilitating or reaching consensus through social dialogue on priorities and actions to be taken in the short and medium term for the improvement of social security institutions.
- ❖ Assistance with the implementation of improvement strategies

Objective 3:

Extension of Social Protection into a proper Social Protection Floor

Related outputs:

- ❖ Increased capacity of decision makers, major stakeholders and institutions of countries at the national and local level to facilitate the building of a SPF
- ❖ Rapid SPF needs assessment
- ❖ Development of a long-term SPF strategy
- ❖ National or local consensus built regarding how to prioritize and sequence the implementation of efficient combinations of SPF components and guarantees (linking social transfers and services and exploring synergies between the various elements, including linkages between contributory and non-contributory schemes)
- ❖ Capacity building of Public Employment Services to become the main providers of social security provisions
- ❖ Monitoring & Evaluation system to monitor the impact of the SPF on household poverty and vulnerability. This will include a regular SPF cost benefit and effectiveness analysis to understand the financial implications, sustainability, multiplier effects, and impact on economic growth.

III. Comparative advantage

- Social security is at the heart of the ILO decent work agenda
- The ILO has a strong technical capacity in the area of social security
- Social partners respect the competence of the ILO in these areas
- Similar projects have been implemented in other countries and regions

IV. Timing

Institutions and implementation structures do exist in all countries, so quick implementation of the project is possible.

V. Partners and beneficiaries

- Social Security Institutions
- Ministries responsible for social security
- All individuals who are not covered or not sufficiently covered by social protection schemes, in particular informal economy workers, including those suffering crisis-induced losses from formal jobs
- The overall population would indirect benefit

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Promotion of collective entrepreneurship and social enterprises**
Location:	Egypt, Tunisia, Morocco, Algeria
Duration:	4 years
Lead Office:	COOP Unit in ILO Headquarters in cooperation with the Decent Work Team in Cairo
Budget:	$10,000,000

I. Background and justification

Collective entrepreneurship and social enterprises are an underutilised option for job creation in the region, both in the formal and informal sector. But with the Arab spring came an increase of requests to approach job creation through more social enterprise development. Through such social economy approaches it is also possible to give voice and representation to the most vulnerable people in the informal sector. This in turn will be an important step towards active citizenship which is a requirement for the development of true democracy in the region.

II. Project strategy

Social economy entities are of particular interest to the Decent Work Agenda because they have the potential to simultaneously contribute to all four dimensions of Decent Work. The strategy will profit from this perfect fit between decent work and social economy approaches.

The strategy is based on assisting existing voluntary, democratically managed and economically self-sufficient organisations, associations and/or cooperatives and to create new ones. At t same time, the project will build and strengthen relevant networks and ensure that the voices of these networks will be heard. All this is embedded in changes in the regulatory framework in order to ensure sustainability. The project will take lessons learned into account from recent projects and in many aspects will take on a similar approach to the successful DIFD funded project "Coop Africa".

Objective 1:

Advocacy for social economy approaches

Related Outputs:

- National promotion campaigns
- Regional promotion campaigns
- Promotion of best practises
- A series of national, regional and local capacity building workshops

Objective 2:

Establishment and enhancement of voluntary, democratically managed, and economically self-sufficient organisations, associations and/or cooperatives at the local level

Related outputs:

- Identification and socio-economic assessment of existing voluntary structures in the formal and informal economy with regard to their current economic, social and societal functions, particularly in rural areas
- Providing support, guidance and capacity building to these structures
- Supporting the set up of new social enterprises, associations and cooperatives

Objective 3:

The formation of horizontal networks (sectoral and regional) and vertical structures (national or sectoral apex organszations) of such primary associations

Related outputs:

- Identification of eventual horizontal or vertical networks
- Design and implementation (through partners) of a national strategy with the aim of expanding the coverage and representativeness of existing structures, strengthening their capacity to provide economic and social services to members, and reinforcing their voice in local, sectoral and national policy processes
- Adoption of laws and regulations that enable these structures and networks to effectively participate in policy processes

Objective 4:

Implementation of mechanisms that allow primary and secondary structures to actively participate in policy dialogue at the local, sectoral, and national levels

Related outputs:

- Design of mechanisms
- Implementation assistance for such mechanisms

III. Comparative advantage

- ILO's capacity and knowledge base on social economy approaches
- ILO's experience especially in the area of cooperatives
- Interest from the countries, especially amongst young people

IV. Timing

Could start immediately as an advanced project design exists

V. Partners and beneficiaries

- Social enterprises
- Voluntary democratically managed and economically self-sufficient organisations, associations and/or cooperatives
- Networks
- Government
- Formal and informal sector workers
- Employers

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION MENA	
Title:	**Strengthening the Capacities of Employers' Organisations as Business Voices**
Location:	Egypt, Libya, Tunisia
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$400,000

I. Background and justification

Business has always been recognised as playing an important role in the economic and social development of its communities. They are an integral part of any society and should be committed to operating in a responsible and sustainable manner. Businesses are the community at work, be they small, medium or large, and national or international in their scope. They reflect the views, social realities and rules of the wider communities in which they operate.

Members of a society that come together to form a business do so for a specific purpose: to create goods and services to sell to their community or beyond. By doing so they generate profit within the obligations set for them by society. This profit is crucial to businesses, as it is used as a return to investors. Profits are used to invest in new technologies and products, to meet the wage and career expectations of employees, and to pay taxes and make other contributions to government as specified by legislation and regulations. In other words, without profit there is no business, and without business there is no wealth creation in society.

While business is important, the voice of businesses at the national level has to be organised through independent and private business associations. An individual company cannot speak on behalf of all companies. Voluntary membership is also important to guarantee the independence vis-à-vis the State and the transparence in dialogue with trade unions. Although business associations (or employers' organisations) already exist, some have to be developed and others require support to fulfill their role as one of the tripartite constituents of the ILO. By doing so, they can establish a proper balance at the national level between stakeholders.

II. Project strategy

Objective 1:

Development of strong and representative employers' association(s) in Libya

The recent revolution in Libya will lead the country to change its economic model and to develop free enterprises and open its market. Business associations are important as partner of the State and of other stakeholders to ensure a positive transition of the Libyan economy. While some business structures exist, there is no proper employers' organisation which would be able to act

now as an economic and social partner. The objective is to assist businesses to develop strong and independent organisation(s).

To do so, the project will comprise of different missions in all parts of Libya, including the organisation of national and local workshops, training sessions, and study visits to other countries. At the end of the project, business associations should have developed a strategic plan (and already partially implemented it) and act as real economic and social partners.

Objective 2:

Reinforce the territorial presence of business associations in Egypt and Tunisia

Despite the employers' federation in Egypt (EFI) and Tunisia (UTICA) having had a long presence, with the recent revolutions they need to change their approach to face new challenges. By doing so, they can directly respond to companies' needs all over the country. In particular, while their presence is important in large cities, they have to reinforce their territorial presence. The project will include a survey on the local structures and national and local strategic plans to reinforce their role through training and workshops.

Objective 3:

Regional cooperation

The project will include a regional component to promote the exchange of experiences among business associations from these three countries. This is particularly important for Libya. For instance, leaders and managers of Libyan employers' organisations would visit the UTICA in Tunis and hold discussions with their leaders/managers.

A dialogue between employers in Tunisia, Libya and Egypt is important to develop regional partnership and promote dialogue and investments. The project will organise a platform of exchange, visits, and partnerships among the three countries.

III. Comparative advantage

- The ILO is a tripartite organisation which is in direct contact with business associations
- Business associations are key for the economic development in countries through the promotion of trade, investment, and social development. Business associations are also recognised partners of trade unions and the State. Strong business associations are essential to social dialogue and economic partnerships.

IV. Timing

Can start immediately, first investigations have already been carried out.

V. Partners and beneficiaries

- Union Tunisienne de l'Industrie, du Commerce et de l'Artisanat (UTICA)
- Federation of Egyptian Industries (FEI)
- Federation of Libyan Chamber of Commerce (or other Libyan business associations)[1]

[1] The current unstable situation in Libya may lead to changes in business partners in Libya.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Comprendre et agir contre le travail des enfants en Afrique du Nord**
Location:	Algérie, Egypte, Lybie, Maroc, Mauritanie et Tunisie
Duration:	4 ans
Lead Office:	ILO Le Caire
Budget:	$3,000,000

I. Justification

Le BIT estime à 13,4 millions (15%) le nombre d'enfants travailleurs dans le monde arabe. Cependant, le niveau réel du travail des enfants est peut-être bien plus élevé du fait de la prédominance du travail des enfants dans le secteur informel urbain, l'agriculture saisonnière et le travail domestique, qui est difficile à évaluer. Aussi pour mieux connaître la situation du travail des enfants en Afrique du Nord et pour y faire face, le présent projet se propose de continuer à soutenir les efforts de lutte contre le travail des enfants en Egypte et au Maroc tout en mettant l'accent sur les pires formes de ce travail et à initier ce combat en Algérie, Libye, Mauritanie et Tunisie.

II. Stratégie du projet

La stratégie de ce projet s'articulera autour des trois axes suivants :

- Elaboration et/ou mise en oeuvre de plans nationaux de lutte contre le travail des enfants dans les six pays.
- Interventions directes sur le terrain à travers la réalisation d'initiatives de lutte contre le travail des enfants visant aussi bien la prévention que le retrait des enfants du travail précoce.
- Renforcement de la collaboration régionale en matière de lutte contre le travail des enfants basée sur l'échange d'expérience et le partage des bonnes pratiques.

Objectif 1:

Contribuer à la mise en place et/ou au suivi d'une politique nationale en matière de lutte contre le travail des enfants

Résultats

- Elaboration, selon un processus de concertation tripartite, de plans d'actions nationaux pour la lutte contre le travail des enfants (Algérie, Mauritanie et Tunisie)
- Evaluation de la stratégie nationale pour la lutte contre le travail des enfants (Egypte et Maroc)
- Amélioration de la base de connaissances sur le travail des enfants dans la région
- Renforcement du cadre législatif national en matière de travail des enfants notamment par l'adoption ou la révision des listes nationales des travaux dangereux
- Renforcement des liens, structurels et institutionnels, entre éducation, apprentissage et travail des enfants
- Mise en place de comité directeurs nationaux pour la pérennisation nationale de la lutte contre le travail des enfants

Objectif 2:

Renforcement de la capacité d'action des différents acteurs concernés par la lutte contre le travail des enfants

Résultats :

- Séminaires de formation nationaux et régionaux au profit des partenaires sociaux, des départements gouvernementaux et des associations oeuvrant dans ce domaine
- Développement d'un programme de formations régionales sur la lutte contre le travail des enfants.

Objectif 3:

Prévention et/ou retrait du travail des enfants grâce à la mise en œuvre de programmes d'action sur le terrain

Résultats :

- Prévention, retrait du travail, dans les pays bénéficiaires, des enfants de moins de 15 ans, ou de ceux de 15 à 18 ans victimes d'exploitation, tout en leur proposant des alternatives viables leur permettant d'être dans une meilleure situation.
- Développement de modèles d'approche intégrée de lutte contre la pauvreté et le travail des enfants visant les familles, les employeurs et les enfants à risques ou impliqués dans le pires formes de travail des enfants
- Appui à la formation professionnelle et à l'apprentissage comme alternative au travail des enfants.

Objectif 4:

Sensibilisation et mobilisation des acteurs régionaux et nationaux concernés par la lutte contre le travail des enfants.

Résultats:

- Sensibilisation et mobilisation sociales pour la lutte contre le travail des enfants.
- Séminaires nationaux et régionaux en vue d'une plus grande mobilisation en matière de lutte contre le travail des enfants.
- Formations et appuis techniques sur la lutte contre le travail des enfants auprès des administrations concernées, des partenaires sociaux et des acteurs clés nationaux.

Objectif 5:

Appuyer l'engagement de l'Afrique du Nord contre le travail des enfants

Résultats:

- Capitalisation de l'expérience de l'Egypte et du Maroc avec l'objectif de partager les bonnes pratiques identifiées et de mobiliser de nouvelles initiatives dans les autres pays (Algérie, Libye, Mauritanie et Tunisie).
- Organisation des ateliers régionaux pour l'échange des expériences et des approches pour combattre le travail des enfants
- Création d'une plateforme régionale pour l'échange d'information

III. L'avantage comparatif

- L'OIT comme organisation tripartite
- IPEC expertise et le professionnalisme à la lutte contre le travail des enfants
- Expérience efficace de l'IPEC avec plus de 10 ans de présence effective dans la région
- Excellente connaissance des partenaires et du contexte régional
- Promotion d'une approche intégrée et des liens avec l'emploi des jeunes et de la protection sociale
- Les outils existent déjà et ont été testés

IV. Calendrier

C'est possible de commencer tout des suite/ immédiatement. Une équipe de l'IPEC est actuellement en Égypte et au Maroc

V. Partenaires et bénéficiaires

- Personnes en risque ainsi que les enfants qui travaillent et leurs familles
- Les organisations de travailleurs
- Les organisations des employeurs
- Gouvernement
- Les organisations non gouvernementales (ONGs)
- Les enseignants et leurs organisations

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Joint program on improving the governance of labour migration and protection of migrant workers' rights in Egypt, Libya, Morocco and Tunisia**
Location:	Egypt, Libya, Morocco, Tunisia
Duration:	3 years
Lead Office:	ILO Cairo
Budget:	$ 2,200,000

I. Background and justification

Migration is a key global challenge today for economic development, social cohesion and governance. The ILO estimates that some 105 million of the total 214 million international migrants are economically active, engaged in the world of work. As a result of the conflict and repression in Libya, thousands of refugees, Libyans and sub-Saharan migrant workers fled into Tunisia and Egypt, in addition to the Tunisian and Egyptian nationals residing in Libya at the time. Furthermore, over the last few years, Tunisia and Morocco have also experienced increased arrivals of migrants from sub-Saharan Africa, as have other countries in North Africa.

Initially in transfer waiting for opportunities to reach Europe, an increasing number of these migrants stayed on in the region and to a large extent ended up working in the informal economy. Being origin, transit and destination countries in the current social, economic and political context, Northern African countries are rightly concerned about the governance of labour migration and the protection of migrant workers. Hence, enhancing the development potential of labour migration in Tunisia, Morocco, Egypt and Libya, and the development of comprehensive responses to govern migrant workers' mobility with appropriate measures throughout the migration process is needed.

II. Project strategy

This project seeks a donor to co-finance with the Swiss Development Cooperation the implementation of this migration project. The project intends to support targeted countries' Governments in setting up specific mechanisms for better governance of labour migration. The project strategy is designed along institutional strengthening and capacity building interventions through the following components:

(i) Policy dialogue at the national level

(ii) Legislative framework and enforcement mechanisms for the protection of migrants' rights and the prevention of exploitation and exclusion, based on the ILO rights-based approach defined in the ILO Multilateral Framework on Labour Migration; ILO Conventions and recommendation dealing directly with migrant workers; and the UN Convention on the Protection of the Rights of all Migrant Workers and Members of Their families.

Given the different situation of women and men in the labour market and their different migration patterns as well as the different impact employment and migration policies have on male and female workers, the project will be particularly attentive to ensure that all activities take the different needs of women and men into account and deliver outputs that address these needs appropriately.

Objective 1:

National institutional capacities for regulating labour migration are reinforced

Related outputs:

- Capacity building and institutional strengthening needs assessed
- Targeted technical assistance provided and capacity building and institutional strengthening trainings implemented.
- Tripartite working groups created/revitalized and guided for the development of national labour migration strategies.

Objective 2:

National institutional capacities for protecting migrants' rights are enhanced

Related outputs:

- National labour migration laws and practices overhauled to better protect migrant workers.
- Trade unions' capacities to protect migrant workers are strengthened.

Objective 3:

Dialogue and cooperation on labour and skills mobility within the sub-region are strengthened

Related outputs:

- Studies on national labour markets and labour and skills mobility within the targeted countries carried out.
- Awareness of labour markets needs and complementarities and dialogue on labour and skills mobility within the sub region enhanced.
- An intra-regional dialogue on labour mobility and protection of migrant workers is strengthened

III. Comparative advantage

- The project concept note has been approved by prospective donor, the Swiss Development Cooperation, and negotiations are currently under way.
- The ILO has vast experience and expertise on labour and employment related issues addressing labour migration from all angles.
- The International Training Centre of the ILO (ITC-ILO) plays a key role in developing human resources and strengthening organisational capacities on labour migration issues.
- ILO's experience with the EC-funded Joint Migration and Development Initiative (JMDI), has established networks in the region. In addition, this project will also create and reinforce linkages between labour migration and economic development.

IV. Timing

The project would run for three years, and could start in late 2012.

V. Partners and beneficiaries

- Governmental officials
- Representatives of workers and employers' organisations
- Women and men migrant workers
- Migrant worker's families in targeted countries

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Creating decent work opportunities through knowledge in North Africa**
Location:	Egypt, Tunisia, Libya, Algeria
Duration:	2 years
Lead Office:	International Training Centre of the ILO - Turin
Budget:	$ 2,650,000

I. Background and justification

The challenge posed by unemployment, low productivity, limited access to decent work opportunities, social protection, and respect for rights at work, requires policy responses and downstream support. The ILO constituents in North Africa are called to put the Decent Work Agenda at the heart of the social and economic policies for a more just and sustainable development. Each of the four North African countries has own special features and similar root causes for comparable problems. Countries have identified top priorities on the political agenda and taken various measures. Competence, knowledge and skills are at the basis of effective political, strategic, programmatic responses

II. Project strategy

The ILO provides technical assistance, policy advice, research and technical cooperation complemented by work-related learning and training through its International Training Centre. The ITC ILO provides effective knowledge by blending: (i) tailor-made courses which are country specific and sub-regional; (ii) large learning events where specific individual needs are satisfied by personalized learning paths and peer reviewing (academies); and (iii) post graduate learning opportunities (The Turin School of Development). The relevance of training is the result of the virtuous circle of consultation and collaboration between the International Training Centre and the ILO's Technical Departments in Geneva, the field offices and teams of specialists.

This project proposes a comprehensive and flexible capacity building facility where learning will take place in each country and at the ITC ILO Campus. It aims at enhancing skills, knowledge and competences of ILO constituents on: ILO instruments, policies, technical tools, alternative approaches, world best practices, country experiences and lessons learned to place the implementation of the Decent Work Agenda at the core of national social and economic development plans and programmatic frameworks. The project contributes to countries' identified priority needs through the implementation of the following learning and training programmes across all the main strategic objectives of the Decent Work Agenda.

<u>ILO Strategic Objective: Creating Jobs</u>

Objective 1:

Supporting Skills and TVET policies and systems development, management and strategic planning

Related outputs

- 10 representatives of national training authorities, ministries, agencies and experts from social partners trained at the Academy on skills development
- 15 representatives of national training authorities, ministries, agencies and experts from social partners trained on strategic planning of TVET Systems

Objective 2:

Establishing and/or maintaining labour market information systems to produce accurate and comparable data and use them to develop evidence-based policies, strategies and programmes.

Related outputs

- 15 officials of Ministries of Labour, and employment agencies and National statistic authorities and related educational trained on Designing labour force surveys and analyzing survey data to monitor labour market conditions

Objective 3:

Design, monitoring and impact evaluation of youth employment programmes.

Related outputs

- 15 officials from Labour, Youth, Education, social partners and NGOs ,trained on Youth employment policy-making, strategy and action plans implementation: from situation analysis to evaluation.
- 15 officials from Labour, Economy and Finance, planning commissions and institutions/agencies involved in pro-employment initiatives trained on Integrated employment policy frameworks
- 15 ILO constituents trained on Green jobs: linking environment to the world of work

Objective 4:

Accelerating the transition from school to work and the mobility on the labour market through the establishment and strengthening of Public Employment Services and Career guidance

Related outputs

- 15 officials from Ministries of Labour and associated agencies trained on Management of public employment services
- 15 officials of the Ministries of Labour, Education and Youth, social partners and youth/families associations trained on Career guidance functions, techniques and tools

Objective 5:

Promoting more and better jobs for women and men through enterprise development

Related outputs

- 15 professionals and practitioners in business promotion trained on: Enterprise development through value chains and business service markets
- 15 representatives of local authorities and key players trained on Disaster reduction and sustainable local development
- 15 ILO constituents trained on *Making microfinance work: managing product diversification*
- 15 ILO constituents trained on: *Making microfinance work: managing for improved performance*
- 10 participants from governments and social partners and enterprise development agencies, trained at the Academy on Sustainable Enterprise Development
- 15 officials from Ministry of Labour, Cooperative, Business and youth associations trained on establishment and management of Cooperative societies

Objective 6:

Promoting social and solidarity economy enterprises and organizations

Related outputs

- 10 ILO constituents trained at the Academy on the social and solidarity economy

<u>ILO Strategic Objective: Promoting Social Dialogue</u>

Objective 1:

Strengthening Tripartism and Social Dialogue, as an end and pillar of democracy and as a means for designing-implementing-monitoring social-economic and labour policies, strategies, programmes

Related outputs

- 15 government officials, workers' and employers' representatives, parliamentarians and public servants trained on participatory law making
- 15 high level officials from Ministries of Labour and senior conciliators/mediators participants on labour dispute prevention and resolution;
- 15 representatives of the social partners trained on negotiation and mediation
- 15 members of national social dialogue bodies trained on promoting social dialogue at national level

Objective 2:

Strengthening employers' and business organizations to boost the private sector as vehicle for economic growth, macroeconomic stability and poverty reduction.

Related outputs

- 40 representatives of Employers trained on effective employers organizations and provision of services to the members
- 20 representatives of employers trained on policy making, strategy and programme implementation for youth employment

Objective 3:

Strengthening workers' organizations and their functions of representing the interests of working people and the provision of services to their members, with particular attention to freedom of association and relevant International Labour Standards.

Related outputs

- 20 TU representatives trained on organizing and freedom of association rights with special focus on women and youth participation to trade unions
- 20 TU representatives trained on collective bargaining with special focus on MNE's
- 15 TU representatives trained on social security
- 15 TU representatives trained on capacity of TU to represent workers' demands in design and implementation of DWCPs with special focus on youth employment and informal labour markets

Objective 4:

Building the capacity of Labour Administrations to play a developmental role.

Related Outputs

- 15 officials from Ministries of Labour and representatives from Workers' and employers' trained on Strengthening Labour Administration and inspection, good labour market, governance and sound legal framework
- 15 labour inspectors trained on Building modern and efficient Labour inspection systems

ILO Strategic Objective: Extending Social Protection

Objective 1:

Reinforcing the governance and financing capacity of social protection floors as systems of basic social security rights and transfers and as essential to protect and empower poor and vulnerable people, including migrant workers, to work out of poverty

Related outputs

- 10 government and social partners' representatives trained at the **Academy on Social Security**
- 15 government and social partners' representatives, pension scheme administrators, policy planners and financial managers of social security schemes trained on **Pension schemes in Arab States**
- 15 policy planners, advisers and technical staff of relevant government bodies, social security and Social Partners' representatives trained on **Assessment of social protection floor**
- 10 government officers from Ministry of Labour trained at the **Academy on Labour Migration**

ILO Strategic Objective: Guaranteeing rights at work

Objective 1:

Strengthening ILO constituents to utilize and apply ratified ILO conventions

Related outputs

- 15 ILO constituents, judges, lawyers, labour administrators, legal advisers and educators trained on **International Labour Standards as a resource for implementing DWA**

Crosscutting themes

Objective 1:

Promoting gender and non-discrimination through gender mainstreaming and affirmative action for women

Related outputs

- 15 ILO constituents, Ministries of planning, human rights promoters, women' rights associations, gender and HR specialists trained on Gender mainstreaming principles and concepts

Objective 2:

Building good governance for enhancing market competitiveness and sustainable development

Related outputs

- 15 public procurement officers of ministries and local governments, members of national procurement bodies, tender and evaluation committees trained on procurement management in the public sector

III. Comparative advantage

The ITC as training arm of the ILO has all the necessary knowledge for implementation of work-related training. Training material and tools are available in English, French and Arabic. Delivery blends in country and ILO campus learning, follow up activities in the countries to increase relevance and impact of training.

IV. Timing

Ready for immediate start; needs analysis already carried out.

V. Partners and beneficiaries

- Workers' and Employers' Organizations, Government, NGOs and CSOs

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Renforcement du dialogue social pour les Pays du Maghreb**
Country:	Algérie, Maroc, Tunisie
Duration:	3 ans
Lead Office:	Bureau de l'OIT à Alger et DIALOGUE
Budget:	$2,000,000

I. Justification

L'une des conditions pour relever les défis dans les trois pays du Maghreb de façon efficace et donc d'assurer une transition pacifique vers une démocratie stable et une économie performante et socialement inclusive, est la disponibilité d'institutions et d'acteurs de dialogue social efficaces et bien organisés, capables de trouver les compromis nécessaires concernant les réformes sociales et économiques à mener sans conflits dans cette période cruciale pour l'avenir de ces trois pays et de la région dans son ensemble.

Les trois pays ont certes des atouts dans ce domaine avec une pratique développée de dialogue social et de négociation collective ainsi que des acteurs qui ont accumulé une expérience significative au fil des ans. Cependant, ces pratiques et expériences de dialogue social aussi bien tripartite que bipartite peuvent être davantage renforcées et consolidées dans la phase actuelle de transition que connaissent ces trois pays.

II. Stratégie du projet

Le Projet devra développer ses activités selon une stratégie qui visera à:
(i) promouvoir le dialogue social comme instrument pour bien gérer la paix sociale ;
(ii) suivre l'amélioration du fonctionnement des mécanismes de consultation bi-tripartite au niveau sous régional, national, local, privé, public et des entreprises
(iii) mettre l'accent principal sur le renforcement des capacités des parties au niveau logistique, d'attitudes, de techniques et de connaissances, comme citées ci-dessus.

Objectifs immédiats

L'action du Projet visera, à travers ses différentes interventions, deux niveaux d'opération. Il s'agit d'une part du développement des capacités de membres sous forme d'appui direct et d'autre part le développement institutionnel visant le développement organisationnel des structures professionnelles et les cadres de concertation.

Objectif 1

Les structures de consultation et de concertation bi- ou tripartites redynamisées ou créées, sont fonctionnelles et leurs membres capables de formuler des avis pertinents sur des questions économiques et sociales. Leur avis et recommandations sont pris en compte par les autorités techniques et politiques sur les questions qui leur sont soumises.

Objectif 2

Les partenaires sociaux, les cadres de l'administration du travail, les membres des commissions de consultatives du travail, ont la capacité technique de participer pleinement et efficacement aux consultations et négociations tripartites, à la formulation et à la mise en oeuvre des politiques et stratégies de développement économique et social. Ces organisations contribuent à définir et à développer des mécanismes de concertation sociale et de développement économique pour répondre aux besoins de leurs pays. Elles entretiennent des relations de partenariat stratégique entre travailleurs, entre employeurs des secteurs informels pour permettre d'asseoir des mécanismes adaptés deconcertation sociale.

Objectif 3

Mise en place d'un environnement institutionnel et politique favorable au dialogue social au niveau des secteurs d'activités stratégiques et des entreprises choisies, au niveau national et au niveau sous régional. A cet effet, la coopération tripartite sera renforcée, ainsi que l'efficacité de la participation des partenaires sociaux à travers la gestion des structures de concertation et leur implication effective à la définition des politiques sectorielles (secteurs d'activités stratégiques et entreprises choisies), nationales, politiques (autorités en charge des questions visées) et d'intégration sous régionale.

III. L'avantage comparatif de l'OIT

• L'OIT comme organisation tripartite

• Excellente connaissance des partenaires nationaux et de contexte

IV. Calendrier

C'est possible de commencer immédiatement. Une équipe de l'IPEC est actuellement au Maroc.

V. Partenaires et bénéficiaires

- Les responsables politiques des ministères en charge du Travail et de la Fonction Publique
- Les fonctionnaires relevant des ministères du travail et de la fonction publique au niveau – central et décentralisé
- Les responsables et membres des organisations des travailleurs
- Les responsables et membres des organisations des employeurs
- Les membres des conseils ou commissions nationales du travail
- Les Ministères des affaires économiques
- Les membres des commissions sociales de l'Assemblée nationale (au cas par cas)
- Les membres des conseils économiques et sociaux
- Des membres des organisations des secteurs informels (où une interaction avec les Organisations professionnelles est possible)
- D'autres bénéficiaires à la demande des pays (tels que les secrétaires et /ou Directeurs Généraux des ministères, les médias, les conseils des ministres etc.)

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Renforcement des capacités des partenaires sociaux**
Location:	Algérie
Duration:	4 ans
Lead Office:	Bureau de l'OIT à Alger et DIALOGUE
Budget:	$2,000,000

I. Justification

Comme dans les autres pays de la sous-région, la situation en Algérie évolue au rythme des semaines. La turbulence sociale (grèves, protestations, sit-in) est maîtrisée, mais elle pousse/oblige les autorités à accélérer le rythme des réformes politiques, économiques et sociales. En réponse à la vague de protestations, le 15 avril 2011, le Président de la république a annoncé des réformes politiques dans plusieurs domaines au niveau politique, économique et social. Ainsi, le dernier mois, a été marqué par trois événements de consultations majeurs :

Pour le volet politique, Le Président de la république a chargé le président du Conseil de la Nation (la Chambre haute du parlement) et deux de ses conseillers de recueillir les « vues et propositions » des dirigeants des partis politiques, des personnalités nationales et des représentants de la société civile sur l'ensemble des réformes, notamment la révision de la Constitution, qu'il compte entreprendre d'ici la fin de l'année. Ces consultations – connues sous l'appellatif « *Commission Bensalah-Touati-Boughazi (BTB) »* - ont démarré le 21 mai 11 et ont été clôturées le 21 juin 11. Deux cent cinquante délégations ont été reçues par la commission. Les principaux thèmes dominants des différents canevas de propositions sont : la révision de la Constitution ; la refonte des textes de lois relatifs au régime électoral, à la place de la femme dans les assemblées élues, au mouvement associatif, au code de la wilaya et à la loi sur l'information.

Pour le volet social, en particulier de la participation de la société civile au débat national. Le CNES (Conseil Economique et Social) a été chargé d'organiser trois journées de discussion/écoute de la société civile. 1300 délégués issus des organisations patronales et syndicales, du mouvement associatif, des universitaires, des hommes de culture et des médias, ainsi que des organisations internationales, comme l'organisation des conseils économiques et sociaux, etc. ont participé aux *« Premiers états généraux de la société civile* », qui ont eu lieu du 14 au 16 juin 11, le mot d'ordre étant «il faut libérer la parole de la société civile algérienne ». Quatre thèmes ont été débattus dans quatre différents ateliers :

- Le régime de croissance
- Le système de protection sociale et la solidarité nationale
- La gouvernance rénovée et le dialogue sociale
- La prise en charge des problèmes de la jeunesse (formes d'expression et organisation)

Pour le volet économique. Le thème de la relance de l'économie a été assigné à la tripartite qui s'est tenue le 28 mai 11. Les partenaires économiques et sociaux ont été conviés à débattre des voies et moyens pour renforcer le soutien à l'entreprise et de conforter l'environnement de 'investissement.

II. Stratégie du projet

Pour les organisations des travailleurs

Le renforcement des capacités sera réalisé à plusieurs niveaux :

- Au niveau des structures (modernisation et renforcement: équipements/TIC, bibliothèques équipées en fonds documentaire, formation) tant au niveau central que dans les delegations décentralisées
- Au niveau des cadres/du management: amélioration des compétences managériales afin de leur permettre de participer activement à la construction des réponses nécessaires aux problèmes de l'emploi décent, des salaires, des conditions de travail et de la sécurité sociale
- Au niveau des membres: renforcement des compétences dans le domaine des standards internationaux, (travail décent, représentation féminine, élargissement de l'action aux categories des travailleurs de l'informel, des travailleurs domestiques et des travailleurs migrants)
- Au niveau des services: la création d'un noyau de formateurs syndicaux (maîtres formateurs et formateurs) pour la promotion et la vulgarisation des standards nationaux et internationaux dutravail - notamment les normes fondamentales – en matière de développement, travail, emploi, sécurité sociale et santé et sécurité au travail.

Vu l'immensité du territoire, ces actions seront menées sur une partie du territoire algérien.

Pour les organisations des employeurs

La stratégie de renforcement des capacités de la CGEA, ainsi que d'autres organisations patronales sera axée sur quatre niveaux:

- Au niveau de la structure : renforcer les structures centrales et consolider les compétences de la C.G.E.A en ce qui concerne sa représentativité et son pouvoir de négociation en tant qu'interlocuteur privilégié et incontournable dans le débat politique, économique et social; accroître l'assise de l'organisation par l'augmentation du nombre de ses membres; renforcer les structures de base par la transmission du savoir-faire en matière de gestion, de négociation/défense d'intérêts et de pérennisation des structures
- Au niveau des cadres/du management: amélioration de leur compétences dans le but de participer efficacement à la définition, mise en oeuvre et vulgarisation d'une politique de développement du secteur privé, en vue d'améliorer le contexte économique et la création d'emploi; oeuvrer pour la consolidation d'une politique économique ouverte, respectueuse de l'individu, de la société et de l'environnement à travers le travail décent
- Au niveau des services aux membres: renforcer la capacité et les compétences en matière de services aux adhérents et aux jeunes créateurs d'entreprise (accueil/conseils aux jeunes opérateurs économiques, mise en place d'un service d'information/documentation répondant aux besoins des MPE/PME/PMI membres et des jeunes entrepreneurs; formuler de programmes de formation pour les membres et jeunes promoteurs, sur la base des besoins identifiés.

III. L'avantage comparatif de l'OIT

• L'OIT comme organisation tripartite
• Excellente connaissance des partenaires nationaux et de contexte

IV. Calendrier

C'est possible de commencer immédiatement.

V. Partenaires et bénéficiaires

• Les organisations de travailleurs
• Les organisations des employeurs
• Gouvernement

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Creating jobs around undiscovered tourist attractions in Egypt through local economic development and social economy approaches**
Location:	Egypt
Duration:	3 years
Lead Office:	ILO Cairo
Budget:	$5,000,000

I. Background and justification

Egypt's archaeological and cultural heritage is unique in its wealth and abundance. Even though the government in the past has made some efforts to make the sites attractive to tourist these efforts were concentrated on a handful of areas, while others were completely neglected. Also with these attractions, little attention was paid to involve local communities in the development of sites, an important precondition if sustainability wants to be achieved. So far, sights became a pure source of income for the national government.

The country's historical assets and antiquities of Egypt do not only have the potential to attract tourists and create jobs, they can also turn into objects of national pride and thereby help in the formation of a new consciousness amongst Egyptian's towards their country.

II. Project strategy

The project strategy will use local economic development approaches and social economy approaches to help communities around forgotten attractions in Egypt to turn them into sources of incomes and jobs, while at the same time ensuring the sustainable preservation of these sites. The project will build on the few positive examples existing in Egypt, such as the development of the Dashour site through an MDGF funded project and the community driven development of the SIWA Oasis. Environmental sustainability and inclusion will be guiding strategies in the implementation.

Elements of the strategy are to support local community production of arts, promoting the development of creative industries, and small tourism businesses; building capacity for cultural management and protection of world heritage cultural assets; promoting public awareness of the social value of world heritage sites, the importance of natural resources, and providing forums for cross-cultural exchanges.

Objective 1:

Developing a map of forgotten tourist attractions in Egypt and selection of the sights/communities to be supported and raise awareness

Related outputs:

- Study on forgotten attractions and their potential for community development
- Launching the results
- Increased capacity of communities that have such an attraction to identify their potential
- Competition to select five communities
- Needs assessment for the preservation of the selected sights

Objective 2:

Improving livelihoods and working conditions of the local population through targeted employment-generation activities, with special focus given to women's and youth employment, as well as the development of locally driven micro and small enterprises (MSEs)

Related outputs:

- Introduce access to micro-financing
- Provide the population at large with technical expertise in small business sector development to complement access to micro-finance mechanisms.
- Assist and coach the set up of businesses with a focus on local community production of arts, promoting the development of creative industries, and small tourism businesses

III. Comparative advantage

- ILO is one of the key implementing partners in the MDGF Dashour project with very positive evaluation results.
- ILO has developed a whole set of tools for the Dashour project that have been tested and can be adjusted to the newly selected sights/communities.

IV. Timing

Can start right away as tools already exist

V. Partners and beneficiaries

- Communities around tourist sites, especially women
- Government of Egypt
- Tourists

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Decent jobs for young people in Egypt**
Location:	Egypt
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	US$ 3,000,000 per governorate envisaged

I. Background and justification

Youth unemployment in Egypt is high, especially for women. In addition, with Egypt's huge informal sector, youth underemployment and vulnerable employment is the reality for the majority of young people. Creating decent jobs for Egypt's young people will contribute to:

- Sustainability of the development process, as the lack of productive employment and decent work opportunities for young people is a serious threat for sustainable development;
- Poverty reduction, as young people without decent jobs risk falling into poverty with decreasing chances to escape poverty the longer they are without a job;
- Increased women's empowerment, as decent jobs for women is one of the few ways to improve their disadvantaged situation;
- Environmental sustainability, as decent jobs can often be found in environmentally sustainable industries;
- Economic growth if decent jobs are created in the most promising sectors (ICT, green jobs, etc.) and if young people create and improve MSMEs;
- Improve human capital amongst young people through skills enhancement;
- Support the decentralization process through the development of regional action plans for youth employment, and the creation of capacities on the local level and the building of networks;
- Strengthening the democratization process, as young people will learn how to become engaged, and the Government will be in a position to better work together, and civil society partners will improve their performance and their participation.
- Strengthening the institutional capacity for the Government at the national and local level, as well as civil society organisations in the fields of labour market analysis, youth employment strategies, technical and vocational training, and enterprise development.

II. Project strategy

The project builds on the methodology and the results of the CIDA funded project "Decent Jobs for Egypt's Young People: Tackling the Challenge Together". While the CIDA project covers all three levels, the national level, the partnership level and the on-the-ground level, this extension project will work mainly on the partnership level and the on-the-ground level in the selected governorate. The idea is to use the same methodology developed in the CIDA project and extend it to other governorates to ensure a wider implementation of the National Action Plan for Youth Employment for Egypt. In other words, the project would profit "for free" from the achievements at the national level from the CIDA funded project. It would also profit from the partnerships and the knowledge base created at the national level. Several donors have already showed interest to this approach, as it creates large synergies, reduces the cost of project design, and creates a "working-together" environment amongst donors in Egypt. Throughout all interventions, a special focus will be given to green jobs, social economy approaches, gender equality and community-based approaches. The project aims to increase decent employment opportunities for young men and women, especially vulnerable groups, in one selected governorate through the following objectives:

Objective 1:

Selecting the governorate, developing a regional action plan, and strengthening the performance of local partners in this governorate to provide services necessary to promote youth employment

Related outputs:

- Governorate selected (the main selection criteria is based on commitment in cash and in kind from the governorate, and their motivation to tackle the issue. These are the same the selection criteria used in the CIDA project)
- Regional action plans
- Strengthen technical and administrative capacities of regional and local partners to deliver youth employment services

Objective 2:

Develop the capacity of training institutions to provide skills and learning experiences that can increase the likelihood of finding employment

Related outputs:

- Development of modern apprenticeship systems for young people in the informal sector
- Development and delivery of entrepreneurial skills packages in tourism, agriculture and manufacturing
- Specialised entrepreneurial capacity development for poor rural women
- Skills development and labour market integration for people with disabilities

Objective 3:

Strengthening the capacity of local public employment services, youth organisations, and enterprises to efficiently match skill supply and demand, allowing young people to find jobs and employers to retain badly needed workers

Related outputs:

- Increased ability for young people to help themselves in finding a job (through job clubs, voluntary services, etc.)
- Enhanced capacity of Public Employment Services
- Capacity of employers increased to find and keep motivated young people

Objective 4:

Promoting enterprise development and self-employment

Related outputs:

- Promotional campaign for self-employment
- Improved policy environment at the governorate and local level
- Strengthened business services

III. Comparative advantage

- Methodology already developed for the CIDA project and networks are already there
- CIDA showed interest in having other partners
- Situation analysis and knowledge base on Egypt already exists
- National Action Plan for Youth Employment already exists
- Project fits perfectly into the ILO portfolio and completely matches the most pressing needs
- Donors can profit from one another
- Technical expertise (the Decent Work Support Team for North Africa) is based in Cairo
- The participatory approach in all project activities can profit from ILO's tripartite networks
- All tools used in the project are tested tools and have already been translated into Arabic

IV. Timing

Process can start now. The selection process will be linked to the CIDA project, so no additional time for the selection needed. Project can start at any point in time.

V. Partners and beneficiaries

Young people; vulnerable groups; Egyptian government; key ministries; NGOs; selected governorates

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Employment Intensive Public Works Programs in Egypt: Capacity Building and Pilot Programs**
Location:	Egypt
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$5,000,000

I. Background and justification

In recent years, one of the major problems in Egypt is that impressive GDP growth rates have a) not created a lot of employment and have b) led to an increase in the gap between the rich and the poor. At the same time research has shown, that in the past Public Works Programmes (PWP) have not been very employment intensive compared to international standards. The government of Egypt, especially the Ministry of Finance and the Ministry of Manpower and Migration (MoMM) have shown interest in changing this situation. They not only see PWP as a means to create jobs but also as a means to distribute wealth and ensure social protection for a broader base of people.

Several ministries and institutions have PWPs that could be made more employment intensive. The challenge is that Egypt neither has the knowledge on how to do this nor are there good examples which could be copied.

The Ministry of Finance has established first steps towards employment intensive PWP by creating a national steering committee for PWPs. The proper functioning of this committee and other institutions related to PWPs will be key to promoting employment intensive approaches in Egypt.

II. Project strategy

Through the project, the capacity will be built in Egypt on employment intensive PWPs. Two pilot projects (one small Employment Guarantee Scheme and one community based village development project) will provide the missing experience to Egypt from which lessons can be drawn for other projects. Through the combination of capacity building and piloting, Egypt will be in a better position to have employment intensive investment in the country. Even though the focus will be on providing low-level jobs, it will be ensured that high-level jobs are also created.

The labour intensive approach taken and taught to the stakeholders has several objectives: Generating jobs, building and maintaining assets (physical (infrastructure) and human (skills)), and providing social services. The main focus will be on community based approaches to ensure sustainability and ownership.

Objective 1:

Capacity building for the public sector

Related outputs:

- Development of information material
- Series of training seminars on several related topics as well as for several groups
- An information centre for employment intensive investment

Objective 2:

Institution setting and strengthening of existing institutions

Related outputs:

- Support for the functioning of the steering committee for PWP and its technical committee
- Capacity building within the committees
- Mapping of relevant institutions
- Technical support for the relevant institutions

Objective 3:

Piloting an employment guarantee scheme in upper Egypt

Related outputs:

- Employment guarantee scheme for one community in upper Egypt (mainly in agriculture)
- Development of social services within this community
- Skills development for people participating in the scheme

Objective 4:

Piloting a labour intensive village development scheme (in cooperation with UNHabitat)

Related outputs:

- Identification of a village (based on the priority list developed with the Government of Egypt and UNHabitat)
- A community-based plan on village development
- The development of social services within this community
- Skills development for people participating

III. Comparative advantage

- Through cooperation with UN Habitat, their knowledge on the sustainable development of villages will be tapped
- The ILO is well respected in the country regarding employment intensive investment
- Some training and capacity building tools are already in place

IV. Timing

The project could start soon, as the project document has already been designed as a follow up for a fact-finding mission in May 2011.

V. Partners and beneficiaries

- UNHabitat
- Ministries of Finance, of Manpower and Migration, of Housing, of Local Development
- Other Ministries that are interested in employment intensive investment methodologies
- Young people
- Institutions related to PWP
- UN partners who are interested in employment intensive investment methodologies

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Increasing the job intermediation capacity of Public Employment Services (PES) in Egypt**
Location:	Egypt
Duration:	3 years
Lead Office:	ILO Cairo
Budget:	$6,000,000

I. Background and justification

Egypt has 288 Public Employment Offices (PES) across the country. Most of them have an extremely low capacity to attract, counsel, place job seekers and canvass/scope employment opportunities in the local labour market. In addition, even though job insertion schemes exist, they are often underutilized. At the same time, projects financed by several donors in the past (USA, Canada) and an ongoing project financed by Italy that worked with several employment services in the country (unfortunately always with very limited numbers) have shown that these places can be turned into efficient job intermediation institutions.

II. Project strategy

Through assistance (technical and physical), the capacity of 50 PES in delivering career guidance, canvassing employment opportunities, placing unemployed people, support self-employment, and managing active labour market policies will increase. One specific strategy that has been shown to be very successful is to connect youth associations with employment services and have them work together. The strategy has two parts: One short-term response track and a medium-term development track.

Objective 1:

Enabling 50 PES to immediately get engaged in placement of unemployed young people

Related outputs:

- Quick capacity will be built for:
  - PES staff on how to accelerate registration, guidance, placement, self employment and re-skilling procedures
  - PES on how to set up, canvass/scope opportunities, task force, and monitor
  - Social partners on active participation in emergency job placement schemes
  - Youth association on access to and utilization of available job emergency services
- PES are enabled to set up opportunity scoping and canvassing task forces by PES in the local labour market
- PES and authorities will be in a position to develop national/local communication actions and increase awareness and utilization of PES emergency response actions
- Constituents at in the local community will have the capacity to immediately support opportunity scoping and canvassing and PES utilization

Objective 2:

Strengthen 50 PES in the medium and long term

Related outputs:

- The ILO tested methodology to strengthen PES will be used in 50 PES
- Awareness campaigns on the role of PES
- Network set up between youth associations and PES Further capacity building
- Equipping PES

III. Comparative advantage

- The ILO has tested the methodology applied in Egypt. The methodology has been evaluated positively and would be adopted for the new project.
- The ILO is the only Organisation working with Public Employment Services which, given the resentment of the Government to private job intermediation, will most likely be the only job intermediation institution in the country.
- The PES falls under the responsibility of the Ministry of Manpower and Migration, ILO's main counterpart in the country.
- The Government has already requested the ILO to assist them in improving the PES.
- The knowledge base for PES been already built.

IV. Timing

Short-term intervention: 4 months
Long-term intervention: 3 years

V. Partners and beneficiaries

- PES (managers, counselors, etc.)
- Ministry of Manpower and Migration
- Young people looking for jobs
- Youth associations
- Employers looking for skilled people

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Towards a fair and inclusive wage system in Egypt**
Location:	Egypt
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	500,000

I. Background and justification

The Ministry of Manpower and Migration (MoMM) as well as the Ministry of Finance have requested the ILO to assist them in setting a minimum wage and to reform the wage structure in Egypt. The ILO prepared several background documents and conducted a wage clinic in Egypt. Also, the ILO is actively engaged in the national debate on this topic. Although a minimum wage has been announced, the request for further support in this area still holds.

At the same time, several research institutions, donors, social partners and the Employment Observatory have requested the ILO to conduct a wage and income survey as the data coming from CAPMAS, the national statistical agency is not very transparent and leaves open important questions, especially concerning wages in the informal sector.

II. Project strategy

The wage and income survey that would be conducted would involve all key players, CAPMAS included. CAPMAS would be the implementing agency and they would be assisted in building the capacity to do the same survey at a later time without the assistance of donors and the technical assistance of the ILO. However, there would be a steering committee comprising of as many key actors as possible. This will ensure transparency and wide ownership. The assistance regarding the minimum wage and reform of the wage system would work in parallel. It would mainly consist of technical support.

Objective 1:

Conducting a nationwide wage survey with a specific focus on wages in the informal sector

Related outputs:

- Capacity built on conducting a wage and income survey
- Supervision of the survey through a national steering committee
- Wage and income survey conducted
- Capacity built on how to analyse wage and income data
- Wage and income survey report
- Open database on the results of the wage and income survey

Objective 2:

Setting a minimum wage and reforming the wage system

Related outputs:

- Capacity built on the role of social dialogue in the process of setting wage policies and wage levels
- Assistance in creating a wage reform strategy
- Assistance in the realisation of such a strategy
- Capacity built on minimum wages and general wage policies
- Studies and budget exercises conducted to find out about the possibility of setting a minimum wage in the private sector

- Assistance in building the institutions and regulations required to implement a minimum wage in the private sector, including reform of the existing system

III. Comparative advantage

- Assistance has already started and the Government confirmed their request for further support
- The ILO has wide technical expertise on minimum wages

IV. Timing

Work is already ongoing and could be intensified immediately

V. Partners and beneficiaries

- Government of Egypt, especially MoMM and the Ministry of Finance
- Workers
- Employers
- Minimum wage council
- Other related institutions
- Research community
- Wider audience interested in wage issues
- CAPMAS

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Towards Fact-based and Transparent Policy Making in Egypt: Developing a Labour Market Information and Analysis System**
Location:	Egypt
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$1,000,000

I. Background and justification

Labour market information in Egypt has always been difficult to obtain. The Central Agency for Population and Mobilisation of Statistics (CAPMAS) is a military institution which only gives limited access to their data and almost no access to the micro-data of their surveys. It is therefore often difficult to judge the quality of data received. This makes it very difficult to base labour market policies on real and updated information. It also makes it difficult to evaluate policy interventions.

However, an employment observatory does exist in Egypt, but its work is restricted because of the inaccessibility of CAPMAS information. Also academic work has been restricted for the same reason. With the call for more transparency, now could be the right time to develop, in cooperation with CAPMAS, an open and transparent Labour Market Information and Analysis System (LMIAS).

With high quality data from CAPMAS it would also be possible to built a Social Accounting Matrix which would allow for quick policy impact assessments in the future. The Government of Egypt (particularly the Ministry of Finance) has shown interest in developing such a policy tool, so have several institutions, amongst them the highly esteemed IDSC (Information and Decision Making Support Center).

Transparent labour market information that lead to solid policy decisions, adequate analysis and evaluation of interventions will be a major step towards transparent policy making.

II. Project strategy

Objective 1:

Identification of the quality of Labour Market Information coming from CAPMAS

Related outputs:

- Analysis of micro data
- Analysis of reports provided by CAPMAS
- Identification of Information Gaps

Objective 2:

Capacity building for CAPMAS to produce and analyze timely and high quality data

Related outputs:

- Capacity building on labour market indicators
- Capacity building on LMIAS
- Assistance in conducting surveys by CAPMAS
- Assistance in analyzing data and writing statistical reports

Objective 3:
Improving the performance of the Employment Observatory
Related outputs:
- Capacity building on the role of an Employment Observatory
- Assistance in the institutional strengthening of the Employment Observatory

Objective 4:
Developing a Social Accounting Matrix (SAM) for Egypt
Related outputs:
- Capacity building on Social Accounting Matrix methodology
- Assistance in the development of the SAM
- Labour Market Analysis on the basis of the SAM conducted

III. Comparative advantage
- Despite the limitations of CAPMAS, the ILO has a good working relationship with the organisation
- CAPMAS has show willingness to improve their performance
- The research community in Egypt is highly advanced and very keen in supporting CAPMAS to improve their performance
- The employment observatory already exists, it only needs better information and institutional strengthening
- CAPMAS has already previously profited from capacity building through the ILO
- Before becoming the Minister of Finance, the Minister strongly supported the idea of creating a SAM for Egypt
- Many ministries have expressed interest in a SAM for Egypt

IV. Timing
Work could start immediately as all contacts already exist

V. Partners and beneficiaries
- CAPMAS
- Policy makers
- Researchers
- Media
- Wide audience
- Employment Observatory
- Workers
- Employers
- NGOs
- Private sector
- Foreign Investors

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Skills development for the poorest in Egypt: Modern apprenticeship to increase employability of young people working in the informal sector**
Location:	Egypt, 5 governorates
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$7,000,000

I. Background and justification

The majority of vocational training in Egypt is given through traditional, informal apprenticeship schemes. While in the near future the formal training sector will not be able to take over all these apprentices, and because some of these informal apprenticeship systems produce good employable skills, the purpose of the project is to up-grade the informal apprenticeship system and turn it into a more modern and formal system.

II. Project strategy

Modern apprenticeship will be introduced with the focus being to increase the employability of youth between 14 and 17 years of age. The employability of these marginalized youth, who are under-served by the formal education system, will increase through the progressive formalization of education offered in the workplace. This will be achieved by introducing formal elements of a modern apprenticeship system like contracts, and regulated on-the-job and off-the-job training at formal Vocational Training Centers (VTC)s. At the same time it will be ensured that the young people are not victims of exploitation and exposure to hazardous working conditions. Finally, graduate apprentices' qualifications will be equally recognized by employers and those from other tracks of education, which will provide equal opportunities for further education and work. To ensure the commitment of the employers, incentives will be provided to them.

Objective 1:

Collecting information on informal apprenticeship systems in the five selected governorates

Related outputs:

- Informal Apprenticeship baseline study in the five concerned governorates
- Map of TVET opportunities including life and entrepreneurial skills for youth engaged in informal apprenticeships

Objective 2:

Modern apprenticeship scheme (MAS) designed and implemented

Related outputs:

- Networks established
- Enrolment of young people (30 per cent women and 5 per cent disabled persons)
- Training enterprises selected
- Training providers identified
- Skills Logbooks introduced
- Learning material for five occupations
- Establishment of testing, licensing and certification procedures
- Certifications of 1000 apprentices per governorate that complete the program

III. Comparative advantage

- The same approach has already been applied in some regions and evaluation is very positive
- The MoMM structure will be used (VT centres, Public Employment Services)
- Same methodology has been applied in two other ongoing projects

IV. Timing

Can start immediately as the approach is already in place through two other projects

V. Partners and beneficiaries

- Social Partners in the informal sector
- Child labourers
- Their families

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Towards sectoral job pacts: job creation and improved working conditions in the tourism, food processing and textile sector in Egypt through social dialogue**
Location:	Egypt
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$3,000,000

I. Background and justification

Productivity increases (measured as output per person employed) in Egypt have been very slow in the past, particularly in comparison to other countries. In China, for example, productivity over the last ten years has more than doubled, whereas in Egypt, productivity is only slightly higher than it was ten years ago. One of the chief reasons for low productivity is that its association with improving work conditions has not been realised. Better working conditions increase productivity, and also attract more people to take jobs that are vacant (especially in the textile sector). Improved working conditions would also motivate women to (re-) enter labour markets as most of them state that the reason they are not working is mainly the result of bad working conditions (such as low wages, sexual harassment at work, lack of child care, long transportation time, inflexible working hours, etc.).

Working conditions ideally should be the result of a well functioning process of social dialogue, which is not in place in Egypt. However the revolution has now opened the door for improved dialogue, whereby building sectoral dialogue structures and implementing social dialogue could serve as an example of how improved working conditions lead to greater job satisfaction, lower turn-over rates, and increasing productivity.

Another observation in Egypt's past is low employment intensity of growth, even in sectors that usually have high employment intensity such as tourism, food processing, and textiles. To overcome this constraint, social dialogue is again necessary, as it will lead to greater commitment from employers, workers and the government to create and sustain jobs.

II. Project strategy

Improved working conditions achieved through active social dialogue at the sectoral level would contribute to increased job satisfaction, lower turn-over rates and increased productivity. This would be a win-win situation for both employers and workers. Economic growth induced by the productivity increases would in turn lead to job creation. To accept social dialogue would also positively impact on the democratisation process. Better working conditions would increase female participation, an almost entirely untapped potential in Egypt. This would empower women which again would help the democratisation process.

To increase the creating of jobs, sectoral job pacts are used as the way forward. These pacts will be achieved through social dialogue processes and will build on public-private partnerships, MSME creation, social enterprise development, and the application of employment-intensive methodologies. Work at the national level to set incentive structures to create employment will also be conducted.

As pilot sectors, the three most employment intensive sectors will be chosen: tourism, food processing, and textiles.

Objective 1:
Setting sectoral dialogue structures
Related outputs:
- Promotion campaign on social dialogue at the sectoral level
- Setting of necessary institutions at the national level, regional and enterprise level

Objective 2:
Strengthening capacities of social partners to engage in social dialogue at the sectoral level
Related outputs:
- Provision of training material
- Provision of training
- Provision of information material

Objective 3:
Capacity building on how to improve working conditions
Related outputs:
- Training material adjusted to sectors
- Training that provides structure set up
- Training of trainers
- Assistance to enterprises that are willing to improve their working conditions

Objective 4:
Creation of sectoral job pacts to ensure employment creation
Related outputs:
- Capacity built on how to create jobs through MSMEs, employment intensive investment, social economy approaches, public private partnerships, and national incentive structures
- Three sectoral job pacts

III. Comparative advantage
- The ILO already has training material developed to train companies on working conditions. These training materials would be adapted to the sectors of the project.
- Sectoral social dialogue to increase working conditions and productivity has been tested in other countries in the region.
- The ILO is the only organisation working on social dialogue and is a well-recognised partner for workers, employers and the government.
- The demand for this project has also been expressed by the Minister of Manpower and Migration.

IV. Timing
Can start immediately as networks are already built, especially in tourism through previous ILO project.

V. Partners and beneficiaries
- Workers in the three sectors
- Employers in the three sectors
- Government of Egypt

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION MENA	
Title:	**Ready to help: assisting private job intermediation services in Egypt**
Location:	Egypt
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$2,000,000

I. Background and justification

Even though Egypt has not ratified convention 181 on private employment services, private job mediation does exist and plays a crucial role in bringing together young people and enterprises offering jobs. Besides promoting convention 181, it is the right time for the ILO to enter in this field of private employment intermediation to show the Government the usefulness of such services and that they can act in parallel and in cooperation with public employment agencies of the Government.

II. Project strategy

The project builds on raising awareness and understanding in society about the importance of private job intermediation through promoting convention 181. At the same time, private job intermediation services will be mapped and their work will be evaluated. Together with suitable partners, the project will build five private job intermediation offices as well as support five already existing services, and train facilitators on skills needed to become successful in their business. In this skills component, public employment services will always be involved in order to ensure that their capacities grow in parallel, and to connect the two for future collaboration. Finally, to ensure sustainability, a training curriculum will be developed for the occupational profile 'Employment Facilitator' in cooperation with the MoMM. Private facilitators and pilot trainings will also be run.

Objective 1:

Promotion of convention 181 on private employment agencies

Related outputs:

- Capacity building for social partners on convention 181
- National promotion campaign on convention 181
- Local promotion campaigns

Objective 2:

Identification of private employment service providers, their potential and needs

Related outputs:

- Mapping exercise and report on results
- Tripartite dissemination workshop

Objective 3:

Establishment of five Employment Centers and the enhancement of capacities of five already existing private employment institutions (in collaboration with public employment services)

Related outputs:

- Implementation of processes, structures and capacities to build/run an employment office
- Capacity building of staff (100 Employment facilitators)
- Development of ToT and trainers manuals for Employment Facilitation
- Development and implementation of a standardized M&E system for Employment Centers

Objective 4:
Institutionalization of Employment Facilitation
Related Outputs:

- Development of a certified curriculum for the occupational profile 'Employment Facilitator'
- Organisation of first pilot trainings

III. Comparative advantage

- ILO's close collaboration with the Public Employment Services of the Ministry of Manpower and Migration
- ILO's good collaboration with the MoMM regarding the promotion of International Labour Standards
- Close relationship with possible partners working in the area of private employment intermediation

IV. Timing

July 2012 or later

V. Partners and beneficiaries

- Job seekers (especially young people)
- Employers
- Private Employment Services
- Public Employment Services

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION MENA	
Title:	**Implementation of Priority Projects within Strategic Urban Plans – towards more jobs and better urban environments through community based approaches**
Location:	Egypt
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$ 10,000,000

I. Background and justification

Over the past few years, UN-HABITAT has been technically advising the General Organisation for Physical Planning (GOPP) in issues of rapid urbanization and enhancing urban living environments. UN-HABITAT has also been working alongside GOPP in advising the preparation of Strategic Urban Plans for small and medium-sized Egyptian cities following a participatory approach and involving key stakeholders in deciding on immediate, medium and long term requirements of the population. In addition, UN-HABITAT has supported the Ministry of Local Development (MoLD)/ Decentralization Support Unit (DSU) in mainstreaming decentralized districts and regional planning, as well as the introduction of participatory budgeting. As a result of decentralized planning efforts, Priority Projects at the urban, district and regional level have been highlighted and call for due implementation by local authorities. Priority development projects include:

- Infrastructure (roads, water and sanitation networks, and solid waste management, etc)
- Social services (schools, health care units, and youth centers)
- Local economic development activities (private sector initiatives, small and medium enterprise development, skills enhancement, community based interventions, etc)
- Housing (public housing schemes and private development initiatives, etc)
- Capacity building for improved employment opportunities (such as vocational training).

Despite the preparation of thorough studies and assessments for priority interventions by strategic planning experts, few projects have been implemented so far. This is mostly due to the lack of coordination between relevant government institutions and limited financial resources.

Meanwhile, ILO's community-based approaches that have been tested in Egypt and many other countries around the world would ensure that the identified priority projects will be implemented in an employment friendly way. ILO will also ensure that communities will profit from the project as well as from the process of construction.

II. Project strategy

Based on the Strategic Plans that have been developed in corporation with local authorities, UN-HABITAT and local authorities will assist in the identification of investment projects that will be implemented following the ILO approach of employment intensive, community based procedures. This will help Egypt on its way to poverty reduction, decentralization, democratization and a reduction of un- and underemployment. Successful implementation mechanisms will provide models and Best Practices for other Egyptian cities. The Egyptian Government and local communities are expected to replicate this model in all their future development plans.

The criteria for the selection of cities and projects will be based on a competitive approach among applying cities. Selected cities will have to demonstrate high level of coordination and readiness to execute projects. A mechanism for community engagement in the evaluation of bids, and monitoring and evaluation of the implementation progress will be in place.

Objective 1:
Identification and elaboration of Priority Projects based on Strategic Urban Plans
Related outputs:
- Re-activation of strategic urban plans
- Capacity building on shelter, basic urban services, and local economic development approaches
- Competition organised and best priority projects selected

Objective 2:
Implementation of Priority Projects
Related outputs:
- Projects realized using community based approaches

Objective 3:
Capacity Building for local stakeholders on employment creation and community empowerment
Related outputs:
- Capacity built on workgroup approaches for the purpose of coordination and facilitation
- Capacity built on community development
- Capacity built on employment creation at the local level
- Awareness and communication of documented successes and challenges

III. Comparative advantage
- ILO's close collaboration with UNhabitat in other countries
- Similarity of approaches of ILO and UNhabitat in community development approaches
- Strategic plans that already exist

IV. Timing
July 2012 or later

V. Partners and beneficiaries
- UNhabitat
- Communities
- Unemployed in communities
- Ministries of Housing, Utilities and Urban Development, of Manpower and Migration, of Local Development
- Governorate and District/ City Administrations
- Relevant line ministries and associated authorities (Educational Buildings Authority, Ministry of Health, etc)
- Local private sector

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Occupational Safety and Health in Egypt**
Location:	Egypt
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$500,000

I. Background and justification

A high level tripartite meeting was held in September 2009 on the roles and responsibilities of the Government, employers, and workers, in occupational safety and health (OSH). This meeting was organised by the Ministry of Manpower and Migration (MoMM) of Egypt in coordination with the International Labour Organisation (ILO).. The event was instrumental in resuming tripartite collaboration in the country on tackling OSH related claims, concerns and issues. From then MoMM has been working with other partner institutions such as the Egyptian National Institute for Occupational Safety and Health (EGY-NIOSH) and the World Health Organization (WHO) in formulating a Declaration on Healthy Work Environment. This Declaration is now considered by the Egyptian Government as the National Policy for OSH for the next decade. The Declaration has been further endorsed by a number of institutions including the most representative employers' and workers' organisations that are constituents to the ILO. New regulations in OSH were consequently issued by decree of the Minister of Manpower and Migration later in 2010.

These recent developments and the involvement of key stakeholders and institutions towards the effective development of the national OSH system have led the Government to announce its intention to ratify the ILO Convention 187 on the Promotional Framework for Occupational Safety and Health (2006). The Government also announced that it will activate the Egyptian Higher Consultative Council for OSH (HCCOSH) as the cornerstone of the OSH system. The same commitment has been renewed by the current government.

II. Project strategy

The ILO is now called upon to deliver technical assistance in a facilitating role towards the ratification and effective implementation of the convention, notably by bringing together the key actors, and assisting the establishment of the HCCOSH. The ILO will also initiate the work of technical committees and priority working groups, and strengthen the technical and programmatic capacities of OSH institutions and the social partners to enable them to deliver against their respective mandate. The strategy consists of three steps:

Objective 1:

An educated decision made to support the ratification of C187, and the design and establishment of the HCCOSH as the central coordination entity of the National OSH System in Egypt.

Related outputs:

- Situation analysis, preparatory work and preparation of policy guidance documents & TC project proposals
- Multi-stakeholders' introductory discussion on C187 and the Egyptian National OSH
- Implications of C187 for the government and national institutions concerned
- Employers' meeting on C187 and the Egyptian National OSH System
- FEI and Chambers discussions
- Workers' meeting on C187 and the Egyptian National OSH System

- ETUF, WEA + OSH Secretariat meetings
- Multi-stakeholders' consultative consolidation and feedback meeting on the way forward.

Objective 2:
Designing and launching the work of the Higher Consultative Council for OSH
Related outputs:
- Comprehensive proposal for activating the HCCOSH
- Political decision made to launch the HCCOSH
- First meeting of the HCCOSH
- Appointing staff members of the Permanent Secretariat

Objective 3:
Activating the HCCOSH Technical Committees and Priority Working Groups
Related outputs:
- Detailed mandate, constitution and work programmes of HCCOSH Technical Committees
- Detailed mandate, constitution and work programmes of Priority Working Groups

III. Comparative advantage
- ILO has already started the work on this project
- The political pressure for OSH related issues is increasing
- The Government has requested the ILO to assist in OSH related issues
- The ILO is well recognised for its competences in this area
- Some stakeholders have already profited from capacity building through the ILO

IV. Timing
Work could start immediately

V. Partners and beneficiaries
- Government of Egypt
- OSH related institutions
- Workers
- Employers

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Finding the volunteer potential amongst Egyptian youth**
Location:	Egypt (Cairo and three governorates)
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$1,500,000

I. Background and justification

Very little is known on the volunteering culture in Egypt. Theoretically, a national volunteering program does exist in the country, however, its implementation is very low. Since the revolution there have been promising indications of self and community volunteering, whereby the population has taken upon itself to help develop community watch groups, help those demonstrating in Tahrir Square, and clean up and repair streets in the aftermath of the revolution. Unfortunately, such actions quickly dissipate once the uprisings have ceased.

In addition, very little is known on the potential of youth being involved in volunteering projects. Today, Egypt's young people aged 15-29 represent 30 per cent of the population, and 90 per cent of those unemployed in Egypt are youth under the age of 30. Job creation in Egypt has been one of the most prominent challenges, which highly affects young people. Consequently, a large portion of young people today are left with little to do but search for employment. This cohort of young people could be placed in volunteering activities, if the potential is known.

II. Project strategy

This project aims to discover the volunteering potential of young people in Egypt. If the outcome is positive, this could lead to large-scale volunteering projects for youth in the country.
The project strategy is three-fold:

1) The project will conduct a national study of already existing national volunteering programs, their implementation, and their potential for improvement.
2) The project will pilot six volunteer programs in three local high schools and three universities in Cairo. Students will be involved in various summer volunteering programs in return for class credit and small monetary incentives. The outcome of the pilots will be evaluated to see if Egypt's young people have potential to participate in larger-scale volunteer projects.
3) The project will also uncover the potential of volunteer programs in three selected governorates in Upper Egypt especially amongst unemployed and/or inactive youth and women. These three governorates will be involved in a competition to decide which volunteering programs are most in need in their communities, and which group of people can be involved in the projects and benefit from them.

Objective 1:

National discussion on already existing volunteer programs and possibilities for improvement

Related outputs:

- Existing volunteer programs in Egypt analyzed and a needs assessment conducted.
- Recommendations for improvement, and linkages with potential volunteering projects with other organizations, NGOs and UN agencies.
- Consensus on priorities and actions to be taken in the short and medium term for the improvement of volunteering programs in Egypt.

Objective 2:

Piloting the youth potential in volunteering projects

Related outputs:

- ❖ Summer youth volunteering projects for students developed.
- ❖ Volunteering programs carried out.
- ❖ Evaluation on the potential for future and larger-scale youth volunteering programs.

Objective 3:

Identification of volunteering projects in three selected governorates

Related outputs:

- ❖ Identification of the three governorates in Upper Egypt.
- ❖ Conducting a competition within each governorate to identify the projects needed.
- ❖ Volunteering projects to meet community needs developed and implemented.

III. Comparative advantage

- ILO has great competence and is well-respected in the areas of conducting needs assessments and piloting employment/volunteering projects
- ILO has a broad knowledge base of youth-based volunteering projects
- The ILO has extensive experience in volunteering projects in various countries and regions

IV. Timing

Quick implementation of the project is possible as ILO already has the networks required to pilot this project.

V. Partners and beneficiaries

- National volunteering program
- Students and young people
- Beneficiaries of the pilot volunteering projects
- Communities of the three selected governorates

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Strengthening Labour Administration and Rebuilding Labour Market Institutions in Post Conflict Libya**
Location:	Tripoli, Libya
Duration:	1 year
Lead Office:	ILO Cairo
Budget:	$1,000,000

I. Background and justification

Prior to the Libyan conflict, the country was facing profound decent work challenges. These challenges included high unemployment rates, especially among the youth (estimates indicate rates of above 30 per cent), inadequate rights at work, lack of freedom of association, a weak social protection system, and the absence of social dialogue. Following the outbreak of the Libyan conflict, these challenges further deepened. The reconstruction of Libya's infrastructure, economic system, social compact, and governance are now an enormous task for the country. As a result, the transitional, post conflict government of Libya has adopted goals focusing on its priority areas, one of them being the restructuring of Labour Administration Units within the Ministry of Labour (MOL) and its attached institutions.

II. Project strategy

The strategy aims at strengthening the labour administration in Libya and firmly positioning the decent work agenda within Libya's new labour code and labour administration practices. The strategy addresses the immediate priorities in labour administration that have been identified by the MOL, including the capacity building of labour administration staff and the rebuilding of labour market institutions.

Objective 1:

The labour administration in Libya better understands the concepts and best practices and is capable of mainstreaming the decent work agenda into its policies, regulations and procedures.

Related outputs:

- An assessment report is conducted on the current labour administration structure in the MOL including a gap analysis reflecting the requirements for an efficient and effective labour administration
- The labour administration is restructured and the required staff profiles are developed in line with the new structure
- A series of training workshops are conducted in order to introduce government officials and social partners to the concepts of the Decent Work Agenda; Global Jobs Pact; Social Protection Floor; and Declaration of Social Justice for a Fair Globalization
- Capacity building for labour administration staff in Libya and in ITC Turin

Objective 2:

A new labour code which is aligned with the International Labour Standards is developed in cooperation with the social partners, and endorsed by the government

Related outputs

- Tripartite consultations are held on the development of a new labour code
- ILO legal experts guide and supervise the process of developing the labour code

- Awareness raising campaigns are launched among social partners on International Labour Standards
- The Decent Work Agenda is at the heart of the new labour code

Objective 3:

The functions of the labour administration are established and operational

Related outputs:

- The Ministry of Labour staff comply with the International Labour Standards obligations of monitoring and reporting
- Fully operational labour inspection and occupational safety and health units are in place
- Public Employment Services, career guidance and vocational counseling are in place and functional
- A labour market information system is developed and technical staff from the statistical institutions are trained
- Government officials are exposed to international experiences in labour administration through ITC Turin

III. Comparative advantage

- ILO as a tripartite organisation has the required knowledge for implementation
- The Government has already requested the assistance of the ILO
- Tools already exist and were tested

IV. Timing

Can start immediately, first investigations have already been carried out.

V. Partners and beneficiaries

- Workers' organisations
- Employers' organisations
- Government of Libya, particularly the Ministry of Labour
- People looking for a job, especially youth and recent graduates

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Decent jobs for young people in Morocco**
Location:	Morocco
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$10,000,000

I. Background and justification

In the hope to fight the most pressing issue of youth unemployment and underemployment, Morocco has requested the ILO to assist the Government to develop a national employment strategy (NEP). Experience has shown that designing such a strategy can often be done in a smooth fashion, especially if the government and social partners are committed, which is the case in Morocco. But when it comes to implementation, the country often lacks the capacity to implement. Another lesson learned is that plans at the national level are often not supported at the regional level, which almost certainly guarantees failure of the national strategy. The challenge goes even one step further: If plans are not supported by communities, they are not very likely to be implemented. So far, the interventions in the area of employment and youth employment from the government have been scattered, not well integrated and not mutually supportive which are some of the reasons why many interventions did not have the expected impact. Often the interventions focused on only one part of the labour market (for example the supply side), whereas the other parts were neglected (demand side and matching process between supply and demand). If the focus is on only one of the three components, failure can easily happen, which was the case in Morocco.

II. Project strategy

The strategy consist of three steps:

1. Developing a national strategy for employment;
2. Developing regional action plans for youth employment (based on the priorities identified in the national strategy);
3. Implementation of the regional action plans in three regions (that will be selected through a competitive process).

The project will be based on 4 principles: 1) Social Economy 2) Inclusion through local economic development; 3) Green job; 4) Gender Equality. The project will work downstream through the implementation of the national strategy that will guide the regional strategies that will then be implemented at the community level. It will work upstream in the sense that problems identified at the community level will be taken up to the government level and solved there and knowledge gained at the community level will be communicated to the national level. Unique to the approach is also, that it will tackle the demand side, the supply side and the matching process. The strategy works in parallel on the policy level (nationally and regionally through capacity building and implementation assistance), the partnership level (bringing all actors who act in the area of employment together, making their interventions fit into the strategy and improving the performance of the actors) and the "on-the-ground" level (improving the employability of young people, supporting self-employment, improving access to finance, increasing the engagement of the civil society and young people to support community development, strengthening vocational guidance and labour market entrance/placement practices and services).

Objective 1:

Development of the National Strategy for Employment and capacity building of relevant actors at the national level

Related outputs:

- Capacity built on how to develop and implement a national strategy for employment
- Strategy designed

- Strategy accepted in parliament and promoted to the regional level and nationwide
- Capacity building at the national level on gender issues, green economy approaches, local economic development approaches, and social economy approaches
- Improved performance of the Ministry of Labour and other national actors in developing and implementing strategies

Objective 2:

Strengthened and more active partnerships at the regional and local level and improved performance of partners in delivering relevant services linked to employment in the three selected governorates

Related outputs:

- Regional action plans for employment developed and implementation supported
- Strengthened technical and administrative capacities of regional and local partners to deliver youth employment related services

Objective 3:

More young people (especially from vulnerable groups) in the three selected regions gain employable skills

Related outputs:

- Introduce modern apprenticeship to increase employability of people in the informal sector
- Entrepreneurial skills enhanced
- Enhanced opportunities for people with disabilities to be integrated in labour markets

Objective 4:

More young people (especially those from vulnerable groups) in three selected regions gain employable skills. Young people and enterprises profit from the improved matching process between labour market supply and demand in the three selected Governorates.

Related outputs:

- Young people's capability to help themselves in finding a job improved
- Work of public employment services improved
- The capacity of enterprises to find and keep skilled laborers increased

Objective 5:

More young people in the three selected Governorates create and improve their own enterprises.

- *Related outputs:*
- Entrepreneurship culture improved
- Business support through improved institutions increased

III. Comparative advantage

- The same approach has been taken in Egypt (funded by CIDA) and receives much attention and interest
- Similar approaches were taken in the past by ILO in other countries
- Morocco has shown its willingness to develop a national strategy and has admitted their limitations in the implementation of strategies
- The ILO has been active in Morocco for a long time and has an established network as well as knowledge in the country

IV. Timing

Project design will be quick as partners have already showed interest and similar approach was taken in Egypt. Project implementation could start in November 2012. The project will run for 4 years. The first year will focus on the capacity building at national and regional level, the development of the national strategy, the regional action plans, and the competition between all governorates to decide who will get the support. While capacity building and institutions building will continue in years 2-4, the main focus will be on the implementation of the regional action plans in the three selected regions.

V. Partners and beneficiaries

National and regional actors in the area of employment; Tunisian government; Ministry of Employment; young people (especially from vulnerable groups); labour market; NGOs, CBOs, business service providers

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Support to the implementation of the National Action Plan against Child Labour in Morocco**
Location:	Morocco
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$4 – 5,000,000

I. Background and justification

The Moroccan Government is identifying the problem of child labour as of ever growing importance. Recent milestones in the fight against child labour include the allocation of an annual budget line item in the Ministry of Labour for child labour programs. In addition, based on a tripartite conference a revision was made to the list of occupations from which children under the age of 18 are excluded. Morocco also carried out a national campaign against child domestic labour, and designated provincial Ministry of Labour focal points to coordinate anti-child labour activities at the local level.

Despite the efforts deployed by the government, social partners, NGOs, and the multiple initiatives that have been taken to combat the problem, alarming numbers of Moroccan children continue to be engaged in child labour. They can be found in rural as well as urban areas and particularly working in agriculture, traditional crafts, domestic labour, and the informal economy.

A National Action Plan for Child Welfare (NAPCW), adopted by the Government in March 2006 articulates Government strategies for improving child welfare through to the end of 2015. IPEC Morocco played an important role in assuring that child labour was addressed in the Plan. The objective, "Improve the right of children to protection," explicitly sets out to withdraw all children under the age of 15 from exploitive child labour and to provide them with educational alternatives. It also aims to improve working conditions for all children aged 15-17 years by the year 2015. The NAPCW is currently on-going and a mid-term evaluation has been carried out. The implementation of NAPCW is supported by the Government and is partially funded. Strong advocacy efforts will be necessary in order to assure that it remains high among a multitude of priorities in the social development sector. The proposed project will allow continuing support to the NAPCW implementation and provide technical assistance to existing and potential new initiatives.

II. Project strategy

In order to build on and consolidate the progress made to fight child labour in Morocco, through this project IPEC will assure the continuity of those efforts and scale-up projects in order to reach larger numbers of children across wider geographic zones.

Objective 1:

Towards full national ownership of the fight against child labour in Morocco

Related outputs:

- Reinforcement of the role of the national child labour office (within the Ministry of Labour) in the national actions and commitments that will be taken by the Kingdom against child labour at all levels (policy, direct actions, sustainability measures, etc), including the monitoring and evaluation of the implementation of the NAPCW.

- Support the adoption and/or application of child labour laws (the labour code, the hazardous occupations list, domestic labour and traditional trades law (under preparation), and recent measures taken by Morocco for the elimination of child labour.
- Provide support to national actors including Ministries (Labour, Education, Child and Family Welfare, Traditional Crafts, Agriculture, Justice, etc), social partners, Universities, and local governments.
- Building the capacity of actors that play a key role in assuring national ownership and sustainability of efforts to combat child labour, namely the national child labour unit, tradesman chambers, and social partners with focus on the regional and local levels.

Objective 2:

Towards the achievement of three Child Labour free areas in the Kingdom

Related outputs:

- Identification of the three provinces where the project will be implemented and which will be committed to becoming child labour free areas in the Kingdom.
- In these three provinces, the replication and scaling up of successful experiences identified in the country will take place. This includes initiatives to prevent and withdraw children from the worst forms of child labour through formal and non formal education, vocational training and apprenticeships, and preventive measures to keep children in school and out of the worst forms of child labour.
- Engagement of local and regional actors to reach the child labour free objective.
- Social mobilization and sensitization using the SCREAM (Supporting Children's Rights through Education, the Arts and the Media) methodology and awareness raising campaigns.

III. Comparative advantage

- ILO as a tripartite organisation
- IPEC's expertise and professionalism in the fight against child labour
- IPEC's efficient experience and effective presence in Morocco for over ten years.
- Excellent knowledge of national partners and context
- Promotion of an integrated approach and linkages with youth employment and social protection
- Tools already exist and were tested

IV. Timing

Can start immediately; an IPEC team is currently in place in Morocco.

V. Partners and beneficiaries

- Those at risk, working children and their families
- Workers' organisations
- Employers' organisations
- Government
- Non-governmental organisations (NGOs)
- Teachers and their organisations

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Contribuer à la lutte contre le travail des enfants dans le secteur de l'artisanat au Maroc**
Location:	Maroc
Duration:	3 ans
Lead Office:	ILO Le Caire
Budget:	$1 - 2,000,000

I. Justification

Quoique des progrès significatifs aient été réalisés en matière de lutte contre le travail des enfants, (LCTE) par le Maroc, grâce entre autres à l'appui et au soutien du BIT/IPEC, dans les domaines de la mobilisation, de la sensibilisation, de l'insertion socio-économique, de l'harmonisation de la législation nationale par rapport aux normes internationales et du renforcement des capacités nationales en matière de LCTE, le travail des enfants dans les activités à caractère purement traditionnel et particulièrement dans le secteur de l'artisanat persiste. Il continuera probablement de s'amplifier au vu des répercussions de la crise économique, de la faiblesse du système éducatif et de l'exode rural qui sera probablement stimulé par l'actuelle sécheresse.

Il est par conséquent nécessaire de continuer à appuyer les initiatives nationales dans le domaine de la lutte contre les pires formes du travail des enfants et notamment dans le secteur de l'artisanat.

II. Stratégie du projet

La stratégie de ce projet, visera l'intervention sur les trois axes fondamentaux : prévention, retrait et protection. L'approche globale promue permettra, dans le secteur de l'artisanat, de :

- Prévenir l'emploi dans l'artisanat des enfants qui n'ont pas atteint l'âge minimum légal.
- Retirer du travail dans l'artisanat, les enfants n'ayant pas atteint l'âge minimum légal d'accès à l'emploi et ceux victimes des pires formes de travail ;
- Protéger les enfants en âge de travailler contre les pires formes de travail et particulièrement les travaux dangereux.
- Créer et renforcer la capacité des principaux acteurs dont les partenaires sociaux et les associations locales y compris les Chambres de l'Artisanat.

Objectif 1:

Sensibilisation et mobilisation des acteurs concernés par la lutte contre le travail des enfants dans le secteur de l'artisanat.

Résultats:

- Conseils/appuis techniques sur la lutte contre le travail des enfants dans l'artisanat auprès des administrations concernées et des acteurs clés nationaux.
- Soutien à la finalisation de la loi spéciale sur les activités à caractère purement traditionnel pour une meilleure protection des enfants impliqués dans le travail dans le secteur de l'artisanat.
- Organisation de campagnes de sensibilisation et de mobilisation sociales pour la lutte contre le travail des enfants dans l'artisanat.
- Organisation de séminaires nationaux et régionaux en vue d'une plus grande mobilisation en matière de lutte contre le travail des enfants dans le secteur de l'artisanat.

Objectif 2:

Renforcement des capacités d'intervention des différents acteurs en vue d'une meilleure prévention contre la mise précoce des enfants au travail dans l'artisanat.

Résultats:

- Renforcement des capacités des acteurs nationaux clés, notamment des partenaires sociaux et des inspecteurs du travail pour une meilleure protection contre l'exploitation des enfants dans l'artisanat.
- Renforcement des activités d'inspection du travail pour veiller à l'application de la législation relative au travail des enfants.
- Développement d'un programme de formation sur la lutte contre le travail des enfants dans le secteur de l'artisanat.

Objectif 3:

Prévention et/ou retrait du travail précoce des enfants dans le secteur de l'artisanat grâce à la mise en œuvre de programmes d'action privilégiant l'éducation et la formation professionnelle comme alternative au travail des enfants.

Résultats:

- Prévention et retrait du travail dans l'artisanat des enfants de moins de 15 ans, tout en leur proposant des alternatives éducatives
- Retrait et protection des enfants de 15 à 18 ans travaillant dans l'artisanat et victimes d'exploitation tout en leur proposant des alternatives d'apprentissages et de formations professionnelles.
- Accompagnement des familles et des employeurs pour une pérennisation des mesures et actions entreprises.

III. L'avantage comparatif de l'OIT

• L'OIT comme organisation tripartite
• IPEC expertise et le professionnalisme à la lutte contre le travail des enfants
• Expérience efficace de l'IPEC avec plus de 10 ans de présence effective dans le pays
• Excellente connaissance des partenaires nationaux et de contexte
• Promotion d'une approche intégrée et des liens avec l'emploi des jeunes et de la protection sociale
• Les outils existent déjà et ont été testés

IV. Calendrier

C'est possible de commencer immédiatement. Une équipe de l'IPEC est actuellement au Maroc.

V. Partenaires et bénéficiaires

• Personnes en risque ainsi que les enfants qui travaillent et leurs familles
• Les organisations de travailleurs
• Les organizations des employeurs comprenaient les "Chambres d'Artisanat"
• Gouvernement
• Les organizations non gouvernementales (ONGs)
• Les enseignants et leurs organisations

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Enhancing Institutional Capacities of the Government and the Social Partners in implementing the National Occupational Risks Management Programme.**
Location:	Tunisia
Duration:	18 months
Lead Office:	ILO Cairo
Budget:	$500,000

I. Background and justification

In recent years, occupational safety and health (OSH) has gained growing importance in the economic, social and political agendas in Tunisia. The country has progressively modernized OSH by massively investing in research and education, and by extending its network of scientific and technical bilateral cooperation with other French speaking countries in this technical domain. Before the revolution, Tunisia was notably among the first countries in Africa to actively promote South-South and triangle cooperation to the benefit of Francophone sub-Saharan countries. The first national occupational risks management programme (PNGRP) was launched in 2009. This programme brought together the OSH inspectorate service (IMST), the OSH Institute (ISST) and the national worker's compensation board (CNAM). While the programme was technically sound, the three institutions responsible for its effective execution somehow lacked basic programme coordination capacities among them in order to ensure successful implementation, with little or no involvement of the social partners. It is imperative that Tunisia ensures the participation of social partners in the governance of the OSH system. Improved coordination between the institutions involved and consolidation of the programme approach adopted in 2009 needs to be realized, as well as further strengthening of organisational and technical capacities in OSH.. Tunisia also has to set the conditions for OSH to effectively be managed on a daily basis at workplace level in both the formal and the informal economy.

II. Project Strategy

The project aims at enhancing institutional capacities of the Government and the social partners in implementing a renewed National Occupational Risks Management Programme. In-depth consultations will be organised to review the programme outcomes and draw on lessons from the initial programme approach experience. From there, the project will support an inclusive participatory process involving relevant public institutions, workers' and employers' organisations, with the aim of building on achievements and updating the existing programme in light of recent development and emerging challenges. Special attention will be given to developing a suitable PNGRP management arrangement and fostering institutional cooperation towards better integration of prevention, inspection and compensation functions. To complement these efforts, specific action-oriented programmes will be developed to strengthen national technical capacities to address priority needs.

Objective 1:

Ensure the alignment of the national regulatory and programmatic framework with the provisions of key ILO instruments on occupational safety and health.

Related outputs:

- Renewed national programme for OSH with programme management arrangement.
- New technical standards (management of safety and health at work, chemical safety, among others).

- Integrated labour and OSH inspection service.

Objective 2:
Extend and strengthen the knowledge base on safety and health at work.
Related outputs:
- Extended territorial coverage of multidisciplinary OSH support services to enterprises.
- Strengthened capacity of the Tunisian OSH Institute (ISST) to conduct and commission applied and action-oriented research in priority areas of work and economic sectors to inform policy making institutions.
- New academic curricula in OSH offered by universities and technical and vocational training centres to prepare new professionals and technicians in OSH.

Objective 3:
Enhance participation of workers and their representatives in OSH decision making.
Related outputs:
- Renewed framework to facilitate collaboration and cooperation on OSH at national and economic sector levels.
- National action programme to ensure effective participation of workers in joint OSH committees at workplace level.

Objective 4:
Review, develop and use effective economic incentives to improve OSH at work.
Related outputs:
- A study report with recommendations to improve the effectiveness of economic incentives for OSH.
- Feasibility analysis of implementing an effective OSH performance based on contributory mechanisms to fund the workers' compensation system (CNAM), the national OSH system, and special prevention initiatives.

III. Comparative advantage
The ILO has a long standing technical and institutional relationship with Tunisia on OSH and has an in-depth knowledge on the needs, available means, opportunities and constraints for supporting the continual modernisation of the national OSH system and programme.

IV. Timing
The project would be implemented in close coordination with other regional initiatives, notably the EC supported initiative "Union pour la Méditerranée," and materialize at a time when dialogue on social and economic is of crucial importance. OSH offers a relatively easy entry point for fostering cooperation.

V. Partners and beneficiaries
The project would be executed by working in close coordination with and for the Ministère des Affaires Sociales, de la Solidarité et des Tunisiens vivant à l'Etranger, as well as with UTICA and with UGTT (the employers' and the workers' organisations). It would also ensure full participation of the OSH institute (ISST) and CNAM, along with other key OSH partner members of the *Conseil National de la Prévention des Risques Professionnels* (CNPRP). WHO and other bilateral partners of Tunisia would be involved as required.

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Increasing job intermediation capacity of Public Employment Services (PES) and strengthening employment insertion schemes in Tunisia**
Location:	Tunisia
Duration:	3 years
Lead Office:	ILO Cairo
Budget:	$6-7,000,000

I. Background and justification

Tunisia has a nation-wide net of Public Employment Services (PES) managed by the Agence National pour l'Emploie et le Travail Indépendent (ANETI). Most of them are underutilised in their ability to bring labour supply and demand together, a fact that they openly admit. Through the MDGF project on youth employment and migration, the ILO has already identified the needs of ANETI and the employment services required to assist them in three regions to improve their services to long-term unemployed graduates. However, there still remains a lot work to do. Given the reluctance of the Tunisian Government to accept private employment agencies, the capacity of the public employment agencies needs to be strengthened. The challenge is their lack of capacity, understaffing of offices, and the lack of sufficient technical equipment. If their potential to attract, counsel, provide places for job seekers, and to scope employment opportunities in local labour markets could be increased, this would have a direct impact on unemployment in Tunisia.

There is also another untapped potential in Tunisia: job insertion schemes exist, which are not utilized despite the fact that have been developed. Again, ensuring the proper implementation of such systems will have a positive impact on employment.

II. Project Strategy

Through assistance to the PESs in ten regions, their capacity in delivering career guidance, canvassing employment opportunities, placing unemployed people, supporting self-employment, and managing active labour market policies will increase. One specific strategy will be to connect youth associations with the employment services and to have them work together. The job insertion schemes are examples of labour market policies and the support of such schemes through the PESs and the involvement of training institutions will have an immediate impact on unemployment. The strategy has a fast track and a long-term development track.

Objective 1:

Enabling PES to immediately get engaged in placement of unemployed young people

Related outputs:

Capacity building for:

- PES staff on how to accelerate registration, guidance, placement, self employment, and re-skilling procedures
- PES on how to set up and put at work opportunity scoping and monitoring task forces.
- Social partners on active participation for emergency job placement schemes
- Youth associations for access to and utilisation of emergency job services available
- PES are enabled to set up opportunity scoping task forces by PES in local labour markets
- PES and authorities will be in a position to develop national/local communication actions to increase awareness and utilisation of PES emergency response actions
- Constituents at the local level will have the capacity to immediately support and utilise opportunity scoping

Objective 2:

Strengthen PES in 10 regions in the medium and long term

Related outputs:

- ILO tested methodology to strengthen PES will be applied in ten regions
- Networks between youth associations and PES will be set up
- Further capacity building
- Awareness campaigns on the role of PES
- Equipping PES

Objective 3:

Increase the implementation success of the job-placement systems that already exist

Related Outputs:

- Evaluation of the factors that hinder people to use such system
- A work plan for improvement (especially regarding incentives to participate in enterprises and enrolments for young people)
- Implementing measures to improve the system
- Direct involvement in the first 6 months to oversee the implementation process (for PES as well as the enterprises)

III. Comparative advantage

- The ILO has tested the methodology and applied it in other countries in the region.
- The PES fall under the responsibility of the Ministry of Vocational Training and Employment, one of the main counterparts of the ILO in Tunisia.
- The Government has already requested the ILO to assist both the PES and the job-placement scheme.
- The knowledge base for both the PES and job insertion schemes has already been built.

IV. Timing

Short-term intervention: 4 months, can start immediately
Long-term intervention: 3 years

V. Partners and beneficiaries

- PES (managers, counselors etc.)
- ANETI
- National managers of job insertion schemes
- Vocational training authorities
- Ministry of Vocational Training and Employment
- Young people looking for jobs
- Employers looking for skilled people

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Decent jobs for young people in Tunisia**
Location:	Tunisia, three selected governorates
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$10,000,000

I. Background and justification

In the hope to fight the most pressing issue of youth unemployment and underemployment, Tunisia is in need of a coherent strategy on youth employment. Regional action plans have been drafted for three regions through an MDGF project on youth employment and migration, but unless they are linked to a national strategy, there is a high risk that they will never get implemented. Regarding the national strategy, experience has shown that designing such a strategy can often be done in a smooth fashion, especially if the government and social partners are committed. But when it comes to implementation, the countries often lack the capacity to implement. Another lesson learned is that plans at the national level often are not supported at the regional level, which almost certainly guarantees failure of the national strategy. The challenge goes even one step further: If plans are not supported by communities, they are not likely to be implemented.

II. Project strategy

The strategy consists of three steps: 1. Developing a national strategy for employment; 2. Developing regional action plans for youth employment (based on the priorities identified in the national strategy) in case such a strategy does not exist; 3. Implementing the regional action plans in three regions (that will be selected through a competitive process). The project will be based on four principles: 1) Social Economy 2) Inclusion through local economic development; 3) Green jobs; 4) Gender Equality. The project will work downstream through the implementation of the national strategy that will guide the regional strategies, which will then be implemented at the community level. It will work upstream in the sense that problems identified at the community level will be taken up to the government level and solved. Knowledge gained at the community level will be also be communicated to the national level.

Objective 1:

Development of the National Strategy for Employment and capacity building of relevant actors at the national level

Related outputs:

- Capacity built on how to develop and implement a national strategy for employment
- Strategy designed, accepted in parliament, promoted to the regional level and nationwide
- Capacity building on gender issues, green jobs, local economic development, and social economy

Objective 2:

Strengthened and more active partnerships at the regional and local level and improved performance of partners in delivering relevant services linked to employment in the three selected governorates

Related outputs:

- Regional action plans for employment developed (if not existing) and implementation supported

- Technical and administrative capacities of regional and local partners to deliver strengthened youth employment related services

Objective 3:
More young people (especially from vulnerable groups) in the three selected regions gain employable skills
Related outputs:
- Introduce informal apprenticeships schemes
- Entrepreneurial skills enhanced
- Enhanced opportunities for people with disabilities to be integrated in labour markets

Objective 4:
More young people (especially those from vulnerable groups) in three selected regions gain employable skills. Young people and enterprises profit from the improved matching process between labour market supply and demand in the three selected Governorates.
Related outputs:
- Young people's capability to help themselves in finding a job improved
- Work of public employment services improved
- The capacity of enterprises to find and keep skilled laborers increased

Objective 5:
More young people in the three selected Governorates create and improve their own enterprises
Related outputs:
- Entrepreneurship culture improved
- Business support through improved institutions increased

III. Comparative advantage
- The same approach has been taken in Egypt and receives much attention and interest
- Similar approaches were taken by the ILO in other countries in the past
- Tunisia has shown its willingness to develop a national strategy
- Tunisia has admitted their limitations in implementation of strategies
- The ILO has been active in Tunisia for a long time and has the established networks as well as knowledge in the country

IV. Timing
Project implementation could start in November 2012.

V. Partners and beneficiaries
- National and regional actors in the area of employment (particularly youth employment)
- Government of Tunisia, especially the Ministry of Employment
- Young people (especially those from vulnerable groups)
- Labour Market Institutions (public employment agencies, vocational training centres, etc)
- NGOs, CBOs, Business service providers

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Towards democracy and inclusion in Tunisia: Respecting international labour standards**
Location:	Tunisia
Duration:	4 years
Lead Office:	ILO Cairo
Budget:	$1,000,000

I. Background and justification

Tunisia has ratified 52 ILO international labour conventions (ILC), including all 8 fundamental conventions. However, Tunisia has not ratified conventions 129 and 144, which are regarded as priority conventions. Under the old regime there was an attempt to work on the implementation of the ratified conventions as well as to ratify new conventions. These efforts, however, have often been half hearted.
Under the new regime and during this important transition period, the role of the international labour standards in ensuring basics rights in the world of work will be key to strengthening the democratic process, and will ensure inclusion through decent work. However, the new regime is not familiar with the ILC nor with their implementation. In addition, many of the old structures that hindered the ratification and implementation of ILCs need to be overcome.

II. Project strategy

In the new political environment, this project will support national efforts to ratify and implement international labour standards (ILSs). The fundamental standards, including freedom of association and collective bargaining will get special attention.

Objective 1:

Analyse the implementation of ratified conventions with a special focus on the core standards as well as the priority conventions

Related outputs:

- Study on how well the ratified conventions are implemented
- Launching the study
- Roadmap on improvements to the implementation of ILO conventions

Objective 2:

Expand awareness and understanding of ILO conventions

Related outputs:

- National public campaign launched on ILS and their role in the transition to democracy
- Communication and outreach strategies launched by social partners

Objective 3:

Enhance the capacity of labour administration and social partners to promote and implement international labour standards

Related outputs:

- Better equip the Senior management unit in the Ministry of Solidarity to improve governance and the effectiveness of labour administration
- Labour officers acquire modern skills to promote and implement international labour standards
- Social partners acquire knowledge about ILCs

III. Comparative advantage

- The ILO is the best suited organisation to promote ILCs
- Tunisia has shown interest in the ratification of a series of conventions
- The area of change is conducive for the promotion of ILCs

IV. Timing

- Initial work that has already started after the revolution (especially with trade unions) and can be easily continued immediately

V. Partners and beneficiaries

- Government of Tunisia, especially the Ministry of Solidarity
- Social partners

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Towards fact based and transparent policy making in Tunisia: Developing a Labour Market Information and Analysis System**
Location:	Tunisia
Duration:	2 years
Lead Office:	ILO Cairo
Budget:	$1,000,000

I. Background and justification

Labour Market Information in Tunisia has always been difficult to obtain. There were many doubts regarding the quality of data, and after the revolution the conviction of Tunisian labour market information not reflecting the reality became even stronger. The agency for statistics in Tunisia only gave and still gives limited access to their statistics and almost no access to the micro-data of their surveys. It is therefore impossible to judge on the quality of the data received. This makes it very difficult to base labour market policies on real and updated information. It makes it also difficult to evaluate policy interventions.

An employment observatory does exist in Tunisia, even at the regional levels they comprise mainly of offices doing very limited work. The work of these observatories however was more or less used as a tool for the old government, critical data or analysis was never released. The same was true for all labour market related analysis. With the call for more transparency, now could be the right time to develop, in cooperation with the national agency for statistics, and the employment observatories, an open and transparent Labour Market Information and Analysis System (LMIAS).
Transparent labour market information that leads to solid policy decisions, adequate analysis and evaluation of interventions will be a major step towards transparent policy making in Tunisia.

II. Project strategy

Objective 1:

Identification of the quality of labour market information

Related outputs:

- Analysis of Microdata
- Analysis of reports provided
- Identification of information gaps

Objective 2:

Capacity building for the national agency for statistics as well as the employment observatories to produce timely and high quality data, to analyze this data, and to make it available to a wider audience

Related outputs:

- Capacity building on labour market indicators
- Capacity building on LMIAS
- Assistance in conducting surveys
- Assistance in the analysis of data and report writing

Objective 3:

Improving the performance of the employment observatories

Related outputs:

- Capacity building on the role of a national employment observatory and regional employment observatories
- Assistance in the institutional strengthening of the employment observatories

III. Comparative advantage

- ILO has a good working relationship with the employment observatories
- The political pressure to become more transparent has increased
- The Government has requested the ILO to assist in improving their LMIAS
- The research community in Tunisia is highly advanced and very keen to gain better information
- The employment observatories already exist, they only need better information and institutional strengthening
- The observatories already profited from capacity building through the ILO
- An ongoing MDGF project on youth employment and migration has a component on working with the observatories, so connections are already made and the needs have been identified

IV. Timing

- Work could start immediately as most contacts have already been created. However, a fact finding mission would be needed to see if the willingness to support this project really exists.

V. Partners and beneficiaries

- National statistic agency
- Employment Observatories
- Policy makers
- Researchers
- Media
- Wide audience
- Workers
- Employers
- NGOs
- Private sector
- Foreign and local investors

PROJECT CONCEPT NOTE FOR TECHNICAL COOPERATION	
Title:	**Know about your business: Preparing and assisting Tunisian's youth to become successful entrepreneurs**
Location:	Tunisia
Duration:	3 years
Lead Office:	ILO Cairo
Budget:	$3,500,000

I. Background and justification

The Ministry of Vocational Training and Employment have requested the ILO to support them in the implementation of their emergency employment program AMAL (HOPE) which is headed by the Ministry. This programme particularly foresees the integration of young graduates into labour markets. One of the AMAL axes where the ILO could intervene has been identified as assisting young people to become entrepreneurs.

The promotion of entrepreneurship is nothing new in Tunisia. In fact well developed structures already exist, including institutions that can finance young projects. However, the impact so far has been very limited. One of the reasons why this is the case is the fact that young people are not well prepared to open their own business. In addition, they don't know how the private sector functions and what potential it has. .The institutions responsible for promoting entrepreneurship often do not have the capacity to do so by lacking personnel as well as knowledge.

The two most promising institutions where entrepreneurship skills could be created are ANETI (the public employment services agency with 91 offices in 25 regions) and ATFP (with its 135 training centres). Since 2008 the ILO has been working with ATEP to introduce its well developed and tested tool "Know about Business" in 25 training centres through the training of trainers in these centres. In 2012 it is foreseen that the course becomes obligatory in all training centres.

I. Project strategy

The overall objective of this project is to increase the interest and the capability of young people participating in the AMAL project to open their own business. In addition, even those who will not go for self-employment, will have gained employable skills such as entrepreneurial spirit through their participation, making it easier for them to find a job. Capacity and institutions will also be built within Tunisia to make entrepreneurial education and entrepreneurial assistance more widespread.
The strategy consists of a short-term and a medium-term component.

Objective 1:

Participants are in a better position to open their own business

Related outputs:

- 50 teams (with 2 facilitators per team) will be trained to become entrepreneurship trainers
- 2,500 young participants in the AMAL program will have received the training
- 50 per cent of young training participants will have developed a business plan
- 500 proceed further in opening their business.

Objective 2:

The structures and institutions to promote self-employment are strengthened

Related outputs:

- Identification of the relevant institutions willing to be involved
- ANETI, ATFP and other relevant institutions are trained in coaching young people to open a business and to run them successfully
- The two institutions and others offer courses on Know About Business and other ILO tested entrepreneurship tools
- Young entrepreneurs are assisted until they open their own business and are each provided with a toolkit worth $US500

Objective 3:

20 to 25 assistance centres for entrepreneurship are opened in ATFP training centres

Related outputs:

- Centres are identified that show interest and possibilities in having such an Assistance centre
- ATFP provides the people for these centres to receive the training.
- The centres are physically equipped
- Other training centres have information booths on entrepreneurship
- Young people profit from these centres and information booths

III. Comparative advantage

- This is the continuation of a very successful project funded by CIDA, so tools are tested, networks are built, and the interest of stakeholders has been created
- KAB and other entrepreneurial packages that will be applied have not only been tested in Tunisia but worldwide
- The tools are used in other ILO projects in the countries, so a certain pool of facilitators and trainer already exist

IV. Timing

The project could start immediately and would go for three years with a focus on the short term strategy in the first year.

V. Partners and beneficiaries

- ANETI
- ATFP
- Young participants in the AMAL project
- Ministry of Vocational training and Employment