

Annual Project Progress Report

Project title: Strengthening capacity in labour and employment policy planning and implementation

Award ID: 00080654

Project ID: 00090267

Implementing partner: Ministry of Labour and Social Protection of Population of Turkmenistan

Period covered in this report: March – December 2017

Date of last Annual Report: N/A

Date of the last Project Board meeting: N/A

Date of last Quality Assurance and rating: Highly Satisfactory. Date: Nov 08, 2017

1. Project Performance

a) Please state the expected Output of the Project, set indicators and corresponding CP Outcome (as per project document/AWP):

Project Output 1: Recommendations for improvement of the legislative framework of Turkmenistan in the area of labour and employment

Output indicators:

1.1 Share of legal documents reviewed in line with international standards;

1.2 Share of the Ministry's specialists who studied international standards and best practices in the area of labour and employment;

Output targets:

1.1. 30%

1.2. 50%

b) Were the indicators and output achieved? Yes No Partially

c) If no or partially, please explain why?

Project Output 2: Recommendations for modernization of the current labour safety system

Output indicators

2.1 Share of recommendations adopted to modernize the current labour safety system in Turkmenistan;

2.2 Number of the Ministry's specialists who trained on international labour safety standards;

Output targets:

2.1. 40%

2.2. 5

b) Were the indicators and output achieved? Yes No Partially

c) If no or partially, please explain why?

Project Output 3: Strengthened national capacity to regulate labour market and employment**Output indicators:***3.1 Share of recommendations adopted to improve ICT system of the public employment service;**3.2 Share of recommendations adopted to improve functions of the public employment service and corresponding employment fund in Turkmenistan;***Output targets:**

3.1. 50%

3.2. 40%

b) Were the indicators and output achieved? Yes No Partially

c) If no or partially, please explain why?

1) It took approx. two months to obtain approval of the developed TORs for the National and International Consultants.

2) The overview of the current regulatory system for the labour market and employment was conducted by the National Consultant. Due to delay in implementation of the project activities the recommendations will be developed in 2018.

3) Due to delay in implementation of the project activities the recommendations will be developed in 2018.

4) Due to delay in implementation of the project activities the legal and regulatory documents will be developed in 2018.

5) Despite the fact that ILO provided comprehensive support in searching for the Russian speaking International Consultants to implement activities under the Components 1 and 3, the positions of the International Consultant to support Ministry of Labour and Social Protection of Population of Turkmenistan in improving the national legislation in the field of labour and employment, and the International Consultant on Strengthening the national capacity to regulate labour market and employment were announced twice. The recruitment process took more time than it was initially planned.

2. Progress Reporting**a) Please summarize the main achievements during the project cycle:****Project Output 1:**

The National and International Consultants conducted review and analysis of National legislation in the field of labour and employment in order to identify the gaps in the legislative framework. The review was focused on addressing the need of aligning the national legislation in accordance with the international legal instruments in the area of labour and employment.

The Consultants conducted detailed analysis of more than **70 legal documents** including the Labour Code of Turkmenistan, and the Law on Employment. The recommendations developed by the International Consultants related to the structural and contextual gaps of the reviewed documents. Based on the conducted analysis the International Consultant made the following conclusions:

- 1) Turkmenistan has ratified five key UN conventions in the field of Human Rights, and the main conditions of the conventions are reflected in the Labour legislation of Turkmenistan;
- 2) A number of recommendations presented in the report of the International Consultant related to promotion the rights of the job-seekers, in particular vulnerable groups. One of the ideas is to arrange a pilot activity/project „Women-Leaders in Turkmenistan“. To promote the rights of women seeking jobs the Consultant suggested to increase a number of women in the medium and high level management of the county. The pilot activity will be focused on capacity development of Turkmen women by providing support in obtaining education/training in the field of management with further chances to get a job in the governmental institution;
- 3) Another recommendation promoting the rights of vulnerable groups is to introduce a distant work. The relevant legislation regulating such type of relationship between the employer and employee should be developed and adopted in the National legislation of Turkmenistan;
- 4) 45 specialists of the Ministry of labour and social protection of the population of Turkmenistan were training of the principles, recommendations and best practices of the UN and ILO Conventions.

All recommendations developed by the International Consultant were submitted to the Ministry of Labour and social protection of the population of Turkmenistan for their further consideration.

Project Output 2:

Currently, the function of monitoring the labour safety and standards is implemented by separate national agency in Turkmenistan. Considering the labour safety issue as one of the key functions of the Ministry the Government of Turkmenistan has an intension to transfer this function to the Ministry of Labour. Under the Component 3, the project will contribute to modernization of the existing labour safety system in Turkmenistan. The project will review the current system and provide recommendations for its improvement in accordance with international standards, including proposals on institutional structure and legislative basis. In this regard, the International and National Consultants of the project conducted analysis of the institutional, legal and functional framework in the field of labour safety. Based on the outcomes of the conducted overview the International and National Consultants prepared reports and recommendations to improve labour safety system in Turkmenistan. All recommendations were submitted to the specialists of the Ministry of Labour for their further consideration.

The International Consultant carried out an overview of the current labour safety system in Turkmenistan from the point of view of the following components which are a vital part of any Labour safety system:

- State authorities
- National Tripartite Advisory Body
- Laws and regulations
- Enforcement mechanism (inspection)
- Information and consulting structures
- Social partnership at the level of enterprises
- Education and training
- Information collection and analysis
- A system of insurance against accidents at production
- Strategic mechanisms for supporting enterprises

The conclusions made by Consultant were supported by recommendations on further steps to be undertaken to improve the labour safety system. Moreover, the International Consultant developed an Action Plan on improvement and further development of labour safety system in line with international standards, UN and ILO conventions in the field of labour safety. The Action Plan consists of 11 points and

detailed descriptions of the actions to be undertaken and the expected results. The Action Plan will support the National Partner in decision-making on prioritize and in mapping further steps to set up a proper labour safety system based on the international standards and best practices.

As a final remark, it is also important to point out that the overview was finalized by the workshop delivered by the International Consultant. He shared and discussed the outcomes of the overview with the specialists of the Ministry of labour. In the course of workshop the 3-hours interactive training session was delivered by the International Consultant to more than **35 specialists** of the Ministry on following topics:

- the Strategies of ILO in the field of labour safety (the global situation and strategy);
- the Key ILO Conventions in the field of labour safety;
- the Systematic Preventive approach;
- the National Labour Safety System;
- the Labour safety system management at the level of enterprise;
- the Economic aspects of labour safety;
- the Best international practices in the field of labour safety.

In the beginning of December 2017, a **Study Visit to the Republic of Belarus** was organized for the specialists of the Ministry of labour and protection of the population of Turkmenistan.

Project Output 3:

This output is related to implementation of the Component 3 of the roject. Under this component, the project will carry out activities aimed at improving mechanisms to regulate labour market, including institutional and legal mechanisms.

The National Consultant conducted review of current regulatory system for labour market and employment. The report on the review outcomes was developed by the National Consultant and submitted to the Ministry for their further consideration.

3. Project Risks and Issues

The project Risk Log is maintained throughout the project implementation to capture potential risks to the project and associated measures to mitigate risk. The Project Manager shall maintain and update the Risk Log and ensure that risks are identified, communicated and managed effectively.

A number of potential risks are listed below.

Description of risk	Type and category	Risk management actions	Current situation
Slow progress in project implementation because of process of endorsement by national partner takes a lot of time	Operational	Collaboration with the National Partner on regular basis	Ongoing
Lack of information/limited	Strategic	Inquiries submitted to the National Partner	Done

access to the legal/regulatory documents for the International Consultants			
Delay in recruitment and procurement process	Operational	Recruitment completed	Done
Delay in implementation of project activities because the funds for the year 2018 are not determined in time	Financial/operational	Discussed with the National Partner	Done

4. Lessons learned and follow-up steps (if applicable)

a) Please provide the lessons learned and further steps after the project's closure.

5. Transfer of Assets or other related matter

a) Please state on any past or future transfer of assets made within the project cycle (Attach list of equipment, cooperation frameworks with beneficiaries, etc.)

7. Financial management

Budget item	Total approved in 2017 (in USD)	Expenses + commitments	Budget utilization in % to planned
Component 1	46,681	39,951	86
Component 2	25,611	25,392	99
Component 3	50,707	18,460	36
Project management	17,000	4,096	60,59%
Total delivery in 2017	140,000	87,898	63%

In % to total project budget			86%
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Remark: Following the insisting request stated in the official letter addressed to RR and signed by the Minister of Labour and socila protection of the population of Turkmenistan, the contacts will be reviewed in the beginning of January 2018, in line with the rates specified in the letter, and the figures in the columns „Expenses+commitments“ and „Budget utilization in % to planned“ will be changed accordingly.

Prepared by: Valeriya Danilchenko, Project Manager

Date: 12/26/2017

Approved by: Nurjemal Jalilova, Programme Specialist

Date: 02/13/2018