

Government of the People's Republic of China
United Nations Development Programme (UNDP)

Project Document

Capacity Building
to
Support Government in Promoting Social Inclusion
for
Migrant Workers and their Families

Continued large scale rural-urban migration is a key to meet the Government's goal of achieving "accelerated, non-destabilizing urbanization of the economy" which forms an integral part of the Xiaokang vision. However, current 130 to 150 million migrant workers and their families experience employment, working and living conditions markedly inferior to those achieved by the "resident population" in receiving cities. This contributed to an emerging mismatch between labour demand and supply characterized by increasing difficulties experienced by enterprises when trying to identify human resources suitable for their continued development. The materialization of the Xiaokang vision requires backing by a strong and more equitably shared economic growth, which in turn cannot be achieved if the conditions under which the migration process takes place continue to keep migrant workers and their families outside the mainstream of development, and subsequently fail to drive into the qualified labour force needed in urban areas.

In March 2006, the State Council therefore adopted Directives on Migrant workers where it highlighted areas for priority Government efforts to identify options and mechanisms to more effectively manage the migration process in a context of accelerated urbanization, in order to achieve a higher degree of social inclusion for migrant workers and their families.

The objective of this Project is to combine policy advice with targeted capacity building initiatives conducted at national and selected sub-national levels, to accompany government efforts in identifying, implementing and monitoring suitable measures for simultaneously promoting employment, social security with a focus on work injury and access to public services for male and female migrant workers and their families within a solidly established framework of policy options and measures.

UNDAF (2006-2010) Outcomes/Indicators	UNDAF Outcome 1 - Social and economic policies are developed and improved to be more scientifically based and human centred for sustainable and equitable growth; UNDAF Outcome 2 - Enhanced capacities and mechanisms for participation, co-ordination, monitoring and evaluation for effective policy implementation in the social sectors.
UNDP CP Outputs/Indicators Defined in UNDAF	UNDP Outcome 1.2 - National efforts to lead and manage Xiaokang/MDG implementation supported through a variety of instruments and capacity building initiatives; UNDP Outcome 1.5 - Rule of law strengthened to protect human rights of all, especially the poor and the disadvantaged groups.
Government Coordinating Agency and Implementing Partner	China International Centre for Economic and Technical Exchanges (CICETE)
Government Cooperating Agencies	Ministry of Labour and Social Security (MoLSS), National Development and Reform Commission (NDRC)

Estimated start date: October 2007
 Estimated end date: September 2010
 Management Arrangement: National Execution (NEX)
 Project site: Tianjin and other selected sites
 Beneficiary country: China

Budget:	4.23141 million US\$.
Allocated Resources:	
UNDP	US\$ 1.725 million
MoLSS	US\$ 0.9 million
NDRC	US\$ 1.6 million
PDF	US\$ 0.00641 million


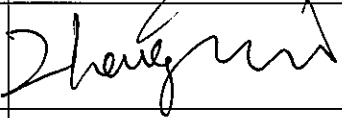
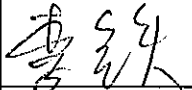

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Government Coordinating Agency and Implementing Partner (CICETE)		26/12.2007.
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Table of Contents

	Page
List of Abbreviations	4
<u>SECTION I.</u> RATIONALE AND STRATEGY	5
Part 1. Background	5
1.1. Situation analysis	5
1.2. National initiatives	10
1.3. International assistance	12
Part 2. Strategy	13
2.1 Objectives and scope of the project	13
2.2 General principles for implementation	16
2.3 Project outcomes, outputs and key activities	17
2.4 Implementation strategy	20
2.5 Synergies with other relevant UNDP programs	21
2.6 Beneficiaries	22
2.7 Partnership Strategy	22
Part 3. Management Arrangements	24
Part 4. Monitoring and Evaluation	25
Part 5. Legal Context	27
Part 6. Funding	27
<u>SECTION II.</u> RESULTS AND RESOURCES FRAMEWORK	29
Part 7. Programme Results and Resources Framework	29
Part 8. Work Plan	39
ANNEXES	
Annex 1 Risk Log	51
Annex 2 AWP Monitoring Tool	54
Annex 3 Relevant March 2006 State Council Directives	55

List of Abbreviations

ACFTU	All China Federation of Trade Union
ACWF	All China Women's Federation
ADB	Asian Development Bank
CASS	Chinese Academy of Social Sciences
CCTRD	China Centre for Town Reform and Development
CEC/CEDA	China Enterprise Confederation – China Enterprise Directors' Association
CICETE	China International Centre for Economic & Technical Exchanges
CIDA	Canadian International Development Agency
CPIRC	China Population Information and Research Centre
DFID	Department for International Development
ETG	Expanded Theme Group
EUCSS	European Union – China Social Security Reform Project
FAO	Food and Agriculture Organisation
GTZ	German Society of Technical Cooperation (Gesellschaft für Technische Zusammenarbeit)
ILO	International Labour Organization
IOM	International Organization for Migration
LGOP	State Council's Leading Group Office for Poverty Alleviation
M & E	Monitoring and Evaluation
MDG	Millennium Development Goals
MoC	Ministry of Communications
MoCA	Ministry of Civil Affairs
MoE	Ministry of Education
MoF	Ministry of Finance
MOFCOM	Ministry of Commerce
MoH	Ministry of Health
MoLSS	Ministry of Labour & Social Security
MoPS	Ministry of Public Security
NDRC	National Development & Reform Commission
NPD	National Project Director
NPFPC	National Population and Family Planning Commission
NPMO	National Project Management Office
PROMISS	Pilot Provincial Modernization Initiatives for Social Security
RRF	Results and Resources Framework
SAWS	State Administration of Working Safety
SBAA	Standard Basic Assistance Agreement
SIYB	Start and Improve Your Business
SPD	Sub-project Director
SPMO	Subsidiary Project Management Office
SSB	State Statistical Bureau
UNDAF	United Nation's Development Assistance Framework
UNDP	United Nation's Development Programme
UNESCO	United Nation's Education, Science & Cultural Organization
UNICEF	United Nation Children's Fund
UNIFEM	United National Development Fund for Women
UNV	United Nations Volunteers
US DOL	US Department of Labor
VTEs	Village and Township Enterprises
WB	The World Bank
WHO	World Health Organization

SECTION I – RATIONALE AND STRATEGY

Part 1. Background

1.1. Situation Analysis¹

China's impressive economic growth over the last two decades (where an average yearly growth rate of 9.4% was recorded) resulted both from and into major structural and societal changes. Development was accompanied by very significant achievements in reducing poverty levels country wide, and considerable improvements were made across the range of human development indicators². However, within an overall extremely positive context, imbalances and disparities have also grown, between geographical areas (e.g. between booming coastal areas and a still less rapidly developing "interior") or between categories of the active population (e.g. between "rural" and "urban" populations).

While, throughout the nineteen eighties, rural industrialization drove employment growth, contributing to a significant extent to poverty alleviation, the driving force of China's economic growth over the last 15 years has been urbanization and the development of the urban labour market. It was estimated³ that, over that period, an average of 7 million new jobs were created every year in urban areas, which were mostly filled by growing numbers of migrant workers.

The huge and sustained increase in urban labour demand has prompted fundamental changes into the patterns of transition from agricultural to industrial employment for the rural population – from the "local transition" that characterized the development of Township and Village Enterprises (TVEs) in the early nineteen eighties to the current widespread practice of settling for long and repeated periods of time in remote urban settings.

However, the policies and systems presiding over the management of floating populations have not been adjusted accordingly. The restrictive administrative divide between "rural" and "urban" populations, both deemed to be stable at their original place of residence, is still prevailing, while the requirements of economic developments have led to the adoption of an overall policy to encourage – and not only tolerate - long term rural urban migrations.

China now counts⁴ between 130 and 150 million domestic (or internal) migrant workers – defined basically as workers durably residing outside their place of household registration (*hukou*). Female migrants represent almost a half of all migrant workers. China's migrant labour force is young, 60% are 30 years of age or less.

¹ For a fuller description of the situation of migrant workers' and their families' social inclusion issues, see the Situation Analysis chapter in the umbrella Programme document « Supporting Government in Promoting Social Inclusion for Migrant Workers and their Families ».

² As noted in the United Nations Development Framework for the People's Republic of China 2006-2010 (*Beijing, March 2005*) « none of the 31 provinces, autonomous regions and municipalities in China belongs to UNDP's 'low human development' category. »

³ See "China's Modernizing Labor Market: Trends and Emerging Challenges", WB Synthesis report, June 2007 (draft document)

⁴ Most statistical data in this Situation analysis are taken from a 2005 study on Migrant workers in China conducted by the Research Office of the State Council, a 2006 review of Internal Labour Migration in China produced by the ILO Office in Beijing and a March 2007 presentation to Programme formulation mission team made by NDRC (China Centre for Town Reform and Development).

Despite their age, marriage and parenthood do not appear to reduce the likelihood of migration – one fourth move with their family members. An estimated 20 million children have migrated with their parents and as many as 22 million children have been “left-behind” - separated from either one or both of their parents.

While they contribute significantly to the overall development of the country and to meeting the Government goal of “accelerated, non-destabilizing urbanization of the economy”, their employment, working and living conditions remain markedly inferior to those achieved by the “resident population” in receiving cities. The rights and needs of their families, especially women and children, are also affected – often wise excluded from social security and access to public social services, they are particularly vulnerable. This situation is further compounded by the stigma and discrimination that migrants face in their new places of residence.

As a result, most of migrant workers and their families are marginalized in their own country, excluded from the “harmonious society” which aims notably to avoid “polarization and social contradictions”. Migrant access to decent employment, social services, and a peaceful living environment in conditions equal to those of local residents is imperative for social integration. Migrant workers and their families are currently denied access to conditions and facilities that would allow for their social inclusion.

In China, *social inclusion*⁵ may be characterized for an individual and his/her family by the achievement of three main personal characteristics: access to a stable, reasonably paid employment which allows for access to satisfactory standards of living; access to basic public services such as housing, education, health care, public transportation etc., under conditions of affordability and reasonable quality; and, access through means other than individual savings to reasonable protection against the risks of loss of income or of income availability.

Employment, through the earning of a salary, is a key factor for social inclusion in an urban, monetarized environment. While employment by itself does not generate/guarantee social inclusion, it entertains with the other two main components – access to public services and to social security protection - a sibling and nursing relationship that in the end allows for the desired integration: stable employment facilitates decent settlement, settlement permits registration with social service providers and social security protection provides for more flexibility in family income spending patterns. Conversely, the absence of social security requires a high level of personal savings and a family spending pattern detrimental to social integration – all the more so when access to public services is restricted or not financially affordable.

Most of migrant workers and their families currently lack the three elements required for their social inclusion. Their level of employability is usually low, which confines them to often poorly paid, non secure and unsafe jobs. Women and girls are particularly vulnerable to the risks of trafficking and exploitation as they are employed in the informal sectors.

Migrants and their families do not enjoy social security protection either because of their employment patterns, or because of the administrative circumstance within which this protection is organized and they have limited access to public services, owing either to administrative restrictions or for financial reasons.

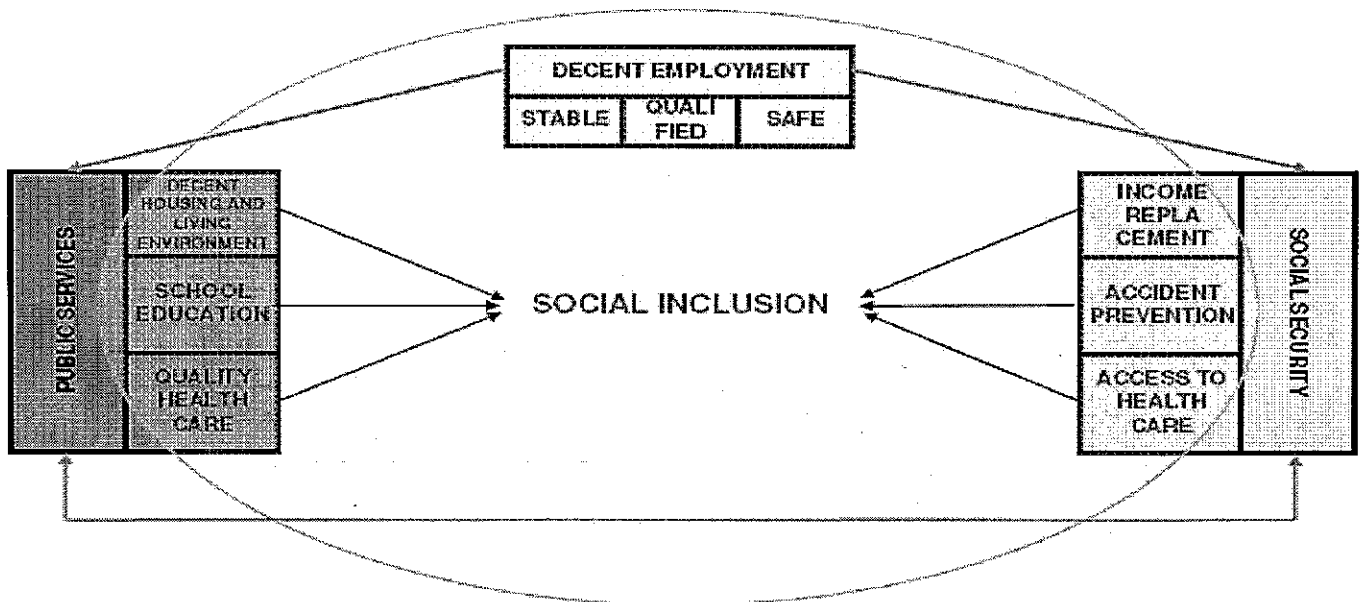
⁵ See in Figure 1 hereafter an illustration of main factors contributing to the social inclusion/exclusion of migrant workers and their families.

Women represent roughly one half of the total population of migrant workers in China. Many of them are young, and at risk of being particularly targeted for attempts of social exploitation or even human trafficking.

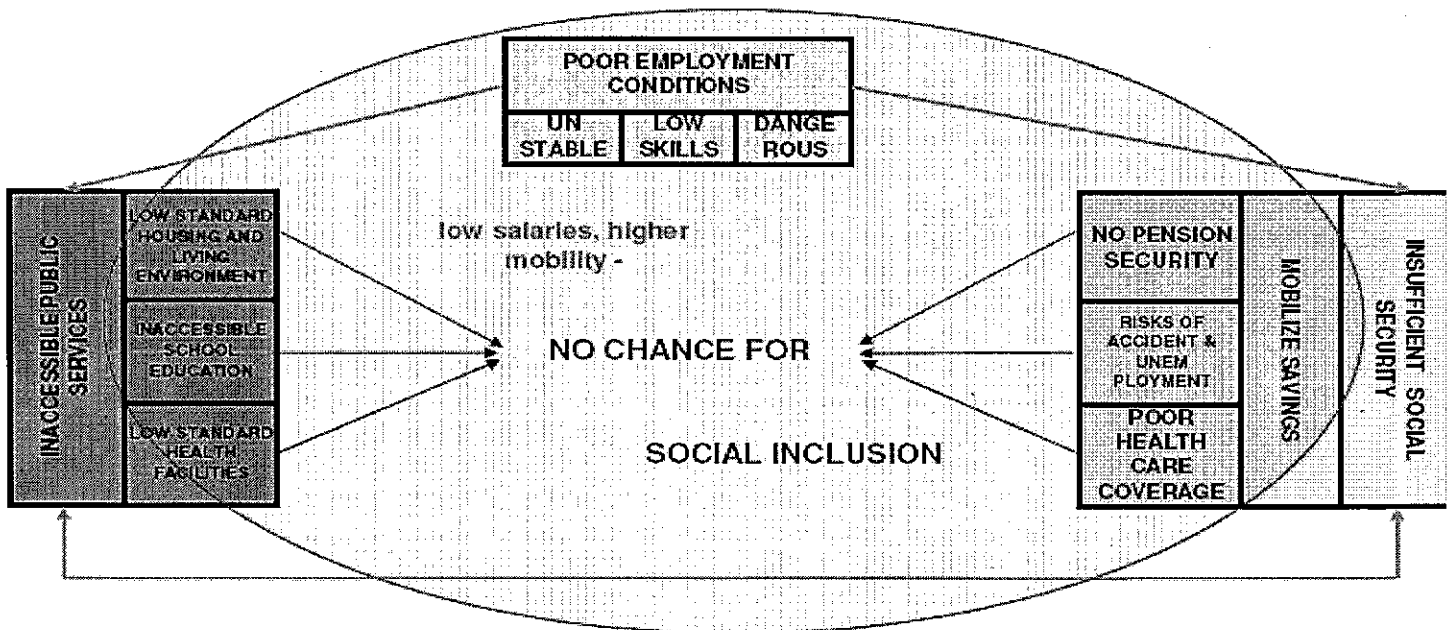
Figure 1

Main factors contributing to social inclusion/ exclusion for migrant workers and their families

Decent Employment, access to public services, social security protection: Three pre-conditions for social inclusion



Poor employment conditions, difficulties in accessing public services, insufficient protection through social security mechanisms: Three factors jeopardizing social inclusion.



The abolition of the distinction between “urban” and “rural” residents (the *hukou* system)⁶ would obviously considerably help in overcoming many of the difficulties encountered by migrant workers and their families in relation to social inclusion.

However, the experiments conducted until now in that area generated a number of other difficulties, including the massive influx of migrant workers into pilot cities, a corresponding strain on welfare resources and existing facilities in receiving cities, the need to adjust the process for reallocating resources among territorial units and the wide-ranging societal and political consequences of such a reform – which led to the postponement of wider experiments to be conducted in some 11 Provinces in 2005.

Furthermore, the *hukou* system cannot be held responsible for many of the factors adversely impacting migrant workers, including their overall low level of employability in qualified and stable jobs, which remains a key element for social integration.

In fact, migrant workers do not form a homogeneous category. It is easy to distinguish, on the basis of the main characteristics of migration patterns, two types of migrant populations, with different needs and opportunities for social inclusion.

While *Type I* (“classical” migrant workers) would experience more difficulties and require specific assistance to achieve a reasonable degree of social urban integration, *Type II* (“modern” migrant workers) fits perfectly into the “urban way of life” and their social inclusion would depend more on the removal of administrative obstacles and discriminatory attitudes by local residents than on the availability of special assistance or protection.

Table 1
Typology of migrant workers
according to social characteristics and employment patterns

<i>Migratory Patterns</i>	<i>Type I</i> « Classical » Migrant	<i>Type II</i> « Modern » Migrant
Employment periods	Discontinuous	Continuous
Return to place of origin	Frequent	Occasional
Income compared to average	Low	Comparable
Work contract	Exceptional	Frequent/Expected
Risk of occupational hazards	High	Average or low
Family links	At place of origin	At place of work
Housing	In temporary settlements	In regular compounds
Primary mobility patterns	Back and forth, place of origin	Across provincial boundaries

⁶ China has ratified in January 2006 ILO Discrimination (Employment and Occupation) Convention, 1958, and it is expected that developments leading to better equality of treatment among workers will follow the adoption of this binding instruments that notably prohibits distinctions in employment and occupation made on the basis of “social origin”.

These groups have a different perception of their priority needs for social integration at different stages of their personal migration pattern. “Modern” migrants whose intention is to settle down in urban areas would expect different types of support at the time of pre-departure, upon arrival in the urban area and entering into employment, changing employment, moving to another place or considering to become self-employed and start a businesses.

More and more migrant workers and their families identify themselves with the “Type II” situation – a survey conducted in 2006 among some 300,000 migrant workers revealed that less than 30% expressed the intention to return to the countryside.

There seems to be a coincidence of interests between the Government, the migrant workers and their employers that may help to find a political and social consensus on the priority measures required to promote the social inclusion of migrant workers and their families, including:

- *Employment promotion:* Better organization of migratory flows for employment, through the integration of the various labour markets (rural and urban), the improved functioning of employment services (public services & private intermediaries) and the availability of appropriate and efficient vocational training facilities for migrant workers both at their place of origin and at their place of work.
- *Social security:* Ensuring access to basic protection against most severe social risks (work injury) and during major illnesses for all migrant workers and their family members, removal of the administrative obstacles to continuity in rights for migrant workers joining in the urban social security schemes and building up public confidence in the relevance, suitability, efficiency, portability and affordability of social security mechanisms for migrant workers.
- *Public services:* Better access to quality public services, through the systematic registration of migrant children under 16 years of age in the new places of residence, free or subsidized basic education for migrant children in quality public schools, health and particularly maternity care, improved housing and environmental conditions; increased awareness of migrant workers and their families’ rights and needs leading to greater acceptance of the principle of equal treatment, and enhanced managerial capacity of receiving cities in handling migrant workers’ claims for access to public services.

While enterprises continue to rely on the workforce of rural origin to fuel their development, a number nonetheless experience difficulties in attracting and retaining the labour force they need – predominantly because of poor employment, working and living conditions making more and more migrant candidates reluctant to travel to remote places where their chances for social inclusion are weak. Such a shortage of migrant workers in South-Eastern coastal regions and the general slowing down trend of migration from rural to urban areas in China would not be in line with the needs and requirements of China’s continued development and growth.

As a matter of fact, the trend in ever growing migrant labour force has experienced a slow down over the most recent years⁷ - with increases in (registered) migrant population over past year representing respectively 20% in 2001, 18% in 2002, 8% in 2003 and less than 4% in 2004.

⁷ Employment of Non-agricultural Labor and the Study of the Government Administration Structure in Chinese Urbanization Process, China Centre for Town Reform and Development, October 2006.

At the same time, however, the need for more labour force in urban areas remains strong, and the potential for migration from rural areas (“*surplus rural labour*”) had been estimated by the NDRC to be of some 60 million persons. In other words, while enterprises try to identify and recruit the additional labour force they need, it becomes more and more difficult to spot qualified candidates in appropriate numbers – whereas overall the demand side of the labour market still shows some weaknesses, with for example registered urban unemployment raising from 2.9% in 1995 to 4.2% in 2005⁸.

As requested by the State Council⁹, “*Aiming at coordinating joint development of the urban and the rural, safeguarding migrant workers’ legal rights and interests, improving their working environment, leading organized migration*” therefore appears to be of paramount importance for overcoming already perceivable mismatches on the labour market, which persistence would run counter the materialisation of a “xiaokang vision” backed up by continued strong economic growth.

1.2 National Initiatives

Over the last five years or so, the Government has clearly expressed its commitment to overcome the contradiction between an economic policy favouring labour mobility and administrative mechanisms that partially negate the consequences of that policy in terms of human settlements is no more sustainable, and is in search of options and alternative mechanisms to more effectively manage the process of migration in the context of urbanization.

Towards the end of 2002, the State Council promulgated landmark decisions calling for “fair treatment, reasonable guidance, improvement of management, and better services” for migrant workers, which generated a number of relevant labour, employment and social security regulations.

In 2003, the central government launched a new regulation on migrant children’s education, which stipulated that children from migrant families must be enrolled in public schools and their education be of equivalent standards, their education be part of the urban development plan and tuition fee levied be the same as local residents. In addition it prohibited charges of transaction fee for transfer from one school to another and ordered closure of all informally run migrant schools that did not comply with official standards such as on teacher qualifications and buildings.

The 11th (2006-2010) Five Year Plan subsequently acknowledged the crucial role of internal labour migration for the development strategy of the country. In March 2006, the State Council decided to establish a Joint Inter-ministerial Committee on Migrant Workers (Joint Committee hereafter) initially composed of representatives from more than 30 ministries and organizations, with MoLSS in charge of the secretariat.

This Joint Committee notably looks after the follow up action on directives issued on 28 March 2006, which identified the following priorities for action:

- Wage arrears and underpayment;
- Labour management (including occupational health and safety);
- Vocational services and trainings;
- Social Security;

⁸ Statistical Yearbook 2005, quoted in “China’s Modernizing Labor Market: Trends and Emerging Challenges”, WB Synthesis report, June 2007 (draft document)

⁹ The State Council Directives on Matters of Migrant Workers, issued on 28 March 2006.

- Relevant public services;
- Rights and Interests Protection;
- Transferring rural labour in close-by area or home townships;
- Improving management work on migrant workers.

More specifically, the State Council requested “all governments and departments” to develop practical measures and programmes in 41 areas which, taken together, would all contribute to the overall fundamental objective of settling outstanding issues affecting migrant workers –which is “closely relevant to social stability and harmony”.

This intervention of the State Council, which recognized the significant input of migrant workers to the national development, and emphasized the necessity to protect their rights and interests is a major event – since it unambiguously calls for action on all fronts, points to the specific areas where progress should urgently be made, calls upon a joint action by all central ministries and key institutions involved, and requests that measures taken be sustainable and systemic. Main national institutions associated to these programmes include, at the national level, the State Council, NDRC, SAWS, NPFPC, MoLSS, MoH, MoPS, MoCA, MoE, MoC, ACWF, ACFTU, CEC/CEDA, CASS and various Universities and institutions.

In parallel to national or central interventions, notably oriented towards practical research, pilot activities were and are targeted at migrant workers and their families in a number of provinces (Anhui, Beijing, Chongqing, Fujian, Gansu, Guangdong, Hebei, Heilongjiang, Henan, Hunan, Jiangsu, Jiangxi, Jilin, Liaoning, Shanghai, Sichuan, Tianjin, Yunnan, and Zhejiang) and other administrative subdivisions.

Focus areas chosen for these programmes address most if not all of the current and prospective concerns relating to migrant workers’ social situation, standards of living, lifelong employment patterns, access to welfare and public services, human and citizen rights - through activities dealing notably with rights protection, prevention of pandemic diseases and occupational risks, support to enterprise creation, vocational training and skills development, children’s health and nutrition, access to education, housing, social security, gender mainstreaming.

In a nutshell, the government’s efforts to promote social inclusion of rural migrant workers have so far mainly focused on the core issue of equal rights and higher institutional coverage in employment and social policy, i.e. on eliminating the institutional barriers limiting access to employment, social security and social services by migrant workers. As a matter of fact, long existing institutional obstacles have been removed, and migrant workers are now entitled to more equal legal rights on the labour market, for social security coverage and access to some social services.

However, while many institutional barriers are being lifted, other “invisible” barriers, mainly in culture, organization, market and community, still represent serious obstacles to an actual and full social integration, including the following:

- ✓ Exclusion from the organized labour market of the lower educated and unskilled segments of the labour force;
- ✓ Administrative unsuitability of the urban social security system for a number of migrant workers;

- ✓ The absence of suitable overall planning and long-term institutional arrangements to include migrant workers and their families into the urban system of social services;
- ✓ Partly as a result from the above, social exclusion from cultural, organizational and community life levels;
- ✓ Insufficient implementation and enforcement of the law.

1.3 International Assistance

In response to the priority attached by the Government to addressing migrant workers' critical issues, multilateral and bilateral partners have been more and more actively involved since the early 2000s in research and pilot activities concerning the situation of Chinese migrant workers and their families. According to a review conducted by the ILO in April 2006, supplemented by most recent information received, more than 50 projects are being implemented, just completed or about to be launched in that field by some 20 development partners of China.

Migrant workers' issues are explicitly included under UNDAF outcomes 1 - Social and economic policies are developed and improved to be more scientifically based and human centred for sustainable and equitable growth.

The UNDP country programme includes consideration of matters related to urban social inclusion of migrant workers and their families notably under its (Country Programme) CP outcomes 2 - National efforts to lead and manage Xiaokang/MDG implementation supported through a variety of instruments and capacity building initiatives – and CP outcome 4 - Rule of law strengthened to protect human rights of all, especially the poor and the disadvantaged groups.

UNDP's portfolio includes several programmes and project of relevance for migrant workers' social inclusion¹⁰, notably Enhancing Legal Aid Service for Migrant Workers, Promoting Women's Equal Rights and Participation in Local Governance, Capacity Building to Support Pro-poor Fiscal Reform, Human Resources Development and Government Capacity Building to Achieve Xiaokang/MDG Targets, Supporting the "all round" Establishment of Xiao Kang Society, Revitalizing Rural China through Land Policy Reform and Innovation in Rural Governance and Public Service Delivery.

Other international agencies cooperating with the Government on migrant workers' issues include, for the United Nations, UNDP, ILO, IOM, UNESCO, UNICEF, UNIFEM, WHO as well as the WB and ADB. Among bilateral donors and NGOs, the most visible interventions were and are conducted by CIDA, DFID, the European Union, GTZ, US DOL, The Ford Foundation, OXFAM HK, etc. Some private companies, such as ADIDAS, also started specific ambitious programmes to help improve the situation of migrant workers.

More specifically, to just name a few on-going projects related to migrant workers, the EU-China social security project covers social security issues also of relevance for migrant workers and more specifically the question of protection for farmers who lost their land. ADB had a technical assistance project to identify issues and policy options for urban poverty reduction in relation to migrants. World Bank is about to start a loan

¹⁰ See more details under point 2.5 below, *Synergies with other relevant UNDP programmes*.

project on migrant skills and employment in China with a focus on the promotion of employment services, quality training and integrated rural and urban labor market.

Part 2. Strategy

The project will work towards helping Government at different levels of responsibility (national and sub-national) in enhancing or building up their capacity to achieve a better social inclusion for migrant workers and their families using as departing and target point their situation in the labour market – i.e. their capability to access stable, qualified, fairly remunerated employment under decent working conditions, and the modalities and conditions through which such employment would attract accessibility to the associated components of social inclusion, namely basic public services and protection against critical social risks.

The project will closely follow the instructions released by the State Council in March 2006.

2.1 Objectives and Scope of the Project

Among the 41 areas for action identified in the State Council directives, at least 28 bear direct relevance for the overall project objective of capacity building for facilitating Government action towards social inclusion for migrant workers and their families¹¹. In this process, the rules and procedures proving to form stumbling blocks to this desirable integration would be reviewed and hopefully reformed notably on the basis of best identified practices in-country and abroad.

In identifying the areas where capacity building is required to identify suitable options and implement related measures and mechanisms aiming at a better social inclusion of migrant workers and their families, the project uses as departing and target point their situation in the labour market – i.e. their capability to access stable, qualified, fairly remunerated employment under decent working conditions, and the modalities and conditions through which such employment would attract accessibility to the associated components of social inclusion, namely basic public services and protection against critical social risks.

When considering the relevant areas for action identified by the State Council, a distinction has to be made between those for which discussions concerning the practical way of implementing policy principles are still on-going – and those for which such principles have already resulted in the adoption of practical measures, rules and regulations. For the first set of principles, the programme will help the competent authorities make up their decision concerning the most promising avenues to explore, while for the second one it will contribute to the appreciation of the reasons why adopted measures and procedures still do not produce the expected results at the decentralized levels, and help launch and monitor new sets of provisions to address the existing deficiencies and difficulties in implementation.

Specifically the programme will embrace 4 focused components, namely *Policy dialogue and support to project implementation; Employment promotion; Social security with focus on work injury insurance; and, Access to public services.*

¹¹ See Annex 3.

Policy dialogue and support to project implementation

The strategy followed under the Policy dialogue and support to Project implementation component will primarily be to actively support and facilitate the proper functioning of existing coordination mechanisms¹² to allow for the required comprehensive and integrated approach to migrant workers' issues.

This will include the facilitation of policy dialogue, and the related production of researches and studies to better appreciate the various options available for substantial progress to be made towards social inclusion of migrant workers. As a result, a draft framework to step by step improve overall migrant workers' and their families' social inclusion will be developed and submitted to the relevant authorities. It will cover policies concerning employment promotion, social security with notably focus on work injury, education and health services for migrants and their families.

Employment promotion

Access to decent employment is a fundamental prerequisite for successfully achieving the "xiaokang vision". A number of factors still negatively affect labour markets where the reconciliation of the demand and supply sides requires careful monitoring and the adoption of significant structural reforms. The strategy pursued under the Employment promotion component of this project will therefore be to help the competent authorities identify, test and evaluate policy options, structures and measures likely to increase the employability of current and potential migrant workers, and to facilitate orderly access to work opportunities under acceptable conditions.

The key factor for urban social inclusion of migrant workers and their families is indeed their employment under conditions of stability, safety, remuneration and social protection that are comparable to those enjoyed by workers originating from the host city. However, the conditions under which labour migration most frequently occurs make such desirable parity extremely difficult to achieve. The identified obstacles reside on the absence or inadequacy of the required skills to meet the demand of enterprises, the lack of access to relevant information on the labour market situation, and the deficiencies in the functioning of public or private employment services. It also appears that the actual needs of the enterprises in terms of skills do not easily meet the spontaneous offer for services from migrant workers, who conversely lack information, opportunities and sometimes motivation to engage into the required vocational training efforts.

Activities will be conducted following the directions and orientations provided through the Policy dialogue and Project support component with Government authorities and other competent institutions including those representatives of the migrant community to ensure at the same time that partnerships be developed between "sending" and "receiving" locations, vocational training in not only sending place also receiving place be promoted, the level of skill training be enhanced away from training on low skills, that the needs, incentives and expectations of enterprises be taken into account, and that the potential of migrant workers willing to engage in stable salaried or self-employment be deployed in a broad enough geographical and economical context for experiments to acquire a real significance for replicability.

¹² These mechanisms include the national coordination mechanism (the "Joint Committee") instituted by the State Council to allow for the required comprehensive and integrated approach to migrant workers questions as well as similar coordination mechanisms established at all levels of sub-national government.

Social security - Work Injury Insurance

Since the early 1980s, the Chinese Government has taken the view that the establishment of a comprehensive and efficient modern social security system would be one of the essential requirements to ensure the global acceptance and the political sustainability of the social consequences of its fundamental economic reform programme. Considerable progress was achieved in ensuring adequate social security coverage for urban citizens – and rural coverage has also started expanding to cover the most critical social risks. However, for a variety of societal, economic and administrative reasons, migrant workers and their families still remain outside the mainstream of existing social security protection schemes.

Taking into account policy research already on-going under other cooperation mechanisms and notably the EU-China social security reform project, the strategy pursued under the social security component of this programme will be to focus on work injury and occupational diseases insurance, where substantive progress to achieve better coverage for migrant workers are most urgently required. In that respect, the project will therefore better document real or alleged obstacles to achieve satisfactory social security for migrant workers and their families, support efforts already made to improve coverage and directly contribute to achieving quick improvements in a technical area where migrant workers are most vulnerable to the consequences of social risks, namely protection against occupational accidents and diseases.

At the same time, it will address a number of obstacles to a more adequate work injury coverage for migrant workers and their families – namely the low level of understanding and awareness of those most directly concerned regarding the relevance, affordability and usefulness of work injury insurance, the lack of experience in managing work injury insurance for migrant workers and the absence of links between rural and urban schemes including within the same province, as well as between urban social security schemes in “sending” or “returning” and “receiving” locations (“*portability*”). Such improvements would require the close association of a number of stakeholders, including migrant workers themselves be they “traditional” or “modern” in their mobility patterns, their employers, the labour and social security inspectorate, the social security institutions as well as the local authorities and, in its support and monitoring functions, the Joint Committee established under the State Council.

Further, this component will concentrate on an aspect requiring most urgent and decided action for the most vulnerable to occupational risks among migrant workers – namely those not covered by work injury insurance including prevention and rehabilitation measures in the construction and mining sectors where migrant workers are in particularly high numbers, while dangerousity at work is also particularly high and social security virtually absent.

Access to public services

Access to quality services in areas such as public administration, medical facilities, education, housing, utilities, sanitation, transportation, recreation, are considered as inherent to a successful urbanization process in China. Improvements achieved at all levels of urban settlements over the last two decades or so are impressive – to which national human development reports and progress measures towards achieving the

MDG amply testify. However, migrant workers and their families still experience great difficulties in accessing to such quality services at their place of work and residence. The strategy pursued under the Access to Public Services component of the project will therefore be to support efforts conducted notably under the guidance of the NDRC to design, establish, test and monitor policies, structures and administrative mechanisms intended at mainstreaming the needs and requirements of migrant workers and their families when planning for public services in the course of the urbanization process.

Detailed mapping of gaps in and obstacles to migrant workers' and their families' access to public services will therefore be completed under this component and made available to the Government, together with a methodology to adjust statistics collection for related development indices. A strategic plan for progressively increasing access of migrant workers and their families to fully fledged public services will then be developed.

Work will at the same time be conducted on how to establish the basic principles for a new urban social administrative system, relating urban public expenditure and central resource allocation to the needs and numbers of all residents and not only to those of the "core" residents, and providing for better organizational and financial arrangements for the management of public services.

It is equally important that, through proactive awareness-raising campaigns and capacity building initiatives, local Governments and citizens in receiving cities adopt new approaches which respect the rights and needs of migrant workers and their families and ensure equal access to public services. In that respect, enterprises will be encouraged to also play a key role, through their corporate social responsibility, in further contributing to the social inclusion of migrant workers and their families.

2.2. General Principles for Implementation

The overall project strategy will combine capacity building for policy dialogue and national coordination of initiatives aiming at refining, adopting and monitoring practical measures all contributing to the social inclusion of migrant workers and their families in their host environment, with support to piloting of practical experiments at the local levels, making full use of initiatives already launched or being envisaged by local authorities.

While, to facilitate presentation, each of the expected outputs and envisaged activities is listed under one and only one key component of the project, attention will be paid, throughout the implementation process, to ensuring that necessary links be established and possible synergies be sought among key components, whenever feasible.

Gender Related Considerations

With increasing recognition that women are also migrants and that the causes and impacts of migration are gendered, there is a need to mainstream gender issues into policy and programme, not just focus primarily on "adding women" as a discriminated and vulnerable group, but focus on empowering, protecting and supporting women migrants.

The situation of women migrant workers, including girls, is overall not fully documented and this project will contribute to enhance knowledge and public awareness in this respect. While all of the proposed outputs and activities are of

relevance for female migrant workers, it is expected that of particular importance will be those related to increasing and diversifying employability through better information on the labour market and vocational training; to social security protection and compliance; and, to accessing public services – including generally health care and specifically reproductive health services - will most significantly contribute to increasing the integration of female migrant workers in their host urban environment. The overall improvement in collection and analysis of statistical data concerning migrant workers and their families, and the systematic inclusion of data disaggregated by gender and age in the relevant statistical system, is also expected to contribute towards a fairer consideration of female migrant workers' specific needs when considering approaches to a better social inclusion of migrant workers as a group.

2.3. Project outcomes, outputs and key activities

The project aims to achieve four specific outcomes with a number of expected project outputs through the implementation of key activities hereafter summarized, and described in more details under Section II – Part 7 below.

Outcome 1 – Policy recommendations developed and smooth project management ensured

Government policy options and related operational mechanisms are proposed to address issues durably affecting the social integration of migrant workers and their families at a cross-sectoral level; Policy studies will be conducted on emerging issues and needs related to issues concerning internal migration in China. The project to support government efforts in this regard is managed in an integrated manner, so as to avoid duplication of efforts, promote synergies among the various agencies involved, and ensure information is used, shared and disseminated among all partners.

Output 1.1 - The development of national policies facilitated for the promotion of the social integration of migrant workers and their families under Government responsibility

Key Activities: Policy study on possible multi-sectoral responses to social inclusion of migrant workers and their families; Policy exchanges at national level with sub-national participation; Thematic study tours are conducted within China and abroad for selected members of the Joint Committee

Output 1.2 - Effective project management ensured through cross sectoral coordination and collaboration among all partners

Key Activities: Establish detailed indicators and targets, finalize work plans, complete programme inception, conduct progress reviews, proceed to final evaluation; Compilation, sharing and dissemination of project findings, results and achievements.

Outcome 2 – Employment opportunities created and a number of migrants earn stable income with better lives

Policy options are recommended and communicated, which contribute to increase female and male migrant workers' employability; Capacity to engage into lasting gainful occupations under better employment conditions. Good practices and experiences are tested through pilot programmes allowing for replicability. Pilot sites will be selected for the project

Output 2.1 - A general strategic framework formulated for upgrading migrant workers' employability, in view of the current and prospective features of the

labour market and overall patterns of economic and geographical development.

Key Activities: Review of constraints facing migrant workers when entering the labour market or looking for alternative employment opportunities; Feasibility study for adoption of a methodology to monitor migrant workers' inclusion in organized labour markets; Technical meeting on strategic planning for facilitating access for migrant workers and their families to decent and lasting employment opportunities;

Output 2.2 - An integrated internal labour market nurtured and a system established to safeguard equal employment opportunities for both urban and rural workers with a view to pushing toward full employment.

Key Activities: Review of experience gained in demonstration bases of labour sending areas; identify policies and services encouraging rural labour to seek jobs in non-agricultural sectors; Advising pilot programs on identification of sound employment policy aiming at integrating urban and rural workers; Critical review of the institutional capacity of relevant administrative agencies

Output 2.3 - A sound system of employment services developed for migrant workers

Key Activities: To develop a methodology for assessing the capacity of employment services for migrant workers in pilot areas; To develop a methodology for monitoring the development of private employment agencies; Capacity building for public employment service agencies.

Output 2.4 - Efficient mechanisms for addressing enterprises' and migrant workers' vocational training needs developed

Key Activities: Critical review of the capacity of the vocational training system for migrant workers in pilot areas; Follow up studies on efficiency of vocational training targeting migrant workers in pilot locations/trades

Outcome 3 – Access to Social Security improved for migrant workers with special emphasis on work injury insurance covering prevention, compensation and rehabilitation aspects.

Conditions are met for the design and implementation of social security especially work injury protection measures accessible to migrant workers that take into account their respective needs, the financial resources available and the legislative as well as administrative constraints of social security institutions. Pilot sites will be selected for the project

Output 3.1 – A general strategic framework formulated for work injury insurance covering migrant workers through learning from good practices at home and abroad

Key Activities: Mapping of gaps in and obstacles to migrant workers' coverage in China; Methodology to appreciate the financial implications of extending migrant workers protection; Study visits to domestic and international best practice origins in addressing migrant issues through the urbanization and industrialization process. Follow-up consultations on and adaptation of study findings on strategic planning for progressive access of migrant workers to fully fledged social insurance against work injury and occupational diseases

Output 3.2 - Awareness raised among government circles, employers and migrant workers themselves on the need for affordable, comprehensive and adapted work injury protection in relation to social security.

Key Activities: Awareness raising activities among migrant workers and employing units about work injury protection relevance, rights and obligations; In-country study tour for government officials, social security managers and staff, NGOs, trade union and employers' representatives on experience in dealing with work injury protection-prevention, compensation and rehabilitation for migrant workers

Output 3.3 - The managerial and service delivery capacity of social security institutions enhanced for work injury related claims and policy implementation concerning migrant workers

Key Activities: Organizing short-term training programs focusing on claims settlement, delivery of benefits, compliance and the provision of needed advice to migrant workers and employers concerning their respective rights and obligations as well as relevant government policies; Functional administrative networks are promoted among institutions in receiving and sending locations allowing for a more integrated approach to migrant workers' protection against work injuries and risks; Administrative procedures are reviewed on the basis of requirements for identification of migrant workers as social security affiliates; improving service facilities and managerial capacity for rehabilitation.

Output 3.4 - Migrant workers, especially those in the construction and mining industries, are ensured better access to comprehensive social security protection against occupational accidents and diseases, through the design and implementation of adapted administrative procedures at the local or sectoral levels

Key Activities: Review of special measures required to ensure a real protection against work-related accident injury for migrant workers engaged in particularly hazardous occupations; Specific training programs for improving access of migrant workers to fully fledged protection against occupational accidents and diseases; Prevention campaigns on measures to be taken for reducing the risk of occupational accidents and diseases and exposure to pandemic diseases as well as rehabilitation from work injuries and their consequences.

Outcome 4 –Better public services accessible to migrant workers and their families, notably in the areas of basic education for their children, health care for migrants and particularly maternal migrant women, housing and living environment.

Migrant workers and their families enjoy equal access to quality public services available to urban citizens, notably in the areas of basic education for their children, health care for migrants and particularly maternal migrant women, housing and living environment. The project pilot localities include Tianjin and Guangzhou.

Output 4.1 - A general strategic framework established for making public services accessible to migrant workers and their families

Key Activities: Mapping of gaps in and obstacles to migrant workers' and their families' access to quality public services; Methodology to enable adjustment of statistics on development indices; Review of requirements for strategic planning to include migrant workers and their families in the urban public service system;

Output 4.2 - Pilot programs implemented with support of local initiatives aiming at the establishment of a new urban social administrative system, basing urban public expenditure and resource allocation on the actual number of residents at the township level.

Key Activities: Review of pilot programs basing urban public expenditure and township/city planning on total number of residents; Feasibility study on the elaboration of a new methodology including migrant workers into the urban statistical indicator system; Review of existing pilot programmes on information networking among institutions; Promoting local initiatives for improved access to quality public services for migrant workers and their families.

Output 4.3 - The managerial capacity of receiving cities enhanced in handling migrant workers' claims for access to public services.

Key Activities: Awareness-raising activities to build up an enabling environment throughout the society; Capacity building of local administrations from "passive" to "active" approach to service; Review of coordination mechanism among all agencies concerned to improve planning, information sharing and collaboration; Review of experiences in including migrant workers themselves as partners in the design of urban management and in public services

Output 4.4 - Social and cultural barriers between local urban resident and migrant families lifted, thus contributing to socio-cultural inclusion at local community level

Key Activities: Pilot programs on joint social & cultural activities; Pilot programs to improve urban neighbourhood committees' (*Ju Wei Hui*) capacity; Pilot programs to increase migrants' desire to be included socially and culturally, their attention to and participation in local public affairs; Pilot programs to educate the local urban residents for socially and culturally accepting migrants as their new neighbours.

2.4 Implementation Strategy

Given the committed funding from both UNDP and the government, this project shall be executed and implemented immediately after signing of the project document. Since the project includes a complex setting of responsibilities among different partners, it should clarify, prior to actually starting implementation of technical activities, the modalities under which these responsibilities will be delivered.

Common themes and synergies will be explored between activities in order to maximise effective use of resources including: training activities for local government and community associations; technical assistance; annual review workshops; project dissemination, e.g. website, training manuals, guidelines; final project products and results launch.

The duration of the Project is three years, from November 2007 to October 2010. Project implementation will be carried out from the fourth Quarter 2007 to the second half of 2010, final evaluation and proposals for follow up activities and replication taking place during the third Quarter of 2010. A mid-term review will be conducted during the first half of 2009.

2.5 Synergies building with other relevant programs

In the course of project implementation, synergies will notably be sought with the following existing UNDP programs and projects, where lessons learned and experience gained may be of particular relevance for promoting capacity building towards social inclusion of migrant workers and their families. Moreover, resource sharing with these projects will be explored in terms of sharing experts, joint workshops and seminars and so on.

Enhancing Legal Aid Service for Migrant Workers in China - The main activities of this project include the establishment of legal aid working stations for migrant workers in 15 provinces; the provision of legal counselling and case representations; training of full time and voluntary lawyers involved in legal aid provision to migrant workers; conduct research on legal aid provision, advocate for further provision and institutionalization of legal aid – which are all of very direct relevance for the fostering of urban social inclusion for migrant workers and their families..

Promoting Women’s Equal Rights and Participation in Local Governance - Activities under this programme aim at creating an enabling environment for increased women’s participation through gender sensitization training and awareness-raising of village leaders and civil administration in two pilot sites, and to strengthen the leadership skills of current and potential women leaders through targeted activities and trainings – which would help in addressing issues of urban social inclusion of family members of migrant workers regarding access to public services, including for those “left behind” children .

Capacity Building to Support Pro-poor Fiscal Reform in China - On the revenue side, activities conducted under this project to meet emerging needs of taxation reform during the economic transition of China, with a focus area to support China in developing a strategic framework for the re-assignment of taxation powers, local taxation reform and basic tax law will be of significant relevance for the issues concerning the inclusion of migrant workers and their families needs in planning for resident-based urban public services development and access.

Human Resources Development and Government Capacity Building to Achieve Xiaokang/MDG Targets - Topics addressed under this project concerning rural issues, integrated public security, transformation of government and administration reform, rural-urban and regional balanced development, environmental protection, way of economic growth, etc. and the coverage under conditions of cross-sectoral participation of issues such as rural development, social security and citizen security, land use, social service delivery and financing, and social equity are of direct relevance for the integrated approach to policy analysis and the design of positive measures to facilitate and monitor urban inclusion of migrant workers and their families.

Supporting the “all round” Establishment of Xiao Kang Society - Methodologies developed under this project in six provinces for the assessment of Xiao Kang goals and indicators at the provincial level will assist in better appreciating the relative situation of migrant workers and their families as a social group.

Revitalizing Rural China through Land Policy Reform and Innovation in Rural Governance and Public Service Delivery - Activities conducted under this programme which place land issues in the broader context of local governance, provision of public services, civil society and farmers' rights with a view to identifying systemic obstacles to rural development and the strategy to construct a new countryside will contribute to a better understanding of the dynamics of the migration process for workers and their families, including the permanence of links with place of origin, the potential for successful return for migration and the development of new opportunities for "rural-rural" migrations.

Besides, synergies may be also sought from other relevant programmes of other UN agencies and relevant projects of ADB and EU in China as mentioned in previous section of this document.

2.6 Beneficiaries

Direct beneficiaries - Government organisations, institutions and related agencies at national, provincial, municipal and county level by strengthening capacities in addressing matters related to migrant workers' social inclusion through policy design, implementation and monitoring. Enterprises, which recruitment process of qualified labour force should be improved through upgrading employability of migrant workers. Migrant workers and their family members, who should enjoy better social inclusion as a result of project implementation.

Indirect beneficiaries - Children of migrant workers, with improved access to essential public services, notably education and health care. Rural populations, who should benefit from higher remittances facilitated by upgraded social inclusion of migrant workers and their families. China will benefit through the improved sustainability of economic development to be achieved via a skilled, stabilized and socially included labour force.

2.7 Partnership Strategy

The successful implementation of the project will depend on the development of effective partnership between agencies at different levels. Partnership will be pursued with national and local agencies, as well as international partners and the private sector to enrich and further project aims. The project partnership strategy will include three elements: a) Central coordinating function; b) Local implementation function; c) Technical partnership.

a) Central coordinating function

A *National Project Steering Committee* established at the central level will be the vehicle through which strong partnerships and synergies will be promoted, achieved and enabled. In addition to CICETE and UNDP, key partners will include:

- i) **Ministry of Labour and Social Security (MoLSS):** MoLSS is notably responsible for the implementation of Government policies concerning employment and social security issues with a focus on work injury insurance, which are two of the key aspects of social inclusion to be

addressed under the project. MoLSS is also the main technical counterpart for the implementation of other cooperation projects and programmes of relevance for migrant workers employment and working conditions. MoLSS will be supporting the policy dialogue and development, directly in charge of the employment promotion and social security components of this project.

- ii) **National Development and Reform Commission (NDRC):** The NDRC (China Center for Town Reform and Development - CCTRD) is responsible for overseeing economic and community development as well as political reform in rural towns of China. Within NDRC, the CCTRD contributes to the study and analyze of the development of regional economy and urbanization, to putting forward plans for the coordinated development of regional economy, and to bringing forward strategies and important policy measures concerning urbanization. The NDRC is directly responsible for the public service component and supporting relevant policy dialogue and development in the project in close cooperation with other key relevant partners of the project.

The **Inter-ministerial Joint Committee for Migrant Workers** will be associated to and consulted for key project activities, especially to those related to the formulation of integrated policy recommendations concerning social inclusion of migrant workers and their families. **Key members of this Joint Committee include** Ministry of Health (MoH), the Ministry of Civil Affairs (MOCA), the Ministry of Education (MoE), the Ministry of Public Security (MoPS), the Ministry of Finance (MoF), the All China Federation of Trade Unions (ACFTU), the All-China Women's Federation (ACWF) as well as the Ministry of Construction.

b) Local implementation function

In response to the March 2006 Directives of the State Council on Migrant Workers, inter-departmental coordination groups were established at all levels of sub-national Governments. Local representatives of NDRC-CCTRD take a prominent role in impulsing the works of these Committees notably in areas pertaining to urbanization reform and city planning and development. Labour bureaus and social insurance agencies look after all aspects related to migrant workers' employment and working conditions.

c) Technical partnership

The project will develop active partnership with the United Nations Theme Group on Poverty and Inequality in China which terms of reference specifically include matters related to Migrant workers' issues. Partnership and collaboration will be developed with other international Agencies active in the technical areas covered by the project, notably International Labour Organisation (ILO), the United Nations Children's Fund (UNICEF), the World Bank (WB), the Asian Development Bank (ADB), the World Health Organization (WHO) and the United Nations Education Science and Cultural Organization (UNESCO), United Nations Population Fund (UNFPA), the International Organization for Migration (IOM). Collaboration will be sought with the China-European Union Social security reform project (EUCSS) which includes under its policy development and provincial components (PROMISS Plans) some activities

of interest for extending social security coverage of migrant workers and their families, as well as with other bilateral partners with significant experience in addressing migrant workers' issues in China, such as CIDA, DFID and AusAid. The United Nations Volunteers (UNV) will be called upon for support to the implementation of selected project sub-components directly targeted at migrant communities.

The Private Sector will be an important partner to make the project success, since enterprises acting as socially responsible employers are key in addressing the core elements for social inclusion of migrant workers and their families identified by the project, such as employment and working conditions, social security protection and, to a large extent, access to public services. Private sector enterprises, individuals and business associations will be proactively drawn into activities wherever relevant and possible. The companies in these businesses will also help improve migrant workers' employability through facilitation of a direct knowledge of enterprises needs and expectations in terms of qualitative and quantitative development of human resources. Partnership will also be developed with private entities having developed their own programmes for addressing key issues for achieving social inclusion of migrant workers and their families, such as ADIDAS, the Ford Foundation and OXFAM HK. Financial resources may be potentially mobilized.

Other partners to include: National and international universities or training institutes, colleges or research bodies; specialists, visiting professors or individuals; local partners with a national network, particularly local offices i.e statistics bureau, Women's Federation, NGO's and CSO's, the Ministry of Construction, and other relevant international or national programmes.

Part 3. Management Arrangements

The project will be executed under the standard UNDP National Execution (NEX) modality. The China International Centre for Economic and Technical Exchanges (CICETE) is the Government Coordinating Agency on behalf of the Ministry of Commerce of China (MOFCOM) and the Implementing Partner directly responsible for the Government's implementation of annual work plan (AWP) for this project. CICETE as the Implementing Partner is responsible and accountable for managing the project, achieving the project outputs, and for the effective use of UNDP resources in accordance with UNDP rules and procedures. CICETE will also be responsible for mobilizing project inputs and ensuring that project activities are undertaken efficiently in a timely manner.

Two National Programme Directors (NPD) will be appointed one each from MOLSS and NDRC. The responsibility for overseeing programme management, coordinating the different components of the programme and the government agencies involved in the programme will be assigned to the two NPDs, assisted by two National Program Managers (one each from the MOLSS and NDRC). The programme manager will be responsible for day-to-day programme implementation in relation to their respective parts. Specifically, the Programme will be implemented by the Ministry of Labour and Social Security (MoLSS) for all aspects related to migrant workers' employment promotion and social security, and by the National Development and Reform Commission – China Centre for Town Reform and Development (NDRC-CCTRD)

for aspects related to the urbanization process and access to public services. UNDP/CICETE will work closely with them to ensure overall coherence and coordination among the various sub-components of the project.

The four main partners (UNDP, CICETE, MoLSS, NDRC) will meet as and when required and at least on a quarterly basis to share updated information on project implementation, progress, issues and plans for future action.

The National Programme Steering Committee will be established consisting of NDRC, MOLSS, MOFCOM/CICETE, UNDP and a number of other key stakeholders as required in line with overall project objective to build up and support synergies between different Sub-components. This Committee will oversee the work of the Programme and provide guidance on overall programme implementation, coordinate inputs of related agencies, and communicate outputs to appropriate agencies. Annual Programme Steering Committee Meeting will be held to review programme progress, results and outcomes.

A senior technical advisor will be contracted on part-time basis to provide technical guidance and advice, ensuring international experiences shared, synergies across sub-programmes and supporting documenting and knowledge management with regard to programme experiences and lessons learned. Two national programme coordinators (consultants) will be recruited to support coordination for national and local work, and strengthen policy dialogue among agencies concerned.

Local programme coordinators in each pilot locality will be appointed at local government cost to lead the coordination of the project and all operational activities in their provincial or municipal levels. The project coordinators will work closely with the programme manager for local coordination. They will also be supported by the senior technical advisor and other short-term technical consultants, local government concerned for technical inputs and administrative support to the project activities.

Some experts and consultants will be contracted to provide technical support and back-up and ensure that technical aspects of the project are undertaken at the required standard within time and budget. International consultants are expected to be familiar with China's economic and social situation whereas national consultants are supposed to be familiar with policies and regulations of relevance for migrant workers and their families. Against the same background, preference will be given to international expert with a good command of Chinese and national experts with a good command of English. Technical expertise related UN agencies could be drawn on for technical inputs as and when required.

Part 4. Monitoring and Evaluation

Monitoring and evaluation of the project will be undertaken in line with the UNDAF results matrix and monitoring and evaluation plan as well as the UNDP Country Programme Results Framework following result-based management.

Project monitoring and evaluation (M&E) will be conducted with focus on outcomes and outputs of interventions, institutional results and partnerships, policy advice and dialogue, advocacy and coordination. The M&E should aim at the following key

objectives: 1) focus on results at two levels: at output level, the specific products and services from the Project; at outcome level, in which the Project has contributed to overall institutional capacity and supporting system of social inclusion for migrant workers and their families. 2) to enhance management efficiency and effectiveness of the project and ensure consultation/participation of all stakeholders and 3) to not only focus on assessment of progress and sustainability of the project, but also on experiences and lessons learnt to support more informed decision-making and dissemination of project results.

Monitoring progress towards achievement of project outcomes and outputs will be undertaken at both the level of the overall project, and at the individual pilot level where gender-sensitive indicators will be included. Project management will invite the direct involvement and support of provincial and local level government on an ongoing basis to enhance monitoring and evaluation activities. The extent to which the desired outcome of the project has been achieved will be monitored through a system of monitoring and evaluation activities, annual work plans and budgets, and peer group review and evaluation.

Monitoring will be conducted by UNDP and CICETE during the project cycle, by visiting project sites, in consultation with MoLSS and NRDC. Monitoring reports will be prepared and shared among the partners. Monitoring progress towards achievement of programme outcomes and outputs will be undertaken at both the level of the overall project, and at all pilot levels. The Implementing Partner will submit to UNDP an Annual Project Review, including the Annual Work Plan Monitoring Tool (see Annex 4). MOLSS and NDRC as the responsible parties for implementation of their respective components will submit to the CICETE and copying UNDP, quarterly project reports based on the inputs from the Core Groups and the taskforces. It is imperative that progress reports not only focus on the project itself, but relates achievements, issues, changes, setbacks and lessons learned in light of the overall situation of anti-corruption issues in China as it evolves.

Furthermore, the project will not only focus on the assessment of progress in itself, but also on experiences and lessons learnt to support more informed decision-making and dissemination of project results.

UNDP, CICETE and MoLSS could invite the National Programme Steering Committee to annual review meetings to evaluate project progress, results, experiences and lessons learned during project implementation and work plan for the following years. The annual review will be a tool to ensure periodic assessment on whether the approach and interventions will produce the expected outcomes. The PMO will support convening of the review meetings and will assist MoLSS and NDRC-CCTRD in the preparation of annual project reports. Annual project report will be submitted by the National Project directors to CICETE and UNDP 3 to 4 weeks prior to the review meetings.

Monitoring visits will be conducted by UNDP and CICETE to assess project progress and results through consultations with relevant stakeholders and beneficiaries. The PMO will prepare quarterly project progress reports to support day to day monitoring and implementation, as well as information sharing among concerned parties. Peer reviews will be conducted on views and experiences of project participants and

beneficiaries regarding demonstration results and capacity building activities. Case studies on lessons learned should be collated and shared regularly during project duration and at the end of the project to scale up.

A programme terminal report will be prepared by the national project directors, in consultation with the UNDP, for consideration of the concerned parties.

CICETE will provide for UNDP the periodic reports on project progress, achievements and results of their projects, outlining the challenges faced in project implementation as well as resource utilization as articulated in the AWP.

Risk evaluation will be monitored on the basis of the Risk Log included as Annex 3.

Part 5. Legal Context

This document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement (SBAA) between the Government of the People's Republic of China and the United Nations Development Programme, signed by the parties on 29 June 1979. The reference to "Implementing Partner(s)" shall mean "Executing Agency (ies)" as used in the SBAA.

Part 6. Funding

The total budget for the project is US\$ **4.23141 million**, of which US\$ 1.725 million is from UNDP, and US\$ 2.5 million is committed from the Chinese Government cost sharing contribution and 6410 USD is donated from Hong Kong Peace and Development Foundation and potentially additional resources may be further mobilized.

Government cost sharing:

The cost sharing will cover the following:

- Identification and preparatory work of each sub-programme, including workshops and trainings;
- Costs of short-term domestic experts;
- Short term study tours and trainings: covering participants' accommodation, allowance and travel costs in China;
- Workshops: travel costs, accommodation, allowance, venue costs;
- Overseas trainings: travel costs of some trainees, domestic costs related to application and preparation;
- Costs of demonstration or piloting activities;
- Supporting transportation facilities: a Jeep or car for Chengdu, a minibus or Jeep for Changsha within a budget of 50,000 USD each; Gegu Town and Zhongbei Town of Tianjin, Nanjing and Xiamen each may purchase a car on the needs basis with a budget of \$30,000 USD each.
- Supporting necessary office facilities for the data collection and management of work injury insurance.
- Follow up of actions recommended by the programme, incl. holding dissemination workshops, printing workshop materials, reports and publications;
- All necessary resources to facilitate programme management and sub-programme implementation.

MOLSS US\$ 0.9 million
NDRC-CCTRD US\$ 1.6 million

Subtotal US\$ 2.5 million

The following is the government C/S schedule:

2008: USD 817,000,
2009: USD1,013,000,
2010: USD 670,000.

In-Kind Contributions of the Government to cover:

- Personnel for the national programme coordination office and for the subsidiary project management offices at national and subnational levels.
- Reasonable translation and interpretation services
- Project accommodation at central level, office building and facilities, rental costs in the pilot locations.

UNDP Inputs:

- Formulation, monitoring and evaluation;
- International and national consultants and resource persons;
- Support technical services, research, training activities, study tours, symposiums and workshops;
- Training material and equipment to a limited degree; and
- The costs of review meetings and evaluations and supporting project achievements dissemination activities during the project life time.

Inputs: US\$ 1,725,000.

Detailed budgeting for these programme activities is to be found in **Part 7 - Programme Results and Resources Framework** hereafter.

SECTION II – RESULTS AND RESOURCES FRAMEWORK

Part 7 – Project Results and Resources Framework

Intended Outcome as Stated in the UNDP Country Results Framework: Achieving the MDGs and Reducing Human Poverty.
Outcome Indicator as stated in the Country Programme Results and Resources Framework: Focus Area 1.3 Growth with equity is integrated into national development policies and plans;
Key project partners: Ministry of Labour and Social Security (MoLSS), National Development and Reform Commission (NDRC) Sub-project partners will include: 1) Members of the Joint Committee on Migrant Workers' issues and notably MoH, MoCA, MoPS, SSB, ACWF, ACFTU 2) National and international specialists; specialised research bodies and training institutions; universities and academic bodies 3) Members of the UN Theme Group on Poverty and Equality 5). Provincial partners; local governments ; local labour and social security administrations; public and private enterprises and their organisation; NGOs representing migrant workers' communities
Project Title and ID: Capacity Building to Support Government in Promoting Social inclusion for Migrant Workers and their Families
<u>Outcome One: Policy Development and Programme management</u> Government policies and related operational mechanisms are proposed to address issues durably affecting the social integration of migrant workers and their families at a cross-sectoral level; the project to support Government efforts in this regard is managed in an integrated manner, so as to avoid duplication of efforts, promote synergies among the various Agencies involved, ensure information is used, shared and disseminated among all partners. <i>Baseline:</i> Support is required to deal with issues affecting the social inclusion of migrant workers and their families in an integrated manner as well as on facilitating cross sectoral coordination and collaboration among interested government agencies and international partners <i>Indicators:</i> Key statistical data, reports and documents take into account the gender dimension of concerned outcome/output/activity ; Rules and regulations address the issues raised by urban social inclusion of migrant workers and their families; Number of migrant workers with urban registration certificate increased; Improvement in living standards for migrant workers and families; Policy studies available to and used by Government; the Joint Committee on Migrant Workers ensures effective coordination in addressing issues of migration in integrated manner; Effective cross sectoral coordination and collaboration among all interested partners; Information compilation, sharing and dissemination reaches target beneficiaries; Project is efficiently managed
<u>Outcome Two: Employment Promotion</u> Policy options are recommended and communicated, which contribute to increase female and male migrant workers' employability, as well as their capacity to engage into lasting gainful occupations under better employment conditions is tested through pilot programmes allowing for replicability. <i>Baseline:</i> Persisting obstacles to an overall satisfactory level of employability for migrant workers, difficulties experienced by enterprises to recruit and

retain qualified and suitable labour force, overall lack of monitoring on employment and working conditions of migrant workers, significant inequalities against women migrant workers

Indicators: Availability of required studies, recommendations, structure for methodological tools, guidelines and training materials; Indicators for assessment of public and private employment services; Indicators on vocational training programmes targeted at migrant workers; Indicators on employment patterns and conditions of migrant workers

Outcome Three: Social Security – Work Injury Insurance

Conditions are met for the design and implementation of social security- work injury protection measures accessible to migrant workers that take into account their respective needs, the financial resources available and the legislative as well as administrative constraints of social security institutions

Baseline: Lack of adequate social security protection forms a major obstacle to achieving urban social integration for migrant workers and their families; lack of access to collective financing and risk pooling mechanisms makes migrant workers' families adopt spending and living patterns further contributing to their urban marginalization; absence of unified social security mechanisms is a growing impediment to labour mobility; migrant workers engaged in particularly dangerous occupations and sectors still lack most essential protection against the consequences of injuries and diseases caused by work.

Indicators: Availability of required studies, recommendations, structure for methodological tools; Number of sensitization campaigns launched, numbers reached in target audiences; Study tour conducted, related follow up activities undertaken; Training courses held, training materials available; Contacts held among constituted administrative networks; Numbers of migrant workers insured against occupational risks; Training programmes held, training materials available; Prevention campaigns launched, numbers reached in targeted audience;. Monitoring system for migrant workers' occupational risks in most hazardous occupations

Outcome Four: Public Services

Migrant workers and their families enjoy equal access to quality public services available to urban citizens, notably in the areas of basic education for their children, health care for migrants and particularly maternal migrant women, housing and living environment.

Baseline: Insufficient access to public services otherwise open to urban residents; the migrant population is still not considered when planning the supply of public services for urban citizens, nor during allocation of resources to the cities; the attitude of local authorities and of the general public towards addressing the rights and needs of migrant workers and their families in and ensuring equal access to quality public services is not necessarily positive.

Indicators: Availability of required studies, recommendations, structure for methodological tools; Local budgets take into account migrant workers' needs; Urban statistical systems incorporates migrant workers data; Records of attendance at public services by migrant workers and family members; Number of awareness raising campaigns launched, numbers reached in target audiences; Local administrative procedures; Flows of information among concerned local Agencies; Training programmes held, training materials available; Pilot programmes held, numbers participating in programmes

Outcomes	Outputs	Output Targets	Indicative Activities	Budget -.000 \$	Res. Parties
Outcome 1 Government policies and related operational mechanisms are proposed to address issues durably affecting the social integration of migrant workers and their families at a cross-sectoral level; the project to support Government efforts in this regard is managed in an integrated manner, so as to avoid duplication of efforts, promote synergies among the various Agencies involved, ensure information is used, shared and disseminated among all partners.	Output 1 - To facilitate the formulation of national policies promoting the social integration of migrant workers and their families under Government responsibility	Draft framework for national policy on urban social inclusion of migrant workers and families (3 rd Q., 2008)	Activity 1.1.1 Policy study on possible multi-sectoral responses to social inclusion of migrant workers and their families Activity 1.1.2 A policy exchange is conducted at national level with sub-national participation Activity 1.1.3 A study visit is conducted abroad for selected members of the Joint Committee	155	MoLSS, NDRC, Joint Committee on Migrant Workers
	Output 2 - To ensure effective project management through cross sectoral coordination and collaboration among all partners	Effective project management (on-going) Effective collaboration mechanisms (on-going from start) Website information provided and kept up to date (on-going from 1 st Q, 2008)	Activity 1.2.1 Detailed indicators and targets are established, work plans are finalized, progress reviews are conducted Activity 1.2.2 Compilation, sharing and dissemination of project results and progress	76.41	- same as above -
Outcome 2 Policy options are recommended and communicated, which contribute to increase female and male migrant workers' employability, as well as their	Output 1 - To establish a general strategic framework for upgrading migrant workers' employability, in view of the current and prospective features of the labour market	Overall review of constraints facing current and potential migrant workers (3 rd Q., 2008) Feasibility study on	Activity 2.1.1 Review of constraints facing migrant workers when entering the labour market or looking for alternative employment opportunities;	98	MoLSS, Sub-national Labour Bureaus, NDRC and its local

<p>capacity to engage into lasting gainful occupations under better employment conditions is tested through pilot programmes allowing for replicability.</p>	<p>and overall patterns of economic and geographical development.</p>	<p>methodology to monitor inclusion on labour market (4th Q., 2008) Tentative policy options tabled and discussed (1st Q., 2009)</p>	<p>Activity 2.1.2 Feasibility study for adoption of a methodology to monitor migrant workers' inclusion in organized labour markets</p>		<p>counterparts</p>
			<p>Activity 2.1.3 Technical meeting on Strategic planning for facilitating access for migrant workers and their families to decent and lasting employment opportunities</p>		
<p>Output 2 - To establish an integrated internal labour market and develop a system safeguarding equal employment opportunities for both urban and rural workers with a view to pushing toward full employment.</p>		<p>Analysis experience gained in integrating migrant workers on urban labour markets (2nd Q., 2009) Review, institutional capacity of administrative Agencies re. Labour market integration (1st Q., 2010)</p>	<p>Activity 2.2.1 Review of experience gained in demonstration bases of labour sending areas, identify policies and services encouraging rural labour to seek jobs in non-agricultural sectors</p>	<p>142</p>	<p><i>- same as above -</i></p>
			<p>Activity 2.2.2 Advising pilot programs on identification of sound employment policy aiming at integrating urban and rural workers</p>		
			<p>Activity 2.2.3 Critical review of the institutional capacity of relevant administrative agencies.</p>		
<p>Output 3 - To develop a sound system of employment services for migrant workers</p>		<p>Methodology for assessing/monitoring performance of employment agencies (public/private)</p>	<p>Activity 2.3.1 To develop a methodology for assessing the capacity of employment services for migrant workers in pilot areas</p>	<p>146</p>	<p><i>- same as above -</i></p>

		(1 st Q., 2009) Training tools, public employment services (3 rd Q., 2009)	Activity 2.3.2 To develop a methodology for monitoring the development of private employment agencies		
			Activity 2.3.3 Capacity building for public employment service agencies		
	Output 4 - To develop efficient/adapted patterns for addressing enterprises' and migrant workers' vocational training needs	Review, vocational training system for migrant workers (2 nd Q., 2009) Follow up analysis, efficiency of vocational training for migrant workers employability (3 rd Q., 2010)	Activity 2.4.1 Critical review of the capacity of the vocational training system for migrant workers in pilot program areas	214	<i>- same as above -</i>
			Activity 2.4.2 Follow up studies on efficiency of vocational training targeting migrant workers in pilot locations/trades		
Outcome 3 Access to Social Security improved for migrant workers with special emphasis on work injury insurance covering prevention, compensation and rehabilitation aspects.	Output 1 – A general strategic framework formulated for work injury insurance covering migrant workers through learning from good practices	Comprehensive review, work injury social security coverage for migrant workers and families (3 rd Q., 2008) Methodology, quantitative analysis (4 th Q., 2008) Tentative policy options	Activity 3.1.1 Mapping of gaps in and obstacles to migrant workers' work injury social security coverage	110	MOLSS, Sub-national labour bureaus NDRC in association with relevant government authorities.
			Activity 3.1.2 Methodology to appreciate the financial implications of extending migrant workers work injury social security protection		

		tabled and discussed (4 th Q., 2009)	Activity 3.1.3 domestic and international study visits & follow up consultative meetings and adaptation on study findings on strategic planning for progressive access of migrant workers to fully fledged social security protection against work injury and occupational diseases		
	Output 2 - To raise awareness among government circles, employers and migrant workers themselves on the need for affordable, comprehensive and adapted work injury social security.	Awareness raised on relevance of work injury social security for migrant workers (4 th Q., 2009)	Activity 3. 2.1 Awareness raising activities among migrant workers and employing units about work injury protection relevance, rights and obligations	218	<i>- same as above -</i>
			Activity 3.2.2 study tours for government officials, social security managers and staff, NGOs, trade union and employers' representatives on experience in dealing with work injury social security of migrant workers		
	Output 3 - The managerial and service delivery capacity of social security institutions enhanced for work injury related claims and policy implementation concerning migrant workers	Training tools for migrant workers' related work injury social security management (4 th Q., 2009) Administrative networking (on going from 4 th Q., 2008) Improved management	Activity 3.3.1 Specific short-term training programs focusing on claims settlement, delivery of benefits, compliance and the provision of needed advice to migrant workers and employers concerning their respective rights and obligations	312	<i>- same as above -</i>

		routines and programmes (on-going from 3 rd Q., 2008)	<p>Activity 3.3.2 Functional administrative networks are promoted among institutions in receiving and sending locations allowing for a more integrated approach to migrant workers' protection</p> <p>Activity 3.3.3 Management of records and administrative procedures are reviewed as needed for the identification of migrant workers as social security affiliates</p>		
	Output 4 - migrant workers, especially those in the construction and mining industries, ensured better access to comprehensive social security protection against occupational accidents and diseases, through the design and implementation of adapted administrative procedures at the local or sectoral levels.	<p>Review of measures required (3rd Q., 2008)</p> <p>Training tools, migrant workers' social security protection against occupational risks, esp. in the construction and mining industries (3rd Q., 2009)</p> <p>Improved preventative measures against occupational risks in selected trades/regions (on-going from 3rd Q., 2008)</p>	<p>Activity 3.4.1 Review of special measures required to ensure a real protection against work-related accident injury for migrant workers engaged in particularly hazardous occupations</p> <p>Activity 3.4.2 Specific training programs for improving access of migrant workers in selected trades to fully fledged protection against occupational accidents and diseases</p> <p>Activity 3.4.3 Prevention campaigns on measures to be taken for reducing the risk of occupational accidents and diseases and exposure to pandemic diseases as well as rehabilitation from work injuries and their consequences</p>	460	- same as above -

<p>Outcome 4</p> <p>Equal access to quality public services available to urban citizens improved for migrant workers and their families, notably in the areas of basic education for their children, health care for migrants and particularly maternal migrant women, housing and living environment.</p>	<p>Output 1 - To establish a general strategic framework for making public services accessible to migrant workers and their families</p>	<p>Comprehensive review, access to public services for migrant workers and families (3rd Q., 2008) Methodology, statistics on development indices (4th Q., 2008) Review of requirements for strategic planning (2nd Q., 2009)</p>	<p>Activity 4.1.1 Mapping of gaps in and obstacles to migrant workers' and their families' access to quality public services; strengthening necessary facilities such as transportation vehicles.</p> <p>Activity 4.1.2 Methodology to enable adjustment of statistics on development indices</p> <p>Activity 4.1.3 Review of requirements for strategic planning to include migrant workers and their families in the urban public service system</p>	<p>385</p>	<p>NDRC and relevant government authorities, Sub-national Governments</p>
	<p>Output 2 - To launch pilot programs supported by local initiatives aiming at the establishment of a new urban social administrative system, basing urban public expenditure and resource allocation on the actual number of residents at the township level.</p>	<p>Review of pilot programmes on city planning for migrant workers and families (4th Q., 2009) Feasibility study on new methodology for related city indicators (1st Q., 2010) Review information networks (1st Q., 2010) Local initiatives (on-going from 2nd Q., 2008)</p>	<p>Activity 4.2.1 Review of Pilot programs basing urban public expenditure and township/city planning on total number of residents</p> <p>Activity 4.2.2 Feasibility study on the elaboration of a new methodology including migrant workers into the urban statistical indicator system</p> <p>Activity 4.2.3 Review of existing pilot programmes on information networking among institutions</p>	<p>779</p>	<p><i>- same as above -</i></p>

			Activity 4.2.4 Promoting local initiatives for improved access to quality public services for migrant workers and their families		
	Output 3 - To enhance the managerial capacity of receiving cities in handling migrant workers' claims for access to public services.	Public awareness raised on need for enabling environment for migrant workers and families (2 nd Q., 2009) Capacity building tools (3 rd Q., 2009) Review of coordination mechanisms (4 th Q., 2009) Review of participatory experiences (1 st Q., 2010)	Activity 4.3.1 Awareness-raising activities to build up an enabling environment throughout the society	512	- same as above -
			Activity 4.3.2 Capacity building of local administrations from "passive" to "active" approach to service		
			Activity 4.3.3 Review of coordination mechanism among all agencies concerned to improve planning, information sharing and collaboration		
	Output 4 - To lift social and cultural barriers between local urban resident and migrant families, thus contributing to socio-cultural inclusion at local level	Pilot programmes (on-going from 1 st Q., 2009)	Activity 4.4.1 Pilot programmes locally on joint social & cultural activities	624	- same as above -
			Activity 4.4.2 Pilot programmes to improve capacity of urban neighbourhood committees' (<i>Ju Wei Hui</i>)		

			Activity 4.4.3 Pilot programmes to increase migrants' desire to be included socially and culturally, their attention to and participation in local public affairs.		
			Activity 4.4.4 Pilot programmes to educate the local urban residents for socially and culturally accepting migrants as their new neighbours		
			TOTAL	4231.41	

Part 8 – Tentative Work plan

	Outputs	Indicative Activities	2007	2008				2009				2010			Responsible Partner/Individual	
			Q.4	Q.1	Q.2	Q.3	Q.4	Q.1	Q.2	Q.3	Q.4	Q.1	Q.2	Q.3		
Programme Outcome 1 Government policies and related operational mechanisms are proposed to address issues durably affecting the social integration of migrant workers and their families at a cross-sectoral level; the Programme to support Government efforts in this regard is managed in an integrated manner, so as to avoid duplication of efforts, promote synergies among the various Agencies involved, ensure	Output 1 - To facilitate the formulation of national policies promoting the social integration of migrant workers and their families under Government responsibility	Activity 1.1.1 Policy study on possible multi-sectoral responses to social inclusion of migrant workers and their families		X	X	X										MOLSS / NDRC
		Activity 1.1.2 Policy exchanges are conducted at national level with sub-national participation		X				X				X		X		MOLSS/NDRC
		Activity 1.1.3 A study visit is conducted abroad for selected members of the Joint Committee			X											MOLSS/NDRC
	Output 2 - To ensure effective programme management through cross sectoral coordination and collaboration among all partners in the Programme	Activity 1.2.1 Detailed indicators and targets are established work plans are finalized progress reviews are conducted	X					X				X				MOLSS / NDRC
			X				X			X						
								X								

			2007	2008				2009				2010			Responsible Partner/Individual	
information is used, shared and disseminated among all partners.														X		
		Activity 1.2.2 Compilation, sharing and dissemination of Information	X	X	X	X	X	X	X	X	X	X	X	X	X	
															MOLSS / NDRC	
Programme Outcome 2 Policy options are recommended and communicated, which contribute to increase female and male migrant workers' employability, as well as their capacity to engage into lasting gainful occupations under better employment conditions is tested through pilot	Output 1 - To establish a general strategic framework for upgrading migrant workers' employability, in view of the current and prospective features of the labour market and overall patterns of economic and geographical development.	Activity 2.1.1 Review of constraints facing migrant workers when entering the labour market or looking for alternative employment opportunities		X	X	X										MOLSS / Consultants
		Activity 2.1.2 Feasibility study for adoption of a methodology to monitor migrant workers' inclusion in organized labour markets			X	X	X									

programmes allowing for replicability.			2007	2008			2009			2010			Responsible Partner/Individual	
		Activity 2.1.3 Technical meeting on Strategic planning for facilitating access for migrant workers and their families to decent and lasting employment opportunities					X							MOLSS / Consultants
	Output 2 - To establish an integrated internal labour market and develop a system safeguarding equal employment opportunities for both urban and rural workers with a view to pushing toward full employment.	Activity 2.2.1 Review of experience gained in demonstration bases of labour sending areas, identify policies and services encouraging rural labour to seek jobs in non-agricultural sectors				X	X	X						MOLSS / Consultants
		Activity 2.2.2 Advising pilot programs on identification of sound employment policy aiming at integrating urban and rural workers							X	X	X			

			2007	2008				2009			2010			Responsible Partner/Individual
		Activity 2.2.3 Critical review of the institutional capacity of relevant administrative agencies							X	X	X			MOLSS / Consultants
Output 3 - To develop a sound system of employment services for migrant workers		Activity 2.3.1 To develop a methodology for assessing the capacity of employment services for migrant workers in pilot areas			X	X	X							MOLSS / Consultants
		Activity 2.3.2 To develop a methodology for monitoring the development of private employment agencies			X	X	X							MOLSS / Consultants
		Activity 2.3.3 Capacity building for public employment service agencies						X	X	X				MOLSS / Consultants
Output 4 - To develop efficient/adapted patterns for addressing enterprises' and migrant workers' vocational training		Activity 2.4.1 Critical review of the capacity of the vocational training system for migrant workers in pilot program areas				X	X	X						MOLSS / Consultants

	needs		2007	2008				2009				2010			Responsible Partner/Individual	
		Activity 2.4.2 Follow up studies on efficiency of vocational training targeting migrant workers in pilot locations/trades						X	X	X	X	X	X	X	MOLSS	
Programme Outcome 3	Output 1 – A general strategic framework formulated for work injury insurance covering migrant workers through learning from good practices domestic and abroad	Activity 3.1.1 Mapping of gaps in and obstacles to migrant workers' coverage	X	X	X										MOLSS / Consultants	
Conditions are met for the design and implementation of work injury social security measures accessible to migrant workers that take into account their respective needs, the financial resources available and the legislative as well as administrative constraints of social security institutions.		Activity 3.1.2 Methodology to appreciate the financial implications of extending migrant workers' protection			X	X	X									MOLSS / Consultants
		Activity 3.1.3 Study visit and follow up consultations and adaptation of study findings on strategic planning for progressive access of migrant workers to fully fledged protection								X	X					MOLSS

			2007	2008				2009				2010			Responsible Partner/Individual
Output 2 - To raise awareness among government circles, employers and migrant workers themselves on the need for affordable, comprehensive and adapted work injury social security protection.	Activity 3. 2.1 Awareness raising activities among migrant workers and employing units about work injury insurance relevance, rights and obligations					X	X	X	X						MOLSS
	Activity 3.2.2 study tours and follow up consultation meetings for government officials, social security managers and staff, NGOs, trade union and employers' representatives on experience in dealing with work injury protection for migrant workers						X	X							MOLSS

			2007	2008			2009			2010			Responsible Partner/Individual	
Output 3 - The managerial and service delivery capacity of social security institutions enhanced for work injury related claims and policy implementation for migrant workers	Activity 3.3.1 Specific short-term training programs focusing on claims settlement, delivery of benefits, compliance and the provision of needed advise to migrant workers and employers concerning their respective rights and obligations							X	X	X				MOLSS / Consultants
	Activity 3.3.2 Functional administrative networks are promoted among institutions in receiving and sending locations allowing for a more integrated approach to migrant workers' protection					X	X	X	X	X	X	X	X	MOLSS / Consultants

			2007	2008				2009				2010			Responsible Partner/Individual
			Activity 3.3.3 Management of records and administrative procedures are reviewed on the basis of requirements for identification of migrant workers as social security affiliates					X	X	X	X	X	X	X	X
Output 4 - To ensure that migrant workers, esp. in the construction and mining industries, enjoy better access to comprehensive social security protection against occupational accidents and diseases, through the design and implementation of adapted administrative procedures at the local or sectoral levels.	Activity 3.4.1 Review of special measures required to ensure a real protection against work-related accident injury for migrant workers engaged in particularly hazardous occupations		X	X	X									MOLSS / Consultants	
	Activity 3.4.2 Specific training programs for improving access of migrant workers to fully fledged protection against occupational accidents and diseases				X	X	X	X	X	X				MOLSS / Consultants	

			2007	2008			2009				2010			Responsible Partner/Individual
		Activity 3.4.3 Prevention campaigns on measures to be taken for reducing the risk of occupational accidents and diseases and exposure to pandemic diseases as well as rehabilitation from work injuries and their consequences				X	X	X	X	X	X	X	X	MOLSS
Programme Outcome 4 Equal access to quality public services available to urban citizens improved for migrant workers and their families, notably in the areas of basic education for their children, health	Output 1 - To establish a general strategic framework for making public services accessible to migrant workers and their families	Activity 4.1.1 Mapping of gaps in and obstacles to migrant workers' and their families' access to quality public services		X	X	X								NDRC / Consultants
		Activity 4.1.2 Methodology to enable adjustment of statistics on development indices				X	X							NDRC / Consultants

care for migrants and particularly maternal migrant women, housing and living environment.			2007	2008			2009				2010			Responsible Partner/Individual	
		Activity 4.1.3 Review of requirements for strategic planning to include migrant workers and their families in the urban public service system				X	X	X							NDRC / Consultants
	Output 2 - To launch pilot programs supported by local initiatives aiming at the establishment of a new urban social administrative system, basing urban public expenditure and resource allocation on the actual number of residents at the township level.	Activity 4.2.1 Review of Pilot programs basing urban public expenditure and township/city planning on total number of residents						X	X	X	X				NDRC / Consultants
		Activity 4.2.2 Feasibility study on the elaboration of a new methodology including migrant workers into the urban statistical indicator system							X	X	X	X			NDRC / Consultants
		Activity 4.2.3 Review of existing pilot programmes on information networking among institutions								X	X	X	X		NDRC / Consultants

		2007	2008			2009				2010			Responsible Partner/Individual	
	Activity 4.2.4 Promoting local initiatives for improved access to quality public services for migrant workers and their families			X	X	X	X	X	X	X	X	X	X	NDRC
Output 3 - To enhance the managerial capacity of receiving cities in handling migrant workers' claims for access to public services.	Activity 4.3.1 Awareness-raising activities to build up an enabling environment throughout the society				X	X	X	X						NDRC
	Activity 4.3.2 Capacity building of local administrations from "passive" to "active" approach to service						X	X	X					NDRC / Consultants
	Activity 4.3.3 Review of Coordination mechanism among all agencies concerned to improve planning, information sharing and collaboration							X	X	X				

			2007	2008				2009				2010			Responsible Partner/Individual
		Activity 4.3.4 Review of experiences in including migrant workers themselves as partners in the design of urban management and in public services							X	X	X				NDRC / Consultants
Output 4 - To lift social and cultural barriers between local urban resident and migrant families, thus contributing to socio-cultural inclusion at local level		Activity 4.4.1 Pilot programs on integrated social & cultural activities					X	X	X	X	X	X	X	X	NDRC
		Activity 4.4.2 Pilot programs to increase migrants' desire to be included socially and culturally, their attention to and participation in local public affairs.					X	X	X	X	X	X	X	X	NDRC
		Activity 4.4.3 Pilot programs to educate the local urban residents for socially and culturally accepting migrants as their new neighbours					X	X	X	X	X	X	X	X	NDRC

ANNEX 1 - RISK LOG

Date of revision:

Award Title:

Award ID:

Project Title: **Capacity Building to Support Government in Promoting Social Inclusion for Migrant Workers and their Families**

Project ID:

ID	Description	Category	Impact & Probability	Countermeasures / Management response	Owner	Author	Date Identified	Last Update	Status
01	MoLSS and NDRC experience difficulties stemming from their joint designation as implementing Agencies	Managerial	Integration and policy aspects of project interventions are weakened P = 2	Direct consultation among all interested parties – MoLSS, NDRC, UNDP, CICETE – at required level of decision making. If required, adjustments in project management structure	NPD, UNDP, CICETE	UNDP			
02	Change in Government policy/Priority Concerning migrant workers' issues. Change in leadership and	Political legal	Project objectives and outcomes no more fit political priorities and regulations	allowing flexibility at certain level and AWP's will be modified according to the actually new needs of the government and regulations	UNDP, CICETE, MoLSS, NDRC, Joint Committ ee,	UNDP			

ID	Description	Category	Impact & Probability	Countermeasures / Management response	Owner	Author	Date Identified	Last Update	Status
	legislations; Unexpected Regulatory controls;		P = 1						
03	Management incompetence, Inadequate corporate policies, Poor Leadership, Lack of clear role definition, conflict of interest Pilot locations reluctant to fully collaborate in project activities	Organization	Pilot aspects of project are weakened, replicability is jeopardized P = 2	Contents, scope and objectives of pilot experiments will be fully discussed with host governments and amended as far as feasible to ensure full collaboration Training provided	NPD, CICETE MOLSS NDRC	UNDP			
04	Financial resources currently allocated to the project are not fully received or received timely. Exchange rate fluctuation, Inflation, Failure	Financial	Project goal and outcomes cannot be achieved to the broadest possible extent P = 2	Regular meetings key project partners to identify synergies and promote partnership to ensure broadest possible achievement of project goal and outcomes	UNDP, CICETE, MoLSS, NDRC	UNDP			

ID	Description	Category	Impact & Probability	Countermeasures / Management response	Owner	Author	Date Identified	Last Update	Status
	to meet projected revenue target								
05	Required baseline data not available locally or nationally to allow for project assessment, monitoring, methodological activities to develop to the anticipated extent	Technical	Related project activities cannot be implemented satisfactorily. P = 2	Capacity building activities are revised to allow for alternative means of accessing required information and to create the conditions for collecting required baseline data	NPD,	UNDP			

ANNEX 2 - The ANNUAL WORK PLAN (AWP) Monitoring Tool
CP Component _____

Year _____

Implementing Partner _____

EXPECTED OUTPUTS AND INDICATORS including annual targets	PLANNED ACTIVITIES <i>List all the activities including monitoring and evaluation activities to be undertaken during the year towards stated CP outputs</i>	EXPENDITURES <i>List actual expenditures against activities completed</i>	RESULTS OF ACTIVITIES <i>For each activity, state the results of the activity</i>	PROGRESS TOWARDS ACHIEVING OUTPUTS Using data on annual indicator targets, state progress towards achieving the CP outputs. Where relevant, comment on factors that facilitated and/or constrained achievement of results including: <ul style="list-style-type: none"> ▪ <i>Whether risks and assumptions as identified in the CP M&E Framework materialized or whether new risks emerged</i> ▪ <i>Internal factors such as timing of inputs and activities, quality of products and services, coordination and/or other management issues</i>
OUTPUT 1: INDICATOR 1.1 WITH TARGET FOR THE YEAR: INDICATOR 1.2 WITH TARGET FOR THE YEAR: INDICATOR 1.3 WITH TARGET FOR THE YEAR:				
OUTPUT 2: INDICATOR 2.1 WITH TARGET FOR THE YEAR: ETC.				

Annex 3 - Social Inclusion for Migrant Workers and Their Families
Relevant March 2006 State Council Directives

	Relevance	Observations
1. Wage Arrears and Underpayment		<i>Policy already decided – implementation questions</i>
To build up wage payment supervision and deposit system	X	
To rationally increase migrant workers' wage payment		
2. Labour management		<i>Policy and implementation issues</i>
To strictly put into place the signing of labour contracts	X	Training of labour inspectors
To protect their occupational safety and health	X	Related to Accident Injury insurance
To take solid measures to protect women migrant workers and minor workers	X	Access to public services, labour inspection
3. Vocational services and training		<i>Policy already decided – implementation questions</i>
To gradually conduct equal employment system between urban and rural	X	Integration urban/rural labour market
To further improve services on migrant workers' transferring	X	Upgrade functioning of employment services
To strengthen vocational trainings for migrant workers	X	Vocational training at departure and receiving locations
To clarify training responsibilities	X	
To take great efforts on rural-oriented vocational education	X	
4. Social Security		<i>Policy and implementation issues</i>
To give high importance to social security of migrant workers	X	Joint area with EUCSS – managerial upgrading
To integrate migrant workers into existing occupational injury insurance	X	Special emphasis on construction and mining industries
To take quick action to deal with medical insurance of serious sickness	X	Programme to deal with rural-urban coordination
To explore possible pension fund that is suitable for migrant workers	X	Various options – coordination, special schemes, nation-wide pooling
5. Relevant public services		<i>Policy and implementation issues</i>
To include migrant workers into urban public service system	X	Priority areas: health, education, housing, living environment.

To make sure children of migrant workers could receive equal compulsory education	X	Corporate social responsibility component
To work on migrant workers' sickness prevention and vaccination of their children	X	
To work on family planning of migrant workers	X	
To improve migrant workers' living conditions	X	
6. Rights and Interests Protection		<i>Policy and implementation issues</i>
Political participation rights		
Hukou registration reform		
Land rights		
Labour monitoring	X	Training of labour inspectors and staff in relevant Government agencies
Legal assistance and services	X	Labour and employment related rights
Trade union's role in this respect.	X	Specific support re. accident prevention, rights protection, community based activities, training
7. Transferring of rural labour in close by area or home townships		<i>Policy already decided – implementation questions</i>
To develop township and county level economy	X	Capacity building, migrant workers on return
To lead relevant industries to move to middle and west China		
To develop infrastructure construction in rural area		
To promote development of small townships		
8. To improve management work on migrant workers		<i>Policy already decided – implementation questions</i>
Prioritize migrant workers matters in annual and long-run planning at all levels	X	Support to pilot experiments
To improve relevant coordination mechanism	X	Policy dialogue and programme support
To guide migrant workers to improve their qualities	X	Employability; support to migrant workers' associations – NGOs
To engage communities to play their role in management	X	Public services
To improve migrant workers statistics and data management	X	Costing – social budget
To build up enabling environment in the whole society	X	Awareness raising