



**United Nations Development Programme**

**Country: Eritrea**

**Project Document**

**Project Title:** Capacity Building for National Confederation of Eritrean Workers (NCEW)

**UNDAF Outcome(s):** By 2011, Planning, implementation, monitoring and evaluation capacities improved at national, regional and local levels to address shortfalls towards attainment of Millennium Development Goals (MDG) targets and implementation of Millennium Declaration (MD)

**Expected CP Outcome(s):** By 2011, operational, regulatory and human capacity of the civil service in all government offices and institutions strengthened.  
*(Those linked to the project and extracted from the CP)*

**Expected Output(s):** Improved implementing capacity/human resource capacity of the NCEW to plan and organize gender responsive labour education programs  
*(Those that will result from the project)*

**Executing Entity:** NCEW

**Implementing Agencies:**

### Brief Description

One of the objectives of the NCEW is to ensure that labor education serves as an efficient means of improving the knowledge and skill capability of members to cope with the growing social, economic, political and cultural challenges that confront members and society at large.

Thus, the project involves three major components for enhancing the capacity of the NCEW to enhance its labor education activities to train and raise the awareness of Eritrean workers on employment related issues.

These three components are building the human resource/technical implementation capacity of the Confederation, Federation and base unions (affiliated membership), capacity building of the training centers in terms of strengthened structures and capacity to conduct and extend training programs to the other Regions/Zobas as well as integration the existing membership as well as potential members into structured training programs related to employment and labour such as productivity, rights at work, social dialogue and trade unionism.

Programme Period:	2007 - 2011
Key Result Area (Strategic Plan)	Fostering Inclusive Participation
Atlas Award ID:	00059355
Project Number	00074197
Start date:	February 2010
End Date	December 2011
PAC Meeting Date	11/02/2010
Management Arrangements	National Execution

Total resources required	<u>1,900,000</u>
Total allocated resources:	_____
• Regular	1,900,000
• Other:	
○ Donor	_____
○ Donor	_____
○ Donor	_____
○ Government	_____
Unfunded budget:	_____
In-kind Contributions	15,000

Agreed by (Government)

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Agreed by (Implementing Partner):

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Agreed by (UNDP):

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## Situation Analysis

The National Confederation of Eritrean Workers (NCEW) is the only national trade union movement in the country. One of the objectives of the NCEW is building a strong and democratic trade union movement working to ensure and further rights at work.

Towards this objective, the NCEW strives to promote social dialogue with its social partners on issues of common interest relating to economic and social policy including standard collective agreements. The NCEW views social dialogue as the most effective way of addressing the complex challenges of building economic competitiveness as well as social equity at enterprise, sector, national and regional levels.

NCEW also advocates for changes in the Eritrean labor Laws when needed. NCEW successfully lobbied the Eritrean Government's ratification of the Seven ILO Core Conventions that are part of the fundamental principles and Rights at Work. NCEW also actively participated through tripartite dialogue when the new Eritrean Labour Law was drafted to ensure the rights of the workers are enshrined and protected under the laws of the country. NCEW continues to advocate for workers unresolved issues such as social security and minimum wage.

For the same objective, the NCEW works with workers as well as employers. Modern labour relations are new to union leaders and many Eritrean managers. The major employer of the unionized labour force is the government. In co-operation with the International Labour Organization (ILO), and International Trade Union Confederation (ITUC) and Non-governmental organizations (NGO's), NCEW organizes labour as well as labour relations trainings and seminars aimed to improve awareness and promote modern and harmonious labour relations in the country. NCEW tries to consolidate its activities though affiliation with international trade union bodies and active promotion of bilateral relations.

The recent war between Ethiopia and Eritrea has had a significant impact on the labour force in the country, when a large number of workers were mobilized for defense of the country. Moreover, in recent years, there has been a constant process of streamlining and lay-offs, decreasing the number of members as they become informal workers and affecting trade union membership. The NCEW has taken the initiative to support and organize the informal sector workers and the development of co-operatives in the country to promote Decent Work for this type of workers.

Though many efforts, aimed at strengthening and improving the trade union movement are going on, much remains to be done. Some of the important factors that continue to affect NCEW's organizational performance are limited awareness of the workers as well as employers, inadequate training facilities (in terms of structure and equipment) as well as shortage of competent staff within all levels that can actively undertake and follow these activities. Thus, much investment requires to be made in awareness raising, alongside lobbying the government and other national social partners and the promotion of relations with Regional and International Trade Unions if workers are to have required skills and knowledge on trade unionism, human and trade union rights, international labor standards, labor laws, as well as other ILO standards which affects the interests of workers and lead to the promotion of Decent Work for workers from all walks of life.

## Strategy

The project outputs will combine and complement each other to result in strengthened capacity of the NCEW to train and raise the awareness of Eritrean workers on work and work related issues, to lobby social partners and the government on worker rights as well as other important social and economic issues as well as advocate for workers rights at the local, regional as well as International levels which is the outcome of the project.

As it is stipulated in its Strategic Plan 2009-2013, NCEW strives with its mission towards protecting and serving the rights and interests of all workers in Eritrea through:

- Participating and representing workers during national political, economic, social policy design and formulation and planning of programs as a watchdog of their rights as well as ensuring that workers contribute their share
- Promoting employment focused national policy and development through which social and economic interests and justice are achieved and working to reduce rates of unemployment.
- Promoting the respect of the ILO objectives and standards to contribute towards social justice, world peace, equality and Labour Rights
- Striving to build a united workers movement without discrimination based on race, colour, political opinion, religion, creed or sex.
- Ensuring the strength and unity of workers by unionizing the un-unionized workers to join their respective Federations and the Confederation.
- Raising the awareness of workers on the workers rights as enshrined in Eritrean Labour Laws and International Standards
- Promoting the protection of women's rights and youth workers' rights in respect to equal pay for equal work, equal opportunities, health and safety at work and skill development.
- Enabling workers meaningful participation in the activities and decisions of their workplaces. Creating an atmosphere whereby workers could express their voices through democratic channels.
- Upgrading workers capacity through educational programmes and seminars as a means of meaningful contribution to their workplaces.
- Working to achieve a proper standard for workers health and safety
- Working for industrial peace and increased production and productivity.
- Strengthening ties with International and Regional Trade Unions and organizations for solidarity and support.

The project will support NCEW to implement this strategic plan by:

- Increasing collective bargaining coverage
- Broadening the possibilities for membership
- Creating social partnership
- Establishing and maintaining regional international cooperation

## **UNDP support**

UNDP has the mandate to assist programme countries to achieve Sustainable Human Development. Capacity building is a key component of achieving Millennium Development Goals and Sustainable Human Development. Human and Institutional Capacity is one of the focal areas under the UNDAF and CPAP (2007-2011).

Within the context of the Government of the State of Eritrea/UNDP-CPAP support will be provided to build human capacity of the various arms of the National Confederation of Eritrean Workers (NCEW)

With this in mind and consistent with the priorities of the NCEW, the current project will provide support in the following areas:

- Adequate facilities: Conference Hall/Training Centers and Meeting Hall at the capital Asmara as well as at one regional office - Barentu with necessary furniture and equipment
- Enhanced capacity of Trainers, leadership and technical staff that will be engaging in training, advocacy and lobbying activities
- Enhanced capacity to plan, organize and undertake initial training of trade union leadership at all levels in different labour issues

## **5. Results Framework – Narrative and Logical Framework**

National capacity issues and constraints have emerged as a key concern in the CCA process, underpinning most development challenges across sectors, a problem compounded by the recent border conflict and subsequent no-war-no-peace situation.

The UN System and Government counterparts have therefore recognised that capacity development continues to be a key priority. The focus will be on building capacity of public service providers in all strategic sectors of focus, especially for meeting basic needs and sustaining progress towards the achievement of MDGs.

## **6. Management and Coordination Arrangements**

The Ministry of Finance as the Government's Coordinating Authority assumes responsibility on behalf of the Government for the overall management of the project and is ultimately accountable to UNDP for the programming of resources under Government management within the framework of the National Execution (NEX) Modality.

The National Confederation of Eritrean Workers (NCEW) is designated to manage the project's implementation. The UNDP rules and procedures for NEX modality will apply to the execution and implementation of this project. The NCEW will be responsible for achieving the results expected from the Project, and in particular for ensuring that the outputs are produced through effective use of UNDP fund.

The NCEW will appoint a senior person as National Project Coordinator (NPC) for this project. The NPC will be responsible for preparing and/or monitoring project implementation schedules as well as review technical and operational issues. UNDP also will assign a focal point that will be responsible for liaising with the NPC on matters relating to this Project.

A Steering Committee (SC) will be established from NCEW and UNDP, that will be responsible for policy direction and major changes. Decisions of the Steering Committee are

made through consensus. The Steering Committee should also exercise oversight and be responsible for making necessary arrangements for assurance function. The SC will meet twice a year. The work plans in Annex A detailed the activities to be carried out and the responsible implementing institutions, timeframes and planned inputs from the NCEW, and UNDP. The basis for all resource transfers to an implementing partner should be detailed in the Work Plans, agreed between the Implementing Partner and UNDP.

Annual work plans will be updated and approved by the Steering Committee in writing. However, any substantive change in the programme scope will require revision of the project document (PD). The amendments will need to be signed by all parties.

## **9. Accountability, Monitoring, Evaluation and Reporting**

To track the progress and performance of the project and ensure their sustained contributions to the overall development goals monitoring and evaluation will be an integral part of project. The project results matrix and monitoring and evaluation plan will be the basis for monitoring and evaluation activities. The key aim of monitoring will be to improve the effectiveness and efficiency of the programme management, coordination, and proper resource utilisation. Also, will help UNDP and the NCEW to assess and determine how the project can contribute more effectively to NCEW's development efforts and capacity building. Beyond the identification of outstanding implementation issues, monitoring and evaluation will help to identify emerging development opportunities during the process of programme implementation.

The NCEW, and UNDP will be responsible for ensuring continuous monitoring of the progress of the project results and resources framework on six monthly basis. Monitoring will take place at various levels. Project steering committees will be important mechanisms for project monitoring and review, together with annual reviews. In addition, field visits; progress and financial reports will be used as the main instruments for continuous monitoring. The periodic reports will be shared among the key stakeholders for mutual understanding and enhanced partnership. Outstanding issues will be discussed and encountered and implementation problems resolved. The provision of periodic progress and financial reports is the prime responsibility of the NCEW. The NCEW will prepare progress reports twice a year. These periodic reports will highlight the progress, achievements and results of the projects including challenges encountered and state of resource utilisation vis-à-vis the annual planned targets.

The auditing will be done in compliance with Harmonised Approach to Cash Transfer (HACT) and as per the agreed EX-Com Assurance Plan 2007-2008 and Provision will be included in the annual work plan budget to cover the reasonable cost of such an audit. UNDP will furnish to the IP the relevant monthly expenditures statements whenever UNDP makes procurement or direct payments on quarterly basis.

Disbursements of funds will be made by UNDP to the implementing partner on a quarterly basis upon submission of financial reports and specific quarterly plans. The recipient (NCEW ) of the funds will be accountable for the funds advanced to it according to the agreed work plan.

The recipient will be expected to professionally maintain books of accounts, in accordance with NEX/NGO accounting and reporting guidelines. The recipient, whenever required, will ensure that the books of accounts are readily available for monitoring by UNDP.

Reporting on the use of funds by the implementing partner will be in accordance with the financial and technical reporting guidelines and work plan formats. Financial reporting to

UNDP by the implementing partner on quarterly advances will be done through quarterly financial reports received at UNDP by the 15th day of the first month of the following quarter.

## I. RESULTS AND RESOURCES FRAMEWORK

**Intended Outcome as stated in the Country Programme Results and Resource Framework:** *strengthened capacity of the NCEW to train and raise the awareness of Eritrean workers on work and work related issues, to lobby social partners and the government on worker rights as well as other important social and economic issues as well as advocate for workers rights at the local, regional as well as International levels.*

**Outcome indicators as stated in the Country Programme Results and Resources Framework, including baseline and targets:**

**Applicable Key Result Area (from 2008-11 Strategic Plan):** Fostering Inclusive Participation

**Partnership Strategy:**

**Project title and ID (ATLAS Award ID):** *Capacity Building in the National Confederation of Eritrean Workers*

INTENDED OUTPUTS	OUTPUT TARGETS FOR (YEARS)	INDICATIVE ACTIVITIES	RESPONSIBLE PARTIES	PLANNED BUDGET		
				Funding Source	Budget Description	Amount
<b>Output 1 Enhanced capacity of Trainers, leadership and technical staff that will be engaging in the planned activities</b>		Selection and recruitment of Project Team (40 % women)  Project planning workshop of Training of trainer (40% women)  preparation of training materials	NCEW	04000- UNDP	71910 -Local Transport	5,000
					71620 -Per Diem	10,000
					73105-Rental Hall	5,000
					72705 -Coffee Breaks	1,000
					72505 -Stationery & printed training materials	50,000
					71405 – Resource Person	5,000



		Capacity building participatory workshops for the Women Workers' Committee (WWC) and Youth Workers' Committee (YWC)			71910 -Local Transport 71620 -Per Diem 73105-Rental Hall 72705 - Coffee Breaks 72505 -Stationery & printed training materials 71405 – Resource Person	7,000 15,000 5,000 1,000 55,000 5,000
<b>Output 2 Enhanced capacity to plan, organize and undertake training of trade union leadership at all levels in different labor issues</b>		Undertake initial gender responsive awareness raising programs for promoting decent work and collective bargaining	NCEW	04000- UNDP	71910 -Local Transport 71620 -Per Diem 73105-Rental Hall 72705 - Coffee Breaks 72505 -Stationery & printed training materials 71405 – Resource Person	10,000 17,000 5,000 1,000 60,000 5,000

		Training in Labor dispute resolution, Leadership and Team Building (40 % women)			71910 -Local Transport	12,000
					71620 -Per Diem	20,000
					73105-Rental Hall	5,000
					72705 - Coffee Breaks	1,000
					72505 -Stationery & printed training materials	50,000
					71405 – Resource Person	5,000
					72145 – Training and Education Services	60,000
		Attending workshops and trainings abroad			71605 –Ticket International	100,000
					71615 – DSA International	150,000
		Project staff			71405 – Service Contract	34,800
		Monitoring Costs			71620- DSA Local	30,000

<b>Output 3 Conference Hall/Training Centers and Meeting Hall in the location of Asmara and Barentu furnished with the necessary equipment to provide efficient service to the public</b>		Furnishing and equipping the Conference Hall	NCEW	04000- UNDP	72220- Furniture	400,000
		Furnishing of Barentu training centre:			72405 – Communication Equipments	420,000
		Create a documentation/ resource centre:			72805 – IT Equipment	350,000
	<b>TOTAL</b>					

## **10. Ex Ante Assessment of Cross-cutting Issues**

National capacity issues and constraints have emerged as a key concern in the CCA process, underpinning most development challenges across sectors, a problem compounded by the recent border conflict and subsequent no-war-no-peace situation. The issues are even more serious at the regional and local levels of government. Scarcity of gender-disaggregated data in many sectors makes it difficult to formulate gender-sensitive policies and programmes.

This project, therefore, will support the NCEW in strengthening its capacity that would have a direct positive impact on women, namely through improving their access to information and training. Assistance will also be provided to gather disaggregated information relating to gender and to promote the protection of women's rights in respect to equal pay for equal work, equal opportunities, health and safety at work. In addition, strengthened research capacity will assist with future identification of future gender related programs and women will benefit from the training programmes that will be provided through this project.

## **11. Legal Context or Basis of Relationship**

Whereas the Government of the State of Eritrea (hereinafter referred to as "the Government") has entered into the following:

With the United Nations Development Programme (UNDP) a basic agreement to govern UNDP's assistance to the country (Standard Basic Assistance Agreement (SBAA) which was signed by UNDP and the Government on 11 June 1994, and for which this common Country Programme Action Plan together with Annual work plans (which shall form part of this joint programme, and incorporated herein by reference) concluded hereunder constitute together the JPD as referred to in the SBAA.



	<p>Women's workers Committee workshop</p> <ul style="list-style-type: none"> <li>• Preparation of ToR</li> <li>• Recruit expert to prepare the training program</li> <li>• Preparation of training materials</li> <li>• Selecting the trainees</li> <li>• Organize the training programme</li> <li>• Provision of Training</li> </ul>	*	*	*	*	NCEW	04000	<p>71910 -Local Transport</p> <p>71620 -Per Diem</p> <p>73105-Rental Hall</p> <p>72705 - Coffee Breaks</p> <p>72505 - Stationery &amp; printed materials</p> <p>71405 – Resource Person</p>	<p>1,080</p> <p>1,800</p> <p>150</p> <p>2,520</p> <p>3,000</p> <p>200</p>
	<p>Youth Workers Committee Workshop</p> <ul style="list-style-type: none"> <li>• Preparation of ToR</li> <li>• Recruit expert to prepare the training program</li> <li>• Preparation of training materials</li> <li>• Selecting the trainees</li> <li>• Organize the training programme</li> <li>• Provision of Training</li> </ul>	*	*	*	*	NCEW	04000	<p>71910 -Local Transport</p> <p>71620 -Per Diem</p> <p>73105-Rental Hall</p> <p>72705 - Coffee Breaks</p> <p>72505 - Stationery &amp; printed materials</p> <p>71405 – Resource Person</p>	<p>1,080</p> <p>1,800</p> <p>150</p> <p>2,520</p> <p>18,000</p> <p>200</p>

6 day Training of trainers in the concept of Decent Work and collective bargaining <ul style="list-style-type: none"> <li>• Preparation of ToR</li> <li>• Recruit expert to prepare the training program</li> <li>• Preparation of training materials</li> <li>• Selecting the trainees</li> <li>• Organize the training programme</li> <li>• Provision of Training</li> </ul>	*	*	*	*	NCEW	04000	71910 -Local Transport	3,240
							71620 -Per Diem	5,400
							73105-Rental Hall	1,800
							72705 - Coffee Breaks	7,560
							72505 - Stationery & printed materials	9,000
							71405 – Resource Person	1,500

<p><b>Output 3</b></p> <p><b>Enhanced capacity to plan, organize and undertake training of trade union leadership at all levels in different labour issues</b></p>	<p>3 day Training of workers in the concept of Decent work</p> <ul style="list-style-type: none"> <li>• Preparation of ToR</li> <li>• Recruit expert to prepare the training program</li> <li>• Preparation of training materials</li> <li>• Selecting the trainees</li> <li>• Organize the training programme</li> <li>• Provision of Training</li> </ul>			*	*	NCEW	04000	<p>71910 -Local Transport</p> <p>71620 -Per Diem</p> <p>73105-Rental Hall</p> <p>72705 - Coffee Breaks</p> <p>72505 - Stationery &amp; printed materials</p> <p>71405 – Resource Person</p>	<p>1,620</p> <p>2,700</p> <p>2,700</p> <p>6,480</p> <p>2,700</p> <p>1,800</p>
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	<p>6 day Training of trainers in Labour Dispute Resolution, Leadership and Team building</p> <ul style="list-style-type: none"> <li>• Preparation of ToR</li> <li>• Recruit expert to prepare the training program</li> <li>• Preparation of training materials</li> <li>• Selecting the trainees</li> <li>• Organize the training programme</li> <li>• Provision of Training</li> </ul>			*	*	NCEW	04000	<p>71910 -Local Transport</p> <p>71620 -Per Diem</p> <p>73105-Rental Hall</p> <p>72705 - Coffee Breaks</p> <p>72505 - Stationery &amp; printed materials</p> <p>71405 – Resource Person</p>	<p>3,240</p> <p>5,400</p> <p>1,800</p> <p>7,560</p> <p>9,000</p> <p>1,500</p>
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	<p>3 day Leadership training for file members in Labour Dispute Resolution, Leadership and Team building</p> <ul style="list-style-type: none"> <li>• Preparation of ToR</li> <li>• Recruit expert to prepare the training program</li> <li>• Preparation of training materials</li> <li>• Selecting the trainees</li> <li>• Organize the training programme</li> <li>• Provision of Training</li> </ul>			*	*	NCEW	04000	<p>71910 -Local Transport 1,620</p> <p>71620 -Per Diem 2,700</p> <p>73105-Rental Hall 2,700</p> <p>72705 - Coffee Breaks 6,480</p> <p>72505 - Stationery &amp; printed materials 2,700</p> <p>71405 – Resource Person 1,800</p>	
<p><b>Output 1</b></p> <p><b>Conference Hall/Training Centers and Meeting Hall in the location of Asmara and Barentu furnished with the necessary equipment</b></p>	<p>Procurement of Furniture/office equipments to strengthen Asmara Conference Hall</p> <ul style="list-style-type: none"> <li>▪ Preparing Specifications</li> <li>▪ Identification of supplier</li> <li>▪ Procuring Computers/Furniture/office equipments</li> <li>▪ Installations and testing</li> </ul>	*	*	*	*	NCEW	04000	<p>72220- Furniture 144,252</p> <p>72405 – Communication Equipments 89,094</p>	

	Establishment of Documentation Centre  Procurement of Procuring Computers/Furniture/office equipments to strengthen Documentation/Resource Centre <ul style="list-style-type: none"> <li>• Preparing Specifications</li> <li>• Identification of supplier</li> <li>• Procuring Computers/Furniture/office equipments</li> <li>• Installations and testing</li> </ul>	*	*	*	*	NCEW	04000	72805 – IT Equipment	24,150	
	Establishment of Training Centre in Barentu  Procurement of Procuring Computers/Furniture/office equipments to strengthen Barentu Hall and Training Centre <ul style="list-style-type: none"> <li>• Preparing Specifications</li> <li>▪ Identification of supplier</li> <li>▪ Procuring Computers/Furniture/office equipments</li> <li>▪ Installations and testing</li> </ul>	*	*	*	*	NCEW	04000		35,717.00	
	National Project Coordinator	*	*	*	*	NCEW	04000		5,400	
	Accountant	*	*	*	*	NCEW	04000		5,400	
	Secretariat	*	*	*	*	NCEW	04000		3,600	
	Monitoring	*	*	*	*	NCEW/U NDP	04000		300	
TOTAL										446,613.00