



**Independent Evaluation of the ILO's Strategy for the
Elimination of Discrimination in Employment and Occupation**

Volume 2 of 2: Annexes

International Labour Organization

August 2011

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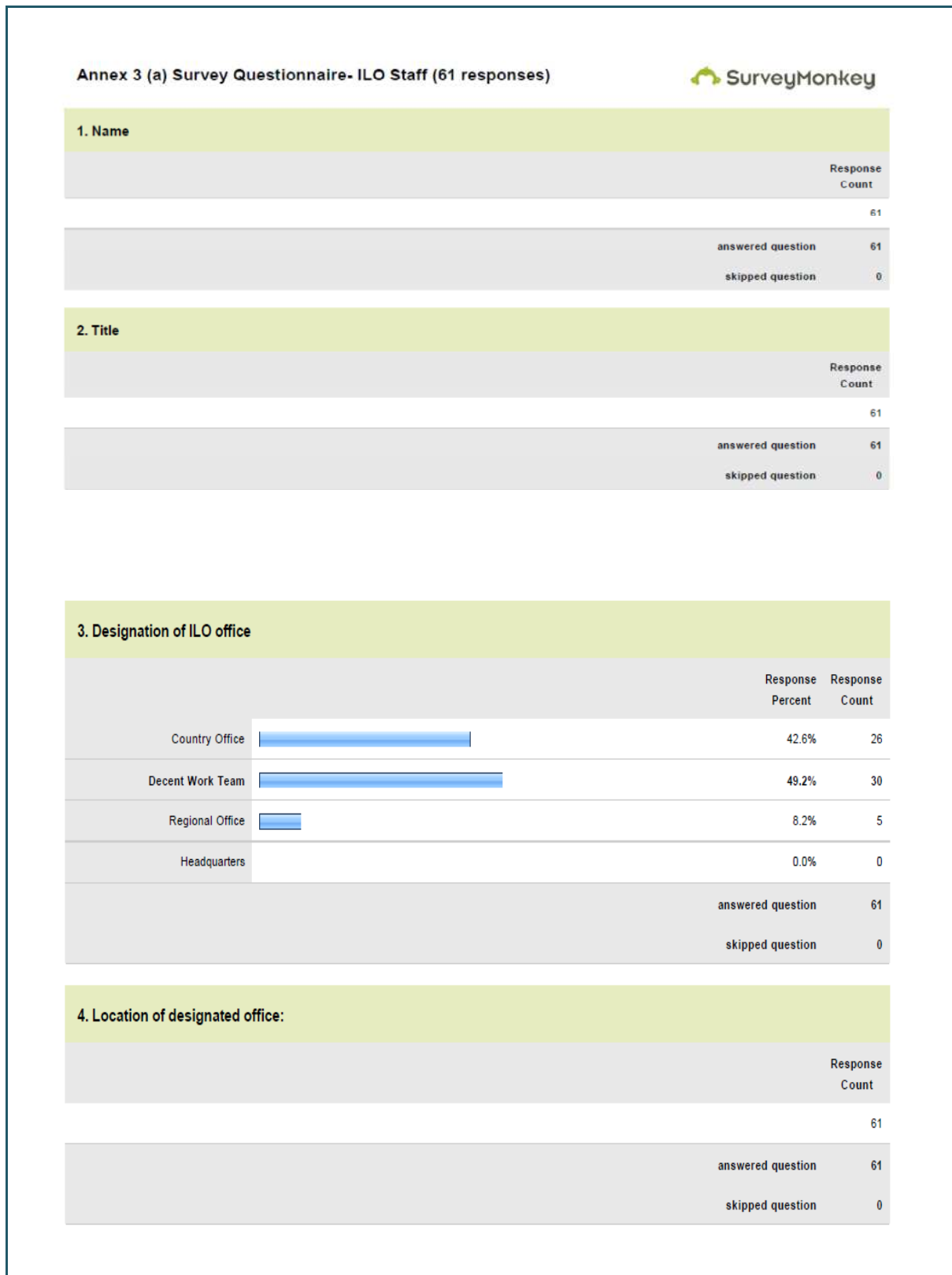
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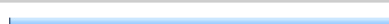
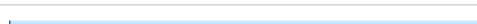




5. Funding source of your position:

		Response Percent	Response Count
Regular Budget (RB)		50.8%	31
Technical Cooperation (TC)		49.2%	30
answered question			61
skipped question			0





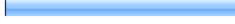


6. Please identify the country you are referring to in this survey:

	Response Count
	42
answered question	42
skipped question	19

7. What issues of discrimination in the workplace are currently being addressed in your country?

		Response Percent	Response Count
Gender		88.5%	46
Race		23.1%	12
Ethnicity		30.8%	16
Disability		61.5%	32
HIV/AIDS status		75.0%	39
Age		25.0%	13
Political opinion		21.2%	11
Religion		19.2%	10
Sexual orientation/behaviour		21.2%	11
answered question			52
skipped question			9

8. In your opinion, what are the main challenges in achieving the ILO's activity outcomes for non-discrimination in the world of work? (please select all that apply)

		Response Percent	Response Count
Institutional		75.0%	39
Legal		53.8%	28
Cultural		76.9%	40
Political		53.8%	28
Financial		36.5%	19
Education		55.8%	29
Other*		15.4%	8
	*Please specify:		14
		answered question	52
		skipped question	9




9. Please check the box that corresponds most closely to your opinion.

	High	Moderate	Low	None	Rating Average	Response Count
How would you rate the ILO's visibility as a promoter of non-discrimination in your country?	34.0% (17)	50.0% (25)	12.0% (6)	4.0% (2)	1.86	50
					answered question	50
					skipped question	11

10. Please check the box that corresponds most closely to your opinion.

	High	Moderate	Low	None	Rating Average	Response Count
How would you assess the ILO's capacity to work on non-discrimination issues in the world of work in your country?	50.0% (25)	32.0% (16)	18.0% (9)	0.0% (0)	1.68	50
					answered question	50
					skipped question	11




11. Is there a mechanism being used in your country of assignment to gather complaints related to instances of discrimination in the world of work?

		Response Percent	Response Count
Yes		54.0%	27
No		22.0%	11
Don't know		24.0%	12
answered question			50
skipped question			11

13. Please indicate the status of the following ILO Conventions dealing with non-discrimination in the world of work in your country.

	Promotion	Ratification	Implementation	N/A	Response Count
1. Equal Remuneration Convention, 1951 (No. 100)	22.2% (10)	57.8% (26)	40.0% (18)	17.8% (8)	45
2. Discrimination (Employment and Occupation) Convention, 1958(No. 111)	24.4% (11)	57.8% (26)	42.2% (19)	17.8% (8)	45
3. Workers with Family Responsibilities Convention, 1981 (No. 156)	37.8% (17)	22.2% (10)	6.7% (3)	44.4% (20)	45
4. Maternity Protection Convention, 2000 (No. 183)	48.9% (22)	15.6% (7)	11.1% (5)	40.0% (18)	45
5. Migration for Employment Convention, 1949 (No. 97)	28.9% (13)	17.8% (8)	11.1% (5)	55.6% (25)	45
6. Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	28.9% (13)	15.6% (7)	13.3% (6)	60.0% (27)	45
7. Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1963 (No. 159)	26.7% (12)	40.0% (18)	15.6% (7)	35.6% (16)	45
8. Indigenous and Tribal Peoples Convention, 1989 (No. 169)	22.2% (10)	17.8% (8)	8.9% (4)	64.4% (29)	45
answered question					45
skipped question					16





14. Are you aware of other international & regional conventions and frameworks addressing discrimination that have been ratified and/or are in the process of being implemented in your country?

		Response Percent	Response Count
Yes		60.0%	27
No		13.3%	6
Don't know		26.7%	12
		answered question	45
		skipped question	16

15. To what level of detail does the labour legislation address issues of discrimination in the world of work in your country?

	Yes	No	Don't know	N/A	Response Count	
General	80.0% (32)	0.0% (0)	12.5% (5)	7.5% (3)	40	
Specific	47.2% (17)	27.8% (10)	11.1% (4)	13.9% (5)	36	
					answered question	42
					skipped question	19

16. Which of the following non-legislative regulatory frameworks for addressing discrimination issues in employment and occupation exist in-country?

		Response Percent	Response Count
Corporate and Social Responsibility		75.0%	30
Codes of practice		75.0%	30
Public/Private partnerships		60.0%	24
Other*		12.5%	5
		*Please specify:	4
		answered question	40
		skipped question	21

17. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	None	N/A	Rating Average	Response Count
a) To what extent is the ILO's DWCP suited to the national priorities concerning non-discrimination in employment and occupation?	29.3% (12)	41.5% (17)	17.1% (7)	0.0% (0)	12.2% (5)	1.86	41
b) To what extent are the outcomes of the DWCP aligned to the national anti-discrimination strategies?	24.4% (10)	36.6% (15)	14.6% (6)	0.0% (0)	24.4% (10)	1.87	41
c) To what extent do the outcomes of DWCP reflect the priorities related to non-discrimination at work identified by national constituents?	26.8% (11)	46.3% (19)	12.2% (5)	0.0% (0)	14.6% (6)	1.83	41
d) To what extent did government and social partners collaborate in working groups to identify their priorities of non-discrimination activities in the DWCP?	32.5% (13)	37.5% (15)	10.0% (4)	2.5% (1)	17.5% (7)	1.79	40
e) To what extent were other key stakeholders (i.e. implementing & development partners) involved in the design process of the non-discrimination activities linked to Outcome 17?	15.0% (6)	37.5% (15)	22.5% (9)	0.0% (0)	25.0% (10)	2.10	40
f) How would you rate the clarity of guidance provided by ILO's OBW and P&B directives for developing							
programme implementation and activity work plans towards non-discrimination results identified in the DWCPs?	12.8% (5)	38.5% (15)	20.5% (8)	2.6% (1)	25.6% (10)	2.17	39
g) To what degree is the DWCP aligned with the UNDAF?	39.0% (16)	39.0% (16)	4.9% (2)	0.0% (0)	17.1% (7)	1.59	41
					answered question		41
					skipped question		20

18. To which MDG(s) does your programme/project contribute?

		Response Percent	Response Count
1. End Poverty and Hunger		60.0%	24
2. Universal Education		22.5%	9
3. Gender Equality		67.5%	27
4. Child Health		12.5%	5
5. Maternal Health		20.0%	8
6. Combat HIV/AIDS		50.0%	20
7. Environmental Sustainability		17.5%	7
8. Global Partnership		25.0%	10
N/A	<input type="checkbox"/>	2.5%	1
		answered question	40
		skipped question	21

19. Are ILO non-discrimination activities included in UN Joint Programmes?

		Response Percent	Response Count
Yes		78.0%	32
No	<input type="checkbox"/>	4.9%	2
Don't know		14.6%	6
Not applicable	<input type="checkbox"/>	2.4%	1
		answered question	41
		skipped question	20

20. Please check the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	N/A	Rating Average	Response Count
How would you rank the ILO's effort to mainstream the Decent Work Agenda in the UNDAF and/or Joint Programmes?	39.0% (16)	43.9% (18)	12.2% (5)	4.9% (2)	1.72	41
					answered question	41
					skipped question	20

21. Please check the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	Not at all	N/A	Rating Average	Response Count
How would you rank the value-added of the UNDAF to the ILO's decent work country programme and specifically to its non-discrimination activities?	24.4% (10)	41.5% (17)	14.6% (6)	4.9% (2)	14.6% (6)	2.00	41
						answered question	41
						skipped question	20











22. How would you rate the technical support provided to non-discrimination activities in-country by the following ILO organizational structures?

	High	Moderate	Low	None	N/A	Rating Average	Response Count
a) ILO Headquarters	28.2% (11)	51.3% (20)	12.8% (5)	0.0% (0)	7.7% (3)	1.83	39
b) Regional Office	15.8% (6)	60.5% (23)	15.8% (6)	2.6% (1)	5.3% (2)	2.06	38
c) Decent Work Teams	42.1% (16)	44.7% (17)	10.5% (4)	0.0% (0)	2.6% (1)	1.68	38
d) Country Offices	30.0% (12)	37.5% (15)	17.5% (7)	0.0% (0)	15.0% (6)	1.85	40
						answered question	40
						skipped question	21




23. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	Not at all	Response Count	
a) To what extent does the OBW process allow the establishment of clear synergies among the different CPOs and P&B outcomes?	10.3% (4)	51.3% (20)	28.2% (11)	10.3% (4)	39	
b) To what extent do the non-discrimination activities within the DWCP take into account the programme diagnosis and stated outcomes?	18.9% (7)	54.1% (20)	13.5% (5)	13.5% (5)	37	
					answered question	39
					skipped question	22




24. Which of the following issues does the DWCP or country programme include to address discrimination in employment? (check all applicable)

		Response Percent	Response Count
Labour Norms and Standards		82.1%	32
Gender		87.2%	34
Race		20.5%	8
Ethnicity		33.3%	13
Disability		59.0%	23
HIV/AIDS status		76.9%	30
Age		23.1%	9
Political opinion		12.8%	5
Religion		5.1%	2
Sexual orientation/behaviour		15.4%	6
		answered question	39
		skipped question	22

25. Was the timescale defined by the ILO to achieve the intended non-discrimination objectives realistic with regards to the national institutional capacity?

		Response Percent	Response Count
Yes		30.8%	12
No		35.9%	14
Don't know		33.3%	13
		answered question	39
		skipped question	22




26. Was the range of non-discrimination activities defined by the ILO realistic with regards to the existing national institutional capacity?

		Response Percent	Response Count
Yes		46.2%	18
No		30.8%	12
Don't know		23.1%	9
		answered question	39
		skipped question	22

27. How would you rate the ILO's existing support structure for the implementation of non-discrimination activities that contribute to CPOs in terms of:

	High	Moderate	Low	N/A	Rating Average	Response Count
a) Readiness of technical support?	41.0% (16)	43.6% (17)	10.3% (4)	5.1% (2)	1.68	39
b) Timeliness of managerial decision?	25.6% (10)	46.2% (18)	20.5% (8)	7.7% (3)	1.94	39
c) Facilitation of administrative procedures?	10.3% (4)	46.2% (18)	38.5% (15)	5.1% (2)	2.30	39
d) Appropriateness of financial management and disbursement systems?	12.8% (5)	30.8% (12)	48.7% (19)	7.7% (3)	2.39	39
answered question						39
skipped question						22

28. Is there a Monitoring & Evaluation framework for tracking the implementation and achievements of CPO's linked to Outcome 17?

		Response Percent	Response Count
Yes		41.0%	16
No		10.3%	4
Don't know		48.7%	19
answered question			39
skipped question			22

29. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	Not at all	N/A	Rating Average	Response Count
a) How would you rate the ILO's existing capacity to participate in the design phase of UN Joint Programmes in the context of non-discrimination activities?	41.0% (16)	41.0% (16)	12.8% (5)	2.6% (1)	2.6% (1)	1.76	39
b) How timely were inputs provided by the ILO to the design and implementation of UN Joint Programmes in the context of non-discrimination activities?	20.5% (8)	48.7% (19)	15.4% (6)	2.6% (1)	12.8% (5)	2.00	39
c) How would you rate the ILO's existing administrative and financial capacity to coordinate and collaborate with other UN Agencies involved in non-discrimination activities?	5.1% (2)	35.9% (14)	48.7% (19)	7.7% (3)	2.6% (1)	2.61	39
d) In this context, how influential would you say the ILO involvement was?	10.3% (4)	59.0% (23)	25.6% (10)	2.6% (1)	2.6% (1)	2.21	39
e) To what extent have the ILO interventions helped to produce expected non-discrimination outcomes with the lowest possible transaction costs?	20.5% (8)	38.5% (15)	17.9% (7)	2.6% (1)	20.5% (8)	2.03	39
answered question							39
skipped question							22




30. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	None	N/A	Rating Average	Response Count
Based on your reading of the ILO's Global Report on the elimination of discrimination, to what extent would you say it presents a full overview of all the non-discrimination activities carried out by the Office?	42.4% (14)	21.2% (7)	6.1% (2)	0.0% (0)	30.3% (10)	1.48	33
If you believe that key elements are missing in the Global Report, please specify them below:							4
answered question							33
skipped question							28



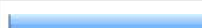

31. Do you find the ILO's Global Report on the elimination of discrimination useful for the following?

	Yes	No	Don't know	N/A	Response Count
Identification of your non-discrimination activities	66.7% (20)	0.0% (0)	6.7% (2)	26.7% (8)	30
Design of your non-discrimination activities	53.3% (16)	10.0% (3)	6.7% (2)	30.0% (9)	30
Reporting of your non-discrimination activities	60.0% (18)	10.0% (3)	3.3% (1)	26.7% (8)	30
Examples of best-practice	60.7% (17)	3.6% (1)	10.7% (3)	25.0% (7)	28
Tool to communicate needs for support from the field related to non-discrimination in the world of work	54.8% (17)	12.9% (4)	9.7% (3)	22.6% (7)	31
				answered question	32
				skipped question	29

32. Are there risk management strategies in place for non-discrimination activities?

	Response Percent	Response Count
Yes 	15.8%	6
No 	26.3%	10
Don't know 	57.9%	22
	answered question	38
	skipped question	23

33. Which of the following competences of national implementing partners were reinforced to ensure lasting non-discrimination results?

	Response Percent	Response Count
Technical 	83.3%	30
Financial 	8.3%	3
Managerial 	30.6%	11
Other* 	13.9%	5
	*Please specify:	10
	answered question	36
	skipped question	25

34. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	Yes	No	Don't know	N/A	Response Count
a) Will qualified human resources be available to continue to deliver the project's stream of activities needed for the implementation and monitoring of non-discriminatory practices?	48.6% (18)	10.8% (4)	32.4% (12)	8.1% (3)	37
b) Are target groups likely to continue to make use of relevant results after project completion?	62.2% (23)	8.1% (3)	24.3% (9)	5.4% (2)	37
c) Has the ILO articulated an exit or transition strategy for its support to non-discrimination activities?	27.0% (10)	32.4% (12)	24.3% (9)	16.2% (6)	37
d) Are funds likely to be made available for non-discrimination activities if the services/results have to be supported institutionally?	19.4% (7)	13.9% (5)	50.0% (18)	16.7% (6)	36
				answered question	37
				skipped question	24

35. How would you assess the contributions of inter-institutional structures (e.g. steering committees, monitoring systems) to non-discrimination activities in terms of:

	High	Moderate	Low	N/A	Rating Average	Response Count
a) Implementation?	24.3% (9)	35.1% (13)	24.3% (9)	16.2% (6)	2.00	37
b) Fluidity of communication?	18.9% (7)	43.2% (16)	21.6% (8)	16.2% (6)	2.03	37
c) Reporting?	13.9% (5)	36.1% (13)	30.6% (11)	19.4% (7)	2.21	36
d) Achievement of desired policy impacts on non-discriminatory practices?	18.9% (7)	40.5% (15)	24.3% (9)	16.2% (6)	2.06	37
					answered question	37
					skipped question	24

36. In the context of interactions between the ILO Regional Office, the DWT/Country Office and the ILO Sector Office in Geneva, how would you rate the:

	High	Moderate	Low	N/A	Rating Average	Response Count
a) Communication between these structures?	29.7% (11)	48.6% (18)	10.8% (4)	10.8% (4)	1.79	37
b) Reporting between these structures?	18.9% (7)	51.4% (19)	13.5% (5)	16.2% (6)	1.94	37
answered question						37
skipped question						24

37. To what extent have the following RBM tools made a difference to the achievement of non-discrimination outcomes:

	High	Moderate	Low	N/A	Rating Average	Response Count
Monitoring and evaluation plans?	21.6% (8)	48.6% (18)	10.8% (4)	18.9% (7)	1.87	37
Risk analysis?	5.4% (2)	45.9% (17)	27.0% (10)	21.6% (8)	2.28	37
Use of logframe?	24.3% (9)	43.2% (16)	13.5% (5)	18.9% (7)	1.87	37
SMART indicators?	21.6% (8)	37.8% (14)	21.6% (8)	18.9% (7)	2.00	37
Implementation plans, including resource mobilization gaps?	19.4% (7)	47.2% (17)	16.7% (6)	16.7% (6)	1.97	36
answered question						37
skipped question						24

38. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	Highly	Moderately	Little	Not at all	N/A	Rating Average	Response Count
a) To what extent has the project/activities contributed to the attainment of CPO and Outcome 17?	32.4% (12)	35.1% (13)	8.1% (3)	0.0% (0)	24.3% (9)	1.68	37
b) Are the indicators/targets for the non-discrimination outcomes appropriate?	24.3% (9)	37.8% (14)	10.8% (4)	0.0% (0)	27.0% (10)	1.81	37
c) To what extent has the reporting of indicators and targets facilitated the achievement of non-discrimination activities?	18.9% (7)	24.3% (9)	18.9% (7)	8.1% (3)	29.7% (11)	2.23	37
answered question						37	
skipped question						24	

39. To what extent were national constituents involved in the following:

	High	Moderate	Low	None	N/A	Rating Average	Response Count
a) Identification of non-discrimination outcomes and activities within the DWCPs or country programme?	42.9% (15)	31.4% (11)	8.6% (3)	2.9% (1)	14.3% (5)	1.67	35
b) Design of the overall non-discrimination activities?	40.0% (14)	37.1% (13)	14.3% (5)	2.9% (1)	5.7% (2)	1.79	35
c) Implementation of the DWCP including that of non-discrimination activities?	45.7% (16)	28.6% (10)	11.4% (4)	2.9% (1)	11.4% (4)	1.68	35
d) Participation in non-discrimination activities (i.e. training, workshops, etc.)?	54.3% (19)	22.9% (8)	11.4% (4)	2.9% (1)	8.6% (3)	1.59	35
						answered question	35
						skipped question	26

40. To what extent were UN agencies and other relevant development partners consulted in the following:

	High	Moderate	Low	None	N/A	Rating Average	Response Count
a) Identification of non-discrimination outcomes and activities within the DWCPs or country programme?	11.4% (4)	42.9% (15)	25.7% (9)	2.9% (1)	17.1% (6)	2.24	35
b) Design of the overall non-discrimination activities?	14.3% (5)	37.1% (13)	37.1% (13)	2.9% (1)	8.6% (3)	2.31	35
c) Implementation of the DWCP including that of non-discrimination activities?	14.3% (5)	34.3% (12)	28.6% (10)	2.9% (1)	20.0% (7)	2.25	35
d) Participation in non-discrimination activities (i.e. training, workshops, etc.)?	17.1% (6)	42.9% (15)	25.7% (9)	2.9% (1)	11.4% (4)	2.16	35
						answered question	35
						skipped question	26

41. In which of the following stages of the non-discrimination project cycle were national constituents involved?

	Yes	No	Don't know	N/A	Response Count
Feasibility	60.0% (21)	8.6% (3)	14.3% (5)	17.1% (6)	35
Identification of priorities	82.9% (29)	2.9% (1)	2.9% (1)	11.4% (4)	35
Identification of indicators and targets	65.7% (23)	5.7% (2)	11.4% (4)	17.1% (6)	35
Identification of risks and assumptions	45.7% (16)	14.3% (5)	20.0% (7)	20.0% (7)	35
Implementation of project activities (ie training, workshops)	71.4% (25)	11.4% (4)	2.9% (1)	14.3% (5)	35
M&E activities	48.6% (17)	11.4% (4)	11.4% (4)	28.6% (10)	35
Final evaluation	48.6% (17)	8.6% (3)	14.3% (5)	28.6% (10)	35
Sustainability plan	42.9% (15)	11.4% (4)	20.0% (7)	25.7% (9)	35
				answered question	35
				skipped question	26

42. In which of the following stages of the non-discrimination project cycle were UN agencies and other relevant development partners consulted?

	Yes	No	Don't know	N/A	Response Count
Feasibility	31.4% (11)	17.1% (6)	28.6% (10)	22.9% (8)	35
Identification of priorities	40.0% (14)	14.3% (5)	22.9% (8)	22.9% (8)	35
Identification of indicators and targets	28.6% (10)	20.0% (7)	28.6% (10)	22.9% (8)	35
Identification of risks and assumptions	28.6% (10)	20.0% (7)	28.6% (10)	22.9% (8)	35
Implementation of project activities (ie training, workshops)	40.0% (14)	14.3% (5)	20.0% (7)	25.7% (9)	35
M&E activities	31.4% (11)	17.1% (6)	22.9% (8)	28.6% (10)	35
Final evaluation	28.6% (10)	11.4% (4)	28.6% (10)	31.4% (11)	35
Sustainability plan	25.7% (9)	14.3% (5)	28.6% (10)	31.4% (11)	35
				answered question	35
				skipped question	26

43. Has the project generated improvements in the following aspects of non-discrimination in the workplace?

	Yes	No	Don't know	N/A	Response Count
Gender	87.9% (29)	0.0% (0)	6.1% (2)	6.1% (2)	33
Race	25.9% (7)	11.1% (3)	22.2% (6)	40.7% (11)	27
Ethnicity	44.8% (13)	13.8% (4)	20.7% (6)	20.7% (6)	29
Disability	67.7% (21)	6.5% (2)	16.1% (5)	9.7% (3)	31
HIV/AIDS status	77.4% (24)	3.2% (1)	9.7% (3)	9.7% (3)	31
Age	30.8% (8)	11.5% (3)	30.8% (8)	26.9% (7)	26
Political opinion	11.5% (3)	19.2% (5)	42.3% (11)	26.9% (7)	26
Religion	15.4% (4)	23.1% (6)	30.8% (8)	30.8% (8)	26
Sexual orientation or behaviour	28.0% (7)	8.0% (2)	32.0% (8)	32.0% (8)	25
				answered question	34
				skipped question	27

44. How would you rank the ILO's overall contribution to the reduction of the following discriminatory practices in your country:

	High	Moderate	Low	None	N/A	Response Count
Gender	44.1% (15)	38.2% (13)	14.7% (5)	0.0% (0)	2.9% (1)	34
Race	13.3% (4)	13.3% (4)	13.3% (4)	20.0% (6)	40.0% (12)	30
Ethnicity	15.6% (5)	21.9% (7)	21.9% (7)	12.5% (4)	28.1% (9)	32
Disability	30.3% (10)	33.3% (11)	24.2% (8)	0.0% (0)	12.1% (4)	33
HIV/AIDS status	51.5% (17)	24.2% (8)	21.2% (7)	0.0% (0)	3.0% (1)	33
Age	16.7% (5)	10.0% (3)	33.3% (10)	13.3% (4)	26.7% (8)	30
Political opinion	3.3% (1)	10.0% (3)	30.0% (9)	26.7% (8)	30.0% (9)	30
Religion	3.3% (1)	16.7% (5)	23.3% (7)	23.3% (7)	33.3% (10)	30
Sexual orientation or behaviour	10.3% (3)	24.1% (7)	24.1% (7)	10.3% (3)	31.0% (9)	29
					answered question	35
					skipped question	26

45. Please check the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	N/A	Rating Average	Response Count
How would you rank the mainstreaming of gender equality in the ILO's country programme?	37.1% (13)	45.7% (16)	11.4% (4)	5.7% (2)	1.73	35
					answered question	35
					skipped question	26

46. Have opportunities to integrate non-discrimination concerns been missed in the ongoing DWCP or country programme? If yes, please give details.

	Response Count
	34
	answered question
	34
	skipped question
	27

47. How many non-discrimination technical support missions did you participate in the following years?

2007							
	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	60.7% (17)	10.7% (3)	7.1% (2)	3.6% (1)	7.1% (2)	10.7% (3)	28
2008							
	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	50.0% (14)	7.1% (2)	14.3% (4)	7.1% (2)	3.6% (1)	17.9% (5)	28
2009							
	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	41.4% (12)	13.8% (4)	6.9% (2)	3.4% (1)	6.9% (2)	27.6% (8)	29
2010							
	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	41.4% (12)	10.3% (3)	10.3% (3)	6.9% (2)	0.0% (0)	31.0% (9)	29
2011							

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	41.9% (13)	12.9% (4)	19.4% (6)	3.2% (1)	3.2% (1)	19.4% (6)	31
answered question							31
skipped question							30

48. How many M&E visits related to non-discrimination activities have you conducted to project sites for each of the following years?

2007

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	75.0% (21)	3.6% (1)	3.6% (1)	7.1% (2)	3.6% (1)	7.1% (2)	28

2008

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	71.4% (20)	3.6% (1)	10.7% (3)	3.6% (1)	3.6% (1)	7.1% (2)	28

2009

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	67.9% (19)	3.6% (1)	10.7% (3)	7.1% (2)	7.1% (2)	3.6% (1)	28

2010

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	67.9% (19)	3.6% (1)	10.7% (3)	7.1% (2)	3.6% (1)	7.1% (2)	28

2011

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	56.7% (17)	26.7% (8)	6.7% (2)	0.0% (0)	0.0% (0)	10.0% (3)	30
answered question							30
skipped question							31

49. On average, how many annual technical backstopping missions related to non-discrimination activities do you receive per year from the following:

Headquarters

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	58.6% (17)	17.2% (5)	13.8% (4)	6.9% (2)	3.4% (1)	0.0% (0)	29

DWT/CO-Offices

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	48.3% (14)	17.2% (5)	10.3% (3)	0.0% (0)	0.0% (0)	24.1% (7)	29

Regional Office

	0	1	2	3	4	>4	Response Count
Please select an answer from the drop-down menu.	51.7% (15)	31.0% (9)	13.8% (4)	0.0% (0)	0.0% (0)	3.4% (1)	29

						answered question	29
						skipped question	32

50. What percentage of time did you devote to non-discrimination country outcomes for each of these years?

2007

	0-25%	25-50%	50-75%	75-100%	N/A	Response Count
Please select a response from the drop-down menu.	46.2% (12)	7.7% (2)	3.8% (1)	15.4% (4)	26.9% (7)	26

2008

	0-25%	25-50%	50-75%	75-100%	N/A	Response Count
Please select a response from the drop-down menu.	38.5% (10)	23.1% (6)	0.0% (0)	19.2% (5)	19.2% (5)	26

2009

	0-25%	25-50%	50-75%	75-100%	N/A	Response Count
Please select a response from the drop-down menu.	37.0% (10)	18.5% (5)	7.4% (2)	25.9% (7)	11.1% (3)	27

2010

	0-25%	25-50%	50-75%	75-100%	N/A	Response Count
Please select a response from the drop-down menu.	35.7% (10)	17.9% (5)	14.3% (4)	21.4% (6)	10.7% (3)	28

2011

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	0-25%	25-50%	50-75%	75-100%	N/A	Response Count
Please select a response from the drop-down menu.	41.4% (12)	13.8% (4)	3.4% (1)	27.6% (8)	13.8% (4)	29
	answered question					29
	skipped question					32

51. How many countries did your responsibilities include for non-discrimination activities?

2007

	1	2	3	4	>4	N/A	Response Count
Please select your answer from the drop-down menu.	16.7% (4)	4.2% (1)	0.0% (0)	4.2% (1)	33.3% (8)	41.7% (10)	24

2008

	1	2	3	4	>4	N/A	Response Count
Please select your answer from the drop-down menu.	32.0% (8)	0.0% (0)	4.0% (1)	4.0% (1)	36.0% (9)	24.0% (6)	25

2009

	1	2	3	4	>4	N/A	Response Count
Please select your answer from the drop-down menu.	34.6% (9)	0.0% (0)	0.0% (0)	3.8% (1)	46.2% (12)	15.4% (4)	26

2010

	1	2	3	4	>4	N/A	Response Count
Please select your answer from the drop-down menu.	37.0% (10)	0.0% (0)	0.0% (0)	0.0% (0)	51.9% (14)	11.1% (3)	27

2011

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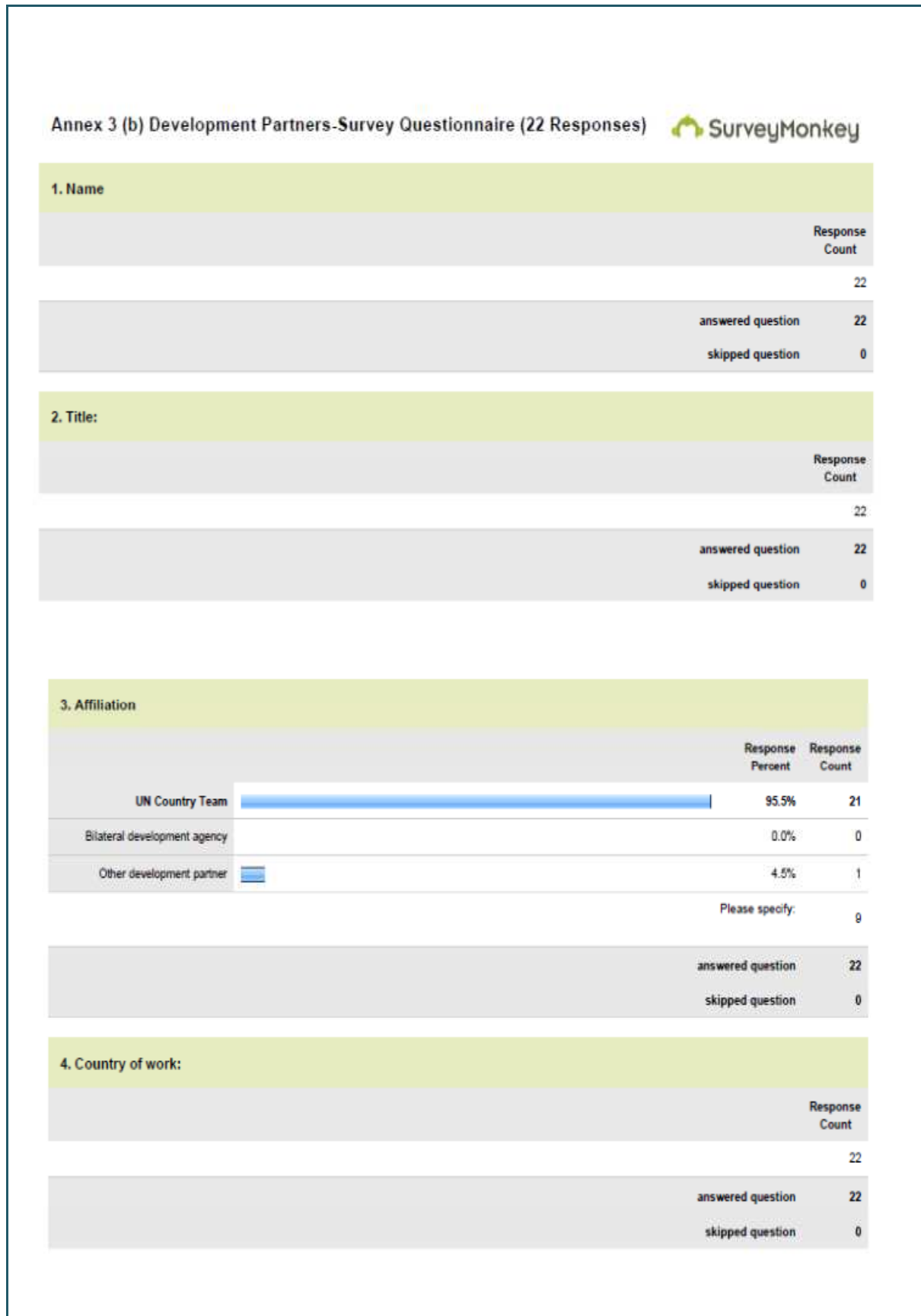
	1	2	3	4	>4	N/A	Response Count
Please select your answer from the drop-down menu.	39.3% (11)	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (14)	10.7% (3)	28
						answered question	28
						skipped question	33

52. Which ILO non-discrimination project(s)/activities do you oversee or contribute to?							
							Response Count
							32
						answered question	32
						skipped question	29

53. To which DWCP outcome do your project(s)/activities contribute?							
							Response Count
							32
						answered question	32
						skipped question	29

54. Do you have any other additional comments relating to this survey?							
							Response Count
							24
						answered question	24
						skipped question	37

Annex 3(b). Survey Questionnaire: Development Partners



5. Please check the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	N/A	Rating Average	Response Count
How would you rank the ILO's effort to mainstream the Decent Work Agenda in the United Nations Development Assistance Framework (UNDAF) and/or Joint Programmes?	40.9% (9)	36.4% (8)	13.6% (3)	9.1% (2)	1.70	22
					answered question	22
					skipped question	0

6. What issues of discrimination in the workplace are currently being addressed in your country?

	Response Percent	Response Count
Gender	90.5%	19
Race	23.6%	5
Ethnicity	33.3%	7
Disability	47.6%	10
HIV/AIDS status	70.2%	16
Age	4.8%	1
Political opinion	14.3%	3
Religion	14.3%	3
Sexual orientation/behaviour	52.4%	11
	answered question	21
	skipped question	1

7. In your opinion, what are the main challenges in achieving the ILO's activity outcomes for non-discrimination in the world of work? (please select all that apply)

		Response Percent	Response Count
Institutional		57.1%	12
Legal		57.1%	12
Cultural		81.0%	17
Political		57.1%	12
Financial		23.8%	5
Education		57.1%	12
Other*		0.0%	0
*Please specify:			0
answered question			21
skipped question			1

8. Please check the box that corresponds most closely to your opinion.

	High	Moderate	Low	None	Rating Average	Response Count
How would you rate the ILO's visibility as a promoter of non-discrimination in your country?	15.8% (3)	52.6% (10)	26.3% (5)	5.3% (1)	2.21	19
answered question						19
skipped question						3

9. Please check the box that corresponds most closely to your opinion.

	High	Moderate	Low	None	Rating Average	Response Count
How would you assess the ILO's capacity to work on non-discrimination issues in the world of work in your country?	15.0% (3)	65.0% (13)	20.0% (4)	0.0% (0)	2.05	20
answered question						20
skipped question						2

10. Is there a mechanism being used in your country to gather complaints related to instances of discrimination in the world of work?

	Response Percent	Response Count
Yes	50.0%	9
No	5.0%	1
Don't know	44.4%	8
answered question		18
skipped question		4

11. Please indicate which of the following channels are available to register complaints related to instances of discrimination in the world of work:

	Response Percent	Response Count
Ministry of Labour	100.0%	10
Trade Unions	70.0%	7
Ombudsman	40.0%	4
Other*	10.0%	1
*Please specify:		1
answered question		10
skipped question		12

12. To what level of detail does the labour legislation address issues of discrimination in the world of work in your country?

	Yes	No	Don't know	N/A	Response Count
General	37.5% (8)	0.0% (0)	56.3% (9)	6.3% (1)	18
Specific	37.5% (8)	6.3% (1)	50.0% (8)	6.3% (1)	18
answered question					18
skipped question					4

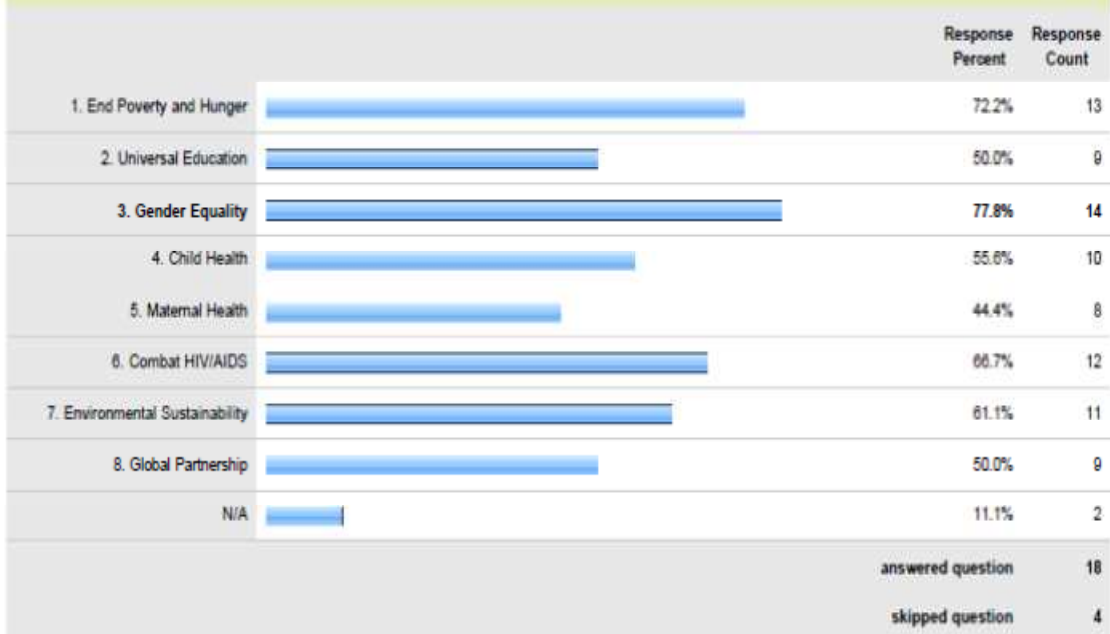
13. Which of the following non-legislative regulatory frameworks for addressing discrimination issues in employment and occupation exist in-country?

	Response Percent	Response Count
Corporate and Social Responsibility	60.0%	9
Codes of practice	86.7%	13
Public/Private partnerships	60.0%	9
Other*	0.0%	0
*Please specify:		1
answered question		15
skipped question		7

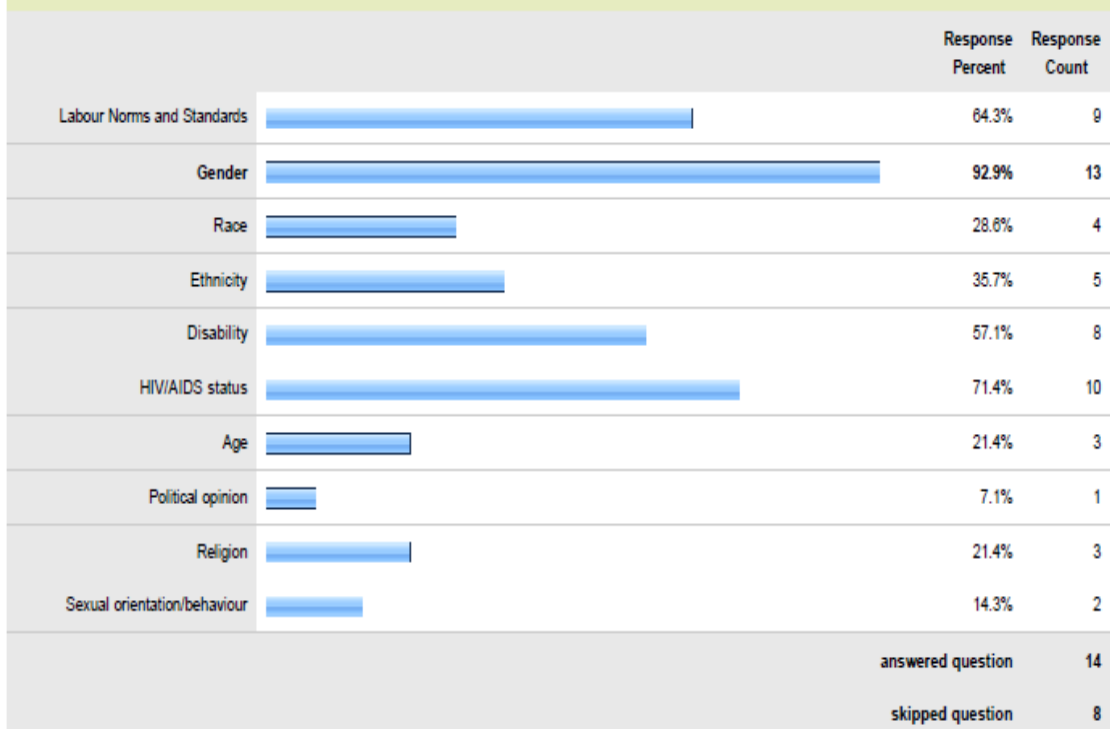
14. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	None	N/A	Rating Average	Response Count
a) To what extent is the ILO's Decent Work Country Programme suited to the national priorities concerning non-discrimination in employment and occupation?	33.3% (6)	33.3% (6)	5.6% (1)	0.0% (0)	27.8% (5)	1.62	18
b) To what extent are the outcomes of the Decent Work Country Programme aligned to the national anti-discrimination strategies?	33.3% (6)	22.2% (4)	0.0% (0)	0.0% (0)	44.4% (8)	1.40	18
c) To what extent do the outcomes of Decent Work Country Programme reflect the priorities related to non-discrimination at work identified by national constituents?	27.8% (5)	27.8% (5)	11.1% (2)	0.0% (0)	33.3% (6)	1.75	18
d) To what extent did government and social partners collaborate in working groups to identify their priorities of non-discrimination activities in the Decent Work Country Programme?	11.1% (2)	33.3% (6)	11.1% (2)	0.0% (0)	44.4% (8)	2.00	18
e) To what extent were other key stakeholders (i.e. implementing & development partners) involved in the design process of the non-discrimination activities linked to the corresponding ILO Programme and Budget outcome (Outcome 17)?	0.0% (0)	27.8% (5)	11.1% (2)	0.0% (0)	61.1% (11)	2.29	18




15. To which MDG(s) does your programme/project contribute?





16. Which of the following issues does the Decent Work Country Programme or country programme include to address discrimination in employment? (check all applicable)







17. Was the timescale defined by the ILO to achieve the intended objectives of non-discrimination activities realistic with regards to the national institutional capacity?

		Response Percent	Response Count	
Yes		6.3%	1	
No		6.3%	1	
Don't know		87.5%	14	
			answered question	16
			skipped question	6

18. Was the range of non-discrimination activities defined by the ILO realistic with regards to the existing national institutional capacity?

		Response Percent	Response Count	
Yes		25.0%	4	
No		0.0%	0	
Don't know		75.0%	12	
			answered question	16
			skipped question	6

19. Which of the following competences of national implementing partners were reinforced to ensure lasting non-discrimination results?

		Response Percent	Response Count	
Technical		75.0%	12	
Financial		37.5%	6	
Managerial		37.5%	6	
Other*		18.8%	3	
			*Please specify:	3
			answered question	16
			skipped question	6

20. Please tick the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	Yes	No	Don't know	N/A	Response Count
a) Will qualified human resources be available to continue to deliver the project's stream of activities needed for the implementation and monitoring of non-discriminatory practices?	31.3% (5)	0.0% (0)	25.0% (4)	43.8% (7)	18
b) Will national constituents be able to ensure the continuity of non-discrimination activities after the ILO support activities end?	31.3% (5)	0.0% (0)	37.5% (6)	31.3% (5)	18
c) Has the ILO articulated an exit or transition strategy for its support to non-discrimination activities?	6.3% (1)	0.0% (0)	50.0% (8)	43.8% (7)	16
d) Are funds likely to be made available for non-discrimination activities if the services/results have to be supported institutionally?	12.5% (2)	6.3% (1)	37.5% (6)	43.8% (7)	18
				answered question	16
				skipped question	6

21. To what extent were national constituents/development partners involved in the following:

	High	Moderate	Low	None	N/A	Rating Average	Response Count
a) Identification of non-discrimination outcomes and activities within the Decent Work Country Programmes or country programme?	26.7% (4)	33.3% (5)	0.0% (0)	0.0% (0)	40.0% (6)	1.56	15
b) Design of the overall non-discrimination activities?	6.7% (1)	40.0% (6)	13.3% (2)	0.0% (0)	40.0% (6)	2.11	15
c) Implementation of the Decent Work Country Programmes including that of non-discrimination activities?	0.0% (0)	53.3% (8)	0.0% (0)	0.0% (0)	46.7% (7)	2.00	15
d) Participation in non-discrimination activities (i.e. training, workshops, etc.)?	20.0% (3)	40.0% (6)	0.0% (0)	0.0% (0)	40.0% (6)	1.67	15
					answered question		15
					skipped question		7

22. Do you feel the ILO provided opportunities for the involvement of national constituents and/or development partners in the following stages of the non-discrimination project cycle?

	Yes	No	Don't know	N/A	Response Count
Feasibility	40.0% (6)	0.0% (0)	26.7% (4)	33.3% (5)	15
Identification of priorities	46.7% (7)	0.0% (0)	20.0% (3)	33.3% (5)	15
Identification of indicators and targets	46.7% (7)	0.0% (0)	26.7% (4)	26.7% (4)	15
Identification of risks and assumptions	40.0% (6)	0.0% (0)	26.7% (4)	33.3% (5)	15
Implementation of project activities (ie training, workshops)	33.3% (8)	0.0% (0)	13.3% (2)	33.3% (5)	15
Monitoring and evaluation activities	20.0% (3)	0.0% (0)	40.0% (6)	40.0% (6)	15
Final evaluation	20.0% (3)	0.0% (0)	40.0% (6)	40.0% (6)	15
Sustainability plan	26.7% (4)	0.0% (0)	33.3% (5)	40.0% (6)	15
				answered question	15
				skipped question	7

23. Has the project generated improvements in the following aspects of non-discrimination in the workplace?

	Yes	No	Don't know	N/A	Response Count
Gender	40.0% (6)	0.0% (0)	20.0% (3)	40.0% (6)	15
Race	13.3% (2)	0.0% (0)	46.7% (7)	40.0% (6)	15
Ethnicity	13.3% (2)	6.7% (1)	40.0% (6)	40.0% (6)	15
Disability	21.4% (3)	7.1% (1)	35.7% (5)	35.7% (5)	14
HIV/AIDS status	33.3% (5)	0.0% (0)	26.7% (4)	40.0% (6)	15
Age	13.3% (2)	0.0% (0)	46.7% (7)	40.0% (6)	15
Political opinion	0.0% (0)	13.3% (2)	46.7% (7)	40.0% (6)	15
Religion	0.0% (0)	13.3% (2)	46.7% (7)	40.0% (6)	15
Sexual orientation or behaviour	6.7% (1)	0.0% (0)	53.3% (8)	40.0% (6)	15
				answered question	15
				skipped question	7

24. How would you rank the ILO's overall contribution to the reduction of the following discriminatory practices in your country:

	High	Moderate	Low	None	N/A	Response Count
Gender	20.0% (3)	40.0% (6)	0.0% (0)	0.0% (0)	40.0% (6)	15
Race	6.7% (1)	13.3% (2)	13.3% (2)	6.7% (1)	60.0% (9)	15
Ethnicity	6.7% (1)	20.0% (3)	6.7% (1)	6.7% (1)	60.0% (9)	15
Disability	6.7% (1)	26.7% (4)	13.3% (2)	6.7% (1)	46.7% (7)	15
HIV/AIDS status	6.7% (1)	46.7% (7)	0.0% (0)	6.7% (1)	40.0% (6)	15
Age	0.0% (0)	26.7% (4)	6.7% (1)	0.0% (0)	66.7% (10)	15
Political opinion	6.7% (1)	20.0% (3)	6.7% (1)	0.0% (0)	66.7% (10)	15
Religion	0.0% (0)	20.0% (3)	13.3% (2)	0.0% (0)	66.7% (10)	15
Sexual orientation or behaviour	0.0% (0)	26.7% (4)	13.3% (2)	0.0% (0)	60.0% (9)	15
					answered question	15
					skipped question	7

25. Please check the box that corresponds most closely to your opinion. If you are unable to respond, please select N/A.

	High	Moderate	Low	N/A	Rating Average	Response Count
How would you rank the mainstreaming of gender equality in the ILO's country programme?	20.0% (3)	26.7% (4)	0.0% (0)	53.3% (8)	1.57	15
					answered question	15
					skipped question	7

26. Which ILO non-discrimination project(s)/activities are you most familiar with?

	Response Count
	9
	answered question
	9
	skipped question
	13

27. Do you have any other additional comments relating to this survey?

Response
Count

7

answered question 7

skipped question 15

Annex 4. Case Studies

Case Studies of: China, Jordan, Lebanon, Europe, Philippines, Kenya, Moldova, Ukraine, Mali, Namibia, Benin, and Burkina Faso

Eleven case studies illustrating the application of the ILO's strategy regarding discrimination in employment and occupation at the national level were performed in 11 countries and Europe. The case studies are based primarily on desk reviews of documentation from ILO reports and a site visit to China to assess documented project and activity outcomes and develop a comprehensive picture of the effects of ILO non-discrimination actions at the country level. As appropriate, desk reviews were complemented by interviews or questionnaires administered to national and sub-regional stakeholders in each country. Findings from case study examples will inform the independent evaluation of the ILO's overall strategy, including its management and governance.

The purpose of the case studies is to provide a means to assess the usefulness of ILO technical assistance within Member States in building knowledge and capacities for the implementation of core and priority international labour standards (ILS) that address discrimination in the world of work. Another aim of the case studies is to review the extent to which non-discrimination conventions and standards have been mainstreamed through collaboration within ILO field structures and programmes and strategic external partnerships, including the UN system, international financial institutions, and other interested parties.

The case studies examine the ILO's work on gender discrimination; the promotion, implementation and application of Convention No. 111; and discrimination against domestic workers, migrant workers, indigenous peoples, people with HIV/AIDS, and the disabled. The Conventions most relevant to the studies are the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the two Gender Equality Conventions (No. 156 and No. 183) and other Conventions that have an important impact on non-discrimination and equality (No. 97, No. 143, No. 159, and No. 169).

I. Gender Discrimination and Domestic Workers

CHINA

ARAB STATES – JORDAN and LEBANON

1. CHINA

Purpose and Methodology of Study

This is a case study to review the effectiveness of the ILO's activities in combating gender discrimination in the world of work in China through the technical project *BASIC: Gender Equality in the World of Work in Brazil, Angola, South Africa, India, and China*. The desk review also included secondary sources such as studies, position papers, and governance reports on gender discrimination. Its main conclusions were drawn from the final independent external evaluation report. ILO staff, national tripartite constituents, development partners, civil society organisations, and other stakeholders in China were interviewed in person. The ILO Global Reports were also consulted.

The final independent external evaluation was conducted in March 2011 after the completion of the project. Phase 1 of *BASIC* was completed at the end of December 2010, as planned. Funding for a second phase of the project was agreed with the donor at that time, and the project was extended to the end of 2011, after the completion of the evaluation.

Country Background

The government has committed to addressing gender equality in every realm of society, including the labour market. The People's Republic of China ratified several Conventions relating to gender equality, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1980, the Equal Remuneration Convention (No. 100) in 1990, and the Discrimination in Employment and Occupation Convention (No. 111) in 2006. In the 2011 Global Report, China was listed as one of 44 countries that had implemented activities to promote gender equality in the current biennium. These included gender equality mainstreaming, promotion of female entrepreneurship, improving working conditions for women, and advancing equal employment and equal remuneration. China was also mentioned as one of 11 countries where the ILO has conducted national studies on gender equality in social dialogue and collective bargaining.

ILO Project Summary

The *BASIC: Gender Equality in the World of Work* project was implemented in Angola, Brazil, China, India, and South Africa. The project's aim was to support constituents in the five project countries in promoting gender equality in the world of work. The activities and outputs included the adoption of gender-sensitive workplace policies, training for constituents on non-discrimination, organizing participatory gender audits, building the capacity of labour statisticians to produce sex-disaggregated data, and mapping policy options for the organisation of women workers in the informal economy.

The project activities were structured around two outcomes which were common to the global component and to the five country-specific components:

Outcome 1: ILO constituents in the target countries are better prepared to promote gender equality at the workplace;

Outcome 2: ILO's knowledge base on gender equality in the world of work is strengthened, particularly in relation to the global economic and financial crisis.

Main Findings

1. Relevance

- The activities identified and supported were extremely relevant to the needs of the country programmes. The linkages between project activities and country priorities on gender and decent work were clear.
- The potential contribution in terms of relevance to ILO policy and methodology was strong.

2. Effectiveness

Achievements

- In-country project design was based on consultation with ILO tripartite constituents and partners, and the activities identified and supported were therefore relevant to the needs of the country programmes. The linkages between project activities and country priorities on gender and decent work were clear.
- The project capitalized on existing human resources, relationships, and interventions. It drew on the knowledge of ILO gender specialists, relationships with gender experts and organisations, and, where relevant, built on existing activities and programmes on gender equality in the world of work. This last point was crucial in enabling timely project start-up, which was important given the project's short (one-year) time frame.
- The global management of the project was evaluated positively by project staff and partners, as were the efficiency and dedication of project teams in country. This commitment enabled significant progress to be made, despite the project's short time frame.

Shortfalls

- In some cases, the large number of project activities within each country meant that work was spread thinly across a range of areas of activity, which reduced strategic coherence. In other cases (e.g. activities around domestic work), a critical mass was achieved on a focal area, which deepened the strategic relevance of the individual activities.
- In some cases, the selection of project activities appeared to be based on the need to support existing ILO activities that needed funding rather than relevance to the project.
- There could have been a stronger focus on a number of specific management arrangements. These include better documentation and systematic dissemination of project outputs and reports, mechanisms to support communication between the five country projects and between the project and ILO departments other than GENDER, more efficient management of and support to consultants hired to undertake specific project activities, and ongoing monitoring of the project's impacts (e.g. training impact assessment).

3. Efficiency

- The project was allocated US\$2.6 million for project activities and staff costs. However, due to the short time frame allotted for its use, project staff were under pressure to spend the funds, and there was little incentive to seek cost-sharing opportunities or additional funding, which may have implications for sustainability.

4. Sustainability

- As the project had not yet been completed and most activities had not been implemented at the time of the evaluation, sustainability could not be assessed. However, the fact that the project has been used to put many processes and structures in place is an indication that it will have a large impact in the future.

Lessons Learned

1. In the case of projects of short duration, the work schedule should be built around existing activities in countries where it is practical to do so (i.e. those with established ILO work on gender equality). In the case of BASIC, this ensured that ILO activities on gender were carried out and that gender equality projects funded through previous interventions were sustained.
2. The experience of *BASIC* underscores the value of undertaking specific actions on gender equality as part of the ILO's work at the country level, in addition to a mainstreaming strategy, as envisaged in the current ILO Programme and Budget (2010-2011).

2. ARAB STATES -- JORDAN and LEBANON

Purpose and Methodology of Study

This case study reviewed the effectiveness of the ILO's activities in promoting and advocating gender equality in the world of work in Arab States, highlighting Lebanon and Jordan, through the *Sub-Regional Initiative on Promoting Gender Equality in the World of Work in Lebanon, Syria and Jordan*. Information was drawn mainly from the final independent external evaluation report. Other sources consulted included Decent Work Country Programmes (DWCPs), United Nations Development Assistance Frameworks (UNDAFs), and reports and articles of the ILO and other agencies on the project and the thematic issue.

The final independent external evaluation was conducted in April 2010, a year after the project was implemented. It concluded that although the project design was relevant and in line with the DWCPs and UNDAFs, the project had only partially met its objectives.

Region/Country Background

Despite global efforts to advance gender equality in the world of work, Arab women's economic participation remains the lowest in the world (33.3 per cent compared to the

world average of 55.6 percent) according to 2005 UNDP data. In both Lebanon and Jordan, there is a significant gender gap in labour force participation rates (women's employment rate is a third of men's in Lebanon, a fifth in Jordan). Female workers are mainly found in "feminized" professions and lower ranks despite their higher levels of education. The unemployment rate among women, especially young, educated women, is increasing substantially. The situation of migrant workers is worse but less well known since discrimination often occurs at an earlier stage of the migration process and in more invisible situations such as individualized and unregulated work environments.

Both countries have ratified key gender equality conventions, including CEDAW, Conventions Nos. 100 and 111. However, neither country is considered to have sufficient institutional capacity to facilitate the application of the Conventions. While the Ministry of Labour in Jordan has recently established the Department for Women Workers to provide specialized and effective responses to gender issues raised in the world of work, Lebanon only has a gender focal point with limited capacities. Neither country has ratified Conventions Nos. 156 and 183.

ILO Project Summary

In 2009-10, Lebanon and Jordan were covered in the ILO's *Sub-Regional Initiative on Promoting Gender Equality in the World of Work in Lebanon, Syria, and Jordan*, with a budget of US\$854,493, funded by the ILO Regular Budget Supplementary Account (RBSA) from Norwegian government contributions earmarked for gender equality. The goal of the sub-regional project was to advance gender equality in the world of work based on the ILO's conventions and recommendations by increasing the capacities of tripartite constituents to develop integrated policies and programmes on identified priority gender thematic issues.

The project objectives were designed based on the framework of the DWCP for Jordan and in follow-up to ongoing technical advisory and cooperation work in Lebanon, where there is no DWCP agreement. The relevant components are as follows:

Jordan (DWCP 2006)

- Outcome 2 (National Youth Employment Programme Strengthened) on the disproportionately high level of unemployment among young women: "Attention to young women's labour market integration will be a priority since they face more difficulties in labour market integration."
- Outcome 6 (Labour Administration Strengthened): as a primary output, "Working Women Department (at MOL) is functional and effective in monitoring gender equality at work." The DWCP further states that "[t]he second area [of focus under Outcome 6] is to promote gender mainstreaming in the functions of the Ministry's departments."

Lebanon (The post-2006 war assessment of the ILO)

- Certain priorities have materialized into several projects on promoting the protection of female migrant domestic workers' rights, post-conflict rehabilitation in Nahr el-Bared, local economic development in South Lebanon, and employment office reform across the country.

Based on these, two main outcomes were developed for the project:

Outcome 1: Increasing the capacity of constituents in the countries to develop integrated policies and programmes to advance gender justice in the world of work;

Outcome 2: Improving knowledge management and developing partnerships on gender justice in the world of work in the countries.

Main Findings

1. Relevance

- The independent evaluation confirmed that the project design is relevant, as it was developed in response to the demands of the constituents in the countries within the framework of the DWCP in the case of Jordan and in follow-up to ongoing technical advisory and cooperation work in the case of Lebanon.
- The independent evaluation also indicated that the project design should also reflect United Nations country programme goals, because UNDAF objectives are incorporated into the design of DWCPs.
- The project design reflected country-specific needs through consultations and country-level engagements for over five years prior to the drafting of the project document.
- However, the evaluation pointed out that the project should have involved the decision makers from the beginning of the project, considering its short duration.
- Further, the evaluation critiques the project approach of remaining above the political fray and notes that, in fact, the topic of labour rights and gender equality is controversial and political.

2. Effectiveness

Achievements:

- National Tripartite Taskforces on gender equality in the world of work were established in both countries.
- In Jordan, the Jordanian National Commission for Women committed to a National Tripartite-Plus Committee on Pay Equity.
- National Building Partnerships were established between the ILO and national stakeholders on priority gender thematic issues in the world of work in Jordan. Specifically, awareness of gender-related International Labour Standards was raised among the tripartite partners at the middle-management and staff levels in the countries.

- The participants found the advice provided by ILO specialized experts and technical consultants to be useful.
- The project partially met its objective of improving the knowledge base on gender justice through several products, including TV spots, a printed materials toolkit, policy briefs, and legal assessment studies.
- A recent policy brief of the Economic and Social Council (ECOSOC) on Women's Labour Force Participation contains a full section on pay discrimination, citing the draft ILO Policy Brief as the primary source.

Shortfalls:

- An assessment to set the baseline for project interventions was not performed.
- The sustainability workshops at the last stage of the project did not properly reflect the concept of sustainability as defined by the ILO.
- More training workshops were planned for a subsequent phase that was neither guaranteed nor reflecting DWCP outcomes.
- The project focused more on awareness-raising activities than on capacity-building and training programmes, which would have been more relevant to achieving DWCP objectives.
- The project did not utilize ILO-ITC gender equality courses or ILO gender equality tools for capacity building because of a lack of sufficient planning and significant delays in delivery.
- Many labour inspectors were trained on Conventions not yet ratified in their countries and thus not directly relevant to their daily work.
- The mid-level constituents indicated in the evaluation workshops that the awareness raising was not relevant and did not have a long-term impact.
- The printed materials toolkit on gender-related ILS was not completed during the life of the project with the allocated budget.
- The "Towards a Policy Brief" was not developed into finalized policy briefs in Jordan.
- The participants criticized the generic nature and the unilateral flow of the information given during the training.

3. Efficiency

Achievements:

- The independent evaluation stated that the project was implemented efficiently.
- The earmarked funds were used properly and for the most part efficiently and in line with financial rules and procedures although there was a timing issue. Most activities were delayed and were mainly carried out in three months: October 2009, December 2009, and March 2010.

Shortfalls:

- The independent evaluation repeatedly pointed out that the project had too many objectives and aspiration to yield strong impact (i.e. effectively promote

five International Labour Conventions and one Resolution in three countries over a period of one year).

4. Sustainability

- The sustainability workshops laid the groundwork for introducing constituents in the countries to the concepts of labour rights and gender equality and for the mid-level taskforce members and coordinators to come up with work plans for future activities.

Lessons Learned

1. For a project with a short duration, it is preferable to select only a few topics based on national needs and focus on them in order to achieve tangible results and meet DWCP objectives.
2. A senior-level steering committee should be established from the project's inception in order to obtain a higher level of engagement with senior officials.
3. Each department in the Ministry of Labour (MOL) should nominate a member to form the MOL Task Force, as was done in Lebanon, in order to increase knowledge sharing, awareness raising, and dissemination of information across the different departments of the Ministry.
4. Close cooperation with national constituents on drafting and disseminating the findings of ILO assessments and follow-up policy briefs and roundtables is a good practice, as shown in the case of Jordan.

II. Discrimination against Migrants

CHINA

EUROPE

1. CHINA

Purpose and Methodology of Study

This is a case study to review the effectiveness of the ILO's activities in combating discrimination against migrants in the world of work in China through the joint project of the ILO and eight other UN agencies, *China Youth Employment and Migration (YEM)*. The desk review is based on secondary sources provided by the ILO EVAL Unit. Its main conclusions were drawn from the mid-term evaluation report financed by the Millennium Development Goals Fund (MDGF). Other sources of information included in-person interviews performed with ILO staff, national tripartite constituents, development partners, civil society organisations, and other stakeholders in China. The ILO Global Reports were also reviewed.

The independent external mid-term evaluation was conducted in November 2010, one and a half years into the project. As the project is still in progress, evaluation is limited.

Country Background

China's migrant workforce of 225 million individuals, often characterized as a "floating population", represents the largest movement of people in modern history. Although internal migration has many benefits, such as increased urbanization, higher rural incomes, economic restructuring, and a narrowing of urban-rural and regional disparities, discrimination against internal migrants is pervasive in Chinese society. Many can only obtain manual and menial jobs that in some cases are exploitive.

The **hukou** system, an important part of the Chinese political system, defines and conditions its politics, social life, and economic development. According to this system, status is inherited by birthright, allowing for a legal basis for discrimination, and it is most notably characterized by prejudice against women and migrants. It perpetuates a politically determined resource allocation that clearly favours urban centres and discriminates against the rest of the country. It regulates internal migration to exclude the majority of the population, and it is a major pillar supporting the Chinese Communist Party's one-party rule through tight control of the Chinese people, especially through the management of the so-called "targeted people". In some areas, especially large urban centres like Beijing and Shanghai, certain jobs are openly declared to be off-limits to outsiders, and without local **hukou** residency papers one cannot even apply for them. Migrants earn lower salaries on average and are limited in receiving basic social services, job security, and benefits of the welfare system.

Progress has been made, although reform is still needed within the **hukou** system. New laws have been implemented over the past four years to improve the situation of internal rural migrant workers. The Employment Promotion Law was introduced in January 2008 to end discrimination against them. The law states that rural migrant workers should have the same rights to employment as urban workers and that workers who have been in the city for more than six months are entitled to unemployment benefits and services from the local government. Since 2003, the government has shown signs of recognizing the negatives of the **hukou** system as a political liability. There have been some noticeable reforms in the system in last two decades, and its resource allocation function has been considerably reduced. The control of internal migration has become more lax; however, discrimination is still rampant. Freedom of movement is still not possible for many Chinese people and, as of mid-2011, much remains to be done to reform the **hukou** system.

ILO Project Summary

The *YEM* project has a budget of US\$6.6 million and has been implemented for three years starting in February 2009. Its aim is to provide the migrant population with basic public goods and services as an investment rather than a burden on the state. Migrant workers play a significant role in the country's development, and if given basic fundamental rights they can continue to contribute to China's economy.

YEM's goal is to strengthen institutional capacities and to develop and implement migrant-sensitive laws and policies. It does so by bringing together good practices and exploring innovative solutions, building on the UN Country Team's experience. Right-based interventions are expected to increase the social and labour protection of those who are in most need of support and also the hardest to reach. Models are set to be developed to support the most vulnerable, namely young labour market entrants from rural areas. The models will also seek to assist the government in developing capacities to provide young migrants and potential migrants with better access to quality education, skills training, social services, and rights protection mechanisms. The models will be fed into and benefit from a strengthened knowledge base on migration, extensive advocacy, and institutional capacity building, as well as improved coordination between key stakeholders — not only government, but all levels of civil society and the migrants themselves. *YEM* pilots designed to reduce negative impacts of migration resulting from social exclusion of rural migrants in cities and from leaving children behind in rural areas will be developed and tested. The *YEM* project aims to change attitudes of prejudice towards migrants, raise awareness among urban citizens, and improve the self-esteem of the migrants themselves.

YEM has three primary outcomes, each with three to four outputs. The outcomes are:

Outcome 1: Improved policy frameworks and policy implementation, with full stakeholder participation;

Outcome 2: Better access to decent work for vulnerable young people promoted through pre-employment education and training;

Outcome 3: Rights of vulnerable young migrants protected through improved access to social and labour protection.

Main Findings

1. Relevance

- According to the mid-term evaluation, China is in a formative stage in terms of migrant policy. Thus, *YEM* is occurring at an opportune time.
- *YEM* is in direct support of China's Five Year Plan and its ten-year poverty reduction strategy.

2. Effectiveness

Achievements

- The project is addressing migrant policy issues at the ideal time, given China's rapid economic growth, which has underscored the need for changes in some of its policies. Policies for migrants still need to be developed in the following areas: employment services, wages and earnings, education and training, social security, health, housing, families and children of migrant workers, and the protection of rights.

- There has been an impressive contribution to the ongoing development of law and public services tailored to the unique needs of migrants, especially China's 10 million female domestic migrant workers.
- The project has already made its research platform operational, making all *YEM* research and papers to date accessible online. It will become part of the Chinese Academy of Social Science (CASS) Centre for Migration Research, thus ensuring its continuing usage beyond the Joint Programme.
- The National Development and Reform Council (NDRC) and the Ministry of Civil Affairs' (MOCA) research on promotion of social inclusion of migrant workers and their families is engaging stakeholders, especially the migrants themselves, with policy recommendations that are partly reflected in relevant national policies and plans. Policy frameworks such as civil society organisation engagement and social inclusion measurement indicators are being developed, which will positively impact migrants' lives once adopted and implemented.
- The All-China Women's Federation (ACWF) and Beijing University Women's Law Studies and Legal Aid Centre, with support from the Chinese Adult Education Association (CAEA), UNIFEM and UNESCO, surveyed 3,000 domestic workers to better understand their unique situation and needs. Recommendations have been made for subsidized vocational training, a job information system for migrant workers, the inclusion of migrants and their children in the urban social security system, and a new law to govern domestic work and protect domestic workers' labour rights.
- The project has already made strong progress on its second outcome of providing better work for migrants. Some examples of achievements for the three outputs under this outcome are:
 - a) A visit to Huixiang Vocational School in Tianjin showcased excellent tutoring of the school's migrant students by university volunteers selected and trained by CYVA with enhanced joint government-UN partnership. United Nations Volunteers (UNV) and the China International Center for Economic and Technical Exchanges (CICETE) provided technical inputs into the baseline survey and training manual.
 - b) International standard labour research on migrants has been completed in Tianjin and Changzhou under the guidance of ILO and UNIDO with contributions from UNESCO and CAEA. The research describes the skill and educational gaps of migrants that must be closed in order for them to be competitive in the current labour market.
 - c) Life Skills Training (LST) is to form part of the School-based Curriculum in Changzhou's ten pilot schools; Changzhou supplied pilot teachers, classrooms and teaching equipment; LST is planned in non-programme sites in Tianjin in 2011.
- Achievements have also been noted in migrants' access to labour and social services. Some examples of achievements for the outputs under this outcome are:

- a) *YEM*'s Standard Operating Procedure (SOP) for registering migrant children convinced Changzhou to integrate the SOP into the migrant population information management system, resulting in a decision to build a new kindergarten and primary school.
 - b) Community centres started providing services in an integrated manner, e.g. vocational and life skills training, training for domestic workers, legal counselling, rights protection, childcare information, health services, and recreational and cultural activities.
 - c) At the Tianjin, Xian, and Changzhou sites, *YEM* migrant youth-friendly services were promoted in community health centres. They have improved the accessibility and quality of health information and services for migrant youth, in particular the confidential nature of outreach activities (health education, counselling, and free medical check-ups) in workplaces, residences, and vocational schools. The *YEM* experience will be shared with other cities through the national Healthy City Program. In Tianjin, the vice-mayor is to chair a high-level policy forum planned for early 2011 to showcase *YEM* migrant health interventions as an important component of the Healthy City Certification Process.
- Gender issues are being addressed, and more training is being provided to female migrants, as they are more in need of assistance.
 - Ownership in the project by the Chinese government and the UN agencies involved is strong. Stakeholders also show strong interest and involvement in the project.

Shortfalls

- Transaction costs are high, which is to be expected given the number of organisations involved and the complexity of the tasks.
- Issues with reporting have arisen, as different organisations have different reporting mechanisms. Duplicate reports have added an unnecessary cost to the project.
- There are considerable challenges in the joint programming mechanism. No line of authority exists, and all nine UN agencies are equal partners in the project. An important feature of joint projects is to strengthen inter-agency coordination, but there are limits to the efficiency and effectiveness of this approach.
- Since it is difficult to physically locate and keep track of all migrants, the project has encountered difficulties in research and documentation.
- Government policy and practice with respect to migrants is advancing quickly, so *YEM* must keep pace with the changes and remain flexible so as not to duplicate efforts while taking advantage of emerging government migrant policy and practice.

3. Efficiency

- *YEM* is a 36-month project with a large budget, led by nine UN agencies and involving many different projects and activities. Coordination and agreement

among all stakeholders is difficult to achieve, and reporting is burdensome. The project is already meeting many of the objectives set out in the original project plan; therefore the project has been implemented efficiently.

4. Sustainability

- The evaluation found that the prospects for sustainability from the project are high.
- *YEM* is embedded in existing government programmes and organisations.
- The government of China is strongly committed to the project's goals, and the migrants have proven their endurance, resourcefulness, and tenacity, so that changes inspired by *YEM* will be pursued and institutionalized.
- The project has demonstrated several new research, training, and service methodologies that are already being taken up by the government, particularly life skills training, which is critical to migrants' success in the city.
- The new 2011-2015 UNDAF has embedded migrant issues in its priorities.
- Many pilot localities have been contributing their own resources in the form of funding, equipment, and human resources, demonstrating a genuine commitment to the Joint Project. For example, the Hunan provincial government allocated 300,000 yuan to support the five pilot community centres.
- Some *YEM* localities have already been replicating the pilots in their regular programming.
- At the national level, NDRC, MOHRSS, MOCA, and MOE are taking note of *YEM* products and methodology.
- Participating UN agencies are building *YEM* into their future plans and funding.
- The project has done an exceptional job of documenting and publishing high-quality reports in Chinese and English on its research and practices. The reports have a numbering system for easy reference and have been branded with the same cover page, all of which enhances project impact and sustainability.
- The China Employment Training Technical Instruction Centre (CETTIC) supplied four additional PMO staff to strengthen coordination. This addition has greatly strengthened execution and the prospects for sustainability.

2. EUROPE

Purpose and Methodology of Study

The purpose of this case study is to review the effectiveness of the ILO's activities to promote and advocate for the elimination of discrimination against migrant groups in the world of work across Europe. This is a desk review based on secondary sources provided by the ILO, including but not limited to evaluations done by EVAL and independent evaluators, Global Reports, the Migrant Unit's *International Migration Papers*, and other ILO publications.

Attention was given to activities related to the effective implementation of Convention No. 111 and the conventions dealing specifically with migrants, namely, Conventions Nos. 97 and 143. The focus is on the realization of Outcome 7, which states that more migrant

workers need to be protected and more should have access to productive employment and decent work. This outcome supports anti-discrimination research, data collection, and exchange of good practices on labour migration.

European Migrant Discrimination Background

The ILO has emphasized the fair and equal treatment of migrant workers since its inception in 1919 and has incorporated a variety of standards and measures in the promotion of equal rights and dignity in the world of work. However, migrants worldwide are still discriminated against, do not have equal access to employment, and are often highly vulnerable to exploitation when hired. They tend to receive less protection under workplace safety, health, minimum wage, or other standards, and oftentimes they can be coerced into forced labour. Their difficulties are exacerbated by language barriers, difficulty assimilating into local customs and culture, and a lack of social support networks.

Discrimination in employment, both direct and indirect, of equally qualified individuals is rampant across Europe and leads to the marginalization of entire ethnic groups. Directly, it occurs in the form of legal barriers to access to legal employment, such as a system of work permits that restrict foreigners' access to specific job categories in places like Cyprus, Belgium, and the Czech Republic, or in being confined to only certain regions of the country, such as in Bulgaria and Switzerland.¹ Indirectly, it can come through limitations such as language requirements for jobs where specific language skills are not necessary.

Europe has been at the forefront of creating some of the broadest and most effective social policies to confront discrimination in the world of work, but many immigrants still face prejudice. They are treated unjustly and are often victims of multiple discrimination. Causes for discrimination can stem from perceived or actual nationality, ethnicity, gender, or religion, or a combination of these factors. There are many examples even in recent years of high levels of discrimination faced by migrants in Europe. The Roma are the single largest ethnic group on the continent, and discrimination against them has become an increasingly pressing issue. In many countries, especially in Eastern Europe where their presence is more established, the unemployment rate among the Roma is between 50 and 90 per cent, with averages even higher among women.²

The problems facing female migrants in general are alarming as well. In 2010, women made up an estimated 49 per cent of the world's total migrant population (214 million people) and constituted about 52 per cent of the migrants in Europe (120 million people).³ Because of traditional gender roles, many female migrants can only find jobs as domestic workers. Domestic work is undervalued, underpaid, and exempt from labour and social protection. Discrimination can be felt even by EU nationals residing in other EU Member States, even though it is prohibited under Article 18 of the Treaty on the Functioning of the

¹ "Discrimination at Work in Europe" Factsheet *Programme for the Promotion of the Declaration*. ILO 2007.

² *Facts on Fundamental Rights at Work* ILO February 2009

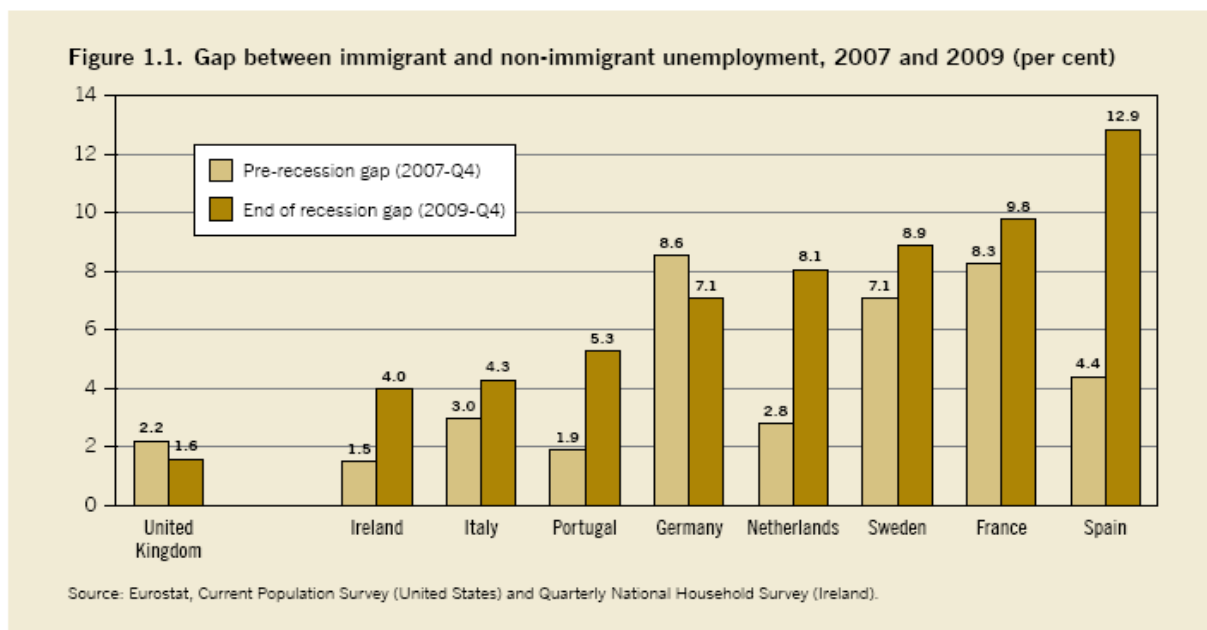
³ *International Labour Migration: A Rights-Based Approach* ILO 2010

European Union. Migrants of African and Caribbean descent face exceptionally high levels of discrimination in access to employment. In the United Kingdom, for example, individuals of African or Caribbean descent face high unemployment relative to other races. According to the 2005 Citizenship Survey, they were the most likely to be denied a job in the previous five years.

As noted in the 2011 Global Report, because of the recent economic crisis, discrimination against migrants has increased dramatically. They have experienced more restrictions in access to employment and opportunities, increased xenophobia and violence, and worsening working conditions. In most of the major receiving countries in Europe, unemployment rates rose faster among immigrants than they did among natives between 2007 and 2009 (See Figure 1.1).

It is difficult to assess the magnitude of job loss due to discrimination or to the fact that industries that typically hire the greatest number of migrants, such as construction and tourism, were the most adversely affected by the crisis. In many cases however, it can be assumed that increased xenophobia has played a significant role in rising unemployment among migrants. For example, in the United Kingdom, a survey conducted by the *Financial Times*/Harris Poll revealed that 50 per cent of nationals stated that they wanted restrictions placed on other EU nationals in the labour market. In Poland, some trade unions are restricting the number of non-EU citizens (mainly from Ukraine, Belarus, and China) that they accept in order to accommodate the vast numbers of returning Poles due to loss of jobs in other EU states. Ireland increased restrictions on permits granted to migrants and curtailed their rights once they were in the country.

Economically, the free movement of labour should benefit all countries involved. Free markets stipulate that labour will go to where it is most needed and can be most efficiently used. However, unlike the free movement of goods and capital that is acceptable to most nations, migration is stigmatized and has become a sensitive social and political issue. Migration can never be fully controlled or regulated, and in this ever more globalized world, it is only likely to increase. A focus on human rights and anti-discrimination policy should therefore be emphasized.



The ILO has already made significant contributions to addressing discrimination in the workplace. ILO Conventions prohibiting discriminating based on grounds of race, colour, descent, or national or ethnic origin have been ratified by many states. The ILO has been extensively involved in projects to protect migrants and has had some major successes. For example, in Belgium, the ILO migration study was credited with shaping the content of national legislation adopted in 2003 to put into effect the EU Directive on racism.⁴

ILO Programme Summary

In light of discrimination faced by migrants across Europe, the ILO has been involved in several activities to promote equality of migrant workers in the region. These activities include the following:

(1) Technical Project

In recent years, three projects dealing with migration and discrimination in Europe have been implemented: (1) *Global Programme for General Management Support to the EC-UN Joint Migration and Development Initiative (July 2009-June 2011)*; (2) *Improving Social Protection and Promoting Employment (November 2009-October 2012)*; and (3) *Promoting Equality in Diversity: Integration in Europe (February 2004-June 2006)*.

(2) International Migration Papers

The key purpose of the MIGRANT Unit at the ILO is to disseminate information on issues dealing with migration. One of its main instruments of dissemination is the *International Migration Papers*. With these publications, the unit hopes to contribute to the efforts of other social partners and governments in the fight against discrimination. They provide

⁴ "Discrimination Against Native Swedes of Immigrant Origin in Access to Employment" *International Migration Papers* Karin Attstrom 2007

current and relevant information to decision makers, migration policy implementers, and researchers. Their objective is to provoke discussion and foster policy development in the regulation of migration, while also focusing on the rights of migrants and their integration in their host countries.

(3) Combating Discrimination in Employment against Migrant and Ethnic Minority Workers

In 1991, the ILO undertook a major international research project, *Combating Discrimination in Employment against Migrant and Ethnic Minority Workers*, aimed at reducing discrimination against regular-entry, long-stay migrant workers and ethnic minorities in access to employment in both Western Europe and North America and advancing the realization of Outcome 7. It was hoped that the results would inform policy makers, employers, workers, NGOs and trainers in anti-discrimination on ways to increase the effectiveness of legislative measures and training activities. The studies used simulation testing, which entailed having two applicants of equal credentials—one a native and the other an immigrant—apply for the same job within a short time frame. The results of these tests were then used to spread awareness of discrimination in the area and hopefully provide a basis for change. These tests have been performed and publications describing them released for: Belgium (1998), Germany (1996), Italy (2004), the Netherlands (1995), Spain (1995), the United States (1996), France (2007), Sweden (2000), and the United Kingdom (2001). Studies were also performed in Denmark and Finland, but the publications did not discuss the results of simulation testing.

(4) World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance

This conference was held by the ILO, the International Organization for Migration (IOM), the Office of the High Commissioner for Human Rights (OHCHR), and the UN Refugee Agency (UNHCR) in Durban in September 2001. The ILO report on policies and analysis against discrimination in the United Kingdom played a major role in shaping the agenda of the conference.

Limitations

- No evaluations were available for the technical projects *Global Programme for General Management Support to the EC-UN Joint Migration and Development Initiative* or *Improving Social Protection and Promoting Employment*. The former's budget was too small and the latter is scheduled to be completed in 2012. Thus, it will not be possible to take these projects into account for the purposes of this study.
- Few technical cooperation projects have been implemented within the region to combat discrimination against migrants. This is predominately due to the fact that within Europe, the ILO is more focused on information dissemination than technical projects.

- Concrete conclusions on the effectiveness of the *International Migration Papers* or the simulation testing publications could not be confirmed because they have not been evaluated. Thus, the degree of their success cannot be fully assessed. While some outcomes have been correlated to these studies, it is difficult to prove a direct linkage, and there is no easily available publication showing these results.

For this study, the only technical cooperation evaluation available was for *Promoting Equality in Diversity: Integration in Europe*. Therefore, all of the following findings are based on the final evaluation of that project.

ILO Project Summary

The overall objective of this project was to support community engagement throughout EU Member States in facilitating the integration of and combating discrimination against migrants. Specifically, it intended to: identify and disseminate effective practice; define evaluation standards, indicators, and a methodology to identify practices that are viable, effective and potentially replicable in other contexts; organise exchanges of experience and knowledge; facilitate access by stakeholders to material, knowledge, and technical resources; promote inter-sectoral alliances and mobilize multiple constituencies; and give a European dimension to effective national responses.

Main Findings

1. Relevance

- The independent evaluation found that the project clearly and accurately identified real problems, key stakeholders, and target groups.
- With respect to the attainment of EU integration goals, the project design proved to be capable of disseminating outputs and results that could stimulate knowledge sharing across national borders. However, the evaluation found many gaps, pointing to the imperative to improve integration standards, practices, policies, and enforcement mechanisms. Specifically regarding the *INTI Programme*, the European Union multi-year programme that supports the integration of non-EU citizens who legally reside within the Union, the project proved relevant in advancing three out of the four action strands.
- The project set objectives that were clear, coherent, potentially feasible, and inter-related.
- Activities were well conceived and the action plan was feasible.
- The correlation between the overall project goal, the specific objectives, and the expected results was well conceived and ensured consistency among the outcomes.
- The management, backstopping, coordination, and administrative structures were not exhaustive.
- Appropriate monitoring and evaluation was not well established.
- The project design and subsequent grant agreement allowed for appropriate visibility tools and for adhering to EU visibility requirements.

- The project had appropriate dissemination tools and channels, an essential feature of the project.
- The partners involved had an appropriate combination of technical capacities.
- The project design had a clear division of tasks and responsibilities amongst partners.

2. Effectiveness

- Most specific objectives were met at least partially. However, project implementation was affected by severe administrative, managerial, and coordination issues that led to timeliness problems. By objective, they are:
 - a) With regard to identifying and disseminating effective practice, a compendium of 200 practices was drawn up, which was to be disseminated after the final evaluation.
 - b) The objective of defining evaluation standards, indicators, and methodology to identify practices that are viable, effective, and potentially replicable in other contexts was partially met, and all activities under this objective were completed.
 - c) The organising and exchanging experience and knowledge objective was substantially met through two key events: the Social Partner Forum in Dublin and the Conference in Brussels, both of which convened key experts and key governmental and civil society organisations, along with social partners, in the immigrant integration and anti-discrimination fields. The project partners' meetings also served as occasions for inter-organisational exchange of information, know-how, and experience.
 - d) The objective of promoting inter-sectoral alliances and mobilising multiple constituencies had still not been attained by the completion of the project.
 - e) Giving a European dimension to effective national responses, excluding the brief presentation of policy practices in the Manual, was not attained.
- The project's main purpose was to be achieved through three major outputs. The evaluator determined that these did in fact produce material contributions and policy guidance to change social, organisational, and political behaviour in Europe.
- Although project progress was slow, activities were substantially translated into objectives in accordance with the project's initial design.
- ILO visibility requirements were adequately met.

3. Efficiency

- Emphasis was placed on results and objectives rather than implementation of activities that allowed for the overall project to be a successful, cohesive, integrated action.

- The timeliness of the project needed to be improved, as it suffered several impediments related to understaffing at the ILO and in partner organisations, which meant that the resources necessary for the project were underestimated. These constraints led to the Lead Partner's low motivation, participation, and sense of project ownership. However, improvements were made during the final six months of the project.
- Many of the projects' individual activities were still pending completion and thus could not be analyzed in the overall evaluation.
- Coordination between partners was fairly regular and outputs were shared with partners for feedback. Meetings would have been more efficient, however, if clear agendas had been set beforehand.
- The initial underestimation of the resources needed for the project led to many management and administrative difficulties, some of which were overcome during the course of the project.
- Reporting requirements with the EC were met; however, only one progress report was submitted, in March 2006.
- Contractual issues and the introduction of a new financial management system hindered the timeliness and regularity of the project's payments to partners.
- Dissemination of outputs was adequate at the time of the evaluation, although the results could not be determined as the project was not yet completed.

4. Sustainability

- Financial sustainability seems assured. Most elements did not require further funds.
- Project partners have stable financial resources and have a strong commitment to the project.
- ILO's channels of communication are well set up to reach relevant audiences. The ILO also has an established network that can be exploited to ensure project sustainability.
- The political environment is conducive to the realisation of outputs and results beyond the project because of direct involvement with local social partners and stakeholders.
- Partners have taken ownership of the results.

Lessons Learned

1. Capacity factors that hindered the timeliness of the project need to be addressed.
2. Coordination between partners should be structured and the structure referred to throughout the process.
3. The Lead Partner should lead and take ownership of the project in order to ensure its success.
4. Making the project a learning case, as this one was, is helpful in setting the parameters for progress in similar projects in the future and in setting a precedent for further action.

5. A more precise identification of the project focus, beneficiaries, stakeholders, and levels of intervention would increase clarity in future projects.
6. Stakeholders should be accurately and narrowly defined in order to ensure the success of a project of this scope.
7. Partners should have fluid communication with each other and a stake in all aspects of the overall project.

III. Discrimination of Indigenous Peoples

THE PHILIPPINES

KENYA

1. THE PHILIPPINES

Purpose and Methodology of Study

The purpose of this case study is to review the effectiveness of the ILO's activities in promoting and advocating for indigenous peoples' rights in the world of work in the Philippines through the project *Support to Poverty Reduction and Promotion of Human Rights among the IPs in the Philippines in the Context of Ancestral Domain Development and Protection*. This is a desk review based on secondary sources provided by the ILO EVAL Unit. Information is drawn mainly from the final independent external evaluation report. Other sources consulted included DWCPs, UNDAFs, and other reports and articles by the ILO and other UN agencies on the project and the thematic issue.

The final independent external evaluation, conducted in December 2010, indicated that the country project was relevant, consistent with the DWCP, and satisfactory in achieving outcomes. Although not specifically discussed in the evaluation report, the country project is also in line with the UNDAF 2005-09, which targeted its assistance to the poorest and most vulnerable, including indigenous peoples.

Country Background

It is estimated that 15-20 per cent of the total population of the Philippines are indigenous. They reside in 65 of the country's 78 provinces. Indigenous peoples are among the poorest and most marginalized in the country. According to the National Commission on Indigenous Peoples (NCIP) of the Philippines, the majority (61 per cent) of indigenous peoples live in Mindanao, where the incidence of poverty ranges between 63 and 92 per cent, significantly higher than that of Metro Manila, where it is less than 6 per cent.

While the rights of indigenous peoples are officially recognized in the Constitution of the Philippines, the government has yet to ratify ILO Convention No. 169. Instead, Republic Act 8371, also known as the Indigenous Peoples Rights Act (IPRA), was enacted in 1997. This act seeks to recognize, protect, and promote the rights of indigenous cultural

communities (ICCs)/indigenous peoples in the Philippines. It sets out the framework of “national unity and development and to protect the rights of ICCs to their ancestral lands to ensure their economic, social and cultural well-being”.

ILO Project Summary

Currently, the ILO is supporting initiatives to promote ILO Convention No. 169 in the Philippines and assisting with the review and implementation of existing policies and laws on indigenous peoples’ rights, including IPRA. Case studies, research, workshops, and trainings have been organised to carry out this work. Since 2006, the ILO, in collaboration with other UN agencies, inter-governmental and governmental institutions, has organised the celebration of the International Day of the World’s Indigenous People in the Philippines to raise awareness of indigenous peoples’ issues.

The ILO has also supported community development initiatives in Lake Sebu, South Cotabato, and Mindanao under the project *Support to Poverty Reduction and Promotion of Human Rights among the IPs in the Philippines in the Context of Ancestral Domain Development and Protection*. It is a three-year project, funded by the Embassy of Finland in Manila, under the four pillars of ILO’s Decent Work agenda.

The project’s overall objective is “to contribute to enhancing the capacity of indigenous peoples, both women and men, in the context of self-reliance to protect their rights and to take the initiative to reduce poverty within the framework of the development and protection of their ancestral domain”. Specifically, the project aims to enable indigenous peoples, particularly the T’boli and Ubo tribal groups, to have:

- (i) improved knowledge and understanding of their human and other fundamental rights and capacity to assert and protect these rights;
- (ii) improved traditional livelihoods, resulting in increased income and employment opportunities anchored in the sustainable development and protection of the available resources within their ancestral domain;
- (iii) developed a mechanism to take advantage of existing social protection programmes; and
- (iv) developed and adopted a sustainable mechanism for participation in social dialogue and in promoting peace in the region.

Main Findings

1. Relevance

- The evaluation confirmed that the project was relevant to the lives of the target population.
- The project outputs and objectives corresponded to the needs of the indigenous communities and are in line with national and local policies and programmes, as expressed in the Indigenous Peoples’ Rights Act (IPRA) and The Medium Term **Philippine** Development Plan (MTPDP).
- The project is also in line with the ILO’s DCWP for the Philippines and is consistent with the relevant ILO Conventions.

- Although not specifically discussed in the evaluation report, the project is also in line with the UNDAF in the Philippines for 2005-09.

2. Effectiveness

Achievements:

- The project established the overall development and protection framework for the ancestral domain through the adoption of the Ancestral Domain Sustainable Development Protection Plan (ADSDPP).
- The project enhanced the knowledge of indigenous groups in Lake Sebu on IPRA, the tribal and barangay justice system, and legal services provided through Indigenous Peoples Paralegal Volunteers Group (IP PVG). As of December 2009, more than 500 indigenous peoples were provided legal assistance by IP PVG members. The membership of IP PVG has increased from 62 to 91 facilitators.
- The mechanism for participation of T'boli and Ubo tribes was strengthened in social dialogue through the Ancestral Domain Management Board (ADMB).
- Livelihood opportunities were increased through micro-finance services to IP entrepreneurs. Micro-finance services were provided to 241 individuals (including 173 women).
- Food production was increased through applied sustainable agriculture and organic farming.
- The project assisted in supplying raw materials and post-harvest facilities.
- The project increased access to basic community facilities by assisting the construction of tribal houses in the 18 barangays and potable water systems in Barangay Lahit and Lamalahak.
- The skills and capacity of 16 local trainers were increased using the ILO enterprise tool, Generate and Improve Your Business (G/SIYB).
- Traditional arts and handicraft products of Lake Sebu were promoted through the technical assistance of the ILO enterprise specialist and the development of the Cooperative of Women on Health and Development (COWHED) business plan and promotional materials.
- Knowledge on social protection concerns of indigenous peoples was increased through information sessions with Phil Health, a government facility for voluntary health insurance. Social protection coverage of indigenous peoples in Lake Sebu was also broadened through their enrolment, especially by the women, according to a Phil Health 2009 report.

Shortfalls:

- An issue arose from the mortgage of an IP parcel of land to non-IPs, forcing the IPs who were unable to pay mortgages to transfer to the upper portion of the domain.
- Some IP organisations, including ADMB and Barangay IP Associations, required further capacity building and institutional strengthening.

- There is a potential problem of creating a culture of dependency of the target tribes, as indicated in the 2007-09 Progress Report.
- The three-year project duration is conceived to be too short for an integrated community-driven participatory development (CDPD) project. Some level of flexibility should be introduced to make adjustments to the limited time frame.
- The resources allotted were too limited to cover the development intervention needs of the IPs.
- Some interventions, such as swine raising and ginger production, did not prosper.
- COWHED (microfinance operations) had a low collection rate of 60 per cent at one point, which has increased to 70-80 per cent.
- While Lake Sebu is a peaceful municipality, the conflict situation in Mindanao, including the Maguindanao massacre, led to the cancellation of several missions and project activities.

3. Efficiency

- The evaluation concluded that project quality was high, although the number of project interventions was limited in scope and size.
- The evaluation also confirmed that the results and outputs were cost effective. The total project cost of US\$434,700 for three and a half years delivered substantial results to the target communities.

4. Sustainability

- The evaluation concluded there was a strong likelihood of sustainability of project results.
- The ADMB assumed overall leadership in the ancestral domain, with great potential that this arrangement would be institutionalized for the implementation of ADSDPP and the recognition of the municipal government of Lake Sebu.
- Since the barangay IP associations had strong ownership of the project, capacity building would most likely be sustained.
- Municipal and community organisations were in place for management and organisational support but would need further skills and management training.

Lessons Learned

1. Placing human rights policies and principles at the centre of the development framework for projects is an empowering strategy.
2. Engaging a local assisting organisation with a proven track record and high acceptance by the majority of indigenous peoples' organisations in the project area is also an important strategy, especially when no cohesive organisation exists in the project area.
3. Local community development facilitators who can directly follow through and monitor ongoing community projects in all areas should be identified and trained in

order to ensure that activities are implemented as planned. They can also provide regular and immediate facilitation assistance to the communities implementing the project.

4. Ensuring an appropriate time frame is essential for the achievement of the project's envisioned results and outputs.
5. The budget should be sufficient to cover activities that will deliver the targeted results and outputs.
6. Local government units and agencies should be encouraged to commit resources and provide technical assistance to the community development projects, which will facilitate their sustainability.

2. KENYA (The Laikipia Maasai)

Purpose and Methodology of Study

The purpose of this case study is to review the effectiveness of the ILO's activities in promoting and advocating indigenous peoples' rights in the world of work in Kenya, highlighting the Laikipia Maasai. This is a desk review based on secondary sources provided by the ILO EVAL Unit, including the final independent external evaluation report, DWCPs, and UNDAFs. Other sources consulted included reports, articles, and newsletters of the ILO and its relevant constituents as well as other UN agencies on the project and the thematic issue.

Due to the limited availability of information on the country-specific projects and activities of the ILO in Kenya, this desk review relied mainly on the evaluation report for the ILO's global activities under the project *Promoting the Rights and Reducing Poverty of Indigenous and Tribal Peoples (PRO 169 & IPLED)*, a small part of which dealt with Kenya. The poor organisation and quality of the evaluation report and the scant information available posed challenges in carrying out the desk review.

Country Background

The Laikipia Maasai (the Maasai) are a pastoralist African tribe residing primarily in Kenya and northern Tanzania. Until the early 1880s, the Maasai were a strong sovereign nation in eastern Africa with a distinct and exclusive territory, known as Olosho le Maa (the homeland of the Maa speakers), where they practiced their culture and traditions. At the end of the 19th century, the British colonizers divided the Maasai territory in two, creating the nation-states of Kenya and Tanzania.

Pursuant to the terms of the 1904 and 1911 treaties, which allegedly provided for "legal" transfers of land between the Maasai and the British colonial government, the Maasai were forced to give up over two-thirds of their traditional lands. Although the colonial government initially allowed the Maasai to retain some vestiges of sovereignty to enter into a treaty, it soon changed its stance and declared that the Maasai were a tribe and thus could not be treated as a sovereign nation.

The independence of Kenya in 1963 did not restore sovereignty to the Maasai. Instead, the government adopted assimilationist and integrationist policies in the interest of political stability and economic growth. Under the post-independence government, the Maasai lost more of their lands as the government encouraged other ethnic groups to occupy them, considering the Maasai's collective use of their land to be unproductive. Gradually and systematically, the once-powerful sovereign nation has been reduced to a powerless, landless tribe. Because they are unable to retain their traditional occupations due to limited access to land, resources, and basic services, the Maasai, like other indigenous peoples, have a higher incidence of poverty than the national average. One of the biggest problems that the Maasai continue to face is that their culture is being traded and commercialized without their consent and without conferring any benefits to the members of the community.

While the Constitution of Kenya incorporates the principle of non-discrimination and guarantees civil and political rights, it fails to recognize economic, social, cultural, or group rights. Kenya has not ratified ILO Convention No. 169 but has ratified other ILO conventions relevant to indigenous and tribal peoples, including Conventions Nos. 111, 29, and 182.

ILO Programme Summary

Promoting the Rights and Reducing Poverty of Indigenous and Tribal Peoples aims to promote Indigenous and tribal peoples' rights and improve their socio-economic situation in compliance with the principles of ILO Convention No. 169. The programme was initiated under the partnership between the government of Denmark and the ILO and is managed by the Standards Department, with technical input of Sector II to specific project components. It takes a two-pronged approach: (1) the Programme to Promote ILO Convention No. 169 (PRO 169) to promote, protect, and supervise the application of the rights of indigenous peoples based on Convention No. 169, and (2) the Indigenous Peoples and Local Economic Development (IP-LED) to support indigenous peoples in creating employment and economic development in their communities.

(1) PRO 169 in Kenya

The ILO has a specialized project, the *Project to Promote ILO Policy on Indigenous and Tribal Peoples*, or PRO 169, that aims to promote and support the application of the principles of Convention No. 169. Through PRO 169, the ILO has conducted small-scale activities to promote local economic development with the Maasai Cultural Heritage Foundation (MCH) and the Kenya National Commission on Human Rights (KNCHR). Training and capacity building are key components of PRO 169's activities. In addition, PRO 169 has collaborated with the KNCHR to implement a National Seminar on Good Practices on indigenous peoples' rights in order to enhance the understanding and capacity of national institutions to address such issues in Kenya. Further support was provided to the Pastoralist and Hunter-Gatherers Network to ensure adequate participation of indigenous peoples in ongoing reform processes.

(2) The Indigenous Peoples and Local Economic Development (IP/LED) Programme in Kenya

The Indigenous Peoples and Local Economic Development (IP/LED) Programme was initiated in Kenya under the partnership between the ILO, the World Intellectual Property Organisation (WIPO), and the MCH. It aims to improve the Maasai community's capacity to protect and increase ownership of its cultural heritage and natural resources. The primary objective of the IP/LED programme is to create healthy and enterprising indigenous localities in collaboration with indigenous peoples' communities and organisations by capitalizing on local assets instead of relying on external interventions.

Main Findings

1. Relevance

- The evaluation found that the global programme in general was relevant to the lives of the target population.
- The programme and country project objectives and activities were consistent with the needs of the indigenous communities.
- Although the recent DWCP and UNDAF for Kenya do not specifically discuss or prioritize indigenous peoples' issues, the project is consistent with their general objectives of expanding and strengthening inclusion, investing in people, and reducing poverty and vulnerability.

2. Effectiveness

Achievements:

- The PRO 169 trainings were attended by key members of parliament and the district commissioner whose constituents are mainly indigenous peoples; representatives of the African Commission's Working Group on Indigenous Populations/Communities; officials of various government agencies including the Ministry of Development for Northern Kenya and Northern Arid Lands, the Truth, Justice, and Reconciliation Commission, and UN agencies; and representatives of indigenous organisations and civil society.
- The participants, including the vice-president of KNCHR, indicated that the trainings had helped them better understand ILO Convention No. 169 and the concepts regarding indigenous peoples and their labour issues.
- The participants indicated that the training experience had benefited them in their work.
- The revival of a national indigenous peoples' network is considered one of the most important results of the training. The network created a working group to follow up on the agreed action plan.
- The programme established a website with a comprehensive package of training materials. The toolbox is also available online and on CDs.
- Constitutional reforms have been under discussion to recognize indigenous peoples' rights in Kenya.

- Through a market assessment study and territorial diagnosis, Laikipia Maasai mapped their assets and started planning a community-driven development strategy.
- The members of the community were trained to document traditional knowledge.
- Through internships at the ILO and WIPO headquarters, a community member developed a draft of an Intellectual Property Handbook of the Maasai.
- Women and youth were trained for business development such as bead work, livestock marketing, and eco-tourism.

Shortfalls:

- There was lack of engagement of community members in certain activities, such as market assessment, to identify opportunities and develop traditional products.

3. Efficiency

- There was no data or report provided to discuss in depth the efficiency of country-specific projects and activities in Kenya. The global programme evaluation report indicated that it was not possible to do a breakdown of expenses that would allow a cost-benefit analysis due to the budgeting system used by the ILO. However, the evaluation report for the ILO global activities stressed the need for a long-term strategy, since the ILO's dependence on short-term external cooperation to promote Convention No. 169 may undermine efficiency. The evaluation also discussed the need for institutional core funding.

4. Sustainability

- The ILO's dependence on external cooperation, which is short term, in promotion of Convention No. 169, may undermine sustainability.
- Active engagement and participation of community members at the local level are needed to keep the project sustainable.

Lessons Learned

1. Tripartite participation at all levels should be fostered in order to increase the effectiveness and sustainability of the project.
2. The training materials and key documents should be translated into the native languages of the intended audience.
3. An adequate budget should be allocated and an appropriate time frame established for the achievement of the project's envisioned results and outputs.
4. The strategy of having multiple entry points is valuable, as it creates opportunities for making connections among the relevant UN agencies, regional human rights groups, academia, and indigenous communities.

IV. Discrimination based on HIV/AIDS

CHINA

MOLDOVA, UKRAINE, MALI, and NAMIBIA

1. CHINA

Purpose and Methodology of Study

The purpose of this case study is to review the effectiveness of the ILO's activities to combat discrimination against individuals with HIV/AIDS in the world of work in China. This is a desk review based on secondary sources provided by the ILO EVAL Unit. Other sources were consulted as well, including in-person interviews performed with ILO staff, national tripartite constituents, development partners, civil society organisations, and other stakeholders in China, and the ILO Global Reports.

The ILO has conducted several projects on this topic in China in recent years, including:

- 1) *HIV/AIDS Workplace Education Programme in China*
- 2) *Reducing Stigma and Discrimination in Health Settings*
- 3) *Strengthening Trade Unions' Response to HIV/AIDS in the Workplace in China*
- 4) *Work Plan for ILO's Response to HIV/AIDS in the Workplace in China*

Evaluations were only available for the first project, as the remaining three did not allocate sufficient funds to conduct them. The final independent external evaluation for *HIV/AIDS Workplace Education Programme in China* was conducted in July 2009, a month prior to the conclusion of the project. The project could be considered a success from the stakeholders' point of view, as they unanimously praised it.

Country Background

China is considered a low-HIV prevalence country. Only 0.1 per cent of adults are estimated to be HIV-positive. However according to UNAIDS, 700,000 people are currently infected and the numbers are increasing. Rural populations, the poor, and those living along transport routes are considered amongst the most vulnerable groups. High-risk practices, a large migrant population, stigma, and discrimination are among the key factors that put the nation in danger of a broader epidemic.

Those who carry HIV/AIDS in China suffer both social and legal discrimination. The spread of HIV/AIDS and the stigma against those who carry it present major problems. Many people do not understand how HIV is transmitted, and they often disparage those living with it. Many employers have expressed unwillingness to hire individuals who are infected. While the government has made significant progress in advancing policies and programs to address stigma and discrimination, much remains to be done. Unfortunately, discrimination is embedded in certain laws and policies enforced by the government, such

as the Guideline for the Implementation of the "Public Places Sanitation Regulation", developed in 1991, that disqualifies people with STIs from working in certain public places such as hotels, cafes, bars, and beauty salons.

ILO Project Summary

The project was implemented with financial support from the US Department of Labor, in consultation with two national partners: the Ministry of Human Resources and Social Security (MOHRSS) and the China Enterprise Confederation (CEC). Its aim was to eliminate HIV-related discrimination in employment and to carry out a wide-ranging workplace HIV programme to reduce high-risk behaviour amongst workers. The project focused on migrant workers, as they are in social and economic situations that place them at the highest risk for infection and discrimination. It was officially launched in January 2007 and was scheduled to end in August 2009. The overarching goal of the project was to support the government's efforts to create a sustainable, integrated, and well-targeted national programme to address the challenges of HIV/AIDS in the world of work in China.

The project objectives were:

Objective 1: Reduced HIV/AIDS risk behaviours among targeted workers;

Objective 2: Reduced level of employment-related discrimination against workers living with or affected by HIV/AIDS.

Main Findings

1. Relevance

- The evaluation found the project design to be valid, clear, logical, and relevant to the situation in China. It was seen as relevant to solving the identified problems and to meeting the needs of the target groups.
- Partners in the MOHRSS, the government, employers' organisations, and workers' organisations were all vital and appropriate.
- The project design set out clear objectives and corresponding indicators to accurately measure achievement of project goals.
- The project's strategy was in line with national strategies on HIV, internal migration and non-discrimination, including China's Strategy on HIV control in the country. It was also in support of the China Decent Work Country Programme.
- Focus was initially placed on the three provinces with the highest rates of internal migrants and those with a higher risk of HIV and STIs, namely Anhui, Guangdong, and Yunnan.
- The project aimed to develop a model that could be used across multiple employment sectors so that action against HIV-related discrimination could be more widespread. However, stakeholders felt that more sectors should be targeted.
- Work was performed with the ILO Start and Improve Your Business Programme to include HIV in the training for small business owners.

2. Effectiveness

- The evaluation concluded that the project had exceeded its objectives and had reached its target groups through strategic cooperation with its key partners and building on existing structures.
- The choice of partners was strategically appropriate for the implementation of the project.
- Stakeholders were deemed to have a good understanding and capacity to address HIV/AIDS in the workplace through workshops and other media, and their commitment was high.
- Evaluation interviews with employers and workers indicated that they had gained a relatively clear understanding of HIV/AIDS; however, more effort is needed to cover a greater number of workers.
- The evaluation confirmed that the project met all four of its objectives relating to HIV discrimination. It improved knowledge and attitudes related to HIV/AIDS risk behaviours, awareness and use of available HIV/AIDS workplace services was increased, stigma was reduced against people living with HIV/AIDS, and there was increased knowledge of HIV/AIDS workplace policy and guidelines.
- The independent evaluation confirmed the increased coordination and cooperation between tripartite constituents and other partners at the national and provincial levels. The project fostered the involvement of the tripartite partners and promoted social dialogue, particularly on models to address HIV and decrease stigma and discrimination. Involvement of workers' organisations was considered most evident at local levels in project enterprises where trade union representative played key roles in policy development and as trainers.
- It was noted that a provincial China Family Planning Association (CFPA) representative had indicated that the MOHRSS and the CFPA only collaborated because of the existence of the project.
- The project implemented a behaviour change communication (BCC) model that was solidly based on information acquired from the baseline and mapping exercise but also on previous experience of project staff and partners. It had two principal components: a mass media component that aimed to reach as many workers as possible with relevant messages, and a more intensive training/peer education component. The intensive component was implemented in enterprises, vocational schools, and in one large employment agency.
- The evaluation confirmed the establishment of a National AIDS Programme for Rural Migrant Workers with a functioning mechanism focused on those workers considered to be at greatest risk.
- The independent evaluation confirmed that the project had achieved broader impact because it had developed new and innovative strategies to reach beyond the targeted workplaces, such as mass media efforts and training in additional government training institutions and an employment agency.
- The materials developed by the project were considered interesting and attractive and likely to contribute to sustained interest levels. The report also

signalled the need to develop new materials to strengthen the sustainability of the project and reduce apathy.

- The project's impact at the national level was considered substantial, but the need to further fine-tune national policies to sharpen their focus on HIV, stigma, and discrimination was identified.
- The report recognized that the systems for collaboration between the tripartite partners and NGOs on HIV, stigma and discrimination, and related issues were instituted and were likely to continue.
- Commitment from partners was recognized in terms of resource attribution to expanding impact in space and time, and ongoing support was requested from others.
- The need for further technical support was identified, which would enable partners to take the initiatives to additional sites throughout the country.
- The evaluation identified commitment from the MOHRSS as necessary in order to support sustainability efforts through the promotion and implementation of laws, regulations, and policies and through continued capacity building of labour inspectors to encourage them to apply their knowledge about HIV in their work.
- A sustainability plan was developed with input from all partners towards the middle of the implementation period. The plan had already been carried out at the time of the evaluation exercise. It was considered to be extensive in prioritizing efforts to ensure the sustainability of actions required to meet the original objectives.

3. Efficiency

- The project was deemed efficient in terms of the results obtained in relation to expenditures and resources used by the project.
- The quality and quantity of the materials developed and disseminated were determined to be very good from a cost/benefit standpoint.
- Resources were spent as economically as possible, and there was adequate justification for the expenditures incurred.
- The project tried to identify and build on the expertise of each of the types of partners while at the same time promoting collaboration between them.

4. Sustainability

- The evaluation concluded that the project is likely to be sustainable after project completion.
- China's human and other resources were adequately used and may continue to be utilized after the project is completed.
- The MOHRSS indicated they will continue to provide support on this issue.
- The project created an extensive sustainability plan and prioritized continuing efforts to meet the project's initial objectives and additional actions to ensure further sustainability.

Lessons Learned

1. It was not effective to limit the behaviour change communication methods to actions such as peer training, given the sheer numbers of workers. All actions should be solidly integrated into existing training and education systems within the enterprises.
2. The CFPA should be included from project inception for technical support at the local level and to tap into their network of peer educators who can work with workers in groups and individually.
3. Senior peer influence is important to convince enterprises to participate in a program on HIV.
4. High mobility of staff, including peer educators, means that systems need to be instituted to continually train new peer educators.
5. The quality of all materials needs to be verified to the smallest detail.
6. Workers should be able to recognize themselves in the graphics by sector and variations in ethnic origin, which will help them identify with the messages.
7. Provincial project staff should be provided with more technical expertise from project inception. Staff in the provinces had initially been hired to act as contact points and coordinators, with little emphasis on providing technical input.

2. MOLDOVA, UKRAINE, MALI, and NAMIBIA

Purpose and Methodology of Study

The purpose of this case study is to review the effectiveness of the ILO's activities on HIV/AIDS issues in the world of work in four countries—Moldova, Ukraine, Mali, and Namibia—through *Implementing HIV/AIDS Workplace Policies and Programmes*. This is a desk review based on secondary sources provided by the ILO EVAL Unit, which drew information mainly from the final independent external evaluation report. Other sources consulted included DWCPs, UNDAFs, and reports and articles by the ILO and other agencies on the project and the thematic issue.

Country Background

Moldova

The Republic of Moldova is one of the least developed East European countries. The spread of HIV/AIDS in the country is linked to the high population density, significant emigration in search of employment opportunities, and the geographic location, which favours illegal drug trafficking. While the overall HIV infection rate in Moldova is low (5,000 reported cases in a total population of 3.8 million), the cases are steadily increasing with rapid socioeconomic change and migration. Some 81 per cent of the affected population is between the ages of 15 and 39; the most affected regions are Balti, Transnistria (populated by a Slavic majority, mostly Ukrainians and Russians), and the

capital of Chisinau. The number of women infected with HIV has been growing since 2000, making the male-female ratio almost equal.

Despite the growing incidence of HIV/AIDS, only 15 per cent reported consistent condom use in a 2008 survey, and two-thirds of the respondents indicated reluctance to share the same office space with an HIV-positive person. While 34 per cent of workers were required by employers to take an HIV test, less than 4 per cent of workers had participated in any educational programme on HIV/AIDS at their workplaces.

In February 2007, the Parliament adopted the Law on HIV Infection, which clearly states that people living with HIV may not be discriminated against.

Ukraine

Ukraine's HIV/AIDS epidemic is among the largest and fastest-growing in Europe, accounting for almost 21 per cent of the newly reported HIV diagnoses in 2006 in the Europe and Eurasia region. The Joint United Nations Program on HIV/AIDS estimated that 1.6 per cent of the population was living with HIV at end 2007. In the first eight months of 2009 alone, 13,039 HIV cases were registered, according to the Ukrainian National AIDS Center. The main mode of transmission is heterosexual sex, at 42 per cent, followed by injecting drug use, at 37 per cent.

In February 2009, a national law, On Approving the National Program for the Prevention of HIV-infection, Treatment and Care of and Support for Those HIV-infected and Those Suffering from AIDS for 2009-13, was adopted. It includes a workplace component. HIV prevention is also included in the General Agreement between the Cabinet of Ministries of Ukraine, Federation of Employers of Ukraine, and Federation of Trade Unions of Ukraine.

Mali

The HIV/AIDS infection rate in Mali, low in relation to other African countries, was estimated to be around 1.5 per cent in 2007. However, the socio-economic disparity between men and women and the concentrated prevalence among the most-at-risk populations, such as injecting drug users, sex workers, and seasonal migrant workers, is of great concern. According to UNAIDS, women account for approximately 60 per cent of infections among those ages 15 and older in the country. A large number of Malians seasonally migrate to Senegal and the Ivory Coast, where HIV prevalence is much higher. These seasonal migrants play a key role as bridging populations.

In 2002, the government of Mali restructured its National AIDS Program to bring Mali's HIV activities in line with global priorities and strategies. In 2002, the government established the National High Council for AIDS (HCNLS), headed by the president, and added an Executive Secretariat in 2004 to coordinate multi-sectoral HIV/AIDS-related programming. The president officially announced that since 2004 anti-retroviral treatment (ART) and treatment for opportunistic infection have been provided for free. However, only some 40 per cent of the HIV-infected received ART in 2007, according to a WHO/UNAIDS/UNICEF report.

Mali passed the Law on the Prevention, Care Management, and Control of HIV/AIDS in 2006 (Law No. 06-028 of 29 June 2006).

Namibia

The prevalence of HIV in Namibia is the highest in the world and is a critical public health issue in the country. The spread is mainly through heterosexual transmission. According to the 2008 National HIV Sentinel Survey, HIV prevalence rates among women increased to 22 per cent in 2002, gradually falling to 20 per cent in 2004 and 2006 and to 18 per cent in 2008. The overall rate was 17.8 per cent in adults ages 15 to 49; the number is highest at 27 per cent in the 30 to 34 year-old age group, and lowest at 5.1 per cent among women between the ages of 15 and 19.

Since 1996, HIV has been the leading cause of death in the country. Life expectancy has declined from 61 years in 1991 to 49 years in 2001. Almost 17 per cent of children under 18 are orphaned by at least one parent as a result of HIV. It was predicted that the infected population would increase to 247,000 by 2013 (from 204,000 in 2007) if prevention efforts remain at their current level. The highly dispersed population (Namibia is the second most sparsely populated country in the world) creates challenges in providing HIV/AIDS services to remote rural populations.

The National Code on HIV/AIDS in Employment was approved by the Cabinet and adopted by the National Assembly in 2002. The code is based on the principles set forth in the Constitution of Namibia and the South African Development Community (SADC) Code on HIV/AIDS and Employment and is subject to the Labour Act (Act No. 6 of 1992).

ILO Project Summary

In partnership with the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ), the ILO launched a two-phase project, *Implementing HIV/AIDS Workplace Policies and Programmes*, between 2002 and 2009 as a response to the AIDS pandemic. The first phase of the project was from 1 December 2002 to 30 June 2007, covering multiple countries globally, and the second phase covered four countries: Mali, Moldova, Namibia, and Ukraine, from 1 July 2007 to 30 September 2009. This case study focuses on the second phase and only its evaluation, which is more recent and thus more relevant.

Based on the achievements of Phase I, Phase II aimed to contribute to the goal of universal access to prevention, treatment, care, and support by 2010 through implementing workplace HIV policies and programmes in the four participating countries. The funding for Phase II was 1,098,875 Euro.

Moldova and Ukraine both participated in the first phase of the project, while Mali and Namibia did not. The project objectives are grouped for the Phase I participant countries and non-participant countries as below:

Moldova and Ukraine

- **Immediate Objective 1:** Strengthened capacity of government and the social partners to make effective use of global finances for an increased involvement of the world of work towards reaching the goal of universal access;
- **Immediate Objective 2:** ILO constituents enabled to develop and implement workplace policies and programme to prevent the spread of HIV and AIDS and to mitigate its negative impact on socio-economic development;
- **Immediate Objective 3:** Capacity built through information exchange and knowledge transfer on good practices in world of work programmes with other countries in Eastern Europe through the use of the ILO infrastructure in the region.

Mali and Namibia

- **Immediate Objective 1:** Mobilized and strengthened capacity of ILO constituents to prevent the spread of HIV in the world of work, through a policy framework that is conducive and ability to access prevention, treatment and care services;
- **Immediate Objective 2:**
 - for Mali: Created an enabling workplace environment for people living with HIV and those affected, in terms of non-discriminatory measures, prevention, and access to treatment and care services;
 - for Namibia: ILO constituents assisted to implement workplace programmes to prevent the spread of HIV and mitigate its negative impact on socio-economic development;
- **Immediate Objective 3:** Capacity built through information exchange and knowledge transfer on good practices in world of work programmes with other countries in West Africa through the use of the ILO infrastructure in the region.

Main Findings

1. Relevance

- The independent external evaluation found that the project design and implementation strategies were relevant and appropriate for the identified needs of participating countries with the exception of Namibia.
- **In both Moldova and Ukraine:**
 - The evaluation noted that both countries had conducted HIV workplace surveys and legislation analysis and had reflected the information in the design of some of the project activities.
 - In both countries, the project was part of the UNDAF.
- **In Mali:**
 - The project conducted no such surveys. However, the project implementation strategy was fully aligned with the National Strategic

Framework 2006-2010, and activities were consistent with the UNAIDS and UNDAF strategies for 2008-2012.

- **In Namibia:**

- Key stakeholders were not involved in project design; the majority of constituents in the country indicated that the project activities did not meet local needs.
- The project was not aligned with the National AIDS Plan or the UNDAF project.

2. Effectiveness

Achievements:

- The independent evaluation found that all country projects had specific outputs, and interviewees from all countries except for Namibia indicated that project objectives had been achieved.
- **In both Moldova and Ukraine:**
 - The ILO Code of Practice was disseminated to key constituents and translated into the appropriate languages.
 - Baseline HIV and AIDS surveys were conducted among workers.
 - Training of specific beneficiaries was provided.
 - ILO publications were translated into local languages.
 - Technical tools were developed, such as the modelling of the socio-economic impact of HIV and AIDS and the education sector manual on HIV and the world of work in Ukraine.
 - ILO tripartite constituents were actively involved in the planning process.
- **In Moldova:**
 - A provision on non-discrimination on the grounds of HIV status was included in the Code of Conduct for Employers in the Agriculture Sector as a result of the project's legislation compatibility study and collaborative work with the ILO project on Eliminating the Worst Forms of Child Labour in the Agricultural Sector.
- **In Mali:**
 - The ILO Code of Practice was distributed and used in the project's public sector workshops and seminars. Some 27 Ministries benefited from project seminars, building capacities to reproduce such activities in their respective departments.
 - Ministerial policies and programmes on HIV and AIDS in the workplace were reinforced by applying the ILO Code of Practice.

- The business coalition charter was revised to include the fundamental principles of the ILO Code of Practice.
- Trade unions and Ministries committed to adopt the ILO Code of Practice.

- **In Namibia:**

- The ILO Code of Practice and a handbook on HIV/AIDS for labour and factory inspectors were distributed to the Ministry of Labour and Social Welfare (MOLSW), the Namibian Employer's Federation (NEF), and the National Union of Namibian Workers.
- At the time of the independent evaluation, the project had implemented four training workshops in four areas: collective bargaining and HIV/AIDS, labour inspection and HIV/AIDS, HIV/AIDS peer education, and HIV/AIDS management training for the Ministry of Labour.
- According to progress and self-assessment reports from Namibia, a capacity-building workshop for health care workers in implementing the joint ILO/WHO PEP guidelines was the most significant result of the project.
- Awareness of the issues surrounding HIV in the workplace was raised in the Ministry of Labour.

Shortfalls:

- **In Moldova:**

- None indicated in the independent evaluation report.

- **In Ukraine:**

- Due to frequent political leadership changes in the country, the project did not develop the intended national tripartite cooperation strategy on HIV and AIDS as approved through the National Tripartite Socio-Economic Council.

- **In Mali:**

- The project did not develop new tools or conduct workplace HIV and AIDS surveys.
- The project had no significant tripartite collaboration except for the validation and alignment of the project work plan with the National Strategic Framework 2006-2010.

- **In Namibia:**

- The project did not have a formal tripartite committee and has yet to develop a strategy with the tripartite constituents.
- Constituents reported an almost complete absence of reports about project plans and activities.

- Because the project was not adequately resourced, most of the output targets were not achieved.
- All constituents reported a lack of clarity on project objectives and activities and were therefore unable to comment on how successful the project had been in producing reasonable results.

3. Efficiency

Achievements:

- **In both Moldova and Ukraine:**
 - Based on project reports, project coordinator self-assessments, and the key informant interviews, the independent evaluation concluded that project resources had been efficiently allocated and used.

Shortfalls:

- **In both Moldova and Ukraine:**
 - More resources were needed for communication.
- **In Namibia and Mali:**
 - Both project resources and implementation time were insufficient.
 - Due to inadequate funding and scheduling, the implementation plans were either re-aligned or planned activities were not completed.

4. Sustainability

- **In Ukraine:**
 - The independent evaluation found that the country project was sustainable through the use of the education and health sectors as entry points. These are highly regarded in the community and are in a good position to promote HIV awareness, especially in rural areas. The raised awareness of the rapid spread of HIV and its consequences for labour in the country are motivating project partners to continue to work on this issue in their workplaces.

- **In Moldova:**

Aspects to promote sustainability of the country project include the following:

- Workplace HIV prevention policy advocacy with high-level stakeholders in government;
- The involvement of ILO constituents in national HIV and AIDS prevention efforts;
- Conducting research on HIV and AIDS in the workplace to inform policy and programme design;

- Targeting key sectors such as the health sector for capacity building;
- The development and sharing of the Joint ILO/WHO guidelines for health services and HIV and AIDS in Romanian;
- The integration of HIV prevention into labour inspection training curricula.

However, some threats to sustainability were found as well:

- HIV not considered a priority in the labour sector due to the low prevalence of HIV in the country;
- Inadequate number of staff to promote HIV awareness at key institutions;
- Too short a project time span to achieve the intended objectives;
- Difficulty in long-term project planning.

- **In Mali:**

- A strong tripartite mechanism of project implementation would contribute to its sustainability.
- However, limited time and funding are major threats.

- **In Namibia:**

- The independent evaluation found that the Namibia country project was not likely to be sustainable due to the short time frame and limited funding as well as the lack of adequate training of constituents.

Conclusion

The final independent external evaluation conducted in April 2010 indicated that overall, the country projects were relevant and made good progress, with the exception of Namibia. The evaluation was generally in depth but focused disproportionately on the achievements and lessons learned of Moldova, Ukraine, and Mali and not Namibia.

Lessons Learned

1. On knowledge base management:

- For all countries: It is preferable to have the ILO Code of Practice and key documents translated into the native languages of the intended audience in order to maximize its uptake.

2. On policy advocacy:

- Mali: The project should be aligned with the National Strategic Framework.
- Moldova: The project should have targeted top management in enterprises at the outset to increase their participation.
- Ukraine: Socio-economic impact modelling for sectors provides powerful policy advocacy tools.
- Namibia: None indicated.

3. On mainstreaming the ILO Code of Practice in the world of work:

- Mali: A formal partnership arrangement with the Mali Business Coalition against AIDS could further enhance the public and private sector update of the Code of Practice.
- Moldova: By targeting top management of enterprises and trade unions, the project could have scaled up further HIV workplace policy development and adoption.
- Ukraine and Namibia: None indicated.

4. On mainstreaming gender considerations in this project:

- Moldova: The project could engage more with civil society and women's organisations to expand their support in gender-sensitive HIV preventive responses with ILO's constituents. There are more women than men participating in project activities.
- Mali, Ukraine and Namibia: None indicated.

5. On capacity building:

- Moldova:
 - There is a need to further strengthen the leadership capacity of employer and worker representatives so that they can effectively engage in designing future National HIV and AIDS policies and strategies.
 - Low HIV prevalence in the general population results in a lack of motivation by enterprises, governments, and workers to promote HIV preventive education. Incorporating HIV issues into the Occupational Safety and Health Programme ensured HIV prevention coverage for workers.
 - Peer group sharing among enterprises of good HIV preventive workplace practices is an efficient way to expand the reach.
- Mali, Ukraine and Namibia: None indicated.

6. On sustainability:

- Mali: The project time frame was too short to enable newly engaged partners to sustain their actions without additional financial support and ILO technical guidance.
- Moldova:
 - Flexibility in adjusting the project's work plan according to the country's own progress aided project implementation. Events or objectives planned at the start of a project may at times need to be adjusted to changing circumstances.
 - The knowledge base of the ILO, disseminated in native languages, ensured continued dissemination through existing national partners' channels, such as websites, and UNAIDS libraries, continues beyond the life of the project.
- Ukraine: Poor financial security in pilot sectors, high staff turnover, and political and economic crises hindered project implementation.

- Namibia: None indicated.

7. On effectiveness and efficiency of project management:

- Mali: The support and guidance of a full-time technical specialist from the HQs throughout project duration is crucial.
- Moldova:
 - Media events including TV interviews and newspaper articles did not cost the project funds but allows wide advocacy and knowledge dissemination.
 - Forging co-financing partners in project implementation allowed limited project funds to stretch and achieve more results than doing things alone.
 - It is critical to have induction orientations on operations procedures.
- Namibia and Ukraine: None indicated.

8. On whether the project has achieved what it set out to accomplish:

- Mali: It is critical to set realistic objectives and provide requisite budget allocation for each activity envisioned to ensure effective participation by social partners.
- Moldova, Ukraine, and Namibia: None indicated.

V. Support the Promotion, Implementation and Application of ILO Convention on Discrimination (Convention No. 111)

CHINA

PAMODEC II: BENIN AND BURKINA FASO

1. CHINA

Purpose and Methodology of Study

The purpose of this case study is to review the effectiveness of the ILO's activities in promoting, implementing, and applying the convention against discrimination, Convention No. 111, in China through the technical project *Support to Promote and Apply ILO Convention No.111*. This is a desk review based on secondary sources provided by the ILO EVAL Unit. It draws information mainly from the final independent external evaluation report. ILO staff, national tripartite constituents, development partners, civil society organisations, and other stakeholders were interviewed in person. The ILO Global Reports were also consulted. The final independent external evaluation was conducted in May 2010 as the project was in its final weeks. The project received a lot of praise, as it was the first of its kind in China and because action was taken so swiftly after ratification, faster than had been observed with any other convention.

Country Background

Despite being one of the founding members of the ILO, China has an unsatisfactory ratification record. So far, it has ratified only 25 ILO Conventions and has since renounced three. Of the eight fundamental Conventions, China has ratified four, most recently Convention No. 111 in January 2006. This Convention established the groundwork for the ILO's country programme in China. Training, laws, and projects dealing with discrimination in the workplace have all been put in place as a result of ratification.

ILO Project Summary

Convention No. 111, concerning Discrimination in Respect to Employment and Occupation, was adopted by the General Conference of the International Labour Organization at its 42nd Session in 1958. When China ratified the Convention in 2006, it asked to work with the ILO to develop strategies for effective implementation. The Chinese Ministry of Human Resources and Social Security (MOHRSS) and the ILO jointly designed the project *Support to Promote and Apply ILO Convention No. 111*, which ran from January 2008 to May 2010. Its main goal was to provide support to the government to successfully implement and monitor the Convention by (i) creating nationwide awareness and understanding of Convention No. 111 among legislators and judges, and (ii) building technical capacities at the provincial and municipal labour departments with more practical, sector-specific, and target-group technical support.

The desired outcomes were:

Outcome 1: Strengthened capacity to promote equal employment opportunity and treatment throughout the country within the MOHRSS and other organisations with a mandate for labour market policy formulation and implementation;

Outcome 2: Working women and men, particularly those facing multiple forms of discrimination such as migrants and ethnic minorities, are able to enjoy equal employment opportunity and treatment, without discrimination based on gender, ethnicity, age, health, social status, or any unrelated variables.

Main Findings

1. Relevance

- The evaluation found the project to be highly relevant in China given the highly stratified society embedded in the culture. Even with the high level of development of the country, social strata remain mostly unchanged.
- The national economic and social development framework and principles recognized the need for balanced development between the economy and society and that more importance should be given to promoting social equity, democracy, and the rule of law. The Chinese government took significant measures to live up to these ambitions. The ratification of ILO Convention No. 111 in 2006 is one example, followed by a new employment law, the Employment Promotion Law (EPL), passed on 30 August, 2007 and implemented on 1 January, 2008. The main objectives of the EPL include advancing employment, establishing fair employment conditions, and banning

employment discrimination. It was a significant step toward compliance with Convention No. 111 and other related Conventions ratified by the Chinese government.

- The EPL emphasized equal rights to employment and included articles prohibiting discrimination based on ethnicity, race, gender, physical disabilities, or religious beliefs. The law also banned employers from discriminating against migrant workers moving from rural to urban areas seeking employment.
- Also groundbreaking was the Labour Contract Law, adopted by the National People's Congress on 29 June, 2007 and implemented on 1 January, 2008. This law aimed at improving the labour contract system, specifying the rights and obligations of both parties to a labour contract, protecting the legitimate rights and interests of the workers, and constructing and developing harmonious and stable employment relationships.
- The project was well positioned to contribute to creating awareness and understanding among senior executives and human resource managers in order to assure effective implementation and enforcement.
- The project was aligned with the ILO Decent Work Country Programme (DWCP) 2006-2010 for China. Of particular relevance were priority areas (1) promoting employment and employability and reducing inequalities with a focus on unemployed and internal rural migrants, and (4) promoting workers' rights and fundamental labour principles and rights. The promotion of the application of Convention No. 111 was specifically identified in the DWCP as one of the areas for cooperation.

2. Effectiveness

- The institutional arrangements appeared to be very effective. The relationship and cooperation on this project between the ILO Beijing Office and MOHRSS were excellent. Stakeholder participation in the Project Steering Committee was characterized as active and stimulating by all involved. Stakeholders, including the tripartite partners, were very supportive of the project and contributed to its success by mobilizing their own network and resources for project activities. They expressed commitment to continue raising awareness at their level. The full support of the ILO Beijing Office among others was expressed in the funding.
- A Project Expert Group in charge of project implementation was composed of experts from research and education institutes, Federations, and State Commissions representing women, ethnic minorities, and the disabled.
- The evaluation team noted that the CEC was particularly active. At the two trainings held in May and August of 2009, they embraced and expressed commitment to use the training manual for training of member factories and to integrate Convention No. 111 into training concerning the Employment Promotion Law and the Labour Contract Law. They asked the ILO Office to develop a guidebook for employers. CEC is in a position to ensure wide dissemination and adoption, as the Confederation covers more than 6,000 companies and a number of large sector networks. The request was followed up

by the ILO Beijing Office, and The Guide for Employers was to be developed after the evaluation under the new Gender Equality Project funded by Norway.

- The ILO Sub-regional Office in Bangkok, specialists on international labour standards, and the senior specialist on Gender and Women Workers' Issues contributed significantly by providing technical inputs to the delivery and design of training as well as contributing to training material development in English. On-site support and similar contributions were provided by the National Project Manager and the ILO Beijing Office, most notably by the then-ILO Director, the Associate Expert on Fundamental Principles and Rights at Work, and the Youth Ambassador on HIV/AIDS. The National Project Manager was beneficial in assisting with quality control of the Chinese texts. A number of other ILO Bangkok and headquarters experts were also involved in training and in providing technical input and comments in refining the training manual. Headquarters program in DECLARATION provided financial support for material translation to enrich the resources website. The Gender allocation under the ILO Bangkok also made financial contributions towards the outputs on sexual harassment and the three gender experts meetings mentioned earlier.
- The National Project Manager appeared to be capable, but could have benefited from technical support in designing a monitoring and evaluation system for the project.
- Synergy and linkages with other ILO projects were satisfactory. The link with the new Gender Equality project has been mentioned earlier. There are plans to work with the project to promote the role of labour inspectors in promoting Equal Employment Opportunities and with the MDG-Culture and Development Partnership program to organise non-discrimination training for ethnic minorities.

3. Efficiency

- Finances were used efficiently and there was no under/overspending of the budget. Funds were used effectively to support training, the services of national experts, and the production of knowledge resources. More training was actually conducted than planned. Translations constituted a large expenditure to meet the bi-lingual needs of the project.

4. Sustainability

- The evaluation concluded that the ILO can continue to build upon the momentum that the project was able to generate among the tripartite partners and other stakeholders.
- Partners clearly understood their responsibilities and have been acting upon them, noted mostly by the behaviour of the CEC. It is difficult to assess whether its reactions are to the project or the labour laws. The CEC has clearly understood Convention No. 111 trainings and has strengthened its efforts to comply with the Employment Promotion Law.
- Training and preparing the training manual/handbook had the effect of awakening and creating commitment among experts, professionals, activists,

and managers. This was considered a major achievement, as these individuals have the capacity and means to integrate Convention No. 111 into their work, to use media, research, publications, and interviews for advocacy, and to raise awareness and increase understanding.

- Though the trained trainers will not be in a position to continue to train, they can seize the opportunity to integrate the acquired knowledge into their daily work. The evaluation suggests the need for follow-up to find out how they can best be supported in their work.
- Valuable knowledge resources have been produced as a result of the project and, if properly managed, they can have a lasting impact.

Lessons Learned

1. Project designs need to be validated in terms of indicators and the causal link between outcomes, outputs, and activities, achievable and measurable within the lifetime of the project.
2. The ownership and future of the website/resources platform should be agreed upon amongst the partners before its creation.
3. Strategic selection of participants for training is essential, so that the people who can achieve the project's objectives are trained.
4. Training must be accompanied by policy support in order to be effective in promoting change at the provincial level.

Good practices include:

1. The multi-sector collaboration model beyond the traditional tripartite structure is particularly appropriate given the multi-faceted nature of discrimination in China.
2. The involvement of national experts, including from Federations and State Commissions representing women, the disabled, and ethnic minorities, to work in teams has generated great interest in discrimination in employment. This model can be put in place to serve an extended version of this and other related projects of the ILO and for anybody in China seeking advice on this issue.
3. The resources website is an innovative way to reach a wider audience. If maintained properly, it could have a long-lasting impact, functioning as a medium that turns the project materials into public knowledge.
4. The appealing training and training manual triggered immediate action by key partners and other stakeholders, resulting in demands for training and other aids (guides, etc.).

2. PAMODEC II: BENIN AND BURKINA FASO

Purpose and Methodology of Study

This case study reviews the effectiveness of ILO's activities in assisting selected African countries (Benin and Burkina Faso) to promote the Declaration and implement the fundamental principles and rights at work, through the PAMODEC II multilateral cooperation project. Specific attention is given to the activities related to the effective implementation of Convention No. 111. Both of the case study countries have ratified the eight fundamental Conventions contained in the ILO Declaration on the Fundamental Principles and Rights at Work, including Convention No. 111⁵, but there are challenges to their implementation. This is a desk review based on secondary sources provided by the ILO EVAL unit and the DECLARATION Programme, as referenced in the bibliography.

An independent evaluation of PAMODEC II was conducted in 2010. The evaluation indicated that overall, the relevance, effectiveness, efficiency, coherence, and impact of PAMODEC II were satisfactory. However, there were significant gaps and shortcomings in this independent final evaluation, which was of poor quality and only covered five countries, including Burkina Faso but not Benin. Frequent contradictions with findings presented in mid-term reports created challenges during the desk review.

Country Background

Benin

The economy of Benin is based on the primary sector. A large part of the population engages in agriculture. Benin ranks 134 out of 169 countries in the 2010 Human Development Index. The country has a relatively young population, with almost half under the age of 15. Education in Benin has become a national priority, with 19 per cent of the global budget allocated to education.

Benin's Constitution, the Labour Code, the General Labour Collective Agreement, and the sectoral Collective Agreements all guarantee non-discrimination related to the seven fundamental criteria specified in Convention No. 111: race, colour, gender, religion, political opinion, national extraction, and social origin. Specific legislation also addresses discrimination related to HIV/AIDS and migrant status, disability, and domestic workers. Despite considerable advances in women's access to employment and education, the gaps in salaries are not decreasing, and inequalities between men and women persist. Gender division in the world of work is also an issue. While women represent nearly half of the active workforce in Benin, there is horizontal segregation, and few women working in the formal sector access leadership or senior management positions.⁶ Social and structural factors play a role.

Challenges to the effective implementation of Convention No. 111 identified in Benin included lack of enforcement of legislation, inadequate sanctions, and inadequate resources for the labour inspectorate. In addition, there is a lack of synergy among the different state actors and civil society in the context of non-discrimination at work. While there are many

⁵ Convention 111 was ratified by Benin in 1968, and by Burkina Faso in 1962.

⁶ This is confirmed in the Document Politique Nationale du Genre au Bénin.

actions taken to address various forms of discrimination in the world of work, they are not integrated in a national strategy, which limits the efficiency of the efforts taken.

Burkina Faso

Burkina Faso is one of the poorest countries in Africa. Eighty per cent of the total workforce is employed in agriculture, and more than 70 per cent of the population over the age of seven is uneducated. In 2010, Burkina Faso was ranked 161 out of 169 countries in the Human Development Index. One-third of the Burkinabe population lives below the poverty line, and unemployment plays a major role in fostering emigration, mainly to the Ivory Coast, where 3 million Burkinabe reside. Education levels are higher in urban areas than in rural areas and higher for men than women. Sixty-nine per cent of the female workforce is employed in the informal sector.

Burkina Faso possesses a range of legal and institutional tools to ensure the effective application of Conventions Nos. 100 and 111. National legislation covers all of the discrimination criteria included in these conventions and has been modified to add new criteria, such as discrimination related to HIV/AIDS, disability, and union membership. However, there is no federal structure coordinating all of the non-discrimination initiatives and actions and no legislative framework to centralize all of the relevant texts having to do with the fight against discrimination. This leads to challenges in the implementation of activities related to non-discrimination. Other challenges identified are the limited awareness of labour rights among workers, the lack of statistics, and inadequate resources for the labour inspectorate, among others.

While discrimination in the world of work in Burkina Faso has multiple facets, the main issue highlighted in reports pertains to discrimination against women (pay inequalities, sexual harassment, marital status, and parental status).

ILO Project Summary

Since 2000, Benin and Burkina Faso have benefited from ILO technical assistance through PAMODEC I and II (Programme d'Appui à la Mise en Oeuvre de la Déclaration⁷), with funds from the French government and the UNDP. The first phase of PAMODEC ran from 2000 to 2006 and covered six West African countries,⁸ with a total budget of US\$ 2 259 929. In the second phase of the programme (2006-2010), its scope was extended to cover a total of 17 countries⁹ in West Africa, Central Africa, and Madagascar, for a total budget of US\$ 5 350 000.

The goal of PAMODEC I and II was to improve the application of the Fundamental Principles and to provide tools for the protection of workers' rights, with a view to promoting social and economic development and fostering democracy in the beneficiary

⁷ Programme to support the implementation of the ILO Declaration on Fundamental Principles and Rights at Work

⁸ Benin, Burkina Faso, Mali, Niger, Senegal, Togo

⁹ Benin, Burkina Faso, Mali, Niger, Senegal, Togo, Cote d'Ivoire, Guinea, Guinea Bissau, Equatorial Guinea, Mauritania, Cameroon, Gabon, Central African Republic, Democratic Republic of Congo, Chad, Madagascar

countries. While the first phase sought to promote fundamental labour standards and focused on Outcome 18, the second phase introduced objectives directly addressing Outcome 17: the elimination of discrimination in occupation and employment.

The specific objectives of PAMODEC II included:

- Updating legislation to comply with the fundamental principles and rights at work;
- Reinforcing freedom of association and collective bargaining, as well as the principle of eliminating discrimination in occupation and employment (Convention No. 111);
- Promoting public awareness of the four categories of fundamental principles and rights at work;
- Building the capacity of government, employers and workers and creating institutions to build a more harmonious industrial relations climate.

The target groups were workers' and employers' organisations, business, magistrates, lawyers, journalists, and the Ecoles Nationales d'Administration et de Magistrature (ENAM). The programme strategy was based on IEC (Information – Education – Communication) through awareness raising, capacity building, and studies.

In Benin, the expected results from PAMODEC II were (a) an exhaustive inventory of legal texts to be revised; (b) capacity building of tripartite constituents to develop programmes to combat discrimination in work and employment; and (c) improved awareness of the fundamental principles and rights at work for politicians, administrations, and decision-makers through trainings.

In Burkina Faso, the expected results were (a) the definition and integration of criteria related to the selection of representatives of workers' and employers' organisations in national legislation; (b) capacity building of tripartite constituents to develop programmes to combat discrimination in work and employment; (c) improved awareness of the fundamental principles and rights at work for politicians, administrations, and decision-makers through trainings; and (d) a study of national legislation and jurisprudence.

In both countries, expected results (b) and (c) were directly related to Outcome 17, and linked to Outcome 18 in the P&B objective-based work plan (OBW).

Main Findings

1. Relevance

- The independent evaluation found the second phase of PAMODEC to be relevant in terms of the identification of beneficiaries and the definition of the actions to be implemented.
- The project objectives in each country were based on previous studies that identified specific needs and challenges, and enabled activities to be adapted to national priorities. This was facilitated through PAMODEC I.
- However, the evaluation emphasized that the role of the informal sector has largely been ignored, although it is a major component of national economies.
- Similarly, decentralisation issues have hardly been addressed.

2. Effectiveness

- The independent evaluation found that in Benin, 79 per cent of the planned activities took place, while 76 per cent of the planned activities were implemented in Burkina Faso.
- The 2009 study on discrimination in Benin evaluated the degree of awareness of Convention No. 111 and its contents by company employees, employers, trade union representatives and various government authorities. The results showed that the majority of company employees and employers were not aware of the Convention, while all of the trade union representatives and the government authorities had knowledge of the existence of Convention No. 111 and its contents (see Table 1). Similar information was not available for Burkina Faso.

Table 1. Awareness of Convention No. 111 among different target groups (adapted from de Dravo-Zinzindohoue, 2009)

Target group	Q. Are you aware of Convention No. 111?	
	Yes	No
Employees	68 (32.8 %)	142 (67.2 %)
Employers	15 (37.5 %)	25 (62.5 %)
Trade Union Representatives	14 (100 %)	0
Government Authorities	26 (100 %)	0

Achievements

- Several court rulings in Benin and Burkina Faso have invoked Convention No. 111 in conjunction with domestic legislation in favour of employees who had been dismissed as a result of discriminatory actions by their employers.
- National studies on the existing framework for the elimination of discrimination in employment were completed for both countries in order to identify the key challenges to the effective application of the fundamental Conventions of the ILO. These were subsequently validated at national workshops by the national governments and relevant social partners. A study on the compliance of legislation with the fundamental conventions was carried out in Benin.
- In Benin, the legislation was modified to be in compliance with the fundamental norms, following a tripartite validation workshop on the study.
- A sub-regional workshop on the fight against discrimination based on HIV/AIDS status was conducted for magistrates from Benin, Burkina Faso, and Togo in 2008. This workshop was developed by three ILO departments (DIALOGUE, DECLARATION and NORMES) and built on synergies between two ILO cooperation projects: PAMODEC II and the *Prévention et*

réduction de l'impact du VIH/SIDA dans le monde du travail dans l'Afrique subsaharienne programme.

- A series of workshops were also conducted at the national level:
 - In Burkina Faso, these workshops focused on training work inspectors and controllers and representatives of workers' organisations on collective bargaining techniques, awareness-building on the fundamental principles and rights at work for actors in the informal sector, and training sessions for instructors at the ENAM on the teaching of international labour standards.
 - In Benin, trainings on the fundamental principles and rights at work were organised for work inspectors, magistrates, and lawyers. Specific modules also targeted nursing students and doctors specialising in occupational medicine.
- A specific curriculum was defined for a 45h module on the fundamental principles and rights at work to be taught in the ENAM in Benin and Burkina Faso, and there are trained instructors in both countries.
- In Burkina Faso, a short sketch comedy on freedom of association followed by a televised debate raised awareness of DECLARATION and the fundamental work conventions.

Shortfalls

- Some of the planned activities in Benin and Burkina Faso were not implemented:
 - Action plans were not developed based on the identification of the key challenges to the effective application of the fundamental Conventions of ILO discussed during the validation workshops.
 - In Burkina Faso, activities related to the compliance of the national legislation with the fundamental norms were not implemented, and the *Convention collective inter-professionnelle du 09 juillet 1974* was not revised.
 - The trainings reached a very small number of constituents, and the participation of women was low.
 - According to the independent evaluation, the training and awareness-building activities did not produce the expected results or impacts.

3. Coherence

- The positive reaction to the PAMODEC II training activities by university leaders and students reflects the importance of this technical cooperation project for the constituents.
- The independent evaluation highlighted the complementarity between PAMODEC II and other ILO programmes, such as IPEC, PRODIAF (*Programme régional de promotion du dialogue social en Afrique Francophone*), ADMITRA (*Programme de modernisation de l'administration du travail*), as well as with activities undertaken by ACTEMP and ACTRAV.

- The Benin DWCP document makes explicit reference to non-discrimination in the world of work in its priorities.
- Specific interventions, such as the sub-regional workshop on the fight against discrimination based on HIV/AIDS, also built on synergies between ILO departments and technical projects.
- However, according to the independent evaluation, while these synergies were taken into account during the programme's conception, they were not fully used in the implementation of activities.
- Gender equality was equated with specific measures targeting women, rather than putting men and women on the same level when it comes to work opportunities.
- Overall, the gender dimension was not fully mainstreamed into the interventions, even though the low level of female participation had been highlighted in the evaluation report of PAMODEC I and requests for significant efforts to promote gender equality were reiterated in the interim reports of PAMODEC II. The need to include gender-specific measures cannot be stressed enough.

4. Efficiency

- The independent evaluation stated that the provisional budgets reached the tripartite monitoring committees in the countries visited and that the target groups benefited from the planned activities. Running costs were slightly higher than the standard accepted cost.
- No information was provided on the countries that were not visited in the context of the final independent evaluation.
- However, an interim report states that the resources allocated for the implementation of the planned activities were used within the set budget, although expenditures for some activities went higher than the planned budget due to currency fluctuations.

5. Sustainability

- The module on the fundamental principles and rights at work is now integrated in the ENAM curricula in Benin and Burkina Faso. This will ensure continued training of future magistrates and administrators.
- On a similar note, the training of trainers in the two countries will facilitate the continuation of these activities.
- The PAMODEC II activities have been institutionalised through their integration in Labour Ministries, and budgets have been allocated to ensure their implementation. This is reflected in the sense of ownership of PAMODEC II by constituents, leading to the creation of a specific service and a dedicated budget for the promotion of the fundamental rights at work in Benin, while the promotion of international labour norms is now included within the General Directorate for Labour in Burkina Faso.

- One key possibility to promote the sustainability of PAMODEC II is the harmonisation of labour codes in the OHADA (*Organisation pour l'Harmonisation en Afrique du Droit des Affaires*) member countries.

Lessons Learned

1. Frequent changes in labour ministers in Burkina Faso limited the impact of awareness-building of government officials and slowed the progress of the planned activities. A solution might be to work more closely with the general secretaries of the labour ministries, since their positions are allegedly more stable.
2. When an enabling environment is created, lawyers and magistrates will refer to Convention No. 111 to address issues of discrimination in the workplace.
3. The shortcomings of PAMODEC II are similar to those identified for PAMODEC I. A more thorough situational analysis of obstacles in the implementation of ILO activities in each country and the definition of adapted action plans should improve the effectiveness and efficiency of the project.
4. The lack of gender-specific measures has been a serious shortcoming in the design and implementation of PAMODEC II activities.

VI. Disabilities

CHINA

Purpose and Methodology of Study

This case study was performed in order to review the effectiveness of the ILO's activities in combating discrimination against those with disabilities in the world of work in China, based mostly on the joint project of the ILO and Irish Aid Partnership *PEPDEL: Promoting the Employability and Employment of People with Disabilities through Effective Legislation*. The project is currently in its third phase, running from 2008 to 2011. This report will evaluate both Phase III and Phase II, which ran from 2005 to 2008. This is a desk review based on secondary sources provided by the ILO EVAL Unit. It draws its main conclusions from the final Multi-Bilateral Programme of Technical Cooperation Final Report for Phase II, the mid-term evaluation for Phase III, and the ILO factsheet on "Inclusion of People with Disabilities in China". Other sources were consulted, including in-person interviews performed with ILO staff, national tripartite constituents, development partners, civil society organisations, and other stakeholders in China, as well as the ILO Global Reports.

Country Background

Employment is the basis for the disabled to improve their living conditions and for their involvement in social life on an equal footing. As of 2009, nearly 83 million individuals in China, or 6.3 per cent of the population, had a disability. About 44 million are 60 years of

age or older. Seventy-five per cent of those living with disabilities live in rural areas, and their unemployment rate is higher compared to those with disabilities in the urban sectors. Close to 36 per cent of people with disabilities 15 years of age or older are illiterate, and about 85 per cent of poor disabled people have never advanced beyond middle school, meaning they have comparatively lower qualifications and poor production skills.

Efforts have already been put forth to address this issue. The China Disabled Persons' Federation (CDPF), established in 1988, is a unified organisation of and for people living with disabilities. It is a nationwide umbrella network reaching every part of the country and has been allocated responsibility for issues related to disability by the government. Its three main functions are: represent the interests of people with disabilities and help protect their legitimate rights; provide comprehensive services to disabled people; and supervise affairs relating to people with disabilities. The State Council Working Committee on Disabilities is another organisation that has been established to steer and coordinate disability work.

The government has adopted and implemented a number of laws, policies standards, and initiatives pertaining to people with disabilities, including their right to productive and decent work. Some of the most relevant laws include:

- The China Constitution, enacted in 1982 and amended in 1988, 1993, 1999, and 2004, which provides general protection to people with disabilities.
- The Law on the Protection of Disabled Persons, enacted in 1982 and amended in 2008, which safeguards the rights of people with disabilities. Among the issues addressed are: rehabilitation, education, employment, cultural life, welfare, access, and legal liability. The amendment added details about stable financial support, better medical care, and rehabilitation for people with disabilities, along with favourable jobs and tax policies.
- The government established a quota system requiring all public and private employers to reserve no less than 1.5 per cent of job opportunities for people with disabilities. Provincial Authorities specify the exact quota level, which may vary between provinces.
- The Employment Regulation and the Education Regulation for people with disabilities, adopted in 1994 and in 2007 respectively, promote equality, participation, and sharing and prohibit discrimination.
- The Employment Promotion Law (2007), contains an anti-discrimination provision relating to persons with disabilities.
- The 11th Five Year National Programme on Disability (2006-2010).
- The Poverty Alleviation Programme for Persons with Disabilities Living in Rural Areas (2001-2010).

ILO Project Summary

The second phase of *PEPDEL* aimed to enhance the capacity of national governments in selected countries, of which China was one. It aimed to implement effective legislation and policy concerning the vocational training and employment of people with disabilities, in cooperation with social partners and organisations of people with disabilities. This phase,

along with the first, included activities such as the compilation of a country study on disability legislation and policies; the identification of priority and needs in consultation with government, representatives of workers', employers', and disabled persons' organisations; research on the employment situation of people with mental illness and/or intellectual disabilities; support for the China Disabled Persons Federation (CDPF) in the development of regulations for the implementation of the "Law concerning the Employment of Persons with Disabilities" in 2003-04; training and workshops for ILO constituents and the CDPF on employment promotion for people with disabilities through legislation; and pilot-testing of the curriculum on disability legislation in coordination with Beijing University.

Phase II of the project had two immediate objectives:

Objective 1: Strengthen the capacity of governments, employers' organisations, and disabled persons organisations to collaborate in the promotion of employment opportunities for persons with disabilities;

Objective 2: Support the development of a sustainable focus on disability-related issues in training and employment by enhancing the capacity of national training institutions to support key stakeholders in drafting, implementing, monitoring, and evaluating the impact of legislation on the employment of people with disabilities through relevant training programmes.

Phase III involves an overall goal of contributing to the realisation of Decent Work for All with a focus in a number of selected countries, China included. It aims to continue to promote the further review and revision of relevant legislation, regulations, and their improved implementation and enforcement to enhance the employability and employment of persons with disabilities. The overall expected results are concrete contributions toward Decent Work for All, the Millennium Development Goals (MDGs), and the strategic objectives of the ILO.

Main Findings

1. Relevance

Phase II & III

- *PEPDEL* is occurring at the most opportune time as China moves to ratify and implement the new UN Convention on the Rights of Persons with Disabilities (UNCRPD).
- The report states the project has been in a strong position to support the process of legislative and policy review underway. The adoption of the UNCRPD and its ratification in China have given new impetus to the cause.
- Following the ratification of Convention No. 111 in 2006, discrimination has become an increasingly important issue.
- China's entry into the WTO in 2001 put market economy and labour issues high on the government agenda.

2. Effectiveness

Phase II

- At the time of the report, *PEPDEL* had supported the development of new laws concerning the training and employment of people with disabilities.
- The Employment Promotion Law contains a clause regarding the employment of persons with disabilities. Following widespread commentary by *PEPDEL* partners and ILO, support was provided to the finalization of the Regulations of the Law on the Employment of Persons with Disabilities and to training workshops for officials on the new regulations.
- Technical and financial support was provided to the China Disabled Persons' Federation (CDPF) for a survey of people with mental illness and intellectual disabilities in three provinces to highlight issues of relevance to policy development and service provision for this group of people with disabilities for the first time.
- Technical and financial support was also provided to the CEC in planning a survey of good practice in the employment of persons with disabilities in CEC member companies in mainland China and Hong Kong. Further technical support was said to be provided during Phase III in the finalization of the good practice anthology, which is intended to include policy recommendations for the 11th Five Year Plan.
- The All China Federation of Trade Unions (ACFTU) held a workshop for its members, supported by *PEPDEL*, to promote the new Regulations of Employment of Disabled Persons and the role of trade unions in protecting the rights of workers with disabilities.
- Funding was provided for a national meeting of the National Association of the Deaf, marking the 50th Anniversary of the Association, focusing on employment and training issues for deaf people.
- Stakeholders took part in the pilot training course on disability legislation in 2006-07, which aimed to increase the capacity of participants to draft modern legislation concerning the employment of people with disabilities and to make provisions for its effective implementation.
- Support was provided to the CDPF in the development of regulations for the implementation of the Law concerning the Employment of Persons with Disabilities 2003-04, including the organisation of a consultative meeting to involve the social partners in finalizing the regulations.
- Following the submission of these regulations to the State Council for adoption, CDPF conducted training of trainers workshop on the new regulations in 2007.
- Technical comments on the Employment Promotion Bill containing an anti-discrimination provision relating to persons with disabilities were provided and enacted in 2007.
- Guidelines for drafters of Achieving Equal Employment Opportunities for People with Disabilities through Legislation and a video featuring the business case for the employment of people with disabilities were created and made available in Chinese among other languages.

- A curriculum on employment-related disability legislation was developed in collaboration with the Employment and Disability Institute at Cornell University based on the guidelines created in Phase I of *PEPDEL*. It was translated, customized through the addition of a module on national law and policy, and pilot-tested in cooperation with universities in China, among other countries.
- *PEPDEL* supported a Media Awareness training workshop in 2006 in China in an effort to provide support to initiatives to involve the media in promoting positive images of people with disabilities and their working capacity.

Phase III

- A strategic communication framework was developed for use in both *PEPDEL* and *INCLUDE* and activities were performed to support positive images of people with disabilities and their working capacity. A logo, communication materials, a template to be used by project staff, and a CD of highlights were all created.
- The video created in Phase II was presented during Phase III at a workshop for Convention No. 111 to members of the All-China Confederation of Trade Unions.
- A series of one-day media encounters or workshops aimed at preparing selected journalists to cover disability issues and sensitizing them to appropriate presentation of people with disabilities at the provincial level were envisaged for 2010. Television and radio features about people with disabilities are being prepared in collaboration with a Chinese media company of people with disabilities (One plus One).
- *PEPDEL* collaborated with the ILO project on Convention No. 111, and a chapter on disability was then included in “Equality and Non-Discrimination at Work in China: Training Manual” that can be utilized by future constituents.
- Linked with previous ILO projects, several job fairs were organised by MOHRSS, CEC, and CDPF to provide job opportunities for youth with disabilities in 2009.
- At the time of the report, the CEC was compiling examples of good practice in the employment of people with disabilities among its members for a publication that is to be used as a resource in promoting the business case for the employment of the disabled and the retention of workers who acquire a disability.
- In China, the CDPF and the ILO jointly participated in a talk show on CCTV international on the theme of “empowering people with disabilities” broadcast on the International Day of Persons with Disabilities, 3 December 2009.

3. Efficiency

Phase II and III

- The involvement of ILO programme officers in the region strengthened project efficiency in China.

- Linkage of *PEPDEL* activities with regular ILO activities where possible contributed to project efficiency.
- Cost-sharing arrangements were created with local partners.

4. Sustainability

Phase II and III

- The project has provided support for the research and development of new legislation and policy and held training workshops on new laws and regulations. This will allow a more enabling, lasting legal and policy environment to be created as well as allow more effective policies to be introduced.
- Beneficiaries have been involved from the beginning of the project. Tripartite constituents and disabled people's organisations collaborated on the work, often for the first time.
- The adaptation and pilot testing of the curriculum of *Achieving Equal Employment Opportunities for People with Disabilities through Legislation* is believed to have a long-term impact, having already been implemented in the curriculum of universities in several countries, and was anticipated to be implemented at Beijing University early in Phase III. University involvement bodes well for the sustainability of the overall project's impact.
- The project was focused on capacity building of tripartite-plus partners. A rights-based approach to employment and training was provided for disabled people, national and regional consultations were conducted, and *PEPDEL* staff acted as resources during training where required.
- *PEPDEL* was linked to other regular ILO activities: linking ILO departments for employers' activities and workers' activities through project briefings and collaboration on direct involvement of constituents; an Asia-based information sharing and coordination group on disability legislations composed of the ILO, the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), and the Asia-Pacific Development Centre on Disability has been set up; and project material and background information were disseminated through the Asia Network on Human Rights and Disability.
- Financial sustainability was encouraged throughout the project; co-funding with partners and ILO regular budget activities was acquired when possible.

Lessons Learned

Phase II

1. *PEPDEL*'s focus and activities are quite distinct from those relating to entrepreneurship development among persons with disabilities and require distinct sets of partnerships to maximise effectiveness.
2. In-country support dedicated to the project even on a part-time basis is needed to improve the effectiveness and efficiency of project delivery.

3. To further strengthen the project advisory committees in the future, members should support regular meetings to discuss individual project activities and to encourage information sharing and discussion more broadly about employment and training. This would also assist with institutionalising these committees, where appropriate, in connection with the implementation of the UNCRPD.
4. Capacity building for project partners in the rights-based approach to disability issues and in project management, as necessary, should be held in order to improve the sustainability of project outcomes.

Phase III

1. The linkage of *PEPDEL* with ongoing ILO activities should be strengthened in order to ensure broader impact and continuation.
2. Awareness-raising activities should occur at the national, regional, district and local levels to ensure proper implementation at every level.
3. Materials should be translated in order to increase the overall impact of the project.
4. Constituent involvement in the Pacific Rim countries in annual work plans and key partner involvement in submitting requests should be encouraged, as this would increase the relevance of *PEPDEL* to developing national circumstances. For example, in China, the proposal to develop a new preferential tax policy measure emerged from the process of consultation linked to the work planning process, and *PEPDEL* plans to support a forum on these issues.

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Annex 5. Outcome 17 – Discrimination at Work

110300. Outcome 17 - Discrimination at Work

Discrimination in employment and occupation is eliminated

Total: 12 CP Outcome(s)

110300.10 - 17.1. Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination. - Target:5 MSs

Red	Orange	Green
<p>Total: 1 CP Outcome(s)</p> <p>America Region (1)</p> <p>COL102 Comisión Tripartita para la igualdad entre mujeres y hombres creada, y habrá adoptado 1) plan de acción para promover la igualdad de género en el ámbito laboral y 1) plan de acción para la conciliación entre vida familiar y laboral</p>	<p>Total: 2 CP Outcome(s)</p> <p>America Region (2)</p> <p>SLV104 El MTPS incorpora la perspectiva de género dentro de su accionar y promueve una política para la igualdad de género, en respuesta al PME para El Salvador.</p> <p>URY805 Actores sociales fortalecidos para incorporar una dimensión de género en el proceso de negociación colectiva</p>	<p>Total: 10 CP Outcome(s)</p> <p>Africa Region (2)</p> <p>CMR828 Vulgarisation des principes clés des conventions de l'OIT pertinentes pour les questions indigènes et tribales en Afrique Centrale</p> <p>ZWE901 Gender equality and empowerment that will alleviate poverty and influence social development</p> <p>America Region (3)</p> <p>ARG103 El MTESS y actores sociales incorporan de manera efectiva y sistemática la perspectiva de igualdad y equidad de género en el diseño, ejecución, monitoreo y evaluación de políticas y programas con base en el Pacto Mundial para el Empleo.</p> <p>BRA103 National capacity to formulate policies and programs to promote the equal opportunities and treatment are strengthened.</p> <p>CHL154 Mejora aplicación de ley de igualdad de remuneraciones y se incorpora dimensión de género en políticas de empleo y respuestas frente a la crisis</p> <p>Arab States Region (2)</p> <p>JOR152 Improved working conditions of women in the labour market</p> <p>PSE128 Strengthened capacities of the social partners to engage and influence employment policies, including women's employment and protection in the workplace</p> <p>Asia and the Pacific Region (1)</p> <p>CHN903 Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices amongst enterprises</p> <p>Europe Region (2)</p> <p>AZE152 Gender equality and non-discrimination is promoted</p> <p>UKR126 Employment programmes and services are developed and implemented to promote gender equality in the world of work.</p>