



International
Labour
Office

Decent Work Country Programme

Syria

DECENT
WORK
COUNTRY
PROGRAMME



Syrian Arab Republic

Decent Work Country Programme 2008-2010

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1. INTRODUCTION

The purpose of this Decent Work Country Programme (DWCP) is to ensure a coherent, comprehensive and integrated approach to reduce decent work deficits in Syria, based on a set of identified and agreed priorities between the ILO and its constituents. The DWCP is a strategic and operational framework for ILO's interventions and expresses the common commitment of the Government, Workers' and Employers' organization and the ILO to collaborate on specific objectives aimed at ensuring opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The document defines the priorities based on an analysis of the labour issues and identifies results to be achieved and strategies for implementation during (2008 -2010) It has been developed within the context of a coherent United Nations support to complement the national efforts to achieve national development goals.

2. COUNTRY CONTEXT

2.1. Socio-economic context

Overview

Syria is a lower middle-income country with an estimated GDP per capita of US \$1,380, a population of 19,172 million growing at about 2.58 percent per annum.¹ Real GDP growth is expected to remain relatively weak at around 5.1 % per year in 2006². In 2007-8 the United Nations Human Development Index (HDI) placed Syria 108 out of 177 countries, in its list of countries with medium human development, and 12 out of 20 Arab countries in the Arab Human Development Report ranking.

Over the past three years, Syria has recovered from a half decade of weak growth, notwithstanding an unsettled regional environment and a sharp drop in oil production. The economic recovery has gained momentum; private investment has strengthened owing to an improved business climate³. Growth has already fed into a drop in the rate of unemployment from 11.7% in 2002 to 8.5% as of September 2006 according the Syrian Central Bureau of Statistics⁴.

According to UNDP⁵ the incidence of poverty (national poverty line of two dollars a day) has decreased from 14.3% in 1996-1997 to 11.4% in 2003-2004, but economic growth in Syria has not favored the poor and has raised inequalities. 30% of the population is presently just above the poverty line and can satisfy a reasonable level of basic needs.

As a result to the poverty and the quality of education which is leading children to early dropout, the phenomena of child labour is growing in Syria. According to FAFO report⁶, no government agency has to date conducted a national survey on child labour. However, information collected from available studies, indicated the overall estimate of child labour was 6.6 per cent for 6 -17 year-old. The Syrian Statistical Abstract for the Year 2000⁷, mentioned the percentage of child labour represents only 3 per cent for 10-14 year-old, and the Syria Internal Migration Survey (SIMS) of 2000⁸, revealed that 18 per cent for 10-17 year-old. The SIMS analysis indicated that two third of the working children live in rural areas and about

¹ Sources: Syrian Statistical Abstract 2006, UNDP Human Development Report

² Syria, Ministry of Economy.

³ IMF, Executive Board Concludes 2007, August 15, 2007.

⁴ Statistical Abstract 2006, Manpower and Labour Force, Central Bureau of Statistic, Syria .

⁵ Poverty in Syria: 1996-2004, Diagnosis and pro-poor policy considerations, Heba El Iaitly, Khalil abu Ismail, UNDP, June 2005.

⁶ FAFO, 2003, Pg 8.

⁷ Syrian Statistical Abstract, 200, CBS.

⁸ SIMS, Damascus university, CBS, FAFO 2000.

half of them are unpaid workers in family businesses. As become clear, there are conflicting data between different studies. However these figures on child labour tend to under-estimate the actual size, especially that working children are usually found in the informal sector.

Labour force and employment

The labour force represents less than one-third of the Syrian population and less than half of the working age population. About 55% of the employed populations are wage earners, followed by self-employed (about 25% of the employed population). The percentage of unpaid workers (mainly engaged in family work) is significant, whilst employers constitute the smallest proportion of the working population⁹.

Syria is facing a mounting youth unemployment problem. Young people aged 10-24 constitute 34.2 percent of the total population of Syria, whereas youth aged 15-24 constitute 22.2 percent. High population growth combined with slow increase in employment opportunities are working to produce a “double squeeze” on the job market, creating rapidly diminishing prospects for the growing number of young entrants.

There is an important gender dimension to the unemployment in Syria, with unemployment rates among young women almost twice as high as those among young men. In addition, 50 percent of young women in Syria (age fifteen to twenty-nine) are neither in the labour force nor in school, suggesting potential barriers to labour market entry¹⁰.

The 2005 MDGR¹¹ and the Tenth Five-Year Plan 2006-2010 recognize that, despite many official efforts over the years, women still lag behind in matters related to education, health, employment, political participation, and access to resources. Women’s participation in the labour force is 18%¹². Approximately 20% of the members of trade union associations are female. Working women became members of the Council of Trade Unions Association in 1982 and some of them are union leaders.

Workers’ vulnerability is an important issue: The structure of the Syrian labour market and the large number of jobs in the informal economy leaves the majority of workers without basic forms of social protection, and the majority of these are women, who are often exposed to financial, economic, and social risks and vulnerability resulting from their need to find employment and generate income. In addition, the number of migrant workers increased following the adoption of the law for the employment of migrant domestic workers in 2006, which allowed Syrians to employ foreign domestic workers. They have very little protection under Syrian law because even though their employment is legal, it is not regulated.¹³ The Syrian law prohibits discrimination against people with disabilities and seeks to integrate them into the work force; however, implementation remained inconsistent. People with disabilities are entitled to 4 percent of government and public sector jobs.

Labour market governance

Many laws and regulations have already been revised to address the economic and social challenges that will result from moving to a social market model, in place of centralized state control, but the measures are not yet comprehensive enough to boost economic activity to the desired extent. In many areas the Government lacks dependable data on which to base sound economic decisions, and lacks also a long-term framework that would inform policy reforms.

⁹ Scholl to Work Transtion Survey in Syria, ILO 2006

¹⁰ Nader Kabbani, Noura Kamel, Youth Exclusion in Syria, Social, Economic and Institutional dimentions, 2007.

¹¹ MDG Report 2005, UNDP and SPC.

¹² Labour force survey, CBS 2006.

¹³ Explotratory study on foreing domestic work in Syria, IOM 2003

Labour administration reform is on the top of the agenda of the Ministry of Labour and Social Affairs, as the structure and capacity of the labour administration do not adequately correspond to the needs of employers, workers or an effectively functioning labour market. This is the result of inadequate human and financial resources, and the ability to initiate and implement the necessary changes to respond and adapt to a rapidly changing market. In addition, effective and sustainable social dialogue with the employers' and workers' organizations on employment matters and industrial relations are not adequate, the social dialogue committee does not have the capacity to prevent disputes, promote collective bargaining and social dialogue.

The employment services are inadequate and there are urgent needs for reform of the public employment services (PES). Ill-equipped premises and inadequate numbers and capacities of staff are compounded by legislative and regulatory obstacles¹⁴ to improved service delivery. Moreover, the information system is weak and there is practically no coordination with the private sector or involvement of the social partners.

While several decrees have contributed to easing regulation for enterprises in Syria over the past few years, developing the business environment, including business services and support to start-ups with particular emphasis on opportunities for youth and young women, is still a terrain full of possibilities.

Social protection and social safety nets to protect the vulnerable are not targeting the needed population. The existing social safety net is costly and inefficient. It cannot manage the poverty risks deriving from the country's economic transition process. It is recognized that reforms and diminishing of many of the subsidies on goods and services can affect some segments of the population adversely, especially in the short-term. The social security system, which is the oldest in the Arab region and which covers public and private sector employees for pensions and work injury, is facing severe challenges that will compromise its medium-term viability. Any reform needs to address the current short comings but also to take into account the country's transformation from a central market economy to a social market economy

Syria's labour inspection system is severely challenged as a result of the new economic reform process. The increases of private enterprises, self employed, as well as the expansion of the informal sector, have created a much larger playing field to monitor the application and compliance to national law. The current capacity of labour inspection needs to be strengthened to respond to emerging needs. There is currently no minimal criteria established as to which workplaces qualify for inspection. Further more, there is little information or statistics on the labour inspections to economic and agriculture sectors. Coordination mechanisms amongst various law enforcement agencies need to be developed.

2.2. National response and priorities

The Syrian government presented the 10th Five-Year Plan for 2006-2010¹⁵ as the blueprint for comprehensive economic and social reform and transition from a centrally planned to a 'social market economy'. According to the Plan, the Government is introducing a comprehensive set of measures to transform the country into one with an efficient, open market economy. The Government recognizes that, to be successful, reforms need to cover all areas of the economy, and in the short term not all segments of society will benefit

¹⁴ As an example, a mandatory "first registered-first served" queuing system for jobseekers means that, with an applicant-to-job ratio of approximately 3 to 1, newly registered jobseekers have a very lengthy wait whilst employment office staff are presently allocating jobs primarily to those who registered several years before.

¹⁵ The 10th Five-Year Plan for 2006-2010, State Planning Commission, 2006.

equally. The Government intends to proceed vigorously with reforms that are needed in order to realize its vision for the future; it recognizes that such a fundamental transformation cannot be achieved in five years. In addition to the 20-year vision and the comprehensive strategy that will be prepared for each sector, the plan has medium targets of 10-15 years, aligned with the MDGs.

The Ten Five-Year Plan introduces a focused commitment to the empowerment of private sector and civil society organizations in the national development Agenda as a means to achieving increased citizen' participation in socio-economic development, empowering communities and enhancing social responsibility.

The Government intends to inject principles of administrative reforms and efficiency into all aspects of public service. The Ministry of Labour and Social Affairs (MOLSA) in collaboration with GTZ is implementing a programme for restructuring of the Ministry since 2006. The EU in collaboration with the State Planning Commission, and Chamber of Industry of Damascus is implementing a technical cooperation project on "Modernization of Vocational Education and Training Programme and Enhancing Employment Services".

Addressing the unemployment situation, particularly among young people, and preparing a better qualified labour force, are high priorities of the Syrian government. To ensure an efficient transition to social market economy, the government has developed several measures to increase employment opportunities and improve the functioning of the labour market including loosening labour market regulations to promote the development and growth of SMEs and encouraging firms in the informal sector to join the formal economy. A number of additional initiatives were developed such as the establishment of an Observatory unit for labour market information, combined with intensive labour market data collection efforts (including a labour market census in 2000, a labour force survey in both 2001 and 2002, and a national unemployment survey in 2003). The establishment of the Commission for Employment and Enterprise Development to enhance job creation through credit for MSMEs was an important milestone of 2001

Syria has made considerable strides over the past three decades in respect of the MDG targets and indicators. The report MDG+5 describes in the 8th goal (objective 16) the rise of unemployment among the 15-24 in general, compared to other age groups in the workforce. As a result the Government considers the creation of labour opportunities at the top concern for Syria within the vast development in information techniques, communication, innovation and rapid changes that led to great changes in the production process. Among the strategic interventions planned by the government are permanent development of training and rehabilitation modes with the aim of upgrading the skill standards of the workforce and their potentials to find jobs, together with the development of legislation relevant to the labour market¹⁶.

The government is implementing a programme to analyze and monitor the impact of reform, including reforms with subsidies, and social protection programme. It has collaborated with the World Bank to prepare a Social Protection Strategy, including the reform of the social security benefits.

2.3. UN Reform

The UNDAF was prepared in parallel with the 10th Five Year Plan¹⁷; therefore it was possible to ensure close alignment between the two processes. The social market economy being instituted by the 10th Five Year Plan entails transformation in the role of the state, and a key

¹⁶ The 2nd MDGs report, UNDP, State Planning Commission, 2005.

¹⁷ UNDAF, Syria, 2007- 2011.

step in promoting greater efficiency is the creation of mechanisms for holding public bodies accountable for their actions. The UN's neutrality and objectivity make it a natural partner for the Government in these efforts. Specific initiatives may include building the capacity of social actors to play an effective role in the economic and social debate on transition.

The Government intends to inject principles of administrative and economic efficiency into all aspects of public service, and therefore envisages that the full spectrum of UN agencies will have a role to play, often working in joint or collaborative ways as "One UN" country programme. The work in this area will range from capacity building to institutional reforms, in line with the Ministerial Declaration that called on the whole multilateral system to mainstream full productive employment and decent work for all in their policies, programmes and activities in order to achieve the Millennium Development Goals by 2015.

The Decent Work Country Programme will be aligned with the following outcomes and outputs of the UNDAF: (outcome 1.1) Social protection strengthened and better targeted; (1.2.4) Industrial framework developed, including restructuring public enterprises, specific policies for SMEs, and dissemination of corporate social responsibility principles (outcome 1.3) Employment environment and opportunities for skill-enhancement improved, (outcome 2.2) Accountability of executive bodies reinforced, toward the general public and in regard to committed UN Conventions and treaties; and (Outcome 2.4) An empowered civil society involved in the development and implementation of public policies, planning and programmes (annex II) Based on consultation with the concerned agencies involved in these outcomes, the DWCP component will complement the current and planned programme of several UN agencies.

Within the framework of the ILO-UNDP agreement, both agencies will work in close collaboration with the MOLSA. The ILO-UNDP joint work plan for 2008-2009 will, include collaboration in the following areas: the impact of WTO and other international trade agreements on the private sector, labour market and labour force; development of a National Employment Strategy; Supporting SMEs development and the promotion of Global Compact principles in line with ILO's Declaration on Fundamental Principles and Rights at Work.

The ILO has prepared in collaboration with UNICEF a project proposal "National Programme on the Elimination of the Worst Forms of Child Labour", that will be jointly implemented. The ILO will also cooperate actively with UNESCO, UNHCR and other international development agencies.

IOM is implementing a project on capacity building for Government senior managers aiming at strengthening the capacity of the Syrian Government to face migration. ILO will collaborate with IOM in the creation of legal and administrative mechanisms for migration management and protection.

2.4. Labour and Employment Legislations and Ratifications of ILO Conventions

Since it joined the ILO in 1961, Syria has ratified 49 conventions. Included among the ratified conventions are all eight core conventions (Convention Nr: 29, 87, 98, 100, 105, 111, 138, and 182).

The sources of labour legislation in the Syrian Arab Republic are Act No. 91 of 5 April 1959 and its amendments promulgating the Labour Code, and the Public Service Law No.1 of January 1985, and the Law number 49, of 1962 related to termination of employment. There is limited coverage and enforcement of national labour legislation, particularly in the growing informal economy.

In the field of child labour Syria adopted the National Work Plan to implement the World's Call on Child survival related to the Convention on the Rights of the Child, and the ILO Conventions No. 138 and 182. A new law number 24/2000 was issued states that the minimum age for children's entry into labour force is 15 years.

Syria ratified the UN convention on the Elimination for All Forms of Discrimination against Women (CEDAW) with reservation applied to article 2, 16, and 29, as these articles were found by the Government to be incompatible with the Sharia.

Considering the necessity to create a more favourable legislative environment that will facilitate the social and economic reforms' programme, the ILO assisted the Ministry of Labour and Social Affairs to revise the law of the Commission for Employment and Enterprise Development, and the legislation for the recruiting and employment of foreign domestic workers.

2.5 Tripartism and social dialogue

Syria's constitution provides in law the right of association and conventions 87 and 98 have been ratified. While trade union unity remains a strategic objective of the General Federation of Trade Unions in Syria, efforts are exerted to have the provisions of these conventions implemented and enforced. Moreover, trade unions continue to complain that their views are not always heard or taken into consideration when discussing issues of relevance to the workers.

Trade unions in Syria have been redefining their roles and functions according to the new needs emerging from the trend toward more economic openness, including a shift in the system of ownership and institutions, and in line with the five year economic development plans. They have been performing many new tasks and building capacities to learn the new skills needed to operate in changed circumstances.

ILO's constituent for the employers in Syria is the Chamber of Industry of Damascus and its Suburbs (CIDS). Membership in the Chamber includes public and private sector industries. There are around 55 large government industries in the city and suburbs of Damascus that are members of the Chamber. The other member industries are private enterprises, the majority of which are small and medium. The number of registered member industries in the Chamber increased from 3799 to around 4300 between 1980 and 2003. The dominant majority are the SMEs.

According to the 10th Five-Year Plan, the Government will accord special attention to strengthening the role of the employers' and workers' and their participation along with other social forces to have their inputs considered in the development efforts. Such an approach will lead to the effective mobilization of a large popular participation and involvement in collective action plans. Employers' and workers' organizations will be encouraged to participate actively in the political, economic and social issues.

In order to support the momentum of this increasing dialogue between employers' and workers' organizations and the Government, regulatory and operational conditions must be adapted in such a way that facilitates such an endeavor. On the other hand, social partners should have access to capacity building and funding in order to realize these initiatives. The social partners will be provided with training and advisory services designed to improve their capabilities in engaging in social dialogue; to promote the kind of national consensus that will take the interest of all partners in the economic and social debate on transition process. Social dialogue mechanisms will need to be enforced and activated on labour issues such as the labour law and the social security law.

3. ILO PAST AND ONGOING COOPERATION 2003-2007

The ILO Regional Office for Arab States signed in May 2006, with the Syrian Ministry of Social Affairs and Labour a Joint Plan of Action for the period 2005-2007. The Plan spells out the role of the Office in contributing to the country's development goals through the promotion of decent work, set guiding principles, and identifies the main challenges and priority areas for action.

Below are the main results of previous ILO support:

ILO Strategic objective 1: Promote and realize fundamental principles and rights at work.

- (i) A "Rapid Assessment of the Worst Forms of Child Labour in Syria" was conducted at the end of 2005, and a national workshop organized to discuss the finding of the assessment, which focused on the need to address the most severe forms of child labour in the northern and eastern rural areas of Syria; the need to build knowledge base on child labour; the need to focus on prevention, protection and rehabilitation; and the need to launch a programme in collaboration with UNICEF to eliminate the worst forms of child labour in Syria.

ILO Strategic objective II: Create greater opportunities for women and men to secure decent employment and income.

- (ii) Syria in 2005 declared its intention to become a Lead Country of UN Secretary General's Youth employment Network (YEN), within this framework the ILO supported a School-to-work transition study, which was prepared based on a survey conducted in 2006. The ILO DWCP will support the government to prepare the National Action Plan on Youth Employment.
- (iii) Entrepreneur culture in Syria was supported by the "SHABAB programme 2006-2007" an initiative that was supported by the First lady, the ILO package "Know About Business" introduced entrepreneurship to secondary and vocational institutes with the aim of creating awareness of enterprises and self-employment as a career option for young people; and develop positive attitudes towards enterprises and self-employment among the population. Additional support will be provided within the DWCP to introduce KAB in schools and university curriculum.
- (iv) An assessment of the public employment services in collaboration with Turin International Center was conducted in 2006. The findings of this assessment focused on the need to reform the public employment centers and provide assistance to ratify and implement the ILO Convention No. of the Private Employment Service which focus on involving the social partners in designing and implementing labour market policies.
- (v) A new Law for reforming the Commission for Employment and Enterprise Development was adopted in 2005. The new Law, which was supported by the ILO focused on adopting a two-pronged approach: (i) work at the policy level aimed at raising the rate of economic growth and ensuring stability, and (ii) interventions on both demand and supply sides to support entrepreneurship and enterprise development, to strengthen skill development, and to facilitate the task of job matching. The ILO organized several TOT training workshops on "Start Your Business (SYB) and Improve Your Business (IYB) with the aim of building the capacity of the Commission.

ILO Strategic objective III: Enhance the coverage and effectiveness of social protection for all

- (vi) Legislation for the protection of migrant domestic workers in Syria was adopted in 2006; ILO provided comments to the Government regarding the Law and recommended ratifying the Convention No.181 (1997) on Private Employment Agencies. The ILO will develop the capacity of MOLSA in application of the law.

ILO Strategic Objective IV: Strengthen tripartism and social dialogue

- (vii) Employers' and workers' organizations were supported with capacity building activities on different decent work issues during 2003-2007.
- (viii) Women Business Committee of the Chamber of Commerce was supported by ILO, several capacity building activities were provide on the role and responsibilities of the committee.

4. DWCP PRIORITIES AND OUTCOMES

4.1. Formulation process

The DWCP was designed based on extensive tripartite consultations with the Ministry of Labour and Social Affairs and the social partners. Early in the planning process, the ILO acknowledged that the DWCP could only be valuable if it is based on broad consultation process – Ministries of Economy, Education, Higher Education, State Planning commission, Syrian Commission for Family Affairs, Central Bureau of Statistics - UN organizations, EU, GTZ, and NGO's – to ensure a integrated and coordinated approach. The ILO reviewed the status of pending key issues within the context of the on-going TC programme, and reflected the new priorities of the constituents and other line ministries' strategic plans.

In June 2007 a team of ILO officials held consultations with the constituents and other stakeholders to identify country programme priorities. Another complementary mission was undertaken in August 2007, to further unpack some of the issues pertaining to social protection. Based on these missions, the priority areas of ILO focus were identified to "Contribute to poverty alleviation through creation of decent work with a focus on young man and women". These constitute three important areas of development focus and are very well articulated in the 10th five year development plan. Based on the priorities, five outcomes focussing on Labour market governance, social dialogue, employment, entrepreneurship and social protection were jointly identified. The criteria for selection were based on ILO comparative advantage, synergies with programme of other UN agencies, the national development plans and the priorities of the constituents within the current economic reform process. Once the draft document was finalized and shared with all partners, a final tripartite meeting took place end of October 2007 to present and discuss the document. Comments and feedback were subsequently integrated in the document. The DWCP was then appraised through the Quality Assurance Mechanism by the Regional Members of Support Group of ILO HQ Geneva.

4.2. Priorities and Outcomes 2008- 2010

DEVELOPMENT GOAL:

**Contribute to poverty alleviation through decent work
with a focus on young men and women**

PRIORITIES AND OUTCOMES:

A. Improve the capacity of tripartite constituents to implement labour policies and legislation.

1. Labour market governance and compliance with DECLARATION and ILS improved through strengthened labour administration.
2. Policies and mechanisms for social dialogue improved and legal framework strengthened.

B. Increase employment opportunities

3. Strengthened capacities of national partners for the development, monitoring and evaluation of a national employment strategy.
4. Conducive business environment targeting Syria youth and women fostered.

C. Enhance social protection

5. Improved capacity of government and social partners to strengthen social security policy making and administration and to improve the access to adequate level of social protection to all workers and their families, including those in the informal economy.

(See Annex I, DWCP logic model and results framework)

4.3. Overall strategy and articulation of the programme

The DWCP components will be fully integrated in the national strategies and development plans, ensuring centrality of ILS, Gender, social protection, tripartism and social dialogue. The support and assistance to the Government and its social partners in the priority areas identified, and in achievement of the outcomes of this DWCP, will be through a coordinated multi-component approach, based on current national priorities and ILO comparative advantage.

As the first DWCP for the country, the programme will have an initial duration of three year. This will allow for its alignment with the national development plan (2006-2010) and the UNDAF (2007-2011), thus ensuring a stronger focus for the allocation of resource and greater flexibility in reviewing and assessing the results of the programme and taking the necessary corrective measures.

Progress towards decent work requires both in-depth work on each of its different dimensions and an integrated approach that brings these dimensions together in a coherent and consistent policy framework.

Priority I: Improve the Capacity of tripartite constituents to implement labour policies and legislation.

This priority is at the core of Syria's current reform agenda. Independent and strong workers and employers' organizations contribute to good governance, transparency and a fair and productive labour market. The government is keen to make decision making more inclusive and the social partners are interested in more actively participating in the policy formation, implementation and monitoring process.

In order to address these priorities, the programme will focus on 2 specific outcomes:

Outcome 1: Labour market governance and compliance with DECLARATION and ILS improved through strengthened labour administration.

Programme strategy:

The ILO's unique normative role is based on a wide body of international labour standards covering a wide range of world of work issues. Dialogue among the standards supervisory body and government, with participation of social partners are indispensable for monitoring and attaining economic and social progress. The ILO will promote good governance through integrated approaches, including effective participation of social partners, better international Labour Standards implementation, labour law and effective labour administration and sound industrial relations, tripartism and social dialogue. The ILO will provide technical assistance and legal services to redress the ILO comments with a view to given a full effect in law and in practice to the ratified ILO conventions as well as to comply with ILO constitutional reporting obligations.

Good governance requires strong labour inspection systems and an integral part of sound labour administration and labour-management relations based on modern labour laws. New approaches, guides and tools developed by the ILO related to labour administration will be a key part for strengthening the capacity and responsiveness of MOSAL. Continuing attention will be given to systems and mechanisms needed to promote workers' rights, in line with the Labour Administration Convention, 1978 (No.150). This will be accomplished by focusing on specific priority areas for capacity building, which correspond to the four main labour administration functions as identified by the relevant ILO Conventions: Labour law and policy; labour inspection and research; industrial relations and social dialogue; and employment and advisory services. An essential component of the ILO assistance will encourage labour administrations to practice effective and sustainable dialogue with employers' and workers' organizations on employment matters and improve services and strengthen industrial relations policies for the benefit of the social partners and the labour market as a whole.

While there are around 600,000 registered industries in Syria there is no labour inspection system in place. This results in lack of cooperation and efficiency among the different administrations in charge for labour inspection (MOLSA and the Social security Corporation). The labour inspectors are not trained, ill equipped and not fully employed by MOLSA. The ILO will assist the Ministry of Labour and Social Affairs to establish efficient and effective labour inspection systems to ensure compliance with ILO conventions. This process will also promote dialogue between workers, employers and government, through the establishment of tripartite inspection committees.

While concentrating the effort on the registered establishments, the ILO will attempt to train the labour inspectors on the informal labour market which is expanding and has been an attraction for a larger percent of the young labour market entrants. It has also, as is the case in many neighbouring countries, been the major employer of children and women who are abused in terms of the long working hours, the appalling working conditions and the low wages. Technical assistance will be provided to develop integrated, technically-competent labour inspection in line with the ILO Conventions No. 81 and No. 129. Focus will be on developing competences in labour relations, and information management. The social partners will be involved in developing the new concept of an integrated inspectorate and defining mechanisms of cooperation. Technical assistance will also be provided on labour legislation to strengthen the knowledge of the labour inspectors to enable them to perform effectively their duties and responsibilities in this regard.

ILO NORMES provided comments on the draft legislation regarding migrant domestic workers in Syria. The Government adopted in 2006 a regulation to govern the employment offices for migrant domestic workers. In order to enforce the regulation, the ILO will provide technical assistance to the MOLSA in creating legal and administrative mechanisms for migration management and protection of migrant workers rights. The ILO guide to private employment agencies is being translated into Arabic and training on using the guide will be conducted. Another important intervention is to have codes of conduct for these agencies, and the labour inspectors should be trained on inspection of private employment agencies. The ILO will promote the Multilateral Framework on Labour Migration by assisting the Ministry with gender-sensitive policies and institutions for labour migration, in keeping with its non-binding principles and guidelines. Special attention will be given to women domestic workers.

Syria has ratified two ILO Conventions related to child labour No (138) 1973 and (182) 1999. Accordingly several national legislations were developed or re-enforced in order to be able to bring these international conventions to the country level implementation.

The ILO in collaboration with UNICEF will provide technical support to the Government and social partners to define and implement programme interventions towards the systematic abolition of worst forms of child labour in line with the Convention 182. The programme will contribute to the progressive elimination of child labour, in particular its worst forms in Syria, focusing on the prevention, withdrawal, rehabilitation and provision of alternatives for working children. The programme will focus on building the capacity of MOLSA and social partners to effectively deal with child labour; establish knowledge base and monitoring system; contribute to the implementation of compulsory education; and eliminate the worst forms of child labour through the development of integrated programmes in selected areas (Damascus, Halab, Deir el-Zor).

In line with the ILO resolution concerning the promotion of gender equality, and the 2007 Global Report on Discrimination, the Gender-related concerns will be systematically integrated in the DWCP. The overall strategy to advance gender equality in practice is to mainstream gender concerns in all outcomes. Support will be given to conduct a participatory tripartite gender audit, as the training materials are already in Arabic and so is the TOT. The ILO will propose establishing and building capacities of a gender focal point in MOLSA, and building the capacities of the Ministry through establishing a workplan, strategy, TORs, guidelines and procedures followed by coordinated activities to mainstream gender issues in all departments (labour inspection, social protection, research and planning).

Equal opportunities for women in the labour market will be promoted, especially in the light of more flexible forms of employment and work organizations. Measures will be taken to promote women's leadership business which will result in enhancing their position in employers' organization. Technical advisory services will be provided for the Women

Business Committee on reorientation of the role and responsibility of the committee, development of workplan, and strategy.

A coordinated approach to institutional capacity building will be developed to enhance the capacities of the Ministry of Labour and Social Affairs and the employers' and workers' organizations, relevant to the achievement of Syria's national development goals in relation to labour and employment issues and poverty alleviation. The ILO will support establishing a policy advisory unit at the MOLSA as a capacity building component in support of coordination and management of the development initiatives.

Key performance indicators:	
<ul style="list-style-type: none"> - The recommendations of the assessment of labour inspection system are implemented by the Ministry of Labour - Proportion of trained labour inspectors that perform their duty according to internationally accepted standards - Mechanisms for labour dispute are in place and operational - By the end of the programme, Gender considerations are mainstreamed in all strategies and plans implemented by the MOLSA and social partners - National Policy and Programme Framework on the elimination of child labour endorsed by the Government and social partners 	
Outputs	Partners
1.1 Capacity building strategy for labour administration including labour inspection and labour dispute is drafted and developed in full consultation with the social partners.	<ul style="list-style-type: none"> - The Ministry of Labour and Social Affairs. - The General Federation of Trade Unions (GFTU). - The Employers' organizations - UN Agencies - UNICEF
1.2 Creation of legal administrative mechanisms for migrant management and protection of migrant workers rights.	<ul style="list-style-type: none"> - Ministry of Health, labour inspection. - Ministry of Agriculture concerned with the implementation of ILO convention 129. - Women Business Committee
1.3 MOLSA and social partners capacitated to implement or contribute in implementation of ILS and mainstream gender and equality considerations in their policies and programmes.	<ul style="list-style-type: none"> - Women's General Union - NGO's working on Gender issues - UNDP, IOM
1.4 Strengthened capacity of the MOLSA and social partners for programme coordination, monitoring and reporting	<ul style="list-style-type: none"> - The Ministry of Labour and Social Affairs. - The General Federation of Trade Unions (GFTU). - The Employers' organizations
1.5 Increased capacity of government and social partners to address worst forms of child labour, including girl child domestic labour.	

Outcome 2: Policies and mechanisms for social dialogue improved and legal framework strengthened

Programme strategy

This outcome focuses on building the capacity of MOLSA, workers and employers organizations to participate in social dialogue. The social partners will be provided with training and advisory services designed to improve their capabilities in engaging in social dialogue that promote consensus for effective participation in the economic and social debate on transition. The support for national level social dialogue also needs to be completed by enhanced capacities to address decent work issues, and to strengthen the institutions and processes of social dialogue

The ILO will provide technical expertise to improve the effectiveness of the existing mechanisms for social dialogue, provide technical assistance in the creation of new structures, and strengthen the technical capacity of the parties - the workers' and employers' organizations and ministry officials - to actively participate in these institutionalized mechanisms of social dialogue.

Considerable ILO technical assistance will be provided to establish a national tripartite consultative committee and strengthen the capabilities of social partners to engage in social dialogue, collective bargaining and dispute settlement mechanisms. The social partners will be trained in representational skills and negotiations to enhance their participation in national institutions, including the envisaged body to monitor implementation of national development plan and DWCP. Corporate Social Responsibility will also constitute a key topic of this capacity building process. Tripartite constituents will receive guidance in the formulation of their policy with regard to social security reforms by way of training in the area of social security principles, policy and financing.

The ILO will also provide technical expertise to the government and social partners and assist them in finalizing the draft labour code in conformity with International Labour Standards, and examining the possibility of ratification of Convention no 154 (1981) on Collective Bargaining.

Key performance indicators:	
- Number and frequency of meetings of the Tripartite consultative committee that are in line with its revised role, mandate and functionalities	
- Number of policy discussion meetings that involve workers' and employers' organizations	
Outputs	Partners
2.1 Tripartite consultative committee established and social partners' capacities strengthened to engage in social dialogue.	- The Ministry of Labour and Social Affairs. - The General Federation of Trade Unions (GFTU).
2.2 Labour law revised in conformity with ILO ratified convention and with full involvement of social partners.	- Employers' organizations

Priority II: Increase employment opportunities

Addressing the employment issue in Syria requires a comprehensive approach that will reform the labour market regulations and specifically design a national employment strategy. The Ministry of Labour and Social Affairs and the social partners will be better equipped to design, implement and assess policies and programmes to promote regulatory environment favourable for start-up of new enterprises and expansion of existing ones, as well as effective policies and strategies that promote the upgrading of informal enterprises to join the mainstream of the economy.

To achieve this priority, the programme will focus on the two following outcomes:

Outcome 3: Strengthened capacities of national partners for the development, monitoring and evaluation of a national employment strategy

Programme strategy

The Ministry of Labour and Social Affairs attaches a strong importance to developing a National Employment Strategy (NES) that supports poverty reduction efforts, and that is founded on the principles of Decent Work. In addition, there was broad consensus amongst

the other counterparts on the pressing need for an employment strategy. Substantial support would be required from the ILO in terms of training Syrian counterparts on employment and labour market policy issues and in developing the NES, whilst bearing in mind the intertwined issues of social protection that must be taken into account for a coherent NES.

For a National Employment Strategy to be developed and ultimately implemented there needs to be a stronger institutional capacity to ensure sustainability. Systematic capacity building work is required to allow MOLSA staff to better understand the nature of employment policy and be more closely involved in the NES development process as a whole. To this end ILO (Beirut, Geneva and ILO-ITC Turin) could assist in the provision of technical training workshops for MOLSA staff (and other concerned stakeholders) on certain thematic areas, such as:

- Employment, Growth and Poverty linkages in Syria (macro-dimensions)
- Designing Employment and Labour Market Policies
- Labour Market Information and Analysis
- Linkages of employment policies with social protection policies, including protection in case of income loss and poverty.
- Capacity building to develop a national action plan on employment and income generation for people with disabilities.

The ILO will also support MOLSA in promoting the inclusion of people with disability to ensure equitable access to training, employment and income generation opportunities. The ILO will facilitate the process of integrating the community based-rehabilitation programme (CBR) in the MOLSA programme for the disabled.

There exists a reasonable body of relatively recent information on the Syrian labour market¹⁸. These and other relevant materials need to be mapped and analyzed, and gaps in the knowledge-base required for the employment policy need to be identified and filled. To this end, a national Task Force should be established to oversee this work, identify the priorities of the NES and guide its development. The Task Force should be led by MOLSA but, as the strategy would need to be understood and owned by all concerned national stakeholders and properly integrated into the national development planning process, it should also include other concerned ministries (e.g. Economy, Education, Finance), the State Planning Commission, the Deputy Prime Minister's Economic Team, the Public Agency for Employment and SMEs Development, Employers' and Workers' representatives, amongst others. The national Task Force would be technically supported by the ILO.

A clear entry point for the NES is a national action plan on youth employment, given the demographic dynamics of the employment challenge in Syria. With the SWTS having been completed and presented at a national workshop in July 2006, MOLSA and the Task Force could start work immediately on preparing a national plan of action that further develops the policy recommendations of the SWTS report in the Syrian context. ILO can backstop this activity and provide technical and process guidelines (already prepared in Arabic) on the preparation of NAPs on youth employment, which are a requirement of a UN General Assembly resolution. Moreover, as a Youth Employment Network lead country, Syria has a particular interest in and obligation towards developing a NAP. This NAP would be an integral element of the NES.

To strengthen the capacities of the employment services, the regional office in collaboration with Turin International Center will support MOSAL in its reform of the public employment

¹⁸ the Central Bureau of Statistics (CBS) conducts an annual Labour Force Survey and has also recently completed a labour demand (establishment) survey with the Norwegian Institute, FAFO; in addition, there is the ILO School-to-Work Transition Survey (SWTS) conducted by CBS, MoLSA and ILO in 2005-6, as well as other analytical and policy-oriented papers such as the UNDP-led macroeconomic study and labour market assessment of 2005.

offices to provide better labour market intermediation services. The ILO will also provide support to build the capacities of the employment services officers to be more responsible to the decent work needs of people with disabilities. The ILO will collaborate with UNDP to develop the functions of career guidance services at the employment offices to include designing and disseminating career information covering jobs, training courses and learning opportunities, while ensuring links with employers and training organizations. The Private Employment Agencies Convention (No. 181) will be promoted to enhance cooperation between public and private employment agencies.

Key performance indicators	
-Employment and labour-market policies, strategies and action plans take into consideration the results and the recommendations of the studies commissioned by the tripartite task force and respond effectively to the national context and the Decent work agenda - National action plan on youth employment endorsed by the government and social partners -Number of meetings and training sessions of the national taskforce - Number of jobseekers successfully matched with job opening through public employment services	
Outputs	Partners
3.1 National task force established and technically supported to devise employment strategy with an emphasis on youth and women	- The Ministry of Labour and Social Affairs. - The General Federation of Trade Unions (GFTU). - The Employers' organizations. - Ministries of Economy, Education, Finance. - The State Planning Commission - The Deputy Prime Minister's Economic Team, - Commission for Employment and Enterprise Development. - NGO's working in the field of disability - Syrian Commission for Family Affairs. - UNDP, UNICEF, EU
3.2 National action plan on employment for people with disabilities developed.	
3.3 Knowledge-base on employment implications of the transition to a social market economy developed to support the elaboration and implementation of national employment strategy.	
3.4 Employment offices reformed through upgrading of services and strengthening of staff capabilities.	

Outcome 4: Conducive business environment targeting Syria youth and women fostered.

Programme Strategy:

Working on the creation of an enabling environment for small enterprise development in Syria will be the cornerstone of this component. One of the major constraints facing start-ups and small enterprises in Syria is the complicated, cumbersome, lengthy and very costly registration process which urgently needs to be reviewed, streamlined and made accessible to people willing to start businesses. The idea of establishing a 'one-stop-shop/window' was discussed with the Ministry of Economy with special focus on the newly established Directorate for SMEs in the Ministry. This Directorate is in need for technical assistance and capacity building in order to provide start-ups and already existing SMEs with the supporting services required at the macro, meso and micro levels.

The second intervention will focus on fostering an entrepreneurship culture and ensuring the development and delivery of needs-based and affordable business development services (BDS). SMEs in Syria are not provided with the necessary financial and non-financial support services they require. The micro-finance sector in Syria remains substantially limited and cannot cope with the need to cater for the lowest segment of the market with the objective of alleviating poverty.

The ILO support to the General Employment Agency and Enterprise Development will focus on improving the policy and regulatory framework for SMEs; developing innovative methods to improve competitiveness and working conditions in SMEs; and training people on basic business management training programme “Start and Improve Your Business (SIYB).

The ILO intends to work on the development of the Start and Improve Your Business training packages and train the related Syrian trainers on the delivery of the business management training and counseling services. This is foreseen to be done in collaboration with the General Agency for Employment and MOLSA, the SME Directorate at the Ministry of Economy and the Syrian Young Entrepreneurs’ Association. The ILO will also continue to work on further piloting the KAB which is expected to be implemented in the vocational schools and intermediate institutes of 9 new governorates at the beginning of the academic year of 2007-2008. The adaptation process of KAB will therefore continue. Awareness raising seminars will also be planned in order to encourage young Syrians to choose self-employment as a career option.

Capacity building activities will be provided to selected NGOs to expand the business incubators, and WED capacity building for BDS and microfinance intermediaries will be implemented. For women in rural areas a “Get Ahead Training for Low Income Rural Women” for business development will be organized at MOLSA rural development centers and with support from the General Agency for Employment and SMEs Development.

Key performance indicators	
<ul style="list-style-type: none"> - Number of SMEs that benefit from financial and non financial services - Number of beneficiaries participating in Entrepreneurship development Programmes 	
Outputs	Partners
4.1 Legal and regulatory framework reviewed to facilitate the procedures for SME development and increase their representation in the decision making process.	<ul style="list-style-type: none"> - The Ministry of Labour and Social Affairs. - The General Federation of Trade Unions (GFTU). - The Employers’ organizations. - Ministries of Economy.
4.2 Institutional capacity for the provision of BDS including the facilitation of access to credit enhanced with specific programmes targeting women	<ul style="list-style-type: none"> - Commission for Employment and Enterprise Development. - UNDP

Priority III. Enhance social protection

Although the Syrian government has sought to offer social protection to its workers, the existing social security system needs to be adapted to the new economic reforms in order to guarantee future financial sustainability. A further challenge is the extension of social security to the ‘excluded majority’ in the rural sector and the informal economy. A combination of policy instruments is needed: unemployment benefits for formal sector workers, public works and a minimum benefit package for all workers, including those in the informal economy.

Outcome 5: Improved capacity of government and social partners to strengthen social security policy making and administration and to improve the access to adequate level of social protection to all workers and their families, including those in the informal economy

Programme strategy:

The government will have to reform its whole social protection system so as to be able to guarantee to its population a decent income in case of the occurrence of one of the social security risks during the period of transition and when the free market economy is in place. In this regard, the Government has to adapt its social safety net to the current changing economic conditions and design efficient and comprehensive poverty prevention and reduction strategy to prevent excessive and chronic impoverishment of the most vulnerable layers of the population during the period of transition. Accordingly, the Government has to provide social cash transfers and has to ensure that workers with an earnings capacity are provided with access to an efficient and well designed social insurance. Whereas social assistance schemes aimed at mitigating the social costs during the country's economic transition are benefiting from the assistance of other donors such as the World Bank, EU and UNDP. The ILO will provide assistance through the formulation of a national social security action plan for the strengthening of existing mechanisms of social security and the extension of social security to reach all people based on the conducting of a Social Protection Expenditure and Performance Review (SPER) and Social Budget Projections

The strategy is to assist the development of a comprehensive national social security action plan through a series of capacity building activities. As a first step for a further development of a comprehensive national social security scheme, the ILO will extend policy support to the MOLSA through a Technical Report for the policy review of social security reform proposals, taking into account recent studies conducted by national and other international organizations. Based on this review, the ILO will organize a tripartite workshop on social security reform orientation.

A work plan which defines ILO's assistance in formulating a national social security action plan for the strengthening of existing mechanisms of social security and the extension of social security to reach the all people within the DWCP will subsequently be established with the involvement of the social partners.

ILO assistance could consist amongst others of conducting of a Social Protection Expenditure and Performance Review (SPER) and Social Budget Projections and based on this developing comprehensive policy options for pension reform by addressing the current scheme, identifying problems and making recommendations to ensure long-term sustainability. ILO can further provide assistance in drafting the new social security law and related legislation consistent with ILO standards, in particular the Social Security (Minimum Standards) Convention, 1952 (No. 102) and relevant international best practices.

Given the characteristics of the informal economy, the enforcement of laws protecting workers' rights, and other core labour issues has proved too challenging and difficult for the MOLSA. New social security mechanisms for the uncovered population will need to be established and the ILO could recommend the establishment of a minimum social security benefit package for all. ILO could assist MOLSA in designing the package, based on the SPER and Social Budget and an actuarial valuation. The ILO could also provide assistance to the related Ministries in implementing the minimum benefit package.

Syria will be added as a participating country to the sub-regional project on Gender, Poverty and employment in the context of the informal economies in Arab States. Poverty Training and policy advocacy work on gender equality and workers rights in the informal economy will be conducted through a tripartite committee with the trade union taking the lead.

In order to guarantee the effectiveness and sustainability of the social security reform, the capacity of officials involved in social security policy making as well as in its administration

needs to be built. In this regard, the ILO could provide training to tripartite constituents on social security principles, social security policy and social security financing.

In order to assist the government in reducing the high number of unemployed, the ILO can provide support to the consolidation of active labour market policies consistent with an unemployment benefit scheme to be developed. These policies are expected to improve the functioning of the labour market by better matching labour demand and supply needs.

Key performance indicators	
<ul style="list-style-type: none"> - New social security legislation drafted - National social security action plan for the strengthening of existing mechanisms developed - Quality and quantity of data, especially sex-disaggregated data, on informal economy is increased 	
Outputs	Partners
5.1 National capacities for the reform of social security strengthened	<ul style="list-style-type: none"> - The Ministry of Labour and Social Affairs. - The General Federation of Trade Unions (GFTU). - The Employers' organizations - The State Planning Commission - The Deputy Prime Minister's Economic Team - Commission for Family Affairs - UNDP, UNICEF, EU and World Bank
5.2 Improved knowledge base for developing effective social protection policies and strategies addressing informal economy workers	

5. IMPLEMENTATION AND MANAGEMENT

An implementation plan has been prepared, which constitutes the main monitoring and reporting tool of the DWCP. It defines the activities, timelines, resources needed, and indicators of achievement. It will be updated on a regular basis. The programme will be managed by RO-Beirut, with support and close coordination from different technical departments at HQs and the International Training Center of the ILO in Turin.

At the national level, the DWCP will be monitored through the Tripartite committee that will be established. The MOLSA will appoint a team to ensure the coordination of activities. Additionally, other international and national experts will have to share in implementation of specific outputs throughout the programme. The tripartite constituency confirmed their commitment to undertake the follow-up necessary to achieve the expected results.

The ILO will strengthen linkages with UN agencies and other development partners to ensure coordination, added value and complementarity in interventions. As a targeted country for ILO-UNDP partnership, the ILO/UNDP collaboration will focus on the national employment strategy and youth employment, fostering entrepreneurship culture and supporting the development and provision of needs based Business Development Services as well as Corporate Social Responsibility. Child labour issues are jointly addressed with UNICEF.

A communication strategy will be developed as an integrated part of the DWCP.

6. PERFORMANCE MONITORING AND EVALUATION ARRANGEMENTS

A result based monitoring system will be established, specifying indicators, targets and data collection methodology. The establishment of this monitoring system will be integrated and

will be done within the capacity building component of the programme for the constituents on monitoring and evaluation.

A Biennial Country Programme Review will be undertaken and the programme will be subject to an independent country programme evaluation. Adjustments can be made to adapt to the changes, to improve where necessary, and to ensure the programme's consistency and response to national priorities. The Government and social partners will make available their respective expert staff to review the work to be carried out by the ILO. They will also provide the necessary premises and required logistic support.

An update of the implementation plan and achievements will be prepared every six months, in consultation and with the consensus of the social partners. Lessons learnt during the assessment and evaluation process will be used to adjust where needed, and for planning and programming of future activities. The RO missions of the ILO experts and their internal reports will be used as part of the monitoring process.

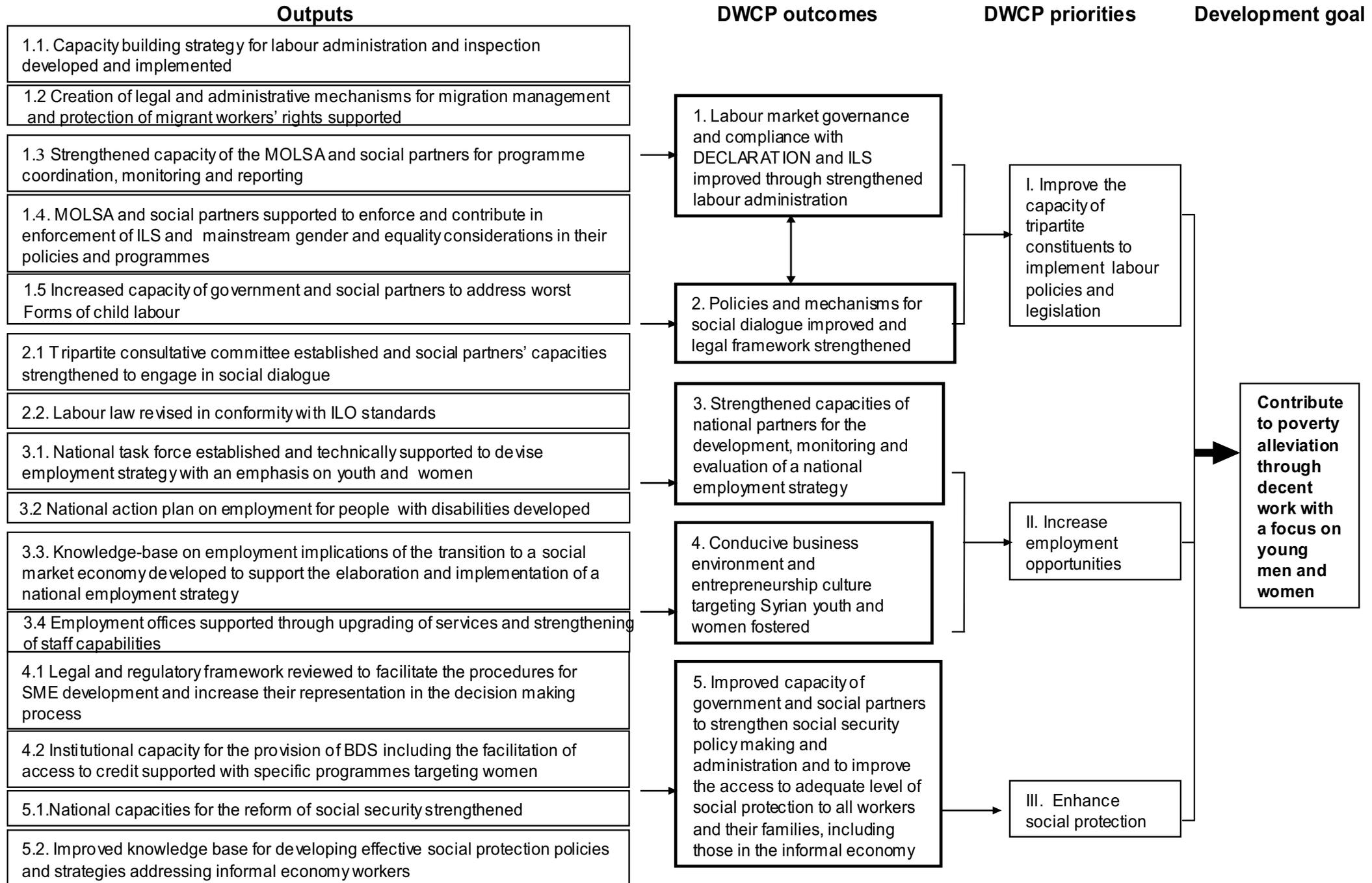
7. RESOURCE REQUIREMENT

The estimated resources to achieve the DWCP objectives are indicated in the matrix below and detailed in the implementation plan. ILO seed money as well as resources from the Ministry of Labour and Social Affairs will be used for the preparatory work required. A resource mobilization plan will be elaborated as an integrated part of the communication plan.

ILO core resource, including Regular Budget supplementary account, will be allocated in priority to outcomes 1, 2 and 5.

Outcomes	Estimated cost
1. Labour market governance and compliance with DECLARATION and ILS improved through strengthened labour administration	\$5,140,000
2. Policies and mechanisms for social dialogue improved and legal framework strengthened	\$950,000
3. Strengthened capacities of national partners for the development, monitoring and evaluation of a national employment strategy	\$1,385,000
4. Conducive business environment and entrepreneurship culture targeting Syrian youth and women fostered	\$1,375,000
5. Improved capacity of government and social partners to strengthen social security policy making and administration and to improve the access to adequate level of social protection to all workers and their families, including those in the informal economy	\$940,000
TOTAL	\$9,790,000

Annex I: SYRIA DWCP logic model and results framework 2007-2010



Annex II: LINKS WITH DEVELOPMENT FRAMEWORKS

DWCP Priority I: Effective participation of social partners in the economic and social debate on transition

COUNTRY PROGRAMME OUTCOMES	Links to national development frameworks and UNDAF 2007-2011 outcomes/ outputs	Directly links / contributes to ILO P&B (2008-09) Outcomes	STRATEGIC PARTNERS	DEPARTMENT RESPONSIBLE FOR MONITORING
<p>CP 01: Labour market governance and compliance with DECLARATION and ILS improved through strengthened labour administration</p>	<p>Syria 10th five year plan: Improve efficiency of public administration</p> <p>UNDAF CP Outcome 2.2. Accountability of executive bodies reinforced, toward the general public and in regard to committed UN conventions and treaties.</p>	<p>Joint immediate outcome: Increase member state capacity to carry out labour inspection</p> <p>Immediate outcome 2b2: Improve member States Capacity to develop or implement employment services</p> <p>Immediate outcome 3c1 Increase member state capacity to develop policies or programmes focused on the protection of migrant workers</p> <p>Joint immediate outcome: Increase capacity of constituents to develop integrated policies and programmes to advance gender equality in the world of work</p> <p>Immediate outcome 1c1: Increase constituents and development partners capacity to develop or implement policies and measures focused on reducing child labour</p>	<p>The Ministry of Labour and Social Affairs, The General Federation of Trade Unions (GFTU), The Chamber of Industry of Damascus and its Suburbs (CIDS), UN Agencies and EU, Ministry of Health, labour inspection, Ministry of Agriculture concerned with the implementation of ILO convention 129. UNICEF</p>	<p>ROAS, TURIN DIALOGUE, GENDER, MIGRANT NORMES</p>
<p>CP 02: Policies and mechanisms for social dialogue improved and legal framework strengthened</p>	<p>Syria 10th five year plan: To improve governance, transparency, accountability and efficiency of public institutions and services, in the context of a social marketed and citizen-centered economy and society.</p> <p>UNDAF CP Outcome 2.4: An empowered civil society involved in</p>	<p>Intermediate outcome 4a. Employers and workers have strong and representatives organizations</p> <p>Intermediate outcome 4b: Social partners influence economic, social and governance policies</p> <p>Intermediate outcome 4c: Tripartite dialogue occurs widely in policy</p>	<p>Ministry of Labour and Social Affairs, The General Federation of Trade Unions (GFTU). The Chamber of Industry of Damascus and its Suburbs (CIDS).</p>	<p>DIALOGUE, DECL, ROAS NORMES</p>

	the development and implementation of public policies, planning and programmes <i>UNDAF Outputs 2.4.1 and 2.4.2.</i>	making, labour law reform and implementation		
DWCP Priority II: Increased employment opportunities				
COUNTRY PROGRAMME OUTCOMES	Links to national development frameworks and UNDAF 2007-2011 outcomes/ outputs	Directly links / contributes to ILO P&B (2008-09) Outcomes	STRATEGIC PARTNERS	DEPARTMENT RESPONSIBLE FOR MONITORING
CP 03: Strengthened capacities of national partners for the development, monitoring and evaluation of a national employment strategy	Syria 10th five year plan: Broaden investments in human development sectors and increase poor people opportunities to reach social and economical assets UNDAF CP Outcome 1.3 Employment environment and opportunities for skill-enhancement improved, for the under- and unemployed, especially women and youth. <i>UNDAF Output 1.3.2.</i>	Intermediate outcome 2a: Coherent policies support economic growth, employment generation and poverty reduction.	The Ministry of Labour and Social Affairs, The General Federation of Trade Unions (GFTU), The Chamber of Industry of Damascus and its Suburbs (CIDS), Ministries of Economy, Education, Finance, The State Planning Commission, The Deputy Prime Minister's Economic Team, The General Agency for Employment and SMEs Development, UNDP	CEPOL, ROAS, TURIN NORMES
CP 04: Conducive business environment and entrepreneurship culture targeting Syrian youth and women fostered	Syria 10th five year plan: Promote the development and competitiveness of small and medium size enterprises UNDAF Output 1.2.4: Industrial framework developed, including restructuring public enterprises, specific policies for SMEs, and dissemination of corporate social responsibility principles	Immediate outcome 2c1: Increase the capacity of constituents and other organizations to develop policies or regulations that generate more and better jobs in sustainable enterprises and cooperatives	The Ministry of Labour and Social Affairs, The General Federation of Trade Unions (GFTU), The Chamber of Industry of Damascus and its Suburbs (CIDS), Ministries of Economy, the General Agency for Employment and SMEs Development, UNDP	SEED, TURIN, ROAS

DWCP Priority III: Enhanced social protection				
COUNTRY PROGRAMME OUTCOMES	Links to national development frameworks and UNDAF 2007-2011 outcomes/ outputs	Directly links / contributes to ILO P&B (2008-09) Outcomes	STRATEGIC PARTNERS	DEPARTMENT RESPONSIBLE FOR MONITORING
CP 05: Improved capacity of government and social partners to strengthen social security policy making and administration and to improve the access to adequate level of social protection to all workers and their families, including those in the informal economy	<p>Syria 10th five year plan: Easy access for poor people to reach social care programs through broadening both the surrounding process and establishing suitable safety nets.</p> <p>UNDAF CP Outcome 1.1 Social protection strengthened and better targeted.</p>	<p>Intermediate outcome 3a: More people have access to better managed social security benefits</p> <p>Joint immediate outcome: Increase constituents capacity to develop integrated policies for upgrading the informal economy and facilitating transition to formality</p>	Ministry of Labour and Social Affairs, General Federation of Trade Unions (GFTU), Chamber of Industry of Damascus and its Suburbs (CIDS), State Planning Commission, Deputy Prime Minister's Economic Team, General Agency for Employment and SMEs Development, UNDP,	ROAS, SECSOC, IPEC NORMES