

**THE DECENT WORK COUNTRY PROGRAMME
FOR THE KYRGYZ REPUBLIC
2006-2009**

I. COUNTRY CONTEXT

Introduction

The Kyrgyz Republic is one of the five Central Asian countries of the former Soviet Union. From the first days of independence in 1991 the Kyrgyz Republic embarked on a transition from planned to market economy – the process that has not been easy. In particular, between 1991 and 1995 output has declined dramatically throughout the whole economy and number of poor increased to more than 60 percent of the population. It was time of hyperinflation and rise of social inequality. Certain macroeconomic stabilization was achieved between 1996 and 1998 when a minor economic growth occurred in a limited number of sectors of the national economy (agriculture, gold mining, energy). The modest growth has been disrupted by the 1998 financial crisis triggered by the financial crisis in Russia that had major adverse impact on the Kyrgyz economy. Growth has been restored in 1999, until the political crisis has manifested itself through the Tulip Revolution of March 2005. Political instability has marked the following economic development of the country.

Major trends surrounding Decent Work in the Kyrgyz Republic

The *population of Kyrgyzstan* has been growing over the past decade and as of 2006 it reached almost 5.2 millions. According to CCA (2003), the population “will grow in the coming years as a result of the previous high fertility rates and with a huge young population (46% under twenty years old) currently moving into reproductive age. Due to a high birth rate in rural areas, the rural population (65 percent) significantly exceeds the urban population (35 percent). Thus one of the two major challenges in terms of population growth in Kyrgyzstan are represented by the large share of young population that will need to be absorbed by the labour market. The second challenge is the large share of ever growing rural population, as poverty in Kyrgyzstan tends to be more concentrated in rural areas.

Despite generally decreasing trend, the *poverty level* continues to be rather high. Officially, it is estimated at 45.9 percent in 2004. The rural areas are much poorer and poverty equals 55.5 percent. About 70 percent of absolute poor resides in rural areas. The relatively smaller group of extreme poor in rural areas suffers from a land shortage. In several small towns such where there is no any job or agricultural land the poverty level is higher than in villages. Poverty is likely to be higher in families headed by women rather than those headed by men. The poor have lower level of education and worse access to health care. The poor have also less vocational training than non-poor.

The poverty and population growth in poorer regions trigger the process of both *internal and foreign labour migration*. The fact that there are very substantial migration flows mainly related to labour migration was reflected in 2005 by the creation of a new State Committee for Migration and Employment (SCME), that has overtaken the employment and migration agenda. Internal migration is represented mainly by the flow of rural inhabitants towards larger cities (mainly Bishkek and Osh). Foreign migration is also substantial and mainly driven by the search for employment abroad, mainly in Russia and Kazakhstan. According to the National

Statistics Committee data the total volume of the migration outflow over the period of 1990-2005 constituted more than half a million, which is a substantial amount for a country with total labour force of about 2.8 million. Many of the labour migrants abroad find themselves in irregular conditions. In order to help to improve their conditions, the SCME has recently opened its representative offices in Moscow, Samara, Krasnoyarsk and in the General Counselors Office.

Trends in changes of the *employment structure* basically reflect the de-industrialisation process that the country has undergone since the onset of the transition. Employment shifts from manufacturing towards the agrarian, trade, and partly service sectors. In agriculture, the number of family-owned farms has increased and a significant share of employment is in subsistence agriculture that represents the “employer of the last resort”. At the same time the *employment contents of growth remains low*. For example, gold mining and energy, the two high-growth segments of the industrial sector, have not contributed to the creation of employment. These segments have shown a growth in real value of nearly 50 per cent, but a decline in employment of 20 per cent (CCA, 2003).

Institutional structures underpinning the processes of job matching, professional guidance and dissemination of labour market information are in need of capacity building and technical assistance. Survey-based *unemployment rate* tends to be much higher than the official one, reflecting the low motivation of unemployed to seek the assistance of the public employment services. The situation is exacerbated by the decay of vocational training systems. Currently it is very difficult for the unemployed and underemployed people to make informed choices and to increase their employability through acquiring skills or adjusting their skills to labour market needs. There is also a lack of entrepreneurial culture and know-how amongst the population, notably the poorer segments of the society that could aspire for self-employment⁴. Marginalized groups are in need of targeted policy interventions. In particular, youth unemployment in Kyrgyzstan remains at high levels, considerably higher than adult unemployment. For example, the situation of youth aged 16-24 years in Kyrgyzstan as measured by Census data has been particularly serious, their unemployment rate reaching 26 %, while their share in total population was lower than 20 %. The period of transition in the Kyrgyz Republic has been characterized by increasing unemployment, with social security measures coming under increasing strain, due to the lack of resources (CCA, 2003).

The severity of the employment problem has led the Kyrgyz constituents to prioritise the issue amongst the country priorities in the framework of this Decent Work Country Programme. According to the estimates included in the draft of the National Employment Policy (adopted by the Resolution # 126 of the Government of the Kyrgyz Republic on March 14, 2005), it is necessary that annual GDP growth should be more than 7 percent in order to increase employment level. To keep the employment at the same level the GDP growth should be equal to 5 percent. However, the growth prospects have been endangered by several factors, such as political instability, unfavorable business climate, deficits of good governance, etc.

Another worrying tendency is the *large share of informal employment* that is estimated at 67 per cent of total employment (National Employment Policy adopted by the Government Resolution # 126 as of March 14, 2005). Vast majority (almost 80 %) of informally employed

⁴ SME environment survey carried out by ILO in 2005 in the Naryn region exposed several obstacles for running businesses in Kyrgyzstan, as perceived by the SMEs: high taxes and other payments to the Government and Social Fund, administrative barriers to start and run business as well as those related to high level of corruption in administrative system, lack of access to cheap credits and other financial resources, low level of entrepreneurial skills and culture, lack of vocational training, lack of access to business development services and market information.

are in the agricultural sector (close to 1.3 million persons). In order to alleviate the situation with the informal employment the Government adopted the Resolution # 316 as of May 29, 2003 on "Approval of the Program of Measures to Legalise the Informal Economy in the Kyrgyz Republic". However, the scope of the problem will require many targeted interventions that would allow for gradual improvement of the conditions through reducing the various Decent Work deficits in the informal economy. Therefore, constituents have prioritized this issue amongst the major DWCP priorities.

Kyrgyzstan has transformed its agriculture from big sovhoses and kolhoses into small private farmers, approx 244.000 small farmers in a country of 5 million people. The small farmers have little training in subsistence farming as well as safety issues. The tri-partite driven WIND programme (Self-improvement of working and living conditions in rural informal sector) is providing practical training and advice. The influx of young unskilled workers from rural areas in search of a better life in the cities or in another country is adding a big burden on the youth employment programmes. The WIND programme aim is two-fold, it gives the youth in the rural areas a first training in a profession combined with information on working and living conditions, secondly it decreases temporary the employment demand in the cities by enabling youth to remain in the rural areas.

The national OSH system has not been developed since independence, partly due to the turbulent near history. A systematic situational analysis has been made in preparation of a National OSH Programme to ensure, jointly with the employment programme, that new jobs will correspond to Decent Work standards.

In 2005 the average monthly wage in the Republic grew by 16.7 percent, but still remains to be one of the lowest among CIS countries. Wage inequality ratio raised to 9 times (the difference in wage between top 10 percent of workers and bottom workers). Only Azerbaijan and Russia have a higher wage inequality. The Government undertaken steps to increase the wages of low-paid employees of republican and local budget supported organizations. Gender differentials are also a subject for consideration in terms of wages. For example, women employed in agriculture earn only 78 percent of income of men. Also pensions and social assistance benefits are still significantly lower than subsistence level. CCA (2003) CCA states that the decline in employment has been compounded by the reduction or withdrawal of a range of subsidized goods and social services previously available to the workforce, including ongoing education, skills training, supplementary nutrition, health care, and sports and cultural facilities. Growing population will require a dramatic increase in social sector funding, which could negatively affect economic growth in the short and mid term and is likely to increase social, economic and environmental constraints in the future. The Decent Work agenda in its complexity is closely linked to these issues of social wellbeing.

The Comprehensive Development Framework (CDF) is an over-arching framework in Kyrgyzstan that spans 10-years period and provides framework also for the PRSP process. There are three pillars of the CDF - poverty mitigation, economic growth and governance reform. After finalising first National Poverty Reduction Strategy for 2003-2005, the Government of Kyrgyzstan with the assistance provided by donors community and non-governmental organizations has developed second mid-term development strategy for 2006-2010 (Country Development Strategy) that is planned to be adopted in 2006 stipulating the following development priorities: Enhancement of effective and transparent governance; Building a fair society, ensuring protection for every citizen and human development; Ensuring sustainable economic growth.

From the UN perspective, the Common Country Assessment (CCA) as a strategy that sets Key Areas of Cooperation between the UN and the Kyrgyz Republic which are:

1. Poverty and Governance (including Conflict Prevention and Environment)
2. Basic Social Services (including Education, Health, Employment and Social Security)
3. Vulnerable groups (including Women, Children, Young People, Refugees and Asylum seekers,

Population and Migrants, Vulnerable groups & HIV/AIDS).

Later on UNDAF process has resulted in stipulating two major priorities for the period 2005-2010: Poverty alleviation and social services, and Democratic governance.

As can be seen, all major problems related to Decent Work and described earlier are closely linked to the CDF pillars, as well as CDS and UN priorities.

II. COUNTRY PROGRAMME PRIORITIES

In order to facilitate preparation of Decent Work Country Programme, Kyrgyz social partners have established a national tripartite Working Group. The discussions within the group with participation of ILO senior managers resulted in signing a Memorandum of understanding between the Kyrgyz constituents and the ILO in May 2006 in Bishkek, whereas it has been agreed that building on current technical co-operation between the Kyrgyz Republic and the ILO, the Parties shall cooperate in the development of Decent Work Country Programme as an operational framework for joint activities in the Kyrgyz Republic under the following country priorities:

1. Employment creation, skills and employability for women and men;
2. Improving the national occupational safety and health system;
3. Reducing Decent Work deficits in the informal economy.

These priorities directly reflect the following ILO's Strategic Policy Framework objectives:

- Productive employment for women and men as the main route out of poverty (Priority 1);
- Decent Work Agenda as a tool for development and social inclusion (priorities 2 and 3).

DWCP priorities are aligned with all the three CCA priorities for the country as defined in 2003 as well as with two UNDAF priorities for 2005-2010 (see Section I for more details). In the national development context, the DWCP priorities are aligned with the major development objectives of the long-term Comprehensive Development Framework for 2000-2010 (Poverty mitigation, Economic growth, Governance reform), and with the priorities of the new mid-term Country Development Strategy that will be adopted in 2006 for the period of 2006-2010 (Enhancement of effective and transparent governance, Building a fair society, ensuring protection for every citizen and human development, Ensuring sustainable economic growth).

This DWCP has been developed for the period of 2006-2009, reflecting the current Strategic Policy Framework cycle of the ILO. In order to provide for a closer alignment between the country specific requirements and technical co-operation activities with ILO programming and budget cycle, outcomes of this DWCP are differentiated into mid-term outcomes (corresponding to 2006-09 period) and short-term outcomes (corresponding to the current biennium period 2006-07).

The country priorities that have been identified jointly with the Kyrgyz constituents as development objectives of the DWCP correspond to ILO regional priorities for Europe and Central Asia (Good governance, Sustainable economic development, Decent work objectives, and Social dialogue). While core of the activities under this DWCP aimed at promotion of employment and Decent Work support Sustainable economic development and Decent Work

Objectives, the issues of Good governance will be addressed in this DWCP mainly through improving business environment for SME's (start-ups and micro-credit systems), documenting and monitoring the informal economy, and supporting inclusion mechanisms for groups of workers currently active exclusively in the informal economy through both policy intervention and direct programmes. It is understood that Social dialogue is the main vehicle through which the outputs delivered under this DWCP should be converted into intended outcomes, and that this Programme both assumes and requires a very active engagement of the Kyrgyz constituents in its implementation.

In terms of ILO Strategic Framework the priorities correspond mainly to the Strategic Objectives 2 and 3⁵, and within these to the Operational Objectives 2a, 2b, and 3b⁶. However, the needs of the country cannot be subsumed into such a clear-cut classification, and several issues dealt with under Other Areas of Work are related to other items within the ILO's strategic framework.

PRIORITY 1. EMPLOYMENT CREATION, SKILLS AND EMPLOYABILITY FOR WOMEN AND MEN

Mid-term outcomes

MO 1.1 Capacities of the government and social partners' institutions are enhanced to formulate labour market policies and effectively contribute to implementation of employment strategies and programmes at national and local levels, aimed at ensuring equal access of men and women to decent jobs.

Indicator 1.1a The Kyrgyz Republic develops more effective skills and employability programs with a view to improve the living standards of the population.

Indicator 1.1b Labour market information and analysis is improved in Kyrgyzstan with special attention to employment and equal access to decent and productive employment for young women and men.

Indicator 1.1c Assistance on National migration policy improvement provided in line with relevant ILO Conventions, in particular (migration for employment).

In conceptual terms, Outcome 1 relates to capacity building for better policy development. Following on the preparation of the National Employment Programme for RK, assistance will be focused on development of more effective labour market policies to be performed by the employment services. Two issues of interest will be the improvement of ALMP notably training of youth and unemployed, and development of labour market information system that would allow for better career guidance and job matching. Special attention will be paid to the issues of labour migration, and the situation of women on the labour market.

MO 1.2. ILO constituents are equipped with practical tools and methodologies for applying an integrated approach to employment creation and meeting the current demands for increased productivity and employability of men's and women's labour force, better job quality and working conditions.

⁵ SO2: Create greater opportunities for women and men to secure decent employment and income

SO3: Enhance the coverage and effectiveness of social protection for all

⁶ OO2a: Employment, labour markets, skills and employability; OO2b: Employment creation; OO3b: Effective labour protection

Indicator 1.2a ILO tools are pilot tested and available for constituents and other key stakeholders in Kyrgyzstan to improve the policy and regulatory environment for enterprises, and promote an enterprise culture that supports the creation of decent jobs.

Outcome 1.2 reflects the application of the ILO practical tools for skills development, entrepreneurial training and improved quality of jobs. Following the SME business climate Survey in the Naryn region, Rapid Market Appraisal (RMA) tool will be further developed and RMAs will be conducted by the counterparts in selected regions. Subsequently a proper mix of entrepreneurial training and skills training, as well as the prioritised professions for employment or start-ups will be determined in order to improve the balance between the demand and supply side at the labour market.

Short-term outcomes

SO 1.1.1 Labour market situation of youth in Kyrgyzstan is documented through ILO school-to-work transition survey and other data-collection exercises that allow for labour market development analysis and planning

Indicator 1.1.1a School to Work Transition Survey (SWTS) carried out is analyzed and report is widely disseminated

SWTS data have been collected by the Kyrgyz constituents in 2004, thus increasing their capacity in terms of gathering and collection of labour market information. ILO provided a summary analysis of the data, which points at various data limitations due to the sampling methods, as well as the possibilities to analyse the collected LMI. Subsequently, the constituents will be trained in analyzing the LMI and the SWTS data. If circumstances allow, a full-fledged SWTS could be carried out in 2007 in connection with Labour Force Survey or Household Budget Survey, and constituents will be trained with regard to the possibility to provide own analysis of the data and publishable summary reports.

SO 1.1.2 Constituents take action to alleviate the socio-economic impact of HIV/AIDS in the world of work

Indicator 1.1.2a Awareness-raising organized and national action plan for combating HIV/AIDS in the world of work is developed and adopted by constituents.

Specific capacity-building activities targeting social partners' institutions will be provided by the ILO to assist in developing their own policies and practices to address the existing challenges in the field of HIV/AIDS in the world of work. The ILO systematic approach to HIV/AIDS and world of work as a part of the ILO integrated strategy, will comprise awareness-raising activities and incorporation of HIV/AIDS component in vocational education as a training module.

SO 1.2.1 ILO constituents and other stakeholders and intermediaries apply tools and approaches that are grounded in ILO core values to assist enterprises, including cooperatives, to increase employment and income opportunities for young women and men

Indicator 1.2.1a ILO tools aimed at individual skills and entrepreneurial training (SIYB, KAB, MES) are further improved and available for Kyrgyz constituents for increasing employability of youth

SIYB, KAB and modular skills training tools have been introduced in Kyrgyzstan in the course of the previous biennium. KAB has been adopted by the MoL as a part of the national curricula

for the TVT schools. SIYB, and KAB materials have been translated and piloted in several TVT schools and through training courses for various target groups. However, large capacity challenges remain. In particular, only a limited number of schools have been able to implement KAB due to the limited availability of teachers – KAB trainers, and limited access to materials (business game, etc.). There are no certified KAB facilitators in the country. Similarly, the number of certified SIYB Master Trainers and access to materials remains limited, and the monitoring and evaluation modules that have been developed previously need to be implemented. The ILO strategy will focus on overcoming these constraints. Modular skills training tool has been launched through training of trainers, and training of developers. The coming activities will be aimed at enlarging the pool of trainers and developers, and development of concrete training packages for selected professions. (See linkages to MO1.2).

PRIORITY2. IMPROVING THE NATIONAL OCCUPATIONAL SAFETY AND HEALTH SYSTEM

Mid-term outcomes

MO 2.1 Review and upgrading of the Kyrgyz national OSH system

Indicator 2.1a: A Tri-partite OSH Council is established

Indicator 2.1b: A National OSH Programme is approved as a part of a tri-partite modernization of the national OSH system.

Indicator 2.1c: An OSH management system (ILO-OSH 2001) based on social dialogue is introduced in selected enterprises.

Indicator 2.1d: The Labour Inspection is strengthened and modernised, obstacles for free access to inspection of work places are removed in accordance with ratified Convention 81.

Indicator 2.1e: Inspectors and OSH specialists among social partners are trained, including on HIV/AIDS and child labour.

Specific capacity-building activities targeting social partners' institutions will be provided by the ILO to assist in developing their own policies and practices to address the existing challenges in the field of social protection, in particular, occupational safety and health and HIV/AIDS in the world of work. The ILO systematic approach to an improved national OSH system (national OSH policy, profile and programme) will be applied aiming at ratification of Conventions 155 and 187. The ILO will also provide support to ensure that new jobs are in compliance with modern standards of working conditions, including the introduction of a safety management system at enterprises. National constituents will also be assisted in developing a consultation mechanism for social dialogue and learning the experience of other countries in establishing a national tripartite consultative council.

Short-term outcomes

SO 2.1.1 Improved working conditions in selected high-risk industrial sector

Indicator 2.1.1a: OSH specialists among the three constituents are trained to organise targeted campaigns

Indicator 2.1.1b: The OSH information centre is established and operational

Indicator 2.1.1c: Promotional and training material is produced and disseminated

Indicator 2.1.1d: Targeted campaigns are organised related to the World OSH Day 28 April (construction, chemicals in agriculture)

The OSH information centre will be allocated sufficient resources from the Ministry, ILO will provide advice and minor resources. The centre will operate as a focal point for information dissemination and training. For the inspection services, OSH specialists among the social partners and other related organisations. Training will be provided to enable the partners and the centre to select high-risk industries and prepare promotional campaigns to improve working conditions, such as the WIND programme based on the implementation of the ratified Convention 184 (OSH in agriculture). Other campaigns will be combined with legislative efforts and based on ILO standards, such as C 155 (OSH framework), C 167 (OSH in construction), C 187 (national OSH system).

PRIORITY 3. REDUCING DECENT WORK DEFICIT IN THE INFORMAL ECONOMY

Mid-term outcomes

MO 3.1 Local social dialogue improved in agriculture and other sectors of informal economy, particularly in the textile industry.

Indicator 3.1a *Constituents use social dialogue to target and take effective action to improve social and labour outcomes in specific economic sectors*

Innovative approaches will be used to support improving conditions in the agricultural informal sector based on social dialogue principles. The strategy will combine activities focused at improvement of labour administration system and governance at local level (SO 3.1.1), and at local economic development. The experience from the on-going WIND programme will be used to further local social dialogue at the Ayil Okmatu level. Trade unions and employers associations will be assisted in efforts to transfer the booming textile industry from informal to formal labour relations.

MO 3.2 ILO constituents and key partners apply integrated local development strategies including in the rural and urban informal economy.

Indicator 3.2a *The Kyrgyz Republic applies ILO innovative approaches and policy orientations local economic development (LED)*

ILO will support this country priority through the provision of technical advisory services, LED material, tools and capacity building. Activities will draw on the knowledge base and tools developed by the ILO, such as local development and decent work resource kit, which seek to assist local stakeholders and development practitioners to harmonize local social and economic policies in support of decent work and local development. ILO constituents will be assisted in taking measures, including at the local level, to practical implementation of the ratified ILO gender equality conventions. Special focus will be given to the promotion of Conventions #156 on workers with family responsibilities and # 183 on maternity protection.

MO 3.3 The capacity of the Government and social partners in Kyrgyzstan to address the worst forms of child labour strengthened and the general awareness of the population of the hazards of the worst forms of child labour issue increased.

Indicator 3.3a *Mainstreaming/integration of the worst forms of child labour issues with other development initiatives both at national and local levels (policies, programmes, activities, plans of actions).*

Indicator 3.3b Number of programs, policies and events developed and implemented by the Government and social partners aimed at elimination of children's exploitation, their withdrawal from exploitation and further rehabilitation

Indicator 3.3c Development of child labour monitoring system and models for the withdrawal of children from child labour, their rehabilitation and for the prevention of child labour.

Indicator 3.3d Regularity of sessions of the Coordination Council on Child Labour, as well as Working Group and tripartite commissions at the regional level

Indicator 3.3e Progress in the application of ILO Conventions 138 and 182.

By taking advantage of already existing ILO projects on capacity building and awareness raising on the worst forms of child labour (WFCL) and mainstreaming child labour issues in the DWCP as a whole, the strategy will be aimed at increasing the activity level of the Coordination Council on Child Labour and the active participation of social partners, as well as monitoring the implementation of the State programme of actions of social partners on the elimination of the worst forms of child labour after its approval.

Short-term outcomes

SO 3.1.1 Knowledge of actors within the labour administration system of the principles of good governance and their relevance for a sound labour and social policy has increased, as well as their capacity to address in an efficient way key issues of social and economic development, including the issue of informal economy and unregistered work.

Indicator 3.1.1a Kyrgyzstan takes practical steps to foster labour administration in accordance with the ratified Convention 150).

The labour administration system will involve social partners and other stakeholders in dealing with problems related to unregistered work. An integrated package of specific actions will be elaborated, including measures in the field of awareness raising and information about the risks of unregistered work for the State, employers and workers. Local initiatives will be promoted and constituents in selected provinces will be empowered to develop local social dialogue approaches to unregistered work.

SO 3.1.2 Provision of decent and safe living and working conditions in rural informal economy through local economic development.

Indicator 3.1.2a: The WIND programme is integrated into the local administration Ayil Okmotus.

Indicator 3.1.2b: A network of WIND trainers cover all regions

Strengthening the social dialogue at the local level has been amongst the top priorities of the constituents. Employers' Association that has developed guidance for bringing the social dialogue to the level of towns and villages (ayul okmot). The following discussions have led to the suggestions to focus the activities at the local level around the concept of local economic development. Capacity building of constituents at the local level w.r.t. the LED concepts and activities, as well as bringing the social dialogue and LED close to each other through ILO innovative approaches.

Self-improvement of working and living conditions in the informal rural sector is achieved through utilizing the WIND programme. The WIND manual is upgraded to adequately cover living and working conditions, including gender issues, child labour, in the privatized informal agricultural sector. The training skills of the network of trainers are improved, and a monitoring and evaluation mechanism is developed. Sharing of expertise between the various

regions in the country is organised, and the WIND initiative is multiplied in the Central Asian region. Job creation measures and improvement of living and working conditions are integrated.

SO 3.2.1 Cooperative development in agricultural sector

Indicator 3.2.1a: Constituents and public and private support agencies in Kyrgyzstan apply ILO tools and approaches to provide effective business development service particularly for small businesses and cooperatives, to help them improve their productivity and market access

Following the land reform in Kyrgyzstan, agricultural landscape is characterised by large numbers of atomised farms that are locked in the sphere of subsistence agriculture, mainly due to their limited size and resources. ILO approaches that have been pilot tested in Kazakhstan in the framework of LED project in Taldykurgan will be used in order to introduce capacity building for creation of farmers' associations and their further encapacitating with the aim to increase the voice and representation for small farmers, facilitate their access to business development services, thus improving market access and productivity.

SO 3.3.1 Information base on the geography, magnitude and characteristics of child labour is developed and accessible for the partners.

Indicator 3.3.1a: Indicators and forms for statistical reporting on child labour are developed and applied.

OTHER AREAS OF WORK:

MO 4.1 Policy of the partners is aimed at developing institutional mechanisms of the social partnership system through enhanced activity of the tripartite commissions and promotion of collective bargaining at all levels.

SO 4.1 Implementation of the state poverty reduction programmes through a series of increases of minimum wage by improvements of the national legislation in line with the international labour standards in order to reach the minimum consumption budget (MCP) of a working age person.

Establishment of fully operational secretariats of the Tripartite Commissions from national to local level to ensure the commissions performance and supervise the implementation of decisions taken. Improvement of collective bargaining system in accordance with ratified ILO - Conventions Nos. 98 and 154 by means of design and introduction of new methods in the organization of collective bargaining campaign.

III. IMPLEMENTATION AND MANAGEMENT

Decent Work Country Programme will be implemented under overall joint management responsibilities of ILO Sub-regional Office for Eastern Europe and Central Asia in Moscow (SRO Moscow), and ILO Regional Office for Europe. SRO Moscow together with ILO technical units and other units will provide support to the implementation through technical and financial inputs. ILO National Correspondent in Kyrgyzstan and SRO Moscow will play a co-ordination role.

Constituents in the Kyrgyz Republic and ILO will be Parties in the implementation of the Programme. Implementation plan will be developed on biennial basis. Cooperation in the implementation of the Programme shall be conducted in the following forms:

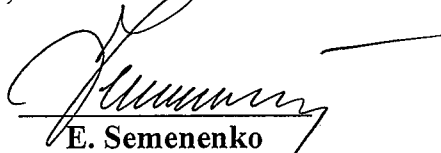
- exchange of information and materials in the sphere of labour relations;
- consultations between experts of the Parties;
- participation of experts of the Parties in conferences, workshops and other international activities;
- provision of technical assistance to the Parties within the framework of potential technical co-operation projects.

IV. PERFORMANCE MONITORING AND EVALUATION

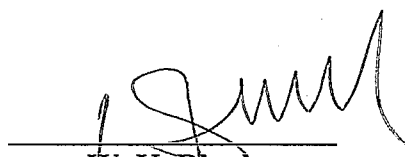
Monitoring of implementation will be related to performance indicators and it will be done on continuous basis through interactive methods based on exchange of information with the constituents, missions of ILO experts and their internal reports.

SRO Moscow will evaluate implementation of DWCP on annual basis. Implementation of the DWCP will be internally reviewed and strategies adjusted, if necessary, in order to react to the changes in the country or international contexts. Activities may be re-programmed in order to allow for ad hoc response of short-term actions if necessary. SRO Moscow will assess the achievements with constituents in Kyrgyzstan at least once per biennium.

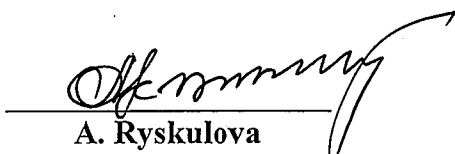
In Bishkek, 24 November 2006



E. Semenenko
Minister of Labour and Social
Protection of the Kyrgyz Republic



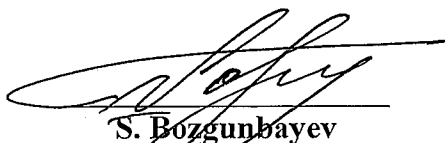
W. K. Blenk
Sub-regional Director for Eastern Europe
and Central Asia
International Labour Organisation



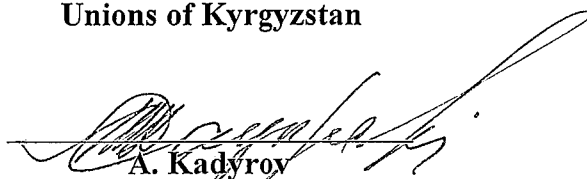
A. Ryskulova
Chair of The State Committee for
Migration and Employment of the Kyrgyz
Republic



F. Buttler
Regional Director for Europe
International Labour Organisation



S. Bozgunbayev
Chairman of the Federation of Trade
Unions of Kyrgyzstan



A. Kadyrov
Chairman of the Union "Confederation of
Employers of the Kyrgyz Republic"