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iTrack Evaluation

ILO EVALUATION

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This evaluation has been conducted according to ILO's evaluation policies and procedures. It has not been professionally edited, but has undergone quality control by the ILO Evaluation Office

Mid-Term Evaluation of Safe Youth@Work Project

Final Report – Volume 1

GLO/14/20/USA

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Acronyms and Abbreviations

AEDR	Annual Exposure Data Report
AFFM	Agriculture and Farmers' Federation Myanmar
AJC	Academy of Journalism and Communication (Vietnam)
AMR	Annual Medical Report
ANADER	Agence National d'Appui au Développement Rural (Cote d'Ivoire)
ASEAN-OSHNET	ASEAN Occupational Safety and Health Network
AUTM-IUF	Agriculture and Farmers Federation of Myanmar (AFFM-IUF)
BOHESI	Banana Occupational Health and Safety Initiative
BLR	Bureau of Labor Relations (Philippines)
BSP	Boy Scouts of the Philippines
BWC	Bureau of Working Conditions (Philippines)
BWFM	Building and Wood Workers Federation of Myanmar
CAR	Cordillera Administrative Region (Philippines)
CDI	Cote d'Ivoire
CETP-UTU	Consejo de Educación Técnico Profesional Universidad del Trabajo de Uruguay
CINTERFOR	Inter-American Center for Knowledge Development in Vocational Training
CMEP	Comprehensive Monitoring and Evaluation Plan
CONASAT	National Tripartite Occupational Safety and Health Council (Uruguay)
CPO	Country programme outcomes
CTA	Chief technical advisor
CTCSST	National Tripartite OSH Committee (Cote d'Ivoire)
CTUM	Confederation of Trade Unions of Myanmar
DOA	Department of Agriculture (Myanmar)
DOH	Department of Health (Philippines)
DOLE	Department of Labor and Employment (Philippines)
DOLISA	Department of Labor, Invalids and Social Affairs (Vietnam)
DWCP	Decent Work Country Programmes
DWS	Department of Work Safety (Vietnam)
DWT	Decent Work Team
ECC	Employees Compensation Commission (Philippines)
ECOP	Employers' Confederation of the Philippines
ECP	Employees' Compensation Program (Philippines)
EII	Employee injury insurance
FAO	Food and Agriculture Organization
FES	Friedrich-Ebert-Stiftung
FGLLID	Factories and General Labor Laws Inspection Department (Myanmar)
FISEXT	Financial Integrated Systems for External Offices
GASI	General Agency for Specialized Inspection (Mongolia)
GDTV	General Department of Vocational Training (Vietnam)
GFI	Government Financial Institution (Philippines)
GIZ	Deutsche Gesellschaft fur Internationale Zusammenarbeit (GIZ) GmbH
GOCC	Government Owned and Controlled Corporations (Philippines)
GSO	General Statistics Office (Vietnam)
HEMA	Health Environment Management Agency (Vietnam)
HRDS	Human Resource Development Service (Philippines)
IA	Implementation Agreement
IACEH-OH	Inter-Agency Committee on Environment Health-Taskforce on Occupational Health (Philippines)
IGTSS	General Inspectorate of Labor and Social Security (Uruguay)
ILAB	Bureau of International Labor Affairs
ILS	Institute of Labor Studies (Philippines)
ILO	International Labour Organization
ILO ITC	ILO International Training Center
ILO WIND	Work Improvement in Neighborhood Development Programme
ILO-ROAP	ILO Regional Office for Asia and the Pacific
INEFOP	National Institute of Employment and Professional Formation (Uruguay)
IPEC	International Programme on the Elimination of Child Labour
IRIS	Information Resource Integrated Systems
ISEA	Industrial Safety Techniques and Environmental Agency, Ministry of Industry and Trade of Vietnam
ITC	Industrial Training Center (Vietnam)
IWFM	Industrial Workers' Federation of Myanmar
KAB	Knowledge, Attitude and Behaviour
LABADMIN	Labor Administration
LGU	Local Government Units (Philippines)
LI	Labor Inspection

LLCO	Labor Law Compliance Officers (Philippines)
LLCS	Labor Law Compliance System (Philippines)
LOA	Letter of Agreement
MCEA	Myanmar Construction Entrepreneurs Association
MICS	Myanmar Industries Craft and Services Unions Federation
MIS	Management information system
MOALI	Ministry of Agriculture, Livestock and Irrigation (Myanmar)
MOC	Ministry of Construction (Vietnam)
MOH	Ministry of Health (Vietnam)
MOIT	Ministry of Industry and Trade (Vietnam)
MOLIP	Myanmar Ministry of Labor, Immigration and Population
MOLISA	Ministry of Labor, Invalids and Social Affairs (Vietnam)
MSME	Micro, Small and Medium Enterprises
MTE	Mid-term evaluation
MTLF	Myanmar Transport and Logistics Federation
MWFM	Mining Workers' Federation of Myanmar
NCR	National Capital Region (Philippines)
NIOEH	National Institute of Occupational and Environmental Health (Vietnam)
NOP	National OSH Profile
NPC	National project coordinator
NSO	National Statistical Office of Mongolia
NQF	National qualification frameworks
OCFT	Office of Child Labor, Forced Labor and Human Trafficking
OSH	Occupational safety and health
OSHC	Occupational Safety and Health Center (Philippines)
OSH-GAP	Occupational Safety and Health (OSH) Global Action for Prevention
P&B	Programme and Budgets
PCC	Project Consultative Committee
PCI	Provision for Cost Increase
PIA	Philippine Information Agency
PMAP	People Managers Association of the Philippines
PO	Programme Officer
PPE	Personal Protective Equipment
PSC	Project Steering Committee or Program Support Cost
RB	Regular budget
RBSA	Regular budget supplementary account
ROAP	Regional Office for Asia and the Pacific (mentioned before as ILO-ROAP)
RTIPC	Regional Tripartite Industrial Peace Councils (Philippines)
SAI	State Agricultural Institutes (Myanmar)
SDG	Sustainable Development Goals
SME	Small and medium-sized enterprise
SOW	Statement of Work
SSC	Strategic sector cooperation
SIYB	Start and Improve Your Business
SY@W	Safe Youth at Work
TESDA	Technical Education and Skills Development Authority (Philippines)
TOR	Terms of Reference
TOT	Training of Trainers
TPR	Technical Progress Reports
TU	Trade union
TVET	Technical Vocational and Education Training
TWG	Technical Working Group (Philippines)
ULSA	University of Labor and Social Affairs (Vietnam)
UMFCCI	Union of Myanmar Federation of Chambers of Commerce and Industry
UMP-CPH	College of Public Health at the University in Manila (Philippines)
USDOL	U.S. Department of Labor
VCCI	Vietnam Chamber of Commerce and Industry
VCA	Vietnam Cooperative Alliance
VFU	Vietnam Farmers' Union
VGCL	Vietnam General Confederation of Labor
VOSHA	Vietnam Occupational Safety and Health Association
VZF	Vision Zero Fund
WAIR	Work Accident and Illnesses Report
WCSHW	World Congresses on Safety and Health at Work
WHO	World Health Organization
XBTC	Extra-budgetary resources for technical cooperation

Executive Summary

Introduction

Background

1. With funding provided by the US Department of Labor,[1] the ILO launched a four-year, US$10.4 million project in December 2014 – Building a Generation of Safe and Healthy Workers (GLO/14/20/USA).[2] On 24 November 2015, USDOL approved a modification to the cooperative agreement, bringing the total budget to roughly US$11.4 million.

2. Recognizing their greater vulnerability to work-related injury and illness, the SafeYouth@Work project aims at improving the occupation safety and health of young workers (15 to 24) and promoting a culture of prevention. To this end, the project has established four "immediate" objectives: i) comprehensive, relevant and quality data and information on occupational safety and health of young workers are available for effective use in selected countries; ii) national legislation, regulations, policies and programs are improved in order to better address the safety and health of young workers; iii) national capacities to monitor and enforce OSH laws and regulations, particularly those relevant to young workers, are enhanced; and iv) global knowledge and awareness of particular hazards and risks faced by young workers is increased.

3. The project is designed to operate in three "pilot" countries – Myanmar, Philippines, and Vietnam – and five "participating" countries— Cote d'Ivoire, Ecuador, Mongolia, Indonesia, Uruguay.[3] Interventions in the different countries cover a wide range of activities, including working with tripartite constituents in selected countries to prepare National OSH Profiles and Action Plans; strengthen OSH legislation and regulations in line with relevant ILO Conventions; improve national OSH data including recording and notification systems; enhance capacity of inspectors and social partners to increase OSH compliance; mainstream OSH into vocational education and training; and raise awareness of OSH among young workers and the broader society through communication campaigns. Interventions in selected countries are intended to inform and be reinforced by global/regional activities including research on OSH issues related to young workers and participation in initiatives such as ASEAN Occupational Safety and Health Network (ASEAN-OSHNET), World Congress on Safety and Health at Work, Child Labor Conference, and International Safe Work Day.

Purpose and scope of the evaluation

4. The purpose of the mid-term evaluation (MTE) is to provide an objective assessment of the design and implementation of the Safe Youth at Work (SY@W) project from its inception through mid-December 2017 in order to gauge results and inform future actions. As specified in the *Terms of Reference* (TOR), the evaluation centers on a review of the strategy adopted by the project to accomplish stated objectives and an assessment of the progress that has been made to date. It addresses a series of questions related to six evaluation criteria: relevance, coherence, efficiency

[1] USDOL funding is managed through the Office of Child Labor, Forced Labor and Human Trafficking (OCFT) within the Bureau of International Labor Affairs (ILAB).
[2] The title of the project has been shortened to SafeYouth@Work (SY@W).
[3] The *Project Document* approved on 16 Jul 2015 calls for implementing "comprehensive intervention frameworks" in the three pilot countries that address all four immediate objectives with particular attention paid to one or more sectors such as agriculture, manufacturing, construction and mining. It was intended that good practices in the pilot countries would serve as a "model" for replication in more narrowly focused interventions in "approximately eight" other participating countries.

(including project management), effectiveness, sustainability, and impact. Based on this analysis, the evaluation highlights lessons and offers recommendations for ILO to consider as it moves forward with the project during the remainder of the funding period.

Evaluation methodology

5. The evaluation is based on qualitative research, drawing on key informant interviews, written responses to questions posed by the evaluation team, in-depth review of project files, and secondary sources.[4,5] Key informant interviews included SY@W and other ILO staff who have been involved with the program as well as tripartite constituents in Myanmar, Philippines and Vietnam. Missions to the three pilot countries were conducted between 26 Nov and 17 Dec 2017. Additional telephone interviews were conducted with country directors and program officers in participating countries as well as representatives of USDOL. The principle audience for the mid-term evaluation consists of the USDOL, ILO management, SY@W project staff, and national tripartite constituents.

Conclusions and lessons learned

Conclusions

6. Conclusions with respect to each of the evaluation criteria are summarized below:

- **Relevance**. As informed by relevant international labor standards, the SY@W project is aligned with the ILO strategic framework and policy outcomes that focus on ensuring the safety and health of workers. Morever, the SY@W project has been largely aligned with the needs of the selected countries. Tripartite constituents acknowledge the need to strengthen OSH and appreciate the greater vulnerability of young workers. While there is general support for SY@W, the strength and breadth of commitment varies. Other ILO projects and international organizations are also working on similar issues, albeit not with an orientation specifically toward young workers. The SY@W project is intended to build on and/or complement these other initiatives. In this regard, most SY@W activities center on the kinds of engagements that LABADMIN/OSH, LABOUR LAW and other branches have supported for years – development of OSH laws and regulations, development of National OSH Profiles and Programs, and capacity building of labor inspectorates and social partners; however, the SY@W project is trying to bring a greater focus on addressing the *particular* needs of young workers, including, but not limited to, through changes in laws and regulations to provide adequate safeguards for young workers, changes in how OSH data are collected and analysed to provide a better picture of the problems facing young workers, changes in how labor inspectors and social partners are trained to ensure that they are able to identify and address issues that affect young workers, changes in how young workers are trained in schools and workplaces; and changes in the design and content of OSH awareness campaigns that target young workers. In some instances, the ability to effect needed changes, is contingent on addressing broader OSH policy or a wider set of functions or systems with particular institutions that deal with all workers. The challenge is where to set the boundaries for a project with a development objective that explicitly focuses on young workers (ages 15-24) given limited staff resources, budget and time. The integration of OSH into TVET is a new activitity for LABADMIN/OSH; while OSH is reflected in national qualification frameworks adopted in some countries, there are significant implementation challenges with respect to the development of lesson plans and competency exams, teacher training and certification,

[4] A list of the interviews is included in Annex C.
[5] A list of project documents is included in Annex D.

adequacy of facilities and equipment, and institutional compliance audits. Finally, some planned activities such as developing rating systems for employment injury insurance schemes are not germane to the central aim of the project and are not aligned with the particular expertise of LABADMIN/OSH.

- **Coherence**. As stated, the relationships among the four immediate objectives and the overall development objective is sound; however, the links between some activities and objectives are weak and the overall scope of the project is overly ambitous. In a number of instances, the achievement of objectives is dependent on actions outside the control of the project or deemed to be beyond the project's scope. With respect to the latter, the role of SY@W in implementation is sometimes not well defined. Moreover, particularly with respect to legal reforms and capacity bulding of labor inspectorates and social partners, SY@W has not yet articulated an approach, materials, or tools that can be used to help address the *particular* needs of young workers. Although most activities thus far have been carried out in an appropriate sequence, on occasion activities have been undertaken prior to the completion of antecedents. While members of different ILO project teams in particular countries regularly interact, actual coordination of OSH-related projects has been challenging given different objectives, schedules, and sectoral/geographical focus. Coordination with projects managed by other international organziations has also been difficult at times. Finally, while discussed in the *Project Document*, SY@W has not yet addressed OSH-related gender or inclusion issues in training or other activities.
- **Effectiveness**. Project activities have faced significant delays due to various factors, including the time required to bring a CTA on board and prepare a *Project Document* and related SOWs; turnover of NPCs in the Philippines and Vietnam; the lack of field staff in participating countries; time required to develop and approve TORs and implementation agreements; difficulty in recruiting national consultants; competing demands on staff time; and the time required for government decision and/or action. Many planned activities in pilot and participating countries have not yet started. Delays in project implementation have hindered the achievement of objectives. While there has been some progress on raising awareness of the vulnerability of young workers among certain constituents, major public awareness campaigns have yet to be mounted. Progress on effecting policy and legal reforms has been limited as has enhancing national capacities to monitor and enforce OSH laws and regulations. There has been virtually no progress in strengthening the collection and use of OSH data, including OSH recording and notification systems.
- **Efficiency.** Through October 2017, roughly US$5.5 million had been spent on the project, accounting for roughly half of the total available budget. Limitations with ILO financial systems preclude a comprehensive analysis of budget and expenditures by objective. That said, data show that roughly US$400,000 has been spent on external collaborators across all four immediate objectives; in comparison, US$700,000 was spent at the global level, including US$373,000 for the SafeYouth@Work Congress in Singapore (3-6 Sep 2017) and US$287,000 for the KAB survey. The review identified areas where project management warrants improvement, including quality assurance and technical backstopping, utilization of materials and tools developed by ILO and other parties, responsiveness of Geneva to requests from the field, and monitoring and evaluation.
- **Sustainability**. Given limited progress on achieving results so far, sustainability after the project ends is far from certain. That said, SY@W has already increased awareness of the importance of addressing the needs of young workers among some policymakers, members of civil society and the general public in the three pilot countries. Greater awareness may lead to changes in attitudes and behaviour that persist after the project ends. Moreover, many organizations have

expressed a commitment to address the needs of young workers. In this regard, two points merit highlighting. First, given the ratification of ILO labor standards, governments have an obligation to establish a requisite legal framework to protect the safety and health of all workers, including young workers (ages 15-24). Legislation and regulations enacted with the assistance of the SY@W, as in Vietnam, are likely to remain in force, albeit laws are always subject to repeal or amendment. Second, the willingness and ability to devote resources needed to implement policies and maintain programs over time varies across organizations. In some instances, organizations are fully prepared to continue initiatives after the project ends. These institutions are obligated to undertake activities by law and/or see these initiatives as part of their core mission and have the requisite financial and human resources to carry them out. However, as noted above, some government agencies and social partners report that they do not have resources available to implement awareness campaigns, build institutional capacities, or conduct training programs. With respect to the latter, plans to roll out most training developed under the auspices of the projects after the completion of TOT and SY@W-supported pilot initiatives have not yet been established. The cost of providing services has not been estimated, nor has a strategy for covering costs through a combination of government grants, membership dues and/or fees-for service been developed. In some cases, social partners have indicated they simply do not want to assume responsibility for training.

- **Impact.** Given the current project design and the limited progress to date, it is unlikely that SY@W will yield significant improvements in the safety and health of young workers or result in a culture of prevention in any of the eight selected countries by the scheduled end of the project in December 2018.

Lessons learned

7. There are several lessons that can be distilled from the results of the evaluation that have implications for ILO (and potentially other organizations) going forward:

- Sufficient staffing and the provision of adequate oversight are critical.
- Projects need to be tailored to conditions within each country, recognizing the specific political situation and capacity of existing institutions.
- The commitment of implementing partners is key, extending beyond ministries of labor.
- ILO and donors need to be prepared to work in a country over a long period of time; efforts to effect major changes in policy, institutions, and culture are likely to take more than four years.

Recommendations

8. The results of the evaluation lead to eight recommendations organized under two main headings: strategy and operations. The recommendations are applicable to SY@W global and all countries that are currently involved in the project. Responsibility for implementing recommendations rests with the SY@W, Country Offices, and LABADMIN/OSH.

Strategy

- **Recommendation 1: Narrow the project scope, placing greater emphasis on activities that are likely to have a direct and more immediate impact on the safety and health of young workers.**

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

- **Recommendation 2. Consolidate the number of countries involved in the project.**

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

- **Recommendation 3. Place greater emphasis on non-regulatory mechanisms to reinforce compliance with OSH regulation, including more active community engagement and the use of government procurement.**

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Medium

- **Recommendation 4. Reassess partnerships with implementing agencies, paying particular attention to their willingness and ability to commit requisite resources.**

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

Operations

Recommendation 5. Develop standard training packages for young workers in targeted sectors as well as materials for awareness campaigns, which can be used across countries.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	Medium

- **Recommendation 6. Develop joint work plans for all OSH-related projects in countries**.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

- **Recommendation 7. Review policies and procedures for recruiting consultants.**

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	High

- **Recommendation 8. Strengthen technical backstopping.**

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	High

- **Recommendation 9. Strengthen monitoring and evaluation**.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	Low

9. In light of the above, the SOW for the global program and relevant countries, work plan and budget for the remainder of the funding period will need to be reformulated at the global level as well as for each country. This needs to be done as soon as possible.

Introduction

Purpose and scope of the evaluation

10. The mid-term evaluation (MTE) is intended to provide an objective assessment of the design and implementation of the Safe Youth at Work (SY@W) project from its inception on 19 December 2014 through mid-December 2017 in order to gauge results and inform future actions.[6,7,8]

11. As specified in the *Terms of Reference* (TOR), the specific objectives of the MTE are as follows: "(i) review the continued relevance and usefulness of the intervention models designed for the stakeholders and beneficiaries; (ii) assess the progress made to date towards achieving the planned global and country-level results and identify any constraints hindering the achievement of these objectives; (iii) identify unexpected positive and negative results due to the project interventions; (iv) examine delivery of project outputs in terms of quality, quantity and timing and suggest what can be done to improve project performance and results; (v) analyse the efficiency of the project in delivering services and products at global and country levels; (vi) assess the potential impact of the project on the beneficiaries (i.e. young workers and related stakeholders); (vii) review the sustainability strategy of the project and the likelihood that it might happen; (viii) propose recommendations for improved effectiveness and performance; and (ix) identify emerging potential good practices and consider lessons learned so far."[9]

Evaluation methodology

12. The principle audience for the mid-term evaluation consists of the USDOL, ILO management, SY@W project staff, and national tripartite constituents. The evaluation addresses a series of questions related to six evaluation criteria as defined in Table 1.[10]

Table 1. Evaluation Criteria

Criteria	Definition
Relevance and strategic fit	The extent to which the objective of promoting the safety and health of young workers is consistent with ILO policy, the decent work agenda, and constituent needs and priorities.
Coherence (Validity)	The extent to which the strategy adopted by the SY@W project has been logical and consistent, focusing on activities for which the ILO is best suited.
Efficiency (a)	The extent to which resources available to the SY@W project have been used to generate results at the least cost.
Effectiveness	The extent to which planned activities for the SY@W project have been undertaken, outputs have been produced, and the immediate objectives have been achieved.
Impact	The likelihood of achieving the development objective of the SY@W project – improved safety and health of young workers (ages 15-24) and a culture of prevention developed in selected countries.
Sustainability	The likelihood that any changes brought about by the SY@W project, particularly in pilot and participating countries, will persist after the project ends and result in lasting improvements in the safety and health of young workers (ages 15-24).

[6] In accordance with the ILO Evaluation Policy and procedures, all development cooperation programs and projects with a budget over US $5 million must undertake an initial monitoring and evaluation appraisal, a midterm and a final independent evaluation. USDOL's Management and Procedures Guidelines also require external mid-term and final evaluations.
[7] An evaluation team consisting of Dr. Eric Oldsman and Ms. Carolina Koldys was retained by ILO to conduct the MTE. The contracts were signed on 30 October 2017 and work began immediately thereafter.
[8] The TOR for the MTE indicates that it would cover the period from project inception through September 2017. Given contracting delays, the timing of fieldwork, and the availability of more recent information, the period covered by the mid-term evaluation was extended. Fieldwork ended in mid-December 2017.
[9] The TOR is attached as Annex A. This and all other annexes are included in Volume II.
[10] The agreed evaluation questions as presented in the *Inception Report* for the MTE are included in Annex B.

Notes: (a) The ILO evaluation framework includes issues related to management under efficiency.

13. The evaluation is based on qualitative research, drawing on key informant interviews, written responses to questions posed by the evaluation team, in-depth review of project files, and secondary sources.[11,12] Key informant interviews included SY@W and other ILO staff who have been involved with the program as well as tripartite constituents in Myanmar, Philippines and Vietnam. Missions to the three pilot countries were conducted between 26 Nov and 17 Dec 2017. Additional telephone interviews were conducted with country directors and program officers in participating countries as well as representatives of USDOL. A debriefing meeting to present preliminary findings was held on 8 January 2018 with representatives of EVAL, SY@W project team and USDOL and a draft report ("zero draft") was submitted ten days later on 18 January 2018. Comments from EVAL and USDOL on the initial draft were provided to the evaluation team on 23 and 26 January 2018. The revised draft report was submitted on 31 January 2018, which was then distributed by EVAL for review and comment to USDOL, SY@W project team, relevant ILO staff, and key informants in Myanmar, Philippines and Vietnam. Comments on the draft report were consolidated by EVAL and provided to the evaluation team along with additional documentation on 11 and 28 March 2018.

14. A number of limitations and caveats apply to the findings presented in the report, including issues related to data availability. As documented below, during the course of the MTE it was found that certain data on project activities maintained by SY@W are incomplete and data on changes in the safety and health of young workers do not exist. Moreover, limitations of the IRIS and FISEXT systems preclude a thorough analysis of expenditures by immediate objectives. Finally, a few senior officials were unable to meet during missions to the pilot countries due to scheduling conflicts; in those instances, interviews were conducted instead with the person(s) delegated by the senior official and most knowledgeable about SY@W. These limitations and caveats do not affect the principal conclusions of the evaluation.

Description of SafeYouth@Work

15. With funding provided by the US Department of Labor,[13] the ILO launched a four-year, US$10.4 million project in December 2014 – Building a Generation of Safe and Healthy Workers (GLO/14/20/USA).[14] On 24 November 2015, USDOL approved a modification to the cooperative agreement, adding an additional pilot country – Myanmar – and increasing the budget by US$ 1 million to a total of roughly US$11.4 million.

The rationale for the project hinges on the results of numerous studies that show that young workers are more vulnerable to occupational injuries and illnesses.[15]

16. The *Project Document* lays out the rationale for undertaking the project. It highlights the high number of work-related injuries, illnesses and fatalities across the globe, particularly among young workers aged 15-24. It attributes the higher rate of injury among young workers to various factors, including disproportionate employment in high-risk jobs, limited work experience, insufficient

[11] A list of the interviews is included in Annex C.
[12] A list of project documents is included in Annex D.
[13] USDOL funding is managed through the Office of Child Labor, Forced Labor and Human Trafficking (OCFT) within the Bureau of International Labor Affairs (ILAB).
[14] The title of the project has been shortened to SafeYouth@Work (SY@W).
[15] See, for example, Health and Safety of Young Workers. Proceedings of a U.S. and Canadian Series of Symposia. Carol W. Runyan,(editor). National Institute for Occupational Safety and Health. May 2013.

training, and a lack of awareness of legal protections. The document also points to psychological and physical differences between young and older workers that may increase risky behavior and/or make young workers more prone to injury.

17. The document calls attention to weaknesses in OSH-related legislation and regulations in many countries, noting that deficiencies in national statistics on occupational injuries and illnesses result in limited awareness of the magnitude of the problem and difficulty in crafting appropriate policy responses, which "fully reflect the particular vulnerabilities of young workers."[16] It also highlights weaknesses in compliance and enforcement mechanisms as well as the distinct challenges in improving occupational safety and health in small businesses and the informal economy. The document summarizes a broad range of potential initiatives to improve OSH and describes the capacity of ILO to help member states deal with the challenge.

The SY@W project aims at improving the occupational safety and health of young workers and promoting a culture of prevention.

18. The project focuses on improving the safety and health of workers between the ages of 15 to 24.[17] To this end, the project has established four "immediate" objectives:
    - IO 1: Comprehensive, relevant and quality data and information on occupational safety and health of young workers are available for effective use in selected countries.
    - IO 2: National legislation, regulations, policies and programs are improved in order to better address the safety and health of young workers.
    - IO 3: National capacities to monitor and enforce OSH laws and regulations, particularly those relevant to young workers, are enhanced.
    - IO 4: Global knowledge and awareness of particular hazards and risks faced by young workers is increased. [18]
19. The development objective, immediate objectives, planned activities and intended outputs are reflected in the logical frameworks included in the global *Project Document* and the *Scopes of Work/Memoranda* prepared for the three pilot and five participating countries.[19]

The strategy adopted by SY@W encompasses a broad range of activities at the global level as well as in selected countries.

20. The project is designed to operate in three "pilot" countries and five "participating" countries as shown in Table 2.[20] The *Project Document* approved on 16 Jul 2015 – seven months after the cooperative agreement was signed – calls for implementing "comprehensive intervention frameworks" in the three pilot countries – Myanmar, Philippines, and Vietnam – that address all four immediate objectives with particular attention paid to one or more sectors such as agriculture, manufacturing, construction and mining. It was intended that good practices in the pilot countries would serve as a "model" for replication in more narrowly focused interventions in "approximately eight" other participating countries.

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[16] *Project Document.*
[17] This is based on the definition of "youth" used by the UN for statistical purposes.
[18] Ibid.
[19] The logical frameworks are included in Annex E.
[20] The revised *Project Document* refers to the three pilot countries – Myanmar, Philippines and Vietnam – and indicates that activities would also be undertaken in "approximately eight countries identified as participating countries."

Table 2. SY@W Countries

Country	Sector	USDOL Concurrence with SOW/Memorandum
Pilot Countries		
Philippines	Agriculture, construction, and manufacturing	18 Dec 2015
Vietnam	Agriculture, construction, and craft villages (a)	18 Dec 2015
Myanmar	Agriculture and construction	15 July 2016
Participating Countries		
Mongolia	Mining	13 July 2016
Indonesia	Construction	07 Sep 2016
Ecuador	Agriculture – cocoa and banana	25 Jan 2017
Uruguay	Agriculture and "gastronomy" (b)	16 May 2017
Cote d'Ivoire	Agriculture – cocoa	24 May 2017

Notes: (a) There are some 2000 villages in Vietnam in which economic activities are organized around a particular sector such as bronze casting, woodcarving, food processing, and lead and waste recycling. (b) Selected at the National Tripartite Workshop on 18 Oct 2017.

21. As discussed in more detail below, interventions in the different countries cover a wide range of activities, including working with tripartite constituents in selected countries to prepare National OSH Profiles and Action Plans; strengthen OSH legislation and regulations in line with relevant ILO Conventions; improve national OSH data including recording and notification systems; enhance capacity of inspectors and social partners to increase OSH compliance; mainstream OSH into vocational education and training; and raise awareness of OSH among young workers and the broader society through communication campaigns.

22. Interventions in selected countries are intended to inform and be reinforced by global/regional activities including research on OSH issues related to young workers and participation in initiatives such as ASEAN Occupational Safety and Health Network (ASEAN-OSHNET), World Congress on Safety and Health at Work, Child Labor Conference, and International Safe Work Day.

SY@W is carried out under LABADMIN/OSH Branch

23. The LABADMIN/OSH Branch was created in September 2013 through the merger of LABADMIN and SafeWork. Ms Nancy Leppink, Chief of LABADMIN/OSH Branch, was appointed on 2 June 2014. Of 33 Branch staff based in Geneva, 21 are technical staff funded from ILO regular budget; five are Development Cooperation staff funded by projects (including the SY@W team); the remainder are administrative support staff.[21] A Senior Specialist, Occupational Safety and Health was appointed in September 2017 as leader of the eight-person OSH Team in the Branch. In addition, ILO has placed OSH specialists in the field in Algiers, Bangkok, Beirut, Dakar, Moscow, New Delhi, Port of Spain, and Santiago. Field specialists report to DWT directors in the respective offices.

24. Work at the global level as well as in the five participating countries is subsumed under the global project (GLO/14/20/USA), which is managed out of the LABADMIN/OSH branch in Geneva.[22] From an administrative perspective, projects have been established for Myanmar (MMR/16/50/USA), Philippines (PHL/15/50/USA), and Vietnam (VNM/15/52/USA), which are administered by the ILO

[21] http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/governance/labadmin-osh/WCMS_438851/lang--en/index.htm)

[22] http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/governance/labadmin-osh/WCMS_438851/lang--en/index.htm

offices in the relevant countries with LABADMIN/OSH serving as the technical unit. Each of these projects has an approved scope of work (SOW).

The SY@W project team currently includes ten people based in Geneva and pilot countries, supplemented with OSH and other specialists in the field.

25. As shown in Table 3, the project team includes a chief technical advisor (CTA), program officer, junior program officer, M&E officer and an administrative assistant based in Geneva and a national project coordinator (NPC) and administration/finance assistant in each of the three pilot countries. While there are plans to add NPC and administrative/finance assistant in Cote d'Ivoire, at this point, there is no project staff in any of the participating countries.[23] The project also draws, albeit infrequently,[24] on ILO LABADMIN/OSH, LABOR LAW, and other specialists located in Geneva and field offices.

Table 3. SY@W Project Staffing

Duty Location	Name	Title	Start Date	End Date
Geneva	Mr. Nicholas Levintow	Chief Technical Advisor (CTA)	18 May 2015 (a)	--
Geneva	Ms. Valentine Offenloch	Programme Officer (PO)	01 Jun 2015	--
Geneva	Mr. Wayne Bacale	M&E Officer	07 Jul 2015	--
Geneva	Ms. Sylvi Simonnet	Jr Programme Officer	01 Jun 2017	--
Geneva	Ms. Rosa Valverde	Administrative Assistant	01 Sep 2015	--
Philippines	Mr. Jedel Ervin Tabamo	National Project Coordinator (NPC)	01 Sep 2015	31 Aug 2016
Philippines	Ms. Kathy Brimon	National Project Coordinator (NPC)	03 Oct 2016	--
Philippines	Ms. Ivy Love Rigon	Admin/Finance Assistant	01 Sep 2015	--
Vietnam	Ms. Nguyen Thi Kim Lien	National Project Coordinator (NPC)	01 Sep 2015	31 May 2016
Vietnam	Ms. Nguyen Ngoc Duyen	Admin/Finance Assistant	01 Sep 2015	31 Aug 2016
Vietnam	Ms. Vu Kim Hue	National Project Coordinator (NPC)	26 Jul 2016	25 July 2017
Vietnam	Ms. Nguyen Ngoc Duyen	National Project Coordinator (NPC)	21 Aug 2017	--
Vietnam	(Currently unfilled)	Admin/Finance Assistant		
Myanmar	Ms. Sandar Win	National Project Coordinator (NPC)	17 Oct 2016	--
Myanmar	Ms. Hnin Nwe Phyo	Admin/Finance Assistant	03 Oct 2017	--

Notes: (a) Prior to taking the position as CTA, the individual had been retained under an external collaborator contract to work on the development of the Project Document from 16-30 April 2015.
Source: SY@W

The four-year budget for SY@W is US$11,443,156

26. A summary of the budget allocation for activities under the four SOWs is shown in Table 4. The global budget includes monies for activities in the five participating countries. Significantly, it also covers all direct labor costs, including the national project coordinators and administrative support staff in the three pilot countries.

Table 4. SY@W Budget Allocation as of October 2017

Global/ Country	% of Total Budget
Global (GLO/14/20/USA)	77.2%
Myanmar (MMR/16/50/USA)	7.8%
Philippines (PHL/15/50/USA)	8.3%
Vietnam (VNM/15/52/USA)	6.8%
Total	100.0%

[23] See below for further discussion.
[24] Written comments on draft report provided by ILO to evaluation team on 11 March 2018.

Source: Evaluation team calculations based on data provided by SY@W (SafeYouth@Work Project_Summary Finance_as of Oct 2017_ summary.xls)

Review of Project Activities[25]

Capacity building of tripartite OSH councils

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	1.1.1 – 1.1.4	Not started / preparatory	
Philippines	1.3.1 – 1.3.2	Not started / preparatory	
	1.3.3 – 1.3.4	In process	• Delivered two, three-day training courses on OSH for members of Regional Tripartite Industrial Peace Councils in July 2017.
Vietnam	1.3.1 – 1.3.2	Not started / preparatory	
	3.2.1 – 3.2.3	In process	• Delivered two training workshops on OSH for public officials (26-28 June 2017 and 20-21 Nov 2017).
Cote d'Ivoire	2.2.1 – 2.2.4	Not started / preparatory	
Ecuador	N/A	N/A	
Indonesia	1.2.1 – 1.2.2	Not started / preparatory	
Mongolia	3.3.1 – 3.3.2	Not started / preparatory	
Uruguay	N/A	N/A	

Myanmar

27. The SOW calls for SY@W to "carry out a training programme for members of the National Tripartite OSH Council "on the role, functioning and procedures of tripartite social dialogue bodies." However, the establishment of the Council is dependent on passage of a new OSH legislation, which is still before Parliament.[26] As such, this activity has not yet started.[27]

Philippines

28. The SOW envisions that SY@W would undertake an assessment the National Tripartite Industrial Peace Council and the sector-specific Tripartite Industrial Councils established under Article 275 of the Labor Code and "make recommendations for improvement." While SY@W has not undertaken this assessment, it has been working with the Bureau of Labor Relations (BLR-DOLE) to help increase the awareness of OSH issues among Regional Tripartite Industrial Peace Councils (RTIPC).[28] To this end, BLR carried out a survey of more than 650 RTIPC members in February 2017 to assess their knowledge of OSH. The report was finalized in June 2017 and a validation workshop was held

[25] Each subsection begins with an exhibit showing the current status of proposed activities.
[26] OSH legislation has been under consideration since 2012.
[27] According to ILO, members of the National Tripartite OSH Council in Myanmar will be drawn from stakeholders currently serving on the OSH Project Consultative Committee and the working group supporting the development of the National OSH Profile. (Written comments on draft MTE report provided by ILO to the evaluation team on 11 March 2018.)
[28] RTIPC primarily serve as a "forum for tripartite advisement and consultation among labor, employer and government sectors in the formulation and implementation of labor and social polices." (Executive Order No. 49-98). There are 16 Regional Tripartite Industrial Peace Councils, 65 Provincial TIPC and 47 municipal TIPC. The Provincial and municipal TIPC are considered as sub-committee of the RTIPC. In addition, there are ten National Industry Tripartite Councils, which focus on specific sectors.

on 21 July 2017. SY@W retained a national consultant to facilitate the workshop and prepare a workshop report. Participants at the workshop concurred with the report's conclusion that members are generally well aware of OSH concerns in particular sectors, but indicated that RTIPC members needed to learn more about "DOLE mechanism on compliance and the various administrative requirements with documentary evidences to be submitted to the government health and safety committees; accident reports, annual medical reports; registration of establishments."[29]

29. On 26-28 July 2017, one week after the validation workshop, BLR and OSHC piloted a three-day "OSH Appreciation Course" for 35 members of the RTIPC in the National Capital Region (NCR). The three-day course was developed by OSHC based primarily on an existing five-day OSH course ("Basic OSH") and delivered by OSHC staff. The course was subsequently revised and retitled, "Capacity-Building on OSH Promotion for Tripartite Councils." The revised course was delivered 11-13 October 2017 in Batangas City. Participants included members of the eight RTIPC in Luzon.[30] The course included seven sessions: i) role of tripartite councils in OSH programming; ii) OSH legislation and shared responsibility; iii) occupational safety; iv) occupational environment; v) occupational health; vi) addressing safety and health hazards; vii) plant visit; and viii) action planning.[31] As of December 2017, there are no concrete plans to provide training to RTIPC in Mindanao or Vasayas.

Vietnam

30. Anticipating the establishment of a reconstituted National OSH Council as required under the new OSH Law, the SOW indicates that SY@W "will provide training on data collection and analysis for Council's secretariat members to help them become more competent in this field… the project will facilitate regular meetings for the council so that it can timely address OSH issues and trends in Vietnam". The National OSH Council was established as required under Article 88 on 10 June 2016 (Decision No. 1037/QD-TTg) and MOLISA was named as the Standing Committee (secretariat) for the Council. So far, SY@W has not provided training on data collection or analysis to MOLISA, nor has it facilitated regular meetings with MOLISA in its capacity as the Standing Committee of National OSH Council.

31. The SOW also calls for SY@W to assess the training needs for MOLISA and DOLISA and provide five training workshops, one at the central level and four in selected provinces.[32] To this end, SY@W retained the Vietnam Occupational Safety and Health Association (VOSHA) on 09 November 2016 to conduct a training needs assessment, and develop and pilot a training course. The needs assessment report was prepared and a validation workshop was held on 6 March 2017.[33] The assessment was based primarily on a survey administrated to a total of 57 officials/staff from different central ministries and departments in four provinces – Binh Thuan, Da Nang, Hung Yen, and Phu Tho. Respondents were asked to assess their own and/or their organization's knowledge of OSH and indicate areas where additional training is needed. The report concludes, inter alia, that "all officers and specialists are good at professional and legal knowledge, OSH inspection and

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[29] Ibid.

[30] Written response to questions posed by evaluation team. The regions include NCR, Cordillera Administrative Region (CAR), Ilocos Region (Region I), Cagayan Valley Region (Region II), Central Luzon Region (Region III), Calabarzon Region (Region 4A) Southwestern Tagalog Region (Region 4B) and the Bicol Region (Region 5).

[31] Session Guide, Capacity-Building on OSH Promotion for Tripartite Councils, 11-13 October 2017.

[32] SY@W subsequently determined that "it was not efficient to conduct five separate training workshops. Instead one workshop was conducted at national level and two at provincial level covering the four selected provinces." (Written comments on draft MTE report provided by ILO to the evaluation team on 11 March 2018)

[33] Survey results for education need of OSH work Final Report, 6 March 2017. (Document 40.1)

surveillance skills" but further training is still required, particularly for provincial officials. The report includes a series of recommendations related to the organization of seminars, development of training materials, establishment of trainer qualifications, and the participation of OSH practitioners.

32. In keeping with the results of the needs assessment, VOSHA subsequently developed a three-day training course that included for main modules: i) fundamental of OSH management; ii) OSH laws and policies; iii) hazard identification and risk assessment; and iv) working condition improvement methods (temperature, lighting and noise).[34] The course was piloted on 26-28 June 2017 in Vinh Phuc – a province located north of Hanoi. In addition to the four modules, the agenda included a 1.5-hour session on "OSH for young workers – the role of state agencies."[35] Eighteen government officials (nine female) from the central government and three provinces – Binh Thuan, Da Nang, and Phu Tho – attended the training; while invited, no one from Hung Yen province participated. Again, attendees represented different ministries and departments.[36] A second event was held on 20-21 November 2017 in Da Nang for 38 public officials based, in part, on the VOSHA curriculum.[37] In this case, the duration of the training was reduced to 1.5 days. The trainers included an independent consultant and two instructors from the national OSH Training Center, one of whom attended the June 2017 course. There are no concrete plans for further rollout.

33. In conjunction with MOLISA, SY@W organized a regional two-day workshop in Hanoi on 4-5 May 2017 on "Implementation of OSH Regulations in the Informal Sector in ASEAN countries" under the auspices of ASEAN-OSH Net. Ninety people attended the workshop, including 65 from Vietnam and 25 people from Korea, Japan, ASEAN-OSHNET, ISSA and ILO.[38, 39] In addition to a two-hour session on the SY@W project, the workshop included sessions on OSH law (2.5 hours) and employee injury insurance (EII) schemes (5.25 hours). An ILO specialist made two presentations – one dealing with international experience in implementing OSH Law in the informal sector, the other on international experience regarding EII schemes.

Participating countries

- **Cote d'Ivoire**. The project memorandum calls for carrying out "a training programme for Committee members on the role, functioning and procedures of tripartite social dialogue bodies" and providing support to the Committee in developing and implementing its multi-year work plan. In this regard, the document notes, "a decree on the organization and functions of the Technical Consultative Committee to study OSH matters (CTCSST) has been drafted and is pending adoption." Work has not yet started.

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[34] Training Agenda, TOT Training for public officials, Vinh Phuc, 26-28 June 2017.

[35] This was prepared and delivered by the NPC.

[36] Bureau of Safe Work, MOLISA (1); OSH Training Center, MOLISA (6); Labor Inspectorate, MOLISA (1); VNNIOSH, VGCL (3); ISEA, Ministry of Industry and Trade (1); State Authority for Construction Quality Inspection, Ministry of Construction (1); NIOEH (1); Da Nang City DOLISA (1); Binh Thuan Province DOLISA (1); Phu Tho Province DOLISA (1); and Phu Tho Province's Federation of Labor (1). (See REPORT of the training course for state management source cadres in OSH within the framework of the Project SafeWouth@Work.[sic] (Document 40.2)

[37] The evaluation team was informed during the mission that a third event had been scheduled for 18-19 December 2017 in Phu Tho.

[38] Workshop Report. *MOLISA/ILO/KISA/ASEAN-OSHNET – Regional Conference. Implementation of OSH regulations in the informal sector in ASEAN countries*. (Document 44). The October 2017 TPR refers to this as "a regional workshop for OSH law enforcement" and was discussed under IO3.

[39] MOLISA -- Bureau for Safe Work, Inspectorate of the Ministry, Department of International Cooperation, Department of Social Insurance, Institute of Labor Science and Social Affairs, Legal Affairs Department, Ministry Office; Ministry of Health; Ministry of Justice; Office of the Government; Vietnam Social Insurance Authority; VCCI; Vietnam Cooperative Alliance; Vietnam Farmers' Union; Provincial representatives; Vietnam General Confederation of Labor; and related agencies and businesses.

- **Indonesia**. SY@W plans to work with National OSH Council by conducting training workshops "on how to effectively advocate for OSH for young workers"; however, members of Council have not yet been appointed and work has not yet started.[40]
- **Mongolia**. The project memorandum notes that work with the National Tripartite OSH Committee will focus on the building its capacity to use OSH data to formulate "responsive OSH policy and laws." Work has not yet started.

Development of National OSH Profiles and Action Plan/Programs

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	1.3.1 – 1.3.3	In process	• First draft of OSH Profile submitted in Nov 2017.
Philippines	1.1.2, 2.1.5	In process	• Consultant retained in Mar 2017. First draft of OSH Profile not yet completed.
Vietnam	N/A	N/A	
Cote d'Ivoire	1.1.1 – 1.1.3	Not started / preparatory	
Ecuador	1.1.1 – 1.1.2	Not started / preparatory	
Indonesia	1.1.1 – 1.1.3	In process	• Held workshop in May 2017 on OSH Profile (w/in context of C187) and sent official to ILO/ITC.
Mongolia	1.1.1 – 1.1.2, 1.2.1 – 1.2.2	In process	• Consultant retained by ILO in Feb 2017 to review the 4th National OSH Program. Report completed in Apr 2017.
Uruguay	N/A	N/A	

Myanmar

34. The most recent *National OSH Profile* was published in 2010 under the direction of FGLLID. The SOW states that the SY@W will work with the proposed National Tripartite OSH Council to update the National OSH Profile.[41] While appointment of the Council awaits passage of the new OSH law, SY@W has been working with FGLLID and tripartite constituents on the update. An international and a national consultant were retained by SY@W on 8 and 16 May 2017, respectively, to support this effort. Numerous meetings have been held with various stakeholders to gather requisite information and two consultative workshops have taken place. A preliminary draft of the National OSH profile was drafted by the consultants and submitted for review on 3 November 2017. The preliminary draft is aligned with recommendations of C187 and is much more comprehensive than the 2014 Profile; however, additional information is still needed, particularly with respect to FGLIID staffing, inspection activities, and OSH statistics. Moreover, the situational analysis has yet to be completed.[42] At the time of the mission, a meeting with FGLLID had been scheduled for 11 December 2017 to review the draft and agree on a strategy to gather information needed to fill gaps. Once the profile is completed and approved by government, attention will shift to the development of a National OSH Action Plan/Program.

[40] Interviews with ILO staff. ILO staff expect that the Council will be appointed in early 2018.
[41] The OSH Bill currently before Parliament calls for the establishment of a National Tripartite OSH Council.
[42] Interview with FGLLID. The DG FGLIID has assigned one person to review the draft. As of 29 November 2017 (interview date), the review had not yet been completed.

Philippines

35. The most recent National OSH Profile was published in 2006. SY@W retained a national consultant in March 2017 to help develop a new OSH National Profile and Action Plan in conjunction with the government-run Occupational Safety and Health Center (OSHC) and other key stakeholders.[43] An inception workshop was held on 7 June 2017.[44] Work on drafting the National OSH Profile is currently underway. A technical working group has been established at the OSHC, consisting of all division heads. The national consultant is presently drafting the national OSH profile based on inputs from members of the TWG and consultations with other relevant stakeholders. A *first* draft of the OSH Profile is expected to be completed in early 2018. Once the National OSH Profile is finalized, attention will shift to the development of an Action Plan/Program.

Participating countries

- **Cote d'Ivoire**. The project memorandum calls for a review the content of the draft 1st National OSH Profile, which ILO helped prepare under a previous engagement, [45] to determine whether it deals adequately with young workers, and if warranted, revise the document to include additional materials. Work has not yet started.
- **Ecuador**. The project memorandum notes that SY@W plans to support the Ministry of Labor in "carrying out a survey on the national OSH situation with a view to updating the National OSH Profile, including with content relevant to young workers." Work has not yet started.
- **Indonesia**. The project memorandum states that SY@W will support the consultation process to update the National OSH Profile and develop the National OSH Program (2017-2020). The ILO OSH Specialist based in Bangkok made a presentation on the development of National OSH Profiles at a workshop held 22-24 May 2017 on ILO Convention C187.[46] Moreover, at the request of the government, SY@W sponsored an official from the Ministry of Manpower to attend an ITC-Turin course on OSH data. The government expects that the official will help draft the OSH Profile. Work on the OSH Profile has not yet started.
- **Mongolia**. The project memorandum calls for an update of the National OSH Profile and the development of the 5th National OSH Program. In this regard, the ILO staff for Mongolia drafted an Implementation Agreement (IA) with the Ministry of Labor and Social Protection, under which SY@W would provide financial support to the ministry to carry out necessary activities.[47, 48] While the IA was not executed due to a provision of the cooperative agreement with USDOL

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[43] The SOW notes that the Department of Health (DOH) commissioned the Department of Environmental and Occupational Health of the College of Public Health at the University in Manila (UMP-CPH) "to update the current national OSH profile, and to develop guideline for OSH in the informal economy with a priority on mining transportation and agriculture. DOLE is a member of the technical committee that was set up for this work." In a written response to questions posed by the evaluation team, SY@W noted, "The UMP-CPH prepared a draft national OSH profile. The document was reviewed by ILO-ROAP and comments were provided for consideration by UMP-CPH. Said comments were however not fully taken into account in the draft document. Moreover, drafting of the NOP was stalled due to UMP-CPH lacking the convening authority to drive the process forward." Further inquiries during the fieldwork found that the Department of Health has published the report prepared by UMP-CPH as the *National OSH Profile.*

[44] A representative from DOH was invited, but did not attend the inception workshop.

[45] An orientation workshop for the development of the OSH Profile took place in May 2016 [Project memorandum].

[46] Workshop Report on ILO Convention No. 187 and Recommendation No. 197 (Document 10).

[47] Justification Mongolia as Implementing Agency (Mongolia_BP document) and "Implementation Agreement Summary Outline" 26 Jan 2017.

[48] The ILO staff for Mongolia acted under their understanding that the prohibition on funding government agencies under the cooperative agreement with USDOL could be waived in accordance with Section 10, Part B-Special Program Requirements of the Special Provisions Document.

that "funds should not be provided to a foreign government or entities that are agencies of", SY@W retained a national consultant in February 2017 to review the 4th National OSH Program (2012-2016). The report was submitted in April 2017 and included recommendations for consideration during the preparation of the 5th National OSH Program: i) Enhancing strategies for facilitating employer compliance; ii) Introducing effective incentives for employers to take sustainable action for preventing workplace accidents, injuries and occupational diseases; iii) Overall strengthening of the national OSH system; iv) Improving the quality of and access to OSH education, training and information services; v) Further enhancing the enforcement and advisory role of the labor inspectorate; and vi) Strategies to prioritize protection of particular groups of vulnerable workers.[49] Since then, efforts have been made to hire a national consultant to provide further assistance to the government to develop the profile and program; however, ILO has been unsuccessful in recruiting a qualified candidate. According to ILO staff, the Government of Mongolia has "moved on" with the development of the OSH Profile and the 5th OSH Program with funding provided by the German government.[50] The role of SY@W going forward is uncertain.

Reform of OSH laws and regulations

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	2.1.1 – 2.1.4	Not started / preparatory	
Philippines	`2.1.1, 2.1.6	Not started / preparatory	
	2.1.2	In-process	• First draft of gap analysis for C155 and C187 submitted in July 2017. Waiting for government response.
	2.1.3-2.14	Not started / preparatory	
Vietnam	2.1.1 – 2.1.6	Completed	• Provided technical inputs to MOLISA and organized consultative workshops on decrees and circulars.
Cote d'Ivoire	N/A	N/A	
Ecuador	N/A	N/A	
Indonesia	N/A	N/A	
Mongolia	N/A	N/A	
Uruguay	N/A	N/A	

Myanmar

36. The SOW called for SY@W to "provide support to FGLLID in the drafting of implementing regulations of the new OSH Law for the agriculture and construction sectors, mainstreaming young worker concerns" and "develop step-by-step guidelines/directives for the effective application of the implementing regulations." FGLIID has begun work internally on some regulations dealing with risk assessments, OSH committees, and accident investigation; however, external consultation cannot begin until the new OSH law is adopted.[51] As a result, SY@W has not yet provided assistance on drafting regulations.

[49.] Final Report External Evaluation on Implementation of Mongolian National Occupational Safety and Hygiene Program 2012-2016 (Document 11).
[50] Interviews with ILO staff.
[51] Interviews with key informants.

37. That said, the ILO has undertaken activities to help advance the legislation in Parliament. In this regard, at the request of FGLLID, SY@W helped organize a workshop for senior government officials and members of Parliament to discuss the proposed legislation in February 2017.[52] ILO presenters included the ILO Programme Officer and Legal Officer based in Yangon as well as the SY@W CTA. The CTA provided a presentation on relevant ILO conventions, core principles and components of national OSH law, and examples of legal provisions. In addition, the ILO Liaison Officer together with the Danish Ambassador met with the Bill Committee in June 2017. The importance of passage of the bill has also been raised in meetings of the Project Consultative Committee (PCC). Still, members of Parliament have continued to voice various concerns with the bill, including the degree of centralization, resource requirements, and sanction provisions.[53] As of the end of the evaluation period, a meeting with the Bill Committee had been scheduled for January 2018 to address outstanding issues. Said the DG of FGLLID, it is "difficult to predict whether or when the legislation might be passed."[54]

Philippines

38. The SOW called for SY@W to undertake an assessment of "OSH regulations, policies and programmes, particularly regarding OSH protection of young workers." With respect to OSH regulations, the national Occupational Safety and Health Standards were promulgated in 1976 (amended 1989) pursuant to Article 162 of the Labor Code of the Philippines. The Sept 2016 TPR states, "the three agencies [BWC, OSHC and ECC] recognized the gaps in the current legal standards, among which were missing provisions to protect young workers…The agencies have committed to commence their internal review, and have requested technical assistance from the project, as well as funding support for the conduct of island-wide tripartite consultations…" DOLE organized a technical working group led by BWC and has held consultations with stakeholders, including government agencies participating in the Inter-Agency Committee on Environment Health-Taskforce on Occupational Health (IACEH-OH). The TWG completed a preliminary "inventory of proposed amendments to the OSH standards" in November 2016 without assistance from SY@W.[55] With the inventory developed and following further discussions with BWC, SY@W drafted a TOR in April 2017 for a technical expert to assist BWC in the review of the standards. However, as of 15 Dec 2017, a consultant had not yet been recruited and no technical assistance had been provided by SY@W. Similarly, while contemplated in the SOW, SY@W has not yet participated in a review of the employee injury insurance scheme managed by ECC.[56]

39. In line with the SOW, SY@W planned on retaining a national consultant to conduct a gap analysis of C155 and drafted a TOR in mid-2016. However, the Institute of Labor Studies (ILS) – a government agency under DOLE – subsequently expressed interest in doing the study.[57] As a government

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[52] Myanmar OSH Law Briefing Workshop (Document 20)
[53] Ibid.
[54] Ibid.
[55] Written response to questions posed by evaluation team.
[56] The SOW states that project "will support the assessment of appropriateness of current compensation schemes for workers. More specifically, in 2016, the project will support the conduct of a feasibility analysis to gauge the most appropriate contribution level to the SSS under the ECP (i.e. experience-rating v. community rating v. adjusted community-rating mechanisms) and tests such schemes by 2017." The September 2016 TPR states that SY@W had secured the support of the Employees Compensation Commission (ECC) "to initiate the conduct of a feasibility analysis focusing on employer's contribution level to the employees' compensation program (ECP)." However, this was shelved after the Presidential election in May 2016.
[57] ILS was established in 1987 and serves as the "policy research and advocacy arm of DOLE as articulated in Section 3 of Executive Order No. 251." ILS had conducted previous gap analyses of ILO conventions. In 2016, it prepared a Gap Analysis of ILO Convention No. 81 Labour Inspection and a Gap Analysis of ILO Convention 129, Labour Inspection (Agriculture). Both

agency, ILS may not receive funds from ILO under the terms of the USDOL cooperative agreement. The ILS recently issued a first draft of the report 23 July 2017.[58] It focuses on ILO Conventions 155 and its Protocol of 2002 as well as Convention 187, but also addresses a number of other related conventions that the Philippines has not yet ratified. The analysis is based on a desk review, interviews with selected management and worker representatives, and a series of tripartite consultation workshops. The SY@W provided logistical support for three tripartite consultative workshops and organized technical inputs from the ILO labor law and OSH specialists based in Bangkok. The draft has been circulated among stakeholders for comment.[59]

Vietnam

40. The Law on Occupational Safety and Health (Law No. 84/2015/QH13) was adopted on 25 June 2015 – roughly six months before the SOW for the SY@W project was approved. The agreed SOW envisioned that ILO would provide assistance to help develop implementing regulations in conjunction with a standing Tripartite Technical Committee under the National OSH Council. In its capacity as the secretariat of the National OSH Council, MOLISA has organized ad hoc technical committees to draft specific decrees/circulars. ILO provided technical comments on three proposed decrees and two circulars listed in Table 5 under the auspices of the Japanese-funded project, which were enacted in May 2016. The SY@W team participated in the review of some, but not all of these regulations.[60]

Table 5. OSH Regulations for which ILO Provided Assistance

Number	Title	Adoption Date
No. 39/2016/ND-CP	Decree guiding the implementation of the OSH Law	15 May 2016
No.37/2016/ND-CP	Decree guiding and detailing compulsory insurance for occupational accidents and diseases	15 May 2016
No. 44/2016/ND-CP	Decree guiding safety techniques inspection, OSH training and workplace environment monitoring	15 May 2016
No. 07/2016/TT-BLDTBXH	Circular guiding contents for OSH implementation in business and production establishments	15 May 2016
No. 08/2016/TT-BLDTBXH	Circular guiding collection, storage, synthesis, provision, announcement and assessment of occupational accidents and serious incidents causing OSH failure	15 May 2016
No. 110/2017/ND-CP	Decree on organization and operation of labor, invalids and social affairs inspectorates	4 Oct 2017
	Decree on penalties for administrative violations in labor, social insurance and overseas manpower supply	Pending

Source: SafeYouth@Work

41. Roughly one year later in the summer of 2017, SY@W was asked for additional assistance by MOLISA with respect to a proposed decree dealing with the organization and operations of the labor inspectorate. SY@W sought technical comments on the draft decree from ILO colleagues,

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studies were undertaken in coordination with ILO through the Labor Inspection project. http://ilsdole.gov.ph/research-projects/ils-papers-rights-at-work/research-papers-2016-rights-at-work/

[58] Gap Analysis of Key OSH Conventions, ILS Discussion Paper Series 2017.

[59] BWC has had the draft for more than four months, but has not yet provided written comments.

[60] Specifically, SY@W team (CTA) provided technical comments on drafts of No. 39/2016/ND-CP and 08/2016/TT-BLDTBXH on 1 April 2016 to ILO colleagues for subsequent inclusion into a unified set of comments for submission to MOLISA. (See documents provided to the evaluation team on 28 March 2018.)

including the LABADMIN/OSH Specialists based in Bangkok, and organized one consultative workshop. The decree was enacted in October 2017. MOLISA also sought assistance from the ILO on a proposed decree on sanctions for violations of regulations related to labor, social insurance and overseas manpower supply.[61] In response, between February and April 2017, SY@W organized a technical meeting to review the existing decrees, a consultative workshop to begin drafting of the new decree, and a second technical meeting to complete the draft for circulation and comment. ILO has also sent comments on the draft decree.[62] MOLISA is continuing to work on drafting the sanctions decree and passage is expected by the end of 2018.[63]

Enhancement of OSH data, including recording and notification systems

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	1.2.1 – 1.2.3`	Not started / preparatory	
Philippines	1.1.3 – 1.1.5 1.2.1 – 1.2.4	In process	• A draft report on the existing notification and reporting system was submitted in May 2017; not yet finalized.
Vietnam	1.1.1, 1.2.1 – 1.2.2, 1.1.3	Completed	• Final report on OSH data collection system submitted in June 2017.
	1.1.2	In-process	• Consultant retained in Nov 2017 to undertake a household survey in six craft villages in Hung Yen Province to assess injury/illness rates among young workers.
	1.1.4, 1.2.4	Not started / preparatory	
	1.3.3 – 1.3.4	In-process	• Consultant retained in Nov 2017 to review notification and reporting requirements of the Department of Health. (Training/campaign not yet conducted.)
Cote d'Ivoire	1.2.1 – 1.2.4	Not started / preparatory	
Ecuador	N/A	N/A	
Indonesia	N/A	N/A	
Mongolia	1.3.1 – 1.3.4	Not started / preparatory	
Uruguay	N/A	N/A	

Myanmar

42. The SOW indicates that SY@W would "carry out an assessment of existing OSH data, identifying gaps and developing recommendation for addressing them." According to the DG FGLLID and the NPC, as of yet, there has been no substantive discussion regarding potential assistance that SY@W might offer with respect to strengthening the notification and reporting system.[64] Discussions have also been held with the Department of Labor in MOLIP regarding the potential to modify the Labor Force Survey (LFS) to include additional questions related to OSH; however, as of the end of the evaluation period this work had not yet started.

Philippines

43. The SOW includes activities that deal with improving the "notification and recording system for occupational injuries and illness, particularly regarding young workers." A consultant was retained on 12 December 2016 to undertake a review of the current system in concert with BWC. A draft

[61] The decree would replace Decree No. 95/2013/ND-C and 88-2015-ND-CP
[62] Written comments on draft report provided by ILO on 11 March 2018.
[63] Interviews with key informants.
[64] Under the ILO-Korea partnership program, ILO prepared a *Technical Memorandum, Strengthening National Statistics on Occupational Accidents and Diseases*, October 2016.

report was prepared and presented at a tripartite validation workshop on 19 May 2017.[65] The report provides a brief review of the current system, notes gaps in relation to the ILO Codes of Practice, and offers a series of recommendations. The workshop report includes an extensive list of comments that participants made during the workshop, highlighting areas that required further elaboration.[66,67,68] A second draft was submitted to SY@W on 22 July 2017 and shared with BWC. However, it still does not provide an adequate analysis of the current system or offer concrete recommendations on steps that should be taken to strengthen notification and reporting.[69] Additional work is being contemplated; a final determination on how to proceed will be made after further discussion with BWC and the SY@W CTA in Geneva.

44. While the report has not yet been completed, SY@W has initiated steps to "pilot" an improved recording and notification system. According to SY@W, "Draft Terms of Reference are currently being discussed with OSHC, which would be the implementing partner for pilot activities."[70] Potential enterprises have been identified by ECOP in consultation with workers' organizations and "an initial assessment of the recording and notification systems … at the four pilot enterprises has been completed by OSHC."[71] The TOR for the assessment was developed by OSHC without project input.[72] It should be noted that the national recording and notification system is subject to government regulation and any proposed changed would require government action.

Vietnam

45. The SOW indicates that SY@W will conduct an analysis of current "OSH related data systems to identify potential gaps" and develop recommendations to strengthen the collection and use of OSH data. To this end, SY@W retained a national consulting firm on 25 January 2017 to undertake an assessment of OSH data collection, specifically with respect to administrative data; propose an OSH data collection system to cover the informal sector; and propose actions to promote research, analysis and use of OSH data at policy and enterprise levels. An extensive review of existing regulations and data collection instruments was undertaken, 100+ interviews were conducted with enterprises and relevant government agencies in Hanoi, Hung Yen and Binh Thuan provinces, and a series of technical workshops were held. A preliminary report was prepared and a validation workshop was held on 3 May 2017. The final report delineates relevant regulations, describes the reports that government entities are mandated to submit, details the reporting requirements of enterprises and communes, and presents a detailed assessment of OSH indicators and the forms

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[65] "Analysis of the Notification and Reporting System for Work-Related Injuries and Diseases" (undated, Document 24).
[66] Tripartite Forum on the Results of the Analysis of the Notification and Reporting System for Work-Related Injuries and Diseases, 19 May 2017 (Document 25).
[67] Participants at the validation workshop were asked to submit written comments after the validation workshop, but have not done so.
[68] As noted in the October 2017 TPR, "Inputs and comments from the tripartite stakeholders, as well as those from ILO CO-Manila and the project CTA necessitated additional research and writing" of the report.
[69] For example, the report does not include a detailed assessment of the content of forms that are required to be submitted by employers or the quality of data that has been provided to regulatory agencies. Nor does it include detailed recommendations on actions required to improve the system.
[70] Written response to questions posed by the evaluation team. Note: the October 2017 TPR states, "… proposed Terms of Reference (TOR) were developed for the pilot implementation strategy integrating inputs of workers organizations, budget details, timelines for activities and updates on covered pilot enterprises to include two agricultural enterprises, one construction enterprise and another one from the manufacturing sector."
[71] Written response to questions posed by the evaluation team.
[72] Written comments on draft MTE report provided by ILO to the evaluation team on 11 March 2018.

used to collect data.[73] It notes various problems, including inadequate operational definitions of certain indicators; duplication of data requested in different forms resulting in reporting burdens and potential inconsistencies, the lack of demographic data needed to disaggregate results by age gender, occupation, and industry; and specific challenges that enterprises face in complying with reporting requirements. It also goes into some detail on issues related to how data are compiled, stored and analysed, including the lack of technical capacity within relevant government agencies. The report includes a series of recommendations; some would require the development of new regulations and the commitment of significant resources. Regarding recommendations addressing the informal sector, the report states, "According to the OSH Law, its subjects of application are extended to the informal sector (with approximately 34 million workers), therefore OSH inspection must also be performed over this subject." It also adds, "It is necessary to define obligations and rights of village/residential cluster heads who are at the lowest level of management and can easily get access to information in the locality." No further details are provided. Some of the recommendations fell outside the scope of the project. When asked what has been done since June 2017 to follow-up on recommendations and whether an action plan had been developed and agreed by relevant authorities, SY@W indicated that some training had been done (see below).[74] In addition, work with MOLISA on the development of tools and procedures is planned.

46. In a related vein, at the end of November 2017, SY@W retained an organization to review notification and reporting requirements specifically related to the Department of Health pursuant to Decree No.: 39/2016/ND-CP, develop guidelines, and deliver a TOT course for health care providers. Work is just getting underway. SY@W envisions that this will lead to a more extensive "information campaign" as called for in the SOW sometime in 2018.[75]

47. Finally, the SOW also envisions that SY@W will conduct surveys to establish "age-adjusted injury rates in *each* sector [emphasis added]."[76] At the end of November 2017, following discussions with the Health Environment Management Agency (Department of Health), SY@W retained an NGO to undertake a household survey to assess injury/illness rates in six craft villages in Hung Yen province. These villages focus on different subsectors, specifically lead recycling,[77] waste recycling, copper casting, wood working, incense production, and vermicelli production.[78] Originally, the plan was to

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[73] *Assessment of the Current Situation of the Occupational Safety And Heath (OSH) Data Collection System*, June 2017. (Document 37.3)

[74] Interviews with ILO staff.

[75] In this regard, the SOW includes the following statement: "A special education campaign directed at the medical community in Vietnam is a relatively simple but pro-active measure to be undertaken early in the project. The project will advise clinics and front-line health workers on the special vulnerabilities of youth and appropriate procedures for reporting work-related incidents. This will be achieved through delivering information campaigns to all health care providers and institutions with the aim to increase care and reporting of work-related injuries and illnesses to youth."

[76] The SOW includes the following statement: "Improving statistics on the numbers and health of young workers, especially in the informal economy, may require adjustment of the routine national surveys (e.g. LFS) to include younger age groups and health-related questions. At least three years may be required to develop methodologies and generate new data, therefore, an immediate and crucial measure – both for informational purposes as well as to motivate all relevant partners – is a brief pre-post study to establish current age-adjusted injury rates for each target sector (e.g. work-related injuries occurring during the last month among a sample of young workers). This output will begin at project start and end by the end of 2016."

[77] In conjunction with HEMA, researchers from Japan conducted a study of lead poisoning in the same village – Dong Mai. In the study, "Lead level was measured in hair, blood and urine samples of residents in Dong Mai and two reference sites during 4 years spanning 2007–2011. In Dong Mai, Pb levels… were significantly higher than those in reference sites. Blood Pb levels of <u>all</u> adults and children exceeded 10 μg/dL, the Centers for Disease Control and Prevention definition of an elevated blood Pb level." See Noguchi, Takak, et al. (2014). Exposure assessment of lead to workers and children in the battery recycling craft village, Dong Mai, Vietnam. Journal of Material Cycles and Waste Management.

[78] The study proposal calls for a stratified random sample of 423 household in the villages (accounting for roughly half of all households) and the selection of one respondent in each household according to the following procedure: "In the case there

use the results of the survey as a baseline and conduct another survey at a later date to see whether there had been any reduction in injuries or illnesses. However, plans for a follow-up survey have been shelved due to the cost and the fact that the project activities have already been initiated in the villages. Moreover, there are no plans to conduct similar surveys in other sectors or provinces.

Participating Countries

- **Cote d'Ivoire.** The project memorandum calls for SY@W to assess existing data collection systems relevant to younger workers aged 16 to 24, integrate relevant questions into existing data collection systems, and assure the availability of gender-disaggregated OSH data. Once data are gathered, SY@W will work with implementing partners to analyse data and publish results. Work has not yet started.
- **Mongolia**. Between 2014 and early 2016, ILO Mongolia supported the Ministry of Labor, General Agency for Specialized Inspection (GASI) and the National Statistical Office of Mongolia (NSO) to develop an online system to collect data on occupational accidents.[79] As outlined in the project memorandum, SY@W intends to provide training on how to analyse data and to support the development of a biannual OSH bulletin. SY@W also plans collaborate with NSO to adapt and integrate the ILO's OSH module into the national labor force survey.

Capacity building of labor inspectorate

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	3.1.1 – 3.1.2	Not started / preparatory	
Philippines	3.1.1 – 3.1.5	In process	• Consultant retained in Nov 2017 to assess training needs of inspectors with respect to OSH and develop a TOT course.
	3.2.1 – 3.2.6	Not started / preparatory	
Vietnam	3.1.1 – 3.1.3	In process	• Consultants retained in Nov 2017 to "consolidate" existing training curriculum and update publication (w/ ENHANCE).
Cote d'Ivoire	2.1.4	Not started / preparatory	
Ecuador	2.1 and 3.1	Not started / preparatory	
Indonesia	2.1.1 – 2.1.2	Not started / preparatory	
Mongolia	3.1.1 – 3.1.4	Not started / preparatory	
Uruguay	3.1.1 – 3.1.2	Not started / preparatory	

are workers from 15-65 in all of the households, choose randomly, however, the fact shows that currently, there are not many workers, therefore in each chosen households, choose specifically a worker from 15-24 years old. If there are more than one worker that fit the conditions, choose the one with a longer time working in that craft household. If there aren't any worker fit the condition, interview the representative of the households, with at least 1 year of experience." Source: Technical Proposal, October 2017. The implications of this sampling strategy on the ability to determine differences in the injury/illness rates among young workers (15-24) compared to older (25+) should be reviewed. In this regard, SY@W team may want to refer to K. Taswell, et al, *Occupational Injuries Statistics from Household Surveys and Establishment Surveys. An ILO Manual on Methods*, 2008.

[79] Interviews with ILO staff.

Myanmar

48. The SOW calls for SY@W to help build the "capacity OSH inspectors to enforce laws and regulations, particularly for young workers." In this regard, it notes, "In close collaboration with the Danish-funded OSH project, [SY@W will] carry out basic technical inspection training for FGLLID OSH inspectors on the particular situation and needs of young workers." At this point, SY@W has not provided training to FGLIID. When asked to explain what is currently contemplated, SY@W responded, "The Danish project is conducting a series of capacity building trainings for the FGLLID OSH inspectors, addressing a comprehensive range of OSH competencies. The verbal agreement reached is that the SY@W Project will participate in those trainings to deliver awareness raising workshops to highlight the issue of youth vulnerability in the national context, explain the steps that can be taken at national and enterprise level to improve youth workplace safety and health, present the strategy of the project, and provide materials to OSH inspectors with which they can promote youth workplace safety. However, there have been delays in actually scheduling the project interventions in the context of the Danish training."[80] Unlike ILO, the Danish Government has entered into a written agreement with FGLLID, laying out the assistance that would be provided.[81]

Philippines

49. The SOW indicates that the "project will develop a capacity building programme with the BWC and OSHC with technical inputs from ILO to address the knowledge and skills gap of the 574 LLCOs in the country..."[82] The April 2016 TPR notes that at a meeting on 16 February 2016 with BWC and the ILO LI project, it was "agreed that the [SY@W] will focus on enhancing OSH related processes at BWC and the competency standards of LLCOs" and indicates that a TOR for this activity has been drafted. The October 2016 TPR state, the "project met with the BWC on 18 May [2016] to discuss the development of the TOR for the assessment of LLCOs' competency standards and training needs requirements." The April 2017 TPR notes, the "NPC is finalizing the contract for the Institute for Philippine Culture – Ateneo de Manila University [IPC-AMU]" to review the DOLE's recruitment process, competency standards and capacity development program for labor law compliance officers (LLCOs)." The October 2017 TPR states, "…the project concluded that IPC-Ateneo may not be able to satisfactorily deliver the tasks…" As such, the contract was not executed.

50. Moreover, it was determined that the planned activities needed to be modified in light of related developments. The USDOL-funded Labor Inspection project had already engaged the People Managers Association of the Philippines (PMAP) to develop new job descriptions for labor

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[80] Written response to questions posed by the evaluation team. More detail is provided in an email sent from the CTA to the Danish project representative on 27 Sep 2017, which proposed the following: "… the SY@W Project would be interested to provide training to all FGLLID OSH inspectors and managers on the causes and responses to young worker OSH vulnerability. The duration and frequency of the training is flexible but two training sessions (initial + refresher) of at least 4 hrs each would be the minimum I would think. Concerning content and structure, the training would highlight – FGLLID awareness of youth OSH vulnerability, and how to effectively promote young worker awareness among constituents; Findings of OSH KAB in Myanmar and why they are important to reducing young worker harm, Implications of young worker vulnerability for inspection protocols; examples of how inspectors can address the issue onsite; Introduction to ILO awareness materials highlighting the connections between young worker vulnerability and hazardous child labor; Promoting young worker safety – the Singapore plan to engage young workers as change agents; [and the] Importance of working in tripartite fashion to build OSH awareness…I don't have a set of training materials prepared, so we can be flexible."

[81] See the section on Relevance for additional information on labor inspector training in Myanmar.

[82] The SOW goes on to add, "The program will be based on the results of the LLCOs' training needs assessment that will commence in the first quarter of 2016. Complementing the capacity building of LLCOs will be a review of the competency standards and regulations on recruitment and entrance of LLCOs, as well as their continuing education programme."

inspectors and define attendant competency requirements. Furthermore, DOLE-Human Resource Development Service (HRDS) had already completed a competency assessment (CENAM) for all DOLE regional office employees including the labor inspectors.[83] As such, the approach to working with BWC shifted. SY@W retained a national consultant on 8 November 2017 to conduct a training needs assessment focusing specifically on gaps in OSH-related competencies among labor inspectors based primarily on the results of the CENAM and PMAP work. Completion of the training needs assessment is scheduled for January 2018. Based on the assessment, the consultant will design and pilot training courses by the end of June 2018.[84,85]

51. In a related vein, the SOW indicates that SY@W will undertake an assessment of "the role and competency of OSHC head office and field personnel and their existing capacities to work with industries and enterprises, as well as with LLCOs." SY@W would then "develop and pilot a training programme for at least 20 OSHC staff to address priority needs, including on OSH for young workers." In this regard, SY@W has indicated that a TOR for a "needs assessment is being drafted... Discussions with OSHC indicate that they will need external assistance in conducting the assessment."[86,87]

Vietnam

52. The SOW states, "The project aims to provide training to 125 young inspectors at central and local levels whose age are under 30 … Existing tools, protocols and/or checklist will be reviewed and will need to be customized given the project's focus on young workers in the selected sectors/sub-sectors (craft villages, agriculture and construction in selected provinces). A sector-specific "young worker risk assessment checklist" will be prepared and distributed which outlines the physical and psychological risks to observe wherever young workers are present... The OSH training and increased advisory capacity for inspectors, particularly on OSH issues facing young workers in targeted sectors, will be carried-out by enhancing and collaborating with on-going ILO projects…" Work is just getting underway in conjunction with the USDOL-funded ENHANCE project.[88, 89] Specifically, SY@W and ENHANCE are in the process of retaining two national consultants to consolidate existing training curricula developed for labor inspectors under previous ILO projects in Vietnam and develop related materials, including updates to a publication prepared under the Dutch-funded labor inspection project to ensure that it includes regulations issued under the new OSH Law. This will include new chapters on OSH for workers in the informal sector as well as

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[83] October 2017 TPR and interviews with ILO staff and key informants.
[84] TOR and interviews with ILO staff.
[85] The October 2017 TPR states that the NPC, "is working with the LI project on conducting interim training activities for labor inspectors in areas where the LI project has established capacity gaps such as OSH accident investigation and OSH inspection in agriculture." This is not accurate. At the time of the TPR and to this date, SY@W has not conducted any training activities for labor inspectors.
[86] Written response to questions posed by evaluation team. Note: This response is different than reported in the October 2017 TPR, which states that OSHC is "currently assessing its staff training needs" and that a TOR for capacity building would be developed after this assessment is completed.
[87] OSHC has five divisions: i) Training and Public Information Division; ii) Environmental Control Division; iii) Safety Control Division; iv) Health Control Division; and v) Finance and Administration Division.
[88] The CTA and NPC participated in an OSH training workshop in January 2016, organized by the Netherlands-funded LI project in conjunction with ITC-Turin. The overall objective of the course was to strengthen the capacity of inspectors to carry out effective workplace inspections and to promote the application and development of sound practices and techniques for OSH management at the enterprise level.
[89] The October 2017 TPR states, "The project strengthened collaboration with the USDOL-funded ENHANCE project by organising several capacity building activities for MOLISA Inspectorate." This is not accurate. It should have stated that capacity building activities were being planned.

inspection tools for the informal sectors. The TOR notes that the training package will address the "protection of children and young workers."

Participating Countries

- **Cote d'Ivoire**. The project memorandum indicates that SY@W will help ensure that "OSH and labor inspectors are better equipped to identify workplace risks and hazards at the workplace, in particular those affecting young workers in the cocoa sub-sector." It goes on to explain, "The project will work closely with the OSH Directorate to improve its capacity to promote and enforce compliance. The OSH Directorate remains weak with only 13 OSH inspectors for the entire country, almost all based in Abidjan. These inspectors conduct only 40 inspections per year, but to date no OSH inspections have been conducted in the agriculture sector." SY@W plans to train inspectors (TOT) on the ILO WIND methodology, who will then be tasked to carry out training at the local/community level. Work has not yet started.
- **Ecuador**. Ecuador is working closely with the FAO on implementing the National Manual on Occupational Health and Safety for the Ecuadorian Banana Sector developed under the auspices of the Banana Occupational Health and Safety Initiative (BOHESI). According to the project memorandum, SY@W plans to build on this work and help develop tools and provide training on risk prevention in the cocoa and banana sectors. Work has not yet started.
- **Indonesia**. Building on previous work in the country over the past decade, the project memorandum calls for SY@W to help update an OSH inspection kit for the construction sector to better address OSH concerns related to young workers, and train OSH inspectors. No progress has been reported so far.
- **Mongolia**. Within the framework of C176-Safety and Health in Mines Convention, which was ratified in 2015, ILO has supported several initiatives, including training of inspectors and OSH specialists and a conference organized during 2015 OSH day. The project memorandum calls for SY@W to help develop an OSH inspection kit specifically for the mining sector and train inspectors. Work has not yet started.
- **Uruguay**. The project memorandum calls for SY@W to work in concert with the General Inspectorate of Labor and Social Security (IGTSS) to develop and implement a training program, including sector-specific OSH modules that address young workers. While planning meetings have been held, work on developing the curriculum has not yet started.[90]

[90] Interviews with ILO staff.

Capacity building of social partners organizations

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	3.2.1 – 3.2.3 3.3.1 – 3.3.5	In process	• Consultant retained in Nov 2017. Training curriculum for construction sector for employers (MCEA) and workers (CTUM) is under development.
Philippines	3.3.1 – 3.3.3	Not started / preparatory	
	3.4.1 – 3.4.3	In process	• Consultant retained in October 2017 to develop and deliver training program to trade unions. Draft report on the training needs assessment was submitted on 8 Dec 2017.
Vietnam	3.3.1	Completed	• VFU conducted two TOT courses for VFU leaders and VFU staff (trainers) during Nov-Dec 2016. • Consultant delivered two, 1-day OSH courses to owners and workers in craft villages in July 2017. • A TOT course was conducted with VCCI in Nov 2017; another course is scheduled for some time in 2018. • VFU conducted two, 2-day courses for farmers engaged in tea production in Phu Tho in Nov-Dec 2017. Post-training support is planned. • 3-day TOT for VGCL staff was conducted in Dec 2017.
	3.3.2 – 3.3.3	In-process	• Follow-up activities in which VGLC staff will work with 5-10 SMEs in Binh Thuan are planned.
Cote d'Ivoire	N/A	N/A	
Ecuador	2.1.2 – 2.1.4, 3.1.1 – 3.1.3	Not started / preparatory	
Indonesia	2.2.1 – 2.2.3	Not started / preparatory	
Mongolia	3.2.1 – 3.2.3	Not started / preparatory	
Uruguay	N/A	N/A	

Myanmar

53. The SOW calls for SY@W to "carry out training activities for UMFCCI officials, including the youth committee, on OSH for employers in the construction sector." The Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI) includes 75 member business associations.[91] One of these affiliates is the Myanmar Construction Entrepreneurs Association (MCEA).[92] SY@W retained a national consulting firm on 1 November 2017 to develop a training course for managers/safety officers of construction firms in Myanmar. The current plan is for the consultant to train 20 managers/safety officers from MCEA members who will then train managers/safety officers from the remaining 80 or so member companies. Details have not yet been worked out, but MCEA expects that this will entail a three or four-day training course similar to what the consultant already offers in the market.[93] While SY@W has agreed to cover the cost of daily subsistence allowance (DSA) for trainers, there seems to be some confusion about how trainer fees

[91] UMFCCI offers training to members of affiliated associations, including a monthly four-hour seminar on the Factories Law. In 2016, the seminar was offered 16 times; through the end of November 2017 it had been offered 21 times.
[92] MCEA was established in 1996. It currently has 100 construction companies that are dues-paying "corporate members" – these are the largest construction firms in the country – including residential, commercial, and public infrastructure. It has another 1900 "ordinary members, which include architects/engineering, real estate developers, and property agents.
[93] https://www.wshmyanmar.com/services/

will be covered. MCEA expects SY@W to pay the trainers; the NPC expects that MCEA members will provide training on a volunteer basis.[94]

54. The SOW also calls for SY@W to "develop outreach materials for CTUM [Confederation of Trade Unions of Myanmar], AFFM-IUF [Agriculture and Farmers' Federation Myanmar] and MICS [Myanmar Industries Craft and Services Unions Federation] to use to promote OSH awareness among their young members" and "develop one-day training course for trade unions to provide to their young members on OSH in the agriculture and construction sector." CTUM is the more established of the worker organizations. It has eight federation members that together have roughly 800 factory unions, representing some 70,000 workers across the country.[95] The number of dues-paying workers in the agricultural and construction sectors total roughly 30,000 and 6,000, respectively.[96] CTUM has been active on OSH related issues and has established an OSH committee.[97] SY@W retained a national consultant to develop and deliver a TOT course on OSH for trade union officials.[98,99] Work on the curriculum is just starting. SY@W is in early discussions with AFFM-IUF and MICS on potential cooperation.[100]

Philippines

55. The SOW indicates that SY@W will conduct a needs assessment and assist the Employers' Confederation of the Philippines (ECOP) "to develop and organize training programs for employer representatives, including on OSH for SMEs and MSMEs in construction, manufacturing, and agriculture, and particularly regarding OSH for young workers." The current plan is to organize a two-day OSH introductory course for roughly 80 micro and small enterprises, drawing in part on existing training curricula. [101] The work with ECOP will be governed by an Implementation Agreement; as of 15 December 2017, the agreement had not yet been signed.[102]

56. The SOW indicates that SY@W would conduct a needs assessment to determine priority areas for building the capacity of Trade Unions (TUs) to provide training to its members on OSH for young workers. With this in hand, SY@W would develop training materials on OSH for young workers in construction, manufacturing and agriculture and organize TOT activities. A national consultant was retained on 19 Oct 2017 and a draft report on the assessment was delivered on 8 Dec 2017.[103] The report was based on a desk review, focus groups, and survey administered to 13 people to elicit the

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[94] SY@W and key informant interviews.
[95] Member federations include the Agriculture and Farmers Federation of Myanmar (AFFM), the Building and Wood Workers Federation of Myanmar (BWFM), the Industrial Workers' Federation of Myanmar (IWFM), Mining Workers' Federation of Myanmar (MWFM), Myanmar Transport and Logistics Federation (MTLF) as well as Public Sector and Education Sector Unions.
[96] Interviews with key informants.
[97] In this regard, CTUM officials participated in a five-day TOT course on pesticide use provided by Yezin State Agricultural Institutes (SAI).
[98] This is the same consultant that was retained to work with MCEA.
[99] CTUM has been working with the Friedrich Ebert Stiftung (FES) Foundation to develop and deliver OSH training to workers. (See discussion of relevance for more detail.)
[100] AFFM-IUF has 62,117 members of which 12% pay some dues. Most are small holders – ¼ HA – growing a combination of rice, seed oils, legumes, and fruits and vegetables. Roughly 65 percent of members are women.
[101] The October 2017 TPR stated that the agreement was expected to be signed in October 2017.
[102] ECOP provides training to members on a regular basis, including Basic Occupational Safety and Health (BOSH) developed by OSHC and Essentials of Occupational Safety and Health (EOSH) developed by ILO ACTEMP/TURIN. (See Annex F) Using OSHC-certified trainers, ECOP offered 5-7 BOSH courses last year; on average, 20 companies attended each course. The fee for the course is 10,000 pesos per person for members and 13,000 for non-members. DOLE has certified 53 OSH training organizations across the country. Source: Interview with key informant and http://www.dole.gov.ph.
[103] Building the Capacity of Workers' Organization to Implement Capacity Building Programmes for Workers in the Formal and Informal Economy to Promote OSH Compliance: Training Needs Assessment, 8 Dec. 2017.

respondents' views of their own awareness of OSH standards. The consultant recommended that the following topics be include in a TOT curriculum: "Cursory Overview of Basic Occupational Safety and Health," "Training and Development Cycle," "Understanding OSH Distinctives [sic]," "Understanding the Learning Psychology of Young Workers," "Using Technology for OSH Training Effectiveness and Impact," and "Practices teaches [sic] with the provision of evaluative feedback for training improvement." No further details are offered with respect to the suggested format or content of the training.

Vietnam

57. SY@W recently retained a national consultant to work with VCCI to develop an OSH training course and deliver TOT to 30 VCCI staff (including external SIYB trainers) in 23-25 Nov 2017. As of the end of the evaluation period, no additional TOT events were anticipated and there was no concrete plan for the trained trainers to deliver training to enterprises. VCCI has proposed providing technical assistance directly to enterprises in Binh Thuan with the support of SY@W; but a decision on whether to undertake this activity has not yet been made.[104]

58. SY@W retained a national consultant to develop training materials and fact sheets,[105] and deliver training on OSH laws and basic safety practices to owners of household enterprises and their workers in craft villages. Two, one-day training courses were conducted in Hung Yen province.[106,107] The first was held on 4 July 2017 in the village of Thuan My (wood carving); the second was held on 5 July 2017 in the village of Long Thuong (bronze casting). A total of roughly 126 people (100 male and 26 female) from the two craft villages participated, including government officials. The number of owners/workers totalled 102.[108,109] No training has been provided since then and there is no plan to do so due to "limited collaboration with Hung Yen DOLISA and project limited budget."[110]

59. On 10 November 2016, ILO and Vietnam Farmers' Union (VFU) signed an Implementation Agreement,[111] which calls for VFU to develop "training materials on OSH regulation and risk assessment at the workplace" and organize two TOT course for "50 trainers" from VFU to enable them to deliver training to farmers. The assignment was completed at the end of December 2016. In keeping with the agreement, VFU conducted two TOT courses based on the WIND curriculum and additional materials on risk assessments. The training was directed toward VFU leaders and VFU staff (trainers) at the provincial level: the first training was conducted in Da Nang on 21-24 November 2016 in which "8 FU leaders, 31 Trainers and 22 Local farmers" participated; the second training was conducted in Phu Tho on 19-22 December 2016 in which 12 FU leaders, 28 Trainers

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[104] Interview with NPC.
[105] The factsheets deal with OSH in bronze casting, woodcarving, incense-making, waste recycling, tea production, and vermicelli-making.
[106] Three government officials served as co- trainers along with the national consultant.
[107] "Báo Cáo Lớp Tập Huấn Về Atvsl Tại Làng Nghề (Report on OSH training for two craft villages in Hung Yen Province) (Document 43.5).
[108] Data provided directly by SY@W Vietnam. First training (Wood carving village): 64 participants (14 females), consisting of 50 craft village people. Second training (Bronze casting village): 62 participants (12 females), consisting of 52 craft village people.
[109] These data are not consistent with those reported in the October 2017 TPR, which states, "The training at the Bronze casting village in Hung Yen was held on 05 July and attended by 43 participants (2 female). In the wood carving village in Phu Tho, the training was attended by 39 participants (3 female).
[110] Written response to questions posed by evaluation team.
[111] VFU is a registered political and social organization with staff at the central, provincial, district and commune levels. It has 11 million members.

and 20 Local farmers" participated. [112] No further rollout took place. Local farmers participated on the last day to enable the trainers to practice what they learned.

60. ILO and VFU signed a second Implementation Agreement on 24 October 2017. The agreement calls for VFU to establish an "OSH improvement network" for farmers engaged in tea production and train roughly 90 local farmers in Phu Tho province (specifically from three communes in two districts – Thanh Son and Cam Khe); and provide technical advice and support to farmers after the training. So far, two courses have been delivered: the first on 29-30 November 2017 and the second on 5-8 December 2017. For these courses, the curriculum in 2016 was tailored to meet the needs of tea farming/processing and covered hazard identification and risk assessment in addition to the WIND methodology.[113] The trainers included a national OSH consultant plus two trainers that participated in the TOT held in December 2016.

61. SY@W also retained a national consultant to work with the Vietnam General Confederation of Labor (VGCL) to develop an OSH training curriculum and conduct TOT for VGCL staff. Trained VGCL staff will then work with 5-10 SMEs in Binh Thuan.[114,115] The pilot initiative with SMEs is expected to include one day of classroom training followed by assistance in establishing an enterprise-level mechanism for management-worker dialogue on OSH issues.[116] SY@W does not plan to support further rollout. The TOT was conducted on 13-16 Dec 2017 in Da Nang (24 people from nine provinces, including Binh Thuan.)

Participating Countries

- **Indonesia**. The project memorandum calls for SY@W to promote Joint Workplace OSH committees in the construction sector and develop "good practice guides for the social partners to promote OSH protection of young workers" in the sector. Planning is underway, including a review of existing training materials on enterprise-level OSH committee and efforts to identify companies that might be interested in participating.
- **Mongolia**. The project memorandum calls for SY@W to promote Joint Workplace OSH committees in the mining sector and develop "good practice guides for the social partners to promote OSH protection of young workers" in the sector. Work has not yet started.

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[112] Training for farmers union _VFU Final Report (Document 41.1). Note: the courses held in Da Nang and Pho Tho includes VFU leaders and staff from those provinces as well as neighbouring provinces. VFU leaders/staff from Hà Tĩnh, Phú Yên, Bình Thuận, Ninh Bình, and Hà Nam were not able to participate in the training course and those from Hà Nội could only attend one of the four days due to scheduling issues.
[113] Interviews with key informants.
[114] VGCL is the only legally registered trade union in Vietnam.
[115] The activity is being undertaken with the Labor Protection Unit of the Industrial Relations Department in VGCL.
[116] Written comments on draft MTE report provided by ILO to the evaluation team on 11 March 2018.

Integration of OSH in TVET and general education

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	2.2.1 – 2.2.3	In process	• Consultant retained in Nov 2017 to work with State Agricultural Institute in Myaung Mya. OSH curriculum is under development.
Philippines	2.2.1 – 2.2.6	Not started / preparatory	
Vietnam	2.2.1	Completed	• Report on "survey" of OSH in vocational institutions submitted in November 2016.
	2.2.2 – 2.2.4	In-process	• Consultant retained in Aug 2017 to work with Hermann Gmeiner Vocational College in Phu Tho. OSH curriculum is under development. • (Consultant not yet hired to work with ITC SINDE).
Cote d'Ivoire	N/A	N/A	
Ecuador	N/A	N/A	
Indonesia	N/A	N/A	
Mongolia	2.1.1 – 2.1.4	Not started / preparatory	
Uruguay	1.1.1 – 1.1.4, 2.1.2	Not started / preparatory	
	2.1.1	Completed	• Report on good practices on mainstreaming OSH into TVET completed and discussed at national workshop in Oct 2017.

Myanmar

62. The SOW calls for SY@W to "carry out an assessment of the existing OSH training infrastructure in Myanmar. This has not been done. However, ILO signed a Letter of Agreement (LOA) with the Department of Agriculture (DOA), Ministry of Agriculture, Livestock and Irrigation (MOALI) on 19 Sep 2017 to review the curriculum used in State Agricultural Institutes (SAI) as it pertains to OSH.[117] There are 14 SAI in the country – one in each province. All offer a three-year agricultural diploma based on a standard curriculum. SY@W is working specifically with SAI Myaung Mya, which is located in the main rice growing area of Myanmar. The school currently has 412 students, including 155 women.[118,119] As in all SAI, the current curriculum covers 12 subjects: English, mathematics, physics, chemistry, botany, agronomy, horticulture, animal husbandry, plant protection, farm mechanics, farm management and agricultural extension. SY@W retained a consultant on 27 September 2017 to conduct an assessment of the curriculum, develop new OSH training modules, train teachers at the school, and conduct a knowledge transfer workshop. The current intention is to cover OSH as a separate subject with five modules spread out over the three-year period.[120] However, it is not clear how the time required for the new subject will be accommodated within the existing 3392 hours of instruction in SAIs.[121]

63. The project is also planning to work with the Industrial Training Center (Sinde), but "there have been challenges in finding an appropriate consultant to lead this effort."[122,123, 124]

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[117] The DOA is also receiving assistance under a Netherlands-funded project to improve the SAI training curriculum.
[118] Interview with key informants and written response from SY@W.
[119] Given dropouts the number of graduates per year is on the order of 120.
[120] Interview with key informants and written response to questions posed by the evaluation team.
[121] *SAI Curriculum for 3 Years* and *Subject Hours Distribution in SAIs.*
[122] The NPC reported that the TOR has been advertised three times., but no qualified consultants were identified.

Philippines.

64. The SOW states that the SY@W would provide technical assistance to the Technical Education and Skills Development Authority (TESDA) "to strengthen integration of OSH concepts in TVET programs, particularly for young workers." So far, no assistance has been provided.

Vietnam

65. The SOW calls for SY@W to help integrate OSH into vocational training programs, including apprenticeships. On 1 Nov 2016, SY@W retained a national consultant to undertake a "survey" on the extent to which OSH content has been incorporated in the curriculum of "professional education institutions" in four provinces: Phu Tho, Hung Yen, Da Nang, and Binh Thuan. The report contained several recommendations dealing with the TVET, including suggestions for regulatory reforms and capacity building, which were directed toward General Department of Vocational Training (GDVT), Department of Work Safety, and SY@W. A validation workshop was held on 29 December 2016; participants, including representatives of GDTV and DWS, expressed support for OSH training, but offered various cautions with respect to the manner in which OSH would be integrated into an existing curriculum, the need for teacher training, and facility constraints.

66. On 28 August 2017, roughly eight months after the validation workshop, SY@W retained a national consultant to help on curriculum development at the Hermann Gmeiner Vocational College in Phu Tho.[125] The consultant conducted one-day training session on basic OSH principles and risk assessment for teachers at the school on 8 September 2017. [126] Attention was then turned to revamping an existing 30-hour OSH course that had been developed by the school for students entering the two-year electrical training program. New sessions on the new OSH law and risk assessment (15 hours of classroom training) were developed and piloted with two groups of students (total – 46 males and 9 females) over three days from 26-28 September; teachers delivered other parts of the OSH course over the next few weeks.[127,128,129] Work is now underway to incorporate OSH into a three-month course on refrigerator/AC maintenance and repair. The

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[123] The Industrial Training Center in Sinde is one of six ITCs under the Directorate of Industrial Collaboration within the Ministry of Industry. In aggregate, the six ITCs graduate 1000 students annually. ITC Sinde was established in 1979 with the support of the German Government and continues to receive assistance from GIZ. It currently offers a series of one-year courses in eights subjects for high school graduates between the ages of 17 and 25, including machine tool operator, tool and die maker, machinery fitter, motor vehicle mechanic, electrical fitter, electrical machine maker, pattern maker, and mechanical draughtsman. All told, it produces 200 graduates per year. (http://www.industry.gov.mm/en/content/industrial-training-centers).

[124] When asked why SY@W is interested in working with this particular training institute given its focus, ILO staff responded, "ITC Sinde was identified as an implementing partner for the project because of its capacity to develop and sustain the mainstreaming of OSH into TVET. The institution also has a strong technical staff, is well-managed, and has a successful record of managing school-to-work transition. Consequently it is intended to potentially establish a national model for integrating OSH into TVET training." Written response to questions posed by the evaluation team.

[125] The school is supported by a global federation – SOS Children's Villages International – that works to protect and care for children without parental care or at risk of losing it. The organization is active in over 135 countries around the world. In Vietnam, there are 13 SOS Children's Villages, which include primary and secondary schools as well as vocational institutions. The Hermann Gmeiner Vocational College in Phu Tho was established in 2006. It offers both three-month and two-year training programs and admits a total of roughly 300 students annually. https://www.sos-childrensvillages.org/where-we-help/asia/Vietnam and https://sosVietnam.org

[126] Draft Training Curricula on electrical safety Outline. (Document 39.3)

[127] Interviews with key informants.

[128] Note: the description of this activity in the October 2017 TPR is not entirely correct.

[129] As noted in the October 2017 TPR, given teachers unaccustomed to participatory learning approaches, the low educational level of students, and a lack of equipment and facilities, "the proposed training content was deemed too ambitious for the students and the school."

existing curriculum consists of five modules: (1) basic electricity; (2) basic refrigeration; (3) safety, materials, electricity and refrigeration measurement; (4) repairing and maintaining normal refrigerators, and (5) installing, repairing and maintaining non-centralized air-conditioners. The consultant has suggested that the order of the modules be changed with safety taught as the first module. In addition, a long list of potential OSH topics that might be covered in each of the five modules has been developed.[130] Discussions will need to be held on how to incorporate OSH lessons into the existing curriculum without extending the course duration as well on the implications for equipment purchases and teacher training. A progress meeting with GDVT, school officials, teachers and other stakeholders has been scheduled for 12 December 2017.

Participating Countries

- **Mongolia**. The project memorandum calls for the assessment of OSH training content in TVET training programs related to mining sector. Based on this assessment, the project will provide technical assistance to improve OSH training curricula and teacher training manuals. TOT will be conducted with teacher in a selected school. Work has not yet started.
- **Uruguay**. The project memorandum centers on TVET**.** In August 2017, SWY retained a consultant to review good practices on integrating OSH into TVET, focusing on Latin America, as an input for the design of training curricula for specific sectors in Uruguay.[131] The report was submitted and presented at a National Tripartite Workshop on 18 October 2017. It presents an assessment of TVET programs in Argentina, Chile, Spain, and Uruguay; the later includes programs developed by CETP-UTU and INEFOP.[132] The report notes the importance of involving teachers in the curriculum development process, identifying specific OSH competencies and their relationship to other competencies required for particular occupations, and emphasizing practical workshops and internships. The next phase of work will focus on integrating OSH into the programs sponsored by CETP-UTU (agriculture/forestry) and INEFOP (gastronomy). The schedule calls for developing the curriculum (including validation) in time for the start of the semester in March 2018 when the pilot phase would begin; this may be difficult to meet.

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[130] See Annex G for a list of OSH topics suggested for inclusion in the curriculum.

[131] Informe final sobre compilación de buenas prácticas en materia de transversalización de la SST en la educación técnica y la formación profesional (16 Oct 2017).

[132] The Technical Professional Education Council (Consejo de Educación Técnico Profesional Universidad del Trabajo de Uruguay - CETP-UTU) is the main public institution in charge of technical education and vocational training with over 93,000 students as of 2016. (https://www.elpais.com.uy/informacion/record-estudiantes-inscriptos-utu.html). The National Institute of Employment and Professional Formation (INEFOP) is the main institution in the field of skills development with roughly 47,600 students enrolled as of 2016 (http://www.inefop.org.uy/categoria/Memoria-anual-14?pagina=1). Both institutions are part of the network promoted by the Inter-American Center for Knowledge Development in Vocational Training (CINTERFOR).

Country-level research and awareness campaigns

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Myanmar	4.1.1 – 4.1.3	In process	• Consultant retained and workshop with organizations held in Oct 2017 to develop messages and "conceptual designs". Planning for production and distribution is underway. • Worked with MyPEC to adapt Safe Work for Youth Kits.
	4.2.1 – 4.2.3	In process	• Draft of rapid assessment of the agriculture sector submitted on 6 Nov 2017. Rapid assessment of the construction sector is still in data collection stage.
	4.2.4	Completed	• Carried out KAB survey and held validation workshop in Sep 2017
Philippines	4.1.1 – 4.1.4	In process	• Two workshops and a series of smaller group discussions were held with key stakeholders between Apr and Aug 2017. As of Sep 2017, four concepts had been developed. ECC is in the process of producing two videos. Work on other concepts has not yet started.
	3.5.4 – 3.5.8	In-process	• Boy Scout merit badges being developed.
Vietnam	4.1.1 – 4.1.2	In-process	• Consultant retained to help develop communication strategy and workshop held in Nov 2016. Limited follow-up on recommendations. • Meeting held with journalists in May 2017 as part of OSH month. • Held forums at ULSA and AJC in May/June 2017
	4.2.1 – 4.2.3	Completed	• KAB survey carried out and validation workshop held in Sep 2017.
Cote d'Ivoire	3.1.1 – 3.1.2, 3.2.1 – 3.2.2, 4.1.1 – 4.1.2, 4.2.1 – 4.2.3	Not started / preparatory	
Ecuador	2.1.1	Not started / preparatory	
Indonesia	3.1.1	Not started / preparatory	
Mongolia	N/A	N/A	
Uruguay	2.2.1 - 2.2.2	In process	• Provided support to the National Tripartite Occupational Safety and Health Council (CONASAT) to develop "guidelines" for the National Tripartite Campaign for OSH of young workers. The document was completed in Nov 2017.

Myanmar

Rapid assessment of OSH in agriculture and construction

67. The SOW calls for rapid assessments of OSH in agriculture and construction. SY@W retained a national consulting firm on 23 May 2017 to prepare a report on the construction sector and another national consulting firm on 7 August 2017 to prepare a report on the agriculture sector. Both firms included international consultants on their research teams.[133] The rapid assessment of the construction sector has not yet been completed. While the agriculture study was started more

[133] Written comments in draft MTE report provided by ILO to the evaluation team on 11 March 2018.

than two months after the construction study it is much further along. A draft report has been prepared and a national validation workshop was held on 6 November 2017.[134,] The study was based on series of stakeholder interviews and a survey of 129 agricultural workers splits evenly by gender and age (15-24 and >24). It was conducted in four townships in two regions of the country – Ayeryarwaddy and Magmay – with a focus on rice and beans/pulses.[135] The survey includes questions concerning risks and hazards, frequency of accidents, exposure to agro-chemicals, preventative measures. Roughly 50 people attended the workshop, including representatives of FGLIID, AFFM (IUM), Myanmar Rice Federation and the National Youth Commission as well as farm workers. Some questioned the design of the survey and particular results. However, participants agreed with the conclusion that more needs to be done to protect farmers. Participants called attention to the need for training at the village level (including first aid, operation of farm machinery, and the proper use of pesticides), ready access to anti-venom, access to PPE at an affordable price, and the development and enforcement of regulations on pesticides (including better labelling and a ban on dangerous chemicals). People noted the importance of the Ministry of Agriculture, Livestock and Irrigation (MOALI) in tackling these issues. In this regard, it should be noted that MOALI was invited to participate in the workshop, but no representative attended. [136]

Awareness campaigns

68. The SOW also called for the development of "outreach and information materials on the new OSH Law, including graphic depictions, specifically targeting young workers in the agriculture and construction sectors." It also noted that SY@W would "develop and carry out an awareness-raising campaign on the importance of OSH for young workers in the agriculture sector" in collaboration with relevant social partners and FAO.[137] While preparatory work has been undertaken as described below, the awareness campaign has yet to be launched.

69. SY@W retained a national consultant to develop "awareness raising tools" for the targeted sectors and a workshop was held on 11-13 October 2017 with representatives of various grassroots organizations.[138] Key messages were defined and "conceptual designs" of posters, pamphlets, and calendars were developed. Planning related to the production and distribution of materials is underway. SY@W also worked with the USDOL-funded Myanmar Programme on the Elimination of Child Labour (MyPEC) project to adapt the ILO Safe Work for Youth Kits. A two-day workshop with tripartite representatives plus NGOS was held on 30 August 2017.[139] The final versions of the kits are being translated into Burmese. Both the awareness raising tools and SY@W Kits are expected to be rolled out in April 2018 in conjunction with SafeDay activities.[140]

Philippines

Awareness campaigns

70. The SOW includes activities dealing with the "conceptualization and implementation" of awareness campaigns to provide information on OSH to target audiences and "promote stronger advocacy on proposed recommendations and policy reforms." SY@W retained a national consultant to organize

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[134] Consultancy Service for Conducting a Rapid Assessment on the Situation of Occupational Safety and Health in the Agriculture Sector in Myanmar. Validation Workshop Report, undated. (Document 22).
[135] The report does not discuss the sampling strategy.
[136] The report and workshop findings were sent to the ministry; comments have yet to be provided.
[137] The FAO project ended in late 2016.
[138] Workshop Report. IEC Adaptation Workshop, 11-13 Oct 2017. (Document 22)
[139] Workshop Report (Document 21).
[140] Written comments provided by ILO to the evaluation team on 11 March 2018

two workshops and a series of smaller group discussions with key stakeholders between April and August 2017. As of September 2017, participants had developed four concepts: "1) a mobile exhibit featuring photos/videos and infographics highlighting the key message "OSH is a shared responsibility"; 2) a serialized social media campaign that features key messages on OSH and young workers presented in a creative manner so that it captures the interest of a youth audience online; 3) two TV commercials which aim to communicate OSH to young workers in the agriculture and manufacturing sectors to reduce OSH awareness gaps in these sectors; and, 4) OSH interactive booths to be featured in the career caravans held nationwide."

71. To date, only the ECC has committed to implementing one of the concepts. In concert with the Philippine Information Agency (PIA),[141] ECC is producing two 15- to 20-minute documentaries (one on agriculture and one on manufacturing), which focus on the insurance claims process, but also deal with injury prevention. The workers depicted in the documentaries are young, but the focus is not specifically on the vulnerability of young workers. The documentaries will air on state-run TV and on social media.[142] It is hoped that the other concepts will be launched during World Day for Safety and Health in April 2018; however, organizations report have budgetary constraints and limited technical capacity.[143]

Boy Scouts and Red Cross

72. SY@W has had meetings with the Boy Scouts of the Philippines (BSP) since the inception of the project.[144] On 24-25 August 2017, SY@W organized a workshop with BSP and OSHC to discuss the development of two merit badges: a) revised safety badge targeting boy scouts aged 9 to 12 years old; and b) a new required OSH merit badge for senior scouts aged 12 to 19 years old. The new badges will be piloted in early 2018 and submitted to the BSP Executive Council for approval in June 2018. SY@W is covering the cost of the development of the badge and pilot implementation in selected schools, including workshops, training of scout counsellors in coordination with the OSHC, and orientation on the new/revised badges at pilot schools. BSP has ample institutional capacity to rollout the new/revised badges beyond the pilot schools.[145]

73. There have been numerous discussions with the Red Cross Association. While representatives of the organization are clearly interested in some form of collaboration with SY@W, concrete plans have not yet been put in place.

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[141] The PIA was established in 1986. "As the only government information network that can reach the grassroots—spanning 16 regional offices and 72 provincial information centers—the PIA is the country's chief information arm. Its expertise is development communication. PIA also serves as an advertising and public relations firm for the Office of the President, all agencies under the Executive Branch, Local Government Units (LGUs), Government Owned and Controlled Corporations (GOCCs), and Government Financial Institutions (GFIs). http://pia.gov.ph/about-us

[142] ECC has 180,000 followers on Facebook and receives 20 messages per day, on average.

[143] Interviews with ILO staff and key informants as well as written response to questions posed by evaluation team.

[144] Boy Scouts of the Philippines (BSP) was established as a public corporation in 1992 through Presidential Decree No. 460. It currently has more than 2.65 million registered members across the Philippines, including 800,000 girl scouts.

[145] Workshop on the Development of a Specialized OSH Badge, Workshop Report, 24-25 August 2017. (Document 33), interviews with key informants, and written comments on the draft MTE report provided by ILO to the evaluation team on 11 March 2018.

Vietnam

74. The SOW states that SY@W will work with MOLISA, the National OSH Council and other key stakeholders to develop awareness raising activities, using "innovative means to reach youth especially youth working in selected sectors/subsectors".[146]

75. In November 2016, SY@W retained an international consultant to assess communication efforts, which "target young workers, especially in the informal sector in Vietnam – with the ultimate aim to prepare a proposal for MOLISA to consider [with respect to] developing a national communication strategy …"[147] The report found, inter alia, "stakeholder organizations do not have in place a specific communications strategy for targeting and reaching young workers in the informal sectors" and while stakeholders recognized the need to develop awareness raising campaigns, budgetary and human resources constraints impeded this work. Recommendations were discussed at a validation workshop held on 30 Nov 2016, including the development of an online repository of OSH information; production of audio stories and short videos to be aired through the commune radio broadcasting/communications system; use of mobile technology (text messages), gaming and social media; and the use of traditional tools (factsheets, leaflets, billboards, posters and other printed materials). MOLISA does not intended to develop a national communications strategy; moreover, with the exception of the development of some printed materials, recommendations have not yet been implemented.[148]

76. SY@W organized forums in two schools – University of Labor and Social Affairs (ULSA) and the Academy of Journalism and Communication (AJC) – in April/May 2017 to discuss OSH and the particular vulnerability of young workers as well as to encourage participation in the SY@W global media competition. It also organized a meeting on 5 May 2017 with 18 newspaper and broadcast journalists based in Hanoi to raise awareness on OSH risks among young workers. Over the following two days 18 articles were published online. SY@W has not done any further tracking of press coverage.

Participating Countries

- **Cote d'Ivoire**. According to the project memorandum, SY@W will undertake a rapid assessment of OSH in the cocoa sector focusing on identifying the risks and hazards faced by young workers with aims of informing policy development by the National Tripartite OSH Committee (CTCSST). Plans also call for SY@W to develop an awareness raising campaign to highlight the importance of OSH for young workers in the agriculture sector as well as outreach materials on "hazardous child labour, OSH for youth and the new minimum age of work for young workers and their families, with special attention to gender dimensions."[149] Work has not yet started.

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[146] The SOW cites examples such as "social media platforms" and "smart phones."

[147] Draft Mission Report (Document 45).

[148] Both the April 2017 and October 2017 TPRs mentioned that the project is coordinating activities to promote OSH in the informal economy. When asked how these activities are addressed in the overall communication strategy, SY@W responded, "The project tried to promote OSH in the informal economy as much as possible through all project activities such as capacity building, awareness raising, etc." Further elaboration was offered in written comments provided by ILO to the evaluation team on 11 March 2018: "The promotion of OSH in the informal economy was done through activities such as capacity/awareness raising activities for workers working in craft villages and agricultural workplaces, development of factsheets, flyers for selected craft villages, development of audio messages on OSH for employers and workers working in informal economy, designing posters, and organizing OSH photo exhibitions on this topic."

[149] The project expects to cooperate with a local partner, ANADER (Agence National d'Appui au Développement Rural), to implement the campaign.

- **Ecuador**. The project memorandum calls for the assessment of OSH for young workers in the cocoa and banana sectors. Based on the results of the assessment, SY@W plans to develop "prevention guidelines," which will be posted on web platforms and included in a mobile application. Work has not yet started.
- **Indonesia**. The project memorandum calls for SY@W to launch OSH awareness campaigns for young workers, in concert with the Disney/USCIB Foundation-funded Youth4OSH project and tripartite constituents.[150] It also notes that SY@W would support Indonesia in its capacity as Program Area Coordinator for Research under ASEAN-OSHNET. Work is still in the preparatory stage.

Global SY@W research and awareness campaigns

Country	Planned Activities	Status as of 15 Dec 2017	Activities Undertaken through 15 Dec 2017
Global	2.2	In process	• KAB surveys carried out in the pilot countries Jan-Jun 2017. Draft reports and validation workshops conducted in Sep 2017. Different consultant hired to prepare final reports, which has not yet been completed. • OSH National Performance Index – literature review completed in July 2017. TOR for next phase is under consideration.
	4.1	In process	• World Congress on Safety and Health in Singapore in Sep 2017. • Special session (consultation on Action Plan) at Global Conference on the Sustained Eradication of Child Labour, Buenos Aires in Nov 2017. • Action plan is in the process of development with launch scheduled for Safe Day 2018 • Participation in other international/regional conferences

Knowledge, attitudes and behaviour (KAB) Study

77. In October 2016, SY@W entered into a contract with an international consultant to design and implement a Knowledge, Attitude and Behavior (KAB) survey in the three pilot countries. It was envisioned that the KAB study would inform OSH policy development, serve a foundation for the design and implementation of OSH awareness campaigns, and provide a means for judging the impact of the project. With regard to the latter, in keeping with USDOL's *Management Procedures and Guidelines,* the intention was to conduct the KAB survey at the outset of the project to establish a baseline and to repeat the survey at the end of the project to determine changes in target populations, particularly young workers.[151]

78. The consultants designed surveys for workers, employers and labor inspectors. The survey for workers used a structured questionnaire, while the survey questionnaires for employers and labor inspectors were semi-structured. The sample size for the worker survey was 900 in each country, selected through a three-stage cluster sampling strategy. In Myanmar and the Philippines, each sample included 600 respondents in agriculture and 300 in construction. In Vietnam, the sample includes 450 in agriculture and 450 in craft villages. Citing budget constraints, the survey did not

[150] SY@W and Youth4OSH organized a "Preparatory Learning Forum" on 28 August 2017 for the nine Youth Champions from Indonesia who participated in the World Congress.

[151] The initial design contemplated a control group (difference in difference method). This was later revised and changed to a before-and-after approach, which "will detect significant change in knowledge, attitudes and practice on OSH among young workers that occurred during the project term." Based on USDOL guidelines, the follow up survey should start 4 to 6 months prior to the end of the project. The methodology proposed by the international consultant calls for the follow up survey to be conducted in late 2018 or early 2019, which would be after project conclusion. (See *Methodology for follow up study*).

cover other targeted sectors – specifically, the manufacturing sector in the Philippines and the construction sector in Vietnam. A review of the questionnaire shows more than 120 questions divided in to eight sections: screening; working status; knowledge on OSH; attitudes toward OSH; behaviour; risks, injuries, illnesses and near miss [sic]; media consumption; and demographics. Many involve asking respondents to answer questions in their own words, which enumerators were expected to code on the spot using a defined list of potential responses. Some questions and coding schemes are unclear; since respondents engage in a wide range of occupations, the reliability of responses to particular questions hinges on the consistent application of skip patterns. The unit of reference varies by questions; some questions ask respondents to comment on themselves, some on colleagues, and some on both. Fieldwork in the three countries was conducted over a period of six months from January to June 2017. Draft reports were prepared for each country and validation workshops were held in Naypyitaw, Hanoi and Manila between 11-15 September 2017. A consolidated report was drafted by the international consultant, but is now being redrafted by another consultant retained by SY@W.[152] While the report presents some interesting results, a review suggests that the redrafting is warranted. Not all findings or conclusions are consistent with the wording used in the survey and recommendations do not seem well grounded in the analysis. The utility of the report in informing policy or guiding the development of training programs and awareness campaigns has yet to be demonstrated.

OSH National Performance Index

79. In September 2016, SY@W entered into an agreement with the Work, Organisation and Employment Relations Research Centre at Sheffield University Management School to develop an OSH Performance Index, which could be used to measure the performance of national OSH systems across multiple dimensions. A literature review was completed in July 2017.[153] The report laid out roughly 80 potential indicators across eight performance dimensions – policy environment, capacity of the OSH system, OSH knowledge generation, coverage, deterrence activities, compliance activities, involvement of stakeholders, and outcomes. A TOR for the next phase, which would center on selecting indicators and constructing the index, is being developed in consultation with the LABADMIN/OSH Branch.

XXI World Congress on Safety and Health

80. World Congresses on Safety and Health at Work (WCSHW) are held every three years to provide an opportunity for policymakers, OSH experts, tripartite organizations, and other interested parties to share information and views on occupational safety and health. The XXI WCSHW was held in Singapore from 3-6 Sep 2017. As the national host, the Singapore Ministry of Manpower organized the event in conjunction with the International Labour Organization and the International Social Security Association. The three-day event included a series of keynote speeches, technical sessions, symposia, poster sessions, and exhibitions as well as the International Media Festival for Prevention.[154] The event attracted some 3500 participants.

81. As part of the 2017 WCSHW, SY@W organized a "SafeYouth@Work Congress," which ran over the course of five days (2-6 September 2017).[155] The purpose of the event was "to initiate a global

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[152] Interviews with ILO staff.

[153] *Measuring the Performance of National OSH Systems*, Work, Organisation and Employment Relations Research Centre, Sheffield University Management School, UK, July 2017. (Document 5)

[154] While one of the technical sessions focused on Vision Zero, no symposium or technical session specifically addressed the subject of young workers.

[155] The first day centered on registration and orientation for the Youth Champions.

campaign on OSH for young workers and to establish the basis and framework for the SafeYouth@Work Action Plan."[156] 125 "Youth Champions" (60 women) from 28 countries took part in the event.[157] The individuals were selected through an open application process, which included original media submissions dealing with the safety and health of young workers. Prior to traveling to Singapore, workshops were help with selected Youth Champions in Cote d'Ivoire, Indonesia, Myanmar, Philippines and Vietnam to provide additional information on OSH and help them prepare for the Congress.[158]

82. During the time in Singapore, the participants focused on developing concepts for increasing the awareness of the vulnerability of young workers and addressing the problem. There were three points during the WCSHW in which SY@W engaged with the wider WCSHW audience. The subject of the safety and health of young workers was discussed during a two-hour plenary session – SafeYouth@Work Dialogue – that included an address by the Second Minister of Manpower, a video presentation, comments from Youth Champions, and a panel discussion. In addition, winners of the SY@W media competition were "honoured onstage during an awards ceremony" and winning submissions were screened. Finally, one of the Youth Champions spoke at the closing ceremony.

83. In all three pilot countries, Youth Champions set up Facebook pages after returning to their home countries to share information on OSH, albeit with very low traffic. There are also examples of individuals taking more direct action. For example, one of the Myanmar participants in the Congress was a 25-year-old labor inspector, who decided to offer basic OSH training to young workers in her community at her own expense. A teacher in Philippines who attended the Congress is currently working on developing lesson plans to teach safety to primarily school students in line with existing curriculum requirement. Once she returned from Singapore, a student from Vietnam asked her father to reduce the air temperature in a factory that he owned.

SafeYouth@Work Action Plan

84. SY@W is in the process of developing an Action Plan, which is planned for launch on World Day for Safety and Health at Work (28 April 2018) with further promotion on World Day Against Child Labour (12 June 2018). As part of the development process, SY@W has held consultation meetings with stakeholders during the A+A Congress in Dusseldorf (Oct 2017), the IV Global Conference on Child Labour in Buenos Aires (Nov 2017), and at a regional meeting in Jakarta (Dec 2017).[159]

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[156] October 2017 TPR.

[157] Funding for travel for the Youth Champions came out of LABADMIN/OSH regular budget and the Singapore Government covered their daily allowances.

[158] There were no Youth Champions from Ecuador, Mongolia or Uruguay.

[159] According to the October 2017 TPR, "The SafeYouth@Work website … has been updated to include a dedicated platform for the development, consultation and promotion of the SafeYouth@Work Action Plan: https://www.ilo.org/safeyouth/en/. As of the end of the evaluation period, seven comments had been posted on the site; the most recent was dated 29 Nov 2017. According to data provided by SY@W, between April and Nov 2017, the site had a total of 6,340 unique page views lasting an average of just under two minutes. The bounce rate was 28 percent. The pageviews originated in 33 countries. Roughly 24% were from Vietnam; 30% from Switzerland, Germany, France, Singapore and the United States; 16% from Indonesia, 10% from the Philippines, and 3% from Myanmar. No pageviews originated from Cote d'Ivoire, Ecuador, Mongolia, or Uruguay.

Principal Findings with Respect to Evaluation Criteria

85. This section presents an assessment of the performance of ILO with respect to the six evaluation criteria. In so doing, it addresses the key evaluation questions defined in the approved inception report.

Relevance

The SY@W project is aligned with the ILO strategic framework and policy outcomes

86. From its inception, the protection of workers from injury and illness has been a core part of ILO's mandate. This goal is reflected in policy outcomes included in the strategic policy framework for 2010-2015, the transitional strategic plan for 2016-2017, and the current strategic plan for 2018-2021. The biennial Programme and Budgets (P&B) approved by the International Labour Conference are based on the strategic framework and associated results-framework. Each P&B "sets out the strategic objectives and expected outcomes for the [Office's] work in the biennium,"[160] describes the work that will be undertaken, indicates how results will be measured, and presents an estimated budget, including the regular budget (RB), regular budget supplementary account (RBSA), and extra-budgetary resources for technical cooperation (XBTC).[161] The biennial programme of work is delivered in member States mainly through Decent Work Country Programmes (DWCP). Each DWCP is organised around a limited number of country programme priorities. Country programme outcomes (CPO) are derived from these priorities and aligned to outcomes specified in the P&B. XTBC and RBSA-funded project are mapped to CPOs.

87. As defined in the three P&B covering the period of the SY@W project, the policy outcomes that are most relevant to SY@W are shown in Table 6. Efforts to strengthen occupational safety and health are aligned with Sustainable Development Goals (SDG) 3.9 and 8.8.[162]

[160] http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/programme-and-budget/lang--en/index.htm
[161] The USDOL grant for SafeYouth@Work project is categorized as XBTC.
[162] SDG 3.9 – By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination; and SDG 8.8 – Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Table 6. Key ILO Policy Outcome

Biennium	Outcome	Outcome Statement
2014-15	Outcome 6. Workers and enterprises benefit from improved safety and health conditions at work	Guided by the Global Strategy on OSH, the Office will support constituents' efforts in creating a preventative safety and health culture and a systems approach to OSH. National programmes will reinforce countries' systems, expanding coverage to small enterprises and the informal economy. Emphasis will be placed on linking national economic, employment and OSH policies, and strengthened labour inspection, as part of an overall Office effort to advance rights at work, worker employability and enterprise sustainability.
2016-17	Outcome 7. Promoting workplace compliance through labour inspection	Labour inspection systems and employers' and workers' organizations are better equipped to achieve workplace compliance with national labour laws, applicable regulations, collective agreements and ratified international labour standards.
	Outcome 8: Protecting workers from unacceptable forms of work	Tripartite constituents are better equipped to protect women and men workers from unacceptable forms of work.
2018-19	Outcome 7. Promoting safe work and workplace compliance, including in global supply chains	Legal frameworks, policies, systems and regulations on occupational safety and health and workplace compliance, including in global supply chains, are better developed, publicized, observed and enforced with an emphasis on labour inspection.
	Outcome 8: Protecting workers from unacceptable forms of work	Member States develop or enhance laws and policies, strengthen institutions, and foster partnerships to protect women and men from unacceptable forms of work.

Source: Biennial Programme & Budgets

88. Finally, as part of the ILO strategy, in February 2015, the ILO Director-General named the "Occupational Safety and Health Global Action for Prevention" (OSH GAP) program as one of the organization's "flagship" development cooperation programs.[163] The SY@W project was folded into OSH-GAP along with four other related projects.[164] USDOL funded the SY@W project, in part, to serve as seed money for the OSH GAP Flagship program with the expectation that the program would attract contributions from other donors and evolve into something like IPEC or Better Work.[165]

SY@W deals with issues related to ILO labor standards.

89. The ILO's International Labour Conference has adopted a series of international labor standards, which set out basic principles and rights at work. These are in the form of Conventions, which are legally binding international treaties once ratified by member States; and Recommendations, which are non-binding guidelines that typically provide more detail on the application of Conventions. The Conventions and Recommendations that relate to issues addressed in the SY@W project are listed in Table 7.[166] The standards apply equally to all workers regardless of age; none include provisions that relate specifically to young workers (ages 15 to 24).

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[163] The ILO's global flagship programmes, GB.325/POL/7, 9 October 2015. The other flagship programs are Better Work; International Programme on the Elimination of Child and Forced Labour (IPEC+); Jobs for Peace and Resilience; and the Social Protection Floor.

[164] The other projects are "Improve knowledge base and safety and health in global supply," funded by the European Commission (DG Employment); "OSH for Young Workers and Young Employers in Global Supply Chains – Building a Culture of Prevention," funded by Disney Worldwide Services Inc. via the USCIB Foundation; "Modernizing international networking in occupational safety and health knowledge and information," funded by the Ministry of Labor of Korea; and "Enhancing Occupational Safety and Health Standards in the Construction Sector in Cambodia," funded by the Government of Japan.

[165] Interview with key informants.

[166] Annex H include a description of each labor standard with particular reference to notification and reporting requirements along with a table that shows the status of ratification by the pilot and participating countries.

Table 7. Relevant International Labor Standards

Occupational Safety and Health	
C155 and R164	Occupational Safety and Health Convention and Recommendation, 1981 and Protocol of 2002
C161	Occupational Health Service Convention and Recommendation, 1985
C167	Safety and Health in Construction Convention, 1988
C174	Prevention of Major Industrial Accidents Convention, 1993
C176	Safety and Health in Mines Convention, 1995
C184 and R192	Safety and Health in Agriculture Convention and Recommendation, 2001
C194	List of Occupational Diseases Recommendation, 2002
C187 and R197	Promotional Framework for Occupational Safety and Health Convention and Recommendation, 2006
Labor Inspection	
C81	Labour Inspection Convention and Recommendation, 1947
C129	Labour Inspection on (Agriculture) Convention, 1969
Social Protection	
C121	Employment Injury Benefits Convention and Recommendation, 1964 [Schedule I amended in 1980]
Labor Statistics	
C160 and R170	Labour Statistics Convention and Recommendation, 1985

Source: ILO NORMLEX (Information System on International Labour Standards

90. The international labor standard that deals explicitly with youth and hazardous work is the Convention on Worst Forms of Child Labour, 1999 (C182), which prohibits children of working age (15 to 17) from engaging in any work deemed hazardous. Article 3 (d) defines hazardous work as "work, which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children."[167]

91. While there is some overlap with the population targeted by SY@W, efforts to eliminate child labor, including its worst forms, is the focus of the International Programme on the Elimination of Child Labour (IPEC) under the direction of the ILO Fundamental Principles and Rights at Work Branch (FUNDAMENTALS). While it may cooperate with child labor projects, SY@W is not working directly on issues related to C182 such as the development of hazardous work lists or the establishment of related enforcement and compliance mechanisms: the principal focus of SY@W is improving the safety and health of young workers (including ages 15 to 17) that are legally allowed to work in occupations as specified in national law and consistent with international labor standards.[168]

92. The project memorandum for Cote d'Ivoire discusses proposed efforts to improve working conditions for children engaged in hazardous work in the cocoa sector. In this regard, the memorandum refers to a study conducted by Tulane University, which states, "removing large numbers of children from hazardous work remains challenging, especially since most of the children working in cocoa are exposed to various forms of hazardous work. For any child working in cocoa there was a 90 percent chance in 2013/14… that the child was exposed to hazardous activities and therefore to the WFCL [worst forms of child labor]. In this context, there must be an

[167] Further guidance on what constitutes hazardous work is given in R190, which notes that consideration should be given, inter alia, to the following: (a) work which exposes children to physical, psychological or sexual abuse; (b) work underground, under water, at dangerous heights or in confined spaces; (c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; (d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health; and (e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

[168] Ostensibly, SY@W could work on improving working conditions in prohibited occupations such that could be removed from the hazardous work list; however, this is not the focus of the project.

emphasis on improving working conditions to make them less hazardous. Both children, particularly young girls, and adults would benefit from greater information about occupational safety and health prevention measures."[169] The memorandum then goes on to say, "In this context, the intervention of the SafeYouth@Work Project will provide support for developing an OSH culture of prevention through its activities. The Project will seek to make selected workplaces in the agriculture sector safer and healthier for young workers of both genders, aged 15 to 24, through a collaboration with national institutions and other actors."

Three "pilot" countries and five "participating" countries have been selected for the project.

93. The selection of the three pilot countries was made jointly by ILO and USDOL. ILAB has had a long history of working in the Philippines and Vietnam. In bilateral discussions with ILAB, government in these countries expressed interest in strengthening occupational safety and health. The decision to include Myanmar as a pilot country under the SY@W project was driven, in part, by the interest of ILAB in participating in the Vision Zero Fund, which had identified Myanmar as the first country on which it would focus.[170] USDOL has restrictions on funding multi-donor programs so it could not provide direct financial support to Vision Zero Fund. While no funds flow directly to the Vision Zero Fund work in Myanmar, the funding provided to SY@W is recognized as a contribution to the Vision Zero Fund and enables USDOL to participate in the Steering Committee.[171]

94. The five participating countries were nominated by ILO and USDOL concurred with the selections. The *Project Document* lays out six selection criteria: i) needs of the country; ii) feasibility of intervention; iii) national stakeholders' commitment; iv) recent or on-going OSH interventions; v) ability to serve as a regional leader; and, vi) ILO capacity to deliver the services. In practice, the selection was limited to countries where country directors were willing to work with SY@W. An initial email sent out by the CTA to country directors and regional OSH specialists to explain the SY@W project and obtain expressions of interest solicited few responses. Several countries were considered in addition to those that were eventually selected, but were dropped for various reasons including Cameroon, Nicaragua, Tanzania, and Zimbabwe.[172]

95. The SY@W team did not conduct scoping missions in participating countries prior to the approval of project memoranda except in the case of Cote d'Ivoire "because of time and money."[173] In developing the memoranda, the team relied primarily on the input of ILO staff in the country/regional offices, supplemented with telephone/emails with key stakeholders in each of the countries. While the memoranda indicated that the agreed selection criteria were met, the documents do not provide an explicit rating of conditions in the countries relative to the criteria. To help fill this gap, the evaluation team asked country directors/program officers to rate their respective countries; results are presented in Table 8. The needs of the country and stakeholder commitment were rated high in all countries; however, perceptions regarding project feasibility and ILO's capacity to support the project in the field vary.

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[169] http://www.ucw-project.org/attachment/Hazardous_work_adolescents_in_CL_july201620160923_142409.pdf as quoted in CDI memorandum.

[170] The G7-initiated Vision Zero Fund initiative (VZF) aims to prevent work-related deaths, injuries and diseases in global supply chains. As part of this effort, the fund also seeks to strengthen institutional frameworks such as labor inspectorates and employment injury insurance schemes in countries linked to global supply chains. Germany, France and the European Commission have contributed to the fund. ILO has been charged with the responsibility for administering the fund and managing projects.

[171] Interviews with ILO staff and key informants.

[172] Ibid.

[173] Interviews with ILO staff.

Table 8. Selection Criteria Ratings

Criteria	CDI	Ecuador	Indonesia	Mongolia	Uruguay
Needs of the country	High	High	High	High	High
National commitment from stakeholders	High	High	High	High	High
Recent or current interventions on OSH or related areas on which this project can build	Medium	High	High	High	High
Feasibility of intervention	Medium	Medium	Medium	High	High
ILO capacity to support interventions at field level	Medium	Medium	Medium	Medium	High
Ability to serve as a regional and/or global leader	Low	High	High	Low	High

Source: Interviews with country directors, regional specialists, and program officers

The SY@W project has been largely aligned with the needs of the selected countries.

Tripartite constituents acknowledge the need to strengthen OSH and appreciate the greater vulnerability of young workers

96. Despite a few disagreements about targeted sectors and/or the scope of the project, no one interviewed as part of the MTE disputed the relevance of the effort of SY@W to strengthen occupational safety and health in pilot and participating countries. Most stakeholders accepted the notion that additional attention should be paid to young workers given their greater vulnerability.

97. While there are differences in the degree of emphasis placed on occupational safety and health, the Decent Work Country Programs (DWCP) in the eight SY@W countries all reference the need to improve working conditions in the formal and informal sectors.[174] This is reflected in Country Program Outcomes (CPO) established in each country as shown in Table 9.

[174] The DWCP are aligned to UN Development Assistance Frameworks.

Table 9. Country Program Outcomes

Country	CPO	Title	P&B
Myanmar	MMR302	Labour legislation and labour market governance (capacity building), reflecting the labour law reform agenda of the Government and grounded in effective tripartite institutions and social dialogue	7
Philippines	PHL135	Improved workplace compliance through labour inspection and enhanced national institutional capacity to develop and implement effective OSH programmes	7
Vietnam	VNM107	Improved labour administration and labour law compliance through effective implementation and monitoring of labour legislations	7
Cote d'Ivoire	CIV104	Tripartite constituents have enhanced capacities for the development and implementation of OSH policies and strategies in a productivity and sustainable development prevention approach. (Google translation)	7
Indonesia	IDN151	Labour administration provides effective services to improve working conditions and environment	7
Mongolia	MNG155/ MNG102	Labour and occupational safety and health regulation management systems established and implemented / Quality employment promotion is mainstreamed in national policies and programmes	7
Ecuador	ECU177	The capacity of labor inspection to promote compliance with workplace standards will have been strengthened	7
Uruguay	URY176 (a)	Advances in the design of a national policy on safety and health at work and strengthening of the components of the system.	8

Notes: (a) For 2018-2019 -- URY179: Improvement of OSH conditions and development of a preventive culture in Uruguay, with particular emphasis on young workers and global supply chains.
Source: DWCP, CPO and interviews with ILO staff

Government officials in each selected country submitted letters of support for SY@W, but the strength and breadth of commitment varies.

98. The respective ministries of labor in each country provided letters of support as shown in Table 10.[175] In general, officials expressed their interest in the project and willingness to support it; however, the letters do not reference the scope of work or delineate the ILO's or the government's specific obligations with respect to the project.

Table 10. Letters of Support

Country	Government Agency	Official	Date
Philippines	Department of Labor and Employment	Rosalinda Dimapilis-Baldoz, Secretary	23 Sep 2015
Vietnam	Ministry of Labor, Invalids and Social Affairs	Doan Mau Diep, Vice Minister	23 Sep 2015
Mongolia	Ministry of Labor	Yumdorj Idertsogt, State Secretary	23 Mar 2016
Myanmar	Ministry of Labor, Immigration and Population	U Myo Aung, Permanent Secretary	15 Apr 2016
Indonesia	Ministry of Manpower	Maruli A. Hasoloan, Acting Director General, Labor Inspection Development and OSH	01 Jun 2016
Ecuador	Ministry of Labor	Leonardo Berrezueta Carrión, Minister of Labor	14 Nov 2016
Uruguay	Ministry of Labor and Social Security	Ernesto Murro, Minister of Labor and Social Security	21 Nov 2016
Cote d'Ivoire	Ministry of Labor and Social Protection	Jean Claude Kouassi, Minister of Labor and Social Protection	20 Mar 2017

Source: Project records

99. While labor ministries committed in principle to participating in the SY@W project through their letters of support, no such commitments were made by the myriad other ministries, departments, and affiliated organizations operating at the central level or by provincial, district, or community-level government bodies with which SY@W envisioned working. Many activities require the active cooperation of entities that are not under the control of the ministry of labor. Some, but not all, proposed partners are members of project steering committees that were established in the three

[175] USDOL requires letters of support from government officials in each country as a condition for approval.

pilot countries *after* the SOW were developed by SY@W and approved by USDOL.[176] (PSC have not been established in any of the participating countries.) However, these committees serve in an advisory capacity; they do not have a fiduciary responsibility or a binding role in governance. Attendance by some PSC members has been inconsistent and senior officials often delegate junior staff to attend meetings. Moreover, priorities of institutions often change when senior officials leave their positions due to career changes, regular rotations, or the start of a new administration.

Some members of the PSC questioned the choice of target sectors

100. According to the CTA, sectors in the countries were selected based on the following criteria: i) significant presence of young workers; ii) geographically accessible; iii) stakeholder support; and iv) consistency across countries.[177] However, PSC members called the selection of tea production in Phu Tho into question, noting that not many young workers are engaged in this activity.[178] In Myanmar, key stakeholders agreed with the selection of construction sectors, but suggested that the emphasis should be placed on bridge and road construction (rather than high rise building) given the greater number in people employed in this activity and significantly worse working conditions.[179]

The SY@W project is intended to build on and/or complement other initiatives that aim to improve occupational health and safety in these countries.

101. As shown in Table 11, there are a number of projects in the countries in which SYW@ operates that deal with OSH either as a primary focus or as an element of a broader project, albeit not with an orientation specifically toward young workers.

Table 11. Concurrent OSH-Related Projects in SY@W Countries

Country/Project	ILO	Dates	Donor
Myanmar			
Vision Zero Fund (VZF) -- Preventing work-related deaths, injuries and diseases in global supply chains'	Yes	May 2017 – May 2019	Multi-donor
Youth 4 OSH: OSH for Young Workers and Young Employers in Global Supply Chains—Building a Culture of Prevention	Yes	Oct 2016 - Aug 2018	USCIB Foundation
Improving Labour Relations for Decent Work and Sustainable Development in the Myanmar Garment Industry` (ILO – GIP)	Yes	Jun 2016 - Sept 2019	Sweden (SIDA)
Safer and Healthier Work Places and Improved Social Dialogue in Myanmar (Strategic Sector Cooperation)	No	Mar 2016- Oct 2018	Denmark
Supporting the Improvement of the Legal and Institutional Framework on OSH in Myanmar	Yes	Jul 2015 – Dec 2017	Korea
Myanmar Programme on the Elimination of Child Labour (MyPEC)	Yes	Dec 2013 – Jun 2019	USA (USDOL)
Social and labour standards in the textile and garment sector in Asia	No	2015- 2018	Germany (BMZ)
Philippines			
CARING Gold Mining Project	Yes	Dec 2015 -April 2019	USA (USDOL)
Youth 4 OSH: OSH for Young Workers and Young Employers in Global Supply Chains—Building a Culture of Prevention	Yes	Oct 2016 - Aug 2018	USCIB Foundation
Building the Capacity of the Philippines Labor Inspectorate	Yes	Dec 2014 – Aug 2018	USA (USDOL)
Country Level Engagement and Assistance to Reduce Child Labor (CLEAR)	Yes	Nov 2013- Jun 2018	USA (USDOL)
Technical Cooperation on Occupational Safety and Health	No	Aug 2013- Aug 2016	Korea (KOSHA)
Vietnam			
Youth 4 OSH: OSH for Young Workers and Young Employers in Global Supply Chains—Building a Culture of Prevention	Yes	Oct 2016 - Aug 2018	USCIB Foundation

[176] For example, while all three pilot countries have target the agricultural sector, the ministry of agriculture is only represented on the Project Consultative Committee (PCC) in Myanmar.
[177] Interviews with ILO staff.
[178] Minutes of third PSC meeting and interviews with key informants.
[179] Interviews with key informants

Improving Labor Laws and Labor Administration within the New Industrial Relations Framework (NIRF)	Yes	Oct 2016 - Mar 2020	USA (USDOL)
Occupational Safety and Health project in Hazardous Work in Vietnam (a)	Yes	Apr 2015 - Mar 2016	Japan
Enhancing National Capacity to prevent and Reduce Child Labour in Vietnam (ENHANCE)	Yes	Jan 2015 - Dec 2019	USA (USDOL)
Increase workplace compliance through labour inspection	Yes	Jan 2014 – Jun 2016	Netherlands
Cote d'Ivoire			
Country Level Engagement and Assistance to Reduce Child Labor (CLEAR)	Yes	Nov 2013 - Jun 2018	USA (USDOL)
Eliminating Child Labor in Cocoa (ECLIC)	No	Nov 2015 – Nov 2019	USA (USDOL)
Ecuador			
The Banana Occupational Health and Safety Initiative (BOHESI)	No	2014- ongoing	FAO / World Banana Forum. Netherlands
Indonesia			
Youth 4 OSH: OSH for Young Workers and Young Employers in Global Supply Chains—Building a Culture of Prevention	Yes	Oct 2016 - Aug 2018	USCIB Foundation
Mongolia			
Quality Employment Promotion Is Mainstreamed in National Policies and Programs	Yes	Jul 2016 – Dec 2017	ILO Regular Budget Supplementary Account
Global Action Program on Child Labor Issues (GAP)	Yes	Oct 2011 – Nov 2017	USA (USDOL)
Uruguay			
Implementing Guidelines for a just transition towards environmentally sustainable economies and societies for all	Yes	Jan 2016 -	Sweden (SIDA)

Notes: (a) Follow-on to a previous project, which ran from January 2012 to December 2014.
Sources: SOW for pilot and participating countries; Table 2, TPR October 2017), ILO website, and donor websites such as USDOL.

102. For example, ILO has a long history of working with DOLE in the Philippines. This includes a current project funded by USDOL to help build the capacity of the labor inspectorate and social partners. The project has included efforts to define the functions and job descriptions of labor inspectors, identify competency requirements, develop new training programs for general law inspectors (including OSH) and technical specialists, and develop and install a management information system (MIS). The project also includes a component that focuses on disseminating information on labor laws (including OSH) to the public and strengthening the capacities of workers' and employers' organization to play a more active role in compliance and enforcement, including undertaking joint inspections with BWC. As part of this effort, the project has also worked with ECOP to develop a guidebook on the existing labor law (including OSH) and to develop a TOT course for ECOP members, which was delivered in June 2017. The TOT course covered, inter alia, legal obligations, OSH committees, and reporting requirements. ECOP plans to conduct training next year with financial support from the USDOL-funded Labor Inspection project.

103. ILO has also been working with MOLISA in Vietnam for years. As part of this engagement, back in 2012, ITC/ILO developed a curriculum for labor inspectors that "covers a wide range of subjects related to labor inspection from principles, policies, and strategies to practical tools and methods for visits." This includes a module specifically on OSH inspection. Under another project funded by Spain (2009-2013), ILO provided support to MOLISA to develop a training package on inspection of child labor.[180] Under the Dutch-funded Labour Inspection Project (2014-2016), the ILO helped develop a training package for labor inspectors, which covers OSH concepts and inspection procedures in one of the four books included in the package. Another project funded by Japan (2012-2016) focused specifically on OSH. The project focused on the central government in Hanoi and four provinces – Bac Kan, Hai Phong, Ha Tinh, Quang Ngai and Dong Nai. Activities included, inter alia, the development of chemical safety standards, formulation of inspection plans, research

[180] This was done under the "Programme of Support to the Design and Implementation of National Programmes on Elimination of the Worst Forms of Child Labour" funded by Spain.

on OSH in the construction sectors, and the development of training programs for construction workers. The Japan-funded project included various activities, including the provision of technical comments and the organization of tripartite meetings/workshops related to OSH legislation and regulations as well as help to develop the Third National OSH Profile and the OSH Program (2016-2020) and the National Action Plan on elimination of asbestos-related diseases. All of these projects have included elements to strengthen the role of social partners in protecting the safety and health of workers.

104. In Myanmar, under an ILO project funded by Korea (2015-17), a "roadmap" was developed for improving the collection and analysis of data on work-related accidents, injuries and illnesses.[181] A study visit for government officials to Malaysia was also organized as part of this work. Since March 2016, in addition to assisting on the development of OSH policy and legislation, Denmark has been providing direct assistance to FGLIID.[182] The assistance has included the design and delivery of training courses covering both general labor law and OSH. All inspectors have received at least eight weeks of training over the past 18 months.[183] According to a senior FGLIID official, at this point, the labor inspectorate only needs specialized training on chemical safety, food safety and other technical subjects.[184] Donor-funded projects in Myanmar have also focused on building the capacity of other relevant government departments and social partners. For example, the World Health Organization (WHO) provided support to the Department of Public Health to develop a manual on occupational safety and health in different sectors and to prepare awareness materials, including posters and pamphlets. On another front, with support of the Friedrich Ebert Foundation, CTUM developed a two-day OSH training program for union members and an OSH guidebook with chapters on basic safety concepts, hazard risk assessment and prevention, occupational safety and health practices, and the roles and responsibilities of employers and workers.[185]

105. Finally, while Myanmar has a more limited organizational infrastructure in place, it should also be noted that Vietnam and the Philippines have well established government-run OSH Centers that provide OSH training and technical assistance to enterprises.[186] There are also numerous NGOs and private companies in both countries that offer OSH-related services to enterprises and workers.

106. With the exception of projects that specifically deal with child labor, none of the OSH-related initiatives in pilot and participating countries mentioned above has any particular focus on young workers. They are intended to improve conditions for all workers, regardless of age. SY@W posits that new approaches are needed to address the greater vulnerability of young workers, including, but not limited to, changes in laws and regulations to provide adequate safeguards for young workers, changes in how OSH data are collected and analysed to provide a better picture of the problems facing young workers, changes in how labor inspectors and social partners are trained to ensure that they are able to identify and address issues that affect young workers, changes in how

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[181] Citation

[182] The Myanmar Union Minister for Labor and the Danish Minister for Employment signed a Memorandum of Understanding in mid-2015 that laid the foundation for strategic sector cooperation (SSC) on labor market affairs. A labor market counsellor was posted to the Embassy of Denmark in Myanmar in September 2015. The SSC project is governed by an agreement signed by the Myanmar Ministry of Labor, Immigration and Population (MOLIP) and the Danish Ministry of Employment in March 2016 – roughly four months before the SY@W SOW was approved by USDOL. (http://myanmar.um.dk/en/danida-en/danida-in-burma/reforming-the-labour-market.) ILO does not have a signed agreement with MOLIP.

[183] Interviews with key informants.

[184] FGLIID may also be interested in assistance in strengthening the management of the labor inspectorate, including design of planned inspections and procedures for handling complaints. This will be particularly important given enactment of the proposed OSH law. Interview with FGLIID.

[185] CTUM*, Occupational Health and Safety Guidebook*.

[186] See Annex I for a list of OSH courses offered by OSHC in the Philippines.

young workers are trained in schools and workplaces; and changes in the design and content of OSH awareness campaigns. In some instances, the ability to effect needed changes, is contingent on addressing broader OSH policy or a wider set of functions or systems with particular institutions that deal with all workers. The challenge is where to set the boundaries for a project with a development objective that explicitly focuses on young workers (ages 15-24) given limited staff resources, budget and time.

OSH is reflected in national qualification frameworks in some countries, but there are significant implementation challenges.

107. As noted above, SY@W is working with TVET institutions in some countries to integrate OSH into the curriculum. All pilot countries have established national qualification frameworks (NQF), albeit at different levels of development, which detail the competencies required for particular occupations. Associated curriculum frameworks have also been established and promulgated through regulations; in many cases, curricula include reference to specific OSH training.[187] For example, Technical Education and Skills Development Authority (TESDA) in the Philippines has developed 264 training regulations covering 500+ occupations – these regulations serve as basis for the development of competency-based curriculum, including instructional materials and competency assessment tools. Training regulations include competencies related to OSH standards.[188] Training regulations are applicable to all 4,000 training institutions operating in the country (92 percent private and eight percent public). That said, discussions with TESDA officials suggest that there are significant compliance challenges, including limitations with respect to teacher training and certification, lesson plan development, equipment and facilities, and audit mechanisms.[189] Similar challenges exist in Myanmar and Vietnam.

Some SOW include activities that are removed from the central aim of the project

108. In particular, the SOW for Philippines calls for SY@W to conduct a feasibility study to determine appropriate rating mechanism for employment injury insurance (EII) and to provide technical assistance to implement recommendations.[190] While DOLE requested ILO assistance on this matter,[191] the logical relationship between reforms to the rating mechanism and the stated development objective – improved safety and health of young workers – seems tenuous. Moreover, it does not appear that ILO experts in Geneva, specifically the Global Program on Employment Injury Insurance and Protection, were consulted prior to its inclusion in the SOW.[192]

Coherence

The relationships among the four immediate objectives and the overall development objective is sound…

109. The development objective is defined as improving the safety and health of workers between the ages of 15 to 24 and promoting a culture of prevention.[193] It's well accepted that in order to ensure

[187] According to SY@W, "OSH is not reflected in the national qualification frameworks specified for short term courses in Viet Nam." Written comments on draft MTE report provided by ILO to the evaluation team on 11 March 2018.
[188] See Annex J for example of Training Regulation.
[189] Interview with TESDA.
[190] See activities 2.1.3 and 2.1.4.
[191] Written response to questions posed by the evaluation team.
[192] Interviews with ILO staff and written response to questions posed by evaluation team.
[193] However, the development objective is not time bound nor is it stated in terms of the magnitude of expected improvement.

the safety and health of workers (regardless of age), countries need to establish appropriate OSH policies, statutes and regulations and build institutions that have the capacity to monitor and enforce compliance. Further employers need to understand their legal obligations and take steps to provide a safe and healthy work environment; workers need to understand their legal rights and receive adequate safety training either through schools or employers. Government, employers, workers and the general public would all benefit from having better information on safety and health issues. Better information, including statistics on work-related deaths, injuries and illnesses, can arm advocates for reform and help policymakers decide whether new laws, enforcement mechanisms and/or compliance initiatives are warranted. Accurate enterprise-level data is useful to labor inspectors, enabling them to focus inspection on particular hazards during visits and/or target inspection campaigns toward the most dangerous worksites or the most serious safety and health problems. These data can also help employers and workers identify hazards and assess risks, leading to preventative action.

110. The SY@W activities in the three pilot countries touch on all these factors. However, none of the activities in participating countries contain elements that deal with the development of OSH laws and regulations (IO2); the work in Uruguay does not include efforts to improve national data and information systems (IO1), and the work in Mongolia does not include activities to enhance awareness of OSH or the particular hazards faced by young workers (IO4). As such, unless these conditions have already been met, participating countries may not be able to achieve the development objective assuming all four components are necessary.

…But the links between some activities and objectives are weak.

111. This is illustrated in the following examples:

- **Collection and use of OSH data**. The log frames for global and country projects use different language, with varying degrees of specificity, to describe outputs and activities related to improving the collection and use of OSH data. However, in most cases, emphasis is placed on improving the system for recording and notification of occupational accidents, injuries, illnesses and fatalities (administrative data). In some countries, efforts to improve complementary data sources are also contemplated, including health surveillance systems, insurance claims, and special surveys. Planned activities extend from reviewing existing systems to providing technical assistance to implement improvements. However, the role of SY@W with respect to implementation is not clearly stated. Efforts to improve OSH data are likely to require changes in regulations, forms and filing procedures, information systems, inspection practices, enforcement mechanisms, and/or training for both regulatory agencies and employers. This would require significant time and resources.

  SY@W also envisions taking steps to strengthen data analysis, including the development of "relevant methodologies" and training of analysts.[194] Project documents do not detail the type of methodologies or training contemplated. However, it would seem to presume that organizations already have individuals who already have some background in statistics, familiarity with large datasets, and experience using computer software (such as excel, SAS, or SPSS). In this regard, some relevant government agencies in all three countries reported having limited analytical capacity.[195] While national statistics offices such as the Vietnam General Statistics Office (GSO) and the Philippine Statistics Authority (PSA) have sizeable analytical staffs, other agencies have limited analytical capacity. In the Philippines, for example, together, ECC,

[194] See activity 1.2.3 in Myanmar, 1.1.4 in the Philippines, 1.3.2 in Vietnam, 1.2.1 in CDI, and 1.3.1 in Mongolia.
[195] Interviews with key informants.

DOH, and DOLE (including BWC, ILS, OSHC and other agencies) have only a handful of trained analysts. It is these agencies, rather than PSA, that have responsibility for analysing data from national notification and reporting systems. In the absence of a core cadre of analysts, SY@W attempts to improve data analysis are unlikely to bear fruit.

- **Legal framework.** ILO labor standards and national laws aim to safeguard the safety and health of all workers, regardless of age. While a strong legal framework in every country is essential, SY@W has not articulated the types of changes, if any, needed to address the *particular* needs of young workers. So far, SY@W has focused on the general OSH legal framework.
- **Training of labor inspectorate**. Beyond advocating greater concern for young workers, SY@W has not yet identified the specific competency gaps that need to be filled in labor inspectorates with respect to ensuring the safety and health of young workers (as opposed to all workers) or developed concomitant tools and training modules. Moreover, the potential impact of such training depends to a great extent on factors outside the control or remit of SY@W, including the number of inspectors, quality of other training, coherence of labor inspection plans, adequacy of case management systems, and the effectiveness of sanctions. Labor inspectorates tend to be understaffed and under resourced. With respect to the latter, the ability to carry out OSH inspections is sometimes compromised due to the lack of required equipment, including meters for measuring temperature, light, noise, and air quality.[196] Depending on the enabling legislation, the responsibility of the labor inspectorate in particular countries may not cover the agricultural or informal sectors.
- **OSH in agriculture.** While training is important, ensuring the safety and health of farmers requires a concerted effort across a range of issues. For example, during the validation workshop for the rapid assessment of the agricultural sector in Myanmar, participants noted that in addition to training at the village level, farmers needed ready access to anti-venom, PPE at an affordable price, and technical assistance on pesticides. They also raised the importance of developing and enforcing pesticide regulations (including better labelling and a ban on dangerous chemicals). With respect to pesticide use, while safe handling and disposal is important, farmers need detailed instruction on the use of specific chemicals as well as how to reduce the need for pesticides through alternative practices such as integrated pest management. With the possible exception of basic OSH training, SY@W does not have plans to address these issues.

  In this regard, with the exception of Myanmar, the project steering committees do not include representatives of ministries of agriculture. Even in Myanmar, however, SY@W is not working closely with the Ministry of Agriculture, Livestock and Irrigation (MOALI) to develop and implement OSH projects directed toward farmers. In this regard, the Department of Agriculture within MAOLI has over 9,400 employees, including roughly 7,500 agricultural extension agents across the country (4000 have a three-year diploma in agriculture from the SAI).[197] MOALI also produces TV programs for farmers in cooperation with MRTV. The Philippines and Vietnam also have agricultural extension services.
- **Enterprise-level training.** The training offered to date as well as planned training to be undertaken by social partners entails short courses, which last one to two days (with limited onsite follow-up); this may be simply inadequate to effect changes in behaviour among employers and workers.

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[196] Ibid.

[197] Interviews with key information and secondary research. See, for example, MOALI, Current Status of Agricultural Extension in Myanmar, 25 January 2017.

- **Youth awareness campaigns**. Increasing awareness of the importance of occupational safety and health among young people might lead to individual behavioural changes and result in a stronger culture of prevention over time, but young workers are probably least empowered to have an immediate effect on public policy or employer practices. With respect to the latter, young workers may find it very difficult to effect changes in working conditions at their place of employment, particularly in the absence of strong trade unions or effective complaint procedures and legal mechanisms to deal with non-compliance.
- **Constraints of implementing partners.** Many SY@W activities presume that implementing partners will have the willingness and ability to undertake follow-on activities, whether this involves mounting awareness campaigns or conducting training on their own after TOT. In this regard, TOT courses have been conducted without explicit rollout plans. Stakeholder interviews as well as the record over the past two years suggest that on-going support from organizations for activities may not be forthcoming. While there are exceptions, many government agencies, employers' organizations and workers' organizations indicate that they do not have budget for these activities.

While most activities have been carried out an appropriate sequence, there are exceptions.

112. The SOW notes that some activities are dependent on the completion of other activities. This predecessor-successor relationship is an important part of project logic. While most activities have been carried out in a proper sequence, there are exceptions. A few examples follow:

- **KAB study**. The results of the KAB study were intended to be used as a baseline against which improvements could be measured as well as to inform policy development, training activities, and awareness campaigns. Drafts reports were not shared with stakeholders until validation workshops held in September 2017; the final report has not yet been finalized.
- **Rapid assessment in agriculture and construction**. These studies were also meant to inform policy, training activities, and awareness campaigns in Myanmar. A draft of the agriculture study was shared with stakeholders in early November 2007: research is still being carried out for the construction study. Participants in the validation workshop for the agriculture study called attention to the need for training at the village level (including first aid, operation of farm machinery, and the proper use of pesticides), ready access to anti-venom, access to PPE at an affordable price, and the development and enforcement of regulations on pesticides (including better labelling and a ban on dangerous chemicals). With the exception of training, there are no plans to deal with these issues.
- **National OSH Profiles**. National OSH Profiles are descriptive reports, which summarize the existing situation in a country with respect to the legal framework, institutional structures, trends in occupational injuries and illnesses, and other related issues. They are considered to be an essential first step in the development of a National OSH Action Plan/Program. SY@W has been working with tripartite constituents in Myanmar to update the profile that was published in 2010, which was not particularly comprehensive. The timing of the activity seems to be driven by the desire to have a more comprehensive profile in place prior to the next ASEAN OSHNET meeting, which will be hosted by Myanmar in Spring 2018. Similarly, work is underway in the Philippines to update a National OSH Profile that was published in 2006. This is being done in the midst of a government review of OSH standards (regulation). In both cases, significant sections of the reports will need to be revised to reflect new laws. It may have been better to postpone work on the National OSH Profiles until the new legal framework and related institutional structures are in place.

- **Replication of activities in participating countries.** The original design was based on the idea that good practices developed and proven effective in pilot countries would be replicated in participating countries. This was unlikely to occur given the four-year time horizon of the project; moreover, the delay in getting activities up and running in the pilot countries reduced the time available to implement particular practices and demonstrate their effectiveness. At this point, activities in the eight countries are running concurrently; good practices have yet to emerge and be shared among the countries.

Coordination of related projects in countries has been challenging

113. There are frequent interactions between the SY@W team and members of the other OSH-related ILO projects described above. That said, while teams have provided inputs to different projects on occasion, during interviews conducted as part of this evaluation, staff indicated that it has been difficult to coordinate activities. In some cases, the donors are the same; however, projects were designed at different times. They have different objectives, schedules, and target sectors and geographical focus. For example, the CARING Gold Mining Project in the Philippines is focusing on mining, which is not one of SY@W targeted sectors in the country. The Vision Zero Fund initiative in Myanmar is focusing on ginger production in Shan State and the garment sector.[198] The ENHANCE project in Vietnam is working with handicraft, garment, agriculture and fisheries in provinces not covered by SY@W. With the exception of Myanmar, each project has a separate steering committee and/or working group.

114. With a few exceptions, project leaders of different projects in particular countries have not developed joint TORs or reviewed work products produced in other projects. The few exceptions include the adaptation of SafeWork Kits with the MyPEC project in Myanmar and the joint development of a TOR by ENHANCE and SY@W in Vietnam for consultants to develop training materials for the labor inspectorate. In addition, discussions are underway in the Philippines between the SY@W and the USDOL-funded labor inspection project to share responsibility for developing training courses on OSH inspection and accident investigation as well as enhancing the BWC management information system (MIS) developed under the Labor Inspection project.[199] With respect to the latter, BWC convened a workshop on 10-11 August 2017 to discuss additional functionality requested by labor inspectors, including the following: a Technical Safety Inspection database; an online platform for the submission of OSH reports such as the Work Accident and Illnesses Report (WAIR), Annual Exposure Data Report (AEDR), and Annual Medical Report (AMR), an online reference page of OSH promotional materials which the labor inspector may use when recommending preventive measures to enterprises, and a reporting feature in the complaints mechanism for workers and the general public to report hazards and possible violations of OSH standards. The work plan for SY@W includes enhancements to the MIS. While the additional functionality and role of SY@W are yet to be determined, presumably the system developer employed under the LI project would be retained to perform this work. While this is part of the agreed SY@W work plan, the rationale for covering this expense under the SY@W project as opposed to the LI project is not clear.

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[198] The project is working with supply chains, but with a focus on particular farming communities. With respect to farmer training, it is planning to draw on the WIND training curriculum and a self-learning program for cooperative. The latter – Think.COOP – was developed by the ILO Cooperatives Unit (COOP) under the Enterprises Department.

[199] Work on the development of a management information system (MIS) to support the Labor Law Compliance System (LLCS) in the Philippine began in August 2013 as part of a USDOL-funded and continued under a follow-on USDOL-funded project, which started in December 2014 and is expected to run through December 2017. The MIS supports the inspection process and overall case management, including tracking the status of legal proceedings.

115. Finally, as noted above, coordination with OSH-related projects managed by other international organizations has been challenging, including Danish-funded projects in Myanmar. In other cases, there has been little or no interaction whatsoever such as with the WHO and Friedrich-Ebert-Stiftung (FES) in Myanmar.

116. Germany and the Netherlands have been supporting efforts to strengthen TVET in Myanmar and Vietnam as shown in Table 12. These projects focus on qualification frameworks, curriculum development, and teacher training. There has been some interaction between SY@W and these other donor-funded projects in Myanmar.

Table 12. Current TVET project in SY@W Countries

Country/Project	ILO	Dates	Donor
Myanmar			
Strengthening the TVET System	No	2012 to 2016	Germany (BMZ)
NICHE- Strengthening of Vocational Education and Training Schools in Myanmar	No	Nov 2016-Nov 2020	Netherland
Vietnam			
Reforming technical and vocational education and training in Vietnam	No	2008 to 2014 (2017)	Germany (BMZ)
Cooperative Vocational Training in the Mineral Resource Sector	No	2016 to 2019	Germany (BMZ)

Source: website search and stakeholder interviews

117. Finally, a significant number of agricultural projects are underway in each of the pilot countries with the support of other international organizations. Some focus on strengthening agricultural extension services; others provide OSH training directly to farmers as part of broader interventions. It does not appear that SY@W has discussed potential interactions with these projects.

So far, SY@W has not addressed OSH-related gender or inclusion issues in training activities.

118. While women have attended meetings, validation workshops and training (see below), SY@W has not addressed particular gender-specific OSH issues or OSH-related issues that pertain to the disabled in training programs.[200] For example, training materials do not deal with gender differences with respect to the effects of exposure to hazardous substances and biological agents on reproductive health, the physical demands of heavy work, or the ergonomic design of workplaces. The KAB reports break down some responses by gender; however, SY@W has not yet undertaken studies in the countries to identify gender-related differences in rates of injury, illness or fatalities and assess potential causes.[201]

Effectiveness

Project activities have faced significant delays due to various factors.

119. Table 13 presents a chronology of the approval of the cooperative agreement, *Project Document*, SOW, project memorandum, and the appointments of the CTA and NPCs. The initial cooperative

[200] This was confirmed by the CTA who stated in response to a question posed by the evaluation team, "As you know, there is much useful literature and practice on the importance of integrating gender issues in OSH management and policy…. However, the project has not yet conducted training that focuses on these issues. What we have done in all our trainings, and in meetings with relevant project stakeholders on data gathering and policy development is to remind them that the gender dimension must be taken into account. But we haven't yet expressly trained on the subject. In 2018, the project will roll out new OSH awareness materials that do address gender differences (revised and updated SafeWork4Youth materials). So we anticipate addressing gender issues more concretely in the coming year, starting in Myanmar."

[201] The Draft KAB report does not include results broken down by gender.

agreement was signed in December 2014. Two months after the cooperative agreement was signed, a team consisting of an ILO OSH specialist and USDOL staff undertook initial scoping missions in the Philippines and Vietnam. Soon thereafter, ILO retained a consultant to draft the *Project Document;* however, the work product was deemed inadequate.[202] The drafting process continued with the arrival of the CTA. The *Project Document* was approved by USDOL in mid-July 2015; USDOL provided concurrence with the SOW for the Philippines and Vietnam five months later – roughly one year after the cooperative agreement was signed.[203] Myanmar was named as a third pilot country in Nov 2015. It took another nine months to prepare the SOW; USDOL provided concurrence in mid-July 2016.

Table 13. Chronology

Event	Date	# Months After Initial Agreement	# Months Elapsed Since Event
Cooperative Agreement approved by ILO and USDOL	15 Dec 2014		35.4
CTA starts work	18 May 2015	5.0	30.4
Project Document approved by USDOL	16 Jul 2015	6.9	28.5
Project Document submitted to PARDEV	28 Jul 2015	7.3	28.1
NPCs in Philippines and Vietnam start work	01 Sep 2015	8.4	27.0
Grant modification, adding Myanmar, approved by USDOL	24 Nov 2015	11.1	24.3
SOW for Philippines and Vietnam concurrence from USDOL	18 Dec 2015	11.9	23.5
Memorandum to include Mongolia concurrence from USDOL	13 July 2016	18.6	16.8
SOW for Myanmar concurrence from USDOL	15 July 2016	18.6	16.7
Memorandum to include Indonesia concurrence from USDOL	07 Sep 2016	20.4	15.0
NPC in Myanmar starts work	16 Oct 2016	21.6	13.7
Memorandum to include Ecuador concurrence from USDOL	25 Jan 2017	24.9	10.5
Memorandum to include Cote d'Ivoire concurrence from USDOL	15 May 2017	28.5	6.9
Memorandum to include Uruguay concurrence from USDOL	15 May 2017	28.5	6.9

120. The delay in developing the *Project Document* and SOW accounts for the bulk of the overall project delay; however, there are other contributing factors, including the turnover of NPCs in the Philippines and Vietnam;[204] lack of field staff in participating countries; time required to develop and approve TORs and implementation agreements; difficulty in recruiting national consultants;[205] competing demands on staff time, including preparation for World Congress;[206] and the time required for government decisions (legislation, review of work products, and resource commitments).

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[202] Interviews with ILO staff.

[203] The cooperative agreement states, "The GOR will be involved in the development, review and approval of the scopes of work for activities in pilot countries… The scopes of work are subject to final approval by the GOR."

[204] In general, permanent ILO staff are supplemented with individuals retained on a fixed-term basis to work on projects and consultants engaged on short-term assignments. In the SY@W project, all fixed-term staff have annual contracts, including the CTA, program officers, M&E officer, and the three NPCs. As noted above, there has been turnover in NPCs in the Philippines (two in 27 months) and in Vietnam (three in 27 months).

[205] For example, in explaining the reasons for the OSH Data Study not starting until January 2017, SY@W stated that the TOR was advertised in August 2016, "but was not able to solicit suitable candidates. This resulted in re-advertising. Process of the discussion, negotiation, consultation and finalization of the contract also took longer than expected. [Written response to questions posed by evaluation team].

[206] Noted SY@W, "the priorities for the first six months of 2017 was to implement communication and awareness raising activities (component 4) in line with the SafeDay and World Congress." [Written response to questions posed by evaluation team].

121. With respect to the latter, take Myanmar as an example. Many elements of the SOW are predicated on the enactment of the proposed Occupational Safety and Health Law.[207] The proposed legislation has been under considerations for some time. In 2014, led by the ILO OSH Specialist in Bangkok, ILO provided a *Technical Memorandum* on an initial draft of the legislation prepared by FGLLID.[208] Work with FGLIID continued under an ILO project funded by Korea, including the organization of tripartite consultative workshops.[209] According to SY@W, "During the 2016 project scoping mission, national constituents stated that the new law had been reviewed and was ready for consideration and final passage in Parliament." Concerns were raised about the proposed legislation as a meeting with members of Parliaments on 27 Feb 2017 attended by the CTA; however, "It was not until late May 2017 that the project was first informed that the new OSH Law was stalled in Parliamentary Committee…" Several meetings have been held with policy makers to discuss the bill, including one involving the ILO Liaison officer and the Danish Ambassador in June 2017. According to SY@W, "A workshop will be organised by FGLLID to the Bill committee on January 2018 on the importance of enacting of the law… [and] answer Parliamentary concerns and support passage of the OSH law during their 2018 session."[210]

Delays in project implementation have hindered progress on achieving objectives.

122. As demonstrated in the previous section of the report, progress on implementing activities has been slow and uneven, hampering the achievement of immediate objectives.

- **There has been some progress on raising awareness of the vulnerability of young workers**. Concerns about the higher rate of occupational injuries and illnesses among young workers have been discussed with tripartite constituents in international, regional and national meetings. Interviews conducted in the three pilot countries suggest that participants in these meetings appreciate the greater vulnerability of this population; however, they would like to see credible statistics on the situation in their own countries based on an analysis of administrative data and/or *national* surveys. While Safe Day and other discrete events have been held, and some pieces published in print and online media, the type of major public awareness campaigns focusing on young workers, as envisioned in SOWs, have yet to be mounted. The Philippines is probably the closest to doing so. ECC is finishing production of two 15- to 20-minute videos that will be aired on government-run TV stations and posted on social media platforms. BSP is in the process of finalizing the development of new scout merit badges, which has the potential to expose thousands of young people throughout the country to the need for paying greater attention to safety and health.
- **Progress on policy, legal and programmatic reforms has been limited**. National OSH Profiles are in the process of being developed with the assistance of SY@W in Myanmar and the Philippines. The completion of the profiles is the first step in a longer process of formulating National OSH Programs, which would lay out the course of action that countries plan to take to improve occupational safety and health through legislative, regulatory or programmatic

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[207] Specifically, as noted under Immediate Objective 1, "The project will be working with the National Tripartite OSH Council which is mandated under the new OSH Law that is pending for passage in Parliament." Under Immediate Objective 2, the document states, "Following passage of the new OSH Law, … the project will pay an active role in [developing implementing regulations], focusing on mainstreaming young worker concerns." Finally, under Immediate Objective 4, the document states, "Information materials on the new OSH Law will be developed to make the requirements of the Law easily understandable to all audiences, including young workers."

[208] Written response to questions posed by the evaluation team.

[209] "Supporting the Improvement of the Legal and Institutional Framework on Occupational Safety and Health in Myanmar" (1 July 2015 - 31 December 2017).

[210] Written response to questions posed by the evaluation team.

initiatives. A gap analysis on C155 and C187 has been conducted in the Philippines, which may be used to inform the on-going review of OSH standards (regulations) and/or as input to proposed legislation (Senate Bill 1317). The only instance where SY@W has contributed directly to regulations that have been enacted took place in Vietnam; however, the decree is not specific to the protection of young workers.

With respect to the integration of OSH into TVET, efforts are underway to develop curriculum for selected courses in a handful of institutions in three countries (Myanmar, Vietnam and Uruguay). There is still a lot of work to do to complete this initial work. Broader replication will require changes in regulations, teacher training and certification, and compliance mechanisms.

- **There has been little progress on enhancing national capacities to monitor and enforce OSH laws and regulations**. So far, there has been little or no training in countries explicitly geared to improving compliance and enforcement functions within institutions. Moreover, no new monitoring mechanisms have been established or proposed. As shown in Table 14, training events have been undertaken with public officials; however, much of the planned work with labor inspectorates and other regulatory agencies has not yet started in earnest. Capacity building efforts directed toward social partners have focused on TOT, which has covered OSH topics such legal frameworks, basic OSH principles, and the identification of hazards and risks. In this regard, pre-post assessments suggest that participants have increased their knowledge.[211] However, with very few exceptions, participants in these courses have not gone on to train other individuals and concrete plans for rolling out training have not yet been put in place.

  Finally, the only training of business owners, managers, farmers or workers has taken place in Vietnam and the number of people reached has been relatively small. So far, five events have been held with direct beneficiaries, involving a total of roughly 200 participants. This includes a one-day training course for 126 owners/workers in two craft villages in Hung Yen province (data on the age of participants is incomplete).[212] Visits to enterprises conducted five months after the training revealed that they had implemented few, if any, changes in OSH practices.[213] Owners reported that they didn't have sufficient time or money to make changes and that the recommended type of PPE (masks) is not available in the local market.

- **There has been virtually no progress in strengthening the collection and use of OSH data, including recording and notification systems**. In Myanmar, there has been no follow up to a "roadmap" prepared under previous project. In the Philippines, almost one year after a consultant was retained, an assessment of the current data system still has not been completed. In Vietnam, a comprehensive assessment was completed, but activities to implement recommendations have been lacking. In this regard, the role of SY@W in supporting the implementation of OSH recording and notification systems is not well defined.

  Furthermore, SY@W has not worked with implementing partners to conduct analyses of administrative data that do exist. For example, government authorities in the Philippines collect

[211] SY@W has indicated that some reported training figures were incorrect and need to be modified. For example, a post-training report prepared by VOSHA indicated that participants' knowledge of OSH increased by 32%. When asked how this was calculated, SY@W stated the figure represented the "difference in the average percentage of correct answers on the pre-and post- assessment." However, SY@W also indicated that the reported result was incorrect and should have been 11%." [Written response to questions posed by evaluation team.] The evaluation team was not able to verify this calculation.
[212] There are 62 craft villages in the province and 2000+ nationwide.
[213] Direct observation and interviews with key informants.

data through EII claims[214] and various reports that employers are required to file – Work Accident and Illnesses Report (WAIR), Annual Exposure Data Report (AEDR), and Annual Medical Report (AMR). An analysis of these data could potentially point to the most significant risks that workers face and document differences in occupational injuries and illnesses among different age cohorts.

[214] According to ECC, the organization receives roughly 38,000 claims per year and approves 31,000. Data include age, sector, and type of injury/illness.

Table 14. Training Activities in Pilot Countries as of 30 Nov 2017

Output	Implementing Partner	Target Population	Type of Training	Date	Duration (Days)	Participants			Age group		
						Total	Female	Male	15-24	>24	Missing
Myanmar											
Philippines											
1.3	BLR	Tripartite council members	OSH Appreciation Course	26-28 Jul 2017	3.0	**35**	5	30	2	30	3
4.1	NA	Tripartite constituents	OSH Awareness	28-29 Apr 2016	2.0	**90**	32	58	NA	NA	90
Vietnam											
3.3	VFU	Trade union officials, staff and local farmers (a)	TOT on OSH	21-24 Nov 2016	3.5	**61**	28	33	2	59	0
3.3	VFU	Trade union officials, staff and local farmers (a)	TOT on OSH	19-22 Dec 2016	3.5	**60**	27	33	0	60	0
3.2	VOSHA	Government officials	TOT on OSH	26-28 Jun 2017	3.0	**18**	7	11	0	18	0
1.1	DSW-MOLISA	Government officials	Training on OSH data collection system	21-22 Nov 2017	1.5	**27**	3	24	1	26	0
3.3	DSW-MOLISA	Owners and workers engaged in wood carving	OSH training	4-Jul-2017	1.0	**64**	14	50	2	43	19
3.3	DSW-MOLISA	Owners and workers engaged in bronze casting	OSH training	5-Jul-2017	1.0	**62**	12	50	5	30	27
3.2	DSW-MOLISA	Government officials	OSH training	20-21 Nov 2017	1.5	**38**	5	33	1	37	0
3.3	VCCI	Employer organization staff and other trainers	TOT on OSH in the construction sector	23-25 Nov 2017	2.5	**29**	16	13	2	27	0
3.3	VFU	Farmers engaged in tea production	OSH training	29-30 Nov 2017	2.0	**32**	19	13	0	32	0

Notes: (a) A total of 42 farmers (20 in Da Nang and 22 in Phu Tho) attended the last training day when TOT trainers delivered a practice training for local farmers.
Source: SY@W

OSH GAP Flagship.

123. With respect to the OSH GAP Flagship, SY@W has raised the issue of the greater vulnerability of young workers in international forums. However, it has not yet produced approaches or tools for replication in other countries under the OSH GAP Flagship program. Nor has it served as a vehicle for mobilizing additional funding from other international donors for the OSH GAP Flagship program.

Efficiency

Though October 2017, roughly US$5.5 million had been spent on the project, accounting for roughly half of the total available budget.

124. Table 15 shows the percentage of each subproject's budget that had been expended (actual expenses and encumbrances) through the end of Oct 2017. The rate of expenditure is lowest in Myanmar, reflecting the fact that it started more than one year after the activities in the Philippines and Vietnam began.

Table 15. Summary of Expenditures as of 31 Oct 2017

Global/ Country	Expenditures as a % of Budget (a)
Global (GLO/14/20/USA)	51.9%
Myanmar (MMR/16/50/USA)	26.3%
Philippines (PHL/15/50/USA)	42.1%
Vietnam (VNM/15/52/USA)	38.3%
Total	48.2%

Notes: (a) Expenditures include actual expenses and encumbrances
Source: Evaluation team calculation based on data provided by SY@W [SafeYouth@Work Project_Summary Finance_as of Oct 2017_ summary.xls]

125. Table 16 provides additional detail on the budget and expenditures for GLO/14/20/USA. (Unlike the IRIS system used in Geneva, the FISEXT system used in pilot countries does not allow tracking by immediate objective.) The total budget for this SOW is roughly US$8.8 million, of which approximately US$4.6 million (51.9 percent) had been spent through Oct 2017. Direct labor costs and other expenses constitute roughly 69.6 percent of the sub-project budget and 87.1 percent of expenses incurred through Oct 2017.[215] Figures for immediate objectives include activities at the global level and in participating countries that are managed directly by the project team in Geneva. All told, less than US$600,000 is reported as having been spent on the four immediate objectives under the sub-project, with IO 4 accounting for the bulk of this total. However, the figure is likely to understate the actual resources devoted to these activities. Specifically, the amount of time spent by ILO staff on the implementation of project activities and associated direct labor cost are unknown due, in part, to the lack of an activity-based time recording system.

[215] Direct labor includes project staff in Geneva and the three pilot countries. Other expenses include monitoring and evaluation (M&E), travel, office expenses, and project support cost (PSC). According to ILO, the provision for cost increase (PCI) that had been included in the original budget was removed through a revision approved by the USDOL on 27 June 2017.

Table 16. Budget and Expenditures (GLO/14/20/USA) as of 31 October 2017

Budget Item	Budget Item as a % of Total Budget	Expenditures as a % of Budget Item	Expenditures as a% of Total Expenses
Immediate Objective 1	7.2%	10.6%	1.5%
Immediate Objective 2	9.2%	4.1%	0.7%
Immediate Objective 3	6.7%	0.3%	0.0%
Immediate Objective 4	7.3%	75.7%	10.7%
Subtotal Immediate Objectives	30.4%	22.0%	12.9%
Direct labor cost and other expenses	69.6%	73.5%	87.1%
TOTAL	100.0%	51.9%	100.0%

Notes: (a) Expenditures include actual expenses and encumbrances
Source: Evaluation team calculation based on data provided by SY@W [SafeYouth@Work Project_Global.xlsx]

126. A look at contracts for external collaborators sheds more light on how monies have been spent under the four SOW. The largest expenses under GLO/14/20/USA are associated with the SafeYouth@Work Congress held in Singapore [216] and the KAB survey, which are included under IO4 and M&E, respectively. Just under US$373,000 was spent on the SafeYouth@Work Congress. This is roughly equivalent to total spending on all external collaborators retained to undertake activities in the three pilot countries. The budgets allocated for particular TOR in pilot countries are typically on the order of US$10,000–US$20,000; budgets for national consultant tend to be less than those for international consultants.

The review identified a number of issues pertaining to project management

127. In addition to the delays discussed above, there are several project management issues that warrant highlighting:

- **The quality of outputs has been mixed**. SY@W, like other ILO technical cooperation projects, tends to depend on external consultants to undertake specific project activities. For budgetary and programmatic reasons, the emphasis has been on recruiting national consultants; however, there have been multiple occasions where it has proven difficult to find qualified consultants that are willing to undertake assignments given budget parameters. Moreover, the quality of work has been decidedly mixed and ensuring adequate technical backstopping has been difficult.[217]

  In general, all technical cooperation projects rely on staff in relevant technical units in Geneva and/or on specialists based in regional offices for technical backstopping. Multiple people interviewed by the evaluation team noted that OSH specialists in ILO tend to have backgrounds in industrial hygiene or medicine and are spread thin. For example, the OSH specialist in Bangkok covers 23 countries, including five of the countries involved in SY@W – Indonesia, Mongolia, Myanmar, Philippines and Vietnam. The situation in the region was further exacerbated when the previous OSH specialist left in April 2016 to take a new post and the position remained unfilled for more than 11 months (March 2017).[218]

  As such, responsibility for much of the technical backstopping for SY@W in the Asia Pacific region and elsewhere has fallen to the CTA, including the review of TORs for external collaborators and associated work products such as National OSH Profiles, assessments of OSH

[216] LABADMIN/OSH provided additional funding for the WCSHW through its regular budget.
[217] It should be noted that neither the ILO Skills and Employability Department or the Global Programme on Employment Injury Insurance and Protection has been engaged in project activities undertaken by SY@W.
[218] The former Senior OSH Specialist based in Bangkok left in April 2016 to become the Country Director in Pakistan.

recording and notification systems, training needs assessments, and curricula (including for TVET institutions).

- **Materials and tools developed by ILO and other parties have not been fully utilized**. SY@W has shared information with consultants who have been retained to prepare National OSH Profiles, develop training curricula, assess recording and notification systems, and craft awareness campaigns. In addition, consultants and/or implementing partners have drawn on their own materials. This has helped reduce the cost of services and avoid duplication of effort. For example, the training curriculum for VFU in Vietnam was based, in part, on the WIND curriculum developed by ILO and the training curriculum for regional tripartite councils in the Philippines was based, in part, on existing training materials developed by the OSHC. Still, there is a plethora of other materials available in the public domain that are germane to SY@W activities, including other training curricula, factsheets, best practice guides, manuals, etc.[219]
- **Staff in country offices noted some delays in getting responses from Geneva**. These delays revolved around approval of implementation agreements, requests for examples of TORs, development and approval of TORs prepared by field staff, and the selection of consultants for particular assignments. Staff report that this is due, in part, to administrative requirements associated with the approval process.
- **Monitoring and evaluation**. SY@W developed a Comprehensive Monitoring and Evaluation Plan (CMEP) in consultation with USDOL.[220] It was approved in May 2016, roughly 17 months after the award was made. While the CMEP is generally well done, the results framework in the CMEP's Performance Monitoring Plan (PMP) are not fully consistent with the global or country level logframes.[221] Moreover, some indicators may not be valid or reliable. For example, the indicator for the Development Objective is defined as "OPI 1. Number of target countries with increased capacity to address OSH issues, particularly regarding young workers" – it includes multiple dimensions any one of which is sufficient to count a country as successful. It does not specifically measure the change in the safety and health of young workers and is not a good proxy. As another example: "OTP15. Number of youth participating in pilot training/ awareness initiatives" combines training and awareness activities under one indicator, although these are very different types of activities with different intended outcomes. SY@W created a Project Reporting Form (Annex 8 of CMEP) in Excel to track and report indicators at a country and global level. However, some key data such as the date, subject and the number, age and gender of participants in training courses are entered in comment fields, which preclude consolidation and analysis. (There is no centralized database containing raw data on specific activities conducted in the different countries from which the indicators are constructed.) Finally, the review suggests that some results reported in the TPR are misstated.

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[219] For example, in addition to the training materials for labor inspectors that have been developed under particular projects over the years, ILO-ITC and LABADMIN have worked together to develop a classroom-based training curriculum– Building Modern and Effective Labor Inspection Systems – consisting of 19 modules, including a module on OSH. ILO-ITC has also developed a training package specific on OSH program – EOSH – consisting of 25 modules. ILO has also developed guides for addressing gender-related OSH issues. See, for example, *10 Keys for Gender Senstive OSH Practice – Guidelines for Gender Mainstreaming in Occupational Safety and Health* (2013) as well as other documents listed on http://www.ilo.org/safework/areasofwork/gender-and-occupational-safety-and-health/lang--en/index.htm. A long list of materials on recording and notification systems that was prepared by ILO for SafeDay 2017 is included as Annex K.

[220] The CMEP structure includes the Problem Analysis, Theory of Change, Performance Monitoring Plan, Evaluation Plan and Implementation and Management of CMEP.

[221] The PMP is a sub-product of the CMEP which contains the project's plan for collecting, processing, and reporting data to inform project progress against established targets. The PMP describes selected indicators and the basic data collection strategy components (i.e. indicator definitions; data sources; reporting frequency; responsible personnel and data analysis/use)

The KAB survey is a critical element of the M&E plan developed by SY@W. In keeping with the TOR, it appears that the original plan submitted by the consultant was to assess the impact of the project using "a difference-to-difference [sic] approach" whereby changes in KAB among individuals in regions in which the project was active would be compared to those of individuals in similar non-participating regions.[222] As noted in the research design and methodology report prepared by the consultants, "However, during several consultations with the client and preliminary findings during the inception and qualitative phases, it was realized that there are serious constrains which could disenable the potential of the study to measure the impact of the interventions." Several constraints were cited including potential "contamination effects," limitations on sample size, and the fact that at the time the survey was planned it was not possible to identify a treatment and control group. As a result, the consultant concluded, "Although it will not be possible to make causal conclusion about the impact of interventions, the before and after approach will enable to detect if any significant change in knowledge, attitudes and practice on OSH among young workers occur during project realization." Put another way: the approach is not a valid method for assessing the impact of SY@W – it is simply a means to measure KAB changes in selected areas of countries over time.[223]

- **The project is governed by a cooperative agreement, which calls for "substantial involvement" of USDOL**. As stated in the Management Procedures & Guidelines (MPG), a "Cooperative Agreement" is an award instrument where substantial involvement is anticipated between the donor (USDOL) and the Grantee during the performance of project activities. The level of monitoring and accountability required by USDOL under a Cooperative Agreement is less than what is required under a contract, but more than what is required under a regular grant." Section III. Para 4 of the MPG states, "USDOL's involvement focuses on elements that are essential to meet program requirements and assure achievement of program objectives. USDOL's involvement includes collaboration with the Grantee in order to refine project strategy, the baseline and follow up survey methodology, the project performance indicators and to develop a Comprehensive Monitoring and Evaluation Plan (CMEP); monitoring project implementation through work plans, progress reports, evaluations, attestation engagements, site visits or conference calls with Grantee; and approval of deliverables outlined in the Cooperative Agreement and MPG;" and Section V.2 states, "The Grantee is expected to notify the GOR immediately of any developments, problems, delays, or adverse conditions that may have a significant impact on project implementation or which may materially impair the Grantee's ability to meet the project objectives. The Grantee is also expected to identify such issues in their TPRs. USDOL will work with the Grantee to monitor and resolve any issues as necessary."[224]
- **Some stakeholders voiced frustration with the provision that limits SY@W from providing direct financial support to government agencies**. The USDOL grant cooperative agreement includes by reference a provision that states: "In General, Grantees may not provide any of the funds obligated under a Cooperative Agreement to a foreign government or entities that are agencies of, or operated by or for, a foreign state or government, ministries, officials, or political parties to carry out project activities. USDOL funds are not intended to duplicate existing foreign

[222] Knowledge, Attitude and behaviour (KAB) on Occupational Safety and Health Among Young Workers in Myanmar, the Philippines and Viet Nam: Research Design and Methodology, February 2017.
[223] There is only one question in the KAB survey that touches on the incidence of injury: G1 asks respondents to answer "Yes" or "No" to a question about whether they experienced an injury or illness caused by work in the last 12 months either in their current or previous jobs. Follow-on questions then shift to asking questions regarding the "most recent" injury or illness experienced by either the respondent <u>or</u> their colleagues.
[224] Management Procedures & Guidelines for FY2014 USDOL/ILAB/OCFT Cooperative Agreements Awarded to the ILO.

government efforts or substitute for activities that are the responsibility of host country governments." Some government entities would like SY@W to provide funding directly to their agencies to cover the cost of activities undertaken under the auspices of the project. However, others do not expect funding, seeing these activities as part of their core public function.

Sustainability

While many organizations have expressed a commitment to address the needs of young workers, there are signs that some implementing partners may not be willing or able to devote resources needed to undertake or scale-up activities.

128. As stated in the approved sustainability strategy, SY@W defines sustainability as follows: "Sustainability is working to ensure that the institutions and networks supported through the project, and the benefits realized, are maintained and continue after the end of the project." The SY@W project seeks to ensure the "sustainability of results" by building stakeholder ownership and participation; working through existing networks and institutions; building the capacity of key national constituents; and increasing public awareness of the importance of OSH – not only for young workers, but also for the overall labor force and society at large.

129. Given limited progress on achieving results so far, sustainability after the project ends is far from certain. That said, SY@W has already increased awareness of the importance of addressing the needs of young workers among some policymakers, members of civil society and the general public in the three pilot countries. Greater awareness may lead to changes in attitudes and behaviour that persist after the project ends. Moreover, many organizations have expressed a commitment to address the needs of young workers. In this regard, two points merit highlighting. First, given the ratification of ILO labor standards, governments have an obligation to establish a requisite legal framework to protect the safety and health of all workers, including young workers (ages 15-24). Legislation and regulations enacted with the assistance of the SY@W, as in Vietnam, are likely to remain in force, albeit laws are always subject to repeal or amendment. Second, government officials and representatives of employers' and workers' organizations expressed a commitment to address the vulnerability of young workers, but their willingness and ability to devote resources needed to implement policies and maintain programs over time varies. In some instances, organizations are fully prepared to continue initiatives after the project ends. These institutions are obligated to undertake activities by law and/or see these initiatives as part of their core mission and have the requisite financial and human resources to carry them out. However, as noted above, some government agencies and social partners report that they do not have resources available to implement awareness campaigns, build institutional capacities, or conduct training programs. With respect to the latter, plans to roll out most training developed under the auspices of the projects after the completion of TOT and SY@W-supported pilot initiatives have not yet been established. The cost of providing services has not been estimated, nor has a strategy for covering costs through a combination of government grants, membership dues and/or fees-for service been developed. In some cases, social partners have indicated they simply do not want to assume responsibility for training.[225]

[225] For example, most trade unions in the Philippines would prefer to see the OSHC provide training to workers in keeping with its stated public purpose. Interview with trade unions and October 2017 TPR.

Impact

As currently designed and executed, it is unlikely that SY@W will result in a significant improvement in the safety and health of young workers.

130. Progress has been limited so far. In many respects, efforts to increase public awareness, strengthen the legal framework, boost the capacity of the labor inspectorate or other regulatory bodies, and strengthen the ability of social partners to train enterprises or workers and monitor compliance are just getting going. Given limitations of the current project design and with less than one year left in the project, it is unlikely that SY@W will yield significant improvement in the safety and health of young workers or establishing a culture of prevention in any of the eight selected countries.

Conclusions, Lessons learned and Recommendations

Conclusions

131. Conclusions with respect to each of the evaluation criteria are summarized below:

- **Relevance**. As informed by relevant international labor standards, the SY@W project is aligned with the ILO strategic framework and policy outcomes that focus on ensuring the safety and health of workers. Morever, the SY@W project has been largely aligned with the needs of the selected countries. Tripartite constituents acknowledge the need to strengthen OSH and appreciate the greater vulnerability of young workers. While there is general support for SY@W, the strength and breadth of commitment varies. Other ILO projects and international organizations are also working on similar issues, albeit not with an orientation specifically toward young workers. The SY@W project is intended to build on and/or complement these other initiatives. In this regard, most SY@W activities center on the kinds of engagements that LABADMIN/OSH, LABOUR LAW and other branches have supported for years – development of OSH laws and regulations, development of National OSH Profiles and Programs, and capacity building of labor inspectorates and social partner; however, the SY@W project is trying to bring a greater focus on addressing the *particular* needs of young workers, including, but not limited to, through changes in laws and regulations to provide adequate safeguards for young workers, changes in how OSH data are collected and analysed to provide a better picture of the problems facing young workers, changes in how labor inspectors and social partners are trained to ensure that they are able to identify and address issues that affect young workers, changes in how young workers are trained in schools and workplaces; and changes in the design and content of OSH awareness campaigns that target young workers. In some instances, the ability to effect needed changes, is contingent on addressing broader OSH policy or a wider set of functions or systems with particular institutions that deal with all workers. The challenge is where to set the boundaries for a project with a development objective that explicitly focuses on young workers (ages 15-24) given limited staff resources, budget and time. The integration of OSH into TVET is a new activitity for LABADMIN/OSH; while OSH is reflected in national qualification frameworks adopted in some countries, there are significant implementation challenges with respect to the development of lesson plans and competency exams, teacher training and certification, adequacy of facilities and equipment, and institutional compliance audits. Finally, some planned activities such as developing rating systems for employment injury insurance schemes are not germane to the central aim of the project and are not aligned with the particular expertise of LABADMIN/OSH.

- **Coherence**. As stated, the relationships among the four immediate objectives and the overall development objective is sound; however, the links between some activities and objectives are weak and the overall scope of the project is overly ambitous. In a number of instances, the achievement of objectives is dependent on actions outside the control of the project or deemed to be beyond the project's scope. With respect to the latter, the role of SY@W in implementation is sometimes not well defined. Moreover, particularly with respect to legal reforms and capacity bulding of labor inspectorates and social partners, SY@W has not yet articulated an approach, materials, or tools that can be used to help address the *particular* needs of young workers. Although most activities thus far have been carried out in an appropriate sequence, on occasion activities have been undertaken prior to the completion of antecedents. While members of different ILO project teams in particular countries regularly interact, actual coordination of OSH-related projects has been challenging given different objectives, schedules, and sectoral/geographical focus. Coordination with projects managed by other international organziations has also been difficult at times. Finally, while discussed in the *Project Document*, SY@W has not yet addressed OSH-related gender or inclusion issues in training or other activities.
- **Effectiveness**. Project activities have faced significant delays due to various factors, including the time required to bring a CTA on board and prepare a *Project Document* and related SOW; turnover of NPCs in the Philippines and Vietnam; the lack of field staff in participating countries; time required to develop and approve TORs and implementation agreements; difficulty in recruiting national consultants; competing demands on staff time; and the time required for government decision and/or action. Many planned activities in pilot and participating countries have not yet started. Delays in project implementation have hindered the achievement of objectives. While there has been some progress on raising awareness of the vulnerability of young workers among certain constituents, major public awareness campaigns have yet to be mounted. Progress on effecting policy and legal reforms has been limited as has enhancing national capacities to monitor and enforce OSH laws and regulations. There has been virtually no progress in strengthening the collection and use of OSH data, including OSH recording and notification systems.
- **Efficiency.** Though October 2017, roughly US$5.5 million had been spent on the project, accounting for roughly half of the total available budget. Limitations with ILO financial systems preclude a comprehensive analysis of budget and expenditures by objective. That said, data show that roughly US$400,000 has been spent on external collaborators across all four immediate objectives; in comparison, US$700,000 was spent at the global level, including US$373,000 for the SafeYouth@Work Congress in Singapore (3-6 Sep 2017) and US$287,000 for the KAB survey. The review identified areas where project management warrants improvement, including quality assurance and technical backstopping, utilization of materials and tools developed by ILO and other parties, responsiveness of Geneva to requests from the field, and monitoring and evaluation.
- **Sustainability**. Given limited progress on achieving results so far, sustainability after the project ends is far from certain. That said, SY@W has already increased awareness of the importance of addressing the needs of young workers among some policymakers, members of civil society and the general public in the three pilot countries. Greater awareness may lead to changes in attitudes and behaviour that persist after the project ends. Moreover, many organizations have expressed a commitment to address the needs of young workers. In this regard, two points merit highlighting. First, given the ratification of ILO labor standards, governments have an obligation to establish a requisite legal framework to protect the safety and health of all workers, including young workers (ages 15-24). Legislation and regulations enacted with the

assistance of the SY@W, as in Vietnam, are likely to remain in force, albeit laws are always subject to repeal or amendment. Second, the willingness and ability to devote resources needed to implement policies and maintain programs over time varies across organizations. In some instances, organizations are fully prepared to continue initiatives after the project ends. These institutions are obligated to undertake activities by law and/or see these initiatives as part of their core mission and have the requisite financial and human resources to carry them out. However, as noted above, some government agencies and social partners report that they do not have resources available to implement awareness campaigns, build institutional capacities, or conduct training programs. With respect to the latter, plans to roll out most training developed under the auspices of the projects after the completion of TOT and SY@W-supported pilot initiatives have not yet been established. The cost of providing services has not been estimated, nor has a strategy for covering costs through a combination of government grants, membership dues and/or fees-for service been developed. In some cases, social partners have indicated they simply do not want to assume responsibility for training.

- **Impact.** Given the current project design and the limited progress to date, it is unlikely that SY@W will yield significant improvements in the safety and health of young workers or result in a culture of prevention in any of the eight selected countries by the scheduled end of the project in December 2018.

Lessons learned

132. There are several lessons that can be distilled from the results of the evaluation that have implications for ILO (and potentially other organizations) going forward:

- **Sufficient staffing and the provision of adequate oversight are critical**. Maintaining a field presence in countries is essential to building and sustaining relationships with key stakeholders and addressing issues that arise during the course of a project in a timely manner. Most technical cooperation projects rely on external consultants; the quality of research, training and technical assistance depends primarily on the experience and expertise of the particular individuals assigned to the task. While recruitment of qualified consultants is very important, good technical backstopping from regional offices is still needed to ensure quality and maintain consistency across ILO projects.
- **Projects need to be tailored to conditions within each country, recognizing the specific political situation and capacity of existing institutions**. The ability to effect needed reforms is dependent on the strength of political support and the absorptive capacity of relevant institutions. Projects need to be shaped to fit each country. While country-level activities draw on the same body of knowledge on international best practices, the process of interacting with constituents as well as any recommendations need to be adapted to the existing situation.
- **The commitment of implementing partners is key, extending beyond ministries of labor**. While the ministry of labor often serves as the focal point for ILO projects, it is important to note that the support of other ministries may be needed, particularly ministries of agriculture or public works in countries where those sectors are targeted. Sustainability and scale are dependent on forging relationship with implementing partners that are committed to the same objectives and have the requisite reach and resources to effect change.
- **ILO and donors need to be prepared to work in a country over a long period of time**. In general, significant changes require a significant commitment of time and money. Recognizing that the pace of change is often outside the direct control of projects, ILO needs to put staff in the field for extended periods to work hand-in-hand with counterparts in government and civil

society, particularly in countries with limited capacity and/or entrenched bureaucracies. Efforts to effect major changes in policy, institutions, and culture are likely to take more than four years.

Recommendations

133. The results of the evaluation lead to nine recommendations organized under two main headings: strategy and operations. The recommendations are applicable to all countries that are currently involved in the project. Responsibility for implementing recommendations rests with the SY@W project, Country Offices, and/or LABADMIN/OSH.

Strategy

- **Recommendation 1: Narrow the project scope, placing greater emphasis on activities that are likely to have a direct and more immediate impact on the safety and health of young workers**. Given the time and resources remaining in the project, SY@W should focus attention on training young workers on safety and health, mounting broad awareness campaigns directed to young workers, and conducting research on the relative vulnerability of young workers. It should lend support to addressing issues specifically related to young workers, but not lead, ILO efforts in countries to advance OSH legal reforms (including the ratification of the ILO labor standards), prepare National OSH Profiles and Action Plans, build the capacity of labor inspectorates, and strengthen OSH recording and notification systems. Lead responsibility for these conventional ILO activities should rest with other LABADMIN/OSH projects (funded through XBTC or regular budget). Additional detail with respect to these three suggested components follows:
  - **OSH training for young workers**. SY@W should aim to strengthen and expand training *specifically* for young workers, with particular attention paid to TVET institutions and government-sponsored OSH training centers. With respect to the latter, if feasible, training should be provided free-of-charge to unemployed youth or cost-shared with employers of young workers. Training should aim to increase young workers' understanding of hazards and risks in specific occupations (including gender-specific concerns) and the ways to work safely based on good OSH practices. It should also cover the legal rights of workers and procedures for filing complaints/grievances and injury claims. The work with TVET should be based on existing NQF and associated curriculum requirements. To facilitate replication, SY@W should undertake pilot initiatives with institutions that are part of a national or international system under the direction of a single authority (as is the case for the State Agricultural Institute in Myanmar and Hermann Gmeiner Vocational College in Vietnam). SY@W should also work with TVET authorities to strengthen teacher training and certification.
  - **Awareness campaigns directed to young workers**. SY@W should redouble efforts to increase awareness of the importance of occupational health and safety for youth through comprehensive and sustained campaigns. The campaigns should include print, broadcast and social media with common messaging. These campaigns should be professionally produced, tested with youth audiences, and evaluated for effectiveness (see below). If possible, campaigns should be built around influencers that have a large following of young workers. While relying primarily on organic traffic, SY@W should also consider using paid advertisements or sponsored messages to reach specific target audiences. Where available, campaigns should make use of government-run radio and TV channels. It appears that peer-to-peer volunteer networks may also hold promise as a means of disseminating safety and health information to young workers. As such, SY@W should continue to work with the Boy

Scouts, Red Cross, 4-H clubs and/or other youth organizations in each country. Materials and tools should be shared across organizations and countries. As noted below, while campaigns will need to be customized for each sector/country, SY@W global should assume principal responsibility for developing core elements and overseeing implementation.

- **Research on the vulnerability of young workers**. In concert with relevant regulatory bodies, SY@W should sponsor research on the relative incidence of workplace-related injuries and illnesses among young workers based on an analysis of existing OSH administrative data, including insurance claims, in selected countries. This research should be undertaken with assistance of colleges of public health or related research institutions that have programs in epidemiology or other associated fields. Results should be fed into the policymaking process and labor inspectorate planning, including the development of inspection campaigns targeted toward enterprises/sectors with a high level of injuries/illnesses among young workers. In addition, gaps in data or problems with data integrity (accuracy and consistency) discovered during the analysis should be documented and reported to the relevant regulatory body.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

- **Recommendation 2. Consolidate the number of countries involved in the project.** SY@W should consider reducing the number of participating countries and increasing the budgets of those remaining. It should only work in countries that have dedicated field staff assigned to the project. The decision whether to drop countries will depend, in part, on the strength of commitments that have been made and reputation risk associated with ceasing activities.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

- **Recommendation 3. Place greater emphasis on non-regulatory mechanisms to reinforce compliance with OSH regulation, including more active community engagement and the use of government procurement.** These are discussed below:
  - **Community engagement**. In collaboration with implementing partners, SY@W should explore the potential for fostering greater community engagement (barangay, commune, village) to organize training of young workers, purchase PPE on a cooperative basis, organize voluntary OSH audits, and field complaints from young workers to be passed on to the appropriate authority. In this regard, it should consider whether it make sense to build on IPEC community monitoring initiatives in countries where these already exist.
  - **Government procurement.** SY@W should also consider working with government authorities to link procurement to socials aims, specifically the protection of young workers. In this regard, it should work with ministries of labor, construction, ministries of transportation, or other appropriate government agencies to assess the potential for including provisions in construction contracts that obligate companies to employ and train

young workers, provide close worksite supervision, and participate in community monitoring initiatives.[226]

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Medium

- **Recommendation 4. Reassess partnerships with implementing agencies, paying particular attention to their willingness and ability to commit requisite resources**. SY@W should work with organizations whose core missions are aligned with project objectives and have the willingness and ability to carry out activities at a national or regional scale. Organizations need to have sufficient reach and resources. Plans for undertaking activities should be explicit and backed by financial commitments and/or a clear strategy for securing requisite funding through a combination of government funding, foundation grants, membership dues, and/or fees-for-services. In general, SY@W should commit to conducting TOT only after a comprehensive training plan and associated budget has been have approved by the implementing partner. Based on an assessment of required competencies of the direct beneficiaries, the training plan should describe the training curriculum, present a training schedule, specify the particular individuals/organizations responsible for delivery, and indicate budget commitments. This should be reflected in an implementation agreement, MOU or contract depending on the partner. If the decision is made to continue to work in the agricultural sector, SY@W should add the relevant ministry to the project steering committee and enter into an agreement with appropriate department or agency.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and Country Offices	High	Short-term	Low

Operations

- **Recommendation 5. Develop standard training packages for young workers in targeted sectors as well as materials for awareness campaigns, which can be used across countries.** The development of training packages and materials for awareness campaigns should be based on market research and commitments from implementing partners as noted above. With respect to training packages, the development effort should be undertaken by SY@W global and begin with a thorough review of training curricula that have already been developed by ILO and other organizations, including the national OSH centers in selected countries. Training packages should be built around stand-alone modules (2-4 hours), which address one particular topic. Each module should specify the particular topic covered, define expected learning outcomes in terms of competencies (aligned with NQF), and include a detailed lesson plan along with key text, audio-visual materials, exercises, case studies, handouts, and competency exams. The language should be geared to the educational level of the target audience; cartoons and/or videos should be used to foster greater engagement. Each module should also be accompanied by a set of instructional notes for trainers. The standard modules would require adaptation to

[226] While all countries have major public work programs underway, this recommendation may be most applicable to the Philippines, where the President announced plan to invest $180 billion in public infrastructure by 2022.

account for different laws and/or cultural context across countries. With respect to elements of awareness campaigns done at the global level, consideration should be given to devoting resources to the production of high quality videos and the development of professionally managed social media campaigns. The decision on whether to undertake these activities depends, in part, on plans for the OSH-GAP Flagship program.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	Medium

- **Recommendation 6. Develop joint work plans for all OSH-related projects in countries**. Countries Offices that have multiple OSH-related projects should consider the potential for developing joint project work plans, laying out the respective roles and responsibility of each project and associated budget contributions. Where applicable, projects should focus on the same sectors and geographical areas to benefit from potential synergies. Teams should meet on a regular basis and participate in peer review of the progress that has been made as well as specific work products. It may make sense to organize a meeting among the country directors in Myanmar, Philippines and Vietnam to discuss how this might be done most effectively.

Responsibility	Priority	Time Implication	Resource Implication
Country Offices	High	Short-term	Low

- **Recommendation 7. Review policies and procedures for recruiting consultants.** SY@W should review its recruitment policies and procedures process to determine the reasons why it has been difficult to find qualified consultants for various assignments. If appropriate, consideration should be given to allocating more resources to particular assignments and/or broadening the potential pool to include international consultants.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	Medium

- **Recommendation 8. Strengthen technical backstopping.** To facilitate communication and more hands-on management, if the project is extended, consideration should be given to locating the CTA in Bangkok given that all three pilot countries are in the region. If based in the region, the CTA should be able to spend more time in each of the pilot countries working with the NPCs, regional OSH specialists and government counterparts. In addition, depending on the workload and budget availability, LABADMIN/OSH should consider taking steps to ensure that OSH staff based in Geneva are better utilized and/or placing more OSH specialists in the field, particularly those with expertise in developing training packages, mounting awareness campaigns, setting up notification and reporting systems, and/or conducting large-scale epidemiological or other OSH-related quantitative studies. Different approaches to technical backstopping have widely ranging resource implications.

Responsibility	Priority	Time Implication	Resource Implication
SY@W and LABADMIN/OSH	High	Short-term	Low to High

- **Recommendation 9. Strengthen monitoring and evaluation**. SY@W will need to update the CMEP in light of above, maintaining data quality and integrity. In so doing, it should ensure that consistent data on training activities are collected across countries and stored in a computer database for analysis. It should assess learning outcomes through competency exams, which should be based on NQF where these exist. SY@W should evaluate social media using standard metrics such as the number of users, the number of followers, and the number and percentage of engaged users.[227] If relevant, the number and percentage of users who respond to calls for action – sign up for a newsletter, enrol in a training course, or send an email to a policymaker – should also be tracked. Metrics should be used to develop a better understanding of the type of content or posts that get the most attention broken down by age, gender and location. With this information in hand, campaigns should be adjusted accordingly. There is little value in repeating the KAB as currently designed. However, if the project is extended, consideration should be given to conducting impact studies based on experimental or quasi-experimental designed to gauge whether training programs, community engagement and/or other initiatives are effective in increasing knowledge, changing behaviour, and or reducing work-related injuries and illnesses among young workers. For example, it may be possible to undertake experiments to test the efficacy of different methods of teaching safety practices in schools or ensuring safety for young workers in work places. The key to experiments is random assignment of entities to groups that receive different treatments or none at all. With respect to quasi-experiments, SY@W should look into the potential for using OSH administrative data for these studies or specially designed surveys. In both instances, the counterfactual (comparison group) would be constructed using statistical controls. There are different techniques that can be used in quasi-experiments such at matched controls, propensity scores, and regression discontinuity. However, in all cases, careful attention should be paid to determining whether there is likely to be sufficient statistical power to answer key evaluation questions with a reasonable degree of confidence.[228] If possible, difference-in-differences, involving a comparison of changes in outcomes over time between treatment and comparison groups, should be used to estimate impact. Finally, any future impact assessment should also include qualitative research, including case studies, to help explain program dynamics and provide support for assertions of causality.

134. In light of the above, the SOW, work plan and budget for the remainder of the funding period will need to be reformulated at the global level as well as for each country. This needs to be done as soon as possible.

[227] An engagement is any time that a user clicked on a page, including likes, shares, videos, links, and comments.
[228] Statistical power is the likelihood that a study will detect an effect when it truly exists. It is a function of the effect size, sample size, and variance.

Mid-Term Evaluation of Safe Youth@Work Project

Final Report –
Volume II. Annexes

GLO/14/20/USA

Submitted by

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31 March 2018

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Annex A. Terms of Reference for Mid-Term Evaluation

I. IDENTIFICATION

Title:	Building a Generation of Safe and Healthy Workers - SafeYouth@Work Project
DC Code:	GLO/14/20/USA
Administrative and Technical Backstopping Unit:	Governance and Tripartism Department (GOVERNANCE) / Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH)
Location:	Global *Pilot countries:* Myanmar, the Philippines, Viet Nam *Participating countries:* *Africa:* Cote d'Ivoire *Asia:* Indonesia, Mongolia *Latin America:* Ecuador, Uruguay
Link to P&B	Policy Outcome 7: Promoting workplace compliance through labour inspection
Duration:	48 months
Start Date:	19 December 2014
End date:	18 December 2018
Donor:	United States Department of Labor (USDOL)
Budget:	USD 11,443,156
Evaluation Type	Mid-term Independent Evaluation
Date	October 2017 – February 2018

II. BACKGROUND INFORMATION

Introduction

According to ILO estimates, every year over 2.3 million women and men die from work-related injuries or diseases. Over 350,000 deaths are due to fatal accidents and almost two million deaths are due to fatal work-related diseases. In addition, over 313 million workers suffer from non-fatal occupational diseases and accidents which cause serious injuries and absences from work.

Accurate estimates of workers harmed by unsafe and unhealthy working conditions, disaggregated by age group, are not readily available in every country. However, young workers, aged between 15 and 24, are the most affected. These workers suffer up to a 40 per cent higher rate of non-fatal occupational injuries than older workers. Due partly to their lack of work experience, young workers are less able to safely handle hazardous substances and job tasks. They can also underestimate or overlook safety and health risks associated with their job. Young workers usually lack an awareness of applicable occupational safety and health (OSH) rules, or the knowledge that they have a right to a safe and healthy workplace.

In this context, the ILO launched the Flagship Programme Global Action for Prevention on Occupational Safety and Health (OSH-GAP), coordinated by the LABADMIN/OSH Branch. The global programme aims at promoting the creation of a global culture of prevention to reduce the incident of work-related deaths, injuries and diseases. In particular, the Programme:

a) promotes demand for safe and healthy workplaces;
b) strengthens national capacities to address OSH issues;
c) builds knowledge through: the development of OSH indicators that drive preventive action, methodologies for collecting OSH data, and the undertaking of research to better understand the challenges to effective OSH prevention and potential drivers;
d) forges strategic partnerships and supports OSH professionals, institutions and networks at national, regional and global levels.

Five core development cooperation projects provides the basis for the OSH-GAP Programme:

- *SafeYouth@Work,* funded by the United States Department of Labor (USDOL), which is the object of the present mid-term evaluation (MTE);
- *Improve knowledge base and safety and health in global supply,* funded by the European Commission (DG Employment);
- *OSH for Young Workers and Young Employers in Global Supply Chains – Building a Culture of Prevention,* funded by Disney Worldwide Services Inc. via the USCB Foundation;
- *Modernizing international networking in occupational safety and health knowledge and information*, funded by the Ministry of Labour of Korea.
- *Enhancing Occupational Safety and Health Standards in the Construction Sector in Cambodia,* funded by the Government of Japan;

By strengthening the national capacities to achieve reductions in work-related deaths, injuries and diseases coupled with actions that create a culture of prevention, the OSH GAP contributes to the Sustainable Development Goal on the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (SDG 8) and its target 8.7 on the protection of labour rights and promoting safe and secure working environments for all workers, in particular women migrants, and those in precarious employment.

Background and description of the project

The Project "Building a Generation of Safe and Healthy Workers - SafeYouth@Work (GLO/14/20/USA) aims at promoting the safety and health of young workers on the job, with a particular focus on those aged 15-24. This cohort suffers a higher rate of workplace injuries and disease than older workers. As they join the workforce, younger workers are well-positioned to contribute to a sustainable and prevention-focused Occupational Safety and Health (OSH) culture.

The project seeks to achieve the following objectives (IO):

Development Objective: Occupational safety and health of young workers (15-24 years) in selected countries is improved as a result of increased national capacities to address OSH issues and to promote a culture of prevention.

- **Immediate Objective 1:** Comprehensive, relevant and quality data and information on occupational safety and health of young workers are available for effective use in selected countries.
- **Immediate Objective 2:** National legislation, regulations, policies and programmes are improved in order to better address the safety and health of young workers.
- **Immediate Objective 3:** National capacities to monitor and enforce OSH laws and regulations, particularly those relevant to young workers, are enhanced.
- **Immediate Objective 4:** Global knowledge and awareness of particular hazards and risks faced by young workers is increased.

In coll [illegible] better protect young workers and to sustain a culture of prevention in OSH. The project implements a comprehensive intervention framework in three 'pilot' countries targeting one or more sectors in which young workers are found (Myanmar, the Philippines and Viet Nam). These efforts serve as a reference point for similar interventions in five 'participating' countries[229]: Cote d'Ivoire, Ecuador, Indonesia, Mongolia and Uruguay[230].

The project supports the strengthening or establishment of OSH National Tripartite Committees in the pilot countries to guide and monitor project implementation. At workplace/enterprise level, the project seeks to support bi-partite OSH committees which plays a significant role on workplace compliance with national legislation.

Furthermore, the project seeks to ensure sustainability of results by building stakeholder ownership and participation; working through existing networks and institutions; building the capacity of key national constituents; and increasing public awareness of the importance of OSH – not only for young workers, but also for the overall labour force and society at large.

[229] Although the project document refers to approximately eight countries to be identified as participating countries, the ILO and USDOL have agreed to limit the number of participating countries to five.

[230] The selection of these countries was guided by criteria defined in the project document: (i) needs of the country; (ii) feasibility of intervention; (iii) national stakeholders' commitment; (iv) recent or ongoing OSH interventions; (v) ability to serve as a regional leader; and, (vi) ILO capacity to deliver the services.

The project contributes to the ILO's 2016-17 P&B Policy Outcome 7: Promoting workplace compliance through labour inspection, by strengthening compliance with relevant laws and regulations and contributing to better working conditions and healthy and safe workplaces. The project provides a supporting framework to the OSH-GAP; it contributes to SDG 8 on decent work and to SDG 3 on economic growth and to on good health and well-being.

Description of main outputs

At global level, the project focuses on increasing awareness and enhancing knowledge on hazards and risks faced by young workers (component 4 of the project). The SafeYouth@Work project is currently collaborating with the Ministry of Manpower (MoM) of Singapore and the International Social Security Association (ISSA) to put youth at the centre of OSH discussions at the XXI World Congress on Safe and Health at Work (Singapore, 3-6 September 2017), through a media competition and award ceremony; an OSH Dialogue; a visibility agenda; and, the participation of youth champions from around the world. The project is also providing support to the IV Global Conference on the Sustained Eradication of Child Labour to be held in Argentina, 14-16 November 2017.

In each of the participating countries, the project has prepared, in consultation with national stakeholders, "Scopes of Work" which establish the main priorities and outcomes, and has set up project teams responsible for delivering the activities.

Myanmar (agriculture and construction)

The SafeYouth@Work project aims at improving: OSH data collection; OSH national regulations and training programmes, particularly targeting young workers; capacity of tripartite constituents to promote and enforce compliance of OSH laws and regulations; and awareness and knowledge of particular hazards and risks faced by youth.

As of July 2017, the project reported that the following main outputs are being developed:

- OSH Project Consultative Committee (PCC) has been established.
- Technical assistance for the development of the second National OSH Profile is ongoing.
- Rapid assessments on OSH in two priority sectors - agriculture and construction - including the hazards and risks faced by young workers.
- Technical support for drafting the National OSH Bill, including a briefing with members of Parliament and the labour inspectorate on the new law prior to the deliberations and public consultation.
- Technical advice for mainstreaming OSH into technical vocational education and training (TVET) programmes, targeting two schools (Industrial Training Center in Sinde and State Agricultural Institution in Myaung Mya).
- Consultations with relevant stakeholders on capacity building programmes for workers' and employers' organizations.
- Communication and awareness raising activities, such as the development and pilot testing of the Safe Work for Youth Kits, production of communication materials for youth together with ILO's

International Programme on the Elimination of Child Labour (IPEC), and production of photography material on OSH in agriculture and construction.

The Philippines (agriculture, construction and manufacturing)

The project aims at (i) improving collection and use of OSH data and information through an improved national system for recording and notification of occupational injuries and illnesses as well as an enhanced OSH component of the Management Information System (MIS) of the Department of Labour and Employment's Bureau of Working Condition (DOLE/BWC); (ii) strengthening OSH national regulations, policies and programmes through an updated national OSH Action Plan or OSH medium-term plan; (iii) building capacity of tripartite constituents on the implementation of the OSH activities mentioned in the Plan; and, (iv) increasing knowledge and awareness on OSH risks faced by youth at work.

As of July 2017, the project reported that the following main outputs have been developed:

- A Project Steering Committee responsible for designing the project strategy and monitoring the activities was established and three meetings were held.
- An assessment of the OSH injury/disease notification and recording system was completed and preliminary findings shared with tripartite constituents during the World Day for Safety and Health at Work Safeday celebrated on the 28 April.
- Guidance provided on key ILO OSH conventions, in collaboration with the trade unions and the DOLE's Institute for Labour Studies (ILS). Gap analysis presented in tripartite validation workshops in Luzon (July 27, 2017), Mindanao (July 31, 2017).
- A pilot-test conducted on the "OSH Appreciation Course for Tripartite Councils" for regional tripartite council representatives from the National Capital Region.
- Communications activities related to the Safeday.

Viet Nam (agriculture, construction and craft villages)

The project aims at improving (i) OSH data and information collection and use; (ii) OSH regulations and programmes through the adoption of selected OSH legislations and the development of an OSH Law for implementing the regulations; (iii) capacities of tripartite constituents through improved labour inspection tools consistent with the new OSH Law as well as improved capacity of labour inspectors and at least four workers' and employers' organizations.

As of July 2017, the project reported that the following main outputs were delivered:

- A study on OSH related data collection system conducted and validated in a national workshop.
- Technical inputs for drafting five OSH related decrees and a circular.
- A study to map out baseline information on OSH training. The preliminary findings of the research identified vocational training schools with the potential to provide enhanced OSH training, and other additional schools for the further consider working with.
- A Training of Training for public officials and representatives of the social partners on OSH prevention, in the context of the new OSH Law.

- Built capacity of labour inspectors partnering with the ILO's International Programme on the Eradication of Child Labour (IPEC).
- Public awareness raising activities developed in collaboration with the Minister of Labour, Invalids and Social Affairs (MOLISA) and other stakeholders, including: a forum on Youth and OSH at the University of Labour and Social Affairs and the Ha Noi Academy of Journalism and Communications; a national media competition was designed utilising several social media platforms.
- A group of Hanoi-based journalists from leading TV and radio stations and popular newspapers gathered on OSH issues during the Safeday and the OSH Month in May 2017. The project also produced a set of communications materials (3 factsheets, 1 toolbox, 2 posters, 1 notebook, 1 media article, 1 brochure, 1 leaflet) on the topic of OSH and young workers to support the message of the events and promote prevention culture.

Participating Countries

At the time of the Mid-Term Evaluation, the following work is being developed in the participating countries:

- Cote d'Ivoire: the recruitment of the National Project Coordinator is ongoing.
- Ecuador: a mission of the OSH regional specialist based in Lima to discuss with new officials of Ministry of Labour and other national stakeholders a proposal for improving OSH conditions of young workers in cacao and banana sectors.
- Uruguay: a researcher is being recruited to map good practices on OSH as input to the development of OSH training curriculum. The recruitment of finance/admin G4 staff in process.
- Indonesia: a workshop for the elaboration of the first report on implementation of ILO Convention No.187 and the National OSH profile held on 22 to 24 May 2017. The recruitment of a national consultant to coordinate the project implementation is in process.
- Mongolia: technical support provided to review the implementation of 4th National Action Programme on OSH and the development of the 5th NAP.

III. PURPOSES OF THE EVALUATION

In accordance with the ILO Evaluation Policy and procedures[231], all development cooperation programmes and projects with a budget over USD five million must undertake an initial monitoring and evaluation appraisal, a midterm and a final independent evaluation.

The mid-term independent evaluation (MTE) provides an opportunity for reflection and self-learning to improve project's effectiveness operations for the remaining years as well as for building knowledge on programme implementation. Its recommendations are expected to be used to modify and adjust, if needed, the project strategy and interventions in order to improve strategic performance and accountability. Lessons learned and emerging good practices will be considered regarding the replication and scale-up of the model of intervention in other countries as well as the development of other ILO projects, in particular those under the OSH-GAP flagship programme.

Moreover, the MTE will ascertain whether or not project interventions are aligned with ILO strategic objectives and policy outcomes as well as with existing Decent Work Country Programmes (DWCPs), United Nations Development Assistance Framework (UNDAF) and other national development frameworks. In particular, the MTE will analyse the project contribution to the SDGs 3 and 8 and to the OSH-GAP. Lastly, the evaluation will determine the coordination mechanisms with other ILO interventions, in particular the core OSH projects listed above.

The specific objectives of the present evaluation are:

(i) review the continued relevance and usefulness of the intervention models designed for the stakeholders and beneficiaries;

(ii) assess the progress made to date towards achieving the planned global and country-level results and identify any constraints hindering the achievement of these objectives;

(iii) identify unexpected positive and negative results due to the project interventions;

(iv) examine delivery of project outputs in terms of quality, quantity and timing and suggest what can be done to improve project performance and results;

(v) analyse the efficiency of the project in delivering services and products at global and country levels;

(vi) assess the potential impact of the project on the beneficiaries (i.e. young workers and related stakeholders);

(vii) review the sustainability strategy of the project and the likelihood that if might happen;

(viii) propose recommendations for improved effectiveness and performance;

(ix) identify emerging potential good practices and consider lessons learned so far.

[231] EVAL Guidance Note 2: Midterm evaluations.

IV. SCOPE OF THE EVALUATION

This mid-term independent evaluation will cover both global and country level interventions since the project start in December 2014 until September 2017. In particular, it will look into the work developed by the project in pilot countries (Myanmar, the Philippines and Viet Nam) and in participant countries (Cote d'Ivoire, Ecuador, Indonesia, Mongolia and Uruguay), in line with each approved "Scope of Work".

The primary users of the evaluation are global and national stakeholders, the project and other ILO staff[232], and the donor. The target groups are the tripartite constituents, the implementing agencies and the beneficiaries at each country.

The evaluation will integrate gender equality as a cross-cutting concern throughout its deliverables and process, including in the final report. Furthermore, it should pay attention to issues related to social dialogue and international labour standards.

V. EVALUATION CRITERIA AND QUESTIONS

This evaluation will be conducted in accordance with the OECD/DAC evaluation criteria (e.g., relevance, effectiveness, efficiency, impact and sustainability) and the ILO Evaluation Policy[233]. Gender concerns should be addressed in line with EVAL guidance note n° 4[234]. It should also take into consideration EVAL Guidance Note n° 7[235] to ensure stakeholder participation.

The evaluation should address the questions bellow both for global or country activities. Other aspects can be added as identified by the evaluation team in accordance with the given purpose and in consultation with the evaluation manager. Any fundamental changes to the evaluation criteria and questions should be agreed between the evaluation manager and the evaluator team, and reflected in the inception report.

Validity of the project design:

- To what extent the theory of change of the project is still valid? Assess the whole planning and separately the planned strategies for pilot and participating countries and suggest adjustments to be made in the project objectives and strategy in the second half of the project.
- How were countries and sectors selected? What was the process for defining the target groups and locations? Assess the processes for pilot and participating countries.
- Has the project contextualized the global project strategy to the country context and priorities, taking into consideration national capacity, legal framework and availability of data?
- Does the project address the identified stakeholders' and beneficiaries' priorities and needs?
- Are gender issues well integrated into the project document, CMEP and the countries' Scopes of Work?

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[232] It includes the ILO country Directors, ILO specialists in HQ and the field, the members of the Project Advisory Group, the technical backstopping unit (LABAMIN/OSH Branch), the project team at global and country levels.

[233] A new policy and strategic framework for evaluation at the ILO (GB.294/PFA/8/4)

[234] EVAL Guidance Note 4. Integrating gender in monitoring and evaluation of projects.

[235] EVAL Guidance Note No. 7 Stakeholder participation.

Relevance and strategic fit:

- Is the project aligned with the ILO strategic objectives and policy outcomes; existing ILO Decent Work Country Programmes (DWCPs); United Nations Development Assistance Frameworks (UNDAFs); other national development frameworks; and, existing government initiatives?
- How the project can contribute to the OSH-GAP overall strategy and implementation as well as to the SDG 3 and 8?
- To what extent were national relevant stakeholders, including government, employers' and workers' organizations, as well as beneficiaries (e.g. young workers), consulted and involved in the prioritisation and implementation of interventions?
- Were the needs of young workers fully taken into account?
- Did the project adequately consider the gender dimension on the interventions and how?

Effectiveness:

- Assess the progress towards achieving the objectives of the project at global and country levels. What were the facilitating and hindering factors that contributed to it? What alternative strategies would have been more effective in achieving the project's objectives (if any?). Discuss these points separately for pilot and participating countries.
- Assess the different mechanisms and intervention models implemented both in the pilot and participating countries to address OSH issues. What were the main obstacles and barriers to implement them in pilot and in the participating countries?
- How did the project contribute to, collaborate and leverage expertise with other relevant initiatives, including global conferences and other ILO global, regional and national projects (e.g. Vision Zero, SCORE, IPEC+, EU OSH project)?
- How effective is the project in delivering core services to stakeholders and direct beneficiaries? Examine how the project is meeting the needs of youth and other beneficiaries.
- Have equity, diversity and inclusion, including gender issues and cultural diversity, taken into consideration in the implementation of the activities both at national and global levels?

Efficiency:

- Does the project management team structure adequate for the efficient project implementation, in particular in the pilot and participating countries?
- Has the project received adequate political, technical and administrative support from the ILO and its implementing partners?

- Have resources been allocated/used strategically to achieve the four outcomes of project at global and national levels, and in particular to promote gender equality?
- Could anything have been done differently to better maximise the available resources to meet project objectives?
- Is there a need to review the project strategy or intervention level taking into account the available resources?

Potential impact:

- How likely the project interventions in the pilot and participating countries will result in positive changes? Will they help young women and men find safer decent jobs?
- Assess the specific possible contribution of the project to the development of national OSH policies and programmes.
- To what extent has the project strengthened the institutional capacity (service and policy) of employers' and workers' organizations in securing a safer and healthy workplace for the youth?
- Has the project a potential contribution for the reduction of hazardous work performed by adolescents 15-17 years age, which is defined by ILO Convention 182 as one of worst forms of child labor[236]?
- Please assess the possible impact of the project on gender equality.

Sustainability:

- Is the project sustainability strategy being implemented? How valid is it vis-à-vis the national and local context of the pilot and participating countries?
- Under the current sustainability strategy, can the project models of intervention and outcomes be replicated or scaled up by national partners or other actors by the end of the project in pilot and participating countries particularly?
- Which project's outcomes are most likely sustainable and transferable to the communities or relevant institutions when the project ends (e.g., interventions for livelihood or vocational training solutions)?
- Is the project leveraging national and regional commitment and resources to address OSH?
- To what extent the benefits of project interventions for both men and women workers can more likely continue even after the project lifespan?

[236] The project has no specific strategy outcome or output on child labour. However, it has developed joint activities with the FUNDAMENTALS branch (responsible for child labor), such as developing communication materials for youth and training for labour inspectors.

VI. METHODOLOGY [237]

This evaluation will use mixed methods, combining mostly qualitative and quantitative instruments. Throughout the evaluation, the evaluation team will triangulate data sources and techniques. All relevant data should be disaggregated by sex and age (15-18, 19-24 years and 24+ years). In order to validate and extract information that might be inconsistent or data gaps that were not fully elaborated in the data collection phase, the evaluators should propose a method to triangulate the findings[238].

The evaluation will conduct a desk review of relevant project documents, including the Comprehensive Monitoring and Evaluation Plan (CMEP) database, technical progress reports (TPR) and project outputs. The review will be complemented with interviews with the global project team and the donor.

Upon approval of the inception report, that includes a data collection plan[239], the evaluators will commence gathering data including through online surveys, focus group discussions and Skype/video conference/phone interviews (i.e. field visits and virtual contact).

Field missions to Myanmar, the Philippines and Viet Nam will be conducted to interview relevant government, employers' and workers' organizations and other stakeholders as well as implementing agencies and beneficiaries on relevance of the project and progress achieved in pilot countries; visit selected project sites; and, hold meetings with the ILO and project staff to assess project alignment to country priorities. Where necessary, the evaluators can also propose administration of online surveys. The evaluators should manage and verify the data entry and ensure quality analysis of the data. At the end of the mission, a one-half day tripartite workshop will be held to validate the data collected and complement any information gaps from the interviews and field visits.

Skype or video conferences will be held with the national stakeholders and ILO staff from all the participating countries (Code d'Ivoire, Ecuador, Indonesia, Mongolia and Uruguay). Beyond the field missions, interviews will be conducted with global stakeholders as well as with ILO staff (LABADMIN/OSH; ILO specialists from other relevant Departments /units, notably as part of the Project Advisory Group - PAG; staff from selected projects collaborating with the SafeYouth@Work project; country directors and specialists in the regional offices and Decent Work Teams - DWTs).

A stakeholder workshop will be organized in Geneva to validate the initial findings and complement information gaps (via skype/conference call).

The gender dimension should be considered as a cross-cutting concern throughout the methodology, deliverables and final report of the evaluation. In terms of this evaluation, this implies involving both men and women in the consultation, evaluation analysis and evaluation team. Moreover, the evaluators should review data and information that is disaggregated by sex and assess the relevance and effectiveness of gender-related strategies and outcomes to improve the lives of women and men. All this information should be accurately included in the inception report and evaluation report.

VII. MAIN DELIVERABLES

The mid-term evaluation will include the deliverables described below. All reports should be submitted in English:

1. An inception report

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[237] The evaluator may adapt the methodology, but any fundamental changes should be agreed upon between the evaluation manager and the evaluator, and reflected in the inception report.

[238] EVAL Checklist 4: Validating methodologies

[239] Inception Report: Data Collection and Time Line templates (submitted with the Inception Report – part of Checklist 3).

The inception report should be prepared on the basis of the documents and reports reviewed as well as of the briefings with the evaluation manager, the project staff and the donor.

In line with EVAL Checklist 3 [240], the report should include:

a) description of the evaluation methodology and instruments to be used in sampling, data collection and analysis and the data collection plan mentioned above.
b) guide questions for online survey questionnaires and focus group discussions;
c) detailed fieldwork plan for the three pilot countries, which should be developed in consultation with the Evaluation Manager and project team;
d) the proposed report outline structure.

The ILO evaluation manager will review and approved the inception report upon reception before starting the field work**.**

2. Field work

The evaluators will conduct interviews and focus groups discussions in the three pilot (Myanmar, the Philippines, Viet Nam) with relevant stakeholders and beneficiaries on the relevance and progress achieved in the countries; collect relevant data; visit selected project sites; and, hold meetings with the ILO and project staff. At the end of the mission, a de-briefing meeting will be organized to validate and complement data. In the participating countries, interviews will be conducted through Skype/phone calls.

They will also carry out interviews with members of the Project Advisory Group, the backstopping unit, other ILO specialists at ILO-HQ; country directors and specialists in the region and DWTs; and with the donor (via Skype/phone call).

3. Stakeholders workshop in Geneva

A workshop will be organized at ILO-HQ to validate findings and complete data gaps with ILO staff and with the donor (via VC or Skype call).

4. Draft Report

In line with EVAL Checklist 5[241], the draft report should include, *inter alia*:

a) an executive summary[242] with the methodology, key findings, conclusions and recommendations;
b) purposes and methodology of the evaluation(including limitations);
c) an analysis of the findings by country and a table presenting key outputs delivered at global and country levels under each immediate objective;
d) identified findings, conclusions and recommendations;
e) lessons learned and good practices[243];
f) annexes, including data files, including survey data, case studies and focus group discussions transcribes, etc.;

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[240] EVAL Checklist 3: Writing the inception report.

[241] EVAL Checklist 5: Preparing the evaluation report.

[242] EVAL Checklist 8: Preparing the evaluation summary for projects.

[243] EVAL Guidance Note 3: Evaluation Lessons Learned and Emerging Good Practices.

g) lessons learned[244] and good practices[245] fact sheets (for EVAL database).

The total length of the report should be a maximum of 30 pages for the main report, excluding annexes; background and details on specific projects evaluated can be provided in the annexes. The report should be sent as one complete document. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.

The Evaluation Manager will circulate the draft report to key stakeholders, the project staff and the donor for their review and forward the consolidated comments to the evaluation team. The project will translate the report into national languages, if necessary, for submission to stakeholders in the countries.

5. Final report

The evaluator team leader will finalize and submit the report to the evaluation manager in line with EVAL Checklist 5[246]. The report should address all comments and/or provide explanations why comments were not taken into account. A summary of the report, a data annex and the lessons learned and good practices fact sheets from the project should be submitted as well. The quality of the report will be assessed against ILO/EVAL's Checklist 6[247].

The evaluation manager will review the final version and submit to EVAL for approval. The evaluation report will be distributed to global and national stakeholders to ensure enhance learning. The final evaluation report, good practices and lessons learned will be storage and broadly disseminated through the EVAL's database[248] as to provide easy access to all development partners, to reach target audiences and to maximise the benefits of the evaluation.

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[244] ILO Lesson Learned Template.

[245] ILO Emerging Good Practice Template.

[246] *Opus cit.*

[247] EVAL Checklist 6: Rating the quality of evaluation reports.

[248] ILO i-eval Discovery.

VIII. MANAGEMENT ARRANGEMENTS

The evaluation will be managed by an ILO officer certified as ILO Evaluation Manager (EM)[249] based at ILO-HQ in Geneva, who reports for this evaluation directly to EVAL. The EM is responsible for the overall management of the evaluation and in particular to:

a) prepare the TOR and search for the external evaluators;
b) ensure proper stakeholder involvement;
c) approve the inception report;
d) circulate draft and final reports;
e) ensure follow-up.

The SafeYouth@Work team in Geneva will provide administrative support as required, in particular for the work in the countries. It will also provide the evaluators with the required information on the project strategy. During the evaluation process, the project monitoring and evaluation officer, under the guidance of the CTA, will provide overall administrative and logistical support for the evaluation, including setting up the meetings in Geneva and liaising with the National Programme Coordinators (NPCs) for the organization of the in-country missions. If necessary, the project will support the translation of the reports and key reference documents to the national languages.

The evaluation should be performed by an evaluation team comprised by an evaluation leader and an evaluation member. Gender balance and knowledge of gender equality issues will be considered in the selection of the evaluation team. The team must be fluent in English, French and Spanish in order to perform the interviews with stakeholders from Asia, Africa and Latin America.

The background and responsibilities of the evaluation team members are described below.

Evaluation team leader

Responsibilities	Profile
• Desk review of project documents • Briefings with project staff and EM in Geneva • Interview with the donor • Develop the inception report • Interview global and national stakeholders and ILO staff • Undertake field missions • Review of documents, interviews and electronic questionnaires • Facilitate stakeholders workshop in Geneva • Draft evaluation report • Finalise the evaluation report	• Not have been involved in the project. • Relevant background in social and/or economic development. • Experience in qualitative and quantitative data collection and analysis and research and survey design, and in the role of global partnerships • Experience in the design, management and evaluation of development projects that include research components, in particular with policy level work and institutional building. • Experience in evaluations in the UN system or other international context as team leader (7-10 years) • Experience facilitating workshops for evaluation findings. • Experience with global projects evaluations that include Americas, Africa and/or Asia

[249] The EM is not directly involved in the project neither works for the same department.

	• Fluency in English is essential, working knowledge of French and Spanish are an asset

Evaluation team member

Responsibilities (jointly with the team leader)	Profile
• Desk review of project documents • Development of the inception report • Review of documents, interviews and development and completion of electronic questionnaires • Interviews with global stakeholders and participating countries • Drafting evaluation report • Finalisation of evaluation report	• Not have been involved in the project. • Relevant background in social and/or economic development. • Experience in qualitative and quantitative data collection and analysis • Experience in the design, management and evaluation of development projects in particular with policy level work and institutional building. • Experience in the collection, use, and/or dissemination of statistics-based reports is recommended but not required. • Experience in evaluations in the UN system or other international context as international evaluator (5 years) • Experience with project evaluations that cover at least one region of the following ones: Americas, Africa and/or Asia • Fluency in English- French and Spanish languages are an asset

Timeline

The mid-term evaluation will be conducted between October and December 2017, in accordance with the tentative timeline below[250]:

Deliverables	Tasks	Tentative dates	Working days (leader)	Working days (member)
1) Inception report	• A desk review of project documents • A briefing with the evaluation manager and the project team at ILO-HQ in Geneva and with the donor (via skype). • Development of the inception report	26/10 - 10/11/17	8	5

[250] The exact dates will be established between the ILO and the evaluators.

2) Field work and global interviews	• Interviews with ILO staff at HQ and regions (via skype) • Field missions to Myanmar, the Philippines and Viet Nam, including a validation workshop at end of the mission • Interviews with stakeholders and beneficiaries in participating countries via skype/ video conference or email • Interviews with global stakeholders	20/11 - 15/12/17	17	7
3) Stakeholders workshop	• Organization and holding of a half day workshop to present and validate the preliminary findings and complete data gaps (ILO staff and donor via Skype/VC).	21/12/17	2	2
4) **Draft report**	• Development of the report	12/01/18	5	5
5) Comments to the draft report	• Draft report circulated by the EM to global and national stakeholders, ILO staff and the donor • Comments received consolidated by the EM and sent to evaluation team	13/01 - 08/02/18	0	0
6) Final report	• Finalization of the report, integrating comments received	15/02/18	3	1
Total			35	20

IX. LEGAL AND ETHICAL MATTERS

The evaluation will be carried out in accordance with the criteria and approaches for international development assistance as established by OECD/DAC Evaluation Quality Standard. The DAC Evaluation Quality Standards provide guidance on the conduct of evaluations and for reports with the aim to improve the quality of development intervention evaluations. They are intended to contribute to a harmonized approach to evaluation in line with the principles of the Paris Declaration on Aid Effectiveness. The evaluation should adhere to the international technical

and ethical standards in line with the Code of Conduct for Evaluation one the UN System, which should be dully signed and returned to the ILO (see annex).[251]

All evaluation drafts and final outputs, including supporting documents and analytical reports ownership rests jointly with ILO and the consultants. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

X. RESOURCES

Estimated resource requirements at this point:

Fees

- Team leader: 35 working days
- Team member: 20 working days

Travel & DSA

- Team leader: 4 missions (1 Geneva, 1 Myanmar, 1 Philippines and 1 Viet Nam)

Other costs

- Seminar costs for national consultations in the countries
- Translation of documents to national languages
- Interpretation

[251] ILO Code of Conduct Agreement for Evaluators.

Annex B. Evaluation Criteria and Questions

Criteria and Definition	▪ Questions
Relevance and strategic fit The extent to which the objective of promoting the safety and health of young workers is consistent with ILO policy, the decent work agenda, and constituent needs and priorities.	▪ Is the project aligned with the ILO strategic framework and policy outcomes (particularly Outcomes 2, 7 and 8) as well as "cross-cutting policy drivers" on international labor standards, social dialogue, and gender equality and non-discrimination? ▪ How were criteria listed in the approved *Project Document* actually used to select pilot and participating countries? (b) ▪ Is the project aligned with needs and priorities in the selected countries as reflected in the UN Development Assistance Framework (UNDAF), Decent Work Country Programmes, specific requests for technical assistance, and views expressed by stakeholders, including national governments, employers' organizations, workers' organizations, and young workers (both male and female)?
Coherence (validity) The extent to which the strategy adopted by the SafeYouth@Work project has been logical and consistent, focusing on activities for which the ILO is best suited.	▪ Is the relationship between project activities and stated objectives clear and logical? Are activities necessary and sufficient to yield improvements in safety and health of young workers, particularly in targeted sectors? ▪ Are project activities been properly sequenced and undertaken in coordination with parallel projects? ▪ How do project activities address gender and inclusion issues as they relate to occupational safety and health?
Efficiency (a) The extent to which resources made available to SafeYouth@Work project have been used to generate results at the least cost	▪ Has project management and staffing been adequate, particularly in countries that do not have a dedicated national project coordinator? Have the country-level projects received adequate technical backstopping and administrative support from the ILO? ▪ How much money has been spent on different activities/outputs? Do these expenses appear reasonable in relation to results achieved so far? ▪ Has the project drawn on previously developed materials, including OSH awareness material, OSH codes of practice for sectors/occupation, OSH practical guidance, and OSH training packages (such as WISE, WISH, WIND, WISCON and EOSH)? (c) ▪ Has the project leveraged resources from parallel global and country-level projects? Has it contributed resources to parallel projects?
Effectiveness The extent to which planned activities for the SafeYouth@Work project have been undertaken, outputs have been produced, and the immediate objectives have been achieved.	▪ Have project activities at the global and country level been implemented as planned, resulting in intended outputs? ▪ What progress has the project made toward achieving immediate objectives at the global and country level? ▪ Has the project dealt adequately with gender and inclusiveness? ▪ What factors have advanced or hindered success? How has a sector-based approach contributed to success?
Impact The likelihood of achieving the development objective of the SafeYouth@Work project – improved safety and health of young workers (ages 15-24)	▪ Is the project likely to lead to improved occupational safety and health of young workers (15-24 years old) in the selected countries? ▪ Is the project likely to lead to a reduction in hazardous work performed by adolescents (15-17 years old), which is defined by ILO Convention 182 as one of worst forms of child labor?
Sustainability The likelihood that any changes brought about by the SafeYouth@Work project, particularly in pilot and participating countries, will persist after the project ends and result in lasting improvements in the safety and health of young workers (ages 15-24)	▪ What progress has been made in laying the foundation for sustainability, including stakeholder ownership; establishment of requisite legal framework, development of institutions with the capacity to undertake activities without ILO or donor intervention; and increased public awareness of the importance of OSH?

Notes: (a) The ILO evaluation framework includes issues related to management under efficiency. (b} selection criteria : (i) needs of the country; (ii) feasibility of intervention; (iii) national stakeholders' commitment; (iv) recent or ongoing OSH interventions; v) ability to serve as a regional leader; and, (vi) ILO capacity to deliver the services. (c) Workplace Improvement in Small Enterprises (WISE), Work Improvement for Safe Homes (WISH), Work Improvement in Neighbourhood Development (WIND), Work Improvement in Small Construction Sites (WISCON) and Essentials for Occupational Safety and Health (EOSH)

Annex D. List of Project Documents

Title of Document	Date	File Name	No.
General			
Building a Generation of Safe and Healthy Workers – SAFE & HEALTHY YOUTH	Undated	1. SafeYouth@Work Project Document	1
Building a Generation of Safe and Healthy Workers – SAFE & HEALTHY YOUTH [Project Document]	30 Sep 2015	1_PRODOC_SafeHealthyYouth_30.9.2015	1
Management Procedures & Guidelines for USDOL-ILO Cooperative Agreements: FY2015 Projects awarded to the ILO	Undated	2. USDOL MPG	2
Project Budget	30 Sep 2015	2_Budget SafeHealthyYouth_30.9.2015	2
Budget Information-Non-Construction Programs	30 Sep 2015	3_SF424 SafeHealthyYouth_30.9.2015	3
Project Revision Form USDOL-ILAB-OCFT Funded Projects	30 Sep 2015	4_ProjectRevisionFormBudgetSummarySheet SafeHealthyYouth_30.9.2015	4
OSH: Budget Estimates	30 Oct 2014	Budget (draft 30Oct14)	N/A
Budget Narrative	30 Oct 2014	OSH budget narrative (draft30Oct14)	N/A
Budget Information-Non-Construction Programs	Undated	SF424a	N/A
Grant Modification / Notice of Obligation U.S. Department of Labor/Bureau of International Labor Affairs	19 Dec 2014	Agreement (NoO + CA)	N/A
Minute Sheet PARDEV Approval	8 Jan 2015	AM GLO1420USA (Jan15)-signed	N/A
[Compilation of documents: Application for Federal Assistance SF-424, Instructions for the SF-424, Budget Information-Non-Construction Programs, Letter of submission, Budget and Budget Narrative, Indirect Cost Form (ICF); ILAB Planned Deliverable Schedule/Performance Timetable for Global Project on Occupational Safety and Health; Notice of Intent to Award]	15 Dec 2014 (date of letter of submission)	ILO Submission (Annexed to Agreement)	N/A
Management Procedures & Guidelines for FY2014 USDOL/ILAB/OCFT Cooperative Agreements awarded to the ILO	Undated	MPGs for IL-26690 (Annexed to Agreement)	N/A
Current Expenditure and Forecast: SafeYouth@Work Project	31 Oct 2017	ExpenditureOverview.31.10.2017	N/A
ILO Project Financial Status Report by Project Outcome, Output and Activity	Oct 2017	SafeYouth@Work Project_Global	N/A
ILO Project Financial Status by Output and Expenditure Category	Oct 2017	SafeYouth@Work Project_Summary Finance_as of Oct 2017_ summary	N/A
Safe and Healthy Youth Project 1st Project Advisory Group Meeting Minutes	12 Aug 2015	Meeting_Minutes PAG_12 August 2015	N/A
Minute Sheet Project Advisory Group Meeting – Safe and Healthy Youth Project	16 Dec 2015	Meeting_Minutes PAG_16 December 2015	N/A
Minute Sheet Project Advisory Group Meeting -Safe and Healthy Youth Project	22 Apr 2016	Meeting_Minutes PAG_22 April 2016	N/A
Safeyouth@work Project Advisory Group – Project Update, August 2016	Aug 2016	Email updates_Project Advisory Group Update_Safeyouth@work Project_Aug 2016	N/A
SafeYouth@Work Project, Project Advisory Group – Meeting Agenda 04 November 2016	4 Nov 2016	Meeting_Minutes PAG 04_Nov_2016	N/A
SafeYouth@Work Project, Project Updates from November 2016 to February 2017	24 Feb 2017	Email updates_PAG Updates -- 24 Feb 2017	N/A
Project Advisory Group Meeting - Safe and Healthy Youth Project	26 May 2017	Meeting_Minutes PAG_26 May 2017	N/A
Comprehensive Monitoring and Evaluation Plan	May 2016	11. SAFEYOUTH@WORK Project CMEP_ILO final	11
ILO-LABADMIN/OSH Branch Project Update- April 2015	20 Apr 2014	12. TPR_April 2015	12
Technical Progress Report 1 April 2015-30 September 2015	30 Oct 2015	13. TPR_Oct 2015	13
Technical Progress Report to USDOL 01 October 2015- 31 March 2016	29 Apr 2016	14. TPR_April 2016	14
Technical Progress Report to USDOL 01 April – 30 September 2016	31 Oct 2016	15. TPR_Oct 2016	15
SafeYouth@Work Project Technical Progress Report 01 October 2016 to 31 March 2017	30 Apr 2017	16. TPR_April 2017	16
SafeYouth@Work Project Technical Progress Report April to September 2017	31 Oct 2017	October 2017 Technical Progress Report_final	N/A
Annex 1, Performance Reporting Form	Sep 2017	17. Annex 1_Performance Reporting Form_Sept 2017	17
SafeYouth@Work Sustainability Plan	Undated	19. Project Sustainability Strategy	19
Key Project Highlights	Undated	Project timeline_v2	N/A
CPO Table	Undated	CPO Table	N/A
List of TORs	Undated	List of TORs	N/A
Improvement of national reporting, data collection and analysis of occupational accidents and diseases	2012	Data Reporting - wcms_207414	N/A
Independent evaluation of the ILO's strategy for occupational safety and health: Workers and enterprises benefit from improved safety and health conditions	Sep 2013	wcms_226347	N/A
Seventh Item on the Agenda: The ILO's global flagship programmes	9 Oct 2015	wcms_413765	N/A
ILO Flagship Programme OSH-GAP Occupational Safety and Health Global Action for Prevention	Undated	wcms_541545	N/A
Rules of the Game, A brief introduction to International Labour Standards	2014 (Revised Edition)	wcms_318141	N/A

Global (not including participating countries)			
Knowledge, Attitudes and Behaviour (KAB) on occupational safety and health among young workers in the agricultural sector of Magway and Ayeyarwady divisions and the construction sector in Yangon division	2017	1. Draft final report - Myanmar_clean	1
Knowledge, Attitudes and Behaviour (KAB) on occupational safety and health among young workers in the agricultural sector of Region IV-A and Region VII and the construction sector in National Capital Region	2017	2. Draft final report - Philippines_clean	2
Knowledge, Attitudes and Behaviour (KAB) on occupational safety and health of young workers in the agricultural sector of Phu Tho province, and the craft village sector in Hung Yen and Da Nang provinces	2017	3. Draft final report - Viet Nam_clean	3
Knowledge Attitudes and Behaviour of young workers in the agriculture, construction and craft villages sectors in selected regions of Myanmar, the Philippines and Viet Nam	2017	4. Draft final_Consolidated report_clean	4
Measuring the Performance of National OSH Systems	July 2017	5. ILO OSH perf Indicators -- Sheffield Report_ FINAL CLEAN	5
SafeYouth@Work Action Plan	Undated	6. Youth Action Plan_working draft for consultation	6
Consultative Session – Actions to Address Young Worker Vulnerability	18 Oct 2017	6.1. Summary_Action Plan document for consultations_FINAL_18102017	6.1
Building a culture of prevention	Undated	20. Sample output_safeyouth@work_flyer	20
Safe Youth@Work Project	Undated	21. Sample output_SYWP_Flyer_A5_5	21
Knowledge Attitudes and Behaviour of Young Workers, A survey of agriculture, construction and craft villages in Myanmar, the Philippines and Vietnam	Undated	22. Sample output_KAB survey poster_World Congress	22
Using a Knowledge, Attitude and Behaviour (KAB) survey to identify OSH Priorities	Undated	23_Sample output_S.28_KAB survey paper presentation	23
Lead facilitators report SafeYouth@Work Congress, Singapore 2-6 Sep 2017	25 Sep 2017	24. Sample outputs_SafeYouth@Work Congress	24
Terms of Reference (ToR) Knowledge, Attitude and Behaviour (KAB) survey on occupational safety and health in Myanmar, the Philippines and Viet Nam	Undated	KAB surveys_final revPROC	N/A
Knowledge, attitude and behaviour (KAB) on occupational safety and health among young workers in Myanmar, the Philippines and Viet Nam, Research Design and Methodology	Feb 2017	KAB on OSH detailed methodology_Final_14Feb17	N/A
Methodology for follow up study	Undated	Methodology for follow up study1	N/A
KAB on OSH among young workers GUIDE for Key Informant Interviews (Labour agencies, employers' and workers' organisations)	Undated	KII guideline_KAB on OSH	N/A
KAB on OSH among young workers GUIDE for Case studies (Workers and employers)	Undated	Case study guideline_KAB on OSH	N/A
Questionnaire for Young Workers	13 Feb 2017	Qnr_Workers_KAB on OSH_Final_13Feb17	N/A
Questionnaire for Employers	13 Feb 2017	Qnr_Employers_KAB on OSH_Final_13Feb17	N/A
Questionnaire for Labour Inspectors	13 Feb 2017	Qnr_Labour Inspectors_KAB on OSH_Final_13Feb17	N/A
World Day for Safety and Health at Work	Undated	Concept Note SafeDay2018 Campaign_Final	N/A
Minute Sheet - World Day Against Child Labour and World Day for Safety and Health at Work in 2018	Dec 2017	08122017 WDACLSafeDay2018_MINUTE_FIELD_final	N/A
World Day against Child Labour 12 June 2018 Children in hazardous work Concept note	12 Dec 2017	WDACL2018_ConceptNote05122017_JC_sbs_BFS_12122017	N/A
Myanmar			
Scope of Work - safeyouth@work project in Myanmar	Undated	3. Scope of Work_Myanmar	3
SAFEYOUTH@WORK PROJECT - Budget for Project Activities in Myanmar	1 July 2016	Final MMR_budget_01 07 2016	N/A
Budget Narrative for Myanmar – Pilot country of the SafeYouth@Work Project	1 July 2016	MMR Budget Narrative SafeHealthYouth Project 01_07_2016	N/A
Request letter of support for the Safe and Healthy Work for Youth project	25 Apr 2016	Govt support letter YOUTH	N/A
ILO Project Financial Status Report by Project Outcome, Output and Activity Myanmar	Oct 2017	Myanmar FISEXT	N/A
Myanmar Scoping Mission – Safe & Healthy Youth Project	Feb 2016	12. Mission Report - Myanmar Feb 2016 Scoping	12
Meeting Minutes – Informative meeting to establish a Project Consultative Committee for the ILO Occupational safety and Health Project Portfolio	22 June 2017	Myanmar_Minutes_June22_PCC	N/A
Meeting Minutes – Informative meeting to establish a Project Consultative Committee for the ILO Occupational safety and Health Project Portfolio	17 Oct 2017	Myanmar_Minutes_Oct 17_PCC	N/A
Inception Report OSH National Profile in Myanmar	Undated	13. OSH Profile InceptionReport	13
Opening Remarks – on Behalf of ILO in Myanmar	Undated	14. OSH opening Remarks	14
National OSH Profile-Myanmar First draft to be presented at the Second Tripartite Consultation Workshop in Nay Pyi Taw	Undated	15. OSH Profile_MMR_OSH_NP_FRP	15
Overview of International Labour Standards	Feb 2017	16. Intro to ILO Standards - Myanmar Parliament - Feb 2017	16

Occupational Safety and Health Law	Feb 2017	17. Occupational Safety and Health Law - Myanmar Parliament - Feb 2017	17
Principles of Occupational Safety and Health	Undated	18. Principles of Occupational Safety and Health	18
Consultancy Service for Conducting a Rapid Assessment on the Situation of Occupational Safety and Health in the Agriculture Sector in Myanmar Validation Workshop Report	27 Oct 2017	19. ILO MM OSH Agriculture Assessment_Validation WS Report 2-11-17	19
Myanmar OSH Law Briefing Workshop	27 Feb 2017	20. Myanmar OSH Law Briefing Workshop	20
REPORT & RECOMMENDATIONS Workshop on Safe Work for Youth in Myanmar	Undated	21. REPORT - w appendices	21
Workshop Report IEC Adaptation Workshop (11-13 Oct 17)	Undated	22. IEC adaptation Workshop Report_Final	22
Letter of Agreement between Department of Agriculture and International Labour Organization	19 Sep 2017	36. Letter of Agreement with DOA	36
SAI Curriculum for 3 Years and Subject Hours Distribution in SAIs.	Undated		NA
Philippines			
Memorandum Proposed Pilot Country for FY14 "Building a Generation of Safe and Healthy Workers – Safe & Healthy Youth" under Cooperative Agreement (CA) #IL-26690-14-75-K-11	11 Dec 2015	1_Philippines PilotCountryMemo SafeHealthyYouth	1
Letter of Support Philippines	23 Sep 2015	2_Philippines LetterofSupport SafeHealthyYouth	2
Scope of Work – Safe & Healthy Youth Project: the Philippines	Undated	3_Philippines ScopeOfWork SafeHealthyYouth	3
Scope of Work – Safe & Healthy Youth Project: the Philippines	Undated	4. Scope of Work_Philippines	4
Budget for the Country Level Interventions in the Philippines	Undated	4_Philippines Budget SafeHealthyYouth	4
Budget Narrative for the Philippines – Pilot country of the SafeYouth@Work Project	Undated	5_Philippines Budget Narrative SafeHealthyYouth	5
ILO Project Financial Status by Output and Expenditure Category Philippines	Oct 2017	Philippines FISEXT	N/A
SafeYouth@Work Project Steering Committee HIGHLIGHTS OF THE 1st MEETING	12 Apr 2016	Philippines_1st PSC minutes April_2016	N/A
SafeYouth@Work Project Steering Committee 2nd Project Steering Committee Meeting	28 Nov 2016	Philippines_Minutes of 2nd PSC Meeting Nov 2016	N/A
Building a Generation of Safe and Healthy Workers – SafeYouth@Work Project 3rd Project Steering Committee Meeting	24 Apr 2017	Philippines_Minutes of 3rd PSC Meeting April 2017	N/A
Tripartite Inception Workshop for the updating of the National OSH Profile and Action Plan- Workshop Report	7 June 2017	23. Inception Workshop Report	23
Analysis of the Notification and Recording System for Work-Related Injuries and Diseases	Undated	24. Working Draft on Analysis of Notification and Recording System	24
Tripartite Forum on the Results of the Analysis of the System for Reporting and Notification of Workplace Accidents and Illnesses	19 May 2017	25. Highlights of the Tripartite Validation Forum	25
BACKGROUNDER: ASSESSMENT OF THE NOTIFICATION AND RECORDING SYSTEM FOR WORK-RELATED INJURIES AND ILLNESSES	Undated	26. ILO Presentation on Tripartite Forum Background	26
Tripartite Validation Workshop on the results of the assessment survey on RTIPC and ITC Awareness on OSH- Workshop Report	21 July 2017	27. Report on Tripartite Validation RTIPC-ITC OSH Awareness	27
Building a generation of safe and healthy workers: SafeYouth@Work Project	Undated	28. ILO Presentation Workshop Background	28
OCCUPATIONAL SAFETY AND HEALTH APPRECIATION COURSE FOR TRIPARTITE COUNCILS July 26-28, 2017	Undated	29. Post training report _ Pilot OSH for Tripartite Councils	29
GAP ANALYSIS OF KEY OSH CONVENTIONS	2017	30. Working Draft Gap Analysis Report	30
Building a generation of safe and healthy workers: SafeYouth@Work Project	Undated	31. Workshop Background and Objectives	31
REVIEW OF THE CURRENT BADGE SYSTEM AND EXISTING ILO MATERIALS ON OSH FOR YOUNG PEOPLE WORKSHOP GUIDE	Undated	32. ILO Presentation on Workshop Guide	32
Workshop on the Development of a specialized OSH Badge – Workshop Report 24 to 25 August 2017	Undated	33. Workshop Report OSH Merit Badge	33
Boy Scouts of the Philippines Youth Program Philippines	Undated	34. 4th PSC BSP OSH Merit Badge	34
Concept Notes on Proposed Awareness Activities	12 Sep 2017	35. Concept Notes Compiled	35
Vietnam			
Scope of Work – Safe & Healthy Youth Project: Viet Nam	Undated	5. Scope of Work_Viet Nam	5
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Letter of Support Vietnam	23 Sep 2015	7_VietNam LetterofSupport SafeHealthyYouth ENG_VIE	7
Scope of Work – Safe & Healthy Youth Project: Viet Nam	Undated	8_VietNam ScopeOfWork SafeHealthyYouth Project	8
Budget For Country Level Interventions in Viet Nam	Undated	9_VietNam Budget SafeHealthyYouth	9
Budget Narrative for the Vietnam – Pilot country of the SafeYouth@Work Project	Undated	10_VietNam BudgetNarrative SafeHealthYouth	10
ILO Project Financial Status by Output and Expenditure Category Vietnam	Oct 2017	Vietnam FISEXT	N/A
Terms of Reference: Assessment of current situation OSH related data collection system (1.1.2)	Undated	37.1.TOR Mapping data collection system final_Eng	37.1

BÁO CÁO HỘI THẢO	3 May 2017	37.2 Validation meeting Report_Vie w English outline	37.2
REPORT ASSESSMENT OF THE CURRENT SITUATION OF THE OCCUPATIONAL SAFETY AND HEATH (OSH) DATA COLLECTION SYSTEM	June 2017	37.3. Survey report by RCD_ Eng	37.3
Optimize the collection and use of OSH Data World Day for Safety and Health at Work	28 Apr 2017	37.4.Validation workshop_Presentation 1_Eng	37.4
Assessment on OSH data collection system in Viet Nam (Survey report presentation)	3 May 2017	37.5.Validation workshop_Presentation 2_Vie w English title	37.5
Terms of Reference for a Service Contract: (1) Development of guidelines on recording and notification systems for occupational health data and work related accidents and diseases and (2) delivery of Training of Trainers (TOT) for health care providers and institutions on the recording and notifications systems – Output 1.2 & 1.3	Undated	37.6.TOR4capacitybuilding4healthprovider_Eng_FINAL	37.6
List of Decrees and two Circulars	Undated	38.1.List of Decrees and two Circulars	38.1
Draft Circular guiding forms for collection, collection and announcement of occupational accidents	2016	Comments by SY@W on Circular guiding OSH data collection	38.2
Technical comments by SY@W on draft Decree guiding the implementation of the OSH Law	Undated	Comments by SY@W on Decree guiding OSH Law implementation	38.2
Strategic use of Labour Law Sanctions	27 Feb 2017	Presentation by SY@W at Inspection Decree	38.2
Draft Decree on penalties for administrative violations in labour, social insurance and overseas manpower supply	2017	Technical comments on Sanction Decree_Vie	38.2
Overview report -The survey results on the situation of including occupational safety and health content into vocational training programmes	Dec 2016	39.1. Technical Assessment_ Report _Eng	39.1
MEETING SUMMARY SAFEYOUTH@WORK – Workshop to validate the results of vocational training survey	29 Dec 2016	39.2. Validation workshop on OSH current situation in vocational schools_Notes_Eng	39.2
The middle-level vocational training program for industrial electricity occupations Training curriculum outline	Undated	39.3 Draft training curriculum on electrical safety_English outline	39.3
Training materials Electrical safety – Middle level course	Undated	39.3. Draft training curriculum on electrical safety_Vie	39.3
Mainstreaming OSH into the training program for The occupation: repairing and maintaining fridges and air-conditioners	Undated	39.3. OSH contents to be mainstreamed into Short term course	39.3
Pilot training report	Undated	39.3. Pilot training results _Report w English outline	39.3
FINAL REPORT SURVEY RESULTS FOR EDUCATION NEED OF OSH WORK	6 March 2017	40.1_Training need assessment report_VOSHA_Eng	40.1
REPORT of the training course for state management source cadres in OSH within the framework of the Project SafeWouth@Work	1 July 2017	40.2 TOT trainingeport_Eng	40.2
TÀI LIỆU TẬP HUẤN GIẢNG VIÊN NGUỒN QUẢN LÝ NHÀ NƯỚC VỀ AN TOÀN VỆ SINH LAO ĐỘNG	June 2017	40.3_Training package for Government officials_Vie	40.3
KEY ISSUES RELATING TO OCCUPATIONAL SAFETY AND HEALTH (OSH)	Undated	40.3_Traning package for Gov officials_English Outline	40.3
HỆ THỐNG QUẢN LÝ VÀ HIỆU QUẢ CÔNG TÁC AT-VSLĐ TẠI CƠ SỞ LAO ĐỘNG/ Management system and the importance of OSH at enterprises level	Undated	Module 1.OSH management	40.4
LUẬT ATVSLĐ VÀ MỘT SỐ ĐIỂM MỚI CẦN LƯU Ý KHI TRIỂN KHAI CÔNG TÁC ATVSLĐ TẠI DOANH NGHIỆP /osh Law and implementation at enterprise level	Undated	Module 2 OSH Law	40.4
CÁC MỐI NGUY TRONG SẢN XUẤT VÀ ĐÁNH GIÁ NGUY CƠ RỦI RO	Undated	Module 3 Hazards and risk assessment	40.4
CÁC BIỆN PHÁP CẢI THIỆN AT-VSLĐ VÀ ĐIỀU KIỆN LÀM VIỆC/Measures to improve working conditions	Undated	Module 4 Measures to improve working conditions	40.4
AN TOÀN, SỨC KHỎE NGHỀ NGHIỆP CHO LAO ĐỘNG TRẺ VÀ VAI TRÒ CỦA CƠ QUAN QUẢN LÝ NHÀ NƯỚC/ OSH for young workers – Roles of State management agencies	26-28 June 2017	OSH for Young Workers_ToT Vinh phuc	40.4
[Untitled] OSH Risk Exercise	Undated	OSH Risk Exercise	40.4
TOT Training for public officials Vinh Phuc, 26-28 June 2017 Training Agenda	June 2017	TOT Agenda	40.4
FINAL TECHNICAL REPORT FORMAT Introductory Remarks	Undated	41.1.Training for farmers union_VFU_Final Report_Eng	41.1
Implementation Agreement No. 5663520 between the International Labour Organization represented by The International Labour Office and Viet Nam Farmers' Union	10 Nov 2016	41.2.Signed IA	41.2
IMPLEMENTATION AGREEMENT SUMMARY OUTLINE TEMPLATE Implementation Agreement with Viet Nam Farmers' Union on OSH TOT	7 Nov 2016	41.3._Summary_Outline	41.3
PHƯƠNG PHÁP AN TOÀN ''WIND'' TRONG NÔNG NGHIỆP	Undated	1. WIND storage and handling	41.4
PHƯƠNG PHÁP AN TOÀN ''WIND'' TRONG NÔNG NGHIỆP	Undated	2. WIND electrical safety and machine safety	41.4
PHƯƠNG PHÁP AN TOÀN ''WIND'' TRONG NÔNG NGHIỆP	Undated	3. WIND natural environment and hazardous chemicals	41.4
PHƯƠNG PHÁP AN TOÀN ''WIND'' TRONG NÔNG NGHIỆP	Undated	4. WIND working station design and tools	41.4

PHƯƠNG PHÁP AN TOÀN ''WIND'' TRONG NÔNG NGHIỆP	Undated	5. WIND social welfares	41.4
GIỚI THIỆU Dự án An toàn và Sức khỏe cho người lao động – An toàn và Sức khỏe cho lao động trẻ/Introduction of SY@W Project	Dec 2016	PPT SY@W Introduction	41.4
LUẬT AN TOÀN VỆ SINH LAO ĐỘNG – ĐIỀU LIÊN QUAN ĐẾN HỘI NÔNG DÂN/OSH Law – Articles related to farmers' unions	Undated	Presentation by VFU	41.4
Bước 1 Xác định mối nguy hiểm	Undated	Step 1- Hazard Identification. VIE	41.4
Bước 2 Ai có thể bị ảnh hưởng và ảnh hưởng như thế nào	Undated	Step 2 - Who Might be Harmed and How. VIE	41.4
Bước 3 Ước lượng rủi ro và xác định biện pháp kiểm soát	Undated	Step 3- risk acessment and control measures identification. VIE NEW	41.4
Bước 4 Lên kế hoạch hành động và thực hiện	Undated	Step 4 - Action Planning and Implementation. VIE	41.4
Bước 5 Ghi chép, giám sát và rà soát, cập nhật	Undated	Step 5 - Record, review and update. VIE	41.4
Terms of Reference for a Service Contract: Capacity building and technical support to facilitate improvements in occupational safety and health in agriculture (Output 3.3)	Undated	42.1. Concept Note Training and Improvement for advertising	42.1
Implementation Agreement No. 5663439/5663006 between the International Labour Organization represented by The International Labour Office and Viet Nam Farmers' Union	24 Oct 2017	42.2. Signed IA	42.2
IMPLEMENTATION AGREEMENT SUMMARY OUTLINE TEMPLATE Implementation Agreement with Viet Nam Farmers' Union on capacity building and technical support to facilitate improvements in OSH in agriculture	10 Oct 2017	42.3. Annex B_Summary_Outline_final	42.3
Occupational saftey and health (OSH) for workers - a contribution to the sustainable development Of craft villages	Undated	Final draft Factsheet_OSH in copper craft village	43.1
Occupational saftey and health (OSH) for workers - a contribution to the sustainable development Of craft villages	Undated	Final draft Factsheet_OSH in incense making villages	43.1
Occupational saftey and health (OSH) for workers - a contribution to the sustainable development Of craft villages	Undated	Final draft Factsheet_OSH in recycling villages	43.1
Occupational safety and health for workers Contributes to sustainable development of craft villages	Undated	Final draft Factsheet_OSH in TEA PRODUCTION village	43.1
Occupational safety and health for workers Contributes to sustainable development of craft villages	Undated	Final draft Factsheet_OSH in VERMICELLI MAKING village	43.1
Occupational safety and health for workers Contributes to sustainable development of craft villages	Undated	Final draft Factsheet_OSH in Wood carving craft village	43.1
Prevention of occupational accidents and diseases In bronze casting and manipulation craft villages (Training in occupational safetey and health for workers in Bronze casting and manipulation craft villages)	Undated	Final draft Training materials on OSH in bronze casting villages	43.2
Prevent occupational accidents and diseases in wood carving Craft villages (Training for workers regarding OSH in wood carving craft villages)	Undated	Final draft Training materials on OSH in Wood carving craft village	43.2
Occupational accidents and diseases from bronze casting [training presentation]	Undated	OSH at copper craft villages	43.3
Occupational accidents and diseases at wood carving craft villages [training presentation]	Undated	OSH at wood craft villages	43.3
Young workers play a very important role in maintaining and developing craft villages sustainably	Undated	43.4. Draft pamphlet_OSH in craft villages	43.4
Young workers play a very important role in maintaining and developing craft villages sustainably	Undated	43.4. pamphlet_OSH in craft villages	43.4
Report on OSH training for two craft villages in Hung Yen Province	Undated	43.5 Training report_Vie with English title	43.5
WORKSHOP REPORT MOLISA/ILO/KISA/ASEAN-OSHNET – REGIONAL CONFERENCE Implementation of OSH regulations in the informal sector in ASEAN countries	Undated	44. ASEANOSHNET 2017 workshop _Eng	44
Draft Mission Report Communications, Advocacy, Propaganda, Outreach, Promotional and Awareness Raising for SafeYouth@Work In Vietnam	2 Dec 2016	45. Communication Mission Report - SafeYouth at Work (2 Dec. 2016)	45
Facebook Insights Data	Undated	Facebook Insights Data Export 2017-2-1 2017-7-1	N/A
Facebook Insights Data	Undated	Facebook Insights Data Export 2017-7-1 2017-12-1	N/A
SY@W media encounter	5 May 2017	Media_coverage_OSH_media encounter_Information Session for journalists_May 2017	N/A
Terms of Reference for an External Collaborator (Excol) Contract: Revision of training materials for labour inspectors concerning OSH and child labour (in terms of training methodology and skills)	Undated	Output 3.1_TOR LI training tools revision methodology	N/A
Terms of Reference for an External Collaborator (Excol) Contract: Revision of training materials for labour inspectors concerning OSH and child labour (focusing on technical contents)	Undated	Output3.1_TOR LI training tools revision technical contents	N/A
List of communication materials of US funded projects/programmes received as at 25 Oct 2017	25 Oct 2017	Page 18_Communication materials of US funded projects received as at Oct 25 2017	N/A
Terms of Reference for an EXCOL contract CAPACITY BUILDING ON OCCUPATIONAL SAFETY AND HEALTH (OSH)	Undated	TOR Excol capacity building Hung Yen	N/A

IN CRAFT VILLAGES IN HUNG YEN PROVINCE (3.3.2)			
Terms of Reference: Technical assessment of awareness raising tool for designing communication strategy (Output 4.1.1) 14 November – 20 December 2016	Undated	TOR Excol Com Strategy	N/A
List of conducted trainings	Undated	List of conducted trainings	N/A
Technical Proposal Assessment on the rate of occupational injuries and illnesses in selected craft villages in Hung Yen Province, Viet Nam	Oct 2017	Technical proposal by CCHIP	N/A
SUMMARY Project Steering Committee Meeting	31 Aug 2016	Viet Nam_1st PSC Meeting Summary	N/A
MEETING SUMMARY SAFEYOUTH@WORK PSC MEETING	18 Jan 2017	Viet Nam_2nd PSC Meeting Summary	N/A
Project Steering Committee Meeting Minutes	12 Oct 2017	Viet Nam_3nd PSC Meeting Summary	N/A
Cote d'Ivoire			
Memorandum Proposed Participating Country for FY14 'Building a Generation of Safe and Healthy Workers – Safe & Healthy Youth' under Cooperative Agreement (CA) #IL-26690-14-75-K-11	11 July 2017	6. Memo_Participating country_CDI	6
SAFEYOUTH@WORK PROJECT - Budget for Project Activities in Côte d'Ivoire	Undated	11_CDI_Budget	11
Letter of Support CDI	20 March 2017	12_CDI_letter of support	12
TERMES DE REFERENCES ATELIER DE: - DISCUSSION ET DE VALIDATION DU PROJET D'ARRETE PORTANT DETERMINATION DE LA LISTES DES TRAVAUX DANGEREUX INTERDITS AUX ENFANTS, - DISCUSSION ET DE VALIDATION DU PROJET D'ARRETE PORTANT DETERMINATION DE LA LISTE DES TRAVAUX LEGERS AUTORISES AUX ENFANTS DE 13 A 16 ANS - DISCUSSION POUR L'IDENTIFICATION DES INDICATEURS DE MESURE DE L'AMPLEUR, DE L'INCIDENCE DU TRAVAIL DES ENFANTS ET DES PROGRES REALISES EN MATIERE DE LUTTE CONTRE LE TRAVAIL DES ENFANTS	Nov 2016	7. CDI- TDR SEMINAIRE DISCUSIONS VALIDATIONS LISTES TD & TL 7 10 2016	7
Ecuador			
Memorandum Proposed Participating Country for FY15 Building a Generation of Safe and Healthy Workers – Safe & Healthy Youth under Cooperative Agreement (CA) #IL-26690-14-75-K-11	20 Dec 2016	7. Memo_Participating country_Ecuador	7
SAFEYOUTH@WORK PROJECT - Budget for Project Activities in Ecuador	Undated	13_Ecuador_Budget	13
Letter of Support Ecuador	14 Nov 2016	14_Ecuador_Letter of support	14
Informe de misión: Italo Cardona	Aug 2017	8. Informe de misión IC Quito agosto 2017	8
Indonesia			
Letter of Support Indonesia	01 June 2016	9. Memo_Participating country_Indonesia	9
SAFEYOUTH@WORK PROJECT - Budget for Project Activities in Indonesia	Undated	15_Indonesia_Budget	15
Letter of Support Indonesia	01 June 2016	16_Indonesia_Letter of Support	16
Memorandum Proposed Participating Country for FY14 'Building a Generation of Safe and Healthy Workers – Safe & Healthy Youth' under Cooperative Agreement (CA) #IL-26690-14-75-K-11	1 Sep 2016	17_Indonesia_Memo	17
DAFTAR HADIR PENYUSUNAN LAPOMN KONVENSI ILO NO 187 TAHUN 2006 TENTANG LANDASAN PENINGKATAN	22 May 2017	9. Attendance_C187	9
Workshop Report on ILO Convention No.187 and Recommendation No.197	May 2017	10. Workshop Report on ILO Convention No187 _ May 2017	10
Mongolia			
Memorandum Proposed Participating Country for FY14 Building a Generation of Safe and Healthy Workers – Safe & Healthy Youth under Cooperative Agreement (CA) #IL-26690-14-75-K-11	1 July 2016	8. Memo_Participating country_Mongolia	8
SAFEYOUTH@WORK PROJECT - Budget for Project Activities in Mongolia	Undated	18_Mongolia_budget	18
Letter of Support Mongolia	23 March 2016	19_Mongolia_Letter of Support	19
Final report External evaluation on implementation of Mongolian National Occupational Safety and Hygiene Programme 2012-2016	Apr 2017	11. FINAL REPORT - External evaluation of Mongolia 4th NP-OSH (27_04_17)	11
IMPLEMENTATION AGREEMENT SUMMARY OUTLINE Support to development of the Fifth National Programme for Occupational Safety and Health	26 Jan 2017	MNG155-IA004_EN_Annex B_Summary outline_MLSP	N/A
Annex VI: Government Subaward Matrix	Undated	Mongolia - Annex VI- Government Subaward Matrix	N/A
Justification Mongolia as IA	Undated	Mongolia BP	N/A
Mongolia work	Feb – March 2017	Emails regarding the approval of Implementation Agreement (February – March 2017)	N/A
Uruguay			
Memorandum Proposed Participating Country for FY14 'Building a Generation of Safe and Healthy Workers – Safe & Healthy Youth' under Cooperative Agreement (CA) #IL-26690-14-75-K-11	9 March 2017	10. Participating country_Uruguay	10
SAFEYOUTH@WORK Project- Budget for Project Activities in Uruguay	Undated	20_Uruguay_budget	20

Letter of Support Uruguay	21 Nov 2016	21_Uruguay_Letter of support	21
Compilación de buenas prácticas en materia de transversalización de la SST en la educación técnica y la formación profesional Resumen Ejecutivo	16 Oct 2017	SST Informe final SNION RESUMEN EJECUTIVO	N/A
Informe final sobre compilación de buenas prácticas en materia de transversalización de la SST en la educación técnica y la formación profesional	16 Oct 2017	SST Informe final SNION DEF	N/A
Compilación de Buenas Practicas en materia de transversalización de la SST en la educación técnica y la formación profesional	18 Oct 2017	COMPILACION BUENAS PRACTICAS SST SNION presentacion final (PDF and PPT versions)	N/A
Resumen ejecutivo Documento final: Estudio de los sectores seleccionados en el taller tripartito	29 Nov 2017	Resumen Ejecutivo Jimena Sandoya Consultoría sobre Transversalización de SST	N/A
INFORME PRODUCTO 1 Taller Nacional Tripartito	5 Nov 2017	Producto 1 Jimena Sandoya (Taller tripartito) con anexo síntesis entrevistas	N/A
Resumen ejecutivo Documento final: Estudio de los sectores seleccionados en el taller tripartito	Undated	Informe Producto 2 Jimena Sandoya Consultoría sobre Transversalización de SST	N/A
LINEAMIENTOS DEL CONASSAT PARA LA CAMPAÑA NACIONAL TRIPARTITA DE SEGURIDAD Y SALUD PARA TRABAJADORES JÓVENES	Undated	LINEAMIENTOS CONASSAT CAMPAÑA SST JOVENES	N/A
TÉRMINOS DE REFERENCIA CONTRATO DE COLABORACIÓN EXTERNA 2.1.1: Compile good practices on mainstreaming OSH into TVET (Memo Uruguay) For GLO/14/20/USA global project strategy: Activity 2.2.4	Undated	TDR act 211 compilac practicas OSH_VERSION FINAL_SS	N/A
TERMINOS DE REFERENCIA CONTRATO DE COLABORACIÓN EXTERNA 1.1.1: Carry out a national workshop assessing particular sectors for intervention on OSH and youth (Memo Uruguay) For GLO/14/20/USA global project strategy: Activity 1.2.2	Undated	TÉRMINOS DE REFERENCIA EXCOLL FACILITADOR Y SISTEMAZ	N/A
TÉRMINOS DE REFERENCIA TALLER NACIONAL TRIPARTITO 1.1.1: Carry out a national workshop assessing particular sectors for intervention on OSH and youth (Memo Uruguay) For GLO/14/20/USA global project strategy: Activity 1.2.2.	Undated	TÉRMINOS DE REFERENCIA TALLER	N/A

Annex E. Logical Frameworks

Global

Development Objective: Occupational safety and health of young workers above the minimum age of work up to 24 years is improved and a culture of prevention is developed in selected countries	
Immediate Objective 1: Comprehensive, relevant and quality data and information on occupational safety and health of young workers are available for effective use in selected countries	
Outputs	**Main Activities**
Output 1.1: National OSH profiles in selected countries are developed and include specific information in relation to the situation of young workers	1.1.1: Prepare and/or review national OSH profiles in selected countries. 1.1.2: In countries where OSH profiles are already available, carry out an analysis of national OSH data and information to identify gaps and needs relating to young workers. 1.1.3: Organize tripartite consultations and provide technical support to address priorities and explore strategies and methodologies for collecting data on OSH, with focus on the situation of young workers. 1.1.4: Carry out qualitative and quantitative surveys on OSH and young workers, including data disaggregated by age, sex, migration status and disability, including through targeted sectoral and occupational surveys. 1.1.5: Develop country profiles on OSH for young workers and disseminate among key stakeholders.
Output 1.2: National Tripartite Occupational Safety and Health Committees are working to effectively address OSH issues for young workers	1.2.1: Carry out a stakeholder mapping and analysis at national and sub-regional levels as appropriate. 1.2.2: Organize orientation meeting for stakeholders, focusing on main project objectives, intervention strategies and stakeholder roles and responsibilities. 1.2.3: Formalize the involvement of key stakeholders through the creation or review of (existing) National Tripartite OSH Committees. 1.2.4: Deliver specific training activities to key stakeholders and OSH Committee members as required on issues relevant to the project interventions (e.g. social dialogue, gender and diversity issues, data limitations, specific sector situations, etc.). 1.2.5: Provide technical advisory services, including on resource mobilization to ensure sustainability, to the effective functioning of the National Tripartite OSH Committees.
Output 1.3: National stakeholders more timely informed about OSH trends and developments relevant to young workers	1.3.1: Carry out periodic national analyses of OSH trends and developments relating to protection of young workers. 1.3.2: Hold regular meetings for the National Tripartite OSH Committees and other key stakeholders to review key OSH trends and developments relating to protection of young workers.
Immediate Objective 2: National legislation, regulations, policies and programmes are improved to better address the safety and health of young workers	
Output 2.1: National legislation and regulations are more in conformity with relevant ILO Conventions	2.1.1: Review national legislative and regulatory frameworks on OSH with a focus on protection of young workers, including related relevant legislation, prepare analysis and identify gaps. 2.1.2: Based on 2.1.1, produce country assessment reports containing findings and recommendations. 2.1.3: Organize tripartite meetings to discuss findings and recommendations and validate the reports. 2.1.4: Support discussion and review of national legislation and regulations, and proposed changes, as required. 2.1.5: In line with Output 4.1, raise national awareness on the proposed changes to national laws and regulations.
Output 2.2: Public policies and programmes to address the OSH situation of young workers are strengthened	2.2.1: Carry out national KAB (knowledge, attitudes and behaviour) surveys on young workers and OSH. 2.2.2: Carry out an assessment of existing training initiatives on OSH for youth. 2.2.3: Present the findings of 2.2.1 and 2.2.2 to key national stakeholders with a view to developing policy responses. 2.2.4: Identify and share good practices to mainstream OSH issues in relevant policies. 2.2.5: Mainstream OSH issues in secondary, technical and vocational schools and apprenticeship programmes in selected countries: identify a set of potential OSH trainers; produce technical guidelines for OSH trainers on how to integrate OSH issues into secondary, technical and vocational training institutions, with specific focus on the situation of young workers; carry out a ToT using the technical guidelines developed; and provide technical support to the OSH trainers, as required.

Output 2.3: National Plans of Action on OSH for young workers developed and implemented	2.3.1: Organize a series of meetings with key stakeholders through the National Tripartite OSH Committees to discuss results from the country profiles and legislative reviews, and identify national priorities on OSH for young workers. 2.3.2: Support the design of detailed National Plan of Action on OSH for young workers, through planning and participatory approaches, including a monitoring and evaluation component. 2.3.3: Organize tripartite meetings to validate and launch the National Plans of Action. 2.3.4: Provide technical support to implement the National Plans of Action and to mainstream agreed interventions into the regular programmes and budgets of relevant institutions.
Immediate Objective 3: National capacities to monitor and enforce OSH laws and regulations, particularly those relevant to young workers, are enhanced	
Output 3.1: Labour/OSH inspectors in selected countries are better equipped to identify risks and hazards at the workplace, in particular those affecting young workers, and provide technical guidance on appropriate risk-control measures	3.1.1: Inform labour/OSH inspectors of the findings on the national situation of young workers and National Plan of Action on OSH and young workers. 3.1.2: Review/adjust relevant labour inspection tools and strategies in order to better address OSH of young workers, with particular focus on the specific risks faced by young working men and women. 3.1.3: Develop and conduct training programmes for labour inspectors (using a train-the-trainer approach), includingtionsite follow-up evaluations, and adjust inspection protocols and training design if necessary.
Output 3.2: Joint workplace safety and health committees promote increased OSH compliance at the enterprise level, particularly for young workers	3.2.1: Promote joint workplace committees for safety and health, with a focus on the protection of young workers. 3.2.2: Inform safety representatives on young workers' OSH issues. 3.2.3: Develop and conduct training for members of joint workplace committees on their respective roles, relevant OSH legislation, , and good practices, and provide technical support for their activities. 3.2.4: Develop good practices guides for social partners to promote OSH protection of young workers at national, sectoral and workplace levels and disseminate it among key national stakeholders.
Output 3.3: Social dialogue is reinforced and social partners are better equipped to address hazards affecting young workers	3.3.1: Provide training to worker and employer representatives on the benefits of good OSH practices and support the establishment of trade union policies on OSH at the workplace level. 3.3.2: Together with the social partners, develop awareness raising materials on OSH for young workers to enhance the availability and quality of information and support services provided by worker and employer organizations. 3.3.3: Develop labour education modules for capacity development (training of union representatives on OSH) and negotiations, with a focus on young workers.
Immediate Objective 4: Global knowledge and awareness of the particular hazards and risks faced by young workers is increased	
Output 4.1: Global awareness raising campaign on OSH and young workers implemented	4.1.1: Based on 2.3.1, develop and implement a multi-component global awareness raising campaign, including public communication and outreach strategies on OSH and young workers with the following minimum components: Ensure young workers' participation and involvement at the 2017 World Congress on Safety and Health at Work and the 2017 Global Child Labour Conference; Promote the development of an 'OSH for young workers' app with a focus on prevention; Develop videos, social media content and strategies, fact sheets and brochures; Implement a Global Safe Day campaign on OSH for young workers; and Develop a strategy to launch the global report on OSH for young workers (see Output 4.2). 4.1.2: Develop a monitoring system for the global awareness-raising campaign to inform strategy adjustments and sustainability issues.
Output 4.2: Knowledge products on OSH for young workers are developed and widely disseminated	4.2.1: Develop a methodology for new global report on OSH and young workers. 4.2.2: In collaboration with national OSH stakeholders, compile data and information for the global report in at least 8 countries. 4.2.3: In line with 4.1.1, launch the global report and widely disseminate it. 4.2.4: Carry out an analysis of OSH injury and disease notification requirements for all workers to identify good practices and widely disseminate it. 4.2.5: Develop a case study to make the business case for promoting and respecting OSH at the workplace level. 4.2.6: Develop a research paper on OSH for young workers in the informal economy.

Myanmar

Development Objective: Occupational safety and health of workers, particularly of young workers above the minimum age of work52 up to 24 years, is improved and a culture of prevention is developed in Myanmar	
Immediate Objective 1: Collection of OSH data, particularly regarding young workers, is improved	
Outputs	**Main Activities**
Output 1.1: National Tripartite OSH Council addresses priority OSH issues in construction and agriculture	1.1.1: Carry out a training programme, including joint and separate sessions, for Council members on the role, functioning and procedures of tripartite social dialogue bodies 1.1.2: Using the findings from Output 4.2., carry out a training workshop for the Council members on OSH for young workers and evidence-based policy making 1.1.3: Support the Council in developing a 2017-2018 work plan 1.1.4: Support the implementation of the 2017-2018 work plan in relation to young worker issues in agriculture and construction
Output 1.2: Improved availability of OSH data and information, particularly regarding young workers	1.2.1: Carry out an assessment of existing OSH data, identifying gaps and developing recommendations for addressing them 1.2.2: Based on 1.2.1, hold a working meeting with key actors to determine how to implement selected recommendations 1.2.3: Provide technical support to OSH data collection analysis and use, including through developing relevant methodologies
Output 1.3: 2017 National OSH Profile developed	1.3.1: Hold a tripartite plus workshop to assess the value of the current National OSH Profile and to agree on the structure and content of the 2017 Profile 1.3.2: Support the development of the 2017 National OSH Profile 1.3.3: Hold a tripartite plus workshop to share the 2017 National OSH Profile and disseminate it widely
Immediate Objective 2: National regulations and training programmes on OSH, particularly regarding young workers, are improved	
Output 2.1: OSH Law implementing regulations developed through tripartite consultation	2.1.1: Provide support to FGLLID in the drafting of implementing regulations of the new OSH Law for the agriculture and construction sectors, mainstreaming young worker concerns 2.1.2: Carry out a tripartite consultation workshop to discuss the implementing regulations and to solicit feedback from the social partners 2.1.3: Support FGLLID in the finalization of the implementing regulations for the agriculture and construction sectors 2.1.4: Develop step-by-step guidelines/directives for the effective application of the implementing regulations
Output 2.2: OSH education mainstreamed into TVET programmes for the agriculture and construction sectors	2.2.1: Review existing TVET curriculum for agriculture and construction professions to improve the inclusion of OSH concerns, particularly for young workers 2.2.2: Select two pilot schools and carry out training of safety officers and teaching staff 2.2.3: Support knowledge transfer between the pilot schools and other schools
Immediate Objective 3: Capacity to promote and enforce compliance of OSH laws and regulations among the tripartite constituents, particularly regarding young workers, is improved	
Output 3.1: Increased capacity of OSH inspectors to enforce laws and regulations, particularly for young workers	3.1.1: In close collaboration with the Danish-funded OSH project, carry out basic technical inspection training for FGLLID OSH inspectors on the particular situation and needs of young workers 3.1.2: Provide training to FGLLID officials to improve OSH data collection and analysis skills
Output 3.2: UMFCCI has greater OSH skills and tools to promote OSH compliance among its members	3.2.1: Based on the findings of 4.2.1, carry out training activities for UMFCCI officials, including the youth committee, on OSH for employers in the construction sector 3.2.2: Develop training materials on OSH for UMFCCI to use for its members in the construction sector 3.2.3: Support the delivery of OSH training to UMFCCI members
Output 3.3: CTUM, AFFM-IUF and MICS possess greater OSH skills and tools to promote OSH awareness among their young members	3.3.1: Based on the findings of 4.2.1 and 4.2.2, carry out training activities for trade union officials, including the youth committees, on OSH for young workers in the agriculture and construction sectors 3.3.2: Develop outreach materials for CTUM, AFFM-IUF and MICS to use to promote OSH awareness among their young members 3.3.3: Develop atione-day training course for trade unions to provide to their young members on OSH in the agriculture and construction sector 3.3.4: Provide soft skills training to trade unions officials on how to effectively deliver the OSH training course 3.3.5: Support trade union officials during the first ten sessions of the course
Immediate Objective 4: Awareness and knowledge of the particular hazards and risks faced by young workers is increased	

Output 4.1: Awareness on requirements of new OSH Law and OSH for young workers in construction and agriculture increased	4.1.1: Develop outreach and information materials on the new OSH Law, including graphic depictions, specifically targeting young workers in the agriculture and construction sectors 4.1.2: In collaboration with relevant social partners and FAO, develop and carry out an awareness-raising campaign on the importance of OSH for young workers in the agriculture sector 4.1.3: In collaboration with relevant social partners, develop and carry out an awareness-raising campaign on the importance of OSH for young workers in the construction sector
Output 4.2: Research on OSH for young workers carried out and disseminated	4.2.1: Carry out a rapid assessment on OSH in construction, including on the particular hazards and risks faced by young workers 4.2.2: Carry out a rapid assessment on OSH in agriculture, including on the particular hazards and risks faced by young workers 4.2.3: Carry out an assessment of the existing OSH training infrastructure in Myanmar 4.2.4: Carry out a KAB (knowledge, attitudes and behaviour) survey on OSH and young workers

Philippines

Development Objective: Occupational safety and health of young workers above the minimum age of work up to 24 years is improved and a culture of prevention is developed in the Philippines	
Immediate Objective 1: Collection and use of national OSH data, particularly regarding young workers, is improved	
Outputs	**Main Activities**
Output 1.1: Improved availability of OSH data and information from the PSA, DOLE and DOH, particularly regarding young workers, which is used in the drafting or updating of the National OSH Profile, and the development or updating of the national OSH action plan and programme	1.1.1: Establish and operationalize national Project Steering Committee (PSC) to ensure full engagement of social partners and all relevant institutions 1.1.2: Identify data gaps in the National OSH Profile, working with the Occupational Safety and Health Center (OSHC), key government agencies, and workers and employers' organizations 1.1.3: In collaboration with the BWC, BWSC, OSHC, PSA, ECOP, TUs and other relevant institutions, develop methodologies to collect and use timely, relevant and disaggregated OSH data, including inspection report data 1.1.4: Conduct training for PSA, BWC, BWSC, OSHC, PSA, ECOP, and TUs on the collection, use and dissemination of OSH data 1.1.5: Based on 1.1.3 and in collaboration with key institutions, collect and use timely, relevant and disaggregated OSH data including, inspection report data
Output 1.2: Improved notification and recording system for occupational injuries and illnesses, particularly regarding young workers.	1.2.1: Produce analysis of the notification and recording system for work-related injuries and illnesses, particularly regarding young workers, including recommendations for improvements 1.2.2: Provide technical assistance to the PSA, BWC, BWSC, OSHC, ECOP and TUs to support improvement of the injury and illness notification system 1.2.3: Assess the DOLE's Management Information System and make recommendations to improve the notification and recording system for injuries and illnesses 1.2.4: Support piloting of MIS improvements in targeted sectors and industries
Output 1.3: National tripartite committee is organized to address priority OSH issues, particularly regarding young workers	1.3.1: In collaboration with the BLR, BWC, OSHC and workers' and employers' organizations, assess the organization and structure of the national tripartite committee with regard to OSH, and make recommendations for improvement 1.3.2: Implement organizational reforms to better highlight OSH issues in national tripartite committee, particularly regarding OSH for young workers 1.3.3: Provide training to selected national tripartite committee members, particularly regarding OSH for young workers 1.3.4: Support national tripartite committee or council in preparing and issuing OSH reports
Immediate Objective 2: National regulations, policies and programmes on OSH particularly regarding young workers, are improved	
Output 2.1: Recommendations developed and endorsed by DOLE to improve OSH regulations, policies, and programmes, particularly regarding young workers	2.1.1: In collaboration with the PSC, assess OSH regulations, policies and programmes, particularly regarding OSH protection of young workers 2.1.2: In collaboration with the TUs, request DOLE to produce gap analysis and action plan to initiate activities supporting the ratification of selected ILO OSH Conventions 2.1.3: Produce feasibility analysis of most appropriate mechanism to determine the employer contribution level to the SSS under the ECP (i.e., experience rating v. community rating v. adjusted community rating mechanism) 2.1.4: Provide technical assistance to the SSS and ECC to support implementation of selected recommendations of the feasibility analysis 2.1.5: Organize meetings, fora, planning sessions and validation workshops with the DOLE and provide technical assistance in the update of the National OSH Action Plan or OSH medium-term plan to increase compliance and promote OSH 2.1.6: Provide technical assistance to strengthen OSH regulations, policies, programmes, and the implementation of the National OSH Action Plan
Output 2.2: OSH awareness and knowledge, particularly for young workers, mainstreamed into educational, vocational and apprenticeship programmes	2.2.1: Review TVET training regulations and curriculum to determine if OSH standards are properly integrated 2.2.2: Provide technical assistance to TESDAs to strengthen integration of OSH concepts in TVET programmes, particularly for young workers 2.2.3: Assess current knowledge and awareness of TESDA trainers on OSH 2.2.4: Develop and conduct OSH training for TESDA trainers (at least 20 trainers) 2.2.5: Review policies on vocational and apprenticeship programmes to ensure that these programmes do not lead to labour exploitation of young interns, trainees or apprentices and make recommendations for appropriate reforms 2.2.6: Endorse proposed policy recommendations to strengthen TESDA TVET training and provide technical assistance to support formal adoption

	by relevant authorities
Immediate Objective 3: Capacity to promote and enforce compliance of OSH laws and regulations among the tripartite constituents, particularly regarding young workers, is improved	
Output 3.1: Labour inspectors, including at local levels, have increased capacity to enforce OSH laws and regulations	3.1.1: Review the BWC's recruitment process, competency standards requirement and professional development programme for LLCOs 3.1.2: Carry out a training needs assessment to determine priority areas of attention to build the technical OSH knowledge and skills of LLCOs 3.1.3: Design competency test/entrance exam and annual refresher training programme for LLCOs 3.1.4: Pilot and finalize the competency entrance exam and annual refresher training programme for at least 40 LLCOs 3.1.5: Endorse policy recommendations to the BWC to formalize adoption competency entrance exam and annual refresher training programme
Output 3.2: Increased capacity of the OSHC to address OSH issues at national and sector levels	3.2.1: Carry out a needs assessment to determine priority areas for building the technical capacity of OSHC national and field staff 3.2.2: Develop and pilot a training programme for at least 20 OSHC staff to address priority needs, including on OSH for young workers 3.2.3: Review current OSH programmes of the OSHC to determine their relevance and effectiveness in addressing sectorial issues, particularly for the construction, manufacturing and agriculture sectors 3.2.4: Enhance or develop new OSH training programmes with the OSHC integrating young workers' concerns 3.2.5: Pilot the new OSH training programmes 3.2.6: Strengthen the capacity of the social partners to provide recommendations to the OSHC, particularly as to issues concerning young workers
Output 3.3: Employers' organizations have increased capacity to promote OSH compliance among their members	3.3.1: Carry out a training needs assessment to determine priority areas for building the technical knowledge and skills of employers' organizations on OSH, particularly for young workers 3.3.2: Develop and organize training programmes for employer representatives, including on OSH for SMEs and MSMEs in construction, manufacturing and agriculture, and particularly regarding OSH for young workers 3.3.3: Endorse policy recommendation to the ECOP to adopt and regularly conduct the training programme
Output 3.4: Workers' organizations have increased capacity to implement periodic OSH training programmes, particularly for young workers	3.4.1: Carry out a needs assessment to determine priority areas for building the technical capacity of workers' organizations to provide training on OSH for young workers 3.4.2: Develop training materials and plan for worker representatives on OSH for young workers in construction, manufacturing and agriculture 3.4.3: Organize training activities for worker organizations and representatives using customized training materials developed under Activity 3.4.2
Output 3.5: Young workers have increased knowledge and skills on OSH and are better represented on national and sub-national tripartite bodies	3.5.1: Identify one or more youth organizations to champion OSH-related concerns 3.5.2: Develop a programme for implementation by the youth organization to promote OSH for young workers 3.5.3: Assess capacity of youth organization members to promote OSH 3.5.4: Develop a training programme for youth organization members with a particular focus on OSH promotion among young workers 3.5.5: Deliver a training of trainers (ToT) on the promotion of OSH among young workers in key sectors to one or more selected youth organizations 3.5.6: Work with tripartite bodies to facilitate the participation of youth representatives in their structure and programme activities 3.5.7: Promote OSH among the Scouting Organizations of the Philippines 3.5.8: Recommend OSH campaign to Scouting Organizations to promote visibility and relevance of the specialized OSH merit badge
Immediate Objective 4: Knowledge and awareness of the particular hazards and risks faced by young workers is increased	
Output 4.1: OSH events and campaigns conducted, and informational, educational and campaign materials developed with constituents to increase awareness of the importance of OSH particularly for young workers	4.1.1: Conduct an OSH knowledge and awareness campaign to support the launching of the project 4.1.2: Conduct an OSH knowledge and awareness campaign focused on promoting safety and health of young workers, working with DOLE, workers' and employers' organizations, and selected youth organizations 4.1.3: Participate in or support other national campaigns in the country that may integrate OSH for young workers 4.1.4: Develop information and materials on OSH for young workers in construction, manufacturing and agriculture to support the campaign

Vietnam

Development Objective: Occupational safety and health of workers, particularly of young workers above the minimum age of work up to 24 years, is improved and a culture of prevention is developed in Vietnam	
Immediate Objective 1: Collection and use of OSH data and information, particularly regarding young workers is improved	
Outputs	**Main Activities**
Output 1.1: Improved availability and use of OSH data and information, particularly regarding occupational injuries and illnesses of young workers	1.1.1: Carry out a mapping and analysis of the current OSH related data collection systems 1.1.2: Conduct pre-post study to establish age adjusted injury rates for each target sector 1.1.3: Organize tripartite consultations to explore strategies and measures to improve data quality, availability and utility 1.1.4: Provide technical support to implement strategies identified in 1.1.3
Output 1.2: Recommendations developed and implemented to improve the notification and recording system for occupational injuries and illnesses	1.2.1: Carry out a survey of the current notification and recording system for occupational injuries and illnesses, particularly regarding occupational injuries and illnesses of young workers 1.2.2: Organize at least two tripartite workshops to disseminate the survey findings and to develop recommendations on how to improve the notification and recording system 1.2.3: Study tour for 6 relevant officers to a selected regional Country for training and exposure to good practices on a formal OSH reporting system 1.2.4: Provide technical support to relevant stakeholders in the implementation of the recommendations developed in 1.2.2 in selected provinces
Output 1.3: Strengthened capacity of OSH stakeholders to address OSH issues	1.3.1: Organize regular meetings for the National OSH Council to address OSH issues and trends in Vietnam 1.3.2: Provide specific training activities to the National OSH Council Secretariat members with a particular focus on data collection and analysis and its relevance to OSH policy making 1.3.3: Information campaign for all health care providers and institutions on issues in reporting work-related accidents and injuries, particularly for young workers. 1.3.4: Assessment of information campaign impact and adjustments made as necessary to enhance impact and improve sustainability
Immediate Objective 2: Regulations and programmes on OSH to address the safety and health of workers, particularly young workers, are improved	
Output 2.1: OSH Law implementing regulations developed through tripartite consultation	2.1.1: Identify relevant members for a Tripartite Technical Committee to be established under the National OSH Council 2.1.2: Organize a high level tripartite meeting on the establishment of Tripartite Technical Committee under the National OSH Council 2.1.3: Organize and provide technical support to Tripartite Technical Committee to draft the OSH Law implementing regulations 2.1.4: Organize various tripartite consultation workshops to facilitate stakeholder comments on the drafted regulations 2.1.5: Provide technical support to finalize the regulations for adoption 2.1.6: If required, provide follow-up support to 2.1.5
Output 2.2: OSH training mainstreamed into education, vocational and apprenticeship programmes in line with the National OSH Programme (2016 – 2020)	2.2.1: In collaboration with key partners, identify potential target schools and vocational and apprenticeship programmes and make administrative arrangements to mainstream OSH training in their training curricula 2.2.2: Develop age-appropriate and comprehensive OSH training materials and manuals 2.2.3: Build a roster of qualified OSH trainers for target schools and programmes and jointly develop a training schedule 2.2.4: Roll out the OSH training schedule and follow up with target schools/programmes
Immediate Objective 3: Capacities of the Government and social partners to promote and enforce compliance with OSH laws and regulations, particularly regarding young workers in Vietnam, are improved	
Output 3.1: Labour inspectors' capacity to enforce OSH laws and regulations, including at the provincial level, increased	3.1.1: Review, adjust and create relevant labour inspection protocols, tools and strategies to reflect the new OSH Law 3.1.2: Provide training of trainers for labour inspectors on OSH issues facing young workers in targeted sectors, including the informal economy 3.1.3: Conduct an evaluation of the effectiveness of site inspections and adjust inspection protocols, tools and training as needed
Output 3.2: MOLISA and relevant Government agencies' capacities to promote and implement the OSH Law, at the national and the local level increased	3.2.1: Assess the training needs for MOLISA and relevant government agencies concerning OSH in light of the new legal mandate 3.2.2: Provide training to MOLISA and relevant government agencies on OSH issues, including young workers and the informal economy 3.2.3: Carry out decentralized trainings to DOLISA and relevant local government agencies to support the implementation of the new OSH Law
Output 3.3: Social partners' capacities increased to promote OSH compliance at the workplace	3.3.1: Conduct training of trainers for selected social partner representatives on relevant OSH knowledge and skills, including risk assessment at the workplace level and joint workplace committees for safety and health

level	3.3.2: In collaboration with other ILO projects in Vietnam, follow up the decentralized trainings and promote the establishment and effective operation of joint workplace committees for safety and health 3.3.3: Record and disseminate OSH improvements and/or compliance in selected enterprises (in line with 3.3.2)
Immediate Objective 4: Knowledge and awareness of the particular hazards and risks faced by young workers in Vietnam is increased	
Output 4.1: Increased awareness on requirements of new OSH Law and OSH for young workers in general	4.1.1: Develop knowledge and awareness raising materials targeted to increase awareness of the importance of OSH for young workers, including a mobile phone app 4.1.2: Together with relevant Government agencies, carry out focused awareness raising campaigns and activities, including on National Safe Day
Output 4.2: Research on OSH for young workers carried out and disseminated	4.2.1: Carry out a KAB (Knowledge, Attitudes and Behaviour) survey on OSH in selected sectors in Vietnam 4.2.2: Organize an OSH conference to share the research findings with key stakeholders 4.2.3: In line with the global component of the Safe & Healthy Youth project, provide country specific inputs to regional/global research projects

Cote d'Ivoire

DEVELOPMENT OBJECTIVE: Occupational safety and health of young workers, above the minimum age of work up to 24 years is improved and a culture of prevention is developed in Côte d'Ivoi	
Immediate Objective 1: Comprehensive, relevant and quality data and information on OSH for young workers are available for effective use	
Outputs	**Main Activities**
Output 1.1: National OSH Profile updated, including with specific information on OSH for young workers	1.1.1: Hold a tripartite plus workshop to assess the value of the current National OSH Profile in terms of young worker content and discuss a proposal to supplement the Profile 1.1.2: Support the development of a young worker supplement or annex to the Profile to highlight young worker OSH vulnerability and related policy and program initiatives 1.1.3: Hold a tripartite plus workshop to share [sic]
Output 1.2: National stakeholders are more informed about OSH trends and developments relevant to young workers, including in the cocoa sub-sector	1.2.1 Carry out an analysis of existing data collection systems relevant to the target group of 16 to 24 years of age, with special attention to gender 1.2.2 Integrate OSH relevant questions into existing data collection systems 1.2.3 Support sex-disaggregated data collection on OSH, including by training data collectors, and its analysis 1.2.4 Work with national partners to publish a report of the data gathered concerning OSH trends and issues
Immediate Objective 2: National capacities to promote and enforce OSH compliance are enhanced	
Output 2.1: OSH and labour inspectors are better equipped to identify workplace risks and hazards at the workplace, in particular those affecting young workers in the cocoa sub-sector	2.1.1 Among labour and OSH inspectors, identify a pool of focal points, including women, charged with OSH promotion among young workers 2.1.2 Carry out general training on OSH for young workers to the pool 2.1.3 Train the pool to become WIND master trainers, with a particular focus on the hazards and risks faced by young people 2.1.4 In collaboration with the OSH Direction and others, identify a region and focal points to carry out a first training programme on WIND for new WIND trainers in that region 2.1.5: Provide support to the WIND master trainers and new WIND trainers in implementing a comprehensive WIND training programme to the household level
Output 2.2: National Tripartite OSH Committee (CTCSST) works to effectively address OSH issues for young workers, taking into account gender dimensions	2.2.1 Carry out a training programme for Committee members on the role, functioning and procedures of tripartite social dialogue bodies 2.2.2 Carry out a training workshop for the Committee members on OSH for young workers and evidence-based policy making 2.2.3 Support the Committee in developing a multi-year work plan 2.2.4 Support the implementation of the work plan particularly in relation to young worker issues in the cocoa sub-sector
Immediate Objective 3: Awareness and knowledge of the particular hazards and risks faced by young workers in agriculture is increased	
Output 3.1: Increased knowledge on OSH for youth is available to key stakeholders	3.1.1 Carry out a rapid assessment on the nature of OSH deficits in cocoa production, including on the particular hazards and risks faced by young workers 3.1.2 Present the findings of the rapid assessment to the national tripartite partners plus, including the CTCSST to develop policy recommendations (links to 2.2.2)
Output 3.2: Increased awareness on importance of OSH protections for young workers	3.2.1: Based on 3.1.1, develop outreach and information materials on hazardous child labour, OSH for youth and the new minimum age of work for young workers and their families, with special attention to gender dimensions 3.2.2: In collaboration with relevant partners, develop and carry out an awareness-raising campaign on the importance of OSH for young workers in the agriculture sector

Ecuador

DEVELOPMENT OBJECTIVE: Occupational safety and health of young workers above the minimum age of work is improved and a culture of prevention is developed in Ecuador	
Immediate Objective 1: Comprehensive, relevant and quality data and information on OSH for young workers are available for effective use	
Outputs	**Main Activities**
Output 1.1: National OSH Profile updated, including with specific information on OSH for young workers	1.1.1: In preparation for 1.1.2, support the Ministry of Labour (MoL) in the revision and technical validation of variables applicable in young population and methodology. This will be implemented through the digital platform in 3.1.1 1.1.2: Support MoL in carrying out a survey on the national OSH situation with a view to updating the National OSH Profile, including with content relevant to young workers
Immediate Objective 2: Awareness and knowledge of the particular hazards and risks faced by young workers is increased	
Output 2.1: Enhanced knowledge and tools on hazardous activities and OSH available	2.1.1: Carry out risk assessments on OSH for young workers in the two selected sectors (cocoa and banana) 2.1.2: Based on 2.1.1 and 1.1.2, develop prevention guidelines, including a digital methodological guide (eg Web flash training, video) for OSH training use, to be uploaded in tools specified in 3.1.1 2.1.3: Validate survey results, risk assessments and prevention guidelines with key constituents and youth organizations 2.1.4: Carry out at least one training on the prevention guidelines for each subsector for employers, workers and youth organizations as well as for OSH analysts and inspectors
Immediate Objective 3: National capacity to promote prevention and compliance with OSH requirements increased	
Output 3.1: Institutions and public are better equipped to identify risks and hazards in the workplace, in particular those affecting young workers	3.1.1. Develop a web platform and a mobile application for the consultation OSH practical and technical information, including the survey of working conditions and OSH tool for the identification, evaluation and control of occupational risks 3.1.2. Develop a training methodology for the use of digital tools 3.1.3. Carry out a training event on the use of the platform and OSH kits and tools developed

Indonesia

DEVELOPMENT OBJECTIVE: Occupational safety and health of young workers above the minimum age of work (15) up to 24 years is improved and a culture of prevention is developed in Indonesia	
Immediate Objective 1: Comprehensive, relevant and quality data and information on OSH for young workers are available for effective use	
Outputs	**Main Activities**
Output 1.1: National OSH instruments updated, including with specific information and reference on OSH for young workers	1.1.1: Support the MoM in leading a tripartite plus consultation process on the national OSH situation with a view to updating the National OSH Profile, including with content relevant to young workers 1.1.2: Based on 1.1.1, provide technical assistance to MoM in the development of the National OSH Programme (2017–2020), including with content relevant to young workers 1.1.3: Support the implementation of at least three activities of the National OSH Programme (linked to IO2 and IO3) linked to young workers
Output 1.2: National OSH Council works to effectively address OSH issues for young workers	1.2.1: Organize an orientation workshop for the National OSH Council, focusing on young workers, intervention strategies and stakeholder roles and responsibilities 1.2.2: Carry out training workshops for National OSH Council members on how to effectively advocate for OSH for young workers
Immediate Objective 2: National capacity to promote OSH prevention and compliance with OSH requirements in the construction sector enhanced	
Output 2.1: OSH inspectors are better equipped to identify workplace risks and hazards at the workplace, in particular those affecting young workers	2.1.1: Update the existing OSH inspection kit for the construction sector to better address OSH concerns, particularly those of young workers 2.1.2: Develop and conduct training programmes for OSH inspectors using a train-the-trainer approach and the updated inspection kit
Output 2.2: Joint Workplace OSH Committees promote increased OSH compliance for young workers in the construction sector	2.2.1: Promote Joint Workplace OSH Committees in the construction sector with a focus on the representation and protection of young workers 2.2.2: Develop and conduct training programmes for Joint Workplace OSH Committees on their respective roles, relevant OSH legislation and good practices, and provide technical support for their activities 2.2.3: Develop and disseminate good practice guides for the social partners to promote OSH protection of young workers in construction at both the workplace and the sectoral level
Immediate Objective 3: Awareness and knowledge of the particular hazards and risks faced by young workers is increased	
Output 3.1: Awareness on importance of OSH for young workers is increased	**3.1.1:** Carry out a social media campaign to raise awareness on OSH among young workers and young employers

Mongolia

DEVELOPMENT OBJECTIVE: Occupational safety and health of young workers above the minimum age of work up to 24 years is improved and a culture of prevention is developed	
Immediate Objective 1: Comprehensive, relevant and quality data and information on OSH for young workers are available for effective use	
Outputs	**Main Activities**
Output 1.1: National OSH Profile updated, including with specific information on OSH for young workers	1.1.1: Support the Ministry of Labour (MoL) to jointly review with the social partners and other key stakeholders the national OSH situation, particularly in relation to young workers 1.1.2: On the basis of 1.1.1, update the National OSH Profile, including with content relevant to young workers
Output 1.2: 5th National OSH Programme (2017-2020) developed, including specific information on the situation of young workers	1.2.1: Provide technical assistance to MoL in the development of the 5th National OSH Programme (2017–2020) based on the updated National OSH Profile 1.2.2: Support the implementation of at least three young worker-related activities of the 5th National OSH Programme (linked to IO2 and IO3)
Output 1.3: National stakeholders are more timely informed about OSH trends and developments relevant to young workers	1.3.1: Carry out a training workshop on how to analyse the data from the online reporting system and how to use it for policy development 1.3.2: Collaborate with the National Statistical Office of Mongolia (NSO) in adapting and integrating the ILO's OSH module into the national labour force survey 1.3.3: Support the production and targeted dissemination of data, i.e. through the biannual OSH bulletin 1.3.4: The inspection kit developed in 3.1.2 is disseminated to mine inspectors and its usage documented by the project
Immediate Objective 2: National training programmes adequately address the OSH learning needs of young workers	
Output 2.1: TVET programmes have strengthened OSH components	2.1.1: Carry out an assessment of current OSH training content in TVET training programmes directly relevant to the mining sector 2.1.2: Provide technical assistance to improve OSH training curriculum and teacher training manuals directly relevant to the mining sector 2.1.3: Identify a pilot school to carry out teacher training using the materials developed under 2.1.2 2.1.4: Facilitate an exchange of information and knowledge between the pilot school and other relevant schools
Immediate Objective 3: National capacities to promote and enforce OSH compliance are enhanced	
Output 3.1: OSH inspectors are better equipped to identify workplace risks and hazards at the workplace, in particular those affecting young workers	3.1.1: In line with Output 1.3, inform inspectors of the findings on the OSH challenges faced by young workers 3.1.2: Develop an OSH inspection kit for the mining sector to better address OSH concerns, particularly those of young workers 3.1.3: Develop and conduct training programmes for inspectors using a train-the-trainer approach and the newly developed inspection kit 3.1.4 Disseminate the inspection kit developed in 3.1.2 to mine inspectors and document its usage
Output 3.2: Joint Workplace OSH Committees promote increased OSH compliance for young workers in the mining sector	3.2.1: Develop good practice guides for the social partners to promote OSH protection of young workers at sectoral and workplace levels 3.2.2: Promote Joint Workplace OSH Committees in the mining sector, with a focus on the representation and protection of young workers 3.2.3: Organize training for members of joint workplace committees on their respective roles, relevant OSH legislation and good practices, and provide technical support for their activities
Output 3.3: National Tripartite OSH Committee works to effectively address OSH issues for young workers	3.3.1: Organize a project orientation meeting for the National Tripartite OSH Committee, focusing on main project objectives, intervention strategies and stakeholder roles and responsibilities 3.3.2: Carry out a training workshop for Committee members on how to use new data to develop responsive OSH policies and laws

Uruguay

DEVELOPMENT OBJECTIVE: Occupational safety and health of young workers above 15 up to 24 years is improved and a culture of prevention is developed in Uruguay	
Immediate Objective 1: OSH is effectively mainstreamed into education and training, particularly in TVET	
Outputs	**Main Activities**
Output 1.1: Selected national vocational training programmes address OSH learning needs of young workers	1.1.1: Carry out a national workshop assessing particular sectors for intervention on OSH and youth 1.1.2: Develop training materials on specific sectors, including OSH topics 1.1.3: Validate training materials in national workshops 1.1.4: Pilot test training materials in two TVET institutions
Immediate Objective 2: Awareness and knowledge of the particular hazards and risks faced by young workers is increased	
Output 2.1: Increased knowledge on OSH for youth	2.1.1: Compile good practices on mainstreaming OSH into TVET 2.1.2: Carry out studies on jobs and risks for young people
Output 2.2: Increased awareness on importance of OSH for young workers	2.2.1: Develop and launch awareness materials for a national campaign on OSH focused on young workers in national TV, radios and social media with the aim of increasing preventative culture among young people 2.2.2: Disseminate the information gathered on OSH and youth (Outputs 1.1., 1.2., and 2.1.) through national tripartite seminars with educational institutions, social partners and civil society (youth associations) to raise awareness on OSH with the aim of increasing preventative culture among young people
Immediate Objective 3: OSH and labour inspectors are better equipped to identify workplace risks and hazards affecting particularly young workers	
Output 3.1: Increased capacity of OSH and labour inspectors with focus on young workers	3.1.1: Develop a training plan and modules on OSH for labour and OSH inspectors to better address OSH problems, particularly among young workers (modules on specific themes or sectors of interest concerning young workers developed) 3.1.2: Based on 3.1.1, carry out training workshops for labour and OSH inspectors

Annex F. Essentials of Occupational Safety and Health

In July 2016 we [ILO] launched the second version of the EOSH package including - a brand new trainer's guide - two new modules on "Muscle Skeletal Disorders" and "Effective functioning of OSH Committee at enterprise level" - new cartoons, videos and case studies, enhanced technological offer. More than 25 employers' organizations around the world are offering training services using the EOSH package. In 2016 more than 200 training sessions were autonomously organized by employers' organizations reaching out to around 4000 middle level managers and generating income for their organizations.

What is the EOSH package?

The EOSH package covers the essential aspects of Occupational Safety and Health and can be used to meet workers', supervisors' and line-managers' training needs. It consists of 25 training modules, which cover the essential notions of Occupational Safety and Health, under two main headings: General concepts and specific risks. Each module, whose duration is approximately 1.5-2 hours, is composed by: films, animations, PowerPoint presentations, self-assessment quizzes, checklist for daily use, ILO and other agencies documentation.

Introduction to safety and health at work	Fire and explosion
Management of prevention	Confined spaces
Risks assessment	Tools, machines and appliance
Accidents Prevention and Reporting	Hoist, lift and bear
Motivating Workers: Leadership and supervision	Trip, slip and fall
Work permits	Work at height
Personal Protective Equipment	Electricity
Safety and Health signalization	Radiation
Emergency responses	Asbestos
Internal emergency plan	Noise and vibrations
Ergonomics	Drugs and alcohol awareness
Hazardous substances	Harassment and violence at work
Special works	

For whom is EOSH?

The EOSH package is designed to be easily used by Employers' Organizations for setting up new training services on the Essentials of Occupational Safety and Health for their member companies. In the same way it can be easily used by Companies aiming to introduce, or upgrade an existing, internal OSH training system.

The Programme for Employers' Activities offers a complete step-by-step service to support Employers' Organizations in setting up new training services on OSH using the EOSH package. The training and advisory service includes:

- Participation of future local trainers to blended course: 30 hours at distance and a 3-day Train the Trainers Activity to get acquainted with EOSH methodology
- Support in the elaboration of the business plan for EOSH delivery
- Assistance in the marketing efforts of the first editions of the course
- Access to a community of practices to know how other EOs are doing to organize courses, market and run them.

Languages

The package is available in English, French, Russian, Bengali, Arabic, Vietnamese, Spanish, Chinese, Urdu.

Annex G. Draft Lesson Plan for OSH in 3-Month Course

Occupation: Repairing, maintaining fridges and air-conditioners
Level of training: Middle-level vocational training
Number of modules: 05 modules

I. ORDER OF THE MODULES:

STT	Module codes	Existing order of the modules	Proposed new order of modules
1	MĐ 01	Basic electricity	Safety, materials, electricity and refrigeration measurement Total: 8 hours - 5: theoretical, 3: practice, exercises
2	MĐ 02	Basic refrigeration	Basic electricity
3	MH 03	Safety, materials, electricity and refrigeration measurement Total: 8 hours - 2: theoretical, 6: practice, exercises	Basic refrigeration
4	MĐ 04	Repairing and maintaining normal fridges	*constant*
5	MĐ 05	Installing, repairing and maintaining non-centralized air-conditioners	*constant*
		Preparation and implementation of the exam, ending the course	*constant*

II. METHODS OF INTEGRATION: Integrating OSH in each content of the specialized lessons, including contents on identifying hazards and assessing risks to people, property, and environment.

III. SPECIFIC CONTENTS FOR INTEGRATION:

Module 1	
Lesson 1: Introduction	**1. Basic knowledge** 1.1. Some basic concepts 1.2. Objectives 1.3. Beneficiaries 1.4. Benefits **2. Rights and Obligations of workers and employers** 2.1. Rights and Obligations of workers 2.2. Rights and Obligations of workers and employers 2.2. Hazards of refrigerant and how to prevent impacts to people, property and the environment 2.3. Electrical hazards and methods of safe work
Lesson 2: Electricity and Refrigeration materials	1.4.1. Electrical insulation paint and emay a. Electrical insulating paint and methods of safe work 3.2.4. Hazards when using heat insulating spongy and preventive measures 3.3.6. Hazard from lubricant and preventive measures
Lesson 3: Electricity and Refrigeration Measurement	2.5. Safety when using measurement equipment and tools 2.5.1. Safe operation procedures 2.5.2. How to use and protect measurement equipment 3.3. Safety when using measurement equipment and tools 3.3.1. Safe operation procedures 3.3.2. How to use and protect measurement equipment 4.3. Safety when using measurement equipment and tools 4.3.1. Safe operation procedures 4.3.2. How to use and protect measurement equipment
Module 2	
Introduction Lesson	2. Hazard identification and risk assessment 2.1. Hazard identification 2.1.1. Impact of electrical current on human body 2.1.2. Determinants of hazard levels 2.1.3. Risks of electric safety 2.1.4. Causes of electrical accidents 2.2. Risk assessment 2.2.1. Technical measures 2.2.2. Administrative organisation measures 2.2.3. Equip with industrial protection tools
Lesson 1: Electrical technology basis	6. Impact of electrical current on human body and safe work methods
Lesson 2: Three-phase asynchronous motor	3.1. Safety risks when inspecting, maintaining motors 3.2. Safe inspection and maintenance procedures 3.3. Safely use tools and equipment

	Prevent impacts to wire roll, broken insulator Safety when testing the motor 5.1. Safety risks 5.2. Causes 5.3. Preventive measures
Lesson 3: Three-phase asynchronous motor	3.1. The safety risks when inspecting, maintaining and testing the motor 3.2. Procedures of inspecting, maintaining and testing the motor 3.3. Safely use tools and equipment Safety when inspecting, maintaining and testing the motor 6.1. Safety risks 6.2. Causes 6.3. Preventive measures
Lesson 4: Electrical circuit controlling lights with switches and intermediate relay and time relay	1.3. Installing electrical circuits and safety requirements 1.4. Inspecting, testing electrical circuits and safety requirements 2.3. Installing electrical circuits and safety requirements 2.4. Inspecting, testing electrical circuits and safety requirements 3.3. Installing electrical circuits 3.4. Inspecting, testing electrical circuits
Lesson 5: Electrical circuit to control one-phase motor with push buttons, contactors with overload protection by thermal relay	3. Installing electrical circuits and safety requirements 4. Inspecting, testing electrical circuits and safety requirements
Lesson 6: Electrical circuit to control two one-phase motors working in the order of using push buttons and time relay	3. Installing electrical circuits and safety requirements 4. Inspecting, testing electrical circuits and safety requirements
Lesson 7: Electrical circuit to control two three-phase motors working in the order of using push buttons and time relay with electrical interlocks	3. Installing electrical circuits and safety requirements 4. Inspecting, testing electrical circuits and safety requirements
Module 3	
Introduction lesson	2. Hazard identification and risk assessment for refrigeration systems 2.1. Hazard identification 2.2. Risk assessment 2.2.1. Technical measures 2.2.2. Administrative organization measures 2.2.3. Provide personal protective equipment
Lesson 1: Refrigeration technical basis	2.3. Hazards of gas R22, R 134a, R600a, R410a, R32 and preventive measures Mechanisms and impacts to human health and the environment 4.3. The risks of gas leakage, explosion and safety measures impacting people, equipment and the environment
Lesson 2: Technical basis of air-conditioners	1.3. Harmful impacts of humid climate and preventive measures impacting health, quality when repairing: adding gas and vacuum
Lesson 3: Techniques of processing the drains in fridges and air-conditioners	1.1.5. The safety risks of dust and dander and preventive measures (dust, careful with sharpness) 2.1.1. Characteristics of steam welding (Focus on Butan welding) 2.1.3. Safety requirements in steam welding (Hazards of welding, Butan welding gas, explosive and fire hazards in welding process… some risks and control measures) 4. Welding hazards and risk control measures
Lesson 4: Linking with fridge model	3.1.1. Some principle of safety risks when supply power for testing and preventive measures 3.1.2. Some principle of safety risks when changing oil for compressor and preventive measures 7.3. Safety risks and preventive measures 8.3. Safety risks and preventive measures 9.1. Electrical safety risks and preventive measures (Turn on the power, operate in line with procedures)
Module 4	
Lesson 2: Operation characteristics of fridges	Prevent overload of power supply for special additional charges at the outlets
Lesson 3: Motor of the compressor	3.1.1. Observe and identify hazard 3.1.2. Preventive measures for overload currents or collision…
Lesson 4: Electrical equipment, protection and automation	From 1.2, 2.2, 3.2 to 4.2. Integrating the contents in implementing 5s at workplace
Lesson 5: **Fridge electrical syste**	OSH when Installing electrical circuits *(inspecting and installing in line with the layout, connection points to ensure safety and techniques, no touching or joining)*
Lesson 7: Adding gas for fridges	3.3. Safety risks when adding gas and preventive measures 5. Working principles with OSH

Lesson 8: Normal damages and how to fix it	1.2. Testing the working pressure of the machines (Safety risks and preventive measures)
Lesson 9: Using and maintaining fridge	2.2. Technical requirements for safety (Methods to arrange place for fridge to ensure heat sink and safety)
Module 5	
Lesson 1: Structure and working principles of non-split air-conditioners	3. Safety risks and preventive measures
Lesson 2: Electrical system of non-split air-conditioners	3.2.3. Detect unusual troubles and prevention 4.3. Detect unusual troubles and prevention
Lesson 3: Installing non-split air-conditioners	4.3. Industrial learning Implementing 5s at workplace
Lesson 4: Repairing non-split air-conditioners	2.7. Safety risks and preventive measures 3.4. Safety risks and preventive measures 4. Working principles with OSH
Lesson 5: Maintaining non-split air-conditioners	2.5. Safety risks and preventive measures Dust hazards and working on high positions… 1. Implementing 5s at workplace
Lesson 6: Structure and working principles of split air conditioners	1.3. Safety risks and preventive measures
Lesson 7: Electrical system of split air-conditioners	5. Electrical safety risks and preventive measures 6. Industrial cleaning (Implementing 5s at workplace)
Lesson 8: Installing split air conditioners on the wall	2. Preparing materials, equipment, tools: (Implementing 5s at workplace) 3.3. Safety when working at high position, safely lift and transfer condensing units 4.2. Mark the drill pot, punch through the wall (safety when operating hand-held drillers) 4.4. Safety when working at high position, safely lift and transfer the cool units 5.3. Safety risks and preventive measures 6. Installing the water drains: *Safety when working at high positions, avoid falling tools* 7.3. Electrical safety 8.3. Safety risks and preventive measures 9.5. Safety risks and preventive measures 10. Industrial learning: *(Implement 5S at workplace)*
Lesson 9: Repairing split air-conditioners	2.7. Gas Safety 3.4. Electrical safety 4. Principles of working with OSH
Lesson 10: **Maintaining split air-conditioners**	2.6. Safety risks and preventive measures**:** Dust, positions, postures of working, safety when working at high positions, Gas Safety, Electrical safety 3. Cleaning, maintaining the electrical system: Electrical safety 4. Testing and adding gas if necessary: Gas Safety 5. Industrial learning: Implementing 5s at workplace

Annex H. OSH-Related International Labor Standards

International Labor Standard	Description
Protection of Workers' Health Recommendation, 1953 (No. 97)	Contains guidance on methods for preventing, reducing or eliminating risks to health in the workplace. It also specifies requirements on workers' medical examinations and notification of occupational diseases, including the information that should be contained in the notification.
Labour Inspection on Convention, 1947 (No. 81)	Requires ratifying member States to maintain a system of labour Inspection on for workplaces in industry and commerce; member States can exclude mining and transport. It sets out a series of principles concerning the legislation covered by labour Inspection on; functions and organization on of the Inspection on system; recruitment criteria; status, terms and conditions of service of labour inspectors; and their powers and obligations. The labour inspectorate has to publish and communicate to the ILO an annual report indicating the general functioning of its services on a number of issues, including statistics on occupational accidents and diseases.
Labour Inspection on Recommendation, 1947 (No. 81)	Contains further provisions for collaboration between inspectors, employers, workers and their representatives in the field of OSH. Paragraph 9 of the Recommendation defines the information that the published annual reports of Inspection on services should supply, including statistics of occupational accidents and diseases.
Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)	Establishes the fundamental principles of compensation for damages sustained from occupational accidents and diseases, as well as commuting accidents. Article 7 of the Convention requires member States to provide a of "industrial accident", including the conditions under which a commuting accident is considered to be an industrial accident, while Article 8 provides for different option for the definition of occupational diseases. Schedule I to Convention No. 121 identifies, on the one hand, categories of occupational diseases and, on the other hand, the types of work involving exposure to the risk. This Schedule was updated in 1980.
Employment Injury Benefits Recommendation, 1964 (No. 121)	Indicates the cases in which accidents should be considered by national legislation as industrial accidents, as well as the conditions under which the occupational origin of the disease should be presumed.
Labour Inspection on (Agriculture) Convention, 1969 (No. 129)	Requires ratifying states to establish and maintain a system of labour Inspection on in agriculture. Labour Inspection on coverage may also be extended to tenants who do not engage outside help, sharecroppers and similar categories of agricultural workers; persons participating in a collective economic enterprise, such as members of a cooperative; or members of the family of the operator of the agricultural undertaking, as defined by national laws or regulations. According to Article 19 of the Convention, the labour inspectorate in agriculture should be no ed of occupational accidents and cases of occupational disease occurring in the agricultural sector. Inspectors should also be associated with any inquiry on the spot into the causes of the most serious occupational accidents or occupational diseases, particularly of those which affect a number of workers or have fatal consequences.
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	Requires ratifying member States to take measures with a view to providing and maintaining workplaces, equipment and methods of work that are safe and without risk of injury to health. In particular, Article 36 of the Convention describes the requirements concerning medical examinations and investigations, as well as their recording.
Occupational Safety and Health Convention, 1981 (No. 155)	Provides for the adoption of a coherent national OSH policy, as well as action to be taken by governments and within enterprises to promote OSH and to improve working conditions. Article 11(c) of the Convention requires the establishment and application of procedures for the notification of occupational accidents and diseases and the production of annual statistics on occupational accidents and diseases.
Occupational Safety and Health Recommendation, 1981 (No. 164)	Provides for specific actions to be taken at national and enterprise level to implement the Convention No. 155. Paragraph 15(2) of the Recommendation guides employers to keep records relevant to OSH and the working environment as requested by the competent authority, including all no able occupational accidents and diseases and data concerning exposure to specified substances and agents.
Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155)	Complements the Convention No. 155 without modifying it and incorporates additional provisions for the establishment and periodic review of requirements and procedures for the recording and notification of occupational accidents and diseases and for the publication of related annual statistics.
Worst Forms of Child Labour Convention, 1999 (No. 182)	Requires ratifying member states to take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency. As stipulated in Article 3(d), this includes work, which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.
Occupational Health Service Convention, 1985 (No. 161)	Provides for the establishment of enterprise level occupational health services which are entrusted with essentially preventative functions and responsible for advising the employer, workers and their representatives in the enterprise on maintaining a safe and healthy working environment.
Labour Statistics Convention, 1985 (No. 160)	Sets out provisions encompassing all areas of basic labour statistics. Each member State which have ratified this Convention is required to regularly collect, compile, publish, and communicate to the ILO, as soon as practicable, basic labour statistics which are to be progressively extended to cover all the areas including occupational injuries and, as far as possible, occupational diseases.
Labour Statistics Recommendation, 1985 (No. 170)	Contains guidance on the classification of statistics in the various fields, including occupational injuries and diseases. It also calls for all member States to progressively develop the appropriate national statistical infrastructure for the purpose of collecting and compiling labour statistics.

Occupational Health Service Recommendation, 1985 (No. 171)	Contains detailed provisions on the functions to be carried out by occupational health services, including surveillance of workers' health in relation to work and the collection and use of OSH data for preventative purposes.
Asbestos Convention, 1986 (No. 162)	Enumerates various detailed measures, which are based essentially on the Prevention and control of health hazards due to occupational exposure to asbestos, and the Protection of workers against these hazards. Article 20 and 21 of the Convention deals with the surveillance of the working environment and workers' health, including the requirement for the competent authority to develop a system of notification of occupational diseases caused by asbestos.
Safety and Health in Construction Convention, 1988 (No. 167)	Provides for detailed technical preventative and protective measures for the specific requirements of the construction sector. These measures relate to safety of workplaces, machines and equipment, work at heights and work executed in compressed air, among others. Article 34 of the Convention deals with the reporting of occupational accidents and diseases
Prevention of Major Industrial Accidents Convention, 1993 (No. 174)	Provides for a systematic and comprehensive model framework for the Protection of workers, the public, and the environment against major industrial accidents. The standard provides for the systematic identification and control of hazards and risks in major hazard installations; defines the duties of competent authorities and employers, and the rights and responsibilities of workers in the case of a major accident.
Safety and Health in Mines Convention, 1995 (No. 176)	Regulates the various aspects of safety and health for work in mines, including Inspection on, special working devices, and special protective equipment of workers. It also prescribes requirements relating to mine rescue. According to Article 5(2) of the Convention, national laws and regulations shall provide for the procedures for reporting and investigating fatal and serious accidents, dangerous occurrences and mine disasters. In addition, Article 13 provides for the right of workers to report accidents, dangerous occurrences and hazards to the employer and to the competent authority.
Safety and Health in Agriculture Convention, 2001 (No. 184)	Includes measures relating to machinery safety and ergonomics, handling and transport of materials, sound management of chemicals, animal handling, Protection against biological risks, and welfare and accommodation facilities.
Safety and Health in Agriculture Recommendation, 2001 (No. 192)	Complements the Convention No. 184. According to Paragraph 3(2) of the Recommendation, the competent authority designated to implement the national policy should, a er consulting the representative organizations of employers and workers concerned, establish procedures for the recording and notification of occupational accidents and diseases in agriculture, including for the compilation of statistics.
List of Occupational Diseases Recommendation, 2002 (No. 194)	The list attached to this Recommendation serves as a model for designing, improving or harmonizing the national list of occupational diseases. As stated in Paragraph 6 of the Recommendation, each member State should furnish annually to the ILO comprehensive statistics on occupational accidents and diseases and, as appropriate, dangerous occurrences and commuting accidents.
Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187)	Designed to provide for coherent and systematic approach on OSH at national level, by means of establishing and implementing coherent national policies through dialogue between government, workers' and employers' organizations; and promoting a national preventative safety and health culture. It refers to the structure, the system and the different stakeholders' roles and responsibilities in this area. It complements the other two core conventions (No.155 and No 161) and promotes, for the rst me, the application of relevant conventions on OSH. According to Article 4 (3) of the Convention, the national system shall include, where appropriate, a mechanism for the collection and analysis of data on occupational injuries and diseases, taking into account relevant ILO instruments.
Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)	Provides further guidance for the development and implementation of the national system for OSH, the national policy and the national programme. It also describes the information to be included in the compilation of a national pro le on OSH. These pro les should serve as a baseline to assess performance in improving the national system.

Ratification of Relevant ILO Conventions by SY@W Countries

81	**Labour Inspection Convention, 1947 and its Protocol of 1995**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	145 / 11	26 Aug 1975 /	05 Jun 1987 /	29 Jan 2004 /				28 Jun 1973 /	03 Oct 1994 /
129	**Labour Inspection (Agriculture) Convention, 1969**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	53		05 Jun 1987					28 Jun 1973	
182	**Worst Forms of Child Labour Convention, 1999**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	181	19 Sep 2000	07 Feb 2003	28 Mar 2000	26 Feb 2001	18 Dec 2013	28 Nov 2000	03 Aug 2001	19 Dec 2000
155	**Occupational Safety and Health Convention, 1981 and its Protocol of 2002**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	66/12		01 Apr 2016 /		03 Feb 1998 /			05 Sep 1988 /	03 Oct 1994 /
161	**Occupational Health Services Convention, 1985**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	33		01 Apr 2016					05 Sep 1988	
167	**Safety and Health in Construction Convention, 1988**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	31							25 May 2005	
176	**Safety and Health in Mines Convention, 1995**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	32				26 Nov 2015		27 Feb 1998	05 Jun 2014	
184	**Safety and Health in Agriculture Convention, 2001**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	16							25 May 2005	25 May 2005
187	**Promotional Framework for Occupational Safety and Health Convention, 2006**								
	Ratified	Ecuador	Cote d'Ivoire	Indonesia	Mongolia	Myanmar	Philippines	Uruguay	Vietnam
	43		01 Apr 2016	31 Aug 2015					16 May 2014

Annex I. OSH Courses Offered by OSHC (Philippines)

Levels	Training Course	Duration (Days)	Fees per Person	Target
Core	Basic Occupational Safety and Health Training (BOSH) – one of the mandatory 40-hour training courses required for safety officers under Rule 1030 of the Occupational Safety and Health Standards (OSHS). It aims to equip participants with the basic knowledge and skills on identifying safety, health, and environmental hazards; determining appropriate control measures; and developing and implementing OSH policies and programs. This is offered by the OSHC, Occupational Safety and Health Networks (OSHNets), and DOLE-accredited Safety Training Organizations (STOs).	5	P5,500	Workers, Supervisors, safety officers
Core	Construction Safety and Health Training (COSH) – one of the mandatory 40-hour training courses required for safety officers working in the construction industry under Rule 1030 of the Occupational Safety and Health Standards (OSHS) and the DOLE Department Order No. 13, s. 1998: Guidelines Governing Safety and Health in the Construction Industry. This training aims to equip participants with the basic knowledge and skills in performing safety audits, assessments and analysis of hazards and risks in the construction industry; determining appropriate control measures; and developing and implementing OSH policies and programs. This is offered by the OSHC, Occupational Safety and Health Networks (OSHNets), and DOLE-accredited Safety Training Organizations (STOs)	5	P5,500	Workers, supervisors, safety officers
Core	Construction Safety Orientation – atione-day orientation on safety and health required for all workers in the construction industry under DOLE Department Order No. 13, s. 1998: Guidelines Governing Safety and Health in the Construction Industry. This training includes general safety and health measures needed in construction sites such as basic rights and duties of workers, means of access and egress during both normal work and emergency situations, good housekeeping, location and proper use of welfare amenities and first-aid facilities, proper care and use of personal protective equipment, fire precautions and OSH legislations.	1	P1, 000	Workers, supervisors
Basic	Appreciation Course on OSH – atione-day seminar which aims to provide awareness on work safety and health. The seminar is usually conducted within company premises and is customized to the needs of the workers.	1	P1, 000	Workers, supervisors
Basic	Appreciation Course for a Drug-free Workplace – a free on-line course developed by the OSHC to respond to the problem of drug abuse and assist establishments in the implementation of workplace provisions under Republic Act No. 9165 "Comprehensive Drugs Act of 2002." The course consists of four modules that will prepare the participants to be active and efficient members of the Assessment Team – a mandatory structure required by the DOLE Department Order No. 53-03 "Guidelines for the Implementation of a Drug-Free Workplace Policies and Programs for the Private Sector." This course aims to enable participants to discuss the drug abuse problem and its impact on the workplace and help develop their company's policy and program for a drug-free workplace.		Free	Workers, supervisors
Intermediate	Crane Safety (In-Plant) – is a two-day training which aims to provide participants with the basic knowledge on safe crane operation and proper inspection	2	P2,000	Crane operators, safety officers
Intermediate	Forklift Safety (In-plant) – is a two-day training that aims to provide participants with basic knowledge on safe operation procedures of forklifts.	2	P2,000	Forklift operators, safety officers
Intermediate	Training on Managing Emerging Health Issues in the Workplace – is a two-day seminar-workshop that will enable participants to formulate an integrated health promotion policy and develop appropriate workplace interventions to ensure the well-being of workers. It covers prevention and control of tobacco and cigarette smoking, HIV and AIDS, hepatitis B, tuberculosis, drug and alcohol abuse, stress and violence, and proper nutrition and physical activity.	2	P1,400	OH personnel
Advanced	Seminar on the Safe Use of Chemicals at Work - is a three-day training designed to provide participants with knowledge on the various aspects of managing and promoting chemical safety and develop their capability in implementing solution- oriented approaches on the safe use of chemicals. Discussions focus on: the Globally Harmonized System of Classification and Labeling of Chemicals; storage and handling, health effects of chemicals; fire and explosion; waste management; operational control; emergency procedures; and management of chemical control program.	3	P3,500	Workers handling chemicals, safety officers
Advanced	Training on Industrial Ventilation – is a three-day training which aims to provide participants	3	P3,500	Safety officers,

	with a basic understanding of the principles and applications of industrial ventilation in controlling heat emissions and exposure to airborne contaminants in the workplace. Discussions will focus on properties of chemical hazards; physical agents; dilution ventilation; and ventilation principles on velocity, flow rate and conservation of mass and energy. The pre- requisites to taking this course include the BOSH/COSH or Fundamentals of Industrial Hygiene.			industrial hygienists
Advanced	Work Environment Measurement Training Workshop – is a three-day course which aims to provide participants with the knowledge and skill in using appropriate industrial hygiene instruments and in developing their company's industrial hygiene program through the conduct of the Work Environment Measurement. The pre-requisites to taking this course include the BOSH/COSH or Fundamentals of Industrial Hygiene.	3	P4,500	Safety officers, industrial hygienists
Advanced	Training on Assessment Teams for a Drug-free Workplace – is a two-day training course conducted in compliance with the DOLE Department order 53-03: Guidelines for the Implementation of Drug-free Workplace Policies and Programs in the Private Sector. The DOLE DO 53-03 requires companies to form assessment teams to drug-related policies and programs in their respective establishments. The training aims to enhance the decision-making skills of the participants in ascertaining the level of care and management of workers with drug use issues; and provide knowledge and skills in conducting drug assessment and in establishing a referral system. The on-line Appreciation Course for a Drug-free Workplace is a pre-requisite for this training.	2	P1,400	Members of drug assessment teams, OH personnel
Advanced	Training on the work-relatedness of diseases – this two-day course aims to enhance the skills of participants in evaluating and establishing the work-relatedness of diseases due to exposure to occupational hazards.	2	P1,400	OH personnel, safety officers
Advanced	Training on ergonomics in the workplace – is a two-day course that aims to enable participants to assess ergonomic risk factors in the workplace and to apply basic ergonomic principles to manage identified risks and prevent occupational injuries.	2	P1,400	OH personnel, safety officers
Advanced	Scaffold Safety Training (Installation and Dismantling) – is a five-day training that features discussions on the safety requirements of the different types of scaffoldings as provided in the DOLE Department Order No. 128-13 and skill- building activities such as on-site inspection, erection, and dismantling of frame, mobile, and tubular scaffolds.	5	P5,500	Scaffold erectors, safety officers
Advanced	Training of Trainers on OSH – is a three-day course designed to widen the base of qualified and competent OSH trainers. It features discussions and skill-building activities in the development, conduct, and management of OSH courses. The BOSH/COSH is a pre-requisite to this training.	3	P5,00	DOLE Accredited Safety Practitioners

Annex J. Example of Training Regulations (Philippines)

UNIT OF COMPETENCY	PRACTICE OCCUPATIONAL HEALTH AND SAFETY PROCEDURE
UNIT	**500311108**
UNIT DESCRIPTOR	This unit covers the outcomes required to comply with regulatory and organizational requirements for occupational health and safety.
ELEMENT	**PERFORMANCE CRITERIA (*Italicized bold*** terms are elaborated in the Range of Variables0
Identify hazards and risks	***Safety regulations*** and workplace safety and hazard control practices and procedures are clarified and explained based on organization procedures ***Hazards/risks*** in the workplace and their corresponding indicators are identified to minimize or eliminate risk to co-workers, workplace and environment in accordance with organization procedures ***Contingency measures*** during workplace accidents, fire and other emergencies are recognized and established in accordance with organization procedures
Evaluate hazards and risks	Terms of maximum tolerable limits which when exceeded will result in harm or damage are identified based on threshold limit values (TLV) Effects of the hazards are determined OHS issues and/or concerns and identified safety hazards are reported to designated personnel in accordance with workplace requirements and relevant workplace OHS legislation
Control hazards and risks	Occupational Health and Safety (OHS) procedures for controlling hazards/risks in workplace are consistently followed Procedures for dealing with workplace accidents, fire and emergencies are followed in accordance with organization OHS policies ***Personal protective equipment (PPE)*** is correctly used in accordance with organization OHS procedures and practices Appropriate assistance is provided in the event of a workplace emergency in accordance with established organization protocol
Maintain OHS awareness	***Emergency-related drills and trainings*** are participated in as per established organization guidelines and procedures ***OHS personal records*** are completed and updated in accordance with workplace requirements

VARIABLE	RANGE
1Safety regulations	May include but are not limited to: 1.1 Clean Air Act 1.2 Building code 1.3 National Electrical and Fire Safety Codes 1.4 Waste management statutes and rules 1.5 Philippine Occupational Safety and Health Standards 1.6 DOLE regulations on safety legal requirements 1.7 ECC regulations
Hazards/Risks	May include but are not limited to: 2.1 Physical hazards – impact, illumination, pressure, noise, vibration, temperature, radiation 2.2 Biological hazards- bacteria, viruses, plants, parasites, mites, molds, fungi, insects 2.3 Chemical hazards – dusts, fibers, mists, fumes, smoke, gasses, vapors 2.4 Ergonomics -- Psychological factors – over exertion/ excessive force, awkward/static positions, fatigue, direct pressure, varying metabolic cycles; and Physiological factors – monotony, personal relationship, work out cycle
Contingency measures	May include but are not limited to: 3.1 Evacuation 3.2 Isolation 3.3 Decontamination 3.4 (Calling designed) emergency personnel
PPE	May include but are not limited to: 4.1 Mask 4.2 Gloves 4.3 Goggles 4.4 Hair Net/cap/bonnet 4.5 Face mask/shield 4.6 Ear muffs 4.7 Apron/Gown/coverall/jump suit 4.8 Anti-static suits

Emergency-related drills and training	5.1 Fire drill 5.2 Earthquake drill 5.3 Basic life support/CPR 5.4 First aid 5.5 Spillage control 5.6 Decontamination of chemical and toxic 5.7 Disaster preparedness/management
OH&S personal records	6.1 Medical/Health records 6.2 Incident reports 6.3 Accident reports 6.4 OHS-related training completed

EVIDENCE GUIDE

Critical aspects of Competency	Assessment requires evidence that the candidate: 1.1 Explained clearly established workplace safety and hazard control practices and procedures 1.2 Identified hazards/risks in the workplace and its corresponding indicators in accordance with company procedures 1.3 Recognized contingency measures during workplace accidents, fire and other emergencies 1.4 Identified terms of maximum tolerable limits based on threshold limit value- TLV. 1.5 Followed Occupational Health and Safety (OHS) procedures for controlling hazards/risks in workplace 1.6 Used Personal Protective Equipment (PPE) in accordance with company OHS procedures and practices 1.7 Completed and updated OHS personal records in accordance with workplace requirements
Underpinning Knowledge and Attitude	2.1 OHS procedures and practices and regulations 2.2 PPE types and uses 2.3 Personal hygiene practices 2.4 Hazards/risks identification and control 2.5 Threshold Limit Value -TLV 2.6 OHS indicators 2.7 Organization safety and health protocol 2.8 Safety consciousness 2.9 Health consciousness
Underpinning Skills	3.1 Practice of personal hygiene 3.2 Hazards/risks identification and control skills 3.3 Interpersonal skills 3.4 Communication skills
Resource Implications	The following resources must be provided: 4.1 Workplace or assessment location 4.2 OHS personal records 4.3 PPE 4.4 Health records
Methods of Assessment	Competency may be assessed through: 5.1 Portfolio Assessment 5.2 Interview 5.3 Case Study/Situation
Context for Assessment	6.1 Competency may be assessed in the work place or in a simulated work place setting

Annex K. ILO Materials on OSH Data Collection and Use

Guidance materials	
ILO code of practice: Recording and notification of occupational accidents and diseases (1996)	This code gives practical recommendations for improving the recording and notification of occupational accidents and diseases to develop preventative measures. Topics covered include legal and administrative arrangements, enterprise level recording, the extension of provisions to the self-employed, the compilation of statistics and the investigation of occupational accidents and diseases. Equivalent recommendations are made for commuting accidents, dangerous occurrences and incidents.
ILO code of practice: Protection of workers' personal data (1997)	This code provides guidance on the protection of workers' personal data, including health data with the aim of safeguarding their dignity, protecting their privacy and guaranteeing their fundamental right to determine who may use which data for what purposes and under what conditions. It includes specific recommendations regarding the collection, security, storage, use and communication of such data. Guidance on individual and collective rights of workers and the role of employment agencies is also given.
Resolution concerning statistics of occupational injuries (resulting from occupational accidents), adopted by the Sixteenth International Conference of Labour Statisticians (1998)	This resolution on provides for standards of good practice for the collection and presentation of statistics of occupational injuries as guidance for countries wishing to revise their existing statistical systems in this field or establish new ones. Its provisions should not undermine any existing national systems, nor should they lead to duplication of effort. However, they are an international reference that supports harmonization of statistics and indicators at national, regional and international levels to enhance compatibility of data between countries.
Technical and ethical guidelines for workers' health surveillance (Occupational Safety and Health Series No. 72) (1998)	These guidelines focus on the design, establishment, implementation and management of workers' health surveillance schemes, leading to a healthy and safe working environment. They cover practical aspects of organizing workers' health surveillance and the collection, processing and communication of health-related data, as well as the use of such data and the rights, responsibilities and duties of the different parties.
Guidelines on occupational safety and health management systems, ILO-OSH 2001	These guidelines call for coherent policies to protect workers from occupational hazards and risks while improving productivity. They present practical approaches and tools for assisting competent national institutions, employers, workers and their organizations, as well as other partners in establishing, implementing and improving workplace OSH management systems, with the aim of reducing work-related injuries, diseases, incidents and deaths. These guidelines may be applied both at national and organizational levels.
Occupational injuries statistics from household surveys and establishment surveys, ILO manual on methods (2008)	This manual aims at supporting those responsible for compiling data on occupational injuries to use household surveys and establishment surveys to complement traditional means of collecting those data. In-depth explanation of the concepts underlying the statistics, types of data, classification schemes, calculation of indicators and other relevant aspects are included. Model questionnaires and training materials are also provided.
List of occupational diseases (revised 2010). Identification and recognition of occupational diseases: Criteria for incorporating diseases in the ILO list of occupational diseases. Geneva, ILO (Occupational Safety and Health Series, No. 74) (2010)	This publication includes the ILO list of occupational diseases, appended to recommendation on No. 194 and updated in 2010, which reflects the latest developments in the identification and recognition of occupational diseases. It aims at assisting countries in the design of national list. The publication also contains preliminary criteria for incorporating occupational diseases in national lists and the reports of the two latest Meetings of Experts which updated the list.
Improvement of national reporting, data collection and analysis of occupational accidents and diseases (2012)	This publication elaborates on the importance and benefits of national reporting of occupational accidents and diseases, how it can be improved and how the data can be evaluated and analysed. It discusses the economic dimension of targeted Prevention strategies and the need for reliable data. Practical recommendations on how to establish or improve a recording system are given on the basis of the experience in the German system of statutory accident insurance.
Training package on development of a national programme of occupational safety and health (2012)	This manual is intended to support training activities aimed at promoting the ILO's strategic approach for designing national policies and programmes on OSH. In particular, Module 3 provides guidance on the essential contents of a national OSH pro le, potential information sources and the process for collecting information. It also provides guidance on the process of analysing the information collected and the setting of national priorities on OSH.
National system for recording and notification of occupational diseases: Practical guide (2013)	This guide describes the key components of a national systems for recording and notification of occupational diseases. It provides suggestions for the effective operation of occupational disease data collection systems, as well as practical recommendations on how to establish and improve an occupational injury and illness surveillance system. National occupational disease reporting systems of several countries are brie y described as examples in the annexes to this publication.
Strengthening the role of employment injury schemes to help prevent occupational accidents and diseases (2013)	The guide gives an overview of the principles behind employment injury schemes, the different types of schemes and their areas (such as coverage, benefits, contributions, administration and oversight) and the preventative programmes and activities, aiming at providing policy recommendations for future action in this area. Targeting a mixed audience of national

	authorities dealing with OSH, it encourages active collaboration among all stakeholders involved in OSH and employment injury schemes at different stages.
Investigation of occupational accidents and diseases (2015)	This guide is designed to furnish labour inspectors with the necessary skills to conduct effective investigations on occupational accidents and diseases and other undesired events (such as dangerous occurrences and near miss / incidents) that could have led to personal injuries affecting workers or members of the public. The methodology will help inspectors to identify all the immediate and root causes of the event under investigation. This, in turn, will enable inspectors to help employers, enterprises and workers' representatives to identify appropriate Prevention and control measures to prevent a recurrence of the actions that led to the event under investigation, thereby improving OSH management.
Essentials of Occupational Safety and Health (EOSH) Package (2016)	This training package covers the essential aspects of OSH and can be used to meet workers', supervisors' and line- managers' training needs. It consists of 25 training modules which cover the essential notions of OSH including accidents Prevention and reporting. The package was developed by the Programme for Employers' Activities in the International Training Centre of the ILO, aiming to provide training to strengthen employers' representatives in areas that are strategic for economic growth, governance, development and poverty alleviation.
Guide on the Harmonization of Labour Inspection on Statistics (2016)	This publication presents a methodology for the harmonized use of terms, definitions and procedures for the collection of labour Inspection on data. It also incorporates several additional recommendations, with the aim of improving the harmonization of labour Inspection on statistics.
Collection and Use of Labour Inspection on Statistics – A short guide (2017)	This guide is intended to introduce governments, in particular ministries of labour and labour inspectorates to the importance of elaborating labour Inspection on statistics and the benefits that can be derived from them. The guide presents, in a user-friendly manner, practical advice about labour Inspection on information and statistics. It details the ways in which they can increase the efficiency of inspectorates, what areas they should cover and how they can be produced, interpreted and presented to stakeholders
Encyclopaedia of Occupational Health and Safety (Chapter 32 - Record Systems and Surveillance)	The encyclopaedia presents a panoramic view of the basic available information in the field of OSH. It has been designed to provide users with background information on the broad discipline of occupational risks Prevention in an understandable manner that, at the same me, can be considered rigorous by professionals in this field. Chapter 32 provides relevant information on recording systems and surveillance, including case studies related to statistics and surveys on occupational accidents and diseases.
Good practices at the country level	
General Survey concerning the Occupational Safety and Health Convention on, 1981 (No. 155), the Occupational Safety and Health Recommendation on, 1981 (No. 164), and the Protocol of 2002 to the Occupational Safety and Health Convention on, 1981 (2009)	This survey, reported by the International Labour Office to the International Labour Conference in 2009, aimed at contributing to a better understanding and fuller application of the provisions of three central ILO instruments in the area of OSH: the Occupational Safety and Health Convention on, 1981 (No. 155); the Occupational Safety and Health Recommendation on, 1981 (No. 164); and the Protocol of 2002 to Convention on No. 155. The ILO was requested by the Conference to support member States and enable them to have a more effective impact in the conventions' application at the enterprise level. Chapter III ("Recording and notification and the 2002 Protocol") describes the situation and the performance of national recording and notification systems in member States.
National study on the system for recording and notification of occupational accidents and diseases in the Republic of Moldova (2013)	This study, based on relevant ILO standards, explores the basic practices and procedures applied at both national and enterprise levels. It provides information to promote the application of a coherent and harmonised system for collection, recording and notification of reliable data on the topic, and related statistics in the workplace, at both national and international levels.
National study on recording and notification of occupational accidents and diseases in Zambia (2013)	This study describes the coverage, legislation and gaps of the national system on recording and notification of occupational accidents and diseases in Zambia. Based on the analysis and evaluation of the current recording and notification system, the report also sheds light into the enhanced system through updated legislation, relevant institutions roles and close collaboration of stakeholders.
Recording and notification of occupational accidents and diseases in Malawi 2012 (2013)	This study explores the existing systems for recording and notification of occupational accidents and diseases in Malawi. Based on the view and suggestion on of the social partners (Government, Employers and Workers), the study suggests practical solutions to promote the application of a coherent and harmonised system for collection, recording and notification of reliable data on occupational accidents, diseases and related statistics at the enterprise and national levels.
Case Study - Malaysia: National System for the Recognition of Occupational Diseases (2013)	This case study describes the progress of Malaysia in the improvement of its system for the identification, recording and compensation on of occupational diseases. It gives an example on the importance of collecting accurate data on occupational diseases and identifying their causes in order to establish appropriate preventative and control measures.
Strategy documents and reports	
Global Strategy on Occupational Safety and Health: Conclusions adopted by the International Labour Conference at its 91st	The Global Strategy confirms the role of ILO instruments as a central pillar for the promo on of occupational safety and health and calls for integrated action that better relates ILO standards with other means of action (such as advocacy, awareness raising, knowledge development,

Session (2003)	management, information dissemination and technical cooperation) in order to maximize impact. It pinpoints the need for tripartite national commitment and national action in fostering a preventative approach and a safety culture which are key to achieving lasting improvements in safety and health at work.
ILO Governing Body 317th Session, Prevention of occupational diseases (2013)	This policy paper examines the scale and dynamic nature of occupational diseases and the challenges associated with their Prevention. In particular, Sec on II focuses on national data collection system for occupational diseases, including challenges and different channels for data collection. Drawing on experiences at the national and international levels, this paper puts forward a proposed ILO strategy for strengthening action in the Prevention of occupational diseases for the approval of the Governing Body and further action.
ILO introductory report: Global trends and challenges on occupational safety and health, Report, XIX World Congress on Safety and Health at Work, Istanbul (2011)	This report concerns some of the achievements and challenges since the adoption of the Seoul Declaration on Safety and Health at Work in 2008. Global and regional estimates have been prepared for this report, as for those of previous World Congresses using a methodology developed over the last decade. Comparisons with estimates from previous years are also included.
Estimating the economic costs of occupational injuries and illnesses in developing countries: Essen al information for decision-makers (2012)	This report describes the elements, which should be taken into account in determining the cost of occupational accidents and diseases at national level, with a focus on developing countries. The purpose is helping countries to identify the economic costs of not improving OSH (to employers, workers and society as a whole) as well as raising awareness among decision-makers to facilitate policy integration by making the linkages between OSH and other policy interventions.
The Prevention of Occupational Diseases: World Day for Safety and Health at Work Report (2013)	This report produced for the 2013 campaign for the World Day for Safety and Health at Work outlines the current situation concerning occupational diseases and presents proposals for addressing this serious decent work de cit. While much progress has been made in addressing the challenges of occupational diseases, there is a need to strengthen the capacity for their Prevention in national OSH systems.
Safety and Health at Work: A Vision for Sustainable Prevention (2014)	This report reviews what is being done to promote sustainable Prevention globally and to encourage greater participatory efforts to achieve safer and healthier workplaces. It contains the ILO's global estimates of occupational accidents and work-related diseases, based on the best sources available

SOURCE: ILO