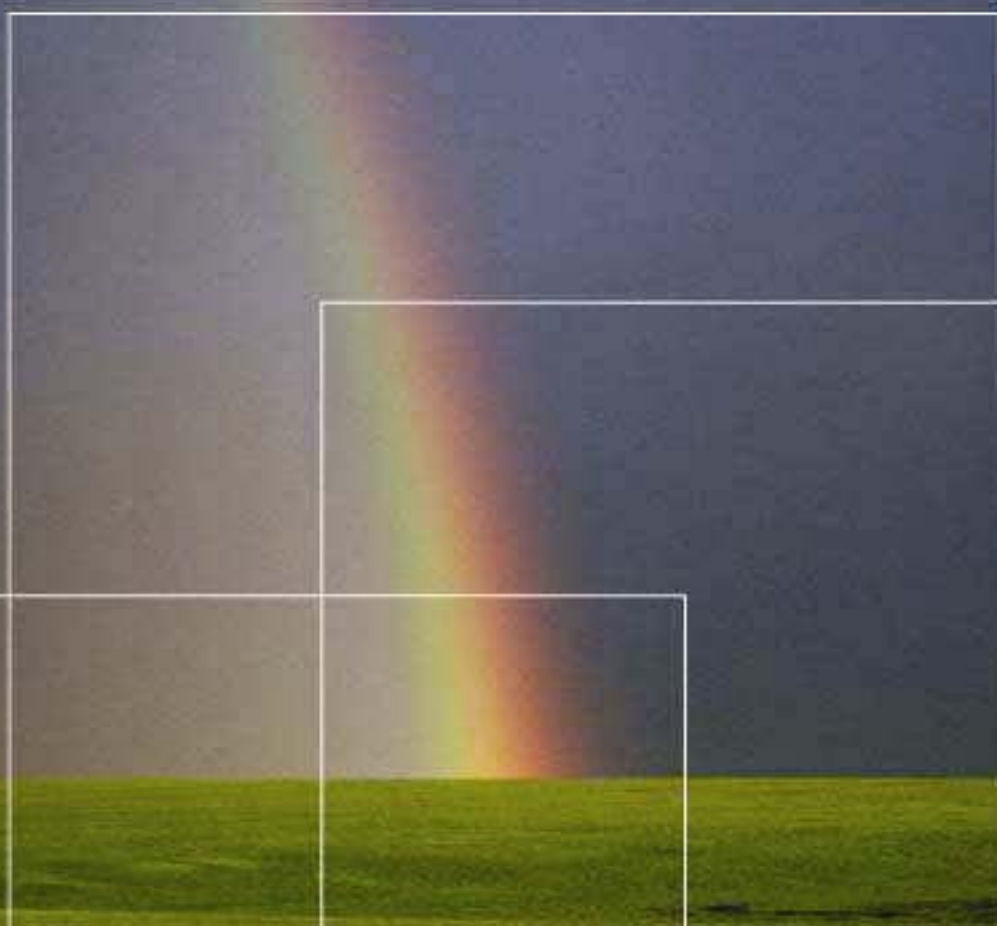




International  
Labour  
Office

**Decent Work Country Programme**

# **The People's Republic of China**



DECENT  
WORK  
COUNTRY  
PROGRAMME



**ILO Decent Work Country Programme  
in the People's Republic of China  
2013 – 2015**

## **List of Abbreviations**

ACFTU	All-China Federation of Trade Unions
CDPF	China Disabled Person's Federation
CEC	China Enterprise Confederation
CSOs	Civil Society Organizations
CP-TING	Preventing Trafficking for Labour Exploitation
MDGs	Millennium Development Goals
MOHRSS	Ministry of Human Resources and Social Security
NPA	National Plan of Action on Combating Trafficking in Women and Children
SAWS	State Administration of Work Safety
SCORE	Sustaining Competitive and Responsible Enterprises
UNIAP	UN Inter-Agency Project on Human Trafficking
UNDAF	UN Development Assistance Framework

# **ILO Decent Work Country Programme in the People's Republic of China**

**2013 – 2015**

## **Introduction**

In close consultation with the Ministry of Human Resources and Social Security (MOHRSS), the All China Federation of Trade Unions (ACFTU) and the China Enterprise Confederation (CEC) as well as other relevant ministries and civil society organizations (CSOs), it was agreed that the Decent Work Country Programme (DWCP) will provide the framework for the ILO-China partnership over the coming three years. This period coincides with the final three years of implementation of China's 12th Five Year Plan, Millennium Development Goals (MDGs) and the Asian Decent Work Decade.

This DWCP is also aligned with major priorities identified in the United Nations Development Assistance Framework (UNDAF), namely:

UNDAF Outcome 1: Government and other stakeholders ensure environmental sustainability, address climate change, and promote a green, low carbon economy.

UNDAF Outcome 2: The poorest and most vulnerable increasingly participate in and benefit more equitably from China's social and economic development.

UNDAF Outcome 3: China's enhanced participation in the global community brings wider mutual benefits.<sup>1</sup>

The human-oriented, rights-based approach will underpin ILO's work over the next three years. The ILO will continue to work closely with the Chinese tripartite constituents to support them in their efforts to promote sustainable socio-economic development which emphasizes ensuring and improving the wellbeing of the people in line with the strategy of China's 12th Five Year Plan (2011-2015).

Within this partnership the ILO will provide technical advisory services, introduce relevant comparative and international experience, and support research and documentation, information exchange, training and workshops and, where possible, the development and execution of externally funded technical cooperation projects.

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<sup>1</sup> See Annex 2.

In carrying out the activities, a commitment to the objective of gender equality will be cross-cutting throughout all priority areas and cooperation action. International Labour Standards will be fully taken into account and promoted.

This DWCP is built on the main achievements and lessons learnt from the former DWCP (2006-2010 and onwards). A table of the main TC projects for the previous period is attached.<sup>2</sup> Main achievements and lessons learnt during the past period include:

**Responsiveness to new challenges with regard to the employment environment and specific target groups.** The ILO tools on employment have provided a solid foundation for national initiatives. Given the size of the country and the population, the building of national training capacity allows for strong national ownership as well as large scale geographic expansion of training programmes, as has been the case with SIYB, E-SIYB and KAB. Innovative products have been developed to respond to the needs of youth employment and the promotion of green jobs. A methodology to evaluate the employment impact of macroeconomic policies has been adapted to national circumstances.

**Impact of normative work on China's legislative development.** Technical and advisory assistance in legislative development in response to national requests has achieved far-reaching influence. International Labour Standards have been integrated into all activities including but not limited to equal opportunities and treatment in employment; special protection of vulnerable groups; labour inspection; social security; collective bargaining and wage regulation; occupational safety and health. Advice on equal opportunity and treatment in employment, social protection and social dialogue were well taken in the process of drafting the Employment Promotion Law, the Labour Contract Law, and the Law on Mediation and Arbitration of Labour Disputes. China's ratification of the ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111) has boosted the inclusion of equality principles in labour, employment and industrial relations legislation. The Employment Promotion Law adopted in 2007 includes a chapter on fair employment. The Law on the Protection of Disabled Persons revised in 2008 and the Regulations on the Employment of Disabled Persons adopted in 2007 aim to further promote equal employment opportunities for people with disabilities. In 2010, relevant government ministries have issued policies to further protect the equal employment of rural migrant workers and hepatitis B virus carriers. The Special Regulations on the Protection of Women Workers has taken into consideration the Maternity Protection Convention, 2000 (No. 183) and has incorporated maternity leave provisions in conformity with it. In addition, sexual harassment at the workplace was specifically prohibited for the first time by this national regulation. Policy advice and technical inputs based on the Social Security (Minimum Standards) Convention, 1952 (No. 102) provided during the drafting of the Social Insurance Law led to the legal guarantee of more people having access to better managed and more gender equitable social security benefits.

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<sup>2</sup> See Annex 2

**Synergy between inter-related ILO project activities and other activities of the Office.** ILO has worked to develop greater synergy and more integrated approaches on issues, such as labour inspection, gender, green jobs, discrimination, persons with disability, internal migrant workers, trafficking, small and medium enterprise development and HIV/AIDS. Links among various project activities were strengthened, as well as those between TC projects and ILO regular budget activities in order to better share and learn from good experiences and to make more efficient use of resources. For example, the Gender campaign – a global initiative of the ILO – involved experts engaged in the TC project “Support to Promote and Apply ILO Convention No. 111”, who identified four themes for the gender campaign in China. Some themes were directly related to Convention No. 111, such as equal retirement age for men and women, and improvement of protection and equality in the amended Special Regulations on the Protection of Women Workers. The other two issues identified, i.e. maternity protection and work and family responsibilities, were related to Convention No. 111 as they are essential to addressing some of the issues at the heart of women achieving real equality of opportunity and treatment at work. The project also worked with the MDG-F project on Child Nutrition and Food Safety to promote maternity protection in the workplace under the framework of gender equality. Such cooperation brought different partners together to enhance the capacity of the social partners to respond to inequality, and to develop innovative approaches to achieve national goals on gender equality. Other examples of linkages included the following: strengthening the non-discrimination and anti-stigma components of ILO work on HIV/AIDS; using the modules on workplace cooperation and environmental management developed through the project on “Sustaining Competitive and Responsibility Enterprises (SCORE)” to contribute to the training package on Green Jobs; inclusion of HIV education into the training programme and materials for the training of SIYB master trainers; similarly, integration of HIV prevention information into CP-TING activities, including life skills training.

**Responsiveness to major issues affecting large number of employers and workers.** The ILO, with its global perspective and non-national character, is in a good position to support China’s constituents on issues such as wages. To maximize the impact, an integrated approach is applied to address the specific concerns of different constituents on wage issues – for example, the government’s request for assistance in policy design to ensure more equitable distribution of national income and to reduce income disparities, requests from workers’ and employers’ organizations for capacity building on wage negotiations and a joint request for the establishment of a regulatory mechanism for wage protection for vulnerable groups.

**Responsiveness to opportunities, such as the MDG projects, to create wider platforms involving more stake holders on crosscutting issues.** The UN inter-agency work implementing China’s four MDG-F projects was a new experience for all partner agencies. With a number of UN agencies and a host of national and local counterparts involved in each project, the experience brought together expertise from multiple sources, enlarged perspectives and promoted more comprehensive, integrated responses to complex issues. This experience of strong inter-

agency collaboration can be applied to the new Capacity Building for Migration Management in China Project (CBMM-China) Phase II, which is a joint undertaking involving the close cooperation and coordination of IOM, ILO, and the Government of China, the European Union (EU), and various EU Member States.

## ***1. Country context***

China is a developing country with the largest population in the world. Its 1.354 billion people are a vast reservoir of human resources. Actively developing human resources, bringing into full play the potential ability and value of each individual and promoting the people's all-round development is essential for China's modernization drive and to realize China's transformation from a country rich in human resources to one with powerful human resources. This is a significant aim and a major undertaking of the country.

At the end of 2012, China had a total economically active population of 785.79 million with a labour force participation rate of 88% for men and 79% for women. China's urban population accounts for 53 percent of the country's total population. The labour market remains segregated into rural and urban areas. The number of employed people was 767.04 million, including 371 million people employed in urban areas and the rest employed in rural areas<sup>3</sup>. Urban employed persons include those employed in state-owned units, urban collectively-owned units, cooperative units, joint ownership units, limited liability corporations, private enterprises, units with funds from Hong Kong, Macao & Taiwan, foreign funded units, and self-employed individuals. Rural employed persons include those employed in private enterprises and self-employed individuals. The registered urban unemployment rate was 4.1 percent. The total number of internal migrant workers stands at 262.61 million<sup>4</sup> including those who obtain employment outside their villages and towns for more than six months in the year and those who do non-agricultural work in their villages and towns for more than six months in the year. 71.1% of women aged 18-64 are employed. The employment rate for women in urban areas was 60.8% and in rural areas 82.0%. The proportion of employed women in the primary, secondary and tertiary industry is respectively 45.3%, 14.5% and 40.2%. The average annual income of women labourers is equal to 67.3% of that of men in urban areas and 56.0% of that of men in rural areas.<sup>5</sup>

Over the last five years, the country's productive forces and overall national strength have improved significantly. Despite the impacts of the global financial crisis and moderation in economic activity, the country has been resilient overall and maintained steady and rapid economic growth. From 2007 to 2012, GDP grew at an average annual rate of 9.3%, a deceleration from 11.6% during the previous five-year period of 2002-2007. The number of new urban jobs increased by 57.71 million, and 45 million agricultural workers found urban

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<sup>3</sup> Reference source: China National Bureau of Statistics.

<sup>4</sup> Reference source: China National Bureau of Statistics.

<sup>5</sup> Reference source: Third Wave Survey on the Social Status of Women in China, released in 2011 by the All-China Women's Federation and National Bureau of Statistics,

employment. The per capita disposable income of urban residents rose by an annual average of 9.7% and the per capita net income of rural residents by 8.9% in real terms.<sup>6</sup> The social security system covering both urban and rural areas has been progressively extended.

High priority has been given to employment and social protection. The improvement of vocational training and employment services has helped college graduates, rural migrant workers, ex-soldiers and urban residents who have difficulty finding jobs. The Labour Contract Law and the Employment Promotion Law have been implemented, minimum wages raised, and harmonious labour relations promoted. Breakthroughs in the development of the social security system for both urban and rural residents have been achieved; basic pension insurance for urban workers was put under unified planning at the provincial level; a method was devised to transfer pension insurance coverage for workers moving from one province to another; and the basic pension for enterprise retirees increased by an average 10% per year over the last seven years. In addition, the trial of a new type of pension insurance for rural residents has been extended to 24% of all counties. A basic medical insurance system for non-working urban residents and a new rural cooperative medical care system have been completed. Moreover, the national social security fund now stands at 781 billion yuan, an increase of over 580 billion yuan in five years. Chinese people are now wealthier, better educated and healthier than ever before.

Yet out of this unprecedented economic and social progress, significant new challenges have emerged, whilst some older problems persist. From a Decent Work perspective, serious problems and challenges still exist in that the development is not yet well balanced, coordinated or sustainable.

China continues to face serious challenges in employment. The Chinese government estimates that 24 to 25 million new job opportunities will be needed in urban areas each year from 2011 to 2015, a little more than the number in the previous five years. However, only 11 million jobs can be created each year based on the current economic structure. Moreover, in the process of industrial restructuring and technology upgrading, the structural problem of mismatch between the labour supply and demand has become prominent. The employment of rural migrants, youth, university graduates and other disadvantaged people has posed challenges to achieving the target of full employment. The economic and labour market policies need to be further coordinated to steadily strengthen the pulling effects of economic growth on employment. To ensure sustainable and healthy economic development, China has to accelerate the transformation of the growth model, adjust the economic structure and improve the quality and performance of economic growth. To this end, quality employment and green jobs will be vigorously promoted.

Challenges remain with regard to the effective implementation of relevant laws and regulation and strengthening the capacity of the labour inspection service. Labour disputes continue to rise, resulting in tremendous pressure for the prevention and settlement of disputes.

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<sup>6</sup> IMF: World Economic Outlook Database (October 2012), referencing China National Bureau of Statistics.



Considerable challenges remain in addressing different forms of discrimination in the world of work. Discrimination on the grounds of gender, *hukou* (household registration), health, disability and age is widespread in China's labour market hindering equal opportunities and treatment of workers. During the last two decades, inequality in terms of the Gini coefficient has increased in China.<sup>7</sup> The *hukou* system had the direct detrimental effects on the wellbeing of migrants.

Work on income distribution, social security and medical care still fall considerably short of the demands of the people. China is facing the challenge of reducing the growth of income inequality, in particular the growing rural-urban and inter-regional gaps. There is a need to lift the incomes of vulnerable workers at the bottom of the labour market through improved minimum wages and through better access to social services and social security, while expanding the number of middle-income workers through improved wage bargaining and other measures.

Over the past years, China has experienced dramatic demographic change. The fast growing aging population will pose challenges to employment as well as to the social security system and medical care.

The number of occupational accidents and diseases is still large. At present, China's occupational safety and health infrastructure remains weak. Occupational safety and health administration and inspection needs to be enhanced. To ensure the safety and health of workers and of society as a whole, a preventive safety and health culture at all levels needs to be continuously upgraded and rescue capacity improved.

For the last decade, China has witnessed a rapid quantitative expansion of union membership and collective bargaining coverage. China now needs to improve the quality and process of collective bargaining – particularly wage negotiation – at the enterprise and sectoral levels with a view to ensuring equitable growth and harmonious industrial relations. This requires the modernization of the national legal framework for the promotion of collective bargaining at various levels and also a mechanism to assist the social partners in resolving their interest disputes in a fair and expedient manner. China needs to improve its nation-wide policy framework for facilitating two-way communications and cooperation – information sharing, consultation and joint decision – between workers and managers at the workplace. At the same time, capacity of wage negotiation of workers' and employers' organizations needs to be enhanced.

With a view to transforming the pattern of economic development, the priorities of the national 12th Five Year Plan are to deepen reform and opening up; promote the simultaneous development of industrialization, urbanization and the modernization of agriculture; ensure and improve the people's wellbeing; consolidate and expand on efforts to respond to the impact of the global financial crisis; promote long-term, steady and rapid economic development and social harmony and stability; and lay a solid foundation for building a moderately prosperous society in

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<sup>7</sup> UNDP

all respects.

According to the 12th Five Year Plan, the people's wellbeing will be comprehensively improved. The foremost objective of economic and social development is to implement more proactive employment policies, increase employment, and create equitable job opportunities for the entire workforce. The income distribution system will be improved and people's incomes will increase in parallel with economic development. The proportion of national income distributed to individuals will be raised, increasing the proportion of wages in the primary distribution of income, and making the pattern of income distribution more reasonable. The social security system will be improved, and social security benefits raised. The basic pension insurance and basic medical insurance systems will be extended to cover all urban and rural residents. Participation in the basic medical insurance system for working and non-working urban residents and the new rural cooperative medical care system will increase and stabilize. Efforts will be made to forge harmonious labour relations, protect workers' rights and interests, promote the increase of workers' wages and welfare and improve working conditions.

For the new DWCP period, the ILO will work to assist China to develop its employment promotion strategy. The ILO will continue to support the constituents' efforts to develop integrated labour markets, in order to reduce income disparities and unequal treatment of urban and rural workers. The ILO will support China's efforts to ensure the more equitable allocation of public resources across China as a key means of reducing rural-urban disparities and disparities within and between regions. The ILO will also assist the constituents in promoting greater and more equitable access to decent work for all, including by expanding the coverage and delivery of social security benefits. The ILO will provide technical assistance to enhance the institutional capacity of the Social Security Capacity Building Centre (SSCBC) to develop a more comprehensive training curriculum for social security administrators at all levels and to extend training to other developing countries. The ILO will work closely with its constituents, coordinate with other government ministries and collaborate with academia and CSOs to ensure that poor and vulnerable groups, including migrant workers and the disabled, have equal access to decent work and viable livelihood strategies. The ILO will continue to support workers' and employers' organizations to participate in social dialogue and decision making processes.

In developing this DWCP, the tripartite consultative process has been strengthened, allowing more coherence in relation to the UNDAF and the National Development Plan, enhanced synergies among activities and projects within the office, and joint efforts in the preparation and implementation of the DWCP.<sup>8</sup>

A consensus has been reached on the three priorities and all the outcomes as well as gender mainstreaming. The ACFTU and CEC put more emphasis on social dialogue and, in particular, capacity building on wage bargaining. CEC will continue to be the main partner of the SCORE

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<sup>8</sup> See Annex 3

project.

## **2. Country Programme priorities**

Within the overarching theme of Decent Work for All and based on the outcome of the consultative process among the tripartite constituents, including individual as well as group consultations, the ILO will aim to reinforce the constituents' capacities and enlarge the influence of Decent Work policies in line with national priorities and concentrate on three country programme priorities in the period 2013-2015.

- 1) Promoting the national strategy of giving priority to employment to achieve the objective of full employment;**
- 2) Strengthening social dialogue, the legal framework and enforcement of labour law to promote harmonious labour relations, equity and fairness;**
- 3) Enhancing social protection through the improvement of the social security system and promotion of safe work.**

## **3. Country Programme outcomes, indicators and brief strategy**

### **Priority 1: Promoting the national strategy of giving priority to employment to reach the objective of full employment**

**Outcome 1.1:** Labour and employment policies are integrated with other macro economic policies affecting the quantity and quality of employment.

#### **Strategy:**

China has ratified the Employment Policy Convention, 1964 (No. 122). Employment promotion is a strategic priority for economic and social development in China's 12th 5-year plan. The present employment situation poses the complex challenge of the need to generate 24-25 million jobs per annum to satisfy the needs of job seekers while simultaneously addressing the structural mismatch between supply and demand. The employment strategy will focus on improving the integrated approaches to employment promotion; strengthening the employment impact of government investment in infrastructure and emerging industries; enhancing the linkages between economic development and employment expansion. The employment policies will be further improved to support the development of labor-intensive industries with higher value added, service industries, small and micro enterprises and flexible employment.

ILO will work with the tripartite constituents, collaborate and consult with other relevant government ministries such as the National Development and Reform Commission, Ministry of Education, National Bureau of Statistics etc. to develop and implement more proactive employment policies to promote employment.

Based on the achievements of the cooperation in promoting employment and to respond to the

new requests for strategy design, the ILO should focus on the following areas:

- Strengthening the linkage of employment policies with national development frameworks, and with growth and poverty reduction strategies, including employment targeting in sectoral and local development strategies;
- Promoting new methodologies to assess the employment and labour market impact of economic strategies, including those on trade and investment;
- Improving labour market information and effective mechanisms for policy coordination, coherence and monitoring;
- Improving the qualitative dimension of employment, the analysis of new forms of precarious employment and informality, and the dissemination of policies that facilitate productivity growth and the transition to formality;
- Assessing and disseminating policy innovations, such as in public employment guarantee schemes, emergency public works and services through direct job-creation schemes, and their interaction with cash transfer and other social protection strategies;

**Outcome indicator 1.1.1:** Methodology of evaluation on employment impact of macroeconomic policies developed.

**Target:** Methodology applied in 5 cities by 2015

**Baseline:** 0 in 2012.

**Milestone:** 2 in 2013, 4 in 2014.

**Outcome indicator 1.1.2:** Number of sectoral and regional strategies developed to support employment promotion.

**Target:** Strategy paper developed in 2 sectors and 3 regions by 2015

**Baseline:** 0 in 2012.

**Milestone:** 1 sector in 2013, 2 regions in 2014.

**Outcome indicator 1.1.3:** Increased number of employers and trade union leaders trained on labour and employment policies with reference to their respective role at national and provincial levels.

**Target:** 200 women and men employers and trade union leaders trained by 2015.

**Baseline:** 50 in 2012.

**Milestone:** 100 in 2013, 150 in 2014.

**Outcome 1.2:** Effective policies, strategies and programmes in place toward developing a skilled workforce, improving the employability of workers and the competitiveness and sustainability of enterprises in transition to a green economy.

**Strategy:**

The transition to a green economy is expected to induce far reaching changes in the labour market that requires systematic policies and strategies to ensure job-rich, inclusive and sustainable growth. Skills development contributes to the objectives of the DWCP by improving productivity and competitiveness, enhancing youth employability, and increasing access to better employment for those who are disadvantaged in the labour market. The availability of workers and enterprises with the right skills for green jobs plays a critical role in initiating the transition to a green economy, and in enabling a just transition that ensures social inclusion and decent work.

The ILO will support national efforts by making policy advice and tools available to constituents so that they can better apply the policy guidance in the Human Resources Development Recommendation, 2004 (No. 195), and the ILC resolutions concerning skills for improved productivity, employment growth and development (2008), and youth employment (2005, 2012), taking into account their own circumstances.

Based on the successful experiences of using ILO training tools and an integrated approach, linking project work with programmatic work, the ILO will continue to support the constituents' efforts in the following areas:

- Sustainable enterprise development focusing on entrepreneurship and business development for women and young people; greening of enterprises and green business options; and sustainable and responsible workplace practices.
- Skills development for green jobs focusing on enhancing the government and social partners' capacity to assess and formulate skills strategies in the context of greening the economy and targeting young women and men entering the labour market.
- Promotion of market oriented training systems to match training with employment and encourage business startup initiatives through entrepreneurship training programs.

**Outcome indicator 1.2.1:** Number of cities that include a green skills component in their development strategies.

**Target:** Innovative model of green skills upgrading training for green jobs and green economy will be piloted in a selected city and eventually replicated in three more cities.

**Baseline:** Skills gap assessed in Nanjing in 2012 with a multi-stakeholder task-force.

**Milestone:** Training materials developed and piloted in 2013 in Nanjing with 120 trainees and replicated in three more cities in 2014 with 360 trainees.

**Outcome indicator 1.2.2:** SMEs trained in workplace cooperation initiate sustainable and responsible workplace practices.

**Target:** 85% of SMEs trained in workplace cooperation complete additional SCORE training modules.

**Baseline:** 60% in 2012.

**Milestone:** 70% in 2013.

**Outcome indicators 1.2.3:** Number of cities and provinces that integrate the Green Business Options (GBO) entrepreneurship training into their measures to promote employment and to create green jobs targeting youth and innovation in the context of sustainable development.

**Target:** Green Business Options training activities will be organized in three selected cities and provinces and eventually replicated in three more provinces.

**Baseline:** GBO training activities organized in Ningxia, Yunnan and Shanxi provinces (6 pilot cities) in 2012.

**Milestone:** Three provinces (Jiangsu, Fujian and Shanghai) in 2013 and replicated in three more provinces in 2014.

**Outcome indicators 1.2.4:** Key stakeholders adopt measures on progressive formalization and employment quality improvement in the electronic waste management sector.

**Target:** An integrated transitional guideline dealing with the transformation of informal e-waste activities in pilot area is based on local and national context.

**Baseline:** None in 2012.

**Milestone:** Multi-stakeholder workshops, awareness-raising and training activities conducted in 2013.

**Outcome indicators 1.2.5:** Number of national Green Jobs initiatives with strong linkages between employment policies and local development strategies designed and piloted.

**Target:** National green jobs policy guidelines and measures developed and piloted, incorporating ILO's expertise and tools on green jobs.

**Baseline:** None in 2012.

**Milestone:** National workshops and study tour organized and case studies collected in 2013; ILO's green jobs expertise and tools incorporated into national green jobs policy and national pilot activities in 2014.

**Outcome 1.3:** Equal opportunity and treatment in employment and occupation strengthened and protection for vulnerable groups extended.

**Strategy:**

The ILO will work with the tripartite constituents and collaborate and consult with other relevant government ministries such as the National Development and Reform Commission, Ministry of Education, Ministry of Health, State Commission of Ethnic Affairs, National Bureau of Statistics, State Administration of Industry and Commerce, CSOs such as the All-China Women's Federation (ACWF) and the China Disabled Persons Federation (CDPF) and collaborate with academia and media reporters to promote gender equality, equal opportunity and treatment in employment and occupation and the rights of persons with disabilities and their working capacity.

The previous ILO/AusAid project "Support to Promote and Apply ILO Convention No. 111" and the GENDER project funded by Norway have paved the way for future development of gender equality and non-discrimination. Far reaching impacts will be derived from activities of capacity building for constituents and CSOs on measures to promote non-discrimination; training on Convention No. 111; improvements in maternity protection, training for employers on gender equality; training on ILS and gender for workers; publication of a guide to designing laws to protect women workers; training for labour inspectors; studies on domestic workers.

The ILO will support the constituents' efforts to promote equality at work through enhancing the awareness and understanding of international labour standards to protect all persons from employment discrimination – including persons in employment as well as those preparing to work, seeking work, or at risk of losing their jobs. Discrimination on all grounds will be covered, including discrimination on the grounds of health. Emphasis will be placed on strengthening legal enforcement at national and local levels. Moreover, ILO will assist the tripartite constituents in improving national/local and enterprise regulations and policies through assessment of the current situation.

**Outcome indicator 1.3.1:** An increased number of constituents have raised awareness on the principles of elimination of discrimination at work.

**Target:** 100 constituents trained per year, with at least 50% women and 30% each from employers' and workers' organizations.

**Baseline:** 100 in 2012.

**Milestone:** 300 in 2013, 400 in 2014.

**Outcome indicator 1.3.2:** An increased number of policies developed and improved to protect the employment rights of women workers.

**Target:** Policy measures developed in 15 provinces and at national level.

**Baseline:** 5 in 2012.

**Milestone:** 10 in 2013, 12 in 2014.

**Outcome indicator 1.3.3:** Key stakeholders adopt new measures on improved safe migration of young persons and prevention of trafficking for labour exploitation.

**Target:** New NAP issued by the national government and policy on protection of student workers adopted in Jiangsu Province.

**Baseline:** Policy advice provided to improve safe migration of young girls and prevent trafficking for labour exploitation.

**Milestone:** New NPA (2013-2020) issued and Jiangsu Provincial Regulation on Labour Contracts with protection measures for student workers adopted in 2013.

**Outcome indicator 1.3.4:** Increased number of media reports and awareness-raising campaigns on the rights of persons with disabilities and their working capacity.

**Target:** ILO Media Guidelines for the Portrayal of Disability adapted the Chinese context with Chinese cases including media reports; a picture album portraying the working capacity of people with disabilities published and widely used in the training of constituents, media reporters and communication officials.

**Base line:** No media reporting guidelines in 2012.

**Milestone:** Workshop and awareness-raising activities conducted, cases collected and compiled in 2013. Guidelines published and used in the trainings in 2014.

**Outcome indicator 1.3.5:** National or local legislation to regulate domestic work reflecting provisions and principles of the Domestic Workers Convention, 2011 (No. 189).

**Target:** Provisions or principles reflected in 8 provincial regulations and 1 national regulation.

**Baseline:** 0 in 2012.

**Milestone:** 1 national regulation in 2013, 4 provincial regulations in 2014.

**Outcome indicator 1.3.6:** Number of recruitment agency staff and trade union officials with strengthened capacity to better manage labour migration and number of potential labour migrants with heightened awareness of risks of irregular migration and opportunities for regular migration.

**Target:** 50 recruitment agency staff, 25 government officials in charge of licensing and registration of private employment/recruitment agencies and 40 trade union officials trained with international labour standards and tools related to migrant workers' rights protection and labour dispute settlement; 20,000 potential migrant workers informed of risks of irregular migration.

**Baseline:** 40 officials of recruitment agencies and governments and 0 officials of trade unions in 2012.



**Milestone:** 40 officials of recruitment agencies and governments and 40 officials of trade unions, 20,000 potential migrants in 2013.

**Priority 2: Strengthening social dialogue, the legal framework and enforcement of labour law to promote harmonious labour relations, equity and fairness**

**Outcome 2.1:** Tripartite constituents' capacity to promote social dialogue and respect for labour standards strengthened.

**Strategy:**

The 12th five-year plan has placed great importance on collective bargaining as a key institution for ensuring fairness and equity. To ensure that the majority of Chinese workers enjoy a fair share of economic gains from a strong economy, it is important to promote genuine collective wage bargaining between workers and employers, which will also pay particular attention to voices and needs of vulnerable groups of workers, including female, migrant and informal workers. At the same time, to ensure continuous improvements in productivity, it is important for enterprises to innovate in terms of their human resource management and production management and to encourage collaboration and consultation with workers.

ILO will provide policy advice, based on International Labour Standards and comparative experiences, on modern legal frameworks for collective bargaining and the settlement of collective interest disputes. At the same time, ILO will continue to work with the social partners, through training workshops, to strengthen their capacity to carry out genuine collective bargaining at enterprise and sectoral levels with the aim of ensuring more equitable labour markets. Proposed action in China includes the following: National legal and institutional frameworks for the promotion of collective bargaining and settlement of interest disputes are reviewed for a major reform in 2014-15; voluntary collective bargaining at different levels is effectively promoted and coordinated with a view to ensuring equity and efficiency; national policy on promoting workplace mechanisms for information sharing, consultation and workers' participation in management decision is improved.

To follow up on the ILC (June 2011) Resolution and Conclusions on Labour Administration and Labour Inspection, the ILO will continue to promote the ratification of the Labor Inspection Convention, 1947 (No. 81) and support China to strengthen labour inspection in line with international labour standards, enhancing a system of data collection and administrative records in relation to labour inspection and developing an awareness-raising strategy, with the active participation of employers, workers and their organizations, with regard to the scope and roles of labour inspection in promoting the Decent Work Agenda, and addressing emerging issues of the world of work such as gender equality, anti-discrimination and other social risks.

Based on the past experience, normative work will continue to support national initiatives to formulate coherent laws/regulations on industrial relations, with a particular focus on collective

bargaining and settlement of collective interest disputes.

In addition to providing policy advice, ILO will work closely with relevant agencies to strengthen the capacity of the labour inspection system and labour dispute settlement system through systematic training assistance.

**Outcome indicator 2.1.1:** Increased number of provinces put into practice the national tripartite decision on improving tripartite dialogue mechanism.

**Target:** 5 provinces in 2015.

**Baseline:** 2 in 2012.

**Milestone:** 3 provinces in 2013, 4 provinces in 2014.

**Outcome indicator 2.1.2:** Scope of collective bargaining on wage negotiation and gender equality expanded through ILO policy advice and capacity building.

**Target:** Collective bargaining process involves workers and employers including women workers' representatives in bottom-up manner in 5 pilot localities by 2015.

**Baseline:** 0 in 2012.

**Milestone:** 3 in 2013, 4 in 2014.

**Outcome indicator 2.1.3:** National initiatives on industrial relations, with a particular focus on collective bargaining and settlement of collective interest disputes are supported.

**Target:** An operational guideline dealing with collective interest disputes with the perspective of gender equality is developed and applied in pilot localities, based on national initiatives.

**Baseline:** None in 2012.

**Milestone:** Policy advice provided in 2013, guideline developed in 2014.

**Outcome indicator 2.1.4:** Increased number of inspectors trained through a systematic and professional training with gender equality and non-discrimination included.

**Target:** 310 Labour inspectors and OSH inspectors trained.

**Baseline:** 120 in 2012.

**Milestone:** 220 in 2013, 280 in 2014.

**Outcome 2.2:** Policies reducing income disparities designed and implemented to benefit all workers.

**Strategy:**

Widening income gaps are a primary concern of the government and social partners who desire to shift China's growth model towards a more inclusive and equitable pattern.

In this respect, the ILO will continue to work with the Chinese government and social partners in carrying out research and exploring better policy options to reform China's wage policy framework. Policy advice will be provided in line with International Labour Standards with particular reference to the Minimum Wage Fixing Convention, 1970 (No. 131), the Protection of Wages Convention, 1949 (No. 95), Labour Clauses (Public Contracts) Convention, 1949 (No. 94). This will include minimum wage mechanism, wage protection, sound wage structure and coordination with wage negotiation. Towards the objective of a fair and equitable distribution, the ILO will work with the constituents to explore policy measures to improve vulnerable workers' access to social services and social security.

Learnt from the previous experiences, an integrated approach will be applied. Expertise in wages, employment, international labour standards and industrial relations will be pooled to reach the maximized effects.

**Outcome indicator 2.2.1:** Policy initiatives designed to ensure wage growth in tandem with economic growth, and to ensure more equitable distribution of wage income are developed with active participation of tripartite constituents.

**Target:** Policies are examined and adopted by tripartite decision-makers with ILO technical support.

**Baseline:** None in 2012.

**Milestone:** Technical advice provided in 2013 and policies developed in 2014 and onwards.

**Outcome indicator 2.2.2:** International labour standards and ILO technical advice have been taken into consideration in the process of setting up a regulatory system for wage protection.

**Target:** Local experiences and international standards on wage protection are analyzed and draft policy advice on national wage protection regulation prepared.

**Baseline:** None in 2012.

**Milestone:** Analytical work in 2013, policy advice provided in 2014.

### **Priority 3: Enhancing social protection through the improvement of the social security system and promotion of safe work.**

**Outcome 3.1:** Social security system improved to reach the goal of basic benefits for all.

#### **Strategy:**

Following the ILO Global Campaign on Social Security and Coverage for All, China has made

tremendous progress in extending social security from urban to rural areas. The Chinese government is determined to improve its social security system with respect to its fairness, flexibility, and sustainability.

China's major breakthrough in extending social security is viewed as a model in the region by many countries and China is keen to facilitate knowledge sharing on the development of basic social insurance pensions, the universalization and progressive harmonization of health insurance programs, the establishment of related community services and the development of linkages between social security and employment services, the implementation of effective inspection mechanisms and so on.

The ILO will assist constituents in policy developments to ensure a rights-based and gender-responsive extension of social security coverage. These efforts will be built on the mainstreaming of relevant ILO social security standards and Social Protection Floor Initiatives. Through policy advice and capacity building activities, the ILO will help the constituents to:

- better implement the existing standards of a basic benefit package for all provided in the Social Insurance Law;
- pay special attention to the protection and integration of internal migrant workers;
- enhance social partners' capacity in the policy-making process.

**Outcome indicator 3.1.1:** Policy advice in line with Social Security (Minimum Standards) Convention, 1952 (No. 102) and Social Protection Floors Recommendation, 2012 (No. 202) incorporated in the implementation guidelines for the Social Insurance Law.

**Target:** The implementation guidelines adopted in accordance with Convention No. 102 and Recommendation No. 202.

**Baseline:** None in 2012.

**Milestone:** Policy advice provided in 2013, guidelines developed in 2014 and 2015.

**Outcome indicator 3.1.2:** Institutional capacity of Social Security Capacity Building Centre of MOHRSS improved.

**Target:** Agreement signed, training curriculum developed and 100 trainers trained by 2015.

**Baseline:** 0 in 2012.

**Milestone:** Agreement signed, training curriculum developed in 2013, 25 trainers trained in 2013, 75 in 2014.

**Outcome indicator 3.1.3:** China's experience in the field of the development of basic social insurance pensions, the universalization and progressive harmonization of health insurance

programs, the development of a long term care system, the establishment of related community services and the development of linkages between social security and employment services, the implementation of effective inspection mechanisms and so on is documented and disseminated through case studies and participation in regional SPF Good Practices guides.

**Target:** At least two case studies published.

**Baseline:** None in 2012.

**Milestone:** one case study on the establishment of related community services in 2013, one case study on long term care in 2014.

**Outcome 3.2:** A preventative safety and health culture and a system approach promoted at both national and enterprise level.

**Strategy:**

China has issued the 12th Five Year Plan on Work Safety in line with the ILO Convention concerning the promotional framework for occupational safety and health, 2006 (No.187). The second edition of the National OSH Profile Report has been published, providing a baseline situation of OSH development at the start of implementing the 12th Five Year Plan.

The ILO will support Chinese constituents' efforts to enhance a preventative safety and health culture through mainstreaming OSH policies and programmes into social and economic development and strengthening OSH inspection to improve the enforcement of OSH laws. These efforts will be built on ILO OSH conventions, integrated policy approaches and practical tools to:

- help constituents improve OSH, working conditions, and enterprise sustainability and competitiveness;
- use OSH information in relation to mining and the chemical industry;
- integrate HIV AIDS prevention into workplace safety training.

ILO/AIDS project country and global programmes respond effectively to HIV and AIDS in the world of work including social protection coverage in informal sector will support activities in the field of on HIV/AIDS.

**Outcome indicator 3.2.1:** Provisions and Principles enshrined in the Occupational Safety and Health Convention, 1981 (No. 155) and its Protocol integrated into national OSH laws and implemented, taking into consideration of the observations made by CEARC.

**Target:** Recommendation on revision of Work Safety Law derived from joint ILO/SAWS field review of Convention No.155 implementation at provincial level.

**Baseline:** None in 2012.

**Milestone:** Joint ILO/SAWS field review in 2013, recommendation provided in 2014.

**Outcome indicator 3.2.2:** Number of technical inputs on important events and project activities to promote preventative safety and health culture as well as gender mainstreaming

**Target:** Technical inputs for 12 events.

**Baseline:** 3 in 2012.

**Milestone:** 6 in 2013, 9 in 2014.

**Outcome indicator 3.2.3:** The scope of workplace safety training programmes for the healthcare sector extended to reduce stigma and discrimination towards people with HIV.

**Target:** HIV and OSH training programme established in two general hospitals, 200 health care workers trained on HIV/STI, OSH, stress management and HIV related stigma and discrimination.

**Baseline:** Training programme established in 1 hospital and 35 health care workers trained in 2012.

**Milestone:** Training programme established in 2 hospitals and 200 health care workers trained in 2013.

#### **4. Implementation planning, management and evaluation**

The ILO together with the Ministry of Human Resources and Social Security, All-China Federation of Trade Unions and China Enterprise Confederation as well as other relevant stakeholders, have identified key country priorities and formulated expected outcomes and major steps to achieve them. The programme will be jointly implemented by the constituents and the ILO. The progress of the DWCP in China for 2013-15 will be reviewed and discussed by the constituents and the ILO on a regular basis to enable proper evaluation, adjustment and assessment of the DWCP and its contribution to the implementation of the Decent Work Agenda and the National 12th Five Year Plan. Field visits, stakeholder meetings, desk reviews and reports will constitute the main monitoring mechanisms. A mid-term review report of the DWCP will be prepared and discussed in 2014. An end of cycle evaluation will assess achievements, lessons learned and best practices, so as to build solid foundations for the next DWCP.

The Director of the ILO Country Office for China and Mongolia in his/her role as country program manager is responsible for the results achieved in the country. He/she is accountable to the regional director for those results.

The programme will be jointly implemented (including support, funding and monitoring) by the constituents and the ILO. From the ILO side, this will be pursued through technical cooperation

projects, advisory services, research, analytical work, policy dialogues, seminars and training workshops for information dissemination and capacity building, as required, within the ILO's limited financial resources. The ILO Headquarters, Turin Centre and the ILO regional Office for Asia and the Pacific as well as DWT will work in collaboration with the ILO Country Office for China and Mongolia to ensure timely delivery of the DWCP. The constituents and the ILO will carefully assess the resources required for the different outcomes and identify the national resources, ILO resources and donor support required. The ILO network will continue to mobilize additional resources for follow-up, bearing in mind the priority concerns of the constituents.

## **5. Risk Management**

As a framework programme covering multiple interventions and activities, the ability of the DWCP to manage risks effectively will depend not only on framework-wide planning, but also on the strength of individual risk management strategies at the project and outcome level. While the latter are more comprehensively contained in project documents and biennial work plans, the former is based around three main areas of identified risk.

### **(1) Commitment from ILO constituents**

The DWCP requires strong support from ILO constituents. Once the document has been endorsed, the constituents shall also assume ownership of the programme and alongside ILO, will be held accountable for its deliverables. While ILO will provide technical and financial support toward the achievement of its objectives, the success of the programme will only be possible with the commitment and practical actions of the government, workers and employers.

### **(2) Capacity of the constituents to implement, monitor and evaluate.**

Although not entirely contingent on it, effective implementation and monitoring and evaluation of the DWCP will be heavily influenced by the ability of constituents to establish organizational or administrative structures to oversee the various components of these tasks. Constituents are encouraged to conduct internal capacity building to ensure that structures are in place to monitor and evaluate the progress of the DWCP.

### **(3) Resource mobilization**

Insufficient resource mobilization is a clear risk to the full and effective implementation of the DWCP, since development aid for China has diminished in recent years and a number of planned activities are contingent on as yet un-secured funding. The ILO will make every effort to mobilize resources to achieve the outcomes defined in this DWCP. Central to this will be the better communication of the ILO's work in China and its key results to date, particularly in relation to their contribution to aid effectiveness, national development plans and the Millennium Development Goals, as well as more effective promotion of the organization's role in the multilateral system (particularly the UN Country Team). Should sufficient resources not be

forthcoming in the first year of the programme (2013), the DWCP mid-term review will provide an opportunity to review resource mobilization strategies with constituents, and where necessary revise outcomes and re-programme assistance to best reflect the prevailing financial constraints.



## Annex I: DWCP Alignment with national and UN development priorities:

<u><i>Government Strategy in the 12<sup>th</sup> 5-year Plan</i></u>	<u><i>UNDAF outcomes and ILO commitments</i></u>	<u><i>Related DWCP outcomes</i></u>
<p><b>Make increasing employment the foremost objective of economic and social development, create equitable job opportunities for the entire workforce, and create an extra 45 million urban jobs over the next five years.</b></p>	<p><b>Outcome 1.1: Policies and regulations are strengthened to create a green economy.</b></p> <p>ILO will cooperate with its national tripartite partners to support green business start-up and enterprise development to create and maintain green jobs.</p> <p><b>Outcome 1.3: China's vulnerability to climate change is better understood and adaptation responses are integrated into Government policy.</b></p> <p>ILO will provide technical advice to address employment impacts of climate change.</p> <p>ILO will support awareness raising among its tripartite partners on the impact of climate change on employment and enterprise sustainability and responsibility.</p> <p><b>Outcome 1.5: The impact of disasters on vulnerable groups is mitigated through enhanced disaster risk reduction and better preparedness and response measures.</b></p> <p>ILO will support its tripartite partners to identify and protect rights of most vulnerable in relation to labour migration and employment.</p> <p>ILO will provide technical advice and international experience and good practice on risk management, prevention and response related to enterprises and employment services.</p> <p><b>Outcome 2.1: The poorest and most vulnerable play a more active role in China's social, economic and cultural development.</b></p> <p>ILO will cooperate with its tripartite and other partners to strengthen the protection of the most disadvantaged in the labour market, with particular emphasis on rural migrant, ethnic minority and disabled men and women through legal literacy, capacity building, skill upgrading, entrepreneurship development, and labour law protection.</p> <p><b>Outcome 2.3: The rights of women to live their lives free of discrimination and violence and to greater political participation are realized.</b></p> <p>ILO will provide technical advice and support to constituents and other partners on gender analysis and safe migration and will provide direct assistance on preventing and combating trafficking in persons in sexual and labour exploitation.</p> <p>ILO will provide technical advisory services and support constituents to tackle</p>	<p><b>Outcome 1.1: Labour and employment policies are integrated with other macro economic policies affecting the quantity and quality of employment.</b></p> <p><b>Outcome 1.2: Effective policies, strategies and programmes in place toward developing a skilled workforce, improving the employability of workers and the competitiveness and sustainability of enterprises in transition to a green economy.</b></p> <p><b>Outcome 1.3: Equal opportunity and treatment in employment and occupation strengthened and protection for vulnerable groups extended.</b></p>

	<p>discriminatory employment practices and to promote equal employment opportunity.</p> <p><b>Outcome 2.5: Improved access to and delivery of, universal good quality educational services and skills training – with a focus on poor and vulnerable groups, particularly in less developed regions.</b></p> <p>ILO will provide technical advice and support on life skills training for capacity building, training and curriculum development.</p> <p>ILO will provide technical advice and international comparative experience on human resource development and decent work for teachers.</p> <p>ILO will provide technical advice, training and TOT on ILO modules for protection of workers and career guidance, curriculum development, skills enhancement and management of programmes for target groups.</p>	
<p><b>Expand social security coverage, raise social security level, improve social security management services and establish a social security system which covers both urban and rural residents.</b></p>	<p><b>Outcome 2.2: Income disparities are reduced through more equitable resource distribution and through improved access of the poor and vulnerable to decent work and social security.</b></p> <p>ILO will provide technical advice, support, and capacity building to its tripartite and other partners to enhance decent work integrated outcomes in the labour market in terms of equitable and non discriminatory access to more and better jobs, improved conditions of work, wage protection and social security and improved labour-management relations and labour law protection.</p> <p>ILO will provide technical advice and international experience sharing to support expansion, coverage, and integrity of the social security system.</p>	<p><b>Outcome 3.1: Social security system improved to reach the goal of basic benefits for all.</b></p>
<p><b>Promote the remuneration system reform, explore the possibility of setting up the normal wage increase mechanism and payment guarantee system.</b></p>		<p><b>Outcome 2.2: Policies reducing income disparities designed and implemented to benefit all workers.</b></p>
<p><b>Making efforts to forge harmonious labour relations, protect workers' rights and interests, promote the increase of workers' wages and welfare, improvement of working conditions and realize decent work,</b></p>		<p><b>Outcome 2.1: Tripartite constituents' capacity to promote social dialogue and respect for labour standards strengthened.</b></p>

maintain the harmonious of enterprises and the society as a whole.		
<b>Enhancing a preventative safety and health culture through mainstreaming OSH policies and programmes into social and economic development and strengthening OSH inspection to improve the enforcement of OSH laws.</b>	<p><b>Outcome 2.4: The right of all poor and vulnerable groups to live a healthy and productive life is realized.</b></p> <p>ILO will provide technical advice and support to constituents to improve occupational safety and health.</p> <p>ILO will work with constituents and other partners to strengthen implementation of HIV/AIDS related legislation and policy for protection of workers rights.</p> <p>ILO will work with constituents and other partners to integrate and mainstream HIV/AIDS programmes to target most vulnerable workers.</p> <p>ILO will provide technical advice and support on life skills training for capacity building, training and curriculum development.</p>	<b>Outcome 3.2: A preventative safety and health culture and a system approach promoted at both national and enterprise level.</b>
	<p><b>Outcome 3.2: China's response to regional issues is enhanced.</b></p> <p>ILO will provide technical advice and programme support to constituents and other partners on international migration, human trafficking, human resource development and employment services.</p> <p>ILO will build the capacity of enterprises on International Labour Standards and good human resource management.</p>	
	<p><b>Outcome 3.1: International conventions, treaties and compacts are implemented.</b></p> <p>ILO will provide technical advice, advocacy and experience sharing on the adoption, implementation and supervision of relevant provisions in the Covenant, CEDAW, the Rights of the Child and international conventions related to migrant workers along with related provisions in international labour standards.</p> <p>ILO will build the capacity of enterprises on International Labour Standards and good human resource management.</p> <p>ILO will provide technical advice and programme support to constituents and other partners on international migration, human trafficking, human resource development and employment services.</p>	

**Annex 2: Major ILO Technical Cooperation Projects with China (Since last DWCP)**

	Project Name	Donor	Geographic Coverage	Gov't Counterpart	Amount	Duration	Objectives	Impact
<b>Sector 1 Standards and fundamental principles and rights at work</b>								
1	Combatting Trafficking in Children and Women, PRC, Yunnan Province	ILO-IPEC / GENPROM		ACWF	\$793,116.00	8 years (2000.6-2008.9)	To substantially reduce trafficking in children and women in the Greater Mekong sub-region through capacity building, awareness raising and advocacy, and direct assistance interventions.	<ul style="list-style-type: none"> <li>- Technical assistance was provided to policy makers in drafting of provincial anti-trafficking action ;</li> <li>- A coordination mechanism was established among various government agencies on reduction of trafficking;</li> <li>- Awareness on trafficking prevention was raised among women and children via education campaign among women and children, vocational training to young women and capacity building of government officials;</li> <li>- Women's Home, legal assistance centres were established to provide assistance to women and children;</li> <li>- International cooperation in the region was strengthened.</li> </ul>
2	ILO-IPEC project to prevent trafficking in girls and young women for labour exploitation within China (CP-TING project)	DFID		ACWF	\$5,953,947.00	01/01/2004-31/12/2008	To raise understanding of trafficking for labour exploitation and effective interventions among key stakeholders; to identify gaps in research and information relating to trafficking in girls and young women for labour exploitation; to pilot 'community'-owned prevention interventions for replication; to review national, provincial and local level policy frameworks, structures, processes, and staff skills to prevent trafficking in girls and young women for labour exploitation, and improvements suggested - including sound migration management between sending and receiving provinces.	As a pilot project, CP-TING has impacted policy framework at the national level, and developed models of trafficking prevention in 16 counties and cities across five provinces, in sending and receiving areas. More than 180,000 people have received direct assistance from this project via life skills training package, employment service and children initiatives. CP-TING has contributed to the knowledge base on trafficking through primary field research, secondary data collection, and regular dialogue with project partners. There is now a clearer understanding of the most vulnerable groups, the risks they face, the sectors into which people are trafficked, geographical hotspots, etc.

3	Support to Promote and Apply ILO Convention 111	Norwegian Gov't		MoHRSS	\$645,410.00	01/01/2008-30/09/2010	<p>The development objective of the project is to promote compliance with fundamental labour principles in China consistent with ILO Convention 111, toward achieving equal employment opportunity and treatment.</p>	<p>1. The project reached multiple levels, national and provincial and a wide geographic coverage, 21 provinces and regions where certain grounds of discrimination are more rampant, e.g. minority, disabled, rural and urban origin of birth etc.</p> <p>2. The project has brought various society groups, policymakers, professionals and academia of different backgrounds together. It has facilitated working together, exchange and networking.</p> <p>3. The use of national experts and their contribution to the project is regarded as exemplary and a great achievement of the project. This pool of experts can further serve as a resource for future project activities and for those seeking advice on discrimination issues.</p> <p>4. Improved the understanding about the concepts and practical measures to promote equality at work among tripartite constituents and other social partners. Training targets have been surpassed. A larger number of persons (308) from government, trade union, employers federation, employers and other partners, the majority (288) coming from 21 provinces, have been sensitized and provided with tools, some for the second time during a course for trainers.</p> <p>5. Training is highly valued by all informants, as it contributes to a deeper understanding of discrimination and the wider implications of the Convention.</p> <p>6. The training manual and handbook have been applauded by all informants for its methodology perceived as innovative for China; the wealth of information; adequate attention to all disadvantaged groups: women, ethnic minorities, disabled and migrant workers and opens eyes about existing labor laws affecting them; cases reflect the real</p>
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								issues; manual can be used and adapted for own training. 7. Important resources have been produced, through the on-line resource platform, which could have a long lasting impact.
	Equality & Decent Work promotion for Asia (CP-TING)	ILO RBSA		ACWF	\$510,000.00	1 year (2009.1-12)	To reduce their vulnerability by promoting a prolonged education (for girls at risk under 16 years of age), and safe migration into decent work (for young women at risk aged 16-24). In partnership with relevant government agencies, the project contributes to improving policy frameworks to better protect the vulnerable from being trafficked in sending and receiving provinces of Anhui, Henan, Hunan, Jiangsu and Guangdong.	Increased capacity of ILO constituents and women's organizations to provide equal access to employment and safe channels for internal and international migration in accordance with international standards to eliminate discrimination and situations of forced labour, exploitation and trafficking
	Capacity Building for Migration Management in China	EU		the Ministry of Foreign Affairs, the Ministry of Public Security, MoHRSS	\$855,209.00	01/04/2008-30/06/2010	To enhance the knowledge and understanding of respective migration systems between relevant Chinese and EU MS authorities, as well as promoting cooperation between China and the EU in the field of migration through the exchange of expertise, information and personnel.	The Project equipped the Chinese officials and its EU counterparts with updated knowledge of respective laws, regulations and policies on cross-border migration flows and patterns. More than 110 recruitment agencies from Fujian, Liaoning and Shandong provinces have been trained on international legal and regulatory frameworks and overseas employment. Information campaigns in Fujian, Liaoning and Shandong provinces increased awareness and knowledge amongst nearly 1.45 million potential migrants, which could contribute to a decrease in irregular migration flows from China to the EU member states and other countries.
	Preventing Trafficking for Labour Exploitation (CP-TING II)	CIDA		ACWF	\$3,809,524	01/01/2010-30/06/2013	It aims to reduce trafficking in women and children for labour exploitation <sup>1</sup> within China, which is on the rise. The project will empower vulnerable groups (young internal migrants <sup>2</sup> ) to protect themselves through	

							improved education, rights awareness raising, and safe migration services; and will facilitate policy dialogue.	
	Promoting Equality at Work in China	AusAid	Naitonal level	MoHRSS, ACFTU, CEC, CDPF, ACWF	\$250,000	01/06/2010-30/06/2011	The aim of the project is to promote the application of international standards and implementation of national laws on non-discrimination and equality at work in China, toward achieving equal employment opportunity and treatment for all workers.	
	Capacity Building for Migration Management (CBMM) in China Phase II	EU	Fujian, Zhejiang, Shandong and Liaoning	MOFCOM/ACFTU	\$460,590.00	01/07/2012-31/12/2013	<p>The Capacity Building for Migration Management in China Project (CBMM-China) Phase II is a joint undertaking involving the close cooperation and coordination of IOM, ILO, and the Government of the People's Republic of China (PRC), the European Union (EU), and various EU Member States (MS). The purpose of the project is to further promote the development of Europe-China cooperation and exchange on migration management issues, as well as to expand the channels of regular migration, and protect the rights of migrants. While IOM will serve as overall manager for the project, ILO, as an implementing project partner, will cooperate with MOFCOM and ACFTU to carry out the following activities:</p> <ol style="list-style-type: none"> <li>1. Policy-oriented research on how to protect overseas workers' rights, and methods on dispute settlement;</li> <li>2. Awareness raising campaigns of the risks of irregular migration among potential migrants and the</li> </ol>	

							<p>officials directly engaged in the immigration management of airport, ports and border crossing points through public information channels, to be undertaken in three provinces;</p> <p>3. Two training workshops on capacity building for recruitment agencies; and</p> <p>4. Workshop on enhancing the role of trade unions and recruitment agencies for Chinese overseas workers' rights protection and dispute settlement.</p>	
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<b>Sector 2 Employment Promotion Projects</b>
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10	Start and Improve Your Business	DFID / Japan		Ministry of Labour and Social Security	\$4,589,429.00	01/01/2004-31/12/2007	<p>To contribute to poverty alleviation, employment creation and private sector development by enabling vulnerable groups to start and improve their own businesses and to create quality jobs.</p>	<p>SIYB China has been a large-scale programme in the ILO global SIYB system. The final evaluation of the project and the figures in project areas and non-project areas from National Project Office shows:</p> <ul style="list-style-type: none"> <li>• 760,000 persons nationwide had been trained in SIYB courses;</li> <li>• 401,220 new businesses were started by the participants nationwide and created 1.0-1.2 million new jobs;</li> <li>• 90% of the businesses started were registered as individual household enterprises, and 5% as private enterprises and 5% in other forms of ownership.</li> <li>• 6,800 trainers had been trained. 54.3% of the trainers are female, and 45.7% are male. 116 master trainers had been trained.</li> </ul> <p>The project has been a highly successful. It has</p> <ul style="list-style-type: none"> <li>• introduced effective new business development service (BDS) and employment creation practices and techniques;</li> <li>• Achieved clear and attributable impacts on national employment policy and approaches to employment creation through self-employment in micro and small size enterprises in private sector;</li> <li>• Influenced legislation at national level, for example the imminent Employment Promotion Law makes reference to employment creation through self-employment and start-up.</li> </ul>
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11	Corporate Social Responsibility (CSR) in the Chinese Textile Industry	SECO		UNIDO, China National Textile and Apparel Council	\$572,503	01/01/2007-31/12/2009	To support the creation of a viable industry-wide framework for high quality business management (in labour-management cooperation, productivity and quality upgrading, environment, human resources management, working conditions and occupational safety and health) for a sustainable development of the Chinese textile industry.	<p>On enterprise level Generally in 30 pilot companies, initial improvement in all five modules (workplace cooperation, quality and productivity, environmental management, occupational health and safety and human resource management) has been taking place. Continuous improvement will be guaranteed through well-operated factory improvement team established in each factory.</p> <p>On trainer/consultant level 5 trainers/consultants from CNTAC have been comprehensively trained and will be committed to long-term service to the textile industry.</p> <p>On inter-agency level The collaboration between ILO and UNIDO is the first attempt that two UN agencies work together on CSR promotion. The integration of social, economic and environmental issues proved effective and replicable. Meanwhile, the close relationship with CNTAC ensures further dissemination.</p> <p>On government level The Ministry of Labour and Social Security has built a better understanding of its role in promoting CSR through the study tour to UK and Switzerland.</p>
12	Sustaining Competitive and Responsible Enterprises (SCORE)	SECO	Dalian, Sichuan, Chongqing and Zhejiang	UNIDO, China Enterprise Confederation	\$484,202	01/05/2009-31/12/2011	<p><b>Development Objective:</b> SMEs are more sustainable through being cleaner, more productive and competitive and provide more sustainable and decent employment.</p> <p><b>Immediate objectives</b> At the end of this project: a) Industry associations can market and coordinate enterprise upgrading services to their local members. b) Service providers can effectively deliver training and</p>	Local coordination organizations have been capacitated to market and coordinate enterprise upgrading services; service providers have been trained to deliver training and advisory services to SMEs for workplace upgrading; and SMEs have improved their competitiveness through better quality, productivity and workplace practices.

							advisory services for workplace upgrading on a sustainable basis. c) Progressive workplace practices are shared and disseminated at the local, national and global level in collaboration with labour inspectorate services.	
13	Livelihood Recovery in Sichuan province: (re)starting business through E-SIYB	DFID / ILO	Sichuan	MoHRSS	\$589,080.00	01/07/2008-30/09/2010	To contribute to livelihoods recovery in selected townships in the most affected counties of Sichuan Province by re-establishing destroyed small businesses and setting up new ones for those who lost their jobs and see opportunities in the reconstruction phase.	The E-SIYB project had been able to provide E-SYB and E-IYB training to 2418 people in total, which was slightly over the targeted number of people (2400) to be assisted with E-SYB and E-IYB training. The business plan completion rate has been 100% in each county while the business start-up and restart-up rates have been recorded as high as 87% on an average. The businesses started have created over 14,000 jobs demonstrating an ability to create of 5-7 employments opportunities by a business.

	China Climate Change Partnership Framework	Spanish		MoHRSS	\$214,000.00	01/07/2008-30/04/2011	Building knowledge base on employment impact of climate change, piloting innovative measures to create green jobs and support enterprises in transition.	<ul style="list-style-type: none"> <li>- Policy oriented research and consultation with the government authorities and stakeholders at each sector are conducted, specific and actionable recommendations for supporting the current policy framework of China are proposed in the national policy dialogue with careful consideration and acceptance;</li> <li>- Impact study related to the green employment, green skills under the low-carbon economy transition and climate change help build an significantly improving knowledge base for policy formulation and targeted initiatives for promoting green jobs;</li> <li>- Value created from the findings of the researches from sharing among UN inter agencies, information disseminated as part of UN-Business Compact on Climate Change;</li> <li>- Coordinated and coherent responses mechanism among local and national stakeholders are created to realizing a just transition to high-employment low carbon economy</li> <li>- The continuation of cooperation beyond the joint programme is agreed and priority areas are identified for the future cooperation;</li> <li>- The local management of environmental resources and service delivery are improved</li> <li>- Green Business Options (GBO) trainings have great scaling-up by mobilizing the existing network resources from the MoHRSS for promoting of the development of the green economy and employability.</li> </ul>
	Green Jobs (China)	ILO RBSA		MoHRSS	\$331,322.00	1 year (2008.8 - 2009.12)	Building knowledge base on employment impact of climate change, piloting innovative measures to create green jobs and support enterprises in transition.	

	The China Culture and Development Partnership Framework	Spanish		MoHRSS	\$485,480.00	23/11/2008-31/12/2011	<p>To address the task of integrating culture into development specifically for China's ethnic minority population through a framework which has two primary aims:</p> <p>a. To support China in designing and implementing policies that promote the rights of its ethnic minority groups in four provinces (Yunnan, Guizhou, Qinghai and Tibet by building government capacity to undertake rights and culture-based development, and building the capacity of minority communities to participate. The goal is also to enable ethnic minorities to exercise further their rights in all aspects of development. This includes: (i) education; (ii) employment and (iii) MCH.</p> <p>b. To empower ethnic minority groups in these four provinces to strengthen and manage their cultural resources, and thereby, benefit from culture-based economic development.</p>	<ul style="list-style-type: none"> <li>- Strong outreach laws and regulations on employment anti-discrimination promote protection of rights of ethnic minorities.</li> <li>- Stakeholders' capacity developed with increasing awareness on rights at the work place, improve ethnic minority access to decent work, and contribute to their greater socio-economic inclusion.</li> <li>- A platform and information exchange mechanism for promotion of the equal employment is established among the stakeholders within and beyond the pilot sits.</li> <li>- The employability of ethnic minorities is strengthened, Culture Based Local Economic developed and livelihood creation enhanced through entrepreneurship and business development trainings.</li> </ul>
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	Protecting and Promoting the Rights of China's Vulnerable Young Migrants	Spanish		MoHRSS	\$1,696,824.00	01/03/2009-10/2/2012	<p>Outcome 1. Improved policy frameworks and policy implementation, with full stakeholder participation. The outputs under this outcome contain a comprehensive set of high-level measures to ensure that policy implementation can be tested and discussed with the beneficiaries.</p> <p>Outcome 2. Better access to decent work for vulnerable young people promoted through pre-employment education and training. The outputs under this outcome focus on reducing the vulnerability of young people to poor working conditions before or as they enter the labor market. They are concerned both with in-school and out-of-school youth in order to cover the complete range of youth needs in sending areas.</p> <p>Outcome 3. Rights of vulnerable young migrants protected through improved access to social and labour protection. The outputs under this outcome will safeguard the rights of at-risk groups by improving their accessibility to social services and legal protection.</p>	<ul style="list-style-type: none"> <li>- The new 2011-2015 UNDAF of the UN system in China has included migrants issue as its priorities.</li> <li>- The programme has a substantial influence on MDG indicators nationally and worldwide. Given the Chinese government's willingness and capacity to replicate and mainstream YEM successful pilots, the solutions developed within the programme will significantly contribute to China's MDGs.</li> <li>- Many interventions that have proven effective can be adapted and extended to address youth employment and labour migrant challenges locally and internationally beyond YEM pilot areas with government support and resources.</li> <li>- China benefit in developing the capacity with the stakeholders who are the valuable human resources to provide young migrants and potential migrants with better access to quality education, skills training, social services and rights protection mechanisms.</li> <li>- Pilot activities provided means through which stakeholders, especially young migrants could work together to develop innovative, integrated services. These experiences informed responsive, evidence-based policy development.</li> <li>- The gaps in existing policies and services for young migrant workers are identified and improved from the knowledge and evidence base resulting from the conducted survey and research.</li> </ul>
	Project on Promoting the Employability and Employment of People with Disabilities through Effective Legislation (PEPDEL)	Irish		MoHRSS / CEC / ACFTU / CDPF	\$120,000.00	01/08/2008-31/07/2011	To enhance the capacity of government and social partners to promote, individually and collaboratively, the employability and employment or self employment of persons with disabilities through effective legislation, policies and programmes.	

	Livelihood Recovery Programme	International Federation of Red Cross	Mianzhu County, Sichuan Province	Labour and Social Security Bureau of Mianzhu County through local RC	\$234,348	01/01/2010-31/12/2010	To contribute to the livelihoods recovery of earthquake affected people through entrepreneurship & vocational training	
	Improve Nutrition, Food Safety and Food Security for Women and Children	Norwegian Gov't		MoHRSS, SAWS	\$481,500	01/01/2010-31/12/2012	<p>The Joint Programme will aim to do the following:</p> <ol style="list-style-type: none"> <li>1. Improve the evidence of women and children's food security and nutrition through a baseline study and mainstreaming of internationally recognized nutrition indicators in national maternal child health surveillance exercises.</li> <li>2. Improve nutritional intake through the promotion of exclusive breastfeeding for six months; provision of nutritional supplements for women and children; and formulation of a national food fortification strategy.</li> <li>3. Improve food safety, especially for child nutrition products, through introduction of international standards in production, processing, testing and preparation of food; awareness of food safety issues will be promoted through schools, consumer groups, women's groups and the media; and support to implementation of the new food safety law.</li> <li>4. Gather the evidence gained through the demonstration projects in the pilot counties to build a advocacy package aimed at persuading policymakers to scale up interventions.</li> </ol>	

	Sustaining Competitive and Responsible Enterprises Phase II	Norwegian Agency for Development Cooperation (NORAD)	Dalian, Sichuan, Chongqing and Zhejiang	China Enterprise Confederation	\$548,051	01/07/2010-31/03/2013	SMEs become more sustainable through being cleaner, more productive and competitive, and provide more decent employment opportunities	
	Employment and enterprise development	ILO RBSA			\$105,110	2010-11		
	Promoting Rights and Opportunities for People with Disabilities through Legislation (PROPEL China)	Irish Gov't		China Disability Persons' Federation (CDPF), Chinese Enterprise Confederation (CEC)	\$222,690.00	14/05/2012-31/12/2013	At the end of PROPEL – China (2012-2013), the objective is for the following outcomes to have been achieved: - 1 Improved capacity of the China Disabled Persons' Federation, other government ministries social partners and service providers to address discrimination against persons with disabilities and promote equality of opportunity in training and employment for men and women with disabilities in general, and people with intellectual disabilities in particular. - 2 Strengthened media capacity to report on the rights of persons with disabilities, including those with intellectual disabilities and portray their working capacities. - 3 Improved employability of persons with intellectual disabilities through access to skills development programs, on-job training and work experience	
<b>Sector 3 Social Protection Projects</b>								
24	ILO's Response to HIV/AIDS in Workplace	UNAIDS		CEC, ACFTU, MOHRSS	\$152,001.00	01/01/2003-31/12/2008	1. To develop a tripartite HIV/AIDS Workplace Policy in Guangdong Province; 2. To strengthen role of labour and social security department, trade Unions, employers' organizations and enterprises to	- A strategy on HIV prevention in the workplace in Guangdong developed; - Provincial tripartite policy released; - A partnership established between tripartite partners and local CDC, and local HIV/AIDS working committee; - A module of company HIV/AIDS



							fight against HIV/AIDS in the workplace in Guangdong; 3. To promote behaviour change among target workers in pilot enterprises	program established through pilot program in two enterprises
25	HIV/AIDS Workplace Education Programme in China	US DOL		MoHRSS / CEC / ACFTU	\$3,500,000.00	01/01/2006-31/08/2009	To reduce stigma and discrimination; to reduce HIV/AIDS risk behaviors; and to improve uptake of HIV related health services – STD, counseling and testing, AID treatment and care.	The programme has been implementing education program in 16 pilot companies, covering over 157,000 migrant workers. Provincial policies on employment rights protection for people living with HIV at the workplace are developed through consultation with tripartite partners and being effective in all three pilot provinces
27	Reducing Stigma and Discrimination in Health Settings	UNAIDS	Guangdong Province	Guangdong Federation of Trade Unions	\$79,968.00	01/01/2008-30/06/2009	Raise awareness of rights of PLHIV and reduce discrimination towards PLHIV patients among health care workers in Guangdong Province	Guangdong Trade Union's capacity improved to address HIV discrimination issue within the health settings
	Strengthening Trade Union's Response to HIV/AIDS in the Workplace in China	UNAIDS	Anhui, Xinjiang, Yunnan and Guangdong	ACFTU	\$260,000.00	02/01/2008-15/09/2011	Strengthen the capacity of Construction Trade Union's system in HIV programming, prevention and rights protection targeting migrant workers	A policy document issued in the year of 2010 by All China Federation of Construction Trade Unions to request all construction sites to integrate HIV training program into their routine training programs such as OSH and First Aid etc
	Employment Services for people with HIV/AIDS in the Workplace in China (PAF5)	UNAIDS	Yunnan Province	AIDS Home, DayTop and MOHRSS in Yunnan	\$63,051.00	01/01/2009-31/08/2010	Strengthen capacity of community based organization to provide employment services to PLHIV and improve employment among PLHIV through DOHRSS SIYB training programs in Yunnan	The two local NGOs have the capacity to provide comprehensive employment services to PLHIV. These services include providing advice for CV development, information on SIYB training, and other occupational training sessions organized by DOHRSS in Yunnan, information on job vacancy, helping PLHIV to participate in social security schemes, especially health insurance and pension scheme and minimum living standard programs etc
	Strengthen Gender Responsiveness of National HIV Strategy	UNAIDS	Shenzhen City	Shenzhen Family Planning Association	\$68,500.00	01/10/2010-31/12/2011	Address HIV related vulnerabilities among female and male migrant workers in Shenzhen	National Partner's capacity strengthened; Awareness of gender equity improved among migrant workers in the participating companies in Shenzhen
	Reducing HIV Related Employment	UNAIDS	National level and	Yirenping, Health Policy	\$73,612.00	01/01/2011-31/12/2011	Advocate policy changes to improve equal employment and	Wen Jiabao on the World AIDS Day 2011 requested related ministries to

	Discrimination in China		Yunnan Province	Initiative and China Labour Studies Institute			strengthen capacity of Community Based Organizations to address discrimination issue	revise the HIV related policies with discrimination
<b>Sector 4 Social Dialogue Projects</b>								
	Project on Strengthening Labour Inspection Services	Norwegian Gov't	n/a	MoHRSS / SAWS	\$315,000.00	01/01/2010-31/12/2010	The objective of the programme is to contribute to the long-term socio-economic development of the participating countries by strengthening enforcement and implementation capacities in the field of labour, improving compliance with labour legislation, and thus, rendering labour inspection more responsive towards the objective to promote social justice and Decent Work, empowering it to address current challenges.	
	Governing Labour Standards in the Chinese Electronics Manufacturing Industry: Labour Market Institutions and Governance of Global Value Chains	Neuchatel University (Switzerland)	Guangdong	Zhongshan Univ and Rutgers Univ	\$40,816.00	24/06/2011-31/12/2012	To understand better how labour standards are shaped and implemented in electronics industry in China	
	Improving labour inspection and law enforcement	ILO RBSA			\$200,000.00	2010-11	Refer to the "Project on Strengthening Labour Inspection Services"	
	Collective bargaining machines and wage	ILO RBSA			\$100,000.00	2010-11		
<b>Cross-cutting issues</b>								
	Promotion of gender equality labour standards among the 3+1 partners in China	Norwegian Gov't	n/a	MHRSS, CEC, ACFTU, ACWF	\$385,000.00	01/01/2010-31/12/2010	To strengthen the 3+1 capacities to promote and monitor gender equality in workplaces and help increase the knowledge base on gender equality in the world of work in China and at the international level.	Various activities to promote gender equality have contributed to the improvement of national regulations on labour protection for women workers, and strengthened the implementation of national labour laws and the relevant international labour standards, so as to safeguard women workers' rights and eliminate inequality and discrimination in the labour market

### Annex 3. Time line of DWCP Consultation and Design

Initial consultations to develop the new DWCP took place in early 2011. The Government followed with a request, supported by workers and employers, to align the new DWCP with the National 12th Five-Year Plan adopted in March 2011 and Five-year plans on employment, social security and safe work, adopted in late 2011 and 2012 respectively.

