



FIRST ITEM ON THE AGENDA

**Thematic evaluation: ILO projects on
training for employment**

Annexes

The following annexes accompany document GB.280/TC/1, which has been published separately:

Annex 1: Development and immediate objectives to be attained by the projects.

Annex 2: Main inputs and outputs of selected project.

ANNEX 1

Development and immediate objectives to be attained by the projects

Country	Title	Target groups	Main objectives
Ukraine	Introduction of flexible vocational training programmes for the unemployed	<p>Intended beneficiaries: Unemployed people.</p> <p>Direct recipients: Staff of vocational training institutions.</p>	<p>Development objective: Human resources development through the introduction of an effective skills training approach, and to facilitate the reintegration into the labour market of people who lost their job as a result of structural adjustment.</p> <p>Major immediate objective: To develop the capacity of selected training institutions to apply a competency-based modular training approach.</p>
Belarus	Poverty prevention through self-employment and income generation promotion in depressed areas	<p>Intended beneficiaries: Poor unemployed people, vulnerable groups in depressed areas.</p> <p>Direct recipients: Ministry of Labour & Employment and Training services.</p>	<p>Development objective: Poverty alleviation through employment creation, including self-employment and income generating activities in depressed areas.</p> <p>Major immediate objective: strengthening the capacity of the Employment and Training Services and other relevant ministries to plan, design and implement tailor-made training and support programmes for self-employment and income generation of vulnerable groups.</p>
Poland	Employment promotion and services project – Development of adult training	<p>Intended beneficiaries: Unemployed people: Semi-skilled and unskilled workers.</p> <p>Direct recipients: Ministry of Labour & Social Protection. Private training institutions.</p>	<p>Development objective: To enhance labour force productivity, stimulate home investments and to increase the labour force mobility by training and retraining of unemployed people and increasing the competence of unskilled and semi-skilled workers to help them cope with structural unemployment.</p> <p>Immediate objectives: Development of model modular training programmes covering major trades and training of the staff of selected training institutions.</p>
Tanzania I	Integrated urban employment promotion	<p>Intended beneficiaries: Informal sector operators (men and women) and apprentices.</p> <p>Direct recipients: Government departments, NGOs, informal sector associations, health providers.</p>	<p>Development objective: Increased employment opportunities and improved social protection of people working in urban micro-enterprises.</p> <p>Immediate objectives: 1) to increase the capacity of small business associations and NGOs to upgrade the technical and managerial skills of the owners of micro-enterprises and to facilitate their access to business development services; 2) to strengthen the capacity of small business associations to improve working conditions and to provide basic health care services to their workers.</p>

Country	Title	Target groups	Main objectives
Cambodia	Small enterprise and informal sector section	<p>Intended beneficiaries: Demobilised soldiers. Poor women. People with disabilities. Displaced persons. Returnees.</p> <p>Direct recipients: Local Economic Development Agencies.</p>	<p>Development objective: To contribute to Cambodia's long-term socio-economic development and raising of living standards of the disadvantaged, war-affected population groups through the promotion of local economic development.</p> <p>Immediate objectives: 1) An integrated small enterprise and informal sector promotion programme aimed at socially disadvantaged groups. 2) Tested strategies for the longer term sustainability of a network of Local Economic Development Agencies created under the project.</p>
Eastern & Southern Africa (SIYB)	Start & improve your business programme for entrepreneurs in Southern & Eastern Africa. Phase II	<p>Intended beneficiaries: Existing and would-be entrepreneurs.</p> <p>Direct recipients: Small enterprise development organisations, private sector trainers.</p>	<p>Development objective: To contribute to the creation of quality employment and economic growth.</p> <p>Immediate objectives: 1) Entrepreneurs participating in the Start and Improve your Business (SIYB) programme will be better equipped to start or grow their business. 2) Small enterprise development organisations participating in the SIYB programme will be enabled to independently and effectively implement the SIYB programme.</p>
Tanzania II	Action to assist rural women	<p>Indirect beneficiaries: Poor rural women.</p> <p>Direct recipients: Women groups, local authorities, NGOs.</p>	<p>Development objective: to increase the economic, social, cultural and political empowerment of rural women in Mufindi district, Iringa region.</p> <p>Immediate objectives: 1) To build the organisational capacity of rural women to manage their productive activities and to address their socio-economic needs and concerns. 2) Established savings and credit scheme suitable for poor rural women. 3) Strengthened capacity of the project recipients to implement, monitor, evaluate and document a replicable model of district assistance to rural women. 4) To promote viable and manageable income generating activities for rural women.</p>
Honduras I	Project to support the National Adult Vocational Training Centre –CENET. (Translation of the Spanish title)	<p>Intended beneficiaries: Urban poor, rural population, farmers' associations and co-operatives.</p> <p>Direct recipients: Staff of the CENET, private and public vocational training organisations, as well as local development authorities.</p>	<p>Development objective: To contribute to the development of adult vocational education and training through the strengthening of the National adult Vocational training Centre (CENET).</p> <p>Immediate objectives: There are seven immediate objectives. They may be summarised as follows: Increased capacity of CENET to provide technical and methodological support to other vocational training institutions; Increased management and supervision of a revolving credit fund, covering additional areas; Strengthened capacity of decentralized bodies (geographical departments and municipalities); Contributed to the formulation of a national policy on human resources development.</p>

Country	Title	Target groups	Main objectives
Bangladesh	Technology for rural employment with special reference to women and sustainable development	<p>Intended beneficiaries: Rural women, destitute women.</p> <p>Direct recipients: Department of Women affairs, community based organisations.</p>	<p>Development objective: To improve the productivity of rural women involved in income generating activities and to reduce the drudgery of their work through the introduction of improved rural technologies.</p> <p>Immediate objectives: 1) Strengthened institutional capacity of the Women Affairs Department which will be capable of providing requisite services to the existing women groups and of replicating the project activities in new areas of Bangladesh. 2) improved environmentally-friendly and pro-poor technology prototypes disseminated by the project for employment creation operated and maintained by the intended beneficiaries on an individual or group basis in 40 villages. 3) Increased productivity and production levels and improved working conditions in women enterprises promoted by the project.</p>
Madagascar	Support for the establishment and development of the activities of the Resources Centre of the Personnel of Vocational and technical Training Establishments – CERES. (Translation of the French title)	<p>Intended beneficiaries: Staff of training institutions, medium and large enterprises.</p> <p>Direct recipients: Ministry in charge of technical and vocational training.</p>	<p>Development objective: To adapt vocational training and technical education in line with the labour market requirements and demand for skills by medium and large enterprises.</p> <p>Immediate objective: To establish an operational CERES, including trained staff and equipped training facilities.</p>
Namibia	Human resources development for Community Based Training of persons with disabilities	<p>Intended beneficiaries: People with disabilities: women, youth children.</p> <p>Direct recipients: Four ministries and organisations of people with disabilities, community based organisations.</p>	<p>Development objective: improved quality of life for children, youth and adults with disabilities, and their increased participation in educational, vocational, economic and social opportunities in local communities.</p> <p>Immediate objectives: There are five immediate objectives. The major ones are: 1) Strengthened capacity of the Ministry of Land, Resettlement and Rehabilitation to coordinate the formulation of a national disability policy and legislation, and to effectively plan, train personnel, coordinate services and activities, monitor and evaluate a comprehensive Community Based Rehabilitation (CBR) programme, initially in the Northern region of the country. 2) Strengthened capacity of representative organisations of disabled persons to participate effectively in the formulation of a national disability policy and in the planning, implementation and evaluation of the CBR programme.</p>

Country	Title	Target groups	Main objectives
Pakistan	Training and employment for rural women in NWFP. Phase II	<p>Intended beneficiaries: Rural women.</p> <p>Direct recipients: The Planning, Environment & Development Department of the NWFP region, NGOs and local rural women associations.</p>	<p>Development objective: In line with the national policy and strategy for women development, as included in the Eight Five-Year Plan, the project will contribute to increased participation of women in the economy of the NWFP region.</p> <p>Summarised immediate objectives: 1) Strengthened capacity of the Planning, Environment and Development Department to apply the training and Employment for Rural women (TERW) strategy developed in the first project phase; strengthened capacity of relevant government agencies to facilitate access to business and financial services by rural women involved in income generating activities. 2) Strengthened capacity of existing organisations and institutions to provide technical support and training to rural women involved in income generating activities.</p>
Southern Africa	Improved livelihood for disabled women: A regional promotional programme for Southern African countries	<p>Intended beneficiaries: People with disabilities, women in particular.</p> <p>Direct recipients: Government agencies, NGOs, workers and employers organisations.</p>	<p>Development objective: Improved public perception of people with disabilities (particularly women) and improved living standards and creation of educational and income generating opportunities for women and their families.</p> <p>Immediate objectives: 1) Strengthened capacity of national NGOs to support people with disabilities as well as that of government agencies, workers and employers organisations to incorporate people with disabilities in their development programmes. 2) Increased confidence of women with disabilities, and improved public perception of disabled people, including the parents of disabled children.</p>
Honduras II	Assistance for the formulation and implementation of a micro and small enterprise promotion policy. (Translation of the Spanish title)	<p>Intended beneficiaries: Owners of micro enterprises and self-employed people.</p> <p>Direct recipients: Small enterprise development organisations, NGOs and municipalities</p>	<p>Development objective: Improved quality of life and working conditions of urban small manufacturing enterprises, and strengthened associations of entrepreneurs and self-employed people capable of promoting the MSE sector.</p> <p>Immediate objectives. The major ones are: 1) Consolidated and sustainable credit delivery schemes. 2) Institution specialised in the promotion of the MSE sector created. 3) Support to growth-oriented enterprises that benefited from the credit scheme.</p>
Nepal	Developing women's entrepreneurship in tourism	<p>Intended beneficiaries: Rural women.</p> <p>Direct recipients: Ministry of Tourism & Civil Aviation, NGOs.</p>	<p>Development objective: Enhanced self-employment, entrepreneurship and income generating activities for women in the tourism sector.</p> <p>Immediate objectives: 1) Strengthened capacity of the Ministry of Tourism and Civil Aviation to identify and coordinate programmes on self-employment, entrepreneurship development and income generating activities for women in the tourism sector. 2) Three NGOS capable of replicating the project activities after the completion of the latter 3) women in selected tourist areas able to earn an income by being self-employed or by operating a business in the tourism sector.</p>

ANNEX 2:
Main inputs and outputs of selected project

Project country	Duration (No. of Phases)	Budget (in US dollars)	Main outputs
Ukraine	2 years (1 phase)	253,000	23 training institutions capable of applying a competency-based modular training approach. 460 professionals trained in the use of this approach. 509 learning elements developed, covering 35 occupations. National standards Testing procedures and certification adopted. National Modular Training Resources Centre established, including a computerised data processing system. Unit for a computer assisted production of modular training materials established.
Belarus	1 year and 8 months (1 phase)	165,000	Market research methodology elaborated. Package of training materials developed for the benefit of the intended beneficiaries. Set of guidelines developed for the assessment of the socio-economic environment of the project pilot areas. A monitoring system and a national information centre of labour safety and hygiene in small businesses established. Staff of local institutions, including the Employment Services trained in applying the project approach and methodologies. Enterprise support centres established for the benefit of entrepreneurs and self-employed people (offer of training and business services, and facilitating access to financial services).
Poland	3 years (1)	3,400,000	Model procedures for contracting local training institutions by the Labour Offices developed, and 50 staff members of these institutions trained. Train the Trainer courses for 380 teachers and instructors from 110 training institutions involved in adult vocational training completed. Modular vocational training materials developed. Modular training programmes and materials developed for 21 trade clusters covering more than 110 jobs. 14 lead training institutions established and equipped with modern training equipment. About 7,000 persons participated during 1998/99 in 370 training courses. Community-based training approach promoted.
Tanzania I	1.5 years (1 phase)	350,000	Increased capacity of the Vocational educational and Training Authority (VETA) to deal with training in the informal sector. 26 staff members of VETA trained in the offer of training and business services. 15 target groups operating a health insurance scheme. Leadership training of 66 group leaders. Basic management skills training completed for over 200 micro enterprises. 40 master craftsmen trained in apprenticeship training. Mutual health insurance scheme adopted by 15 groups. Occupational health and safety committees established and staff trained. Simple guide developed on how to improve working conditions in micro enterprises and how to organize mutual health insurance schemes
Cambodia	3 years and 8 months (1 phase)	4,400,000	Eight operational Local Economic Development Agencies (LEDAs), providing business and financial services to micro and small businesses. An Association of Cambodian EDAs (ACLEDA). Operational credit delivery scheme. Over 10,000 intended beneficiaries.

Project country	Duration (No. of Phases)	Budget (in US dollars)	Main outputs
Eastern & Southern Africa (SIYB)	5.5 years (2 phases)	2,500,000	Core SIYB training materials finalised and introduced in the six countries. 34 private trainers trained in the delivery of the SIYB training package in five of the six countries. 30 user organisations participating in the project. Follow-up system established and implemented to assist the graduated entrepreneurs, but it only benefited 70% of the latter. Impact on the growth-oriented entrepreneurs assessed in detail by the project: 15 master trainers trained. 180 new trainers trained in five countries by the master trainers. 4,500 potential and existing entrepreneurs trained by the SIYB programme.
Tanzania II	10 years (2 phases)	2,400,000	523 women organised into 122 groups. Women Executive Committees (WECs) established in 14 out of 16 villages. 30 Grassroots trainers and Animators (GTAs) elected by the groups and trained in supporting the group members intended to replace Community Development Assistants (CDAs) after the end of the project. Registered autonomous apex organisation of the WECs established. Women of the apex organisation trained in organisational management, gender awareness, leadership and communication. 229 women engaged in successful income generating activities. Credit and savings scheme established by each WEC and staff of the latter trained in the operation of the scheme. 14 short-term loans distributed to group members. Training manual produced.
Honduras I	3 years (2 phases)	700,000	Vocational and education training (VET) methodologies developed by the project applied by 50 institutions in 11 geographical areas. Curricula for training VET staff elaborated and adopted. Technical staff of the CENET, together with local trainers and the staff of selected cooperatives trained. Training needs assessments completed and three adult VET activities initiated in urban areas. Six Series on adult VET methodologies published. The staff of two local government departments and 18 municipalities trained in adult VET methodologies. A Study on the supply and demand of non-formal training in Honduras completed. HRD policies formulated, adopted and applied.

Project country	Duration (No. of Phases)	Budget (in US dollars)	Main outputs
Bangladesh	9 years (2 phases)	2,000,000	3,600 women organised into 240 community-based groups (MUSs). 65 officials from the Women Affairs Department (WAD) partly trained in promoting the use of rural technologies by rural women. 28 field assistants trained in credit delivery, participatory development and women groups' motivation. 3,600 intended beneficiaries trained in the use of rural technologies and in the management of loans adopt at least one of the developed technologies. 40 training-cum-production centres established. 1,800 women have access to micro loans from an established revolving fund.
Madagascar	3 years (1 phase)	768,000	Operational CERES physically established and its 36 staff members trained. Modular training materials produced and stored in computerised database. Elaboration of modular programmes for vocational training. 268 teachers from technical schools trained. 296 enterprises assisted in determining their need for skilled workers.
Namibia	3 years (1 phase)	1,000,000	Adopted National Policy on Disability. 600 staff members from government agencies, disabled people organisations (DPOs) and people with Disabilities (PWDs) trained in community based rehabilitation (CBR) awareness raising, inclusive education, vocational needs of PWDs, training of trainers on CBR vocational issues and mass media communication.
Pakistan	9 years (2 phases)	3,500,000	Base line data on women training and employment established in the Women Development Section (WDS) of the Planning, Environment and Development Department (PEDD). Trained focal points in PEDD and district councils in the training and employment of rural women (TERW) approach. Focal points and NGOs trained in credit delivery, marketing assistance skills training and micro enterprise development. 60 women trainers trained as master trainers in income generating activities, marketing, credit and the delivery of business services. Credit scheme established and managed by two NGOs. 100 rural women trained in skills for income generating activities (beekeeping and silk worms rearing), including business skills. 100 rural women organised in two savings and credit groups.

Southern Africa	4.5 years (2 phases)	2,300,000	Policy makers trained on integration policies leading to policy development in favour of people with disabilities (PWDs). Trained key staff of national counterpart institutions and national organisations of disabled people. At least 20 disabled women leaders trained in leadership skills. Improved public perception of disabled women. Extension services provided to counterpart NGOs and government departments to strengthen their capacity to deliver vocational training and to support disabled women to initiate income-generating activities. At least 100 women with disability trained for marketable skills. Sensitisation of employers and workers organisations to the problems and needs of women with disabilities.
Honduras II	3 years (1 phase)	1,250,000	All project-assisted MSEs increased their competitiveness; Women micro-entrepreneurs trained and income-level raised; Micro-enterprises associations trained and their capacity strengthened.
Nepal	6 years (1 phase)	840,000	National Project Director (NPD) trained in managing programmes for the development of women entrepreneurship in the tourism sector (DWET). Four senior officials from four NGOs and governmental organisations and 12 trainers trained in the management and implementation of DWET programmes. Manual on the implementation of DWET programmes prepared and staff of the supporting agencies trained in the use of the developed methodologies. Revolving credit fund established. 681 women trained and 131 new businesses created.