



International
Labour
Organization



▶ Decent Work Country Programme in Iraq: Recovery and Reform

Annual Progress Report 2022



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▶ Foreword

Years of conflict, displacement and destruction in Iraq has increased vulnerability, poverty, and unemployment, and hindered access to decent work opportunities, particularly among young women and men. Yet, as the country moves towards recovery and development, the ILO support to its constituents and the country's workers have become more relevant than ever before.

The ILO has a long-standing history of cooperation with its constituents in Iraq – the government, employer, and worker representatives - in promoting decent work and addressing the labour market needs of the country.

The signing of the Iraq Decent Work Country Programme for 2019-2023 was a reaffirmation of the ILO's commitment and the commitment of its constituents in ensuring a holistic and integrated approach to mainstreaming decent work, in line with Iraq's national development frameworks.

Three years into the implementation of the programme's activities, Iraq has achieved several key milestones to support thousands of women, men and youth from internally displaced, refugee and host communities.

The Government of Iraq, led by the Ministry of Labour and Social Affairs, is currently in consultation with the ILO to design and implement a Public Works Programme to create 100,000 job opportunities. This two-year scheme, which will seek to foster collaboration between the public and private sector, will create employment opportunities, particularly for vulnerable populations, including low-income households, those on low pay, or the unemployed, while contributing to local development and infrastructure.

The ILO has been mainstreaming Employment Intensive Investment Programme (EIIP) approaches into programmes implemented with other UN agencies and national partners, to aid a shift from emergency cash-for-work modalities to more sustainable and productive employment. This is being done through building local capacities, such as those of implementing authorities, directorates and unions, to plan, lead, and manage these programmes, while applying decent work principles.

Collaborations with the Ministry of Labour and Social Affairs, the Ministry of Youth and Sport, the Chamber of Industry, business service providers, and technical and vocational centres, to name a few, have been critical in rolling out ILO's multiple global business and financial training tools, equipping entrepreneurs with the knowledge needed to start and improve their businesses. The operationalization of a financial inclusion initiative through partnerships with the Central Bank of Iraq and Al Thiqa microfinance institution has expanded access to much-needed finance for business development, particularly for internally displaced persons and refugees.

In 2022, the Labour Force Survey, the first in over a decade was finalised by the Central Statistical Organization and the Kurdistan Region Statistics Office with the support of the Ministry of Planning and the ILO. The survey results are instrumental in developing evidence-based and country-specific policies, such as the National Employment Policy being drafted through the collaborative effort of the ILO and its tripartite constituents to facilitate job creation and decent work for all workers in Iraq.

The strong commitment of the Government of Iraq and the Kurdistan Regional Government to reform the social protection system continued to witness great results. In 2022, Iraq fulfilled the national process for the ratification of ILO Social Security Convention No. 102, considered to be the foundation of all ILO Social Security Conventions. Both Federal Iraq and the Kurdistan Region of Iraq are in the process of finalising the draft social security laws, which will introduce significant changes to the extension of social security coverage and new benefits to all workers in the private sector.

Furthermore, in 2022, Iraq launched new policies on labour inspection and Occupational Safety and Health, that seek to contribute to modernizing the labour inspection system and improve working conditions for workers and their employers, in line with International Labour Standards. The ILO continues to work with its constituents to ensure the proper and effective application of these policies.

Last but not least, the government of Iraq and social partners, together with the ILO, have intensified their efforts to address the worst forms of child labour. The institutionalisation of the Child Labour Monitoring System and the establishment of Child Friendly and Learning Spaces, in close coordination with local authorities including the Ministry of Education and the Ministry of Labour and Social Affairs has helped support thousands of children engaged in child labour or at risk of entering into child labour and their parents through various interventions.

We look forward to another year of collaboration to ensure that decent work continues to be central in Iraq's efforts to promote employment, boost development, strengthen social protection and improve working conditions for all.

Maha Kattaa,
ILO Country Coordinator in Iraq

1 Executive Summary

Decent Work Country Programmes (DWCPs) are the main vehicle for the delivery of ILO support to member countries. The Decent Work Country Programme for Iraq (2019-2023), which was developed in close consultation with the government, trade unions, and employers, focuses on three areas of priorities which seek to promote decent work and address the labour market needs of Iraq.

These priorities focus on supporting private sector development and job creation; strengthening social protection and addressing child labour; and strengthening labour governance and social dialogue.

In 2022, ILO's tripartite constituents achieved a number of key milestones, with the technical support of the ILO and guided by the Decent Work Country Programme's objectives and activities. Key highlights include:




- ▶ Iraq's Ministry of Planning, the Central Statistical Organization, and the Kurdistan Region Statistics Office finalized and published the national Labour Force Survey (LFS), the first to be developed in over a decade.
- ▶ Publication of Law No. 3 of 2021, wherein Iraq has fulfilled the national process for the ratification of ILO Social Security Convention No. 102 (C102).
- ▶ Publication of Labour Inspection and Occupational Safety and Health (OSH) policies as well as the OSH profile. These policies are now endorsed by both Ministers of Labour and Social Affairs of Federal Iraq and the Kurdistan Region of Iraq (KRI).
- ▶ On-going finalization of the draft social security laws in both Federal Iraq and Kurdistan Region of Iraq, building on a series of analysis to support the legal reform process, and consultations. The draft social security law in KRI is in the Shura Council and will be adopted by parliament soon.
- ▶ In efforts towards the reconstruction and recovery of Iraq, the government of Federal Iraq and KRI, through their relevant offices and local authorities, took a significant step towards adopting and operationalizing ILO's Employment Intensive Investment Programme (EIIP) across 17 major public construction projects.
- ▶ The Ministry of Labour and Social Affairs' relevant directorates in both Federal Iraq and KRI; Business Development Service (BDS) providers; national and international NGOs; and UN agencies were able to effectively institutionalize ILO's Start and Improve Your Business (SIYB), Financial Literacy and Know About Business (KAB) programmes to enhance the capacity of Iraqi BDS providers.
- ▶ The Central Bank of Iraq and Al Thiqa Microfinance Institution have begun to operationalize ILO's financial inclusion strategy across Federal Iraq and KRI to avail loans for Iraqi entrepreneurs and Syrian refugees.
- ▶ Institutionalization of the Child Labour Monitoring System (CLMS) and Child Labour Standards across key government stakeholders, Civil Society Organizations (CSOs) and academic institutions.


Moving forward, constituents and the ILO will continue to work towards achieving the priorities of the Decent Work Country Programme, both on the policy and programmatic level, in further efforts to address some of the current needs and gaps in Iraq's labour market – whether in terms of skills development, employment creation, social protection coverage, policy development, to name a few. This will include:


- ▶ Federal Iraq's Ministry of Labour and Social Affairs (MOLSA) in consultation with employers' and workers' organizations to proceed with the amendment of the Labour Law with technical support from the ILO.
- ▶ Constituents will work on finalizing the trade union law, in-line with International Standards.
- ▶ Tripartite constituents will continue to exert concerted effort to complete drafting the new National Employment Policy for Iraq based on the LFS and numerous research and policy papers that have been already published.
- ▶ Development of an action plan to implement the National Employment Policy that includes the financial cost and government funding sources.
- ▶ Development of institutional, financial and evaluation mechanisms for the public works programme.
- ▶ Tripartite constituents will review the financial cost of implementing the National Programme for Decent Work and seek solutions on how the Iraqi government can contribute to covering the financial gap.
- ▶ The Ministry of Labour and Social Affairs in consultation with employers' and workers' organizations and collaboration with the ILO will start procedures for the ratification of Convention 190 on "Eliminating Violence and Harassment in the World of Work".
- ▶ Tripartite constituents will be engaged in the independent cluster High-Level Evaluation (HLE) of the five-year DWCP (2019-2023) which will be conducted by the ILO.
- ▶ The DWCP steering committee endorses the extension of the current DWCP (2019-2023) for one more year in 2024 to align it with the existing United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020-2024.


Overview of Key Concrete Deliverables by the ILO under the DWCP in Iraq in 2022


Job Creation, Skills Development and Access to Employment and Financial Services


 **33,643 worker days** were created for **490 job seekers** through ILO's Employment Intensive Investment Programme (EIIP) Interventions - **75 refugees, 53 Internally Displaced Persons, and 85 women**

 **2,383 entrepreneurs** from internally displaced, refugee and host communities were reached through ILO's SIYB and FE training programmes - **45% women, 40% youth**


 **500 women entrepreneurs** in Basra and Dohuk were equipped with ILO's GET Ahead training programme


 **300 workers in the agriculture** sector in Basra enhanced their theoretical and practical training knowledge on ways to improve agricultural practices in the tomato value chain

 **23 trainers** had their capacities built through ILO's Career Guidance training programme. In return, the trainers trained **519 job seekers** - including **299 women**

 **28 trainers** in Basra were introduced to ILO's global cooperatives programme - Think.Coop and Start.Coop

 **6,693 job seekers**, registered through ILO-supported employment services. **247 job seekers**, were placed in jobs - **78 IDPs, 63 refugees and 111 women**,

 **576 entrepreneurs** accessed loans with a total value of 1.75M USD through private banks and MFIs - **14% women, 55% IDPs, 14% refugees**


 **1,388 direct jobs** were created and sustained through the access to finance initiative with both banks and MFI, benefiting at least **6,940 individuals**.

Ensuring Effective OSH and Labour Inspection


 **100 labour and OSH inspectors** enhanced their capacities on effective modern labour inspection procedures


The Ministry of Labour and Social Affairs of KRI has officially made a ministerial decree to assign **12 new and first ever labour inspectors** under the Directorate General of Labour and Social Security


Strengthening Employment and social protection Policies and Framework

 **53 mainstream media journalists and prominent social media influencers** engaged to strengthen media coverage of the social protection reform agenda, through workshops on social policy, economic perspective and social security


 **25 publications** were developed, including studies, research and position papers; and national policy, legislative and regulatory framework reviews on social security, public works, labour market, access to employment, livelihood and training opportunities and OSH


 **14 inclusive roundtable** discussions were held with policymakers, researchers, national and international development thought leaders, and practitioners on the extension of social security coverage for workers in private sector, public works, building a social protection floor in Iraq


 **16 research papers** were presented at a national conference on social security reform


 **Seven** working papers were presented at a national symposium under the theme - **"Iraq 2050: Economically Productive and Socially Protected"**


Combating Child Labour

 **600 teachers and education personnel** had their capacities enhanced on child labour monitoring

 **491 government officials** had their capacities enhanced on child labour standards and the Child Labour Monitoring System

 **Nine** Child Friendly and Learning Spaces were established

 **6,313 children** received non-formal education support

 **5,113 children** (3,750 in Ninewa and 1,363 in Duhok) accessed mental health and psychosocial support (MHPSS) and recreational activities provided through centers with the aim to prevent child labour

2 Programme Implementation Context

In 2022, the implementation of the Decent Work Country Programme (DWCP) in Iraq continued to be affected by numerous challenges, including the impact of the COVID-19 pandemic, socio-economic challenges and political stalemate. Despite efforts to address job creation and decent work deficits by the Federal Government and the Kurdistan Regional Government, as well as development partners, the challenges to overcome issues related to employment and livelihood continued to persist.

The Labour Force Survey (LFS) report, launched recently by the Central Statistical Organization (CSO) and the Kurdistan Region Statistics Office (KRSO) with the support of the Ministry of Planning and the ILO, depicts that the employment-to-population ratio, the percentage of the working age population that is employed, was 33.0 percent, indicating that only about one-third of the working age population (15-year-olds and over) were employed in Iraq in 2020/21. The unemployment rate was even more pervasive amongst women and youth. The employment-to population ratio was lower among women than men at 7.6 percent and 58 percent respectively, and higher among adults than among young persons at 40.6 percent and 17 percent, respectively. Furthermore, the survey indicates that the number of persons with informal jobs represents 66.6 percent of the total employment of which 54.9 percent of the total employment is in the informal sector.



Regarding livelihoods, though the analysis of data on income from employment in the LFS report is limited to earnings of employees at their main job, the median monthly earnings of employees at their main job was about 614,400 Iraqi Dinars ¹. The survey data further allowed the computation of employees with low pay rate indicator which is one of the indicators of the ILO framework on decent work and thus an indicator of income inequality. In the LFS, employees earning less than 2,120 Iraqi Dinars per hour at their main job were considered as employees with low pay rate and these represented 40 percent of the total employees.

Around 36.7 percent of the youth population in Iraq were not in education, nor in employment or training (NEET). The NEET rate was significantly higher among the youth female population than among the youth male population with 52.3 percent and 22.1 percent, respectively. The results also show that the NEET rate was somewhat higher in rural areas with 41.1 percent compared to the urban areas with 34.8 percent.

Furthermore, child labour has remained to be a longstanding issue in Iraq. According to the Multi-Indicator Cluster Survey (MICS) conducted by UNICEF 2018, the prevalence of child labour stood at 7.3 percent. ²

Following the newly established government of Iraq, the Prime Minister's office has put in place a new Government Programme. The Programme focuses on addressing unemployment issues; creating work opportunities for young women and men; and reforming the economic and financial sectors, especially in agriculture, industry, and the banking sector and supporting the private sector. The Programme has 23 different spheres including combating unemployment and creating job opportunities; investment; social protection and fighting poverty; human rights and women empowerment; and political legislation, and reforms. The Programme also highlights ways to unleash the potentials in the investment environment and expand its horizons through reforming and streamlining the procedures in force in the investment departments and support investors in developing all sectors covered by the investment law to create job opportunities for Iraqis. In efforts to address high rates of unemployment, the new government is also planning to provide support to the public and private sectors, as well as encourage the establishment of small and medium enterprises, provide soft loans, follow up on their implementation and completion stages, and provide advice and expertise to ensure their success and operation.

The Decent Work Country Programme (DWCP) 2019-2023, which is being implemented between the ILO and its tripartite constituents - government, employers', and workers 'organizations - namely: The Ministry of Labour and Social Affairs, the Ministry of Planning, the Ministry of Trade, the Ministry of Agriculture, the Ministry of Environment, the Iraqi Federation of Industries, the Congress of Federations and Trade Unions, and the Kurdistan Trade Union Confederation, has also put efforts in place to address decent work and the labour market needs of Iraq, through three strategic priority areas:

- ▶ Supporting private sector development and job creation;
- ▶ Strengthening social protection and addressing child labour; and
- ▶ Strengthening labour governance and social dialogue.

¹ Exchange rate: 1000 Iraqi Dinars = 0.8 US Dollars (Average 2020/21).

² <https://www.unicef.org/iraq/media/481/file/MICS6.pdf> Page 33.

The ILO's portfolio is growing and this is resourced from both ILO's own resources, as well as through significant financial contributions sourced mainly from the European Commission, the Governments of the Netherlands and Germany, the European Regional Development and Protection Programme for Lebanon, Jordan and Iraq (RDPP II), as well as various UN agencies such as: IOM, UNESCO, UNHABITAT. Furthermore, the implementation of the Iraq Decent Work Country Programme is provided with technical support from specialists and management of the ILO Regional Office for Arab States.

Currently, the ILO in Iraq has a total of nine active development cooperation projects guided by the three strategic priority areas of the Decent Work Country Programme. These projects are managed by a total of 28 national and international staff deployed in Baghdad and Erbil.



3 ILO's Partnerships under the Decent Work Country Programme in Iraq

The United Nations Educational, Scientific and Cultural Organization (UNESCO), the United Nations World Food Programme (WFP), the United Nations Children's Fund (UNICEF), the United Nations High Commissioner for Refugees (UNHCR), the United Nations Entity for Gender Equality and the Empowerment of Women (UNWomen), the United Nations Development Programme (UNDP), the International Organization for Migration (IOM), United Nations Human Settlements Programme (UNHabitat), the Food and Agriculture Organization (FAO), the United Nations Population Fund (UNFPA), the World Bank, the International Finance Corporation (IFC), and the Cash and Livelihoods Consortium for Iraq (CLCI), comprised of the Danish Refugee Council (DRC), the International Rescue Committee (IRC), Mercy Corps, the Norwegian Refugee Council (NRC) and Oxfam.

In addition, ILO interventions in Iraq are implemented in close collaboration with local Civil Society Organizations (CSOs) at the governorate level.



4 Resource Partners to the ILO in Iraq



5 Promoting Decent Work in Iraq

This section highlights some of the progress made towards achieving results under the Decent Work Country Programme in Iraq.

- ▶ Supporting job creation and private sector development;
- ▶ Reducing vulnerabilities in Iraq through the extension and strengthening of social protection, and an effective framework to address child labour;
- ▶ Strengthening labour governance and social dialogue.



A photograph showing several construction workers in a damaged building. They are wearing yellow hard hats and high-visibility vests. One worker in the foreground is kneeling and working on a concrete structure. Another worker is standing nearby, and a third is visible in the background. The building's walls are made of brick and show signs of destruction, with exposed rebar and missing sections of masonry. A large concrete mixer truck is partially visible on the right side of the frame.

5.1

Priority 1 - Job creation and private sector development

Under the Decent Work Country Programme's priority to support job creation and private sector development, the ILO and its constituents have been working towards three sets of outcomes, as highlighted below:

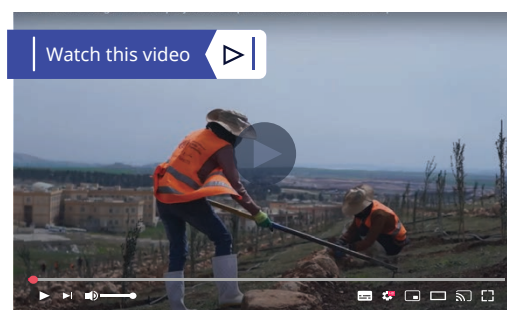
Outcome 1.1: Reconstruction and recovery efforts create opportunities for decent work, development of market-relevant skills and enterprise development

Increased livelihood opportunities in target areas (especially among IDPs, women and youth):

- ▶ In efforts to help create job opportunities for hundreds of job seekers, including refugees, internally displaced persons and host community members, including women, ILO's constituents and a range of partners have been working together to adopt and operationalize Employment Intensive Investment Programme (EIIP) intervention methodology. EIIP methodology, which links infrastructure development with employment creation, poverty reduction and local economic and social development, has been introduced in public project sites which focus on irrigation rehabilitation, solid waste management - compost production and improvement, and afforestation, as well as in eight different cultural heritage conservations and six different cash-for-work projects. In addition, young engineers have secured jobs through engaging in monitoring and supervising the implementation of these public projects. These interventions are being supported by numerous projects being implemented under the Decent Work Country Programme, namely: The PROSPECTS Partnership which is supported by the Government of the Netherlands, the ILO-UNESCO collaboration "Support to livelihoods through cultural heritage development" which is supported by the European Union, and the ILO-UNDP development cooperation collaborative.
- ▶ A new collaboration between UN-Habitat and the ILO was launched to increase access to employment opportunities through a series of skills development including technical and business management skills; and an employment service center for young women and men living in underserved settlements in Basra. The collaboration effort is also expected to enhance capacities of local contractors and young engineers to apply EIIP methodologies in three targeted neighborhoods of Basra City.

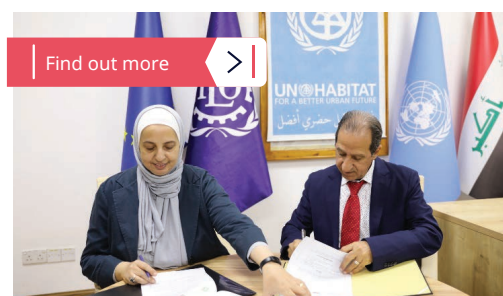
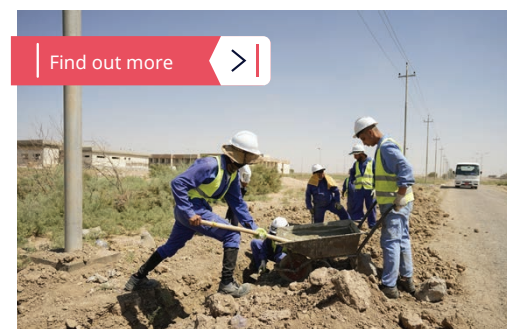
- The Government of Iraq, led by the Ministry of Labour and Social Affairs, is currently in consultation with the ILO to design and implement a Public Works Programme to create 100,000 job opportunities. This two-year scheme, which will seek to foster collaboration between the public and private sector, will create employment opportunities, particularly for vulnerable populations, including low-income households, those on low pay, or the unemployed, while contributing to local development and infrastructure. Public works programmes have the potential to reduce unemployment and underemployment, by directly creating employment opportunities and promote social protection by providing income support in the form of the wage. Work conducted under such programmes also aim to contribute to the public good, including by delivering infrastructure, providing social services, and promoting climate resilience. And the engagement of the private-sector as contractors and suppliers can also contribute to private-sector growth and formalisation where complementary support is provided.

“I live in Domiz camp and I come here to plant trees. I benefit a lot from this work because I am now able to support my family.” Syrian Awaz works at an afforestation project at the University of Dohuk, where they are planting olive trees on more than 35,000 square meters of land which has been bare for many years.



ILO and PROSPECTS delegation visit projects that promote decent work in Iraq

The collaboration between the ILO and UNDP is creating decent short-term job opportunities for communities affected by conflict, displacement and economic challenges, including displaced persons, returnees, and host community members. Focusing on rehabilitating damaged infrastructure in al-Hamdaniya district in Ninewa, the joint programme integrates ILO's Employment Intensive Investment Programme into UNDP's existing cash-for-work programmes.



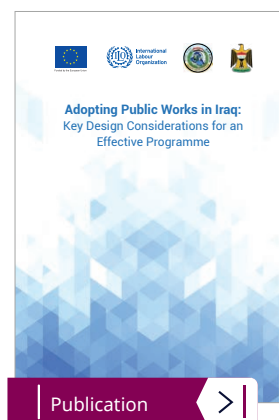
UN-Habitat and the ILO in Iraq are collaborating to increase access to employment opportunities for young women and men living in underserved settlements in Basra, where the unemployment rate is high and living condition is poor.

Better access to employment opportunities in Basra's underserved settlements

Roundtable discussion on the integration of a public works programme in Iraq's social protection landscape



Find out more >



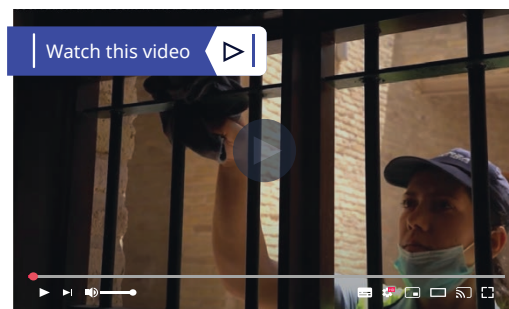
Publication >

A roundtable discussion organised by the Ministry of Planning and ILO focused on a new paper that outlines factors and challenges that need to be considered in designing and integrating a public works programme within the social protection landscape in Iraq.

Increased number of skilled workers to meet market demand resulting from reconstruction investments (especially IDPs, women and youth):

- Various trainers, including senior engineers, contractors, technicians, skills workers, trade union supporting staff and young engineers from different implementing partners, namely the directorate's engineers, supervisors and group leaders, contractors' technicians and skilled workers, trade union members and representatives from the Polytechnic University have been equipped with the knowledge and tools to plan, design and monitor employment intensive activities.

"This is the first time that I take on such a role, as a worker representative. The workers can raise their complaints through me to the union; complaints which are related to safety, working hours, and salaries." Awash Nori Ahmad was elected as a worker representative at the World Heritage Site of the Erbil Citadel, where the ILO and UNESCO are working together to restore, preserve and promote cultural heritage while promoting decent work through employment-intensive approaches. This includes working closely with the Kurdistan United Workers Union to empower workers to address their needs



Watch this video >

Cultural preservation and decent work at Erbil's Citadel

and rights through worker's representatives at construction sites.

Other Stories:

“There are many construction projects in the Kurdistan Region of Iraq and these construction projects will be increased dramatically in the future. The Kurdistan market needs employees with skills in the field of urban development and construction.” Dr. Edrees Muhammad Harki, President of Erbil Polytechnic University.



ILO and the Erbil Polytechnic University partner to develop local skills in Employment Intensive methods

“He is from Syria and I am from Iraq. But we work together like brothers.” Waleed Abdulkhaliq is a local farmer from Dulopi village in Dohuk, who works with refugees and IDPs on a farm cleaning water irrigation channels, to improve the efficiency of transporting water from the source to farm areas.



ILO labour intensive programme brings communities together in Iraq.

- MOLSA-KRI and DOLSA-Ninewa are working on the development and implementation of vocational training programmes in 13 market-relevant occupations in agriculture, construction, services, handicraft, green jobs, crafts and related trades at Vocational Training Centres (VTCs) in Mosul and Duhok, with the support of the ILO. The programmes will target 745 women and men job seekers from refugee, displaced and host communities. The work with the ILO also includes building the capacities of the VTCs in designing and implementing competency-based training and curricula.

“We hope that this work will translate on the ground so that our graduates will be able to integrate in the labour market and will be able to benefit from the experiences that they have gained here at our centre.” Mithaq Taleb Yousef, Director of the Directorate of Labour and Social Affairs in Ninewa.



ILO PROSPECTS delegation meets partners and visits interventions that contribute to livelihood and decent work creation for refugees, IDPs and host communities in Iraq

The ILO and the Ministry of Labour and Social Affairs of the Kurdistan Regional Government have signed an implementation agreement to develop market-relevant vocational training programmes for young host community members, internally displaced persons and refugees in the Governorate of Dohuk.



ILO, Ministry of Labour and Social Affairs of KRI partner to develop vocational training for youth in Dohuk

- ▶ Work is also underway to pilot work-based learning initiatives with the chambers and trade unions in Duhok and Ninewa to facilitate the transition of 350 job seekers from refugee, displaced and host communities into decent employment in 10 market-relevant occupations. These initiatives also include building the capacity of MOLSA-KRI and DOLSA-Ninewa in designing and implementing quality work-based learning programmes. It is expected that these initiatives will pave the way to assess Public-Private Partnership (PPP) potential linkages to support the integration of work-based learning into national and subnational development and sectoral planning (through policies, projects and programmes).

Increased number of workers (especially IDPs, women and youth) who benefit from sustained employment opportunities in target areas:

- ▶ MOLSA and DOLSA continue to improve the delivery of employment services for job-seekers, with the support of the ILO, under the PROSPECTS Partnership. The center in Dohuk has reached thousands of job seekers with information about job opportunities, support to write CVs and referrals to jobs, ultimately supporting hundreds to find employment. A four-day intensive capacity building training for MOLSA career guidance officers and a one-day consultative workshop in Baghdad took place, introducing key practitioners to ILO's career guidance manuals and tools.

Consultative and capacity building workshops for representatives of the Ministry of Labour and Social Affairs working in employment centres across the country took place, as part of wider efforts to support the Ministry of Labour and Social Affairs of the Federal Government and of the Kurdistan Regional Government of Iraq to enhance career guidance and job-matching services for job seekers.



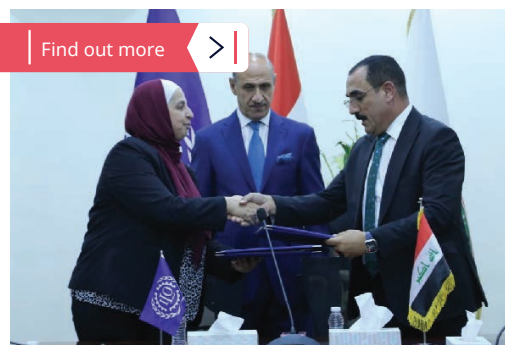
ILO holds consultative and capacity building workshops to support employment services in Iraq

Outcome 1.2: The job creation potential of MSMEs in high-potential sectors is increased, and their operating environment is enhanced

Capacity of Iraqi business development service providers built and operational, with a focus on youth:

- Recognizing the limitation of job creation in the private sector in KRI and Federal Iraq, the ILO and a wide spectrum of stakeholders and partners have been active in supporting entrepreneurial pathways. Using the Start and Improve Your Business and Financial Education trainings, the ILO, under PROSPECTS has reached 988 IDPs, refugees, and host community members (including 42% women, 43% youth and 40% IDPs and refugees). The Ministry of Youth in Federal Iraq is creating a pool of trainers across Iraq in Financial Education who would in turn train almost 1,000 young people on financial literacy, a need that was clearly identified by the constituents and in focus group discussions with youth themselves. Recognizing the critical role of the private sector in supporting new SMEs and work-based learning, the ILO under PROSPECTS has reinforced its partnership with the Chamber of Industry in Ninewa.

“The Ministry has undertaken an important approach related to raising financial awareness and education, which emphasizes the need for young people wishing to engage in the labour market to become well-informed of the main principles governing financial management ...The most recent of which is the agreement with the International Labour Organization to set up a financial education programme in which a group of youth from ten governorates are trained with the aim that they launch their own training initiatives targeting around one thousand young people.” Minister of Youth and Sports of Iraq, H.E. Adnan Dirjal.



The Ministry of Youth and Sports and the ILO partner to advance financial education among youth in Iraq

A Memorandum of Understanding was signed between the Chamber of Industry in Ninewa and ILO PROSPECTS to boost support for young entrepreneurs in starting and expanding their businesses and provide young people with work-based learning and job placement.



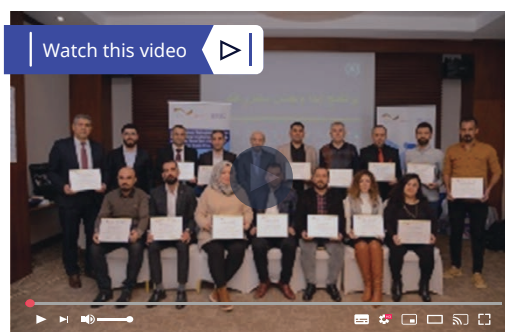
- ▶ Again, through its collaboration with IOM to enhance entrepreneurial skills, the ILO has capacitated 50 trainers from IOM who were in turn able to capacitate 362 (115 women) entrepreneurs across the country. These entrepreneurs are now equipped with basic skills of business management and have acquired knowledge on how to improve a business (IYB).

The ILO and IOM Iraq continue to collaborate to improve business development services for small enterprises in Iraq through ILO's advanced entrepreneurship and business management training programme, Start and Improve Your Business (SIYB).



- ▶ Furthermore, a total of 70 Iraqi and Kurdish potential trainers, including 23 women from 21 private, public and partner business service provider organizations, have been equipped with ILO's SIYB training package, through its partnership with the German Agency for International Cooperation (GIZ). Trainers who completed the SIYB certification process cascaded the capacity building training and coached a total of 1,121 entrepreneurs, including 557 women from across KRI, covering Duhok, Erbil, Halabja, Kalar, Khanqin, Mosul, Soran, Sulaymaniyah and Zakho.

"This programme seeks to mitigate poverty and unemployment. Following the training of trainers, trainers will be able to train those who are interested in starting their own businesses or expanding existing ones." Master Trainer Hassan Morahly who conducted a Training of Trainers on ILO's Start and Improve Your Business (SIYB) entrepreneurial programme.



Access to finance for Iraqi youth is enhanced through financial literacy and inclusion:

- ▶ A total of 18 staff members from commercial banks and Microfinance Institutions have been capacitated on ways to provide better financial services for refugees, internally displaced persons and host communities in the country, through ILO's "Making Finance Work for Refugees," global training tool.

“The partnership with the ILO has added value to our work and expanded the market for our services to a category which we have not reached before, which is the refugee population. Through this training, we were able to alleviate some of our fears and address some of our challenges, while examining case studies from various different countries.” Racha Kino Rasho, from the microfinance institution Al Thiqa, ILO’s partners under its financial inclusion initiative.



Find out more >

ILO builds capacities of financial service providers to expand the scope and market of their services to forcibly displaced and host communities in Iraq

- Two key partners are collaborating with the ILO on implementing a financial inclusion strategy in Iraq which was operationalized in 2022:
 - **Central Bank initiative:** A major milestone for ILO PROSPECTS in Iraq in 2022 was the operationalization of its Memorandum of Understanding with the Central Bank of Iraq under the “One Trillion Initiative” and the subsequent disbursement of loans to Iraqi entrepreneurs through the partner banks using an innovative guaranteed scheme. The initiative built on unified SOPs signed by all partners including product conditions that were shared with potential entrepreneurs throughout the training sessions. Brochures were also distributed to ensure transparency of criteria used and wider outreach.
 - **Al Thiqa initiative:** Furthermore, 2022 witnessed the expansion of loan disbursement to Syrian refugees for the first time in Iraq through ILO’s collaboration with its partner microfinance institution Al Thiqa.

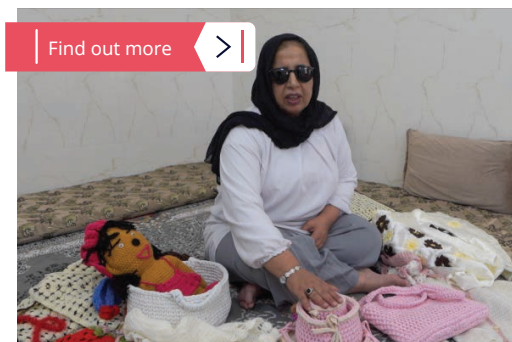
“I had some knowledge about setting up a business but it was basic. But then I attended the training and it was beneficial in terms of how I can develop my business, how I can gain more clients, and how to study my competitors in the market. I then applied for a loan and I received it. This will help me buy machinery to develop my business further.” Sandra Yousef is an internally displaced Iraqi who set up a small business selling birthday decorations to help meet her financial needs. She received training from ILO and was then referred to the Iraqi Middle East Investment Bank for a loan.



Watch this video >

Iraqi entrepreneurs access loans to support growing businesses

"I learnt how to set up my business and how to apply for a loan so I can open a small shop or buy material. I took a loan from Al Thiqa so I can buy material which I can use for my products. I always wanted to set up this business, and I want to employ other blind persons so they can make a living too." Khabour Mohammed Ali runs a small home-based business selling knitted products. Khabour, who is visually impaired is determined to expand her business. She enrolled in ILO's business and financial education programmes, and received a loan that will help her business grow.



Find out more >

I always wanted to set up a business, and employ other blind persons so they can make a living too

See also:

Ambassador Sandee of the Netherlands visited Mosul's Directorate of Youth and Sports Hadbaa centre, meeting youth attending UNICEF's life skills programme and ILO PROSPECTS' Start and Improve Your Business & Financial Education training programmes.



Photos: © UNICEF

- Hundreds of Iraqi host community members, internally displaced persons and Syrian refugees have benefited from loans through PROSPECTS to start and expand their businesses. The ILO is also exploring ways to increase uptake of loans by internally displaced and refugee women in Dohuk and Ninewa. The ILO is currently collaborating with Al Thiqa, in focus group discussions with women from displacement backgrounds, to design a loan product specifically for women.
- Discussions are currently underway with the Central Bank of Iraq to explore expansion of refugee inclusion in the "One Trillion Initiative".

See also:

“I want to set up my own business producing and selling fertilisers.” Israa is a twenty-three-year-old doctoral student in agricultural engineering who recently took part in ILO’s GET Ahead training programme in Iraq, with the support of the European Union.



ILO introduces key entrepreneurship training package for Iraqi women in enterprise

“Cooperatives are important in improving the living and working conditions of women and men globally. Conducting this Training of Trainers in Basra will enable the participants to further train or co-train farmers who are members of cooperatives or are interested in forming or joining cooperatives and assist them in building a solid understanding of cooperatives.” Shawkat Sarsour, ILO Cooperatives Master trainer during a training of trainers on ILO’s Think.Coop and Start.Coop global learning tools.



ILO introduces learning tool to strengthen cooperatives in Iraq’s agricultural sector

Operationalization of the private sector strategy, SME data collection enhanced, and SME-conducive legislation drafted

- The ILO is conducting a participatory assessment of the Enabling Environment for Sustainable Enterprises (ESEE) and conducted an initial tripartite consultation to collect the views of the constituents regarding the adaptation of the methodology and to identify the priority areas that will be covered by the assessment. The ILO is also seeking new partnerships to enhance the private sector business ecosystem through evidence-based policy options and financial inclusion approaches.

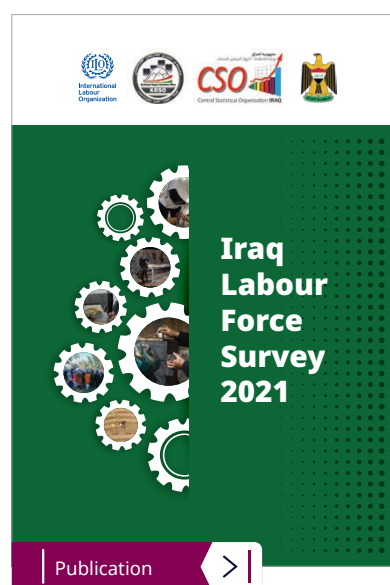
Outcome 1.3: Functioning labour market information systems enable evidence-based policymaking on employment

Number of follow-up surveys conducted by statistical institutions:

- A national Labour Force Survey (LFS), the first of its kind to be conducted in Iraq in the last decade, was finalized and published by the Central Statistical Organization (CSO) and the Kurdistan Region Statistics Office (KRSO) with the support of the Ministry of Planning and the ILO. The survey presents estimates at the national, governorate, urban and rural levels and covers a broad array of indicators on the labour market and demographic characteristics of residents in Iraq. The data generated from the LFS has been used to produce multiple and rigorous research and policy papers. Subsequently, roundtables, symposia, and conferences were organized to discuss evidence-based and country-specific policy proposals.
- The ILO in Iraq is also planning to conduct an enterprise survey in the upcoming months.

Iraq and ILO launch first national Labour Force Survey in a decade

Iraq's Ministry of Planning, the Central Statistical Organization, in collaboration with the International Labour Organization release the findings of the Labour Force Survey, which cover a sample size of 16,400 households.



Animation: Iraq's Labour Force

New National Employment Policy for Iraq being drafted

- Based on the labour force survey results, a new evidence-based National Employment Policy is being developed through the collaborative effort of the ILO and its tripartite constituents to facilitate job creation and decent work for all workers in Iraq.

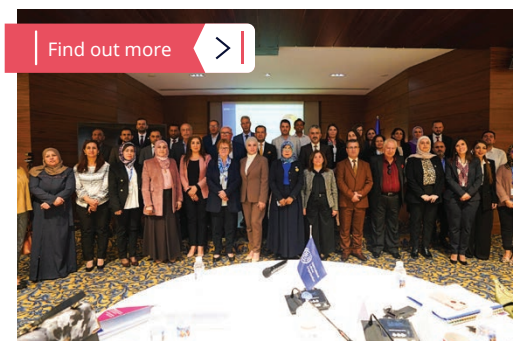
See also:

Review of national policy, legislative and regulatory frameworks, and practice in Iraq

A baseline study for Iraq in the area of relevant policy, legislative and regulatory frameworks and current practices in terms of implementation and in relation to the access of refugees and other forcibly displaced persons to the labour markets, employment, livelihood and training opportunities, including self-employment and business development and their right at work.



Policy dialogue on access of refugees, internally displaced persons, and host communities to Iraq's labour market



ILO-UNHCR policy dialogue examines access of host communities and forcibly displaced persons to Iraq's labour market

5.2

Priority 2 - Protection: Reducing vulnerabilities in Iraq through extension and strengthening of social protection, and an effective framework to address child labour

This priority, under the Decent Work Country Programme, aims to address the basic needs for social protection which emanates from acute social insecurity due to lingering conflict, resultant shocks, and loss of income.

Outcome 2.1: A national social protection system is available to ensure adequate protection to all those in need in a coordinated and cost-effective manner

Private sector social security reforms implemented and policy/administrative coordination arrangements between private and public social security schemes and social assistance developed:

- ▶ Extending legal coverage of social security to workers in the private sector has been one of key priorities in 2022 for MoLSA Federal Iraq, MoLSA KRI, social partners and the ILO. With the support of the European Union-funded flagship joint Social Protection Programme that was signed between the Government of Iraq and the United Nations, including the ILO, UNICEF and WFP, a key milestone recently has been the publication of Law No. 3 of 2021 in the Official Gazette of Iraq in 2021, with Iraq fulfilling the national process for the ratification of ILO Social Security Convention No. 102 (C102).

The joint programme contributes to social protection reform by adapting, expanding, and innovating social protection responses to address the immediate needs of women, children, their families, and workers in the informal sector in the wake of the COVID-19 pandemic.



With support from the European Union, ILO, UNICEF, and WFP partner with the Kurdistan Regional Government to reform social protection

Led by the Government of Iraq, the Social Protection Sector Coordination Committee is a new coordination mechanism to accelerate the reform of the social protection sector, with the support of the European Union.



Multi-stakeholders committee, convened by the Government and the UN, holds its first meeting to discuss integrated social protection approach in Iraq

- ▶ As a way forward under this output, an institutional capacity assessment will be initiated in 2023 to identify capacity gaps of the Ministry of Labour and Social Affairs to implement social security, which will inform future capacity strengthening activities.

A legal framework, as well as interventions for the extension of social insurance to vulnerable workers in the informal economy are developed and implemented:

- ▶ In achieving this result, the ILO and tripartite constituents have prioritized upgrading the legal instruments, both at Federal and KRI levels to extend social security coverage to young people, workers and their families, including those in the informal economy to have enhanced access to comprehensive insurance, and the income security of older-persons and persons with disabilities. In this regard, a series of technical and consultative workshops have been conducted with government, representatives of workers and employers, and Members of Parliaments. In these consultative workshops, the ILO presented its proposed amendments to the legal instruments in Federal and the Kurdistan region, in line with the International Labour Standards. The proposed amendments are based on legal assessment and actuarial valuations. Currently, the draft social security law in KRI is in the Shura Council. As for the federal draft law, the political standoff withheld the Parliament from convening since the election of October 2021. Nevertheless, the ILO worked with the new labour committee to ensure the draft law is among the first draft laws to be discussed in Parliament, once convened. The current drafts for Federal Iraq and Kurdistan Region, upon endorsement by both governments, will support the extension of legal coverage to informal workers, which represent 66.6% of total employment.

A two-day consultative workshop took place to discuss the draft Labour Law and Social Security Law of the Kurdistan Region of Iraq and the importance of their enactment in promoting a decent work environment in the region.



Find out more >

Members of Parliament, Government officials and ILO intensify efforts to strengthen social protection and labour rights in the Kurdistan Region of Iraq

The roundtable discussion is part of efforts to enhance social dialogue among policymakers, researchers, and practitioners, allowing them to exchange ideas, knowledge, and experience on social policy in Iraq.

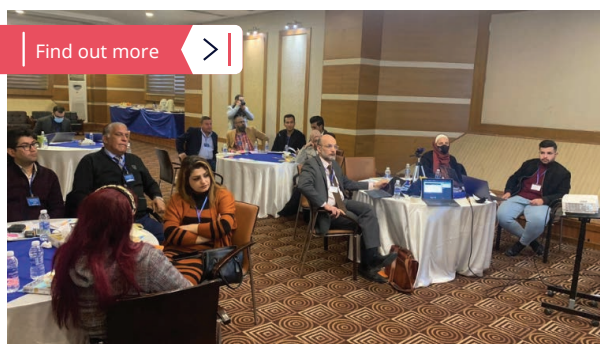


Find out more >

Roundtable discussion on social policy and economic perspective takes place in Baghdad

- The ILO is also diversifying the partners with which it works on social security coverage extension initiatives, as it is in the process of establishing a partnership with the Iraqi Federations of Industries (IFI) to pilot a social security contribution subsidy.
- Furthermore, mainstream media journalists and prominent social media influencers from across the country have been actively engaged to strengthen media coverage of the social protection reform agenda, in efforts to raise awareness and to increase accountability of the process. This is being carried out by the ILO through its flagship joint Social Protection Programme where several training events were held throughout 2022.

The ILO held a series of workshops throughout Iraq with journalists and social media influencers on social policy and economic perspective in Iraq. The workshops equip journalists with knowledge that allows them to analyse, monitor and evaluate public policies that contribute to the actualization of the right to social protection, while leveraging various communications channels, instruments and outlets to effectively deliver messages on social security and related benefits.

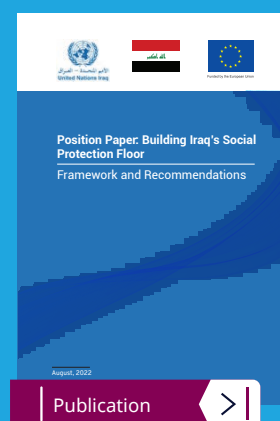
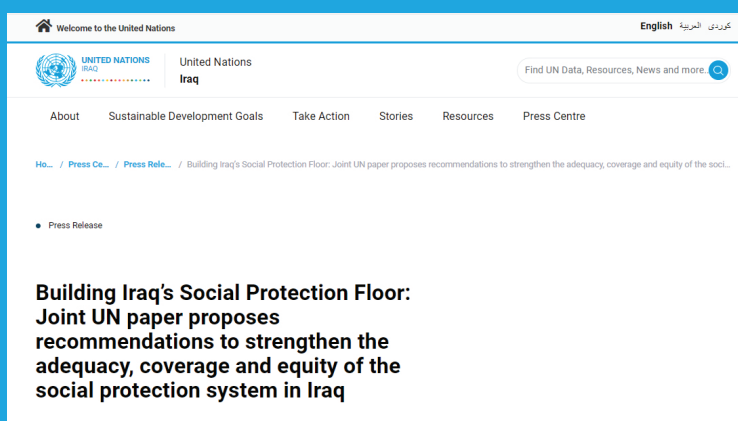


Media workshop to promote reporting on social policy and economic perspective in Iraq

Rights-based design and implementation approaches inform the ongoing reform of social assistance system, with a view to addressing life-cycle vulnerabilities:

- The ILO, in close collaboration with the Ministry of Labour and Social Affairs and the Ministry of Planning, is taking a lead in Iraq in shaping discussions about the reform vision towards a social protection floor. The ILO drafted a position paper entitled “Building Iraq’s Social Protection Floor”, which outlined a set of concrete proposals for adopting a rights-based and life-cycle approach to social protection in Iraq. The paper was adopted and published as a UN-wide position paper, and has been well received by government, being cited as a potential foundation or contribution to the wider National Social Protection Strategy currently being developed with support from the Joint Programme.

Building Iraq’s Social Protection Floor: Joint UN paper proposes recommendations to strengthen the adequacy, coverage and equity of the social protection system in Iraq



A new working paper has been developed by the United Nations in Iraq, which proposes a set of key recommendations that would contribute to strengthening the adequacy, coverage and equity of the social protection system and enhancing its effectiveness in reaching the most vulnerable groups of society – including children, youth, women, elderly, informal workers, persons with disabilities and internally displaced persons.

- The ILO is also engaged in providing technical assistance to MoLSA and in the process of developing the National Social Protection Strategy together with the Social Protection Programme partners. Currently the strategy is at an early stage, and it is expected to adapt a life-cycle approach.
- The ILO is jointly drafting a policy paper together with IMF and the World Bank on pension reform, with the aim to foster agreement between partners in their respective support to government relating to pension reform, including in the introduction of a social pension.
- The Ministry of Labour and Social Affairs is working with ILO and UNHCR to facilitate the inclusion of IDPs into the national social assistance system, contributing to the inclusivity of the programme.

See also:

A national conference was organised by the ILO and the American University of Iraq-Baghdad, to present research papers which cover various topics related to policies, gaps and opportunities in the creation of an inclusive social security environment in Iraq.



Experts, tripartite constitutes and policymakers join debate on Iraq's social security environment

"It is important to hold such symposiums which ensure the participation of relevant stakeholders in discussions on important issues related to the revision of laws, especially in the presence of members of parliament." Maher Hammad Johan, Deputy Minister of Planning for Technical Affairs, during a national symposium in Baghdad to discuss key policies and practices related to social security and protection and their implications on the country's labour force.



Symposium sheds light on Iraq's social security and protection policies and practices

Find out more >

Working Paper Series - Social Protection in Iraq



Outcome 2.2: Fewer vulnerable Iraqi children are exposed to child labour

A National Action Plan (NAP) against child labour is developed, in collaboration with UNICEF and national authorities (MOLSA):

- ▶ Constituents and the ILO continue to work together on reviewing the labour law and child protection policies with the aim to embed the main concerns related to child labour vulnerabilities as well as to ensure alignment with International Labour Standards and Convention No.138 on Minimum Age and Convention No. 182 on the Worst Forms of Child Labour.
- ▶ Two main policy recommendations were revised but still require adoption. Additional efforts are needed to address structural gaps in laws in terms of defining the minimum age of education and work. The proposed recommendations pertaining to the child protection policy, as well as the new labour law.

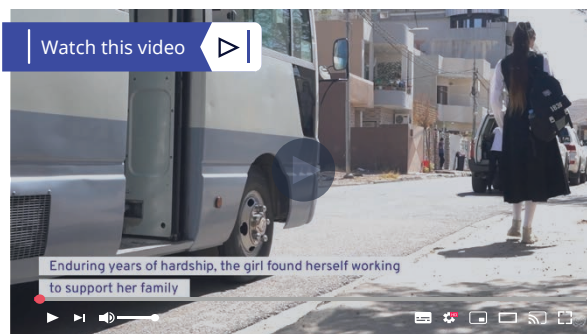
A two-day workshop brought together 30 senior representatives and expert practitioners of the Ministry of Labour and Social Affairs of Iraq and of the Kurdistan Region of Iraq to review the regulatory framework for child labour and identify gaps with a view to provide practical recommendations for future directions in legislation and policy development for the effective elimination of the worst forms of child labour and the development of a national action plan against child labour.



Relevant teams within MOLSA – including the labour inspection department and its affiliated Child Labour Unit, and the Child Welfare Department – have enhanced capacity to address child labour:

- ▶ Hundreds of teachers and education personnel in Duhok and Ninewa have had their capacities enhanced on monitoring children who are at high risk of engaging in child labour.
- ▶ Government officials, Civil Society Organizations (CSOs), academic institution representatives and other stakeholders have been capacitated on child labour standards and the Child Labour Monitoring System (CLMS).
- ▶ The capacities of case managers from Ninewa and Duhok have been strengthened on the identification and referral of children involved in or at risk of child labour.

“When I saw that my father was the only one working and no one was helping us, I decided to work so I can help my father.” Sana is a Syrian refugee girl who came to the Kurdistan Region of Iraq with her parents in 2013. She found herself working at a clothes shop to support her family. Sana was identified by the ILO’s Child Labour Monitoring System, which provided her with the necessary support to help her return to school.



A renewed chance at childhood, education, and productive family: Sana's story

The toolkit, developed by the Alliance for Child Protection in Humanitarian Action, provides practical tools and case studies for humanitarian actors and other agencies on ways to respond to child labour.



ILO and partners introduce key global toolkit to respond to child labour in Iraq

The ILO, in collaboration with UNICEF and the Ministry of Labour and Social Affairs, held a capacity building training for government officials and practitioners on the Child Labour Monitoring System (CLMS), which identifies vulnerable children at risk of or already in child labour and refers them to the relevant actors to receive the needed support.



ILO and partners hold training on Child Labour Monitoring System in Iraq

Around 30 participants from the Governorate of Ninewa were capacitated on the ILO-supported Child Labour Monitoring System, with representatives from the Department of Labour and Social Affairs, the Department of Education, the community police, civil society, and field practitioners.



See also



On this World Day Against Child Labour, ILO and UNICEF call for joint work among all stakeholders to create a protective and inclusive environment for children in Iraq

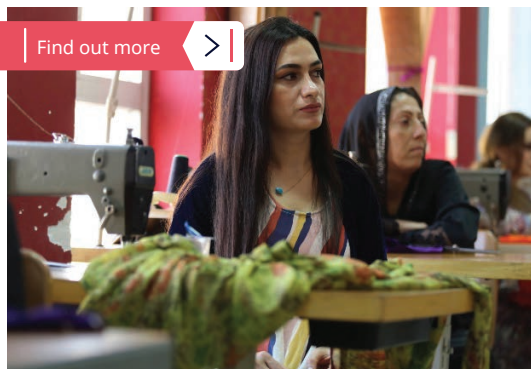


Piloting of direct services to combat child labour in targeted governorates generates lessons learned for scaling up to the national level:

- ▶ Nine ILO-supported Child Friendly and Learning Spaces across Duhok and Ninewa have been established, under a programme funded by the European Regional Development Protection Programme (RDPP II) – a joint initiative by the Czech Republic, Denmark, the European Union, Ireland and Switzerland. The centers have ensured that 1,401 out of school children returned to school.
- ▶ Thousands of children have received non-formal education support, as well as mental health and psychosocial support (MHPSS) and recreational support through these centers.
- ▶ Thousands of children were registered as children engaged in child labour or at high risk of getting into child labour, and enrolled in case management services, with many withdrawn from child labour, with ILO support.
- ▶ Hundreds of parents and caregivers of working children have been referred to multiple interventions or registered in MoLSA's Employment Platform, as part of the response to address the root causes of child labour.
- ▶ The hotline service for which children and community members can easily access and report child labour cases has been successfully revitalized with ILO support and coordination with relevant stakeholders.

"I will try to make use of the sewing machine, and generate an income for myself and my family, so we are not reliant on anyone. My son will no longer have to work on the streets." Hevin Mala Ali is a Syrian refugee who fled to Dohuk, in the Kurdistan Region of Iraq nine years ago. She recently took part in a vocational training programme specialised in sewing. She hopes her new skill will help her generate an income so her son no longer has to work.

Find out more



Vocational training initiative gives families of working children chance to improve skills and employability in Iraq

See also:

Various partners and ILO meet in Duhok to discuss solutions and approaches to improve the referral mechanisms for caretakers and siblings of working children, and better ways to link them to apprenticeships, employment and livelihoods opportunities, and further trainings to develop their skills.



The ILO and partners launch new activities on farms in Basra to support young children who live or work on farms.



In Iraq, we raise our hands for a world without child labour!

#RaiseYourHandForKids
#endchildlabour



5.3

Priority 3 – Labour Market Governance

Tripartite constituents and the ILO continue to work towards the realisation of the Fundamental Principles and Rights at Work through improved labour governance, social dialogue, inspection and Occupational Safety and Health.

Outcome 3.1: Improved contribution of the social partners to tripartite institutions, based on the principles of social dialogue and freedom of association

Workers' Organisation:

- ▶ An effective mechanism has been set up to determine the most representative workers' organisations, for the purpose of participation in tripartite institutions.

Number of recommendations developed by social partners on implementing national development objectives:

- ▶ The ILO recently launched a new initiative to assess the business environment in Iraq using its "Enabling Environment for Sustainable Enterprise" methodology. In November 2022, the first tripartite consultative workshop took place to define priority areas for improving the business environment in Iraq.

Number of social dialogue platforms institutionalised and strengthened:

- ▶ The tripartite steering committee for the Decent Work Country Programme met on two occasions to discuss progress, challenges and lessons learned in the implementation of the programme to promote decent work.

A meeting took place at the Ministry of Labour and Social Affairs in Baghdad, bringing together representatives of the ILO and its tripartite steering committee for Decent Work Country Programme to discuss progress made in the implementation of the programme to promote decent work in Iraq.



- The workers' unions and the ILO are working together to improve the trade union law, in-line with Conventions 87 and 98.

Outcome 3.2: Labour inspection and OSH services are more effective in preventing and detecting non-compliances with national and international labour standards

Availability of a national system for reporting work-related accidents, injuries, and diseases:

- The Ministries of Labour and Social Affairs of the Federal Government and the Kurdistan Regional Government, and the ILO through its Enhancing Labour Governance, Inspection and Working Conditions in Response to COVID- 19 in Iraq, supported by the European Union, launched new policies on labour inspection and Occupational Safety and Health (OSH) as well as the OSH profile, which will contribute to modernizing the labour inspection system and improve working conditions for workers and their employers, in line with International Labour Standards.

A signing ceremony of the policies took place in the presence of Minister of Labour and Social Affairs Ahmad Al-Asadi, Minister of Labour and Social Affairs of the Kurdistan Region of Iraq Kwestan Mohammed, ILO Country Coordinator in Iraq Maha Kattaa, and EU Delegation to Iraq Chargé d'Affaires a.i. Agne Gleveckaite.



Iraq, ILO and EU launch new policies on labour inspection and occupational safety and health

Publications



- ▶ The development of the national OSH policy and profile was followed by the development of separate documents on “Recording and Notification of Occupational Accidents and Diseases System”, which serve as a useful instrument in developing systems for the recording and notification of occupational accidents and diseases.
- ▶ In efforts to strengthen the National Centre for Occupational Health and Safety (NCOHS), the ILO has assessed and determined various types of equipment and portable tools needed with required specifications. The equipment will enable the center to inspect occupational accidents and diseases effectively.

Number of violations, complaints and disputes relating to working conditions (including sexual harassment) and OSH:

- ▶ The ILO has conducted a study on “Labour dispute and resolution mechanisms for agriculture workers and employers in the agriculture sector”, and a report was produced, providing additional knowledge on the barriers and opportunities to benefit from both the 1987 and 2015 Labour Laws, especially in relation to the process and mechanisms for filing and completing legal claims related to labour disputes.

Support MOLSA in building capacity of labour inspectors on modern labour inspection procedures and practices:

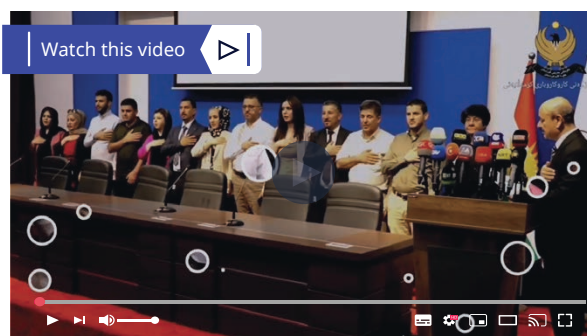
- ▶ The capacities of labour and OSH inspectors on effective modern labour inspection procedures continue to be enhanced through various trainings. In addition, an intensive Training of Trainers for selected labour and OSH inspectors representing Federal Iraq and KRI MoLSAs was conducted, to strengthen the national and institutional capacity in Iraq for the development of the competences of the labour inspectorate and raise the necessary skills of the labour inspectors. These trainings contribute to a wider capacity building training programme designed for the MoLSA’s staff and inspectors and is the first step towards the establishment of a labour inspection training centre within the MoLSA premises in Baghdad.

Capacity enhancement for social partners on Labour Dispute Resolution Mechanisms, which are essential in managing conflict and promoting sound labour relations at work.



- A tangible achievement under this outcome has been that the KRI-MoLSA has officially made a ministerial decree of assignment of 12 new and first ever labour inspectors under the Directorate General of Labour and Social Security in June 2022.

The Ministry of Labour and Social Affairs in the Kurdistan Region of Iraq held a swearing-in ceremony for 12 newly appointed labour inspectors. The inspectors are the first to be sworn in by the Ministry of Labour and Social Affairs. They have recently completed a series of intensive trainings, including those conducted by ILO to promote Decent Work and International Labour Standards.



“We have gained new knowledge through this workshop in relation to reporting, work-related injury and other skills related to inspection.” Hasanain Abdul Wahed, a labour inspector at the Ministry of Labour and Social Affairs and participant of a Training of Trainers workshop for labour inspectors on “Building Modern and Effective Labour Inspection Systems.”



Tailored ILO trainings in Iraq build capacities of inspectors in various fields



Technical workshops with tripartite partners have been held in recent weeks as part of continued efforts to strengthen labour inspection and Occupational Safety and Health (OSH) in Iraq.

Inspectors from Federal Iraq and the Kurdistan Region of Iraq attend capacity building trainings in assessing risks and monitoring occupational accidents and diseases in the agriculture sector, as part of broader efforts to improve Occupation Safety and Health and labour inspection in Iraq. Following the completion of a theoretical training, inspectors visited farms to apply some of their newly acquired knowledge and skills.



Automation of labour inspection:

- Key development actors and ILO are undertaking a series of discussions on the automation of the labour inspection and OSH system to take place in upcoming period.

“One of the main highlights of this visit was related to the issue of digitalization of the inspection system and the use of digital equipment in the inspection process for Occupational Safety and Health.” Arif Hito, Director General of Labour and Social Security of the Ministry of Labour and Social Affairs (KRI) during a tripartite study tour to Egypt, where constituents met with counterparts and exchanged experiences, knowledge and lessons learnt on issues related to Occupational Safety and Health and labour inspection.



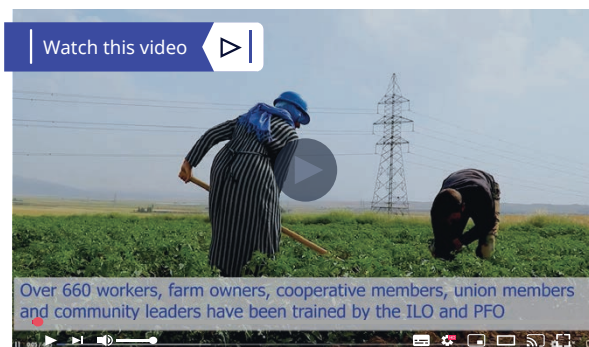
Iraq and Egypt exchange experience on enhancing labour inspection and safety at work



A new portal with all the necessary tools, policies, and guides for Labour and Occupational Safety and Health inspectors, practitioners and experts in Iraq was developed by the ILO and the Ministries of Labour and Social Affairs in Federal Iraq and the Kurdistan region of Iraq.

See also:

Over 660 workers, farm owners, cooperative members, union members and community leaders have been trained by the ILO and Peace and Freedom Organization (PFO) on Decent Work Principles, including Occupational Safety and Health, gender equality, business skills, and International Labour Standards.



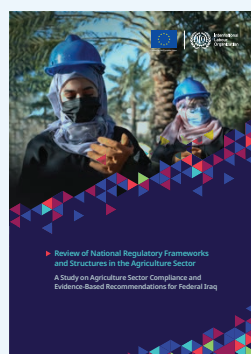
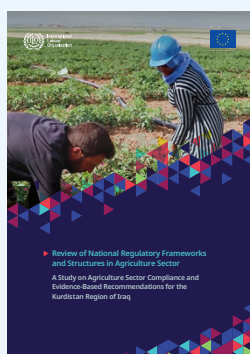
Iraq and Egypt exchange experience on enhancing labour inspection and safety at work

“Despite my many years working in the private sector, I found this workshop beneficial as it highlighted key aspects related to collective bargaining. This is important for us as employers, because we deal with workers on day-to-day basis.” Abdel Saheb Saleh Humaidi from the Iraqi Businessmen Union and Basra’s Chamber of Commerce during a training on collective bargaining and labour agreement.



ILO builds capacity of tripartite partners on collective bargaining and labour agreements in Iraq

ADDITIONAL PUBLICATIONS:





6. Lessons Learned

- ✔ **Transitioning from humanitarian assistance to development nexus:** The ILO's mandate and its expertise is much needed to fill the gaps in terms of job creation, skills development, formalization, SMEs and private sector development, while also addressing decent work deficits. In this regard, the ILO in Iraq is currently seeking to extend its geographical and thematic areas to systematically address the root causes of unemployment and decent work deficits.
- ✔ **Publication of the national Labour Force Survey** has been instrumental to produce multiple and rigorous research and policy papers. The data generated from the survey led to a number of roundtables, symposia, and conferences to discuss evidence-based and country-specific policy proposals. Consequently, the ILO together with the relevant tripartite stakeholders are embarking on the development of a new evidence-based National Employment Policy with the intention to facilitate job creation and decent work for all in Iraq.
- ✔ **Social partners and social dialogue** played an important role with active engagement of the ILO and the government of Iraq in contributing to the development and adoption of labour and OSH inspection policies to protect labour rights and health and safety, as well as to mitigate the negative social and economic consequences of COVID-19.
- ✔ **Climate change and a just transition** are among the main current world of works issues in focus, including in Iraq. Sandstorms and unprecedented heat waves are damaging agriculture and increasing poverty and vulnerability in rural areas. There needs to be sense of urgency amongst key stakeholders to come up with adaptive strategic paradigm shift towards green economy.
- ✔ **Political instability and social unrest** may inhibit government decision making and slow implementation. However, the ILO does frequent risk management analysis and proposes mitigation strategies. The ILO also monitors the situation on the ground and remains in contact with donor and implementing partners, informing them of any impact in the implementation and achievements of programme objectives. The ILO is closely engaged with the government at both central and governorate levels to enhance smooth relationships and lay ground for better implementation modalities at all levels.
- ✔ **Security:** Poor security conditions may adversely affect the implementation of programmes and activities. The ILO coordinates with government counterparts, UN agencies, and security personnel to adjust the plan of action per needs, accessibility, and security conditions.
- ✔ **Public health (COVID 19):** Risks to the population, the economy and stability of the territory resulting from actual and emerging public health emergencies e.g., COVID-19. Working at policy and field level, with relevant government authorities, Iraq COVID-19 Crisis Operations Cell, and UNCT (United Nations Country Team) for geographical targeting in line with the established procedures.
- ✔ The ILO continued to closely **engage with the United Nations Country Team for Iraq (UNCT)/RCO** efforts to coordinate the implementation of DWCP within the UNSDCF 2020-2024. The UN System in Iraq's Cooperation Framework (UNCF) integrates peace building, development, and resilience commitments to address the structural impediments that hinder Iraq's progress to sustainable development. The UNCF is focused on the transition from humanitarian assistance towards contributing to the achievement of the Sustainable Development Goals (SDGs) through a more upstream policy and legislative reform.

7. Decent Work Country Programme (DWCP) Results Matrix (2022)

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
DWCP Priority 1: Job creation and private sector development			
Outcome 1.1: Reconstruction and recovery efforts create opportunities for decent work, development of market-relevant skills and enterprise development			
<p>Indicator 1.1.1: Increased number of livelihood opportunities in target areas (especially among IDPs, women and youth)</p>	<p>PROSPECTS - EIIP interventions Three projects, namely: irrigation rehabilitation, solid waste management - compost production and improvement, and afforestation were implemented in Duhok University and Duhok governorate using EIIP approaches. These projects led to the creation of 8,671 worker days that benefited 161 (38 refugees, 53 IDPs and 85 women) workers. This initiative also supported 22 young engineers who are engaged in monitoring the public works implementation. Moreover, the designing of six youth centers was completed in which the actual rehabilitation work is planned to commence early next year through the Opportunity Fund in Mosul governorate. These projects will enable young women and men to secure short-term jobs.</p> <p>Cultural Heritage Conservation through EIIP The partnership between UNESCO and the ILO has continued under the collaboration at the Erbil Citadel. In 2022, repair works, and renovation activities continued at the Citadel, which led to the generation of a total of 21,468 worker days from 199 jobs - 18.54% being Syrian refugees. In addition, eight conservation projects have been identified in Duhok and Sulaymaniyah Governorates and which will be implemented in 2023. These projects are planned in such a way to generate a total of 21,000 worker days.</p> <p>ILO-UNDP project UNDP's cash-for-work projects piloted the integration of ILO's EIIP approach in six interventions in Ninewa governorate. In these projects, a total of 3,504 worker days were generated which are accounted from 130 job opportunities.</p> <p>ILO-UN-Habitat project The ILO signed a project agreement with UN-Habitat to integrate EIIP approaches in more than 11 construction activities that are going to be implemented in three districts of Basra city by UN-Habitat in 2023. These activities will generate more than 37,000 worker days through the creation of 400 job opportunities using EIIP methodologies in the selected construction activities.</p>	<ul style="list-style-type: none"> - Directorate General of Municipalities in Duhok - Directorate of Irrigation in Duhok - Directorate of Environment in Duhok - Trade Unions - KRI - UNICEF - through VOP organization - Duhok Polytechnic University - High Commission Erbil Citadel (HCECR) - Directorate of Antiquities in Duhok - UNESCO - Erbil Polytechnic University - Municipality of Hamadanyh - Directorate of Youth in Ninewa - UN-Habitat 	<p>Employment Policy Department (EMPLOYMENT) EMP</p>
<p>Indicator 1.1.2: Increased number of skilled workers to meet market demand resulting from reconstruction investments</p>	<p>EIIP trainings A total of 45 trainees from different implementing partners were trained on planning, designing and monitoring employment intensive activities. These trainees are senior engineers, contractors, technicians, skills workers, trade union supporting staff and young engineers. Directorate' engineers and supervisors/ group leaders, contractors' technicians and skilled workers trade union members, and young engineers from the Polytechnic University.</p>	<ul style="list-style-type: none"> - Directorate General of Municipalities in Duhok - Directorate of Irrigation in Duhok - Directorate of Environment in Duhok - Duhok Polytechnic University - Erbil Polytechnic University - High Commission Erbil Citadel (HCECR) - Directorate of Antiquities in Duhok - UNESCO 	<p>Employment Policy Department (EMPLOYMENT) EMP</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 1.1.3: Increased number of workers (especially IDPs, women and youth) who benefit from sustained employment opportunities in target areas</p>	<p>PROSPECTS: In 2022, the Employment Service Center in Duhok registered a total of 6,145 job seekers (2,597 host community members, 2,941 IDPs, 607 refugees), of which 560 job seekers (299 women, 261 men) have been referred to job and training opportunities. With ILO support, the Employment Service Center in Duhok placed 247 (63 refugees, 78 IDPs, and 111 women) job seekers in jobs.</p>	<p>- Ministry of Labour and Social Affairs, KRG</p>	<p>Employment Policy Department (EMPLOYMENT) EMP</p>
<p>Outcome 1.2: The job creation potential of MSMEs in high-potential sectors is increased, and their operating environment is enhanced</p>			
<p>Indicator 1.2.1: Capacity of Iraqi business development service providers built and operational, with a focus on youth.</p>	<p>Increased capacity of business development services providers to offer start-up and business management training through ILO-IOM collaboration project:</p> <ul style="list-style-type: none"> • 50 trainers from IOM have received Start and Improve Your Business Training program (SIYB) TOT in November and December of 2021. In 2022, they were able to provide quality start-up and business management training services based on SIYB to potential entrepreneurs and established businesses to grow - from across different Iraqi governorates. • 50 trainers from IOM have participated in two on-line refresher workshops with ILO master trainers to refresh their knowledge and practices through coaching sessions before conducting the SIYB training to entrepreneurs and existing MSMEs across the country. • Following the ToT and on-line refresher workshops, under the coaching sessions by the master trainers, facilitated through ILO support, the 50 trained trainers from IOM were able to train 362 (115 women) entrepreneurs across the country. These entrepreneurs are now equipped with basic skills of business management and have acquired knowledge on how to improve a business (IYB). • IOM's management team has now enhanced its capacity to deliver, manage, monitor and improve the provision of start-up and business management training services, based on ILO's SIYB programme. This has been realized through a series of SIYB management workshops provided for IOM's management team. <p>Through ILO-GIZ collaboration project:</p> <ul style="list-style-type: none"> • The project has trained a total of 70 (23 women) Iraqi/ Kurdish potential trainers, from 21 private, public and partner business service provider organizations, on the SIYB programme. All trainers who passed through the SIYB certification process in turn trained a total of 1,121 (557 women) entrepreneurs across KRI (Duhok, Erbil, Halabja, Kalar, Khanqin, Mosul, Soran, Sulaymaniyah and Zakho). 	<p>Partner BDS Providers:</p> <ul style="list-style-type: none"> - European Technology and Training Centre - Danish Refugee Council Iraq - Bishkoreen Development of Women and Children - Zakho Small Village Project - KURD-M.A.D organization for Culture and Democracy - Mercy Corps Iraq - Peshdari Ltd. Company for Managerial Consultations, Training and feasibility studies - Kurdistan Youth Freedom Organization - Ministry of Labour and Social Affairs, Kurdistan Regional Government Department of Labour and Social Affairs, Nineveh (affiliated to MOLSA Federal Government) - Ministry of Youth, Kurdistan Regional Government - Ministry of Youth, Federal Government, Lutheran Word Foundation (LWF) - Halabja Chamber of Commerce and Industry - ACTED Iraq - Al-Thiqa Iraq - Central Bank of Iraq - National Bank of Iraq - Iraqi Company for Bank Guarantees - Iraqi Middle East Investment Triangle - Cihan Bank - Five One Labs - Izdiharoonaa Org Relief International - Dr's Aid for Medical Activities Dohuk University - Mosul Institute for Science and Technology - Chamber of Industry - Northern Technical University - ArcheNova - Malteser International - Human Appeal 	<p>Enterprises Department (ENTERPRISES) ENT</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
	<p>Increased capacity of business development services providers to offer entrepreneurship education</p> <ul style="list-style-type: none"> • 57 (20 women) teachers from 7 technical and vocational centers, and schools, who were trained as Know About Business (KAB) trainers in the past, were able to provide entrepreneurship education to 115 (79 female) students across the selected TVET centres and schools of KRI. As a result of this outreach, these students are now showing positive attitudes towards enterprise development as a career option. • 7 selected Technical and Vocational Training Centers in the KRI under the supervision of the Ministry of Labour and Social Affairs continued to improve their capacity to implement the KAB programme at schools and centers targeting youth and adults. • 10 zonal supervisors and one national supervisor who have been certified to manage, monitor and supervise the KAB entrepreneurship education programme in the KRI are now working closely with TVET and high schools to cascade KAB training across TVETs and high schools in KRI. • The Ministry of Labour and Social Affairs of the Federal Iraq and KRG have continued to promote ILO's KAB entrepreneurship education programme across the country. <p>PROSPECTS:</p> <ul style="list-style-type: none"> • Using ILO tools “Start and Improve Your Business,” and “Financial Education,” ILO capacitated 39 staff, from different BDS providers and financial institutions. It also used “Making Finance Work for Refugees,” to strengthen the capacities of 18 staff from the Central Bank of Iraq, the Iraqi Company for Bank Guarantees, Iraqi commercial banks (Cihan Bank, Middle East Investment), a microfinance institution, Al Thiqa, to deliver financial products for vulnerable groups. 	<ul style="list-style-type: none"> - GroFin - Ministry of Education of the KRG - Action Against Hunger - AUIS-Innovation and Entrepreneurship Center - Norwegian Refugee Council - Duhok University - Harikar Organization - Sulaymaniyah University - Preemptive Love - Human Rights Center in Halabja and Gender Department - Kurdistan Economic Development Organization 	
<p>Indicator 1.2.2: Access to finance for Iraqi youth is enhanced through financial literacy and inclusion.</p>	<p>Increased capacity of business development service providers to offer financial education Through ILO-GIZ collaboration project:</p> <ul style="list-style-type: none"> • 26 trainers from 21 public and private partner organizations, who were trained last year as financial literacy trainers, were able to provide financial education services to 134 (96 female) entrepreneurs, youth, refugees and IDPs. These entrepreneurs have acquired basic skills related to financial management which will enable them to make better and informed financial decisions. • 21 partner organizations (public, semi-private and private) are now capable of providing, managing and improving financial education services within their organizations. <p>Through PROSPECT project:</p> <ul style="list-style-type: none"> • In 2022, 326 entrepreneurs were reached with PROSPECTS-supported SIYB, including 30 refugees, 102 IDPs and 157 women. A total of 547 were reached with Financial Education, including 93 refugees, 104 IDPs and 211 women. • 554 received loans, including 70 refugees, 330 IDPs and 70 women. In addition, 35 women participated in focus group discussions on the development of a financial product targeting female entrepreneurs, facilitated by Al Thiqa. 	<ul style="list-style-type: none"> - ArcheNova - Malteser International - Human Appeal - GroFin - Ministry of Education of the KRG - Action Against Hunger - AUIS-Innovation and Entrepreneurship Center - Norwegian Refugee Council - Duhok University - Harikar Organization - Sulaymaniyah University - Preemptive Love - Human Rights Center in Halabja and Gender Department - Kurdistan Economic Development Organization 	<p>Enterprises Department (ENTERPRISES)</p> <p>ENT</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 1.2.3: Operationalization of the private sector strategy with capacity of related Iraqi social partners built, SME data collection enhanced, and SME-conducive legislation drafted.</p>	<p>The ILO has been scanning the challenges posed on the private sector development strategy and is seeking new partnerships to enhance the private sector business ecosystem through evidence-based policy options and financial inclusion approaches.</p>	<ul style="list-style-type: none"> - IFI - MOLSA - MOP - IOM - FAO - ITC - Fafo 	<p>Enterprises Department (ENTERPRISES)</p> <p>ENT</p>
<p>Outcome 1.3: Functioning labour market information systems enable evidence-based policymaking on employment</p>			
<p>Indicator 1.3.1: Number of follow-up surveys conducted by statistical institutions</p>	<p>For the past three years, the ILO has been working closely with the Ministry of Planning, the Central Statistical Organization, and the Kurdistan Region Statistics Office on the development of the national Labour Force Survey (LFS), the first to be developed in over a decade. In 2022, the survey was finalized and published. The data generated from the LFS has been used to produce multiple and rigorous research and policy papers. Subsequently, roundtables, symposia, and conferences were organized to discuss evidence-based and country-specific policy proposals.</p>	<ul style="list-style-type: none"> - MOLSA - MOP - UNDP - UNWOMEN - IOM - CLCI - Fafo 	<p>Employment Policy Department (EMPLOYMENT) EMP</p>
<p>Indicator: 1.3.2: Number of thematic studies carried out to inform policymaking in defined areas of the Decent Work agenda</p>		<ul style="list-style-type: none"> - MOLSA - MOP - UNDP - UNWOMEN - IOM - CLCI - Fafo 	<p>Employment Policy Department (EMPLOYMENT) EMP</p>
<p>Indicator 1.3.3: New National Employment Policy for Iraq drafted, with capacity of relevant Iraqi tripartite stakeholders built.</p>	<p>Based on the labour force survey results, a new evidence-based National Employment Policy is being developed by relevant tripartite stakeholders to facilitate job creation and decent work for all workers in Iraq.</p>	<ul style="list-style-type: none"> - MOLSA - MOP - MOA - MOI - MOF - MOE - Trade unions - IFI 	<p>Employment Policy Department (EMPLOYMENT) EMP</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
DWCP Priority 2: Protection: Vulnerabilities in Iraq are reduced through extension and strengthening of social protection to fill coverage and adequacy gaps, and an effective framework to address child labour			
Outcome 2.1: A national social protection system is available to ensure adequate protection to all those in need in a coordinated and cost-effective manner			
<p>Indicator 2.1.1: Private sector social security reforms implemented and policy/administrative coordination arrangements between private and public social security schemes and social assistance developed</p>	<p>Extending legal coverage of social security to workers in the private sector has been a priority area for the first year of the joint flagship Social Protection Programme that was signed last year between the GoI and UN (ILO, UNICEF, WFP). A key milestone, includes the publication of Law No. 3 of 2021, wherein Iraq has fulfilled the national process for the ratification of ILO Social Security Convention No. 102 (C102).</p> <p>The ILO has organized a training session for social partners on social security reform, in partnership with ITC-ILO, to strengthen national capacity. Training on accountability within social security administration was also conducted.</p> <p>The institutional capacity assessment will also be initiated in 2023 to identify gaps in capacity of the Ministry of Labour and Social Affairs to implement social security, which will inform future capacity strengthening activities.</p>	<ul style="list-style-type: none"> - Government: MoLSA, MoP, MoT, Parliament - Labour Unions, and IFI - UN: UNICEF,WFP - IMF and WB 	<p>Social Protection Department (SOCPRO)</p>
<p>Indicator 2.1.2: A legal framework, as well as interventions for the extension of social insurance to vulnerable workers in the informal economy (casual workers in construction, agriculture workers, self-employed) are developed and implemented</p>	<p>The ILO has supported KRI government to draft a new Labour Law, ensuring alignment and coherence with the draft social security law for KRI.</p> <p>Political stalemate has slowed progress on the adoption of the draft social security law in Federal Iraq. However, the ILO has continued its engagement on this by hosting various roundtables to strengthen parliamentary capacity on social security legislation.</p> <p>In the meantime, the ILO is moving forward with activities related to awareness raising, soon launching a market segmentation study to inform campaign design and implementation. The ILO also hosted several training events for journalists from across the country to strengthen media coverage of the social protection reform agenda, as a means of both raising awareness and increasing accountability of the process.</p> <p>In light of the above, the ILO is also diversifying the partners with which it works on social security coverage extension initiatives, as it is in the process of establishing a partnership with the IFI to pilot a social security contribution subsidy.</p>	<ul style="list-style-type: none"> - Government: MoLSA, MoP, MoT, Parliament - IMF and WB 	<p>Social Protection Department (SOCPRO)</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 2.1.3: Rights-based design and implementation approaches inform the ongoing reform of social assistance system, with a view to addressing life-cycle vulnerabilities</p>	<p>The ILO is taking a lead in Iraq in shaping discussions about the reform vision towards a social protection floor. The ILO drafted a position paper “Building Iraq’s Social Protection Floor” which outlines a set of concrete proposals for adopting a rights-based and life-cycle approach to social protection in Iraq. The paper was adopted and published as a UN-wide position paper, and has been well received by the government, being cited as a potential foundation or contribution to the wider National Social Protection Strategy currently being developed with support from the joint programme.</p> <p>The ILO is engaged in the process of developing the National Social Protection Strategy together with partners of the joint programme. Currently at an early stage, the strategy is expected to adopt a life-cycle approach.</p> <p>The ILO is jointly drafting a policy paper together with IMF and the World Bank on pension reform, which holds promise to foster agreement between partners in their respective support to the government relating to pension reform, including in the introduction of a social pension. Consultations with government are ongoing on these discussions.</p> <p>The ILO is also working with the Ministry of Labour and Social Affairs and UNHCR to facilitate the inclusion of IDPs into the national social assistance system, contributing to the inclusivity of the programme.</p> <p>More widely, the ILO has held several round-table discussions and a symposium with social partners and academics on the direction of social protection reform, to catalyse policy debate on the need for reform, informed by the principles of rights-based approaches, equity and sustainability.</p>	<ul style="list-style-type: none"> - Government: MoLSA, MoP, MoT, Parliament - Labour Unions, and IFI - UN: UNICEF, WFP - IMF and WB 	<p>Social Protection Department (SOCPRO)</p>
Outcome 2.2: Fewer vulnerable Iraqi children are exposed to child labour			
<p>Indicator 2.2.1: A National Action Plan (NAP) against child labour is developed, in collaboration with UNICEF and national authorities (MOLSA)</p>	<p>5 Steering committee meetings were held to track, monitor and follow up on project activities in-line with the strategic plan of MoLSA.</p> <p>The ILO continues to provide the needed technical support in reviewing the labour law and child protection policies with the aim to embed the main concerns related to child labour vulnerabilities as well as to ensure alignment with international labour standards and conventions 138 and 182.</p> <p>Two main policy recommendations were revised but still require adoption. Additional efforts are needed to address structural gaps in laws in terms of defining the minimum age of education and work. The proposed recommendations pertaining to the child protection policy, as well as the new labour law.</p>	<p>MOLSA, MOP, MOH, MOE, MOI, The General Federation of Iraq Workers, The General Federation of Iraq Trade Unions, The Conference of Iraqi workers Federations and Unions</p>	<p>Fundamental Principles and Rights at Work (FUNDAMENTALS)</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 2.2.2: Relevant teams within MOLSA – including the labour inspection department and its affiliated Child Labour Unit, and the Child Welfare Department – have enhanced capacity to address child labour</p>	<p>600 teacher and education personnel attended capacity building trainings on child labour in Duhok and Ninewa.</p> <p>A total of 491 government officials, civil society organizations (CSOs), academic institution representatives and other stakeholders were trained on the child labour standards and the CLMS.</p> <p>16 case managers (4 in Ninewa and 12 in Duhok) were trained on the identification and referral of children involved in or at risk of child labour.</p>	<p>MOLSA, MOP, MOI, MOE, The General Federation of Iraq Workers, The General Federation of Iraq Trade Unions, The Conference of Iraqi workers Federations and Unions</p>	<p>Fundamental Principles and Rights at Work (FUNDAMENTALS)</p>
<p>Indicator 2.2.3: The piloting of direct services to combat child labour in targeted governorates generates lessons learned for scaling up to the national level.</p>	<p>4,592 children participated in non-formal education in the CFLs in both Ninewa (3300) and Duhok (1292)</p> <p>Partnerships are maintained with the two national NGOs (TAD and KSC) to support the implementation of the project's activities.</p> <p>Nine child friendly spaces were established and are running in both Ninewa and Duhok.</p> <p>Registered cases: A total of 7,738 children were registered as children engaged in child labour or at high risk of engaging in child labour, of which 3,763 children were identified as child labour cases and they were enrolled in case management services and 1,028 cases were successfully closed. Accordingly, a total of 2,420 children were withdrawn from child labour.</p> <p>439 total referrals in both Ninewa (255) and Duhok (184). 61 participants will recently be also referred in Duhok and 50 to be referred in Ninewa.</p>	<p>MOLSA, MOP, MOH, MOE, MOI, al-Tahreer Association for Development, Kurdistan Save the Children/KCF, Child Protection Sub-Cluster</p>	<p>Fundamental Principles and Rights at Work (FUNDAMENTALS)</p>
<p>DWCP Priority 3: Governance: Labour market governance is strengthened in order to promote the realization of Fundamental Principles and Rights at Work through improved social dialogue mechanisms</p>			
<p>Outcome 3.1: Improved contribution of the social partners to tripartite institutions, based on the principles of social dialogue and freedom of association</p>			
<p>Indicator 3.1.1: An effective mechanism to determine the most representative workers organization (for purposes of participation in tripartite institutions) is established and functioning.</p>	<p>Workers' union is now up and running.</p>	<p>- IFI - Trade unions</p>	<p>Bureau for Employers' Activities (ACT/EMP) Bureau for Workers' Activities (ACTRAV)</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 3.1.2: The number of recommendations developed by social partners on implementing national development objectives related to jobs, skills developments, social security, decent work and private sector development, and adopted by the Government.</p>	<p>The ILO has launched a new initiative aimed at assessing the business environment in Iraq using ILO’s “Enabling Environment for Sustainable Enterprise” methodology. In November 2022, the first tripartite consultative workshop took place to define priority areas for improving the business environment in Iraq.</p>	<p>- IFI - Trade unions</p>	<p>Bureau for Employers' Activities (ACT/EMP) Bureau for Workers' Activities (ACTRAV)</p>
<p>Indicator 3.1.3: Number of social dialogue platforms institutionalized and strengthened</p>	<p>The tripartite steering committee for DWCP met twice to discuss on the progress, challenges and lessons learned.</p>		<p>Bureau for Employers' Activities (ACT/EMP) Bureau for Workers' Activities (ACTRAV)</p>
<p>Outcome 3.2: Labour inspection and OSH services are more effective in preventing and detecting non-compliances with national and international labour standards</p>			
<p>Indicator 3.2.1: The availability of a national system for reporting work-related accidents, injuries and diseases</p>	<p>The development of the national OSH policy and profile in 2022, was followed by the development of separate documents on “Recording and Notification of Occupational Accidents and Diseases System”, which serve as a useful instrument to the competent authorities in developing systems for the recording and notification of occupational accidents and diseases. It also provides valuable guidance for joint actions by employers and workers and for activities carried out by governments and other organizations aimed at the overall prevention of occupational accidents and diseases. The ILO, in consultation with the social partners on a tripartite basis with the participation of necessary experts, has developed and validated four major documents:</p> <ul style="list-style-type: none"> - OSH Programme - National Centre for Occupational Health and Safety (NCOHS) Action Plan - New Reporting Mechanisms for the Notification Recording and Investigation - Accidents Reporting Templates and Tools <p>Based on the Action Plan to strengthen the NCOHS to assure the promotion of NCOHS’s preventive services, the ILO has assessed and determined a number of types of equipment/portable tools needed with required specifications approved by NCOHS. The equipment will be handed over soon to the NCOHS, which will enable them to prevent and inspect occupational accidents and diseases.</p>	<p>- Ministry of Labour and Social Affairs - National Center for Occupational and Health</p>	<p>Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH)</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 3.2.2: The numbers of violations, complaints and disputes relating to working conditions and OSH.</p>	<p>The ILO has conducted and completed a study on “labour dispute and resolution mechanisms for agriculture workers and employers in the agriculture sector”, and a report was produced accordingly. This study report further provided additional knowledge on the barriers and opportunities to benefit from both the 1987 and 2015 Labour Laws, especially on the process and mechanisms for filing and completing legal claims related to labour disputes. Following the study, the ILO provided a capacity building training on labour dispute and resolution mechanisms in the agriculture sector for 20 (5 female) social partners representatives from Basra and Duhok governorates. The ILO also managed to pilot the resolution mechanisms on nine farms as part of the capacity building of social partners on labour disputes resolution mechanisms.</p>	<ul style="list-style-type: none"> - Ministry of Labour and Social Affairs - National Center for Occupational and Health 	<p>Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH)</p>
<p>Indicator 3.2.3: The production of an annual quality report in line with the requirements of the Labour Inspection Convention (C81)</p>	<p>The ILO selected top ranking 21 inspectors (15 men and 6 women) among 70 (24 women) labour inspectors who attended the trainings in the previous reporting period to participate in an eight-day Training of Trainers (ToT) programme on “Building Modern and Effective Labour Inspection Systems” aimed at strengthening the national and institutional capacity in Iraq for the development of the competences of the labour inspectorate and raise the necessary skills of the labour inspectors.</p> <p>A tangible achievement of this outcome has been the successful completion of a series of trainings during 2021-2022 in which the KRI-MoLSA has officially made a ministerial decree of assignment of 12 new and first ever labour inspectors under the Directorate General of Labour and Social Security in June 2022. The inspections took part in a swearing-in ceremony on 18 July 2022.</p> <p>These trainings are part of a wider capacity building training programme designed for the MoLSA's staff and inspectors. It is the first step towards the establishment of a labour inspection training centre within the MoLSA premises in Baghdad. In addition, they will also serve and reflect enhancement in Iraq's reports to the ILO on the application of international labour standards instruments.</p>	<ul style="list-style-type: none"> - Ministry of Labour and Social Affairs - National Center for Occupational and Health 	<p>Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH)</p>

DWCP result chain	Progress in 2022 reporting period	Partners	Technical Backstopping Unit
<p>Indicator 3.2.4: Adoption of a strategic compliance planning approach by the labour inspectorate</p>	<p>Three workshops to adopt the ILO's Strategic Compliance Planning (SCP) were conducted in cooperation with the LABAMDIN/OSH department in the ILO's headquarters to develop a plan for promoting the ILO's SCP. The workshops together senior labour inspectors from MoLSA as well as representatives from Federal Iraq and the Kurdistan United Workers Union, the Iraqi Federation of Industries, Chambers of Commerce and Industry / Iraq working in the field of labour inspection and OSH. This was followed by:</p> <ul style="list-style-type: none"> - Official establishment of Strategic Compliance Task Team (SCTT) among those who attended the workshop with the support of KRI-MoLSA. The main objective of the SCTT is to regularly follow up on the action points, gather and analyse the strategic compliance information. - Created profiles for the SCTT members in the ILO's online Strategic Compliance Portal. - The SCTT has started setting up economical units by compiling information on the sectors most common and visited/inspected by MoLSA under the industrial sector addressing iron and steel sectors, alongside the agriculture sector addressing pomegranate and grape recommended by the ILO as studied and identified value chain in the KRI. This will be followed by analysing the compiled information and putting action plans forward. 	<ul style="list-style-type: none"> - Ministry of Labour and Social Affairs - National Center for Occupational and Health 	<p>Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH)</p>
<p>Indicator 3.2.5: Automation of labour inspection activities</p>	<p>The ILO conducted a detailed assessment and business analysis of labour inspection procedures to the labour inspection system in selected and targeted department/units under MoLSA in both Federal Iraq and the Kurdistan Regional (KRG) government, followed by two consecutive validation workshops attended by participants from MoLSA and MoH representing OSH and OSH for food items, Social Security and LI departments. This resulted in two workflows separately addressing Labour and OSH Inspection and Social Security Inspection.</p> <p>These workflows will be used as specifications basis for the development of and setting up an Online/Electronic Case Management System (ECMS) by developers later for process automation in enforcing labour laws. A labour Inspection case management system will be developed via the established Labour Inspection Action Management System (LIActionS) methodology. In this regard, the Labour Governance project is planning to jointly set up the Online/Electronic Case Management System (ECMS) in cooperation with the Social Protection Programme, which is also planning to develop a system on social security and which will include the labour inspection unit.</p>	<ul style="list-style-type: none"> - Ministry of Labour and Social Affairs - National Center for Occupational and Health 	<p>Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH)</p>

8. ILO in the News -2022



Devdiscourse: Iraq and ILO launch first national Labour Force Survey in last decade



Al Hurra TV: Watch ILO Country Coordinator Maha Kattaa's interview on Al Hurra, speaking about the low labour force participation rate of women in Iraq and ways forward in encouraging more women to enter the labour market.



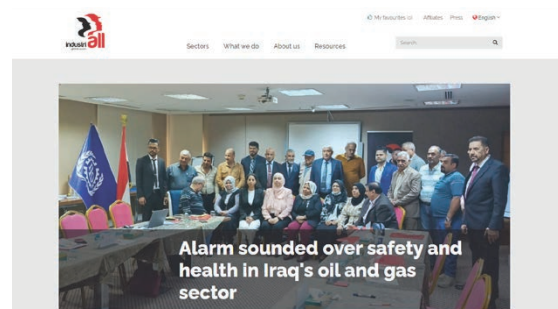
Al Hurra TV: ILO Social Security specialist highlights key issues Iraq must tackle to address unemployment.



UTV: This report outlines the status of workers in Iraq's agricultural sector. It is based on studies- conducted in Federal Iraq and in the Kurdistan Region of Iraq - by the ILO which provide a detailed overview of the policy, legislative and regulatory frameworks and practices relevant to the agriculture and agro-food sector in Iraq.



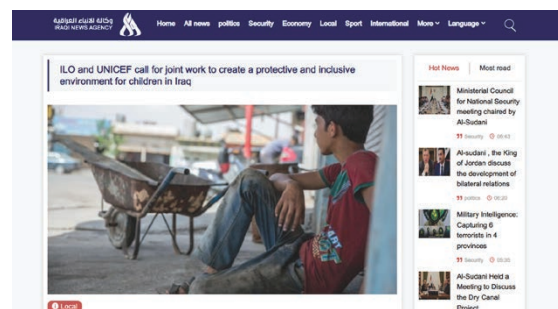
Fann Radio: A month long programme sheds light on child labour issues in Iraq and ways to address the phenome bringing together experts from the field



Industrial Union: Alarm sounded over safety and health in Iraq's oil and gas sector



Iraq Business News: Improving Employment Opportunities for people in Basra.



Iraqi News Agency: ILO and UNICEF call for joint work to create a protective and inclusive environment for children in Iraq.



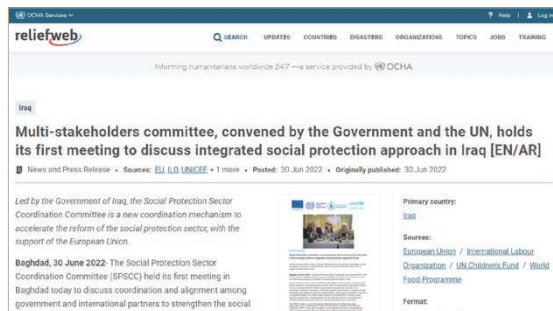
The European Times: ILO calls for adequate workers conditions during extreme heat in Iraq



UNAMI: ILO representatives, including Country Coordinator to Iraq, Maha Kattaa, met with Minister of Labour and Social Affairs Ahmad Al-Asadi to discuss on-going collaboration between the Government of Iraq and the ILO in implementing the Decent Work Country Programme

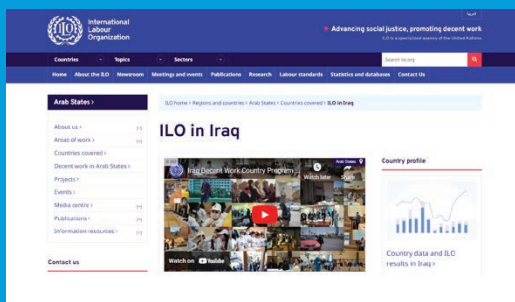


UNAMI: ILO, Ministry of Labour and Social Affairs of KRI partner to develop vocational training for youth in Dohuk



Reliefweb: Multi-stakeholders committee, convened by the Government and the UN, holds its first meeting to discuss integrated social protection approach in Iraq

For more information on ILO in Iraq:



ILO office in Iraq





International
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International Labour Organization
Country Coordination Office – Baghdad, Iraq
www.ilo.org

