



FINAL NARRATIVE REPORT

China

Thematic window
Youth, Employment & Migration

Joint Programme Title:

Protecting and Promoting the Rights of China's
Vulnerable Migrants

June | **2012**

Prologue

The [MDG Achievement Fund](#) was established in 2007 through a landmark agreement signed between the Government of Spain and the UN system. With a total contribution of approximately USD 900 million, the MDG-Fund has financed 130 joint programmes in eight Thematic Windows, in 50 countries around the world.

The joint programme final narrative report is prepared by the joint programme team. It reflects the final programme review conducted by the Programme Management Committee and National Steering Committee to assess results against expected outcomes and outputs.

The report is divided into five (5) sections. Section I provides a brief introduction on the socio economic context and the development problems addressed by the joint programme, and lists the joint programme outcomes and associated outputs. Section II is an assessment of the joint programme results. Section III collects good practices and lessons learned. Section IV covers the financial status of the joint programme; and Section V is for other comments and/or additional information.

We thank our national partners and the United Nations Country Team, as well as the joint programme team for their efforts in undertaking this final narrative report.

MDG-F Secretariat

**FINAL MDG-F JOINT PROGRAMME
NARRATIVE REPORT**

Participating UN Organization(s)	Sector(s)/Area(s)/Theme(s)
ILO (Leading) UNDP, UNESCO, UNFPA, UNICEF, UNIDO, UNV, UN WOMEN, WHO	Youth, employment and migration

Joint Programme Title	Joint Programme Number
Protecting and promoting the rights of China's vulnerable young migrants	MDGF - 1880

Joint Programme Cost [Sharing - if applicable]	Joint Programme [Location]
[Fund Contribution]: USD 6,600,000 Govt. Contribution: USD 1,000,000 Agency Core Contribution: Other: TOTAL: USD 7,600,000	Country: China Provinces and Municipalities: Tianjin, Hebei, Shaanxi, Hunan, Zhejiang, Guangdong, Henan, Jiangsu, Chongqing Towns and District(s): Cangzhou, Hangzhou, Changsha, Xi'an, Zhashui, Xinyang, Zhongshan, Changzhou, Yueyang

Final Joint Programme Evaluation	Joint Programme Timeline
Final Evaluation Done Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Evaluation Report Attached Yes <input type="checkbox"/> No <input type="checkbox"/> Date of delivery of final report	Original start date : Feb. 11, 2009 <i>start date of the programme</i> Final end date : Feb. 10, 2012 <i>(including agreed extended date)</i>

Participating Implementing Line Ministries and/or other organisations (CSO, etc)

Please refer to Annex 6 for the list of partners.

Report Formatting Instructions:

- Number all sections and paragraphs as indicated below.
- Format the entire document using the following font: 12 point Times New Roman.

I. PURPOSE

a. Provide a brief introduction on the socio economical context and the development problems addressed by the programme.

Over the last three decades China has made remarkable progress in social and economic development. China has become a significantly stronger country and people's livelihoods have improved notably. China has already met several Millennium Development Goals and is on track to meet others. However, the benefits of economic and social development are not enjoyed equally by the rich and poor, urban residents and rural farmers, people in coastal areas and people in western areas. Rural-urban inequality and regional inequality are growing. Rural-urban inequality is the biggest aspect of overall inequality in Chinese society. In response, the "concept of scientific development" and "harmonious socialist society" directly incorporate the notions of long-term sustainability and a more equitable distribution of the benefits of economic growth. China's 11th Five Year Plan, which sets the direction for national development for the 2006-2010 period, had set a goal of building a "harmonious socialist society" by enabling disadvantaged groups and less developed regions to share in the benefits of economic growth. China's 12th Five Year Plan for 2011-2015 continues to prioritize realizing shared prosperity and bringing benefits to the people, accelerating the transformation of the economic development model. The plan states that the "fundamental end" of economic transformation is to improve people's lives, which can only be achieved by improving the social welfare system, prioritizing job creation, providing equal public services to every citizen and stepping up reform of the income distribution system.

The rural-urban gap and inequality have encouraged millions of rural migrants to seek work in cities. China is currently experiencing the largest migration in human history. A great number of rural people have migrated to urban areas where they take on the unskilled and low-skilled work that has been an important contributor to China's impressive economic development. In the process, migrants have worked their way out of poverty. Migration therefore has been one of the most powerful levers in China's poverty reduction success. As China's economy transforms from a largely export-oriented to a more domestic consumption-based growth model through industrialization and urbanization, 300 million more migrants are projected over the next 20 years. Migration therefore will remain a critical issue in China's future development. The migration, livelihoods, professional development and social wellbeing of migrant workers are among the major challenges China has to address in the coming period of time. But maximizing the benefits of internal migration while mitigating its adverse effects is a difficult balancing act, especially in a country of large dimensions.

According to data published by the National Bureau of Statistics, by the end of 2010, 151 million rural migrants had moved from rural areas to work in urban areas, of which, young migrant workers below the age of 30 account for about 85 million or 58.4%. 40.8% of young migrants are women. Young migrants are drawn by employment opportunities and favorable wage-differentials available in urban areas. However, most young migrants can only obtain jobs that are manual, menial and, in some cases, exploitative. Many spend long hours in dangerous workplaces and live in squalid housing; their vulnerability is compounded by a lack of access to labour and social rights protection and social exclusion. Most vulnerable to marginalization are out-of-school rural youths and young migrants with low education and skills. They leave home uninformed of the challenges involved in migration and are ill prepared to handle these challenges. In particular girls tend to leave school and migrate at a younger age than boys; they face a heightened risk of rights violations and abuse. The vast majority of young migrants do not meet the three key criteria for social inclusion, namely decent and stable employment, standard access to basic services and a well-established social security system.

The joint programme, Protecting and Promoting the Rights of China's Vulnerable Young Migrants, bringing together nine UN agencies, designed and implemented right-based and

poverty-focused interventions to promote and protect the social and labour protection of the most vulnerable young migrants, those most in need of support and yet are also the hardest to reach. The programme assisted national partners develop their capacity to provide rural youth and young migrants with better access to quality education, skills training, decent employment, social services and rights protection mechanisms. The modes, measures and solutions developed within the joint programme have significantly contributed to achieving MDGs on poverty, education, gender equality, maternal health and HIV/AIDS.

b. List joint programme outcomes and associated outputs as per the final approved version of the joint programme Document or last agreed revision.

The Joint Programme had three outcomes with ten outputs.

Outcome 1: Improved policy frameworks and policy implementation, with full stakeholder participation.

Output 1.1: National migration policy informed by platform for migration research information exchange.

Output 1.2: Policy advocated, awareness raised and capacity built between and amongst government, civil society and young people at national and local levels.

Output 1.3: Policy implementation strengthened through piloting of models and the participation of migrants in policy dialogue.

Outcome 2: Better access to decent work for vulnerable young people promoted through pre-employment education and training.

Output 2.1: Access to non-formal education for migrants to prevent premature entry into the labour force improved.

Output 2.2: Access to vocational training for migrants and young people in rural areas improved to prevent premature entry to the labour force and increase self-employment opportunities.

Output 2.3: Safe migration information and life-skills training for young people strengthened.

Outcome 3: Rights of vulnerable young migrants protected through improved access to social and labour protection.

Output 3.1: Registration of migrant children promoted to enhance their protection and access to social services.

Output 3.2: Community centers enhanced in providing comprehensive gender responsive learning opportunities, information and referral services.

Output 3.3: Design and testing of health promotion model to promote use of appropriate health services by migrant youth.

Output 3.4: Implementation and enforcement of existing legislation for migrant workers strengthened and safe migration enhanced.

c. Explain the overall contribution of the joint programme to National Plan and Priorities.

Over the last ten years, China has gradually recognized and addressed a critical development issue, i.e. socio-economic inequality. The vision of a harmonious society is the over-arching priority that shapes all government plans and policies. It serves as a commitment to reducing

socio-economic inequalities and providing support to the most vulnerable and disadvantaged populations, including rural-urban migrants. On the one hand, rural to urban migration is a strategy for poverty alleviation, urbanization and industrial restructuring. On the other hand, in the process of migration, migrant workers, in particular young migrant workers, face socio-economic inequalities, such as insufficient access to opportunities for education, vocational skills development and safe migration services in sending areas, as well as lack of access to adequate labour market information, employment services, decent jobs, social security, labour rights protection services, medical and health services, family services and housing in receiving areas. The joint programme has significantly contributed to national plans and priorities by providing international good practices to improve the implementation of national plans and policies and providing experience and evidence-based technical support for new plans and policy formation.

The socio-economic disparity faced by rural-urban young migrants cannot be tackled merely through migration and urbanization. Therefore the government has set targets to improve rural education and health services, raising rural residents' off-farm incomes, and improving social protection for migrant workers in both the 11th and 12th Five Year Plan, as well as related laws, regulations and policies. The 11th Five Year Plan (from 2006 to 2010) and the 12th Five Year Plan (from 2011 to 2015) have embraced internal migration as essential for the national development strategy. Three labour laws, the Labour Contract Law, the Employment Promotion Law and the Labour Dispute Mediation and Arbitration Law, came into effect in 2008. All laws emphasized the promotion and protection of migrant workers' decent work and labour rights. The 2007 amendment to the Compulsory Education Law guarantees all children access to nine years of schooling regardless of where they live, one of the most important changes in existing legislation for assisting migrants' children. The National Plan for Training Rural Migrant Workers aimed to provide 60 million potential migrants with short-term vocational training and post-departure training between 2003 and 2010. The Sunshine Project provides skills-upgrading training for people in poverty-stricken sending areas. The State Council's 2007 Decision on Fully Enhancing Population and Family Planning Programme and Comprehensively Addressing Population Issues provides a platform for improved service delivery and health education among migrant workers. The State Council Leading Group Office of Poverty Alleviation and Development endorsed a community participation mechanism for its National Programme of Participatory Village Planning to support the implementation of the China Rural Poverty Reduction and Development Strategy (2001-2010). The National Criterion of Primary Public Health Service, issued in 2009 and renewed in 2011, clearly stated that primary public health services should cover both locally registered people and migrants in urban and rural areas.

With most of these plans, laws and policies coming into effect only around 2008, and with many local trials only in their initial stages, the institutional capacity required to effectively implement new plans, legislation and policies barely existed, particularly at the municipal and county levels. Moreover, a coordinated and collaborative implementation mechanism for plans, legislation and policies to mitigate the socio-economic inequality of young migrants had not been developed. The joint programme, under the UN Theme Group on Poverty and Inequality, in close coordination with their national and local counterparts, brought together 9 UN agencies and around 25 national ministries and government agencies, as well as 100 local or municipal partners to work together. It mobilized a diverse range of international and national cross-sectoral expertise and experience on the internal migration of workers to provide related technical support to assist the improved implementation of more coherent and integrated national plans, laws and policies on mitigating socio-economic inequality of young migrants. Given the complexity of the challenges migrant workers are living with, the joint programme's integrated responses contribute to building national partners' capacity to promote and protect young migrants' social, economic and labour rights. The goal has been to empower young migrants through improved access to quality education, vocational skills, life skills, employment services, health services and social security to promote decent work

and social services for social and economic inclusion in receiving areas, as well as gender equality and women's empowerment.

In addition, the joint programme has contributed practice and evidence-based policy advice to national partners in the formulation of new national plans and policies on migrant workers. In the future, China's migrants will continue to make an essential contribution to China's transformation. Government policy in regard to migrants is still in the formative stage. Policy for migrants needs to be further developed on the following subjects: education and vocational training, employment services, wages and earnings, social security, health, housing, family and children of migrant workers and the protection of social and labour rights. Based on research findings and the good practices of pilots in programme implementation, the joint programme has provided evidence-based support to the formulation of China's 12th Five Year Plan, China's 2010-2020 National Education Plan, National Plan of Action on Children's Development (2011-2020), and the State Council Guidelines on the Development of the Domestic Industry (2010).

d. Describe and assess how the programme development partners have jointly contributed to achieve development results.

Young migrants are drawn by urban employment and income generation opportunities. But migration is much more than just a labour issue, because the challenges that young migrant workers face affect them in a holistic way. Therefore programme development partners had to jointly implement the programme activities within a holistic framework that included improving access for young migrants to education, vocational skills and life skills training, decent work, social security, health services, family and child services, and labour and social rights protection.

Bringing together 9 UN agencies, some 25 national ministries and government agencies as well as 100 local or municipal partners, YEM has been a very rich learning process for implementing partners to work together across their normal institutional boundaries. Although it was sometimes difficult to do so, the YEM team managed to work in a much more integrated way, providing solutions that were both specific to the issue at hand, yet coherent with this holistic approach. YEM tackled the various challenges young migrants are living with, and explored effective measures to provide them with improved education and training opportunities, employment services, health care, representation, integration in urban communities and legal aid assistance.

In order to effectively promote safe migration, YEM interventions touched upon different stages of the migration process, with emphasis on coordinated efforts in both migrant sending and receiving areas as well as matching the needs of labour supply and demand sides. For example, with coordination and technical support from International Labour Organization (ILO) and United Nations Industrial Development Organization (UNIDO), Tianjin as a core receiving pilot city and Cangzhou as a core sending pilot city worked together to conduct research on the rural migrants employability potential and vocational training needs in Cangzhou and job vacancies and requirements in emerging industrial sectors in Tianjin. The findings from this research contributed to the development of vocational skills training programmes and materials for migrant workers jointly by Tianjin and Cangzhou. The training programmes closed the gap between labour supply in the sending city and labour demand in the receiving city, as well as mitigated inequality in access to employment services and vocational skills development for decent employment.

In addition, many YEM research initiatives and solutions that YEM has piloted have proven to be inter-linked and mutually reinforcing. For example, YEM made great efforts to explore effective and comprehensive services for migrant workers and their families at the community level, such as establishing an indicator system and working with civil society organizations (CSOs) to measure and promote the social inclusion of migrant workers in urban communities, piloting one-stop community service centres and delivering youth and

migrant friendly health services at community health service centres. All these practices laid the foundation for further integrating resources at the community level and establishing comprehensive migrant population services and management for China's migrant population.

Another example of joint efforts taken by UN agencies and national and local partners to achieve development results is an integrated Life Skills Training package developed and implemented for rural youth and young urban migrants. Six UN agencies, namely ILO, United Nations Children's Fund (UNICEF), United Nations Population Fund (UNFPA), United Nations Development Fund for Women (UNIFEM) (now UN Women), World Health Organization (WHO) and United Nations Education, Science and Cultural Organization (UNESCO), and a range of related national partners established a working group and technical experts' team to work together in the development and implementation of the Life Skills Training Package. They examined and developed content in different fields, such as employment (poverty reduction through decent employment), health (healthy life style, and prevention of HIV/AIDS and other diseases, sexual and reproductive health, prevention of occupational disease) and marriage and family relationships (with gender equality and female empowerment as a cross-cutting theme). In pilot areas, Life Skills Training was most effectively delivered to young migrants in middle schools, vocational schools and vocational training institutions, teachers training colleges, community centres and workplaces and workers' evening schools. Training courses have enabled rural youths and young urban migrants to better understand their rights and prepare for safe migration and integration in cities.

II. ASSESSMENT OF JOINT PROGRAMME RESULTS

a. Report on the key outcomes achieved and explain any variance in achieved versus planned results. The narrative should be results oriented to present results and illustrate impacts of the pilot at policy level).

The joint programme has achieved all three outcomes as planned in the project document:

- Outcome 1 - Improved policy frameworks and policy implementation, with full stakeholder participation.
- Outcome 2 - Better access to decent work for vulnerable young people promoted through pre-employment education and training.
- Outcome 3 - Rights of vulnerable young migrants protected through improved access to social and labour protection.

In addition to accomplishing the goals originally established, YEM completed additional activities, following the recommendations of the mid-term evaluator to scale-up the impact of YEM, including the following:

- An integrated YEM migration policy paper was developed.
- A high profile concluding conference was held in December 2011 to disseminate YEM policy recommendations and best practices. Nearly 300 participants from UN agencies, Ministries, local government departments, academia, CSOs and the media attended.
- Outreach to ethnic minority groups was carried out in collaboration with our sister MDG-F Joint Programme, Cultural Development Partnership Framework (CDPF). This closed a gap in both programmes.

The implementation of extensive outcome activities, based-on participatory YEM studies, research and assessments/evaluation on proposed innovative interventions greatly enriched the knowledge base about the issues affecting young migrants. The National information platform (accessible at www.youngmigrants.org) was officially launched on 16 July 2010. The platform brought together various resources to improve the knowledge base and feed

into sound policy formulation on a range of migration issues. The outcome implementation achievements contributed not only to support the implementation of on-going national plans, laws and policies, but also to provide evidence-based recommendations and suggestions for the formulation of new plans, regulations and policies. Some YEM practices and policy recommendations have already been submitted, or are reflected in various new national plans and policy making. Examples include:

- An integrated policy advice paper on young migrants, which reflected YEM policy recommendations based on joint programme good practices, was prepared and presented to all stakeholders at the National Joint Programme Conclusion Conference. The Minister of Human Resources and Social Security subsequently submitted the policy paper to the members' meeting of the National Migrant Coordination Committee under the State Council.
- Focusing on the social inclusion of migrant workers, a study on migration trends, institutional services, protection mechanisms and existing initiatives led to policy recommendations which were reflected in the 12th National Five-Year Plan and related sector plans concerning population and social development, as well as relevant national policies on the implementation of the residence certificate system.
- The findings of high level forums and studies on key policies on the social inclusion of migrants, key indicators of social inclusion of migrants, and exploration of participatory decision making have been presented as recommendations for the “National Plan of Basic Public Services System” and the “Annual Work Plan of the State Council Inter-ministerial Meeting on Migrant Workers”.
- Recommendations to the central government regarding the improvement of the residence system and basic public services among migrants were drafted and presented by the National Development and Reform Commission (NDRC) at the concluding conference.
- Recommendations of the Ministry of Civil Affairs (M)CA on promoting the integration of migrant workers into communities have been drafted, discussed further, and will be issued by the Ministry soon.
- A national policy document “Guidelines of the Development of the Domestic Industry” was issued by the State Council in 2010, which took some of the recommendations resulting from the YEM programme. The All-China Women's Federation (ACWF) will continue to promote the issuance of “National Regulations on the Domestic Service Industry” by the State Council.
- The registration of migrant children has been included in the NPA on children (2011-2020) issued in July 2011 and will be replicated widely in the next decade to protect the rights of migrant children in China.
- The policy recommendation on implementing a residence certificate system as a transitional measure in the *hukou* system reform to grant equal access to social services for migrants has been taken up by the State Council as an important step to be pushed forward in the future.
- Two pilot sites, Changsha and Hangzhou, have issued relevant policies on promoting the social inclusion of migrants. Some other relevant policies such as migrants' equal opportunity to receive social services, and to participate in political dialogue and election, are currently being drafted.
- The education bureau in the pilot site Cangzhou included the Life Skills Training Manual in the school-based curriculum and replicated the training in all 16 counties.
- The survey on migrant integration into the urban community and political recommendations in Tianjin was highly valued by the Secretary-General of Tianjin Municipality, a Member of Political Bureau of the Communist Party of China.

b. In what way do you feel that the capacities developed during the implementation of the joint programme have contributed to the achievement of the outcomes?

YEM's outcomes cover improved policy frameworks and policy implementation, better access to decent work and improved access to social and labour protection. Reaching these outcomes relied on capacity building of related government officials and project implementation staff at national and local levels, resource persons, service providers, community staff and young migrants.

YEM promoted evidence-, rights- and participation-based intervention approaches for improving policy frameworks and policy implementation. All types of working meetings, training seminars, and workshops, including project launching meeting, PMC meetings, monitoring and evaluation training workshops, project planning meetings, research results sharing workshops and mid-term evaluation meetings contributed to building up the capacity of government officials and related partners. These in turn enabled them to implement the project outcomes in a timely and effectively manner based on their understanding of project objectives, requirements, indicators and methodologies. The implementing partners learnt how to work in a much more integrated, holistic and participatory way. They also learnt how to listen to the voices of young migrants during policy improvement processes, through dialogue between government, stakeholders and migrants at community levels. The knowledge base on issues affecting young migrants has been very much enriched, providing a stronger foundation for policy making.

While YEM addressed improved policy frameworks and policy implementation to protect young migrants, the ultimate purpose was to promote better access for young migrants to decent work, improved social services and improved labour conditions. Pilot activities in relevant fields, such as education, vocational and life skills, employment services, health care, social security, social services and labour rights protection, at the local level produced information, good practices and lessons to support national policy improvement. With a view to achieving these outcomes, YEM promoted capacity building of institutions to provide services to young migrants and to protect their rights, in such fields as formal and informal education, vocational skills, public and private employment services, health services, representative CSOs, peer education, and labour inspection. Rights-based, needs-based, results-based approaches and participatory methods were introduced to the institutions to conduct baseline surveys, design and implement training programmes, and organize campaigns and advocacy activities for young migrants. That ensured that the intervention methodologies, related services and training programmes were relevant, innovative, effective, efficient, replicable, and sustainable. The service providers, facilitators, trainers and master trainers developed by YEM remain important human resources.

Young migrants can only be truly protected and integrated once they have access to a multifaceted support network. A safe and productive workforce needs education and training opportunities, employment services, health care, representation, legal aid assistance, and more. Various safe migration campaigns, training workshops and dialogues have contributed to individual young migrants' capacity building. Rights-based and needs based training courses and materials and campaigns were developed and delivered to young migrants through informal and formal education institutions, vocational skills development institutions, public and private services agencies, labour inspection agencies, health services agencies, CSOs, youth federations, trade unions, women federations, employer organizations, and more. These capacity building activities advanced young migrants' understanding of their labour rights, civil rights and rights to basic services and social security.

- c. Report on how outputs have contributed to the achievement of the outcomes based on performance indicators and explain any variance in actual versus planned contributions of these outputs. Highlight any institutional and/ or behavioural changes, including capacity development, amongst beneficiaries/right holders.**

To achievement Outcome 1: Improved policy frameworks and policy implementation, with full stakeholder participation, three outputs were established by the project document, namely

- Output 1.1: National migration policy informed by platforms for migration research information exchange.
- Output 1.2: Policy advocated, awareness raised and capacity built between and amongst government, civil society and young people at national and local levels.
- Output 1.3: Policy implementation strengthened through piloting of models and the participation of migrants in policy dialogue.

Under output 1.1, activities and performance information includes:

- YEM information platform (accessible at www.youngmigrants.org) was officially launched on 16 July 2010 to bring together resources on migration, and to promote discussion and further research on the situation of young migrants.
- This unique platform offers a collection of more than 1,000 major academic research papers and survey reports published since 2000, which were reviewed to determine if sex-disaggregated and also a collection of key migration policy documents issued by national and local government.
- One online survey and two forums were conducted. 1,000 subscriptions to two e-newsletters were made by policy makers. The survey on the satisfaction rate of the platform usage showed that out of 472 users who participated in the survey, 315 persons answered “very satisfied” and “satisfied”. The satisfaction rate was 67%.
- Responding to the inquiries and comments received after the launch, the information exchange platform continues to grow. New sections were set up in order to allow web users to track, comment and discuss topical issues and to provide space, especially for young migrants, so that their voices could be heard by policy makers and researchers who were the original target user groups of this platform.
- The platform developer also added to existing research by identifying and filling important gaps in the academic literature. Examples include a mapping exercise on migration trends and the situation of domestic workers, in particular on the changes caused by the economic crisis as well as survey-based research from comparative perspectives, on the ‘new generation of migrants’ – that is, young migrants born after 1980.

Under output 1.2, activities and performance information includes:

- Addressing the vulnerability of migrants in terms of employability, safe migration, rights protection and social inclusion, YEM has promoted policy testing, advocacy and capacity building and policy dialogues involving different stakeholders, including urban residents, CSOs, policy makers, service providers at national and local levels, as well as young migrants themselves, in order to improve communications among stakeholders and raise awareness.
- Advocacy tools were developed to provide concrete guidance and examples of practical approaches on how to promote social inclusion for migrants in urban communities, through learning, training, association, and service provision.
- A performance measurement system to support local governments in strengthening social inclusion of migrants was developed and tested in pilot cities.
- A policy framework to nurture CSO participation in providing better social protection and services for young migrants was drafted to guide and promote cooperation between governments and CSOs especially at local levels.
- Draft ‘National Regulations on the Domestic Service Industry’ were developed by ACWF for future advocacy.

Under output 1.3, activities and performance information include:

- Advocacy and service activities were carried out by the CSOs selected in pilot areas. Both migrants and local residents were aware the objectives and benefited from the initiatives according to monitoring visits and working reports of the CSOs. A policy framework was developed on promoting CSOs' engagement in promoting social inclusion for migrants, based on the successful experiences from the local pilots. A handbook on how to promote social inclusion for migrants was developed.
- Good practice guidelines and manual developed, printed and delivered among public and private employment services institutes. 246 staff from public and private employment services institutes had participated in training seminars on safe migration, career counseling, decent work indicators and information sharing. Behavior change communication campaigns were organized for 546 young migrant workers.

Institutional and/or behavioral changes amongst beneficiaries/rights holders under outcome 1:

- Pilot policy testing, advocacy and capacity building activities reached vulnerable groups, including domestic workers – most of whom are women, young migrant workers in the informal sector and migrant children.
- Focusing on the social inclusion of migrant workers, a study on migration trends, institutional services, protection mechanisms, and existing initiatives led to policy recommendations which were reflected in the 12th National Five-Year Plan and related sector plans concerning population and social development, as well as relevant national policy on the implementation of the residence certificate system.
- The registration of migrant children was included in the new National Plan of Action on Children's Development (2011-2020) issued in July 2011.

To achieve Outcome 2: Better access to decent work for vulnerable young people promoted through pre-employment education and training, three outputs were included in by the project document, namely:

- Output 2.1: Access to non-formal education for migrants to prevent premature entry into the labour force improved.
- Output 2.2: Access to vocational training for migrants and young people in rural areas improved to prevent premature entry to the labour force and increase self-employment opportunities.
- Output 2.3: Safe migration information and life skills training for young people strengthened.

Under output 2.1, activities and performance information includes:

- Based on the findings of a needs assessment, flexible courses targeting rural children between 14 and 17, including students in middle schools and secondary vocational schools were developed and improved through test training. The flexible courses included five modules, i.e. living independently, basic information technology, social interaction skills, introductory vocational skills and life skills for girls.
- After-school tutoring and coaching were provided to migrant children by university volunteers, who were recruited and trained to deliver services.

Under output 2.2, activities and performance information includes:

- Research involving a policy review, curriculum analysis, surveys and tracer studies was conducted to determine whether the current secondary education

system adequately prepared students for employment, migration and city life. Research showed that curricula in middle schools and secondary vocational schools were not well adapted to the rapidly changing requirements of the labour market and of enterprises for migrant workers and suggested that integration of life skills training into formal schooling, in particular into secondary vocational education, was one of the most efficient and effective means of preparing students for migration.

- Coordinated baseline surveys were conducted in Tianjin and Cangzhou, migrant worker receiving and sending areas, in order to identify the key sectors that absorbed young migrants as employees and as entrepreneurs, assess the demand for labour and skills requirements by enterprises in the receiving area, assess the education and skills level of youth in the sending area and also their training needs. Based on the survey findings and recommendations, tailored vocational skills training and entrepreneurship training were delivered, taking into consideration the region, industrial sector, target group and needs.
- Trainers, youth associations and recent graduate village officers were trained to deliver entrepreneurship training and to support rural youth starting their own business.

Under output 2.3, activities and performance information includes:

- Based on the knowledge and good practices of 6 UN agencies and their counterparts, a comprehensive life skills package, including materials for trainers and a participant's handbook, which utilized a participatory approach, was developed and pilot tested in both sending and receiving areas. In sending areas, life skills training was delivered in vocational schools and middle schools, through training workshops or as part of the regular school curriculum. In receiving areas, life skills training was delivered in community centers and workplaces through training workshops and peer education.
- Young migrant workers as peer educators as well as representatives from trade unions, enterprises, labour bureaus, education bureaus and vocational colleges who were trained as trainers constitute important human resources for delivering life skills training in the future.
- YEM and its sister MDG-F joint programme, CDPF, joined together to deliver a life skills training of trainers seminar followed by a life skills training workshop for ethnic minority groups in Yunnan and Guizhou

Institutional and/or behavioral changes amongst beneficiaries/right holders under outcome 2:

- YEM flexible courses showed good prospects of sustainability. Relevant UN and national partners will continue to carry out training of trainers and deliver flexible courses to rural youth. Outstanding cases and good practices will be collected and documented to develop a "trainers' manual" to guide trainers and the delivery of training. Flexible courses will be further improved and updated as well.
- YEM activities that offered opportunities for university volunteers to mentor migrant children provided enriching experiences for both parties as well as a feasible and replicable model for the "Young Volunteers Caring for Migrant Children Action" launched in 2010, and currently being implemented in more than 2,700 pilot counties cross the country.
- Participation in YEM research and entrepreneurship training have proven to be an excellent capacity building activity for the local government departments that helped Cangzhou apply for and become one of the first three pilots for "Building up an Entrepreneurial City" in Hebei Province. Financial support from the provincial government will be available in the future to further promote entrepreneurship training.
- While promoting safe migration, delivering YEM life skills training served also

as an excellent capacity building process for teachers and trainers. Its innovative participatory approach contributed to building up a closer and more harmonious rapport between teachers and students. The participatory approach was also introduced to regular teaching. As an unexpected result, the academic performance of students improved. Life skills training is now delivered in all the 16 counties and districts in Cangzhou and has become a part of the regular curriculum in pilot schools.

- The China Employment and Training Technical Instruction Center (CETTIC) plans to extend life skills training programmes to technical schools and vocational training colleges in about 200 counties throughout China.

To achieve Outcome 3 - Rights of vulnerable young migrants protected through improved access to social and labour protection, four outputs were included in the project document:

- Output 3.1: Registration of migrant children promoted to enhance their protection and access to social services.
- Output 3.2: Community centers enhanced in providing comprehensive gender responsive learning opportunities, information and referral services.
- Output 3.3: Design and testing of health promotion models to promote the use of appropriate health services by migrant youths.
- Output 3.4: Implementation and enforcement of existing legislation for migrant workers strengthened and safe migration enhanced.

Under Output 3.1, activities and performance information includes:

- Standard Operating Procedures (SOPs) for the registration of migrant children were developed and implemented in Changzhou, Zhongshan and Tianjin. Over 350,000 children have already been registered.
- Nearly 16,000 police officers, education and health workers (including about 7,000 women) in pilot sites were trained on SOPs, child rights and referral services for migrant children.

Under Output 3.2, activities and performance information includes:

- Based on a review of institutional arrangements, existing services, experiences of and challenges facing current community-based services meeting the needs of migrants, Standard Operating Procedures for Community-based Services for Migrants were developed to provide guidance on the day-to-day functioning of community centers, in particular services for migrants, to promote collaboration among sectors, and to share practical tools and best practices. Managers and facilitators of pilot community centers were trained on basic management skills, including needs assessment, planning, documentation, activity organization, and monitoring and evaluation, features and needs of migrants, inter-sectoral collaboration, and services related to labour issues, using the SOPs as key reference material.
- 19 pilot community centers (4 in sending areas and 15 in receiving areas) were selected to develop a community-based one-stop shop offering comprehensive and high quality information and service delivery for migrants and potential migrants using an integrated multi-sectoral approach.

Under output 3.3, activities and performance information includes:

- The project designed a multi-sectoral health promotion model, with robust evidence generated from a comprehensive baseline survey on both demand and

supply sides. The model was implemented in migrant sending and receiving areas. Various partnerships were established for implementing outreach activities in work, living and studying places: with labour bureau, education bureau, employers, dormitory management offices, migrant management offices, etc.

- Migrant-friendly health service packages included free in-clinic health counseling and multiple health education activities that reached young people in their working and living places through peer education and "health education corners". In parallel, 'migrant youth friendly stations' were established in community health centers, providing a welcoming and confidential environment, special working hours, subsidized costs, free counseling (face-to-face and hotline) services, and referral services. YEM demonstrated that outreach initiatives in workplaces and living places, along with in-clinic services, could greatly improve access to health information and services among young migrants.
- YEM also conducted training for health professionals on the identification and management of various health issues of concern to young migrants, including reproductive health, mental health and occupational health, together with capacity building programmes on social marketing, peer education and migrant-friendly health services.

Under output 3.4, activities and performance information includes:

- YEM made a significant contribution to strengthening labour inspection in China. Labour inspection training materials were updated based on the findings of YEM research on labour law implementation and labour inspectors were trained. Awareness of labour law among young migrant workers and enterprises was strengthened. Multisectoral workshops both at pilot sites and at the national level gave organizations an opportunity to learn from each other's experiences and to develop innovative new strategies to go forward.
- Young female migrants, particularly those employed in the informal sector, are vulnerable as many employers do not respect the labour law. Focusing on young female migrant workers, in particular those working in low-end service industries and as domestic workers, YEM conducted advocacy campaigns and training in order to raise awareness of their rights and their capacity to defend themselves. With support from volunteers, YEM attempted to establish psychological and legal support networks for female migrant workers in low-end service industries. It also provided career development counseling for those who wanted to find better jobs. YEM also advocated the adoption of special laws to protect domestic workers, at both the national and local levels, and developed a code of conduct for domestic worker companies.

Institutional and/or behavioral changes amongst beneficiaries/right holders under Outcome 3:

- Registration of migrant children enabled better access to basic social services, including education and health services. It also provided the evidence needed for local government to allocate resources to meet the needs of migrant children more effectively. For example, the government of Zhongshan established a new primary school and kindergarten branch to provide education for more migrant children. Up to now, 600 migrant children have been enrolled in school and kindergarten. In Changzhou, the registration of migrant children was emphasized as one of 60 important tasks for local government in 2010, and the registration of migrant children became part of the daily management of the Public Security Department in Changzhou.
- To complement traditional neighborhood or village community centers, YEM one-stop community centers were set up in communities where a large number of rural-urban migrants lived or worked together immediately before or after

migration, such as vocational education centers in sending areas and ‘city villages’, ‘migrant worker apartments’ or construction sites in receiving cities. The Tianjin Municipal Government has decided to establish ten digital learning centers in migrant workers’ apartment compounds in Binhai District, according to the Haiyan Model (a model tested under Output 3.2 to provide comprehensive services for migrant workers living in blue collar compounds). The Tianjin TV and Radio University (UNESCO’s local partner), together with the Labor and Education Bureau, Youth League and labor union of the Binhai District, was responsible for the establishment of these ten centers.

- The health component of YEM was the first national project specifically addressing the health needs of young migrants. Education activities brought positive changes to their health knowledge and behavior. Combined with in-clinic care, outreach services have contributed to increasing health service utilization. On the supply side, the understanding of young migrant health issues among stakeholders, the communication skills and attitudes of health providers towards young migrants have improved. Based on the YEM experience, multi-sectoral cooperation mechanisms, essential to reach young migrants in their living and working environment, were initiated by the health sector in Tianjin, Xian and Cangzhou.

d. Who are and how have the primary beneficiaries/right holders been engaged in the joint programme implementation? Please disaggregate by relevant category as appropriate for your specific joint programme (e.g. gender, age, etc).

Primary beneficiaries/rights holders are young migrants, aged from 13 to 24, women and men, potential migrants (school students and rural youth) in sending areas and young migrants (in manufacturing, construction and the low-end service industries) in receiving areas, and the children of migrants.

YEM research, surveys, consultations, and advocacy activities engaged primary beneficiaries/rights holders in the development of action plans, the implementation of activities and the delivery of outputs. By participating in baseline surveys for identifying intervention needs and testing training courses and materials, migrants’ feedback, comments and suggestions were collected and contributed to the development and improvement of interventions, training programmes and materials. Some migrant youths were trained and acted as peer educators in order to provide peer education among young migrants.

e. Describe and assess how the joint programme and its development partners have addressed issues of social, cultural, political and economic inequalities during the implementation phase of the programme:

a. To what extent and in which capacities have socially excluded populations been involved throughout this programme?

Migrant workers have long been a socially excluded and vulnerable group in receiving areas. Although migrant workers make up a significant proportion of the urban labor force in their destination cities, migrants have had little opportunity to express their needs and inadequate access to decent work and social services. Young migrants have been omitted from policy dialogue and decision-making processes. Many services that are available to them do not yet meet their needs in an all around way.

YEM refers to migrants as right holders and promotes and protects their rights. Consequently a rights-based approach was adopted in dealing with the needs of vulnerable young migrants. YEM assisted young migrants to express their needs in policy implementation and formulation, as well as service development and provision, in a participatory and consultative manner.

- An information platform organized online dialogue forums for young migrants to express their needs and opinions on current policies and services for migrants.
 - Young migrants have little awareness of how they can protect themselves during the migration process, and local authorities are not yet equipped to meet their needs. YEM focused on advocacy and capacity building among young migrant workers, social workers and CSOs in policy consultations.
 - Dialogues between young migrants, in particular female migrants, domestic service migrants, and service providers at community and grassroots levels have been organized to improve understanding of the needs of migrants and promote social inclusion.
 - In the development of other sectoral services and provisions young migrants were engaged in baseline surveys, as interviewees, to present their special needs.
- b. Has the programme contributed to increasing the decision making power of excluded groups vis-a-vis policies that affect their lives? Has there been an increase in dialogue and participation of these groups with local and national governments in relation to these policies?**

As mentioned above, young migrants have been involved directly in dialogues and policy surveys in national and local government policy-making procedures. For example, at the national level, migrant representatives of different age groups were interviewed for policy studies regarding their current situations, basic needs, etc., and were engaged in policy conclusions for policy recommendations, ensuring their voice was heard and taken seriously in policy making.

At the local level, through selected CSOs facilitation in pilot communities, a platform was established for migrants to voice their needs and wants and enable them to join in on local community affairs/decision making processes, and also for the city/community managers to better understand migrant rights and interests, so that they can better meet their needs.

- c. Has the programme and its development partners strengthened the organization of citizen and civil society groups so that they are better placed to advocate their rights? If so how? Please give concrete examples.**

Under Outcome 1, five CSOs were selected through an open bidding process to implement pilot activities in a dozen communities in Tianjin, Changsha and Hangzhou cities. Platforms were established for migrant workers to reflect their needs and wants to the city/community managers, relating to their employment, social services, etc. For instance, in Tianjin, CSOs helped migrants to negotiate with city managers to solve the problems in renting business premises. Based on pilot practice, a formal policy has been launched by the Ministry of Civil Affairs (MOCA) and a handbook is to be published, in which, an important element is to encourage the engagement and development of CSOs in providing social protection services for migrant workers and their families at the community level.

Under Outcome 2, youth entrepreneurship associations have been equipped with business start-up and development services capacity to provide business start-up mentoring and financial services to support young potential entrepreneurs from rural areas, and advocate an enabling environment and policy for young

entrepreneurs among local policy makers and stakeholders.

Under Outcome 3, small groups and volunteer teams, such as the “Migrant Workers Home” at the Yiyun Community Center in Changsha, the “Grassroots Home” at the Jiubao Community Center in Hangzhou, the “New Citizens Home” at the Zhanongkou Community Center in Hangzhou, established by migrant workers themselves, have been strengthened to advocate their rights through YEM capacity building.

d. To what extent has the programme (whether through local or national level interventions) contributed to improving the lives of socially excluded groups?

Young migrant workers are a socially excluded group. All YEM achievements had the ultimate aim of improving their lives. In sending and receiving areas, YEM has advocated policies, raised awareness and built capacity between and amongst government, civil society and young people and young migrants. Rural young people have been trained in migrant rights and social dialogue skills and have successfully assimilated the skills transferred, with support from local government and administration staff, whose capacity has been built up by YEM. This ensured rural young people were better prepared for safe migration and protecting their rights in future urban migration. In urban communities, young migrants were engaged in policy advocacy, social activities, community governance and management. These activities promoted better understanding between urban residents and migrants and improved migrants’ social inclusion and bonding to urban communities.

Migrants typically leave home at a young age, not equipped with adequate vocational skills, unprepared to handle the challenges of adulthood, of work, and of living in the city. YEM life skills training, vocational skills training and entrepreneurship training contributed to building up and improving the employability of migrant and rural youth, for adaptation to city life and access to decent work. This is the foundation leading to decent jobs, as well as productive and decent life. Young migrants in both urban and rural areas need information and skills to better prepare for migration and the world of work, to migrate safely, and to find decent jobs. YEM developed and introduced comprehensive life skills training to rural youth and young migrant workers. YEM life skills training closed existing gaps in current vocational training and education programmes. Life skills training was integrated in both short-term programmes for pre-departure training and regular school/vocational training center courses. Students found it useful and interesting to learn what city life is about, how to protect themselves in the city and at work, how to find and retain a decent job, and how to deal with all kinds of relationships. According to surveys conducted at the end of training, life skills trainees have become more knowledgeable and better prepared for city life and the world of work than in the past; the participatory approach has helped raise students’ interest in study and improve teacher-student relationships.

One major reason why rural-to-urban migrants are consigned to low wages and poor working conditions is the relatively low-level of their skills. For young migrant workers and potential migrant workers, their access to decent work would depend on their employability, that is, whether they possesses the skills and attributes being demanded in the labor market. YEM has designed and implemented measures to address the employability of youth in two different groups: in-school youth and out-of-school youth.

- For rural youth, YEM has developed initiatives in vocational training to

facilitate the school-to-work transition in sending areas. Pre-employment training has given young rural migrants a better start in working life. This skills training programme has also prevented youth migrants' premature entry into the labor force.

- Young migrants suffer from a significant human capital deficit in relation to the resident urban population. YEM has contributed to the improvement of employable skills of individual young workers in receiving areas. Appropriate skills training packages in selected sectors have been organized for young urban migrants, equipping young migrants with relevant technical skills.
- In addition to enhancing young migrants' vocational skills to enhance employability, the YEM project has promoted self-employment for potential young entrepreneurs through start-up business training and mentoring. Prospective young migrant entrepreneurs have received business start-up training and assistance in drafting feasible business proposals, integrating themselves into and expanding local value-chains, and encouraging the establishment and enlargement of local support services and micro-credit schemes. Businesses established by prospective young migrants have created job opportunities for themselves and other young people, generating income to change their lives.

The one-stop community-based services for migrants piloted at sending and receiving areas, using the integrated multi-sectoral approach, have helped migrants improve their lives in urban areas. Pilot activities improved the capacity of community organizations to provide comprehensive, better targeted and gender sensitive services including learning, information, counseling and referral services. Pilot activities provided firsthand experiences for providing one-stop community services for migrants in diverse contexts, which support the development of evidence based policies for improved social services for migrant workers, urbanization and community development.

As mentioned earlier in this report, an innovative pilot registration system has enabled migrant children to gain better access to basic social services, including education and health services by providing the evidence needed for local government to allocate resources to meet the needs of migrant children more effectively. The health component of YEM was the first national project specifically addressing the health needs of young migrants with a migrant-friendly health service package, which included outreach initiatives at workplaces and living places along with in-clinic services, supported by multi-sectoral cooperation mechanisms.

Young migrants, in particular female migrants, working in sectors, such as manufacturing, construction, domestic work and the low-end service sectors, often suffering from long working hours, low wages and limited social security. When their rights have been violated, they are unable to use labour laws to protect themselves due to a lack of information and understanding on the laws. YEM has worked together with government, trade unions, employer organizations and womens federation to promote and improve the new labour contract law implementation among young migrants in selected sectors. By building the capacity of labour inspectors, trade unions, employers organization and womens organization capacity in labour contract law implementation and inspection, case-based training programmes and materials were developed to educate young migrants on understanding the law and their labour rights. With support from volunteers, YEM attempted to establish psychological and legal support networks for female migrant workers in low-end service industries, and

provided career development counseling for those who wanted to find better jobs. YEM also advocated the adoption of special laws to protect domestic workers. Through these activities, the YEM Programme accelerated the implementation and enforcement of labour legislation – through increased contract coverage and enhanced institutional capacity of the labour inspectorate, and workers’ and employers’ organizations in turn, the capacity of migrants and potential migrants to better protect their rights has been significantly improved.

e. Describe the extent of the contribution of the joint programme to the following categories of results:

a. Paris Declaration Principles

● **Leadership of national and local governmental institutions**

National ownership is strong on all fronts in this project, starting with the Government of China. YEM fully supported China’s 11th and 12th Five-Year-Plans and its Poverty Reduction Strategy. It has provided important analysis, pilot examples and lessons learned for the development of China’s 12th Five-Year-Plan and its 2011-2020 Poverty Reduction Strategy.

Vice Minister Wang Xiaochu from the Ministry of Human Resources and Social Security (MOHRSS) and Vice Minister, Yi Xiaozhun from the Ministry of Commerce (MOFCOM) attended the launching ceremony of YEM. The MOHRSS Vice-Minister in charge of migration work also attended the YEM concluding conference, held in December 2011, where YEM policy recommendations and best practices were shared.

Ownership extended beyond the more than 20 participating government ministries and agencies. Seventeen Chinese research and academic institutions and thirteen NGO/CSOs participated in YEM, bringing their experiences to bear and helping formulate more effective policy for migrants.

At the management and coordination levels, MOFCom as the overall coordinator for all the Spanish funded MDG-F Joint Programmes in China and the MoHRSS as the leading coordinating and implementing ministry have been very supportive, and have shown strong ownership and initiative. The China Employment and Training Technical Instruction Center (CETTIC), on behalf of MOHRSS, hosted the Project Management Office (PMO) and provided four extra staff to support the work of the PMO. Programme Management Committee (PMC) meetings also saw active participation on the national side.

● **Involvement of CSOs and citizens**

CSOs have been engaged and proven effective in policy advocacy and awareness raising activities in urban communities to improve the social inclusion of migrants. Good practices in this field were well documented and contributed to the development of relevant national policy.

Advocacy campaigns promoted communications and understanding between urban residents and migrants. Volunteer services and support for legal issues, mental health and career consultation provided by citizens to migrant workers were observed.

● **Alignment and harmonization**

In the past, the government has shown a willingness and capacity to mainstream effective pilots into its programming and budgeting cycles, replicating them around the country. This Joint Programme contributed to the realization of the Chinese

government's vision of a harmonious society and its immediate objectives regarding the improved protection of migrant workers.

Activities under this programme were based on experience and existing partnerships between the UN Country Team and government counterparts. Moreover, most activities were designed to involve participatory assessments from all relevant stakeholders to ensure that initiatives reflected the needs of young migrants and fit in with government priorities.

During implementation, the Joint Programme placed emphasis on capacity building, coordination between stakeholders, and monitoring and evaluation. Each agency focused strongly on enhancing the capacity of government and non-government partners at national, provincial and local levels, and in the materials and models that have been developed for migrants and service providers in cooperation with partners.

Joint Programme partners participated in regular monitoring and evaluation to ensure the documentation of lessons learned and good practices. Stakeholders were engaged to consider how results and processes established during the project could continue to be delivered after completion of the Joint Programme.

All these measures systematically ensured that the Joint Programme supported national development priorities and strategies, institutions and procedures. They increased the harmonization, transparency and effectiveness of the Joint Programme.

- **Innovative elements in mutual accountability (justify why these elements are innovative)**

Inter-sectoral communication and coordination between and among UN agencies and national partners at central and local levels are new in China and need to be nurtured and strengthened in order to achieve a meaningful comprehensive (multisectoral) approach to tackle rural-urban migration.

The PMC played an active role in enhancing and ensuring inter-sectoral and inter-governmental collaboration.

- The PMC involved both UN and national partners, facilitating regular meetings for progress reviews and strategic planning for YEM. Clear communication and frequent meetings among all stakeholders are important to ensure synergies and avoid overlaps.
- The PMC was jointly chaired by the ILO, as the lead UN agency, and the MoHRSS as the lead national ministry. The joint PMO was located in a government office.
- The PMC co-chairs meetings were convened upon request as needed which allowed quick decision making and action on important issues with regard to JP implementation and coordination.

The PMO was proactive in maximizing information sharing among UN agencies, national and local partners through the use of such tools as the online YEM Activity Calendar, a list of Products, and a Directory of YEM Services, and in sharing reports and other products among partners, etc. These tools gradually enhanced the understanding and interest of partners across the Joint Programme beyond their own components, providing information about what activities took place where, when and with which actors

b. **Delivering as One**

- **Role of Resident Coordinator Office and synergies with other MDG-F joint programmes**

UNRCO, as a member of National MDG Fund Steering Committee (NSC), oversaw the progress of YEM and coordination among NSC members.

UNRCO provided continuous support to JPs, by providing prompt and precise responses to questions regarding joint programme implementation and coordination, organizing regular meetings among JP Coordinators and meetings involving JP UN PMC Co-Chairs and JPCs, as well as participating in important JP events, for example, JP PMC meetings and inter-agency meetings.

Peer learning was promoted and coordinated by the UNRCO in the MDG-F and other joint programmes in China, allowing good practices and lessons learned to be shared.

Frequent and open information sharing among JPCs by group emails and phone calls promoted an effective learning process among JPs.

YEM and CDPF achieved joint action in delivering life skills training to ethnic minority groups to promote safe migration.

- **Innovative elements in harmonization of procedures and managerial practices (justify why these elements are innovative)**

The role of PMO was critical in ensuring the successful implementation of this very complex programme. A PMO annual work plan in regard to overall coordination and management tasks was established and circulated among PMC members. JP events and meetings were well prepared collectively by PMC members with facilitation provided by the PMO. Information sharing among implementing partners was open and clear. This ensured the transparency of PMO work and helped build up trust and respect between the PMO and implementing partners. PMO members on the UN and national sides shared office facilities and worked together closely and collectively to develop proposals for the overall coordination of activities and events. This meant that proposals brought to the PMC and NSC for further discussion and approval balanced the differences of procedures between UN and national partners. These practices made it possible to avoid major divergences at PMC and NSC levels and ensured the efficiency and effectiveness of JP management and coordination.

Regular PMC meetings, UN inter-agency meetings and active information sharing among PMC members were important to build up team spirit and they increased understanding and respect for the differences of individual partners' procedures and managerial practices. That allowed implementing partners to better prepare for coordination tasks and establish reasonable timetables.

Procedures were established on communications, reporting, publishing, information collection and sharing, on both the UN and national sides. Unified report cover pages and prefaces were developed. The usage of the unified 'MDG-F in China' logo instead of an individual agency's logo was agreed upon and respected by implementing partners, thus creating a common identity.

Output level working group meetings allowed collective programming and decision making by participating partners.

- **Joint United Nations formulation, planning and management**

YEM is in line with the United Nations Development Assistance Framework

(UNDAF) for 2011 to 2015, which stipulates that the UN system in China will continue to assist the Government of China improve the access of rural migrants to social services and development benefits

YEM was carried out under the existing UN Theme Group on Poverty and Inequality, which has responsibility inter alia for overseeing the UN's broader work in the field of migration. The Theme Group on Poverty and Inequality provided a platform for the development of a common strategy to address the needs of vulnerable migrant workers.

III. GOOD PRACTICES AND LESSONS LEARNED

a. Report key lessons learned and good practices that would facilitate future joint programme design and implementation

Good practices:

- Close alignment and strong ownership. YEM objectives of protecting and promoting the rights of China's young migrant workers were closely aligned with China's Five Year Plan, Ten-year Poverty Reduction Strategy and priority tasks of the government at national and local levels. This Joint Programme has therefore been designed to closely match the Chinese government's vision of a harmonious society and its immediate objectives regarding the improved protection of migrant workers. This has led to strong ownership and commitment from national and local partners.
- Effective joint programme management and coordination mechanisms. The Ministry of Human Resources and Social Security and the ILO, as the leading organizations of the YEM project, played a proactive and strategic role in ensuring the establishment and smooth functioning of programme management and coordination mechanisms. Implementing partners actively participated in and supported joint activities. A stable and solid Programme Management Office ensured that activities were coordinated in a smooth and ordered manner
- Effective inter-agency coordination and collaboration. Given the multidisciplinary nature of labor migration, the Joint Programme has strengthened synergies and complementarily across outputs. Though there was one lead agency for each output and activity, in most cases a number of UN agencies and national partners have worked together to deliver them. This reflects the cross-sectoral nature of migration, and the strong, mutually reinforcing links between each element of the programme. Each UN agency has worked in close cooperation with other agencies and national partners at output level, with strong coordination and support from the leading agency for each output. That ensured effective coordination and implementation of the Joint Programme, as well as maximized multidisciplinary technical expertise to national partners and young migrant beneficiaries.
- Important impact on policy improvements for long-term sustainability. The strategic purpose of YEM is to provide migrant policy advice to the Government of China. The joint programme devoted time and effort to this priority in the process of implementation, particularly in the second half. While some important sectoral policy recommendations, based on achievements and good practice in the field (such as social inclusion of migrants, integration of migrants into the urban community, domestic work and the registration of migrant children) have been timely submitted to policy makers for relevant policy formulation, an integrated policy advice paper on the overall joint programme was developed to reflect the best practices of the joint programme and analyze its policy implication. The Joint Programme Closing Conference shared the policy paper widely with line ministries and stakeholders

through national partners. Most importantly the paper was subsequently presented by the Minister of Human Resources and Social Security at the members' meeting of the National Migrant Workers Steering Committee under the State Council. The policy recommendations drawn up from the joint programme pilot interventions will have a far-reaching impact on migrant policies, thus contributing to the sustainability of the joint programme.

- Publicity to multiply the impact of the joint programme. Taking account of the limitations of the joint programmes impact in small pilot areas, compared to the vast country that is China, to expand the influence of the joint programme, YEM introduced a publicity strategy to share its achievements, experiences, lessons learnt and policy recommendations at national, regional, sectoral and local levels. In particular, a National Concluding Conference was organized to advocate, disseminate and share joint programme achievements, good practices and policy recommendations, highlighting pilot models for replication and sustainable development. Policy recommendations, good practices, successful stories and models, and lessons learnt were presented and discussed amongst the representatives of line ministries, local governments, academic institutions, CSOs, service providers, volunteers, and migrant workers. Publicity materials were distributed at the event by implementing partners. A small exhibition of YEM products and activities was also organized to show the tangible results of the joint programme. Various mass media, including China Central Television, specifically reported on the event, attracting further attention to migrant issues.
- Cooperation between MDG-F programmes. YEM's sister JP, the Culture and Development Partnership Framework (CDPF), worked with ethnic minorities. Migration is an important issue for minorities. It is estimated that over 50 percent of this generation of young minorities are migrating. Based on a suggestion put forward in the mid-term evaluation, and through consultation between YEM and CDPF, life skills training was identified as a need for young migrants from ethnic minorities. ILO, UNIDO and UNESCO cooperated with labour and education authorities to introduce life skills training into two CDPF provinces, Yunnan and Guizhou. Trainers have been trained and pilot training courses organized for young ethnic minority migrants. 200 copies of the Life Skills Training Package and 3,000 copies of the migrant workers' handbook were also printed for this purpose. As a result of this collaboration, local labour bureaus and education bureaus have planned to integrate life skills training into vocational training courses, as part of school curriculum and short-term courses. This cooperation piloted and explored how the two MDG-F JPs could increase their effectiveness and enlarge their impact.

Lessons learnt:

- Standardized Joint Programme Guidelines or Operational Manuals. We recommend that for future projects with a large number of UN agencies and national and local partners, a standardized JP Guide for implementing JPs should be prepared and delivered to each UN agency, and national and local partner involved in implementing the project. Lack of such a guide led to misunderstanding and delays with regard to the standardization of JP implementation and the improvement of monitoring and evaluation quality.
- Project management staff capacity building. Most UN agency focal points and coordinators were newly employed, specifically for YEM. National and local project staff were part time officials. We recommend that for future (complex) joint programmes, work plans and budget allocations should provide for a certain number of training activities to build up staff capacity, particularly at the output level. Of course, a pre-condition for such staff training would be the development of JP guidelines or operational manuals.

- Better linkages among pilot areas to develop synergies among the outputs. The joint programme selected Tianjin as a core receiving city and Cangzhou as a core sending city, as well as 7 other cities or counties in 9 provinces. The joint programme had three outcomes with ten outputs. The output activities were implemented in different pilot cities by various UN agencies and their national and local partners, which made project management complex and implementation costly. We would suggest that for any future joint programme, activities should be conducted in same pilot areas so as to maximize the possibility of synergies, increase the impact of the programme and reduce management costs.
- One-UN funding for synergized activities, rather than separate UN agency funds. Separate agency funding caused delays or cancellations of synergized activities amongst UN agencies and national/local partners and thus limited the smooth functioning of the joint programme. Each UN agency has its own financial rules and procedures for procuring services. Sometimes it took months to finalize a single contract for a common consultant for a common assignment. This was inefficient in terms of time-management and a coordination burden.
- Longer programme period. Three years to carry out such a complicated joint programme was too short. Reviewing the monitoring and evaluation framework, it can be found that baselines under outcomes and outputs were mostly not available. It would have been preferable to have had at least a four-year period for this JP. Under such a scenario, baseline surveys could be conducted in the first year in order to establish a monitoring and evaluation system and to identify the interventions needed. This would allow time to assemble the human resources and institutions to implement the project. Intervention products and materials could be developed and piloted in the second year. The scale-up and replication phase could be conducted in the third year. The evaluation and summary of the JP achievements and policy recommendations, as well as sustainability and phase-out strategy could be completed in the fourth year.
- The Overall JP Coordinator should be retained for longer than the JP implementation period. As the Overall JP Coordinator knows the overall project situation, his/her capacity to follow up on JP closure and prepare the final JP narrative report was very much needed. But according to the current arrangements, the Overall JP Coordinator's contract ended on the official closing day of the JP, and the final narrative report was to be prepared and submitted after the official end day of the JP. This caused problems during the JP preparation of the report. Additionally, some the JP staff in UN agencies had left the programme even before the official closing date of the JP. The short JP operational time made it very difficult to get updated information, and as such, there was an information shortage.

b. Report on any innovative development approaches as a result of joint programme implementation

Indicate key constraints including delays (if any) during programme implementation

a. Internal to the joint programme

Despite the complexity and scope of the Joint Programme, the implementation time was relatively short. Lack of operational implementation guidelines and training for the programme team at the start, changing requirements on M&E, management and reporting requirements for donors all hindered progress. These defects in design tended to increase the difficulty of reaching common understandings on the way that project activities should be run and budgeted, particularly in the initial stages of implementation. One example of this was the issue of engaging external international experts, especially where these experts were substantially more expensive to engage

and took some time to familiarize themselves with China's unique circumstances.

Translation of materials often led to significant delays and tied up project funds. Much revision was required and it was difficult to find translators able to deal with the full range of technical subjects.

UN agencies and different government institutions work vertically and have their own priority focuses. That caused challenges in terms of cross-cutting collaboration as these was the possibility of overlap among different partners. However, coordination and cooperation among them are important for protecting the rights of migrants.

b. External to the joint programme

The mobility of young migrants. The interviewees who answered baseline surveys, those who received pilot services and those who answered the end line surveys were not necessarily the same group. Therefore, it may be difficult to accurately assess the impact and results of interventions over the programme cycle.

Inter-sectoral communication and coordination between and among UN agencies and national partners at central and local levels is new in China. It caused challenges and delays at the early stage of YEM where inter-sectoral communication and coordination mechanisms were not well established.

Collaboration among multiple UN agencies is often made more difficult by the agencies' different internal financial and administrative rules and procedures. This, together with government counterparts' working methods, oblige agencies to find the best possible solution for the situation, which may not always be the most efficient or the most desirable.

Personnel changes in government counterparts and UN agencies at times delayed timely implementation and sustainability of the project.

Local and national partners had to balance their routine work with the demands of the Joint Programme, which sometimes impeded timely implementation of activities. National counterparts, who often dealt with numerous international organizations, often had busy mission schedules, which made it a challenge to organize regular meetings.

c. Main mitigation actions implemented to overcome these constraints

YEM navigated its way through various challenges, through 'learning by doing'.

Inter-sectoral communication and coordination between and among UN agencies and national partners at central and local levels needs to be nurtured and strengthened in order for a meaningful, comprehensive and multisectoral approach to tackle rural-urban migration to be achieved. The PMC played an active role in enhancing and ensuring the above-mentioned inter-sectoral and inter-governmental collaboration.

Clear communication and frequent meetings among stakeholders were established at an early stage of YEM, and continued throughout the implementation stage, to ensure synergies and avoid overlaps. PMC meetings and other joint programme level events with wide attendance proved to be effective in building up connections among participating partners. In order to be cost-effective and avoid adding a burden to project staff's schedule, YEM conducted PMC meetings on a quarterly basis, sometimes combining them with other joint programme level events, for example,

the mid-term evaluation debriefing meeting.

Translation: Only important reports and training materials, particularly those that could potentially be used in other countries, have been translated into English. Where materials are only to be used by Chinese stakeholders and there was capacity for the UN agencies China office to review the materials in Chinese, translation was not always arranged.

Quality of research: Substantial efforts were made to ensure that the quality of reports was acceptable. These included providing researchers with guidelines, sample work, timely feedback and ongoing monitoring, etc.

Inter-agency co-ordination was facilitated through output level working group meetings, inter-agency meetings and regular communication through emails.

d. Describe and assess how the monitoring and evaluation function has contributed to the:

a. Improvement in programme management and the attainment of development results

Monitoring and evaluation assisted in revising and improving measurable indicators for progress control.

b. Improvement in transparency and mutual accountability

The M&E framework was collectively revised by the PMC, with assistance from UN China evaluation specialists. The M&E framework was regularly updated and circulated among PMC members.

c. Increasing national capacities and procedures in M&E and data

Workshops were organized, including training sessions delivered by UN China evaluation specialists, on evidence based evaluation and rights based evaluation.

d. To what extent was the mid-term evaluation process useful to the joint programme?

An external consultant reviewed the progress of the first half of YEM implementation. The resulting recommendations proposed a number of adjustments and improvements for the second half of implementation as well as the addition of several major activities, such as the holding of a national conference on youth migration, that had not been part of the original project plan.

The YEM team responded positively and rapidly to the MTE recommendations. Year 3 activities and budgets were revised to support new activities which aimed to strengthen the policy impacts of YEM, maximize sustainability and expand its reach to minority groups.

e. Describe and assess how communication and advocacy functions have contributed to:

a. Improve the sustainability of the joint programme

Extensive advocacy activities and awareness raising campaigns, conducted under YEM, led to more effective participation in relevant policy and practice areas by citizen groups and migrants themselves, and also strengthened dialogue between local governments and civil society groups. This opened neutral spaces for interaction between citizens and government for the formulation of inclusive public policies. It contributed greatly to the capacity and sustainability of the joint programme in two aspects:

1. Changed attitudes and better mutual understanding among key target groups:
 - Urban citizens' attitudes changed from disdain to appreciation of migrants' contribution to the country
 - Migrants reported a transformation from low self esteem to pride and self-confidence in their rights
 - Official attitudes changed from ignoring or directing migrants to serving the migrant
2. Enriched knowledge base for policy making. Some important national and local policies and plans have drawn on achievements and recommendations from the baseline survey papers, policy recommendation papers, the dialogues between young migrants and governments. Improved policies will benefit young migrants in the long term.

b. Improve opportunities for scaling up or replicating the joint programme or any of its components

Innovative YEM practices are well documented, with operational methods recorded in SOPs, training materials, and so on. This has and will continue to facilitate future replication. Through national, local and sectoral workshops, trainings and campaigns, a wide range of national-local, inter-sectoral and multi-sectoral partnerships were established in support of YEM pilots and JP goals, which have laid the foundation for future replication. Taking life skills training as an example, materials have already been delivered to more than 200 non-joint programme pilot cities/counties. A number of examples of replication have been cited earlier in this report.

e. Providing information to beneficiaries/right holders

Various communication and advocacy activities, including online forums and information platforms, community level campaigns and dialogues, baseline surveys, participatory and interactive training courses, outreach activities, radio programmes, distribution of booklets and handbooks, have provided young people in sending areas and young migrants in receiving areas with information on safe migration, education, employability, employment services, health services, labour and social rights protection, inclusion in city, etc.

f. Please report on scalability of the joint programme and/or any of its components

a. To what extent has the joint programme assessed and systematized development results with the intention to use it as evidence for replication or scaling up the joint programme or any of its components?

MoHRSS has worked together with the ILO and UNIDO to conduct internal evaluations on vocational and entrepreneurship skills training, life skills training and public and private employment services for safe migration. All evaluations identified and systematized implementation results for replication and scaling up joint programme components under Outcomes 1 and 2. Three national promotional workshops on related components have been organized to discuss the replication of the pilot interventions in non-project areas.

Policy studies, as well as the experiences from pilot CSOs engagement projects (providing social protection services for the migrants), have resulted in a formal policy as well as an operating handbook developed by MOCA. This will guide and promote the social inclusion of migrant workers and their families, whilst engaging CSOs countrywide. A systematic review of components, soon to be conducted, will further synthesize experiences for wider replication.

UNESCO with its national partners has carefully documented results, good experience and lessons learnt from joint programme activities and shared them with government organizations for possible scaling up. Evidence-based community policy recommendation on one-stop service models has been proposed to policy makers for improved policy and replication.

In the 7th Country Programme cycle, UNFPA will work with the National Working Committee for Children and Women (NWCCW), Ministry of Health (MOH), National Population & Family Planning Commission (NPFPC) and China Family Planning Association (CFPA) to strengthen the capacity of institutions in three pilot counties. This will be done by providing high quality, gender-sensitive sexual and reproductive health information, and education and services for unmarried youth, including migrant youth.

WHO has already replicated pilot practices, developing a plan for a multi-sectoral platform for the Healthy City Initiative in other areas of China.

The All-China Youth Federation (ACYF), with the support of the ILO and UNIDO, has developed the Business Start-up Service Manual, which documented the approaches, achievements, good practices and successful cases of the joint programme, to facilitate the replication of pilot practices in other areas in China.

b. Describe an example, if any, of replication or scaling up that are being undertaken

- Efforts are being made by national counterparts to incorporate the assessment of social inclusion of migrants into China's overall "civilization city" contest programme. If successful, the indicators designed with the support of the project will greatly help promote the social inclusion of migrants in all migrant receiving cities.
- The Good Practice Model for Safe Migration and Decent Employment has been shared with more than twenty cities in non project cities by the CETTIC at national workshops.
- Life skills training has been integrated into regular school curriculums in all 16 counties in Cangzhou. It has been introduced and will be integrated into regular school curriculums in all the secondary vocational schools in Guizhou Province by the Guizhou Provincial Education Department.
- MOHRSS has undertaken initiatives to introduce and promote life skills training in 192 pilot counties where the rural labor force will likely migrate. In addition, the life skills trainers' course and trainees' courses were organized by the MOHRSS and local labour authorities in four MDGF-CDPF pilot counties, where the vast majority of population are ethnic minorities (Yunnan and Guizhou).
- YEM life skills and gender sensitivity flexible courses will be carried out in 10 youth centers that CAST has supported in 5 provinces.
- Participating in YEM research and entrepreneurship training have proven to be excellent capacity building exercises for the local government departments that helped Cangzhou apply for and become one of the first three pilots for "Building up an Entrepreneurial City" in Hebei Province. Financial support from the provincial government will be available in the future to further promote entrepreneurship training.

- National youth volunteers' projects on assisting the children of migrants were inspired by and built on the YEM concept, strategy and methodology. Volunteer projects have been launched through the China Young Volunteers Association (CYVA) and its offices at provincial levels and are now being implemented in 2786 counties across China. They have reached over 7 million children of migrant workers.
- Public and private employment service cooperation for safe youth migration. Hangzhou will create a policy document to guide and strengthen cooperation. CETIC will introduce good practice and make policy recommendations to the Ministry, introducing good practices from Hangzhou to other parts in the country.
- The Youth Federation Entrepreneurship Development Services capacity building activities achieved good results. Participants have helped 1,240 start-up businesses, actually generated 65 small businesses, and created 104 employment opportunities. In addition, participants also helped rural youth access financial support for business start-ups, totalling 1.96 million RMB in government grants and 6.48 RMB in bank loans. Village heads, who were university graduates, also helped rural youth access 3.22 million RMB for their businesses and created 583 employment opportunities for rural youth. A Good Practice and Methodology Guide under Output 2.2 was developed by ACYF, which will be delivered to youth federations at the city level to provide guidance to developing youth entrepreneurship.
- The Tianjin Municipal Government has decided to establish ten digital learning centers in migrant workers' apartment compounds in Binhai District, according to the Haiyan Model (a model tested under Output 3.2 for providing comprehensive services for migrant workers living in blue collar compounds). An agreement was signed in 2011 between the Municipal Government and the Tianjin TV and Radio University (UNESCO's local partner), together with the Labor and Education Bureau, Youth League and labor union of the Binhai District, to establish these ten centers.
- Training Manuals for the Labour Inspectorate and Trainers have been selected as national labour inspectorate training materials. They have been and will be used for training more labour inspectors after the project.

g. Describe the joint programme exit strategy and assess how it has improved the sustainability of the joint program

Towards the closure of YEM, the priority of JP communication and advocacy was to disseminate the achievements of YEM and promote the replication and sustainability of YEM innovations.

At the outcome and output levels, participating UN agencies respectively, or jointly with national and local partners, assessed and summarized their achievements, experiences, lessons learnt and policy recommendations, drawn from JP implementation in year 3. They were then shared among stakeholders through working meetings and wrap-up workshops. These efforts have improved the sustainability of the joint programme.

At the joint programme level, an integrated policy advice paper was developed which summarized the achievements and good practices of the joint programme and made valuable result and evidence-based policy recommendations for policy improvement and formulation.

To advocate, disseminate and share joint programme achievements, good practices and policy recommendations, as well as demonstrative pilot models for replication

and sustainable development, the joint programme organized a two-day National Concluding Conference in December 2011. Policy recommendations, good practices, successful stories and models, and lessons learnt were presented and discussed amongst representatives of line ministries, local governments, academic institutions, CSOs, service providers, volunteers, and migrant workers. Publicity materials, including a YEM brochure in English and Chinese, a YEM video, a YEM 2012 calendar and several small YEM souvenirs were distributed at the event by implementing partners. A small exhibition of YEM products and activities was also organized to show the tangible results of the joint programme. Various mass media, in particular, China Central Television, specially reported on the event and related YEM achievements. A package of YEM success stories in multi-media format was being developed for delivery to stakeholders.

All these efforts increased the exposure of YEM to the public, to policy makers and service providers. This created more opportunities for replication of YEM innovative practices.

IV. FINANCIAL STATUS OF THE JOINT PROGRAMME

a. Provide a final financial status of the joint programme in the following categories:

1. Total Approved Budget 2.Total Budget Transferred 3. Total Budget Committed 4.Total Budget Disbursed

Estimated Budget Summary (US \$)		
Total Approved Joint Programme Budget:	ILO:	1,696,823
	UNDP:	1,482,960
	UNESCO:	1,089,667
	UNFPA:	494,929
	UNICEF:	1,080,629
	UN WOMEN:	331,358
	WHO:	423,634
	Total:	6,600,000
Total Amount Transferred to date:	ILO:	1,677,872
	UNDP:	1,527,035
	UNESCO:	1,081,346
	UNFPA:	491,944
	UNICEF:	1,072,586
	UN WOMEN:	328,121
	WHO:	421,096
	Total:	6,600,000
Estimated Total Budget Committed to date (Up to 5 April 2012)::	ILO:	1,627,396
	UNDP:	763,406
	UNV	152,645
	UNRCO	509,830
	UNESCO:	1,081,346
	UNFPA:	491,343
	UNICEF:	\$1,072,586
	UN WOMEN:	293,670
WHO:	421,096	
Estimated Total Budget Disbursed to date (Up to 5 April 2012)::	ILO:	1,621,808
	UNDP:	763,406
	UNV	149,732
	UNRCO	494,467
	UNESCO:	1,081,346
	UNFPA:	491,280
	UNICEF:	\$1,072,586
UN WOMEN:	285,670	

	WHO:	421,096
	Total:	

b. Explain any outstanding balance or variances with the original budget

Agency	Amount of balance or variances	Justifications
ILO:	56,064	The majority of the balance is due to the provision for cost increases. According to ILO financial rules, the provision for costs increases can be used if recipient partners propose additional activities beyond project plans with reasonable justification. ILO completed all planned activities according to the project document. National partners did not have the capacity to implement additional activities, so the provision for cost increases was not fully spent.
UNDP:		
UNESCO:		
UNFPA:		
UNICEF:		
UN WOMEN:	34,451	The majority of the balance is due to expenses incurred for personnel and monitoring/travel being less than the original budget.
WHO:		
Total:		

V. OTHER COMMENTS AND/OR ADDITIONAL INFORMATION

VI. ANNEXES

1. List of all document/studies produced by the joint programme

Please refer to Annex 1.

2. List all communication products created by the joint programme

Please refer to Annex 2.

3. Minutes of the final review meeting of the Programme Management Committee and National Steering Committee

4. Final Evaluation Report

5. M&E framework with update final values of indicators

Please refer to Annex 5. The M&E Framework was the updated version including inputs provided for the bi-annual monitoring report for the second semester of 2011 up to the end of December. Please advise if any revision or update is needed.

6. List of partners

Please refer to Annex 6.

Acronyms (in alphabetical order)

ACFTU	All-China Federation of Trade Unions
ACWF	All-China Women's Federation
ACYF	All-China Youth Federation
CASS	Chinese Academy of Social Sciences
CAEA	China Adult Education Association
CAST	China Association for Science and Technology
CYVA	China Young Volunteers Association
CDPF	Cultural Development Partnership Framework
CEC	China Enterprise Confederation
CETTIC	China Employment and Training Technical Instruction Center
CSOs	Civil society organizations
ILO	International Labour Organization
MOCA	Ministry of Civil Affairs
MOFCOM	Ministry of Commerce
MOHRSS	Ministry of Human Resources and Social Security
NPFPC	National Population & Family Planning Commission
NDRC	National Development and Reform Commission
NSC	National MDG Fund Steering Committee
NWCCW	National Working Committee for Children and Women
PMC	Programme Management Committee
PMO	Project Management Office
SOPs	Standard Operating Procedures
UNDP	United Nations Development Programme
UNESCO	United Nations Education, Science and Cultural Organization
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNIDO	United Nations Industrial Development Organization
UNFPA	United Nations Population Fund
UNV	United Nations Volunteers
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization