

**Alternatives to Migration:  
Decent Jobs for Filipino Youth**

**UNDAF Outcomes: By 2009,**

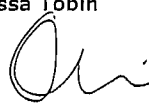
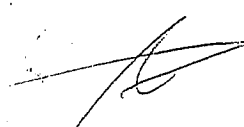
- (1) increased incomes for both women and men among poverty groups in xxx priority areas through enabling policies, public-private partnerships and assets reform measures that lead to expansion of sustainable livelihoods, community enterprises and Decent Work, increased productivity and managed population growth;
- (2) increased and more equitable access to and utilization of quality, integrated and sustainable basic social services by poor and vulnerable.

**Joint Programme Outcomes:**


- (1) Improved policy coherence and implementation on youth, employment and migration (YEM) through full stakeholder participation.
- (2) Increased access to decent work for young women and men through public-private partnerships: more inclusive basic education and life skills, career guidance including on safe migration, vocation training and entrepreneurship.

Programme Duration: 3 years Anticipated start/end dates:  Start: January 2009 End: December 2011  Fund Management Option(s): Pass Through Participating Agencies: ILO, IOM, UNICEF, UNFPA Administrative Agent: UNDP	Total estimated budget*: \$6,000,000 Out of which: 1. Funded Budget: \$6,000,000 <ul style="list-style-type: none"> <li>o ILO - \$2,267,618</li> <li>o IOM - \$1,822,439</li> <li>o UNICEF - \$1,585,337</li> <li>o UNFPA - \$324,606</li> </ul> 2. Unfunded budget: 0 * Total estimated budget includes both programme costs and indirect support costs
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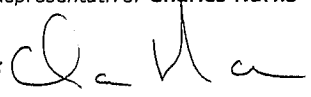
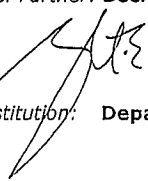
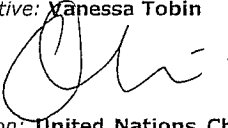
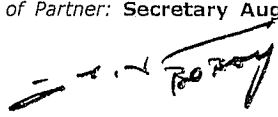
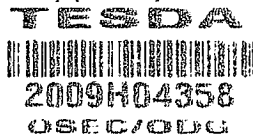
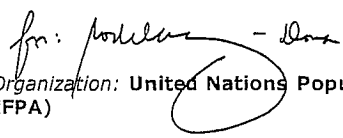
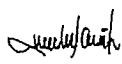

**SIGNATORIES**

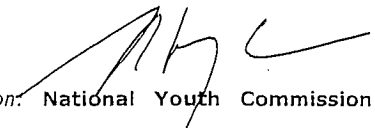

On behalf of the United Nations	On behalf of the Government of the Philippines
UN Resident Coordinator, a.i., Philippines	National Economic and Development Authority
Name: Vanessa Tobin	Name: Secretary RALPH G. RECTO
Signature 	Signature 
Date & Seal	Date & Seal

Witnessed by:

  
**LUIS ARIAS**  
Ambassador of Spain to the Philippines

# Participating UN organizations and national implementing partners

UN organizations	National Coordinating Authorities
<p>Name of Representative: Linda Wirth</p> <p>Signature: </p> <p>Name of Organization: International Labour Organization (ILO)</p> <p>Date &amp; Seal: 23 June 2009</p>	<p>Name of Head of Partner: Secretary Marianito Roque</p> <p>Signature: </p> <p>Name of Institution: Department of Labor &amp; Employment (DOLE)</p> <p>Date &amp; Seal:</p>
<p>Name of Representative: Charles Harns</p> <p>Signature: </p> <p>Name of Organization: International Organization for Migration (IOM)</p> <p>Date &amp; Seal: 22 June 2009</p>	<p>Name of Head of Partner: Secretary Jesli Lapus</p> <p>Signature: </p> <p>Name of Institution: Department of Education (DepEd)</p> <p>Date &amp; Seal:</p>
<p>Name of Representative: Vanessa Tobin</p> <p>Signature: </p> <p>Name of Organization: United Nations Children's Fund (UNICEF)</p> <p>Date &amp; Seal:</p>	<p>Name of Head of Partner: Secretary Augusto Boboy Syjuco</p> <p>Signature: </p> <p>Name of Institution: Technical Education and Skills Development Authority (TESDA)</p> <p>Date &amp; Seal: </p>
<p>Name of Representative: Suneeta Mukherjee</p> <p>Signature: </p> <p>Name of Organization: United Nations Population Fund (UNFPA)</p> <p>Date &amp; Seal:</p>	<p>Name of Head of Partner: Secretary Peter Favila</p> <p>Signature: </p> <p>Name of Institution: Department of Trade and Industry (DTI)</p> <p>Date &amp; Seal:</p>
	<p>Name of Head of Partner: Governor Zaldy Ampatuan</p> <p>Signature: </p> <p>Name of Institution: Autonomous Region of Muslim Mindanao (ARMM)</p> <p>Date &amp; Seal: 25 June 2009</p>

	<b>National Coordinating Authorities</b> <i>Name of Head of Partner:</i> Chairman and CEO Richard Alvin Nalupta  <i>Signature</i>  <i>Name of Institution:</i> National Youth Commission (NYC)  <i>Date &amp; Seal</i>
	<i>Name of Head of Partner:</i> Executive Director Emmeline Versoza  <i>Signature</i>  <i>Name of Institution:</i> National Commission on the Role of Filipino Women (NCRFW)  <i>Date &amp; Seal</i>



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## ACRONYMS

AA	Administrative Agent
ADB	Asia Development Bank
BCA	Basic Cooperation Agreement
CEDAW	Convention for the Elimination of Discrimination Against Women
CFSS	Child Friendly School System
CHED	Commission on Higher Education
CIDA	Canadian International Development Assistance
CTEC	Community Training and Employment Coordinator
DepEd	Department of Education
DILG	Department of Interior and Local Government
DOH	Department of Health
DOLE	Department of Labor & Employment
DTI	Department of Trade and Industry
EASE	Effective and Affordable Secondary Education
HQ	Headquarters
IFC	International Finance Corporation
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
JP	Joint Programme
JPSC	Joint Programme Steering Committee
JPCU	Joint Programme Coordination Unit
LCE	Local Chief Executive
LED	Local Economic Development
LFPR	Labor Force Participation Rate
LGPMS	Local Government Performance Measurement System
LGU	Local Government Unit
MDG	Millennium Development Goals
MDG-F	MDG Achievement Fund
MTPDP	Medium Term Philippine Development Plan
MTPYDP	Medium Term Philippine Youth Development Plan
NCRFW	National Commission on the Role of Filipino Women
NEDA	National Economic and Development Authority
NRCO	National Reintegration Center for Overseas Filipino Workers
NSC	National Steering Committee
NYC	National Youth Commission
OHSS	Open High School System
OFW	Overseas Filipino Worker
OWWA	Overseas Workers Welfare Administration
PESO	Public Employment Service Office
POEA	Philippine Overseas Employment Administration
PTFE	Presidential Task Force on Education
RF	Results Framework
SMS	Short Message Service
TESDA	Technical Education and Skills Development Authority
TLE	Technology and Livelihood Education
TOR	Terms of Reference

TVET	Technical and Vocational Education and Training
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP RR	United Nations Development Programme Resident Representative
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNV	United Nations Volunteers
WB	World Bank
WFP	World Food Programme
WHO	World Health Organization
YEM	Youth, Employment and Migration



## EXECUTIVE SUMMARY

In the Philippines, high population growth, an uncompetitive economy unable to absorb the growing youth population and education system in crisis result in disproportionately high unemployment and underemployment among young women and men. With globalization of markets and labor there is a large exodus of young people in search of better incomes.

In support of the Government of the Philippines' vision of **productive and competitive youth by 2010** and in line with the Paris Declaration for Aid Effectiveness and UN reform, a Joint Programme is being proposed by ILO, IOM, UNICEF, and UNFPA. The Joint Programme will contribute to the achievement of the following UNDAF outcomes:

- increased incomes for both women and men among poverty groups in XX priority areas through enabling policies, public-private partnerships and assets reform measures that lead to expansion of sustainable livelihoods, community enterprises and Decent Work, increased productivity and managed population growth; and
- increased and more equitable access to and utilization of quality, integrated and sustainable basic social services by the poor and vulnerable.

In addition, the Joint Programme will contribute to the attainment by the Government of the Philippines of the Millenium Development Goals: MDG 1- Eradicate extreme poverty and hunger; MDG 3 - Promote gender equality and empower women; and MDG 8 – Develop a global partnership for development.

Over a period of three project years, two **expected outcomes** of the Joint Programme are: 1) to improve policy coherence and implementation on youth, employment and migration through full stakeholder participation and 2) to increase access to decent work for poor young women and men through public-private partnerships, more inclusive basic education and life skills, career guidance including on safe migration, vocational training and entrepreneurship.

As a result of the Joint Programme, **specific outputs** will include: 1) National Action Agenda formulated and used to inform national and local planning processes; 2) localized YEM policies and programs through one stop resource and support centers; 3) model mechanism to channel remittances for developing youth employment alternatives; 4) public private partnerships to develop alternative employment and services for youth; 5) YEM enhanced technical and vocational skills training; 6) Gender-sensitive and YEM enhanced curriculum for public secondary education; 7) YEM enhanced employment services; and 8) more inclusive flexible secondary education for disadvantaged youth.

The Joint Programme will provide **direct services** in the poorest regions of the country, focusing on four provinces with high incidences of out-of-school and poor youth, low enrollment rates, and where the Millennium Development Goals (MDGs), particularly Goal 1, are least likely to be achieved: *Masbate* in Bicol (Region V), *Antique* in Western Visayas (Region VI), *Maguindanao* in the Autonomous Region of Muslim Mindanao (ARMM) and *Agusan del Sur* in Caraga (Region XIII).

Funds for the Joint Programme will come from the MDG Achievement Fund. A National Steering Committee (NSC) will provide the overall policy direction for the Joint Programme with the support of a Joint Programme Steering Committee (JPSC). The NSC is composed of the UN Resident Coordinator in the Philippines, the Ambassador of Spain to the Philippines or his representative and the Director General of NEDA or his representative. The members of the JPSC will consist of representatives of the participating UN organizations and government agencies.

## 1. Situation Analysis

The Philippines has a dominantly young population. In 2000, it was estimated that more than a third (37%) of the total population is below 15 years old while the youth population<sup>1</sup> of those between 15 and 24 years old constitute 20 percent.<sup>2</sup> According to the 2007 census, the Philippine population has reached 88.6 million.

Poverty has persisted in recent years. Official poverty statistics in 2006 reveal that 27.8 million Filipinos, 32.9% of the population, are poor and cannot provide for minimum basic requirements such as food, health, education, housing and other social amenities.<sup>3</sup> Thus, poor families often expect family members to enter the labor force even during their adolescent years, even at the cost of dropping out of school. In a study conducted by the University of the Philippines College of Education, they found that one of the top five leading causes of dropping-out is poverty.<sup>4</sup> The drop-out rate among boys is found to be higher than girls at all levels. Boys are two to three times more likely to repeat or drop out of school than girls, because they are often expected to work to augment the family income and in the process lose interest in their schooling.

According to a 2003 study conducted by The World Bank on out-of-school children and youth in the Philippines, the Philippines has one of the highest overall unemployment rates in the East Asia and the Pacific region, as well as one of the highest rates of unemployment among youth. With the slow absorption of labor, young workers are at a disadvantage overall, given their lack of labor market experience and low productivity. This situation is further aggravated during economic crisis, because of both a slowdown in hiring and seniority practices. School dropouts are doubly disadvantaged, not only because of perceived lack of skills and experience, but also because of prejudice.

Once they decide to join the labor force, young people in the Philippines are two times more likely to be unemployed than those in the older age groups. In January 2008, 50 percent of the 2.7 million unemployed were 15-24 years old. About 700 thousand young people comprising 53 percent of the unemployed youth reached secondary (or high school) education level. Meanwhile, about 461 thousand or 35 percent of the unemployed youth reached or graduated from tertiary (or college) education level.<sup>5</sup>

Despite the relatively high level of education they have achieved, still they cannot be absorbed in the labor market. Many of them do not have the skills or qualifications needed for jobs created by the country's growth industries – agribusiness, construction, cyber services, health, wellness and medical tourism, hotels and restaurants, maritime, and mining. Others, especially those in rural areas, may not have access to information about jobs.

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<sup>1</sup> Note: By virtue of RA 8044 or the Youth in Nation Building Act, the *youth* is defined as "the critical period in a person's growth and development from the onset of adolescence towards the peak of mature, self-reliant and responsible adulthood comprising the considerable sector of the population from the age of 15-30 years". This JPD follows the international definition of youth, i.e., those age 15-24 years old.

<sup>2</sup> National Statistics Office, based on 2000 Census of Population.

<sup>3</sup> <http://www.nscb.gov.ph/stats/statwatch.asp>

<sup>4</sup> University of the Philippines, "Drop out Study by UP College of Education for UNICEF," April 2008 (Unpublished)

<sup>5</sup> DOLE, Current Labor Statistics (using basic data from the Labor Force Survey).

Meanwhile, with the globalization of markets and labour, young people have also been going out of the country in search of better work and income opportunities. It is estimated that the youth (both skilled and unskilled) account for 10.7 percent (ages 15-24) of the total Filipino labour migrant population. Overseas deployment of Filipino workers peaked in 2007 at 1.08 million or an average daily departure of almost 3,000 workers.

Remittances from migrant workers have been essential to sustain families as well as the Philippine economy over the years. It is estimated that there are about 3.38 million documented workers while the undocumented migrant workers are at 1.5 million<sup>6</sup>. However, critical skills shortages in-country due to the out-migration of skilled workers are affecting job fitness levels, competitiveness and productivity of the local industries.

**Issues on youth, employment and migration (YEM) in the Philippines intersect with education and gender** and are often characterized by the following features:

- Young Filipino women are less encouraged as their male counterparts to join the labor force. While there has been a slight increase in the labor force participation rate (LFPR) among young females from 42.1 percent in 1988 to 43.4 percent in 2006, it was still low compared to the young male LFPR which hovered at 70.7 percent. This can be partly attributed to the observed higher proportion of females staying in school. Enrolment ratios are higher for males in elementary but their cohort survival and completion rates are lower, both in elementary and high school. This has translated to a substantial 1.7 percentage point gap in basic literacy rate and 4.4 percentage point gap in functional literacy rates in favor of females. In addition, traditional responsibilities of child-rearing and housekeeping have kept young women from joining the labor market. In 2006, 3.4 million young women did not look for work, and therefore not considered part of the labor force, because they were in charge of housekeeping.<sup>7</sup>
- Once in the labor force, young women tend to face higher chances of unemployment. In January 2008, the unemployment rate among young females in the labor force is slightly higher at 17.5 percent compared to 16.6 percent among young males. Again, family responsibilities play a key role. Many young women leave their jobs to attend to traditional female responsibilities such as taking care of siblings or sick family members, giving birth and subsequent child-rearing. However, while performing these roles, they often lose contact with relevant information networks for effective labour market re-integration.
- A disturbing feature in the youth labour market is the *higher incidence of unemployment among those with higher educational attainment*. In 2006, college graduates posted an unemployment rate of 22.4 percent, which means that one out of four college graduates finds himself/herself without work despite having a college diploma. Underutilization of college graduates can imply missed opportunities for the country in the use of better educated human resources, a crucial asset for economic development.

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<sup>6</sup> Commission on Filipinos Overseas, December 2006 statistics

<sup>7</sup> Canlas and Rubio-Pardalis, 2006, "Youth Employment in the Philippines, paper prepared for ILO.

- Youth unemployment is generally higher in the urban areas than in rural areas, often attributed to rural to urban migration. In 2006, urban youth unemployment was 22.6 percent compared to 13.6 percent in the rural areas. Lower rural unemployment rates, however, mask a significant level of underemployment and low productivity. Most occupations that tend to have high underemployment rates are located in rural areas, e.g., agriculture, fishing, mining and quarrying. As these occupations are usually held by male workers, young females seem to have been less affected by underemployment. The underemployment rate for young females was 13.3 percent compared to 23.6 percent among young males in 2006.
- *Youth unemployment induces migration, local and overseas.* Forty four (44%) percent of young Filipinos experience living far away from home with more females (52 %) than males (42 %).<sup>8</sup> Hundreds of thousands of young Filipinos have left the country in search of economic and employment alternatives. In 2007, youth migrants aged 15-29 years comprised 34.5 percent of the estimated 1.7 million overseas Filipino workers. During the same year, young females constituted 62 percent of total migrant youth aged 15-24 years.<sup>9</sup>
- There are gender patterns of migration. It has been common practice for young women to migrate from rural to urban areas to work as care-givers or domestic helpers. Recently, Filipino women accounted for more than 70 percent of total annual deployment for work overseas, with first-time deployments approximately at 70-74 percent women, usually working in household service, factory work, nursing and entertainment sectors, trades which prefer employment of young women in their early 20s. Men dominate the construction and seafaring professions.

Overseas work is overlaid with a number of gender specific risks and vulnerabilities. At each point of the migration process, there are gender based impacts such as: women's vulnerability to trafficking due to lack of information and knowledge of their rights, disproportionate labor market discrimination as manifested in unjust and exploitative terms and conditions of work like those of domestic workers and other poor women migrant workers', lack of social protection, compulsory testing of women for contagious diseases, lack of access to health care, and physical, psychological and sexual violence.

While migration brings significant economic benefits it also entails social costs, particularly to children. Estimates place the number of children living apart from one or both parents at approximately 9 million or 27% of total youth population.<sup>10</sup> Children of migrant workers left in the care of surrogate parents have been reported to contribute to the high incidence of dropouts due to a diminishing interest to finish school, work or build a career, a tendency to be overly dependent on remittances and attendant enticement to join parents overseas.

Given the social costs, mitigation measure are increasingly being sought. Hence, on 22-23 September 2008, the International Conference on Gender, Migration and

<sup>8</sup> Young Adult Fertility and Sexuality Survey 3 (YAFS)

<sup>9</sup> NSO, 2007 Survey on Overseas Filipinos

<sup>10</sup> KAKAMPI. Bryant 2005 and Parennas 2005.

Development <sup>11</sup> called on “stakeholders to provide an enabling environment for market driven enterprise development and promote corporate social responsibility, thus creating alternatives to migration and reframing migration as a choice rather than a necessity.”

## **2. Strategies, including lessons learned and the proposed Joint Programme**

### ***2.1. Background and context***

Poverty reduction, also known as Millennium Development Goal 1, is an overarching concern and it is closely linked to lack of jobs and income. Unemployment and underemployment affects a significant number of Filipinos, especially young men and women as discussed above in section 1.

The proposed Joint Programme seeks to contribute to the reduction of poverty by facilitating access to sustainable jobs and livelihood opportunities for the youth. It will contribute directly to MDG 1 (poverty reduction) and MDG 8 (global partnerships for development) by supporting efforts to better integrate youth employment and migration issues into development and poverty reduction strategies, and by improving the capacity of national and local institutions to increase population employability and job opportunities, including entrepreneurship, to boost incomes of young people. It will also contribute to MDG 3 (promote gender equality) through interventions that improve educational opportunities and skills training, remove gender biases in training and employment and build an empowering environment for vulnerable youth, especially young women.

To address these development concerns, members of the UN Country Team, specifically, the ILO, IOM, UNICEF, and UNFPA have agreed to deliver development assistance and propose to undertake this Joint Programme as a team. In the spirit of the Paris Declaration for Aid Effectiveness, the Joint Programme seeks to harmonize development actions, as far as possible, and optimize the added value of development partners’ efforts to systematically coordinate and synergize development actions from project design to implementation and evaluation of programme results. This is also in line with the ongoing UN reform towards “delivering as One.”

In the past, development assistance to the Philippines has been provided by the UN Country Team as individual organizations fulfilling their respective mandates. This Joint Programme represents their coordinated effort to contribute to the UNDAF objective of increasing the incomes of poor women and men through enabling policies, public-private partnerships and assets reform measures to expand sustainable livelihoods, develop community enterprises and decent work, increase productivity and manage population growth and mobility.

Taking into account respective institutional mandates, the Joint Programme will harness the expertise of UNCT member agencies by working together in a complementary, coordinated and integrated manner. Using their tested tools and technologies, the UNCT will collectively support mechanisms, models and institutional strengthening to deliver

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<sup>11</sup> International Conference on Gender, Migration and Development, Seizing Opportunities, Upholding Rights. 25-26 September 2008, Hotel Sofitel, Manila, PHILIPPINES. Jointly organized by the Government of the Philippines, UN country team and the Lola Grande Foundation.

services for youth employment. The mandates and capacities of these development partners in the Joint Programme are described in Annex I.

## 2.2. *Lessons Learned*

Previous studies and development work point to a number of lessons which can guide the design of a youth, employment & migration (YEM) programme such as the one proposed here:

- a) There is a need to curb the rise of youth unemployment as this might give rise to a Millennium generation that is better educated but unemployed and therefore unproductive and dependent.
- b) High youth unemployment contributes to the potential escalation of social problems such as crime and human trafficking. The lack of local job alternatives and poverty contribute to the various push factors that drive the search for work abroad, and increase the risk of youth to exploitation and abuse, especially those, in domestic work and the entertainment sector who are mostly young women.

Media and anecdotal reports about young girls being trafficked and smuggled from rural areas to the major urban centers to seek jobs as domestic helpers, entertainers, and prostituted girls are not unfamiliar. Such stories may be taken as a manifestation of a serious unemployment problem, affecting the young, especially young women. From the enactment of the Philippine Anti-Trafficking in Persons Act (RA 9208) in 2003, and as of June 2007, the Department of Justice received 304 trafficking cases, while the DSWD assisted 1,449 victims of trafficking (81% female, 19% male), and CFO reported 126 trafficking cases.

- c) A significant number of young people are discouraged from seeking work due to their initial unsuccessful job search. Although the proportion has significantly declined in 2006 as compared to earlier years, more than half of the unemployed still did not bother to look for work. When asked for their reasons, most answered that they believed no work was available. This pessimistic perception of the labor market lingers even in periods of substantial growth of the domestic economy. In 1996 and again in 2006 for instance, the GDP growth rate hit 5.8 percent and 5.5 percent respectively, but the belief that no work was available continued to be the main reason why the youth gave up on their job search.

The proportion of discouraged young workers is higher among younger cohorts (15 to 19 year olds) and among males. Disaggregated by educational attainment, it is noteworthy that the highest proportion (33 percent) of discouraged workers is to be found among high school graduates. The proportion drastically declines to seven percent for college graduates, accurately reflecting the youth's perceived notion that only a college degree will land them a decent job and without such, the chances of being employed are highly unlikely.<sup>12</sup>

- d) Youth unemployment is attributed to a combination of supply and demand factors, foremost of which is the mismatch between the skills of the young

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<sup>12</sup> Promoting Youth Employment in the Philippines, ILO, 2006.

workers and those required by industry and the business sector. There are no institutionalized mechanisms to ensure regular dialogue and coordination between the education sector and private businesses. Local businesses, particularly in sectors regarded as key employment generators - information, communication and technology (ICT) - struggle with factors that restrict growth.

For years, the Philippines has had jobless growth against a backdrop of population and labor force expansion. Where jobs are being created or are expected to be created, businesses have difficulty finding qualified people to fill these posts. This issue is directly related to the pinpointed problems of access to and quality of basic education.

Basic education in the Philippines consists of primary (grades 1 to 6), secondary (years 1 to 4) and alternative learning systems (i.e non-formal and informal systems) Access to quality secondary education remains a challenge with the current pattern of poor retention of children and youth in schools. For every typical 1,000 entrants to first year high school, only 248 graduate within the required four years. About 389 will leave school without completing the four years; and 353 will graduate after repeating two to three times, averaging 6.7 years before completion.

The drop-out rate among boys is found to be higher than girls at all levels. Boys are two to three times more likely to repeat or drop out of school than girls, because they are often expected to work to augment the family income and in the process lose interest in their schooling. The situation is even worse in conflict areas, e.g., in Mindanao, where boys reportedly get recruited to join armed groups. School drop out rates are rising (with higher rates for males), with only 42% finishing secondary school, and those finishing showing poor performance in the national achievement test. In 2005, an exam covering graduating secondary school students recorded national scores of 51%, compared to a standard mastery score of 75%. Factors that have contributed to this situation include the increasing number of poor families who are unable to cover the cost of sending their children to school and the low investment of government in education resources such as classrooms, textbooks and teachers training.

Education is a first step to decent work, and employment opportunities a second. How effectively youth make the leap from school to work depends on how prepared they are for the labor market.

- e) Weak inter-relationships between labor demand and supply reflect the lack of coherence in the overall labor market policy framework. These are manifested in skills mismatch, rural to urban migration and a drain of critical skills, caused in part by overseas migration.
- f) Despite a strong policy push towards decentralization, capacities of local institutions remain inadequate towards the provision of relevant services for youth in education, life skills, safe migration and employment. Current initiatives hardly reach poorer rural areas with large numbers of out-of-school, unemployed and underemployed youth. Furthermore, existing mechanisms such as Public Employment Service Offices (PESOs) have neither been operational nor



institutionalized due to a lack of technical assistance to local government units (LGUs) by national agencies.

*Policy responses to youth, employment and migration*

- g) National policies for promoting YEM are in place. For example, the national government, through the Medium Term Philippine Development Plan (MTPDP) and the Medium Term Youth Development Plan (MTYDP), both for 2004-2010, give high priority to youth unemployment and development. The MTPDP also highlights development opportunities and concerns about international migration. Several other key legislative frameworks including: (a) Youth in Nation-Building Act (RA 8044); (b) Social Reform and Poverty Alleviation Act (RA 8425); (c) Public Employment Service Office (PESO) Act (RA 8759); (d) Child Protection Act (RA 7610); (e) Child Labor Law (RA 9231); (f) Migrant Workers and Overseas Filipinos Act (RA 8042); (g) Local Government Code of 1991 (RA 7160); (h) Magna Carta of Small Enterprises (RA 6977 as amended by RA8289); and the (i) Education Act (2001) -- are additional expressions of official policies relevant to YEM. However, many of these are not mutually reinforcing and implementation remains the key challenge. Many initiatives to establish programs tend to be small-scale project-based and uncoordinated. Moreover, policies and programs are not translated at the local level and capacities of local institutions are still inadequate to provide relevant services to youth on education, life skills, employment and migration
- h) Though not specifically focused on youth, migration policies and programmes have helped in promoting youth employment. The Government of the Philippine programme on migration is often seen by other countries as a model for enhancing the protection and welfare of Filipino workers at the same time as boosting remittances for the country. Related to this, in October 2008, the Philippines hosted the 2<sup>nd</sup> Global Forum on Migration and Development, an inter-governmental forum that tackled policy issues and concerns attendant to migration all over the world, with the UN Secretary General Ban Ki Moon inaugurating the event.

Among other initiatives, the Overseas Workers Welfare Administration (OWWA) offers university and secondary scholarships to qualified OFW dependents. The National Reintegration Center for OFWs (NRCO) is intended to support sustainable reintegration of returning OFWs and their families. At the moment, the NRC is able to provide its services only in Metro Manila.

- i) To increase employability of the youth, more targeted actions are needed to improve the quality and relevance of education and training. More over, it is critical that support be provided to the youth for them to complete their secondary education which is a basic requirement for gainful employment in many trade skills. In addition, there should be intensified efforts to enable youth, particularly those who are disadvantaged, better access to labor market information, especially concerning where to find job opportunities and what is required of them to get such jobs.

Currently, the Technical Education and Skills Development Authority (TESDA) oversees a network of technical and vocational training providers nationwide which conduct skills training as required by industries. In the 1970s and 1980s, the National Manpower and Youth Council, which later evolved into what is now known as TESDA, focused its programmes and services on the out of school youth.

- j) Recently, the Department of Education (DepEd) launched policy reforms to make basic education flexible through an Open High School System (OHSS) for potential drop-outs and out-of-schools youth having difficulties coping with the regular formal school curriculum. OHSS is an alternative mode of delivering secondary education. It puts premium on independent, self-pacing and flexible study requirements. It aims to retain potential drop-outs in school, as well as to encourage the out-of-school youth of high school age (12-16) to return to school.
- k) OHSS is meant to complement DepEd's programme, Effective and Affordable Secondary Education (EASE) that assists absentee students during periods of family work such as planting and harvesting seasons. In addition, the Technical Education and Skills Development Authority (TESDA) and the Commission on Higher Education (CHED) are implementing a "ladderized" programme that facilitates the attainment of qualifications through entry into and between vocational training and formal education institutes. Implementation, however, remains slow.
- l) The DepEd began piloting-testing (from school year 2007-2008) the so-called Career Pathways program. Designed as an enrichment of the current Technology and Livelihood Education (TLE) program, Career Pathways is intended to provide students opportunities for livelihood skills development and possible career options after high school. It also aims to provide practical and relevant course offerings that are responsive to individual and community needs as well as work experiences for students to be economically productive. It provides an array of short-term livelihood activities and entrepreneurial skills development in agri-fisher, home economics, industrial arts and information and communication technology (ICT). The enriched TLE is linked with the skills certification of TESDA to further enhance employability.
- m) Gainful employment must be made more equally accessible to all young men and women from different socio-economic and/or ethnic backgrounds in both urban and rural communities. This necessitates effective delivery of youth employment services at the local level.

Employment services such as referral, placement and career counseling are offered by Public Employment Service Offices (PESO) in various cities and municipalities. Where local governments assume a take charge attitude, these PESOs have proven to be effective mechanisms for promoting employment as demonstrated in the cities of Naga, Marikina and Quezon. These cities are often cited as models of good governance and have allocated space, staff and resources for their respective PESOs. Job fairs have also been organized in these "model" cities.

While 76% of PESOs (1,193 out of a total of 1,664) are reported to be operational, only 39 are institutionalized, with dedicated staff and budgets; local youth officials and youth councils, the “SK”, do not target youth development and employment strategically, focusing for the most part on infrastructure, cultural and sports development and small-scale livelihood activities.

LGUs are mandated to establish Local Development Plans and the performance of Local Chief Executives’ (LCE) is measured in terms of five parameters<sup>13</sup>, one of which is their effectiveness in promoting local economic development. Yet, neither local employment planning nor youth employment can be found in the Local Government Performance Measurement System (LGPMS), the instrument used for gauging LCE’s effectiveness.

- n) LGU capacity building programmes do not adequately address employment planning as an LGU function. As a result, many LCEs do not accord employment attention it deserves. Thus, the Joint Programme will work with LGU chief executives and planners to enhance their understanding of employment planning and strengthen their capacities to integrate employment, including YEM issues, in development plans, budgets and regular services.

The ILO programme on youth employment should be revisited, lessons extracted and then considered for scaling up as may be appropriate. Such a programme should be popularized and could be presented to the *Sangguniang Kabataan* or the barangay youth organizations. This would help build consciousness on employment issues and more actively engage the youth in employment promotion.

- o) Capacity building actions should inculcate the following principles in the delivery of YEM services:

Youth employment policies must embrace equal and non-discriminatory access to education, as well as on the job training, industrial relations, skills development, apprenticeship, traineeship and other forms of vocational opportunities, taking into account various cultural factors (as in the case of indigenous peoples and people with disabilities).<sup>14</sup> This includes incorporation of gender equality as a guiding principle in youth employment policies.

Observance of the core labour standards to ensure fundamental labour rights for the youth in terms of equality and non-discrimination, no child or forced labour, and freedom to organize as workers, as well as training, education, recruitment, promotion and termination. Social protection should go beyond effective occupational safety and health (OSH) and cater as well to the psychosocial needs of the young, including prevention of lifestyle risks.

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<sup>13</sup> The five parameters of LGU performance are: governance, administration, local economic development, environment protection and social service delivery.

<sup>14</sup> Recommendations on youth employment were extracted from Gert Gust. *Equality at Work: Philippines*, Working Paper 12. ILO Sub-regional Office for Southeast Asia and the Pacific, Manila, Philippines, August 2006.

Youth participation is a must. The youth should be involved in consultations for the formulation of national and local development plans as well as programmes to promote Decent Work to ensure ownership and political support. The youth merit a voice in decisions affecting their rights at work at firm and country levels. The recent establishment of a national youth network can serve as a suitable forum, where young people can discuss and help find solutions to their own problems and pursue their own visions. Such a forum can also help in identifying future leaders who understand and commit to tripartite dialogue processes as a means of raising productivity and increasing opportunities for decent work.

- p) Apart from a recently-concluded ILO project funded by CIDA on youth employment, few programmes strengthen local government capabilities to address youth employment. Coordination, synergizing top-down and bottom-up interventions, have been identified as a national-level need to overcome obstacles to youth employment. The proposed programme identifies policy and institutional gaps that have not been addressed and at the same time seeks to balance the labor demand and supply equation. It furthermore aims to support public-private partnerships that address the nation's skills mismatch.

The Joint Programme will build on the youth entrepreneurship programmes, career and occupational tools and materials developed under the ILO Youth Employment Project. Also, it will build on the results of the International Programme for the Elimination of Child Labor (IPEC) which had a strong education component. IPEC looked into education and training policies focusing on the Education for All (EFA) goals.

- q) More job generation efforts and employment facilitation services are needed to promote YEM. Towards this end, remittances from overseas Filipinos could be harnessed. As one of the largest capital flows of international financial resources into the country, remittances have kept the economy afloat in periods of difficulty, and fueling consumer-led growth, especially in recent years. Channeling remittances for economic and social investment, as well as directly linking it with national development can forge productive YEM activities related to remittance management. A few mechanisms are slowly being worked at to forge productive investment of remittances in development, including employment creation. IOM currently runs a programme towards improving knowledge of remittance corridors and enhancing development through inter-regional dialogue and pilot projects, the activity models of which will inform the Joint Programme to effectively link remittances to business/credit facilities expansion, education/skills training investment, and overall local economic development.

### 2.3. The Proposed Joint Programme

#### 2.3.1 *Overall Programme Concept*

The Joint Programme endeavors to enhance national capacity for the implementation of youth employment and migration policies and ensure that these policies are gender sensitive. A national policy on youth development has been formulated as discussed in

section 2.2.g but it needs to be rolled-out into operational programmes and services that can be used by the unemployed youth, especially poor and disadvantaged youth, and children of OFWs. For this to happen, there is a need to strengthen institutional capacity in implementing the national youth development policy.

National capacity development means 1) strengthening *commitment* at the local and national levels to put policy into action and translate it into services that promote YEM; 2) creating a *congenial policy environment* at national and local levels; 3) developing or enhancing the *competence* of organizations and individuals to design, implement, monitor and evaluate YEM programmes and 4) ensuring that YEM *programmes and service* take into account the interests of disadvantaged, poor and vulnerable young women and men (also known as inclusive approaches).

The Joint Programme will enhance the capacities of relevant **duty bearers** in delivering services to promote YEM and will build the capacity of the **claim holders** – the young men and women - to gain better access to jobs and labor market information, as well as develop migration and development perspectives, through advocacy, education and information dissemination and services.

### 2.3.2 *Claim holders and duty bearers.*

*Claim holders.* The Joint Programme will indirectly benefit all youth through the interventions at the national and policy level. The expected outcomes in policy coherence and policy implementation on YEM will impact on the lives of all young Filipino men and women. In the four identified provinces, thousands of young people, including those already employed in the informal sector, stand to gain from improved access to information and guidance on jobs, education, skills training, entrepreneurship, and safe migration through strengthened institutions that design employment policies and deliver services through partnerships with the private sector. The youth will benefit from programme outputs that leverage remittances to support local economic development (LED) for more and better jobs.

The Joint Programme will also directly benefit an estimated 10,000 poor and vulnerable young women and men, ages 15 – 24 years old, in the four identified provinces. In partnership with the local government units, the following youth will be identified and prioritized in the delivery of direct services, including: (1) Out-of-school youth, (2) In-school youth who have a high probability of dropping out, (3) High-school graduates who do not have technical and/or vocational skills, (4) Returned or returning youth Overseas Filipino Workers (OFWs), and (5) Youth left behind by OFWs. Imperative baseline studies, as appropriate, will be conducted. The final selection of beneficiaries, of which at least 50% will be female, will be based on a set of criteria and selection process to be determined in close coordination with local duty-bearers, including LGUs, parents-teachers-community associations and community labour migrant support groups.

The targeted minimum of 10,000 **poor and vulnerable young women and men** will include at least 2,800 out-of-school youth who will be provided technical - vocational education and training (TVET) and entrepreneurship training as well as around 6,000 students of 12 public secondary schools in targeted areas. The last group of beneficiaries will be selected from among those enrolled in the OHSS and EASE programs of the local schools, to be proportionately distributed across the four provinces based on the

magnitude of disadvantaged youth population to be determined through the local schools' records. The number of beneficiaries shall be proportionately distributed across the JP areas based on the magnitude of disadvantaged youth population to be determined through the local schools' records (for in-school) and LGU records/census (for out-of-school). It is anticipated that youth left behind by OFWs will be among the targets identified from local school groups and youth groups.

The Joint Programme will take deliberate steps to ensure that young girls and boys are given equal chances of participating and benefiting from education, employment and migration-related services. The intention is to enhance the education and skills of the youth to increase their employability, to support their employment-specific decision making processes, as well as to improve their access to jobs by providing systematic linkages to information, services and programmes on YEM, whether in school or out of school.

The Joint Programme will provide them with **direct services**: support in formal education, life skills, employability and entrepreneurship training, as well as job placement. Young people returning from work overseas and those left behind by parents working abroad will benefit through youth-focused services. The needs and circumstances of young girls will be taken into account to ensure equal access to such skills training and employment services.

In addition, many thousands of young people, including those already employed in the informal sector, stand to gain from improved access to information and guidance on jobs, education, skills training, entrepreneurship, and safe migration through strengthened institutions that design employment policies and deliver services through partnerships with the private sector. The youth will benefit from programme outputs that leverage remittances to support local economic development (LED) for more and better jobs.

*Duty bearers.* Key *duty bearers* in the Philippines are the Department of Labor & Employment (DOLE), Department of Education (DepEd), and the Technical Education & Skills Development Authority (TESDA). These agencies have branches and offices at national and local levels and their respective mandates directly impact on youth, employment and migration. Other key agencies are the National Economic and Development Authority (NEDA), National Youth Commission (NYC), National Commission on the Role of Filipino Women (NCRFW), Department of Trade and Industry (DTI) and the Department of Interior and Local Government (DILG).

Guided by policies formulated by these national agencies, programmes and services for youth employment and migration are implemented by LGUs to serve their respective constituencies. However, LGUs can pass and promulgate local policies to complement the enforcement of national youth development policies in their respective areas of jurisdiction.

The Joint Programme will design and implement activities jointly with the above-mentioned national and local actors. It will build on a country-wide network of existing structures such as PESOs, the SK, and school systems, as well as contribute to the establishment of local National Reintegration Centers for OFWs (NRCOs) and enhance national frameworks that develop YEM-related employment opportunities for youth.

## Roles of National Agencies

- 1) The Department of Labor & Employment (DOLE) and its attached agencies have the mandate to facilitate local and overseas employment, to protect the rights of workers here and abroad, and to promote social dialogue. Through the National Reintegration Center for Overseas Filipino Workers (NRCO), the Department works towards optimizing the benefits of overseas employment for OFWs, their families, communities, and country. In cooperation with the local government units, DOLE facilitates the employment of the eligible labor force (15 years old and over) through its nationwide network of Public Employment Service Offices (PESOS). Philippine national law prohibits employment of those below 15 years old.
- 2) The Department of Education (DepEd) supervises the delivery of quality basic education in all public and private primary and secondary schools. DepEd ensures that every child and youth has access to quality basic education services through formal and alternative delivery modes. Its recent focus is on developing the life skills of high school students for livelihood and technical vocational skills that will prepare them for employment and/or to become entrepreneurs.
- 3) The Technical Education & Skills Development Authority (TESDA) oversees the administration of technical and vocational education and training (TVET) in the country. It sets the overall direction for skills training in the country, defines quality standards and provides support to technical and vocational training providers. Technical and vocational training is delivered in the formal and non-formal systems of education.
- 4) The National Economic and Development Authority (NEDA) is the national planning body that defines overall direction of economic and social development of the country and oversees the attainment of the Millennium Development Goals, including education for all and reduction of poverty. Its mandate includes ensuring that the benefits of development are equitably distributed to various sectors of the economy and society.
- 5) The National Youth Commission (NYC) is a policy making body attached to the Office of the President that defines the direction of youth development. The implementation of such policies is the responsibility of the various line agencies of government. It serves as Secretariat to the *Sanguniang Kabataan* National Executive Board.
- 6) The National Commission on the Role of Filipino Women (NCRFW) was established as an advisory body to the President and the Cabinet on policies and programs for the advancement of women. It is mandated “to review, evaluate, and recommend measures, including priorities to ensure the full integration of women for economic, social and cultural development at national, regional and international levels, and to ensure further equality between women and men.”
- 7) The Department of Trade and Industry (DTI) is a key government agency charged with creating a business-friendly environment conducive to the growth

of enterprises and supportive of fair and robust trade in goods and services, both within and outside the country. DTT's services aim to advance the interests of its stakeholders/target clients - investors/businessmen, exporters, small and medium enterprises (SMEs), and Filipino consumers.

The Joint Programme will make deliberate efforts to synergize and converge the services of these various agencies and facilitate delivery at the local level, particularly in the participating LGUs. The specific roles of these agencies in the Joint Programme are defined in the Results Matrix.

#### Role of Local Governments

The Local Government Code of 1991 has devolved governance and administrative functions to local governments, including local economic development which include the promotion of employment, in general and youth employment, in particular. Each local government is tasked with the responsibility of promoting economic development, environmental conservation and protection and delivering social services to its respective constituents.

Local Government Units (LGUs) are mandated to establish Local Development Plans and promote full employment. The proposed Joint Programme will work with LGU chief executives and planners to strengthen capacities to integrate employment, including YEM issues, in development plans, budgets and regular services. The proposed Joint Programme will build on ongoing initiatives such as the LGU training on the use and application of the Provincial Planning Manual and LGU capacity development efforts.

#### *2.3.2. Programme strategy*

The Joint Programme's collective design and implementation strategy has been informed by the following guiding principles :

1) Delivering as One. In line with the ongoing UN Reform towards *Delivering as One*, this programme is designed to ensure that all actions implemented within the programme are systematically coordinated among JP partners towards a harmonized achievement of programme outcomes. Implementation of activities and achievements of specific outputs within the programme will benefit from the JP partners' individual expertise. While systematic coordination as well as experience working together as members of the UNCT will enhance the JP partners' ability to achieve the programme outcomes.

2) Beneficiary Selection. The programme will be implemented in some of the poorest regions of the country. Activities will be focused on four provinces with high drop-out rates and number of out-of-school and at-risk children and youth, where the MDGs, particularly Goal 1, are least likely to be achieved: *Masbate* in Bicol (Region V), *Antique* in Western Visayas (Region VI), post-conflict *Maguindanao* in the Autonomous Region of Muslim Mindanao (ARMM) and *Agusan del Sur* in Caraga (Region XIII). These four provinces represent the three major regional/island groupings in the Philippines.



### Selected Statistics on Four Priority Provinces<sup>15</sup>

INDICATORS	Philippines	Masbate	Antique	Maguindanao	Agusan del Sur
Poverty Incidence <sup>16</sup>					
- % to total families	28.4	62.8	35.1	55.1	50.2
- % to total population	34.0	70.9	45.9	61.3	58.0
Unemployment Rate (%) <sup>17</sup>	7.4	5.3	7.5	4.1	4.1
Underemployment Rate (%) <sup>15</sup>	18.9	12.2	11.7	10.5	8.6
Population (15-24 yo) <sup>18</sup>					
- male	7,540,348	62,071	45,357	88,665	55,678
- female	7,546,353	57,672	40,710	89,681	51,725
Secondary School net enrollment rate (%) <sup>19</sup>					
-male	57.4	37.6	45.1	21.8	47.3
-female	66.6	52.4	55.4	26.0	56.7
Secondary School drop-out rate (%) (public schools) <sup>19</sup>					
-male	8.3	6.2	6.7	5.1	7.0
-female	4.2	3.8	2.8	5.7	3.8
Out-of-School Children and Youth (12-15) <sup>20</sup>					
-male	1.7 m	22,889	14,622	38,484	18,400
-female	1.3 m	16,551	11,439	36,490	14,543

Sources: NSCB, NSO, DepEd

3) Adherence to Government Strategies. The activities within the programme have been developed in concurrence with existing national and local development plans and directions. Endorsement of the programme by the National Steering Committee, as well as the commitment of government agencies as partners in the initiative, further confirm this. In the implementation of all project activities, the JP will pursue **parallel actions** by: (a) providing support to concrete and practical efforts to enhance coherence in policies and programmes for youth such as policy studies, stakeholder consultations, planning and programming exercises and the like; (b) designing and testing and rolling-out of replicable programmes (i.e. model mechanism for channeling remittances for youth employment promotion), with special emphasis on institutional strengthening at local levels in the poorest provinces.

<sup>15</sup> The four project sites are among the poorest 44 provinces of the Philippines in 2000.

<sup>16</sup> NSCB website - <http://www.nscb.gov.ph/poverty/2000/povertyprov.asp>

<sup>17</sup> NSO, LFS January 2008 (national and regional figures)

<sup>18</sup> NSO, 2000 Census of Population and Housing, Reports by Province

<sup>19</sup> Basic Education Information System (BEIS) of the Department of Education (DepEd) - SY 2006-2007. Net enrollment rate is the percentage of population aged 12-15 enrolled in public and private secondary schools.

<sup>20</sup> Out-of-school children and youth (OSCY) is estimated based on population aged 12-15 and the % of students aged 12-15 enrolled.

4) Stakeholder Participation (youth, school systems, private sector). The Joint Programme will promote the systematic engagement of young men and women in developing gender sensitive targeted policies and programmes through consultations & focus group discussions. As well, it will involve young women and men in setting up a gender mainstreaming strategy to address and monitor gender concerns in relation to YEM. Along similar lines, engagement with the private sector will be pursued in order to determine the requirements of the labor market in various occupational and industry sectors. This will contribute to the harmonizing of skills supply with the market requirements through appropriate training design, including on-the-job training, apprenticeships and entrepreneurship. The Joint Programme will complement on-going initiatives designed to boost the demand side of job creation<sup>21</sup>. In addition, it reinforces interventions targeting out-of-school youth in provinces that are not covered<sup>22</sup>. It will also assess synergies between existing programmes in the design of interventions. A number of donors<sup>23</sup> are working with financial institutions, including national development banks, to establish mechanisms to offer investment opportunities for remittances. The Joint Programme will explore linkages with these programmes, targeting services for poor and vulnerable youth, including young migrants and members of OFW families. Overall, the JP will work with national government agencies and their local counterparts, youth structures and organizations, local government structures, the academe, the private sector, workers organizations and non-governmental service providers.

5) Entry Point Selection. The JP and its activities will slot in with three (3) existing national systems, as entry points towards strategically promoting YEM both on the national and local levels, namely: 1) education and training system; 2) labor market system; and 3) the reintegration assistance and support system for OFWs.

6) Capacity development and knowledge generation. The JP will pursue the development of institutional capacities - from building consensus and strengthening political resolve to taking action for youth employment among the responsible agencies. It will also include the development of tools, institutional mechanisms and staff, mobilizing resources, generating and managing relevant knowledge through framework formulation and pilot projects.

### 2.3.3. *Programme outcomes and outputs*

The Joint Programme envisages two key programme outcomes and eight programme outputs, namely:

*Outcome I. Improved policy coherence and implementation on youth, employment and migration through full stakeholder participation*

<sup>21</sup> Including those of the World Bank (WB), the Asian Development Bank (ADB), the Canadian International Development Agency (CIDA), the Japan International Cooperation Agency (JICA) and the Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ).

<sup>22</sup> Notably those of the Australian Agency for International Development (AUSAID), the United States Agency for International Development (USAID), the International Bank for Reconstruction and Development (IBRD) and the Japan Bank for International Cooperation (JBIC).

<sup>23</sup> Such as the ADB, the WB and the European Commission (EC).

This outcome aims to address the need for mutually reinforcing policy actions to achieve the goals for youth employment. It seeks to support constituents and development partners in developing and implementing in a more integrated manner policies on youth, employment and migration both at the national and local levels. The major outputs under this outcome are: (i) national action agenda on youth, employment and migration; (ii) localization of the YEM policies and programs through one-stop resource and service centers for returning migrant youth and children of OFWs; and (iii) model mechanisms to channel remittances for developing youth employment alternatives. Collaboration with relevant agencies (national and local) will be instrumental in achieving this outcome.

Figure 1 below depicts the three outputs expected to contribute outcome 1.

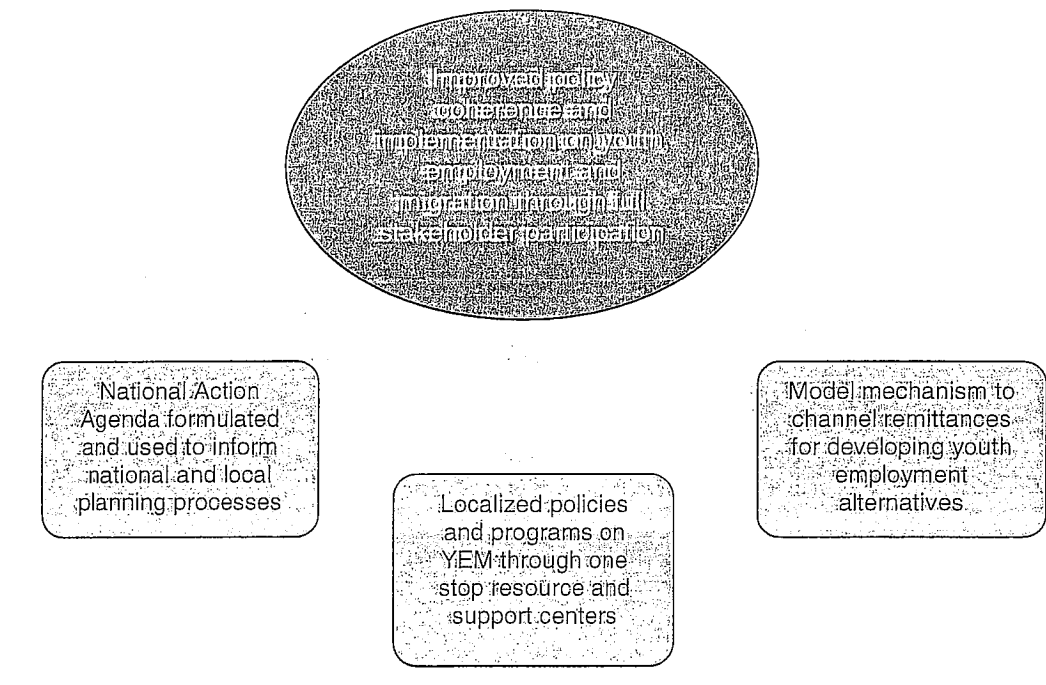


Figure 1. Expected Outputs for Joint Programme Outcome 1

Output 1.1. *Support the formulation of a National Action Agenda (NAA) on Youth Employment & Migration (YEM).* This will be done through consultations among government and non-government actors. A series of consultations will be conducted by ILO, IOM and UNICEF with both government, non-government actors and beneficiaries (i.e. youth), both at the national and local levels. These consultations will generate possible recommendations that will be the basis for the formulation of the NAA. While all participating UNCT agencies will be involved in the consultation processes, each agency will lead specific component consultations. This will allow for more targeted approaches and methodologies depending on each specific stakeholder group.

For instance, among the various UN implementing agencies, UNICEF will take the lead role in organizing the consultations with the youth being the recognized experts in children and youth participation. Using more creative and participatory methods, UNICEF sees the children and young people's right to participate as both an end in itself *and* the means to realize the other rights expressed in the Convention on the Rights of the Child and other international instruments.

Eventually, ILO will coordinate national multisectoral consultation, where representatives from the different stakeholder consultations will be come together to speak in behalf of their sector. While the process may be time consuming, the consultations will aim to ensure full buy in among stakeholders. Recommendations from the consultations will be integrated to contribute to the formulation of the NAA which will inform national development planning processes, including those leading to elaboration of the 2011 – 2015 MTPDP and the MTYDP, as well as pertinent local development plans.

Toward the formulation of the NAA, the Joint Programme will conduct a review of policies, laws, and national and local development plans relevant to youth, employment and migration. For example, ILO will include a review of existing labor market regulations and other forms of employment; UNICEF will look at the education system and its responsiveness to preparing the youth for employment in the job market, and the effectiveness of children and youth participation structures in government in influencing youth, employment and migration policies (i.e. National Youth commission, National Youth Parliament, National Anti-Poverty Commission, Sangguniang Kabataan, etc.); and IOM will spearhead the review of national and local policies and structures that may promote or impede the effective use of remittances for development and sustained poverty reduction.

The research and policy reviews will identify gaps and strategic directions to improve coherence and implementation of policies and ascertain gender responsiveness of such policies. The identification of institutional capacity gaps are expected to emerge out of the analysis as well as the priority concerns of the youth which will help define priorities for youth policies. For example, NEDA suggested prioritizing occupational safety and health given the vulnerability of the youth to health risks. Based on the policy studies and capacity assessments, the Joint Programme will provide training to LGUs and village youth councils (SKs) for capacity-building on LED approaches, their sustainability and increasing youth participation.

The LED initiatives will be mainstreamed into the LGU's development plans and programmes and will serve as the platform for designing youth employment schemes in the four targeted areas. Youth employment schemes will be designed to focus on the growth sectors of the economy, which will be determined by the assessment of the resource base and economic potential in the project LGUs. Such schemes will actively engage the private sector and capitalize on their corporate social responsibility. (Refer to JP Output 2.1)

Capacity building of planning and statistical offices on development of indicators, analysis and management of labor market information on youth employment and outgoing and returning migrant youth shall be undertaken to improve the knowledge on

YEM and contribute to sustained initiatives. The information database will be linked to the one stop shop service and resource centers discussed below.

Output 1.2 The Joint Programme will support *localized policies and programs on YEM through the setting up of one-stop-shop centers* that will be attached to local DOLE offices through the NRCO<sup>24</sup>, directly augmenting DOLE's efforts to roll out reintegration centers at the local level<sup>25</sup>, to effectively cater to young migrants, and youth members of migrant families. This output, will be the central repository of all YEM-specific resource and services support developed and achieved during the JP timeline. As importantly, the one-stop-shop centers will contribute to the sustainability and replicability, on the national and local levels, of all JP accomplishments at post-JP.

In line with DOLE's goal to further enhance the link between migration and national development, the establishment of local reintegration centers will ensure that policies set at the national level translate to tangible results at the local level. Moreover, this joint initiative will capacitate these local reintegration centers to become one-stop-shop resource and services support centers towards further contributing to improved policy coherence and implementation on YEM.

At the early development stages of this proposal NRCO programmes and activities were concentrated at the national level. At present, the DOLE has released guidelines for the establishment of NRCO offices at the local level and has begun identification of pilot sites for roll out. This development further validates the contribution of this specific output towards strengthening the coherence and implementation of national policy. This programme will adhere to the guidelines set by the DOLE thereby contributing to the expansion of pilot areas for the establishment of these centers at the local level.

Consultations with the network of PESOs, youth organizations and other relevant stakeholders will be facilitated to determine how best to capacitate the local NRCO centers as a delivery mechanism for YEM promotion. These consultations will also ensure coherence and coordination among all local actors on YEM initiatives. This programme will work with the Economic Resource for Overseas Filipinos (ERCOF<sup>26</sup>) and its wide network of civil society and private institution partners, at the international (diaspora), national and local levels to ensure engagement of the private sector and other civil society organizations in line with the achievement of this specific output. Through this joint-initiative these local NRCO centers will be equipped, among others, to implement local economic development initiatives and provide technical guidance to deliver services and support to returning youth migrants and young members of families left behind by OFWs as well as the poor and disadvantaged youth. A database will be developed and installed in these centers to house and maintain YEM-related tools developed through this initiative. Furthermore, the centers will also be capacitated to ensure sustainability of various activities implemented in line with other joint-initiative

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<sup>24</sup> DOLE launched the country's first National Reintegration Center for Overseas Filipino Workers (NRCO) in March 2007. One of the largest projects undertaken by DOLE for the OFWs, It is intended to augment the government's efforts to address key migration issues, with particular focus on the protection of OFWs and enhancing the link between migration to national development.

<sup>25</sup> The joint initiative will assist in the roll out of reintegration centers specifically in the target provinces identified for this programme.

<sup>26</sup> ERCOF is a Philippine based organization with links to diaspora groups in Europe, Asia and the Middle East.

Outputs (i.e. management of supplemental education support subsidy for children of migrant workers).

Output 1.3 The Joint Programme will develop *innovative model mechanisms to channel remittances* for the development of YEM initiatives. It is of import to note that the youth comprises 35% of all OFWs (overseas Filipino workers) – specifically translating to a significant “youth” share in the national financial inflows associated with migration. With USD 5.4 Billion in remittances received in the Philippines during the first five (5) months of 2008, the Philippine government continues to recognize that remittance is the most direct link between migration and development. As global migration continues to grow, so will remittance flows and its potential impact on national development and economies. In line with this, the JP will support the government’s efforts to improve the remittance environment in the country, through the development of model mechanisms that will contribute significantly to local, regional and national economic development in the Philippines. Further, this output shall likewise play an important role in reducing poverty among poor and marginalized communities, by offering development possibilities through local pilot projects that will help create new remittance-linked savings and investment opportunities for the JP target beneficiaries, households, and their communities. These pilot projects will considerably be undertaken at the four focus areas in partnership with banks, micro-lending organization, financial institutions, and other stakeholder private institutions including the Economic Resource for Overseas Filipinos (ERCOF).

To guide the design and formulation of model mechanisms, research activities and stakeholder consultations will be facilitated. Through these data gathering activities, productive uses of remittances will be assessed and enhanced towards the development of mechanisms that will reinforce the link between remittance and YEM initiatives, within the larger context of remittance and development.

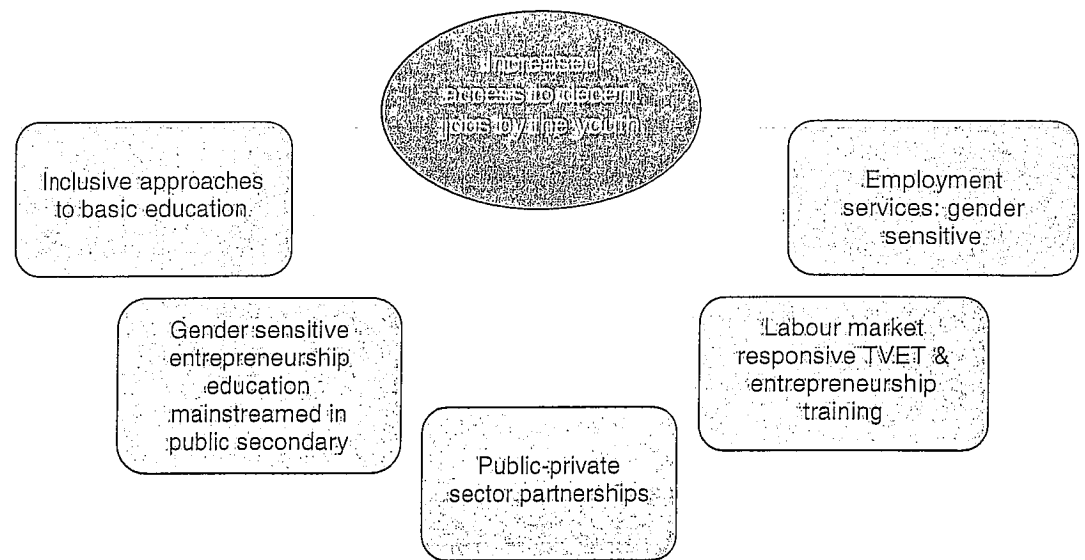
*Outcome 2: Increased access to decent work for poor young women and men through public-private partnerships: more inclusive basic education and life skills, career guidance including on safe migration, vocational training and entrepreneurship.*

The JP will contribute to increasing access of poor and disadvantaged young women and men to opportunities for education, employment and information on decent work opportunities. Proposals for a balanced response to both the supply and demand side of the labour market are put forward. Demand-side interventions aim to contribute to creating an environment for increased job creation opportunities through public-private partnerships and facilitating access to jobs through improved employment services at the local level. Supply side interventions mainly aim for increased youth employability by addressing gaps in basic education, technical vocational education and entrepreneurship skills development, including the need for an enhanced basic education and technical education curriculum that will be more responsive to the needs of the labor market.

The Joint Programme will endeavor 1) to enhance the employability of the unemployed youth by intervening in secondary schools and technical & vocational training systems and 2) through labor market information and employment services, to facilitate access to

information about job opportunities, what jobs exist and are in demand, what skills are the required by occupation and industry sectors.

Figure 2 below depicts the five outputs expected to contribute outcome 2.



**Figure 2. Five Outputs linked to Joint Programme Outcome 2**

Output 2.1 The Joint Programme will establish and strengthen *public-private partnerships* to create an employment and entrepreneurship-friendly environment, and enhance socio-economic services and support for youth. This particular component will foster an environment that will contribute to the effective transition of youth from school to decent work. Addressing the demand side of the labor market, the Joint Programme will build the capacities of LGUs and catalyze dialogue between the public and private sectors through the local economic development approach to identify effective strategies that promote and create employment opportunities for the youth such as on-the-job training schemes, job placement, entrepreneurship, and employment services. Public-private partnerships will be pursued and seek complementation in the areas of skills upgrading, employment intensive investment, social protection, and local economic governance. These will be supplemented by information campaigns to encourage youth to explore the opportunities.

The JP will facilitate the process by tapping private sector partners – the Employers Confederation of the Philippines (ECOP) and its select members of national and local chambers of commerce. It will also work with workers organizations and established NGO partners in youth employment such as the Philippine Youth for Business Foundation (PYBF), Philippine Youth Employment Network, Philippine Resource for Sustainable Development, Consuelo Foundation, LET’S GO (Leading Entrepreneurs towards Seizing Global Opportunities) Foundation, the Philippine Center for Entrepreneurship, Laura Vicuña Foundation and women’s organizations.

Output 2.2 The Joint Programme will provide out-of school youth access to *labor market responsive vocational and entrepreneurship skills training with safe migration and life skills components*.

The Joint Programme will work with the Technical Education and Skills Development Authority (TESDA) to mainstream YEM inputs (i.e., entrepreneurship, safe migration, life skills and gender sensitivity) in the existing technical and vocational courses. This will entail a curriculum review and enhancement of instructional materials. Using the enhanced curriculum, UNICEF will take the lead in organizing the training of vocational trainers and counselors.

At least 2,800 out-of-school youth in the four selected project areas will undergo assessment of training needs and entrepreneurship potentials. Chosen poor and disadvantaged youth trainees will be supported through UNICEF in terms of transportation, food and board-and-lodging allowances to help them complete their training program, especially on-the-job training, and facilitate their job placement. To provide a safety-net against drop-out from these training programmes, the youth trainees will be provided access to psychosocial support services like crisis counseling and life skills education through the Local Social Welfare Offices of the LGUs.

To monitor and determine the impact of the YEM-enriched curricula, a tracking system for training graduates will be established and an impact evaluation will be undertaken.

Output 2.3 The Joint Programme will also *enhance public secondary education curriculum by mainstreaming gender-sensitive entrepreneurship education*.

The Joint Programme will review & enhance the existing curriculum for public secondary education to identify entry points for mainstreaming entrepreneurship, gender sensitivity, life skills & safe migration. Specifically, it will support the roll-out and monitoring of the Career Pathways program of the DepEd which is intended to provide students opportunities for livelihood skills development and possible career options after high school. The program provides practical and relevant course offerings that are intended to be responsive to individual and community needs as well as to offer work experiences for students to be economically productive. The curriculum will be enhanced under the Joint Programme with the integration of modules on gender sensitivity, life skills and safe migration.

Appropriate entry points for the integration of the new modules will be identified. The enhanced secondary school curriculum will be monitored and results of application will be assessed.

Major partners for the delivery of this output are the Department of Education, National Commission on the Role of Filipino Women, and the Department of Labor and Employment.



Output 2.4     **Employment services enhanced** *with gender-sensitive career guidance, referral and tracking services offered to promote youth employment.*

Building on existing structures and mechanisms for delivering youth employment services, the Joint Programme seeks to enhance the capacities of service providers such as the locally-established networks of services. These include the career guidance systems in selected secondary schools and the nation-wide networks of PESOs.

The programme will capacitate local employment service offices to provide gender-sensitive career guidance, referrals and tracking services. The latter include skills registries, databases of job opportunities, youth employment information dissemination and coordination between employment services offices and employers.

Technical assistance will be given to existing local employment services in the four LGU project areas to mainstream gender sensitivity; entrepreneurship, and safe migration in their programmes and services.

Support will be given to the PESOs in the four project areas toward setting up & strengthening a mechanism for coordinating and networking among employment service officers, employers and private sectors as well as the scaling up of the SMS based YEM information campaign in collaboration with the DOLE's NRCO.

Output 2.5     Inclusive approaches to **basic education (secondary level)** promoted to reach disadvantaged youth and improve school participation and retention rates. This will be achieved through the following interventions:

- a. Supporting the implementation of DepED's alternative delivery modalities for youth that are at risk of dropping out or students who have difficulty coping with the regular class schedules because of the need to work while completing their secondary education. Twelve (12) public secondary schools will be assisted in their initial offering of the Open High School System (OHSS) curriculum and implementation of the Effective and Affordable Secondary Education (EASE) programme modules. The schools will be selected from among disadvantaged secondary schools that have high proportion of at risk children (i.e high incidence of child labor, malnutrition, disabilities or highly vulnerable to disaster or conflict); high drop-out rate and repetition rates. This will include secondary schools that have been assisted by UNICEF under the Child-Friendly School System (CFSS) programme. The learners will be provided with self-learning modules, IEC materials, basic school supplies, learning packages and Technology and Livelihood Education (TLE) equipment and consumables.
- b. Capacity building for school heads, teachers, guidance counselors and parent teachers-community associations and other community members on collaborative planning, resource mobilization and counseling. The training for teachers will include the use of gender-sensitive entrepreneurship and lifeskills modules described in Output 2.3 above.
- c. Establishment of a secondary education subsidy for children of OFWs and other disadvantaged children in the project target sites. This subsidy will primarily cater to children of migrant workers, who do not qualify for existing OFW education support programmes. Other disadvantaged youth, who have no access to educational support, will likewise qualify. Educational support guidelines for the subsidy will be finalized in

coordination with JP partners and other local stakeholders. The local NRCOs will be capacitated to manage and monitor the fund throughout implementation of the programme as well as after. This secondary education support subsidy will contribute to increasing the participation and retention rates of the youth in the project target areas, and will develop a model for local NRCOs in rolling-out the same strategies in other communities nationwide.

**2.3.6. Sustainability of results:** The programme strategy aims to ensure the sustainability of programme achievements, mainly through four elements: 1) the development of a National Action Agenda; 2) the mainstreaming of YEM policies in national and local development plans; 3) institutionalisation of YEM information, training, and services support; and 4) systematic implementation of YEM-specific programmes on the national and local levels.

The foundation for stakeholder ownership of the Joint Programme was laid out as early as the project design stage. The JP is in fact a product of a series of consultations with Government, based on requests for assistance. Programme thrusts are in consonance with Government goals through 2010 and planned to support processes to develop the MTPDP 2011-2016, supporting Government ownership of the programme. The programme will cultivate cooperation and partnership with private sector entities and institutions with mandates concerning youth, employment and migration; such entities are envisioned to be programme advocates and champions. Furthermore, with YEM issues clearly integrated in local development plans, LGUs are expected to institutionalize successful interventions through regular budgetary allocations.

Participation of the claimholders – the youth – took place during the consultation workshops conducted by the National Youth Commission for the Midterm Youth Development Plan and by the Department of Labor and Employment for the Common Framework on Youth Employment and Development. Youth participants expressed concerns pertaining to youth employment, including the prevalence of discrimination in employee recruitment, particularly among women, gays and lesbians, special youth groups, youth from indigenous and ethnic groups and religious affiliations – particularly Muslims.

Several risks could limit the achievements of results and long-term sustainability of the Joint Programme. These include changes in government priorities and government personnel, resulting in loss of capacity and programme momentum. Measures to be taken to minimize these risks include: (a) increasing government ownership of processes by using national and local coordination mechanisms, including NEDA's National Steering Committee to support coordination and ensure follow up; (b) incorporating knowledge management strategies that facilitate a transfer of technology and ensure proper documentation of best practices and lessons learned.

To reduce these risks, the Joint Programme will endeavor to facilitate the clarification of mandates and duties of concerned agencies and define accountability for youth employment. The idea is to pinpoint responsibility for continuing promotion of youth employment and implementation of the National Youth Policy. The Joint Programme will assist in establishing tools (i.e. National Action Agenda) for such.

Capacity building of duty bearers and claim holders under the Joint Programme would hopefully create a constituency for youth employment that will sustain the demand for youth employment services regardless of political regimes.

### **3. Results Framework**

The Joint Programme Outputs and the corresponding indicative activities are described in **Table 1**, Results Framework. The Framework is based on the approved outputs contained in the Concept Note. Quantitative targets will have to be firmed up at the inception of the project.

**Table 1: RESULTS FRAMEWORK**

<p><b>UNDAF Outcomes:</b> (1) Increased incomes for both women and men among poverty groups in FOUR priority areas through enabling policies, public-private partnerships and assets reform measures that lead to expansion of sustainable livelihoods, community enterprises and Decent Work, increased productivity and managed population growth; (2) Increased and more equitable access to and utilization of quality, integrated and sustainable basic social services by poor and vulnerable.</p>	
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<p><b>Joint Programme Outcome 1: Improved policy coherence and implementation on youth employment and migration (YEM) through full stakeholder participation</b> Indicators: Adoption of a national policy on youth, employment and migration and translated to a national action agenda plan Baseline: No explicit common policy covering youth, employment and migration</p>	
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JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority <sup>27</sup>	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<b>1.1 National Action Agenda</b> formulated, to inform local and national development processes  <b>Indicators:</b> Adoption of the NAA by the stakeholders  NAA used by local governments in	1.1.1 Policy reviews completed on:			1.1.1.1 Undertake policy reviews, situational analysis, stakeholder mapping and related studies (collaborative initiatives among implementing UNCT members, with respective lead agencies)				
	- Youth policies	UNICEF**	NYC		25,000		20,000	45,000
	- Employment policies	ILO*	DOLE*		30,664			30,664
	- Migration Policies	IOM **	DOLE*		17,965			17,965

<sup>27</sup> The Joint Programme is in line with the participating UN agencies' mandate and country programmes. Notes on how the JP contributes to the agency priorities are at the end of Table 1.

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority <sup>27</sup>	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<p>project sites and by pertinent national agencies</p> <p><u>Baseline:</u> National youth policy exists but there is no National Action Agenda for the Youth</p>	1.1.2. Strategy paper (possibly to evolve into the National Action Agenda on Youth, Employment and Migration after official adoption by stakeholders) to incorporate policy recommendations from the youth and from the stakeholders	UNICEF***	NYC	1.1.2.1 Conduct 1 national policy and programme consultation and 4 local policy and programme consultations with youth, and at least 6 workshops and learning activities in each of the 4 target provinces to establish <i>Sangguniang Kabataan</i> (Village Youth Councils) as the institutional mechanism for youth participation.	85,700	70,000	75,700	231,400
		IOM**	DOLE	1.1.2.2 Conduct local consultations in the target areas and consolidate policy recommendations	130,645			130,645
		ILO*	DOLE	1.1.2.3 Conduct inclusive stakeholder consultations among national government and non-government actors (youth, workers, employers, migrant	37,489			37,489

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority <sup>27</sup>	Implementing Partner	Indicative activities for each Output  organizations, and other stakeholders).	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
		ILO*	DOLE	<p>1.1.2.4 Consolidate policy recommendations and draft a strategy paper on Youth Employment &amp; Migration, consensus building and adoption of a National Action Agenda based on the strategy paper.</p> <p>Note: These activities for JP Output 1.1 may have to iterate to ensure that there is full buy in among the stakeholders. Integration of recommendations on the first round of consultations will have to be done and another round of stakeholder consultations could be organized again, depending on how the initial consultations will play out.</p>	10,714	51,874		62,588

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority <sup>27</sup>	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
1.1.3. Partners' reports on the inclusion and mainstreaming of the NAA from partners, i.e. Local youth development plans (LYDPs) formulated by LGUs; Lifeskills incorporated in LYDP; Sangguniang Kabataan participate in formulation of youth policies and programmes	1.1.3.1. Advocate and influence partners to use the National Action Agenda in the next round of national and local development plans.							
	ILO*		DOLE	1.1.3.2 Conduct awareness raising campaigns and advocacy on gender responsive rights based life skills policies and programmes to inform local youth development plans	25,574	29,466		55,040
	UNFPA****		NYC		72,870	40,500	8,000	121,370
	ILO*		DOLE	1.1.3.3. Conduct capacity building for LGUS in designing programme and projects on youth employment in rural areas of high migration pressure and in mainstreaming this in local economic development strategies.	110,674	72,036		182,710
1.1.4 Labor market statistics reflect youth employment		ILO*	DOLE	1.1.4.1. Conduct capacity building of		143,224		143,224

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs and migration indicators	Participating UN organization and corporate priority <sup>27</sup>	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
				planners and statistical offices on development of indicators, analysis and management of labor market information on youth employment and outgoing and returning migrant youth.				
1.2 Localized polices and programmes on YEM through the setting-up of “One-stop-shop” service and resource centers	1.2.1 Framework and strategy for establishing one stop resource centers on YEM	IOM**	DOLE	1.2.1.1 Conduct stakeholder consultations towards the design and development of one stop service and resource centers for youth employment and migration. Set-up a common resource collection of youth employment and migration-specific training tools.	15,599	49,435		65,034
Indicators:  1. One-stop shop resource centers of programs and services (including career guidance, vocational counseling, referral and tracking system) for youth employment and migration								
		IOM**	DOLE	1.2.1.2 Support the implementation of YEM programmes and projects by the DOLE National Reintegration	117,033	42,254		159,288



JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<p>operational within local level NRCOs in 4 project areas,</p> <p>2. Number of clients able to access YEM information and services, segregated by age and sex</p> <p><u>Baseline:</u></p> <p>1. No local level NRCOs in target areas.</p> <p>2. No one-stop shop resource centers.</p>				Center for OFWs (NRCO)				
		IOM**	DOLE	1.2.1.3. Provide training and technical support to national and local stakeholders to deliver services and support to returning youth migrants, youth members of families left behind by overseas Filipino workers		147,920		147,920
	1.2.2 Information management system installed at the National Reintegration Center and enhanced through data base, systems improvement, and staff training	IOM**	DOLE	1.2.2.1 Set up the information management system at the National Reintegration Center of DOLE and enhance capacity of NRCO to manage the information system through systems improvement and staff training. Subject to practical feasibility, this may be replicated in different regional offices of the DOLE.		46,805		46,805
1.3 Model mechanism	1.3.1 Report on the design of the model mechanism	IOM**	DOLE	1.3.1.1 Conduct study on possible	16,833	11,222		28,055

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs and the results of pilot testing, including recommendations for refinement and institutionalizations	Participating UN organization and corporate priority <sup>27</sup>	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<p>established to channel remittances for the development of YEM initiatives</p> <p><u>Indicators:</u></p> <p>1. One model mechanism for remittances and YEM, towards promoting equitable access to economic resources and decent work opportunities, especially for particularly disadvantaged groups such as women and young people</p> <p>2. At least four pilot projects rolled out in 4 target areas</p> <p><u>Baseline:</u></p> <p>No existing model</p>				mechanisms to channel remittances of overseas Filipino workers to local youth development.				
				1.3.1.2 Conduct consultations and workshops with GOs, NGOs, towards evolving a model for productive use of remittances for youth employment.	40,162	80,480		120,642
				1.3.1.3 Implement the model mechanism and test its efficacy in harnessing remittances for youth employment promotion	127,694	127,694	127,694	383,081

**Joint Programme Outcome 2: Increased access to decent work for poor young women and men through public-private partnerships: more inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship**

**Indicators:** Youth unemployment rates; underemployment rates and secondary participatory rates by gender in the JP areas

**Baseline:** Current available information are reflected on page 21 of the Joint Programme Document

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
2.1 Partnerships with the private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas	2.1.1 Agreements concluded between private sector, NGOS and government to facilitate youth access to demand driven training, and non- discriminating job opportunities	ILO*	LGUs	2.1.1.1 Explore prospective public-private partnerships to assist local government in identifying local economic development potentials, especially in sunrise sectors.	40,114	39,274	16,386	95,774
		UNICEF***	LGUs	2.1.1.2. Provide assistance to youth undergoing on- the-job training in the private sector	30,000	30,000	30,000	90,000

**Indicator:**

1. Number of  
Memoranda of  
agreements  
between local  
governments,  
private sector and

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
financial institutions  2. Number of public and private partnerships in employment and entrepreneurship implemented  <u>Baseline:</u>  Current number of MOA between private sector and the LGUs and ongoing public- private initiatives to be established at the start of the JP								
2.2 Labor market- responsive vocational and entrepreneurship skills training, with safe migration and life skills components, provided for poor out of school youth	2.2.1 TVET and entrepreneurship training programmes enhanced with life skills, gender & safe migration			Review and enhance programmes for technical and vocational training of out of school youth to identify entry points for mainstreaming entrepreneurship, gender sensitivity, life skills & safe migration. Modules on life skills to be provided by UNFPA while modules on safe migration by IOM.				

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<u>Indicator:</u> 1. Number of out of school youth, sex-disaggregated, trained in tech voc and/or entrepreneurship, safe migration, life skills  2. Number of teachers and trainers (male and female) trained in delivery of tech voc training, with safe migration, life skills & entrepreneurship, gender sensitivity inputs  3. Training modules of tech voc integrating gender, safe migration and life skills	a. Entrepreneurship potentials assessed and skills survey conducted among poor youth in target areas	ILO*	TESDA	2.2.1.1 Assess entrepreneurship potentials and conduct of skills survey among poor youth in the target areas.	52,189			52,189
	b. Module on safe migration	IOM**	TESDA	2.2.1.2 Design safe migration module for entrepreneurship training programmes	115,961			115,961
	c. Module on gender mainstreaming and life skills	UNFPA****	TESDA	2.2.1.3 Design gender mainstreaming and life skills module for entrepreneurship training programmes	92,500			92,500
<u>Baseline:</u> 1. None – those trained go through	2.2.2 Instructional materials enhanced with YEM inputs	UNICEF***	TESDA	2.2.2.1. Review instructional materials and enhance it with entrepreneurship, gender sensitivity, life skills & safe migration	59,727	0	0	59,727
	2.2.3 Corps of vocational trainers trained in delivery of enhanced programmes & use of instructional materials	UNICEF***	TESDA	2.2.3.1. Support the conduct of training for service providers in the delivery of the enhanced tech voc programme and use of the instructional materials in training out of school youth	85,000	75,000	62,400	222,400
	2.2.4 Out of school youth trained using the enhanced TVET and	ILO*	TESDA	2.2.4.1 Train out of school youth in the four selected areas using YEM enhanced	114,664	481,324	327,186	923,174

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
the existing curriculum that has not been YEM-enhanced	entrepreneurship training programme and given microfinance assistance, as required			TVET and entrepreneurship training programme & instructional materials				
2. None as yet	2.2.5 System for tracking training graduates established	ILO*	TESDA	2.2.5.1 Establish tracking system for training graduates. Monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum		52,924	14,286	67,210
3. Generate Your Business and Start Your Business modules are integrated in the TESDA curriculum								
2.3 Gender sensitive entrepreneurship education mainstreamed in public secondary education	2.3.1 Curriculum and training materials in public secondary education enhanced with entrepreneurship, life skills (including gender) & safe migration							
<u>Indicator:</u>								
Secondary curriculum in the public schools include gender and entrepreneurship modules	a. enhanced entrepreneurship module	ILO*	DepEd	2.3.1.1 Enhance existing entrepreneurship module in the Career Pathways program	44,314			44,314
	b. module on gender mainstreaming and life skills	UNFPA****	DepEd	2.3.1.2 Identify appropriate entry points to integrate life skills into secondary school curriculum and design module.	72,750	13,000	3,750	89,500

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<u>Baseline:</u> None or minimal inputs on gender & entrepreneurship in secondary curriculum  Life skills modules already exist but safe migration and entrepreneurship need to be integrated into these modules.	c. Module on safe migration	IOM**	DepEd	2.3.1.3 Identify appropriate entry points to integrate safe migration into secondary school curriculum and design module.	95,032			95,032
	2.3.2 Youth trained under the enhanced secondary school curriculum	ILO*	DepEd	2.3.2.1. Implement the enhanced secondary school curriculum and monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum		29,904	26,560	56,463
2.4 Employment services, including career guidance, referral and tracking services offered to promote youth employment  <u>Indicators:</u>	2.4.1 Assessment reports in four LGU project areas	ILO*	DOLE	2.4.1.1 Assess existing local employment services in the four LGU project areas in terms of gender sensitivity; labor market (local & overseas) responsiveness, and the like and identify gaps relative to enhancing youth employability and identify industry sectors	27,514			27,514

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
1. Existence of a working unit or designation of staff to provide employment information, referral and guidance services at the LGUs				where youth employment could be promoted.				
2. Type of services rendered: access to markets, credit, technology, information, etc.	2.4.2 Data base established to track job opportunities	ILO*	LGUs	2.4.2.1 Set up a mechanism for coordinating and networking among employment service officers, employers and private sectors of the poor youth to aid in identifying and tracking job opportunities in the labor market. Ensure interconnectivity among the PESOS in target areas and surrounding growth areas. Incorporate labor market information in the career guidance materials and manuals.		85,474		85,474
3. Guidance materials & tools address young women and men's needs								
4. Number of young women and men able to access employment information and other services	2.4.3 SMS-based information campaign operational	IOM**	DOLE	2.4.3.1 Establish the SMS based information dissemination campaign	17,153	12,865	12,865	42,882
2.5 Inclusive approaches to basic	2.5.1 Most disadvantaged youth, including children	UNICEF***	DepEd	2.5.1.1 Support access of disadvantaged and	234,124	219,124	220,575	673,823



JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	
<p>education (secondary level) promoted to reach disadvantaged youth and improve school participation and retention rates</p> <p><u>Indicator:</u></p> <p>1. Number of students enrolled in Open High School Curriculum and other alternative delivery modes like the EASE program in the 12 selected schools, disaggregated by sex.</p> <p>2. Drop-out rates per year level in the secondary schools disaggregated by sex.</p> <p>3. Retention rates</p>	of OFWs receive secondary education and/or stay in school			vulnerable youth to alternative delivery modes to secondary education such as Open High School and Effective and Affordable Secondary Education (EASE) modules				
	2.5.2 Additional number of teachers, counselors, PTA members trained	UNICEF***	DepEd	2.5.2.1 Conduct training of teachers, guidance counselors and parent teachers-community associations, counseling, support systems	35,000	25,000	20,000	80,000
	2.5.3 Subsidy fund for disadvantaged children of OFWs established at NRCO	IOM**	DOLE	2.5.3.1 Establish a supplemental education subsidy fund in local pilot areas to cater to disadvantaged youth, with special focus on children of migrant workers who do not qualify for existing OFW education support programmes	87,287	87,287	87,291	261,864

JP Outputs (with indicators and baselines)	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			Total
					Y1	Y2	Y3	

Programme Management								
JP Outputs	Participating UN organization specific outputs	Participating UN organization and corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation (US\$) and indicative time frame			Total (US\$)
					Y1	Y2	Y3	
Management, coordination, monitoring and evaluation	National Programme Coordinator	ILO*	DOLE	Programme coordination, monitoring, evaluation , reporting	44,333	44,333	44,333	133,000
	M&E, including final evaluation	ILO*			34,583	34,583	34,583	103,749
		IOM**			29,346	29,346	29,347	88,039
					UNICEF***	26,424	26,424	26,425
ILO	Programme Cost				436,581	1,099,161	564,835	2,100,578
	Indirect Support Cost				30,561	76,941	39,538	147,040
	Project preparation/ formulation				20,000			20,000
IOM	Programme Cost				810,710	635,308	257,196	1,703,214
	Indirect Support Cost				56,750	44,472	18,004	119,225
UNICEF	Programme Cost				580,975	445,548	455,100	1,481,623
	Indirect Support Cost				40,668	31,188	31,857	103,714
UNFPA	Programme Cost				238,120	53,500	11,750	303,370
	Indirect Support Cost				16,668	3,745	823	21,236
TOTAL	Programme Cost				2,066,387	2,233,517	1,288,881	5,588,785
	Indirect Support Cost				144,647	156,346	90,222	391,215
	Project preparation/ formulation				20,000			20,000
Total Joint Programme Budget					2,231,034	2,389,863	1,379,103	6,000,000

BUDGET SUMMARY TABLE (USD)						
	ILO	IOM	UNICEF	UNFPA	TOTAL	
1.1 Supplies, commodities, equipment and transport	239,000	91,500	560,000	63,000	953,500	
1.2 Personnel (staff, consultants, travel and training)	394,400	353,800	251,170	64,000	1,063,370	
1.3 Training of counterparts	880,000	330,000	320,000	116,500	1,646,500	
1.4 Contracts	392,000	588,900	250,000	43,000	1,273,900	
1.5 Other Direct Costs (including formulation advance for ILO)	213,870	339,014	100,453	16,870	670,207	
<b>Total Direct Costs</b>	<b>2,119,270</b>	<b>1,703,214</b>	<b>1,481,623</b>	<b>303,370</b>	<b>5,607,477</b>	
2.0 UN Agency Indirect Cost	148,349	119,225	103,714	21,236	392,523	
<b>Grand Total</b>	<b>2,267,618</b>	<b>1,822,439</b>	<b>1,585,337</b>	<b>324,606</b>	<b>6,000,000</b>	

Notes on participating UN organization's corporate priorities:

\* For **ILO**, the outcomes of the Joint Programme will contribute to its Decent Work Country Programme (2008-2009) in the Philippines, specifically the country outcomes on (1) Improved capacity of national and local institutions and social partners to develop and implement policies and programmes focused on job-rich growth, productive employment, and poverty reduction, with a focus on young women and men; and (2) enhanced decent work opportunities for the disadvantaged. The DWCP supports the National Common Agenda on Decent Work (2008-2010) of the Philippine Government, workers and employers organizations.

\*\* **IOM** works to ensure the orderly and humane management of migration for the benefit of migrants and society. IOM Philippines' specific role in this initiative is to increase the capacity of the National Reintegration Center of the Department of Labor and Employment (DOLE) to provide services to migrants, migrant's families and their communities. Through this Joint Programme, IOM also aims to further enhance the link between national development and migration through the establishment of mechanisms that will provide more information on remittance corridors, policies and realities while also implementing activities that will examine ways to channel remittances to contribute to local and national development.

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For UNICEF, the Joint Programme will contribute to the achievement of the goals identified in the Sixth Country Programme for Children (2005 - 2009) by improving education outcomes (i.e. reduced dropout rates, improved learning competencies, improved health and nutrition levels, gender parity especially in dropout rates) of children aged 6-15 years in the identified areas. And at the same time, it will also contribute to strengthening the prevention and response systems to protect children from abuse, exploitation and trafficking in the identified priority areas.

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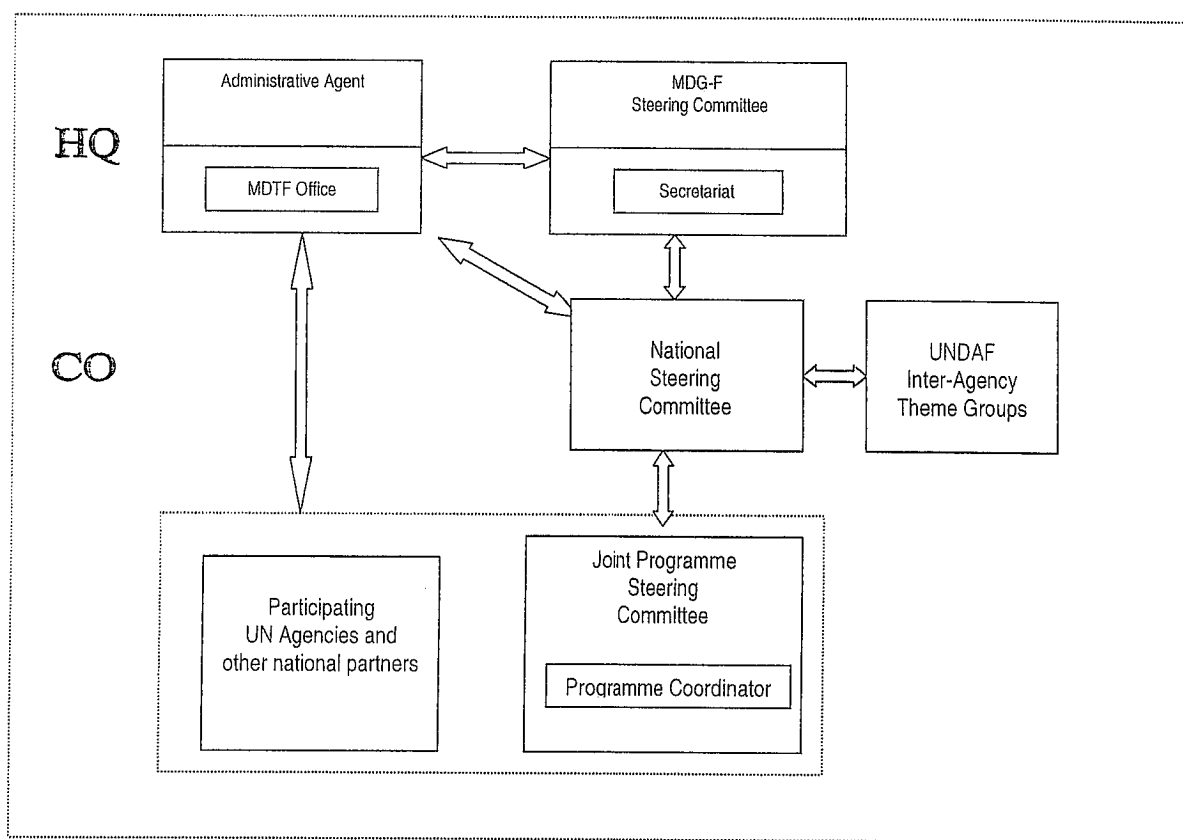
The Joint Programme will contribute to the UNFPA's Sixth Country Programme (CP), specifically Outcome 1- Increased demand for and utilization of comprehensive high-quality reproductive health services and Output 1 – empowered women, adolescents and men with identified needs and appropriate mechanisms for reproductive health information and services.

#### 4. Management and Coordination Arrangements

##### Coordination and Oversight Mechanisms

The UN Resident Coordinator (UNRC) will facilitate the collaboration among and between participating UN Country Team (UNCT) Organizations to ensure that the Joint Programme is on track and results are delivered. There will be two committees – a National Steering Committee (NSC) and a Joint Programme Steering Committee (JPSC), which will ensure the proper checks and balances of programme implementation. The UN RC will exercise his or her authority over the Joint Programme by being entrusted with leadership of the overall programme design, ongoing programmatic oversight of the Fund's activities and by co-chairing NSC meetings. The UNRC will also be responsible for reporting to the UNDP/Spanish MDG Achievement Fund Office in conformity with UN standards and guidance provided by the Fund Secretariat and the NSC.

Figure 3. Proposed Management Structure of MDG-F Joint Programme.



In cooperation with national key partners, the Joint Programme will be implemented by the participating UNCT agencies: International Labour Organization (ILO), International Organization for Migration (IOM), United Nations Children's Fund (UNICEF) and United Nations Population Fund (UNFPA).

The Department of Labor and Employment (DOLE) will serve as the national focal point for the Government of the Philippines and has the authority to sign the Joint Programme Document on behalf of its Government Partners.

Both the NSC and especially the JPSC should seek to integrate its work under the UNDAF thematic structures already in place in the country. The two committees should organize joint meetings to enhance communication and coordination between the oversight and operational coordination functions.

### National Steering Committee (NSC)

The National Steering Committee (NSC) is responsible for overall oversight and strategic guidance of the Joint Programme. It is composed of the UN Resident Coordinator, the Ambassador of Spain to the Philippines or his Representative and; the Director General of NEDA or his Representative. The NSC also oversees two other Joint Programmes: Climate Change and Economic Governance. The UNRC and the NEDA co-chair the NSC. Other representatives and observers can be invited by the co-chairs.

The NSC shall meet at least semi-annually and will make decisions by consensus.<sup>28</sup> It shall utilize existing coordination mechanisms and collaborate with the JPSC to the extent possible, for programmatic and operational issues. The responsibilities of the NSC include (but are not limited to):

- 1) Reviews and adopts the terms of reference and rules of procedures of the NSC and/or modify them as necessary;
- 2) Approves the Joint Programme Document before submission to the Fund Steering Committee;
- 3) Approves the strategic directions for the implementation of the Joint Programme within the operational framework authorized by the MDG F Steering Committee;
- 4) Approves the documented arrangements for management and coordination;
- 5) Approves the annual work plans and budgets as well as making the necessary adjustments to attain anticipated outcomes;
- 6) Reviews the Consolidated Joint Programme Report from the MDTF Office and providing strategic comments and decisions and communicating the same to the participating UNCT agencies;
- 7) Suggests or recommends corrective action to emerging strategic and implementation problems;
- 8) Creates synergies and seeking agreement on similar programmes and projects by other donors;
- 9) Approves the communication and public information plans prepared by the JPSC.

### Joint Programme Steering Committee (JPSC)

The Joint Programme Steering Committee (JPSC) will provide the technical and operational support to the Joint Programme and will be composed of participating UNCT agencies (ILO, IOM, UNICEF and UNFPA); the DOLE and other national implementing

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<sup>28</sup> For emergency or urgent matters, the NSC may conduct its business electronically or thru referendum. Additional meetings can be conducted if the need arises.

partners. The UNRC or his/her representative will chair the JPSC and will meet quarterly or as the need arises.

The JPSC will also work with other partners in academe, civil society, employers' organizations, chambers of commerce, trade unions, youth organizations, LGUs and other local stakeholders. Experts may be invited to participate in JPSC meetings when needed.

The responsibilities of the JPSC include (but are not limited to):

- 1) Ensures operational coordination;
- 2) Appoints a Programme Coordinator or equivalent thereof;
- 3) Monitors programme resources vis-à-vis outcomes and outputs defined in the programme
- 4) Aligns MDG F funded activities with the UN Strategic Framework or UNDAF approved strategic priorities;
- 5) Establishes programme baselines to enable sound monitoring and evaluation;
- 6) Establishes programme implementation modalities to ensure a cohesive, uniform and standardized approach to delivery of outputs;
- 7) Establishes adequate reporting mechanisms in the programme;
- 8) Integrates work plans, budgets, reports and other programme related documents and ensures that budget overlaps or gaps are addressed;
- 9) Provides technical and substantive leadership regarding the activities envisaged in the Annual Work Plan and provide technical advice to the NSC;
- 10) Establishes the communication and public information plans;
- 11) Makes recommendations on re-allocation and budget revisions to the NSC;
- 12) Addresses emerging management and implementation problems; and
- 13) Identifies emerging lessons learned.

A Joint Programme Coordination Unit, headed by a Programme Coordinator will be established and located in the DOLE to carry out and monitor programme activities of the JP.

Cooperation agreements in the form of Memoranda of Agreement or Understanding and the like will be undertaken between participating UNCT agencies and IPs together with relevant Terms of Reference outlining roles and responsibilities in the implementation of the project components.



## 5. Fund management Arrangements

Each organization assumes complete programmatic and financial responsibility for the funds disbursed to it by the administrative agent and can decide on the execution process with its partners and counterparts following the organization's own regulations.

Each Participating UNCT Organization establishes a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent. Participating UN organizations are requested to provide certified financial reporting according to the budget template. Participating UNCT Organizations are entitled to deduct their indirect costs on contributions received according to their own regulations and rules, taking into account the size and complexity of the particular programme.

Subsequent installments will be released in accordance with Annual Work Plans approved by the NSC. The release of funds is subject to meeting a minimum commitment threshold of 70% of the previous fund release to the Participating UNCT Organizations combined commitments (Commitments are defined as legally binding contracts signed, including multi-year commitments which may be disbursed in future years.) If the 70% threshold is not met for the programme as a whole, funds will not be released to any organization, regardless of the individual organization's performance.

On the other hand, the following year's advance can be requested at any point after the combined disbursement against the current advance has exceeded 70% and the work plan requirements have been met. If the overall expenditure of the programme reaches 70% before the end of the twelve-month period, the Participating UNCT Organizations may upon endorsement by the NSC request the MDTF to release the next installment ahead of schedule. The RC will make the request to the MDTF Office on NSC's behalf.

Any fund transfer is subject to submission of an approved Annual Work Plan and Budget to the MDTF Office. A pass-through fund modality will be adopted with Multi Donor Trust Fund (MDTF) Office at UNDP Headquarters designated as the Administrative Agent for the Fund.

### Cash Transfer Modalities

Pursuant to the UN General Assembly Resolution 56/201 on the triennial policy review of operational activities for development of the United Nations system, UNDG ExCom Agencies (including UNICEF and UNFPA) adopted a common operational framework for transferring cash to government and non-government Implementing Partners. The common framework is intended to reduce transaction costs and lessen the burden that the multiplicity of UN procedures and rules creates for its partners.

### *UNICEF*

For UNICEF, the cash assistance is governed by the financial rules and regulation of the organization, CPAP and the Basic Agreement with Government. NEDA is the main partner and coordinator of all official development assistance to the Philippines, and also is signatory of the programme of cooperation. The Government shall designate the names, titles and account details of recipients authorized to receive such assistance. Responsible officials will utilize cash in accordance with Government regulations and

UNICEF rules and regulations, in particular ensuring that cash is expended against prior approved budgets and ensuring that full reports on proper utilization of cash assistance to Government are submitted to UNICEF within six months after receipt of the funds. Any balance of funds unutilized or which could not be used according to the original plan shall be reprogrammed by mutual consent between the Government and UNICEF. Cash assistance for travel, honoraria and other costs shall be set at rates commensurate with those applied in the country, but not higher than those applicable to the United Nations System.

#### *UNFPA*

All cash transfers to an Implementing Partner are based on the Annual Work Plans agreed between the Implementing Partner and UNFPA. Cash transfers for activities detailed in AWP can be made using the following modalities:

1. Cash transferred directly to the Implementing Partner:
  - a. Prior to the start of activities (direct cash transfer), or
  - b. After activities have been completed (reimbursement);
2. Direct payment to vendors or third parties for obligations incurred by the Implementing Partners on the basis of requests signed by the designated official of the Implementing Partner;
3. Direct payments to vendors or third parties for obligations incurred by the UN agencies in support of activities agreed with IPs.

Direct cash transfers shall be requested and released for programme implementation periods not exceeding three months. Reimbursements of previously authorized expenditures shall be requested and released quarterly or after the completion of activities. The UNFPA shall not be obligated to reimburse expenditure made by the Implementing Partner over and above the authorized amounts. Following the completion of any activity, any balance of funds shall be reprogrammed by mutual agreement between the Implementing Partner and UNFPA, or refunded.

Cash transfer modalities, the size of disbursements, and the scope and frequency of assurance activities may depend on the findings of a review of the public financial management capacity in the case of a Government Implementing Partner, and of an assessment of the financial management capacity of the non-UN Implementing Partner. A qualified consultant, such as a public accounting firm, selected by UNFPA may conduct such an assessment, in which the Implementing Partner shall participate.

Cash transfer modalities, the size of disbursements, and the scope and frequency of assurance activities may be revised in the course of programme implementation based on the findings of programme monitoring, expenditure monitoring and reporting, and audits.

#### *Participating UNCT Organizations*

Participating UNCT Organizations may choose the most appropriate cash transfer modality for specific programmes and Implementing Partners following their respective financial rules and regulations.

Following the completion of any activity, any balance of funds shall be reprogrammed by mutual agreement between the Implementing Partner and Participating UNCT Organization, or refunded.

## 6. Monitoring, Evaluation and Reporting

The MDG F requires several reporting requirements at both fund and programme levels. On an annual basis, the participating UNCT members will provide narrative reports on results achieved, lessons learned and the contributions made to the Joint Programme. The reporting mechanism should be anchored in the common Results Framework and should facilitate consolidation around outcomes and outputs.

The MDTF Office will provide guidance on reporting formats and procedures to ensure that all fiduciary reporting requirements are met. The MDTF Office is responsible for the annual **Consolidated Joint Programme Progress Report**, which consists of three parts:

- 1) **Administrative Agent (AA) Management Brief** – This provides an analysis of the certified financial report and narrative report. The management brief identifies key management and administrative issues, if any, to be considered by the NSC.
- 2) **Narrative Joint Programme Progress Report** – This report will be produced through an integrated Joint Programme reporting arrangement. The report should be reviewed and endorsed by the JPSC before it is submitted to the MDTF Office on 28 February of each year.
- 3) **Financial Progress Report**. Each participating UNCT member will submit to the MDTF Office a financial report stating expenditures incurred by each programme during the reporting period. The deadline for this report is 31 March.

Report Name	Coordinating Author /Consolidator	Approving Authority	Deadline (reporting period: 1 Jan - 31 Dec)	Required Language
Consolidated Joint Programme Progress Report (including AA Management Brief, JP Narrative Report and Financial Reports)	MDTF Office	MDTF Executive Coordinator	31 May	English
Narrative Joint Programme Report	Participating UN Organizations jointly at Country Level	JPSC	28 February	English
Financial Progress Reports	Participating UN Organizations HQ Level	Financial Officer/ Comptroller	31 March	English

Upon completion, the MDTF Office submits the Consolidated Joint Programme Progress Reports to the UNRC who distributes it to the NSC members. Decisions and comments by the NSC should be duly recorded and shared with all stakeholders in order to ensure the full coordination and coherence of MDG-F efforts.

In addition to the required annual reports Participating UNCT Organizations will submit quarterly updates to ensure an open flow of information to the donor and others. The quarterly update will be designed to satisfy basic information requirements to serve as a “rough”, but timely management tool. The MDTF will design and roll out an online system to capture the updates. The systems will be designed to allow Participating UN Organizations to report informally on outputs and achievements over the past quarter by using a standard online form.

### **Annual Reviews**

The NSC in collaboration with participating UNCT organizations and partner national agencies shall jointly conduct annual planning, review and assessment of progress towards programme outcomes and achieved outputs as targeted in the Results Framework. This will also include updating of identified risks and assumptions to determine their validity and relevance. Findings, lessons learned and recommendations from the annual reviews will be integrated into the annual work plan and budget. Annual work plan and budget are to be approved by the NSC.

The JPD need not be signed every year. However, any substantive change/s in the joint programme scope will require revision of the JPD. The amendments made will need to be signed by all parties.

Table 2: JOINT PROGRAMME MONITORING FRAMEWORK ON YOUTH EMPLOYMENT & MIGRATION

JP Outcomes and Outputs	Indicators	Baseline	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
Outcome 1: Improved policy coherence and implementation on youth, employment and migration (YEM)	Adoption of a national policy on youth, employment and migration and translated to a national action agenda	No explicit common policy covering youth, employment and migration	Published national agency plans and reports	Assessment of agency reports (e.g. Medium-Term Philippine Development Plan, National Youth Development Plan)	ILO UNICEF IOM UNFPA	<p><u>Assumption:</u> Strong political commitment to effecting planning/programmi ng changes even after national elections in 2010</p> <p><u>Risk:</u> Ongoing conflict in Maguindanao, one of the selected project sites, may escalate and prevent access to beneficiaries and partners</p>
Output 1.1 National Action Agenda formulated, to inform local and national development processes	Adoption of the National Action Agenda by the stakeholders  NAA used by local governments in four project sites and by pertinent national agencies	National youth policy exists but there is no National Action Agenda	Minutes of stakeholder consultation officially adopting the NAA	Project documentation of stakeholder consultation	ILO UNICEF IOM UNFPA	<p><u>Assumption:</u> DOLE</p> <p><u>Risk:</u> 2010 national and local elections and possible change of administration may push forward other priorities over youth development</p>
Output 1.2 One-stop-shop" resource centers established	One-stop shop resource centers of programs and services (including career	No local level NRCOs in target areas.	Progress reports  Field visits and	Regular reporting by implementing partners	ILO UNICEF IOM	<p><u>Assumption:</u> DOLE continues to adhere to its NRCO</p>

JP Outcomes and Outputs	Indicators	Baseline	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
for YEM information, capacity-building and training support	guidance, vocational counseling, referral and tracking system) for youth, employment and migration are operational within local level NRCOs in four project areas.  Number of clients able to access YEM information and services, segregated by age and sex	No one-stop shop resource centers.	surveys	Monitoring & field visits by JPSC and JPCU	UNFPA	local roll-out strategy.
Output 1.3 Relevant services and support Mechanism Model established to facilitate remittance use to develop alternatives for youth employment	1 model mechanism for remittances and YEM, towards promoting equitable access to economic resources and decent work opportunities, especially for particularly disadvantaged groups such as women and young people  At least four pilot projects rolled out in 4 target areas	No existing model.	Field visits  Reports on the pilot testing	JP Progress Reports	IOM	<u>Assumption:</u> The Government, in relation to its current YEM and development directions, shall remain in place through the Joint Programme timeline and with development planning timelines.
<b>Outcome 2.</b> Increased access to decent work for poor young women and	Secondary education participatory rates by gender	Baselines per current available information on indicators as reflected on page 21 (selected)	Trend analysis of statistical data	Enrollment and school participation, retention data from Department of	ILO UNICEF IOM UNFPA	<b>Risk:</b> Ongoing conflict in Maguindanao, one of the selected project

JP Outcomes and Outputs	Indicators	Baseline	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
men through public-private partnerships, inclusive basic education, life skills, career guidance, including on safe migration, vocational training, and entrepreneurship	Unemployment rates of women and men 15-24 years old  Underemployment rates of women and men 15-24 years old	statistics on four priority provinces).		Education  National Statistical Surveys		sites, may escalate and prevent access to beneficiaries and partners
Output 2.1. Partnerships with private sector, local governments and financial institutions established to create employment and entrepreneurship opportunities for poor youth in target areas	Number of memoranda of agreements between local governments, private sector and financial institutions  Number of joint public-private partnership initiatives implemented in employment and entrepreneurship	Current number of MOA between private sector and the LGUs and ongoing PPP initiatives (to be determined at the start of the JP)	Administrative records	Review and inspection of agreements and minutes of pertinent meetings	ILO	There is a thriving private sector in the local economy or towns in proximity.  LGUs willing to dialogue and collaborate with private sector and vice versa.  Political interventions will not hamper private sector participation.
Output 2.2. Labor market responsive vocational and entrepreneurship skills training with safe migration and life skills components,	Number of out of school youth disaggregated by sex, trained in tech voc and/or entrepreneurship, safe migration, life skills  Number of Teachers and trainers (male and female)	None – those trained go through the existing curriculum that has not been YEM-enhanced  None as yet	Progress reports Field visits by TESDA Field Office Progress Reports TESDA Central	Regular reporting by LGUs through CTECS, Administrative records  Field Visits	ILO UNICEF IOM UNFPA  ILO	Administrators of ongoing skills training will agree to modify and enhance their programme with YEM inputs

JP Outcomes and Outputs	Indicators	Baseline	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
provided for poor out of school youth	trained in delivery of tech voc training, with safe migration, lifeskills & entrepreneurship, gender sensitivity inputs  Training Modules of tech voc integrating gender, safe migration & life skills	Generate Your Business and Start Your Business are integrated in the TESDA curriculum	Office/PCU Monitoring Reports  TESDA Central Office/JP Monitoring Reports	JP Reporting  JP Reporting	UNICEF IOM UNFPA  ILO UNICEF IOM UNFPA	
Output 2.3. Gender sensitive education mainstreamed in public secondary education	Secondary curriculum in the public schools include gender and entrepreneurship, and safe migration modules	None or minimal inputs on gender & entrepreneurship in secondary curriculum  Life skills modules already exist but safe migration and entrepreneurship need to be better integrated into these modules.	Contents of the curricula	Review of curricula to check if gender and entrepreneurship has in fact been included	ILO	Dep Ed will agree with the introduction of proposed enhancements in the curriculum  LGUs of participating schools will agree with the proposed enhancements to the curriculum.
Output 2.4. Employment services enhanced: gender-sensitive career guidance, referral and tracking services offered on youth employment	Existence of a working unit or designation of staff to provide employment information, referral and guidance services at the LGUs  Type of services rendered: access to information on markets, credit, technology, and other	Varies with the LGU sites: to be determined through a baseline study at project inception  - Presence/absence of employment services  - Availability of information on career options for young women	Situational analysis  Field visits	Administrative reports from DOLE PESOs and LGUS  Rapid appraisals; Field survey	ILO IOM	Some LGUS may not have operational employment service offices  Staff of employment service offices are ad hoc or non-organic



JP Outcomes and Outputs	Indicators	Baseline	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
	employment-related information, etc.  Guidance materials & tools address young women and men's needs  Number of young women and men able to access employment information and other services	and men				
Output 2.5 Inclusive approaches to basic education promoted to reach disadvantaged youth and improve school participation and retention rates	Number of students enrolled in Open High School Curriculum and other alternative delivery modes like the EASE program in the 12 selected schools, disaggregated by sex.  Drop-out rates per year level in the secondary schools disaggregated by sex.  Retention rates per year level in the secondary schools disaggregated by sex.	None. Alternative delivery modes not yet offered  SY 2007-2008 data per school  SY 2007-2008 data per school	BEIS data from DepEd  BEIS data from DepEd  BEIS data from DepEd	School records and reports from the 12 selected schools  School records and reports from the 12 selected schools  School records and reports from the 12 selected schools	UNICEF   IOM	DepEd will continue to implement the Alternative Delivery Modes – particularly OHSS and EASE  Data exist in the participating schools
	Number of disadvantaged youth receiving JP	None	Records; field visits	JP progress reports		

JP Outcomes and Outputs	Indicators	Baseline	Means of Verification	Collection Methods	Responsibilities	Risks & Assumptions
	education subsidies, disaggregated by sex.  Number of trained teachers, guidance counselors and PTCAs on mentoring and counseling of youth.	None	Field visits	JP progress reports		Teachers and supervisors will be able/allowed to participate in the YEM training programs.

Note: The first agency listed has the primary responsibility.

Annual/Regular reviews: There will be regular and periodic programme reviews. The Programme Coordinator is expected to review the progress of programme implementation day to day and must prepare updates and quarterly reports to the JPSC. The quarterly reports will be made available to the donor. The Programme Coordinator will inform and alert the JPSC regarding programme changes, especially those that diverge from the original programme design and other programme-related policy decisions which should be the subject of JPSC approval.

Evaluation: There will be a mid-term<sup>29</sup> and end of programme evaluation. The mid-term review will be organized by the MDG-F Secretariat. Post evaluation of the Joint Programme will be done by an external team.

The results of the Evaluation should be shared with the implementing partners and used in enhancing programme implementation and should guide the planning and programming processes. As well, policy recommendations emanating from the programme evaluation should be channelled to the appropriate agencies and stakeholders.

Reporting: Implementing partners will submit reports bi-annually, which will be consolidated by the Programme Coordinator prior to submission to the JPSC. There will be a common reporting format in accordance with MDG-F, UNCT guidance.<sup>30</sup>

## 7. Legal Context

The Philippines became a member of the International Labour Organization in 1948. An agreement between the ILO and the Government of the Philippines in 1970 established the ILO Area Office in Manila. ILO is the only “tripartite” United Nations agency, where governments, employers and workers have an equal voice in improving conditions and life at work. The ILO constitution provides the mandate for ILO to work with the Philippine government, as well as with workers and employers groups.

The International Organization for Migration’s office in the Philippines first opened in 1975. In 1986, an agreement was signed between IOM and the Philippine Government on the legal status, privileges and immunities of the organization. Recognizing the valuable results of continued collaboration between the Philippine Government and IOM, an expanded memorandum of understanding was signed in 2003 allowing IOM to increase its activities in the country and enhance its capacities in providing support to other IOM missions worldwide.

The Basic Cooperation Agreement (BCA) concluded between the Government of the Philippines and UNICEF on 20 November 1948 provides the basis of the relationship between the Government and UNICEF. The current Country Programme Action Plan, otherwise known as the 6th Country Programme for

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<sup>29</sup> Costs to be charged to HQ budget.

<sup>30</sup> The Standard Progress Report used by the ExCom agencies or any other reporting format used by any other UN organization may be adapted for the purpose. Donor requirements should also be kept in mind. The reporting format should be approved by the Joint Programme Steering Committee.

Children, for the period January 2005 - December 2009 is interpreted and implemented in conformity with the BCA. The JPD will also be interpreted and implemented in conformity with the BCA.

Resolutions 2211 (XXI) of 17 December 1966, 34/104 of 14 December 1979, 50/438 of 20 December 1995 of the General Assembly of the United Nations provide the basis of the relationship between the Government and UNFPA. The Government of the Philippines agrees to apply the UNDP Agreement of Cooperation signed on 21 July 1977 to UNFPA, mutatis mutandis, which was communicated to the UNFPA Executive Director by the Acting Secretary of Foreign Affairs of the GOP on 21 October 1996. This document of basic agreement of cooperation, which includes 13 articles and drawn upon the above-mentioned General Assembly Resolutions, forms the legal basis for the relationship between the GOP and UNFPA.

The following provision must be included in all sub-contracts or sub-agreements entered into under this programme document:

*The Implementing Partners/ Executing Agency agree to undertake all reasonable efforts to ensure that none of the funds received pursuant to this Joint Programme are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by the participating UN organizations do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>.*

## **8. Work plans and budget**

UN organization-specific annual targets	UN organization	Activities	Timeframe						Implementing Partner	Source of Funds	Budget Description	Amount Y1
			Y1				Y2	Y3				
			Q1	Q2	Q3	Q4						
JP Coordination Unit and monitoring systems established	ILO IOM UNICEF	Set up Joint Programme Coordination Unit and monitoring systems							DOLE	MDG-F	Personnel N	44,333
		Monitor progress of programme components, prepare reports and coordinate evaluation activities								MDG-F	M&E	34,583
										MDG-F		29,346
										MDG-F		26,424
										Sub-total ILO		78,916
								Sub-total IOM		29,346		
								Sub-total UNICEF		26,424		
SMART Outputs												
Policy review completed on YEM policies		1.1.1.1 Undertake policy review, situational analysis, stakeholder mapping and related studies										
a. Youth policies	UNICEF		NYC	MDG-F	Personnel I	0						
				MDG-F	Personnel N	0						
				MDG-F	Contracts I	0						
				MDG-F	Contracts N	25,000						
				MDG-F	Training/Conf	0						
				MDG-F	Supplies	0						
				MDG-F	Equipment	0						
				MDG-F	Travel	0						
				MDG-F	Transport	0						
MDG-F	Miscellaneous		0									
Sub-total 1.1.1 UNICEF			25,000									
b. Employment policies	ILO		DOLE	MDG-F	Personnel I	0						
				MDG-F	Personnel N	7,204						
				MDG-F	Contracts I	0						
				MDG-F	Contracts N	20,000						
				MDG-F	Training/Conf	0						
				MDG-F	Supplies	0						
				MDG-F	Equipment	0						
				MDG-F	Travel	2,000						
				MDG-F	Transport	0						
MDG-F	Miscellaneous		1,460									
Sub-total 1.1.1 ILO			30,664									
c. Migration policies	IOM		DOLE	MDG-F	Personnel I	0						
				MDG-F	Personnel N	2,862						
				MDG-F	Contracts I	0						
				MDG-F	Contracts N	8,800						
		MDG-F		Training/Conf	0							
		MDG-F		Supplies	172							
		MDG-F		Equipment	893							
		MDG-F		Travel	123							
		MDG-F		Transport	345							
MDG-F	Miscellaneous	4,771										
Sub-total 1.1.1 IOM		17,965										
Recommendations of the youth	UNICEF	NYC	MDG-F	Personnel I	0							
			MDG-F	Personnel N	5,700							
			MDG-F	Contracts I	0							
			MDG-F	Contracts N	20,000							
			MDG-F	Training/Conf	40,000							
			MDG-F	Supplies	0							
			MDG-F	Equipment	5,000							
			MDG-F	Travel	5,000							
			MDG-F	Transport	10,000							
			MDG-F	Miscellaneous	0							
Sub-total 1.1.2.1 UNICEF		85,700										
Consolidated recommendations of local stakeholders	IOM	DOLE	MDG-F	Personnel I	0							
			MDG-F	Personnel N	5,723							
			MDG-F	Contracts I	0							
			MDG-F	Contracts N	17,600							
			MDG-F	Training/Conf	0							
			MDG-F	Supplies	345							
			MDG-F	Equipment	893							
			MDG-F	Travel	246							
			MDG-F	Transport	690							
			MDG-F	Miscellaneous	105,149							
			Sub-total 1.1.2.2 IOM		130,645							
Recommendations from multi-stakeholders	ILO	DOLE	MDG-F	Personnel I	0							
			MDG-F	Personnel N	7,204							
			MDG-F	Contracts I	0							
			MDG-F	Contracts N	0							
			MDG-F	Training/Conf	20,000							
			MDG-F	Supplies	0							
			MDG-F	Equipment	2,500							
			MDG-F	Travel	4,000							
			MDG-F	Transport	2,000							
			MDG-F	Miscellaneous	1,785							
			Sub-total 1.1.2.3 ILO		37,489							

UN organization-specific annual targets	UN organization	Activities	Timeframe						Implementing Partner	Source of Funds	Budget Description	Amount
			Y1				Y2	Y3				Y1
			Q1	Q2	Q3	Q4						
Strategy paper (proposed National Action Agenda for adoption by stakeholders)	ILO	1.1.2.4 Consolidation of sectoral, national and local policy recommendations and drafting of a strategy paper on Youth, Employment and Migration, consensus building and adoption of a NAA							DOLE	MDG-F	Personnel I	0
										MDG-F	Personnel N	7,204
										MDG-F	Contracts I	0
										MDG-F	Contracts N	0
										MDG-F	Training/Conf	0
										MDG-F	Supplies	0
										MDG-F	Equipment	0
										MDG-F	Travel	3,000
										MDG-F	Transport	0
										MDG-F	Miscellaneous	510
Sub-total 1.1.2.4 ILO											10,714	
Partners' reports on the inclusion and mainstreaming of the NAA	ILO	1.1.3.1 Advocate and influence partners to use the NAA in the next round of national and local development plans							DOLE	MDG-F	Personnel I	0
										MDG-F	Personnel N	0
										MDG-F	Contracts I	0
										MDG-F	Contracts N	0
										MDG-F	Training/Conf	0
										MDG-F	Supplies	0
										MDG-F	Equipment	0
										MDG-F	Travel	0
										MDG-F	Transport	0
										MDG-F	Miscellaneous	0
Sub-total 1.1.3.1 ILO											0	
Lifeskills policies and programs incorporated in local youth development plans	UNFPA	1.1.3.2 Raise awareness of youth and advocate for the mainstreaming of lifeskills policies and programs							NYC	MDG-F	Personnel I	0
										MDG-F	Personnel N	17,500
										MDG-F	Contracts I	0
										MDG-F	Contracts N	5,000
										MDG-F	Training/Conf	20,000
										MDG-F	Supplies	10,000
										MDG-F	Equipment	4,000
										MDG-F	Travel	10,000
										MDG-F	Transport	3,000
										MDG-F	Miscellaneous	3,370
Sub-total 1.1.3.2 UNFPA											72,870	
Enhanced capacities of local government units on local economic development and on designing program and projects on youth employment in rural areas of high migration pressure	ILO	1.1.3.3 Conduct capacity building for LGUs on local economic development strategies, tools and approaches and on designing program and projects on youth employment in rural areas of high migration pressure.							DOLE	MDG-F	Personnel I	0
										MDG-F	Personnel N	0
										MDG-F	Contracts I	0
										MDG-F	Contracts N	0
										MDG-F	Training/Conf	0
										MDG-F	Supplies	0
										MDG-F	Equipment	0
										MDG-F	Travel	0
										MDG-F	Transport	0
										MDG-F	Miscellaneous	0
Sub-total 1.1.3.3 ILO											0	
Labor market statistics reflect youth employment and migration indicators	ILO	1.1.4.1 Conduct capacity building of planners and statistical offices on the development of indicators, analysis and management of labor market information on youth employment and migrant youth.							DOLE	MDG-F	Personnel I	0
										MDG-F	Personnel N	0
										MDG-F	Contracts I	0
										MDG-F	Contracts N	0
										MDG-F	Training/Conf	0
										MDG-F	Supplies	0
										MDG-F	Equipment	0
										MDG-F	Travel	0
										MDG-F	Transport	0
										MDG-F	Miscellaneous	0
Sub-total 1.1.4.1 ILO											0	
Framework and strategy for establishing one stop resource center to assist and support youth employment	IOM	1.2.1.1 Conduct stakeholder consultations toward the design and development of one stop service and resource center for youth employment and migration, and set-up a common resource collection of YEM-specific training tools							DOLE	MDG-F	Personnel I	0
										MDG-F	Personnel N	2,731
										MDG-F	Contracts I	0
										MDG-F	Contracts N	8,400
										MDG-F	Training/Conf	0
										MDG-F	Supplies	165
										MDG-F	Equipment	313
										MDG-F	Travel	1,763
										MDG-F	Transport	329
										MDG-F	Miscellaneous	1,899
Sub-total 1.2.1.1 IOM											15,599	
Presence of NRCO services on YEM at the local level	IOM	1.2.1.2 Support the roll-out of YEM program and projects by NRCO							DOLE	MDG-F	Personnel I	0
										MDG-F	Personnel N	6,000
										MDG-F	Contracts I	0
										MDG-F	Contracts N	13,200
										MDG-F	Training/Conf	67,500
										MDG-F	Supplies	1,948
										MDG-F	Equipment	670
										MDG-F	Travel	11,250
										MDG-F	Transport	3,896
										MDG-F	Miscellaneous	12,570
Sub-total 1.2.1.2 IOM											117,033	

UN organization-specific annual targets	UN organization	Activities	Timeframe						Implementing Partner	Source of Funds	Budget Description	Amount	
			Y1				Y2	Y3				Y1	
			Q1	Q2	Q3	Q4							
Enhanced capacities of national and local stakeholders to deliver services and support to returning youth migrants, youth members of families left behind by overseas Filipino workers	IOM	1.2.1.3 Provide training and technical support to national and local stakeholders to deliver services and support to returning youth migrants, youth members of families left behind by overseas Filipino workers							DOLE	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	0
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	0
											MDG-F	Transport	0
											MDG-F	Miscellaneous	0
								Sub-total 1.2.1.3 IOM					
Enhanced and upgraded information management system (database, system and staff) of the National Reintegration Center for OFWs	IOM	1.2.2.1 Set-up the information management system and enhance capacity of the NRCO to manage the system							DOLE	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	0
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	0
											MDG-F	Transport	0
											MDG-F	Miscellaneous	0
								Sub-total 1.2.2.1 IOM					
Report on the design of the model mechanism and the results of pilot testing, including recommendations for refinement and institutionalization	IOM	1.3.1.1 Conduct study on possible mechanisms to channel remittances of overseas Filipino workers to local youth development							DOLE	MDG-F	Personnel I	0	
											MDG-F	Personnel N	2,575
											MDG-F	Contracts I	0
											MDG-F	Contracts N	7,920
											MDG-F	Training/Conf	0
											MDG-F	Supplies	155
											MDG-F	Equipment	536
											MDG-F	Travel	2,361
											MDG-F	Transport	310
											MDG-F	Miscellaneous	2,976
												Sub-total 1.3.1.1 IOM	16,833
		1.3.1.2 Conduct consultations and workshops with Gos, NGOs, towards evolving a model for productive use of remittances for youth employment								DOLE	MDG-F	Personnel I	0
											MDG-F	Personnel N	8,119
											MDG-F	Contracts I	0
											MDG-F	Contracts N	24,968
											MDG-F	Training/Conf	0
											MDG-F	Supplies	489
											MDG-F	Equipment	297
											MDG-F	Travel	1,914
		1.3.1.3 Implement the model mechanism and test its efficacy in harnessing remittances for youth employment promotion								DOLE	MDG-F	Transport	978
											MDG-F	Miscellaneous	3,397
												Sub-total 1.3.1.2 IOM	40,162
											MDG-F	Personnel I	
											MDG-F	Personnel N	36,094
											MDG-F	Contracts I	
											MDG-F	Contracts N	75,000
											MDG-F	Training/Conf	
									MDG-F	Supplies	1,469		
									MDG-F	Equipment	298		
									MDG-F	Travel	3,755		
									MDG-F	Transport	2,938		
									MDG-F	Miscellaneous	8,140		
										Sub-total 1.3.1.3 IOM	127,694		
Agreements concluded between private sector, NGOs and government to facilitate youth access to demand driven training and non-discriminating job opportunities	ILO	2.1.1.1 Explore prospective public-private partnerships to assist local government in identifying development potentials, especially in sunrise sectors							LGUs	MDG-F	Personnel I	0	
											MDG-F	Personnel N	7,204
											MDG-F	Contracts I	0
											MDG-F	Contracts N	25,000
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	4,000
											MDG-F	Transport	2,000
											MDG-F	Miscellaneous	1,910
												Sub-total 2.1.1.1 ILO	40,114
Subsidies and facilities provided to youth during on-the-job training to enhance employability	UNICEF	2.1.1.2 Provide assistance to youth undergoing on-the-job training in the private sector							LGUs	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	25,000
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	5,000
											MDG-F	Transport	0
											MDG-F	Miscellaneous	0
								Sub-total 2.1.1.2 UNICEF	30,000				

UN organization-specific annual targets	UN organization	Activities	Timeframe						Implementing Partner	Source of Funds	Budget Description	Amount
			Y1				Y2	Y3				
			Q1	Q2	Q3	Q4						Y1
Design of labor market-responsive technical vocational <u>and entrepreneurship</u> training programs enhanced with life skills, gender and safe migration		2.2.1 Develop programs for technical and vocational training of out-of-school youth to identify entry points for mainstreaming entrepreneurship, gender sensitivity, life skills and safe migration										
a. Entrepreneurship potentials and conduct of skills survey among poor youth in target areas assessed	ILO	2.2.1.1 Assess entrepreneurship potentials and conduct of skills survey among poor in the target areas						TESDA	MDG-F	Personnel I	0	
									MDG-F	Personnel N	7,204	
									MDG-F	Contracts I	0	
									MDG-F	Contracts N	30,000	
									MDG-F	Training/Conf	10,000	
									MDG-F	Supplies	0	
									MDG-F	Equipment	2,500	
									MDG-F	Travel	0	
									MDG-F	Transport	0	
									MDG-F	Miscellaneous	2,485	
											Sub-total 2.2.1.1 ILO	52,189
b. Module on safe migration	IOM	2.2.1.2 Design safe migration module for entrepreneurship training programmes						TESDA	MDG-F	Personnel I	0	
									MDG-F	Personnel N	8,000	
									MDG-F	Contracts I	0	
									MDG-F	Contracts N	0	
									MDG-F	Training/Conf	95,000	
									MDG-F	Supplies	979	
									MDG-F	Equipment	893	
									MDG-F	Travel	0	
									MDG-F	Transport	1,959	
									MDG-F	Miscellaneous	9,131	
											Sub-total 2.2.1.2 IOM	115,961
c. Module on gender mainstreaming and Life skills	UNFPA	2.2.1.3 Design gender mainstreaming and life skills module for entrepreneurship training programmes						TESDA	MDG-F	Personnel I	0	
									MDG-F	Personnel N	0	
									MDG-F	Contracts I	0	
									MDG-F	Contracts N	19,000	
									MDG-F	Training/Conf	44,750	
									MDG-F	Supplies	14,000	
									MDG-F	Equipment	-	
									MDG-F	Travel	6,000	
									MDG-F	Transport	4,000	
									MDG-F	Miscellaneous	4,750	
											Sub-total 2.2.1.3 UNFPA	92,500
Instructional materials enhanced with YEM inputs	UNICEF	2.2.2.1 Review instructional materials and enhance it with entrepreneurship, gender sensitivity, life skills and safe migration						TESDA	MDG-F	Personnel I	0	
									MDG-F	Personnel N	0	
									MDG-F	Contracts I	0	
									MDG-F	Contracts N	50,000	
									MDG-F	Training/Conf	0	
									MDG-F	Supplies	0	
									MDG-F	Equipment	5,000	
									MDG-F	Travel	0	
									MDG-F	Transport	0	
									MDG-F	Miscellaneous	4,727	
											Sub-total 2.2.2.1 UNICEF	59,727
Corps of vocational trainers trained in delivery of enhanced programs and use of instructional materials	UNICEF	2.2.3.1 Support the conduct of training of service providers in the delivery of enhanced technical vocational program and use of instructional materials in training out-of-school youth						TESDA	MDG-F	Personnel I	0	
									MDG-F	Personnel N	30,000	
									MDG-F	Contracts I	0	
									MDG-F	Contracts N	0	
									MDG-F	Training/Conf	50,000	
									MDG-F	Supplies	0	
									MDG-F	Equipment	5,000	
									MDG-F	Travel	0	
									MDG-F	Transport	0	
									MDG-F	Miscellaneous	0	
											Sub-total 2.2.3.1 UNICEF	85,000
Out-of-school youth trained using the enhanced technical vocational <u>and entrepreneurship</u> training programs, and given microfinance assistance, as required, in partnership with public and private business service providers	ILO	2.2.4.1 Train out-of-school youth in the four selected geographical areas using YEM enhanced technical vocational <u>and entrepreneurship</u> programs and instructional materials						TESDA	MDG-F	Personnel I	0	
									MDG-F	Personnel N	7,204	
									MDG-F	Contracts I	0	
									MDG-F	Contracts N	0	
									MDG-F	Training/Conf	70,000	
									MDG-F	Supplies	30,000	
									MDG-F	Equipment	0	
									MDG-F	Travel	2,000	
									MDG-F	Transport	0	
									MDG-F	Miscellaneous	5,460	
											Sub-total 2.2.4.1 ILO	114,664



UN organization-specific annual targets	UN organization	Activities	Timeframe						Implementing Partner	Source of Funds	Budget Description	Amount	
			Y1				Y2	Y3				Y1	
			Q1	Q2	Q3	Q4							
System for tracking training graduates established	ILO	2.2.5.1 Establish tracking system for vocational and entrepreneurship training graduates. Monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum.							TESDA	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	0
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	0
											MDG-F	Transport	0
											MDG-F	Miscellaneous	0
Sub-total 2.2.5.1 ILO												0	
Curriculum and training materials in public secondary education enhanced with entrepreneurship, life skills & safe migration		2.3.1 Integrate life skills into secondary school curriculum and ensure that entrepreneurship, gender sensitivity & safe migration are mainstreamed. Revise existing life skills modules and instructional materials to integrate entrepreneurship, gender sensitivity & safe migration											
a. Entrepreneurship module	ILO	2.3.1.1 Enhance existing entrepreneurship module in the Career Pathways Program and implement in participating schools							DepEd	MDG-F	Personnel I	0	
											MDG-F	Personnel N	7,204
											MDG-F	Contracts I	0
											MDG-F	Contracts N	25,000
											MDG-F	Training/Conf	10,000
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	0
											MDG-F	Transport	0
											MDG-F	Miscellaneous	2,110
Sub-total 2.3.1.1 ILO												44,314	
b. Module on gender mainstreaming and Life skills	UNFPA	2.3.1.2 Identify appropriate entry points to integrate life skills into secondary school curriculum and design module							DepEd	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	15,000
											MDG-F	Training/Conf	39,750
											MDG-F	Supplies	10,000
											MDG-F	Equipment	0
											MDG-F	Travel	3,000
											MDG-F	Transport	3,000
											MDG-F	Miscellaneous	2,000
Sub-total 2.3.1.2 UNFPA												72,750	
c. Module on safe migration	IOM	2.3.1.3 Identify appropriate entry points to integrate safe migration into secondary school curriculum and design module							DepEd	MDG-F	Personnel I	0	
											MDG-F	Personnel N	8,000
											MDG-F	Contracts I	0
											MDG-F	Contracts N	0
											MDG-F	Training/Conf	70,000
											MDG-F	Supplies	1,763
											MDG-F	Equipment	893
											MDG-F	Travel	0
											MDG-F	Transport	3,526
											MDG-F	Miscellaneous	10,850
Sub-total 2.3.1.3 IOM												95,032	
Youth trained under the enhanced secondary school curriculum	ILO	2.3.2.1 Monitor the results of the application of the enhanced curriculum and assess the impact of the enhanced curriculum							DepEd	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	0
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	0
											MDG-F	Transport	0
											MDG-F	Miscellaneous	0
Sub-total 2.3.2.1 ILO												0	
Assessment reports in four LGU project areas	ILO	2.4.1.1 Assess existing local employment services in the four LGU project areas in terms of gender sensitivity: labor market (local & overseas) responsiveness, and identify gaps relative to enhancing youth employability and identify industry sectors where youth employment could be promoted.							DOLE	MDG-F	Personnel I	0	
											MDG-F	Personnel N	7,204
											MDG-F	Contracts I	0
											MDG-F	Contracts N	10,000
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	5,000
											MDG-F	Transport	4,000
											MDG-F	Miscellaneous	1,310
Sub-total 2.4.1.1 ILO												27,514	

UN organization-specific annual targets	UN organization	Activities	Timeframe						Implementing Partner	Source of Funds	Budget Description	Amount	
			Y1				Y2	Y3				Y1	
			Q1	Q2	Q3	Q4							
Database established to track job opportunities	ILO	2.4.2.1 Set up a mechanism for coordinating and networking among employment and private sectors of the poor youth to aid in identifying and tracking job opportunities in the labor market and ensure interconnectivity of PESOs in target areas and surrounding urban growth areas							LGUs	MDG-F	Personnel I	0	
											MDG-F	Personnel N	0
											MDG-F	Contracts I	0
											MDG-F	Contracts N	0
											MDG-F	Training/Conf	0
											MDG-F	Supplies	0
											MDG-F	Equipment	0
											MDG-F	Travel	0
											MDG-F	Transport	0
											MDG-F	Miscellaneous	0

BUDGET SUMMARY TABLE					
	ILO	IOM	UNICEF	UNFPA	TOTAL
1.1 Supplies, commodities, equipment and transport	43,000	32,263	190,000	48,000	313,263
1.2 Personnel (staff, consultants, travel and training)	121,967	130,278	89,824	36,500	378,568
1.3 Training of counterparts	110,000	232,500	125,000	104,500	572,000
1.4 Contracts	110,000	214,888	140,000	39,000	503,888
1.5 Other Direct Costs (including formulation advance for ILO)	70,307	200,782	36,151	10,120	317,360
<b>Total Direct Costs</b>	<b>455,273</b>	<b>810,710</b>	<b>580,975</b>	<b>238,120</b>	<b>2,085,079</b>
2.0 UN Agency Indirect Cost (7%)	31,869	56,750	40,668	16,668	145,956
<b>Grand Total</b>	<b>487,142</b>	<b>867,460</b>	<b>621,643</b>	<b>254,788</b>	<b>2,231,034</b>