



UNited For Youth Employment in Cambodia

United Nations Joint Programme Document

Phnom Penh, August 2017

Country:	Cambodia
Programme Title:	UNited For Youth Employment in Cambodia
Development Objective:	Young women and men increasingly obtain decent and productive employment opportunities.
Outcomes:	<ol style="list-style-type: none"> 1. Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills 2. Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises 3. Young women and men benefit from a better condition and fair treatment at work

Programme Duration: 2 years initial phase (two subsequent phases of 5 years each foreseen)	Estimated budget: USD 4,478,000 <i>for initial phase (2 years)</i> Out of which: 1. Funded Budget: USD 4,478,000 2. Unfunded budget: USD 0
Anticipated start/end dates: September 2017 - August 2019	Sources of funded budget: 1. SDC USD 2,000,000 2. Participating UN Agencies:
Fund Management Option(s): Parallel and pass-through	<ul style="list-style-type: none"> • ILO USD 241,000 • UNDP USD 715,000 • UNESCO USD 131,000 • UNICEF USD 430,000 • UNV USD 961,000
Administrative Agent: ILO (for pass-through)	

Signatures

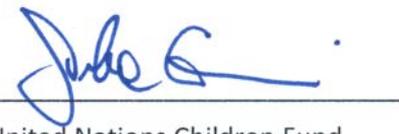
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Table of Content

1. Executive Summary	5
2. Situation Analysis	6
Persistent discrimination affects young people first	7
Limited access to education and skills training reduces opportunities for growth.....	7
Volunteerism contributes positively to employability but it lacks awareness	8
Limited exposure to entrepreneurship increases the risk of informality.....	8
3. Strategies	8
Background/context.....	8
Lessons Learned	10
Strategy of the joint programme:	11
National Ownership	12
Private sector involvement	13
Three Phases of the Programme.....	14
4. Results Framework	15
Outcome 1: Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills	16
Outcome 2: Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises	17
Outcome 3: Young women and men benefit from a better condition and fair treatment at work.....	18
Target Groups and Beneficiaries	19
5. Management and Coordination Arrangements	23
6. Fund Management Arrangements	23
Partnership Strategy and Resource Mobilization	24
7. Monitoring, Evaluation and Reporting	25
8. Participating UN agencies	26
9. Budgets	29
Annex 1: Logical Framework	33
Annex 2: Risk Registry	37
Annex 3: Annual Workplan	39
Annex 4: Information on related programmes by other partners	42

1. Executive Summary

To address the critical issue of youth¹ employment in the context of the rapidly growing, export-led Cambodian economy, a United Nations Joint Programme (UNJP) proposes to provide assistance to the Royal Government of Cambodia (RGC). It intends to focus on facilitating young people's entrance to the labour force while reducing inequalities – particularly for disadvantaged and vulnerable groups- and ensuring young women and men are better able to meet labour demand.

The relatively low productivity levels in Cambodia stem from the agriculture sector, which absorbs about 54 percent of all workers and produces about 30 percent of GDP². Hence the challenge of youth employment is twofold: (i) to diversify the economy away from its traditional agriculture base providing productive employment opportunities for the 270,000³ new workers that enter the labour-force every year and (ii) to modernize the agricultural sector in order to provide higher returns to young people who remain employed in agriculture.

Meanwhile, skills remain inadequate to service the industrial sector. As cited in the Government's Industrial Development Policy (IDP) 2015-2025, it has become essential for the burgeoning young labour force to gain the bevy of technical and technological skills demanded in order for Cambodia to industrialize competitively.

To respond to the problem, this United Nations Joint Programme will support the implementation of the recently launched National Employment Policy, which intends to increase decent and productive employment opportunities. While looking after the continued improvement of the policy, the proposed programme will emphasize the employability of young job seekers through entrepreneurship and skills training, including life skills, entrepreneurship and volunteerism; and it will focus on a series of measures that will help address the challenges of the informal sector, including through the promotion of rights at work. This shall translate into activities related to education, entrepreneurship training, promoting public-private agreements, improving public services and strengthening regulatory and policy frameworks as well as research and coordination mechanisms.

This proposed partnership between the United Nations system and SDC consists of a first phase with the potential for two successive phases:

Phase 1: September 2017 – August 2019: aims at grounding and consolidating initiatives to support young women and men in their quest for decent jobs.

Phase 2: 2019-2024: aims at refining the national policy framework and the expansion of skills support mechanisms to prepare young women and men to enter the workforce.

Phase 3: 2024-2029: intends to handover all initiatives to RGC, alongside a RGC-owned continuity plan and an evaluation of the programme against targeted outcome and outputs.

¹ For the purpose of this project the term 'young women and young men' and 'youth' also includes adolescents aged 10 - 19

² <http://data.un.org/CountryProfile.aspx?crName=Cambodia>

³ Cambodia Labour Force Survey 2012, NIS

The timing is strategic since the programme will accompany Cambodia toward the implementation of the 2030 Agenda and in particular that of goal 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The programme will also respond to other goals, notably SDG 1 to end poverty in all its forms everywhere; SDG 4 to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all; SDG 5 to achieve gender equality and empower all women and girls; and SDG 9 to build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

This proposed UN Joint Programme capitalizes on the complementary mandates and areas of UN expertise, which, when pulled together can more effectively contribute to address the challenge of youth employment in Cambodia. Hence the programme will benefit from the combined strengths of ILO, UNDP, UNESCO, UNICEF and UNV.

The envisaged cooperation of the participating agencies counts on US \$2.48 million secured from core funding and from other donors. It proposes to partner with the Swiss Agency for Development and Cooperation (SDC) to grow a program with outputs that will contribute to the larger framework of creating enabling conditions for decent work opportunities for young women and men in Cambodia.

2. Situation Analysis

The Kingdom of Cambodia is the most youthful country in South East Asia with more than 50 percent of the total population below 25 years of age and 20.6 percent between 15 and 24⁴.

The country needs to create decent and productive employment opportunities for the estimated 270,000 new entrants to the labour market every year while at the same time ensuring that young people have access to skills and to quality education and business training in an environment that ensures the respect of their rights at work.

Despite the low unemployment rate of 3.8 percent among persons aged 15-24⁵, young people are systematically more likely to be unemployed than adults – up to three times more so – while working poverty and informality persist: 81 percent of all jobs are considered vulnerable; 80 percent of enterprises are informal and the majority of people employed in agriculture rely on subsistence farming. As a result, rural-to-urban migration in search for better paid jobs is showing no signs of weakening, as is formal and informal external migration.

There have been remarkable improvements in the last two decades in achieving universal primary education and building up lower secondary education and there has been important progress in poverty reduction. Yet at the same time, the benefits have been unevenly distributed and there has been a growing demographic bulge among the near poor. High levels of vulnerability of the poor and near poor, particularly in rural areas, limit the scope for more inclusive growth.

⁴ *United Nations Department of Economic and Social Affairs, World Population Prospects: The 2015 Revision*

⁵ *Cambodia Labour Force Survey 2012, NIS*

While Cambodia has reached the level of development and rapid growth it knows today, and as the country transitions into the middle income country category and faces increased regional and global competition, there is a need to bring the human capital base to a new level, with a skilled workforce that is responsive and adaptive to the changing labour market needs. The situation is exacerbated both by the fast-growing low skilled labour force and by the slow pace of economic diversification.

The timing for a UN joint programme on youth employment in Cambodia is highly strategic, with the 2030 Agenda and the launch of the Sustainable Development Goals – including goal 8 on decent work and economic growth- and with the “[Global Initiative on Decent Jobs for Youth](#)” which was launched by the Secretary General of the United Nations and by the Director General of the ILO in 2016.

The key drivers behind the design of this programme are as follows:

Persistent discrimination affects young people first

Despite spectacular progress in recent years, challenges remain:

- Young women find it harder than young men to reach higher levels of education and to join the labour force: Cambodia’s Gender Inequality Index ranked 143 out of 188 countries in 2016⁶.
- 79.2 percent of the population resides in rural areas, in vulnerable households and marginalized communities.
- One in two children experience severe physical violence
- Young people migrate to find work, often in urban areas and in neighbouring countries. Unskilled and without proper legal identification and protection, they are particularly at risk of abuse and discrimination at the workplace, and social exclusion in general.

The programme will foster decent and inclusive employment while exposing youth to their rights and responsibilities at work. With separate targets for young women and men, it will address the skill sets of both genders while fostering women’s economic empowerment; and it will enhance the conditions that are necessary for the creation of jobs in the formal economy; thus minimizing the risk for young people to become trapped in vicious cycles of poverty, vulnerability and informality.

Limited access to education and skills training reduces opportunities for growth

Quality basic education is a pre-requisite for strong foundations for skills development required for sustainable socio-economic growth. However Cambodia has been trapped in a cycle of systematic underinvestment in education and training, with skills shortages making up for some of the most pressing challenges:

- Human capital investments target low value-added industries; industrial development still relies largely on low-skilled manufacturing workers, notably in the garment and shoe ware sectors

⁶ UNDP, Human Development Report 2016, “Human Development for Everyone”
http://hdr.undp.org/sites/default/files/2016_human_development_report.pdf

- Expected years of schooling was 10.9 in 2015 VS. 4.7 for mean years of schooling⁷
- High drop-out rates at the lower secondary level results in limited opportunities for accessing certified technical vocational skills training programmes

The programme will facilitate the provision of relevant lower secondary education completion through flexible learning modalities as well as formal and informal technical/vocational training, including through workplace-based measures such as apprenticeships, internships and volunteering programmes. This will promote an enabling environment that is conducive to economic diversification and which addresses the persistent skills mismatch. It will also foster the creation of decent job opportunities for young women and men, including through enterprise and skills development in order to meet current and future labour demand and while decreasing the share of vulnerable employment.

Volunteerism contributes positively to employability but it lacks awareness

Volunteerism is a prominent part of Cambodia’s National Policy for Youth Development, and yet:

- Misperceptions still exist, particularly with the older generations
- It has never been fully quantified, including from the youth perspective
- Greater implementation of the volunteerism components of the policy is needed

The programme will enhance the employability of young people through efficient volunteering initiatives that will help develop transferable skills in demand by employers. It will build the capacity of national partners toward the accreditation of stronger skills frameworks and volunteering structures while enhancing the cooperation with the private sector, civil society and academia.

Limited exposure to entrepreneurship increases the risk of informality

Most young people venture into entrepreneurship out of necessity and without adequate guidance and training, which perpetuates a cycle of informality and working poverty:

- Contracts are difficult to enforce, particularly for small business operators
- The rule of law or protection of property is often weak
- The entrepreneurial “spirit” is lagging and finances are hard to come by

The programme will provide entrepreneurship training including at the community level and it will also address the need for social entrepreneurship, which remains in its inchoate stage in Cambodia.

3. Strategies

Background/context

It is the long term vision of the UN in Cambodia to enhance collaboration and synergies between its agencies and development partners to ensure that young women and men are

⁷ *Human Development Report, 2016*

given the right conditions and relevant skills to enter a job market that values and protects them, moving Cambodia forward and in line with the SDGs.

This includes ensuring that the future development of the job market and training of its workforce is well positioned to mitigate anticipated impacts of climate change; and also that innovation is encouraged and applied, as outlined in SDG 9, to develop sustainable and resilient infrastructure, and ensure that businesses promote sustainable development and do not harm the environment.

The joint programme will be anchored into the United Nations Development Assistance Framework (UNDAF) 2016-2018 which supports *“the formulation of policies and strategies for the creation of productive jobs and improved income and employment opportunities for the current labour force in the industrial and service sectors”* (UNDAF 2016-2018, p.16/17).

It shall address the needs for education and skills training including volunteerism, employability and entrepreneurship development and rights at work. It is fully aligned with National policies and with the guidelines and priorities of the United Nations Development Assistance Framework (UNDAF). In its strategy for supporting inclusive employment, the programme will be based on the Human Rights-based Approach to Development Cooperation⁸ and the positive youth development framework.

As per the Government’s Rectangular Strategy Phase III: “The strategic objective of the RGC [...] is to strengthen the quality of people, improve the status of women who are the backbone of national economy and society, and **transform youth to become an important driving force for development in every sector.**”

The Joint Programme comes at a strategic juncture to support the implementation of the Royal Government’s strategic priorities. Because it is focused on enhancing education, skills and volunteerism; as well as entrepreneurial and business skills, it will support the following policies:

- a) National youth development policy** by contributing to realization of its following goals:
 - (i) Provide youth with opportunity to get quality and equitable access to education and vocational training;
 - (ii) Motivate youth to develop their sense of initiative, creativity, innovation, and entrepreneurship;
 - (iii) Promote gender equity and equality for both young males and females, and the creation of opportunities to empower young females in particular.
- b) Industrial development policy** by contributing to achieving its ambitious goals through “Skills and Human Capital Development” as one of the key pillars of the policy measures and action plans.
- c) National employment policy in realising its three broad goals:**
 - (i) To increase decent and productive employment opportunities;
 - (ii) To enhance skills and human resource development; and

⁸ <http://www.ohchr.org/Documents/Publications/FAQen.pdf> (accessed 4.5.2016)

(iii) To enhance labour market governance.

d) National technical, vocational education and training policy in realising its four goals:

- (i) To improve TVET quality to meet the market demands, inside and outside the country;
- (ii) To increase access to TVET for employment generation;
- (iii) To promote public-private partnerships and mobilize funding support by all partners to develop and ensure the relevance and sustainability of TVET; and
- (iv) To improve TVET governance and operations System.

Furthermore, the Government has developed a **National Youth Policy Action Plan** that shall serve as a framework to ensure the implementation of the youth policy. In a first stage, this plan covering the period 2016-2018 brings the interventions of individual United Nations agencies together in the areas of education and vocational training, health, entrepreneurship, labour market strategies and volunteerism.

Finally, the programme will support each of the three outcomes of **the United Nations Development Assistance Framework (UNDAF)** for Cambodia covering the period 2016-18:

- Because it will address the risk of abuse and discrimination, it will support Outcome 1 of UNDAF: “youth, women and vulnerable groups, are enabled to actively participate in and benefit equitably from growth and development”
- Because it will address education, skills, entrepreneurship and volunteerism, it will support Outcome 2 of UNDAF: “more people, especially vulnerable, poor and marginalized groups (...) have gained enhanced skills to achieve and contribute to human development”
- Because it will build further the capacity of National partners, it will support Outcome 3 of UNDAF: “national and sub-national institutions (...) are more responsive to the inequalities in the enjoyment of human rights (..) and increase civic participation in democratic decision-making”

Lessons Learned

In 2012, the ILO Call for Action and its resolution for youth employment joined 185 countries together with one voice to agree on five key avenues necessary to address efficiently the youth employment challenge:

- Employment and economic policies for youth employment
- Employability –Education, training and skills, and the school-to-work transition
- Labour market policies
- Youth entrepreneurship and self-employment
- Rights for young people

The commitment made then is today translated at the policy level globally; it serves to guide this UN joint programme; and it was instrumental in the design of the youth employment targets within goal 8 of the 2030 agenda. To reach these targets and to better assess the efficiency of targeted policies, the ILO embarked on a significant undertaking called “What Works In Youth Employment” which initiative was conducted across the world. It is evidenced by the evaluation of programmes and policies on youth employment and the results, reported

on the website www.wwiye.org shall serve to guide the project and enhance its knowledge base:

- While youth employment programmes offer global gains, their positive impact on labour market outcomes is particularly tangible in low- and middle-income countries, where marginal investments in skills and employment opportunities are able to address the challenges of the large cohorts of disadvantaged youth.
- Skills training and entrepreneurship promotion interventions exhibit high impacts for youth in low- and middle-income countries, compared to other interventions. This does not mean that investments in those programmes should be preferred over others. Much depends on the needs of participating youth and programme design as well as national priorities and other contextual variables.
- Comprehensive employment programmes that integrate multiple services for youth are in a better position to respond to the multiple constraints facing young people, particularly in low-and middle-income countries.
- Intervention design matters. Evidence suggests that design features, such as adequate participant profiling, efficient follow-up and monitoring systems, and results-based management allow implementers to better respond to the needs of young people, enhance programme participation, and ensure quality in the delivery of services.

Strategy of the joint programme:

Strongly anchored in the three UNDAF Outcome areas, the Joint Programme will respond to the priorities of the Royal Government of Cambodia, articulated in the Rectangular Strategy Phase III 2014-2018 that is operationalized by the National Strategic Development Plan (NSDP) 2014-2018. Gender will be mainstreamed; thus promoting gender equality and women's economic empowerment, critical to the advancement of youth and central to the development of the country.

The comparative advantage of the proposed UN Joint Programme lies in the multiplier effect of five agencies working together for the same cause of youth employment, under one umbrella, the UNDAF. In addition to young people, the programme will also impact government officials, local businesses and other stakeholders at the district and at national levels.

Coordination with the public and private sectors, including their respective training providers, will help enhance the outreach and impact of the programme to make enterprise development training available in educational institutions nationwide, fostering an entrepreneurial ecosystem and creating sustainable youth-led enterprises.

The Joint Programme was designed with the involvement of the principal stakeholders. Being aware of the existing programmes and projects in the field of youth employment and skills development, the Joint Programme will collaborate and build synergies with existing initiatives.

For instance, the on-going collaboration with the ADB on the development of the national TVET policy where ILO and UNESCO are members of the TVET Coordination Group. In this context, the Vocational Orientation Department of the Ministry of Education, Youth and Sports (MoEYS), UNICEF, UNESCO and the ADB have collaborated to develop the life skills framework. ADB plans to train students in 100 schools in 5 provinces over 3 years and it

supports school cluster strengthening by engaging school support committees to better manage school activities including local resource mobilization. As a development partner to the implementation of the National Strategic Plan for Identification (NSPI), UNICEF will continue to collaborate with ADB to support coordinated development partner support to the implementation of the NSPI.

Additional opportunities for collaboration have been identified with IOM regarding training migrant workers on their rights at work; and with Swisscontact regarding the promotion of apprenticeship programmes and the conduction of enterprise-development community based training. Collaboration with Swisscontact will also involve support to the Ministry of Tourism (ILO and UNESCO).

An ongoing effort will be made to ensure existing efforts by UN agencies increasingly converge and are complementary to and coordinated with other initiatives, avoiding any overlap or duplication.

National Ownership

The national ownership is solid with the Royal Government of Cambodia (RGC) fully behind this initiative which is closely aligned with national strategies and action plans on youth employment. The RGC not only will be the key partner, but also the lead of all initiatives under the Joint Programme and the delivery of its outputs and activities is led and owned by the key ministry counterparts (MoLVT, MoEYS, MoT and NEA). Much of the Programme is built on existing initiatives and ongoing partnerships with these counterparts.

All the counterparts have participated in and contributed actively to discussions leading to the programme proposal and have explicitly expressed their support to the development and implementation of the joint initiative.

Partnerships with the relevant ministries in the delivery of the programme will strengthen national ownership of JP initiatives and outcomes, ensuring the programme's long-term sustainability. The partnership, including trainings, will seek to ensure a gender focus with the provision of core skills on leadership for women in business.

The programme will support the implementation of national policies, enhancing coherence and involving the support of the United Nations for greater effectiveness and impact. The programme will seek to support and engage the Inter-Ministerial Committee for Leading, Monitoring and Evaluating the implementation of NEP (IMC) chaired by the Minister of Labour and the National Youth Council (NYC) which has oversight over the National Youth Policy and its national youth action plan through the general secretariat led by the Directorate General of Youth (DGY) of the MoEYS. These inter-ministerial coordination mechanisms are being supported by the participating UN agencies.

Similarly UNESCO is supporting the Joint "MoLVT-MoEYS Inter-Ministerial Working Group (PRAKAS #254) to coordinate and implement skill development, technical vocational education and training and vocational orientation" to implement the basic education equivalency program. The DGY of the MoEYS and the National Employment Agency of the MoLVT are the executing partners focusing on the establishment and capacity building of youth centres as well as the promotion of youth volunteerism.

The National Training Board now placed under the Minister of the MoLVT is expected to be re-activated and will provide policy coherence and a further useful framework reference for the programme.

Specific components and activities of the programme will be implemented in close cooperation with line ministries including the Ministry of Tourism together with the National Committee for Tourism Professionals, the Ministry of Industry and Handicraft, the Ministry of Interior, the Ministry of Women's Affairs, the National Employment Agency, the Council for the Development of Cambodia, employer/business associations, worker organizations, youth associations, volunteer involving organizations and training providers.

In partnership with civil society and the Partnership Programme for Protection of Children (3PC), UNICEF will liaise with the social welfare, child protection and education sectors, NGOs and community to promote reinsertion to Education system for out of school adolescents. The project will seek to establish in vocational training hubs in urban poor communities where youth can develop their business ideas and receive start-up funds to implement their ideas; and it will strengthen the capacity of NGOs to provide targeted labor market programmes for the most vulnerable youth. Likewise, UNDP is working with NEA to build a communication strategy using a multi-media approach to promote employment.

In addition to high level ministerial commitments, the programme, will benefit from the collaboration with NGOs such as PSE, Don Bosco, Oxfam, and Mith Samlanh.

Private sector involvement

It can be expected that the Royal Government of Cambodia will increasingly engage in public private partnerships to pursue national development priorities in the future. Coupled together with continued economic growth and a likely increase in Foreign Direct Investments, this increases the opportunities of development partners to leverage increased public-private funding for joint programme activities. The contributions of the private sector will be monitored closely and all contributions will be reported in view of the sustainability of the programme.

The project has secured the engagement of private sector stakeholders. For example:

- Through the Better Factories Cambodia Programme, the ILO has direct contacts with most of the garment industry actors, both global brands and factory owners. Through this and other programmes and its close collaboration with CAMFEBFA, the ILO will be able to secure access to workplaces for in-company training as well as to ensure that the involvement of private employers in defining skills requirements of industry.
- UNESCO has a long-term MoU with Smart Axiata to promote and support literacy and ICT skills in Cambodia. Under this programme Smart Telecom will provide ICT equipment and internet access at the selected Youth Centers where UNESCO supported training/skills development activities will be implemented; and
- MICROSOFT will partner with the NEA, UNDP and UNV to address the skills mismatch through the development of an online matching and training platform to promote employability. The online employment portal will be based on five pillars: Career Guidance, Online Learning, Jobs Matching and Volunteer posts, Community engagement, and Entrepreneur support. Stakeholders on all five pillars will be

engaged and closely linked to the portal and beneficiaries; and a content board will be set up for the online platform, and NEA will chair (or co-chair) with MoEYS.

- UNICEF has a partnership with the UK-Wella Fund/the UK-National Committee for Children (UK-NatCom) and the Japan National Committee for Children (Japan NatCom) that are considered as private sector funding. Contributions from these private sources are aimed to support entrepreneurship education/business training and life skills development targeting out of school youth as well as adolescents in schools. Also, UNICEF and the Partnership Programme for Protection of Children (3PC) have in place partnerships with more than 50 individual employers and companies who provide on the job training and employment opportunities to participants of the vocation training programmes. This project will enable this network to be formalised and expanded.

In activities related to education, schools will be supported to work with local authorities to identify local businesses where lower secondary school students can gain some work experience as guided by the curriculum. Government will contribute through monitoring and supervision.

Whereas community development activities, ensuring that youth are equipped with a birth registration certificate and national identity will be pursued in partnership with the General Department of Identification of the Ministry of Interior and under the implementation of the National Strategic Plan for Identification. Implementation of parts of this plan may involve a number of public-private partnerships for establishment of ICT infrastructure and services to power and manage online registration and use of ID.

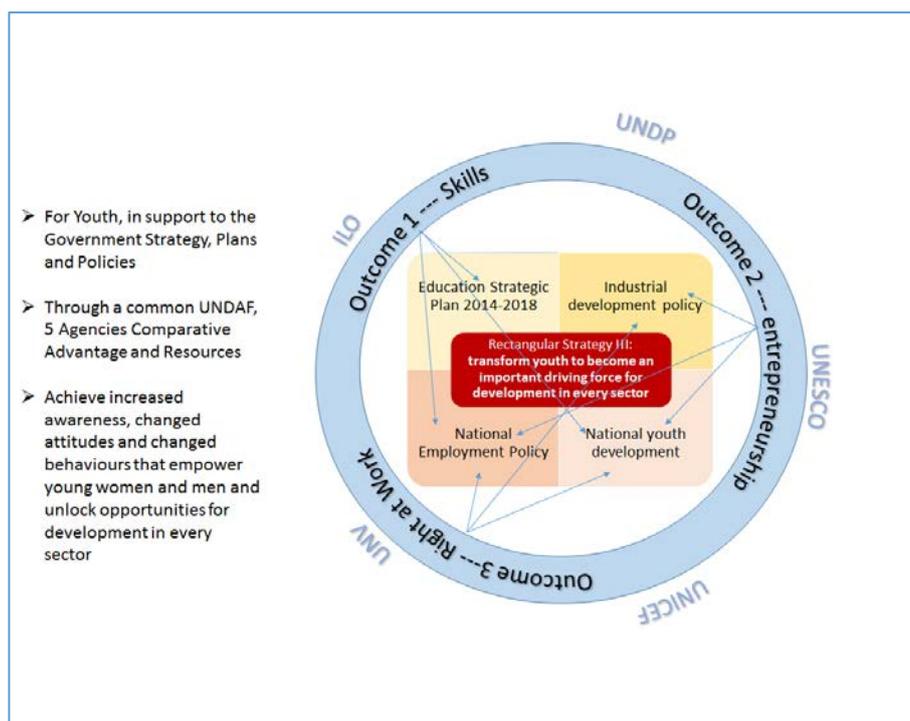
Three Phases of the Programme

While the programme will respond to the priorities of the RGC, its phases will coincide with the UNDAF cycles and it will also promote coherence and collaboration across UN agencies. With time, the UN agencies involved will seek to mobilize funding with the aim to increase their financial participation (see the section “Partnership Strategy and Resource Mobilization” further below). The long term vision of the programme is that of a partnership between the United Nations system and SDC over a period of 12 years, in three successive phases:

Phase 1: 2017-2019

This phase is detailed in this joint programme document and has been developed with reference to the Rectangular Strategy Phase 3, operationalized by the National Strategic Development Plan (NSDP) for 2014-2018, Chapter IV, Section 5: Private sector development, employment and labour market, and Section 6: Capacity building, human resource development and gender equality as well as the Education Strategic Plan 2014-2018 and TVET Strategic Plan 2014-2018. It is also aligned with the UN Development Assistance Framework (UNDAF) 2016-2018, in particular Outcome 2 targeting that more people, especially vulnerable, poor and marginalized groups are equitably benefiting from and contributing to affordable, sustainable and quality social services and protection and have gained enhanced skills to achieve and contribute to social and human development.

Schematic Summary of Phase 1 of the Programme



Phase 2: 2019-2024

Subject to the results achieved in the first phase and depending on further resource mobilization efforts, this phase will focus on strengthening relevant inter-ministerial coordination mechanisms and coordinating with development partners and CSO's working to achieve the programme outcome. The details of this phase will be designed in 2018 together with youth representatives and with reference to lessons learned from phase one as well as updates to the UNDAF and the NSDP of Cambodia. It is envisioned that both will enable and facilitate continuity and expansion of initially grounded activities.

Phase 3: 2024-2029

This phase will see the development of a RGC-owned continuity plan for ensuring the sustainability of initiatives, and a robust evaluation of the programme against the targeted outcome and outputs. The details of this phase will be designed in 2023 with reference to lessons learned from the first two phases.

4. Results Framework

The ultimate beneficiaries of this project will be the young women and men of Cambodia, including the most vulnerable as described in the UNDAF⁹. Employers, intermediary support structures and relevant institutions (financial and non-financial), and training providers, both public and private, will also be direct beneficiaries. In addition, government policymakers will

⁹ Including women, girls, orphans, vulnerable children and informal economy workers, people living with HIV/AIDS and living below or just above the poverty line, migrants, persons with disabilities, indigenous and minority groups, the landless and LGBT.

benefit from the project which will enhance their capacity to strengthen the service delivery and to develop wider policies aimed at reducing unemployment, bridging skills deficits and enhancing labour market efficiency and overall productivity.

The project will make targeted interventions and provide financial support where possible to benefit poor and least skilled jobseekers who would otherwise be unable to avail themselves of these services. Integral to this work will be the collection of internationally-relevant good practices and materials for sharing and possible adaptation to the Cambodian context.

Separate targets for young women and men will be set with an objective of addressing gender inequalities and fostering women's economic empowerment. Trades where women can realistically find work will be given specific attention. Following is the programme's framework for phase 1 covering September 1, 2017 to August 31, 2019. As mentioned above, implementation details for phases 2 and 3 of the programme will be developed in 2018 and 2023, respectively.

Development Objective: Young women and men increasingly obtain decent and productive employment opportunities

Outcome 1: Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills

This outcome will be achieved by offering quality and relevant lower secondary as well as life skills education. It will facilitate the access to formal and informal technical/vocational training, including through workplace-based measures such as apprenticeships, internships and volunteering programmes. Providing life skills education will contribute to increasing the completion rate at least up to year 9 in lower secondary education, both in rural and urban communities; and it will also promote volunteerism and encourage further access to vocational counselling and to career guidance.

This will be accomplished under the leadership and in partnering with the relevant ministries such as the Ministry of Labour and Vocational Training (MoLVT), the Ministry of Education, Youth and Sport (MoEYS), the Ministry of Tourism (MoT) together with the National Committee for Tourism Professionals (NCTP) as well as the National Employment Agency (NEA). The project will ensure a gender focus with the provision of core skills on leadership for women in business.

Enhancing skills and human resource development is one of the major goals of the NEP which includes specific strategies ensuring that young people are equipped with soft skills for their life-long employment through education and TVET programmes. These skills are mainstreamed in secondary school study curriculum, TVET programmes and entrepreneurship trainings.

Innovative use of educational and entertaining media will provide urban and rural youth - especially young women in vulnerable employment- with the knowledge and confidence to identify alternative jobs and mobilize support.

The existing job centres managed by the National Employment Agency (NEA) directly target young people. The services focus on providing individual counselling assessment in view to increase the youth/students/trainees' employability levels and enhancing the quality and

efficiency of employment services to effectively facilitate young people's transitions from school to work.

Activities under Outcome 1

Training activities will be launched with the aim to equip young women and men with the basic education and skills they need to land decent jobs. Interventions will target both, young people and line ministries. The institutional capacity will also include technical assistance on the design and implementation of flexible basic education equivalency programme, recognition and accreditation frameworks for skills through TVET and volunteerism.

Other activities will involve career counselling (assisting young job seekers to identify appropriate occupations); vocational counselling (addressing skills gaps and linking young people to TVET or skills training including volunteering programmes); and employment counselling (assisting youth to effectively promote themselves so that they are able to obtain –and maintain- a decent job). In this context, the programme will identify target numbers for students and youth at the local and provincial levels.

The programme will also encourage creativity. This will be done through the launch of a talk show and/or online services to provide young people with the information they need. In addition, an online platform will help foster youth volunteerism and work exposure measures – including apprenticeships and internships programmes.

Outputs under Outcome 1

1.1 Research on the macroeconomic effect of investment in education and skills development produced and disseminated

1.2 Strengthened system for certification of TVET institutions, based on industry and ASEAN standards

1.3 Strengthened coordination and delivery of certified basic education and TVET programmes

1.4 Quality market and industry-driven skills programmes for priority sectors developed and available to youth

1.5 Labour market and volunteering programmes launched for young women and men

1.6 Partnerships established within priority industrial sectors to provide volunteer, apprenticeship and internship opportunities to young women and men

Outcome 2: Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises

This outcome will be achieved with the engagement of both in-school and out-of-school youth. It is linked to Outcome 1, whereby students will be able to go through skills training prior to attending enterprise development and basic business skills training. The focus with in-school youth will be to attend to the needs of those in lower secondary education as well as those in higher levels including in vocational training centers, with targeted tools and programmes.

The work with out-of school youth and young entrepreneurs will mainly consist in enterprise development support and community-based enterprise development including social

entrepreneurship. This will be accomplished under the leadership and in partnering with the relevant ministries such as the Ministry of Labour and Vocational Training (MoLVT), the Ministry of Education, Youth and Sport (MoEYS), the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY), the Ministry of Tourism (MoT), the Cambodian Federation of Employers and Business Associations (CAMFEBA) and its associate and individual members as well as NGOs. The Partnership Programme for the Protection of Children (3PC) will be key implementing partner.

The activities launched under Outcome 2 will help young women and men evaluate their aptitude and interest to become entrepreneurs. Those who realize they have a fit for entrepreneurship will in turn be better equipped to start-up businesses and to create decent jobs. In addition to urban setting activities, the programme will have a clear focus on rural communities which make up the majority of the country and where the opportunities for rural entrepreneurship have not yet been fully exploited.

Activities under Outcome 2

Following research activities on the effect of investments in education and on training packages for rural entrepreneurship, the project will seek to review the business and regulatory environment in order to facilitate the launch of enterprises at the rural level. Line ministries and social partners will receive support to ease the regulatory burdens currently imposed on potential youth entrepreneurs; and to promote enterprise development training and awareness, including with the introduction of the “Know About Business” (KAB) programme in school curriculums, and with the roll out of “Community Based Enterprise Development” (C-BED) in rural areas.

Enterprise development activities will encompass support ranging from access to finance; to financial literacy for young migrant workers; to basic business skills training and to innovative and creative skills training for young women and men including those who are unable to re-join the education system.

Outputs under Outcome 2

- 2.1 Research produced and disseminated on the macroeconomic effect of investment in education and training packages for rural entrepreneurship
- 2.2 Entrepreneurship education modules expanded to more secondary education institutions and TVET programmes
- 2.3 Entrepreneurship education/business training in place and available for out-of-school youth
- 2.4 Strengthened business development services

Outcome 3: Young women and men benefit from a better condition and fair treatment at work

Securing decent jobs for youth entails ensuring their participation in policy making, where rights at work are observed and understood by both workers and employers; and promoting an enabling working environment whereby young people are free to organize, are listened to and are valued equally. This component will seek to re-enforce the rights of young people at work while protecting them from abuse, discrimination and other risks.

Activities under Outcome 3

The activities launched under outcome 3 will aim to promote and protect the rights of young women and men at work – and in search of work. They entail training programmes with employers and young people alike; as well as awareness raising through information campaigns in coordination with various line ministries and in complement to the components on skills and entrepreneurship.

Capacity building will be targeted to line ministries, to workers unions and to the National Employment Agency. Additional training will address young people’s legal protection, with emphasis on the most vulnerable including young migrants, domestic workers and entertainment sector workers. Furthermore, acknowledging the challenges of young people in the garment industry, the project will provide capacity building on literacy and life skills for young women in factories.

While formal training will be provided in classroom-type settings, another aspect of the support provided will be to develop a behavioral change campaign. This will address key messages to be discussed in society- such as the importance of counting on work contracts, of respecting occupational safety and health standards, of promoting social protection, etc- , through multimedia and social media tools and platforms.

Outputs under Outcome 3

3.1 Government line ministries are equipped with enhanced knowledge on youth rights at work

3.2 Key stakeholders and general public more knowledgeable about youth rights and responsibilities at work

3.3 Unemployed and vulnerably employed youth are better informed about their rights and employment prospects

3.4 In-factory literacy programmes for working young women and men delivered.

3.5 School-and-community based life skills and peer education programmes scaled up to reach more adolescents with messages promoting safe and protective youth labour practices and rights

Target Groups and Beneficiaries

The programme will seek the improvement of beneficiaries’ skills and employability with the ultimate goal that they land decent jobs. While the first phase will build the foundation for a larger programme in the long term, the policy dialogue that it will engender will also prepare the ground for a strong measurement of the impact of all activities on young women and men’s employability. The focus will not only be on monitoring employability; but also on estimating the number of jobs created and the share of trainees who have found an occupation as a result of the activities conducted in the course of the programme. This assessment will be done respective of training type, age, gender and to the extent possible it will seek to identify which jobs potential migrant workers may have found abroad as a result of their training. This will encompass the preparation of tracer studies and other impact evaluations to be included in the programme in subsequent phases. Furthermore, UNDP multi-media initiative/Khlahan 9 conducted a baseline on audience perception in the beginning of the project and will seek to conduct another audience survey at the end of

project period. The study is perception-based and focused on the target audience of Khlahan 9.

UNDP’s approach of behavior change communication (BCC) will generate a very high volume of beneficiaries reached through online social media targeting. Meanwhile, the Multi-Media for Youth (MIY) programme of UNDP is impactful on urban and rural youth (aged 15-30), especially women, who are in unemployment or in vulnerable employment. Importantly, MIY partners count on the already established Technical Working Group comprised of representatives from the government ministries/agencies, donors, partners and youth organizations.

The CapED and Malala Funds programs of UNESCO are currently implementing literacy programs for factory workers. Following successful implementation in six factories in early 2017, the programme is being expanded in 18 factories in Phnom Penh, Siem Reap and provinces. UNESCO is working with the employers, MOEYS, MoLVT and NGOs to significantly expand the coverage of this program in coming years.

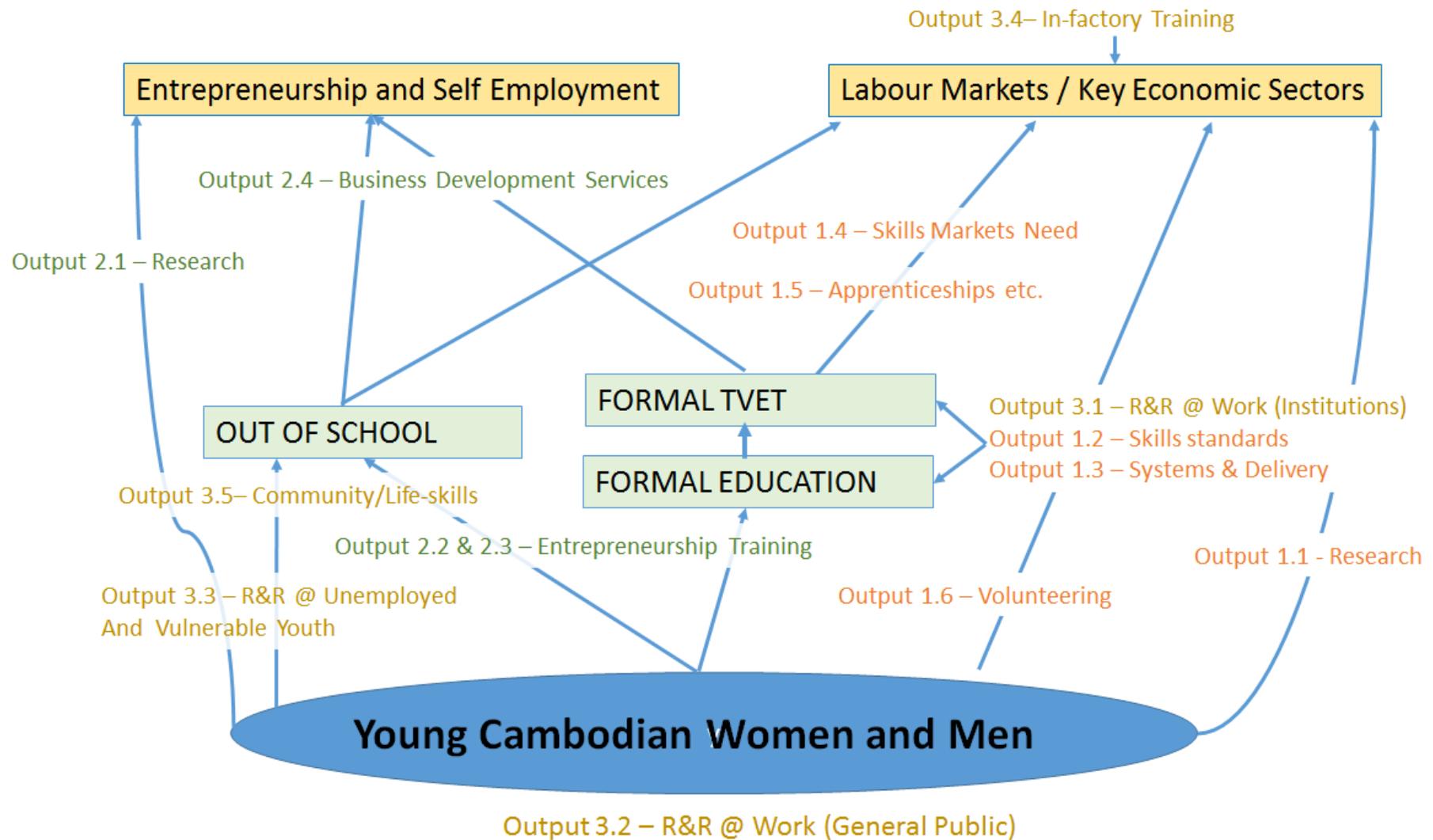
During the project, all agencies involved will individually observe and track their beneficiaries. For example, UNICEF will produce a case study on student perception on life skills programme; while data collection system will be established to better determine the achievement of results.

Overview of beneficiaries

Output	Beneficiaries
Outcome 1: Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills	
1.1 Research on the macroeconomic effect of investment in education and skills development produced and disseminated	Policy makers, private sector and development partners: 200 individuals Young women and men, through dedicated dissemination effort: 1,200 individuals
1.2 Strengthened system for certification of TVET institutions, based on industry and ASEAN standards	15 TVET institutions adopting ASEAN standards
1.3 Strengthened coordination and delivery of certified basic education and TVET programmes	Basic Education Equivalency programme created: Year 1: 10 centres, 250 learners Year 2: 20 centers, 500 learners
1.4 Quality market and industry-driven skills programmes for priority sectors developed and available to youth	Some of the skills identified under Output 1.3 will be integrated in the BEEP program but UN Partners not yet in a position to provide any targets.
1.5 Labour market and volunteering programmes launched for young women and men	3 pilot programmes for volunteering: 1,000 youth
1.6 Partnerships established within priority industrial sectors to provide volunteer, apprenticeship and internship opportunities to young women and men	Outreach to partners: 12 volunteering organisations 12 members of academia 5 PPPs to be signed
Outcome 2: Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises	
2.1 Research produced and disseminated on the macroeconomic effect of investment in education and training packages for rural entrepreneurship	Policy makers, private sector and development partners: 200 individuals and 1,200 Youth
2.2 Entrepreneurship education modules expanded to more secondary education institutions and TVET programmes	KAB outreach to schools: 200 high schools C-BED outreach to TVET students through 5 more Provincial Training Centers
2.3 Entrepreneurship education/business training in place and available for out-of-school youth	1,850 youth reached over 2 years

Output	Beneficiaries
	2 education programmes for social entrepreneurship. Entrepreneurship training outreach to 1,200 out-of-school youth through Youth Centers.
2.4 Strengthened business development services	Support/mentoring programme on social entrepreneurship
Outcome 3: Young women and men benefit from a better condition and fair treatment at work	
3.1 Government line ministries are equipped with enhanced knowledge on youth rights at work	35 Ministry officials (national and provincial) Staff of nation-wide Youth Centres (25) 5 Youth Centres, 5 job centers Youth Works Platform
3.2 Key stakeholders and general public more knowledgeable about youth rights and responsibilities at work	Trade Unions and industry associations under CAMFEBA reached through Social Media Campaign Awareness raising to 100,000 youth through the Youth Works Platform (UNV)
3.3 Unemployed and vulnerably employed youth are better informed about their rights and employment prospects	Working with Youth Centres, 600 youth for year 1, and 600 youth for year 2 through 25 Youth Centers . A further 500 youth/year through Trade Unions TV episodes: audience reached around 1.5 million youth
3.4 In-factory literacy programmes for working young women and men delivered.	30 factories, 60 trainers, 1,500 learners (factory workers)
3.5 School-and-community based life skills and peer education programmes scaled up to reach more adolescents with messages promoting safe and protective youth labour practices and rights	7,200 adolescents and youth

Schematic Overview of the Intervention Logic and Pathways for Young People



5. Management and Coordination Arrangements

A steering committee, to be co-chaired by the UN Resident Coordinator and a senior representative of the Ministry of Labour and Vocational Training will provide strategic direction and oversight, and will have decision making authority. It will also set the allocation criteria, allocate resources, and review progress reports.

In addition to the co-chairs, the steering committee will be composed of representatives of the Ministry of Education, Youth and Sports, the UN Youth Advisory Panel, SDC as well as the Participating UN Agencies (ILO UNDP, UNESCO, UNICEF and UNV). The committee will review and approve the Joint Programme Document and Annual Work Plans, review implementation progress, guide resource allocations and carry out independent reviews.

A steering committee consultative group will complement the Steering Committee and include other direct partners such as the Ministry of Tourism, the Ministry of Social Welfare, Veterans and Youth rehabilitation, NEA, CAMFEBA, Trade Unions, NGOs and civil society organizations representing youth. This consultative group will gather prior to steering committee meetings to formulate advice and to suggest directions to be undertaken by the co-chairs.

A Programme Coordinator from the Convening Agency (ILO) will be in charge of ensuring overall integration, synergy and success. He/she will ensure the delivery of consolidated quarterly progress reports for the steering committee meetings and for the donor as and when required.

In addition, the Joint Programme will ensure effective coordination with sectoral Government- Development Partner Joint Technical Working Groups (TWGs). This will include the TWG on skills, led by SDC; as well as the TWGs on Youth, Gender, Private Sector Development as well as Planning and Poverty Reduction. The Joint Programme will also work closely with the National Training Board, chaired by the Ministry of Labour and Vocational Training.

6. Fund Management Arrangements

The Joint Programme will be established among the five agencies and in addition to parallel funding, a pass-through fund management option will be used whereby the contributions from SDC will be channeled through the ILO acting in the capacity of Administrative Agent (AA) and Convening Agent (CA) in accordance with the United Nations Development Group (UNDG) Guidelines for Joint Programmes¹⁰. Upon instruction by the Steering Committee, the ILO will pass-through funds to the respective agencies to support activities in their unified workplan. The ILO signs a "Standard Administrative Arrangement" with the Donor and a Standard Memorandum of Understanding with the partner agencies.

¹⁰ "Standard Administrative Arrangement For Joint Programmes Using Pass-Through Fund Management" (2015), available at: <https://undg.org/document/standard-standard-administrative-arrangement-for-joint-programmes/>

As AA, the ILO will be accountable for the effective and impartial fiduciary management of this programme; as the CA, it will be accountable for coordinating among participating organizations and for the reporting. Each organization will be accountable for their own programmatic financial results and they are jointly accountable for achieving the goals of the joint programme.

Partnership Strategy and Resource Mobilization

In the first phase of the UNJP, the outputs and activities are funded from the contribution from SDC and a combination of resources available to the different UN partners, coming from their core resources and different donors. Details are provided in the Budget section.

During the first phase, there will be a stream of work to prepare for the longer second phase (5 years), including its financing. The ILO as convening agent will coordinate this closely with the Office of the Resident Coordinator. As part of this, two concrete activities are foreseen:

- In month 6-9, a **Donor Round Table** organised by the UNRC with RGC. The purpose will be to inform development partners active in Cambodia about the opportunity to contribute to the Youth Employment programme from 2019 onwards. This can take the form of contributions alongside SDC to the programme, parallel funding to specific UN agencies directly or other forms of support.
- In month 12-15, an **Enterprise Forum** will be organised by the UNJP partners (UN and RGC) to present concrete engagement opportunities for companies active in Cambodia. This could propose engagement on apprenticeship schemes, in-company learning, scholarships etc.

The objective of this work is to secure a minimum of USD 2M/year for the second phase (a resource target of USD 10M). SDC has indicated an interest to contribute to subsequent phases but not for more than 50% of resources. From the onset of the programmes and into its three successive phases, utmost attention will be geared toward establishing a fully transparent communication mechanism with all partners involved –UN agencies, Cambodian authorities and private sector stakeholders- to ensure the financial sustainability of the programme and to anticipate funding needs.

The following diagram provides a snapshot of the governance arrangements as they relate to this modality of joint programming.



7. Monitoring, Evaluation and Reporting

A comprehensive Performance Monitoring Framework (PMF) will be developed as an integral part of the programme, highlighting the performance indicators, data sources, collection methods and frequency, responsible actors and baselines and targets for each result (goal, outcomes and outputs). It will be developed in collaboration with local partners and with technical support from the monitoring and evaluation sections of both entities.

- Monitoring activities will involve both, the outcome and output levels: monitoring at output level will take place throughout the programme, while it will take place semi-annually at outcome level.
- Baselines will be acquired and reported 6 months into the start of the programme
- The programme will begin as per the date agreed by the steering committee (and to be based on the date of received donor funds, the approval of MOU's among the five organizations).
- Regular reporting will be an integral part of M&E for systematic and timely provision of information. Implementing partners will be reporting on progress on programme management and financial arrangements bi-annually, which will be submitted to the steering committee and the programme donors. Reports will be reviewed and approved by the steering committee before their submission to donors.
- Annual programme review meetings, including lessons learned sessions, will be organized, involving all the programme's staff and implementing partners, selected government officials from relevant ministries and relevant staff of the two entities.
- Additionally, it is foreseen that the programme will undergo i) an evaluability review within six months of start-up of activities that will look among other things at the validity of indicators and ii) a review after year 1 and iii) and independent final evaluation before the end of year 2.

The monitoring and evaluation information will be shared broadly with all stakeholders involved in the programme to inform future initiatives. M&E support will be provided by all agencies involved. Joint evaluations will be managed jointly amongst the 5 agencies, as per the UNEG joint evaluation guidance.

8. Participating UN agencies

The participating UN agencies all have long-standing relations with respective government counterparts and other constituents implementing programmes in Cambodia. Below a brief description of each agency.

International Labour Organization

The ILO addresses issues ranging from youth and women's employment, to the informal economy, SMEs, social protection, industrial relations and social dialogue, and labour market governance.

It brings the added value of working with its tripartite constituents in the Government and Employers' and Workers' Organizations to implement the Cambodia Decent work Country Programme (DWCP) which provides the basis for the contribution to the Government's Rectangular Strategy for Growth, Employment, Equity and Efficiency and the National Strategic Development Plan.

The ILO counts on over a decade of experience in Cambodia working on youth employment through skills, enterprise development and employment services. Currently, with the ILO-SIDA partnership, it operates a youth employment project which supports the implementation of the National Employment Policy through the establishment of inter-ministerial mechanisms; the provision of skills training and career guidance; and a capacity

building programme to raise the awareness of youth rights and responsibilities at work. Also, the ILO supports the Know About Business (KAB) entrepreneurship training modules mainstreamed into the national formal education curriculum in collaboration with the Ministry of Education, Youth and Sports; and the “Saving for Change” initiative (OXFAM) to provide light business skills training using the same Community-Based Enterprise Development approach. Finally, the ILO in Cambodia works to empower young women entering and leaving the garment sector, together with a trade union and Plan International.

As the joint programme Convening and Administrative Agency, the ILO will further assist the Government with the implementation of the National Employment Policy, while supporting trade unions and employers. It will help strengthen employment services as well as education and training institutions and it will encourage national competencies to adhere to industry and ASEAN standards. It will also support the launch of apprenticeship and internship opportunities while providing entrepreneurship, business and life skills training to young women, young migrants, domestic workers and those living in rural areas.

United Nations Development Programme

UNDP brings a consolidated experience in capacity development and research for resilience building and human development. It supports Cambodia toward achieving the simultaneous eradication of poverty and significant reduction of inequalities and exclusion.

UNDP brings the added value of providing the Royal Government of Cambodia with policy advisory and research to link human capital and industrial policies and to improve the resilience of people employed in rural and informal jobs.

In collaboration with BBC Media Action and the National Employment Agency (NEA), UNDP supports the establishment of a multimedia platform for promoting youth employment among 15-30 year old Cambodians. The platform addresses the employment and entrepreneurship dynamics of rural and urban youth, as well as university graduates.

In the joint programme, it will conduct research on the macroeconomic effect of investments for formal jobs and on investments in education and training packages for rural entrepreneurship; and it will use social network and multimedia platforms to help vulnerable youth pursue better employment opportunities.

United Nations Educational, Scientific and Cultural Organization

UNESCO has a unique multi-sectoral mandate in education and training which enables it to convene policy dialogue at all levels of education as well as with technical and vocational education and training. It brings the added value to lead the Education Sector Working Group and to coordinate the international policy dialogue on education in Cambodia.

Its ongoing work in Cambodia is focused on curriculum and assessment, teacher education, adult literacy and basic education equivalency, quality assurance in higher education, TVET policy and national youth policy. With financial resources from its Capacity Strengthening for Education 2030 Fund (CapED) and the Malala Fund, UNESCO is supporting the basic education equivalency programme targeting out-of-school girls and women; and it also supports a Factory Literacy Programme focused on young women.

In the joint programme, UNESCO will support the Ministry of Education, Youth and Sports and its constituents and Ministry of Labor and Vocational Training to implement a flexible Basic

Education Equivalency Programme covering Languages (Khmer, English), basic Maths, and skills oriented subjects on tourism, entrepreneurship, agricultural extension and ICT.

United Nations Children Fund

UNICEF seeks to ensure all children have a healthy, clean and protective environment in which to thrive and reach their full potential. It motivates adolescents and youth to develop their sense of initiative, creativity, innovation and entrepreneurship; reducing the vulnerability of out-of-school girls and boys to violence and social exclusion.

In Cambodia, in partnership with the Ministry of Education and civil society, including the Partnership Programme for Protection of Children (3PC) and the Local Life Skills Education for lower secondary school students, UNICEF supports out-of-school children and adolescents in urban poor communities to receive quality and equitable access to education and life skills training. It also collaborates closely with the General Department for Identification to improve the national system for civic registration and identification; and in collaboration with the Ministry of Interior it provides capacity development for sub-national administrators, caregivers and community members to identify and invest on social service delivery for the most vulnerable women and children, including children with disabilities.

With funding support from SIDA, UNICEF trained and has been continuing to support national-level education officials on the life skills concept, approach to local life skills, problem-based learning approach, and how to assess student skill. In addition, local government involvement in local life skills education has also been discussed during the workshop to get their support in organizing and mobilizing local resources.

Based on lessons learnt from previous years, in 2016, the life skills education strategy was adjusted to focus on schools with strong leadership and high community engagement and the sensitization of stakeholders at the school level including SSCs, commune counselors, local experts, and NGOs. As a result, and thanks to Sida funding, 204 teachers and DTMT members (35 female) received refresher training on life skills and 1,104 stakeholders (374 female) engaged in life skills sensitization. Subsequently, those stakeholders who are experts in different fields that schools selected for their local life skills education, those experts support teachers to run the programme.

United Nations Volunteers

UNV contributes to peace and development through volunteerism worldwide. It brings the added value of linking volunteerism and skills development to help increase employability.

In Cambodia, in close collaboration with VolCam, a network connecting international and local volunteer service agencies, the civil society and with the Ministry of Education, Youth and Sport (MoEYS), it supports the implementation of the National Youth Policy. With support of the India, Brazil, South Africa (IBSA) Trust Fund it engages youth in volunteerism as a stepping stone toward decent employment. UNV also acts as the secretariat to the National Committee for Promoting Volunteerism led by the MoEYS, with members from Government and VolCam, which have a key role to play in coordinating and promoting volunteerism in the country.

In the joint programme, UNV's work will target rural and urban youth as well as university graduates and the most vulnerable (e.g. youth with disabilities and young indigenous people). It will develop further the national capacity for volunteer programme management and

development of a National Volunteering Infrastructure that facilitates skills building for enhanced employability for Cambodian youth.

9. Budgets

The budget for the 2-year phase 1 is made up of parallel contributions from each agency and a contribution from SDC. The Administrative Agent will pass-through the relevant share of the SDC contribution to each of the Participating UN Agencies. Each participating Agency will administer this contribution in line with its own financial rules and regulations. Below different overviews of the budget are presented:

- An overview across Outcomes and Outputs with relevant share for each of the Agencies
- An overview per Outcome of the distribution between Parallel Funding and the SDC contribution
- Details on the SDC contribution, showing for each agency an indirect cost charge of 7% and an overall administrative fee of 1% (overall indirect costs to SDC amounting to 8%)
- Details on the parallel funding provided by each agency

Funding (SDC and Parallel) per Outcome/Output/Agency/Year (inclusive of indirect costs; excluding administrative agency fees and convening costs)

Output	Budget	Agency	Year 1	Year 2	Total
Outcome 1 Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills					
1.1 Research on the macroeconomic effect of investment in education and skills development produced and disseminated	170,000	UNDP	85,000	85,000	170,000
1.2 Strengthened system for certification of TVET institutions, based on industry and ASEAN standards	618,000	UNICEF	145,000	145,000	290,000
		ILO	44,000	44,000	88,000
		UNESCO	120,000	120,000	240,000
1.3 Strengthened coordination and delivery of certified basic education and TVET programmes	392,000	ILO	46,500	46,500	93,000
		UNV	114,000	114,000	228,000
		UNESCO	35,500	35,500	71,000
1.4 Quality market and industry-driven skills programmes for priority sectors developed and available to youth	474,000	ILO	45,000	45,000	90,000
		UNESCO	33,500	33,500	67,000
		UNV	158,500	158,500	317,000
1.5 Labour market and volunteering programmes launched for young women and men	458,000	ILO	37,500	37,500	75,000
		UNV	78,000	78,000	156,000
		UNICEF	89,500	89,500	179,000
		UNESCO	24,000	24,000	48,000
1.6 Partnerships established within priority industrial sectors to provide volunteer, apprenticeship and internship opportunities to young women and men	361,000	ILO	20,000	20,000	40,000
		UNICEF	36,500	36,500	73,000
		UNV	124,000	124,000	248,000
Outcome 2 Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises					
2.1 Research produced and disseminated on the macroeconomic effect of investment in education and training packages for rural entrepreneurship	143,000	UNDP	71,500	71,500	143,000
2.2 Entrepreneurship education modules expanded to more secondary education institutions and TVET programmes	152,000	ILO	58,500	58,500	117,000
		UNICEF	17,500	17,500	35,000
2.3 Entrepreneurship education/business training in place and available for out-of-school youth	300,098	ILO	65,049	65,049	130,098
		UNICEF	20,000	20,000	40,000
		UNV	65,000	65,000	130,000
2.4 Strengthened business development services	85,000	UNV	17,500	17,500	35,000
		UNICEF	25,000	25,000	50,000
Outcome 3 Young women and men benefit from a better condition and fair treatment at work					
3.1 Government line ministries are equipped with enhanced knowledge on youth rights at work	65,000	ILO	27,500	27,500	55,000
		UNV	5,000	5,000	10,000
3.2 Key stakeholders and general public more knowledgeable about youth rights and responsibilities at work	100,000	ILO	30,000	30,000	60,000
		UNV	10,000	10,000	20,000
		UNICEF	10,000	10,000	20,000
3.3 Unemployed and vulnerably employed youth are better informed about their rights and employment prospects	1,018,000	UNDP	369,500	369,500	739,000
		UNICEF	117,000	117,000	234,000
		UNV	22,500	22,500	45,000
3.4 In-factory literacy programmes for working young women and men delivered	30,000	UNESCO	15,000	15,000	30,000
3.5 School-and-community based life skills and peer education programmes scaled up to reach more adolescents with messages promoting safe and protective youth labour practices and rights	60,000	UNICEF	30,000	30,000	60,000
	4,426,098				

Funding (SDC and Parallel Funding) per Outcome/Agency (inclusive of indirect costs; exclusive of administrative agency fees and convening fees)

ILO	<i>Parallel</i>	<i>SDC</i>	Total
Outcome 1	122,000	264,000	386,000
Outcome 2	74,000	173,098	247,098
Outcome 3	45,000	70,000	115,000
	241,000	507,098	748,098

UNDP	<i>Parallel</i>	<i>SDC</i>	Total
Outcome 1	154,000	16,000	170,000
Outcome 2	112,000	31,000	143,000
Outcome 3	449,000	290,000	739,000
	715,000	337,000	1,052,000

UNESCO	<i>Parallel</i>	<i>SDC</i>	Total
Outcome 1	110,000	316,000	426,000
Outcome 2	-	-	-
Outcome 3	21,000	9,000	30,000
	131,000	325,000	456,000

UNICEF	<i>Parallel</i>	<i>SDC</i>	Total
Outcome 1	236,000	306,000	542,000
Outcome 2	56,000	69,000	125,000
Outcome 3	138,000	176,000	314,000
	430,000	551,000	981,000

UNV	<i>Parallel</i>	<i>SDC</i>	Total
Outcome 1	812,000	137,000	949,000
Outcome 2	116,000	49,000	165,000
Outcome 3	33,000	42,000	75,000
	961,000	228,000	1,189,000

Overview of Parallel Funding per Agency/Funding Source/Year (Indicative)

UN agency	Total	Funding Source	Year 1	Year 2
ILO	241,000	<i>ILO-SIDA partnership</i>	190,500	50,500
UNDP	715,000	<i>UNDP-TRAC (cash)</i>	50,000	50,000
		<i>In-kind funded by SIDA</i>	307,500	307,500
UNICEF	430,000	<i>UK-Wella Fund</i>	60,000	140,000
		<i>SIDA</i>	25,000	50,000
		<i>RR</i>	12,000	23,000
		<i>Japan NatCom</i>	27,000	53,000
		<i>Thematic fund</i>	13,000	27,000
UNV	961,000	<i>IBSA</i>	480,500	480,500
UNESCO	131,000	<i>Malala Fund</i>	37,500	37,500
		<i>Staff contributions</i>	18,000	18,000
		<i>SMART Axiata</i>	10,000	10,000
	2,478,000		1,231,000	1,247,000

Overview of SDC contribution across Outcomes and Agencies, indicating Indirect Costs and Administrative Fee

	UNDP	UNESCO	UNICEF	UNV	ILO	
Outcome 1	14,953	295,327	285,981	128,037	246,729	
Outcome 2	28,972	-	64,486	45,794	161,774	
Outcome 3	271,028	8,411	164,486	39,252	65,421	
Convening Costs					30,000	
Indirect Costs at 7%	22,047	21,262	36,047	14,916	35,275	
Sub-Total Agency	337,000	325,000	551,000	228,000	539,198	
Administrative Fee (1%)					19,802	
Total	337,000	325,000	551,000	228,000	559,000	2,000,000

Annex 1: Logical Framework

Below an overview of indicators to be considered. These are a combination of those currently used by individual agencies and additional ones suggested. All targets and data to be collected will be disaggregated by sex. A final M&E framework will be decided at the start of the project.

Strategy of Intervention	Key Indicators (suggestions)	Baseline & Means of Verification
Impact (Overall Goal)	Impact Indicators	
Young women and men increasingly obtain decent and productive employment opportunities	<p>To be selected from:</p> <ul style="list-style-type: none"> ▪ Youth unemployment rate (number of persons who, during a specific short reference period were a) without work; b) currently available for work; and c) seeking work as a percentage of the total labour force (employment + unemployment) ▪ Proportion of employed young persons whose hours usually worked per week exceeds 48 ▪ Share of young workers without a contract ▪ Share of young workers that doubt whether they will still have their current job in six months' time ▪ Share of youth owned(?) businesses formally registered ▪ #/% new jobs on the market occupied by young workers ▪ Completion rate up to year 9 in lower secondary education, both in rural and urban communities 	Labour Force Survey Business Registry Education data
Outcomes	Outcome Indicators	
Outcome 1: Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills	<p>To be selected from:</p> <ul style="list-style-type: none"> ▪ No of government initiatives to strengthen education and skills training ▪ % / # of education providers certified according to national competency, ASEAN and industry standards and providing youth-targeted training ▪ # of young women and men enrolled in labour market or volunteering programmes targeting employability ▪ #/% of out-of-schools adolescents enrolled in Basic Education Equivalency programme 	MoE records / survey UNV records
Outcome 2: Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises	<ul style="list-style-type: none"> ▪ No of government initiatives to develop sustainable enterprises ▪ # of certified business training providers providing youth-specific training programme ▪ #/% of young women and men who received tested/assessed/certified entrepreneurial and business skills. ▪ % of those trained initiating/starting business enterprises. 	Business Registry Perception study with association of young entrepreneurs Survey
Outcome 3: Young women and men benefit from a better condition and fair treatment at work	<ul style="list-style-type: none"> ▪ No of government initiatives to strengthen awareness and protection of rights at work ▪ #/% of employed young persons with a national ID. 	Survey Labour inspectorate data Programme data

Strategy of Intervention		Key Indicators (suggestions)	Baseline & Means of Verification
		<ul style="list-style-type: none"> ▪ # of employers complying with labour laws/policies (through Better Work programme ILO/IFC for specific sectors) ▪ # of factories offering literacy programmes for their workers 	
Outputs (per outcome)		Output Indicators	
Output 1.1	Research on the macroeconomic effect of investment in education and skills development produced and disseminated	<ul style="list-style-type: none"> ▪ Research report/s published ▪ No of key stakeholders/institutions participating in event where research report and recommendations are presented 	Report Record of the meeting
<i>UNDP</i>			
Output 1.2	Strengthened system for certification of TVET institutions, based on industry and ASEAN standards	<ul style="list-style-type: none"> ▪ No of trained certifying officers across institutions for TVET certification ▪ No. of TVET Certificates issued 	DG TVET MoL
<i>ILO, UNV, UNESCO</i>			
Output 1.3	Strengthened coordination and delivery of certified basic education and TVET programmes	<ul style="list-style-type: none"> ▪ Operational coordination of curriculum update mechanisms (NTB-related) ▪ #/% of schools/institutions supported to deliver certified basic education equivalency and TVET programmes? ▪ Number of line ministry staff actively participating in trainings on “life skills curriculum development” as well as introduction in schools ▪ #/% of schools or education institutions supported to implement entrepreneurship programme. ▪ Number of out-of-school youth enrolled in Basic Education Equivalency Programme 	Minutes of NTB Board MoL / MoE administrative records
<i>ILO, UNICEF, UNESCO</i>			
Output 1.4	Quality market and industry-driven skills programmes for priority sectors developed and available to youth	<ul style="list-style-type: none"> ▪ No of industry-driven skills programmes available to young men and women; ▪ No of young men and women applying to programmes being offered (measuring both awareness of and attractiveness of such programmes) 	Employers perception study through sectoral associations MoL / MoE administrative records
<i>ILO, UNV, UNESCO</i>			
Output 1.5	Labour market and volunteering programmes launched for young women and men	<ul style="list-style-type: none"> ▪ No of young women and men enrolled in training on core skills offered/channelled by career information centres 	Programme information M&E Microsoft platform metrics
<i>ILO, UNV, UNICEF, UNESCO</i>			
Output 1.6	Partnerships established within priority industrial	<ul style="list-style-type: none"> ▪ No apprenticeship and internship places in the private sector made available to young men and women 	Survey

Strategy of Intervention		Key Indicators (suggestions)	Baseline & Means of Verification
	sectors to provide volunteer, apprenticeship and internship opportunities to young women and men	<ul style="list-style-type: none"> No of young women and men applying to volunteering positions, apprenticeship and internship 	
<i>ILO, UNV, UNICEF</i>			
Output 2.1	Research produced and disseminated on the macroeconomic effect of investment in education and training packages for rural entrepreneurship	<ul style="list-style-type: none"> Research report/s published No of key stakeholders/institutions participating in event where research report and recommendations are presented 	
<i>UNDP</i>			
Output 2.2	Entrepreneurship education modules expanded to more secondary education institutions and TVET programmes	<ul style="list-style-type: none"> #/% of secondary schools implementing entrepreneurial education modules #/% of secondary school students received basic entrepreneurial and business skills 	MoE data
<i>ILO, UNICEF</i>			
Output 2.3	Entrepreneurship education/business training in place and available for out-of-school youth	<ul style="list-style-type: none"> No of young women and men applying to entrepreneurship education/business trainings # of young women and men receiving entrepreneurship education/business trainings 	Application/Inscription data
<i>ILO, UNICEF, UNV</i>			
Output 2.4	Strengthened business development services (BDS)	<ul style="list-style-type: none"> No of young women and men access BDS providers to receive services Number of new BDS providers registered 	BDS providers registry
<i>UNICEF, UNV</i>			
Output 3.1	Government line ministries are equipped with enhanced knowledge on youth rights at work	<ul style="list-style-type: none"> No of training provided to Government line ministries on youth rights at work Increased awareness / knowledge of rights at work among participants in training 	Comparison start of training survey/ End-of-training survey/evaluation
<i>ILO, UNV</i>			
Output 3.2	Key stakeholders and general public more knowledgeable about youth rights	<ul style="list-style-type: none"> #/% of young workers, trade unions & employers representatives reached by labour rights campaigns # of stakeholders trained to identify and deal with youth rights violations at work places. 	Project records End-of-training survey/evaluation

Strategy of Intervention		Key Indicators (suggestions)	Baseline & Means of Verification
	and responsibilities at work	<ul style="list-style-type: none"> ▪ No of participants leaving the training with a concrete and feasible idea on how to advance youth rights at work (MERGE THESE 2) 	
<i>ILO, UNICEF</i>			
Output 3.3	Unemployed and vulnerably employed youth are better informed about their rights and employment prospects	<ul style="list-style-type: none"> ▪ No of vulnerable youth including young migrants' and domestic workers' associations trained or reached by awareness campaigns. ▪ Increased knowledge of rights at work among participants in training ▪ # of audience reached by multimedia platform (metrics platform) ▪ # of people with ID 	Project records on beneficiaries reached Comparison start of training survey/ End-of-training survey/evaluation
<i>UNDP, UNICEF, UNV</i>			
Output 3.4	3.4 In-factory literacy programmes for working young women and men delivered.	<ul style="list-style-type: none"> ▪ Number of factories implementing work place literacy programmes ▪ No of young women/men enrolled in the literacy program. 	Project records on beneficiaries reached Comparison start of training survey/ End-of-training survey/evaluation
<i>UNESCO</i>			
Output 3.5	School-and-community based life skills and peer education programmes scaled up to reach more adolescents with messages promoting safe and protective youth labour practices and rights	<ul style="list-style-type: none"> ▪ Number adolescents and youth focused organizations working with and for adolescents (10-19) implementing age and gender appropriate interventions promoting safe and protective labour practices and rights ▪ Number of young women and men reached through age and gender appropriate interventions to promote safe and protective labour practices and rights (disaggregated by school or community channel). 	Project records on beneficiaries reached Comparison start of training survey/ End-of-training survey/evaluation
<i>UNICEF</i>			

Annex 2: Risk Registry

Each participating agency will apply their own risk management standards and processes to identifying, mitigating, scoring, monitoring and reporting risk for the activities within their designated responsibilities under the UNJP, taking into account the existing arrangements for the significant parallel funding.

For the UNJP therefore, the focus is on identifying and mitigating those risks that are common to the agencies and that may affect the programme as a whole. Once a year the heads of programme for each participating agency will meet, as part of the annual planning exercise, to refresh and update the UNJP risk register. In this way, the potential challenges and opportunities recorded in the UNJP will inform the work to be done and the allocation of responsibilities in the work-plan of each programme. It is anticipated that the UNJP will contain, among other things, risks judged to be significant, and:

- identified by one participating agency but affecting, or affected by, the work to be done by another participating agency, for example as the result of co-dependencies;
- identified by one participating agency, but can be more effectively or economically managed by another agency; and
- identified by one participating agency or the agencies as a group affecting the achievement of the overall objectives from the UNJP or the maintenance of productive relationships with external partnerships (including but not restricted to the host government and donors) critical to the long term sustainable benefits from the UNJP.

As the convener for the UNJP, ILO will use its standards and procedures for assembling and maintaining the UNJP risk register. Once compiled, the UNJP risk register will be consulted and used as context, as required, for the periodic meetings of the Steering Committee. ILO will update the UNJP risk register for any new risks identified during these meetings.

The following risks and corresponding mitigating actions have been identified:

Risk	Probability	Impact	Mitigation
Co-funding from UN agencies is not available at the level foreseen because of a combination of start-up delays of the UNJP and the fact that some projects providing such co-funding will end before Phase 1 of the UNJP ends.	Medium	High	i) Work to get UNJP up and running as soon as possible. ii) Each agency to identify measures such as project extensions and alternative financing. The resource mobilisation efforts during phase 1 will also contribute to mitigating this risk
Government of Cambodia or UN Agency commitment to youth employment is weakened	Low	Medium	Elaboration of the next UNDAF currently starting up provides the opportunity to affirm the commitment. Wider engagement with the private sector and the role of the work in Cambodia in the Joint Partnership on Decent Work for Youth will ensure the topic remains high on the policy agenda
Shared outputs and common deliverables do not fully materialise	Medium	Medium	Government counterparts in the driving seat in terms of defining the priorities and

because of the constraints related to the parallel funding or a weaker commitment to joint work.			common pooled funding opportunities provide an incentive for expanding joint-up work by Agencies.
Funding for phase 2 is not secured	Medium	High	Partnership strategy including resource mobilisation deliverables set out in the Project Document should allow the UN agencies to maintain funding and expand the number of donors.
Problems related to mis-use of funds emerge in the procurement of goods and services or in the delivery of activities	Medium	High	UN Agency's own robust procurement systems and monitoring practices of partners prevent any mis-use of funds.
Social unrest during electoral period disrupts project implementation	Low	Medium	UN Agencies have embedded context-sensitivity criteria in the project design to ensure a smooth implementation. The social situation will be reviewed to assess potential impact on the project implementation.

Annex 3: Annual Workplan

Below the initial outline of the Annual Work Plan. This will be finalised in greater detail and then be the basis for Year 1 allocations to agencies following the approval by the Steering Committee.

Output	Activity	Agency	Q1	Q2	Q3	Q4
Outcome 1: Young women and men access quality formal and non-formal education including volunteerism to develop relevant technical and vocational skills						
1.1 Research on the macroeconomic effect of investment in education and skills development produced and disseminated	▪ Contract a research/education institution	UNDP		X		
1.2 Strengthened system for certification of TVET institutions, based on industry and ASEAN standards	▪ Training conducted for certifying officers	ILO				
	▪	UNV				
	▪	UNESCO				
1.3 Strengthened coordination and delivery of certified basic education and TVET programmes	▪ Workshop organized on the review of TVET coordination mechanisms for curriculum updates	ILO				
	▪ Training on “life skills curriculum development” provided to line ministry staff members and staff in selected provinces; curriculum reform and introduction in schools + reform monitoring techniques.	UNICEF				
	▪ Training workshops held on curriculum reform and introduction in schools	UNESCO				
1.4 Quality market and industry-driven skills programmes for priority sectors developed and available to youth	▪	ILO				
	▪	UNV				
	▪	UNESCO				
1.5 Labour market and volunteering programmes launched for young women and men	▪ Develop a gender strategy for the UNJP	ILO				
	▪	UNV				
	▪	UNICEF				
	▪	UNESCO				
1.6 Partnerships established within priority industrial sectors to provide volunteer, apprenticeship and internship opportunities to young women and men	▪	ILO				
	▪	UNV				
	▪	UNICEF				
Outcome 2: Young women and men, both in-school and out-of-school, are equipped with adequate entrepreneurial and business skills to create and develop sustainable enterprises						
2.1 Research produced and disseminated on the macroeconomic effect of investment in education and training packages for rural entrepreneurship	▪ Contract a research/education institution	UNDP		X		

2.2 Entrepreneurship education modules expanded to more secondary education institutions and TVET programmes	<ul style="list-style-type: none"> ▪ Conduct trainings and follow up workshops for National Core Trainers (NCTs) on local life skills education and the early warning system at the Municipal and Khan level ▪ Support NCTs to conduct training workshops with teachers and DTMTs in the targeted areas on local life skill education and selected life skills modules ▪ Support DTMTs to conduct orientation workshops with stakeholders (CCWC, local business, private and government agencies) to secure their support for life skills programmes in the targeted Khans ▪ Reprint selected MoEYS life skill manuals for lower secondary school teachers and students ▪ Support targeted DTMTs to monitor life skills education in lower secondary schools and to conduct quarterly review meetings at Khan level 	ILO UNICEF			x	x
2.3 Entrepreneurship education/business training in place and available for out-of-school youth	<ul style="list-style-type: none"> ▪ Cohort of trainers trained on ILO's new version of Gender and Entrepreneurship Together - GET AHEAD ▪ Develop a detailed implementation plan for 3PC to provide business development and financial planning, creative solutions and startup funds 	ILO UNICEF UNV			x	x
2.4 Strengthened business development services		UNV UNICEF				
Outcome 3: Young women and men benefit from a better condition and fair treatment at work at work						
3.1 Government line ministries are equipped with enhanced knowledge on youth rights at work	<ul style="list-style-type: none"> ▪ Workshop on gender and non-discrimination in employment policies 	ILO UNV				
3.2 Key stakeholders and general public more knowledgeable about youth rights and responsibilities at work		ILO UNICEF				
3.3 Unemployed and vulnerably employed youth are better informed about their rights and employment prospects	<ul style="list-style-type: none"> ▪ Capacity development to National Employment Agency (NEA) on the use of multi-media approach to address youth employment issue and reach out to diversity young people 	UNDP	X			
	<ul style="list-style-type: none"> ▪ Grant to National Employment Agency (NEA) to pilot an initiative using acquired skills from multi-media training. 	UNDP		X		
	<ul style="list-style-type: none"> ▪ Establish multi-media platforms which driven by youth to enable broader engagement of young people to promote access to information on decent jobs (through call for proposals) 	UNDP			X	
	<ul style="list-style-type: none"> ▪ Strengthen the capacity of youth leaders in analyzing and debating policy issues in relation to youth employment and development - through various capacity building format and cross-country dialogues and networking 	UNDP				X

	<ul style="list-style-type: none"> ▪ Conduct evidence-based youth advocacy in various campaign formats on key policy issues which are strategic to youth employment 	UNDP				x
	<ul style="list-style-type: none"> ▪ Improve linkage of demand side and supply side on employment through online platform access 	UNDP		x	X	X
	<ul style="list-style-type: none"> ▪ Support access to employment of disabled people 	UNDP			X	X
	<ul style="list-style-type: none"> ▪ 	UNICEF				
	<ul style="list-style-type: none"> ▪ 	UNV				
3.4 In-factory literacy programmes for working young women and men delivered.	<ul style="list-style-type: none"> ▪ 	UNESCO				
3.5 School-and-community based life skills and peer education programmes scaled up to reach more adolescents with messages promoting safe and protective youth labour practices and rights	<ul style="list-style-type: none"> ▪ Develop a detailed implementation plan for 3PC to provide business development and financial planning, creative solutions and startup funds 	UNICEF				x
	<ul style="list-style-type: none"> ▪ Develop a Concept Note between, MoEYS, MoSVY and 3PC to support the promotion of reinsertion to schools for adolescents through 3PC 					
	<ul style="list-style-type: none"> ▪ Provide targeted career advice and labor market programmes, in five Urban Poor Communities, based on an agreed work plan 					
	<ul style="list-style-type: none"> ▪ Launch this aspect of the overall project and develop, publish and disseminate IEC materials 					
	<ul style="list-style-type: none"> ▪ Production of information materials ▪ Dissemination (online and face to face) ▪ Provision of civic registration and national ID for at risk youth 					
						x

Annex 4: Information on related programmes by other partners

In early 2017, the World Bank approved the USD 22M Livelihood Enhancement and Association of the Poor Project (LEAP). It will be implemented by the Ministry of Interior and Ministry of Agriculture and Forestry. The Ministry of Labor and Vocational Training is a member of the project coordination office. The project includes two sub-components related to skills development, with a particular focus on unemployed youth and women:

- **Sub-Component 1.2: Enhancing Skills and Employment Opportunities for the Rural Poor (US\$1.96 million).** Including: Local Labour Market Surveys and Training Provider Assessment, Employability Training and Career Counselling, Voucher Provision and Skills Training, from poor households).
- **Sub-Component 2.1: Enhancing Skills and Employment Opportunities for the Urban Poor (US\$1.69 million).** Both Sub-components have a particular focus on unemployed youth and women.

For the vocational and skills training, the LEAP project would work with existing provides such as the ADB-funded STVET project and activities of NGOs such as "Friends" and "Hagar".

The ADB has been supporting the DGTVET of MLVT through the ongoing Strengthening Technical Vocational Education and Training (STVET) project. This is complemented by a project on Strengthening Capacity Development for National Skills Development to continue the development of a formal TVET system, especially middle-skills training, by (i) strengthening capacity for policy, planning, and TVET institutional management; (ii) facilitating coordination for the development of national TVET policy and training fund; and (iii) development and implementation gender policy and action plan, which will provide strategic framework for gender inclusive skills development for lifelong employability.

Annex 5: Additional agency information

Thematic Mapping of Youth Employment Related Activities and Programs 2013-2018 (UNJP Agencies only)	
Thematic Area on Youth Employment	Agencies (UNJP Participating Agencies only) – Direct involvement
Employment, Labour, Volunteering, Education and Skills development (Formal and non-	<ul style="list-style-type: none"> • ILO <ul style="list-style-type: none"> ○ Public Employment Services: Supported the National Employment Agency (NEA) in establishing job centers in six provinces, which provide job placement and career counseling services, labour market information, career guidance, career fair, and a library for young people (with UNESCO). ○ Skills Development: (1) Support Ministry of Labour and Vocational Training (MoLVT) on Cambodian Qualification Framework development, skills standards competency, and skills gaps identification for various occupations to help young people acquire skills demanded by labour markets. (2) Provide technical assistance to the Ministry of Tourism and Ministry of Labour for skills standard development for young employees in the tourism, food processing and manufacturing sectors. (3) Support the National Committee for Tourism Professionals on Training of national master trainers

*formal, life skills,
entrepreneurial skills,
vocational training,
etc.)*

- and master assessors for Front Office, Food Production and Food & Beverage in preparation of the implementation of ASEAN Mutual Recognition Arrangement on Tourism Professionals (ASEAN MRA –TP). (4) Support capacity building for TVET on “Assessors” Training for Masonry, Electrical Wiring, Automobile, and ICT in preparation of implementation of mutual recognition of skills in the context of ASEAN Economic Community (AEC). (5) National consultations on public-private-partnerships on TVET and developing a TVET policy, as well as consultations on development of skills recognition and training programs targeting migrant workers (young women and girls)
- **Entrepreneurship Education:** (1) Provided awareness raising workshops, teacher training sessions, and support the expanded national curriculum on entrepreneurship among youth in secondary and vocational education (KAB Programme) (2013). (2) Supported Ministry of Education, Youth, and Sport to pilot roll out KAB (Know About Business) into 5 selected high schools including Phnom Penh, Kandal, Kampong Thom, Kampong Chhnang, and Takeo (2015). (3) Support the roll-out of KAB in selected high schools in 2016 and 2017. (4) Provided technical assistance another entrepreneurship education tool so-called Community-Based Enterprise Development (C-BED) to relevant stakeholders including trade unions, social partners, and CSOs in partnership with Saving for Change project of Oxfam for out-of-school youth and community people.
 - **National Employment Policy:** (1) Supported the government in developing NEP and its national action plan with focus on young women and men. The policy has three goals: i) increase decent and productive employment opportunities, ii) enhance skills and human resource development, and iii) enhance labour market governance. (2013-2016). (2) Technical and financial support for the work of the Inter-Ministerial Committee for Leading, Monitoring, Evaluating the Implementation of NEP (IMC) chaired by the MoLVT.
 - **Labour Migration Policy:** Support the development and implementation of LMP with its national action plan 2015-18, including an annual review of the progress with stakeholders (with IOM). The policy has three broad objectives: (1) formulation and implementation of rights-based and gender-sensitive policy and legislation through social dialogue at all levels; (2) protection and empowerment of men and women migrant workers regardless of their status through all stages of the migration process; and (3) harnessing labour migration and mobility to enhance social and economic development in Cambodia recognising that migrant workers are agents of innovation and development.
 - **Migrant Resource Center:** Support the establishment and operationalisation of three MRCs in Battambang, Kampong Cham and Prey Veng. Each of the MRCs is operated by the NEA, trade union and CSO to provide labour migration information and support services to (potential) migrant workers. Further efforts are underway to mainstream migrant worker services into existing job centres under NEA and to expand MRC in two provinces by 2018.
 - **Rights at Work:** (1) Strengthened industrial relations and decent employment growth with a particular focus on youth and social protection (Decent Work Programme)
(2) Introduce a new training manual on Rights at Work for Youth to workers’ organizations, youth NGOs, and social partners.
(3) Support the Government to establish and operationalise a complaints mechanism for migrant workers in Cambodia at national and provincial level for recourse, conciliation and compensation.
 - **Research:** (1) Provide Technical and monetary assistance to the National Institute of Statistics to conduct and provide results from the School Transaction Survey that focuses on youth 14-35 (2012-2013) and the National Labour Force Survey (2012/2013 and 2017/2018).
(2) The ILO has collaborated with ADB in joint research on labour market in Cambodia, providing evidence-based policies and strategies for employment growth, targeting young women and men:
 - a) Addressing the Skills Gap: Employment Diagnostic Study (2015)
 - b) ASEAN Community 2015: Managing integration for better jobs and shared prosperity (2014)
 - c) Gender equality in the labor market in Cambodia (2014)
(3) Developing research and analytical capacity for NEA through training, technical and financial support. The focus is on improving labour market information (LMI), including skills needs and anticipation:
 - a) Skills shortages and skills gaps in the Cambodian labour market: Evidence from employer skills needs survey (2013)

b) Assessment of returned migrant workers from Thailand (2014): Assessing reintegration and rehabilitation of returned migrants and providing information on jobs in Cambodia

(4) Support has also been provided to strengthen the capacity of local research organizations in LMI and Decent Work for youth:

a) Rural development and employment opportunities in Cambodia (2013): How can a national employment policy contribute towards realization of decent work in rural areas? with CIDS (Cambodian Institute for Development Study)

- **UNDP**

- Khlahan9 project focus more the participatory multi-media approach to ensure higher engagement from young people with the programme by continue undertaking two major tasks, which will include: (1) Delivery of youth oriented employment education by establishing media platforms, programmes, and community outreach activities (2) Capacity development for Cambodian youth through capacity strengthening activities with the National Employment Agency (NEA)

- **UNESCO**

- Support the NEA in establishing job centers in five provinces, which provide career counseling services, labour market information, career guidance, and a library for young people (with ILO)
- Career counseling and guidance services for students currently enrolled in school.
- Cambodian Qualification Framework development, skills standards competency, and skills gaps identification for various occupations to help young people acquire skills demanded by labour markets.
- Assist MoLVT to conduct TVET Policy Review in Cambodia to provide upstream policy advice and related TVET capacity development and inform the development of the Cambodian Qualification Framework
- Assist MoEYS in developing an action plan on vocational orientation, career guidance and counselling at the lower-secondary and secondary levels in Cambodia.
- Assist MoEYS to develop a National Curriculum on HIV and Sexuality Education for Non Formal Education for out of school youth and children
- Work with MoEYS to support the revised life skills training programs focusing on HIV/AIDS for disadvantaged and removed young populations.
- Support the Teacher Training Department of MoEYS to integrate health and nutrition education programs into the pre-school teacher training curriculum
- Support to Higher Education Department of MoEYS on improving the Quality Assurance Framework and Accreditation System
- Work with MoWA to support the Creating Connections programme to improve dialogue between mothers and adolescent girls on issues of gender, GBV, sexuality, HIV prevention, and life skills (with UNFPA)

- **UNICEF**

- Support the quality improvement, curriculum relevance, and expansion of inclusive education
- Strengthening of government capacities to plan, implement, and monitor the Education Strategic Plan
- Support to conduct the Out of School Children Study
- Support the Education Management Information System, annual Education Congresses and Sector Reviews at national and provincial levels
- Under the Capacity Development Partnership Fund support research and strengthen linkages between research institutions and MoEYS

- **UNV**

- **Volunteering infrastructures:** (1) Support existing volunteer networks and programs in Cambodia, including youth volunteer networks. (2) Building national capacity for volunteer infrastructures e.g. through acting as implementing agency for a youth volunteering modality under the youth volunteering strategy which is envisioned to lead to formation of a National Youth Service.
- **National Youth Policy:** Partnering with the Ministry of Education, Youth and Sport (MoEYS) in supporting the implementation of the National Youth Policy which also includes provision for volunteerism. Perform advocacy activities and work with the MoEYS General Department of Youth to promote youth volunteerism for employment and development.
- **Public Youth/Employment Services:** Support MoEYS/ General Youth Department in developing its provincial youth centres, including provision of services to support volunteerism and youth employment opportunities, and enhanced cooperation with the provincial job centers (administered by NEA).
- **Advocacy and capacity building for volunteerism:** (1) Work in close collaboration with the VolCam, a network connecting international and local volunteer involving organizations (VIOs) in Cambodia. UNV acts as an active member and coordinator for the VolCam. (2) UNV also acts as secretariat to the National Committee for Promoting Volunteerism led by MoEYS, with members constituting of Government partners and VolCam members, which has a key role in coordinating and promoting volunteerism in Cambodia.
- **Support for employment for most disadvantaged youth:** Partnering with the newly established '*Coordination Platform on Skills Development and Employment for the most deprived Children and Youth in Cambodia*'¹¹, which is envisioned to strengthen the impact on the most disadvantaged youth.
- **Research:** Conduct and promote research on volunteerism and its impact on youth employment and skills development in Cambodia, including ongoing UNV research project on Volunteerism and Youth Employment.

UNICEF is planning to support the Department of Curriculum Development (DCD) particularly on local life skills curriculum and textbook development as part of its Sida funded Basic Education Programme II.

In the joint programme, UNICEF will engage with children through formal and non-formal education initiatives, while providing disadvantaged youth with business development and financial planning training; ensuring youth participation in the identification of social challenges and local decision making processes. Social media and other communication channels will help promote knowledge about rights and national employment services to marginalized and at risk youth in urban and rural areas.

UNICEF will also address discrimination in the workplace in the urban poor areas in Phnom Penh -more specifically in Russey Keo district- with the objective of scaling up the activities to other urban poor areas within the period of 8 – 12 years.

¹¹ Chaired by the MoLVT, the Coordination Platform is a high-profile working group and network in purpose to learn and share, thus welcoming all relevant bodies and institutions including development partners, donors and UN agencies, as well as professionals, academia and education institutions.

Provision of birth registration and identification of at risk youth will be done as part of a long standing and ongoing UNICEF partnership with the Ministry of Interior to improve national civic registration laws and systems. Over the past decade this has seen national birth registration rates increase from 62% to 89%. A recent national baseline survey on civic registration in Cambodia in 2016 shows that there is a need to identify and provide registration and ID in particular to at risk youth from poor communities and from indigenous and ethnic minority communities.

The partnership with SDC will allow UNICEF to further refine and support the Ministry of Interior's efforts to reach at risk youth with civic registration services and utilize this as an entry point also for providing them with information about their rights and responsibilities on the job market, as well as on how to deal with exposure to abuse and rights violations on the job market.

As the implementation of the NSPI which underpins this effort is supported in coordination with ADB and other development partners, the focus on provision of both civic registration and information to at risk youth will provide a good opportunity for strengthening and leveraging the support of development partners in this field.