

**Consolidated Annual Progress
Report
for
the Cape Verde Transition
Fund**

for the period 1 January to 31 December 2016

March 2017

EXECUTIVE SUMMARY

In Cabo Verde, 2016 was characterized by the unusual coincidence of three electoral processes - legislative, local and presidential – taking place in the period between March and October 2016, resulted in a peaceful alternation of power. Election results paved the way not only to a reorientation of the country's development strategy towards a smaller public administration and more functions handed over to private sector and civil society, but also to a revision of the state structure and profound reconfiguration of leadership and managerial positions within the public administration. The new Government made a very strong political commitment to implement the Goal Agenda 2030 and align the new national plan with the SDGs

On the economic side, real GDP growth remained stable around 1% with a slight upward trend, and is expected to reach around 3.2% per year in 2017-18, above the five-year average, according to Economist Intelligence Unit. The unemployment rate decreased by 2% year-on-year and stands at 12,4% (13,5 % men and 11,2 % women). Climate change is having a significant negative impact on water resource availability and subsequently on agriculture production systems and food security.

At UN level, through the experience of the Delivering as One, together with the presence and strong involvement across UNCT activities of local officers representing NRAs, led the UN System in Cabo Verde to enhance its strategic approach capacities. Within such a unique organizational set-up, and also given the limited size of the country, the room for piloting innovative integrated planning activities around the SDGs together with strongly-aware and involved national institutions (public, civil society and private sector) are being seen as very promising.

The implementation of initiatives, particularly the Delivering Results Together and the Joint Initiative on the Strategy for Employment, has contributed to the UNCT not to focus only at joint UN-government planning level, but also integrate the international development partners in the process, given the particular planning momentum created by the concomitant nature of cycles with a number of partners (and at first the EU and the World Bank). There's now very strong buy-in and enabling environment not only at information sharing level but also aiming at the promotion of integrated planning and joint programming efforts among technical and financial partners.

I. Purpose

This report aims to present results on the two main joint programmes implemented during 2016 in Cabo Verde, concretely the Delivering Results Together (DRT-F), implemented jointly by the UN agencies participating on this fund and the joint programme on the implementation of the national strategy for employment, implemented jointly by the UNDP and the ILO.

The DRT-F initiative, refers to one of the main outcomes defined in the UNDAF: «**National institutions at central and local level assure a better mainstreaming of disparity reduction and equity promotion into sectorial and inter-sectorial policies and strategies**».

To achieve this result at outcome level, three outputs were defined: (i) National policy frameworks strengthened to consolidated health quality services and response, assuring universal coverage, (ii) National policy frameworks strengthened to promote employment in key driving sectors of the economy within the framework of decent work and (iii) Rule of law and democratic governance institutions strengthened, contributing to the promotion of Human Rights at all levels and a culture of peace and security.

The **Support programme for the National Employment Creation Strategy in Cabo Verde** includes two mains outcomes. The first: «The management of the labor market is improved», which comprise also two mains outputs: (i) The analyzes are made available allowing the definition of a national strategy for job creation and (ii) Functional and technical skills are reinforced in central public institutions that intervene in the labor market. The second outcome is «The integration of young people into the labor market is improved» also comprises two other outputs: (i) The quality of decentralized services in support of employment and job placement is reinforced, including through the IEPF and (ii) Institutional support for private business units with potential for job creation is reinforced;

II. Results

i) Narrative reporting on results:

The implementation of the DRT initiatives during 2016 has provided key results in different areas and contributed to reinforce national's capacities on the conception, implementation and monitoring of national plans and policies with UN policy support. Some very important and crucial results were achieved with this support provided jointly by the UN agencies that participating on this initiative, in partnership with national institutions, which demonstrated full and active engagement during the conception and implementation of this initiative.

The implementation of the DRT-F initiative contributed to strengthen the UN focus on integrated policy support and capacity development of national partners in different areas. The following results are a summary of the main achievements of this initiative during 2016.

- ❖ Developed integrated infant and maternal health quality services at national and local levels with focus on neonatal care
- ❖ National adolescent health programs and integrated quality services were developed, based on human rights and gender approach including sexual and reproductive health rights and prevention of drug use
- ❖ Supported the development of integrated health promotion interventions and services network to ensure a continuum of care in priority health regions and districts

- ❖ Capacity building of national institutions to strengthen data production and analysis on sexual and reproductive health, gender based violence and drugs, as well monitoring of national goals in according with international standards;
- ❖ Policies recommendations were designed with the aim to foster economic growth and employment through a) improved competition and consumer protection laws and policy frameworks, b) improved investment, public finances as integral part of macroeconomic management and c) enhanced trade facilitation measure, especially on maritime economy, with efficient customs operations;
- ❖ National policy framework of Cabo Verde is improved through the formulation of targeted recommendations on economic and competitiveness issues (in the areas of Competition and Consumer Protection) to promote employment in key driving sectors of the economy;
- ❖ Development of integrated public policies and programmes to promote SME cluster development, value chains, and maximize local/community economic benefits with a special focus on the priority thematic sectors within the framework of decent work;
- ❖ Strengthened national institutions capacities for long-term prospective analysis on key economic drivers for sustainable and inclusive growth and poverty reduction;
- ❖ Enhanced capacities of statistical institutions (national and sectoral) to strengthen data production and analysis on economic, competitiveness and productive issues, as well as monitoring of national development goals in line with international standards;
- ❖ Government sectors and civil society more aware and committed about the relevance of SDGs integration and gender mainstreaming in the national policies through the planning process;
- ❖ National justice system reinforced in view of improving the effective access and administration of justice to citizens, especially to the most vulnerable segment of the population, within the framework of the on-going justice reform strategy
- ❖ Law enforcement services and policies strengthened on the information System (disaggregated data collection and analysis of, Intelligence gathering and sharing) to support sectorial evidence-based decision making;
- ❖ National election management bodies's capacities reinforced to manage electoral processes and promote the civic participation and engagement, particularly by women, youth and media
- ❖ Capacity development and leadership of national partners have been strengthened during the implementation of the DRT-F initiatives, built on a common vision from the "agents of change" with benefits to all, by introducing different approach in business development, with gains for the public and private sector in management capacities and leadership, especially for the private sector.
- ❖ With the rational of working multi sectorally having been well assimilated, the main challenge has been primarily relating to the relative small presence of the UN agencies

in Cabo Verde (resident as well as NRAs) and the initial “time challenge” involved in establishing and facilitating implementation of integrated policy initiatives and the needed inter-ministerial coordination. This was particularly evident during 2016 where the country faced three nation-wide elections and a complete change of government.

Similarly, the implementation of the National Strategy on Employment during 2016 has improved the management of the labor market, in terms of strategy for creating new tools for self-job creation. Important achievements could be identified by implementing this joint programme, a joint initiative from UNDP and ILO. At this level of policy and institutional change, key results can be identified, such as:

- ❖ The management of the labor market was improved, by providing analysis that contributed to the definition of the main axes of a national strategy for job creation and functional and technical skills are reinforced in central public institutions that intervene in the labor market;
- ❖ The capacity of institutions to promote the insertion of young people in the labor market was improved because the quality of decentralized services in support of employment and job placement is reinforced and institutional support was guaranteed to on private business units that have the potential for job creation;
- ❖ Policies and strategies conducive to the creation of job were reinforced and available for decision-making, because data on employment and unemployment, as well as the micro data was produced and could be internationally comparable, as the key element for a more detailed analysis of the problem of employment and job creation;
- ❖ The Informal Economy sector and its configuration on the Cabo Verde’s economy is now better known, regarding the economic vulnerability, the informality of employment in the formal economy, the lack of a specific, integrated and coherent strategy and tools to address informality and existing social protection legislation that has not proved sufficiently effective to ensure coverage of informal workers;
- ❖ National policies and strategies to improve the link between labor supply and demand in the market reinforced and the quality of services provided increased
- ❖ National institutions on employment use better the employment information and management system to access the important labor market analyzes and the formulation of public policies for employment and against the underemployment and precarious employment;

1. **Outputs:**

The implementation of the DRT initiative in 2016 has provide key results on different areas of intervention of this fund. Concretely on the Health quality services and response, on the Employment and decent work and on the Rule of law and democratic governance.

- ✓ By implementing this initiative, key results were achieved, concretely on the Health

quality services and response. A continued support was provided to strengthen national capacity in delivering integrated social services to women affected by ZIKA, in particular women who gave birth to children with microcephaly. The interventions allowed the Government, under the leadership of MoH, ensured for multi-disciplinary response to ZIKA and in efficiently integrated the gender and social component in the planning developing documents of ZIKA and in measures undertaken to prevent and combat ZIKA.

- ✓ The capacity of health service providers and structures in providing specialized support to victims of Gender Based Violence strengthened, as well the standard package of essential health care / service portfolio by levels of care defined and available, including the tables and current rates of National Health System that was reviewed, as well as the exemption criteria.
- ✓ The implementation of the DRT initiative ensured the integration on human rights, gender issues and sexual and reproductive rights aspects related to the sexual transmission prevention and to mother-to-child prevention and specific care for children and adolescents, as well the mechanisms to clinical networks providers can be accessed and monitoring plan and results evaluation was defined.

Much more results were achieved during 2016 with the implementation of the DRT funds, with particularly attention for the **employment and decent work**.

- ✓ National institutions are more familiar with the Blue Economy challenges, particularly the marine environment, protection, conservation and fishery resources, tourism and ecotourism, because their capacities are reinforced by using the national urban development master plan of some developed for some islands;
- ✓ The livelihoods of small farmers and producers of goat cheese in Boa Vista and in Fogo was improved and contributed to inclusive and sustainable local development, as well the knowledge of women's challenges and opportunities in tourism sector was improved and support policy measures to women's economic empowerment was ensured.
- ✓ By implementing DRT, a national care system that takes into account women's unpaid work was designed and the diagnosis and the strategy main lines of intervention from informal to formal economy developed.

By implementing the DRT-F, challenges on the **rule of law and good governance** were addressed and many good results can be identified in favor of populations and institutions.

- ✓ The national legislation reflects greater compliance with international norms and standards linked to UN policy support, because the access to harmonized and strategic priorities for standards to facilitate regional and international trade from the private sector institutions was increased, as well the capacity building activities were held for government officials and NGOs, in coordination with OHCHR, for the timely elaboration of quality reports to UN Conventions. As a result, reports on Child's rights, economic social and cultural rights and on political and civil rights were updated.
- ✓ The analysis of the country situation and a set of the technical assistance needs have been identified to improve implementation of the UNCAC at the Country level and the

national action plan against corruption. A research on all non-regulated administrative law was done with the objective to advocate for the regulation of those laws to be effective and or to produce new laws for citizens and businesses.

- ✓ By implementing the DRT-F, national policy is informed through improved joint data collection and analysis done with UN policy support. Capacities have been developed to raise awareness of obligations entered through ratification of the conventions, treaty bodies and other international human rights instruments, as well as to better be able to respond to monitoring and reporting requirements.
- ✓ Through the DRT initiative, data collection on HIV/AIDS prevalence and socio behavioral on the key Populations at risk for HIV was carried out, which contribute to a situation analysis and provides key actors with a better and deeper knowledge of the situation of key populations. Experts to support accreditation for the laboratories was recruited, as well the equipment for complementary the quality approach and a mid-term evaluation was conducted and gaps following the accreditation assessment was removed.
- ✓ A gender analysis was integrated into the national review of the informal sector (2015) to increase capacity of institutions responsible for the promotion and development of entrepreneurship to design interventions that respond to women needs in the informal sector. At the same way, information about employment, desegregated by geographic zone, gender, age, etc now can be accessed from different island and services. The Cabo Verde's Gender Observatory was reinforced in order to improve national capacities to monitoring and reporting gender progress and challenges in regards to national and international commitments. Capacities of national institutions reinforced to promote rule of law, justice, security and democracy (GBV Law and its regulatory framework, juvenile justice system, restorative justice, etc)
- ✓ The information System of the law enforcement services (disaggregated data collection and analysis, Intelligence gathering and sharing) has been strengthened to support the sectorial evidence-based decision making on different areas, but also to support national institutions to better understand the current situation by providing timely information on the law enforcement component. The implementation of the DRT-F initiative has also contributed to conduct the study on the profile of sexual aggressors in prisons in Cabo Verde and has helped to increase social reintegration of them;
- ✓ The national electoral system is now better equipped through an improved and more transparent national electoral data system;
- ✓ National ownership, political commitment and technical/institutional capacities for SDG implementation were strongly enhanced through the DRT-F intervention, as innovative tools were developed for SDG integration into the national planning system, high-level political dialogue was fostered with the full cabinet of Ministers on SDGs, and national institutions saw their capacities enhanced in key topics central to the SDG agenda, such as social protection and social policies. As a result, I Government members and UN staff better prepared to implement the national SDG Roadmap and for the SDG mainstreaming on the national strategic and sectorial plans;

Also, Civil society organizations and media know better their role on the SDGs sensitization, monitoring, evaluation and reporting on the SDG;

In the same framework, the international role of Cabo Verde in promotion of SIDS agenda within the SDG implementation was fostered, leading the formal establishment of the African SIDS group+Madagascar with a clear SDG implementation focus, positioning in regional African Union and global UN fora to support the implementing of the Agenda 2030, the SDGs, the AU Agenda 2063 and Samoa Pathway. For the **joint programme on employment** designed and implemented jointly by UNDP and ILO, key results were achieved and has contributed to reinforce capacities of persons linked to the employment and job creation domains, but also the production of important national tools on the employment strategies and self-job creation.

The following results statements represents some of the key achievements of this joint programme during 2016, and could be consider positive taking in account of the big changes on the national institutions responsible for the implementation of strategies for employment and employability, as the result of the 2016's legislative election.

- ✓ National institutions capacities were reinforced on the implementation of the national strategy for job creation, through the analyzes made available on the job opportunities, the results from the report of the 2015 national survey on employment conducted in 2015, the report on the diagnosis of the informal economy in Cabo Verde made available and through the update profile document of decent work in Cabo Verde, which includes the new concepts, indicators and statistics about decent work;
- ✓ Functional and technical skills of central and decentralized public institutions that intervene in the labor market were reinforced, through the reinforcement on the knowledge of the Labor Code revised, on the mapping of the Green Initiatives on Business, on the revision and update of the Integrated Information System on Work and Employment (SITE) and on the capacity building on procedures and instruments for the implementation of recognition, validation and certification of competencies, which include pilot initiatives across the country;
- ✓ Decentralized services providers of employment and job placement have seen their capacities reinforced on communication skills and interpersonal relations, and through implementation of the recommendations on the quality of services provisions and by the implementation of the GERME platform on management and monitoring of initiatives for self-job creation;
- ✓ Private business unit's capacities and services were institutionally supported and reinforced to increase the potential for job creation, through the production of video-lesson on recycling process, by the implementation of pilot experience on green job creation, by training potential micro-entrepreneurs and self-employment candidates in the development of their businesses (GERME), by disseminating the new legal regime of Micro and Small Enterprises (REMPE), with particular attention to women operating in the informal sector and by sensitizing trade unionists on the transition from informal to formal economy.

2. Describe any delays in implementation, challenges, lessons learned & best practices:

Cabo Verde has organized with success three elections during the year of 2016. The electoral process and the subsequent transition phase led to a slowdown of implementation of many planned programmes, projects and activities.

The UN has worked with the new Government from the very onset on high-level policy advocacy in order to maintain the gains on critical policy areas towards the country's development needs and vision. At the programmatic/implementation level, a close contact was maintained with the public administration, through the different changes, to ensure maximum operational efficiency.

Implementation of these joint programmes allowed the UN agencies to consult together and to produce key policy recommendations which will be of use in the context of the next UNDAF to best respond to the Government priorities. The Government assumed the leadership and coordination, with the establishment of a Steering Committee with members of the main stakeholders and ensuring the relevant information is shared and complementarity projects are linking.

The implementation of One UN Fund Cabo Verde proved to be crucial for the effective implementation of the UNDAF. The Cabo Verde "One UN Fund" should be continued and endowed with adequate funding in the next years to best respond to Government priorities with maximized impact and better leverage for transformative change.

3. Qualitative assessment:

The UNCT has increased its joint programming and operating capacity to develop common strategic analyses with specific focus on vulnerable populations, women and children's specific vulnerabilities and needs, and is better able to incorporate the means and methodologies in future work for enhanced policy dialogue, implementation of joint initiatives and mobilizing resources.

The implementation of joint programmes helped the UN system in Cabo Verde to provide essential technical assistance and strategic guidance to critical policy areas as well as to enhance the internal dialogue and coherence among agencies on key policy issues, which in turn contributed to the emergence of a common approach.

The implementation of these joint programmes have increased the UN coherence, coordination and joint funding, enabled strengthening the coordination among participating agencies on different initiatives, aligned to the principles of Delivering as One. It also reinforced the integrated policy, multi-sectoral approach and "whole-of-government" by responding in an integrated manner the priority needs in the country related to those initiatives in so different areas, taking into account the comparative advantages of the participating agencies.

National institutional capacities were reinforced and leadership of national partners was granted, which has enhanced the national efforts in developing national capacities, have participated as implementation partners, facilitated ownership and leadership of national partners, which has contributed to a systemic impact and leverage for transformative change, thus these activities implemented were based on country analysis and aimed at supporting the Government in the implementation of the national policies and strategic programmes.

Quality is undoubtedly one of the paths leading to innovation and with the implementation of quality management systems, national public and private institutions and organizations know better their processes and thus introduce improvements continuously. Undoubtedly, the changes introduced over time after the implementation of these initiatives also serve as a return to the normalization processes that in a systemic way generate transformative and positive changes thus raising the levels of development of the sectors of activity.

By the principles of an integrated and multi-dimensional approach to sustainable development embedded in the SDGs, the joint UN actions replicated on the implementation of these to joint programmes, has contributed to strengthen the UNCT's advocacy and support for an enhanced inter-ministerial coordination of development policy making and for the participation and a better integrated and multi sectoral policy making, ensuring the relevant information is shared, complementary projects are linked and that policies and strategic documents integrate multi-sectoral dimensions.

New partnerships were also established in 2016 in the areas of employment and employability policies in Cabo Verde, a continuation partnership due to the success of the first phase of this program, thanks to a partnership between the agencies UNDP and ILO and the Luxembourg. With the same development partner, it was possible to develop and implement a partnership in the area of decentralization and strengthening of national and local capacity for public service provision, a partnership between UNDP and Luxembourg, which would be a response to the new Government programme to strengthen local structures in the provision of quality and timely service to the islands and municipalities.

The second phase of the join ILO and UNDP employment project was also funded by Luxembourg in 2016 at the amount of 3 million, which will cover the period 2016 to 2018. In the same direction, UNDP has mobilized through the Luxembourg and amount of USD 2 million for the public administration reform, including a new and very challenge process of public decentralization services among the island.

ii) Indicator Based Performance Assessment:

Delivering Results Together	<u>Achieved</u> Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
Outcome 1 National institutions at central and local level assure a better mainstreaming of disparity reduction and equity promotion into sectorial and inter-sectorial policies and strategies			
Output 1.1 National policy frameworks strengthened to consolidated health quality services and response, assuring universal coverage	<ul style="list-style-type: none"> ▪ National capacities strengthened in delivering integrated social services to women affected by ZIKA; ▪ Capacity of health service providers and structures in providing specialized support to victims of Gender Based Violence strengthened; ▪ Multi-disciplinary response to ZIKA ensured ▪ Standard package of essential health care / service available. ▪ National Health System reviewed ▪ Human rights, gender issues and sexual and reproductive rights for children and adolescents ensured. ▪ Data collection on HIV/AIDS prevalence and socio behavioral on the key Populations at risk for HIV was carried out ▪ Accreditation for the laboratories ensured, as well the equipment 		
Key activities which the DRT-F will contribute towards: 1. Development of integrated quality child and maternal health services at national and local levels with focus on neonatal care; 2. Development of national adolescent health programs and integrated quality services, based on human rights and gender approaches including sexual and reproductive health rights as well as drug use prevention 3. Support to the development of integrated health promotion interventions and services network to ensure a continuum of care in priority health regions and districts			
Output 1.2 National policy frameworks strengthened to promote employment in key driving sectors of the economy within the framework of decent work	<ul style="list-style-type: none"> ▪ Urban development master plan developed and a first inventory carried out; ▪ Diagnosis of key sectors of the Blue Economy conducted; ▪ The Charter for the Promotion of Blue Growth was developed; ▪ The relevant actors in Quality Sector in the country are sensitized for the harmonized legal framework; ▪ The livelihoods of small farmers and producers of goat cheese was improved; ▪ Knowledge of women’s challenges and opportunities in tourism sector was improved; ▪ The national care system that takes into account women’s unpaid work was developed. 		
Key deliverables which the DRT-F will contribute towards 1. Development of integrated public policies and programmes to promote SME cluster development, value chains, and maximize local/community economic benefits with a special focus in youth and women, on the priority thematic sectors within the framework of decent work: tourism, creative economies, agribusiness, maritime economy, information and communication technology, financial services and aero business; 2. Building capacities for long-term prospective analysis on key economic drivers for sustainable and inclusive growth and poverty reduction and			

<p>gender inequalities; 3. Building capacities of statistical institutions (national and sectoral) to strengthen data production and analysis on economic, competitiveness and productive issues, as well as monitoring of national development goals line with international standards.</p>	<ul style="list-style-type: none"> ▪ Diagnosis and the strategy main lines of intervention from informal to formal economy developed; ▪ A gender analysis was integrated into the national review of the informal sector (2015); ▪ Information about employment, desegregated by geographic zone, gender, age, etc now can be accessed from different island and services. 		
<p>Output 1.3 Rule of law and democratic governance institutions strengthened, contributing to the promotion of Human Rights at all levels and a culture of peace and security</p>	<ul style="list-style-type: none"> ▪ National institutions responsible for social policy for inter-ministerial dialogue has seen their capacities reinforced; ▪ National ownership of the SDGs and political commitment for integration of SDGs into the national planning process ensured; 		
<p>Key activities which the DRT-F will contribute:</p> <ol style="list-style-type: none"> 1. Supporting Cabo Verde in transitioning from the MDGs to the SDGs taking into consideration vulnerabilities linked to its status as MIC and SIDS and assist the national authorities in integrating the SDGs in the planning and formulation of public policies at national and local levels ensuring consolidation of democratic governance and mainstreaming of human rights and inclusion of the most vulnerable based on the principle of “leaving no one behind”; 2. Strengthening the capacity of the national justice system in view of improving the effective administration of justice and access to justice for citizens, especially the most vulnerable segment of the population, within the framework of the on-going justice reform strategy; 3. Strengthening the information System (disaggregated data collection and analysis of, Intelligence gathering and sharing) of the law enforcement services and in support of sectorial evidence-based decision making; 4. Reinforcing social dialogue mechanisms to improve youth and women participation in decision-making processes at national, local and community level while strengthening awareness of human rights, accountability mechanisms and role of government and non-government actors; 5. Enhancing the effectiveness of the election management bodies to efficiently and effectively manage electoral processes and promote the civic participation and engagement, particularly of women, youth and the media 	<ul style="list-style-type: none"> ▪ Capacities of national institutions reinforced to promote rule of law, justice, security and democracy (GBV Law and its regulatory framework, juvenile justice system, restorative justice, etc); ▪ African SIDS group established and the Group’s positioning in regional African Union and global UN fora strengthened; ▪ Government members retreat and UN staffs organized for better mainstream the SDG on the national strategic and sectorial plans; ▪ Civil society and media dialogue forum organized and the role of these actors in the SDGs sensitization, monitoring and evaluation ensured; ▪ The Gender Observatory of Cabo Verde was supported to improve national capacities to monitoring and reporting gender progress and challenges; ▪ The information System (disaggregated data collection and analysis, Intelligence gathering and sharing) of the law enforcement services strengthened; ▪ The national electoral data system was reviewed and better performed to guarantee more transparency in elections; 		

	<ul style="list-style-type: none"> ▪ The study on the profile of sexual aggressors in prisons in Cabo Verde conducted and aim to better social reintegration of them. 		
National Strategy for Employment	Achieved Indicator Targets	Reasons for Variance with Planned Target (if any)	Source of Verification
Outcome 1: The management of the labor market is improved			
Output 1.1 Analyzes are made available allowing the definition of a national strategy for job creation Indicators: <ul style="list-style-type: none"> ▪ Statistical and non-statistical information are available and used by the responsible structures ▪ Realistic options for creating decent jobs are identified by key sectoral policies ▪ A national consensus is defined and documented by a national strategy for the creation of validated employment 	<ul style="list-style-type: none"> ▪ The report of the national survey on employment 2015, produced; ▪ The report on the Diagnosis of the Informal Economy in Cabo Verde available ▪ The document on the profile of decent work in Cabo Verde was updated and validated; ▪ Concepts, indicators and statistics about decent work were disseminated; 		
Output 1.2 Functional and technical skills are reinforced in central public institutions that intervene in the labor market Indicators: <ul style="list-style-type: none"> ▪ Proposals for validated and implemented organizational adjustments ▪ Number of trained cadres demonstrate the skills required through certifications ▪ Positive evaluation of the functional and technical capacities of the ministry in the third year of the program 	<ul style="list-style-type: none"> ▪ Employers and workers on different islands trained on the revision of the Labor Code; ▪ Green Initiatives on Business were identified and mapped; ▪ The Integrated Information System on Work and Employment (SITE) was reviewed; ▪ The Employment database program (IEFP) was licensed and hosted at NOSI platform to guarantee security and use of all; ▪ Technicians from all islands was trained on procedures and instruments for the implementation of recognition, validation and certification of competencies (RVCC) and 3 of them were developed and presented as the pilot initiative; 		
Outcome 2: The insertion of young people in the labor market is improved			
Output 2.1 The quality of decentralized services in support of employment and job placement is reinforced, including through the IEFP Indicators: <ul style="list-style-type: none"> ▪ Number of 'clients' served by different centers ▪ User satisfaction rate (survey of departure and 	<ul style="list-style-type: none"> ▪ Level of customer satisfaction and recommendations on the quality of services provided by the Employment and Vocational Training Centers were completed and disseminated; ▪ Technicians from islands and 		

<p>annual surveys)</p>	<p>regions trained in communication skills and reinforcement of interpersonal relations.</p> <ul style="list-style-type: none"> ▪ The platform for the management and monitoring of the GERME activities created and disseminated among the users for better initiatives for self-job creation. 		
<p>Output 2.2 Institutional support is reinforced in private business units that have the potential for job creation</p> <p>Indicators:</p> <ul style="list-style-type: none"> ▪ At least 1 multimedia program of orientation for the creation of companies and for the development of the business plan on the GERME network produced ▪ Number of enterprises in the informal sector benefiting from the program; ▪ Increase in the number of students per year and in the number of courses 	<ul style="list-style-type: none"> ▪ Video-lesson on recycling process produced; ▪ A pilot experience on green job creation implemented; ▪ Potential micro-entrepreneurs and self-employment candidates trained in the development of their businesses (GERME). ▪ Dissemination sessions of the New Legal Regime of Micro and Small Enterprises (REMPE) held with women operating in the informal sector ▪ Trade unionists sensitized on the transition from informal to formal economy. 		

iii) A Specific Story (Optional)

GLASS AND CERAMIC COLLARS

As part of the creation of green jobs, through the PAENCE's priority area, a master craftsman from Ghana, in the area of artisanal glassmaking, was invited to train a group of creatives in Praia for confectionery of necklaces.



Following this initial training and with the support of OMCV – Organização das Mulheres de Cabo Verde (organization of Women of Cabo Verde) and IEPF - Institute of Employment and Vocational Training, in order to replicate the training, a group of women from «Trás-os-Montes», in Tarrafal of Santiago, who already had some experiences on artisan work, but also

experience of transforming the clay into objects of decoration or domestic utilities. With this group was assured the ability to work with the artisan oven, a fundamental element in the transformation of glass.



This training in artisanal glass processing would serve primarily to increase the income of beneficiaries but also an alternative to local crafts.

The initiative has started by holding a sensitization session on the need to preserve the environment and the advantages of using the available and local raw material without cost, as is the case of glass, and then to know the interest from them on this transformation activity.



The group joined the Cooperativa "Ponto de Encontro" and started the production of glass pieces. However, they started a very innovative process of producing beads in clay, starting to create necklaces and bracelets with a mixture of pieces of glass and clay.

This innovative process has gained impulse and a very interesting sustainability, which has contributed to increase the production of this unique product.

The marketing of the "Handicraft Center", with the brand "Hands of Cape Verde" was carried out on the market of Tarrafal and handicraft fairs in Praia city and Sal island. (www.maosdecaboverde.com).

