



International
Training
Centre

A9 00633

“Putting employment at the centre of public investment and poverty reduction processes”.

Inter-regional workshop on Employment-Intensive Investment Policies and Practices

Venue (Turin), 9 – 13 October 2006

Co-financed by the Italian Ministry of Foreign Affairs

FINAL REPORT

Employment and Skills Development Programme
ITC-ILO, Turin

Activity summary table

Title:	<i>Putting employment at the centre of public investment and poverty reduction processes.</i> Inter-regional workshop on Employment-Intensive Investment Policies and Practices
Code:	A900633
Venue:	Turin
Dates:	9 – 13 October 2006
Working language:	English
Participating countries:	Bangladesh, Ethiopia, Fiji, Ghana, Lao, Nepal, Nigeria, Sri Lanka, Tanzania, Timor Leste
Number of participants:	17
Activity Manager:	Valter Nebuloni
Assistant:	Martha Tirelli
Collaborating/Partner Institutions:	ILO Geneva, ILO Regional Office for Asia and the Pacific, ILO Sub-regional Office for East Africa
Donors:	Italian Ministry of Foreign Affairs; ILO

Table of contents

1. Introduction/Background	4
2. Learning objectives	4
3. Participants	4
4. Methodology	5
5. Content of the activity	5
6. Workshop evaluation	6
7. Main learning points	6

Annexes:

- A1 - Timetable
- A2 - List of participants and facilitators

1. Introduction/Background

It is widely accepted that poverty is a multidimensional problem, which means that poor people would remain such due to a number of reasons, and would not escape poverty unless several conditions are met. However, there is good evidence that an improvement in living conditions can be achieved through better access to productive resources, remunerated employment, and/or basic services (transport, housing, education, health, etc.).

In this respect, the potential of infrastructure works is vast, considering for example that a large share of public investment in most developing countries and transition economies is in fact in the construction sector. But this potential, and more particularly the possibilities for employment generation, are often unrealised and/or under-exploited.

The international experience shows that employment-intensive investments programmes in infrastructure of public and community interest (construction and maintenance works) can be sustainable and competitive in low-wage, labour-surplus economies where they encourage a judicious combination of local labour with light equipment and other locally available resources.

Against this background, the workshop described here (see timetable in Annex 1) focussed on how to conceive and implement this type of investment programmes, as well as on how to mainstream the employment-intensive approaches into national policies and poverty reduction strategies, also in line with the existing decentralisation processes. Pertinent concepts were shared, and good practice was illustrated to guide future work in this area.

The workshop was organised by the Employment and Skills Development Programme of ITC-ILO in collaboration with the EIIP Programme of the ILO.

2. Learning objectives

The ultimate aim of the course was to contribute towards the adoption and effective implementation of national investment policies favouring the optimum use of local labour and other resources towards poverty reduction.

More specifically, upon completing their training, participants should have known better the features and operational aspects of the employment-intensive investment approaches supported by the ILO and other development partners, and should have at their disposal guidelines and tools for policy and programme development.

3. Participants

The workshop was addressed to:

- Policy-makers and senior government officials responsible for the development of national macro-economic frameworks, or for sectoral policies, investment plans, employment policies, or poverty reduction strategies
- Staff of technical departments and agencies involved in infrastructure development.
- National associations of workers and employers (the nomination of representatives from the construction sector is highly desirable)
- National educational and training institutions in the development field
- Managers of relevant development programmes and projects
- Donor representatives.

Ten countries were represented. The list of participants is presented in Annex 2.

4. Methodology

The Turin Centre's staff facilitated the workshop with the assistance of specialists from ILO HQs and field units. A highly participatory approach was adopted for ensuring an active intervention of all participants and a constructive exchange of ideas and information.

The workshop combined individual presentations by experts, panel discussions, and group work on selected topics.

5. Content of the activity

The workshop was structured as follows:

- **Day 1: Employment-intensive investment**
 - The 'employment-intensive' concept: perceptions and definitions
 - Local resources-based technologies in the infrastructure sector
 - The nature of employment-intensive investment and its economic and social potential
 - Regional perspectives and experiences
- **Day 2: Local-level planning, participation and job creation**
 - Optimum use of local resources in the context of decentralisation
 - Integrated rural accessibility planning
 - Pro-employment city development strategies
- **Day 3: Design and implementation of employment-intensive investment programmes**
 - Possible institutional forms
 - Involving the local construction industry
 - Community contracting and local-level public-private partnerships
 - Training and capacity-building aspects
 - Asset quality assurance
 - Appropriate labour practices
- **Day 4: Mainstreaming the EI approaches into national policies and poverty reduction strategies**
 - Employment-intensive growth: the role of public investment in infrastructure
 - Options and operational mechanisms for mainstreaming
 - Employment and poverty impact assessment
- **Day 5: Conclusions and recommendations**
 - Group work (*)
 - Reporting back and final wrap-up
 - Workshop evaluation

(*) Theme: "Job opportunities and fair working conditions through public investment". Participants were asked to define possible levels of intervention and entry points for the promotion of employment-intensive investments. Participants were also to: (i) suggest a realistic programme for a larger application of the labour-based methods in the infrastructure

and other sectors; and (ii) monitoring and evaluation system to assess the results of labour-based interventions.

6. *Workshop evaluation*

In conformity with the Turin Centre procedures, an evaluation of the course was carried out at the end of the event to determine the perceived relevance of course content to participants' needs and the effectiveness of the methodology and materials employed in achieving the course's training objectives. Specific features of the event were to be ranked on a scale a scale from 1 to 5 (minimum to maximum degree of appreciation). The evaluation results are shown in the table hereafter.

Questions	aver.
Before participating in this activity, were you clear about its objectives, contents and methods?	3.06
Having participated, are you now clear about the objectives of the activity?	4.88
To what extent were the activity's objectives achieved?	4.29
Given the activity's objectives, how appropriate were the activity's contents?	4.35
Given your level of prior learning and knowledge, how appropriate were the activity's contents?	4.35
Was the time devoted to each subject appropriate?	3.71
Have gender issues been adequately integrated in the training?	3.29
Did the contents focus on the questions you wished to discuss?	3.94
Were the learning methods used generally appropriate?	4.59
Was the balance between theory and practice appropriate?	4.12
Has the activity been adapted to your needs?	4.35
How would you judge the resource persons' overall contribution?	4.71
Did the group of participants with whom you attended the activity contribute to your learning?	4.53
Were the materials/media used during the activity appropriate?	4.35
Would you say that the activity was well organized?	4.65
Would you call the Secretariat efficient?	4.71
Are you satisfied with the quality of the activity?	4.65
How likely is it that you will apply some of what you have learned?	4.53
How likely is it that your institution/employer will benefit from your participation in this activity?	4.65
Average	4.30

7. *Main learning points*

The workshop allowed a fruitful exchange of information and experiences. The main recommendations emerging from the event can be summarized as follows:

- The conditions for the sustainability of employment-intensive investment programmes should be carefully assessed
- Employment-intensive investment should be made an integral component of the national investment policy
- It should be promoted in all possible sectors and as a means towards local development and poverty reduction
- There is a need for EII-related training at the sub-regional and in country level
- Lobbying and promoting EII approaches among major development partners and donors

Participants would have liked to spend more time on:

- Benchmarks on labour-based vs. equipment based-methods in various sectors of intervention
- Integrated Rural Accessibility Planning (IRAP) tools

- Formulation and implementation of EII projects
- Local contractor development
- EII and urban poverty reduction
- Mainstreaming EII approaches

Asked to name three difficulties they might encounter in applying what learned during the activity, participants listed:

- Level of awareness of EII approaches generally poor
- Stereotypes among engineers and planners
- Unorganized communities; time and efforts required to involve them in EI works
- Difficult to convince policy makers (resistance to change)
- Absence of standards pertinent to EII approaches
- Unavailability of LB practitioners
- Scarcity of funds hampering sustainability
- Lack of inter-agency coordination

The points above reinforce previous assessments and provide indications for future promotional and capacity-building work pertinent to the promotion of employment-intensive investment approaches.

The organizers are grateful to participants and resource-persons for their valuable contributions. They will be glad to receive information regarding any follow-up activity in relation to the content of the workshop. ■

ANNEXES:

A1 - Timetable

A2 - Lists of participants and facilitators

Annex I – Timetable

**“Putting employment at the centre of public investment and poverty reduction processes”
Interregional Workshop on Employment-Intensive Investment Policies and Practices**

Activity Code: A900633 ■ Language: English ■ Venue: ILO-ITC Turin ■ Dates: 9-13 Oct. 2006

- TIMETABLE -

Time	Monday 9	Tuesday 10	Wednesday 11	Thursday 12	Friday 13
09:00	S1 Opening; Welcoming speeches; Introduction of participants; Objectives and agenda of the workshop	S5 Local level infrastructure planning, participation and employment generation	S9 Involving local contractors in employment-intensive infrastructure works	S13 Mainstreaming employment-intensive approaches into national policies and plans: Possible options and operational mechanisms	S17 Job opportunities and fair working conditions through public investment (Group work, reporting back) Wrap-up
10:30					
Break					
11:00	S2 'Employment-intensive' investment: Perceptions, definitions and general features	S6 Integrated Rural Accessibility Planning	S10 Public/private partnerships for implementing works of community interest	S14 The employment dimension of poverty reduction strategies: A critical look	S18 Workshop evaluation Closure
12:30					
Lunch					
14:00	S3 Employment-intensive investment in infrastructure - Introduction and country cases	S7 “Cities at work” – The ILO approach to urban poverty reduction	S11 Building local capacities for EI infrastructure works	S15 Job opportunities and fair working conditions through public investment (Group work)	
15:30					
Break					
16:00	S4 The EIIP experience	S8 Conceiving and implementing employment intensive works programmes: Some key issues	S12 Enabling decent work in construction: Appropriate labour policies and practices	S16 Job opportunities and fair working conditions through public investment (Group work, contd.)	
17:30	<i>Working tools</i>	<i>Working tools</i>	<i>Working tools</i>		

Annex 2: Lists of participants and facilitators

INTERNATIONAL TRAINING CENTRE




International Training Centre

Viale Maestri del Lavoro 10 - 10127 Torino, Italy Tel: 39-011-69.36.111. Fax: 39-011-66.38.842.

Putting employment at the centre of public investment and poverty reduction processes - Interregional workshop on employment intensive investment policies and programmes (A900633)
9 Oct 2006 – 13 Oct 2006


List of participants**BANGLADESH**

<p style="text-align: center;">1</p> 	Full Name:	Hasan SHAMIN
	Institution :	Practical Action (ITDG)
	Position:	Programme Manager
	Address:	House 32, Road 13/A, Dhanmondi R/A; 1209; Dhaka; BANGLADESH
	Tel:	+880 2 8111934
	Fax:	+880 2 8113134
	E-mail:	Shamim@practicalaction.org.bd


ETHIOPIA

<p style="text-align: center;">2</p> 	Full Name:	Geto Aknaw BELIHU
	Institution :	Ethiopian Human Rights and Civic Education Promotion Association (EHRCEPA)
	Position:	Programme Director
	Address:	PO Box: 22056; 1000; Addis Ababa;
	Tel:	+251 911304301
	Fax:	+251 114166169
	E-mail:	ehrcpea@ethionet.et; getoaknawbelihu@yahoo.com

ETHIOPIA

<p>3</p> 	Full Name:	Hailay Teclu SEBHO
	Institution :	Tigray Rural Roads Authority
	Position:	General Manager
	Address:	PO Box: 14; Mekelle, Tigray; ETHIOPIA
	Tel:	+251 344 409518
	Fax:	+251 344 404477
	E-mail:	hailayf@yahoo.com; trra@ethionet.et


ETHIOPIA

<p>4</p> 	Full Name:	Berhanu WOLDETENSAE HUSSEN
	Institution :	Addis Ababa Caretaker City Government
	Position:	Head, Bureau of Finance and Economic Development
	Address:	PO Box: 205; Addis Ababa; ETHIOPIA
	Tel:	+251 11 1 560238
	Fax:	+251 11 1 551685
	E-mail:	aa.cgfb@telecom.net.et ; berhanu@alum.mit.edu

FIJI

<p>5</p> 	Full Name:	Jone Vucukula NAVAKAMOCEA
	Institution :	Ministry of Finance and National Planning
	Position:	Minister of State for National Planning
	Address:	c/o National Planning Office Government Buildings; PO Box: 2351; Suva; FIJI
	Tel:	+679 99052241
	Fax:	+679 3304809
	E-mail:	jnavakamocea@govnet.gov.fj

GHANA

<p>6</p> 	Full Name:	Ishaque OTOO
	National Centre:	[TUC] TRADE UNION CONGRESS, GHANA
	Position:	Research Officer
	Address:	Barnes Road; PO Box: 701; Accra; GHANA
	Tel:	+233 20 8985448
	Fax:	+233 201 667161
	E-mail:	ootoshark@yahoo.com


LAO PEOPLE'S DEMOCRATIC REP.

<p>7</p> 	Full Name:	Ounheuang SIRIAMPHONE
	Institution :	Ministry of Communication Transport Post and Construction
	Position:	Department of Roads
	Address:	Vientiane; LAO PDR
	Tel:	+856 21 412277
	Fax:	+856 21 414132
	E-mail:	ounhsiri@laopdr.com

NEPAL

<p>8</p> 	Full Name:	Murali Gopal RANJITKAR
	Institution :	Government of Nepal, MLD, DOLIDAR/RAIDP
	Position:	Project Engineer
	Address:	Jawalakhel; NEPAL
	Tel:	+977 1 5546268
	Fax:	+977 1 5546524
	E-mail:	mrnjitkar@hotmail.com

NIGERIA

<p>9</p> 	Full Name:	Juliana Azuka AGWUNA
	Institution :	Ministry of Foreign Affairs
	Position:	Principal Executive Officer, Training and Staff Welfare Division
	Address:	Maputo street, Wuse zone 3, ; Abuja; NIGERIA
	Tel:	+2349 5230477 – 5230596; +234 8033335011
	Fax:	+2349 5230892
	E-mail:	

NIGERIA

<p>10</p>	Full Name:	Abdul-Kabir Olajide AJANA
	Institution :	Ondo State Government
	Position:	Secretary to the Ondo State Government
	Address:	Governor's Office; Akure; NIGERIA
	Tel:	+234 34 244448; +234 834725936
	Fax:	+234 34 243907
	E-mail:	ajana@ondostategovernment.com

NIGERIA

11 	Full Name:	Kalu, KALU OJI
	Institution :	Ministry of Foreign Affairs
	Position:	Assistant Chief Engineer
	Address:	Maputo Street, Zone 3, Wuse; PO Box: 130; Garki, Abuja, FCT; NIGERIA
	Tel:	+2349 5230477/5230295; +234 8065544503
	Fax:	+2349 5230205/5230892
	E-mail:	kalaeabj@yahoo.com, kalukoji@yahoo.com


SRI LANKA

12 	Full Name:	Upali DELPECHITRE
	Institution :	International Labour Organisation
	Position:	National Consultant
	Address:	202, Bauddhaloka Mawatha; 7; Colombo; SRI LANKA
	Tel:	+94 11 2589308
	Fax:	+94 11 2590298
E-mail:	upali@ilo-irtap.lk	


SRI LANKA

13 	Full Name:	Don Premasiri HETTIARACHCHI
	Institution :	Ministry of Local Government and Provincial Councils
	Position:	Senior Assistant Secretary
	Address:	330 Union Place,; 02; Colombo; SRI LANKA
	Tel:	+94 11 2345971
	Fax:	+94 11 2421130
E-mail:	dphettiarachchi@yahoo.com	


SRI LANKA

14 	Full Name:	Asoka Ajantha WICKRAMA KARLU ARACHCHELAGE
	Institution :	Practical Action (ITDG - South Asia)
	Position:	Project Manager
	Address:	No. 5, Lionel Edirisinha Mawatha ; 05; Colombo; SRI LANKA
	Tel:	+94 11 2829412
	Fax:	+94 11 2856188
E-mail:	asoka.ajantha@practicalaction.org.lk	

TANZANIA, UNITED REPUBLIC OF

15 	Full Name:	Mahmoud Mohamed CHAMLE
	Institution :	Ministry of Infrastructure Development
	Position:	Training Engineer
	Address:	PO Box: 9423; Dar es Salaam; TANZANIA
	Tel:	+255 22 2111553
	Fax:	+255 22 2124069
	E-mail:	nyamwilu@yahoo.com

TANZANIA, UNITED REPUBLIC OF

16 	Full Name:	Juliana MPANDUJI NGAYA
	National Centre :	TRADE UNION CONGRESS OF TANZANIA
	Institution :	Communication and Transport Workers' Union
	Position:	Advisor/Education Secretary
	Address:	PO Box: 13920; Dar Es Salaam; Tanzania
	Tel:	+255 22 2118157
	Fax:	+255 22 2127281
E-mail:	skiheka@yahoo.com	

TIMOR LESTE

17 	Full Name:	Jose Maria DA COSTA SOARES
	Institution :	Ministry of Labour and Community Reinsertion
	Position:	Director of Division of Employment and Skills Development
	Address:	Caicoli, ; Dili; EAST TIMOR
	Tel:	+670 3339581
	Fax:	+670
	E-mail:	ramahana70@yahoo.co.id

**Putting employment at the centre of public investment and poverty reduction processes - Interregional workshop on employment intensive investment policies and programmes (A900633)
9 Oct 2006 – 13 Oct 2006**

List of resource-persons

	<p>Mr Valter NEBULONI Senior Activity Manager Employment and Skills Development Programme International Turin Centre of the ILO Turin - (Italy) Phone: +39 011 6936432 Fax: +39 011 6936450 E-Mail: V.Nebuloni@itcilo.org</p>
	<p>Mr Terje TESSEM Employment Intensive Investment Programme (EIIP) International Labour Organisation (ILO) Geneva (Switzerland) Phone: +41 22 7996408 Fax: +41 22 7998422 E-Mail: Tessem@ilo.org</p>
	<p>Mr Chris DONNGES ILO Regional Office for Asia and the Pacific Bangkok ((Thailand) Phone: +66 2 288 18 85 Fax: +66 2 288 30 62 E-Mail: donnges@ilo.org</p>
	<p>Mr Kwaku OSEI-BONSU ILO Sub-regionalOffice for East Africa Addis Ababa ((Ethiopia) Phone : +251 11 551 7200 Fax : +251 11 551 36 33 E-Mail : osei-bonsu@ilo.org</p>
	<p>Ms Martha TIRELLI Programme Assistant Employment and Skills Development Programme International Training Centre of the ILO Turin (Italy) Phone: +39 011 6936999 Fax: +39 011 6936451 E-Mail: M.Tirelli@itcilo.org</p>