



ILO Training

Building Resilience through Public Employment Programmes*

16-20 December 2019
Port of Spain, Trinidad and Tobago

** Organized by the ILO Caribbean Office, and
with collaboration with DEVINVEST HQ
(Geneva), under the Decent Work and Resilience
Project*





Session 6: PEPs supporting social policies and services





Innovation in Social and Service Sector PEPS



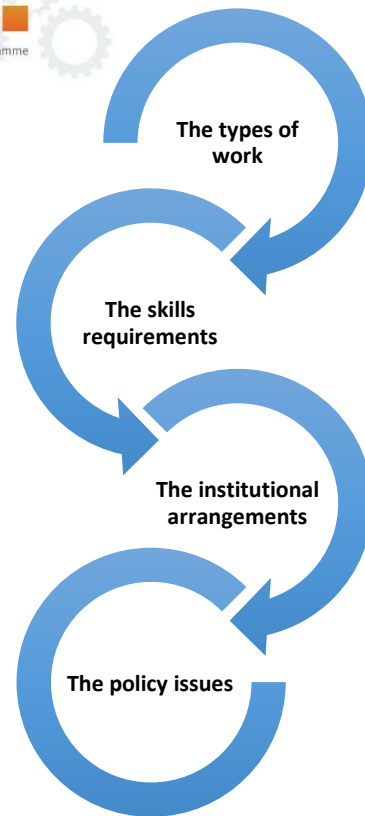


New opportunities, new challenges



- In many countries there are unmet needs for social services – and/or cuts in services
- Often, the burden arising from such gaps falls on the shoulders of women; PEPs can help reduce these burdens
 - Eg Unpaid care work
- The work outputs can benefit vulnerable groups in new ways – strengthening social systems.
- Work in the social and service sector can create new avenues for the participation of women – and targeted groups such as youth, people with disabilities.
- Can augment existing systems: making government services work better, reach further.
- It has a high labour-intensity: making it more affordable to take PEPs to scale.





PEPs in the social and services sectors differ from PEPs in other sectors in key respects.





- A set of impacts on participants
- A set of impacts on the wider society
- That can enhance and / or complement social protection goals.





Examples of the Types of work





Home-based care services:

- To the sick, the elderly, orphans and vulnerable children (OVC's).
- Care = social inclusion, access to information, to networks, to human contact
- A 'community' includes all generations: care creates links:
 - OVCs and adults
 - Youth and elderly



Restoring dignity through care

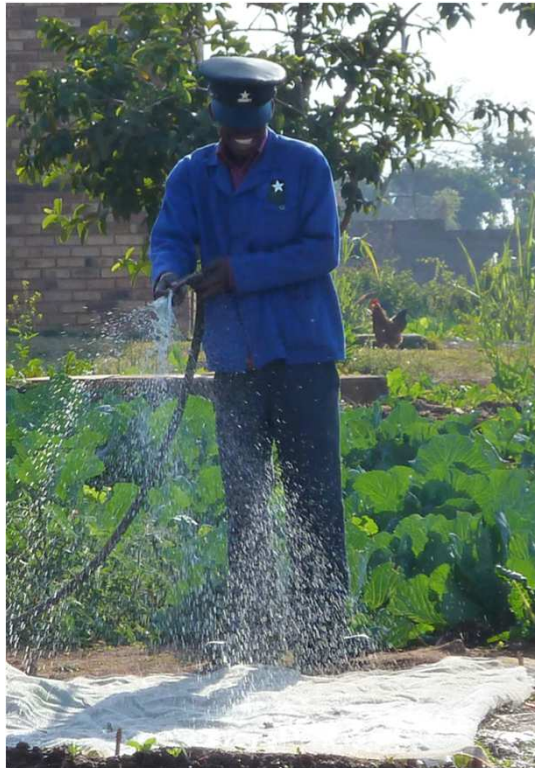


Access to community-based care can create an added dimension of social protection: putting 'the social' back into social protection....



- Cleaning
 - The patient
 - The house
 - The linen and clothes
- Cooking, food preparation
- Fetching medication from the clinic
- Child-care
- Maintaining a household food garden:
 - Vulnerable households often labour-stressed.





Home visits – monitoring of medication compliance

Multi-drug resistant TB

In Botshabelo, South Africa: decline in Multi-Drug Resistant TB attributed to CWP

Food gardens at clinics: nutrition as part of preventive health and treatment

Linked to medication-monitoring.

Admin assistance: eg with filing

Releases nurses to focus on core work where systems under strain.





Participation of people with disabilities



Employment

- = Empowerment
- = Self reliance
- = Inclusion
- = Access to information
- = Access to networks
- = Part of the community.

Examples of people with disabilities offering care to others

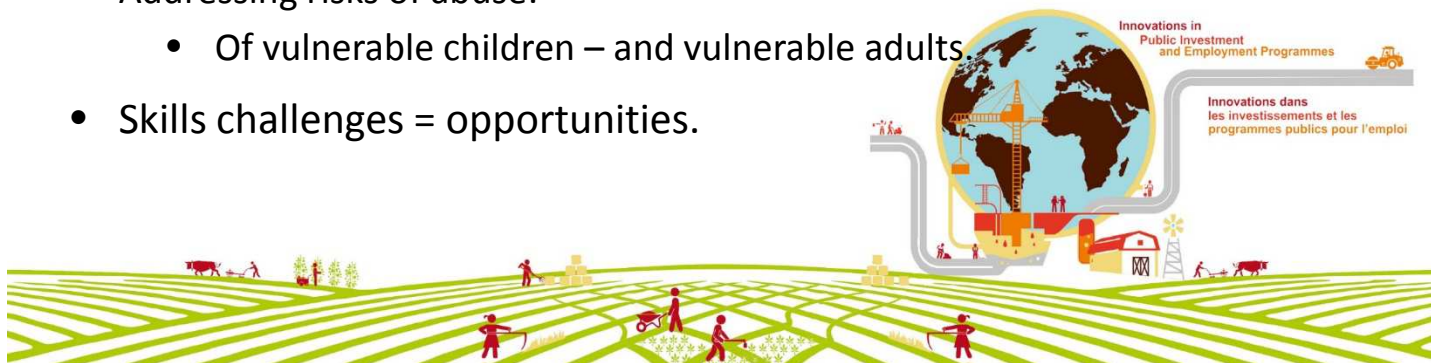




Care work challenges



- The need for continuity in care relationships
 - Especially with children.
 - Requires dedicated teams of care workers.
- The importance of formal links into the health system
 - Auxiliary support not a parallel system.
- The need to care for the carers:
 - Exposure to disease - requires safety measures and training
 - Exposure to emotional trauma - requires counseling, peer support
- Addressing risks of abuse:
 - Of vulnerable children – and vulnerable adults.
- Skills challenges = opportunities.



- Many unmet needs for social services and support
- A public service/PEP role in communities
 - Early Childhood Development
 - Home-based care for the vulnerable
 - Food security support – school feeding schemes
 - Literacy programmes
- New forms of work raise new challenges:
 - Looking after people comes with different issues - and skills.





Building jungle gyms...

Making toys from recycled materials...

Scope for enterprise activity.....





Strengthening the learning environment at schools



And Adult Basic Literacy.....





Targeting youth



Programmes such as Football for Youth and Netball for Youth employ community coaches – also trained as youth mentors – but also involve many other youth in activities.

This logic can apply to public art, music and dance, drama and more.





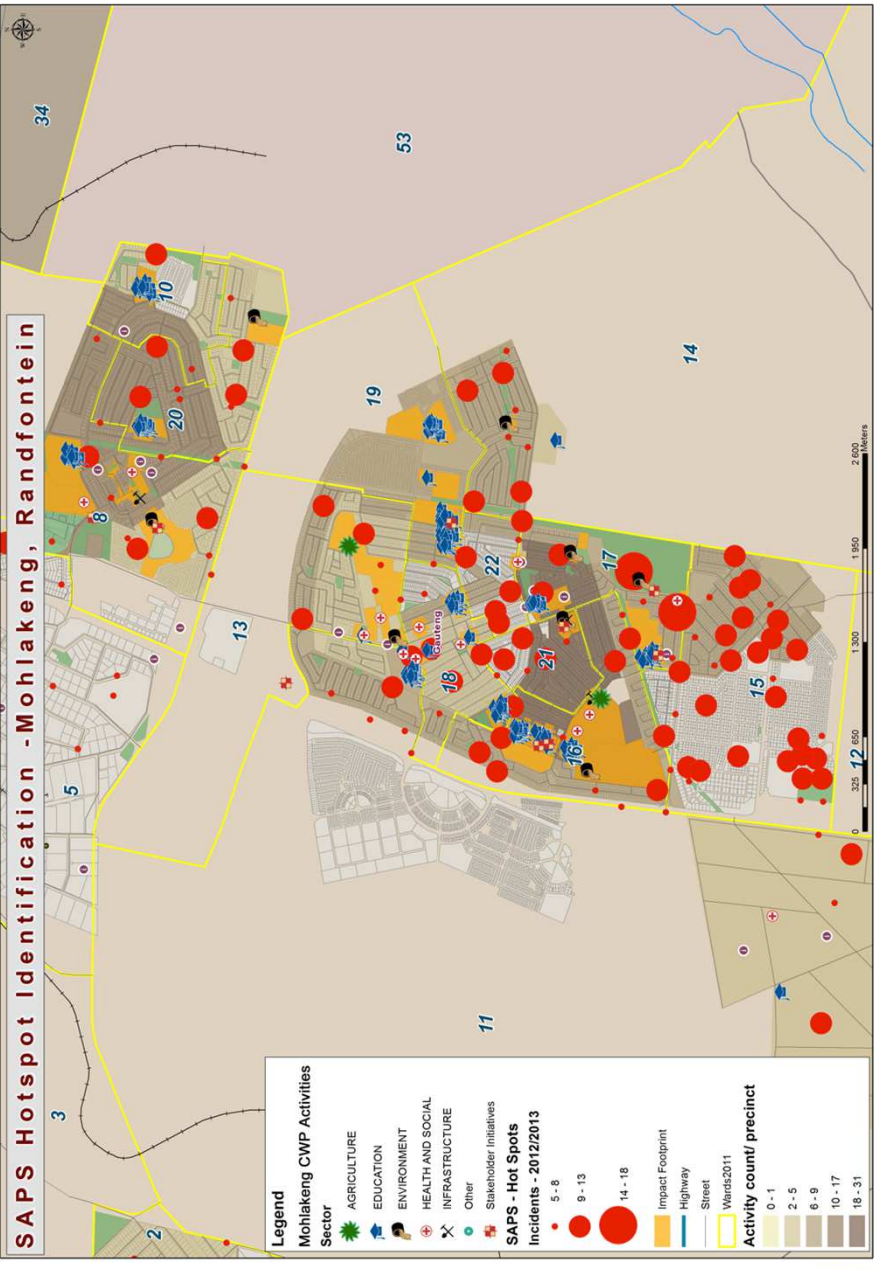
With more tech-savvy options.....

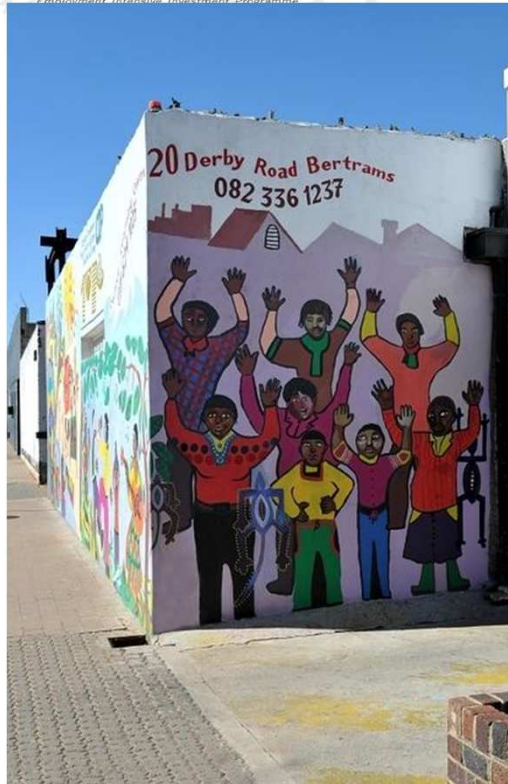




Using mapping in planning: Community safety partnership







- Public art: a public good.....
- Creating local parks, green spaces
- Social theatre – awareness raising on public good issues.





In Greece...more skilled work....



- Psychologists providing counseling...
- Physiotherapist providing treatment for the elderly
- Social kitchens
- Community library services.....





Conclusions



- Innovations in the social sector:
 - Augmenting social support systems, with new forms of social impact
 - New forms of work
 - New opportunities for participation of women
 - New ways to address social challenges
 - Scope for new partnerships in implementation
 - Different ways to service and support vulnerable groups
 - Different ways to target the participation of vulnerable groups in PEPs
 - New challenges.



Restoring Dignity through Decent Work Opportunities

CWP

Community

Work

Programme



- The key recommendations outlined in the report of the [Global Commission on the Future of Work](#) published in January 2019 highlighted the need for a “human-centred approach” which focuses on three areas of action:
 - Increasing investment in people’s capabilities
 - Increasing investment in the institutions of work
 - Increasing investment in decent and sustainable work





Increasing investment in people's capabilities



Innovations in
Public Investment
and Employment Programmes

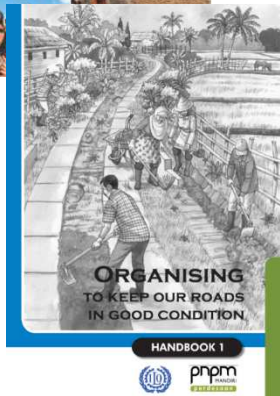
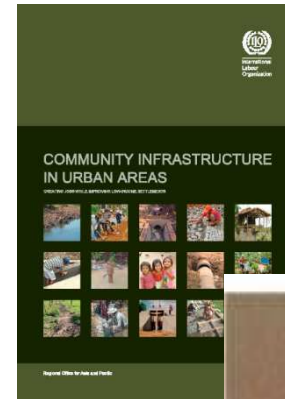
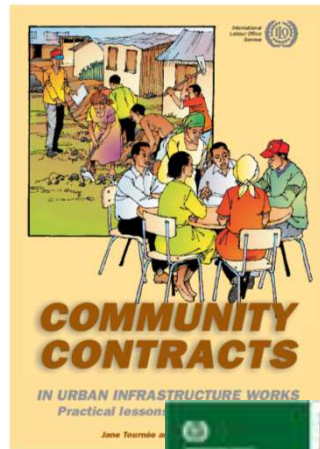


Innovations dans
les investissements et les
programmes publics pour l'emploi





Increasing investment in the institutions of work – strengthening local institutions





Increasing investment in decent and sustainable work – assets & infrastructure



...appropriate technologies and how the work is organized (machines, labour, tools, materials)...



Labour-intensive
 Labour-based
 Local resource-based
 Employment intensive

➡

➡

Maximize or optimize employment creation



- Regulation of the hours of work
- Adequate living wage
- Protection of workers against sickness, disease and injury arising out of employment
- Protection of children, young persons and women
- Provision for old age and injury
- Protection of workers when employed in countries other than their own
- Recognition of the principle of equal remuneration for work of equal value
- Recognition of the principle of freedom of association

Employment Sector Working Paper No. 150

Towards acceptable wages for public employment programmes

A guide for conducting studies for wage setting and estimating labour supply response

OCCUPATIONAL SAFETY AND HEALTH GUIDELINES

SAFETY FIRST THEN WORK





Groupwork



- What are some of the social challenges that local communities / societies face in your countries
- How could you create 'useful work' for people – that address those same challenges in your countries?
- What infrastructure or assets could be created that would be useful or needed?

