



Post Disaster Needs Assessment Training

Employment and Livelihoods

Session 2 - LMCP
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Date: 17/03/2021

Objectives of the Training

- To provide an orientation in the conduct of PDNA and to equip participants with the necessary information to participate in assessments at the national level
- To familiarise participants with the use of a contingency planning as part of their tool kit for post disaster recovery
- To strengthen capacity which will allow participation and full engagement in the recovery processes which form part of the PDNA, with regard to labour and livelihoods
- To provide an understanding of how labour actors can intervene in the PDNA process

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The Labour Market Contingency Plan (LMCP)

- Overview of the Labour Market Contingency Plan (LMCP)
 - Participants will become familiar with the LMCP template
 - Understand the purpose of the LMCP
 - Introduce LMCP as a tool in recovery planning

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What is The Labour Market Contingency Plan (LMCP)

- Planning tool to build resilience of disaster-affected and vulnerable populations through both a job-rich and inclusive recovery process, anchored in decent work.
- Plan seeks to map the potential impact of disasters on the labour market, workers, enterprises, and labour market institutions.
- Plans simulate the impact of natural disasters on the labour market and identify opportunities and capacities for economic recovery at company, household, community and local economy level.

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Structure of the LMCP



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Components of the Labour Market Contingency Plan (LMCP)

2. Labour Market analysis

- a. Analysis of the current status of labour markets (table/graphs that present key labour indicators)

Table 2.1 Employment Profile

Category	Male				Female				Total (Male +Female)
	Urban	Rural	Youth	Total	Urban	Rural	Youth	Total	
Population									
Labour Force									
Unemployed									
Labour Force Participation Rate (Percentage)									
Unemployment rate (percentage)									
Employment by Industry (percentage)									
Share of Occupation by Industry (percentage)									
Workers in the informal sector (percentage)									

Sources of Data:

National Bureau of Statistics;
 ILO Caribbean site; <https://ilostat ilo.org/topics/population-and-labour-force/>
 National LFS Reports

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β. Risk Analysis of shocks and labour Market

- a. Expected Shock in the Labour market - From which sectors of the economy will labour most likely be affected as a result of a disaster and how

Table 3.1 Historical analysis of shocks in the labour market

Disasters/ shocks/ Events	Period	Sector	Effect on the labour Market	Duration (how long was the effect felt)		
				Short term	Medium Term	Long Term

Sources of Information: PDNAs;

PDNA Reports: https://www.gfdr.org/en/knowledge-hub/search?search_api_fulltext=&aggregated_content_type=11&field_date%5Bmin%5D=&field_date%5Bmax%5D=&sort_by=changed

Ministry of Labour

National Budget Speeches;

National Reports on Public Social Investment Programme (PSIP)

Components of the Labour Market Contingency Plan (LMCP)

4. Recovery Measures

Identification and prioritization of the key elements critical to supporting employment and livelihood-centred recovery response to the hazards presented that would be suitable to the enterprise, household, local economy and National government level.

Possible Recovery measures that may be taken following a disaster. Describe measures, Sector of the economy in which the workers are located; geographic location of workers (urban/rural); characteristics of the intended target population (male/female- adult/youth); responsible partner

Table 4.1. Measures for recovery by levels of engagement

Key elements and measures for economic recovery by level						
Strategic Objective	Enterprise	Household	local economy	Government	Employers Association	Labour Unions
Create jobs	x		x	x		
Infrastructure repair and rehabilitation			x			
Promote green jobs	x			x		
Enhance skills development		x				
Support enabling environment				x	x	x
Improve working conditions	x					x
Institutional strengthening				x		

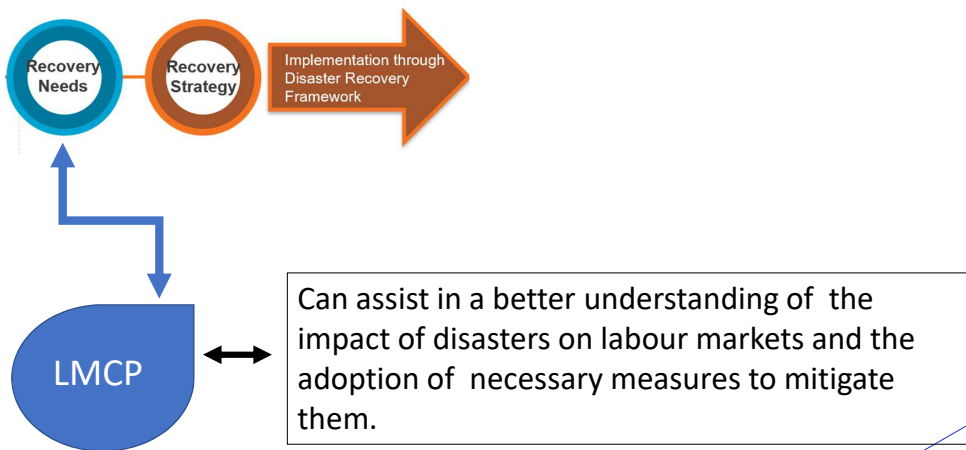
Table 4.2 Possible Recovery Measures by responsible partner

Measures	Sector of the Economy (Best suited)	Geographic location of workers		Characteristics of Labour force			Responsible Partner
		urban	rural	Male	Female	Youth M/F	
Description of measure/ activity							

Source of Information:

- National Recovery Plans
- Budget speeches
- PDNA Reports

LMCP as a tool in recovery planning



Discussion

