

trade-offs between these complementary objectives that need to be taken into account in the design process.

Different forms of 'work' as part of PWP/EGS

Public works programmes have a long track record in the infrastructure sector, which remains the backbone of many public employment programmes, and an area of continued innovation. However, there has been much innovation in the type of programmes – and type of 'work' – considered part of the scope of PWP/EGS, e.g. work to support environmental rehabilitation/protection and climate change mitigation/adaptation, rural/urban renewal and informal settlement upgrading processes, or the provision of social services, among others. The course will examine the opportunities and challenges specific to different types of programmes.

Social mobilisation and engagement in PWP/EGS

While some public employment programmes are state-led initiatives, implemented with little consultation or negotiation, there are also many instances where they arise from processes of social dialogue, stakeholder negotiation or as a response to social mobilization at a grassroots level. NGO's and CBO's have been integrated into PWP/EGS in different capacities, and play key roles in holding government accountable and ensuring transparency.

Review of innovations in PWP/EGS

The course will analyse the following and other forms of innovation.

- Complementarity between PEP and cash transfer mechanisms: new programmes provide both and distinguish between households that are able to provide labour and those who are not
- The use of new payment systems to increase accountability: mobile phone payment systems; using local banks and Post offices for payment
- Auditing: involvement of communities in auditing; controlling corruption; ability for feedback from bottom and setting up of appeal mechanisms
- The management of large scale PEP/EGS requires the latest ICT solutions.

The diagnostic tools to design PWP/EGS to respond to country contexts

The course will offer a range of diagnostic tools to assist participants to analyse their own country contexts, and the choices and trade-offs of the design process. Participants will apply these tools through a programme design exercise proposed during the course.



Working language

Both the e-learning and the face-to-face learning phases of this course will be organised in English; good command of English is thus essential.



Venue and dates

The e-learning modules will be delivered during the period 12 to 23 September 2011. The residential part will take place at the International Training Centre of the ILO, Turin (Italy) on 26 – 30 September 2011.

Application deadline: 15 August 2011



Cost and financing

The course is fee-paying. The total cost of **Euros 2,500** includes:

Tuition fees (EUR 1,540) covering programme development and management, the use of classrooms and teaching equipment, office supplies, access to the internet training platform, training materials, and secretarial/administrative support costs;

Participant subsistence (EUR 960) including bed & breakfast, two meals, personal laundry, insurance, minor medical care, socio-cultural activities and a course dinner.

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Innovations in Public Employment Programmes

International Course

12 – 30 September 2011

Turin, Italy

(pre-course e-learning also foreseen)



International
Labour
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Innovations in Public Employment Programmes



Background

Three years after the outbreak of the global financial crisis, world development prospects remain subject to risks and uncertainties.

Even though the latest IMF forecasts for the global economy point to growth of 4.4 per cent in 2011, global recovery was uneven across regions in 2010 and growth disparities are expected to persist in 2011, with most emerging and developing economies back to their pre-crisis output levels while developed economies are still operating below their potential. With regard to world unemployment, the situation is substantially unchanged from 2009, and recent assessments suggest that at the current rate of job creation it may take five years to even reach pre-crisis levels of global employment. Within countries, reducing inequalities by promoting inclusive growth remains another huge challenge.

Faced with this alarming situation and to respond to national needs, recovery plans in different countries are foreseeing job-centred measures, including new or expanded public employment programmes such as “public works programmes” (PWP) and “employment guarantee schemes” (EGS). These forms of direct employment creation mechanisms by government have also been advocated in international policy frameworks like the Global Jobs Pact, adopted by the International Labour Conference in June 2009 in support of a productive, sustainable recovery centred on investments, employment and social protection. For International Financial Institutions (IFIs) such as the World Bank, these measures have become a growing component of Social Safety Nets (SSN).

In fact, emergency public works programmes have been used widely and over many years - even before the 2008 crisis - to mitigate the temporary effects of natural disasters or economic downturns and to stimulate employment and inclusive growth. These programmes are generally well understood and documented. However, as employment-related problems do not occur only in times of crisis, there is also a wider case for public employment programmes as part of longer-term employment policies. This is an area of policy debate and significant innovation at present, in relation to the types and quality of works, working conditions, and the right to work. Interesting examples come from the National Rural Employment Guarantee Programme (NREGP) in India, the Expanded Public Works Programme (EPWP) in South Africa and the Productive Safety Net Programme (PSNP) in Ethiopia, but similar programmes were launched more recently in other countries.

These developments significantly expand the range and scope of policy choices and opportunities available in relation to public employment, whether as a part of a recovery package, as part of employment policy, or as a component of a wider social protection scheme.

In response to a growing demand for knowledge development and dissemination of good practices, the international course described here will straddle the above-mentioned spectrum of options, providing policy insights and practical design tools to inform decision making at policy and programme level.

The course is organized by the ILO's International Training Centre (ITC-ILO) in collaboration with the Employment-Intensive Investment Programme (EIIP) of the International Labour Office.



Target group

This course is addressed to a mixed audience of policy makers and social actors, planners, and senior/middle-level officials from different national ministries and development agencies and programmes concerned.

A gender-balanced participation is sought.



Course objectives

The commitment to scalable employment programmes forms part of crisis recovery and development schemes in many countries. This course is intended to help in converting such commitments into viable employment programmes.

More specifically, by attending this event, participants will:

- better appreciate the range of policy issues relevant to PWP/EGS
- learn about innovations in PWP/EGS
- obtain guidance on the design of effective public employment programmes.

To this end, the course will dedicate ample space for sharing project experiences and insights from different regions and countries.



Methodology and subjects treated

The course will combine an online e-learning phase with face-to-face learning. Innovative, participatory methods will be applied in order to facilitate collaborative construction of knowledge and experience sharing.

A. Distance learning phase

Using an interactive web platform, the e-learning activity will be run during the two weeks preceding the face-to-face learning phase. The e-learning phase is envisaged to adequately prepare participants to the residential phase. In addition, the web platform will propose a pre-course assignment intended to share relevant information from the represented countries and to better understand the participants' learning expectations.

B. Residential phase

The residential phase will take place in Turin, Italy. It will be facilitated by a pool of ILO officials and experts assisted by ITC-ILO trainers.

The programme will consider the spectrum of policy options and approaches from short-term public works to employment guarantees, and cover a number of topics including:

Mitigating a jobs crisis - Decent work and social protection

This introductory module will consider the global economic and employment context. It will recall national and international policy instruments in support of public employment programmes. In this respect, reference will be made to the Global Jobs Pact (ILO, 2009) which calls for decent work responses to the crisis.

Beyond the crisis: Markets don't only fail to create employment in times of crisis. Many countries were grappling with unemployment challenges before the crisis - and will continue to do so after the crisis is over. So while a crisis may highlight the role of public employment, there is also a wider case for ongoing public investment in employment creation through public employment - from public work programmes to employment guarantees - and should form a key part of ongoing employment policy and act as an instrument for social protection.

PEP - Case studies

Country cases will be highlighted, including how an ‘employment guarantee’ in India has changed the scope of PEP, and other case studies from around the world:

- The National Rural Employment Guarantee Programme (NREGP)
- The Expanded Public Works Programme (EPWP) in South Africa
- The Productive Safety Net Programme (PSNP) in Ethiopia.

The principles, approaches and outcomes of these schemes will be presented and discussed.

Labour market impacts across the spectrum

How are wages set in public employment programmes? Who sets them, at what level - and with what impacts on existing jobs and labour standards? These are critical policy issues in the design of public employment programmes. The course will consider these and other issues relevant to conditions of work, as well as the potential impact on demand and supply of labour in the wider economy.

Fiscal space, affordability and funding

For many policy makers and Treasury officials, the key obstacle to the establishment of a public employment programme (and even more so for an employment guarantee scheme) is the question of costs and affordability. This is a question that should always be posed along with an assessment of the benefits of such programmes - and the costs of inaction and/or of alternative approaches to addressing unemployment. There are also key economic and macro-economic policy debates in this area; for example over the relationship between interest rates, inflation and unemployment. These debates are explored in this section of the course.

Policy choices: trade-offs and complementarity in the design process

The course will highlight the choices and trade-offs that confront planners and policy makers in the design of public employment programmes. PWP/EGS programmes typically aim to achieve at least the following main outcomes: (i) Employment for participants; (ii) Income/ transfer for participants; and (iii) Infrastructure and/or services - provided by participants, to achieve a wider social or economic policy purpose. But in practice, there are often