

# Comparative advantages HQ vs field

## Field *specialist* generalist

- ◆ **Cost and timeliness (missions at least 5 times cheaper)**
- ◆ **Language skills**
- ◆ **Knowledge of political context**
- ◆ **Possibility for continuous follow-up**

## HQ specialist

- ◆ **Specialized technical skills**
- ◆ **Proximity to recent int'l debates (ILC, GB and academic)**
- ◆ **International perspective**
- ◆ **International comparative research**

# Different levels of ILO employment policy interventions

Policy type	Gvt counterpart	Typical ILO access	Type of initial commitment	Example
Macro employment policies	MF, MoEcon, others	Scarce	Mainly political	Employment-intensive macroeconomic policies
Sectoral components of employment policy	MOPW	Permanent after opening the door	Technical + political	Employment-intensive public investment
Labour market policies	MOL	Permanent	Technical + political	Strengthening MOL's capacity to implement emergency employment programmes

# Conclusions

- ◆ **Be realistic about country-level possibilities for broad (macro) employment policies**
- ◆ **The international debate is not perceived much in the field**
- ◆ **Difference between political and technical opportunities are not clearly distinguished (is GJP a political or a technical work item?)**
- ◆ **The technically most ambitious work items are often generated at HQ**
- ◆ **Resource materials and tools are often underutilized – look for reasons (Communication? Scope of tools? Supply- vs demand-driven?)**