



International  
Labour  
Organization



STRENGTHEN2



Co-funded by  
the European Union

# STRENGTHEN2

## Employment impact assessment to maximize job creation in sub-Saharan Africa

November 2024

### Project overview

- ▶ Joint initiative of the **European Union (EU)** and the **International Labour Organization (ILO)** that aims at leveraging employment impact assessments (EmplAs) to promote the creation of more and better jobs in sub-Saharan African countries
- ▶ Activities in 9 countries: Cameroon, Côte d'Ivoire, Kenya, Madagascar, Malawi, Namibia, Rwanda, Senegal and Zambia
- ▶ Period: August 2020 – April 2025

#### Objectives of the project

**Leverage employment impact assessments to promote the creation of more and better jobs in sub-Saharan Africa**

- ▶ Enhance the capacity to assess the employment outcomes of investments and programmes in sub-Saharan African partner countries
- ▶ Support sub-Saharan African partner countries and European Commission (EC) services to design and finance investments and programmes with high employment potential.

#### Beneficiaries

**Ultimate beneficiaries:** Working-age population in sub-Saharan African countries

**Intermediate beneficiaries**

- ▶ **Government offices, ministries and agencies**, as they have various roles in leveraging EmplAs to inform investment and policy decisions
- ▶ **Workers' and employers' representative organizations** as they participate in decision-making on investments and policies
- ▶ **Universities, think tanks and national statistical offices** given their roles in building a sustainable foundation for the capacity to conduct EmplA.



## What are Employment Impact Assessments?

- Employment Impact Assessment (EmpIA) is a process to assess the employment potential and impacts of sectoral policies and/or investments, analysing both the quantitative effects (number of jobs created) and the qualitative effects (types and quality of jobs created)
- Main methodologies: Input-output multiplier analysis, advanced macro-modelling techniques based on social accounting matrices, project-level surveys, and geospatial information systems methods.



## Activities

- Explore innovative EmpIA methodologies
- Exchange with experts from development finance institutions on how to measure employment impacts
- Conduct EmpIAs of projects and portfolios
- Provide guidance on project design and implementation
- Develop an ex ante webtool to assess the creation of indirect jobs and strengthen employment effect tracking by the EC.

## Policy implications

- Make job creation a consideration in each policy/ investment project by institutionalizing it
- Improve on-going or future policies and investments by identifying employment gaps or biases, decent work deficits and skills requirements
- Orientate decisions towards policies/investments with higher employment potential.

**Examples of EmpIAs:**



An electricity project in Kenya



Road upgrading project in Zambia



A feeder roads programme in Rwanda

**To know more**



about STRENGTHEN2 and other assessments

### Contact details

International Labour Organization  
Route des Morillons 4  
CH-1211 Geneva 22  
Switzerland

T: +41 22 799 7861  
E: strengthen2@ilo.org  
E: empinvest@ilo.org

[www.ilo.org/strengthen2](http://www.ilo.org/strengthen2)