



► STRENGTHEN2 publications

Employment impact assessment to maximise job creation in sub-Saharan Africa

January 2025

STRENGTHEN2 in a nutshell

The STRENGTHEN2 project is a joint initiative of the European Union and the ILO that focuses on job creation through investments. Launched in August 2020, the project is a strategic partnership with the overall goal of leveraging employment impact assessments to promote the creation of more and better jobs in sub-Saharan African countries. Find more publications on www.ilo.org/strengthen2



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Background information on Employment Impact Assessments

► 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, analyzing both the quantitative effects (number of jobs created) and the qualitative effects (types and quality of jobs created).

► What do employment impact assessments frequently measure?

- Direct effects
- Indirect effects
- Induced effects
- Capacity effects



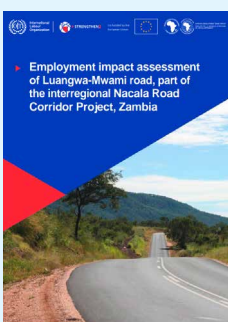
► What role can employment impact assessments play?

- 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 deficit and skills requirements
- Orientate decisions towards policies/investments with higher employment-intensive methods and domestically produced inputs



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Road projects



► Zambia

EmpIA of Luangwa-Mwami road, part of the interregional Nacala Road Corridor Project



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► Malawi

EmpIA of the Malawi M1 road rehabilitation project



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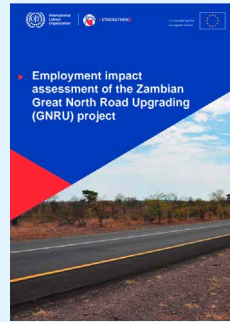


► Senegal

EmpIA of the rehabilitation of the Senoba – Ziguinchor-Mpack road



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► Zambia

EmpIA of the Zambian Great North Road Upgrading (GNRU) project



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► Rwanda

EmpIA of the National Feeder Roads Programme



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► Kenya

EmpIA of the Merille-Marsabit road, Isiolo-Moyale transport corridor



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Energy projects

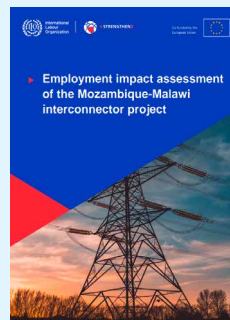


► Kenya

EmpIA of the productive use of energy (PUE) of the Green Mini-Grid (GMG) Facility



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► Malawi

EmpIA of the Mozambique-Malawi interconnector project



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► Senegal

EmpIA of the SMART GRID project



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► Kenya

EmpIA of the Green Mini-Grid (GMG) Facility



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► Côte d'Ivoire

EmpIA of the Ecler Ivoire project



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► Senegal

EmpIA of the PASE II project



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Other projects



► Cameroon

EmpIA of the 11th European Development Fund to the National Participatory Development Programme



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► Kenya and South Africa

EmpIA of parts of the NASIRA risk-sharing facility



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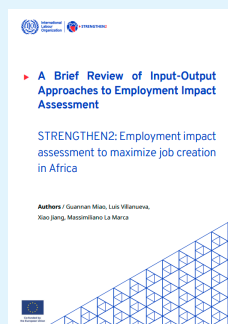
Methodological papers



► Credit guarantee schemes, MSME access to finance and labour productivity in Africa



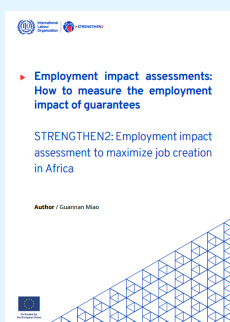
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► A brief review of input-output approaches to EmpIAs



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► EmpIAs: How to measure the employment impact of guarantees



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► Credit guarantees: SME access to finance and employment in Africa



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► The use of GIS in employment impact assessment



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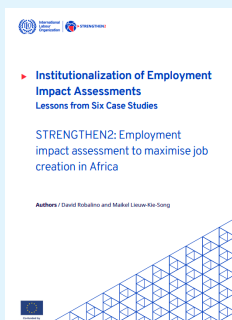
► The enhancement of input-output based employment assessment tools for EU operations in sub-Saharan Africa



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Other publications



► Institutionalization of EmpIAs

Lessons from six case studies



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► Integration of EmpIAs in the Republic of Korea



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How the ILO can help to leverage Employment Impact Assessments at national level

Employment Impact Assessments

(EmpIAs) can play a pivotal role in fostering inclusive economic growth by aligning national development goals with employment objectives.

The ILO can assist relevant stakeholders in utilizing EmpIA tools to develop evidence-based employment creation strategies aligned with national development plans. By leveraging these tools, governments can design and implement initiatives that foster the creation of **more and better jobs**.

Ideally, these actions would be undertaken in collaboration with the ILO within the framework of a **national technical assistance programme**, ensuring a systematic and integrated approach to leveraging employment impacts.



To get in touch with the team and explore potential collaboration, please reach out to strengthen2@ilo.org or empinvest@ilo.org.

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