



International
Labour
Organization

Country Office for
Zimbabwe and Namibia

Jobs in the informal and rural economy

Implementation period: **June 2016 – December 2017**

Source of funds: **Regular Budget Supplementary Account**

Jobs in the informal and rural economy



KEY NUMBERS

- **USD 450 000 budget funded from RBSA**
- **300 young people and women provided with skills training on areas aligned to labour market needs (50% being female)**
- **300 young people and women provided with post training and placed in self-employment (50% being female)**
- **6000 work days created**
- **5 communities (project sites) reached in 4 districts**

Background

The employment scenario in Zimbabwe remains challenging with high levels of unemployment underemployment (16 per cent – time-related) and informality (94 per cent). This suggests a large proportion of the population exposed to decent work deficits, exclusion from formal social protection and labour administration systems. Young people and women are disproportionately affected, largely concentrated in the most precarious jobs.

Zimbabwe's economic blueprint, Zim Asset, (2013 – 2018) prioritised employment creation with a target of creating 2.2 million jobs in five (5) years and the Decent Work Country Programme underscores the importance of creating decent employment opportunities. The interventions have focused on youth and women in line with the cross-cutting policy driver on gender equality and non-discrimination. The prioritisation of SDG 8 by the country also calls for a paradigm shift in terms of making job creation a goal of macroeconomic policy. Looking ahead, there is a need for dialogue on the 'future of work' in terms of the kind of jobs that will lead to sustainable development especially for the women and youths.

Objective

The programme aims to promote more and better jobs for young people and women in the rural and informal economy. This will be achieved by promoting skills development, entrepreneurship and local economic development to place beneficiaries in self and wage employment. Efforts will be focused on economic sectors with employment creation potential and local economic opportunities.

The initiative aims at promoting public and private sector employment programmes in job-rich sectors such as infrastructure by revamping labour-based training capacities. The centrality of jobs will be promoted through national and sectoral employment creation potential analyses and dialogues on the future of work and the role of the labour market in driving investment and inclusive growth and development.

To achieve this objective, the programme sought to deliver the following outcomes:

- Training and post training support for wage and self-employment delivered to training beneficiaries.
 - i. Increased agricultural (horticulture/ animal) production realised in vulnerable communities. Young people and women provided with support to venture into value addition initiatives.
 - ii. Mainstreamed employment-intensive approaches to infrastructure investments by local authorities as a youth employment promotion strategy.
- Decent work mainstreamed in rural development policies and programmes.
 - i. Knowledge sharing leading to improved capacity of Constituents to develop efficient policies and programmes that contribute to decent employment outcomes based on 'what works' for youth employment.
 - ii. Entry points to create decent work in rural areas identified to support the implementation of the rural development strategy.



Collaborating institutions

The project is closely working with ILO's tripartite constituents and other relevant stakeholders. They include Ministry of Public Service, Labour and Social Welfare, Ministry of Youth, Indigenisation and Economic Empowerment, Ministry of Women Affairs, Gender and Community Development, City of Harare, District Implementation Committees in Chimanimani, Makonde and Zvimba East. The programme is also partnering with City of Harare, Lafarge and United Nations Population Fund in Harare South.

The programme applies the following ILO methodologies:



TREE

Young people in the rural economy – focusing on horticultural production and honey value addition will be reached using the Training for Rural Economic Empowerment (TREE) methodology. The approach emphasizes the role of skills and knowledge for creating new employment opportunities for the disadvantaged. TREE is based on matching skills to the identified employment and income-generating opportunities at the local level. In addition to skilling, youth and women are linked to microfinance, markets, and technology and business development services.

QIA

Through quality improvements in informal apprentices (QIA) young people will be provided with skills in construction related trades (brick laying, plumbing, electrical, carpentry and joinery). Young people are provided with theoretical skills training and placed under the guidance of experienced craft persons, who will impart the practical aspects of the training (apprenticeship). In addition to learning technical skills, the apprentices are inducted into a culture of business and networks, which will make it easier for them to find jobs or get into self-employment upon completing their apprenticeships.

EII

Employment Intensive Investments in Infrastructure (EII) using labour-based methods for the development of key infrastructure in communities. This provides young people with an opportunity to acquire new skills, earn an income and improve infrastructure (road works and construction) in their community using low-cost technology as well as locally available materials. This approach is strategic, because it transfers knowledge on infrastructure to the local community that will be useful for future maintenance.

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