



# ***Creating more and better jobs in partner countries***

**EU development cooperation and opportunities to mainstream employment**

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# Employment and Decent Work in the 2030 Agenda

SDG 8: aims to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”



# Employment promotion in the European development agenda

- *Agenda for Change (2011)*
  - ❑ **Calls for stronger emphasis on inclusive growth through the promotion of decent work**

INCREASING THE IMPACT  
of EU DEVELOPMENT POLICY  
AN AGENDA for  
CHANGE

***Inclusive and sustainable economic growth*** is crucial to long-term poverty reduction and growth patterns are as important as growth rates. To this end, the EU should encourage more inclusive growth, characterized by ***people's ability to participate in, and benefit from, wealth and job creation.***

The ***promotion of decent work*** covering job creation, guarantee of rights at work, social protection and social dialogue is vital.

# Employment promotion in the European development agenda



- *New European Consensus on Development (2017)*
  - ❑ **People & Prosperity** directly linked to employment promotion efforts

## People

**Needs of youth, particularly young women and girls**, by increasing quality employment and entrepreneurship opportunities (e.g. education, VET, digitalization)

**Support targeted investments to promote young people's rights** to facilitate their engagement in social, civic and economic life

**Reduce inequality** of outcomes and promote equal opportunities for all

## Prosperity

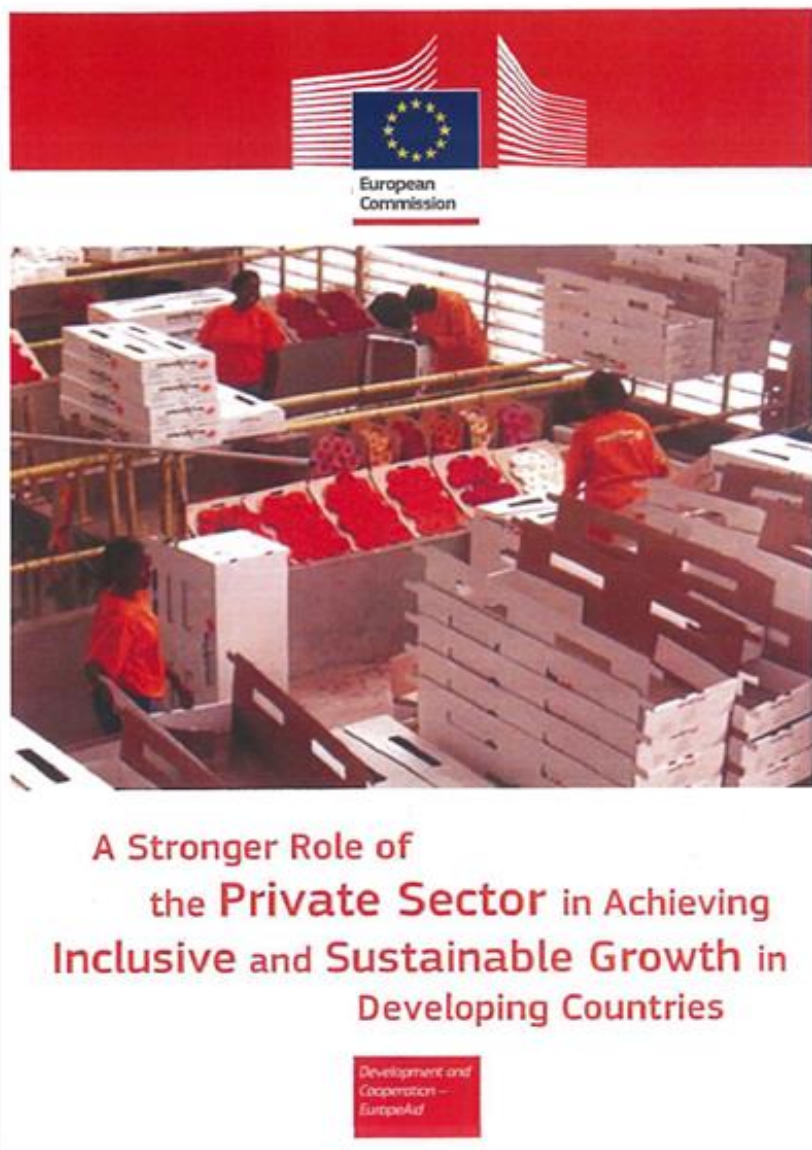
**Promote economic transformations** that enhance productivity and create decent jobs.

**Support MSMEs; Facilitate trade and investments; Work with the private sector**

Promote **labour standards**

**Invest in sustainable agriculture** to diversify production systems, generate increases in productivity and foster job creation.

# Relevant Policy Documents



- Strategic Framework for strengthening the role of the private sector
  - As a **partner**  
**PRIVATE SECTOR ENGAGEMENT**
  - As a **beneficiary**  
**PRIVATE SECTOR DEVELOPMENT**
- Promoting responsible business practices
- Scaling up inclusive business and market-based solutions for development
- Facilitating public-private partnerships and multi-stakeholder alliances

# Employment promotion in the European development agenda

- *Regional Differences*

- **Africa**

## Strengthening the EU's partnership with Africa

A new Africa-Europe Alliance for Sustainable Investment and Jobs



**Strategic investment and job creation**



**Investment in education and matching skills and jobs**



**Business environment and investment climate**



**Economic integration and trade**

• Investment through the Alliance will create up to **10 million** jobs in Africa in the next 5 years.

• **24 million** people will have access to all-season roads through our leveraged investments in transport infrastructure

• **105,000** students and academics will benefit from Erasmus+ by 2027

• **750,000** people will receive vocational training for skills development

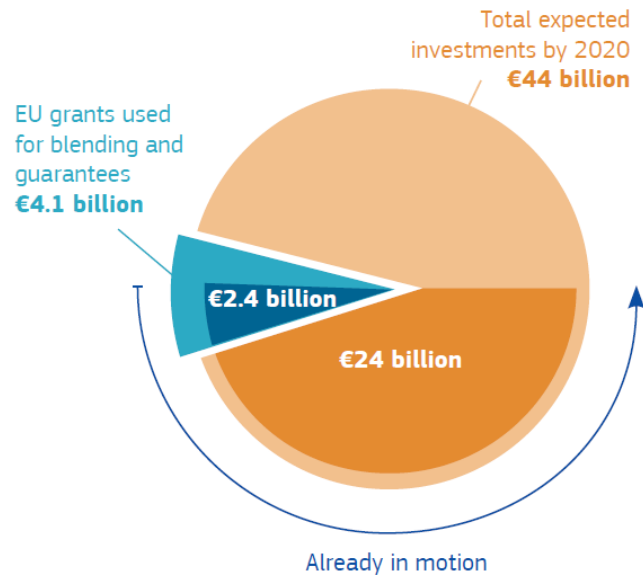
• **30 million** people and companies will benefit from access to electricity thanks to the EU's leveraged investments in renewable energy and a generation capacity boosted by 5 GW

# Employment promotion in the European development agenda

- *Regional Differences*
  - **Africa**

## External Investment Plan 2017-2020

EU financial input and expected investments

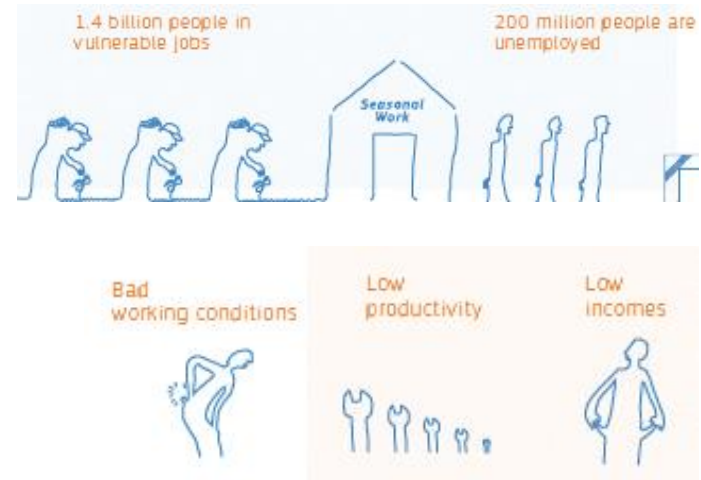


# Employment in EU Development cooperation

- Strong link between employment and poverty reduction
- Traditional focus on GDP growth not always accompanied with attention to impact on employment
- Complex labour markets, with a large number of different employment situations existing both in formal and informal economy contexts
- Pro-poor approach: special attention on lower end of the labour market, often neglected by policy interventions.

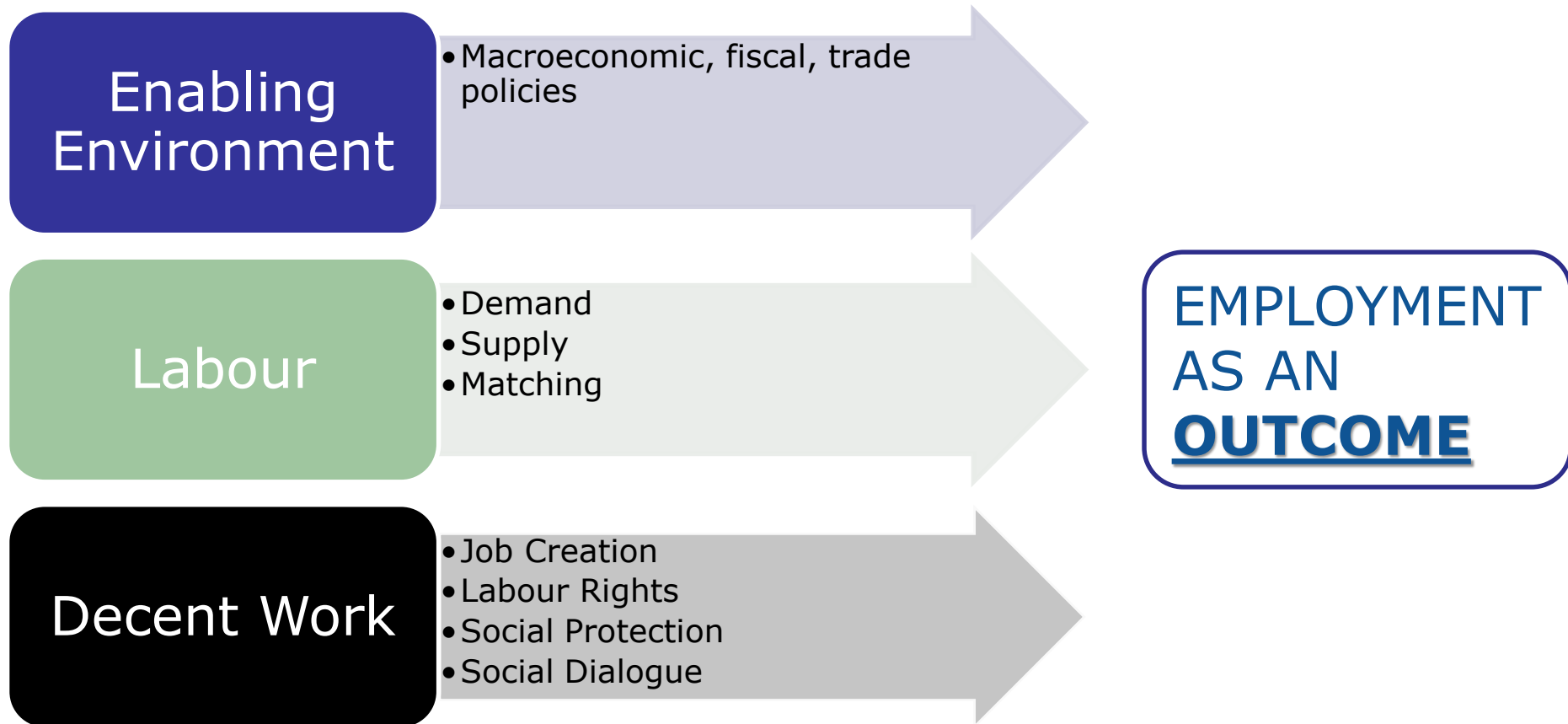
## Three main objectives:

1. Maximise decent job creation: supporting job rich growth
2. Improve the quality of existing jobs in terms of earnings and working conditions
3. Ensure increased access to these decent jobs, particularly for vulnerable groups.



# Employment in EU Development cooperation

EC approach on employment is **broad**



# Employment in EU Development cooperation

## Employment as an “outcome” of:

1. Job-reach strategies;
2. Improved access to the labour market;
3. Protection of social rights

- Challenges may not be only related to labour markets → they are often outside!
- Need to have a **two-track approach**
  - Support employment-specific interventions
  - MAINSTREAMING → Strengthening the employment perspective of overall development strategies, social and economic policy, programmes in fields such as infrastructure, private sector development, and rural development

## Improving Social Inclusion, Reducing Inequalities

**SOCIAL PROTECTION**  
Basic income security  
Healthcare and social services  
Productive livelihoods  
Resilience to shocks



**EMPLOYMENT**  
Vocational Education & Training  
Occupational Safety & Health  
Fair wages  
Labour rights & standards

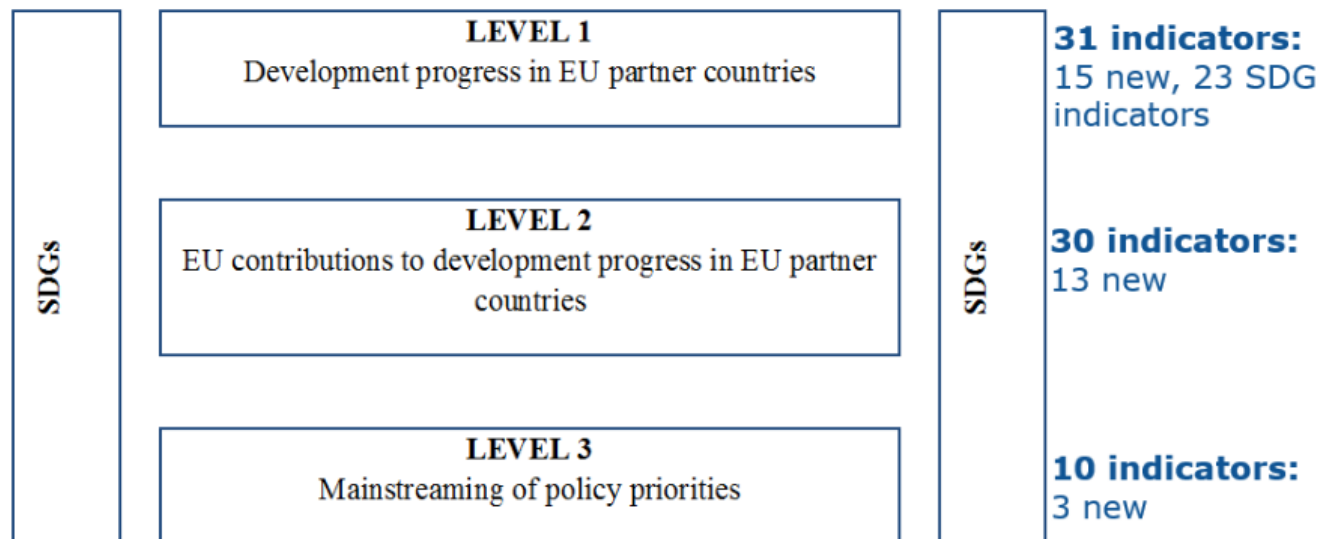


# Assessing and Measuring at corporate level

- - *Corporate results framework of DEVCO (aggregated): EU Results Framework was set up in 2015 responding to the commitment made in the Agenda for Change to strengthen results monitoring and reporting and to enhance accountability, transparency and visibility of EU aid*
- *Revised in 2018 for better alignment to the New Consensus on Development and to SDGs*

# 3 levels of measurement

## Three Tier Structure



# SDG8 Decent work and economic growth – level 2

2.11 - Number of jobs supported/sustained by the EU



2.12 - Number of countries supported by the EU to strengthen investment climate



2.13 - Number of beneficiaries with access to financial services with EU support: a) firms, b) individuals



2.14 - Number of quality schemes adopted by economic operators with EU support



2.15 - Number of people who have benefited from institution or workplace based VET/skills development interventions supported by the EU



# Further measurement for jobs creation

- *Specific clustering of projects*
- *EU Trust Fund: ex post measurement of FTE jobs*
- *European Fund for Sustainable Development EFSD + (Guarantees and Blending): all projects must assess the number of direct and indirect jobs generated by the operation*

## Mainstreaming employment

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graph TD; A[Mainstreaming employment] --> B[Employment as a specific objective (targeting)]; A --> C[Employment as a secondary objective (integrating)]; A --> D[Dialogue on employment];
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Employment as a  
specific objective  
(targeting)

Employment as a  
secondary objective  
(integrating)

Dialogue on  
employment

**Cross-cutting issues: gender and International labour standards**

**Labour market indicators**

# Supporting employment policies

*(employment as a specific objective)*

- *The importance of addressing employment and decent work issues is a joint priority of partner government+EC*
  - **Labour market challenges are at the heart of development, but discrepancy between political ambition and results**
- *Need to consider **job creation** + **measures that improve employability** + **transition into employment** + **Contextual challenges (informality? DW?)***
- ***Projects targeting key elements such as labour statistics, LMIS, ALMP etc...***

# Employment as a priority sector: use budget support

- *A Sustainable Development Goals Contract (SDG-C) can support employment as an important cross sector theme at the highest strategic level as a priority of national development*
- *An employment Sector Reform Performance Contract (employment-SRPC) can focus on policy dialogue and disbursement indicators exclusively on employment issues*

| Sustainable Development Goals Contract (SDG-C)                                                                                                                                                                                                                                                                            | Sector Reform Performance Contract (SRPC)                                                                                                                                                                                                                                                            | State and Resilience Building Contract (SRBC)                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• <b>Supports the implementation of national development policies and strategies, based on fundamental values including human rights</b></li> <li>• <b>Supports the attainment of the SDGs</b></li> <li>• <b>Supports higher-level strategic development objectives</b></li> </ul> | <ul style="list-style-type: none"> <li>• Supports sector reforms and improved service delivery</li> <li>• Supports legislative and regulatory approximation and/or policy convergence processes with the EU</li> <li>• Emphasizes equitable access and quality of public service delivery</li> </ul> | <ul style="list-style-type: none"> <li>• Builds up state and societal resilience in situations of fragility and transition</li> <li>• Supports the improvement of government's financial capability to restore peace and macro-economic stability</li> <li>• Supports vital state functions and delivery of basic services</li> </ul> |

# Potential role of budget support in employment and decent work

- *(i) Promotion of a conducive environment for inclusive growth and job creation through the satisfaction of the four budget support eligibility criteria*
- *(ii) Focus on specific reforms and policy issues that have been identified as essential for job creation and decent work through budget support's linkage to results-based performance indicators*

# Potential role of budget support in employment and decent work (2)

- *(iii) Complementary actions in favour of employment within the budget support operation*
- *(iv) High level strategic dialogue on employment and decent work policies and on specific employment-favourable policy measures*

# Formulation of BS operations

*1) Sector context and issues*

*2) Employment policy framework:*

- *Policy content and its formulation process*
- *Policy coherence*
- *Employment policy monitoring and evaluation mechanisms*
- *Coordination mechanism*

*3) Relevance and credibility of the employment policy*

# Examples

- *Over 2014-2017, the EC provided budget support in the field of employment to seven countries (EC, 2018): Albania , Armenia, Dominican Republic, Georgia, Jordan, New Caledonia and South Africa. Average size = €35.7 M, 4 years.*
- *Important theme for policy dialogue and monitoring in several SDG-Cs, sector and thematic SRPCs (notably in education, vocational training and social protection)*

# Projects to address a specific issue

- *Example: Ship to Shore project : window of opportunity opened by a threat related to sustainable development chapter of EU trade policy*
- *Worked at 4 levels:*
  - - **review of the institutional framework**
  - - **support to labour inspectorates**
  - - **partnership with business**
  - - **support to victims (NGO financing)**

# Integrating employment *(secondary objective)*

- *Inherent linkages between productive sectors and "employment"*
  - **Agriculture →**
  - **Energy →**
  - **Transport →**
  - **Private Sector Development /Trade→**
- *What to look at?*
  - **Quantitative and qualitative assessments of impact on employment**
  - **Labour demand and labour supply: skills mismatch?**
  - **Labour intensity: how to prioritise it? (public procurement?)**
  - **Analysis of decent work deficits**

# Case for integrating employment

- *Where can "employment" factor in EU Operations?*
  - **Need to find the different entry points, which are linked to operational activities**
    - Diagnostics, data and indicators
    - Social dialogue with and participation of different actors in the world of work
    - Design of employment-centric interventions or interventions where employment is a secondary objective (Budget Support and Blending Operations)

# Integrating employment

- *Into budget support operations :*
  - - in specific sectors (transport, energy, agriculture, etc...) : integrate an employment impact assessment, analyse possible decent work deficits
  - - in more general budget support operations, such as « improving the business environment » : ensure the participation of workers' associations, and discussions on the employment framework (labour laws, social dialogue, compliance with labour standards etc)

# The Strengthen project

- *Rwanda: Studies on Agro Processing and Roads sector have been completed and were presented and discussed at a validation workshop in April*
- *Agro-processing: employment effects of increasing exports of key crops*
- *Roads: employment effects of increasing investments in rural roads*
- *Ghana: Studies on the two subsectors selected by ongoing*
- *Employment effects of construction of Social Housing-in depth study of two cocoa processing factories in Ghana*
- *Employment effects of increased cocoa processing- in depth study of two cocoa processing factories in Ghana*

# Integrating employment

- *Into blending operations:*
  - - analyse possible decent work deficits
  - - ask for a reliable employment impact assessment
  - - discuss about different scenario according to their labour intensity

# Technical assistance tools

- TAIEX/Twinning
- SOCIEUX+

## Partnership of **3 countries**

France



Belgium



Spain



Co-funded:



# How does Socieux+ work?

## *Technical cooperation*

- **Quick and demand-driven** - simple requesting procedures and swift mobilisation of expertise;
- **Partner-owned** by focusing their needs and preferences;
- **Tailored and flexible** response and formulation;
- Centred on **peer-to-peer** exchanges;
- Expertise from **public sector**
- **Teams made by 2 experts** from different EU Member States;
- Foster **institutional cooperation**;
- **Short-term** technical assistance

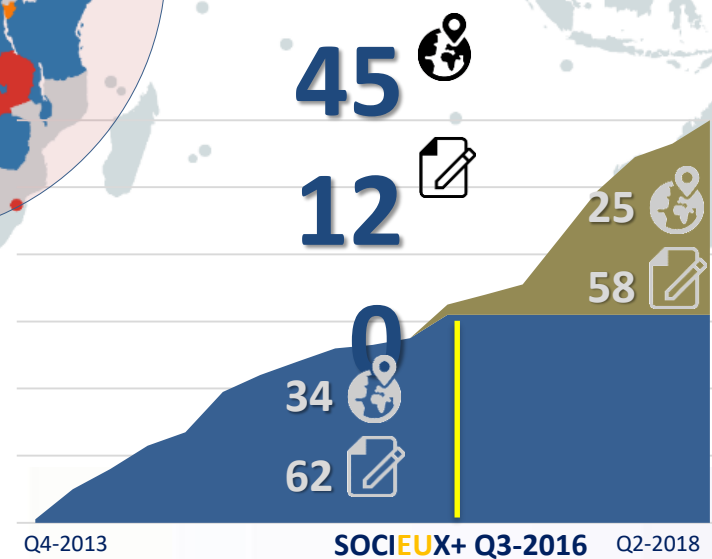
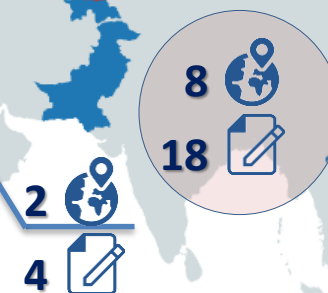
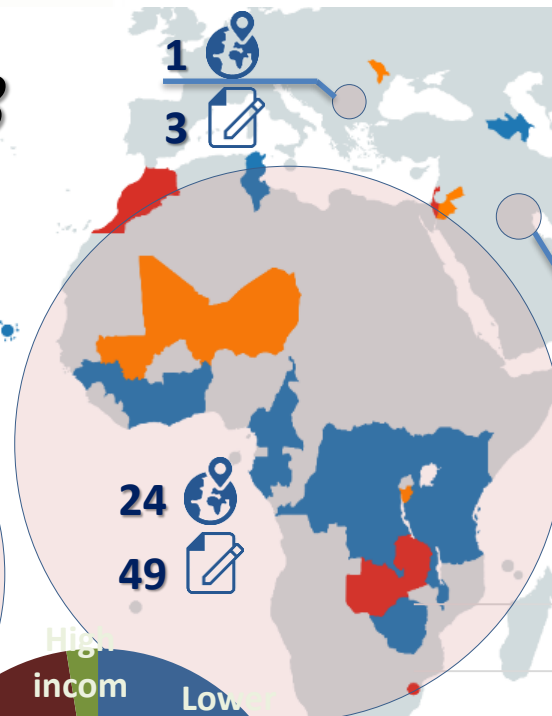
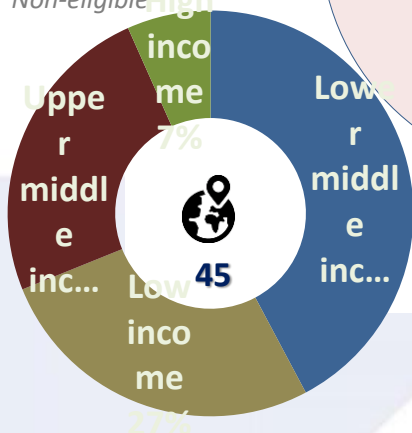


# Requests: 2014-2018

SOCIEUX+ Partner Countries 30

SOCIEUX Partner Countries 26

Rejected/Objected/Non-eligible 6 22



# Examples of Socieux + interventions

|         |            |                                                                                                                                 |                                                                                                           |                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                               |
|---------|------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| 2015-22 | AZERBAIJAN | Support to the Scientific Research and Training Center on Labour and Social Problems                                            | Scientific Research and Training Center on Labour and Social Problems (SRTCLSP)                           | Better equip SRTCLSP to build capacity of institutions in Azerbaijan, disseminate knowledge and to provide qualitative research to support policy-making                                                  | Conduct a peer-to-peer review of the functioning of the SRTCLSP to identify the gaps and define the needs for capacity building                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | X.04.02 - Disability, U.05.01 - Labour Force Survey, A.75.03 - Workers With Disabilities                      |
| 2017-04 | PAKISTAN   | Development of an employability strategy for youth (Linking TVET systems and policies to Labour Market and employment outcomes) | Punjab Social Protection Authority                                                                        | Assist the Punjab Social Protection Authority (PSPA) in the definition of its roadmap and development plan on Employment, TVET issues and especially for strengthening youth employment and qualification | Assessment of labour-market, TVET and social protection policies, strategies and programmes targeting the youth lacking formal education and vocational skills.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | A.20 - Employment, A.00 - Work, A.20.10 - Youth Employment                                                    |
| 2018-13 | CHINA      | Sharing of International Experience for a National PES Reforms                                                                  | Ministry of Human Resources and Social Security                                                           | Chinese National PES Conference aimed at addressing the major issues faced by the MOHRSS with respect to the implementation of efficient employment services.                                             | ? To reinforce knowledge and capacity of key public Chinese officers to support the finalization of the draft employment policy framework.    ? To identify and learn from good practices of European PES experiences;    ? To support the formulation of proposals to the PES in the context of new challenges brought about by the new norm of a lower growth rate for the Chinese economy and the new requirements of Chinese government to provide all-round public services;                                                                                                                                                                                                                                                                                | A.20 - Employment, A.35 - Employment Services                                                                 |
| 2019-07 | GEORGIA    | Labour Standards strengthening                                                                                                  | Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs | Improve labour standards and labour safety and to prevent the violation of the work conditions                                                                                                            | Develop modern research skills in order to provide high quality reports under the different theme    Provide elements of guidance for Georgia to advance its system for better protection and enforcement of labour standards and improved working conditions    Support the establishment of effective supervision and enforcement systems in line with international standards    Help companies establish their own future action plan for sustainable development    Help companies find out their main challenges, weak points and potential risks related to labour standards, occupational health and safety    Transition to modern standards and to ensure dialogue between the state, business sector and all stakeholders as well as European experts | A.40 - Forced Labour, D.25 - Labour Standards, Q.25 - Occupational Safety And Health, B.40 - Work Environment |

# Examples of Socieux + interventions

|         |                 |                                                                            |                                                               |                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                          |
|---------|-----------------|----------------------------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| 2019-19 | KYRGYZ REPUBLIC | Strengthening employment opportunities for people living with disabilities | [The] Union of people with disabilities - RAVENSKO [Equality] | Strengthen employment opportunities for PLWDs through inclusion in higher education and better links between education and employment sector | To analyse the employment situation of persons with disabilities, in relation to their qualifications and the accommodations facilities offered to them    To set-up reliable assessment tools in order to identify potential, shortcomings and limitations of persons with disabilities    To support the development of an information centre to increase labour insertion of people with disabilities    To conduct a study visit to Finland to share experiences and strengthen the capability of employment services of Kyrgyz Republic. | A.20 - Employment, P.20.09 - People living with disabilities (PwD)                                       |
| 2019-21 | THAILAND        | Promotion of Decent Employment for informal workers                        | Department of Labour Protection and Welfare                   | tbc - Informal workers in Thailand enjoy decent employment, legal protection, and access to social protection and other public services      | tbc - Ensure that the DLPW staff increase the capacity to promote decent employment for informal workers throughout Thailand.    tbc - Develop the DLPW's executives and the operational officers' knowledge and experience at the national and the provincial levels    tbc - Strengthen participatory mechanism between the government, the civil society and the local informal workers networks to develop decent employment for informal workers, increase access to the laws, policies and other public services.                       | A.15 - Decent Work, A.20.02 - Informal Employment, N.10 - Labour Administration, C.00 - Labour Relations |

# Supporting Social Dialogue to better mainstream employment

- Social dialogue is a tool to build consensus on a wide range of employment issues
- Can help build national policy frameworks, create an employment-friendly environment in industries, and help address decent work deficits
- Often requires supporting the necessary environment for it to function, including a conducive legal and institutional framework, democratic structures, and trust between the social partners
- Capacity building of legitimate actors is essential