



International  
Labour  
Organization

# BOOSTING YOUTH EMPLOYMENT THROUGH PUBLIC WORKS:WHAT WORKS

## TARGETTING

29-30 June 2015  
Addis Ababa, Ethiopia



# PARADIGM SHIFT



Human Rights

- Workers' right
- Gender equality
- Child & PWDs rights
- Social dialogue
- Community Participation

E.g.,  
Access

- Appraised on Cost recovery basis - often based on time & VOC saving. **Constructed**
- Little Social & env consideration

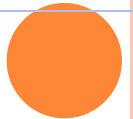
Infrastructure development

Social protection

- Sustainable livelihood-employment
- OSH
- HIV & AIDS
- Social insurance

Environment

- Sustainable use of the environment






## PWP & TARGETING BENEFICIARIES

- Development need not be at the expense of social, environmental and cultural heritage – PWP included
- For PWP this would mean a deliberate & systematic interventions - at all levels of governance structure, i.e., having, among others:
  - Clear policies and strategies
  - Social engagement policy
  - An agreement on the technology to be used - design
  - Mobilization of resources
  - Unambiguous implementation modality including appropriate procurement procedures and CCI.
  - Procedures for the identification and targeting of beneficiaries
  - Implementation and monitoring



A decorative graphic consisting of three overlapping squares (one white, one orange, one red) is positioned in the top left corner. A red line extends from the bottom right corner of the red square towards the title.

# TYPES OF TARGETING

- **Demographic Targeting** - Youth, women, PWDs, landless, school drop outs, IDPs, Migrants, etc.
  - **Geographical targeting** - recruit workers residing in poorer geographical areas regions, proximity to work place,
  - **Community based targeting** - community helps in identifying deserving beneficiaries
  - **Self-targeting** – beneficiaries choose to take up a job (or not) on their own under a given working conditions, i.e., minimum wage, working hours, type of work, possibility for growth, etc.
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