



50<sup>th</sup> Anniversary  
of the Office for the Caribbean

# ILO TRAINING

## BUILDING RESILIENCE THROUGH PUBLIC EMPLOYMENT PROGRAMMES (PEP)

HILTON TRINIDAD AND CONFERENCE CENTRE PORT OF SPAIN 16-20 DECEMBER 2019

### BACKGROUND

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In addition to severe structural damage and economic burdens, natural and man-made disasters have a devastating impact on the labour force and social sector. While a number of long-standing response mechanisms to these crises do exist, the focus of attention is often restricted to life saving matters. Employment-centred recovery from disasters is rarely considered from day one and therefore the full potential of the nexus between humanitarian assistance and long-term human development is not exploited.

A modified approach is needed to ensure a comprehensive and smooth transition from immediate life-saving needs towards sustainable rehabilitation, recovery and longer-term development interventions. New initiatives are needed to build climate resilience while promoting sustainable livelihoods at the same time. Managed well, the transition can become a strong driver of job creation, supporting climate change adaptation and the reallocation of existing jobs, as well as the reduction of inequalities and skills gaps.

Among the major lessons learned from the 2017 natural disasters in the Eastern Caribbean, is that the ILO constituents did not have the necessary tools to execute or actively participate in Post Disaster Needs Assessments (PDNAs) and lacked the capacity to mainstream Decent Work<sup>i</sup> in the national recovery process. Consequently, the opportunity to implement an employment and livelihood-centred recovery response in the aftermath of the widespread devastation caused by Hurricanes Harvey, Irma and Maria was largely missed. The ILO interventions after the crisis also confirmed that there is an urgent need to support capacity strengthening and institutional reform if resilience and employment goals are to be fully realized.

Since then, the Caribbean has embarked on a process to create the world's first climate-resilient region with priority focus on the strengthening of disaster risk management (DRM). However, a holistic approach is needed to ensure that disaster prevention, mitigation, preparedness and recovery also focuses on employment creation, income generation, protection of vulnerable livelihoods and promotion of sustainable local development.

To respond to the needs and challenges outlined above, the ILO Caribbean Office launched a project on Decent Work and Resilience in January 2019, targeting Guyana, Saint Lucia and Dominica, with the goal of strengthening the capacities of Caribbean countries to become more resilient. The project is guided by the ILO's strategy for the implementation of Recommendation No. 205<sup>ii</sup> (i.e. awareness raising and advocacy, policy advice, development cooperation and capacity development, knowledge development and dissemination and international cooperation and partnerships). Additionally, it seeks to ensure that the principles embedded in the ILO "Guidelines for a just transition towards environmentally sustainable economies and societies for all" are fully adopted and implemented at national level.<sup>iii</sup>





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The goals of the ILO's Caribbean Resilience Project are:

- To increase institutional resilience and capacities of ILO constituents to effectively engage in preparedness and recovery mechanisms
- To elevate Decent Work to the national and regional policy level and the role of social partnership in preparedness and recovery
- To facilitate practical application of the ILO's 'Guidelines for a just transition towards environmentally sustainable economies and societies'
- To create sustainable employment and business recovery opportunities under Decent Working conditions, as well as, increased access to livelihood and employability in beneficiary countries.

More specifically, the proposed interventions in each country have as objectives:

- To support quick recovery in the aftermath of disasters focusing on employment creation;
- To introduce policies and programmes focusing on preparedness and planning for livelihood recovery;
- To implement active measures for reducing livelihood vulnerabilities and risks in disaster-prone areas.

Among the planned Outputs of the Project is that the social protection programmes in beneficiary countries are reviewed and recommendations are developed for shock-responsive social protection systems, including emergency employment and income security to develop climate resilience infrastructure through employment-intensive public employment programmes.

## OBJECTIVES AND MODALITIES OF THE TRAINING

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To achieve the abovementioned objectives, the ILO promotes Public Employment Programmes (PEPs) –also termed 'public works programmes'. PEPs are adaptive policy instruments that can create employment, complement social protection provisions and are often part of Active Labour Market Policies. PEPs can restore and protect the productive capacity of lands, build resilient infrastructure capable of addressing climate change and natural disasters through disaster risk reduction, and at the same time, create livelihood and income security for the most vulnerable. Overall, they are a powerful policy tool to ensure an employment-centred recovery from disasters with positive externalities beyond the labour market.

The three key developmental outcomes of PEPs are:

- Employment creation: PEPs are important tools for reducing unemployment and its negative impacts and can be designed to increase productivity. Through the employment offered, they contribute to decent work, they build the capabilities of participants and can target women, youth and vulnerable groups, such as migrants and refugees, for inclusion.
- Social protection: Through the wages paid, PEPs contribute to income security for the working age and their dependants as well as to zero hunger. They may also provide access to social security and health benefits and ensure fair, safe and healthy working conditions.
- Assets and services provision: Through physical and natural assets (e.g. roads, water and sanitation, water and soil conservation) and services (e.g. Early childhood development, care support in communities – and forms of work using digital technology, such as social surveys) PEPs can build economic, social and environmental resilience through the assets created. They provide a vital tool for climate action, implementation of adaptation strategies and can contribute to violence prevention and peace building.





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The objectives of the training are as follows:

- National stakeholders/officials understand how PEPs can contribute to climate change adaptation and become a response to natural disasters;
- Participants become familiarized with several tools for effective public programme design and implementation of PEPs including procurement practices and assessment of employment generation effects (direct, indirect, induced);
- Participants are exposed to contracting methodologies and capacity building approaches for SMEs development and livelihoods;
- Participant learn from several countries' experiences and best practices, and acquire knowledge and innovations of PEPs for sustainable decent work creation;
- National stakeholders/officials become familiar with PEP assessment tools and can identify opportunities for the implementation of PEPs.

The training methodology for this five-day training will be highly participatory (learning by doing) and the content delivered in a practical way (using case studies and examples). The training will combine lectures by experts and practitioners from the ILO and consultants with group work by participants. Interactive facilitation methods will be used in combination with digital learning technologies to facilitate the exchange of knowledge, experiences and good practices. An evaluation questionnaire will be made available at the end of the event to acquire information on participants' satisfaction and suggestions. The provisional programme for the training is in Annex.

## TARGET AUDIENCE

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This training is addressed to senior officials from government ministries and agencies; local and regional authorities, public investment and employment policy advisors, project managers, and donor organizations that are working on or are poised to work on public investment programmes and employment policy and strategy.

Countries invited are Guyana, Dominica, Saint Lucia and Trinidad and Tobago.

<sup>i</sup> Decent work involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men – [Link](#)

<sup>ii</sup> Recommendation No. 205 on Employment and Decent Work for Peace and Resilience Recommendation, 2017 – [Link](#)

<sup>iii</sup> Guidelines for a just transition towards environmentally sustainable economies and societies for all, 2016 – [Link](#)



# Building Resilience through Public Employment Programmes



HILTON TRINIDAD AND CONFERENCE CENTRE, PORT OF SPAIN 16-20 DECEMBER 2019

Time	Monday 16/12	Tuesday 17/12	Wednesday 18/12	Thursday 19/12	Friday 20/12
	<b>SDGs and PEPs: setting the scene</b>	<b>PEPs and Sectoral Approaches</b>	<b>PEPs in practice and Innovations</b>	<b>Design and implementation tools</b>	<b>Participants' takeaways</b>
	<b>8.00 - Registration</b>	<b>RECAP</b>	<b>RECAP</b>	<b>RECAP</b>	<b>Participants joint and individual projects</b>
08:30 – 10:00	<b>Session 1: Getting to know each other</b>  Course overview 10.00 Group photo	<b>Session 5: Delivering development infrastructures</b>	<b>Session 9: Labour market transitions: the link to Active Labour Market Policies</b>	<b>Session 13: Designing for impact: the ISPA framework and tool</b>	<b>Writing my PEP book: How Public Employment Programmes promote sustainable development</b>
10:00 – 10:30			Coffee break		
	<b>Session 2: The role of PEPs in development: supporting SDGs</b>	<b>Session 6: PEPs supporting social policies and services</b>	<b>Session 10: Decent work and labor standards in PEPs</b>	<b>Session 14: Designing and Implementation of effective PEPs: Institutional arrangements (coordination mechanisms)</b>	<b>Presentation of PEP book (sharing 1 or 2 proposals)</b>
10:30 – 12:00	PEPs and the Future of Work  <b>Group work</b> <i>A reality check on PEP objectives and contribution to development strategies</i>	<b>Group work: PEPs and social challenges</b>	<b>Group work: spectrum lines</b>	<b>Stakeholders analysis - Decentralization/centralization</b>	
12:00 – 13:00			Lunch		
	<b>From concepts to practice:</b>	<b>Session 7: PEPs - contribution to peacebuilding and resilience</b>	<b>Session 11: Employment guarantees or Universal Basic Income?</b>	<b>Session 15: PEPs - Effective targeting: gender, youth, disabled</b>	<b>Wrap up:</b>
13:00 – 14:30	<b>Session 3: PEPs in practices: strategies, innovations, examples</b> Country case studies	ILO Recommendation 205	PEPs and the debate on the future of work and of social protection <b>Debate on the right to work</b>	<b>Group work</b>	<i>What would you do differently or better?</i>
14:30 – 15:00			Coffee break		<b>Course Evaluation</b>
	<b>Group work</b> Mapping exercise (per PEP objectives and per SDGs)	<b>Session 8: PEPs, the environment and climate action</b>	<b>Session 12: Community-driven models and participatory approaches: how to include communities in PEP programme - review of tools</b>	<b>Session 16: Innovative use of appropriate technologies in PEPs: Monitoring and evaluation</b>	<b>Presentation of Certificates</b>
15:00 -16:30	<b>Session 4: Building the case for PEP funding: How PEPs are funded fiscal issues and funding instruments</b> <b>Day Take Away</b>	<b>Group work: designing a PEP to address disaster risk resilience</b>  <b>Day Take Away</b>	<b>Day Take Away</b>	<b>Day Take Away</b>	
	<b>Individual or joint project around country experiences</b>	<b>Participants joint project proposals (4 groups: Dominica, Guyana, Saint Lucia, Trinidad and Tobago): 1) PEP or EGs or 2) PIP</b>			

