

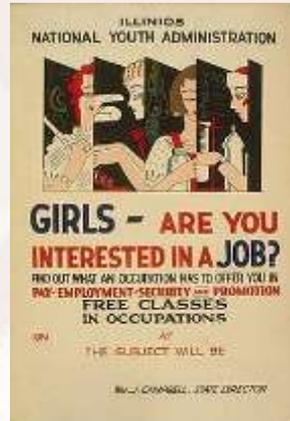
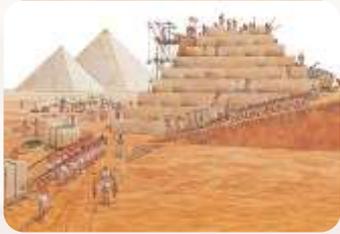


**Sustainability in PWPs, Doha
Evidence Symposium**
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PWPs in History

What has changed

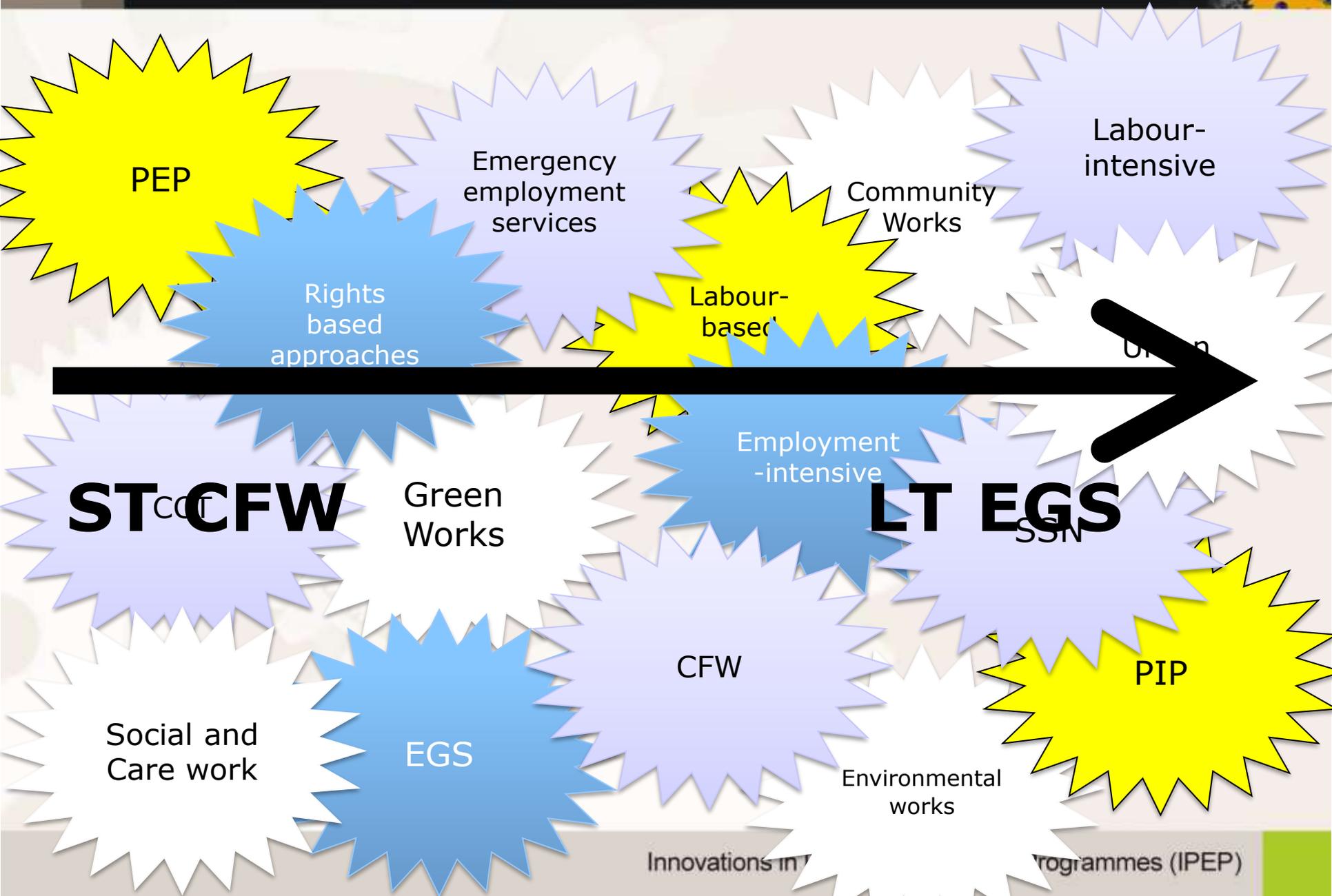


- Slave, forced and compulsory prison labour
- Discrimination and unequal pay



- International Labour Conventions
- Role of women and equal wages
- Technology and capital intensive equipment
- Attitudes: towards wars, inequality, poverty, decent work and sustainable development
- World more interconnected and volatile
- But need for large scale employment remains

What do we mean by PWP?



PEP/PWPs are often defined by multiple objectives and theoretical underpinnings :

- Community empowerment
- Employment (for participants)
- Income security (for participants)
- Public and/or social goods, services, assets
- Rehabilitation and protection of environment in response to crises (natural or man-made disasters, post-conflict and climate change adaptation)
 1. How do these outputs contribute to different objectives?
 2. How can be PEP/PWP be designed to maximize this contribution?



The starting point has important impact on the form the programme ultimately takes

Sustainability in PWWs?

ST CFW

Community empowerment

Local resource-based

LT EGS

Asset management and maintenance

Training for skills and employability

The Goal

Social (working conditions, labour practices, wages)

Ethical (OSH, forced and child labour, accident insurance)

Environmental (NRM and rehab)

Youth employment through PEP/PWPs



- PEP/PWP not a new instrument;
- They can be of a temporary or on-going nature, but offering skills and vocational training.



- How to better integrate youth into PEPs in the design:
 - Timing and duration;
 - Wage setting;
 - Make LI infrastructure development “youth friendly”;
 - Youth assessment or youth audit to be carried out;
 - Integrate age and gender into employment impact assessments;
 - Support structure for LB contracting enterprises for youth.

Youth Employment for Sustainable Development in Kenya – likelihood of impact and sustainability

BOX 1: Sample Verbal Quotes

“YESD is an excellent project which is going to benefit us as aspiring youth entrepreneurs and the country as whole. This is because it is going to open employment opportunities for us as the youth...**Using the knowledge we have acquired, we can now help ourselves by way of income earning, from infrastructure development related enterprises.** At the same time, the technology will provide other members of the local community with opportunities to earn incomes by way of providing labour and local materials towards the development of what I consider as the much needed cost-effective and local material-based infrastructure in our area. This will also support infrastructure development and environmental improvement agenda of our local communities and the government. We need to roll out project activities to more areas in Kenya. **I am sure it would greatly help in fighting the problem of youth unemployment and develop our infrastructure and spur the growth of our economy.**”
...Cobblestone Technology Trainee (KIHBT-Ngong)

The project is viable and has **immense potential for long term benefits in terms of youth employment, use of cheap-local materials and development of our infrastructure-especially rural access roads and pathways.** We hope that there will be a second, longer term and nationwide phase to ensure realization of anticipated impact...*KIHBT Representative (Nairobi)*

- Project’s use of participatory processes- fostered ownership and institutionalization;
- Enhanced capacity, and collaboration;
- 750 youth from across 70 SME received training on cobblestone paving and road maintenance;
- 70 youth groups / SME received business training;
- Created 67,150 PDs of employment, ...

Expanded Public Works Programme

South Africa unemployment rates

- 25.26% average(2000-13)
- Youth 52.5% ♀ and 44.5% ♂
- 40% jobs lost in 2008-10
- < 25 = 50% unemployed
- 2007 = 72% (15-30) never held a job



EPWP

- Launched in 2004, Phase 3 to start 1 April 2014
- 4 sectors (infrastructure, non-state, environment & culture, social)
- **Phase 1** (2004/5-2008/9) created **1m** work opportunities a year ahead of schedule.
- **Phase 2** (2009/10-2013/14) has target of creating **4.5m** work opportunities. Current targets 55% women, 40% youth, 2% persons with disabilities
- **Phase 3** (2014/15-2018/19) has target of **7.5m** work opportunities

Expanded Public Works Programme

Achievements

- Average HH income increased
- 78% improved quality of life.
- Debt decreased by 8%, savings increased by 7%
- 27% found employment
- 72% gained work experience
- 21% reported increased skills
- 60% women and 50% youth

- **Cabinet approved the establishment of the Presidential Public Employment Coordinating Commission**



Public art



Restoring dignity through care work



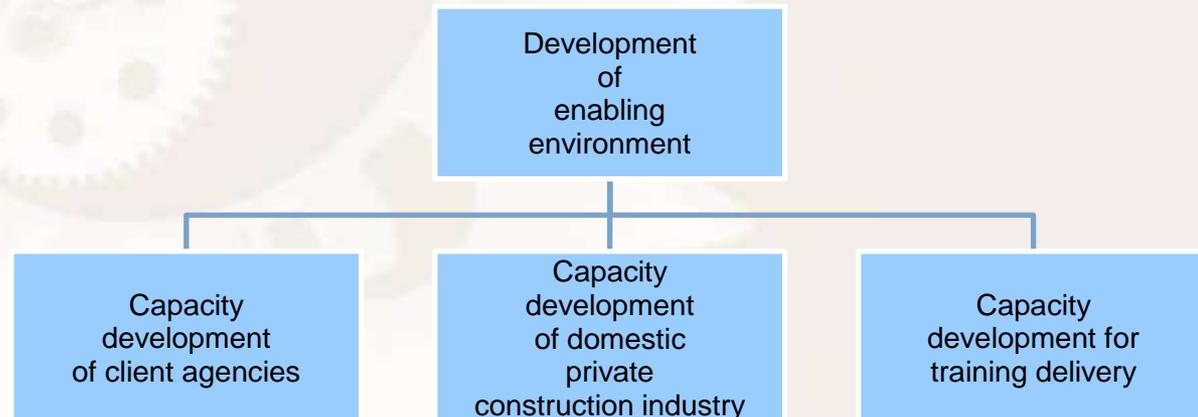
Early Childhood Development



Food security

Training for Skills and Employability: ILO Contractor Tracer Study

- Carried out 2008-2010
- 11 countries:
 - West Africa: Ghana
 - East Africa: Kenya, Uganda, Tanzania
 - Southern Africa: Lesotho, South Africa, Zambia, Madagascar,
 - Asia: Cambodia, Indonesia (Aceh and Nias)
 - C. America: Nicaragua
- Methodical approach using standard indicators and surveys focusing on



Training for Skills and Employability: ILO Contractor Tracer Study

- Objectives:
 - Comparison of the approaches used in capacitating local contractors and the achieved results
 - Was an enabling environment established for institutions to manage infrastructure development and utilise the capacity of the local private sector?
 - What was the success of developed contractors/consultants beyond the project frame and the open market?
 - Employability of the trained personnel?
 - Reasons for success and/or failure and the lessons learnt

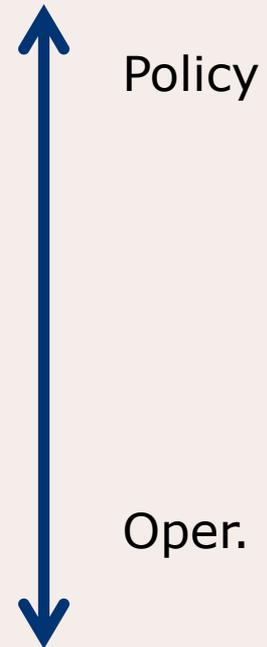
Training for Skills and Employability: ILO Contractor Tracer Study: Findings

- Significant number of emerging and small-scale contractors given chance to be trained for construction market.
- Recognisable short-term employment opportunities created and chance given to poor to invest their earnings.
- Projects successful during their project time frame, however enabling conditions are still not sufficiently conducive to allow the domestic contractors to prosper and further develop.
- LB policies are not supported by effective implementation strategies . Synergies between LB policies and construction sector development policies are not established, leading to LB approach not sustained.
- Limited research and dissemination capacity for development of the technology. Need to integrate with training and educational institutions.
- Well-defined LB work methods and use of trained SMEs have demonstrated that **productivity can be raised** and controlled and **good working conditions can be effectively integrated into contracting conditions and procedures.**

Training for Skills and Employability:

ILO Contractor Tracer Study: Policy Implications

- Creating an enabling environment
- Securing stable and predictable budget
- Respecting national policies
- Dealing with corruption and collusive practices
- Enhance local government capacity
- Institutionalize training
- Sector-wide skills development
- Knowledge dissemination



References: Guidebook for *Designing Innovative Public Employment Programmes*



- Global S-S training since 2010 at ITC/Turin
- Regional and country-level training
- 21 modular approach
 - CFW to EGS
 - Youth employment
 - Green Works
 - Urban Works, ...
- For decision makers and practitioners, linking policy to practice

The Way Forward

- 1. Reinforcing national PEP/PWPs.** Put joint effort towards supporting existing national schemes to increase sustainability
 - To ensure continuity in funding;
 - To offer stable and predictable jobs;
 - To link these with other existing national programmes;
 - To be able to scale up and down as needed.
- 2. Supporting convergence.** Convergence and synergies between ministries, funding sources, technical areas
 - (e.g. planning, employment, public works, environment, social development, DRR, CCA, etc...)
- 3. Continuing to build local capacity.** Use national skills development schemes to promote LB methodologies, to strengthen local institutions and national capacity building.
- 4. Enhancing collaboration.** Strengthen joint collaboration between agencies and development partners to work further on shared indicators, etc.

References:

Social Protection Assessment (SPA)

SPIAC-B: Interagency coordination mechanism - composed of representatives of international organizations and bilateral institutions - to enhance global coordination and advocacy on social protection issues and to coordinate international cooperation in country demand-driven actions.

SPA: Interagency Social Protection Assessment shared tool and common methodology for assessments

- Country Diagnostic Instrument (CODI)
- **Public Works Instrument**
- Identification

Social protection inter-agency
cooperation board

Reference material

- **Experience with SME development:** *Experiences and approaches used in capacity development for contracting using emerging contractors applying labour-based approaches with a focus on productivity and working conditions, ILO, submitted for publication.*
- **Towards the right to work: A guidebook for designing innovative public employment programmes,** ILO, 2013.
ISBN 978-92-2-126771
- **Towards acceptable wages for public employment programmes: A guide for conducting studies for wage setting and estimating labour supply response,** No.150, ILO, 2013.
http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_158483/lang--en/index.htm
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