



ILO
EMPLOYMENT-INTENSIVE
INVESTMENT PROGRAMME

**INNOVATIONS IN
PUBLIC EMPLOYMENT PROGRAMMES**

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Overview of presentation

- Brief introduction of EIIP
- Three case studies (video)
- Main features & innovations
- Collaboration between agencies



Brief on EIP - The Employment-Intensive Investment Programme

1. LIW in Regular Public Investment Programmes (PIP)	2. LIW in Public Employment Programmes (PEP: PWP – EGS)
<p>Sectoral investments</p> <p>Main objective: Infrastructure development to support social and economic development</p> <p>Secondary objective: Employment creation + private sector development</p> <p>Tools: Ex-ante employment impact assessments: Input-output models, DySAM etc.</p>	<p>Multi-sectoral investments</p> <p>Main objective: employment creation – income support to reduce vulnerability of poor strata of population</p> <p>Secondary objective: local infrastructure development</p> <p>Tools: Ex-post impact assessments (targeting, impact on beneficiaries)</p>

Increase job opportunities opportunities  **labour-intensive growth path**
Capacity building
Monitoring and Evaluation



Public Employment Programmes from PWP to EGS

- Renewed interest in public works programmes and employment guarantee schemes in many countries, impetus coming from:
 - **NREGA:** National Rural Employment Guarantee Scheme in India
 - **EPWP:** Expanded Public Works Programme (EPWP) in South Africa
 - **PSNP:** Productive Safety Net Programme (PSNP) in Ethiopia



video



Rationale and scale

- National Rural **Employment** Guarantee Act
 - **Rationale:** providing wage employment opportunities in rural areas (policy of inclusive growth);
 - **Scale:** Programme and budget need to grow and shrink with demands for employment of rights holders (52.6 millions HH in 2009/10)
- Expanded **Public Works** Programme
 - **Rationale:** draw unemployed in productive work + skills
 - **Scale:** Programme size based on investment requirements to address “backlogs” (Infrastructure and service deficits), not employment or social needs (570,000 job opportunities in 2008/09)
- Productive **Safety Net** Programme
 - **Rationale:** Smoothen household consumption – to bridge production deficits in chronically food insecure farming households
 - **Scale:** Aims to cover all chronically food insecure, no more no less (8 millions people in 2009)



Innovations at policy level (decent work)

- ◎ Policy innovation that has changed the paradigm in NREGA
 - Legal guarantee
 - Rights based approach
- ◎ EPWP
 - 22/10/2010 Basic conditions of Employment Act, 1997 – Ministerial Determination 4 establishing the conditions of employment in EPWP
- ◎ PSNP
 - Charter of rights and responsibilities when you are issued with a client card



CHARTER OF RIGHTS AND RESPONSIBILITIES

RIGHTS

- ~ If you have been selected as a PSNP beneficiary you must be issued with a Client Card free of charge.
- ~ You have the right to receive your transfer on time. You should receive your transfer no later than 45 days after the month to which the payment relates.
- ~ You have the right to receive your full transfer. You will be informed of the transfer rates at the beginning of the year. No one should deduct any money for any reason from your transfer.
- ~ If you are more than four months pregnant, in your first 10 months breastfeeding your child, or weakened through age, illness or disability you should not participate in public works. If your status changes in the course of the year due to sickness or pregnancy, you have the right to shift between public works and direct support.
- ~ Your household should not provide more than five days of labour per household member per month. Furthermore, no one person should work for more than 20 days a month.
- ~ You have the right to appeal if you have been incorrectly excluded or have not been categorised correctly as direct support or public works.
- ~ You have the right to know the criteria for graduation and to remain in the programme if you do not meet these criteria.

RESPONSIBILITIES

- ~ You must provide accurate and complete information to targeting committees.
- ~ Households with able bodied members must provide labour for public works and be committed to complete works to an acceptable standard.
- ~ You must not send a child under 16 to contribute their labour to public works
- ~ You must present your Client Card at the transfer site to record the receipt of payment.
- ~ Should you lose your card you must report its loss immediately to the Kebele Administration.
- ~ You have a responsibility to build your assets and work towards graduation
- ~ You must report any abuses of these rights whether affecting yourself or your neighbour to the Kebele Appeal Committee. If you are not satisfied with the response you may pursue your complaint up to the Woreda Council.

Workers' Rights (NREGA)

Self targeting

- No pre-requisite skill .
- Only local residence
- Adult members of a rural household willing to do unskilled manual work
- Register at the local Gram Panchayat



Innovations in work activities

- ◎ Menu of traditional PWP has expanded
 - **ENVIRONMENT:** National resource generation (climate change adaptation - NAPA)
 - **SOCIAL SERVICES:** home-based care services (EPWP, CWP in South Africa)



Plantations & bunding: Kerala, India



Anti-erosion ditches: Gonaïves, Haïti

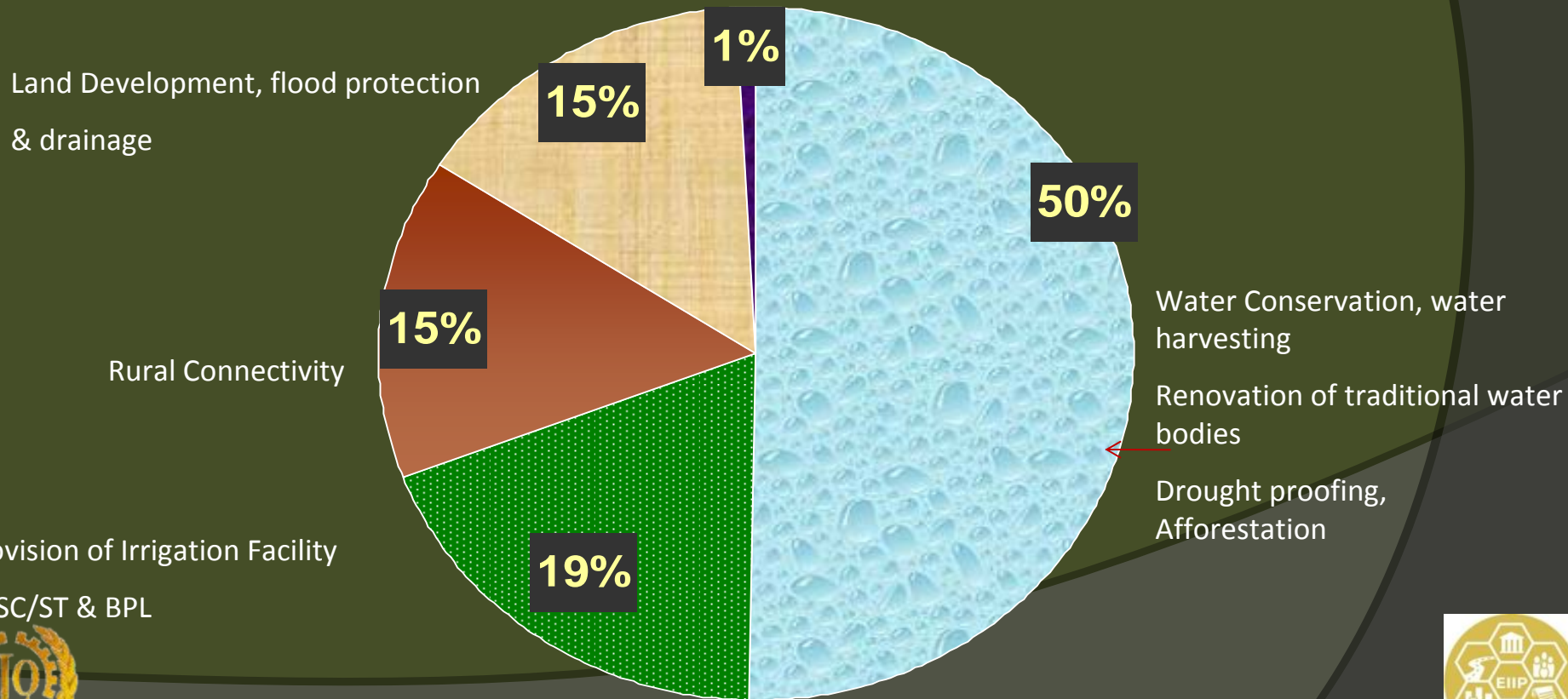


Establishment of nurseries, PSNP,
Ethiopia



Natural Resource Regeneration in NREGA

Water tables getting recharged
Improvement in land productivity



Innovations in implementation

- **Registry**: recruitment done by programme, not by projects so that programme can better manage demand for work
- **PEP & CT**: PSNP distinguishes between households that are able to provide labour and those who are not.
- **Payment system**: Mobile phone payment systems, using local banks and post offices for payment
- **Auditing**: Involvement of communities in auditing, controlling corruption, ability for feedback from bottom. Appeal mechanisms
- **Management**: ICT solutions (biometric device, GIS)





Wage payment through post office , local banks and other devices

Bio-metric enabled hand-held device for real-time transactions by workers



Inter-agency collaboration in PEPs

◎ Project level

- **Kenya KYEP** (WB/ILO): review of KKV, concept LI component + institutional framework, preparation OM.
- **Ghana SOP** (WB/ILO/FAO): : concept LI and capacity building components (productive investments)
- **Togo** (PDC-HIMO component) (WB/ILO): design of LI component, institutional framework.
- **Cambodia** (WB/ILO/WFP/ADB): review of PWP, wage study, inputs to the NSSP
- Inputs to PEP in Sierra Leone (ILO/UNDP), Nepal and Laos (ILO/WB), Mexico (EGS) UNDP/ILO

◎ Research: India, Brazil (IPC/UNDP/ILO), South Africa



Interagency collaboration

- ◎ Capacity building/knowledge sharing
 - A new ILO Course for policy makers and planners on “Innovations in Public Employment Programmes”:
 - Spectrum of options from short term public works to employment guarantees
 - Modular course providing policy insights and practical tools (design, implementation and M&E)
 - Validation workshop: ITC Torino 24 – 28 May with participation of other development partners (UNDP/WB)
 - First international open course on IPEP (15-19 Nov, 2010)
 - WB Arusha knowledge sharing event June 14-18
 - Toolkit for PWP (inputs from ILO)
- ◎ Policy level (policy paper UNDP & ILO)



IPEP International Course ITC/ILO 2010

Participants comments

“A very useful training for countries confronted with unemployment problems”

“It was very informative”

“All aspects of the training experience were of excellent quality”

“I will apply what learned in contributing to the ongoing policy discussion on public employment programmes taking place in my country”

“The course will help me designing a new PEP in my country”

“Great course! We have created a community and we can interact with each other from now on”



New developments on IPEP

- Capacity building
 - Regional courses in India (March 2011) and South Africa (November 2011)
 - Open course at ILO ITC in September 2011
 - Option of running this course in MDG Acceleration countries (UNDP / ILO Technical Joint Meeting)
- Guidelines for wage setting and labour supply studies in PEP (under preparation). ILO initiative.
- Joint backstopping (WB/ILO) of a selected number of newly launched PEPs (Kenya, Ghana,)
- Preparation of new PWP/EGSs (Guinea, Honduras, Pakistan, Philippines ...)



Key Questions

- What are the economic and social returns of this type of programmes?
- Should such schemes remain (scalable) safety nets or try to attain other development objectives (for example: skills development as exit strategy for participants)?
- How to overcome the challenges of rolling out such programmes in LIC?



Thank you !

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