



Innovations in Public Employment Programmes

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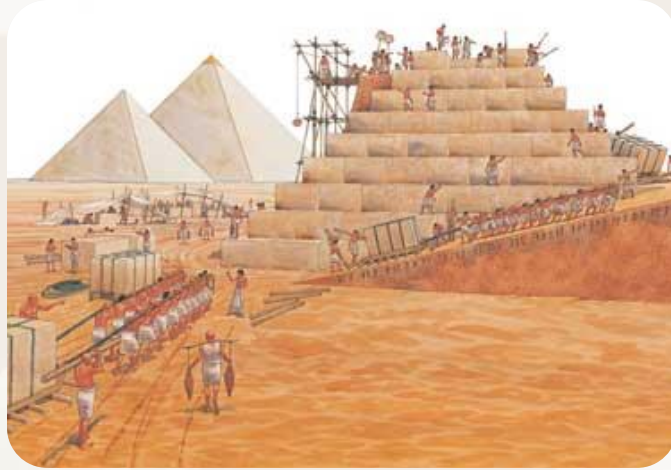


International Labour Organization



International Training Centre

PEPs in History



What has changed

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

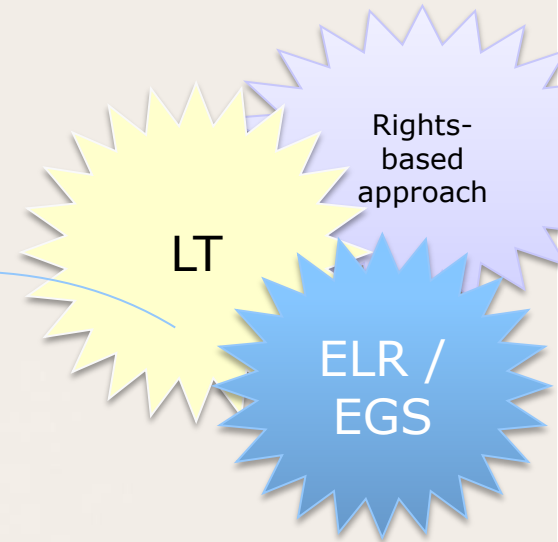


- International Labour Conventions
- Role of women and equal wages
- Capital intensive equipment
- Attitudes: towards wars, inequality, poverty and decent work
- World more interconnected and volatile
- But need for large scale employment remains

Spectrum of Public Employment Programmes:

Challenges in differences:

- Definitions from Perspectives
- Sources of funds
- Multiple objectives
- Design features



PEPs are often defined by multiple objectives and theoretical underpinnings :

- **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 Social Protection?**
 2. **How can be PEP be designed to maximize this contribution?**



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

“Context breeds hybrids” Platypus

(Real Animal
from Australia)

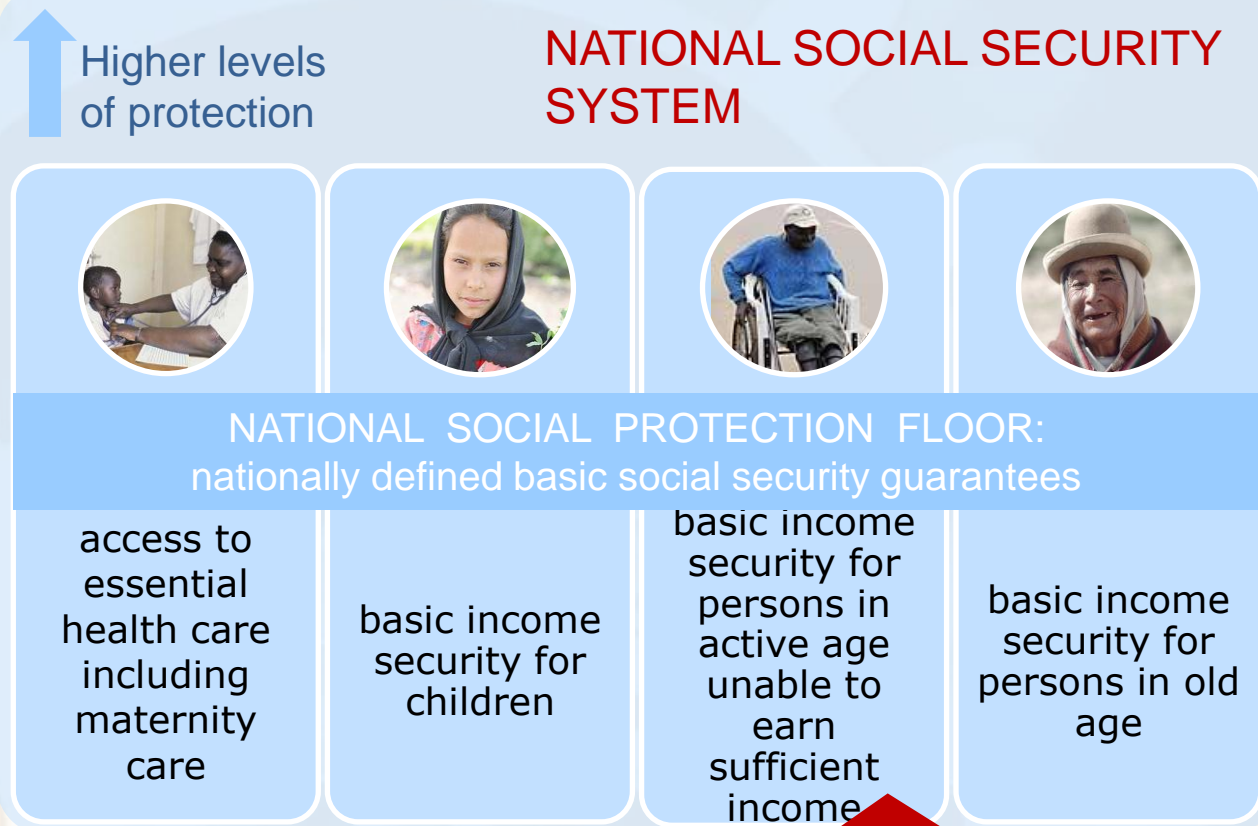


The bizarre appearance of this egg-laying, venomous, duck-billed, beaver-tailed, otter-footed breastfeeding animal baffled European naturalists when they first encountered it, with some considering it an elaborate fraud



	Social Protection	Employment	Delivery of Infrastructure, Services
Macro Objective	Provide security and Protect vulnerable groups against shocks	Reduce Un- and underemployment/ Full employment	Contribute to national/local growth
Intermediate Objective	Provide a minimum transfer or income security to those defined as in need	Mobilize surplus labour for productive activities	Public investment in infrastructure or delivery of services
Mechanism	Provide minimum level of income	Create employment as required	Improve connectivity and access through infrastructure or services through labour intensive methods
Operational Focus	Guarantee Income	Create work	Create assets and services

Contribution of PEPs to SPF



KEY PRINCIPLES:

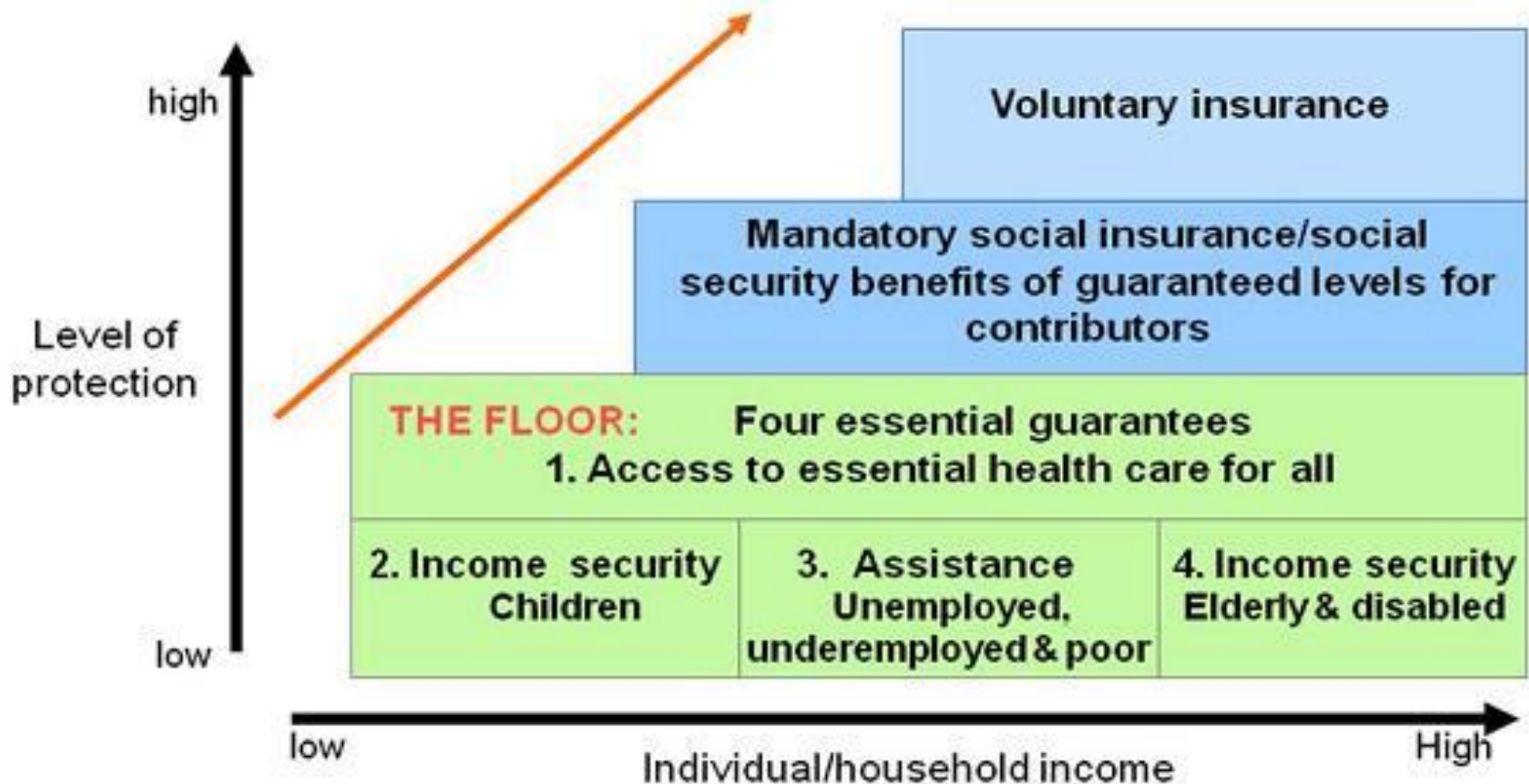
- Universality of protection, based on social solidarity
- Progressive realization
- Adequacy and predictability of benefits
- Entitlements to benefits prescribed by national law
- Non-discrimination, gender equality, responsiveness to special needs
- Respect for rights and dignity
- Transparent, accountable and sound financial management and administration
- Financial, fiscal and economic sustainability
- Coherence with social, economic and employment policy

can be achieved through different means, including through employment guarantee and other public employment schemes



ILO Social Protection Floors Recommendation,
adopted by the International Labour Conference, 2012

The social protection staircase



PEP: One policy option to address particular risks experienced by working age population

■ Life cycle

- Before working years
- During working years ← PEP
- After working years

■ Risks/events

- Poverty ← PEP
- Unemployment, underemployment, non remunerative employment, ... } ← PEP
- Maternity
- Disability
- Sickness
-



Comparative advantages and weaknesses PEPs in SP policies

Advantages

- Public and political acceptance
- Contribution to setting labour rights
- Ability to reach poor and informal economy workers: good possibility to use self-targeting (low cost, effective)

- **Delivery challenges:** to be effective require good institutional and administrative capacities (planning, execution, supervision, etc.)
- **Affordability/costs:** High variability according to features (short term programmes, employment guarantee, etc.)

Weaknesses

- Multiplicity of objectives: comparative advantage in theory but potential trade-off between objectives in practice
- **See below**
- **Adequacy of protection of beneficiaries:** strongly influenced by design and implementation, limited effect on long-term economic and inclusion of beneficiaries (link with other policies)

Key design issues

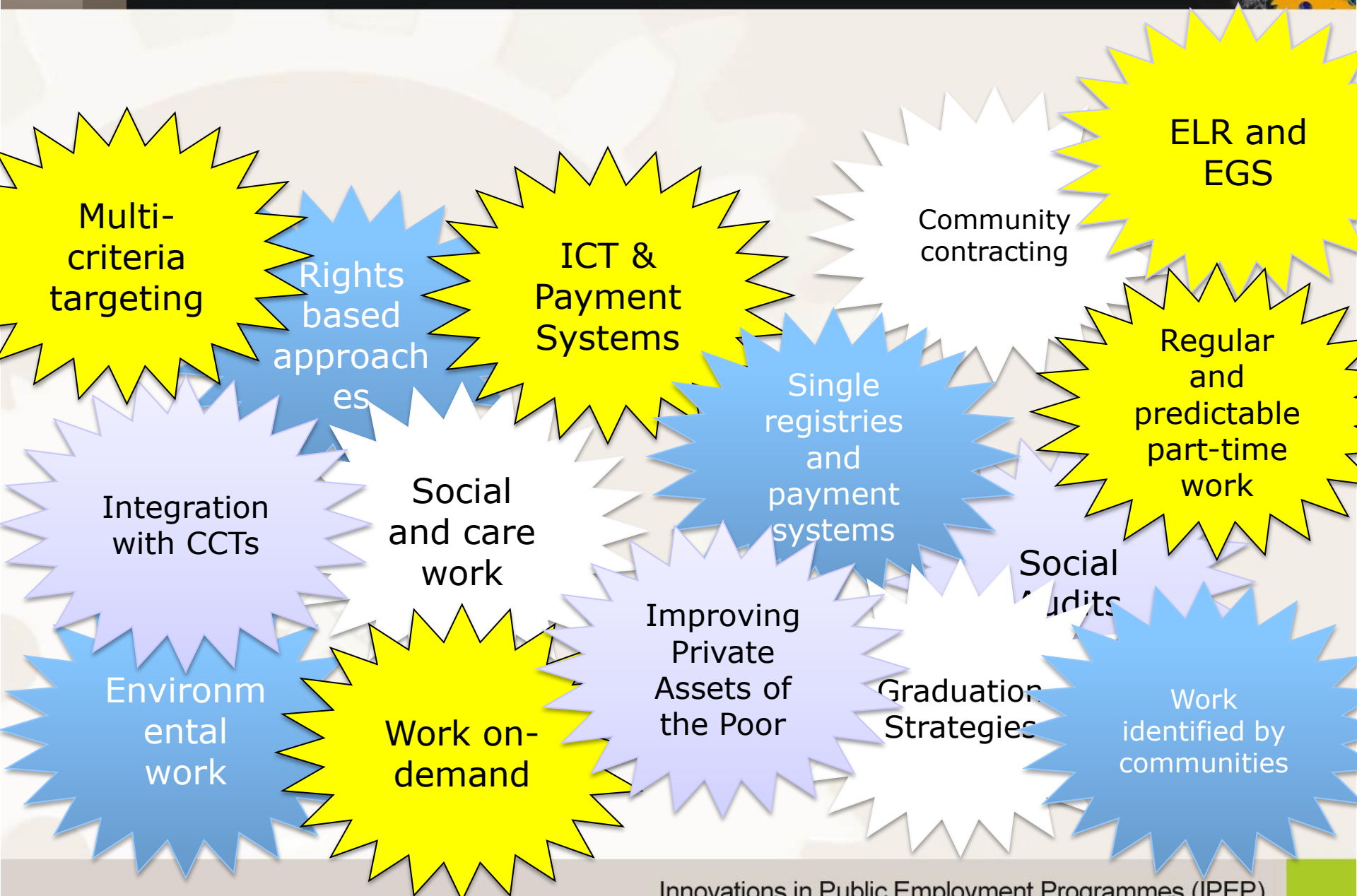
- **Universality and coverage** - Providing regular and predictable work - Guarantee a minimum of WD (income)
- Providing **minimum income support** to the working population
- **Targeting:** use of a combination of targeting mechanisms (working age, households, poor, vulnerable, unemployed)
- Promote specific **conditions of work** (DW, flexible working hours, special crèche facilities)
- **Wage rates**, poverty lines, minimum income levels, opportunity costs and net wage gain
- **Social auditing & complaints mechanisms** to ensure accountability
- Maximizing employment content of sectoral investments
- Useful and productive works
- **Access to** basic services and needs
- **Disaster risk management** and **climate proofing** infrastructure
- **Quality** of assets, services and maintenance
- **Employability** – beneficiaries, workers and enterprises
- Transparent and comprehensive **employment impact assessments**



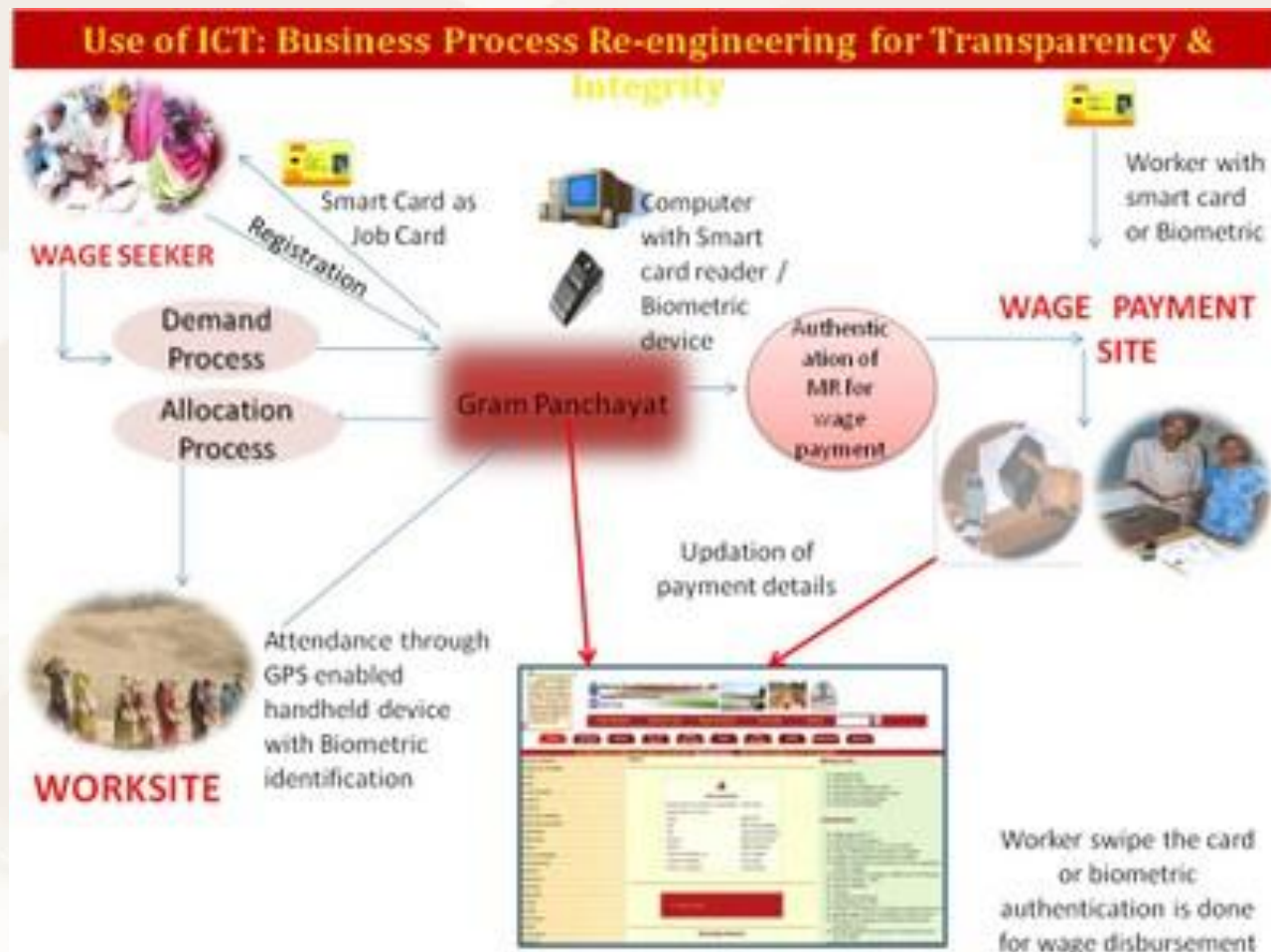


Programme	Expenditure (millions USD) for given year	Expenditure as % of GDP	Nr of work opportunities	Work opportunities as % of Labour force
NREGA (India 09/10)	7 587	0.46%	52.6 million	9.7%
PSNP (Ethiopia 08/09)	360	1.2%	1.5 million	4.8%
EPWP (South Africa 09/010)	3 952	1.1%	643 000	2.8%
KKV (Kenya 09)	43	0.12%	300 000	
CfWTEP (Liberia 09)	1.5	0.17%	8 500	0.8%*
Jefes (Argentina 2003)	3 056	0.9%	2 210 000	13.0%
Kosovo 2010 (projected)	3	0.1%	5 000	0.6%
FAIMO (Cape Verde)	10.8 (1998), 19.7 (1992)	Between 2% (1998) and 5% (1992)	15 000 to 20 000	11.5% (2000)

Innovations and Synergies



Innovations in ICT



Job Card

National Rural Employment Guarantee Scheme

Job Card No : 29-12-021-003-001/2 Family-Id : 2
Head of the Household : **Kalimuthu**
Category : **LR Beneficiary**
D.O.B : 02/12/2005
Address : 3/48, Thirupanchagam
Village : ANTHAKUDI
Panchayat : ANTHAKUDI
Block : Kilvelur
District : NAGAPATTINAM(TAMIL NADU)



Details of the applicant of the Household willing to

S.No.	Applicant Name	Age	Sex
1	Kalimuthu	48	M

Signature/Thumb
impression of
applicants

Seal & Signature of
Registering Authority

Job Slip

National Rural Employment Guarantee Scheme

Job Card No :	29-12-021-003-001/2
Family-Id :	2
Applicant Name :	Kalimuthu
Head of Household :	Kalimuthu
Age :	48
Sex :	Male
Address :	3/48, Thirupanchagam
Village :	ANTHAKUDI
Panchayat :	ANTHAKUDI
Block :	Kilvelur
District :	NAGAPATTINAM(TAMIL NADU)

Work Demand Record

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S.No	Applicant Name	Application Submission Date	Date from which employment is needed	No. of Days
1	Kalimuthu	20/12/2005	20/12/2005	13

Details of Employment Provided

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S.No	Month & Year	Employee Name	No of Days and Date for which Employment Provided			Details of Work	Muster Roll Number by which wages paid	Signature of Authorised Officers
			Date From	Date To	No. of Days			
1	Dec,2005	Kalimuthu	21/12/2005	31/12/2005	11	Rural road(RC03/1)	2	

Muster Roll could be accessed by anyone

NREGA

Govt. of India
Ministry of Rural Development
Department of Rural Development

National Rural Employment Guarantee Act (NREGA)

30 January 2006

Muster Roll

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State : BIHAR	District : GOPALGANJ	Block : GOPALGANJ	Panchayat : BARAI PATTI
Financial Year : 2005-2006	Works : RC02/5	MSR No--Date from--Date to : 1-14/01/2006-29/01/2006	

Muster Roll No : 1	Date form : 14/01/2006	Date To : 29/01/2006
Work Code : RC02/5	Activity Name : road	Financial Sanction No : 1/2006 Sanction Date :01/01/2006

Sl No.	Name /Reg No	Caste	Village	Skilled/ Unskilled/ Semi Skilled/ Phy. Handi	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total Att.	Wage Per Day	Amt Due Acc to Att.	Amt Due Acc to Mea	Travel & Living Exp.	Total Cash payment	A/C No.	Sign./ Thumb Impression
1	Jitendra BH-11-007-001-001/1	IAY Beneficiary	BARAI PATTI	UnSkilled	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	15	80	1200	0	0	1200		
				Daily Attendance	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1								

Number of labors				Attendance Taken by (Signature)	Total due Amount (According to work)		
Men	Women	Total	Cash		1200	Total man days	15
SC		0	Average Per labour		1200		
ST		0					
LR Beneficiary		0	Checking Done by (Signature)				
IAY Beneficiary	1						

Types of workers		Employment Generated in days		
No. of Skilled Workers	0	Previous week	Present Week	Total
No. of Unskilled Workers	1	SC	0	0
No. of Semi Skilled Workers	0	ST	0	0
No. of Physically Handicapped	0	LR Beneficiary	0	0
		IAY Beneficiary	7	8
				15

Innovations (India)



CWP(South Africa)





Better access and security (Nias, Indonesia)

Before



After

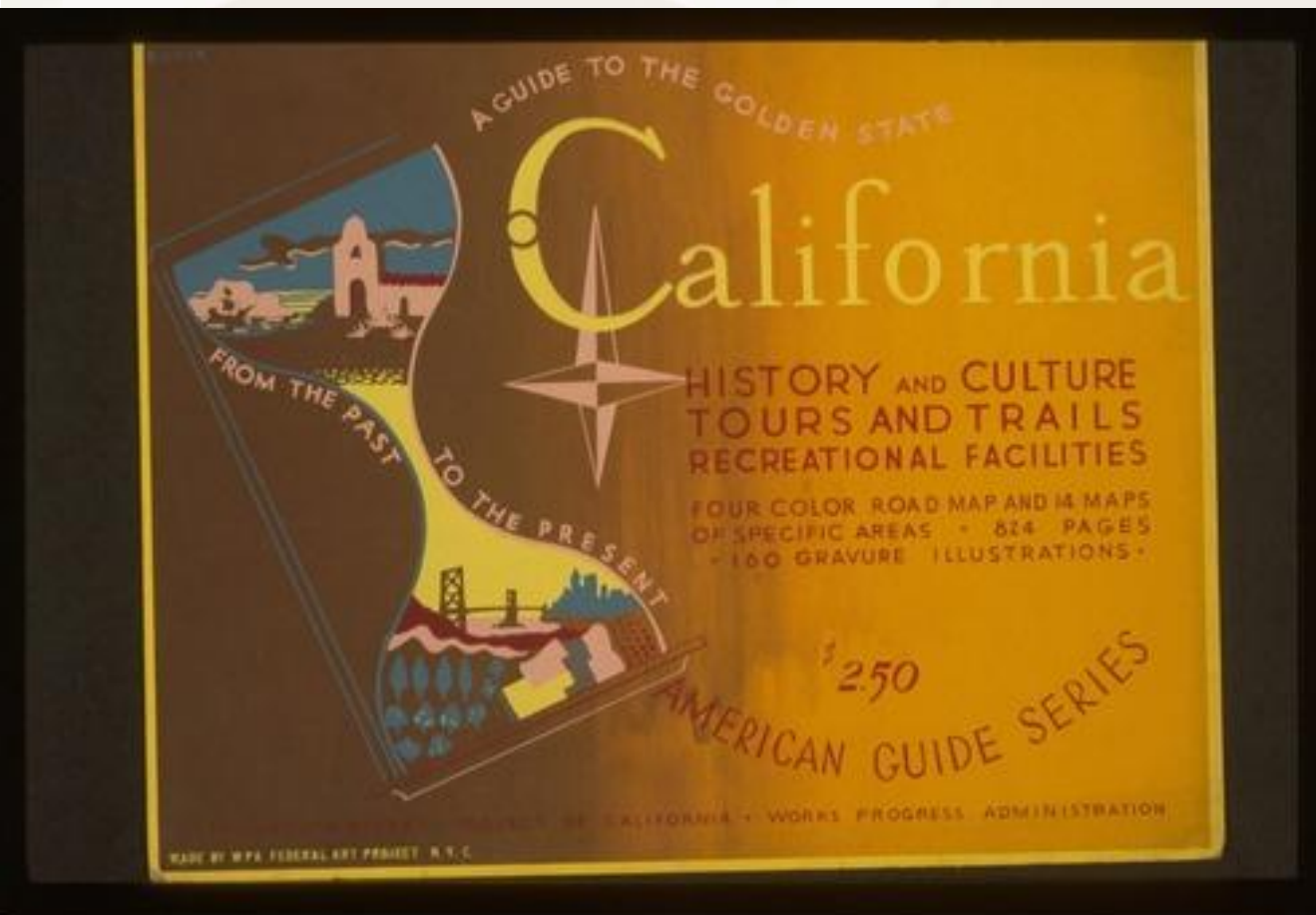




Different kinds of work

Male-Female (USA 1942)
by Jackson Pollock

Worked as an artist for
the Works Progress
Administration (new Deal)
from 1938-1942



The American Guide Series

The Federal Writers Project was a WPA program that employed authors, playwrights, and poets between 1935 and 1943. The project used more than 6,000 writers to produce travel guides for each of the (then) 48 states as well as the District of Columbia. Each book in the series described the state's geography, history, and culture and was filled with maps, drawings, and pictures.



Murals in Harlem Hospital in New York (1935), recently restored

Towards the right to work

- The Employment-Intensive Investment Programme promotes:
 - an integrated approach promoting core ILO values
 - has the tools and instruments to deal with macroeconomic and policy issues
 - has more than 40 years of extensive operationally tested experience
 - generates productive employment, infrastructure, assets and services
- More jobs can be created through public investments and employment programmes, offering predictable and stable job opportunities through national scalable employment guarantees, offering income security



An equitable / inclusive growth policy for long-term sustainable development

- EIIP: A demand-driven programme informing, influencing and implementing policy
 - An ILO technical cooperation portfolio close to US\$ 120 million
 - Member States buying ILO's services – almost 35% in last biennium sourced from national budgets
 - Working in 45 countries
 - Strong demand for labour-intensive infrastructure programmes to combat structural decline of employment intensity of growth
 - Strong demand for setting up scalable employment / social protection schemes in response to different crises (financial, jobs, food, youth, post-conflict, natural disasters, etc.)

Advocacy and Conferences



Workshops

- ILO-ITC Open courses held once a year since 2010
 - As 21-module training on Designing IPEPs: Mitigating a Jobs Crisis
 - As part of the Social Security Academy
 - As part of the National Employment Policy course
 - As part of Green Jobs
- Regional collaboration
 - Costa Rica – University of Costa Rica
 - South Africa – University of Cape Town (Mar 2013)
 - Indonesia – Green Works and PEPs (Nov 2011)
- South-South learning and knowledge sharing event with IFIs and donors interested in this type of schemes
 - Climate Change and DW in Austria (Nov 2012)
 - IBSA Workshop in India (Mar 2012)
 - Climate Justice (Mar 2012)
 - WB SSN in LICs in Addis (May 2011) and Arusha (Jun 2010)
- Country-level collaboration
 - Philippines (November 2013)
 - Kenya Youth Employment in Sustainable Development (Nov 2012)
 - Brazil (Sep 2012)
 - Egypt (April 2012)
 - South Africa Community^Works Programme (July 2011)

Comments on the IPEP course

- “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”

Infrastructure investments constitute a rare "win-win" instrument that generally boosts overall economic productivity, social development, increased equality and environmental protection in the long run, and able to create jobs both in the short and long term. Given the current employment challenges and excess construction capacity in many countries, this opportunity should be capitalised upon.

