



Post-earthquake Livelihoods Recovery: Employment and Social Protection Dimensions

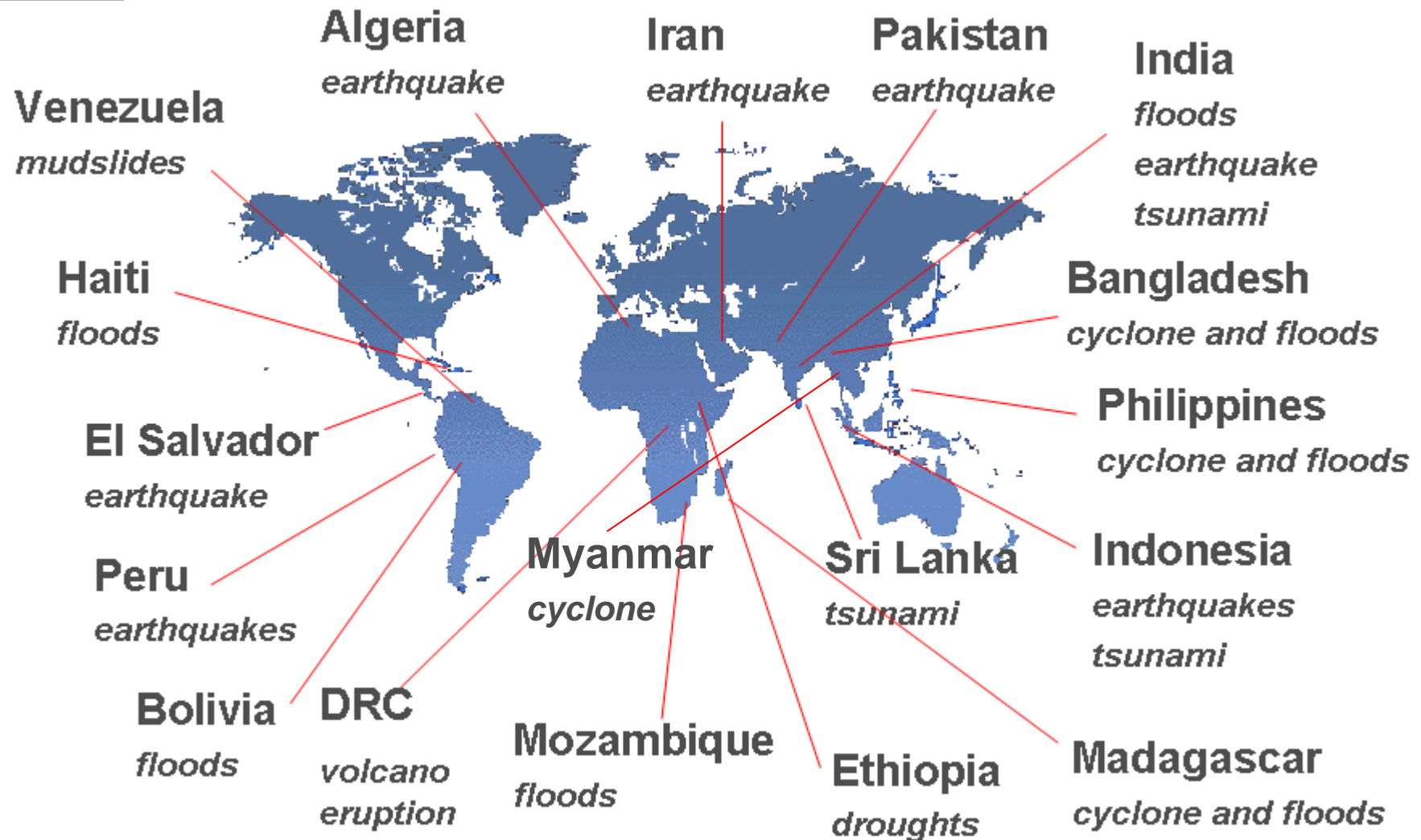


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... a ILO has intervened directly in several Natural Disasters worldwide :



... some recent examples



...Effects & Challenges on the World of Work

- **Massive loss of jobs and livelihoods**
 - Damage productive assets, permanently or temporarily
 - Interrupt the flows of income
 - **Affect regular supply of basic goods, enabling inflation and lost of value on wages and incomes**
 - **Impair functionality of local economies to retain certain jobs**
 - **Stimulate demands for certain jobs (service and construction)**

- **Overstretch response capacity of public administration**
 - Urgent need for reconfiguration of the labour force
 - Diminish public capacity, resources, and revenues
 - In-flows of humanitarian and recovery assistance, increase the needs for effective coordination
 - Possible disjuncture in recovery and reconstruction



...Some Effects & Challenges on the World of Work

- **Induce critical reliance on social protection schemes**
 - Drop in contributions, surge in benefits, and compromise viability of the schemes
 - Benefits subject to immediate release but delivery capacity impaired
 - Social protection (e.g., social security, welfare subsidies, pension, cash for work) - compulsory for sustainable recovery

- **Exacerbate and create new social and economic vulnerabilities**
 - Loss of livelihoods and economic opportunities often unregistered and uncompensated
 - No access to social security and insurance benefits
 - Existing skills base needs retuning to new job opportunities
 - Survival strategy can create unmanageable out-migration patterns



The Wenchuan Earthquake

- **Employment is a central concern for recovery and reconstruction. Particular attention is made to disabled, elderly, unemployed and agricultural workers – 1.6 million - as they do not have limited skills.**
- **Emergency employment services have started facilitating flow of information between provinces , assistance to migrant workers, and financial support to local enterprises to restart and hire local workers.**
- **Concerns have been expressed for future labour needs and workers' protection. In what skills? How many? And for the financing of social security benefits.**
- **New programmes needed: e.g., vocational rehabilitation**



Good Practices – Accurate targeting

- **Damage assessment and Regular Labour Market Information analysis to capture the dimensions of impacts enables:**
 - Definitive priorities and effective follow-up
 - Support decision making by giving critical updates on implementation results and gaps
 - Adjustments in existing mechanisms for social protection and livelihoods regeneration

- Accurate projections of financial needs
- **Assessment of new jobs and skills areas [a human resources planning] needed in rapidly changing recovery and reconstruction process**
- Identification of key skills for capacity building of local organizations
- Synergies among different recovery programmes



Good Practices – Business not usual

- **Administration and operational procedures – tailored to crisis conditions and sensitive to the diverse needs of the population and labour market institutions :**
 - Employment for local people – a common goal
 - Dedicated resources from national disaster recovery fund – a necessity
 - **Livelihoods recovery assistance for victims – to be as comprehensive as possible and covering various aspects of their loss to enable successful recovery**
 - Example: Kobe Earthquake victims receive
 - Disaster condolence money
 - Disaster Impediment Sympathy Money
 - Money for Support of Recovery of Livelihoods of Victims
 - Loans from Reconstruction Fund
 - **Quality assurance in recovery activities – a basis for sustainability**



Lessons Learned: Employment Services

- Local workers, mostly in agriculture and fisheries, may not be adequately skilled in construction.
- Wage rates for skilled and unskilled workers were arbitrarily fixed, using the relief allowance. Further, the cost of living was steadily on the rise in the recovery period. As a result, local workers expected a high wage and it's cheaper for employers to high non-local workers, who were more skilled.
- Action by local labour offices:
 - Outreach activities to employers and communities
 - Profiled skills and number of workers needed by employers
 - Organized skills certification examination for workers
- Strong linkages with skills training programmes are needed.
- A good labour market information system regularly provides updates on labour market trends and wage guidelines is proven critical to guide discussion and decision on wages and training investments.



Lessons Learned – Boosting employment through reconstruction

- Safe construction and skills building are necessary.
 - Houses did not meet safety standards and satisfaction of local people.
 - Local workers were not exposed to new construction standards and techniques. Many were first time construction workers.
 - Construction projects did not have budget and expertise for workers training, OSH, and quality assurance.
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- Local labour offices organized OSH training for staff of construction projects. On-site skills training and quality supervision were organized. Trainers were deployed to coach workers and inspect the quality of the houses.
 - Construction projects were advised to engage local communities in house design and site supervision. Many local workers were trained as mobile trainers and site supervisors.



Lessons Learned – Self Employment (1)

- Disabled, old and/informal workers and the unemployed may not have sufficient skills or interest to be employed.
- SIYB programme in Sri Lanka, Thailand and Indonesia, strengthened local business development service providers to adapt SYB programmes. The training was delivered in rural and urban areas. It focused on better access to the market , financial education, group management, production technologies.
- In rural areas, additional support from local organizations to identify vulnerable workers for the training and post-training support.



Lessons Learned – Self Employment (2)

- Support for self-employment is a process of 6-24 months. A grant programme was valuable as it fast tracked these workers' business proposals. New business needed further support in product development and identifying business opportunities.
- Business improvement and market access support programme was very useful. A lot of organizations offered business start-up.
- A programme focusing specifically on women in livelihoods, business development, and skills training supports household and community recovery.



Lessons Learned – Adapting Mechanisms

AREA	Regular Mechanisms	Adapted mechanisms	Actions
Labour market information system	Depository of job seekers' and employers' needs	Active profiling of demands and supplies	<ul style="list-style-type: none"> - Estimate job opportunities in recovery activities - Profile vulnerable people
Job Placement	As opportunity arises	Anticipating opportunities to enable employability	<ul style="list-style-type: none"> - Enhance employability through short-cycle skills training - Establish agreement to channel skill trainees with various recovery programmes
Social Security	Risk sharing and contribution-based	Extraordinary surge of demands met with extraordinary funds	<ul style="list-style-type: none"> - Estimate financial liability - Secure extra funding - Fast-track delivery of benefits



Lessons Learned – Adapting Mechanisms

AREA	Regular Mechanisms	Adapted mechanisms	Actions
Enterprise development services	Broad scope of businesses associated with daily value chains	Targeting sectors that surge after the earthquake	<ul style="list-style-type: none"> - Construction sectors - Production & distribution of basic goods - Services for reconstruction
Public Works & Cash for Work Programme	Based on re-investment planning and traditional contract system	Seeking to absorb local labour, helping to restore small paths to remote communities, & develop local contractors	<ul style="list-style-type: none"> - Implement cash for work programmes in road, building works. - Preferences to labour intensive options – techniques, “Local Clauses” procurement conditions, ad-hoc skills training Prioritizing isolated communities



MOST COMMON INITIATIVES ADDRESSING SPECIAL NEEDS RELATED TO THE WORLD OF WORK

EMERGENCY SOCIAL PROTECTION SCHEMES:

- **Cash Transfers:**
 1. Regular unemployment and disabilities entitlements
 2. Monthly special settlements (average 6-12 months)
 3. Temporary Emergency Employment Schemes
 4. Kick-start transfers for self-reliance
- **Special Social counselling (including Trauma Assistance)**

EMPLOYMENT & LIVELIHOODS RECOVERY:

- **Mainstreaming Employment Recovery in Recovery and reconstruction investments**
- **Emergency Employment Services Centres**
- **Enabling Employability in recovery and reconstruction Works through short cycle specialized training activities**
- **Focalize business recovery support (construction, trade, production of basic goods, etc), including SIYB, Micro Finance, BDS, etc.**
- **Restore capacity of Labour Market institutions**



Knowledge Sharing

Knowledge platform, including on line tools, publications, lessons learned, events

<http://www.ilo.org/crisis>

International Programme on Crisis Response and Reconstruction

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Decent work matters in crisis. It is a powerful, tested rope that pulls people and societies out of crises and sets them on a sustainable development path. Decent and stable jobs offer crisis-affected people not only income, but also freedom, security, dignity, self-esteem, hope, and a stake in the reconciliation and reconstruction of their communities.

The Greek etymology of the word "crisis" suggests a decision, a turning point. The ILO responds to this concept comprehensively. Its crisis response programme seeks to reduce the dangers for crisis victims – of poverty, marginalization, and conflict – while promoting opportunities for employment, reconciliation, and development.

ILO crisis response is involved in four types of emergencies and pursues three pillars of work, though the programme's units play different roles in each.

We invite you to consult this site for regularly updated information on programme activities and links to our publications and to other relevant sites.

What's new

 **CRISIS Highlights - October 2007**
This newsletter provides a few highlights of recent ILO interventions at restoring livelihoods and generating employment in post-crisis situations through "partnerships in action for early recovery."
[CRISIS Highlights \(pdf 6,959 KB\)](#)
[CRISIS Bulletin \(Français\) \(pdf 7,213 KB\)](#)



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Crisis Knowledge and Tools


Working Papers

- Action Programme on Skills and Entrepreneurship
- Training for Countries Emerging from Armed Conflict
- Reports on Child and Youth Soldiers

 **Local Economic Recovery in Iraq. Learning material for practitioners.** (pdf 3,556 KB) ISBN 978-92-2-120183-0
First edition currently under revision. Final version forthcoming, 2007

 **Jobs for Iraq. An employment and Decent Work strategy** (pdf 844 KB)
Edited by Rashid Amjad and Julian Havers, 2007

 **Demand-driven approaches to livelihood support in post-war contexts. A Joint ILO-UNHCR study** (pdf 301 KB)
Piet Goovaerts, Martin Gasser, Aliza Belman Inbal, 2006

 **Building entrepreneurial capacity for returnee and refugee women in Angola and Mozambique** (pdf 794 KB)
ILO-UNHCR, 2006



THANK YOU