The objective of the workshop is to bring practitioners and researchers together to exchange and assess experiences and lessons on how informed sector and trade policies can support more and better job creation, and influence policy and programme development.

This workshop is being organised by the European Commission’s Directorate-General for International Cooperation and Development in collaboration with the International Labour Organisation.

It comes at a timely point, when job creation is high on the political agenda and there is a need to raise awareness of the available tools to design policies and investments that help maximise job creation in developing countries.

Having work and income, and especially decent work and a fair income, is crucial to individual and societal well-being, contributing to improved living conditions, poverty reduction and social cohesion.

The importance of decent employment is overwhelming and is a cornerstone of the 2030 Agenda and the EU’s international development agenda. Employment is both a stand-alone Sustainable Development Goal and is rooted in many of the other goals, such as ending poverty and hunger, achieving gender equality and reducing inequalities. Without progress towards achieving the employment-related goals, it will be extremely difficult, if not impossible, to achieve many of the other goals.

Economic growth by itself does not guarantee sufficient and quality jobs for all. Economic growth can be job-poor. In addition, in periods of crisis, unemployment...
increases, work conditions deteriorate and inequalities rise, as we have witnessed recently.

Creating employment and promoting decent jobs is not an easy endeavour. Even if over the past 25 years more than 1 billion people have been lifted out of extreme poverty and globally, there are still more than 800 million people living in extreme poverty. Many still suffer from marginalisation and lack of full and productive employment.

FACTS AND FIGURES:

- The Africa Competitiveness Report 2017 published by the World Bank, African Development Bank and the World Economic Forum estimates that until 2035, 450 million young Africans will enter the labour market, while with unchanged policies, only 100 million jobs will be created.

- Having a job does not guarantee an escape from poverty: 61% of all workers were engaged in informal employment globally in 2016. Excluding the agricultural sector, 51% of all workers fell into this employment category.

- Roughly half the world’s population still live on the equivalent of about US$2/day.

There is a real need for more effective employment promotion and limited resources must be targeted to where the greatest impact can be made. For that, there is a need to have tools that can help assess the real impact of policy approaches on employment, across a range of sectors. After all, choice matters, as some policies have more job potential than others.

STRENGTHEN - STRENGTHENING THE IMPACT ON EMPLOYMENT OF SECTOR AND TRADE POLICIES

The International Labour Organisation (ILO) has been implementing an EU-funded project, to ‘STRENGTHEN’ the capabilities of countries to analyse and design sector and trade policies and programmes that enhance employment creation for more and better jobs.

The project has developed tools and methods for assessing the impact on employment globally and in nine developing countries: Benin, Ghana, Guatemala, Honduras, Cote d’Ivoire, Morocco, Myanmar, Philippines and Rwanda. The many lessons learned from STRENGTHEN will be used to inform the discussions throughout the workshop.

The project gathers global and country-level knowledge, develops methodological tools, builds capacities of local experts and decision makers and disseminates results on how to strengthen the positive impact on employment of sectoral and trade policies. STRENGTHEN has thereby assessed the potential impact of sector and trade policies on employment. STRENGTHEN has further initiated work on reviewing the employment impact of investment.

The sectoral component of the project focuses on infrastructure, agriculture and energy. Results have shown so far that each sector and subsector has its own potential for job creation as well as its own characteristics of what types of jobs it generally creates.

In Ghana, the analysis demonstrated that the cocoa processing sector creates relatively high-quality formal jobs, but is a very capital-intensive activity, resulting in a relatively low number of jobs created compared to the investment involved. Such information is of capital importance for policy makers that should guide their economic policy decisions.

In Rwanda, the effects on employment of export crops with high export potential such as coffee, tea and pyrethrum were assessed. The results show that the effects, in particular on employment related to processing differed significantly between different crops, which has important implications for what crops to promote or incentivize.

The trade component of the project supports developing countries in harnessing international trade and trade-related foreign investment to provide more opportunities for decent work and raise the number of workers who are productively employed. Analytical work has been produced and policy discussions on linkages between employment and trade in developing countries have been initiated. Until recently, this research was concentrated on developed countries mainly.

In the Philippines, the project assisted the Department of Trade and Industry to set up a monitoring system on employment for the Philippines Export Development Plan (PEDP) 2015-2017 and the next PEDP 2018-2020.

In six of the project’s countries, the TRAVERA (Trade and Value Chains in Employment Rich Activities) enterprise survey of selected export value chains were conducted to identify opportunities and threats for the creation of decent jobs. Results of these analyses are of utmost importance for governments in order to implement job rich economic policies.
More information on the STRENGTHEN project is available at: www.ilo.org/employment/Whatwedo/Projects/sector-trade-policies/lang--en/index.htm

TOPICS AND QUESTIONS FOR DISCUSSION

1) Policy frameworks for decent employment creation

How can developing countries better develop a vision, strategies and plans to put employment creation at the centre of economic policies? As employment is a cross-cutting development goal, how can policy makers foster inter-sectoral and inter-institutional work? Which institutional mechanisms have the countries in the STRENGTHEN project seen as most effective in their contexts for the development and implementation of employment-oriented policies? How have the countries aligned their national employment policies with their national development plans, trade strategies, infrastructure initiatives and other national policies and programmes?

2) Assessing the employment impact of sectoral and trade policies

Measuring and monitoring the employment results of sectoral and trade policies is crucial to determining whether such policies are contributing to a country’s employment objectives. For countries that are interested in making their sectoral and trade policies yield jobs, at least one agency should be tasked with setting up indicators, collecting data, conducting analysis and comparing employment results to targets.

STRENGTHEN has produced numerous methodological and thematic studies in collaboration with international and national experts and contributed to building capacities at national level for measuring employment results.

In Cote d’Ivoire, STRENGTHEN cooperated with the Ministry of Youth Employment to enhance national employment information systems to develop new methods for collecting information (such as enterprise surveys used by the national institute of statistics).

The workshop will be used to share many interesting practices about the involvement of national experts in project implementation, the adaptation of capacity building activities to national specificities and the needs of specific audiences depending on their level of technical expertise.

3) Coordinating and collaborating on employment-oriented sectoral and trade policies

Formulating and implementing sectoral and trade policies in order to create and upgrade employment requires coordinating and collaboration among stakeholders from multiple public and private agencies and organisations. The workshop will allow the STRENGTHEN project to present and discuss country experiences of how to organize the relevant stakeholders for evidence-based policy discussions, elaboration and implementation. For example, the selection of sectors for employment analysis can already be a challenge since it requires a political decision through a social dialogue process. Given the various interests of different stakeholders, it is important to promote a common understanding of job creation through sectoral and trade policies. The involvement of government officials, sectoral representatives and social partners is essential in providing a legitimacy to policy recommendations, conferring ownership to national actors and increasing sustainability.

SPECIFIC OBJECTIVES OF THE WORKSHOP

• Assess the tools, approaches and lessons learned from the EU and ILO STRENGTHEN project

• Provide guidance on further work

As the next phase of STRENGTHEN will continue from the beginning of 2020, the workshop will offer an occasion to assess current needs and challenges. For instance, it is expected to expand the initiative to include the employment impact of investment. The conclusions of the workshop will inform project design and help respond better to the identified needs and challenges.

• Disseminating knowledge and transferring it into practice

The workshop will identify ways to disseminate and transfer knowledge into political and administrative practices. The body of evidence if adequately interpreted and translated into practical actions, can have far-reaching consequences to enhance the quantity and quality of jobs and avoid employment destruction. STRENGTHEN has proven that mainstreaming employment-led public policies is possible. As, for example, in Ghana, measures are being put in place for public sector projects to conduct job impact assessment, as a result of STRENGTHEN’s work.
Workshop to share experiences and lessons on how informed sector and trade policies can support more and better jobs creation.

Moderator: Giovanni Sgobaro (bio below)

AGENDA

08:30 - 09:00  •  Registration and welcome coffee

09:00 - 09:15  •  Opening remarks

  1.  Jaime Reis Conde, Head of Unit DEVCO C7 “Coordination of the EXTERNAL Investment Plan Secretariat and Blending Facilities”, Direction C “Planet and Prosperity”, International Cooperation and Development, European Commission
  2.  Sangheon Lee, Director, Employment Policy Department ILO

09:15 - 09:30  •  Introduction of the workshop

  Video overview of STRENGTHEN

  Moderator

09:30 - 10:45  •  PANEL - Designing sector and trade policies to create more and better jobs: examples from partner countries

  •  Processes in the partner country
  •  STRENGTHEN: contribution, achievements, challenges
  •  Future perspectives

Speakers

  1.  Dede Genevieve Adjei, Technical Advisor to the Director General on Employment and Social Policy, Ministry for the Economy and Finance, Cote d’Ivoire
  2.  Aristide Medenou, Director General of Economic Affairs at the Ministry of Economy and Finance, Bénin
  3.  Fatima Idahmad, Former National Coordinator of the STRENGTHEN project, Morocco
  4.  Walter Van Hattum, Coordinator of Generalised Scheme of Preferences, DG Trade, European Commission

10:45 - 11:00  •  Q&A - All participants

11:00 - 11:30  •  Coffee Break
11:30 - 13:00 ● PRESENTATIONS – Highlights from STRENGTHEN: tools, studies, findings and implications for policy design*

1. Trade, Employment and Value Chains (TRAVERA)
2. Key findings from agro-processing in Bénin, Rwanda, Philippines, Cote d’Ivoire and Ghana
3. Employment Impact of Infrastructure Investments in Rwanda and Ghana
4. Local Multipliers and their application in Africa

*Q&A at the end of each presentation

Introduction to the afternoon working groups

Speakers

1. David Cheong, Project Manager of the Component B of STRENGTHEN, Employment Policy Department, Trade and Employment Specialist, ILO Geneva
2. Claudia Vasquez, Consultant Guatemala
3. Maikel Lieuw-Kie-Song, Project Manager of the Component A of STRENGTHEN, Employment Policy Department, ILO Geneva
4. Mathieu Charpe, Senior Economist, Employment Impact Assessment, ILO

13:00 - 14:00 ● Buffet Lunch

14:00 - 15:00 ● GROUPWORK – Pointers and recommendations for future initiatives on sectoral and trade policies for more and better jobs

- Lessons learned: what lessons have we learned from STRENGTHEN and other projects, and what are their implications for future similar initiatives?
- Perspectives and process: who should contribute to employment, trade and sectoral policy design, at what level (national, regional, global), and how?
- Future trends: what do we need to consider - technology disruptions, a changing trade landscape, environmental issues, SDGs and required investments – and how do we factor these in?

15:00 - 15:45 ● WORKING GROUP PRESENTATIONS

Participants

KEY LESSONS, MESSAGES AND CONCLUSIONS

ILO, European Commission/DEVCO

15:45 - 16:00 ● Coffee and refreshments, informal networking among participants

The moderator Giovanni Sgobaro is a social and organisational development consultant, a process designer, facilitator and trainer. He has worked extensively with Civil Society, Non Governmental and International Organisations in West and Southern Africa, the Middle East, and Europe, on a wide range of issues and challenges related to sustainable livelihoods, rural development and agriculture, peace building, gender equality, child protection, amongst others. He has also worked as a project designer and manager for several international NGOs.
Promoting employment and decent work has been an important part of the European Union’s (EU’s) development cooperation for a long time, and increasingly so since the mid-2000s. The 2006 ‘European Consensus on Development’ declared that ‘the EU will contribute to strengthening the social dimension of globalisation, promoting employment and decent work for all’ (EC, 2006a, p. 24). In the same year, a communication by the European Commission (EC) on ‘Promoting Decent Work for All’, called on ‘the other EU institutions, the Member States, the social partners and all those involved to work together to promote decent work for all in the world’ (EC, 2006b, p. 10). In 2011, the EU’s emphasis on employment promotion was further strengthened in the ‘Agenda for Change’ (EC, 2011).

The ‘New European Consensus on Development’ published in 2017, aligned the EU’s development policy with the 2030 Agenda for Sustainable Development, reflecting a shared vision of a world where achieving sustainable development includes addressing the education and employment needs of society, especially for vulnerable and marginalised groups such as women and youth (EC, 2017a).

The EU agenda on employment and decent work focuses on four broad priority areas (EC, 2007):

1) maximise decent job creation, supporting job-rich growth;

2) improve the quality of existing jobs in terms of earnings and working conditions (both in the formal and informal economy);

3) ensure increased access to these decent jobs, particularly of the most vulnerable in the labour market, through improved employability (education and training) and efficient labour market policies;

4) mainstream the employment perspective in economic policies/programmes and other sectors such as agriculture, energy or private sector development.
EU Documents and web pages

- DG DEVCO: Employment and Decent Work  
  bit.ly/2LMjN5I

- Promoting employment and decent work in development cooperation  
  bit.ly/30P18FD

- European External Investment Plan  
  bit.ly/2pH9Ehr

- Communication on a new Africa – Europe Alliance for Sustainable Investment and Jobs: Taking our partnership for investment and jobs to the next level  
  bit.ly/2OjvVfz

STRENGTHEN Global Publications

- Employment Impact Assessment: A review of methodologies  
  bit.ly/2nlzSFC

- Assessing the Effects of Trade on Employment: an Assessment Toolkit  
  bit.ly/2oU0uhu

- Spotting Export Potential and Implications for Employment in Developing Countries  
  bit.ly/2AFNApO

- Improving Impact Assessment of the Effects of Trade on Employment: Study on Qualitative and Mixed Method Approaches, STRENGTHEN Publication  
  bit.ly/2oTqTSu

- Review of Impacts on Roads Sector Investments on Employment  
  bit.ly/2Vh3xLj

- Rural Renewable Energy Investments and their Impact on Employment  
  bit.ly/2ngRVq1

STRENGTHEN Bénin Publications

- Commerce et Chaînes de Valeur dans les Activités Porteuses d’Emplois: cas de l’anacarde au Bénin*  
  bit.ly/2LMjN5I

STRENGTHEN Côte d’Ivoire Publications

- Multiplicateurs d’emploi sectoriel en Côte d’Ivoire  
  bit.ly/30HyUkJ

- Estimation de la Relation d’Okun pour la Côte d’Ivoire*

- Etude de Préfaisabilité pour la Mise en Place d’un Dispositif National de Prise en Compte de l’Emploi dans les Investissements en Côte d’Ivoire*

- L’Impact des Investissements Routiers sur l’Emploi en Côte d’Ivoire*

- Emploi et Revenu dans la Chaîne de Valeur du Manioc en Côte d’Ivoire*

STRENGTHEN Ghana Publications

- Background Study on Employment in the Agriculture and Agro-Processing Sectors in Ghana  
  bit.ly/2AGuoIm

- Background Study on Infrastructure Sector in Ghana  
  bit.ly/31Pktfy

- The Impact of Trade on Employment in Ghana: A Review  
  bit.ly/2Ok88MB

- Trade and Value Chains in Employment-Rich Activities (TRAVERA): A Survey of Yam, Cassava and Sweet Potato in Ghana  
  bit.ly/2LKNVh7

- Trade and Value Chains in Employment-Rich Activities (TRAVERA): The Case of Cassava, Yam and Sweet Potato*  
  bit.ly/2oTqTSu

- Assessing the Employment Effects of Processing Cocoa in Ghana*  
  bit.ly/2oTqTSu

- Assessing the Employment Effects of Investment in Housing in Ghana*  
  bit.ly/2oTqTSu

*This publication will soon be available via the STRENGTHEN project website: www.ilo.org/strengthen
● Skills for Trade and Economic Diversification (STED) in the Yam, Roots and Tubers Sector of Ghana*

STRENGTHEN Guatemala Publications
● Fortalecimiento de impacto en el empleo de las políticas sectoriales de Guatemala: agricultura, construcción y suministro de energía*

● Estudio de Políticas Sectoriales de Guatemala*

● Manual de Modelo de Impacto en el Empleo Guatemala*

● Comercio y las Cadenas de Valor Intensivas en el Empleo: El Caso de las Artesanía Textil en Guatemala*

● Estudio sobre las Competencias para el Comercio y la Diversificación Económica (STED) en la Cadena de Valor de la Exportación de Artesanías en Guatemala*

STRENGTHEN Honduras Publications
● Fortalecimiento de impacto en el empleo de las políticas sectoriales de Honduras: agricultura, construcción y suministro de energía*

● Manual de Modelo Impacto en el Empleo Honduras*

STRENGTHEN Myanmar Publications
● The Impact of Trade on Employment in Myanmar
  bit.ly/2pLEeXr

STRENGTHEN Morrocco Publications
● Revue des différentes Etudes réalisées en matière d’Impact du Commerce International sur l’Emploi au Maroc
  bit.ly/2InhwLH

● Commerce et Chaines De Valeur dans les Activités Porteuses d’Emplois : Cas Du Secteur De l’Automobile au Maroc*

● Etude sur les Compétences pour le Commerce et la Diversification Economique (STED) dans le Secteur de l’Automobile au Maroc*

● Note sur l’Effet des Exportations sur l’Emploi*

● Note Technique à propos de la Politique du Commerce Extérieur et la Politique de l’Emploi*

STRENGTHEN Rwanda Publications
● Synthesis report: Infrastructure Development, the Construction Sector and Employment in Rwanda*

● Synthesis report: Employment in Export-Oriented Agricultural Value Chain in Rwanda*

● Sectoral employment multipliers in Rwanda: Comparing local multipliers and input-output analysis*

● Employment Impact Assessments: Analysis of the employment effects of infrastructure investment in Rwanda using multiplier analysis of construction subsectors*

STRENGTHEN Philippines Publications
● The Impact of Trade on Employment in the Philippines: Country Report
  bit.ly/2ngeqld

● Harnessing Benefits and Mitigating Risks of Trade on Employment in the Philippines: Institutional Mapping and Gap Analysis*

● Trade and value chains in employment-rich activities (TRAVERA): a Study of Selected Non-Traditional Coconut Products in the Philippines*

● Skills for Trade and Economic Diversification (STED) in the Non-Traditional Coconut Export Sectors of the Philippines*

*This publication will soon be available via the STRENGTHEN project website: www.ilo.org/strengthen