



Understanding the Role of Employment in Pro-Poor Growth Strategies

A Joint ILO-World Bank Training Course for
Francophone Africa

Turin • 26 – 30 January 2009

Rationale

African economies have experienced fundamental changes over the past decade. Since the second half of the 1990s, significant economic growth has been registered in the continent, driven in part in recent years by the boom in selected commodity prices and positive trends have been recorded in education, health and social sectors. In the face of changing social and economic circumstances, important initiatives have also taken place in vocational education and training (VET).

Despite these positive trends, many challenges remain. Africa still lags behind other regions within the context of globalization and global competition. In the last decades, economic growth in the continent has been highly volatile and has not been associated with the creation of more and better jobs. It is also now well established that many African countries will not be on track for achieving the Millennium Development Goals by 2015. The adverse impact of climate change is another area of tremendous concern for Africa. As a result, the continent may lose between 1 and 2 percent of its GDP, with some sectors likely to face greater challenges.

In order to promote more sustainable and broad-based growth patterns and help mitigate the adverse effects of climate change, Africa has to respond swiftly and strategically. Promoting more and better jobs that can be sustained in the new environment is one area which is seen by many governments as a crucial lever in the drive toward poverty reduction and inclusive approaches to development.

However, too many countries in Africa are struggling with the analysis of relevant labour market and poverty data that could inform their policy making. Another related challenge is the lack of knowledge of the best route to sustainable employment creation that is also leading to poverty reduction. In this context, raising the capacity for data analysis and supporting the sharing of good practices appears most important.

Recognizing the centrality of decent work opportunities in the fight against poverty and social exclusion throughout the world, the ILO and the World Bank are bringing together their comparative advantage through the development of a dual joint regional course for Francophone Africa on the role of employment in pro-poor growth strategies.

Objectives

The dual course will offer a learning experience for stakeholders from francophone African countries to better understand the role of employment in a pro-poor growth strategy. It will be split into two 5 days parallel training: (i) a policy course on the development of employment policies for pro-poor

growth; and (ii) a technical training on tools for the analysis of the growth-employment-poverty linkages. A number of sessions will be joint sessions

It is expected that at the end of the course, participants will be able to understand the linkages between employment, growth and poverty and to provide sound diagnostics and analyses to inform policy responses within the overall context of poverty reduction. The course will also place an emphasis on some of the trade-offs faced by policy makers when implementing policies related to labor markets, including the ethical and distributional considerations that may be taken into account when deciding on specific policies

The specific objectives are as follows:

Training on tools for the analysis of the growth-employment-poverty linkage:

- Improve understanding of the linkages between employment, growth and poverty reduction;
- Support the technical capability of counterparts to assess the impact of sectoral patterns of growth and its productivity/employment profile on poverty reduction;
- Enhance the ability to better identify country-specific effective policies to create more good jobs and make bad jobs better.

Employment policies for pro-poor growth:

- Support the mastering of concepts and issues related to employment policies for poverty reduction;
- Support the ability to provide analyses to the policy planners and decision makers within the context of national development/poverty reduction strategies.

Course Implementation

The dual course will be held in Turin, Italy, at the ILO International Training Center, which offers unique residential facilities in a site shared with other UN agencies. The course will be taught by experts from the ILO and the World Bank, as well as from other institutions. It will be conducted with an highly participatory approach, in order to ensure a 'learning by doing' process and encourage the sharing of knowledge among participants.

The course will build on research findings and tools by the ILO, the World Bank and academic institutions as well as practical lessons learned from country experiences. Teams and participants will

have an opportunity to present a policy challenge they face in their own country and work toward solutions with other participants and experts.

The training methodology will balance lectures by practitioners and trainers with practical participatory sessions. Trainees will be invited to participate actively during the sessions in order to support the sharing of experiences. Practical work will consist of analyzing several employment-related challenges and trying to come up with proposals in terms of policy and programs.

Participants/country teams will be asked to prepare a presentation on a labor market/policy challenges faced by their country. The preparatory work will have to be submitted prior to the course and will be a precondition to participate at the course. World Bank labor market and poverty economists and ILO field specialists based in some of the participating countries will provide support to the country teams for their labor market/policy challenges diagnostic.

Target Audience

The target audience for the dual courses is respectively: (i) senior civil servants from Ministries of Labor, Employment, Economy and Planning, PRSP units, and other ministries such as ministries of Agriculture and Education as well as trade unions, employer groups, and NGOs for the policy course; and (ii) technical staff of government agencies, the Ministry of Labor/Employment, PRSP units, planning units in the Ministry of Economy, statistical units (central statistical departments as well as sectoral bodies), employment observatories and local university-based researchers who work with socio-economic data for the technical training.

There will be a number of joint sessions in order to build links between the two target groups, especially to link the diagnostic work to the policy-level decision making.

To build institutional capacity and support country teams work, we strongly encourage interested countries to nominate a team of participants coming from different entities and institutions in their country engaged in design, implementation and evaluation of labor policy and related programs.

Target Countries

The training will focus on francophone African countries.

Language

The course will be conducted entirely in French and therefore a good command of French is essential to fully benefit from it. Literature will be made available in French and English. English is a plus to fully benefit from the literature offered at the course.

Selection of Participants

Interested candidates will be selected by the organizing committee based on the following criteria:

- (i) criteria of target audience and target countries has to be met;
- (ii) working on national employment strategies and/or labor market and employment related issues to PRSPs;
- (iii) proven work experience in relevant field (labor market related issues, PRSPs, etc.);
- (iv) submission of issue note/concept note on how the course will help country teams to design policy responses by addressing labor market challenges faced by the respective country;
- (v) experience with statistical packages (STATA, SPSS,...) for candidates to the technical course;
- (vi) country team nominations from a variety of stakeholder institutions are strongly encouraged to apply.

Costs

The fee for the one-week course is 1,900 euros per participant. The fee includes **tuition costs**, training materials, and other conference costs, as well as **subsistence costs**, i.e. full board and lodging at the Turin Centre's Campus, transfer to and from airport. Also covered are laundry, minor medical care and insurance and occasional socio-cultural activities.

ITC-ILO and the World Bank will provide a limited number of fellowships which will cover the full training costs and the cost of international travel to and from Turin. For the World Bank, funding will be provided through the Multidonor Trustfund for Labor Markets, Job Creation, and Economic Growth that is sponsored by the Austrian, German and Norwegian Government and the Belgian Poverty Reduction Partnership (BPRP) and the Luxemburg Poverty Reduction Partnership (LPRP). For ITC-ILO, funding will be provided through the Italian Ministry of Foreign Affairs.

Priority countries for ITC-ILO/World Bank full sponsorships are Burkina Faso, Mali, Madagascar, Niger, Rwanda and Senegal.

Participants remain responsible for obtaining all necessary visas to enter Schengen area.

Application and Contacts

To apply, interested candidates should email or fax the attached application form together with a recent CV and names of three references. **The deadline**

for applications is November 14, 2008. Early application is strongly recommended since admission is competitive, space is limited, and the time taken to process Schengen visa applications can be long.

Acceptance is provisional pending approval by the organising committee.

Application and enquiry should be sent to:
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For information regarding the course content, please contact the following resource people from the organizing team:

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Course Description

Parallel course 1: Employment policies for pro-poor growth

1. **Setting the scene: structure of African labor markets.** This module will present an overview of African labor markets. It will discuss the main trends and characteristics, with a specific focus on informality, gender issues, working poor, youth employment, child labour and under-employment and unemployment.
2. **Defining labour market and employment conditions.** This module will discuss the concepts of labour market and employment conditions. It will present key and less standard labour market indicators to measure labour market and employment conditions in the African context. It will further discuss the importance of labour market information systems in Africa and some of the challenges encountered. Participants will present the labour market situation of their respective countries to share knowledge and stimulate debate among themselves.
3. **Linkages between economic growth, employment creation and poverty reduction.** This module will discuss important policy questions regarding the way to make employment creation more central in policy

making. It will start by presenting the frameworks that can be used to analyze the linkages between employment, growth and poverty reduction. The module will show the importance of sectoral approaches as a way to identify those sectors that are the most employment intensive and the implication for the development of pro-poor growth strategies. It will touch upon the issues of possible trade-offs (or not) between productivity and employment creation, and between the quantity and quality of employment. It will further review the role of employment intensive public investment programmes. The module will offer a discussion of labour market and employment outcomes as transmission mechanisms between growth and poverty reduction. Finally, the module will discuss tools to identify and assess barriers to job creation in preferred sectors and policy levers to reduce these barriers.

4. **Skills development, employability and productivity.** Skills development is one area which is seen by many governments as an increasingly important factor in the drive to adapt societies to changing economic and environmental conditions, bring innovation, enhance productivity, stimulate economic competitiveness and support inclusive approaches to development. In the face of changing social and economic circumstances, important initiatives have taken place in skills policies and vocational education and training (VET) in Africa. This module will provide an overview of the continent's situation regarding VET: recent knowledge about the status of vocational education and training in the region, main issues, recent developments and policy options to guide skills development in the region. The module will then look into the issue of skills for improved productivity: training to foster enterprise competitiveness and lifelong learning opportunities in order to move to more competitive expose in international markets, links between innovation and training, institutions, recognition and certification, funding mechanisms, incentives structure for demand-driven training programmes, etc.
5. **Labour Market regulation.** Regulation of the labor market ranges from how employers contract for the services of labor to the nature of the exchange – including the rights and responsibilities of the parties, the terms and conditions of work, and the resolution of disputes. This module will provide an overview of different modes of labor market regulation and discuss the role of labour market regulation, implementation issues and concerns over regulatory capacity in Africa.
6. **Supporting vulnerable groups: the challenge of youth employment.** This module will discuss the particular challenge of

addressing the needs of youth in the labour market in Africa. It will highlight the role of a sound labour market diagnosis to identify those groups and review a number of programs and policies that have tried to support youth employment in Africa's labour market. The module will touch upon the issue of access to vocational training in employable skills and to other support provided through active labour market programmes as a key to decent work, poverty reduction and social inclusion. The youth – but also people with disabilities, older workers and others who face disadvantages in the labour market – face disadvantages in accessing and benefiting from these programmes.

7. **Contribution of employment to poverty reduction: priority policy dimensions.** This module will provide a platform for debate among participants to discuss lessons learned during the week with the view of establishing an agenda of employment policies for poverty reduction.

Parallel course 2: Tools for the analysis of the employment-growth-poverty linkages

1. **Setting the scene: structure of African labor markets.** This module will present an overview of African labor markets. It will discuss the main trends and characteristics, with a specific focus on informality, gender issues, working poor, youth employment, child labour and under-employment and unemployment.
2. **Defining and measuring labour market and employment conditions.** This module will discuss the concepts of labour market and employment conditions. It will present key and less standard labour market indicators to measure labour market and employment conditions in the African context. It will further discuss the importance of labour market information systems in Africa and some of the challenges encountered. Moving from concepts to measurement issues, this module will focus on statistical tools to measure and monitor LM and employment conditions. After providing a rapid overview of survey instruments that can be used to collect relevant data, the module will go through a number of practical exercises using the statistical software Stata to construct key indicators. Issues relating to data quality and treatment and survey design would be discussed as they relate to the compilation of indicators.
3. **Linkages between economic growth, employment creation and poverty reduction.** This module will discuss important policy questions regarding the way to make employment creation more central in policy making. It will start by presenting the frameworks that can be used to analyze the

linkages between employment, growth and poverty reduction. Moving to measurement issues, this module will go through a number of practical exercises using socio-economic data to decompose change in GDP per capita into labour productivity, employment and demographic change. From a poverty reduction perspective, it is important not only to better understand the linkages between employment and growth, but also to identify the channels through which different growth patterns affect poverty. This module will thus provide, through practical exercises, a series of decomposition to identify the labour market outcomes that work as transmission mechanisms between growth and poverty and assess the importance of the quantity and quality of employment on poverty reduction.

4. **Segmentation in the labour market that prevents access to better jobs.** An important empirical question for the development of poverty reduction strategies is the extent to which segmentation in the labour market may prevent the poor to access more and better jobs. Another related question is what drives this segmentation. This module will discuss through concrete exercises the way to quantify the extent of segmentation in the labour market and to identify its main determinants.
5. **Barriers to job creation in preferred sectors.** What are the barriers to job creation in preferred sectors? What are the policy levers to reduce these barriers? This module will use available instruments to show how these can be used to assess the barriers to job creation in preferred sectors. It will also discuss interpretation problems.
6. **Contribution of employment to poverty reduction: priority policy dimensions.** This module will provide a platform for debate among participants to discuss lessons learned during the week with the view of establishing an agenda of employment policies for poverty reduction.