



DECENT WORK: AN ALLIANCE FOR THE FUTURE

ILO public-private partnerships and employment

Creating employment – essential for achieving the goals of decent work – is one of the most formidable challenges that the ILO will have to face in the near future. Indeed, there will be a need for some 470 million new jobs over the next 15 years. There has been a steady rise in the number of partnerships focusing on employment, covering an increasing number of ILO activities, during the past 15 years. Since 2008, 85 public-private partnerships (35 per cent of total partnerships) have been signed, amounting to USD 34,475,386 (48.2 per cent of total funding).

Partnerships related to employment have mainly concen-

trated on employment promotion. They have included such areas as employment analysis and research, the promotion of employment-intensive investment, the elaboration of employment policy, skills development and the building of sustainable enterprises.

The ILO seeks to promote employment by, inter alia, upgrading policy, promoting research, and ensuring financial incentives and rural development.

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What is employment promotion?

Without productive employment, achieving the goals of decent living standards, social and economic integration, personal fulfilment and social development, becomes a pipe dream. Enterprise promotion and human resource development are key elements in attaining these objectives. The ILO conducts employment analysis and research, promotes employment-intensive investment, and helps formulate employment policy. It also fosters skills development, job creation, enterprise development, and cooperatives.

Employment promotion

The Partnerships for Youth Employment in the Commonwealth of Independent States (CIS) is a technical cooperation project funded by the PAO “LUKOIL”. It helps institutions and other actors identify effective responses to tackle the youth employment crisis, including through the establishment of a regional knowledge-sharing platform, the development of time-bound national action plans, and the implementation of pilot youth employment programmes in Azerbaijan, Kazakhstan, and the Russian Federation. By the completion of the project in 2017, approximately 19 million young people aged 15 to 24 from the region will have benefited from improved employment services and other youth employment initiatives.

Enhancing research capacity in understanding the labour market. With the financial support of Silatech, the ILO helped Yemen enhance its capacity for statistical research, labour market monitoring and policy-oriented analysis, laying the groundwork for providing timely and reliable labour market information. Another partnership with the Jacobs Foundation and Silatech **the Taqeeem Fund for Evaluation in Youth Employment** promoted results-based monitoring and evaluation for youth employment in the Middle East and North African region, developing

impact evaluation and monitoring and evaluation systems for 15 youth-led organizations. It also created 13 Evaluation Clinics and certified over 500 youth practitioners through rigorous training.

Work4Youth (W4Y). This project is a five-year global partnership between the ILO and the MasterCard Foundation.

It aims to promote decent work for young women and men through knowledge and action. The core of the W4Y project and the basis of its ensuing research is the “school-to-work transition survey” (SWTS), implemented in 36 countries worldwide. The SWTS is a unique household survey designed to generate relevant labour market information on young people aged 15 to 29 years, including longitudinal information on movements within the labour market. Such data collection and its related research will provide national policy-makers with effective tools for youth employment policy design.

The Youth-to-Youth (Y2Y) Fund was launched in 2009 and aims to provide youth-led organizations with both funding and capacity building, thereby transforming them from passive recipients to active participants in the promotion and creation



Youth employment

The ILO's programme on youth employment operates through a global network of technical teams at its headquarters in Geneva and in more than 60 offices around the world. It provides assistance to countries in developing coherent and coordinated interventions on youth employment. This integrated approach combines macro-economic policies and targeted measures which address labour demand and supply, as well as the quantity and quality of employment.

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of youth employment. With co-funding from the BASF Foundation, the ILO implemented the Youth-to-Youth Fund in East Africa to support innovative projects that create business opportunities for young people. In East Africa alone, some 76 youth-led organizations received a combination of grants totalling over USD 960,000 – along with tailored technical support. As a result, the initiatives benefited over 6,200 individuals and created 2,650 jobs.

Systematic Review of interventions to improve labour market outcomes for youth. With the support of the International Initiative for Impact Evaluation (3ie), the ILO Youth Employment Programme carried out a global systematic review on the effectiveness of youth employment interventions. The review analysed the impact of skills training, entrepreneurship promotion, employment services and subsidized employment interventions. Its aim is to provide policy-makers and practitioners with evidence-based recommendations on systems that actually do help young people effectively in the labour market.

The Microinsurance Innovation Facility provides innovation grants, technical assistance and research, and disseminates good practices to rectify market failures and help bridge the gap between the capacity of the insurance industry and the needs of the working poor. Supported by the Bill & Melinda Gates Foundation, Zurich Foundation and Munich Re, the Facility has expanded the outreach of insurance services to low-income households and enterprises. The project has provided innovation grants and fellowships for developing and testing new micro-insurance products, distribution channels, models and strategies for low-income people. It has also supported comprehensive research on microinsurance, and developed an online Knowledge Centre.

Rural Economy – Building capacity for social compliance of investment in agriculture. Through the collaboration with the Africa Agriculture and Trade Investment Fund (AATIF), the ILO, together with UNEP, is building capacity for social risk and impact management and collecting evidence on ways in which large-scale financial service providers can sustainably integrate social concerns – including decent work considerations – into their funding decisions. The lessons learned from this collaboration will inform the development of training materials to support a broader audience of financial service providers interested in responsible agricultural finance.

Employment promotion in emergency conditions. The ILO promotes employment in natural disaster-stricken areas such as China, Haiti and Nepal, significantly boosting local livelihoods and accelerating the rehabilitation process. For example, together with the Episcopal Conference of Haiti, the ILO established a debris management project to enhance local employment among the population affected by the earthquake in Port au Prince. Some 33 trainers and 522 local entrepreneurs participated in the entrepreneurship-training programme. With access to microfinance, 53 local enterprises have been established in the construction sector. Seven hundred and sixty-six microenterprises were established for debris recycling and processing, and they demolished more than 7,000 damaged buildings, removed more than 800,000 cubic metres of debris, and generated 10,060 hours of work.

Skills, knowledge and employability

Countries at all development levels find that adequate education and skills increase the ability to innovate and adopt new technologies. They make the difference between inclusive growth and growth that leaves large segments of society behind. A workforce that has been appropriately trained and is able to continue learning, boosts investor confidence and thus job growth.

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Skills development

Entrepreneurial skills development is the second area of employment in which PPPs are concentrated. The ILO provides a wide range of practical training programmes that support self-starters, increase the supply of knowledge needed for business growth, encourage women's entrepreneurship, and guarantee certified training.

The ILO's **Women's Entrepreneurship Development (WED)** works with partners to increase economic opportunities for women entrepreneurs by supporting them in starting, strengthening and expanding their enterprises. With the support of Coca-Cola Fortune, the WED successfully completed an incubator project in South Africa, trained women entrepreneurs, and developed women entrepreneur ambassadors. More broadly, the ILO works on WED in over 25 countries in five regions, and has supported hundreds of thousands of women entrepreneurs and assisted dozens of governments and stakeholders.

The Global Business Disability Network was established to help companies manage disability in the workplace and implement their strategic business plans on disability inclusion. It is comprised of 15 multinational enterprises and more than 20 employers' organizations and national business and disability networks.

Centre of Excellence for the ready-made garment industry. The CoE was established as a replicable model of an industry-driven training and support service to meet the skilled labour force needs of the export-oriented RMG industry. The initiative is part of a global ILO collaboration with the international retailer H&M, and draws on the company's expertise in workers' training needs. Through an industry-based training focus,

the initiative seeks to increase employability and incomes for the working poor, thereby contributing to poverty alleviation. Upon completion the project will have benefited 5,000 individuals.

Sustainable enterprises

In most countries, private enterprises create the most jobs. This is especially true in developing countries, where over 90 percent of jobs are in the private sector. People who have overcome poverty identify “finding a paid job” or “starting a business” as the two most important reasons.

Sustainable enterprises

Sustainable enterprises create productive and decent jobs. PPPs have focused on improving productivity and working conditions in SMEs – thereby increasing employability and income – and developing business relationships and services. They have also set out to enhance market structures and the business environment, with a view to creating more and better jobs.

The **Know About Business (KAB) Programme** promotes awareness among young people of the opportunities and challenges of entrepreneurship and self-employment, and of their role in shaping their future and that of their country's economic and social development. It has contributed to the creation of an enterprise culture in more than 50 countries, and is available in 22 languages. The programme has established partnerships with the Business Development Centre of Jordan, the National Entrepreneurship Institute of Saudi Arabia, the Social Fund for Development in Yemen, and the Welfare Association in the Occupied Palestine Territory.

Value chain development (VCD). This work focuses on job creation and job quality improvement by using a market development approach. The ILO builds on private sector development strategies that seek to strengthen enterprises, business relationships and services, as well as market structures and the business environment, so that they channel increased benefits to the poor and create more and better jobs.



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Sustaining Competitive and Responsible Enterprises (SCORE) is a practical training and in-factory counselling programme that improves productivity and working conditions in small and medium enterprises (SMEs). The product demonstrates best international practice in the manufacturing and service sectors and helps SMEs to increase productivity by up to 50 per cent, save energy by 2 per cent per production unit, reduce the average defect rate by 10 per cent, and cut worker absenteeism by up to 15 per cent.