

PDNA

POST-DISASTER NEEDS ASSESSMENT

Employment, Livelihoods and Social Protection Sector (ELSP)

Prepared for the Post Disaster Needs Assessment for Resilient Recovery Workshop, Bangkok, 28 – 31 July 2015



Content

- 1 Define ELSP
- 2 Introduce ELSP assessment process
- 3 Indicate options for ELSP recovery



Employment and Livelihoods: Key Concepts

Understanding the concept of livelihoods

KEY CONCEPT: LIVELIHOODS

Livelihoods consist of the **capabilities, assets and activities** from which individuals and households make their living.

Livelihoods usually lead to flows of **income** and **consumption**, the outcome of which are expressed in the household's **standards of living**.

Livelihoods depend on the **employment of labour**, the **use of assets** and, in some cases, on **income transfers**.



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■ Livelihood outcomes

The ultimate outcome is to achieve the **preservation of the household** and to rear the next generation with a desirable **quality of life**.

This can be related to the **capacity of households to satisfy their elementary human needs**, such as nutrition, water, health care, shelter, clothing, sanitation, and others.

Understanding the concept of livelihoods

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■ Employment of labour

Family labour may be employed to obtain income, or devoted to housework.

■ Use of assets

Assets can be represented by the following categories:

✓ **Human capital, natural capital, social capital, physical capital and financial capital**

■ Income transfers

Transfers include **social security** (old age and disability pensions, family allowances, food assistance, etc.), and **remittances**.

Assessment of Livelihoods within the PDNA

MAIN OBJECTIVE

Assess the impact of the flood on livelihoods and identify opportunities and capacities for economic recovery at household, community and local economy level

CONSEQUENCES OF A DISASTER

Damages

- The **destruction of assets** (human, natural, physical, social and financial) such as workshops, factories, market stalls, tools, crop fields, livestock, etc.

Losses

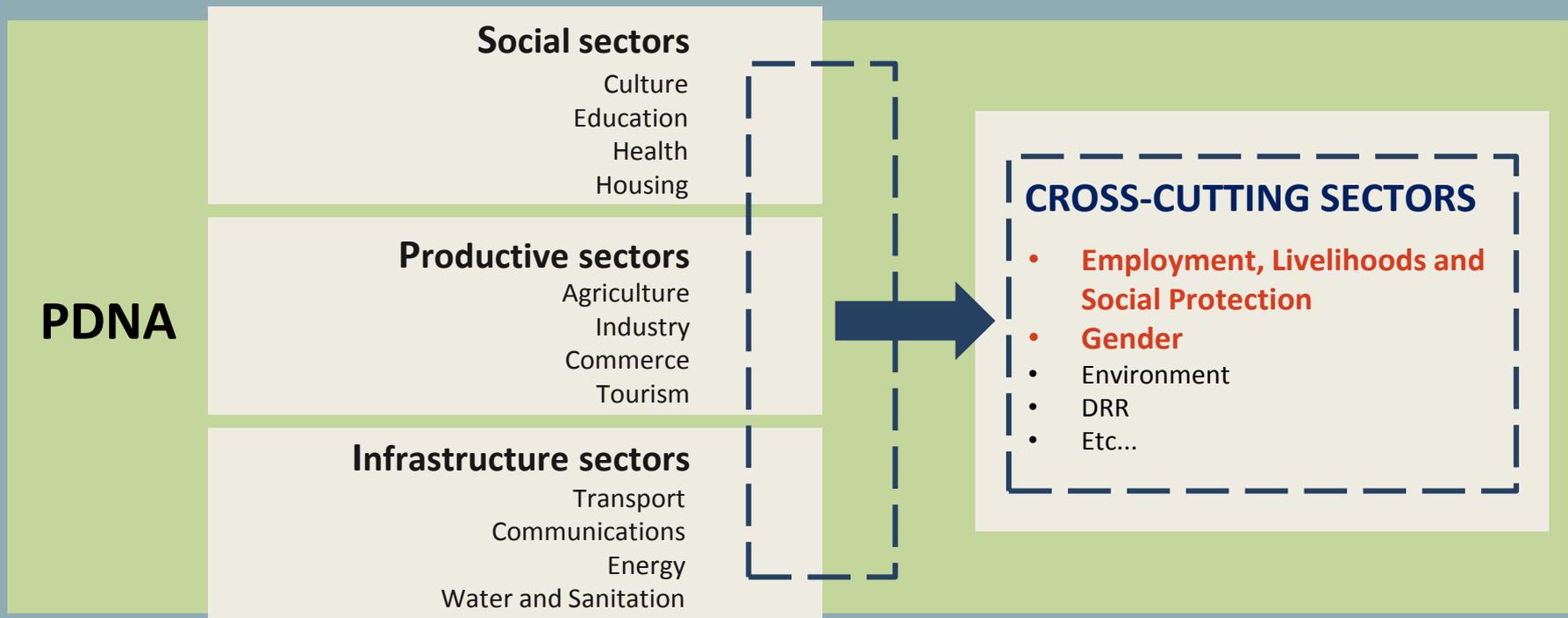
- The **loss of employment** (whether temporary or permanent)
- The **reduction of income flows** (whether related to labour or not)

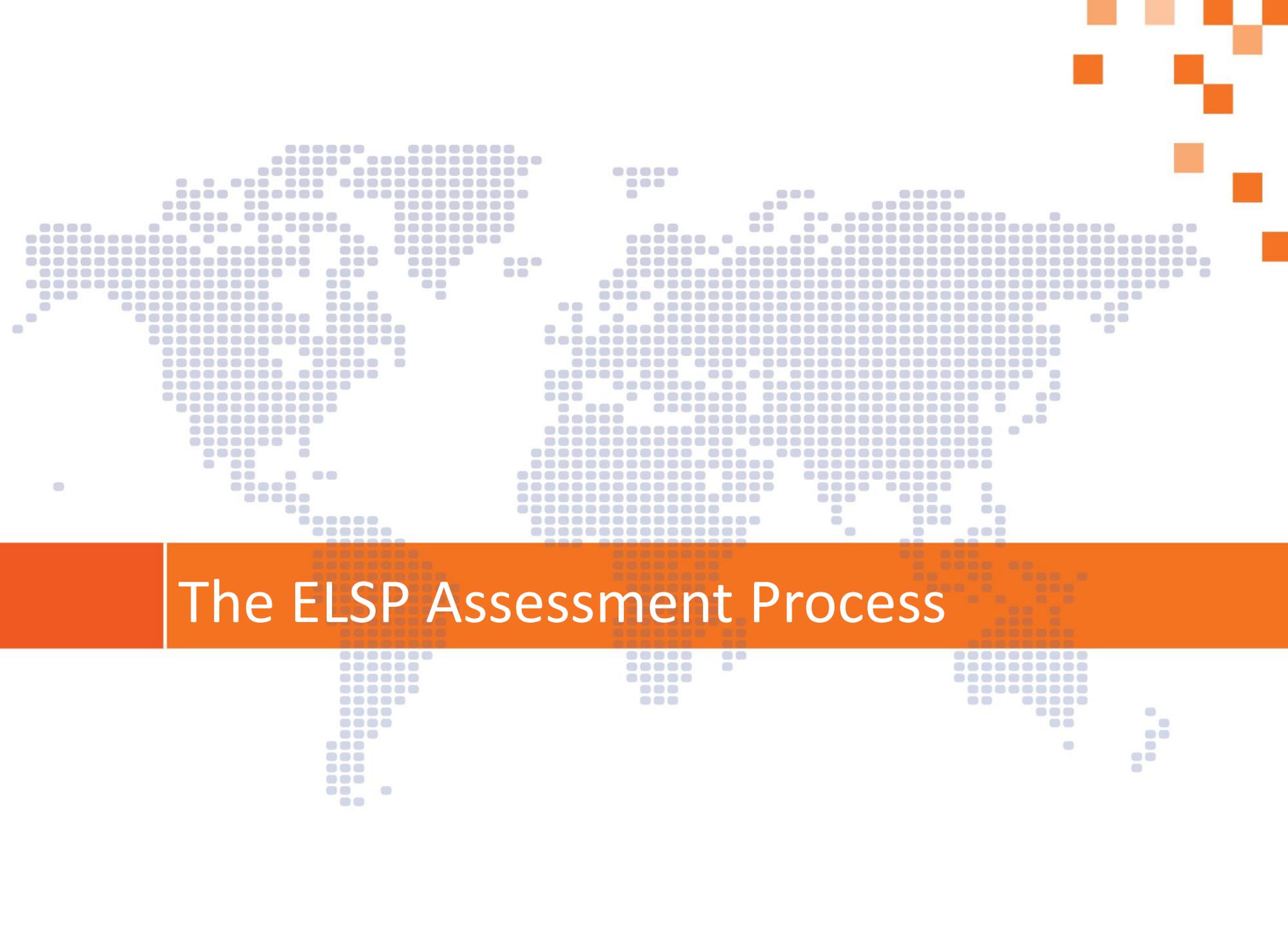
Needs

- Immediate **income generating opportunities** for vulnerable households whose livelihoods were affected
- Mid/long term **employment recovery**, i.e. support to SMEs, COOP, SKILLS development LER/LED

Locating ELSP within the PDNA

The effects of the disaster on the **capabilities, assets and activities** of households are a result of the effect on all the PDNA sectors (social, productive and infrastructure).





The ELSP Assessment Process

The Assessment

CROSS-CUTTING SECTOR

EMPLOYMENT, LIVELIHOOD & SOCIAL PROTECTION



PDNA GUIDELINES VOLUME B



HAZARD



- ◆ **Step 1** collection of pre-disaster information
 - Constructing the baseline through desk research

RECOVERY

- ◆ **Step 5** identification of recovery needs and formulation of recovery strategy:
 - quantitative
 - qualitative

Key Outputs

**Employment,
Livelihoods and
Social Protection
Chapter**

PDNA REPORT

Standard outline:

- 1) Pre-disaster situation
- 2) Disaster effect (two tables)
- 3) Disaster impact
- 4) Recovery strategy (one table)



STEP ONE

Collection of pre-disaster information through desk research

BASELINE

STEP ONE: BASELINE

What's the number of...

- wage workers
- self-employed
- employers
- unemployed

→ Gender differences, i.e. female labour force participation rate, employment status

What are the key livelihood sources for individuals and households?

How do individuals and households generate income?

→ Gender differences, i.e. typical activities

What are the average work days per year?

What's the extent of the informal economy?

What are the mean/average earnings?

Who are the vulnerable groups in a community/society?

→ Child and bonded workers, female headed households, elderly, people living with HIV/AIDS, ethnic/religious minorities

STEP ONE: BASELINE

- The baseline provides a **good picture of the pre-disaster situation**
- The baseline provides:
 - ✓ a robust **quantitative framework** to estimate the disaster effect on ELSP
 - ✓ provides a **qualitative basis** to analyse the disaster impact on ELSP

ETYPOLOGIES

- Wage-work households
- Employer households
- Farm self-employment households
- Non-farm self-employment households
- No employment households (various sources of sustenance: rental income, pensions, social security transfers, remittances, helps from relatives, money interest, etc.)
- Unemployed households
- Households without information

STEP ONE: BASELINE

Typical baseline data sources

Areas of coverage

Updating baseline information

Assembling the data collected

Focused on individuals/households:

- Population census
- Household and labour force surveys
- Social security records
- Social assistance programmes
- Qualitative livelihood studies (zones, types)

Focused on units of economic activity:

- Agricultural censuses and surveys
- Economic censuses and surveys
- Business registers
- National accounts

STEP ONE: BASELINE

Typical baseline data sources for livelihoods

Areas of coverage

Updating baseline information

Assembling the data collected

Census data:

- Universal coverage
- Provide small area resolution (villages, districts, sub districts)

Disasters frequently hit specific areas, not entire regions or provinces:

- Census data are needed to quantify features of the specific disaster area

Survey data:

- Sample
- Usually provide wide area resolution only (regions, provinces)

STEP ONE: BASELINE

Typical baseline data sources for livelihoods

Areas of coverage

**Updating
baseline
information**

Assembling the data collected

Update population numbers and composition:

- Consider differences between urban and rural population growth
- Consider displaced population movement since last census

STEP ONE: BASELINE

Typical baseline data sources for livelihoods

Areas of coverage

Updating baseline information

Assembling the data collected

Assembling the data:

- The various pieces of information collected for the baseline should be assembled with the goal of qualitative and quantitatively characterizing Employment and Livelihoods.

Also:

- There is no general recipe to do this, since the socio-economic realities and data availability vary widely.

Indications and examples:

- This presentation conveys **only some general indications and examples** and needs to be adapted to particular situations.



EXAMPLE: Baseline data sheet for Tourism Sector

Whenever possible, data should aggregated by sex



Prepare a table for each productive sector that details employment and livelihoods information at district level.



Disaster affected districts	Contribution to GDP	# of workers			Mean work days per year/per worker	Mean daily wage
		Total	male	female		
District 1	
District 2						
...						
District X						
Total	

EXAMPLE: Setting-up an inventory with the documents collected

Document number	Title	Type	Description	Location	Notes
		1			
			2		
				3	
					4

1 TYPE: The type of document refers to the specific format (e.g. Excel, Word, PDF, Power Point, Photo, DAT, etc.)

2 DESCRIPTION: It usually refers to the type of information that can be extracted from the document (e.g. labour participation rates, GDP composition, consumer price index, etc.)

3 LOCATION: Detailing the location of the file is very useful especially when the number of documents collected is high. In general, using hyperlinks is the best and easiest way to do this.

4 NOTES: It is also important to mention the type of use given to the document. For instance, inform if the information contained in the document was used to estimate the number of workers in a specific sector.



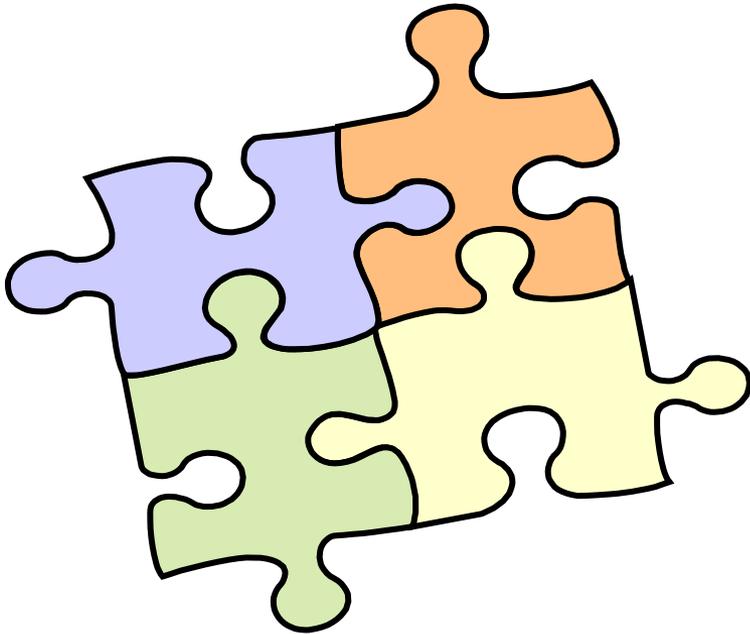
STEP TWO

POST-DISASTER INFORMATION

Collection of secondary data from PDNA sectors
and primary data through field visits

STEP TWO: POST-DISASTER INFORMATION

Pay attention to inter-linkages with other sectors!



Look for relevant pieces of information from other PDNA sectors:

- ✓ Transport sector: destroyed/damaged roads – lack of access to markets
- ✓ Energy sector: Disruption of power supply – production loss
- ✓ Housing sector: destroyed/damaged dwellings – workplaces affected
- ✓ Agriculture sector: lost harvest – small holder households/agricultural workers affected

... every assessment is different and there is no universal recipe.

STEP TWO: POST-DISASTER INFORMATION

Field visits

- are required for ground-truth working hypotheses derived from initial livelihoods impact data (secondary data)
- provide a first hand understanding of livelihood impact and recovery priorities
- consist of selective meetings with district level authorities, community level key informants and individual households in the affected area

EXAMPLE: Interviews with key informants at provincial / district headquarters

Checklist (example):

- 1 What are the main ways in which people make a living in this area?
- 2 Which are the most vulnerable groups, where are they located and what is their relationship to those making a living?
- 3 Which groups have been most affected and why?
- 4 What has been the general impact of the disaster on how people make a living in the area?

➔ Elements to keep in mind: proportion of shops or businesses closed or collapsed, proportion of farms or crops flooded or otherwise damaged, roads closed, communal marketplaces, etc.



- 5 What are people doing to cope? What are they likely to do?
➔ Elements to keep in mind: internal displacement, overexploitation of natural resources, selling assets, taking loans, reduction of food intake, etc.
- 6 What are the immediate priorities to support?
- 7 What can be expected from governmental and non-governmental agencies operating in the area?
- 8 What changes are required for longer term recovery of affected populations and reducing vulnerability to similar events in the future?

STEP TWO: POST-DISASTER INFORMATION

TIP 1: Triangulation and assortment of sources / levels of information



What the different assessment levels should be telling you:

- Nature, extent and magnitude of shock/crisis
- Geographical areas affected
- Groups of people affected (livelihood types; vulnerable pop)
- Current situation on disruption to livelihood activities (including market disruption)
- Impact of the disaster on key organizations and enterprises (public, private, int. organizations, etc.)
- General impact of the disaster on the people in the area

STEP TWO: POST-DISASTER INFORMATION

TIP 1: Triangulation and assortment of sources / levels of information



What the different assessment levels should be telling you:

- Supply chain for essential commodities
- Competitiveness of the market
- Effects of the disaster on the business and the economic environment

STEP TWO: POST-DISASTER INFORMATION

TIP 1: Triangulation and assortment of sources / levels of information



What the different assessment levels should be telling you:

- The most important livelihood activities in the community (and when these take place in the year)
- The overall impact of the disaster on livelihood activities in the community and current responses
- The potential role of community groups in livelihood recovery
- High priority needs
- Identification of different wealth / vulnerable groups

STEP TWO: POST-DISASTER INFORMATION

TIP 1: Triangulation and assortment of sources / levels of information



What the different assessment levels should be telling you:

- The most important sources of employment, income and expenditure for the wealth group / household before the disaster
- The impact of the disaster on the assets and activities of the wealth group / household
- Coping strategies
- The main short and longer-term priorities and needs, with particular attention on vulnerable groups



STEP THREE

THE DISASTER EFFECT

STEP THREE: THE DISASTER EFFECT

- The estimation of the disaster effect on Employment and Livelihood is a **quantitative** analysis.
- The units used are:
 - ✓ **Work days lost** per productive sector and per district
 - ✓ **Personal income lost** per productive sector and per district
- Different methods are used depending on the available information (baseline data and post-disaster secondary data)
 - ✓ based on **change in flows of sectoral output**
 - ✓ based on **physical damage to workplaces/dwellings**

EXAMPLE: Effect estimation summary sheets

Sector	Work days lost	Income loss (National currency)
Agriculture	...	
Commerce		
Industry		
Tourism		
Total

Summary of lost work days and lost income per geographical area.

Summary of lost work days and lost income per productive sector.

Disaster affected districts	Work days lost	Income loss (National currency)
District 1	...	
...		
District X		
Total

EXAMPLE: Lost personal income in final summary table

- Every PDNA report includes a summary table that captures the Damages and Losses per Sector.
- The lost personal income should be included in a separate column to:
 - ✓ reflect the **cross-cutting** nature of the ELSP Sector
 - ✓ **avoid double counting** of losses.

	Disaster Effects (VT millions)			Share of Disaster Effects (%)		Lost Personal Income
	Damage	Losses	Total	Private	Public	VT millions
Productive Sectors	8,526	10,403	18,928	98	2	1,607
Agriculture	1,421	4,641	6,062	93	7	227
Commerce and Industry	1,196	2,152	3,348	100	0	487
Tourism	5,908	3,610	9,518	100	0	983
Social Sectors	14,339	630	14,969	67	33	-
Housing (Private)	9,452	440	9,893	100	0	-
Health	870	107	977	1	99	-
Education	3,908	79	3,987	0	100	-
Culture	109	3	112	100	0	-
Infrastructure Sectors	6,403	2,926	9,329	51	49	-
Transport	3,017	2,137	5,155	43	57	-
Public Buildings	532	12	544	0	100	-
Water	414	284	697	63	37	-
Energy	179	106	285	100	0	-
Communication	2,261	387	2,648	67	33	-
Cross-Cutting Sector	0	5,328	5,328	0	100	-
Environment	0	5,328	5,328	0	100	-
Grand Total	29,268	19,286	48,554	69	31	1,607

STEP THREE: THE DISASTER EFFECT

Method one: **change in flows of sectoral output**

The assessment of work days lost may be based on the reduction of sectoral GDP estimated by other PDNA sectors (e.g., agriculture or construction).

As GDP losses are usually expressed in terms of the annual GDP, this estimate refers to the workdays or work income lost in the year of the disaster, and does not distinguish between jobs completely lost, jobs temporarily suspended or jobs with reduced income.



TYPE OF CALCULATION

Work Days lost:

For sector X and area A:

- [Estimated number of work days lost in the year following the disaster
- = **Estimated number of workers employed in a certain sector (as per updated baseline)**
- × Estimated hours (or days) of work per year
- × **Estimated percent decrease in the sector's output (from sectoral damage report)]**

STEP THREE: THE DISASTER EFFECT

Method two: **physical damage to workplaces/dwellings**

The assessment of employment and livelihood losses may be based on the information on **workplaces** and **productive assets** destroyed by the disaster.

- **Direct estimation:** field work listing the number (or the proportion) of workplaces destroyed
- **Indirect estimation:** estimated from other proxies (e.g. percentage destruction of dwellings)



Direct proxy: Workplaces → Proxy for jobs

For sector X and area A:

[# of jobs lost = baseline jobs x % of workplaces destroyed]

Indirect proxy: Dwellings → Proxy for workplaces → Proxy for jobs

For sector X and area A:

[# of jobs lost = baseline jobs x % of dwellings destroyed]



STEP FOUR

THE DISASTER IMPACT

STEP FOUR: THE DISASTER IMPACT

- The analysis of the disaster impact on Employment and Livelihood is a **qualitative** exercise.
- It contextualizes the quantitative findings of the disaster effect and provides a **short, medium and long term** analysis.

STEP FOUR: THE DISASTER IMPACT

Note:

- Attention must be paid to linkages between sectors: health, education, agriculture, gender, governance, WASH, etc.

When assessing the impact of a disaster on vulnerable groups, experts need to consider several elements:

- The **socio-economic characteristics** of orphans, children living in precarious conditions, people with disabilities, people with HIV/Aids, female-headed households, elderly, informal workers and unemployed people, etc.
- The possible **deterioration of living conditions** of people affected by the disaster (access to services and rights).
- The **breakdown of existing** social protection mechanisms (interruption of service provision and income transfers, impact of service infrastructure and quality, lack of human resources).
- The **decapitalization** of social security institutions and social assistance programs.
- The **upsurge** of unemployment, informality and child labour.



STEP FOUR: THE DISASTER IMPACT

Note:

- Women and men have different resources available to them in crisis situation, and will turn to different strategies for survival.

Important considerations on gender-sensitive Employment and Livelihoods:

- % of households who **lost sole income earner**, by sex of head of household
- % of households **who lost primary income earner**, by sex of household
- % of women involved in livelihood, employment and social protection programmes in the area(s) affected by the disaster.
- **Skills and skill levels** of men and women in the area(s) affected by the disaster.
- **Challenges** faced by female-headed households in terms of livelihoods and employment.
- Women's **rights and ownership** over economic assets, including land rights.





STEP FIVE

THE RECOVERY NEEDS
Identification of recovery needs and
formulation of recovery strategy

STEP FIVE: THE RECOVERY NEEDS

Every PDNA chapter includes:

- ✓ spelled-out recovery strategy (1-2 pages)
- ✓ table that details the proposed recovery

TIME FRAME	PROPOSED ACTIVITY	INDICATIVE COST (Local currency)
	Activity 1	...

The recovery strategy is either

- ✓ short-term
- or
- ✓ financial

The identification of the recovery needs is a crucial component of the PDNA.

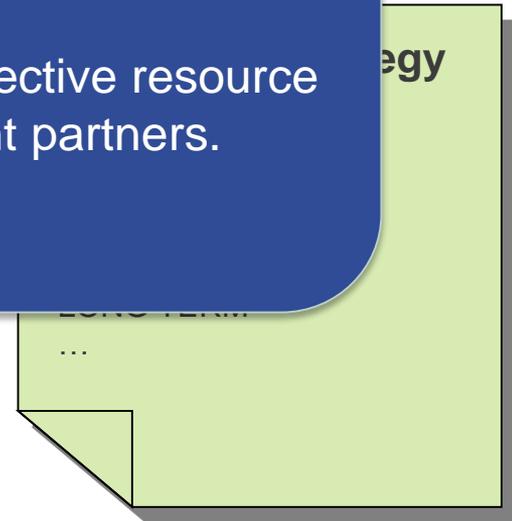
→ The sum of the recovery needs informs the prospective resource mobilisation of the government and development partners.

The recovery strategy is

- ✓ an

In the case of short-term recovery, the standard formula:

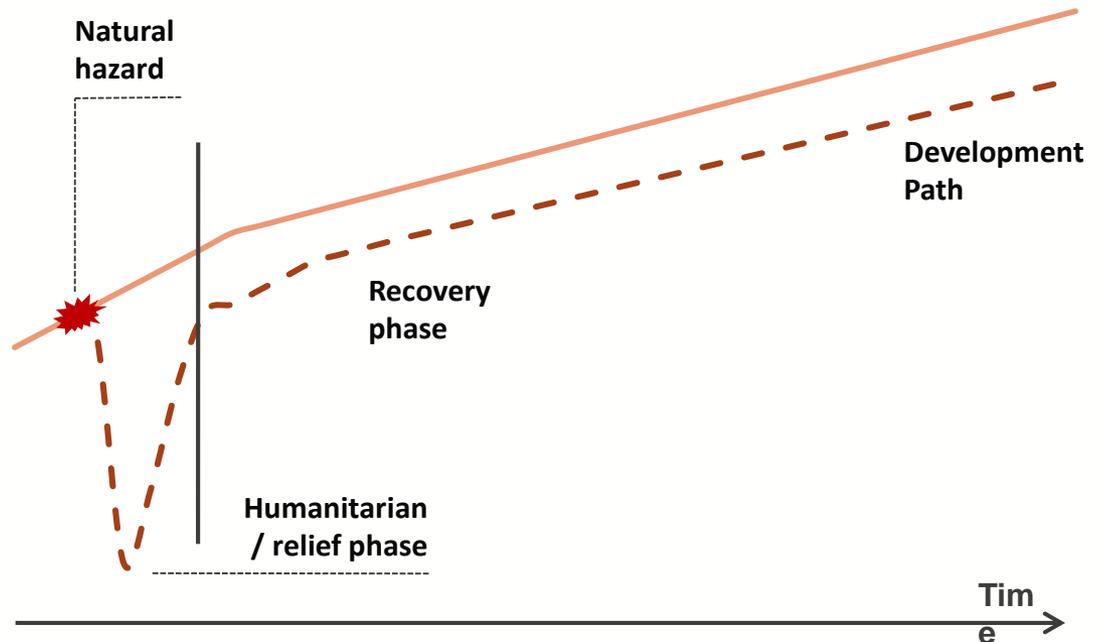
- ✓ cost are estimated based upon previous experience
- ✓ in consultation with other PDNA sectors and key stakeholders



STEP FIVE: THE RECOVERY NEEDS

How high shall we aim in the recovery process?

Restoring pre-disaster conditions

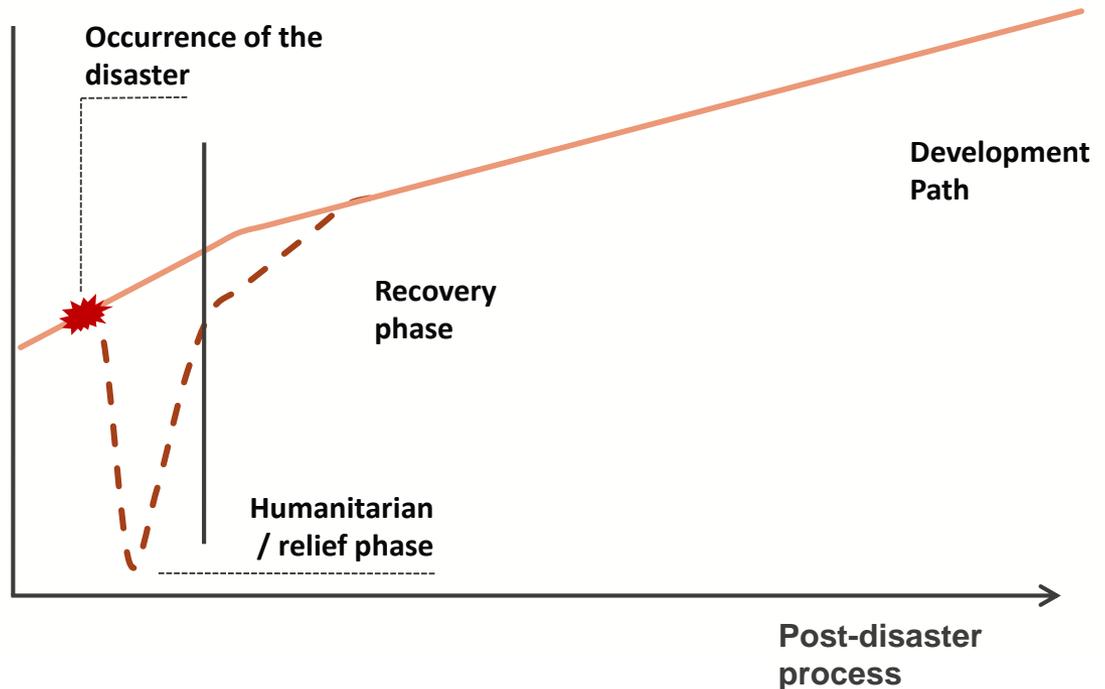


STEP FIVE: THE RECOVERY NEEDS

How high shall we aim in the recovery process?

Restoring the expected conditions without disaster

Restoring pre-disaster conditions



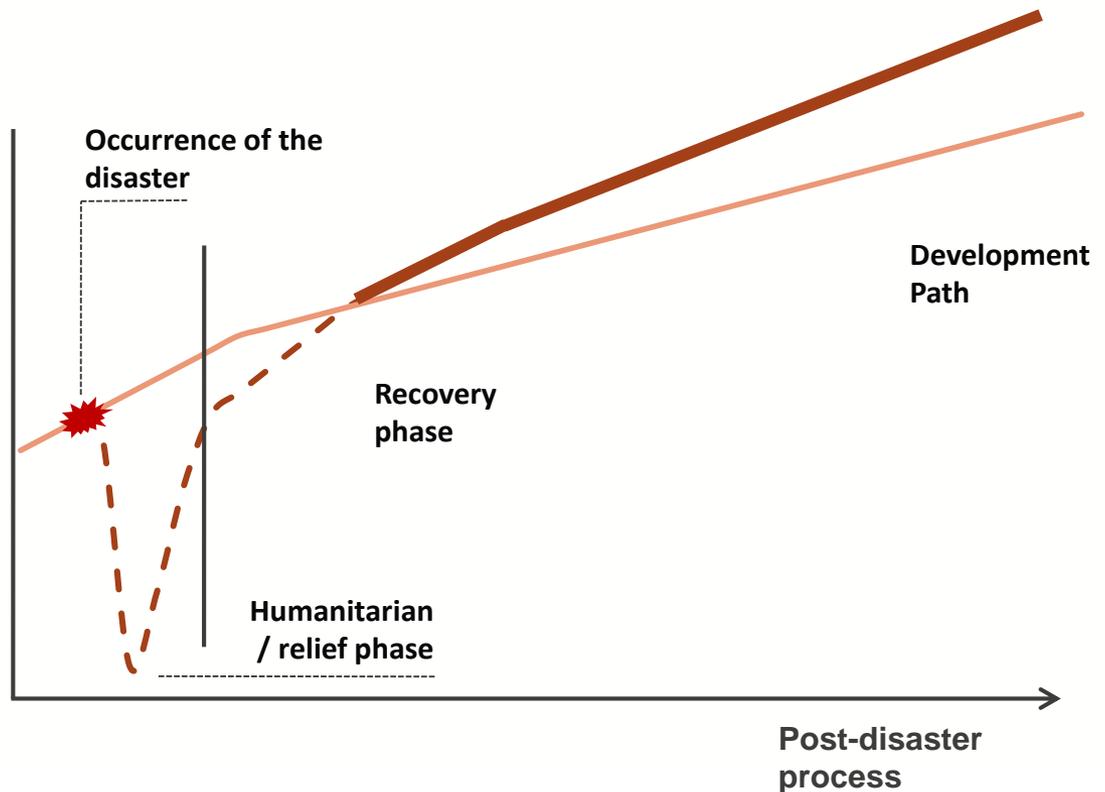
STEP FIVE: THE RECOVERY NEEDS

How high shall we aim in the recovery process?

Build Back Better (BBB)

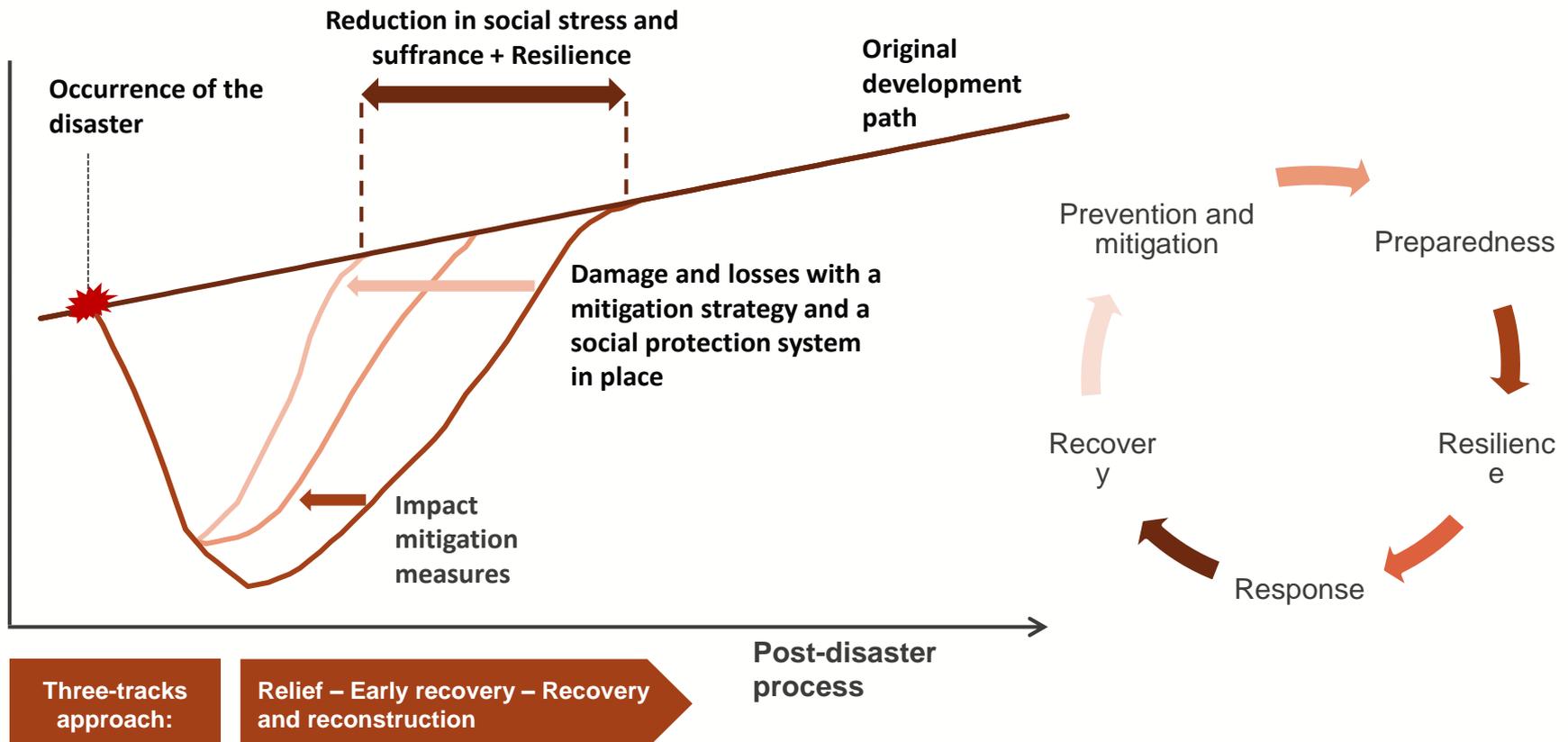
Restoring the expected conditions without disaster

Restoring pre-disaster conditions



STEP FIVE: THE RECOVERY NEEDS

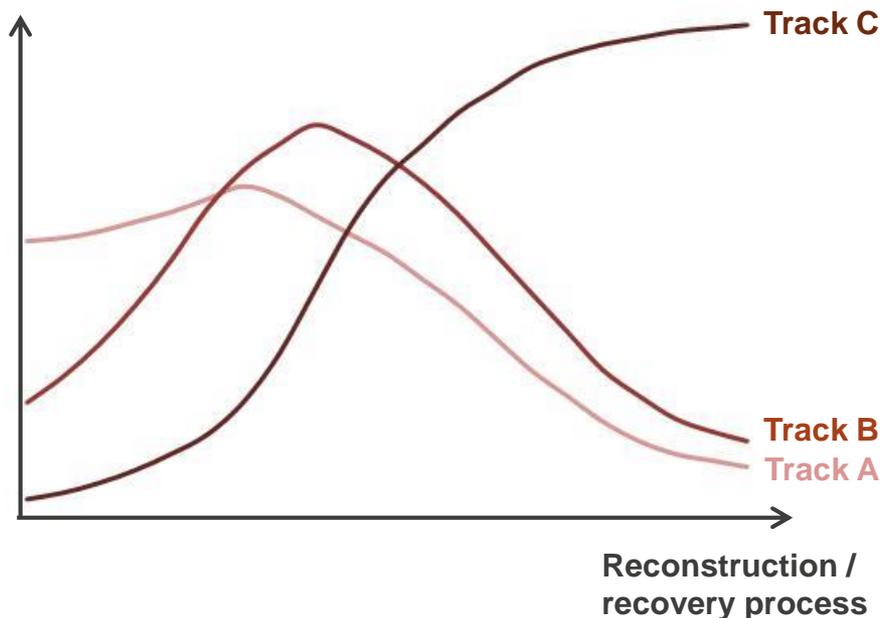
The role of disaster risk reduction strategies and preparedness programmes on the recovery process



STEP FIVE: THE RECOVERY NEEDS

The three-track approach: from immediate income generation to medium and long term employment recovery

Income security /
access to basic
social services



- **Track A** aims at stabilizing income generation and creating emergency employment and cash-transfer programmes for high-risk groups and groups with urgent needs.
- **Track B** aims at promoting employment opportunities where recovery takes place. The scope of participating actors is wider, and capacity and institution building becomes central.
- **Track C** involves support to policies and institutional capacity development at the national level. The ultimate goal is to promote a long-term development framework that sustains productive employment, decent work and ensures the fundamental right to social protection.

STEP FIVE: THE RECOVERY NEEDS

Using relief as the first phase of employment recovery

- Hiring manpower for rubble removal
- Cash for work schemes for general relief work
- Contracting emergency works with local firms
- Facilitate reopening of existing enterprises:
 - ✓ Shop repairs
 - ✓ Power reconnection
 - ✓ Inventory replenishing
 - ✓ Short term credit or grants for repairs and working capital
 - ✓ Roads and two-way access to markets



STEP FIVE: THE RECOVERY NEEDS

Two-sided approach: recovery centered on economic reactivation of the demand and supply of goods and services

Reactivation of the demand side

- Cash transfers
- Labour intensive employment projects
- Public demand for goods and services during relief and reconstruction

Reactivation of the supply side

- Reconstruction of productive equipment and infrastructure (industry and commerce)
- Reconnection of power lines and transport infrastructure
- Short-term credit for repairs, working capital, hiring staff and rebuild inventories

STEP FIVE: THE RECOVERY NEEDS

Policies for accelerated job creation

- Emphasis in **labour intensive activities**
- Public works using **local labour and local firms**
- Reactivation of **self employment** (via support to farms and microenterprises)
- Support of **wage employment recovery** via reactivation of local private enterprises (especially small and medium firms)
- Support to **reactivation of markets** for goods and services (roads, power lines, credit)

STEP FIVE: THE RECOVERY NEEDS

Post disaster employment requires new skills, new skills require training

Post disaster employment may require training in new and scarce skills:

- **Skills demanded for recovery itself**
Examples: carpenters, electricians, builders
- **Skills for new jobs when the old job is not recoverable**

Example: Farmland covered by avalanche

→farmers relocated to urban jobs

→training needs in various trades

- **Skills in new techniques required for BBB**

Example: New skills for earthquake-resistant housing construction

EXAMPLE: Nepal PDNA 2015 ELSP Recovery Needs Table

Recovery needs
defined per
Financial Year...

TABLE 19.2: SUMMARY OF RECOVERY NEEDS

	Financial Year (NPR million)						Total
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Recovery Activities	5,927	3,247	3,247	63	63	-	12,547
Awareness and sensitizing measures to mainstream occupational safety standards and non-discriminatory practices during reconstruction and recovery - 14 districts	2						2
Skills training programs-focused on disaster resilient skills development for rebuilding (masons, carpenters, contractors), entrepreneurship, financial literacy, including to migrants	2,514	-	-	-	-	-	2,514
Cash for work and labour-based programs focused on rebuilding public and private assets pertaining to livelihoods	3,393	-	-	-	-	-	3,393
Establish employment information/facilitation centres districts (including on migration) - 14 districts	14	-	-	-	-	-	14
Mainstream child labour issues and concerns in all programme activities	3	-	-	-	-	-	3
Skills provision coordination mechanism	1	31	31	1	1		65
Establishment of Labour Management Information System	-	200	200	-	-	-	400
Employment facilitation services – 31 districts	-	31	31	31	31	-	124
Migrant resource centres – 31 districts	-	31	31	31	31	-	124
Skills training programs	-	1,257	1,257	-	-	-	2,514
Labour- based programmes through community contracting	-	1,697	1,697	-	-	-	3,394
Total	5,927	3,247	3,247	63	63	-	12,547

EXAMPLE: Vanuatu PDNA 2015 ELSP Recovery Needs Table

Recovery needs
defined by
Short, Medium and
Long-term...

Program of Activities	Value (VT 1,000)	Responsible Agencies
Training of DoL, VCCI, and VCTU on socially responsible enterprise restructuring	57,024	DoL, ILO
Rapid training of PWD island-based/community contractors in labor-based rehabilitation works in Tanna ^a	65,880	DoL, PWD, ILO
Emergency employment program (i.e., Cash For Work)	367,200	DoL, Provincial Council, PWD, ILO, UNDP, UN Women, UN-Habitat
Emergency employment services	5,400	DoL, ILO
Rapid construction skills training	32,400	DoL, APTC, Youth Challenge, Oxfam, ILO
Rapid assessment of participation of children in agricultural labor	1,080	DoL, VCTU ILO
Total	528,984	

Note: DoL = Department of Labour; VCTU = Vanuatu Council of Trade Unions ; ILO = International Labour Organization; APTC = Australian Pacific Technical College.

a. VT 110,000 has already been funded.

Program of Activities	Value (VT 1,000)	Responsible Agencies
Local economic recovery program for microfinance institutions and MSMEs	432,000	DoL, ILO, VCCI, VANWODS, Commercial banks, UN Women
EIIP contractor development work	216,000	DoL, PWD, R4D, ILO
PDNA training for DoL, NSO, VCCI, and VCTU	1,296	ILO
Multi-hazard business continuity management training for VCCI, VANWODS, and others	8,640	ILO
CTA with essential support embedded in the DoL for 12 months to build up coherent labor market information system and expand national social protection program	44,712	DoL, VNSO, ILO
CTA embedded in the DoL for 6 months to build up coherent labor market information system and expand national social protection program	30,996	DoL, VNSO, ILO
Total	733,644	

Note: DoL = Department of Labour; EIIP = Employment Intensive Investment Programme; ILO = International Labour Organization; EIIP =; R4D = Roads for Development; CTA = Chief Technical Advisor; VCCI = Vanuatu Chamber of Commerce and Industry.

Discussion



For further information please contact:

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