

Master in Applied Labour Economics for Development
Module E: Seminars on Contemporary Global Labour Market Challenges

ILO-ITC Turin, 3 May 2012

Decent rural employment for food security and poverty reduction



Paola Termine, IPEC of ILO
Peter Wobst, ES Department of FAO



Outline – Session 2

- I. Addressing decent work deficits
- II. Decent rural employment in development policies & programmes: examples of policies and approaches

Reducing decent work deficits – Pillar 1

Employment & enterprise development

- ❑ **Addressing constraints**
 - Access to productive resources (land, credit, agricultural inputs, etc.)
 - Promote adequate technologies that enhance labour productivity
- ❑ **Transforming the structure of employment**
 - Invest in the skill base for productive employment (i.e. vocational training & education)
 - Support youth employment
 - Support productive mobility for all workers (e.g. women)
- ❑ **Entrepreneurship promotion** in rural areas
 - Supporting micro, small and medium enterprises and rural services including in agriculture
- ❑ Livelihoods diversification for decreasing risks and vulnerability
- ❑ Enhanced employability through **knowledge and skills interventions**

Reducing decent work deficits – Pillar 2

Social protection

- ❑ **Public employment programmes** (e.g. India)
 - Provided income opportunities & reduced vulnerability
 - Built or repaired community assets & infrastructure
- ❑ Universal pension schemes (e.g. South Africa)
 - Reduced poverty and inequality
 - Increased investment in education and health of children
- ❑ Conditional cash transfer programmes (e.g. Mexico)
 - Reduced number of work days lost to illness thanks to better health clinic attendance
- ❑ Promotion of safer technology
 - Reduced use of pesticides through Integrated Production and Pest Management

Reducing decent work deficits – Pillar 3

Standards & rights at work

- ❑ Extend labour laws to all forms of employment and agric sub-sectors
- ❑ Advocate & inform rural workers of their labour rights
- ❑ Reduce entry barriers for disadvantaged groups in labour markets & employment opportunities (i.e. access to land, mobility)
- ❑ Promote gender-sensitive working environment through normative actions, policies, strategies
- ❑ Promote gender equality in rural employment
- ❑ **Prevent and reduce child labour in agriculture**

Reducing decent work deficits – Pillar 4

Social dialogue

- ❑ Strengthen small producers' organizations and cooperatives
- ❑ Encourage participation of women and youth in member-based organizations
- ❑ Encourage association of women, youth, migrants to complement formal unions to give voice to specific categories of workforce
- ❑ Support formal unions in opening up to self-employed farmers and agricultural workers (e.g. **General Agricultural Workers Union of Ghana**)

Examples of programmes & approaches

- ❑ **Junior Farmer Field and Life Schools (JFFLS)**
- ❑ **Integrated approach on child labour in agriculture (MALI)**
- ❑ **Rural Employment Guarantee Act (NREGA)**
- ❑ **General Agricultural Workers' Union (GAWU)**

❖ Additional Examples

- ❑



Junior Farmer Field & Life Schools (JFFLS)

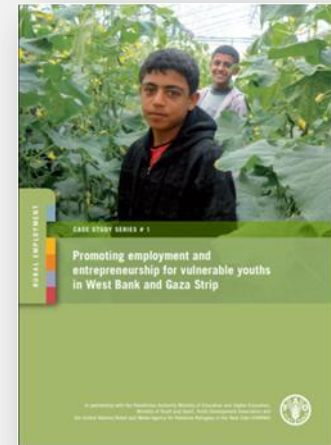
Employment
creation &
enterprise
development

Social protection

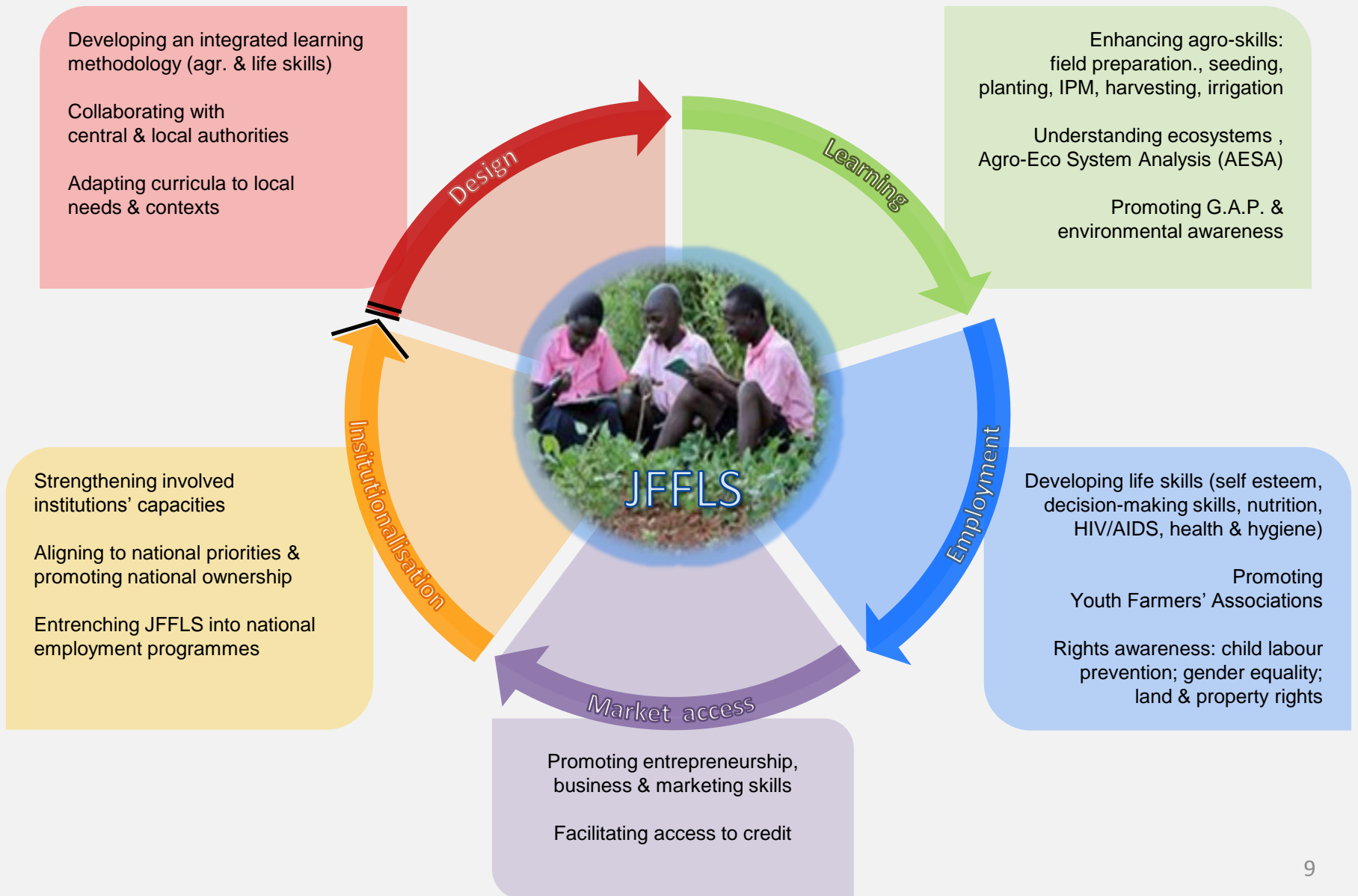
Standards &
rights at work

Governance &
social dialogue

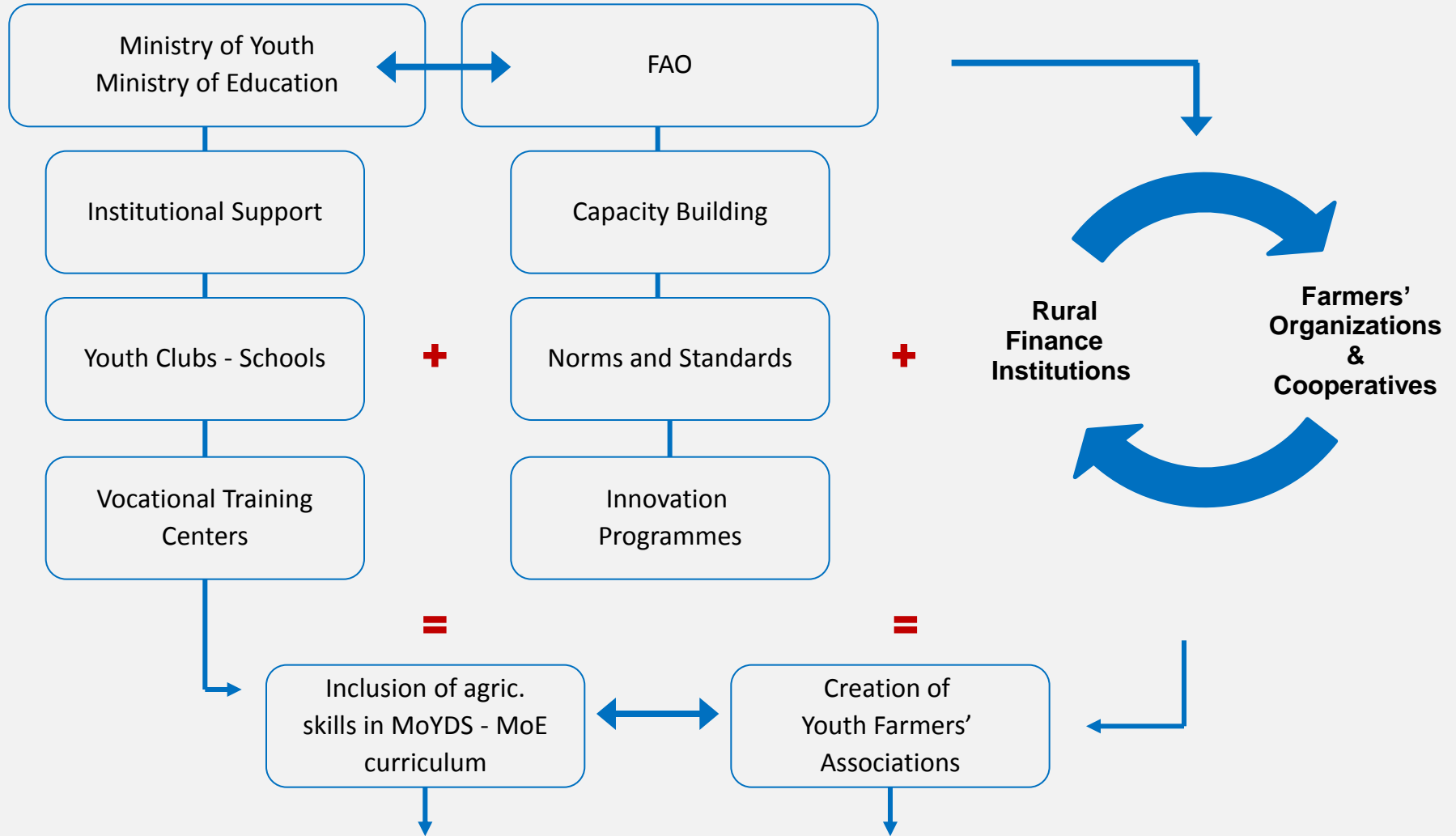
- The JFFLS is an **adaptation of the Farmer Field Schools (FFS)**
- Since 2004, the approach has been **expanded to 16 countries** in Africa, Asia, and the Middle East
- **Some 20,000 youths (50:50) have graduated from the schools**
- The **JFFLS is an integrated approach**, which combines in a youth friendly way agricultural & entrepreneurial skills with life skills
- The methodology is **contextualized** and **adapted** to different country needs



The JFFLS approach



Institutionalization of JFFLS



National ownership - Up-scaling to all MoYDS clubs and MoE schools & farmers' cooperatives

Addressing DRE through the JFFLS approach

- ❑ **Employment & enterprise development**
 - Stimulating youth employment & entrepreneurship
 - Providing job-relevant vocational training in rural areas
 - Facilitating access to credit & markets through Youth Farmers Associations (YFAs)
 - Reducing distress rural out-migration of youth
- ❑ **Social protection**
 - Introducing safer technologies
 - Improving knowledge on nutrition, health & hygiene
- ❑ **Standards & rights at work**
 - Introducing child labour prevention modules
 - Improving gender equality
- ❑ **Social dialogue**
 - Empowering youth & raising self-esteem
 - Promoting youth participation in producers' organizations
 - Enhancing youth voice & social dialogue

National Rural Employment Guarantee Act - India

Employment
creation &
enterprise
development

NREGA is a right-based public employment programme, in which a level of entitlement to work is provided. The objective is to enhance livelihood security, providing basic employment guarantee in rural areas

Social protection

Results: 2008-2009, 45 M households, 2163 M people days of work

Innovations:

- Demand-driven
- Statutory guarantee (100 days/max 15 days of delay)
- Minimum wage, equal remuneration and quotas (1/3 female)
- Web site in place <http://www.nrega.nic.in> to assure transparency and accountability

Standards &
rights at work

Limitations:

- Limited work typologies
- Uneven results/administrative problems (on average 42 working days per year out of 100)
- Need for greater integration of gender concerns

Governance &
social dialogue

Addressing DRE through NREGA

- ❑ **Employment & enterprise development**
 - Creating employment (e.g. lean season)
 - Building or rehabilitating vital community-based assets
 - Reducing distress rural out-migration
 - Creating new employment opportunities through improved infrastructure & market linkages
- ❑ **Social protection**
 - Employment guarantee scheme for rural households
- ❑ **Standards & rights at work**
 - Paying a minimum wages & equal remuneration for women & men
 - Empowering workers (employment dependent upon the worker exercising the choice to apply for jobs)
 - Introducing time-bound actions to fulfil the guarantee
 - Providing work site facilities such as crèche
 - Influencing working conditions and employability of beneficiaries
- ❑ **Social dialogue**
 - Increasing transparency & accountability, notion of right to work

Integrated approaches for child labour elimination - Mali

Employment
creation &
enterprise
development

Goal: addressing the root causes of child labour in agriculture integrating CL prevention, education, livelihoods support and adapted technology

Social protection

Context:

- ❑ More than 80% of CL is in agriculture
- ❑ Existing national policies and structures to address CL (PANETEM, CNLTE) but not effective on agriculture. Agricultural stakeholders rarely participate in community, district and national child labour action and coordination
- ❑ Missing common national understanding of child labour in agriculture

Standards &
rights at work

Governance &
social dialogue

Integrated approaches for child labour elimination Mali(*cont.*)

Results:

- Enhanced dialogue, coordination & engagement of agricultural and labour stakeholders (MoA, MoL, agric trade unions, producers orgs)
- Integration of CL issues in agricultural & RD policies
- Improved focus on agriculture in CL policies (National Action Plan)
- Awareness and knowledge, shared understanding on labour and agriculture sides
- Decreasing dependency on CL through:
 - Livelihoods support at producers / family / community level
 - Piloting and promotion of labour saving technologies and safer agricultural practices

Integrated approaches for child labour elimination Mali(*cont.*)

Lessons learned:

- Agricultural stakeholders are interested in being more actively involved in child labour work, if they perceive:
 - Food production, income generation and poverty reduction as means of reducing child labour
 - Child labour as a threat to future decent employment in youth and adulthood (life-cycle)
 - Child labour as a long-term threat to agricultural and rural development
- Clarifying child labour laws is important, but not the best entry point for discussion. It is important to find a common language
- Agricultural stakeholders can bring innovative solutions to causes of CL based on technical knowledge and production processes

Addressing DRE through integrated approach for CL elimination

- ❑ **Employment & enterprise development**
 - Creating alternative livelihoods opportunities
 - Addressing constraints in labour supply
 - Promoting return to school and vocational training
- ❑ **Social protection**
 - Promoting occupational safety and health to reduce hazardous work
 - Increasing access to health services for children
- ❑ **Standards & rights at work**
 - Eliminating child labour in all agricultural sub-sectors
 - Contributing to improve adult workers' rights
- ❑ **Social dialogue**
 - Enhancing engagement of sectoral trade unions and producers' organization
 - Including child labour clauses in collective bargaining agreements

General Agricultural Workers' Union (GAWU) of Ghana

Employment
creation &
enterprise
development

Social protection

Standards &
rights at work

Governance &
social dialogue

- The General Agricultural Workers Union (GAWU), established in 1959, is a large trade union for agricultural standards with 47,000 members (25,000 small-scale farmers and 22,000 formal sector employees)
- In Ghana 8 million are small independent farmers. GAWU has understood that to maintain membership and achieve results it is important to mobilize them and become a reference institution at community level
- GAWU promotes integrated programmes to address the daily needs of their members and the community (employment and livelihoods, credit, training) as a means to campaign and build a strong base to promote labour rights

Addressing DRE through GAWU's approach

- ❑ **Employment & enterprise development**
 - Creating alternative livelihoods opportunities during lean season
- ❑ **Social protection**
 - Providing safety nets at community level (including microfinance) to build a strong supporters' base
 - Promote OSH training and reduced use of pesticides
- ❑ **Standards & rights at work**
 - Eliminating child labour through community engagement
 - Promoting gender equality
- ❑ **Social dialogue**
 - Opening up membership to self-employed farmers
 - Organising the informal sector
 - Mobilising community around social development issues

Discussion questions

- ❑ What strategies can be used to promote employment and sustainable economic growth (both farm and non-farm), and to reduce poverty in rural areas?
- ❑ How can rights at work be extended, implemented and enforced in rural areas?
- ❑ How can social protection and social inclusion be extended and improved in rural areas?
- ❑ How can better governance and social dialogue be promoted in rural areas?
- ❑ How can national and local governments, and employers' and workers' organizations best contribute to decent rural employment and poverty reduction?

Publications for additional reading

- *Combating poverty and inequality: Structural Change, Social Policy and Politics*, UNRISD, 2010
- *Gender dimensions of agricultural and rural employment: Differentiated pathways out of poverty*, FAO, IFAD, ILO, 2010
- *International migration, remittances and rural development*, FAO, IFAD, ILO, 2008
- *Promotion of rural employment for poverty reduction*, ILO, 2008
- *Rural Youth Employment in Developing Countries: A Global View*, FAO, March 2010
- *Tackling hazardous child labour in agriculture: Guidance on policy and practice*, ILO, 2006

Q & A

□ ...

Thank you!

www.fao-ilo.org

termine@ilo.org

peter.wobst@fao.org