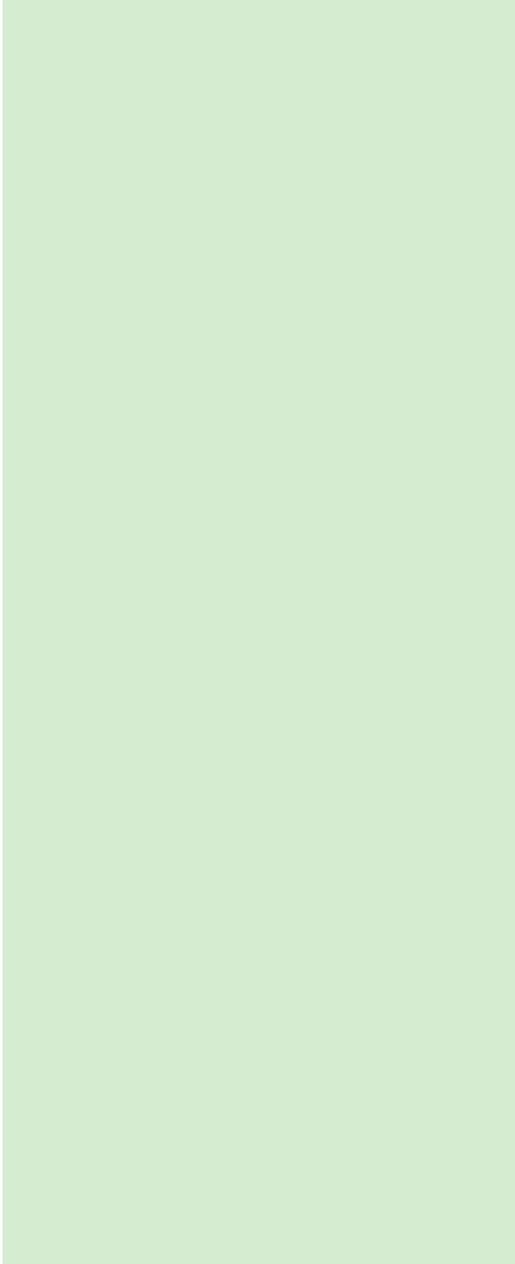




The Linkage between Employment Intensive Investment Programme (EIIP) and Social Protection





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1

SOCIAL PROTECTION

Definition of social protection

a) Social protection is generally defined as responses by the state and society to protect citizens from risks, vulnerabilities and deprivations. It also includes strategies and programmes aimed at ensuring a minimum standard of livelihood for all people in a given country. This entails measures to secure education and health care, social welfare, livelihood, access to stable income, as well as employment.

b) Social protection encompasses all interventions from public or private bodies intended to relieve households and individuals of the burden of a defined set of risks or needs, provided that there is neither a simultaneous reciprocal nor an individual arrangement involved.

c) Tanzania, for example, defines social protection in the National Social Protection Policy (2018-yet to be approved) as “a set of formal and informal interventions that aim to reduce social and economic risks, vulnerabilities and deprivations for all persons and thereby facilitate equitable economic growth and inclusive social development”.

d)The policy defines the vulnerable as “groups of people who, because of their characteristics, are exposed to heightened risks and cannot easily cope when risks materialize or shocks occur. They include children, women, and elderly people, persons with disabilities or chronic illnesses and households living in poverty or close to the poverty line”.

Social Protection Coverage

According to the ILO (2017), only 45% of the global population is effectively covered by at least one social benefit, while the remaining 55%– 4 billion people – are left unprotected and vulnerable. In Africa, only 17.8% of the continent’s population has access to at least one form of social protection-cash benefit; and in Tanzania only about 8% coverage for social insurance and 10% for social assistance.

Risks/Vulnerability Profile

The vulnerabilities, risks and deprivations to which a social protection system should provide policy and programs response can be understood at both individual and household levels (see Figure 1-Annex 1). At the level of the individual, vulnerability, risks and deprivations change from one stage of the life cycle to another. Other factors affecting the individual include gender and disability (or chronic disease). However, vulnerability, risks and deprivations also vary according to the circumstances of the households in which individuals live.

Four essential guarantees as defined in ILO Recommendation 202 include: i. Essential health care for all residents; ii. Social protection for all children; iii. Support to people of working age (vulnerable group) in case of unemployment, maternity, disability and work injury; iv. Pensions for all older persons.

-Social Insurance (broadly synonymous with contributory social protection), which refers to participants making regular payments to a scheme that will cover costs related to life-course events, for example, maternity, unemployment, old age or illness.

-Social Assistance (broadly synonymous with social safety net) is a form of non-contributory social protection, most commonly targeted at low-income groups or vulnerable population categories, providing social transfers (cash transfers, in kind or vouchers), cash/food for work (public works) or fee waivers for health or education.

Functions of social protection



Components of Social Protection

All the above named functions are commonly delivered as contributory and non-contributory, under which there are other forms of social protection as follows:

► Non-Contributory Social Protection

Non-contributory programmes are those provided to the poor and vulnerable and financed usually from public resources. The programmes address life-cycle and other risks for those that are not – or so far have never been – able to protect themselves and help to reduce poverty, vulnerability and inequality, while contributing to other developmental objectives such as human capital development. Non-contributory programmes include:

i) Cash Transfers: The Productive Social Safety Net (PSSN) Program administered by the Tanzania Social Action Fund (TASAF III) is an example of a major cash transfer program targeting extreme poor households. Through PSSN, extremely poor (about 1.1 million households as of 2020) families are provided with cash transfers, which are partially contingent on households investing in their human capital by sending their children to school and using health services.

ii) In-Kind Transfers: The Government has been delivering non-cash aid in the form of disaster relief, food supplement programmes and school meals subsidies, fertilizers vouchers, as well as fee exemptions to facilitate access by vulnerable groups to essential health services and the abolition of school fees at pre-primary, primary and lower secondary levels to promote access and retention.

iii) Social Welfare Services

Social welfare services focus on services to address such protection problems such as violence, abuse, discrimination and exploitation. These services include both preventive measures, to reduce the risk of problems materializing, and responsive measures to address problems that have already arisen. They focus in particular on vulnerable groups such as children, the elderly and persons with disabilities, with procedures for case management and referral to more specialized service providers in case of need.

iv) Productive Inclusion Measures, which include livelihoods enhancement programs.

Productive inclusion measures are complementary measures within social assistance programmes. In Tanzania, such initiatives have included the promotion of savings, livelihoods training, grants and micro-credit for income generating activities, and agricultural input subsidies, as well as public works projects.

► Contributory Social Protection

Tanzania has a long history of providing contributory social protection services through mandatory and supplementary schemes offered by public and private institutions, which includes pension schemes, employment injury insurance and health insurance.

In conclusion:

- a) It is worth to note that the social protection systems, including that of Tanzania, are multi-sectoral in nature and is implemented under different sectoral policies and programmes.
- b) Tanzania, as for many African governments remain challenged particularly in terms of limited financing and sustainability of financial resources and general social protection systems, resulting into limited coverage and adequacy or benefits to enable beneficiaries graduate out of poverty. As such, Development Partners and the private sector in general take the lead in the provision of support to the government in realizing these set objectives. The EIIP initiative becomes key in our case.

2

EMPLOYMENT INTENSIVE INVESTMENT PROGRAMME (EIIP)

What is EIIP?

Employment Intensive Investment Programme is one of ILO's vehicles to promote full and productive employment and decent work. It is a unique portfolio of productive employment creation for economic development, social protection and natural resources management.

Objective of EIIP

The overall objective of EIIP is to contribute to the reduction of poverty through appropriate employment generation, local participation and resource use, capacity building and the promotion of good governance policies.

Target Beneficiaries of EIIP Interventions

Targeted beneficiaries include:

- ▶ Poor rural and Urban people
- ▶ People in vulnerable situations, whose livelihoods are affected (these are women, youth, old people, people with disabilities and indigenous people)

ILO's EIIP approach includes interventions related to Public Works and Public Employment Programmes (PWP, PEP and PIP) for creating jobs for those who need them most. PEPs mainly focus on the provision of public goods and services as a way to generate employment opportunities. It supports infrastructure development and maintenance, promotion of green works through natural resource management and environmental rehabilitation as well as building social assets (e.g. schools, hospitals and water facilities), and services for improving health care, education and sanitation. These act as a catalyst for achieving poverty reduction and meeting many targets of the Sustainable Development Goals (SDGs).

EIIP also uses Labour intensive technology through Public Works Programmes to create assets and provide the much needed services. Both PEPs and PWP complement Social Protection by ensuring the provision of social protection floors that guarantees employment and income security as well as access to essential services.

A Menu of EIIP Activities

EIIP approaches are particularly relevant for the design, planning, development, implementation, construction, maintenance or management of the following:

- ▶ Rural Infrastructure Development- Water and sanitation, social infrastructure (schools, health facilities and markets), low cost housing, Rural roads and farm field schools
- ▶ Urban low-income settlements: social housing, access roads, drainage upgrading, climate proofing of assets & kitchen gardens.
- ▶ Agricultural Infrastructure works: charco dams, irrigation schemes, bio-digesters, water harvesting (including sand dams), forestry, soil and water conservation
- ▶ Environmental Protection: including climate change adaptation, slope and flood protection, afforestation, waste collection and disposal, urban greening, cleaning of storm water drains,
- ▶ Disaster relief and reconstruction
- ▶ Employment intensive manufacturing: Agro-industry, textiles, leather products

Design Elements of EIIP Activities

- ▶ **Employment Intensive:** Activities to be implemented must be Employment Intensive and labor-intensive and use simple tools and local resources as much as possible. The ratio of labour to capital inputs may be up to 70 % or more.
- ▶ **Community Driven:** The community participates in the prioritization, planning, implementation, monitoring and evaluation of sub-projects. This approach ensures sustainability of the asset created.
- ▶ **Wage Rate:** A Decent daily wage rate should be paid.
- ▶ **Eligibility:** Whenever possible poor communities should be given priority for engagement. In the event of a shock such as droughts, floods, should additional resources become available, other households in areas severely affected by the shock may also be provided with an opportunity to participate in a scaled-up EIIP.
- ▶ **Proximity:** The selected activity should be within reach, as beneficiaries, should not travel long distances to participate in EIIP activities and will be able to receive the benefits from the assets created within their vicinity. It is recommended that the maximum walking distance should not exceed one hour from homesteads.
- ▶ **Integration:** EIIP activities should complement other activities prioritized in the community. Intervention planning should ensure that works complement each other in the overall management of the programme i.e. example livestock production can be supported by grazing land rehabilitation, livestock pond construction, or the planting of fodder tree species.
- ▶ **Gender Sensitivity:** EIIP activities are designed to enable women to participate. Work will be allocated in a way, which is appropriate to women and ability of beneficiaries. Priority will be given to works, which reduce women's regular work burden, with women engaged in the planning of EIIP activities. Moreover, elderly beneficiaries can be assigned light duties e.g. taking care of children, tools sharpening etc. if there is no substitute in a respective household.
- ▶ **Creation of Community Assets:** Apart from poverty reduction and skills transfer, the secondary objective of the programme is to create community assets. A broad selection of EIIP interventions is possible including physical infrastructure, environmental conservation, watersheds and natural resources management.
- ▶ **Compliance to Safeguards Policy Frameworks:** All EIIP interventions must comply with Safeguards Policies, namely Environmental and Social Management Policy, Resettlement Policy and Vulnerable Groups Planning Frameworks. Screening for climate change impacts must also be done to predict anticipated risks.

EIIP Approaches

EIIP uses the following approaches

A: Local Resource-Based (LRB) approaches

Local Resource-Based approaches comprise work methods and technologies where the use of local resources is favoured and optimized in the delivery and maintenance of infrastructural assets. Local capacities and local materials are used to the greatest possible extent, but without adversely affecting the costs and the quality of the specified works. Appropriate (light) equipment is used for support activities.

LRB approaches optimize the use of local resources, including local labour and local technologies (normally are labour intensive and affordable) as well as locally available materials (whose costs are normally low), tools and equipment through local suppliers throughout the project cycle from planning stage through to the implementation and maintenance.

The LRB approaches encourage the engagement of all stakeholders: target communities, Local Service Providers including small contractors, and local governments.

LRB approaches ensures participatory processes during consultations to enable vulnerable groups in a community, such as women, youth, people with disabilities, indigenous, elderly, to have a voice in decision making and to actively participate in the development process (can benefit from the employment offered).

B: Use of Labour Based Technologies (LBT)

- ▶ Labour based approaches/technologies priorities the use of labour rather than equipment in interventions development, rehabilitation and maintenance.
- ▶ They maximizes labour supported by limited but appropriate equipment to meet the required standards.
- ▶ They contribute to poverty alleviation by creating job opportunities and income generation for local communities especially in rural areas
- ▶ They result in a more sustainable outcome by building capacity and entrepreneurship skills both planned and spontaneous
- ▶ LB approaches can be used in construction, rehabilitation and maintenance of infrastructures, irrigation, land development, forestry, water supply, sanitation and construction of small buildings.
- ▶ The downstream effects of LB approaches include income multipliers generated by spending of wages, micro-enterprise development, and enhanced employability of communities after the program finishes.
- ▶ LB approaches can provide a sense of ownership of local infrastructure and improve the sustainability of the intervention if communities are willing to maintain it.
- ▶ There are also indirect impacts from use of LB approaches including use for/access to economic, educational, health and other outcomes.

Thus channeling infrastructure investments through local communities, the LRB and LB approaches not only create job opportunities, but also stimulate the local markets and the economy, and entrepreneurship, while safeguarding cost-effectiveness with quality control and sustainable infrastructure asset creation.

EIIP Planning

A number of participatory planning tools and methodologies have been used to facilitate communities' participation in development planning and implementation process. Most of these approaches emanate from a combination of planning tools motivated by various methodologies and adaptations at the local level. However, the common ones are:

- ▶ Integrated Rural Accessibility Planning (IRAP)
- ▶ Participatory Rural Appraisal (PRA),
- ▶ Farming Systems Development,
- ▶ Participatory Land Use Planning, and
- ▶ Participatory Watershed Planning and management.
- ▶ Integrated Water Resources Management

Implementation of Community Infrastructure Works

LRB approach places great emphasis on Local human resources, Local materials as well as Local knowledge and technologies, which in turn generate incomes locally that circulate in the local economy.

Local Human Resources

Capacity development of relevant stakeholders affects the sustainability of the benefits of improved infrastructure. This includes the technical and managerial capacity development of local contractors, planning, procurement as well as empowerment of vulnerable community members.

Local Materials

LRB approaches promote an awareness of the abundance of local materials that can contribute to the sustainable development of the construction industry. Some of these local materials include rocks and sand and may require low energy for extraction and their cost of processing or transportation that involves fuel is low.

Local Knowledge and Technologies

At the local level, it is important to use familiar, feasible and appropriate technology to enable communities to control local resources leading to sustainable outcomes. Local technologies are mostly labour intensive and affordable which is a strong conduit for promoting local participation.

Community Contracting

The EIIP has demonstrated direct involvement of communities in infrastructure works through community contracting model. This is a procurement tool empowering communities by ensuring that they have an executive role in the identification, planning and implementation, monitoring and coordination of development initiatives. In simple terms the contractor is the community (either whole community or specified group within the community; youth, women, vulnerable families) undertaking the works and the local institution or decentralized entity is the client. The partnership delivers the project outputs, builds local capacity, credibility and confidence. Important issues in community contracting are:

- ▶ Direct selection of the target group instead of competition
- ▶ Obtaining preliminary cost estimates
- ▶ Ensuring advance payment
- ▶ Analysis of profit margins
- ▶ Capacity building and technical support for the contractor

Community contracting can be an opportunity to include gender and consideration of vulnerable groups participation through specific intervention schemes to respond to community needs; e.g.

- ▶ Special sanitary for women and care facilities for lactating women
- ▶ A crèche during working hours for pregnant and lactating women
- ▶ Quotas for women's participation
- ▶ Setting a threshold for participation of women and people with disabilities
- ▶ Flexible working hours especially for pregnant and lactating women

Encouraging Participation and Targeting Vulnerable Groups

The LRB approach encourages the participation of target groups in the planning, implementation, monitoring and evaluation of the interventions through participatory mechanisms. EIIP therefore promote equal rights at work and provide equal opportunities for women, and marginalized and disadvantaged groups.

Women

The LRB approach generates opportunities for women in local communities to participate in all stages of public works.

Measures that tend to enhance women's participation include:

- ▶ Equal pay for work of equal value
- ▶ Child care
- ▶ Quota setting
- ▶ Making work available and close to home
- ▶ Flexible working hours
- ▶ Options for part time work

Women working in construction sites acquire job skills, which they can apply to subsequent work. These skills coupled with entrepreneurship and theoretical training will enhance their employability potentials.

Youth

The growing number of youths entering the labour market each year, when engaged in local community works gives them the opportunity to gain the necessary experience and improve their employability through teamwork, skills and entrepreneurship development.

Indigenous People

Indigenous people are among the marginalized and disadvantaged groups. For example indigenous women in rural areas are disproportionately susceptible to prejudice as a result of discriminatory social rules and norms and therefore in need of support of access to local natural resources as well as finances and other services. If these are for example engaged in LRB road construction through on the job and theoretical training including entrepreneurship training, they may form business associations and may form enterprises which may secure contracts from local government.

People with Disabilities

These normally face difficulties accessing employment opportunities mainly due to social discrimination. By creating job opportunities and supporting skills development to improve their employability, they are more likely to increase their potential to generate income and improve their livelihood.

Operation and Maintenance

EIIP interventions create resilient infrastructural assets that enhance the productivity and livelihood of the surrounding communities and also build the capacities and skills of local communities and institutions. During or after implementation, they (local communities & institutions) may be assisted to form business associations and launch enterprises. After the completion of the EIIP projects, these enterprises may secure contracts from local councils to demonstrate their skills and maintain created assets thus sustaining the local economic and environmental improvements.

3

LINKAGES BETWEEN EIIP AND SOCIAL PROTECTION

The EIIP Project has strong linkage to social protection as it addresses the functions of social protection, and falls within most of the components of social protection both named under section 2 as follows:

The overall objective of the EIIP, which is to ensure pro-poor investment policy, strategy and programs address rampant unemployment and social protection deficits in target areas and contribute towards poverty reduction, social welfare and wealth creation to be realized aligns with the definition, objectives, and functions of social protection.

Direct recipients of the EIIP activities are relevant Government policy-makers, coordinators and technical staff, as well as development and social partners involved in the design and implementation of social protection and EIIP interventions. This largely links to the promotive function of strengthening capacities both human and productive.

The primarily beneficiaries of the EIIP are the poor and vulnerable groups of population including women, people with disability, unemployed youth, budding entrepreneurs in the formal and informal sector and out-of-school youth as well as poor households that are the beneficiaries of social assistance through the PSSN Program and Tanzania Rural and Urban Roads Agency (TARURA) intensive employment programs.

The focus of the Tanzania EIIP, for example, has been to strengthen the national capacity for the coordination and implementation of PSSN- Public Works Program in order to expand social protection coverage in rural and peri-urban areas, among other social protection areas of focus.

The EIIP Project supports the PSSN by introducing appropriate and local-resource-based technologies that are amenable for the creation of jobs such as compositing. This includes training of Local Service Providers to be used during implementation, including simple measurements, maps and sketches, basic surveying and setting out, task rates and measurements, quality control and operation and maintenance; among others.

EIIP's focus on Rural Infrastructure Development, Urban low-income settlements, and Agricultural Infrastructure works, are particularly in line with the definition and facts of social protection, which evidence high poverty levels in the rural agricultural areas, as well as in the growing urban poverty.

The EIIP leverages the strength of working with its social partners: the trade unions, employers' associations and the government Through Prime Minister's Office, Labour, Employment, Youth And People With Disability on policy level dialogue and advocacy for advancing employment labour intensive public programs in the country.

Overall, the main outcome objectives of the EIIP's to contribute towards achieving the objectives of employment creation, income support and asset creation, which are embedded in ILO's and inclusive and productive growth of social policy—**the essence of social protection**. The main strategy for the implementation of EIIP to use local resources based and employment intensive approach that are amenable for the creation of more and better jobs in job-rich sectors such as Agriculture, Manufacturing, Infrastructure, Environmental protection, etc. tend to also lean its focus towards addressing the poor and vulnerable groups; the focus of social protection.

4

CROSS-CUTTING OBJECTIVES

Gender Responsive EIP

The key concern guiding the Theory of Change towards gender equality in EIIPs as a comprehensive policy tool is that “due to gender inequalities, women are often more disadvantaged than men across different socio-economic groups and aspects and thus do not participate in and benefit from EIIPs equitably with men”. As such, different countries have responded to the real needs of women and men, in the design and implementation of EIIP programs and thus ensured a more sustainable impact. The following are some select country-examples:

► **South Africa's Expanded Public Works Programme (EPWP) (2004-14)** made a deliberate effort to guarantee jobs in a proportionate manner, based on the levels of unemployment and poverty. The initial target of 60% women beneficiaries, especially in the environmental and economic sectors, was based on prevailing demographic data. The argument was that considering that women constituted 60% of the poor in the country, a similar proportion should benefit from EPWP interventions. The identification and prioritization of all government projects, including the EPWP, is undertaken in an integrated manner, involving a consultative process involving both women and men.

► **Ghana— Decent work pilot programme (2005)** 's situation analysis identifies women as being disproportionately affected by poverty across virtually every sector of the economy in the country. Women workers in the informal economy, as well as small-scale women entrepreneurs, participated in the initial scoping, feasibility study and programme planning. They were likewise involved in the assessment of the gender dimensions of poverty and the informal economy.

► **Liberia's Poverty Reduction through Decent Employment Creation (PREDEC) (2007-2010)** acknowledged differences in the impact of conflict on women and men and, in particular, highlighted gender-based violence as one of the key effects. Moreover it considered that fact that although national literacy levels were generally low, women were particularly disadvantaged. As such, men have better access to skilled employment than women. This means Liberia has a gender dimension to poverty, and hence gender-responsive poverty alleviation strategies.

► **Indonesia: Nias Islands Rural Access and Capacity Building Project (NIAS- RACBP) (2009-2012)** included participatory consultation processes with beneficiary groups and women in the selection and implementation of the works. Women constituted 35 % of the baseline traffic counts (approximate number of women drivers counted in one hour). Special attention was supposed to be paid to the needs of, among others, women and female-headed households as these occupied the most vulnerable positions in the labour market and were, therefore, likely to be at a greater risk of exploitation, especially in post-disaster situations. Indonesia has also set specific measures to encourage women's participation such as: (i) equitable access to information; (ii) all-inclusive participatory processes; (iii) gender balanced recruitment procedures; (iv) the provision of specific labour recruitment clauses in contracts; and (v) setting a minimum target of 30% employment of women in community and private contracts .

ILO Guideline on Gender Responsive EIIP (2015)-pg. 9.
Department of Public Works (DPW). 2009. Expanded Public Works Programme Five-Year Report 2004/05 - 2008/09 (Pretoria)
-ILO-Building Social Protection Floors South Africa – Expanded Public Works February 2018
ILO Working out of poverty in Ghana the Ghana Decent Work Pilot Programme (2004)

▶ Tanzania's the new policy "National Social Protection Policy (NSPP-2018), which is yet to be approved by the Cabinet) recognizes that girls and women are more vulnerable than boys and men to a range of serious social risks and deprivations, including lower access to formal sector employment (and consequently lower coverage in occupational pension schemes); lower access to skilled manual and professional employment; reproductive health risks (including higher vulnerability to HIV and high maternal mortality); and gender-based violence and abuse, notably child marriage, FGM, domestic violence and sexual assault. Tanzania recognizes that about 60% of Tanzanian women live in extreme poverty. Women in Tanzania are much less likely than men to receive cash earnings for the work they do (56% and 89% respectively), and they are often disadvantaged in terms of participation in decision-making processes, thus making women more vulnerable to poverty. Their access to and control over assets and resources differ from that of men.

▶ Tanzania has many laws and regulations that directly or indirectly address decent work and labour market challenges to achieving gender equality, yet these goals have yet to be fully realized. Their labour force participation rate is high, averaged at 88% between 2000 and 2017 compared to 90.2% for men (Zambelli et al. 2017), well above average for sub-Saharan Africa (62%) and other developing regions of the world. Women's participation is higher in the agricultural rural areas, accounting for 70% of employment.

▶ Following these facts, in 2020, ILO conducted a gender and inclusion analysis of EIIP, also as part of the ongoing project objective to promote inclusive approach and that importance of women empowerment. The main objective was to come up with gender and inclusion specific recommendations to ensure (i) gender mainstreaming is monitored, (ii) accountability on progress is determined (iii) technical support provided to ensure that gender is effectively being mainstreamed and prioritized for the remainder of the project and (iv) budget allocation reflects the commitment of the project to prioritize gender and inclusion – including people with disability. This will facilitate strengthened synergies on the gender-responsive design features and implementation between the two programs, facilitated by the EIIP.

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Green Works (Environmental Conservation and Climate Change)

Green works refer to physical activities for the development and maintenance of infrastructure, ecosystems or community assets that have an overall positive environmental impact. Common examples include; soil and water conservation, afforestation and reforestation, irrigation and flood protection. These environmental works which are often labour intensive have a great potential for employment creation.

Why Green Works

Water is becoming scarce

Agricultural workers in developing countries are extremely vulnerable to the negative impacts of water scarcity.

Desertification and biodiversity loss are accelerating

Human activities are accelerating the destruction of the rich biodiversity and healthy ecosystem (which provide clean water and healthy soil) as a result of overgrazing, excessive felling of trees and other unmanaged alterations in natural ecosystem.

The climate is changing

The climate change and environmental degradation will severely and disproportionately affect the poor in developing countries and will face increasingly high levels of food insecurity.

Green Works objectives and the EIIP's approach

Environmental restoration and conservation

Experience shows that employment creation schemes can assist with ecosystem restoration, or can reverse environmental degradation by making use of local or natural resources and local technologies and employ local community members to help reverse or adapt to the changes in their surrounding environment. Such activities include; gully treatment, reforestation, forest protection, slope protection, soil and water conservation, construction of dykes, sluices and footbridges, and lining of rivers and creeks among others.

Climate change adaptation

Key Areas of the EIIP's adaptation measures include:

- (a) Irrigation, water and land resource management in rural areas to address the variability and intensity of water supply and improve the quality of existing land.
- (b) Flood control, drainage and water conservation structures both in rural and urban areas to deal with the variability and frequency of water availability.
- (c) Rural transport improvement and maintenance to ensure that transport networks can withstand the increased level of rainfall and flooding.
- (d) Reforestation and afforestation activities to restore ecosystem and so improve the resilience of restored areas.

Climate proofing infrastructure

For climate, proofing EII programmes can build climate resilient infrastructures more capable of withstanding natural disasters and at the same time improve livelihood and income security for the most vulnerable. Such assets include; development of irrigation schemes, flood prevention measures, soil stabilization, and reforestation works, and rural transport maintenance and can enhance the productivity of both agricultural land, labour, and contribute to food security.

ILO Guideline on Gender Responsive EIIP (2015)-pg. 9.

Decent work involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families. ILO (2013) provides Measurement of Decent Work, which includes ten substantive elements: (i) employment opportunities; (ii) adequate earnings and productive work; (iii) decent working time; (iv) combining work, family and personal life; (v) work that should be abolished; (vi) stability and security of work; (vii) equal opportunity and treatment in employment; (viii) safe work environment; (ix) social security; and (x) social dialogue, employers' and workers' representation.



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