

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

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Rural employment for food security & poverty reduction: Creating an enabling environment



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Key points outlined today

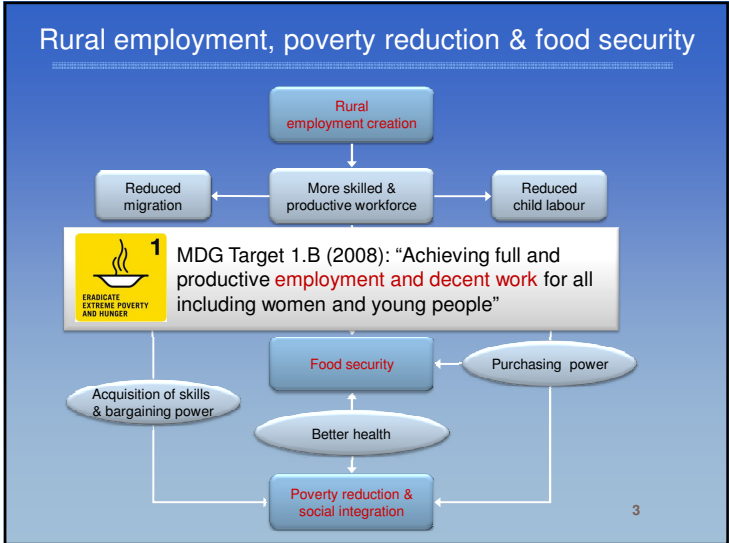
- For achieving economic growth and social development addressing the quality of work is essential
- Adequately addressing decent work deficits in rural areas would tap into the potential of workers' efficiency and productivity
- **Now:** Rural employment and decent work are central for poverty reduction and rural development

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Outline – Session 3

- I. Rural employment and decent work can help achieve food security & poverty reduction
- II. Describing the enabling environment for rural employment
- III. Decent rural employment in development policies and examples of concrete interventions

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Decent rural employment and other MDGs

- 2 MDG 2: Achieve universal primary education**
Decent rural employment promotes fair wages, which allows for children to go to school & avoid child labour
- 3 MDG 3: Promote gender equality and empower women**
Non-discrimination is a core principle of DW; Women's representation & participation in social dialogue promotes rural women's rights (e.g. in POs, workers' associations)
- 4 MDG 4: Reduce child mortality**
DW (specifically pillars 2 & 3) supports rural working mothers as well as the fight against the worst forms of child labour
- 5 MDG 5: Improve maternal health**
Maternity protection of rural female workers recognized as a basic human right: protection during pregnancy, delivery and breast-feeding
- 6 MDG 6: Combat HIV/AIDS, malaria & other diseases**
Promotion of the right to employment and social protection for vulnerable groups, such as rural people living with or affected by HIV/AIDS
- 7 MDG 7: Ensure environmental stability**
Safe working conditions are key to prevent accidents in rural workplaces and prevent environmental catastrophes; Compliance with pesticide guidelines; DW promotes green jobs
- 8 MDG 8: Global partnership for development**
DW in rural areas participates at national and global level to the promotion of the global partnership for development

The need for an enabling environment

- Rural employment is not only an avenue out of poverty, but a necessary condition towards **social development and structural change**
- To realize the full potential of rural employment as an engine of social change requires a conducive **enabling environment**
- A changing rural environment requires to identify **innovative policies and strategies**

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Elements for an enabling environment

Institutions

- Labour market
 - Address specifically constraints of working poor and informal workers
 - Stimulate growth of farms and rural businesses
 - Ensure labour codes implementation in rural areas
 - Support tripartite negotiations and social role of unions and associations in rural areas
 - Improve productive labour mobility (remittances, better information on opportunities)
- Household
 - Diversify household income sources (work, social protection)
 - Improve intra-household division of labour and sharing of resources, and dependency ratios

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Elements for an enabling environment (cont.)

Public Space

- Social dialogue
 - Recognize representational role of informal associations of workers and producers (e.g. agricultural producers) and support them to organize
 - Support formal workers' and employers' organizations to represent informal and self-employed workers
 - Ensure adequate representation of agriculture in national collective bargaining and social dialogue
- Private sector, markets, and investment climate
 - Strengthen public-private dialogue and partnerships (CSR)
 - Protect property rights, including secondary rights
 - Reduce business costs and red tape
 - Strengthen predictability

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Elements for an enabling environment (cont.)

Public Space

- Policies & regulations
 - Integrate consideration of labour market outcomes in agriculture and rural development policies
 - Consider rural employment as integral part of national growth and development policies
 - Strengthen coverage of national laws and government capacity to enforce them in rural settings

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Elements for an enabling environment *(cont.)*

Labour Force

- Enhance rural workers' skills through adequate training (with specific attention to youth)
- Promote healthy labour force (nutrition, safe work, social development)
- Target gender constraints and discrimination that limit opportunities
- Encourage productive employment and entrepreneurship

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Rural employment in development policy

Identify and address constraints

- Insufficient labour supply and inadequate technology
- Access to resources (land, credit, agricultural inputs, etc.)
- Unequal access to markets and value chains
 - Youth
 - Disabled people
- Educational and skills gaps
- Low productivity activities that do not generate sufficient income
- Cross-cutting gender inequalities hindering potential

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Rural employment in development policy *(cont.)*

Transform the structure of employment

- Invest in agricultural development
- Provide public goods & services for agricultural and rural dev. such as infrastructure, information, telecom, financial services, etc.
- Invest in the skill base for productive employment (i.e. vocational training and education)
- Support youth employment
- Support productive mobility for all workers (e.g. women)
- Promote adequate technologies that enhance labour productivity and limit use of scarce resources
- Promote a territorial approach for integrated rural development to reach remote areas

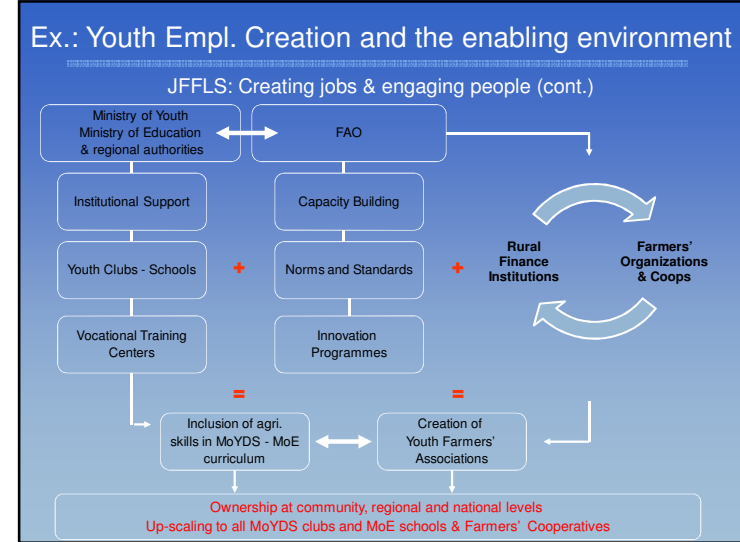
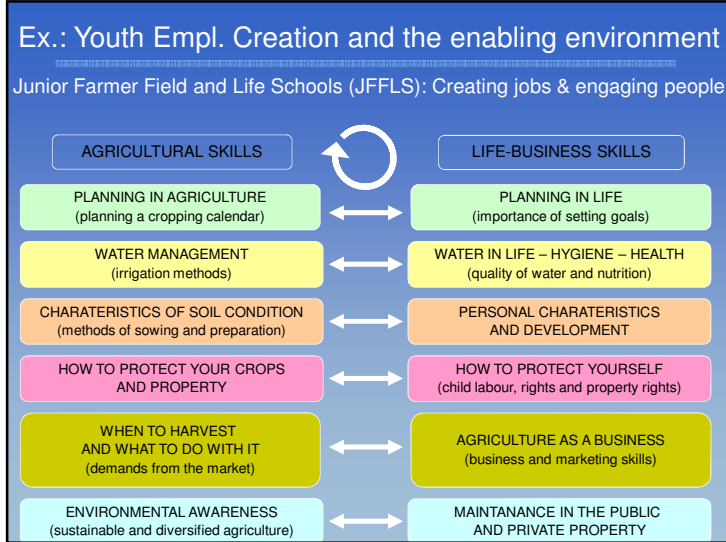
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Rural employment in development policy *(cont.)*

Extending labour laws and social protection to all forms of employment

- Not necessarily formalization!
- Open social protection to all with a strategic focus on vulnerable categories (de-linked from employment to cover those who are excluded from labour markets or unable to work)
- Ensure implementation of international labour standards and relative national laws
- Support compliance with health and safety regulations
- Enhance freedom of association

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- ### Good practices for an enabling environment (cont.)
- JFFLS: Cross-cutting benefits
- Through JFFLS, vulnerable youth is empowered and provided with livelihoods options and skills
 - Reduction of vulnerability to destitution and risk coping strategies
 - Gender inequalities addressed through the promotion of gender-sensitive skills and training
 - JFFLS contributes to the prevention of child labour through enhanced education and information
 - Though the provision of skills and work opportunities, youth migrations are reduced
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- ### JFFLS and the elements for an enabling environment
- Institutions
- Labour market
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 - Stimulate growth of farms and rural businesses
 - Improve productive labour mobility (remittances, better information on opportunities)
 - Household
 - Diversify household income sources and improve intra-household division of labour
- Public Space
- Social dialogue
 - Private sector, markets, and investment climate
 - Policies & regulations
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JFFLS and the elements for an enabling environment

Labour Force

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Good practices for an enabling environment (cont.)

Rooting out child labour in agriculture.
Dialogue between agriculture and labour stakeholders

Goal: Support dialogue between labour and agriculture stakeholders and strengthen National Action Plans on child labour in agriculture

Objectives:

- Policies, legislation and law enforcement improved
- Stakeholder coordination
- Awareness and knowledge, shared understanding on labour and agriculture sides
- Addressing the root causes: livelihoods support at producers / family / community level

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Good practices for an enabling environment (cont.)

Rooting out child labour in agriculture.
Dialogue between agriculture and labour stakeholders

- A common *national* understanding of child labour in agriculture is a prerequisite for effective involvement
- Agricultural stakeholders are interested in getting 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.
- Agricultural stakeholders rarely participate in community, district and national child labour action and coordination

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Key messages

- Employment creation in rural areas is more effective when decent work aspects are taken into consideration
- More and better jobs allow the rural poor to use their most abundant asset, **labour**, to increase their income and access to food
- Decent rural employment is central for econ. growth, rural development and social transformation. The systematic consideration of its multi-functionality and central role will contribute to enhanced overall policy coherence

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Q & A on DRE and the enabling environment

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Thank you!

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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

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