Sida’s approach to productive employment – Unlocking potentials
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Content

1. Reform of Swedish development cooperation
2. Sida’s approach to employment – in theory
3. Sida’s approach to employment – practice
4. Major challenges ahead
1. Reform of Swedish Development Cooperation
New Guidance Structure for Swedish development cooperation

Tanzania  Zambia  Somalia  Global portfolio

Regional and Country result strategies  Global thematic strategies

Aid policy Framework
2. Sida’s approach to employment - in theory
Sida’s employment world map (total 33 countries)
Country Result Strategies: focus on WHAT

**Zambia:** Increased number of productive jobs, particularly for women and young people, *with the ambition* that Sweden will contribute to at least 120,000 people having productive work in the agricultural sector.

**Somalia:** Increased number of people, particularly youth, with jobs that provide sufficient income to support themselves.

**Tanzania:** Developed markets in agricultural production *with the ambition* that more poor people – primarily women – find employment and increase their incomes.
Productive employment - Swedish development cooperation

• **Productive employment**: work that yields sufficient income to allow the worker and his/her family/dependents a living standard above the poverty line (MDG 1b)

  → an attempt by Swedish Government to link number of jobs and incomes above poverty rates
3. Sida’s approach to employment – in practice
From sectors to cross-cutting collaboration

- Economic growth
- Equality
- Market development
- Labour Markets
- Productive and decent employment
- Employability and skills
- Resilience
While Waiting for Go….Iden Strategies

1) **Analysis of binding constraints** for productive employment

2) **Develop in-house capacity and methods** – series of workshops, tools development, Sida employment portfolio overview, mapping of Swedish actors

3) Linking **bilateral result strategies** with **global** support

4) **Results measurements** – list of indicators; development, outcome, output, process

5) **International fora/other donors** – Stockholm Group, DCED, etc

6) **Pool expertise** and comparative advantages of different actors – Swedish Leadership on Sustainable Development (SLSD)
Example 1: Operationalizing Employment

- Analysis
- Stakeholders
- Portfolio development
Example 1: Employment Analysis – Rwanda

- Challenge for the future is to obtain inclusive structural change
  - Equal access to secondary education and TVET
  - Elimination of gender discrimination on the labour market
  - Overcoming barriers to continued scale-neutral agricultural growth
  - Linking micro- and small enterprises to the larger players to create value chains rather than fostering further dichotomy

- Special focus on vulnerable groups – rural youth from land-poor households
Comparative analysis to identify areas of intervention for Sida to build a country portfolio.

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Example 2: Capacity building – Kigali

• 50 participants (total 678) from 12 embassies

• Market development, Agriculture, Gender, and Education

• Increase understanding of productive employment and interlinkages

• Access to tools

• 13 action plans on how to strengthen and integrate employment in country portfolios

• Build embassy and/or regional teams for collaboration
Example 3: Tools development

Strategy development
- Tools/guides for EDA, IEA etc
- TORs for employment analysis
- Indicators database

Operationalization
- 3 step process
- TORs for employment analysis
- TORs Study on employment programs
- Mapping of Swedish actors

Portfolio implementation
- Quick Guide to employment
- Briefs
- Assistance in assessment system
- Indicators
- Sida portfolio mapping
Challenges ahead – results measurements

• How monitor results on aggregate level, especially with different bilateral result strategies and result formulations? Is it possible?

• How develop appropriate quantitative and qualitative indicators that captures both poverty and employment aspects?

• How find an appropriate balance between established indicators and narrative reports that satisfies practitioners, governments and public?

• How analyse and maximise indirect effects of other interventions, for example energy investments?

• Internal knowledge development within Sida and maximise outcomes as a small actor – need collaboration with other donors and multilaterals