



International  
Labour  
Organization

# Final Progress Report

From December 2021 to September 2022

**Enhance socio-economic participation of vulnerable  
population in Iraq through EIIP**

**Project Code (IRQ/21/05/UND)**



*Construction workers installing drinking water pipeline through the project's interventions at Nineveh Governorate, by Zanyar Qadir, © ILO, 2022*



09/11/2022

Donor: United Nations Development Programme, UNDP

Admin Unit: RO Arab States

Project title: **Enhance socio-economic participation of vulnerable population in Iraq through EIIP**

Report type (pick one)	Final Progress Report
Reporting period:	<b>From 01 January to 30 September 2022</b>

Linkages:

Strategic Policy Outcome: Outcome 3: Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all.

Country Programme Outcome: Outcome 1.1: Reconstruction and recovery efforts create opportunities for decent work, development of market relevant skills and enterprise development

Sustainable Development Goal: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

UNDAF Outcome: Outcome 2.2: People in Iraq have strengthened capacity, enabling inclusive access to and engagement in economic activities.

Related project(s): Employment Intensive Investment Programme through Conservation of Cultural, IRQ/20/02/UNE. PROSPECTS - Inclusive jobs and education for refugees and host communities in Iraq, IRQ/19/50/NLD

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# 1. Executive Summary

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The technical collaboration between the International Labour Organization (ILO) and United Nations Development Programme (UNDP) during the rehabilitation works of six infrastructural interventions at Nineveh Governorate has proven the various opportunities to improve the employment generation programmes and processes at construction sector in Iraq. The ILO provided technical support to integrating the Employment Intensive (EI) approaches within the cash for work (CFW) interventions implemented by UNDP. Although the size of project was small in terms of budget and time frame, it provided excellent learning experience for both agencies and implementing partners on how to develop and execute livelihood programmes with longer term employment models and shifting from emergency to development contexts.

The CFW interventions are crucial for local communities for quick income generation and emergency aid during crisis. The total generated employment from the six interventions was 3,504 worker days with 65,661 USD total values of wages injected for directly employed beneficiaries. However, moving towards local stakeholders' support and strengthening the institutional capabilities of local partners, the mainstreaming of EI concepts and methodologies helped technical teams to capture many points of collaboration with these partners and improvement for future upscaling.

During the short period of implementing this project with the UNDP team, EI approaches were introduced to the relevant stakeholders, including the local contractors, trade unions and monitoring and evaluation officials. However, for the future upscaling phases, we are looking forward to fully adopt EI approaches at the programming and implementing of infrastructure improvement in Iraq. Throughout the implementation of the ILO-UNDP project, three key areas were piloted on small scale, and can be inspired for future adopting and application:

## ***Enhance Construction Productivity through mainstreaming EIIP Approaches***

The EI approaches focus on linking employment generation with productivity and cost-effective technologies. The application of task-system at construction activities aimed to tackle productivity challenges, and the ILO introduced this system through training sessions and on-site coaching. To optimize benefits of this system, future interventions shall:

- Amend contractual framework of construction works to enforce the application this system,
- Further building the capacities of implementing partners in applying productive-based methodologies
- Provide convenient mechanisms to enhance monitoring processes during implementation

## ***Support the Unionization of Construction laborers***

The ILO and UNDP sought to apply Decent Work principles during these interventions, at which the Trade Unions were engaged to lead this aspect, through generating awareness among workers and electing workers representatives to defend the rights of workers. The EIIP in Iraq works to empower the workers at the workplace in defending their rights through the effective participation of the Workers Organizations at the country. For future interventions more efforts should be made in:

- Enabling construction workers to understand their rights and responsibilities at workplace, and to play active role in defending their rights,
- Facilitate the dialogue between employers, workers and authorities to reach common grounds for better working conditions.

### ***Increase the Impact of Local Market towards Decent and Green Jobs***

The construction industry supply chain is very wide and involves many other sectors, for this reason EI tried to exploit this strategic position of construction interventions to extend the impact of sustainable procurement on the local markets. For future programmes, big opportunities can be used in causing such impact. Potential opportunities can be:

- Improving working conditions of suppliers, sub-contractors, and other community organizations that contribute to the construction works,
- Promote green work and environmentally friendly practices at the different contributors of construction works.

## **2. Basic Information**

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<b>Countries covered:</b>	Iraq
<b>Donor:</b>	United Nations Development Programme
<b>Budget:</b>	USD 59,615.53
<b>DC Symbol:</b>	IRQ/21/05/UND
<b>Administrative unit:</b>	RO Arab States
<b>P&amp;B Outcome:</b>	Outcome 3: Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all. Output 3.4: Increased capacity of ILO constituents to promote peaceful, stable and resilient societies through decent work
<b>DWCP outcome:</b>	Outcome 1.1: Reconstruction and recovery efforts create opportunities for decent work, development of market relevant skills and enterprise development
<b>Start date:</b>	01 January 2022                      01 January 2022
<b>End date:</b>	30 September 2022                      30 September 2022
<b>Project Duration in months:</b>	Nine months

### 3. Summary outputs

Output	Output status	Analysis of Output Delivery <sup>a</sup>
<p><b>Outcome 1:</b> Enhanced access to decent and sustainable jobs and improved socio-economic inclusion of vulnerable population through shifting towards more development-based approach.</p>		
1.1	Completed	<p>ILO supported the integration of EIIP approaches through providing technical guidance, capacity building and monitoring for six infrastructure interventions implemented by the UNDP at Nineveh Governorate. The ILO activities focused on:</p> <ol style="list-style-type: none"> <li>1. Technical support to mainstream EIIP approaches into 6 cash for work interventions during planning and procurement phases.</li> <li>2. Technical Support for the monitoring and supervision process for infrastructural interventions through private sector contractors.</li> <li>3. Provide technical contribution for the Employment Impact Assessment conducted at the end of the project.</li> </ol> <p>The project managed to generate employment a total of 3,504 worker days from the six infrastructure interventions with 65,661 USD total values of wages injected for directly employed beneficiaries.</p>

OUTPUTS: Overall delivery assessment			
<input checked="" type="checkbox"/>	<p><b>Highly satisfactory</b></p> <p>Almost (&gt;80%) outputs have been implemented on schedule as envisaged in the implementation plan and almost all (&gt;80%) indicator targets have been met.</p>	<p><input type="checkbox"/></p>	<p><b>Satisfactory</b></p> <p>Some (60-80%) of outputs have been implemented on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator targets have been met.</p>

<sup>a</sup> Compare actual against planned indicator targets

<input type="checkbox"/>	<b>Unsatisfactory</b> Some (40-60%) outputs have been implemented on schedule as envisaged in the implementation plan and only some (40-60%) indicator targets have been met.	<input type="checkbox"/>	<b>Very unsatisfactory</b> Few (<40%) outputs have been implemented on schedule as envisaged in the implementation plan and only a few (<40%) indicator targets have been met.
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## 4. Summary outcomes

OUTCOME ACHIEVEMENT <sup>b</sup>		
Indicator	Baseline (before project start)	Outcome summary <sup>c</sup>
<b>Outcome 1:</b> Enhanced access to decent and sustainable jobs and improved socio-economic inclusion of vulnerable population through shifting towards more development-based approach.		
Outcome Achieved		
2,000 worker days created	0	Generating 3,504 worker days all were Iraqis returnees and host community members (520 females where 88% of them have primary education or less) through the implementation of infrastructural improvement works at six (6) cash-for-work intervention adopting EIIP approaches
Six (6) cash-for-work interventions applied EIIP approaches.	0	Provide technical support to the UNDP team to integrate EIIP approaches at six (6) interventions implemented at Nineveh Governorate.

<sup>b</sup> Based on the M&E plan

<sup>c</sup> Compare achievement against planned target as per indicator.



<b>OUTCOME: Overall outcome summary</b>			
<input checked="" type="checkbox"/>	<p><b>Highly satisfactory</b></p> <p>Based on the indicators &amp; the risk assessment, all outcomes have been achieved by the end of the project.</p>	<input type="checkbox"/>	<p><b>Satisfactory</b></p> <p>Based on the indicators &amp; the risk assessment, the majority of outcomes have been achieved.</p>
<input type="checkbox"/>	<p><b>Unsatisfactory</b></p> <p>Based on the indicators &amp; the risk assessment, only some outcomes have been achieved.</p>	<input type="checkbox"/>	<p><b>Very unsatisfactory</b></p> <p>Based on the indicators &amp; the risk assessment, only a few outcomes have been achieved</p>

## 5. Narrative Report: Managing for Results

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### 5.1 Result summary

The ILO through its Decent Work Country Programme in Iraq aims to promote employment opportunities and decent work principles through focusing on supporting private sector development and job creation. The Employment Intensive Investment Programme (EIIP) is one of the largest development cooperation programmes within the ILO and targets the most vulnerable people – mainly in rural societies – to combat unemployment, underemployment, and improve livelihood conditions. EIIP interventions apply Labour-Intensive approaches and environmentally sound work methods and technologies in infrastructure development that optimize employment creation for local communities.

Labour-Intensive (LI) approaches were introduced to the project's stakeholders, and implementing partners were made aware of the key implications of these LI approaches on the construction activities in the projects. In this reporting period, the following progresses of activities have been made:

#### **Mainstreaming EIIP into the project's interventions**

The integration process of the EIIP methodologies into the cash-for-work activities was achieved through different activities:

1. Introducing the key concepts of EIIP programme to the project's stakeholders to familiarize them about application and the pathway to mainstream LI approaches into the Cash-for-work project as well as the main pillars that will be tackled: selection and design of interventions, amending the contract documents for implementation, and monitoring process to enhance productivity at construction sites. Two sessions were held in ILO offices in February 2022.
2. Building the technical capacities of implementing agencies on applying the EIIP at construction activities through several trainings and workshops at classroom and on-the-job sessions. Pre-bid training was conducted for bidders of the project, one technical training for the technical supervising staff in June 2022, and several field trainings conducted for the contractor's team, (Please refer Annex on training reports)
3. Amending the contractual conditions through providing the relevant EIIP clauses. The EIIP clauses provided enabling environment through developing appropriate guidelines and contractual conditions to facilitate the application of these concepts by the implementing partners. The ILO developed these Particular Conditions to be applied by the project's partners in the interventions to optimize employment generation and improve working conditions in construction sector towards Decent Work standards.
4. Providing technical support and training during implementation period to enhance the capabilities of the implementing partners in adopting EIIP concepts into the activities of project. (Please refer Annex on training reports)

### **Employment Impact Assessment (EmpIA)**

Employment Impact Assessments are meant to provide the insights to enhance employment outcomes and so should assist in identifying which of these measures to use and how to put them into effect. The four measures to influence the employment outcomes of infrastructure investments are: procurement and contracting, the choice of technology (in particular the use of labour-intensive methods), local labour content requirements and choice of materials, and the inclusion and enforcement of minimum labour standards and working conditions.

The ILO conducted two (2) sessions for the technical teams (mainly the monitoring and evaluation staff and consultant) to present the key concepts on the Employment Impact Assessment as implemented through ILO's tools, followed by brief note on the implementation of the EmpIA to allow UNDP colleagues to implement the assessment activities.

The overall development objective of the project is to *"enhance access to decent and sustainable jobs and improved socio-economic inclusion of vulnerable population through shifting towards more development-based approach"*. The integration of EIIP approaches into the cash-for-work interventions ensured the presentation of decent work conditions and application by the implementing agencies including both workers, contractor and the supervising staff. Moreover, the assessment of employment impact helped the planning staff of project to shift focus from mere jobs creation into the employment effects at the local community and market.

Finally, the project succeeded to engage the Workers Organizations to the promotion of decent work conditions through increasing the workers awareness of the rights at work and enabling them to defend these rights through the unionization process. These results fed into the main goals of ILO's Decent Work Country Programme for Iraq in creating decent work opportunities for the most vulnerable groups.

## Self-evaluation results

### Relevance

One of the strategic goals to integrate EIIP approaches into public works is recover jobs lost due to sudden crises (such as the COVID-19 pandemic, civil unrest, and so on), thereby granting labour markets adequate time to return to pre-crisis levels. Offering 50 days employment, although short term, was matching the required recovery for the vulnerable families (183 families) who benefited from direct or indirect employment opportunities. Employment, livelihood were the ultimate needs for families in Al-Tawfiqiya village and Terjallah, whereas improvement of infrastructure was among the highest needs at Shaquli and Kalamless village. These were the areas that the project was implemented at. In addition, promoting decent work principles fall under the core strategies of the ILO. The selection of infrastructural needs and design of interventions was not clearly linked with the local communities needs and expectations, and this area might need more analysis and consultations with beneficiaries at future.

### Effectiveness

The project generated more than 3,500 worker days which constitute 39% labour intensity (full-time equivalent FTE of 11.68 jobs per year). These figures are considered high in light of project's budget allocation. The female participation at direct employment constitutes 15% of the total worker days, and UNDP procedures were applied in recruitment of workers which guarantees women participation. The inclusion of persons with disabilities was not clearly demonstrated at the project strategy therefore no participation figures were collected in this regard. The main advantages of direct and indirect employment created in this project were reached through the injection of wages, which was estimated with more than 69,000 USD. On the other hand, the engagement of trade union at the awareness generation and monitoring activities managed to establish strong platform of applying Decent Work principles at the construction sites.

### Sustainability

The improvement of infrastructure, especially the interventions that target access to essential services (that is laying drinking water network and schools maintenance) were the main physical outputs that the project left behind. In addition, other intangible benefits were delivered through the implementation of project activities which can be upscaled and increased in terms of application. The improved skills of technical staff for implementing partners and increased knowledge for workers on their right at work were important addition of the project.

Nothing to be said on the policy change level, which was not the intended result of this project due to the small span of implementation as well as limited budget. However, the integration of EIIP into cash-for-work activities proved key potential improvement of construction sector in Iraq. First, the enhancement of labour productivity at construction through applying task-based systems, and second the engagement of trade unions to applying decent work principles and enabling workers to defend their rights.

## 5.2 Monitoring, evaluations and other reviews

The data collection during the project implementation was done through the UNDP engineering staff at the field in coordination with the Contractor's team. The ILO supported the monitoring processes through developing monitoring tools to collect employment information in addition to the tools used by UNDP team. The delays of reports submission by the Contractor was one

challenge faced at the beginning stage of the project but with the progress of project the reporting performance was improved.

The reporting on jobs created was made on quantitative and qualitative levels. The number of jobs indicators (number of persons, number of worker days, and wages) used workers registration and muster payroll sheets for collecting data on weekly and monthly basis. The quality of jobs (decent work and environmental and social safeguards compliance) used compliance check list collected weekly from the field.

The project conducted Employment Impact Assessment using the ILO – EIIP methodologies, which involved all stakeholders from different partners. During the assessment, survey, Key Informant (KI) interviews, Focus Group Discussion (FGD), checklists, open discussion with suppliers and service providers, job chain analyses, and observations were utilized to gather primary data from various stakeholders about the project activities. For secondary data, the assessment used project documents and desk reviews. The assessment was carried out from June 15 to September 20, 2022.

Findings from the Employment Impact Assessment were discussed and reflected upon at joint meeting and field visit including the ILO and UNDP technical teams, and along with this report recommendations to take this initiative into larger application programmes between both agencies in Iraq, and specifically in the shifting from cash-for-work to EIIP approaches.

### **5.3 Main challenges, risks and corrective action**

The duration of actual construction activities of the project was relatively short, therefore no critical challenges were faced by the implementing partners in general.

However, during the preparation phase (January – June 2022) coordination between the ILO and UNDP technical teams started slow, then it was improving gradually, and the related risk to lack of coordination was addressed through intensive bilateral meetings between the two team members to introduce the EIIP concepts and implications of integrating the approaches into cash-for-work large programme of the UNDP Iraq. On the other hand, the contractor's limited experience and capabilities to implement EIIP approaches was an expected challenge faced as well, and as a risk mitigation plan, on-site coaching and technical trainings were conducted to the contractor by the ILO support team. No major corrective actions were taken in the life span of the project.

### **5.4 Opportunities and corresponding strategy adjustments**

The implementation of Employment Impact Assessment (EmpIA) was an excellent exercise that informed both agencies on the strengths and gaps of creating jobs processes. The several angles that the EmpIA demonstration helped the technical teams to see the employment outcomes clearly. In addition, programme planners, donors and other stakeholders may be interested in a more in-depth understanding of the direct employment effects of a project and whether these could have been improved.

During the project, the ILO in coordination with M&E team of UNDP exploit the opportunity to reach out to suppliers' level and measure the indirect employment effects there. The strategy adjustments which will be recommended is to improve the working conditions at local market through monitoring other contributors in the supply chain parts in the construction sector, rather than mere direct implementing agencies.

## 5.5 Overall Budget Analysis

Since ILO was providing technical support to the UNDP technical team, the overall budget of this project only covers the staffing and operational costs of the ILO. On the staffing level, the budget was utilized to cover the time of EIIP technical specialists and technical consultants' involvement in the project. On the operational level, the budget covered shared administrative costs at the ILO Iraq as well as regional office support. The overall expenditure percentage of the original budget exceeded 93%.

### Self-evaluation results

#### Efficiency

The involvement of technical staff from the ILO side was distributed along the time cycle of the project. EIIP technical officer was providing part-time support during the whole period of the project, while other technical and field staff were working at due times according to the project work plan and actual progress. Generally, the efficiency of resources usage was good, and field monitors were active in promoting gender equality and non-discrimination through the engagement of the Trade Unions in Iraq.

## 5.6 Lessons learned and Good Practices

The collaboration between the ILO and UNDP was informative and emphasised on the importance of joint programming between UN agencies within their unique mandates. The UNDP in Iraq created more than 50,000 opportunities through cash-for-work activities, and this impact is important for the recovery effort for local communities and enhancing the infrastructure. Therefore, it was vital for the development efforts to move towards more sustainable models of employment creation in Iraq.

The first lesson learnt was the proven possibility of effective collaboration between UN agencies to get better outcomes. Coming from different technical backgrounds and specialities, the ILO and UNDP field teams built smoothly the synergies between them to mainstream EIIP methodologies at cash-for-work activities, which led to key findings:

1. The cash-for-work interventions need to adopt productivity-based methodologies in managing other projects under UNDP, with more training provided to field teams on these methods.
2. Applying local resource-based approaches, particularly in rural areas, in the spirit of leaving no one behind. The EIIP approach focuses on optimizing the use of local resources, including labour and skills, throughout the project cycle.
3. Moving towards conventional contracting modality to help shifting the implementation approaches from temporary procurement processes into sustainable contracting method that can be adopted by national partners, with higher engagement by the private sector.
4. The capacity building of local contractors in Iraq requires processes modifications in the procurement system for labour-based projects. For future processes, we recommend qualifying contractors on employment intensive approaches before reaching the tendering stage. Thereafter to limit the eligibility of bidding to projects on qualified companies. These approaches encourage more companies to participate in development efforts of construction industry rather than profit-focused engagement.

5. Conducting environmental and social site assessment for each works' location separately during design stages of works, to identify the critical factors that need to be addressed prior to the implementation of works.
6. More guidance and technical support should be provided to the supervisors to apply the task-system. Some gaps addressed from the discussions were assigning daily tasks to workers and workers' team formation.

## 5.7 Visibility & Communication

Effective collaboration between communication officers was happening during the project period. Social media post was shared by both agencies on the implementation of project as well as regular visibility channels at the project's sites and among local communities. The following social media post for the project and group picture were communicated through both agencies' social media platforms.

<https://www.facebook.com/ILOIRAQ/posts/pfbid0y82VkpPqAbRx8ibUo7zNpreC6ZHNomkWGTHmU54T23QWY7wqL4SAPm7HEzH7gyG6I>

<https://www.facebook.com/ILOIRAQ/posts/pfbid02Vz69jkFk57ao3kAzQ5cyChKS5jkYLSvkTfEgZl2jR4pveE4y48PQajFSBjnQ4Abml>

<https://www.facebook.com/undpiniraq/posts/pfbid0m8FPucygXH13u4bZ6UuyGQm8Nzz1unQMwRdrgMPdo8NuTb7obRFTu3r8hWTgBoSRI>



*Group photo for the workers and ILO-UNDP technical teams as well as trade union representative at Nineveh, by Zanyar Qadir, © ILO, 2022*

## 5.8 Conclusions and Recommendations

Conclusions and recommendation from the self-evaluation		
Conclusions	<p><b>C1.</b> The relevance of the project is generally acceptable. However, the identification of local needs and selection of infrastructural interventions shall follow bottom-up approaches in order to manage the communities' expectations and convenient strategies to implement infrastructure rehabilitations. The logic behind the geographical distribution of interventions is not clear, and due to the limited fund available it might be more effective to focus on specific location with comprehensive solutions.</p> <p><b>C2.</b> The indirect employment created through construction activities is vital for the development of local markets, however not much influence was made on the other contributors (other than the main contractor) toward decent work principles and capacity improvement.</p> <p><b>C3.</b> The ownership and commitment from the local authorities was adequate. For the parks' rehabilitation works, the engagement of neighbourhood households was not sufficient, and it should be important step to prepare consultation channels with them at the early design stages to increase their ownership and buy in.</p> <p><b>C4.</b> Longer-term impact from the short-term employment measures is not to be expected. Short-term income from cash-for-work will flow immediately into the consumption of the beneficiaries concerned. The more interesting capacity- and development-related activities were seen in the workers awareness generation through the Trade Unions engagement as well as engineering trainings on EIIP concept.</p> <p><b>C5.</b> Cost efficiency is the project's strong point due to the chosen implementation approach. The fact that labour-intensive employment opportunities are cost-efficient targeting income generation for vulnerable groups was demonstrated in the project's results. The planned job creation measures are being implemented, and outputs were achieved at the end.</p>	
Recommendations <sup>d</sup>	<ul style="list-style-type: none"> <li>(C1, C3) During the design stages of interventions, intensive consultation should be made with local community members with significant involvement of targeted groups in solutions design and geographical focus.</li> </ul>	<p>Responsible entity: UNDP and ILO. Local authorities</p> <p>Priority (<i>high, medium, low</i>): High</p>

<sup>d</sup> Recommendations should follow from conclusions; link to lessons learned; and describe a time-frame (short-, medium-, long-term), the degree of priority (high, medium, low), who is called upon to act and acknowledge whether there are any resource implications.



		Resources ( <i>high, medium, low, NA</i> ): medium
		Timeframe ( <i>long, medium, short-term</i> ): long-term
	<ul style="list-style-type: none"> <li>• (C2) Add suppliers, sub-contractors, and local markets players to the strategic planning of infrastructure rehabilitations. And exploit the funding opportunities to expand the impact for better working conditions.</li> <li>• (C4) Measures that will provide some future employment perspective for the short-term workers engaged in the project implementation should be developed by the implementing partners, such as skills development and graduation for the purpose of linkages with more opportunities after the end of project.</li> </ul>	Responsible entity: UNDP and ILO.
		Priority ( <i>high, medium, low</i> ): Medium
		Resources ( <i>high, medium, low, NA</i> ): medium
		Timeframe ( <i>long-, medium, short-term</i> ): long-term

## Annexes

### Annex A: Project risk register<sup>e</sup>

Risk Identified	Mitigating Measures	Additional risk response <sup>f</sup>	Change <sup>g</sup>	Impact <sup>h</sup>
<p>Project risk:</p> <p>Increasing difficulties to access selected project areas. The military and political situation in the region is fluid, an escalation of tension and degradation of security would make all interventions more challenging.</p>	<p>Project implementation will be guided by regularly monitoring the security situation in the target locations, and Iraq overall, which will enable identifying alternative options for taking implementation forward ensuring no harm to beneficiaries, partners or staff.</p>	<p>UNDP and ILO's operations in Iraq will continue to be guided by UNDSS regulations.</p>	<p>No change in the total level of risk</p>	<p>High</p>
<p>Project risk</p> <p>The frustration of youth and women about equal access to employment opportunities</p>	<p>The project will follow a participatory and inclusive approach for engaging youth and women.</p>	<p>Quota system will be applied to the women participation. And encouraging youth to be part of the</p>	<p>Decrease in the total level of risk</p>	<p>Medium</p>

<sup>e</sup> Use the existing project risk register for filling in this table

<sup>f</sup> Outline any additional mitigating measures or any change in the planned mitigating strategy and provide a rationale

<sup>g</sup> The change column summarizes any change in the identified risk as a result of the corrective/mitigating measures

<sup>h</sup> Outline the impact on project objectives once the mitigating measures were put in place

		implementation process.		
Project risk The limited capacity of partners to carry out and monitor works with high labour content.	The project will ensure close coordination with the partners and pursue diversified engagement of the relevant stakeholders throughout the implementation process, including the local governmental organizations, such as the line relevant line ministries.	ILO shall provide technical trainings and field support through local consultancy.	Decrease in the total level of risk	High
Insufficient contractors with adequate capacity and experience available (including experience of Labour-Based methods)	Conducting awareness seminars for contractors on the approaches. ILO training of contractors in Labour-based (LB) methods and Decent Work safeguards		Decrease in the total level of risk	Medium

## **Annex B: Employment Generation Summary**

## Employment Generation Summary

### Project Information:

<b>Project name</b>	Enhance socio-economic participation of vulnerable population in Iraq through EIIP	
<b>Project Code</b>	IRQ/21/05/UND	
<b>Implementing Agency/ Partner</b>	UNDP – implementing agency ILO – Technical Assistance	
<b>Locations</b>	Nineveh Governorate – Hamadnyeh Area	
<b>Start date</b>	01/01/2022	
<b>End Date</b>	30/09/2022	
<b>Reporting Period</b>	From: 01/07/2022	To: 30/09/2022

### Direct Employment Generated:

<b>Number of persons employed</b>	Total number of distinct persons employed on the project or programme over the reporting period, with records on their gender and date of birth.	<b>130 persons</b> 7% Females
<b>Number of worker days</b>	Total number of days worked by all workers on the project over the reporting period.	<b>3,504 Worker days</b> 15% Females
<b>Wages paid</b>	Total amount of wages paid in local currency for all labour input provided over the reporting period.	65,661 USD
<b>Project expenditure</b>	Total expenditure on the project in local currency over the reporting period.	No information
<b>Labour Intensity (%)</b>	This indicator provides the percentage of labour costs as part of the total project costs.	38.32%
<b>Cost per day of work created</b>	This indicator provides a measure of how much expenditure was required to create one day of employment for the project.	48 USD (est.)

### Quality of Jobs:

<b>Employment Contracts</b>	Causal workers – maximum 52 days employment. Existing contracts for all workers.
<ul style="list-style-type: none"> <li>• Fix/ long-term (6 -12 months)</li> <li>• Short-term (2-6 months)</li> </ul>	

<ul style="list-style-type: none"> <li>• Causal workers (less than two months)</li> <li>• No contracts</li> </ul>	
<p><b>Social Protection</b></p> <ul style="list-style-type: none"> <li>• Registration Social Security</li> <li>• Alternative insurance scheme</li> </ul>	<p>Workers were registered at social security as reported by field team.</p>
<p><b>Decent Work principles:</b></p> <ul style="list-style-type: none"> <li>• Freedom of association and the effective recognition of the right to collective bargaining</li> <li>• Elimination of forced or compulsory labour</li> <li>• Abolition of child labour</li> <li>• Elimination of discrimination in respect of employment and occupation</li> </ul>	<p>Workers representatives were elected on each working site.</p> <p>No critical issues. Comments of Trade union monitors were discussed with the UNDP and ILO teams.</p>
<p><b>Trade Union comments – during monitoring visits</b></p>	<ul style="list-style-type: none"> <li>- Worker should not work on different occupations under the same contract.</li> <li>- Employment contracts should be in Arabic</li> <li>- Some days there was no emergency cases car at the sites,</li> <li>- Resting locations were not convenient,</li> <li>- They didn't receive the social security registration sheet.</li> </ul>
<p><b>Workers Awareness of their rights</b></p>	<p>47 workers were trained on the following subjects through the trade union trainers at 12 sessions at site:</p> <ul style="list-style-type: none"> <li>- Workers rep. elections,</li> <li>- Complaining mechanisms</li> <li>- Work contracts,</li> <li>- Social protection,</li> <li>- Occupational Safety and Health</li> <li>- Collective Bargaining, and</li> <li>- Gender equality.</li> </ul>
<p><b>Complaints Mechanism</b></p>	<p>Complaints were minor and addressed immediately.</p>