

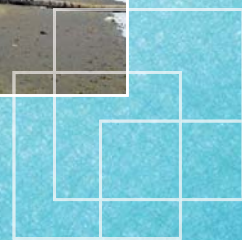
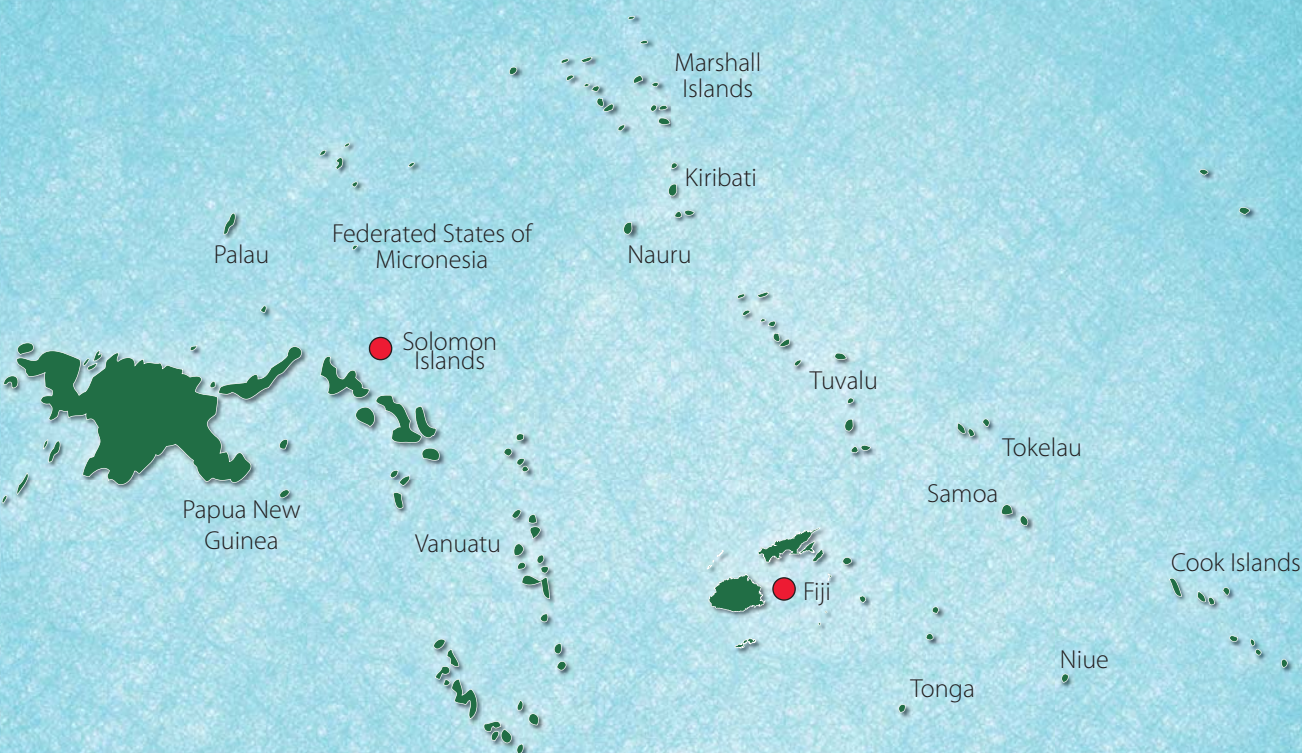


International  
Labour  
Organization

# CASH FOR WORK

PILOT PROGRAMME 2013-2014

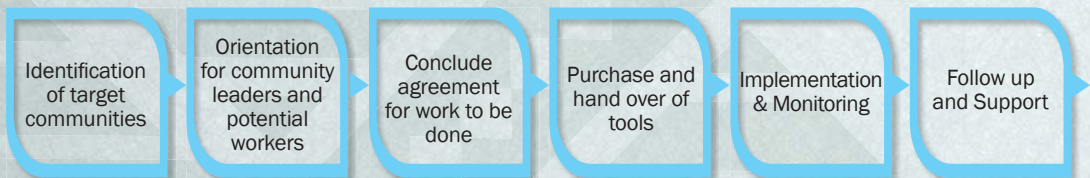
FIJI AND SOLOMON ISLANDS EXPERIENCE





## Cash for Work Implementation Process:

Cash for Work programs are essentially Social Protection Programmes, whereby the most disaster affected communities are able to quickly earn cash under 'decent work' conditions to enable them to get back on their feet, in return for participating in disaster clean up and restoration activities. They are usually of limited duration and fill the need for local communities while longer term rehabilitation measures are put in place and resumption of employment is possible.



*Handing over tools*



*Flood affected areas*

Photo Courtesy:

Ministry of Labour, Industrial Relations and Employment  
International Labour Organization

# SOLOMON ISLANDS EXPERIENCE

## Case 1: Flash Floods in Solomon Islands (April 2014)

### BACKGROUND

On the 7th April 2014, the ILO Office for Pacific Island Countries wrote immediately to the Government of the Solomon Islands and ILO social partners, offering assistance in cleaning-up and rebuilding public infrastructure and common facilities through organizing a Cash for Work programme (CFW).

The ILO support was coordinated through the integrated efforts of the Pacific Humanitarian Team (PHT), which is the regional coordination mechanism to facilitate wide collaboration in emergency preparedness and response in the Pacific. The PHT consists of UN agencies, the Red Cross movement, regional and bilateral organisations, NGOs, faith-based and community based organisations and donor partners.

Subsequently, the ILO agreed with the relevant government partners and the Government's Livelihood Cluster coordinated by the Ministry of Rural Development to launch a pilot programme that would demonstrate the effectiveness CFW.

## Phase 1: Identification of Target Communities

### Identification of communities

The ILO staff deployed in Honiara worked with the Government to identify the communities with the public areas and infrastructure (common gardens, halls and churches, schools, wells, drains and paths) damaged by the recent floods. Based on the advice from the Provincial Government and the Livelihoods Cluster, it was agreed to focus the pilot programme on the communities of Roroni and Papangu near Honiara.



*ILO official conducting orientation with the identified community*

### Orientation

The ILO staff communicated with the community leaders and potential workers to make sure that how the programme would operate. The pilot programme provided wages and tools to support target communities to clean up and repair of public areas and infrastructure.



## PHASE 2: COMMUNITY AGREEMENT

### Preparing and signing the Agreement

In the selected villages, the community agreement was concluded between the community and the ILO, covering the following aspects:

- The names of responsible community leaders and their duties;
- Description of the works in quantifiable terms and the photographs to show the current situation of the work site;
- The total amount of work-hours required to complete the work;
- The means of recruiting local people to undertake the work;
- The tools and materials that will be purchased through the programme;
- The means of verifying that the completion of agreed works (before and after photographs);
- The means of verifying the work-hours by establishing the time sheet;
- How the tools will be distributed in the community after the completion of the works; and
- The start and end-date of the Community Agreement.



Community leader signing agreement

## PHASE 3: IMPLEMENTATION

### Delivery of inputs

Based on the Agreements, the ILO staff purchased tools and other inputs and delivered them to the selected villages.

### Work implemented

Workers were registered in each of the target villages. It was intended that 50% of the workers should be women. The work was supervised by the responsible community leaders throughout the CFW implementation. As the CFW was undertaken, simple Time-Sheets were kept that showed the working hours by each registered worker.



Community replanting



## PHASE 4: JOINT REVIEW OF THE COMPLETED WORKS

### Wage payments Hand-over of used tools

When all the agreed works has been completed, a joint inspection was conducted by the community leaders and the ILO staff. Upon confirmation of the agreed works, the wages were paid and the tools were handed over to the community and distributed in accordance with the Agreement.



*Rebuilding and clean up*

### Results achieved

The pilot programme was conducted over two-weeks, with Phase 1 and 2 (Community Identification and Agreement) being conducted during the first week and Phases 3 and 4 (purchase/delivery of materials to the communities and rehabilitation works) being conducted in the second week.

Some of the observed benefits arising from the pilot programme include:

- House and community buildings were cleaned and repaired;
- Wells and wash facilities were cleaned and repaired;
- Food crops were replanted;
- Cash in the form of wages and tools were injected into the local economy; and
- Community members were motivated to participate.

## PHASE 5: POST-CRISIS DEVELOPMENT SUPPORT

### Additional support

After the completion of Cash for Work Programme, the ILO additionally provided the affected people in the selected villages with business start-up training through UN Human Security Trust Fund (UNHSTF) project, expecting to revitalize income generating activities.

### C-BED

The Community-Based Enterprise Development (C-BED) training program has been earmarked as a follow up programme as it is an innovative tool that relies on self-facilitation and social learning techniques to build the business skill capacity of aspiring or current entrepreneurs. C-BED leverages existing knowledge present in the community to create a safe learning environment where lessons can be applied to real business experiences participant's face.

# FIJI EXPERIENCE

## Case 2: Village Relocation Project, Fiji (2013-14)

### BACKGROUND

Following the Nadi flood cash for work programme in 2013, the Ministry of Labour, Industrial Relations & Employment (MLIRE) used a hybrid Cash for Work model to include qualified unemployed persons registered with the National Employment Centre (NEC) as volunteers to the rehabilitation program in the Vunidogoloa Village Relocation Project. After careful deliberation by the Ministry, it termed the program as Cash for Work Plus Program.

### Phase 1: Concluding MOU

#### MOU

A Memorandum of Understanding was signed between the Ministry of Provincial Development through the Commissioner, Northern Office and the ILO for the implementation of Cash for Work Plus Programme in Vunidogoloa Village Relocation Project in November 2013

### Phase 2: Concluding Agreement

#### Shortlisting and pre-service training

28 volunteers were identified from NEC database of people seeking employment. They attended Occupational Safety and Health (OSH) training and a special session on the traditional values and expected behaviour for volunteers in a village setting.

#### Finalization of volunteers

The interview and selection of NEC volunteers was conducted by the Royal Fiji Military Forces (RFMF) Technical Team and the Commissioner Northern Office. It was emphasised that at least 50% of those to be recruited should be women. But due to the low number of women registered under this field with NEC, only one woman met the selection criteria and was recruited as a plumber for this project. In total, 12 volunteers were finally selected and signed their appointment letters.



*Volunteers ready for departure  
for Vunidogoloa village*



## Phase 3: Implementation

### Work implemented

The selected volunteers worked on building the new homes in Vunidogoloa village. Within 15 days, the volunteers completed 4 new houses. ILO supported the project by providing the NEC volunteers with safety equipment and additional tools.

## Phase 4: Post-Crisis Development Support

### Income generating activities

Being relocated to a new village, the people in Vinidogoloa needed new income generation opportunities. Following a meeting with the Ministry of Agriculture, the ILO supplied pineapple tops, banana shoots, as well as the construction of the copra dryer as in-kind support to the crop rehabilitation and livelihood programme. The Ministry of Agriculture provided the villagers with technical advice on crop diversity and demonstrated the planting method. They also constructed the village's first nursery.

The new village site consisting of 30 new houses was finally opened by the Prime Minister in February, 2014.



Newly built homes

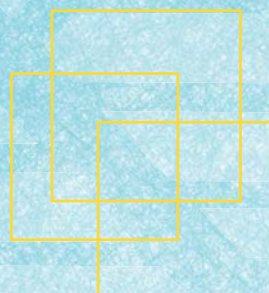


Handing over of additional tools and safety equipment to volunteers



Handing over of pineapple tops





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