



Quality of Employment

Advisory Service

Challenges

Three-quarters of the world's 3.3 billion employees have neither job security nor a living wage. Every fifth employee belongs to the working poor, and therefore lives in poverty despite having a job. Many employees are neither insured against risks such as accidents, illness, or job loss, nor do they have the possibility to sue for their rights. Examining a country's unemployment statistics is therefore insufficient. Especially in developing and emerging countries, the quality of employment is often inadequate. However, working and income conditions have a significant influence on the quality of life of those in employment. If this connection is ignored in the long term and social inequalities grow at the same time, this can impair social cohesion and the economic development of a country; not to mention the disregard for fundamental human rights.

Our Approach

As GIZ, we therefore support governments, companies, and civil society organisations worldwide in creating good conditions for more and better employment today and in the future.

- » By promoting better labour market policy systems and instruments, as well as social security, we help individual workers preserve their rights, protect themselves against risks, and take up living and productive employment.
- » At the company level, we are committed to improving safety, health, and equality in the workplace.
- » In terms of regulatory policy, we are committed to ensuring that employee rights are respected and safeguarded by law. We also work to ensure that informal employment relationships are formalised in the long term.
- » At the political level, we support the advocacy and cooperation of all key players on the ground, e.g. within the framework of regional or national dialog platforms

for more and better jobs. alogplattformen für mehr und bessere Jobs.

In our work, we are guided by the Decent Work approach of the International Labor Organization (ILO), which establishes a right to decent work, and the guiding principle of the 2030 Agenda „Leave No One Behind“ (LNOB). We actively involve employers' associations, trade unions and workers from our partner countries in the development of a suitable support approach - often in close consultation with the German political foundations.

Services

We offer our partners professional and methodological advice. In addition, we carry out training and further education measures. In terms of content, we focus on the analysis of labour markets as well as provide guidance for the generation of employment opportunities that ensure sustainable livelihoods and productivity:

- » We advise on appropriate work and training places, gender-sensitive working conditions, health precautions and environmental protection in the working environment.
- » We support the establishment and expansion of social security systems and emphasise the link between the labour market and social policy (for example, by establishing accident insurance).
- » We advise on the implementation of labour market analyses and the establishment of labour market information systems.
- » We advise companies on creating accessible, safe and attractive jobs, especially for women, the low-skilled or people with disabilities, and help employers find, re-train and upskill staff.
- » We support moderated dialogues between government and the social partners to improve the quality of em-



ployment.

- » We advise on reforms in labour law and labour administration, on the establishment of employment agencies, on labour market policy measures and on the development of the necessary infrastructure.
- » We strengthen governmental and nongovernmental counselling and information services on rights and obligations under labour law and on the gradual formalization of employment relationships.
- » We inform the unemployed, employees and trainees in the formal and informal sectors about their rights and support them in making their voices heard and asserting their demands.
- » We promote career guidance measures, programmes for business start-ups and strengthen professional (further) qualifications as the key to good employment and better employment opportunities.

The Benefits

Good jobs are a prerequisite for sustainable and inclusive economic development. They improve productivity and lay the foundation for social cohesion and economic advancement through a regular and adequate income. This benefits individual employees as well as entire communities. As a partner of GIZ, you benefit from our many years of international experience in advising governmental and non-governmental decision-makers. We use our broad expertise in the labour market and social policy in combination with innovative methods as well as many years of implementation experience. Our analytical expertise ensures that measures are developed to fit precisely, increase the quality of employment in our cooperation countries. We draw on a diverse network of experts from civil society, the private sector and academia worldwide in the field of labour market and social policy. As key internati-

onal organisations that are also committed to promoting more and better employment, we are in close exchange with the ILO and the World Bank.

An Example from the Field

In Jordan, the average unemployment rate is around 23 percent. Those who do have a job often work on the edge of subsistence, under undignified working conditions and without access to social security. To change this, GIZ has been supporting labour market policy measures in Jordan since 2015, such as vocational counselling, wage subsidies, and entrepreneurship support. The national Ministry of Labour would like to integrate women in particular more strongly into the labour market and, with the help of GIZ, is implementing the establishment of a quality assurance system for measures to promote women. On the employer side, the project supports the development and implementation of innovative human resources management measures such as flexible working time models. These are intended to improve employee retention and recruitment practices at companies. To date, the project has supported the placement of over 5,000 job seekers in companies and improved working conditions for nearly 2,000 people.

Imprint

Published by:
Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH

Registered offices
Bonn and Eschborn

Dag-Hammarskjöld-Weg 1-5
65760 Eschborn, Germany
T +49 61 96 79-0
F +49 61 96 79-11 15

E info@giz.de
I www.giz.de

Responsible/Contact:
Dr. Michael Hollaender and Britta Lambertz
Competence Centre Education, Vocational Education and Training, Labour Markets
Division Economic and Social Development, Employment
E: berufsbildung-arbeitsmarkt@giz.de

Photo credits:
Front page (from left to right): GIZ/David Degner; GIZ/Thomas Imo/photothek.net
Back page (from left to right): GIZ; GIZ/Dirk Ostmeier; GIZ/Sergelenbat

GIZ is responsible for the content of this publication.

Eschborn 2022