



Economic development and employment

Skills development for secure livelihoods

The challenge

Many poor people in developing, emerging and transition countries have no access to formal training and are therefore excluded from employment in modern business sectors. In the informal economy too, the poor's productive and social potentials also remain untapped and are thus not harnessed for development. In cities, and even more so in rural areas, there is a lack of education and training geared to the specific living and working conditions of poor population groups that would enable them to voice and stand up for their interests.

Our approach

We promote the economic and social integration of women, men and young people of both sexes from the poorest population groups worldwide. They are disadvantaged as a result of the social, economic or political frameworks that govern local education and training systems. They lack opportunities to obtain the skills required for employment or self-employment. Women and young people in rural areas, ex-combatants, people fleeing from civil war and victims of natural disasters are most at risk. Education and training courses are tailored to meet their specific needs and give them improved access to employment in the formal and informal economy as a means of securing their livelihoods.

Accessible training and advice services that are affordable for all play an important part in ensuring economic participation and harnessing productive potentials. They also enhance the ability of people to use formal and informal job placement networks, voice their interests in informal work arrangements and gain access to formal education and training courses.

Our holistic approach involves:

- Didactic principles that are also effective for learning in informal work environments
- Mainstreaming participatory mechanisms at all levels to ensure the interests of those affected are taken into consideration
- Integrated solutions that combine skills development measures with other types of assistance, such as access to micro loans and business development services
- Balancing social and economic objectives.

Our services

We support national training providers in developing and implementing target-group-oriented vocational education and training. We foster capacity building and networking of training providers and of self-organised learning groups. We promote traditional apprenticeship structures and culturally anchored forms of job placement. We advise on financing models, management issues, quality assurance, working conditions and safety at work. We help to improve the range of advice provided for business start-ups and back-up measures.

In crises and post-conflict situations, our focus is on income-oriented education and training measures that support the de-escalation or prevention of conflicts, and on dovetailing these measures with infrastructure rebuilding programmes. We advise governmental, private and civil-society organisations on their work to overcome trauma and foster reconciliation, cooperation and dialogue.

Our services also include advice on implementing monitoring mechanisms that are developed together with the partner and anchored in projects and programmes. In this way measures focus more on achieving our partner's objectives and any necessary strategy adjustments can be managed promptly and effectively.



The benefits

Our target-group-oriented skills development and advisory services take into account different requirements for urban and rural areas and enable people play an active role in society and the economy.

Poor people are able to realize their own potential and earn income through self-employment or paid employment. This contributes to greater added value in the formal and informal economy and fosters broad-based economic growth. The improved economic and social participation of poor population groups promotes conflict prevention and peace building in post-conflict situations. This applies to handling the aftermath of natural disasters as well as restoring essential infrastructure and reconstruction. Our partners benefit from our many years of experience, our proven concepts and our network of highly qualified regional and international experts.

An example from the field

Schools and training centres are in short supply across rural Uganda, and the area around Bbowa and Kanziira are no exception. But the people – young and old, men and women – are striving for change, and they all want to learn. To do so, they meet in groups to determine not only what to learn but also where, how and from whom. They pay a proportion of the costs as well as negotiate support from the local government.

The learning group chooses subjects which are needed in everyday life, such as plumbing, sewing, cosmetics, cultivating vanilla, processing pineapples, language, reading, writing and arithmetic. The Ugandan-German Programme for the Promotion of Employment-Oriented Vocational and Technical Training (PEVOT) supports these initiatives by setting up organisational structures and service institutions, building their capacities and training multipliers who then spread the concept of learning groups to remote areas.

With their newly acquired skills, learning group members improve their employability and are more likely to find work or secure their current jobs. The concept has been integrated into many of the country's municipalities. About 200 people from each municipality take part in the learning groups. Many men and women have been trained as multipliers.

In Uganda, this project has gained the full acceptance and support of national and local government. In fact, the local skills development programme receives much of its funding from the country itself. The results have also attracted the attention and interest of other donors.

Contact

Leif Puschmann
E tvvet@giz.de
T +49 61 96 79-1843
I www.giz.de

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Dag-Hammarskjöld-Weg 1-5
65760 Eschborn
T +49 61 96 79-0
F +49 61 96 79-11 15
E info@giz.de
I www.giz.de