

# Decent Work for Resilient Society and Human Security

JICA Senior Vice President  
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1. JICA's Cooperation towards Realization of Decent Works
2. Promotion of Decent Works through ILO and JICA collaboration
3. Human Resource Development through Quality Infrastructure Development
4. Labor Protection under JICA's Infrastructure Projects

# 1. JICA's Cooperation towards Realization of Decent Works

Enabling Environment for  
Job Creation and  
Entrepreneurship Promotion  
(Demand side)

Quality Education  
and  
Vocational Training  
(Supply side)

Social Protection  
and  
Labor Rights



Africa Kaizen Annual Conference (AKAC)



Project on "School for All"



Ceremonies for establishment of Child Labor Free Zone Guideline by Government of Ghana.



## 2. Promotion of Decent Works through ILO and JICA collaboration

### Capacity Development on Labor Based Technology (LBT) in Road construction and maintenance

- General Agreement of Cooperation among LBT training institutions,
  - Appropriate Technology Training Institute (ATTI) in Tanzania
  - Mt Elgon Labour-based Training Centre (MELTEC) in Uganda
  - Labour Based Technology Institutes of Kisii (KTC) in Kenya
- Co-organized training for Somali practitioners in 2012 and 2013

\* LBT utilizes the rural work force and excess urban manpower

## 2. Promotion of Decent Works through ILO and JICA collaboration

### Child Labor Free Zone in Ghana

- **Child Labor in Ghana**: 1.9 million (21.8% of children aged 5-17)

(Source: Ministry of Employment and Labour Relation, Government of Ghana)

- **Protocols and Guidelines for Establishing Child Labour Free Zones**

- Developed with the support of the Platform members (Japanese NGO, ACE and Deloitte) and **ILO** in March, 2020
- JICA supports the implementation of pilot activities based on Guidelines from 2020 to 2022



# 3. Human Resource Development through Quality Infrastructure Development

## Freedom Bridge in South Sudan


- *The Project for Construction of the New Nile Bridge (Freedom Bridge)*
- *Project Duration: October, 2013 - July, 2022*
- *Project Cost: 120 million USD*



# 3. Human Resource Development through Quality Infrastructure Development

## Freedom Bridge in South Sudan

- ❑ Japanese Staff 10 ~ 12
- ❑ Third Country Nationals (Egyptians, Ugandans etc.) 20 ~25
- ❑ **South Sudanese Staff 140 ~155**
  - ✓ Engineers, Assistant Engineers and Surveyors
  - ✓ Administrators, Supervisors and Survey Aides
  - ✓ Skilled Workers, Mechanics, Heavy Duty Drivers
  - ✓ Casual workers, Store Keep, Boat Operators, Security etc.

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- ❑ Capacity building of skilled and low skilled workers
  - ❑ University of Juba engineering students involved in study tours and internships
  - ❑ Exposure to Japanese high quality standards and methods 5S, Kaizen and Safety standards
  - ❑ Upgraded technical knowledge crucial for maintenance



**Safety Awareness Session**



The scaffolding materials were properly arranged on top of the slab

# 3. Human Resource Development through Quality Infrastructure Development

## Improvement of National Road in Refugee-hosting Areas of West Nile Sub-region in Uganda

In response on Refugee Summit in Kampala 2017

- As part of the project, LBT applies for Improvement of 4km feeder road.
- Total Project Cost : 3.821 billion yen
- Date of E/N, G/A : 11th Feb. 2021
- Project Duration : Approx. 2years 8months

**LBT = Labor Based Technology**

Provision of employment and livelihoods for refugees and host communities in the region by applying “Labour-intensive construction method”



Part of road works are done by manpower



Partially using equipment like 1t vibration roller



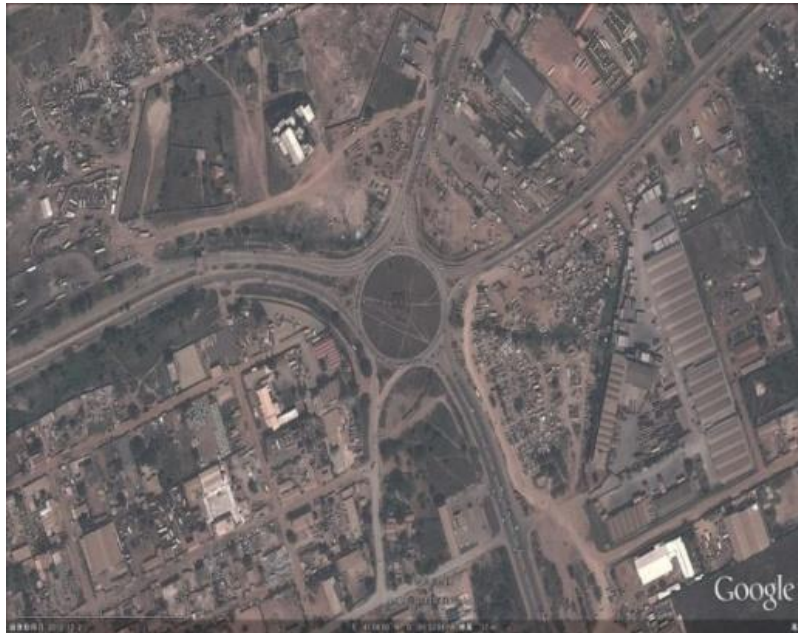
# 4. Labor Protection under JICA's Infrastructure Projects

## Ghanaian International Corridors

: Improvement of the Tema Motorway Roundabout

(Grant Aid Project, Amount : 6,259 Million Yen (March 31, 2017))

Before



After



**Japanese safety education and management have resulted in more than 2.4 million accident-free man-hours**

Thank you for your attention.

# Annex

## JICA's cooperation towards realization of decent works

# Decent Work for Resilient Society and Human Security



\*JICA (underlying parts: especially applicable of Japanese knowledge)  
\*Other actors

Enabling Environment for Job Creation and Entrepreneurship Promotion (Demand side)

Promotion of Quality Education and Vocational Training (Basic, Higher Education, and TVET) (Supply side, Human Development Empowerment)

Social Protection and Labor Rights

**Response to Crisis** (Post-Corona Recovery, Build Back Better)

- Soft Loans (TSL or DPL) for continuous employment, and support for SMEs
- Job creation for vulnerable groups through Cash for Work/ Employment program (Public Works)

- Recovery of educational opportunities affected by COVID-19 (Remote education, adjusted program/curriculum )

- Protection of vulnerable workers (including child laborers) during Crisis (including COVID-19 ) and recovery
- Soft Loans for social protection
- Social security / social insurance (including informal sector, climate change)

**Response to Industrial Transition**

Non-Conventional Instruments

- Business environment improvement (administration/infra/financial access improvement)
- Economic transformation/ Intra-regional economy
- **Kaizen/ BDS** for improved productivity and added value to enhance income.
- Entrepreneurship, new industry development  
⇒ Measures to facilitate growth of formal private sector
- **Higher productivity and Competitiveness through psychological safety**
- Promotion of ESG investment, greater business transparency, disclosure of financial and non-financial statements.

- Human resource development, including STEM and technical skills, to meet new workforce requirements; **Support to key academic institutions**
- Continued learning and skills to respond to industrial transition
- **Quality education/non-cognitive skills utilizing Japan's experience, holistic approach and Kaizen**
- Access to education for last 10% of population remaining unserved, **social participation of PWD through improved accessibility**

← Employment support/Job matching/internship →

- **Occupational safety at all project sites, especially at construction sites**
- **Reduction in workplace accidents and expansion of occupational and psychological safety through Kaizen/ Promotion of dialogue between employees and employers**
- Improvement of working environment, traceability of supply chain through DX
- Due diligence to labor and human rights and protections
- Promotion of ethical consumption

**Current Status/ Problems**

- Low productivity and competitiveness
- High unemployment rate (especially for young generation with high education, PWDs, gender gap), Working Poor, Under-Employment,
- COVID-19 shock
- Over-dependence on public sector, under-developed private sector, large and low-productivity informal sector

- Learning crisis, learning poverty, gender gap
- Overall low quality of higher education and TVET, misalignment of labor market demand and supply
- Insufficient opportunities and capacities for career development

- High workplace accident rate including primary or informal sector
- Child Labor
- Insufficient social protection system

Policy for Employment, Labor and Social Protection

# Resilient Society & Human Security

## Promoting and Supporting Decent Work :

Empowering Individuals to “Lead the Self” in the Era of VUCA with Enabling Environment.

<p>JICA's focus</p>	<p><b>Innovation × Diversity</b> (Exploring potential economic opportunities with added value)</p>	<p><b>Education, Skills and Learning Continuity</b></p>	<p><b>Labor Protection and Well-being</b> (Protection of labor's rights and social protection)</p>
<p><i>Initiatives Aligned to Country Economic Status and Priorities.</i></p>	<ul style="list-style-type: none"> <li>✓ Business environment improvement • Ecosystem growth (Investment promotion, Kaizen 2.0, BDS, Financial inclusion etc)</li> <li>✓ Industrial development (Automobile, soft loans)</li> <li>✓ Entrepreneurship support (Project NINJA, Home grown solutions)</li> <li>✓ Promotion of social participation of vulnerables through accessibility improvement</li> <li>✓ Crisis Response: DX for rapid recovery of economic activities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Strengthening the TVET institutions, Job matching, career education and internships program</li> <li>✓ Enhancement of employability through technical and non-cognitive skills</li> <li>✓ Expansion of education to serve the remaining 10% of population without access</li> <li>✓ Support for entrepreneurs (Business skills, support for female entrepreneurs)</li> <li>✓ Crisis Response: Enhance remote education</li> </ul>	<ul style="list-style-type: none"> <li>✓ Business and Human Rights/ESG investments (Free zone of child labor, platform for sustainable cacao)</li> <li>✓ Strengthening technologies, and Employer/employee dialogue to improve workplace safety, security and efficiency.</li> <li>✓ Cultivation of social capital through capacity building, introduction of kaizen approach</li> <li>✓ Protection for vulnerable groups</li> <li>✓ Crisis Response: Agricultural insurance, social insurance, social protection system</li> </ul>
<p><b>Current Status/ Challenges</b></p>	<ul style="list-style-type: none"> <li>• Low productivity and competitiveness</li> <li>• High unemployment rate (especially for young generation with high education, PWDs, gender gap), Working Poor, Under-Employment,</li> <li>• COVID-19 shock</li> <li>• Over-dependence on public sector, under-developed private sector, large and low-productivity informal sector</li> </ul>	<ul style="list-style-type: none"> <li>• Learning crisis, learning poverty, gender gap</li> <li>• Overall low quality of higher education and TVET, misalignment of labor market demand and supply</li> <li>• Insufficient opportunities and capacities for career development</li> </ul>	<ul style="list-style-type: none"> <li>• High workplace accident rate including primary or informal sector</li> <li>• Child Labor</li> <li>• Insufficient social protection system</li> </ul>