THE ILO RESPONSE FOR AN EMPLOYMENT ENHANCED RECONSTRUCTION PROCESS IN SRI LANKA
(Updated version 10th April 2005)

Background and justification

The Tsunami triggered by massive earthquakes in the Sumatra and Nicobar regions, plunged Sri Lanka into crisis. The waves lashed the Eastern, Southern and Western coasts causing extensive damage to life and property. Fourteen districts have been affected, some much worse than others. The death toll as of 2nd Feb 2005 is at 30,974; the numbers of injured 23,176; with 4,698 missing and 553,287 women and men displaced.

The loss of livelihoods in the tsunami-affected districts represents a social and economic loss which parallels the loss of physical infrastructure in Sri Lanka. The available statistics indicate that, following the disaster, affected families may be reliant, at least temporarily, for up to 80 per cent of their income on either welfare and cash-for-work programmes initiated by the Government and NGOs, or the support of relatives and the community. The social impact is exacerbated by the fact that the districts which have suffered the highest job losses are also amongst those suffering the highest poverty rates, and which had until very recently suffered the depredations of civil conflict.

As immediate needs such as food, sanitation and shelter are being dealt with, it is important to plan for the next stages of the recovery process, i.e. the rehabilitation and reconstruction phase. Having hit mostly the coastal areas, the two major livelihoods affected were fisheries and the hotel and tourism industry, including eco tourism which was starting to bloom in several districts. With considerable number of displaced women and men still in camps, many donors and relief agency efforts are directed to assisting them return to their communities. However, without clear knowledge and prospect of how they will re-establish their livelihoods, people have not been willing to leave the camps, and are in increased risk of becoming long term dependents.

Particularly vulnerable are women; in addition to the sufferings brought about by the loss of lives and assets, many reports point to women suffering serious sexual abuses in camps and their trauma cannot be more underscored. In addition, they face limited prospects for finding decent income generating activities in a labour market. To restore their livelihoods, they would need to earn an income (at least for the immediate term). Appropriate skills training, coupled with assistance match the skills to jobs is crucially needed to prevent poor women and men from resorting to desperate survival strategies, such as child labour, exploitative migration, bonded labour, prostitution, etc. Central to these activities is the need to urge the communities to learn to value and recognize women as economic agents in their own right.
In addition to meeting the needs of vulnerable women, it is of vital importance to address men's particular vulnerability at this point. Many widowers face the having to perform care work for the first time. In addition, they are often more likely to benefit from trauma counseling. Their special needs cannot be overlooked.

Moreover, the disaster coupled with the conflict scenario in the North and East affected districts further aggravates the already weakened situation of the most vulnerable groups, that need additional social safety nets especially for numerous orphans and other affected children, widows/ers, elderly men and women and other vulnerable persons. A well targeted process of reconstruction would therefore also provide a unique opportunity to contribute to a new peace initiative and even reconciliation, should the concerned political interests be prepared to fully cooperate in the recovery programmes.

In summary, the post-disaster scenario situation is currently characterized by:

- a dramatically reduced purchasing capacity of local markets due to livelihood losses,
- a seriously deteriorated circulation of commercial and financial flows,
- a considerable loss of productive assets and facilities,
- massive damage to infrastructure and support services, and
- major loss of skilled labour and managerial capacity,
- major damage to community social fabric including informal safety nets and mutual support mechanisms,
- significant change in household/family composition affecting arrangements such as the traditional extended family support system.

In order to respond to the livelihood needs surfacing in the aftermath of the catastrophe, the ILO response strategy focuses on reviving the local economy so that is able to offer sustainable jobs and livelihoods as soon as possible, at the same time offer social protection to those who are not able to work. To this end, various initiatives to restore the "demand-capacity" of local markets and at enabling the "supply-capacity" of local economic actors are being designed, as well as mechanisms for immediate and long term income support. Scarcity of financial resources requires the immediate mobilization of diverse funding sources including local savings schemes, remittances flows and other fresh financial resources. These will enhance the ability of local economies to stimulate the recovery process. It will have short/immediate-medium term as well as long term interventions. Each of these sets of interventions will be evidently linked so that the continuum of support from immediate and medium term livelihood recovery to longer term poverty reduction will be assured. An overview of the approach and individual components are attached in Annex 1.

In Sri Lanka, the ILO has been operating a number of technical cooperation projects which can be expanded to meet the needs of affected men and women. These are the JobsNet Programme, the Start and Improve Your Business (SIYB) Programme, the
Programme building capacity for labour based equipment supported approaches (LBES) and the programme for the elimination of child labour (IPEC). The solid partnerships already established through these with the Ministry of Labour, the Ceylon Chambers of Commerce, over 40 Business Development Service Organizations spread all over the country, the Sri Lankan Institute for Local Governments (SLILG) attached to the Ministry of Provincial Councils, and the NCPA give easy entry points to implement quick impact projects.

The ILO is an active member of the UN Country Team and a close partnership has been developed with key agencies such as FAO, UNHCR, UNICEF, UNDP, WB, WFP, ADB. Considering it of key importance to build synergies with other agencies so as to achieve better and faster impact, the ILO is already involved in several joint programme initiatives.

**Strategy For Enhanced Employment And Income Recovery.**

The ILO is focusing on three main areas in its response to the tsunami disaster. i.e. (i) situational assessments in relation to income and employment, (ii) assistance to the government in developing and where appropriate implementing a rapid income recovery programme (iii) addressing rights of affected vulnerable communities/groups. These three areas are inter-related, with item (i) leading to both upstream policy advisory assistance as well downstream “projects” focusing on the most vulnerable areas and groups, addressing collective community needs and linking beneficiaries, needs and locations. They will focus on reducing the vulnerabilities of women, children, youth, and disabled persons within an already obviously vulnerable population of displaced communities. Capacity building will be inherent, but the focus will be on quick action and immediate results, drawing on existing capacities to the extent possible, where possible combining this with sustainability.

To enable quick action, existing ILO tools will be used. Existing guidelines for establishing emergency public employment services; community based training modules, modules for integrated rural accessibility planning leading into labor-based infrastructure construction and maintenance, start and improve your business training packages, manual for setting up cooperatives, for involving municipalities in the informal economy, and existing non formal education package, just to mention a few will all be used. For most of these tools some Sri Lankan delivery capacity is in place.

**1. Assessments Of Job Losses, Economic Opportunities, Skills Demand And Social Protection Needs**

The enormity of the disaster called for quick and reliable data/information to deal with the situation. The ILO focus was to provide information which would be useful to both government and donors in their rebuilding and reconstruction efforts and covers 4
areas: (a) a rapid desk study of Social and Employment Impact, (b) a rapid assessment of the situation of families and finally a rapid livelihoods and labour-market survey which will then form the basis for further and improved surveys in the affected areas, (c) a Survey of Skills Demand, (d) a Needs Assessment Survey for Income Recovery and (e) a Survey of Affected Workplaces

- **Social and Employment Impact Assessment (SEIA).**

  The objective of this rapid Social and Employment Impact Assessment (SEIA) for the Tsunami was to support the government action in coping with the social fall-out of the disaster. The SEIA establishes estimates of:

  a) the short to medium term effect of the disaster on employment levels in the affected districts which should provide indication as to the potential volumes of resources needed for the reconstruction of workplaces,
  b) the short to medium term effect of the disaster on poverty levels,
  c) the short to medium term effects of the disaster on dependency on social transfers and the respective additional expenditure to be met either from national budget resources or international donors.

  The estimates are based on a robust population and labour force model which projects district population and labour force data on the basis of

  - UN population projections
  - latest available national census data and labour force estimates
  - casualty figures provided by UN assessment teams.

  This assessment led to the government including the social and employment aspects of the disaster in their development plans and requesting the ILO to develop a policy framework for a Rapid Income Recovery Programme.

- **Rapid Livelihoods and Labour Market Survey**

  The purpose of this survey was not to have an overall assessment of the tsunami impact as such, but to ensure that the government's response to the restoration of livelihood restoration is well targeted and properly prioritized, based on verified data.

  The information obtained would provide a basis for formulating short-term relief and rehabilitation measures and to eventually identify key issues for mid- and long-term livelihood restoration (identified in more detail through further research), the impact of which will then be able to be measured in subsequent assessments.

  The rapid livelihoods and labour-market survey of 1440 households as well as key informants in 8 tsunami affected districts was undertaken to quantify:

  - Lost and retained productive assets and jobs
• Situation of households livelihoods (social and financial)
• Resources needed for rehabilitation

And to establish the foundation for future regularly updated labour market assessments as the UN and ILO recovery programme takes effect.

This work was carried out by JobsNet staff working under the framework of their existing project, under the supervision of the ILO and the Ministry of Labour Relations and Foreign Employment and Ceylon Chamber of Commerce. It was done in close cooperation and cost shared with the World Food Programme which assessed the food security situation.

• Needs Assessment Survey for Income Recovery (NASIR)

This is a follow-up to the Rapid Livelihoods and Labour Market Survey. Its main aims are to establish:

• The extent to which livelihoods have been restored.
• What support affected households and individuals are receiving, in terms of income transfers and services to get back to work.
• What support affected households and individuals require to develop sustainable livelihoods.

The survey is being undertaken by the ILO office in Colombo with a Sri Lankan research firm, and with assistance of ILO Headquarters. A similar number of households will be covered as in the first survey. All main affected districts will be included. The fieldwork will take place in the second half of April and the findings will be available in May. This will be an important input for the planning and implementation of the Rapid Income Recovery Programme.

• Survey of Skills Demand

The massive rehabilitation and reconstruction that has to be undertaken underscores the challenge ahead in terms of labour requirements both skilled and unskilled. There is little doubt that there us a gap between the demand and supply for skilled labour, however it is also important to ascertain the skills requirements per districts. This survey is being undertaken in collaboration with the Ministry of Skills Development and the GTZ with the overall objective of providing a solid basis for the formulation of short term skills development programmes. This will be done through collecting data on actual skills and competencies requirements for skilled and unskilled workers, especially in priority sectors (housing and road construction) in the rehabilitation and reconstruction of Tsunami affected areas with
• **Survey of Affected Workplaces**

The ILO is assisting the Ministry of Labour Relations and Foreign Employment in undertaking a survey on affected workplaces in the tsunami affected areas. 1600 workplaces have been administered with a questionnaire with the objective of:

- Assessing workers lost (deaths) in the formal sector.
- The extent of workers displaced.
- Damages to the workplace.

It is envisaged that the results of the survey will be used to design a short-term unemployment benefit scheme for workers who have lost their jobs.

2. **Rapid Income Recovery Programme**

The livelihood needs, surfacing in the aftermath of the disaster requires a strategy that focuses on reviving the local economy, that offers sustainable jobs and livelihoods as soon as possible, while at the same time offering social protection to those not able to work. At the request of the Government, the ILO developed a concept for a “Government Rapid Income Recovery Programme” (RIRP) aiming to quickly bring jobs for those who can work and protection for those who cannot. This is now included in the draft reconstruction plan of the government.

The ILO contribution to the Rapid Income Recovery Programme is to have both immediate/short to medium term as well as long term interventions, encompassing both in upstream policy development work as well as downstream delivery of projects/programmes.

Upstream support will include designing a people based social framework programme as part of the reconstruction planning. In this respect the ILO with the WB and UNDP embarked on providing technical assistance to the Government to design a policy framework programme in more detail. The programme has 3 components; (i) temporary conditional income transfers; (ii) rapid job recovery mechanisms - income generation mechanisms through community and public works (cash for work) programmes; (iii) rebuilding livelihoods in the informal sector and SME’s;

An effective institutional mechanism will be required to implement such a cross sectoral spread of interventions in all affected districts. It is envisaged that a Programme Management Unit (PMU) and District Management Units (DMUs) will be established to assist the government to co-ordinate and monitor activities. The establishment of the PMU was initiated in the beginning of April.

ILO technical assistance to the Government for the effective delivery of the RIRP
(downstream interventions) will involve support to the Government's efforts to help facilitate quick and efficient delivery of micro interventions for income and employment generation. Proposals are being developed in 5 areas - (i) Institutional Framework for the RIRP (ii) Employment-intensive reconstruction of essential community and public infrastructure (iii) Extension of “JobsNet” to address needs arising from the Tsunami (iv) Development of livelihood activities and Local Economic Development (v) Temporary Income Transfer Scheme for workers in the formal sector affected by the Tsunami

(i) Institutional Framework for the RIRP

The formulation mission of the RIRP has proposed that an Inter-ministerial High-level Steering Committee, comprised of Secretaries from relevant Ministries and the Chief Secretaries of the relevant Provincial Councils, and the private sector, located at the national level, will steer programme implementation of the RIRP. Programme coordination and delivery will be supported by programme management arrangements established at the national and district levels.

At the national level a Programme Management Unit (PMU) is being established under the High-Level Steering Committee, which has already been constituted. The key implementing ministries and the provincial councils will depute technical officers to the PMU supplemented by International/local technical specialists. It will serve as the technical secretariat for the Steering Committee and will be responsible for the coordination of component operations. Its main thrust would be to establish and maintain an efficient MIS, train and guide district staff in their coordination role, produce manuals and guidelines for use at the district level, provide technical advice on implementation issues where relevant, so that there is quality assurance; monitor progress. At the village level, community committees will be supported that will be instrumental in the identification of needs and targeting of assistance.

(ii) Employment-intensive reconstruction of essential community and public infrastructure

As reflected in the government’s plan for rehabilitation and reconstruction there is an enormous challenge ahead. The response from the donor community has been unprecedented, with large amounts of funds pouring into the country. Co-ordination and technical guidance for efficient and optimum use of funds is a prerequisite for successful implementation. ILO, with its experience and technical capacity is in an ideal position to provide co-ordinating and technical guidance to the government as well as the different stakeholders involved in reconstruction.

Discussions between the ILO and the Minister of Urban Development and Water Resources as well as the Prime Minister led to the establishment of an inter ministerial focus group under the chairmanship of the PM (and technical guidance from ILO). The objective of the focus group is to ensure that all agencies engaged in the infrastructure
reconstruction, use an optimum mix of local resources during the process so as to maximise opportunities for employment of low income and other affected groups.

The labour-based approach in the infrastructure sector will improve economic flows through the rehabilitation of essential infrastructure, transport and communication facilities and reactivate the purchasing capacity of local markets injecting new cash flows into local economies through labourers' wages, increased business opportunities in infrastructure reconstruction, the involvement of local contractors, the use of local resources, and by enabling local capacity to respond to long-term reconstruction demands. International best practice in urban planning will be crucial to the infrastructure reconstruction work in order to avoid the unplanned development which was a characteristic of the urban landscape in Sri Lanka prior to the tsunami will be promoted.

The ILO approach will ensure a "decent work" conditions in the workplace; proper selection of the different categories of workers, setting of fair wage rates, gender and ethnic equality in access to jobs and conditions of work and "safe work". Improved employability of the local workforces will be assured through demand-driven skill-training programmes oriented at the construction industry. In addition to a policy advisory role, the ILO’s current collaboration is foreseen to continue, particularly in development of labour-based training modules and the delivery of training in labour-based technology to Government and non-government technical staff.

Depending on unmet needs and the ability of the ILO to mobilize resources, it could also complement cash for work programmes as envisaged under the Flash appeal.

(iii) Extension of “JobsNet” to address needs arising from the Tsunami

JobsNet is an ongoing 3 year project of the Ministry of Labour Relations and Foreign Employment, managed by the Ceylon Chamber of Commerce, funded by Sida and with technical assistance of ILO. The objective is to deliver a comprehensive employment service through a transparent and merit-based system driven by information communication technology. JobsNet is a modern, demand driven, employment sourcing-and-delivery system set up as a Public Private Partnership.

The devastation after the tsunami, leads to new urgent needs in terms of employment services: (a) access: there is a need for more outreach to the affected communities; (b) monitoring of the labour market: the reconstruction will require a close monitoring of the labour market; including continuous analysis of demand and supply; (c) training: reconstruction will require a significant increase in skilled labour for example in construction work; (d) temporary employment: the expected reconstruction projects will require an efficient delivery system of the needed workforce. Building on the existing well established structure, Jobsnet can rapidly expand its services to address these needs.
(iv) **Development of livelihood activities and Local Economic Development**

In parallel with the labour-based infrastructure works, the local economic revival strategy focuses on local entrepreneurship and the promotion of small enterprises, especially those relating to markets for food, clothing, shelter and construction materials, enhancing their capacity to respond to market opportunities, and encouraging initiatives that reproduce those of successful entrepreneurs.

The ILO plans to address immediate requirements for the restoration of sustainable livelihoods in the areas worst affected by the tsunamis, without, however, losing view of longer-term development principles and priorities. It will work together with local partners in the private and NGO sector, making use of their existing resources and networks, and operate within the coordination framework set up at the district level. The network of Partner Organisations for the ILO's Start and Improve Your Business project will be an appropriate and effective entry point for many of the activities, as well as a major resource to directly provide some of the assistance.

A preliminary analysis of the fisheries, hospitality, and other enterprises sectors already includes a rapid assessment of major losses and needs for assistance.

The livelihood assessment revealed that approximately 20% of the affected households intend to change their main source of income. The ILO intends to address this need for livelihood reorientation, assist in accessing finance, skills and business training, trade linkages and information, while the rehabilitation of infrastructure, including, importantly, market places, will be covered under (ii). It is expected that re-establishing confidence in the tourism market will be addressed by the concerned industry associations, the Sri Lanka Tourism Board, and the Ministry of Tourism and Investment Promotion, but the project will liaise with these to ensure that the interests of small-scale tourism businesses are taken into account. The development of a capacity for participative and inclusive local economic development approaches is of key importance to ensure that the provided assistance is relevant and in tune with local aspirations and longer-term development goals. The ILO intends to support the implementation of such approaches, which will result in local economic development plans and their implementation.

(v) **Temporary Income Transfer Scheme for Workers in the Formal Sector Affected by the Tsunami**

It is estimated that the majority of the job losses have been in the service sector followed by fishing, agriculture and industry. The MLRFE is undertaking a survey to ascertain the number of jobs lost in large and medium scale enterprises. Since most conditional transfer schemes that are being developed seem to be focusing on the most vulnerable groups and unskilled workers, the MLRFE intends to design a programme to
target skilled and professional workers affected by the crisis. The proposal will explore possibilities for temporary cash for work in areas such as community health, education and social service activities. It intends to use existing mechanisms (JobsNet offices, district labour offices and Employment Centres in the divisional offices) for implementing this programme. ILO will assist the MLRFE in the formulation and implementation of this programme.

3. ADDRESSING RIGHTS

Protection of the most vulnerable groups of children

Children became a particularly vulnerable group following this tsunami. To date, it has been reported that there are 955 children who lost both parents and another 3409 who lost at least one parent\(^1\). The loss of adult members in the poorest families exposes children to a heightened risk of child labour and trafficking for domestic work and sexual exploitation as well as enrolment as child soldiers. Special assistance to low income and vulnerable households should be extended so they don't have to resort to desperate survival strategies.

At the request of the National Child Protection Authority (NCPA), the ILO, through the International Programme for the Elimination of Child Labour (IPEC), is supporting the emergency relief effort and participating in the NCPA mobilised Task Force to prevent the abduction of children - especially orphaned children, and provide them with 'safe havens' until more long-term initiatives can provide them with a sustainable solution. A key requirement is that the public is made aware of the necessity to prevent the abduction of children in the guise of adoption so that civil society is informed and mobilised to prevent trafficking of children, child labour in domestic work and child soldiers, as well as the use of children for sexual exploitation. Their vigilance is crucial. To this end, sets of mutually reinforcing interventions have been designed for the immediate and medium term.

The programme will provide IPEC, which is already operational in many of the affected areas or in the immediate vicinity and the project activities will be attached to the ongoing efforts to the extent possible. The following activities make up the main components of the IPEC strategy in response to the tsunami disaster.

Menu of Short-term Interventions (to be started immediately):

- Identification of affected children and youth; and their family status
- Contribution to coordinated population profile data base
- Reconstruction of physical infrastructure (schools, dwellings, water supplies)

\(^1\) Commissioner of Probations and Child Care quoted as saying.
- Protection of children – establishment of simple multipurpose centres or school tents in affected locations for orphaned and displaced children.
- Addressing the children's basic needs (through multipurpose centres/ school tents or directly, as appropriate) (nutrition, shelter, play-therapy, provision of food, clothing, vitamins, drinking water, beds/mattresses and linen and other primary needs)
- Provision of psycho social counselling (crisis counselling; fear of new Tsunami and other traumas including grief /loss therapy)
- Reestablishment of the capacities of partners and service providers operating in the affected areas.
- Education (to capture the children before they are engaged in child labour, initially, make-shift arrangements for schools (tents etc.) will be made through establishing the non-formal/open schools in areas affected by the tsunami as a matter of urgency and priority etc. As informal education is part of the Government’s Education for All initiatives in both Sri Lanka and Indonesia, the opportunity for sustaining and mainstreaming this action will be very good)
- Adapt the existing IPEC Child labour Monitoring Systems to monitor the project interventions.

**Menu of Medium-term Interventions:** (to be started before July 2005)

- Ensure that the linkage between tsunami affected populations and the risk of child labour is assessed, well understood and streamlined into national policies for the reconstruction phase through:
  - Conduct rapid assessments to identify specific vulnerabilities towards the worst forms of child labour among the tsunami population, including long-term preventive measures
  - Involve members of the National Child Labour Steering Committees in national coordination and relief forums. Vocational and skills training for children, youth and affected families (Vocational training for training cum production centres to support livelihood skills for breadwinners - especially single mothers who have to take on this new role - will be given priority. This will be attached to the multipurpose centres wherever feasible. This will provide them with a holistic package of support that would include the training cum production centres, non-formal education, counselling and the needed life skills).
  - Develop special youth employment opportunities to prevent them from recruitment into armed conflict and other worst forms of child labour.
  - Income generating activities such as home gardening, reestablishment of fishing occupations and employment in physical infrastructure activities (list is not inclusive).

*Organizing the unorganized to rebuild after the Tsunami; making sure voices of the people are heard*
The most affected economic sector in terms of income/job loss has been the fisheries, where 80% of those involved lost their livelihoods. The reconstruction will have vast implications on their lives, especially given the firm commitment from the Government and the donors to replenish the asset base of the fishing communities by providing large scale services and assistance towards infrastructure and economic reconstruction. In order for this to bring equitable and appropriate benefits, it is critical that the voices of the men and women concerned are included in the process of decision making.

The role of civil society in devising appropriate solutions to restore the social fabric in the affected areas is proving to be increasingly important. Though not always fully recognized such, trade unions are key members of civil society, and through its history of social mobilization and social movements, are in a position to play an important role in ensuring dialogue and raising voice of affected men and women.

Most of the jobs that were affected were in the informal sector, where there are no organized schemes to protect workers from their loss. The scale of devastation now facing informal sector workers has prompted the trade unions to extend assistance to the affected population, with a wider aim to initiate a process of organizing this largely un-organized group. Trade unions have thus requested assistance from the ILO to formulate a comprehensive programme.

The programme proposed aims to mobilize the local trade unions to offer a combination of activities to the communities; it includes livelihood support, possibly through training, advocacy on women’s rights and the prevention of child labour; and dialogue and protection of rights of fisher men, and other affected workers.

### 3.4. Reinforcing gender equality

The tsunami has resulted in the creation of many single (widow/er) headed households. The traditional family structure within which paid employment is usually sought by a male “breadwinner”, while care and household duties are seen as the responsibility of a female “care provider”, means that in the case that either partner was lost or injured in the tsunami disaster, the one set of family duties are likely to go unfulfilled. Given the need for income, such households are caught in a dilemma of having to trade off one duty for another.

The importance of a care provider in the household cannot be overlooked, as seen in some cases concerning migrant families in the affected areas. In a recent survey, the Government identified 3000 remaining migrant families among the affected. The Government has received numerous requests from relatives and families of migrant workers to recall the overseas breadwinner as they can no longer cope with the load of
The Government has started acting on the requests, in hope that once more sustainable care arrangements are made, the migrant workers could re-migrate or find an alternative livelihood source in the community.

Most households will have to make maximum use of available labor to earn incomes (at least for the immediate term) to restore livelihoods. The traditional dependency of women on men's earnings, as well as limited job opportunities in the labour market makes women especially vulnerable in the aftermath of the tsunami. Women themselves are aware that they lack the skills needed to access job opportunities, and the opportunity to voice their needs, with the result that not only are they are often overlooked for inclusion in government and community work programmes but are unable to assert their rights concerning equal opportunities. Appropriate skills training, coupled with assistance match the skills acquired to existing jobs is crucially needed to prevent poor women and men from resorting to desperate survival strategies, such as child labour, exploitative migration, bonded labour, prostitution, etc.. Central to the above concern is the importance to urge the communities to value and recognize women as economic agents in their own right.

Further to that, special attention needs to be paid to men's needs. It is believed that women suffered more death due to their relatively weaker physical strength, which in turn, is believed to have resulted in many single male-headed households. These households are faced with the task of re-orienting work/family duties in line with the new household/ family composition. Initially, men will need support in dealing with this new reality, both psychologically and practically. In addition, men were hardest hit in terms of losing their productive assets, especially those involved in the fishery industry. With their livelihood gone and unable to provide for their family, their psycho-social well being is affected. News of alcoholism and rapes in camps are frequent. There is an urgent need to include men in trauma counseling, in addition to providing support towards meeting their needs in dealing with care work, rebuilding livelihoods and income generating activities.

To respond to the above needs, gender specific components and activities are included in all of the above areas. Key features of the components are:

- Facilitating women's access to paid / self employment through business development assistance and skills development.
- Facilitate creation of centres to assists women and men balance their housework and income generating activities.
- Working in partnership with international and national organizations at all levels to assist women and men to overcome their trauma through income generating activities.

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2 At the moment, care work seems to concern mostly child care. The need is great as many children are severely traumatized by death of parent(s), close family members and friends.
Annex 1:

The table provides an overview of the approaches pursued, with information on the status of the components.

<table>
<thead>
<tr>
<th>Approach</th>
<th>Status</th>
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<tbody>
<tr>
<td><strong>1: Assessments Of Job Losses, Economic Opportunities, Skills Demand And Social Protection Needs</strong></td>
<td></td>
</tr>
<tr>
<td>• Social and Employment Impact Assessment (SEIA).</td>
<td>Done</td>
</tr>
<tr>
<td>• Rapid Livelihoods and labour-market survey</td>
<td>Done</td>
</tr>
<tr>
<td>• Needs Assessment Survey for Income Recovery</td>
<td>Being implemented.</td>
</tr>
<tr>
<td>• Survey of Skills Demand</td>
<td>Done</td>
</tr>
<tr>
<td>• Survey of Affected Workplaces</td>
<td>Done</td>
</tr>
<tr>
<td><strong>2: Rapid Income Recovery Programme</strong></td>
<td>Programme document approved by TAFREN Board in March.</td>
</tr>
<tr>
<td>• Upstream support to the Government in designing a people based social programme as part of the reconstruction planning;</td>
<td>(1) Initial steps taken, comprehensive document being drafted. (2) Concept note available and initial funds received, further proposals being drafted and negotiated.</td>
</tr>
<tr>
<td>• ILO Technical assistance to the Government for the effective delivery of the RIRP.</td>
<td>(1) RIRP Institutional Framework</td>
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<tr>
<td>(2) Employment-intensive reconstruction of essential community and public infrastructure</td>
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<td>(3) Extension of “JobsNet” to address needs arising from the Tsunami</td>
<td>(3) Concept note available</td>
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<tr>
<td>(4) Development of livelihood activities and Local Economic Development</td>
<td>(4) Two concept notes available</td>
</tr>
<tr>
<td>(5) Temporary Income Transfer scheme for workers in the formal sector affected by the Tsunami</td>
<td>(5) Not yet available</td>
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<tr>
<td><strong>3. ADDRESSING RIGHTS</strong></td>
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<tr>
<td>• Protection of the most vulnerable groups of children</td>
<td>Concept notes available</td>
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<tr>
<td>• Organizing the unorganized to rebuild after the Tsunami; making sure voices of the people are heard</td>
<td>Concept note available</td>
</tr>
<tr>
<td>• Reinforcing gender equality</td>
<td>Components mainstreamed</td>
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