

International Labour Organization

FRAMEWORK FOR POST-CONFLICT EMPLOYMENT PROMOTION & SOCIO-ECONOMIC INTEGRATION IN SOUTH LEBANON

**Report of the ILO Multi-Disciplinary
Mission to South Lebanon
17 to 25 July 2000**

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I. Introduction

I.1. The mission: Its objectives and methodology

1. In the immediate aftermath of the Israeli withdrawal from South Lebanon, the ILO Director-General, Mr. Juan Somavia, fielded a high level multi-disciplinary mission (see Annex I for the list of the mission team) to South Lebanon at the request of the ILO constituents - The Minister of Labour (Dr. Michel Moussa), the Workers' (CGTL) and the Employers' Organizations (Association of Lebanese Industries). The joint mission by the Regional Office for Arab States and the InFocus Programme on Crisis Response and Reconstruction, based in Geneva, supported by other ILO Technical Units (Cooperatives, Employment Intensive Investment, and Skill Training InFocus Programme), was led by the Regional Director for ILO Activities in the Arab States (Mr. Ibrahim Souss) assisted by his Deputy and Director of the multi-disciplinary team for Arab States (Ms. Azita Berar Awad) and the Director of the ILO Programme on Crisis Response and Reconstruction (Ms. Eugenia Date-Bah). It also had representatives of the local constituents (Mr. Moussa Gedeon - Director of the National Employment Office, Mr. Kassem Ghibriss and Mr. Mahmoud Harkouss - of the General Confederation of Lebanese Workers, and Mr. Rida Ghaddar - Board Member of the Association of Lebanese Industrialists). The list of mission members is attached in Annex I.

2. The mission's main goal was to assess the situation on the ground with a view to developing a coherent programme of ILO response to the identified needs and to the development challenges of the South as well as of Lebanon as a whole.

In more specific terms, the mission's objectives were:

- i. Promoting job opportunities through maximizing the socio-economic potential of the South and its integration with the rest of Lebanon;
- ii. Enhancing rehabilitation and socio-economic integration of the different vulnerable crisis-affected groups.

The mission's detailed Terms of Reference are attached as Annex II.

3. The mission adopted the following methodology for the rapid generation of information on the needs. They interviewed, or were briefed by, the affected people themselves, their associations (cooperatives, unions, religious groups and women's committees), the ILO's tripartite partners and other relevant governmental structures (including Ministries of Economic, Planning, Finance, Agriculture, training institutions, cooperatives department, Council for Development & Reconstruction - CDR, the Council for the South, governors and other regional government and district officers and town mayors). The mission visited some cooperatives and other small-scale agricultural and non-agricultural enterprises in the South (e.g. tobacco, tannery, lingerie, small shops and olive pressing). They toured all major towns and selected villages in

the South (both in the former occupied and non-occupied parts) including Saida, Nabatieh, Tyre, Bint-Jbeil, Rmeish, Hanin, Sarafand, Marjeyoun, Ebel-Es-Saqi, Hasbaya and Jezzine (see adjoining map). The interviews and field visits permitted them to observe the limited economic activity and problems associated with reduced population, physical destruction, prison camps, and anti-personnel landmines. Furthermore, they examined a number of relevant local and national reports already prepared on the South and also consulted other United Nations Organisations (such as UNDP, FAO, UNIDO, and the World Bank). Finally, they had meetings with the Prime Minister and the President and were widely covered by the media because of the interest generated. The Programme of the mission is attached in Annex II and the list of people met in Annex III.

I.2. The Context: Post-Conflict South Lebanon

4. South Lebanon has been affected by more than 33 years of military conflict, which was accentuated by the Israeli occupation of the borderline zone in March 1978 and the extension of this occupation towards Jezzine and Hasbaya in 1982. The South was divided into two zones: cities (namely Saida, Tyre and Nabatieh) and non-occupied villages which were nonetheless affected by the conflict and the occupied villages. The number of inhabitants in the occupied and non-occupied zones, in the five most affected districts, was estimated at approximately 270,000¹ (although such figure may have changed recently given the increasing number of people returning to their villages of origin) or 60 percent of the total population of the South. It should be added that some 120,000 people had been displaced out of the region in successive waves and settled mostly in the suburbs of Beirut.

5. The long period of Israeli occupation and the policies pursued during this period by them accentuated the dependence of the South on Israel, impeded its economic development and sharpened the socio-economic inequalities and dichotomy between the South and the rest of Lebanon. Following the Israeli withdrawal from the South in May 2000, the consequences of conflict have become more apparent. Many inhabitants live under precarious socio-economic conditions. A quarter of households have a monthly income of less than \$300 for an average family of 4.8 persons². An over-representation of female-headed households can be observed, a typical characteristic of post-conflict situations. Compared to national ratios, the region is characterized by a young population, high illiteracy rate including higher gender inequality in illiteracy and higher unemployment rates. Vulnerable groups, other than female-headed households, include the displaced, orphans, the disabled, ex-detainees and ex-workers in Israel and add to the social problems faced in the region. South Lebanon had already been less equipped compared to other areas of the country and public infrastructure has suffered major

¹ High Relief Committee and the UNDP: Regional Socio-Economic Development Programme for South Lebanon, July 1999, p.53

² High Relief Committee and the UNDP: Regional Socio-Economic Development Programme for South Lebanon, July 1999, p.4

losses. The Lebanese Government has undertaken efforts to provide urgent reparations and maintenance of public networks and launched development infrastructure projects for Tyre and Nabatieh, mainly focussing on drinking water and sanitation.

6. The major challenge for South Lebanon is job creation as a critical facet of the needed economic empowerment and development of the region. Underdevelopment of economic structures and the sudden loss of the war economy with the ending of the long conflict have led to high unemployment rates, especially amongst the youth and women and even a higher level of underemployment, as reflected in the dominance of informal activities. Some parts of the South have been affected more than others. Among the most affected are the Cazas of Jezzine and Bent-Jbeil. In general the activity rate of the South is lower than the national rate (27% compared to 31%). It is estimated that unemployment in the South will reach 20% soon and is already generating widespread poverty, unless immediate employment interventions are carried out. Child labour, which already existed during occupation such as in the tobacco farms, is on the ascendancy to supplement the depleted household income. Linked to this is the high school dropout rates estimated in some areas at 40%. The economy of the region is characterized by the predominance of agriculture and fisheries, light industries and crafts and small activities in the service sector. Prior to the withdrawal, it was estimated that up to one third of the resident population in the region gained their principal income from conflict-related activities. Following the withdrawal, the region of South Lebanon is also expected to witness significant demographic growth because many displaced persons (including those who have voluntarily migrated) are expected to return, although the long duration of the war means that many have developed deep roots in their host areas such as Beirut, and would require incentives to return. Nevertheless, it is expected that during the first period of 5 years, some 48,000 people may return to their villages of origin³. The necessity of creating jobs in order to face the return of a significant population of displaced people; to accommodate persons who used to live on the war economy and related activities, as well as a growing cohort of new young entrants into the labour markets region, represent a major challenge; not only to initiate the economic recovery of the region, but to guarantee social and political stability in the short and medium term.

7. Following the withdrawal in May 2000, the Government, UN agencies, and the international community are mobilizing for a major reconstruction and recovery programme in the South. Prior to this, the Lebanese Government (the High Relief Committee), in collaboration with UNDP, prepared the *Regional Socio-Economic Development Programme for South Lebanon* (July 1999), which provides baseline data on the region and underscores that the area possesses important potentials for development which should be explored.

Since June 2000, the Lebanese Cabinet has approved \$1.2 billion five-year plan to restore and develop South Lebanon (\$45 million of which are immediately available). The Council of Ministers has already allocated an amount totalling \$100,000 for emergency relief and

³ High Relief Committee and the UNDP: *Regional Socio-Economic Development Programme for South Lebanon*, July 1999, p.52

humanitarian assistance to the South. In addition, with the assistance of UNDP and the World Bank, the Government is organizing a Donors' Conference during the month of July. Moreover, assessment missions have already been undertaken by WHO (in cooperation with UNICEF), UNIDO, UNOCHA, ILO and a British NGO to explore some of the needs of the region. The mission reviewed the degree of preparedness to cope with any eventuality that may occur and studied the humanitarian situation and related needs, especially those related to de-mining, the provision of basic services and emergency relief, rehabilitation and reconstruction.

The Government of Lebanon submitted in June 2000, a request to the Director General, for ILO's assistance in its recovery and development efforts for the South, emphasizing particularly the fight against poverty and the need for employment promotion.

1.3. Structure of the Economy of the South

8. Like other peripheral rural areas in Lebanon, South Lebanon was considered as one of the most disadvantaged areas in the pre-war period. During the last two decades, the region witnessed structural demographic and socio-economic changes, with notable intra-regional disparities, mainly between occupied and non-occupied zones and between urban and rural areas. Brutal urbanization was the main characteristic that featured the non-occupied zones, mainly in Sour and Nabatieh, as well as in some clusters situated under the mandate of UNIFIL. The urbanization in these areas was largely financed by the inflow of capital from overseas workers, mainly in Africa, Canada, USA and Gulf countries. The massive waves of internal migration led to a large concentration of population in the non-occupied zones. These phenomena of urbanization and intra-regional migration caused profound changes in the demographic, social as well as economic structures, thus affecting the labor market and the active population of the area. Despite these structural changes, the agricultural activities remained dominant in these areas, mainly in the occupied zones, attracting around half the active population (including permanent, seasonal and occasional workers, as well as owners of exploitations..)

1.3.1. Activities related to Conflict and Occupation

9. During the occupation period, the economy of the South was tightly linked to the occupation conditions. It is estimated that around 30-35% of the area's income was generated by activities related to the occupation. Among these activities were employment inside Israel, employment in South Lebanon Army, UNIFIL, in addition to other illicit trade (mainly through Naqoura port and Golan borders). The sudden withdrawal of Israel seems to have had a notable immediate negative impact upon the livelihood of the population, whereas more than 6000 households are estimated to have lost their main sources of income.

Employment inside Israel

10. The phenomenon of employment in Israel started in 1976, when a very slight number of daily wagers started to cross the Lebanese-Israeli borders to work in the Northern Israeli regions. During the period of occupation, it is estimated that the number of Lebanese working inside Israel increased to reach a maximum of 4000 workers in 1996, dropping to around 3250 in 1997.



11. The main activities that Lebanese workers were practicing in Israel are : construction, textile, agriculture, hotels, electricity and industry. The average monthly wage earned by these workers was around US\$ 600, ranging between US\$ 350 and US\$ 750 depending on the activity.

Table 1. Average wage of workers inside Israel

	Monthly Wage (U.S. \$)
Construction	700
Textile	350
Hotels, Health & Agriculture	350-400
Cleaning	500
Electricity & Industry	600-750

Employment in the South Lebanese Army

12. The South Lebanese Army (SLA) used to employ around 3000-3250 persons, distributed among soldiers and administrative employees in the Civil Administration. The average monthly salary is estimated at around US\$ 600, in addition to other social benefits. It should be noted that most of the SLA members were enforced to join the army, and in many cases, being a member in this army was a necessary condition for the remaining family members to work inside Israel.

Other Activities

13. The presence of UNIFIL provided hundreds of job opportunities for South-Lebanon residents. In addition to the direct employment within UNIFIL forces, new commercial activities were developed- mainly in Naqoura- to serve the needs of the UNIFIL members. However, a considerable slowdown was recorded in these activities during the last period, as the UNIFIL

members started to benefit from the services provided inside Israel (residence for their families, shopping, etc...).

Another source of income reported in the area was the smuggling activity (mainly tobacco) across the Lebanese-Golan borders and the Lebanese-Israeli borders.

I.3.2. Agriculture

14. The area of the cultivable land in the two Governorates of South Lebanon and Nabatieh is estimated at around 142.5 thousand Ha, i.e., around 38% of total cultivable land in Lebanon. However, irrigated land represents only 8% and 13% of the cultivable land in Nabatieh and South Lebanon respectively, against a national ratio of 31%. This low ratio is mainly attributed to the delay in executing the irrigation projects.

Table 2. Cultivable & Irrigated areas per Governorates -1998(Ha)

	Cultivable land	Irrigated land	% irrigated/cultivable land
Bekaa	130366	56054	43%
Mount Lebanon	24691	10788	44%
North Lebanon	78998	32987	42%
South Lebanon	113458	15052	13%
Nabatieh	29041	2232	8%
Total	376554	117113	31%

Tobacco plantation was considered as the second major source of income, following the occupation-related activities. The tobacco production, which declined during the eighties due to the absence of the responsible public authorities, restored its position as a major source of income starting 1992. At present it absorbs about 45% of the agricultural labor force, with significant variation among the different villages. For instance, labor in tobacco plantation represents 70% of total labor force in some villages (e.g., Rmeish and Aitaroun). This emerging trend in tobacco cropping is mainly attributed to the policy of subsidy practiced by the government, which was mainly driven by political factors prevailing after the Taef accord.

15. In 1997/98, the Lebanese Tobacco production reached 11,535 tons, out of which 7626 tons were produced in South Lebanon and Nabatieh, i.e., around 66% of the total national production. Total agricultural exploitation occupied by tobacco plantation was around 10,500 ha, of which 3000 ha were located in the recently freed zones⁴.

Each Caza in the South is characterized by a traditional agricultural produce. For instance tobacco is largely cultivated in Bent Jbeil, Marjeyoun, and Sour, while the cultivation of olive and production of olive oil is dominant in Hasbaya. However, marketing these products is faced

⁴ Agricultural Census, Ministry of Agriculture, 1998

with several difficulties, due to the lack of appropriate processing and marketing channels added to the competition with Israeli imports. In Marjeyoun, although vegetables are the most common agriculture, the production can not satisfy the local demand (only the city of Marjeyoun and its neighborhood). Demand for vegetables used to be satisfied through imports from Israel and Kab Elias in Bekaa. Fruits are produced for domestic consumption (Marjeyoun, Hasbaya, Jezzine), and only the surplus is used for commercial purposes.

I.3.3. Industry, commerce and services

16. In addition to the dominance of agriculture in the recently freed zones, several other economic activities can be identified, covering a wide range of retail, handicrafts, small businesses, light industry and personal services.

The war conditions led to transfer of a wide range of economic activities from South into other Lebanese regions. For instance, the leather and shoes industry that was dominant in Bent Jbeil in the pre-war period, with a total number of workshops estimated at around 190 in 1976, witnessed a considerable slowdown not only in the number of workshops but also in the capacity of production. It should be noted that around 144 shoes industry are currently operating in the southern suburbs of Beirut, and their owners are from Bent Jbeil. The same phenomenon is recorded in Jezzine that used to rely on tourism and summer residents as major sources of income, in addition to other related activities like handicrafts and textile. However, almost all these activities ceased to exist after the Israeli occupation.

17. The structure and characteristics of economic activities in southern areas seem to be compatible with the national findings, as revealed through the distribution of currently operating establishments by size and other indicators. However, the conflict conditions imposed additional burdens on the economy of the area. These burdens are mainly illustrated through the migration of human resources, the destruction of physical infrastructure, obstacles facing benefit from physical resources (water, fertile soil...), as well as the decline in the purchasing power (mainly for the labor force relying solely on local resources).

Characteristics of enterprises

18. The enterprises currently operating in the south are characterized by the following:

The small and medium scale enterprises are dominant in Southern areas, with around 90% of establishments having less than 5 employees, which is almost the rate recorded at the national level. (refer to Annex, table 1)

Economic activities are concentrated in specific villages and towns in each Caza, namely the center towns. Except for some villages that are taking advantage of the occupation conditions (e.g., UNIFIL), economic activities are usually smaller in villages that are distant

from the center town . This clustering might assist policy makers in choosing the location for establishing supporting business activities such as incubators, financial and credit services, extension programmes, etc.. The following table shows the concentration of establishments in selected towns and villages of each Caza:

Table 3. Concentration of establishments in selected villages

Caza	Town	% of establishments in the Caza
Marjeyoun (<i>total villages: 45</i>)	Marjeyoun	17.5%
	Khiam	12.2%
	Kfar Kila	10.5%
Bent Jbeil (<i>total villages: 41</i>)	Bent Jbeil	22%
	Rmeish	9%
	Tebnine	8%
Jezzine (<i>total villages: 80</i>)	Jezzine	40%
	Room	9%
Nabatieh (<i>total villages: 45</i>)	Nabatieh	30%
	Harouf	6%
	Deir El Zahrani	5.7%
	Habboush	5.7%
Tyre (<i>total villages: 106</i>)	Sour	35%
	Abbassieh	8%
	Borj Shemali	8%

19. In the industrial sector, the Metallic and Agro-food industries are considered as the most common industries in the south, representing 22% and 21% of total industrial establishments in Governorates of South Lebanon and Nabatieh respectively. In the individual Cazas, some industrial activities are found to be dominant, namely textile and leather in Bent Jbeil, metallic industry in Hasbaya and Marjeyoun and furniture in Nabatieh. (refer to Annex, table 4)

The services and trade sectors absorb the majority of establishments in the South. Among these establishments, retailed sales represent 53%, which is almost equivalent to the rate recorded at the national level. However minor differences are recorded in some Cazas mainly

in Jezzine , with retail sale establishments representing 49.7%, and in Hasbaya (60%). (refer to Annex, table 5)

Characteristics of Labor force

20. Total active population in the five studied Cazas is estimated at around 69,000, representing 26.6% of the resident population, as compared to a national rate of 31%. The low economic activity rate is mainly attributed to the age structure differences recorded between South and the rest of the Lebanese regions. For instance, the under- 19 population is estimated at 39% of total population in Lebanon, while it amounts to 46% in Sour (Economic activity rate: 26.4%), and 45% in Bent Jbeil (economic activity rate: 24.6%). These differences are mainly attributed to disparities recorded in internal and external migration within these specific age groups. It is to be noted that these indicators are recorded in both the occupied and non-occupied zones of the studied Cazas, meanwhile a bias in data could outcome from a concentration of this age group in the non-occupied zones as a result of their flee to the nearest non-occupied villages to avoid joining the SLA (known to force 17-and-above youth to join the army).

21. The recorded participation of women in economic activity is relatively low in most of the studied Cazas, as compared to the national levels. This might be justified by the fact that most working women are involved in under-declared informal activities, such as Petty trading (milk, egg, fruits, vegetables, clothes, shoes, cosmetics,..), animal raising for domestic consumption, production of ethnic food (Mouneh), and handicrafts..

Seasonal and occasional occupations are very common in southern areas, mainly in Marjeyoun, Bent Jbeil, and Hasbaya. This might be attributed to the dominance of the agricultural practices, handicrafts, and other skills that are not of permanent nature. Predominance of work seasonality would be contributing to intensifying poverty phenomenon in these areas.

A higher average income is recorded in the occupied zones of the South as compared to the non-occupied ones. This can be attributed to the fact that a considerable portion of workers in this area are agricultural workers, mostly relying on tobacco cropping which is being subsidized by the government. Employment in Israel (both agricultural and handicrafts workers) and in SLA and UNIFIL is also contributing to this phenomenon. (refer to Annex, table 6)

High unemployment rates were recorded in Jezzine (11.2%) and Bent Jbeil (10.7%), as compared to a national level of 7.6% in 1996. Considering the different age categories, the highest unemployment rates were recorded in the age group 20-24 years in almost all Cazas: 47.1% in Jezzine, 29.5% in Bent Jbeil, and 18.5% in Hasbaya. Unemployment rate is expected to increase in the coming few months in the South region (might range between 20 & 25%), mainly due to the total loss of occupation-related job opportunities on one side, and the expected

high percentage of unemployed aged people who might return to their hometowns on the other side.

II. Main findings of the Mission

II.1. Urgent Problems and Challenges

II.1.1. Economic Slowdown, unemployment and underemployment

22. The mission observed a general slump in economic activities in Southern Lebanon especially in the liberated areas. The sudden loss of income related to the war economy is estimated of a one third of the regional annual income or some \$ 80 Million.

The economy in the South can be characterized now by high levels of unemployment, underemployment, job precariousness and general impoverishment. Those who depended on the war economy suddenly are without work. Consequently, shopkeepers and other small enterprises have lost customers due to the rapid decline of people's purchasing power. The economy of the South was dominated by traditional dry low productivity agriculture, the Government continued subsidies of tobacco farming while unsustainable in the long run provides a partial safety net. However without substantial investment in infrastructure including water management, irrigation and disintegration of production, the sector is unable to retain the current labour force or to create new income earning opportunities. In addition, the underdevelopment of agro-industry prevents the use of agricultural produce for manufacturing activities.

23. Another important feature of the economy of the South is the investment of the infrastructure especially the rural areas and especially the shortage of housing linked partly to the destruction during the war. The narrow range of alternative economic activities limited to some light industries with outdated technology, poor working conditions and management practices, puts a serious burden of the competitiveness of the existing economic endeavours.

The above-mentioned elements combined together explain the high cost of production in the South and lack of the local economy. It should be noted that the economy of the liberated zone has been isolated from the rest of Lebanon and grown into a dependent economy on activities related to war and on labour provider to the Israeli neighbouring regions. Its reintegration within the rest of the Lebanese economy creates serious distortion and loss of employment and income in the short run. Similarly, the enabling environment in terms of attracting investments including an appropriate legal framework is missing.

II.1.2. Precarious Occupations and Limited Social Protection

24. Within the general employment structure of the South where agriculture and small industries prevail, the majority of workers is not covered by any form of social protection. Many workers are in precarious occupations especially those working as waged or seasonal workers or family based. Vulnerable workers, displaced workers and the unemployed lack any access to institutional social protection. In such circumstances, the general tendency during the occupation was to depend on family support networks (much of which perhaps depended migrant relatives), or support from associations with political affiliations. Indeed, social protection is a pressing issue that needs to be addressed. within a national level framework (e.g. social funds).

In terms of the working conditions of workers in particular, however, it can be observed that there is an absence of a 'safety at work' culture. The few industries and other economic activities that functioned during the years of occupation, appear to be particularly hazardous including agriculture and fisheries, construction, tanneries and others that use and expose workers to chemicals as well as contribute to the pollution of the coastal waters. Rampant occupational related accidents, injuries and diseases are reported. Significant efforts will be needed here especially in traditional occupations where there will be resistance to change.

25. At the national level action to protect workers against sickness, disease and injury arising out of employment, is hampered by inadequate awareness, knowledge and information and by limited capacity to design and implement effective policies and programmes in the field of labour protection. The situation in the South has particularly been aggravated by more than 33 years of military conflict and by the Israeli occupation of the borderline zone in 1978. The safety and health situation in this part of the country is accentuated by the presence of particularly hazardous industries including agriculture and fisheries, construction and the use of and exposure to chemicals in industries such as tanneries, which also contribute to the pollution of coastal waters. More important is the abundance of small industrial enterprises which do not even enjoy the coverage of social protection. According to the industrial survey which was conducted in 1995, the number of industrial establishments in the South Mohafazat amounted to 2054 establishments, which represented 8.73% of the total number country wide. The number of workers employed by these establishments amounted to 8000, representing 5.76% of the national figure. Of these workers, 68% are employed in the Saidon Qaza, 28% in Tyre Qaza and 4% in Jezzing Caza. In the agricultural sector, the tobacco plantations, which are family run businesses, are responsible for the livelihood of 50% of the Southern population. This sector employs a large number of women and children and is characterized by arduous labour involving work related injuries, exposure to chemicals and to microbial agents as well as severe sitting postures.

26. Occupational safety and health cuts across a number of disciplines. The linkage between the world of work and the environment and the economics of safety and health is well documented. The competitiveness and economic viability of small, medium and large industries

depends on the quality and quantity of the output, which is directly related to a hazard-free work environment and the subsequent reduction of absenteeism as a result of accidents, injuries and diseases. This relationship warrants special emphasis in the emerging economy of the South which has to keep pace with neighbouring markets. A safety culture is therefore needed as a means of ensuring full integration of safety and health requirements in the promotion of sound employment policies and investment decisions. It is particularly important in extending protection to the target groups which have been identified in this report, particularly the ex-detainees, the internally displaced, women, workers who previously sought employment in Israel, the disabled, the youth, and the deserted. Improved working conditions are therefore paramount to strengthening enterprises and cooperatives. They form an integral part in market development, management training, financial and advisory services as well as business planning. They safe-guard existing jobs and form an integral part of creating new ones, approaches which are key in developing the South and enhancing its social re-integration with the rest of Lebanon.

II.1.3. Changing demography and large number of vulnerable groups

27. Forced displacement in South Lebanon started as early as late 40's, when Israel started attacking the bordering farms and villages. Another marked displacement took place in 1967 after the Israeli attacks on the 14 farms in Cheba'. Thereafter, more intensive population movements were recorded mainly from the so-called A'rkoub villages during the period stretching from late sixties to early seventies. The displacement phenomenon reached a peak in 1976-78. Total displaced population, after March 1978, was estimated at around 220 thousand (i.e. around 30 thousand household)⁵, noting that in this year the borders of the occupied area were formally drawn.

28. The Israeli invasion of 1982 did cause a huge movement of population from the south. However, the overall invasion did not last more than 3 years, and a reverse migration of population was recorded to Saida, Sour and Nabatieh after the retreat of 1985.

The return of displaced population and the socio-economic development are closely interdependent. The return will not take place unless the projects of providing basic services and infrastructure are implemented, and the size of investment in the latter highly depends on the prospective size of residents. The challenge facing the government to achieve the return of displaced is great. In fact, the Southern areas, most of which are rural and underdeveloped, had historically witnessed huge waves of migrations due to the hard living conditions and in search for job opportunities, education and better living standards. These accumulated factors pushed a large portion of population to leave their hometowns to Beirut and its suburbs and to other countries, including Africa, USA, Canada, South America and recently the Gulf countries.

⁵ Anahar, 8/4/1978

29. The size of return migration to the newly freed areas will be affected by the following factors:

The unilateral withdrawal that took place left the area with ambiguity regarding the security measures that will be taken. The return of population will not be insured until the arrangements regarding the forces that will be in charge of controlling the area are clarified.

Due to the sudden withdrawal, a movement of migration from the liberated territories towards other Lebanese areas was noticed.

Under the current conditions, the population willing to return to their hometowns are those having no incentives to stay in their current residency. These usually include old people, or poor people having no access to job opportunities.

Among the population most likely to return: aged population, currently unemployed, and people having better opportunities in their home towns.

The duration of displacement is very critical in the estimation of the number of returnees. The early migrants (either inside or outside Lebanon) have adapted to their new place of residency, noting that 2 to 3 generations might have been recorded during this period. The willingness to return home is higher among the very recent migrants (for instance in the 90's), as compared to earlier migrants.

The current place of residency of the displaced will also affect the willingness of population to return. For instance, displaced population who settled in southern towns, in the neighborhood of their home towns, are most likely to return. Yet, the possible contribution of these segments to the development of the area is controversial.

On the other hand, the end of the conflict has also led to population movements, for example, in Marjeyoun, about one third of the towns families have left to Israel recently. The fragmentation of the social disintegration along religious lines and other communal criteria, call for a sustained effort for social integration and reconciliation.

Furthermore, the long endured conflict combined with underdevelopment and difficult conditions of life have left behind a large number of vulnerable groups which include female headed households, ex-detainees, working children, unemployed youth, disabled, orphans, internally displaced, returnees.

The population in the South is characterized of high proportion of young people up to 45% of the total population. In addition, the mission identified the following groups which warrant action within the framework of socio-economic integration and rehabilitation strategy

Women, especially women heading households

30. Owing to the gender differential impact of the crisis and the persisting gender inequities before, during and after the occupation, gender sensitivity has to be a critical hallmark of the response. While the conflict had heightened women's vulnerability and added pressures on gender ascribed household roles in ensuring the survival and well-being of family members, it has also created circumstances which required women to take on new roles in order to respond to the crisis. For example, the long conflict had created a rapid increase in the number of female-heads of households -widows of was victims, wives of imprisoned, disabled or migrated men - with low income and ready family work load which worsened women's already prevailing vulnerability.

31. Unfortunately, lack of accurate general as well as gender desegregated data hinders in-depth analysis as to the social and economic circumstances of women in South Lebanon. However, it is a fact that women lack access to viable employment and income opportunities outside the restricted areas of agriculture (mainly tobacco), home based food and handicrafts production and perhaps in occupations such as teaching. Women with varying levels of education, particularly the young, face severe constraints in finding employment opportunities outside these traditional female occupations. In addition, a substantial number of displaced workers who worked in Israel were women working in precarious occupations such as seasonal agriculture workers and unskilled labour in industry or services and since liberation mainly have become unemployed.

32. Over and above, the limited visibility of women in South Lebanon in public life and official decision-making positions such as local councils, mayors, cooperative workers and workers organizations, etc., is perceptible. While women's associations exist in most villages and towns, which played crucial roles during the occupation, these tend to focus on welfare of women and children through provision of services and activities but not on economic and developmental issues. Therefore, concerted efforts are needed in ensuring the re-integration of women through their active participation in the rehabilitation process of South Lebanon and through the diversification of viable livelihoods opportunities.

Working Children

33. Compared to the national average, the South can be characterized by a young population, an inadequate and inefficient education system and therefore high illiteracy rates. This, combined with the economic hardships of the occupation contributed to the prevalence of working children who's contribution to family income was often essential for family survival. Working children, work in family-run tobacco farms and other informal sector jobs such as in small workshops or establishments. Gender differentials exist where girls help their mothers in the tobacco farming while boys in addition to farming predominate in the other occupations (mechanics, gas stations, restaurants etc.). Almost all working children face poor working

conditions and are exposed to occupational health and safety hazards.

34. The main challenge to be addressed in the post-conflict era is that for both working children and their families, education and the ensuing loss of contribution to family income is no guarantee for a better future. Therefore, any initiative to combat child Labour in the South of Lebanon should be part and parcel of an integrated approach that concentrates on improving the social and living conditions of the families of working children through job creation, poverty alleviation and social protection.

Former Detainees

35. Both former detainees and their families have suffered both economically as well as psychologically during the occupation. While former detainees are largely regarded as heroes within their communities, many experience frustration stemming from their unmet high expectations of socio-economic assistance for the major sacrifice they suffered in the liberation struggle. This also stems from the fact that due to long years of imprisonment (for many at a young age) they lack employable skills for economic integration. Added to this, the years of imprisonment had practically denied them access to income not only for themselves but for their dependents as well.

36. To address the difficult socio-economic integration needs of the former detainees, efforts are needed for enhancing their employability. Over and above, is the importance of the process of psychological and social healing.

II.1.4. Inadequate Skill Formation

37. The delivery system in Lebanon, in general, suffers from constraints, which due to the years of occupation are even more pronounced in the South particularly the liberated areas.

In the whole of Lebanon, the general image of vocational training for performing manual tasks is very poor and in general does not attract many of the younger generation, particularly graduate from secondary and high schools. There is a pronounced lack of labour market information to be able to orient initial training, retraining and upgrading training of workers in their jobs or who have lost their jobs due to the crisis. Public and private sector training is supply driven and for the majority of trainees a step to enter higher education. Curricula are not based on job requirements and opportunities and are seldom developed with the participation of employers and workers. These appears to be a pronounced mismatch of available skills and jobs and the unemployment rate is rising also due to this phenomena. In the liberated area it is observed, that public and private sector training centers are exclusively located in the urban areas and cater for the need of these primarily training therefore. aiming for the rural sector is neglected. This also restricts access to quality training for the poor people of the society, those in remote areas and women. And the problem is the general low level of education of the people from these rural and remote areas which restricts them from access to public and private training. Opportunities exist for people, who have acquired skills, to go for self-employment or start their own business, unfortunately little capacity exists for the training support needed.

38. The challenge is to create the conditions necessary to facilitate training to match available skills with the vacant jobs. In the short-term targeted competency base training would contribute to overcoming the immediate problem, that is the lack of appropriate skills.

II.1.5. Weak Institutional capacity

39. At the local level, the weak and non-existent of governmental institutions is a major impediment for the reconstruction efforts. The lack of data and information especially on demographic changes and labour market conditions is particularly acute in Southern Lebanon and is a major constraint for rapid planning and intervention.

40. The problem of capacity is also applicable to other organizations of social partners. The trade union movement in Lebanon continues to face a number of chronic constraints compounded by the newly emerging challenges, especially that of their role after liberation of the south.

The war and occupation have been largely responsible of dislocating the labour movement, and unions ceased to function as proper bargaining bodies. Those that managed to survive in the non-occupied south became mere liaison offices between the workers and the political factions and groups.

The workers movement in the south might not have been so vulnerable had not their own inherent weaknesses been perpetuated by an ineffectual structure and organization, and by internal differences due largely to political interventions and patronage.

Moreover, it has not been able, so far, for the labour movement to redefine its role and functions in accordance with the new realities, needs and priorities emerging from the liberation. Unions will have to take a more creative role in their endeavour to organize social and legal protection for their workers.

41. At present, the trade union movement involvement has to occur in the shadow of massive unemployment, spread of the informal sector, poor growth, change in the structure of employment and a wide spread poverty. A transition period, which is also witnessing weak governmental structures that, in the absence of strong, free and independent social partners, would lead to interventionist government policies in industrial relations and to a tighter grip over development policies

In short the trade union movement, particularly in the south, are still mal-equipped to cope effectively with the new challenges, especially those related to aa) structural and technological changes, bb) the changing structure of the labour market engendered by the increasing numbers of women workers, new job seekers, high rates of unemployment, cc) organizing workers in the informal sector, dd) combating child labour, ee) distribution of resources, gg) reaching target groups, hh) managing aid assistance. With this enlarged field of action, they require genuine and representative bodies with the skills and capacities needed with a view to enabling them plan in term of strategies, short and medium term.

42. On the other hand, workers and their organizations are largely absent from the economic and social debate due to the lack of viable structures and mechanisms as well as the lack of the necessary capacities which are essential for their effective participation in social dialogue.

In light of the above, the future role of the trade union movement in the South is still uncertain and much depends, not only, on the restoration of civil liberties and trade union rights, but also on the future organizational structures, financing and administration/ management of the trade unions and the types of relations that it would develop with political parties and other social organizations and the government, not to mention the institutional arrangements and objectives of the tripartite systems and social dialogue framework.

43. As for Employers organizations, despite the weak presence of the national employers' organization in the South, contacts were maintained with enterprises, who were still operating under the difficult prevailing situation, through two locally established industrialists groups (offices in Tyre and Jabal A'amel respectively) affiliated to the national EO.

The lack of coherent strategic and defined policies by the EO and the limited means available for the local Groups is reflected on the level of development of the private sector, in general, and the industrial firms, in particular.

The non-conducive environment attributed to the complexity of the local political circumstances and the uncertain post-liberation security situation as well as the absence of temporary incentive-oriented legislative and fiscal measures are barring the initiative for business investment, specially in industrial manufactures.

II.2. Opportunities and Assets

44. Despite the various challenges that are ahead in the socio-economic integration of South Lebanon, it is important to recognise and capitalise on the positive aspects, assets and opportunities that exist.

II.2.1. Economic Potential for Job Creation

45. The region has managed to maintain an economic tissue despite many years of Israeli occupation and conflict. This permits, at least in the short term, the maintenance of the current level of income in employment generation and even some expansion in this area to rebuild the needed local confidence for endogenous development.

Agriculture

46. As the experience of different countries that were subject to conflict shows, agriculture usually absorbs an important part of labor force in post-war periods. However, this sector is

expected to face major constraints in the South due to several factors, among which: the destruction of physical infrastructure, the presence of landmines in agricultural areas, displacement, inefficient farming practices, difficulties in accessing financial facilities, delay in irrigation plans, and others...

Despite the basic important features of the agricultural sector in the south, namely the existence of vast cultivable areas (on the coast as well as in the interior) and the availability of water (through Litani, Hasbani and Wazzani), the sector is facing the problems of the high cost and long-term nature of building the agricultural infrastructure, mainly irrigation. The agricultural development will be drawn in light of the projects that will be implemented: irrigation, cultivation of substitutions, introducing high value-added crops, modernization of commercialization channels, etc.

Micro and Small Enterprise Development

47. The industrial development plan of the area has been already drawn by the Government through the proposed location and space of industrial zones. However, the types of industries that best suit the area should be determined, mainly in terms of availability of raw materials, skilled labor force, credit facilities, and other basic requirements to motivate industrialists to invest in the area.

The main sector for job creation will however reside in Micro and Small Enterprises (MSEs). MSEs have always played and are still expected to play an important role in the region as one of the most important sources of employment and income. This sector offers the most likely venue to provide livelihoods and sustainable employment opportunities for the various population segments needing support (i.e., women, ex-detainees, unemployed youth, disabled persons...). However, at the present time, the MSEs' labour absorptive capacity in the South seems quite constrained by a variety of structural factors such as increased competitive pressure following the transition from a war economy and the gradual reintegration in the Lebanese economy, the quality and cost of labour input in general, the quality of management and entrepreneurial inputs, inefficient production methods, and in some cases the continuing reliance on obsolete technology and equipments etc..., most of which are linked to the particular historical conditions.

48. During the occupation, the sector received little or no support to maximize its income and employment potential due to the absence of policy framework and programmes likely to provide access to outside markets and technology, maintain and expand local markets, develop and retain human capital, build financial networks accessible to MSEs, stimulate innovation and creativity and encourage coherent and coordinated development of the sector. Moreover, the absence of major public and private economic and social investments (e.g. water, electricity, communication, major factories, etc.) and the continuing out-migration (shrinking local market/demand) hindered the sustained development and growth of micro and small enterprises. This has resulted in low (labour and capital) productivity and inadequate competitiveness in many sectors (manufacturing, etc). Without productivity increases and the ensuing

competitiveness, it is quite difficult to conceive the economic growth needed to meet the high level of expectations generated by the political reintegration.

49. The lack of structured information and thorough analysis of the employment intensity of MSEs is another structural constraint to the formulation of well-targeted programmes.

While cognisant of these constraints and challenges, and of the need to urgently address them, one should not neglect the imperative necessity to identify and manage the region's assets which can provide a realistic launching pad for a quick recovery and economic revitalisation of the region.

Paramount among these is the economic tissue that the region has managed to maintain in spite of all those years of occupation. Its current level of income and employment generation should be maintained and /or expanded to stabilise the region and rebuild the needed self-confidence for an endogenous development.

Other important assets are the planned infrastructure development, the injection of fresh capital such as aid to families that have lost their bread winner, compensations for ex-detainees and disabled persons and the return of the displaced people, all of which, if properly integrated in a coherent approach towards the rebuilding of the economic capital of the South Lebanon, will provide opportunities for job creation through MSEs development.

Moreover, the proposed investment promotion law for the South (creation of an enabling environment), the expected and/or expressed support of professional associations, and the envisaged exploitation of tourism, agro-industry and service, if undertaken with a built-in MSE development vision, would certainly generate additional sustainable jobs and income opportunities.

All these assets could provide an impetus for MSE development only to the extent that they were complemented with better knowledge of the conditions of both the household economy (micro enterprises/income generating activities) and the industrial and service tissue, and the provision of adequate and relevant support services.

Tourism

50. A potential asset also exist in the South for tourism through the historical and cultural sites, good beaches, scenic and unspoiled environment. This is in addition to the abundance of agricultural land and other activities that can be built upon. Also, given the proposed investment promotion law for the South to create an enabling environment, the expressed support of relevant associations at the different levels and the plans for tourism, agro-industry and services can be undertaken with a built-in vision for medium and small scale enterprise development. This would certainly generate additional sustainable jobs and income generating opportunities. This improvement in the investment climate could also

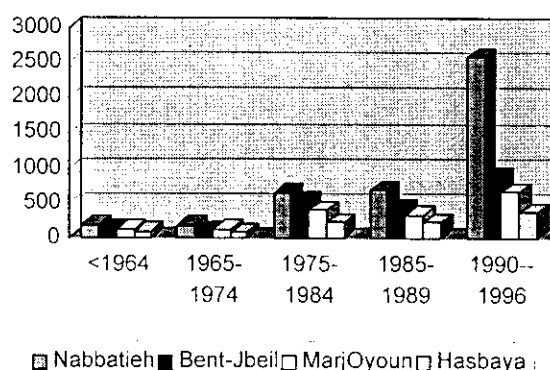
draw the large numbers of rich Southerners in the Diaspora who could be persuaded to invest not only in private housing but also in economic enterprises in the South.

Commerce and Trade

51. The growth in the commerce and trade sector is closely related to the return of population, as confirmed by the Nabattieh case. The period of displacement in Nabatieh (1982-1985) was considerably short, as compared to the recently freed zones. Nabatieh started to develop new economic activities upon the first Israeli withdrawal from Saida and Nabatieh in 1985, and this development continued during the nineties as demonstrated in the following graph, that shows the evolution in the number of establishments, with respect to the date of foundation:

Source: CAS

52. The graph clearly shows the slow development in the different cazas witnessed prior to 1974, and the faster rate of growth in terms of new investments witnessed in Nabatieh, compared to other cazas, in the after 84 period. The growing number of establishments in Nabatieh, despite its being subject to frequent attacks, might be attributed



to the return of displaced people after the Israeli retreat. In fact, the Israeli invasion in 1982 forced a considerable number of people to move mainly towards large cities (Saida, Beirut and the suburbs), and hence to follow a new style of life in terms of needs for goods and services. Returning to their hometowns, people started to invest in new economic activities motivated first by their needs for new services, and second by the relative feeling of peace after the retreat of Israeli army. Recently freed zones might witness similar development trends upon the achievement of a final security settlement.

Infrastructure Development

53. (Add EMP/INVEST contribution)

Cooperatives

54. There are 81 agricultural cooperatives in South Lebanon, 30% of them being active and self financed, 3 fisheries cooperatives, 9 animal husbandry cooperatives and an undetermined number of handicraft and small industries cooperatives with a membership of both men and women.

The reactivation and further development of existing cooperatives and establishing new ones in South Lebanon faces numerous constraints, i.e. the lack of detailed assessment of precise needs of existing cooperatives; the absence of an appropriate national cooperative development policy and legal regulatory framework; the lack of comprehensive agricultural development programme for the South that will facilitate appropriate interventions in agricultural cooperative; inadequate support to agricultural cooperatives, which would result in quality improvement of products and effective marketing; and the difficulty of the local people articulate their needs and precise requirements. These problems would need to be addressed in order to create a favourable climate for the cooperatives, those existing and those who would be newly established.

II.2.2 Other Opportunities and Assets

55. The continued presence and functioning of basic governmental services during the occupation adds to the above this advantage. For example, the training institutions and Ministry of Labour and Social affairs' Centres can be easily reoriented to potential opportunities.

Another opportunity is the commitment of the various governmental and non-governmental institutions to assist the South. For example, the government has set-up specific institutions and programmes and already committed substantial budget allocations for infrastructure repairs and compensations for destroyed or damaged homes. The trade union movement plans to re-assess their roles in supporting workers interests based upon needs and priorities. Finally, the Association of Industrialists have prepared guidelines for their assistance in the South.

56. Given all the above planned infrastructure development of the South, injection of fresh capital such as aid to families that have lost their bread winner, compensation for ex-detainees and disabled persons and the return of displaced people, a scope for job creation exists. This is of course in addition to the potential for international and other donor interest for investment.

Furthermore, all the relevant existing developmental activities and policies in Lebanon can be quickly extended to the South which will further create an enabling environment.

The most important asset is the resilience and determination of the people of the South to cope and survive a factor which demonstrates resourcefulness in initiating personal and community strategies. To this end, community mobilisation has to be mentioned as demonstrated by the existing support networks of local associations and NGOs.

III. Required Strategy and Response

57. The above multi-faceted needs linked directly and indirectly to employment require urgent response to improve the material welfare of the people, to contribute to the development of the region, to give the people hope, restore their confidence and to facilitate the return and

integration of the displaced and others adversely affected by the crisis. Their effective tackling demands a comprehensive strategy consisting of short and medium / long term measures at the local, regional and national levels. These measures should serve three main purposes which are:

- i. Saving and improving existing jobs in the South to build local confidence;*
- ii. Creating new job opportunities; and*
- iii. Promoting socio-economic integration of the region and of the affected groups with the national society.*

III.1. Maximizing the job creation potential

58. Achieving this goal include the initiation of small practical activities as well as developing and implementing structural policy changes. All of them have to constitute an integral part of the process adapting and accelerating the implementation of Lebanon's employment strategy. Additionally, they should be taken into account in monitoring development plans, programmes and investments for the South to guarantee their employment-sensitivity and intensity.

Infrastructure Development & Job Creation

59. (To be added Garnier's missing contribution)

Micro and Small Enterprise Development

60. Improve the collection, analysis and dissemination of data to develop the knowledge base pertaining to (i) MSEs (simple rapid-assessment surveys of economic sectors and groups, sufficiently disaggregated by dimensions such as gender and age, as the basis for more precise targeting) and (ii) support institutions/mechanisms.

Development of a programme of action to enhance the contribution of the existing MSEs to local economic development. This will entail the launching of a productivity improvement programme to upgrade MSEs so as to enhance their labour absorptive capacity and safeguard and improve jobs and income in the sector. This pertains to the provision of direct assistance to existing MSEs in order to ensure their competitiveness and sustainability.

Enhancement of the institutional capacity for business promotion and support services. Build institutions and capacity at the regional and community levels to provide technical assistance and facilitate actions for the necessary business development. This will entail: (i) creation of Local Economic Development Agencies (LEDAs) staffed by national professionals to carry out extensive surveys of business opportunities and assist entrepreneurs; (ii) provision of some of the professional/target group associations and public organizations (e.g., VTTE), NGOs, CBOs) with the capability and know-how to design and implement MSE and (self-) employment related assistance so as to complete LEDAs' initiatives in rendering services to the

various communities.

III.2. Skills Upgrading

61. In considering the immediate requirements for skills development, introduce targeted short-term competency based trained programmes for identified priority occupations, where employment and/or self-employment opportunity exist. The sectors where such employment opportunities are expected to emerge and targeted training that can be successfully directed are considered. The service sector training persons in basic computer skills, secretarial and administrative tasks. The transport sector, would provide employment opportunities for persons trained in automotive maintenance and repairs. Providing people with up-to-date skills for the building construction sector will likewise offer opportunities.

62. The sector dealing with infra-structural work, roads, supply of electricity, water, waste disposal, water purification sanitation etc. would also be targeted. It is expected that the tourist sector will also expand, because of beautiful sceneries, historic sites and favourable weather of the South which would attract Lebanese and foreign visitors, hence training of such staff would also be needed. For agricultural support activities, training is also a component for its improvement and would be addressed by the project. Handicrafts was an important source for income and provided employment and income to people before the war. It is likely that this sector will restart, therefore training of persons for these particular skills will be required at all levels, owners, managers and craftsmen.

63. The envisaged training interventions would particularly aim at vulnerable groups, i.e. the disabled, ex-detainees, unemployed adults and youth. Those who were working in Israel and women (both the unemployed and those seeking initial skills, a business training or intending to get engaged in other income generating activities).

Envisaged targeted training would be supported by utilizing the concept of modular training which is competency based, flexible and based on ILO's methodology "Modules of Employable Skills" (MES), it has proven to be very successfully in such circumstances that exist in the South.

It is a step method utilizing skill needs assessment, job analysis techniques and taking into account the individual training needs as well as the requirement of a given job. It would also follow for re-entering the system for further training upgrading training and it needed re-training.

64. Local organizational structure will be identified and used to implement the training, this can be mobile or institutional based. It will serve the requirements of the local communities and various other groupings: i.e. NGOs and religious organizations. The project will be attached to a regional employment office and collaborate with training providers, public and private, whose capacity will also be developed by the training of their trainers through an innovative training approach, (MES).

It will also cooperate with the management and staff of Dekwani adult training center. Due its previous association with the ILO, it has gained experience in modular training development and implementation. The Dekwani Center is already engaged in provision of short-term training interventions in the South and would assist in the training of trainers to be conducted with the assistance of internationally recruited specialist in MES methodology.

65. Modular training programmes and its learning material will be procured and adapted to local conditions by the instructor trained in the above indicated training programme. For the acquisition of training material advantage will be taken of ILO's established "International Network of Modular Training Providers".

Within the programme "Saving and Creating Jobs" for South Lebanon skills training is a cross cutting activity, it can be considered the base for persons who are prepared to go into self-employment following skills acquisition, also skills training interventions for cooperatives and labour intensive public works.

66. The labour market information system proposed to be established under this programme, is hoped to provide the information needed to direct training interventions to employment opportunities, ensure that jobs exists when the training is completed.

The ILO TURIN Center is expected to play a significant role in implementing the training components of future activities is envisaged. The scope and definition of these activities will be determined by the design of the various projects of which they will form an integral part.

III.3. Cooperative Development

67. The further development of existing cooperatives and the creation of new ones would be the appropriate way to contribute to the economic revitalization of the South. Since this particular form of organization provides jobs and revenues, it will also develop expertise necessary for further progress in rehabilitation of the South.

To create employment, self-employment and develop income-generating activities through cooperatives societies in the agricultural sector it is necessary to:

Develop the abilities of the farmers in different sectors: Agriculture, animal husbandry and training in different areas: Maintenance of agricultural equipments, cultivation of lands, use of chemical fertilizers and pesticides;

Facilitate the access of equipments and laboratories for agricultural cooperatives, which help in analyzing the soil, water and to study the plant diseases and epidemic in the area, and identify the sources and locations and time of spreading. In addition to development of the research and programmes for training and guidance to the young farmers;

Provide training services in the area of cooperative management and industrialization of agricultural products in rural area, and improve rural women's participation in this field;

Participate in providing services to the farmers such as: digging well. Lending agricultural equipment and providing fertilizers and pesticides.

68. There are of course other sectors who would benefit from cooperative development and its applications, i.e. creation of cooperative enterprises and production cooperatives for infrastructural rehabilitation, its repair and maintenance, building construction, handicrafts, including jewelry design and production; garment and shoe making, hotel and tourism, fisheries, and general handicraft. Cooperative arrangement would also facilitate people entering into self-employment and income generating activities. The above described conditions would likewise apply to these sectors.

Autonomous and self-sustained cooperative societies would have a direct earning on creating rural employment possibilities and hence the improvement of the livelihood, of small subsistence farmers, craftsmen (both men and women). It will promote a self-help participative and sustainable rural development process in the South and particularly the liberated areas.

III.4. Gender Equality and Mainstreaming

69. Owing to the gender differential impact of the crisis and the persisting gender inequities before, during and after the crisis, gender sensitivity has to be a critical hallmark of the response. This will also facilitate the active inclusion and participation of women in the process of reintegration, reconstruction and reconciliation which provides an opportunity for constructing a more just and equitable society in general.

Gender concerns will therefore be mainstreamed in all the component programmes and projects of the current *Framework for post-conflict employment promotion and socio-economic integration of South Lebanon*. This implies that explicit attention will be given to the actual and potential participation of men and women in all stages of the programming cycle of the different interventions and ensuring that both groups benefit from them. Specific measures will be taken towards this end including the following:

Research and data collected for the various activities will be gender desegregated and properly analysed in order to ensure the gender differentiated needs and constraints.

All workshops and skill training activities will include a proportional number of women.

Institutional development activities will not only ensure the representation of women but that explicit provisions are made to ensure that women will benefit equally from the services to be provided.

Ensure that various activities do not inherently restrict women's participation and/or add to their burdens (e.g. time and place and duration of activities, availability of child care).

The inclusion of women in project personnel and training providers.

Parallel to this, further measures will be undertaken through having one separate and complementary project focusing on the vulnerable women. This is necessary because gender mainstreaming often requires women specific activities and/or positive action in order to enable women to attain the level of awareness, knowledge, capacity and confidence to allow them to benefit equally from the development and reconstruction process. It will also involve serious promotion of gender awareness policies and practices in general.

III.5. Improving Job Quality & Promoting Safety & Health Culture

70. Promotion of safety and health as a matter of safety culture and not merely as a matter of technology. This is a pre-requisite for the reduction of occupational accidents, injuries and diseases. Safety culture and awareness of the positive values of a safe and healthy working environment at the enterprise level are essential in promoting employment in terms of economic benefits and social values.

The spread of information on sound safety and health practices in small and medium size enterprises, which make the bulk of economic activities in the South, is essential for the protection of the workers and preserving the environment in a region with a tourism potential. In this area, use will be made of ILO instruments such as STEP, WISE and IWEB.

Concerted action is needed to enhance the capacities of the social partners in meeting their obligations. Resources must be mobilized to enhance the Ministry of Labour efforts in identifying, assessing and controlling occupational hazards. Employers too have the responsibility of ensuring safe work places and the workers organizations have the duty of ensuring their workers' right to hazard-free work.

III.6. Building and Strengthening Institutional Capacity

71. Considerable institutional capacity building at the different levels is required to enable them to contribute to tackling the different aspects of job generation and other socio-economic challenges of the South and their implications for Lebanon as a whole. The required strategy should build on local capacity, resources, coping initiatives and aspirations, as well as potential private sector activities and other labour market changes. This also entails working in partnership with the relevant associations of the local affected people, regional and national institutions to ensure ownership, and strengthen them to promote sustainability of the programmes.

Involvement of social partners in the development plans of the South is part of the proposed strategy. The proposed strategy should ensure that the trade union movement participates fully in the design and implementation of policies and activities for the benefit of the South and Lebanon in General. This participation could be more feasible if assistance to the workers organizations would focus on the:

Establishing an independent, representative and democratic trade union movement capable of taking up its role as a democratic force in society and a defender of workers rights.

Strengthening the organizational structures of unions to deal with issues of concern to their members, particularly those in the south, and to provide more and better services and to address their needs more effectively.

Developing and promoting the kind of balances and mechanisms that are considered to be essential for the efficiency of social dialogue and industrial relations systems. Workers, like employers, need strong organisations to serve as vehicles for their involvement or their participation in preparing and implementing policies of development for the south and the whole of Lebanon.

Organising the unorganised workers in agriculture, the informal sector, excluded groups and women through establishing and strengthening the women departments responsible of women mainstreaming in the labour movement.

Enhancing the workers' education capacities with a view to permitting a pertinent participation of the unions in the local; and national economic and social endeavours, particularly issues related to employment, poverty, social protection, collective bargaining, structural adjustment etc..

72. Similarly, proposals have been made to strengthen the institutional capacities of the Employers' Organizations in the South to enable them provide advisory and technical services to existing as well as potential small industrial entrepreneurs. The strategy also aims at encouraging increased private sector investments in the South.

Social dialogue will be a major feature of the strategy. This will not only imply the full involvement of the workers and employers' organizations with Governments in the elaboration and implementation of the intervention for the South but, more importantly, the involvement of the Southern people and their credible representatives as key partners in such dialogue.

Collaboration and partnership with organizations within and outside the UN System should be envisaged to promote linkages and complementarity between the ILO's response and that of the latter organizations for greater impact, since the latter's proposed responses also have employment implications.

III.7. Collection and Monitoring of Data and Information

73. Because of the dearth of relevant data on the labour market as a whole, the specific sectors and other topics, data collection and analysis will be a major feature of the strategy and will meet all the proposed interventions.

III.8. Promoting Social Dialogue

74. In view of the fragmented nature of development debate on South Lebanon, a major contribution of the ILO's strategy will be to promote dialogue and common reflection on employment and social needs amongst all parties concerned. Both the strategy, the ensuring recommendations and the proposed project / programme responses will be finalized at a local workshop, to be organized soon in the South, with the local groups, their associations, the Government, employers and workers' organizations

IV. Key Recommendations for Action

75. Specific recommendations for action linked to the above three objectives and strategy geared to emergency and medium term response to the serious employment problems and socio-economic reintegration of the South are provided below. Some of the recommendations listed under specific objectives may be relevant to the attainment of other objectives. Some are for immediate emergency response and others from medium-term action. Objective 1 on saving existing jobs is, for example, geared to immediate emergency response.

Objective 1: Saving & Improving existing jobs and livelihoods to build local confidence

76. Encourage private sector development to strengthen and secure existing self-employment, small and micro enterprises and cooperatives, such as through promotion of business support services in the South to boost existing activities and facilitate entry of locals into a number of self-employment and other small and medium scale enterprises;

Provide targeted training to strengthen people's current skills as well as to re-orient them to other more profitable skills and economic activities;

promote social safety nets and social protection mechanisms for the very poor;

extend on-going and pipeline ILO projects and programmes in Lebanon to also cover and benefit the liberated South;

establish tripartite bodies in the South and even in each of the most affected five Cazas to contribute to the assessment of the situation and the formulation and the implementation of incentive measures for handling the employment problem.

Intensify the social protection of the very poor people in the South by examining their coverage by the existing social safety nets and other social protection funds such as for ex-detainees, widows, and families of other adversely effected groups;

expand the social security system existing in the rest of Lebanon to also cover the South. At the same time the social funds contemplated by the World Bank and the Government have to be examined by the ILO to identify scope for meeting other kinds of assistance needed assessed.

Objective 2: Creating new job opportunities

76. Adapt and accelerate the implementation of the National Employment Strategy;

Formulate and implement relevant sectoral Strategies such as on tourism, agriculture, handicraft, cooperatives which could diversify people's employment options and help to absorb those that need to be phased out of tobacco farming;

Promote social protection, including a culture of safety & health;

Optimize employment intensity of policy plans, investments and programmes for the South (e.g. reconstruction and other programmes);

Adopt a clear policy to protect the South from the large migrant workers in the country;

Promote Labour Market Information institutions for data generation (surveys);

Build capacity of constituents to participate in social dialogue on economic debate at the different levels, and to contribute effectively to promoting employment at the local level;

Develop a comprehensive and effective formation policies and programmes;

Encourage mentorship by employers;

Introduce the concept and approach of Local Economic Development (LED) to promote:

- a- Representation, Social Dialogue and Reconciliation
- b- Strengthening of Local Organizations
- c- Integration of target groups, such as ex-detainees, female heads of families, disabled, returnees and displaced people
- d- Psycho-Social Services
- e- Revolving Funds for Income Generation
- f- Provision of Labour Market Information
- g- Capacity Building of self employed,

Objective 3: Enhancing Socio-Economic Integration of the South and of the Affected Groups with the National Society

77. Promote Local Economic Development and other Community Based Development approaches;

Target the most vulnerable groups and the role of their associations:

- a- Ex-Detainees
- b- Internally Displaced & Returned
- c- Gender / Female Headed Households
- d- Ex-Workers in Israel
- e- Disabled
- f- Youth
- g- "Deserted" Families
- h- Child Labour

The Government to introduce incentives used in the past for other displaced groups in the country to facilitate the return of more of the displaced;

Strengthen Regional / Local reach of national institutions (e.g. CDR, Council of the South, Employment Offices, Employers' Organizations, Trade Unions) for the South to benefit from their activities. For example, the National Employment Office should establish at least two employment offices in the South Governorates as interlocutors for job seekers, employers, training institutions and NGOs in the process of facilitating employment promotion and absorption.

Follow-up to the above recommendations will also be vital for reviving the economy, improving human capital and human security. It will also contribute to the promotion of the fundamental principles and rights enshrined in international labour standards which are also essential for securing sustainable livelihoods.

V. Proposed Technical Cooperation Assistance Programmes and Projects

78. The programmes and projects formulated and presented below are grouped under the main objectives identified by the mission. It should however be noted that because the objectives are closely interlinked, the specific programmes and projects, which are grouped under a particular objective, can also contribute to the attainment of the others. Together the proposals constitutes elements of the comprehensive strategy for employment promotion and socio-economic integration of post-conflict South Lebanon.

Saving and Improving Existing Jobs and Creating New Opportunities

79. The programme will contribute to job creation and safeguarding existing employment

and income opportunities through the development of micro and small enterprises, cooperatives and targeted competency-based skills training.

The overall strategy of the employment programme suggested relies on fundamental activities namely, needs assessment surveys to be undertaken for the collection of information/data, which in turn will define the areas and means of direct assistance that would be provided by the proposed support centers.

The programme will also cater for the development of a policy framework for cooperative development, the formulation and implementation of productivity and competitiveness improvement programmes aimed at safeguarding existing jobs and income levels, the development of programmes supporting the creation of new enterprises, as well as building of capacities in existing institutions to implement all above mentioned activities.

1-	Employment and Income Generation in South Lebanon through Rural Cooperatives	\$ 1,620,000
2-	Employment and Income Generation through Micro and Small Scale Enterprise Development in the South	\$ 2,112,000
3-	Development of Innovation and Creativity Spirit for Potential Entrepreneurs	\$ 450,000
4-	Establishment of a Training and Production Center for Labour Intensive Industries: Jewellery design and manufacturing	\$ 1,100,000
5-	Targeted Competency – Based Skills Training	\$ 560,000
6-	Establishment of Institutional Capacity for Employment Promotion and Labour Market Monitoring	\$ 1,600,000
7-	Local-level Rural Infrastructure Needs Study	(To be determined)
8-	Capacity-Building in the Administration Design and Implementation of Employment-Intensive Infrastructure Works	\$ 130,000
9-	Occupational Health & Safety	\$ 700,000
10-	Enhancement of Productivity and Livelihood through Promotion of Occupational Safety & Health Culture	\$ 600,000
	Subtotal (1)	\$ 8,872,000

Promoting Social Dialogue and Socio-economic Integration of the Affected Groups and of South Lebanon to the Rest of the Country

80. The exigencies of the South Lebanon post-conflict context demand emphasis on integration at the local level as well as integration between the South and the rest of Lebanon. The proposals below thus include some community level action that brings together the various range of actors – local, regional, national as well as international. This can revolve around a range of activities including skill training designed for self employment, credit, equipment and other business supports for micro enterprises, life skill training including trauma counseling, and strengthening of local organizations. Such broad based community planning of initiatives can also cover improvement of social facilities including education, health and housing, as well as awareness raising and confidence building of the local communities.

The rationale behind this is to facilitate the reconciliation between the various local groupings, better coordination between the various actors at the local level, full participation of the locals in identification of the needs and the implementation of the responses to them. This process also facilitates peace building and social cohesion. In addition, this approach provides an opportunity of working with existing grassroots organisations and other support networks that will ensure targeting the most vulnerable and/or affected groups (such as women and the disabled) as well as ensuring local ownership.

It also is associated with flexibility in the response which is able to accommodate the rapidity of change that often occurs in post conflict circumstances.

The integration of the South with the North requires emphasis on the extension of national institutions and processes to effectively include the South and its people. The latter additionally implies active tripartite structures at the local level in the South and their serious involvement in the various debates on the socio-economic and political development of the region.

11-	Social Dialogue for the Development of South Lebanon	\$ 155,000
12-	Local Economic and Social Development Programme in South Lebanon	\$ 1,400,000
13-	Socio-economic Reintegration and Rehabilitation of Former Detainees	\$ 5,000,000
14-	Strengthening Gender Mainstreaming in Employment Promotion and Social Integration in Post-Conflict South Lebanon	\$ 110,000
15-	Combating Child Labour in South Lebanon	\$ 220,000
16-	Capacity Building of Employers' Organizations	\$ 75,000

17-	Workers' Education Assistance to the General Confederation of Lebanese Workers	\$ 300,000
18-	Enhancement of the Institutional Capacity of the Ministry of Labour in South Lebanon with a view to Securing Decent Work	\$ 500,000
	Subtotal (2)	\$ 7,760,000
	Grand Total	<u>\$ 16,632,000</u>

No.	Project Description	Period	Amount
1	Employment and Income Generation in South Lebanon through Rural Cooperatives	3 years	\$ 1,620,000,-
2	Employment and Income Generation through Micro and Small Scale Enterprise Development in the South	2 years	\$2,112,000,-
3	Development of Innovation and Creativity Spirit for Potential Entrepreneurs	18 months	\$450,000,-
4	Establishment of a Training and Production Center for Labour Intensive Industries: Jewellery Design and Manufacturing	2 years	\$1,100,000,-
5	Targeted Competency - Based Skills Training	12 months	\$560,000,-
6	Establishment of Institutional Capacity for Employment Promotion and Labour Market Monitoring	2 years	\$1,600,000,-
7	Local-level Rural Infrastructure Needs Study		to be determined
8	Capacity-Building in the Administration Design and Implementation of Employment-Intensive Infrastructure Works	3 months	\$130,000,-
9	Occupational Health and Safety	2 years	\$700,000,-
10	Enhancement of Productivity and Livelihood through Promotion of Occupational Safety and Health Culture	2 years	\$600,000,-
11	Social Dialogue for the Development of South Lebanon	3 years	\$155,000,-
12	Local Economic and Social Development Programme in South Lebanon	18 months	\$1,400,000,-
13	Socio-Economic Reintegration and Rehabilitation of Former Detainees	2 years	\$5,000,000,-

No.	Project Description	Period	Amount
14	Strengthening Gender Mainstreaming in Employment Promotion and Social Integration in Post-Conflict South Lebanon	2 years	\$110,000.-
15	Combating Child Labour in South Lebanon	1 year	\$220,000.-
16	Capacity-Building of Employers' Organizations		\$75,000.-
17	Workers' Education Assistance to the General Confederation of Lebanese Workers	2 years	\$300,000.-
18	Enhancement of the Institutional Capacity of the Ministry of Labour in South Lebanon with a view to Securing Decent Work	3 years	\$500,000.-
Total Number of Projects:		18	\$16,632,000.-

PROJECT PROPOSAL (1)

Project Title	:	Employment and Income Generation Through Rural Cooperatives
Country	:	Lebanon, South
Duration	:	Three years
Estimated Starting Date	:	2000
Estimated Budget	:	US\$1,620,000 (including creation of a service cooperatives center US\$ 1,200,000.-)

Background and Context

Following the Grapes of Wrath attack in 1996, the Government of Lebanon launched in collaboration with the United Nations Development Programme (UNDP) the preparatory stages of a regional development programme in the region south of the Litani river. The strategy presented a coherent vision for the development of South Lebanon region, striving to orient and rationalize the efforts currently undertaken by the Lebanese government for the development of the region.

Based on the strategy, and taking into consideration the axis dealing with socio-economic development of southern Lebanon, UNDP and CDR launched a programme support for post-conflict socio-economic rehabilitation in southern Lebanon. The programme aims at supporting the seven main areas; one of them being the strengthening civil society organizations, especially cooperatives, through supporting the creation of new CBOS, NGOs and cooperatives, training and networking.

The current project will be implemented to support that area.

The region of South Lebanon, as defined in the context of this proposal, encompasses the five Cazas (districts) of Tyre, Marjeyoun, Jezzine, Hasbaya and Bint-Jbeil, and constitutes 8.4% of the resident Lebanese population (56 thousand households). Compared to national rations, the region has high illiteracy rates, high unemployment rates, and gender inequalities in the access to health, education and productive employment. The region is also characterized with an over-representation of female heads of households. The five Cazas of South Lebanon comprise around 70 thousand active persons with 27% activity rate. Poverty is accentuated in most parts of the region.

There are 81⁶ agricultural cooperatives in South Lebanon, 30% of them being active and self-financed, 3 fisheries cooperatives, 9 animal husbandry cooperatives and an undetermined number of handicraft and small industries cooperatives. The development of those existing

⁶Figures obtained from the Directorate General of Cooperatives (Ministry of Planning and Cooperatives)

cooperative enterprises especially at the small scale and the creation of new ones, seems to be an appropriate way to contribute to economic revitalization of that region because that type of organization not only provides jobs and revenue, but could establish a firm base of human and material resources upon which further development is possible. However, the specific constraints and development possibilities of the existing cooperatives and the potentialities to promote the creation of new ones in Southern Lebanon are not well known. It thus needs to be assessed to pave the way for the formulation of a precise action programme to generate employment and income through rural cooperatives in Southern Lebanon. The recommendations of such an assessment study for Southern Lebanon will also provide elements for the creation of a favourable climate for cooperatives in Lebanon as a whole based on an appropriate national cooperative development policy and an adapted legal framework. This constitutes the justification of Objective No. 1 of the project proposal.

Project Strategy

The programme's general strategy is to promote a supportive environment for the cooperative both at the policy and legal and to facilitate the delivery of services (technical and financial) to cooperatives by the partners of the programme.

Target Groups

The direct beneficiaries of the project will be the producers, mostly farmers and craftsmen, both women and men, and their cooperative enterprises. They will be also women and men who will decide to join or to create cooperative enterprises.

Development Objective

The development objective of the programme is to improve the living and employment conditions for small farmers and craftsmen (both women and men) by enhancing their capacity to join in professional cooperative organizations to strengthen their existing cooperative enterprises or to create a cooperative. The programme will contribute to the objectives of the Programme for Reintegration, Reconstruction and Recovery in South Lebanon.

Immediate Objectives

Immediate Objective No. 1

The situation, constraints and development potentials of the existing cooperatives of Southern Lebanon and the feasibility for the creation of new cooperatives are determined.

Immediate Objective No. 2

A policy and legal framework adapted to producers needs and their cooperative organizations is operational.

Immediate Objective No. 3

Cooperatives in South Lebanon are efficiently managed and address the needs of their members through access to training, business services and financing of their members and the creation of new ones is supported.

Key Outputs IO1

- 12- Needs Assessment Study (NAS) of the cooperative sector of Southern Lebanon done and its conclusions and recommendations published;
- 13- A national workshop on cooperatives is organized and its results present measures to

help cooperatives to help themselves.

Key Outputs IO 2

1. Coordination Committee operational.
2. Legislation elaborated, disseminated and enforced.
3. Operational registration and monitoring system.

Key Outputs IO3

1. Access to services to Cooperatives' Centers in Southern Lebanon (SCC-SL)1.
2. Financing schemes available for cooperatives and their members.

Major Activities

Output 1.1

14. Prepare and organize the NAS of the cooperative sector of Southern Lebanon;
- 15- Publish and disseminate the report of that NAS.

Output 1.2

- Organize the national workshop on cooperatives to discuss the report.
- Adopt relevant measures for the preparation of a cooperative action programme for Southern Lebanon and a national cooperative development policy and legal framework.

Output 2.1

- Define organization, composition and organize periodical meetings;
- Develop a policy document promotion to be adopted by all stakeholders in cooperative promotion;
- Advertise and monitor promotional programme for cooperatives and their members;
- Define and disseminate best practices for the members of the Coordination Committee and their organizations.

Output 2.2

- Assist the Lebanese lawyers in drafting the new legislation using a participatory process;
- Organize workshop with cooperators, Lebanese lawyers and other stakeholders;
- Organize an international consultation in cooperative legislation;
- Develop leaflets; assist partners in the dissemination of the legislation.

Output No. 2.3

- Evaluate needs of registration structure;
- Equip and train personnel.

Output No. 3.1

- Assess the capacity building needs of cooperative personnel and members and business services required;
- Conduct a gender analysis and define a strategy to promote youth and women participation in the organization and management of cooperatives;
- Design of a training programme (to be implemented by the SCC-SL or related partners);

- Reinforce other support structures (NGOs, Cooperative Unions) in order to give them the capacity to assist cooperatives;
- Define and negotiate conditions of access to business services.

Output No. 3.2

- Survey of and linking up with micro-finance institutions (MFI), credit line, provided by other programmes and national institutions;
- Use of assistance/relief and NGOs development programmes to reinforce capital base of cooperatives in South Lebanon;
- Negotiate access of cooperatives to MFI, credit line, guarantee funds,...

Tentative Itemized Budget

- Personnel	160,000.-
- Sub-contracts	65,000.-
- Training	80,000.-
- Equipment	60,000.-
- Miscellaneous	55,000.-

Total in US\$	420,000.-

In addition to the support proposed detailed in the above project outline, further assistance to cooperatives is envisaged for the creation of a service to cooperatives center in Saida. See Annex for details). The cost to establish the center is estimated at US\$1,200,000.-.

Grand Total US\$ 1,620,000.-.

Annex

ILO Project to Support the Creation of a Service to Cooperatives' Centre in Saida (South Lebanon (SCC-SL)

The Centre will provide the following services:

- Basic business skills training and training for new entrepreneurs;
- Assistance with business planning, loan application and access to financial schemes;
- Assistance in market research (local and international);
- Basic business advice and access to technical information;
- Photocopying and secretarial services;
- Translation and interpretation;
- Communication and international facilities;
- A business incubator;
- Information on and access to other SME assistance programmes;
- Assistance in establishing links between the local administration and the private sector.

Outputs:

The facilities, a survey of local businesses, a database of the survey information, training materials in Arabic, local professionals trained to delivery business training and provide business services. The SCC-SL being an enterprise development agency- will create 500 jobs through 100 new or restarted cooperatives in the first year; double this in the second year.

Inputs:

US\$1,200,000 for the SCCs in Saida and the mobile unit; including a mobile unit for on-the job training of cooperative members and leaders and cooperative management advisory services for all cooperatives in Southern Lebanon.

Budget estimate: US\$1,200,000.-.

Plus US\$ 420,000 for the Employment and Income Generation through Rural Cooperatives' project.

Total budget estimate: US\$1,620,000 for the three (3) years.

Funding to be found.

PROJECT PROPOSAL (2)

Project Title	:	Employment and Income generation through Development in the South
Country	:	Lebanon, South
Duration	:	Two years
Estimated Starting Date	:	2000
Estimated Budget	:	US\$2,112,000.-

Background and Context

Successful socio-economic integration of the South and transition from the war economy will require a strong economic foundation. MSEs have always played and are still expected to continue to assume an important role in the region as one of the most important sources of employment and income. *(Add figures from GTZ and UNDP reports)* This sector offers the most likely venue to provide livelihoods and sustainable employment opportunities for the various population segments needing support (i.e., women, ex-detainees, unemployed youth, disabled persons...).

However, at the present time, the MSEs' labour absorptive capacity in the South seems quite constrained by a variety of structural factors such as increased competitive pressure following the transition from a war economy and the gradual reintegration in the Lebanese economy, the quality and cost of labour input in general, the quality of management and entrepreneurial inputs, inefficient production methods, and in some cases the continuing reliance on obsolete technology and equipments etc..., most of which are linked to the particular historical conditions. *(Expand and strengthen this section with references from UNDP report)*

During the occupation, the sector received little or no support to maximize its income and employment potential due to the absence of policy framework and programmes likely to provide access to outside markets and technology, maintain and expand local markets, develop and retain human capital, build financial networks accessible to MSEs, stimulate innovation and creativity and encourage coherent and coordinated development of the sector. Moreover, the absence of major public and private economic and social investments (eg. water, electricity, communication, major factories, etc..) and the continuing out-migration (shrinking local market/demand) hindered the sustained development and growth of micro and small enterprises. This has resulted in low (labour and capital) productivity and inadequate competitiveness in many sectors (manufacturing, etc). Without productivity increases and the ensuing competitiveness, it is quite difficult to conceive the economic growth needed to meet the high level of expectations generated by the political reintegration.

The lack of structured information and thorough analysis of the employment intensity of MSEs is another structural constraint to the formulation of well-targeted programmes.

Project Strategy

While cognisant of these “deficits”, constraints and challenges, and of the need to urgently address them, one should not neglect the imperative necessity to identify and manage the region’s assets which can provide a realistic launching pad for a quick recovery and economic revitalisation of the region.

Paramount among these is the economic tissue that the region has managed to maintain in spite of all those years of occupation. Its current level of income and employment generation should be maintained and /or expanded to stabilise the region and rebuild the needed self-confidence for an endogenous development.

Other important assets are the planned infrastructure development, the injection of fresh capital such as aid to families that have lost their bread winner, compensations for ex-detainees and disabled persons and the return of the displaced people, all of which, if properly integrated in a coherent approach towards the rebuilding of the economic capital of the South Lebanon, will provide opportunities for job creation through MSEs development.

Moreover, the proposed investment promotion law for the South (creation of an enabling environment), the expected and/or expressed support of professional associations, and the envisaged exploitation of tourism, agro-industry and service, if undertaken with a built-in MSE development vision, would certainly generate additional sustainable jobs and income opportunities.

All these assets could provide an impetus for MSE development only to the extent that they were complemented with better knowledge of the conditions of both the household economy (micro enterprises/income generating activities) and the industrial and service tissue, and the provision of adequate and relevant support services. Henceforth, the mission considers action in the following areas as a priority:

- Improve the collection, analysis and dissemination of data to develop the knowledge base pertaining to (i) MSEs (simple rapid-assessment surveys of economic sectors and groups, sufficiently disaggregated by dimensions such as gender and age, as the basis for more precise targeting) and (ii) support institutions/mechanisms.
- Development of a programme of action to enhance the contribution of the existing MSEs to local economic development. This will entail the launching of a productivity improvement programme to upgrade MSEs so as to enhance their labour absorptive capacity and safeguard and improve jobs and income in the sector. This pertains to the

provision of direct assistance to existing MSEs in order to ensure their competitiveness and sustainability.

- Enhancement of the institutional capacity for business promotion and support services. Build institutions and capacity at the regional and community levels to provide technical assistance and facilitate actions for the necessary business development. This will entail: (i) creation of Local Economic Development Agencies staffed by national professionals to carry out extensive surveys of business opportunities and assist entrepreneurs; (ii) providing some of the professional/target group associations and public organizations (e.g., VTTE), NGOs, CBOs with the capability and know-how to design and implement MSE and (self-)employment related assistance so as to complete LEDAs' initiatives in rendering services to the various communities.

Target Groups

The beneficiaries are the existing micro and small enterprises will receive support for productivity improvement and competitiveness enhancement; At the regional and local level, public and private organizations/professional associations/NGOs and CBOs involved in and/or with potential to provide support services.

Development Objective

The project will contribute to safeguard and improve existing jobs and livelihoods through enhancing and improving MSE productivity and competitiveness.

Immediate Objective

Immediate Objective 1

Information and knowledge of the MSE dynamics and contribution to employment in the South, available and used as a basis for development of assistance programmes and provision of adequate, relevant and effective support services.

Output

- A survey aimed at providing a realistic picture of the existing MSE industrial and service tissue's viability, productivity and competitiveness in the South, conducted.

Activities

- Prepare an inventory of already available data regarding micro and small enterprises based on data files of the various institutions/donors active in the region.
- Determine the additional data requirements.
- Design questionnaire, develop samples and establish data collection plan.
- Analyze the data, produce, publish and disseminate analytical reports on the most pressing and critical constraints and challenges threatening the viability of MSEs and

the sustainability of employment and income generated by the sector.

- Based on the analyzed data, determine new market opportunities, and new products and services which can be the basis for expanding employment and income generating opportunities.

Immediate Objective II

- MSEs capable to develop competitive strategies and implement productivity enhancement practices as a means of ensuring their technical, organizational and/or financial capacities and subsequently the sustainability of their employment.

Output

- Sector oriented technical and business programme aiming at enhancing and improving MSE productivity and competitiveness is developed and operational.

Activities

- Based on the analytical reports produced, develop technical and business programme addressing the identified needs, and targeting selected and willing enterprises.
- Assist MSEs in initiating and piloting of the productivity and competitiveness improvement programme.

Immediate Objective III

A network of local and regional institutions capable of providing support services to MSEs in the South.

Output

Regional effective support system for institutions involved and/or with potential to be involved in MSE support activities in the South developed.

Activities

- Conduct a quick survey to identify appropriate existing region-based institution in which to establish the Business Promotion and Support Center Management Unit (BPSC/MU).
- Conduct a quick survey to identify appropriate region-based institutions through which selected services would be provided according to their strengths and weaknesses and under the coordination of the BPSC/MU.
- Assess their capacity building requirements.
- Develop skills upgrading programmes for staff and officials of identified and/or selected institutions.
- Implement (technical and business related) assistance programmes for direct support.

- Negotiate a series of “developmental sub-contracts” with the selected institutions to provide institutional and/or direct support while they undertake a “learning by doing” MSE support initiatives.

Output 2

- Local Economic Development Agencies (LEDA) established in selected villages are capable of assisting local people to maintain and expand micro and small enterprises and employment opportunities.

Activities

- Select villages based on comparative advantage such as: concentration of micro and small enterprises, business associations and their level of support to and participation in MSE activities.
- Conduct a quick survey to identify appropriate existing or potential district and/or community-based organizations
- Based on the survey results, design and establish LEDAs as a free standing structure or in the appropriate institutions.
- Make LEDAs operational as a “one stop shop” through the development of programmes to strengthen linkages with entrepreneurs/business community, local government service, NGOs, and donors, this should include:
 - discussions with community groups on possible guidelines, operating procedures etc.;
 - discussion with a variety of associations from the business community to explore levels of support and participation in LEDAs’ activities;
 - strategic plans to involve community organizations and businesses in implementing LEDAs’ programmes;
- create a plan of action and prepare agreements for each village.

Output3:

Local effective support system for existing and potential community-based organizations which are: i) active in the field of MSE promotion and support, ii) have an interest but no experience in MSE promotion and support activities, developed and supported by the BPSC/MU and the LEDAs (in the communities where LEDAs are not available)

Activities

- Conduct a quick survey to identify appropriate existing or potential district and/or community-based organizations through which to provide support services to MSEs.
- Assess their capacity building requirements.

- Develop skills upgrading programmes for staff and officials of identified and/or selected organizations.
- Implement (technical and business related) assistance programmes for direct support.
- Negotiate a series of “developmental sub-contracts” with the selected institutions to provide institutional and/or direct support while they undertake a “learning by doing” MSE support initiatives.

Tentative Itemized Budget

- Personnel	1,412,000.-
- Equipment and Training Material	700,000.-

Total in US\$	2,112,000.-

PROJECT PROPOSAL (3)

Project Title	:	Development of Innovative and Creativity Spirit for Potential Entrepreneurs
Country	:	Lebanon, South
Duration	:	18 months
Estimated Starting Date	:	2000
Estimated budget	:	US\$450,000.-

Background and Context

For those who stayed, returned and need re-integration, the impact of many years of deprivation, isolation and continuous struggle for daily subsistence created a wide gap between the business world outside and the active business society that persisted to survive in the south.

Entrepreneurs who wish to invest in the south, be it for economic, social and/or patriotic reasons need incentives, basic business knowledge, access to up dated information and training in management techniques.

The officials of the national Employers' organization believe that it is the responsibility of the organization to support the creation of a suitable environment for potential entrepreneurs not only as a social partner but also as a leading organization in the development of private enterprise.

There are two major drawbacks that need to be looked into: a) the weak capacity of the two local Employers' organizations and b) the local political environment still prevailing in the South.

Project Strategy

One of the objectives of the national employers' organization is the promotion of investment in private projects in the south by interested investors/entrepreneurs. Small innovative projects are highly encouraged. Creative ideas and labour intensive industries will be promoted to create more jobs and to ensure market competitiveness. The strategy is to provide the opportunity for potential entrepreneurs to overcome psychological and material obstacles and obtain basic knowledge for starting their own businesses.

Target Groups

The direct target groups are the returnees who had migrated to other regions in the country; young men and women in the liberated areas who wish to start a small business; existing family businesses who wish to expand and diversify.

Development Objectives

The project will contribute to the promotion of entrepreneurial spirit and development of creative capacities of new investors in industrial projects.

Immediate Objective

An operational training programme aiming at developing the creativity and innovation potentials of entrepreneurs and their managerial capacities.

Outputs

- 45 trained entrepreneurs willing to start new projects;
- staff of both industrial groups trained for service delivery to support SMEs;
- new training material applicable to several training programmes developed;

Activities

- Preparation of training material;
- Technical advisory services;
- Conducting seminars and training workshops
- Organizing study tours and exchange visits.

Tentative Itemized Budget

- Personnel	90,000.-
- Subcontracts	150,000.-
- Training	210,000.-

Total in US\$	450,000

Development Objectives

Based on the five-year development plan for the South, the project aims to achieve the following two objectives:

66. To promote employment and income, based on sectoral programmes;
67. To develop on institutional capacity as focal point for the implementation of employment promotion programmes and labour market monitoring.

Immediate Objectives

The project will reach the following immediate objectives: adopt sectoral employment promotion strategies based on specific studies on key potential sectors: tourism, agriculture, infra-structure, construction, handicrafts, services and informal activities; development of vocational guidance; development of vocational guidance system focussing on un-employment youth and women; setting of a labour market information system ensuring a sound monitoring of the labour market; development self employment and micro-enterprises by providing job seekers with advices and technical assistance and micro-finance; and developing programmes for accelerating training based on needs of labour market.

Key Outputs

- Studies with sectoral operational employment promotion programmes;
- Study on employment promotion in the tourism sector;
- Study on employment promotion in the agriculture sector;
- Study on employment promotion in construction of the infra-structure sector;
- Study on employment promotion in the handicraft sector and informal activities;
- Study on employment promotion in the services sector;
- study on employment promotion in the industrial sector.

Major Activities

To deal with un-employment challenge, the weaknesses of institutional capacity and lack of policy vision, two ranges of proposals should be considered.

Short term level

- Conduct a survey on labour force and un-employment in South Lebanon in cooperation with the National Employment Office (NEO) and the Lebanese university.
- Establish tripartite bodies within the five Cazas to contribute to the assessment of the situation and formulation of operational incentive measures for employment promotion;
- Provide technical advisory services to the NEO with a view to appoint an ad-hoc multi-disciplinary team, based in the two Governorates, for emergency employment and vocational guidance services to youth, women, ex-detainees, displaced and employers (SME);

- Conduct a survey on employment related to infra-structure and construction projects for the South aimed at commencing the training of the manpower needed;
- Elaborate systems and programmes to provide intensive and accelerated training in the profession and skills based on the results of the labour market and manpower survey;
- Provide on-the-job training, in collaboration with NGO and employers, for the institutions of the Ministry of Labour and employers.
- Implement the employment intensive public work programmes to promote the development of the region and absorb un-employment;
- Prepare guidelines for a clear policy with respect to expatriate labour force to prevent it from competing with the domestic labour force;
- prepare proposals for the adoption of a wage policy and working conditions improvement measures which guarantees stability and security of employment.

Medium Term Level

- Establish two employment offices in the south Governorates as inter-locator of employers, job seekers and employment promotion and training institutions and NGOs;
- Establish a labour market information system at the NEO covering South Lebanon, and aiming at a better monitoring of the labour market;
- Conduct sectoral studies on employment promotion covering the targeted sectors; tourism, agriculture, services, handicrafts, SME, construction, infrastructure and industry;

Tentative Itemized Budget

- Personnel	450,000.-
- Subcontracts	350,000.-
- Training	400,000.-
- Equipment	300,000.-
- Miscellaneous	100,000.-

Total in US\$	1,600,000.-

PROJECT PROPOSAL (4)

Project Title	:	Establishment of a School for Jewelry Design and Manufacturing
Country	:	Lebanon, South
Duration	:	2 years
Estimated Starting Date	:	2000
Estimated budget	:	US\$1,100,000.-

Background and Context

Lebanon has a long history in jewelry fabrication which is transferred from one generation to another, either as family heritage or in reply to an increasing market demand. Although there was some decrease in the last few years in Jewelry exports, particularly gold jewelry, this industry can develop further if it is supported by an appropriate legal framework and a conducive economic environment.

A large number of Southern Lebanese families are involved in this industry. They were manufacturers, professionals and skilled workers before the occupation; those who immigrated to Africa continued to work in this industry; and those who migrated to other parts of Lebanon, particularly to Beirut, established their own manufacturing establishments.

Yet, it is to be noted that for the last few years, many family-owned small and medium sized manufacturers have been suffering from difficulty in obtaining credit/capital to finance their credit facilities to import the necessary raw material (gems and stones).

To develop this particular industry and gain access to international markets, the following issues should be examined : a) government policy to support the jewelry industry; b) appropriate legislations and fiscal measures; and c) building of communication channels between this industry and the government.

Project Strategy

The Lebanese jewelers are skilled in design and capable to cater for the tastes of the neighbouring markets in the Middle East. It is a known fact that these skills are mostly acquired through on-the-job training and family teaching than formal training.

Lebanon has no technical schools nor other formal training in this field. If it is to become one of the leading gold jewelery manufacturer and exporters, it is essential that such an institution be created and the South has high potentials for this project.

Target Groups

The direct beneficiaries are the new entrepreneurs who wish to invest in this industry; self-trained family members who wish to improve their knowledge of this profession; and the semi-skilled workers who wish to up-grade their craftsmanship skills.

The indirect beneficiaries are the trained instructors in design and production; the national and local EOs whose capacity for providing services is enhanced.

Development Objectives

The project will promote employment creation and income generating activities in a promising industrial sector with comparative advantage

Immediate Objective

The establishment of an operational school for training and manufacturing of gold made jewelry

Outputs

- 25 five new entrepreneurs started their own gold jewelry manufacturing enterprise;
- skills of forty craftsmen up-graded;
- exhibition center established;
- gold jewelry manufactured by the school;

Activities

- Build the school premises;
- Purchase equipment;
- Identify trainers;
- produce training material;
- conduct training courses;
- design models and manufacture the jewelry accordingly;
- organize exhibitions on regular basis;
- market the manufactured jewelry for income generating purposes;

Tentative Itemized Budget

- Premises 400,000.-

-	Equipment	200,000.-
-	Personnel	120,000.-
-	Training activities	380,000.-

	Total in US\$	1,100,000

PROJECT PROPOSAL (5)

Project title	:	Targeted Competency - Based Skills Training
Country	:	Lebanon, South
Duration	:	12 months
Estimated Starting Date	:	2000
Estimated Budget	:	US\$560,000

Background and Context

Due to the war and subsequent occupation, the South of Lebanon suffered from massive destruction, collapsed systems, displacement of people, migration of skilled workers, and a general decline in economic activities and incomes of its people.

With the withdrawal of Israel from South Lebanon in May 2000, reconstruction and rehabilitation of a wide range of infrastructure, private and public facilities are required. In addition there is an unsatisfactory performance of basic services i.e. water, electricity. Waste disposal sanitation, etc. There is a high degree of unemployment in the South, however, there is at the same time a lack of skilled workers to carry out such reconstruction and rehabilitation work, as well as contributing to revive the local economy. The in-balance between the supply and demand of skilled workers in Lebanon as a whole is recognized by the government imbalance.

In order to meet the shortage of skilled workers the Government has as a long term measure, taken action to expand the Public Vocational and Technical Education System. This effort is supported by the World Bank (US\$63 million), the Islamic Development Bank (US\$30 million), the Arab fund for Economic and Social Development (US\$50 millions) and the OPEC fund for International Development (US\$4 million) and the Lebanese government (US\$26 million). Whereas, the World Bank financed project would mainly focus on extension of training centers, the supply of furniture and technical equipment. studies for needs assessment, technical assistance, supply of information technology, (hard and software) to centers, training of trainers and VTE employees, the revision of curricula and supply of technical books, and the other donors will only provide for the construction and equipping of new schools.

Under the WB project 32 VTE schools will be upgraded/expanded, of which 6 are located in the South, three of them are in the liberated areas i.e. Jessie, Jwaya and Bent Jbeil.

This effort by the government will have an effect on the provision of vocational training and technical education in the long term. In the short and medium term a targeted training intervention is required to overcome the present shortcomings of workers with insufficient

qualifications and to provide the emergency assistance required in the South particularly in the liberated areas.

Up to now training provided by the formal system is supply-driven and graduates from such programmes do seldom find employment or get self employed. The above mentioned VTE project would also envisage a gradual change of the training delivery system in Lebanon from supply-to-demand-driven.

However for the immediate measures, a targeted short-term competency-based and job-oriented training is being proposed. The introduction of a proven innovative training delivery system for the training of special target groups of the South is firmly based on ILO's Modules of Employable Skills (MES) methodology ensuring employability after training.

Project Strategy

The project will contribute to the social and economic development of the South, particularly the liberated area and will enhance the opportunities of the various target groups to enter and sustain gainful employment/self-employment in the general sectors of the economy, i.e. industrial, services, tourism, handicraft, building construction, rural support sector. Due to occupation there is an absence of major industrial, commercial and touristic activities, therefore, the immediate requirements would be to provide training for the sectors involved in raising the level of basic standards of living i.e. housing conditions, water, electricity, waste disposal, sanitation, etc.

A management structure for the design and implementation of this targeted emergency training programme will be established under the National Employment Office (NEO)⁷ to support the delivery of training throughout the liberalized area, however, the actual training interventions may be organized together with public and private training providers and NGOs.

A modern competency-based flexible modular training concept will be introduced and implemented based on ILO's MES methodology (Modules of Employable Skills). The MES methodology which is firmly based on job, task and skills analysis, is flexibly taking into account the individual training needs as well as the requirements of the job.

The development of modular curriculum under this programme should also be seen as a pilot activity, which can eventually contribute to the National endeavour for country wide application of demand driven competency based training delivery under the governments VTE expansion programme.

The project will develop the capability of the regional employment unit¹ and several selected training providers from South Lebanon by:

⁷It is assumed at this stage that the National Employment Office (NEO) will have established a regional office by the time this project commences, otherwise other guidable existing structure to which the project can be attached need to be identified.

- 6- providing short-term targeted training interventions through the training of local staff by an international support consultant;
- b) designing, developing and implementing competency-based employment-oriented modular curricula; and,
- 3. organizing and conducting relevant staff development programmes (workshops/fellowships).

Target Groups

The direct beneficiaries will be the persons trained and placed in employment or self-employment, i.e. unemployed adults and youths, the displaced, orphans, the disabled ex-detainees, those who were working in Israel and women (both the unemployed and those seeking initial skills, and business training for self-employment or engaging in other income generating activities).

The indirect beneficiaries are the instructors and other training centers staff involved in these training and retaining activities.

Other beneficiaries are national/provincial authorities, especially the employment office staff and local employers, who require qualified skilled workers.

Development Objectives

This project will contribute to employment generation in general and to the social and economic recovery of the South of Lebanon and its liberated areas in particular through the provision of employment oriented accelerated modular skills training programmes for the most affected groups, including unemployed adults and youth.

Immediate Objectives

Immediate Objective I

To train a core group of twelve (12) national trainers for accelerated employment oriented modular training programme development and implementation.

Immediate Objective II

To support an immediate response for the delivery of accelerated employment oriented short-term skills training programmes through institutional based and mobile training interventions.

Key Outputs

Immediate Objective I

– Strategy in place to support accelerated regional modular training interventions.

- 5- Ten (10) priority occupations identified where employment and self-employment opportunities exist with particular emphasis on services sector and the sectors directly involved in raising the level of living.

- Twelve (12) instructors ten (10) for the above occupation and two (2) for self-employment promotion identified, selected and trained in the development of accelerated modular training programmes development/adaptation and implementation.

Key Outputs

immediate objective II

- An effective project management established under the regional employment services unit.
- Ten (10) priority training programmes identified for accelerated training interventions for, services rehabilitation rural support, building construction tourism, handicraft industrial, and infrastructure sectors.
- Training programmes and learning material obtained/purchased and adapted to local requirement for implementation.
- Equipment requirements identified for the ten (10) priority occupations for both institutional based and mobile training interventions and equipment lists with detailed specifications prepared.
- Mobile training units (5) and equipment procured (locally and/or internationally) and installed.
- Ten (10) accelerated training programmes pilot tested and about 160 persons trained.
- Training programmes reviewed and training material updated in light of the findings of pilot testing. Regular training programmes ready and implementation on a large scale stated.

Major Activities

Immediate Objective I

- Consult with national local authorities and communities, training providers, public and private, on an implementation strategy.
- Identify priority occupational areas where employment/self-employment opportunity exists, in sectors such, service, building instruction industrial and agricultural support. Select the ten (10) occupations most in demand.
- Identify and select twelve (12) potential instructors for training and up-grading.
- Identify their training and up-grading requirement.
- Prepare training of trainees programmes.

- Conduct instructor training and up-grading in modular training methodology in a 3 weeks course in Lebanon.
- Organize a one week study tour abroad to acquaint them with modular training programme development and implementation.
- Provide assistance to instructors in programme development and implementation, including logistics for mobile training.

Immediate Objective II

- In consultation with national and local authorities and other groups of local communities, establish a project management unit under the regional employment unit.
- Due to the absence of official information, consult with employment services, local employers and other community representative of the various religious sector as well as worker representatives on priority occupations and select ten (10) which are most in demand for accelerated training programme development and implementation.
- Obtain and or procure modular training programmes and learning material for adaptation, utilizing the ILO International Network of Modular Training Provides.
- Establish equipment requirements, procure and install equipment including mobile training units.
- Prepare training programmes according to local needs and pilot test.
- Organize regular training interventions in accordance to local needs.

Tentative Itemized Budget

- Personnel (national / international)	US\$150,000.-
- Training (staff development and fellowship support to training programmes)	US\$ 80,000.-
- Equipment and Training Material	US\$300,000.-
- Miscellaneous	US\$ 30,000.-
Total project costs	US\$560,000.-

PROJECT PROPOSAL (6)

Project Title	:	Establishment of Institutional Capacity for Employment Promotion and Labour Market Monitoring
Country	:	Lebanon, South
Duration	:	Two years
Estimated Starting Date	:	2000
Estimated budget	:	US\$1,600,000.-

Background and Context

The five Cazas most affected by the Israeli occupation and military conflict count about 270,000 inhabitants which represent 7% of the Lebanese population. The active population is estimated to be about 70,000 of whom about 18,000 are in the liberated zone. The activity rate around 27% with a ratio of 1.27% active persons per household is lower than the national activity rate (31%).

This situation is due to the youthful population and the lower rate of female economic activity.

The highest un-employment rates were observed in the Cazas of Jezzine (11.2%), and Bent-Jbeil (10.7%) compared with national un-employment rates (8.6% in 1996). Un-employment especially hits women and the youth.

This situation is aggravated by the growing forms of implicit un-employment in the informal activities, agriculture, handicraft, and the war economy which represent about one third of the total household income.

Following the liberation of the occupied Cazas, the un-employment situation became critical by the loss of income for people living on the war economy mainly ex-workers in Israel and the new flows to the labour market of internally displaced returned and ex-detainees.

The main characteristics of the labour force in the five Cazas are the predominance of unskilled persons and high illiteracy which constitute handicap for employment integration in the labour market. The difficulties facing the economy in Lebanon (1999-2000_ and its impact on the South economy would all together create huge labour market situation. The un-employment rate is expected to reach 20% with the increasing flow of loss of employments if measures are not taken to improve the quality and the sustainability of the existing jobs.

Based on the above context, it appears that unemployment is one of the main challenges which the population in the south of Lebanon will confront with the absence of a clear vision on

development and employment promotion and weak presence of the specialized institutions of the state and its services.

In this regard, the following findings need to be stressed:

- 32- Weaknesses of the institutional support programmes to the economic development in the region;
- 33- Absence of employment offices to provide job seekers and employers with needed services;
- 34- Absence of a monitoring system of the labour market at central level and in the South of Lebanon;
- 35- Lack of social dialogue mechanisms and practices dealing with employment promotion and working conditions improvement;
- 36- Weakness of the human resources development system at the public and the private levels;
- 37- Precariousness of existing jobs and almost absence of social protection;
- 38- Absence of sectoral approach on employment promotion.

There is a need to overcome the above weaknesses within a global approach at short and medium term levels.

Project Strategy

The overall strategy of the project is to support the building of institutional capacity which will be responsible for employment promotion and labour market monitoring in the south of Lebanon. This will provide the great proportion of unemployed persons with social and economic security, so as to obtain and retain decent work and to develop their skills and have better opportunities to live in an economic stability.

To deal with un-employment challenges, the weaknesses of the institutional capacity and the lack of global policy vision on employment promotion, the strategy of the project will focus on short term level and medium term level actions.

Target Groups

The direct target groups who will benefit from the project outputs are: un-employed youth and women; ex-workers in Israel; ex-detainees; internally displaced returnees and externally displaced returnees.

The indirect target groups are workers, employers and training institutions.

Development Objectives

Based on the five-year development plan for the South, the project aims to achieve the following two objectives:

39. To promote employment and income, based on sectoral programmes;
40. To develop on institutional capacity as focal point for the implementation of employment promotion programmes and labour market monitoring.

Immediate Objectives

The project will reach the following immediate objectives: adopt sectoral employment promotion strategies based on specific studies on key potential sectors: tourism, agriculture, infra-structure, construction, handicrafts, services and informal activities; development of vocational guidance; development of vocational guidance system focussing on un-employment youth and women; setting of a labour market information system ensuring a sound monitoring of the labour market; development self employment and micro-enterprises by providing job seekers with advices and technical assistance and micro-finance; and developing programmes for accelerating training based on needs of labour market.

Key Outputs

- Studies with sectoral operational employment promotion programmes;
- Study on employment promotion in the tourism sector;
- Study on employment promotion in the agriculture sector;
- Study on employment promotion in construction of the infra-structure sector;
- Study on employment promotion in the handicraft sector and informal activities;
- Study on employment promotion in the services sector;
- study on employment promotion in the industrial sector.

Major Activities

To deal with un-employment challenge, the weaknesses of institutional capacity and lack of policy vision, two ranges of proposals should be considered.

Short term level

- Conduct a survey on labour force and un-employment in South Lebanon in cooperation with the National Employment Office (NEO) and the Lebanese university.
- Establish tripartite bodies within the five Cazas to contribute to the assessment of the situation and formulation of operational incentive measures for employment promotion;
- Provide technical advisory services to the NEO with a view to appoint an ad-hoc multi-disciplinary team, based in the two Governorates, for emergency employment and vocational guidance services to youth, women, ex-detainees, displaced and employers (SME);

- Conduct a survey on employment related to infra-structure and construction projects for the South aimed at commencing the training of the manpower needed;
- Elaborate systems and programmes to provide intensive and accelerated training in the profession and skills based on the results of the labour market and manpower survey;
- Provide on-the-job training, in collaboration with NGO and employers, for the institutions of the Ministry of Labour and employers.
- Implement the employment intensive public work programmes to promote the development of the region and absorb un-employment;
- Prepare guidelines for a clear policy with respect to expatriate labour force to prevent it from competing with the domestic labour force;
- prepare proposals for the adoption of a wage policy and working conditions improvement measures which guarantees stability and security of employment.

Medium Term Level

- Establish two employment offices in the south Governorates as inter-locator of employers, job seekers and employment promotion and training institutions and NGOs;
- Establish a labour market information system at the NEO covering South Lebanon, and aiming at a better monitoring of the labour market;
- Conduct sectoral studies on employment promotion covering the targeted sectors: tourism, agriculture, services, handicrafts, SME, construction, infrastructure and industry;

Tentative Itemized Budget

- Personnel	450,000.-
- Subcontracts	350,000.-
- Training	400,000.-
- Equipment	300,000.-
- Miscellaneous	100.000.-

Total in US\$	1,600,000.-

PROJECT PROPOSAL (7)

Local-level Rural Infrastructure Needs Study

PROJECT PROPOSAL (8)

Project Title	:	Capacity Building for the Administration , Design and Implementation of Employment Intensive Infrastructure Works.
Country	:	Lebanon, South
Duration	:	Three months
Estimated Starting Date	:	2000
Estimated Budget	:	US\$130,000

Background and Context

The Israeli withdrawal from South Lebanon in May 2000 has created the conditions for providing support to the rehabilitation, reconstruction and maintenance of a wide range of rural infrastructure, social facilities and public networks. These renovation works are urgently needed in order to revive an area which is also affected by a high unemployment rate and sizeable vulnerable groups. Various line ministries and agencies are already involved in this process and there exist several plans which emphasize this reconstruction effort in South Lebanon for the years to come (i.e. the forthcoming five-year mentioned plan for the South).

As a consequence of the occupation, the government presence is weak. The main source of local representation lies with confessional NGOs actively involved in socio-economic development activities. This explains why it is difficult to expect reconstruction activities to be initiated in South Lebanon by itself. It has to originate from Central government institutions and agencies.

The most urgent priority is to find ways and means to provide employment opportunities and income-generating activities to a wide range of the population living in South Lebanon who emerged from the Israeli withdrawal with barely source of income. A lot of them are in the borderline to acute poverty. They are, namely: those who were involved in war-related activities; those who were working in Israel; the potential returnees; and the most vulnerable groups such as female-headed households, the displaced, the orphans, the disabled and ex-detainees, etc...

In such a context, where there exists an important potential labour surplus, often low-skilled, the labour-based development of infrastructure and rural works schemes can offer both relief works and longer term employment opportunities. In many developing countries, often as much as 70 percent of public investments is in infrastructure works. There are, therefore, several reasons for

the choice of infrastructure investments as a strategic entry point and catalyst for employment intensive growth. These include:

- 6- The impact of the infrastructure produced on local economic growth, on the generation of productive employment activities and on poverty reduction;
7. The application of a broad spectrum of labour based technologies, including increased reliance on local resources and know-how. This offers the opportunity to "leverage" investments in favour of employment generation.
- 8- Finally, community-based employment-intensive infrastructure investments of local or community interests are particularly relevant in situation of poverty, un-/under-employment and acute crises (as presently occurring in South Lebanon) since they are based on the development and effective use of local resources in general and of labour in particular.

Project Strategy

The overall focus and strategy of the project will be to:

- organize a number of two-week training courses for the administration, design and implementation of labour-based infrastructure investments in South Lebanon; and,
- adapt existing ILO training documents on the subject in French and/or English and local tendering procedures to the local context. These training activities, organized under the analysis of the National Employment Office of the Ministry of Labour, will concern selected government officials, agency engineers, CBO representatives and small private contractors already involved (or potentially) in the reconstruction of South Lebanon.

Development Objective

Creation of a technical and managerial capacity for the various actors involved in the reconstruction of South Lebanon to administer/design/implement planned infrastructure works through an increased reliance on employment intensive technologies.

Immediate Objectives

Immediate Objective I

Existence of a core group of government administrators, agency engineers, site supervisors, small private contractors, local engineering firms and CBO staff capable of administering/designing/implementing employment-intensive infrastructure works in South Lebanon;

Immediate Objective II

Availability of a relevant range of training documents and of guidelines on the adaptation of bidding procedures to allow small local contractors to tender for investment works planned by the Government and related agencies (and CBOs) in South Lebanon.

Target Groups

- Government administrators and engineers in the Ministries of: Public Works; Interior and Municipalities; Housing and Cooperatives; and Social Affairs;
- Staff attached to the Council for the South, to the Council for Development and Reconstruction and possibly to the High Relief Committee;
- private local contractors and engineering firms;
- NGO staff and other community-based organizations (CBOs) representatives active in South Lebanon.

Counterpart

Ministry of Labour, National Employment Office

Tentative Itemized Budget

- Personnel	80,000.-
- Training	40,000.-
- Miscellaneous	10,000.-

Total in US\$	130,000.-

PROJECT PROPOSAL (9)

Project Title	:	Promotion of Occupational Safety and Health in Agriculture
Country	:	Lebanon, South
Duration	:	Two years
Estimated Starting Date	:	December 2000
Estimated budget	:	US\$700,000.-

Background and Context

According to ILO estimates, the workers suffer, worldwide, 250 million accidents every year, of which 1.1 million are fatal. These fatalities are attributed to at least 335,000 fatal injuries that are caused by work related accidents and to occupational diseases which amount to 160 million cases.

Lebanon, like most developing countries, shares part of the above statistics. At the national level action to protect workers against sickness, disease and injury arising out of employment, is hampered by inadequate awareness, knowledge and information and by limited capacity to design and implement effective policies and programmes in the field of labour protection. The situation in the South has particularly been aggravated by more than 33 years of military conflict and by the Israeli occupation of the borderline zone in 1978. The safety and health situation in this part of the country is accentuated by the presence of particularly hazardous industries including agriculture and fisheries, construction and the use of and exposure to chemicals in industries such as tanneries, which also contribute to the pollution of coastal waters. More important is the abundance of small industrial enterprises which do not even enjoy the coverage of social protection. According to the industrial survey which was conducted in 1995, the number of industrial establishments in the South Governorates amounted to 2054 establishments, which represented 8.73% of the total number country wide. The number of workers employed by these establishments amounted to 8000, representing 5.76% of the national figure. Of these workers, 68% are employed in the Saida Caza, 28% in Tyre Caza and 4% in Jezzing Caza. In the agricultural sector, the tobacco plantations, which are family run businesses, are responsible for the livelihood of 50% of the Southern population. This sector employs a large number of women and children and is characterized by arduous labour involving work related injuries, exposure to chemicals and to microbial agents as well as severe sitting postures.

Occupational safety and health cuts across a number of disciplines. The linkage between the world of work and the environment and the economics of safety and health is well documented. The competitiveness and economic viability of small, medium and large industries depends on the quality and quantity of the output, which is directly related to a hazard-free work environment

and the subsequent reduction of absenteeism as a result of accidents, injuries and diseases. This relationship warrants special emphasis in the emerging economy of the South which has to keep pace with neighbouring markets. A safety culture is therefore needed as a means of ensuring full integration of safety and health requirements in the promotion of sound employment policies and investment decisions. It is particularly important in extending protection to the target groups which have been identified in this report, particularly the ex-detainees, the internally displaced, women, workers who previously sought employment in Israel, the disabled, the youth, and the deserted. Improved working conditions are therefore paramount to strengthening enterprises and cooperatives. They form an integral part in market development, management training, financial and advisory services as well as business planning. They safe-guard existing jobs and form an integral part of creating new ones, approaches which are key in developing the South and enhancing its social re-integration with the rest of Lebanon.

Project Strategy

In attaining the above objectives, the following action-oriented approach is proposed:

18. Promotion of safety and health as a matter of safety culture and not merely as a matter of technology. This is a pre-requisite for the reduction of occupational accidents, injuries and diseases. Safety culture and awareness of the positive values of a safe and healthy working environment at the enterprise level are essential in promoting employment in terms of economic benefits and social values.
- 19- The spread of information on sound safety and health practices in small and medium size enterprises, which make the bulk of economic activities in the South, is essential for the protection of the workers and preserving the environment in a region with a tourism potential. In this area, use will be made of ILO instruments such as STEP, WISE and IWEB.
 - Concerted action is need to enhance the capacities of the social partners in meeting their obligations. Resources must be mobilized to enhance the Ministry of Labour efforts in identifying, assessing and controlling occupational hazards. Employers too have the responsibility of ensuring safe work places and the workers organizations have the duty of ensuring their workers' right to hazard-free work.

Target Groups

The direct recipients of this project will be the :

- Ministry of Labour officials who will train in safety and health in agriculture;
- Employers' and workers' organizations and NGO trainers in safety and health in agriculture;
- Other interested party trainees in safety and health in agriculture.

Target Groups (Beneficiaries)

The target beneficiaries will include the workers population and their families including the men, women and children who will afford added protection from health hazards at work. The project activities will also lead to a cleaner environment.

Development Objective

The development objective of this project is the reduction in the sickness, disability and death of agricultural workers and their families in South Lebanon through the improvement of working conditions and environment in this sector.

Immediate Objectives

Immediate Objective I

Strengthened and sustained national infrastructures at the Ministry of Labour and government agencies in the South that are capable of designing, operating and monitoring a programme aimed at promoting safety and health in agriculture.

The achievement of this immediate objective will be demonstrated by the following indicators:

- Establishment of safety and health units at the government levels;
- Set-up of mechanisms at the employers' and the workers' organizations levels as well as NGOs and other interested parties;
- Establishment of linkages between the units and mechanisms referred to under (i) and (ii) above;
- Awareness in safety and health mobilized in the South through campaigns, posters and media.

Immediate Objective II

Reinforced training capacities in safety and health in agriculture with emphasis on the safe use of agrochemicals, and methods of control of the physical and biological agents and the protection of the environment as well as the introduction of alternative methods in agriculture.

The achievement of this immediate objective will be demonstrated by the following indicators:

- Training capabilities including design of training courses, qualified trainers and the production of locally adapted audio-visual materials established;
- A number of qualified trainers produced;
- A significant number of agrochemical users are trained in safety in the use of chemicals.

Immediate Objective III

Increased capability of agrochemical handlers and tobacco plantations workers in safety and health practices.

The achievement of this immediate objective will be demonstrated by a substantial reduction in cases due to poisoning by agrochemicals, accidents due to agricultural implements and proper disposal of waste in the environment.

Key Outputs

The key outputs of this project are the following:

- An infrastructure of qualified and experienced staff exists within the Ministry of Labour, employers' and workers' organizations as well as the NGOs;
- Instructional, educational and awareness raising material on safety and health in agriculture produced;
- Audio-visual training material on safety and health in agriculture produced;
- Sixty train-the-trainers in safety and health in agriculture qualified.

Major Activities

The major activities will be directed to:

- Provide on-the-job training of officials from the Government agencies, employers' and workers' organizations as well as NGOs;
- Set guidelines re use of personal protective equipment at enterprise level;
- Collect material on all chemicals used in agriculture;
- Identify trainers;
- Train on safety in the use of chemicals;
- Conduct train-the-trainer courses on safety and health in agriculture;
- Contact hospitals, clinics, first aid sources to obtain information on type and degree of injuries and accidents;
- Survey environment to assess degree of pollution due to agricultural practices.

Tentative Itemized Budget

- | | |
|-------------|--------------|
| - Personnel | US\$ 200,000 |
| - Training | US\$ 300,000 |

-	Equipment:	US\$ 150,000
-	Miscellaneous US\$	50,000
	Total	<u>US\$ 700,000</u>

PROJECT PROPOSAL (10)

Project Title	:	Enhancement of Productivity and Livelihood through Promoting an Occupational Safety and Health Culture
Country	:	Lebanon, South
Duration	:	Two years
Estimated Starting Date	:	2000
Estimated budget	:	US\$600,000.-

Background and Context

According to ILO estimates, the workers suffer, worldwide, 250 million accidents every year, of which 1.1 million are fatal. These fatalities are attributed to at least 335,000 fatal injuries that are caused by work related accidents and to occupational diseases which amount to 160 million cases.

Lebanon, like most developing countries, shares part of the above statistics. At the national level action to protect workers against sickness, disease and injury arising out of employment, is hampered by inadequate awareness, knowledge and information and by limited capacity to design and implement effective policies and programmes in the field of labour protection. The situation in the South has particularly been aggravated by more than 33 years of military conflict and by the Israeli occupation of the borderline zone in 1978. The safety and health situation in this part of the country is accentuated by the presence of particularly hazardous industries including agriculture and fisheries, construction and the use of and exposure to chemicals in industries such as tanneries, which also contribute to the pollution of coastal waters. More important is the abundance of small industrial enterprises which do not even enjoy the coverage of social protection. According to the industrial survey which was conducted in 1995, the number of industrial establishments in the South Governorates amounted to 2054 establishments, which represented 8.73% of the total number country wide. The number of workers employed by these establishments amounted to 8000, representing 5.76% of the national figure. Of these workers, 68% are employed in the Saida Caza, 28% in Tyre Caza and 4% in Jezzing Caza. In the agricultural sector, the tobacco plantations, which are family run businesses, are responsible for the livelihood of 50% of the Southern population. This sector employs a large number of women and children and is characterized by arduous labour involving work related injuries, exposure to chemicals and to microbial agents as well as severe sitting postures.

Occupational safety and health cuts across a number of disciplines. The linkage between the world of work and the environment and the economics of safety and health is well documented. The competitiveness and economic viability of small, medium and large industries depends on the quality and quantity of the output, which is directly related to a hazard-free work environment and the subsequent reduction of absenteeism as a result of accidents, injuries and diseases. This

relationship warrants special emphasis in the emerging economy of the South which has to keep pace with neighbouring markets. A safety culture is therefore needed as a means of ensuring full integration of safety and health requirements in the promotion of sound employment policies and investment decisions. It is particularly important in extending protection to the target groups which have been identified in this report, particularly the ex-detainees, the internally displaced, women, workers who previously sought employment in Israel, the disabled, the youth, and the deserted. Improved working conditions are therefore paramount to strengthening enterprises and cooperatives. They form an integral part in market development, management training, financial and advisory services as well as business planning. They safe-guard existing jobs and form an integral part of creating new ones, approaches which are key in developing the South and enhancing its social re-integration with the rest of Lebanon.

Project Strategy

In attaining the above objectives, the following action-oriented approach is proposed:

47. Promotion of safety and health as a matter of safety culture and not merely as a matter of technology. This is a pre-requisite for the reduction of occupational accidents, injuries and diseases. Safety culture and awareness of the positive values of a safe and healthy working environment at the enterprise level are essential in promoting employment in terms of economic benefits and social values.
 - 48- The spread of information on sound safety and health practices in small and medium size enterprises, which make the bulk of economic activities in the South, is essential for the protection of the workers and preserving the environment in a region with a tourism potential. In this area, use will be made of ILO instruments such as STEP, WISE and IWEB.
- Concerted action is need to enhance the capacities of the social partners in meeting their obligations. Resources must be mobilized to enhance the Ministry of Labour efforts in identifying, assessing and controlling occupational hazards. Employers too have the responsibility of ensuring safe work places and the workers organizations have the duty of ensuring their workers' right to hazard-free work.

Development Objective

The development objective of this project is the enhancement of productivity and livelihood through the improvement in the reduction of occupational accidents, injuries and diseases in South Lebanon.

Immediate Objectives

Immediate Objective I

A sustained safety culture built among the social partners including government agencies, employers and workers organizations and other stakeholders directly involved in occupational safety, health and environmental issues, and the participation of national economic and financial institutions.

The achievement of this immediate objective will be demonstrated by the following indicators:

- Demonstrated human behaviour concerning safety and health awareness raising actions and a positive perception that prevention and protection are integral parts of quality management;
- Incorporation of safety, health and environmental issues as part of mainstream social priorities including public health, conditions of work, employment, training, industrial relations, social security, vocational rehabilitation, enterprise development, women in development and child labour.

Immediate Objective II

Availability of reliable information on occupational accidents and diseases as a matter of routine practice in accordance with internationally harmonized and comparable statistics.

The achievement of this immediate objective will be demonstrated by the following indicators:

- Collection of statistics on occupational accidents, injuries and diseases by the social partners and other stakeholders;
- Analysis of statistics and demonstration of trends;
- Dissemination of information on statistics to interested parties and reporting to IFP SafeWork.

Key Outputs

The key outputs of this project are the following:

- Policy on occupational safety and health integrated within a selected number of enterprises;
- Guidelines on safety and health elaborated by Government agencies, employers' and workers' organizations as well as NGOs;
- Safety and health awareness and political commitment fostered at all levels;
- Statistics on occupational accidents, injuries and diseases compiled as a routine practice by Government agencies, employers' and workers' organizations and NGOs;
- Action plans, awareness and training programmes adopted by Government agencies, employers' and workers' organizations and NGOs.

Major Activities

The major activities will be directed to:

- Compile examples from local experience for use in training and awareness raising programmes;
- Produce promotional material;
- Collect statistics on accidents, injuries and diseases;
- Look into matters relating to human behaviour and attitudes in safety and health;
- Conduct campaigns;
- Publish promotional material;
- Promote activities in media including press, radio and television;
- Produce video-clips on general safety and health.

Direct Recipients

The direct recipients of this project will be the social partners referred to above; stakeholders including NGOs; and Technical cooperation projects implemented by the ILO and other UN agencies.

Target Groups (Beneficiaries)

The target beneficiaries will include the workers and their families as well as the environment.

Tentative Itemized Budget

-	Personnel	US\$ 150,000
-	Training	US\$ 300,000
-	Equipment	US\$ 100,000
-	Miscellaneous	US\$ 50,000

	Total in US\$	US\$ 600,000

PROJECT PROPOSAL (11)

Project Title	:	Social Dialogue for the Development of the South
Location	:	Lebanon/South
Duration	:	12 months
Starting date	:	2000
Estimated budget	:	US\$155 000.-

Background and Context

The commitment of the Lebanese government, workers' and employers organizations and the different non- governmental organizations to provide assistance to the South after its liberation has not, so far, manifested it self in a joint and concerted action. The multi-faceted needs of the South which are linked directly and indirectly to employment promotion and social integration would surely require an urgent response from the government, social partners, civil society institutions and local communities with a view to contributing to the social and economic development of the region, job creation, social protection, restoration of hope and confidence and the return and integration of the displaced.

This urgent response necessitates a comprehensive strategy of short, medium/long term action at the local, regional, and national levels. An integrated and holistic strategy based on social dialogue and participation. This will imply the full participation of the workers' and employers' organizations and the involvement of the credible representatives of the population of the south in the design, implementation and monitoring of the policies, programmes and projects .

Social dialogue on economic and social issues has been largely absent and the participation of the workers' and employers' organizations as well as the involvement of the concerned NGOs in the development debate and endeavour have been very weak, if at all existent. This could be largely attributed to the lack of viable structures or mechanisms/arrangement for dialogue and participation and/or the lack of the necessary skills and capacities that are necessary for the pertinent and effective participation in such a debate.

Project Strategy

- 72- Developing and promoting effective structures and mechanisms for social dialogue at the national and regional levels.
73. Strengthening workers' and employers' as well as the representative organizations of local populations to serve as vehicles for their involvement or their participation in the social and economic development of the South.

- 74- Enhancing the knowledge and skills of the social partners for their viable participation in bipartite and tripartite endeavours at both the regional and national levels.
- Empowering the field capacities of the social partners with a view to promoting social dialogue at the regional level.

Target Groups

The Direct beneficiaries are the workers' organizations, CGTL; employers' organisations, ALIND; Ministry of Labour; and other concerned government bodies.

The indirect beneficiaries are the NGOs.

Development Objective

Building a national consensus for a balanced economic and social development through the viable participation of the social partners (employers and workers) with the government in the social and economic endeavour.

Immediate Objectives

- Improved organizational, administrative capacities, negotiating skills and technical knowledge of CGTL and ALIND for a better and viable participation in the economic and social debate at both the local and national levels.
- Developed social dialogue mechanisms and practices on main issues related to the social and economic development plan of action for the South.

Key Outputs

- Strategies of both workers' and employers' organizations duly revised and expanded to include policies and specific initiatives to extend their representation and assistance to the South.
- New approaches adopted by employers and workers organizations to strengthen links with SMEs and the informal sector.
- A joint plan of action for the social and economic development of the South adopted by the government, employers, workers and concerned NGOs.
- One specialized unit in each of the workers' and employers' organizations established to provide advisory and technical services on issues related to job creation, sustainability of decent work and social integration.
- 10 Labour staff members of the MOL trained in the field of labour inspection, labour relations and general working conditions.
- Study on working conditions and rate of employment in the informal sector.

- Five tripartite committees at the Caza level established to deal with local developmental issues related to employment promotion and social protection.

Major Activities

- One three-day workshop for 40 participants from ALIND to revise the national strategy with a view to extend its representation and assistance to member industrial enterprises
- One three-day workshop for 40 participants from CGTL to formulate a new policy with a view to extend its presence representation and assistance to the members in the South.
- Two two-day bipartite workshops to identify new joint approaches to strengthen links with SMEs and the informal sector in the South.
- One four-day Conference to adopt a plan of action for the social and economic development of Southern Lebanon with the participation of government, employers, workers' organization and concerned NGOs, with a special focus on employment generation and social protection.
- Identify 10 staff members in each the workers' and employers' organizations to be trained on managing the specialized units.
- Conduct two five-day training courses for the above managers of the specialized units.
- Provide training material for the units.
- Conduct training activities for the 10 MOL staff members on labour inspection and labour relations.
-
- Conduct a study on working conditions and rate of employment in the informal sector.
- Identify the tripartite representatives of the 5 Caza committees to implement the joint plan of action adopted by the conference.

Tentative Itemized Budget

- Personnel	10,000.-
- Sub-contracts	50,000.-
- Training	85,000.-
- Equipment	10,000.-

Total in US\$	155,000.-

PROJECT PROPOSAL (12)

Project Title	:	Local Economic and Social Development Programme
Country	:	Lebanon, South
Duration	:	Two years
Estimated Starting Date	:	2000
Estimated Budget	:	US\$. 1,400,000.-.

Background and Context

A lasting social peace largely depends on the progressive improvement of living conditions, overcoming social problems, improvement of basic services, reducing poverty level and enhancing social dialogue. However, under the prevailing circumstances of limited governmental institutional capacities and resources, it will be difficult even under the most optimistic scenarios to respond and overcome the existing constraints. This is especially true in terms of improving the standards of living and generating decent employment and income generation opportunities for both men and women on the scale that is needed. It is thus evident that the non-governmental sector and community initiatives should significantly contribute to the social rehabilitation and development efforts.

Within the above context, the community development strategy is of special importance to ensure participation of local communities in the reconciliation and development process. This project will contribute to the efforts aiming at improving the living conditions of people and communities in South Lebanon.

Both, People and their local organizations, will be encouraged to engage actively in the social rehabilitation and development processes, and will contribute to maximization of internal and external resources.

The adoption of a community-based strategy will promote an integrated multi sectorial approach in providing a comprehensive response for the essential and emerging needs of the population.

The project will activate the existing weak Social Development Centers run by the Ministry of Labour and Social Affairs and strengthen the existing NGO's and cooperatives.

Project Strategy:

The strengthening of national capacity to adopt and implement a comprehensive programme for community development in Southern Lebanon.

99- promoting the local economy and social development approach within the Ministry of Labour and Social Affairs;

- 100. establishment of local economy and Social Development Centers in two different Governorates;
- 101- development of a multi-sectorial approach for development at the local level;
 - maximize the impact of initiatives of other governmental and non-governmental organizations to promote better livelihood for the local population;
 - promotion of income generating activities.

Target Groups

The direct beneficiaries will include, the poor and other war affected groups in the South including disabled persons, unemployed youth, women headed households, displaced workers and working children; existing social development centers and their staff; existing NGO's and cooperatives at the local level.

Key Outputs:

- Promoting the Community Based approach and culture;
- Addressing the needs of various target groups e.g. women, youth, disabled people and displaced workers at the local level;
- Strengthening the non-governmental organizations and cooperatives and enhancing coordination among them;
- Improving the employability and income earning opportunities of target groups through local training on marketable skills and income generating activities. To this effect a revolving loan fund will be established and appropriate training and support services will be provided.

Major Activities:

- Formulation of 5 local Economy and Social Development Centers;
- Establishment of cooperation, coordination mechanism and networking between ministries, financial institutions, NGO's, Social partners, and the local community;
- Provide the necessary training to 20 community members to act as focal points for the implementation of the interventions;
- Develop quality training materials according to the needs (start your own business, how to draft a comprehensive feasibility study, how to evaluate financial viability of micro enterprises);
- Provide training equipment to Rural Development Centers to lay the foundation for the sustainability of the intervention.

Budget

- Personnel
- Subcontract (if any)
- Training
- Equipment etc...

The budget of this project is estimated at US\$. 1,400,000.-.

National Counter Parts

The project will be executed in full cooperation with both the Ministry of Labour and Social Affairs and a number of key active NGO's in the South. Other related actors will be also involved.

PROJECT PROPOSAL (13)

Project Title	:	Socio-economic Re-integration and Rehabilitation of Former Detainees
Country	:	Lebanon, South
Duration	:	Three years
Estimated Starting Date	:	2000
Estimated budget	:	US\$5,000,000.-

Background and Context

Within the generally poor economic and labour market context of the Southern Lebanon, the former detainees have been identified as a priority target group for a number of reasons. They are widely and popularly regarded as heroes in the forefront of the movement for the liberation of the South from Israeli occupation; they and their families have suffered individually from political and security related conditions; and each has experienced a significant involuntary departure from the labour market. Their social re-integration and economic rehabilitation through employment is essential for improvement of their well being and the standards of living for their families. It will also contribute significantly to national reconciliation and the healing of the social wounds resulted from the conflict and occupation. The need for such a programme was clearly indicated in the government programme for the regional socio-economic development plan for the South. It is estimated that the number of persons who were detained by the Israeli Army or the South Lebanon Army, is in thousands. Precise figures are not available. During the last five years, also more than 2500 were detained for different periods of time.

Project Strategy

The main objective of this project is the creation of a programme for rehabilitation and re-integration of one of the most war affected groups i.e. the former detainees.

In specific terms, the project aims at: moving former detainees into gainful full-time productive employment. This will be better achieved through providing employability enhancement services, which would include education, vocational training, psychological and vocational rehabilitation, health services and financial support for income generating activities.

Based on his/her needs, each former detainee will be provided with one or more of the above services.

- identify and recognize those individuals who have been detained, and provide them with significantly improved access to assistance and services which will facilitate their reintegration into the Lebanese economy and society through gainful employment;
- provide assistance/services on a non-discriminatory basis, with a transparent method of determining entitlements and needs, regardless of political affiliation;
- 9- minimize unemployment among ex-detainees, whereby limited the impact of their release on an already fragile labour market situation;

10. contribute in a significant manner, in both the short and long run, to the process of social healing and political reconciliation.

Target Groups

The direct beneficiaries are the ex-detainees themselves; the families of the ex-detainees.

The indirect beneficiaries are the government, NGO's, and local bodies that are involved in initiatives and/or in charge of programme targeting the ex-detainees; and the local community at large.

Key Outputs:

- 1500-2000 ex-detainees served by this programme;
- 12- improve the quality of services provided to ex-detainees by local NGOs especially in the areas of employment counselling, labour market information and job-search techniques.

Activities:

- establishment of a project management unit in Nabatieh;
- intensive training for concerned government officials and NGO's staff in areas of employment counselling, labour market information, and job search techniques including the setting up of "job clubs" for ex-detainees;
- provision of necessary material, equipment and supplies to support the above.

Institutional Arrangements

The Lebanese Government has identified former detainees as a priority target group. Therefore a Ministerial committee has been established to discuss this matter. During consultations with the Ministry of Labour and Social Affairs, and the Ministry of Economy, ILO was requested to provide its assistance in formulating a project proposal for rehabilitation and re-integration of this target group. Special reference were made to ILO expertise in this field as reflected in a similar ILO Project in Palestine as well as other ILO post-conflicts projects in several countries.

This project will be executed by ILO in full cooperation with the Ministry of Labour and Social Affairs and relevant NGOs.

A management unit will be established to implement the project and supervise its activities. Local Social Service Centers and relevant NGOs will serve as local focal points. A number of social workers and counsellors will be seconded for the project and will be provided with the necessary training. An objective eligibility criteria will be designed to ensure accountability and transparency.

Tentative Itemized budget

Total US\$5,000,000.-

PROJECT PROPOSAL (14)

Project Title	:	Strengthening Gender Mainstreaming in Employment Promotion and Social Integration in Post-Conflict in South Lebanon
Country	:	Lebanon, South
Duration	:	18 months
Estimated Starting Date	:	2000
Estimated Budget	:	US\$110,000.-

Background and Context

Men and women experience the impact of conflict in different ways. In a post-conflict situation it is therefore important to consider these gender differentiated impacts in order to ensure that programme development and intervention are responsive to gender specific needs and circumstances.

The occupation of South Lebanon including the disruption of the economy, deteriorating living standards, the mass migration of large segments of the population and physical insecurity has had profound impact on normative gender roles and relations. In assessing the destabilisation of gender roles and relations, however, one has to consider the paradoxical impact on women's lives and experiences. For example, while the implications of conflict on women's lives could largely stem from their inherent status as women in their societies, conflict situations in many times may create circumstances which require women to take on new roles in order to respond to crisis.

In some instances it can be claimed that Lebanese women experienced heightened vulnerability and exclusion. This is especially for women headed households (e.g. widows of war victims, wives of the imprisoned, the disabled or through male out-migration). In other cases, loss of income of male breadwinner was another aspect of economic hardship. This is in addition to the extra burdens of household management during the break down of community services (e.g. electricity, health services, food and water supply). All this added pressures on women's gender ascribed roles and psychological and physical well-being. Women also faced physical insecurity during the war and experienced heightened control on their mobility and therefore becoming less visible in the public sphere.

However, it can be argued that Lebanese women were not just passive victims, since their survival strategies provided a major contribution to the survival of their families which involved a certain amount of resourcefulness and resilience. The war also provided, for some women, new avenues in redefining their roles and increasing their community involvement, mobilisation and self-organisation. Indeed, many welfare-oriented women's associations have emerged during the years; it continues to play a crucial role.

Therefore, the existence of women's associations could be viewed as a strength which should be built upon especially in terms of promoting civil society, social dialogue, self organisation, empowerment and advocacy functions. The constraints however, are the male dominated power structures and the limited employment and livelihoods opportunities available for women.

Project Strategy

Within the above context, the basic challenge ahead is to: recognise and capitalise on the positive aspects that exist while addressing and targeting the negative consequences or affected groups; and ensure the active inclusion and participation of women in the process of reintegration, reconstruction, and reconciliation which provides an opportunity for constructing a more just and equitable society in general.

The proposed strategy for addressing this is through the overall mainstreaming of gender concerns of the current framework for post-conflict employment promotion and socio-economic integration of South Lebanon. For this, measures will be undertaken which will ensure the equal involvement of both men and women, as beneficiaries in the proposed technical cooperation assistance programmes and projects. This implies that explicit attention will be given to the actual and potential participation of men and women in all stages of the programming cycle of the different project and programme proposals, and ensuring that they have a positive effects on gender equality.

Parallel to this, further measures will be undertaken through the current project document. This is necessary because gender mainstreaming often requires women specific activities and/or positive action in order to enable women to attain the level awareness, knowledge, capacity and confidence to allow them to benefit equally from the development and reconstruction processes. Indeed, these activities can be seen in support of the proposed technical cooperation assistance programmes and projects of this framework for action. However, they can also be viewed as a necessary step for any process which aims to redress the social exclusion of women, inadequate representation in the public sphere and limited access to job and training opportunities as well as assets. This also provides an opportunity to promote gender aware policies and practices in general.

Target Groups

The direct beneficiaries are the following: female headed households, through enhancing their social and economic integration; women and women's organizations working in agriculture, home based food production and handicrafts in order to improve their livelihoods opportunities; and young women through training in employable skills and promoting self employment.

The indirect beneficiaries are staff members and committees within local councils: cooperatives: workers organisation and Ministry of Labour and Social Affairs where through training and sensitisation activities will have better understanding of gender issues and an enhanced capacity to integrate it in their work.

Development Objectives

The promotion of gender mainstreaming within the overall rehabilitation, reconciliation and developmental process of the South Lebanon through strengthening institutional capacities and increasing awareness raising.

Immediate Objectives

- Strengthening women's associations in promoting employment and skill training for

women;

- Promoting participation and representation of women within local councils, Ministry of Labour and Social Affairs, workers organisations and cooperatives;
- Strengthening the positions of women within trade unions;
- Increasing the awareness of women in gender dynamics and promoting their advocacy roles within their communities;
- Strengthening the role of the Ministry of Labour and Social Affairs in addressing gender needs at the community level;
- Identifying the scope needed for providing assistance for female headed households.

Key Outputs

- The capacity of women's associations in addressing gender concerns and equality issues improved and strengthened;
- A range of civil society actors, local officials and labour ministry staff are provided with gender awareness training;
- A gender focal point within the Ministry of Labour and Social Affairs exists;
- Detailed information on female headed households is available;
- More female workers are aware of their legal rights.

Major Activities

- Organise a seminar targeting women's associations on integrating gender in employment and skill training;
- Select, as an outcome of the seminar, a core group of women's associations and assist in developing mission, vision, strategies and workplan which is responsive to women's needs and which adopts developmental rather than welfarist approaches;
- Organise five gender training workshops targeting different groups (women's associations, local officials, labour unions, cooperatives);
- Undertake more structured gender training for Ministry of Labour and Social affairs staff and encourage the development of a gender focal point system;
- Undertake needs assessment study of female headed households;

- Organise two training sessions on women workers rights, in cooperation with workers organisations.

Tentative Itemized Budget

- Personnel	36,000
- Subcontracts	20,000
- Training	44,000
- Other (Miscellaneous)	10,000

Total	110,000

PROJECT PROPOSAL (15)

Project Title	:	Combating Child Labour in South Lebanon
Country	:	Lebanon, South
Duration	:	Two Years
Estimated Starting Date	:	2000
Estimated budget	:	US\$225,000.-

Background and Context

During the 22 years of occupation, the South of Lebanon has witnessed vast political, economic and social transformation. The increased poverty rate in this part of Lebanon has contributed to further marginalizing vulnerable groups such as women, children, the disabled, the unemployed and the displaced.

Despite the scarcity of information available on the estimated percentage of economically active children, local and government sources estimate that it is in tens of thousands. The largest percentage of which are concentrated in the family-run tobacco farms and the informal sector. Poverty combined with the almost collapse of the whole structure of social services specially those of education, health, and social security had contributed to the increase number of working children in the South.

Project Strategy

The strategy should complement the existing IPEC national program for the Elimination of Child Labour in Lebanon. It should target those involved in worst forms of child labour. The areas of intervention include protection, prevention and awareness raising. This involves the following activities:

- 5- Protection of children in the tobacco farming;
6. Provision of education, health and counselling services to those in the informal sector;
7. Provision of alternative incomes for families of working children;
8. Promotion of awareness among the working children on their rights;
9. Launching of a campaign against child labour;
10. Facilitating and encouraging the "from child to child" approach as a mechanism to reintegrate working children into their own community.

Target Groups:

- It is unrealistic at this stage to state a specific number of working children who would benefit from this program, but the objective is to reach a few hundreds of them. The children could be mainstreamed into regular formal or informal educational programs, pre-vocational and vocational training, and providing them with counselling, health services and the opportunity to engage in recreational activities and integrate into their communities.
- 12- The priority should be for those working in hazardous conditions

The indirect beneficiaries are the members of local governmental bodies involved through training for their staff on combating child labour; members of NGO's and the local community to increase their capacity to provide services to working children and participate in the awareness raising campaign; families of working children who, through the overall ILO initiative for the relief of the South, will be provided with new chances for work and will also benefit, inter alia from training in income-generating activities.

Immediate Objectives:

- Working children provided with relevant education and vocational training;
- Quality of life improved for selected families;
- Community aware of the consequences of child labour;
- Improve the conditions of working children;
- A number of labour, education, and health inspectors trained on ways of combatting child labour.

Key Outputs:

- Use of local facilities for the establishment of five centers to provide education, health and counselling services for working children;
- 500 working children provided with basic education, vocational training, health and counselling services;
- Ten social workers trained on identifying and combatting child labour;
- Ten education and vocational training instructors trained on providing basic services for working children;
- Relevant training material translated into Arabic;
- Relevant equipment for data collection;

- Reports produced;
- Relevant material (posters, handouts, brochures..etc) produced on combating child labour.

Major Activities:

- Two one-week training courses (20 participants each) for labour inspectors, instructors, social workers and trainers on worst forms of child labour;
- Two three-days training course for workers and employers organizations' members (20 participant each) on mobilizing their members to participate in local efforts to combat child labour;
- One year course for working children (3 hours x 5 days per week);
- Two 15 days summer camps for both working children and non-working children (from child to child).

Tentative Itemized Budget

-	Training	120,000.-
-	Equipment & Training material	105,000.-

	Total in US\$	225,000.-

PROJECT PROPOSAL (16)

Project Title	:	Capacity Building of Employers' Organizations
Country	:	Lebanon, South
Duration	:	9 months
Estimated Starting Date	:	2000
Estimated budget	:	US\$75,000.-

Background and Context

The civil war and years of occupation in the South made it very difficult for the national EO to perform its role vis a vis its members in the southern region. Nevertheless, through contacts and collaboration with local employers' organizations, mainly, the Chamber of Commerce and Industry of Saida and few local NGOs, the Association of Lebanese Industrialists maintained liaison with its members in the South.

The prevailing circumstances combined with the lack of defined policies by the national EO towards the South dictated exceptional measures which led a group of industrialists in the South (who are members of the national EO) to take the initiative and establish the Industrialists Group of the South, a voluntarily founded "body" which is affiliated to the national EO but has its own statute and internal regulations. This Group tried to provide technical, fiscal and financial assistance to the industrial enterprises (mostly small family industries) who were operating under very difficult circumstances. This Group was in contact with the national EO and referred to it when the need arose.

Some time later, and for reasons related to the "particular political and economic situation in the South", a group of the industrialists in Jabal A'amel (who are also members in the national EO) found it necessary to organize themselves in a unified Group whose aim is to provide assistance and support to the small industrial firms in that region where it is difficult for the Industrial Group of the South and for the national EO to maintain continuous contact and regular communication.

The national EO has tried to build and maintain a sort of communication network with both local Groups and through them with the private sector. This system was not functioning strongly due to two reasons: a) the prevailing circumstances , and b) the lack of adequate capacity of the national EO to reply to the post-occupation urgent economic and social needs of private enterprises in the region.

The main assistance that the national EO was able to provide on regular bases, is a yearly financial donation, channeled through the Lebanese Council for the South, to assist small industrial enterprises from reaching total collapse. This assistance was executed in close

- Create a network between the national EO and its affiliated Groups in the South.

Tentative Itemized Budget

- Personnel	5000.-
- Sub-contracts and data collection	15,000.-
- Training	40,000.-
- Equipment	15,000.-

Total in US\$	75,000.-

PROJECT PROPOSAL (17)

Project Title	:	Workers' Education Assistance to the General Confederation of Lebanese Workers, (CGTL)
Country	:	Lebanon, South
Duration	:	Two years
Estimated Starting Date	:	2000
Estimated Budget	:	US\$300,000.-

Background and Context

During the seventeen years of devastating civil war in Lebanon the General Confederation of Lebanese Workers, CGTL, continued to function, although on a severely reduced capacity. Under the circumstances, it was a remarkable achievement that the organization continued to be able to embrace all confessional, ethnic and political fractions and tendencies. However, the civil war and the economic and employment implications of the unbelievable destruction of the country weakened considerably the organizational and financial capabilities of the CGTL. Thus the organization lost many members and its financial situation was, and is, precarious.

In the volatile situation in the region in general and in Lebanon in particular it is important to render continued support to democratic popular organizations like the CGTL. Furthermore, Lebanon is still confronting an enormous task of rebuilding the economy and joining together the society torn apart by seventeen years of devastating civil war. However, even though important strides towards reconciliation and reconstruction have been made most is left to be done and in this task strong, representative and vibrant trade unions are indispensable

Project Strategy

- 32- Building an independent and democratic trade union movement This would be essential if the CGT is to take up its role as a democratic force and a defender of workers rights.
- 33. Building of the capacity of the CGTL to deal with issues of concern to their members and to provide more and better services to their members and to address their needs more effectively by strengthening their organisational structures, and to enhance the institutions of workers education.
- 34- Developing and promoting the kind of balances that are considered to be essential for the efficiency of social dialogue and industrial relations systems. Workers, like employers, need strong and representative organisations to serve as vehicles for their involvement or their participation in social and economic debate.
- Enhancing the knowledge and skills needed for a viable participation in bipartite and

tripartite endeavours would be give due attention.

- Organising the unorganised workers through enhancing the trade union capacity to organise them and to expand the CGTL capacity to represent the interests and concerns of the workers in the informal sector, women and excluded groups.
- Enhancing the capacity of the CGTL in promoting awareness in gender issues and enhancing its capacity to establish and strengthen the women departments responsible of women mainstreaming in the activities and daily work of the labour movement.

Target groups

The target groups are the CGTL Executive Committee members who need advanced training in topics such as economics, structural adjustment programmes, international labour standards and basic human and trade union rights, collective bargaining, labour dispute handling systems, wage policy, and social policy; executive council members of the affiliated federations. This target group requires intermediate training in more or less the same topics as mentioned above as well as main principles of trade union organization and administration; executive councils members of the 300-350 trade unions, shop stewards and trade union activists. Training for this target group is required in the areas of basic trade unionism, union organization and administration, collective bargaining, grievance handling, organizing techniques and membership dues collection systems; and women members of the CGTL

Development Objective

CGTL and its affiliates continue to play an active and important role in Lebanon's reconstruction.

Immediate Objective

- Improved organizational, administrative and educational capabilities of CGTL, the federations and the affiliated trade unions.
- Trade unions in Lebanon capable of effectively defending their members interests.

Key Outputs

- Thirty-five (35) CGTL/Federation Executive Committee members further familiarized with the implications on industrial relations, collective bargaining and labour dispute handling of global economy and trade liberalization, structural adjustment programmes, wage policies, social policies, and International Labour Standards and human and trade union rights.
- Thirty-five (35) CGTL/Federation Executive Committee members trained in trade union administration including management, membership relations, membership registration, and financial administration and membership dues systems.
- Thirty (30) trainers and officials responsible for education trained in workers' education programme planning, administration and implementation and familiarized with participatory training methods.

- Sixty women members of CGTL trained in gender questions at the workplace and women workers' questions and methods and techniques for improving, quality- and quantity wise, women participation at all levels in trade union business and.
- Two hundred (200) Federation/Local Trade Union representatives trained in collective bargaining, grievance handling, organizing techniques, and union dues collection.
- Two hundred and forty (240) Local Trade Union representatives and activists trained in basic trade unionism and union concepts.

Major Activities

- One five-day seminar for 35 participants on the implications for industrial relations, collective bargaining and labour dispute handling of external and internal economic, trade and legislative developments as well as the role of International Labour Standards and human and trade union rights.
- One five-day seminar for 35 participants on more effective trade union management and administration.
- One five-day seminar for 30 participants on workers' education programme planning, administration, implementation and teaching methods.
- Two five-day seminars for 30 participants each on women workers' questions at the workplace and women involvement in trade unions.
- Eight five-day seminars for 25 participants each on collective bargaining, grievance handling, organizing techniques, and union dues collection.
- Six four-week cycles (two each in the North, Centre and South) with two afternoon training sessions per week on basic trade unionism.

Tentative Itemized Budget

- Personnel	40,500.-
- Training	200,000.-
- Equipment	45,000.-
- Miscellaneous	14,500.-

Total in US\$	300,000.-

PROJECT PROPOSAL (18)

Project Title	:	Enhancement of the Institutional Capacity of the Ministry of Labour in South Lebanon/Securing Decent Work
Country	:	Lebanon, South
Duration	:	One year
Estimated Starting Date	:	
Estimated budget	:	US\$500,000.-

Background and Context

Following the liberation of the occupied area and the end of conflicts, South Lebanon is confronted with crucial socio-economic challenges and institutional weaknesses. This is due to the transition from war and assistant economy to civil economy which should be more integrated with the national economy.

This transitional situation is generating a multitude of challenges related to growing unemployment, securing existing jobs, competitively and the survival of many enterprises, working conditions and social protection.

The Ministry of Labour, the employers and workers organizations, main actors responsible for labour issues, are present on the field to respond to the needs of workers and employers. It is also stressed that there are no tripartite consultations, at central and regional levels on the reconstruction on development vision of the South which constitutes a high priority for each of them.

Project Strategy

Based on the framework of the five-years plan of the development of South Lebanon, the overall strategy of the project is to support the Ministry of Labour in enhancing its capacity to assess the situation of working condition and social protection in the South and formulate concrete programmes designed to improve the quality of the existing jobs and advice the enterprises on employment generation.

The strategy of the project focusses on social dialogue promotion as democratic process for defining a common vision on main issues related to the South.

Target Groups

The direct beneficiaries are the workers in SME and handicraft sector; workers and employers

in general and staff of the Ministry of Labour; labour inspectors and labour relation specialists.

The indirect beneficiaries are the Ministry of Labour, social security institution, workers and employers organisations.

Development Objectives

To improve working conditions and social protection and create an enabling social environment for sustainable economic development.

Immediate Objectives

The main immediate objectives of this project are to: rehabilitate the existing structure of the Ministry of Labour by developing their institutional and human resources capacity aiming at improving working conditions and social protection; to develop social dialogue institutions and practices on main issues related to the socio-economic development programme of the South.

Key Outputs

- Labour staff of the Ministry of Labour trained in the field of labour inspection, labour relation and studies and surveys on working conditions;
- Study on working conditions in the private sector, mainly informal activities in south Lebanon;
- survey on social protection situation in the South of Lebanon;
- strategy and results drives programmes formulated for improvements in social protection and working conditions focussing on women and child labour;
- Establishment of tripartite institutions at level aimed to deal with local development and issues related to employment promotion, working conditions and social protection.
- Programme of support to activities suffering from the transition from war economy to civil economy.

Major Activities

- Provide training the staff of the Ministry of Labour operating in the South, in the field of labour inspection and labour relation;
- Conduct study on working conditions and a survey on social protection in the South.
- Formulate operational programmes on improvement of working conditions and social protection mainly in the informal sector;
- Provide technical advice for the enhancement of social dialogue institutions and practices with view to creating an enabling social environment.

Tentative Itemized Budget

-	Personnel	100,000.-
-	Subcontracts	150,000.-
-	Training	100,000.-
-	Equipment	150,000.-

	Total in US\$	500,000.-

Annex I

Multi-disciplinary Mission to the South Lebanon on "Employment and Social Rehabilitation"

Mission Members

Mr. Ibrahim Souss	Regional Director for ILO Activities in the Arab States
Ms. Azita Berar Awad	Deputy Director ROAS/Director ARMAT
Ms. Eugenia Date-Bah	Director, Infocus Programme on Crisis and Recovery
Mr. Nabil Watfa	Occupational Safety and Environmental Health
Mr. Sadok Belhadj Hassine	Labour Administration and Employment Offices
Mr. Wilfried Durr	Vocational Training
Mr. Philippe Garnier	Employment-Intensive Infrastructure Development
Mr. Walid Hamdan	Workers' Activities
Mr. Mpenka Kabundi	Micro-Enterprise Development and Micro-Finance
Ms. Lama Nasr	Employers' Activities
Mr. Yousef Qaryouti	Vocational Rehabilitation
Mr. Gilbert Renard	Cooperative Development
Ms. Khawla Mattar	Child Labour
Ms. Mary Kawar	Gender
Ms. Rania Bikhazi	Small and Medium Enterprises
Mr. Atsushi Nagata	Programme Officer
Ms. Reham Rached	Information Assistant

Tripartite Constituents participating in the field visits to the South

Mr. Moussa Gedeon	Director of the National Employment Office
Mr. Kassem Ghibriss	President of Employees and Workers' Union of the Water Resources Division
Mr. Mahmoud Harkouss	CGTL, South
Mr. Rida Ghaddar	Board Member of the Association of Lebanese Industrialists

Annex II

ILO Multi-Disciplinary Mission to South Lebanon on "Employment and Social Rehabilitation" (Lebanon, 17-24 July 2000)

PROGRAMME OF THE MISSION

Monday, 17 July

08:30	09:00	Meeting with the Prime Minister, H.E. Dr. Salim El-Hoss
09:15	10:30	Meeting with the Minister of Labour and Social Affairs, H.E. Dr. Michel Moussa
11:00	12:15	Meeting with the Minister of Economy and Trade, H.E. Dr. Nasser Saidi
12:30	13:00	Meeting with the Speaker of the Parliament, H.E. Mr. Nabih Berri
13:30	14:30	Meeting with the President of Association of Lebanese Industrialists, Mr. Jacques Sarraf
14:30	15:15	Meeting with UNDP Representative, Mr. Yves de San
15:30	16:15	Meeting with the World Bank Representative, Mr. P. Hari Prasad
17:00	18:00	Meeting with Minister of Finance, H.E. Dr. Georges Corm

Tuesday, 18 July

09:00	10:00	Meeting with the President of the Council for Development and Reconstruction, Mr. Mahmoud Osman
10:30	12:00	Meeting with the President, of the General Confederation of Lebanese Workers, Mr. Abou Rizk
12:30	13:00	Meeting with Governor of Saida, Mr. Faysal Sayegh
15:00	16:30	Meeting with Governor of Nabatieh, Mr. Mahmoud Mawla

Tuesday, 18 July (Continued)

Visit to the Centre for Development Services, Nabatieh

Visit to the Centre for Social Affairs, Nabatieh

16:00 17:00 Meeting with the Director of the Lebanese Welfare Association for the Handicapped, **Mr. Ouzdine**

Wednesday, 19 July

10:00 14:00 Meeting with District Administrative Officer, **Mr. Ibrahim Darwish**,
in Bint Jbeil

Visits to Bint Jbeil and surrounding areas (Rmeish, Hanin)

Visit to Al-Sadr Imam Foundation, Tyre

14:00 15:00 Meeting with the members of the Parliament, **Mr. Nazih Mansour**
and Mr. Abdullah Kassir, in Nabatieh

16:00 18:00 Field visit to Marjeyoun area including Khiam Prison

Thursday, 20 July

10:00 13:00 Meeting with District Administrative Officer, **Mr. Walid Ghafir**, in
Hasbaya

13:30 14:30 Meeting with District Administrative Officer, **Mr. Nabih Hammoud**,
in Jezzine

17:00 19:00 Visit to Nabatieh Vocational Training Centre

Friday, 21 July

11:00 12:00 Meeting with the President of the Republic, **H.E. President Emile Lahoud**

Annex III

List of People met

President Mr. Emile Lahoud	President of the Republic
H.E. Mr. Salim Hoss	Prime Minister
H.E. Mr. Nabih Berri	Speaker of the Parliament
H.E. Dr. Michel Moussa	Minister of Labour & Social Affairs
H.E. Mr. Nasser Saidi	Minister of Economy & Trade
H.E. Mr. Georges Corm	Minister of Finance
Mr. Nazih Mansour	Member of the Parliament
Mr. Abdullah Kassir	Member of the Parliament
Mr. Mahmoud Osman	President of the Council for Development & Reconstruction (CDR)
Mr. Hashem Haidar	Vice-President of the Council for the South
Mr. Joseph Torbey	Director-General Ministry of Housing & Cooperatives

General Confederation for Lebanese Workers

Mr. Elias Abou Rizk	President of the Confédération Générale des Travailleurs du Liban (CGTL)
Mr. Bassam Tleis	CGTL Secretary, International Relations
Mr. Saad el din Saker	CGTL General Secretary

Association of Lebanese Industrialists

Mr. Jacques Sarraf	President of Association of Lebanese Industrialists (ALIND)
Mr. Ghazi Yehia	ALIND Secretary General
Mr. Khalil Sherri	ALIND Member of the Board
Mr. Fadi Abboud	ALIND Member of the Board
Mr. Nicolas Nahhas	ALIND Member of the Board
Mr. Marco Ayoub	ALIND Member of the Board
Mr. Saad Oueini	ALIND Director General

Office of the Governor of Saida

Mr. Faysal Sayegh	Governor of Saida
Mr. Mohamad Saad	Head of Developmental Services Center (Haret Saida)
Mr. Hussein Badih	Head of the Center of the Workers' Union
Ms. Kanana Bsar	Representative of the Saida Chamber of Commerce
Mr. Mounir Bsar	Representative of the Saida Chamber of Commerce
Mr. Jaafar Saleh	Chief Social Affairs Dept.
Dr. Ali Jaber	Chief Health Dept.
Mr. Mohamad Harb	Chief Industry Dept.
Mr. Waddah Fakhry	President of the Farmers' Group
Mr. Anwar Khattar	Governor's Office
Mr. M. Abdallah Hajj Ali	Governor's Office
Mr. Emile Dirani	Governor's Office
Ms. Rania Moussa	Governor's Office
Ms. Howaida Turk	Governor's Office
Ms. Maha Salman	Director of the Imam Al Sadr Foundation (ISF - Tyre)
Mr. Mohamad Bassam	ISF Chief External Relations

Office of the Governor of Nabatieh

Judge Mahmoud Mawla	Governor of Nabatieh
Mr. Zahi Ibrahim	Head of Social Affairs Dept.
Mr. Hassan Fakhih	Head of the Labour Dept.
Dr. Abdel Amir Shaaban	Head of Health Dept.
Mr. Mahmoud Farran	Mayor Nabatieh - Meydan
Mr. Hassan Berjawi	Mayor Nabatieh - Meydan
Mr. Ali Sabbah	Mayor Nabatieh - Saray
Mr. Mohamad Jaber	Mayor Nabatieh - Ayyass
Mr. Mohamad Taleb Salloum	Mayor Nabatieh - Saray
Mr. Bassam Fahs	Member of the Board Municipality of Nabatieh
Mr. Kassem Ghibriss	President of Employees & Workers' Union of the Water Resources Division
Mr. Hussein Mogharbel	President of the Workers' Union in Nabatieh
Mr. Mahmoud Harkouss	CGTL, the South
Mr. Samir Jaber	Governor's Office

Office of the District Administrative Officer of Bint-Jbeil

Mr. Ibrahim Darwish	District Administrative Officer
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Office of the District Administrative Officer of Hasbaya

Mr. Walid Ghafir	District Administrative Officer
Mr. Malek Abou Eidah	Agricultural Cooperative
Mr. Hani Badawi	Agricultural Cooperative
Mr. Kamel Abou Ammar	Agricultural Cooperative
Mr. Amine Badreddine	Handicrafts' Union
Ms. Rania Deeb	Children's Welfare Association

Office of the District Administrative Officer of Jezzine

Mr. Nabih Hammoud	District Administrative Officer
Mr. Jamil Moukantzah	President of the Agricultural Cooperative
Mr. Ramzi Eid Abou Rached	Handicrafts' Association
Mr. Maroun Farid Aoun	Handicrafts' Association

Lebanese Welfare Association for the Handicapped

Mr. M. Ouzdine	Director
Mr. W. Afif	Chief, Public Relations

Al-Sadr Imam Foundation

Ms. Maha Salman	Director
Mr. Mohammad Bassam	Chief, External Relations

Nabatieh Vocational Training Centre

Mr. Mohamad Shitari	Director
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Union of Tobacco Workers

Mr. Hussein Fakhir	President
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Technical Agricultural School in Khiam

Mr. Makram Salameh	Director
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UNDP / UN Resident Coordinator's Office

Mr. Yves de San	UN Resident Coordinator / UNDP Resident Representative
Ms. Nada Al-Nashif	Deputy Resident Representative
Mr. Christian de Clercq	Senior Advisor, UN Resident Coordinator's Office

World Bank

Mr. P. Hari Prasad	World Bank Representative
Mr. Bassam Ramadan	Senior Economist
Mr. J. Welter	Senior Economist
Mr. Burhan Kraytem	National Project Director

FAO

Ms. Solange Saadeh	Focal Point for South Lebanon
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UNIDO

Mr. Guisepppe Papuli	UNIDO Representative
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