

The Employment Intensive Infrastructure Programme in Lebanon (EIP)



Empowered lives
Resilient nations.

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Introduction

The Employment Intensive Infrastructure Programme in Lebanon (EIIP) is funded by Germany through the German Development Bank KfW. The EIIP is implemented by the International Labour Organization in partnership with the Ministry of Labour, Ministry of Social Affairs and the United Nations Development Programme. A Project Management Committee at a senior level has been established for operational coordination and strategic guidance.

While the overall objective of the project is to strengthen resilience of local host communities by improving livelihoods for host community members and Syrian refugees through job creation and infrastructure development, the immediate objectives are:

- Improving access to decent employment of Lebanese Host Community Members and Syrian refugees;
- Improving infrastructure and public assets for Lebanon;
- Capacity building for public and private sector to plan and implement EIIP including contracting and decent work principles

In Lebanon, the EIIP approach aims at creating short to mid-term employment opportunities for Lebanese living in host communities and displaced Syrians through infrastructure works. The employment intensive approach is founded on Decent Work Principles and so called Local Resource Based Technology (LRBT) in order to optimize the creation of decent jobs.



“ Local Resource Based Technology (LRBT) comprises of work methods and technologies where the use of local resources, including labour, is favoured and optimized in the delivery and maintenance of infrastructure assets. Local capacities and local materials are used to the greatest possible extent, but without adversely affecting the costs and quality of the specified works. Appropriate (light) equipment is used for support activities. ”

The first phase of the project was implemented from 2017-2018 with a total budget of USD 12 million. The infrastructure projects were implemented in the most vulnerable

municipalities of Bekaa and Baalbeck, North Lebanon including Akkar and Mount Lebanon that host most of the deprived Lebanese and refugees.

EIIP Project Locations



- 1. Construction of storm water drainage network in Mazboud
- 2. Construction of water reservoir in Hammana
- 3. Construction of sidewalk in Jbeil
- 4. Rehabilitation of street median in Tripoli
- 5. Construction of irrigation network in Deir al Ahmar

- 6. Construction of agricultural roads in Tal Abbas
- 7. Construction of traffic control features in Ghobair
- 8. Construction of waterfront in Mina, Tripoli
- 9. Construction of public market in Zgharta

Employment Creation

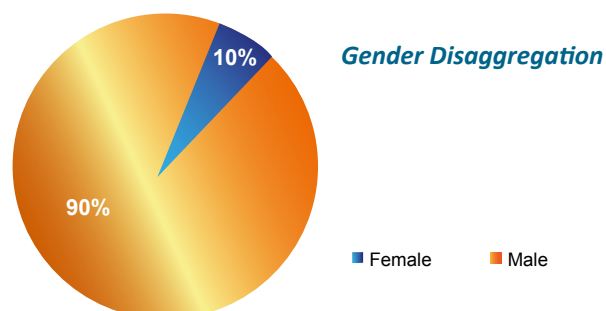
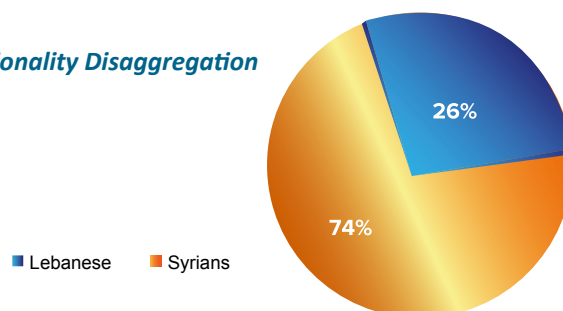
A key objective is to improve access to decent employment of Lebanese Host Community Members and Syrian refugees. Implementation of the infrastructure projects are set to generate approximately 96,000 workdays, creating decent short term jobs for both Lebanese and Syrians. A job under the EIIP Lebanon project is defined as an individual working for 40 days or more. More than 1,000 jobs will be created in the current phase of the project. Currently the project is employing around 74 % Syrians and 26% Lebanese in the daily work force

with around 10% Women participation. A number of activities and strategies have been promoted by the project to ensure decent work for all.

Decent Work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace, social integration, freedom for people to express their concerns and equality of opportunity and treatment for all women and men.



Nationality Disaggregation



The Social Safeguards Framework

The Social Safeguards Framework (SSF) for EIIP Lebanon has been designed to guide implementation of inclusive and rights-based practices in infrastructure projects, and to prevent and mitigate any negative social impacts. This Social Safeguards Framework is based on laws and regulations of the Government of Lebanon, as well as relevant International Conventions of the ILO and the United Nations.

ILO has recruited and trained Social Safeguard Officers (SSOs) who are appointed to each one of the EIIP Infrastructure sites in order to monitor contractors' adherence to the principles outlined in the Social Safeguards Framework and labour clauses included in the contracts.

Gender strategy

Since women are often amongst the most vulnerable and bypassed groups, EIIP has promoted the inclusion of women and supported their participation through various measures including the targeted outreach, provision of transport, women-only work teams, direct payment of wages, and training contractors on gender responsive recruitment and workplace practices. Over the past two years, EIIP has achieved an average of 10 per cent participation of women, with the level of participation in some projects being over 20 per cent. The project has developed a Gender Strategy that outlines the measures that are proposed to increase and improve the participation of women by strengthening gender mainstreaming throughout the EIIP as well as targeted interventions for women's economic empowerment.



Labour Wage Survey

A labour wage survey was commissioned to conduct a wage rate and labour supply assessment to establish the appropriate wage rates for casual labour engaged in EIIP schemes, and to establish a baseline for typical households expected to participate in the project. The conclusion is that a wage rate of USD 20 per day is appropriate for this Project on balance, and in keeping with the stipulated minimum wage.

Regulating work for Syrians in the construction sector

ILO has supported the development of a simplified process for Work Permits (WP) in the construction sector and has prepared legal arguments to support the process. The WP simplified process decision no 299/1 was issued by Minister of Labour proving the positive engagement of the MoL in the implementation of the EIIP and which shall facilitate the generation of legal employment for Syrian nationals.

Infrastructure development

Geographical targeting based on LCRP vulnerability assessment (currently Municipalities or cluster of Municipalities that belong to the 251 most vulnerable areas), and identified projects must be suitable for implementation using a labour-based approach. EIIP Lebanon strives to identify projects suitable for LRBT, with a labour cost component of 35% or more, and once projects have been identified, making sure that design and specifications are optimized for execution using LRBT.

Employment intensive infrastructure projects are primarily selected from the Municipal Action Plans that summarize the needs and priorities of each municipality. These action plans are the result of a participatory identification process (Maps of Risks and Resources - MRR) that has been initiated in the context of the LHSP, covering the whole country.



Nine projects were implemented in the first phase including agricultural roads, local markets, irrigation networks, storm water drains, water supply, sidewalks, bicycle lanes and beautification projects.



Capacity building and institutional strengthening

Training for contractors and contract managers

The LRBT and the affiliated tendering, award and implementation procedures, which is new to Lebanon, require a careful introduction/training process to ensure full comprehension. A comprehensive Training Strategy has been

developed for the contractors and their site supervisors. It is linked to the implementation process of the project and therefore consists of pre-bid training and on-the-job training. Submission of a tender is tied to the condition that the contractor attends the pre-tender meeting and training and agree to attend any other forthcoming trainings.



The aim of these trainings is increasing awareness and knowledge on the EIIP approach and Labour Resource Based Technology (LRBT). Training covers Decent Work principles and in and the Social Safeguard Framework.

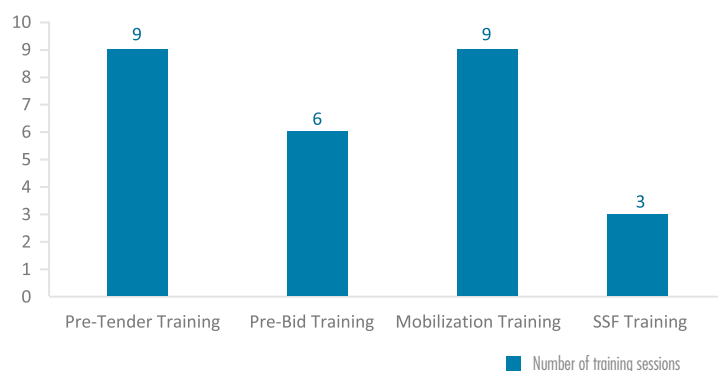
Since the launch of the EIIP programme, 27 training events have been conducted in total. Including 9 pre-tender trainings and 3 separate trainings on the Social Safeguards Framework for the Ministry of Labour and external organisations. The project has

organised pre-bid trainings in connection with all tenders. All in all, 63 companies have participated in EIIP trainings, including company owners and technical staff, a total of 197 trainees, 43 of which are women (22%). The winning contractors, have received an upstart training as well as continuous on-the-job training. Pre and post-tests measure any change that occurs as a result of the training that has been provided to contractors, government, NGO staff or workers.



“
The training was well received with 96% rating the training as good or very good. The training increased understanding by 56 % based on trainee’s self-assessment
 ”

EIIP Training



Appropriate tender documents and tender procedure

The Project has introduced FIDIC Short Form of Contracts for civil works. This is a standard form of contract recommended for engineering and building work of relatively small capital value. The general conditions are simple but comprehensive, suitable for smaller works with shared risk, and universally applicable for any type of construction works. The Particular Conditions include specific requirements of the local resource-based project approach, including labour standards and recruitment.

EIIP Standard Operational Procedures

The project is developing Standard Operating Procedures (SOP) which aims to reinforce cooperation between the Government, NGOs and international development partners. As a policy and operational tool it aims to guide national government, municipalities, workers and employers, on planning and implementing employment intensive projects ensuring that investments pledged by the international community meet the development objectives of Lebanon and benefit communities in terms of generation of decent work in the construction, rehabilitation and maintenance of sustainable infrastructure.

Infrastructure Projects

Agricultural roads in Tal Abbas





			
Timeframe	Budget	Work-days	Jobs
January – July 2018	USD 551,153	8,500	90

Agricultural roads in Tal Abbas were badly designed and made up of soil, which made the area inaccessible, resulting in higher cost and less efficiency for the farmers. The project consists of upgrading 5km of agriculture road infrastructure and 1.1km irrigation channels linked to the source of water that contributed to more effective delivery of inputs and transport of produce. The full scope of works include road site clearing; excavation of

side drains; road formation; delivery, spreading and compaction of gravel material for road base and road surface; culverts and canal construction. This project increased accessibility to agricultural lands and markets. Farmers can now transport their products easily to the markets which will also bring them and their families additional income to be reinvested in the land.



Vegetable market in Zgharta

			
Timeframe	Budget	Work-days	Jobs
May 2018 March 2019	USD 642,388	7,700	90

This project consists of the construction of a Public Market for fruit, vegetables and agro-food products that will be serving the 24 villages in Zgharta - Zawyié district.

The market is built on a 15,000 square meter plot of land provided by the Municipality of Zgharta and includes over 20 shops, which will support and develop the agriculture sector and activities in the area. Construction activities include construction

of market stalls, administrative buildings and toilet blocks, landscaping and fencing.

Once the market is completed farmers and distributors can easily sell their products without having to travel long distances and incur transportation expenses, which will improve effectiveness and profit for producers in the area.



El Mina Waterfront and Sidewalk



Timeframe

May 2018
March 2019



Budget

USD 1,570,870



Work-days

28,900



Jobs

300

The intervention aims to rehabilitate the Waterfront in El Mina. The development enables the establishment of multiple activities, and the new Waterfront will be a touristic hub for the area which will lead to an increase of income for businesses in its proximity and to El Mina as a whole. The infrastructure activities include the construction of 800 meters sidewalk and bicycle

lanes along the Waterfront the using concrete tiles and basalt, landscaping works, curb stone and urban furniture such as bicycle racks, benches, and trash bins. Works also include upgrading of utilities and lighting along the cornice. This is the first Phase of a larger project that covers the rehabilitation and beautification of around 7km along the Mina waterfront.



Tripoli Street Median



Timeframe

**November 2017
December 2018**



Budget

USD 283,347



Work-days

3,000



Jobs

50

This project was identified as a priority by the Tripoli municipality in a drive to improve public service and green spaces in the city. Works include rehabilitation of the public toilet at King Fahed public gardens and rehabilitation of the street median at Fawzi Qawiqli street, Achir Al Dayeh street and Jamal Abdul Naser street. Work activities include, the construction of crossing points for

pedestrians and people with special needs, filling and levelling of soil, landscaping, grass and tree planting, installation of an irrigation system and replacing and painting of curb concrete blocks surrounding the medians. Rehabilitation of the public toilet includes replacing of toilet furniture, repair and painting of floors, ceilings and walls, installation of new doors and windows etc.



Irrigation Network in Deir El Ahmar



Timeframe

July 2018

March 2019



Budget

USD

1,418,072



Work-days

22,500



Jobs

250

Deir Al Ahmar is located in the North Bekaa valley. Deir Al Ahmar and the surrounding villages are famous for their agricultural products. The residents rely on agriculture for their livelihood. However, irrigation water shortage is a major problem faced by the population. Shortage in water supply has been exacerbated by the presence of Syrian refugees in the region. There are several springs and streams in the region.

In order to provide efficient irrigation water supply, the Union of Municipalities identified the construction of a water network connecting the existing lakes and pools together. This project will benefit 20 neighbouring villages including Safra,

Beshwat, Barka, Mshayrefi, Chaat and Deir Al Ahmar.

The infrastructure activities in this project include excavation of 25 km of trenches in order to lay the irrigation pipes, pipe instalment (size: 6" to 8"), back filling and compaction. Around 70 valve chambers were constructed along the network.

All lands across the supply network will benefit from increased irrigation which will yield more crops and improve harvest. This project will not only increase the total area of land cultivated, but it will allow farmers to grow high value crops thus increasing the net income of the farmers which will lead to more jobs.



Storm Water Drains in Mazboud


 Timeframe May – November 2018	 Budget USD 327,885	 Work-days 5,900	 Jobs 50
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This area of Mazboud constantly suffers from flooding during the winter season. These water drains will allow proper drainage of rain water which will in turn decrease traffic activity in the area as well as provide increased safety to the inhabitants.

The works include excavation and installation of the side drain along the road, a combination of covered concrete u-channels and concrete pipes as well as manholes and culverts across the main road.



Sidewalk Construction in Jbeil

 Timeframe April – August 2018	 Budget USD 326,848	 Work-days 4,700	 Jobs 60
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This new sidewalk allows pedestrian to safely walk along the road, it also allows proper parking spots for passer-by's. This will improve businesses in the area due to the fact that customers are now able to park without disrupting traffic movement and go about their business.

The construction of the pedestrian sidewalk and parking bays include excavation and back filling, placing curb stones and tiling works.



Water Reservoir in Hammana



Timeframe

December 2017
September 2018



Budget

USD 613,952



Work-days

7,500



Jobs

80

Hammana village contain an old 200m³ reservoir that has deteriorated over time and hence no longer being used. In addition, 200m³ does not suffice especially in the dry season (summer) where people are having to buy drinking water. The village has a water source that can provide enough water to the village however the water source is not potable.

The works include the construction of a 500m³ reservoir, a water treatment plant in order to transform the water into drinkable water and the installation of 6" to 10" water connection pipe between the reservoir and the water source. The connection is done by gravity without the need for pumps.

This project benefits all the inhabitants of the village by providing them with clean potable water.



Women challenging gender stereotypes

Hoda is a single mother of one-and a half year old twins, providing for her family and helping her father cover the rent expenses of a small house in Hammana.

Hoda explains that she was married to a strict man who didn't let her go out and work and made her feel as if she was disconnected from the outer world. When the arguments and fights between Hoda and her husband got worse, she decided to get a divorce, to take her two daughters and move back to live with her parents "I preferred taking my children and living with my family rather than staying with my ex-husband".

When she heard that a project nearby was recruiting women, she didn't hesitate to apply. She decided to put aside how society viewed her and go for a job usually considered for men, with the main purpose of providing a decent life for her twins "I decided to ignore what people were saying about me and do what's best for my daughters".

Hoda was one of the first women that worked on the Hammana water project as a daily worker. She worked for more than 40 days on tasks such as soil excavation for pipe laying and planting seedlings and watering plants along the access road.

Working hours were convenient for her and she felt safe having her father also working on the project. She said that everyone treated her and her fellow female colleagues with respect and without any discrimination. She was getting paid weekly (like all the other workers) and her salary was good enough to last for the week, until the next payment.



With the money she earned she felt a sense of independence and pride as she was able to provide for herself and helping her parents with their expenses.

When work on the site ended, Hoda began looking for similar work, because she had learned new skills on the project, specifically how to excavate and prepare for pipe laying. "I have learned so many new skills and was treated with a lot of respect, I wish this project could continue forever."

Disclaimer: The Beneficiary's name has been changed upon her request

Traffic Control Features in Ghobeiry



Timeframe

July – December 2018



Budget

USD 485,373



Work-days

4,500



Jobs

60

The area of Ghobeiry, part of greater Beirut, is known for its high traffic congestion rate. This project helps decrease this problem by creating clear and decent traffic channelizing islands which will also decrease car accident rates in the area.

The construction of the traffic control features includes excavation and back filling, placing curb stones and tiling works, for a total area of around 2,500 m², and removal and replacing of 350 metres of existing Jersey barrier. Landscaping works include addition of soil and compaction, tree and bush planting and connecting to irrigation systems where available.



EIIP welcomes People with Disabilities

Haidar Ghazi Al Khansa is a 46 year old Lebanese from the South and residing in Ghobeiry, he is a single father of 2 children. Haidar is a deaf mute and was laid off of his job as a grocery delivery boy over two years ago and has not found suitable work since.

Haidar worked in a library for over 10 year when he was in his 20's. However, the owner did not pay him for his last year of service, never insured him and did not provide him with his end of service benefits.

He heard about the EIIP Traffic Channelizing Islands Project from the municipality where he listed his name in the hopes of finding an appropriate job.

Haidar explained that due to this job, he can now feed his small family (12 year old boy and 8 year old girl) as well as buying his children new clothes on holidays such as Eid Al Fitr. Throughout the project, Haidar learned new skills working with the asphalt cutting machine and the jackhammer. He believes that he is able to be so efficient when handling the jackhammer seeing that he does not have a problem with the loud sound it produces due to his condition.

Haidar has informed the team that he feels safe and lucky for having found a job with such decent working conditions.



Monitoring progress

In addition to monitoring contract compliance and technical quality of works, Social Safeguard Officers closely monitor employment generation and social development. A database has been developed which captures information needed for reporting purposes including (i) workers registration (ii) contractors information (iii) training information and (iv) disaggregated employment information.

The project is carrying out worker surveys and perception surveys which help measure general satisfaction of the worker, the impact of the project on the population within a given area as well as looking at social cohesion and satisfaction.

Outlook

A new EIP phase funded by Germany through the German Development Bank KfW started in January 2019 for another 18 months. The approach will be further consolidated and expanded with activities in all Governorates. The new phase will see a strengthened focus on women's inclusion and piloting of road maintenance activities. The EIP Standard Operation Procedures will be finalized and ILO will spearhead improved coordination of the actors involved in Cash for Work and EIP activities.

January 2019



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