



LABOUR MARKET ANALYSIS

TO SUPPORT THE CONSTRUCTION SECTOR IN HUMANITARIAN SETTINGS

Framework & Toolkit



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Coordinating Humanitarian Shelter



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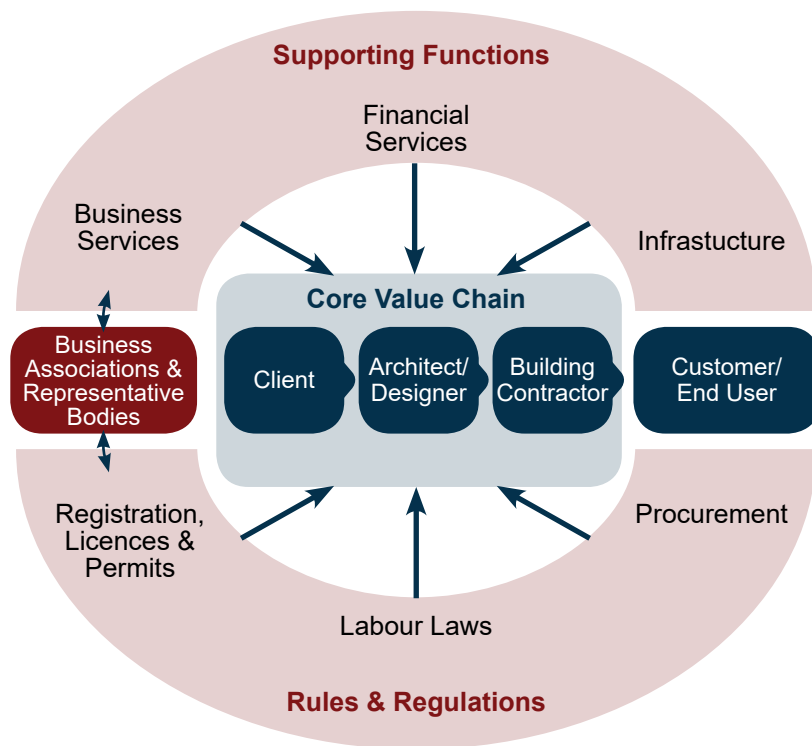
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www.sheltercluster.org, nrc.smugmug.com, media.unhcr.org.

Why you should use this framework

In emergencies, shelter activities can include a high reliance on the local workforce, which might distort the local **labour market** if it is too weak and hamper the quality of the response.

Figure 1: The core building construction market system

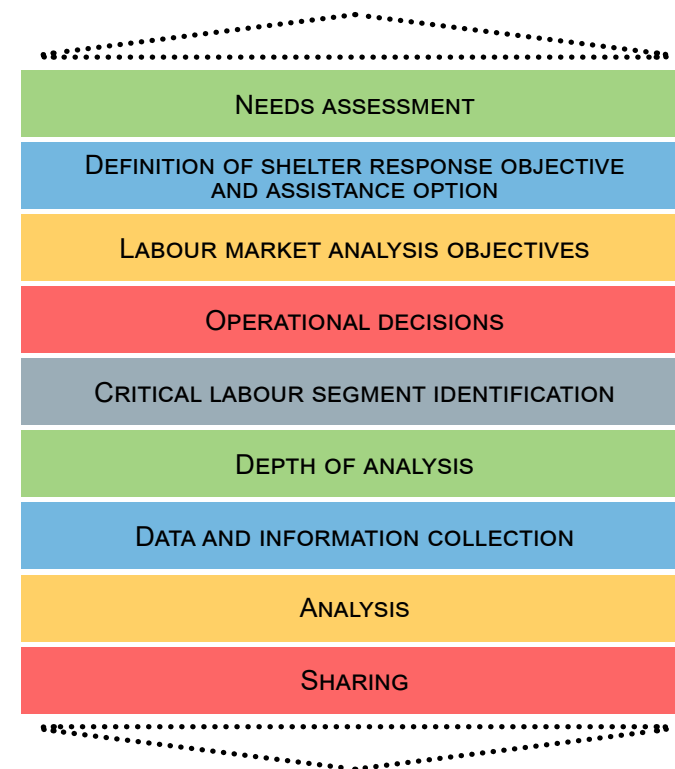


Source: ILO. 2014. *An analysis of Zambia's building construction market system*

This framework intends to support quality shelter response by helping shelter sector actors to conduct a labour market analysis and use it to design their interventions.

The framework supports practitioners throughout the market sequence, starting by defining the objectives of the analysis.

Figure 2: Market analysis sequence⁽¹⁾



Ultimately, practitioners should be in a position to design shelter responses that support and/or use the local labour market.

Figure 3: Adapted MBP Spectrum: Supporting or using the local labour market so that it consistently delivers quality construction services

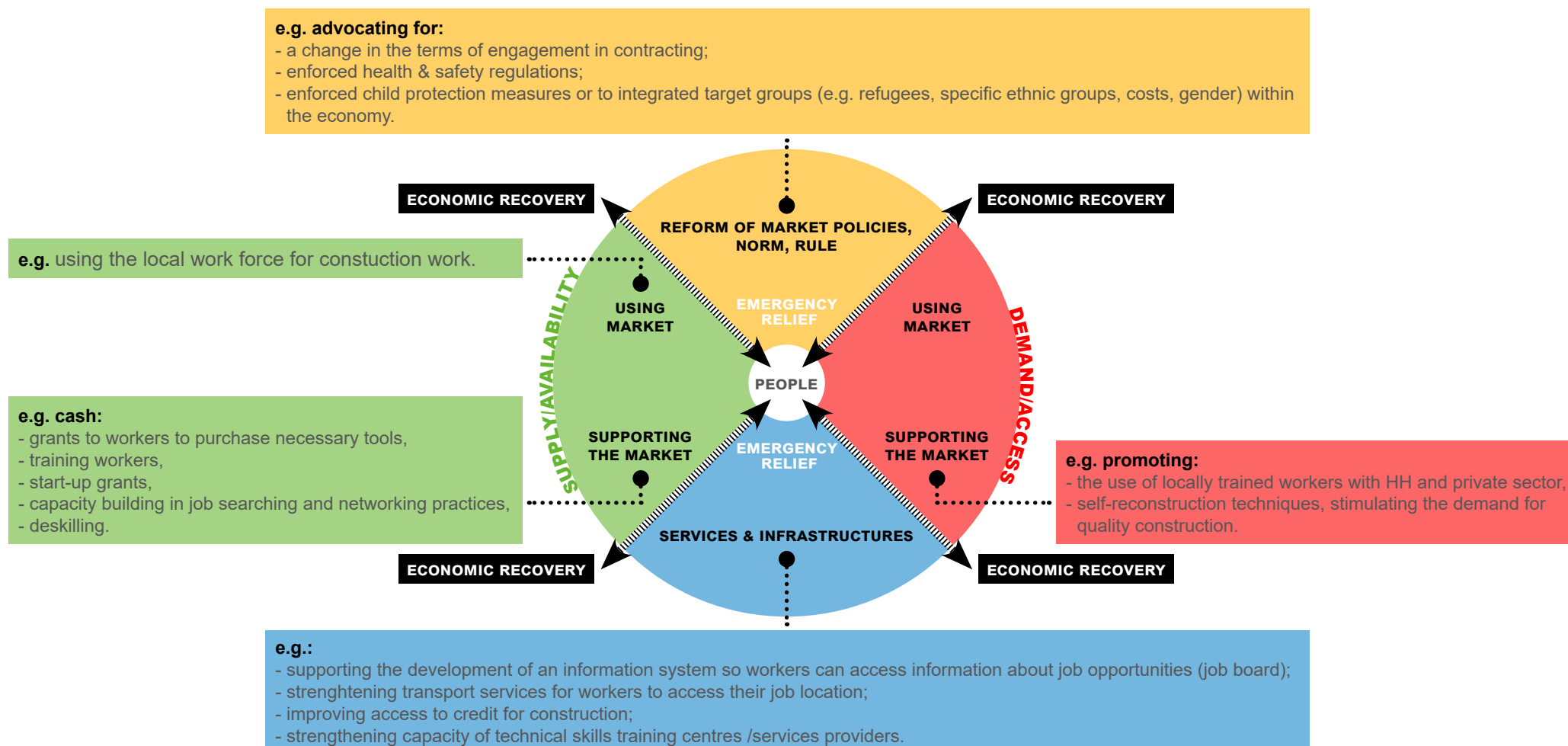


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Introduction

1. Introduction

EXAMPLE FROM THE FIELD:

What happens if we do not pay attention to the labour market?

After the tsunami in the Indian Ocean in 2004, humanitarian organisations committed to building hundreds of thousands of houses (52,000 for the IFRC alone). Whilst there was an adequate supply of labour in the local market for ordinary demand, humanitarian organisations struggled to meet deadlines. They were competing with each other to hire the same limited workforce. Even more so for the lower skilled labour force, the shelter sector was competing with the livelihood and food security sectors who also relied on the local workforce.

The uptake of Cash and Voucher Assistance (CVA) also means that it is not the humanitarian organisations who risk competing with one another to access labour workforce, but crisis affected households themselves. The lack of purchasing power is not always the only, or even the main barrier, to accessing safe shelter.



EXAMPLE FROM THE FIELD

Recommendations coming out of a market analysis on labour in Haiti include options such as:

Demand-side

- Improve communication to the public on government support for rubble removal, property rights, building permits, zoning, etc.
- Improve access to credit for construction - with appropriate terms and conditions - for both households and businesses
- Build social housing

Supply-side

- Short-term skills training, including masons, carpenters, electricians, etc. by NGOs
- Physical rehabilitation of training institutions
- Capacity building of management, faculty, and staff of training institutions, including upgrading skills to address natural hazards (earthquakes, hurricanes)
- Organization of apprenticeships and facilitation of trainee's entry into the market

Labour Market Matching

- Review of existing construction sector related curricula to include shortened training cycles and inclusion of measures to mitigate natural hazards
- Creation of a Placement Agency for all levels of workers in the construction sector
- Creation of a virtual job board for the construction sector to match local companies with local workers, as well as those from the diaspora
- Short-term recruitment of diaspora civil engineers and technicians to promote responsible recruitment and avoid poaching qualified staff from the local private sector

Laws and Regulations

- Improving and enforcing laws and regulations for property rights and zoning
- Inspection and enforcement of building permits and improved construction norms

2. Market analysis sequence

Any market analysis, irrespective of the tool used for the data collection, relies on a similar sequence. What varies greatly from one analysis to the other is the scope and depth of the assessment, which should be decided based on the objectives of the market analysis exercise. The sequence usually used is presented below.

Figure 4: Market analysis sequence⁽²⁾

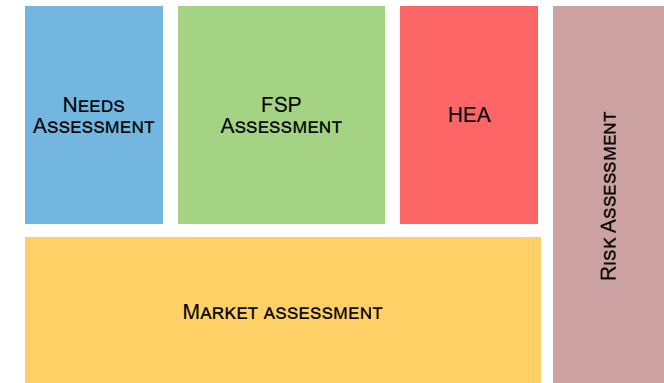


This framework will guide you through each step of the sequence by providing tools and guidance for each of them. The framework however, does not discuss needs assessments, nor the definition of the overall objective of the shelter response, as those steps are not **labour market** specific.

The framework does not discuss the sharing of results step in detail. However, it is of paramount importance that results of a labour market analysis are widely disseminated so they can feed into the overall cluster strategy.

To design a humanitarian response, practitioners will need elements from general needs assessments of commodities and services available, risk assessment, etc. As such, humanitarian practitioners should keep in mind that the **labour market** cannot be assessed in isolation from an overall understanding of the situation. In particular, to identify the potential relevant gap, data on shelter needs³ is required, and this data is not market related. The situation analysis is like a puzzle, and market analysis is just one piece of this puzzle, as presented in the figure below.

Figure 5: Potential components of a situation analysis



Examples of non-market related data that might need to be collected to inform important programmatic decisions are presented in **Annex 1**.

² Source: CaLP Market Analysis Tool Training

³ e.g. number of shelters to be constructed, bill of quantity for the type of shelter to be constructed, estimate of number of people/days



Labour Market Analysis Scope

3. LMA objectives

The primary objective of any labour market analysis (hereafter LMA) as envisioned through this framework is to be able to improve the shelter related outcomes for a given project or response through a) increased quality or safety of the construction (Build Back Better and Safer) b) increased coverage. The framework is applicable irrespective of the modality envisioned to implement the subsequent shelter response.

This will be achieved through gathering and analysing construction labour market information that will support practitioners in making robust programmatic and advocacy decisions, in a timely and well-informed manner. The underlying assumption is that projects implemented with greater market conscientiousness will lead to improved quality in response delivery.

Before starting a LMA, it is important to define the goals, expectations and general objectives of the analysis.

In humanitarian settings, practitioners should consider looking at the labour market and what it can offer in terms of capacity and skills to support the construction sector, and to inform the following operational decisions. Those decisions can be made at organisational level or taken jointly by a group of actors so as to harmonise plans.

1. Assessing if local skills and capacities can be used:

How can humanitarian organisations rely on local skills and capacities to deliver construction services? How can maximum participation of the affected population be ensured?

- 1.1. Based on skills and capacities available in the locality, what are the most appropriate shelter design/assistance options?⁴ or
- 1.2. Based on skills and capacities available in the locality, what are the most appropriate labour modalities (self-help labour, commissioned labour, contracted labour) to achieve the planned shelter objectives?⁵

2. Identifying modality of intervention:

What is the most appropriate modality (technical support; financial support; material support; commissioned labour and contracting; capacity building⁶) or combination thereof to achieve the planned shelter objectives in a timely manner?

- 2.1. Is there a demand for quality labour? If not, why? How has it changed as a result of the crisis?
- 2.2. Can the local labour market supply meet the demand? If not, why: is it the result of skill imbalances or poor matching of skills supply and labour demand, or another issue? What can be done to support labour market supply meet the demand?
- 2.3. Can the supply of labour skills safely and

easily migrate from one geographical area to another in case of an increase in demand?

4. In this case, the immediately available capacities give direction to the design, which is common for a quick emergency shelter response.
5. In this instance, shelter design is already decided. That is common when Building Back Better or structural requirements must be met.
6. The Sphere handbook 2018 defines these five different options (modalities) to implement shelter/settlement objectives.

3. Strengthening labour pre-crisis:

In areas at risk of natural disaster, is it possible to improve the quality of labour services, in order to build safer houses before the next disaster?

To answer these key questions, it is necessary to assess the skills and capacities available in the project implementation area (skills supply), businesses available that can provide construction materials and service expertise (supply of goods and services), and labour skills needed to implement the project or intervention (labour demand of businesses).

- Skills supply in this context refers to the skills of people willing to work and working age (15+).⁷
- Supply of goods and services refers to individual artisans and businesses (micro, small, medium and large sized) that can be contracted for the required works.
- Skill demand refers to the workforce the humanitarian organisations or the crisis affected households (in case of CVA) have the willingness and the capacity to hire (including self-help approaches).

Specific market information to collect in answering these questions is detailed in Section VII Market information.



7. The ILO international standard of working age is 15+. Shelter practitioners however need to crosscheck with the in-country legislation and select the higher age.

4. Tailored MBP spectrum

As a result of the market analysis, practitioners can consider designing and implementing activities along the whole market-based programming spectrum. It is important before undertaking a **labour market** analysis for practitioners to be clear as to how they can use the results and for which type of activities. That will help steer the analysis and ensure the results are used.

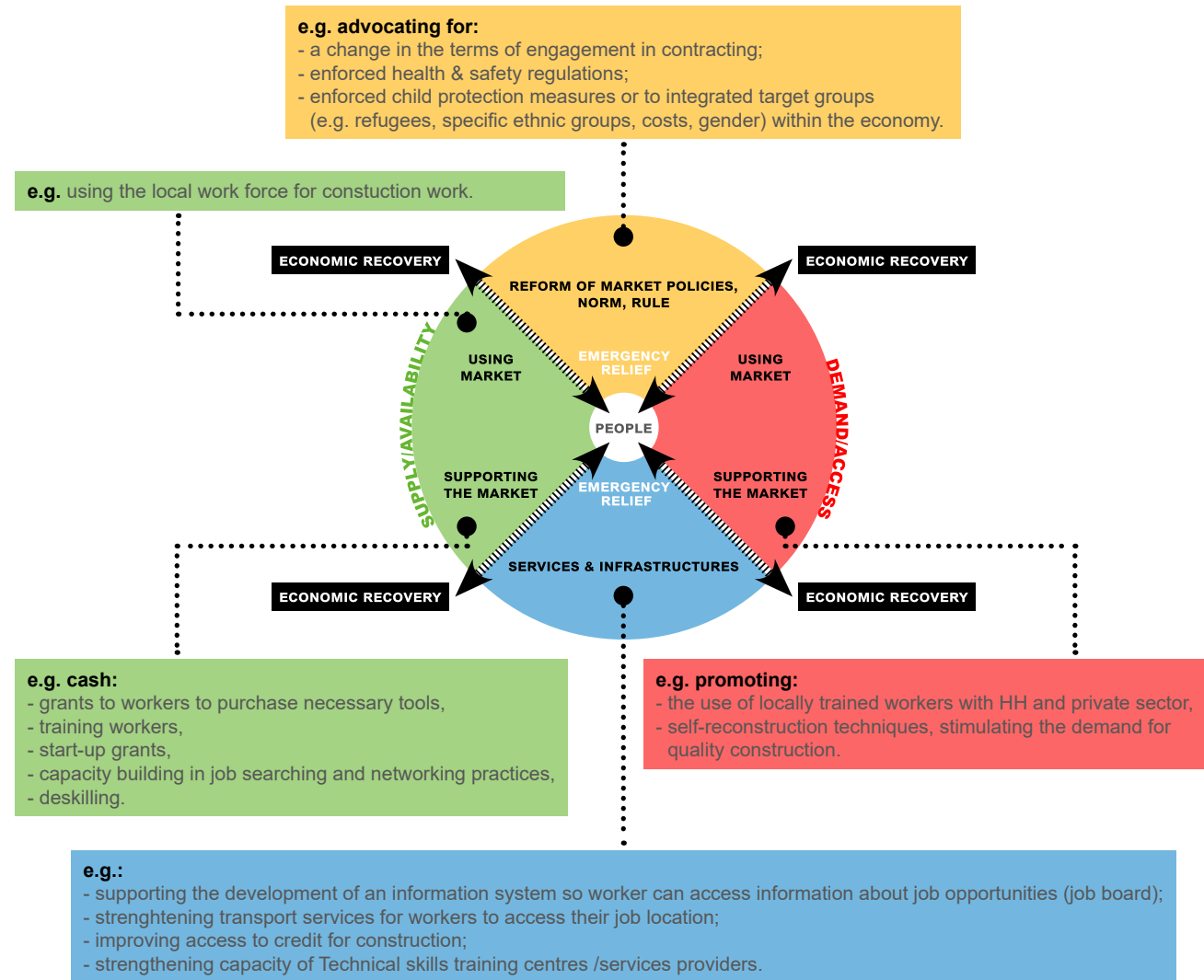
From the start, shelter practitioners should ensure a logical sequence between:

- their overall response objectives and approach (e.g. reconstruction or repair of private homes and/or public infrastructure like roads, bridges, schools, health facilities, sanitation facilities, irrigation channels, markets etc.).
- the **programmatic decisions** the market analysis should inform,
- the type of market information that is collected.

The overall response objectives are not determined by the results of the market analysis but by the needs, the organisational mandate, etc. The figure below presents an adapted version of the MBP spectrum based on the specificities of the construction **labour market**.

An example of construction LMA in Haiti showing the response options that were considered following the assessment is available [here](#). A similar example from Lebanon can be found [here](#), from Kurdistan [here](#) and from Indonesia [here](#).

Figure 6: Adapted MBP Spectrum: Supporting or using the local labour market so that it consistently delivers quality construction services



5. Selection of labour segments to focus the analysis on

HABITAT FOR HUMANITY, THROUGH A RESEARCH IN INDIA, KENYA AND PERU, DECIDED FOR THE FOLLOWING SEGMENTATION

Lead mason

An experienced mason who generally works under a contractor, but can also work independently, or can manage a small team of masons, assistants and helpers. The mason can undertake sub-contracts under large builders, individually small contracts, and sometimes alteration work.. The mason is hands on, leading the team on the construction site. Always present on the construction site. The mason usually takes one job at a time, and is paid a daily wage by the client (either the household or a larger contractor)

Labour contractor

Has a team of at least 10 persons*. The labour contractor may share part of his/her workforce with other labour contractors'. May work as a sub contractor under large contractors/builders. The labour contractor has the ability to undertake at least two projects simultaneously. Has access/ability to raise working capital (in order to pay workers/suppliers even when the client has not paid). He/she could also work as Head/ Lead mason in large projects and even as labour mason on rare occasions. The Labour Contractor presents themselves on the construction site, where their presence is most required, which is not limited to one location. Based on house owner requirements, they will undertake labour or material contract. Contractors are paid a fixed fee that they then use to contract labourers, whom they pay daily wages to.

Labour and material contractor

They manage a larger team, between 15 - 30 people. The supervising contractors are rarely hands-on at the construction site. They may not be present at construction sites most of the time, visiting only to check on work progress, to write reports, make payments, check inventory and do crisis management. They may not visit the site for a few days if their presence will not add value. They manage the work at the site by delegating through Head/Lead masons who will keep them updated on a daily basis. They have the ability to undertake more than 2 projects comfortably. They undertake independent projects as well as supply manpower to other builders/large contractors from his/her pool of people. They have reliable access to capital and have the ability to undertake calculated risks. Their contracts always include materials as well. They may maintain a panel of electricians/ plumbers/ carpenters to provide additional services to their clients. Labour and material contractors usually undertake multiple projects at the same time. They are paid a fixed fee for the job, and manage payments to labourers (whom they pay daily wages to) and to material suppliers, making profit on the difference between the cost of the inputs and the total fee paid by the household.

* A 10-persons threshold was decided in the particular context of the study, but should be re-assessed in each context.

The construction sector is composed of a certain number of labour segments (i.e. sets of skills) depending on the type of shelter assistance that your organisation is willing to deliver. In order to define which labour segments to focus on, practitioners should first map the skills needed for the selected shelter assistance option. The following table breaks down the skills needed and, as such, labour segments to look at depending on shelter assistance options. This is an example and has to be adapted to the specific contexts and needs. Also consider that most assistance options are just a part of an overall response, e.g. Household items can be part of Host assistance or tents, and securing tenure is often an essential part of Rental assistance.

8. As in the Sphere handbook 2018

9. Such as carpentry, masonry, plumbing, electric works, plastering, tiling etc.

10. Collective Centers

Shelter assistance options ⁸	Construction skills needed				Planning skills needed			Advocacy skills needed		
	self-help, physical	Basic constr. Semi-skilled	Specialized skills ⁹	Technical assistance	Engineering / urban	camp	environment	HLP	protection	Contracts / legal
HH items										
Shelter kits	✓			✓						
Toolkits	✓									
Tents	✓	✓								
Return/transit support									✓	✓
Repairs		✓	✓	✓					✓	
Retrofitting			✓	✓			✓			
Host assistance									✓	
Rental assistance				✓	✓			✓	✓	✓
Temporary shelters	✓	✓		✓		✓				
Transitional shelters	✓	✓	✓	✓	✓	✓	✓	✓		
Core housing	✓	✓	✓	✓	✓		✓	✓		✓
Reconstruction Rebuilding		✓	✓		✓		✓	✓		✓
Information centres								✓	✓	✓
Legal + administrative expertise								✓	✓	✓
Securing tenure					✓			✓		
Infrastructure & settlement planning					✓	✓	✓	✓	✓	✓
Collective accommodation support			✓	✓		✓	✓		✓	
Managing settlements/CC ¹⁰						✓	✓		✓	
Debris removal	✓	✓	✓	✓			✓			
Rehabilitate or install common infrastructure		✓	✓	✓	✓		✓	✓		
Rehabilitate or construct community facilities		✓	✓	✓	✓		✓	✓		
Urban/village planning					✓		✓	✓	✓	
Relocation									✓	✓

Table 1: Skills needed as per assistance options

In order to identify the necessary labour segments on which to focus the analysis, the planning stage of shelter interventions should include listing the different sets of skills required to deliver the type of shelter assistance needed. This figure should be collected at country level for each specific design with architects or civil engineers who will be in a position to assess the skills needs and their respective proportions.

Once the various sets of skills and labour segment necessary to deliver the intended assistances are identified, practitioners can use the following ranking table to prioritize the specific segments to focus on. The selection criteria can be adapted if you feel some could be more relevant to your context. For each segment and criterion attribute a score, 1 being the lowest score and 3 the highest.

Depending on the resources and capacity available, you may want to focus on 2 to 4 labour segments. The ranking should guide your selection but keep in mind that due to the iterative nature of the exercise, segments could be adjusted at the beginning of the field work (e.g. if there will be no need to use local unskilled labour because a self-help approach is selected).

Table 2: Example of a filled ranking table for labour segment identification

Criteria/Labour segment	Unskilled labour	Masson	Carpenter	Architects	Etc
Relates to significant or urgent need within the target group ¹¹	3	2	2	1	
In line with response objective (including Build Back Safer (BBS))	1	2	2	3	
In line with the type of traditional housing	3	1	3	1	
Failure in this segment will amplify housing issue	1	3	3	2	
Representative of others/possibility of grouping	3	1	3	1	
Consistent with government or donor plans	1	1	1	1	
Information gap in this segment	2	2	2	1	
TOTAL	14	12	16	10	

TIP FROM THE FIELD

Depending on the type of shelter, the most important artisan can either be the mason or the carpenter. For emergency and temporary shelter carpentry skills are pivotal whereas for the construction of durable houses masons will be the key artisan. Plumbers/carpenters/electricians/etc. are important, but the biggest constraint and opportunity when rebuilding will be around the artisan who build the actual house (i.e. either the mason or the carpenter).

¹¹. At this stage, needs will have been identified already, this indicator is relevant to use in case there are competing priorities and needs

6. Depth of the analysis

Depending on the resources¹² available and the timing of the crisis, you can opt for two (non-mutually exclusive) options¹³:

1. A light touch assessment, primarily relying on a desk review exercise, knowledge of local staff and interviews with relevant contractors, government and private sector stakeholders. A light touch assessment will typically last for 5 days and aim to inform the choice of modality of an agency specific shelter project.
2. An in-depth assessment, which will last between 10 and 21 days.

The approach and steps to be undertaken will mostly be the same, but it is rather the depth of the data collection, and therefore the type of decisions that can be informed through the exercise, that will change. The table below provides a set of indicative factors to determine when a light touch assessment may be appropriate.

Table 3: Light-touch versus In-depth assessments

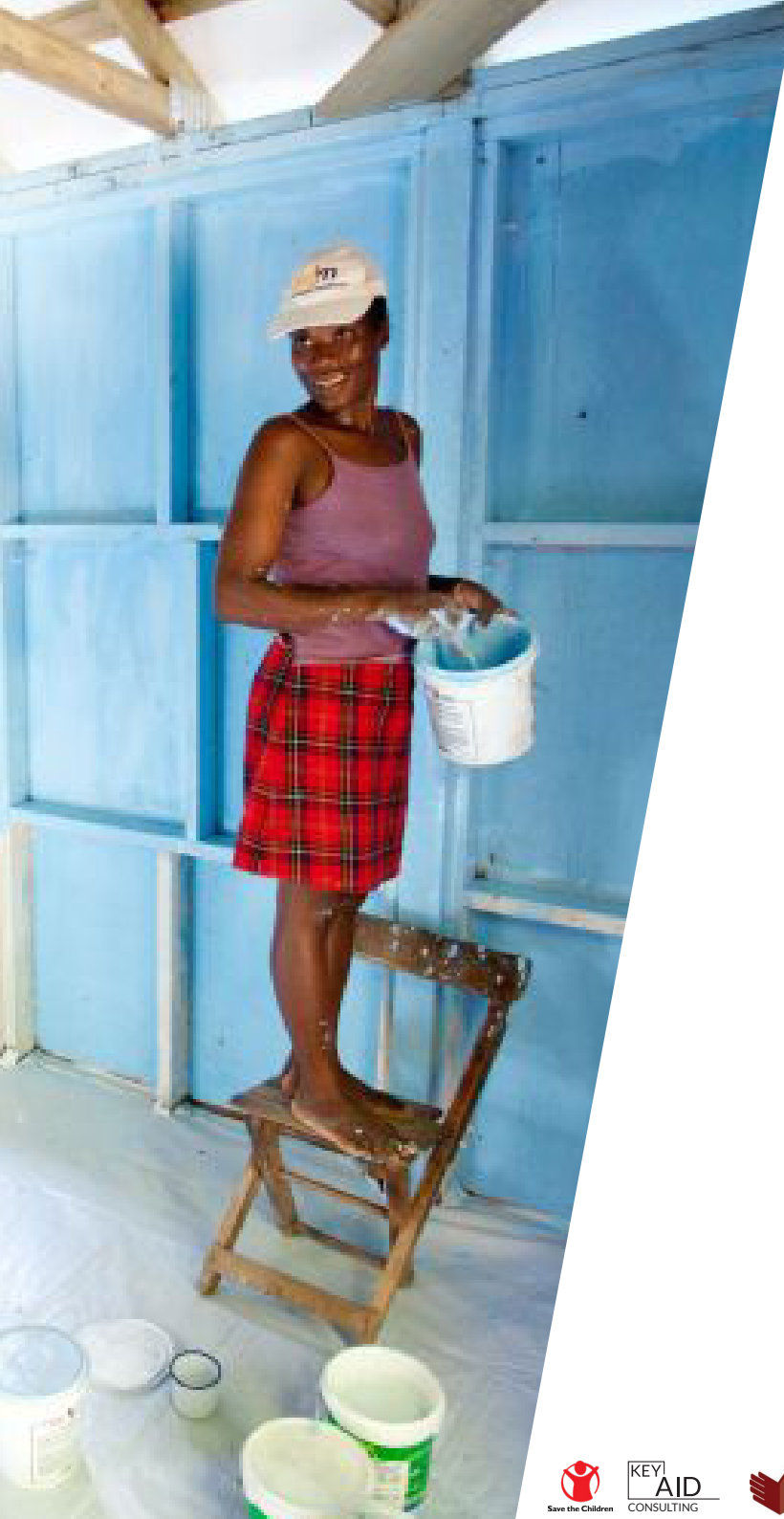
Light-touch assessment	In-depth assessment
First phase emergency response	Reconstruction phase
Programmatic decisions related to the availability of local skills to deliver construction services	Programmatic decisions related to the most appropriate modality to achieve planned shelter objectives Programmatic decisions related to the improvement of the quality of the labour services available so that future constructions can better withstand future shocks
The intended constructions primarily requires basic construction skills	The intended constructions require both basic and specialised construction skills
Single agency exercise	Cluster level exercise
Large size of the labour market compared to the intended response ¹⁴	Small size of the labour market compared to the intended response
High labour force capacity (access to finance, networks)	Low labour force capacity
Good information flows in market system	Poor/broken information flows; rumours
High quality of existing labour market information	Low quality/absence of existing labour market information
First phase emergency response	More than a month after the crisis

12. Option choice will have budgetary implications. The primary cost of a market assessment and analysis are the potential costs of an external market team leader, if you need to outsource this role.

13. A longer (6-8 weeks assessment) may be needed to tackle market system change, but this will not be covered in the framework. The ILO's existing approach can be referred to for that: https://www.ilo.org/empent/Projects/the-lab/WCMS_644002/lang--en/index.htm

14. Building on the MISMA, size is deemed large when an intervention is expected to draw upon more than 25 percent of the workforce in a given labour segment in urban areas, or 10 percent in more remote and rural areas. The threshold is higher in urban areas because urban labour markets are more likely to be dynamic.

Labour Market information collection and analysis



7. Market information to collect

Before starting the data collection, practitioners should be clear on the type of information they need to collect to feed into key programmatic decisions prioritised at the objectives definition stage. Labour market information is the combination of labour statistics and additional market information that is needed to understand [labour markets](#) in their wider market system context.

Labour market information should first be collected using [available secondary data sources](#) so as to save time and resources, and maximise the added value of primary data collection. Secondary data will likely include labour statistics that will inform the situation of the economically active and inactive in the world of work and the impact of their activity status on the economy. This data is part of a wider set of national statistics and overlap with statistics for other areas such as health, education and training, demography, income, production and national accounts. It will typically inform on:

1. economic activity of the population (employment, underemployment, unemployment)¹⁵: shelter practitioners will want to identify priority and unemployment who can therefore engage in construction work;
2. demand for labour, labour turnover (hiring, separations), job vacancies, labour mobility, including changes in geographical location,

- institutional sector, and so on;
3. distribution of the economically active population and labour resources, by industry, occupation, sex, age group, geographical location, institutional sector, and so on;
4. conditions of work, including hours of work, earnings, wage rates, vacation time, access to sanitary products, childcare or other services;
5. industrial safety; and occupational accidents, injuries and illnesses;
6. branches of labour law, including illegal worker, child-labourer, unsafe working conditions below minimum wage levels, excessive working hours and inadequate vacations;
7. industrial relations including industrial disputes, membership of unions and collective bargaining agreement provisions;
8. vocational training and human resource development, including outputs of training institutions, and skill levels and training opportunities, curriculums for construction training courses;
9. labour cost and labour productivity;
10. other matters directly related to welfare and activities of the working population, such as household income and expenditure and consumer prices.

The type of market information to collect for each key programmatic decision identified can be found

in the table below. How to use the data (i.e. the market analysis) is described in [Section 10](#).

15. As per the ILO: a population in employment is “all those of working age who, in a short reference period, are engaged in any activity to produce goods or provide services for pay or profit be it in-kind or cash. A population in unemployment is “those of working age who were not in employment, carried out activities to seek employment in a recent period and were currently available to take up employment”. A population in under employment covers those who are unemployed or those “who are employed but whose working time is insufficient compared to an alternative employment situation in which they are willing and available to engage”.

Table 4: Market-related data to collect for each key programmatic decision

KEY DECISION: How can humanitarian organisations rely on local skills and capacities to deliver construction services?

TYPE OF MARKET INFORMATION TO COLLECT¹⁶: SUPPLY & DEMAND

- > Number of workers by type of construction work available and level of professional labour expertise available;
- > Awareness of safer building techniques;
- > Home owners perception as to what constitutes a quality house;
- > Familiarity with traditional building techniques, using locally available materials;
- > Familiarity with modern building techniques, such as re-enforced concrete;
- > Number of employers/contractors demanding construction work in the examined segment;
- > Professional expertise;
- > Anticipated changes in the number workers by type of major occupation in the next few months;
- > Time needed for a construction company to increase labour supply by x%;
- > Seasonality of labour and consistency over the year;
- > Pay (per day/month) by occupation, sex and level of experience;
- > Main factors impeding business as usual;
- > % of target workforce that can physically access the location where this type of labour is needed;
- > Biggest factors limiting access to construction site locations, including specific safety issues;
- > Type/variety of construction work that the crisis-affected population prefers (depending on the materials preferred, etc.).

TYPE OF MARKET INFORMATION TO COLLECT: SERVICES

- > Average cost of transport for workers to travel to and from working location;
- > Availability of accommodation near construction sites;
- > Availability and quality of vocational training institutes, colleges.

TYPE OF MARKET INFORMATION TO COLLECT: NORMS AND ENVIRONMENT

- > Formal and informal regulations that affect the quality of the labour and the well-being of the workers (laws, regulations);
- > The extent to which the local labour market offers decent working conditions to the workers (e.g. child labour, working hours, protective gears);
- > Formal and informal regulations that prevent parts of the population from entering the labour market (women, refugees, minority groups etc).

16. The data should, as much as possible, be collected in a gender specific manner so as to be able to identify the barriers and opportunities for both men and women workers.

KEY DECISION: What is the most appropriate modality (technical support; financial support; material support; commissioned labour and contracting; capacity building) or a combination thereof to achieve the planned shelter and construction objectives in a timely manner?

TYPE OF MARKET INFORMATION TO COLLECT: SUPPLY & DEMAND

- > Number of workers by type of construction work needed and level of professional labour expertise needed;
- > Number of employers/contractors demanding construction work in the examined segment;
- > Approximate quantity/volume of labour a worker can sell per unit time (worker-days);
- > Anticipated changes in the number of working age workers by type of major occupation in the next few months;
- > Time needed for a construction company to increase labour supply by x%;
- > Main factors impeding increased supply/demand of labour, including any restrictions on trade of construction materials or on the labour market in general;
- > Seasonality of labour and consistency over the year;
- > Pay (per day/month) by occupation, sex and level of experience for the past 12 months;
- > Factors explaining past year's wage trends for construction work;
- > Main factors impeding business as usual;
- > % of target workforce that can physically access the location where this type of labour is needed (considering availability of time, distance to locations, road conditions and security);
- > Biggest factors limiting access to construction site locations, including specific safety issues;
- > Availability of technical solutions to replace/partially replace a given segment (e.g. mechanisation of certain works such as manual excavation or mixing of concrete);
- > Approximate wage of construction labour if supply/demand were to be increased by x%;
- > Type/variety of construction work that the crisis-affected population prefers (depending on the materials preferred, etc.);
- > If preferred type/variety of labour work is unavailable in local markets, include the factors explaining why;
- > Ability and willingness of construction workers to supply work satisfying preferences of the crisis-affected population if demand for it was present.

TYPE OF MARKET INFORMATION TO COLLECT: SERVICES

- > Availability and average cost of transport for workers to travel to and from working location;
- > Availability of accommodation for workers near construction sites;
- > Availability of reliable and accessible financial service providers to pay the workers;
- > Availability of technical support for workers to build their own skills and capacity (training centres, schools, etc.).

TYPE OF MARKET INFORMATION TO COLLECT: NORMS AND ENVIRONMENT

- > The extent to which the local labour market offers decent working conditions to the workers (e.g. child labour, working hours, protective gears);
- > Formal and informal regulations that affect the quality of the labour and the well-being of the workers (laws, regulations);
- > Existence of barriers to enter the labour market based on gender, ethnicity, refugee status;
- > Migration patterns in the given labour segment within a country/region.

KEY DECISION: In a pre-crisis situation is there any room to improve the quality of the labour services available in the construction sector?

TYPE OF MARKET INFORMATION TO COLLECT: SUPPLY & DEMAND

- > Number of workers by type of construction work and level of professional labour expertise;
- > Number of employers/contractors demanding construction work in the examined segment;
- > Professional expertise by unit price and location;
- > Time needed for a construction company to increase labour supply by x%;
- > Seasonality of labour and consistency over the year;
- > Pay (per day/month) by occupation, sex and level of experience;
- > Type/variety of construction work that the crisis-affected population prefers (depending on the materials preferred, etc.);
- > If preferred type/variety of labour work is unavailable in local markets, factors explaining why;
- > Ability and willingness of construction workers to supply work satisfying preferences of the crisis-affected population if demand for it was present;
- > Type of work likely to be needed in case of future disasters and skills needed to undertake this work;
- > Means for youth to acquire practical experience;
- > Quality of training available, inclusion of BBS techniques;
- > Existence of sufficient equipment with existing training institutes;
- > Opportunities for collaboration with training institutes.

TYPE OF MARKET INFORMATION TO COLLECT: SERVICES

- > Average cost of transport for workers to travel to and from working location;
- > Availability of accommodation near construction sites.

TYPE OF MARKET INFORMATION TO COLLECT: NORMS AND ENVIRONMENT

- > Formal and informal regulations that affect the quality of the labour and the well-being of the workers (laws, regulations);
- > The extent to which local labour market offers decent working conditions to the workers.

The market information described above can be found either through secondary or primary data. Data collection is referred to in [section 9](#)

8. Seasonal calendar

A **labour market** system has strong seasonal variations and it is necessary to collect information as to how labour demand and supply vary throughout the year, just like for any other commodity. Labour supply rises for instance at the end of the academic year when graduates are looking for work or when a harvest period ends.

Demand for labour will also be determined by the seasonal climate. In cold climate countries, for example, some construction work can only be undertaken during a short window of time of four to five months every year due to very cold temperatures and permafrost. Demand for certain types of labour will thus be very low during the winter months and, by converse, very high during the summer months. Climate might also have an effect on the materials available on the market, the time frame for construction and the durability and longevity of the constructed building, which will determine the labour and skills needed. A case study on the effect of climate on construction is available through the [following link](#).

The following figure is a representation of what a seasonal calendar for **labour market** would look like in a country with a monsoon season from the beginning of June to end of September (South East Asian countries for example). Drawing a similar calendar adapted to the context can help build an understanding of what 'normal' seasonal patterns look like. This enables a comparison

with emergency situations to see how the crisis is affecting the **labour market** studied and the response options. You can refer to the EMMA toolkit (page 22) if you need more guidance on how to draw such a calendar.

What this particular calendar tells us is that construction works mostly happen during the dry season and during the first half of the year. During that period there is one planting and one harvesting season during which the demand for

agricultural labour increases. One could assume that, especially when it comes to unskilled labour, in January and even more so in April and June, agriculture and **construction sectors** compete for labour. One hypothesis subject to further tests may be that households would be less available for a self-help approach when the demand for agricultural labour is high.

Figure 7: Example of seasonal calendars

Factors	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Rains and Flooding season												
Road conditions							Bad					
Demand for construction/repairing work	High	High							Low			
Price of materials	High								Low			
New graduates entering the labour market						Labour Supply High						
Planting season												
Harvest season												
Demand for agricultural work	Méd.			High				Méd.			High	
Remittances influx			High						Low			

9. Collection and organisation of market related information

9.1. Collection of market related information

Collecting primary and secondary data is not labour specific. Good practices for assessment and data collection are applicable overall to labour market assessment.¹⁷

Typically labour market assessments in crisis settings will collect both quantitative and qualitative data using a qualitative approach. As such the sample will not attempt to be statistically representative but rather to reach data saturation.

To do so, it is important to adequately identify your stakeholders. The LMA should consult a diverse range of individuals, such as members of target households, independent construction workers representing different skill levels and relevant labour segments, employers, government officials, material wholesalers, import–export agents, and local NGO staff. An average number of key informant interviews to undertake per type of stakeholder in order to gather a satisfactory amount of information and triangulate it is presented in the table below. For more information on the type of data to collect per category of actors, [please refer to the Minimum Standard for Market Analysis](#) (MISMA).

The [EMMA Toolkit](#) is also full of information and tools to help practitioners prepare their fieldwork, compose the assessment team and develop the most appropriate data collection methods per type

of actors, among others, which can be applicable to the construction [labour market](#).

The [attached toolkit](#) will help you design your primary data collection tools. Remember though that primary data collection should only serve to fill the gap of missing existing secondary data.

Table 5: Split of key informants

Interview type	Share of time ¹⁸	Typical discussion time
Target population-Households ¹⁹	15%	6 hours (4 FGD)
Workers	30%	Programmatic decisions related to the most appropriate 12 hours (15 medium interviews)
Small, medium and large scale construction companies	30%	12 hours (15 medium interviews)
Other key informants, officials, trade unions, vocational training institutes, etc.	15%	6 hours (6 long interviews)
Contingency and follow up interviews	10%	4 hours (4 long interviews)

17. See for example ALNAP guide on Evaluating humanitarian action.

18. Adapted from the MISMA. Those percentages can also be adjusted depending on the depth of the analysis. For a light touch assessment, more emphasis can be placed on the key informants that are likely to have a broader (but less detailed) understanding of market functionality.

19. Some market assessment tools, including RAM and the WFP trader surveys, do not actually require household interviews and do not provide household questionnaires. If you are unable to get information on household needs and preferences from existing sources, such as needs assessments, you should plan on conducting household interviews, regardless of which tool you are using for your market assessment.

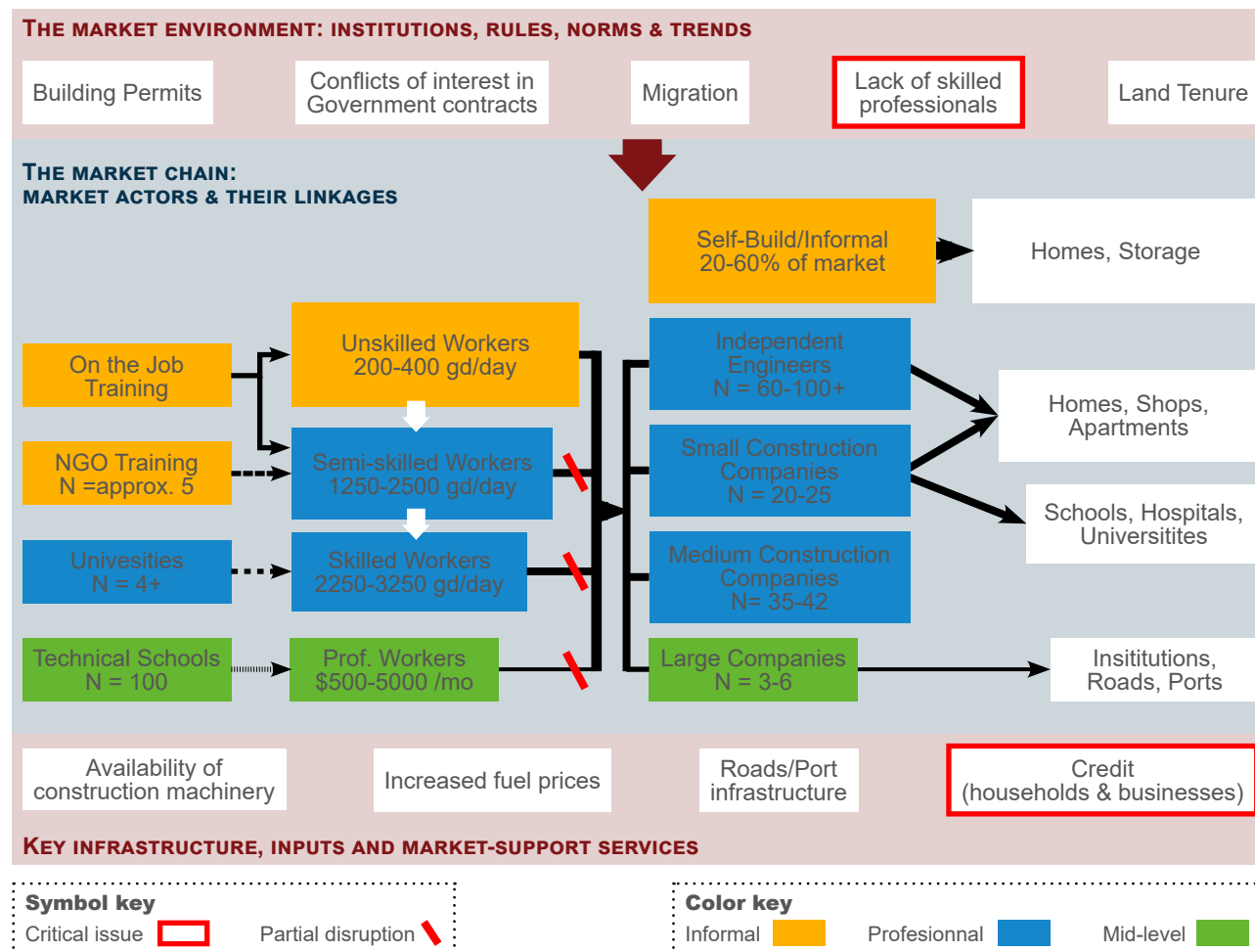
9.2. Market map

Market maps are a visual tool used in all humanitarian market analysis to picture interactions along the market chain as well as to capture the infrastructures, inputs, and services that support the system's overall functioning. Maps help structure and picture complex market information in a way that can be used to initiate conversations across stakeholders. The comparison in between crisis and baseline maps also supports the analysis of how markets have been affected by a crisis.

The mapping process is an iterative one that happens incrementally. Start by doing a preliminary mapping (a rough outline) of each of your critical labour segments. This will initially be based on the team's knowledge and on the information you gathered through the desk review. You should expect to draw and re-draw your maps several times during the course of the market analysis process, so that your initially rough outline gets progressively more detailed and refined as you learn more and more about how labour markets function.

You can refer to the [EMMA toolkit](#) for guidance on how to draw the market maps and use the [IRC market system mapping tool](#) to pull the map together. Below is an example of a market map designed after construction LMA in Haiti, the full report is available [here](#).

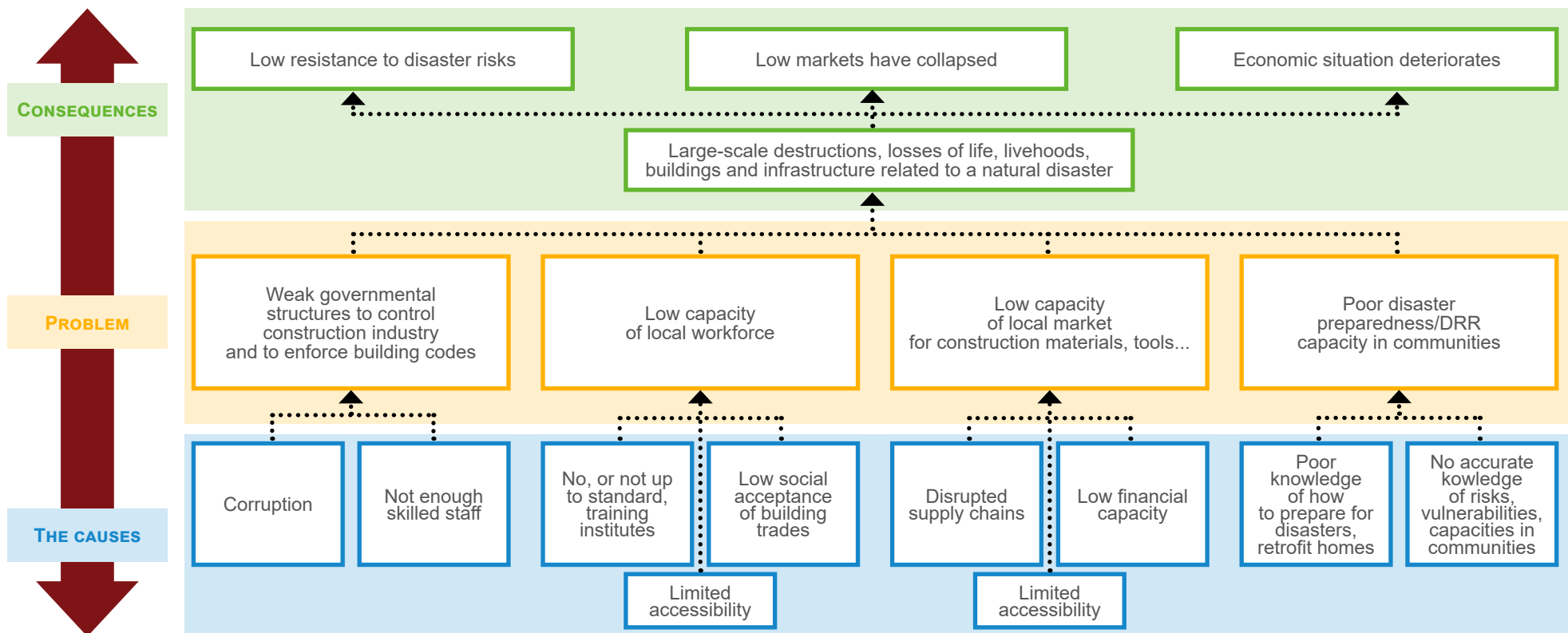
Baseline Market-system Map - Construction Labour



9.3. Problem tree

As an alternative to a market map or as a complement, you can also consider using a problem tree approach to identify labour specific issues, root causes and consequences.

Example of a problem tree - (adapted from IFRC PPP training material)



Organisations conducting labour market analysis have also used value network maps to identify flows of information and influencers for low-income housing. See below an example from Habitat from Humanity in India.

10. Data analysis

10.1. How availability or necessity of labour skills can be measured

10.1.1 The skills available

In crisis settings, skills are measured using proxy indicators, mostly occupation and work experience. This can be self-reported or provided by employers.

Skills are a combination of job specific technical skills and soft/portable skills.

Technical skills include working knowledge of construction materials, tools and machinery, specialist knowledge needed to perform job duties, knowledge of particular products or services produced, basic skills (literacy and numeracy). **Soft/portable skills include** ICT skills, problemsolving skills, communication skills, decision making skills and professional/ personal skills (e.g. punctuality, honesty, reliability and dependability, self-organisation, presentation, team-work).

Skills cannot be **measured directly**. They are **usually measured with the help of proxy indicators**. Professional labour skills are commonly measured with information on the **occupation** combined with information on the **work experience**.

Formal education institutes do provide certificates to graduates, employers might certify skills and experience of a former employee, which will be

useful to measure skills. However, outside of urban settings, there are usually no certificates or other independent documents that describe the actual skillset and experience of a skilled worker.

In most humanitarian settings, besides formal education and qualifications, skills are often developed through a quite common **learning-by-doing approach**. Skilled masons or plumbers, for example, work with unskilled helpers, who can handle more tasks and responsibilities on their own. If skills and knowledge are passed on well, the worker knows the basics about the relevant techniques, materials, the use of tools and the skills and time needed to achieve certain works. The formerly unskilled worker is considered semi-skilled after just a few jobs in one trade. A skilled worker can be described as someone who has gained enough experience to work independently in his/her trade and knows the required standards. 'Skilled' is not a title but rather how one sells his/her labour.

Individuals may self-report additional skills they possess or the skills they use in their day-to-day jobs. Self-assessment approaches tend to cover a wide range of skills, but as with many self-reported information, there are concerns about the accuracy with which people self-assess their skills. For reasons of getting a job, for instance, people

may be tempted to report that they are more (or less) skilled than they really are. Contractors would normally validate skills by administering quick practical tests on site. If the worker passes, they are then allowed to work.

Occupations provide an indication of the types of job undertaken by those available for work. Building on this approach, the International Standard Classification of Occupations (ISCO-08)²⁰ allocates jobs to occupations, based on a description that takes into account the level of qualification and the type of tasks to be carried out – which makes ISCO-08 occupations a good proxy measure for skill levels. The ISCO-08 divides jobs into 10 major groups:

- > Managers
- > Professionals
- > Technicians and associate professionals
- > Clerical support workers
- > Service and sales workers
- > Skilled agricultural, forestry and fishery workers
- > Craft and related trade workers
- > Plant and machine operators, and assemblers
- > Elementary occupations
- > Armed forces occupations

20. ILO defines the classification as “a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job” <https://www.ilo.org/public/english/bureau/stat/isco/isco08/>

ISCO-08, however, is not a strict hierarchical structure: one set of jobs is not necessarily considered to be more skilled than another. That said the percentage of people employed over time in, for instance, managerial, professional and associate professional occupations – i.e. higher level occupations – provides an indication of the extent to which skill demand is rising or falling.

The highest level of **qualification** held by an individual may also offer a proxy for skill level. By using a standard classification system, such as the International Standard Classification of Education²¹ (ISCED), it is possible to estimate the extent to which people are qualified at different levels. If, over time, more people in employment are qualified at a higher level, then this might reflect the increasing skill intensity of employment. Similarly, the duration of education or length of work experience provides a measure of skill analogous to that of qualification. The assumption is that there is a positive relation between an individual's time spent in education or on-the-job and their skill levels. The disadvantage of using qualification and duration of education and work experience as measures of skills is that they cannot fully depict the several skill levels and abilities that can be observed within a given qualification level.

In the **construction sector**, there is also a direct link in between the construction technology, environment, and the skills. Workers will tend to

have the skill-set that matches the construction design that is in higher demand but there will always be a time interval in between the moment when the demand evolves and when the supply can meet that demand at a certain quality level.

EXAMPLE FROM THE FIELD:

Increasing number of people in Indonesia don't want to live in traditional wooden houses anymore. They prefer more modern construction materials such as cement bricks or reinforced concrete for the load-bearing structure of their houses. Concrete houses are therefore in higher demand because they are seen as more modern and give the owners more social status.

However, in rural areas overall, there are still more likely to be a larger number of experienced workers with carpentry skills than workers with sufficient skills to construct safe concrete buildings at scale.

21. <http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-educationiscd-2011-en.pdf>

The attached toolkit offers a questionnaire to assess workers skills.

Available skills can then be analysed as a skill map or skill pyramid²² similar to the one presented here. The percentage associated with each level of skill corresponds to the typical proportion in which the skills can be found in a specific area or country. These can however vary from one context to another and should be updated, for example using secondary data from Labour Bureau of Statistics or, alternatively, the results of the LMA.

For instance, comparing those figures with their respective proportion in terms of worker/day per level of skills to build individual shelters will enable identification of skill gaps (see Section 10.2).

10.1.2. The needs and the demand for skills

The demand for skills is the quantity and quality that the crisis affected households have the willingness and the capacity to “purchase”. On the other hand, the needs for skills are the quantity and quality of skills which humanitarian organisations believe ought to be sourced by crisis affected households to reach acceptable construction standards (e.g. Building Back Better/ Safer). This is often captured in bills of quantity that can be done at organisation or cluster levels. For more on this, you can refer to the construction good practice standards:

Figure 8: Example of a skill pyramid (in a given context)

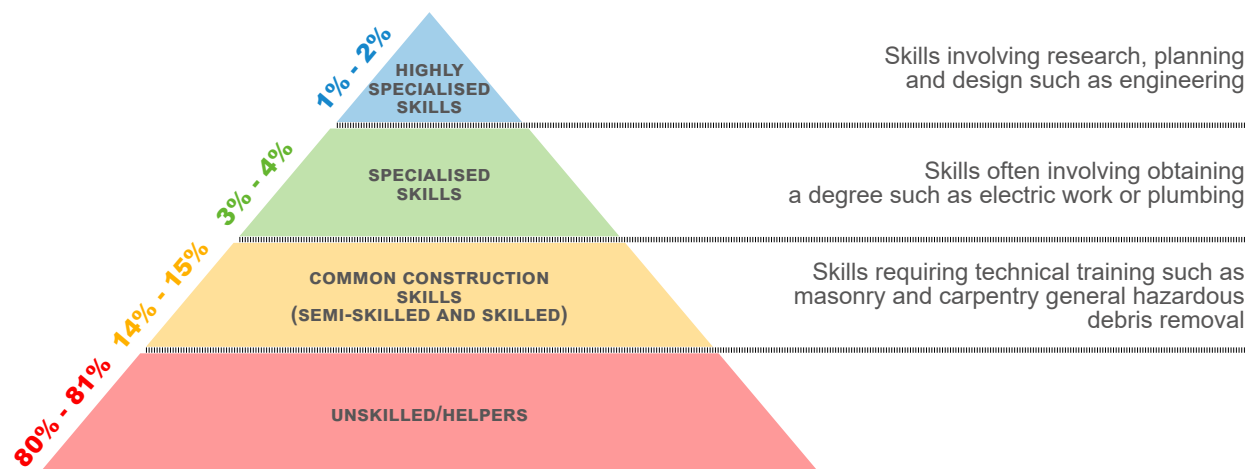
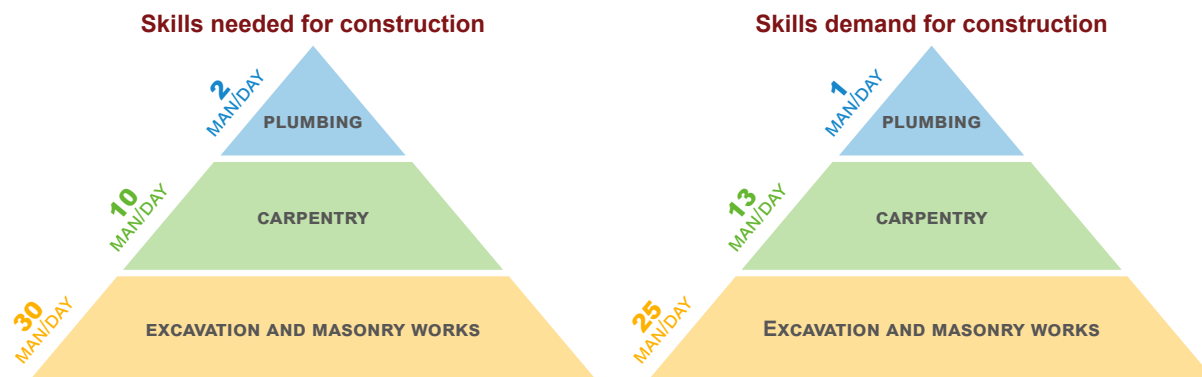


Figure 9: using the skill pyramids to capture the demand



22. Pyramid shape is presumed for most of the contexts humanitarians are working in. In contexts where mechanisation is higher, the proportion of highly specialized and specialized skills might be higher than the semi- or unskilled

<https://www.sheltercluster.org/construction-standards-working-group/documents/gsc-construction-good-practices>

Mapping can be used as a tool to assess the demand for skilled and unskilled labour with crisis affected households. This could serve as a way to inform the design (e.g. in the above example the demand for a carpenter may be higher because crisis-affected households are considering an extension on the side of their shelters). It could also serve to identify the area for which technical support and awareness raising would be needed (e.g. in the example above, there is lower demand for plinth raising as households are not intuitively considering elevating the plinth high enough to be above flood level). Finally, this could also be used to identify what households think they can take on themselves (through self-help) and what they would want to subcontract.

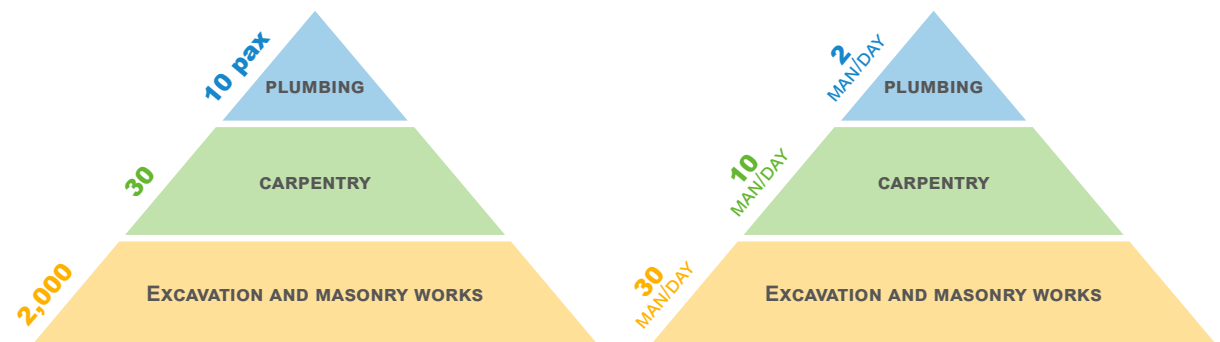
10.2. How to assess if labour capacity is sufficient to achieve the planned shelter objectives

Once you have collected market information on labour capacity you will need to compare it with the resources, time and skill-set needed for the different shelter assistance options you are considering. This is what is traditionally called the gap analysis. The potential gap being the difference between what labour the market is able to provide and what labour you need to achieve your shelter objectives. The labour needed is not assessed through a labour market assessment but should come from your situation analysis (see Annex 1).

The skill pyramid can be a useful tool in that regard. In a given area, you have identified the

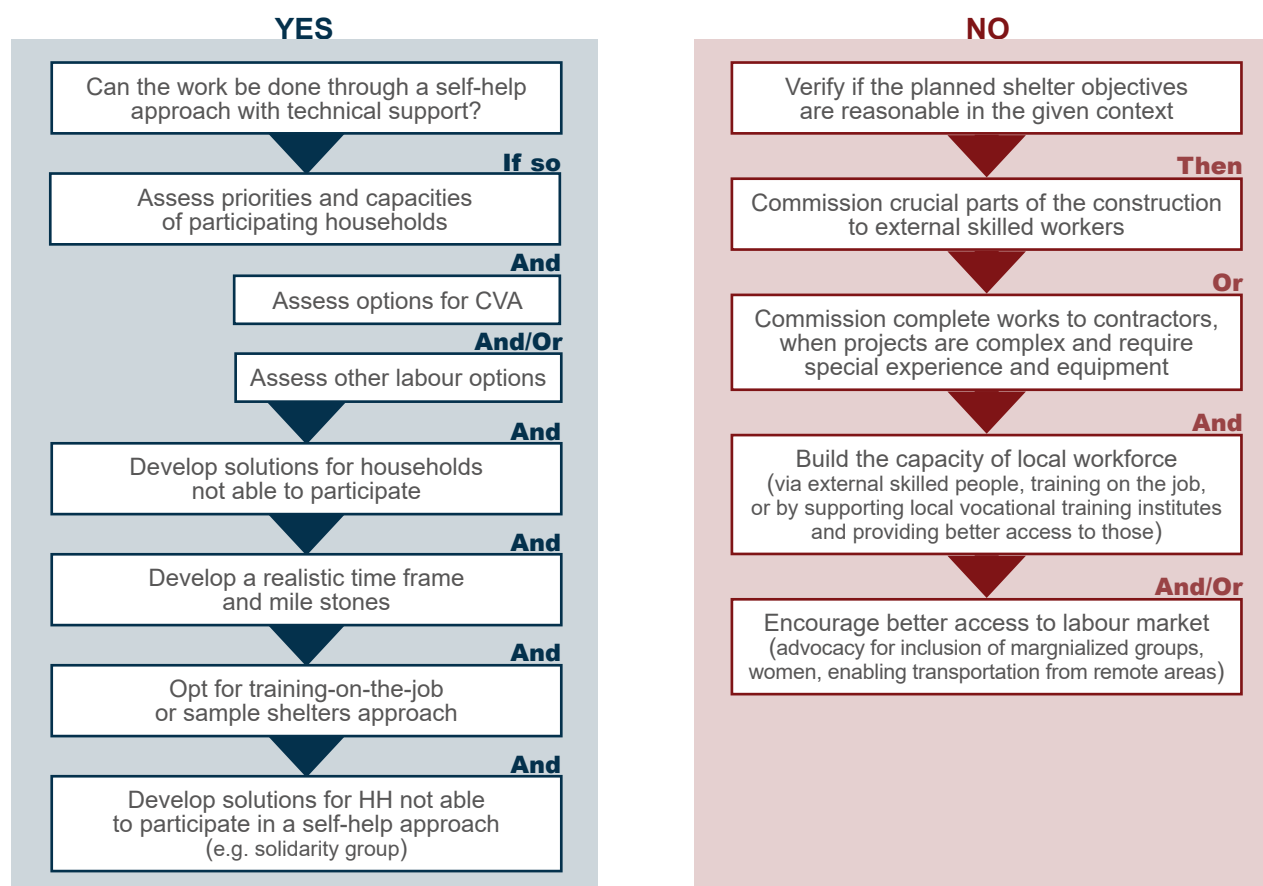
existing and available skills as per the left-hand side pyramid. For each shelter you want to build you need the skills and man/day as per the right-hand side pyramid. This means that if we take carpenters as an example you'll be able to build 3 shelters a day considering the given state of the local **labour market** and assuming the carpenters will not be engaged in another activity in the meantime. Once you have done the calculation, you can either decide to adjust the timeframe of your programme to accommodate the available supply on the local market or support the local market so it can supply more carpenters (e.g. upskilling workers or hiring workers from a different areas).

Figure 10: Using the skills pyramids to assess the potential skills gap



You can use the figure below to help you

IS AVAILABLE LABOUR CAPACITY SUFFICIENT TO ACHIEVE PLANNED SHELTER OBJECTIVE?



You can refer to a concrete example from Rwanda, where, following a labour market assessment, in the **construction sector**, the ILO concluded that the labour capacity was not sufficient. ILO therefore proposed, among other actions, activities to upskill workers. [Here](#).²³

SIMILARLY, IN NEPAL:

Save the Children decided to conduct a training series on safer shelter construction to support reconstruction efforts after the 2015 earthquake. See the training report [here](#).

23. This example also includes a sample questionnaire for each of the labour chain actors



Toolkit

Relevant websites for the secondary data review

- > **Markets in crises community of practice library.**
<https://dgroups.org/dfid/mic/>
- > **Relief web:** for general news and updates on emergency situation (organized by countries and sectors), maps, OCHA Situation Reports, Cluster Reports.
www.reliefweb.int
- > **Shelter cluster:** for updates on emergencies where cluster is active, further resources on shelter-settlement related issues, technical guidance, case studies. www.sheltercluster.org
- > **International Labour Organisation:** for existing labour assessment and information about overall labour regulations in a given context.
<https://www.ilo.org/global/publications/lang--en/index.htm>
- > **Logistics cluster:** for logistics information relevant to conducting fieldwork, road conditions and travel times, maps and supplier databases (for contacts).
www.logcluster.org
- > **World Bank:** for general country information on various subjects (e.g. agriculture & rural development and labour & social protection).
<http://data.worldbank.org>
- > **Regional Development Banks:** for general country information.
Africa: <http://www.afdb.org>;
Asia: <http://www.adb.org>;
Europe: <http://www.ebrd.com>;
Americas: <http://www.iadb.org>
- > **IOM:** for reports relating to movement of people and shelter needs.
www.iom.org
- > **UNHCR:** for information on shelter needs and refugee and IDP movements.
www.unhcr.org
- > **Microfinance Gateway:** for country profiles on micro-finance institutions and credit services.
www.microfinancegateway.com
- > **SEEP-Network:** for web-links to country-specific sites on micro-finance, enterprise development.
www.seepnetwork.org
- > **BDS-Knowledge:** for a library of reports on enterprise development and market analyses.
www.bdsknowledge.org
- > **Local Bureau of Labour Statistics website**



Primary data collection tools

Before any data collection, get informed consent from the respondent and ensure the data collected will be stored, transferred (if applicable) and disposed in a safe manner, complying with data protection best practices. Examples of data collection tools can be accessed from [here](#).

Rapid questionnaire for affected household regarding potential self-help labour

Head of households and/or other members of a crisis affected household is interviewed after having received information about potential shelter support options (Household or community driven self-help programmes). Depending on the context, try to include as many members of the HH as possible.

Interviewee's general information

Sex (Male=1, Female=2)

Is the interviewee the head of household?

Age in complete years:

Size and demographics of affected household

Age ²⁴ of HH members in years	< 5	5 - 14	15 - 60*	> 60
Number of MALE HH members				
Number of FEMALE HH members				

*working age

1. What is the HH's main income?	
2. Who contributes to the income and how?	
3. How is income gained? Explain if it is regular work, seasonal, daily, employed, self employed, migrant etc.	
4. How are you paid? In-kind, through cash, immediately, after a week, etc.	
5. Has your livelihood been negatively affected by the crisis?	
6. If yes how? e.g. loss of tools, shop, harvest etc.	
7. Does anyone (in working age) in the HH have experience in the construction sector ?	
8. If yes, of which trade? carpentry, masonry, civil engineering, helper...	
9. What is your skill level? List all members of the HH with experience. SKILLED: works independently, can calculate time, costs and materials required for tasks, knows required standards of trade SEMI-SKILLED: has gained basic skills by working in same trade several times UNSKILLED: has worked as helper in one or different trades INEXPERIENCED: but fit and available for physical work	
10. Do you think this HH can contribute to the repair/construction needs of your own house? If no – go to question 15.	
11. If yes, how? And where do you see your limitations?	
12. Do you think this HH can contribute to the repair/construction needs of your community? If no – go to question 15.	
13. If yes, how? Where do you see your limitations?	
14. How much time can your HH invest in the relevant self-help project? List persons available for how much time/day or per week ²⁵	
15. What are the barriers/limitations if you can't contribute to a self-help project? e.g. other priorities, commitments, physical ability etc.	

24. The suggested segregation is based on a working age of 15+, this can be adjusted based on the context.

25. Define the unit to use before the start of the data collection to ensure all enumerators are using the same.

Rapid questionnaire for potential labour force (currently available for work)

The information could be obtained from people who show up to a certain recruitment event after announcements.

Interviewee's general information

Sex (Male=1, Female=2)

Age of the respondent
(if the respondent is below the minimum working age, stop the interview)

City/Town

Are you displaced yourself or are you hosting? ...

Has the crisis affected you?

Has the crisis affected your livelihood (y/n)?
If yes, how?

Are there any other barriers which prevent you from accessing work?

Do you have experience in traditional building techniques?
E.g. vernacular building techniques, such as bamboo, clay...

Do you have experience in modern building techniques?
E.g reinforced concrete

What is currently your highest level of educational attainment?

1. Illiterate
2. Not graduated from primary school yet
3. Primary school
4. Secondary school
5. High school
6. University Bachelor
7. University Master
8. Other:

What is your highest skills level?

1. Unskilled
2. Skilled worker without skills certificate (non-formal)
3. Worker with 3 month training and skills certificate
4. Primary vocational training/with short-term skills certificate (under 12 months)
5. Worker with a long-term skills certificate (from 12 to under 24 months)
6. Vocational training college certificate

What is your major occupation?

(Specify the name of field/major/profession of interviewee)

- Name of the field/major/profession
- ☐ Food crop production
 - ☐ Cash crop production
 - ☐ Sales of livestock
 - ☐ Livestock products
 - ☐ Waged labour
 - ☐ Petty trading
 - ☐ Petty commodity production (honey, clothing)
 - ☐ Firewood and charcoal production
 - ☐ Fishing, hunting and gathering wild foods

What are your major sources of income?.

- ☐ Food crop production
- ☐ Cash crop production
- ☐ Sales of livestock
- ☐ Livestock products
- ☐ Waged labour
- ☐ Petty trading
- ☐ Petty commodity production (honey, clothing)
- ☐ Firewood and charcoal production
- ☐ Fishing, hunting and gathering wild foods
- ☐ Humanitarian Aid (in kind, voucher or CVA)
- ☐ Loans and remittances or gifts from friends or relatives

What other qualification do you have?

..... (e.g. can drive truck or knowledge of particular products or services produced or knowledge of materials worked on or with)

How many years of work experience do you have?

No of years:

Are you currently looking for employment?

1. full-time
2. part-time

For how long are you looking to get employed?

.....days.....month

How much did you earn at your last job

.....amount perunit
Example: 5 USD per day

**Rapid questionnaire for contractor
(currently available to provide
goods and services relevant to the
construction work)**

The information could be obtained from businesses that could be tracked through information from locals stakeholders and market observations.

Business' general information

Name of the enterprise.....
Address of the enterprise.....
City/Town
Name of the contact person
Position of contact person.....
Contact person's tel. no.....
Tel. no. Office

When did your enterprise start business?	Month: <input type="text"/> <input type="text"/> Year: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Is the company registered with the local or national authorities?	Yes.... No....
What are the main goods or services produced at your enterprise or its main functions?DescriptionISCO Code
What kind of construction goods and services have you provided in the last 12 months?	Briefly describe
What kind of tools, machinery, vehicles, equipment does the company have that could be utilized?	Please list (e.g. 1 truck)
How many people are working at your company?	Number of permanent staff Number of temporary staff
Could you please indicate the number of employees in each occupation that work in your company and the average daily/monthly pay rate for these occupations.	Occupation No.....Pay..... Occupation No.....Pay..... Occupation No.....Pay..... Occupation No.....Pay.....
Are there any occupations that are proving hard to find locally? Please name occupations:
Why are these occupations hard to find?	Example: Salaries/payments demanded for this occupation are too high

Rapid questionnaire for training institution

Training Institution Name.....

Position of the Training Official.....

Evaluator Name.....

To be returned by.....

Gender:

☐ Male ☐ Female

1. Insitution profile

Location

Sector	Code
Type i.e. University	1.
Technical and vocational training	2.
College	3.
School	4.

What year was the institution created?

What is the ownership structure of this institution?

Ownership	Code
Private, entirely nationally owned	1.
Private, majority nationally owned	2.
Private, Foreign Majority Owned	3.
Private, Fully Foreign Owned	4.
Public entirely	5.
Joint Public and Private (National)	6.
Joint Public and Private (Foreign)	7.
Joint Public and Private (National and Foreign)	8.

2. Education and Training Programmes

List the training programmes:

Quality of trainers per course

Course Name	Year 1	Year 2	Year 1	Year 2
² Years				
Number of students per course per year				
Number of lecturers per course				
Level of qualification of lecturers/trainers	BA	BA	BA	BA
				MA
				PHD
	MA	MA	MA	CERTIFICATE
				MA
Student teacher ratio	PHD	PHD	PHD	PHD
				CERTIFICATE
				MA
				PHD
				CERTIFICATE
Total number of study hours				
Theoretical time				
Practical time				
# students per course				

What factors determine the type of courses your institutions offer and the number of students you admit?

(e.g.

1. The number of applicants
2. Instruction from the Ministry of Education/CHE
3. Demand by industries
4. Demand by labour market
5. Changes in technology
6. Interest by applicants
7. Applicants' ability to meet training costs
8. Sponsorship by industries/employers)

Is this training institution accredited?

☐ Yes ☐ No

Who accredited this institution?

3. Internship and industrial attachments

Do your students have any form of internship/Industrial attachment?

☐ Yes ☐ No

How long is the internship training?

Where do they go?

Code	Institution	Percent
1	Public institution	
2	Private sector	
3	Civil society	
4	International Organisation	
5	Don't go anywhere	

What are the main challenges with acquiring internship slots with Private sector firms for your students?

Does your institution have any form of career guidance for the students?

☐ Yes ☐ No

How is it delivered to the students?

Code	Career Guidance Delivery method
1	Single Lecturer or trainer for the institution
2	Every department has a trainer
3	Every Faculty has a trainer
4	Hire a visiting trainer

Is this institution engaged with private sector companies in any way?

☐ Yes ☐ No

What are the means through which you're engaged with the private sector?

Code	Private Sector engagement
1	Career guidance lessons
2	Curriculum reviews and recommendations
3	Internship for students
4	Both 1 and 2
5	Both 2 and 3
6	Both 1 and 3
7	All three

4. Funding mechanisms and cost of education

What are the funding mechanisms of this training institution? (Tick Any)

Code	Funding Mechanism
1	Only Students Fees
2	Only Government Fees
3	Both Government and Students
4	Only Donor Fees
5	Donor and Private
6	Donor and Government
7	Government, Students and Donors

What's the percentage of each funding mechanism to the overall budget of this institution? (Tick Any)

Code	Funding Mechanism	Percentage
1	Only Students Fees	
2	Only Government Fees	
3	Both Government and Students	
4	Only Donor Fees	
5	Donor and Private	
6	Donor and Government	
7	Government, Students and Donors	

What is the annual cost of education per course?

Code	Year	Cost of education*	Other Fees
	Year 1		
	Year 2		
	Year 3		
	Year 4		
	Year 5		
	Year 1		
	Year 2		
	Year 3		
	Year 4		
	Year 5		
	Year 1		
	Year 2		
	Year 3		
	Year 4		
	Year 5		

*school fees

5. Internship and industrial attachments

Does this institution have laboratories/Workshops?

☐ Yes ☐ No

Describe the state of laboratories/Workshops?

1. Excellent
2. Good
3. Fair
4. Poor
5. Non existent

What's the adequacy of standard training equipment i.e. Bunsen burner and drawing tables etc.?

1. Excellent
2. Good
3. Fair
4. Poor
5. Non existent

Does this institution have electricity?

☐ Yes ☐ No

Does this Institution have piped water or any water source?

☐ Yes ☐ No

6. Students' Profile

What are the main admission requirements for students in your institution?

Code	Admission requirements
1	Primary school certificate
2	Secondary school certificate
3	College diploma
4	TVT certificate
5	University degree
6	Certificate/diploma with work experience
7	Others (specify)





Library

Library – the key terms

Construction sector

The construction sector is made of three subsectors –

- > **General construction**, which is the construction of entire dwellings, office buildings, stores and other public and utility buildings, farm buildings etc.
- > **Specialised construction**, which includes plastering, carpentry, electrical, plumbing, tiling, painting/decoration, etc
- > Thirdly, **civil engineering**, which includes works such as motorways, streets, bridges, tunnels, railways, airfields, harbours and other water projects, irrigation systems, sewerage systems, industrial facilities, pipelines and electric lines, sports facilities, etc.

All of the above includes temporary structures as well as permanent ones; new works, repairs, additions and alterations, the set-up of prefabricated buildings or structures on the site.

The construction sector has an important role to play within the economy of most countries, as it attracts high levels of financial investment - the construction of a family home for an individual household, as well as the construction of public facilities or infrastructure for a community or government. Its demand for goods and services provides a large scale of job opportunities in

multiple sectors, from highly qualified engineers, to skilled and unskilled workers, truck drivers and warehouse clerk's men, day labourers, employees with fixed contracts or on a part-time, casual-employment basis, sub-contracted self-employees and more. It often attracts migrant workers, as well as refugees or displaced people without legal status or work permits²⁶. Construction work may be carried out by the individual household itself, or by paying for direct labour, done by individual workers – (through informal or formal-contractual agreements) hired either by the implementing agency or by the affected household or community, or the works are carried out by contractors. The level of professional skills required strongly depends on the type of goods and services required.

For working on a professional level or in construction management, a person is normally required to have a construction or engineering degree and appropriate professional experience in the construction sector. One is also required to have competence related to contracts, plans, monitoring and acceptance of works, tender procedures and legal requirements. On a governmental level, building authorities require engineers, legal and environmental advisors, construction managers and others to control relevant parts of the construction sector.

Responsibilities would be checking and issuing building permits, enforcing the compliance with legal building codes etc. These control mechanisms are not always functioning, in which case more capacity is needed to fill these gaps on the side of the agency, who is implementing a construction project.

Construction is closely related with the transportation and manufacturing sectors.

26. ILO report: in 2015 42% of all working Syrian refugees in Lebanon worked in the construction sector, 91% of them without work permit.

Quality of construction output

The quality of construction sector outputs is very much dependent on the design, the quality of materials available and the labour inputs.

An **appropriate design** contributes considerably to the sustainability of the building and the well-being of the users. It reflects the preferences and needs of the users through their involvement in the planning process early on. It considers the assessed needs, timeframe and available funding. It considers local common building techniques, capacities and materials. It meets the structural requirements regarding identified hazards like earthquakes, cyclones etc. It follows appropriate building codes and safety standards. It considers safe site location. It ensures barrier-free accessibility and inclusion, as other considerations specific to the local context.

Appropriate materials should match the design requirements and meet the structural and quality requirements. Environmental risks, like deforestation, exploitation of natural resources such as timber, and gravel, have to be considered. Risks of corruption and illegal sourcing also have to be considered. Local procurement is usually preferred, if the local market can provide the materials in the required quality and quantity within an acceptable cost and timeframe. Qualified staff is available for market assessments, risk analysis,

conducting a procurement tendering process, controlling material deliveries and the proper storage.

The **quality of the labour and oversight** is dependent on different factors, such as training opportunities to develop skills and experience, the availability of adequate technology, machinery and tools, motivated, fairly-treated labourers. It also depends on proper monitoring of the construction process to ensure compliance with design and safety requirements, and the availability of adequate work plans to ensure everyone's tasks and responsibilities within a team and milestones are reached in time.

In reality, as most crisis-affected markets can't provide all the factors/capacities that contribute to high-quality construction outcomes, then different types of interventions may be necessary to overcome those limitations. Tools to increase the chance for better quality may include the provision of vocational trainings for capacity building, or replacing lost tool-sets of disaster-affected craftsmen, or awarding contracts to a professional classified contractor, or an external, national- or international-level material supplier, to minimise local environmental risks, for example.



Labour market

The labour market is widely defined as a market, in which workers compete for jobs and employers compete for workers or simply as a market where labour skills are exchanged for remuneration in cash or in kind.²⁷ Thus, labour markets function through the interaction of suppliers of labour (workers) and demanders of labour (employers).

Labour supply is the available labour force in an economy. It is determined by factors including:

- > Size and characteristics of the working age population – age, gender, area, etc.;
- > Skill levels;
- > Education and training (number in higher education, school leaving age, qualification types);
- > Time period available;
- > Opportunity cost of work.

Skills of labour supply are usually measured from individuals over the occupational skills that they can perform according to the International Standard Classification of Occupations. The skills required will have to correspond to the needs for construction goods and services.

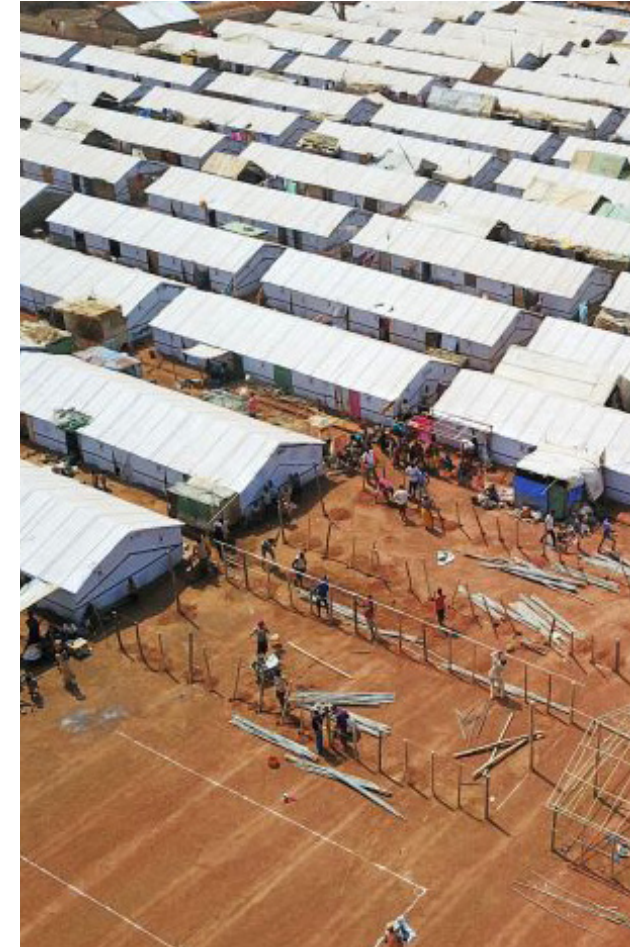
Labour demand is a derived demand, not wanted for its own sake but for what it can contribute to production or economic growth. In other words the demand for labour is dependent on the demand

for the final product that labour produces. Labour demand is influenced by factors such as:

- > The labour market structure (type of economic sectors available, status of employment, etc.);
- > Cost of hiring labour with certain skills, experience and capacity;
- > Formal or informal administrative costs (e.g. associated with tax payments, adhering to employment laws and regulations).

Labour markets are never static. People enter and leave the labour market continuously, and even in a more or less 'permanent' position the content of the work is bound to change over time. Important drivers of change are technological advances, changes in work organisation, globalization, etc.

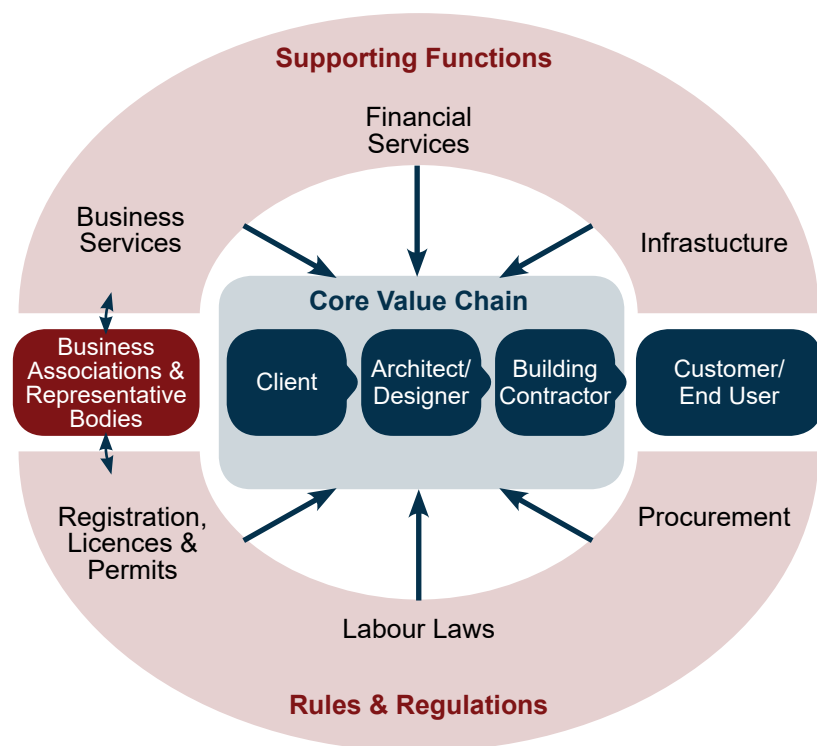
Strictly spoken there is no labour market in the construction sector. The construction sector is a segment of the labour market that can aggregate demand but labour supply, especially for unskilled labour, will not be tied to a specific sector and will, on the contrary, be highly mobile across sectors. As such, unskilled workers employed in the construction sector may later be also employed in the agricultural sector for example; different sectors will compete for labour.



27. Thuy, Hansen and Price. 2001. "The public employment service in a changing labour market" (Geneva, ILO)

Market systems are usually depicted as per the below three layered graph or “doughnut”. Around the core value chain in the middle, the other players, functions and rules that shape the overall performance of the building construction sector are also represented. Together they form the market system that is illustrated below in Figure 11.

Figure 11: The core building construction market system



Source: ILO. 2014. *An analysis of Zambia's building construction market system*

The quality of input, in terms of supply and labour and skills that add value to products and services in the market chains will largely determine the degree of value addition (low or high), and set the final price for outputs. In turn, the price of goods and services and market demand will impact the wage rate. The relative demand and supply of labour can help to explain differences in **wage rates for different occupations**, unemployment and so forth.

Labour markets vary in size and nature of labour available and are directly linked to the market for goods and services. A 'tight' labour market has more jobs than workers. In a 'slack' labour market, the reverse is true.

The labour market differs from other markets in many ways. One of the most important differences is the function of supply and demand in defining remuneration and quantity. In markets for goods, if the price is high there is a tendency in the long run for more goods to be produced until the demand is satisfied. With labour, overall supply cannot effectively be manmade because people have a limited amount of

time in the day, and as such have their natural performance limits.

The labour market also acts as a **non-clearing market**. Whereas most markets have a point of equilibrium without excess surplus or demand, the labour market is likely to have a persistent level of over-supply (reflected in persistent unemployment). In contrast to other markets, the labour market also reveals persistent differentials in remuneration among workers with the same kind of skills background.²⁸

28. A. Orley, J Heckman. 1974. *The Estimation of Income and Substitution Effects in a Model of Family Labour Supply*

Labour market performance

A well-functioning labour market has enough decent and productive employment opportunities for all types of workers including women and youth. Hence optimal labour market performance is closely linked to the sufficient availability and quality of job opportunities and to the human resource base that can perform the jobs available.

In labour economics, job quality was traditionally understood as being represented by the wage level, while in some sociological or industrial relations studies, it was related to working conditions. But recent developments in economics and socio-economic approaches propose additional dimensions to the definition of job quality.

The International Labour Organisation (ILO) defines a decent job as one that 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 and social protection for families, better prospects for personal development and freedom for people to express their concerns and equality of opportunity and treatment for all women and men.²⁹

Labour markets function at their best when people at working age (that are not inactive for reasons

such as skills development, sickness or old age) are working at an **economic opportunity that utilizes their best skills and is paid according to the value of the work produced**. The ongoing drive to find the best match between skills, income opportunities, and pay keeps the supply of labour very dynamic. That's why there's always some level of natural unemployment and there will never be full labour force participation. Unemployment rates are in many countries not indicating the real labour market challenges that are often related to the low quality of labour available or limited number of job opportunities available.

High labour force participation rates are a sign of an abundance of low quality informal labour market activities, low levels of unemployment in many country means there are no social security systems in place and people have to work regardless of the working conditions to make a living.

Overall, **knowledge** and skills are drivers of the economy and social development because they propel innovation and productivity and increase levels of entrepreneurship, therefore they are improving the economic context of decent work. Furthermore, knowledge, education and training are increasingly important components of competitiveness. They stimulate labour

productivity and contribute to optimal labour market performance.

29. ILO Decent Work: <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

Market based programming

Market-based programming or market-based interventions are defined as “projects that work through or support local markets”.³⁰ The terms encompass all types of engagement with market systems, from interventions that use the market (such as CVA to crisis-affected populations that will then use the local market to meet their primary needs), to interventions that directly aim at supporting markets (such as conditional grants to traders to get their activities back up and running).

Self-help labour

When a household, groups of households or a community manages and undertakes most of the required works themselves, this is a case of self-help labour. The household (HH) or community is in the driver’s seat, the aid agency must prepare such a programme well in order to provide reasonable choices for the beneficiaries and appropriate technical support and training opportunities.

Commissioned or contracted labour can be a part of a self-help approach, e.g. when special skills are required.

Incentives could be paid for self-help labour to compensate for the temporary loss of other livelihood activities with the same caveats and caution that one would take with cash for work and mainly not to disrupt other livelihoods activities. Otherwise the beneficiary is supported with construction materials and/or tools, through cash, vouchers or in-kind distributions.

A well-designed household or community-driven project empowers affected population to better recover from the experienced shock, by taking informed decisions over their immediate environment and future. Money and developed capacities remain within the affected community.

However, a separate solution must be found for households unable to participate due to age, physical limitations or other commitments. It can also be very time consuming and demanding – forcing beneficiaries to neglect other important commitments. Implementing agencies need large numbers of skilled staff for monitoring and technical support.

30. CaLP, ‘Glossary of Cash Transfer and Voucher Terminology’, December 2018.

Commissioned labour

We talk about commissioned labour when an individual worker is hired and paid either by the beneficiary or by the implementing agency to undertake a required work. It is often used to complement a self-help approach when specialised skills are required, or when a HH can't provide the labour force in a self-help project, or commissioned labour is hired as a foreman or as a trainer for capacity building.

Since commissioned labour is usually from the same region as the affected population, it allows the remuneration to stay within affected region. It is also ideal to complement a self help approach to ensure crucial steps in a construction process are handled by skilled specialists who should follow building standards. Commissioned labour often brings their own tools – depending on circumstances.

Actual skills and capacities of commissioned labour might however be difficult to assess.

Contracted labour/works

When a contractor is hired to undertake the required works, providing the labour force, equipment and often also the construction materials, we can talk about contracted work or labour.

Contractors are often more adequate to undertake the required works for complex permanent structures, such as community facilities, infrastructure projects or simply when a self-help approach is not feasible.

Usually the selection of a contractor is done through a bidding process, where the scope of the works and time frame is defined, as well as the required experience, technical equipment and classification of a contractor.

The tender documents, selection process and contracts are usually prepared by the implementing agency in close cooperation with local stakeholders and engineers of the local population. The implementing agency is still responsible for monitoring and the acceptance of contracted works.

Contractors can be quicker and better equipped to undertake complex works and using self-help labour or individual commissioned labour. A well selected contractor has experienced engineers for

planning and supervision in the team, as well as all the required skilled labour and tools, machinery and other heavy equipment, including electricity, water and fuel [depending on needs].

However, there is usually limited involvement in the building processes of the affected population. Remuneration of contracted works doesn't stay in the affected community, as contractors are often external.

Annex 1 Non-market information to collect

As mentioned, to design a humanitarian response, practitioners will need elements from general needs assessment of commodities and services available, risk assessments that are not labour market related. The below table gives a non-exhaustive list of those.

Table 6: Examples of non-market data to collect for each key programmatic decision

Key decision	Type of non-market information to collect
How can humanitarian organisations rely on the local skills to deliver construction services?	<p>Construction related needs of the crisis-affected population and the extent to which they are usually covered via the local labour market:</p> <ul style="list-style-type: none"> > Shelter and/or infrastructure damage and repair requirements; > Time and skill-set needed for the different shelter assistance options; > Availability of financial service providers.
What is the most appropriate modality (technical support; financial support; material support; commissioned labour and contracting; capacity building) or combination thereof to achieve the planned shelter outcomes?	<p>The capacity and limitations of the implementing organisation(s):</p> <ul style="list-style-type: none"> > Construction related needs of the crisis-affected population and the extent to which they are usually covered via the local labour market; > Shelter and/or infrastructure damage and repair requirements; > Time and skill-set needed for the different shelter assistance options; > Availability of financial service providers.
In pre-crisis situations, in natural disaster prone areas, is there some room to improve the quality of the labour services available so that future constructions can better withstand future shocks?	<p>The crisis scenario the organisation(s) is getting ready for:</p> <ul style="list-style-type: none"> > The capacity and limitations of the implementing organisation(s); > The intended shelter response of the organisation(s) in case the crisis scenario materialised; > The on-going shelter response implemented as part of DRR activity; > Forecasted construction related needs of the crisis-vulnerable population and the extent to which they are usually covered via the local labour market; > Forecasted shelter and/or infrastructure damage and repair requirements; > Time and skill-set needed for the most likely shelter assistance option

