

BIBLIOGRAPHY

ADATO, MICHELLE AND LAWRENCE HADDAD. 2001. **Targeting Poverty Through Community-Based Public Works Programs: A Cross-Disciplinary Assessment of Recent Experience In South Africa.** FCND Discussion Paper No. 121. Washington, DC: International Food Policy Research Institute.

This paper examines the targeting performance of seven programs in Western Cape Province, over 1995-1997 and analyzes the role of government, community-based organizations, trade unions, and the private sector in explaining targeting outcomes. These programs were not well targeted geographically in terms of poverty, unemployment, or infrastructure, with some highly impoverished and unemployment plagued districts receiving no projects and wealthier districts having 4 or more projects. This is explained in part by the private sector involvement in projects, which allowed for clientelistic pressures to determine project locations. While jobs went to the poor and unemployed, they did not always reach the poorest. Projects' ability to reach women, despite local gender bias, was mixed with 15 percent female participation for many of the construction projects and up to 50 percent participation when stated by quota.

[Link to Adato and Haddad article](#)

ADATO, MICHELLE, JOHN HODDINOTT AND LAWRENCE HADDAD. 2005. **Power, Politics, and Performance Community Participation in South African Public Works Programs.** International Food Policy Research Institute Research Report No. 143, Washington, D.C.: IFPRI

This study integrates quantitative and qualitative data from a survey of 101 public works projects in Western Cape. The quantitative analysis examines the outcomes of different forms of participation on job creation, labor intensity, efficiency in transferring income to the poor, and other variables, and finds that de facto participation has a statistically significant, positive effect on the project budget share spent on labor, the log number of days of work created, and the log number of training days undertaken. It also reduces the cost of creating employment and of transferring income to the poor. Community-based committees were involved in some way in almost all the projects, but their roles were often limited to community and worker liaison functions. Private-sector and local government project managers excluded community committees from participating in management tasks because of their views on efficiency and specialization; their lack of identification with the programs' capacity building and empowerment objectives, which were set at the national level; and ambiguities about the roles of different stakeholders. Community committee members often did not have sufficient skills and were not trained. The authors conclude with policy implication, which favour accountability of local planners to beneficiaries and central planners encouraging more pronounced community-based decision processes.

<http://www.ifpri.org/pubs/abstract/143/rr143.pdf>

AHMED, AKHTER U., SAJJAD ZOHIR, SHUBH K. KUMAR AND OMAR HAIDER CHOWDHURY. 1995. **Bangladesh's Food-For-Work Program and Alternatives To Improve Food Security.** From Joachim von Braun. ed. *Employment for Poverty Reduction and Food Security.* Washington, D.C.: IFPRI.

Pervasive poverty and under-nutrition are fundamental problems in Bangladesh. With the rural landless constituting roughly 50 percent of rural households, there is a close relationship among poverty, landlessness, and unemployment. It is therefore logical to expect that the public development strategy in Bangladesh would include programs designed to generate employment, particularly in rural areas, to reduce poverty. The food-for-work (FFW) program and the rural maintenance program (RMP) are two nationwide programs that play an important role in the reduction of rural poverty, primarily through creation of employment opportunities. This chapter reviews the achievements of the FFW program in fulfilling this objective. After an assessment of the operational performance, employment and wage implications, and developmental impact of the program, the chapter suggests alternative policies for the future direction of the program.

[Link to Ahmed et al 1995 article](#)

ANTONOPOULOS, RANIA AND FONTANA, MARZIA. 2006. **Hidden Vacancies? From Unpaid Work to Gender-Aware Public Job Creation: Toward a Path of Gender Equality and Pro-Poor Development.** Paper Prepared for the Levy Institute Conference on *Public Employment Guarantee: Theory and Policy*, October 13-14.

There is by now widespread recognition that in most countries private sector investment has not been able to absorb surplus labor. Ironically, while unemployment and enforced “idleness” persist, existing Time Use Survey data reveal that people around the world-and especially women and children in developing countries- spend long hours performing unpaid work. This work includes household maintenance and care provisioning for families and communities, but also, time spent that makes up for public infrastructural gaps, such as in the energy, health, education and sanitation sectors. Bringing together public job creation on the one hand, and unpaid work on the other, this paper suggests that well designed Employment Guarantee Policies can promote gender equality and pro-poor development. To investigate the economic effects of such public job creation, the paper proposes a Social Accounting Matrix (SAM) analytical framework that incorporates the household sector in its productive capacity. Two propositions emerge: First, that portions of unpaid work represent a hidden, ready and available set of vacancies waiting to be filled under formal waged conditions of employment. Second, that in assessing the pro-poor and gender dimensions of public job creation, the evaluation criteria ought to include resultant changes on unpaid work burdens and household production. Toward that end the authors make preliminary suggestions as to how these concerns may be incorporated in an empirical SAM, useful for design and impact simulation purposes.

[Article available upon request.](#)

BARRIENTOS, ARMANDO, DAVID HULME AND ANDREW SHEPHERD. 2005. **Can Social Protection Tackle Chronic Poverty?** *European Journal of Development Research* 17(1): 8-23.

Recent developments in social protection have shifted its focus on to risk and vulnerability. These contribute to poverty directly, but also indirectly through the response of poor households to risk. The extent to which social protection interventions could address chronic poverty is unclear. A hard and fast distinction between transient and chronic poverty suggests a bifurcation in anti-poverty policy, with social protection addressing the former, and asset transfer policies the latter. To the extent that factors behind chronic poverty extend beyond the direct and indirect impact of risk on households, social protection can at best constitute a partial response. The paper discusses these issues and concludes that ‘broad’ social protection can have an important role in interrupting risk and vulnerability among the chronic poor.

[Link to Barrientos et al 2005 article](#)

BASSANINI, ANDREA, JORN HENRIK RASMUSSEN AND STEFANO SCARPETTA. 1999. **The Economic Effects Of Employment-Conditional Income Support Schemes For The Low-Paid: An Illustration from a CGE Model Applied to Four OECD Countries.** Economics Department Working Paper No. 224, Paris: OECD.

Problems of unemployment and low pay amongst the low skilled and those with little work experience are severe in many OECD countries. Employment-conditional schemes are policy instruments designed to increase the employment prospects of the low skilled as well as to support their living standard. In this paper a simple CGE model is developed to simulate the impact of the introduction of an employment-conditional scheme in four OECD countries. The simulated policy package is graduated on gross earnings with both "phase-in" and "phase-out" regions. The advantage of the CGE approach is to allow assessing the direct and indirect effects of the financing of the policy scheme on both labour demand and supply. The simulations suggest that employment effects on targeted households are significant while the impact on aggregate employment is modest. Furthermore, the cost-effectiveness of the policy package is found to depend crucially on the earnings distribution, the levels of taxes on labour and the existence of a severe unemployment trap.

[Link to Bassanini et al 1999 article](#)

BASU, ARNAB K., NANCY H. CHAU AND RAVI KANBUR. (2006) **A theory of Employment Guarantees: Contestability, Credibility, and Distributional Concerns,** Cornell.

This paper develops a theory of employment guarantees when labor markets are imperfect and when the credibility of government policy announcements could be in doubt. The basic feature of an EGS is that any individual who satisfies a set of specified criteria is guaranteed public employment at a given wage if they want it. Thus, the two factors that define the guarantee are the wage and the ease of access. The problem for the planner is to choose these to maximize a social welfare function. If the labor market is perfectly competitive, then the introduction of an employment guarantee scheme is bound to have efficiency costs, and can only be justified through its positive distributional consequences – this has been the framework for most of the theoretical and empirical analysis of employment guarantee schemes. If the labor market is imperfect, however, the announcement of a credible employment guarantee scheme can improve efficiency through the introduction of contestability in the private labor market. The paper then considers the issue of credibility and solves for an incentive compatible employment guarantee scheme in rational expectations equilibrium. It is shown that the outcome with a planner who cares only about efficiency can be less efficient than the outcome with a planner whose social welfare function also gives weight to poverty!

[Link to Basu et al 2006 article](#)

BUVINIC, MARYA. 1996. **Promoting Employment Among Urban Poor In Latin America And The Caribbean: A Gender Analysis.** International Labour Organization, Discussion Paper 12 (Geneva: International Labour Office).

The author aims to highlight how program design greatly influences whether a poverty alleviation initiative creates a virtuous or vicious cycle with regard to women and impacts on children. The author discusses the success and shortcoming of micro-credit for women, before turning to a discussion of social funds and ELR oriented PWPs. The review of the experiences in Bolivia,

Chile and Peru suggests that demand driven social investment funds are not necessarily more effective at addressing poor women's strategic needs than supply oriented emergency employment programs. The participation of women in the emergency employment programs depends on these programs' design features, whereas women's participation in the social investment funds depends on the nature and capacity of the executing agencies that access these funds.

[Link to Buvinic 1996 article](#)

CHEN, SHAOHUA AND MARTIN RAVALLION. 2003. **Hidden Impact? Ex-Post Evaluation of an Anti-Poverty Program.** World Bank Policy Research Working Paper No. 3049, Washington, D.C.: World Bank.

By the widely used difference-in-difference method, the Southwest China Poverty Reduction Project had little impact on the proportion of people in beneficiary villages consuming less than \$1/day — despite a public outlay of \$400 million. Is that right, or is the true impact being hidden somehow? We find that impact estimates are quite sensitive to the choice of outcome indicator, the poverty line and the matching method. There are larger poverty impacts at lower poverty lines. And there are much larger impacts on incomes than consumptions. Uncertainty about the project's impact probably made it hard for participants to infer the gain in permanent income, so they saved a high proportion of the short-term gain.

[Link to Chen and Ravallion 2003 article](#)

CURTAIN, RICHARD. 1999. *Emergency public employment programs in Indonesia: a public policy Perspective.* Melbourne: Curtain Consulting.

USAID commissioned a team of three consultants, Drs Townsend, Curtain and Remenyi to evaluate two emergency job creation programs in Indonesia in August-September 1998.¹ The evaluation covered the operation of the programs in five urban areas. Our brief was not to evaluate program outcomes but to assess the effectiveness of administrative processes to achieve the programs' objectives. Our evaluation showed that program design had a considerable impact on effectiveness. The second program with more objectives and involving another layer of bureaucracy was not as successful as the first program with a simpler set of objectives based on disbursing funds quickly to those most in need. However, we found in both programs that local community involvement helped to ensure that funding was directed to the neediest.

[Link to Curtain 1999 article](#)

DATT, GAURAV AND MARTIN RAVALLION. 1994. **Income Gains for the Poor from Public Works Employment: Evidence from Two Indian Villages.** LSMS Working Paper No. 100, Washington, D.C.: The World Bank.

Current knowledge provides little guidance on one of the key issues in evaluating workfare schemes: What are the net income gains to participants? This paper offers an answer for rural public employment in the state of Maharashtra in India. An econometric model of intra-household time allocation is proposed, and the paper offers a consistent estimator, recognizing that the model entails that both regressands and endogenous regressors will be censored. The empirical implementation indicates that workfare projects induce significant behavioral responses, though the predominant time displacement is such that the net income gains remain large. Employment

on the projects led to a reduction in poverty, of almost the same magnitude as a uniform and undistorting allocation of the same gross budget.

[Link to Datt and Ravallion 1994-Income Gains for the Poor article](#)

DEFOURNY, JACQUES AND ERIK THORBECKE. 1984. **Structural Path Analysis and Multiplier Decomposition within a Social Accounting Matrix Framework.** *The Economic Journal*, Vol. 94, No. 373, pp. 111-136.

This paper applies structural path analysis to a Social Accounting Matrix (SAM) framework. Because the SAM is essentially a general equilibrium system, the whole network through which influence is transmitted can be identified and specified through structural path analysis. The latter provides an alternative and much more detailed way to decompose multipliers as compared with the traditional treatment of Stone (1978) and Pyatt and Round (1979). This paper consists of five sections. Section I reviews the SAM framework as a basis for multiplier analysis and multiplier decomposition. In particular, the additive decomposition in terms of transfer, open-loop and closed-loop effects is succinctly presented. Section II applies this conventional decomposition to a SAM of South-Korea to illustrate with eleven specific cases the effects of an exogenous injection on the endogenous accounts of the SAM, i.e. the incomes, of the factors, household groups and production activities. Section III presents the elements of structural analysis and the transmission of economic influence within a structure. Finally, Section IV applies structural path analysis to the South-Korean SAM and compares and contrasts the multiplier decomposition. The comparison is the more significant in that the two decomposition methods are applied to the same eleven selected cases spanning a variety of sectors (i.e. poles) of origin (for the injection) and sectors (poles) of destination. The findings suggest that structural path analysis applied to a SAM is a potentially useful technique within which a whole series of policy issues can be addressed.

[Link to DeFourny and Thorbecke](#)

DEVEREUX, STEPHEN .2005: **Can Minimum Wages Contribute To Poverty Reduction In Poor Countries?** *Journal of International Development* 17 899–912.

Abstract: Minimum wage legislation aims to reduce poverty by raising the wages of the poorest workers towards or above the poverty line. Despite their intuitive appeal, minimum wages are controversial. The skeptics' argument that raising wages will create disemployment is compounded by the difficulties of enforcing compliance, particularly in poor countries with large informal sectors and weak public administrations. This paper draws on the 'new economics' of the minimum wage, and reviews evidence from several countries suggesting that positive impacts are achievable with negligible side effects. The paper concludes by making a case for introducing selective minimum wages on Uganda's agricultural estates.

[Link to Devereux article](#)

DEVEREUX STEPHEN AND COLETTE SOLOMON 2005. **Employment Creation Programmes: The International Experience,** *Round Table on National Guarantee Programme in India,* August 30-31, New Delhi: ILO

This paper is perhaps the most thorough cross-section of labour-intensive public employment initiatives (namely in infrastructure) across the globe. The authors establish the need for employment generation in the context of both the poverty/growth nexus and the counter-cyclical function in response to disasters (whether financial, natural, or otherwise). Different programs

and initiatives are then discussed for countries across the globe, but with substantial focus on Africa and Asia. The experiences of Argentina, Bangladesh, India, Indonesia, and South Africa all receive particular attention. While some programmes of job creation are aimed purely at providing safety nets to the poor, there are others which are more integrated into the development programmes of relevant countries and are designed not only as safety nets. The present paper reviews the experience of employment creation programmes mentioned above, focusing attention on several aspects, e.g., issues relating to the design, funding and implementation of the programmes, their impact on production, asset creation and the labour market, the sustainability of poverty reduction through such programmes, and gender considerations. [Link to Devereux and Solomon article](#)

DEVEREUX, STEPHEN. 2002. **Can Social Safety Nets Reduce Chronic Poverty?** *Development Policy Review*, 20(5): 657-75.

This article highlights distinctions between three determinants of poverty — low labour productivity, vulnerability, and dependency — and two categories of anti-poverty interventions — livelihood promotion and livelihood protection. Within this framework, social safety nets can be conceptualised as publicly funded transfer programmes with 'consumption smoothing', rather than 'mean shifting', objectives. However the article hypothesizes that safety nets can have both 'protection' and 'promotion' effects. Three southern African case studies confirm that even tiny income transfers are often invested in income-generating activities, education, social networks, or the acquisition of productive assets, suggesting that social safety nets, far from being a merely residual welfarist intervention to alleviate transitory and livelihood shocks, can play a significant role in reducing chronic poverty.

[Link to Devereux 2002 article](#)

EPSTEIN, GERALD AND JAMES HEINTZ, **Monetary Policy and Financial Sector Reform For Employment Creation and Poverty Reduction In Ghana**, International Poverty Center, UNDP Country Study 2, June 2006. New York: UNDP.

This report summarizes the findings of an UNDP-sponsored study on the structure of the financial sector, central bank policy, and employment outcomes in Ghana. The financial sector is the primary conduit through which monetary policy affects real economic outcomes, and monetary policy determines the resources available to financial institutions. Therefore, monetary policy must be coordinated with financial sector reforms in order to improve employment opportunities, reduce poverty and support human development. The report develops a critique of financial programming and inflation targeting, presents a series of empirical estimates on the impact of monetary policy variables in Ghana, and describes the elements of an alternative monetary policy. In addition, the report documents the institutional and structural constraints currently operating in the financial system, which prevent the sector from facilitating investment, growth, and improved employment opportunities. Econometric estimates of the determinants of investment explicitly link financial variables to real economic activity. The report summarizes a series of financial sector reforms that would improve the financial sector's capacity to move Ghana onto an employment-intensive growth path.

[Link to Epstein and Heintz article](#)

EPWP. 2004. *Infrastructure Sector Plan for the Expanded Public Works Programme*, Pretoria: Department of Public Works.

The Expanded Public Works Program aims to increase employment in the infrastructure sector by increasing the labour-intensity of government funded infrastructure programmes. The infrastructure sector has been identified as the largest employment generator in the EPWP with a target of at least 900000 work opportunities to be created over the first five years. The programme will focus on infrastructure amenable to the construction, rehabilitation and maintenance by Labour Intensive methods provided by National Departments, Provinces and Municipalities. The success of the programme will depend upon substantial training and capacity building within the sector. Interventions have been put in place as part of this sector plan to address training and capacity building needs.

[Link to EPWP Infrastructure 2004 article](#)

FARRINGTON, JOHN AND RACHEL SLATER. 2006. **Introduction: Cash Transfers: Panacea for Poverty Reduction or Money Down the Drain?** *Development Policy Review* 24(5): 499-511.

Cash transfers have risen rapidly up the agenda in both emergency and developmental contexts, provoking widely disparate reactions and raising a number of political, financial and operational challenges for governments, donors and NGOs. This special theme issue of *Development Policy Review* considers growing experience with cash transfers in development in Africa and Asia and draws on lessons learned from the implementation of cash transfer schemes in Latin America. It is complemented by the simultaneous publication of papers in *Disasters: The Journal of Disasters Studies, Policy and Management* 30 (3) which consider experience with cash transfers in emergencies.

[Link to Farrington and Slater article](#)

FARRINGTON, JOHN, PAUL HARVEY AND RACHEL SLATER 2006. **Cash Transfers In The Context Of Pro-Poor Growth**, Third International Conference on Conditional Cash Transfers, Istanbul, Turkey, June 26-30.

Given the stark dichotomy between development approaches concerned with the productive sectors (supply-side enhancement), and those concerned with social protection, this paper argues that the two are complementary: as well as providing safety nets, the latter reduce vulnerability to risk and so facilitate engagement by the poor in more productive enterprises; they also reduce the dangers of an outflow of capital from productive activities to meet domestic shocks and stresses. Recent experience in both development and rehabilitation contexts offers a larger niche for cash transfers. Preconditions for success in cash schemes include: government commitment to reducing poverty; long-term availability of funds either from taxation or from donor resources; simple, transparent targeting criteria; automatic and robust delivery mechanisms and transparency regarding people's entitlements, so that people become aware of, and may exercise, their rights. Conditionality on a case-by-case basis might also be appropriate, depending on the objectives of the cash transfer. With these conditions in place, cash transfers are likely to be less costly to administer, no more prone to corruption than other types of transfer, and potentially cost effective reducing certain types of poverty in certain contexts.

[Link to Farrington et al article](#)

FAWCETT, CAROLINE and SARAH HOWDEN. 1998. **Gender Issues In Technical Training And Vocational Education Programs**. Women in Development Working Paper WID-103, October 1998.

The authors aim to identify strategies to promote female participation in the workforce, largely through training initiatives. The paper discusses historic trends in female labor force participation and factors influencing the level of participation and differential statistics from men in the workplace (i.e. wages, employment type, education, and so on). The authors essentially provide a workshop for policymakers/program-designers on how programs can become gender sensitive and encourage equality of employment opportunities. The authors offer many recommendations for gender analysis at each stage of a program (from creation to recruitment to implementation to follow-up), using successful elements of previous programs throughout Latin America to reinforce their recommendations.

[Link to Fawcett and Howden article](#)

FORSTATER, MATTHEW. 2001. **Full Employment and Environmental Sustainability**. C-FEPS Working Paper No.13.

This paper suggests that a Public Service Employment (PSE) or Job Guarantee (JG) program run on the principles of functional finance can be designed to promote environmental sustainability. Unregulated or poorly regulated capitalist economies are both macroeconomically unsatisfactory (her focusing on unemployment, but including also price stability) and environmentally unsustainable. Traditional approaches addressing either unemployment or environmental degradation are insufficient to achieve full employment or environment sustainability, and often proposals to attain one of these goals appear inconsistent with the other. A PSE program based on functional finance can achieve full employment, and may also present opportunities to promote environmental sustainability. A functional finance approach to ecological tax reform presents an opportunity to promote both macroeconomic and environmental goals. The flexibility of a PSE system also can be utilized to promote sustainability in a number of ways. PSE workers may also perform an array of environmental services, including monitoring clean up, recycling, education and more.

[Link to Forstater article](#)

GAIHA, RAGHAV. 2004. **Is There A Case For Employment Guarantee Scheme In India? Some Recent Evidence**, ASARC Working Paper 2004-09.

Overall participation in the Employment Guarantee Scheme (EGS) in Maharashtra (an Indian state) fell sharply over the period 1980-97. Some of this reduction was due to expansion of irrigation facilities leading to expansion of farm employment. Alongside, expansion of non-farm employment led to a further reduction in the demand for the EGS. Although there was a slight rise in participation in subsequent years, it was dampened by a change in the composition of the EGS. Specifically, substitution of community assets (e.g. soil conservation works) by individual assets (e.g. wells) involved fewer workers. The official explanation for the decline in EGS participation in recent years in terms of expansion of farm and non-farm employment opportunities is thus partly valid. In some of the poorer regions (e.g. tribal villages), however, the EGS continues to confer significant transfer and stabilisation benefits during long seasonal slacks. As alternative employment options are few and far between, the dependence on the EGS is unavoidably high for those who are able to participate in it. If the overall participation rates are low, it is partly a consequence of the nature of projects undertaken and low outlays and not so much a result of slackening of demand for the EGS. A case therefore is made for enhanced outlays under the EGS with a substantially higher reallocation in favour of the poorest regions.

[Link to Gaiha article](#)

GALASSO, EMANUELA AND MARTIN RAVALLION. 2005. **Decentralized Targeting of an Antipoverty Program**, *Journal of Public Economics*, 89(4): 705-27.

Developing country governments often delegate authority over the targeting of antipoverty programs to community organizations, while retaining control over how much goes to each community. We offer a theoretical characterization of the information structure in such programs and the interconnected behavior of the various players. Our model motivates an econometric specification for explaining distributional outcomes. Results for Bangladesh's Food-for-Education (FFE) Program indicate that within-village targeting improved with program size, lower land inequality, less remoteness, fewer shocks, and less private redistribution. There is no sign that the center took account of village attributes conducive to reaching the poor.

[Link to Galasso and Ravallion 2005 article](#)

GALASSO, EMANUELA AND MARTIN RAVALLION. 2003. **Social Protection In A Crisis: Argentina's Plan Jefes y Jefas**, World Bank Policy Research Working Paper 3165, November 2003.

We assess the impact of Argentina's main social policy response to the severe economic crisis of 2002. The program aimed to provide direct income support for families with dependents for whom the head had become unemployed due to the crisis. Counterfactual comparisons are based on a matched subset of applicants not yet receiving the program. Panel data spanning the crisis are also used. We find that the program reduced aggregate unemployment, though it attracted as many people into the workforce from inactivity as it did people who would have been otherwise unemployed. While there was substantial leakage to formally ineligible families, and incomplete coverage of those eligible, the program did partially compensate many losers from the crisis and reduced extreme poverty.

[Link to Galasso and Ravallion 2003 article](#)

GANESH-KUMAR, A., SRIJIT MISHRA AND MANOJ PANDA. 2004. **Employment Guarantee for Rural India**, *Economic and Political Weekly*, 18 December, pp. 5359-61.

The Indira Gandhi Institute of Development Research (IGIDR) organised a one-day round table on Employment Guarantee for Rural India on November 6, 2004 against the background of the proposed enactment of an Employment Guarantee Act by the government of India. The purpose was to discuss in an interactive manner various issues relating to the employment guarantee programme. There was an overall agreement in the round table on the need for such a programme and on its feasibility in the current Indian context. This note is based on the deliberations at the round table but goes a bit beyond the discussions.

[Link to Ganesh-Kumar et al article](#)

GORNICK, JANET C. AND JERRY A. JACOBS, 1998, "**Gender, The Welfare State and Public Employment: A Comparative Study of 7 Industrialized Countries**", *American Sociological Review*, Vol. 63, No5.

Using data from Luxembourg Income Study (LIS), we explore the influence of government employment on the gender gap in earnings in seven countries. We address four questions on the

effects of public-sector employment on the gender gap earnings: (1) Do governments offer jobs that are comparatively high paying? (2) Does public employment benefit some workers, such as low-paid workers, more than others? (3) Are public-sector employment advantages explained by differences in worker characteristics and the occupational mix? (4) What is the effect of public employment-its extent and its pay structure-on gender gap in wages? Our results indicate marked variation across liberal, conservative, and social democratic welfare states, but reveal a number of uniformities as well. In most of the seven countries in our sample, public-sector workers earn more on average than workers in the private sector, and most earnings advantages are concentrated on the low end of the earnings distribution. The effect of public employment on the overall gender gap in wages is limited in most countries. We discuss the implications of these results for theory and research on gender and the welfare state.

[Link to Gornick and Jacobs document](#)

GRAHAM, CAROL. 1996. **Gender Issues in Poverty Alleviation: Recent Experiences with Demand based Programs in Latin America, Africa and Eastern Europe**. International Labour Organization - Development and Technical Cooperation Department.

The author looks at selected programs similar to Bolivia's Emergency Social Fund (ESF) in Senegal, Zambia, Chile, Peru, Poland, Ghana, El Salvador, and Mexico. Paper focuses on the political environments that allowed these programs to come to fruition, the main features and the successes and failures of each program. The author also highlights gender considerations in program design, or lack thereof, and differences in criteria that help or hinder female participation. Like many of the programs reviewed, however, gender takes a secondary role here, with the main focus revolving around structuring programs in such a way that balances top-down funding commitments with bottom-up decision making and having the whole process be transparent. Author assumes programs should aim to target the poorest and not simply the poor; the needs to construct gender sensitive ELRs is argued as a selection criteria for reaching the poorest.

[Link to Graham document](#)

HADDAD, LAWRENCE AND MICHELLE ADATO. 2001. **How Efficiently Do Public Works Programs Transfer Benefits To The Poor? Evidence from South Africa**, FCND Discussion Paper No. 108, International Food Policy Research Institute, April 2001.

This paper uses project and household data to examine the ability of 100 or so public works projects in Western Cape Province, South Africa, to target benefits—both direct and indirect—to those living below the poverty line. We find that public works projects generally outperform hypothetical untargeted cash transfers in this regard under a wide range of assumptions about underlying parameters.

[Link to Haddad and Adato 2001 document](#)

HARVEY, PHILIP. 2005. **Benchmarking The Right To Work**, Paper Presented at the University of Connecticut Human Rights Institute Conference on Economic Rights, October 27-29, 2005.

Support for the right to work as it is defined in documents like the Universal Declaration of Human Rights has eroded during the last several decades, even on the part of organizations that advocate on behalf of workers rights such as the ILO. The role played in this trend by the views of progressive economists on the nature of achievability of full employment is analyzed, and the

implications of this trend for the success of efforts to secure other economic and social rights is noted. A conceptual clarification of the right to work is suggested as a way of encouraging advocates of the right to pay attention to all its dimensions. This conceptual clarification distinguishes four dimensions of the right, consisting of three aspects of the right itself, the quantitative, qualitative and distributional, and a fourth dimension consisting of the scope of the right. The incommensurability of these dimensions with one another is emphasized. The task of monitoring and measuring progress in securing the right to work is provided along with a discussion of the kind of data, which is best suited for the evaluation of national performance in securing this aspect of the right.

[Link to Harvey 2005-benchmarking document](#)

HARVEY, PHILIP, 2005. **The Right to Work and Basic income Guarantees: A Comparative Assessment**, *Rutgers Journal of Law & Urban Policy* 5 (1).

The strategy of providing an unconditional basic income guarantee (BIG) to all persons is compared to the strategy of securing the right to work and income recognized in the Universal Declaration of Human Rights. A comparative assessment is offered of the relative cost of equally expansive versions of the two strategies (proposals capable of ending official poverty in the United States) along with their relative ability to achieve other policy goals. It is argued that a BIG would be a far more expensive way to eliminate poverty than a policy of securing the right to work and income by means of direct government job creation and targeted transfer benefits, that a BIG does not provide an adequate substitute for securing the right to work, and that the benefits a BIG would produce are likely achievable at substantially less cost by pursuing the Universal Declaration strategy.

[Link to Harvey 2005-right to work document](#)

HEINTZ, J. 2005. **Employment, Poverty And Gender In Ghana**, Political Economy Research Working Paper No. 92.

This paper examines the connections among gender, employment, and poverty in Ghana using data from the fourth round of the Ghana Living Standards Survey. The relationships are explored through a series of tabulations that shed light on how labor force segmentation, different forms of employment, and gender dynamics influence poverty rates and earnings of individuals and households. The estimates suggest that substantial labor force segmentation is evident in Ghana. Women are disproportionately represented in more precarious forms of employment. In addition, poverty and earnings differ markedly from one employment status category to the next. These results have important implications for “pro-poor” employment policies in Ghana.

[Link to Heintz 2005 document](#)

HEINTZ, J. 2006. **Globalization, Economic Policy and Employment: Poverty and Gender Implications**. *Employment Policy Strategies Paper*: International Labour Organization.

Any analysis that seriously considers the connections between growth, employment and poverty reduction must incorporate a gender perspective or run the risk reaching erroneous conclusions. This study, therefore, explores the growth-employment-poverty reduction nexus through a gender perspective. In particular, it explores how changes in economic policies affect women’s and men’s employment and proposes ways of assessing the implications of these changes for poverty and gender equality. The paper presents a conceptual framework for linking growth to

employment and employment to poverty reduction within a gender perspective, before reviewing recent trends in female participation (both formal and informal, as well as paid and unpaid) and wage differentials. The report extends the analysis by critically examining the “feminization of labour” and the “feminization of poverty”. The author then presents and reviews evidence concerning the impact of changes in economic policy on women’s and men’s employment. Four policy areas are explored: monetary policy, trade policy, exchange rate regimes and public sector restructuring. The conclusion suggests ways of building an alternative policy framework of employment-centred development for poverty reduction.

[Link to Heintz 2006 document](#)

HIRWAY, INDIRA. 2006. **Enhancing Livelihood Security Through The National Employment Guarantee Act-Toward An Effective Implementation of the Act**, Levy Working Paper No 437.

While the National Rural Employment Guarantee Act of 2005 is a major achievement by NGOs, academics, and some policymakers, its successful implementation is a much bigger challenge. Effective implementation requires that labor-intensive works be planned on a continuous basis; that the right kind of assets are undertaken to promote the development of the local/regional economy; and that the labor-absorbing capacity of the mainstream economy be raised to generate benefits for the poor, as well as to promote pro-poor economy growth. The past experiences of wage employment programs in India, however, suggest several challenges ahead, including: strengthening the planning component of the program; ensuring supply of labor on EGS works; promoting equity in the ownership of the assets; and using assets to improve long run employment generation. Despite challenges, the author is optimistic of the Act’s poverty alleviation potential.

[Link to Hirway 2006 document](#)

HIRWAY, INDIRA. 2004. **Providing Employment Guarantee in India: Some Critical Issues**, *Economic and Political Weekly*, 27 November, pp. 5117-24.

The employment guarantee plan announced in the common minimum programme has been designed to protect the interests of the poor by detailing the rules of the guarantee and imposing penalties for non-compliance. It has also drawn heavily on the Maharashtra Employment Guarantee Act, which has been in operation for 30 years. However, two major drawbacks of the proposed programme are its unrealistic underlying assumptions and short-term vision. The provisions of the employment guarantee programme should be strengthened to achieve the objectives of poverty reduction, construction of productive assets and promoting mainstream employment.

[Link to Hirway 2004 document](#)

JALAN, JYOTSNA AND MARTIN RAVALLION. 2000. **Estimating the Benefit Incidence of an Anti-Poverty Program by Propensity-Score Matching**, New Delhi and Washington, D.C.: Indian Statistical Institute and World Bank.

It is common practice to estimate the unobserved income without the program as income with the program minus wages received. However, there are opportunity costs of participating in the program. Ignoring these foregone incomes of participation will result in overestimation of the gains from the program. Authors apply recent advances in propensity-score matching methods

(PSM) to the problem of estimating the distribution of net income gains from an Argentinean workfare program. Authors create a comparison group from which average incomes are compared with the average incomes of the participants to assess the direct income gains from the program. The average gain is found to be about half the gross wage. Over half of the beneficiaries are in the poorest decile nationally, and 80% are in the poorest quintile. The PSM estimator is viewed as a reasonably robust to a number of changes in methodology, including an instrumental variables test for selection bias after matching.

[Link to Jalan and Ravallion 2000 document](#)

JALAN, JYOTSNA AND MARTIN RAVALLION. 1999. **Income Gains To Poor From Workfare: Estimates for Argentina's Trabajar Program** World Bank Development Research Group, Policy Research Working Paper No. 2149.

Jalan and Ravallion use propensity-score matching methods to estimate the net income gains to families of workers participating in an Argentinean workfare program. The authors contend their methods are feasible for evaluating safety net interventions in settings in which many other methods are not feasible. The author's earning findings are consistent with the later paper (annotated above).

[Link to Jalan and Ravallion 1999 document](#)

JAMES, JEFFREY AND HAIDER KHAN. 1997. **Technology Choice and Income Distribution.** *World Development*, Vol. 25, No. 2, pp. 153-165.

Whereas the macroeconomic relationship between technology choice and income distribution has so far been studied in the agricultural context, this paper studies the issue from the standpoint of manufacturing industry. We suggest that there are historical reasons why labor-intensive techniques tend to be more egalitarian in their impact than capital-intensive techniques. These hypotheses are tested by means of a disaggregated SAM for Indonesia and with the assistance of structural path analysis. In general the empirical analysis confirms our theoretical expectations.

[Link to James and Khan document](#)

JOSHI, ANURADHA AND MICK MOORE. 2000. **The Mobilising Potential of Anti-Poverty Programmes**, *IDS Discussion Paper 374*, Institute of Development Studies, Brighton.

Aid and development agencies like to believe that they manage their development programmes in ways that empower the poor. This is rare in practice, even in the case of newly fashionable programmes that are explicitly targeted at the poor and justified in terms of 'empowerment'. It is not easy to use public anti-poverty programmes to empower the poor, i.e. to encourage them to mobilize politically around pro-poor agendas and movements. How can 'friends of the poor' in government or other agencies design and manage their anti-poverty programmes to encourage this mobilization? We explore the options, point out the advantages and disadvantages of the more direct methods, and make a case for the indirect or parametric approach: creating an enabling institutional environment, that encourages poor people, social activists and grassroots political entrepreneurs to invest in pro-poor mobilization. We then present a language for understanding the various dimensions of this enabling institutional environment, and use it to examine two contrasting, successful cases: rural water supply in Nepal, and the Employment Guarantee Scheme in Maharashtra, India.

[Link to Joshi and Moore document](#)

KHAN, HAIDER. 2003. **Aid and Development: What Can Africa Learn from the Macroeconomics of Foreign Aid in Some Southeast Asian Economies?** Aryeetey, E., Court, J., Nissanke, M. and Weder, B. eds. *Asia and Africa In The Global Economy*, New York: United Nations University.

The purpose of this chapter is to examine the macroeconomic impact of foreign aid to three Southeast Asian countries. This will be done not just for the sake of understanding the connection between foreign aid and economic development in Southeast Asia, though this is one of the goals. More important, however, is the goal of learning something about the donor policies, allocation of aid and some of the institutional factors related to the macroeconomics of aid so that African countries can benefit from the experience of the Southeast Asian economies. The three Southeast Asian economies chosen for this purpose are Malaysia, Indonesia and Thailand (the MIT economies from hereon). The MIT economies have been among the most rapidly growing parts of what a widely cited World Bank Study has called "the East Asian Miracle". Until the financial crisis of 1997 these economies were very much the vanguard of Asia's economic march to prosperity.

[Link to Khan 2003 document](#)

KHAN, HAIDER. 1999. **Sectoral Growth and Poverty Alleviation: A Multiplier Decomposition Technique Applied to South Africa.** *World Development* Vol. 27, No. 3, pp. 521-530.

How does an increase in a sector's output affect poverty alleviation? In this paper a multiplier decomposition for a socioeconomic system represented by a Social Accounting Matrix (SAM) is used to study this linkage. The decomposition applied to South Africa reveals that growth in agriculture, services and some manufacturing sectors can alleviate poverty for the black African population. For sectoral growth to be effective, however, the need for appropriate skill acquisition for the poor must be addressed directly. Only long-term policies geared towards improving both economic growth and the human capital stock of the poor can lead to significant poverty alleviation.

[Link to Khan 1999 document](#)

KHAN, HAIDER. 1997. **Ecology, Inequality and Poverty: The Case of Bangladesh.** *Asian Development Review*, 15 (2): 164-79.

This paper explored the connections between environmental damages, inequality, and poverty for Bangladesh. Starting with a new concept of national income and its distribution, which takes ecological damages into account, standard measures of poverty and inequality are modified by using the adjusted income distribution for their measurement. Under fairly conservative assumptions of modest environmental damages and a uniform distribution of the damages among the population, it is shown that both inequality and poverty worsen when environmental deterioration is taken into account. From a policy perspective, since there is no inevitable environmental Kuznets curve, developing countries like Bangladesh can enhance the poverty alleviation effects of growth by improving environmental equality through effective interventions.

[Link to Khan 1997 document](#)

KITSON, MICHAEL, JONATHAN MICHIE AND HOLLY SUTHERLAND. 1997, **The Fiscal and Distributional Implications of Job Generation.** *Cambridge Journal of Economics* 21 (1).

This article estimates the cost of a public investment-led job creation programme for the United Kingdom. A programme creating an additional one million jobs at the current average wage would involve a net cost to the Treasury dramatically lower than the gross cost; £17 billion worth of spending would result in a net cost of around £7 billion. Given that even a partial restoration of progressive taxation would bring in more than half this net amount, improved living standards could be brought about relatively easily, provided dogmatic objections to public sector initiatives can be overcome.

[Link to Kitson et al document](#)

KRISHNARAJ, MAITHREYI, DIVYA PANDEY AND ARUNA KANCHI. 2004. **Does EGS Require Restructuring For Poverty Alleviation And Gender Equality? I – Concept, Design and Delivery System.** *Economic and Political Weekly*, April 17: 1597-1604.

This article examines the concept, design and delivery system of the India's EGS, so as to assess its effectiveness against poverty and pinpoint its limitations. Authors discuss logistical details, from planning and funding to implementation to work crew designs to payments, before taking issue over the empirical case for many of the touted benefits of India's EGS. Despite well designed funding, poverty alleviation is not explicitly mentioned as the objective anywhere in the act of 1077 (neither is provision of employment to women), allowing the EGS to function largely as a relief programme for the transitional effects of adverse agro-climatic conditions. Consequently, EGS has failed to take on the root causes of poverty. Authors conclude that unless unskilled participants are provided with training to encourage their participation in the formal labour market, the EGS will merely remain a drought relief programme. The failure of the scheme on this count is one reason why the poor, especially women, even today, continue to depend heavily on the EGS for employment and income after three decades of its existence.

[Link to Krishnaraj et al-Part 1 document](#)

LEVY ECONOMICS INSTITUTE OF BARD COLLEGE. 1998. **Levy Report.** August 1998, Vol. 8, No. 3.

In light of the efforts by information technology companies to push Congress to raise the H-1B visa quota for skilled workers, participants at a Levy Institute symposium offer varied opinions as to whether there is a shortage of skilled American IT workers and, if so, what action government should take. Dimitri B. Papadimitriou, L. Randall Wray, and Mathew Forstater present a job opportunity program based on a concept of government as employer of last resort that will provide jobs for all who are willing and able, keep millions out of poverty while replacing income maintenance with socially productive work, will not interfere with private sector determination of labor demand, and will not be inflationary. Senator Daniel Patrick Moynihan discusses Social Security and other issues.

[Link to Levy 1998 Report](#)

LING, ZHU AND JIANG ZHONGYI. 2004. **The Food-for-Work Policy and Expansion of the Rural Employment in Poor Areas in Western China,** Employment-Intensive Investment Branch, ILO, Geneva.

The Chinese government has been implementing the Food-for-Work policy in poor areas of the country over a period of 17 years and this has played an important role in alleviating poverty. The main objective of the present study is to find out the impact on rural employment in poor areas of poor farmers engaging in labour-intensive infrastructure construction. The study also attempts specific evaluations on the alleviation of local poverty. After surveying relevant food-for-work research over the past decade, the authors randomly sample households in Danfeng County of Shaanxi Province and Mabian County of Sichuan Province, both poverty-stricken counties. Authors highlight that Danfeng and Mabian implemented rather different labour-intensive projects with distinctive organizational patterns in line with their specific conditions. Authors conclude with an analysis of food-for-work programs' impact on poverty.

[Link to Ling and Zhongyi document](#)

LOPEZ, J. HUMBERTO. 2004. **Pro-Poor Growth: A Review of What We Know (and of What We Don't)**. The World Bank PREM Poverty Group (PRMPR) Draft, The World Bank: Washington, DC.

Over the past few years, pro-poor growth has become a very popular topic among development practitioners. This, despite the fact that in many cases we do not even know what other people mean by pro-poor growth. Is it growth that leads to income redistribution or instead growth that leads to poverty reduction? More importantly, what do we know (and what we don't) about how we can achieve it? This paper addresses these questions through a survey of the existing literature. To focus the debate, the paper first reviews the different definitions being used in practice. Then it divides contributions to the pro-poor growth literature into three different groups. First, it considers papers that have explored the relative role played by growth and inequality in reducing poverty. Second, it reviews works that have focused on the growth-inequality relationship paying attention to both directions of causality. The third group of reviewed papers is less related to the mechanics of what Bourguignon (2004) refers to as the poverty-growth-inequality triangle and more to the policies that countries should pursue in a successful poverty reduction strategy.

[Link to Lopez document](#)

MAITRA, PUSHKAR AND RANJAN RAY. 2003. **The Effect Of Transfers On Household Expenditure Patterns And Poverty In South Africa**, *Journal of Development Economics* 71(1): 23-49

This paper uses household level unit record data from South Africa to examine the behavioural and welfare impacts of private and public transfers. We allow for joint endogeneity of resource variables and the expenditure shares. Our results show that crowding out of private transfers as a result of the introduction of public pensions holds only for poor households and not for the non-poor. Both private transfers and public pensions significantly reduce poverty but private transfers have a larger impact on expenditure patterns. The results also reject the hypothesis of income pooling underlying the conventional unitary model by finding that the marginal impact on expenditures are different for public pension received, private transfer received and other resources flowing into the household. The principal conclusions are robust to changes in specification.

[http://www.sciencedirect.com/science?_ob=ArticleURL&_udi=B6VBV-48FBV92-2&_user=498148&_coverDate=06%2F30%2F2003&_rdoc=3&_fmt=full&_orig=browse&_srch=doc-](http://www.sciencedirect.com/science?_ob=ArticleURL&_udi=B6VBV-48FBV92-2&_user=498148&_coverDate=06%2F30%2F2003&_rdoc=3&_fmt=full&_orig=browse&_srch=doc-info(%23toc%235936%232003%23999289998%23422720%23FLA%23display%23Volume)&)

cdi=5936&_sort=d&_docanchor=&view=c&_ct=10&_acct=C000024369&_version=1&_urlVersion=0&_userid=498148&md5=47ff705e0ca54896e786a35a920c022e

MARQUEZ, GUSTAVO. 1999. **Unemployment Insurance and Emergency Employment Programs in Latin America and the Caribbean: an Overview**, paper presented at the IADB *Conference on Social Protection and Poverty*, Washington D.C.: Inter-American Development Bank.

A sort of conventional wisdom seems to be coalescing around the notion that unemployment insurance and emergency employment programs should be the tools of choice to deal with economy-wide shocks. However, the very limited and partial experience in the implementation of income transfers through labor market programs suggests that effectively coping with economy-wide shocks require solutions that are tailor-made and adapted to the particular institutions and history of each country. The paper describes the various income transfer programs that operate through labor market mechanisms in 7 countries in the region. Each one of the alternative approaches face design problems of its own, is adequate to face different labor market situations, and is strongly influenced by the particular political and institutional context in which the program operates. Some questions and dilemmas that emerge from this comparative exercise are presented in the concluding section.

[Link to Marquez document](#)

McCORD, ANNA. 2005. **Win-Win or Lose-Lose? An Examination of the Use of Public Works as a Social Protection Instrument in Situations of Chronic Poverty**, Paper presented at the Conference on *Social Protection for Chronic Poverty* on February 23-24, University of Manchester: Institute for Development Policy and Management.

From a wide range of possible social assistance options, public works are experiencing continued popularity and policy prominence and are widely used throughout Asia, Latin America and Africa, often with funding international support from the World Bank, DFID and the ILO. This paper challenges the adoption of public works in situations of chronic poverty, drawing on experiences from South Africa and Malawi.

The adoption of short term public works, a one-off social assistance intervention, may function well in terms of consumption smoothing in the context of cyclical problems of varying degrees of severity but is unlikely to succeed in terms of achieving social protection objectives in the context of chronic poverty. If the objective is social protection, public works in their current fashion, may not be the most appropriate policy choice, as such a response tends to offer only palliative inputs of limited significance over facilitating the accumulation of productive assets required for participants to move out of chronic poverty.

[Link to McCord 2005 document](#)

McCORD, ANNA AND DIRK ERNST VAN SEVENTER. 2004. **The Economy-wide Impacts of the Labour Intensification of Infrastructure Expenditure in South Africa**. Paper presented at the DPRU, TIPS & Cornell Conference on *African Development and Poverty Reduction, the Macro-Micro Linkages*, October 13-15.

South African Survey data is used alongside a social accounting matrix (SAM) to model the impact of a hypothetical labour-intensive public works programme of R3 billion. Over one-year such program would increase employment by 1%, the income of the poorest quintile by 2% (if

employment were exclusively targeted to this group) and GDP by 0.1%. While these are positive outcomes, they are not significant in terms of South Africa's overall economic and employment performance. PWPs may, however, contribute to a reduction in the depth of poverty, with improvements in education participation, nutrition, and have positive psychosocial benefits; nonetheless, the impact of a short-term programme may not be significant in terms of a reduction in headcount poverty or improvements in asset ownership (material or financial). Also, participation in a PWP may not significantly improve labour market performance post-PWP, largely due to lack of demand for labour in the formal sector (as the norm is machine-based building methods). The shortfall in PWPs' ability to address chronic poverty likely lies in its short-term, wage-shock nature, which would be better suited to combating cyclical unemployment.

[Link to McCord and van Seventer document](#)

McKINLEY, TERRY AND FARHAD MEHRAN. 2005. **Strengthening The Employment Impact Of An MDG-Based Development Strategy For YEMEN**. Paper Prepared for the Conference on The Many Dimensions of Poverty, UNDP International Poverty Centre, Brazil, August 29-31.

This Country Study seeks to identify employment policies for Yemen that would support an ambitious MDG-based Development Strategy. Based principally on Labour Force and Labour Demand Surveys, it analyzes Yemen's labour force, structure of employment and unemployment, demand for labour, and hours and wages. The study shows that the country is caught in a scissors between slow economic growth and rapid growth of the labour force. The result is widespread underemployment and poverty. While Yemen currently enjoys a boon in oil revenues, its economy remains undiversified and suffers from low productivity and incomes. As a result, the Country Study proposes a four-pronged MDG-oriented Growth, Employment and Poverty Reduction Strategy that would help the country reach the MDGs. This strategy is designed to accelerate economic growth, improve the employment intensity of growth, focus more resources on the poor and stimulate private-sector expansion, particularly in sectors with strong potential for growth and employment.

[Link to McKinley and Mehran document](#)

MKANDAWIRE, THANDIKA. 2005. **Targeting and Universalism In Poverty Reduction**, UN Social Policy and Development Programme Paper Number 23, December 2005.

For much of its history, social policy has involved choices about whether the core principle behind social provisioning will be "universalism", or selectivity through "targeting". Under universalism, the entire population is the beneficiary of social benefits as a basic right, while under targeting, eligibility to social benefits involves some kind of means-testing to determine the "truly deserving". Policy regimes are hardly ever purely universal or purely based on targeting, however; they tend to lie somewhere between the two extremes on a continuum, and are often hybrid, but where they lie on this continuum can be decisive in spelling out individuals' life chances and in characterizing the social order. This paper is divided into two parts. In the first part, Thandika Mkandawire discusses the forces behind the shift from universalism toward selectivity in using social policies to combat poverty in the developing countries. In the second part, a review of the lessons from such policies, he considers the administrative difficulties of targeting in the poor countries, the political economy bases of policy choices, and the consequences of policy choices for individual incentive. Mkandawire pays special attention to cost-effectiveness, because advocates of selectivity in the fight against poverty raise it as the main argument in its favour.

[Link to Mkandawire document](#)

MOSLER, WARREN. 1997-1998. **Full Employment and Price Stability.** *Journal of Post-Keynesian Economics*, 20 (2), Winter.

The current monetary system can sustain both full employment and price stability over the short and long run. It will be shown that:

- 1) Unemployment equates to the Federal budget deficit being too small, and
- 2) The value of a currency is determined by the prices paid by that government.

The government has embraced two primary economic objectives: price stability and full employment. Ironically, it has chosen a monetary and fiscal policy that utilizes excess capacity, including unemployment, to maintain price stability, obviating the possibility of simultaneous achievement of both objectives. The focus of this analysis is on an entirely different option in which the government assumes the role of employer of last resort (ELR), eliminating involuntary unemployment, and price stability is maintained by the government restraining the price it pays for the proposed supplementary ELR labor pool.

[Link to Mosler document](#)

MUJERI, MUSTAFA K. 2002. **Bangladesh: Bringing Poverty Focus in Rural Infrastructure Development.** *Discussion Paper 6*, Geneva: Recovery and Reconstruction Department International Labour Office.

With a low level of per capita income (about US \$ 370 in 2001), one of every two persons in Bangladesh is poor and one of three lives below the income poverty line of \$ 1 a day. If the people who are deprived of adequate basic needs and those who live 'above' poverty but are vulnerable and in constant danger of income erosion below poverty, the number will be considerably larger. Such multidimensionality of the poor's deprivations requires attacking poverty through both income and non-income routes.¹ In Bangladesh, high economic growth is necessary for reducing both income and non-income poverty. In particular, a 'pro-poor' or 'broad-based' growth is necessary so that employment opportunities for the poor are generated. Since the poor mostly live in rural areas, it is important for Bangladesh to accelerate rural growth, improve coverage and quality of social services, ensure well-functioning rural institutions, and expand rural infrastructure.

[Link to Mujeri document](#)

NKURUNZIZA, JANVIER D. 2006. **Generating Rural Employment In Africa To Fight Poverty.** Paper presented at ECOSOC's High-Level Segment, New York, May 9.

African leaders and analysts agree that the incapacity to create a high number of decent jobs to cope with the increasing number of the labour force is the root cause of poverty in Africa; yet, the political declarations on employment creation as key to fighting poverty have not been translated into actions. A detailed analysis of 21 Poverty Reduction Strategy Papers (PRSPs) reveals their weak employment content. To combat recent trends, Africa will first need to complete its demographic transition to reduce the size of its labour force. The resulting reduction in the demand for jobs will allow countries in the region to focus on the quality of the jobs rather than their quantity. Secondly, Africa will need to develop its agriculture in order to feed its population and develop linkages with other sectors of the economy. Thirdly, given that 42 percent of rural incomes come from the rural non-farm sector, efforts will be needed to expand rural non-farm

activities. Finally, political commitment will be crucial in order to rebalance the allocation of resources between rural and urban sectors of the economy in favour of rural areas.

[Link to Nkurunziza document](#)

PAPADIMITRIOU, DIMITRI. 1997. **Employment Policy, Community Development and The Underclass**. Levy Institute Working Paper No. 220, December.

The difficulties in achieving a consensus regarding the definition of the *underclass* cannot be minimized. Whether examined as a whole or by various subgroups, that is *impoverished underclass*, *jobless underclass*, *reproductive underclass*, *educational underclass* and *violent underclass*, these groups represent a segment of society that necessitate policy focus. This paper focuses specifically on the issue of urban poverty and the changes in the urban-poor population, and relates these changes to changes in the economic and policy landscape that has evolved over the last fifteen years. Policy lessons drawn from other industrialized countries are also reviewed. At the end, consideration is given to various proposals for public action to alleviate the problems of the underclass, including community development that can be achieved via a network of community development financial institutions.

[Link to Papadimitriou document](#)

PELLISSERY, SONY. 2005. **Micro-Politics Of Social Protection: Examining the Effectiveness of 'Right for Employment' for Informal Sector in Rural Maharashtra**. Paper submitted for British Association of South Asian Studies' Annual Conference at the University of Leeds, March 30-April 1, 2005.

The analysis of public works programmes using the theory of real options argue that effectiveness of these programmes can be studied by examining the switches the workers make between public works and other labour market activities. Wage rate between these two options is the focus of the analysis under the theory of real options. This paper critically examines the applicability of the econometric methods of the theory of real options by studying the same public works programmes through local management perspective. Local elites enjoy 'informal ownership' of public works programme and therefore, the rights, especially for the poorest people, are shrouded within the micro-politics around the public works programme. Besides, for a large number of the poorest people, who are trapped in the vicious circle of debt and seasonal migration, rights and options are foregone. The power of the local elites, who are capable of preventing some workers, cajoling the supervising officials and manufacturing the muster rolls of public works programmes, is discounted heavily in the approach of theory of real options. The empirical data for the paper comes from the fieldwork done during the period of October 2003 to May 2004 in Marathwada region of Indian state of Maharashtra.

[Link to Pellissery document](#)

PERDANA, ARI A. AND JOHN MAXWELL. 2004. **Poverty Targeting in Indonesia: Programs, Problems and Lessons Learned**. *Economics Working Paper Series*, No. 83.

This paper presents a discussion on some poverty alleviation programs that are specifically targeted to the poor. The programs covered in this paper are: Inpres Desa Tertinggal (IDT), Padat Karya (Employment), Food Security, Education and Health component of the post-crisis Social Safety Net package. Brief assessments of the programs show that the targeting of poverty alleviation programs in Indonesia has been a difficult and frustrating process for central

government planners attempting to allocate scarce budgetary resources as efficiently and effectively as possible. Although poor families did benefit to a certain degree, all the programs that we have considered have suffered from two common problems: under-coverage and leakage. The paper concludes that the effectiveness of various poverty-targeted programs in Indonesia are determined by, among other things, the type of targeting, administrative capacity, program design and publicity, and the quality of monitoring.

[Link to Perdana and Maxwell document](#)

QUISUMBING, AGNES R. AND YISEHAC YOHANNES. 2004. **How Fair Is Workfare? Gender, Public Works, and Employment in Rural Ethiopia**. International Food Policy Research Institute Working Paper No. S3492.

This paper uses the Ethiopian Rural Household Survey to examine the gender dimensions of public works. The authors use three rounds of a panel conducted in 1994-95 to explore the determinants of participation in, days worked, wages, and earnings from wage labor, food-for-work (FFW), and self-employment. The authors then analyze public works data collected in 1997, together with program data collected in 2003. Program characteristics significantly affect participation, with differential effects on men and women. Participation, days worked, wages, and earnings vary according to the type of project. Relative to infrastructure projects, water, social services, and other projects decrease participation probabilities. Distance has a strong negative effect on women's participation relative to men's. Authors conclude that FFW in Ethiopia does not appear to be more "fair" than the wage labor market in general. Adding that it is unrealistic to expect that public works will have a different work culture than society at-large, except for rare cases where affirmative action is actively pursued. Authors end by presenting potential for incorporating a food for training (FFT) approach to Ethiopia.

[Link to Quisumbing and Yohannes document](#)

RAHMAN, MOHAMMAD HABIBUR. 2000. *Fighting Poverty: Government and NGO Perceptions and Interventions in Bangladesh*. Paper presented at the Development Studies Network Conference on Poverty, Prosperity and Progress, Victoria University of Wellington, Wellington, 17-19th November.

The issues related with poverty are multidimensional. The perception of poverty, its measurement and alleviation thus require familiarisation with the parameters and the varying implications. Strategies on poverty alleviation without an understanding of these parameters cannot produce sustainable results. In Bangladesh, the poverty-reduction efforts taken by agencies of the Government of Bangladesh (GoB) and non-governmental organisations (NGOs) have produced different results in recent years. Selected NGOs have been relatively more successful in tackling poverty because they approached poverty from a perspective, different from that of the government. They appreciated different parameters and their socioeconomic impact on people. This paper examines the linkage between conceptualisation of poverty parameters and formulation of anti-poverty strategies and programmes in a poverty-stricken Bangladesh. It discusses the perceptions and responses of the state and NGOs in combating poverty. Perceiving poverty from a 'down-to-earth' approach, the paper makes an effort to identify new parameters (e.g. related to environment and access structure), and examines the implications of the parameters in Bangladesh. The paper also measures the degree of success and failure of the anti-poverty schemes of GoB and NGOs.

[Link to Rahman document](#)

RAMEY, VALERIE A. AND NEVILLE FRANCIS. 2005. **A Century of Work And Leisure**. Paper Presented at the NBER Rogerson-Shimer-Wright Small Group Meeting Joint with the Federal Reserve Bank of Cleveland, October 28-29.

Has leisure increased over the last century? Standard measures of hours worked suggest that it has. In this paper, we develop a comprehensive measure of non-leisure hours that includes market work, home production, and schooling for the last 104 years. We also argue for a more consistent definition of “per capita.” The new measures reveal a number of interesting 20th Century trends. First, more consistent measures of “per capita” and “potential labor force” suggest a less dramatic decline in hours worked. Second, half of the decline in hours worked per capita has been offset by an increase in hours spent in school. Third, contrary to conventional wisdom, hours spent in home production are actually higher now than they were in the early part of the 20th Century. Finally, leisure per capita is approximately the same now as it was in 1900, around 54 hours a week.

[Link to Ramey and Francis document](#)

RAVALLION, MARTIN. 2005. **Evaluating Anti-Poverty Programs**. World Bank Policy Research Paper 3625, June, Development Research Group, Washington, D.C.: World Bank.

The chapter critically reviews the methods available for the *ex-post* counterfactual analysis of programs that are assigned exclusively to individuals, households or locations. The discussion covers both experimental and non-experimental methods (including propensity-score matching, discontinuity designs, double and triple differences and instrumental variables). The problems encountered in applying each method to anti-poverty programs in developing countries are reviewed. Two main lessons emerge. Firstly, despite the claims of advocates, no single method dominates; rigorous, policy-relevant evaluations should be open-minded about methodology, adapting to the problem, setting and data constraints. Secondly, future efforts to draw useful lessons from evaluations will call for more policy-relevant data and methods than the classic (“black box”) assessment of impacts on mean outcomes.

[Link to Ravallion 2005 document](#)

RAVALLION, MARTIN. 2004. **Pro-Poor Growth: A Primer**. World Bank Policy Research Working Paper No. 3242, Washington, D.C.: World Bank.

These days it seems that almost everyone in the development community is talking about “pro-poor growth.” What exactly is it, and how can we measure it? Is ordinary economic growth always “pro-poor growth” or is that some special kind of growth? And if it is something special, what makes it happen? The paper first reviews alternative approaches to defining and measuring “pro-poor growth.” It then turns to the evidence on whether growth is pro-poor, what factors make it more pro-poor (including the role played by both initial inequality and changing inequality), and whether the things that make the distribution of the gains from growth more pro-poor come at a cost to the rate of growth. Some priorities for future research are identified.

[Link to Ravallion 2004 document](#)

RAVALLION, MARTIN. 2003. **Targeted Transfers in Poor Countries: Revisiting the Trade-Offs and Policy Options**. World Bank Policy Research Working Paper No. 3048, Washington, D.C.: World Bank.

Two trade-offs have been widely seen to severely constrain the scope for attacking poverty using redistributive transfers in poor countries: an *equity-efficiency tradeoff* and an *insurance - efficiency tradeoff*. This article provides a critical overview of recent theoretical and empirical work that has called into question the extent of these tradeoffs in poor countries. It is argued that these aggregate trade-offs are often exaggerated; indeed, they may not even be binding constraints in practice, given market failures. There appears to be scope for using carefully designed transfer schemes as an effective tool against both transient and chronic poverty. However, the same factors that weaken the tradeoffs also suggest that efficient redistributive policies might look rather different to the programs often found in practice.

[Link to Ravallion 2003 document](#)

RAVALLION, MARTIN. 2002. **Are the Poor Protected from Budget Cuts? Evidence for Argentina.** *Journal of Applied Economics*. V(I): 95-

Macroeconomic adjustment programs often emphasize the need to protect social spending from cuts, and to protect pro-poor spending in particular. But does this happen in practice during fiscal contractions? The paper presents evidence for Argentina. Using aggregate time series data the paper first finds that social spending was not protected historically, although more “pro-poor” social spending was no more vulnerable. Turning next to new data for an externally financed workfare scheme introduced in response to a macro crisis, the paper finds that this program was far better targeted than other social spending. However, it appears that the program still had to assure that a small but relatively well-protected share of its benefits went to the non-poor. This appears to be a political economy constraint.

[Link to Ravallion et al 2002 document](#)

RAVALLION, MARTIN, EMANUELA. GALASSO, TEODORO LAZO AND ERNESTO PHILIPP. 2001. **Do Workfare Participants Recover Quickly from Retrenchment?** World Bank Policy Research Working Paper No. 2672, September, Washington, D.C.: World Bank.

The incomes of continuing participants in a workfare program in Argentina are compared to those of a matched comparison group of non-participants and with a matched group of past participants who leave the program. We find partial income replacement, amounting to one-quarter of the gross workfare wage within six months of leaving the program, rising to one half in 12 months. The estimates are unbiased in the presence of a time-invariant errors due to mismatching. Fully removing selection bias would probably yield lower income replacement. Test results based on a second follow-up survey suggest that valid inferences can be drawn about program impacts from our measures of income replacement.

[Link to Ravallion et al 2001 document](#)

RAVALLION, MARTIN. 1999. **Appraising Workfare.** *The World Bank Research Observer*, 14(1): 31–48.

Workfare programs aim to reduce poverty by providing low-wage work to those who need it. They are often turned to in a crisis. This article offers some simple analytical tools that can be used to rapidly appraise the cost-effectiveness of an existing workfare operation as a basis for deciding whether the program should be expanded. For pedagogic purposes, two stylized versions of a range of programs found in practice are analyzed: one for a middle-income country, the other for a low-income country. The cost of a given gain to the poor is about the same for both

programs, although the components of that cost are very different, with implications for the timing of benefits. The author points to program design changes that could enhance the impact on poverty.

[Link to Ravallion 1999- appraising workfare document](#)

RAVALLION, MARTIN. 1999. **Is More Targeting Consistent with Less Spending?** World Bank Working Paper Series No. 2079, March, Washington, D.C.: World Bank.

Economists often advise governments to target their spending better when cuts are called for. This paper asks whether that advice is consistent with a political-economy constraint that limits the welfare losses to the non-poor from spending cuts. A simple theoretical model shows that the answer is unclear on a priori grounds, and so will depend on the specifics of program design and financing. A case study for a World Bank-supported social program in Argentina illustrates how cuts can come with worse targeting performance; the allocation to the poor falls faster than that to the non-poor. Some lessons are drawn for how the poor might be better protected from cuts.

[Link to Ravallion 1999-is more targeting consistent with less spending document](#)

RAVALLION, MARTIN. 1990. **Reaching the Poor through Rural Public Employment: A Survey of Theory and Evidence.** *World Bank Discussion Papers 94*, Washington D.C.: World Bank.

With the limited set of policy instruments typically available in the rural sectors of developing countries, imperfect coverage of the poor and leakage to the non-poor must be expected from even the most well-intentioned poverty alleviation scheme. One way to better reach the poor is to build incentives for self-selection into the scheme. Labor-intensive rural public works projects have the potential to both screen and protect the poor, as well as to create and maintain rural infrastructure. The limited evidence for South Asia suggests that few non-poor persons want to participate, and that both direct and indirect transfer and insurance benefits to the poor can be sizable. However, details of project selection, design and financing, are crucial to success in poverty alleviation, both in the short and long run. Benefits to the poor can be rapidly dissipated by a badly conceived and executed project.

[Link to Ravallion 1990 document](#)

RENSHAW, GEOFFREY. 2000. **Achieving Full Employment in the Transition Economies.** Employment Sector, ILO, Geneva.

This paper reviews the major factors which have shaped the evolution of employment in six central and eastern European countries since they began their transition to a market economy: the Czech and the Slovak Republics; Hungary; Poland; Ukraine and the Russian Federation. Concentrating on three issues in explaining employment behaviour (overall economic stabilization, restructuring and the labour market and social security system, including the financing of welfare benefits), the author stresses interlinkages of the aforementioned areas. The author concludes that in these countries the share of government expenditure in GDP is so high as to be counterproductive; revenue raising has become increasingly difficult and at high levels of government expenditure the distortions arising from tax wedges are likely to outweigh the benefits of publicly provided goods at the margin. In particular payroll taxes at the high levels seen in the region are almost certainly having an adverse effect on employment. In many countries much remains to be done in terms of structural reform, including financial sector reforms. Such changes may well, however, lead to hidden unemployment becoming open

unemployment. In such circumstances further assistance from the international community should be specifically aimed at strengthening the social safety net and maintaining the living standards of the poorest.

[Link to Renshaw document](#)

RUEL, MARIE T., BÉNÉDICTE DE LA BRIÈRE, KELLY HALLMAN, AGNES QUISUMBING, AND NORA COJ. 2002. **Does Subsidized Childcare Help Poor Working Women In Urban Areas? Evaluation Of A Government-Sponsored Program In Guatemala City.** FCND Discussion Paper No. 131, Washington, D.C.: IFPRI.

High urbanization rates in Latin America are accompanied by an increase in women's participation in the labor force and the number of households headed by single mothers. Reliable and affordable childcare alternatives are thus becoming increasingly important in urban areas. The *Hogares Comunitarios* Program (HCP), established in Guatemala City in 1991, was a direct response to the increasing need of poor urban dwellers for substitute childcare. This government-sponsored pilot program was designed as a strategy to alleviate poverty by providing working parents with low-cost, quality childcare within their community. This paper presents preliminary findings from an evaluation of the HCP carried out in 1998 in urban slums of Guatemala City. The evaluation included both an operations (or process) evaluation and an impact evaluation. Key findings of the operations evaluation are summarized, and preliminary findings of the impact evaluation on children's dietary intakes are presented. Aspects related to the targeting, coverage, and cost of the program are also discussed, and the patterns of childcare use by Non-beneficiary households and their costs are described.

[Link to Ruel et al document](#)

RONCONI, LUCAS, JUAN SANGUINETTI, VIRGINIA CASAZZA AND IGNACIO FRANCESCHELLI. 2004. **Poverty and Employability Effects of Workfare Programs in Argentina.** *Poverty and Economic Policy (PEP) Research Network: Call for Research Proposals.* Buenos Aires: PEP.

Since 2002 workfare constitutes a central policy to overcome social difficulties in Argentina. Nowadays, almost 2 million people participate in workfare programs in a country of 38 million. We explore targeting, poverty and employability effects of workfare from May 2000 to May 2002 based on the permanent household survey (EPH). The program was pro-poor although we observe the one third of participants were members of households located in the top 50% of the income distribution. Our difference in different estimates suggests that the income of participants increased during treatment - particularly for women, indicating beneficial short run poverty effects. However, the long run effects of the program are not obvious. We present evidence suggesting that - for a large fractions of participants - the program generated dependency and did not increase their human capital. Other participants appear to have benefited from participation.

[Link to Ronconi et al document](#)

SABATES-WHEELER, RACHEL AND NAILA KABEER. 2003. **Gender Equality And The Extension Of Social Protection.** ESS Paper No. 16, Social Security Policy and Development Branch, ILO.

This paper takes as its starting point the overwhelming evidence that women occupy a disadvantaged status in relation to work opportunities and are more likely to be excluded from

social protection strategies. Focus on women through various forms of social insurance or safety net measures is justified by the greater vulnerability female-headed household display, with data showing strong variations in the number of female HH and their association with poverty. For the contemporary general development agenda to address social protection and gender dimensions thereof, attention must be given to the nexus between social security and anti-poverty/pro-poor growth objectives. The authors conclude with program features conducive to female labour participation and the scope for extending social safety nets through such initiatives.

[Link to Sabates-Wheeler and Kabeer document](#)

SERIEUX, JOHN. 2007. **Managing the Exchange Rate Consequences of an MDG-Related Scale-Up in HIV/AIDS Financing.** Prepared for the Global Conference on *Macroeconomic Policies to Reverse the HIV/AIDS Epidemic*, Brasilia, November 20-21. International Poverty Center, Brazil: UNDP Poverty Center.

The prospect of scaling up aid inflows to address the challenges of the HIV/AIDS pandemic is looked on with some trepidation by many policy makers who dread potential Dutch disease effects. This paper argues that, given the effect of the epidemic on labor and human capital and the potential productivity gains from restoring human development, proper management of aid flows can preclude the nightmare scenarios that have been contemplated in the literature. In fact, if aid is frontloaded in order to expand capacity by building necessary infrastructure, institutions and human capital, welfare and productivity benefits will be maximized. The macroeconomic 'disturbances', such as inflation and appreciation of the exchange rate, which are concomitant with increased aid absorption are usually necessary for the appropriate adjustment of the economy and should be neither feared nor countered in the short run. Correction and mitigation is called for only if these macroeconomic disturbances escalate or persist. However, there is some justification for recipient countries to build up a modest reserve cover in the early stages of the scale up (of aid receipts) in order to allow for subsequent mitigation of any volatility of aid flows.

[Link to Serieux document](#)

SUBBARAO, KALANIDHI. 2003. **Systemic Shocks and Social Protection: Role and Effectiveness of Public Works Programs.** Social Protection Discussion Paper Series, No. 0302, Social Protection Unit Human Development Network, Washington, D.C.: The World Bank.

Public workfare programs have been important counter-cyclical program interventions in both developed and developing countries. In the developing world generally and in Africa and Asia particularly, public works programs have been significant policy instruments for mitigating the negative effects of climatic and systemic risks on poor farmers and unskilled and semi-skilled workers. The paper first discusses the rationale behind workfare programs in the context of social risk management and goes on to give an overview of workfare programs in Africa and Asia with respect to such design features as wage rates and labor intensity and to how they were selected and implemented. Using available estimates and evaluations, the evidence on whether these programs have achieved their goals and are cost-effective is presented. Finally, the paper concludes with summary lessons from experience.

[Link to Subbarao document](#)

SUMARTO, SUDARNO, ASEP SURYAHADI AND WENEFRIDA WIDYANTI. 2001. **Designs and Implementation of the Indonesian Social Safety Net Programs: Evidence from the JPS Module in the 1999 SUSENAS.** *SMERU Working Paper*, March.

Designing and implementing social safety net programs in 1998 was a new experience for Indonesia. The severe social impacts of the crisis, which began in mid 1997, forced the government to act rapidly to safeguard real incomes and access to social services for the poor by instituting new and expanded programs. The findings of this study indicate that implementation of the programs was plagued by problems of targeting beneficiaries and delivering benefits to intended target groups. The programs suffered from the problem of undercoverage, with a large number of the poor not being reached by the programs. At the same time, all of the programs faced the problem of leakage, as a large proportion of program benefits went to the non-poor. These problems point to the difficulties in designing and implementing any program that provides cash or in-kind transfers in a developing country as large and diverse as Indonesia.

[Link to Sumarto et al document](#)

SWAMY, GURUSHRI. 2003. **Gender Dimensions Of Public Employment Schemes.** August Draft: World Bank.

The author discusses the determinants of access of women to the direct and indirect benefits from public employment schemes, with a focus on gender warranted on several grounds: first is moral; second, evidence on intra-household resource allocation shows that a woman's participation in the labor force and her control over resources is associated with substantially larger improvements in child welfare, and, women's health and status; third, some evidence suggests that women may be more severely affected in times of crisis, being often the first to be fired and the last to be hired. Using Ravallion's list of features as a criteria for well-designed employment programs, the paper observes wide variation in female participation rates in public employment schemes (across and even within countries). The vast range is attributable to many factors, namely, the social, cultural and economic factors that determine gender relations and allocation of time and tasks in the household. The author finds neither compelling evidence of the work type discouraging women nor of community participation ensuring higher female participation. Rather, participation seems best insured by strongly directed quotas.

[Link to Swamy document](#)

SWISHER, GARY. 1999. **A Village-Managed Labour-Intensive Drought-Relief Project in Eastern Indonesia.** *SMERU Newsletter*, No.4 (March-April).

The drought, which occurred in many areas of eastern Indonesia, began in early 1997 from the effects of El Nino, and continued through most of 1998. By February 1998, it became apparent that the lack of rainfall in parts of Central and Southeast Sulawesi, Nusa Tenggara Barat and Nusa Tenggara Timur Provinces was seriously affecting the progress of the main food-cropping season there. The greatest problems were in areas of subsistence farming where partial or complete crop failures were combined with reductions in sources of off-farm employment, leaving rural populations without their usual source of food and without resources to purchase food. The problems of drought and unemployment, combined with rising food prices, put at risk large segments of the population in these areas.

[Link to Swisher document](#)

TANSEL, AYSIT. 2004. **Public-Private Employment Choice, Wage Differentials and Gender in Turkey**. IZA Discussion Paper, No. 1262, August.

The main objective of this paper is to examine the factors which explain the employment choice and the wage differentials in the public administration, state owned enterprises and the formal private wage sector in Turkey. Selectivity corrected wage equations are estimated for each sector for men and women separately. Oaxaca-Blinder decomposition of the wage differentials between sectors by gender and between men and women by sector are carried out. Results indicate that when controlled for observed characteristics and sample selection, for men, public administration wages are higher than private sector wages except at the university level where the wages are at par. State owned enterprise wages for men are higher than private sector wages. Similar results are obtained for women. Further, while wages of men and women are at parity in the public administration, there is a large gender wage-gap in the private sector in favor of men. Private returns to schooling are found to be lower in the noncompetitive public rather than in the competitive private sector.

[Link to Tansel document](#)

TASCI, H. MEHMET AND AYSIT TANSEL. 2005. **Unemployment and Transitions in the Turkish Labor Market: Evidence from Individual Level Data**. IZA Discussion Paper Series, No.1663.

This paper provides a systematic analysis of the determinants of transitions in the Turkish labor market by using the Household Labor Force Survey (HLFS) panel data of 2000 and 2001. The authors provide two types of evidence. First, we compute annual transition probabilities between the labor market states of employment, unemployment and out-of-the labor force under Markovian assumptions by gender and rural-urban residence and marital status. Transition probabilities are used to analyze the differences in unemployment rates of these groups. Second, we present estimates of gender-specific multinomial logit models to analyze the determinants of men's and women's transition probabilities across labor market states. Urban women are found to have higher unemployment rates because they have lower probability of exiting unemployment for a job and higher probability of exiting employment for unemployment. The findings indicate negative duration dependence for women, but not for men.

[Link to Tasci and Tansel document](#)

TCHERNEVA, PAVLINA T. 2005. **The Art of Job Creation: Promises and Problems of the Argentinean Experience**. SFEPS Special Report.

Understanding of what worked well in the Argentina, and what did not, sheds light on some of the theoretical debates on ELR and on the implementation and design of future direct job creation programs. Using direct survey samples the authors update earlier finding with a trip aimed at two areas: 1) to go into the field to observe specific *Jefes* projects and meet with the workers and their supervisors, and 2) to discuss the program's operation and its future with the top government officials at the Ministry of Labor and the City Government of Buenos Aires, who are directly responsible for the design, execution, and administration of the *Jefes* plan.

[Link to Tcherneva document](#)

TCHERNEVA, PAVLINA T. AND L. RANDALL WRAY. 2005. **Employer Of Last Resort: A Case Study Of Argentina's Jefes Program**. C-FEPS Working Paper No.41.

This paper will provide a preliminary analysis of Argentina's experience with an ELR program, *Plan Jefes de Hogar*. Through most of the 1990s, Argentina had been the poster child for the Washington Consensus, adopting a currency board, opening markets, downsizing government, and freeing capital. After its economy collapsed and unemployment and poverty skyrocketed, it implemented a limited employer of last resort program to provide jobs to poor heads of households. A Labor Ministry economist, Daniel Kostzer, had become familiar with the ELR proposals developed in the US and helped to design and implement the *Jefes* program. By most measures, the program has been a tremendous success, providing jobs to 2 million workers or about 5% of the population, and about 13% of the labor force. Argentina's experience allows the authors to assess the viability of ELR programs and to respond to critics.

[Link to Tcherneva and Wray 2005-employer of last resort document](#)

TCHERNEVA, T. AND L. RANDALL WRAY. 2005. **Gender And The Job Guarantee: The Impact of Argentina's Jefes Program on Female Heads of Poor Households.** C-FEPS Working Paper No. 50, December 2005.

Authors discuss the findings of interviews with participants and government officials involved in *Plan Jefes y Jefas de Hogar Desocupados* (Program for the Unemployed Male and Female Heads of Households, or simply *Jefes*). While the surveying was not random, the authors find interesting results with regard to female participation as an unintended consequence of the program, one that is highly regarded by female participants, but somewhat stigmatized by officials and national desires to target the program elsewhere. Given the design of *Jefes* encourages female participation – albeit unintentionally – through child care provisions, proximity to home, and the decentralized nature of administration, the authors conclude with a call for more detailed and larger studies of the gendered impacts of *Jefes* and of the possible consequences for women who would be dismissed by reforming the program.

[Link to Tcherneva and Wray 2005-gender and the job guarantee document](#)

TCHERNEVA, T. AND L. RANDALL WRAY. 2005. **Is Argentina's Job Creation Project Jefes De Hogar A True Employer Of Last Resort Program?** C-FEPS Working Paper No. 43, August 2005.

In building the case for ELR the aim of programs is to *supplement* but not to replace alternative employment, such as that provided by private firms or other government programs; rather, ELR offers employment to those who are “ready, willing, and able” to work, but who have not been able to find jobs. Our claim is that any country that operates with its own currency, and which adopts a floating exchange rate, can implement an ELR program, but each nation might formulate the specifics of its program in accordance with its own political and economic situation. Argentina's *Jefes* programs fits such criteria and also demonstrates possible ways in which ELR can advance a sense of civic duty, citizenship, social cohesion, reciprocity, and community involvement. Furthermore, ELR can contribute to the redefinition of the meaning of work by commanding recognition that certain forms of labor, such as caring and community involvement, are socially useful. Finally, we uncover some deficiencies of the *Jefes* program and assess its ability to ensure true full employment and price stability.

[Link to Tcherneva and Wray 2005-is Argentina's job program document](#)

TESFAYE TEKLU. 1995. **Labor-Intensive Public Works: The Experience of Botswana and Tanzania.** Chapter 6 in J. von Braun (ed.), *Employment for Poverty Reduction and Food Security*, Washington, D.C.: IFPRI.

This chapter presents a review and assessment of the experience of labor-intensive public works programs in Botswana and Tanzania. The Botswana case represents a more advanced experiment with labor-intensive public works programs in Sub-Saharan Africa, with regular programs expanding in times of drought to generate temporary employment for households experiencing drought-induced income shortfalls. Tanzania's LIPWP represents major donor-driven experimentation in Africa to generate employment and create assets. The review focuses on the link between labor-intensive public works and household food security. Income generated through creation, utilization, and maintenance of public goods is linked to improved household food security.

[Link to Tesfaye document](#)

VAN DER HOEVEN, ROLPH AND MALTE LUEBKER. 2006. **External Openness and Employment: The Need for Coherent International and National Policies.** DESA Development Forum on Productive Employment and Decent Work New York, 8-9 May 2006: ILO Geneva.

After having briefly reviewed the recent experiences with trade liberalization the paper argues that the effects of financial liberalization on employment and incomes often carry great disturbances for economic and social development. Therefore, financial liberalization warrants at least as much attention as trade liberalization. The paper weighs the potential benefits in terms of growth against the adverse effects of volatility and crises that are frequently associated with financial liberalization, and in particular with debt and portfolio flows. It is motivated by the concern expressed by the World Commission on the Social Dimension of Globalization that “[g]ains in the spheres of trade and FDI run the risk of being set back by financial instability and crisis” and draws the conclusion that volatility in international financial markets is currently perhaps one of the most harmful factors for enterprises and labour in developing countries. Hence, the paper suggests how greater policy coherency between international and national financial, economic and employment policies can give greater attention to employment and incomes.

[Link to Van der Hoeven and Luebker document](#)

WEITZ-SHAPIRO, REBECCA. 2004. **Partisanship and Protest: The Politics of Workfare Distribution in Argentina.** *Latin American Research Review* 41.3 (2006) 122-147.

The Argentine workfare program known as the “Trabajar” program shared many characteristics with other targeted social welfare programs implemented in Latin America in the 1990s, including being subject to accusations that program funds were misused for political gain. This paper tests existing hypotheses concerning the political manipulation of public spending using data from two phases of the program and a measure of fund allocation that improves on that employed in previous analyses of the program. It finds that partisan criteria most often cited in the literature-affected distribution under one administration only. It further demonstrates that political protest had a differential impact on the distribution of program funds across time and suggests some reasons for this.

[Link to Weitz-Shapiro 2004-partisanship and protest document](#)

WEITZ-SHAPIRO, REBECCA. 2004. **Plan Trabajar and the Politics of Workfare Distribution in Argentina.** Paper prepared for the *Graduate Student Conference*, New York: Columbia University.

The growth of demand driven social welfare programs in recent years creates a need to examine empirically the extent to which fund distribution for these economic safety nets deviates from established criteria and is manipulated for political gain. This paper develops hypotheses concerning the incentives for political manipulation of one such fund—a workfare program in Argentina. In addition, some preliminary steps are taken to evaluate the role of international organizations on patterns of fund distribution as well as the effects of sub-national political regimes on program performance. The empirical analysis draws on both national and sub-national data and finds only limited evidence of political manipulation at both levels.

[Link to Weitz-Shapiro 2004-Plan Trabajar document](#)

WORLD BANK. 2002. **Proposal Appraisal Document On A Proposed Loan In The Amount Of \$350 Million To The Argentine Republic For The Heads of Household Transition Project.** World Bank Report No: 23710-AR, 2002.

The proposed Heads of Household Transition Project supports the implementation by the Government of Argentina of a transition strategy for the Heads of Household Program focused on activities to improve employment prospects and job placement for participants, and continued strengthening of Program management and governance. The Government set the Program up quickly in 2002 in response to a sharp increase in poverty and the Program was effective in mitigating the impact of the crisis and reaching the poor. The Bank supported the Program through the Heads of Household Project (Ln 7157-AR), approved by the Board of Directors on January 28, 2003. Program enrollment has shrunk by 30 percent since mid-2003. This decline is expected to continue during implementation of the transition strategy as some participants transfer to a more appropriate program and beneficiaries receive help finding jobs.

[Link to World Bank 2002 Argentina document](#)

WRAY, L. RANDALL. 2006. **Banking, Finance and Money: A socioeconomic Approach.** The Levy Economics Institute of Bard College, Working Paper No: 459.

This paper briefly summarizes the orthodox approach to banking, finance, and money, and then points the way toward an alternative based on socioeconomics. In contrast orthodox financial history, this paper locates the origin of money in credit and debt relations, with the money of account emphasized as the numeraire in which credits and debts are measured. Importantly, the money of account is chosen by the state, and is enforced through denominating tax liabilities in the state's own currency. What is the significance of this? It means that the state can take advantage of its role in the monetary system to mobilize resources in the public interest, without worrying about "availability of finance." The alternative view of money leads to quite different conclusions regarding monetary and fiscal policy, and it rejects even long-run neutrality of money. It also generates interesting insights on exchange rate regimes and international payments systems.

[Link to Wray 2006 document](#)

WRAY, L. RANDALL. 2000. **The Employer of Last Resort Approach to Full Employment.** University of Missouri Kansas Working Paper No 9.

In this article I will describe what has been called the “employer of last resort” (ELR) proposal in the United States. Because of the negative connotations of “last resort”, it is probably best to call such programs “public service employment” when discussed outside purely academic debates. However, I will continue to use the designation ELR here because it implies that the purpose of the program is to supplement but not to replace alternative employment, such as that provided by private firms or other government programs. By design, ELR offers employment to those who are “ready, willing, and able” to work, but who have not been able to find jobs. Note also that much of my discussion will apply to the US case. While I believe that any nation that operates with its own currency, and which adopts a floating exchange rate, can implement an ELR program, each nation might formulate the specifics of its program in accordance with its own political and economic situation.

[Link to Wray 2000 document](#)

WRAY, L. RANDALL. 1997. **Government As Employer Of Last Resort: Full Employment Without Inflation**. Jerome Levy Economics Institute Working Paper No. 213, November.

In this paper, the author argues that stable prices and truly full employment are indeed possible. Author proposes that the government can guarantee a zero unemployment rate, defined as all who are ready, willing, and able to work at the going wage will be able to find a job--only those unwilling (or unable) to work at the going wage would be left without work (which are not normally counted as unemployed). At the same time, by setting this "going wage", the government will provide a price anchor that will impart some price stability to the system. "Inflation"--defined as persistent increase of some price index—could certainly co-exist with our proposed full employment policy, but would not be caused by the policy. The full employment policy would help to reduce economic fluctuations (the "business cycle") through a powerful built-in automatic stabilizer feature.

[Link to Wray 1997 document](#)

WRIGHT, RANDALL D., ROGERSON, RICHARD AND PARENTE, STEPHEN L. 2000. **Homework in Development Economics: Household Production and the Wealth of Nations**. *Journal of Political Economy*, 108(4): 680-7.

We introduce home production into the neoclassical growth model and examine its consequences for development economics. In particular, we study the extent to which one can account for international income differences with differences in policies that distort capital accumulation. In models with home production, such policies not only reduce capital accumulation but also change the mix of market and non-market activity. Hence these models can generate larger differences in output than standard models for a given policy differential. We also show how the welfare implications change when we incorporate home production.

[Link to Wright et al document](#)

For additional information on this topic visit www.economistsforfullemployment.org