



PATH: Moving Beyond Poverty Alleviation and Reduction to Empowerment



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PATH

- **Part of the reform of the Social Safety Net (SSN) programmes approved by the Cabinet in July 2000**
- **GOJ analysis ('99-00) of existing SSN programmes led to recognition of need to**
 - **Remove fragmentation and duplication of social assistance programmes across Ministries and different Programmes**
 - **improve targeting of benefits- pro-poor**



PATH: AIMS and OBJECTIVES

- **Provide more meaningful benefits**
- **Focus other social benefits to same group for greater impact**
- **Increase operational efficiency**
- **Promote social responsibility among welfare recipients**
- **Build human capital through health and education**

BEYOND PATH

- **PATH is a long term human capital development programme that is seeking to address the inter-generational transmission of poverty.**
- **Recognition of need to develop systems that will address poverty 'now' in the families rather than 10-20 years in the future for the children.**
- **Weaning mechanism to move families from welfare into decent work.**
- **Need to target adults in the households.**

What is *Steps to Work*?

- a **training** and **employment** facilitation programme designed to promote economic self sufficiency of poor households.
- Household members are empowered to seek and retain employment, or venture into entrepreneurship.
- A medium to long-term poverty reduction strategy aimed at out of school and adult PATH household members.



Why *Steps to Work*?

- Welfare assistance must include human capital development
- Work reduces poverty and dependence on welfare
- Work should provide adequate income to sustain a basic quality of life
- Many PATH clients are in labour market but are in low paying jobs.
- People will work if given the opportunity
- The poor need to be assisted to sustain their livelihoods

Most poor households are female headed



Barriers to Work

- Lack of skills
 - Low education levels
 - Care of
 - young children,
 - elderly/disabled family members
- Psychological reasons



Who is *Steps to Work* for?



Working-age
members of PATH
households
who are

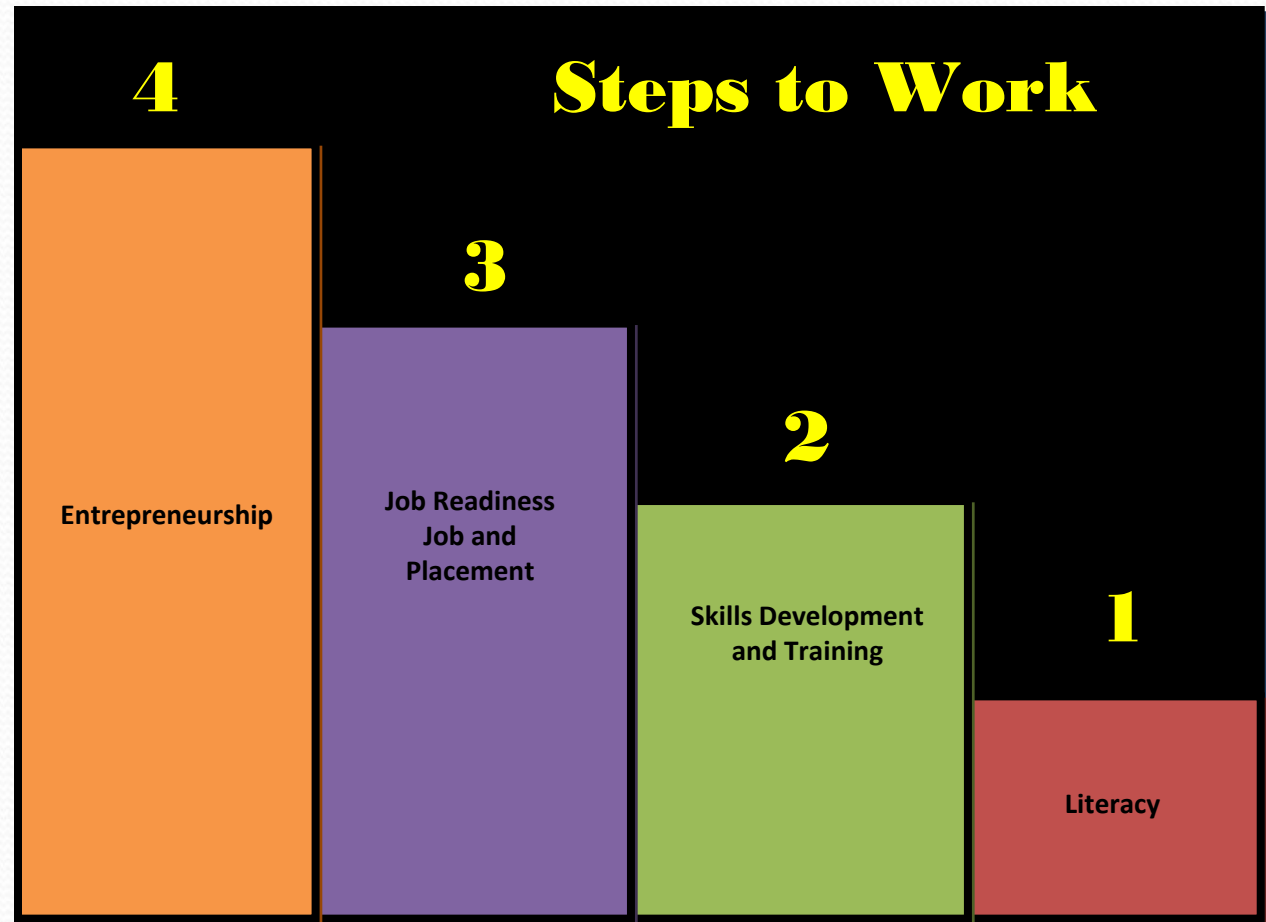
- not attending school
- between age 15 and 64

The Intervention Structure

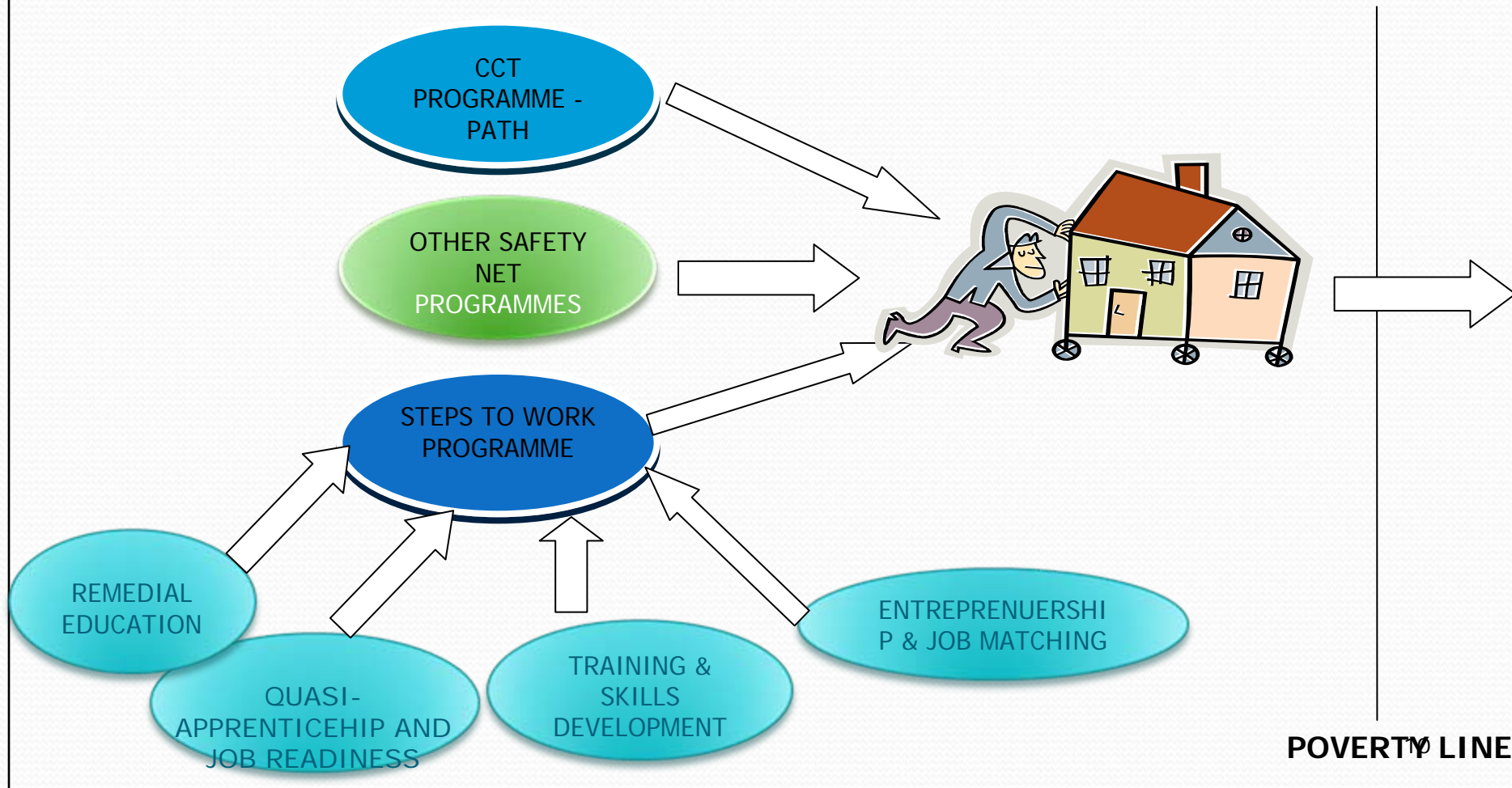
Steps to Work is structured on a set of initiatives aimed at

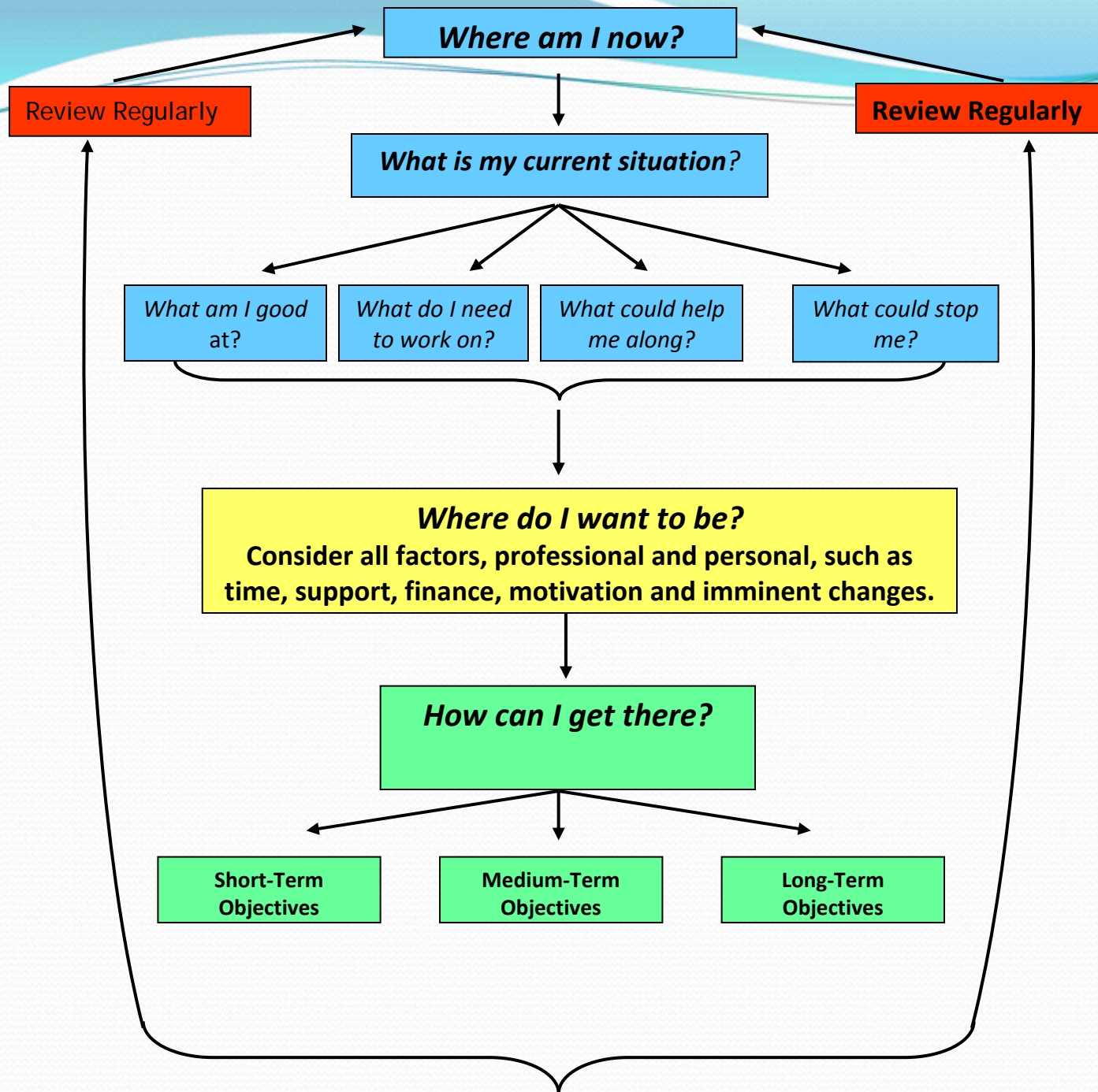
- job readiness
- skills and competencies building
- job matching &
- business development

Steps to Work builds on existing interventions in Govt. and NGOs



Empowering the Poor Households





Partner Agencies



COORDINATION WITH PARTNER AGENCIES



- Involved in the programme design phase
- Annual memorandum of understandings signed, whereby ministries agree on their role and obligation
- Establishment of an inter- ministerial committee that meets quarterly to monitor and guide implementation process.
- The Planning Institute of Jamaica chairs a Social Safety Net Programme Implementation committee. The Committee helps to shape and guide the implementation of Government's programmes and policies.

COORDINATION CHALLENGES



- Need for support ministries to own the programme
- Budgetary provision may not exist to facilitate priority action. When programmes are not the core responsibility of an agency; in times of fiscal constraints are tempted to not follow through on commitments.
- Programme operates on 'goodwill' and in the spirit of cooperation and joined up government. No redress/recourse when agencies fail to honour their commitments.

Programme Operational Challenges

- Identifying the best approach to client identification
- Getting clients to stick with the programme
- Managing expectations
- Difficult/expensive to address some barriers to work eg. women and child care responsibility
- Playing “catch-up” with Case Management & SW/client ratio
- Tailoring interventions to fill the gaps through customized programmes

Programme Operational Challenges, cont.

- Learning from our own experiences or inexperience
- Matching client needs, wants with available resources
- Global economic and financial crisis –reduction in employment opportunities.
- Length of time to complete a cycle of interventions and be ready for labour market- Difficulty among clients, especially older clients with responsibilities.
- Need for psychosocial support
- Formal vs informal sector

In Hindsight ...

**The Steps to
Work
Experience
on the
ground...**



Finally...

- Need to include input of employers in development of programmes
- Provision of employment funding is an important consideration
- Persons outside of PATH need interventions like STW
- Basic skills training not enough to qualify clients for employment
- Employability skills & behaviour modification interventions are critical components
- Coaching & “hand-holding” critical success factor

- **The MLSS to be given the budget for clients to receive priority access to other programmes.**
- **Need for coordination at the level of the Ministers and not only among technical staff in the ministries.**



Thank you !