



TIER 2 INDICATOR TECHNICAL NOTE

NUMBER OF LOCAL PEOPLE ACCESSING JOBS CREATED BY NEW INFRASTRUCTURE PROJECTS, DISAGGREGATED BY GENDER IF POSSIBLE

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DEFINITION

Local People is defined primarily by the location of the infrastructure project and will be detailed in the project design. Where this is not clear, local people are all workers involved in the project who are citizens of, and/or resident in the country where the project is taking place will be reported against this indicator. For projects that span multiple countries or small island states with thin labour markets, local people will include all workers who are citizens of, and/or resident in a Pacific Island country.

Jobs are defined as a set of tasks and duties executed by an individual who is 15 years or over and contributed at least one hours of paid work in a given week to the project. All forms of employment/engagement and contract types are covered (full time, part time, casual, self-employed, contractor, subcontractor, consultant) for the purpose of reporting against this indicator.

Infrastructure projects are defined as the physical assets and systems in a range of sectors that are essential for the economy and quality of life of a country, region, or community, such as transportation systems, communication networks, electrification, sewage and water supply, schools, and health centres. The term infrastructure 'projects' is used interchangeably with infrastructure 'investments'.

SCOPE

INCLUDES:

The intent of this indicator is to determine the extent that local people are included in the project workforce and thus receiving a direct economic benefit from involvement in the project in the form of income and skills acquisition. The project workforce relates to people engaged on paid work tasks related to the relevant DFAT-financed or funded infrastructure project, and not the overall number of employees working for a contractor or organisation delivering the project.

- The local portion of the project workforce includes all local people contributing paid labour directly to the infrastructure works (e.g. professionals, tradespeople, labourers) and indirectly to project support activities (e.g. logistics, security, accommodation).
- Local people in all forms of employment and contract types are covered (full time and part time employees, subcontractors, casual staff, self-employed)
- For the purpose of reporting against this indicator, at minimum, the scope of local workers will include individuals who are both citizen and resident of the country where the project is taking place.
- For projects, where the scope of local workers is broadened to regional coverage due to the nature of the project (e.g. Pacific Islanders), this wider definition may apply.



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- In cases where the project makes a distinction between workers who are citizens/nationals of the project country and individuals who reside in communities adjacent to the project site (e.g. national v local or urban v rural), count both groups and avoid double counting.

EXCLUDES:

- Where a local worker is engaged more than once on a casual contract in a year, only count that person once.
- Where local worker/personnel are employed by a company contributing goods and services to the project but not involved in a project role, do not count this person.

CALCULATION METHOD

There are various ways to calculate job creation (e.g. full time equivalent, headcount, net employment, labour hours, contract type, additional jobs etc).

For the purpose of this indicator, a headcount methodology is applied, i.e. the individual local person contributing labour to the infrastructure project is the unit of measure.

The data reported is the cumulative total of local workers on the project at the end of the 12-month period for the relevant Tier 2 reporting cycle. If project partners report local headcount data on a monthly or quarterly basis, it is important to ensure that double counting does not occur (e.g. the same workers are likely to be counted across multiple time periods until their contracts are completed). If a cumulative total is not provided by the project proponent, the numbers of local workers at the project's peak workforce period over the relevant 12-month cycle should be used.

DATA SOURCE/S

Project proponent's quarterly progress reports and contractor's monthly construction reports will contain this information if it is included in the project MEL Plan and delivery contract.

DISAGGREGATION

At minimum, all local jobs data must be disaggregated by sex for Tier 2 reporting.

Note: optional disaggregations at the project level may include proportion of jobs by:

- Skill type (skilled, semi-skilled, unskilled, trainees/apprentices)
- Youth/age
- People with a Disability
- Workers sourced from local community adjacent to project site
- Number of 'new' jobs created (refers to first jobs e.g. new graduates or a person out of formal employment for 4 consecutive weeks)
- Local workforce relative to total project workforce

Reference these optional disaggregations in reporting or case study examples if it helps illustrate project attribution and/or economic benefits of local employment outcomes.