

ReCom: Jobs – Aid at Work

8th October 2012
Copenhagen



IML Analysis Report

This report

The following report is based on content generated at the 'ReCom: Jobs – Aid at work' conference held in Copenhagen on 8th October 2012. Almost 200 delegates from varying backgrounds, representing 38 countries from around the world participated in the conference in a number of ways using The IML Connector. These delegates responded to a number of questions and statements by voting and texting on the device and also utilised the in-built microphone and queuing system during dedicated Q&A sessions. Engagement was tracked using individually assigned smartcards which linked each vote, text or microphone use with the demographic details of that delegate; allowing for the insightful content contained in this report.

The Audience

Age Group	
Under 25	20%
25-35	40%
45-55	22%
55-65	12%
Over 65	6%

Occupation	
Student	30%
Academic	20%
Private sector	14%
Communications	3%
INGO	6%
Public Sector	7%
Diplomat	5%
NGO	9%
Journalist	1%
Other	5%

Do you now or plan to work in development?	
Yes	97%
No	3%

<i>In what capacity:</i>	
Consultant	26%
Researcher	25%
Practitioner	18%
Communications	6%
Policy maker	7%
Other	18%

Sector	
NGO	18%
Private	14%
International organization	22%
Public	21%
Not for profit	4%
Other	21%

Morning Session



Delegate Expectations



Expectations

- In order to capture their expectations, delegates were asked to text ‘what they hoped to get out of the day’ in one sentence.
- The following pages list these expectations along with the name, organisation and sector of the respondents.
- We received 102 individual messages, some are similar, however many are very original.
- Below is a word frequency pattern generated by the expectation messages.



What do you hope to get out of the day?

Name	Organisation	Sector	Message
Ms Mette Fjalland	UNDP	International Organization (INGO)	Key msg from wdr
Prof Henrik Hansen	University of Copenhagen	Academic	Learn about the wdr
Ms Tove Lundgren	Utrikespolitiska föreningen Lund	Student	A wider PRERSPECTIVE
Mr Ole Dahl Rasmussen	DanChurchAid	Non-Governmental Organization (NGO)	Learn
Mr Paul Silfvenius	UNU-WIDER	International Organization (INGO)	New ideas.
Ms Simone Kjær Jensen	University of Copenhagen	Student	Knowledge and inspiration
Mr Lasse Raaberg	IMHS	Private sector	New connection and ideas
Darriann Riber	Unknown	Unknown	What should developing partners do better in the future
Mr Lehnart Falk	ADRA Denmark	International Organization (INGO)	New ideas about job creation
Ms Christina Tønder Bell	None	Other	Understand how we get from words and discussion to action
Dr Lars Engberg-Pedersen	Danish Institute for International Studies		I would like to understand why jobs are an important focus
Mr Mogens Jensen	Omega Consulting	Private sector	How to create jobs
Ms Marianne Hvidt	University of Copenhagen	Academic	Comparative studies
Mr Henning Nøhr	Danida	Diplomat	What do we know and where are we missing knowledge
Ms Evelina Nilsson	Unknown	Unknown	Inspiration for my thesis and future career
Mr Ulrik Beck	University of Copenhagen	Academic	How effective is aid at creating jobs?
Ms Maria Hussak Knudsen	CAS student	Student	Knowledge and perspectives on job creation
Mr Aziz Karimov	Research Fellow	Academic	To understand what is going on with jobs
Mr Rasmus Ludvigsen	Aalborg University	Student	Inspiration. Information. Motivation
Ms Sara Laursen	Other	Other	Knowledge of future possibilities of dev. In Africa

What do you hope to get out of the day?

Name	Organisation	Sector	Message
Mr Nicolas Mollel	Cand.Stud.Anth, University of Copenhagen	Student	More evidence based knowledge on how to create jobs in Africa
Mr David Gaarden	Student	Student	Inspiration. New views and new knowledge. Evidence based.
Ms Annette Hyllested	CBS	Student	New perspectives
Ms Rosanne de Munck	Student at Centre for African Studies	Student	A better perspective on the field of aid and creating jobs
Dr Tove Degnbol	Ministry of Foreign Affairs	Diplomat	Specific evidence which can guide development cooperation
Dr Henrik Nielsen	Non-Governmental Organization (NGO)	Non-Governmental Organization (NGO)	Best practices when it comes to creating pro poor growth
Mr Lars Stensgaard	Lyhne Consultancy	Private sector	Contacts and overview of development and research
Ms Natascha Linn Felix	Nordic Consulting Group	Private sector	New unconventional knowledge
Mr Jacob Fjalland	WWF	Non-Governmental Organization (NGO)	Hearing also some of the critical views on this job for development agenda
Mr Siddharth Sareen	University of Copenhagen	Academic	Multiple perspectives and convergent focal points
Mr Steen Folke	Board member, ActionAid Denmark	Non-Governmental Organization (NGO)	Hope to get challenged
Mr Søren Schou	University of Copenhagen	Academic	Inspiration about new research and the experiences from practitioners from various institutions
Mr Adam Spliid	Nordic Consulting Group	Private sector	Better understanding of the link between job creation and regulatory reform
Ms malokele nanivazo	unu-wider	Other	What can be done to help women move from informal to formal jobs
Ms Ebba von Ahlen	Centre of African Studies, Copenhagen University	Student	New perspectives on the topic
Ms Bettina Vester	IFU	Student	New research about job creation and aid and their relationship
Ms Sofie Jensen	Global Citizen	Public Sector	New perspectives on job creation in the developing world
Ms Jenny Forsberg	Utrikespolitiska föreningen Lund	Student	More knowledge and a greater understanding of this issue

What do you hope to get out of the day?

Name	Organisation	Sector	Message
Ms Nadine Koecher	Student	Student	Learn more about the possibilities to create sustainable jobs through development aid and specific interventions
Ms Kirsten Sorensen	ActionAid Denmark	Non-Governmental Organization (NGO)	What design and modality justifies spending aid money
Ms Gerda Sokelyte	CAS Student	Student	To get more knowledge about aid job in development countries.
Ms Lene Godiksen	SOS Børnebyerne	Non-Governmental Organization (NGO)	Inspiration for sustainable job creation in the field
Mr Aksel Brinck	Communications	Communications	Knowledge
Ms Vivian Veltman	CBS (Centre for Business and Development Studies)	Student	Inspiration future possibilities new knowledge and sharing
Mr Morten Elkjaer	Ministry of Foreign Affairs, Danida, Copenhagen	Diplomat	More knowledge on what works and where to spend money
Mr Hans Meier Andersen	Non-Governmental Organization (NGO)	Non-Governmental Organization (NGO)	Knowledge and networks
Mr Søren Jeppesen	Copenhagen Business School	Academic	What are the linkages between aid and job creation if any
Ms Madelene Trang	Lund University/ The Association of Foreign Affairs	Student	More insight about the jobs in development
Ms Anne Hoffmann	Produktivitetskommissionen	Student	Inspiration for research . Learn and understand
Ms Linnea Ericsson	UNDP NRO	Communications	What works in aid? What should we start/stop doing?
Ms Astrid Solvej Lund Andersen	Københavns Universitet	Student	To get greater insight in the job creation that development is to create.
Mr Peter Samuelsen	Danish Forum for Microfinance	Non-Governmental Organization (NGO)	Market based approach m4p and jobs
Mr Peter Kellermann Brandorff	IBIS	Other	Entry points into discussions on inclusive growth and job creation.
Dr Margrethe Holm Andersen	Danida/Ministry of Foreign Affairs	Diplomat	More knowledge on how aid can promote jobs incl for poor people
Ms Anna Brodersen	Intern	Student	New perspectives on youth and employment
Prof Holger Bernt Hansen	University of Copenhagen	Academic	Young people and jobs
Mr Klaus Bustrup	Danida	Diplomat	How to implement good theories in practise to the benefit of poor
Ms Heidi Høyer	Veksø A/S	Private sector	Inspiration to create jobs within the cycling industry

What do you hope to get out of the day?

Name	Organisation	Sector	Message
Mr Ole Therkildsen	Senior researcher DIIS	Academic	Motivation of leaders in Idc to create jobs
Ms Yalda Faqiri	University of Copenhagen	Student	Know more about research and concrete efforts on how we are succeeding in creating more jobs
Ms Karolina Lahdeaho	Center of African Studies	Student	How aid is ensured to reach the correct channels to provide jobs
Dr Anders Granlund	Sida	Public Sector	New ideas and smarter solutions. In a positive atmosphere
Ms Marine Gourvès	Luxembourg Embassy in Denmark	Diplomat	How to stimulate or create job with aid and how to document it
Dr Peter Bo Jørgensen	IMHS	Private sector	Ideas knowledge networks
Mr Jørgen Assens	LO/FTF Council	Non-Governmental Organization (NGO)	How to mobilize innovative and involving approaches to job Creation.
Ms Maria Fibæk	University of Copenhagen	Academic	Information. what is the current situation where are we heading
Ms Dominique Alex	Student	Student	Learn about job creation in developing countries and what models are most efficient
Ms Jytte Laursen	Ministry of Foreign Affairs	Public Sector	Clear policy recommendations how to better use aid in pursuit of job creation
Mr Jens Kvorning	Danish Federation of SME's	Private sector	Better knowledge of what works i especially in Idcs
Ms Maria Cecilie Pautsch Weischer	CSI CONSULTING	Private sector	New insights of ppp role in dev. Professionals job creation focus
Ms Svenja Schroeder	CBS Student, MSc in Business, Language and Culture, Specialization: Business and Development Studies	Student	I hope to learn more about job creation and get some practical insights in addition to studying
Dr Miguel Niño-Zarazúa	Research Fellow, UNU-WIDER	Academic	To better understand the connection between aid and job creation
Mr Niels Burtenshaw Thuesen	Styrelsen, Formuepleje A/S	Private sector	Influence the cooperation between the private sector and donors
Ms Anne-Lise Klausen	Nordic Consulting Group	Other	Can aid agencies take risky decisions to create jobs or what is their advantage
Ms Ellen Eide	CBS Student: MSc Business and Development Studies	Student	To get more knowledge about how development and aid can be done more efficiently.
Ms Karina Krichau	Ministry of foreign affairs	Student	Inspiration and knowledge on what is being done and can be done in creating jobs through aid

What do you hope to get out of the day?

Name	Organisation	Sector	Message
Ms Rachel Jeanette Zozula Jensen	CBS	Student	Wider knowledge about development issues
Prof Tony Addison	UNU-WIDER	Academic	How to create not just jobs but decent well paying work
Ms Cecilia Kahn	Lund University	Student	To learn more about aid policy issues and what works best and also to be inspired by the panellists and audience. i am excited.
Ms Mevis Walter	International Organization (INGO)	International Organization (INGO)	Women empowerment as a way of developing and creating jobs in Africa
Ms Kristina Djurhuus Christiansen	Independent	Other	Learning new perspectives about private sector development
Ms Mille Petersen	Aarhus University	Student	Knowledge and ideas about how to carry out development projects for aid
Ms Polina Chebotareva	121 Ethiopia	Non-Governmental Organization (NGO)	Hear different and new perspectives
Prof Niels Elers Koch	University of Copenhagen	International Organization (INGO)	More insight in job development in developing countries.
Ms Johanna Ringkvist	Student	Student	To learn and gain knowledge
Mr Lars Siggaard Andersen	Andersen Consult	Private sector	A better communication between policymakers and practitioners
Ms Carole Kouassi	MA Student at Center of African Studies Kopenhagen (KU University)	Student	Being enlightened on the issue of job creation and how jobs can be created and sustained in the long term. Also jobs for who,
Ms Carole Welton Kaagaard	IFU	Private sector	Confirmation of hypothesis that job creation and investment in the private sector on commercial terms like ifu is a really
Grethe Tarp	Tarp Seed Consult	Private sector	More information on the important question about jobs in Africa
Mr Nico Wilms-Posen	University of Copenhagen	Student	In which sectors will jobs be most important in Tanzania and Bolivia
Ms Mette Lyhne-Hansen	Department of Geography and Geology, Uni. of Copenhagen	Student	What is meant by the term development and is development only economic
Birgitte Lind Petersen	Danish Institute for International Studies	Academic	Learn how those working on job creation think about the connections to various educational aid activities.
Mr Jakob Kopperud	International Organization (INGO)	International Organization (INGO)	Why jobs haven't been more consistently on devt agenda
Ms Rikke Adamsen	IMHS	Private sector	New connection ideas knowledge and networking

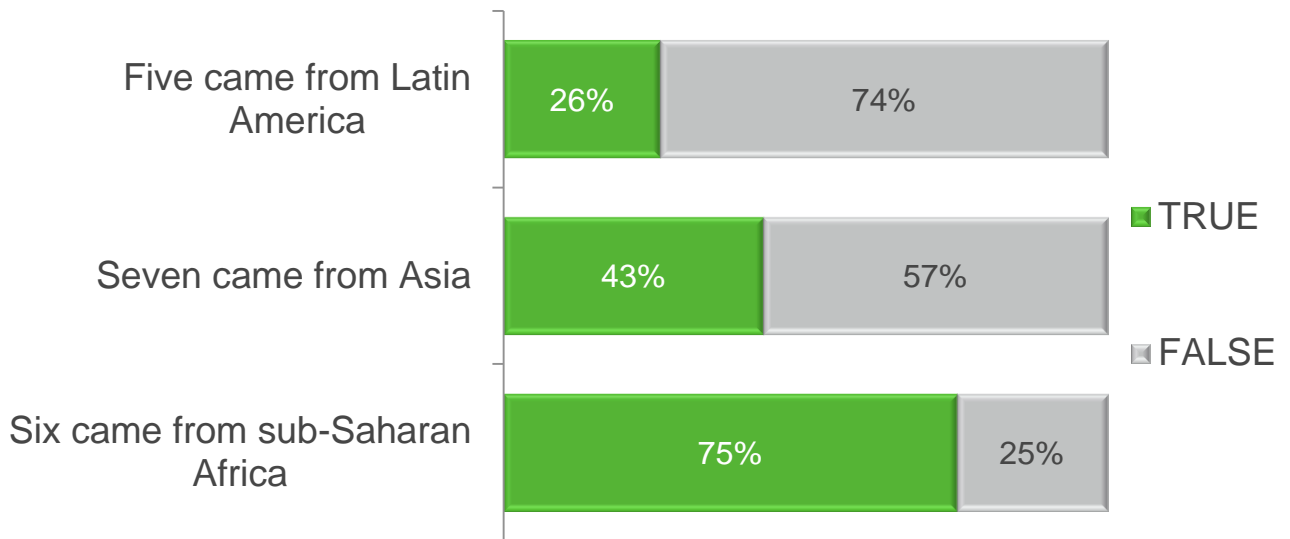
What do you hope to get out of the day?

Name	Organisation	Sector	Message
Mr Gonzalo Cid	Student	Student	Key factors of implementation of development policies for this not to become a paper work
Ms Julie Alsing	Investeringsfonden for Udviklingslande, IFU	Student	New perspectives on and ideas for the issue of job creation. Further some insights on the world development report
Søs Andersen	Unknown	Unknown	Learning more on what aid projects are working. The new report. And see what people are behind aid policy and projects.
Mr Jesper Marius Als	International Liaison Officer BØRNEfonden	International Organization (INGO)	A combination of theory a practical approach to the job creation challenge
Mr Poul Buch-Hansen	Director, PBH Associates, v/Poul Buch-Hansen	Private sector	Better understanding of best practices for cooperation
Ms Christina Hakansson	Student	Student	Different perspectives on how jobs can help development. Especially small enterprises.
Ms Louise Koch	Grundfos LIFELINK	Private sector	Insight and inspiration on how private sector can play a larger and more integrated role in development

Voting Analysis



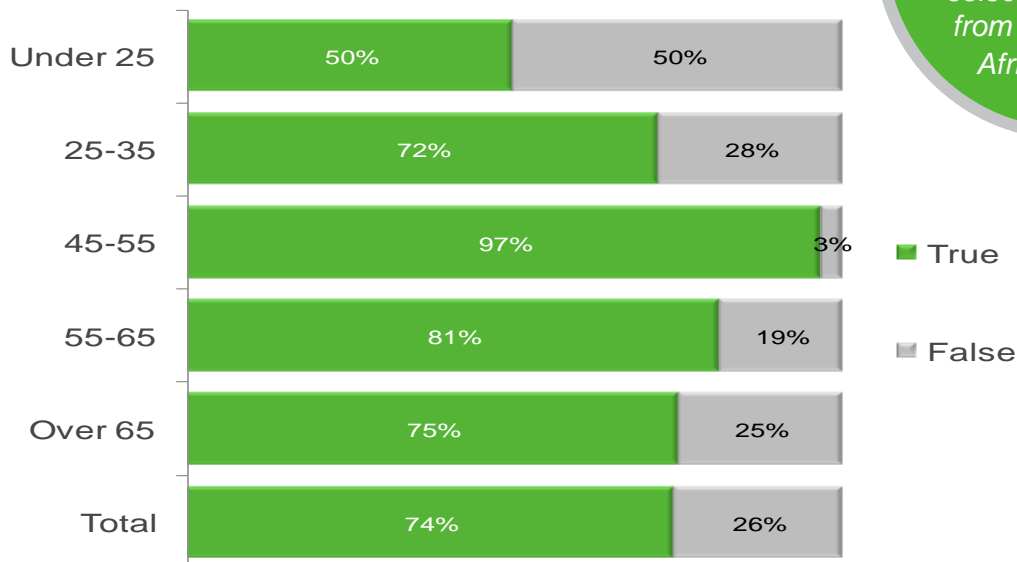
True or False: Of the world's ten fastest-growing countries during the period 2001-10...



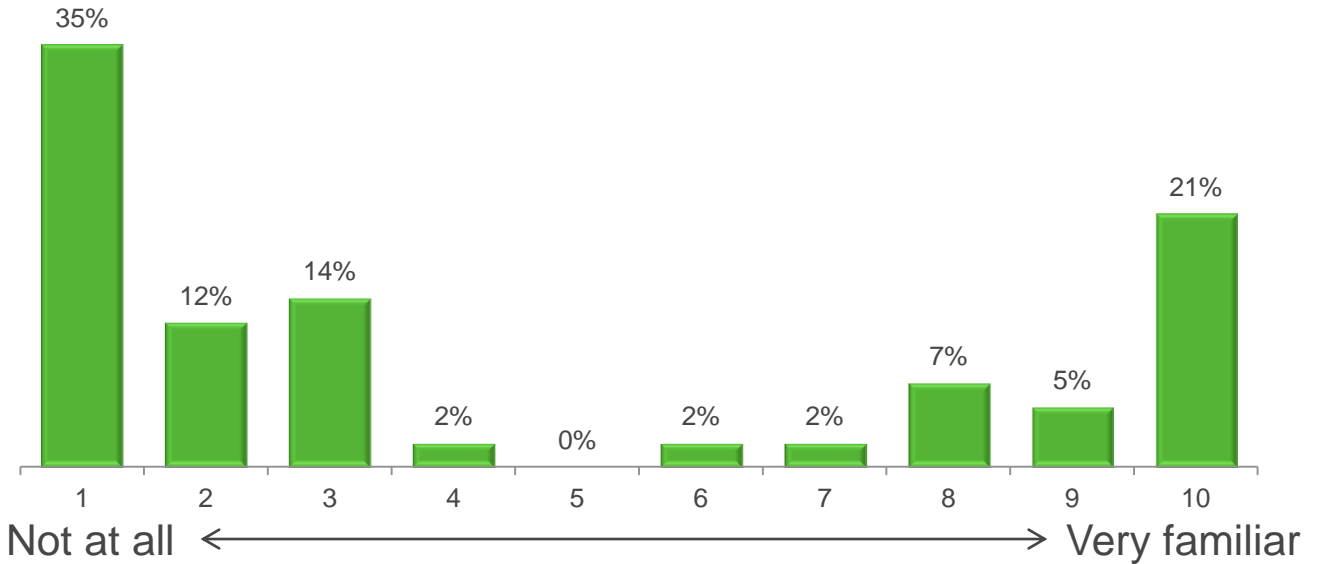
'Six came from sub-Saharan Africa' is the only TRUE statement.

60%
of Students correctly selected 'Six came from sub-Saharan Africa' as true'

Correct responses by Age Group

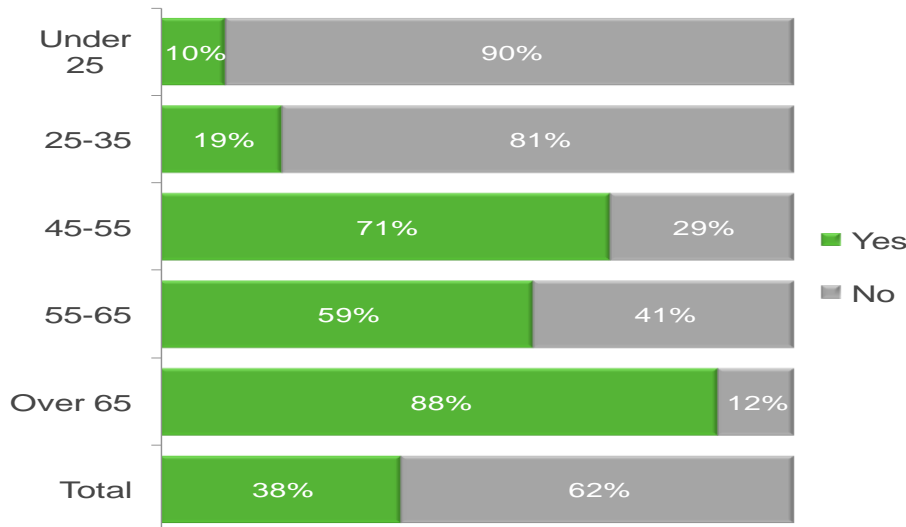


How familiar are you with ReCom?



Only 38% of delegates had heard of ReCom before signing up for this conference. The older members of the delegation were more likely to have heard of ReCom prior to the meeting with 90% of Under 25's having not and 88% of Over 65's being familiar.

Q. Had you heard of ReCom before signing up for this conference?



38%
of delegates had heard of ReCom before signing up for this conference

We are approaching the deadline for the Millennium Development Goals (MDG's) (2015). Which are the most important obstacles to achieving the goals?

Delegates were instructed to rank 6 obstacles from most to least important in terms of achieving the Millennium Development Goals. Although all 6 choices received a distributed priority from the delegates, it was 'Governance failure' that was deemed the most important with 56% of the 1st choice votes and almost a quarter of 2nd choice votes. 'Conflict' was identified as the second most important obstacle, representing 34% of 2nd choice votes.

Obstacle	Position	% 1 st choice
Governance failure	1 st	56%
Conflict	2 nd	11%
Population growth	3 rd	16%
The global financial crisis	4 th	4%
Low levels of aid	5 th	3%
Other	6 th	10%

20%

of delegates believe 'Low levels of aid' is the least important of the 6 obstacles

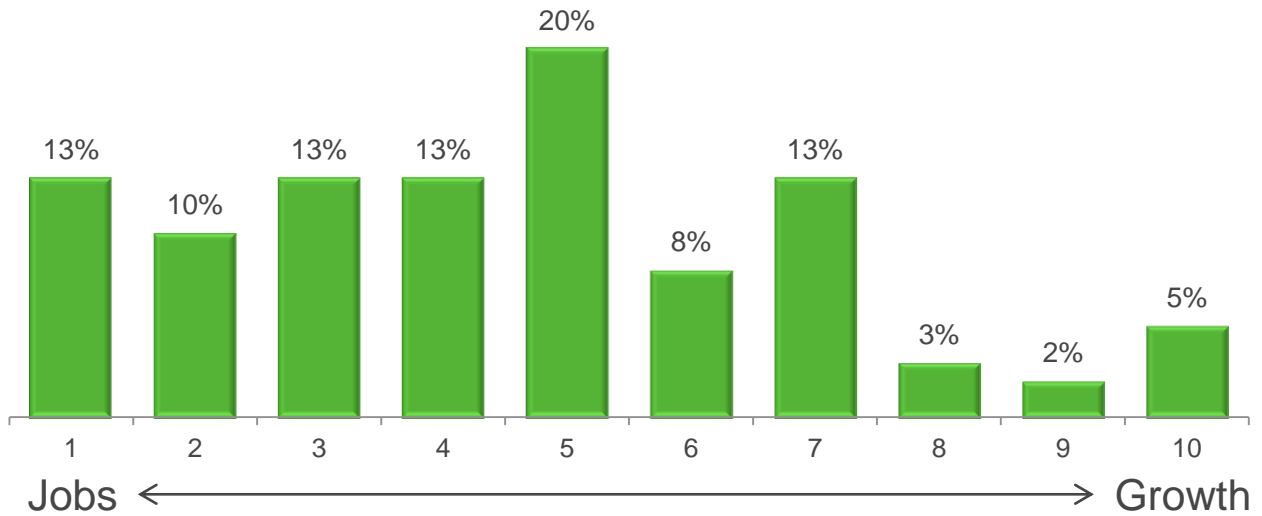
75

delegates voted 'Governance failure' as the 1st or 2nd most important obstacle to achieving the MDG's.

25%

of voters indicated that 'Conflict' is the 2nd most important obstacle.

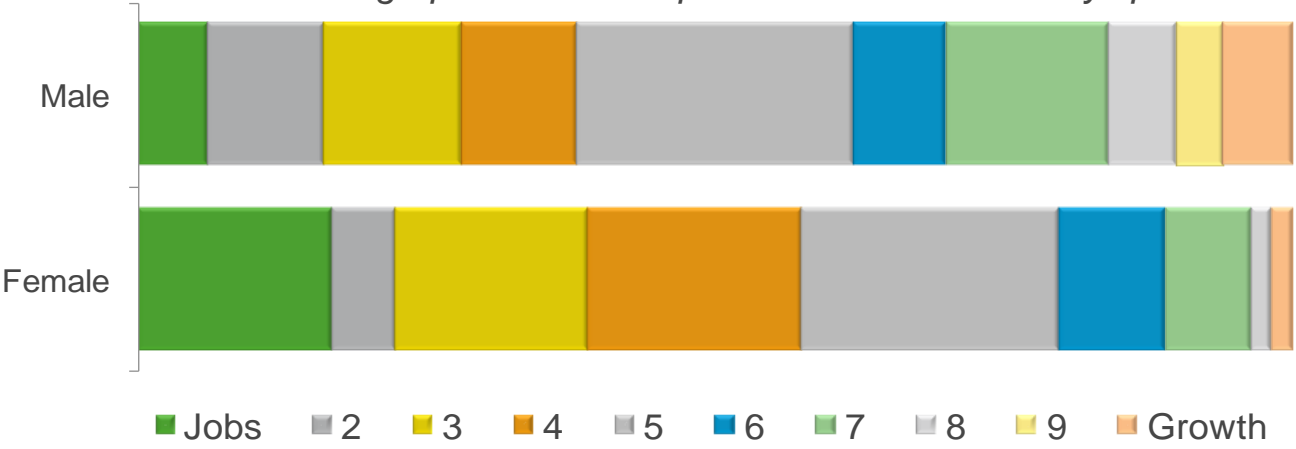
What is a more important focus for aid, Jobs or Growth?



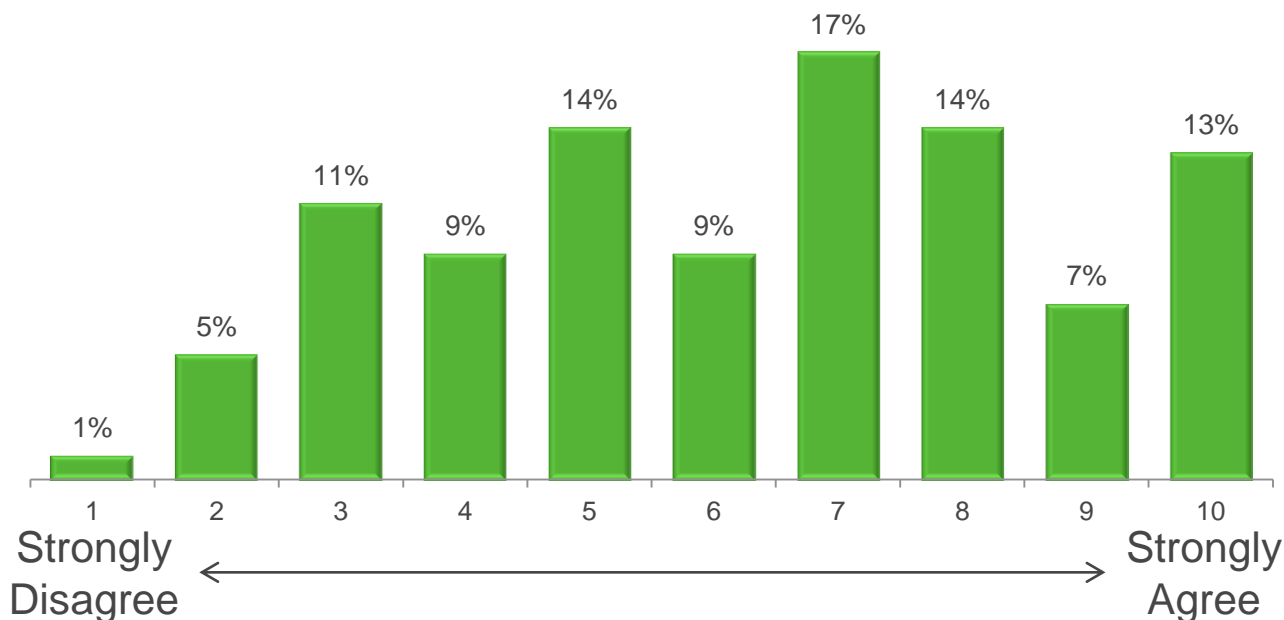
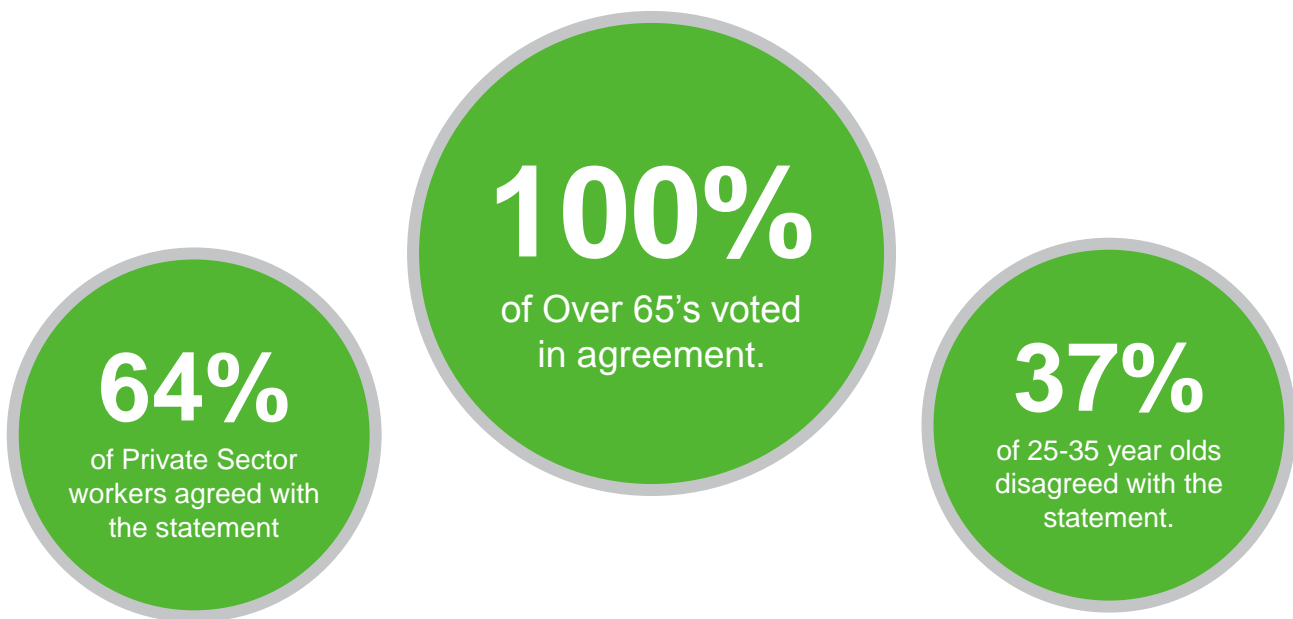
22% of delegates representing INGOs believe 'Jobs' is the most important focus for aid.

49% of the Academics that responded indicated that the focus should be balanced between Jobs and Growth.

The female delegates voted more towards 'Jobs' compared to the male demographic whose responses were more evenly spread.



To what extent do you agree with the following statement: Globalization has promoted employment in developing countries?



What Aid programmes do you think are most important?

Programme	Position	% of 1 st choice
Governance and anti-corruption	1 st	27%
Health and education	2 nd	27%
Employment	3 rd	12%
Rural development and agriculture	4 th	17%
Macroeconomic management and business environment	5 th	10%
Infrastructure	6 th	4%
Gender equality	7 th	2%
Urban development	8 th	0%
Other	9 th	1%

Delegates were instructed to rank the 9 Aid programmes listed in the table above in order of importance. Although the overall responses were very evenly spread out, 'Governance and anti-corruption' and 'Health and education' each received over a quarter of 1st choice votes, however it was the 28% of 2nd choice votes that gave the former its position at the top of the list.

You are in charge of a development budget of \$10 million. If the budget could be put to *one* use only, which *one* would you choose?

Cause	%
Improve the education of children	24%
Provide skills training to adults	17%
Improve the business skills of the self-employed	14%
Support freer international trade	11%
Make microcredit available to household enterprises at reasonable interest rates	10%
Stimulate economic growth	9%
Create a program to employ some of the poor who otherwise could not find work	7%
Improve labor market information systems so that employers and workers can more easily find one another	4%
Other	4%

33%

of Over 65's would invest the budget in stimulating economic growth

39%

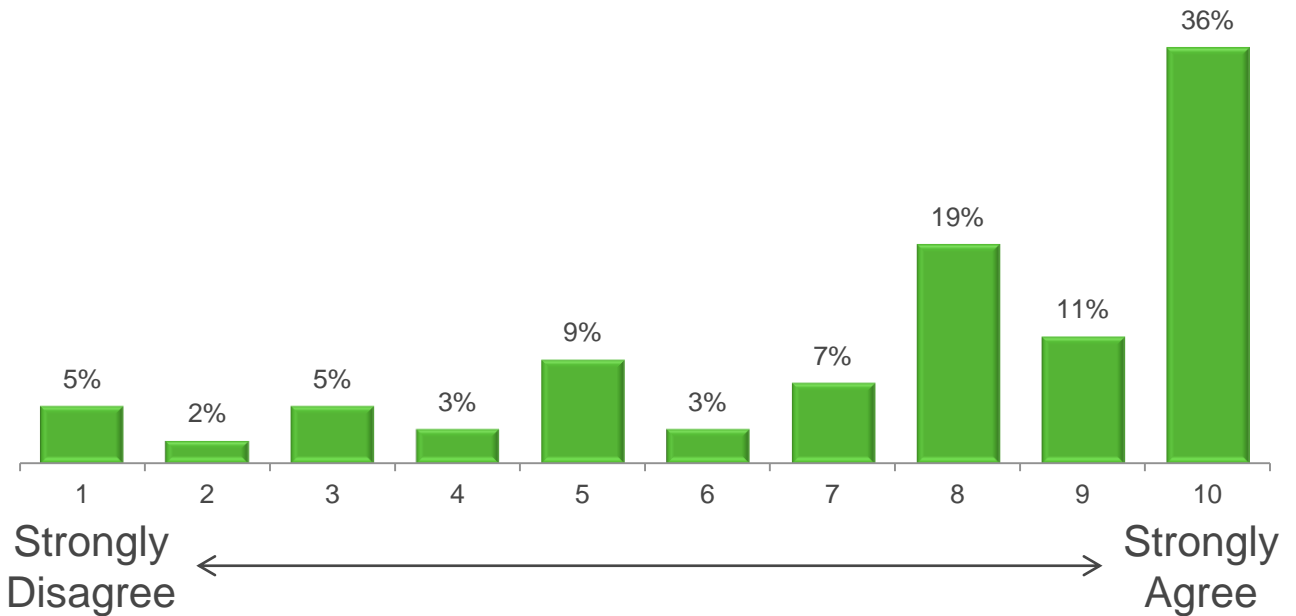
of Private Sector workers would 'Improve the business skills of the self-employed'.

36%

of Students (30% of all delegates) voted for 'Stimulate economic growth'.

When given the opportunity to invest half of the money in a second use, 22% of the audience indicated they would keep it all in the first option they chose.

Unemployment is a major problem in the developing world?



27 delegates believe that unemployment is NOT a major problem in the developing world, 9 of which selected 'Strongly Disagree' to the statement.

22%

of the Diplomats present strongly disagreed with the statement.




61

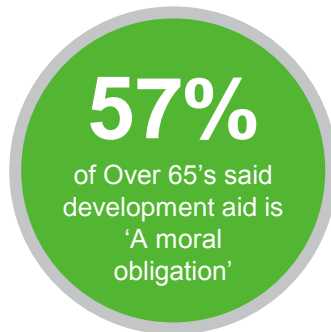
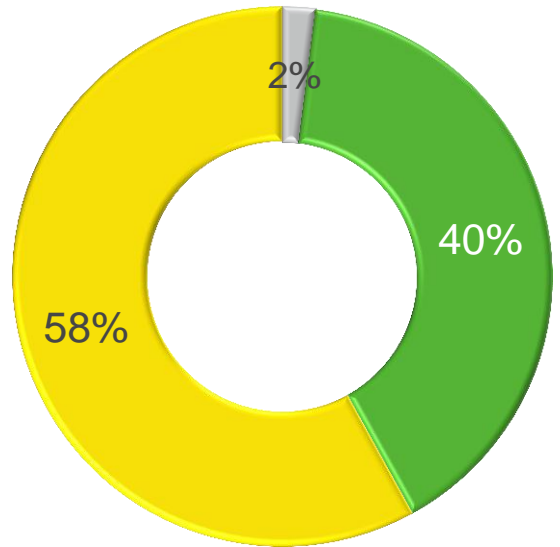
delegates Strongly Agree that unemployment is a major problem.

29%

of the Academics disagreed to some level.

Development aid is:

-  An Investment
-  A Moral obligation
-  A Charity

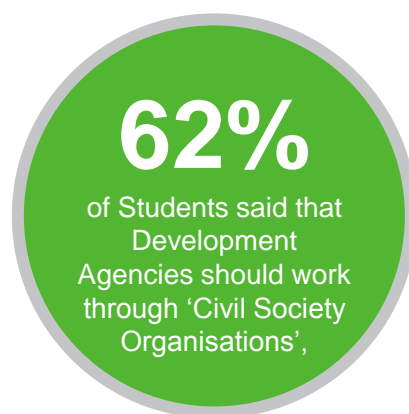


60% of all delegates believe that development aid is NOT cost effective. However, 75% agree that it should be.



Which organisations should Development Agencies work through?

Organisation	%
Governments	37%
Civil Society Organisations	35%
Private Sector	16%
Other	12%



Those delegates under the age of 45 were more likely to suggest that Development Agencies should work through 'Civil Society Organisations'.

Africa has seen an unprecedented economic growth during the last decade. What do you view as the most important causes?

Delegates were instructed to rank the 6 causes in the table below, from most to least important in terms of how they affected the economic growth in Africa. Those causes in positions 2,3,4 & 5 were all very close, however it was the 95 delegates selecting 'Increased demand for natural resources' as the 1st or 2nd most important cause that secured it's position at the top.

Cause	Position	% 1 st choice
Increased demand for natural resources	1 st	42%
Improved policy-making	2 nd	21%
Less conflicts	3 rd	17%
New actors	4 th	9%
Spread of democracy	5 th	8%
Other	6 th	3%

62%

of respondents selected 'Increased demand for natural resources' as the 1st or 2nd most important cause.

When asked if this growth had been matched by a decline in poverty, 73% of delegates responded that it had NOT.

What are the main obstacles to creating employment in African countries?

Obstacle	Position	% 1 st choice
Relevant education and training	1 st	54%
Lack of domestic capital	2 nd	29%
Low level of urbanisation	3 rd	3%
Low interest among donor governments	4 th	4%
High salaries	5 th	0%
Other	6 th	10%

The above table shows how delegates rated the 6 obstacles listed in terms of how important they are in obstructing the creation of jobs in Africa. 'Relevant education and training' and 'Lack of domestic capital' were by far the most popular choices, with a combined 139 1st choice votes.

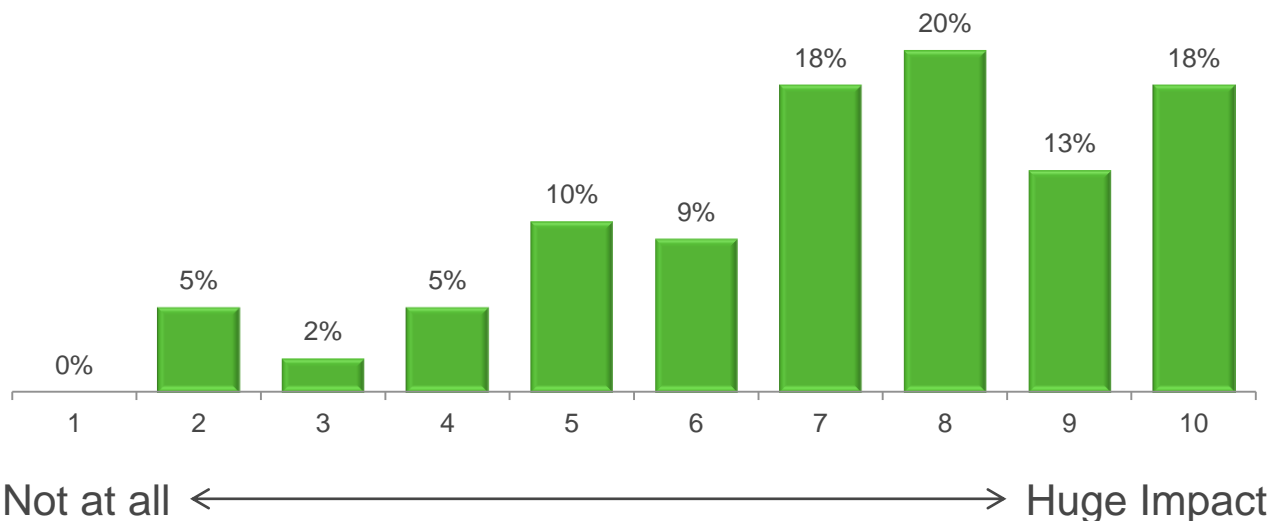
52%

of delegates selected 'Relevant education and training' as the biggest obstacle to creating employment in Africa.

22%

of delegates believe that 'High Salaries' is the least influential factor in obstructing job creation in African countries.

To what extent does corruption block job creation in low income / developing countries?

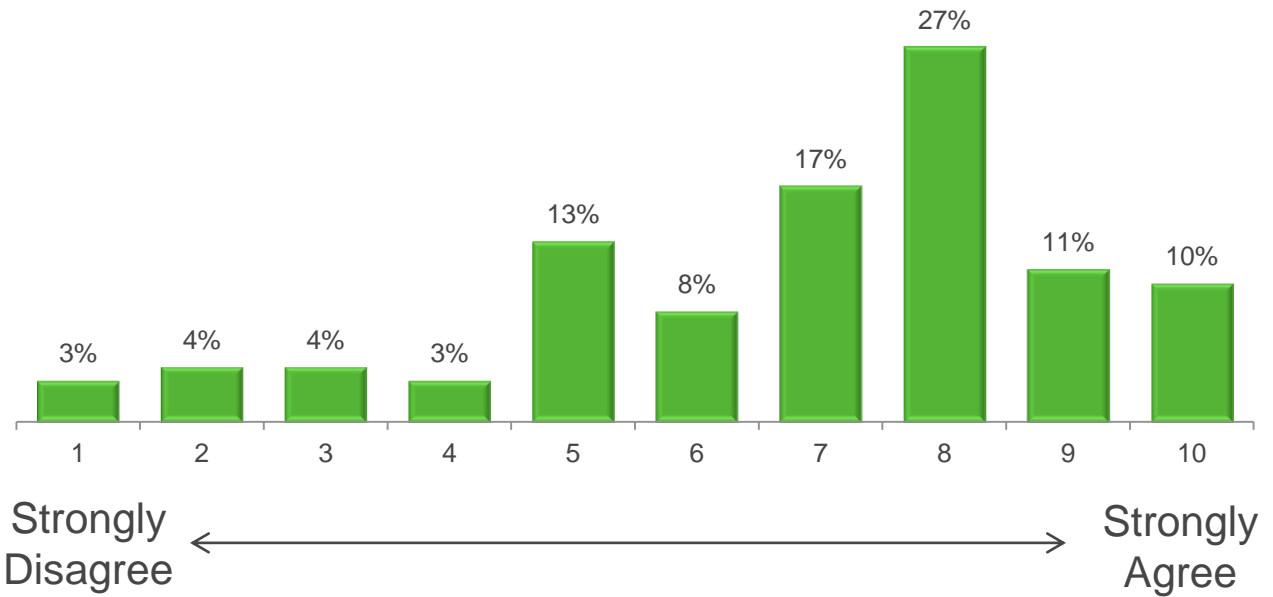


95%
of Under 25's believe that corruption has an impact on job creation.

55%
of INGO representatives do **NOT** think that corruption makes much of an impact

40%
of those from 'Not for profit' organisations feel that corruption has a 'Huge Impact'

Small and medium enterprises (SMEs) are the main engine of growth in the developing world.



35%

of Academics disagree to some extent that SMEs are the main engine of growth.

19%

of Private Sector workers Strongly Agree with the statement.

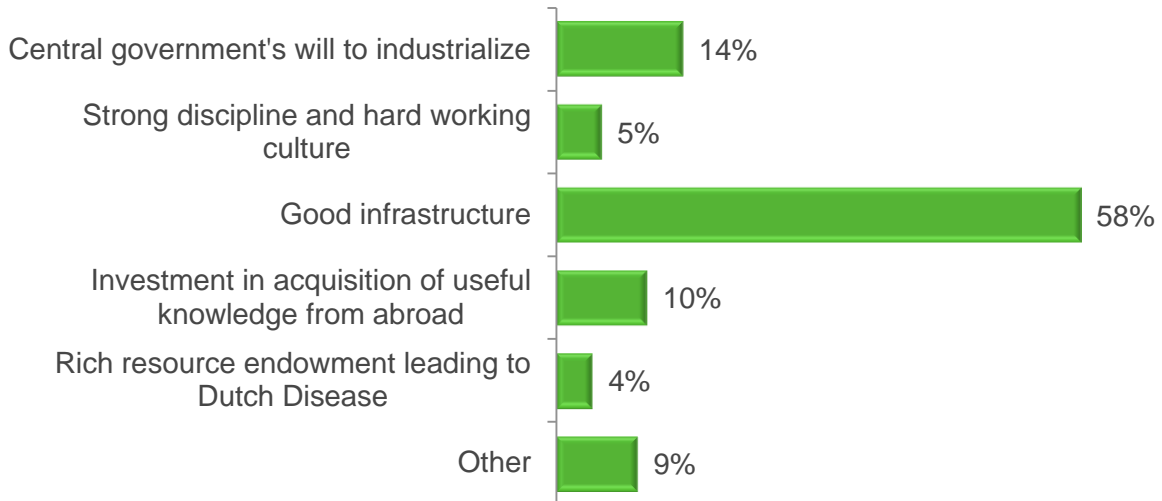
78%

of Students agree to some extent that SMEs are the main engine of growth.

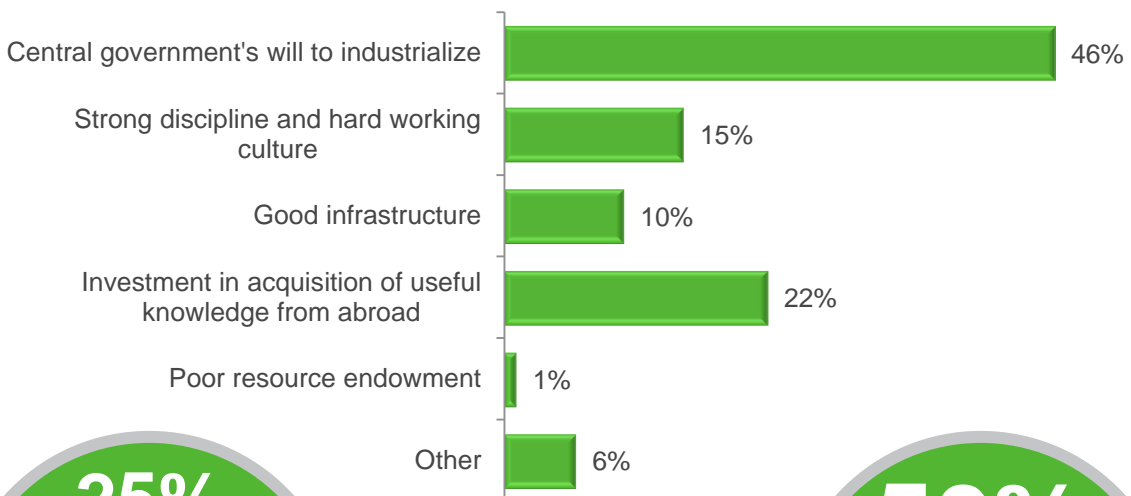
Afternoon Session



What is the main challenge to industrial development in sub-Saharan economies?



Why have so many east-Asian economies succeeded in industrialization?



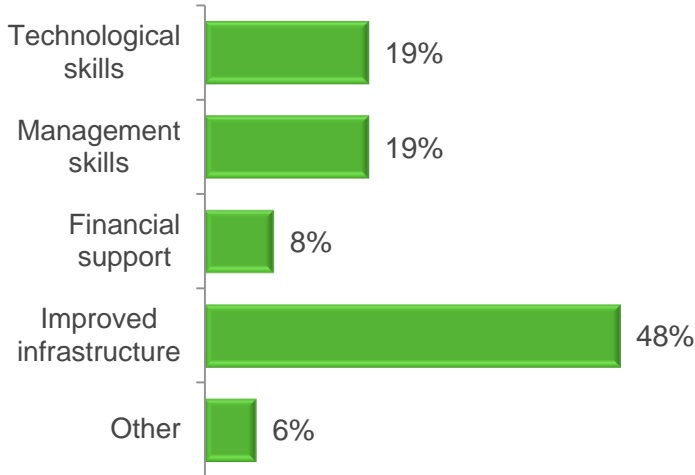
25%

of Private Sector workers indicated that it is unwilling central governments that have held back the industrial development of sub-Saharan economies.

50%

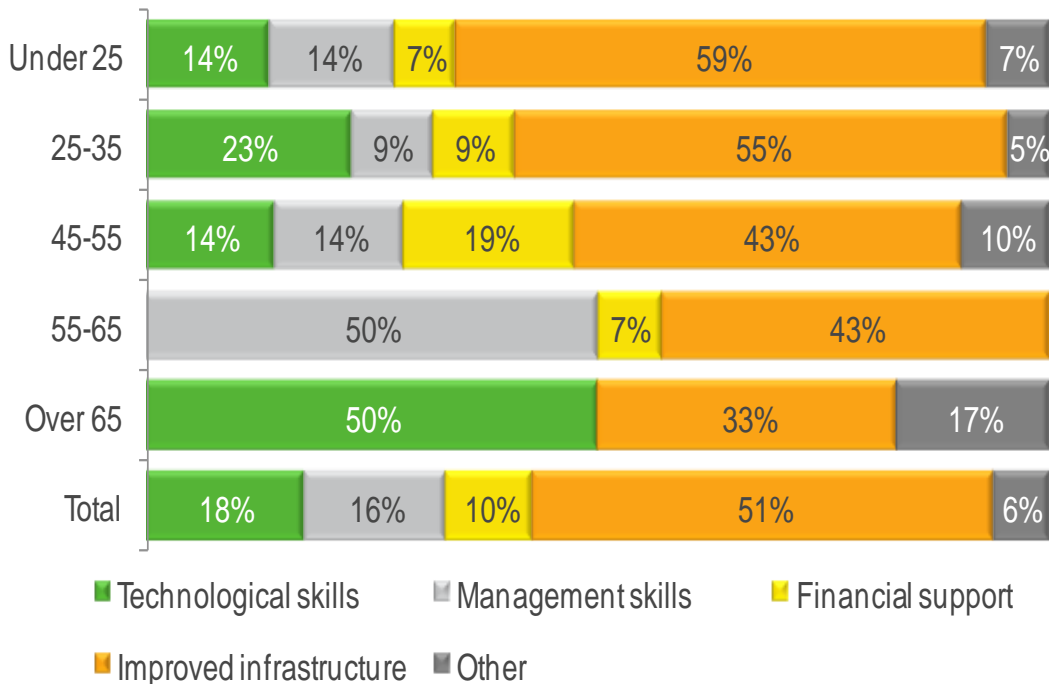
of Students believe it is a willing central government that has allowed east-Asian economies to succeed.

In order to industrialise, where should we invest first?



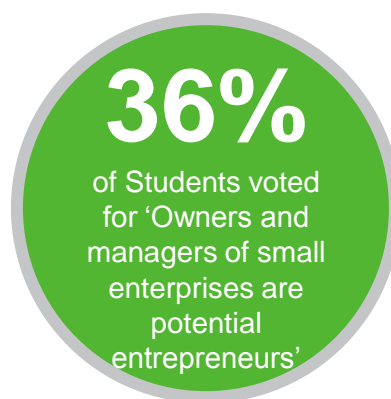
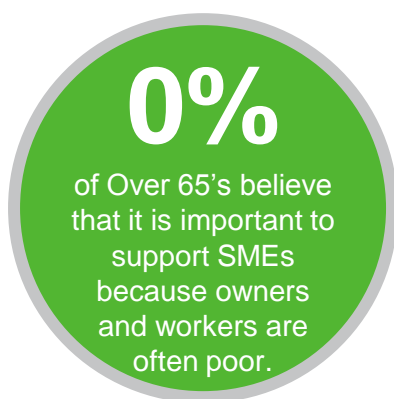
60%
of Students believe that an improved infrastructure is the best place to start investing.

Half of the delegates over the age of 55 would initially invest in skills in order to industrialise.



Why is it important to support the development of small enterprises?

Reason	%
Owners and workers are often very poor	19%
Growth of numerous small will create jobs and lead to inclusive economic development	45%
Owners and managers of small enterprises are potential entrepreneurs	28%
Other	8%



A third of delegates from Not for Profit organisations indicated that it is important to support SMEs because owners and workers are often poor.

Mozambique – growth, poverty reduction and jobs

What has happened to poverty in Mozambique during the last period for which we have data (2002-2008)?

Fallen	33%
Stayed the same	49%
Gone up	18%

The correct answers to the 4 Mozambique questions are highlighted in green.

What share of the Mozambican population live in rural areas?

0% - 25%	1%
26% - 50%	16%
51% - 75%	52%
76% - 100%	31%

What share of the Mozambican working population has a job that pays a wage?

0% - 25%	47%
26% - 50%	42%
51% - 75%	10%
76% - 100%	1%

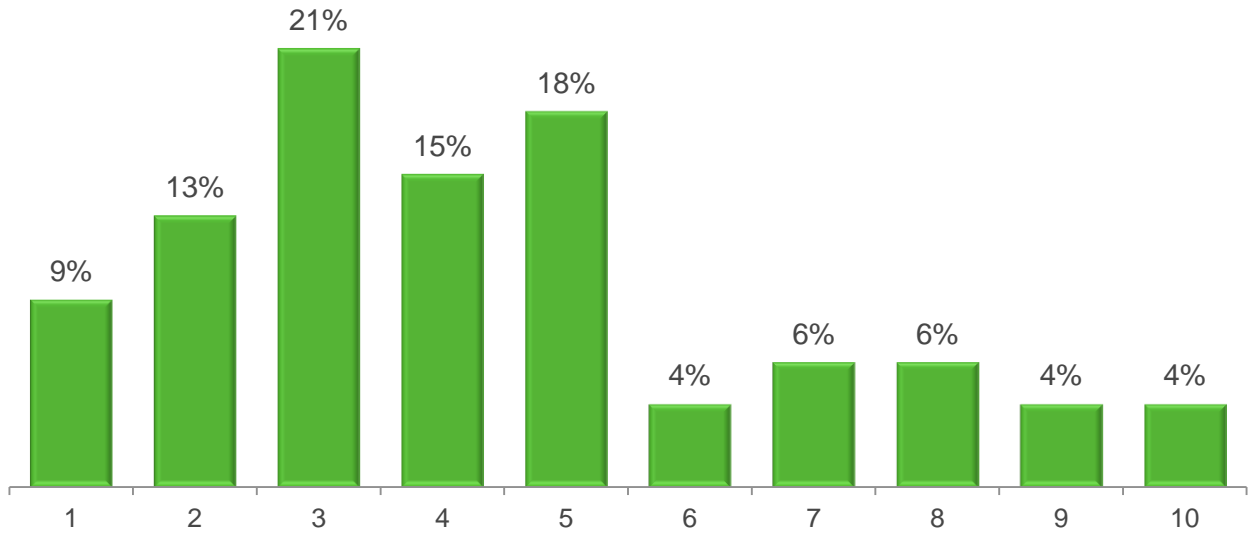
7%

of delegates answered all 4 Mozambique questions correctly.

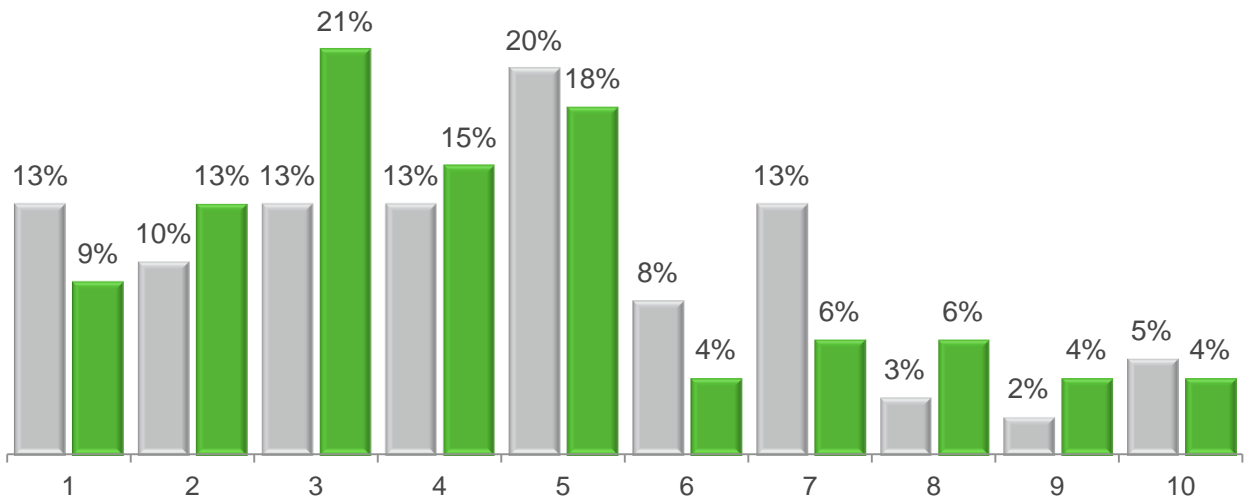
Which type of job is associated with the highest rates of poverty in Mozambique?

Family agriculture	57%
Non-farm informal sector jobs	37%
Wage jobs	6%

What is a more important focus for aid, Jobs or Growth?



Jobs ← *The average response shifted by 0.1 towards Jobs from 4.5 to 4.4 as a result of the conference.* → Growth



Jobs ← → Growth

Start of conference
 End of conference

Which organisations should Development Agencies work through?

Organisation	Start of conference %	End of conference %	+/-
Governments	37%	23%	-14%
Civil Society Organisations	35%	12%	- 23%
Private Sector	16%	10%	- 6%
Other	12%	55%	+ 43%



Making up 55% of the end of conference votes, 'Other' was in fact described as 'All of the above', highlighting that in order to be successful Development Agencies must be able to work through all types of organisations.

What are the main obstacles to creating employment in African countries?

Obstacle	Position at start of conference	Position at end of conference
Relevant education and training	1 st	1 st
Lack of domestic capital	2 nd	2 nd
Low level of urbanisation	3 rd	3 rd
Low interest among donor governments	4 th	4 th
High salaries	5 th	5 th
Other	6 th	6 th

The above table shows how delegates rated the 6 obstacles listed in terms of how important they are in obstructing the creation of jobs in Africa. There was little change in how the delegates voted as a result of the conference, with 'Relevant education and training' increasing its distance at the top with 4% more 1st choice votes.

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1st choice votes for 'Relevant education and training' and 'Lack of domestic capital' over the course of the conference.

Delegate Take-Aways



Take-away messages

Name	Organisation	Sector	Message
Mr Ib Petersen	Ministry of Foreign Affairs/Danida	Diplomat	John page findings
Prof John Rand	University of Copenhagen	Academic	The need for a changed definition of employment
Ms Ellen Eide	CBS Student: MSc Business and Development Studies	Student	The importance and necessity of the informal sector.
Prof Tony Addison	UNU-WIDER	Academic	Data is really important for policy but we don't have enough. Donors need to invest in data collection
Dr Peter Bo Jørgensen	IMHS	Private sector	Ideas knowledge networking
Mr Poul Buch-Hansen	Director, PBH Associates, v/Poul Buch-Hansen	Private sector	Inspiration and information on important research activities
Mr Nico Wilms-Posen	University of Copenhagen	Student	Agricultural productivity is central. However there is no panacea but political decisions need to be informed by good research
Ms Lena Ingelstam	Public Sector	Public Sector	I want new innovative and challenging ideas to bring back to work in a more creative and flexible way.
Mr Roger Grawe	World Bank (retired)	International Organization (INGO)	A better understanding of how jobs can move into a central role in development policy through a country specific approach.
Mr Peter Samuelson	Danish Forum for Microfinance	Non-Governmental Organization (NGO)	Growth is not equal jobs
Ms Karoline Kaasa Dahl	Unknown	Unknown	Positive recognition for the importance of informal and agricultural sector inclusion in targeted aid policy
Ms Heidi Høyer	Veksø A/S	Private sector	That poor workers is a major problem not unemployment.
Ms Maria Cecilie Pautsch Weischer	CSI CONSULTING	Private sector	That researchers and ambassadors agree with the focus on agricultural reform productivity skills etc..
Nathalie Kristiansen	Unknown	Unknown	Aid. Trade. Transparency. Those should be the main key factors of the sustainable growth equation.
Ms Mevis Walter	International Organization (INGO)	International Organization (INGO)	Local knowledge is the main key and research and communication and information transparency.
Prof Tony Addison	UNU-WIDER	Academic	Agriculture is critical but still neglected
Prof Holger Bernt Hansen	University of Copenhagen	Academic	Lack more emphasis on youth unemployment

Take-away messages

Name	Organisation	Sector	Message
Ms Heidi Høyer	Veksø A/S	Private sector	Points about formal vs informal sector
Mr Søren Schou	University of Copenhagen	Academic	Developing countries are very different. Need for a framework for developing industrial policy.
Mr Hans Meier Andersen	Non-Governmental Organization (NGO)	Non-Governmental Organization (NGO)	Great insight into challenges of individual countries economic and labour market modalities.
Mr Peter Samuelson	Danish Forum for Microfinance	Non-Governmental Organization (NGO)	Agriculture is key.
Ms Sofie Jensen	Global Citizen	Public Sector	Take awaysThat there is no statistical relation between growth and jobs
Ms Yalda Faqiri	University of Copenhagen	Student	New research regarding what's working and what's not working at the country level and more importantly the return of agriculture
Ms Maria Cecilie Pautsch Weischer	CSI CONSULTING	Private sector	Management is important. Coming from the priv sector i can only agree.
Dr Anders Granlund	Sida	Public Sector	Recom starts to become an interesting analytical tool but we need to develop the communications part further
Mr Ulrik Beck	University of Copenhagen	Academic	A coherent industrial strategy and innovative and knowledgeable donors are key to effective employment policies
Darriann Riber	Unknown	Unknown	As we also live in a post factual era with a lot of information available out there it is interesting that recom tries to help.
Ms Christina Hakansson	Student	Student	Importance of fostering local development taking into account the particular circumstances of that country
Ms Mevis Walter	International Organization (INGO)	International Organization (INGO)	Aid and fair trade to be seen hand in hand.
Ms Amie N Dong	Center For African Studies	Student	New insight on the issue about the working poor vs the general assumption that there is a lot of unemployment
Mr Rasmus Ludvigsen	Aalborg University	Student	That all research in the world can not change the fact that local knowledge and experience of the people involved is crucial.
Ms Ellen Eide	CBS Student: MSc Business and Development Studies	Student	There is does not exist a quick fix...There is need for packages!

Take-away messages

Name	Organisation	Sector	Message
Mr Flemming Sørensen	CSI CONSULTING	Private sector	More seminars like this one
Mr Klaus Bustrup	Danida	Diplomat	Main takeaways. Value chains are important but only works if there is a close cooperation and communication amongst partners
Mr Martin Selimann Østergaard	BØRNEfonden	Non-Governmental Organization (NGO)	Importance of research for making clear decisions and weigh different priorities against each other.
Mr Jan Redzisz	University of Copenhagen	Student	Foreign aid could be improved upon by taking employment goals into considerations. We also need much more data to achieve it.
Mr Adrian Sonder	Student	Student	Interesting insights about strategies to create jobs in different regions in the world. Research combined with practical views.
Ms Line Bechmann	Axis	Public Sector	The local context is very important. The context is different in every country in the world.
Ms Maria Hussak Knudsen	CAS student	Student	Creating jobs is not just about creating jobs but more importantly about creating sustainable jobs that will foster new jobs. D
Mr Peter Kellermann Brandorff	IBIS	Other	The great importance of the informal sector in creating jobs and the unclear role of small companies.
Ms Evelina Nilsson	Unknown	Unknown	The importance of a properly way of directing resources generated by ec growth in order to facilitate poverty reduction litate
Mr GONZALO CID	Student	Student	We still are thinking that economic grow is the key to happiness forgetting that a lot of people want just to cover basic needs
Ms Amie N Dong	Center For African Studies	Student	The better jobs and job conditions vs more jobs is an interesting point in regards to aid
Ms Astrid Solvej Lund Andersen	Københavns Universitet	Student	I am surprised that the approach towards job creation is so positive and but i miss more focus on environment.
Ms Annette Hyllested	CBS	Student	Aid can be more focused. Specific and honest examples are needed in communication to attract and retain donors.
Mr Alan Kadduri	Unknown	Unknown	No specific one approach fits all" solution to poverty reduction
Ms Annette Hyllested	CBS	Student	Importance of research
Ms Jenny Forsberg	Utrikespolitiska föreningen Lund	Student	That there is will and energy to change the current situation. that the discussion is continuously on-going. fulfilled expectant

Take-away messages

Name	Organisation	Sector	Message
Mr Jesper Marius Als	International Liaison Officer BØRNEfonden	International Organization (INGO)	That good research is pivotal to puncture the myth that there is a simple link between economic growth jobs and pov. Reduction
Mr Hans Meier Andersen	Non-Governmental Organization (NGO)	Non-Governmental Organization (NGO)	Rewarding to hear that human conditions are similar all over the world, but cultural conditions are essential. Jobs can be made
Ms Anne Sofie Aalkjær	CAS - centre og Africanus studies	Student	Knowledge is crucial in order to create jobs and thereby development.
Ms Bjerger Benedikte	University of Copenhagen	Academic	We need to promote agriculture. Also research need to be promoted. Generally we need structural change but how.?
Mr Ole Dahl Rasmussen	DanChurchAid	Non-Governmental Organization (NGO)	Land reform is good labour market policy
Darriann Riber	Unknown	Unknown	Still a question how to work with the very much needed structural changes in Africa in order to ensure growth for more people.
Mr Flemming Sørensen	CSI CONSULTING	Private sector	Dos and don'ts across research and local knowledge and interventions
Mr Kent Jensen	Unknown	Unknown	The informal employment is central. Especially the need to organise it so they can get skills and break into productive sectors
Mr Peter Samuelson	Danish Forum for Microfinance	Non-Governmental Organization (NGO)	No silver bullet. I thought m4p as of the dced was central but actually still focus on microfinance. Interesting
Ms Amie N Dong	Center For African Studies	Student	Big is beautiful when looking at the size of a firms when looking to increase job creation and job conditions e.g. wages.
Mr Jonas Helth Lønborg	University of Southern Denmark	Academic	The importance of a two-tiered approach in aid and jobs. both creating more and creating better jobs.
Ms Maria Cecilie Pautsch Weischer	CSI CONSULTING	Private sector	Incubators and talent training among growth entrepreneurs are important for JOB CREATION among smes.
Mr Ole Dahl Rasmussen	DanChurchAid	Non-Governmental Organization (NGO)	Aid should take risks
Dr Anders Granlund	Sida	Public Sector	The theme is important for future development achievements. It is important to notice the importance in research results.
Ms Emi Nataka	University of Copenhagen, center of African Studies	Student	every expert suggest agriculture as important key for development in Africa. But i doubt that idea is right under capitalism
Mr Jørgen Assens	LO/FTF Council	Non-Governmental Organization (NGO)	There is a need to strengthen the interlink ages between the researchers and practitioners.

Take-away messages

Name	Organisation	Sector	Message
Ms Tea Dissing	Unemployed	Other	There is no one size fits all solution however agriculture and structural change are crucial factors.
Mr Mogens Jensen	Omega Consulting	Private sector	Each country needs a different approach to private sector development.
Ms Jytte Laursen	Ministry of Foreign Affairs	Public Sector	Structural transformation and aid facilitating private financing for infrastructure. Conditions in Africa are ripe for this
Mr Martin Selimann Østergaard	BØRNEfonden	Non-Governmental Organization (NGO)	Important that a fairly consistent picture seems to emerge on relations between growth employment and poverty.
Mr Flemming Sørensen	CSI CONSULTING	Private sector	More focus on communication of cross sectoral results
Dr Anders Granlund	Sida	Public Sector	A bit too big panel
Ms Gerda Sokelyte	CAS Student	Student	Interaction between different sectors and fields of research are extremely important in order to find the best solutions,
Ms Karolina Lahdeaho	Center of African Studies	Student	The importance of creating better job opportunities for low income countries where people are stuck in inefficient jobs
Darriann Riber	Unknown	Unknown	More work needed to clarify the roles of the different development partners incl national partners and the private sectors
Ms Emi Natake	University of Copenhagen, center of African Studies	Student	Agriculture is critical in the view of food security i know. But if Africa countries change to be industrialised some extent,
Mr Adam Spliid	Nordic Consulting Group	Private sector	The importance of economies structural change and productivity of the agricultural sector for creation of value adding jobs
Mr Martin Selimann Østergaard	BØRNEfonden	Non-Governmental Organization (NGO)	Good that panellists and participants were obliged to keep comments clear and precise.
Ms Madelene Trang	Lund University/ The Association of Foreign Affairs	Student	The aid as a catalyst for jobs. The importance of understanding different context and importance of structural change.
Ms Mette Lyhne-Hansen	Department of Geography and Geology, Uni. of Copenhagen	Student	I think that Im leaving with more questions than of arrival. But clearly jobs are necessary to create development. But how are
Ms Amie N Dong	Center For African Studies	Student	The fact that you need to focus on the right job when improving a countries economic development
Cecilie Reinhardt	Center of African Studies (CAS)	Student	The importance of communication and exchange between many different disciplinaries/actors in order to make better research.

What do you hope to get out of the day?

Name	Organisation	Sector	Message
Ms Emi Nataka	University of Copenhagen, center of African Studies	Student	The percentage of poor does not decrease
Ms Mevis Walter	International Organization (INGO)	International Organization (INGO)	From simple to complex implementation of policy making. Initiated by research results. Effective inclusion of this data.
Mr Flavien NEZIEN	Ambassade du Burkina Faso	Diplomat	Aid and trade financial transparency for each developing country so as to fight corruption job to reduce poverty good policies
Ms Grete Lill Ausland Homme	Copenhagen University	Student	A highly interesting seminar with a strong panel that (with audience input) addressed crucial issues and the topical complexity.
Ms Carole Kouassi	MA Student at Center of African Studies Kopenhagen (KU University)	Student	More jobs, increasing communication and research leading to better innovation which will increase job supply +reduce poverty
Mr Hans Meier Andersen	Non-Governmental Organization (NGO)	Non-Governmental Organization (NGO)	Panel was rather male, pale and stale! You should get a better balance next time. Even though the panel was very high quality.
Ms Amie N Dong	Center For African Studies	Student	The focus u on micro loan and structural adjustment is some good guidelines for dev. Aid
Ms Emi Nataka	University of Copenhagen, center of African Studies	Student	Anyway, thanks providing this great event!
Darriann Riber	Unknown	Unknown	More realism needed in the conversation between researchers and practitioners. They do not always share the same agendas.
Mr Flemming Sørensen	CSI CONSULTING	Private sector	More focus on how the development and aid will be in the future hereby the trends in private public partnerships as an instrument
Ms Amie N Dong	Center For African Studies	Student	Making sure that aid develop growth with change and not the other way around
Dr Anders Granlund	Sida	Public Sector	Excellent panel. Superb moderator. But i miss some more women some more young and some more from our target countries
Ms Mette Lyhne-Hansen	Department of Geography and Geology, Uni. of Copenhagen	Student	...The sustainable jobs created? I've also realised, that there are still a very Eurocentric/western approach to dev. and growth
Ms Carole Kouassi	MA Student at Center of African Studies Kopenhagen (KU University)	Student	Education! It might be a question create jobs but there should be appropriate and skilled labour force
Mr Jørgen Assens	LO/FTF Council	Non-Governmental Organization (NGO)	Opening new questions e.g. on linkages between social protection as basis for creating employment.

Take-away messages

Name	Organisation	Sector	Message
Ms Amie N Dong	Center For African Studies	Student	Independent research and more data is important with a combination with better communication and collaboration
Ms Cecilia Kahn	Lund University	Student	More research necessary, and aid needs to adopt to country specific situations. Cooperation, research and communication!
Darriann Riber	Unknown	Unknown	Hilary did i a very impressive job to ensure communication and dialog and that was very useful for the seminar. That has been key
Ms Johanna Ringkvist	Student	Student	private companies create the jobs sure but governments create investment climate and macro policies. more focus there
Ms Dominique Alex	Student	Student	The dissonance in the general understanding of what is needed ie small biz vs the importance of less sexy words like structural
Ms Carole Kouassi	MA Student at Center of African Studies Copenhagen (KU University)	Student	Take into consideration that job creation is subject to challenges arising from differing conditions varying in each country
Ms Amie N Dong	Center For African Studies	Student	Its important to increase productivity WORK SMART NOT HARD
Ms Amie N Dong	Center For African Studies	Student	Firm size and the importance to the right job creation
Ms Amie N Dong	Center For African Studies	Student	Green development the key approach
Darriann Riber	Unknown	Unknown	We still do not know what should public funds be doing and what should private funds should be prioritizing.
Ms Jenny Forsberg	Utrikespolitiska föreningen Lund	Student	That if the discussions today hasn't just been talk the outlook is brighter than i thought concerning the will of change
Ms Tove Lundgren	Utrikespolitiska föreningen Lund	Student	The importance of facts and research. A new perspective on the informal sector as a big work distributor
Ms Maria Fibæk	University of Copenhagen	Academic	The topics have been many and a high complexity clearly shows that researchers and policy makers need to engage more.
Ms Mette Lyhne-Hansen	Department of Geography and Geology, Uni. of Copenhagen	Student	It seems that structural change is the keyword. I don't know if I disagree but I'm certainly questioning it! that will lead to labour migration and structural changes within families and their livelihoods. It is a Rostowian approach, and there are so many cases (eg Mexico) where it has not worked!
Mr Jens Kvorning	Danish Federation of SME's	Private sector	Led growth. I believe that domestic demand drive is crucial to look at. The more growth generated by domestic demand the bigger

ReCom: Jobs – Aid at Work

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Copenhagen



IML Analysis Report