

### Practice #1

## Cash-for-work, Guinea

**Implementing entity:** IOM

**Project title:** EU-IOM Joint Initiative for Migrant Protection and Reintegration in the Sahel and Lake Chad region

**Donor:** European Union under the EU Emergency Trust Fund for Africa

### Summary

As of mid-July 2018, 452 individuals were included in cash for work (CFW) activities in the capital of Guinea, Conakry. Benefitting both returning migrants and prospective migrants including community members in vulnerable situations, this initiative has provided them with cash support when they usually need it most (transition period between return and longer-term reintegration), while at the same time improving the living conditions in their communities of return (mainly by cleaning public spaces) which in turn facilitates their reinsertion. By involving prospective migrants and vulnerable people in the activities, potential tensions between returnees and local population are mitigated as the project is seen as benefitting all.

### Operational details

#### ► Description of the activity

Cash-for-work (CFW) interventions provide selected beneficiaries with temporary employment in projects that are beneficial to their communities.

In Guinea, CFW is proposed to returnees as a temporary measure before their longer-term reintegration plans are discussed.

Teams of around 100 people, composed of returnees and members of the local communities, are tasked with cleaning areas such as beaches and other public spaces.

Beneficiaries work 5 days per week on the project and a sixth day is dedicated to awareness raising (on irregular migration, reintegration, civic responsibilities, etc.) and payments for the work undertaken over the 5 working days. One-third of their salary is paid in cash and two-thirds are transferred on a bank account opened for each beneficiary. If beneficiaries decide to reinvest their savings in a collective reintegration project, they are entitled to receive additional reintegration support (i.e. additional support from IOM to set up their collective project). In this light, the CFW intervention allows returnees to get to know and trust each other, highlights the benefits of working jointly, and

ultimately contributes to the returnees' decision to join forces, pool resources and continue working together. CFW projects are supervised by local committees composed of local authorities and representatives. 3 IOM daily workers are also dedicated to the daily supervision and monitoring of each project.

Below is a brief list of the different steps to take to implement a cash-for-work intervention:

1. Identify areas of high returns.
2. Discuss with local authorities and representatives (including returnees and non-returnees) about labour-intensive activities that could benefit the community and agree on potential intervention(s) (including task to be carried out, results to be achieved, number of beneficiaries and duration of the activity, amount of salary, supervision structure, etc.). Ideally the intervention should be aligned with local development plans.
3. Define beneficiaries selection criteria with local authorities and representatives.
4. Select beneficiaries and form groups.
5. Establish local committees for the supervision of the activities.
6. Set up a payment mechanism (if relevant, liaise with specialized finance institutions).
7. Implement the activity.
8. Ensure regular payments (for instance weekly).
9. Monitor the activity (ideally by both IOM and local supervision committee, both during and after intervention).
10. Discuss with returnees about their future plans. This is key: CFW activity is not an end per se, it is a transitory activity that ideally links to the returnees' longer-term reintegration.



Launch of the cash-for-work activity at Rogbané beach, Taouyah  
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## ► Approach/Rationale

Due to the very high (and unplanned) number of Guinean migrants who returned from Libya and Niger between mid-2017 and mid-2018 (more than 6,700), IOM Guinea's reintegration assistance capacities have been put under strain. The timeframe between a migrant's return and the actual provision of reintegration support was long, leading to situations where returnees risked losing hope and trust in the process and dropping out (possibly re-migrating).

Cash-for-work schemes were perceived as a good option to address this situation while ensuring support to the returnees' reintegration as well as to the communities of return. CFW schemes indeed (i) motivate returnees and build their trust in the reintegration support process, (ii) reduce migrant's vulnerability by providing temporary jobs/income, (iii) involve beneficiaries in the care of their own communities and (iv) reinforce social cohesion among beneficiaries.



Beach Cleaning Day, Benares  
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## ► Partnership/Synergy

This activity is implemented by IOM. Due to the complexity of ensuring regular cash payments to beneficiaries, IOM Guinea signed a service agreement with a mobile company (Orange) tasked to transfer beneficiaries' salaries through mobile payments. One third of the beneficiaries' salary is thus transferred through this method. For the remaining part of the salary, a MoU has been signed with a local microfinance institution where bank accounts are opened

for every CFW beneficiary and where their salary is transferred.

### ► Useful contacts and references

For more information: [jointinitiative@iom.int](mailto:jointinitiative@iom.int).

## Evidence base

### ► Outcome and Evidence

As of mid-July 2018, 452 vulnerable Guinean returnees and members of the local population benefitted from five different cash-for-work projects. While contributing to cleaning 10 public areas in the capital Conakry, returnees earned a decent income during their 45 days of work.

The intervention provided some much-needed cash to cover the beneficiaries' daily needs during the transitory period between their return and their longer-term reintegration. Following the intervention, many returnees decided to re-invest their savings in collective reintegration projects with the support of IOM.



Cleaning of the Regional Directorate of Health, Labé  
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The above-mentioned results are evidenced as follows:

- Number of beneficiaries: registration books/ lists of participants and proofs of payment.
- Use of cash (daily needs and re-investment): survey and, in case of reinvestment, reintegration plans.

### ► Recommendations

The following recommendations are drawn from IOM's experience in Guinea:

- **Involve community members in the activities.** Community members were indeed frustrated when only returning migrants were selected for CFW activities. In order to mitigate frustrations, tensions and potential pull factors, they have been involved in the activities (criteria for the selection of community members are defined with the local authorities prior to each CFW intervention).
  - **Develop an application with ID pictures to identify beneficiaries.** IOM Guinea identified a high risk of fraud, with returnees handing over their identification card to others who then asked for assistance. Adding a picture to the beneficiaries' card allows ensuring that the beneficiary is indeed the returnee selected.
  - **Collaborate with specialized institutions to pay the allowance/ salary.** Payments can be burdensome and transporting large amounts of cash is not safe. Alternative payments methods (mobile payments, bank accounts, etc.) must be envisaged and payment can be delegated to specialized institutions.
  - **Enhance communication about the CFW intervention and its link to the longer-term reintegration of returnees.** In order to avoid frustrations and tensions, it is important to communicate well on the CFW intervention. Expectations should also be managed: these interventions are of a short-term nature and the salary to be expected remains quite low. The link between the CFW intervention and the longer-term reintegration support should also be clearly explained since the onset (including the fact that the savings should ideally be invested in a collective project).
- Other major recommendations stressed by most of the stakeholders implementing CFW schemes are:
- **Avoid any job market distortions and competition with local workers.** Thorough reflection and coordination with local actors on the definition of the

type of project and of the amount of salary are therefore essential.

- **CFW intervention must be coordinated with local authorities and possibly be in line with local**

**development plans.** This contributes to the local buy-in, ownership and sustainability of the activity.

### Knowledge Management Hub

Factsheet developed under the EU-IOM Joint Initiative for Migrant Protection and Reintegration in November 2018  
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This factsheet is part of a series of factsheets on good and promising practices in reintegration assistance. It aims at disseminating good and promising practices on reintegration assistance to reintegration practitioners worldwide.

It is supported by IOM's Knowledge Management Hub (KMH). The KMH has been established by IOM in late 2017 under the EU-funded *Pilot Action on Voluntary Return and Sustainable, Community-Based Reintegration* to provide support to the EU-IOM Actions addressing migrant protection and sustainable reintegration in Africa and in Asia.



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