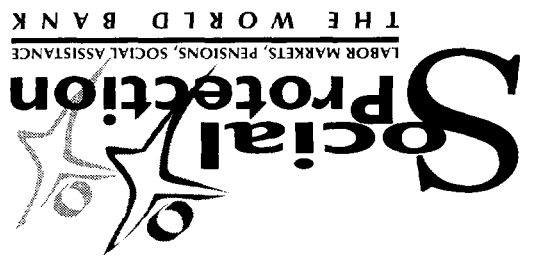
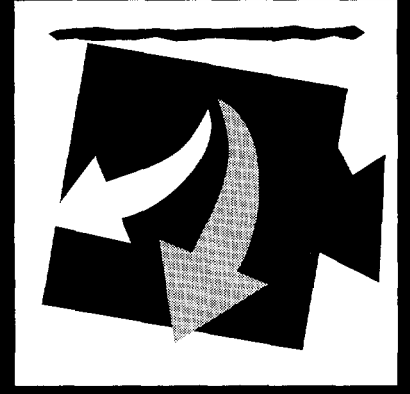


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World Bank Lending
for Labor Markets:
1991 to 1996

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Human Development Network
Social Protection Group
The World Bank
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CONTENTS

	<u>Page</u>
Overview.....	1
Annex 1: Definitions.....	5
Annex 2: Classification of Projects by Labor Market Components	7
Public Works.....	7
Micro-Enterprise Development	9
Labor Market Information and Monitoring.....	13
Training	17
Employment Services	22
Compensation Schemes	24
Women and Labor Markets	26
Labor Code Revision	27
Pension System Reform.....	28
Annex 3a: Projects with LM Components (FY92)	30
Annex 3b: Projects with LM Components (FY93).....	31
Annex 3c: Projects with LM Components (FY94)	34
Annex 3d: Projects with LM Components (FY95).....	38
Annex 3d: Projects with LM Components (FY96).....	42
Appendix Tables:	
A-1 Total Projects by Region and Country Income.....	47
A-2 LM Projects by Region and Country Income	48
A-3 Proportion of LM projects by Region	49
A-4 Proportion of LM projects by Income Group	49
A-5 Projects by Division and Region.....	50
Distribution of LM Components by Region	
Africa Region	51
East Europe and Central Asia	54
East Asia and Pacific.....	56
South Asia	58
Latin America and Caribbean	59
Middle East and North Africa.....	61

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Introduction

The World Bank assigns great importance to improvements in the performance of the labor market. The functioning of the labor market is critical for growth (efficiency) and workers' incomes (welfare) and for the Bank's overarching goal of poverty reduction.

The interest of the Bank in labor markets is reflected both in its analytical work and lending operations. The Bank's analytical work on labor markets culminated this year with the publication of the *World Development Report 1995: Workers in an Integrating World*. Its operations on labor markets are reviewed in this paper. The findings show that, indeed, lending for labor market has increased significantly in the last four years.

Overview

The Bank supported close to 950 projects in the last five fiscal years (FY92 to FY96). An examination of the 941 project reports approved during this period shows that 229 projects supported at least one labor market "component". There were only 15 projects with a labor market component in FY92. This number increased to 35 in FY93 and exceeded 50 in both FY94 and FY95 before reaching 73 in FY96. Whereas only one in twelve projects had a labor market component in FY92, more than one in three did so in FY96 (Table 1).

Table 1: Overall and LM Lending (FY92-FY96)

	All	FY92	FY93	FY94	FY95	FY96
No. of Projects (SAR's)	941	178	187	176	179	221
SAR's with LM Components	229	15	35	54	52	73
Percent of SARs with LM Components	24.3	8.4	18.7	30.7	29.0	33.0

Type of LM operations

Public works was the most commonly funded component: 120 out of a total of 398 labor market operations. A majority of projects (129 of 229) provided funding for only one component. The 100 projects with more than one component averaged 2.7 labor components per project. A breakdown of the various labor components is shown in Table 2.

Table 2: Frequency of Labor Market Components (FY92 - FY96)

Component	No of Components	%
Public Works	120	30
Training	63	16
LM Information and Monitoring	62	16
Micro-Enterprises	55	14
Employment Services	30	8
Women Workers	27	7
Adjustment Compensation	16	4
Pension System Reform	14	3
Labor Code Revision	11	2
All	398	100

Objectives of LM lending

Most projects removed fiscal constraints to the expansion of existing activities or enabled the introduction of new ones. However, many aim to change the way the labor market functions through reforms or revisions of institutional provisions. For example, if pension reforms, labor code revisions, and adjustment compensation schemes are grouped together, these "institutional reform" components would amount to 25 percent of all components. Also, some reforms are included in other components (for example, a project to increase training may also include a training rehabilitation component or employment services may include some social assistance reform).

Distribution by Type and Region

In all regions, the component most financed is public works (Table 3). The next most financed components are training (AFR, EAP and SAS regions), labor market information (ECA and MNA regions) and micro-enterprise development (LAC region).

Table 3: Distribution of Components by Type and Region (FY92-FY96)

Region	PW	Micro Ent.	LM Info.	Training	Empl. Service	Adj. Scheme	Women	Labor Code	Pension Reform	All Comp.
AFR	43	22	20	23	2	5	7	6	1	129
ECA	20	10	16	13	13	6	3	1	9	91
EAP	17	5	6	10	8	2	6	1	1	56
SAS	8	1	1	2	0	0	2	0	0	14
LAC	21	14	13	10	5	2	4	3	4	76
MNA	11	3	6	5	2	1	5	0	0	33
All	120	55	62	63	30	16	27	11	14	398

Regional Distribution

The Africa Region had most of the projects with labor market components (78) followed by Latin America and the Caribbean (LAC: 45) and East Europe and Central Asia (ECA: 44). East Asia and the Pacific (EAP) followed with 29 projects. The Middle East and North Africa (MNA) region had 20 projects with labor market components while the South Asia (SAS) region financed 13 such projects. In relation to all projects, labor market lending was most common in AFR and LAC where nearly one-third of projects supported some LM operation. ECA and MNA followed with over 20 percent while SAS and EAP followed with 17 and 15 percent respectively (Table 4, last column). The distribution of components by labor market activity is also shown in the table.

Who does LM projects?¹

Most LM projects were produced in Population and Human Resources Divisions (51 of the 156 projects), followed by Infrastructure (41) and Agriculture Divisions (30).

¹ Labor market initiatives included in policy-based lending initiated by Country Operation Divisions is excluded from this analysis.

Table 4: Distribution of LM Projects by Division and Region (FY92-FY96)

Division	LM Projects	As a % of All LM Projects	Regions	LM Projects	All Projects	LM/All %
Human Resources/Soc. Services	77	34	AFR	78	236	33
Infrastructure	55	24	EAP	29	193	15
Agriculture	42	18	LAC	45	141	32
COD/Other	21	9	ECA	44	200	22
Natural Resources/Env.	18	8	SAS	13	77	17
Industry/ Public Pvt. Ent.	16	7	MNA	20	95	21
Total	229	100	ALL	229	942	24

Financing of LM Components

While it would be interesting to estimate how much the Bank lends for labor market activities, it is not always possible to accurately measure the amount to be spent on a particular component. For example, only part of the lending for a public works component may be used to finance labor intensive public works and it is not always easy to identify this amount.

However, some general statements can be made about lending for LM components. Between FY92-FY96, the Bank financed 28 projects, which lent exclusively for labor markets. The total lending for these projects was over \$1.2 billion. Based on an analysis of a random sample of projects, it is estimated that approximately another \$1.2 billion was lent over the same time period in the other projects that included at least one labor market component. Thus, the Bank has lend about \$2.5 billion since FY92 for labor markets.

The following sections define the various labor market components (Annex 1), classify projects by labor market components (Annex 2), list the projects with labor market components (Annex 3) and provide various tabulation of project characteristics (Appendix Tables).

Annex I: Definitions

A labor market component is defined as lending for the following activities:

Public Works.² They relate to urban and rural programs that provide work that contributes to reforestation, the construction or maintenance of school and health care buildings and roads, the improvement in water supply, collection of waste material, cleaning of drains and sewage and so on. The target groups are usually unemployed and underemployed workers in depressed areas.

Training. Training includes the setting-up of training funds, provision of courses to improve skills, upgrading of existing facilities or creating new ones.³ The most likely beneficiaries of this training are displaced workers in the private sector, retrenched public sector workers or workers likely to lose their jobs.

LM Information and Monitoring. Lending in this category includes the collection and analysis/dissemination of labor market statistics (such as LSMS), computerization of data agencies, the development of occupational classification systems, and monitoring of the development of the labor market during adjustment.

Micro-enterprises. They include support for the purchase of farm tools and equipment as well as other farm inputs, expansion and marketing of home-based production (such as poultry raising and home gardening), improvements in village storage, small scale activities in industry and commerce, improvement of business skills and in-service training in small and medium enterprises. Lending in this area is targeted towards self-employed or retrenched workers.

² In the present analysis *public works* refer to what are also described in projects as labor works, labor-based infrastructure rehabilitation, or labor intensive works.

³ In the present analysis we have excluded training in conjunction with secondary vocational education and training specific to the implementation of the project.

Employment services. They refer to counselling services for employment offices and schools. They attract lending for computerization, enhancement of capacity for guidance and placement of workers, provision of mobile services and establishment of private employment bureaus. Under this group we also included measures promoting the institutional framework for labor development (such as assistance to ministries of labor or other organizations dealing with labor issues). The prime beneficiaries of employment services are first-time job seekers, unemployed and those at risk of losing their job.

Women and the labor market. Some labor market components specifically addressed women's employment issues such as the improvement of female training, the increase in the spatial mobility of women workers, and the setting up of a research fund to support action oriented research on female employment issues.

Pension System Reform. This deals with the reform of the employee pension and disability pension systems. Main beneficiaries are retirees and individuals who have to leave the labor force due to disabilities incurred while on the job.

Labor Code Revision. This includes setting of a uniform minimum wage, public sector employment and pay reform and permitting free negotiations between employers and employees at the time of employment. These measures benefit workers in all sectors of the economy.⁴

Adjustment schemes for retrenched workers. In this category we included lending for financial assistance of workers retrenched from the public sector, the design and administration of safety nets specific to retrenched workers, and the study of the introduction of an unemployment insurance scheme. These measures exclusively benefit workers at the risk of losing their jobs/retrenched workers.

⁴ This component and components dealing with the regulatory framework of the labor market are more commonly found in adjustment operations (SAL's) which are not within the prerogative of the SAR's.

Annex 2

Classification of Projects by Labor Market Components

In this Annex we present a more detailed description of projects with labor market components grouped by the type of labor market issue that they covered. Some projects are listed more than once (for example when public works were combined with micro-enterprise development). Components other than public works are generally listed by project as they are diverse. Public works programs are presented by their major objective.

A. Public Works

1. Roads construction and maintenance/ construction and maintenance of bridges (Rwanda (I) FY92; Senegal (I) FY92; Benin FY92; Burkina Faso (I) FY92; Albania (I) FY93; Madagascar (II) FY93; Nicaragua (I) FY93; Mauritania (I) FY93; Guatemala (I) FY93; Sierra Leone (I) FY93; Honduras (I) FY92; Indonesia (II) FY93; Sierra Leone (III) FY93; Ghana (II) FY93; Gambia (I) FY94; Peru (I) FY94; Mali (II) FY94; Nepal (I) FY94; Peru FY94; Laos FY94; Togo FY94; Chad FY94; Ecuador (II) FY94; Mozambique FY94; Uganda (I) FY94; Swaziland (I) FY94; Madagascar (III) FY94; China (VI) FY94; Haiti (I) FY95; Mexico (VI) FY95; Argentina (I) FY95; Argentina (II) FY95; Burkina Faso (II) FY95; Guinea Bissau (II) FY95; Swaziland (II) FY95; Cambodia (I) FY95; India (III) FY95; Albania (IV) FY95; Albania (V) FY95; Eritrea (II) FY96; Angola (II) FY96; Madagascar (IV) FY96; Kenya (V) FY96; Kenya (VI) FY96; Ghana (VI) FY96; Sierra Leone (V) FY96; Senegal (III) FY96; Mauritania (III) FY96; Chile (II) FY96; Colombia (I) FY96; Peru (III) FY96; Nicaragua (III) FY96; Haiti (II) FY96; Albania (VII) FY96; West Bank and Gaza (II) FY96; Morocco (V) FY96; Egypt (I) FY96; Yemen (II) FY96; China (XII) FY96; Tanzania (I) FY96; Malawi (III) FY96; Lesotho (I) FY96; Argentina (III) FY96; Brazil (V) FY96; Nicaragua (IV) FY96; Honduras (IV) FY96; Ukraine (II) FY96; Armenia (IV) FY96; Morocco (VI) FY96; Morocco (VII)).
2. Anti-erosion measures such as reforestation, tree planting, water and soil conservation (Rwanda (I) FY92; Mali (I) FY92; Burkina Faso (I) FY92; Madagascar (II) FY93; Mauritania (I) FY93; Guatemala (I) FY93; Honduras (I) FY92; Bhutan (I) FY93; India (I) FY93; Tunisia (I) FY93; Poland (I) FY94; India (II) FY94; China (VII) FY94; China (IV) FY94; Mexico (VI) FY95; China (X) FY95; Egypt (I) FY96; Yemen (II) FY96; Mongolia (I) FY96; China (XII) FY96).
3. Urban works/renewal or services (Rwanda (I) FY92; Chad (I) FY94).
4. Drainage/sewer cleaning/waste collection (Senegal (I) FY92; Benin (I) FY92; Mali (I) FY92; Nicaragua (I) FY93; Mauritania (I) FY93; Guatemala (I) FY93; Honduras (I) FY92; Gambia (I) FY94; Peru (I) FY94; Bulgaria (II) FY94; Chad (I) FY94; Brazil (I) FY94;

Mexico (VI) FY95; Zambia (I) FY95; Burkina Faso (II) FY95; Zambia (II) FY95; Senegal (II) FY95; Sierra Leone (IV) FY95; Lebanon (I) FY95; Estonia (II) FY95; Lithuania (I) FY95; Latvia (I) FY95; Angola (II) FY96; Cameroon (II) FY96; Ethiopia (II) FY96; Colombia (II) FY96; Bangladesh (II) FY96; West Bank and Gaza (II) FY96; Morocco (IV) FY96; Yemen (II) FY96; Mauritania (III) FY96; Tanzania (I) FY96; Argentina (III) FY96; Brazil (V) FY96; Honduras (IV) FY96; Lithuania (III) FY96; Armenia (IV) FY96).

5. Public building/facilities maintenance (Senegal (I) FY92; Benin (I) FY92; Mali (I) FY92; Burkina Faso (I) FY92; Albania (I) FY93; Nicaragua (I) FY93; Honduras (I) FY92; Chad (I) FY94; Swaziland (I) FY94; Madagascar (III) FY94; Argentina (I) FY95; Argentina (II) FY95; Swaziland (II) FY95; Albania (VI) FY96).
6. Construction and maintenance of Village Health Posts and Day Care Centers (Burkina Faso (I) FY92; Albania (I) FY93; Madagascar (II) FY93; Honduras (I) FY92; Senegal (III) FY96; Mozambique (II) FY96; Mauritania (III) FY96; Honduras (IV) FY96).
7. Extending water supply/building, dams and rehabilitating irrigation systems (Albania (I) FY93; Madagascar (II) FY93; Nicaragua (I) FY93; Philippines (II) FY93; Laos (I) FY94; China (V) FY94; Ecuador (II) FY94; Brazil (I) FY94; China (VI) FY94; China (VII) FY94; China (IX) FY95; Zambia (II) FY95; Senegal (II) FY95; Sierra Leone (IV) FY95; Cambodia (I) FY95; India (III) FY95; Estonia (II) FY95; Armenia (II) FY95; Albania (IV) FY95; Lithuania FY95; Latvia FY95; Angola (II) FY96; Haiti (II) FY96; Egypt FY96; Yemen (II) FY96; Tanzania (I) FY96; Argentina (III) FY96; Brazil (V) FY96; Honduras (IV) FY96; Armenia (IV) FY96; Pakistan (I) FY96; Bangladesh (III) FY96; Morocco (VI) FY96; Morocco (VII) FY96; China (XIV)).
8. Small-scale subprojects like rehabilitation and maintenance of education infrastructure, maintenance of health, water and sanitation infrastructure to assist poor, construction of homes (Guatemala (I) FY93; Burundi (I) FY93; Sierra Leone (III) FY93; Gambia (I) FY94; Peru (I) FY94; Armenia (II) FY94; Ecuador (II) FY94; China (VI) FY94; Zambia (I) FY95; West Bank and Gaza (I) FY95; Indonesia (IV) FY95; Cambodia FY95; Albania (IV) FY95; Russia (II) FY95; Angola (II) FY96; Madagascar (IV) FY96; Yemen (II) FY96; Senegal (III) FY96; Mauritania (III) FY96; Argentina (III) FY96; Honduras (IV) FY96).
9. Rehabilitation of agricultural infrastructure (canals, drainage and irrigation networks etc.) (Morocco (I) FY93; China (II) FY94; China (VIII) FY94; Mexico (III) FY94; Armenia (II) FY95; Kenya (IV) FY96; Morocco (V) FY96).
10. Harvesting/small scale agricultural activities (Estonia (I) FY94; Belarus (II) FY94; China (X) FY95; China (XIII) FY96)
11. Providing support to poor/retrrenched workers through public works programs (Turkey (III) FY94; Macedonia (I) FY95)

B. Micro-Enterprise Development

1. Promotion/creation of micro-enterprises in rural areas by appraising their viability and assisting micro entrepreneurs in obtaining financing.
2. An experimental micro-credit program for commercial cash-generating investments in areas such as retailing and manufacturing (Cameroon (I) FY92).
3. Financing for non-commercial social-type investments like the provision of farm tools and equipment, infrastructure (like village storage), livestock watering points, fish ponds and rural tracks (Cameroon (I) FY92).
4. Financing of micro-projects designed and implemented by predominantly women's groups and targeted to food-insecure households (home gardening, poultry raising, fattening of ruminants, making of handicrafts, flour mills, food processing and petty trading) (Burkina Faso (I) FY92).
5. Small scale credit via a Fund that enables farmers to purchase minor farm inputs and supplies (Albania (I) FY93).
6. Financial and technical support via a Social Action Fund that supports small scale projects in agricultural, fishing, industry and commerce sectors (Guinea Bissau (I) FY93).
7. Support to small scale activities (such as beekeeping where the project would provide beehive kits and equipment; in horticulture where the project provides money for seeds of high value fruit and nuts; in dryland terracing where project would finance construction of earth bench terraces in order to reduce soil erosion). The project financed small scale irrigation schemes through diversion of springs and streams (Turkey (I) FY93).
8. Support activities to increase productivity and competitiveness of small enterprises, increase involvement of private sector enterprise associations in financing of program activities and promote in-service training in small and medium sized enterprises (Mexico (I) FY93).
9. Finance training programs to aid unskilled poor and poor people with some experience and provision of small business management skills training (Indonesia (I) FY92).
10. Creation of a training unit for contract management of labor intensive road works; training and promotion of small and medium enterprises for road works and generate employment in road maintenance (Angola (I) FY93).
11. Funds made available to NGO's for lending to help expand small and micro-enterprises in productive and services sector (Honduras (I) FY 92).

12. Technical assistance to small enterprises in leather, clothing and wood products industry (Ecuador (I) FY92).
13. Support to private micro earning generating activities through the establishment of a Community Rehabilitation Fund (CRF) (Eritrea (I) FY93).
14. Support women, unemployed and underemployed youth with low skills in setting up small scale, financially viable projects (Burundi (I) FY93).
15. Assist entrepreneurs in preparing their investment subprojects leading to expansion of viable private enterprises (Bulgaria (I) FY93).
16. Financing of small training projects initiated by entrepreneurs and small business owners in the informal sector (Mauritania (II) FY93).
17. Provide assistance to small scale entrepreneurs in preparing investment proposals (Malawi (I) FY93)
18. Promotion of small businesses through the development of small business incubators (Albania (II) FY94).
19. Credit to small scale farmers and entrepreneurs in setting up small scale fisheries and processing firms (Peru (I) FY94).
20. Credit to women and young entrepreneurs/graduates to help in starting up small scale enterprises in rural areas (Morocco (II) FY94).
21. Finance and support micro-projects in the infrastructure (rehabilitation and construction of schools, health facilities), social (provision of essential social services) and income-generating projects (Ethiopia (I) FY94).
22. Establish a micro and small enterprise training fund to provide incentives for skill upgrading in the informal sector (Kenya (II) FY94).
23. Support small scale productive investments in agriculture and agriculture processing, handicrafts and small scale manufacturing (Ecuador (II) FY94).
24. Support micro-projects for development initiatives and income generating activities including small agriculture projects and livestock raising, storage and food conservation facilities and improvement of small infrastructures (Benin (II) FY94).
25. Exploration of options and potential for setting up small and micro enterprises for staff retrenched from the civil service (Cape Verde (II) FY94).

26. Training of university graduates to become small business owners and managers (Indonesia (III) FY94).
27. Set up micro-enterprise development schemes for retrenched workers (Turkey (III) FY94).
28. Training of micro-entrepreneurs to promote on-site sanitation systems for households, communities, schools and health centers (Benin (III) FY94).
29. Stimulate demand for competency based training and certification in the form of stipends or fee reductions for micro and small enterprises (Mexico (V) FY95).
30. Provide technical assistance, training and investment to develop and pilot new strategies to support small-scale income generating projects in rural areas (Mexico (IV) FY95).
31. Finance income-generating activities - small-scale irrigation, upgrading of livestock and bee-keeping (Dominican Republic (I) FY95).
32. Establish a line of credit for small and micro-enterprises to finance environmental ventures in ecotourism, solid waste collection and cottage industry pollution abatement (Honduras (II) FY95).
33. Provide grants to finance small-scale subprojects in infrastructure (rural water supply, electrification, local roads improvement), social (day care centers for the youth and elderly) and productive (minor irrigation schemes) (Brazil (II) FY95).
34. Intensive micro projects in the area of health, education and sanitation (Zambia (I) FY95).
35. Assistance to Small Scale Mining Enterprises by providing them with improved equipment and geological information (Ghana (IV) FY95).
36. Launch and expand small-scale enterprises in food and craft production, catering and sewing (Cote d'Ivoire (II) FY95).
37. Lending to small scale enterprises and farmers to increase their productive activities (Tunisia (II) FY95).
38. Support small income generating activities - establishment of fuelwood and fodder plantations, agricultural infrastructure and village infrastructure (India (IV) FY95).
39. Provision of microenterprise development assistance to retrenched workers (Macedonia (I) FY95)
40. Loans to farmers and microentrepreneurs to set up income generating activities (Albania (IV) FY95).

41. Provision of small credit, technical and business advice to microentrepreneurs (Albania (VI) FY96).
42. Financing small scale subprojects in handicraft and agricultural production (Angola (II) FY96).
43. Providing credit for investments in sub-projects in basic infrastructure and agricultural support (Bolivia (III) FY96).
44. Financing specialist services to design a strategy for the sustainability of informal sector enterprises and micro-enterprises (Cape Verde (IV) FY96).
45. Financing small-scale economic activities such as handicrafts, cottage industries and agro-industries (Chile (II) FY96).
46. Provide aid and to disadvantaged women in setting up projects in small livestock raising and also provide training to these women (China (XII) FY96).
47. Provision of credit for development and support of small-scale enterprises. Credit will also be provided for workers retrenched from public sector enterprises to set up microenterprises (Egypt (I) FY96).
48. Provision of credit to finance micro-enterprises (Eritrea (II) FY96).
49. Provision of credit for investments in small-scale rural employment and income generating activities (Lithuania (II) FY96).
50. Finance micro and small-enterprises in setting up income-generating activities (Madagascar (IV) FY96).
51. Support provided for setting up small-scale agricultural activities, handicraft industry and food industry (Mongolia (I) FY96).
52. Provision of loans to finance small scale sub-projects in rural areas (Philippines (III), FY96).
53. Piloting promising income generating activities (Guinea (II) FY96).
54. Provide funds for credit to urban micro-enterprises including those for the self-employed. These subprojects would aim at income and employment generation (Argentina (III) FY96).

55. Finance viable on and off farm income generating activities to increase rural household income and stimulate the local economy. These investments would emphasize crop diversification, agro-processing and agro industries (Brazil (V) FY96).
56. Micro-credit provided to entrepreneurs who have been displaced from the mining sector to set up enterprises (Ukraine (II) FY96).
57. Provision of a line of credit for microenterprises (Bosnia (I) FY96).
58. Funding small-scale infrastructure, agriculture intensification and business enterprise activities (Indonesia (V) FY96).

C. Labor Market Information and Monitoring

1. Conduct socio-economic surveys and studies to measure living standards and poverty (Rwanda (I) FY92).
2. Monitoring of labor market components/social dimension of adjustment (Senegal (I) FY92; Mali (I) FY92; Sao Tome and Principe (I) FY92).
3. Improve LM information system by setting up an employment observatory in the Department of Employment and Manpower (Madagascar (I) FY92).
4. Create a computer-based National Manpower Information System network at central and regional offices of the National Manpower Youth Council (Philippines (I) FY92).
5. Create a new job classification system (Mauritius (I) FY92).
6. LSMS (Living Standards Measurement Survey) program - Technical assistance to implement LSMS program and analyze its results (Nicaragua (I) FY93).
7. Create a labor markets data base and improve coverage and reporting of employment statistics, labor market research and dissemination (Turkey (II) FY93).
8. Improve coordination and exchange of information between private placement agencies, improved data collection at processing at the operating unit level and improved communication between the central level and state employment offices. Undertake specific surveys to allow for a deeper analysis of labor market issues (Mexico (I) FY93).
9. Develop occupational classification system and organize labor market monitoring through employment offices and surveys (Russia (I) FY93).
10. Establish occupational standards and certification (Turkey (II) FY93).

11. Technical assistance to establish local employment information systems and improve vocational guidance and placement services (Philippines (I) FY92).
12. Technical assistance to establish an information system for orienting training programs so that they respond to demands of labor markets (Ecuador (I) FY92).
13. Develop an LSMS (Ecuador (I) FY92).
14. Technical assistance to small enterprises in leather, clothing and wood products industry (Ecuador (I) FY92).
15. Establish essential employment and labor statistics data series by carrying out surveys (Eritrea (I) FY93).
16. Increase capacity of the Manpower Research and Statistics Unit to analyze labor market information and conduct labor market research (Barbados (I) FY93).
17. Computerizing information on employment and placement (Barbados (I) FY93).
18. Setting up permanent household and community surveys to produce data necessary for poverty monitoring and conducting studies on employment, earnings and migration (Burundi (I) FY93).
19. Collection of Labor Market Statistics (Ukraine (I) FY93).
20. Provide assistance to statistical institute to implement a Survey of Living Conditions (Based on the LSMS) (Jamaica (I) FY93).
21. Computerization of data on unemployment, unemployment benefits and job vacancies (Armenia (I) FY93).
22. Improvement collection, classification and dissemination of LM statistics (Albania (II) FY94).
23. Computerization of labor offices to improve labor market monitoring and employment services (Belarus (I) FY94).
24. Creation of a data base on labor force statistics (Albania (II) FY94).
25. Assistance to the State Forecasting and Statistics Committee to redesign existing family expenditure survey (Uzbekistan (I) FY94).

26. Define and update occupational standards and certification practices to ensure that curricula and testing in training programs are comparable to practices in OECD countries (Romania (I) FY94).
27. Regular assessment of trainee skill needs and training provider capacity to ensure better matching of trainers with trainees. Evaluation of trade testing and certification system (Kenya (II) FY94).
28. Conduct surveys to measure poverty and unemployment (Kyrgyz Republic (I) FY94).
29. Monitoring and analyzing labor market conditions by collecting data on status of employment, labor force structure, wages, training and labor regulations (Cote d' Ivoire (I) FY94).
30. Support systems for systematic analysis of labor market information (Indonesia (III) FY94).
31. Financing a civil service census to consolidate personnel skills (Malawi (II) FY94).
32. Conduct studies to provide government with a robust analytical base to reform the pension system (Turkey (III) FY94).
33. Develop management information systems for collection of contributions and payment of benefits for pension, health and unemployment insurance (China (III) FY94).
34. Support studies on labor demand (St. Lucia (I) FY95)
35. Creating a manual explaining norms and procedures for evaluation of students occupational proficiency after having graduated from school (Chile (I) FY95).
36. National competency standards, skill testing and certification and create a student profile database from participating training institutions that will be made available to employment services; conduct tracer studies to evaluate labor market performance of students (Mexico (V) FY95).
37. Creation of a database with information on labor market and socio-economic characteristics of agricultural households (Venezuela (I) FY95).
38. Studies to better establish links between vocational education and the labor market (Guinea (I) FY95).
39. Strengthen capacity of Institute of Employment and Training to undertake labor market surveys (Cape Verde (III) FY95)

40. Carry out tracer studies of students in training programs and a baseline labor force survey (Ghana (III) FY95).
41. Improve linkages between universities and employers and undertake tracer studies of university graduates (Mauritius (III) FY95).
42. Develop a labor market monitoring system (China (X) FY95).
43. Support studies of manpower requirements and trends, and develop agricultural manpower databases (India (V) FY95).
44. Conduct analysis of labor requirements of socially owned enterprises undergoing restructuring or privatization (Macedonia (I) FY95).
45. Design and implement of a living standards measurement survey (Turkmenistan (I) FY95).
46. Develop computer systems and improve local staff skills to gather and monitor labor market information (Kazakhstan (I) FY95).
47. Develop data collection system for occupational and worksite safety (Romania (II) FY95).
48. Creation and maintenance of a database on poverty, employment and related social issues (Angola (II) FY96).
49. Establishment of a labor market information system which will record data on employment seekers, vacancies and basic data on employers (China (XI) FY96).
50. Conduct labor market survey to assess skill requirements in the regional market (Egypt (I) FY96).
51. Monitoring, analysis and dissemination of labor market information through the creation of an employment and training observatory (Mali (III), FY96).
52. Tracking household living conditions and analyzing the effects of social policy measures on the population's well-being and undertaking an LSMS (Morocco (V), FY96).
53. Designing an information system for monitoring welfare (Ethiopia (II) FY96).
54. Carry out a needs assessment study to identify skill gaps in technical and management skills of workers in the agricultural sectors (Uganda (III) FY96).
55. Development of an integrated household survey to provide rapid and reliable information on key indicators of living conditions regularly (Malawi (III) FY96).

56. Monitor salary and payrolls of all public sector employees (Honduras (III) FY96).
57. Building up a data bank of workers declared redundant from the railways sector and firms interested in the skills of these workers (Brazil (IV) FY96).
58. Establish a social information database for timely monitoring and evaluation (Argentina (III) FY96).
59. Continuous social assessment and impact monitoring in coal mining regions where restructuring is occurring (Russia (IV) FY96).
60. Finance surveys on monitoring living conditions (Armenia (IV) FY96).
61. Establishment of an observatory for monitoring living conditions and the carrying out of a household living standards measurement survey (Morocco (VI) FY96).
62. Creation of a labor markets information system and information dissemination system (Tunisia (III) FY96).
63. Conduct a civil service census to identify and remove "ghost" employees and to update personnel data (Lebanon (I) FY96).
64. Provision of labor market information to displaced workers (China (XV) FY96).
65. Assist the government in implementing a Living Standards Measurement Survey (Nicaragua (IV) FY96).
66. Assist in the creation of a social data mapping system and improve the household survey sample, questionnaire and execution (Honduras (IV) FY96).

D. Training

1. Provision of financial resources to promote on-the-job training of retrenched public sector staff recruited by private employers (Cape Verde (I) FY92).
2. Technical training courses for foremen and various technical training courses to improve the basic skills of workers (Senegal (I) FY92; Mali (I) FY92; Mauritania (I) FY93).
3. Technical vocational education and training provisions: expert assistance, office supplies, computer hardware and software and vehicles to strengthen planning and management capacity of training institutions (Madagascar (I) FY92).

4. Development of training capacity by upgrading existing training facilities (new materials, books etc.) and expansion of enterprise-based training program to provide basic skills and entrepreneurship of women and under-employed adults (Philippines (I) FY92).
5. Financing for mechanical, electronic and electrical maintenance, from low to high levels of expertise (Mauritius (I) FY92).
6. Training for displaced workers to upgrade their skills for existing vacancies. Training also provided for young inexperienced workers (Mexico (I) FY93).
7. Strengthen the national capacity to provide training to the unemployed or those at risk through technical assistance to the employment services in training strategies, policies and materials (Russia (I) FY93).
8. Finance training activities by encouraging greater involvement of employers in building up training capacity; developing the private training sector; and providing incentives for new cost efficient modes and types of training. (Madagascar (I) FY92).
9. Creation of a training fund to support delivery and development of short courses of those who do not possess even minimal skills and self-employment training (Turkey (II) FY93).
10. Creation of a training unit for contract management of labor intensive road works. Technical assistance to be provided in training (Angola (I) FY93).
11. Financing training programs for the poor; and provide small business management skills training (Indonesia (I) FY93).
12. Promotion of in-service training in small and medium sized enterprises (Mexico (I) FY93).
13. Provide basic vocational and management training in setting up micro income generating activities to unemployed/underemployed youth and women (Burundi (I) FY93).
14. Financing of small training projects in the informal sector (Mauritania (II) FY93).
15. Training for unemployed youth, staff at employment offices (Armenia (I) FY93).
16. Training for executors of subprojects to help them to pre-evaluate the feasibility and soundness of these subprojects (Gambia (I) FY94).
17. Training and advisory services to small scale entrepreneurs through the Development of Malawi Traders Trust (Malawi (I) FY93).
18. Training fund for adult training services, on the job training and entrepreneurial assistance including development of small business incubators (Albania (II) FY94).

19. Establish a micro and small enterprise training fund for skills upgrading in the informal sector, finance a voucher program for skill upgrading courses, and support a training contracts scheme (Kenya (II) FY94).
20. Support professional training programs to provide students with skills needed by private agricultural employers (Morocco (III) FY94).
21. Establish a labor training/adjustment program to develop individual programs at the enterprise level. Training services to affected workers (Jamaica (II) FY94).
22. Establishing two year post-secondary training programs in the fields of business, commerce and industry to meet skill needs of industries (Yemen (I) FY94).
23. Provide technical assistance, equipment and materials to ensure a minimum capacity for training through short, flexible programs (Kyrgyz Republic (I) FY94).
24. Training, retraining and apprenticeship program for microenterprises, recent graduates, displaced workers and small-scale women entrepreneurs in management and marketing techniques (Cote d'Ivoire (I) FY94).
25. Establish a provincial training fund to create training units in private enterprises for support training of job seekers for identified vacancies with specified targets and provide training to small-scale manufacturing firms. Training of university graduates to become small business owners and managers (Indonesia (III) FY94).
26. Create a retraining program will be instituted for the retrenched (Cape Verde (II) FY94).
27. Provision of retraining services to retrenched workers (Turkey (III) FY94).
28. Training of micro-entrepreneurs to enable them to construct and rehabilitate sanitation systems for households, health facilities and schools (Benin (III) FY94).
29. Training in basic skills, specialization in recycling and in other vocational areas and basic health, nutrition and child care for scavengers (Mexico (II) FY94).
30. Encouraging private sector participation in delivery of technical vocational education (Chile (I) FY95).
31. Reorientation of training programs towards modular courses based on competency standards; stipends or fee reductions to selected user groups to encourage participation; creation of a student profile database in participating training institutions to be made available to employment services, tracer studies (Mexico (V) FY95).

32. Provide training to develop and pilot new strategies to support income generating projects in rural areas (Mexico (IV) FY95).
33. Provide poor children with professional training in computing, auto mechanics and electrical engineering (Brazil (III) FY95).
34. Retraining unemployed in basic skills such as plumbing, electricity, bricklaying along with providing them with a stipend to work in rehabilitation and public works programs in low income areas (Mexico (VI) FY95).
35. Vocational and technical training in the fields of financial management, horticulture, marketing and primary health and nutrition training (Zambia (I) FY95).
36. Improve the effectiveness of training programs by making them more relevant to labor market demand and expand apprenticeship and professional training (Cape Verde (III) FY95).
37. Provision of short, focussed, practical, competency based and demand driven training for employed individuals to enhance their skills (Ghana (III) FY95).
38. Training funds to strengthen implementational skills in the public and private sectors and public and private sector training institutions (Uganda (II) FY95).
39. Coordination among providers of training and strengthening linkages of training to labor market needs (Jordan (I) FY95).
40. On the job training in basic skills provided by enterprises (China (X) FY95).
41. Provision of training in the areas of small enterprise development and public health - including skills training for the handicapped and agricultural skill training for small farmers (Cambodia (I) FY95).
42. Train managers in the agricultural sector in techniques of applying human resource management, including assessing skill needs for vacancies and assessing employee performance (India (V) FY95).
43. Provide training in modular secretarial, computer, accounting, business and management courses (Maldives (I) FY95).
44. Provide training services to retrenched/displaced individuals (Macedonia (I) FY95)
45. Implementation of a training strategy for skills in management, accountancy and public finance (Russia (III) FY95).

46. Provide training to the unemployed through orienting the work of training centers towards demand-driven training and a greater use of external training providers (Kazakhstan (I) FY95).
47. Adult training for unemployed workers to reorient their skills in a market-oriented environment (Romania (II) FY95).
48. Establishment of an institutional capacity to effectively plan and efficiently manage a system of in-service vocational training (China (XI) FY96).
49. Provision of training to women setting up projects in small livestock raising (China (XII) FY96).
50. Retraining of redundant workers in public sector enterprises to help them get jobs in the expanding private sector (Egypt (I) FY96).
51. Support for retraining and redeployment of workers displaced from divested public sector enterprises (Ghana (V) FY96).
52. Provision of business and management training to newly established microenterprises (Lithuania (II) FY96).
53. Upgrading of vocational training facilities and creation of training and enterprise support units to foster greater links between training institutions and the private sector. Establishment of a vocational training support fund to finance demand driven skill-upgrading and retraining (Mali (III) FY96).
54. Provision of work-related, low cost training to enhance skills and promote productivity and efficiency in the agricultural sector (Uganda (III) FY96).
55. Retraining programs for individuals who have been retrenched from the restructuring railways sector (Brazil (IV) FY96).
56. Finance apprenticeship programs to promote employment for youths between 16-25 to facilitate their entry into the labor market (Argentina (III) FY96).
57. Financial support given to displaced workers to undertake retraining programs (Ukraine (II) FY96).
58. Availability and accessibility of training and retraining services to retrenched coal sector workers (Russia (V) FY96).
59. Strengthening the management and financing and improving the quality of the vocational education and training system (Yemen (III) FY96).

60. Retraining of workers declared redundant by the government and promotion of enterprise-based dual training (Tunisia (III) FY96).
61. Modernizing vocational education and training system to make it more relevant and responsive to the changing needs of the economy by improving the quality of technical education at select institutions. This would be done through improving management capacity, strengthening curricula and upgrading facilities (Thailand (I) FY96).
62. Establish a Surplus Labor Employment and Training Center for the provision of training to displaced workers (China (XV) FY96).
63. Retraining of redundant staff who are suitable and willing to transfer to other positions within the restructured firm (Mongolia (II) FY96)

E. Employment Services

1. Provision of advisory services to retrenched staff from restructured public enterprises and the demand for labor in the private sector (Cape Verde (I) FY92).
2. Technical assistance to establish local employment information systems and improve vocational guidance and placement services (Philippines (I) FY92).
3. Assess the effectiveness of private employment services and to identify and develop alternative strategies for diversifying employment services (Turkey (II) FY93).
4. Development of employment counselling and applicant screening programs and the training of staff to provide these services. Components include: development of local employment offices, counselling services for employment offices and schools (Turkey (II) FY93).
5. Improve national and state employment services through computerization that links job offers and job demand a number of other variables at a national level and mobile employment services to be provided to improve geographical coverage of employment services (Mexico (I) FY93).
6. Implement computer systems at all levels of employment services and develop model local employment offices (Russia (I) FY93).
7. Strengthen the institutional framework for labor development by providing technical assistance and computer equipment to the Labor Bureau to improve organization, systems and procedures. (China (I) FY93).

8. Strengthening employment services by computerizing employment and placement information and expansion of counselling facilities for youths and adults (Barbados (I) FY93).
9. Training for staff at employment offices to improve registration procedures, efficiency of benefit and social assistance calculations, vacancy listing and display and delivery of suitable courses to the unemployed (Armenia (I) FY93).
10. Assistance to streamline registration and payment procedures in local labor offices and develop two pilot full-service local labor offices (Albania (II) FY94).
11. Computerization of labor offices to improve labor market monitoring and employment services (Belarus (I) FY94).
12. Technical assistance to Ministry of Labor to improve ministry's capacity to identify key issues and carry out policy analysis (Uzbekistan (I) FY94).
13. Computerization of employment services (Uzbekistan (I) FY94).
14. Development of an organizational framework for the Ministry of Labor (Albania (II) FY94).
15. Establishment of a Social Insurance fund and a new social assistance scheme (Albania (III) FY94).
16. Support an employment exchange which identifies skill needs of private employers in the agricultural sector (Morocco (III) FY94).
17. Provide advisory, career and employment counselling services (Jamaica (II) FY94).
18. Strengthen capacity of employment service to process and pay unemployment benefits and accelerate the redeployment of unemployed workers (Kyrgyz Republic (I) FY94).
19. Improve registration and placement services to employers and job seekers by developing capacity of employment offices (Indonesia (III) FY94).
20. Provision of counselling services to displaced workers (Turkey (III) FY94).
21. Expand labor exchanges and placement services for unemployed workers (China (III) FY94).
22. Revise function of employment services to a more pro-active role in the labor market (Cape Verde (III) FY95)

23. Computerized management information system to facilitate job placement (China (X) FY95).
24. Strengthening employment services through technical assistance and equipment, job counselling to retrenched and displaced workers (Macedonia (I) FY95).
25. Strengthen the institutional capacity of employment services to register unemployed and calculate and pay unemployment benefits (Kazakhstan (I) FY95).
26. Improve capacity of employment services to deliver income support to the unemployed, career information, counselling and assist in redeployment of labor (Romania (II) FY95).
27. Enhancement of employment services by establishing a city wide labor information computer management network (China (XI) FY96).
28. Assisting redundant workers in their job search, including preparation of resumes and providing information about employment opportunities (Brazil (IV) FY96).
29. Availability and accessibility of job placement and job counselling services to retrenched coal sector workers (Russia (V) FY96).
30. Introduction of a national computer network system for the employment services (Tunisia (III) FY96).
31. Providing job search assistance to workers displaced in restructuring steel companies (China (XV) FY96).
32. Restructuring enterprise will work with local labor exchange to assist in displaced workers finding employment (Mongolia (II) FY96).

F. Compensation schemes

1. Financial assistance to workers leaving their permanent public service employment on agricultural estates (Sao Tome and Principe (I) FY92).
2. Design and administration of a safety net for retrenched public sector workers (Kenya (I) FY93).
3. Review of the social security systems (administration of pensions and unemployment benefits) in order to design a modern social security system (Russia (I) FY93).
4. Assistance to contractors who has been laid off from the department of works to be engaged in some activity related to road maintenance (Sierra Leone (I) FY93).

5. Assistance to the retrenched from the civil service to help them to create small and micro enterprises will be explored (Cape Verde (II) FY94).
6. Labor adjustment programs to deal with downsizing of state owned enterprises (Turkey (III) FY94).
7. Providing pre-layoff services to workers in enterprises facing downsizing - income support, job counselling, retraining, microenterprises, public works (Macedonia (I) FY95).
8. Early retirement packages for employees in restructuring public sector enterprises. However these severance packages will not be funded by the Bank (Egypy (I) FY96).
9. Review and revision of the government policies for dealing with labor redundancies and implementing the revised framework for redundancies from divested public sector enterprises (Ghana (V) FY96).
10. Instituting incentive schemes for early retirement, voluntary seperation and severance payments for redundant staff (Brazil (IV) FY96).
11. Severance payments, pension payments, disability payments, unemployment benefits and other social protection benefits to be provided to displaced mine workers (Ukraine (II) FY96).
12. Designing employment programs in regions where coal mining restructuring is occuring (Russia (IV) FY96)
13. Severance payments to workers laid off from the restructuring rail sector (Georgia (I) FY96).
14. Access to severance compensation as specified in the employment law for retrenched workers of the coal sector (Russia (V) FY96).
15. Retraining and job search assistance to staff at risk of being displaced by restructuring coal enterprises (Mongolia (II) FY96).
16. Design of an information system for unemployment insurance (Argentina (III) FY96).
17. Development of an unemployment insurance database and management system (China (XV) FY96).

G. Women and Labor Markets

1. Set up a policy and action research fund to support action-oriented research on female employment issues (Turkey (II) FY93).
2. To aid women leaving formal schooling to attain skills suitable for wage employment and self employment (Bangladesh (I) FY93).
3. Promote mobility and increase incomes of rural women by provision of modes of transportation (Ghana (I) FY92).
4. Micro-projects for women's groups in food insecure households: home gardening, poultry raising, fattening of ruminants, making of handicrafts, flour mills, food processing and petty trading (Burkina Faso (I) FY92).
5. Upgrade existing training facilities (new materials, books etc.) and expansion of enterprise-based training program to provide basic skills and entrepreneurship to women and under-employed adults (Philippines (I) FY92).
6. Training and technical assistance to women to set up small scale productive activities to raise their income levels (Burundi (I) FY93).
7. Expanded employment opportunities for women as caregivers and providers of integrated child development services (Bolivia (I) FY93).
8. Creation of jobs through harvesting of minor forest products in newly created forest plantations (Tunisia (I) FY93).
9. Creation of employment opportunities in primary health care system and laboratories (Malaysia (I) FY94).
10. Provide credit to women to start up micro enterprises in handicrafts and cottage industries (Morocco (II) FY94).
11. Training of small-scale women entrepreneurs in management and marketing skills (Cote d' Ivoire (I) FY94).
12. Competency based training and certification and incentives in the form of stipends or fee reductions to micro and small enterprises, youth, unemployed and displaced workers including women trying to reenter the labor market (Mexico (V) FY95).
13. Provide technical assistance, training and investment to women's groups to develop and pilot new strategies to support income generating projects in rural areas (Malaysia (I) FY94).

14. Lending to rural women enterprises to start and develop entrepreneurial activities in handicrafts, cottage industries and other productive activities (Tunisia (II) FY95).
15. Develop labor monitoring system to monitor labor market characteristics and conditions faced by women in the labor market (China (X) FY95).
16. Assisting women in setting up small scale subprojects in handicraft and agricultural production (Angola (II) FY96).
17. Providing credit for investments in sub-projects in basic infrastructure and agricultural support. Participation by women will be encouraged (Bolivia (III) FY96).
18. Provide aid and to disadvantaged women in setting up projects in small livestock raising (China (XII) FY96).
19. Provision of credit for development and support of small-scale enterprises by women (Egypt (I) FY96).
20. Assist women's community groups to establish new small-scale enterprises in rural areas (Lithuania (II) FY96).
21. Provision of loans to finance small scale sub-projects in rural areas. A number of these loans will assist women (Philippines (III) FY96).
22. Piloting promising income generating activities with women's groups (Guinea (II) FY96).
23. Rehabilitation projects to be implemented by women's groups (Armenia (IV) FY96).
24. Initiative program for women to provide them with specific skills in order to help them increase the scope of their income-generating activities (India (VI) FY96).
25. Promoting adult education and training for women (Yemen (III) FY96).
26. Women encouraged to attend adult education and vocational education classes to learn practical skills so as to broaden their opportunities for work and self-employment (China (XIV) FY96).

H. Labor Code Revision

1. Reform of the Public sector employment and pay structure (Guyana (I) FY93).

2. Revision of labor code to accommodate abrogation of the obligation of prior enrollment in job registry, elimination of work permits for nationals, setting a uniform minimum wage, permitting free negotiations between employer and employee at the time of wage setting, clarifying rules governing overtime, and reducing the number of paid leaves (Rwanda (II) FY94).
3. Revision of labor code (Belarus (I) FY94).
4. Reform of municipal civil services to improve organization, functioning and personnel management (Bolivia (II) FY94).
5. Support to civil service reform program dealing with the legislative framework. Redesign pay structure and rationalization of fringe benefits of Department of Personnel Management and Training (Malawi (II) FY94).
6. Reform of civil service by providing advisory services and assistance to the Ministry of Public Administration. This includes human resource management, training of civil servants in managerial and administrative skills and support for the retrenchment program (Cape Verde (II) FY94).
7. Civil service reform of staffing, pay, personnel management and staff development (Kenya (III) FY95).
8. Reform program entailing streamlining of civil service, improving transparency of personnel management and focussing the civil service on effective and efficient service delivery (Uganda (II) FY95).
9. Provision of technical assistance to help MOL prepare vital labor legislation and regulations in the area of employment promotion, vocational skills development, vocational skills testing, unemployment insurance, employment training and retraining and rural migration (China (XI) FY96).
10. Studies to evaluate personnel skills and skill gaps within the public sector and review the current incentive system by placing greater emphasis on merit in the salary adjustment guidelines (Chad (I) FY96).
11. Develop a system to improve the civil service regime and developing a new classification and grading system, salary structure and incentive plan for the civil service (Honduras (III) FY96).

I. Pension System Reform

1. Revision of pension system (Belarus (I) FY94).

2. Creation of a separate pensions complex within the social security system responsible for employee pensions, disability pensions and life insurance (Costa Rica (I) FY94).
3. Analysis of main failures of pension plan and a propose viable alternative pension plan (Nicaragua (II) FY94).
4. Simplification and rationalization of the social insurance system (including pensions) (Kyrgyz Republic (I) FY94).
5. System reform to encourage the portability of pensions between the public and private sector (Mauritius (II) FY94).
6. Conduct studies to provide government with a robust analytical base to reform the pension system (Turkey (III) FY94).
7. Establishment or extension of systems dealing with social insurance and social assistance (China (III) FY94).
8. Develop a pension system that incorporates economic, demographic and policy assumptions (Macedonia (I) FY95).
9. Design and develop a pension system to cover private sector employees and to improve the existing pension administration system (Turkmenistan (I) FY95).
10. Unify the various pension funds, improve the administrative structure of the pension agency and improve organization and management of the pension system (Romania (II) FY95).
11. Provision of technical assistance on portfolio management to the asset holding arm of the pension fund (Croatia (I) FY96).
12. Develop and implement a computerized system for the Honduran social security system (Honduras (III) FY96).
13. Establishment of the institutional structure and information systems necessary for regulation and supervision of the pension and capitalization distribution system (Bolivia (IV) FY96).
14. Facilitating the establishment of a private pension scheme (Georgia (II) FY96).

Annex 3a
Projects with LM Components (FY92)

1. SAR Benin (I) No. 9684. Date: Jan 21, 1992
Project Name: Urban Rehabilitation and Management Project
2. SAR Burkina Faso (I) No. 10615. Date: June 17, 1992
Project Name: Food Security and Nutrition Project
3. SAR Cape Verde (I) No. 10542. Date: May 14, 1992
Project Name: Privatization Technical Assistance Project
4. SAR Ecuador (I) No. 9843. Date: Nov. 19, 1991
Project Name: First Social Development Project
5. SAR Ghana (I) No. 9823. Project Date: Nov 19, 1991
Project Name: National Feeder Roads Rehabilitation and Maintenance Project
6. SAR Honduras (I) No. 10451. Date: May 18, 1992.
Project Name: Second Social Investment Fund Project.
7. SAR Indonesia (I) No. 9805. Date: July 30, 1991
Project Name: Third Non-Formal Education Project
8. SAR Madagascar (I) No. 9365. Date: May 15, 1992
Project Name: Manpower Training Project
9. SAR Mali (I) No. 10422. Date: May 6, 1992
Project Name: Public Works and Capacity Building Project
10. SAR Mauritius (I) No. 9501. Date: August 19, 1991
Project Name: Industrial and Vocational Training Project
11. SAR Philippines (I) No. 10221. Date: May 11, 1992
Project Name: Second Vocational Training Project
12. SAR Cameroon (I) No. 9048. Date: May 1, 1991
Project Name: Food Security Project
13. SAR Rwanda (I) No. 10373. Date: May 26, 1992
Project Name: Food Security and Social Action Project
14. SAR Sao Tome and Principe (I) No. 9963. Date: Nov 25, 1991
Name: Agricultural Privatization and Smallholder Development Project
15. SAR Senegal (I) No. 10421. Project Date: May 1, 1992
Project Name: Second Public Works and Employment Project

Annex 3b
Projects with LM Components (FY93)

16. SAR Angola (I) No. 10520. Date: August 10, 1992
Project Name: Transport Recovery Project
17. SAR Albania (I) No. 11405. Date: Feb 2, 1993
Project Name: Rural Poverty Alleviation Pilot Project
18. SAR Armenia (I) No. P-6014. Date: March 8, 1993.
Project Name: Institution Building Project
19. SAR Bangladesh (I) No. 11386. Date: Feb 16, 1993
Project Name: Female Secondary School Assistance Project
20. SAR Barbados (I) No. 11319. Date: June 4, 1993
Project Name: Human Resources Project
21. SAR Bhutan (I) No. 11666. Date June 7, 1993
Project Name: Third Forestry Development Project
22. SAR Bolivia (I) No. 11905. Date June 7, 1993
Project Name: Integrated Child Development Project
23. SAR Bulgaria (I) No. 11712. Date: May 17, 1993
Project Name: Private Investment and Export Finance Project
24. SAR Burundi (I) No. 11167. Date April 20, 1993
Project Name: Social Action Project (Twitezimbere)
25. SAR China (I) No. 11253. Date: Feb 11, 1993
Project Name: Tianjin Industrial Development Project
26. MOP Eritrea (I) No. P-5985. Date: March 8, 1993
Project Name: Recovery and Rehabilitation Project for Eritrea
27. SAR Ghana (II) No. 11674. Date: April 20, 1993
Project Name: Urban Transportation Project
28. SAR Guatemala (I) No. 11060. Date: Nov 5, 1992
Project Name: Social Investment Fund Project
29. SAR Guinea-Bissau (I) No. 11268. Date: Jan 29, 1993
Project Name: Social Sector Project

30. SAR Guyana (I) No. 11258. Date: March 9, 1993
Project Name: Public Administration Project
31. SAR India (I) No. 11715. Date: May 13, 1993
Project Name: Uttar Pradesh Sodic Lands Reclamation Project
32. SAR Indonesia (II) No. 11385. Date: March 1, 1993
Project Name: Eastern Indonesia Kabupaten Roads Project
33. SAR Jamaica (I) No. 10732. Date: March 4, 1993
Project Name: Reform of Secondary Education
34. SAR Kenya (I) No. 11248. Date: Nov 9, 1992
Project Name: Parastatal Reform and Privatization
35. SAR Madagascar (II) No. 11301. Date: Feb 18, 1993
Project Name: Food Security and Nutrition Project
36. SAR Malawi (I) No. 11464. Date: May 4, 1993
Project Name: Rural Financial Services Project
37. SAR Mauritania (I) No. 11166. Date: Jan 7, 1993
Project Name: Construction Capacity and Employment Project
38. SAR Mauritania (II) No. 11806. Date: June 4, 1993
Project Name: Vocational Training Support Project
39. SAR Mexico (I) No. 11095. Date: Nov 23, 1992
Project Name: Labor Market and Productivity Enhancement Project
40. SAR Morocco (I) No. 10732. Date: March 10, 1993
Project Name: Second Large-Scale Irrigation Improvement Project
41. SAR Nicaragua (I) No. 11108. Date: Oct 26, 1992
Project Name: Social Investment Fund Project
42. SAR Philippines (II) No. 11603. Date: April 22, 1993
Project Name: Second Irrigation Operations Support Project
43. SAR Russia (I) No. 11209. Date: Oct 28, 1992
Project Name: Employment Services and Social Protection Project
44. SAR Sierra Leone (I) No. 11175. Date: Nov 25, 1992
Project Name: Road Rehabilitation and Maintenance Project

45. SAR Sierra Leone (II) No. 11766. Date March 31, 1993
Project Name: Agriculture Sector Support Project
46. SAR Sierra Leone (III) No. 11791. Date May 11, 1993
Project Name: Freetown Infrastructure Rehabilitation Project
47. SAR Turkey (I) No. 11294. Date: Feb 9, 1993
Project Name: Eastern Anatolia Watershed Rehabilitation Project
48. SAR Turkey (II) No. 10331. Date: Nov 6, 1992
Project Name: Employment and Training Project
49. SAR Tunisia (I) No. 11618. Date: April 16, 1993
Project Name: Second Forestry Development Project
50. MOP Ukraine (I) No. P-6072. Date: May 18, 1993
Project Name: Institution Building Project

Annex 3c
Projects with LM Components (FY94)

51. SAR Albania (II) No. 11444. Date: August 18, 1993
Project Name: Labor Market Development Project
52. SAR Albania (III) No. 11443. Date: August 18, 1993
Project Name: Technical Assistance Project for Social Safety Net Development
53. SAR Armenia (II) No. 11964. Date: January 5, 1994
Project Name: Earthquake Reconstruction Project
54. SAR Benin (II) No. 12253. Date: March 9, 1994
Project Name: Community Based Food Security Project
55. SAR Benin (III) No. 12860. Date: May 11, 1994
Project Name: Rural Water Supply and Sanitation Project
56. MOP Belarus (I) No. P-6093. Date: July 14, 1993
Project Name: Institution Building Project
57. SAR Belarus (II) No. 12511. Date: April 29, 1994
Project Name: Forestry Development Project
58. SAR Bolivia (II) No. 11996. Date: January 5, 1994
Project Name: Municipal Sector Development Project
59. SAR Brazil (I) No. 12709. Date: June 6, 1994
Project Name: Espirito Santo Water and Coastal Pollution Management Project
60. SAR Bulgaria (II) No. 12317. Date: May 5, 1994
Project Name: Water Companies Restructuring and Modernization Project
61. SAR Cape Verde (II) No. 12422. Date: January 7, 1994
Project Name: Public Sector Reform and Capacity Building Project
62. SAR Chad (I) No. 12535. Date: April 28, 1994
Project Name: Public Works and Capacity Building Project
63. SAR China (II) No. 12374. Date: February 1, 1994
Project Name: Songliao Plain Agricultural Development Project
64. SAR China (III) No. 12757. Date: June 10, 1994
Project Name: Enterprise Housing and Social Security Project

65. SAR China (IV) No. 12762. Date: May 9, 1994
Project Name: Forest Resource Development and Protection Project
66. SAR China (V) No. 12329. Date: March 25, 1994
Project Name: Xiaolangdi Multipurpose Project
67. SAR China (VI) No. 12527. Date: March 25, 1994
Project Name: Xiaolangdi Resettlement Project
68. SAR China (VII) No. 12593. Date: May 3, 1994
Project Name: Loess Plateau Watershed Rehabilitation Project
69. SAR China (VIII) No. 12394. Date: January 5, 1994
Project Name: Second Red Soils Area Development Project
70. SAR Costa Rica (I) No. 11986. Date: September 20, 1993
Project Name: Health Sector Reform-Social Security System Project
71. SAR Cote d' Ivoire (I) No. 12850. Date: May 27, 1994
Project Name: Labor Force Training Support Project
72. SAR Ecuador (II) No. 12436. Date: January 26, 1994
Project Name: Third Social Development Project Social Investment Fund
73. SAR Estonia (I) No. 12864. Date: May 5, 1994
Project Name: District Heating Rehabilitation Project
74. SAR Ethiopia (I) No. 11611. Date: February 18, 1994
Project Name: Calub Gas Development Project
75. SAR Gambia (I) No. 11973. Date: November 10, 1993
Project Name: Public Works and Capacity Building Project
76. SAR India (II) No. 12193. Date: January 24, 1994
Project Name: Andhra Pradesh Forestry Project
77. SAR Indonesia (III) No. 12748. Date: February 14, 1994
Project Name: Skills Development Project
78. SAR Jamaica (II) No. 12491. Date: March 1, 1994
Project Name: Private Investment and Export Development Project
79. SAR Kenya (II) No. 12275. Date: March 2, 1994
Project Name: Micro and Small Enterprise Training and Technology Project

80. SAR Kyrgyz Republic (I) No. 12986. Date: June 13, 1994
Project Name: Social Safety Net Project
81. SAR Laos (I) No. 12364. Date: February 18, 1994
Project Name: Luang Namtha Provincial Development Project
82. SAR Madagascar (III) No. 12587. Date: February 25, 1994
Project Name: Antananarivo Urban Works Project
83. SAR Malawi (II) No. 12668. Date: May 17, 1994
Project Name: Institutional Development Project II
84. SAR Malaysia (I) No. 10995. Date: November 15, 1993
Project Name: Health Development Project
85. SAR Mali (II) No. 12082. Date: May 5, 1994
Project Name: Transport Sector Project
86. SAR Mauritius (II) No. 12693. Date: May 2, 1994
Project Name: Technical Assistance to Enhance Competitiveness Project
87. SAR Mexico (II) No. 12848. Date: May 16, 1994
Project Name: Second Solid Waste Management Project
88. SAR Mexico (III) No. 12533. Date: June 15, 1994
Project Name: Rainfed Areas Development Project
89. SAR Morocco (II) No. 12197. Date: October 29, 1993
Project Name: National Rural Finance Project
90. SAR Morocco (III) No. 12392. Date: May 27, 1994
Project Name: Second Agricultural Sector Investment Loan
91. SAR Mozambique (I) No. 12580. Date: March 15, 1994
Project Name: Second Roads and Coastal Shipping Project
92. SAR Nepal (I) No. 12192. Date: February 18, 1994
Project Name: Road Maintenance and Rehabilitation Project
93. SAR Nicaragua (II) No. 12393. Date: November 24, 1993
Project Name: Health Sector Reform Project
94. SAR Peru (I) No. 12245. Date: November 16, 1993
Project Name: Social Development and Compensation Fund Project

95. SAR Peru (II) No. 12309. Date: February 17, 1994
Project Name: Transport Rehabilitation Project
96. SAR Poland (I) No. 11318. Date: July 6, 1993
Project Name: Forest Development Support Project
97. SAR Romania (I) No. 11931. Date: March 16, 1994
Project Name: Education Reform Project
98. SAR Rwanda (II) No. 11388. Date: August 18, 1993
Project Name: Private Sector Development Project
99. SAR Swaziland (I) No. 12753. Date: October 21, 1994
Project Name: Urban Development Project
100. SAR Togo (I) No. 11135. Date: April 26, 1994
Project Name: Togo Urban Development Project
101. SAR Turkey (III) No. 12682. Date: March 3, 1994
Project Name: Privatization Implementation Assistance and Social Safety Net Project
102. SAR Uganda (I) No. 12579. Date: March 8, 1994
Project Name: Transport Rehabilitation Project
103. MOP Uzbekistan (I) No. P-6135. Date: September 9, 1993
Project Name: Institution Building Project
104. SAR Yemen (I) No. 12461. Date: February 1, 1994
Project Name: Education Sector Investment Project

Annex 3d
Projects with LM Components (FY95)

105. SAR Albania (IV) No. 13156. Date: January 10, 1995
Project Name: Rural Development Project
106. SAR Albania (V) No. 13804. Date: May 1, 1995
Project Name: Rural Roads Project
107. SAR Argentina (I) No. 14035. Date: April 5, 1995
Project Name: Second Provincial development Project
108. SAR Argentina (II) No. 13600. Date: March 6, 1995
Project Name: Second Municipal development Project
109. SAR Armenia (III) No. 12811. Date: November 2, 1994
Project Name: Irrigation Rehabilitation Project
110. SAR Brazil (II) No. 14394. Date: June 6, 1995
Project Name: Northeast Rural Poverty Alleviation Program
111. SAR Brazil (III) No. 12836. Date: August 15, 1994
Project Name: Ceara Urban Development and Water Resource Management Project
112. SAR Burkina Faso (II) No. 13802. Date: April 20, 1995
Project Name: Urban Environment Project
113. SAR Cambodia (I) No. 14010. Date: May 11, 1995
Project Name: Social Fund Project
114. SAR Cape Verde (III) No. 13568. Date: November 7, 1994
Project Name: Basic Education and Training Project
115. SAR Chile (I) No. 13880. Date: April 11, 1995
Project Name: Secondary Education Quality Improvement Project
116. SAR China (IX) No. 13674. Date: April 3, 1995
Project Name: Yangtze Basin Water Resources Project
117. SAR China (X) No. 13968. Date: May 18, 1995
Project Name: Southwest Poverty Reduction Project
118. SAR Cote d' Ivoire (II) No. 13815. Date: March 17, 1995
Project Name: Municipal Support Project

119. SAR Dominican Republic (I) No. 12233. Date: January 19, 1995
Project Name: Irrigated Land and Watershed Management Project
120. SAR Estonia (II) No. 13907. Date: March 15, 1995
Project Name: Haapsalu and Matsalu Bays Environment Project
121. SAR Ghana (III) No. 13691. Date: March 9, 1995
Project Name: Vocational Skills and Informal Sector Support Project
122. SAR Ghana (IV) No. 13881. Date: May 19, 1995
Project Name: Mining Sector Development and Environment Project
123. SAR Guinea (I) No. 13472. Date: April 7, 1995
Project Name: Equity and School Improvement Project
124. SAR Guinea-Bissau (II) No. 14331. Date: May 31, 1995
Project Name: Transport and Urban Infrastructure Project
125. SAR Honduras (II) No. 13715. Date: March 1, 1995
Project Name: Environmental Development Project
126. SAR Haiti (I) No. 13849. Date: February 28, 1995
Project Name: Road Maintenance and Rehabilitation Project
127. SAR India (III) No. 13888. Date: April 26, 1995
Project Name: Assam Rural Infrastructure and Agricultural Services Project
128. SAR India (IV) No. 13408. Date: February 28, 1995
Project Name: Madhya Pradesh Forestry Project
129. SAR India (V) No. 13517. Date: March 9, 1995
Project Name: Agricultural Human Resources Development Project
130. SAR Indonesia (IV) No. 13776. Date: April 26, 1995
Project Name: Village Infrastructure Project for Java
131. SAR Jordan (I) No. 13790. Date: March 3, 1995
Project Name: Second Human Resources Development Sector Investment Project
132. SAR Kenya (III) No. 13609. Date: November 30, 1994
Project Name: Institutional Development and Civil Service Reform Project
133. SAR Kazakhstan (I) No. 13690. Date: May 1, 1995
Project Name: Social Protection Project

134. SAR Latvia (I) No. 13429. Date: November 8, 1994
Project Name: Liepaja Environment Project
135. SAR Lebanon (I) No. 13860. Date: May 5, 1995
Project Name: Solid Waste/Environmental Management Project
136. SAR Lithuania (I) No. 13430. Date: November 8, 1994
Project Name: Klaipeda Environment Project
137. SAR Macedonia (I) No. 13983. Date: April 5, 1995
Project Name: Social Reform and Technical Assistance Project
138. SAR Maldives (I) No. 13394. Date: August 19, 1994
Project Name: Second Education and Training Project
139. SAR Mauritius (III) No. 13487. Date: September 26, 1994
Project Name: Higher and Technical Education Project
140. SAR Mexico (IV) No. 13032. Date: August 19, 1994
Project Name: Second Decentralization and Regional Development Project
141. SAR Mexico (V) No. 13416. Date: October 5, 1994
Project Name: Technical Education and Training Modernization Project
142. SAR Mexico (VI) No. 14392. Date: May 22, 1995
Project Name: Social Services
143. SAR Romania (II) No. 12769. Date: October 31, 1994
Project Name: Employment and Social Protection Project
144. SAR Russia (II) No. 13022. Date: January 30, 1995
Project Name: Housing Project
145. SAR Russia (III) No. 12987. Date: December 15, 1994
Project Name: Management and Financing Training Project
146. SAR Senegal (II) No. 14008. Date: June 12, 1995
Project Name: Water Sector Project
147. SAR Sierra Leone (IV) No. 13309. Date: March 13, 1995
Project Name: Urban Water Supply Project
148. SAR St. Lucia (I) No. 13646. Date: December 22, 1994
Project Name: Basic Education Reform Project

149. SAR Swaziland (II) No.12753. Date: October 21, 1994
Project Name: Urban Development Project
150. SAR Tunisia (II) No. 13922. Date: April 25, 1995
Project Name: National Rural Finance Project
151. SAR Turkmenistan (I) No. 12959. Date: August 25, 1994
Project Name: Institutional Building/Technical Assistance Project
152. SAR Uganda (II) No. 13610. Date: May 9, 1995
Project Name: Institutional Capacity Building Project
153. SAR Venezuela (I) No. 13591. Date: March 7, 1995
Project Name: Agricultural Extension Project
154. SAR West Bank and Gaza (I) No. 14280. Date: May 23, 1995
Project Name: Education and Health Rehabilitation Project
155. SAR Zambia (I) No. 14329. Date: June 5, 1995
Project Name: Second Social Recovery Project
156. SAR Zambia (II) No. 13853. Date: April 17, 1995
Project Name: Urban Restructuring and Water Supply Project

Annex 3d
Projects with LM Components (FY96)

157. SAR Albania (VI) No. 13410-ALB. Date June 30, 1995.
Project Name: Urban Works and Microenterprise Pilot Project.
158. SAR Albania (VII) No. 15104-ALB. Date: March 15, 1996.
Project Name: Forestry Project
159. SAR Algeria (I) No. 15392-AL. Date: March 29, 1996.
Project Name: Social Safety Net Support Project.
160. SAR Angola (II) No. 14822-ANG. Date: November 28, 1995.
Project Name: Social Action Project
161. SAR Argentina (III) No. 14832-AR. Date: October 27, 1995
Project Name: Social Protection Project.
162. SAR Armenia (IV) No. 14655-AM. Date: October 23, 1995.
Project Name: Social Investment Fund Project.
163. SAR Bangladesh (II) No. 15039-BD. Date: October 16, 1995.
Project Name: Coastal Embankment Rehabilitation Project.
164. SAR Bangladesh (III) No. 15090-BD. Date: November 10, 1995.
Project Name: River Bank Protection Project.
165. SAR Bolivia (IV) No. T-6412-BO. Date: November 7, 1995
Project Name: Financial Markets and Pension Reform Technical Assistance Project.
166. SAR Bolivia (III) No. 14182-BO. Date: July 5, 1995.
Project Name: Rural Communities Development Project.
167. SAR Bosnia (I) No. P-6780-BA. Date: February 5, 1996.
Project Name: Emergency Recovery Project.
168. SAR Brazil (IV) No. 15580-BR. Date: May 29, 1996
Project Name: Federal Railways Restructuring and Privatization Project.
169. SAR Brazil (V) No. 15554-BR. Date: June 6, 1996
Project Name: Rural Poverty Alleviation and Natural Resources Management Project
170. SAR Cameroon (II) No. 15550-CM. Date: April 18, 1996.
Project Name: Transport Sector Project

171. SAR Cape Verde (IV) No. 15030-CV. Date: April 22, 1996.
Project Name: Capacity Building Project for Private Sector Promotion.
172. SAR Chile (II) No. 14894-CH. Date: December 5, 1995.
Project Name: Secano Rural Poverty Alleviation and Natural Resource Management Project
173. SAR China (XI) No. 14602-CHA. Date: November 21, 1995.
Project Name: Labor Market Development Project
174. SAR China (XII) No. 15079-CHA. Date: February 21, 1996.
Project Name: Shanxi Poverty Alleviation Project
175. SAR China (XIII) No. 15171-CHA. Date: May 20, 1996.
Project Name: Seed Sector Commercialization Project.
176. SAR China (XIV) No. 15163-CHA. Date: May 7, 1996.
Project Name: Gansu Hexi Corridor Project.
177. SAR China (XV) No. 15387-CHA. Date: May 15, 1996.
Project Name: Chongqing Industrial Pollution Control and Reform Project
178. SAR Chad (I) No. T-6729-CD. Date: January 24, 1996.
Project Name: Capacity Building Program for Economic Management.
179. SAR Colombia (I) No. 14901-CO. Date: April 26, 1996.
Project Name: Bogota Urban Transport Project
180. SAR Colombia (II) No. 13738-CO. Date: October 20, 1995.
Project Name: Santafe I Water Supply and Sewerage Rehabilitation Project.
181. SAR Croatia (I) No. T-6704-HR. Date: February 29, 1996.
Project Name: Capital Markets Development Project.
182. SAR Ethiopia (II) No. 14907-ET. Date: March 13, 1996.
Project Name: Ethiopian Social Rehabilitation and Development Fund Project
183. SAR Egypt (I) No. 15267-EGT. Date: April 25, 1996.
Project Name: Second Social Fund Project.
184. SAR Eritrea (II) No. 14937-ER. Date: January 30, 1996.
Project Name: Community Development Fund Project.
185. SAR Georgia (I) No. 15029-GE. Date: December 26, 1995.
Project Name: Transport Rehabilitation Project.

186. SAR Georgia (II) No. P-6808-GE. Date: March 20, 1996.
Project Name: Technical Assistance Credit.
187. SAR Ghana (V) No. T-6901-GH. Date: May 13, 1996.
Project Name: Public Enterprise and Privatization Technical Assistance.
188. SAR Ghana (VI) No. 14572-GH. Date: April 19, 1996.
Project Name: Highway Sector Investment Program
189. SAR Guinea (II) No. 15216-GUI. Date: March 12, 1996.
Project Name: National Agricultural Services Project
190. SAR Haiti (II) No. 14510-HA. Date: June 16, 1995
Project Name: Employment Generation Project
191. SAR Honduras (III) No. P-6740-HO. Date: January 19, 1996
Project Name: Public Sector Modernization Technical Assistance Credit.
192. SAR Honduras (IV) No. 14181-HO. Date: June 16, 1995
Project Name: Second Social Investment Fund
193. SAR India (VI) No. 15516-IN. Date: May 28, 1996.
Project Name: UP Rural Water Supply and Environmental Sanitation Project.
194. SAR Indonesia (V) No. 14989-IND. Date: April 3, 1996.
Project Name: Kerinci Seblat Integrated Conservation and Development Project
195. SAR Kenya (IV) No. 13692-KE. Date: November 14, 1995.
Project Name: Arid Lands Resource Management Project
196. SAR Kenya (V) No. 13798-KE. Date: November 8, 1995.
Project Name: Nairobi-Mombasa Road Rehabilitation Project
197. SAR Kenya (VI) No. 13848-KE. Date: January 3, 1996.
Project Name: Urban Transport Infrastructure Project.
198. SAR Lesotho (I) No. 14988-LSO. Date: April 10, 1996.
Project Name: Road Rehabilitation and Maintenance Project
199. SAR Lebanon (I) P-6656-LE. Date: July 13, 1995
Project Name: Administrative Rehabilitation Project.
200. SAR Lithuania (III) No. 14981-LT. Date: November 9, 1995.
Project Name: Siauliai Environment Project.

201. SAR Lithuania (II) No. 14631-LT. Date: March 7, 1996.
Project Name: Private Agriculture Development Project.
202. SAR Madagascar (IV) No. 14489-MAG. Date: August 15, 1995.
Project Name: Social Fund II Project.
203. SAR Malawi (III) No. 15345-MAI. Date: April 12, 1996.
Project Name: Social Action Fund Project
204. SAR Mali (III) No. 15347-MLI. Date: February 15, 1996.
Project Name: Vocational Education and Training Consolidation Project.
205. SAR Mauritania (III) No. 15119-MAU. Date: March 4, 1996.
Project Name: Urban Infrastructure and Pilot Decentralization Project
206. SAR Mongolia (I) No. 13963-MOG. Date: May 22, 1995.
Project Name: Poverty Alleviation for Vulnerable Groups Project
207. SAR Mongolia (II) No. 15322-MOG. Date: April 9, 1996.
Project Name: Coal Project
208. SAR Morocco (IV) No. 15433-MOR. Date: March 29, 1996.
Project Name: Second Sewerage and Water Re-Use Project.
209. SAR Morocco (V) No. 15075-MOR. Date: May 9, 1996.
Project Name: Coordination and Monitoring of Social Programs, and Labor Promotion Project.
210. SAR Morocco (VI) 15075-MOR. Date: May 9, 1996
Project Name: Social Priorities Program.
211. SAR Morocco (VII) P-6673-MOR. Date: August 8, 1995
Project Name: Emergency Drought Recovery Project.
212. SAR Mozambique (II) No. 14371-MOZ. Date: November 7, 1995.
Project Name: Health Sector Recovery Program
213. SAR Nicaragua (III) No. 15281-NI. Date: May 2, 1996.
Project Name: Road Rehabilitation and Maintenance Project
214. SAR Nicaragua (IV) No. P-6569-NI. Date: June 1, 1995.
Project Name: Second Social Investment Fund
215. SAR Peru (III) No. 14939-PE. Date: November 6, 1995.
Project Name: Rural Road Rehabilitation and Maintenance Project

216. SAR Philippines (III) No. 13116-PH. Date: August 16, 1995.
Project Name: Second Rural Finance Project.
217. SAR Pakistan (I) No. 13599-PAK. Date: August 28, 1995.
Project Name: Balochistan Community Irrigation and Agriculture Project.
218. SAR Russia (V) No. P-6919-RU. Date: June 5, 1996.
Project Name: Coal Sector Adjustment Loan.
219. SAR Russia (IV) No. P-6865-RU. Date: June 5, 1996.
Project Name: Coal Sector Restructuring Implementation Assistance Project.
220. SAR Sierra Leone (V) No. 15522-SL. Date: May 30, 1996.
Project Name: Transport Sector Project
221. SAR Senegal (III) No. 14004-SE. Date: April 26, 1995.
Project Name: Community Nutrition Project
222. SAR Tanzania (I) No. 15125-TA. Date: April 12, 1996.
Project Name: Urban Sector Rehabilitation Project
223. SAR Tunisia (III) 15515-TUN. Date: May 14, 1996.
Project Name: Second Employment and Training Project.
224. SAR Thailand (I) No. 15578-TH. Date: May 28, 1996.
Project Name: Technical Education Project
225. SAR Uganda (III) No. 14889-UG. Date: March 6, 1996.
Project Name: Agricultural Sector Management Project
226. SAR Ukraine (II) No. 15351-UA. Date: April 20, 1996.
Project Name: Coal Pilot Project.
227. SAR West Bank and Gaza (II) No. 15400-WBGZ. Date: May 7, 1996.
Project Name: Municipal Infrastructure Development Project
228. SAR Yemen (II) No. 15357-YEM. Date: May 15, 1996.
Project Name: Public Works Project.
229. SAR Yemen (III) 14485-YEM. Date: November 10, 1995
Project Name: Vocational Training Project.

Appendix Table A-1
Number of Projects by Region and Country Income Group (FY92 - FY96)

FY	Income Group No. of Projects	LOW	LMI	MID
REGION	(1)	(2)	(3)	(4)
FY92*				
	AFR	51		
	EAP	42		
	ECA	9		
	LAC	37		
	MNA	16		
	SAS	23		
	ALL	178	106	49
FY93				
	AFR	57		
	EAP	34		
	ECA	21		
	LAC	39		
	MNA	17		
	SAS	19		
	ALL	187	94	66
FY94				
	AFR	39		
	EAP	40		
	ECA	29		
	LAC	41		
	MNA	12		
	SAS	15		
	ALL	176	80	69
FY95				
	AFR	45		
	EAP	37		
	ECA	37		
	LAC	32		
	MNA	11		
	SAS	14		
	ALL	179	84	70
FY96				
	AFR	44		
	EAP	41		
	ECA	51		
	LAC	45		
	MNA	19		
	SAS	21		
	ALL	221	108	92
All Five Yrs Combined				
	AFR	236		
	EAP	194		
	ECA	147		
	LAC	194		
	MNA	75		
	SAS	95		
	ALL	941	472	346

Country Income Groups: LOW - Low Income; LMI - Low Middle Income; MID - Middle Income Countries

Appendix Table A-2

Number of Projects with LM Components by Region and Country Income Group (FY92 - FY96)

FY		Income Group No. of Projects	LOW	LMI	MID
	REGION	(1)	(2)	(3)	(4)
FY92*					
	AFR	11			
	EAP	2			
	ECA	0			
	LAC	2			
	MNA	0			
	SAS	0			
	ALL	15	9	6	0
FY93					
	AFR	13			
	EAP	3			
	ECA	7			
	LAC	7			
	MNA	2			
	SAS	3			
	ALL	35	17	15	3
FY94					
	AFR	17			
	EAP	10			
	ECA	12			
	LAC	10			
	MNA	3			
	SAS	2			
	ALL	54	27	20	7
FY95					
	AFR	15			
	EAP	4			
	ECA	12			
	LAC	13			
	MNA	4			
	SAS	4			
	ALL	52	23	18	11
FY96					
	AFR	22			
	EAP	10			
	ECA	12			
	LAC	14			
	MNA	11			
	SAS	4			
	ALL	73	47	22	4
All Five Yrs Combined					
	AFR	78			
	EAP	29			
	ECA	43			
	LAC	46			
	MNA	20			
	SAS	13			
	ALL	229	123	81	25

Country Income Groups: LOW - Low Income; LMI - Low Middle Income; MID - Middle Income Countries

Appendix Table A-3
Proportion of Projects With LM components by Region for Each FY (FY92 - FY96)

Region	FY					Total
	FY92	FY93	FY94	FY95	FY96	
AFR	22	23	44	33	50	33
EAP	5	9	25	11	24	15
ECA	0	33	41	32	24	29
LAC	5	18	24	41	31	24
MNA	0	16	13	23	58	26
SAS	0	16	13	24	19	14
Overall	8	19	31	29	33	24

Appendix Table A-4
Proportion of Projects With LM components by Country Income Group for Each FY (FY92 - FY96)

Country Income Group	FY					Total
	FY92	FY93	FY94	FY95	FY96	
LOW	8	18	34	27	43	26
LMI	12	23	29	26	24	23
MID	0	11	26	44	19	20
	8	19	31	29	33	24

Appendix Table A-5
Distribution of Projects by Division and Region

FY	Division	Region						Total
		LAC	SAS	EAP	AFR	MNA	ECA	
FY92								
	Infrastructure				4			4
	Agriculture				3			3
	PHR	2		2	3			7
	Industry				1			1
	Total	2		2	11			15
FY93								
	Infrastructure			1	5			6
	Agriculture		2	1	2	2	2	9
	PHR	6	1		4		2	13
	Industry			1				1
	Public/Pvt. Ent.	1			1			2
	COD/Other				1		3	4
	Total	7	3	3	13	2	7	35
FY94								
	Infrastructure	4	1	1	10		3	19
	Agriculture	1	1	6	1	2	1	12
	PHR	4		2	2	1	4	13
	Industry	1			2			3
	COD/Other			1	2		3	6
	Natural Resources						1	1
	Total	10	2	10	17	3	12	54
FY95								
	Infrastructure	2		1	7	1	1	12
	Agriculture	1	2	2			1	6
	PHR	4	2	1	5	2	4	18
	Industry				1			1
	Public/Private	1			2			3
	COD/Other	1				1	2	4
	Natural Resources	4					4	8
	Total	13	4	4	15	4	12	52
FY96								
	Infrastructure	3		1	8	1	1	14
	Agriculture		4	2	3	1	2	12
	PHR	3		6	8	7	2	26
	Industry				2			2
	Public?Private	1				2		3
	COD/Other	1			1		5	7
	Natural Resources	6		1			2	9
	Total	14	4	10	22	11	12	73
All Years Combined								
	Infrastructure	9	1	4	34	2	5	55
	Agriculture	2	9	11	9	5	6	42
	PHR	19	3	11	22	10	12	77
	Industry	1		1	6			8
	Public/Private	3			3	2		8
	COD/Other	2		1	4	1	13	21
	Natural Resources	10		1			7	18
	Total	46	13	29	78	20	43	229

Appendix Table A-6
 Distribution of Labor Market Components by Country
 FY92 - FY96
 Africa Region

Country/Component	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Angola I		x		x					
Angola II	x	x	x				x		
Benin I	x								
Benin II		x							
Benin III		x		x					
Burkina Faso I	x	x	x	x			x		
Burkina Faso II	x								
Burundi	x	x					x		
Cameroon I		x							
Cameroon II	x								
Cape Verde I				x	x				
Cape Verde II		x		x		x		x	
Cape Verde III			x	x	x				
Cape Verde IV		x							
Chad I	x								
Chad II								x	
Cote d' Ivoire I			x	x			x		
Cote d' Ivoire II		x							
Eritrea I		x	x						
Eritrea II		x							
Ethiopia I		x							
Ethiopia II	x		x						
Gambia	x			x					
Ghana I							x		
Ghana II	x								

Africa Region (continued)

Country/Component	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Ghana III		x							
Ghana IV			x	x					
Ghana V				x		x			
Ghana VI	x								
Guinea I			x						
Guinea II		x					x		
Guinea Bissau I		x							
Guinea Bissau II	x								
Kenya I						x			
Kenya II		x	x	x					
Kenya III								x	
Kenya IV	x								
Kenya V	x								
Kenya VI	x								
Lesotho I	x								
Madagascar I			x	x					
Madagascar II	x								
Madagascar III	x								
Madagascar IV	x	x							
Malawi I		x		x					
Malawi II			x					x	
Malawi III	x		x						
Mali I	x		x	x					
Mali II	x								
Mali III			x	x					
Mauritania I	x			x					

Africa Region (continued)

Country/Component	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Mauritania II		x		x					
Mauritania III	x								
Mauritius I			x	x					
Mauritius II									x
Mauritius III			x						
Mozambique I	x								
Mozambique II	x								
Rwanda I	x	x	x						
Rwanda II								x	
Sao Tome			x			x			
Senegal I	x		x	x					
Senegal II	x								
Senegal III	x								
Sierra Leone I	x					x			
Sierra Leone II	x								
Sierra Leone III	x								
Sierra Leone IV	x								
Sierra Leone V	x								
Swaziland I	x								
Swaziland II	x								
Tanzania I	x								
Togo	x								
Uganda I	x								
Uganda II				x				x	
Uganda III			x	x					
Zambia I	x	x		x					
Zambia II	x								

East Europe and Central Asia Region

Component	Public Works	Micro Ent.	LM Inf. and Montg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Albania I	x	x							
Albania II		x	x	x	x				
Albania III					x				
Albania IV	x								
Albania V	x								
Albania VI	x	x							
Albania VII	x								
Armenia I			x	x	x				
Armenia II	x								
Armenia III	x								
Armenia IV	x		x				x		
Belarus I			x		x			x	x
Belarus II	x								
Bosnia I		x							
Bulgaria I		x							
Bulgaria II	x								
Croatia I									x
Estonia I	x								
Estonia II	x								
Georgia I						x			
Georgia II									x
Kazakhstan			x	x	x				
Kyrgyz			x	x	x				x
Latvia	x								
Lithuania I	x								
Lithuania II		x		x			x		

East Europe and Central Asia Region (continued)

Component/Country	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Lithuania III	x								
Macedonia	x	x	x	x	x	x			x
Poland	x								
Romania I			x						
Romania II			x	x	x				x
Russia I			x	x	x				x
Russia II	x								
Russia III				x					
Russia IV			x			x			
Russia V				x	x	x			
Turkey I		x							
Turkey II			x	x	x		x		
Turkey III	x	x	x	x	x	x			x
Turkmenistan			x						x
Ukraine I			x						
Ukraine II	x	x		x		x			
Uzbekistan			x		x				

East Asia and Pacific Region

Component/Country	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Cambodia	x			x					
China I					x				
China II	x								
China III			x		x				x
China IV	x								
China V	x								
China VI	x								
China VII	x								
China VIII	x								
China IX	x								
China X	x		x	x	x		x		
China XI			x	x	x			x	
China XII	x	x		x			x		
China XIII	x								
China XIV	x						x		
China XV			x	x	x	x			
Indonesia I				x					
Indonesia II	x								
Indonesia III		x	x	x	x				
Indonesia IV	x								
Indonesia V		x							
Laos	x								
Malaysia							x		
Mongolia I	x	x							
Mongolia II				x	x	x			
Philippines I			x	x	x		x		

East Asia and Pacific Region (continued)

Component/Country	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Philippines II	x								
Philippines III		x					x		
Thailand I				x					

South East Asia Region

Component/Country	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Bangladesh I							x		
Bangladesh II	x								
Bangladesh III	x								
Bhutan	x								
India I	x								
India II	x								
India III	x								
India IV		x							
India V			x	x					
India VI							x		
Maldives				x					
Nepal I	x								
Pakistan I	x								

Latin America and Caribbean Region

Component/Country	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Argentina I	x								
Argentina II	x								
Argentina III	x	x	x	x		x			
Barbados			x		x				
Bolivia I							x		
Bolivia II								x	
Bolivia III		x					x		
Bolivia IV									x
Brazil I	x								
Brazil II		x							
Brazil III				x					
Brazil IV			x	x	x	x			
Brazil V	x	x							
Chile I			x	x					
Chile II	x	x							
Colombia I	x								
Colombia II	x								
Costa Rica									x
Dominican Republic		x							
Ecuador I		x	x						
Ecuador II	x	x							
Guatemala	x								
Guyana								x	
Haiti I	x								
Haiti II	x								
Honduras I	x	x							

Latin America and Caribbean Region (continued)

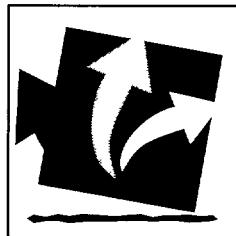
Component/Country	Public Works	Micro Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	Compensation Schemes	Women	Labor Code	Pension System
Honduras II		x							
Honduras III			x					x	x
Honduras IV	x		x						
Jamaica I			x		x				
Jamaica II				x	x				
Mexico I		x	x	x	x				
Mexico II				x					
Mexico III	x								
Mexico IV		x		x			x		
Mexico V		x	x	x			x		
Mexico VI	x			x					
Nicaragua I			x						
Nicaragua II									x
Nicaragua III	x								
Nicaragua IV	x		x						
Peru I	x	x							
Peru II	x								
Peru III	x								
Venezuela			x						

Middle East and North Africa Region

Component/Country	Public Works	Micro. Ent.	LM Inf. and Montrg.	Trng.	Empl. & Advisory Services	CompensationSchemes	Women	Labor Code	Pension System
Egypt I	x	x	x	x		x	x		
Jordan				x					
Lebanon I	x								
Lebanon II			x						
Morocco I	x								
Morocco II		x					x		
Morocco III				x	x				
Morocco IV	x								
Morocco V	x		x						
Morocco VI	x		x						
Morocco VII	x								
Tunisia I	x						x		
Tunisia II		x					x		
Tunisia III			x	x	x				
West Bank I	x								
West Bank II	x								
Yemen I			x						
Yemen II	x								
Yemen III				x			x		

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Summary Findings

This paper reviews the Bank's operations on labor markets. It examines World Bank projects that supported labor market activities in the last five years. Such activities may include public works, micro-enterprise development, training/retraining, labor market information and monitoring systems, employment services, pension system reforms, labor code revisions, adjustment compensation schemes for retrenched workers or gender specific operations. The paper also examines the regional and sectoral distribution of these activities. The findings show that lending for labor markets has more than tripled during this period, from less than 10 percent to one-third.

HUMAN DEVELOPMENT NETWORK

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