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## Evidence-based Policymaking in the Skills Development Sector in the Republic of Moldova, *focus on ALMPS*

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# OBJECTIVES

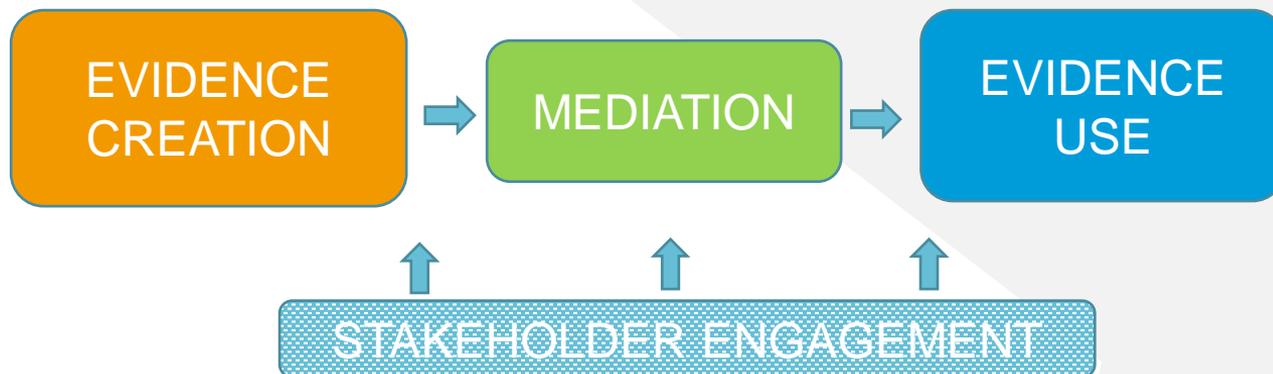
- Map the evidence production-to-use system for active labour market policies (ALMPs) *and employment policies in general*
- Facilitate reflection among key stakeholders on evidence-based policymaking

*Evidence-based policy helps people to make well-informed decisions about policies, programmes and projects, by placing the best available evidence from research at the heart of policy development and implementation (Davies, 1999).*

# METHODOLOGY

- Desk research
- In-depth semi-structured interviews with key stakeholders  
*relevant institutions involved in evidence creation, mediation and/or usage*
- Focus group with representatives of research organisations  
*universities, (public and private) research institutions*

# EVIDENCE PRODUCTION-TO-USE CYCLE



# EVIDENCE CREATION

- Range of data relevant for ALMPs produced by public institutions
- Established data collection process
- Data easily accessible for further analysis and shared with relevant stakeholders
  
- *Coverage and quality of data conditioned by the existing infrastructure, human and financial resources*
- *Communication from evidence users to evidence producers not always active or consistent*

National Bureau of Statistics (NBS)

National Employment Agency (NEA)

Donors

NGOs, think tanks, universities, research institutes

# EVIDENCE MEDIATION

- Specific departments tasked with analytical work
- Right to request information from other public institutions responsible for evidence creation
- Analytical outputs disseminated and accessible
  
- *Limited analytical skills and knowledge needed for data analysis*
- *Research institutions appear to be involved in the analytical stage to a very limited extent*  
*(as a consequence of a lack of resources or communication with decision-making agents)*

Policy Analysis,  
Monitoring and  
Evaluation (PAME)  
Department

Labour Market  
Observatory (LMO)

Donors

NGOs, think tanks,  
universities, research  
institutes

# EVIDENCE USE

- Formal requirement to use evidence when planning employment-related actions



- *external pressure (e.g. the available budget)*
- *evidence culture (i.e. the trust and belief of decision-makers in the importance and/or quality of evidence)*
- *internal capacities of managers and decision-makers to understand evidence*

Ministry of Health,  
Labour and Social  
Protection (MoHLSP)

National  
Employment Agency  
(NEA)

State Chancellery

# THE WAY FORWARD

## **Do less but with a clear vision**

- Use existing inter-institutional consultations to regularly review needs for the generation of new evidence and analysis in line with policy priorities under the leadership of the MoHLSP.
- Strengthen the involvement of the research community and employers in the inter-institutional consultations carried out in the area of employment policies, relevant data collection and usage.
- Shift from a focus on monitoring to (impact) evaluation in order to shape existing policies under the leadership of the NEA.

## **Use your human resources wisely and have realistic expectations**

- Establish formal cooperation between the NEA/MoHLSP and universities or (public) research institutions.
- The MoHLSP should provide a (limited) budget to outsource research activities in line with policy priorities. In this regard, explore how donors' funds can be integrated into the effort.

## **Be transparent and communicate your data**

- Create an open online repository of existing research into ALMPs and employment policies in line with agreed quality criteria.
- Support staff in ministries with basic training on research design, data collection methods and data interpretation, involving data producers, such as the NEA, NBS and research institutes or universities.

1. Based on the findings of the two studies, what should, according to you, be the main recommendations to be followed up in order to support the effectiveness and efficiency of (existing or new) employment (active labour market) measures in Moldova?
2. What would be the resources or actions needed to support such recommendations?
3. What could be the role of your organization in supporting the consolidation of such recommendations?