Session 3 - Labour market and skills information systems

HOW TO CAPTURE CHANGING SOCIO-ECONOMIC CONTEXT IN THE DESIGN OF ALMPS?

Challenges and approaches to study labour market and skills trends in crisis and recovery contexts and reflect research outcomes in activation and (re)training measures and services.

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UNDP ENGAGEMENT IN LABOUR MARKET ANALYSIS

Regular labour market signals published and shared with the key institutions and donor agencies, through a continuous monitoring of the changing context in the labour market in Albania due to the social distancing and lockdown policies.

As a result:

❑ The MoFE, other public authorities and the donor community benefited from up-to-date and **concise analysis of key labour market indicators**, which fed their policy design.

❑ The work and functioning of the IPMG on **"Employment and Skills" improved** due to labour market analysis information on the COVID-19 crisis impact, as well as other inputs on the NESS implementation monitoring, VET optimization etc.

8 DECENT WORK AND ECONOMIC GROWTH

DESIGNING Active Labour Market Programmes

UNDP based on analysis made on unemployed jobseekers assisted the **MoFE** to draft **5 Active Labour Market Programmes.**

Why revised ALMPS?

To ensure supply-driven individualised ALMPs implementation process

To develop new ALMPs for specific groups with added vulnerabilities

To diversify typology of implementation partners

To address the specific needs of the unemployed jobseekers

To improve targeting procedures

5 ALMPs approved

Employment

One-year subsidized employment contract, the needs of the jobseekers are matched with the profile of the employer. The wage is defined by the employer, based on the market salary rates for the particular job.

On-the-job Training

Aims to train jobseekers, who do not have any qualification, at the workplace, providing a subsidy for the duration of 4-month period for all types of professions, based on an approved training plan, and supervised by a trainer of the employer.

Internship

Ensure a quick transition to the labour market of the recent graduates, in the same or similar area of study of the graduate, for a duration of 6-month period.

Self-Employment

Start business programme that provides a financial grant and mentoring for unemployed jobseekers, who have a proven viable and marketable business idea and plan.
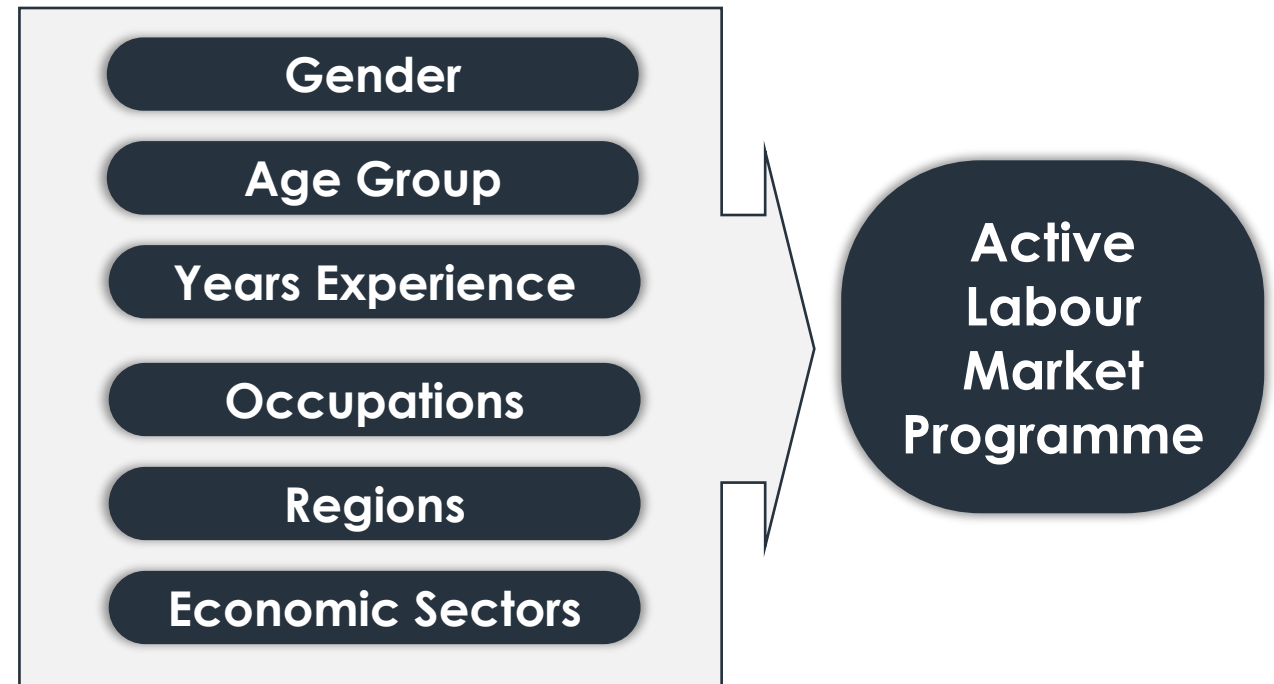
Community Employment

Clear focus on workforce training and is designed to place the work experience offered near to the labour market, in line with the local and geographical employment opportunities, in partnership with the Community and NGO/voluntary organizations.

8 DECENT WORK AND ECONOMIC GROWTH

CONVERTING INFORMATION into INTELLIGENCE during the crisis

Several **statistical information** on **labour market performance** were analysed during pandemic.

Signals generated from data analysis were translated into insights for decision makers.

Statistical data variables analyzed

Gender

Age Group

Years Experience

Occupations

Regions

Economic Sectors

Active Labour Market Programme

8 DECENT WORK AND ECONOMIC GROWTH

CONVERTING INFORMATION into INTELLIGENCE during the crisis
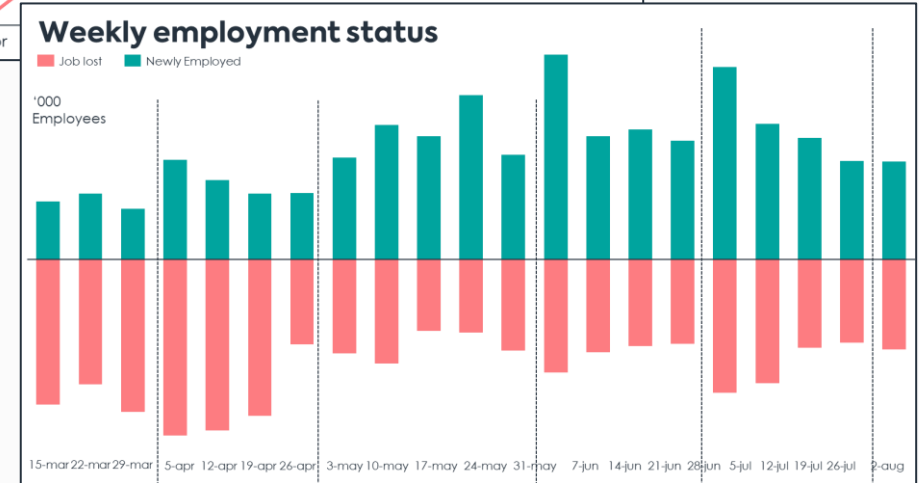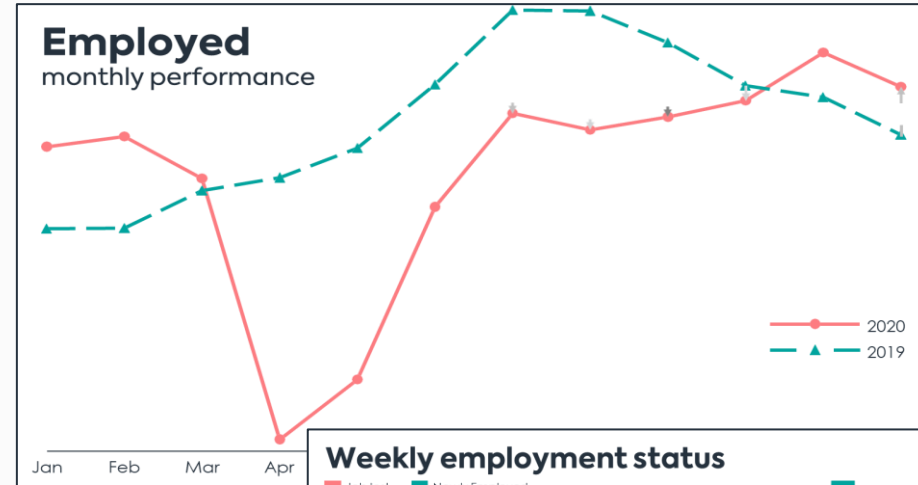

Tracking on weekly and monthly basis the performance of labour market in general.

INSIGHTS **from Labour Market**

▪ Rapid employment of people who lost their job after lockdown

Drill down
Economic Sectors

Employed
monthly performance

2020
2019

Jan   Feb   Mar   Apr

Weekly employment status

Job lost   Newly Employed

'000
Employees

15-mar 22-mar 29-mar 5-apr 12-apr 19-apr 26-apr 3-may 10-may 17-may 24-may 31-may 7-jun 14-jun 21-jun 28-jun 5-jul 12-jul 19-jul 26-jul 2-aug

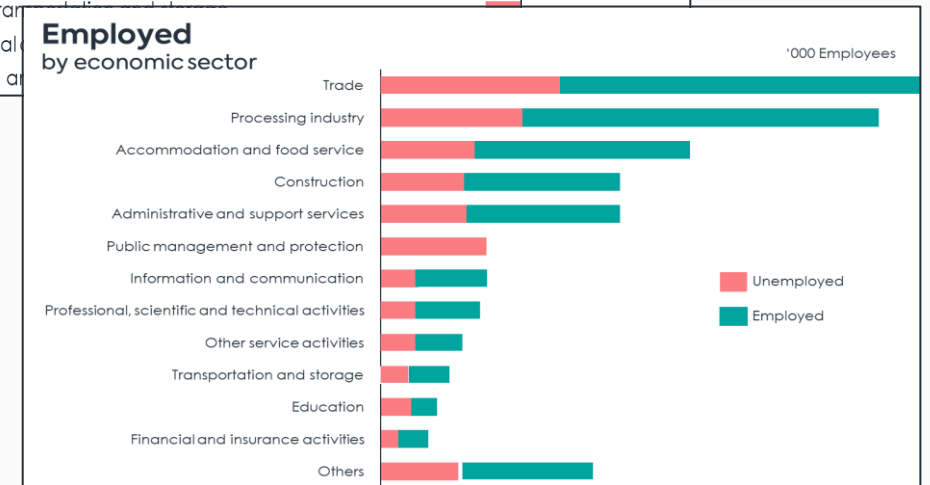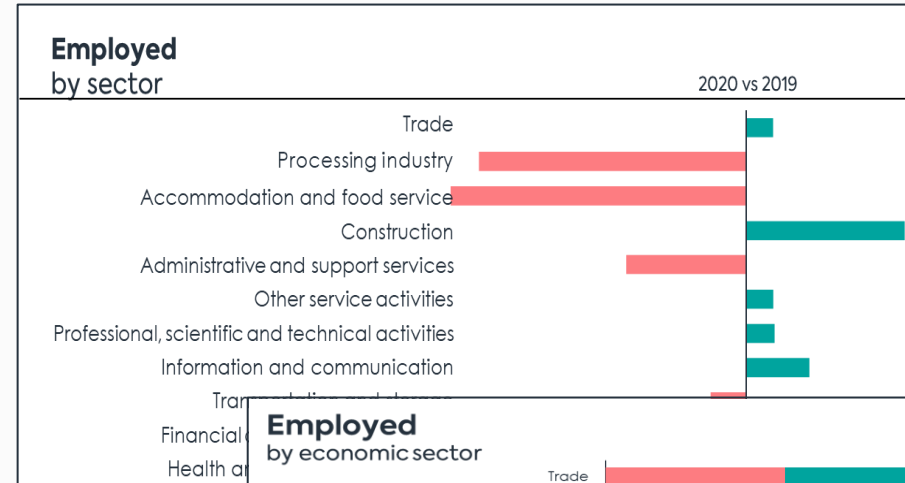# CONVERTING INFORMATION into INTELLIGENCE during the crisis

Analyzed the performance of employment on each economic sector.

INSIGHTS from Labour Market

- Service and Garments the most affected economic sectors.

Drill down
Age-Group

Employed
by sector

2020 vs 2019

Sector
Trade
Processing industry
Accommodation and food service
Construction
Administrative and support services
Other service activities
Professional, scientific and technical activities
Information and communication
Financial
Health

Employed
by economic sector

'000 Employees

Sector
Trade
Processing industry
Accommodation and food service
Construction
Administrative and support services
Public management and protection
Information and communication
Professional, scientific and technical activities
Other service activities
Transportation and storage
Education
Financial and insurance activities
Others

Unemployed
Employed

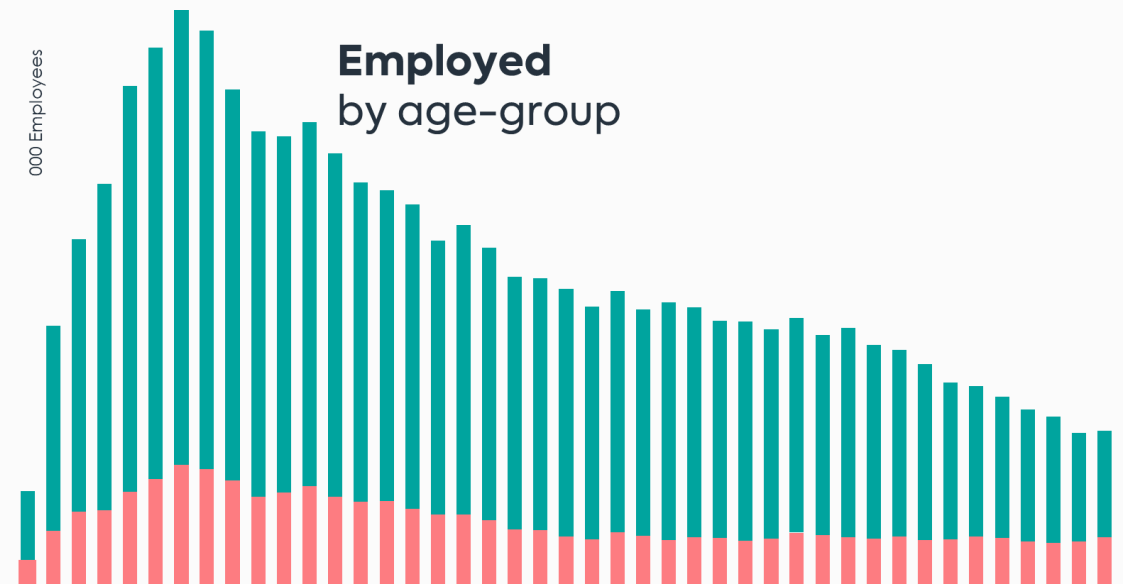# CONVERTING INFORMATION into INTELLIGENCE during the crisis

Analyzed the performance of employment impacted by pandemic disaggregated by age group.

INSIGHTS from Labour Market

- Young people most affected by lay-offs, but with the highest rate of employment due to tourism
- Age 55+, Lowest paid people (informal workers), and females affected in a higher scale.
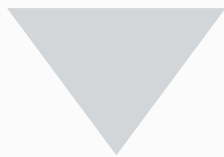
Drill down
Occupations

Employed
by age-group

000 Employees

CONVERTING INFORMATION into INTELLIGENCE during the crisis
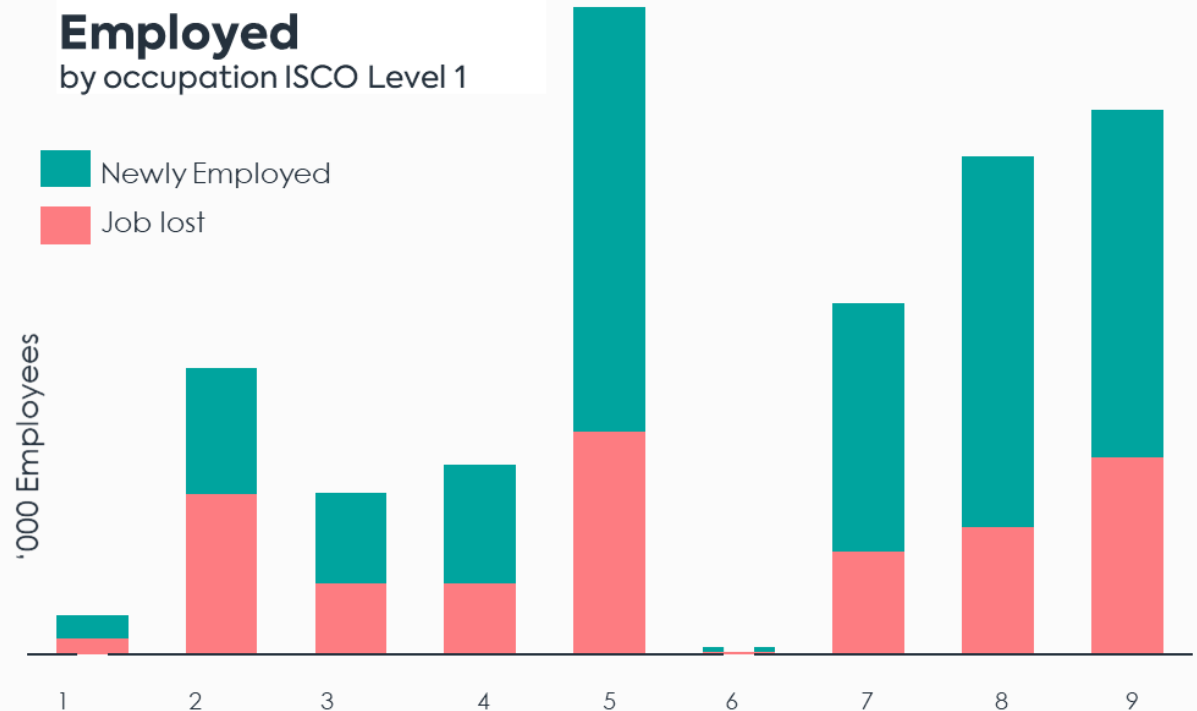
Analyzed the performance of employment by occupation.

INSIGHTS from Labour Market

▪ Employees of services and elementary professions are more unemployed with the highest amount of job-lost.

ALMPs
drafted

Employed
by occupation ISCO Level 1

■ Newly Employed
■ Job lost

'000 Employees

1   2   3   4   5   6   7   8   9

DESIGNING Active Labour Market Programmes for the RECOVERY

The analysis done on the performance of labour market during pandemic were used to deliver target based ALMPs.

Council of Ministers Decision No. 608 date 29.07.2020 "On the procedures, criteria and implementation modalities for the active labour market programmes targeting recently unemployed jobseekers due to Covid-19.

3

Active Labour Market Measures

Budget

$ 2 million

Programme duration

4 - 12 months

DESIGNING Active Labour Market Programmes for the RECOVERY

ALMPs benefits?

4 month-long programme

2 months of wage subsidies (min. wage)
4 months of mandatory social & health insurance contributions of employers.

8 month-long programme

4 months of wage subsidies (min. wage)
8 months of mandatory social & health insurance contributions of employers.

12 month-long programme

12 months of mandatory social & health insurance contribution of employers and employees. The programme targets those individuals that self-declare as informal workers.

Who can benefit?

Jobseekers who:

✓ That have become unemployed as a result of COVID-19 during the period of March 10 - December 31, 2020.

Who can apply?

Employers who:
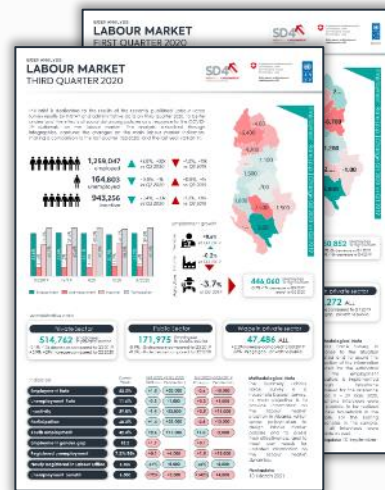
✓ Are legally registered and have no violations of Labour Code provisions in the past 2 years, prior to COVID-19 crisis
✓ Ofer full time employment

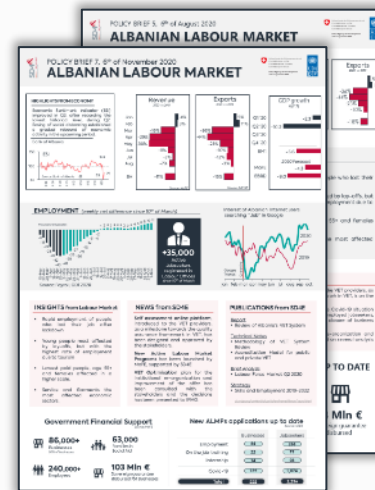# POWER of DATA ANALYTICS & VISUALISATIONS

UNDP has frequently produced data insights related to labour market performance. Analytic reports and several visualisation has been relevant for decision making process.

Data Briefs   **Policy Briefs**   **Technical Notes**

LESSONS LEARNED

On socio-economic context:

Use of real-time data support better targeted ALMPs

Evidence on labour market skills trends generate insightful information in support of better decision-making

In general:

Empower people to work with data

Provide people with the technology and data literacy skills to be able to effectively work with and understand data. Support governments, local communities and civil society partners to strengthen data and statistical capacities.
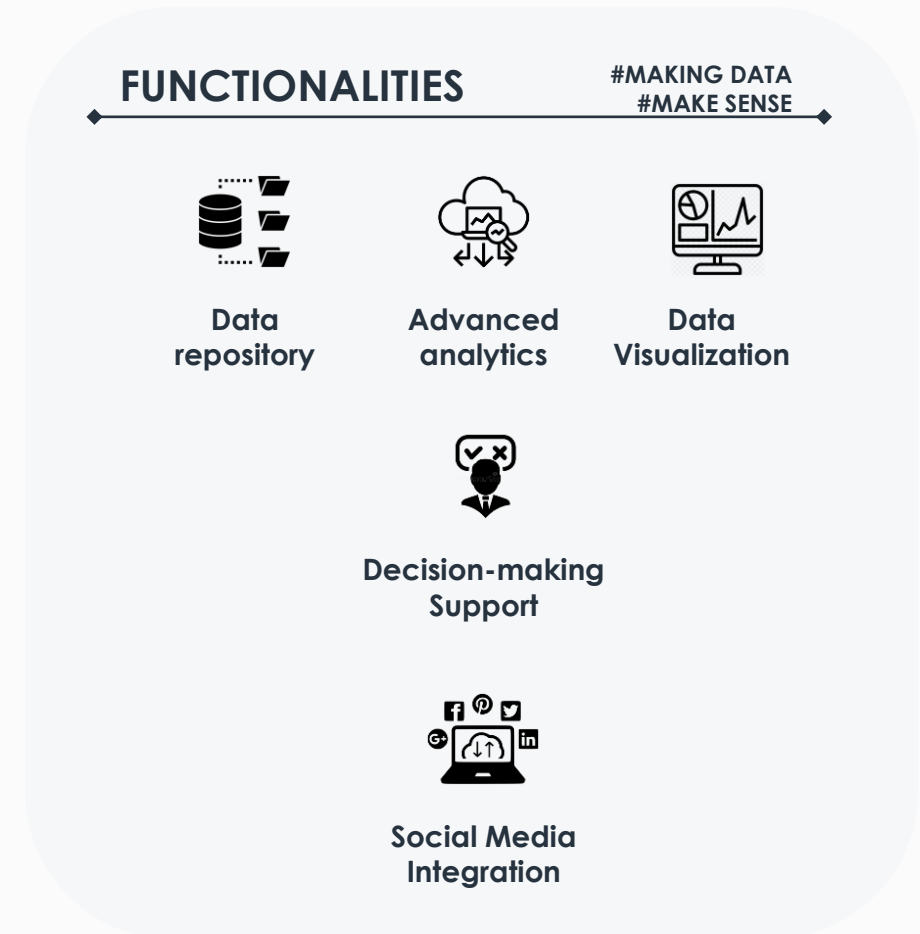
Be aware of data limitations

Assess gaps, risks and bias in the use of data. Actively question blind spots and potential negative implications of data use.

WHATs NEXT…

UNDP is developing a digital **Economic Development Tracker (EDT).** EDT will be an online platform, in support of the government, that will collect and analyze statistical data on several indicators with a focus on **Labour Market.**

EDT will have the capabilities of a **Labour Market Information Observatory (LMIO)** in support of better information on market trends and decision making.

FUNCTIONALITIES

#MAKING DATA
#MAKE SENSE

Data repository

Advanced analytics

Data Visualization

Decision-making Support

Social Media Integration

8 DATA Principles for UNDP

Empower people to work with data

Provide people with the technology and data literacy skills to be able to effectively work with and understand data. Support governments, local communities and civil society partners to strengthen data and statistical capacities.

Make data open by default

Make data available as widely as possible. No 'data hoarding'

Manage Data Responsibly

Practice effective data stewardship and governance to ensure sound data quality, security and accountability. In accordance with relevant institutional policies and regulations.

Plan for reusability and interoperability

Maximise the value of our data by ensuring it is usable in multiple domains. Make use of open standards and machine-readable formats in order to improve interoperability.

Expand frontiers of data

Explore emerging practices and innovative technologies to increase data availability and expand coverage of under-represented groups through data collection and disaggregation.

Be aware of data limitations

Assess gaps, risks and bias in the use of data. Actively question blind spots and potential negative implications of data use.

Safeguard personal data

Embed 'privacy by design' into all data practices. Get informed consent and ensure data are anonymized before publishing.

Uphold the highest ethical standards

Anchor data practices in the UN Charter and international human rights frameworks. Ensure that data processes and partnerships serve the public good.