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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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.
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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

### 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.

#### 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.

#### 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.

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

Signals generated from data analysis were translated into insights for decision makers.
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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**
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CONVERTING INFORMATION into INTELLIGENCE during the crisis

Analyzed the performance of employment on each economic sector.

- Service and Garments the most affected economic sectors.

INSIGHTS from Labour Market

Drill down Age-Group
Analyzed the performance of employment impacted by pandemic disaggregated by age group.

**INSIGHTS from Labour Market**

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

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Active Labour Market Measures

**Budget**

$2 million

**Programme duration**

4 - 12 months
**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
- Offer full time employment
UNDP has frequently produced data insights related to labour market performance. Analytic reports and several visualisation has been relevant for decision making process.
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.
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.
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.