



# Active Labour Market Policy - Practices from Enabel

*Peer learning on the Effectiveness of Active Labour Market Policies in fragile socio-economic and post-conflict context*

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# Setting the scene: ALMPs in our work

- Working on **different types of measures**, without necessarily calling them ALMP
- Used as a tool to address challenges in skilling and employment projects
  - Often in a fragile context
  - Sometimes for a highly vulnerable population
  - Always aiming at increasing access to more and (better) quality jobs, and part of a holistic approach
- Ambition and challenge to embed action in ALMP frameworks (sustainability!) but systems are highly underdeveloped
- Capacity development at institutional/policy level needed, including support to actors that steer/implement ALMPs
- An expensive undertaking – effectivity?



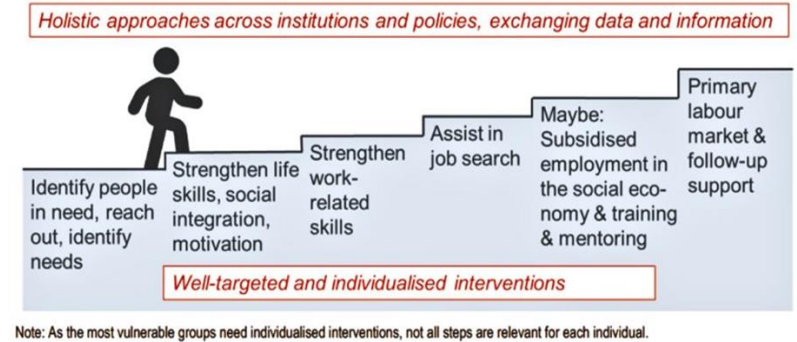
# ALMPs in practice

- Zoom in one type of ALMP: wage subsidy programs in Palestine, Uganda and Morocco
- Piloting the '**First Employment Facility**'
  - Aim to offer a quality first employment experience
  - Training component (integrated approach)
  - Placement period, considered as **an employee**
  - High level of vulnerability (migrants, NEETs)
  - Differences in context and institutional setting
  - Variety in involvement and commitment of the private sector



# Lessons from implementation

- **Holistic approach** is a must
- Carefully select your **target group**
- Institutional **anchorage** is important, as well as partner capacities
- Commitment of the **private sector** from the start
- **Do no harm**
- **Sufficient duration** of the measure
- Monitoring is necessary, but **measuring impact is hard**
- **Expensive, what with sustainability?**





# Conclusion & questions for reflection...

- ALMP (measures) are essential for overcoming challenges in skilling and employment projects.
- Systems are highly underdeveloped - capacity development at institutional/policy level needs time and is an expensive undertaking
- No sufficient evidence
  - **What are approaches to an effective institutional set up in the fragile context?**
  - **What effects to measure/how?**



# ALMPs - institutional set-up in a fragile context

- Where and how to start? (Structural vs focused)
- What are existing structures/partners that can help building an ALMP system or effectively implementing measures?
- How to ensure sustainability when running (pilot) projects?
- Who can/should be organisations designing, steering and implementing ALMPs?
  - PES, private actors/NGOs, VET-centers, community-based services, meso-level entities (sector-specific business associations)?
  - What level/extent of capacity building is needed?



# Measuring (what) effects? And how?

- **Employment as prominent outcome - other outcomes?**
  - Increase in wages (towards more decent work?)
  - Shorten the distance to the labour market/increased employability (labour-market relevant skills)
  - Better business performance (job creation?)
  - Other positive spill-over effects?



# Questions & contributions

