

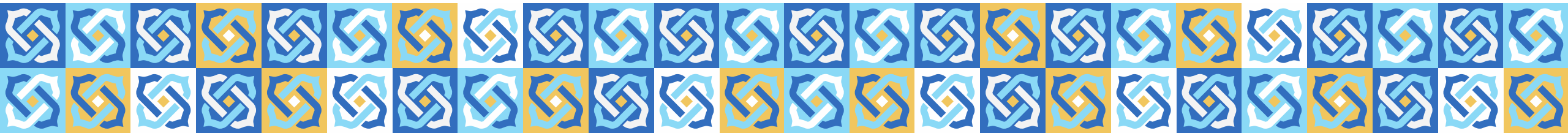


5<sup>TH</sup> UfM  
MINISTERIAL  
ON EMPLOYMENT AND LABOUR

# MONITORING THE UfM MINISTERIAL DECLARATION ON EMPLOYMENT AND LABOUR

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# Monitoring framework: objectives and use

- Develop and implement a **monitoring framework** as per UfM ministerial declaration on employment and labour (Cascais, 2019)
- Use this monitoring framework to regularly monitor the progress in the priorities of the UfM Ministerial Declaration
- Foster a culture of monitoring and **evidence-based policy making** for a better policy design, implementation and policy review
- Foster **cooperation** between member countries and **interinstitutional collaboration**

# Scope of the UfM monitoring framework

**More and better jobs:** Employment creation and entrepreneurship

- Social economy
- Entrepreneurship programs
- Informal economy

**Working together for better results:** Mobilizing stakeholders, creating partnerships and synergies

- Social Dialogue
- Civil society organisations

**Making labour markets more inclusive** for workers and potentially vulnerable groups

- Youth participation in labour market
- Women participation in labour market
- Migrants participation in labour market

**Preparing for work:** Skills and employability in a changing world of work

- Vocational educational and training
- Future skills anticipation

# PROCESS AND OUTPUTS



- Development and Validation of the matrix
- Written consultations
- consultations with RPEL (identification of key pillars and dimension, indicators selection)
- validation of SOM

## DEVELOPMENT OF THE GUIDELINES

- Structured template to support volunteering countries
- Capture all qualitative and quantitative indicators agreed
- Guide the data collection

## OUTPUTS

- Guidelines to support the implementation process
- Data collection tool for each country
- **Dashboard for data collection, update and dissemination**
- Cross-Country report
- Events for coaching and capacity building

# Volunteering countries

## **SOUTHERN UfM MEMBER STATES**

**Morocco, Palestine, Tunisia, Montenegro, Turkey, Algeria**

## **EU-UFM MEMBER STATES**

**Spain, Malta, Greece, Portugal, France**



# Pillar 1- MORE AND BETTER JOBS, EMPLOYMENT CREATION AND ENTREPRENEURSHIP: STATE-OF-THE-ART IN VOLUNTEERING COUNTRIES

## Social Economy

Clear definition and legal framework for social economy with dedicated support and M&E (**MA, TN, ES, EL, PT**)

While the definitions vary, the spirit remains the same (solidarity, cooperatives, social cooperation and common benefit)

Few data on the contribution of SE to socio-economic development (**MA, ES, PT**)

## Entrepreneurship programmes

All countries have some kind of financial or non-financial programs for start-ups and entrepreneurship programmes supporting or reintegrating unemployed people

In the majority of countries entrepreneurship is part of the education curricula (**MN, MA, PS, TN, MT, ES, PT**)

## Informal Economy

Few countries reported on informal economy (**MN, TR, ES**)

Measures reported to address informal economy differ from country to country (fighting fraud-**ES**, monitoring undeclared labor-**MN**, support formal entrepreneurship and employment to decrease informality-**TR**)

# Pillar 2- WORKING TOGETHER FOR BETTER RESULTS: STATE-OF-THE-ART IN VOLUNTEERING COUNTRIES

## Social Dialogue

All countries have a framework for permanent structures of social dialogue and a legal framework for collective bargaining adopted by law

Some countries do not have specific social dialogue mechanisms in place (**MT, MN, PS, TR**)

## Civil Society organisations

All countries present a legal framework for the creation and development of associations, adopted by law

Participatory mechanisms to consult civil society organizations in formal processes linked to employment and labour policies, with financial support (**MT, MN, PT, ES, MA**) or without financial support (**PS, TN**)

In general, CSOs not always formally part of SD and decision making and are mainly operating in social inclusion

# Pillar 3- MAKING LABOUR MARKET MORE INCLUSIVE: STATE-OF-THE-ART IN VOLUNTEERING COUNTRIES

## Youth participation

Diversity of policies and actions for youth in all countries, Youth Guarantee in EU and candidate countries, Active labor market measures, Upskilling and reskilling in all countries

Specific regulation of teleworking in some countries (**MN, ES, PT, MT, EL**)

## Women participation

Women participation in LM regulated by law only in **FR, MT, EL, ES, PT, TR**

Good practices on conciliation of family and work life, hiring and wage disparities, sexual violence and harassment at the workplace from **FR, MT, PT**

## Migrants participation

South-Med moving from emigration-sending countries to transit or host countries for labour immigrants and refugees

Several national policies on migration: reception and protection of migrants and Asylum Seekers in **MA, TN, MN, EL, MT, ES, FR, PT**

Policies to promote regular employment for regular migrant in **MA, TN, EL, MT, PT, ES, FR**



# Pillar 4- PREPARING FOR WORK, SKILLS AND EMPLOYMENT: STATE-OF-THE-ART IN VOLUNTEERING COUNTRIES

## Vocational education and training

Increasing interest in all countries to link VET to Lifelong Learning to ease transition to LM, personal development and professional mobility and promotion.

Policy measures aim at expanding the scope and quality of VET, reducing the dropouts, increase adult learning, develop RPL, foster WbL

Distance learning and digitalization increasingly high in the national agendas to adapt skills systems to technological and non-technological transformation

## Future of work

Weakest dimension in terms of Data collection and rate of country responses.

Only 4 countries reported having policy measures for future skills anticipation, backed by continuous revision of VET streams and qualifications (MA, ES, PT, EL)

# Recommendations for action

**Enabling environment for job creation**, formalisation of jobs and decent work for all, including fair wages, decent working times, social protection, etc. as key elements for sustainable and inclusive growth:

- Fiscal incentives for further development of **social economy**,
- Organisation of the **informal economy**,
- (re)**Skilling** youth and adults to be more entrepreneurial and reinforcing **start-ups hubs** (incubators) and business incentives (**start-ups grants**)
- **reduction of gender inequality** in the workplace by providing good quality childcare services, appropriate protection against harassment in workplace, etc.

**Fostering sound social dialogue and partnerships** with private sector and civil society that foster entrepreneurship, reinforce SMEs growth and promote cooperatives and social economy enterprises.

**Improving services to outreach the NEETs** ... making use of instruments such as the EU Youth Guarantee program to enhancing youth's employability and bringing innovation for growth and social inclusion

# Recommendations for action

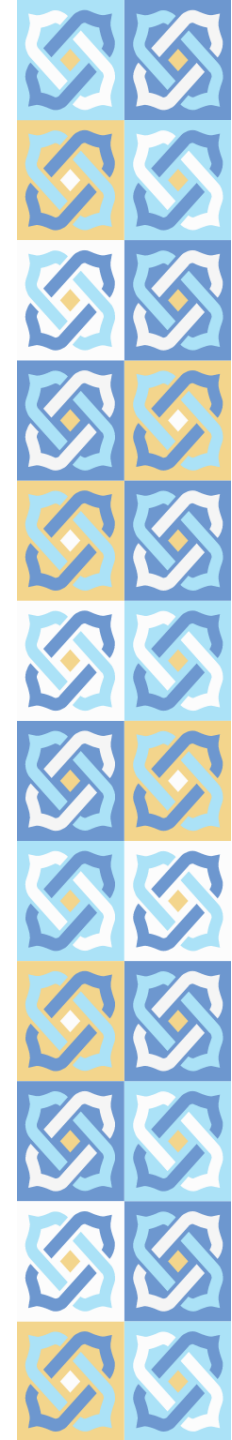
**Empowering women** economically and socially, enabling the conditions for them being active drivers for the economic recovery from the COVID-19 crisis in an equal basis, **together with other vulnerable populations**

**Strengthening Public Employment Services and targeted Active Labour Market Policies with a focus on upskilling pathways.** Employment measures work best when they are targeted while remaining prone to vulnerable populations and associated to upskilling pathways.

**Reinforcing public-private partnerships for skills anticipation and development** to better address the green transition, technological change, and digitalisation of the economy, as well as the prominent and persistent issue of skills gaps and mismatches in the region.

**Embedding the culture of monitoring and evaluation** of policies in general and those related to labour market outcomes in particular. This calls for robust and transparent Data collection, analysis and dissemination

**Strengthening bilateral and regional peer learning and cooperation** through community of practices and other platforms



# LESSONS LEARNED ON THE PROCESS OF THIS PILOT MONITORING EXERCISE

**Good group dynamic among volunteering countries, South-South and North-South**

Relevant contributions for the improvement of the data collection tool despite the availability and accessibility of some of the data remains an issue

**Interinstitutional cooperation at national level remains an issue** (this has resulted in some cases in longer processes of collection and validation of the information across all pillars)

While there is a variety of legal framework and policy measures and action plans, **the level of implementation and effectiveness of these policies would deserve further analysis**

**The exercise should be work in progress** and a continued effort in order to capture information that can be quickly outdated. It would be important to think of a continued and regular exercise.

This work and its results, particularly the good practice, will provide valuable information to feed and exchange in the **UfM community of practice of youth employment** and reinforce knowledge sharing