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 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 organisations 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

<table>
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<tr>
<th>Youth participation</th>
<th>Women participation</th>
<th>Migrants participation</th>
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<tbody>
<tr>
<td>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</td>
<td>Women participation in labour market (LM) regulated by law only in FR, MT, EL, ES, PT, TR</td>
<td>South-Med moving from emigration-sending countries to transit or host countries for labour immigrants and refugees</td>
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<td>Specific regulation of teleworking in some countries (MN, ES, PT, MT, EL)</td>
<td>Good practices on conciliation of family and work life, hiring and wage disparities, sexual violence and harassment at the workplace from FR, MT, PT</td>
<td>Several national policies on migration: reception and protection of migrants and Asylum Seekers in MA, TN, MN, EL, MT, ES, FR, PT</td>
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<td>Policies to promote regular employment for regular migrant in MA, TN, EL, MT, PT, ES, FR</td>
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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