



# Comparative study on employment policies in the MENA region – examples and lessons learned

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## Outline



Facts & figures



Review of active labour market policies



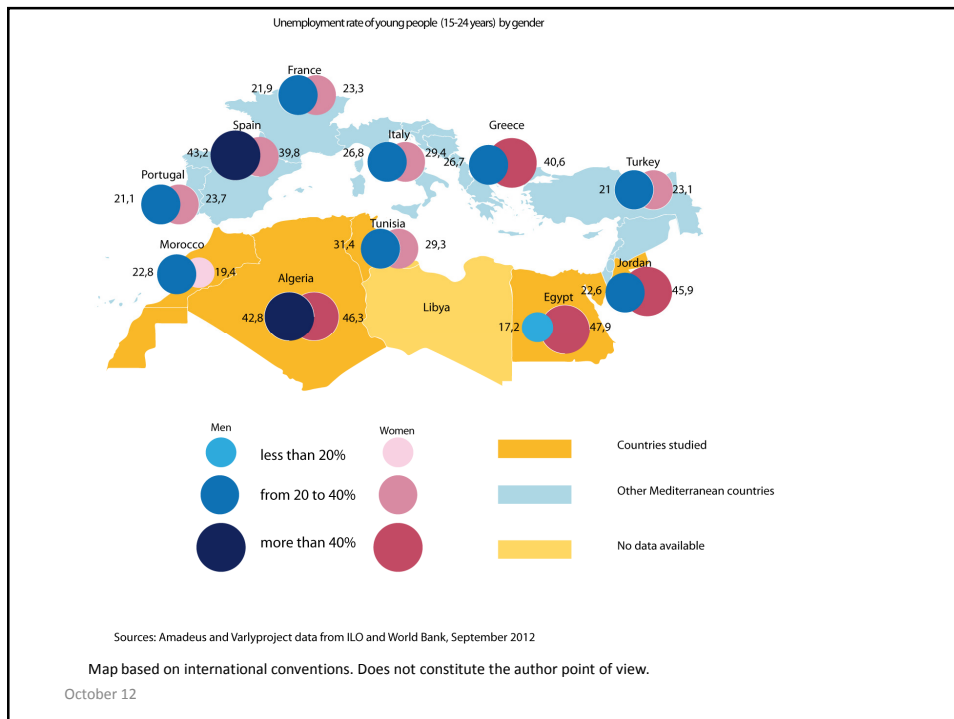
Best practices and recommendations

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## Youth employment : a Mediterranean problem!

- Population aged 15-24 is around 20% in all six countries
- Youth employment rate in MENA region is among the highest in the world
- Women unemployment rate is over 40% in Algeria, Tunisia and Egypt

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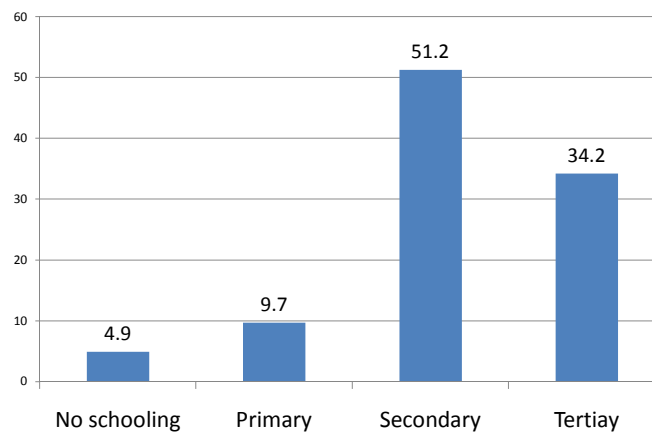


## Unemployment rate in Egypt

- More than 30% of graduates are unemployed ➔ • Higher education does not meet work labour market need
- Less than 5% of young without schooling are unemployed ➔ • Informal economy dominates

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## Unemployment rate according to levels of education in Egypt



Source : African Economic Outlook (2012)

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## Emergency job creation programs

➤ « Cash-for-work » programs



Short term job creation for unqualified workers, revive the economy, allowing a portion of the population to obtain a minimum of earnings

➤ Labour Intensive programs



Mid term job creation (months)

➤ Quick impact projects



Better living conditions in post-conflict situation

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## Active labour market policies

### Review of best practices : five components



Job creation incentives for youth



Legal and institutional framework



Education and employment



Internship and professional training mechanisms



Entrepreneurship and independent work

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## Incentives for recruiting young people

### **Morocco : IDMAJ program**

1. Social benefits for trainers
2. Government pays for social coverage for one year
  - 172 000 young inserted end 2009 of which 43% of women, target match (over 10%)

### **Jordan : NOW program**

1. Subsidies for job creation for women
2. Training in employability
  - 4 month after the start of the program, 1/3 of women participating found a job

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## **Improving legal and institutional framework**

- Algeria, Tunisia, Morocco : Creation national observatory and agencies for employment
- Egypte : Creation of Social Fund for Development
- Jordan, Tunisia: Creation of employment fund

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## Matching education and labour market

- Tunisia: MANFORME and AMAL programs (March 2011)
  - upgrade of professional training
  - personalized support based on skills assessment
  - Monthly subsidies for trainees
    - Target: 200 000 unemployed
- Morocco : ANAPEC
  - Additional training of graduate unemployed
- Egypt :
  - National program of capacity for unemployed graduates
  - Public-private partnership on technical and vocational training

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## Internship and professional training mechanisms

Tunisia :

- SIVP (*Stages d'insertions à la vie professionnelle*)- Internships targets for graduates unemployed for more than 3 months
- CIDES (*Contrats d'insertions des diplômés du supérieur*) –specific contracts

Morocco : TAHIL program

- Training and skills certification
- Support to reconversion
  - 4 000 young (2009) Achieved 78%

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## Entrepreneurship and independent work

Morocco : MOUKAWALATI program

- Support to entrepreneurship for unemployed graduates
- Support to paper work
- Better access to financing
  - 2300 business created between 2007 and 2009
  - 8 000 jobs created

Tunisia : *Banque tunisienne de solidarité*

- Microcredit, loan 2500 US \$
- Financing of 63 000 US \$ dinars for the creation of micro business with no need for personal guarantee

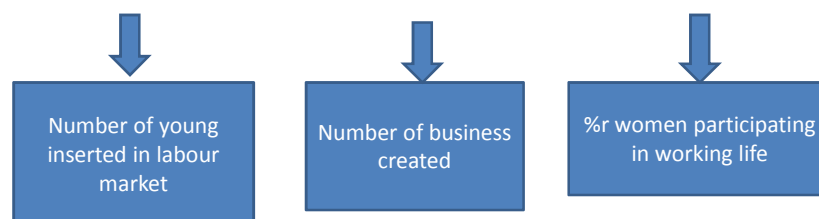
Egypt: Social Fund for Development (targeted to rural areas)

- Provision of equipped agricultural land
- Better access to loans
- Technical support to product marketing/exports

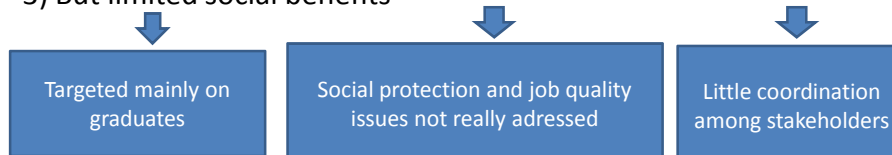
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## Programs impacts-lessons learned

- 1) No systematic quantitative data and impact evaluation
- 2) Positive impacts on :



- 3) But limited social benefits



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## Ways forward

1. Develop access to information on labour market
2. Provoque structural changes of education provision
3. Promote better sector wide approach at national and regional level
4. Reinforce social dialogue at all levels

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### *1) Develop access to information on labour market*

- Next steps:
  - Publish all documents on employment thema and conduct additional studies
  - Make technical documents and litterature techniques mutual through CMI portal
  - Improve youth access to job opportunities information (online, social network, Smartphones apps...)

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## *2) Provok structural changes of education provision*

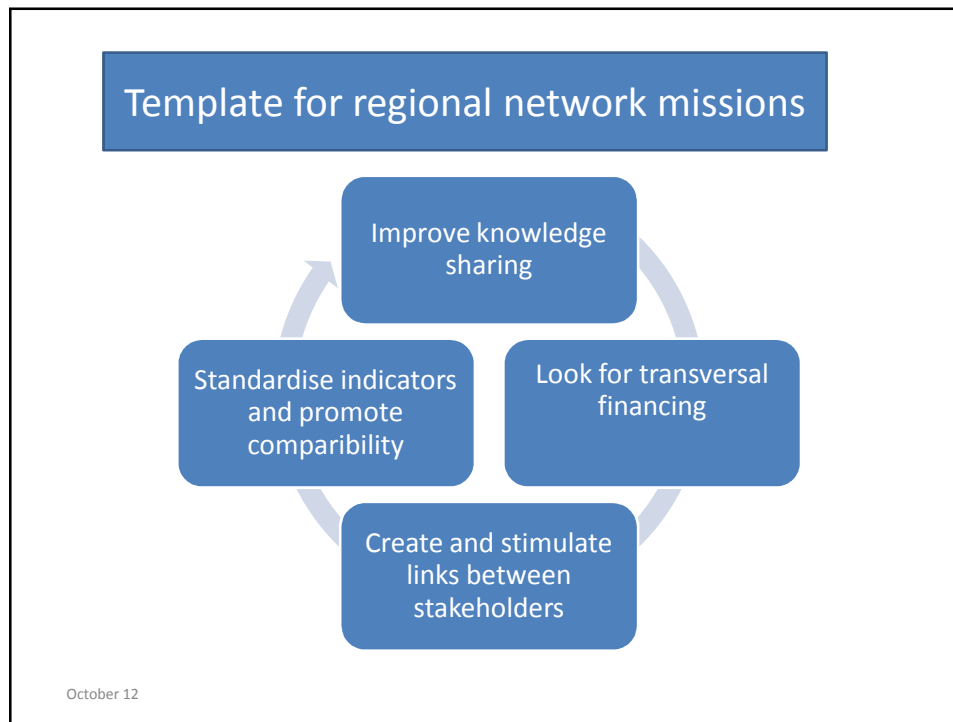
- Next steps
  - Promote public-private partnership in technical/vocational and higher education
  - Develop scientific fields of study enrolment and relevance in higher education
  - Improve education quality ( including skills in international languages)
  - Upgrade secondary education curricula to foster youth employability skills

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## *3) Promote better sector wide approach*

- Next steps
  - Rationalise and simplify institutional arrangements through one national coordination body
  - Create a regional network of the national coordination bodies
  - Set up a standardised monitoring system

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## *Reinforce social dialogue at all levels*

- Next steps
  - Involve civil society in education policies design
  - Break down national plans into regional action plans or targeting local labour markets
  - Promote social networks as proposal forces

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## Conclusion

- Labour market active policy review points at several action plan components
- Each component can be better designed through :
  - Specific benchmarking tool (indicators)
  - Logical framework tool
  - Precise and measurable targets

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Thanks for you  
attention !

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