

## CoP 5 Questionnaire – Multilevel Governance (MLG) THE CASE OF YOUTH EMPLOYMENT SERVICES

**Date:** 19/03/2020

**Country:** Malawi

**CoP 5 member/s:** Emmanuel Magomero

FUNCTION	ACTORS		
	RESPONSIBLE	CONSULTED	PROVIDER Service provider
Collecting labour market information at local level and national level	<ol style="list-style-type: none"> <li>1. Ministry of Labour, Skills, and Innovation (MoLSI)</li> <li>2. National Statistics Office (NSO)</li> <li>3. Employers' and Workers Organisations (Social Partners)</li> <li>4. Academis (Trough Tracer Studies)</li> </ol>	<ol style="list-style-type: none"> <li>1. Social Partners</li> <li>2. Private Sector</li> <li>3. Academia</li> <li>4. NGO's and CSOs intersted for employment services</li> </ol>	<ol style="list-style-type: none"> <li>1. NSO</li> <li>2. MoLSI</li> </ol>
Translating the labour market information into local policy and measures	<ol style="list-style-type: none"> <li>1. Ministry of Labour, Skills, and Innovation (MoLSI)</li> <li>2. Parliament</li> </ol>	<ol style="list-style-type: none"> <li>1. Social Partners</li> <li>2. Private Sector</li> <li>3. Academia</li> <li>4. NGO's and CSOs intersted for employment services</li> <li>5. Parliamentary committee on employment</li> </ol>	<ol style="list-style-type: none"> <li>1. MoLSI</li> <li>2. Social Partners</li> <li>3. Development partners (IE ILO)</li> </ol>
Accessing informal employment trends	<ol style="list-style-type: none"> <li>1. Ministry of Labour, Skills, and Innovation (MoLSI)</li> <li>2. National Statistics Office (NSO)</li> <li>3. Employers' and Workers Organisations (Social Partners)</li> <li>4. Academis (Trough Tracer Studies)</li> </ol>	<ol style="list-style-type: none"> <li>1. Social Partners</li> <li>2. Private Sector</li> <li>3. Academia</li> <li>4. NGO's and CSOs intersted for employment services</li> </ol>	<ol style="list-style-type: none"> <li>1. MoLSI</li> <li>2. Social Partners</li> <li>3. Private sector</li> <li>4. Development partners (IE ILO)</li> </ol>
Reducing the skills	<ol style="list-style-type: none"> <li>1. Ministry of Labour,</li> </ol>	<ol style="list-style-type: none"> <li>1. Social Partners</li> </ol>	<ol style="list-style-type: none"> <li>1. MoLSI</li> </ol>

mismatch	<ul style="list-style-type: none"> <li>Skills, and Innvation (MoLSI)</li> <li>2. Employers' and Workers Orgasotions (Social Partners)</li> <li>3. Academis (Trough Tracer Studies)</li> </ul>	<ul style="list-style-type: none"> <li>2. Private Sector</li> <li>3. Academia</li> <li>4. NGO's and CSOs intersted for employment services</li> <li>5. Development partners</li> </ul>	<ul style="list-style-type: none"> <li>2. Social Partners</li> <li>3. Private sector</li> <li>4. Academia</li> </ul>
Devising complementary employment services in one or more job centres	<ul style="list-style-type: none"> <li>1. Ministry of Labour, Skills, and Innvation (MoLSI)</li> <li>2. Employers' and Workers Orgasotions (Social Partners)</li> <li>3. Development partners</li> </ul>	<ul style="list-style-type: none"> <li>1. Social Partners</li> <li>2. Private Sector</li> <li>3. Academia</li> <li>4. NGO's and CSOs intersted for employment services</li> <li>5. Development partners</li> </ul>	<ul style="list-style-type: none"> <li>1. Social Partners</li> <li>2. Private Sector</li> <li>3. Academia</li> <li>4. NGO's and CSOs intersted for employment services</li> <li>5. Developmen t partners <i>mainly throuh projects</i></li> </ul>
Better and harmonised employment services turned to specific population groups	<ul style="list-style-type: none"> <li>1. Social Partners</li> <li>2. NGO's and CSOs intersted for employment services</li> <li>3. Development partners</li> </ul>	<ul style="list-style-type: none"> <li>1. Ministry of Labour, Skills, and Innvation (MoLSI)</li> <li>2. Social Partners</li> <li>3. Private Sector</li> <li>4. Academia</li> <li>5. NGO's and CSOs intersted for employment services</li> <li>6. Development partners</li> </ul>	<ul style="list-style-type: none"> <li>1. Ministry of Labour, Skills, and Innvation (MoLSI)</li> <li>2. Social Partners</li> <li>3. Private Sector</li> <li>4. Academia</li> <li>5. NGO's and CSOs intersted for employment services</li> <li>6. Developmen t partners</li> </ul>
Other (Relevant in specific country): _____ _____			

## ACTING ON MLG- REVIEW, MAP, ANTICIPATE, BUILD CAPACITY.....

### 1. STRENGTHS AND GAPS

STRENGTHS AND GAPS	YES	NO	COMMENTS
1. Are all functions in the employment services field matched with actors/ institutions?		<b>NO</b>	<b>Mostly the actors are project based.</b>  <b>No key permanent kind of structure but based on a kind of gentlemen agreement</b>
2. Is intelligence of skills and occupational profiles accessible to all actors/ institutions? If yes, how are they being made available?		<b>No</b>	<b>We do not have a vibrant Labour Market information system. Efforts are being made to have one. Key labour market information is supposed to be extracted from Labour Force Market Survey but it is not done consistently.</b>
3. Is the expertise of the employment services actors continuously developed? If yes, describe measures that exist		<b>No</b>	

### 2. REVIEW EXISTING FUNCTIONS AND MAP ASSOCIATED ACTORS

NAME OF POLICY:	NATIONAL EMPLOYMENT AND LABOUR POLICY (NELP)-2017-2022
	COMMENT
1. What main function in a given policy area?	The policy provides a framework to promote productive and decent employment in the economy and increase compliance with labour standards by employers, investors and workers. It also aims at unleashing the potential for Malawi to move onto a development path that is more inclusive, pro-poor and job rich thereby strengthening the link between economic growth and job creation on one hand and poverty reduction on the other hand through the following priority areas <ol style="list-style-type: none"> <li>1. Priority Area 1: Economic Growth and Employment</li> <li>2. Priority Area 2: Labour Market Information</li> <li>3. Priority Area 3: Skills Development and Labour</li> </ol>

	<ol style="list-style-type: none"> <li>4. Priority Area 4: Private Sector Growth and Employment</li> <li>5. Priority Area 5: Improving Informal Sector, Micro, Small and Medium Scale Enterprises</li> <li>6. Priority Area 6: Employment of Vulnerable Groups and Promotion of Gender Equality</li> <li>7. Priority Area 7: Youth Employment</li> <li>8. Priority Area 8: Protection of migrant workers</li> <li>9. Priority Area 9: Promotion of Agriculture and Rural Employment</li> <li>10. Priority Area 10: Improving Labour Administration and Labour Standards</li> </ol>
<p>2. Please describe roles and responsibilities of involved actors?</p>	<p><b>The Roles of Key Players</b></p> <ol style="list-style-type: none"> <li>1. <b>The Ministry of Finance, Economic Planning and Development</b> <p>This Ministry chairs the NEC and is responsible for ensuring that freely chosen and productive employment is a priority goal of all national economic and social policies. Specifically, the Ministry:</p> <ol style="list-style-type: none"> <li>i. Ensure the mainstreaming of employment creation in the national vision, sectoral policies and development strategies;</li> <li>ii. Ensure the availability of financial resources and budget for employment generation interventions;</li> <li>iii. Ensure that fiscal and monetary policies drive enterprise development and decent employment growth;</li> <li>iv. Work hand in hand with the Ministry of Finance, Economic Planning and Development and private sector in the provision of incentives to investments which create employment opportunities;</li> <li>v. Prioritize and promote labour intensive projects and programmes through the Public Sector Investment Programmes and social protection programmes; and</li> <li>vi. Monitor employment and earnings trends.</li> </ol> </li> <li>2. <b>The Ministry of Labour, Skills, and Innovation</b> <p>MOLSI is the secretariat of NEC. The Ministry has the following responsibilities:</p> <ol style="list-style-type: none"> <li>i. Ensure availability of timely and reliable labour market information;</li> </ol> </li> </ol>

- ii. Ensure that skills development, particularly the missing middle technical and soft skills, is prioritized and is in line with the needs of the industry and the labour market;
- iii. Ensure the effective enforcement of existing employment and labour laws;
- iv. Conduct National Manpower Surveys;
- v. Enhance coordination and collaboration with social partners;
- vi. Providing secretarial services to the committee, including coordination of technical working groups and the development of technical background papers;
- vii. Providing information on potential donors and partners for the activities of NELP and securing their support; and
- viii. Guiding on job- rich sectors where to direct investments.

### **3. Ministry of Agriculture, Irrigation and Water Development**

The Ministry:

- i. Ensure that agriculture policies and strategies, besides aiming at improving agriculture production, also aim at creating more productive and decent jobs in the sector.

#### **4. 4.1.2.4 Ministry of Education, Science and Technology**

The Ministry ensure that:

- i. Education is accessible and that the education system is of sufficiently good quality to prepare students for the acquisition of knowledge and skills required in the world of work; and
- ii. Effective career guidance and counseling is provided to students.

#### **5. 4.1.2.5 Ministry of Industry, Trade and Tourism**

As the Ministry responsible for private sector development and trade, the Ministry ensure:

- i. Implementation of policies and programmes which provide incentives to investments that promote employment creation, industrialization and

structural transformation; and

- ii. Provision of a conducive environment for the growth of MSME and their transition to the formal economy.

#### **6. 4.1.2.6 Ministry of Home Affairs and Internal Security**

The Ministry:

- i. Facilitate the processing of travel documents of Malawians emigrating for work approved by the Government;
- ii. Adhere to guidelines for the granting of Temporary Employment Permits and ensure that establishments abide by their localization plans;
- iii. Take appropriate action on foreigners working in the country without work permits or operating businesses illegally;
- iv. Implement the Trafficking in Persons Act as it relates trafficking for labour or commercial exploitation

#### **7. 4.1.2.7 Office of the President and Cabinet**

The Office:

- iii. Ensure the mainstreaming of employment and labour issues in policy formulation and reviews;
- iv. Ensure coherence of this policy with other social and economic policies and programmes;
- v. Monitor implementation of Cabinet Directives on employment and labour issues;
- vi. Provide oversight on this policy; and
- vii. Ensure that issues affecting the National Employment and Labour Policy are placed on the Cabinet Agenda.

#### **8. National Statistical Office (NSO)**

The NSO:

- i. Work closely with the Ministry of Labour, Youth, Sports and Manpower Development and other line Ministries to generate and provide timely and quality labour market information

	<p><b>9. Workers' and Employers' Organizations</b></p> <p>The Employers' Consultative Association of Malawi (ECAM) and the Malawi Congress of Trade Unions (MCTU):</p> <ul style="list-style-type: none"> <li>i. Work together with the Ministry of Labour, Youth, Sports and Manpower Development and other relevant bodies in monitoring the achievement of the objectives of this Policy</li> <li>ii. Assist in disseminating the Policy and mobilizing their constituents to take part in its implementation.</li> </ul>
<p>3. Are coordination and cooperation mechanisms in place? If so, describe how they work.</p>	<p>The NELP establishes the National Employment Committee (NEC) for the purposes of coordination. The committee in principle is supposed to meet at least twice every year, and it is responsible for monitoring progress on the implementation of this policy. It is also responsible for providing strategic technical direction on the implementation of the policy.</p> <p>However the committee is not active</p>
<p>4. Is interdependence between levels clear? If so, please describe what interdependency exists between the different actors.</p>	<p>The roles of all key stakeholders are clear and ensure no duplication of efforts. The only challenge is operationalisation of the NELP</p>
<p>5. Are there processes for dialogue e.g. social partnership, employers' platforms, non-profit organisations network? If so, please elaborate further.</p>	<p>Through membership to the National Employment Committee (NEC), social partners are provided with a platform for social dialogue, though this on paper to some extent due to non-operationalisation of the NEC.</p>