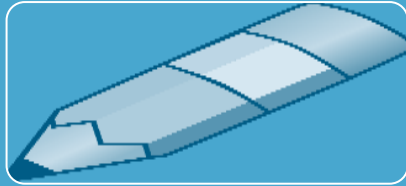# TECHNICAL ASSISTANCE TO THE MLSW

ON DEVELOPING THE MONITORING FRAMEWORK FOR ITS EMPLOYMENT AND SOCIAL WELFARE STRATEGIES

APRIL – MAY 2018

Prepared by: Besim Hoxha

SUMMARY OF ASSIGNMENT

Assignment Description

Assignment Methodology

Assignment Deliverables

Next Steps

Taking Stock & Planning for the Future

TAKING STOCK -> DELIVERING SOLUTIONS

Stock Taking on Strategic Planning Framework

Stock Taking on Monitoring Framework

Insight into the Sector Strategy 2018-2020

Insight into the Youth Employment Action Plan

Steps in Developing the Monitoring Framework

Monitoring Plan & Template

Next Steps

Taking Stock & Planning for the Future

STRATEGIC PLANNING FRAMEWORK

80+ Strategy for Improving Policy Planning & Coordination

66 Strategic Documents

21 Employment, VET & SMEs

Taking Stock & Planning for the Future

STRATEGIC PLANNING & MONITORING

Strategic Objective

What do we want to achieve

Baseline Indicator

Where we are

Target Indicator

Where do we want to be

Taking Stock & Planning for the Future

SECTOR STRATEGY 2018-2020 PANORAMA

Strategic Objective 1

Employment & Skills

Specific Objectives (3)

No. of Activities (12)

Strategic Objective 2

Social Dialogue & Protection at work

Specific Objectives (3)

No of Activities (10)

Strategic Objective 3

Social Welfare & Social Protection

Specific Objectives (4)

No. of Activities (12)

Strategic Objective 4

Pensions & Social Transfers
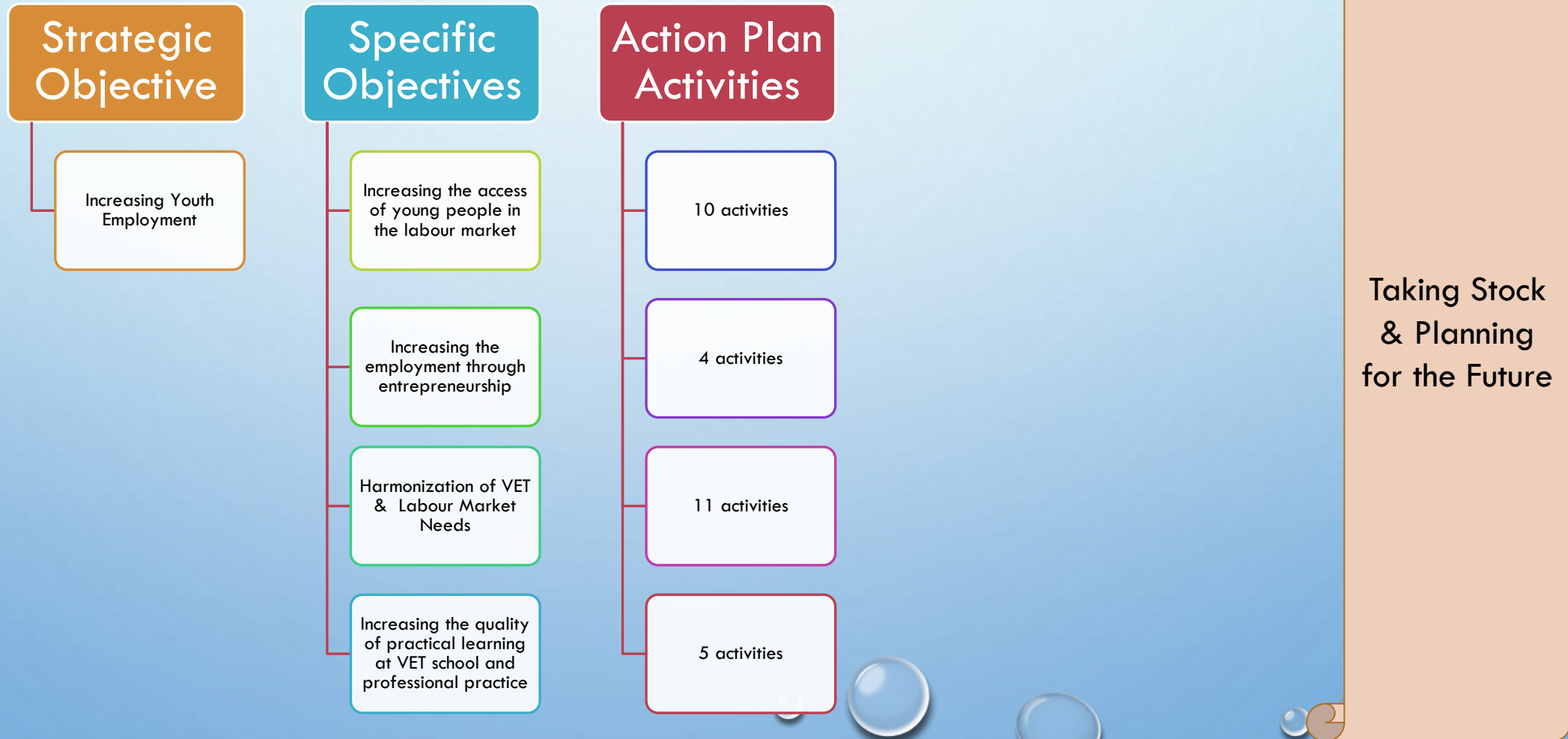
Specific Objectives

No. of Activities (1
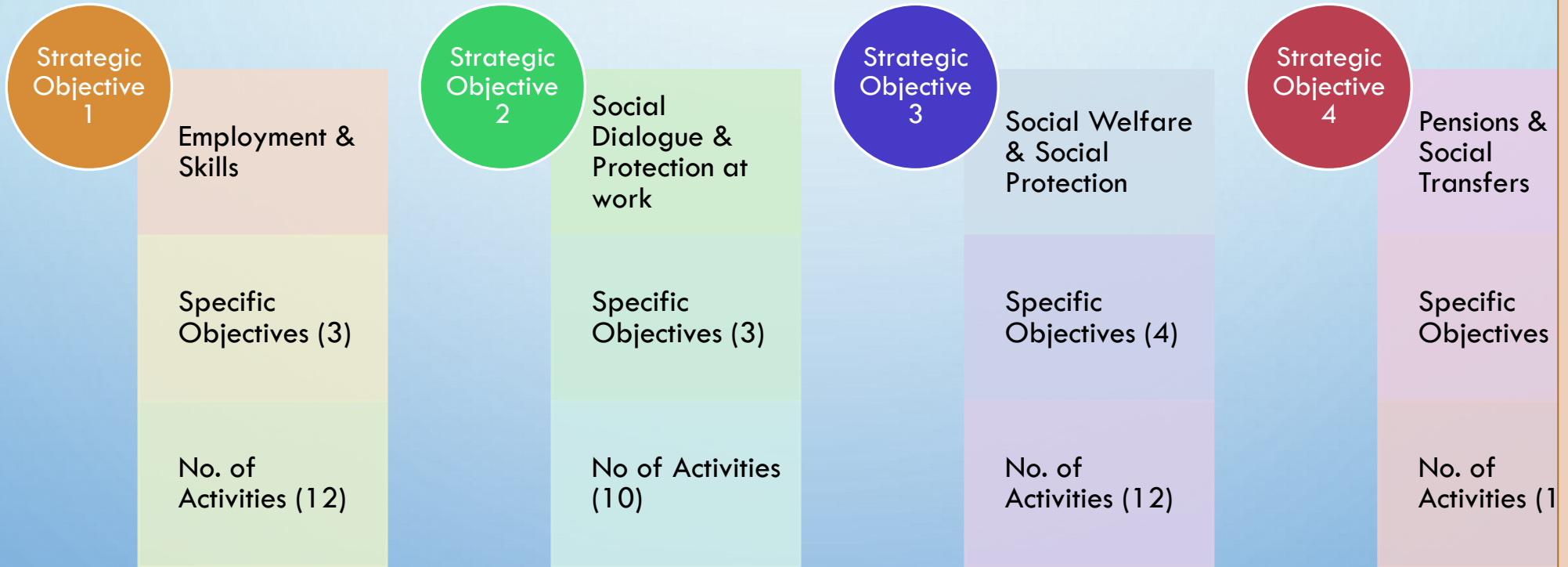
Taking Stock & Planning for the Future

SECTOR STRATEGY & KEY INDICATORS

Thematic Group	Strategic Objective	Overarching Indicator	Baseline	Target
Employment and Vocational Training	Reduce inactivity, increase of employment, develop skills in line with labour market demands and better labour market management+	Unemployment Rate		
Social Dialogue and Labour:	Improvement of work conditions and reducing informal employment through strengthening oversight mechanisms and strengthening the social dialogue;	Poverty Rate		0.0
Social Welfare, Social Policies and Social Services	Improving social welfare through expanding and increasing the quality of protection and social and family services, having special focus on groups in need and gender equality	Poverty Rate of Elderly People	?	?
Pensions & Transfers	Realization of rights to benefits for pensioners and pensioners of war categories through the development of a sustainable pension system, harmonization of the legal framework and institutional, human and technological capacity building	?	?	?

Taking Stock & Planning for the Future

YOUTH EMPLOYMENT ACTION PLAN - PANORAMA

Strategic Objective	Specific Objectives	Action Plan Activities
Increasing Youth Employment	Increasing the access of young people in the labour market	10 activities
	Increasing the employment through entrepreneurship	4 activities
	Harmonization of VET & Labour Market Needs	11 activities
	Increasing the quality of practical learning at VET school and professional practice	5 activities

Taking Stock & Planning for the Future

STEPS IN DEVELOPING THE MONITORING FRAMEWORK

Understanding the Types of Monitoring	• Results Monitoring • Process / Activity
Understanding the Types of Indicators	• Input • Output
Classifying & Categorising Monitoring Indicators	• Sector KPIs • Operational KPIs
Developing the Dashboard/Scoreboard of Monitoring Indicators	• Screening the Strategy • Screening the Action Plan
Planning the Monitoring & Gathering of Data Gathering	• Ministry Databases • LFS, Surveys, Publications
Developing & Implementing a Monitoring	• Standardised Monitoring • Computerized Template

If you fail to plan, you are planning to fail!"
Benjamin Franklin

INVENTORY OF SECTOR STRATEGY 2018-2022 MONITORING INDICATORS

- KEY SECTOR PERFORMANCE INDICATORS (KPI)

- OPERATIONAL INDICATORS (KPI)

Taking Stock & Planning for the Future

THE MONITORING TEMPLATE

| Strategy & Action Plan	Implementing & Monitoring	Evaluation
Plan	**Actuals / Facts**	**Variance (Plan-Actuals**)
Input Indicators		
Output Indicators		
Outcome Indicators		
Impact Indicators		

Are the inputs producing the planned Outputs

THE MONITORING PLAN
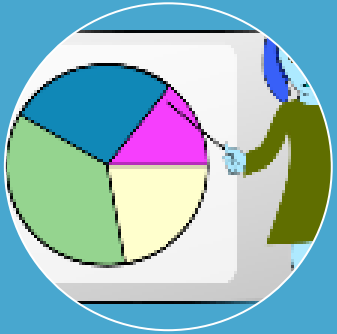
What needs to be monitored

- objective of the monitoring plan
- expected outcome and indicators

By whom and with whom

- assigned staff for monitoring
- description of roles and responsibilities
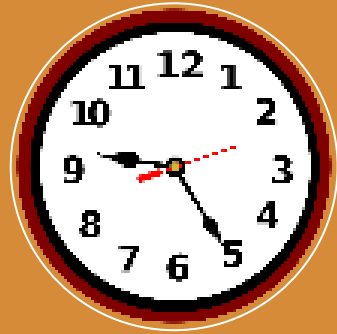
When

- schedule of activities
- Timetable (January to June)

How

- means of verification
- source of information

How monitoring data will be used

- use of results in the policy cycle
- Budget Cycle & Budget Hearings (July - October)

NEXT STEPS

- DATA COLLECTION

- INPUT OF DATA IN THE MONITORING TEMPLATE

THANK YOU

QUESTIONS & ANSWERS