**Achievements from Nov 2008-Feb 2012**

**Evaluation framework (EF) for Strategic Action Plan (SAP) 2009 – 2013**

**Human Resources and Employment Sector**

1. **Sector Overall Progress (500 words)**

***{A description of the extent to which the Sector Outcomes as specified in the policy goals were realized in the period under review}***

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| **Policy**: Increasing job opportunities throughout Maldives and developing a convenient way of finding jobs for the residence that belongs to a particular region. Under this policy there are 4 major programs. They are:-  **1.Create employment awareness among youths:**  *There are 5 Activities; 1.Basic Career counseling sessions conducted to promote awareness among youths of choosing a right career*  *2. Interview skills programs to help them with the interview process*  *3. Thematic sessions to provide information on both training and job opportunities available at Macro and Micro level of labor market*  *4. Work Ethics programs conducted to create awareness among youths of the ethical issues and code of conduct in a working environment*  *5. Communication skills program to improve communication in work environment*  To some extent these services are being provided .However the target audience is not reached due to difficulties in engaging youth crowd in those activities. Communication skills and Work Ethics program is planned to conduct in 2012  **2.Student awareness and atoll awareness programs:**  *There are 3 Activities; 1.* *Basic career counseling sessions to help students of choosing a right path*  *2. Parental awareness program*  *3. Stream selection for grade 7*  Atoll awareness programs are discontinued due to policy change, stream selection is discontinued due to changes in policy of Education ministry  **3.Support programs to decrease unemployment among youths**  *There are 3 Activities; 1.* *Provide job update information to youths*  *2. make CV’s and cover letters for those in need*  *3. Youth Challenge (further education and career guidance fair)*  These activities were conducted through out the year centrally however the targeted youths were not reached since there are limitations. At atoll level there are no resources.  **4.Job seekers data base (Dhaftharu)**  *There is 1 Activity; 1. Job matching*  *Those who are registered will be matched for their desired jobs, however, is not very effective due to lack of interest in youths.*  Media programs were conducted to increase awareness among youths.  **Policy:** Strengthen and promote labour relations, strengthen labour legislation and institutions and enable ratification of International Labour Standards. There are 10 activities under this policy.  ***Activities:***   1. *Identify and strengthen capacity of labour relations authority and employment tribunal with technical assistance from ILO* 2. *Establish branches of employment at the tribunal* 3. *Develop legislation to facliltate industrial relations ( industrial relations act)* 4. *Develop awareness programs for the purpose of ensuring the proper observation of the Employment Act and regulations* 5. *Issue regulations governing employer and employee relations and provide technical information and advise required by both parties* 6. *strengthen mechanism to address and resolve labour grievances and disputes* 7. *Strengthen minimum wage board* 8. *Enact the Occupational Health and Safety Act, formulate occupational health and safety guidelines and establish monitoring to ensure adherence* 9. *Expedite amendments to the Employment Act to protect the rights of workers/ employees* 10. *Enact a Trade Union Bill*   *In 2009, 16 staffs were recruited after a training session on Labour Inspection. In 2011, a session was held to all the staffs of LRA regarding Labour Relations and Inspection.*  *An Industrial Relations bill was drafted in 2011 and sent to ILO for review. Three awareness session was conducted in 2011, however, due to the absence of a lawyer in LRA, awareness activities have been on hold.*  **Policy*:*** Identify and address problems pertaining to migrant workers and establish a coherent monitoring. There are 4 activities under this policy.  ***Activities:***   1. *Establish a strong inspection and monitoring system of foreign labour operation nation wide* 2. *Develop regulations for minimum living and working conditions* 3. *Repatriation of illegal workers to their home countries* 4. *Establish a screening mechanism for migrant workers*   Inspections to atolls and resorts restarted with the employment of new inspectors in 2010 and a total of 200 inspections have been done, including sites in Male’, islands and resorts.  An Accommodation regulation was drafted and sent to AG office for opinion. LRA has also created information leaflets to be handed over to foreign workers on arrival regarding foreign employment and Employment Act. |

* 1. **Progress on Key Sector Outcomes**

***{For each sector outcome briefly describe the achievement made and the extent to which implementation was carried out as envisaged by the Strategies / Intervention List of the SAP. If there were any deviations what were they and the causes}***

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| Outcome | | Progress | Issues |
| 1. | Career counseling sessions (students) | 732 students were reached on this areas |  |
| 2. | Interview skills sessions | 401 youths were reached within the past three years | Lack of human resource |
| 3. | Work ethics and communication skills program | 69 youths were reached during this year (Newly started) | Lack of human resource |
| 4. | Job updates | 22987 jobs were updated (including resorts, government and private sector jobs) | No Data base |
| 5. | Youth Challenge | 604 Youths were reached through youth challenge. |  |
| 6. | Dhaftharu | 139 employed out of 940 registered clients. | No website |
| 7. | Atoll awareness | 4262 people were reached including students, youths and parents. | Lack of human resource |
| 8 | Thematic Sessions | Exposures on career opportunities were provided for 568 youths. | Difficulty of engaging youths |
| 9 | No. of staffs trained in Labour Relations Authority (Inspection and Investigation) | Inspection training session to be conducted on April 30th. | Dependent on ILO |
| 10 | No. of staffs trained in Labour Relations Authority (mediation and legal) | Four major mediations done, but without any technical knowledge. | Requested for training from ILO |
| 11 | No. of Inspections done within Male’ | Inspections attempted for around 500 sites, though the sites were not at the registered location. | Logistic difficulties |
| 12 | No. of Inspections done in Atolls | 5 atolls | Logistic difficulties |
| 13 | Investigation: Percentage of cases resolved. | 78%. (last year 30%) | Technical training required. |
| 14 | Awareness | 3 sessions held | Absence of a Lawyer. |

* 1. **Institutional Achievements in relation to the Sector Outcomes**

**{Briefly d*escribe the role of key institutions in relation to the key sector outcomes and their achievements*}**

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| Name of Institution(s) | | Major Responsibilities towards outcomes | Achievement |
|  | National Career Guidance Center | * Provide career guidance * Help youths through job updates and job matching process * Helps in interview process * Conduct communication skills and work ethics program * Conduct thematic sessions | Career guidance program for last three years to grade 10 students. |
|  | Employer’s Associations and Employee’s Associations | * Adopt social dialogue to deal with labour related issues. | Has played a role in bringing to the attention of Labour Relations Authority regarding employment issues faced by different employees. |

1. **Overall Assessment of Sector Performance related to key aspects**

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| Operational Progress(300 words)  **{*Explain the Extent to which implementation was carried out as envisaged by the Strategies / Intervention List of the SAP. If there were any deviations why was this and what where they.*}** |
| Implementation was not successful to the expected level due to the following reasons:  Lack of Human resources  Lack of facilities  Logistic difficulties  Absence of technical expertise and trained staffs to conduct activities and coordinate programs |
| Financial Performance (200 words)  **{*To what extent was the budget allocation utilized and if budgetary shortfalls were encountered what were the likely causes what impact did it have in regard to pursuing the Strategies / Intervention List of the SAP*}** |
| In the year 2011 enough budgets was allocated to the labour relations authority. But due to the above mentioned reasons the budget was not used to the maximum. As a result there was a huge reduction in the year 2012’s budget for the labour relations authority. |
| Institutional Linkages (100 words)  **{If *any institutional linkages were expected to be developed during the implementation, to what extent were they achieved. If not what were the main causes and what was the affect on the implementation.*}** |
| There are 02 job Centers already established in the atolls.  Those job centers are not functioning. This is also due to lack of trained staff to conduct activities. |
| Sustainability (100 words)  **{*To what degree could the operational aspects; including institutional linkages if any can be carried forward and describe any essential criteria required to facilitate this*}** |
| * Train career counselors and build more job center so that activities can be carried out continuously. * Build a better relationship with stakeholders and tripartite partners so that employment issues faced in the society as a whole can be dealt with smoothly. |

**3.0 Key Issues encountered**

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| Institutional (200 words)  ***{Discuss the Strategic position of the Lead Agency and how it affected the Implementation of Strategies/ Operational Performance}****:* |
| Though the leading agency has the full authority to run the programs, in terms of implementation the programs were not carried out because of lack of trained staffs (atoll awareness). As a result there is no monitoring mechanism in place. And with these budget constraints is there. |
| Implementation (200 words)  **{*Matters relating to implementation finances, human resources, monitoring and oversight*}** |
| Lack of human resource: Lack of staffs trained and motivated to carry out required duties. Administrative and logistics difficulties: As LRA has to attend to many issues without prior notice, administrative actions that needs to be carried out slows down the speed at which we should attend to such issues. |
| Environmental :(100 words)  **{*Environmental 9including Operational aspects) aspects which were encountered and need to be addressed*}** |
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| Political(100 words)  **{*Political considerations encountered and to be addressed*}** |
| Due to political changes the policies and programs has to be changed. |
| Socio/ Cultural(100 words)  **{*Socio Cultural considerations encountered in respect of operation and implementation*}** |
| Difficult to engage the youth crowd because of their life style, belief, misconceptions and political agendas. |
| Gender (100 words)  **{*Gender related issues encountered during operation and implementation*}** |
| *-* |
| Statistical and Data Collection (100 words)  **{*All the data sources used. Other factors which surfaced in the operation and implementation*}** |
| No official data collected for the labour sector.  There is no effective data collection process which has been practiced. Although data’s have been collected through evaluation forms for the past 3 years. |

1. **Lessons Learnt (300 words)**

**{Discuss the Lessons Learnt in the process of carrying out interventions relevant to realization of the Sector Outcomes as specified in the SAP. Focus on the involved agencies and other stakeholders (including beneficiaries) and their willingness and capability to continue the interventions. If not what additional measures would need to be taken to strengthen them}**

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| * In order to conduct our programs the support of other government institutes are needed. * A program on Fundamental principles and rights at work is being conducted by the ILO. However, due to many issues, the work plan is getting delayed which has resulted in the tripartite partners expressing their unhappiness. Many technical related issues are being directed towards the authority, however, the technical knowledge and capacity of the staffs hinders the ability to function at an optimum level. * Participation from other stakeholders (employee / employer associations). However, there have been issues amongst the stakeholders. This could be corrected by the authority by defining employee associations and employer associations, rather than opting to include profession based associations. |

1. **Partnerships (200 words)**

**{*Describe any partnerships established with a donor, private sector of civil society organization to achieve an outcome(s)*}**

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| USDOL: Provide financial support to run the sole program.  ILO: Implements the program in Maldives, along with providing technical support when required. |

1. **Follow-up Actions & Recommendations (400 words)**

**{Recommendations for strengthening, reorienting and/or revising the implementation mechanisms and strengthening the key agencies and other stakeholders for achieving Sector Outcomes in future periods}**

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| * Programs needs to be evaluated and framed more effectively to reach the goals * Train more staff to conduct the career guidance and related activities throughout Maldives. * Career guidance expert advice for staff development. * Experience trips to Career guidance centers in foreign countries. * Develop job centers and appoint a career guidance facilitator. * Tripartite meetings to be held regularly. * Create a compliance order for Inspections. * Inspection Handbook to be created * SOP for mediation issues * Public awareness programs and utilizing media to the maximum * Capacity building of staffs * Enough human resources. * Regular refresher training sessions on laws and regulations in Maldives. |

Date : 18 April 2012

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