**Results Framework (RF) – Employment and Human Resource Development**

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| **Sector Outcome** | **Results Indicators** | **Indicator Type** | **Unit of Measure** | **Baseline** | **Targets/ Achievements** | | | | | | **Lead Agency** |
|  | **2009** | **2010** | **2011** | **2012** | **2013** |  |
| 1. Regional employment opportunities enhanced for natives of the regions seeking employment | 1. Gender & Inclusion Sensitive Industrial Policy promoting local employment and skills development established | Output | Employment Framework Study | Consultant identified | Target | - | - | Carryout Study | Establishing policies | Complete policies | Employment, MHRYS |
| Ach. |  |  | ToR completed. Consultant identified |  |  |
| 1. Career Guidance awareness programs conducted through NCGC, provincial and island job centres increased | Output | No. | NIL | Target | - | 2000 | 2500 | 5000 | 8000 | NCGC, MHRYS |
| Ach. | - | 2420 | - | - | - |
| 1. Regional and Island natives employed at native locations increased   (P1, S1, 2, 5, 6 covered) | Impact | No. | NIL | Target |  |  | 5% | 10% | 15% | Employment, MHRYS |
| Ach. |  |  |  |  |  |
| 2. Environment established for facilitating training and development of Human Resources in line with labour market needs | 1. A sectoral national human resources plan developed on basis of labor market data analysis | Output | Event | NIL | Target | - | - | Tourism Sector HR plan developed | 2 sectoral plans developed policy | 2 sectoral plans developed | Employment, MHRYS |
| Ach. |  |  |  |  |  |
| 1. To strengthen TVET programs addressing labor market needs, TVET Authority to be established | Output | Event | NIL | Target | TVET system drafted | TVET System established | Establish TVET Authority | Strengthen TVET Authority | Strengthen TVET Authoritysh TVET Authoritym strengthenedneeds, TVET Authority to be establishednd job centres increased | TVETA, MOE |
| Ach. | Drafted | Achieved |  |  |  |
| 1. TVET training programs facilitated for Young men & women in different occupations | Output | No | 666 (in 2008) | Target | 1433 | 3884 | 2000ސީލް ތަފްސީލްއާއި، ޕްރޮގްރާންިސަލްޓްސް ފްރޭމްވޯރކް މިސިޓީއާއިއެކު ފޮނުވީމެވެ. ރުންގެ ތަފްސީލްއާއި، ޕްރޮގްރާން ޑިރެކްޓަރުންގެ | 6500 | 5000 | TVETA, MOE |
| Ach. | 1433 | 3884 | - | - | - |
| 1. TVET trainees obtaining relevant employment within 6 months of completion of course | Impact | % | 75% | Target | 50% | - | 75% | - | 85% | TVETA, MOE |
| Ach. | 75% | - | - | - | - |

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| 3. Local (Maldivian) workforce trained to undertake skilled high income jobs, with priority for employment opportunities for women | 1. Training programs to support skill development of women for better employment, conducted with support of Womens’ Economic Development Funds | Output | No. of programs | NIL ( To be established in 2011) | Target | - | - | 50 | 100 | 150 | TVETA, MOE |
| Ach. | - | - | - | - | - |
| 1. Formulated standards for employment increased | Output | No. of Standards | NIL | Target | - | - | 1 | 2 | 2 | Employment, MHRYSndardsards for employment increasedmen & women in different occupations |
| Ach. |  |  |  |  |  |
| 1. Private sector operated loan scheme accessed by women to start business, | Outcome | No. | NIL | Target | - | - |  |  |  | Employment, MHRYS |
| Ach. |  |  |  |  |  |
| 1. Unemployment rate of women reduced | Impact | % of men, % of women employed | 23% (2006) | Target | 22% | 21% | 20% | 19% | 18% | Employment, MHRYS |
| Ach. | - | - |  |  |  |

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| 4. Maldivian workforce developed with skills, competitiveness and discipline to high standard and work ethics | 1. Monitoring system to determine adherence to HRD plan | Output | No. | NIL | Target | - | - | - | - | 100% | Employment, MHRYS |
| Ach. | - | - |  |  |  |
| 1. Vocations for which trade testing and certification are developed, increased | Output | No. | 7 (in 2008) | Target | 40 | 40 | 40 | 45 | 50 | TVETA, MOE |
| Ach. | 11 | 21 | - | - | - |
| 1. Retrenched retrained and obtaining opportunities in private sector, increased | Outcome | No. |  | Target |  |  |  |  |  |  |
| Ach. |  |  |  |  |  |
| 1. National unemployment rate decreased | Impact | %. | 14.4% (2006) | Target | 13% | 12% | 11% | 10% | 9% | Employment, MHRYS |
| Ach. | - | - | - | - | - |
| 1. Employment of expatriates in professional and high skilled jobs reduced | Impact | % | 12.2% (2006) | Target | 9% | 8% | 7% | 6% | 5% | Employment, MHRYS |
| Ach. | 9% | - | - | - | - |

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| 5. Labor regulations and regulatory institutions strengthened to promote labor relations and to enable ratification of International standards | 1. Service Delivery  Capacity of Labor Relations Authority and Employment Tribunal strengthened with technical assistance | Output | No. of staffs trained in Labour Relations Authority (Inspection and Investigation) | To check | Target | n/a | 9 | 15 | 20 | 20 (advanced training) | LRA/Employment Tribunal |
| Ach. |  | 9 | 11 |  |  |
| No. of staffs trained in Labour Relations Authority (mediation and legal) | To check | Target | n/a | 2 | 5 | 8 | 8(advanced training) |
| Ach. | n/a | 1 |  |  |  |
| Specialized technical training for Employment Tribunal Members and staff | NIL | Target | Provide specialized training to members and staffs | Provide specialized training to members and staffs | Train 1 staff with LLB;Provide specialized training to members and staffs | Train 1 staff with LLM specialized in Employment Law  Provide specialized training to members and staffs | Provide specialized training to members and staffs |
| Ach. |  |  | 1 LLB on goin  1 HR Degree on going |  |  |
| 1. Establishing regular and efficient monitoring mechanism | Output | No. of Inspections done within Male’ | To check | Target | n/a | 40% | 60% | 70% | 80% | LRA |
| Ach | n/a | 10% | 45% |  |  |
| No. of Inspections done in Atolls | To check | Target | n/a | 0 | 12 | 18 | 20 |
| Ach |  | 0 | 7 (till May) |  |  |
| 1. Develop and Strengthen Employment Tribunal | Outcome | Establishing the set-up of employment tribunal | Formulated in 2008 | Target | NIL | Access to tribunal increased | Provide a mechanism to enforce verdicts issued by the Employment Tribunal | Promote labour relations;  Establish employment tribunal library | Formulate an assessment about establishing Employment Tribunal provincial offices | Employment Tribunal |
| Ach | NIL | Claims submitted increased | Proposed amendments to Employment Act |  |  |
| Output | Increase enforcement of verdicts issued by the tribunal | Est. 2009 | Target | 100% | 100% | 100% | 100% | 100% |
| Ach | 5% | 15% |  |  |  |
| 1. Drafting and implementation of SOP |  | Mediation (of the number of cases submitted) | To check | Target | N/A | N/A | 80% | 90% | 100% | LRA |
| Ach | N/A | N/A |  |  |  |
| Investigation | To check | Target | N/A | N/A | 80% | 90% | 100% |
| Ach |  |  |  |  |  |
| Inspection Follow up | To check | Target | N/A | N/A | 20% | 30% | 40% |
| Ach |  |  |  |  |  |
| Awareness: Male’ | NIL | Target | 10 | 10 | 7 | 10 | 15 | LRA, Employment Tribunal |
| Ach | 6 | 1 | 4 (till May) |  |  |
| Awareness: Atoll | NIL | Target | - | 5 | 6 | 7 | 8 |
| Ach | 0 | 0 |  |  |  |
| Awareness Resorts |  | Target | 10 | 5 | 14 | 30 | 40 |
| Ach | 3 | 0 |  |  |  |
| 2. Legislation on Industrial Relations and Occupational Hygiene and Safety enacted | Output | Event | NIL | Target | - | - | - | - | Legislation enacted | LRA, Employment Tribunal |
| Ach. | - | - | - | - |  |
| 3. Review claims submitted to the Employment Tribunal | Impact | Percentage | Established in 2009 | Target | 100% | 100% | 100% | 100% | 100% | Employment Tribunal |
| Ach. | 100% | 99% |  |  |  |
| 6. Migrant worker problems, identified, monitored and addressed | 1. Mechanism for strong inspection and monitoring of foreign labor operations, nationwide established | Output | Event | NIL | Target | Registration of Illegal expatriates | Registry of Expatriates in all islands established |  |  |  |
| Ach | Registration of Illegal expatriates | Registry of Expatriates in all islands established | - | - |  |
| 2. Migrant worker screening mechanism established | Output | Event | NIL | Target | Establish mechanism | Ongoing screening | Ongoing screening | Ongoing screening | Ongoing screening |  |
| Ach | Mechanism established | Ongoing screening | Ongoing screening | Ongoing screening | Ongoing screening |
| 3. Repatriation scheme for illegal and those found detrimental to Maldives society established | Output | Event | NIL | Target | Establish scheme | Repatriation ongoing | 50% | 75% | 100% | Employment, MHRYS |
| Ach | Scheme established | Repatriation ongoing | Repatriation ongoing | Repatriation ongoing | Repatriation ongoing |