

Policy Recommendations adopted by 31st Session of the COMCEC

- **Increase the capacity of the institutions providing Public Employment Services (PES) in the Member States through enhancing the quality and quantity of the human resources and developing information technology (IT) infrastructure of the PES institutions as well as an effective partnership with the relevant stakeholders in delivering activation measures.**

Rationale: Public Employment Services (PES) aim to provide job search support, refer training programmes to the beneficiaries, and encourage entrepreneurship. The capacity of the institutions responsible for the PES in the member states is not sufficient to provide these services. Some important areas for increasing the capacity of PES institutions are given below:

- The quality and quantity of the human resources of the PES institutions in the Member Countries need to be enhanced.
- In order to have an advanced monitoring system for tracking the situation of the beneficiaries in the labour market, information technology (IT) infrastructure of the PES institutions need to be developed in the Member Countries.
- An effective partnership with the relevant stakeholders in delivering activation measures in the Member Countries need to be ensured to expand the outreach of the PES.

- **Promoting employer engagement in the preparation/implementation of the activation programmes through establishing a sound mechanism for ensuring the active involvement of the relevant stakeholders, and conducting employer surveys to identify the skills/needs in the labour market.**

Rationale: Providing young graduates with the skills needed by employers is a prerequisite to ensure their employment in decent jobs. Designing activation programmes in light of the employers needs bear great importance in this respect. Therefore, active involvement of the employers in design of such programs can contribute to mitigating mismatch between young graduates' skills and the needs of the employers. Some important measures for promoting employer engagement are given below:

- A mechanism might be set up, such as establishment of a Skills Development Authority, for ensuring the active involvement of the relevant stakeholders, including employers, in the design and implementation of the activation programs.
- Employer surveys can be used to identify the skill-needs in the labour market.