

Group DISCUSSIONS

- **HOW CAN INTEGRATED POLICIES SUPPORT NST2 IMPLEMENTATION?**
- **ARE THERE ADDITIONAL KEY AREAS IN ADDITION TO FORMALIZATION, DECENT WORK IN AGRICULTURE AND SUPPORTING YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING?**
- **WHAT DO WE KNOW ALREADY? WHAT ANALYTICAL TOOLS DO WE HAVE?**
- **IS ANY ADDITIONAL ANALYSIS OR INFORMATION NEEDED FOR SUPPORTING THE PRIORITY AREAS AS IDENTIFIED IN NST2?**



GROUP ONE

Q1 : How can Integrated Policies support MST2 Implementation?

- The integrated policies are interlinked and complete each other
- Some like Agriculture policy provide jobs like others like education equip with needed skills the job seekers
- Cooperation
- Challenges : some policies are conflicting; as example of Labor Policy
- They should talk one another to avoid conflicting

Q2. Are there additional key areas in addition to formalizing decent work in agriculture and supporting youth not in employment, education or Training?

❖ Other key areas can be :

- Manufacturing sector (Food process, Textile, Garment, among others)
- ICT
- Transport
- Services (restaurants)

Q3 What do we know already? What analytical tools do we have?

□ We already know that there is :

- High level informality
- High level subsistence agriculture
- High level unemployment for Youth

□ In place Analytical Tools are :

- ✓ NSDEPS “National Skills Development and Employment Promotion Strategy”
- ✓ LFS
- ✓ Employment Impact Surveys
- ✓ Monitoring Framework
- ✓ Among others like LMIS “Labor Market Information System”

Q4 Is any additional analysis or information needed for supporting the priority as identified in NST2

- Value Chains Analysis in Agriculture to know much potential for Decent Job Creation. This in complement to the already started analysis of Maize and Horticulture.
- Digital Platforms to know and even monitor business owners in informal sector.



GROUP TWO

Q #2: Are there additional key areas in addition to formalization, decent work in agriculture, and supporting youth in NEET to be considered?

- ❖ Digitalization/ICT – this should be considered, especially given that registration in SP schemes takes place online and many people don't have access to smartphones/ have low levels of digital literacy
- ❖ Frequency of contributions – while rates of registration in voluntary schemes (Ejo Heza & CBHI) are high, more information is needed on the frequency of contributions & to raise awareness on benefits/offer incentives
- ❖ Affordability & social assistance – so far, the discussion has not focused on social assistance for the lowest income earners, for whom 'incentives' may not be applicable, and actually harmful
- ❖ Implementing the graduation strategy & strengthening the link between the graduation strategy and skills development and job creation

Q#3: What do we know already? What analytical tools do we have:

- Labour Force Survey Data
- Imibereho Social Registry under MINALOC
- Graduation Pathway under MINALOC (they are developing a Management Information System/MIS)
- Integrated Labour Administration System
- Citizen Complains
- DMIS – Disability Management Information System
- Irembo Agents
- Integrated (IPPIS)
- Training materials for the graduation pathway & for para-social workers (we were not totally sure on this point)

Q#4: Is any additional analysis or information needed for supporting priority areas identified in NST2?

- A mapping is needed of existing trainers and capacity-building materials out there in Rwanda (para-social workers, Digital Ambassadors, Ejo Heza Ambassadors, training curriculums, etc – what exists, and where can you find it)
- More information needed on what challenges exist in terms of registration/frequency of contributions to social protection schemes
- A tool is needed to track formalization and give clear guidelines on the pathway from informality to formality in different sectors, accompanied by steps for how to transition from social assistance - > voluntary - > mandatory schemes

- Information needed on whether the GoR is taking steps to extend mandatory social protection schemes to informal workers, and what the needs still are in terms of registration/making contributions among informal workers to voluntary schemes (for ex: even if people register, are they making frequent enough contributions? What are the challenges?)
- Are there collective saving schemes run by the GoR in Rwanda?
- What is the status of para-social workers in Rwanda? What is their relationship to Ejo Heza Ambassadors?



GROUP THREE

1) How can integrated policies support NST2 implementation

1. Mainstreaming of job creation across sectors;
2. Coordination and harmonization of cross sectoral efforts (institutional/Sector policies to lead to NST2)
3. Supporting the private sector through incentives to access market (AfCFTA, ..)

Q2. Additional key areas: We agree for those priorities. However, Key issues need to be addressed:

- Wages in agriculture is too low (below 3months),
- Collective bargaining agreement
- On agriculture, we propose to focus on food security, growing export-oriented commodities
- Job impact assessment across agriculture sub sectors
- Supporting women and youth transitioning from subsistence to market-oriented agriculture

- **Additional:** mainstream digital transformation across sectors, access to affordable financial services and tailored skills and strengthening graduation mechanism (to get out of poverty through cash transferred to vulnerable communities)

3) analytical tools do we have:

- NSDEPS steering committee
- Employment and workplace learning mainstreaming template (planning and reporting template)
- School Data Management Information System

4) information needed for supporting the priority areas as identified in NST 2:


- Employment impact assessment
- Monitoring tools for job creation (example the private sector committed to create a number of jobs)





GROUP FOUR

Q1. How can integrated policies support NST2 implementation?

- The Global Accelerator is a strategy for catalyzing progress toward Agenda 2030, in response to setbacks caused by global crises such as COVID-19, MVD, and other outbreaks. It is designed to contribute to the delivery of NST2 and SDGs, but challenges persist.
- This strategy looks at progress beyond just numbers, focusing on critical areas such as quality of jobs, skills development, addressing issues of discrimination, wage standards,
- Majority of the population is engaged in the informal sector, with most women involved in subsistence agriculture.
- Looking at the policies in place to support NST2 and exploring how they can be integrated to catalyze results.

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- Exploring the linkages between multiple development policies and how they can be combined to achieve optimal results in various areas.
 - ex.: How can agriculture policy support decent job creation?
 - How can the policies interact with and complement each other?
 - Monitoring and Evaluation (M&E) is essential to the successful implementation of the Global Accelerator strategy, and thus NST2 implementation. It ensures accountability, tracks progress and enables timely adjustments. By systematically assessing outcomes periodically, M&E helps to align efforts with the core objectives, ensuring that setbacks are effectively addressed and overcome.

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- Key indicators in the M&E should include
 - Establishing a regular M&E framework to evaluate progress and bottlenecks for timely action. This will keep
 - There is need for comprehensive policy dialogue- to ensure that key indicators on decent jobs and social protection are factored into the policy design.
 - There needs to be thorough planning for policy implementation with the supporting orders and laws in place, to facilitate implementation. (i) Regulations (ii) Incentives (iii) Enforcement mechanisms



Q2. Are there additional key areas in addition to formalization, decent work in agriculture and supporting youth not in employment, education or training?

- Market research
- Skills mobility partnership
- Access to skills development opportunities including short courses, exchange programs, etc.
- Access to finance
- Innovation
- Foreign investment promotion
- Gender sensitive and climate-resilient programs
- Strengthened community engagement mechanisms for enhancing awareness on existing opportunities.

What do we know already? What analytical tools do we have?

Tools

- Strengthened LMIS for tracking labor market indicators
- Civic registrar
- INGAZI



Is any additional analysis or information needed for supporting the priority areas as identified in NST2?

- Survey on NEETs -how did they become NEETs; how can they be supported.
- Assess the realism of achieving NST2 target results. Do we have the necessary framework in place, and are we setting realistic and attainable goals?



THANK YOU!