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Labour Market Information Systems

International Models and South Asian Practices

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Skills





This presentation will briefly cover...

- ✓ Key concepts and definitions
- ✓ Key features of LMI, LMIS & LMIA
- ✓ Examples of international practice
- ✓ Examples from South Asia

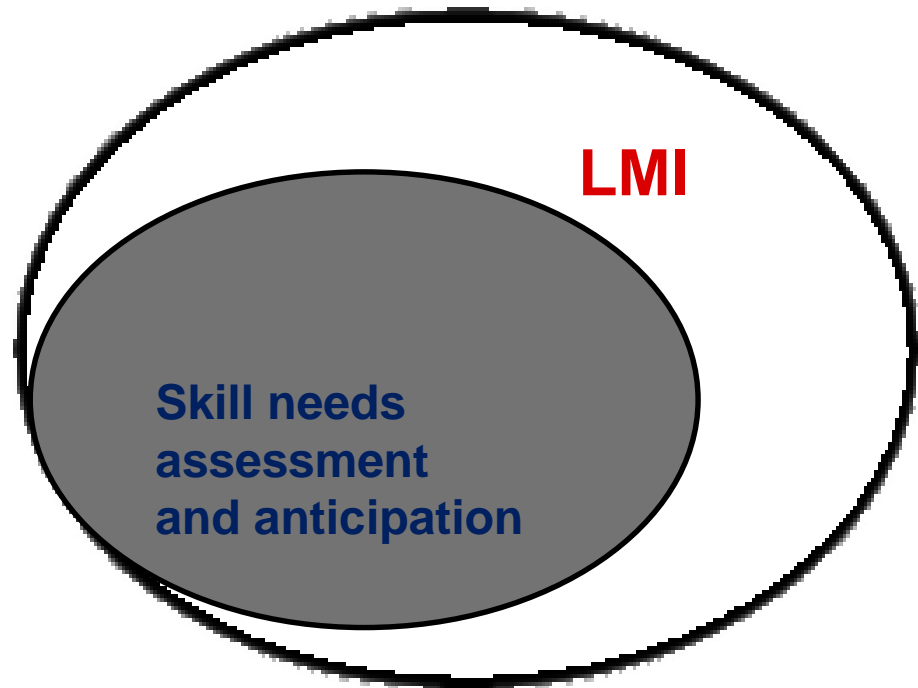




◆ Labour Market Information (LMI)

Any information on the size and composition of the labour market, the way it functions, its problems, opportunities and the employment intentions of its actors.

It includes non-statistical (qualitative) and statistical (quantitative) information and data collected through the application of accepted methodologies and practice





Key Indicators of the Labour Market (KILM)

- Labour force participation rate
- Employment-to-population ratio
- Status in employment
- Employment by sector
- Employment by occupation
- Part-time workers
- Hours of work
- Employment in the informal economy
- Unemployment
- Youth unemployment
- Long-term unemployment
- Time-related underemployment
- Inactivity
- Educational attainment and illiteracy
- Skills mismatch
- Wages and compensation costs
- Labour productivity
- Poverty, income distribution, employment by economic class and working poverty





Labour Market Information System (LMIS)

- ◆ A labour market information system consists of a set of institutional arrangements, procedures and mechanisms designed to produce labour market information involving:
 - Collection, processing, storing, retrieval and dissemination of labour market information
 - Coordinated processes and data flows
 - Multiple actors and stakeholders
- An analysis function: where different data sets are analysed and indicators tracked
- An information function: linking administrative records (labour market and education), statistical data collection, to counselling and guidance services
- A policy function: provision of information to government





Labour Market Information & Analysis (LMIA)

- ◆ Macro, sector and micro economic assessment
- ◆ Monthly or quarterly labour market indicators (macro, sector, micro)
 - Ad hoc labour force survey
- ◆ Analysis of key indicators
 - Economic analysis
 - Econometric tools (models, projections)
- ◆ Inquiries using key informants (by sector, etc.)
- ◆ Social dialogue and stakeholder driven forums
 - Vulnerable groups
- ◆ Monitoring strategy (data, capacity, arrangements)



Overview of Quantitative and Qualitative LMIS



Econometric Modeling

Sector Studies

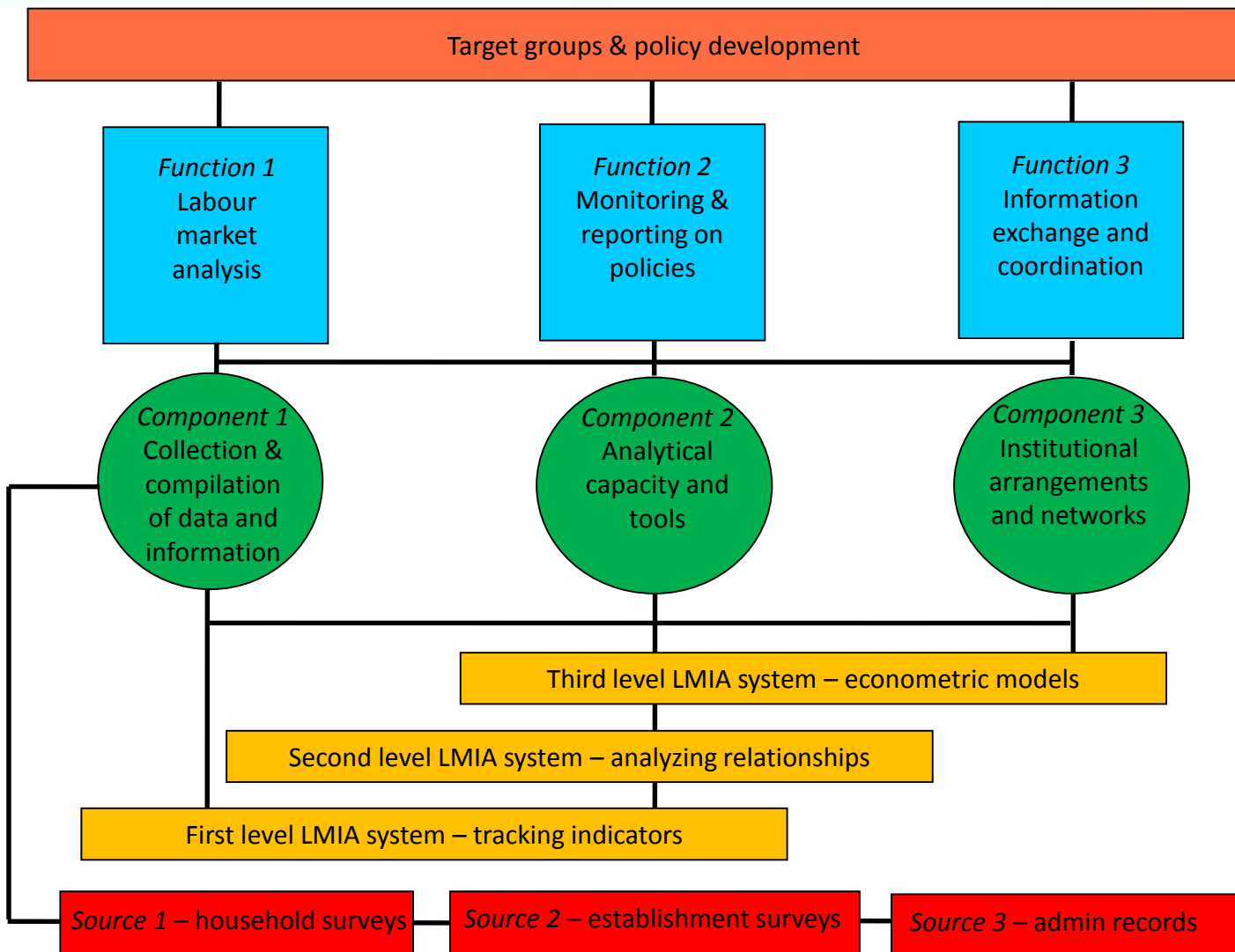
Signalling

Enterprise Survey
Special Studies (Tracer/Rate of Return)

Job Opportunity Index

Use of Administrative Data

Stakeholder Driven Forums



LMIA System





Who contributes to LMI?

- ◆ Statistical services (of executing agencies, ministries – including administrative records, the national statistical office (LFS, Census etc.)
- ◆ Employment and social security services
- ◆ Labour inspectorates
- ◆ Education and training authorities
- ◆ Trade unions
- ◆ Study and research units (of ministries, institutes, universities)
- ◆ Social partners (workers and employers organisations)





Who benefits from LMI?

- ◆ policy making and civil service at various levels
- ◆ administrators
- ◆ job seekers
- ◆ workers
- ◆ employers
- ◆ counselling and guidance services
- ◆ education and training providers
- ◆ researchers
- ◆ individuals and a broader public





Useful elements of international practice

1. LMI systems are usually overseen by a single government ministry or department, or by an appointed agency
2. Collection of LMIS is based on a clear and defined understanding of the purposes for which it is required
3. The LMIS makes it possible for users to access quantitative and qualitative information in a clear format
4. Information/data flows from multiple sources integrated in a common data and information system





Useful elements of international practice

5. The extent to which up to date LMI is available depends upon the frequency with which information or data is collected, collated and fed into the common information system
6. The use of information from different sources is possible because they follow standard classifications
7. Segregated data is available for different administrative regions, age, industries and social groups
8. A single interface that allows access to a variety of data and information drawn from a common system that is easily accessible and user friendly





LMIS System Development: Key Issues

◆ Data:

- availability
- coverage and comprehensiveness
- accuracy and robustness

◆ Analysis:

- Frequency
- currency

◆ Institutional arrangements

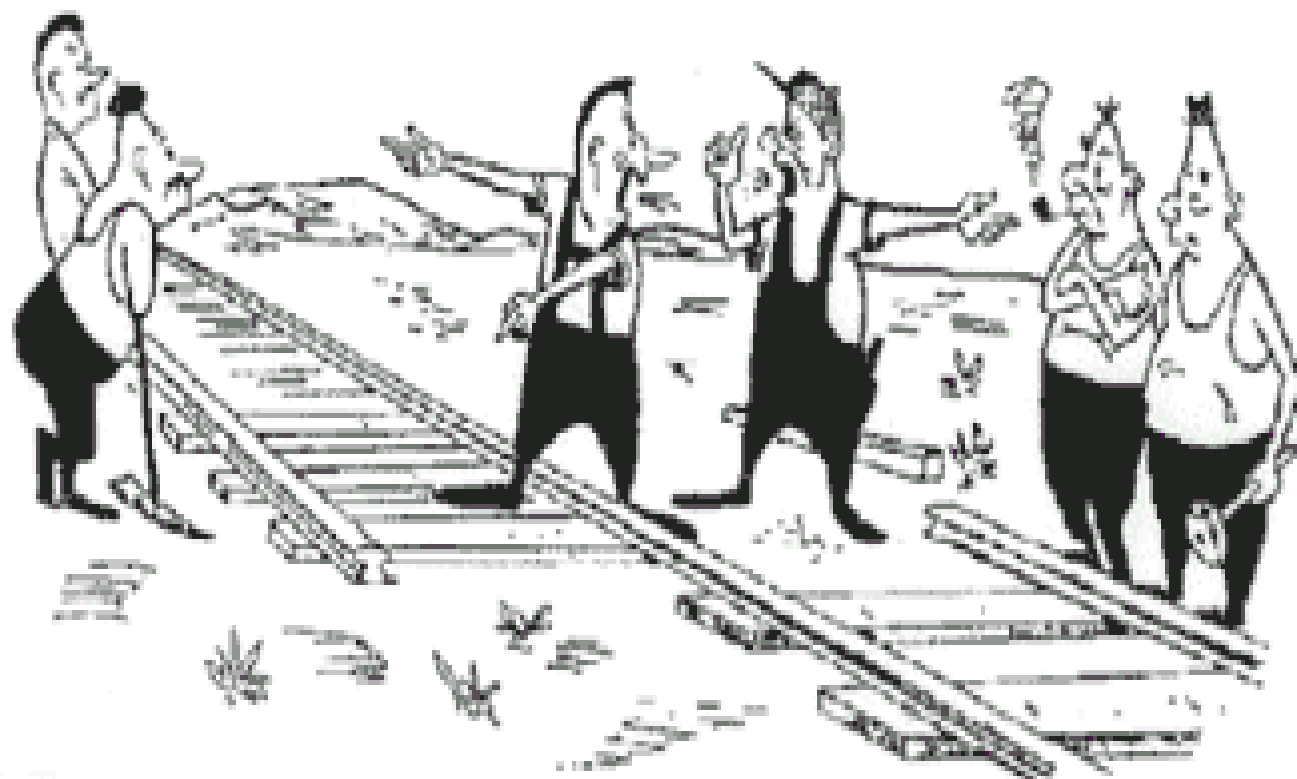
◆ Use and Access

◆ Coordination





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LMIS System Development: Key Issues

- ❖ Evolutionary process - not 'one size fits all'
- ❖ The system, approach and methods to be adopted need to take into account:
 - the present system: data, analysis, access
 - priority LMI needs
 - decision making structures and institutional development challenges
 - financial, technical and human resources
 - tradition and mentality





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