Labour Market Information Services

Advisory service

The challenge

In many partner countries, reliable labour market information is hard to come by. Information is often gathered infrequently and data quality is poor. Where labour market information is available, it is often not assessed, compiled or published. In practice, this means that parents and young people have to decide about training without knowing its employment prospects. Job seekers are uninformed about the job opportunities outside their local employment market and policy-makers have no basis for shaping labour market or (vocational) education policy. All this negatively impacts employment and economic growth.

Our approach

GIZ draws on a variety of approaches to improve partner countries' access to labour market information and to enhance the quality of the information. All of the measures are based on a holistic view of the labour market. We are convinced that labour market problems can be resolved only if labour market supply and demand are viewed holistically and the economic policy framework understood. That is why it is important to gather, evaluate and use labour market information from all areas. Our approach focuses on developing cooperation systems between key government, private sector and academic actors in the labour market, education and business sectors. Cooperation arrangements are the prerequisite for user-oriented collection, evaluation and dissemination of labour market information and for effective and efficient process management. At the same time, we promote individual, social and organisational capacity development. As such, we create an environment in which our work can have a sustainable impact, since it enables partners to independently ensure the (further) training of the required personnel, such as

labour market analysts. There is no standard solution for targeted capacity development. GIZ selects the best-suited approach for each context. For instance, decentralised labour market monitoring may be the best approach for one context, while strengthening key national institutions is more effective in another. GIZ's approach also comprises networking and support with developing the requisite IT infrastructure.

Our services

GIZ's services range from selective inclusion of labour market information in superordinate labour market services to the development of entire labour market information systems. A key aspect of the services is the training of partner staff in the conflict- and gender-sensitive collection, evaluation and compilation of qualitative and qualitative labour market data and information. The use of data in compliance with data protection regulations by career guidance and other labour market services is also very important. We also ensure that digital approaches, such as computer-assisted data collection or machine learning methods, can be used at a large scale. The strengthening of capacities can also be combined with an employment and labour market analysis (ELMA). ELMA is a tool for action-oriented analysis of the employment and labour market situation. Further services include the setup of organisational structures with planning and financing concepts, including training courses for these organisations' managers and the networking of partners from the government, private sector, civil society and academia as part of a cooperative community.

The benefits

GIZ has experience with services for improving labour market information services in many countries of sub-Saharan Africa, Southern Europe, Asia, and the MENA

region. Thanks to our comprehensive engagement in all sectors of sustainable economic development, GIZ identifies needs for labour market information across sectors and actors and is thus able to effectively promote employment through practical solutions. Close exchange with key partners such as the International Labour Organization (ILO), the World Bank, the European Training Foundation (ETF), the Federal Employment Agency of Germany and the European Network for Regional Labour Market Monitoring (EN RLMM) ensures that GIZ's approaches meet the standards of current technical and methodological research.

An example from the field

To offset the dearth of local labour market data in Egypt, the Employment Promotion Project, which GIZ implemented on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), worked with government, private sector and civil society partners in several Egyptian cities to establish regional labour market observatories. To this end, the project brought together local representatives of these organisations and trained their staff in conducting local and sectoral labour market analyses. The results of the analysis then provided the evidence for employment dialogues and the development of local employment promotion measures. As part of its project on Promoting the Economy and Employment in Rwanda, GIZ advised the Government of Rwanda on establishing a labour market information system. The capacities of the National Institute of Statistics of Rwanda to collect labour market data were strengthened. For example, the Institute is now able to conduct quarterly labour force surveys based on the latest ILO standards. In addition, a new national database was established and the staff of the participating ministries and offices underwent training in data processing and analysis. The data captured in this way contributed to sector studies and the government's national employment strategy.