SUPPORTING LOW-AND-MIDDLE INCOME COUNTRIES TO OBTAIN TIMELY AND RELIABLE LABOR MARKET INFORMATION

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Typical questions and responses regarding Labor Market Information

What do counterparts often ask?

What are the jobs and skills of the future?

How many workers do we need integrate in the Labor Market?

What type of training do we need to provide for them?

How do we incentivize students to build skills for these future occupations?

What do we usually respond?

The jobs of the future are unknown. What we know is what skills are more likely to be in demand: non-routine cognitive, and to a lesser extent, non-routine manual skills.

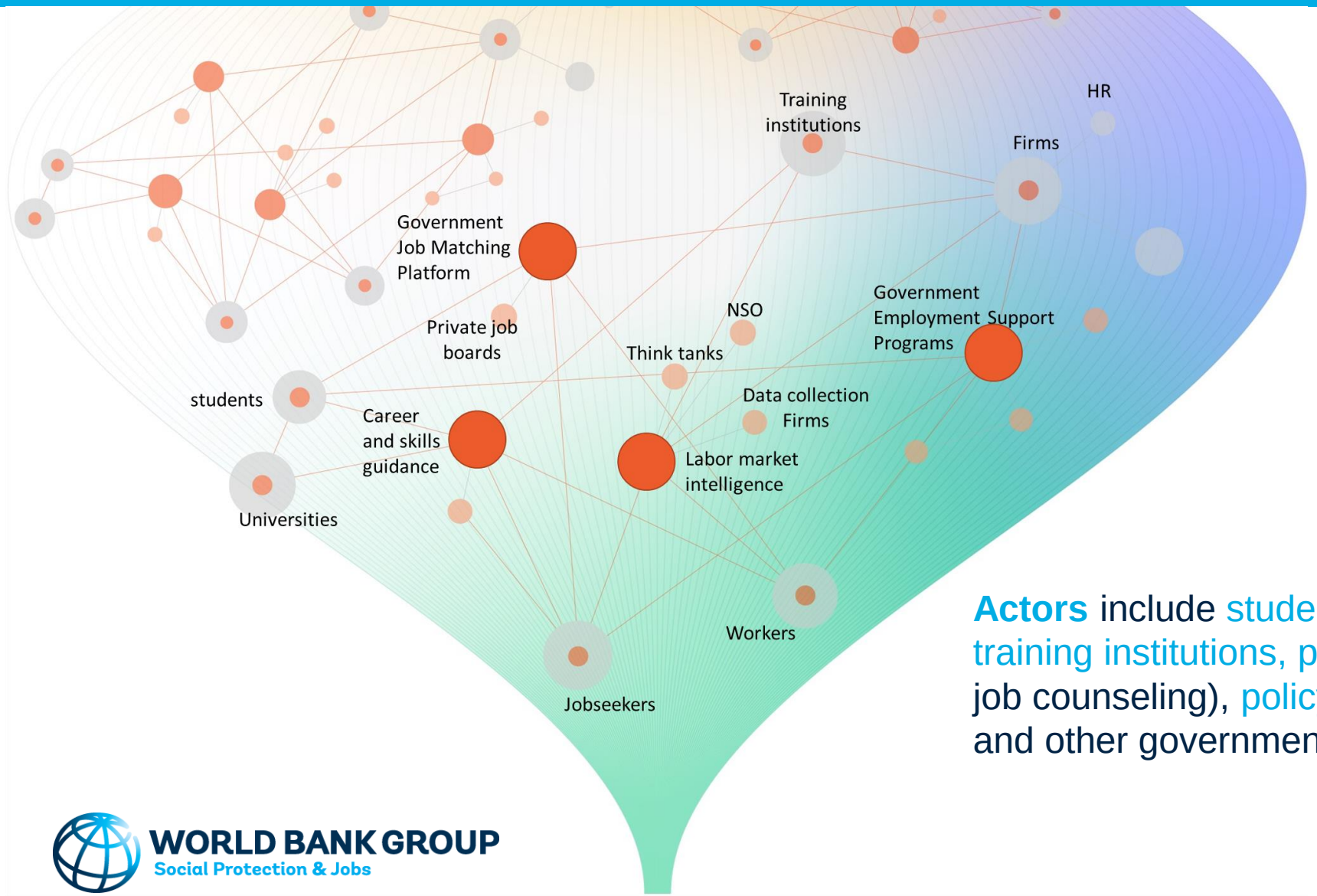
Start with short-term labor market monitoring

Identify growing and declining occupations

It's not only about the occupations but also about the skills needed for the occupations that are changing over time.

It is important to invest in transversal skills

Higher level recommendation: Work towards an advanced labor market information system (LMIS) tailored to a wider audience



Designed to coordinate the collection, processing, storage, retrieval, and dissemination of labor market information to address the needs of labor market actors.

Actors include students, workers, firms, education and training institutions, practitioners (in career guidance and job counseling), policymakers, the research community and other government and private organizations

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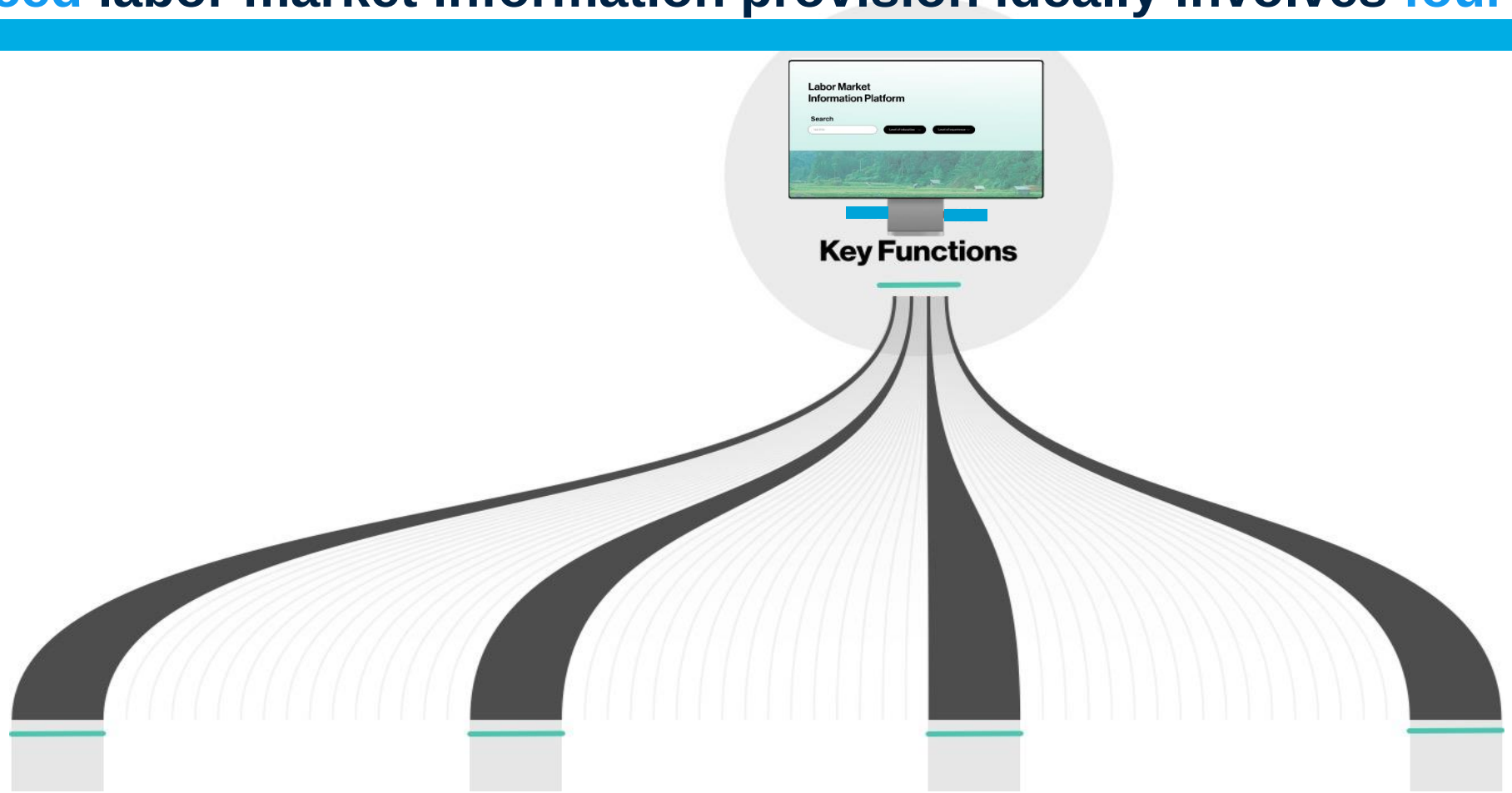
Advanced labor market information provision ideally involves four functions



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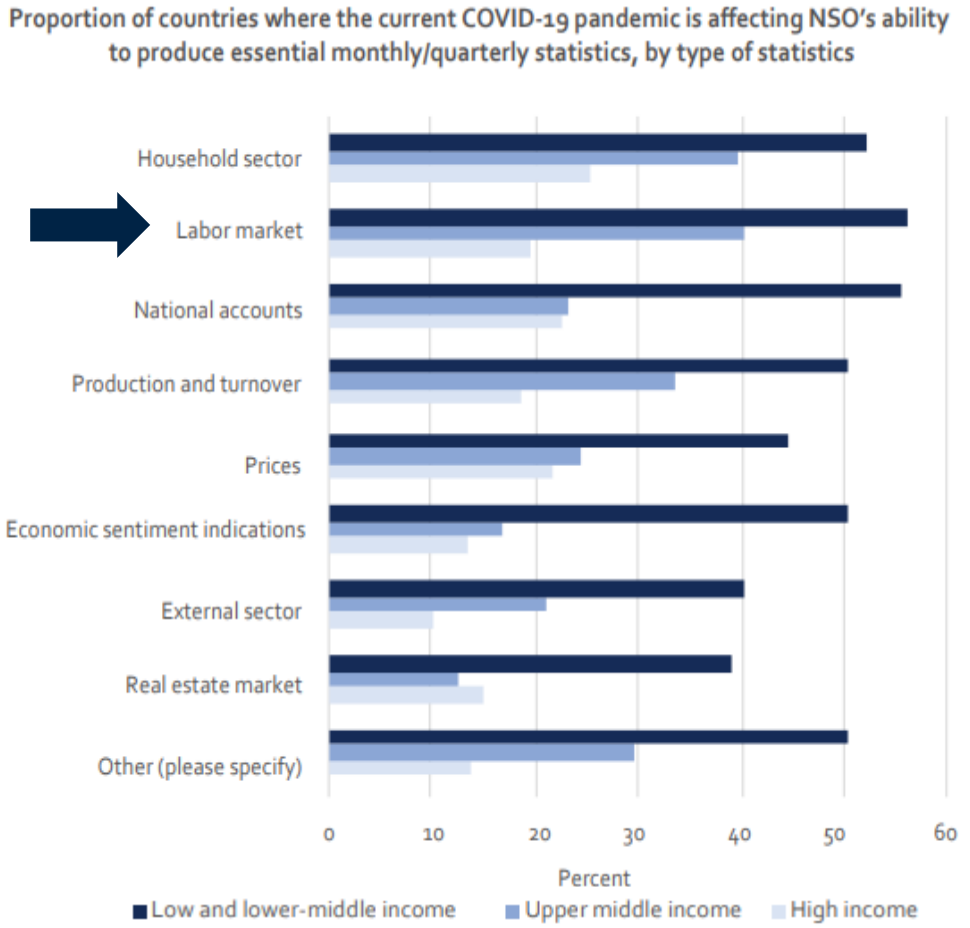
Low- and middle-income countries tend to offer only basic or intermediate LM Info.

LM Info.	LM Information system characteristics	Note
Basic	**Function**: LM intelligence **Actors**: Government, Researchers **Sources**: Surveys, Admin. Data	**Persisting issues:** • Suboptimal education decisions • Inefficient job matches • Short supply of skills for employers • Low firm productivity
Intermediate	**Functions**: LM intelligence, Job Matching **Actors**: Government, Researchers, Workers, Employers, Students, **Sources**: Surveys, Admin. Data	**Common limitations:** • Not many services are provided • Few stakeholders are involved • Quality and variety of data are limited
Advanced	**Functions**: LM intelligence, Job Matching, Career Guidance, Government Info. Portal **Actors**: Government, Researchers, Workers, Employers, Students, Private Sector **Sources**: Surveys, Admin. Data, Big data, Interoperable Info. Systems	**Key characteristics of advanced LMIS:** • Relevant • Reliable • Efficient • Client-centric • Comprehensive

Monitoring COVID-19's economic impacts in Low- and Middle-Income Countries

- Government lockdown measures due to COVID-19:
  - wide ranging economic and social effects
  - interrupt traditional data collection efforts, esp. **face-to-face** (F2F) interviews
- How to monitor effects and tailor policies to those in need when even basic sources are not available?
- Alternatives for low-and middle-income countries:
  - **Phone surveys**
  - Online surveys
  - Social media and jobs portals
  - Remote sensing
  - Crisis simulation models



Source: Global COVID-19 Survey of National Statistical Offices (Rounds 1-3).

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Addressing data gaps: World Bank's High Frequency Phone Surveys (HFPS)

+ Pros

+ elicits information rapidly
+ relative low cost
+ quick adaptation to special questions in an economic shock
+ suitable to monitor impacts over time (panel)
+ enables just-in-time policy advice
+ opens opportunities and learning experiences for direct and timely analysis in fragile or dynamic settings (e.g. Labor Markets)

Let's go, it's a pandemic!

— Cons

— Selection bias (population owning a phone)
— Heterogeneity in phone coverage (e.g. across space and population groups)
— Non-response bias (often worsens in a panel)
— Implementation can vary considerably depending e.g. on availability of prior survey sampling frame or registries

Are results valid?

The HFPS Labor Module: dos and don’ts

- Adapted the labor module of the WB COVID-19 Global Questionnaire for HFPS
- Part of a “multi-topic” survey
  - Enables linkages to other livelihood aspects: e.g. health, education, or food security
- ✓ What it measures
  - ✓ COVID-19 Labor market impact on the respondent: ***one per household*, typically household head**
  - ✓ Effect on labor income of household
  - ✓ Differences pre-/post- COVID-19 outbreak
  - ✓ Challenges faced in family enterprises (farm and non-farm) and wage work
  - ✓ Coping mechanism
- x What it does *not* measure
  - x Official employment and unemployment indicators
  - x Labor Market outcomes for *all* household members (working age)
    - x affects e.g. gender and age breakdowns
    - x no generalization to total working age population
  - x Detailed Job characteristics

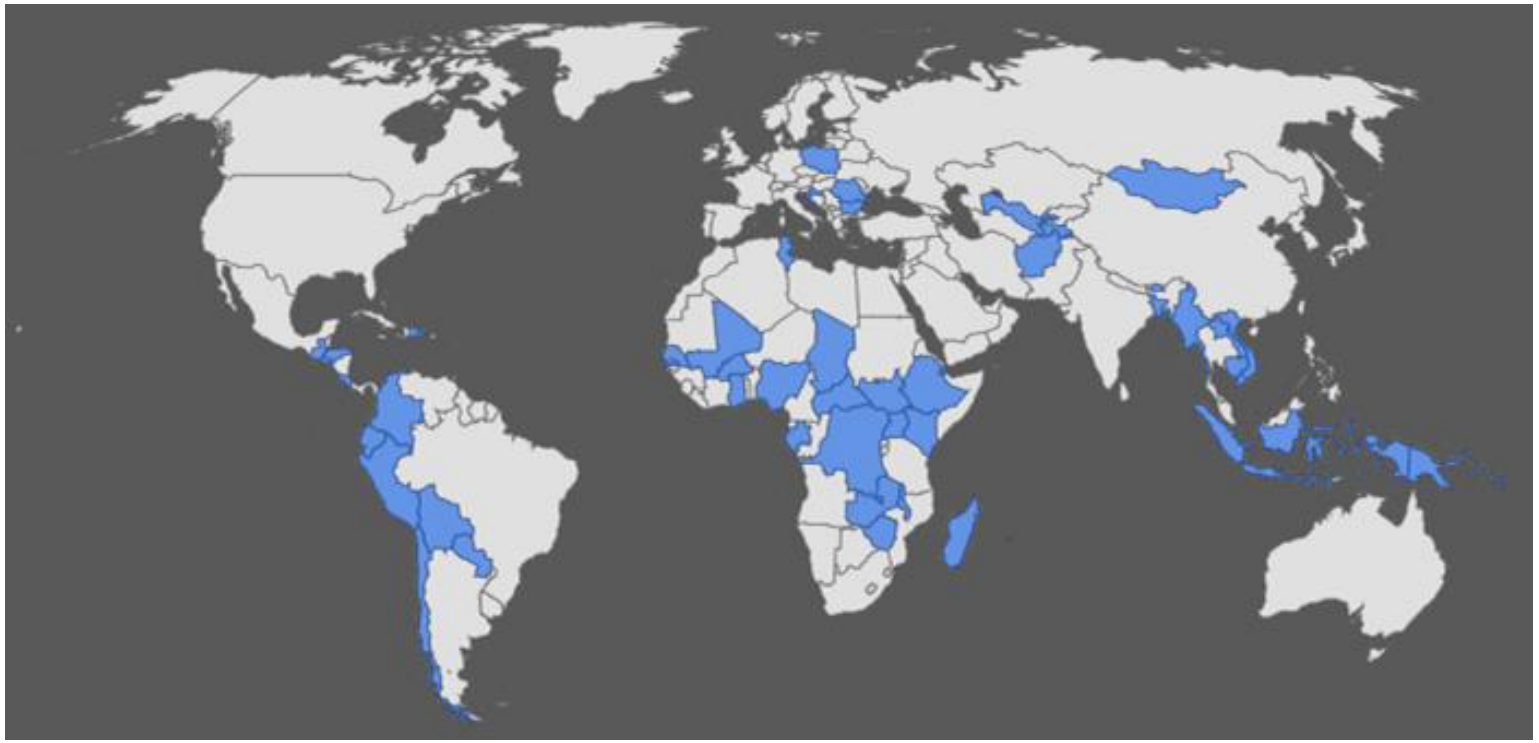
World Bank High Frequency Phone Surveys (HFPS)

100+ countries, since April 2020

2 regional surveys: SAR and LAC

50 countries on global dashboard highlighted in **blue**

11 surveys public in Microdata Library



COVID-19 High-Frequency Monitoring Dashboard

For Labor Market analysis using HFPS look at this blog series: **Confronting the Jobs Impacts of COVID-19**

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THANK YOU

LSMS-Supported COVID-19 Phone Surveys

- National HFPS in **Burkina Faso, Ethiopia, Malawi, Mali, Nigeria, Tanzania, and Uganda**
  - An existing, recent, pre-COVID-19 national household survey used as a sampling frame
    - Sampling frame in Ethiopia, Malawi, Nigeria, Tanzania and Uganda: Most recent longitudinal household survey supported under the LSMS-ISA initiative (2018-2020)
      - Builds on over a decade of institutional relationship and capacity building
    - Sampling frame in Burkina Faso and Mali: LSMS-supported cross-sectional household survey used for official poverty monitoring (2018-2019)
    - Pre-COVID-19 survey data used not only in the analysis of the phone survey data but also in the calculating sampling weights that counteract potential selection bias in phone survey samples
  - Implemented **monthly,** across a 12-month period, starting in April/May/June 2020 (depending on country) – a total of 90K+ interviews across 7 countries since April 2020
  - Round-specific unit-record survey data and documentation at Microdata

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ys supported in **Cabo Verde, Gambia, Guin**

LSMS Living Standards Measurement Study

Guinea-Bissau, Mauritania, Niger and **Senegal**

Labor market intelligence can be grouped based on the type of analysis needed

Macro-level information

What is happening in the labor market?

- Demographics, output, investment, productivity, enterprise landscape
- Employment, unemployment, inactivity, informality rates, wages, by e.g. gender, age, education level, sector of work, contractual arrangements (wage, self-employed etc.), low earnings rate.

Indicators shown **population groups** and **geography**

Meso-level information

What is the labor demand, in terms of occupations.

- Vacancies
- Employment dynamics
- Wage dynamics
- Churning rate
- Occupations and skills in high demand ("promising", "critical", "bright" occupations)
- Occupations outlooks, short-term and long-term forecasts

Indicators shown **location**, **occupation, industry**

Micro-level information

Key information on jobs

- Current employment situation
- Average wage
- Average hours of work
- Short-medium-long-term employment outlook.
- Typical training, qualifications and work experience needed
- Skills needed
- Job duties/tasks involved, and

Tools and technology used.

by **occupation,** ideally by **job title** and **location**