



TOOL ELMA

Employment and Labour Market Analysis - ELMA

Kristin Meyer SE4JOBS Training Workshop, Cairo, 26.-27.10.2015





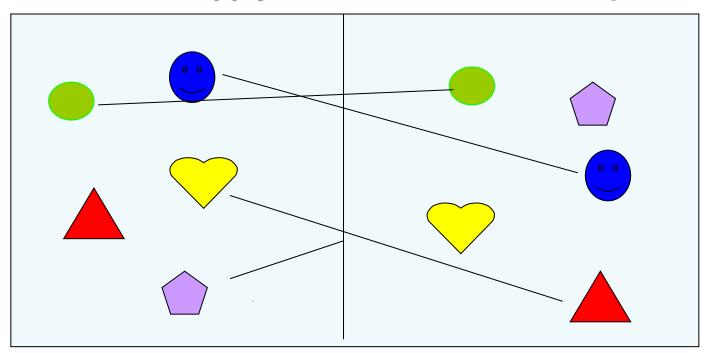


Dimensions of Employment Challenges

a) Frictional

Labour supply

Labour demand / jobs



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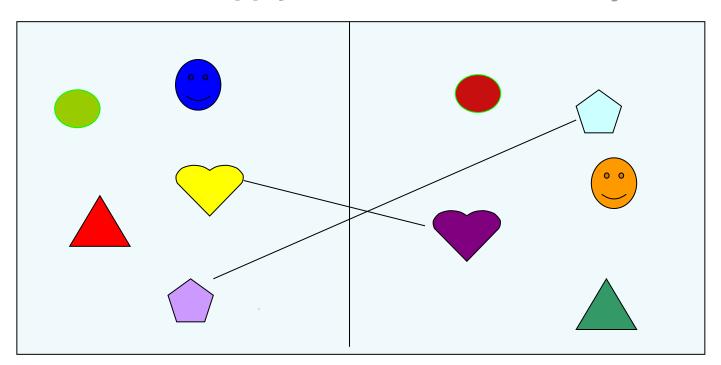


Dimensions of Employment Challenges

b) Structural

Labour supply

Labour demand / jobs



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What is ELMA – Employment and Labour Market Analysis?

- ELMA provides you an analytical framework to find out:
 - What kind of labour market and employment contraints and underlying causes are there?
 - What recommendations can you draw from it for country/sector-specific employment strategies?
- Step-by-step approach to analyse regional /sectoral or national labour markets





Step-by-Step Approach

- Analyse the framework, labour demand, labour supply, matching (5 phases)
- Desk study and stakeholder interviews
- Prioritising of challenges and recommendations

Stage A:

What is the basic potential for employment in the RE Sector

(Steps 1-6)

Stage B:

What prevents firms from demanding more labour?

firms from RE sector

(Steps 7-11)

Stage D:

In which way
do labour
market
institutions,
regulations
and policies
impact on
the matching
process?

(Steps 15-17)

Stage C:

What prevents the labour force from offering (in sufficient quantities)

skills needed in RE sector

Stage E:

What are the main challenges to employment creation?

(Step 18)

What kind of consequences can be drawn regarding reform efforts of the respective country in general:

in Egypt







Key Questions for each Phase

<u>Stage A:</u> Which basic factors influencing labour demand and labour supply in RE sector (e.g. economic and energy policy situation, geographical situation, labour market trends etc.)?

<u>Stage B</u>: What are <u>business conditions</u> for RE sector? What are the most <u>relevant</u> constraints for business expansion (e.g. infrastructure, finance regulations, employment prospects etc.)?

<u>Stage C:</u> What is the outreach and quality of the provision of educational services and what are major challenges in the education system to provide adequately skilled labour supply for RE sector (e.g. TVET, education etc.)?

<u>Stage D:</u> How is the matching process organised for jobs in RE sector (e.g. wage formation, labour law and regulations, job placements etc.)?











Outcomes of ELMA...

- Evidence-based policy recommendations and conceptual proposals for policy makers and development cooperation
- Contribution to national dialogue on employment in a country
 - Brings together stakeholders and provide platform for discussions of employment issues
 - Generates common understanding on main reasons of un- and underemployment
 - Discusses possible starting points of employment policies and necessary reforms
 - Contribution to the development of national employment strategies and to future research











Examples of ELMA

ELMAs have been conducted in six countries: Kyrgistan, Ghana, Malawi, Tunisia, Jordan, Morocco and Timor-Leste

ELMAs are in preparation for Lebanon and Sudan

- Pool of experts
- 3 7 months



adelphi

Employment and Labour Market Analysis (ELMA)

Ghana

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Thank you for your attention!



