

TOOL ELMA

Employment and Labour Market Analysis - ELMA

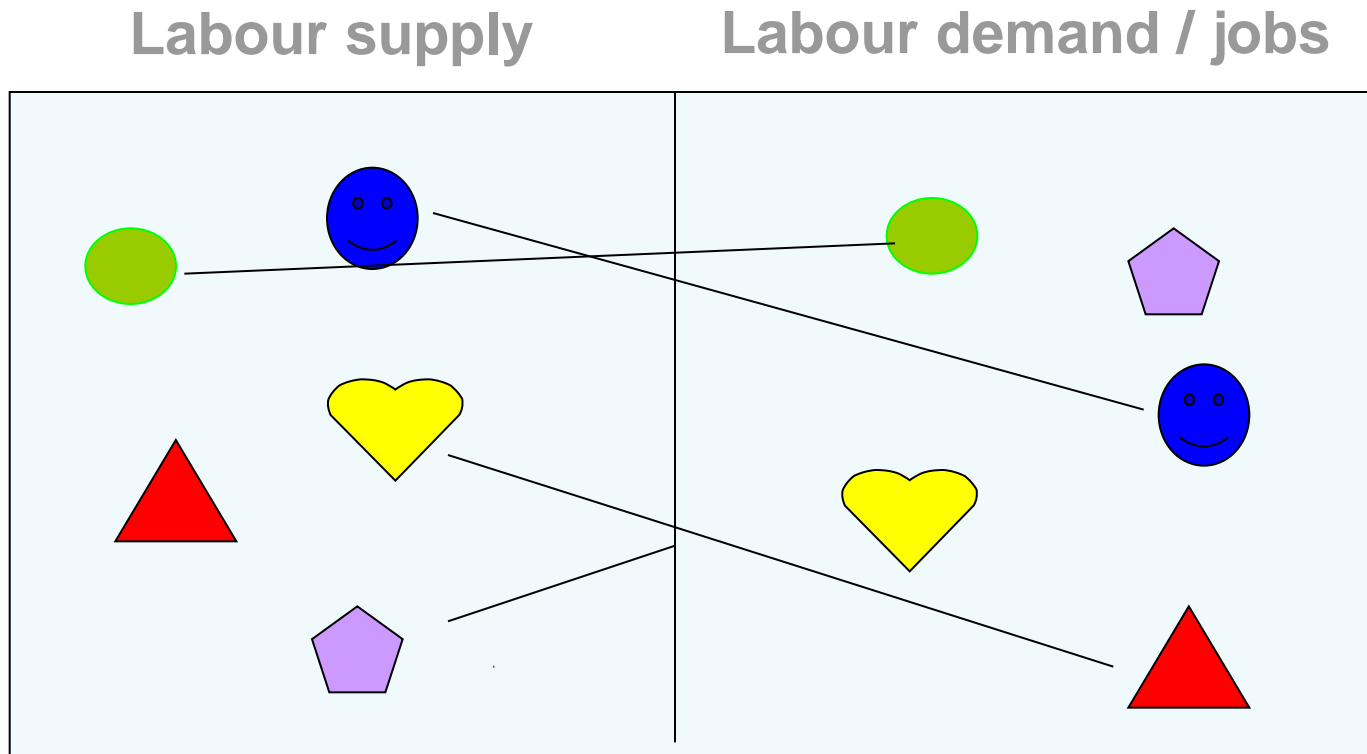
Kristin Meyer

SE4JOBS Training Workshop, Cairo, 26.-27.10.2015



Dimensions of Employment Challenges

a) Frictional



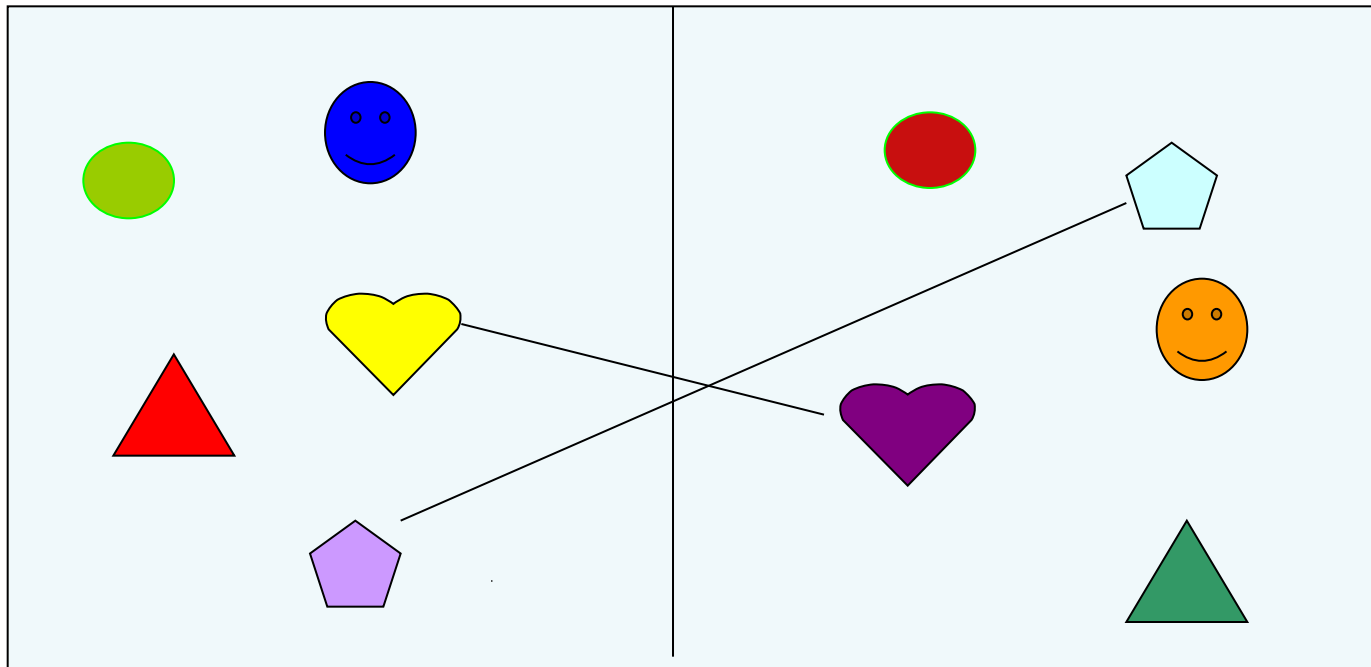


Dimensions of Employment Challenges

b) Structural

Labour supply

Labour demand / jobs





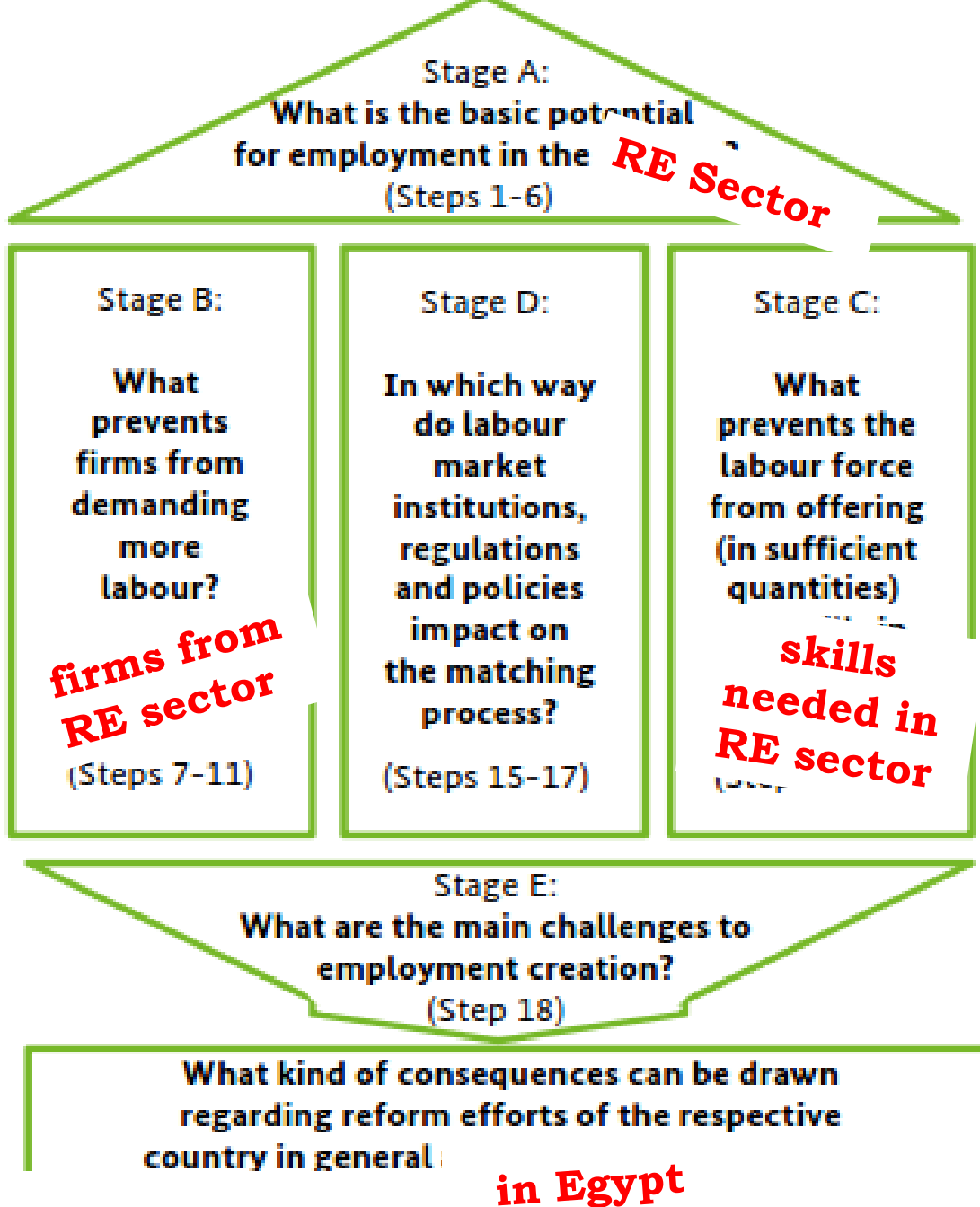
What is ELMA – Employment and Labour Market Analysis?

- ELMA provides you an analytical framework to find out:
 - What kind of **labour market and employment constraints 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





Key Questions for each Phase

Stage A: 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.)?

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

Stage C: 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.)?

Stage D: 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

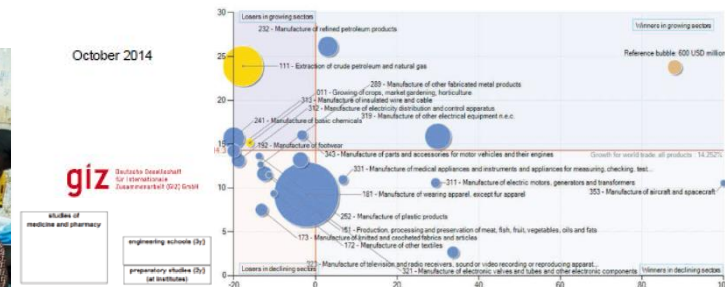
- ELMAs have been conducted in six countries: Kyrgistan, Ghana, Malawi, Tunisia, Jordan, Morocco and Timor-Leste
- ELMAs are in preparation for Lebanon and Sudan
- Pool of experts
- 3 - 7 months



Christoph David Weinmann

Employment and Labour Market Analysis (ELMA) Tunisia

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Thank you for your attention!