Establishing LMIS in the OECS Region

The International Labour Organization
ILO Decent Work Team
and Office for the Caribbean
Port of Spain, Trinidad and Tobago
www.ilo.org/caribbean

What we will discuss

• The LMIS Strategy
• Challenges
• The St Vincent Pilot … were are we
• Adapting to … OECS … wider Caribbean
• Basic requirements for rolling out the system

The LMIS Strategy

• What do want to establish
• The implicit Vision for the DoL

What is Labour Market Information

• Definition of LMI
• Two methods and levels of LMI
• The OECS LMIS
• The components
What is Labour Market Information (LMI)

- Two levels (quantitative LMI)
  - Aggregate LMI (statistics) analysis, policy design and monitoring
  - Individual LMI or information on specific individual labour market actors that employers, job seekers, workers and other actors need to make decisions (for action)

- Qualitative LMI
  - Laws and regulations
  - Traditions
  - Attitudes
  - Perceptions
  - (Labour market) Analysis

What did we set out to do

- Establish/enhance a system of data sources, (statistical) infra-structure, networked institutions and an (internet based) dissemination facility
  - Sound point of departure in less developed statistical and (labour) administrative systems
  - Highlights the role of need for an institutional framework

- An LMIS as (internet based) dissemination system is not appropriate in the OECS context

The components

- Enhanced labour administrative data sets:
  - Within the DoL: Standardise & computerise the DoL Labour Administrative Records (LAR) … Procedures
  - Outside of the DoL: support/assist with the same

- Institutionalise a minimal national survey programme:
  - LFS (at least annual)
  - Enterprise based survey

- Develop an internet based dissemination system:
  - Static website
  - Dynamic website

A vision for the DoL

- It is not only about Statistics
  - How we administrate
  - Institutionalise the labour administration
  - Keep records
  - Do more and better …. Enhance skill level

- Infrastructure and HR to “get into” employment and labour market policies
  - Labour Market Analysis
  - Policy evaluation
  - Policy platform
DoL related Challenges

- Expanding the scope of the DoL to include Employment and Labour Market policies
- Size and scope of the DoL
  - Expanding the scope of the DoL to include Employment and Labour Market policies
  - Staff: Limited numbers, focus on IR and need for specialists in non-IR areas
- Limited computerisation
- Staff Motivation

Other challenges (continued)

- “Fractured” Labour Administrative system:
  - Labour Administration functions organized outside of the DoL
  - Limited operational collaboration
  - Little or no policy/programme coordination or pooling of information
  - No institutionalised sharing of information/statistics ...

- Developing a strong partnership with:
  - The NIS
    - Employers’ database
    - OSH: fieldwork, reporting procedures and data maintenance/sharing
  - The CSO on board
    - Coordinating with the CSO
    - A National Survey Programme

Other challenges (continued)

- Inter-agency collaboration
- Lessons learned from Assistance Programme’s
  - Role of the DoL
  - Interagency collaboration
  - Analysis and inclusion in Key National (policy reports)
Where are we now

- Two Components:
  - DoL computerised labour administration System Version 1.0 ..... Labour Administration using standardised records (following ILO/UN guidelines) that are computerised
  - Internet based “one window” LMI dissemination system:
    - i) www.dol.gov.vc a static website with LMI for policies and “individual action”
    - ii) www.caribboustat.org a dynamic website with aggregate LMI (statistics)
- LFS ..... Piloted in Grenada .... OECS wide from 2012
- Work in progress ....a living system .... Gets better while it is being used

Current forms in the System

Form 1 KILM
Form 4 Training programmes
Form 5 DoL, promotion, services, training delivery
Form 6 Registration of Industrial action
Form 11 Dispute settlement Report
Form 12 Complaint settlement report
Form 14 Labour Inspection Field Visit Report
Form 16 Redundancy registration
Form 22 Overseas Migrant assistance request
Form 24 Job seekers registration
Form 26 Vacancy registration
Form 26b Media based Vacancy Registration module
Form 25c Limited Job Vacancy Survey module

Output from the System (Overview)

<table>
<thead>
<tr>
<th>Category</th>
<th>Number or output tables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>20</td>
</tr>
<tr>
<td>Wages</td>
<td>3</td>
</tr>
<tr>
<td>OSH/Labour Inspection</td>
<td>4</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td>35</td>
</tr>
</tbody>
</table>
Adapting to ... OECS ... wider Caribbean

Minimum Requirements

- Organisational
  - Project organisation to establish the system
  - Map the Labour Administration, classifying units/institutions as: a) DoL and its sub-units b) Non-DoL units
  - Establish Labour Administrative Records Unit (LAR-Unit)
    - System Administrator: Solving minor system problems (i.e. sudden shut down of the system and related problems; Validation and integrity of data sets; Security and system/data back-ups; Enforce network policies)
    - Manage the LAR’s: Establish/maintain LAR (validation and integrity of data sets); Run output; Maintain the web sites (dynamic and static); Provide training/help to technical staff

- Human resources
  - Project Manager
  - System Administrator/Statistician

Maintenance ... local and regional system

Locally
- Hardware
  - SVG-DOL Server
  - PCs for the technical staff
  - PDAs for field work
- Software
  - Open software: Microsoft SQL Server 2008 Express Edition
  - Country specific needs
  - Static website locally managed
  - Dynamic website: normal updates local responsibility ... request “new” items

Regionally
- Hardware
  - Currently: Low cost option
  - Mid-term: Regional Server
- Software
  - Open software
  - Dynamic website: trouble shooting, response to new needs
  - ILO to plan/coordinate system updates

Maintenance ... local and regional system

Locally
- System Maintenance:
  - DOL LAR-Unit
  - Field administrator/statistician
  - Labour Administrative Records Implementation Team (LART)
  - Minor system administration & backups
  - Training
  - Funding: inclusion in the National Budget and additional funding

Regionally
- System Maintenance:
  - Sub-regional Steering Committee
  - Administrator for regional server/network
  - Response to new/special needs
  - Regular system updates
  - Arrangements for country input
  - Training
  - Funding: national contributions and a regional effort to get donor support
Decent Work

Thank you!

The International Labour Organization
ILO Decent Work Team
and Country Office for the Caribbean
www.iilocarib.org.tt

Definition of LMI

“Labour Market Information is any qualitative or quantitative information concerning the size or characteristics of the Labour Market, the functioning of its institutions or any part of it, the opportunities for those who supply or demand on labour on their related intentions, aspirations as well as the results or outcome of their behaviour.”

Output from the Caribbean System of Computerised Labour Administrative Records

<table>
<thead>
<tr>
<th>MajorGroup</th>
<th>Output Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>Registered Jobseekers by Sex and PES Activity status</td>
</tr>
<tr>
<td>Employment</td>
<td>Placed Jobseekers by Sex and occupation in Last Job</td>
</tr>
<tr>
<td>Employment</td>
<td>Placed Jobseekers by Sex and type of economic activity in Last Job</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered Jobseekers by Sex and Employment Status in Last Job</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered Jobseekers by Sex and Economic Activity in Last Job</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered Jobseekers by Sex and Occupation in Last Job</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered Jobseekers by Sex and Age</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered Jobseekers by Sex and Educational Attainment</td>
</tr>
<tr>
<td>Employment</td>
<td>Active job seekers by Sex and Duration of Seeking</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered vacancies by PES Activity Status</td>
</tr>
<tr>
<td>Employment</td>
<td>Filled vacancies by type of economic activity of the vacancy</td>
</tr>
</tbody>
</table>
### Output from the Caribbean System of Computerised Labour Administrative Records

<table>
<thead>
<tr>
<th>MajorGroup</th>
<th>Output Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>Filled vacancies by occupation</td>
</tr>
<tr>
<td>Employment</td>
<td>Vacancies registered with the PES by type of business reporting</td>
</tr>
<tr>
<td>Employment</td>
<td>Vacancies registered with the PES by Economic Activity of the business reporting</td>
</tr>
<tr>
<td>Employment</td>
<td>Vacancies registered with the PES by number of persons employed by the employer</td>
</tr>
<tr>
<td>Employment</td>
<td>Registered Vacancies by Educational Attainment necessary to perform the job</td>
</tr>
<tr>
<td>Employment</td>
<td>Employees reported to the Department of Labour as redundant by their employer by occupation</td>
</tr>
<tr>
<td>Employment</td>
<td>Intended redundancies registered by the Department of Labour by the most immediate reason and number of employees involved</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MajorGroup</th>
<th>Output Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages</td>
<td>Wage rates registered in Labour Inspection visits by size of the establishments</td>
</tr>
<tr>
<td>Wages</td>
<td>Wage rates registered in Labour Inspection visits by type of economic activity</td>
</tr>
<tr>
<td>Wages</td>
<td>Average weekly wage rates registered in Labour Inspection visits for selected occupations</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by type and sex of the complainant</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by number of persons employed by the employer and sex of the complainant</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by type of the employer and sex of the complainant</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by type of ownership of the enterprise and sex of the complainant</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MajorGroup</th>
<th>Output Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by industry of the establishment and sex of the complainant</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by occupation and sex of the complainant</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Complaints (DOL) by status of the proceedings and sex of the complainant</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Breaches by Type of Breach (Labour Standards) and Number of Persons Employed by the Employer</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Breaches by Type of Breach (Labour Standards) and Type of Economic Activity of the Employer</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Breaches by Type of Breach (OSH) and Number of Persons Employed by the Employer</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Collective agreements in force or concluded during the year of registration by number of employers involved</td>
</tr>
<tr>
<td>Industrial Relations</td>
<td>Collective agreements in force or concluded during the year of registration by number of employees covered</td>
</tr>
</tbody>
</table>