



International
Labour
Organization



Secretaria de Estado da
Formação Profissional e Emprego
(SEFOPE)



Fact Sheet

Labour Market Information System

Timor-Leste Labour Market

The Timor-Leste labour market presents both challenges and opportunities to national poverty reduction efforts. In recent years, waged employment in the services and industrial sectors has contracted. Urban youth unemployment is on the rise, coupling with the exclusion of women's economic participation. During 2005-2008, the employment services programme implemented by the Secretariat of State for Vocational Training and Employment has helped 9,333 job seekers gain employment and over 70,000 have participated in labour-intensive employment programmes. As 49% of the country's population live below poverty line, ensuring the Timorese labour market is able to generate jobs is a national concern.

Labour Market Information

Workers differ from one another in terms of the skills they possess, and enterprises differ from one another in terms of the skills they demand. This heterogeneity in the labour market creates search costs as both enterprises and workers seek out one another, and the same applies to the vocational training system. To support a smooth functioning of a labour market, countries around the world have used computerised employment systems to enhance their labour market services. Standardized coding of job descriptions and applicant qualifications (Occupational Code) have been devised for effective employment services.

Computerised employment databases that can not only match employers with job seekers, but also represent an integrated labour market information system is of crucial importance to public employment services. In the developed economy, diversities in the labour market are complex and require careful analysis. In the underdeveloped economy, jobs are scarce and the mismatch of skill demand and supply is high. Also in any economy, the labour market is sensitive to crises of any kind be they financial or political.

Given the 2009 global economic condition with widespread job losses and the emerging needs of a post-conflict/developing economy like Timor-Leste, effective public employment services are much needed. Building a capacity in data collection, analysis and dissemination will provide long-term benefits to employers, employees, job

seekers, skills trainees, labour market intermediaries (such as schools and training providers) and the country as a whole.

Timor-Leste Initiatives

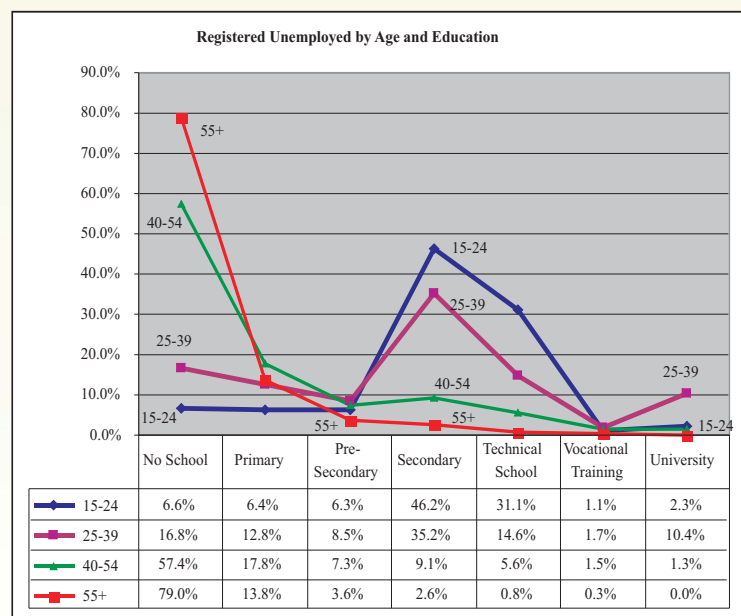
Labour Market Information Department, SEFOPE - The Secretariat of State for Vocational Training and Employment (SEFOPE), with the technical assistance of the ILO, established its Labour Market Information (LMI) Department in 2005 to serve as an important technical facility. The LMI Department supports employment and skills development programmes managed by the National Directorate of Employment and the National Directorate of Vocational Training of SEFOPE that are funded by donors and/or the Government of Timor-Leste.

Objectives - To enhance the Government capacity for labour administration contributing to sustained labour market development, creating an enabling environment for the design, monitoring and implementation of employment promotion interventions.

Services

Information Management Support:

The LMI Department houses a computerised Labour Market Information System (SIMU), which is the key engine for labour market information collection



and analysis. Data from SIMU increases the efficiency of SEFOPE in the delivery of employment services, programme monitoring and evaluation, and policy formulation. SIMU is used by over 50 SEFOPE staff in the Directorates of Employment and Vocational Training who on a daily basis service men, women, and youth in the Districts of Dili, Oecusse, Baucau, and Bononaro where SEFOPE has already established District Employment Centers. The services provided include registration of jobseekers and job vacancies, career counselling, referrals to training providers, job placements, business start-up support and work experience programmes.

The LMI System is currently under review and the system will be upgraded in the near future. The system needs to be fully responsive to the continuous expansion of the SEFOPE programmes throughout the 13 districts of Timor-Leste. This expansion in programmes results in an increase in the volume of data that needs to be stored and processed by the system.

Support Programme Coordination: The work of the LMI Department is crucial to facilitate the coordination between the different employment-support programme components, allowing the tracking of beneficiaries (who participated in what programmes and with what results, breakdown by gender, age, district, education, etc), and the assessment of the performance of the institutions (how many graduates out of the number of training participants or, within a given training provider, how many graduates found a job or created their own income generating activities). The SIMU assists District Employment Centres to trace beneficiaries from different service programmes such as skills training, enterprise training, and micro-credits and refer them to other complementary programmes that meet their needs and enhance their income earning opportunities or employability. Out of this work, SEFOPE designed a Self-Employment Promotion Programme, which presents an integrated package of skills training, business training, and access to credits. The Programme is currently under implementation with an aim to boost creation of quality self-employment opportunities in rural Timor-Leste.

Monitoring and Evaluation: Three important studies and assessments have been undertaken by SEFOPE within the framework of the Skills Training for Gainful Employment (STAGE) Programme during 2007-2008: the Youth Employment Study (2007), the Self-Employment Impact Assessment, and the Technical and Vocational Education Impact Assessment and the Gender Supplement (2008).

Since 2007, the LMI Department issues the Bi-annual Key

Labour Market Information Bulletin.

Contribution to National Policy-making and coordination Process: The service of the LMI Department enabled SEFOPE to lead the 2008 National Priorities Working Group on Employment and Income Generation, and to monitor the progress of the activities conducted by the Working Group members towards the defined targets. This year, and also in the context of the National Priorities concept, SEFOPE participates in two National Priorities Working Groups covering the areas of Rural Development and Human Resources Development.

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