

PROJECT “SUPPORT TO PUBLIC EMPLOYMENT SERVICES”

LEB/08/01M/CAN

**Proposal for the Organization of a Workshop for
DEVELOPING
A NATIONAL OCCUPATIONAL CLASSIFICATION INFORMATION SYSTEM
FOR LEBANON**

28th & 29th of September 2011

SUMMARY

Within the framework of the project Support to Public Employment Services (PES), the project is supporting key players, example given but not exclusively, the Ministry of Labour, the National Employment Authority and the Central Administration of Statistics, in adapting their institutional and divers occupational classification systems into one national Occupational Classification System (OCIS) for Lebanon that is based on the newest international standard classification.

This document briefly outlines the rational of the activity, its objectives and expected outcomes.

Through this workshop participants will be introduced to the International Standard Classification of Occupation 2008 (ISCO08) produced by ILO and will be exposed to the process of its adaptation from a regional perspective. It will also provide the opportunity for key stakeholders to present their current system of occupational classification.

It is expected that through this workshop, key stakeholders will come to an agreement on a national strategy for the adoption of one occupational classification based on ISCO 2008 and will agree on their respective roles to support the process.

The workshop will be held at the Holiday Inn Hotel on the 28th and 29th of September 2011.

The key note speaker is the ILO specialists on OCIS from the ILO statistic department.

INTRODUCTION

One of the five components of the project “Support to Public Employment Services in Lebanon” is to support the development of an occupational classification and information system (OCIS) in Lebanon that would be commonly used by all labour market data producers and would ensure comparability of data at national, regional and international level.

The project team proposes a workshop to provide advice on development and updating of national classifications based on ISCO 2008 and to coordinate and support the process of adaptation and use of occupation classifications between those responsible in statistical offices and other government agencies. Therefore, the workshop will gather a group of specialists from key players’ institutions such as the Ministry of Labour, the Ministry of Education, the Ministry of Industry, the Ministry of Social Affairs, the National Employment Office, the Central Administration for Statistics and others to identify strategies necessary for the development and implementation of a standardized national occupation classification for Lebanon.

The workshop intends to present the concepts, methodologies and best practices on adaptation of national classifications to international standards. It will be an introduction to ISCO08 and its underlying principles and structures in comparison to the older version ISCO 88. Additionally, the workshop will provide a forum for discussing and presenting occupational classifications currently in use and how to engage in a process that ultimately will result in the adaptation of the classifications in use and the adoption of one national occupational classification.

The workshop is planned for the 28th and 29th of September and will be held at the Holiday Inn Hotel in Verdun.

RATIONALE

Background:

A National Occupational Classification is used by all producers and users of labour market data to compile, analyze and communicate statistics. It ensures compatibility of data and statistics. However it is also an important requirement for job mediation activities including vocational and career counseling as it includes brief descriptions of all occupations.

Within the context of the ILO project “Support to Public Employment Services” in partnership with the National Employment Office (NEO), it is expected to improve NEOs operational effectiveness in providing information on employment opportunities and job matching services.

For modern employment services a comprehensive occupational information system is essential to provide effective job matching and vocational counseling services, and to build up compatible databases. Both employers and NEO need to have a commonly understood job classification system. Thus, the project intends to support the development of a national occupational classification system through adaptation of existing international and regional systems.

At the same time the Ministry of Labour and the Central Administration for Statistics are planning to conduct a census on active population and have raised interest in using ISCO08 for the collection and processing of data. The Ministry of Education and the Center for Education Research and Development are in process of developing a National Qualification Framework linked to ISCO08.

Hence, the project team takes advantage of these diverse interests and calls for this workshop to support the development of a national occupation classification based on ISCO08 and to identify the role and contribution of key players in developing the system.

Use of a common occupational information system

In Lebanon there is to date no standardized occupational classification system in place. The absence of a common system poses several problems for the effective delivery of labour market information and the provision of employment services. It poses also constraints when data are to be compared with data of other countries.

The National Employment Office (NEO) developed earlier its own version of an electronic labour exchange (or person-job matching system), adopting a detailed version based on the ISCO88, however with variations adding additional categories and tailored to the needs mainly in matching job seekers with job opportunities. According to NEO, this occupational classification is basically compatible with ISCO 88. The Central Administration for Statistics currently uses ISCO 88. ISCO 88 has been updated to a new version ISCO 08. Both organizations (NEO and CAS) have expressed their interest in updating the occupational classification they use to ISCO08.

Therefore, the workshop will be used to introduce the ISCO08 and to discuss its adaptation for national use. Ultimately key players will have to reach an agreement on a common system that will be adopted as the Lebanese Occupational Classification System.

OBJECTIVES

1. To brief all potential Labour Market Information System (LMIS) key players in Lebanon on the concept of occupation classification and its role in statistical and administrative data.
2. To introduce key players to ISCO08, its underlying principles and structures and what has changed from ISCO88.
3. To facilitate a discussion on the requirements for adapting the ISCO08, specifically the development of correspondence tables between old and new classifications and between national classification and ISCO.
4. To come to an agreement on the roles of the different key players in Lebanon and steps to be taken to enable the development of the National Occupational Classification.

EXPECTED OUTPUT

The workshop expected outputs are:

- Presentations on different OCIS applied in Lebanon by key players and potential synergies are identified for adaptation of a national standardized classification based on ISCO 08 by key players.
- Understanding of specific national requirements for the occupational classification system and the principles and structure of ISCO 08 reviewed taking into account the adaptation process involved, including regional initiatives.
- An agreement on a national strategy for development and implementation of OCIS based on ISCO08 is in place.
- An efficient and effective collaboration of key players to guide and support systems' development is ensured.

PARTICIPANTS AND FACILITATORS

The workshop will gather potential key players in LMI and OCI systems and using the OCIS.

There will be around XX participants, representatives from the following institutions (1 or 2 per each):

Government:

- Ministry of Labour (MOL)
- Ministry of Industry (MoI)
- Ministry of Social Affairs (MOSA)
- Ministry of Education and Higher Education (MEHE)
- Ministry of Economy and Trade
- National Employment Office (NEO)
- Central Administration for Statistics (CAS)
- Directorate for Vocational and Technical Education (VTE)
- Center for Education Research and Development (CERD)
- National Social Security Fund (NSSF)
- Council of Civil Service (CCS)
- Financial Institute Bassel Flayhan (Ministry of Finance)
- General Security (GS)
- Directorate of Higher Education

Employers and workers:

- Employers Organizations (Bank Associations, Chamber of Commerce - COC, Association for Lebanese Industrialists-ALI)
- Workers/Trade Unions (CGTL)

Other agencies and organizations:

- ILO relevant projects/specialists
- Observatory University for Reality of Socio Economic (OURSE)
- Consultations and Research Institution
- Consultation Center for Studies and Documentation
- Islamic Center for Orientation and Higher Education
- UNDP
- UNRWA
- UNESCO
- World Bank

The key note speaker is the ILO Specialist on OCIS in the Statistic Department, Mr. David Hunter.

MAIN THEMES AND SESSIONS

A detailed agenda will be developed later on.

- Introductory remarks by key stakeholders and the ILO.
- Presentation of the concepts of occupational classification and introduction of ISCO08.
- CAS, NEO will present an overview of their projects or systems used including a round table presentation.
- Overview of regional activities in the adaptation of ISCO08 including best practices and lessons learned.
- Discussion/workgroup with key players' participants on a national strategy to develop and adapt a national occupation classification.

LANGUAGES

The workshop will be conducted in both languages, Arabic and English, depending on the speaker/facilitator's mother tongue. Translation will be provided accordingly.

CITY, VENUE AND DATE

The workshop will be held on the 28th and 29th of September 2011 at the Holiday Inn Hotel in Verdun – Beirut City from 9am to 4 pm.