



► Employment diagnostics

The first essential step towards creating decent jobs for all.

January 2023

An employment diagnostic analysis not only identifies the challenges and opportunities for creating quality jobs, but also provides the foundations for choosing the right policy interventions. The ILO is a world leader in conducting these types of analyses, including rapid assessments for crises, with a unique, context-specific approach.

► What makes our approach special?



Holistic

We don't just analyse labour issues, we assess the broader economic environment and other factors that shape the potential for job creation.



Human

As our focus is on quality jobs that enable people to work and live decently, we take into account human-centred development issues, such as human capital, poverty and inequality.



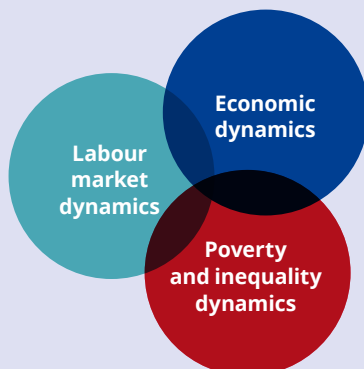
Participatory

A critical feature of our analysis is that it involves national, tripartite stakeholders, providing deeper contextual insights, and local ownership.

► Two key questions addressed by the diagnostics

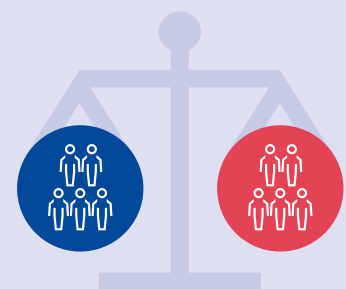
► 1. What?

What is the employment situation and the country-specific development context in which people seek to work?



► 2. Why?

Why is inclusive, job creation being constrained? Why are there mismatches between the supply and demand for labour?



We've conducted more than 60 studies worldwide.

Examples of national employment diagnostic studies include [Serbia](#) and [Zimbabwe](#).

Our extensive experience is complemented by ILO offices in

107 countries worldwide, enabling us to provide rapid, contextually-informed support.

► Specialist analysis

Rapid assessments

Rapid labour force surveys can provide valuable snapshots of employment during crises, when more up-to-date national data is not available or difficult to collect.

This was the case during the height of the COVID pandemic, when the ILO conducted rapid surveys in over 30 countries, using randomized digital dialling phone surveys and other techniques.

Find out more. This data was rapidly analysed to identify the key issues, enabling policymakers to take informed steps.

► Cutting-edge use of data

National labour force surveys are the bedrock for employment diagnostics, and the ILO's database, ILOSTAT, has the world's largest collection of them: more than 11,000 household surveys (mainly labour surveys), from over 160 countries.

However, we also use additional, non-conventional data sources to incorporate socio-economic factor and to provide a more granular perspective. This includes administrative data, economic indicators and Big Data from social media, job portals and other sources.

Techniques such as 'nowcasting' are also being used to identify trends, as applied in the **ILO Monitor series**.

Thematic deep dives

Every country has its own contextual challenges and opportunities, often requiring more detailed analysis and different **methodologies** to dive deeper. We provide that. For example, with UN Women, we've pioneered a methodology for disaggregating and analysing the gender dimensions of employment, including paid and unpaid work. Some of the issues into which we provide deep dives include:



Check out our [employment diagnostics toolbox](#).
Or get in touch with us.

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