Implementation of Demand-Oriented Labour Market Analysis Instruments and the National Forum on Future of Work in Egypt

Taskforce on Labour Market Information

Employment Promotion Project, Egypt

8 November 2022

giz

Overview: Employment Promotion Project (EPP3) (2020-2023)

- ***Main political partner:***

Egyptian Ministry of Education and Technical Education (MoETE)
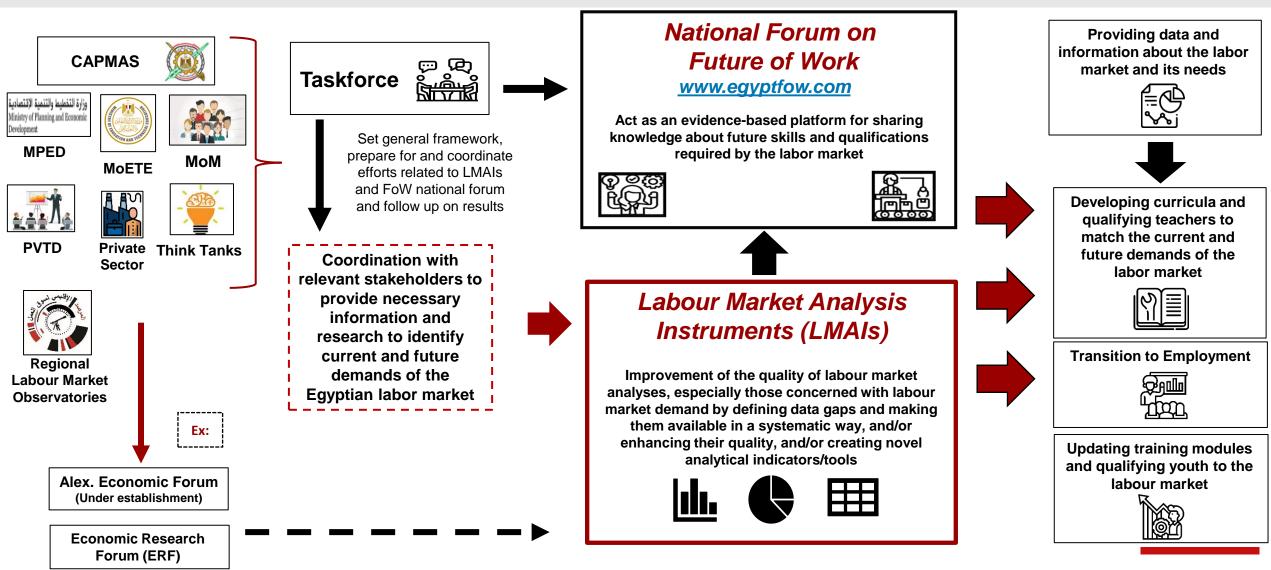
- ***Goal:***

| Improve quality of technical education reform pillars (TE 2.0) | Facilitate labour market-oriented transition of technical education students from school to employment | Support technical education graduates' access to labour market |

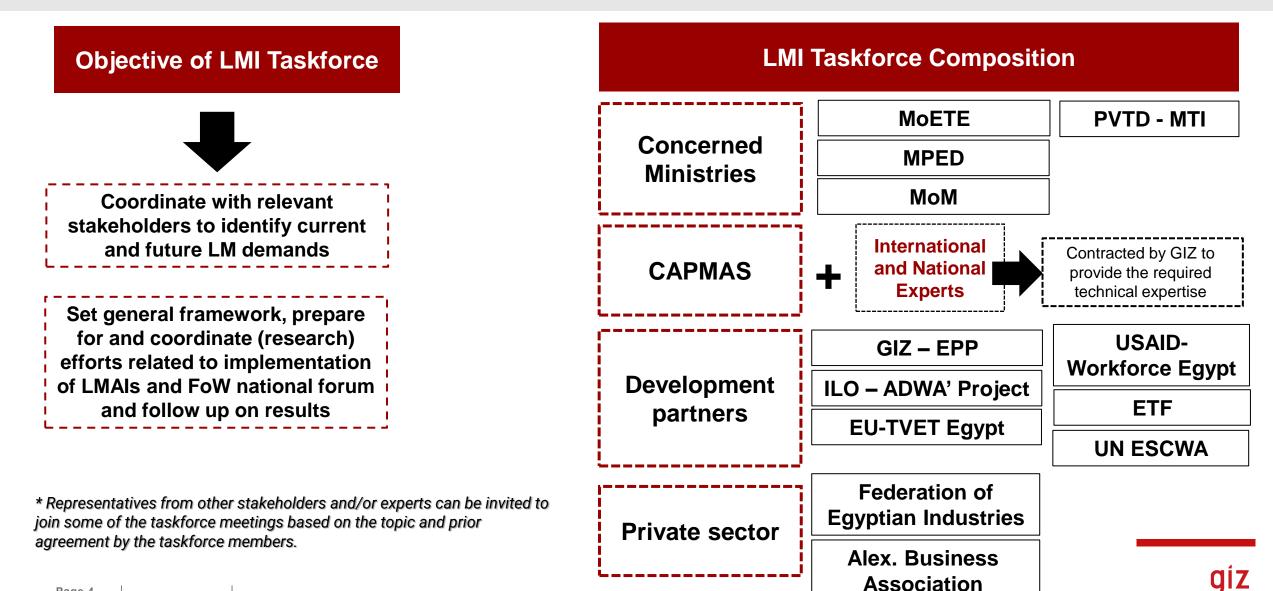**EPP's approach towards labour market information (LMI):**

- Strengthen the evidence-base of good quality and updated LMI, particularly about the <u>demand side</u>, through a collaborative approach to
  - Improve relevant policymakers' access to updated and reliable information
  - Enhance the effectiveness of the career advisory and employment services offered to technical education students and graduates, respectively

giz

Joint LMI Taskforce Concept

CAPMAS

MPED **MoETE** **MoM**

PVTD **Private Sector** **Think Tanks**

Regional Labour Market Observatories

Ex:

Alex. Economic Forum
(Under establishment)

Economic Research Forum (ERF)

Taskforce

Set general framework, prepare for and coordinate efforts related to LMAIs and FoW national forum and follow up on results

Coordination with relevant stakeholders to provide necessary information and research to identify current and future demands of the Egyptian labor market

National Forum on Future of Work
www.egyptfow.com

Act as an evidence-based platform for sharing knowledge about future skills and qualifications required by the labor market

Labour Market Analysis Instruments (LMAIs)

Improvement of the quality of labour market analyses, especially those concerned with labour market demand by defining data gaps and making them available in a systematic way, and/or enhancing their quality, and/or creating novel analytical indicators/tools

Providing data and information about the labor market and its needs

Developing curricula and qualifying teachers to match the current and future demands of the labor market

Transition to Employment

Updating training modules and qualifying youth to the labour market

giz

Labour Market Information (LMI) Taskforce: Objective and Composition

Objective of LMI Taskforce

Coordinate with relevant stakeholders to identify current and future LM demands

Set general framework, prepare for and coordinate (research) efforts related to implementation of LMAIs and FoW national forum and follow up on results

* Representatives from other stakeholders and/or experts can be invited to join some of the taskforce meetings based on the topic and prior agreement by the taskforce members.

LMI Taskforce Composition

Concerned Ministries
- MoETE
- PVTD - MTI
- MPED
- MoM

CAPMAS + **International and National Experts** → Contracted by GIZ to provide the required technical expertise

Development partners
- GIZ – EPP
- ILO – ADWA' Project
- EU-TVET Egypt
- USAID- Workforce Egypt
- ETF
- UN ESCWA

Private sector
- Federation of Egyptian Industries
- Alex. Business Association

giz

Labour Market Analysis Instruments (LMAIs): Objective and (Proposed) Instruments

Main Goal: Improvement of the quality of labour market analyses, especially those concerned with the demands of the labour market with a focus on technical education, by defining the gaps in the data and indicators of the labour market and making them available, and/or enhancing their quality, and/or creating novel analytical indicators/tools.

1. Egypt Occupational Outlook

2. Current and Projected Knowledge, Abilities and Skill Requirements

3. Vacancy Barometer (Indicators)

- Providing an integrated and updated overview for **decision-makers and concerned authorities** on LM and its needs.

- Providing **students and job seekers**, especially of TE, with information on employment and challenges in LM.

- Contributing to meeting the current and future requirements of **the private sector**.

- Contributing to improving the availability of LMI on **future demands of the LM.**

giz

Design and Implement "Egypt Occupational Outlook"

Hosted by Ministry of Planning Economic Development

- Provides **multi-faceted information about many occupations**, including rates of growth of employment and wages, skills requirements, typical entry-level education, and necessary experience, industry concentration, and projected trends. It allows for the ranking of occupations by growth rate, median wages, wage growth.

- Egypt Occupational Outlook shall present data from the Labour Force Survey – in the form of different indicators – to allow different users (e.g. individuals, companies and decision makers) to get more information about certain occupations.

- The information will include both quantitative indicators describing employment and wage trends as well as qualitative information describing the occupation, the tasks it involves, and the qualifications required for it.

- Through the outlook, users shall be able to make queries about different aspects of these occupations, rank, filter, etc. such as: occupations by pay, **projected** growth rate, growth rate of employment, among others
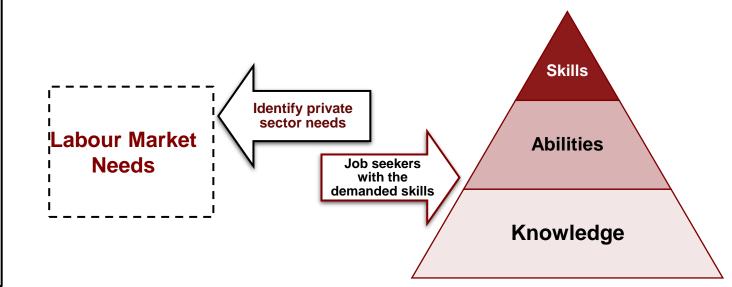
Integrating occupational employment projections into Egypt Occupational Outlook

Objective: Produce occupational employment projections for Egypt for the year 2030, including the total number of jobs expected in each occupation from 2019 to 2030 as well as projected annual average growth rates.

Occupation	Job Creation from 2019 to 2030 in '000s		Av. Annual Proj. Growth Rate	
	Av. 2015-19	MOPED	Av. 2015-19	MOPED
Production and operations department managers in agriculture, hunting, forestry and fishing	848	818	38.1	37.8
Production and operations department managers in personal care, cleaning and related services	29	19	27.1	23.3
Statistical and finance clerks	18	23	15.9	17.9
Garbage collectors	28	32	16.1	17.0
Farm-hands and laborers	339	37	17.1	16.8
Drivers of animal-drawn vehicles and machinery	38	42	13.6	14.2
Insulation workers	4	3	15.1	14.2
Wood and related products assemblers	2	3	11.7	13.7
Vehicle, window and related cleaners	10	9	13.9	13.1
Poultry producers	80	76	13.4	13.1
Technical and commercial sales representatives	9	8	13.9	13.1
Medical assistants	23	37	10.0	12.9
Pharmaceutical- and toiletry-products machine operators	13	17	10.9	12.9
Physiotherapists and related associate professionals	1	2	8.8	11.8
Child-care workers	10	17	8.5	11.4
Employment agents and labor contractors	43	38	12.3	11.4
Pre-primary education teaching associate professionals	1	2	8.3	11.3
Wood-products machine operators	19	26	8.9	10.9
Travel guides	5	6	10.5	10.7
Shoemaking- and related machine operators	8	11	8.5	10.5
Travel consultants and organizers	3	4	10.0	10.2
Incinerator, water-treatment and related plant operators	17	20	9.2	10.2
Sugar production machine operators	5	8	8.1	10.1
Dentists	15	26	7.1	10.1

giz

- **Scenario 1:** Analysis of data on skills, abilities and knowledge from currently implemented surveys by CAPMAS (the <u>Employment, Wages and Hours of Work (EWHW) Survey and the Labor Force Survey (LFS)</u>)

- **Scenario 2:** Relying on an international standard (e.g. <u>O*NET</u>) as a benchmark for <u>expected</u> knowledge, abilities and skills requirements as a first step, and then verifying them later by conducting FGDs with relevant stakeholders.

Labour Market Needs

Identify private sector needs

Job seekers with the demanded skills

Skills

Abilities

Knowledge

Second LMAI: Knowledge, Abilities and Skills (KAS)

Support in the update and digitization of the Employment, Wages and Hours of Work Survey (EWHW) conducted by CAPMAS

Main focus of the Employment, Wages and Hours of Work Survey

Estimating the number of workers in the public/public business sector and estimate the number of private sector workers and average weekly cash wages in EGP according to:
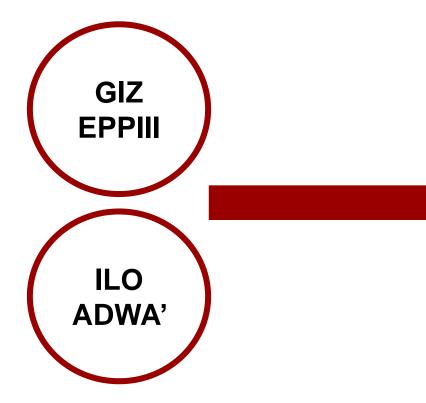- Sector
- Economic Activity
- Geographical distribution
- Occupational Outlook
- Gender
- Job security

Collecting data on vacant and required jobs in public/public business and private sector enterprises during the last 12 months.

Estimating the number of foreign and special-needs workers in public/public business and private sector enterprises

Estimating the number of workers subscribed to social insurance in public/public business and private sector enterprises
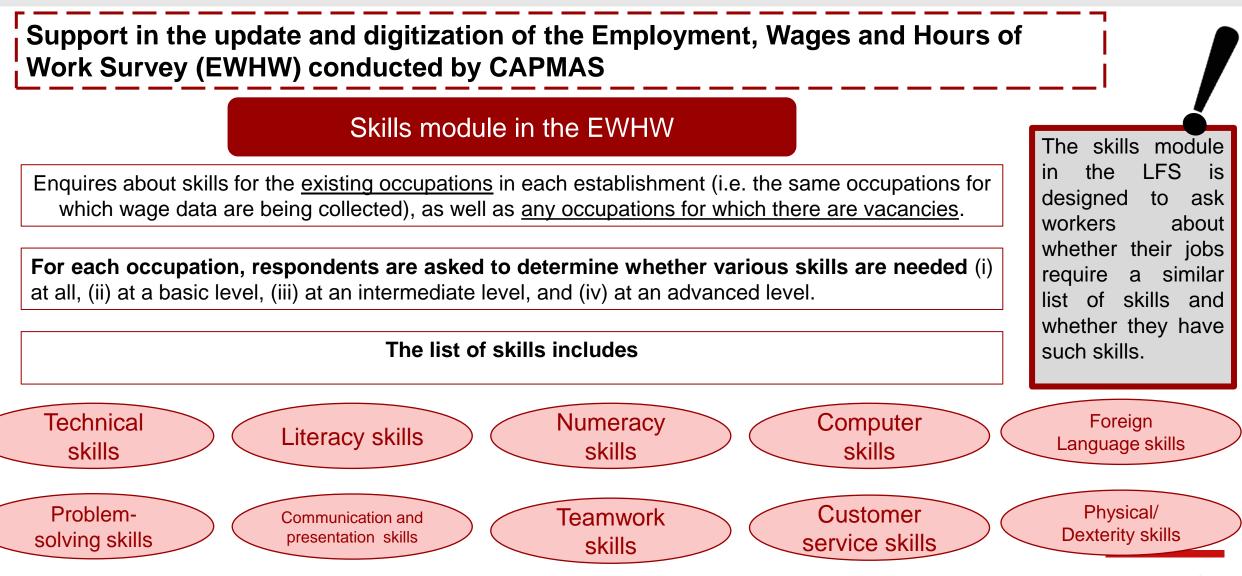
giz

Support in the update and digitization of the Employment, Wages and Hours of Work Survey (EWHW) conducted by CAPMAS

GIZ EPPIII

ILO ADWA'

Support in the enhancement and digitizing of the EWHW data collection process (particularly those related to training and the delivery of tablets, higher remuneration for higher quality data (collected).

Designing a skills module in both the EWHW (establishments) and the LFS (households). These skills modules will be harmonized across the two data sources to elicit similar information on skills from both the demand and supply sides.

giz

Support in the update and digitization of the Employment, Wages and Hours of Work Survey (EWHW) conducted by CAPMAS

Skills module in the EWHW

Enquires about skills for the <u>existing occupations</u> in each establishment (i.e. the same occupations for which wage data are being collected), as well as <u>any occupations for which there are vacancies</u>.

For each occupation, respondents are asked to determine whether various skills are needed (i) at all, (ii) at a basic level, (iii) at an intermediate level, and (iv) at an advanced level.

The list of skills includes

The skills module in the LFS is designed to ask workers about whether their jobs require a similar list of skills and whether they have such skills.

- Technical skills
- Literacy skills
- Numeracy skills
- Computer skills
- Foreign Language skills
- Problem-solving skills
- Communication and presentation skills
- Teamwork skills
- Customer service skills
- Physical/ Dexterity skills

giz

Projecting education and skill requirements in the future through the integration of O*NET data into the Egypt Occupational Outlook

Projecting skill requirements requires two necessary components

- First, a reliable projection of occupational employment is needed, which should be one of the outcomes of the updated Egypt Occupational Outlook LMAI.
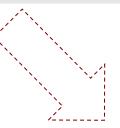- Second, a reliable way to link each occupation with the education and skill requirements for it is needed.

The matrix recommended is provided by the O*NET database in the U.S. The O*NET database has the advantage of extremely detailed skill (abilities, knowledge, and skills) requirements per occupation

The O*NET mapping is being used to identify the most needed *future* skills per occupation (e.g. treating O*NET as a map of what skills will be needed in Egypt in coming decades).
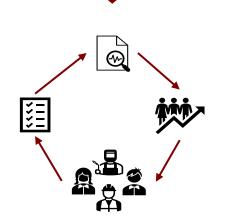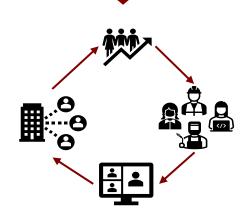
giz

Scenario 1: Analyzing available data and indicators about vacant jobs from current surveys - Employment, Wages, and Hours of Work (EWHW), or Labour Force Survey, or others.

Scenario 2: Analyzing near real time data from online job vacancy portals, such as the ETF Online Job Vacancy (OJV) Data System (Big Data)

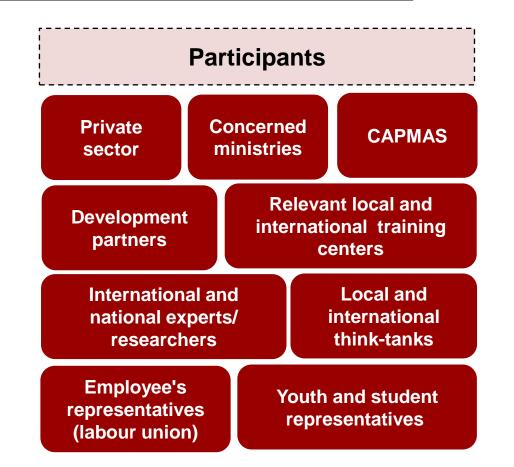# Two National Forums on the Future of Work (FoW)

Main Goal: Act as an evidence-based platform for sharing experiences and knowledge about future skills and qualifications required/demanded by the Egyptian labor market and sensitizing relevant stakeholders on the topic of FoW.

FoW National Forum

The Forum is to serve as an **evidence-based platform for knowledge sharing and exchange** on essential topics identified to better understand the Egyptian LM, with a special focus on TE.

It intends to disseminate the LMAIs, discuss promising sectors and occupations for the future, indicate current and future skills requirements by the LM as well as discuss the impact of global and regional trends on Egypt's labour market.

Participants

Private sector	Concerned ministries	CAPMAS
Development partners	Relevant local and international training centers	
International and national experts/ researchers	Local and international think-tanks	
Employee's representatives (labour union)	Youth and student representatives	

www.egyptfow.com

giz

First **National Forum on the Future of Work (13.03.2022)**

Impact of Global Trends on Egyptian Labour Market in the Opening of the Forum

Growing and shrinking occupations

Labor market informality/the gig economy

Demand for technical skills

Second National Forum on the Future of Work (March 2023)

- Quantitative Analyses of Existing Data (ELMPs, LFS, Others)
- Qualitative Interviews and FGDs with sectoral experts, companies, governmental bodies, among others.

Skills required for the future of work

- Quantitative analyses to identify green or greenable sectors
- Expert opinion being gathered using the Delphi approach.
- In-depth interviews being conducted with experts in the agriculture and renewable energy sectors within the green economy.

ICT

Qualitative and Quantitative

Green Economy/ Jobs

giz