LABOUR MARKET INFORMATION SYSTEMS
- VALUE, PRINCIPLES, ACTORS –
THE ROLE OF PUBLIC EMPLOYMENT SERVICES

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## Exploring current and future demands – current situation in Bosnia and Herzegovina

<table>
<thead>
<tr>
<th>Time horizon</th>
<th>short-term (0-1 year)</th>
<th>Mid-term (1-5 years)</th>
<th>Long-term (&gt;5 years)</th>
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<tbody>
<tr>
<td><strong>Levels</strong></td>
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<td><strong>Micro-level</strong> (people, enterprises)</td>
<td>Tracer studies</td>
<td>Skills needs assessment at company level</td>
<td>Formal, national or regional projections</td>
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<td>Surveys on labour market transitions</td>
<td>Sector specific skill needs analysis</td>
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<td><strong>Meso-level</strong> (sectors, regions)</td>
<td>Employer surveys</td>
<td>Qualitative (sector specific) forecasts</td>
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<td>Vacancy monitor</td>
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<td><strong>Macro-level</strong> (macro economic, national level)</td>
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Multi horizon skills needs identification; Combination of methods; Regularity

Cooperation mechanisms to combine sources, interpretation and refine methodologies

Share results (build trust, full use in policy making – empl, education, development ...)

KEY INGREDIENTS OF RELIABLE LMIS AND RELEVANT INPUT TO POLICY MAKING
LMIS – MULTIPLE ACTORS

PUBLIC
MINISTRIES IN CHARGE OF LABOUR AND EDUCATION (INCL. AGENCIES)
STATISTICAL INSTITUTES
OTHER PUBLIC BODIES MANAGING DATA RELEVANT TO LMI (E.G. TAX ADMINISTRATION; MIGRATION FLOWS ETC.)

NON-PUBLIC OR HYBRID
SOCIAL PARTNERS’ ORGANISATIONS
RESEARCH INSTITUTES; UNIVERSITIES
THINK TANKS
PROFESSIONAL ASSOCIATIONS
THE ROLE OF EMPLOYMENT SERVICE PROVIDERS

DUAL ROLE:

DATA AND INFORMATION GENERATOR
EFFECTIVE USE IN MATCHING SERVICES AND ACTIVATION MEASURES

DRAWBACKS:

RATHER SHORT OUTLOOKS ON LABOUR MARKET DEMAND;
BIASED INFORMATION DUE TO LIMITED OUTREACH (E.G. RULES/PRACTICES OF VACANCY REPORTING; JOBSEEKERS REGISTRATION ETC.)

POTENTIAL DEVELOPMENTS:

- EXPANDING HORIZON OF LM DEMAND (E.G. COMBINATION OF DATA SOURCES; REFINE METHODS, IN DEPTH/WIDER INTERPRETATION ESP. ON SKILLS IMPLICATIONS)
- CONSOLIDATION OF COOPERATION NETWORKS AND DISSEMINATION CHANNELS