HUMAN RESOURCE DEVELOPMENT COUNCIL of BOTSWANA

THE BOTSWANA LABOUR MARKET OBSERVATORY JOURNEY

BY

MESHACK .J. TAFA – ACTING CEO OF HRDC

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INTRODUCTION

Part II Section 4 of the HRDC Act mandates HRDC to: "establish and manage a national labour market information system and national education and skills development data base".

It is on the basis of this section of the Act that HRDC is currently developing a nation-wide labour market information system (LMIS) and a Labour Market Observatory (LMO).

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WHAT IS A LABOUR MARKET OBSERVATORY (LMO /LMIS)?

An LMO/LMIS is a platform that understands, monitors and reports on labour market patterns and trends and provides strategic guidance for planning, policy formulation and programme development.

These trends are ever changing owing to changes in demographics, technological advances, occupations, skills required and training demands, COVID-19 hence, constant monitoring for effective policy interventions.

PRIMARY OBJECTIVES OF THE LMO

The goal of the LMO is to provide reliable labour market information for various actors regarding the labour market situation and provide career, business and policy advice to influence proper decision-making across the Botswana labour market ecosystem..

The primary objectives of the LMO are:

(i) **To generate and report real-time labour market information and trends;**

(ii) **To increase the accessibility and usability of labour market information by end users.**

(iii) **To increase awareness and promote utilisation of labour market information by various labour market actors**

BENEFITS OF THE LMO

- **INFORMATION GENERATED:-**

- **Supports decisions** on career pathways and guide skill attainment for good jobs, economic opportunity, and career growth.

- **Inform decisions** with respect to internship/apprenticeship and training activities in the area of trades as well as any other retooling/ retraining decisions.

- **Predicts outlooks** for various occupations based on a variety of structural factors (economic, demographic, social) and come handy in guiding expenditure on education and training by both Government and Private Tertiary Education Providers.

- **Facilitates of Business set up**:- firms will only invest if they are confident about future costs e.g. labour costs, product demand and economic prospects.

KEY FEATURES OF THE LABOUR MARKET OBSERVATORY

1. **The LMO Governing Body and Technical Committee made up of members from the public sector, the private sector, trade unions and other NGOs.**

2. **The Labour Market Information System.**

3. **The LMO Portal, already live at:-**
   www.botswanalmo.org.bw

MAKING THE LMO FUNCTIONAL

LMO

- Production of labour market indicators
- Monitoring and evaluation of labour market performance
- Research, analysis and provision of policy advice

LMIS

-Collection and processing of labour market data and information (one stop shop for access by scholars, investors, employers, policy makers etc)

- Production of labour market trends and reports
- Stakeholder engagement/ collaboration

Job Seeker Data-base

- Registration of jobseekers and employers
- Jobseeker and employer matching
- Production of real time unemployment and employment statistics

THE JOURNEY

- **The LMO was conceived by the then Ministry of Finance and Development Planning (MFDP), the Ministry of Labour and Home Affairs, the then BOTA and the then Central Statistical Office (CSO) in recognition of their complimentary functions in the labour market.**

- **An LMO Technical Committee was formed whose main purpose was to bring together experts on the labour market, share resources and information as well as disseminate education, training, labour and employment trends.**

- **The Committee reported directly to the then National Manpower and Incomes Council (NEMIC) which was chaired by the then Minister of Finance and Economic Planning (MFDP).**

- **The function was transferred to the Human Resource Development Council in December 2011.**

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THE LMO JOURNEY – the timelines

2011 **Manpower planning transferred to the HRDC in Dec.**

2017 / 2018 **A feasibility study was conducted with technical support from the World Bank to guide the establishment of a robust LMO / LMIS.**

2018 / 2019 **A Statement of User Requirements (SOUR) with system specifications was developed.**

2019 / 2020 **Incorporation of the National Employment Services System requirements from the then Ministry of Employment Labour Productivity and Skills Development (Now MLHA).**

2020 / 2021 **System development interrupted by COVID-19**

2022 **System development commissioned and LMO Governing Body established**

THE REST OF THE WORLD

- **The LMO is not a new concept - the European Union and other countries such as Spain, Ireland, Singapore and Jamaica, have successful LMOs.**

- **At the regional level, SADC is in the process of developing and implementing a regional LMO.**

- **The conceptual framework for the SADC LMO was adopted at the SADC Employment and Labour Sector Ministers and Social Partners meeting in April 2021.**

- **The ILO is working with other stakeholders and organizations to prepare SADC countries for this monumental step.**

- **SADC countries are at different levels of implementation and data production; and Botswana is ahead.**

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Thank You

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