



Labour Market Information Systems in Ivory Coast, Morocco and Peru: Comparative Report

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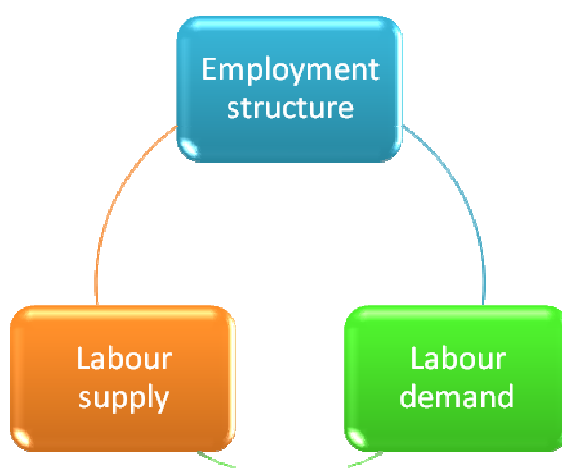
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Contents

Introduction	3
1. Which are the institutions involved in LMIS?	6
1.1. Institutions in the Ivory Coast	7
1.2 Institutions in Morocco	8
1.3. Institutions in Peru	9
2. Information on the employment structure	11
2.1 Ivory Coast	12
2.2 Morocco	12
2.3 Peru	15
3. Information on the labour supply	16
3.1 Ivory Coast	17
3.2 Morocco	19
3.3 Peru	20
4. Surveys on labour demand	22
5. Information relating to VET	22

Introduction

In the framework of the ELOISE project, an analysis of the main activities related to Labour Market Information Systems (LMIS) that are conducted in Europe and, in some cases, in Italy¹ highlighted that Information on the labour market can be obtained through three main approaches, which are not mutually exclusive: the analysis of the employment structure, the analysis of the labour supply, and the analysis of the labour demand.



Information on the **employment structure** concerns not only the “quantity” of employment, but also its distribution across the various sectors and types of enterprises. Time series enable to analyse the trends, i.e. sectors developing and declining and therefore to define specific economic policies, either in support of declining sectors or to steer the workforce towards the increasing ones.

Statistical data on the employment structure in a country (or a territorial area) or in a sector can be obtained either from surveys on enterprises (which are generally sample surveys) or from administrative data (e.g. Statistical Business Registers, which cover all enterprises). Data derived from the statistical registers however often exclude the Government and Public sectors, which in some countries account for a high proportion of total employment and therefore play an important role in determining its structure and changes.

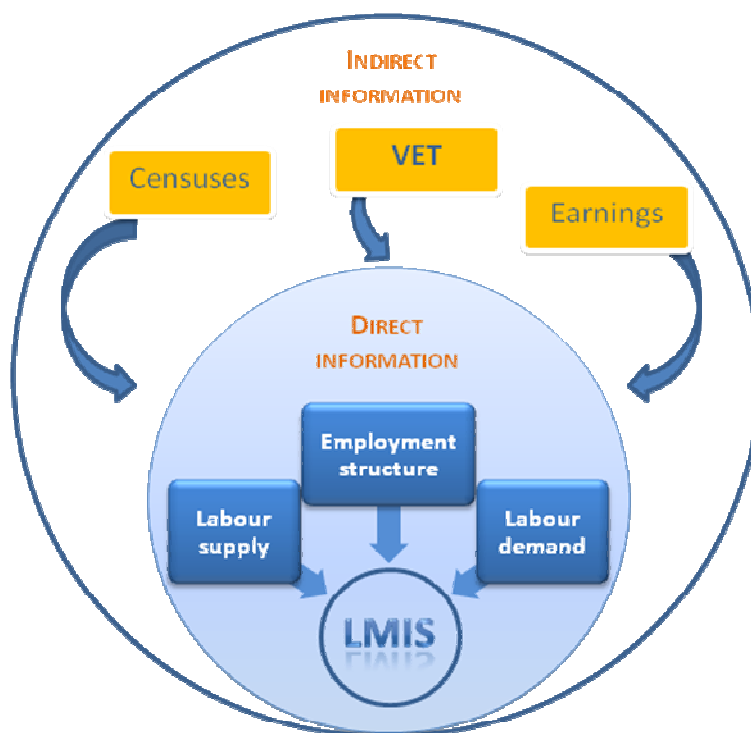
Information on the **labour supply** refers to the population in employment or willing to work and is generally obtained by interviewing individuals (household surveys). The information collected is not only strictly quantitative (i.e. how many people are seeking employment, or which is the unemployment rate) but also qualitative, for example what is the level of educational attainment of the working population, or which age groups record the higher unemployment, or if there is a relation between the education of the workers and their occupation, etc.

¹ see document **ANALYSIS OF THE MAIN EUROPEAN LABOUR MARKET INFORMATION SYSTEMS (LMIS)**

The third type of information on the characteristics and trends of the labour market concerns the **labour demand**, which corresponds to the occupational needs expressed by the economic system.

From a quantitative point of view, and with particular regard to the private sector (enterprises), the labour demand can be assessed through the vacancies posted by enterprises or by the number of employees recruited. As is the case of information on the labour supply, also the labour demand can be assessed in qualitative terms: for example, which are the occupations needed by enterprises? And what are the characteristics of the workers that will perform these occupations? Which should be their level of educational attainment? Do they need to have previous work experience? And which are the skills they should have?

There are, of course, several other sources of data which, although not directly related to the labour market, provide supplementary information that can be used for a more complete analysis. Some examples are surveys on earnings, statistics on the population (including migration), and statistics on VET and/or university graduates.



In their national reports on the LMIS, the Ivory Coast, Morocco and Peru described not only the sources that provide “direct” information, but in some cases also surveys that provide “indirect” information.

According to the national reports, information on the employment structure is available in the three countries.

Also data on the labour supply, collected through household surveys are available in the three countries, however with different levels of details.

Information on the labour demand, intended as vacancies in enterprises, is instead available – to some extent - only in the Ivory Coast.

Types of information available in each country				
		Ivory Coast	Morocco	Peru
Direct	Employment structure	X	X	X
	Labour supply	X	X	X
	Labour demand	X		

The following chapter of this report provides an overview on the main institutions that, in each of the countries observed, operate in issues related to LMIS.

The subsequent chapters summarise the key characteristics of the surveys conducted in each country, focusing on the three approaches described above: employment structure, labour supply, and labour demand.

Sources of “indirect” data have not been included in this report, exception made for analyses on labour market outcomes of VET conducted in Morocco. They are available in the national reports provided by the countries, which also contain more detailed information on the issues discussed here and on the characteristics of all the surveys.

It is underlined that the information presented in this document is taken exclusively from the national reports and has not been derived from any other supplementary sources.

1. Which are the institutions involved in LMIS?

In each of the three countries observed there are several institutions involved, either directly or indirectly, in Labour Market Information Systems.

Their roles and activities range from data collection and processing to dissemination and analysis. Some of them operate instead in the matching between labour supply and demand.

The main institutions in each country are listed in the scheme here below:



1.1. Institutions in the Ivory Coast

In the Ivory Coast there are two key institutions that are involved in information on the labour market : AGEPE - Agence d'Etudes et de promotion de l'emploi (Agency for study and promotion of employment) and INS - Institut National de la Statistique (National Statistics Institute).

AGEPE is a public agency for studies and promotion of employment and is responsible for the “Observatoire de l'emploi” (Observatory on employment), whose aim is to produce and disseminate information on the labour market. Its activities comprise data collection (primary and secondary data), processing, analysis dissemination. Since the creation of the Observatory, a number of activities have been carried out, thanks also to the collaboration with other institutions, in particular INS – Institut National de la Statistique.

AGEPE also keeps a register of persons seeking employment and addresses them to enterprises with vacancies. However, at present registration with AGEPE is not compulsory, which means that the information available, either from the side of vacancies and from the side of job seekers, is not complete. Besides, AGEPE is not represented all over the territory.

INS is Ivory Coast's Statistics Institute. It is a public institute whose main role is to produce statistics at the national level on a variety of subjects, among which employment and enterprises.

Administrative sources: with particular regard to enterprises, information can be obtained also from administrative sources. Data on **enterprises operating in the modern private sector**² can be derived from INS's BDF - Banque des données financières (Database containing financial data), CNPS - Caisse Nationale de Prévoyance Sociale (National Social Security Institution), and FDFP - Fonds de développement de la formation professionnelle (Professional Training Fund).

Despite some weaknesses, the **BDF** (data base with financial data on enterprises) has the advantage of being updated on a regular basis and of being the most available source. Enterprises in this database are classified according to the last nomenclatures used in the national accounts.

In the Ivory Coast, employers and employees must register with **CNPS** (National Social Security Institution). This source can therefore provide information on enterprises and their employees, the latter broken down by gender, age, nationality and socio-professional category. However, it is known that, in order to avoid taxation, many enterprises do not register with CNPS: this means that the data base does not provide information on the entire private modern sector. Despite this incompleteness, within the AGEPE's Observatory, the definition used for “enterprises in the modern private sector” is the registration with CNPS.

Also **FDFP** (Professional Training Fund) has a database of enterprises, which includes all enterprises that pay the fees on apprenticeship and lifelong learning.

² The modern private sector comprises all private formal enterprises (informal enterprises are therefore excluded).

In addition to the above-mentioned sources, there is also the **direction générale des impôts** (general directorate for taxes), whose data on enterprises are however kept confidential. Finally, several **enterprise federations** have data on their associated enterprises, but access to this information is practically impossible.

As for the **public sector**, the only source of information on civilian employment is the register of employees (and their characteristics) maintained by the Ministry of employment (Directorate for information). Data on employees in the army and defence are instead available with the Ministry of the interior.

Information on the **agricultural sector** dates back to 2001, and was obtained through a survey conducted by the Ministry of agriculture and animal resources.

It should be underlined that, in the Ivory Coast, the **informal sector** accounts for an important proportion of total employment, but very few surveys on this sector have been conducted, especially during the most recent years. Only surveys on households allow to obtain some information on this sector at the national level (some recent surveys on the informal sector were at local level and did not cover the entire territory).

Associations of enterprises are indirectly involved in the collection of data or production of statistics on the labour market. Their role in this field is to facilitate the collaboration of enterprises in providing information that could be used for statistics on enterprises or on employment.

1.2 Institutions in Morocco

The key institutions involved in LMIS in Morocco are:

ANAPEC - Agence Nationale de Promotion de l'Emploi et des Compétences (agency under the Ministry of labour): ANAPEC already conducted a number of activities aimed at monitoring the Moroccan labour market. In the framework of a project conducted in co-operation with Sweden, it implemented a system that provides useful information about the local economic sectors. This system provides information on relevant job opportunities, the main company needs in terms of recruitment, the matching of such needs on the one hand and the necessary qualifying training on the other.

HCP – Haut-Commissariat au Plan: is the body responsible for household surveys. The principal household survey is the “enquête nationale sur l'emploi” (national survey on employment), which enables to observe the quarterly and annual changes of the population and social and cultural characteristics. This survey is considered as the main source of high-quality data on the labour market. HCP also conduct other surveys on households³

Ministry of Industry: is in charge of the most important survey on enterprises that is conducted in Morocco. This is the survey on processing industries, which is conducted every year since 1976 by the Department of Industry and Trade. The main objectives of this survey are to collect – on a regular basis – information on the industry sector, to observe its trends and to identify its possibilities of development.

³ see Chapter 3 for more detailed information.

Other enterprise surveys are conducted by the Directorate for Statistics of the Ministry, and cover the following sectors: industry; energy and mines; construction and public works; trade; non-financial services.

Département de la Formation Professionnelle (Department for vocational education and training – VET): In order to monitor the quantitative and qualitative development of the VET system, the department for vocational education and training decided that studies on regional planning and sectoral planning be conducted.

Since 1985 the department conducts annual studies on the professional inclusion of graduates from VET. This tool enables to measure, in the short-run, to what extent VET meets the needs of the production system.

Administrative sources: in Morocco there are various administrative sources that can provide information employment. Some of them are: Ministry of labour, CNSS - Caisse Nationale de Sécurité Sociale (National Social Security Institution; Ministry of Finance (personnel administration department; Ministry of Finance (directorate for taxes).

1.3. Institutions in Peru

The institutions that, in Peru, produce information on the labour market are mainly of public nature. The ones mentioned⁴ are the following:

- INEI - Instituto Nacional de Estadística e Informática (National Statistics and Information Institute)
- MTPE - Ministerio de Trabajo y Promoción del Empleo (Ministry of labour and employment promotion)
- OSEL Lima Norte - Observatorio Socio Económico Laboral (Socio-economic and employment observatory of Northern Lima)
- ODT - Observatorio para el Desarrollo Territorial (Observatory for territorial development)



⁴ There are several research companies that occasionally may collect information on the situation of the labour market. However such data are not official (and often are not disseminated), and for this reason they have not been included in Peru's national report on LMIS.

The National report does not list administrative sources either.

INEI - Instituto Nacional de Estadística e Informática (National Statistics and Information Institute):

The National Statistics Institute (INEI) is responsible for Peru's National Statistical System. INEI regulates, coordinates, evaluates and supervises the official statistical activity in the country. In order to achieve its objectives, it has technical and managerial autonomy.

The National Statistical System is the network of public bodies that operate at central, regional or local level and, under the coordination of INEI, produce and release official statistics.

MTPE - Ministerio de Trabajo y Promoción del Empleo (Ministry of labour and employment promotion):

The Ministry of labour and employment promotion coordinates the implementation of policies and programmes for the increase and improvement of employment, contributes to the development of small and medium enterprises (SMEs), promotes social welfare, and promotes vocational training. It also ensures that regulations and laws are complied with and that working conditions are improved, in a context of dialogue and consultation with the social partner and the Government.

OSEL Lima Norte - Observatorio Socio Económico Laboral (Socio-economic and employment observatory of Northern Lima):

The Socio-economic and employment observatory of Northern Lima is a project by the Ministry of labour and employment promotion (MTPE), funded by the programme of fight against poverty in Lima Metropolitana (PROPOLI) and realized by Universidad Católica Sedes Sapientiae (UCSS). The Observatory is studying the behaviour of some districts in Lima's metropolitan area (Comas, Puente Piedra and Ventanilla).

The objective of the Observatory is to participate actively in the development of northern Lima, producing and disseminating detailed and up to date information on the labour market in the districts.

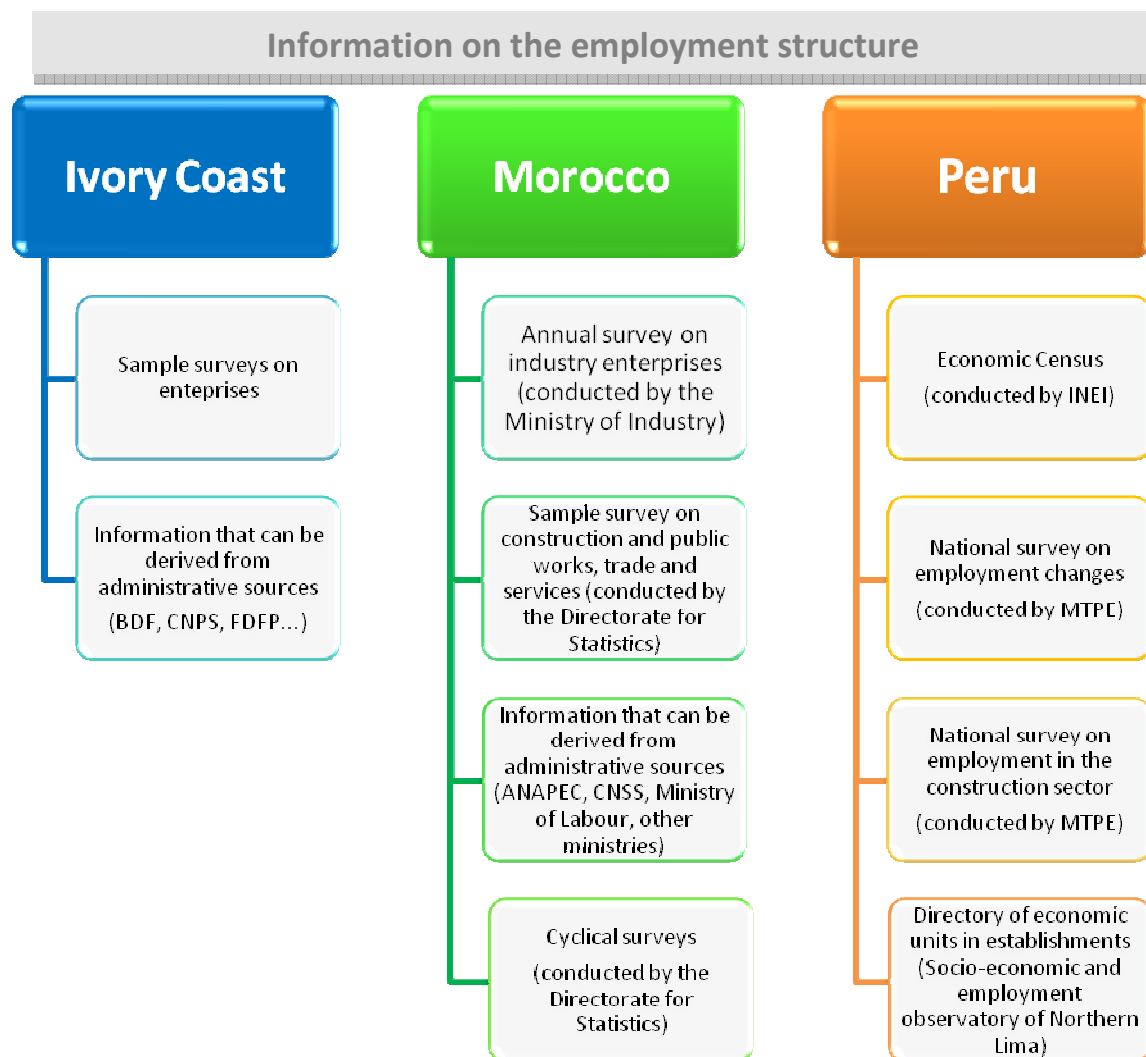
ODT - Observatorio para el Desarrollo Territorial (Observatory for territorial development):

ODT is implemented by Universidad Católica Sedes Sapientiae (UCSS) and is fully based on the experience acquired through the Socio-economic and employment observatory of Northern Lima (OSEL Lima Norte). Its objective is to contribute to local development, by linking academic research with the practical experience of collaboration with other bodies (General Government, local Administrations, NGOs, multi-lateral bodies, enterprises).

2. Information on the employment structure

As described in the beginning of this document, the analysis of the employment structure, in terms of characteristics and changes is one of the possible approaches to monitor the labour market.

This chapter highlights which types of information on the employment structure are available in each of the three countries observed. These are summarised in the scheme below.



2.1 Ivory Coast

As described in the previous section, in the Ivory Coast information on enterprises in the modern private sector can be derived from a number of **administrative sources**, such as BDF - Banque des données financières (Database containing financial data), CNPS - Caisse Nationale de Prévoyance Sociale (National Social Security Institution), and FDFP - Fonds de développement de la formation professionnelle (Professional Training Fund).

Given the different coverage of these sources, it is difficult to define which of them is the most reliable for the analysis of employment. A Census of all formal enterprises operating in the Ivory Coast would of course enable to have an updated database on the modern sector. INS (National Statistics Institute) tried to conduct this Census, but the results are not available.

Some **sample surveys** on production units are however conducted, and the relevant questionnaires may of course vary according to the objective of each survey. The aspects that are always surveyed are: enterprises characteristics, workforce, production, expenditures, investments, equipment, financing.

In the Ivory Coast Enterprises are classified according to the nomenclature of economic activities used in the national accounts. Starting from this nomenclature, it is possible to find the categories of the ISIC (International Standard Industrial Classification).

The sample of each survey is stratified and comprises around 300 enterprises (in the modern sector), out of around 3000 enterprises registered in BDF.

Response rates tend to be low, because enterprises are not always willing to answer the questionnaires. However, collaboration with the enterprise associations enables to increase significantly response rates.

Data are collected by direct interview, although in some cases the questionnaire is explained but the respondent can answer it in another moment and then mail it. The CATI method has not yet been tested in the Ivory Coast.

Ideally, these surveys should be conducted on an annual basis. However, due to budget constraints, this frequency is not always possible and they are not regular.

2.2 Morocco

In Morocco there are several administrative sources of information on enterprises and employment. Some surveys are also carried out.

Administrative sources

Some of the administrative sources from which it is possible to derive information useful for labour analyses are:

- **ANAPEC** (agency under the Ministry of labour): the registers of ANAPEC contain information on persons seeking employment (socio-demographic characteristics,

level of educational attainment, occupation sought) and on vacancies in enterprises (characteristics of enterprises, type of job, type of contract, education and level of experience required, etc.). Also available are statistics on the persons benefitting from the various programmes and on the results of the programme actions (training, professional inclusion, business creation, etc.).

- **Ministry of labour** (work inspection): data derived from the registers of the work inspection provide information on the social climate within the labour market: labour disputes, number of strikes, number of days of work lost, workers' participation in labour unions (unionisation rates), openings and closing down of enterprises, increases or compression of wages and salaries, etc. This information is disaggregated by region and by sector of economic activity.
- **CNSS - Caisse Nationale de Sécurité Sociale** (National Social Security Institution): the registers of the social security contain individual data on enterprises registered, employees registered, and declarations of earnings. This enables to have information on the characteristics of enterprise establishments (by enterprise size, by region and by sector of economic activity) and on the employees (age group, class of earnings, contract duration, etc).
- **Ministry of Finance (personnel administration)**: on the basis of data from the Ministry's database on the employees of the Government sector it is possible to obtain statistics on the characteristics of such employees and their work: gender, age, date of job starting, level, administrative situation, marital status, number of children, annual earnings, etc. These statistics exclude the army, the Royal Gendarmerie, and the territorial defence.
- **Ministry of Finance (directorate for taxes)**: this source of data, although potentially very rich, is not accessible and therefore has never been used.
- **Other departments of the ministries**: databases available in certain departments of the ministries enable to have indirect information on employment. They can be useful for some specific needs of information, such as those needed for the *programme de la promotion nationale* (national promotion programme): number of days of work demanded and number of workers engaged (by nature of the work, and area of residence). Another example concerns employment in specific sectors, such as transport, energy and mines, education and health.

Surveys on enterprises

The most important survey on enterprises is the **Survey on industry enterprises conducted by the Ministry of Industry (department of Industry and trade)**. It is conducted every year since 1976 and its main objectives are:

- to collect on a regular basis information on the processing industry sector;
- to have information on the economic performance of industrial enterprises;

- to observe, in a coherent and permanent way, the evolution and changes of the industry sector; and
- to identify the perspective of growth of the industry sector.

This survey covers the whole Moroccan territory and all industrial units formally identified in official registers.

The variables surveyed, in addition to those relating to the identification of the enterprise, cover the main economic values and employment, both permanent and seasonal. In order to ensure that the entire territory is surveyed, since some years data are collected at municipal level.

Other surveys are carried out by the **Directorate for Statistics**. They are sample surveys and cover the following sectors of activity: industry, energy and mines, construction and public works, trade and non-financial services. The objectives of these surveys are to better know the structural situation of enterprises and to obtain information (by sub-sector of activity) on a set of characteristics, namely production, investments, financing sources, and employment.

They are also the basis for the implementation of the new system of national accounting (SCN 1993) and for the change of the basis of the national accounts.

However, these surveys are not conducted on a regular basis and are not very frequent. They were carried out in 1969, 1975, 1983 and 1999-2000 (the last one on a sample of 6000 enterprises).

For what concerns employment, working conditions, or enterprises' skill needs, the information provided by these surveys is very limited, because these issues are not part of their core objectives. However, these surveys are useful to study aspects such as business demography, links between employment and structure of enterprises, sector-specific characteristics, as well as the volume of employment in the various socio-professional categories and the breakdown of labour costs.

The **survey on construction and public works, trade and services** (conducted by the Directorate for Statistics) is conducted every year since 2004. It provides information on total permanent employment, by sector and by gender, and on non-permanent employment (in terms of number of days worked). It also provides comprehensive information on earnings of employees, by socio-professional category and sector.

The directorate for Statistics also conducts some **cyclical surveys**, which since 1998 cover all industry sectors and construction (including public works). With regard to employment, these surveys enable only to observe the changes in the stock of employees, in terms of quarterly trends.

2.3 Peru

In Peru, there are several surveys on enterprises that provide information related, directly or indirectly, to the labour market. With specific regard to the employment structure, we mention the following surveys⁵:

CENEC - Censo Económico (Economic Census): is conducted by INEI (Peru's Statistical Institute) and pursues the following objectives:

- to obtain basic statistical information which enables to characterise the country's economic structure, at various territorial levels (national, department, province, and district), for the purposes of policies for social and economic development;
- to define a statistical framework that is the basis for designing samples of enterprises and establishments for continuous economic surveys.

ENVME Encuesta Nacional de Variación del Empleo (National survey on employment changes): is conducted by MTPE - Ministry of labour and employment promotion. The main objectives are:

- to have information on the changes in the labour demand expressed by enterprises operating in the private sector;
- to find out which are the reasons of increases or reductions in the number of persons employed in the various sectors, according to the different professional categories (clerks and manual workers).
- to disseminate reliable statistical information so as to enable the making of policies and programmes for the support and promotion of employment.

ENESC - Encuesta Nacional del Empleo en el Sector Construcción (National survey on employment in the construction sector). Also this survey is conducted by MTPE - Ministry of labour and employment promotion. It has the following aims:

- to provide information on the changes in employment in private enterprises;
- to study the trends of the sectors through statistics covering: type of work, production value, production capacity, machinery and equipment;
- to disseminate reliable statistical information so as to enable the making of policies and programmes for the support and promotion of employment.

DUEE Lima- Directorio de Unidades Económicas en Establecimientos (Directory of economic units in establishments). The directory is part of OSEL - Socio-economic and employment observatory of Northern Lima.

Its objective is to obtain information on establishments and enterprises located in the three districts of Northern Lima, with regard to their economic activity and employment

⁵ Selection made by the authors of this document on the basis of information contained in Peru's national report.

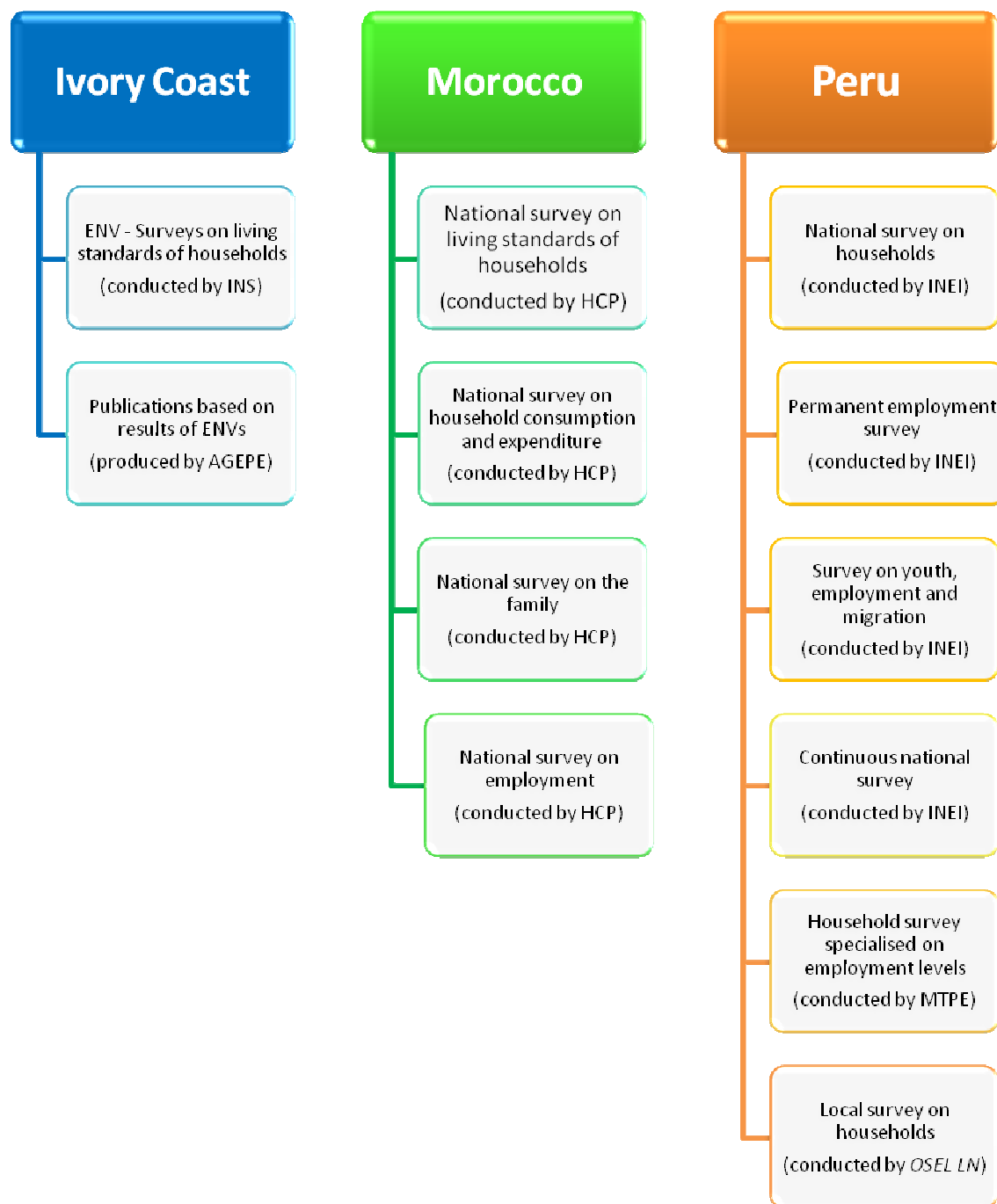
characteristics. A further objective is to have a Directory of establishments and enterprises in each district.

3. Information on the labour supply

As explained in the introduction to this document, information on the ***labour supply*** refers to the population in employment or willing to work and is generally obtained by interviewing individuals (household surveys).

The scheme here below summarises the household surveys (related directly or indirectly information on the labour market) that are conducted in each country.

Information on the labour supply (household surveys)



3.1 Ivory Coast

AGEPE's Observatory on employment released, in 1995, 1998 and 2002 some publications on the situation of employment in the Ivory Coast. Such publications were based on the results of the surveys on living standards of households (ENV) conducted during those same years by the INS - National Statistics Institute.

The survey questionnaires contained a section on employment, which made it possible to have information on this issue. Since 1998 this section of the questionnaire is drafted by the Observatory, and every year some improvements are implemented.

The last survey on living standard of households was conducted in 2008 (by the National Statistics Institute). It enabled the Institute to produce a certain number of indicators, but the Observatory has not yet received the data set to update all the indicators on the labour market.

In 2008 the Observatory itself conducted a survey on employment, but it covered on the city of Abidjan. Some other structures, as well as the National Statistics Institute, conduct some other comprehensive household surveys, but none of them covers the entire national territory.

In the household surveys conducted in the Ivory Coast, the concepts and the variables concerning the labour market are defined in compliance with international standards and with the decisions taken by the International conferences of labour statisticians

The survey on the living standards of households is carried out by means of two questionnaires: one refers to the household as a whole and the other refers to the individuals.

For what concerns employment, the individual questionnaire is made up of four principal sections: current employment; principal activity; unemployment; background and prospects.

The section on current employment enables to determine the occupational status of the person: employed, unemployed, or inactive.

The second section, which refers to the principal activity, enables to have information on the main occupation. If necessary, this section may include questions on professional inclusion, on job search, or on secondary activities.

The section on unemployment focuses on the characteristics on unemployment: unemployed persons who are seeking their first job, unemployed persons who have already worked before, duration of unemployment, aspirations of the job seekers, etc.

Finally, the last section of the questionnaire addresses all individuals who are answering the questionnaire and refers to the persons' background (including characteristics of the parents) and to their prospects (what would they like to do in the near future?)

The size of the samples used for household surveys depends on a variety of factors, one of these being the budget available. For example, the Survey on living standards of households conducted in 1995 (ENV95) covered around 1000 households. The 1998 survey covered 4 200 households, while the one conducted in 2002 covered nearly 10 600 households. The survey on employment in Abidjan was carried out on a sample of 2 700 household.

For all surveys, the samples were stratified.

As a rule, answers are obtained from a number of households equal to the initial sample. This is explained by the fact that a part of the households is favourable to surveys, and non respondent households are replaced in the sample.

The data are collected through direct interviews and refer to the week during which the interview takes place. The indicators produced refer to the population active at the moment of the interview.

3.2 Morocco

There are four types of household surveys that are conducted on Morocco and that provide information on employment. The institution responsible for these surveys is the Haut Commissariat au Plan (HCP). These surveys are:

National survey on living standards of households. This survey tackles employment as a source of income having an important impact on the living standards.

National survey on household consumption and expenditure. It covers a sample greater than the one surveyed in the national survey on living standard, which enables to have data on employment disaggregated by province or by prefecture.

National survey on the family. This survey enables to derive some indirect information concerning employment.

National survey on employment. It was designed to ensure quarterly and annual observation of demographic, social, and cultural changes of the different components of the population. It is considered as the principal source of recent, disaggregated and high-quality data on the labour market. The key objectives of this survey are:

- to determine the cultural and demographic characteristics of the active population and its main components (persons in employment and unemployed persons);
- to have information on the socio-professional structure of the active population and, more specifically, of the persons in employment (occupations, professional status, sector of employment, branch of economic activity, etc.);
- to observe the main characteristics of unemployment and of underemployment.

The basic data collected through this survey also enable to assess the basic demographic characteristics of the Moroccan population and to observe the population's access to the basic welfare services (water, electricity, housing and education).

The national survey on employment covers the entire Moroccan territory, as defined in the 2004 Census of population and housing. The population surveyed comprises all persons resident on the Moroccan territory.

The sample design complies with the criteria defined after the 2004 Census of the population. Presently the annual sample comprises 61 060 households (of which 21 720 living in rural areas), corresponding to around 15 265 households every quarter and 5 088 every month.

The choice of a sample of such size is due mainly to the need to:

- provide quarterly indicators on the population's activity, on employment and on unemployment;
- estimate, on an annual basis, the main the main regional indicators on activity, employment and unemployment with an acceptable margin of error.

3.3 Peru

Also in Peru there are several surveys that provide information on the labour market. Here below are listed some of them, together with a summary of their objectives⁶.

Surveys conducted by INEI (National Statistics Institute)

ENAH0 - Encuesta Nacional de Hogares (National survey on households)

- generate monthly indicators that enable to know the trends of poverty, of wellness and of living conditions of households;
- measure to which extent social programs contribute to the improvement of the living conditions of the population;
- be a source of information for public and private institutions and for researchers;
- for the variables surveyed, enable comparability with similar surveys.

EPE - Encuesta Permanente de Empleo (Permanent employment survey)

- generate indicators on employment and income in the Metropolitan area Lima y Callao, in order to analyse and monitor the local labour market;
- develop anticipatory indicators of employment trends, for forecasting purposes;
- be a source of information for public and private institutions and for researchers;
- for the variables surveyed, enable comparability with similar surveys.

ENJUV - Encuesta Juventud, Empleo y Migración (Survey on youth, employment and migration)

- obtain information on the socio-demographic situation of the young population and its trends and identify the barriers against the entry into the labour market;
- know the characteristics of the young population in the labour market and their attitude in relation to employment;
- study the characteristics of the young and their attitude in relation to entrepreneurship;
- assess the impact of international migration on households and on the young population.

ENCO - Encuesta Nacional Continua (Continuous national survey)

⁶ In Peru there are several other surveys which also relate – albeit indirectly – to the labour market. They are not listed in this document, but their description is available in Peru’s national report. These surveys are:

- Censo de Población y Vivienda (Census of Population and Housing)
- ENSYS - Encuesta Nacional de Sueldos y Salarios (National survey on wages and salaries)
- EROE - Encuesta de Remuneraciones por Ocupaciones Específicas (Survey on earnings for specific occupations)
- Encuesta a Centros de Formación Profesional Técnica en Lima Norte (Survey on vocational training centres in northern Lima)
-

- generate indicators, at department, province and district level, which enable to know the trends of the main demographic, social and economic variables;
- provide, on monthly basis, statistical information that enables to monitor the labour market in the metropolitan area Lima y Callao. This information includes indicators of employment, unemployment, supply and demand of human resources;
- be a source of information for public and private institutions and for researchers;
- for the variables surveyed, enable comparability with similar surveys.
- provide a sampling frame for specialised research.

Survey conducted by MTPE (Ministry of Labour and employment promotion)

ENAH - Encuesta de Hogares Especializadas en Niveles de Empleo (Household survey specialised on employment levels)

- obtain information on the structure and trends of the labour force through socio-economic indicators relating to: employment levels, income, occupational categories and groups, usual work, migration, qualification for work, as well as other indicators relating to the supply and demand of human resources in Peru.

Survey conducted by OSEL LN (Socio-economic and employment observatory of northern Lima)

ELHO - Encuesta Local de Hogares (Local survey on households)

- obtain information on the structure and trends of the labour force through socio-economic indicators relating to: employment levels, income, occupational categories and groups, usual work, migration, qualification for work, as well as other indicators relating to the supply and demand of human resources in Peru.

4. Surveys on labour demand

Across the three countries observed, only the **Ivory Coast** declared to have information on the labour demand, expressed in terms of job vacancies in enterprises.

Such information is provided by AGEPE, which has the records of job seekers (labour supply) and matches them with the vacancies in enterprises (labour demand).

This information is however not complete, because registration with AGEPE is not compulsory and because AGEPE is not represented over the whole Ivorian territory.

5. Information relating to VET

An indirect way to obtain information on the labour market is to monitor the vocational and educational training (VET) activities and the relevant labour market outcomes.

In **Morocco**, the Department for vocational education and training (Département de la Formation Professionnelle) implemented a planning mechanism based on regional planning studies and sectoral planning studies. The objective is to monitor the development, both qualitative and quantitative, of the professional training system.

The regional planning studies aim at quantifying the training needs for each job-type, in each province. The sectoral planning studies aim at quantifying these job-types in terms of profiles required for the jobs, in order to define training objectives.

Since 1983, seven regional studies – covering the entire national territory - have been carried out, as well as 16 sectoral studies (which covered almost all economic sectors).

The Department for vocational education and training also conducts studies on the labour market outcomes of VET graduates. These studies are carried out every year since 1985, and enable to measure, in the short-run, to what extent VET meets the needs of the production system. More specifically, the studies assess the level of professional inclusion of VET graduates nine months after school leaving, the characteristics of the jobs, and the reasons of unemployment.

The Department also studies the careers of graduates during the first four years after graduation.