



Jobs Diagnostics and Engaging Governments

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[Jobs, Labor & Migration Course](#)

Objectives of this session

Who are we? Who are you?

Obj. 1: Share lessons from early-stage JDs

Then: Jobs-led piloting of new analytical tools

Now: Tools are public, Client-demanded, CMU and country teams more directly engaged

Obj. 2: Share our adjusted approach based on lessons

We will cover:

- **Team composition (WBG, Gov't)**
- **CMU focus/engagement objectives**
- **Counterpart ministries**
- **Sustaining dialogue with governments (dissemination (format), dialogue events (in stages), resources to engage)**

Interactive – respond to questions, offer advice


Recent country experiences

Basic facts about our past experience

- 1. Which countries did you do a Jobs Diagnostic?**
- 2. Where did the demand come from?**
- 3. Was the JD a stand-alone report or part of a broader CMU effort?**
- 4. Team composition (Bank, Government)?**
- 5. Who were the client ministries? Which ultimately owned the JD?**
- 6. Timeline?**

Lessons from recent JDs

Data challenges and sequencing

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- 1. Were there problems with data (e.g., quality, access)?**
 - 2. How did you resolve these?**
 - 3. How did you combine big-picture coverage with deeper sectoral/thematic focus?**
 - 4. Were the different components (LS, LD etc.) done concurrently or in multiple stages?**

Adjustments to our approach

Moving from JD results to Engaging with Governments

1. **Team composition (WBG, Gov't) related to CMU focus/engagement objectives (e.g., new CPF, elections)**
2. **How and when to engage with counterparts: country teams; government ministries (*before – during – after*)**
3. **Ensuring the right ministries (CD prep work to establish WBG as the best development partner for addressing jobs in an integrated way (as distinct from workers only, or PSD)**
4. **Big report vs. long Executive Summary with background reports**
→ **Implications for dissemination, internal dialogue, external dialogue**
5. **Complements to dissemination (blogs, ...) ; reaching beyond government and private sector to civil society**
6. **Sustaining dialogue ex post (resources)**

Country examples...

Policy Areas for Myanmar










For inclusive jobs

For better jobs

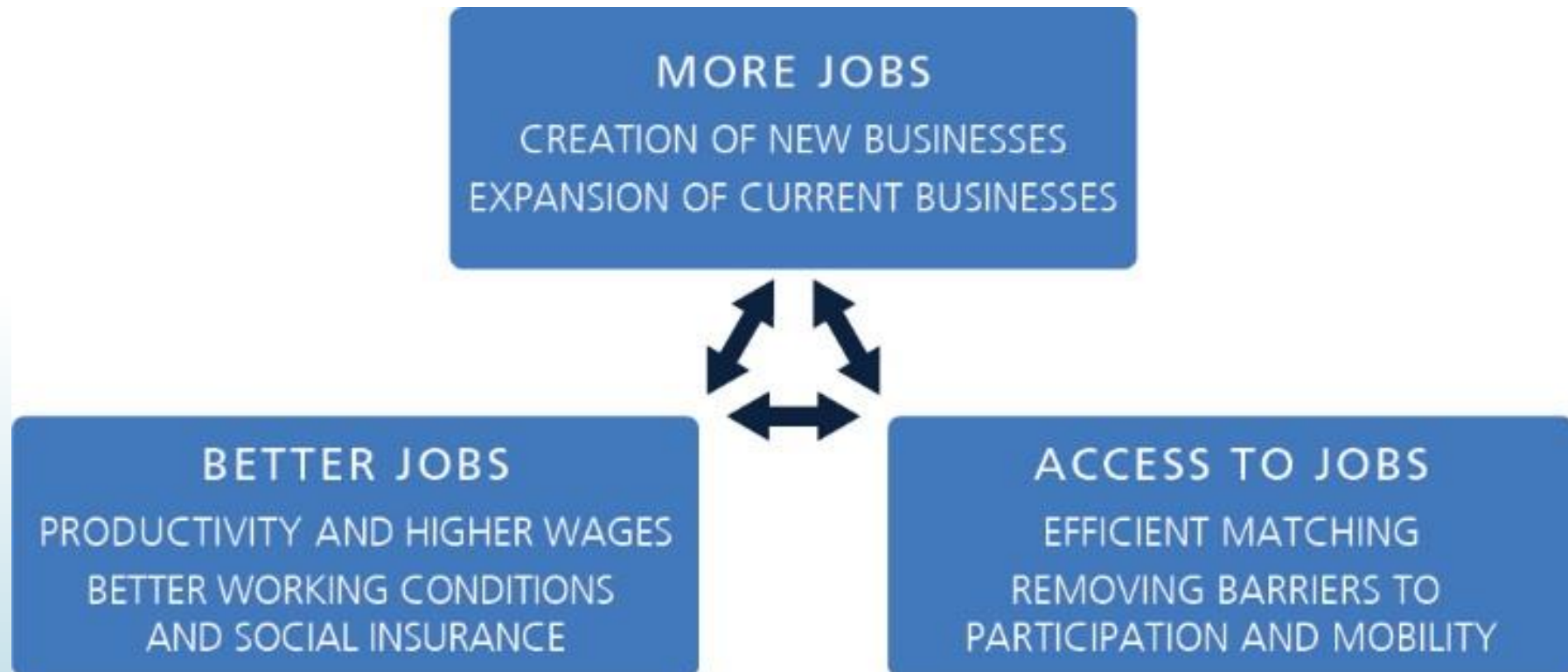
For more jobs



Myanmar: Sample of Policy Directions

	Policy Area	Specific Policy/Program
	Implement fiscal and monetary policies that reduce macroeconomic uncertainty	(i) Limit CBM financing to anchor inflation expectations, (ii) maintain exchange rate flexibility
	Facilitate modern firm creation and growth, especially in SMEs	(i) Implement the 2016 Investment Law, issuance of Companies Act and simplify registration, (ii) identify and remove constraints for labor intensive clusters
	Foster integration into jobs-friendly GVCs	(i) Address customs valuation, (ii) identify and formulate domestic linkages
	Develop the agro- value chain to develop the rural micro and small enterprise sector	(i) Establish policies to set and meet international food quality standards, (ii) establish testing and certification facilities near cultivation zones
	Lower the cost of migration, including to jobs outside of Myanmar	(i) Provide information about job recruitment and migration procedures, (ii) formalize mobility partnerships with countries & firms
	Introduce measures to enhance productivity in household enterprises	(i) Develop forward and backward linkages between micro- and large-firms. (ii) provide business-skills training through in-firm services
	Enhance the job-relevant skills of the labor force through jobs-aware education and training	(i) Improve the quality of education through secondary school, (ii) develop an employer-driven skills strategy, (iii) vouchers for short training courses
	Get the right workers into the right jobs	(i) Budget and annually field the Labor Force Survey,(ii) incentivize private sector to create job vacancy apps for low-skilled jobs
	Enhance agricultural productivity	(i) Promote ag diversification toward high-value agriculture, (ii) skills training in irrigation systems
	Rebuild job opportunities in post-conflict zones	(i) Advance the peace agenda, (ii) social assistance to rebuild assets in the short run, (iii) CDD programs to build skills and assets, (iv) integrate post-conflict zones into trade corridors in the long run

Tajikistan: Objectives of a Jobs Strategy



Tajikistan: Policies to Achieve these Objectives



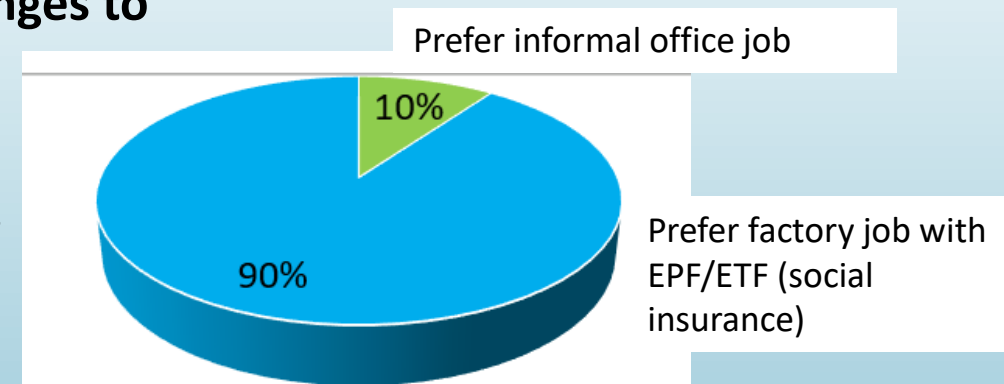
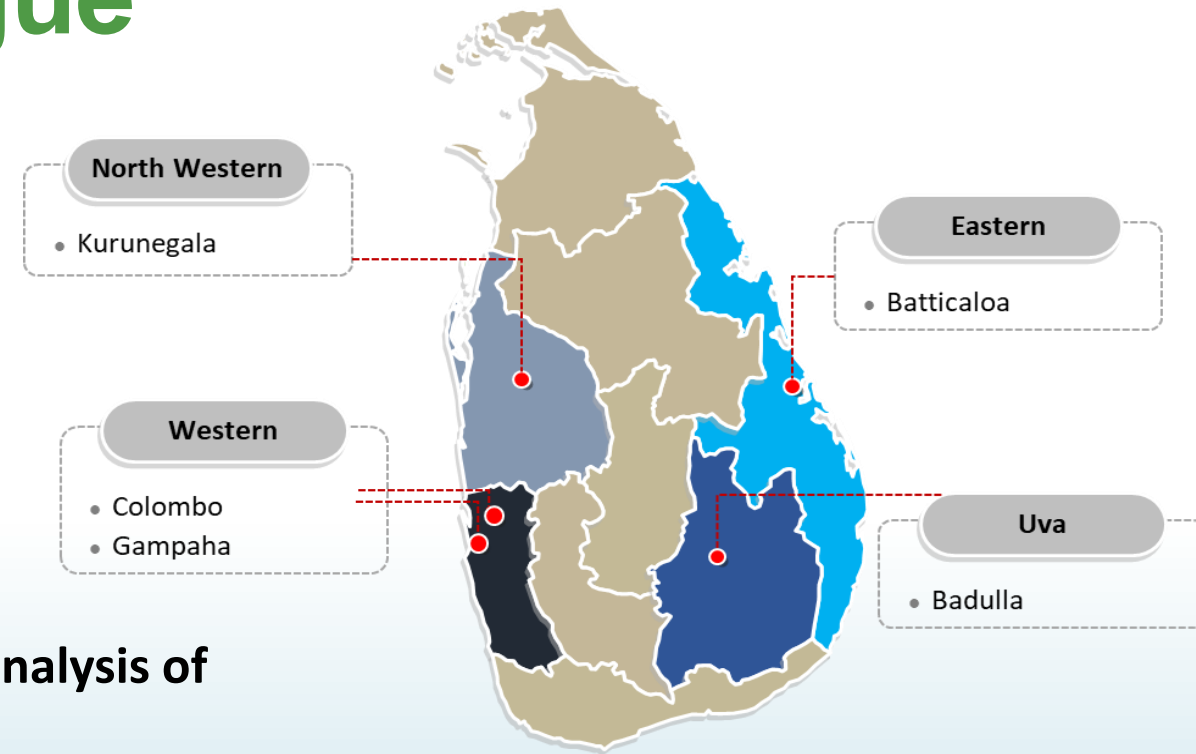
Sri Lanka: Designing analysis to foster dialogue

Team's observations at the start of our engagement:

- Structural and generational transformations
- Good data, but data silos
- Anecdotal perceptions vs. binding constraints
(youth U ↑, LFP ↓)

How we addressed:

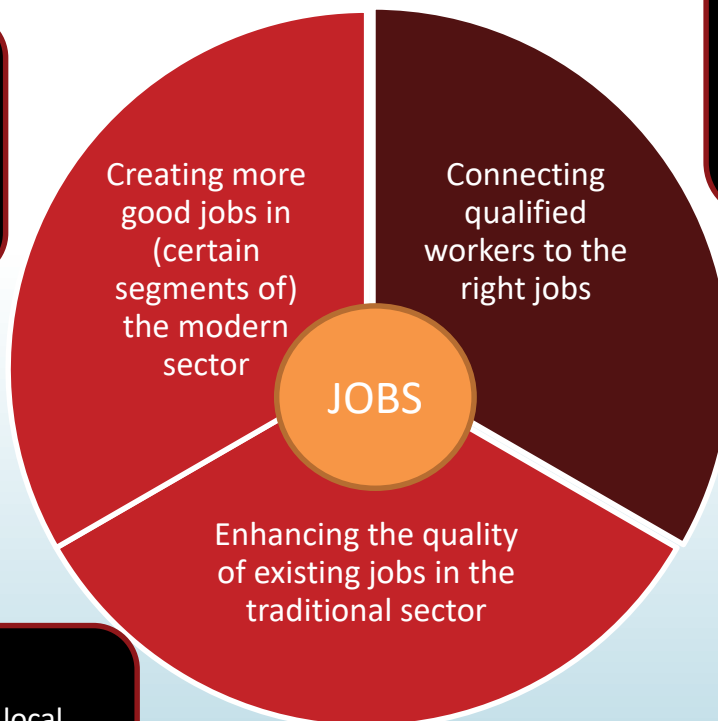
1. Establish research partnership with DCS to support analysis of Economic Census data
2. Conduct qualitative analysis of youth and gender jobs challenges to gauge motivations, preferences and perceptions of youth/parents/employers
3. Next steps: creating multiple opportunities to share findings, dialogue with government and others



Vietnam: Roadmap for future jobs



- Unleash the domestic sector
- Move into knowledge-segments of regional and global value chains
- Modernize the agro-food industry



- Build the skills for today's and tomorrow's jobs
- Provide information for job search
- Supply auxiliary services to open job opportunities



- Diversify into high-value crops & local value chains
- Link household enterprises to SMEs

- ▣ Firms/markets
- ▣ workers

Questions?

Final words of advice...

Thank you!

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