Labour Market Analyst

Terms of Reference

A. Introduction

The ILO will provide technical support for the Palestinian Ministry of Labour through the mobilization of an Analyst to operate, enhance, and maintain the Labour Market Compass.

The objective is to enhance the role of the Palestinian Labour Market Compass (LMC) in reflecting the actual labour market situation as a tool for economic development decisions by the Palestinian Authority and its stakeholders.

The role entails optimizing of the process by which data is gathered and reporting produced for key decision makers and stakeholders. This role directly reports to HE, the Minister of Labour, State of Palestine.

B. Background

The Ministry of Labour (MoL), was established in 1994 is the focal ministry of the Palestinian Authority overseeing the development and implementation of labour and employment related policies and programmes. MoL currently has 4 Directorates for Policies and Planning, Inspection and OSH, Employment and TVET, and Labour Relations. In addition, technical units for Legal Affairs, Gender and Complaints exist and report directly to the Minister. The Minister of Labour chairs the board of 3 different entities: Cooperative Work Agency, Palestinian Employment Fund and the TVET Commission. The Minister as well chairs 4 tripartite committees on Labour Policies, Women Employment, Wages and Social Security and sits on several other social and economic inter-ministerial committees.

The MoL has a clear direction towards data driven decisions that will create greater efficiencies in decision making and resource allocation and determining interventions, beneficiaries, and stakeholders/partners. One such effort is that of the Palestinian Labour Market Information System (LMIS) which was developed in 2012-2013 as a service of the Employment General Directorate within the Ministry of Labour (MoL). Its development was part of a growing recognition that labour sector reforms require a more inclusive and integrated approach to meeting the pressing needs of jobseekers, workers, and employers for information. As a key component of economic development planning, the LMIS provides data for an effective training and education system, that tracks up to date information on the labour market supply side and demand side data required by decision makers, employers, and individuals towards identifying current and future skills and occupational needs.

The LMIS is comprised of four subsystems:
- Population (demographic and labour data)
- Education (higher education, formal and informal education, TVET, and occupational retraining data)
- Projects (unmet needs, layoffs, companies, skills, sectors, and professional experience)
- Labour market (unemployment, jobseekers, vacancies, and filled vacancies).

The MoL, the Ministry of Higher Education and Scientific Research, The Palestinian Central Bureau of

Statistics (PCBS), the private sector, respective chambers of commerce, jobseekers, graduates, NGOs, and others, all makeup the stakeholders in the LMIS subsystems.

The LMIS is a component of the MoL's efforts. There is also Palestinian Employment Fund, as well as the Labour Compass, and the office of Entrepreneurship, which reports directly to HE the Minister of Labour. These recent developments are strong indicators that.

The ILO approach to Labour Market Information Systems (LMIS) emphasizes an integrated, evidence-based, and user-friendly system that supports labour market governance and policy development. It promotes multi-sectoral coordination, standardized data collection aligned with international labour classifications, and open access to labour market information. LMIS should facilitate skills matching, labour market intermediation, and policy formulation by providing timely insights into employment trends, informality, and gender disparities. Continuous improvements, including the use of digital tools and emerging technologies, ensure that LMIS remains responsive to evolving labour market needs.

With the LMIS already established and certain enhancements and updates made in alignment with the ILO framework for LMIS, the Labour Market Compass (LMC) assumes the role of the analytical tool that complements the LMIS's data gathering and storage. The LMC to be truly effective, requires the LMIS data to be integrated seamlessly in a manner whereby the LMC can summarize and report Labour Market dynamics to the relevant decision makers along the lines of Socio-Economic Impact, Job Creation, Sectoral Value Chain Employment Levels, Simulations and Projections, and more. This becomes an important piece that evaluates and assesses previous interventions on the part of the MoL and its partners including programmes implemented through the Palestinian Employment Fund – PEF, the Training and Vocational Centres – TVCs, and more). The LMC would then deliver specific information in the form of customized reports or dashboards to respective decision makers and stakeholders for greater responsiveness to the needs of Palestinian workers as they pertain to the labour market or related areas, as determined by the MoL.

This will create greater clarity for the MoL to identify priority areas and enable more effective dialogue with stakeholders and partners regarding the impact of previous efforts, and the design of more targeted and impactful interventions.

C. Objective and Scope

Essentially, the Consultant will study and interpret data related to the labour market. This includes employment trends, wages, skill gaps, and the demands of respective sectors, in order to provide the necessary insights to employers, job seekers, and policy makers about the availability of labour within a specific area or sector.

The purpose of this scope is to create a mechanism vis-a-vie the LMC whereby a consistent data pipeline is designed and implemented allowing the MoL and its activity centres as well as its main partners all be in alignment and eliminate any potential for silos or silo-type mindsets.

Ultimately, any effort undertaken should serve to support the MoL in achieving its goal towards full employment for all Palestinian job seekers, particularly amongst Palestinian females , youth, and persons with disabilities through;
1. Strengthening the governance mechanism in developing labour market policies and active labour market programmes that more efficiently tie into supply side and demand side dynamics.
2. Greater alignment with respect to the educational system, including higher education, and TVET and labour market needs.
3. Emphasizing the Palestinian private sector's ability to increase productivity by utilizing the Palestinian labour force, without neglecting Palestinian female and youth job seekers.

All of this is to be done with the intent on developing and operating the LMC as a data-driven decision making tool for key personnel in the MoL (such., the Minister of Labour, PEF, PES, TVET centers, etc...) social partners and the broader group of donors, international organizations and stakeholder involved in

implementing employment promotion programmes. The emphasis is on addressing the needs of Palestinians and Palestinian society, by ensuring:

1. LMIS providing all necessary data to LMC
2. LMC dashboards and reports are accurate and up to date
3. LMC dashboards and reports are customized for relevant or respective MoL personnel and stakeholders

D. Duties and responsibilities

Under the overall guidance of the ILO Representative, the consultant is expected to work closely with the Minister's Office to carry out the following tasks:

1. Operationalizing the Labour Market Compass (LMC) and Establishing the Dashboard

1.1 Design and development:

- Develop the LMC framework and design a dynamic dashboard.
- Implement a comprehensive data pipeline to ensure the inclusion of all relevant labour market data points.

1.2 Data collection from diverse sources, including:

- Public sector entities (ministries, public institutions)
- Private sector organizations
- Non-governmental organizations (NGOs)
- Online job matching platforms
- Public employment services (PES)
- Other relevant economic stakeholders
- Assess current labour market conditions based on the collected data.

1.3 Dashboard establishment and data population:

- Develop a user-friendly dashboard that displays key labour market indicators for decision-makers.
- Ensure the dashboard enables data visualization and insights relevant to various stakeholders.
- Populate the dashboard with data, disaggregated by Intervention type, geographic area, gender, age group, and sector
- Adapt the disaggregation categories as necessary based on data availability.

2. Analysis and reporting

2.1 Trend forecasting and socio-economic impact analysis:

- Identify and analyze emerging trends in the labour market.
- Provide projections on job growth, skill requirements, and potential labour shortages.
- Evaluate the socio-economic impact of interventions, including a value-for-money (VfM) assessment.
- Propose targeted interventions with greater socio-economic impact for future implementation.

2.2 Labour market analysis:

- Analyze data to provide career guidance, job opportunity mapping, and training recommendations.
- Conduct skills gap analysis to identify mismatches between labour supply and demand.

- o Assess occupational categories to understand skill requirements, education levels, and salary ranges
  - **2.3 Area-specific reports:**
- o Produce detailed labour market reports by geographic areas, including sectoral breakdowns and relevant demographic disaggregation (gender, education, etc.).

3. Support to employer and worker organizations

- o Provide strategic advice to employers' and workers' organizations on workforce planning based on labour market insights.
- o Address hiring strategies, skills development needs, and talent management.

4. Identifying and linking supporting drivers for entrepreneurial growth with labour Market Needs by Analysis of incentives, investment types, and legal frameworks supporting Palestinian ventures and entrepreneurial growth

E. Deliverables and Reporting Requirements

The consultant will be required to submit the following deliverables:

1. Design of LMC framework and dashboard with details on integrated data pipelines and disaggregated data for key labour market indicators.

2. Produce 4 quarterly analytical reports and insights on trend forecasting, socio-economic impact analysis, and area-specific labour market reports.

3. Proposals for evidence-based interventions to enhance socio-economic impact and address labour market gaps.

4. Report on Entrepreneurial Growth Drivers: Analysis of incentives, investment types, and legal frameworks supporting Palestinian ventures and entrepreneurial growth.

F. Timeframe and remuneration

The consultant will be spread over the period from 20 Aril 2025, to 19 April 2026.

G. Fees and Schedule of Payments

Payments will be made against the submission of a bi-monthly periodical report.

H. Location

The consultant will be working at the Ministry of Labour premises in Ramallah, West Bank.

I. Qualifications, Experience, and Competencies Required:

- Education:
  - o Bachelor's degree in economics, statistics, business administration, labour studies, or related field
- Technical Skills:

- - Expertise in data analysis software (Excel, SPSS, Tableau, Power BI)
    - Statistical analysis and modelling capabilities
    - Familiarity with labour market data sources (PCBS, MoL, World Bank, etc…)
- Analytical Skills:
  - Ability to identify patterns and trends in labour market data
  - Critical thinking to interpret complex data and draw meaningful conclusions
  - Forecasting skills to predict future labour market trends
- Communication and Language Skills:
  - Clear written and verbal communication to present findings to stakeholders
  - Ability to explain complex economic concepts in understandable terms
  - Proficient in English and Arabic
- Relevant Experience:
  - Prior experience in labour market research, workforce analysis
  - Prior experience in developing data pipelines or data driven decision making tools
  - Management or Economic Development consulting with demonstrated knowledge of labour force analysis, job creation, job assessment, technical assessments
- Potential Additional Qualifications:
  - Master's degree in economics, business administration, labour economics or related field
  - Any certifications related to labour market analysis or data analysis
  - In depth knowledge and business acumen as it pertains to the Palestinian economic environment

Submission Requirements:

Interested consultants are requested to submit the following to abusaleh@ilo.org **by 06 April 2025 16:00 Jerusalem Time**:
1- Financial offer
2- CV