

Promoting Labor Markets and Employment

Challenges

High and persisting unemployment and underemployment are both cause for and effect of slow economic and social development, poverty and social unrest. Hence, full and productive employment is an explicit target under the Millennium Development Goal 1, aiming at the eradication of extreme poverty and hunger. Employment and the creation of more and better jobs is also one of the main EU strategic development goals for its member and accession countries.

teams support the establishment of labor market information systems (LMIS). Such LMIS need to be adapted to the clients' needs and capacities within their specific country context, in particular when it comes to data quality and accessibility. Our services focus on the design of information systems and capacity development for systematic collection and use of labor market information. If necessary, this will be complemented by appropriate information technology solutions.

Active Labor Market Policies With labor markets becoming more competitive, mobile and flexible, it is increasingly important to facilitate the entry into employment and to shorten transition phases. We assist governments and other stakeholders in the development and implementation of job search and career guidance systems, training and retraining programs and job creation programs. Moreover, GFA aims at increasing the employability of target groups with specific needs through customized approaches, e.g. youth employment programs, or measures to integrate people with disabilities in the labor market.

Support to Employment Agencies GFA experts offer their expertise to public and private employment agencies. The spectrum of services covers formulating active and passive



But the functioning of labor markets is not only hampered by a lack of employment opportunities. The mismatch in the skills profiles demanded by employers and the skills job seekers actually have poses a problem. This, in turn, is often a result of insufficient labor market information.

GFA Concept and Services

GFA applies a systemic approach to address the functioning of labor markets and promotion of decent employment. We offer support in developing systems and tools making it easier for potential employees and employers to find one another in an efficient and effective manner. We work with clients to design the required strategies and programs that equip job seekers with skills, competencies and the flexibility needed in today's labor markets.

Labor Market Analysis Understanding the labor market and the availability of related information is an important prerequisite for designing adequate policies. Therefore, GFA



labor market programs, developing social security services and improving unemployment insurance systems. Also, we offer the design of specific tools such as job matching or brokering services.

GFA at Work

Labor Market Skills Development, South Africa EC, 1999–2005

In support of South Africa's National Skills Development Strategy (NSDS), GFA assisted the Department of Labour (DoL) in a national reform of the post apartheid labor market and skills development system. Aside from managing the EU contribution of 46 million Euro, our team of advisers supported the restructuring and organizational development



of national, provincial and local employment and skills development services (ESDS) provided through Provincial Offices and Labour Centres of DoL. Revised services were defined, matching the new mandate and increased funding for active labor market programs under the NSDS.

Contract Value: €4,300,000

Modernizing VET, Syria EC, 2005–2009

The objective of the project was to improve the demand orientation of the vocational education and training (VET) and labor market system. In that context, GFA experts assisted in defining and establishing active labor market policies such as career guidance and counseling services. GFA also contributed to the development of a labor market information system and provided in-service training for staff at the public employment office and selected VET institutions.

Contract Value: €8,709,000

Advising Public Sector Institutions in Germany GFA Public GmbH, Berlin

GFA Public, a subsidiary of GFA Consulting Group, provides specialized advisory services to German public and non-profit institutions. Municipal, federal state as well as national institutions active in the field of labor market and social policy are the key clients of GFA Public. Services comprise strategic management consultancy – organizational development, change management, capacity building, and strategy advice – as well as research, monitoring and evaluation (see topic sheet 'GFA Public').

Labor Market and TVET Policy Studies, Egypt EC, 2009–2011

GFA is supporting the TVET Reform Programme in Egypt through eight strategic labor market and technical and vocational education and training (TVET) studies. This includes the development of industry sector strategies for TVET based on forecasting models for needs related to sector-specific skills. GFA also carries out a comprehensive study on active labor market policies and instruments. In addition, our experts develop reform suggestions for labor market information systems, and policy recommendations for the Egyptian TVET system.

Contract Value: €800,000



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