



Review of Best Practices in Labour Market Reporting

The Joint Program in Support of The Public Authority of Manpower, Kuwait



Empowered lives.
Resilient nations.

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Executive Summary

1

Objective of the Study

The main objective of this study is to identify successful examples of reporting on labour market and its movement from different countries and drawing lessons on labour reforms using benchmarked best practices and labour market indicators.

Methodology and structure of the study

We have conducted the study using a 4 stages approach as follows:

- Stage 1. Identify benchmarking parameters
- Stage 2. Select international best practices and GCC countries
- Stage 3. Gather, review, analyse and evaluate experiences
- Stage 4. Provide recommendations to Kuwaiti context

The study is structured around the 6 key benchmark parameters used to compare and evaluate best practices and for each parameter a through assessment is conducted and best practices are highlighted, namely:

- LM Research institutional setup and alignment to policy function
- Labour Market research strategy / agenda
- Types of Labour Market research products
- Dissemination strategy
- Targeted users
- LM data quality and indicators

Based on the above, we provide an overview of the key gaps in Kuwait and the areas of improvements that can be easily adopted in the short and longer term.

Key findings and Recommendations

At the institutional setup and alignment to policy function level: We found this as a major weaknesses since there is no policy function or a strategic direction that drive PAM labour market reporting function. PAM needs to define strategic and policy priorities to to drive the labour market reporting function.

At the Labour Market research strategy / agenda level: We found that PAM lacks a clear research agenda/ yearly operational research plan with clear targets, priorities and indicators. PAM needs to develop a research agenda supported with a clear set of indicators.

At the types of Labour Market research products level: We found that PAM can do much better and begin producing and publishing a wider range of products and can easily begin by publishing the yearly statistics report and maximize it's the use of its website.

At the dissemination strategy level: There's a need to define a dissemination strategy which highlights the various communication channels starting with the PAM's website.

At the users level: There's a need to establish a list of priority users and their information needs that will be anchored in a stakeholders' management framework tailored to the labour market research department.

At the data quality and labour market indicators level: There's a need to establish a set of indicators along with enhancements to its administrative records quality and accuracy to meet international standards. This is actually outside the scope of the labour market research department and rests mainly with PAM database administrators. However, it is considered a cornerstone to the labour market reporting quality.

Background

Project Background

The Government of the State of Kuwait and UNDP are keen to enhance the strategic planning function of the State in order to ensure the optimal use and best distribution of available resources to support social and economic progress thereby leading to improved economic growth and enhanced quality of life of its citizens. The Public Authority of Manpower (PAM) is partnering with the United Nations Development Program (UNDP), the International Organization for Migration (IOM), and the International Labor Organization (ILO) for implementation of “Support the PAM” programme and its results will support the achievement of the national strategic objectives of economic growth for the State of Kuwait, supporting human and social development, improving demographic policies to support development, and effective government administration.

PAM also plans to improve the labor conditions and management system by:

- analyzing the demographic imbalance
- making sound decisions based on enhanced reporting mechanisms
- upgrading its services quality for all economic and social actors.

The UNDP programme aims to support PAM in its efforts to develop its internal capacity in reporting on its own performance, on labour movement, and its compliance with international labour standards.

Within this context, The main purpose of the consultancy is to provide advice on how to support the Labour Market Research Department, conduct relevant department and structure analysis and define methods and mechanisms for labour market reporting.

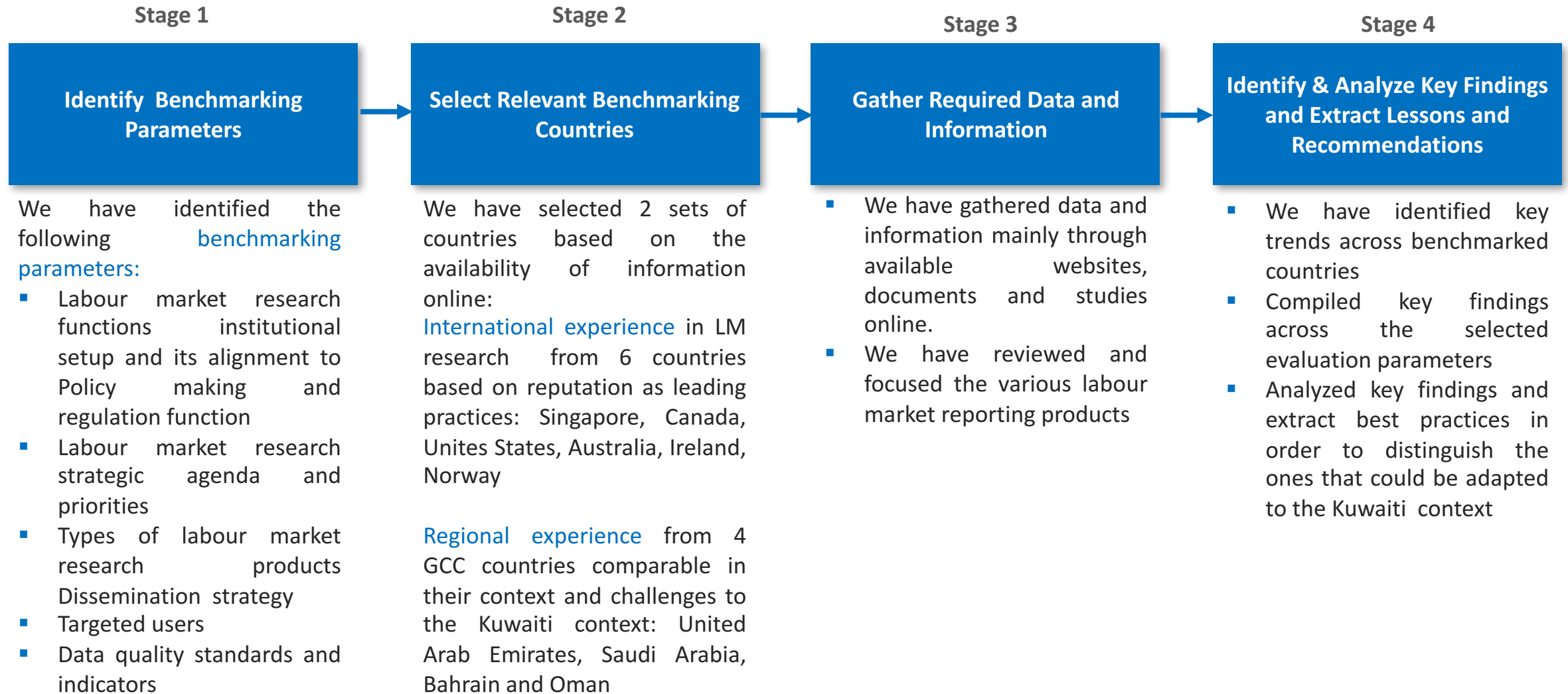
Overview of the Labour Market Research Department Main functions

The Labour Market Research Department with the Public Authority of Manpower is the department responsible for developing and producing labour market research and statistical reports regarding the private sector in Kuwait. The Department includes 3 sections, namely the Labour Research Section, the Workforce Planning Section and the Statistics Section.



Benchmark Methodology was designed along 4 stages to meet the study's requirements

The benchmark methodology



As a starting point, we have clearly defined the scope of each of the six benchmark parameters

Benchmark Parameters	Description
LM Research Institutional Setup and alignment to policy function	Examines how the labour market research and reports functions are setup within the agency and the extend to which labour market research and reporting functions are aligned and feed into labour policies, strategies and programs.
Labour Market Research Strategy / agenda	Examines the extend to which labour market agencies have their research strategy / agenda clearly defined and aligned with their corporate strategy.
Types of Labour Market Research Products	Examines the variety and types of labour market research products, statistical reports and services.
Dissemination Strategy	Examines the dissemination strategy and the variety of communication channels
Targeted Users	Examines targeted users and beneficiaries from the labour market research and reporting outcomes.
LM data quality and indicators	We examine labour market research data quality standards and indicators in terms of timeliness, accuracy, access,...

The selected benchmarked countries and labour market agencies present a mix of international leading experience (6 countries) and GCC experiences (4 countries)

Selected Benchmarked Countries and their respective agencies responsible for Labour Market



Selected Country / Government Entity	
Australia	Department of Employment
Canada	Minister of Employment, Workforce Development and Labour
United Kingdom	Department of Work and Pension
Singapore	Ministry of Manpower
Ireland	Department of Jobs, Enterprise and Innovation
United States of America	Department of Labour
Saudi Arabia	Ministry of Labour and Social Development
Oman	Ministry of Manpower
United Arab Emirates	Ministry of Human Resources and Emiratization
Kuwait	Public Authority of Manpower

Most international agencies have a core mandate offering a mix between labour market and workforce development, skills development and partnerships with the private sector compared to GCC countries that have a more limited mandate focusing mainly on labour market development

LM Research Institutional Setup and alignment to policy function











Labour Market Research Strategy / agenda

Types of Labour Market Research Products

Dissemination Strategy

Targeted Users

LM data quality and indicators

			Labour Market /Workforce Development	Skills Development	Partnerships with Private Sector
	Australia	Department of Employment	✓	✓	✓
	Canada	Minister of Employment, Workforce Development and Labour	✓	✓	✓
	Singapore	Ministry of Manpower	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	✓	✓	✓
	United States of America	Department of Labour	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development	✓		
	Oman	Ministry of Manpower	✓	✓	
	United Arab Emirates	Ministry of Human Resources and Emiratization	✓		
	Bahrain	Ministry of Labour and Social Development	✓	✓	
	Kuwait	Public Authority of Manpower	✓		

Kuwait like most GCC countries have a very limited focus on the development and management of workforce within the private sector and less on skills development and partnerships with the private sector

Levels of Interventions of Workforce Development Entities in the private sector define largely the labour market research and reporting functions



Levels	Description	Examples of Key Factors	Kuwait (PAM)
Enabling Environment / System Level	Workforce development <i>aims to improve the functioning of the entire workforce through addressing the enabling environment and systems and that shape it.</i> As such, It involves creating enabling environments and systems that support the full range of workforce development strategies	<ul style="list-style-type: none"> Legislation Policy Standards and Regulations Funding Resources Support mechanisms Incentives 	Currently, PAM focus mainly on operational functions and overseeing the implementation of standards and regulations in the private sector
Individual Level	<i>At the individual level,</i> workforce development encompasses methods of improving individual professional functioning <i>to develop individual skills, knowledge and attitudes are of high quality, effective and well utilised.</i>	<ul style="list-style-type: none"> Formal education training Workplace training Mentoring On-the-job learning Online learning Best practice guidelines 	<ul style="list-style-type: none"> None
Future Workforce Level	Development of the workforce also involves <i>ensuring a sufficient pool of skilled workers for the future.</i> A range of important factors and strategies need to be considered for future planning in this regard.	<ul style="list-style-type: none"> Targeted recruitment strategies Offers for education and training Affordable and accessibility of Education and training Funding to employ staff Support and facilitate policies 	<ul style="list-style-type: none"> None

International experiences reveal that agencies responsible for labour market in the private sector often target a mix of social, economic, demographics and an enabling environment objectives based on their individual characteristics of labour markets dynamics – **which constitutes the main difference with GCC countries and Kuwait in particular... Hence, the research and reporting function is considered a cornerstone within the agency and aligned with the agency strategic and policy priorities**

Labour Market research and reporting functions support a wider strategic and policy agenda



Shaping a Competitive Workforce

Enhance the **employability and competitiveness of everyone in the workforce**, from the young to old workers, from the rank-and-file to professionals, managers and executives

Enhancing Competency with Employability Skills

Support Employability Skills System (ESS) aimed at enhancing a worker's employability across all sectors; skills include workplace literacy, numeracy, technology, communication and relationship management, teamwork and problem solving

Increase Workforce Participation

Influence participation in the labor market in a manner that matches social, economic, and financial objectives, through increasing employability of most vulnerable workers

Increase Labor Market Mobility

Empower workers to change jobs, employers, and geographic locations with ease and across labor sectors, as well as across regions, through direct access to skills upgrading programmes that are subsidised by the Government.

Developing Closer Collaboration with Industries

Ensure that **skills and employment services are restructured around the consumer rather than the producer**, giving a **stronger voice for employers**, particularly through the work of Sector Skills Councils.

Enhance Continuing Education and Training (CET) infrastructure

Invest in CET infrastructure where knowledge and skills can become obsolete so quickly that ongoing professional development or continual learning is the key to surviving and thriving in the present and the future global workplace

Promote whole of government approach

Provide **better co-ordination and joint working among agencies** of government involved with improving skills such as the Learning and Skills Councils, Jobcentres, etc. to **facilitate alignment of responses to skills, training and tertiary education needs**

Identify and Address Skills Shortages

Identify the **need for more and deeper skills**, and improvements in productivity, participation, language, literacy and numeracy and the use of skills in the workplace

All benchmarked countries have their research and reporting functions directly setup within a policy and/ or strategic planning function with less focus on operational functions to the exception of PAM, Kuwait

LM Research Institutional Setup and alignment to policy function



Labour Market Research Strategy / agenda

Types of Labour Market Research Products











Dissemination Strategy

Targeted Users

LM data quality and indicators

			Labour Market Research and Reporting function?	Labour Force Strategic Planning Functions	Policy & Regulation Functions	Operational Functions
	Australia	Department of Employment	Y	✓	✓	
	Canada	Minister of Employment, Workforce Development and Labour	Y	✓	✓	
	Singapore	Ministry of Manpower	Y	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	Y	✓	✓	✓
	United States of America	Department of Labour	Y	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development	Y	✓	✓	✓
	Oman	Ministry of Manpower	Y	✓	✓	✓
	United Arab Emirates	Ministry of Human Resources and Emiratization	Y	✓	✓	✓
	Bahrain	Ministry of Labour and Social Development	Y	✓	✓	✓
	Kuwait	Public Authority of Manpower	Y			✓

International leading practices have their research agenda and priorities well defined and available online and fully aligned with strategic and policy priorities of the agency

			Key Characteristics of Labour Force Research and Reports Agenda and Priorities
	Australia	Department of Employment	<p>Research and analysis strategy covers the following areas:</p> <ul style="list-style-type: none"> ▪ Policy deveopment (briefings and white papers for senior government officials) ▪ Monitoring and analysis of relevant deveopment in society to assess effect on labour policies ▪ Produce benefit expenditures and forecasts taking into account demographic, economic, social and policy factors ▪ Strategic research include longitudinal studies ▪ Evaluation of programs and policies on a regular basis ▪ Expert advice from staff or national experts funded by research budget ▪ Evidence reviews with detailed reports that provide evidence to support policies, decision making and services ▪ Publish labour market statistics ▪ Established partnerships and working relations with major independant research organizations and the academic research community.
	Canada	Minister of Employment, Workforce Development and Labour	
	Singapore	Ministry of Manpower	
	Ireland	Department of Jobs, Enterprise and Innovation	
	United States of America	Department of Labour	
	Saudi Arabia	Ministry of Labour and Social Development	
	Oman	Ministry of Manpower	GCC labour market agencies have a very limited research and publications available online to the exception of some labour market statistical reports which are often outdated 2015 and earlier and limited in their coverage offerings.
	United Arab Emirates	Ministry of Human Resources and Emiratization	
	Bahrain	Ministry of Labour and Social Development	
	Kuwait	Public Authority of Manpower	
			PAM website does not contain currently any labour market publications or statistics

LM Research Institutional Setup and alignment to policy function

Labour Market Research Strategy / agenda

Types of Labour Market Research Products

Dissemination Strategy

Targeted Users

LM data quality and indicators

International leading practices offer a rich variety of labour market reports and products that meets various needs while the GCC experience has a limited offerings and data is often outdated

LM Research Institutional Setup and alignment to policy function











Labour Market Research Strategy / agenda

Types of Labour Market Research Products

Dissemination Strategy

Targeted Users

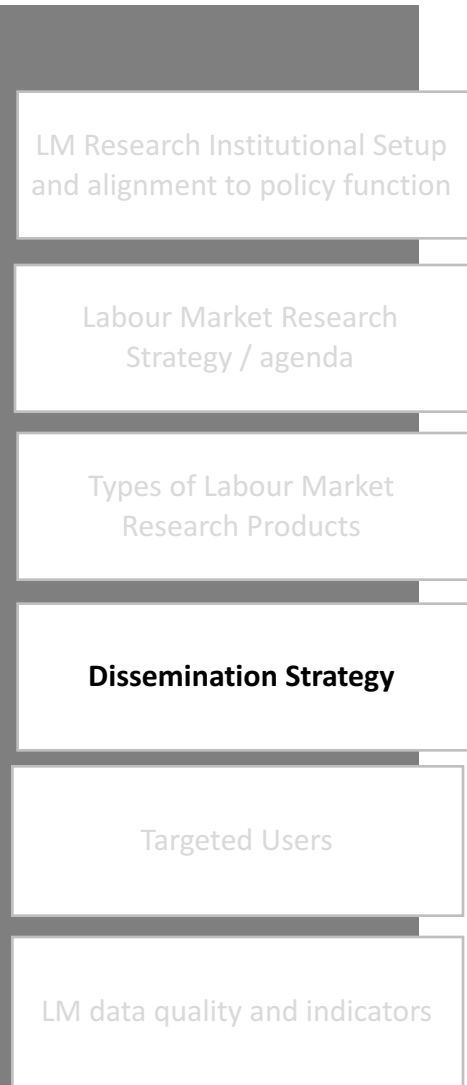
LM data quality and indicators











		Types of Labour Market Reports & Products												
		Open Data based on Labour Market Information System Statistics	LM Dashboard (LM Indicators)	Labour Market Information system	Labour Market Trends	Industry / Sector Outlook	Occupational Outlook	Vacancy Reports / Future Job Needs	Wage & Benefits Information	Career Outlook	Wages and compensation benefits by industry/ sector	Economy Outlook	Video graphics & Infographics	Specialized Reports (Youth, Gender, Disabled, SMEs, Ageing, etc.)
	Australia	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
	Canada	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓
	Singapore	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Ireland	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓
	United States of America	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
	Saudi Arabia													
	Oman	✓								✓	✓			✓
	United Arab Emirates	✓									✓			
	Bahrain										✓			✓
	Kuwait													

Kuwait, like most GCC countries have a very limited number of labour market reports products

International leading practices offer a wide variety of communication channels and mechanisms maximizing the use of technology compared to a limited dissemination approach in the GCC

4



			Online	Interactive- up to date data files / dashboard	Physical Distribution	Multiple data format (Excel, pdf, Word)	Newslett ers	Frequency (Daily, monthly, annually, as needed)	Social Media (Facebook, blogs, email, Twitter, etc.)
	Australia	Department of Employment	✓	✓	✓	✓	✓	✓	✓
	Canada	Minister of Employment, Workforce Development and Labour	✓	✓	✓	✓	✓	✓	✓
	Singapore	Ministry of Manpower	✓	✓	✓	✓	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	✓	✓	✓	✓	✓	✓	✓
	United States of America	Department of Labour	✓	✓	✓	✓	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development							
	Oman	Ministry of Manpower	✓				✓		✓
	United Arab Emirates	Ministry of Human Resources and Emiratization	✓			✓	✓		✓
	Bahrain	Ministry of Labour and Social Development	✓			✓			✓
	Kuwait	Public Authority of Manpower							

Kuwait, like most GCC countries have a very limited number of labour market dissemination channels

The Australian and Singaporean reporting models offer the full menu of labour market products that can serve as excellent examples for Kuwait (1/2)

4

Full access to LM data as needed

Labour Market Information Portal

Explore the data
Employment rates, Industries by area & more...

Gain insights
Reports, Publications, Projections & more...

Downloads
The data you'll need.

Insights when you need them

The Labour Market Information Portal brings together data from a range of official sources to help you understand your local labour market.

Explore regional data

Select a geographical classification here: **Employment Regions Data**

Select a corresponding sub-region here: **National level**

Unemployment Rate (15+):	Unemployed (15+):	Total jobactive Caseload (15+):	Youth jobactive Caseload (15-24):	Mature Age jobactive Caseload (50+):
5.7%	720,200	738,938	144,822	188,004

[View charts & maps](#) [Download data in Excel](#)

Welcome to the new Labour Market Information Portal (LMIP) website.

Labour Market Dashboard with regular update

Gain insights
Reports, Publications, Projections & more...

View reports, publications and employment projections produced by the Department of Employment.

- Vacancy Report
- Employment Projections
- Employers' Recruitment Insights
- Industry Information >
- State Labour Economics Office Reports >
- Special Topic Reports

Explore the data
Employment rates, Industries by area & more...

Use interactive maps to explore employment data, industry and occupation trends, and Centrelink and Government employment services customer data at national, state and regional levels. Data availability varies by geography.

- Employment Regions Data >
- Employment Service Areas (DES only) Data >
- ABS Labour Force Regions - SA4 Data >

The Australian and Singaporean reporting models offer the full menu of labour market products that can serve as excellent examples for Kuwait (1/2)

4

MINISTRY OF MANPOWER Singapore Government Integrity · Service · Excellence

MOM > Labour Market Statistical Information > ExploreStatisticsPublications

Explore Statistics and Publications

Explore and gain insights to Singapore's labour market by navigating the tabs below.

The **Key Indicators** offers a statistical snapshot of Singapore's labour market through a dynamic dashboard.

Find Statistics and Publications allows quick and easy access to a wide range of official statistical information organised by labour market topics and/or document types. (such as reports, time series tables, charts, videographics and infographics).

- Explore Statistics & Publications
- Benchmarking Tools
- Understanding Statistics
- Future Releases
- Ongoing Surveys

CONDITIONS OF EMPLOYMENT 2016

MINISTRY OF MANPOWER Singapore Government Integrity · Service · Excellence

MOM > Labour Market Statistical Information > ExploreStatisticsPublications

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- Explore Statistics & Publications
- Benchmarking Tools
- Understanding Statistics
- Future Releases
- Ongoing Surveys

Learn more about Labour Market Indicators NOW...

Key Indicators Find Statistics & Publications Latest Releases

Narrow your selection by Topics, Document Type and/or Year. Scroll down to view the search results. Click 'X' to remove selection.

By Topic	By Type	By Year
<ul style="list-style-type: none"> Unemployment Annual Wage Changes Occupational Wages Redundancy Hours Worked Training and Higher Education Discouraged Workers Labour Relations 	<ul style="list-style-type: none"> Reports Videographics Infographics Charts Tables 	<ul style="list-style-type: none"> 2004 2005 2006 2007 2008

SHOWING ALL PUBLICATIONS

Chart: Training Indicators | Chart: Top Job Openings | Chart: Employed Residents By Gross Monthly ... | Chart: Usual Hours Worked Per Week Of Emplo... | Chart: Median Age And Age Distribution Of E...

Key Indicators Find Statistics & Publications Latest Releases

Unemployment 2.2%^P Dec 2016 unemployment Unemployment rose from September 2016 to December 2016 Release: 26 Jan 2017 Full Summary	Employment 1,900^P 4Q 2016 persons Total employment grew in the fourth quarter Release: 26 Jan 2017 Full Summary	Income +3.3% Jun 2016 real (including employer CPF contributions of full-time employed residents) Real median income growth moderated in 2016 Release: 26 Jan 2017 Full Summary
Job Vacancy 91 Sep 2016 vacancies per 100 unemployed persons Unemployed persons continued to outnumber job openings Release: 13 Dec 2016 Full Summary	Redundancy 5,300^P 4Q 2016 workers affected Layoffs increased in the fourth quarter Release: 26 Jan 2017 Full Summary	Re-entry Into Employment 49.2% Sep 2016 Re-entry rate among residents made redundant Rate of re-entry into employment edged up Release: 13 Dec 2016 Full Summary
Labour Turnover 2.2% 3Q 2016 recruitment rate Recruitment rate trended down while resignation rate held steady Release: 13 Dec 2016 Full Summary	Hours Worked 45.6 Sep 2016 average weekly paid hours per employee Paid hours worked per employee unchanged in September Release: 13 Dec 2016 Full Summary	Labour Force 68.0% Jun 2016 labour force participation rate Labour force participation rate trended up in the last five years Release: 26 Jan 2017 Full Summary

Singapore labour market reporting has the full menu of live data, publications and benchmarking tools

Singapore live dashboard for labour market indicators

International leading practices target a variety of users and try meeting their information needs compared to GCC countries where data offered is often limited to internal use

Best practices ensure labour market data provide targeted users with their respective information needs



Targeted Users		Information Needs
Public policy makers and Planners with responsibility for...	Labour market programs	Projected occupational and skill shortages, vacancies by economic sector, labour market information for specific groups such as Kuwaiti Nationals, youth, women, disabled, etc.
	Government budgets	Demographic trends, labour force trends and composition
	National economic development	General labour force statistics, industry specific labour force information, and occupational labour supply
Educational Institutions	Staff at educational and vocational training institutions	Labour market trends, skill requirements of the economy, technological change program offered by other
Labour Market Participants	Firms (Employers)	Number of job seekers, the skills composition of the workforce, wage expectations of job seekers, labour market standards, health and safety regulation.
	Workers (Employers and unemployed individuals)	Job vacancies, educational and skill requirements of the job openings, wage and benefit levels, working conditions, etc.
Persons out of labour force	Students	Occupational information, information that relates to school subjects to specific occupations and careers, abilities related to occupations, current and future skill requirements of the labour market, etc.
	Job Seekers	Labour market trends, abilities and skills for occupations, etc.

International leading practices apply data quality standards in a timely manner, that is accessible to users online, with high accuracy while in the GCC, we observe a lack of data availability and when data is made available, is often outdated

LM Research Institutional Setup and alignment to policy function











Labour Market Research Strategy / agenda

Types of Labour Market Research Products

Dissemination Strategy

Targeted Users

LM data quality standards and indicators

			Relevance	Clarity	Accuracy	Accessibility	Timeliness	Published Labour Market Indicators in the private sector
	Australia	Department of Employment	✓	✓	✓	✓	✓	✓
	Canada	Minister of Employment, Workforce Development and Labour	✓	✓	✓	✓	✓	✓
	Singapore	Ministry of Manpower	✓	✓	✓	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	✓	✓	✓	✓	✓	✓
	United States of America	Department of Labour	✓	✓	✓	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development						
	Oman	Ministry of Manpower		✓	✓	✓		<i>Kuwait, like most GCC countries have a major challenge in making labour market data available online, in a timely manner</i>
	United Arab Emirates	Ministry of Human Resources and Emiratization		✓	✓	✓		
	Bahrain	Ministry of Labour and Social Development		✓	✓	✓		
	Kuwait	Public Authority of Manpower						

✓ Limited / partially

Labour Market Reporting Data Quality Standards



Data Quality and Standards

Measures the data quality that constitutes the base of the labour market reports and research according to a set of six data standards: relevance, clarity, accuracy, coherence and consistency, accessibility and timeliness

Relevance

Relevance reflects the degree to which PAM labour market reports meet the real needs and requirements of users with respect to intended use. It refers to whether all reports that are needed are produced and the extent to which concepts used (definitions, classifications, etc.) reflect user needs and requirements.

Clarity and Interpretability

Clarity refers to whether data records/ datasets are accompanied with the appropriate metadata definition, structure, concepts, variables and classifications used, the methodology of data collection and processing, and indications of quality of the administrative data in order to enable users to understand the data.

Accuracy and Reliability

Accuracy measures the degree to which datasets content describe the phenomenon it was designed to measure. It also relates to the errors that may occur through some related metrics during their compilation and production such as coverage, missing data, and non-responsive rate, processing errors, etc.

Consistency and Coherence

Consistency measures the degree of compliance and compatibility and coherence refers to the level of data comparable over time, and should be produced using common standards concepts, classifications and definitions.

Accessibility

This standard refers to the ease of access with which data can be obtained in its entirety. It includes the ease with which the existence of data can be ascertained, whether they are presented in an appropriate format and whether the medium can be accessed by the different users is suitable.

Timeliness

Timeliness refers to how fast labour market reports are released or made available to users and the degree of adherence to agreed release time scheduled, and inadequate periodicity.

Note: The labour market reporting data standards used in this study are based on best international standards for quality assurance control for administrative data records set by international organizations concerned with statistical work, such as the United Nations Statistics Division (UNSD).

Labour Market Reporting Data Quality Standards and use of LM Indicators

			Relevance	Clarity	Accuracy	Accessibility	Timeliness	Published Labour Market Indicators in the private sector
	Australia	Department of Employment	✓	✓	✓	✓	✓	✓
	Canada	Minister of Employment, Workforce Development and Labour	✓	✓	✓	✓	✓	✓
	Singapore	Ministry of Manpower	✓	✓	✓	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	✓	✓	✓	✓	✓	✓
	United States of America	Department of Labour	✓	✓	✓	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development						
	Oman	Ministry of Manpower		✓	✓	✓		
	United Arab Emirates	Ministry of Human Resources and Emiratization		✓	✓	✓		
	Bahrain	Ministry of Labour and Social Development		✓	✓	✓		
	Kuwait	Public Authority of Manpower						

✓ Limited / partially

International leading practice use Labour Market Indicators to track changes and dynamics in the private sector

Most Commonly used Labour Market Indicators	Australia	Canada	Singapore	Ireland	United States of America	Saudi Arabia	Oman	United Arab Emirates	Bahrain	Kuwait
Employment rate / Unemployment Rate	✓	✓	✓	✓	✓		✓		✓	
Nationalization quotas rate (and by Industry)	<i>Not applicable in international experience contexts</i>						✓		✓	
Size of labour force	✓	✓	✓	✓	✓		✓	✓	✓	
Labour force by gender	✓	✓	✓	✓	✓		✓	✓	✓	
Labour force by region	✓	✓	✓	✓	✓		✓	✓	✓	
Labour Force by Skills / Main occupations	✓	✓	✓	✓	✓		✓	✓	✓	
Labour force by Industry / Economic Sector	✓	✓	✓	✓	✓		✓	✓	✓	
Labour force by age distribution	✓	✓	✓	✓	✓		✓		✓	
Labour force by wage distribution	✓	✓	✓	✓	✓		✓		✓	
Labour force by education attainment	✓	✓	✓	✓	✓		✓		✓	
Labour force by Industry / Economic Sector	✓	✓	✓	✓	✓		✓		✓	
Labour force growth rate (monthly, quarterly, annual)	✓	✓	✓	✓	✓					
Job Openings Rate by Industry	✓	✓	✓	✓	✓					
Redundancies / Turnover rate	✓	✓	✓	✓	✓					
New Company Incorporation rate			✓	✓	✓					
Total new permits received / Total permits issued			✓	✓	✓					
Workplace injuries			✓	✓	✓					
Number of injuries and illnesses			✓	✓	✓					
Number of fatal injuries / non-fatal injuries			✓	✓	✓					
Union affiliation rate			✓	✓	✓					
Productivity rate	✓	✓	✓	✓	✓					
Pay and Benefits Costs	✓	✓	✓	✓	✓					

Summary of Findings

At the institutional setup and alignment to policy function level: We found this as a major weaknesses since there is no policy function or a strategic direction that drive PAM labour market reporting function. PAM needs to define strategic and policy priorities to to drive the labour market reporting function.

At the Labour Market research strategy / agenda level: We found that PAM lacks a clear research agenda/ yearly operational research plan with clear targets, priorities and indicators. PAM needs to develop a research agenda supported with a clear set of indicators.

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At the dissemination strategy level: There's a need to define a dissemination strategy which highlights the various communication channels starting with the PAM's website.

At the users level: There's a need to establish a list of priority users and their information needs that will be anchored in a stakeholders' management framework tailored to the labour market research department.

At the data quality and labour market indicators level: There's a need to establish a set of indicators along with enhancements to its administrative records quality and accuracy to meet international standards. This is actually outside the scope of the labour market research department and rests mainly with PAM database administrators. However, it is considered a cornerstone to the labour market reporting quality.

Recommendations











Key findings and Recommendations

- The main findings of the study suggest that the Labour Market Research Department within PAM has a very powerful mandate, however, to date it has been used in a very discrete manner or has been fully activated. The Department's is require to develop labour market reports, research and studies, labour market specialized surveys covering the full set of challenges affecting the Kuwaiti private sector.
- The benchmark of leading international practices and the review of the GCC countries reveal that labour market research and reporting can be enhanced if some successful examples can be adopted and applied as per table below where we indicate the level of criticality and expected impact on the short or longer term.
- In conclusion, we recommend that the enhancement of labour market reporting would be treated as a separate project, with appropriate financial and human resources and timeline to ensure PAM meets its full mandate.











Parameter	Recommendations	Criticality
<i>At the institutional setup and alignment to policy function level</i>	<p>We found this as a major weaknesses since there is no policy function or a strategic direction that drive PAM labour market reporting function.</p> <p>PAM needs to define strategic and policy priorities to to drive the labour market reporting function.</p>	
<i>At the Labour Market research strategy / agenda level</i>	<p>We found that PAM lacks a clear research agenda/ yearly operational research plan with clear targets, priorities and indicators.</p> <p>PAM needs to develop a research agenda supported with a clear set of indicators.</p>	
<i>At the types of Labour Market research products level</i>	<p>we found that PAM can do much better and begin producing and publishing a wider range of products and can easily begin by publishing the yearly statistics report and maximize it's the use of its website.</p>	
<i>At the dissemination strategy level</i>	<p>There's a need to define a dissemination strategy which highlights the various communication channels starting with the PAM website.</p>	
<i>At the users level</i>	<p>There's a need to establish a list of priority users and their information needs that will be anchored in a stakeholders' management framework tailored to the labour market research department.</p>	
<i>At the data quality and labour market indicators level</i>	<p>There's a need to establish a set of indicators along with enhancements to its administrative records quality and accuracy to meet international standards. This is actually outside the scope of the labour market research department and rests mainly with PAM database administrators. However, is considered a cornerstone.</p>	

Appendices











Selected Benchmarked Countries and their respective agencies responsible for Labour Market

		Main Mandate	Labour Market /Workforce Development	Skills Development	Partnerships with Private Sector	
	Australia	Department of Employment	Responsible for national policies and programmes that help Australians find and keep employment and work in safe, fair and productive workplaces.	✓	✓	✓
	Canada	Minister of Employment, Workforce Development and Labour	Works to improve the standard of living and quality of life for all Canadians. We do this by promoting a labour force that is highly skilled. We also promote an efficient and inclusive labour market.	✓	✓	✓
	Singapore	Ministry of Manpower	Develop a productive workforce and progressive workplaces, for Singaporeans to have better jobs and a secure retirement.	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	Ensure through work at national and international levels that workplaces are safe, employment rights are appropriate and respected, harmonious industrial relations are promoted and any disputes or breaches are handled efficiently and effectively; that skills needs are identified and met through alignment of education and training provision	✓	✓	✓
	United States of America	Department of Labour	Foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development	Regulate the employment of the workforce through the execution of the labour system, human resources planning and development, and the settlement of labor disputes in the private sector	✓		
	Oman	Ministry of Manpower	Working together to regulate the labor market and upgrade the ratio of national manpower in the private sector, through integrated legislations and laws and distinguished services, within a framework of transparency and flexibility.	✓	✓	
	United Arab Emirates	Ministry of Human Resources and Emiratization	Regulate the labour market to boost UAE citizens' participation, to achieve general protection, flexibility, and to attract talented cadres through an integrated system of standards, policies and regulatory tools, institutional partnership and outstanding services.	✓		
	Bahrain	Ministry of Labour and Social Development	Work through partnership and participation with different sectors, establishments and individuals in order to develop the Bahraini society and achieve sustainable social welfare.	✓	✓	
	Kuwait	Public Authority of Manpower	Supervision of the workforce in the private and oil sectors, have inspectors working Authority as legal officers. Responsible for the establishment of trade unions and employers federations procedures. Issuance of special regulations, rules and procedures for granting permission to work. Identify and collect fees.	✓		

Selected Benchmarked Countries and their respective agencies responsible for Labour Market

			Labour Market Research function?	Name of Main Organizational Unit	Labour Force Strategic Planning Functions	Policy & Regulation Functions	Operational Functions
	Australia	Department of Employment	Y	Labour Market Research Strategy & Policy	✓	✓	
	Canada	Minister of Employment, Workforce Development and Labour	Y	The Strategic and Service Policy Branch	✓	✓	
	Singapore	Ministry of Manpower	Y	The Manpower Research and Statistics Department (MRSD)	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	Y	Strategic Policy Division	✓	✓	✓
	United States of America	Department of Labour	Y	Bureau of Labour Statistics	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development	Y	National Center for Social Studies and Research	✓	✓	✓
	Oman	Ministry of Manpower	Y	Research & Studies Department	✓	✓	✓
	United Arab Emirates	Ministry of Human Resources and Emiratization	Y	Policy and Strategic Affairs (Studies and Research Section, Labour Market Information Section)	✓	✓	✓
	Bahrain	Ministry of Labour and Social Development	Y	The Social Policies and Information Unit	✓	✓	✓
	Kuwait	Public Authority of Manpower	Y	Labour Market Research Department (Statistics, Workforce Planning and Labour Research Studies Section)			✓











Labour Market Research Strategy/ agenda and priority areas

		Labour Market Research Agenda / Priority Topics Well Defined ?	Key Characteristics of Labour Force Research and Reports Agenda and Priorities
	Australia	Department of Employment	✓
	Canada	Minister of Employment, Workforce Development and Labour	✓
	Singapore	Ministry of Manpower	✓
	Ireland	Department of Jobs, Enterprise and Innovation	✓
	United States of America	Department of Labour	✓
	Saudi Arabia	Ministry of Labour and Social Development	
	Oman	Ministry of Manpower	
	United Arab Emirates	Ministry of Human Resources and Emiratization	
	Bahrain	Ministry of Labour and Social Development	
	Kuwait	Public Authority of Manpower	X











<ol style="list-style-type: none"> 1. Research, reporting and analysis activity supports defined policies and services; 2. Research and publications include archived publications for at least the past 5 years that can be researched by key words and include even ad-hoc analysis; 3. Forthcoming research topics are listed online with timetable; 4. Research and reporting team contact information (email) are often listed for further public Enquiries; 5. Research contracts opportunities to be commissioned are listed online; 6. <u>Research and analysis strategy covers the following areas:</u> <ul style="list-style-type: none"> ▪ Policy development (briefings and white papers for senior government officials) ▪ Monitoring and analysis of relevant development in society to assess effect on labour policies ▪ Produce benefit expenditures and forecasts taking into account demographic, economic, social and policy factors ▪ Strategic research include longitudinal studies ▪ Evaluation of programs and policies on a regular basis ▪ Expert advice from staff or national experts funded by research budget ▪ Evidence reviews with detailed reports that provide evidence to support policies, decision making and services ▪ Publish labour market statistics ▪ Established partnerships and working relations with major independent research organizations and the academic research community. 	<p>GCC labour market agencies have a very limited research and publications available online to the exception of some labour market statistical reports which are often outdated 2015 and earlier and limited in their coverage offerings.</p>
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<p>PAM website does not contain currently any labour market publications or statistics</p>
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Labour Market Report and Research Dissemination Offerings

			Dissemination Offerings						
			Online data	Interactive- up to date data files / dashboard	Physical Distribution	Multiple data format (Excel, pdf, Word)	Newsletters	Frequency (Daily, monthly, annually, as needed)	Social Media (Facebook, blogs, email, Twitter, etc.)
	Australia	Department of Employment	✓	✓	✓	✓	✓	✓	✓
	Canada	Minister of Employment, Workforce Development and Labour	✓	✓	✓	✓	✓	✓	✓
	Singapore	Ministry of Manpower	✓	✓	✓	✓	✓	✓	✓
	Ireland	Department of Jobs, Enterprise and Innovation	✓	✓	✓	✓	✓	✓	✓
	United States of America	Department of Labour	✓	✓	✓	✓	✓	✓	✓
	Saudi Arabia	Ministry of Labour and Social Development							
	Oman	Ministry of Manpower	✓				✓		✓
	United Arab Emirates	Ministry of Human Resources and Emiratization	✓			✓	✓		✓
	Bahrain	Ministry of Labour and Social Development	✓			✓			✓
	Kuwait	Public Authority of Manpower							

Labour Market Report and Research Targeted Users

			Target Users and Beneficiaries for the various LM Reports Products							
			Internal use within the organization	Employers / Businesses	Employees	Students & Job Seekers	SMEs (Small and medium enterprises)	Education Institutions	Public at Large / social researchers	Government agencies (officials, policy makers, etc.)
	Australia	Department of Employment	✓	✓	✓	✓	✓	✓	✓	
	Canada	Minister of Employment, Workforce Development and Labour	✓	✓	✓	✓	✓	✓	✓	
	Singapore	Ministry of Manpower	✓	✓	✓	✓	✓	✓	✓	
	Ireland	Department of Jobs, Enterprise and Innovation	✓	✓	✓	✓	✓	✓	✓	
	United States of America	Department of Labour	✓	✓	✓	✓	✓	✓	✓	
	Saudi Arabia	Ministry of Labour and Social Development	✓							
	Oman	Ministry of Manpower	✓			✓		✓	✓	
	United Arab Emirates	Ministry of Human Resources and Emiratization	✓						✓	
	Bahrain	Ministry of Labour and Social Development	✓						✓	
	Kuwait	Public Authority of Manpower	✓							

Labour Market Reporting Data Quality Standards Assessment for PAM 1/2

Data category	Data Element	Frequency annual (A), monthly (M), quarter (Q)	Availability within PAM Y / N	Uses and Notes / Sources
Core labour force and market data				Core labour force and market data reflect supply and demand but are categorized separately as measures that track overall labour market trends.
	Labour force demographics	A	Y	These data are useful for monitoring the health of the private sector labor market and economic trends and are mostly available.
	Labour force estimates	A, Q, M	N	
	Employment (new permits)	M	Y	
	Detailed labour force characteristics	M, Q, A	Y	
	Kuwaitis labour force	M, Q, A	Y	
Labour Demand				
	Job openings	D	N	Direct service of job seekers and employers. Also potential measure of occupational demand. (i.e. private sector job bank)
	Job vacancies	M, Q	N	Measure current and short-term demand.
	Labour cost	A, Q	N	Labour costs are an important component of demand, and while definition may vary, labour cost can be viewed as the sum of wages and other costs for employees that are incurred by the employer. Labour costs are useful to business and economic planning, particularly if data are available.
	Occupational employment estimates (detailed or summary)	every 2 to 5 years	N	This data is usually aggregated based on national occupational classification level data.
	Occupational employment projections: long term / 10 years or less	every 2 to 5 years	N	This data is key for Kuwaiti job seekers, career decision making and business planning.
	Occupational employment projections: short term / 5 years or less	Every two years	N	Short term projections are desirable and useful for career preparation, particularly for short-term programs to meet market needs. Long—term projections may provide this need if they include estimates of annual change and are updated relatively frequently, such as every 2-3 years.
	Industry employment estimates	M	N	Industry employment estimates are key for business, education, career planning and also provide the foundation for occupations estimates and projections.
	Industry employment projections	Every 2-5 years	N	
	Industry staffing pattern	Every 2-5 years	N	
	Occupational distribution across industries	Every 2-5 years	N	The staffing pattern for an industry and the distribution of an occupation across an industry are key information for career planning, workforce development, economic development, demand and supply estimates, etc. Direct use of this information by counselors, career practitioners and others can help address economic declines and growth.
	Mass layoff data	M, Q, Y	N	Data help identify industries with significant layoffs, identify causes and extent of worker dislocation, and the demographic characteristics of workers who are laid off. Information can assist local workforce personnel in provide support and assistance to workers. Information can also be used in analysis of potentially available labour supply. Some data might not be published but could be used internally for local employment services.
	Business births and death	M,Q,Y	N	Measuring business start-ups and closures provides insight to the dynamic flows in the business market and are important for business, economic development, and policy decisions.
	Number of business establishment and size	A	N	Data are key for internal use, but some data may not be published for confidentiality purposes. To the extent information on the number of firms by industry can be published it is useful for nearly all users.
	Industry average earnings	A, M	N	Useful for tracking wage/earnings changes across industries.
	Occupational wages	Every 2 year	Y	Among the most important pieces of information for career planning and job search. Currently PAM captures this data but is considered inaccurate.

Labour Market Reporting Data Quality Standards Assessment for PAM 2/2

Data category	Data Element	Frequency annual (A), monthly (M), quarter (Q)	Availability within PAM Y / N	Uses and Notes / Sources
Occupational Supply				
	Occupational employment	Q, A	N	Among the most important pieces of information for career planning and job search.
	New entrants to labour force in the private sector	A	N	These data are important for macro-analysis. Such information would be useful for estimating supply.
	Occupational transfers by geography	A	Y	Captured currently but is not accurate or consistent.
	Labour force separations	A	Y	Captured currently but is not accurate or consistent.
	Educational outcomes	A	N	Information on whether completers of post-secondary and other education programs obtain jobs in fields related to their studies. Often countries conduct national graduate survey about every 3-5 five years to get this information considered useful in measuring supply and providing guidance for career planning and decision making.
	Estimates of supply	A	N	Complete estimates of supply are difficult to prepare. They involve adding employment estimates, educational completers, persons outside of the labour force, etc. The difficulty is trying to ascertain supply estimates at an occupational level with some degree of accuracy so that they can be meaningfully compared to the demand estimates.
Occupational Characteristics				
	Licensing and certification requirements	A	N	Critical to have to enhance proper Kuwaitisation and increase participation of fresh graduates in the private sector.
	Education and training requirements	A	N	
	Skills needed	A	N	
Classification systems and Crosswalks				
	Industry - Sectors	ISIC, Rev4	Y (outdated)	Crosswalks link industries, occupations, education programs, and skills as per agreed standards, definitions and classification.
	Occupations	ISCO-08	Y (outdated)	Crosswalks among various data elements are important to the analysis and dissemination of useful information. For example, any labour market reporting system should allow a user to examine information about a particular industry, to analyze information about an occupation within that industry, and then to see which programs might train for the skills associated with that occupation.
	Education Program	ISCED 2011	N	An optimal labour market reporting system must include relationships among these various data sets and maintain such crosswalks and links as classification systems are revised.

Overviews of Labour Market Policies and Reforms in the GCC (1/5)

	Unemployment Benefits	Minimum Wage per month	Monthly Fee**	On the job training, Job Search assistance	Wage subsidy for nationals	Increased mobility
Bahrain	For nationals, conditional on participation in training	BD 250 for nationals	10 BD suspended in 2011	Financed by foreign worker fee; organized jointly with the private sector	Maximum period 2 years, targeted to new graduates	Full mobility since 2008
Oman	RO 150 for nationals	RO 325 for nationals	7 % levy	Financed by foreign worker fee		Full mobility of foreign workers since 2006
Saudi Arabia	For nationals	SAR 3000 for nationals, for firms to earn nitaqat credits	Quota-based SAR 200 if firm employs majority of foreign workers	Financed by foreign worker fee	Targeted to new hires in companies that meet quota requirements	Workers in forms that do not meet their quotas meet their quotas can move freely since 2012
United Arab Emirates			Quota-based fees are on bi-annual nature	Training and job search assistance		Since 2011, liberalization for workers meeting specific criteria; higher mobility in free zones.
Kuwait	For conditional on job search	KD 60 for all workers			General allowance extended to private-sector employees, not temporary	Non-domestic workers allowed since 2009, after completion of 3 years of work

** Targeted to tax on hiring of foreign workers

Overviews of Labour Market Policies and Reforms in the GCC (2/5)

	Bahrain	Oman	Saudi Arabia	UAE (Federal Level)	Kuwait
Substitution policies in the public sector	Public sector gives priority to nationals	<ul style="list-style-type: none"> - Public sector gives priority to nationals. - Nationalization target set to 95% by 2020 	<ul style="list-style-type: none"> - Public sector gives priority to nationals. - Nationalization target set to 85% 	<ul style="list-style-type: none"> - Public sector gives priority to nationals. - Hiring expats only if no nationals has necessary qualifications 	Public sector gives priority to nationals
Quotas on expatriates	Restriction in the number of approved work visas	Ceilings by region are set on the annual influx of expatriates. Labour permits are issued in priority to firms that meet their Omanization targets	Restriction in the number of approved work visas	Restriction in the number of approved work visas	Restriction in the number of approved work visas
Quotas on nationals	<ul style="list-style-type: none"> - Firms are requested to increase employment of nationals by 5% a year until one-half of the labour force is Bahraini. - New establishments employing 10 or more workers are required to have 20% Bahrainis in their workforce with further annual increase of 5% until 50% is reached. - Firms with fewer than 10 workers must employ at least one Bahraini other than the owner. 	<ul style="list-style-type: none"> - Targets set for employment of nationals by sector. - Firms with more than 4 employees had 2 years to comply or they would be fined an amount equal to half the wage bill of the workers that should have been hired to reach target. - Firms that do not meet the Omanization target of their sector are required to hire one Omani to get a work permit for a new expatriate workers. 	<ul style="list-style-type: none"> - Nationals employed in private establishment should account for at least 75% of the workforce and their wages at least 51% of the total wage bill - Firms with more than 20 employees must raise the ratio of their Saudi workforce by 5% a year until they reach the target. 	<ul style="list-style-type: none"> - No formal targets for nationals, except in the banking and insurance sector. - Banks must increase 4% per year until they meet the target. - Firms seeking work visas for female expatriates sponsored by their husbands or fathers must employ an additional national to get permit. 	<ul style="list-style-type: none"> - The labour market law stipulates the proportion of Kuwaitis that private sector companies must have in their workforce. - This varies from sector to sector and within sectors, depending on the size and nature of companies. - Companies that fail to meet this target would be subject to a fines and sanctions.

Overviews of Labour Market Policies and Reforms in the GCC (3/5)

	Bahrain	Oman	Saudi Arabia	UAE (Federal Level)	Kuwait
Ban to hiring expatriates in certain industries		<ul style="list-style-type: none"> - Ban on expatriates performing jobs that do not require special training programs. 	<ul style="list-style-type: none"> - Sector specific restrictions on issuing work permits for foreign workers. - Issuance and renewal of work permits were stopped in many unskilled professions. - Some jobs categories, such as administration, security, and recently agriculture product trading in the municipal market are reserved for nationals. 		Work permits issued for foreign workers are confined to selected activities in the private sector.
Fees for use of expatriate labour	<ul style="list-style-type: none"> - Fee on visa for a foreign worker. - Companies with more than 100 workers and do not provide internal training pay a charge for training to the ministry of labour and social affairs equivalent to 1% of total annual wages of the local labour of foreign workers wages. 	A fee equal to 7% of the worker's annual salary is imposed on the use of foreign labour. Fee revenues are used as "training contributions".	Fees for visas, work permits and residence permits.	Fees for issuing a work visa and for visa renewal. Annual fee payable by expatriate employers of household help.	<ul style="list-style-type: none"> - Fees for visas, work permits, and residence permits were raised. - Flat fee on hiring domestic workers.
Cash benefits and other incentives to employ nationals	<ul style="list-style-type: none"> - Payment up to BD 1000 a year to midsize private manufacturing firms in which 30 % of the workforce is Bahraini. 	Firms that meet their Omanization target are given priority consideration for concessionary loans, exemptions from duties on machinery and raw materials and priority in the awarding of government contracts. Soft finance, tax exemptions, and business support services are offered to nationals who create their own business.	Firms that do not comply with Saudization program could be subject to refusal of visa request or work permit renewals and could be banned from bids on government contracts, loans and subsidies.		Government contracts provide to domestic firms for 40% of the labour force is national, earning at least 40% of the firm's total wage bill.

Overviews of Labour Market Policies and Reforms in the GCC (4/5)

	Bahrain	Oman	Saudi Arabia	UAE (Federal Level)	Kuwait
Education and Training	The Bahraini Training Center has been reformed and empowered to expand publicly provided training.	<ul style="list-style-type: none"> - The vocational training system, financed with the proceeds of the fees on expatriate labour is a system of training privately provided to nationals who must first be matched with employers that commit to hiring them after the completion of the training. 	<ul style="list-style-type: none"> - The five year development plans sets out specific targets for general and higher education and for technical and vocational training with the establishment of Human Resources Development Fund. Financial support is given to firms committed to training nationals. 	<p>School curricula have been revised to focus on vocational training.</p> <p>Local government and chambers of commerce provide training and internships financed by their own resources.</p>	The government has initiated several steps in the area of training to be financed by 2.5% tax on companies listed on the Kuwaiti Stock Exchange.
Enhance private sector benefits		Initiate the extension of the pension scheme to the private sector to increase attractiveness		<p>A benefit scheme pension scheme from nationals in the private sector was introduced in 1999.</p> <p>Foreigners are subject to higher water and electricity tariffs rates.</p>	<p>Extended payment of the social allowance for Kuwaiti workers in the private sector</p> <p>Payment of unemployment benefits for workers until they find a job</p>
Civil Service retrenchment		Reduction in the number of civil servants by 13,500 from 1996-1998			

Overviews of Labour Market Policies and Reforms in the GCC (5/5)

	Bahrain	Oman	Saudi Arabia	UAE (Federal Level)	Kuwait
Mobility, placement support, and information dissemination policies	Employment Service Bureau created in 1997 to handle job matching and placement support for Bahraini job seekers.	<ul style="list-style-type: none"> - Additional flexibility in the dismissal legislation. Expatriate workers are allowed with the approval of their employer to move between sponsors, without being forced to leave the country. 	<ul style="list-style-type: none"> - The labour ministry's job matching and placement program is currently run in 37 regional labour offices, with 5 more expected to open in 2001 with a special focus on private sector vacancies. 	Since 1997, transfer of sponsorships between employers became possible after one year of service subject to the approval of all parties.	
Enforcement of legislation on visa requirements and work restrictions	<ul style="list-style-type: none"> - Recent campaign to enforce immigration law. Illegal workers are offered a grace period to legalize their stay or leave the country. Failure to comply would result in legal action 		<ul style="list-style-type: none"> - Recent campaign to enforce immigration law. Illegal workers are offered a grace period to legalize their stay or leave the country. Failure to comply would result in legal action 	<ul style="list-style-type: none"> - Recent campaign to enforce immigration law. Illegal workers are offered a grace period to legalize their stay or leave the country. Failure to comply would result in legal action. - Illegal workers can be subject to imprisonment for up to 3 years and fined up to Dh. 30,000. 	<ul style="list-style-type: none"> - Recent campaign to enforce immigration law. Illegal workers are offered a grace period to legalize their stay or leave the country. Failure to comply would result in legal action
Unemployment benefits					The Manpower and government restructuring program established provide benefits to Kuwaiti nationals.