

# Strengthening the Public Employment Services Network (SEALC Network) to support a Just Transition (D2411)

## Description:

General objective: The Technical Cooperation project aims to support the strengthening of Public Employment Services (PES) to improve labor insertion in participating countries, with a focus on green and digital jobs, gender equality, a diversity. Specific objective: This TC has two specific objectives: (i) Support the improvement of PES through technical assistance; and (ii) Generate operational and technical knowledge about PES and best practices in the region; (iii) support the region to establish the capacity to deploy green and digital skills.

## Submitted by:

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## Submitted on:

11/29/2023

## Status:

Submitted

## Category:

Research and Dissemination

## Tags:

#gender equality digital economy diversity employment green jobs labor markets public services

## Linked Ideas:

## Whiteboard:

## Team Leader Name

David Rosas

## Alternate Team Leader Name

Dulce Baptista y Fernando Pavon

## Has the proposal been discussed and authorized by the responsible sector or country department/division, as applicable?

Yes

## Team Leader Responsible Department

SCL

## Are there specific countries that will directly benefit from your proposal?

Yes

## Mark the specific countries that will be directly benefited from your proposal?

Argentina

Barbados

Belize

Bolivia

Brazil

Chile

Colombia

Costa Rica

Ecuador

Guatemala

Haiti

Honduras

Mexico

Panama

Paraguay

Peru

Trinidad y Tobago

Uruguay

## Where applicable, describe how the proposal aligns with the respective country strategy (for each country selected)

Argentina IDB Group Country Strategy (2021-23): by championing digital transformation pillar as a cross-cutting enabler for development, and supporting the promotion of environmental sustainability, diversity, and gender equality.

Belize IDB Group Country Strategy (2022-2025): by supporting Belize with actions in (i) private sector productivity and sustainable growth and (ii) human capital.

Barbados IDB Group Country Strategy (2019-23): by supporting cross-cutting themes (gender, institutional strengthening, including increased adoption of new technologies and enhanced data utilization) across the three priority areas of the strategy.

Bolivia IDB Group Country Strategy (2012-25): by focusing on the pillar inclusive and sustainable social development.

Brazil IDB Group Country Strategy (2019-22): by promoting national and international integration to boost productive capacity and address challenges related to gender and diversity and innovation and digital transformation.

Chile IDB Group Country Strategy (2019-22): by focusing on the pillar improved quality of life for the population and by supporting the crosscutting theme of climate change and environmental sustainability and institutional capacity and rule of law.

Colombia IDB Group Country Strategy with (2019-22): by promoting economic productivity and social mobility and consolidation of the middle class and providing support to the crosscutting themes of gender and diversity, integration, and the digital economy.

Costa Rica IDB Group Country Strategy (2019-22): by focusing on two of four strategic pillars: (i) productivity gains and narrowing of production gaps; and (ii) human capital accumulation for inclusion and competitiveness.

Ecuador IDB Group Country Strategy (2022-25): by focusing on the priority area No III 'Strengthening of social progress, with emphasis on reducing gender gaps' and addressing crosscutting issues of gender equity and social inclusion and digitalization.

Guatemala IDB Group Country Strategy (2021-24): by focusing on the priority areas (ii) improvement of basic service delivery to the most vulnerable population; and (iii) promotion of the private sector for stronger, more inclusive, and sustainable growth.

Haiti IDB Group Country Strategy (2017-2021): by rendering key public services more accessible to enhance human development incorporating cross-cutting themes of climate change resilience and gender equity.

Honduras IDB Group Country Strategy (2019-2022) by promoting stronger and more inclusive growth around these pillars: (ii) human capital accumulation; and (iii) expansion of sustainable production opportunities.

Mexico IDB Group Country Strategy (2019-2024): by supporting sustainable, equitable access to social services to decrease gaps in labor market access and addressing issues of institutional quality and transparency, and climate change.

Panama IDB Group Country Strategy (2021-24): by reigniting and diversifying productive activity through information technology and addressing the crosscutting issues of gender and diversity.

Paraguay IDB Group Country Strategy (2019-2023); by promoting institutional and productive transformation, adhering to principles of sustainability, equity, and economic and social inclusion, through the following areas: (i) public management and institutions; (ii) integration and diversification.

Peru IDB Group Country Strategy (2022-2026): by supporting priority areas of environmental sustainability and climate change to achieve sustainable growth to foster social progress.

Trinidad & Tobago IDB Group Country Strategy (2021-2025): by enhancing the equitable delivery of public services and improving trust in public administration while integrating climate change and environmental sustainability as cross-cutting areas.

Uruguay IDB Group Country Strategy (2021-2025): by supporting a strategic area of sustainable productive development incorporating an environmental perspective.

### Does the proposal align to one or more sector frameworks?

Yes, the proposal aligns with at least one sector framework

### Identify and describe how the proposal aligns to the sector framework(s)

It is consistent with the Bank's following Sector Frameworks: (i) Labor (GN-2741-12) by strengthening human capital and facilitating the integration of this population segment into the labor market; (ii) Gender and Diversity (GN-2800-13) by supporting measures aimed at closing the gender and diversity wage gap; and (ii) Climate Change (GN-283513) by the strengthening of actions to build climate resilience through the improvement of their strategies to promote green jobs and just transitions.

### Select the regional challenges and cross-cutting issues to which the proposal aligns to

Social Inclusion and Equality

Productivity and Innovation

Gender Equality

Diversity

### Justify the alignment to each selection above

(i) Social inclusion and equality, by promoting equal access to better employment opportunities, and (ii) productivity and innovation, by improving the matching between the demand for workers and the supply of job seekers through improvements in training and labor intermediation.

It is aligned with the following crosscutting issues: (i) Gender by supporting measures aimed at closing the gender gaps in labor markets; and (ii) Diversity by supporting measures for labor market inclusion of vulnerable populations (e.g. persons with disabilities, afro-descendant communities)

### What is the estimated funding that you need in order to implement this proposal?

450.000

### Select the expected outputs of this proposal

Institutional Strengthening Deliverables (Training products, Management Information Systems, etc.)

Upstream strategies, action plans, etc.)

Events (other than policy dialogues)

Knowledge Products

### Are outputs strictly Knowledge Products?

Yes, the output is strictly a Knowledge Product

### Describe the motivation and main question(s) this TC intends to answer.

Global shifts in globalization, technology, and society have made labor markets more complex, creating both opportunities and challenges. Facilitating positive transitions throughout people's lives, from entering the workforce to changing jobs or managing family responsibilities, is crucial. PES play a key role in implementing labor market policies. PES are relevant and can be effective. On one hand, job search methods are changing in Latin America and the Caribbean, however the role of PES remains key, particularly for certain groups of the population. Indeed, in many countries the main job search methods are the informal ones, such as for example, information provided by friends or family. These methods can be inefficient. For instance, the quality of information depends on the quality of the contacts and can stagnate people in low-quality jobs (informality trap). The importance of these methods can be explained by the difficulties that people in LAC confront to use formal job search methods (eg. because the cost or the way the information is presented). New technologies represent an opportunity to increase formal job searches and improve labor results since they allow reducing transaction costs and access to information. In fact, according to household surveys from 11 countries, the use of the Internet for job searching has been increasing rapidly in the region. However, this increase is not happening in a homogeneous manner and there are important differences in the region. For instance, in Chile more than 30% of people search for employment online but this percentage is only 2% in Honduras (Novella, 2022). Thus, despite the changes in the methods people search for jobs, PES continue to play a key role, particularly for the most vulnerable population (eg. people with low levels of education and people with less access to internet) and need to continue improving their face-to-face services. On the other hand, recent evidence (based on robust impact evaluations) is positive about the impacts of labor intermediation programs, especially when they are completed with other employment services, such as job guidance and job training (McKenzie, 2023). To stay relevant in a constantly evolving world of work, PES must transform their services. Unlike other countries, PES in Latin America and the Caribbean face more severe limitations that prevent them from effectively fulfilling this role. Therefore, a regional initiative becomes key to provide the necessary technical support for these transitions. Main Questions: How do the institutional structure, governance, and capacity of PES vary across countries? How can PES adapt to meet the evolving needs of the labor market, particularly in the context of globalization, technological change, and demographic shifts? What are the key challenges and opportunities for PES in supporting positive labor market transitions for individuals throughout their lives? What role do PES play in promoting social inclusion and reducing inequality? How can PES be better coordinated with other labor market actors, such as education and training providers, social welfare agencies, and private sector employers? What are the best practices for PES in terms of service delivery, governance, and capacity building? How can the social economy be leveraged to improve access to and quality of employment services for marginalized and vulnerable groups? How can PES ensure that digital transformation benefits jobseekers and employers, including those from vulnerable groups? How can PES promote occupational mobility and

support workers to transition to new jobs and sectors in the green economy? How can PES collect and analyze data to track the impact of the green transition on labor markets and inform policy and service development? How can PES work with other stakeholders, such as employers, education and training providers, to support a just transition to a green economy?

**Describe the methodological approach to be used and the type of data (when applicable) which will be used**

Product 1: - Method: Conduct surveys and data collection from 73 PES around the world. - Data Type: institutional and operational characteristics of PES data, labor force/household survey data  
Product 2: - Method: Conduct surveys, and data collection from relevant PES. - Data Type: institutional and operational characteristics of PES data, labor force/household survey data.  
Product 3: - Method: Conduct virtual and in person interviews, and data collection relevant from at least 6 LAC PES. - Data Type: institutional and operational characteristics of PES data, labor force/household survey data  
Product 4: - Method: Conduct surveys, and data collection relevant from LAC PES. - Data Type: institutional and operational characteristics of PES data, labor force/household survey data.

**Please specify the type(s) of Knowledge Product (s) this TC encompasses:**

Databases & Datasets

Technical and Policy Notes

Others

**Please provide a brief description of the output(s) selected above (The number of units planned, and the estimated cost). If you selected others, please specify.**

Product 1: The global publication, which will be the largest one in the world on this topic, will collect information on the institutions and operations of approximately 73 PES around the world and will carry out analyses and policy recommendations. The publication will address the contribution of four critical dimensions (the social economy, digital transformation, labor migration management, and green transition) to support PES in transforming their services to meet new and significant challenges.

Product 2: Datasets with operational and institutional characteristics of +73 public employment services around the world.

Product 3: The technical note will focus on a comprehensive evidence review of factors influencing the capacity and performance of at least 6 PES in Latin American and the Caribbean. The review will include various areas of organizational development, including policy goals, labor market information, profiling and services, multi-channel service delivery, active labor market policy, marketing of services to employers, social protection, partnerships, performance management, human resources, monitoring and evaluation, and decentralization.

Product 4: the technical note will discuss the role that PES could play in facilitating a just transition and the actions and policies they are and should implement to promote the employability of workers, provide them with the skills necessary to succeed in the green economy, support professional mobility across sectors, and reduce the negative impact of the transition on employment.

**Outcomes: If the outputs are delivered successfully, what is the change expected (in capacity, knowledge, behavior, etc.)**

PES with strengthened services and programs to support a just transition to a green economy, gender equality, and improved diversity.

**(1) Attachments**

people-814800.png

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0 Comments