

THE 2025 KOSTAT-ILO SYMPOSIUM

TITLE:

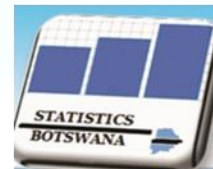
**Interoperability of Survey
and Administrative data:**

*“Our experience in
operationalising the Botswana
Labour Market Information
System”*

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PRESENTATION OUTLINE

1. Introduction: Mandates and Functions of Statistics Botswana and the Human Resource Development Council
2. Background: Overview of the Botswana Labour Market Information System (LMIS)
3. Data Governance Frameworks
4. Institutional Arrangements
5. Conclusion

MANDATE OF STATISTICS BOTSWANA

- ❑ Provides official statistics, the necessary statistical protocols, coordination and oversight
- ❑ Collaborates and capacitates Government institutions in the following:
 - collection,
 - compilation,
 - processing,
 - publication,
 - dissemination and archiving of statistical information

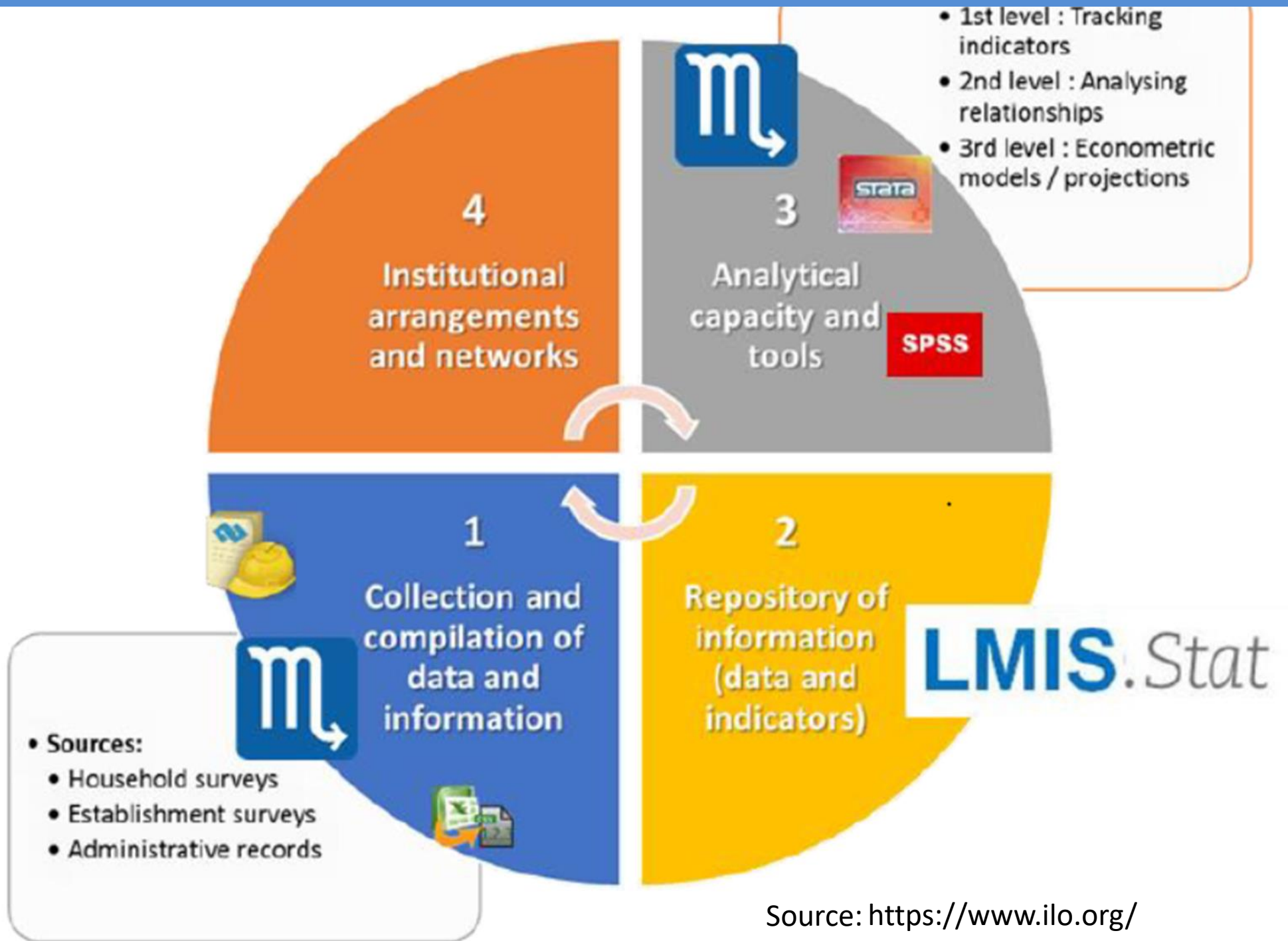
THE HUMAN RESOURCE DEVELOPMENT COUNCIL (HRDC)

- ❑ Coordinates the implementation of the National Human Resource Development Strategies & Plans
- ❑ Develops & manages a national labour market information system (LMIS) and the national education and skills development data base.

THE LABOUR MARKET INFORMATION SYSTEM (LMIS)

- ❑ Provides digital access to labour market information
- ❑ Informs formulation of employment policies and decision making
- ❑ Provides signals to the labour market efficiencies – balance between the labour supply and demand

Components of the LMIS



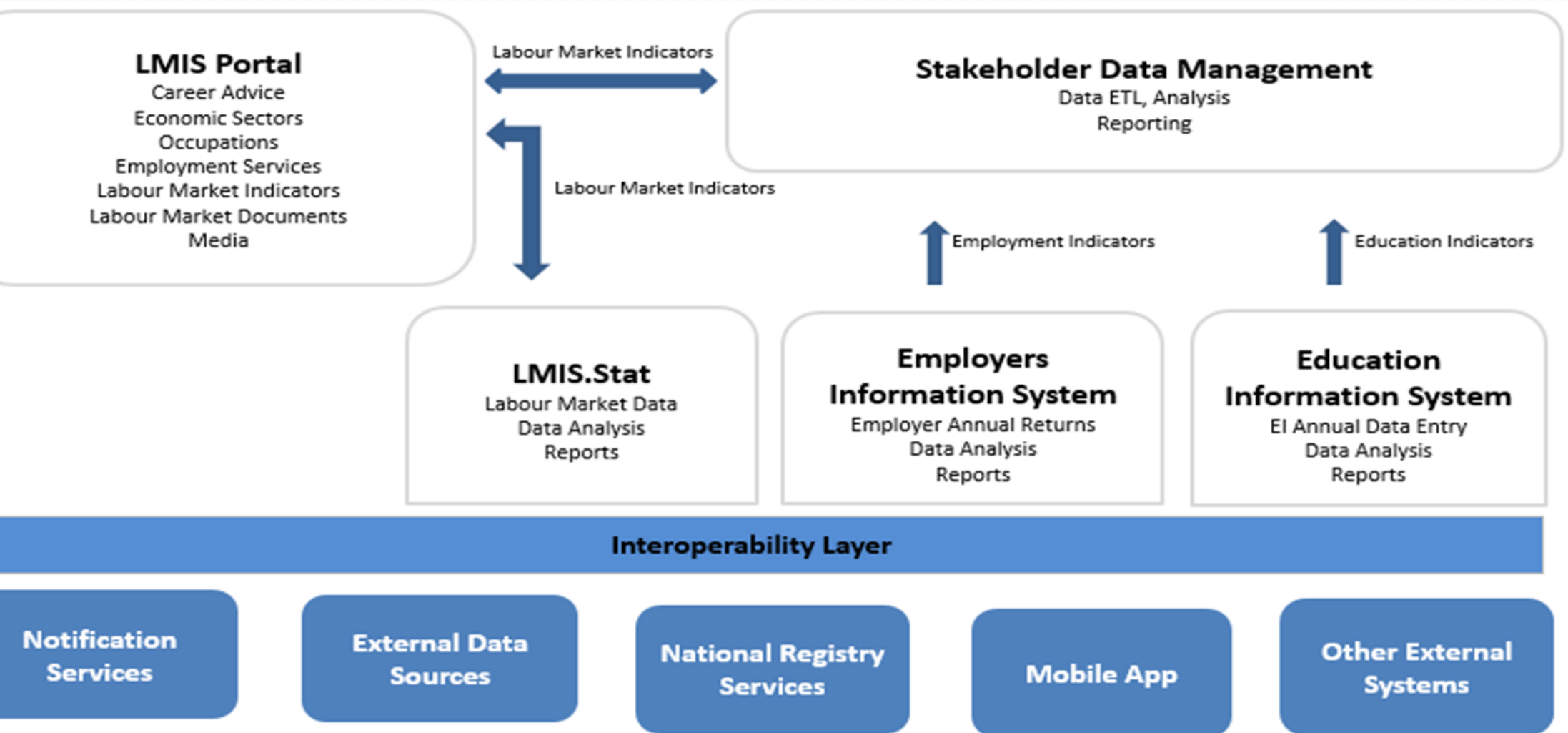
THE ILO LMIS IMPLEMENTATION FRAMEWORK

- ❑ Botswana requested for technical assistance from the ILO
- ❑ Readiness assessments were done & Botswana through HRDC signed an MoU with the ILO
- ❑ Botswana followed the LMIS Implementation Framework by the ILO (<https://ilostat.ilo.org/resources/labour-market-information-systems/>)

WHY THE LMIS?

- Fragmented labour market data & information
- Lack of standardization in the collection, analysis & interpretation of data
- Inadequately informed policies
- Uncoordinated institutional linkages
- Ineffective human resource development planning

BOTSWANA LABOUR MARKET INFORMATION SYSTEM(LMIS)



DATA GOVERNANCE FRAMEWORK

- ❑ **National Strategy For The Development Of Statistics (NSDS)** - a comprehensive framework that facilitates for the development & utility of statistics
- ❑ **The National Statistics System (NSS)** - coordinates production and use of statistical products; ensures adherence to quality standards
- ❑ **Data Quality Assurance Framework (DQAF)** -Facilitates for the assessment of statistical products and ensures adherence to best practices

INSTITUTIONAL ARRANGEMENTS

1. **Adherence to classifications & standards;** consistency and comparability of data
2. **Data Interoperability:** seamless data sharing and integration
 - open data standards and application programming interfaces (APIs); structured data-sharing protocols
3. **Data Access & Real-time Integration:** automated access customized data extraction; data repositories and data lakes;
4. **Data Analysis & Advanced Analytics:** big data analytics data visualization, dashboards, AI, Machine Learning etc

INSTITUTIONAL ARRANGEMENTS

5. **Data Privacy, Security & Ethics;** data ethics framework data anonymization and encryption; Botswana's Data Protection Act 2024 and Statistics Act 2009; data protection policies
6. **Capacity Building & Collaboration:** capacity-building initiatives, new statistical methodologies, regular consultations with Statistics Botswana

CONCLUSION

- The Botswana LMIS integrated data from multiple sources into a unified platform.
- HRDC signed MoU with Statistics Botswana to ensure:
 - ✓ interoperability of survey data and administrative data in production of indicators
 - ✓ proper management of administrative data from all sectors

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THE END



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