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# Labour Market Information System (LMIS)

## Iraq

## MIHAN PLATFORM

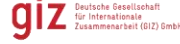
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## MIHAN (Career):

it's a **Labour Market Information System** following holistic approach for **youth employment in private sector** as it connects the job seekers with the labour market through

- **Job matching mechanism**
- Proper **profiling** for **job seekers**
- Proper **profiling** for **companies** and categorization for sectors and vacancies
- Enabling job seekers to access suitable **training** programs meeting the labour demands.

It also serve to

- Strengthen cooperation between **public and private** sector
- Provide data on labour **supply** and labour **demands** for decision makers
- Apply **Iraqi labour law** and promote for transparency and equal employment opportunities.



<https://lvt.d.gov.iq/mihan>



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## Who is Managing MIHAN:

**Ministry of Labour and Social Affairs** launched **MIHAN** on the 1st of March as digital solution for job seekers employment. The Ministry manages the platform as an evidence-based system to help the decision makers taking the needed reforms for skill development and employment strategies.

**Directorate of Labor and Vocational Training**, in cooperation with the Private Sector Development and Employment Promotion Project (**PSD**) implemented by (**GIZ**) and their partner's **IMMAPP** had worked on developing **MIHAN**.

PSD project is funded by the Federal Ministry of Economic Cooperation and Development (**BMZ**) and the European Union (**EU**).



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## What's MIHAN objectives?

There are two main objectives for MIHAN

**1- Facilitating youth access to labour market:** MIHAN presents an interactive platform in which job seekers can find vacancies, internship, trainings, career counseling, loans, and entrepreneurship programs' announcement and application. It also increase their access and knowledge about major companies' profile, employment trends, labour market demands, labour law and recommendation for jobs that fit their skills and competency based on their profile.

## 2- Employment strategy:

MIHAN is not a job portal, it's an evidence-based system that enhance the ministry access to information management, analysis, monitoring and evaluation tools, and dynamic reports. The capacity building support of PSD and it's partner to the ministry enable them to study the dynamic labour market demands and reflect it in their strategies, decision and put the effort in the right direction for the needed reforms. It also help them to expand their cooperation with private sector and tackle the employment gap for thousands of Iraqis.



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## What the benefit of LMIS in GESI?

Reducing corruption, mediation, discrimination, exploitation and promote for:

- **Inclusive Employment:** GESI focuses on ensuring that the benefits of the green transition are distributed equitably among different social groups. LMIS can help monitor and analyze employment trends, ensuring that marginalized or disadvantaged groups have equal opportunities to access jobs.
- **Transparency:** The system is completely coded and programmed in a way that doesn't give an influence of individuals for mediation and direct job placement which reduce corruption in employment scheme.
- **Reliability:** The system doesn't allow fake job announcement, fake companies or fake job seekers information to be used in the system as there is verification process. So, on both side, the information are accurate and reliable.
- **Legal framework conditions:** Job announcement are supervised by the ministry so breaches of the regulation such as posting jobs less than minimum wages, or exceeding working hours, inappropriate job demands or jobs with discrimination or provocative language toward women or PSN, minority groups, or else are monitored and can be eliminated.



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## What LMIS can serve as well?

- **Identifying Green Jobs:** LMIS can help identify and categorize jobs related to the green economy. This includes roles in renewable energy, energy efficiency, waste management, sustainable agriculture, and other environmentally friendly sectors.
- **Skills Development:** LMIS can provide insights into the skills required for jobs including green jobs. This information is crucial for educational institutions and training providers to design programs that equip individuals with the skills needed for the transition to a green economy.
- **Policy Formulation:** Governments and policymakers can use LMIS data to formulate policies that support the growth of the green economy. This may include incentives for businesses operating in sustainable sectors or regulations that encourage environmentally friendly practices.
- **Monitoring Progress:** LMIS can be instrumental in monitoring the progress by tracking employment data, skill development, and industry trends, stakeholders can assess the effectiveness of policies and initiatives.



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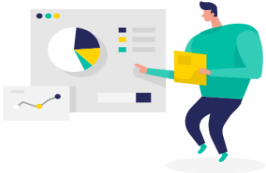
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## Users of MIHAN




**Create a private training center account**




[I continue](#)

**Create a private sector account**



[I continue](#)

**Create a job seeker account**



[I continue](#)

MIHAN landing page



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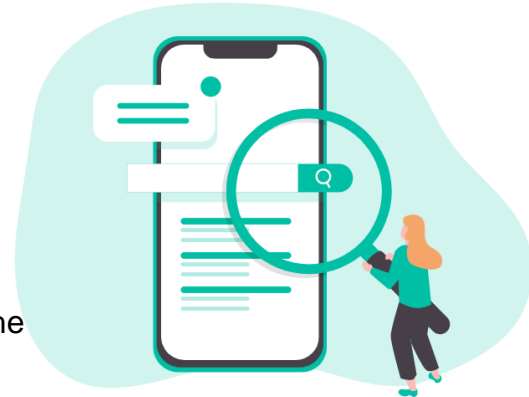
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## 1. Job Seekers

More than **1.3 million job seeker** is already within **MIHAN, 30 K new registration**. The platform provides **job seekers** with personal accounts and access to a range of services offered, including:

- ✓ **Personal Profile:** Upon registration, users can upload a new electronic file by providing their personal information and uploading identification papers and a CV for account verification.
- ✓ **Access to services:** After the account has been audited and approved, users can access the platform's services, such as job applications, training, and other services provided by the Ministry.
- ✓ **Job and Training Search:** Users can easily navigate and search for available jobs and training opportunities on the platform.
- ✓ **Notifications:** Users receive timely updates about available jobs.
- ✓ **User Guide:** The platform provides a user guide to assist users in navigating and using the platform effectively.







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## 2. Private sector entities (companies, agencies, NGOs and institutes)

The platform currently focus on private sector engagement and has **750 companies** including major companies in Iraq. The platform offers two type of accounts:

**A- company or B- institute** account to manage employment and Training services with a secure electronic profile that documents the company/institute identity.

**Companies** can post job openings, and advanced algorithms can screen, and filter data of **one million job seekers** based on their skills and residential area, to present the most suitable candidates..

While **institutes** can offer training programs, internship and other services they would like to offer and also select the most eligible candidates.

In addition to those entities, the **Ministry** also promote for its services for the job seekers, so trainings, loans, business incubation, career guidance, job fairs and else are being announced within the system.





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## MIHAN Promotion:

Through the social media campaign across different methods (TVs, Facebook, YouTube , other social media app.) **MIHAN** now considered to be the official website for the Iraqi government for youth employment in private sector.

Visual library full of **MIHAN** videos:

- How to register as a job seeker : <https://www.facebook.com/watch/?v=581486147251276>
- What is **MIHAN** : <https://www.facebook.com/watch/?v=100497766325294>
- **MIHAN** For Companies employment solutions : <https://www.facebook.com/watch/?v=2010046139328886>
- **MIHAN** For Job seekers : <https://www.facebook.com/watch/?v=722883609228272>
- **MIHAN** promo : <https://www.facebook.com/watch/?v=917637419597143>



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# Thank you