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FEDERALNI ZAVOD ZA ZAPOSŁJAVANJE



FBIH LABOUR MARKET RESEARCH 2020/2021.

THEMATIC REPORT

**GUIDELINES FOR CREATING
EDUCATION POLICIES**



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**IMPROVING LABOUR
MARKET RESEARCH**



Publisher: Federal Employment Institute
71 000 Sarajevo
Đoke Mazalića 3

Telefon: 033/562-900
Fax: 033/208-257
e-mail: info@fzzz.ba
web: www.fzzz.ba

For the publisher:	Director	Helena Lončar
Editor and research coordinator:	Head of the Labour Market Analysis, Statistics, Monitoring and Evaluation Unit	Dr.sc.Omer Korjenić
Preparation and processing:	Expert Associate for Statistics	Almir Pinjić
	Expert Associate for Labour Market Analysis	Sabina Šantić
Expert consultants:		Dr.sc. Ljiljan Veselinović Dr.sc. Ranko Markuš

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INTRODUCTION

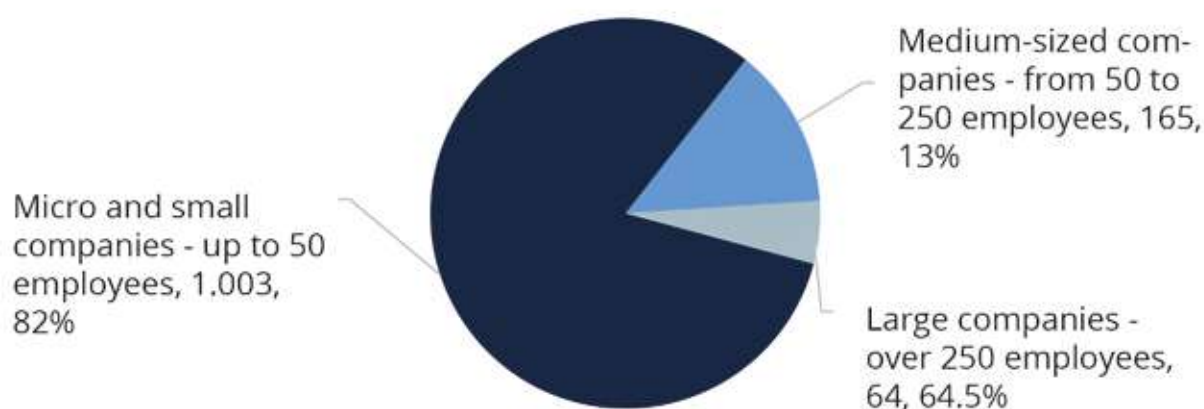


INTRODUCTION

In accordance with Article 8 of the Law on Mediation in Employment and Social Security of Unemployed Persons ("Official Gazette of the Federation of BiH", No. 41/01, 22/05 and 9/08), labour market research in the Federation of BiH is conducted as a joint activity of the Federation Employment Institute and cantonal employment services with the aim of obtaining quantitative and qualitative data necessary to provide adequate information on labour market developments. The aim of the research is to collect information directly from employers on business operation and changes in employment during 2020, expressed business estimates, needs for hiring new employees or laying off existing workers in 2021, as well as their structure by occupation, qualifications, education and skills. Also, the goal is to collect other relevant data needed to assess trends in the labour market: how to look for new workers and address redundancies, the reaction of employers in terms of business operation during the COVID-19 pandemic, the possibility of organizing vocational training for unemployed persons and internships for students of secondary schools and universities within companies, as well as the assessment of the quality of services provided by the public employment services in the Federation of BiH from the perspective of employers.

The aim of this adapted report is to single out and elaborate on the findings from the main Labour Market Research Report, so that they can be used in creating educational policies and by educational institutions. Undoubtedly, the labour market is one of the important factors in defining educational policies. It is important to emphasize that other factors, in addition to the labour market, also have an impact on the formulation of educational policies. However, these factors are not the subject of this report.

For the 2020/2021 labour market research in the Federation of BiH we used the methodology of the last year's research, and, based on a master sample of about 10,000 employers obtained from the Federation Tax Administration by stratified random sampling, the Federation Employment Institute selected a sample used in the previous year, which consists of 1,288 employers registered in the Federation with five (5) and more employees, sorted into small, medium and large employers by activities, which regularly pay mandatory taxes and contributions regularly. This sample size, with the reliability level of 95%, gives results within an error margin of 2.54%.



Graph 1. Sample according to the size of employers surveyed

According to size, out of 1,232 employers covered by the survey, most are small and micro companies (81.41%) that employ up to 50 workers, followed by medium-sized companies (13.39%), while the number of large employers, which employ over 250 workers, is 5.19%.

By activity, the largest percentage of employers is in the manufacturing industry (26.1%), followed by wholesale and retail trade; repair of motor vehicles and motorcycles (24.7%). A detailed overview of the sample according to the activity of the surveyed employers is shown in Table 1.

Table 1. Sample according to the activity of employers surveyed

Area	Activity	Number	Percentage
B	Mining and quarrying	10	0.8%
C	Manufacturing industry	322	26.1%
D	Production and supply of electricity, gas, steam and air conditioning	1	0.1%
E	Water supply; wastewater disposal, waste management and remediation activities	28	2.3%
F	Construction	119	9.7%
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	304	24.7%
H	Transport and storage	74	6.0%
I	Accommodation and food service activities (hotels and catering)	132	10.7%
J	Information and communication	46	3.7%
K	Financial and insurance activities	8	0.6%
L	Real estate business	9	0.7%
M	Professional, scientific and technical activities	104	8.4%
N	Administrative and support service activities	34	2.8%
R	Arts, entertainment and recreation	18	1.5%
S	Other service activities	23	1.9%
Total		1.232	100.0%

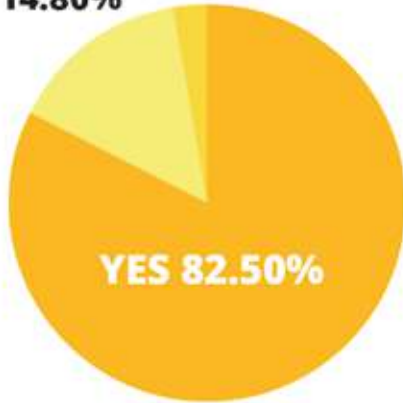


EMPLOYMENT IN 2020

2020 IN RETROSPECT

SATISFACTION WITH THE QUALITY OF QUALIFICATIONS, KNOWLEDGE AND SKILLS OF THE WORKERS

NO 14.80% **No response provided 2.70%**

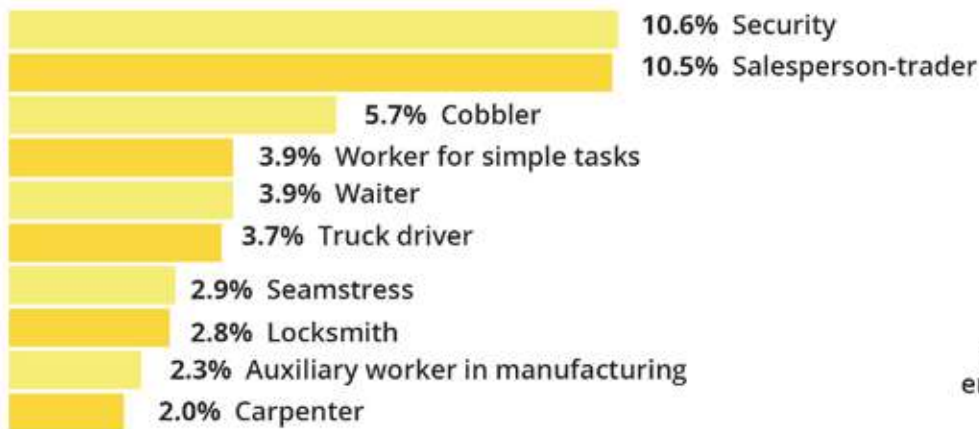


Employers from the industry of

B Excavation of ore and stone

are the most satisfied with the quality of qualifications, knowledge and skills of the workers

NEW RECRUITMENTS BY OCCUPATIONS (%)

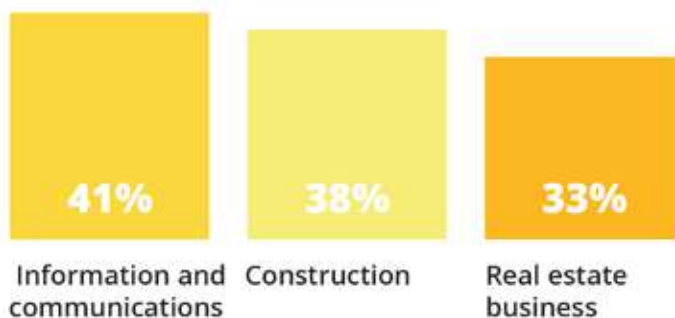


Those ten occupations represented

48.3%

of the total of the newly employed in all industries in 2020

LACK OF WORKERS OF SPECIFIC PROFILES BY INDUSTRIES (%)



24.4%

of employers amongst surveyed enterprises face lack of workers of a specific profile

2020 IN RETROSPECT

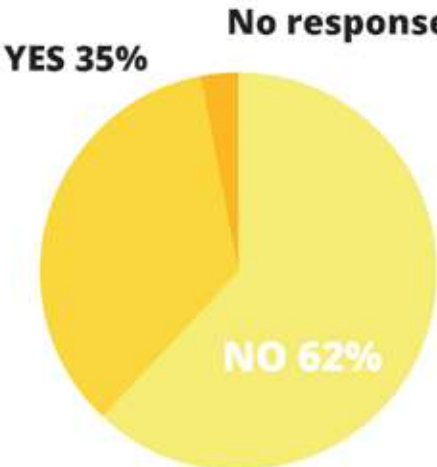
KNOWLEDGE AND SKILLS CANDIDATES ARE LACKING (%)

42%

of employers are of the opinion that the candidates lack technical-professional knowledge and skills



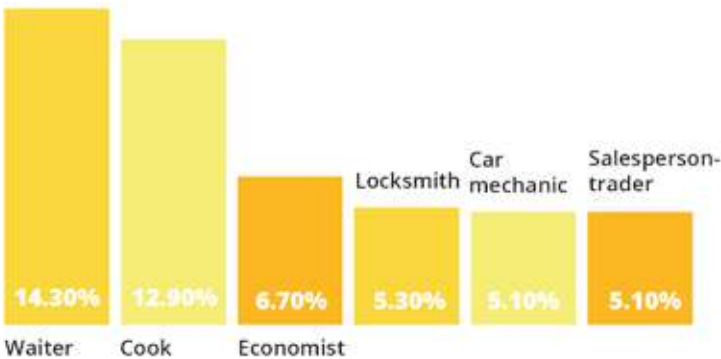
PRACTICAL TEACHING FOR STUDENTS AND PUPILS (%)



35%

of employers are able to accept students and pupils for practical teaching

OCCUPATIONS FOR WHICH EMPLOYERS CAN ORGANIZE PRACTICAL TEACHING OR TRAINING (%)



14.30%

of employers can organize practical teaching or training for the occupation of waiter

EMPLOYMENT IN 2020

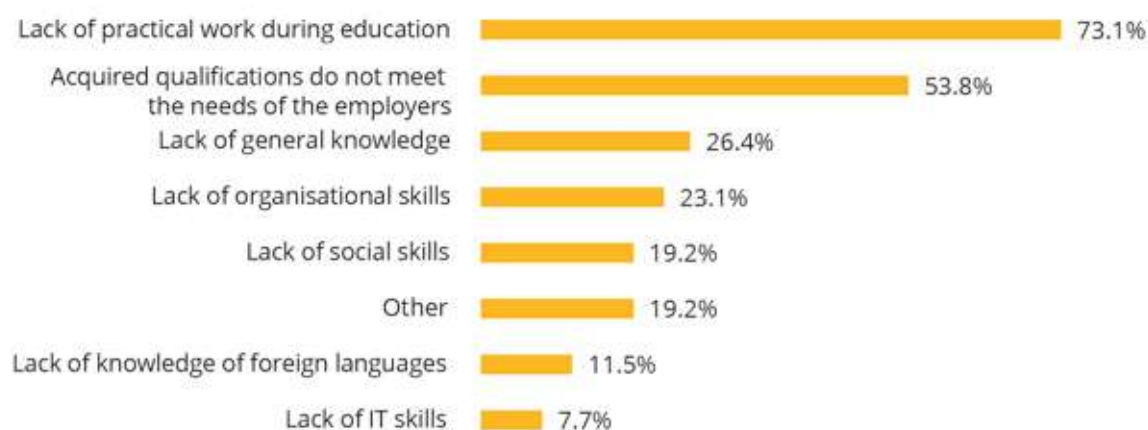
SATISFACTION WITH THE QUALITY OF QUALIFICATIONS, KNOWLEDGE AND SKILLS OF WORKERS

The largest percentage of employers (82.5%) are satisfied with the quality of qualifications, knowledge and skills of employees with whom the employers had the opportunity to cooperate, while 14.8% of employers are not satisfied.

Table 2. Satisfaction with the quality of qualifications, knowledge and skills of employees with whom the employers had the opportunity to cooperate, overview by activities

Area	Yes		No		No answer		Total
B	10	100.0%	0	0.0%	0	0.0%	10
C	251	78.0%	64	19.9%	7	2.2%	322
D	1	100.0%	0	0.0%	0	0.0%	1
E	25	89.3%	2	7.1%	1	3.6%	28
F	101	84.9%	16	13.4%	2	1.7%	119
G	253	83.2%	46	15.1%	5	1.6%	304
H	63	85.1%	7	9.5%	4	5.4%	74
I	112	84.8%	16	12.1%	4	3.0%	132
J	35	76.1%	10	21.7%	1	2.2%	46
K	6	75.0%	0	0.0%	2	25.0%	8
L	8	88.9%	1	11.1%	0	0.0%	9
M	90	86.5%	9	8.7%	5	4.8%	104
N	27	79.4%	6	17.6%	1	2.9%	34
R	15	83.3%	3	16.7%	0	0.0%	18
S	20	87.0%	2	8.7%	1	4.3%	23
Ukupno	1017	82.5%	182	14.8%	33	2.7%	1232

Of the total number of employers who are dissatisfied with the quality of qualifications, knowledge and skills of employees (182), the largest percentage of employers (73.1%) believe that employees lack practical work during education, followed by the opinion that acquired qualifications do not meet the needs of the employers (53.8%).



Graph 2. Reasons of dissatisfaction with the quality of qualifications, knowledge and skills of employees

NEW EMPLOYMENTS BY OCCUPATIONS

In 2020, the following 12 occupations accounted for 51.3% of new employees in all industries: security guard, salesperson-trader, shoemaker, simple worker, waiter, truck driver, seamstress, locksmith, production assistant, carpenter, shoemaker – maker upper parts of footwear and cook.

Table 3. New employments according to occupations, survey for all activities

Occupation	Number	Percent	Total
Security guard	589	10.6%	10.6%
Salespersons - trader	584	10.5%	21.1%
Shoemaker	316	5.7%	26.8%
Simple worker	219	3.9%	30.7%
Waiter	218	3.9%	34.7%
Truck driver	205	3.7%	38.3%
Tailor	159	2.9%	41.2%
Locksmith	157	2.8%	44.0%
Auxiliary worker in production	127	2.3%	46.3%
Carpenter	109	2.0%	48.3%
Shoemaker - maker of upper parts of footwear	96	1.7%	50.0%
Cook	75	1.3%	51.3%

B: Mining and quarrying

A total of 18 new workers were employed in activity B, which is 0.3% of the total number of new employees among the surveyed companies. The most common occupations in this activity are truck drivers and freight vehicle drivers, economic technicians and administrative workers. These four occupations make up 50.0% of all new employees in the industry.

Table 4. New employees in activity B, survey by occupation

Occupation	Number	Percent	Total
Truck driver	3	16.7%	16.7%
Freight vehicle driver	3	16.7%	33.3%
Economic technician	2	11.1%	44.4%
Administrative worker	1	5.6%	50.0%
Other occupations	9	50.0%	100.0%
Total	18	100.0%	

C: Processing industry

Activity C employed a total of 2,529 new workers, which is 45.5% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are shoemakers, seamstresses, simple workers, locksmiths, auxiliary workers in production, carpenters, truck driver, tailor, furrier and mechanical technician. These occupations account for 51.2% of new employees in the industry.

Table 5. New employees in activity C, by occupations

Occupation	Number	Percent	Cummulative
Shoemaker	316	12.5%	12.5%
Tailor	158	6.2%	18.7%
Simple worker	157	6.2%	25.0%
Locksmith	135	5.3%	30.3%
Auxiliary worker in production	120	4.7%	35.0%
Carpenter	100	4.0%	39.0%
Shoemaker - maker of upper parts of footwear	96	3.8%	42.8%
Truck driver	67	2.6%	45.4%
Tailor	54	2.1%	47.6%
Furrier	54	2.1%	49.7%
Mechanical technician	38	1.5%	51.2%

D: Production and supply of electricity, gas, steam and air conditioning

UActivity D employed a total of 13 new workers, which is 0.2% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are administrative worker, locksmith and lawyer.

Table 6. New employees in activity D, by occupations

Occupation	Number	Percent	Cummulative
Administrative worker	3	23.1%	23.1%
Locksmith	3	23.1%	46.2%
Lawyer	1	7.7%	53.8%
Other occupations	6	46.2%	100.0%
Total	13	100.0%	

E: Water supply; wastewater disposal, waste management and remediation activities

Activity E employed a total of 52 new workers, which is 0.9% of the total number of newly employed workers among the surveyed companies. The most represented occupations in this activity are simple worker and plumber. These two occupations make up 50.0% of new employees in the industry.

Table 7. New employees in activity E, by occupations

Occupation	Number	Percent	Cummulative
Simple worker	15	28.8%	28.8%
Plumber	11	21.2%	50.0%
Maintenance worker	5	9.6%	59.6%
Auto mechanic	1	1.9%	61.5%
Locksmith	1	1.9%	63.5%
Director	1	1.9%	65.4%
Forestry engineer	1	1.9%	67.3%
Salesperson - trader	1	1.9%	69.2%

Procurement officer	1	1.9%	71.2%
Construction machinery operator	1	1.9%	73.1%
Truck driver	1	1.9%	75.0%
Other occupations	13	25.0%	100.0%
Total	52	100.0%	

F: Construction

Activity F employed a total of 472 new workers, which is 8.5% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are construction technician, truck driver, bricklayer, simple worker, carpenter,

reinforcement worker, mechanical technician, locksmith, mechanical engineer, asphalt paver and construction machine operator. These occupations make up 51.1% of new employees in the industry.

Table 8. New employees in activity F, by occupations

Occupation	Number	Percent	Cummulative
Construction technician	58	12.3%	12.3%
Truck driver	37	7.8%	20.1%
Mason	32	6.8%	26.9%
Simple worker	31	6.6%	33.5%
Carpenter	31	6.6%	40.0%
Reinforcer	14	3.0%	43.0%
Mechanical technician	10	2.1%	45.1%
Locksmith	8	1.7%	46.8%
Mechanical engineer	8	1.7%	48.5%
Asphalt paver	6	1.3%	49.8%
Construction machinery operator	6	1.3%	51.1%
Other occupations	231	48.9%	100%
Total	472	100.0%	

G: Wholesale and retail trade; repair of motor vehicles and motorcycles

Activity G employed a total of 1,009 new workers, which is 18.2% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are salespersons - traders. This occupation alone makes up 55.8% of new employees in the industry.

Table 9. New employees in activity G, by occupations

Occupation	Number	Percent	Cummulative
Salesperson-trader	563	55.8%	55.8%
Waiter	149	14.8%	70.6%
Truck driver	53	5.3%	75.8%
Seller - trader	48	4.8%	80.6%
Storage keeper	29	2.9%	83.4%
Master of pharmacy	27	2.7%	86.1%

Warehouse worker	16	1.6%	87.7%
Commercialist	14	1.4%	89.1%
Simple worker	11	1.1%	90.2%
Carpenter	9	0.9%	91.1%
Other occupations	90	8.9%	100%
Total	1009	100%	

H: Transport and storage

Activity H employed a total of 126 new workers, which is 2.3% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are drivers (trucks, freight vehicles and buses). Only these three occupations make up 64.3% of new employees in the industry.

Table 10. New employees in activity H, by occupations

Occupation	Number	Percent	Cummulative
Truck driver	45	35.7%	35.7%
Freight vehicle driver	27	21.4%	57.1%
Bus driver	9	7.1%	64.3%
Car mechanic	7	5.6%	69.8%
Procurement officer	6	4.8%	74.6%
Administrative worker	5	4.0%	78.6%
Administrative worker - clerk	5	4.0%	82.5%
Warehouse worker	5	4.0%	86.5%
Passenger car driver	3	2.4%	88.9%
Economist	2	1.6%	90.5%
Waiter	2	1.6%	92.1%
Cook	2	1.6%	93.7%
Economic technician	1	0.8%	94.4%
Traffic engineer	1	0.8%	95.2%
Salesperson-trader	1	0.8%	96.0%
Other occupations	5	4.0%	100.0%
Total	126	100.0%	

I: Accommodation and preparation and serving of food (hotels and catering)

Activity I employed a total of 152 new workers, which is 2.7% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are waiters and cooks. These two occupations alone make up 71.7% of new employees in the industry.

Table 11. New employees in activity I, by occupations

Occupation	Number	Percent	Cummulative
Waiter	59	38.8%	38.8%
Cook	50	32.9%	71.7%
Maid	13	8.6%	80.3%
Receptionist	3	2.0%	82.2%
Assistant chef	1	0.7%	82.9%

Cleaner	1	0.7%	83.6%
Other occupations	25	16.4%	100.0%
Total	152	100.0%	

J: Information and communication

Activity J employed a total of 228 new workers, which is 4.1% of the total number of newly employed workers among the surveyed companies. The most common occupations in this industry are IT developers, developers and database administrators. These three occupations make up 54.8% of new employees in the industry.

Table 12. New employees in activity J, by occupations

Occupation	Number	Percent	Cummulative
IT Developer	57	25.0%	25.0%
Developer	50	21.9%	46.9%
Database administrator	18	7.9%	54.8%
Salesperson - trader	10	4.4%	59.2%
IT specialist	8	3.5%	62.7%
Administrative worker - clerk	2	0.9%	63.6%
Economist	2	0.9%	64.5%
Accountant	2	0.9%	65.4%
Designer	1	0.4%	65.8%
Journalist	1	0.4%	66.2%
Tourist guide	1	0.4%	66.7%
Other occupations	76	33.3%	100.0%
Total	228	100.0%	

K: Financial and insurance activities

In activity K there were no new employments among the surveyed companies.

L: Real estate industry

Activity L employed a total of 6 new workers, which is 0.1% of the total number of newly employed workers among the surveyed companies. The only occupation employed in this activity is carpenter, a total of six workers.

Table 13. New employees in activity L, by occupations

Occupation	Number	Percent	Cummulative
Carpenter	6	100.0%	100.0%
Total	6	100.0%	

M: Professional, scientific and technical activities

Activity M employed a total of 65 new workers, which is 1.2% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity

are: administrative worker, civil engineer, economist, accountant, journalist, economic technician, mechanical engineer, painter and mechanical engineer. These occupations make up 55.4% of new employees in the industry.

Table 14. New employees in activity M, by occupations

Occupation	Number	Percent	Cummulative
Administrative worker	7	10.8%	10.8%
Civil engineer	5	7.7%	18.5%
Economist	4	6.2%	24.6%
Accountant	4	6.2%	30.8%
Journalist	4	6.2%	36.9%
Economic technician	3	4.6%	41.5%
Mechanical engineer	3	4.6%	46.2%
Painter	3	4.6%	50.8%
Mechanical engineer	3	4.6%	55.4%
Architect	2	3.1%	58.5%
Computer scientist	2	3.1%	61.5%
Joiner	2	3.1%	64.6%
Lawyer	1	1.5%	66.2%
Mining engineer	1	1.5%	67.7%
Mechanical technician	1	1.5%	69.2%
Veterinarian	1	1.5%	70.8%
Other occupations	19	29.2%	100.0%
Total	65	100.0%	

N: Administrative and support service activities

Activity N employed a total of 667 new workers, which is 12.0% of the total number of newly employed workers among the surveyed companies. The most represented Occupation in this business is a security guard. This Occupation alone makes up 88.3% of new employees in the industry.

Table 15. New employees in activity N, by occupations

Occupation	Number	Percent	Cummulative
Security guard	589	88.3%	88.3%
Database administrator	32	4.8%	93.1%
Welder	15	2.2%	95.4%
Locksmith	7	1.0%	96.4%
Electrician	5	0.7%	97.2%
Simple worker	5	0.7%	97.9%
Cleaner - hygienist	5	0.7%	98.7%
Waiter	3	0.4%	99.1%
Cook	3	0.4%	99.6%
Administrative worker	1	0.1%	99.7%
Economist	1	0.1%	99.9%
Civil engineer	1	0.1%	100.0%
Total	667	100.0%	

R: Arts, entertainment and recreation

A total of 206 new workers were employed in activity R, which makes 3.7% of the total number of newly employed workers among the surveyed companies. The most represented occupation is the data entry operator (90.8%) - all 187 workers were employed by one company in this industry.

Table 16. New employees in activity R, by occupations

Occupation	Number	Percent	Cummulative
Data entry operator	187	90.8%	90.8%
Lifeguards on the water	10	4.9%	95.6%
Janitor	5	2.4%	98.1%
Architect	1	0.5%	98.5%
Waiter	1	0.5%	99.0%
Another	2	1.0%	100.0%
Total	206	100.0%	

S: Other service activities

Activity S employed a total of 15 new workers, which is 0.3% of the total number of newly employed workers among the surveyed companies. The most common occupations in this activity are primary school teacher, hairdresser, beautician and nurse. These occupations alone make up 60% of new employees in the industry.

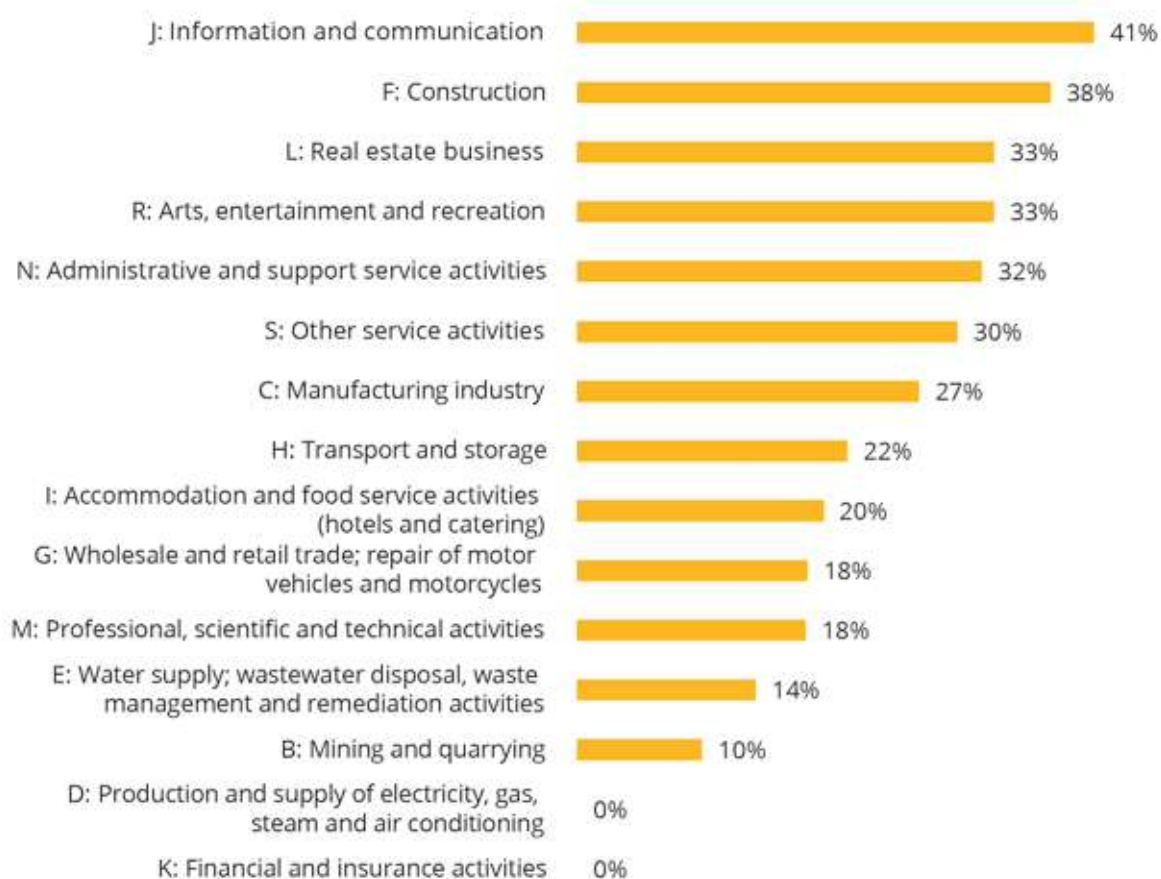
Table 17. New employees in activity S, by occupations

Occupation	Number	Percent	Cummulative
Teacher in primary education	3	20.0%	20.0%
Hairdresser	2	13.3%	33.3%
Beautician	2	13.3%	46.7%
Nurse	2	13.3%	60.0%
Psychologist	2	13.3%	73.3%
Administrative worker	1	6.7%	80.0%
Other occupations	3	20.0%	100.0%
Total	15	100.0%	

LACK OF WORKERS OF CERTAIN PROFILES

The percentage of employers among the surveyed companies that have a shortage of workers of a certain profile is 24.4% (301 employers).

Observed by activities, this problem is most pronounced among employers belonging to activity J (information and communication). Of the total number of the surveyed companies from activity J, as many as 41% employers have this problem.



Graph 3. Percentage of employers in the industry who have a shortage of workers of a certain profile, ie. Percentage of employers which face problems hiring workers, in relation to the total number of the surveyed employers in the industry

Of the total number of employers which stated that to have a shortage of workers of a certain profile (301), the largest percent of employers states that they have problems with hiring waiters (8% of employers), cooks (8%), truck drivers (6%), locksmith 5.6%), carpenters (5.6%) and truck drivers (5.3%).

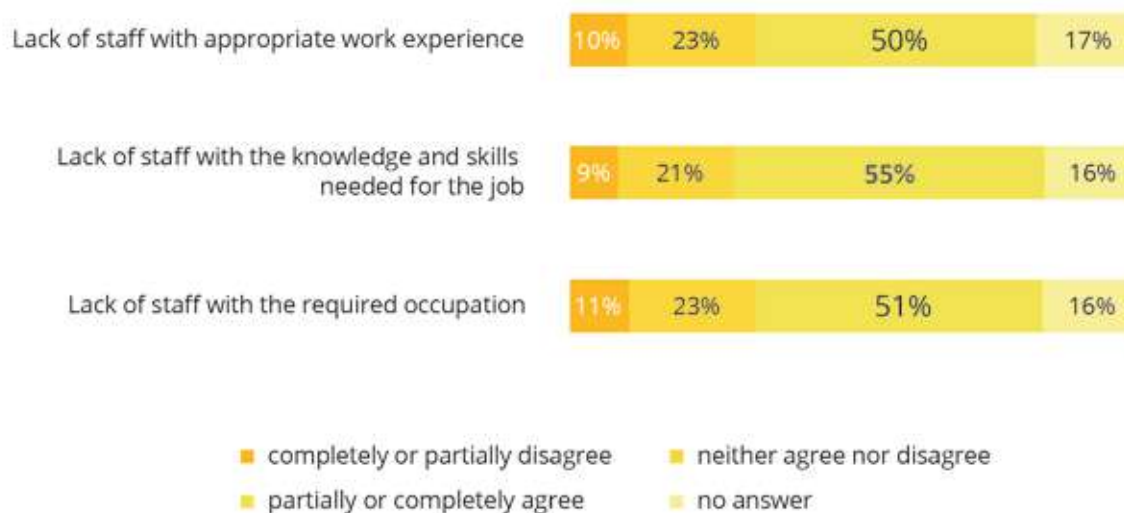
Table 18. Occupations/jobs for which employers currently have a shortage of workers of a certain occupation profile, i.e. have problems in the hiring process

Occupation	Employers which expressed a need for a certain occupation	
	Number	Percent ¹
Waiter	24	8.0%
Cook	24	8.0%
Truck driver	18	6.0%
Locksmith	17	5.6%
Carpenter	17	5.6%
Freight vehicle driver	16	5.3%
Carpenter	12	4.0%
Mason	12	4.0%
Reinforcer	11	3.7%
Civil engineer	10	3.3%
Salesperson-trader	10	3.3%
Economist	9	3.0%
Construction technician	9	3.0%
Commercialist	9	3.0%
Simple worker	9	3.0%
Welder	8	2.7%
Maintenance electrician	7	2.3%
IT Developer	6	2.0%
Computer scientist	6	2.0%
Mechanical engineer	6	2.0%
Baker	6	2.0%
Seller	6	2.0%

¹ Of the total number of employers which stated to have a shortage of workers of a certain profile (301)

Note: The table includes only occupations which more than five employers expressed the need for

About 50% of respondents who stated to have a shortage of workers of a certain profile believe that the reasons are related to the lack of staff with appropriate work experience, lack of staff with the knowledge and skills needed for the job, and lack of staff with the required occupation.



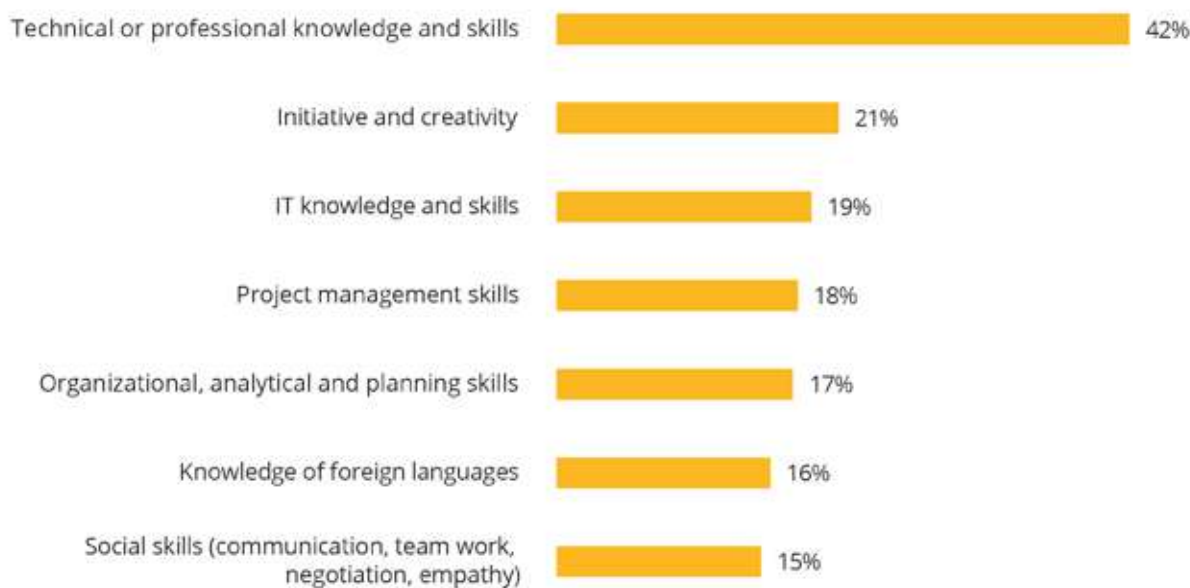
Graph 4. Reasons that contributed the most to the lack of workers of a certain profile, percentage of employers agreeing with the reason for the lack of workers

Of the total number of employers which stated that candidates lack knowledge and skills (301), 18% of employers believe that technical - professional knowledge and skills are severely lacking, while 24% believe that they are lacking to a great extent.

Table 19. Knowledge and skills that candidates lack

Knowledge and skills	Number of employers who stated that candidates lack knowledge and skills	To what extent do candidates lack the knowledge and skills,% of employers					
		Not at all	To a small degree	To a mid degree	To a great degree	Severely lacking	No answer
Technical - professional knowledge and skills	301	3%	5%	28%	24%	18%	22%
Computer knowledge and skills	301	13%	9%	26%	13%	5%	33%
Knowledge of foreign languages	301	14%	12%	22%	9%	6%	37%
Project management	301	14%	9%	20%	9%	8%	40%
Organizational, analytical and planning skills	301	12%	10%	22%	12%	5%	39%
Social skills (communication, teamwork, negotiation, empathy)	301	12%	10%	26%	10%	5%	37%
Initiative and creativity	301	9%	10%	25%	11%	10%	36%

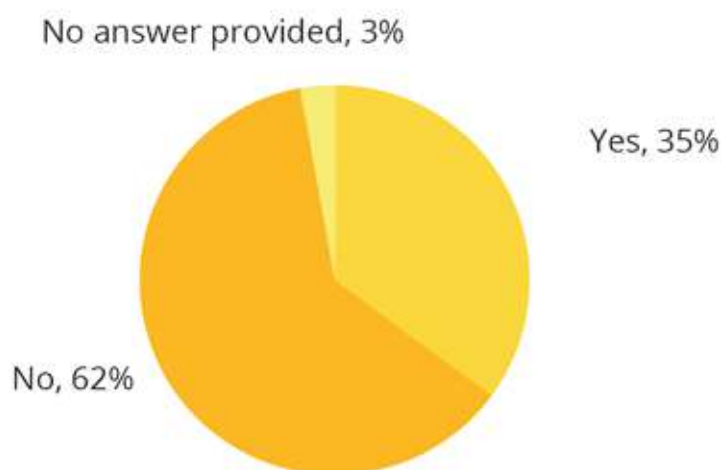
If the answers from Table 19 are aggregated, we can conclude that out of the total number of employers who stated that candidates lack knowledge and skills (301), a significant percentage of employers (42%) believe that candidates lack technical or professional knowledge and skills, followed by lack of initiative and creativity (21%), IT knowledge and skills (19%), project management skills (18%), organizational, analytical and planning skills (17%), knowledge of foreign languages (16%) and social skills (15%).



Graph 5. Knowledge and skills that candidates lack, percent of employers believing that the stated knowledge and skills are largely missing or severely lacking

PRACTICAL CLASSES FOR SECONDARY SCHOOL AND UNIVERSITY STUDENTS

Of the total number of employers surveyed, 433 employers (35%) have the opportunity to take in secondary school and university students to practical classes.



Graph 6. Opportunities and readiness (mentor, equipment, space, materials) of employers to accept pupils and students for practical classes

Observed by activities, and if we exclude activity D from the list due to the small number of employers in the sample, in other service activities (S) there are the greatest opportunities to admit students to practical classes, followed by activity E (46.4%) and J (45.7%). A complete overview of the percentage of employers by activities that have the ability and readiness (mentor, equipment, space, materials) to admit secondary school and university students to practical classes is given in Graph 7.



* small number of employers in the sample (1)

Graph 7. Opportunities and readiness (mentor, equipment, space, materials) of employers to accept secondary school and university students for practical classes, overview by activities

Table 20 shows the occupations for which employers can organize practical classes or training. The table shows occupations which more than five employers said that it would be possible to organise practical classes or training for. As can be seen from the table, there is a wide range of occupations for which employers can organize practical classes and training, and it is necessary to establish a better cooperation between employers and educational institutions in order to use these opportunities.

Table 20. Occupations for which employers could organise practical classes or training

Occupation	Number of employers	Percent of employers ¹
Waiter	62	14,3%
Cook	56	12,9%
Economist	29	6,7%
Locksmith	23	5,3%
Auto mechanic	22	5,1%
Salesperson - trader	22	5,1%
Economic technician	14	3,2%
Tailor	14	3,2%
Baker	14	3,2%
IT expert	13	3,0%
Master of pharmacy	13	3,0%
Welder	12	2,8%
Administrative worker	11	2,5%
Pharmaceutical technician	11	2,5%
Tailor	11	2,5%
Construction technician	10	2,3%
Mechanical technician	10	2,3%
Carpenter	10	2,3%
Seller	9	2,1%
Joiner	9	2,1%
Plumber	9	2,1%
Builder	9	2,1%
Electrical technician	8	1,8%
Civil engineer	8	1,8%
Electronics mechanic - mechatronics engineer	8	1,8%
Textile technician	8	1,8%
Graphic designer	7	1,6%
Lawyer	7	1,6%
Veterinarian	7	1,6%
Maintenance electrician	6	1,4%
Hairdresser	6	1,4%
Journalist	6	1,4%
Receptionist	6	1,4%
Welder	6	1,4%

¹ Out of the total number of employers who have the opportunity to organize practical classes or training (433)

Out of the total number of employers who have the opportunity to organize practical classes or training (433), the largest percent of employers (69.3%) are ready to set aside a certain reimbursement. 21.5% of employers are ready to be set aside a reimbursement of up to 100 KM, 27.5% of employers between 101 and 200 KM, while 17.8% would be ready to set aside between 201 and 300 KM, and 2.5% more than 300 KM. The percentage of the employers who are ready to offer something else is 6.5%, most often: something they mutually agree on, payment by the hour, meal allowance and transportation.

Table 21. Amount of reimbursement the employers are ready to pay to students in training

Amount of reimbursement	Number of employers	Percent
No answer	19	4.4%
0 KM	86	19.9%
Up to 100 KM	93	21.5%
Between 101 and 200 KM	119	27.5%
Between 201 and 300 KM	77	17.8%
More than 300 KM	11	2.5%
Another	39	6.5%
Total	433	100.0%

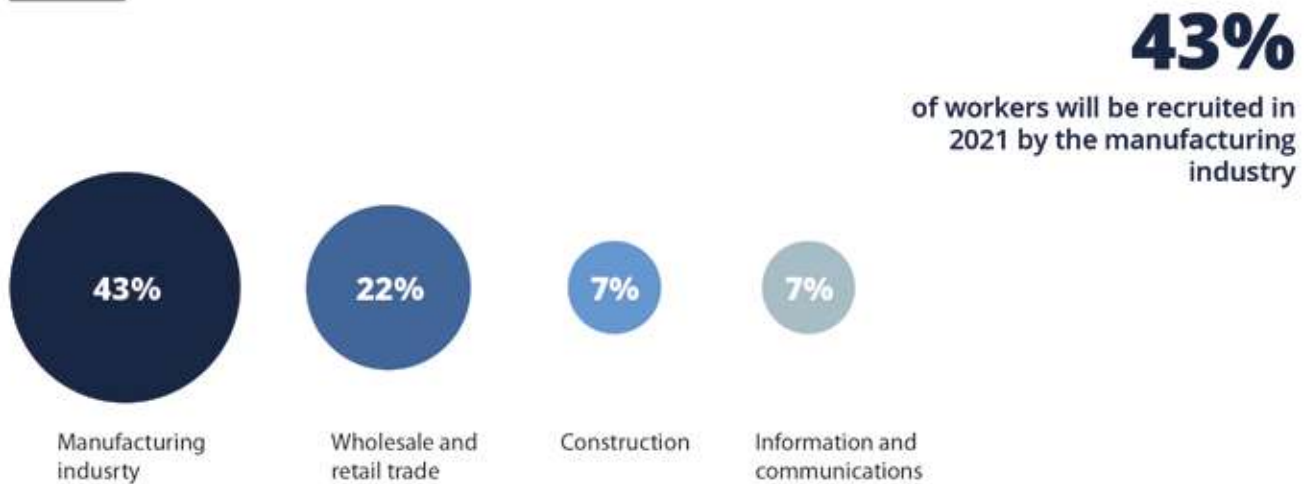




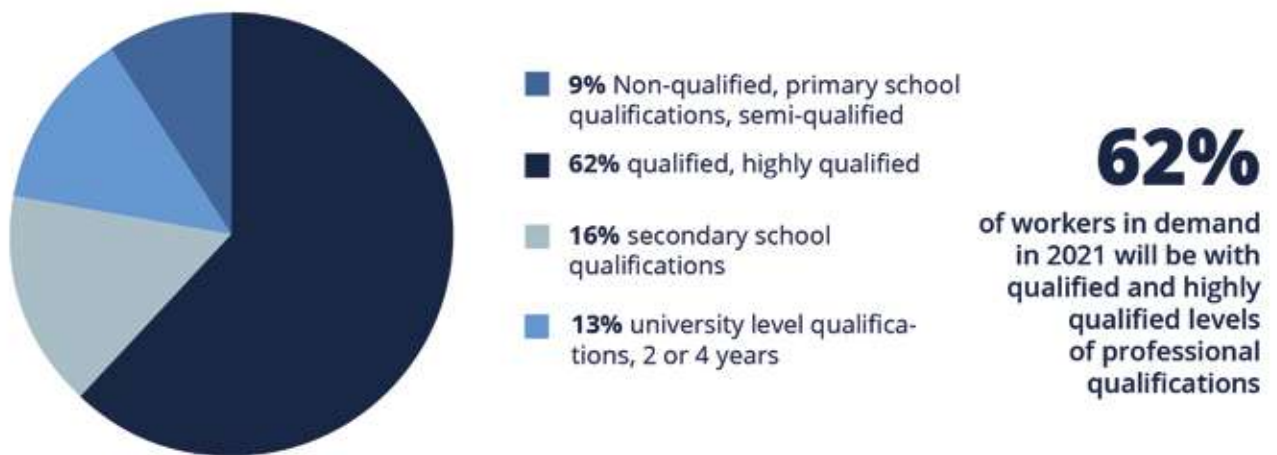
EMPLOYMENT PLANS IN 2021

2021 PROJECTIONS

WORKERS IN DEMAND BY INDUSTRIES IN 2021 (%)



NEEDS FOR WORKERS IN 2021 EXPRESSED BY PROFESSIONAL QUALIFICATIONS (%)

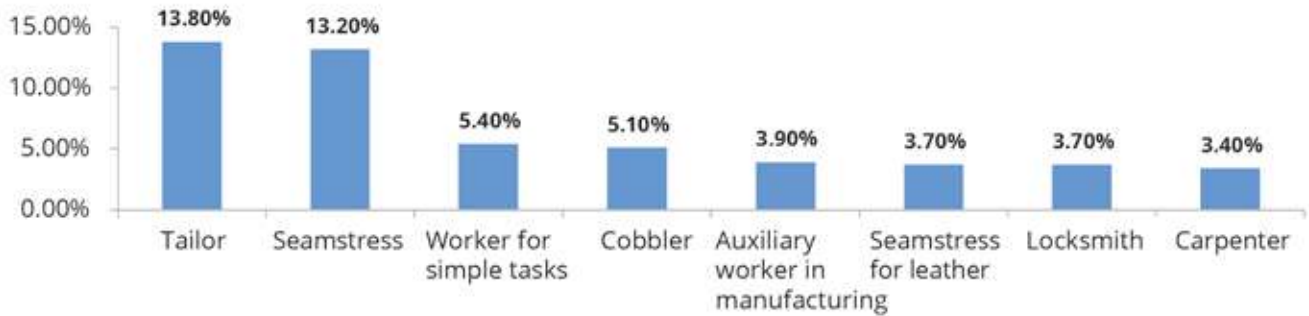


NEW RECRUITMENTS IN 2021 BY INDUSTRY (%)

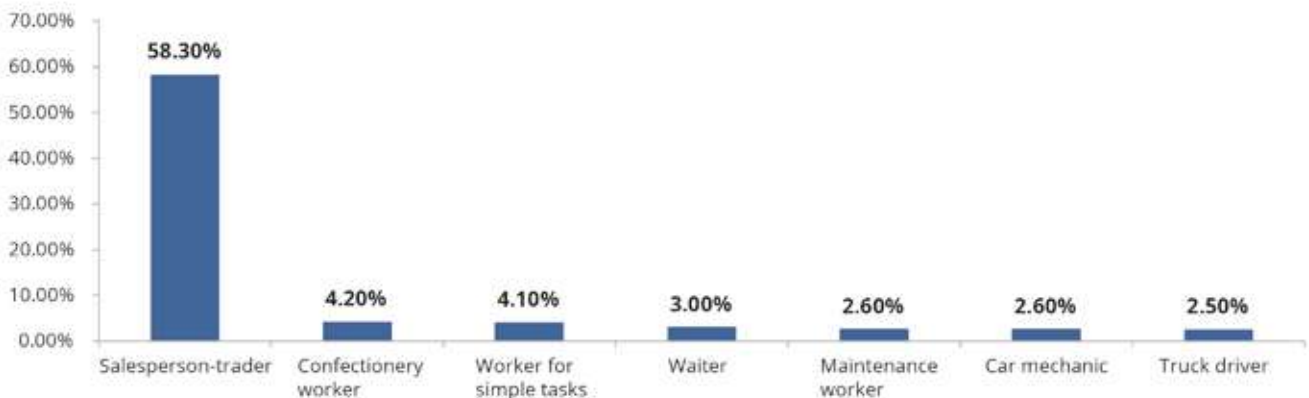


2021 PROJECTIONS

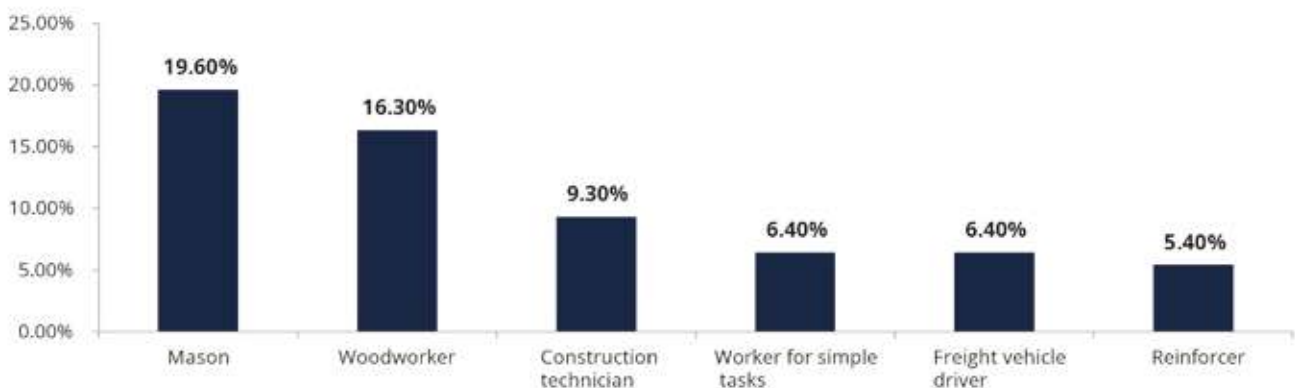
OCCUPATIONS WITH THE HIGHEST DEMAND EXPRESSED IN MANUFACTURING INDUSTRY (%)



OCCUPATIONS WITH THE HIGHEST DEMAND EXPRESSED IN WHOLESALE AND RETAIL TRADE (%)



OCCUPATIONS WITH THE HIGHEST DEMAND EXPRESSED IN CONSTRUCTION (%)



EMPLOYMENT PLANS IN 2021

NUMBER OF WORKERS IN DEMAND IN 2021 ACCORDING TO THE EMPLOYERS' ASSESSMENT, BY ACTIVITIES

The greatest needs for new employment, are expressed in the manufacturing industry, 43%, which is 4% more than in the last year's research. The following are the needs stated in activity Trade, 22%, and activity Information and Communication, 7%, where a significant increase was recorded from the last year's 90 to 336 estimated needs for workers.

Table 22. Number of workers in demand in 2021 according to the employers' assessment, by activities

Activity	Number of workers in demand	%
B: Mining and quarrying	106	2.0%
C: Manufacturing industry	1,945	43.0%
D: Production and supply of electricity, gas, steam and air conditioning	8	0.0%
E: Water supply; wastewater disposal, waste management and remediation activities	27	1.0%
F: Construction	312	7.0%
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	1,020	22.0%
H: Transport and storage	108	2.0%
I: Accommodation and food service activities (hotels and catering)	214	5.0%
J: Information and communication	336	7.0%
K: Financial and insurance activities	40	1.0%
L: Real estate business	52	1.0%
M: Professional, scientific and technical activities	129	3.0%
N: Administrative and support service activities	202	4.0%
R: Arts, entertainment and recreation	32	1.0%
S: Other service activities	29	1.0%
Total	4,560	100.0%

According to the level of education, the surveyed employers expressed the greatest needs for workers with secondary education of third degree (skilled workers), namely 62%. This is followed by the demand for workers with secondary education of fourth degree (SSS) - 16%, and for workers with higher education (VSS) - 13%.

Table 23. Needs for workers in 2021, according to education levels

Stručna sprema	Ukupno	%
NK, NSS,PKV /non-qualified, basic qualifications, semi-qualified/	447	9%
KV, VKV /qualified, highly qualified/	2819	62%
SSS /secondary education/	707	16%
VŠS, VSS /two-year post-secondary school education, higher education/	586	13%
Total	4560	100%

Table 24. Employment of new workers in 2021

Activity	Number of employers planning to employ new workers	Percent
B: Mining and quarrying	7	1.1%
C: Manufacturing industry	182	28.5%
D: Production and supply of electricity, gas, steam and air conditioning	1	0.2%
E: Water supply; wastewater disposal, waste management and remediation activities	11	1.7%
F: Construction	72	11.3%
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	135	21.1%
H: Transport and storage	39	6.1%
I: Accommodation and food service activities (hotels and catering)	71	11.1%
J: Information and communication	29	4.5%
K: Financial and insurance activities	1	0.2%
L: Real estate business	4	0.6%
M: Professional, scientific and technical activities	44	6.9%
N: Administrative and support service activities	23	3.6%
R: Arts, entertainment and recreation	9	1.4%
S: Other service activities	11	1.7%
All activities	639	100.0%

NEW AND VACANT POSITIONS, BY OCCUPATIONS

About 52% of employers (639 employers) plan to hire new workers or have vacancies in 2021, the total number of missing jobs being 4,560. In 2021, employers plan to employ the following 12 occupations: salesperson - trader, tailor, seamstress, simple worker, waiter, shoemaker, locksmith, cook, truck driver, bricklayer, auxiliary production worker and welder. These occupations make up 51.3% of the planned new employment in all industries.

Table 25. Occupations in highest stated demand in 2021

Occupation	Number of jobs	Percent	Cummulative
Salesperson - trader	672	14.7%	14.7%
Tailor	269	5.9%	20.6%
Seamstress	257	5.6%	26.3%
Simple worker	253	5.5%	31.8%
Waiter	191	4.2%	36.0%
Shoemaker	122	2.7%	38.7%
Locksmith	117	2.6%	41.3%
Cook	95	2.1%	43.3%
Truck driver	93	2.0%	45.4%
Builder	91	2.0%	47.4%
Auxiliary worker in production	89	2.0%	49.3%
Welder	88	1.9%	51.3%

B: Mining and quarrying

In 2021, seven employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 106, which is 2.3% of the total planned employment among the surveyed companies. Simple worker and locksmith are the two most common occupations and make up 57.5% of all newly created and vacant jobs.

Table 26. Occupations with the highest reported demand in activity B in 2021

Occupation	Number of jobs	Percent	Cummulative
Simple worker	35	33.0%	33.0%
Locksmith	26	24.5%	57.5%
Welder	10	9.4%	67.0%
Truck driver	5	4.7%	71.7%
Maintenance electrician	4	3.8%	75.5%
Freight vehicle driver	4	3.8%	79.2%
Construction machinery operator	1	0.9%	80.2%
Other	21	19.8%	100.0%

C: Processing industry

In 2021, 182 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 1945, which is 42.7% of the total planned employment among the surveyed companies. The following occupations make up 52.2% of the jobs in the industry: tailor, seamstress, simple worker, shoemaker, production assistant, leather tailor, locksmith and carpenter.

Table 27. Occupations with the highest reported demand in activity C in 2021

Occupation	Number of jobs	Percent	Cummulative
Tailor	268	13.8%	13.8%
Seamstress	257	13.2%	27.0%
Simple worker	105	5.4%	32.4%
Shoemaker	100	5.1%	37.5%
Auxiliary worker in production	76	3.9%	41.4%
Leather seamstress	72	3.7%	45.1%
Locksmith	71	3.7%	48.8%
Carpenter	67	3.4%	52.2%
Welder	58	3.0%	55.2%
Mechanical technician	50	2.6%	57.8%
Butcher	45	2.3%	60.1%
Salesperson - trader	33	1.7%	61.8%
Electrical technician	28	1.4%	63.2%
Truck driver	28	1.4%	64.7%
Upholsterer	27	1.4%	66.1%
Packer	26	1.3%	67.4%
Operator of wood sanding and polishing machine	22	1.1%	68.5%

Builder	22	1.1%	69.7%
Baker	21	1.1%	70.7%
Other occupations	569	29.3%	100%

D: Production and supply of electricity, gas, steam and air conditioning

In 2021, one employer from the sample belonging to this activity plans to hire new workers. The total number of jobs (newly created or vacant) in this activity is 8, which is 0.2% of the total planned employment among the surveyed companies. Occupations in demand within this activity Economic technician, economist, mechanical engineer, lawyer and IT expert are by companies that have expressed the need for new workers in 2021.

Table 28. Occupations with the highest reported demand in activity D in 2021

Occupation	Number of jobs	Percent	Cummulative
Economic technician	3	37.5%	37.5%
Economist	2	25.0%	62.5%
Mechanical Engineer	1	12.5%	75.0%
Lawyer	1	12.5%	87.5%
IT expert	1	12.5%	100.0%

E: Water supply; wastewater disposal, waste management and remediation activities

In 2021, 11 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 27, which is 0.6% of the total planned employment among the surveyed companies. Simple job worker and truck driver make up 55.6% of all newly created and vacant jobs.

Table 29. Occupations with the highest reported demand in activity E in 2021

Occupation	Number of jobs	Percent	Cummulative
Worker for simple jobs	12	44.4%	44.4%
Truck driver	3	11.1%	55.6%
Administrative worker	2	7.4%	63.0%
Plumber	1	3.7%	66.7%
Warehouse worker	1	3.7%	70.4%
Accountant	1	3.7%	74.1%
Other (specify):	7	25.9%	100.0%

F: Construction

In 2021, 72 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 312, which is 6.8% of the total planned employment among the surveyed companies. The following occupations make up 51.6% of jobs in the industry: bricklayer, carpenter, construction technician and simple worker.

Table 30. Occupations with the highest reported demand in activity F in 2021

Occupation	Number of jobs	Percent	Cummulative
Builder	61	19.6%	19.6%
Carpenter	51	16.3%	35.9%
Construction technician	29	9.3%	45.2%
Simple worker	20	6.4%	51.6%
Truck driver	20	6.4%	58.0%
Reinforcer	17	5.4%	63.5%
Truck driver	12	3.8%	67.3%
Auxiliary worker in production	10	3.2%	70.5%
Locksmith	9	2.9%	73.4%
Civil engineer	6	1.9%	75.3%
Joiner	5	1.6%	76.9%
Facade installer	5	1.6%	78.5%
Maintenance electrician	5	1.6%	80.1%
Civil engineer	5	1.6%	81.7%
Electrician	4	1.3%	83.0%
Construction machinery operator	4	1.3%	84.3%
Handyman for waterproofing	4	1.3%	85.6%
Other occupations	45	14.4%	100%

G: Wholesale and retail trade; repair of motor vehicles and motorcycles

In 2021, 135 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 1,020, which is 22.4% of the total planned employment among the surveyed companies. Salesperson is the occupation with the most expressed interest and accounts for 58.3% of all newly created and vacant jobs.

Table 31. Occupations with the highest reported demand in activity G in 2021

Occupation	Number of jobs	Percent	Cummulative
Salesperson - trader	595	58.3%	58.3%
Confectioner	43	4.2%	62.5%
Simple worker	42	4.1%	66.7%
Waiter	31	3.0%	69.7%
Maintenance worker	27	2.6%	72.4%
Car mechanic	27	2.6%	75.0%
Truck driver	25	2.5%	77.5%
Shoemaker	22	2.2%	79.6%
Commercialist	17	1.7%	81.3%
Construction technician	14	1.4%	82.6%
Cook	13	1.3%	83.9%
Warehouse worker	12	1.2%	85.1%
Packer	10	1.0%	86.1%
Other occupations	142	13.9%	100.0%

H: Transport and storage

In 2021, 39 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 108, which is 2.4% of the total planned employment among the surveyed companies. Drivers (trucks, buses, freight vehicles) represent occupations with the highest demand in this industry and make up 55.6% of all newly created and vacant jobs.

Table 32. Occupations with the highest reported demand in activity H in 2021

Occupation	Number of jobs	Percent	Cummulative
Truck driver	24	22.2%	22.2%
Bus driver	22	20.4%	42.6%
Freight vehicle driver	14	13.0%	55.6%
Warehouse worker	10	9.3%	64.8%
Passenger car driver	9	8.3%	73.1%
Builder	5	4.6%	77.8%
Economist	3	2.8%	80.6%
Car mechanic	2	1.9%	82.4%
Salesperson - trader	2	1.9%	84.3%
Car electrician	1	0.9%	85.2%
Reinforcer	1	0.9%	86.1%
Construction machinery operator	1	0.9%	87.0%
Commercialist	1	0.9%	88.0%
Carpenter	1	0.9%	88.9%
Marketing manager	1	0.9%	89.8%
Simple worker	1	0.9%	90.7%
Other occupations	10	9.3%	100.0%

I: Accommodation and food service activities (hotels and catering)

In 2021, 71 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 214, which is 4.7% of the total planned employment among the surveyed companies. Waiters represent the occupation with the highest reported demand and account for 58.9% of all new and vacant jobs.

Table 33. Occupations with the highest reported demand in activity I in 2021

Occupation	Number of jobs	Percent	Cummulative
Waiter	126	58.9%	58.9%
Cook	56	26.2%	85.0%
Bartender	7	3.3%	88.3%
Baker	5	2.3%	90.7%
Salesperson - trader	2	0.9%	91.6%
Maid	2	0.9%	92.5%
Confectioner	1	0.5%	93.0%

Marketing manager	1	0.5%	93.5%
Cleaner	1	0.5%	93.9%
Assistant chef	1	0.5%	94.4%
Seller	1	0.5%	94.9%
Other occupations	11	5.1%	100.0%

J: Information and communication

In 2021, 29 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 336, which is 7.4% of the total planned employment among the surveyed companies. The most sought-after occupation in this industry is IT (12.8% of all newly created and vacant jobs in the industry), followed by IT developer (8.9%), economist (2.4%), programmer (2.1%) and electrical engineer (1.8%).

Table 34. Occupations with the highest reported demand in activity J in 2021

Occupation	Number of jobs	Percent	Cummulative
IT expert	43	12.8%	12.8%
IT developer	30	8.9%	21.7%
Economist	8	2.4%	24.1%
Developer	7	2.1%	26.2%
Electrical engineer	6	1.8%	28.0%
Salesperson - trader	2	0.6%	28.6%
Administrative worker	2	0.6%	29.2%
Journalist	1	0.3%	29.5%
Cook	1	0.3%	29.8%
Web site designer	1	0.3%	30.1%
Waiter	1	0.3%	30.4%
Telefonist - call center operator	0	0.0%	30.4%
Other occupations	234	69.6%	100.0%

K: Financial and insurance activities

In 2021, one employer from the sample belonging to this activity plans to hire new workers. The total number of jobs (newly created or vacant) in this activity is 40, which is 0.9% of the total planned employment among the surveyed companies. Salesperson - trader and servicer of electrical appliances and equipment are occupations for which there is a need in this activity.

Table 35. Occupations with the highest reported demand in activity K in 2021

Occupation	Number of jobs	Percent	Cummulative
Salesperson - trader	20	50.0%	50.0%
Servicer of electrical appliances and equipment	20	50.0%	100.0%

L: Real estate business

In 2021, four employers from the sample belonging to this industry plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 52, which is 1.1% of the total planned employment among the surveyed companies. Maintenance worker and architect represent the two occupations with the highest demand and make up 69.2% of all newly created and vacant jobs in the industry.

Table 36. Occupations with the highest reported demand in activity L in 2021

Occupation	Number of jobs	Percent	Cummulative
Maintenance worker	20	38.5%	38.5%
Architect	16	30.8%	69.2%
Upholsterer	5	9.6%	78.8%
Carpenter	5	9.6%	88.5%
Civil engineer	4	7.7%	96.2%
Waiter	2	3.8%	100.0%

M: Professional, scientific and technical activities

In 2021, 44 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 129, which is 2.8% of the total planned employment among the surveyed companies. The following occupations make up 51.2% of the jobs: civil engineer, locksmith, welder, mechanical engineer, economist, chemist and reinforcement worker.

Table 37. Occupations with the highest reported demand in activity M in 2021

Occupation	Number of jobs	Percent	Cummulative
Civil engineer	24	18.6%	18.6%
Locksmith	9	7.0%	25.6%
Welder	9	7.0%	32.6%
Mechanical engineer	7	5.4%	38.0%
Economist	6	4.7%	42.6%
Chemist	6	4.7%	47.3%
Reinforcer	5	3.9%	51.2%
Cook	5	3.9%	55.0%
Carpenter	5	3.9%	58.9%
Veterinarian	4	3.1%	62.0%
Agricultural engineer - agronomist	4	3.1%	65.1%
Designer	3	2.3%	67.4%
Traffic engineer	2	1.6%	69.0%
Accountant	2	1.6%	70.5%
Economic technician	1	0.8%	71.3%
IT expert	1	0.8%	72.1%
Lawyer	1	0.8%	72.9%
Auxiliary worker in production	1	0.8%	73.6%
Commercialist	1	0.8%	74.4%

Accountant	1	0.8%	75.2%
Waiter	1	0.8%	76.0%
Dentist	1	0.8%	76.7%
Electrical engineer	1	0.8%	77.5%
Master of pharmacy	1	0.8%	78.3%
Physiotherapist	1	0.8%	79.1%
Other occupations	27	20.9%	100.0%

N: Administrative and support service activities

In 2021, 23 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 202, which is 4.4% of the total planned employment among the surveyed companies. The following occupations make up 55.0% of jobs in the industry: security guard, telephone operator - call center operator and simple worker.

Table 38. Occupations with the highest reported demand in activity N in 2021

Occupation	Number of jobs	Percent	Cummulative
Security guard	46	22.8%	22.8%
Telephone operator - call center operator	35	17.3%	40.1%
Simple worker	30	14.9%	55.0%
Electrical technician	20	9.9%	64.9%
Electronic equipment installer	12	5.9%	70.8%
Welder	10	5.0%	75.7%
Construction machinery operator	8	4.0%	79.7%
Waiter	5	2.5%	82.2%
Car mechanic	4	2.0%	84.2%
Psychologist	4	2.0%	86.1%
Mechanical engeneer	4	2.0%	88.1%
Truck driver	2	1.0%	89.1%
Car painter	2	1.0%	90.1%
Electrical engineer for automation	2	1.0%	91.1%
Economist	2	1.0%	92.1%
Tourist guide	2	1.0%	93.1%
Journalist	2	1.0%	94.1%
Economic technician	2	1.0%	95.0%
Cleaner - hygienist	2	1.0%	96.0%
Cook	1	0.5%	96.5%
Car body shop assistant	1	0.5%	97.0%
Sanitary technician	1	0.5%	97.5%
Sanitary engineer	1	0.5%	98.0%
Other occupations	4	2.0%	100.0%

R: Arts, entertainment and recreation

In 2021, 9 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 32, which is 0.7% of the total planned employment among the surveyed companies. The occupations that are most in demand in this category are cook and waiter.

Table 39. Occupations with the highest reported demand in activity M in 2021

Occupation	Number of jobs	Percent	Cummulative
Cook	5	15.6%	15.6%
Waiter	5	15.6%	31.3%
Image and sound editor	2	6.3%	37.5%
Administrative worker	1	3.1%	40.6%
Economist	1	3.1%	43.8%
Other occupations	18	56.3%	100.0%

S: Other service activities

In 2021, 11 employers from the sample belonging to this activity plan to hire new workers. The total number of jobs (newly created or vacant) in this activity is 29, which is 0.6% of the total planned employment among the surveyed companies. The following occupations make up 51.7% of the jobs in the industry: simple worker, servicer of electrical appliances and equipment and hairdresser.

Table 40. Occupations with the highest reported demand in activity S in 2021

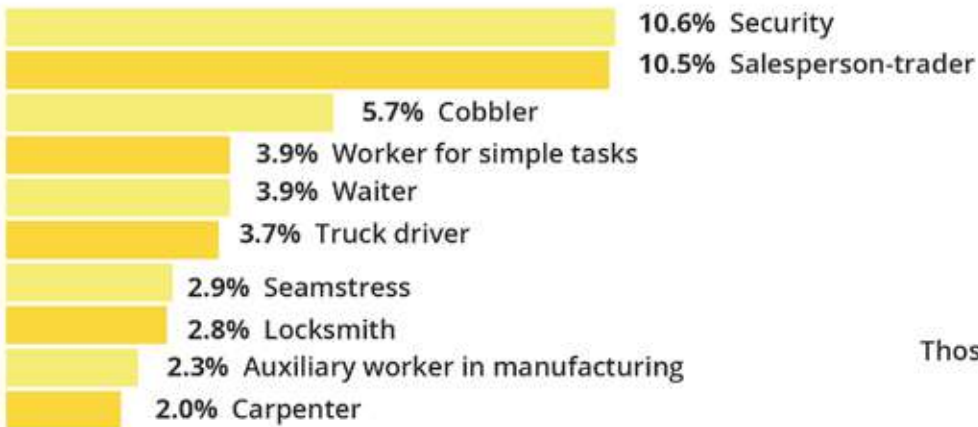
Occupation	Number of jobs	Percent	Cummulative
Simple worker	8	27.6%	27.6%
Servicer of electrical appliances and equipment	4	13.8%	41.4%
Hairdresser	3	10.3%	51.7%
Economist	2	6.9%	58.6%
Economic technician	1	3.4%	62.1%
Psychologist	1	3.4%	65.5%
Nurse	1	3.4%	69.0%
Beautician	1	3.4%	72.4%
Mechanical engineer	1	3.4%	75.9%
Other occupations	7	24.1%	100.0%

KEY CONCLUSIONS



CONCLUSION

NEW RECRUITMENTS BY OCCUPATIONS IN 2020 (%)

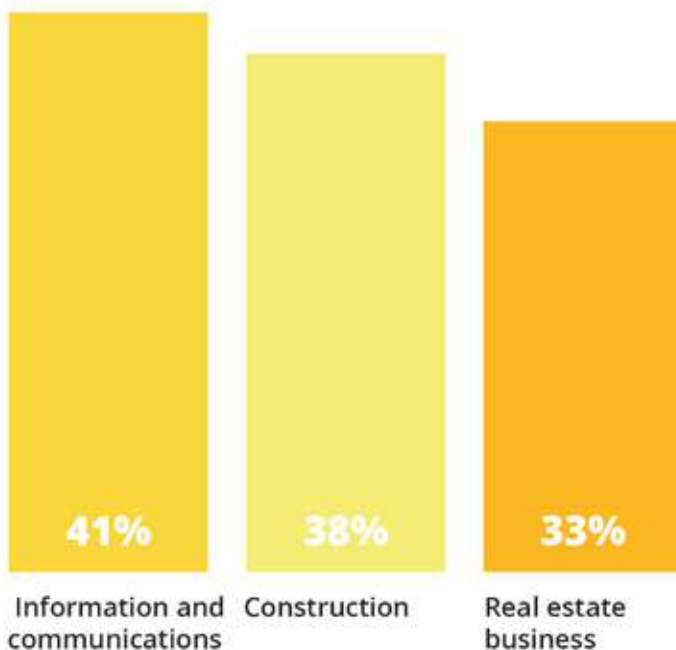


Those ten occupations represented

48.3%

of the total of newly employed in all industries in 2020

LACK OF WORKERS OF SPECIFIC PROFILE BY INDUSTRIES (%)

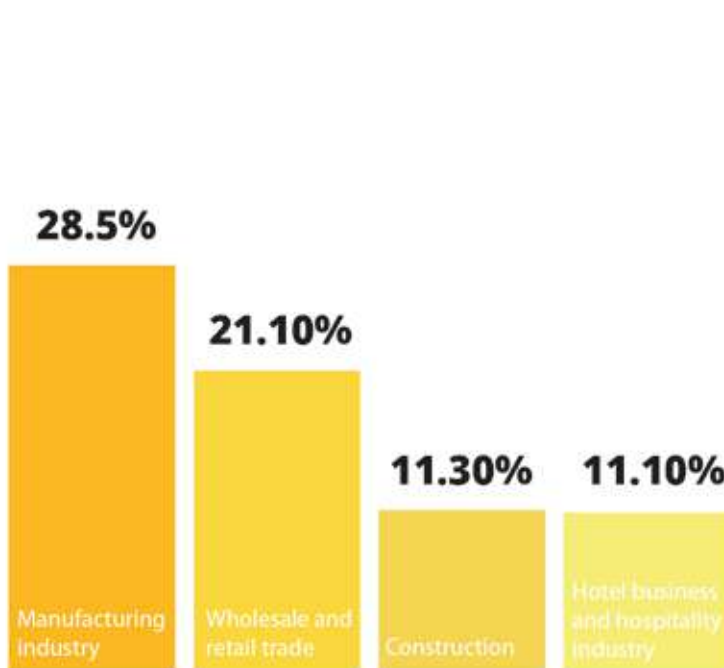


24.4%

of employers amongst the surveyed enterprises face a lack of workers of specific profile

CONCLUSION

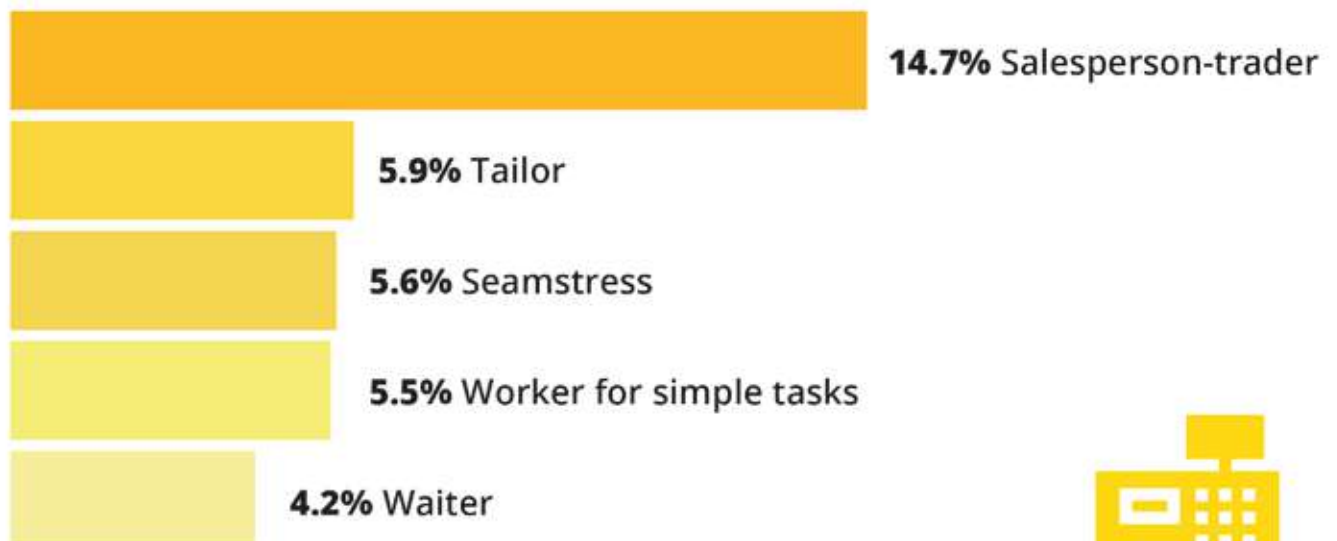
NEW RECRUITMENTS IN 2021 BY INDUSTRY (%)



28.5%

of employers from processing industry face the need to recruit new workers in 2021

OCCUPATIONS WITH THE HIGHEST DEMAND EXPRESSED IN 2021 (%)



14.7%

of employers are planning to employ a salesperson-trader in 2021

KEY CONCLUSIONS

- The survey conducted in 2020/2021 among employers contained many questions whose analysis can provide useful information for the purposes of shaping educational policies. The survey included 1,232 employers selected by the method of stratified random sampling from almost all industries.
- The highest percent of employers (82.5%) are satisfied with the quality of qualifications, knowledge and skills of workers with whom they had the opportunity to cooperate, while 14.8% of employers are not satisfied.
- Of the total number of employers which are dissatisfied with the quality of qualifications, knowledge and skills of workers (182), the largest percent of them (73.1%) believe that workers lack practical work during education, while the opinion that acquired qualifications do not meet the needs of employers comes second (53.8%).
- In 2020, the following 12 occupations accounted for 51.3% of new employees in all industries: security guard, salesperson - trader, shoemaker, simple worker, waiter, truck driver, tailor, locksmith, production assistant, carpenter, shoemaker - maker of upper parts of footwear and cook.
- Observed by activities, most newly employed workers in 2020 belong to activity C (manufacturing industry) and make up 45.5%; second comes activity G (wholesale and retail trade; repair of motor vehicles and motorcycles) with 18, 2% of new employees in this activity. Activity N comes third (administrative and support service activities), with 12% of all new workers, and activity F (construction), which is fourth with 8.5% of new employees.
- The most sought-after occupations by activities are: drivers (activity B), shoemakers (activity C), administrative worker and locksmith (activity D), simple worker (activity E), construction technician (activity F), salesperson - trader (activity G), drivers (activity H), waiters (activity I), IT developers and programmers (activity J), administrative worker (activity M) and security guard (activity N).
- Employers face a shortage of workers of a certain profile. The percentage of employers among the surveyed companies that have a shortage of workers of a certain profile is 24.4% (301 employers). It is present in all activities, but is the most pronounced in activity J (Information and Communications). Of the total number of the surveyed companies from activity J, even 41% of employers have this problem.
- Of the total number of employers which stated that they have a shortage of workers of a certain profile (301), the largest percent of employers state that they have problems with hiring waiters (8% of employers), cooks (8%), truck drivers (6%), locksmiths (5.6%), carpenters (5.6%) and freight vehicle drivers (5.3%).
- About 50% of respondents who stated that they have a shortage of workers of a certain profile believe that the reasons are related to the lack of staff with relevant work experience, lack of staff with knowledge and skills needed for the job, and lack of staff with the required occupation.
- Out of the total number of employers who stated that candidates lack knowledge and skills (301), a significant percentage of employers (42%) believe that candidates lack technical or professional knowledge and skills, followed by a lack of initiative and creativity (21%), IT knowledge and skills (19%), project management skills (18%), organizational, analytical and planning skills (17%), knowledge of foreign languages (16%) and social skills (15%).
- Out of the total number of the surveyed employers, 433 employers (35%) have the opportunity to accept secondary school and university students for practical classes. Given that there is a wide range of occupations for which employers can organize practical classes and training, it is necessary to establish a better cooperation between employers and educational institutions in order to use this potential.
- Out of the total number of employers which have the opportunity to organize practical classes or training (433), the largest percent of employers (69.3%) is ready to set aside a certain amount of reimbursement.

- The greatest needs for new employment in 2021, namely 43%, are expressed in the manufacturing industry. They are followed by the needs in activity Trade, with 22%, and activity Information and communication, with 7%.
- About 52% of employers (639 employers) plan to hire new workers or have vacancies in 2021, and the number of vacant jobs altogether is 4,560. In 2021, employers plan to employ in the following 12 occupations: salesperson - trader, tailor, seamstress, simple worker, waiter, shoemaker, locksmith, cook, truck driver, bricklayer, auxiliary production worker and welder. These occupations make up 51.3% of planned new employment in all industries.
- The most common occupations for which there is a need in 2021 are: simple simple workers (activity B), tailors and seamstress-es (activity C), economic technicians (activity D), simple worker (activity E), bricklayers (activity F), salespersons (activity G), drivers (activity H), waiters (activity I), IT specialists (activity J), maintenance workers (activity L), civil engineers (activity M), security guards (activity N), cooks and waiters (activity R) and worker for simple jobs (activity S).



RECOMMENDATIONS

RECOMMENDATIONS

Recommendation 1

Given that about 15% of employers are not satisfied with the qualifications, knowledge and skills of workers, establish cooperation with companies in order to conduct additional research to reveal more detailed reasons for dissatisfaction. In this context, quantitative studies are also useful, but qualitative studies in the form of case studies would provide a better understanding of the context itself and how to improve workers' qualifications, knowledge and skills.

Recommendation 2

Based on the readiness the employers expressed to organize practical classes for secondary school and university students, initiate local partnerships at the local level and strengthen dialogue between employment services, employers and educational institutions, where solutions would be agreed at the local and cantonal levels with regard to enrollment policies, curricula, organization of practical classes and training of adults in business entities, as well as other issues related to education and the labor market.

Recommendation 3

Develop and strengthen systematic scholarships for secondary school and university students in the field of deficit occupations at all levels.

Recommendation 4

Continuously expand and improve the material and human capacities of educational institutions in order to improve performance in the transfer of necessary knowledge and skills, and reduce the shortage of workers of a specific profile among employers.

Recommendation 5

Implement training, vocational training and adult education programs for unemployed persons with lower qualifications through public employment services, in cooperation with educational institutions and business entities, in order to improve their employability and in accordance with the requirements of the labour market.

Recommendation 6

Establish cooperation between educational institutions and the business community, in order to identify the gaps in the skills of the workforce and to improve curricula.

