

FINDINGS OF THE SURVEY - LABOUR AVAILABILITY AND QUALITY

OBJECTIVE & METHODOLOGY

SURVEY OBJECTIVE

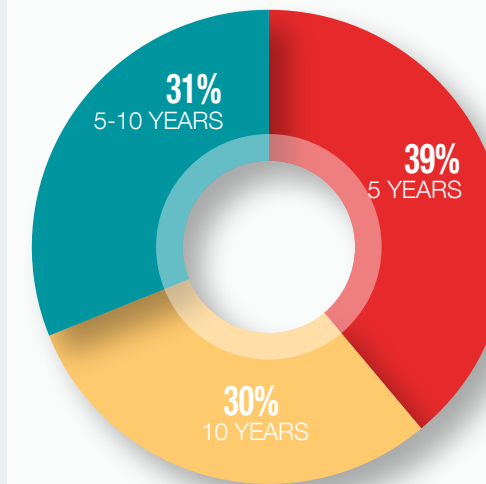
1. Labor shortage
2. Workforce finding channels
3. Workforce training
4. Problems in the labor market
5. Informality

METHODO- LOGY

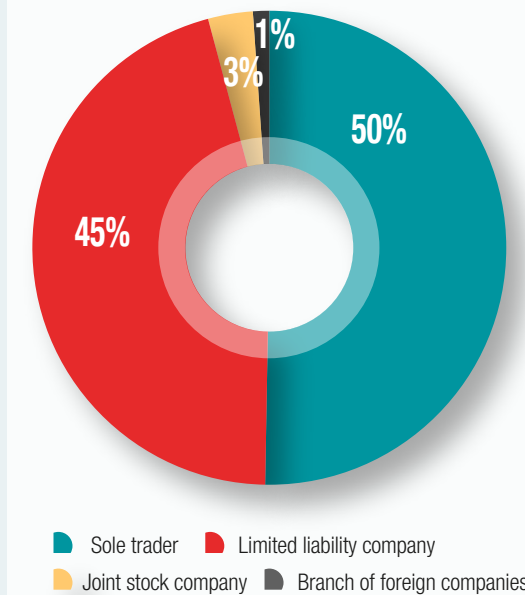
1. Structured questionnaire
2. Emailed to about 10,000 companies
3. Questionnaires completed anonymously online by 253 businesses
4. The survey includes data reported during the period July - September 2022

a. SAMPLE PROFILE – 253 COMPANIES

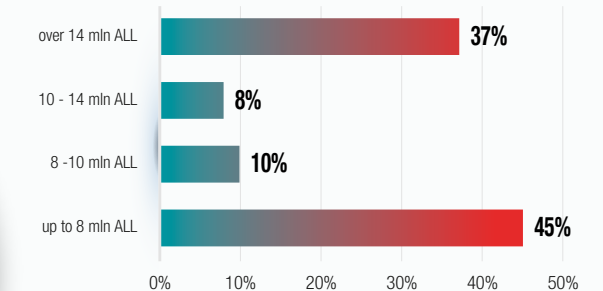
Company age



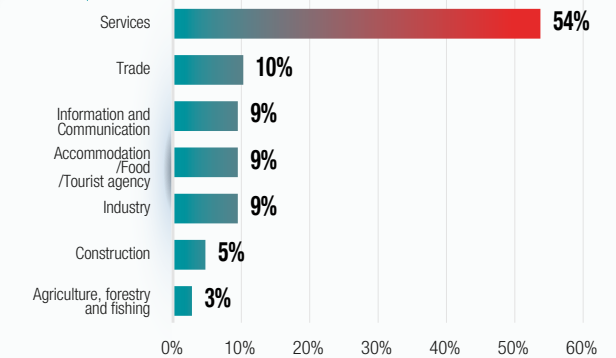
The form of organization of your business



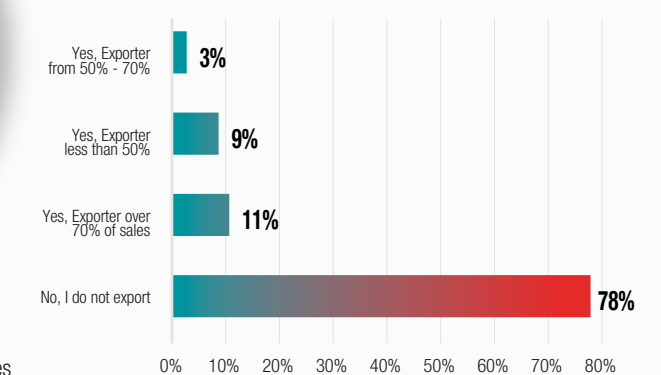
Size of your business according to last year's turnover



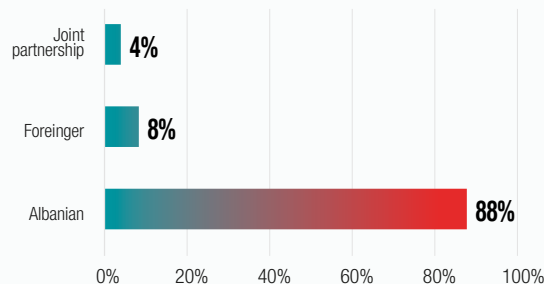
Main activity



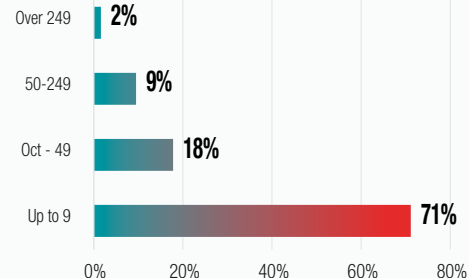
Are you an Exporter?



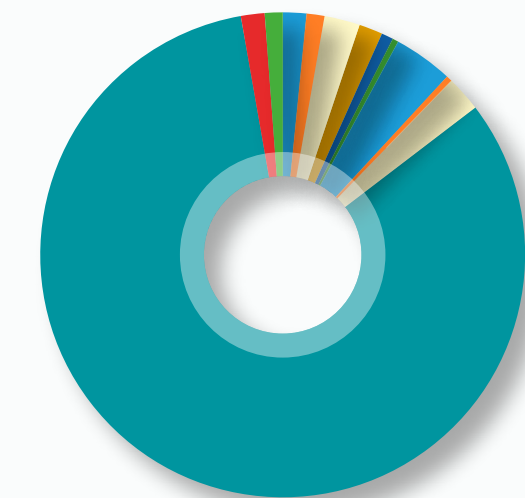
The largest shareholders/Partners (with over 50% of shares) of your business are:



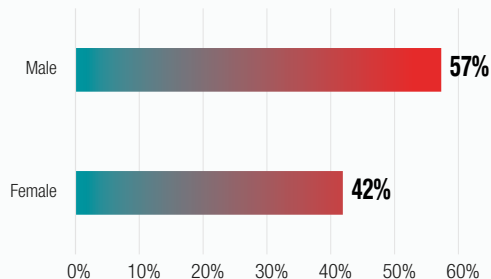
What is the average number of employees in your business?



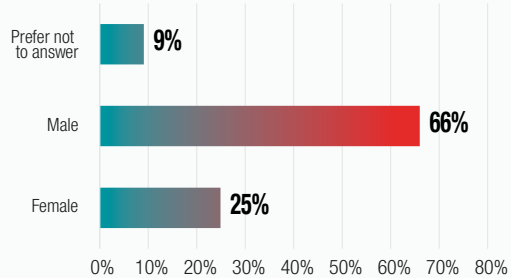
Where you carry out your activity?



The largest number of your employees is



The largest shareholder/Partner/Owner of your business is

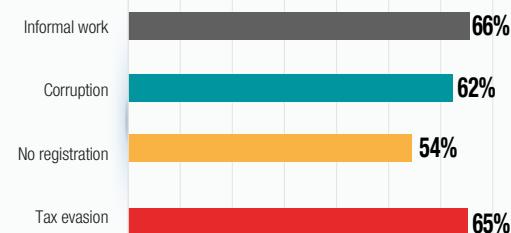


b. INFORMALITY - BUSINESS PERCEPTION

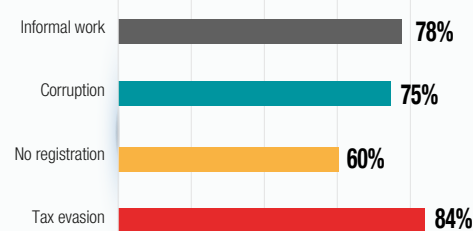
Please rate the nature of informality in your sector, 2022



Please rate the nature of informality in your sector, 2018

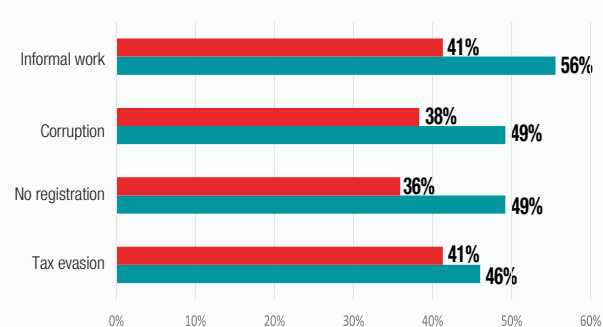


Please rate the nature of informality in your sector, 2019



It is confirmed that **tax avoidance and Informal work** are the two most widespread forms of informality for 2022 as well, although with decreasing trends year after year

Please rate the nature of informality in your sector, 2022

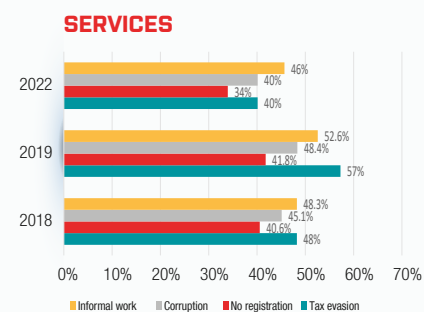
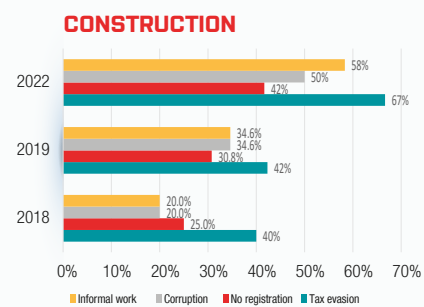
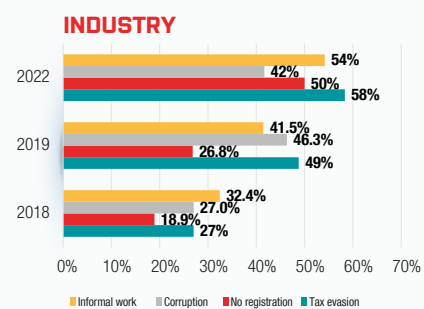


According to gender perception, **female entrepreneurs perceive more informality** than male entrepreneurs.

The most widespread form of informality for female entrepreneurs is undeclared work, while for male entrepreneurs undeclared work and tax evasion are valued equally.

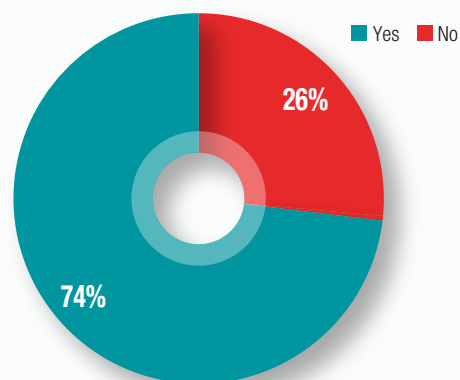
c. INFORMALITY – AS PER SECTORS

Please estimate the nature of informality in your sector, 2022



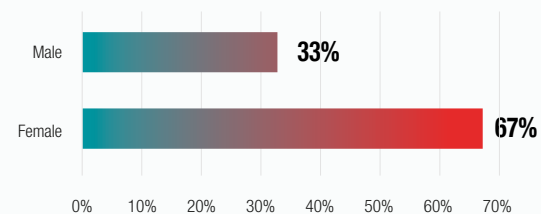
d. AVAILABILITY OF WORKFORCE

Are you currently facing difficulties in securing the labor force?



Companies are experiencing difficulties in finding labor and 74% of them declare that they have a shortage of labor

In your opinion, the most interested in employment are:

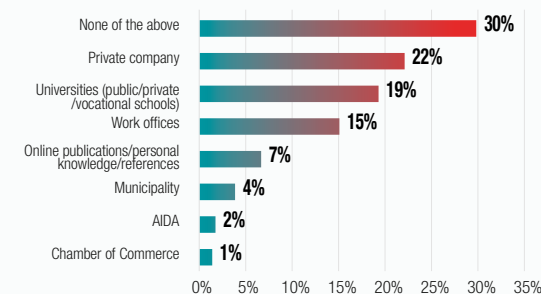


As per gender perception, 67% of female entrepreneurs declare that they face difficulties in securing workforce and 71% of male entrepreneurs.

36% of respondents say that women are more interested in employment than men (82% of female and 62% of male respondents)

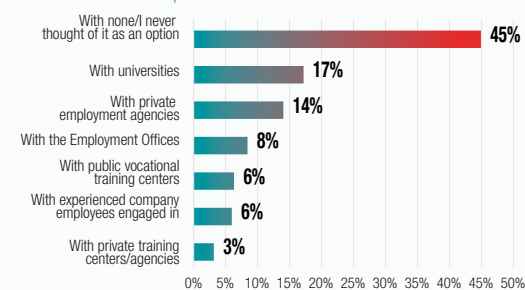
e. CHANNELS OF FINDING WORKFORCE

If you encounter difficulties in securing the workforce, which institution do you turn to first for support?



30% of the respondents declare that they do not use any specific channel for securing the labor force; Private employment companies and Universities/Vocational Schools are the Institutions most used by companies in finding a workforce, for male and female entrepreneurs.

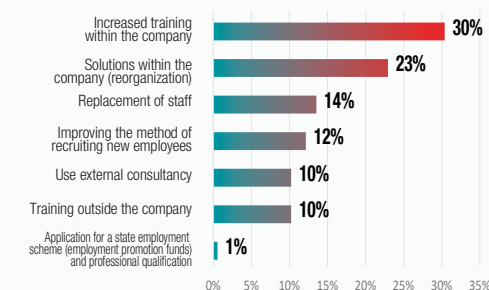
Which of the following have you had a positive collaboration with regarding finding your employees?



Meanwhile, the most positive cooperation in finding the workforce turns out to be with Universities/Professional Schools; Behavior is the same, for male and female entrepreneurs. **The cooperation is mainly realized through personal contacts with teachers/school leaders as well as through internships.**

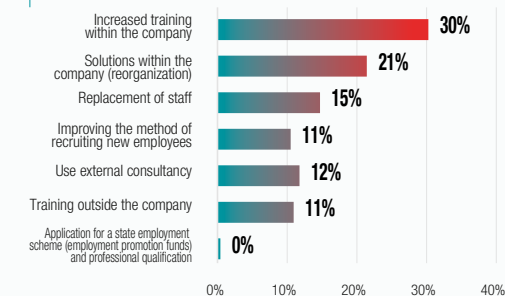
f. PROFESSIONAL SKILLS

What actions does the company take to address the skills shortage of existing employees?



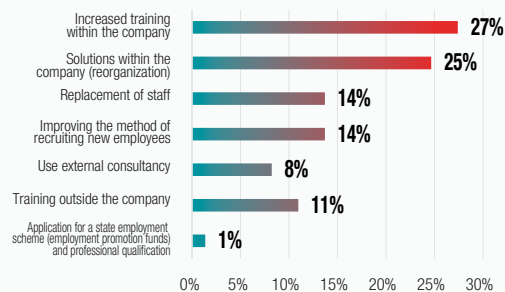
In general, companies do not budget for training their employees; They try to find solutions to the lack of professional skills within their companies; the same behavior is observed in all companies, regardless of the number of employees or gender;

What actions does the company take to address the skills shortage of existing employees? (up to 9 employees)



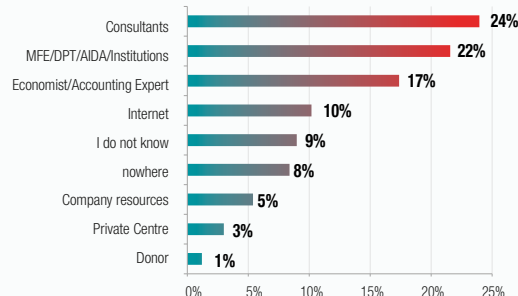
f. PROFESSIONAL SKILLS

What actions does the company take to address the skills shortage of existing employees? (10 - 49 employees)

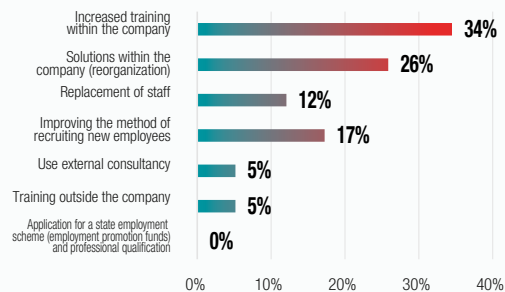


g. COUNSELING ON TRAINING

Where (institution/expert/other) do you first seek information about training need advice?



What actions does the company take to address the skills shortage of existing employees? (over 50 employees)

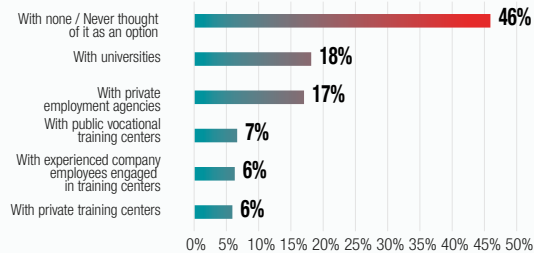


f. LABOR MARKET PROBLEMS

In your general opinion, what are the biggest employment problems in the economic sector where your company operates?



With which of the following have you had positive cooperation regarding the training of your employees?



According to employers, the problems in labor market are:
1-Culture towards work
2- Inappropriate qualification
3-Employees leave after being trained
Low wages are more important for female entrepreneurs.
They ranked it 3rd biggest problem

Universities are considered the best way to train employees by companies by both female and male entrepreneurs; Public/private training centers are very little used by companies in the country

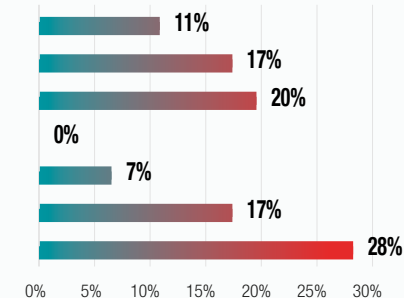
h. LABOR MARKET PROBLEMS

In your general opinion, what are the biggest employment problems in the economic sector where your company operates?

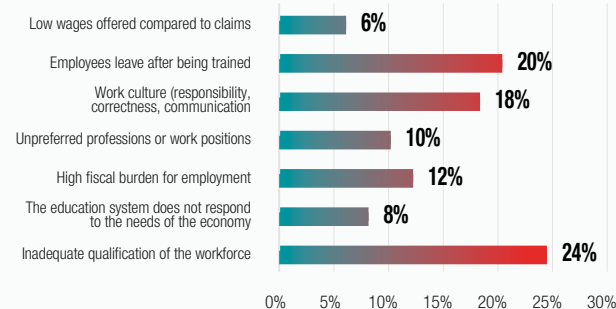
TOURISM



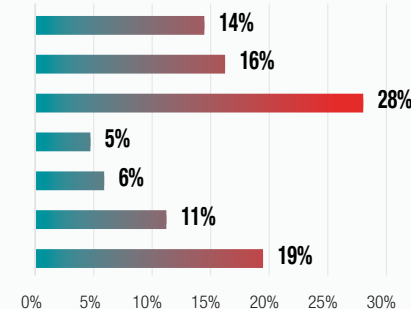
ICT



INDUSTRY

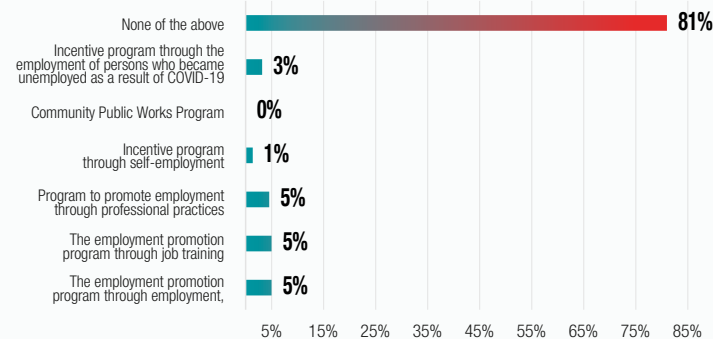


SERVICES



g. EMPLOYMENT PROMOTION SCHEMES

Which of the employment incentive schemes have you benefited from?



Companies believe that the boost to employment will come from:

- Reducing Informality
- Reduction of Corruption
- Creation of a serious and modern database of interaction between the employer and the employee, and its promotion;
- Added control in public/private Universities for degrees awarded
- Increasing training in secondary schools on education and work culture
- The rise of real Trade Unions
- Payment of internships
- Registration of employees with a special status during training periods of several months
- Reduction of insurance for employees under 25 years

CONCLUSIONS

- » The next epidemic in the country “the departure of the labor force”
- » Companies do not have clear channels for finding manpower, Universities and private employment companies are the most used channels; Employment offices are thought of as offices that mainly help the marginalized population and are not seen as a source of labor force provision;
- » Companies do not budget for the training of their employees, but try to fill the gaps with internal resources;
- » Work culture (more pronounced in the service sector), Lack of qualifications (more pronounced in ICT) and leaving employees after training (more pronounced in Industry) are the 3 primary problems in employment.
- » The tourism and ICT sectors also consider inconsistencies between the needs of the market and what the education system offers in the country as primary problems.
- » Employment incentive packages have not been utilized by business