



International
Labour
Organization

Labour demand enterprise survey (LDES): Objectives, methodology, implementation and preliminary results

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Cedefop-ILO-ETF expert seminar
Thessaloniki, 5 July 2013

The logo for 'Work4Youth' is displayed on a dark blue background with a grid pattern. The word 'W4Y' is written in large, stylized, red letters with a white outline. Below it, the words 'Work4Youth' are written in a smaller, red, sans-serif font.

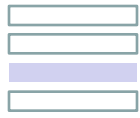
W4Y
Work4Youth



Objectives of the SWTS / LDES



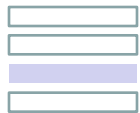
1. Collect in-depth information concerning the labour market situation of young men and women and quantify the relative ease or difficulty of labour market entry
2. Balance supply side picture with demand side
3. Identify critical issues in the youth employment challenge, especially in developing economies, and understand “blockages”
4. Identify areas for policy and programme additions or revisions
5. Enhance the capacity of national statistical institutions
6. Improve link between LMI and youth employment policy making



Two surveys are meant to be applied in each country:

- **School-to-work transition survey (SWTS)**, a household survey of 15-29 year olds
- **Labour demand enterprise survey (LDES)**

In reality, however, many countries are opting to run the SWTS only due to a shortfall of project funding and donor's expectations on delivery of end products.



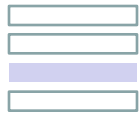
Target countries



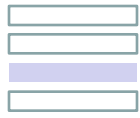
▶ W4Y implements SWTs in the following **27 target countries** twice over a five year period:

Asia and the Pacific	Eastern Europe and Central Asia	Latin America and the Caribbean	Middle East and North Africa	Sub-Saharan Africa
Bangladesh	Armenia	Brazil	Egypt	Benin**
Cambodia	FYR Macedonia	Colombia	Jordan	Liberia**
Nepal**	Kyrgyzstan	El Salvador	Palestine	Madagascar
Samoa	Moldova, Republic of	Jamaica	Tunisia	Malawi**
Vietnam**	Russian Federation	Peru		Tanzania**
	Ukraine			Togo
				Uganda
				Zambia**

** LDES implemented as well as SWTs.



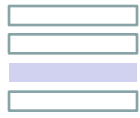
1. Random selection of registered Enterprises
2. Random selection of Enumeration Areas
 - A list of all the informal enterprises in the EA is prepared
 - A random selection of enterprise in this list is selected
3. Average sample size is 700-800 enterprises



Current questionnaire

- Characteristics of the enterprise – 12
- Recruitment and employment of young people – 9
- Education and training of workers – 7
- Assessing labour demand – 10

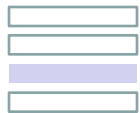
Max. 38 questions



E6 Please list the current job vacancies of the enterprise or the vacancies that were open in the recent past.

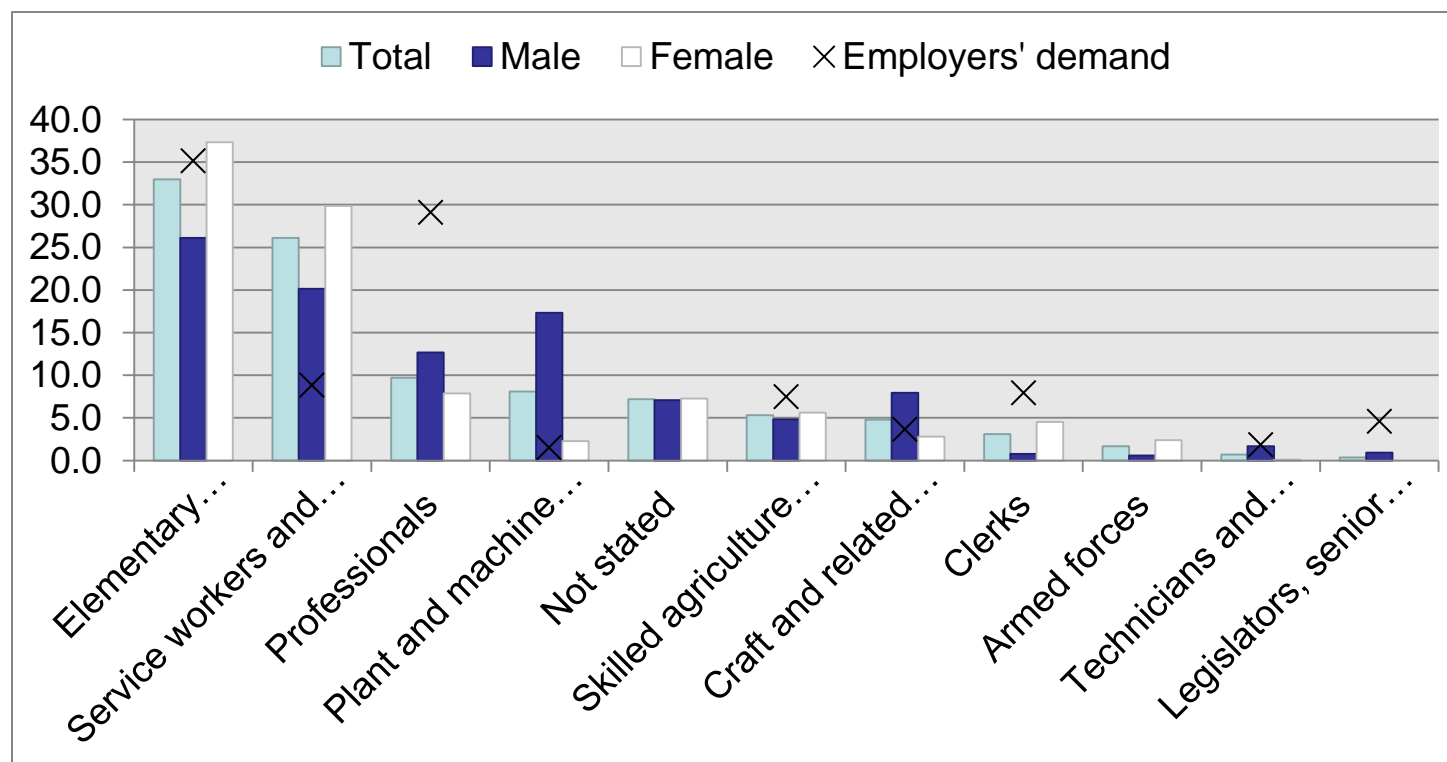
[INTERVIEWERS: PLEASE PROMPT THE RESPONDANT TO GIVE AS MUCH DETAIL AS POSSIBLE ON THE VACANCY TITLE. IF THE RESPONSE GIVEN IS 'DRIVER', FOR EXAMPLE, ASK FOR CLARIFICATION. IS IT A TRUCK DRIVER, HEAVY VEHICLE DRIVER, PERSONAL CAR DRIVER, ETC?]

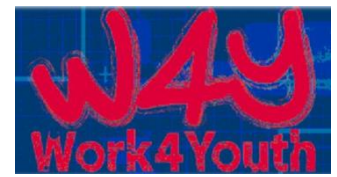
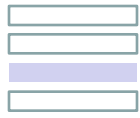
Title of vacancy	Number of positions	Data coders: Enter 4-digit ISCO code	1 : Replacement post 2 : New (extra) post
1			
2			
3			
4			
5			



Good matching in demand and supply of young workers in elementary occupations, but results hint that demand surpasses supply to a great extent for young professionals

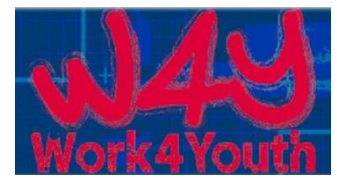
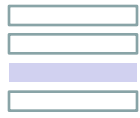
Liberia: Unemployed youth by occupation sought and employers' list of growing vacancies by occupation





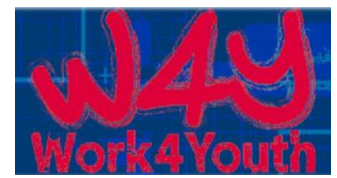
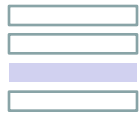
MAIN FINDING: For professional posts, employers value most the education level of the worker, followed by the level of work experience. The attitude and age of the worker are also given some importance in the agricultural and wholesale/retail sector. For production workers, less weight is given to the education level of workers. Employers value most the work experience of potential worker in the manufacturing sector and in education, while the greatest weight is given to the attitude of workers in the agricultural and wholesale and retail trade sectors.

The importance put on level of education and on work experience does not bode well for the current generation of young jobseekers in Liberia. Most do not have a high level of education and regarding work experience, while many youth start working at a very young age in the country, it is likely to be in areas of self-employment that are not valued by formal enterprises.



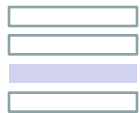
MAIN FINDING: It is not so much the skills mismatch which is the main problem in matching the supply and demand of labour in Liberia. Rather, more challenging is the “experience gap”, whereby employers expect job applicants to have work experience which few young graduates are able to demonstrate. The employers are also not prepared to invest resources to train first time jobseekers, which exacerbates the problem.

MAIN FINDING: The LDES showed that a large number of vacancies designated “hard to fill” by the employers are in the higher-skilled professions, such as secondary school teachers, business and administration managers, managing directors and chief executive officers, systems analysts and engineers.



POLICY IMPLICATION: Investment in apprenticeship programmes that link employers directly to the education system could help to ease the transition from school to work of some young Liberians. Likewise, raising the capacity of enterprises in the area of human resource management and offering subsidies for investments in basic on-the-job training programmes for new employees are other policy options to ease the experience mismatch (although the sustainability of employer subsidies can be called into question).

POLICY IMPLICATION: Enabling young people to stay in school longer and guiding them toward professions where demand exists (e.g. higher skilled professions) will help both the young people attain jobs that are more likely to provide a level of stability and will prevent enterprises from having to recruit from outside Liberia.



Module approach recognizes the different functionalities involved in running a survey, interpreting results and designing policy responses; users can use the modules as a package to guide the project or pick and choose according to their roles/needs

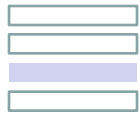
MODULE 1: Basic concepts, roles and implementation process

MODULE 2: SWTS questionnaires

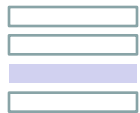
MODULE 3: Sampling methodology

MODULE 4: Key indicators of youth labour markets: Concepts, definitions and tabulations

MODULE 5: Disseminating survey results



- Average length of transition for transited youth
- Average current length of transition for youth still in transition
- Average number of intermediary activities within the path of transition
- Average number and length of temporary employment spells within the path of transition
- Average number of spells of self-employment within the path of transition
- Labour market activity from which the youth 'transited' to stable or satisfactory employment (flows)



Example from SWTS



Youth mostly change jobs when better opportunities come up in Vietnam; in Togo, for better job or to go back to education (seasonal work); in Zambia, youth shift from temporary to more stable job or because they were not happy with previous job

Reasons for leaving previous jobs (among youth who currently work in a stable and/or satisfactory job), Togo, Viet Nam and Zambia, by sex

	Togo			Vietnam			Zambia		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Left for better job	20.7	26.3	19.4	43.9	48.1	39.1	12.4	16.7	8.3
Dismissed / let go	6.5	7.3	5.5	1.4	2.0	0.8	6.0	7.1	4.9
Left because unhappy with workplace	4.5	4.6	5.5	11.2	12.8	9.4	28.6	27.5	29.6
Temporary job ended	7.9	12.1	4.0	8.6	11.6	5.1	26.8	38.9	15.7
Health reasons	2.6	2.4	2.4	3.7	4.1	3.2	1.7	0.3	3.0
Left to have baby	5.7	0.5	6.9	4.4	0.0	9.5	6.1	0.6	11.2
Look after family	11.6	10.2	13.1	8.7	5.5	12.4	9.0	3.3	14.2
Moved area	2.7	0.7	3.8	6.1	4.8	7.5	6.2	3.1	9.1
Started education	22.0	24.2	24.5	3.2	3.3	3.2	3.3	2.5	4.1
Other reason	15.7	11.6	14.9	8.8	7.8	9.8	0.0	0.0	0.0