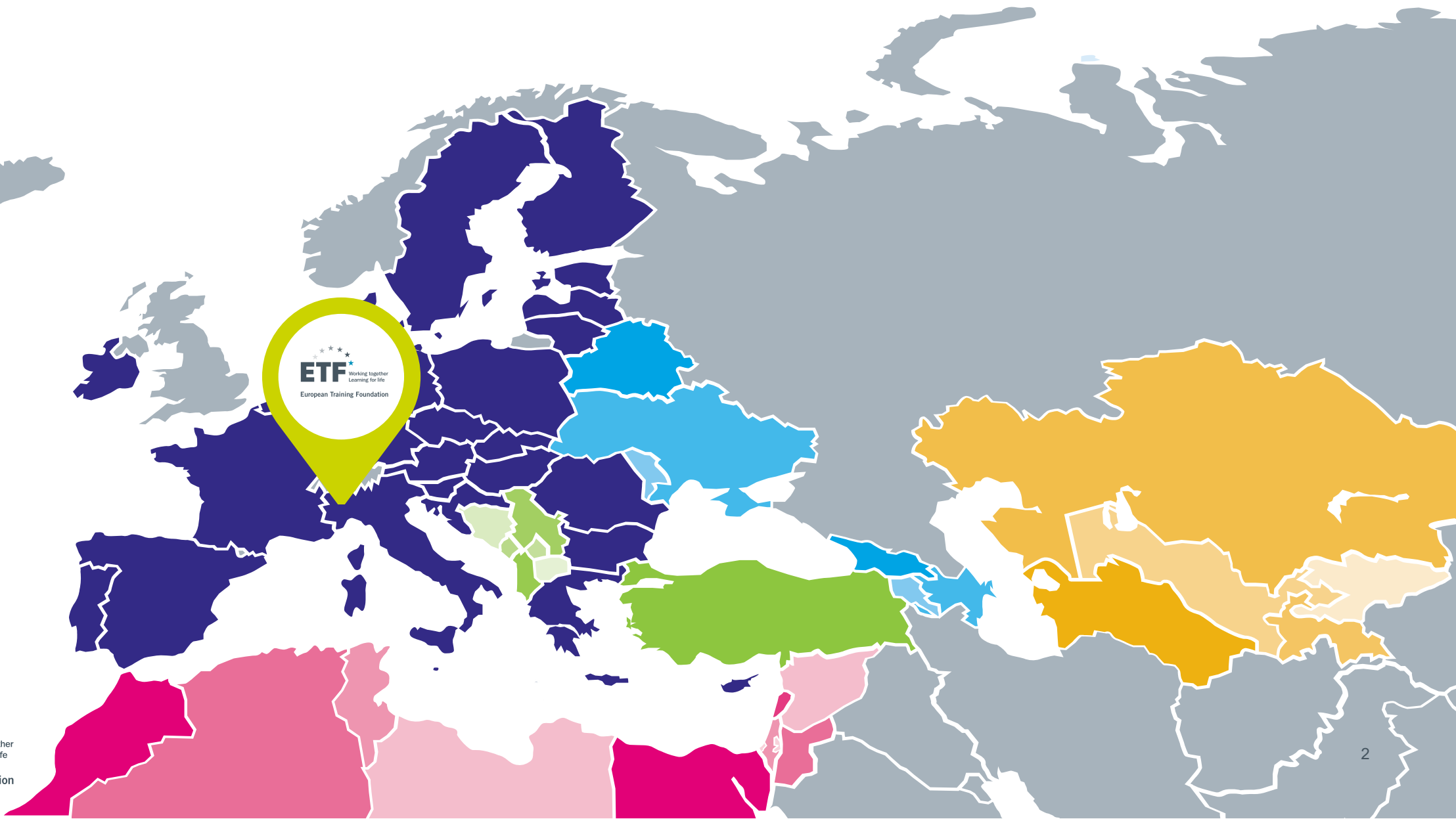


# EUROPEAN SKILLS AND JOBS SURVEY IN WESTERN BALKANS

Digital transformation and  
investment in digital skills in the  
low-skills equilibrium economies





# Timeline and geographical coverage



## ETF Partner Countries:

Albania

Bosnia and Herzegovina

Kosovo\*

North Macedonia

Serbia

Israel

## Sample size:

Around 1000 observations per country

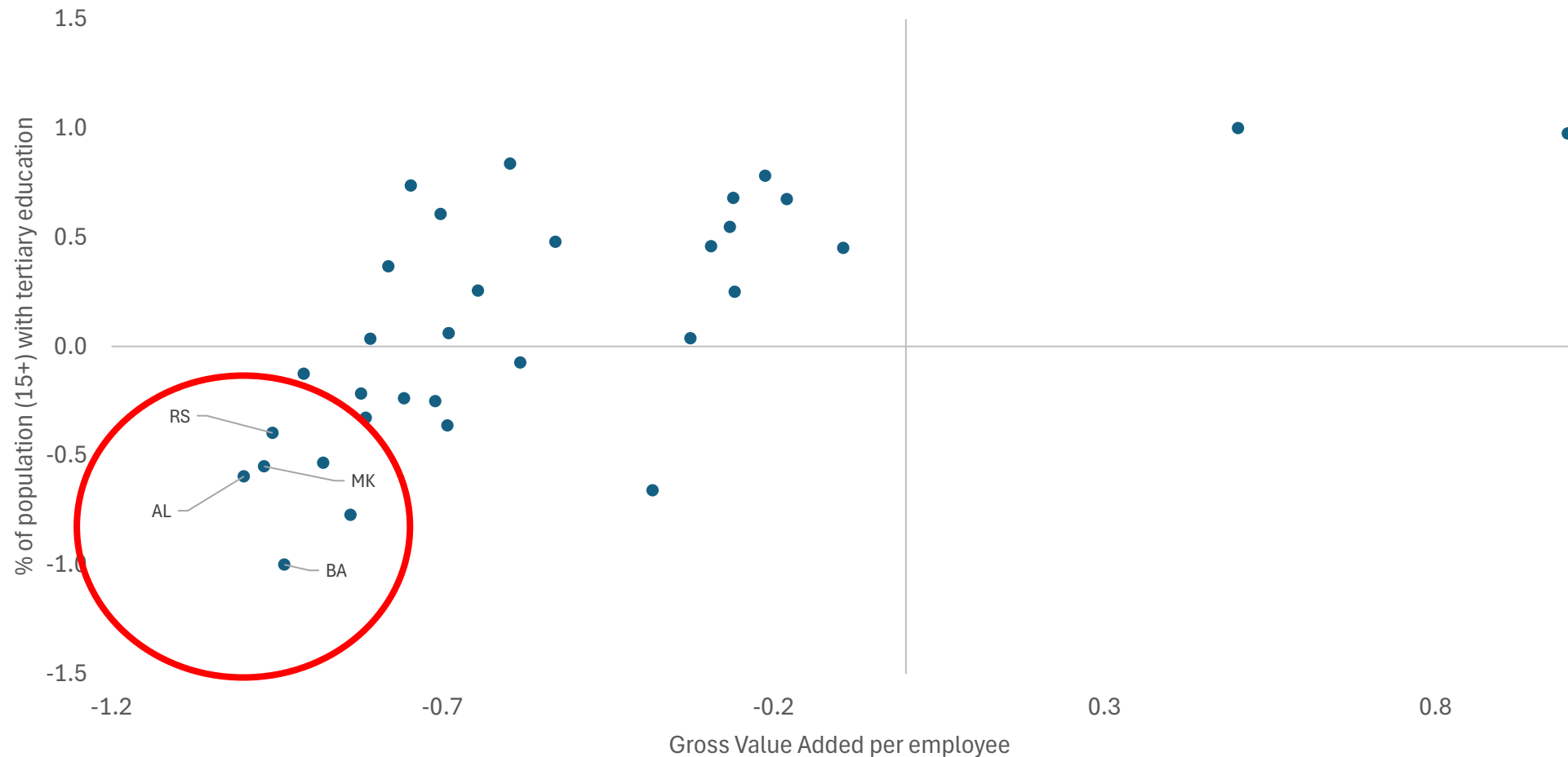
# Scope and challenges

- First **fact finding** exercise on ETF's countries
- Needs for **policy support** (accession, structural transformations, conflicts)
- **Evidence-based feeding** on strategies (WB Growth Plan, Post-War)
  
- Countries with **different income levels – growth paths**
- No or little **prior knowledge**
- **Benchmarking and technical issues** (no LFS for some countries)

# Selected findings

- Literacy, numeracy, digital skills
- Training
- Digital upskilling & Technology adoption
- Participating in job-related education or training and its determinants

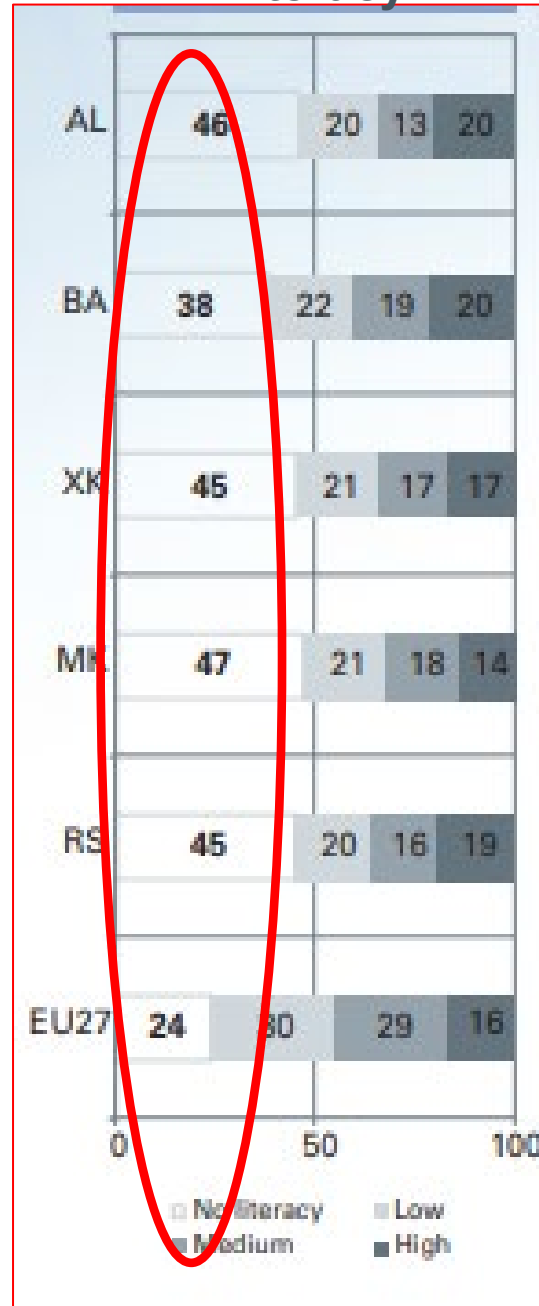
# Motivation: The relationship between skills demand and supply for EU and Western Balkans Economies – low-skills equilibrium?



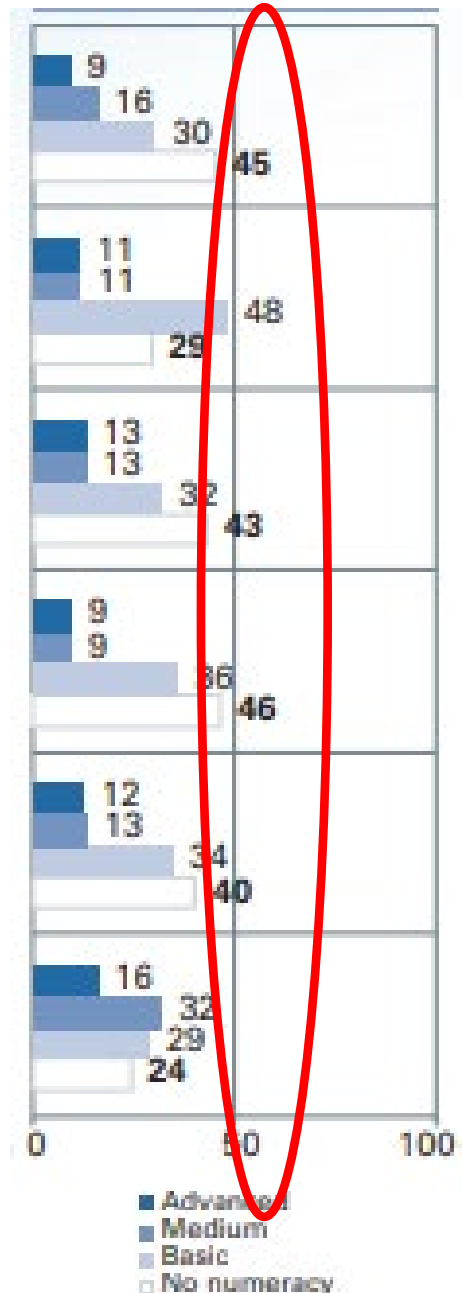
# Some findings about employees in the WB economies

- **Almost half of employees** are in jobs that do not require reading or writing skills
- Employees tend to **use teamwork (collaborative) skills less frequently** than those in the EU27.
- Nearly **70% of jobs consist of routine tasks**
- **Younger employees** are more likely to be in **jobs requiring higher literacy, numeracy and digital skills**

## Literacy

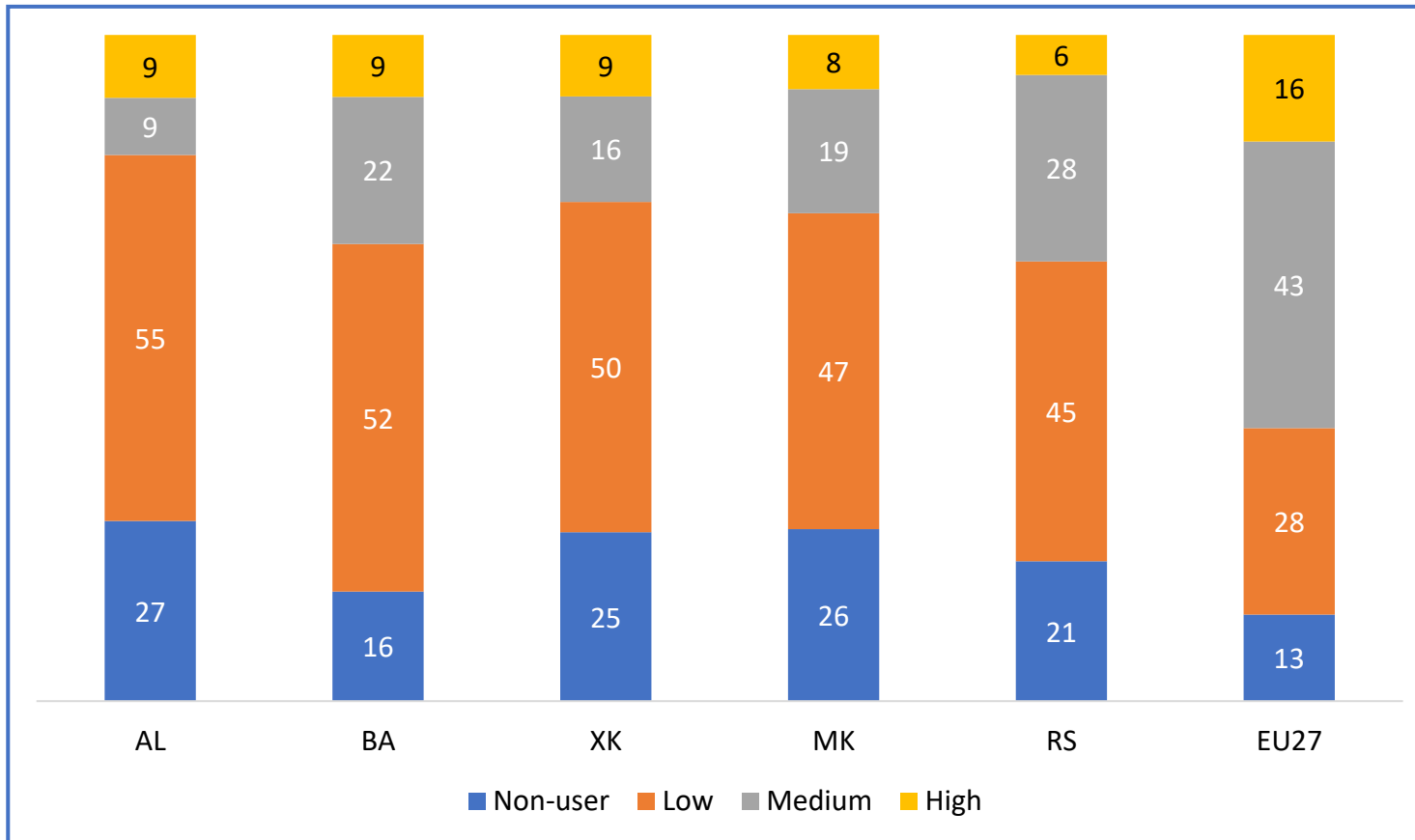


## Numeracy



# Most employees use digital devices for their work, but mostly for simple tasks

Digital skills intensity index



## **High skills intensity**

Programming/coding, management of IT systems, hard/software, management of databases.

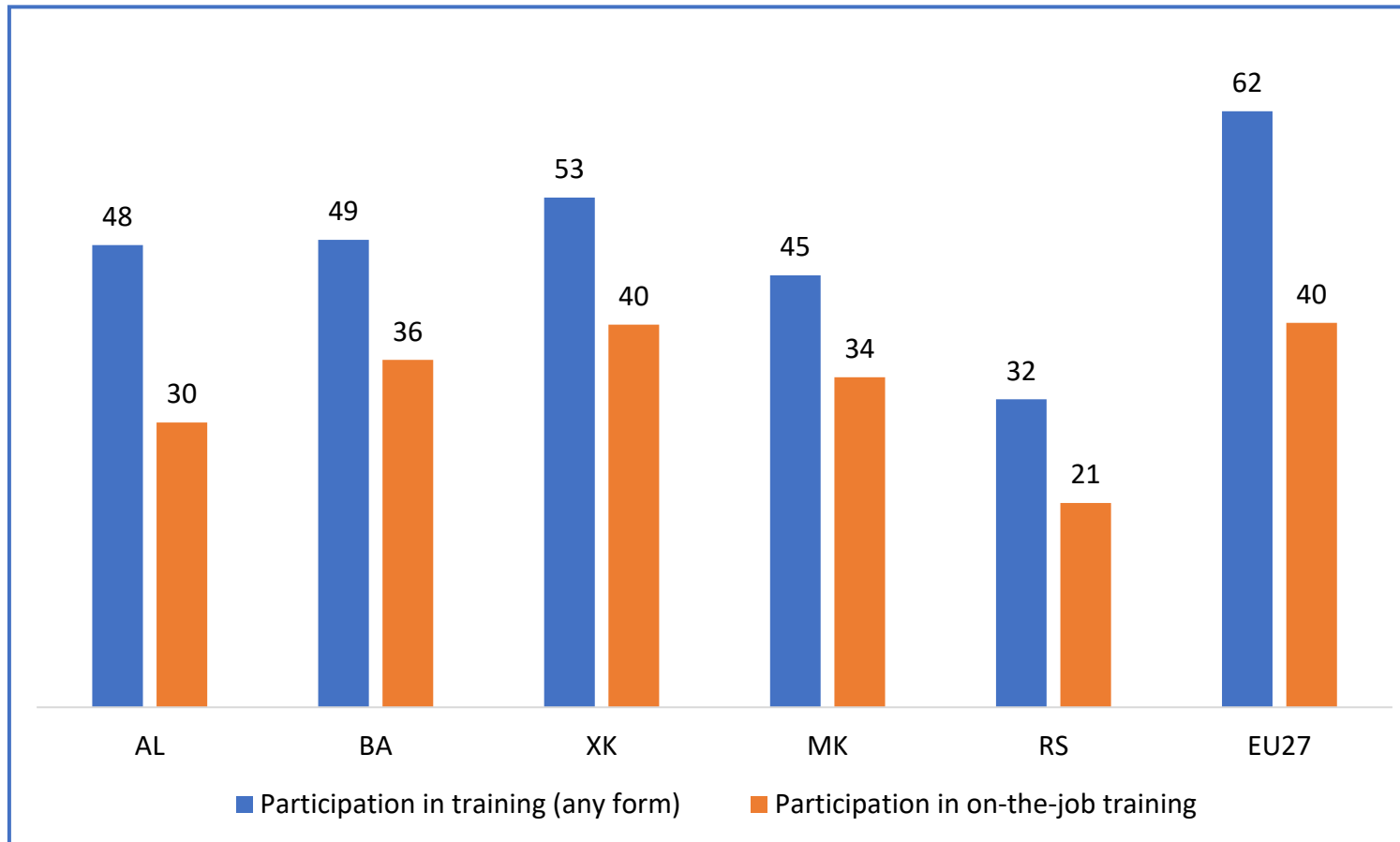
## **Medium skills intensity**

Use of specialised software, advanced spreadsheets, preparation of presentations.

## **Low skills intensity**

Internet browsing, use of social media; writing/text editing, use of spreadsheets

# Participation in job-related training and education among adult employees in the past 12 months (%)

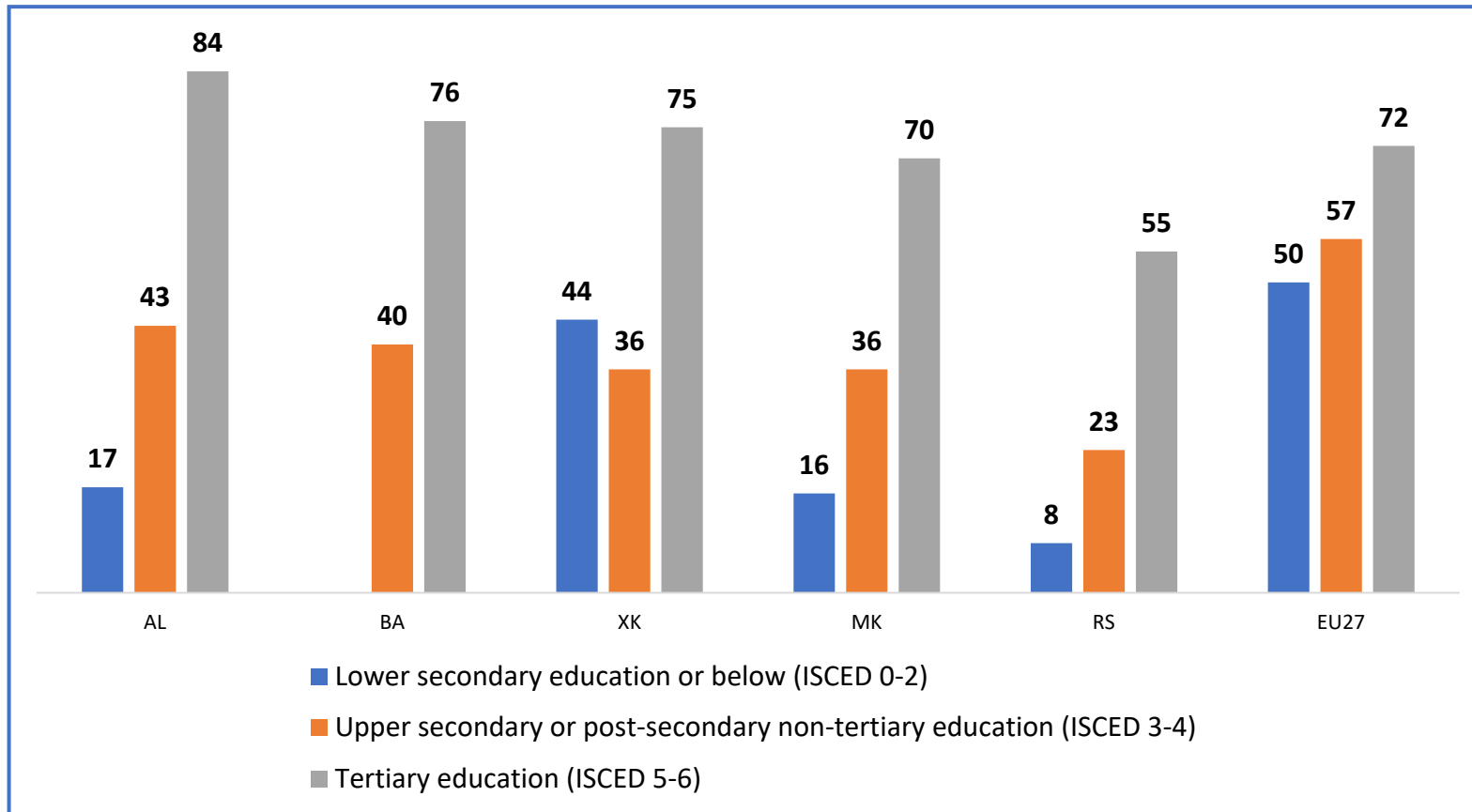


*Low participation in training:*

- Older workers
- Low-educated
- Workers in elementary/manual jobs
- Informal workers

# Participation in training more common among highly skilled, working in skilled occupation

Participation in any form of training in the past 12 months by level of education (%)

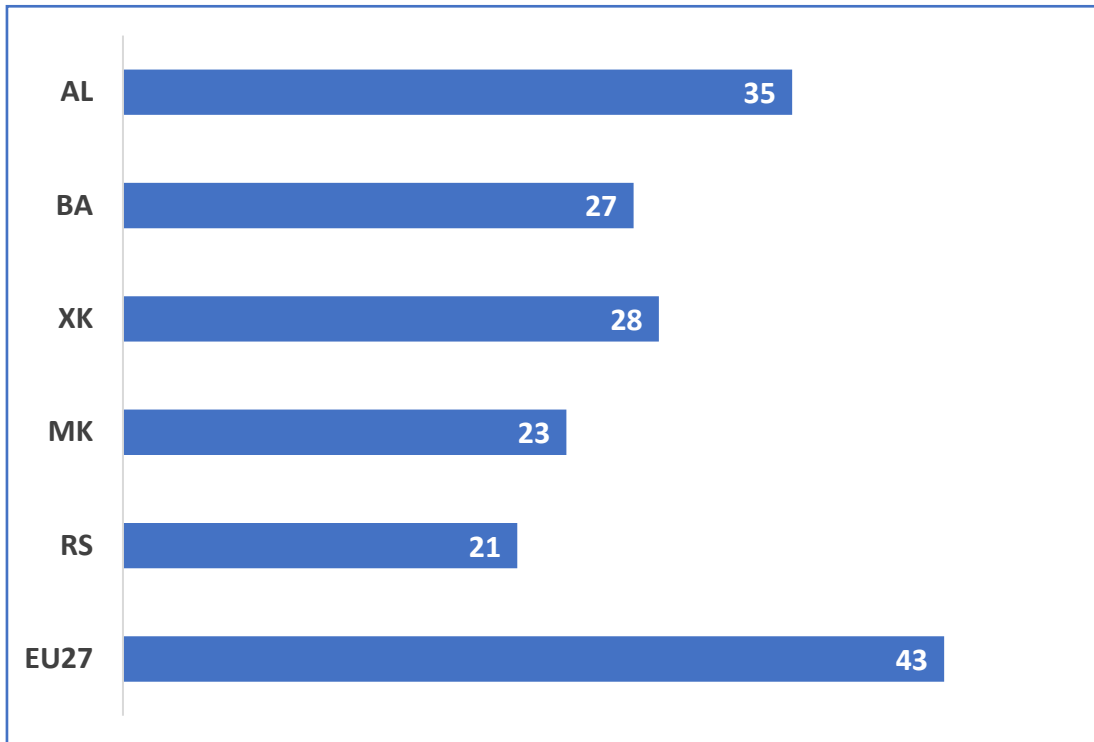


*Higher participation among:*

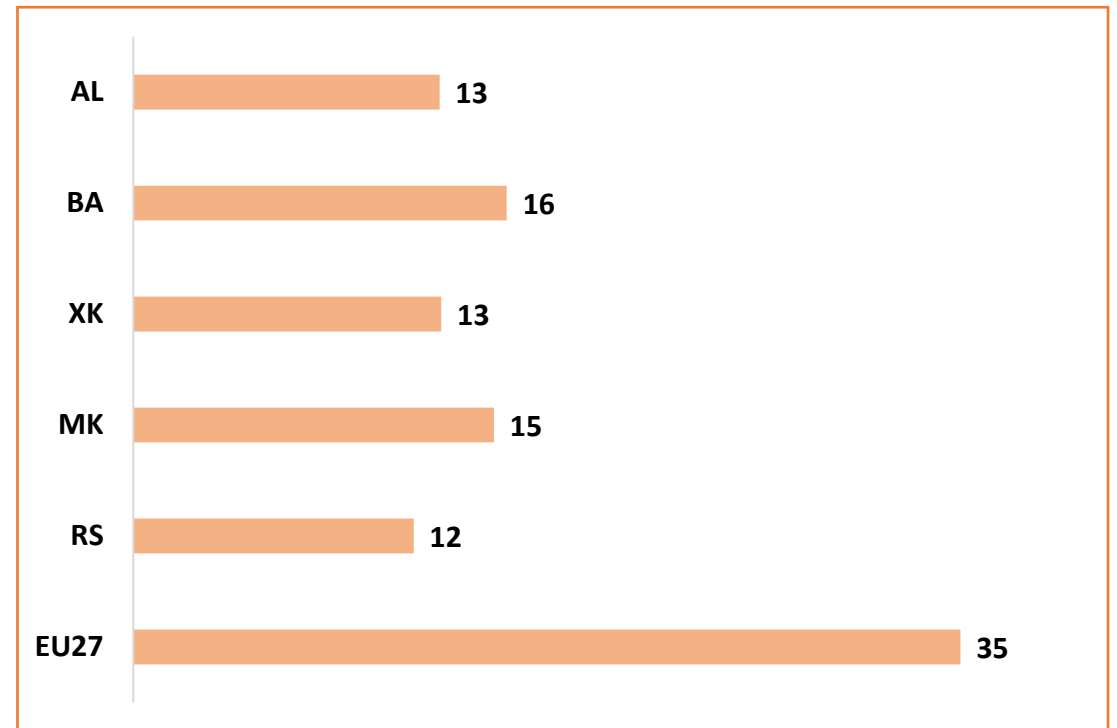
- Working in skilled occupations
- Performing more complex tasks
- Declaring need for skills development

# Changes at the workplace are not sufficiently accompanied by digital upskilling

B\_CHORTECH /Q21c: did any of the following changes take place in your workplace? New digital technologies

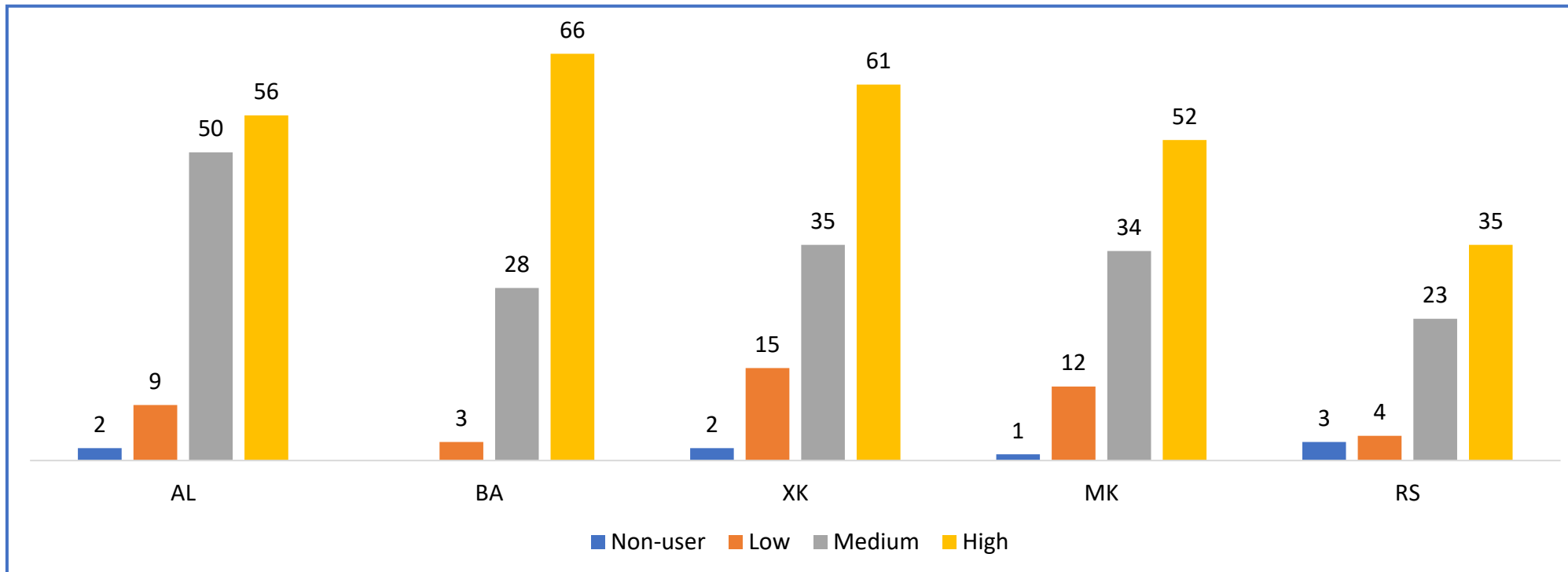


D\_CHTECH: % of employees who have learnt to use new digital technology for the main job (digital and machines)



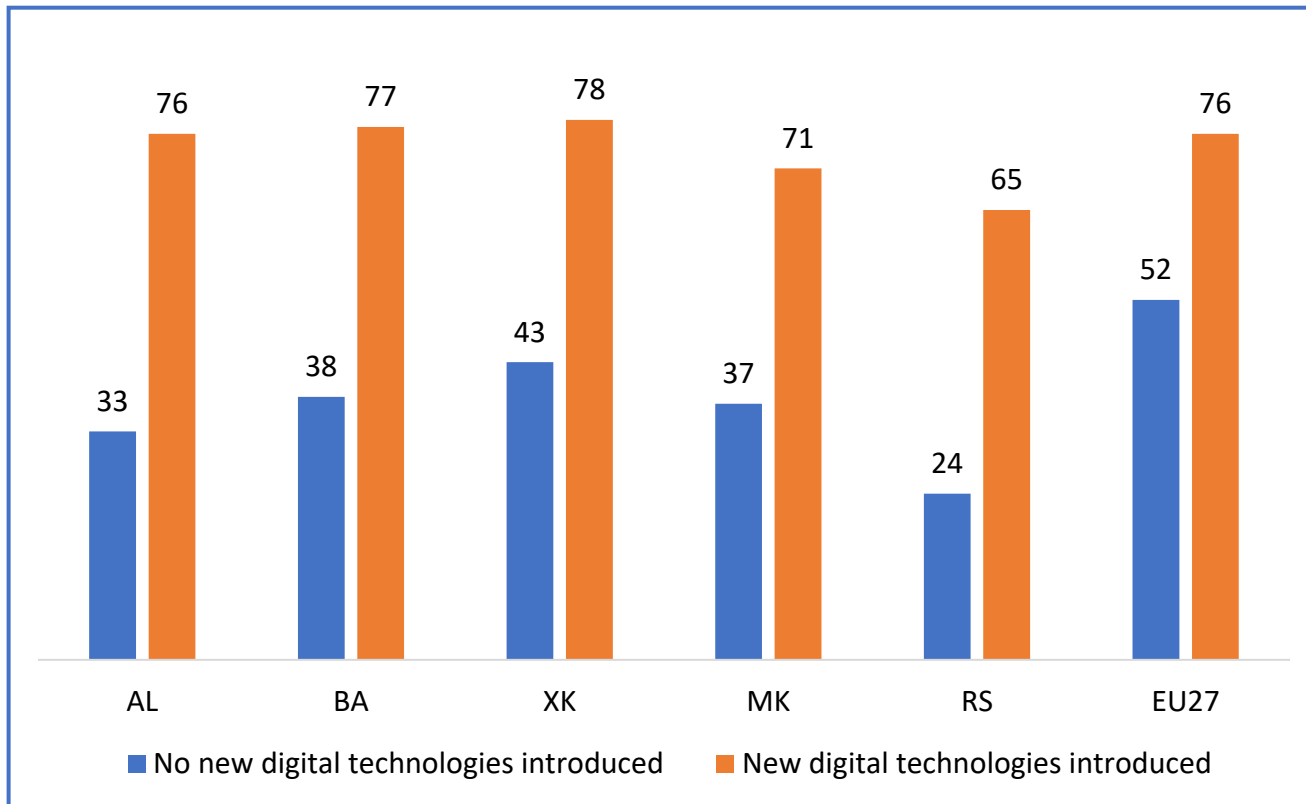
# Participation digital training more common among those who already use digital technologies

Participation in the digital training in the past 12 months by the intensity of usage of digital devices at work (digital skills intensity index) (%)



# Technology adoption is connected with higher participation in job-related training

Participation in any form of training in the past 12 months by the introduction of new digital technologies at the workplace (%)

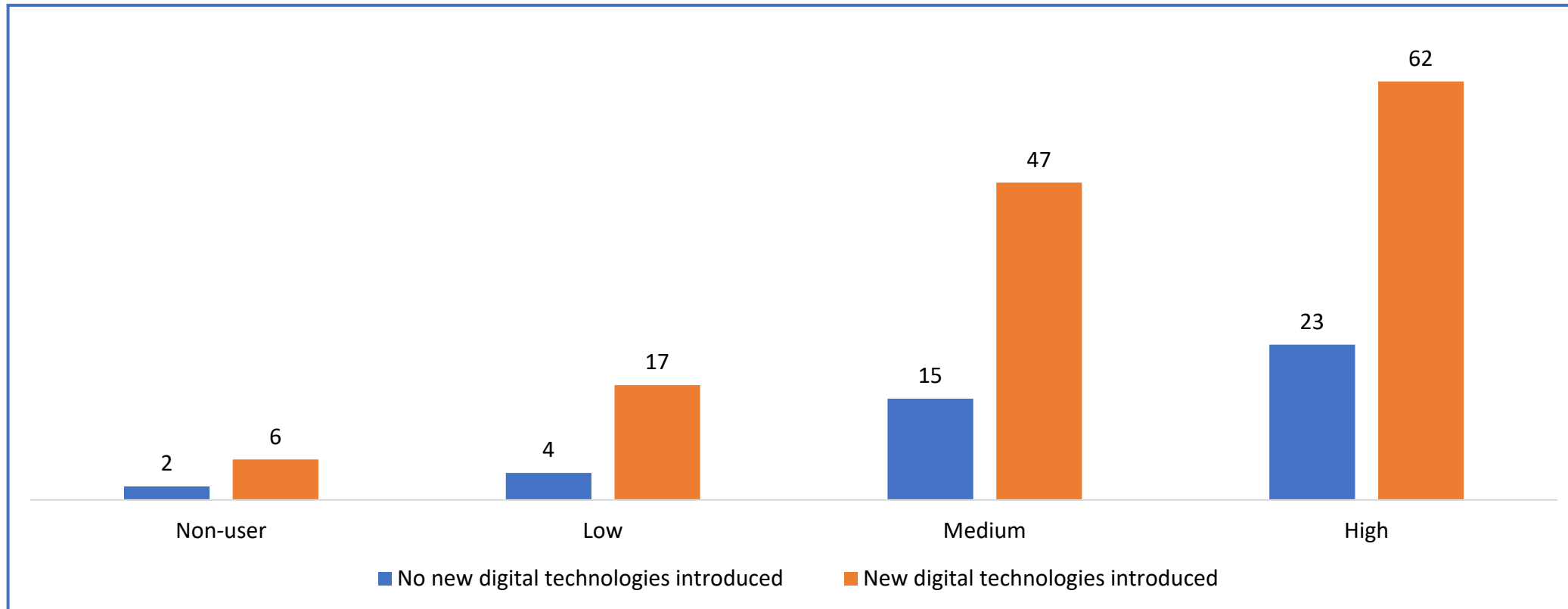


*Higher participation among:*

- Employees or large enterprises (*in contrast to SMEs*)
- Economic sectors - Education, Human health and social work activities, Professional, scientific and technical services, ICT, Financial and insurance services

# Introduction of digital technologies increases participation in digital training for all groups of workers

Participation in digital training in the past 12 months by the intensity of usage of digital devices at work (digital skills intensity index) and the introduction of new digital technologies (%)



# Participating in job-related education or training and its determinants – WB5

	Model 1	Model 2	Model 3	Model 4
Age (ref. cat 25-34)				
35 – 44	0.02 (0.07)	-0.03 (0.07)	0.00 (0.07)	0.01 (0.07)
45 – 54	-0.16** (0.07)	-0.21*** (0.07)	-0.20*** (0.07)	-0.20*** (0.07)
55 – 64	-0.32*** (0.07)	-0.38*** (0.08)	-0.36*** (0.08)	-0.34*** (0.08)
Male	-0.10** (0.05)	-0.02 (0.05)	-0.03 (0.06)	-0.05 (0.06)
Tertiary education	0.98*** (0.05)	0.79*** (0.06)	0.66*** (0.06)	0.59*** (0.07)
SMEs		-0.30*** (0.10)	-0.26*** (0.10)	-0.27*** (0.10)
Permanent contract		0.14** (0.06)	0.10* (0.06)	0.11* (0.06)
Introduction of new digital technologies in the workplace			0.75*** (0.06)	0.68*** (0.06)
Need to develop skills for the main job				0.46*** (0.05)
Economic sector		-	-	-
Country (dummy)	-	-	-	-
Cons	-0.17** (0.08)	-0.50** (0.21)	-0.72*** (0.21)	-0.86*** (0.21)
N	5080	5040	5040	5040

# Follow up

- **Cross-country report** for Western Balkans economies will be published in Q1 2025
- Continuation of **intensive dialogue with national and EU stakeholders** to facilitate the usage of findings for policy design, implementation & assessment.
- The ETF plans to **expand the number of countries** in the next round of the ESJS, prioritizing candidate countries (Ukraine, Moldova and WB)

**THANK YOU FOR YOUR  
ATTENTION!**

