

MASTER STUDIES DEVELOPMENT  
PROGRAMME  
TRAINING SEMINAR

**CURRENT SITUATION AT THE  
SERBIAN LABOUR MARKET**

- Demands on the LM and significance of the employability -

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# **LABOUR MARKET AMBIT**

- Social and economic transitions
- Ruined industry
- Lack of direct and Greenfield investments
- Education system do not support economic trends and employers`s demands

## UNEMPLOYMENT RATES

- High unemployment rate – 14% (LFS)
- Even higher by administrative data (18%)
- The highest rate in Europe of unemployed youth – 34%

## Education levels of unemployed persons

Education level	%	Note
Compulsory - primary education	37,00	I+II
Secondary education	55,00	III+IV
Specialised craft workers	1,20	V
Higher education	4,10	VI1+VI2
University level	4,30	VII1+VII2 4,2% +0,1%
PhD	0,0000	VIII

## **Characteristics of the supply side – unemployed workers**

- More than 60% are unemployed for long term period
- 55% are women
- Lack of working experience or practice
- Do not have skills and competences demanded on LM
- High rate of workers aged over 50 (redundant workers)

## **Characteristics of the demand side – employers -1**

- Private companies (94%)
- Small companies with up to 50 employees (90%)
- Insecure LM make them eager to prefer short-term employment – 420.407 vs. 260.903

## Characteristics of the demand side – employers - 2

- 90% of all registered demand for workers - 661.545 - originate from small companies
- Cca 5% - medium and big size ones, each – 36.570 vs. 35.388
- The same percentages are in employment (90% : 5% : 5% - 613.597 – 33.983 – 33.730)

## **Characteristics of the demand side – employers - 3**

- In 2008: issued demands for 284.263 permanent workers - employed 260.902, out of which 15% with university education (42.372)
- Only 11% of working posts were for employees without working experience
- Demands are focused on competent workers with experiences, good skills and well developed soft competences



**TOTAL EMPLOYMENT OF THE HIGH EDUCATED  
PERSONS IN 2008**

<b>LEVELS</b>	<b>DEMANDS</b>	<b>EMPLOYMENT</b>
VII/1	90.563	72.819
VII/2	1.719	1.915
VIII	1.743	710
<b>TOTAL</b>	<b>94.025</b>	<b>75.444</b>

## EMPLOYMENT BY SPHERE OF ECONOMIC ACTIVITY

### Permanent employment

Sort of activity	Demands VII/1+VII/2+VIII	Employment VII/1+VII/2+VIII
Industry	4.842+64+11	4.267+56+12
Trade	5067+41+17	4.705+41+16
Finance	3.518+27+4	3.098+28+4
Real estate	7.102+77+36	5.986+83+34
State administration	2.429+87+6	2.131+89+3
Education	10.358+358+458	4.201+51+169
Health and social work	1.843+447+7	1.730+400+7

## EMPLOYMENT BY SPHERE OF ECONOMIC ACTIVITY

### Temporary employment

Sort of activity	Demands VII/1+VII/2+VIII	Employment VII/1+VII/2+VIII
Industry	4.363+44+2	
Civil construction	1.149+6+0	
Trade	3.290+42+0	
Finance	2.507+11+0	
Real estate	3.523+70+47	
State administration	3.223+107+5	
Education	25.022+987+1133	
Health and social work	3.587+379+4	
Services	1.344+15+1	

## **SOME REMARKS**

- It is important to know the span of students` employability
- Relations between education institutions and employers should have mutual influence
- Curriculum should be the result of the impact of sciences, development of technology and employers` needs

## **SOME REMARKS**

- Universities have to take in consideration and development of skills and competences
- Universities should define programme and outcomes of students practice
- Universities should develop follow-up of graduated students and have insight in their employment
- Over-production of graduated students is equally bad as under production