

# Employers' needs: qualifications and competences needed on the Croatian labour market

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# Employers' survey

- Annual (at the beginning of the year for the previous year)
- Labour market research
- Cooperation with partners (Croatian Chamber of Economy, Croatian Chamber of Crafts and Croatian Association of Employers)
- The goal is to successfully harmonise labour market supply and demand

- The main selection for the survey is CES intern employers data base (149.679 employers who employ 1.26 million people – 91% of all employed in Croatia)
- The aim of the survey is to gather information directly from the employers about:
  - Employment fluctuation in the previous year
  - Hiring needs
  - Hiring problems
  - Planned recruitment or redundancy (in the year the survey is held)
  - Education and traineeship/apprenticeship
  - Cooperation with CES

## Employers' survey 2014

- The sample was 13.245 employers with 582.564 employees (41,8% of total employees in HR)
- Survey was filled in by 9.851 employers (74,4% of the sample)
- Employers from all sectors and sizes participated
- The survey took 6 weeks – from mid January till the beginning of March 2014

## Employers' survey 2014 - Results

- In the respondent year (2013) employers had employed 95.457 workers
- In the same period 90.744 people stopped working
- The employers plan to hire 44.198 people
- Around 1/3 of the employers invest in their employees (additional education, training)
- The most important competences which the employers emphasized are: responsibility, practical knowledge within the occupation, flexibility and team work

## Green job sectors

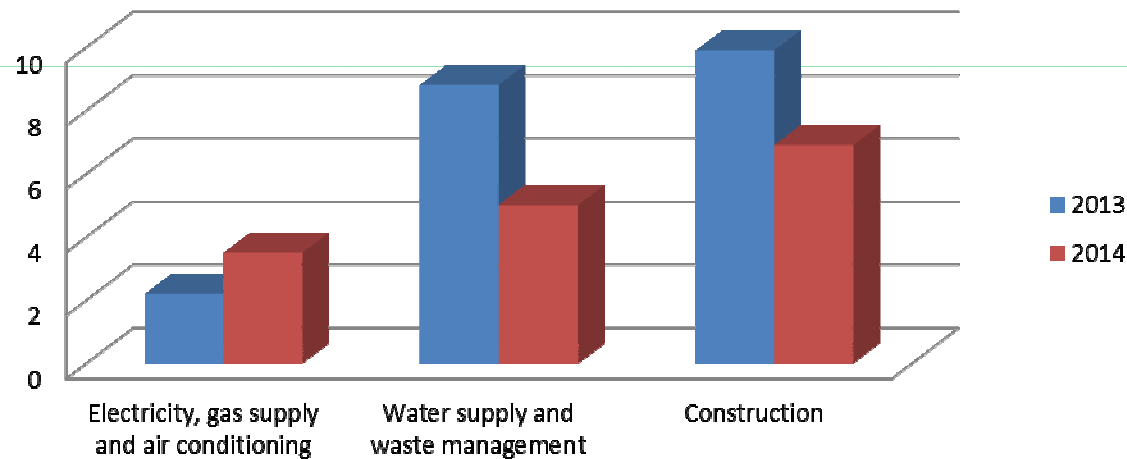
- The sectors recognised with the most potential to create green jobs are:
  - Electricity, gas supply and air conditioning
  - Water supply and waste management
  - Construction

Sector	Surveyed employers	No of employees (31.12.2013.)
<b>Total HR</b>	<b>9.851</b>	<b>440.96</b>
Electricity, gas supply and air conditioning	102	7.71
Water supply and waste management	311	16.932
Construction	736	27.130

# Planned hiring

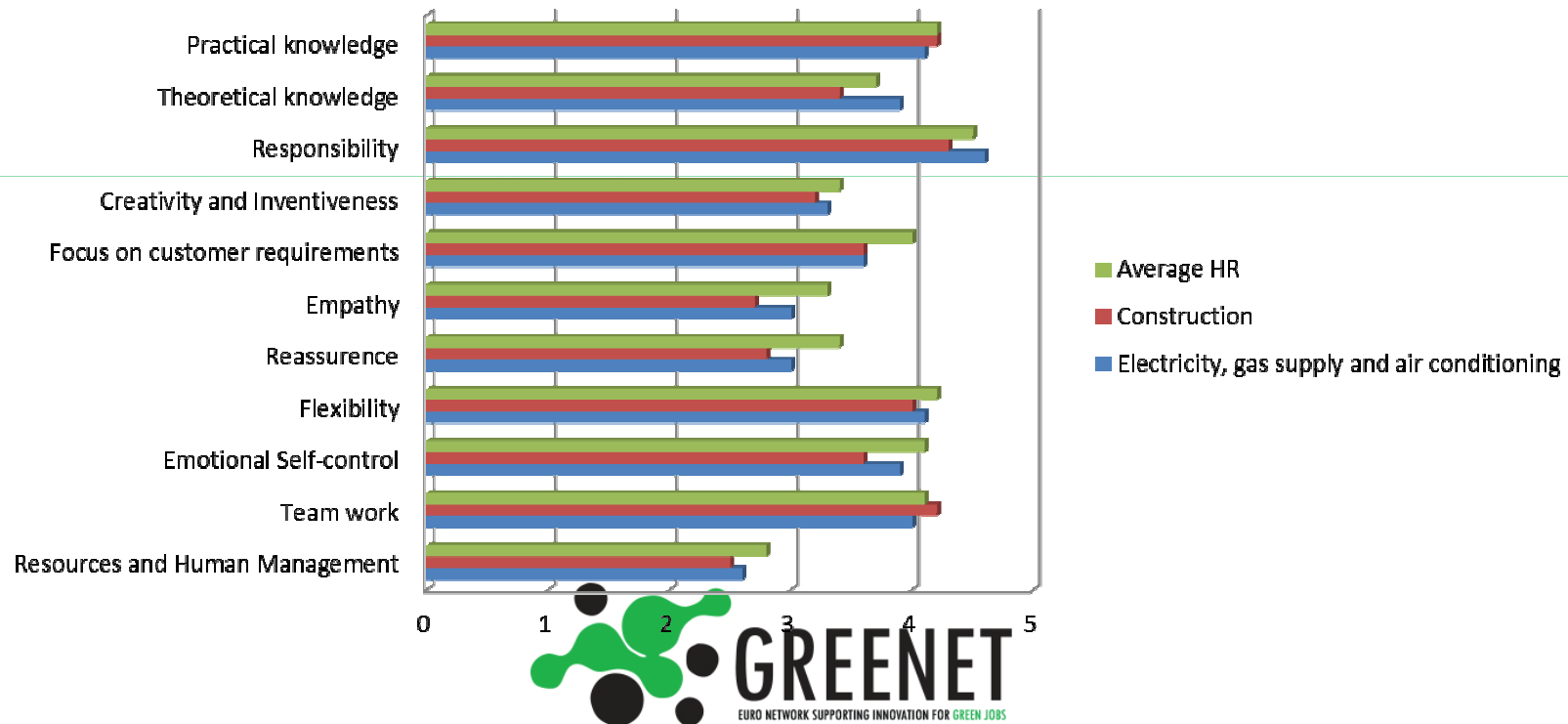
- Employers from all sectors plan to hire new people but the highest rate is in hospitality and tourism and manufacturing sector

Rate of planned employment in 2013 and 2014



# Competences

- In the survey the employers marked competences they seek from 1 (lowest) till 5 (highest)





## Professions in the green sectors

- Production of renewable energy sources (biomass, biofuels, the production of solar heating systems, wind power and photovoltaic systems, and the development of geothermal energy sources), maintenance of the system for the production of renewable energy, jobs to improve energy efficiency, waste recycling, eco-tourism, eco-food production, environmental protection
- Engineers (construction, mechanical, electrical engineer), electrician, bricklayer, painter, carpenter, heating and air conditioning mechanic, gas installer, thermal insulation worker
- Additional education and training in green jobs and certificates





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THANK YOU!

