



Ovaj projekat finansira
Evropska unija



YOUTH AND OBSTACLES TO EMPLOYMENT

Centre for Civic Education (CCE)



Centar za građansko obrazovanje
Centre for Civic Education



Methodology of research

Implementation: Field research conducted in 2017

Sample framework: Population of Montenegro 15+

Sample size: 1121 respondents

Three-stage random representative stratified sample

Sample type:

- Units of first stage: Territory of voting places
- Units of second stage: Households (SRWoR – random step)
- Units of third stage: Respondents within households, 15+

Research type:

Omnibus, field questionnaire of average length of 45 minutes

Stratification:

- Settlement type – urban/rural
- Geo-Economical regions

Post-stratification:

Per gender, age and region





Education



Key findings

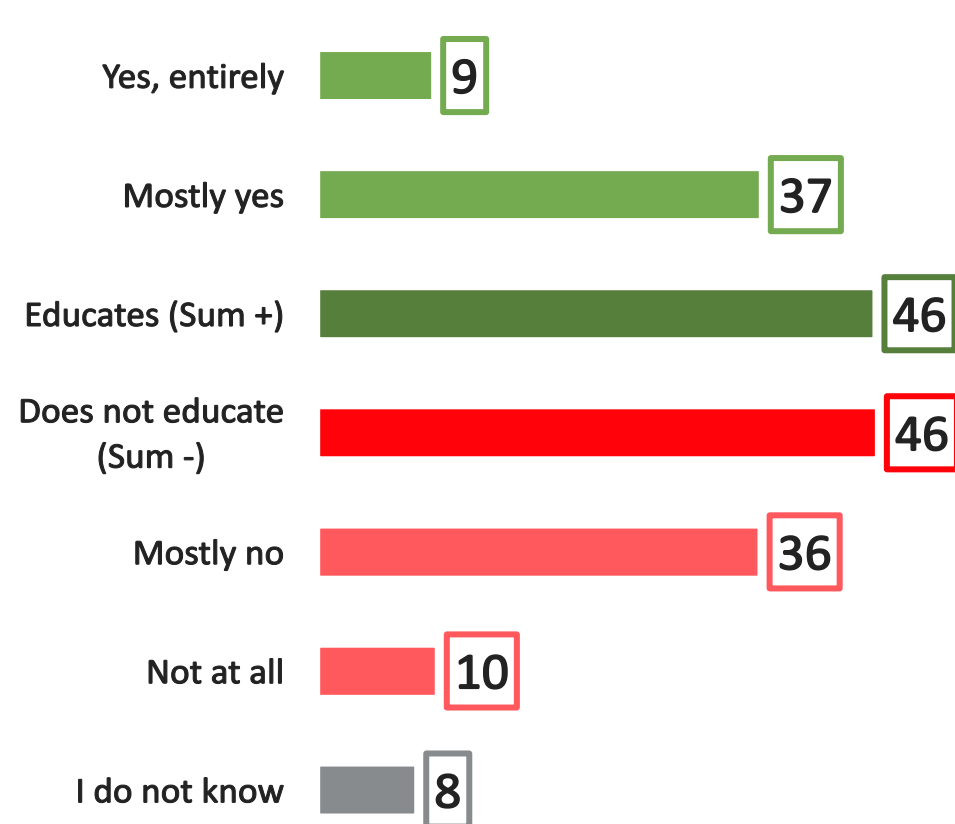


1. Position of youth in Montenegro regarding employment is assessed as bad.
2. Opinions on whether formal education prepares youth for job are quite divided, and formal education is mostly criticized **for providing neither adequate practical knowledge and practical work nor foreign languages knowledge and computer skills.** Thus, as preferable reforms of educational system, precisely introduction of larger number of subjects offering practical work and practical knowledge are being suggested, with introducing additional courses of foreign languages.
3. It is dominant opinion that **state educational institutions are better preparing youth for labour market** in comparison to private ones.
4. Majority of citizens of Montenegro, especially residents of the north, estimate that **youth are ready to attend additional trainings** for easier job finding.

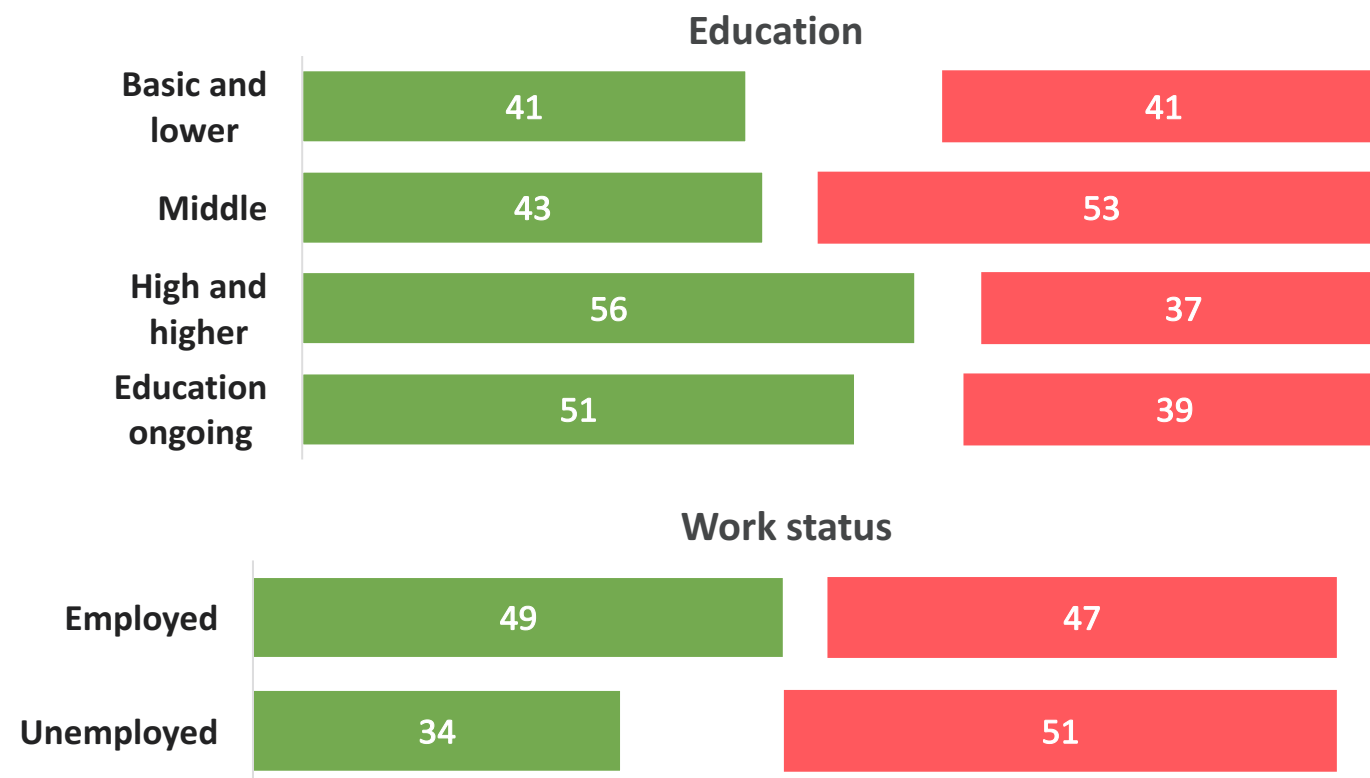
Opinions of citizens of Montenegro on whether formal education prepares youth for job are rather divided, i.e. percents of those who estimate that it is training them and those who estimate that it is not training them are equal. Better educated citizens more frequently state that completed school/faculty trains youth for work while this opinion is the rarest with unemployed.



Do you estimate that completed formal education, i.e. completed school/faculty trains youth for work they have been educating for?



■ Educates (Sum +) I do not know ■ Does not educate (Sum -)

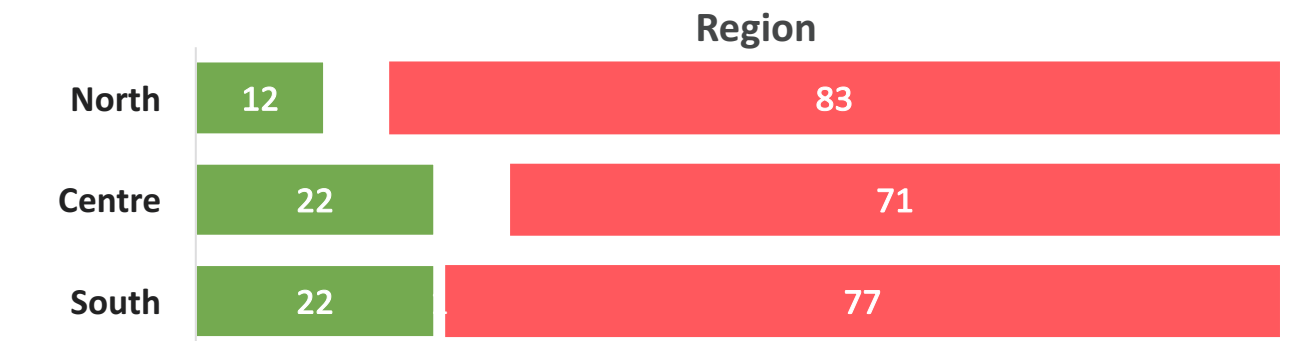
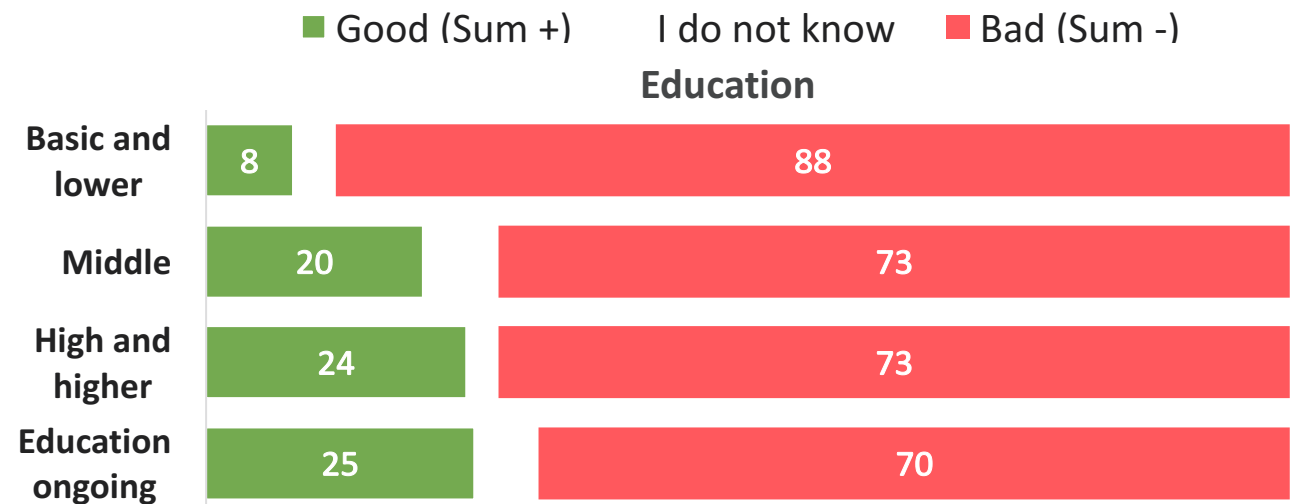
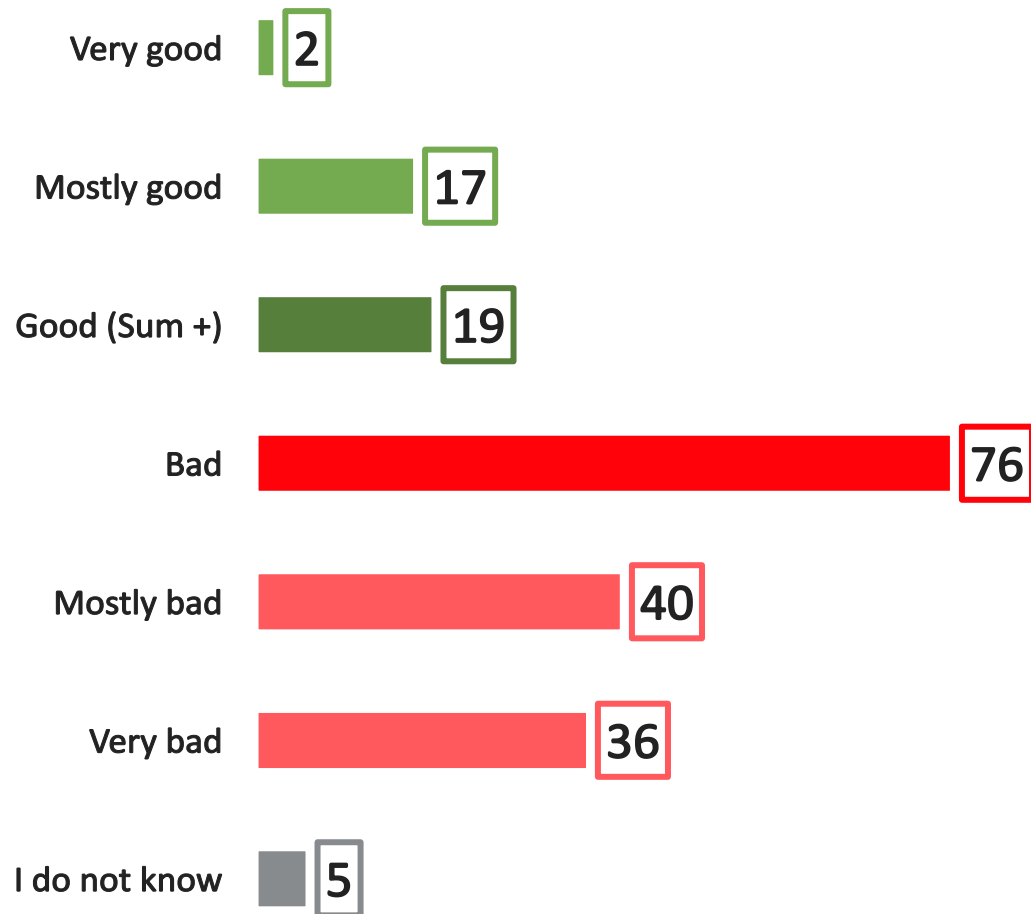


Base: Adult population of Montenegro

Majority of citizens of Montenegro assesses that position of youth in country concerningto employment is bad. Citizens with basic and lower education, as well as citizens from North are more pessimistic regarding this issue in relation to others.



How would you generally assess position of youth in Montenegro in regards to employment?



Base: Adult population of Montenegro

In the context of preparing youth for work, school and faculties are mostly criticized for not providing practical knowledge and experience. More than half of citizens did not know to identify knowledge and skills relevant for job searching that formal education did not provide.



What would you say, what are the knowledge and skills that formal education, i.e. completed school/faculty DID NOT provide you, which are useful for finding job. Please state everything that you deem formal education has not provided you with, and was or is important for you to find job.



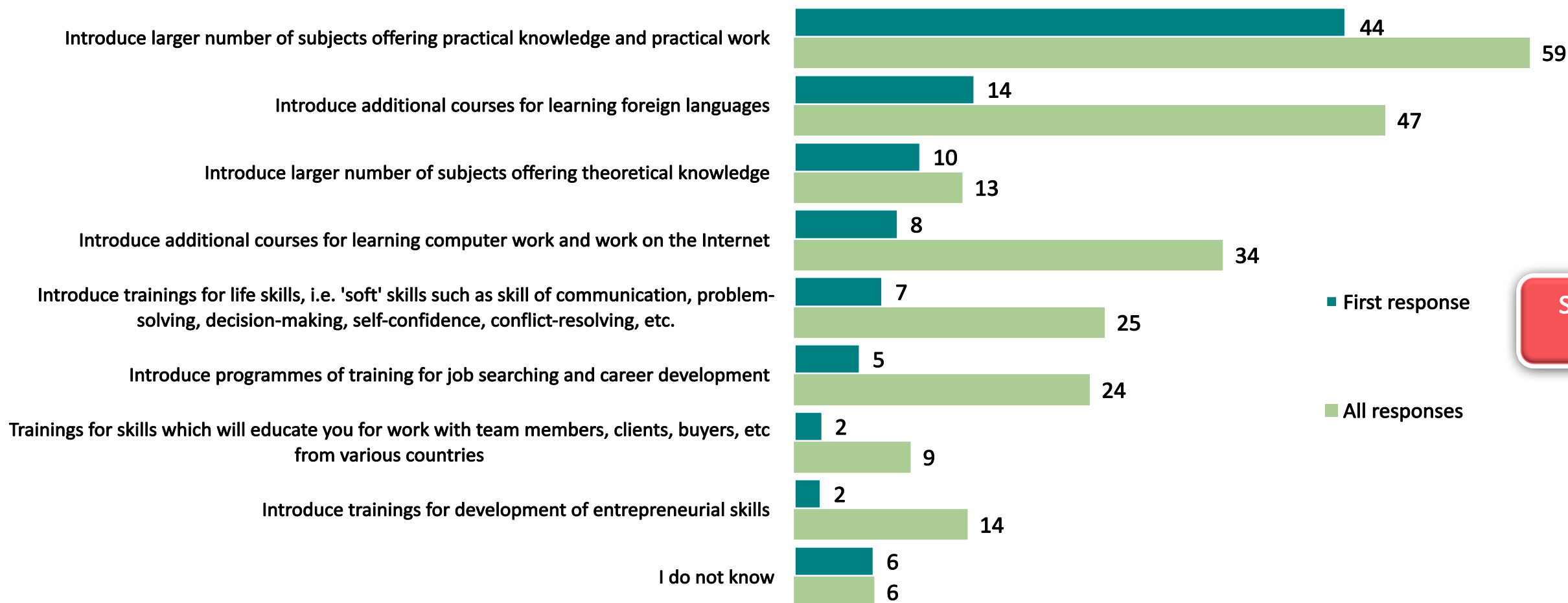
Spontaneous responses

- Citizens with income per member of household larger than 250 EUR, as well as citizens from Central and Southern part of Montenegro more frequently state that formal education did not provide them with knowledge and skills relevant for finding job, such as practical knowledge and experience, knowledge of foreign languages and computer skills

Also in the case of wanted reforms of educational system, introduction of larger number of subjects offering practical knowledge and practical work is most frequently being stated, followed by introduction of additional courses of foreign languages. Citizens aged from 15 to 19 most frequently in relation to others state introduction to additional courses of computer work while high and higher educated ones more frequently state introduction of subjects that offer theoretical knowledge.



According to your opinion, please mark three steps that are the most important for educational system reform, for the purpose of its improvement and finding job easier by youth. What would you put in the first place? What in the second? Third?



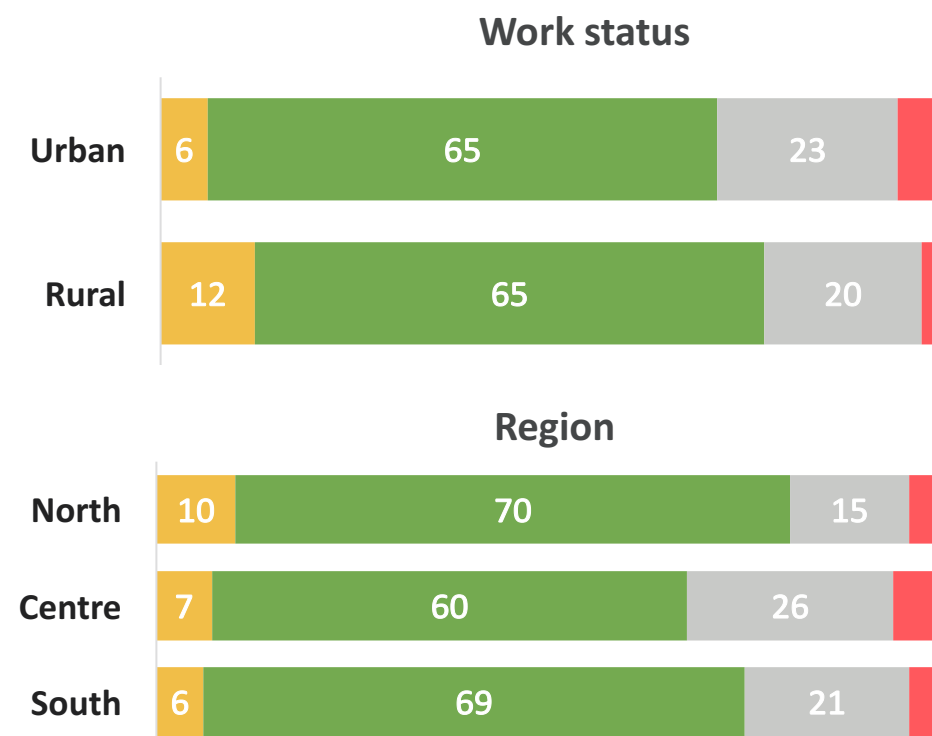
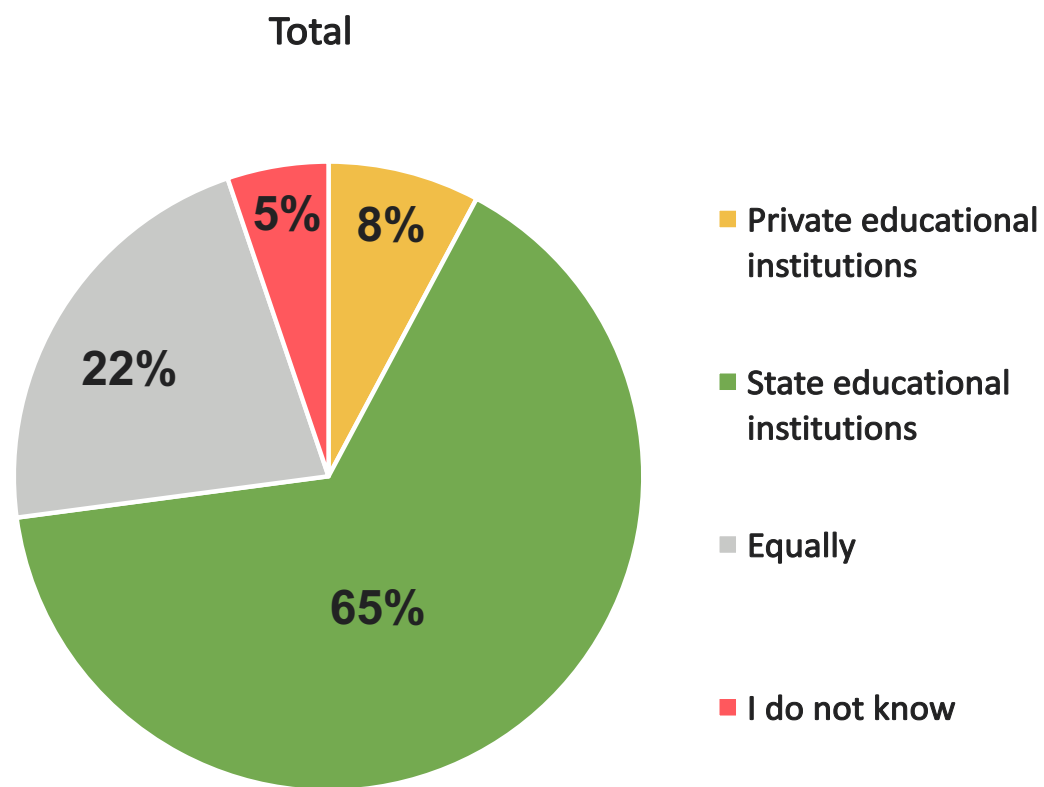
Spontaneous responses

Base: Adult population of Montenegro

Majority of citizens of Montenegro considers that state educational institutions are better preparing youth for labour market in relation to private educational institutions. Citizens from rural areas somewhat more often express trust towards private educational institutions in relation to those from urban areas, while citizens from the centre of Montenegro more frequently than others believe that private and state institutions are equally well preparing youth for labour market.



According to your opinion, are currently existing private or state educational institutions in Montenegro better preparing a young person for labour market?

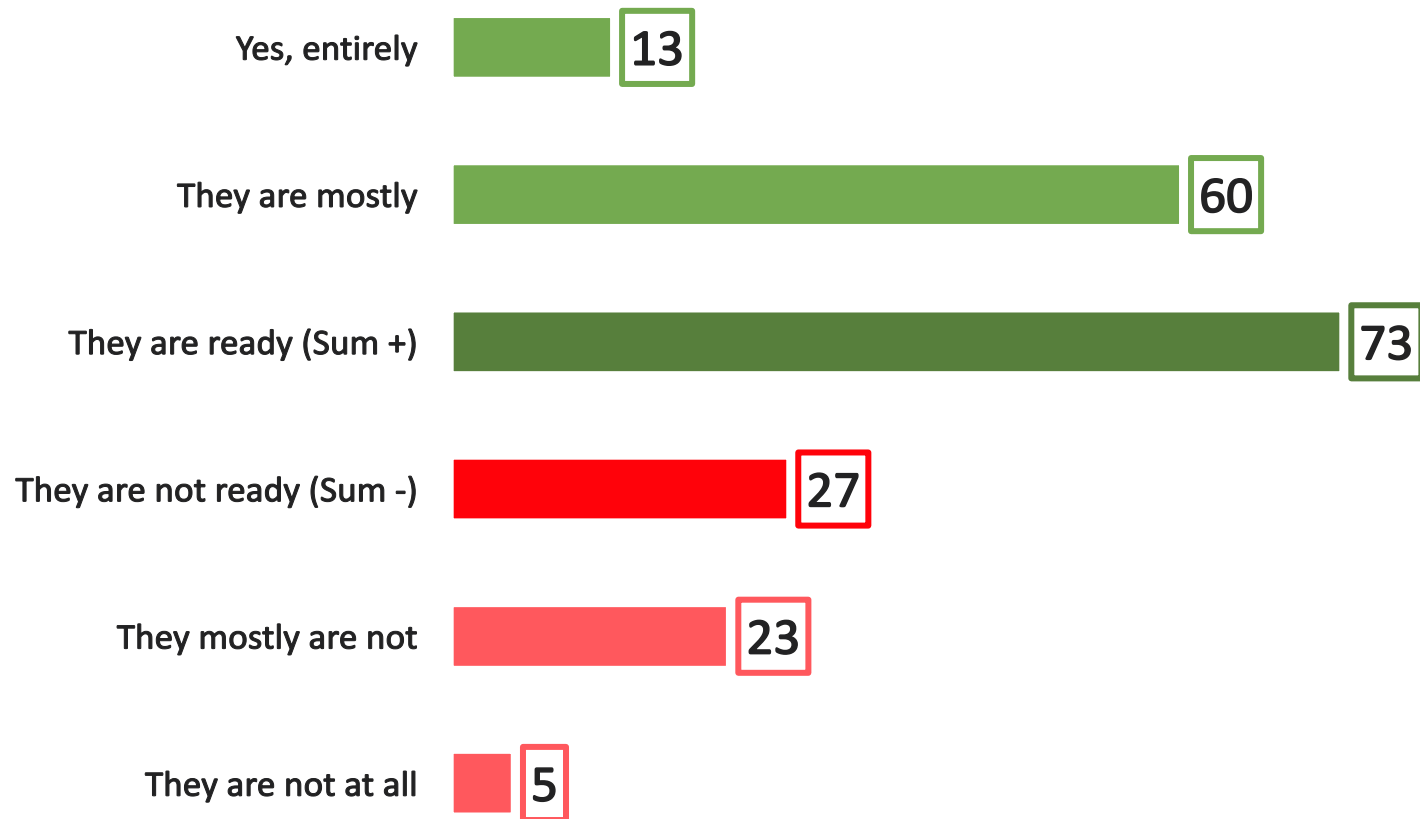


Base: Adult population of Montenegro

Citizens of Montenegro mostly agree in assessment that youth are ready to attend additional trainings in order to find job easier.



What do you think, in what extent are youth today in Montenegro ready to attend additional trainings for easier job finding? For example, to attend various courses, trainings, skills development...?



• Citizens of northern region of Montenegro most frequently emphasize that youth are ready for additional courses and trainings in order to find job easier.



Employment



Section 2.

Key findings



1.

It is prevalent opinion that situation regarding employment **has deteriorated in last five years**, while influence of European integration on possibilities of employment is being mostly assessed as positive, although this opinion is not shared by all citizens.

2.

Large portion of citizens estimates that one of **key criteria for employment represent connections**, while competences are in the second plan. Assessments of employers being ready to hire young people are divided, and as key obstacles for employing youth, **lack of experience** is being stated. It is estimated that **state and its institutions are not helping youth enough** when it comes to employment, and assessments of state programmes of vocational training are divided. Familiarity with institutions which conduct programmes of vocational training or professional counseling is generally low.

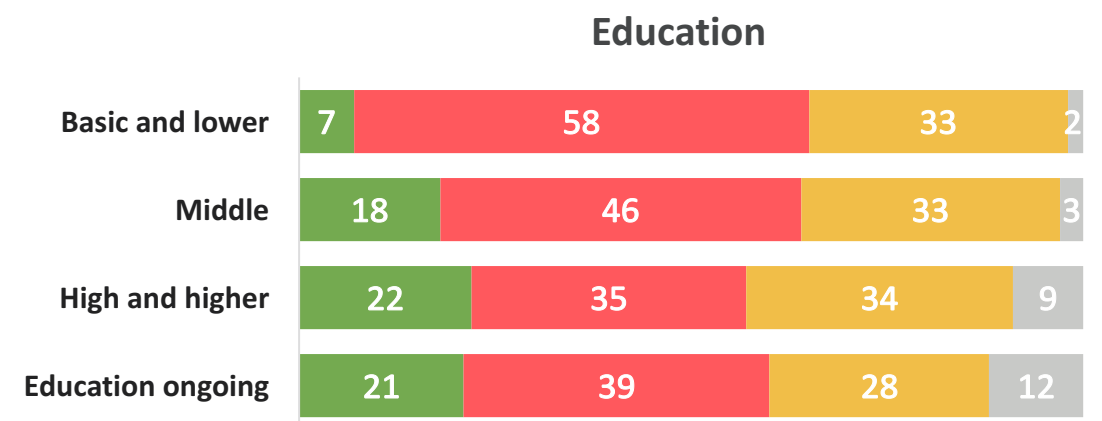
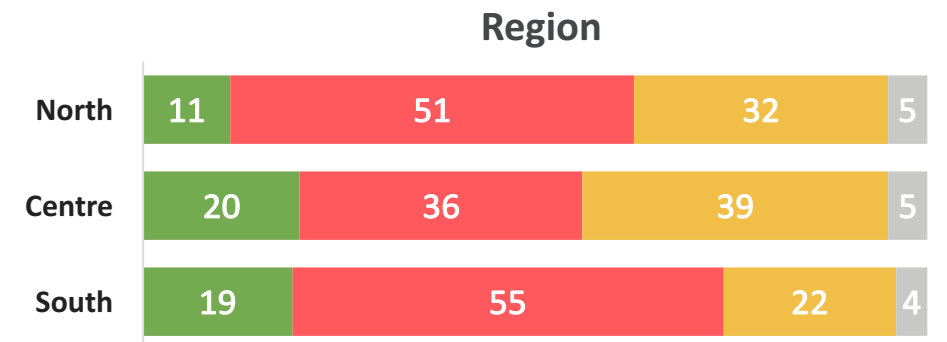
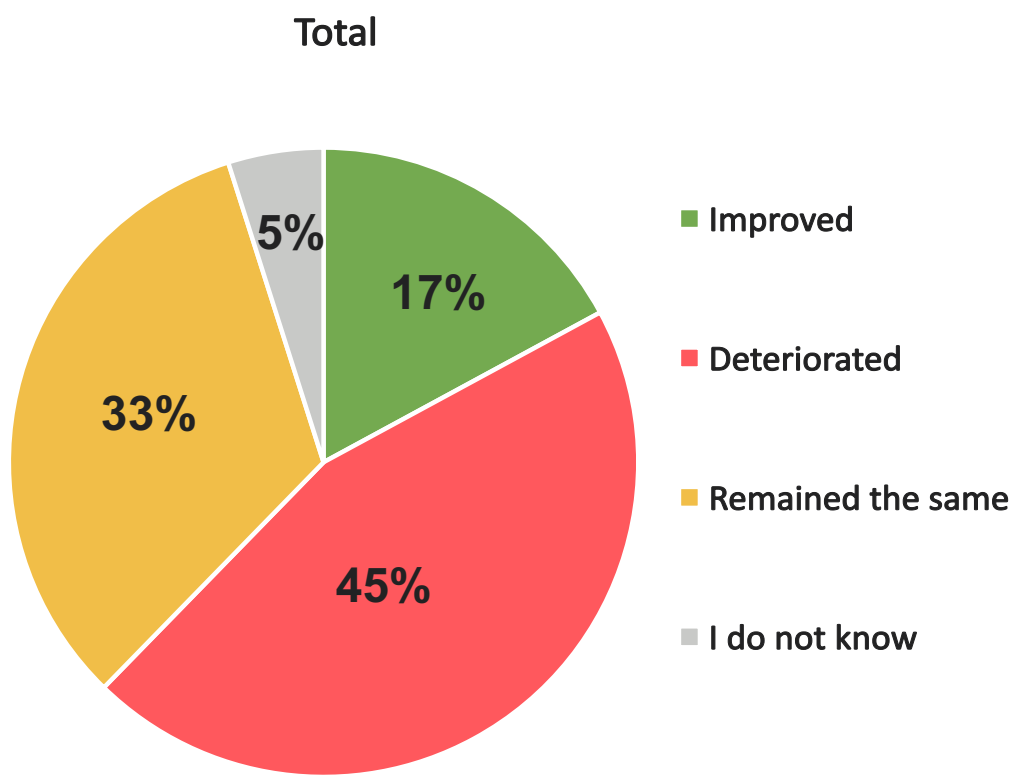
3.

It is dominant impression that **youth prefer employment in state sector**. Assessment of possibilities for volunteering and experience acquiring, as well as assessments of preparedness of youth for such a thing are quite divided. During search for job, most citizens have cooperated with Employment Agency of Montenegro, and experiences are mostly being assessed as positive, although majority of citizens did not manage to get a job through this cooperation. Majority of population of Montenegro estimates that **youth are ready to go to another country to find a job**, primarily to Germany and USA.

The largest portion of citizens estimates that situation regarding employment in Montenegro has deteriorated in last five years. Residents of Southern region have more negative stance in relation to residents of other regions, while citizens with basic and lower education are more pessimistic in relation to others.



When perceiving situation in employment in Montenegro in comparison to period from 5 years ago, would you say that this situation has now...

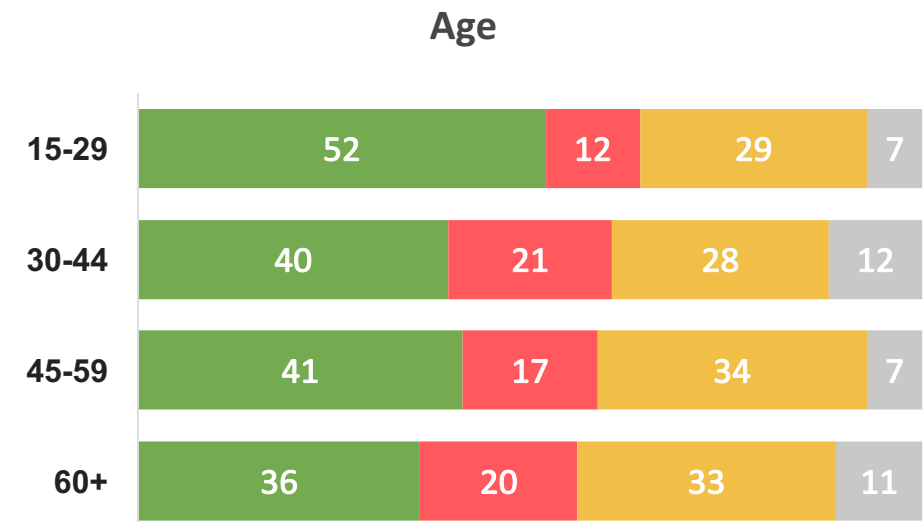
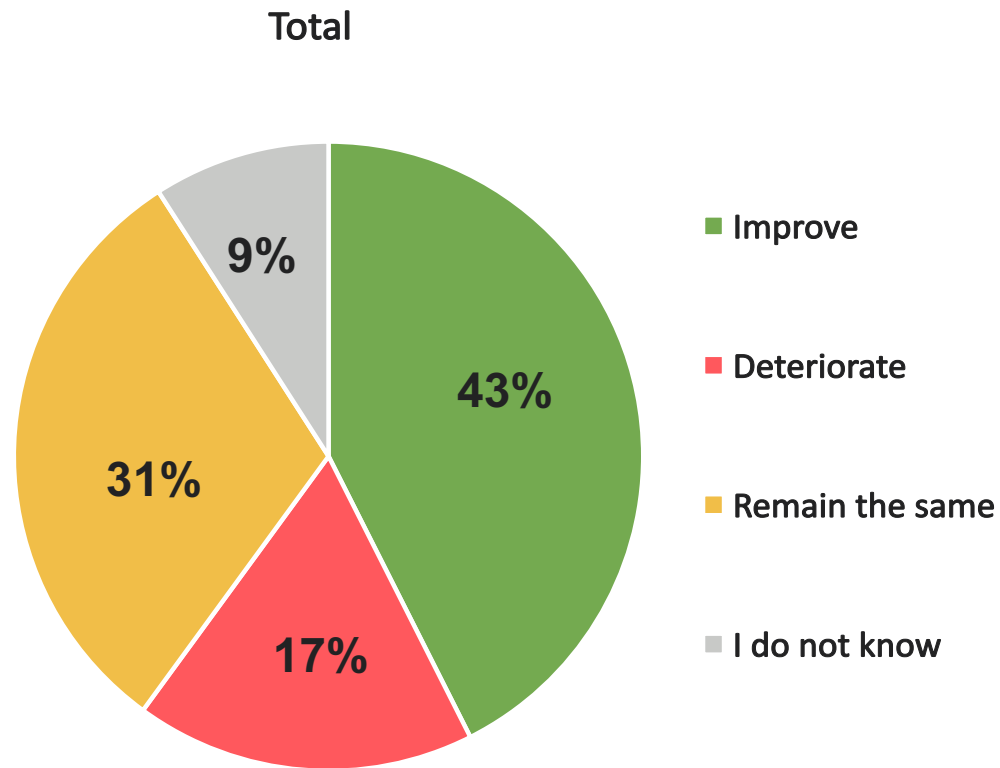


Base: Adult population of Montenegro

Opinions on influence of European integration on employment opportunities in Montenegro are divided, and the largest portion of citizens estimates that this process will improve the situation concerning employment. Citizens aged from 15 to 29 have the most optimistic expectations from influence of European integration on situation with employment.



Do you believe that with the process of EU integration, situation with employment of youth in Montenegro will...



Base: Adult population of Montenegro

As one of three most important criteria on the basis of which employers choose candidates, more than a half of citizens of Montenegro states connections and personal acquaintances. As second important criterion, education of candidate is being listed as well as knowledge of foreign language.



Which, in your opinion, is the most important criterion on the basis of which employers choose candidates for job? Which criterion is in the first place? Which in the second? Which is in the third?



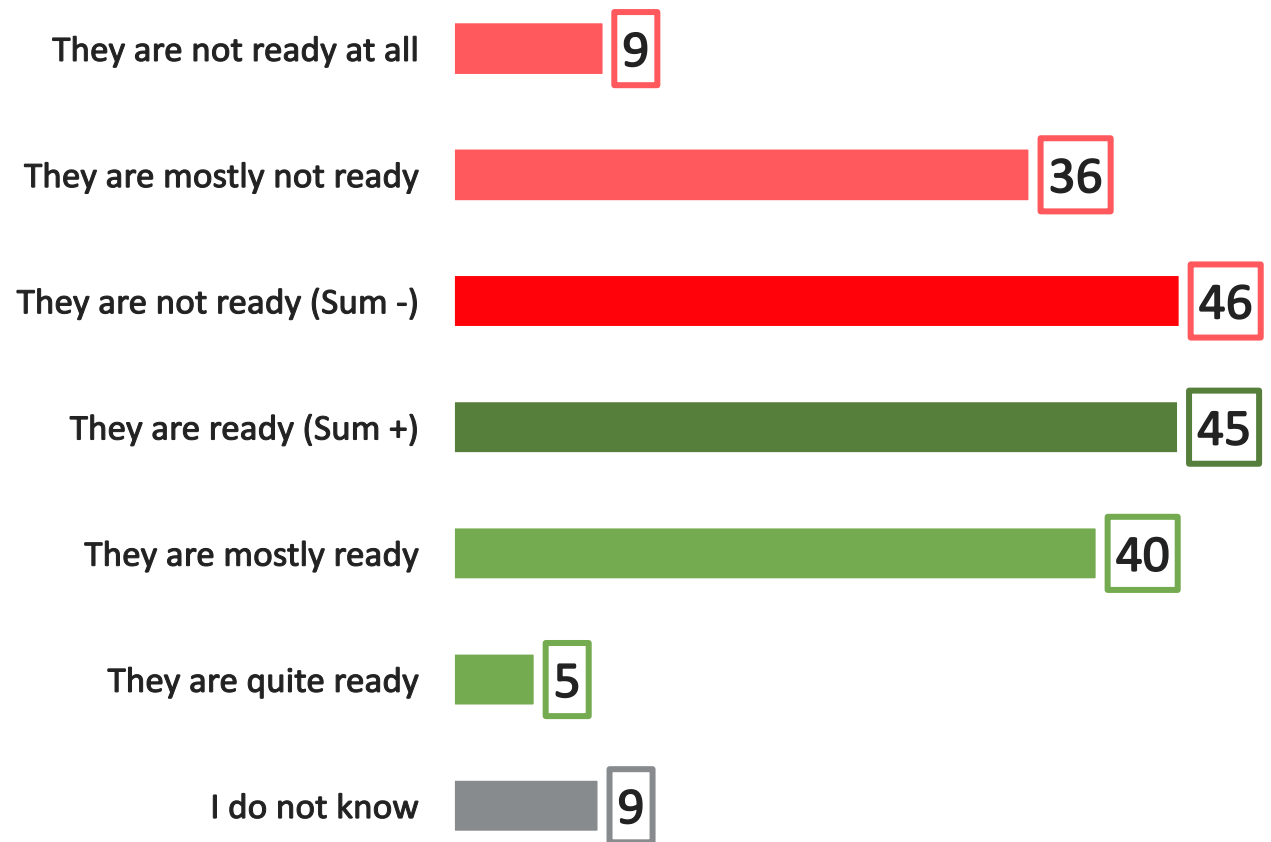
Spontaneous responses

- High and higher educated most frequently state education of candidate
- Residents from southern region more frequently in relation to all others point out the importance of recommendations

Public of Montenegro is polarized when it comes to whether employers are ready to hire youth, with equal share of those who estimate that they are and that they are not ready.



In your opinion, to what extent are employers in Montenegro ready to hire youth?



• Citizens with basic and lower education, unemployed citizens, and those with income per member of household lower than 150 EUR, more rarely in relation to entire population state that employers are ready to hire youth

Among those who estimate that employers are not ready to hire youth, most frequent reasons for it are recognized in lack of work experience and employment via connections or by political affiliation, as well as general lack of work positions.



What do you think is the reason employers are not ready to hire young people?



Spontaneous response

- Older than 60, citizens with basic or lower education, residents of rural areas as well as those with income up to 150 EUR more frequently point out employment via connections, while residents from central part and those with income larger than 250 EUR point out more frequently lack of work experience

Base: those who estimate that employers are not ready to hire young people (46% of the whole population)

As obstacles which youth are facing when entering the world of work, most often stand out lack of work experience and non-existence of suitable work positions.



What would you say, what obstacles are youth facing in Montenegro when leaving educational system and entering the 'world of work'?

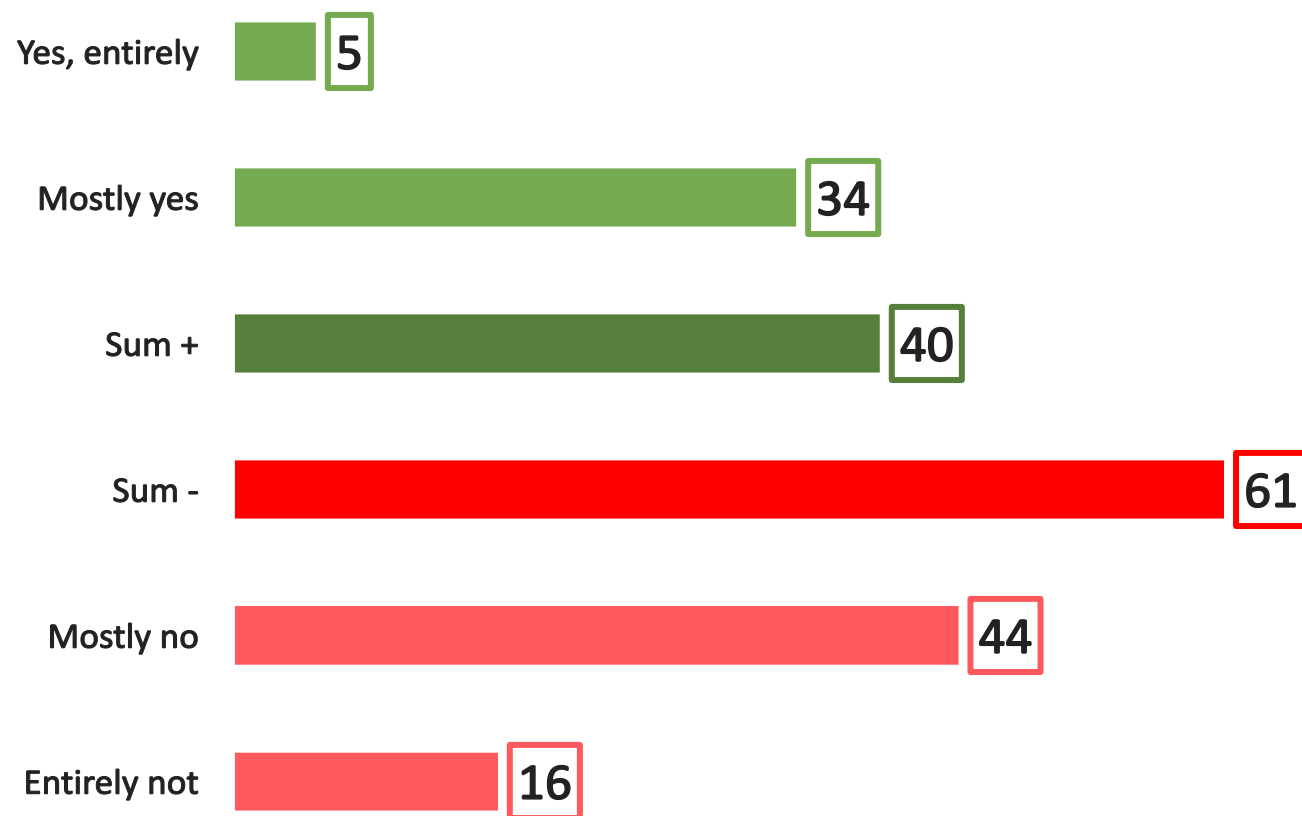


Spontaneous responses

- Men more frequently in relation to all others state lack of knowledge/qualifications
- Citizens of Central part most frequently state lack of work experience
- Unemployed more frequently in relation to general population point out bad conditions for launching one's own business

It is prevalent opinion of citizens of Montenegro that state and state institutions are not helping youth in sufficient extent when it comes to employment.

What would you say, is state and state institutions helping youth with emploment in sufficient extent?



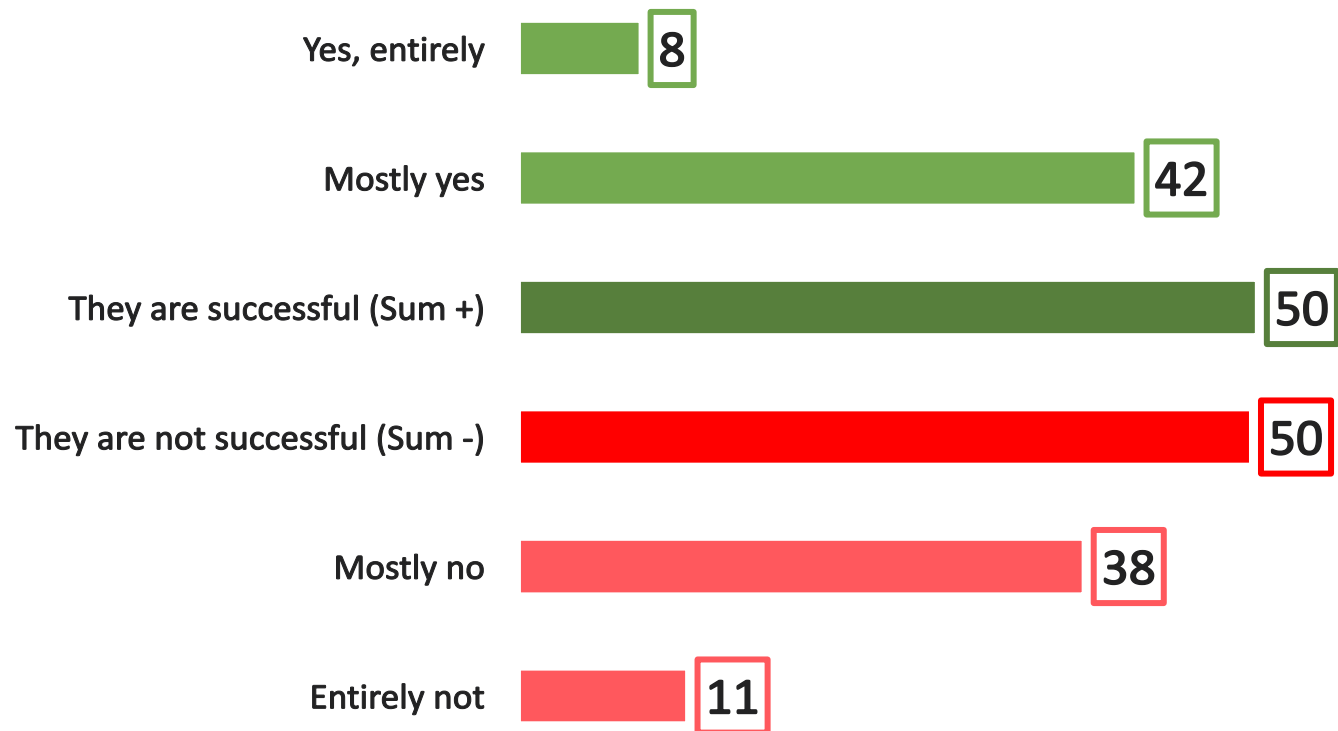
- Citizens older than 60 more frequently in relation to general population estimate that state and state institutions are mostly not helping youth with employment



Vocational training programme initiated by the Government of Montenegro is being quite different assessed by citizens, insomuch that number of those who give positive marks and those who give negative marks is evened.



Some persons estimate that Vocational training programme initiated by the Government of Montenegro is a clear sign that state is taking care of youth and their process of acquiring experience in the employment process. What would you say, in what extent are these programmes successful?

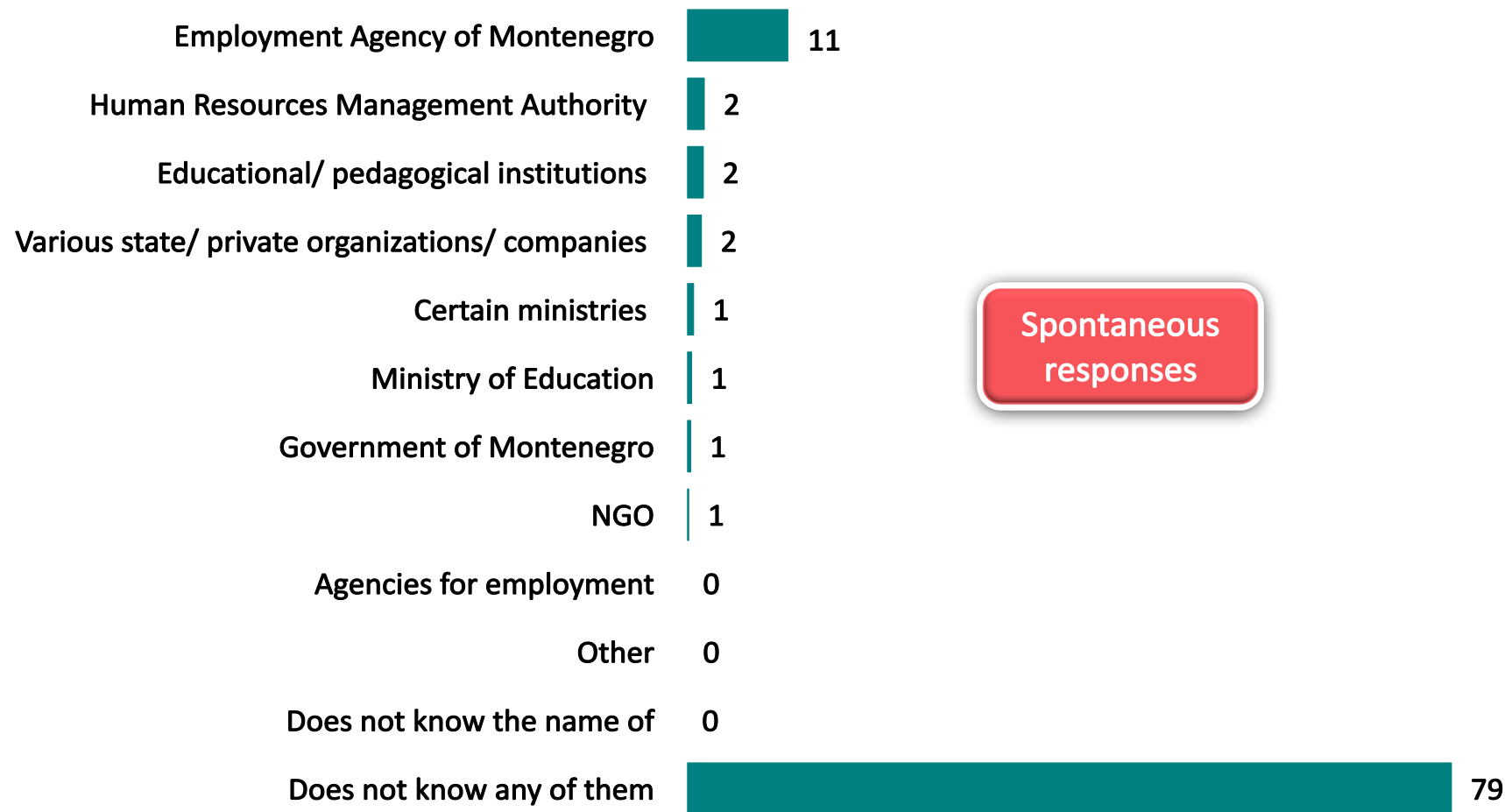


- High and higher educated, those who are still educating themselves, pupils and students more positively assess these programmes in relation to general population while older than 60 and citizens with basic and lower education give more often negative marks

Majority of citizens does not know of either one institution which conducts programme of vocational training. Among those who do actually know, the most frequently stated is Employment Agency of Montenegro.



Do you know of any institution which is conducting Programme of vocational training?



Spontaneous responses

- Men, middle educated and employed citizens mostly in relation to others spontaneously state Employment Agency of Montenegro

Significant majority of citizens does not know of any institution conducting programme of professional/career counseling. Not even one category of population is standing out as being more informed in relation to others regarding this issue.



Do you know of any institution conducting programme of professional/career counseling?

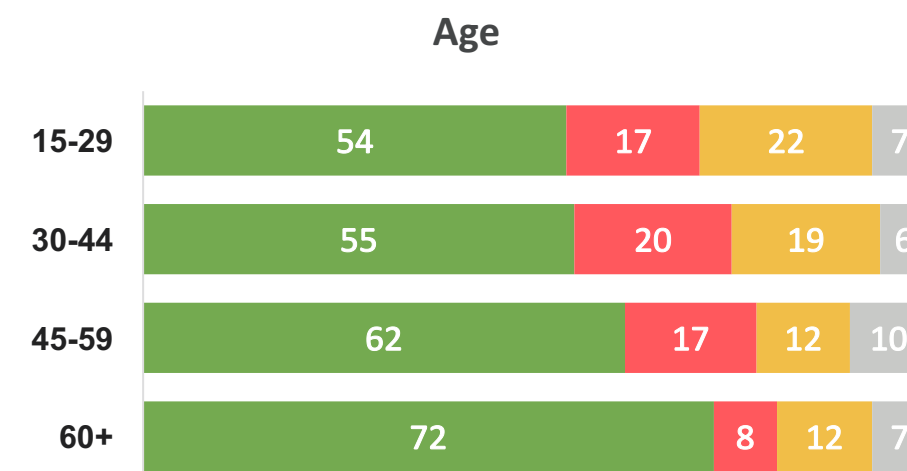
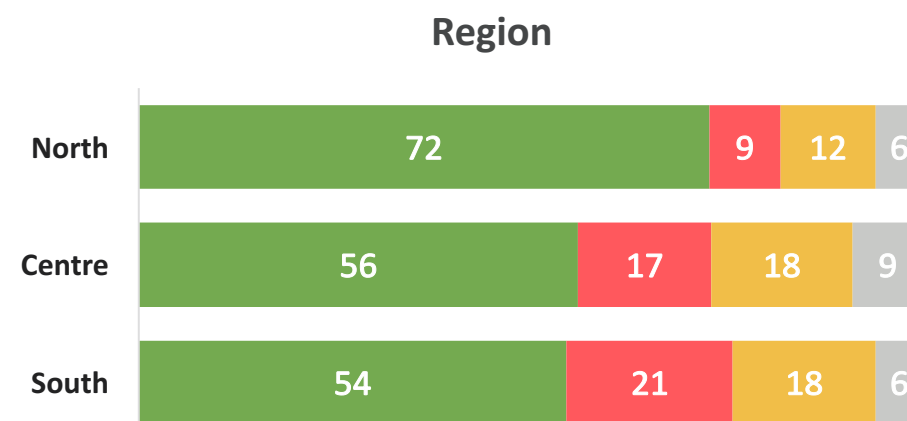
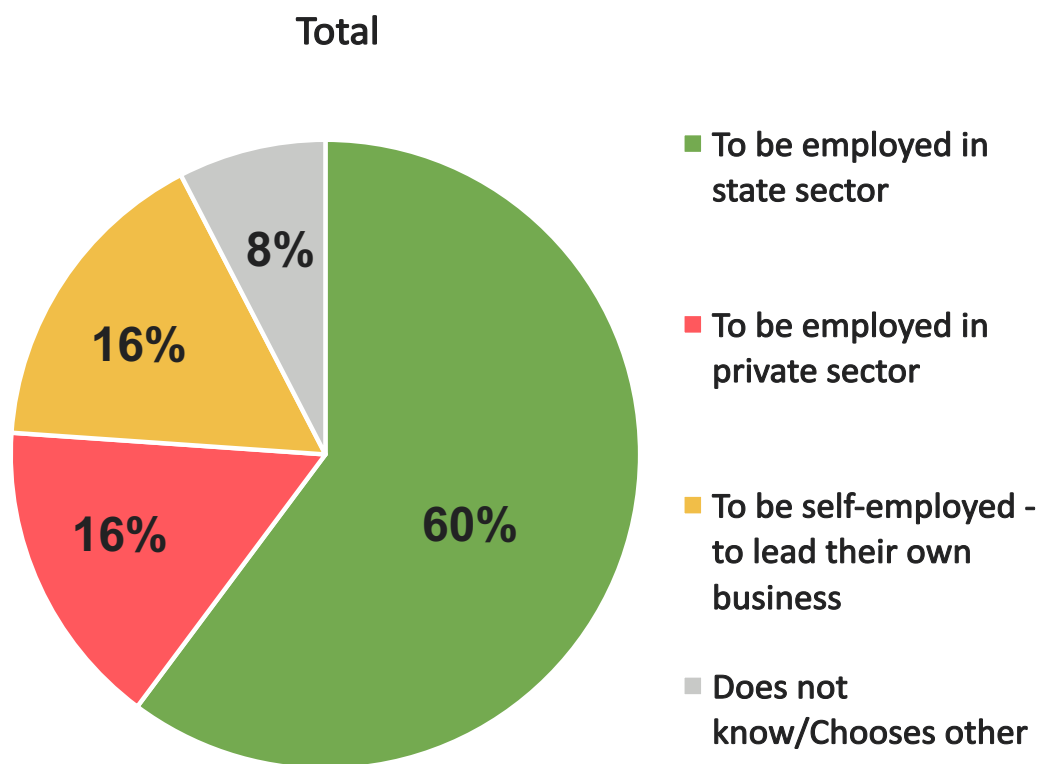


Base: Adult population of Montenegro

Majority of citizens of Montenegro estimates that youth prefer to be employed in state sector. This stance is especially emphasized among population from Northern region and citizens older than 60.



Generally speaking, do you think that youth in Montenegro in larger extent prefer employment in state or private sector or to be self-employed instead?

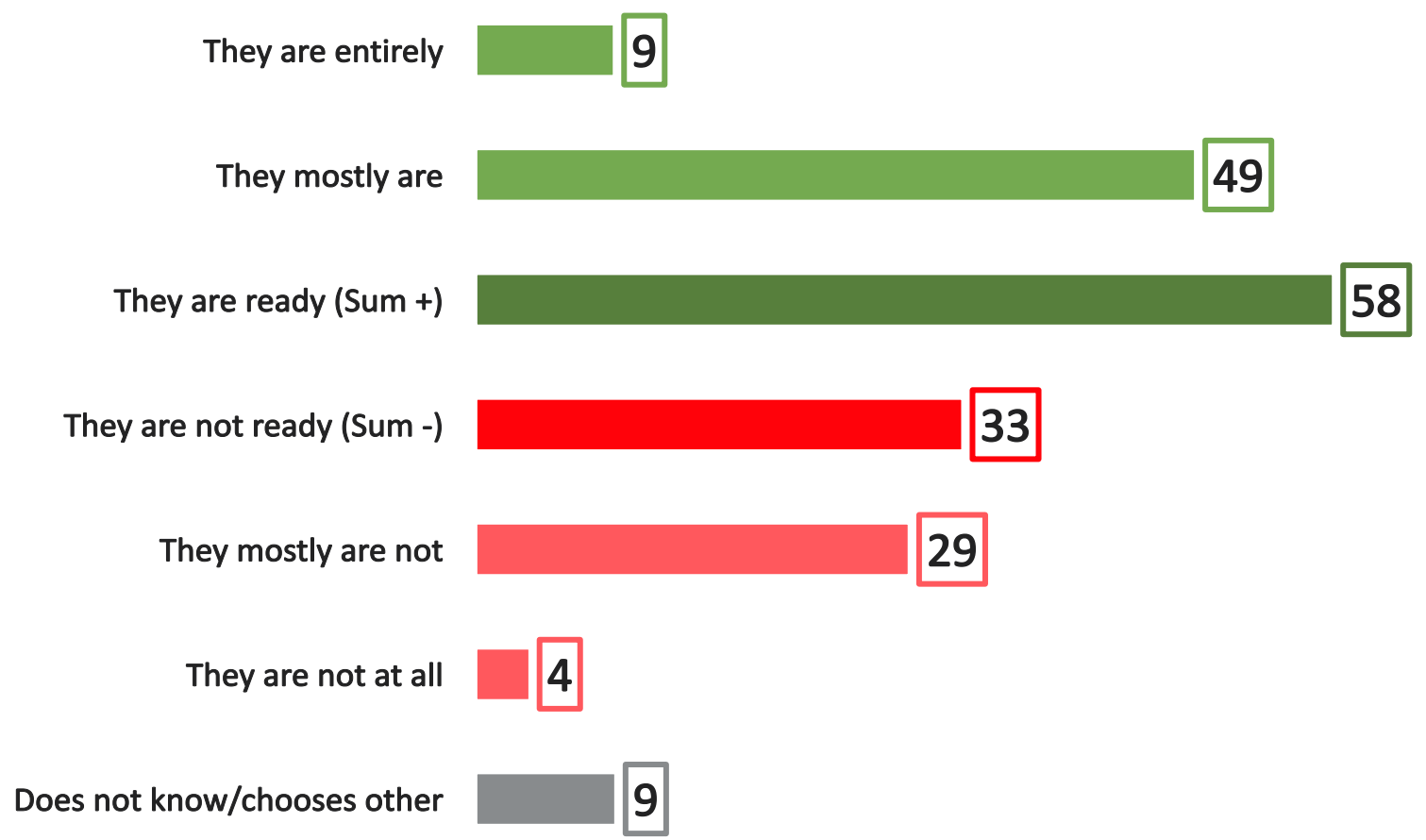


Base: Adult population of Montenegro

Somewhat more than a half of population estimates that youth in Montenegro are ready for pre-qualifications in order to find job.



What do you think, to what extent are youth in MNE today ready for pre-qualifications, in order to find job?



Residents from Northern part more frequently in relation to general population estimate that youth are ready for pre-qualification, while high and higher educated are more frequently responding that youth are entirely ready for it

Opinions of population of Montenegro are quite divided in regards to whether there are enough opportunities in Montenegro for youth to volunteer and acquire practical experiences prior to employment.



What do you think, are there in Montenegro enough opportunities for youth to volunteer and acquire practical experiences prior to employment?

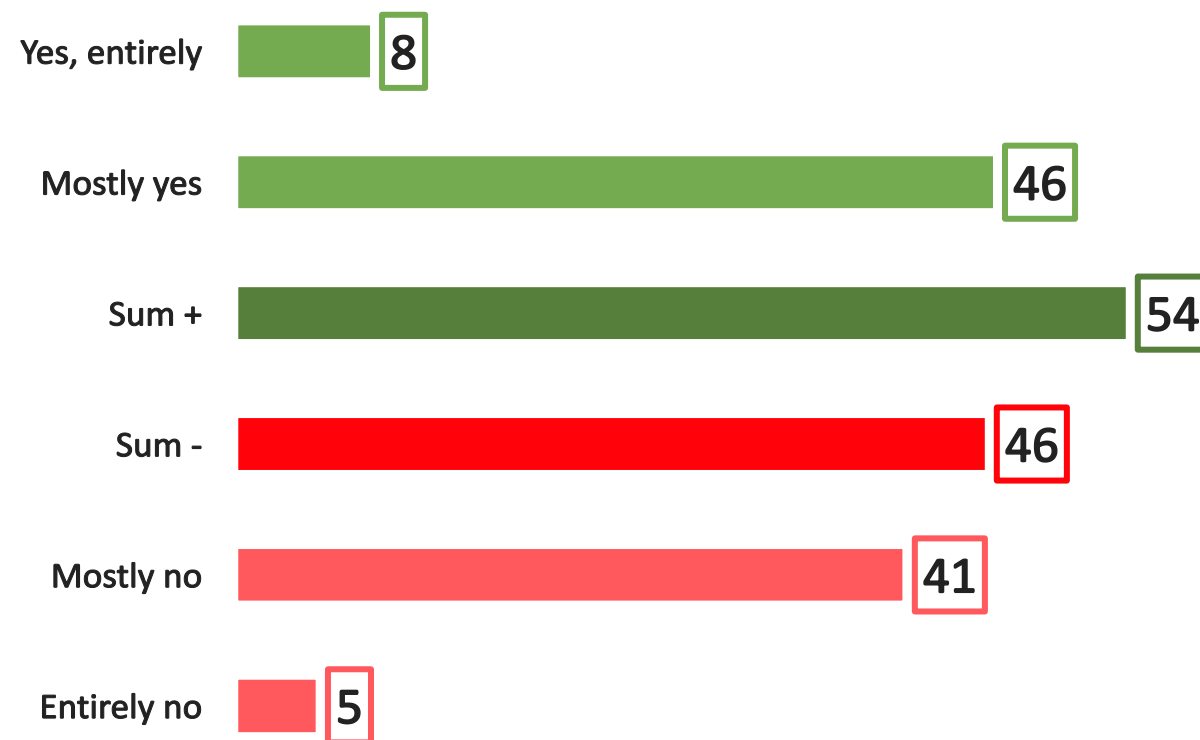


- Residents from North more frequently give positive response in relation to general population

Opinions are divided also regarding what is the extent to which youth are ready to volunteer and acquire practical experiences, however, somewhat more than a half of citizens believe that they are.



What do you think, to what extent are youth in Montenegro ready to volunteer and acquire practical experiences prior to employment?



• More than a half of residents from Southern region, contrary to stance of general population of Montenegro estimate that youth are not ready to volunteer and acquire practical experiences prior to employment.

Majority of citizens of Montenegro during job search did not have cooperation or contact with Employment Agency of Montenegro. Middle educated citizens aged between 45-59 as well as citizens from central region have more frequently had contact with Agency. From among those who had contact, the majority states that they did not manage to find job through Agency, while general satisfaction with cooperation is being assessed positively.

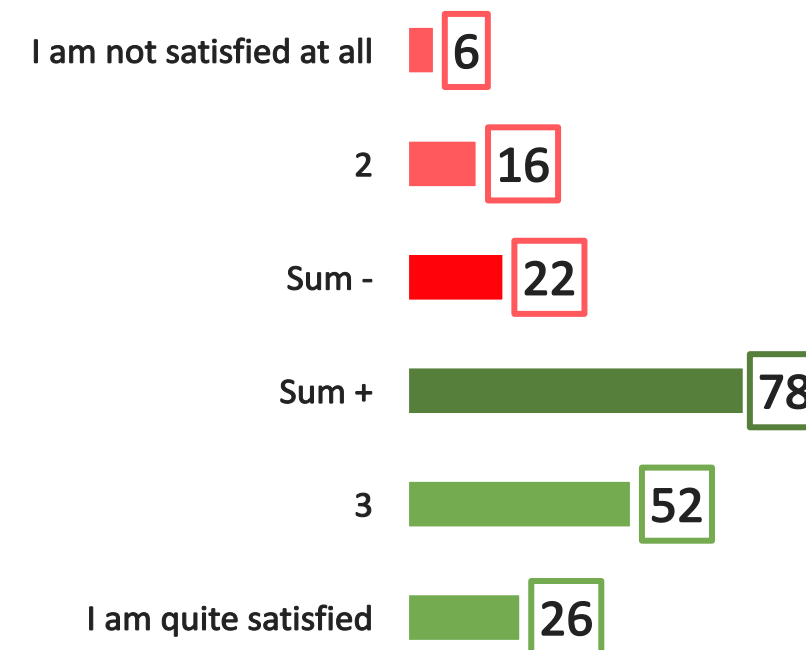
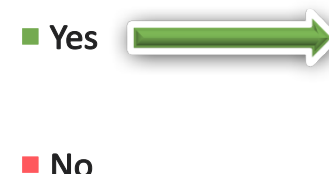
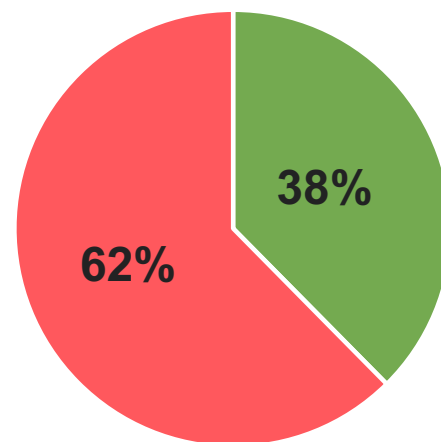
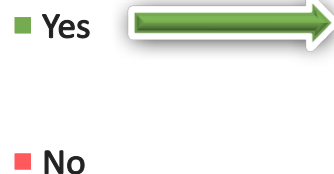
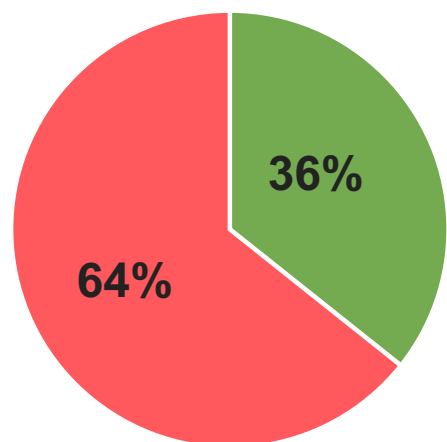


Have you during so far search for job have some kind of cooperation and contact with EMPLOYMENT AGENCY OF MONTENEGRO?

Did you ever so far managed to find some kind of employment engagement through Employment Agency of Montenegro?

To what extent are you satisfied with cooperation that you achieved with Employment Agency of Montenegro? Please use scale from 1 to 4, whereby 1 means that you are not satisfied with the choice, and 4 means that you are quite satisfied.

Total



Base: Adult population of Montenegro

Base: those who have during so far search for job have had some kind of cooperation with stated institution/organization (36% of target population)

Almost all citizens of Montenegro state that during job search, they had no contacts with non-governmental organizations. Among those who however did, more than a half managed to find an employment engagement through NGO and the majority is also satisfied with this cooperation.

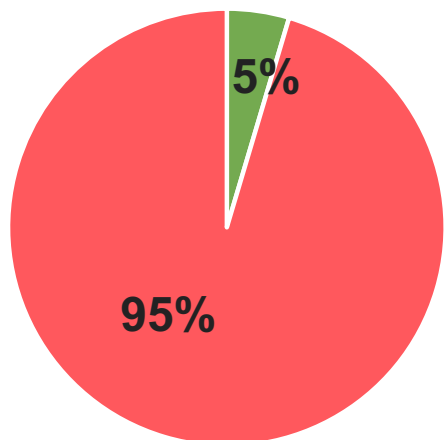


Have you during so far search for job had some kind of cooperation and contact with NON-GOVERNMENTAL ORGANIZATIONS?

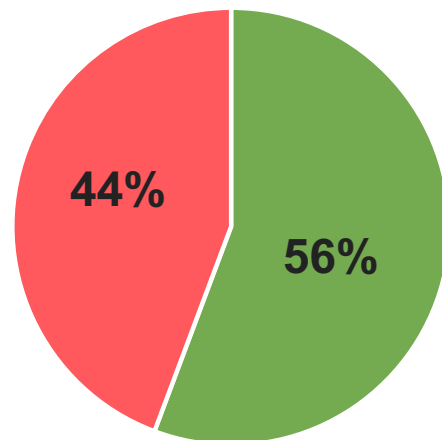
Have you so far managed to find some kind of employment enegagement through non-governmental organizations?

To what extent are you satisfied with cooperation that you have so far achieved with non-governmental organizations? Please use scale from 1 to 4, whereby 1 means that you are not satisfied at all, and 4 means that you are quite satisfied.

Total



Yes
No



Yes
No



I am not satisfied at all



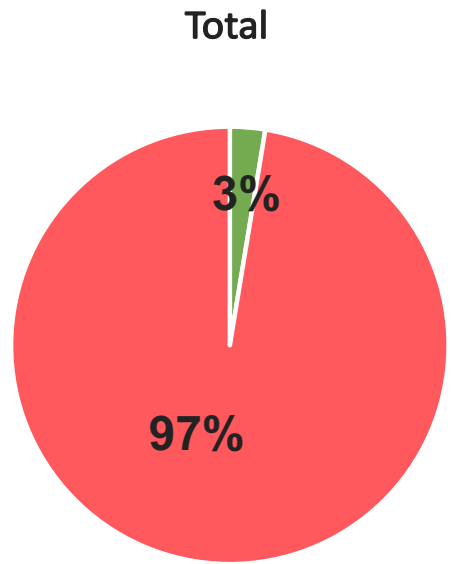
Also, great majority of population did not have contacts with career development centres during job search. Those who have, did not managed to find work engagement with the help of these institutions, and dissatisfaction in regards to cooperation with career development centres is prevalent.



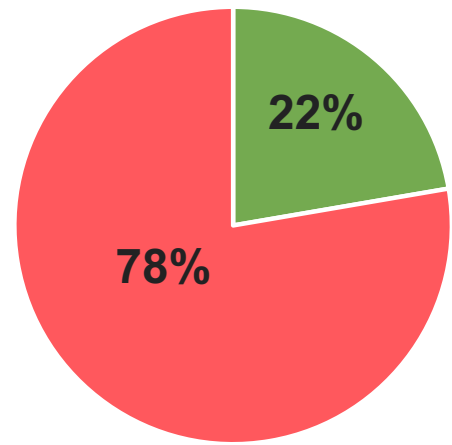
Have you during so far search for job had some kind of cooperation and contact with CENTRES FOR CAREER DEVELOPMENT?

Have you so far managed to find some kind of work engagement through centres for career development?

To what extent are you satisfied with cooperation that you achieved with centres for career development? Please use scale from 1 to 4, whereby 1 means that you are not satisfied at all, and 4 means that you are quite satisfied?

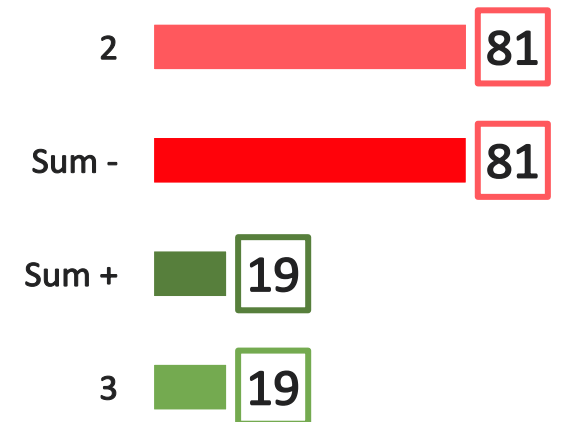


Yes
No



Yes
No

I am not satisfied at all



I am quite satisfied

Base: Adult population of Montenegro

Base: those who have during so far search for job have had some kind of cooperation with stated institution/organization (3% of target population)

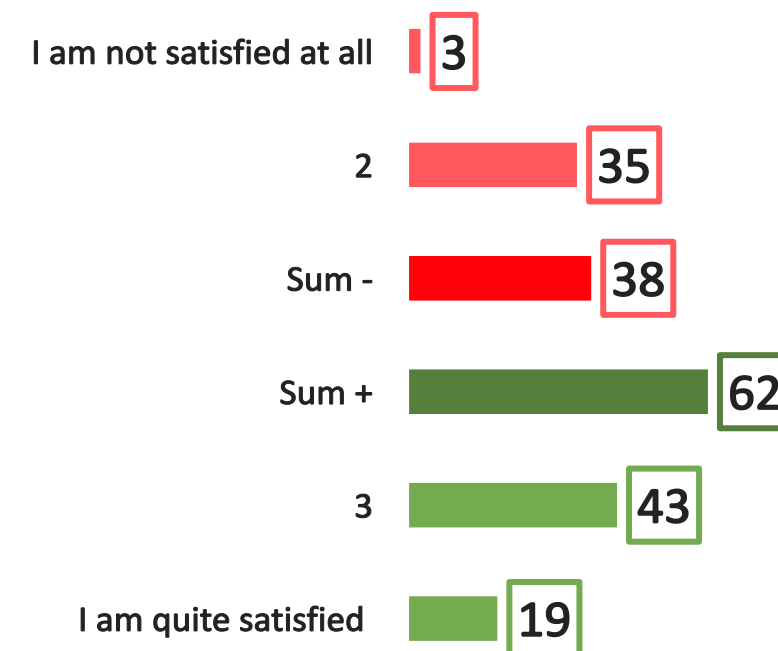
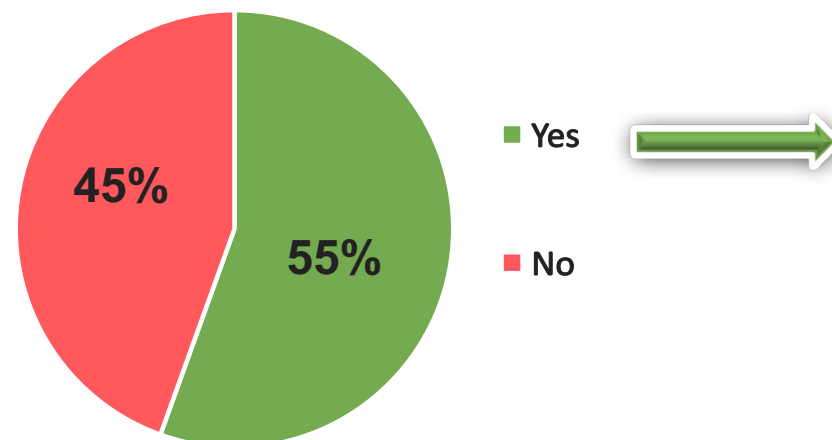
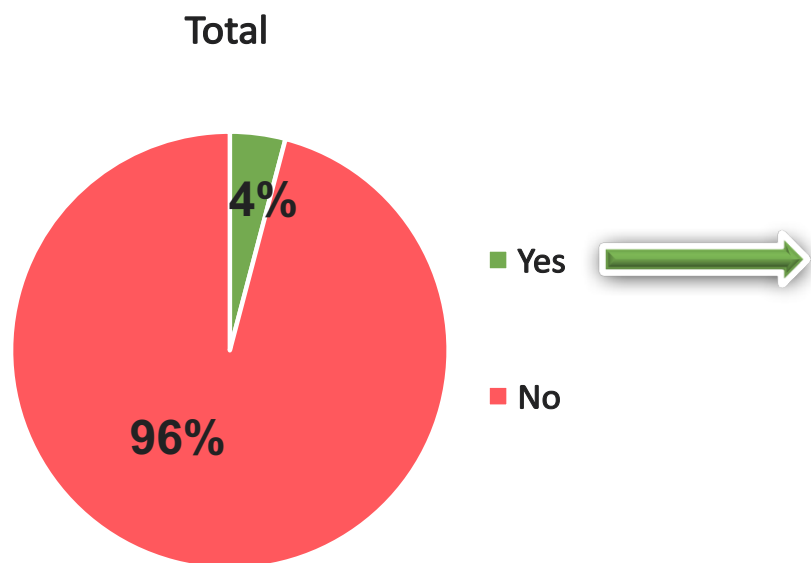
Agencies for employment, also, are rarely used as partners during job search. However, more than a half of citizens who addressed them for this occasion state that they did not manage to find work engagement with their help, while satisfaction in assessments of cooperation with this agencies is prevalent.



Have you during so far search for job had some kind of cooperation and contact with AGENCIES FOR EMPLOYMENT?

Have you so far managed to find some kind of work engagement through agencies for employment?

To what extent are you satisfied with cooperation that you achieved with agencies for employment? Please use scale from 1 to 4, whereby 1 means that you are not satisfied at all, and 4 means that you are quite satisfied.

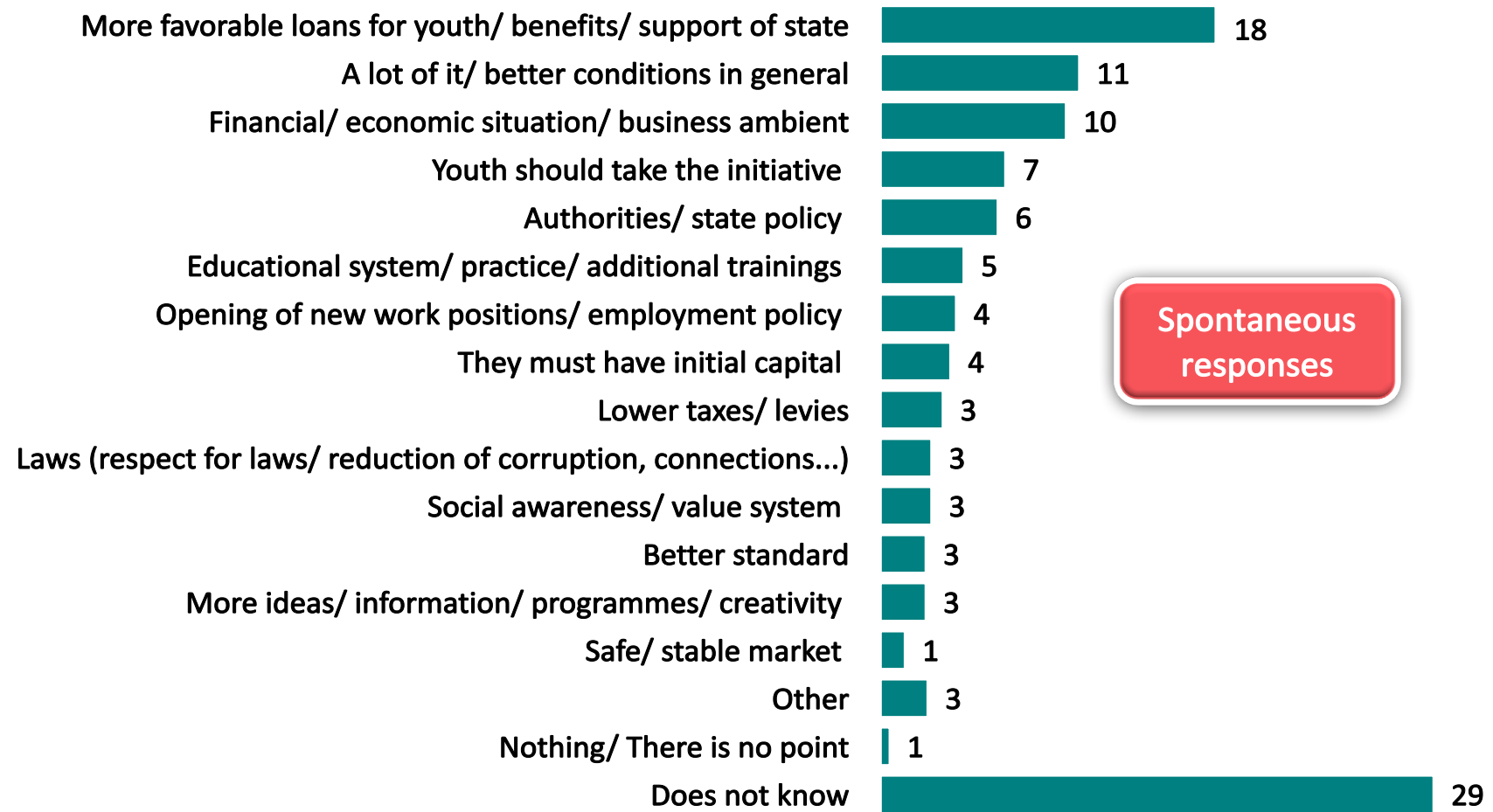


Base: Adult population of Montenegro

According to opinion of citizens of Montenegro, in order to encourage youth to launch also their own business and start thinking in this direction, it is necessary to provide support of state and more favorable loans for youth.



In your opinion, what should be changed in Montenegro so that youth would start thinking about launching their own business alone or with others?



Spontaneous responses

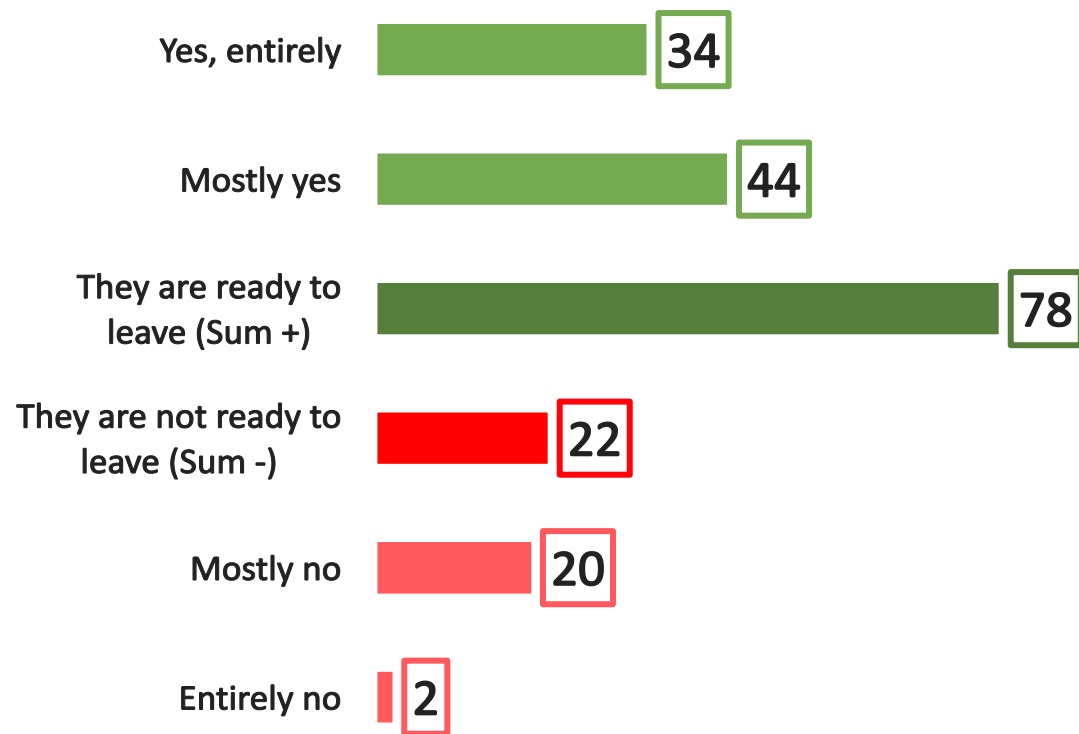
- Residents from southern region more frequently state favorable loans and support of state in relation to general population
- Residents from central part more frequently state additional practices and trainings

Base: Adult population of Montenegro

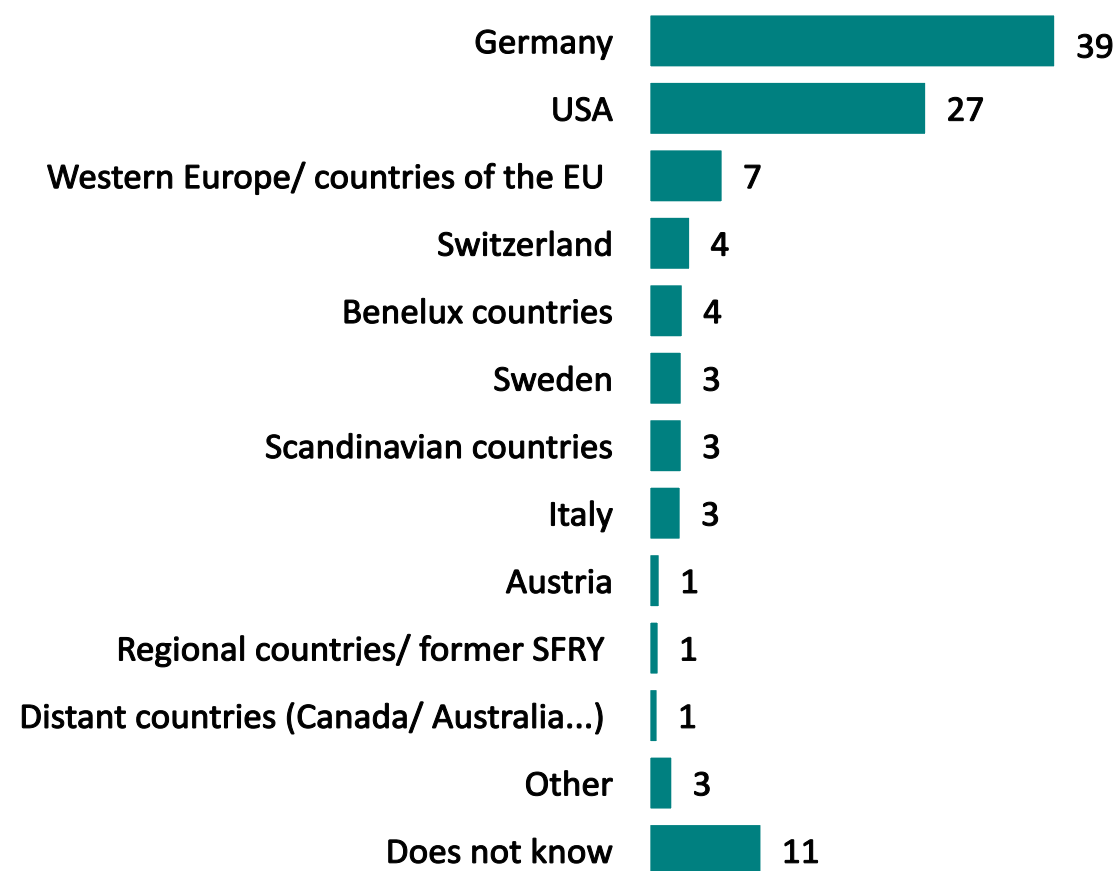
More than two-thirds of citizens of Montenegro estimates that youth are ready to leave to another country for finding job, and it is estimated that the largest preparedness of youth exist for going to Germany and USA.



What do you think, to what extent are youth from Montenegro ready to go to another country for finding job?



What do you think, for which country youth express largest preparedness to go for finding job?

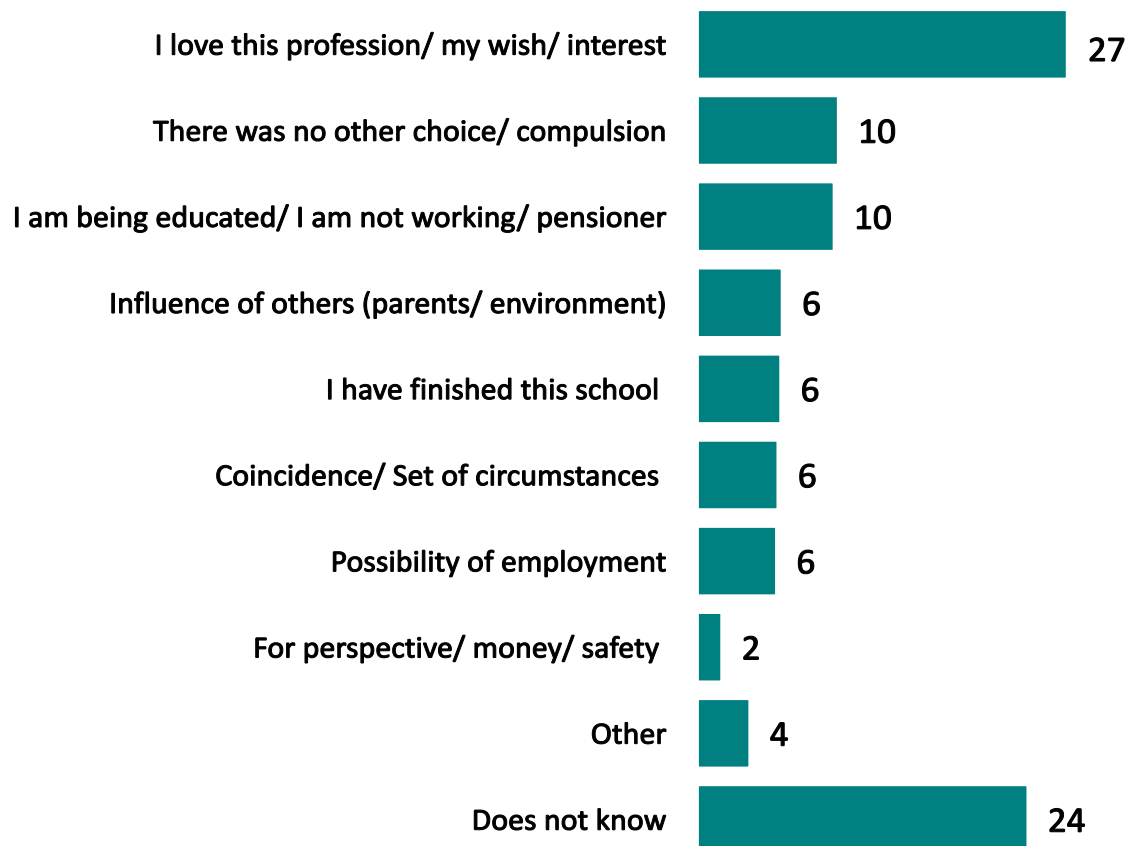


Base: Adult population of Montenegro

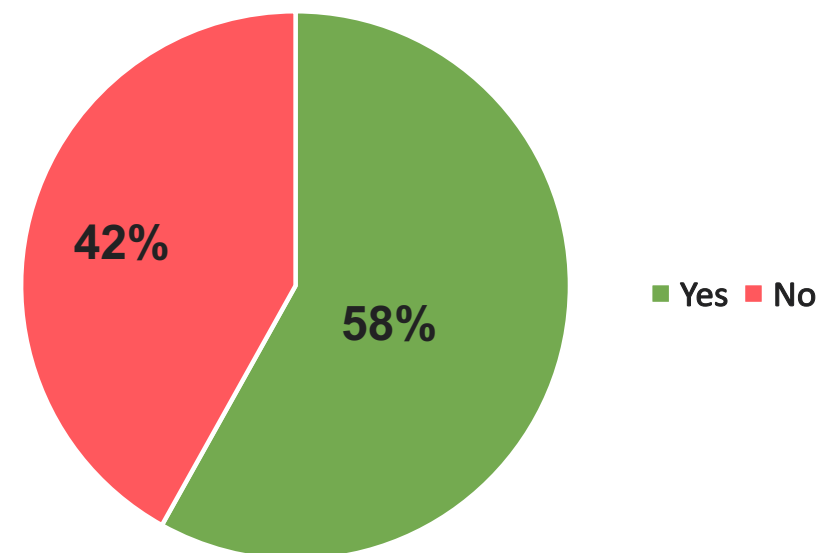
Largest portion of citizens state that profession they are engaged in they have actually chosen for the love toward the same or interest for it, while every twentieth citizen states that during choice of profession he/she has been guided by criteria of possibilities of employment. Furthermore, more than a half of citizens states that, if they could choose again, they would choose the same profession.



Finally, please tell us in which manner would you choose profession you are now engaged in/would like to be engaged in?



If you could choose, would you choose the same profession again?





Ovaj projekat finansira
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The end



Centar za građansko obrazovanje
Centre for Civic Education

