



European Training Foundation

EMPLOYERS' SURVEY IN LEBANON

Pilot surveys 2020/2021

PILOTS OF EMPLOYERS' SURVEY – 2020/2021

To respond to the need for regular data collection on skills demand, the employers' survey initiative was launched to test a data collection process in order to have a better understanding of the demand for workforce and skills, which could further inform the existing training provision. The initiative was implemented under the coordination of an inter-institutional task force, including the Ministry of Labour, the National Employment Office (NEO), the Ministry of Industry, the Chamber of Commerce, Industry and Agriculture of Beirut & Mount Lebanon, the Association of Lebanese Industrialists (ALI) and Ministry of Education and Higher Education.

The piloting of employers' survey happened in three phases. The *first pilot* was carried out in 2018 through an online questionnaire and focused on enterprises active in manufacturing from Beirut and Mount Lebanon. The *second pilot* was then implemented in 2020, when companies active in the Agri-food sector across all regions of Lebanon were targeted. The *third pilot* run at the beginning of 2021 then tried to reach enterprises across different economic sectors and regions.

KEY FINDINGS

- The current country situation influences the prospects of businesses. About 25% of respondents think that their business is likely to be closed in the near future. And about half of them intend to lower the overall number of employees.
- Yet, about half of the employers (one third in the agri-food sector) is likely to introduce innovative products or processes. This tendency increases with the company size.
- Most companies – 54% (69% in the agri-food sector) - do not export their products. The likelihood of exporting increases with the size of companies.
- About two-fifth of employers (one fifth in the agri-food sector) face lack of skills among their current employees. This is more the case of small and medium-sized companies in contrast to the large ones.
- The most lacking technical skills include those related to the operation and maintenance of machinery, efficient use of specific technologies and tools, marketing and e-commerce or IT skills. In terms of generic skills, there is a need for problem solving skills, leadership, team work as well as communication and foreign language skills, the latter relevant for the agri-food sector.
- About one third of companies (one fifth in the agri-food sector) intend to recruit new workers. Medium and large companies are more likely to consider recruitment.
- The most needed occupation profiles are sales/marketing specialists, business and administration workers, machine operators and mechanics with good problem solving skills, foreign language and team-work skills.
- Employers are likely to rely on personal contacts or online means to find workers and not on the support from the public employment agency or contacts with education institutions.
- Finally, about half of employers provided further training to their workers, pointing to a high need for staff skills development. This, for example, presents an opportunity for strengthening the cooperation with existing education and training providers.

LESSONS LEARNT AND KEY RECOMMENDATIONS FOR THE FUTURE IMPLEMENTATION OF EMPLOYERS' SURVEY

The following recommendations can be made building on lessons learnt after the completion of the pilot surveys:

- Decide on the survey institutional “home”
- Ensure required (human) resources for survey implementation
- Support survey visibility and follow-up
- Combine different data collection strategies
- Ensure the improvement of a sampling frame and the coverage of enterprises