



# Group B – Lack of skilled employees

# Agenda



Introduction of our team



Proposal of the project outline



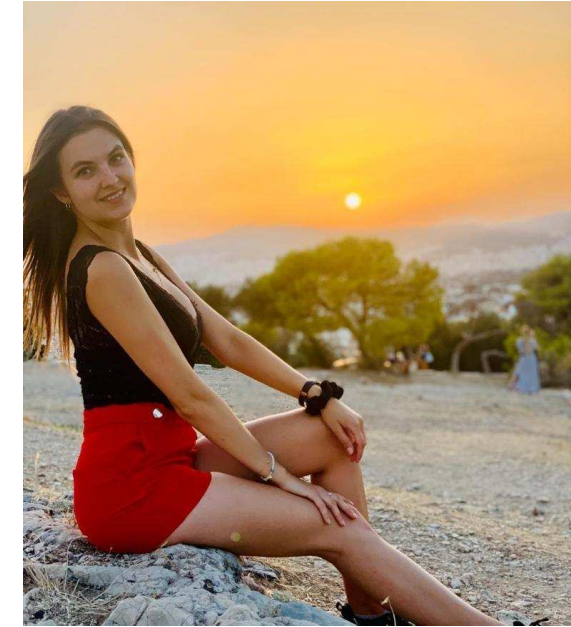
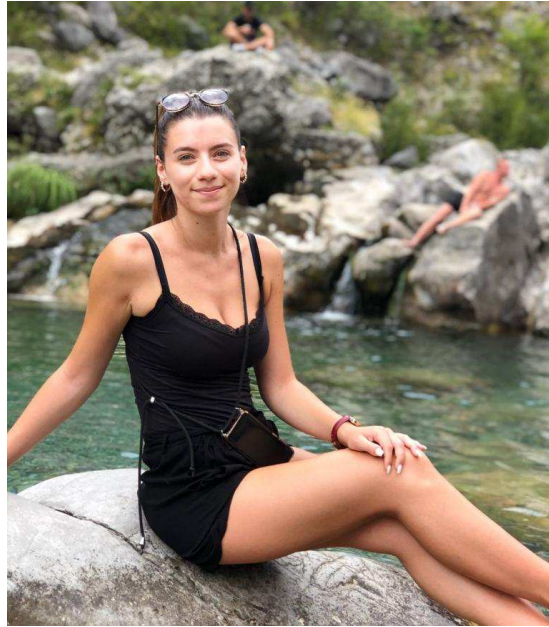
Current ideas and information on the topic



Open questions/suggestions



Reference links



## Introduction of our team

- Sonja Nübling
- Iris Kongo
- Ramin Mojtabaei
- Lydia Geiger
- Miriam Popp
- Sara Kovachevikj

From the upper left





# Proposal of the project outline

1. General data
  - General economic and job market data
  - Average monthly wages by regions
  - Labor market situation before and after the pandemic
  - List of entities engaged in tourism
  - Existing problematic of the lack of skilled employees
2. Measures
  - Job securement
  - Support measures
3. Solutions and existing innovations
  - Digital solutions
  - Industry solutions

# Current ideas and info on the topic

- Which people have which degrees?
- Housing and accommodation for employees (affordable housing as an unsolved problem)
- 4 day-work week
- Shortage of skilled workers in the catering industry
- Discounts for employees and their friends/family
- Train and take on junior staff
- Labor and skilled employee shortages
- Industry solutions, recommendations from the hotel and restaurant association – solutions
- Ask the employment office? Tourism – the issue of a shortage of skilled workers
- Best practice examples



## 2 ways to combat the lack of skilled employees

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- Automatisation
- Optimization

# General labour market data

	2017	2018
Population (in MM) <sup>1)</sup>	4,13	4,09 <sup>2)</sup>
Working population (Employed and unemployed in MM)	1,83	1,81
Employed persons (in MM)	1,63	1,66
Official unemployment rate (in % according to ILO definition)	11,2	8,4
Illiteracy rate (in %) <sup>3)</sup>	0,8	0,8
University degree (in %) <sup>4)</sup>	23,7	25,4

*1) Estimate at the middle of the year 2)Provisional indication 3)Census from 2011 4)Share of the population aged 25 to 64 years*

Source: Croatian State Statistical Office (DZS), Eurostat

# General labour market data

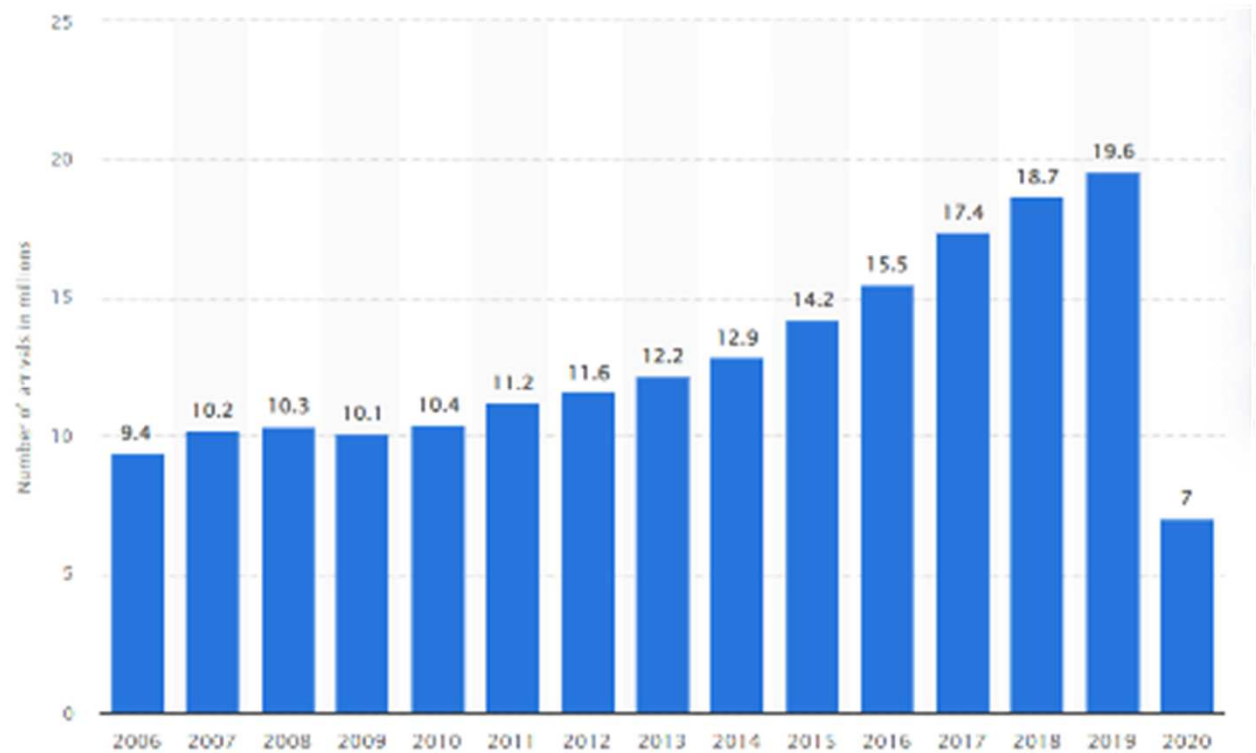
	2018	2019	2020
Population (in MM) <sup>1)</sup>	4,09	4,07	4,05 <sup>2)</sup>
Working population (Employed and unemployed in MM)	1,81	1,80	1,79
Employed persons (in MM)	1,66	1,68	1,66
Official unemployment rate (in % according to ILO definition)	8,4	6,6	7,5
Illiteracy rate (in %) <sup>3)</sup>	0,8	0,8	0,8
University degree (in %) <sup>4)</sup>	25,4	25,3	25,2

*1) Estimate at the middle of the year 2)Provisional indication 3)Census from 2011 4)Share of the population aged 25 to 64 years*

Source: Croatian State Statistical Office (DZS), Eurostat



Number of arrivals in tourist accommodation in Croatia from 2006 to 2020 (in millions)

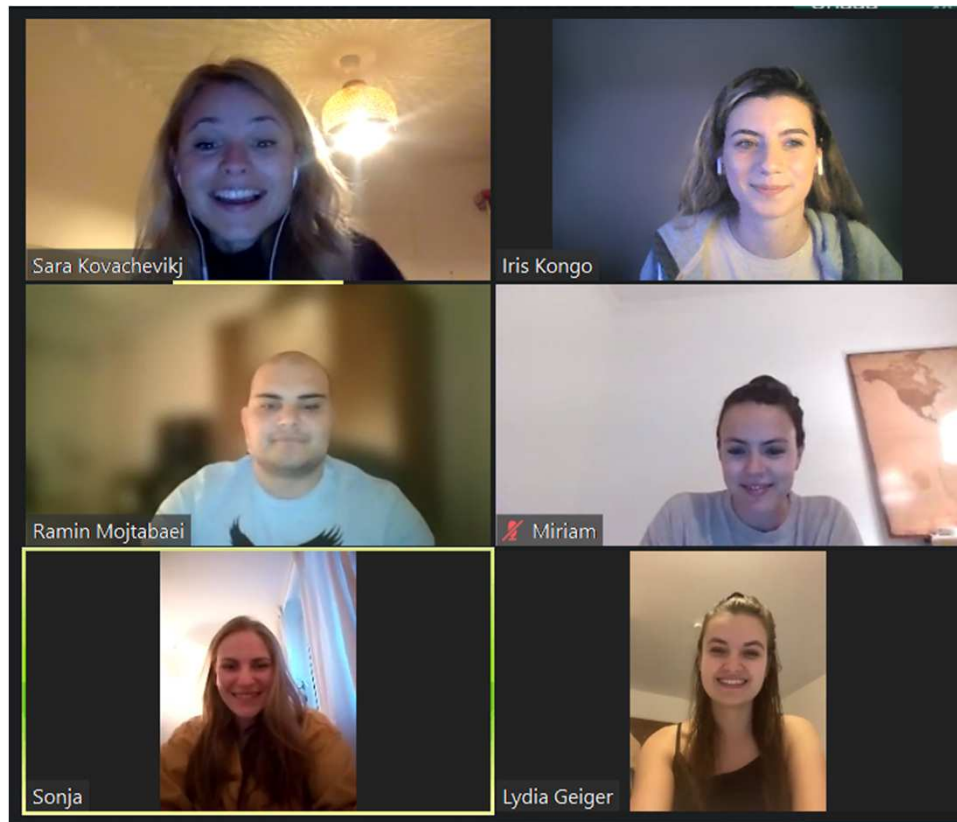


Source: Statista 2022

# We would like to interview

- Up to 5 restaurant or hotel owners/managers (qualitative interviews)
  - General information
  - Requirements for hiring
  - Status Quo
- Young professionals in Pula regarding the job market (quantitative surveys)
  - General information
  - Fields of interest
  - Application process
  - Criticism and feedback

# Vidimo se uskoro!



# Reference links

- <https://ida.hr/en/bn/entrepreneurship/economy-in-the-region-of-istria/>
- <https://www.focus-economics.com/countries/croatia>
- <https://www.gtai.de/de/trade/kroatien/wirtschaftsumfeld/arbeitsmarkt-229216>
- <https://www.greatplacetowork.at/blog/fachkraeftemangel-tourismus-bewaeltigen/>
- <https://kroatien.ahk.de/infocenter/nachrichten/detail/lohn-und-lohnnebenkosten-kroatien>
- <https://www.statista.com/statistics/413226/number-of-arrivals-spent-in-short-stay-accommodation-in-croatia/>
- <https://www.wko.at/service/aussenwirtschaft/coronoavirus-update-kroatien.html>
- <https://kroatien.ahk.de/infocenter/nachrichten/detail/lohn-und-lohnnebenkosten-kroatien>
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