

BACKGROUND: A NATIONAL SURVEY INITIATIVE ON UNDERSTANDING LABOUR DEMAND

The Department of Labour in collaboration with the Statistical Office and other stakeholders is seeking to conduct a Labour Demand Survey on a national level – referred to as **The Job Opening and Labour Turnover Survey (JOLTS)**. The objective of the survey is to capture and assess data from a representative sample of employers of enterprises operating in the country on the following variables and factors (on a periodic basis for each year):

- **Total employment** – total number of employees and other participating agents active in the makeup of the sampled enterprises (full-time, part-time, seasonal, owners, and other employees)
- **Total number of new hires and separations** – total number of new employees (or rehires) who started working and employees who stopped working at sampled enterprises within a given period (e.g. July to September 2020)
- **Specific details on new hires and separations** – information on various profile characteristics of new hires and separations over the reference period including type and status (part-time vs. full-time; fixed term vs. permanent) and reasons for employment/separation, years of experience and qualification, the key skills/competencies inherent in the job post, the main recruitment method(s) used for the hire/main action to address the separation, among other things.
- **Number of job vacancies/openings active at the end of reporting period and key vacancy characteristics** – total number of active/open job vacancies (unmet labour demand expressed by employers) at the end of the reference period and the specifications of these vacancies including the type of job title(s) being sought, type/status of employment (part-time vs. full-time; fixed term vs. permanent), key educational/qualifications and work experience criteria, main skills/competency requirements of job vacancies, main recruitment methods being used to fill vacancies, level of difficulty in the filling the vacancies and reasons for the same, and any needs for assistance in filling vacancies.
- **Most Critical Job Posts and Labour Competencies Needed (Current and Near Future Needs)** – a capture of the top labour needs/requirements that employers are demanding in the labour market – i.e. the most critical job posts and competencies that employers are requesting for their enterprise in both the short-term and long-term.

The survey process will be run during the weeks of October 2020 targeting a sample of employers of enterprises with the assistance of trained and experienced field enumerators. The

data will be analysed to inform and address critical policy and practitioner-based questions and needs.