



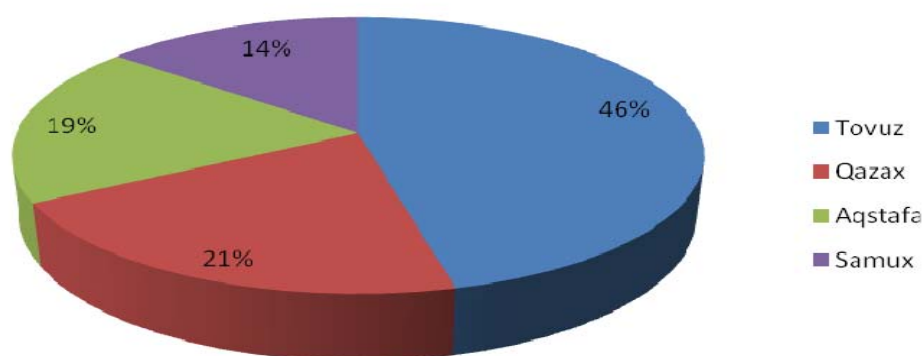
INCREASING YOUTH EMPLOYMENT PROGRAM

**Results of the survey evaluating conditions surrounding youth employment
in western region**

Summary

Aim of the survey: The aim of the survey is to be learn about the state of youth employment in western region. The result of this survey will give us a chance to be familiar with youth employment opportunities and existing environment for youth entrepreneurship.

Methodology: This survey has was presented to 338 youth from Gazakh, Agstafa, Tovuz and Samukh. The number of respondents surveyed in each region was based upon the that region's respective population. The percentage of respondents from each region is shown in the graphic below.



Personal Information

Age group of respondents: In accordance with the survey's goals, survey respondents were youth. Although in Azerbaijan youth are officially considered to be those people between 14-19 years of age, in this survey respondents were selected from individuals aged 18-35, as it better reflects youth employment conditions.

Division for age group of respondents:

18 - 22 ages

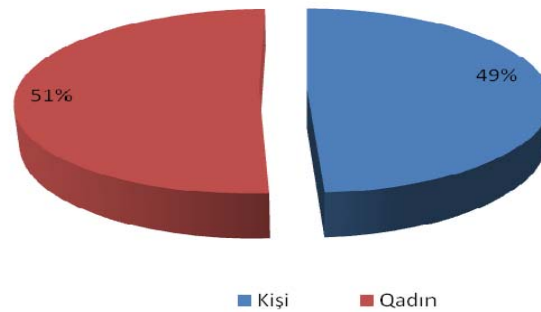
23 – 26 ages

27 – 31 ages

31 – 35 ages

Family status: 60% (231 persons) of respondents were married, 40% (156 persons) were single. Only one person described herself as a widow. 63% (146 persons) of married respondents answered "Yes" and 34% (78 persons) answered "No" the question **Do you have children?** 3% (7 persons) refused to answer the question.

Gender: During respondent selection gender balance was observed. As shown in following table, **51%** of respondents were women and **49%** were men.

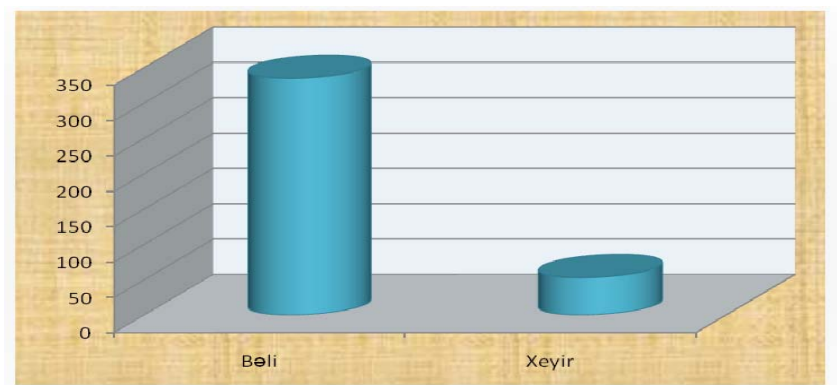


Property: **41% (158 persons)** of respondents noted that they are not property owners. But the others **59% (230 persons)** were owners of various types of property. Property types included: 153 persons own an apartment, 68 persons own a home, 113 persons own land, 71 persons own a car and 10 persons own a shop. Owners of several types of properties were present among the respondents.

Family Information

Parental employment: it appears from the responses that in the majority of respondents' homes only one person (father) works. Only a few parents worked in businesses. Principally parents worked in state institutions.

General private property: According to the table the most families are the owner of some property. Of 388 respondents only 53 persons are not the owner of any property.



Most families which own private property use it themselves. Only 54 persons gave their property for rent. Mainly families use it for growing grain crops, plantations or as pasture. Next question: **Do you live with your family?** **60% (232 persons)** answered “Yes” , **40% (156**

persons) answered “No” to the question. 120 persons lived in their own home, while the rest (36 persons) refused to answer the question.

EDUCATION, TRAINING, SOCIAL ACTIVITIES

Organization membership: In the survey only 7% (26 persons) of respondent have been represented in organizations. **The other 93% (332 persons)** answered they have never been a member of an organization. Those who were represented in organizations only listed political organizations.

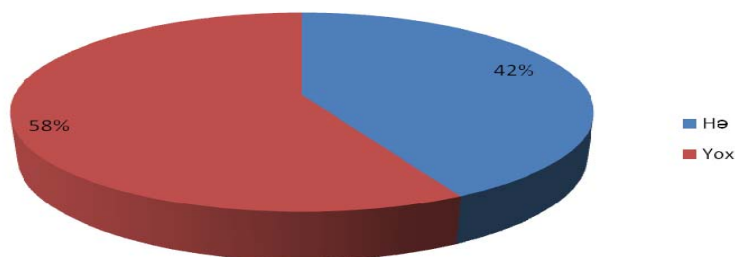
Years of education: Respondents have been classified by their education level:
9-11 years – 295 persons (76%)
11-15 years – 67 persons (17%)
More than 15 years – 26 persons (7%)
From this classification it is clear that most respondents have a secondary education.

Informal education: Few participants have experience participating in trainings besides academic education. Only 13% (52 persons) noted that after school they continued their education in courses, specially computer and foreign language courses. The other 87% (336 person) of respondents don’t participated in any trainings or courses.

None of the respondents had ever participated in business trainings. But more answered “No”(56%) than “Yes” (44%) to the question **Who would like to participate in business trainings?** The respondents who answered “Yes” were interested in subjects such as “how to start a business”, “business basics”, “financial management”, and “cooperation with banks”.

VOCATIONAL EDUCATION:

Vocational abilities: From the question “Have you ever been a apprentice”? it was shown that 58% of respondents have never attended vocational trainings.



Areas: 42% of respondents received a vocational education in the following areas:

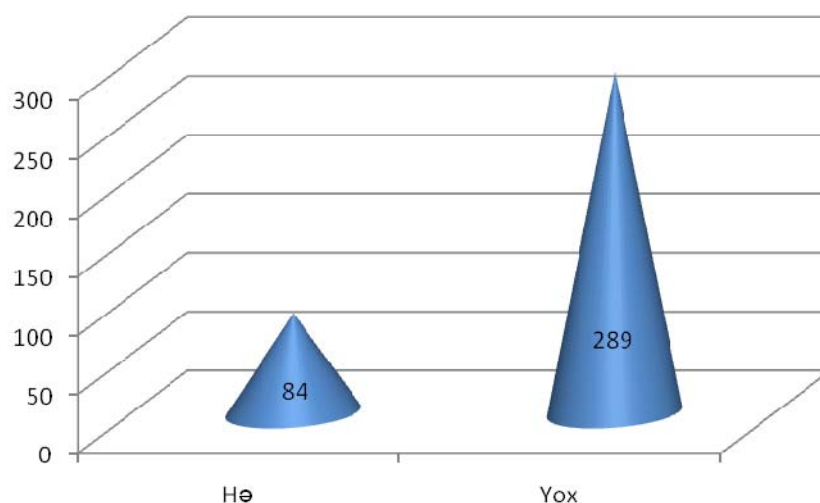
Automotive repair (23 persons)
Barber (14 persons)

Metalwork (14 persons)
Home repair (31 persons)
Cosmetology (29 persons)
Tire repairs (14 persons)
Tailor (28 persons)
Other areas (9 persons)

Duration: the respondent's education period in general lasted about 1 year. Only 25% of respondents received education for more than 1 year in the selected course.

UNIVERSITY EDUCATION:

Only 23% of respondents answered "Yes" to the question "Do you have a university education?". The others, by answering "No" indicated a lack of university education. The quantity comparison is shown in a table:



The respondents' educational fields are quite diverse. They reported studying *Geography, Automation, Physics, Literature, Information Science, Economics, Agriculture, Chemistry, Biology, Orientalism, Pedagogy, Psychology, Mathematics, Tourism, History, Medicine*, etc.

CURRENT UNEMPLOYMENT SITUATION

From the first question in this section it became clear that fewer respondents were unemployed and looking for job. The question "Are you jobless or looking for work?" was answered "**Yes**" by **86** persons and "**No**" by **295** persons. And 7 persons declined to answer this question.

Though among the respondents there were job seekers who were looking for a job about 3 years, the average response was 1 year. From the question "**How much time do you spend**

looking for work each day” it seems that in a day about 3-4 hours is devoted to job hunts. It was shown from responses that job seekers especially find a job by the help of their friends or acquaintances.

Where are you looking for work?					
Paper	Internet	TV	Employment Center	Friends	Others
1	21	9	5	51	2

Of job seekers, 62% of respondents noted difficulties related to insufficient connections, a lack of sufficient job supply in the region, and a general shortage of job offers.

Per the results, very few job seeker respondents registered with Employment Centers. Only **11%** of survey participants answered **“Yes”** to the question **“Have you registered with Employment Centers?”**. Others (**89%**) answered **“No”**. The youth who were registered said that there were not any job offers for them.

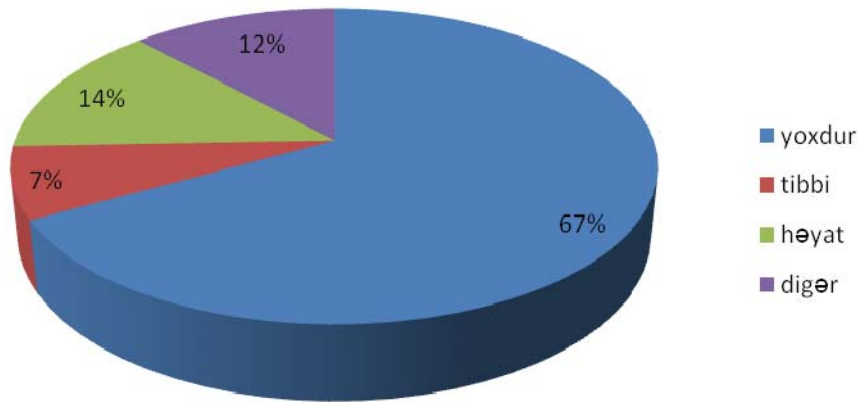
EMPLOYMENT LEVEL

In defining the employment level, most respondents answered they have permanent work. The question **“Do you work now?”** was answered **“Yes”** by **60%**, **“No”** by **40%** of respondents.

Youth employment fields are shown to be quite diverse. Below you can see their work areas. The question **“What is your profession?”** showed that most of them work in areas which provide low wages.

Work contract: Of the 231 persons provided with work, only 37 persons had an employment contract. And of them only 30% had employment contracts with full legal rights. The remaining workers only had service contracts.

From the question **“Does your work insure you?”** it seems that in youth work, the situation regarding social guarantees is not ideal. In the following table you can see the average fields in which youth are provided with insurance.



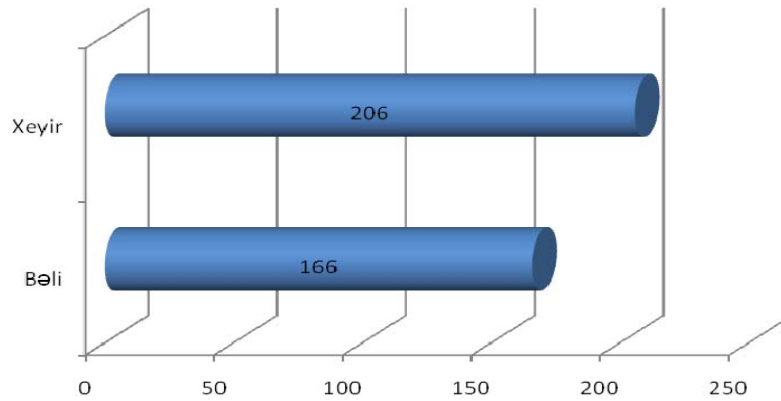
According to responses only 7% were provided by work medical insurance, 14% life insurance, and 12% other insurance types. However 67% weren't provided with any insurance.

The question "Who helped you to find this work?" revealed interesting information. From responses it was shown that 67% youth get their work with the help of parents and friends. Only 33% have got the work based upon their education and skills.

The question "Are you satisfied with your work?" was answered "Yes" by 70% of respondents, though most of them work for low wages. But other 30% reported being dissatisfied with their work. The youth who are dissatisfied with their work gave such reasons as it being boring work, making little money, and being dependent on others. They view increasing their abilities and starting a business as solutions to this problem.

AVAILABLE SITUATION OF BUSINESS

To the question "Would you like to start a business?" it seems that more respondents wouldn't like to start a business. In the following table you can see the quantity comparison of the respondents who are interested in entrepreneurship.



Of youth who want to start a business, most prefer service industries and trade. Also, agriculture and manufacturing were stressed as a potential areas.

The answer to the question **“When do you want to start your business?”** were mostly within the 3-4 month range for respondents who meant to start a business. However others connected the date of starting their business with receiving capital for the first time.

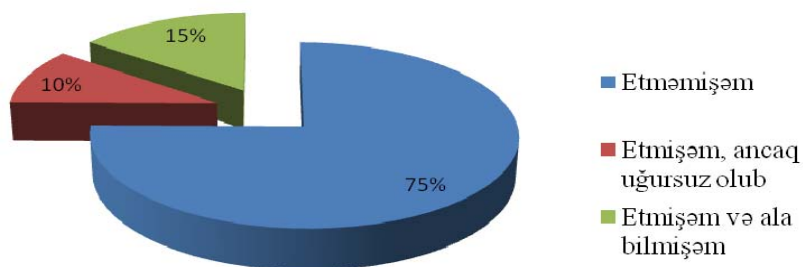
Business training needs: 54% of respondents who want to start a business answered **“Yes”** and 46% **“No”** to the question **“Do you need business training?”**.

Whether respondents want to start the business independently or with a partner is illustrated in the table. From this table it seems that more respondents prefer to start a business with a partner.

If yes, how you want to start this business?				
Alone	With other businessmen	With Friends	With family	other
44	26	22	52	0

As a place of business the youth identified their village or home district. Nobody wanted to move to the another place to start a business.

Statement of financial resources: The other question was **“Have you applied to any bank or credit organization?”** Below you can see the results.

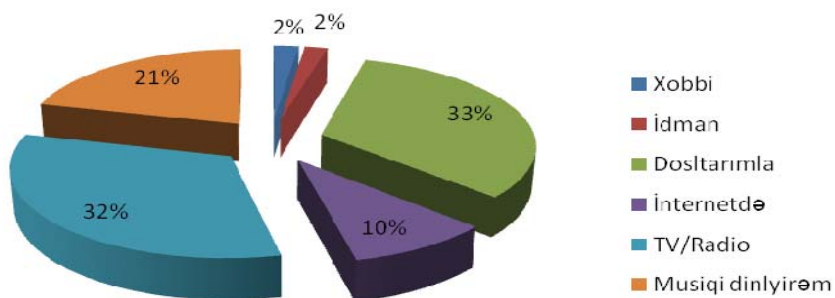


The main answer to the question “What support do you need for starting the business?” was **financial support**.

The main hurdles were listed as shortage of access to financial resources, high levels of competition in traditional business fields, and bureaucratic hindrances. Others expressed that there are not any hindrances.

PRESENT SITUATION OF LEISURE TIME

How you spend your leisure time? 33% with friends, 32% watching TV, 21% listening to music, 10% using Internet, 2% doing sport and 2% with other hobbies



How much leisure time you have in a week? The answers show that youth have sufficient leisure time.

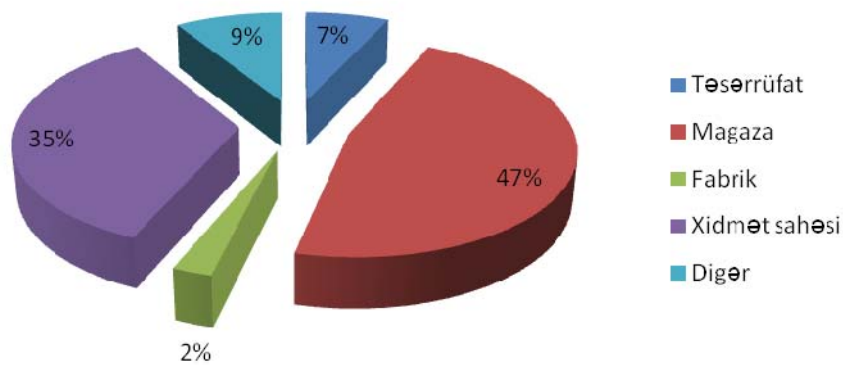
About 10-30 hours – 46%

About 31-50 hours – 39%

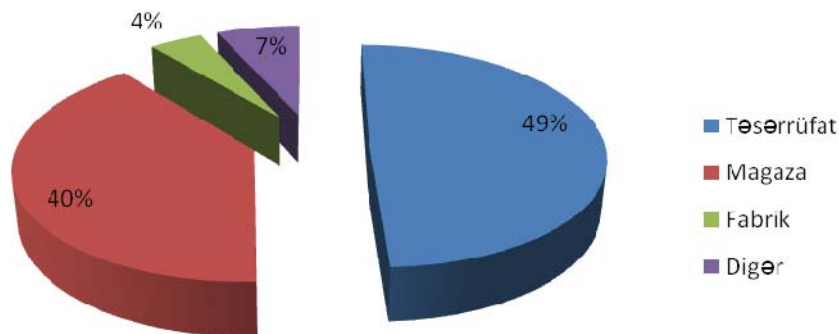
More than 50 hours – 15%

RESPONDANTS' CONCEPTIONS:

In response to the question “How long did it take your friends to find work?” on average youth spent one year looking for work. The majority of respondents agreed that this is true for women as well. According to their responses, men and women in the region are working in the same fields.



Breakdown of women's employment



Breakdown of men's employment

REFERENCE AND RESULTS:

In Azerbaijan a variety of events have been implemented in the project “**Increasing Youth Employment**” to attract youth, in particular young women to develop their abilities in entrepreneurial activities. As youth make up 60% of the population, a result of this survey is that youth utilize opportunities and resources to find employment themselves. In the regions youth employment places are created by the state “Regional Social Economical Development” program.

Also, as more youth have full-time jobs, they don’t need to be involved in entrepreneurship. In spite of this, others want to be involved with business and need training to acquire business skills and abilities. However most youth answered the same – **financial support** – to the question of what support they need.

According to the survey results and the goals of Increasing Youth Employment, the following actions are recommended:

State

Local and International NGOs

Business sector and Banks