Analysis Report
June 2024

Behaviours and performances in the search for temporary jobs in the field of data collection: perceptions and real constraints in Burundi

EXECUTIVE SUMMARY

In February 2024, the firm EVERIC Researching (ER) launched two real calls on a site for publishing job opportunities (ESOKO) in order to constitute pools of 50 enumerators and 10 data collection supervisors. The careful examination of the individual files submitted by the candidates inspired the firm to carry out an analysis of the behaviours, performances and constraints encountered by the candidates at each phase of the process of constituting the pools. The analysis seeks to draw useful lessons and recommendations to contribute to the improvement of conditions favouring young people's access to employment opportunities. The analysis uses the comparison between men and women in different age groups of candidates; to identify trends and results that are unique for these groups. This report constitutes a synthesis of the results of the analysis.

First, the analysis showed that few women applied, particularly for the pool of supervisors. The women co-opted from enumerators to take the supervisor test had equally strong records, although they did not apply for this pool; and they passed the supervisor test at the same level as the other candidates invited to take the test.

Then, the analysis noted a lack of work certificates to support experiences indicated in CVs and the incompleteness of information on references, particularly in the younger age group. The analysis also highlights an insufficient contribution of university institutions in preparing young people for integration into the labour market.

In addition, the analysis showed the importance of additional short training courses in data collection, monitoring-evaluation and communication to which the majority, particularly the youngest, had not had access until then while there are several platforms for free online courses.

It was noted that it is essential to strengthen the link between education and training systems, and the world of work to promote the integration of young people into the labour market which has become more competitive and evolving with new information and communication technologies. To this end, the analysis noted the role of applicants, men and women; employers; universities and other higher education institutions.

Quotation
Erick, N., Behaviours and performances in the search for temporary jobs in the field of data collection: perceptions and real constraints in Burundi, June 2024, EVERIC Researching (ER), Bujumbura, Burundi.

Reviewed by
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I.   CONTEXT

The population of Burundi is very young. More than 70% of Burundians are under 35 years old[1]. Youth employment, not to mention youth unemployment, is a concern in Burundi. This is manifested by efforts and initiatives undertaken to improve young people's access to employment or other sources of income. Burundi has a National Action Plan for Youth Employment (PANEJ), developed for a 4-year cycle from 2021 to 2025. In addition, the country has put in place several initiatives to resolve the problem of youth unemployment, for example, the establishment of the Burundian Youth Employment Agency, the creation of the Youth Investment Bank (BIJE); the Impulse, Guarantee and Support Fund for young people (FIGA). The country is funding the Economic Empowerment and Employment of Young Graduates Program (PAEEJ) to the tune of BIF 48 billion to support entrepreneurship and job creation among young people hit hardly by unemployment[2].

The unemployment rate is higher among young people, especially young men. There are significantly more women (90%) than men (79%) in precarious and informal jobs. On the other hand, men (19%) dominate the employee segment more than women (9.6%) in formal jobs[3]. According to estimates, 93% of young graduates wait more than 5 years before finding their first job. Economists suggest the implementation of a strategy, focused on businesses' creation and increased investments, improving the business environment in order to make economic actors more productive and get them to contribute to development of the national economy, through job creation. Many believe that it would be relevant to attract investors to create jobs through the private sector, to increase the chances of breaking out of the vicious circle of youth unemployment.

II.   OBJECTIVES

The objective of this analysis is to identify and highlight the behaviours and challenges related to finding temporary jobs in the field of data collection. The analysis describes:

- o   General trends by process phase by position, results by gender, as well as by age group
- o   Behaviours and challenges observed
- o   The analysis also made it possible to make some recommendations for improving young people's access to employment opportunities

This analysis is mainly aimed at young people, men and women, looking for jobs; to human resources managers of organizations/institutions looking for talents; to universities and other higher education institutions; and agencies/institutions promoting youth employment.

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[1] https://www.jeunesseburundi.com/?p=299
[2] https://www.jeunesseburundi.com/?p=299
[3] BIT, Indicateurs clés du marché du travail (ICMT), 2019 ; cité par l'Agence Danoise de Développement Syndical, Profil du Marché de Travail au Burundi 2021/2022, page 33

III. METHODOLOGY

This analysis is based on the review of actual recruitment application files to constitute the pools of enumerators and supervisors in Burundi. Calls for application were launched online in February 2024 across the country. The analysis followed the descriptive and transversal approach.
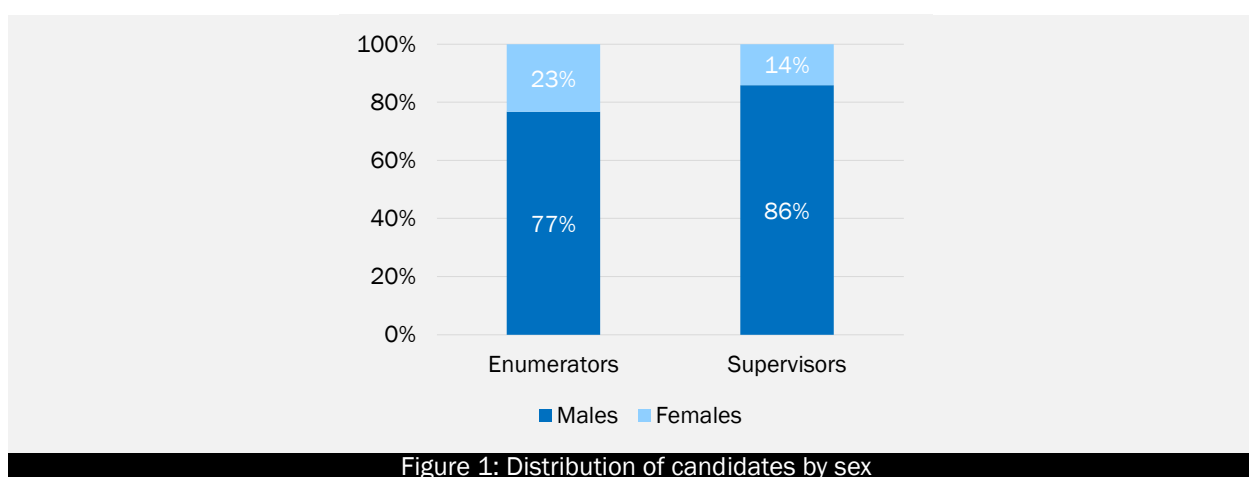
The descriptive nature of this analysis involves describing in a precise and systematic manner the behaviours, performance and constraints noted, their scope or frequencies. In addition, the analysis involves the comparison of subsets, groups or categories in order to identify particular trends and more interesting results for certain groups.

IV. ANALYSIS RESULTS

SUBMITTING APPLICATIONS

In February 2024, the firm EVERIC RESEARCHING launched two calls for temporary job offers for enumerators and data collection supervisors on the ESOKO publication platform. The platform was visited 8,042 and 3,508 times respectively. Following the views, 541 persons (7% views) submitted their applications for the enumerators' job offer and 148 persons (4%) for the supervisor job offer.

Of all 541 applications for the enumerators job offer, a minority of 23% were women, while an overwhelming majority of 77% were men (Figure 1). For supervisors job offer, women are even very rare. Of all 148 applications, those from women represent only 14%. The vast majority of 86% have been submitted by men (Figure 1). Overall, fewer women apply for positions as temporary enumerators and supervisors compared to men.

Figure 1: Distribution of candidates by sex

Among candidates for enumerators' pool, the average age is 33 years old. The average age of women is 33, while the average age of men is 32. Women are a little older than men

within the group of candidates for the pool of enumerators. Indeed, among women, only 76% are aged between 18 and 36, compared to 80% among men. Among supervisor candidates, the average age is 36 years. Women average age is 35 years old and 36 years old for men. In this group, men are slightly older than women. In fact, among men, candidates aged over 36 constitute 42%, compared to only 29% of women who applied for pool of supervisors.

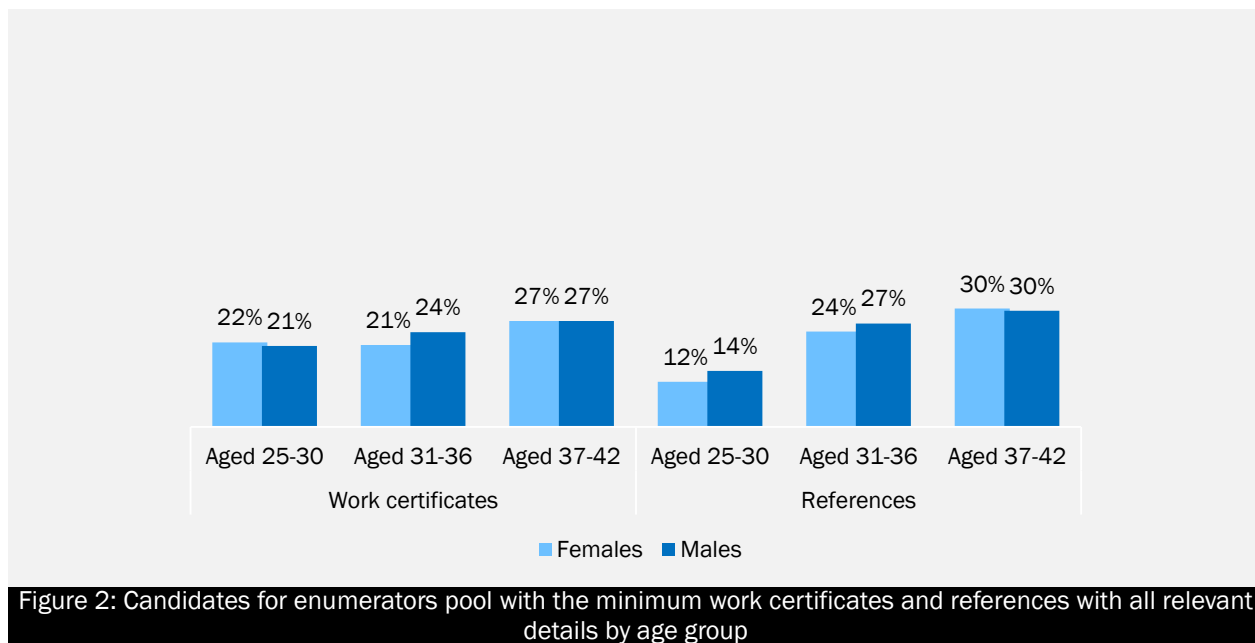## QUALITY/COMPLETENESS OF APPLICATIONS

Candidates for the pool of enumerators

In general, candidates submitted incomplete applications or missing relevant information. Indeed, only 1 in 5 applications were complete with all relevant details and required information. The major challenges noted in the application files were in particular the lack of work certificates to prove the previous services mentioned in the CVs; then the lack of relevant details on the reference persons (employer, position; and sometimes email address or telephone number). In some cases, the telephone numbers provided were no longer functional or were being used by other people. Generally speaking, a minority of 22.00% of candidates provided references with all relevant details and 23.46% of candidates provided all work certificates for the services listed in their CVs.

Figure 2 below illustrates the percentages of candidates who provided proof of service and reference information with all relevant details, by age group and sex.

By sex, the figure shows that there was no remarkable difference between men and women for the two elements of the application. On the other hand, by age, from the outset, it reveals that the youngest group (25 to 30 years old) provided the least information, therefore the most disadvantageous with regard to references. In addition, for work certificates, the age groups of 25 to 30 years and 31 to 36 years have similar situations; both a little more disadvantaged compared to the situation in the group aged 37 to 42. Among the youngest, the majority, including those with experience, were unable to provide complete and/or correct information on references and work certificates proving at least the experiences mentioned in their CVs.
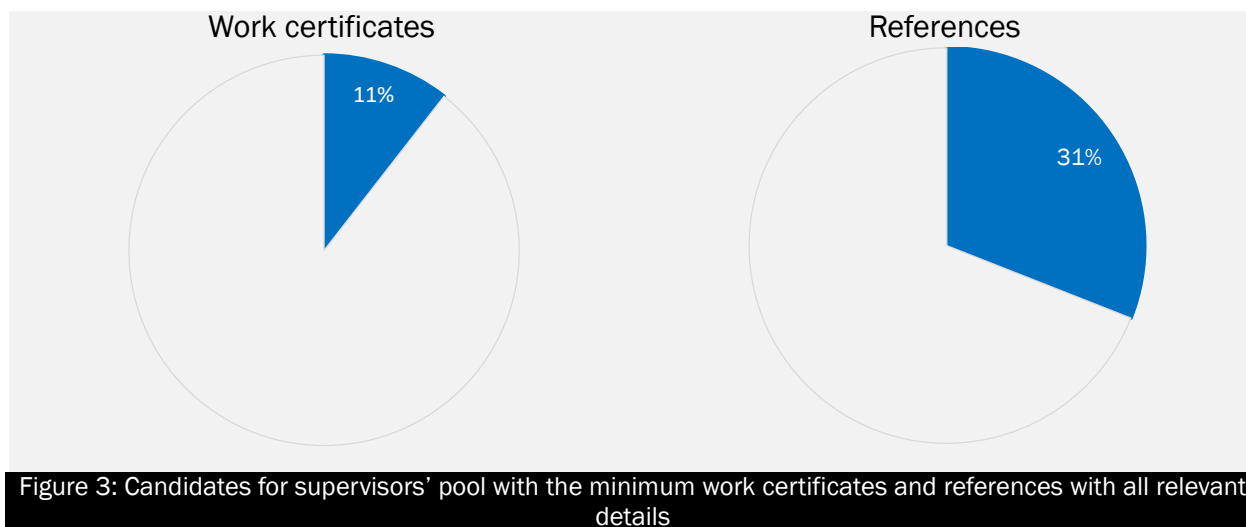
By sticking to these criteria during pre-selection, we would hire more candidates from higher age groups for the pool of enumerators. The absence of a work certificate does not mean that candidates do not have the knowledge and skills required to serve as enumerators. In section IV.4, an in-depth analysis of the test results will shed light on this.

Figure 2: Candidates for enumerators pool with the minimum work certificates and references with all relevant details by age group

The above leads us to question the possible role of universities, institutes and other higher education and professional institutions in preparing final year students for integration into the labour market. We conducted interviews with 8 young people who completed the bachelor degree between 2021 and 2023 in 3 universities in Burundi, namely the University of Burundi (UB), International Leadership University (ILU) and the University of Lake Tanganyika (ULT).). We asked them if universities have programs that provide information and guidance to young people in terminal class on putting together a job offer application (CV, cover letter, references, attachments); sites publishing job opportunities, professional internships, youth conferences, etc. and on professional networks such as LinkedIn for example. The respondents confirm that none of these institutions have this program for young people at the end of their studies.

Candidates for the pool of supervisors

Overall, only 1 in 10 submitted applications are complete. The Figure 3 below shows once again that the missing elements were in particular the certificates for previous services / experiences indicated in the CVs and relevant details on the reference persons. Regarding work certificates, just 11% of candidates had all the certificates proving the services listed (Figure 3 left side). As for references, only 31% of candidates provided references with all relevant details (Figure 3 right side). There were no differences between females and males, and age groups.

Work certificates: 11%

References: 31%

Figure 3: Candidates for supervisors' pool with the minimum work certificates and references with all relevant details

QUALIFICATIONS

The analysis of qualifications was made on the basis of the level of education, additional training in monitoring-evaluation/data collection and experience in data collection.

Candidates for the pool of enumerators

Figure 4: Candidates for the pool of enumerators with required qualifications by age group and sex
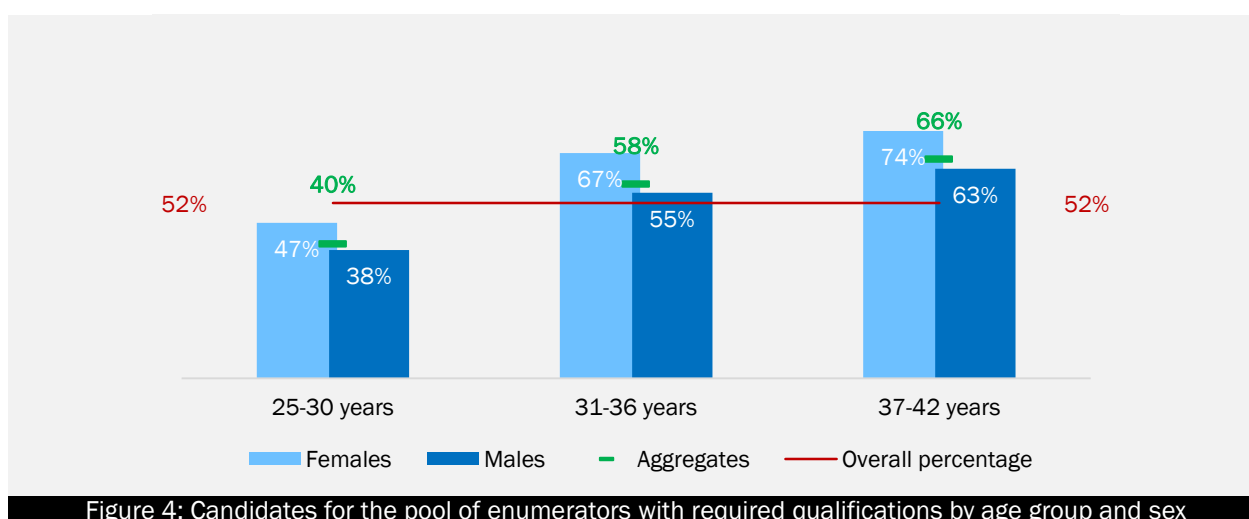
Figure 4 above illustrates the percentages of candidates with required qualifications by age group and sex. Overall, just over half of the candidates (52%) had the qualifications required to move on to the written test stage for enumerators. By sex, it shows that women submitted more interesting applications than those of men. Women have a lead of ±10 percentage points compared to men regardless of age group. It was noted that men attempt to submit their applications even when their qualifications are below those required under the terms of reference. Although this trend also exists among women, it was observed a little less.

By age, unsurprisingly, the figure shows that the youngest group (25 to 30 years old) has a lower rate of candidates with the qualifications required to be an enumerator than the oldest age groups. Basically, among the youngest, a minority of 40% of candidates have the required qualifications. On the other hand, within the oldest age groups, the candidates with the required qualifications exceed 50%; 58% in the age group of 31 to 36 years and 66% in the age group of 37 to 42 years.

Figure 5 below illustrates the results of specific analyses of the three key qualification criteria, namely the required level of education (at least a bachelor's degree), additional training in data collection/monitoring-evaluation and experience in data collection (at least six services as an enumerator). The figure shows that the required level of education was not a challenge for the applicants. In fact, around 9 out of 10 candidates presented the required diploma. On the other hand, the required experience is a recurring challenge for the majority of candidates in the youngest age group. Unsurprisingly in the age group of 25 to 30 years, only a handful of 16% have the required experience and in the age group of 31 to 36 years those with the required experience reach 34%, less than half. In the group aged 37 to 42 years, up to 62% of candidates have the experience required according to the terms of reference. From this, we note that this state of affairs is in line with the realities concerning accessibility to the existing labour market in Burundi.

Additional shot trainings in data collection/monitoring and evaluation is a challenge for all three age groups. However, the order is preserved, the most disadvantaged being the youngest. From this, we see that access to additional training goes with experience through on-the-job training. However, there are several sources of online monitoring-evaluation/data collection training that are free. As soon as they finish their education, young people are not sufficiently informed about these sources. We find it useful to make information on these free training sources/platforms available to young people towards the end of their education, in order to enable them to improve their employability. Universities, institutes, other higher education and professional institutions should have a great contribution on this. Recent graduates from 3 universities stated that when they finished their studies, they were not informed or oriented about online resources offering free additional training related to specific jobs/fields.
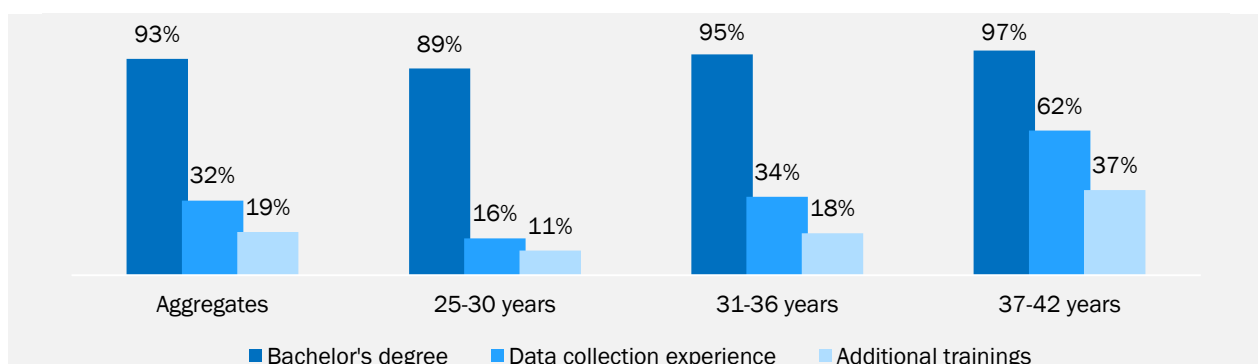

Figure 5: Candidates for enumerators' pool meeting the required qualification criteria by age group

Candidates for the pool of supervisors

Likewise, the analysis of the qualifications of candidates for the pool of supervisors was carried out on the basis of three key criteria, namely the level of education, additional short trainings completed and experience in supervising data collection. We analysed 155 applications: 148 applications submitted by the candidates, to whom we added seven best women co-opted from the list of candidates for enumerators' pool, in order to have enough women to invite to the written tests for supervisors. The firm guidelines require that each sex be represented at least at 40% for each phase of the recruitment process.

Figure 6 below illustrates the percentages of candidates with required qualifications by age group and sex. Generally speaking, 30% of candidates had the qualifications required to move on to the stage of written tests for supervisors. By gender, figures showed that among women 35.71% had strong records, compared to 29.13% among men. On average, women have a lead of ±7 percentage points, compared to men; particularly in the older age group (37 to 42 years). In this last age group, the difference reaches 18% in favour of women. Exceptionally, in the younger age group (25 to 30 years old), the gap is in favour of men, because no woman met the required qualifications. Yet, generally women's applications were a little more interesting than men's applications. The analysis showed that 6 out of 7 files of co-opted women met the criteria required for the qualification of supervisors.

The same observation was made for the enumerators. Also, across candidates of the supervisors' pool, men try to submit their applications even when their qualifications are below those required. This trend also exists among women, but to a lesser extent. To this we add that women hesitate to apply for a more important position, even when they have the required qualifications.
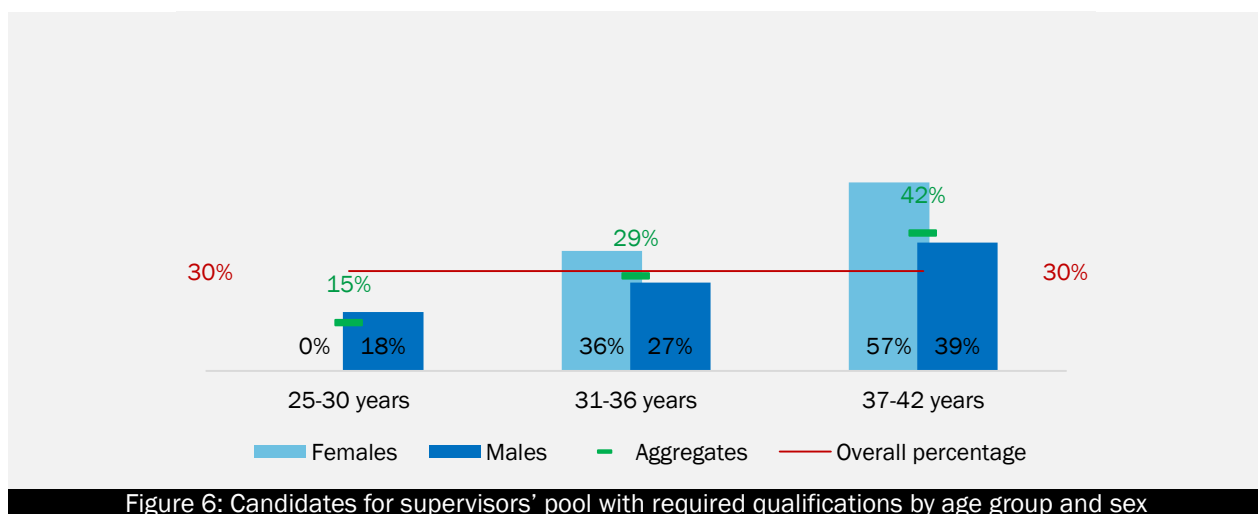

Figure 6: Candidates for supervisors' pool with required qualifications by age group and sex

By age, unsurprisingly, the figure shows that the youngest group (25 to 30 years) has a lower rate of candidates with the qualifications required to be a supervisor than the candidates of the oldest groups. Among the youngest, a small handful of 15% of candidates have the required qualifications. On the other hand, within the oldest age groups, 29% of candidates within the group aged 31 to 36 years have required qualifications and 42% in the group aged 37 to 42 years.

Figure 7 below demonstrates the results of specific analyses of the three key qualification criteria, namely the required level of education (at least a bachelor's degree), additional short trainings in data collection / monitoring-evaluation and experience of supervision of data collection (at least two services as supervisor). According to the results of the analysis, the required level of education was not a challenge for the candidates. In fact, 9 out of 10 candidates presented a required diploma. The main challenges are firstly the lack of additional short trainings, followed by the lack of experience supervising data collection.

Regarding the criterion of additional training in monitoring-evaluation / data collection, on average, only 31% of candidates meet this criterion. By age group, the youngest groups are behind because respectively 26% and 25% of candidates in the group aged25 to 30 years and the group aged 31 to 36 years comply with this criterion. Within the 37 to 42 age group, candidates who meet this criterion reach 42%.

Additional training in data collection/monitoring-evaluation is a challenge for all three age groups, but again, the problem arises more among the youngest. Providing information on free training platforms available online to young people will enable them to improve their skills and their position on the job market.
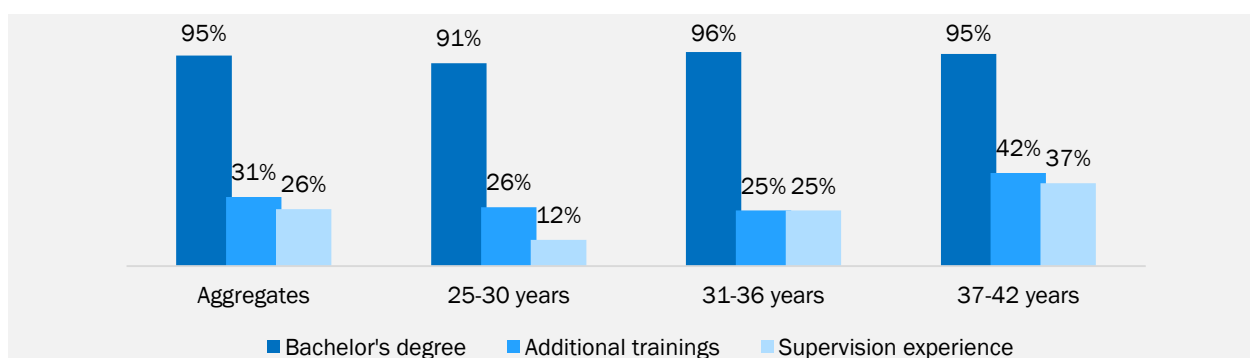

Figure 7: Candidates for supervisors' pool meeting the required qualification criteria by age group
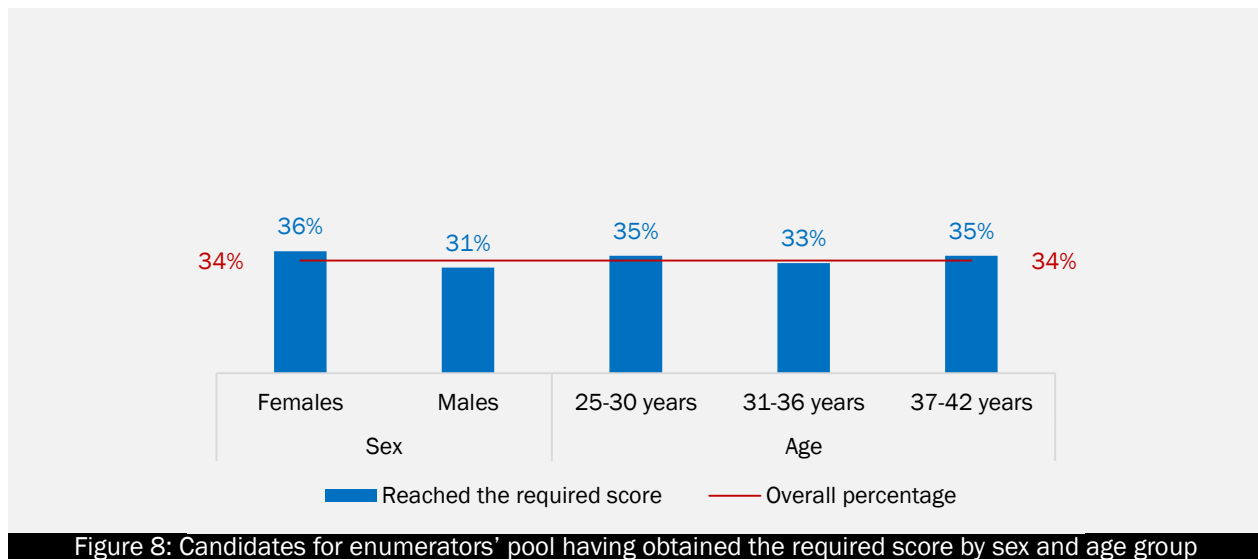
Lack of supervision experience is the most recurring challenge among candidates. In fact, generally speaking, only around 1 in 4 candidates have the required experience. Once again, unsurprisingly, in the 25 to 30 year age group, a handful of 12% of candidates have the required experience. In the age groups 31 to 36 and 37 to 42 years, candidates with required experience increase in function and reach 25% and 37% respectively.

TEST RESULTS

EVERIC administered recruitment tests for enumerators and supervisors. The tests were done online. In total, ER invited 151 candidates for enumerators' pool and 51 supervisors. Among enumerators, 125 persons (83%) responded to the tests; and among supervisors, 45 persons (87%) participated. This section presents the results of the analysis of the candidates' performance.

Candidates for the pool of enumerators

Figure 8 below presents the percentages of candidates who obtained the required score to be retained in the pool of enumerators. Generally speaking, 34% of candidates passed the tests successfully. There are no remarkable differences between men and women, or between age groups. Whatever the group, the percentage gravitates around 34%.

Figure 8: Candidates for enumerators' pool having obtained the required score by sex and age group

The scores obtained by women are a little more spread than those of men. The standard deviation for women is 15.05, while for men it is 11.65. Figure 9 below shows that 65% of men have scores grouped between 30 and 50 points. On the other hand, among women, just 52% have scores grouped in this interval. Men dominate towards the middle of the axis. Then, the figure shows that women dominate towards both ends. On the one hand, an in-depth analysis showed that among women, a significant part of the youngest (31%) have very low scores, below 30 out of 100 points; while among men of the same age, a large majority of the youngest (71%) are concentrated towards the middle of the axis, obtaining between 30 and 50 out of 100 points. No male candidate in the youngest age group scored below 30 out of 100 points. This leads to the conclusion that younger women aged 25 to 30 years performed less well than men of the same age group during the tests. On the other hand, the analysis shows that among women, a significant portion of the oldest (31%) have the highest scores, above 50 out of 100 points; while among men of the same age, only 20% have scores above 50 out of 100 points. This allows us to conclude that adult women, aged between 37 and 42, performed better than men of the same age group during the tests. The available data do not make it possible to identify the factors linked to these differences.
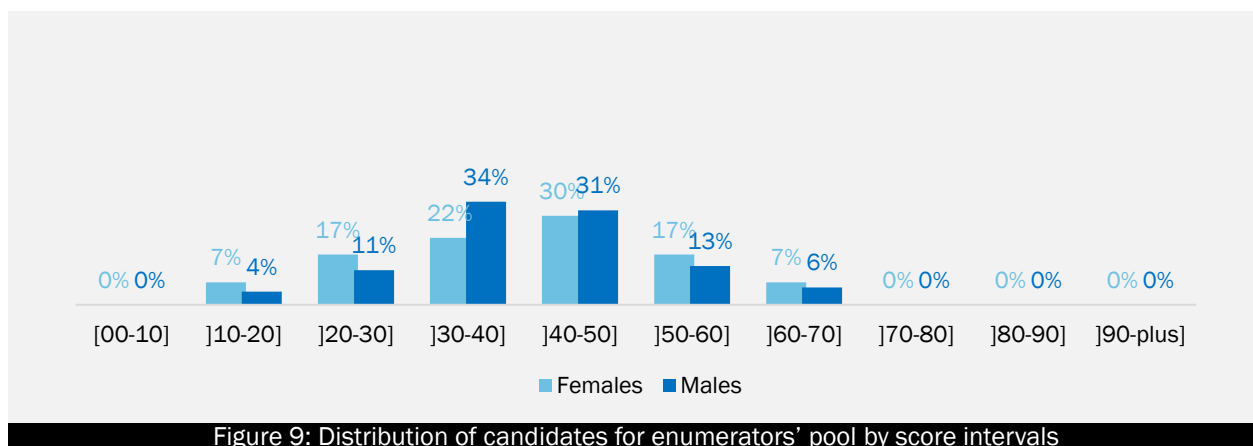
Figure 9: Distribution of candidates for enumerators' pool by score intervals

Another analysis showed that the scores obtained during tests were positively linked in a moderate way to short additional training courses in data collection, monitoring-evaluation and/or communication. The correlation coefficient is +0.504. We recall that only 19% of candidates for the pool of enumerators had completed additional trainings in addition to academic studies, access being very limited in the younger age group (11%). As already mentioned above, the additional free trainings available online in connection with data collection, monitoring-evaluation and communication can be useful in strengthening capacities, including among the youngest. The increased role of universities and other higher education institutions is essential in making this information available to final year students.

Candidates for the pool of supervisors

ER invited 51 candidates, 20 women and 31 men. Among the 20 women, there are 7 candidates with the best records co-opted from the list of numerators, to have at least 40% women among the candidates invited for the recruitment tests for the pool of supervisors. As a reminder, the firm's guideline for recruiting service providers indicates that each sex is represented at least at 40% at each stage of a recruitment process.
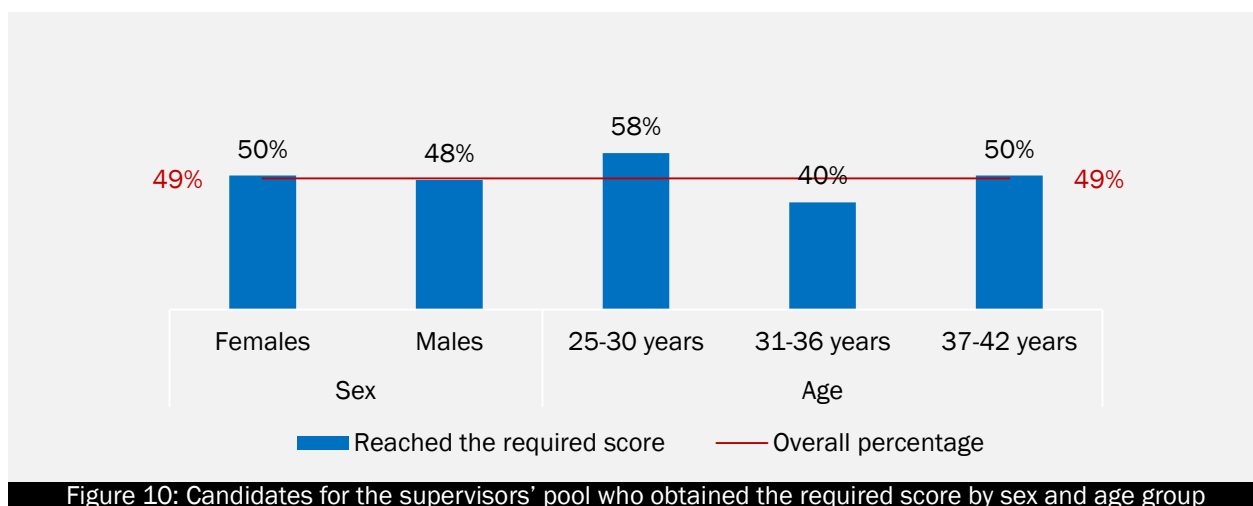

Figure 10: Candidates for the supervisors' pool who obtained the required score by sex and age group

Figure 10 above shows the percentages of candidates who obtained the required score for entry into the supervisors' pool by sex and age group. The figure shows that 49% of candidates obtained the required score. By sex, there is no difference between men and women, in fact, the percentages revolve around the average percentage of 49%. Among the seven women co-opted, five passed the supervisor test. Among the five, three had scores qualifying them for direct entry into the supervisors' pool, one had a score allowing her to be on the waiting list, and the fifth had a lower score to the required, thus leading her to the end of the recruitment process. Even if they had not applied for the position of supervisor, not only were their profiles strong for this position, but they also demonstrated as much sustained performance as the other candidates during the recruitment tests in the supervisors' pool.

By age, the figure shows remarkable differences between candidates aged 25 to 30 and those aged 31 to 36. Among candidates aged 25 to 30, 58% obtained the required score. This group is made up in particular of young statisticians, particularly males, who have participated in several short training courses in monitoring and evaluation, charter of humanitarian standards, data management software, most often online and having a certain experience in data collection. The candidates in the 31 to 36 age group had a slightly different profile, in fact, there were fewer people who did statistics and short training courses in monitoring-evaluation / data collection. Analysis of the link between test scores and complementary training to academic studies showed a moderate positive link, with a correlation coefficient of +0.557. We return to the importance of short training courses in monitoring and evaluation / data collection as a complement to formal education and the role of universities and other higher education institutions in sharing information on free training platforms available online to final year students.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

This analysis was carried out on the basis of actual recruitment applications to constitute the pool of enumerators and supervisors in Burundi. The calls for tenders were published online in February 2024. The objective of this analysis is to highlight the challenges encountered by young men and women when looking for employment and to propose recommendations towards the different stakeholders. This summary is intended for young people, men and women, looking for jobs, human resources managers of organizations/institutions looking for talent, universities and other higher education institutions.

The analysis revealed a number of important findings. First, fewer women apply for positions as temporary enumerators and data collection supervisors than men. Women sometimes hesitate to apply for not only a position whose required profile is higher or different from their qualifications; but also for a more advantageous or more important position, even when they have the required qualifications. The six out of seven women co-opted from the enumerators to do the supervisor tests had the required qualifications, but had not attempted to apply for the supervisor position. On the other hand, men try the most even

when the position requires higher qualifications than those they actually possess. This result reinforces the results of research from Harvard University. According to Katherine B. Coffman, talented women are more likely to be hesitant to apply for job opportunities, especially higher, better-paying positions, because they fear they are not qualified enough, whereas Men do not seem to worry about the mismatch of their skills with the demands of a specific job. Coffman's research is inspired by a commonly cited statistic:

> « Men apply for a job when they only have 60% of the qualifications, but women only apply if they have 100% »

This analysis confirms these results through actual applications for the positions of enumerators and data collection supervisors in Burundi.

Then, there is a challenge of accessing work certificates, which affects the youngest candidates more significantly. According to the Burundi Labour Code, in article 161, the employer is required to issue, at the same time as the final statement, a work certificate for services done. Article 162 indicates that an employer who refuses to issue within fifteen (15) days a work certificate, when the worker [service provider] has requested it in writing or who issues the certificate late, may be ordered to pay damages[4].

In addition, the analysis noted a lack of access to additional short trainings in data collection / monitoring-evaluation. Younger candidates suffer more than older ones. The analysis showed that these training courses contribute to the results of recruitment tests, even if the positive link is moderate. Younger people may be less informed of the existence of several online monitoring-evaluation/data collection training platforms, which are free. It is important that this information is made available to young people towards the end of their studies. The ILO's guidance note for skills development policies for the employment of disadvantaged young people underlines the priority of strengthening the link between education, training systems and the world of work through training programs intended to help students on the search of jobs when they finish their studies[5], among others. The role of universities and/or other higher education institutions is essential.

Finally, the analysis noted the problems of incompleteness and/or inaccuracy of the details provided on the reference persons by the candidates. This problem is more accentuated among younger candidates. Once again, universities and/or other higher education institutions can guide and/or connect young people to relevant resources to benefit from advice on preparing a better job offer application.

Recommendations

To employers:
- o Issue work certificates to service providers in a systematic manner, including young people entering the world of work, according to the conditions provided for by law.

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[4] Loi N° 1/11 du 24 novembre 2020 portant révision du décret-loi N°1/037 du 7 juillet 1993 portant révision du code du travail du Burundi, page 46
[5] Bureau international du Travail (BIT)

To universities and other higher education institutions:
- o Design joint exit programs for young people in final cycles to help them prepare for their entry into the labour market, through advice/guidance on the preparation of a better job offer application, guidance on sites publishing job opportunities, professional internships and professional networks such as LinkedIn.
- o Establish collections of free online training platforms by faculty/sector and make them available to young people in final cycles to complement formal education with more practical trainings.

To the candidates:
- o Take the initiative to do online research to learn about good practices regarding the creation of a good job offer application (e.g.: how to write a good CV), to inquire about job offer platforms, free online trainings, and to become familiar with job posting sites and relevant professional networks.
- o Applicants, particularly younger ones, should express themselves and exercise their right to obtain certification of services rendered from employers
- o Women should dare to apply, including for positions where the required qualifications are not necessarily 100% equivalent to their profile, as men do.

V.   REFERENCES

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Agence Danoise de Développement Syndical, Profil du Marché de Travail au Burundi 2021/2022, page 33. Lien : https://www.ulandssekretariatet.dk/wp-content/uploads/2021/12/LMP-Burundi-2021-Final-Francois1.pdf

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https://www.jeunesseburundi.com/?p=299

ABOUT EVERIC RESEARCHING (ER)

EVERIC RESEARCHING is a private firm that provides data analysis, information, advice, research, monitoring and evaluation, training and mapping services. Our areas of expertise are education, public health, law and protection, governance, gender and youth, and business.

Every day, we work to enable our customers to improve their performance based on solid, easy and quick to use systems to identify trends, predict events, create quality information in order to make decisions based on reliable data . We help our customers gain this data power. Every day our priority is the customer and we ensure the best service to the customer. This is what EVERIC Researching is focused on.

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