

A GUARANTEE SYSTEM  
FOR YOUTH POLICIES

**ONE STEP AHEAD**  
TOWARDS EMPLOYMENT  
AND AUTONOMY



# OSA



2013



**A Guarantee System for Youth.  
“One Step Ahead” Through Regional Policies**

2013



**To the memory of  
Karl-Heinz Dullmaier**

## **A Guarantee System for Youth. "One Step Ahead" Through Regional Policies**

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## **Editorial notes**

*Chapters 1, 2 and 3* are mainly inspired and partially based on results achieved in an European Study carried out by the Scientific Director on behalf of the European Commission-DG Research (see *Adult and Continuing Education in Europe: Pathways for a skill growth governance*, Luxemburg, 2013).

*Chapters 3-11* are based on OSA Survey results. Texts on regional issues are by their own representatives as listed below:

Baden-Württemberg - *Andrea Bernert-Bürkle* and *Bianka Gerlitz*

Gobierno Vasco - *Bittor Arias*

Jamtli - *Anna Hansen*

Regione Toscana - *Sergio Pacini*

Steiermark - *Peter Härtel* and *Michaela Marterer*

Welsh Government - *Steven Fletcher*

The other texts are under the responsibility of the assigned authors and editors.

*Chapters 6-7-8-9* are partially based on the research "Youth" (2008) carried out on behalf of the European Commission-DG Employment and coordinated by ISFOL. This research was published in 2008. The policies referred to were current at that time and are only used here to give examples of types of policy from that time, although in many countries policies have changed significantly.

## 5. Analysis of the dynamics of growth of young people at a regional level<sup>1</sup>

*Paolo Federighi. Contributions by Bittor Arias, Andrea Bernert-Bürkle, Steven Fletcher, Bianka Gerlitz, Anna Hansen, Peter Härtel, Michaela Marterer, Sergio Pacini*

### 5.1. Comparative elements

The purpose of this chapter is to provide some information about the main indicators on which youth public policies act, promoted by Regional Governments and aimed at encouraging the transitions from school to the autonomy of adult life.

We also took into account data on the evolution of the active and inactive population, employed and unemployed in each of the regions included in the study. We have examined the dynamics in the course of a decade (2000-2009), taking advantage of the Eurostat databases. However, the purpose of this study is centred mainly on the measures with training content capable of taking young people one step ahead in their growth process. This result is produced by a set of policies and, with regard to accessing and staying in the labour market, it is the result of economic policies, as well as labour policies and the more or less flexible related models. Here we limit ourselves to consider the participation of young people in the labour market as a general reference that indicates the challenges and impact of training policies.

Within the limits of this study, we will examine the results and trends over a decade of the conditions or behaviours of young people compared to some basic indicators concerning phenomena such as early drop-out, the NEETs, the achievement of a qualification in tertiary education, participation in lifelong learning.

The data on the **early school leavers** in the different regions show positive results everywhere. The rate of decrease - between 2008 and 2009 - has fluctuated from a low of 4.3% (in Wales), up to 13.4% in South Austria and 10.6% in the Basque Country. The tendency toward improvement is significant and not necessarily connected to the presence of a model (dual, for example). Here we are faced with a field of intervention highly exposed to national and regional public policies, where the prevention of drop-outs can be made by measures of retention, feasible by reducing the inefficiencies of training systems or through measures alternative to training. It should be noted, however, how the increasing difficulty of low-skilled young people to find a job may have a discouraging effect with respect to the choice of dropping out of formal education. This could mean that staying in school is the result of a postponement of the moment of entering the labour market. If we take into account the Pisa and Piacs data we know that an increase in staying in the school system does not always correspond to an increase in knowledge and skills. Finally, the comparison between the different regions shows that the differences between regions are significant. Depending on the region in which a young person lives, the chances of becoming an early school leaver may rise by 2.48 times. Moreover, data show that with regard to the specific phenomenon of early school leavers the comparison between EU Member States has a partial meaning. Since sector policies also depend on regional policies and the phenomenon in question has deep historical and cultural roots, the comparison between regional dimensions of different countries modifies the usual rankings. Specifically, it can be seen how regions of Spain show performance close to those in regions of Sweden.

The data relating to young **NEETs - not in education, employment and training** show a trend opposite to that of early school leavers: no region between 2008 and 2009 has seen a reduction in the number of young people in this condition. This may mean that in times of economic crisis and restrictions in public finance this is the class of the population that is most vulnerable. The concept of NEET is very broad. According to Eurostat, in 2011, 7.5 million young people aged 15–24 and an additional 6.5 million young people aged 25–29 were excluded from the labour market and education in Europe. The concept of NEET includes - according to the definition of Eurofound (2012a:24) - “Five main subgroups within the NEET population may be identified:

- the conventionally unemployed, the largest subgroup, which can be further subdivided into long-term and short-term unemployed;
- the unavailable, which includes young carers, young people with family responsibilities and young people who are sick or disabled;
- the disengaged: those young people who are not seeking jobs or education and are not constrained from doing so by other obligations or incapacities, and takes in discouraged workers as well as other young people who are pursuing dangerous and asocial lifestyles;
- the opportunity-seekers: young people who are actively seeking work or training, but are holding out for opportunities that they see as befitting their skills and status;
- the voluntary NEETs: those young people who are travelling and those constructively engaged in other activities such as art, music and self-directed learning”.

Each of these subgroups poses specific problems and refers to specific policy measures. However, to explain the ineffectiveness of the policies implemented it would be well to consider the possibility that, probably, the policies and measures taken are unable to attract some of these young people - we refer to the “inactive” - who, under other conditions, could build a pathway of life made of training and working in the formal economy. There is a parallel youth world, outside of social control, of which we still know little (exit dynamics, growth potential, risk factors, relationships with the informal economy, etc.).

In the regions considered, from one to two young people every 100 live in this condition. Here too, the comparison between the different regions shows that the differences between regions are significant. Finally, the data show that with regard to the specific phenomenon, comparison between EU Member States has a partial meaning. For various subgroups, the possibilities of exiting the NEET position depend on regional policies. This is why the comparison of regional dimensions of different countries fails to grasp the differences produced by these policies and which change the usual rankings in relation to European benchmarks. Specifically, it can be seen how the regions of Italy present performances close to those of regions of Sweden and the best ones of Wales.

Data concerning **young people with tertiary education qualification** show how there is not a positive relationship between the regions with the highest percentages of high skilled young people and the employment rate.

This relationship is found only in Baden-Württemberg.

Staying in the school system has the effect of delaying entry into the labour

market until a later age, with no guarantees of employment corresponding to the studies carried out and the level of qualification attained. Over-education and low quality of the training received, together with mismatching with respect to the demand for labour and low competitiveness compared to young people from other regions or continents help one to understand the limitations of this indicator. Furthermore, as Eurofound (2012a:17) points out “It is important to highlight that in this recession youth unemployment has affected all young people, regardless of their educational attainment”. On the other hand, the analysis of regional data confirms that “People with at least upper secondary education are in general much less likely to be unemployed, much more likely to participate in the labour force, and more likely to have higher earnings compared to those with lower levels of education” (Eurofund, 2012a:6).

Data on the participation of young people in lifelong learning show a weak correlation with the youth regional public policies. The region that has the best performance in the field of youth employment (Baden-Württemberg) shows a tendency to stagnation of performance below the European average and a participation rate of less than half that of Wales and Jämtland Region. This should be interpreted in the light of the fact that, in all countries, participation in lifelong learning is only marginally supported by public policies. It mainly depends upon the economic commitment of businesses and households. This produces a selection of public participation in the more educated and more advantaged classes and, therefore, a highly selective function of lifelong learning, which is entrusted mainly to market rules.

Nevertheless, as we have already seen, a strong propensity to training and, in particular, upgrading exists in young people. Young people between the ages of 25 and 34 are the citizens who more than others engage in continuous improvement activities. In all countries they belong to the regions covered by this study, between 2% and 6% of young people between the ages of 25 and 34 used lifelong learning in order to obtain certification of higher education. If we consider that also a part of unemployed young people has used this opportunity, we understand how public policies can produce greater levels of equity in an area particularly exposed to the rules of the education market.

## **5.2. People with tertiary education qualifications**

The indicator published in Eurostat and taken into account in this study, (*edat\_lfse\_12-Persons aged 30-34 with tertiary education attainment*) relates to people who have reached the so-called ISCED Level 5 (A or B) in their education. This level of tertiary education (higher education) takes at least 2 years and requires the successful completion of secondary education. Level 5B in particular encompasses practice related courses of studies and vocational colleges as well as master craftsman training; Level 5A (university level) encompasses other higher education below the level of doctorate studies. Qualifications that are part of so-called dual vocational education are not included.

A high proportion of inhabitants with a tertiary education qualification is an important factor for the economic competitiveness of a country and a region. Thus, for example, in its summary of the study “Tertiary Education for the Knowledge Society”, the Organisation for Economic Co-operation and Development (OECD)

pointed out that, in “The widespread recognition that tertiary education is a major driver of economic competitiveness in an increasingly knowledge-driven global economy has made high-quality tertiary education more important than ever.” (OECD, 2008:2).<sup>11</sup>

Box 14 - Eurostat-Table: edat\_ifse\_12-Persons aged 30-34 with tertiary education attainment, by NUTS 1 level (%) (Last update: 20-01-2011)

GEO/TIME	2009	2008
Baden-Württemberg	33.1	29.8
Basque Country	41,0	38,5
Centro (IT)	22.8	23.6
South Austria	19.7	20.7
Norra Sverige	36.1	34.5

Box 15 - People aged 30-34 with tertiary education attainment – females (%)

GEO/TIME	2009	2008
Baden-Württemberg	30,8	26,6
Noroeste (ES)	51,5	51,1
Centro (IT)	29,2	28,5
Südösterreich	21,3	21,1
Norra Sverige	43,0	40,4
Wales	40,2	38,2

Source: OSA project indicators (NUTS 1 level) – extracted from Eurostat database 20-01-2011

Box 16 - People aged 30-34 with tertiary education attainment – males (%)

GEO/TIME	2009	2008
Baden-Württemberg	35,6	32,9
Noroeste (ES)	36,4	37,5
Centro (IT)	16,5	18,6
Südösterreich	18,0	20,2
Norra Sverige	29,7	29,0
Wales	39,9	32,1

Source: OSA project indicators (NUTS 1 level) – extracted from Eurostat database 20-01-2011

### Baden-Württemberg

Overall, the trend towards tertiary education qualifications in Baden-Württemberg has been clearly rising. This is demonstrated by the relatively large jump between 2008 and 2009 from 29.8% to 33.1%. The 2010 figure now available of 33.4% confirms the continuing rise. The 2010 Education Report Germany also comes

<sup>11</sup> See OECD comment on the study on [www.oecd.org/document/35/0,3746,en\\_2649\\_39263238\\_36021283\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/35/0,3746,en_2649_39263238_36021283_1_1_1_1,00.html).

to the conclusion that the trend towards higher education entrance qualifications and higher education qualifications is continuing. (See. Author Group Education Reporting 2010, p.10). When a longer period is considered, the OECD also identified that, "In Germany, as in almost all other OECD countries, there has been a significant expansion in tertiary education in the past few years (OECD, 2008:20." Thus the number of university and university of applied science graduates in Germany rose by more than a third between 2000 and 2008 to 260,000 a year now<sup>12</sup>.

### **The Basque Country**

The Basque Country also leads the ranking of European regions under study showing a higher proportion of people aged 30 to 34 with higher education level. Around 41% of the Basque population aged between 30 and 34 years has higher education.<sup>13</sup> This improves the target set for education by the so-called 2020 European Strategy (40%) and the average of the EU27 (32.3%) and the state average (39.2%).

It is comparatively high the proportion of young people between 20 and 29 years which are advanced graduates in science and technology (27.2 per thousand), while still keeping the challenges of attracting a much higher percentage of young people into vocational education (although in recent years a slight increase has been identified, probably reflecting the difficulties of entering the labour market) and that of bringing a greater number of women to more technical areas.

### **Jamtli**

A regional programme for lifelong learning is being produced during 2011 and 2012. One of the key areas pointed out in this programme is the transitions from upper secondary school to university/vocational training or into working life. Also completing upper secondary school will be an important area to work on, in order to give youths the opportunity to apply for higher education.

The educational level in Jamtli is a little below the average in Sweden. This might be due to the employment opportunities of the region, where there are many small- or medium sized companies, many are self-employed. There are few jobs which require higher education, but also few low-skilled jobs. Most employment opportunities are within various crafts, which make vocational training important in the region.

There is a trend that women more often than men tend to get a tertiary education. During the past five years there has been an increase in the proportion of women with tertiary education, while the proportion of men has remained quite stable, in the Jamtli as well as in Norra Sverige.

<sup>12</sup> "Graduates of so-called "dual education" are not taken into account in the Eurostat category. This is despite the fact that they come very close to the definition submitted in the ISCED 5B category, which states, "Tertiary-type B programmes (ISCED 5B) [...] focus on practical, technical or occupational skills for direct entry into the labour market, although some theoretical foundations may be covered in the respective programmes. They have a minimum duration of two years full-time equivalent at the tertiary level." (OECD Glossary of Statistical Terms. <http://stats.oecd.org/glossary/detail.asp?ID=5441>) 60 % of young people in Baden-Württemberg complete such dual vocational education. If this figure is taken into account, it can be seen that a considerably higher number have been through theoretically and practically comprehensive education relevant to the workplace. This probably also explains the relatively low unemployment rates among young people, despite the comparatively low tertiary education graduate figures. This assumption was also confirmed by an assessment made by the OECD expert Kathrin Höckel at the presentation of the study "Education at a glance" and an OECD country study for vocational education in Berlin on 7 September 2010. Based on the results of these studies she identified that, "Vocational education in Germany [...] [makes] a significant contribution to the integration of young people into the employment market and [...] [is] a decisive factor for the low youth unemployment in international comparison."

<sup>13</sup> Figure for 2009. In 2010 the percentage was 43.7%.(02/2013).



After the economic downturn in 2008 it is clear that more people chose to study, which can be seen in the increase of the number of university students (from 348,177 in 2007 to 359,627 in the autumn of 2008 and 388,008 in 2009-all Sweden). This indicates that education might not be everyone's first option, if work can be found. In 2010 18,322 students (in Sweden) claimed they studied to avoid unemployment. Looking at youths' occupation three years after finishing secondary school around 30% have started on a university education.

### **Styria**

Among the people in the south of Austria aged 30-34 years 20% have reached a higher educational level.

This percentage lies 3 percent-points below the Austrian average and is far below the percentage in most regions in comparison. The percentage improves just slightly over the time-period observed.

Females are better off concerning this indicator as their percentage of higher education lies around 3 percent-points above average (and around 6% above their male colleagues).

### **Tuscany**

In the 30-34 age range, which we can consider employment consolidation of competences acquired, the population of Central Italy having the highest level of education does not exceed 22.8%, clearly below the EU 27 average (32.3%). The results for Central Italy partially reflect the situation of Tuscany, which is placed on the lowest values of this territorial aggregate due to the different existing structural configuration between the regions included in such area on the NUTS 1 level.

Overall, it is evident that, even compared to most of the other European regions under examination, a negative differential emerges for Tuscany, the fundamental causes of which are to be researched in the still weak demand for highly skilled work in the regional economy, and in the progressive drop of job opportunities in the public sector – teaching in particular – following the national measures for containing public expenditure.

In recent years in particular, the difficulties in entering the labour market, the difficulty in stabilising temporary work and the modest difference in earnings between university graduates and non-graduates have discouraged many young people from continuing with higher education. This has therefore determined a reduction of attendance and incidence in relationship to the population. Even with respect to the share of university graduates, Tuscany is still far from achieving the 40% goal placed by Europe for 2020; according to the most recent data available, the share of university graduates in the region is 32.6% (Irpel, 2011).

### **Wales**

In comparison with other OECD countries in 2005, Wales ranked in the middle in terms of persons qualified to degree (tertiary) level but had a relatively longer tail of persons with low or no qualifications. A third of the Welsh population had obtained at most low qualifications. The proportion with tertiary qualifications in Wales was lower than the UK but similar to the OECD average with 28% of its adult population having obtained tertiary qualifications. The proportions of 25-34 and 45-54 year olds attaining tertiary education were similar to the OECD averages.

Younger people in Wales were more likely to be qualified to this level than previous cohorts. However several countries that ranked below Wales for the 45-54 age group - such as Ireland, Spain and Korea - had significantly higher proportions of young people with tertiary qualifications compared with Wales.

### 5.3. Early leavers from education and training

Eurostat defines “Early leavers from education and training” as “persons aged 18 to 24 fulfilling the following two conditions: first, the highest level of education or training attained is ISCED 0, 1, 2 or 3c short, second, respondents declared not having received any education or training in the four weeks preceding the survey.”<sup>14</sup>

Box 17 - Eurostat-Table: edat\_lfse\_16-Early leavers from education and training by NUTS level 1 (%) (Last update: 20-01-2011)

GEO/TIME	2009	2008
Baden-Württemberg	9.5	10.1
Basque Country	12,6	14,1
Centro (IT)	13.5	14.5
South Austria	7.1	8.2
Norra Sverige	11.6	12.3
Wales	17.6	18.4

#### Baden-Württemberg

The number of young people leaving education and training early in Baden-Württemberg is relatively low in comparison with the OSA project regions at 9.5 % in 2009.

In 2000 the proportion of “early leavers” was still at 15.1%, from then on it fell overall despite slight fluctuations upwards and downwards. The renewed slight increase in 2010 could be a result of the economic crisis. As a result of the crisis the situation on the apprenticeship market in Baden-Württemberg in 2009 and 2010 was tough and it was particularly difficult for young people with lower educational qualifications to find an apprenticeship place. Newly created school apprenticeships were obviously only able to compensate for these difficulties in part. The situation on the apprenticeship market improved markedly again in 2011, so that medium term downwards trend could be halted, also taking into account the consequences of demographic change and a range of education and training initiatives for young people, which are described in more detail in the policy analysis.

What is noticeable is that in Baden-Württemberg the education drop out rates among women and men are roughly the same and in 2009 exactly at the same level. In other regions men had higher - in part significantly higher - drop out rates. This is covered by the observation that young men more frequently succeed in the transition from school to an apprenticeship than young women (Diehl et al., 2009). This imbalance exists among both youths with a migrant background and youths with German nationality.

<sup>14</sup> [http://epp.eurostat.ec.europa.eu/portal/page/portal/product\\_details/dataset?p\\_product\\_code=T2020\\_40](http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/dataset?p_product_code=T2020_40) (02/2013).



One reason for this seems to be that male youths (62 per cent) have a greater interest in dual training than female youths (50 per cent) (BiBB, 2009).

### **The Basque Country**

The rate of early dropouts in the Basque Country in 2009 stood at 12.6%, against 14.4% of EU 27 and 31.2% for the rest of the state.<sup>15</sup> However, the Basque region does not reach the target set by the 2020 European Strategy (below 10%).

Regarding gender, in all regions studied early school leaving is more common among men. The most pronounced differences occur in the Basque Country, where men double the rate of early women school leavers.

### **Jamtli**

Jamtli has among the highest rates of youths completing their education in Sweden. 81% of all youths in Jamtli complete their upper secondary education – a three-year-long programme – within four years. Not everyone go to upper secondary school, but 99% do.

About 10% of those who attend upper secondary school attend an individually modelled programme, often with fewer subjects than the ordinary programmes offer. The reason for this is often that they have low motivation or social problems (drugs, family problems) and schools want to offer them an opportunity to complete their education with extra support and lessened workload. However, people from the individual programmes tend to drop out of school more often than others. If those programmes are excluded when looking at how many youths complete their education the rate would be 87%. Those who do not finish their education within four years are not all early school leavers. Some finishes after five years, or they transfer to a folk high school when they have turned 18.

### **Styria**

The south part of Austria – Styria is a part from - as well as Austria as a whole has reached this target yet. 7,1% leave school early in South-Austria whereas 8,3% nationwide do so in 2010.

Since several years the south of Austria performs slightly better than the rest of the country does. Although the rate of both areas improve over time, the gap remain more or less stable.

If we look at gender differences at last, we can conclude, that (in contrast to many other regions) in Austria and in the southern part of the country females are not less (and males not more) affected from early school leaving.

### **Tuscany**

In general, the reduction of drop-outs seen in central Italy between 2008 and 2009 can even reflect the drop in job demand caused by the crisis and therefore less pressure for young people to abandon their studies in order to enter the job world early. Those who drop out of secondary school early are offered the possibility of completing their educational cycle through a specific form of apprentice contract, in which the experience of entering a job place is accompanied by training contents that allow the young person to achieve a professional qualification and conclude secondary studies.

<sup>15</sup> In 2010 the percentage of the Basque Country decreases to 10.8%.

In Tuscany, the analyses of recent years show that the increasing trend for students to achieve a diploma has been mitigated by the weight of young immigrants. Tuscany has 77% of students entering upper secondary school, slightly higher than the national average (75.8%). Concerning the type of school students have enrolled in during the last decade, there has been an increase in lyceums, at the expense of a moderate drop in the number of students enrolled in professional schools.

As in other regions, when Tuscany was faced with the increase of its population participating in various forms of apprenticeship, there was also a high increase in the number of people excluded from education and training, especially between 2000 and 2005. Even though it is quite difficult to gather data (in particular for the non formal activities) because it must be interpreted cautiously, the variation of the population not involved in learning activities would be +87.8% in the period under examination, in the case of population 15 years old and over, and +35.4% in the adult population between 25 and 64 years old. One may legitimately suppose that, in addition to the greater weight of the older groups, among which there is less likelihood of participation, the rapid growth of the number of immigrants had substantial influence, most of them doing jobs requiring low qualifications, excluded from ongoing training routes or more education.

## Wales

Wales has a higher proportion of adults without qualifications than the UK average.

Box 18 - No qualifications (cohort 15 years old at start of final year of compulsory school education)

	2005	2008	2010
<b>Leaving full-time education with no qualifications</b> (percentage)	2.2	1.6	0.8

Source: Welsh Government<sup>16</sup>

Box 19 - Working age population highest qualification

<b>Working age population highest qualification</b> (percentage)	1999	2003	2009	2010
<b>No qualifications</b>	20.2	17.3	13.7	12.1
<b>Degree level qualifications</b>	21.6	24.2	29.6	30.6

Source: Levels of Highest Qualification of Working Age Adults<sup>17</sup>

<sup>16</sup> <http://wales.gov.uk/> (02/2013).

<sup>17</sup> Welsh Government from Annual Population Survey-Office for National Statistics, <http://wales.gov.uk/topics/statistics> (02/2013).

## 5.4. Young people who are not in employment, education or training

Box 20 - Eurostat-Table: Young people aged 18-24 not in employment and not in any education and training, by NUTS1 region (%) (Last update: 28-01-2011)

GEO/TIME	2009	2008
Baden-Württemberg	9.4	8.5
Basque Country <sup>18</sup>	9.9	-
Centro (IT)	16.4	14.9
South Austria	10.5	7.9
Norra Sverige	15.2	12.5
Wales	19.5	16.6

### Baden-Württemberg

Baden-Württemberg has a high placing in the OSA regions ranking in the employment area. Compared to the other regions, the proportion of young people between 18 and 24 in Baden-Württemberg who were not in employment, education or training was lower in 2009, at 9.4%. In 2008 Steiermark at 7.9% achieved a somewhat better figure than Baden-Württemberg at 8.5%. As in all regions participating in the OSA project the number of young people who are not in employment, education or training rose in 2009 as a result of the crisis. However, a glance at more up to date regional employment market figures shows this has fallen significantly again, primarily in 2011.

The official unemployment figures published by the Federal Employment Agency are well below those published in Eurostat. Thus in December 2009, the Employment Agency measures an unemployment rate of 4.9% among 20 to 25 year olds (taken from the Bundesagentur für Arbeit 2010). The reason for this is that the Federal Employment Agency's figures only show part – even if the larger part – of under-employment.

They do not record a so-called “hidden labour reserve”. A hidden labour reserve includes everyone who is basically prepared to take up employment but who does not appear in the official statistics for various reasons in times of difficulty on the employment market. Some of them who have lost their jobs have given up looking for a job, discouraged because they cannot see any real chances. The term “hidden unemployment” is sometimes used in this connection.

### The Basque Country

The rate of young people in the Basque Country neither studying nor working is comparatively low (in fact, some recent studies suggest that at state level it is not as high as it has often been pointed out either, because the fact that the activity rate is not 100% in any age group has not been taken into account). Some studies indicate that in 2011, in fact, in this community, NEETs rate is lower than YEETs (in employment and education or training).

<sup>18</sup> Percentage of people aged between 16 and 22 years (inclusive) who do not perform any work or any type of study (regulated or not).

### **Jamtli**

The number of NEETs has increased rapidly during the past two-three years. Jamtli has a worse position than Norra Sverige. The conservative Government, which has been in power since 2006, changed the employment policies. They withdrew many of the previous benefits for employers taking on people for work placements, giving various kinds of benefits to employers who employed people with disabilities, long term unemployed people etc. This might be one possible explanation to the rising figures in NEETs after 2008.

### **Styria**

The percentage of NEET in Austria as well as in the south of the country is nearly 9% and compared to other regions rather low. Although the NEET-concept is different to the definition of early school leavers their percentage within the age cohort is nearly the same.

Females like in most other regions are not more affected than males. Gender-differences that can be observed over time lie within the confidence interval and therefore are not subject to interpretation.

### **Tuscany**

In all of the regional data under examination, the quantitative substance of NEETS in Central Italy is placed on intermediate values (in 2009 at 16.4% of young people in the 18-24 age range), reflecting a situation that so far has not taken on socially devastating aspects, yet which the economic crisis has clearly accentuated, focussing national public attention on this phenomenon that had not had particular attention. From the specific analyses already mentioned, in this case the Tuscany data do not seem to differ substantially from those of the widest Central Italy apportionment, identifying a NEETS percentage of around 16%.

Among the causes that are felt to have a negative influence on the exclusion of young people from both employment and training, on the one hand emerge the poor correspondence of formal educational qualifications with what is required by the labour market, and on the other hand the difficulty of leaving the precariousness of temporary contracts that go on for years and offer very low pay.

In recent studies (Irpel, 2010) the problem of the difficult transition of young people to adult status is confirmed by the fact that they stay in the family of origin after age 24: 57% of young people aged between 25-29 years remain in their family of origin; 31% of young people 30-34 years also remain. The relationship between the long times for leaving the family of origin and the poor opportunities for a stable job and the progressive consolidation of a professional profile is obvious. The fact that young people stay in their family even after finding a job is highly connected to the quality - in terms of income, security and protection - that such job can offer. The wait-and-see attitude and uncertainty about the chance to improve one's condition, even within a context of quite penalising rental markets (which the Tuscan Region tries to face today with specific measures regarding housing for young people), in the long term determines weakening of human resources present and the reduction of the innovative contribution to the economic system, typical of the work of young generations.

## Wales

The definitive source in Wales for estimates of the proportion of young people who are NEET in Wales is the annual Statistical First Release (SFR). Other sources used by the Welsh Government are more timely but recognised to be less statistically robust statistics. The following sources are used by the Welsh Government:

- Statistical First Release, *Participation of young people in education and the labour market* using education data sources and the Annual Population Survey (APS);<sup>19</sup>
- Annual Population Survey (ONS);<sup>20</sup> and
- Careers Wales Pupil Destinations from Schools in Wales survey.<sup>21</sup>

The most recent results from these sources are:

- *SFR basis* - at end 2011(p), 12.1 per cent of 16-18 year olds were NEET (13,800) compared with 11.5 per cent (13,500) at end 2010. The series shows that the proportion of young people who are NEET has ranged between 10-12 per cent over the years 1996 to 2011 accounting for around 12,000-15,000 young people;
- *APS basis* - For the year ending Quarter 4 2012, 11.8 per cent of 16-18 year olds were estimated to be NEET, compared with 13.3 per cent for the year ending Q4 2011. Estimates of NEET rate based on the Annual Population Survey show similar levels and trends to those for the SFR, fluctuating between 10-13 per cent.
- *Pupil Destinations basis* - As at Nov 2012, 4.2 per cent of Year 11 leavers were NEET compared with 4.4 per cent in 2011.

## 5.5. Lifelong learning

Box 21 - People participating in general or vocational Education or Training (25-64 years, all)

GEO/TIME	2008	2009	2010
Baden-Württemberg	8,8%	8,8%	8,8%
País Vasco	13,5%	13,3%	13,0%
Toscana	6,8%	6,8%	7,2%
Steiermark (Styria)	11,7%	13,5%	13,0%
Mellersta Norrland	21,1%	20,9%	21,9%
Wales	19,2%	19,0%	18,5%

Source: Eurostata data [trng\_lfse\_04]

<sup>19</sup> <http://wales.gov.uk/topics/statistics/?lang=en> (02/2013).

<sup>20</sup> [http://data.gov.uk/dataset/annual\\_population\\_survey\\_for\\_wales](http://data.gov.uk/dataset/annual_population_survey_for_wales) (02/2013).

<sup>21</sup> <http://destinations.careerswales.com/> (02/2013).

Box 22 - Eurostat-Table: Ifst\_r\_lfsd2pIII-Life-long learning - participation of adults in education and training, at NUTS levels 1 and 2 (1000), Age from 25 to 64 years, No participation in lifelong learning (Last update: 16-12-2010)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Baden-Württemberg	5249.0	5233.9	5267.6	5287.0	5312.0	5280.6	5403.4	5374.0	5320.8	5272.9
País Vasco	1087.3	1091.0	1093.0	1095.8	1084.3	1149.4	1142.7	1132.4	1132.9	1119.9
Tuscany	1914.2	1896.4	1896.3	1873.2	1852.9	1860.7	1895.6	1906.5	1897.7	1413.3
Steiermark	572.6	583.3	575.6	573.4	576.3	578.9	608.9	152.3	154.7	305.7
Mellersta-Norrland	149.4	150.2	158.2	161.8	152.8	119.8	111.1	143.4	143.9	129.4
Wales	1231.6	1229.1	1229.4	832.2	808.5	557.3	963.2	1149.2	1185.9	1187.1

### Baden-Württemberg

That further education participation in Baden-Württemberg is stable overall is also shown by the total participant figures at Baden-Württemberg adult education centres. Around 2.1 million people went to more than 134,000 events at adult education centres in 2010. Since 2000 the participant figures have been between around 2 and 2.2 million.

However, with reference to further education, although the question of participation in education in the past four weeks is suitable to record a development over time, it is not necessarily meaningful to record annual further education rates in certain age groups. Because e.g. workplace related vocational further education often lasts only a short time or is offered in block release.

Therefore surveys that ask about participation in further education in the last 12 months seem to be somewhat more meaningful. For example, this was shown in the study "Further Education in Baden-Württemberg" within the context of the nationwide further education reporting system (TNS, 2008). As part of the study, for example, 28% of 19 to 64 year olds said they had taken part in vocational further education in the last 12 months. 30% (with an intersection to vocational education) said they had taken part in general further education and as many as 74% reported participation in informal forms of learning. Merely 18% said they had not carried out any learning activities in the past 12 months. These values correspond with the further education participation figures published by the OECD for Germany ([www.oecd.org/dataoecd/10/8/1963236.xls](http://www.oecd.org/dataoecd/10/8/1963236.xls)) according to which 29% of Germans between 25 and 64 said they had taken part in vocational further education and 42% confirmed participation in general further education.

### The Basque Country

The first aspect to be noted is the great difficulty to clearly identify the concepts included in this area (formerly called in Spain Non-Formal Education), since the statistical systems of data collection are much less comprehensive.

Looking at the evolution of this indicator in the period 2000-2008 in the Basque Country, it can be seen that there has been an on-going progress in lifelong learning rate from 4.5% in 2000 to 13.5% in 2008. The territory already reached the proposed goal in 2005 and since then it has been growing, showing values higher than the national average over the entire period analysed.

Attending to gender, women are involved in a higher percentage than men in lifelong learning activities.

### **Jamtli**

Lifelong learning is important in regional policies. A new regional programme for lifelong learning is being developed during 2011-2012.

Sweden has a long tradition of non-formal learning in study circles; Groups which come together, usually for evening courses, in various subjects. It could be languages, singing, cooking, knitting, sailing, picking edible mushrooms or anything else. In 2009, around 20% of the population aged 16-64 in Jamtli were engaged in a study circle.

### **Styria**

The more the knowledge development fastens the more essential lifelong learning becomes to stay economically productive and employable. A concept to control for this demand is to observe the percentage of people participating in general or vocational education or training among adult population.

13% of the Styrian population aged 25-64 years is engaged in lifelong learning. This percentage lies slightly below the average in Austria. Also females in Austria as well as in the southern part of the country are slightly less engaged in lifelong learning than males are.

### **Tuscany**

All the areas of intervention – formal, non formal and informal learning – have found a form of recognition in the regional programming and legislation. In the new national scenario, which as of 2000 expanded the competence of the regions in matters of education, employment and training, the Tuscan Region has aimed its reinforcement on the integration of the various means accessing education, fixing the basic determinations in regional law 32/2002. In the region, this phase led to a reinforcement of public initiatives concerning adult education, including web learning tools.

As emerges from the data in Tuscany, there was substantial growth of the population's participation in forms of learning, a decisive increase is found in the early years of the decade. The variation of the population involved in lifelong learning activities was +87.8% in the period being examined, in the case of population aged 15 and older, and +35.4% in the adult population between the ages of 25 and 64. This corresponds to an average annual increment of +7.8% and +3.9% respectively.

## **5.6. Employment**

The concept of the active population includes all persons of an age cohort available on the labour market. It consists of people working and of unemployed people who are ready and willing to work. People in education, pension or engaged in family responsibilities are excluded.



Box 23 - Eurostat-Table: Employment by age, at NUTS levels 1 and 2 (1000), Age from 15 to 24

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Baden-Württemberg	639.4	672.4	645.3	622.2	603.5	542.8	559.6	565.2	558.7	542.1
País Vasco	50.1	62.1	65.0	68.8	71.1	67.5	71.0	74.1	81.2	79.0
Tuscany	80.7	90.3	88.2	91.8	87.1	94.1	105.4	102.6	107.0	121.4
Steiermark	79.9	81.3	79.4	77.4	81.9	76.9	70.0	69.2	71.2	70.2
Mellersta-Norrland	15.8	17.6	19.9	18.2	16.1	15.3	16.4	17.8	16.2	13.2
Wales	178.7	200.0	204.7	206.7	197.3	209.2	195.4	176.3	185.0	178.9

Box 24 - Eurostat-Table: Employment by age, at NUTS levels 1 and 2 (1000), Age from 25 to 34

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Baden-Württemberg	1041.8	1058.5	1053.5	1044.4	1045.0	997.5	1072.4	1099.3	1136.5	1151.0
País Vasco	244.3	274.0	278.7	278.2	274.2	273.2	275.4	267.2	268.4	257.3
Tuscany	350.7	365.3	373.5	385.1	385.5	399.2	399.1	395.8	402.0	395.9
Steiermark	130.1	130.5	127.9	127.6	130.5	134.0	137.5	139.3	149.4	153.7
Mellersta Norrland	32.3	33.0	33.3	33.4	34.0	32.0	33.0	33.5	36.0	34.1
Wales	261.0	263.4	261.0	257.2	265.8	261.8	271.2	268.0	273.2	290.9

Box 25 – Eurostat-Table: Ifst\_r\_lfu3rt-Unemployment rates by sex and age, at NUTS levels 1,2 and 3 (%), Age from 15 to 24

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Baden-Württemberg	8,3	6,6	6,8	8,8	11,0	9,6	7,4	5,4	3,7	5,7	5,1
País Vasco	31,5	19,2	17,1	20,8	19,1	24,5	23,4	22,2	21,3	25,6	29,0
Toscana	17,8	14,4	13,7	15,4	16,7	16,0	15,0	16,2	16,9	16,9	20,9
Steiermark	10,0	6,8	8,2	7,5	8,3	7,3	5,9	5,8	6,3	6,3	5,3
Jämtlands län	33,6	26,0	21,1	17,2	19,7	17,6	12,8	14,2	13,7	9,7	16,0
Wales	19,9	15,9	14,5	13,7	12,9	11,8	13,1	14,0	14,3	15,7	16,8

### Baden-Württemberg

The number of employees between 15 and 24 has continually increased in the past decade with a slight dip around 2003 and 2004 and a peak in 2008. In turn the number of male employees rose somewhat higher than that of female employees. However, the type of employment between men and women overall and considered separately started at a low level and also the rates of increase were not so high in men or women as the total increase in employment.

This is expressed in an overall rising unemployment rate in this age group, which reached a peak in 2005 at 11%. Overall unemployment in this age group fluctuated between 5.7 % 2000 and 8.3 % in the crisis year 2009, but after positive growth developments this now seems to have weakened considerably in Baden-Württemberg again. This can be concluded from the unemployment statistics from the Federal Office of Employment at least. The general unemployment rate of 3.9 % published by the German Federal Employment Office (*Bundesagentur für Arbeit*) and a youth unemployment rate of 2.9 % in the group of young people under 25 (July 2011) is currently low in Baden-Württemberg due to the good economic development in Germany. The unemployment figures in rural areas are traditionally lower than in bigger cities. However, as mentioned above, the unemployment rate published by the Federal Employment Office usually lies well



below unemployment rates which are calculated on the basis of other methods of collecting data for example in the context of representative surveys like the "Mikrozensus" (micro census) that are used by Eurostat.

What is interesting above all is that the employment rates in the group of 25 to 34 year olds do not fluctuate strongly any more. This reinforces the impression that the successful integration of young people under 25, without tertiary education where appropriate, into the employment market is an important key for positive overall developments on the youth employment market.

That the overall highly positive situation for young people on the employment market in Baden-Württemberg relates to good integration of younger people in employment is also shown by the fact that in contrast to the group of 15 to 24 year olds, the total employment figure could not be raised in the group of 25 to 34 year olds. In fact, it fell from 1,151,000 in 2000 to 1,041,000 in 2009 and even dropped temporarily below 1,000,000 in 2000. What is remarkable is that the employment rate of 25 to 34 year old men fell from 89.9% to 85.7% from 2000 to 2009 and the number of women increased markedly (72.8 % to 78.2 %).

However, during the same period of time the employment rate remained more or less stable. 81.5 % in 2000 and 81.9 % in 2009).

### **The Basque Country**

#### *Active population*

In absolute terms, the development of active young people in the Basque Country has been negative in the last 10 years, with an average annual percentage loss of 4% and 31% for the whole period. In the case of Spain, the loss of active population has been lower, around 1%. This decline has paralleled the loss of young people in general, but more pronounced, due to increased participation in education.

When you consider the evolution of not total figures but their relation to the population in these age brackets, the observed picture (see Box 26) varies considerably, being particularly Tuscany and the Basque Country the regions where the rate of activity of the youth between 15 and 24 is clearly inferior. While in the Basque Country this rate shows a slight upward trends, in Tuscany it is reduced considerably.

Box 26 - Activity rate aged 15 to 24 years

OSA Project Regions/ACTIVITY RATE	2009	2000
Baden-Württemberg	53,1	49,7
Basque Country	39,2	37,9
Tuscany	31	42,6
Steiermark	61,5	54
Mellersta Norrland	52,2	39,7
Wales	57,3	62,7
TOTAL analysed Regions	50,2	49,2

Source: OSA Project Indicators (Eurostat data)

Again the inclusion of activity rates, i.e. the ratio of the population in this segment with the working population in it, offers an interesting reading: Tuscany and the Basque Country still maintain the lowest rate of activity of the analysed regions, and particularly in Tuscany, the difference between young men and women, in their access to the labour market, can be described as considerable.

#### *Employed population*

The Basque Country<sup>22</sup> represents 5% of the employed population of the state. 4.7% of these people are between 15 and 24 and 24.4% were between 25 and 34, that is to say, nearly three out of ten people in employment in the Basque Country are under 35 years (INE, 2010).

The percentage of working people under 35 has declined steadily over the last decade in the Basque Country, with an average annual negative trend of 1.4%. However, the loss of individuals in this group was lower than that suffered by the whole Spanish state, although in both cases the reason may lie in the aging of the population that is observed in the last 20 years, compounded by the economic crisis and current unemployment.

Box 27 - *Employment trends in the population aged 15 to 34 years*

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Media
<b>Basque Country</b>	363,5	371,5	362,5	368,1	362,6	362,2	365,1	357,1	350,8	317,4	
% increase/ decrease		2,2%	-2,4%	1,5%	-1,5%	-0,1%	0,8%	-2,2%	-1,8%	-9,5%	<b>-1,4%</b>
<b>Spain</b>		3851,8	3785,6	3747	3752,2	4008,6	4061,4	3982,6	3630	2762,7	
% increase/ decrease			-1,7%	-1%	0,1%	6,8%	1,3%	-1,9%	-8,9%	-23,9%	<b>-3,6%</b>

*Source:* OSA Project Indicators (Eurostat data)

*Unit:* Thousands of people

Focusing on the section of younger population, this negative development is enhanced, exceeding the national average, while in the case of the population between 25 and 34 years the rate is below 1% loss of individuals in the Basque Country, and it maintains the same percentage as in the previous age group throughout the state.

Considering gender, it is observed that, in the Basque Country and throughout the state, employed men under 35 slightly outnumber their female counterparts. However, changes in the last 10 years show that the analysed male group has been reduced to a greater extent than the female one, and even the latter shows a slight increase of individuals.

Regarding the employed population aged 15 and 24 years, it records the highest rates of population loss in the last 10 years, especially in the case of men.

On the other hand, employed women increase in number in the age bracket of 25 and 34, both state-wide and in the Basque Country.

If absolute values give us an overview of how many young people are in the labour market at a given time, the employment rate helps us to assess the comparative situation of young people in relation to other age groups. The Box below shows that the situation of young people between 15 and 24 is worst in the

<sup>22</sup> The comparison was made with Spain, because OSA data were related only to absolute data and would have required a search of population data by age.

Basque Country than in any other analysed regions, the rate being lower among men than among active women.

Box 28 - Employment rate aged 15 and 24, 2009, by sex

OSA PROJECT REGIONS/ EMPLOYMENT RATE	MEN	WOMEN
Baden-Württemberg	90,7	92,9
<b>Basque Country</b>	<b>65,7</b>	<b>71,6</b>
Tuscany	83,6	80,4
Steiermark	90,0	90,1
Mellersta Norrland	s.d.	s.d.
Wales	78,2	82,7
<b>TOTAL analysed regions</b>	<b>87,5</b>	<b>89,8</b>

Source: OSA Project Indicators (Eurostat data)

#### *Unemployed population*

2009 was a particularly negative year for the Basque Country.

In the area of unemployment, the situation of women appears between light and clearly more favorable compared to that of men. In the Basque Country, the difference is nearly six points in favor of female employment in this age group.

Some information on youth unemployment in the Basque Country and in Spain are now given considering they refer to the total unemployed people (and not to the unemployment rate as it has been already analysed).

17.3% of unemployed people in the Basque Country is aged 15-24, a point below the average rate for the entire state (18.4%). However the highest percentage of unemployment rates is recorded among people aged 25-34. This is above even the one displayed by the entire State.

Box 29 - Unemployment of the Basque population by age (%)<sup>23</sup>

	<b>16 to 24 years</b>	<b>25 to 34 years</b>	<b>35 to 44 years</b>	<b>45 to 54 years</b>	<b>55 and older</b>
<b>Basque Country</b>	17,3%	34,3%	24,2%	16,8%	7,4%
<b>Spain</b>	18,4%	30,7%	25,7%	17,3%	7,9%

Source: OSA Project Indicators

Following the evolution of the last ten years, and parallel to the onset of the current economic crisis, the situation got worse with the highest percentage of unemployed people in this age group in 2009. However data for 2010 show a slight reduction in the number of people who are unemployed. By gender, by 2002 the percentage of unemployed women in the studied age group is slightly higher than that shown by men, but since 2003 the trend is reversed, to be repeated

<sup>23</sup> Data for 2010 according to the Labour Force Survey of INE (National Institute of Statistics).

between 2006 and 2008. In the years 2009 and 2010 unemployment rates have increased in both groups, especially in the group of men.

Box 30- Evolution of unemployment among the basque population from 15 to 24, by gender (thousands)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>Basque Country</b>											
Unemployed population aged 15 to 24 years	27,2	21,9	21,2	21,7	21,9	16,8	18,1	13,4	14,7	23	19,1
Total population from 15 to 24 years	289,684	274,977	260,689	246,071	232,951	222,079	212,791	204,999	200,551	196,209	190,904
% Total unemployed population	9,4%	8,0%	8,1%	8,8%	9,40	7,6%	8,5%	6,5%	7,3%	11,7%	10,0%
<b>Women</b>											
Unemployed population aged 15 to 24 years	15	11,4	10,9	10,1	9,7	7,9	8,9	6,8	8	10	8,3
Total population 15 to 24 years	141,357	133,972	126,746	119,756	113,492	108,247	103,866	100,146	97,718	95,449	92,836
% Total unemployed population	10,6%	8,5%	8,6%	8,4%	8,5%	7,3%	8,6%	6,8%	8,2%	10,5%	8,9%
<b>Men</b>											
Unemployed population aged 15 to 24 years	12,2	10,6	10,3	11,7	12,2	9	9,1	6,6	6,7	13	10,8
Total population 15 to 24 years	148,326	141,005	133,943	126,315	119,459	113,832	108,925	104,853	102,833	100,76	98,078
% Total unemployed population	8,2%	7,5%	7,7%	9,3%	10,2%	7,9%	8,4%	6,3%	6,5%	12,9%	11,0%

Source: OSA Project Indicators (Eurostat data)

## Jamtli

### *Active population*

There is a clear trend that an increasing share of the 15-24 year-olds are economically active, around 50% of the people in this age cohort. This means that the other 50% are not economically active. A large part of them is likely to be engaged in some sort of education, which most youths are to the age of 18 or 19.

### *Employed population*

The number of people employed between 15 and 24 varies a little with 2600 more people employed in 2009 than in 2000. However, considering that the population between 15 and 24 has increased by 6700 people in Mellersta Norrland during the period investigated, that change does not much alter the proportion of employed people in this group. This means an employment rate of 36,1% in 2009 compared to 35,7% in 2000.

In the age cohort between 25 and 34 the trend is different. There are 8,000 fewer people in this group in 2009 compared to 2000. This means that even though 2,000 people less are employed, a larger proportion of this group works, with an employment rate of 80% in 2009 and 71% in 2000. There is also a clear difference between men and women and employment in this age-group, with a larger proportion of the men in employment. An explanation to this could be that more women than men tend to get a higher education.

Another factor can be parental leave. Even though both men and women tend to take time off work, women still spend more time on parental leave than men. Men made up 25% of all those who were on parental leave in 2010 in Jamtli.

There is a difference between "Mellersta Norrland" and Jamtli which is due to the differences between the coast and the inland. By the coast, in Västernorrland there are many industries, where you often can find a variety of jobs, some of them low skilled jobs. In Jamtli there are mainly small companies and self employed people, for which some sort of training is often required. Many people between 15 and 24 are unlikely to have acquired those skills. It is also possible that the growing tourism industry, which creates many jobs during the winter season, but few jobs for the rest of the year, make people employed only for part of the year.

#### *Unemployed population*

There has been a rapid growth in youth unemployment during the past decade. One explanation that has been put forward is that the minimum wages are too high, making it unfavourable for employers to employ someone without education or experience, when there are more experienced (older) unemployed people to choose from. Another factor is the laws and regulations of the labour market which stipulates that the most recently employed person has to be the first one to leave if people are made redundant.

A third explanation is that youths often have short term jobs, seasonal jobs or temporary positions. This makes them often unemployed, but usually for shorter periods of time. During the past 15 years the number of temporary positions has increased dramatically in Sweden. Since the number of university students has increased during the past years, it is also likely that many of them are unemployed during summer. A factor that probably affects the figures for Jamtli is the closing of four regiments and several of the small industries, such as the Ericsson-Flextronic factory, ACB-laminat (making wooden products), Husqvarna (making machines for forestry) and some others, which used to employ many people.

### **Styria**

#### *Active population*

The young active population in Styria constantly grew in the period from 2001-2010. In 2010 the active population in Styria among the people 15-24 years old is 20% higher than it has been 10 years ago. The same is true for Austria as a whole. Within this period the active female population in Styria grew even more (+24%).

Although the active female population grew faster than the male one the activity rate of females remains below the average. The average activity rate in Styria reaches nearly 62% whereas the one of females is 59%. Nevertheless both rates for Styria are higher than the average in Austria.

Over time in Styria the overall activity rate improves from 56% in the year 2001 to 62% in the year 2010, the one for females even from 50% to 59%. This development is rather unique compared to most other regions.

#### *Employed population*

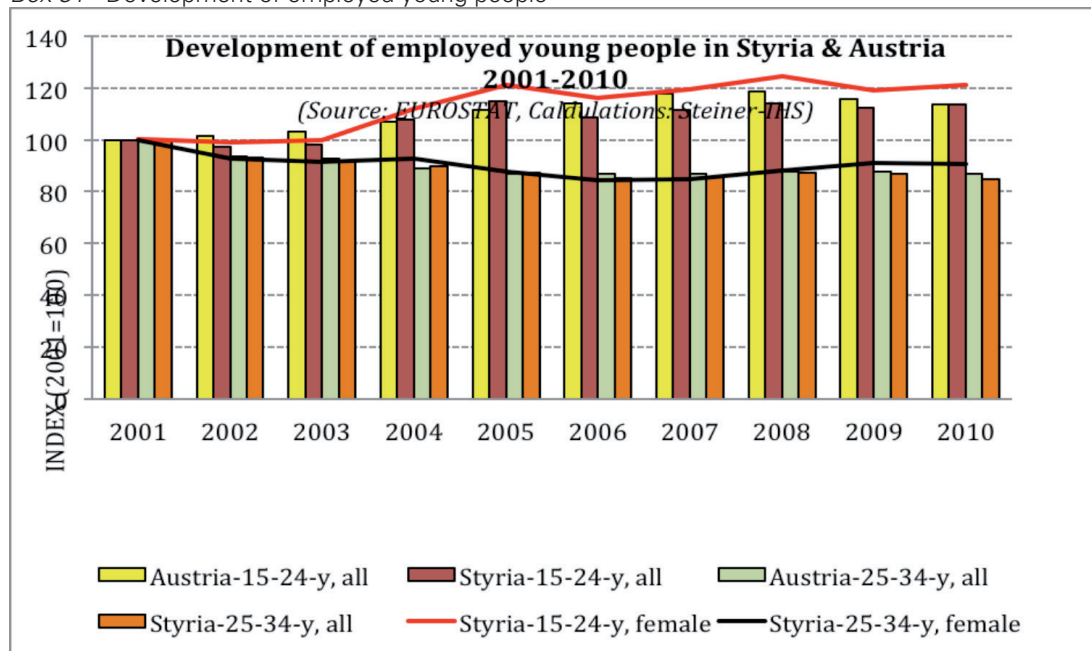
The indicator covering the number of employed people deals with a subgroup compared to the number of active people. Therefore the results to be reported are similar but also more precise concerning different age cohorts.

In Styria as well as in Austria as a whole the cohorts 15-24 years old and 25-34 years old perform very different concerning the number of employed people. First of all we have to mention, that the number of employed people (mainly due to educational reasons) in the age cohort 15-24 years is much lower than the one in the age cohort 25-34 years. But things are changing at least in Styria and Austria: Whereas the number of employed youths aged 15-24 years rises by 14% in the last decade, the same number for the people 25-34 years old declines by 15 percent-points in the case of Styria and by 13 percent-points in the case of Austria.

A declining number of employed young people can be observed in most other regions compared, a rise as it is the case for the younger cohort in Styria and Austria is rather unique.

If we have a special look at the performance of females concerning the indicator, we can see that they even perform better than their male colleagues. In Styria the number of employed females in the age-cohort 15-24 years grows by 21% from 2001 to the year 2010.

Box 31 - Development of employed young people



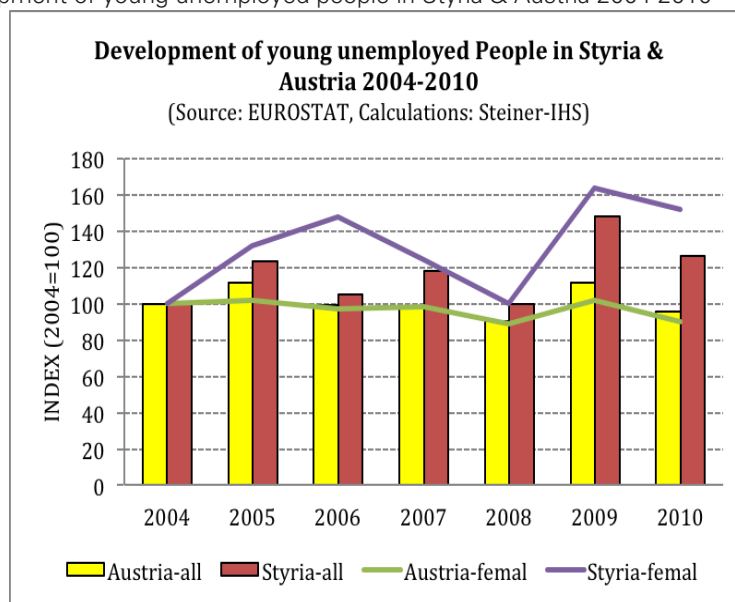
If we consider the employment rates for the younger age cohort there is a rise by 2 percent-points in Austria and 4 percent-points in Styria. Females in Styria perform even better as their employment rate rises from 46% in 2001 to 53% in 2010. In Styria the employment rates of the young people aged 15-24 years are the highest in comparison of all regions and the only ones, which have been growing in the last decade. One reason therefore can be found in the widespread dual system.

#### Unemployed population

Young people are amongst the most vulnerable groups on the labour market and therefore tend to be the first victims of economical crisis. In consequence it can be expected that unemployment of young people is a growing problem especially since 2008, when financial and economical conditions worsened.

This prediction is true for most of the regions compared. Concerning Styria a significant rise in the number of unemployed people by 48% can be confirmed from 2008 to 2009. In 2010 the number declines but still is 27% higher than it has been in 2004. The development of female unemployment in Styria is even worse. The number of unemployed females rose by 64% from 2008 to 2009 and declined only slightly during 2010.

Box 32 - Development of young unemployed people in Styria & Austria 2004-2010



The development in Styria is worse compared to the average of Austria. Nationwide the number of unemployed people was not affected that much by the economical circumstances and most remarkably the number of people affected by unemployment in 2010 is lower, than it has been in 2004. This also is true for females.

Although the number of unemployed young people in Styria rose, the proportion of young people affected still is rather low. 5,3% of the Styrian population aged 15-24 years are unemployed. The same is true for the rest of the country. This means that the situation in Styria, which has been better than average in former years, worsened during the economically difficult years and now is on the same level than in the whole country.

Box 33 - Proportion of young unemployed people (15-24-years, all, in 1.000)

	2004	2005	2006	2007	2008	2009	2010
<b>total population</b>	962,6	983,2	986,8	990,1	993,5	992,0	989,4
<b>unemployed pop.</b>	53,6	60,0	53,2	52,2	48,5	59,8	51,4
<b>% unempl. pop.</b>	5,6%	6,1%	5,4%	5,3%	4,9%	6,0%	5,2%
<b>total population</b>	141,6	143,9	143,3	143,7	144,2	144,1	143,0
<b>unemployed pop.</b>	6,0	7,4	6,3	7,1	6,0	8,9	7,6
<b>% unempl. pop.</b>	4,2%	5,1%	4,4%	4,9%	4,2%	6,2%	5,3%

Source: Eurostat data [lfst\_r\_lfu3pers]& [lfst\_r\_lfsd2pop]



If we consider the unemployment rates at last, the same conclusions can be drawn. In Styria the unemployment rate of the young cohort is among the lowest within the regions compared. It has been better in Styria in former years (7,3% in 2004) and now equals the Austrian average (8,6% in 2010).

### **Tuscany**

In the youth population, and also among women, the activity is influenced by a complex series of elements, found even in the Tuscan experience: for example prolonged unemployment or temporary employment could generate discouragement in searching for work, to the extent that these people are neither employed or unemployed, therefore they leave the work force. The level of activity officially found can be depressed by other phenomena: widespread jobs for which no earnings are declared, or little inclination or possibility for young people to combine education and work.

For Tuscany, data analysed in OSA showed a marked trend to reorganising the number of active young people under the age of 25 in the 2000-2009 period, also as a consequence to the demographic contraction for that age range, with a drop for the whole period of 32.8%. The leading causes of this drop, strongly concentrated in the first five years, are not all to be taken as negative, because such evolution also means that more young people are entering universities. Yet in most cases it happens without combining substantial work with studies. It should be noted that the net drop in 2009 also shows the increasing difficulties in finding or keeping a job following the consequences of the global economic crisis.

The progress of the activity rate in the recent past clearly shows the drop of participation in the segment of younger people: going from 33.5% in 2005 to 31.0% in 2009. The low activity rate of Tuscan youth is still about two percent higher than the Italian average.

From the gender profile, participation contraction was more marked among young women (41.2% for the period) than for men (25.3%). The phenomenon can be interpreted not only in view of the greater propensity of women to access higher levels of education, but also for the influence of young immigrant workers, mainly men, which has reduced the drop in active workers.

In the panorama of the regions being examined, Tuscany, along with the Basque Country, appears to have recorded a drop in the number of active young people; nevertheless while the Basque Country have slightly increased the activity rate (hence their drop is purely demographic), the drop of the indicator was very strong in Tuscany, hence indicating the presence of important problems for inserting young people in the regional labour market.

#### *Employment of young people*

In Tuscany the situation and trend of employment in the youngest age range (15-24 years old) reflects what has been shown concerning active participation in work, as is seen by observing the change data for the start - end period and the annual average change for the period itself: it shows very close values and reflects the strong drop of employed young people for the period (-33.5%). After a phase of fluctuating trends between 2005 and 2008, the explosion of the economic crisis led to a sharp reduction of employment in 2009, the first year of extended employment impact consequent to the recession.



In 2009 in the 15-24 age range, 80,700 young people were employed, of which 48,000 men and 32,700 women. Their effect on total employment was 5.1%, with a slightly lower incidence for women (4.9%) compared to men (5.3%). This is consistent not only with the existence of greater barriers for young women entering employment, but also with their trend for greater participation in higher levels of education with respect to their peers, among which, for example, apprenticeship is a much more widespread tool as a training 'bridge' between school and work at a relatively early age.

In the next higher range, ages 24-35, the trend for Tuscany is still definitely negative, but not as marked as in the range of the youngest ones. In this group there were 350,700 employed, with a decrease of 45,200 with respect to 2000 and 48,500 with respect to 2004, the year in which an uninterrupted negative trend began.

With respect to the beginning of the period, the most recent annual data shows a drop of 11.4%, and the annual average contraction rate in the whole period was 1.3%.

In this case the gender difference appears significantly important: the drop for men (-14.2% between 2000 and 2009) is much more accentuated than for women (-7.6%). This reflects the growth of participation and insertion on the job market that in the pre-crisis years was typical of the female component in early adulthood, also as a consequence of the motivations deriving from higher levels of education.

If we consider the employment rate in the age ranges being examined, on the Italian panorama Tuscany shows higher values: clearly in the youngest age range, but even more significant in the group of young adults, with a difference of nearly ten percent (76.9% compared to 67.5%).

#### *Unemployed population*

The second half of the reference decade found Tuscany with an average number of unemployed young people aged between 15 and 24, to be more contained with respect to the previous five-year period. This is partially to be put in relationship with the increase of university education and with the reduction of the demographic contingent of that group, and therefore consistent with the reduction of the overall work forces and with the drop of the levels of participation in economic activities, especially by men, as mentioned before.

The reduction of the overall number of unemployed young people was 3.3% per year from 2000 to 2009, with a decrease of 29.1% between the beginning and the end of the period. Yet this decrease was totally to be attributed to the men; among women, the young women were much more active on the labour market than their male peers, and therefore the higher levels of participation compensated for the reduction due to more years of study and the drop in the birth rate.

Among the regions being examined, Tuscany is the only one to register, over the decade, a drop in the number of unemployed young people. Nevertheless, if we take into consideration the unemployment rate – and therefore we relate the number of unemployed to the workforce – no substantial drop is found except during the two-year period 2007-2008, namely in the years immediately preceding the employment crisis, which followed the beginning of the world economic recession with a certain time gap. The youth unemployment rate in 2009 was actually greater than in 2000 (17.8% compared to 16.9%) and clearly more with

respect to the pre-crisis value of 2007 (13.7%), the lowest point for the decade.

The employment crisis of recent years presents an undoubtedly critical situation for young people's employment, even though maintaining less favourable unemployment indicators with respect to Italy, where the average weighs heavily on the high imbalances present in the southern regions of the country. This phenomenon can be found in the "very young" 15-24 age range, as well as in the following "young adult" 25-34 age range. Furthermore we confirm that the situation of young women in Tuscany is visibly disadvantaged with respect to their male peers, with special accentuation in the 25-34 age group, therefore in correspondence with the aim of leaving the area of temporary work and get a permanent job. This career appears much more problematic for women.

## Wales

The economic crisis beginning in 2008 was incisive for the Welsh economy. However, structural challenges also influence levels of employment and skills. Among those is the change towards a service-based economy following the large-scale loss of employment in primary industries such as mining and steel production in the wake of the early 1980s recession: between 1979 and 1982, Wales lost 130,000 jobs and the employment rate fell to 62%. Recovery started late in Wales, leaving a legacy of high unemployment amongst older men, especially in the Valleys<sup>19</sup> and the rise of service-based employment mainly among women workers.

Wales has a lower employment rate than the UK average.

Box 34 - Labour Market

	1999	2009	2010
Employment ( <i>level, aged 16 plus</i> )	1,217,021	1,313,429	1,319,948
Employment rate % <i>aged 16-64</i>	66.6	67.6	67.1
ILO unemployed ( <i>level, aged 16 plus</i> )	95,990	116,836	125,020
ILO unemployed % of <i>economically active aged 16 plus</i>	7.3	8.2	8.7
Economic inactivity ( <i>level, aged 16-64</i> )	504,630	497,018	498,898
Economic inactivity rate % <i>aged 16-64</i>	28.1	26.3	26.3

Source: Labour Force Survey - Office for National Statistics, <https://statswales.wales.gov.uk>

## 5.7. Employment of people with higher and tertiary education

Box 35 - Eurostat-Table: Employment by age and highest level of education attained, at NUTS level 2 (1000), Age 15 or over, Tertiary education level 5 – 6 (ISCED 1997)

GEO/TIME	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Baden-Württemberg	1576.4	1472.7	1392.5	1361.1		1358.9	1276.8	1271.1	1180.0	1231.7
Pais Vasco	475.9	479.2	481.0	475.1		458.2	406.7	385.9	367.5	359.4
Tuscany	260.7	269.0	249.7	248.4		225.9	204.1	196.6	176.2	167.6
Steiermark	99.3	94.1	97.9	95.7		96.5	92.1	83.5	82.3	79.7
Mellersta Norrland	51.2	49.5	48.4	:		:	:	:	:	:
Wales	454.9	418.9	390.5	372.6		369.7	371.2	367.8	330.5	318.6

### Baden-Württemberg

The number of employees with tertiary education significantly increased within a decade in all regions. More moderately in Baden-Württemberg from 1,212,400 to 1,576,000 but markedly in other regions. In Baden-Württemberg it can be seen that with an increase from 387.1 to 592.1, the numbers of women have grown

much more in tertiary education than men (825.3 to 984.3), but that men with tertiary education in Baden-Württemberg are still clearly over-represented.

### The Basque Country

35% of the population aged 16 and over in the Basque Country has higher education (INE, 2010). This is a group that has grown steadily over the past ten years, where men have absolute figures which are superior to those of women, but they double the growth rate of males.

Box 36- Evolution of employment of the population aged 15 and over, by gender and higher educational attainment (thousands)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Media
<b>Total</b>	339,1	359,4	367,5	385,9	406,7	458,2	475,1	481	479,2	475,9	
% increase/decrease		6,0%	2,3%	5,0%	5,4%	12,7%	3,7%	1,2%	-0,4%	-0,7%	<b>3,9%</b>
<b>Men</b>	199	206,2	208,3	214,1	220,7	251	258,5	263,8	257,7	246,4	
% increase/decrease		3,6%	1,0%	2,8%	3,1%	13,7%	3,0%	2,1%	-2,3%	-4,4%	<b>2,5%</b>
<b>Women</b>	140	153,2	159,2	171,8	186	207,3	216,7	217,2	221,5	229,5	
% increase/decrease		9,4%	3,9%	7,9%	8,3%	11,5%	4,5%	0,2%	2,0%	3,6%	<b>5,7%</b>

Source: OSA Project Indicators (Eurostat data)

The situation of the employed population aged 25-64 is similar: there is a steady growth of the population with higher education over the last decade and the male group is larger than the female one, but women double the growth rate of men.

Box 37 - Evolution of employment of the population 25 to 64 or more years, by gender and higher educational attainment (thousands)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Media
<b>Basque Country</b>	304,8	324,9	335,8	358	377,4	426,3	444	452,3	452,8	453,2	
% increase/decrease		6,6%	3,4%	6,6%	5,4%	13,0%	4,2%	1,9%	0,1%	0,1%	<b>4,6%</b>
<b>Men</b>	179,7	187,6	192,6	200,2	205,5	236	243,7	250,6	245,8	236	
% increase/decrease		4,4%	2,7%	3,9%	2,6%	14,8%	3,3%	2,8%	-1,9%	-4,0%	<b>3,2%</b>
<b>Women</b>	125,1	137,3	143,2	157,7	172	190,3	200,4	201,7	207	217,2	
% increase/decrease		9,8%	4,3%	10,1%	9,1%	10,6%	5,3%	0,6%	2,6%	4,9%	<b>6,4%</b>

Source: OSA Project Indicators (Eurostat data)

### Jamtli

#### *Employment and education*

Even though the statistics cover a short period of time (see Box 35 as for Mellersta Norrland), it is evident that more and more people with a tertiary education are employed. More women than men have this sort of education which naturally will be reflected in the figures where more women than men with a tertiary education are employed (see Boxes 38-39).

Box 38 - Employment and highest level of education, 15 years and over with tertiary education (1000)

GEO/TIME	2009	2008	2007
<b>Mellersta Norrland</b>	51,2	49,5	48,4
<b>Males</b>	21,5	20,9	19,4
<b>Females</b>	29,7	28,6	29,1

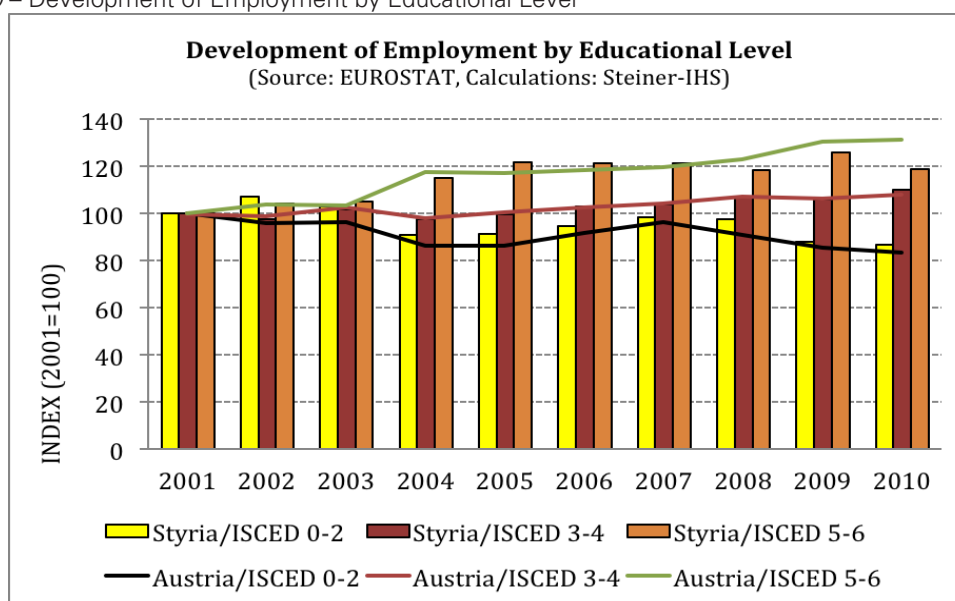
Box 39 - Employment and highest level of education, aged 25-64 tertiary education (1000)

GEO/TIME	2009	2008	2007
<b>Mellersta Norrland</b>	49,4	48,2	47,2
<b>Males</b>	20,8	20,4	18,7
<b>Females</b>	28,6	27,8	28,5

## Styria

In the period from 2001 to 2010 in Styria the number of employed people with an education on ISCED 0-2-level declines by 14% whereas the corresponding number of people with a higher education on ISCED-level 5-6 rises by 19%. The development in Austria with a decline of 17% on a low educational level and a rise of 31% on a high educational level is even more dynamic. The mediums-skills level (ISCED 3-4) also grows but the growth is more moderate (+10%).

Box 40 – Development of Employment by Educational Level



## Tuscany

In Tuscany the increase of the number of employed people with higher levels of education was undoubtedly substantial in the reference decade. From the job offer point of view, an important impulse for achieving university levels of qualification comes from the reform of Italian teaching systems in 2000, with the introduction of the three-year degree that had not been contemplated until then. A contribution from the job demand point of view can be attributed to the process of developing the service industry for economy and employment, requiring

a greater number of highly qualified professionals. We must consider that the positive trend was put in motion starting from a situation of low presence of highly qualified employment, which in relative terms even in 2009 was 16.6% of all those employed. A delay therefore remains and is derived from the structural economic vocation of Tuscany, with a prevalence of the manufacturing industry sectors having little demand for research and development and with a service sector broadly characterised by traditional functions (tourism, personal services). With these warnings, the absolute data showing considerable growth are appreciable, from the 119,400 employed people with degrees in 2000 to the 260,700 in 2009, which is an increase of 118% and an average annual growth rate of 9.6%.

The division by gender shows the strong contribution of women, for which the growth rate rises to 11.8% compared to 7.6% for men.