

**PES TO PES DIALOGUE PROGRAMME:**  
**COMPARATIVE PAPER**

Comparative paper on Youth Integration  
(Input to Peer Review Austria, 22/23 March 2010)

A paper submitted by

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*Date: 11.03.2011*



*This publication is supported for under the European Community Programme for Employment and Social Solidarity (2007-2013). This programme is managed by the Directorate-General for Employment, social affairs and equal opportunities of the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields.*

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## ABBREVIATIONS

ALMP	Active labour market policy
E&T	Education and training
IAP	Individual action plan
LTU	Long-term-unemployed
NEET	Neither in education, employment nor in training
PES	Public employment services
UB	Unemployment benefit
SME	Small and medium sized enterprises
VET	Vocational education and training

## EXECUTIVE SUMMARY

There have been considerable improvements in youth integration at least until the financial crisis wiped out much of the progress made. Up until 2008 the shares of persons who dropped out from school and who are not in education, employment or in training (NEETs) declined particularly in those countries which had severe deficits in this regard. There has been a common move towards better youth integration which can be linked to the activities of the European Commission and the strong efforts in the Member States. The crisis pushed youth unemployment rates back to levels twice as high as those for the average workforce, and for the low-skilled and untrained young people this negative trend was particularly strong.

Most of the 14 peer countries provide special youth integration services, and some integrate these services into their regular placement activities. This is done in one-stop-shops. In some countries, special organisational units, such as for example the Youth Guidance Centres in Denmark were created to professionalise youth services. Other countries provide special training to youth integration staff for their difficult task. Training activities are outsourced in many countries. No assessment of the efficacy of one approach over another is available.

The set of measures applied in youth integration is as diverse as the target groups. Six (sometimes inter-related) elements can be discerned: (1) the selection of target groups, (2) special guidance services (3) work-based integration (4) school-based integration (5) employer subsidies, and (6) trainee subsidies. There is a strong focus on work-based integration. Many countries use employer subsidies to support job creation of particular target groups, as work experience is evaluated as an efficient integration tool. Most of the countries apply individual action plans to govern the integration process. However, the application of measures is strongly related to the structure of the education and training system and to PES practices. Whilst Austria's and Germany's vocational training systems for example are work-based, the Dutch system is much more school-based.

The efficiency of youth integration appears to be strongly related to the functioning of networks and co-operation with employers, schools, training providers and governmental and non-governmental organisations. Most countries therefore implement youth integration at the local level. The Netherlands apply a highly decentralised approach, which is evaluated as being innovative. Germany follows a centralised approach, which is assessed to be efficient. There is certainly not just one single way to achieve better youth integration, and a diversity of approaches appears to be an asset. Networking with other stakeholders, however, finds little attention in the peer country reports and does not seem to be developed in all countries.

Very little is known about the effectiveness of youth integration measures. The few empirical investigations available indicate that work-based integration measures result in a rapid transition to work. This is confirmed by the assessments given in the peer country reports. School-based measures may take more time but can be more sustainable. Wage and training subsidies, as they are given by most of the countries, also show high treatment effects. This, however, has to be related to the probability of dead-weight losses which increase with the level of subsidies and the duration of subsidy programmes. Wage subsidies therefore may be unavoidable to get employers on board but their effectiveness may be overestimated.

This comparative report is based on the peer country reports which cover a wide range of aspects. There are, however, still underexplored areas in the comparative tables, and thus could be the subject of further debate. This is particularly the case if the question of 'what

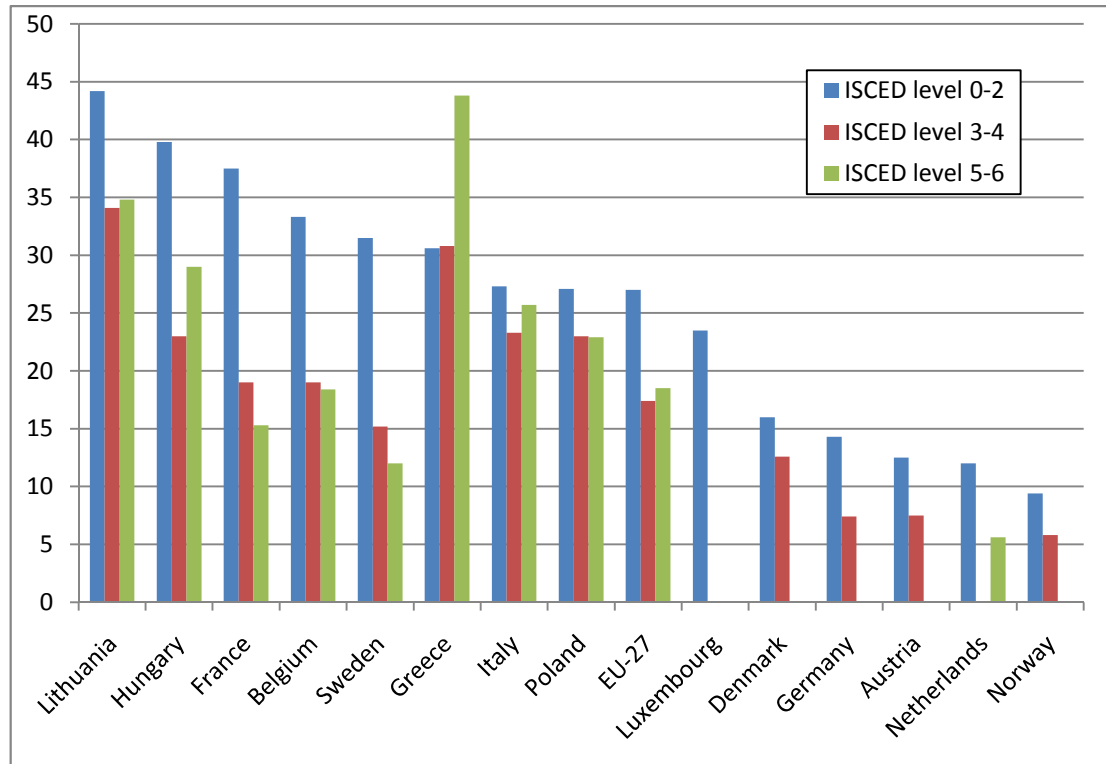
works best among PES programmes' is raised. Little is still known about the details of best practices and the reason why PES organisations prefer their set of measures. The Vienna workshop revealed a great deal of conviction that the respective national approach is effective and works best under the prevailing national framework. The transfer of ideas and their integration into the national frames therefore is the way how this peer review can be productive.

A comprehensive evaluation of youth integration programmes needs a data basis which allows longitudinal analysis of participants, a well-structured description of measures, and the isolation of ALMP expenditures for the target group. This is not available in all countries and substantial efforts are needed to allow a better understanding of what works.

# 1 LABOUR MARKET SITUATION OF YOUNG PEOPLE

## 1.1 Unemployment trends

**Chart 1** Unemployment rates for age group 15 to 24 by ISCED levels in %, Q3/2010



Source: Eurostat, Labour Force Survey, Economix.

- Young people were even more affected by the international financial crisis than the average workforce. In the third quarter 2010 the **total unemployment rate** for young people aged 15 to 24 in EU-27 countries was 20.5 per cent and thus almost twice as high as the total unemployment rate of 9.3 per cent. In comparison to the year 2000 the youth unemployment rate increased by 2.2 percentage points (Table A1, Annex). Among the peer review countries, Lithuania and Greece had the highest youth unemployment rates in the third quarter 2010, while Norway and the Netherlands had the lowest rates.
- **Long-term unemployment rates** of persons aged 15 to 24 improved since 2000 by 5.5 percentage points and were 28.5 per cent in the third quarter of 2010 for the EU-27 countries (Table A7, Annex).
- There are considerable differences in unemployment rates regarding **education levels**: in the third quarter of 2010 the difference between lower secondary education (ISCED level 0-2) and tertiary education (ISCED level 5-6) for persons aged 15 to 24 was 8.5 percentage points in the EU-27 (Chart 1). In particular, in France the unemployment rate for a young adult with lower secondary education was 22.2 percentage points higher than for a young adult with a tertiary education degree. In Sweden the difference was 19.5 and 14 percentage points. In Greece, however, young adults with higher education levels were hit much more severely by the crisis than other youths. In Italy and Poland, the differences in unemployment rates were rather small.

## 1.2 School drop-out rate and NEET rate

**Table 1 School drop-out rates**

Share of youth not in education and without an ISCED 3 educational attainment;

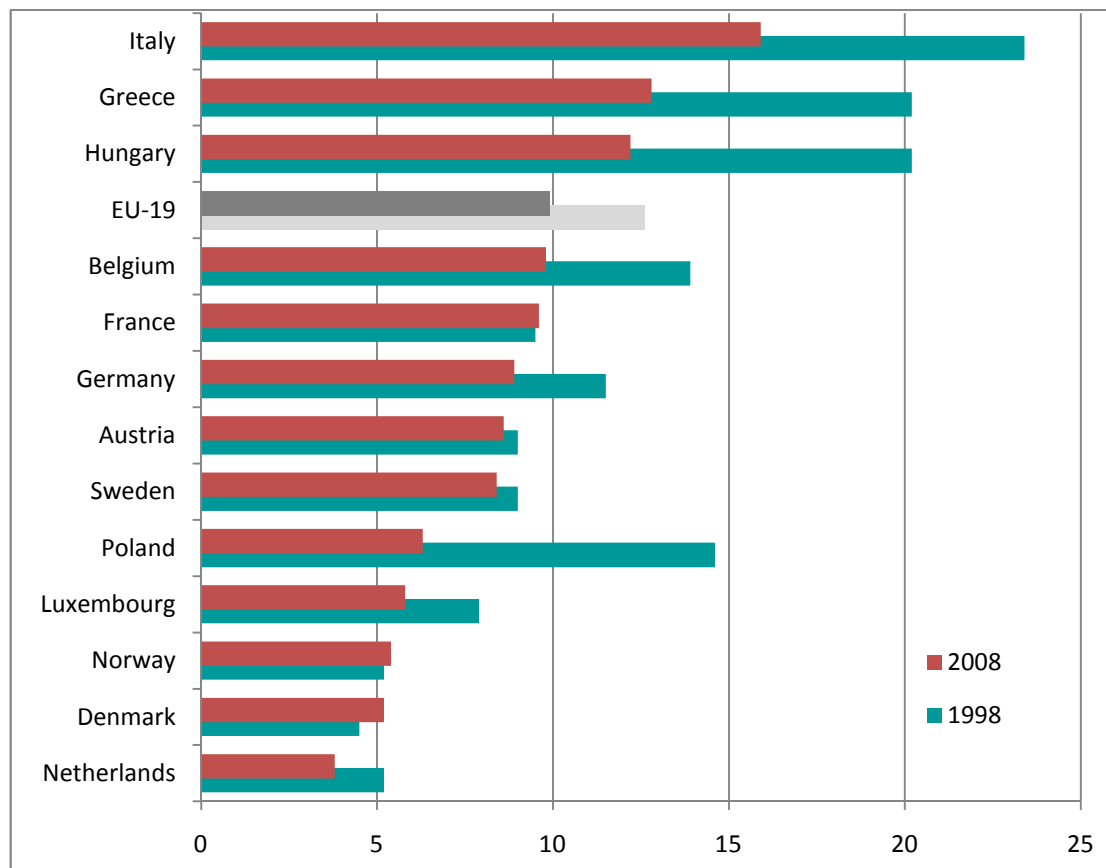
	1998	2008
Italy	30.9	21.4
Norway	.	20.6
Greece	26.2	16.9
Luxembourg	25.9	16.4
Denmark	9.8	15.8
Netherlands	16.8	15.3
Belgium	15.8	14.2
Austria	10.8	13.6
France	28.9	13.3
Germany	14.4	12.7
Hungary	19.0	12.6
Sweden	8.0	7.9
Poland	9.6	5.3

Source: OECD 2010b, *Economix*.

- There has been a considerable progress in the reduction of school drop-out rates. OECD data indicate a decline from 18.8 per cent to 15.0 per cent between 1998 and 2008. This has particularly been achieved in countries with high drop-out rates at the end of the 1990s, Italy, Greece, Luxembourg, France and Hungary.
- School drop-out rates nevertheless vary widely among peer review countries: in 2008 the highest rates were observed in Italy and Norway (21 per cent), the lowest in Poland and Sweden (5.3 per cent and 7.9 per cent). Particularly high drop-out rates were measures in other EU Member States such as Portugal and Spain. In contrast, very low rates between 4 and 7 per cent were shown for Slovenia, Slovakia, Czech Republic, and Finland (9 %) (Table A14, Annex).



**Chart 2 NEET rate for age group 15-24 in %, 2008**

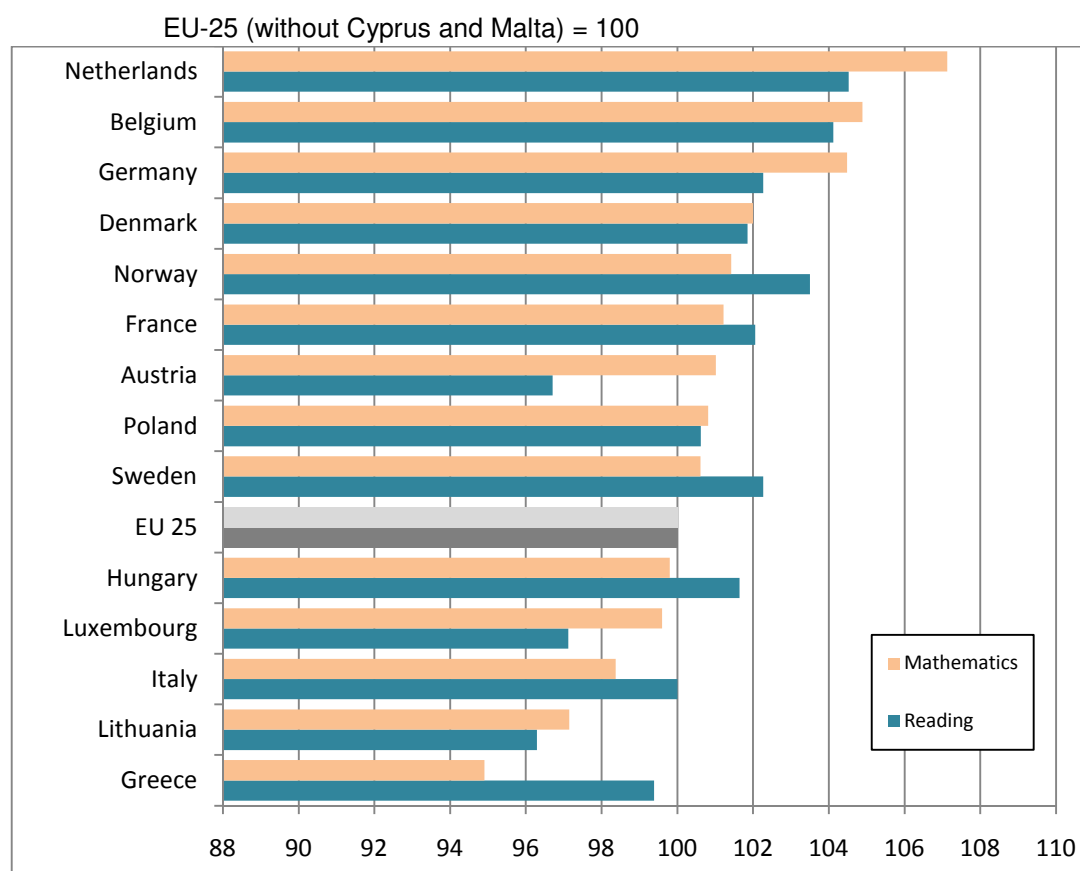


Source: Eurostat (2011), Economix.

- Ten per cent of all young people in the EU-19 were **not in employment, education, or training (NEET)** in 2008. This is also a considerable improvement compared to 1998, when the NEET rate was 12.6 per cent.
- Chart 2 shows that the Netherlands, Norway and Denmark had the lowest NEET rates among the peer review countries. Countries with very high shares in 1998, such as Italy, Greece, Hungary, Belgium and Poland were able to achieve considerable improvements in comparison to the situation in 1998.
- In combination with education and training systems, **PES** play a crucial role for the numbers of young people in NEET status and for the number of long term unemployed. In all peer review countries and in the EU-27 average the long-term unemployment rates are significantly lower for the age group 15 to 24 than for the total workforce. Nevertheless, PES often faces a challenge in establishing contact with all young NEET people. This requires measures going beyond the scope of regular ALMP.

### 1.3 Mathematical and reading and skills

**Chart 3 Index of PISA results 2009**



Source: OECD 2010, PISA 2009 Results: What Students Know and Can Do, Economix.

- The **PISA test 2009** by the OCED revealed that there are still shortcomings in schooling in some EU Member States. The mathematical and reading skills of the 15 years old are above EU-25 average in the Netherlands, Belgium, Germany and Denmark. Luxembourg, Italy, Lithuania and Greece are below the average (Chart 3).
- The level of mathematical and reading skills correlates in many countries. There are exceptions, however, particularly in Austria and Greece.
- This pattern of PISA levels by countries does not show a full correlation with school drop-out rates or NEET rates. This means that the need for youth integration cannot be exclusively be linked to school performance. The inclusiveness of labour markets plays an important role.
- Besides a low educational background the second main factor responsible for a high risk to become unemployed is a **migration background** among young adults. This is a serious problem in the countries with a high share of migrants such as Luxembourg and France. Having a migration background lowers not only educational outcomes, but often labour market entry chances too (OECD 2010). In some countries there are unequal chances for the young people because of differences in the access to education by region. In many countries urban are more affected by youth unemployment.

## 2 PES ORGANISATION AND SERVICES

### 2.1 PES organisation principles

- One of the major questions of PES organisation refers to centralised versus decentralised organisation principles. In six countries decisions on PES policy and active labour market measures are made at national level and implemented in the regional and local PES offices. Examples are Belgium, France, Germany, Greece, Lithuania and Luxembourg.
- Austria, Denmark, Norway and Hungary have a mixed organisational structure. For example in Denmark the Ministry of Employment is responsible for labour market policy, standards and measures, whereas PES are under the responsibility of municipalities. In Italy, the Netherlands, Poland and Sweden, PES are organised in a decentralised way. The Dutch municipalities, for example, have a strong say in the allocation of youth integration budgets together with their regional partners.
- Social partners play an important role regarding decisions on measures and setting of standards in PES services in Austria, Belgium, France and Greece. In Hungary annual service contracts with NGOs exist.

### 2.2 Organisational units to provide services

- One-stop-shops are available in Austria, Belgium, Denmark, France, Germany, Greece, Lithuania, the Netherlands, Norway and Sweden. Young clients have to contact only one office, not several, to receive financial benefits or to make use of individual counselling services to find a job, an apprenticeship, training or any other help.
- Vocational guidance or career guidance centres to outreach to young people already before they leave school and during their educational and vocational orientation exist in Austria, Belgium, Denmark, Germany, Hungary, Luxemburg, Norway and Poland at the local level; either as part of the PES (for instance Austria) or independently, but operating in close cooperation (for instance in Poland). For example in Austria so called BerufsInfoZentren (BIZ) exist which give information about professions and VET and how to apply for those.

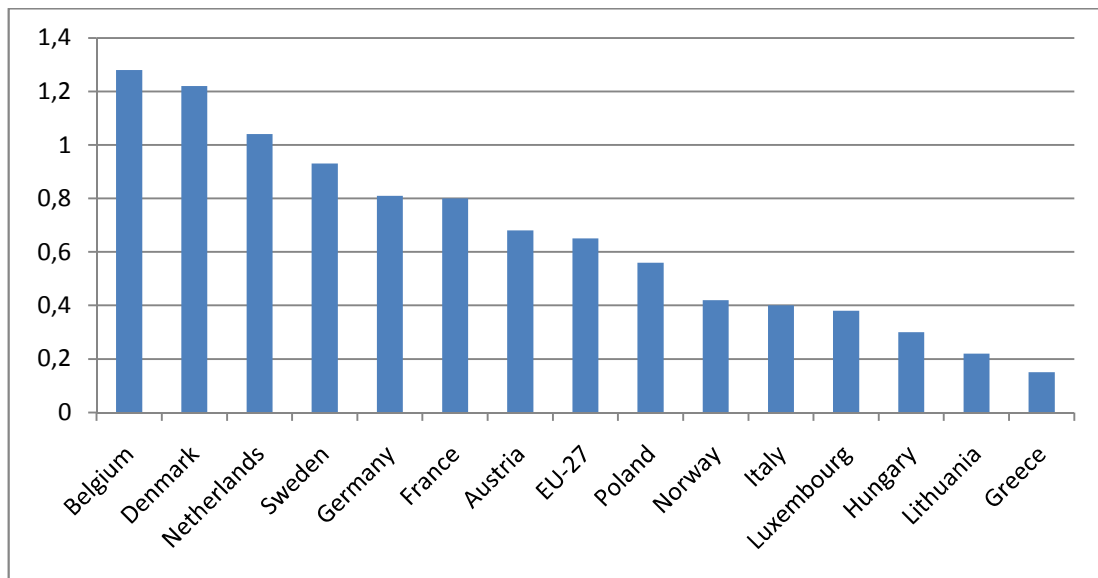
### 2.3 Staff organisation

- In five countries certain PES staff are specialised in youth integration. In Germany specially trained teams work with the young clients in all local offices ("U- 25-teams"), in the Netherlands most offices have a specific staff dedicated to working with young people. Also Austria, Italy and Norway report on specialised staff in some offices. It is assumed that in the other peer countries generalised guidance counsellors deal with young people as well as other target groups.
- In Vienna, Athens and Budapest local offices were established exclusively for young people.
- The need for professionalization of staff working especially with young people most at risk is pointed out by several countries. In Italy an increasing number of PES provide professional tutors for young people. In Hungary 2,000 practitioners such as teachers and social workers have been trained specifically to deal with disadvantaged youths and their guidance needs. The Netherlands point to their investment into the training of staff regarding youth culture and youth behaviour. The Dutch PES organises "inspiration days" on these issues for its own staff and for staff from partner organisations.

## 2.4 Finance

- Employers and employee contributions to social insurance are one source of finance in Austria, France, Germany, Greece and the Netherlands. State budgets (taxes) are used in all countries but the shares are different. In Belgium these taxes are regional.
- In Belgium, Italy, Luxembourg, the Netherlands and Sweden most PES services are provided in-house, whereas in France most measures are subcontracted and in Denmark outsourcing of services is even mandatory for local offices. Many countries source out services at least partly, such as Austria, Germany, Italy, Luxembourg and Sweden.
- The European Social Fund has a more important role in Austria, Greece, Hungary, Italy and Lithuania.
- Data on ALMP expenditures for youth integration is not available. The checks in Eurostat and OECD datasets revealed that a breakdown by target groups is missing. Such information is also missing in the peer country reports. In the EU-27 countries total ALMP expenditures were 0.65 per cent of GDP (Chart 4). Among the peer review countries Belgium, Denmark and the Netherlands spend more than one per cent on ALMP and all other countries spent below one per cent of GDP.

**Chart 4 ALMP expenditures in peer review countries as a % of GDP, 2008**



Note: ALMP expenditures include labour market services, training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct job creation and start up incentives. For Norway no data available for labour market services.

Source: Eurostat, Labour Market Policy database.

**Table 2 PES Organisation**

	<b>Centralisation / Decentralisation</b>	<b>Organisational units to provide services</b>	<b>Staff organisation</b>	<b>Finance</b>
AT	Mixed responsibility: - Supervised by the Ministry of Finance and Labour as part of a federal administrative council - Standards (guidelines) are set at the federal level in cooperation with social partners - Decision about concrete strategies and measures independently at regional and local level - Annual targets according to a mid-term plan - Regional action plans	- One-stop-shops, divided into 3 zones: Information Zone (for all interested persons), Service and Counselling Zone for jobseekers - 64 Career Information Centres (BIZ) as part of the Information Zone	- All staff get a 40-week training programme regarding job placement, counselling etc. - Specific youth office in Vienna - Specially trained youth staff in some local offices - Specific staff for employers (Service to Employers)	- Employers and employee contributions to social insurance, tax, ESF - Active measures subcontracted (tendering process) - Outsourcing of tasks that need special know how or time
BE	Centralised: - Federal government responsible for legal rules (labour law, benefits, subsidies) - PES services jointly run by the social partners at the regional level - Annual plan with a 5-years-perspective - Action Plan for young people	- One-stop-shop in Brussels and in some other municipalities - Active Employment Search Guidance Department (support for CV writing and interview techniques) - Referral centres (support for jobseekers in key sectors)	- No specific desks/staff for young people	- Regional taxes - Most services in-house
DK	Mixed: - Ministry of Employment responsible for labour market policy, standards and measures - PES under the responsibility of municipalities - 4 state run employment regions to analyse and monitor PES efforts - National unit for the young unemployed	- One-stop-shops - Youth Guidance Centres (not under the responsibility of PES)	- Staff in Youth Guidance Centres	- Municipalities get reimbursement by the state, the amount depends on the integration rates of the unemployed into work and education - Mandatory for local offices to outsource services, esp. for academics
FR	Centralised: - Supervised by the Federal Ministry of Labour and Health, run by a managing board consisting of social partners and experts - Decision on policy, measures and evaluation at national level, implementation at local level, supervised by the regional directorates - Midterm plan for the young people	- One-stop-shops	- No specific desks/staff for the young people	- Employers and employee contributions to social insurance (62%), state budget (28%), financial products (10%) - Most measures subcontracted - Services to employers in-house

	<b>Centralisation / Decentralisation</b>	<b>Organisational units to provide services</b>	<b>Staff organisation</b>	<b>Finance</b>
GE	Centralised: - legal and budgetary control by the Federal Ministry of Labour and Social Affairs - Decision on measures at the federal level, at local level on how to deliver the legal regulations in cooperation with social partners; - Implementation at regional and local level (decentralised responsibility): in general municipalities and the BA are responsible for LTU; in some regions municipalities are responsible for LTU youth and school leavers (Optionskommunen)	- One-stop-shop - Career Information Centres	- U 25 teams at the local offices with specialized staff - Specific career guidance section	- Employers and employee contributions to social insurance - Qualification measures are subcontracted (tendering process) - Placement partially contracted out to private services
GR	Centralised: - Supervised by the Ministry of Labour and Social Insurance - Decision on policy, measures and evaluation at national level, implementation at local level, supervised by the regional directorates	- 121 One-stop-shops - Vocational Guidance Centre in Athens - 6 centres providing support for specific groups (not esp. young people) - The Greek PES runs its own 52 technical vocational schools (apprenticeship schools) & 31 vocational training schools	- No specific desks/staff for the young people  - All staff gets a 4-week training program, some are trained in special measures (start-up consulting, job search etc.)	- Employers and employees contributions to social insurance, government, ESF
HU	Mixed: - PES under the supervision of the Ministry of Public Administration and Justice, some programs are under the responsibility of other actors - Annual service-contracts of PES with NGOs and other organisations - Youth Employment Program, National Youth Strategy	- Occupational Guidance Centre in each county office - National Career Guidance online portal run by the National Employment Office	- In Budapest and some counties special local offices for the young people - Career counsellor specialists in all occupational guidance centres - National lifelong guidance system: 2.000 practitioners (teachers, social workers) were trained via a 30-hours in-service-training or via two-year part time post graduate studies	- State budget, ESF
IT	Decentralised: - Regions responsible for strategic planning of services and measures - Implementation by PES at local level	- PES either organised as "diffused" model (all PES provide special services for young people) or as "centralised model" (one central PES in the province) - Therefore not in all local PES services and guidance for young people (14% do not provide any service to the young people < 18, 58% provide all services to all young people)	- Increasing number of PES provides professional tutors esp. for drop outs, low skilled or other young people at risk	- Regional taxes and finance from the Ministry of Labour, ESF - By law: private employment agencies can implement all services and measures, but most services in-house - Outsourcing of specific tasks, for instance for counselling young drop outs
LT	Centralised: - Tripartite Council - Yearly action plan - Involvement of persons <29 into ALMP since 2010	- One-stop-shops - 10 local offices incl. 49 customer service branches in municipalities - 11 Youth Employment Centres - Service to Employers	- Specific staff for employers	- Employment Fund (employers contributions), state, ESF

	<b>Centralisation / Decentralisation</b>	<b>Organisational units to provide services</b>	<b>Staff organisation</b>	<b>Finance</b>
LU	Centralised: - PES is a department of the Ministry of Labour and Employment with five regional agencies	- Department for vocational and educational guidance - Career information centre - Department for youth employment	- Sector-specific consultants for cooperation with employers - Specific staff for youth integration measures - Specific staff for vocational guidance	- Taxes - Service mainly offered in-house - Specific or intensive counselling also by external non profit organisations
NL	Decentralised: - Municipalities decide about the PES budget - PES: integrated cooperation with municipalities, schools and other stakeholders, services differ across regions - Actionplan Youth Unemployment 2009-2011	- One-stop-shops: 120 local offices with integrated teams of PES and municipality staff	- Special youth desk and staff (counsellors, coaches and trainers ) in most local offices - Special training on youth culture and youth behaviour - Inspiration days for the professionals and partners - 2x100 Trainees for youth counselling - Special business consultants	- Employers and employee contributions to social insurance, tax, money from employers organisations funded for education of employees and jobseekers - Most measures in-house, reintegration of disadvantaged groups is mostly outsourced.
NO	Decentralised: - Ministry of Employment responsible for labour market policy, standards and measures - PES as one actor in the Employment and Welfare Administration at municipal level, responsible to implement policy and measures according to the needs of the local market - AT and VET under the responsibility of counties' educational administrations - National Coordinating Forum for Career Guidance	- One-stop-shops in all municipalities - Career Centres in most counties (not under the resp. of PES)	- At present building up particular youth teams in most local offices - Specialist units for people with physical or psychological problems (not exclusively for the young people) - Career centres provide PES counsellors with competence support	- Taxes
PL	Decentralised: - General labour market policy set up at national level - PES operate independently at regional and local level according to the need of the local labour markets - Program for the Professional Activation of people up to 30 years of age	- PES works in close cooperation with youth-specific Centres for Vocational Information and Career Planning	- No specific desks/staff for the young people in local PES offices	- Employers taxes, state budget, ESF
SE	Decentralised: - Parliament and Government responsible for labour market policy - PES act independent and formulate own targets	- One-stop-shop: PES checks conditions to receive unemployment insurance (unemployment insurance fund and PES independent)	- Special EURES advisors on opportunities for working abroad	- Taxes - Mostly in-house services, contracts with private providers increase

Source: Peer Country Reports, Economix.

### 3 PES MEASURES FOR YOUTH INTEGRATION

#### 3.1 Youth integration measures

- In all countries specific measures for young people exist which are part of a comprehensive integration strategy. The **target group** of these measures comprise young people who have difficulties in entering the labour market for different reasons, especially those who have no school leaving certificate or low skills which makes it harder for them to find a job or apprenticeship or to participate in further education. Moreover, the group of young people is included who has special learning problems or is disadvantaged for example because of their family background. Some of the measures are also addressed to special target groups, as for example in Austria to women. They can be subsidised if they start apprenticeship training in an occupation with a low share of women. In general, young people become entitled to participate in PES measures after they have been registered unemployed for several months.
- **Special guidance services** are an important tool to inform young people about labour market opportunities and further education possibilities. The offer comprises support to prepare a CV, competence tests, individual and group trainings, professional tutoring, vocational guidance and supervision during later work or training. The career and guidance centres are also important for the recognition and validation of existing skills. In Norway, career centres established in cooperation with the PES provide the validation of informal competences as the Referral Centres validate skills in Belgium. In France, a so-called Hiring Simulation Method (MRS) exists, which tests if competences are suitable for a particular job. Jobs search skills are specifically provided in 5-day-workshops in Belgium, in 3-day-workshops in Hungary and in working groups in France. In Poland the PES provide guidance on entrepreneurship. Sweden highlights the delivery of guidance on jobs abroad.
- **Work-based integration** for young people refers to integration within companies. Two different targets are pursued by this kind of measures: to introduce young people to working life through the delivery of short term training, or through longer apprenticeship training. Moreover, young people are able to increase their employability through practical work experience, also in public jobs. Work-placement programmes can therefore either be short or longer term. In France, such training lasts for 10-15 days. In other countries, it can last for several months up to one year, as for example in Greece and Hungary. In Austria subsidised apprenticeship training takes place either in private companies or in institutions up to four years. A special form of it, the so-called “integrative vocational training”, is offered for youths who are hard to place in the apprenticeship market. The participants who are accompanied by “work assistants” provided by the Federal Social Welfare Office can choose between an abbreviated irregular apprenticeship or a prolonged regular apprenticeship.
- **School-based integration** measures provide two types of services: the compensation of basic knowledge deficits for those who missed to acquire lower secondary school graduation, and vocational training to those who were unable to find an apprenticeship place. PES supports the up skilling of low-skilled people or those without school-leaving certificate in form of trainings which improve more general skills, for example in reading, writing and mathematics but also IT and communication skills. Additionally, PES try to motivate young people to obtain higher degrees and more generally to return to the education system. In France the new lease on life school (*Ecole de la deuxième chance*) exists for people without any school leaving certificate. On average, the students spend 9 months in school and 3 months in a company. They can also have personalised assistance for their job-search process within 2 years after completing school. School-based vocational training helps to cushion the negative effects of business cycles on the supply of apprenticeship training positions. This is especially significant in the Netherlands where the intermediate vocational training comprises dual apprenticeship trainings and training at full-time vocational schools. During downturns the supply of



apprenticeship positions decreases. Persons without apprenticeship position can start the same training at the vocational schools without having lower employment chances afterwards. In particular the Netherlands with a predominately school-based vocational training system had a lower youth unemployment rate than Austria and Germany with a predominately apprenticeship based training system.

- **Subsidies paid to employers** offered by PES are provided in form of wage or training subsidies, direct financial allowances, reimbursement of occurring costs and tax reductions if they employ young people or offer apprenticeship training and work placements. They are often linked with the above mentioned measures. Austria and Denmark provide a basic subsidy if employers provide apprenticeship training places, to increase their number after a strong downturn during the financial crisis. Wage subsidies are especially provided to companies which employ long-term unemployed or people who are low-skilled or without school-leaving certificate. In Belgium employers receive € 1,100 per month, if they employ a person younger than 26 years without secondary degree. The wage subsidies in the different countries vary between 20 % and 67 % of salary and can be paid between several months up to two years. In Denmark, PES pay one employee as mentor, if special work places are set up to train very low skilled or disadvantaged young unemployed. Additional financial support provided by the PES comprises reimbursement of training and supervision costs. Tax reductions can be a tax deductible sum per year or a monthly reduction from the payroll tax. In Sweden employers receive a payroll reduction of 31 % for the employment of an unemployed and in the Netherlands employers have the right to a tax deductible sum of € 2,500 per year for every apprentice they train.
- **Subsidies paid to employees/trainees** are less common within PES. They comprise on the one hand measures to motivate young people to start working or on the other hand incentives to continue education/training. Included are reduction/exemption from social welfare contributions for employees and trainees, wage subsidies in case of an income below the subsistence income, or financial support for business start-ups as incentives to work. In Belgium for example employees between 19 and 26 years old without secondary degree can reduce their social welfare contribution by € 1,000 per quarter. In Lithuania young people entering the labour market for the first time have lower social insurance costs (7.7 % instead of 31 %). Moreover, reimbursement of travel costs for interviews or for jobs far away from home are provided. In Poland training and examination costs are financed by PES and scholarships are given for the continuation of school. For the participation in trainings an unemployment benefit of 120 % can be paid.
- In Austria young people who are not entitled to unemployment benefits receive a daily allowance of € 8 under the age of 18 and € 13 older than 18 if they participate in PES training measures. Youths taking part in apprenticeship training or integrative vocational training in institutions receive a monthly allowance of € 240 in the first two years and € 555 from the third year; this allowance equals roughly the allowance apprentices get from private companies. According to the Austrian study, “the entitlement to an allowance can have a positive impact (you get money as long as you ‘learn’)” but may also have the opposite effect: the allowance can be seen as main or only motivation to attend a measure and some young people even refuse entering certain measures because the respective unemployment benefit is lower than the allowance they receive.

**Table 3 Active Labour Market Measures**

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
AT	<ul style="list-style-type: none"> <li>- People requiring special learning assistance at the end of compulsory school</li> <li>- Those without lower secondary school degree</li> <li>- Those recognised disabled under the respective law</li> <li>- Females in a vocation with a low share of female apprentices</li> <li>- Jobseekers and apprenticeship-seekers unemployed &gt;3 months (&lt; 25 years)</li> </ul>	<ul style="list-style-type: none"> <li>- PES website provides information about labour market, vocations, apprenticeships training and secondary schools</li> <li>- Psychological computer based tests at the Career Information Centre (BIZ)</li> <li>- Guidance provided by external providers contracted by PES</li> </ul>	<ul style="list-style-type: none"> <li>- Subsidised dual apprenticeship training in companies</li> <li>- Subsidised dual apprenticeship training in institutions</li> <li>- Integrative vocational training under supervision of the Federal Social Welfare Office (short and prolonged version)</li> <li>- Non-profit jobs for LTU up to 1 year</li> </ul>		<ul style="list-style-type: none"> <li>- Allowances for apprenticeship training for special groups</li> <li>- Basic subsidy for every employer offering apprenticeship training (financed and administered through the Chamber of Commerce)</li> <li>- Wage subsidies max. 2/3 of the salary for max. 2 years for employment of LTU</li> <li>-Subsidies to non-profit employers in the second labour market</li> </ul>	<ul style="list-style-type: none"> <li>- Participants in most "qualification measures" who are not entitled to receive unemployment benefit get a daily allowance of € 8 until their 18th birthday, after that € 13.</li> <li>- Participants in apprenticeship training and integrative vocational training in institutions get a monthly allowance of € 240 in the first two years and € 555 in the third and fourth year.</li> </ul>
BE	<ul style="list-style-type: none"> <li>- Specific groups who have physical, psychological or behavioural problems posing an obstacle to their finding work or training</li> <li>- Low-skilled or vulnerable groups</li> <li>- Young jobseekers</li> </ul>	<ul style="list-style-type: none"> <li>- Active Employment Search Guidance Department: individual and collective services esp. for disadvantaged jobseekers and victims of discrimination</li> <li>- Referral centres (aptitude tests, validation of skills, focused on key sectors)</li> <li>- J.E.E.P.(Young People, School, Employment – A Whole Programme) for pupils from secondary schools</li> <li>- Active job-search workshops (5 days)</li> </ul>	<ul style="list-style-type: none"> <li>- Working in firms via Temporary Work Agencies for those without upper secondary degree, with social support and supervision</li> <li>- Selection of a candidate for low- skilled jobs in SMEs "the right person for the right job"</li> <li>-vocational training (1-6 months)</li> </ul>	<ul style="list-style-type: none"> <li>- Alternative secondary education incl. work practice</li> <li>- trainings in languages, IT and communication</li> <li>- Individual and group trainings esp. for the low skilled and those with psychological or behavioural problems</li> </ul>	<ul style="list-style-type: none"> <li>- Assistance in the recruitment of, and in obtaining financial assistance to train a candidate within a company where special requirements pertain</li> <li>- Vouchers for IT- and language skills training within the firm</li> <li>- 1.100 Euro per month for employing a person &lt;26 without secondary degree, with sec. degree 1.000 Euro for at least 6 months</li> </ul>	<ul style="list-style-type: none"> <li>- Reduction or exemption from social welfare contribution (reduction by 1.000 Euro per quarter) for age 19-26 without sec. degree</li> </ul>

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
DK	<ul style="list-style-type: none"> <li>- Recipients of social benefits with abuses, psychological problems etc.</li> <li>- Jobseekers unemployed &gt;6 months (&lt; 25 years)</li> </ul>	<ul style="list-style-type: none"> <li>- Youth Guidance Centres provide information and support, mainly to get back the young people into the education system by bridge-building schemes, individual and group courses</li> </ul>	<ul style="list-style-type: none"> <li>- Practical work-based training in firms</li> <li>- "Enterprise centres" cooperate with local companies to set-up min. 4 workplaces for persons with multiple problems (to work a few hours per week up to 13 weeks)</li> </ul>	<ul style="list-style-type: none"> <li>- Tests and courses in reading, writing, math</li> </ul>	<ul style="list-style-type: none"> <li>- Wage subsidies: maximum subsidy is 2/3 of the salary, including non-wage labour costs</li> <li>- PES pays one employee as mentor in case of special set up workplaces</li> <li>- Rewards up to 9.500 Euro for providing apprenticeship training</li> </ul>	
FR	<ul style="list-style-type: none"> <li>- Unemployed jobseekers</li> <li>- Low skilled or those without school leaving certificate</li> </ul>	<ul style="list-style-type: none"> <li>- Hiring Simulation Method (MRS) to test competences to be suitable for a particular job</li> <li>- Job-search guidance by "Mission locals"</li> <li>- Competence tests</li> <li>- Working groups (0.5 days)</li> <li>- "Insertion contract into social life" for long-term unemployed or those without bachelor degree</li> <li>- "Autonomy contract" for those with low or no skills from deprived urban areas</li> </ul>	<ul style="list-style-type: none"> <li>- Dual apprenticeship program</li> <li>- Short term internships (10-15 days) incl. evaluation</li> </ul>	<ul style="list-style-type: none"> <li>- The new lease on life school for people without any degree including job-searching assistance for 2 years</li> <li>- Training measures</li> </ul>		<ul style="list-style-type: none"> <li>specific subsidies (max 450 euros/month) if no other income available (job, training or other subsidies)</li> <li>- autonomy contract: 300 euros/months during max 6 months.</li> </ul>
GE	<ul style="list-style-type: none"> <li>- Jobseekers without benefits</li> <li>- Unemployment-II- and unemployment I- beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>- Career Guidance team of at the PES supports all questions regarding the transition from school to occupation for all</li> </ul>	<ul style="list-style-type: none"> <li>- Dual apprenticeship training (including shortened apprenticeship)</li> <li>- Short term training in firms</li> <li>- Public jobs (1-Euro-Jobs)</li> </ul>	<ul style="list-style-type: none"> <li>- Further VET</li> <li>- Short term group trainings, language and IT training</li> </ul>	<ul style="list-style-type: none"> <li>- Subsidies for employing or training LTU and young unemployed with multiple problems as well as for disabled</li> </ul>	<ul style="list-style-type: none"> <li>- Wage subsidies in case of an income below the subsistence level</li> <li>- Support of business start up</li> </ul>
GR	<ul style="list-style-type: none"> <li>- Jobseekers (15-24 years)</li> <li>- Apprenticeship seekers</li> </ul>	<ul style="list-style-type: none"> <li>- Business start-up consulting</li> <li>- Vocational guidance individually or in groups</li> </ul>	<ul style="list-style-type: none"> <li>- Work experience programme (up to 12 months)</li> <li>- Dual apprenticeship system in technical vocational schools</li> </ul>	<ul style="list-style-type: none"> <li>- 52 technical vocational schools</li> <li>- 31 VET schools</li> </ul>	<ul style="list-style-type: none"> <li>- Subsidy for providing work experience in firms</li> </ul>	<ul style="list-style-type: none"> <li>- Financial support for a business start-up</li> <li>- Trainees salary and insurance in apprenticeship schools.</li> </ul>

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
HU	- Registered job-seekers as and citizens asking for services	- Career Guidance Centres provide counselling, individual and group sessions (3 day sessions)	- Work Experience Programme in firms for qualified jobseekers with basic vocational degree, 365 days - Public work, internships - Community service for young people: 60 hours compulsory work during secondary school		- Wage subsidies (Start-Card) for max. 2 years up to 20 %, depending on the qualification of the employed person	- Promotion of self-employment - Scholarship for the young people in shortaged vocations
IT	- Priority target groups (long-term unemployed, unskilled, women, disabled, immigrant citizens)	- Professional tutoring for the most disadvantaged	- Short VET course or work practice within 3 months after registration - Traineeships - "Apprenticeship for the completion of compulsory school" (compulsory for employed persons >18) - "Apprenticeship for professionalisation" - "Apprenticeship for specialisation" for those with secondary school degree - All apprenticeships combine on-the-job-training and education	- Work entry contracts (training)	- Tax reductions - Training vouchers	- Promotion of self-employment (Job creation schemes)
LT	- Jobseekers - Young people up to 29 years old	- Youth Employment Centres provide information on vacancies, occupations, study fields etc. - professional orientation tests, support in writing applications	- Young people have the priority to participate in vocational training or supported employment measures - Working skills acquisition (development of missing skills at the work place) - Public jobs, job rotation	- "Youth schools" providing basic education and pre-vocational training - Vocational schools with several curricula depending on the school degree	- 50 % subsidy for wages and social insurance for employing young persons under the Working skills acquisition measure (average 5 months)	- Lower social insurance rate for young people entering the labour market for the first time (7.7% instead of 31%) - Reimbursement of travel and accommodation costs for low paid unemployed starting a job more than 30 km away - Young people can get a credit if they participate in the "Promoting Entrepreneurship" project

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
LU	<ul style="list-style-type: none"> <li>- Young people without qualification and less than 20 years old</li> <li>- Young people unsuccessful in their quest for apprenticeship</li> <li>- Young people generally showing difficulties integrating the labour market</li> </ul>	<ul style="list-style-type: none"> <li>- Career Information Centres</li> <li>- department for vocational guidance</li> </ul>	<ul style="list-style-type: none"> <li>- Initial apprenticeships for pupils (&gt;16 years) still at school</li> <li>- Apprenticeships for "adults" (youths &gt;18 years) with job experience offered by the Department for Vocational and Educational Guidance</li> <li>- First work experience (integration measures)</li> </ul>	<ul style="list-style-type: none"> <li>- guidance to external training opportunities (languages, IT, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>- Reimbursement of 50 % of training costs and supervision during working, plus reimbursement of employers share of social insurance for the referred person (CIE)</li> <li>- Wage subsidy of 65 % for employing an underrepresented gender (CIE)</li> <li>- Wage subsidy of 40 % for employing a qualified unemployed with secondary or university degree (CIE-EP)</li> <li>- Reimbursement of costs (85-100%) for first working experience (CAE)</li> </ul>	<ul style="list-style-type: none"> <li>- CAE: 80-120% of the unqualified minimal wage (1757,56€), depending on qualifications</li> <li>- CIE: 80-120% of the unqualified minimal wage (1757,56€) depending on qualifications</li> <li>- CIE-EP: 120-150% of the unqualified minimal wage (1757,56€) depending on qualifications</li> <li>- subsidies for trainees depending on the type and level of apprenticeship</li> </ul>

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
NL	- All young people up to 27	- Counsellors, coaches and trainees in most local offices	<p>- Generally reduced employment protection for the young people</p> <p>- School-Ex-Program for school-leavers of vocational training (to keep them either in secondary school or to smooth transition into work by PES support)</p> <p>Examples in the local areas:</p> <p>- Green and grey programme, means old(er) employers and young jobseekers learn from each other</p> <p>- Support of employers to find a person to take over a company</p> <p>- job hunting</p> <p>- mentoring</p> <p>- pacts with employers' organisations for placement of young people.</p>	<p>- By law: no leaving of school without a qualification for those under 18 years old</p> <p>- Strict control of school attendance</p> <p>- Short training and workshops on behaviour, presentation, application</p>	<p>- Vouchers for the employment of young unemployed</p> <p>- Tax deductible sum of € 2,500 for every apprentice per year</p>	
NO	<p>- Early school-leavers under 20</p> <p>- Young people (20-24 years old)</p> <p>- Long-term unemployed (more than 6 months)</p> <p>- Immigrants</p> <p>- People with impaired work capability</p>	- Guidance in Career Centres, recognition and validation of informal experience	<p>- Labour market training</p> <p>- Clarification</p> <p>- Follow-up measure</p> <p>- Outplacement</p> <p>- Chain of measures</p> <p>- Combined training and work outplacement</p>	- Labour market measures from PES in combination with training provided from Educational system	<p>- Wage subsidies</p> <p>- In-house training</p> <p>- Labour market related training in companies</p> <p>- Grants for outplacement of individuals</p> <p>- Follow-up measure</p>	- UB or individual benefits can be paid in case of participation in measures

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
NO	<ul style="list-style-type: none"> <li>- Early school-leavers under 20</li> <li>- Young people (20-24 years old)</li> <li>- Long-term unemployed (more than 6 months)</li> <li>- Immigrants</li> <li>- People with impaired work capability</li> </ul>	<ul style="list-style-type: none"> <li>- Guidance in Career Centres, recognition and validation of informal experience</li> </ul>	<ul style="list-style-type: none"> <li>- Apprenticeship training (2 years school and 2 years in companies)</li> <li>- VET certificate by productive work or regular employment with a 25 % longer time-span than the main apprenticeship model</li> <li>- Work experience</li> <li>- Combined training and work</li> </ul>	<ul style="list-style-type: none"> <li>- Training and workshops to increase competences</li> </ul>		<ul style="list-style-type: none"> <li>- UB or individual benefits can be paid in case of participation in measures</li> </ul>
PL	<ul style="list-style-type: none"> <li>- Unemployed and jobseekers</li> </ul>	<ul style="list-style-type: none"> <li>- Centres for Vocational Information and Career Planning provide information and vocational counselling in cooperation with PES, support esp. for those threatened with redundancy or dismissal and those returning to the labour market after a long break</li> <li>- Training in job-search-skills in Job Clubs</li> <li>- Individualised and group support, distance counselling</li> <li>- Entrepreneurship counselling</li> <li>- Special ESF financed programs addressed at socially excluded young persons (counselling, training, social therapy workshops, professional pathways workshops etc.)</li> </ul>	<ul style="list-style-type: none"> <li>- Jobs in voluntary labour corps: 200 organisational units are providing jobs (1) for the very disadvantaged young people in care and support activities, (2) for students who are willing to work in their spare time (often short-term seasonal jobs)</li> <li>- Work Practice in companies up to 12 months (contract between employer and PES, evaluation by the employer)</li> </ul>	<ul style="list-style-type: none"> <li>- Training courses up to 6 months to update vocational or general skills, also IT and foreign language skills, longer course duration for the low skilled</li> </ul>	<ul style="list-style-type: none"> <li>- Reimbursement for workplace equipment and for social insurance contribution</li> <li>- Reimbursement of training costs if the employer has established an training fund</li> <li>- Premium in case of successful exams after the Apprenticeship for adults</li> </ul>	<ul style="list-style-type: none"> <li>- Finance of training and examination costs or related loans</li> <li>- Scholarships for continuing school</li> <li>- Reimbursement of travel and accommodation costs in case of a job, training or internship in another region,</li> <li>- Reimbursement of child care costs</li> <li>- Financial support for a business start-up</li> <li>- Financial premium for finding a job without PES help</li> <li>- Scholarships for participation in trainings up to 120 % of UB</li> </ul>

	<b>Selection of target groups</b>	<b>Special guidance services</b>	<b>Work-based integration</b>	<b>School-based integration</b>	<b>Subsidies to employers</b>	<b>Subsidies to employees / trainees</b>
SE	-Jobseekers and recipients of benefits satisfy the basic conditions for entitlement	- Support to write a CV, preparation for application, special recruitment meetings - Specific advice for working abroad by EURES advisers	- Work experience placements - Employability rehabilitation program	- Trainings aimed at assisting the transition to work or education in the regular education system	- "New Start Jobs": payroll tax reduction of 31% for the employment of a person unemployed for at least 6 months, max 1 year	- From age 20 compensation for interview journeys in Sweden and EU/EEA countries - Grants to start a business

Source: Peer Country Reports, Economix.



### **3.2 Eligibility / Access to PES:**

- In all peer countries PES services can be accessed voluntarily by young people with completed compulsory schooling. Information about jobs and VET are often provided in a general form via internet or by visits to PES information centres. For example in Austria interested persons are serviced in the so called Information Zone. To make use of vocational guidance and placement services a registration as a job seeker is necessary.
- Many young unemployed or apprenticeship seekers - especially in the ages below 20 - are not eligible to unemployment benefits, because they did not work before the registering at PES or they did not work long enough. Therefore the incentive to register as a jobseeker is very much dependent on the services and support offered to the young people. If no benefits can be received the value of PES for a young jobseeker lies in professional guidance, in the possibility to increase competences by trainings and other measures and in the support to find a job or apprenticeship.

**Table 4 Eligibility to unemployment benefits and counselling**

	<b>Eligibility / Access to PES</b>	<b>Counselling, Individual Action Plan (IAP)</b>	<b>Frequency of counselling</b>
AT	<ul style="list-style-type: none"> <li>- PES in three zones: information zone for all interested persons (anonymously), counselling zone for jobseekers or apprenticeship-seekers, service zone for unemployment benefits</li> <li>- UB if no job or training within 4 weeks and if 26 weeks of work within the last 12 months (50% of age 15-19 receive UB)</li> <li>- Monthly allowance in case of participation in any apprenticeship training programme</li> </ul>	<ul style="list-style-type: none"> <li>- First contact by telephone or personal visit, followed by profiling</li> <li>- IAP</li> <li>- Counselling and case management for hard-to-place youths can be outsourced to external providers (example: "c'mon 17" for age 17-21 in Vienna)</li> </ul>	<ul style="list-style-type: none"> <li>- In-depth counselling within 8 days after registration</li> <li>- IAP within 3 weeks</li> <li>- Frequency of further interviews depends on the individual case (agreement between counsellor and client)</li> </ul>
BE	<ul style="list-style-type: none"> <li>- School-leavers can register as jobseekers when they are no longer subject to compulsory schooling</li> </ul>	<ul style="list-style-type: none"> <li>- Profiling after registration (clarification interview)</li> <li>- Individual Career Plan Construction (diagnostic interview)</li> <li>- Individual counsellor for the whole time</li> </ul>	<ul style="list-style-type: none"> <li>- Diagnostic interview 7 to 14 days after registration/ after the clarification interview</li> <li>- Systematic monthly interviews</li> </ul>
DK	<ul style="list-style-type: none"> <li>- The youth guidance centres must offer guidance and assistance to any young people who has completed compulsory education, is less than 25-year-olds, has not completed an upper secondary education or a higher education or is not currently studying one of these</li> </ul>	<ul style="list-style-type: none"> <li>- UB recipients have the general obligation to search actively for a job and to start a job within one day's notice, or to be enrolled in ordinary education</li> <li>- Sanctions in case of refusal to search activity</li> <li>- IAP</li> <li>- Mandatory to fill a CV for the database on jobs and CVs</li> <li>- Possibility of mentoring for young people by job centres</li> </ul>	<ul style="list-style-type: none"> <li>- Persons aged 18-29 job interviews within one month and at least every 3 months</li> <li>- Rules for activation:               <ol style="list-style-type: none"> <li>(1) aged 18-19 within 1 month for a period of 6 months</li> <li>(2) aged 20-29 within 3 months for a period of 6 months</li> <li>(3) if still unemployed new activation within 6 months</li> </ol> </li> </ul>
FR	<ul style="list-style-type: none"> <li>- UB if employed for at least 4 months within the last 28 months before registration (50% of unemployed younger than 25 years old received UB)</li> <li>- Since 2010 supplementary welfare allowance if employed at least 2 years within the last 3 years</li> </ul>	<ul style="list-style-type: none"> <li>- For all unemployed the same 3-step-procedure: preregistration by phone or online, face-to face-interview with profiling, follow up meetings</li> <li>- Direction into one of three pathways: (1) supportive pathway, (2) more intensive assistance pathway , (3) help to establish a business</li> <li>- Mainly face to face interviews, also by phone or collective interviews</li> </ul>	<ul style="list-style-type: none"> <li>Monthly for all clients on the supportive pathway (2/3 of all clients), starting from the 4th month after registration</li> <li>More often during a determined period (3 or 6 months) for those who enter a more intensive assistance pathway.</li> </ul>

	<b>Eligibility / Access to PES</b>	<b>Counselling, Individual Action Plan (IAP)</b>	<b>Frequency of counselling</b>
GE	<ul style="list-style-type: none"> <li>- All jobseekers have the right to access services as vocational guidance (provision of information, advice on career choice, career development and career change) and placement services (without the threat of sanctions)</li> <li>- UB if employed for 12 months before registration</li> <li>- UB II (social assistance level) for young unemployed in need, depending on the parents/ household income</li> </ul>	<ul style="list-style-type: none"> <li>- 4-phases-model for UB recipients: (1) profiling, (2) target set up by an integration agreement (IAP, signed by the unemployed and the counsellor), (3) choice of strategy, (4) implementation and follow-up</li> <li>- Personal interviews</li> <li>- Case Management for young people with multiple problems</li> <li>- Medical and psychological tests</li> <li>- Obligation to participate in job search and measures, sanctions in case of refusal (financial sanctions only for benefit-recipients)</li> </ul>	<ul style="list-style-type: none"> <li>- IAP updated every 6 months (Social Code II)</li> <li>- IAP updated every 3 months (Social Code III)</li> <li>Counsellor can decide to see the young people more often than required</li> </ul>
GR	<ul style="list-style-type: none"> <li>- Jobseekers aged 15 to 24 are accepted and serviced by the local PES offices.</li> <li>- For first time registering: UB if employed for 200 days within 2 years (excl. the last 60 days before the dismissal) and at least 80 days per year.</li> <li>- For subsequent registering: UB if employed for 125 days within the last 14 months (excl. the last 60 days before the dismissal)</li> </ul>	<ul style="list-style-type: none"> <li>- Profiling after registration</li> <li>- Personal interviews</li> <li>- Individual Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>- IAP can be completed in one or more prearranged appointments, according to the complexity of each case</li> </ul>
HU	<ul style="list-style-type: none"> <li>- Registered jobseekers as well as citizens asking for services can be the clients of PES. Full-time students cannot be registered as such unless they drop out from school and are older than 16.</li> <li>- Young people usually not eligible for UB (general benefits only eligible in case of 200 working days within the recent 4 years, for UB 365 working days required)</li> </ul>	<ul style="list-style-type: none"> <li>- After registering a job-seeker-action-contract has to be signed compulsory (IAP)</li> </ul>	<ul style="list-style-type: none"> <li>- Job seeker action contract within one month after registration</li> </ul>
IT	<ul style="list-style-type: none"> <li>- Individual can decide to enrol at the PES on a voluntary basis</li> </ul>	<ul style="list-style-type: none"> <li>- Individual counselling interview after registration, information session</li> <li>- Tutoring for the most disadvantaged</li> <li>- Obligation to accept PES measures after enrolment</li> </ul>	<ul style="list-style-type: none"> <li>- Individual counselling interview within 3 months</li> </ul>
LT	<ul style="list-style-type: none"> <li>- The services of Youth Employment Centres are free of charge, and registration is optional.</li> <li>- UB if employed no less than 18 months within the last 36 months (2010: 21% of age up to 25 receive UB)</li> </ul>	<ul style="list-style-type: none"> <li>- Target for 2011 to offer a job or training for 88% of all unemployed age &lt;25 within 4 months (2010: 77%)</li> <li>- Employment action plan for graduates</li> </ul>	<ul style="list-style-type: none"> <li>- IAP (for no longer than a year) within 3 months for youth up to 25; within 6 months for youth &gt;25</li> <li>- Counsellor decides about the frequency of interviews</li> </ul>
LU	<ul style="list-style-type: none"> <li>- Registration at PES necessary to make use of services (i.e. placement, benefit payment application, guidance, training, workshops, etc.) and facilities (i.e. computers, career information centre, touch-screen terminals for job offers, etc)</li> </ul>	<ul style="list-style-type: none"> <li>- After registration information about the obligation to participate actively in job search and measures</li> <li>- Young unqualified have priority in any guidance services</li> <li>- IAP (convention de collaboration)</li> </ul>	<ul style="list-style-type: none"> <li>- Boosted follow-up interviews for the low skilled age &lt;20</li> <li>- Interviews are planned depending on the clients status and duration of unemployment</li> </ul>

	<b>Eligibility / Access to PES</b>	<b>Counselling, Individual Action Plan (IAP)</b>	<b>Frequency of counselling</b>
NL	<ul style="list-style-type: none"> <li>- UB for max. 3 months in case of work before registering</li> <li>- Social benefits in case of the acceptance of a training</li> </ul> <p>Without applying for benefits young people can access PES for support in finding a job or education or for information.</p>	<ul style="list-style-type: none"> <li>- First subscription via web, followed by a group meeting and personal interviews</li> <li>- Obligation to participate</li> <li>- Psychological support, financial advice</li> <li>- Mentor projects for the most disadvantaged with participation of employers</li> <li>- E-counselling for self-reliant young people for max. 3 months. If not self-reliant individualised face-to-face support.</li> </ul>	<ul style="list-style-type: none"> <li>- Counsellor decides about the frequency of interviews</li> </ul>
NO	<ul style="list-style-type: none"> <li>- Every citizen can apply for PES services to receive assistance. This includes young people and drop-outs.</li> <li>- UB dependent on the income during the recent one resp. three years</li> </ul>	<ul style="list-style-type: none"> <li>- IAP</li> <li>- Close follow up services</li> </ul>	Follow up at least every 3 <sup>rd</sup> month
PL	<ul style="list-style-type: none"> <li>- PES consultancy and information services for all interested people, not only unemployed or jobseekers</li> </ul>	<ul style="list-style-type: none"> <li>- IAP for all low skilled unemployed who are registered for more than 180 days</li> <li>- Registered jobseekers may use labour market services: (job placement services; career information and guidance; assistance in active job seeking including preparation of an IAP; organisation of training and other ALMP)</li> </ul>	
SE	<ul style="list-style-type: none"> <li>- Young people can voluntarily be registered at the PES immediately after leaving school</li> </ul>	<ul style="list-style-type: none"> <li>- IAP and first attempt to match the jobseeker with vacancies within 90 days after registration</li> <li>- Coaching in special cases (job search)</li> </ul>	<ul style="list-style-type: none"> <li>- Within 90 days after registration start with support to write a CV, preparation for application, special recruitment meetings</li> </ul>

Source: Peer Country Reports, Economix.

### 3.3 Counselling and Individual Action Plans

- After registration, individual interviews with a counsellor take place in all countries. The young unemployed are informed about services available and profiling assists in determining each individual's specific requirements. In Denmark, Germany, Italy, Luxemburg and the Netherlands the young unemployed are informed about their obligation to participate actively in all measures and in job seeking. In Denmark and Germany sanctions are applied in case of refusal when a person receives UB.
- Individual Action Plans (IAP) are used in almost all countries, and those which do not mention it explicitly at least apply an individual counselling approach. IAPs contain a description of the actual situation of the young adult, a target for integration into education, training or work during a specific period of time and the descriptions of support given by the PES and of measures to be taken by the individual to reach the target. In Germany the IAP has to be signed by the counsellor and by the unemployed. In this way, it becomes a real contract and the individual responsibility to fulfil the requirements is pointed out.
- Some countries use IAPs for specific groups only: Poland applies IAPs for low skilled young people registered for more than 180 days. In Lithuania employment action plans are developed for graduates.
- First interviews are usually carried out individually and face to face. In France and the Netherlands group meetings also take place. Belgium points out that every young person gets an individual counsellor who is responsible for him/her during the whole time of unemployment.
- Intensive case management and mentoring are applied for the most disadvantaged young persons and the long-term unemployed young people in Vienna, in Denmark, Germany, Italy and the Netherlands.

### 3.4 Frequency of counselling

- In many countries an early intervention approach and regular interviews are applied with regard to young unemployed. In some cases counsellors have to follow specific rules on the times of first interviews and action planning and on the frequency of counselling: In Austria a first interview has to take place within 8 days after registration, in Belgium within 7 to 14 days. An IAP has to be prepared within 3 weeks in Austria, within 1 month in Hungary and immediately after registration in Denmark. Denmark applies very strict rules depending on the age of the unemployed: for instance for persons aged between 18 to 19 a job, education or active labour market measure has to be provided already within one month after registration for the duration of 6 months.
- In France, after the first meeting, interviews take place usually once a month after 4 months of registration, in Denmark at least every 3 months. Luxemburg undertakes boosted follow up interviews for low skilled unemployed younger than 20 years.

### 3.5 Youth guarantees

- **Seven countries** have introduced youth guarantees: Austria, Denmark, Germany, and The Netherlands, Norway, Poland and Sweden.
- **Youth guarantees** entitle persons younger than 25 to use the PES services. PES services are obliged to provide a job, an apprenticeship, or other education and training measures. Most of the countries include all young people searching for a job or training.
- Germany created a huge **bridging system** with a wide scope of preparatory measures, which range from basic education to apprenticeship-related vocational training. Employers are actively supporting this system.
- **Work-based training** is an important approach to improve integration results. This does not need to be full apprenticeship. Shorter internships are often sufficient to open the door to employment.
- **Wage and training subsidies** have strongly positive effects in Germany.

- **Youth unemployment** can be significantly lowered by youth guarantees, as the Austrian experience reveals. School-based systems as in the Netherlands also show similar positive effects.

The Norwegian expert writes: “Committed agreements between PES (NAV) and county educational administrations in Norway provide an important structural basis for enhancing cooperation on youth (16-21 years) outside school and work. Additionally to youth guarantees at PES, this has lead to detailed and experienced interaction supporting youth individuals. PES guarantees as follow-up routines and measures in combination with educational training are aiming at motivating them to re-enter secondary school or assist into a job.”

- In order to improve transition rates, and avoid stigmatisation of participants, broadly accepted **standards of training measures** in the bridging systems are important.

**Table 5 Youth guarantees**

	Eligibility	Measures	Size	Effect
AT 'Training Guarantee'	<ul style="list-style-type: none"> <li>- Young registered unemployed or apprenticeship seeking persons (&gt; 3 months)</li> <li>- 50 % are entitled to UB</li> </ul>	<ul style="list-style-type: none"> <li>- Job</li> <li>- apprenticeship</li> <li>- other VET</li> </ul>	<ul style="list-style-type: none"> <li>- 10,000 additional apprenticeship places created by PES in institutions</li> </ul>	<ul style="list-style-type: none"> <li>- High costs</li> <li>- Low youth unemployment</li> <li>- Efficient</li> </ul>
DK	<ul style="list-style-type: none"> <li>- Young people younger than 25 with completed compulsory education</li> <li>- 18-19: 1 month of registration</li> <li>- 20-29: 3 months of registration</li> </ul>	<ul style="list-style-type: none"> <li>- Individual and group guidance</li> <li>- Introductory courses</li> <li>- Bridge-building schemes</li> </ul>		<ul style="list-style-type: none"> <li>- Early and intensive efforts have significant employment effects</li> <li>- Work-based learning is important</li> </ul>
GE 'Bridging System'	<ul style="list-style-type: none"> <li>- legal claim for employable persons younger than 25 (Social Code II) and obligation towards placement but no legal claim (Social Code III) immediately after being registered at the PES</li> </ul>	<ul style="list-style-type: none"> <li>- Job and apprenticeship placements,</li> <li>- Preparatory E&amp;T,</li> <li>- Preparatory VET, (whole range of measures)</li> <li>- National Training Pact</li> </ul>	<ul style="list-style-type: none"> <li>- 400,000 entries into bridging system per year</li> <li>- National Training Pact: 40,000 additional entry-level qualifications</li> </ul>	<ul style="list-style-type: none"> <li>- the advantage of a legal claim or an obligation towards placement is, that an attachment is reached</li> <li>- that means that as many young people as possible can be integrated into the (dual) system</li> <li>- because of the system, that is functioning well, a transition into the labour market is facilitated</li> </ul>
NL	<ul style="list-style-type: none"> <li>- Municipality has to offer a job with training after 3 months of unemployment</li> </ul>	<ul style="list-style-type: none"> <li>-job</li> <li>-apprenticeship</li> <li>-Workshops</li> </ul> <p>Most measures in cooperation with municipalities</p>		<ul style="list-style-type: none"> <li>- Low youth unemployment</li> <li>- Less early school leavers</li> <li>- More cooperation with schools</li> </ul>
NO	<ul style="list-style-type: none"> <li>- Young people younger than 20 outside school or work</li> <li>- follow-up and measure-guarantee for job-seekers from 20 to 24</li> </ul>	<ul style="list-style-type: none"> <li>- Guidance services/career guid</li> <li>- Needs-assessment from PES</li> <li>- Work-placement</li> <li>- Labour market related training</li> <li>- Facilitate getting a job by Wage-subsidies to employer</li> </ul>		<ul style="list-style-type: none"> <li>- Tailored and targeted measures</li> <li>- Good cooperation among partners</li> </ul>

	<b>Eligibility</b>	<b>Measures</b>	<b>Size</b>	<b>Effect</b>
PL	- Young registered unemployed aged 18 to 25 (27 years of age in case of completion of the education at the tertiary level) within 6 months since the date of registration	- Proposal of employment or other paid work, or instrument of activation (work practice, training, apprenticeship for adults)	69% of registered unemployed young people enrolled in ALMPs in 2010	- some local PES face difficulties in fulfilling this obligation. - further evaluation needed
SE 'Job guarantee for young people'	- Young people aged 18 to 24 if unemployed for 90 days within the last four months - Duration up to 15 months	- Job search and training guidance - Work experience - Employment rehabilitation - Vocational training		

Source: PES country reports, Economix



### 3.6 Measures to reach young people

This issue is not fully addressed by all of the country reports. A cross-country description would therefore be misleading. Austria is the only country which fully reported on the measures undertaken by the PES. We therefore provide a list of possible actions according to the Austrian practice. Two types of measures can be distinguished: general measures addressed to all young people and specific measures for hard to reach young people.

#### General measures for young people

**Printed material**, such as leaflets and brochures with information about PES services for young people are distributed at places frequented by the target group, e.g. youth centres and special youth events. In some countries this includes material in foreign languages targeted at young people with a migration background.

**PES website**: special web pages or sites for youths explaining and offering services, such as the Austrian “Arbeitszimmer” (workroom or study), which includes information on school education, apprenticeship training, university studies, etc.: The “Berufskompass” (vocational compass) offers vocational orientation by answering 83 questions within 15 minutes and a game called “crazy jobs” which can also be found on Facebook.

**PR campaigns**: Regular or irregular PR campaigns targeted at young people. This includes

- movies to be shown in movie theatres, YouTube or other platforms.
- Fairs, such as apprenticeship fairs bring apprenticeship-seekers and employers together, or girls' day or boys' day to reduce gender segregation in occupational choice; on these fairs employers are invited to offer internships or job opportunities.

**Cooperations** with schools, youth centres or employers and employer organisations are described in Section 4.

#### Special outreach activities for hard to reach young people

- Cooperation with youth centres regarding the transfer of information to visitors;
- Visits to mosques and cooperation with churches or representatives of foreign population
- Cooperation foreign language newspapers regarding continuous reports on PES services for youths;
- DVDs in different foreign languages

## 4 PARTNERSHIPS AND NETWORKS FOR YOUNG PEOPLE

### 4.1 Regional and local partnerships

- Regional and local cooperation are seen in general as increasing the effectiveness of implementation of ALMPs. The partnership examples provided by Peer Review countries differ, however, largely in scope. In Austria, Territorial Employment Pacts have been set up to implement a coordinated budget for labour market policies and to develop activities for the integration of specific target groups into the labour market. Partners of these Pacts are the PES, provincial governments, social welfare offices, social partners as well as a variety of further actors, such as Chambers, municipalities, school boards, NGOs (note that not all these partners are included in all Territorial Employment Pact). Each Territorial Employment Pact has been focusing on youth employment over the past few years, and many of them have a special emphasis on unskilled young people or drop-outs (Lechner et al. 2011, EEO on youth measures). In Belgium, for example the Action Plan for Young People adopted by the Brussels government includes partners such as the PES, NGOs, placement services and social temporary work agencies. In France, the PES has an agreement with the Missions locales created by municipalities for servicing young people facing professional and social difficulties. Through this agreement, the PES delegates its task to target the weakest young people. In Norway regional partnerships for career guidance between PES, county educational administration, employer organisations, etc have lead most counties to establish career guidance centres targeting specially young people and extensively the adults.
- **Outsourcing** of specialised employment services to private providers and NGOs, in addition to the usual cooperation with training institutions is in place in a number of countries. Outsourcing and cooperation with NGOs and specialised private service providers for the implementation of active labour market programmes and other employment services is likely to increase the effectiveness of measures, as disadvantaged young people often face multiple problems and cannot be treated as adult jobseekers.
- Involving **NGOs**, actors of ethnic and religious communities, welfare agencies to outreach disadvantaged young people can be regarded as highly relevant. In Austria, the PES co-operates with youth centres and provides special campaigns to activate immigrants (see 4.2). Examples include also projects where participants in ALMPs are recruited through street-workers, youth centres, youth welfare offices. In France outreach activities to disadvantaged neighbourhoods, migrant groups and youth clubs are organised by the PES by involving NGOs which operate with specialised staff.
- **One-stop-shop services** require a particular form of cooperation. In Denmark, since 2009, all employment services, unemployment insurance services and social benefit services became the responsibility of the municipalities. In Norway, one-stop-shop services have been established for unemployment benefits, social assistance and disability benefits through institutional merger. In Germany, cooperation between the PES and youth welfare services takes place at local level for means-tested Unemployment Benefit II recipients. Such reform sets the basis for better coordination and interaction of the local public administrations, social services and employers.

**Table 6 Regional and local partnerships**

	<b>Institutional cooperation for one-stop-shop services</b>	<b>Regional and local partnerships</b>	<b>Outsourcing of employment services</b>	<b>cooperation with NGOs, civic society, youth social services</b>
<b>AT</b>	- Since 2010 PES local offices accept applications for social welfare benefits and provide, in close cooperation with social welfare agencies, all services to the recipients who are able and willing to work.	- Territorial Employment Pacts	- Any kind of active measures including counselling and case management for special groups are outsourced to providers. Many of them are closely connected with the social partners. Especially non-profit workshops for LTU youths are affiliated with communities and/or leading NGOs.	- Involving civic and religious communities, welfare agencies, youth centres, etc.
<b>BE</b>		- E.g. Action Plan for Young People in Brussels Region)		
<b>DK</b>			- In particular for young people with tertiary education	
<b>FR</b>		- Missions locales		- Involving NGOs in outreach activities
<b>GE</b>	- For means-tested Unemployment Benefit II recipients	- At local level, (pilot) projects are implemented with various actors. These can be at the initiative of other actors, e.g. municipalities.	- E.g. certified training providers, counsellors who implement ALMPs for young people with the need of further support) ) as well as placement vouchers	
<b>IT</b>		- Cooperation projects promoted by regions and provinces within the regionally managed education and training system		
<b>HU</b>		- regional networks in the area of lifelong guidance services		
<b>NL</b>		- Cooperation between municipalities and PES, including programmes for drop-outs - Also with schools, employers, welfare-agencies, temporary employment.agencies.	Cooperation with temporary employment.agencies (for the easy to place) and with reintegration-agencies (for those who need more support)	
<b>NO</b>	Merged agreement between PES, Municipals and social insurance	- Regional partnerships for career guidance - central and regional agreement PES and county educational administration		

Source: PES country reports, *Economix*

## 4.2 Cooperation with schools

- Cooperation with schools, in particular in classes of lower secondary education schools are crucial in the light of minimising early school leaving and in reaching out to young people.
- Cooperation with schools is either settled through agreements at the national level (e.g. Norway), at regional level (e.g. Norway, Germany) or at local level. In a number of countries, PES contacts to schools are established without formal agreements (e.g. Austria and Denmark). In Luxembourg, the PES is less pro-active as it provides vocational guidance services only on demand of the schools.
- Activities include visits to schools as well as visits of school classes to the vocational information centres (the latter has been assessed positively by participants in Austria). Contacts to psychological services are a useful practice in Luxembourg. An interesting approach is also to train the teachers, so that they can provide also vocational guidance (e.g. Italy).

**Table 7 Cooperation with schools**

	AT	BE	DK	FR	GE	GR	HU	IT	LT	LU	NL	NO	PL	SE
Agreements for cooperation with schools					X		X	X			X	X		
Non-formal cooperation with schools	X		X							X	X		X	
Vocational guidance provided at schools by other institutions		X	X		X					X				
Visit of PES staff to school	X*				X						X			
Visit of school classes to PES	X				X						X			
Organising of events for pupils and parents at the PES	X		X					X	X		X			
Organise workshops in schools on how job-search techniques										X	X			
Follow-up services of the schools	X											X		
Tutoring for drop-outs								X						
Training courses for the trainers								X			X			
(*) only in remote areas														

Source: PES country reports, Economix.

### 4.3 Cooperation with employers and employer organisations

- **Placement** of disadvantaged young people in workplaces is part of regular placement services of PES in all countries. In Austria about one sixth of PES staff is dealing with employers, operating in specific units; they are also concerned with the acquisition of jobs and apprenticeships for young people. The PES may in turn offer specific recruitment services for low-skilled workers, social-pedagogical guidance for the employment of disadvantaged young people, training and wage subsidies (see analytical report). In Germany these activities are arranged in three areas: job placement, placement of disabled individuals, and placement in apprenticeships, including guidance and counselling. Special employer services operate with specialised teams, and one third of the PES staff is dealing with employers.
- In some countries **social partners** are involved in the PES. In Austria for example they are represented in the decision-making bodies of the PES at local, regional and national levels. In Germany or Denmark they are represented in supervisory councils involved in the design of labour market policies.
- In Germany, the **National Training Pact** was concluded in 2004. This initiative includes commitments by employers, the Federal Government and the PES. The Pact contains the commitment of employers to offer a certain number of additional apprenticeship places and to implement specified PES measures for young people, while the PES agreed to implement a certain volume of ALMPs for young people. This includes apprenticeship subsidies and preparatory measures for vocational training (Vogler-Ludwig, Stock, EEO Review on youth measures 2011). In France company-specific agreements have been concluded. Also in the Netherlands agreements with the employer organisation have been concluded for taking-up more young people into jobs and training.
- In France and Hungary human resource managers are included in networks which exchange information on how to improve the employability of young people.
- The Norwegian Government and social partners have signed an initial agreement on a more inclusive working life (IW) in 2001.
- In cooperation with the Chambers and the social partners, Greece organises vocational fairs and other events. Similarly, the German Chambers organise working groups on training issues.

**Table 8 Cooperation agreements and networking activities with employers**

	Agreements with employers	Networking activities
AT		Apprenticeship fairs in cooperation with the Chambers of Commerce and with single large employers
DK		Organise events in cooperation with the social partners with the objective to bring young people into employment or education
GE	National Training Pact for the expansion of the number of apprenticeship places	Cooperation with Chambers and single employers directly through working groups, based on the Labour Market Monitor, by providing data on the current labour market situation
GR		Joint organisation of events the PES and the social partners
HU		Involvement of HR managers in networks
FR	Company agreements to facilitate youth employment	Meetings with HR managers of companies to discuss issues of youth integration
NL	Covenants with employer organisations in order to place young people in /working-learning) jobs, often co-financed through employer organisations' own training funds	Networking is organised in the regions: in cooperation with the social partners with the objective to bring young people into employment or education
NO	Agreement on Inclusive working life (IW)	

Source: PES country reports, *Economix*.

## 5 EFFECTIVENESS OF MEASURES

### 5.1 Education, training and subsidies

- **Frequently used measures** Following the opinions expressed in the country reports, youth integration works if it is work-based and supported by wage or training subsidies. These two categories are mentioned by 11 and 10 of the 14 peer countries. As the Danish report writes: 'Activation in real enterprises helps the unemployed person to get a network of real colleagues and carry out real tasks' (Peer Country Paper Denmark, page 12). This view is shared by various other countries, which see practical work as a good way to lead young drop-outs back to work.
- **Work-based training** includes internships and apprenticeships in companies. The 'real life' context appears to be essential both for the acquisition of job-relevant competences and the individuals' self-valuation of their capacities. It also provides the opportunity to employers to better assess the competences of young workers. In general, transition rates to employment are higher for work-based training.
- **School-based training**, in contrast, is less efficient in this regard. However, it may have more sustainable effects on the improvement of generic skills and the acquisition of labour market oriented competences. School-based training is particularly important for young people who missed to achieve a school-leaving certificate, and for ethnic groups without sufficient language skills.  
In the Netherlands – a country with a school-based vocational training system – schooling plays a major role: 'For young people without qualifications our aim is to send them back to school, either fulltime or in combination with work' (Peer Country Paper The Netherlands, page 14). In response to the crisis, the country ran a 'School Extension Campaign' in order to keep young people in school training rather than letting them search for an apprenticeship or a job.  
The Norwegian report makes this even more explicit: 'It is questionable whether the work-experience really gives the necessary experience required from the employees on the labour market, even if the common opinion is that work experience helps them to get ordinary jobs afterwards and also helps young people to make up their mind of which type of work is suitable for them.' (Peer Country Report Norway, page 11).
- **Train-first versus work-first approach:** There are different opinions about the relevance of the two concepts.  
The majority of countries prefer the train-first approach (seven countries). This does not exclude work-based learning, but measures have to include a substantial training part, even if it is provided at the workplace. 'Decision makers in Austria are convinced that it makes sense to invest money into early school leavers in order to give them a chance to get some kind of vocational training' (Host Country Paper Austria, page 11). This is all the more important in countries where formal education and training certificates play an important role in recruitment procedures.  
Denmark, Greece and Poland underline the importance of work experience even without a substantial training component. In Poland, one out of five young ALMP participants was enrolled in the 'Work Practice' programme in 2010. The PES has contracts with employers to continuously place young trainees in the companies for a maximum period of twelve months. After completion the participants receive a confirmation letter from the employer and the PES but no formal training certificate. Luxembourg has preferences for both approaches, depending on the target group.
- **Employer subsidies** are evaluated as indispensable for getting the employers into the boat. This appears important even in countries with a long tradition in dual training (Austria, Germany). Wage subsidies are given to compensate the disadvantages of the target group (e.g. low skilled young people) against other young people, and employers seem to react positively. The Austrian example shows that a generous wage subsidy of two thirds of labour costs (including non-wage labour costs) for the maximum duration of

two years helps to bridge the 'crisis period' of young people and to re-orient them towards working life. Wage subsidies, however, include the risk of dead-weight losses. Substitution effects with unsubsidised young people cannot be excluded.

- **Trainee subsidies** are used to bring young drop-outs back 'on track'. The Austrian report speaks of positive effects on participation, however puts a warning signal on such measures as they may distort incentives towards measures with benefits.

## 5.2 Diversity of programmes and individual guidance

- **Concentration of resources:** The Austrian assessment of effective PES measures starts with the title 'Many euros for a relatively small group', and indeed the AMS spends almost three times more money for a young person than for the average unemployed (Host Country Paper Austria, page 20). The priority is justified with the positive and long lasting effects of youth integration. The Netherlands express a similar view (Peer Country Paper, The Netherlands, page 14).
- **Diversity of measures:** As the analytical report stated, the success of youth integration measures depends on the positive appraisal of measures by the young people. They participate and learn if they can see the advantage for their individual life. Diversity of programmes is therefore needed for to increase the outreach of programmes to low educated young people, to drug-addicted young people, to different ethnic groups etc. Six countries point to the need for diverse and targeted measures.
- **Individual guidance:** All peer review countries apply a more or less individualised approach, and six countries particularly underline the need for individual guidance. In the case of France and Sweden, this is supported by specific competence assessment procedures, which reveal individual competence profiles. The assessments are guided by PES experience and practice rather than evaluation results.
- **Creative measures:** The Netherlands point to the creativity that is needed for achieving targeted measures: 'all means are permitted, fewer rules, and more creative solutions'. Due to their decentralised system, the regions invented new programmes, such as 'green and grey' which means that young jobseekers meet old employers. Young coaches for the young unemployed were engaged to 'create a new culture of movement'. These mentorships were particularly important for disadvantaged young people (Peer Country Paper, The Netherlands, page 13, 14). The French 'école à deuxième chance' also belongs to these innovative measures.
- **Qualified staff:** Two countries, The Netherlands and Norway, point to the great importance of staff training for the success of youth integration measures. Trained and 'inspired' coaches are needed to understand the 'street culture', the motivation and the dreams of young people. In Norway experiences show advantages of organising staff at PES offices in teams to work more targeted and systematically and facilitate cross-sectoral co-ordination of services and measures.

## 5.3 Networking

- **Cooperation with employers:** This goes beyond the regular cooperation of placement services with employers. In Germany, a National Training Pact was concluded with employer associations, which includes commitments to provide additional training places for disadvantaged young people. A similar training pact exists in the Netherlands, and Austria has the Territorial Employment Pacts. Youth guarantees can hardly be given without such cooperation.
- **Cooperation with schools and non-profit organisations:** Little is said in the peer review reports about this type of cooperation. The Dutch and the Norwegian report emphasise the importance of networking, and the Austrian report mentions the role of social partnership. The close cooperation, however, is needed in order to avoid early school leaving and unemployment. Non-profit organisations are particularly important to extend the outreach of PES measures to the NEET group.

**Table 9 Assessment of PES youth measures in the peer country reports**

	AT	BE	DK	FR	GE	GR	HU	IT	LT	LU	NL	NO	PL	SE
Concentration of resources	+										+			
Diversity of measures, Targeted measures	+			+	+					+	+	+		
Creative measures	+										+			
Train-first measures	+			+	+				+	+	+			+
Work-first measures			+			+				+			+	
Work-based training	+		+	+	+	+		+	+	+	+	+	+	
Wage/training subsidies	+/-		+	+	+	+	+		+	+	+		+	+
Competence assessment	-			+						+	+			+
Individual counselling	+				+		+	+	+	+	+	+		+
Group-based counselling	+					+			+	+	+			
Voluntariness	+													
Sanctions	+		+						+	+	+			
Easy access to PES	+				+					+				
Cooperation with Employers	+		+	+	+				+	+	+	+		
Networking Coordination of actions	+								+		+	+		
Financial resources	+			+					+		+			
Staff training High quality guidance									+		+	+		
+ = positive assessment - = negative assessment														

Source: PES country reports, Economix.



#### 5.4 Evaluation results for youth integration measures

- **Lack of evaluation results:** not more than six out of the 14 peer review countries report on evaluation<sup>1</sup>. Too little is known about the effectiveness of the programmes.
- **Focus on short-term employment rates:** The evaluation results cover not more than 6 months after participation in a youth integration programme. Long-term effects would be needed in order to assess all measures adequately. Austria's data warehouse-based tool "Verbleibsmonitoring" which compares the share of days in a special status (employed, unemployed, out-of-labour force, etc.) in a given period before entering a measure with the respective period after leaving the measure can observe long-term effects up to 12 months. Special studies go far beyond that; a recent study on the labour market effect of all major youth measures in Tyrol looked at the status of former participants 36 months after leaving a measure.
- **Work-based vocational training** achieved rapid labour market integration, particularly in Austria and Luxembourg. 85 % of the participants were in employment three months after completion. In Germany the results were not as good but nevertheless positive: 60 to 63 % were in employment. The treatment effect, which measures the difference of employment rates between participants in ALMP programmes and non-participants, was 16 percentage points in Germany and 29 percentage points in Luxembourg.
- **School-based vocational training** is less efficient in the short-term and shows lower treatment effects. This is due to the fact that schooling trains generic skills rather than workplace skills. Labour market integration therefore takes more time.
- **Subsidies to employers and trainees** also show high employment rates and high treatment effects, particularly in Germany. Dead-weight losses are mentioned but not fully measured.
- **Counselling services** are less significant as regards employment rates. Luxembourg nevertheless measured a comparatively high treatment effect.

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<sup>1</sup> Italy is not included in this comparison as it reports on the effectiveness of ALMP programmes in general.

**Table 10**      **Employment rates after completion**  
(treatment effect in parenthesis)

	Observation Period	Work-based VET (1)	Basic training and school-based VET (2)	Employer and trainee subsidies	Counselling
AT*)	3 / 12 months	3m: 85 12m: 83	3m: 64 12m: 65	3m: 59 12m: 52	
BE	n.a.				
DK	n.a.				
FR	n.a.				
GE	6 months	60 to 63 (+16)	46 to 55 (0 to +7)	74 (+27)	
GR	n.a.				
HU	n.a.				
IT		69 (regular appr.)			
LT	6 months	29	n.a.	46	30 (youth <29)
LU	6 months	85 (+29)			46 (+10)
NL	6 months				65
NO	n.a.				
PL	3 months	49,5	34		
SE	n.a.				
(1) Apprenticeship, internship					
(2) Agency-based, private schooling; subsidised apprenticeship					

Source: PES country reports, Economix

## 5.5

### Key obstacles

- **Four main obstacles** are mentioned in the peer country reports: the crisis, employers, young people, and the youth integration network.
- **The crisis** has hit youth integration measures very hard. Greece particularly complains about missing financial resources and the lack of personnel. But this is also the case in other countries such as Luxembourg, the Netherlands, Poland.
- **Employers** are mentioned in France as a key obstacle, but are also seen to be difficult to engage with this target group in other countries. As we know, labour market discrimination of ethnic groups and low-skilled young people is prevalent in many countries.
- **Young people** with poor learning motivation, poor school experience, lacking family support, and finally low self-esteem is the problem that youth integration wants to solve. The mention of these factor as obstacles in the Austrian report points to the demand to other actors to contribute to the solution: families and schools in particular.
- **The networking of youth integration actors**, however, finds little attention in the peer country reports. Not more than two countries, Greece and Italy, address this as a key obstacle. Both are countries which are establishing a youth integration policy or have done that just recently. In the other countries, cooperation may work well, or PES does not see the need for further cooperation. We do not yet know the answer.

**Table 11**      **Key obstacles**

	AT	BE	DK	FR	GE	GR	HU	IT	LT	LU	NL	NO	PL	SE
Economic development						X			X	X	X		X	
Financial resources														
Lack of personnel						X				X			X	
Employer resistance				X						X				
Labour market discrimination				X					X					
Limited outreach											X			
Low learning motivation, self-confidence of young people	X								X	X	X	X		
Lack of family support	X									X		X		
Bad school experience	X									X		X		
Poor learning abilities	X									X				
Interruption of measures	X									X				
Lack of measures						X				X				
Missing link to E&T system, PES actors						X		X						

Source: PES country reports, *Economix*.

## 6 TRANSFERABILITY AND GENERAL CONCLUSIONS

- **Difficult transfer:** Most of the countries do not see the possibility of a direct transfer of the Austrian youth guarantee approach to their country. This is to be expected as the legal and institutional settings are different and approaches which work in one country won't work in the others due to these differences.
- **But interesting elements:** Nevertheless, two countries, Norway and Poland, detected interesting elements in the Austrian youth integration system and others are strongly interested to learn more about it. For the Polish PES, youth guarantees are a goal which should be achieved in the near future. Particular interest exists in both countries for the successful outreach of measures and the good cooperation with employers and employer associations. This corresponds with the interest in public campaigns to attract young people.
- **Involvement of PES in training:** this seems to be a major obstacle for several countries as PES is not always entitled to engage in training. The Austrian system allows such activities which are assessed to be an important success factor of youth integration. There is also a strong interest in understanding the rationale and the functioning of the Austrian system.

- **Social partnership:** Austria is known for its social partnership model which can also be discerned in the youth integration approach. Employers and employers-based apprenticeship play a key role and several countries want to know, how this works and how employers responsiveness can be improved.
- **Cooperation with non-governmental institutions:** The idea of Austria's PES to contact Muslim Churches attracted much interest, as did the cooperation with schools and other organisations. Networking appears to be evaluated as a relevant issue which is not always implemented sufficiently.
- **Operational issues:** various expressions of interest refer to organisational issues such as the implementation of efficient guidance systems, online counselling, monitoring and evaluation, and measures to train the trainers.
- **Critical questions** are addressed to the functioning of trainee subsidies which may be associated with unwanted distortion effects, and to the problem of 'creaming' by the Austrian youth guarantees.

**Table 12**                      **Transferability**

	<b>Transferability</b>	<b>Reason</b>	<b>Main interest</b>
BE	- Difficult	- ACTRIS is not responsible for training	- AMS relations to employers - Case management - Special training of counsellors
DK	- Difficult	- Decentralised PES system - Different benefit system	- How is creaming avoided?
FR	- Difficult	- Strong agreements with E&T system required	- Better guidance system - Partnerships
GE	- Not required	- Youth guarantee existing	
GR	Wanted	- To improve the effectiveness of Greek PES - Lack of the appropriate outreach activities for the selected age group	- Strong interest in order to build an efficient youth integration system - Cooperation with schools and employers - Cooperation with private agencies and other actors - Online tools development
HU	n.a.		- Role of apprenticeships - Competency-based matching systems - Early warning system for drop-outs - Special youth integration units - Cooperation with schools and employers - Labour market forecasting
IT	- Not required	- Plan for Youth Employability has been launched recently	- Effective monitoring of services and school performance - Network links with schools and local actors - Innovative tools
LT	- Limited	- Different labour market structures (few migrants)	- How to expand work-based training - How to improve accessibility to young people - Staff training - Long-term unemployed - Cooperation with private agencies and other actors
LU	n.a.		
NL	n.a.		- Effectiveness of Austrian BIZ (Berufsinformationszentrum) - Training the trainers - Cooperation with churches - Parents' involvement - Online counselling - Data and monitoring
NO	- Interesting elements	- Active outreach with a variety of instruments - Alternative apprenticeship for hard-to-place young people - Involvement of PES in training	- What can be done in case of multiple disadvantages (poverty, low-education etc.)? - How can employer responsiveness be raised? - How can distortive incentives of trainee subsidies be avoided? - Provision of career guidance services - Employer reactions to shorter apprenticeship

	<b>Transferability</b>	<b>Reason</b>	<b>Main interest</b>
PL	- Relevant elements	<ul style="list-style-type: none"> <li>- Youth guarantees are an important goal</li> <li>- Concentration of resources on youth integration measures</li> <li>- PR campaigns to attract young people</li> <li>- Cooperation with employer associations and active acquisition of vacancies</li> </ul>	
SE	n.a.		

Source: PES country reports, Economix.

## 7 CONCLUSIONS

The European Commission has placed a focus on youth integration in its “Youth on the Move” flagship initiative. This is an important step to further promote advancements in youth integration and to cope with increasing youth unemployment problems.

PES play an important role in youth integration, as it operates at the bridge between schools and labour markets. This is indispensable and needs to be strengthened in some countries. At present, however, PES work under the tightened conditions of the financial crisis, and this limits financial resources now and in future. Efficient and cost-saving solutions are therefore required.

A first step to reduce expenditures without losing effectiveness is the review of subsidies both to employers and trainees. The impact of subsidies will have to be checked at the national level with the target to reduce dead-weight losses and avoid distortive incentives. Subsidies may be substituted by showing employers the net-gain of well trained workers also at lower skill levels, and by appealing for their social responsibility in hard times.

A second step is the improvement of youth integration networks. All peer countries agree in stressing the importance of early interventions. This requires efforts in schools to avoid early school-leaving, and this requires well-targeted social work, which recovers the self-valuation of young people and helps them to find a place in society. All efforts at these levels avoid later expenditures for young adults.

Work-based training appears to be the preferred way to integrate disadvantaged young people. This is a cost-efficient way as employers take the cost (and the profits) from training. In times of weak labour demand however the opportunities for work-based training decline. This has to be compensated by school-based training which focuses at compensating the deficits in generic competences such as reading and mathematics. Schools have to find adequate ways to raise the learning motivation of the “difficult” target groups. They will have to address the specific talents among these young people which are far away from labour market relevant talents in many cases. Arts, sports, and social activities appear to be efficient instruments to integrate the almost “hopeless”. The Venezuelan music movement “El Sistema” is an outstanding example for such achievements.

While centralised PES approaches appear to be efficient, decentralised approaches seem to be innovative. There needs to be the right balance between efficiency and innovativeness. This means that the local level should play an important role in youth integration, in particular if the diversity of problems among young people has to be addressed. Centralised approaches may deliver the tool set for young people integration, which may not apply to all young people. Diversity of plans and methods therefore is an asset.

Very little is still known about the effectiveness of youth integration measures. Only a few countries have empirical evaluations at their disposal. A comprehensive evaluation of youth integration programmes needs a data basis which allows longitudinal analysis of participants, a well-structured description of measures, and the isolation of ALMP expenditures for the target group. This is not available in all countries and substantial efforts are needed to allow a better understanding of what works. The European Commission may help establishing the required databases and developing the adequate tools. ESF resources could probably be used for such purposes.

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## ANNEX

- Table A1: Unemployment rates for age group 15 to 24, 2000-2010
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- Table A14: School drop-out rates and NEET-rate for age group 15 to 24, 1998 and 2008

Table AA1: Unemployment rates for age group 15 to 24, 2000-2010

	15-24										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	6,3	6,0	7,2	7,5	11,0	10,3	9,1	8,7	8,0	10,0	9,6
Belgium	15,2	15,3	15,7	19,0	17,5	21,5	20,5	18,8	18,0	21,9	22,5
Denmark	6,7	8,3	7,1	9,8	7,8	8,6	7,7	7,9	7,6	11,2	14,8
France	20,6	18,0	18,9	17,4	19,9	20,3	21,4	18,9	18,4	22,8	22,5
Germany	8,5	7,8	9,3	11,0	13,0	15,5	13,7	11,9	10,5	11,2	10,3
Greece	29,2	28,0	26,1	25,7	26,5	26,0	25,2	22,9	22,1	25,8	32,5
Hungary	12,3	10,7	11,4	12,9	14,4	19,4	19,1	18,0	19,9	26,5	26,7
Italy	31,5	27,8	27,1	26,8	24,6	24,0	21,6	20,3	21,3	25,4	24,7
Lithuania	28,6	31,6	20,4	26,9	21,2	15,7	9,8	8,2	13,4	29,2	35,5
Luxembourg	6,4	6,3	7,0	10,9	16,9	13,7	16,2	15,2	17,9	17,2	12,5
Netherlands	5,3	4,4	4,6	6,6	8,0	8,2	6,6	5,9	5,3	6,6	8,3
Norway	11,1	12,2	13,0	11,9	12,8	11,5	8,7	7,4	7,5	9,2	7,8
Poland	35,7	39,2	41,6	41,4	40,1	36,9	29,8	21,7	17,3	20,6	23,4
Sweden	9,5	11,7	12,9	14,3	18,5	22,8	21,5	19,3	20,2	25,0	20,9
Bulgaria	33,3	39,3	35,6	27,1	24,5	22,3	19,5	15,1	12,7	16,2	21,4
Croatia	.	.	36,3	35,8	32,8	32,3	28,9	24,0	21,9	25,0	29,6
Cyprus	10,2	8,2	7,7	8,9	8,7	13,9	10,0	10,2	9,0	13,8	13,0
Czech Republic	17,0	16,3	15,4	16,8	19,9	19,2	17,5	10,7	9,9	16,6	18,4
Estonia	23,5	24,5	17,3	24,2	23,5	15,9	12,0	10,0	12,0	27,5	28,0
Finland	28,4	26,6	28,2	27,8	27,5	20,1	18,7	16,5	16,5	21,5	14,2
Iceland	4,4	5,1	6,4	12,5	12,1	7,4	8,3	7,0	8,2	15,9	11,2
Ireland	6,5	6,2	7,8	8,1	8,3	8,6	8,6	9,0	12,7	24,2	27,7
Latvia	21,3	22,9	25,6	17,5	19,3	13,6	12,2	10,7	13,1	33,6	32,4
Malta	11,8	17,6	15,3	17,4	18,3	16,8	15,9	13,9	12,2	14,4	10,0
Mazedonia	.	.	.	.	.	.	59,7	57,7	56,4	55,1	51,9
Portugal	8,2	8,9	10,4	13,4	14,0	16,1	16,3	16,6	16,4	20,0	23,4
Romania	17,8	17,6	22,2	19,5	22,3	20,2	21,4	20,1	18,6	20,8	22,9
Slovenia	16,4	15,7	14,8	15,3	14,0	15,9	13,9	10,1	10,4	13,6	13,0
Slovakia	36,9	38,9	37,7	32,9	32,8	30,1	26,6	20,3	19,0	27,3	34,3
Spain	25,3	20,7	21,6	22,3	22,4	19,7	17,9	18,2	24,6	37,8	40,7
Switzerland	5,0	5,6	5,6	8,5	7,7	8,8	7,7	7,1	7,0	8,5	8,7
Turkey	.	.	.	.	.	.	16,4	17,2	18,5	22,8	19,2
United Kingdom	12,0	10,3	10,9	11,4	10,7	12,8	14,0	14,3	15,0	19,1	19,9
EU-15	16,1	14,1	14,7	15,3	15,9	16,6	15,9	14,9	15,4	19,5	19,8
EU-27	18,3	17,3	17,9	18,1	18,6	18,6	17,3	15,5	15,5	19,8	20,5

Source: Eurostat, Labour Force Survey.

Table A2: Unemployment rates for age group 15 to 74, 2000-2010

	15-74										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	4,7	4,0	4,9	4,8	5,3	5,2	4,8	4,4	3,8	4,8	4,4
Belgium	6,6	6,2	6,9	7,7	7,4	8,5	8,3	7,5	7,0	7,9	8,7
Denmark	4,5	4,2	4,3	5,4	5,2	4,8	3,9	3,8	3,3	6,0	7,3
France	10,2	8,6	8,7	8,6	9,2	8,9	8,8	8,0	7,4	9,1	9,1
Germany	7,9	7,8	8,5	9,8	10,7	11,1	10,2	8,6	7,5	7,7	6,7
Greece	11,3	10,5	9,9	9,4	10,2	9,9	8,9	8,3	7,7	9,5	12,4
Hungary	6,6	5,7	5,6	5,8	5,8	7,2	7,5	7,4	7,8	10,0	10,9
Italy	10,9	9,6	9,2	8,9	7,9	7,7	6,8	6,1	6,8	7,8	7,6
Lithuania	16,0	16,9	13,0	12,9	11,3	8,3	5,6	4,3	5,8	13,7	17,8
Luxembourg	2,3	1,8	2,6	3,7	5,1	4,5	4,7	4,1	5,1	5,1	3,9
Netherlands	2,7	2,1	2,6	3,6	4,7	4,7	3,9	3,2	2,8	3,4	4,3
Norway	3,5	3,7	4,0	4,2	4,3	4,4	3,4	2,5	2,5	3,1	3,4
Poland	16,4	18,4	20,0	19,4	19,1	17,8	13,9	9,6	7,1	8,2	9,2
Sweden	5,5	4,7	5,0	5,6	6,7	7,8	7,1	6,2	6,2	8,4	7,8
Bulgaria	16,2	19,9	18,1	13,8	12,1	10,1	9,0	6,9	5,6	6,8	9,5
Croatia	.	.	15,1	14,0	13,7	12,7	11,2	9,6	8,4	9,1	11,6
Cyprus	5,0	4,0	3,3	4,2	4,4	5,3	4,6	3,9	3,7	5,3	5,8
Czech Republic	8,8	8,0	7,0	7,6	8,2	7,9	7,2	5,3	4,4	6,7	7,1
Estonia	13,1	12,4	9,4	10,7	10,0	7,9	5,9	4,7	5,5	13,8	15,5
Finland	11,1	10,3	10,4	10,5	10,4	8,4	7,7	6,9	6,4	8,2	7,3
Iceland	1,9	1,9	3,0	4,0	4,0	2,5	2,8	2,3	2,9	7,2	6,5
Ireland	4,3	3,7	4,2	4,5	4,5	4,4	4,4	4,6	6,0	11,8	13,8
Latvia	14,2	13,1	13,2	10,6	9,9	8,9	6,8	6,0	7,5	17,1	18,0
Malta	6,3	7,1	6,9	7,5	7,3	7,3	6,9	6,5	6,0	7,0	6,8
Mazedonia	.	.	.	.	.	.	36,1	35,0	33,8	32,2	31,7
Portugal	3,9	3,9	4,6	6,2	6,4	7,7	7,8	8,1	7,7	9,6	11,1
Romania	7,1	6,7	8,3	6,9	7,7	7,2	7,3	6,4	5,8	6,9	6,9
Slovenia	6,9	5,7	6,0	6,5	6,0	6,5	6,0	4,9	4,4	5,9	7,1
Slovakia	19,1	19,4	18,7	17,1	18,6	16,3	13,4	11,1	9,5	12,0	14,1
Spain	13,8	10,4	11,2	11,3	11,1	9,2	8,5	8,3	11,3	18,0	19,8
Switzerland	2,7	2,5	2,9	4,1	4,3	4,5	4,0	3,7	3,4	4,1	4,7
Turkey	.	.	.	.	.	.	8,7	8,9	9,8	12,6	10,2
United Kingdom	5,6	4,7	5,0	4,8	4,6	4,8	5,4	5,3	5,6	7,6	7,9
EU-15	8,4	7,3	7,7	8,0	8,3	8,1	7,7	7,0	7,1	9,0	9,2
EU-27	9,3	8,6	8,9	9,0	9,2	8,9	8,2	7,1	7,0	8,9	9,3

Source: Eurostat, Labour Force Survey.

Table A3: Unemployment rates for age group 15-24 by gender, 2000-2004

	2000		2001		2002		2003		2004	
	male	female	male	female	male	female	male	female	male	female
Austria	6,9	5,6	6,2	5,8	7,7	6,6	8,0	6,8	11,3	10,7
Belgium	12,9	18,2	14,3	16,6	16,0	15,2	20,1	17,5	15,8	19,5
Denmark	6,5	7,0	7,3	9,3	8,8	5,2	10,6	9,0	8,5	7,1
France	19,0	22,6	16,0	20,5	17,5	20,8	16,4	18,6	19,7	20,1
Germany	9,5	7,4	9,0	6,4	11,1	7,2	13,7	8,1	15,4	10,2
Greece	21,9	38,0	20,9	36,3	19,0	34,7	18,0	35,2	18,8	35,6
Hungary	13,7	10,4	11,6	9,5	12,3	10,2	13,5	12,1	14,6	14,2
Italy	28,4	35,3	24,8	31,6	23,7	31,5	23,7	30,9	21,2	29,0
Lithuania	29,5	27,3	36,6	24,6	19,6	21,6	22,2	32,8	23,6	17,1
Luxembourg	5,7	7,3	7,1	.	5,3	9,0	9,7	12,2	12,1	22,5
Netherlands	4,7	5,9	4,2	4,5	4,3	4,8	6,7	6,5	7,9	8,1
Norway	10,8	11,4	12,3	12,0	13,8	12,3	12,4	11,3	14,0	11,7
Poland	34,3	37,2	38,0	40,6	41,0	42,4	40,3	42,8	38,9	41,5
Sweden	10,8	8,1	12,7	10,6	13,4	12,4	15,5	13,1	19,8	17,2
Bulgaria	36,1	29,6	42,8	35,4	39,0	31,5	29,4	24,1	25,0	23,8
Croatia	.	.	.	.	34,3	38,9	33,8	38,5	29,5	37,3
Cyprus	6,7	13,3	6,0	10,2	8,0	7,6	9,0	8,8	7,9	9,5
Czech Republic	17,4	16,4	16,4	16,2	15,7	15,0	16,2	17,5	21,4	17,9
Estonia	24,6	21,8	17,4	34,0	14,2	22,0	20,5	30,4	23,4	23,7
Finland	27,5	29,2	25,7	27,5	28,6	27,8	27,8	27,9	27,9	27,2
Iceland	.	.	.	.	9,5	.	12,7	12,2	16,2	.
Ireland	.	.	.	.	9,5	.	12,7	12,2	16,2	.
Latvia	21,0	21,7	24,0	21,4	25,1	26,2	13,8	23,0	14,9	25,8
Malta	13,1	10,4	20,3	14,5	16,5	14,0	15,6	19,4	18,8	17,7
Mazedonia	.	.	.	.	.	.	.	.	.	.
Portugal	5,4	11,7	6,5	12,0	9,1	12,1	10,6	16,7	12,5	15,9
Romania	19,3	15,9	18,1	17,1	22,4	22,0	19,2	20,0	25,1	18,7
Slovakia	40,0	33,3	42,6	34,5	38,8	36,3	34,8	30,7	34,8	30,4
Slovenia	14,8	18,5	15,0	16,6	13,5	16,7	13,1	18,4	11,2	17,7
Spain	19,6	32,1	16,4	26,3	16,9	27,9	19,1	26,4	19,3	26,4
Switzerland	5,8	4,1	5,8	5,5	7,1	3,9	8,3	8,7	8,0	7,4
Turkey	.	.	.	.	.	.	.	.	.	.
United Kingdom	13,5	10,4	11,8	8,7	12,8	8,8	13,1	9,5	11,7	9,7
EU-27	17,6	19,1	16,8	17,9	17,7	18,2	18,1	18,1	18,6	18,5
EU-15	15,1	17,2	13,4	14,9	14,4	15,1	15,4	15,3	15,8	16,1

Source: Eurostat, Labour Force Survey.

Table A4: Unemployment rates for age group 15-24 by gender, 2005-2010

	2005		2006		2007		2008		2009		Q3-2010	
	male	female	male	female	male	female	male	female	male	female	male	female
Austria	10,7	9,9	8,9	9,3	8,3	9,1	7,9	8,2	10,5	9,4	9,4	9,8
Belgium	21,0	22,1	18,8	22,6	17,1	20,9	17,3	18,7	21,5	22,5	22,1	23,1
Denmark	8,6	8,6	7,9	7,5	8,2	7,5	6,8	8,5	12,4	9,9	15,5	14,1
France	19,3	21,6	20,1	23,0	18,2	19,8	18,5	18,3	23,6	21,9	21,5	23,7
Germany	16,8	13,9	14,8	12,5	12,6	11,1	11,0	9,9	12,4	9,7	10,9	9,7
Greece	18,7	34,8	17,7	34,7	15,7	32,1	17,0	28,9	19,4	33,9	25,6	40,9
Hungary	19,6	19,0	18,6	19,8	17,6	18,6	19,1	20,9	28,2	24,2	27,1	26,2
Italy	21,5	27,4	19,1	25,3	18,2	23,3	18,9	24,7	23,3	28,7	23,6	26,2
Lithuania	15,9	15,3	10,0	.	7,0	10,0	12,6	14,6	35,1	21,6	38,4	31,9
Luxembourg	11,7	16,2	17,0	15,2	13,5	17,5	12,5	24,1	16,7	17,8	17,5	.
Netherlands	8,0	8,4	6,1	7,1	5,6	6,2	5,4	5,2	7,1	6,1	8,6	8,0
Norway	12,2	10,7	8,9	8,6	8,3	6,6	8,4	6,6	10,5	7,9	8,4	7,2
Poland	35,7	38,3	28,3	31,6	20,0	23,8	15,2	19,9	20,2	21,2	21,7	25,8
Sweden	23,3	22,4	21,0	22,0	18,8	19,8	19,7	20,7	26,3	23,7	22,2	19,6
Bulgaria	23,4	21,0	18,9	20,3	14,5	15,9	13,7	11,4	17,8	13,8	20,8	22,3
Croatia	30,2	35,1	27,2	31,1	20,9	28,5	18,5	27,2	23,0	28,5	26,8	34,2
Cyprus	13,2	14,7	8,9	11,1	11,0	9,4	8,7	9,4	13,6	13,9	13,0	12,9
Czech Republic	19,3	19,1	16,6	18,7	10,6	11,0	9,8	9,9	16,6	16,7	17,6	19,5
Estonia	.	.	.	.	.	.	12,6	.	31,7	22,0	25,4	31,1
Finland	20,6	19,5	19,0	18,4	16,4	16,6	17,1	15,8	24,1	19,0	15,2	13,2
Iceland	8,6	.	8,9	7,7	7,7	.	8,9	7,5	19,7	12,0	10,8	11,6
Ireland	8,6	.	8,9	7,7	7,7	.	8,9	7,5	19,7	12,0	33,1	22,0
Latvia	11,8	16,2	10,5	14,7	11,2	10,0	13,2	13,1	37,5	28,4	31,9	32,9
Malta	17,2	16,2	17,2	14,3	15,8	11,6	13,8	.	15,9	12,4	12,5	.
Mazedonia	.	.	58,9	60,9	57,4	58,2	55,7	57,4	52,7	59,4	52,0	51,7
Portugal	13,6	19,1	14,5	18,4	13,5	20,3	13,3	20,2	18,7	21,6	21,7	25,4
Romania	21,6	18,4	22,3	20,2	21,1	18,7	18,8	18,3	21,2	20,1	22,4	23,6
Slovakia	31,0	28,8	26,4	27,0	20,4	20,2	18,5	19,8	27,8	26,5	35,2	33,0
Slovenia	14,5	17,8	11,6	16,8	9,4	11,2	9,9	11,3	13,8	13,4	13,0	12,9
Spain	16,7	23,4	15,0	21,6	15,2	21,9	23,7	25,8	39,1	36,4	41,5	39,8
Switzerland	8,5	9,1	7,9	7,5	6,9	7,4	6,7	7,4	8,0	9,0	8,0	9,5
Turkey	.	.	15,9	17,4	17,1	17,5	18,3	18,8	22,9	22,5	17,6	22,1
United Kingdom	14,3	11,0	15,7	12,0	15,8	12,5	17,0	12,7	21,8	16,0	21,0	18,7
EU-27	18,4	18,7	16,9	17,7	15,2	15,8	15,6	15,5	20,9	18,5	20,7	20,3
EU-15	16,4	16,8	15,6	16,2	14,6	15,2	15,6	15,1	20,6	18,2	20,1	19,4

Source: Eurostat, Labour Force Survey.

Table A5.1: Unemployment rates for age group 15-24 by education level (ISCED 1997, Step 0-2), 2000-2010

	Step 0-2 (ISCED 1997)										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	8,3	8,4	8,5	10,1	17,8	15,2	13,4	12,4	12,1	14,3	12,5
Belgium	24,2	30,3	26,9	30,5	25,8	30,0	30,1	29,1	28,4	30,2	33,3
Denmark	6,2	9,4	9,5	12,2	7,2	9,2	8,5	8,8	8,1	12,0	16,0
France	31,0	29,3	29,1	25,6	30,2	30,2	32,8	30,1	29,4	36,4	37,5
Germany	9,6	8,7	9,9	11,8	12,8	17,6	16,7	15,5	13,5	13,9	14,3
Greece	24,1	23,8	21,6	20,3	22,9	19,4	21,7	17,8	19,0	22,3	30,6
Hungary	21,3	19,3	21,0	26,4	25,6	31,0	31,8	30,5	33,4	45,9	39,8
Italy	31,7	28,6	28,4	28,9	28,6	26,2	24,1	22,5	23,3	27,3	27,3
Lithuania	37,3	42,7	26,7	35,7	.	.	.	.	26,6	46,6	44,2
Luxembourg	9,3	8,2	11,7	13,9	21,0	19,1	23,1	21,4	22,4	24,9	23,5
Netherlands	7,4	5,6	5,9	8,8	10,7	11,2	9,4	8,4	7,2	8,8	12,0
Norway	18,7	21,2	22,3	19,4	16,8	19,2	11,2	10,1	10,2	11,2	9,4
Poland	37,0	38,2	43,2	38,7	41,6	41,2	36,3	22,8	20,6	24,5	27,1
Sweden	11,4	17,8	18,7	20,9	26,0	33,2	32,5	29,5	31,2	38,0	31,5
Bulgaria	44,7	59,5	51,9	41,4	37,5	39,8	37,8	29,5	28,1	31,9	36,8
Croatia	.	.	34,1	42,2	37,4	29,0	40,5	29,5	32,5	41,3	36,4
Cyprus	11,9	9,3	10,9	10,6	12,7	13,6	7,5	12,3	9,2	9,6	10,6
Czech Republic	44,2	41,1	40,6	48,7	53,8	48,0	43,5	31,2	35,2	41,1	40,4
Estonia	41,4	30,1	37,6	33,9	32,7	.	.	.	.	44,1	45,9
Finland	43,4	38,9	43,4	42,0	41,6	28,4	28,0	25,8	26,7	31,8	20,6
Iceland	5,2	6,1	8,3	12,6	9,7	7,8	9,9	8,2	9,7	18,0	15,0
Ireland	13,0	11,1	13,5	14,3	17,1	15,9	15,6	17,4	23,9	39,6	44,6
Latvia	32,1	32,0	36,3	23,9	24,5	23,6	22,1	16,8	20,5	49,9	42,4
Malta	12,7	18,9	16,2	18,1	23,7	22,9	19,5	17,7	16,6	18,6	13,3
Mazedonia	.	.	.	.	.	.	62,2	58,8	56,5	54,5	54,9
Portugal	8,2	8,6	10,4	13,4	14,9	15,5	15,2	16,2	15,8	20,3	22,7
Romania	11,6	12,1	18,2	15,3	20,9	16,3	19,7	18,6	20,3	19,4	16,7
Slovenia	26,2	25,2	25,8	26,1	18,0	20,6	17,2	13,2	10,9	18,9	18,6
Slovakia	77,2	80,3	75,1	69,6	73,7	76,8	74,0	66,2	62,5	64,6	63,5
Spain	24,6	20,5	21,7	23,3	23,2	21,8	19,8	20,4	29,7	44,7	48,7
Switzerland	4,6	7,4	5,6	8,3	8,9	9,5	7,1	7,8	6,8	8,1	8,4
Turkey	.	.	.	.	.	.	13,4	14,5	15,6	19,5	14,7
United Kingdom	21,4	19,6	20,1	21,5	19,9	22,6	25,2	26,4	27,9	32,6	33,6
EU-27	20,1	19,0	19,8	20,2	21,3	21,7	21,2	20,0	21,1	25,9	27,0
EU-15	19,3	17,6	18,1	19,2	20,0	20,7	20,3	19,7	20,8	25,7	27,0

Source: Eurostat, Labour Force Survey.

Table A5.2: Unemployment rates for age group 15-24 by education level (ISCED 1997, Step 3-4), 2000-2010

	Step 3-4 (ISCED 1997)										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	5,4	4,9	6,5	6,3	8,1	8,0	6,5	6,2	5,7	7,5	7,5
Belgium	14,4	9,7	13,3	18,3	17,2	19,7	18,0	17,5	16,2	20,5	19,0
Denmark	7,5	7,6	5,4	6,6	7,7	8,0	6,3	5,8	6,1	10,3	12,6
France	17,6	15,0	16,0	14,4	17,4	17,7	18,4	15,9	16,5	20,6	19,0
Germany	6,8	6,8	8,6	10,1	13,0	13,2	10,8	8,6	8,0	9,0	7,4
Greece	31,8	30,1	28,7	28,0	27,4	27,6	26,1	23,7	23,3	26,5	30,8
Hungary	11,0	9,4	10,0	10,5	12,0	17,1	15,7	15,6	16,9	22,5	23,0
Italy	31,7	27,1	25,8	25,5	21,3	22,0	19,9	19,0	19,9	24,1	23,3
Lithuania	26,2	30,5	18,5	26,9	23,0	17,4	9,8	8,1	11,2	29,0	34,1
Luxembourg	.	.	.	9,3	12,1	9,7	11,0	.	15,5	12,9	.
Netherlands	.	17,3	.	.	.	.	.	.	.	.	.
Norway	7,0	7,8	7,6	8,9	11,3	8,8	6,1	4,6	4,2	6,3	5,8
Poland	35,7	39,9	42,2	42,9	40,6	37,0	29,5	21,7	16,9	20,2	23,0
Sweden	9,4	7,1	8,4	10,1	13,6	16,0	14,5	12,1	11,8	18,4	15,2
Bulgaria	30,4	33,3	31,0	23,0	19,7	17,5	15,3	12,3	9,6	14,1	19,9
Croatia	.	.	36,7	34,8	31,9	33,0	27,4	23,2	20,6	23,7	29,0
Cyprus	11,0	7,6	6,1	5,4	5,9	13,9	9,1	9,0	8,3	13,5	11,8
Czech Republic	14,1	13,2	13,0	13,9	16,7	16,4	14,9	8,6	7,1	13,7	16,0
Estonia	17,3	21,8	.	23,4	18,5	16,1	.	.	10,3	24,8	21,3
Finland	35,0	36,6	35,6	30,6	28,6	25,2	21,4	15,3	14,6	24,3	31,0
Iceland	8,7	7,3	7,5	8,2	7,8	9,7	10,9	11,2	11,3	15,7	17,2
Ireland	4,2	4,9	6,3	6,9	6,3	6,5	7,3	7,3	11,2	23,0	25,4
Latvia	17,9	19,2	21,1	14,5	18,4	10,1	8,8	9,4	11,0	29,0	31,2
Malta	11,0	9,4	10,0	10,5	12,0	17,1	15,7	15,6	16,9	22,5	23,0
Mazedonia	.	.	.	.	.	.	57,7	57,3	55,2	53,8	51,3
Portugal	2,8	2,3	2,8	4,5	5,6	5,7	4,2	3,9	3,6	4,6	5,5
Romania	8,4	9,9	9,6	12,9	11,2	15,3	16,0	14,8	14,3	18,1	22,7
Slovakia	14,5	13,4	12,4	13,8	13,2	14,8	12,9	9,4	10,0	12,3	10,1
Slovenia	22,0	21,0	25,0	22,8	24,0	22,5	22,0	21,0	17,5	20,9	24,6
Spain	25,7	21,5	21,5	22,0	21,0	17,2	16,1	16,6	19,6	31,1	33,6
Switzerland	.	.	.	.	12,4	.	.	.	.	.	.
Turkey	.	.	.	.	.	.	20,0	19,5	20,7	26,5	21,8
United Kingdom	20,5	19,4	18,9	19,7	18,9	16,1	14,1	11,8	11,2	16,8	11,5
EU-27	17,9	17,1	17,5	17,7	17,8	17,2	15,4	13,3	12,8	17,0	17,4
EU-15	14,1	12,0	12,5	13,1	13,6	14,0	13,2	12,1	12,3	16,1	15,8

Source: Eurostat, Labour Force Survey.

Table A5.3: Unemployment rates for age group 15-24 by education level (ISCED 1997, Step 5-6), 2000-2010

	Step 5-6 (ISCED 1997)										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	.	.	.	.	.	.	.	.	.	.	.
Belgium	6,5	9,7	8,3	6,2	10,0	16,0	16,1	11,5	11,2	16,7	18,4
Denmark	.	.	.	.	.	.	.	.	.	.	.
France	11,3	8,2	11,6	13,2	11,4	14,8	14,8	12,3	10,0	12,3	15,3
Germany	6,4	.	.	5,4	7,1	.	.	.	.	.	.
Greece	29,4	29,3	23,1	28,5	30,5	33,0	30,1	32,0	24,6	30,9	43,8
Hungary	.	.	.	.	10,2	13,0	16,9	12,3	14,9	18,4	29,0
Italy	25,8	28,6	35,8	15,2	32,9	31,2	24,6	19,3	23,8	29,6	25,7
Lithuania	21,4	21,3	18,2	.	.	.	.	.	.	.	34,8
Luxembourg	.	.	.	.	.	.	.	.	.	.	.
Netherlands	.	.	.	4,7	.	4,8	.	.	.	4,5	5,6
Norway	.	.	.	.	.	.	.	.	.	.	.
Poland	26,1	29,0	27,5	27,7	31,0	29,3	23,2	20,0	16,8	19,6	22,9
Sweden	.	.	.	.	11,7	16,1	12,9	12,3	11,6	12,7	12,0
Bulgaria	.	26,9	22,0	.	.	.	.	.	.	.	.
Croatia	.	.	35,9	35,6	37,1	25,5	34,1	.	.	.	28,0
Cyprus	.	8,2	7,8	13,7	8,2	14,3	13,1	10,7	10,1	16,7	16,4
Czech Republic	13,4	15,1	8,7	13,2	9,5	16,2	13,6	8,8	8,2	13,6	18,1
Estonia	.	.	.	.	.	.	.	.	.	.	.
Finland	14,8	14,0	.	.	.	.	.	.	.	.	.
Iceland	.	.	.	.	.	.	.	.	.	.	.
Ireland	.	.	4,8	4,6	4,2	6,4	5,3	5,5	7,6	16,7	20,3
Latvia	.	.	.	.	.	.	.	.	.	21,8	.
Malta	.	.	.	.	.	.	.	.	.	.	.
Mazedonia	.	.	.	.	.	.	66,9	56,4	67,2	64,5	49,8
Portugal	.	.	.	.	.	24,3	29,0	25,9	27,3	24,5	30,5
Romania	9,0	17,1	19,8	15,8	13,0	22,1	27,7	21,1	20,4	24,9	35,8
Slovakia	26,4	24,0	21,4	23,6	24,5	17,3	16,2	19,0	15,5	22,4	35,6
Slovenia	.	.	.	.	.	.	.	.	.	.	25,5
Spain	26,6	20,1	21,6	19,6	22,1	17,1	15,2	13,6	15,9	26,0	29,9
Switzerland	.	.	.	.	.	11,2	13,3	.	8,1	.	11,2
Turkey	.	.	.	.	.	.	23,6	25,5	27,4	30,4	37,3
United Kingdom	5,5	5,1	6,2	5,3	4,2	8,0	9,1	7,5	9,5	13,2	14,9
EU-27	12,6	11,3	12,5	12,0	12,6	14,1	13,4	11,4	11,6	15,4	18,5
EU-15	12,3	9,9	11,5	10,9	11,2	13,0	12,6	10,7	11,0	14,8	17,2

Source: Eurostat, Labour Force Survey.



Table A6: Differences in unemployment rates for age group 15-24 by education level (ISCED 1997, Step 0-2 and Step 5-6), 2000-2010

	Differences between Step 0-2 and Step 5-6										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	.	.	.	.	.	.	.	.	.	.	.
Belgium	17,70	20,60	18,60	24,30	15,80	14,00	14,00	17,60	17,20	13,50	14,90
Denmark	.	.	.	.	.	.	.	.	.	.	.
France	19,70	21,10	17,50	12,40	18,80	15,40	18,00	17,80	19,40	24,10	22,20
Germany	3,20	.	.	6,40	5,70	.	.	.	.	.	.
Greece	-5,30	-5,50	-1,50	-8,20	-7,60	-13,60	-8,40	-14,20	-5,60	-8,60	-13,20
Hungary	.	.	.	.	15,40	18,00	14,90	18,20	18,50	27,50	10,80
Italy	5,90	0,00	-7,40	13,70	-4,30	-5,00	-0,50	3,20	-0,50	-2,30	1,60
Lithuania	15,90	21,40	8,50	.	.	.	.	.	.	.	9,40
Luxembourg	.	.	.	.	.	.	.	.	.	.	.
Netherlands	.	.	.	4,10	.	6,40	.	.	.	4,30	6,40
Norway	.	.	.	.	.	.	.	.	.	.	.
Poland	10,90	9,20	15,70	11,00	10,60	11,90	13,10	2,80	3,80	4,90	4,20
Sweden	.	.	.	.	14,30	17,10	19,60	17,20	19,60	25,30	19,50
Bulgaria	.	32,60	29,90	.	.	.	.	.	.	.	.
Croatia	.	.	-1,80	6,60	0,30	3,50	6,40	.	.	.	8,40
Cyprus	.	1,10	3,10	-3,10	4,50	-0,70	-5,60	1,60	-0,90	-7,10	-5,80
Czech Republic	30,80	26,00	31,90	35,50	44,30	31,80	29,90	22,40	27,00	27,50	22,30
Estonia	.	.	.	.	.	.	.	.	.	.	.
Finland	28,60	24,90	.	.	.	.	.	.	.	.	.
Iceland	.	.	.	.	.	.	.	.	.	.	.
Ireland	.	.	8,70	9,70	12,90	9,50	10,30	11,90	16,30	22,90	24,30
Latvia	.	.	.	.	.	.	.	.	.	28,10	.
Malta	.	.	.	.	.	.	.	.	.	.	.
Mazedonia	.	.	.	.	.	.	-4,70	2,40	-10,70	-10,00	5,10
Portugal	.	.	.	.	.	-8,80	-13,80	-9,70	-11,50	-4,20	-7,80
Romania	2,60	-5,00	-1,60	-0,50	7,90	-5,80	-8,00	-2,50	-0,10	-5,50	-19,10
Slovakia	-0,20	1,20	4,40	2,50	-6,50	3,30	1,00	-5,80	-4,60	-3,50	-17,00
Slovenia	.	.	.	.	.	.	.	.	.	.	38,00
Spain	-2,00	0,40	0,10	3,70	1,10	4,70	4,60	6,80	13,80	18,70	18,80
Switzerland	.	.	.	.	.	-1,70	-6,20	.	-1,30	.	-2,80
Turkey	.	.	.	.	.	.	-10,20	-11,00	-11,80	-10,90	-22,60
United Kingdom	15,90	14,50	13,90	16,20	15,70	14,60	16,10	18,90	18,40	19,40	18,70
EU-27	7,50	7,70	7,30	8,20	8,70	7,60	7,80	8,60	9,50	10,50	8,50
EU-15	7,00	7,70	6,60	8,30	8,80	7,70	7,70	9,00	9,80	10,90	9,80

Source: Eurostat, Labour Force Survey.

Table A7: Long-term-unemployment rates for age group 15-24, 2000-2010

	15-24										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	14,3	12,4	6,9	13,3	19,7	13,4	15,9	12,9	13,7	12,7	16,0
Belgium	32,1	32,1	27,6	29,3	30,6	27,2	28,3	29,7	27,4	26,0	28,4
Denmark	.	.	.	.	.	.	.	.	.	.	5,9
France	21,1	18,2	18,6	22,8	21,9	24,2	25,5	24,4	24,6	25,6	31,0
Germany	23,5	22,1	23,0	25,4	26,7	31,8	33,2	32,1	29,4	27,2	25,4
Greece	51,5	45,5	46,5	49,0	48,3	45,2	48,0	41,6	36,0	31,0	35,2
Hungary	37,2	35,3	35,7	33,8	34,2	34,9	36,8	36,8	32,2	29,9	42,9
Italy	58,2	60,5	55,9	55,6	44,9	45,7	43,6	40,7	38,2	40,1	47,9
Lithuania	44,1	45,3	34,5	20,8	38,5	.	.	.	.	17,3	25,9
Luxembourg	.	.	.	.	.	.	30,0	.	.	.	.
Netherlands	.	.	.	11,5	14,4	17,7	19,2	12,6	11,0	10,7	10,5
Norway	.	.	.	.	.	.	.	.	.	.	.
Poland	35,2	40,9	47,4	45,9	43,9	44,7	42,4	34,6	22,0	21,1	22,0
Sweden	.	.	4,6	5,5	5,6	.	.	4,0	3,5	4,7	8,4
Bulgaria	52,1	51,0	54,7	54,4	46,7	48,8	41,4	41,7	39,0	32,1	42,1
Croatia	.	.	53,3	50,3	42,3	43,0	44,2	45,7	41,9	40,6	42,5
Cyprus	16,0	.	.	26,6	18,4	11,9	.	23,5	.	9,7	19,1
Czech Republic	38,2	38,6	33,5	30,9	37,1	38,3	37,9	32,2	31,2	19,8	29,8
Estonia	31,3	.	.	31,5	.	.	.	.	.	26,7	40,0
Finland	5,6	6,2	3,7	4,7	5,0	7,0	5,8	5,4	.	4,5	9,3
Ireland	19,6	19,6	20,4	23,3	23,8	22,1	21,6	20,3	19,8	25,2	38,4
Latvia	41,4	43,9	26,1	25,3	24,8	25,2	.	.	14,1	21,2	37,0
Malta	.	23,8	32,4	.	35,7	36,1	.	.	.	.	.
Mazedonia	.	.	.	.	.	.	71,0	68,4	68,2	65,6	69,3
Portugal	21,1	20,0	22,3	17,6	29,7	31,7	29,2	27,7	25,5	26,8	32,8
Romania	39,4	36,3	48,4	51,1	46,4	49,7	51,0	48,1	43,4	29,5	35,2
Slovakia	43,7	48,9	53,9	55,4	53,1	60,3	61,4	56,9	52,8	41,9	55,8
Slovenia	46,9	45,9	44,1	52,9	45,1	37,0	35,8	29,2	20,2	20,3	38,6
Spain	30,1	24,5	22,3	22,9	23,5	13,5	11,9	10,2	10,4	18,1	28,6
Switzerland	13,6	24,6	9,8	15,5	15,2	24,7	16,3	21,3	14,4	16,8	13,8
Turkey	.	.	.	.	.	.	27,7	22,5	20,5	19,9	20,4
United Kingdom	14,3	14,4	11,2	12,5	12,1	12,6	13,6	15,7	16,0	19,0	22,8
EU-27	34,0	34,0	33,5	33,1	31,0	30,8	29,8	26,1	22,8	23,2	28,5
EU-15	31,7	29,5	26,1	27,0	25,1	25,2	25,0	22,7	21,0	22,6	27,6

Source: Eurostat, Labour Force Survey.

Table A8: Long-term-unemployment rates for age group 15 to 74, 2000-2010

	15-74										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	28,4	26,1	16,4	23,0	27,8	25,3	27,4	26,8	24,3	21,3	24,0
Belgium	56,3	51,7	49,6	46,3	49,6	51,7	51,2	50,4	47,6	44,2	49,0
Denmark	20,0	22,2	19,7	19,9	22,6	23,4	20,8	16,2	13,1	9,1	20,5
France	39,7	36,8	32,7	37,6	39,0	41,1	41,9	40,3	37,5	35,2	41,8
Germany	51,5	50,4	47,9	50,0	51,8	53,0	56,4	56,6	52,6	45,5	47,6
Greece	56,7	52,7	52,7	56,3	54,8	52,2	54,3	50,0	47,5	40,8	46,1
Hungary	47,8	44,8	44,7	40,5	45,0	45,0	45,1	46,8	46,5	41,6	52,5
Italy	61,3	63,4	59,2	58,2	49,7	49,9	49,6	47,4	45,7	44,4	50,6
Lithuania	50,4	56,0	56,6	44,1	53,3	52,5	44,3	32,0	21,0	23,2	42,2
Luxembourg	22,4	28,4	27,4	24,7	21,0	26,4	29,5	28,7	32,4	23,1	26,3
Netherlands	.	.	26,7	29,2	32,5	40,2	43,0	39,4	34,8	24,8	28,1
Norway	9,7	10,4	12,6	12,3	19,9	18,7	23,2	18,5	13,2	16,5	21,6
Poland	44,7	50,1	54,4	55,1	53,7	57,7	56,1	51,3	33,5	30,3	32,3
Sweden	30,7	19,8	20,1	16,2	17,8	.	.	13,8	12,6	13,3	19,0
Bulgaria	58,7	63,1	65,5	66,9	57,4	59,8	55,7	58,8	51,7	43,3	47,7
Croatia	.	.	63,4	59,3	53,6	58,4	60,1	61,5	63,0	56,2	50,2
Cyprus	25,7	21,4	20,1	23,9	28,0	23,5	19,3	18,6	13,6	10,4	22,1
Czech Republic	50,0	52,8	50,5	48,9	51,0	53,0	54,2	52,2	49,2	30,0	43,1
Estonia	47,1	46,2	51,6	42,2	52,4	53,4	48,2	49,5	30,9	27,4	52,6
Finland	24,6	23,6	21,2	21,4	21,1	25,8	25,2	22,9	18,4	16,8	27,8
Ireland	38,2	33,5	29,4	35,5	34,3	33,4	31,6	29,5	27,1	29,0	49,8
Latvia	57,2	59,1	42,3	45,1	44,6	46,0	36,5	26,4	25,7	26,7	46,3
Malta	56,0	43,3	38,2	34,3	49,5	46,4	40,6	41,9	42,4	44,0	50,4
Mazedonia	.	.	.	.	.	.	84,0	84,8	84,9	81,6	84,4
Portugal	43,9	39,2	35,5	32,8	43,2	48,2	50,2	47,1	47,4	44,2	54,0
Romania	49,2	48,6	56,5	61,5	59,0	56,3	57,8	50,0	41,3	31,6	37,8
Slovakia	54,7	58,3	65,3	66,2	63,9	71,9	76,3	74,2	69,6	54,0	66,7
Slovenia	62,7	63,3	54,7	56,6	53,1	47,3	49,3	45,7	42,2	30,1	46,5
Spain	42,4	36,5	33,8	33,6	32,6	24,5	21,7	20,4	17,9	23,7	37,4
Switzerland	26,9	29,0	21,6	24,3	31,8	36,4	37,2	39,3	32,5	28,3	34,0
Turkey	.	.	.	.	.	.	30,5	26,3	23,8	22,7	26,3
United Kingdom	27,9	27,5	22,9	22,7	21,3	21,1	22,3	23,8	24,1	24,5	32,6
EU-27	46,4	46,8	45,1	45,6	44,9	46,2	45,9	42,7	37,0	33,2	40,9
EU-15	45,4	44,0	40,1	41,3	41,0	41,9	42,4	40,2	36,0	33,1	40,7

Source: Eurostat, Labour Force Survey.

Table A9: Employment rates for age group 15 to 24, 2000-2010

	15-24										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	56,1	54,7	55,7	54,7	56,1	59,2	59,4	60,8	60,8	60,5	61,7
Belgium	35,7	33,6	33,8	33,5	34,0	35,0	34,7	33,9	33,4	32,4	34,7
Denmark	71,9	67,2	68,8	65,9	66,4	68,1	69,9	70,9	72,4	71,7	67,6
France	35,5	35,8	36,9	37,4	36,9	38,3	38,4	38,7	39,0	40,4	41,3
Germany	50,4	50,4	50,0	49,5	47,5	49,9	50,3	51,4	52,5	52,0	52,1
Greece	38,7	36,5	36,3	35,2	37,3	33,7	32,4	31,1	30,2	30,9	30,5
Hungary	37,8	34,1	32,3	30,6	27,3	27,1	26,8	25,6	25,0	24,6	25,4
Italy	38,1	36,3	35,3	34,6	36,6	33,8	32,5	30,9	30,9	29,1	27,2
Lithuania	37,3	33,0	31,7	32,2	26,2	25,1	26,3	27,4	30,8	30,3	30,7
Luxembourg	34,0	34,5	34,7	30,4	28,0	28,8	27,8	26,5	29,0	32,3	27,5
Netherlands	72,2	73,6	73,9	73,6	72,0	71,0	70,8	72,7	73,2	72,8	70,1
Norway	66,0	66,1	65,5	63,7	63,0	60,3	57,4	58,8	62,0	57,9	56,8
Poland	37,5	39,8	37,7	36,2	35,1	35,7	34,2	33,0	33,1	33,8	36,0
Sweden	40,7	52,4	50,5	50,6	48,5	50,2	51,3	52,2	52,8	51,0	55,2
Bulgaria	30,7	34,7	31,8	29,2	29,5	27,9	28,9	28,9	30,1	29,5	30,8
Croatia	68,4	67,8	69,3	69,4	67,1	65,7	68,6	67,4	67,1	67,3	70,2
Cyprus	40,8	42,4	39,7	41,2	40,9	42,6	41,5	41,7	41,7	41,1	39,9
Czech Republic	43,9	41,1	38,3	35,8	34,6	34,0	33,5	31,9	31,1	31,8	32,4
Estonia	35,4	35,6	30,7	36,2	36,4	34,6	35,9	38,3	41,4	39,9	39,1
Finland	44,8	45,3	42,8	40,7	39,1	36,6	35,3	34,6	32,4	31,4	31,8
Iceland	63,4	61,9	62,3	61,1	61,5	62,3	62,5	61,7	61,7	59,7	61,8
Ireland	51,4	49,9	48,7	49,4	48,9	53,3	55,0	55,4	52,5	46,7	43,8
Latvia	38,4	37,6	38,8	39,6	36,8	37,7	40,8	43,0	42,9	41,7	42,7
Malta	59,4	64,3	60,3	60,0	55,3	54,4	52,6	53,1	52,2	51,5	53,1
Macedonia	.	.	40,4	38,4	40,0	38,1	35,9	34,9	34,7	34,3	39,7
Portugal	56,1	54,7	55,7	54,7	56,1	59,2	59,4	60,8	60,8	60,5	61,7
Romania	44,7	46,5	47,1	45,0	43,1	43,0	42,7	41,9	41,6	39,2	36,4
Slovakia	37,3	36,0	36,6	33,8	39,3	40,5	40,6	41,8	42,9	40,9	41,9
Slovenia	41,3	39,6	37,4	33,9	36,1	31,2	30,6	30,5	30,4	30,9	33,0
Spain	43,1	42,4	43,2	44,0	44,7	47,7	48,2	47,8	47,7	45,1	44,2
Switzerland	77,3	79,9	71,4	80,4	79,3	76,1	78,6	79,9	78,1	73,1	76,0
Turkey	.	.	.	.	.	.	35,8	35,9	35,9	35,0	34,3
United Kingdom	63,3	62,9	62,3	61,4	59,8	50,7	51,8	53,4	53,5	50,4	50,8
EU-27	.	.	.	.	.	.	36,3	36,5	37,1	37,4	40,2
EU-15	47,5	47,2	47,4	47,1	47,1	48,0	48,1	48,1	48,4	47,4	47,6

Source: Eurostat, Labour Force Survey.

Table A10: Employment rates for age group 15 to 74, 2000-2010

	15-74										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	63,8	63,4	64,2	64,5	63,1	64,9	65,8	66,7	66,8	67,0	67,5
Belgium	57,2	55,9	56,3	56,5	57,5	58,9	58,9	59,6	59,7	59,6	60,4
Denmark	71,8	71,3	72,2	72,0	72,4	72,1	72,4	72,0	72,1	71,6	70,6
France	60,7	60,7	61,0	62,3	62,3	62,4	62,3	62,5	62,8	63,2	63,5
Germany	62,4	62,6	62,5	62,7	62,4	64,4	65,0	65,3	65,7	65,9	66,0
Greece	56,3	55,5	56,2	57,0	58,1	58,3	58,7	58,9	59,2	59,8	60,4
Hungary	53,2	52,6	52,8	53,8	53,6	54,4	55,0	54,9	54,6	54,7	55,8
Italy	52,7	53,0	53,7	54,2	55,0	54,7	54,9	54,7	55,2	54,7	53,8
Lithuania	64,0	63,2	62,7	64,7	61,8	61,1	60,5	61,0	61,4	62,6	63,5
Luxembourg	57,1	57,4	58,6	57,8	58,5	59,1	59,1	59,8	59,6	61,3	61,5
Netherlands	67,9	68,7	69,5	69,4	69,6	69,7	70,2	71,1	71,8	72,1	70,5
Norway	73,8	73,9	74,1	72,8	72,6	72,2	71,9	72,6	73,8	72,6	71,8
Poland	60,1	60,1	59,0	58,0	57,9	58,6	57,7	57,6	58,3	59,2	60,6
Sweden	67,8	70,3	70,3	70,3	70,0	70,8	70,9	71,2	71,3	70,6	71,5
Bulgaria	53,8	55,4	54,9	53,9	54,9	54,1	56,2	57,9	59,4	58,7	58,4
Croatia	73,4	73,9	74,0	74,1	73,6	73,4	73,9	74,2	74,8	74,9	75,0
Cyprus	63,8	65,4	65,6	66,9	67,0	66,9	67,3	68,2	68,0	68,3	68,7
Czech Republic	64,0	63,6	63,6	63,5	63,1	63,8	63,7	63,4	63,1	63,3	63,4
Estonia	62,5	62,7	61,5	63,3	63,5	63,3	65,8	66,0	66,9	66,8	66,4
Finland	63,2	64,0	63,2	63,6	63,7	63,1	62,8	62,6	63,1	62,7	63,1
Iceland	67,6	67,2	67,5	67,6	67,6	68,0	68,5	68,4	68,7	68,6	68,9
Ireland	62,7	62,9	63,3	63,4	63,8	65,8	67,0	67,8	67,3	65,4	65,0
Latvia	60,0	60,7	62,7	61,9	62,5	62,6	64,5	65,9	67,6	66,4	66,0
Malta	52,8	53,5	53,0	53,2	52,1	52,5	51,7	52,5	53,1	53,3	54,2
Mazedonia	.	.	54,9	54,0	55,5	54,2	53,9	54,2	54,2	53,4	51,7
Portugal	63,8	63,4	64,2	64,5	63,1	64,9	65,8	66,7	66,8	67,0	67,5
Romania	65,1	65,9	66,6	66,8	66,7	67,1	67,5	67,8	67,9	67,4	67,4
Slovakia	60,7	61,1	61,8	60,3	62,9	63,5	63,8	64,2	64,3	64,4	64,2
Slovenia	66,4	65,2	60,2	59,5	59,3	57,7	58,9	58,8	58,7	58,8	60,6
Spain	57,4	56,7	58,2	59,6	60,7	62,0	63,2	64,1	65,1	65,5	65,9
Switzerland	83,8	83,5	82,8	83,1	81,9	81,4	82,5	82,7	81,9	80,3	80,2
Turkey	.	.	.	.	.	.	56,7	57,2	57,9	58,3	59,3
United Kingdom	68,7	68,9	68,9	68,6	68,0	66,7	67,2	67,5	67,9	66,9	66,7
EU-27	.	.	.	.	.	.	46,8	46,9	47,7	48,7	50,8
EU-15	61,2	61,2	61,7	62,2	62,4	63,2	63,6	63,9	64,3	64,3	64,3

Source: Eurostat, Labour Force Survey.

Table A11: Employment rates for age group 15-24 by gender, 2000-2004

	2000		2001		2002		2003		2004	
	male	female	male	female	male	female	male	female	male	female
Austria	60,7	51,5	59,3	50,1	60,5	51,0	59,7	49,7	61,2	51,1
Belgium	38,7	32,6	37,2	30,0	37,3	30,2	38,1	28,8	35,8	32,2
Denmark	75,2	68,8	69,4	65,0	70,6	67,0	68,1	63,6	69,0	63,9
France	38,6	32,4	39,2	32,3	41,0	32,7	40,8	33,9	40,1	33,6
Germany	53,7	47,1	53,4	47,3	52,8	47,2	52,2	46,7	50,5	44,4
Greece	41,7	35,6	39,1	33,8	39,6	33,0	38,9	31,4	40,5	34,1
Hungary	42,8	32,5	38,9	29,1	36,1	28,5	34,5	26,6	30,8	23,6
Italy	42,2	34,0	40,1	32,5	39,6	30,9	39,1	30,1	41,2	31,9
Lithuania	41,8	32,7	38,0	27,9	36,0	27,5	35,7	28,8	32,9	19,3
Luxembourg	37,4	30,6	36,8	32,1	38,2	31,2	31,0	29,7	29,6	26,4
Netherlands	73,4	70,9	74,7	72,4	75,1	72,7	74,0	73,1	72,2	71,8
Norway	68,2	63,8	67,5	64,7	65,1	66,0	64,1	63,2	61,5	64,4
Poland	40,2	34,9	42,9	36,7	41,4	34,0	40,4	31,9	39,0	31,2
Sweden	41,1	40,4	52,2	52,5	50,5	50,6	50,5	50,7	48,9	48,2
Bulgaria	35,9	25,6	36,8	32,6	35,1	28,6	32,7	25,7	33,3	25,6
Croatia	.	.	.	.	45,0	35,6	43,0	33,6	45,2	34,7
Cyprus	42,3	39,6	43,0	42,0	40,9	38,7	42,4	40,0	43,8	38,3
Czech Republic	47,7	40,2	44,6	37,6	42,3	34,3	38,8	32,8	37,8	31,3
Estonia	40,9	29,7	38,7	32,0	36,4	24,9	44,7	27,7	43,3	29,4
Finland	64,8	61,8	64,4	61,4	63,6	61,1	61,9	60,9	60,2	59,3
Iceland	74,3	80,5	80,3	79,5	72,4	70,4	84,3	76,3	82,8	75,7
Ireland	56,0	46,7	54,7	44,8	52,8	44,6	53,2	45,5	52,9	44,7
Latvia	44,8	31,8	43,9	31,1	43,1	34,3	46,3	32,8	42,7	30,6
Mazedonia	.	.	.	.	.	.	.	.	.	.
Malta	59,9	58,9	68,0	60,5	62,5	58,1	62,9	57,1	60,2	50,4
Portugal	49,6	39,8	51,5	41,4	52,5	41,7	48,5	41,4	47,7	38,4
Romania	45,7	37,0	43,1	36,2	41,7	33,1	38,8	29,0	40,4	31,7
Slovakia	47,8	41,8	49,6	41,0	46,5	39,0	44,3	36,9	42,7	35,5
Slovenia	40,7	33,6	40,1	31,7	40,2	32,6	38,3	28,9	43,1	35,4
Spain	46,7	39,4	47,4	37,2	48,1	38,0	48,9	38,9	49,6	39,6
Switzerland	70,6	66,1	68,6	66,9	70,4	68,1	70,4	68,3	68,1	66,0
Turkey	.	.	.	.	.	.	.	.	.	.
United Kingdom	67,0	59,8	65,7	58,1	65,5	59,2	64,0	58,2	63,9	59,1
EU-27	48,8	41,8	48,6	41,5	48,3	41,0	47,6	40,4	47,3	40,3
EU-15	50,9	44,1	50,7	43,6	51,0	43,8	50,4	43,7	50,4	43,8

Source: Eurostat, Labour Force Survey.

Table A12: Employment rates for age group 15-24 by gender, 2005-2010

	2005		2006		2007		2008		2009		Q3-2010	
	male	female	male	female	male	female	male	female	male	female	male	female
Austria	63,6	54,8	63,9	55,1	65,0	56,7	64,6	56,9	64,0	57,0	66,0	57,4
Belgium	37,6	32,3	37,4	31,9	36,1	31,6	36,0	30,8	34,9	29,9	37,7	31,7
Denmark	70,0	66,2	70,5	69,3	72,3	69,4	73,4	71,4	72,6	70,7	66,6	68,7
France	42,0	34,6	42,2	34,6	42,1	35,4	42,5	35,5	43,6	37,2	44,6	38,0
Germany	52,5	47,3	52,9	47,6	53,7	49,0	54,8	50,0	54,4	49,6	54,6	49,6
Greece	37,0	30,4	36,1	28,7	34,7	27,6	34,3	26,1	34,4	27,4	33,7	27,4
Hungary	30,3	23,8	30,1	23,4	29,3	21,8	28,6	21,3	27,7	21,5	28,1	22,7
Italy	38,7	28,7	37,8	26,9	36,1	25,5	35,9	25,7	34,0	23,9	31,7	22,5
Lithuania	29,5	20,5	29,3	23,1	31,8	22,8	35,4	26,0	33,9	26,7	33,4	27,9
Luxembourg	32,1	25,5	30,6	25,0	30,6	22,3	30,9	27,1	34,9	29,5	29,5	25,5
Netherlands	71,2	70,8	71,5	70,1	73,0	72,4	73,7	72,6	72,7	72,9	69,5	70,6
Norway	60,5	60,1	56,9	58,0	57,5	60,1	61,7	62,2	56,9	58,9	56,5	57,0
Poland	39,5	31,8	37,5	30,7	36,5	29,3	36,5	29,6	38,1	29,4	40,5	31,3
Sweden	49,1	51,3	50,8	51,9	51,8	52,7	52,6	53,1	51,1	51,0	55,7	54,7
Bulgaria	31,1	24,5	31,3	26,4	31,7	26,0	34,0	26,1	34,0	24,8	35,0	26,3
Croatia	43,0	32,9	39,9	31,6	39,9	29,5	40,7	28,3	40,5	27,2	47,1	31,4
Cyprus	46,6	39,0	45,0	38,3	43,9	39,7	43,1	40,5	42,1	40,2	41,8	38,3
Czech Republic	38,9	28,9	37,7	29,2	36,7	26,9	35,9	26,1	37,3	26,1	37,4	27,0
Estonia	39,7	29,5	41,2	30,6	44,2	32,3	45,2	37,5	45,0	34,7	42,6	35,5
Finland	50,9	50,4	52,6	51,0	53,3	53,6	53,4	53,5	49,7	51,2	51,0	50,7
Iceland	74,3	78,1	77,1	80,3	80,2	79,5	77,0	79,4	70,9	75,5	73,7	78,4
Ireland	56,6	49,9	59,3	50,6	58,8	51,9	55,2	49,9	48,0	45,4	44,6	43,0
Latvia	43,8	31,3	47,8	33,6	48,9	36,8	48,8	36,7	46,8	36,3	44,1	41,3
Macedonia	.	.	42,0	29,3	43,8	27,5	43,3	28,1	43,4	26,2	43,0	25,2
Malta	56,4	52,4	56,6	48,3	57,1	48,9	55,3	48,9	54,9	47,7	54,9	51,2
Portugal	46,9	38,9	46,6	38,7	45,3	38,4	44,4	38,6	40,8	37,5	38,6	34,1
Romania	35,9	26,5	35,1	25,9	35,9	24,9	35,9	24,7	35,9	25,8	37,8	28,1
Slovakia	40,7	32,4	39,7	30,9	38,9	30,2	37,8	26,7	37,1	25,4	37,1	26,2
Slovenia	44,5	36,3	44,4	36,4	47,6	35,4	47,7	37,4	45,4	35,8	46,9	36,2
Spain	52,3	42,9	52,2	43,9	52,1	43,3	51,5	43,7	48,3	41,7	46,1	42,1
Switzerland	66,6	64,7	70,2	67,0	70,2	64,5	68,1	66,1	66,1	68,5	71,4	69,1
Turkey	.	.	49,8	23,4	50,2	23,5	50,5	24,4	50,6	24,9	53,4	27,6
United Kingdom	65,3	59,2	65,1	59,7	64,5	58,7	64,8	58,4	62,0	57,4	65,0	58,5
EU-27	47,8	40,7	47,6	40,7	47,6	40,7	47,9	40,9	47,0	40,6	47,4	41,2
EU-15	51,2	44,6	51,3	44,7	51,3	44,9	51,5	45,2	50,2	44,6	50,2	44,8

Source: Eurostat, Labour Force Survey.

Table A13.1: Employment rates for age group 15-24 by education level (ISCED 1997, Step 0-2), 2000-2010

	Step 0-2 (ISCED 1997)										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	39,4	38,6	39,4	37,7	37,3	41,7	44,0	46,7	46,0	44,3	48,1
Belgium	18,9	18,8	18,6	17,3	17,0	18,8	17,9	17,0	16,8	17,0	20,6
Denmark	65,6	55,7	59,2	58,6	59,9	61,7	64,0	65,4	68,4	66,5	59,7
France	21,3	21,1	21,3	21,6	20,9	22,1	22,7	23,4	22,5	23,7	24,2
Germany	75,3	37,2	37,0	36,8	34,9	37,2	38,1	39,1	39,7	39,5	38,6
Greece	26,2	24,9	24,5	23,3	23,3	21,4	23,2	21,5	20,9	20,3	19,4
Hungary	14,5	12,4	10,9	10,7	10,4	10,4	10,7	9,7	9,5	9,2	9,3
Italy	30,3	29,4	27,7	27,0	27,8	24,7	22,0	20,6	20,0	18,4	17,1
Lithuania	20,9	14,6	14,3	14,8	10,7	9,1	7,9	9,0	9,1	9,9	8,6
Luxembourg	33,7	26,4	24,7	16,4	18,2	17,6	18,4	19,3	19,3	18,0	15,8
Netherlands	66,2	68,7	68,6	65,0	64,2	62,5	62,4	64,4	65,6	64,7	62,4
Norway	58,5	52,6	55,1	46,6	44,5	42,2	48,8	50,2	57,1	55,8	52,8
Poland	11,2	13,2	12,2	10,7	10,2	10,7	9,7	8,9	8,4	8,5	9,6
Sweden	30,0	44,6	42,8	42,6	39,4	41,2	44,5	45,8	45,5	37,8	38,8
Bulgaria	16,7	17,2	15,2	12,6	12,9	11,1	10,4	9,5	9,6	9,1	8,3
Croatia	.	.	13,8	12,5	12,0	8,0	7,6	7,5	6,8	6,0	9,7
Cyprus	22,1	22,9	20,8	23,3	25,2	24,0	20,3	18,3	18,9	16,9	20,7
Estonia	20,0	19,6	14,1	18,4	19,5	15,1	17,6	20,1	20,6	20,8	20,7
Finland	47,5	47,5	48,4	45,3	44,6	33,2	33,9	34,9	35,1	31,9	30,4
Iceland	77,2	80,0	70,6	81,8	80,2	77,6	81,9	80,6	78,4	72,6	74,8
Ireland	31,5	29,5	28,5	26,6	25,7	28,4	28,4	27,4	24,4	19,6	19,1
Latvia	22,6	26,2	23,1	22,4	21,6	21,0	21,6	21,7	22,2	21,4	23,2
Malta	58,3	62,8	59,5	57,4	53,2	48,1	47,6	47,6	47,1	46,8	49,2
Mazedonia	.	.	.	.	.	.	25,0	22,3	20,8	18,4	15,6
Portugal	46,2	49,0	48,2	46,6	45,7	44,7	44,3	41,3	40,5	37,0	33,6
Romania	28,9	27,5	26,0	23,4	23,7	19,8	19,8	20,2	20,0	20,5	23,2
Slovakia	5,7	6,6	6,5	6,3	8,2	8,1	8,2	7,2	6,6	5,5	6,6
Slovenia	14,7	15,1	12,6	10,4	16,1	17,6	18,1	18,9	20,1	20,2	25,4
Spain	53,1	50,6	49,1	50,3	50,3	52,6	52,5	52,4	52,7	49,1	47,6
Switzerland	58,9	58,7	59,7	60,8	58,4	56,7	57,9	57,3	58,5	59,8	61,4
Czech Republic	10,7	10,0	7,9	6,4	6,8	6,5	6,8	6,5	6,6	7,5	7,1
Turkey	.	.	.	.	.	.	33,1	32,8	32,9	32,7	37,9
United Kingdom	63,6	60,7	60,3	59,0	60,2	60,8	58,6	58,6	58,8	56,0	56,8
EU-27	36,3	32,8	32,1	31,5	31,3	31,6	31,5	31,7	31,6	30,8	30,7
EU-15	43,9	38,3	37,9	37,5	37,4	37,9	37,8	38,0	37,9	36,7	36,0

Source: Eurostat, Labour Force Survey.



Table A13.2: Employment rates for age group 15-24 by education level (ISCED 1997, Step 3-4), 2000-2010

	Step 3-4 (ISCED 1997)										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	73,3	70,7	71,6	71,9	73,5	74,1	73,8	74,6	75,2	76,3	74,9
Belgium	44,6	41,3	39,9	43,7	42,6	43,2	42,7	42,3	42,8	40,3	40,2
Denmark	81,1	75,1	76,1	76,4	75,7	77,7	78,8	82,3	81,6	80,9	80,6
France	49,1	49,1	50,7	52,0	53,0	50,1	49,6	49,2	50,6	51,3	50,8
Germany	71,5	71,5	70,1	69,8	67,5	69,8	69,4	70,2	70,1	68,8	68,3
Greece	48,5	45,2	44,7	43,2	45,4	39,8	35,8	34,7	33,5	35,9	35,1
Hungary	53,3	50,4	48,8	47,2	41,8	41,0	40,8	38,7	37,7	37,6	38,5
Italy	47,9	45,7	45,3	43,8	46,9	44,9	45,3	43,8	44,3	42,3	38,6
Lithuania	50,7	48,5	48,0	47,8	35,9	34,4	38,5	38,9	44,9	44,8	42,4
Luxembourg	32,2	46,1	47,9	47,6	39,2	44,6	40,9	35,1	41,7	46,4	45,2
Netherlands	79,7	80,7	82,1	83,3	80,4	79,4	79,5	81,2	80,8	80,9	76,7
Norway	75,7	76,5	74,7	75,9	73,7	71,9	71,6	73,1	73,6	70,5	68,1
Poland	62,4	63,0	60,2	57,7	56,1	54,2	52,5	51,0	52,0	53,0	54,0
Sweden	64,4	71,0	70,5	71,7	70,8	74,0	74,6	75,8	76,6	74,6	75,1
Bulgaria	42,8	50,3	49,0	48,8	50,8	48,7	50,3	50,0	51,4	49,1	48,1
Croatia	:	:	55,7	55,5	55,9	55,6	52,2	49,9	50,4	50,1	49,5
Cyprus	53,9	54,1	49,2	51,8	52,5	53,3	50,6	53,3	53,4	53,1	45,0
Czech Republic	69,1	67,4	63,5	61,4	59,4	57,4	56,3	53,9	52,7	52,5	51,1
Estonia	51,6	52,6	46,8	54,5	53,3	52,2	53,6	55,0	62,0	56,3	53,7
Finland	77,9	78,1	76,3	77,7	75,2	69,6	71,2	72,8	73,7	70,8	73,0
Iceland	77,4	79,5	72,6	79,7	80,0	72,3	75,6	76,9	77,2	73,7	78,7
Ireland	65,9	63,7	61,0	62,6	62,7	67,6	69,8	70,8	68,2	62,3	58,7
Latvia	53,0	48,0	57,2	62,2	53,7	53,5	58,5	63,2	61,5	59,3	55,7
Malta	61,0	67,1	57,7	63,1	54,7	65,0	56,1	57,0	57,6	55,3	54,7
Macedonia	:	:	:	:	:	:	44,8	46,3	48,3	46,5	45,7
Portugal	36,2	35,3	39,3	36,8	32,1	34,5	35,3	38,3	38,3	39,0	38,0
Romania	54,8	52,6	50,4	47,4	50,5	44,2	41,9	40,3	39,3	38,6	40,2
Slovakia	70,2	71,1	68,5	66,3	66,2	60,3	57,1	56,4	52,8	52,1	51,8
Slovenia	56,7	53,4	53,9	50,4	57,8	56,4	56,2	56,5	57,0	53,9	52,2
Spain	33,2	33,8	36,3	37,5	39,5	45,1	46,8	46,3	46,3	44,3	42,7
Switzerland	82,3	79,9	80,9	80,3	77,4	76,7	81,9	79,8	77,8	77,0	79,0
Turkey	:	:	:	:	:	:	37,9	38,3	39,8	42,1	39,1
United Kingdom	73,2	71,6	72,5	71,0	70,6	70,7	71,6	70,4	69,2	66,9	69,1
EU-27	58,6	58,3	58,1	57,5	57,5	57,0	56,9	56,4	56,7	55,8	55,4
EU-15	58,4	58,0	58,7	58,6	58,9	59,3	59,6	59,5	59,7	58,6	57,8

Source: Eurostat, Labour Force Survey.

Table A13.3: Employment rates for age group 15-24 by education level (ISCED 1997, Step 5-6), 2000-2010

	Step 5-6 (ISCED 1997)										
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Q3-2010
Austria	66,4	70,2	74,5	70,8	62,2	79,3	78,1	81,3	74,4	69,7	68,0
Belgium	86,5	79,6	79,1	77,7	78,9	75,8	78,5	75,2	69,1	63,7	64,7
Denmark	77,0	86,2	78,4	81,3	89,5	76,3	78,6	82,8	88,4	83,3	79,2
France	51,6	51,9	53,4	55,2	53,1	54,6	54,5	55,3	56,9	57,1	58,7
Germany	84,3	84,4	80,9	82,5	83,5	83,5	83,8	83,5	84,1	83,3	82,5
Greece	79,3	75,8	75,7	76,6	81,2	79,4	80,1	83,2	81,5	81,1	84,1
Hungary	82,5	82,3	81,2	74,4	75,2	80,7	79,3	80,0	81,5	75,3	74,4
Italy	66,4	67,6	64,7	62,5	59,7	39,7	37,7	33,0	37,4	35,4	31,0
Lithuania	75,9	82,6	83,1	84,6	78,7	79,1	77,4	75,8	82,4	83,9	82,9
Luxembourg	42,3	57,2	45,6	46,5	53,8	56,1	67,7	58,2	57,4	68,1	51,0
Netherlands	89,7	88,4	93,6	89,9	84,8	86,2	85,1	85,8	83,8	84,0	80,1
Norway	69,9	70,6	75,0	69,5	77,7	74,0	75,1	77,4	85,8	77,5	77,3
Poland	72,9	78,5	84,1	79,3	72,0	79,7	72,6	71,5	73,4	73,4	67,3
Sweden	44,8	62,6	55,7	58,3	58,3	62,6	63,8	68,2	65,9	64,9	77,3
Bulgaria	71,8	74,5	76,0	75,3	73,3	70,6	71,7	74,3	81,1	79,2	79,8
Croatia	.	.	76,2	81,5	86,0	77,8	85,7	88,7	82,0	79,9	77,6
Cyprus	79,6	91,0	87,1	87,0	84,8	80,7	84,3	83,8	82,9	81,5	73,6
Czech Republic	73,1	82,5	68,3	63,2	70,4	62,1	59,1	53,7	45,8	43,5	46,7
Estonia	96,4	86,5	80,6	79,5	66,5	81,0	76,9	81,2	79,8	74,0	60,4
Finland	86,5	88,6	89,0	87,4	91,8	91,5	86,0	87,7	90,9	85,4	91,4
Iceland	.	.	.	.	.	.	.	.	.	.	.
Ireland	82,5	79,2	77,5	80,4	79,6	81,8	83,6	84,2	83,5	80,0	74,5
Latvia	82,4	81,2	74,5	73,5	72,7	84,5	90,1	85,5	86,6	84,0	89,8
Malta	.	72,0	79,8	84,4	78,7	78,3	83,4	82,8	80,8	80,4	71,4
Mazedonia	.	.	.	.	.	.	78,1	77,7	78,4	80,7	74,7
Portugal	82,4	85,3	87,4	82,9	79,3	78,3	73,3	77,0	76,3	66,7	56,4
Romania	77,9	81,4	76,9	84,7	84,9	78,5	79,6	80,4	77,7	75,1	58,6
Slovenia	78,2	69,4	80,6	75,5	78,7	83,2	83,6	87,6	82,9	82,5	67,7
Slowakia	81,1	84,5	82,9	87,1	79,0	83,5	78,6	76,5	67,5	55,0	40,5
Spain	61,9	61,2	65,2	64,2	66,3	67,6	67,9	68,1	66,9	65,5	67,3
Switzerland	67,0	69,6	94,1	85,6	85,9	82,1	82,3	77,6	73,2	72,3	76,9
Turkey	.	.	.	.	.	.	71,5	73,0	73,4	72,9	66,6
United Kingdom	87,5	86,1	86,2	84,8	86,0	85,9	86,6	85,1	85,6	82,6	83,2
EU-27	69,0	69,5	70,5	70,5	70,4	70,3	69,9	69,7	70,4	69,0	68,7
EU-15	68,2	68,2	69,3	69,3	69,7	69,2	69,2	69,0	69,8	68,4	69,6

Source: Eurostat, Labour Force Survey.

Table A14: School dropout rates and NEET-rate for age group 15-24, 1998 and 2008

	school drop-outs % of the age group		NEET-rate % of the age group	
	1998	2008	1998	2008
Austria	10,8	13,6	9,0	8,6
Belgium	15,8	14,2	13,9	9,8
Denmark	9,8	15,8	4,5	5,2
France	28,9	13,3	9,5	9,6
Germany	14,4	12,7	11,5	8,9
Greece	26,2	16,9	20,2	12,8
Hungary	19,0	12,6	20,2	12,2
Italy	30,9	21,4	23,4	15,9
Luxembourg	25,9	16,4	7,9	5,8
Netherlands	16,8	15,3	5,2	3,8
Norway	.	20,6	5,2	5,4
Poland	9,6	5,3	14,6	6,3
Sweden	8,0	7,9	9,0	8,4
Estonia	8,9	10,9	10,3	7,9
Czech Republic	6,5	6,1	13,4	6,8
Finland	9,4	9,3	10,4	8,5
Iceland	31,8	26,1	4,4	3,0
Ireland	17,1	10,8	7,9	11,8
Portugal	50,3	39,9	10,3	10,5
Slovakia	6,3	6,7	22,3	11,4
Slovenia	4,4	3,9	9,3	7,6
Spain	32,4	35,6	15,2	15,3
Switzerland	9,0	8,9	8,1	9,3
Turkey	61,6	46,6	34,5	38,1
United Kingdom	18,6	12,1	11,6	13,0
EU-19	18,8	15,0	12,6	9,9
OECD	21,4	17,0	12,8	10,9

Source: OECD 2010

Drop out rates: Share of youth not in education and without an ISCED 3 educational attainment; Data for Austria refer to 2002 instead of 1998; for Finland to 2003 instead of 1998; for Germany, Iceland and Ireland to 1999 instead of 1998; for Estonia and Slovenia to 2003 instead of 1998; for Israel to 2002 instead of 1998; for Japan to 2003 instead of 2008; for United Kingdom to 2000 instead of 1998.

NEET Not in employment nor in education or training; Data for Austria refer to 2002 instead of 1998; for Finland to 2003 instead of 1998; for Estonia and Slovenia to 2003 instead of 1998; for Israel to 2002 instead of 1998; for Ireland and Luxembourg to 1999 instead of 1998; for Mexico to 2004 instead of 2008; for United Kingdom to 2000 instead of 1998.