



## **European Employment Observatory**

### **EEO Review: Youth Employment Measures, 2010**

#### **Cyprus**

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*This article is the responsibility of the author and the EEO Core Team*

## 1. Introduction

Unemployment in Cyprus, including youth unemployment has, traditionally, been low relative to the EU27. The international crisis reached Cyprus with a three quarter delay, increasing all unemployment generally and youth unemployment in particular. Table 1 in Annex 1, shows that the unemployment rate for those aged 20-24 was 11.1% in 2008Q1 before the crisis hit, it fell to 9.7% in 2009Q1 two quarters after the international crisis began, and increased only in 2010Q1 to 18.8%. Table 2, Annex 1, shows that the unemployment rate by skill level only increased to substantial levels between 2009Q1 and 2010Q1: For the low, medium and high-skilled 20-24 year olds it increased by 2, 11 and 8.5 percentage points respectively between these two years. Table 6, Annex 1, shows increases in the unemployment rate for 15-19 and 15-24 year olds also occurring rather late (between 2007Q4 and 2009Q4) and equaling 13.7 and 6.3 percentage points respectively. This hysteresis calls for a quarter-by-quarter examination of the impact of the crisis on the young – note that the other tables in Annex 1 do not trace out the impact of the crisis on the labour market in a detailed, time-related, way. Thus, following this brief review of the annual data in Annex 1, quarterly trends are analysed in greater detail in Annex 2. Measures to promote youth employment are examined in section 2. The tremendous investment in tertiary education and research that has been occurring in Cyprus over the last two decades is reviewed in section 2.1. Tax and benefit mechanisms are reviewed in section 2.2. Because youth unemployment is not viewed as an enormous problem, relatively few government programs have been operating. These and the role of social partners are surveyed in section 2.3. Section 3 concludes.

Cyprus has enjoyed strong economic growth for a number of years. Annual real GDP growth over 1979-1996 was 5.7 %. More recently, growth rates have been lower but nevertheless higher than in the rest of the EU, averaging 3.5 % over the period 1997-2006. In 2007 the growth rate was 5.1 %, dropping to 3.6 % in 2008 and -1.7 % in 2009. Employment rates are very close to the old Lisbon targets and age-related unemployment rates, including those for youth, have been lower than in the EU. Over the last two decades, the labour market has absorbed an enormous number of third-country and, since 2004, EU nationals, the former mostly unskilled, who have filled labour market shortages. These migrant workers now amount to approximately 20 % of the gainfully employed. A large number of illegal workers are also present. In this context of labour market tightness, youth unemployment has generally not attracted a great deal of attention except perhaps for that involving tertiary education graduates.

Annex 2 provides more detail on this performance. In 2007Q4, the Cyprus employment rates for the age groups 15-19, 20-24 and 25-29 were 10.9 %, 64.2 % and 83.3 % respectively, relative to (not shown in Annex 2) 19.8 %, 55.3 % and 75.2 % respectively for the eurozone (given the common currency, this, rather than the EU27, is the most appropriate comparison when macroeconomic indicators are concerned). This pattern reflects two facts: first, the overall employment rate is higher in Cyprus than in the eurozone (for ages 15-64 and in 2007Q4, the rate in Cyprus was 71.1 % relative to 66 % in the eurozone). Second, the higher propensity for tertiary education in Cyprus manifests itself in lower employment rates than in the eurozone for the age group 15-19 (as young people remain in school) and higher employment rates than in the eurozone for older age groups. In 2009Q4 similar patterns hold: The employment rates in Cyprus were 7.3 %, 59.1 % and 80 % for the age groups 15-19, 20-

24 and 25-29 respectively, and 17 %, 50.8 % and 72.3 % in the eurozone respectively. The overall employment rate in that quarter was 70 % in Cyprus and 64.5 % in the eurozone.

Annex 2 also illustrates that the unemployment rate for 15-19 year olds shows a remarkable increase between 2007Q4 and 2009Q4 (from 12.8 % to 26.5 %). This jump (see also the fifth panel in Annex 2) is larger than the eurozone one (from 17.8 % to 22 % respectively). To a lesser extent, the same qualitative picture holds for the age category 15-24, where again the 2009Q4 rate exceeds that for the eurozone (16.5 % and 15.6 % respectively). In the 15-39 year old category, the pattern of lower unemployment in Cyprus than the eurozone asserts itself strongly (4.5 % and 7.8 % in Cyprus and 9.1 % and 12.7 % in the eurozone for 2007Q4 and 2009Q4 respectively). The overall unemployment rate (15-64) in 2007Q4 and in 2009Q4 was 3.6 % and 6.1 % in Cyprus and 7.3 % and 9.8 % in the eurozone respectively.

The unemployment increase for the youngest age group reflects small-sample effects and the stage of the cycle (Cyprus lags the eurozone by almost a year given that the overall unemployment rate did not rise substantially until the second quarter of 2009). It also reflects selection effects: First, some 80 % of each male and female age cohort goes on to tertiary education. Second, most men aged 18-20 have to do army services and will not be in the sample. So the high unemployment rate for this group must be for young women who do not go on to tertiary education. This group appears to have been affected adversely by the recession. Unfortunately, unemployment rates for the youngest age group (15-19) are not available by educational level (see Annex 2, where ISCED 0-2 equals low-skilled and ISCED 5-6 equals highly-skilled) until 2010Q1 and 2010Q2 when the unemployment rates reported in panel 3, Annex 2, were 32 % and 38.2 % respectively. In the case of the 15-24 unskilled age group, the crisis increased unemployment rates marginally in Cyprus (from 10.5 % in 2007Q4 to 11 % in 2009Q4) and quite substantially in the eurozone (from 17.9 % to 24.2 % respectively). For the skilled 15-24 age group, the crisis increased unemployment rates somewhat more in the eurozone (from 13.2 % in 2007Q4 to 17.9 % in 2009Q4) than in Cyprus (from 12.7 % to 16.7 %). Thus, a notable difference between the eurozone and Cyprus is that, in Cyprus, the crisis appears to have impacted on the skilled young people more than on the low-skilled young people. This is to be expected given the tendency to follow tertiary education and the fact that some foreign unskilled workers returned home as the recession arrived in Cyprus, releasing pressure on Cypriot workers.

Panel 6 in Annex 2, reflecting the increasing number of the newly unemployed, indicates that the proportion of long term unemployment among 15-24 and 15-39 year olds decreased between 2007Q4 and 2009Q4. By 2010Q2, however, reflecting the lag with which the crisis reached Cyprus, the proportion of the long-term unemployed rose substantially (19.3 % for 15-24 and 17 % for 15-39 year olds).

Panel 7, in Annex 2, shows temporary work as a percent of employment. In Cyprus, this is generally lower (14.2 % in 2007Q4 and 13.2 % in 2009Q4) than in the eurozone (16.8 % in 2007Q4 and 15.3 % in 2009Q4). Temporary work is much higher among 15-19 year olds and declines between 2007Q4 (30.8 %) and 2009Q4 (25.9 %). In the eurozone, this percentage increases from 71.2 % in 2007Q4 to 72.7 % in 2009Q4. Information for the group of young people 'not in education or employment' (NEET group) is given for the year 2008 and for the age groups 15-19 and 20-24 only in Annex 1, supplied by GHK. The rates for the two groups, respectively, are 5.6% and 13.3%. The percentage of early school leavers is lower in Cyprus

(see panel 9, Annex2) than in the eurozone (16.8 % in 2007 and 15.9 % in 2009) and, in both areas, declines between the beginning of the crisis and 2009. This most likely reflects the worsening employment prospects and a tendency to acquire human capital at a time of crisis. The youth/adult unemployment ratio (last panel in Annex 2) for the very young 15-19 age group increased from 3.56 in 2007Q4 to 4.34 in 2009Q4 while the figures for the eurozone were 2.4 and 2.25 respectively; the reasons for this were discussed above.

In summary, the figures in Annex 1 and 2 show that unemployment in Cyprus is generally lower than that in the eurozone and that it increased during the crisis, albeit with a lag and to a lesser extent than in the eurozone. In general, the skilled were affected by the crisis more than the unskilled. The safety valve of low-skilled foreign workers returning home may have been at work, but even for skilled workers, the increase between 2007Q4 and 2009Q4 was smaller in Cyprus than in the eurozone. The only really noteworthy unemployment rate increase in Cyprus concerns 15-19 year olds (most likely women) who did not go on to tertiary education.

## **2. Measures taken to promote youth employment**

Education and training receive a very high priority in Cyprus. The public school system is strong but many parents favour the private school system which is generally oriented towards securing entrance to British universities. This is both a leftover from earlier days when virtually no tertiary education possibilities were available in Cyprus and a comment on the perceived quality of the public education system in Cyprus. In the last two decades, the tertiary education and research landscape has been transformed and approximately half of each cohort graduating from high school now goes on to further education in Cyprus. General, rather than vocational, training is preferred, despite attempts to upgrade technical training, the system of apprenticeships, and the system of professional qualifications. The Human Resources Development Authority (HRDA) spearheads the system of initial and continuing training and a life-long learning strategy has been articulated. In light of the fact that youth unemployment has, generally, not been very high and, given strong family support systems, measures specifically focussed on the young have been modest in scope and extent. A Youth Guarantee to ensure that all young people are in a job, in education or in activation has not been articulated yet in Cyprus.

### **2.1 School education and training policies**

Data in the NRP<sup>1</sup> indicate that, after compulsory education up to the age of 15, 98.9 % of the graduates of the Gymnasium continue on to further studies. The overwhelming majority of these (86 %) go on to general education and 14 % to vocational and technical education. In 2008, 85.1 % of people aged 20-24 had completed a Lyceum or equivalent (upper secondary education to the age of 18) - the comparable EU27 figure was 78.5 %. There is very little interest in apprenticeships - only 1.5 % of the upper secondary population. In 2007, approximately 80 % of upper-secondary graduates went on to tertiary education, now dividing roughly equally between Cyprus and abroad. Nearly one-third of the labour force has tertiary education while the comparable figure for the EU27 is about one-fifth. However, the percentage of persons aged 25-64 who participated in further training in 2008, was, at 8.5 %, lower than the EU27 average of 9.6 %. Thus, interest in education has been very high and this

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<sup>1</sup> National Reform Programme (NRP) for Cyprus (October 2009, Part I, Section 8).

is particularly the case for general or professional education, rather than vocational programmes.

A noteworthy development in Cyprus has been the sea-change in the tertiary education and research sectors. As late as 1992, there was no university in Cyprus. A number of private tertiary education colleges, and government-overseen teaching institutions were the only local outlets for further education. The state University of Cyprus, which took its first students in 1992, has now developed six faculties and it is poised to start a medical school. The respected Institute of Neurology and Genetics collaborates with the University of Cyprus in a number of ways. The Technical University of Cyprus and the Open University of Cyprus, both state institutions, were set up a decade or so later and are now offering a variety of programmes. In addition, a number of private colleges were allowed to evolve into universities and four such institutions are now functioning. The Cyprus Institute, a science oriented research institution receiving substantial state funding, is now fully functional. These developments have changed the flows into studies at home and abroad and have provided employment opportunities for a large number of young, highly trained, individuals. Qualifications obtained in Cyprus are recognised abroad, encouraging mobility within the EU and beyond.

Less formal training, both initial and continuing, is offered by the HRDA and the Cyprus Productivity Centre. Their programmes are very large in number and extensive in scope. These institutions are major players in the landscape of life-long learning (LLL), itself undergoing extensive changes. A LLL strategy has been articulated and overseeing mechanisms have been put into place. The October 2009 NRP notes (p. 24) that participation in LLL during 2008 was 8.5 % (25-64 year olds), relative to 9.6 % in the EU27 and the EES target of 12.5 %. However, these lower rates have to be understood in the context of a population which has higher educational qualifications (and hence lower needs) than the EU27 average.

## **2.2 Labour market and employment-related policies and access to benefits**

Cyprus has an extensive and generally well-functioning system of social support and unemployment insurance which caters to all individuals regardless of age and according to need. Because immigration is a relatively recent experience, starting in the early 1990s, foreign workers are generally first generation immigrants who are in Cyprus on contract because they have secured employment and do not generally burden the social support system.

The social security system is run by the Ministry of Labour and Social Insurance. It provides a number of benefits including unemployment insurance and social assistance. The system is financed by contributions from employers, the insured persons and by the state. Contributions have been modest but are now increasing in order to ensure the viability of the social security system. The contributions collected are paid into the Social Insurance Fund out of which all social insurance benefits and administrative expenses for the operation of the system are paid. The state is the ultimate financial guarantor of the system which has been operating on a pay-as-you-go basis out of annual contributions and state revenues.

Public Employment Offices are in place throughout the island to help the unemployed. These have recently been revamped with help from the ESF and new activation programmes have been put in place. These are not specifically directed at young people though, of course, they

cater for them as well. The system of unemployment insurance requires work experience before eligibility for benefits is established and it is, therefore, not possible for new entrants to obtain support. For a single person, the replacement rate is 60 % for at most six months; thus, unemployment traps are not prevalent and long-term unemployment has, until recently, been relatively limited.

Social assistance is available to all individuals residing legally in Cyprus. It may be provided in the form of money and/or services to persons whose resources do not meet their basic and special needs as determined by law. Young persons would be treated as part of the broader family or as independents if old enough and living away from home. Their needs and hence the support received would, therefore, depend on their circumstances. The system makes special provision for those who are more vulnerable to social exclusion (single parents, parents with four or more children, persons with disabilities, etc.) and may include a rent allowance or home care. Rates for public assistance are reviewed annually so that they are in line with the rising cost of living. In Cyprus, young persons in need are generally likely to be looked after by the relatively strong family support network and only if the family unit as a whole is in need do the provisions outlined above enter into play. It is not likely that significant welfare traps are in place, particularly for the young.

The tax system is favourable to employment, providing a personal allowance of EUR 19 500 and income tax brackets of 20%, 25% and 30 %. The VAT rate is 15 %.

### **2.3 Addressing problematic features of youth employment; labour market actors**

In light of the fact that substantial youth unemployment is relatively recent and particularly intense for tertiary education graduates, public discussion has focused on this particular group. Accordingly, a government programme, run through the HRDA, provides incentives for firms to hire new tertiary education graduates and to provide in-house training and work experience for periods of six or twelve months. The programme also aims to strengthen the management capacity of enterprises by making available to them highly trained individuals. Applications are accepted at any time within four months of hiring a degree holder. The latest form of this programme has been in effect since January 1, 2009 but it has been running without extremely strong participation since 2006 (NRP, p. 109).

A second programme also running under the auspices of HRDA over the period April 1, 2009 to December 31, 2014, is addressed at new entrants in the labour market and the unemployed. It provides initial training in a number of areas. Some of these areas fall under the purview of the system of professional qualifications and the programme aims to provide the initial training needed for participants to function as qualified professionals. All training costs and social security contributions are covered and an allowance is paid to trainees. This programme is likely to be of particular interest to young individuals who have not opted for general academic training through the school system.

Another scheme, co-financed by the ESF and running over the period 2007-2013, provides government grants with the view to fostering youth entrepreneurship. A budget of EUR 6 million is available and phase one of this plan has already been completed.

A number of programmes aimed at the unemployed, some co-financed by the ESF, are also available and young unemployed would also be able to benefit from these. Some programmes, not specifically aimed at the young, have sought to encourage flexible forms of employment.

Far from being abused, such jobs are less available in Cyprus than the EU. There has been no tendency to use this mechanism as a means of dealing with the crisis and the young have not been caught in this mechanism.

All these programmes are initiated and run by governmental or semi-governmental agencies. In many cases, these actions are taken following tripartite consultations. The HRDA is itself overseen by a tripartite board.

### **3. Conclusions**

The international crisis arrived in Cyprus with a lag of almost a year, increasing unemployment initially in tourism and construction. These sectors generally employ foreign workers some of whom returned home as the crisis took hold. As a result, unemployment among the unskilled young did not increase substantially in Cyprus. As the crisis spread to other sectors, skilled young people have been affected. Their unemployment rate increased by about four percentage points, albeit less than in the eurozone generally. A programme subsidising firms to employ tertiary education graduates is running, along with other programmes to help the young and the unemployed more generally. The recession is now technically over but it remains to be seen how quickly youth unemployment can decline.

**Annex 1 (Annual data from GHK)**

<b>Table 1: YOUTH EMPLOYMENT / UNEMPLOYMENT TRENDS (Q1 data)</b>									
<b>Data</b>	<b>Age group 15-19</b>			<b>Age group 20-24</b>			<b>Age group 25-29</b>		
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Employment rate (%)	9.0	8.2	6.3	61.9	65.7	57.2	82.7	79.7	79.3
Unemployment rate (%)	(12.1)	-	(33.2)	11.1	9.7	18.8	5.1	6.0	9.2
Long-term unemployment as a % of unemployed	-	-	-	(17.1)	-	(15.4)	-	-	(14.6)
Youth unemployment to population ratio	(1.2)	-	(3.1)	7.7	7.1	13.2	4.5	5.1	8.0

Source: Eurostat, Labour Force Survey

- : Data not available

Data in brackets not reliable due to small sample size.

<b>Table 2: YOUTH UNEMPLOYMENT TRENDS (Q1 data, %)</b>						
<b>Data</b>	<b>Age group 15-24</b>		<b>Age group 20-24</b>		<b>Age group 25-29</b>	
	<b>2009</b>	<b>2010</b>	<b>2009</b>	<b>2010</b>	<b>2009</b>	<b>2010</b>
Unemployment for the low-skilled (ISCED 0-2)	8.7	17.1	10.3	12.3	7.6	13.4
Unemployment for the medium-skilled (ISCED 3-4)	9.3	21.8	8.9	19.9	7.8	7.9
Unemployment for the high skilled (ISCED 5-6)	0.0*	20.4*	11.9	20.4	4.4	8.8

Source: Eurostat, Labour Force Survey. Data non-seasonally adjusted. \* The quarterly data in Annex 2 from Eurostat show the 2009Q1 figure to be 11.9% and the 2010Q1 figure to be 20.4%.

<b>Table 3: YOUTH TEMPORARY CONTRACTS (% OF EMPLOYEES) (Annual data)</b>			
<b>Data</b>	<b>Age group 15-19</b>	<b>Age group 20-24</b>	<b>Age group 25-29</b>
	<b>2009</b>	<b>2009</b>	<b>2009</b>
Temporary work as a % of employment	22.5	16.2	14.8

Source: Eurostat, Labour Force Survey. Data non-seasonally adjusted



<b>Table 4: NEITHER IN EMPLOYMENT NOR IN ANY EDUCATION OR TRAINING (NEET) (Annual data)</b>		
<b>Data</b>	<b>Age group 15-19</b>	<b>Age group 20-24</b>
	<b>2008</b>	<b>2008</b>
NEET rate (% of the age group) (annual averages)	5.6	13.3

Source: Eurostat, EU Labour Force Survey, Annual averages

<b>Table 5: EARLY SCHOOL LEAVERS* (Annual data)</b>		
<b>Data</b>	<b>Age group 18-24</b>	
	<b>2008</b>	<b>2009</b>
Early school leavers (% of the age group)	14.4	11.8

Source: Eurostat, Labour Force Survey

\* Percentage of the population aged 18-24 having attained at most lower secondary education and not being involved in further education or training.

<b>Table 6: DIFFERENCE IN YOUTH UNEMPLOYMENT RATE BETWEEN Q4-2009 AND Q4-2007</b>		
<b>Data</b>	<b>Age group 15-19</b>	<b>Age group 15-24</b>
Difference in youth unemployment rate between Q4-2009 and Q4-2007	13.7	6.3

Source: Eurostat, Labour Force Survey. Data non-seasonally adjusted

## Annex 2 (Quarterly data from Eurostat)

The data in Annex 1 (supplied by GHK), while conforming to the EU template, do not facilitate a discussion of the evolution of the crisis in Cyprus. The reason is that the crisis reached Cyprus with hysteresis, in the late winter and spring of 2009. In addition, the propagation mechanism was not banking sector difficulties but international demand for tourist services and for recreational/retirement housing construction. In order to trace out the effects of the crisis on the economy broadly and youth in particular, it is necessary to examine data of a higher frequency than annual data. In Annex 2, quarterly information from Eurostat is provided on most of the variables in Annex 1, albeit in somewhat different age categories because of data availability. Most of the discussion above relates to this, more detailed, set of information.

Country: CYPRUS						
Data	Age group		Age group		Age group	
Employment rate <i>Note.</i> Eurostat, Employment by sex, age groups and highest level of education attained (LFS; ISCED TOTAL), updated October 10, 2010.	15-19		15-24	20-24	15-39	25-29
	2007Q4	10.9	39.3	64.2	69.3	83.3
	2008Q1	9	36.9	61.9	68	82.7
	2008Q2	8.3	37.2	64.5	69.2	82.9
	2008Q3	11.5	38.5	62.8	69	80.6
	2008Q4	10.3	39.2	65.2	69.3	81.1
	2009Q1	8.2	38.1	65.7	67.8	79.7
	2009Q2	7.1	35.4	62.9	68	81.7
	2009Q3	6.8	33.6	57.7	67.2	78.8
	2009Q4	7.3	34.6	59.1	67.6	80
	2010Q1	6.3	32.9	57.2	66.2	79.3
	2010Q2	6.1	33.2	58.4	66.8	79.5
Unemployment rate (total) <i>Note.</i> Eurostat, Unemployment by sex, age groups and highest level of education attained (LFS; ISCED TOTAL), updated October 10, 2010.	15-19		15-24		15-39	
	2007Q4	12.8	10.2		4.5	
	2008Q1	12.1	11.2		5.7	
	2008Q2	n/a	7.1		3.9	
	2008Q3	11.1	8.4		4.7	
	2008Q4	11.2	9.3		4.7	
	2009Q1	n/a	10		5.7	
	2009Q2	n/a	13		6.2	
	2009Q3	22.9	15.8		6.9	
	2009Q4	26.5	16.5		7.8	
	2010Q1	33.2	20.4		9.1	
	2010Q2	30.5	18.6		8.2	
Unemployment for the low-skilled (ISCED 0-2) <i>Note.</i> Eurostat, Unemployment by sex, age groups and highest level of education attained (LFS; ISCED 0-2), updated October 10, 2010.	15-19		15-24		15-39	
	2007Q4	n/a	10.5		5.5	
	2008Q1	n/a	12.1		9.1	
	2008Q2	n/a	n/a		5	
	2008Q3	n/a	7.2		6.4	
	2008Q4	n/a	11.4		8.7	
	2009Q1	n/a	8.7		7.1	
	2009Q2	n/a	10.5		8.5	
	2009Q3	n/a	8.1		6.6	
	2009Q4	n/a	11		8.4	
	2010Q1	32.0	17.1		12.2	
	2010Q2	38.2	16.4		8.8	
Unemployment for the high-skilled (ISCED 5-6) <i>Note.</i> Eurostat, Unemployment by sex, age groups and highest level of education attained (LFS; ISCED 5-6), updated October 10, 2010.	15-19		15-24		15-39	
	2007Q4	n/a	12.7		4	
	2008Q1	n/a	10		3.7	
	2008Q2	n/a	8.3		2.9	
	2008Q3	n/a	12.1		4.7	
	2008Q4	n/a	10.2		3.3	
	2009Q1	n/a	11.9		4.7	
	2009Q2	n/a	16.9		5.1	
	2009Q3	n/a	21.6		6.7	
	2009Q4	n/a	16.7		7.2	
	2010Q1	n/a	20.4		7.5	
	2010Q2	n/a	18.7		7.6	

Difference in youth unemployment rate 2009Q4-2007Q4	<b>15-19</b>		<b>15-24</b>	<b>15-39</b>
	2009Q4	26.5	16.5	7.8
	2007Q4	12.8	10.2	4.5
	<b>Change</b>	<b>13.7</b>	<b>6.3</b>	<b>3.3</b>
Long-term unemployment as a % of unemployment <i>Note.</i> Eurostat, Long-term unemployment (12 months or more) as a percentage of total unemployment for a given sex and age group (%), updated October 1, 2010.	<b>15-19</b>		<b>15-24</b>	<b>15-39</b>
	<b>2007Q4</b>	n/a	<b>20.0</b>	<b>19.0</b>
	2008Q1	n/a	14.9	16.0
	2008Q2	n/a	n/a	13.0
	2008Q3	n/a	n/a	11.4
	<b>2008Q4</b>	<b>n/a</b>	<b>13.5</b>	<b>14.2</b>
	2009Q1	n/a	n/a	9.8
	2009Q2	n/a	n/a	7.1
	2009Q3	n/a	n/a	6.0
	<b>2009Q4</b>	<b>n/a</b>	<b>10.9</b>	<b>8.8</b>
	2010Q1	n/a	13.6	13.1
	2010Q2	n/a	19.3	17
Temporary work as a % of employment <i>Note.</i> Eurostat, Temporary employees as a percentage of total employees, updated October 1, 2010.	<b>15-19</b>		<b>15-24</b>	<b>15-39</b>
	<b>2007 Q4</b>	<b>30.8</b>	<b>24.7</b>	<b>17.9</b>
	2008Q1	33.9	20.2	17.5
	2008Q2	31.4	20.8	18.0
	2008Q3	33.1	21.9	17.4
	<b>2008Q4</b>	<b>21.9</b>	<b>20.2</b>	<b>18.0</b>
	2009Q1	19.6	18.3	16.6
	2009Q2	34.8	19.5	17.9
	2009Q3	25.2	16.9	17.3
	<b>2009Q4</b>	<b>25.9</b>	<b>18.8</b>	<b>16.4</b>
	2010Q1	20.5	18.4	16.3
	2010Q2	24.2	20.8	18.1
NEET rate (% of the age group). -: Data not available on a quarterly basis.	-		-	-
Early school leavers (% of the age group) <i>Note 1.</i> Eurostat, Early school leavers as percentage of population (age 18-24), i.e. at most lower secondary and no further training (LFS), updated October 8, 2010. <i>Note 2.</i> The figure for 2009 in the main source of this table in note 1 above was 11.7. It has been changed to 11.8 to conform with the data supplied by GHK in Table 5, Annex 1.			<b>18-24</b>	
			2002	15.9
			2003	17.3
			2004	20.6
			2005	18.2
			2006	14.9
			2007	12.5
			2008	13.7
			2009	11.8

Youth/adult unemployment ratio <i>Note.</i> Calculated from the Eurostat ISCED TOTAL unemployment figures	<u>15-19/15-64</u>		<u>15-24/15-64</u>	<u>15-39/15-64</u>
	<b>2007Q4</b>	<b>3.56</b>	<b>2.83</b>	<b>1.25</b>
	2008Q1	2.57	2.38	1.21
	2008Q2	n/a	2.22	1.22
	2008Q3	3.00	2.27	1.27
	<b>2008Q4</b>	<b>3.29</b>	<b>2.74</b>	<b>1.38</b>
	2009Q1	n/a	2.13	1.21
	2009Q2	n/a	2.45	1.17
	2009Q3	4.09	2.82	1.23
	<b>2009Q4</b>	<b>4.34</b>	<b>2.70</b>	<b>1.28</b>
	2010Q1	4.43	2.72	1.21
	2010Q2	4.62	2.82	1.24