



EUROPEAN SEMESTER THEMATIC FACTSHEET

YOUTH EMPLOYMENT

1. INTRODUCTION

The activation and sustainable integration of young people on the labour market is an essential part of policy efforts aimed at ensuring growth and at reaching the overall Europe 2020 employment target.

The **transition of young people from school to work** is burdened by specific challenges, which become manifest in relatively low employment rates, high unemployment and high rates of **young people who are neither in employment, education or training (NEETs)**. Youth unemployment is more sensitive to the business cycle than adult unemployment. Being new entrants with limited work experience, young people are less likely to find a job, are often employed through temporary and part-time contracts or pursuing a traineeship, and they are more easily dismissed if the economic cycle is weak. Moreover, in many Member States young workers tend to be concentrated in economic sectors such as construction and hospitality that are more exposed to downturns.

The levels of youth employment, unemployment and inactivity are largely influenced by the macro-economic situation, but they may also have important root causes in the structural characteristics of school-to-work transitions. These structural factors include, among others, unsatisfactory outcomes of education and training systems, segmentation of labour markets affecting young people in

particular, as well as the low capacity of public employment services to provide tailored services to young people and limited outreach to young people in the most vulnerable situations.

Unemployment and inactivity among young people have a high cost and require targeted policy efforts. Experiencing unemployment, especially long-term unemployment, at the beginning of one's career can have negative long-term consequences in terms of future earnings and employment prospects of the individual (the so-called "scarring effect")¹ and may lead to lower productivity levels overall².

Promoting youth employment and improving school-to-work transitions has been an important priority in the EU agenda. With the **Youth Guarantee** Member States committed to ensuring that all young people up to 25 receive a good quality offer of employment, continued education, apprenticeship or traineeship within four months of leaving education or becoming unemployed³. Reducing the high share of young people (aged 15-24) neither in employment,

¹ Fondeville N. and Ward T., 'Scarring effects of the crisis', Research note 06/2014, Social Situation Monitor, European Commission, 2014.

² Bell, David N.F. and Blanchflower, David G., 'Young people and the great recession', Oxford Review of Economic Policy 27(2): 241-267, 2011.

³ Council Recommendation of 22 April 2013 on establishing a Youth Guarantee.

education or training (NEETs) from the EU average of 12% in 2015 is a key objective. The Youth Guarantee is a structural reform that has been rapidly implemented across the EU thanks to an unprecedented combination of high political momentum, significant financial resources through the Youth Employment Initiative and the European Social Fund, and robust monitoring mechanisms at EU level. The Youth Employment Initiative (YEI), a EUR 6.4 billion financial resource, has provided direct targeted support to young NEETs living in regions struggling with youth unemployment rates higher than 25⁴.

This factsheet is structured as follows: Section 2 reviews the performance in EU countries with regard to youth unemployment, young people neither in employment, education or training (NEETs), and other key indicators; Section 3 discusses the available evidence on appropriate policies to effectively address the challenges of youth unemployment and inactivity and briefly reviews the approach taken at the EU level, with a focus on the implementation of the Youth Guarantee; Section 4 sketches good policy practice to meet these challenges and provides examples from EU Member States. Besides, an overview of the state of play among all EU countries is provided.

2. POLICY CHALLENGES: AN OVERVIEW OF PERFORMANCE IN EU COUNTRIES

Risks to successful school-to-work transitions come in multiple forms. Because the share of young people who are active in the labour market – i.e. who are either employed or seeking a job – varies substantially across Member States, the analysis of these risks should employ several indicators, such as the youth unemployment rate, the NEET rate, and the unemployment ratio of the affected population (those aged 15-24). Furthermore, the analysis requires

careful weighing of country specific factors.

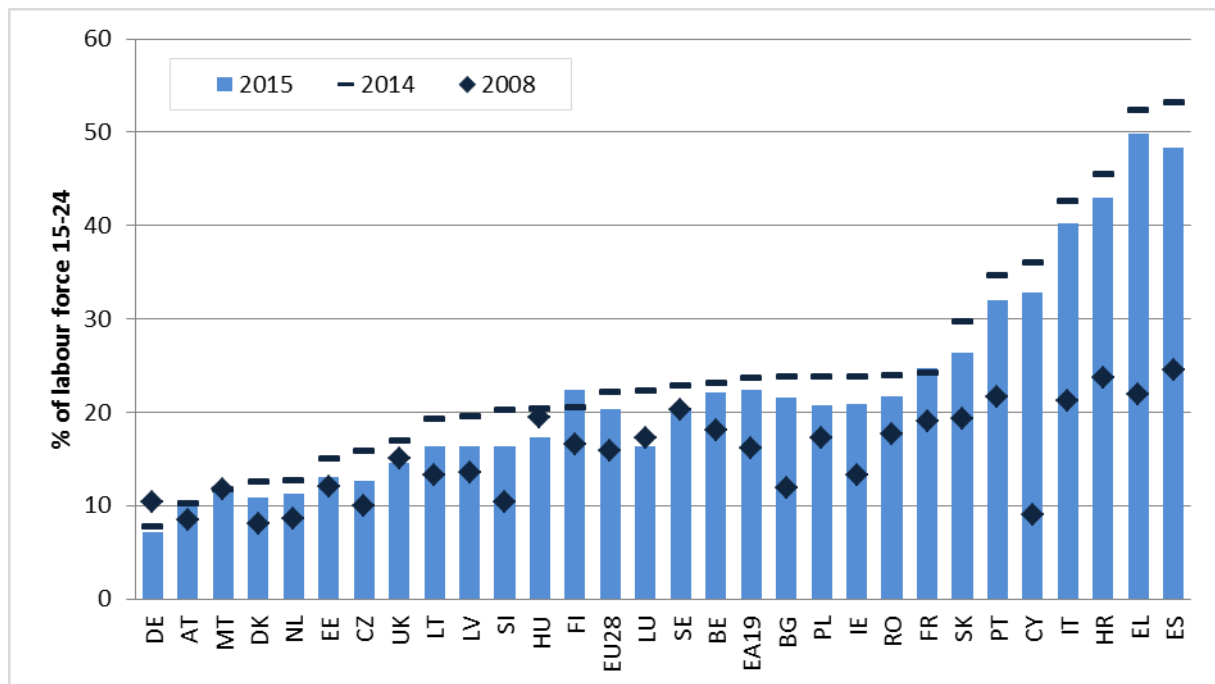
Approximately 4.1 million young people (15-24) are unemployed in the EU today (down from a peak of 5.68 million in December 2012). Whilst these numbers remain unacceptably high, since 2013 annual youth unemployment rates dropped by 3.4 pps to 20.3% and NEET rates decreased by 1 pp to 12% on average in the EU. Both rates have decreased in most EU Member States and in particular in those with the highest rates in 2013 (see figures 1 and 2 and tables in the annex).

The **youth unemployment rate** is the percentage of the unemployed in the age group 15 to 24 years old compared to the total labour force in that age group (which includes both employed and unemployed young people but not the economically inactive, i.e. young people who are not working and not available or looking for work).

The youth unemployment rate in the EU has decreased from a peak of almost 24% in 2013 to 20.3% in 2015, but it is still nearly 4.4 pps higher than it was in 2008 (and more than double the overall unemployment rate): four Member States (Greece 49.8% Spain 48.3%, Croatia 43% and Italy 40.3%) still had peaks of more than 40% in 2015. 15 Member States faced a youth unemployment rate of above 20 %: in six, the rate was even over 30 % (Greece, Spain, Croatia, Italy, Cyprus and Portugal). For eight Member States (Germany, Austria, Denmark, Netherlands, Malta, Czech Republic, Estonia and the UK) the rates were lower than 15%, an improvement from 2014 when it was just six Member States. The dispersion of youth unemployment among euro area countries remains higher than those for the EU 28, starting from a low 7.2 % in Germany and reaching a very high 48.3% in Spain (see figure 1).

⁴ Communication from the Commission "The Youth Guarantee and Youth Employment Initiative three years on".

Figure 1 – Youth unemployment rates (15-24 years old) in EU Member States, 2008, 2014 and 2015



Source: Eurostat, LFS [une_rt_a]

2014 was the first year after the crisis in which the **employment rate** for young people (i.e. the percentage of employed persons in relation to the comparable total population aged 15-24) started to rise again (32.5%). In 2015, the EU youth employment rate grew a further 0.6 pp and reached 33.1% up from 32.5% in 2014 but still 4 pps lower than its 2008 peak (37.3%).

For young people, **long-term youth unemployment** (i.e. unemployment with a duration of at least one year, see data in Annex) remains high. The long-term unemployment rate for young people increased by 3 percentage points (to 6.6% of the young labour force) between 2008 and 2015, compared with a 1.9 percentage point increase (to 4.5%) in the overall labour force⁵.

As not every young person is active on the labour market, the youth unemployment rate does not reflect the proportion of young adults who are

unemployed out of the total young age group.

The **youth unemployment ratio** shows the percentage of unemployed young people compared to the total population of that age group, i.e. not only the economically active, but also the inactive, including students. It thus gives – in contrast to the employment rate – an unemployment-to-population measure that it is not affected by the size of the young labour force. In 2015, the youth unemployment ratio among the EU Members, varied between 3.5% in Germany and 16.8% in Spain, with the EU average standing at 8.4 down from a peak of almost 10% in 2013⁶.

In addition to those working or seeking a job, a considerable part of the young people aged 15-24 in the EU are economically inactive. For some this is due to the pursuit of education and training. Others however have just withdrawn from the labour market, or not entered in it after leaving the

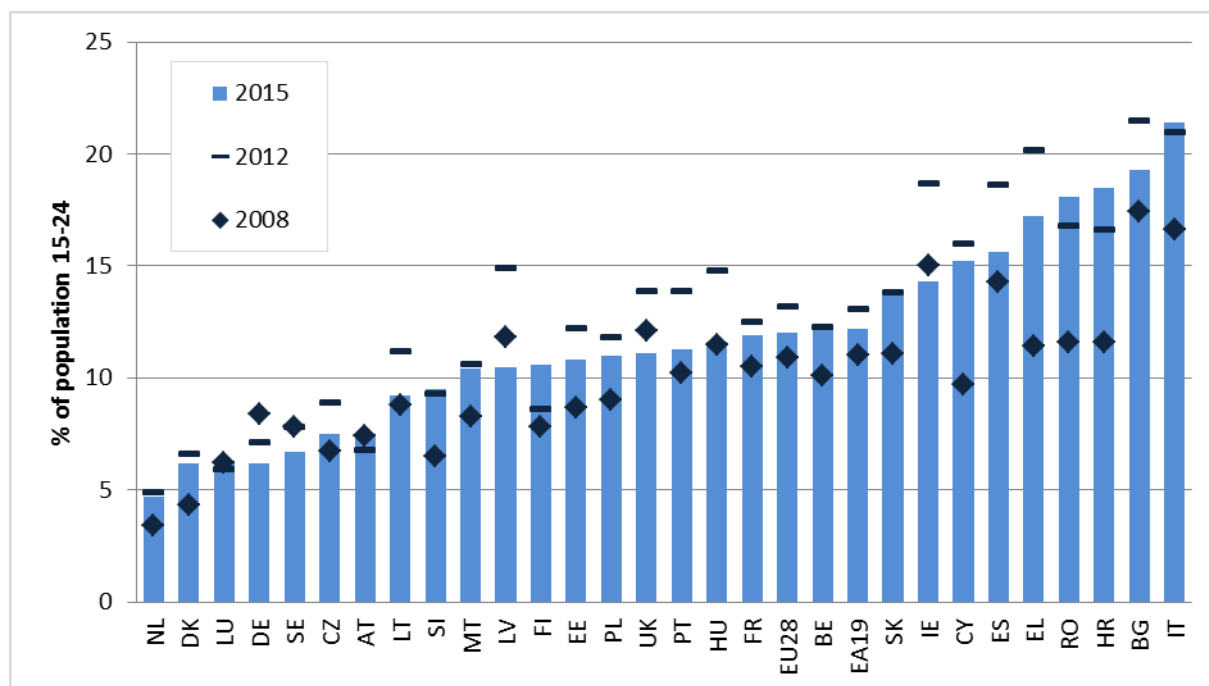
⁵ See Eurostat Labour force survey (LFS) statistics (yth_empl_120), 15-24 and (une_ltu_a) respectively.

⁶ Eurostat Labour force survey (LFS) statistics (yth_empl_140).

education system. This aspect of young people's situation is captured by the **youth NEET (not in employment, education or training) rate** which corresponds to the percentage of the population aged 15-24 who is not

employed (i.e. who are either unemployed or inactive) and not involved in education or training. Therefore, young people who are either employed or in education or training are by definition not part of the NEET group.

Figure 2 – Young people (15-24 years old) not in employment, education or training (NEET) in EU Member States, 2008, 2012 and 2015



Source: Eurostat, LFS, [edat_lfse_20]

There is a wide heterogeneity within the NEET population⁷ and not all situations are problematic. However, spending time as NEET may lead to a wide range of negative consequences from the more common, such as insecure and poor employment prospects, to the more extreme, such as mental and physical health problems⁸.

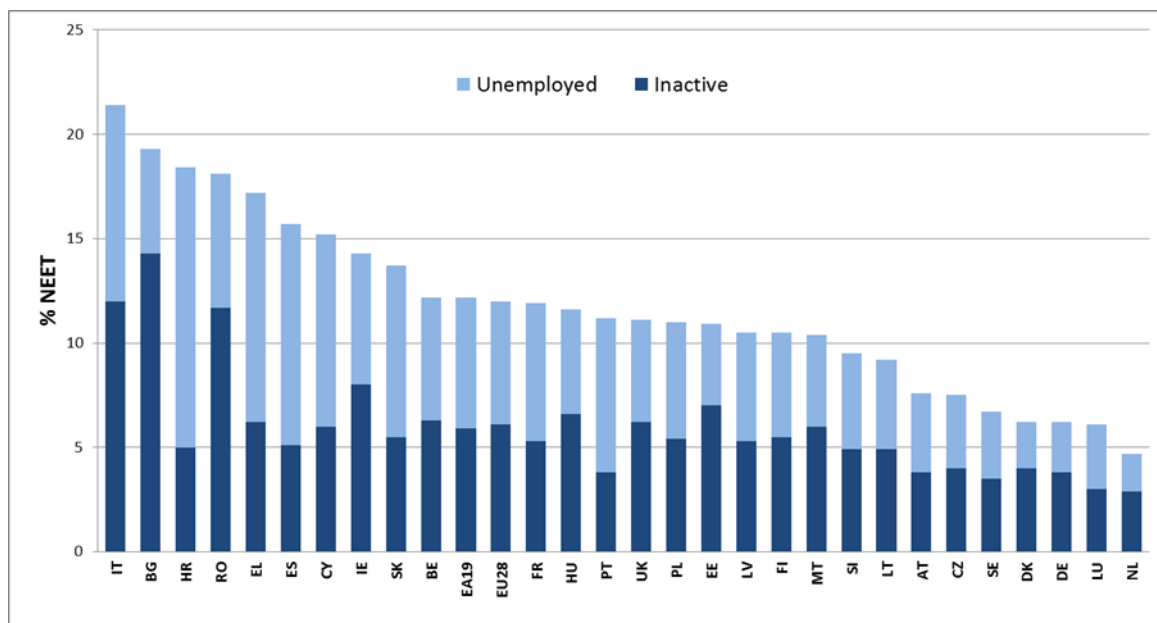
In total in the EU, in 2015, 6.6 million people in the 15-24 age group were NEETs, which translates into a 12.0% NEET rate (percentage of 15-24 year old youth that are NEET) up from 10.9% in 2008 but down from a peak of 13.2% in

2012. In 2015, the NEET rate among those aged 15-24 was the highest, with over 15 %, in Italy, Bulgaria, Croatia, Romania, Greece, Spain and Cyprus. Despite improvements NEET rates have remained well above pre-crisis levels in these Member States. Some positive trends have been recorded in 2015 for Latvia, Ireland, Hungary, Spain, Greece and Lithuania compared to their peaks in 2012 (see figure 2). Breaking down the NEET rates between those seeking a job and inactive NEETs, in 2015 in the EU 6.1% of young people aged 15-24 were inactive NEETs. The inactive NEET rate varies substantially among EU Member States; in three Member States (Bulgaria, Italy and Romania) it exceeds 10% (see figure 3).

⁷ Eurofound (2016), Exploring the diversity of NEETs, Publications Office of the European Union, Luxembourg.

⁸ Strandh, M., Winefield, A., Nilsson, K. and Hammarström, A. 'Unemployment and mental health scarring during the life course', Eur J Public Health 24:440-5, 2014.

Figure 3 – Profile of NEETs (15-24 years old), 2015



Source: Eurostat, LFS, [edat_lfse_20]

Concerning the difficulties in the transition phase from education to work encountered by young people, different structural challenges can be distinguished, notably regarding labour market segmentation, the performance of education and training systems, the availability of quality work experience, and the effectiveness of tailored services and support provided to young people by public employment services. These are being discussed below in more detail.

Structural challenge (1): labour market segmentation

Labour market integration of young people is also shaped by structural characteristics of the labour market and by institutions such as the employment protection legislation, active labour market policy tailored to young people, and effective labour mobility policies. Labour markets with strong flexicurity elements may facilitate the entry of young people into the labour market. Young people are typically over-

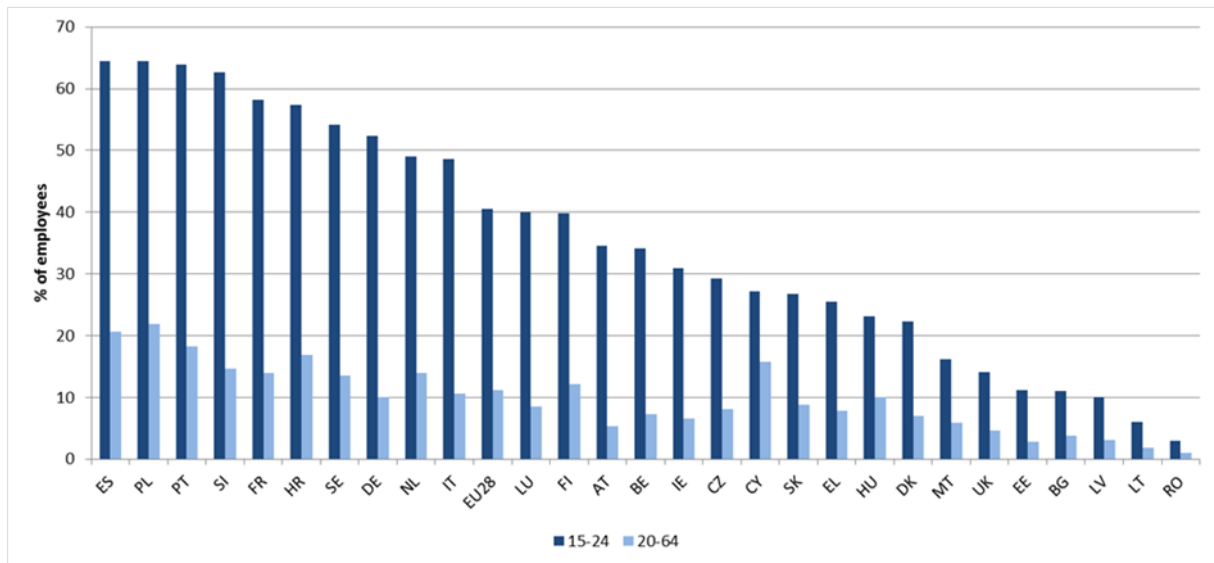
represented in temporary and part-time work (see figure 4). This can reflect segmented labour markets, with young people occupying relatively few permanent jobs. In 2015, in the EU on average 40.5% of youth employees (15-24 age group) were on temporary contracts (compared to 11.2% of workers overall) and 32.1% had part-time jobs (compared to 19% of workers overall).

In countries with high labour market segmentation, young people are at particular risk of being trapped in precarious employment, with little on-the-job training, relatively low wages, and weak long-term employment and career prospects.

Besides, an increasing number of young workers with high qualifications are employed in jobs below their qualification levels⁹.

⁹ See Eurofound, Working conditions of young entrants to the labour market, 2013.

Figure 4 – Percentage of young people (15-24 years old) in temporary employment compared with overall working age population (20-64) by country, 2015



Source: Eurostat, LFS, [lfsi_pt_a]

In some countries (e.g. Austria, Malta, the United Kingdom), temporary employment acts as stepping stone and supports successful transitions from education to permanent jobs.

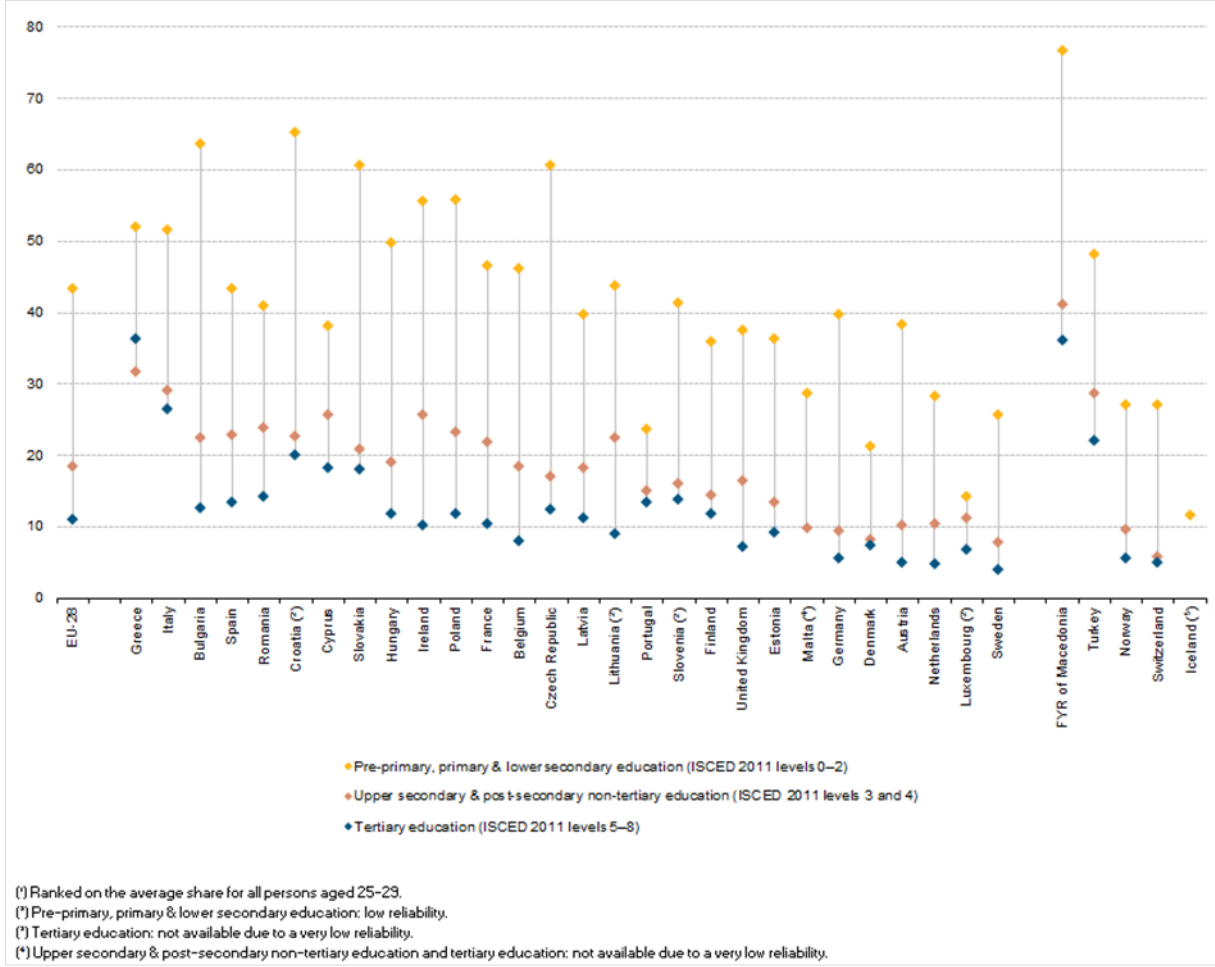
However rates of involuntary temporary contracts among young people are high in many other Member States and are often coupled with low transition rates from temporary to permanent jobs¹⁰.

**Structural challenge (2):
Performance of education and training systems**

Young people who leave education and training prematurely – often due to insufficient preventive and early intervention measures in education and training institutions – are bound to lack skills and qualifications, and to face serious, persistent problems on the labour market.

¹⁰ See Eurostat, EU-SILC, Labour transitions by type of contract (ilc_lvhl32) and LFS, Main reason for the temporary employment - Distributions by sex and age (%) (lfsa_etgar)

Figure 5 – Share of people aged 25–29 neither in employment nor in education and training, by educational attainment level, 2015



Source: Eurostat, LFS [edat_lfse_21] and [lfsa_pgaed]

In the EU on average, the rate of early school leavers was 11% of those aged 18-24 in 2015. While still above the Europe 2020 target of 10%, this represents good progress compared to the 17% observed in the early 2000s, even if the decline in the number of early school leavers can be partly explained by the low absorption capacity of labour market during the crisis (in pre-crisis times of high demand for unskilled labour, in some countries a number of young people preferred an early labour market entry to the completion of formal education)¹¹.

Employment rates of graduates of upper-secondary education are consistently higher than for those without secondary education. Graduates of tertiary education have again higher employment rates than those with upper-secondary education only. In this latter regard, the situation in EU Member States varies significantly: in 2015, employment rates of recent graduates with at least upper-secondary education exceed 80% in Austria, the Czech Republic, Germany, Luxembourg, Netherlands, Malta, Sweden, while they remained below 65%

¹¹ See the European Semester Thematic Factsheet on Early leavers from education and training.

in Croatia, Italy, France, Greece, Romania, Spain¹².

Structural challenge (3): Availability of quality work experience

Quality apprenticeships and traineeships schemes can play a major role in supporting smooth school-to-work transitions, helping young people gain practical work experience ahead of taking up regular employment. Apprenticeships with dual learning experience, namely that combines learning in the school with on-the-job learning in companies, have shown to substantially increase the likelihood of successful school-to-work transitions. For most apprenticeship programmes the average proportion of apprentices securing employment immediately upon completion was about 60%-70% in 2012¹³. However, some countries which have a high proportion of participants in VET (vocational education and training) offer at the same time a very limited combination of work-based and school learning, for example Belgium, Slovenia, and Sweden¹⁴.

Structural challenge (4): Capacity of Public employment service to ensure effective provision of tailored services and support to young people

Despite reform efforts in many Member States, the capacity of Public Employment Services (PES) is often still too weak to fulfil personalised and individualised counselling, offering adequate active labour market measures

¹² See Eurostat, LFS, (edat_lfse_24). The indicator measures the share of all young people (20-34) who graduate from at least upper secondary education in the last three years excluding those still enrolled in further education and training.

¹³ European Commission, 'Apprenticeship and Traineeship Schemes in EU27: Key Success Factors A Guidebook for Policy Planners and Practitioners', 2013.

¹⁴ Cedefop, On the way to 2020: data for vocational education and training policies: country statistical overviews, Cedefop research paper No 45, Publications Office of the European Union, Luxembourg, 2015.

according to young people's specific profiles¹⁵. PES also play a key role in setting up partnerships with key players involved with the Youth Guarantee (schools, social partners, employers, youth organisations, other players of civil society)¹⁶.

A significant proportion of young people eligible to the Youth Guarantee are not registered with a Public Employment Service. Part of this group, notably including individuals on a sabbatical in their education or employment career or those who pursue a care period with a breadwinning partner, does not always constitute concerns for policy. The identification of the vulnerable among the NEETs is one of the key policy challenges in this regard.

3. POLICY LEVERS TO ADDRESS THE POLICY CHALLENGES

In order to improve young people's labour market situation and their transition from education to employment, the following policy levers are considered key:

- stimulating labour demand for young people and the provision of quality job offers, for example with well-targeted hiring subsidies for young workers;
- tackling labour market segmentation by reforming contractual arrangements, notably by narrowing the protection gap between permanent and fixed term contracts;
- securing investment in education systems and improving their functioning to ensure quality education outcomes;
- implementing comprehensive strategies on early school leaving;

¹⁵ European Network of Public Employment Services, Report on PES Implementation of the Youth Guarantee, 2015. See also the LABREF database for a detailed recording of ALMP measures adopted in the EU over recent years:

http://ec.europa.eu/economy_finance/db_indicators/labref/index_en.htm

¹⁶ See the European Semester Thematic Factsheet on Public employment services.

- recognising informal learning;
- helping young people get work experience while in education and acquiring important skills relevant in the labour market, reforming VET systems aiming at offering more and better apprenticeships, and increasing cooperation with the non-formal and business sector in schools;
- activation, upskilling and targeted support to young people, including through profiling, individual action plans and activating measures including training and placements, in particular by Public Employment Services; increased cooperation between PES and employers as well as schools in this regard;
- better outreach to non-registered NEETs, through early identification of young people dropping out from education and employment, specific information and intervention in partnership with youth organisations, social services and NGOs;
- better monitoring through exchange of information across sectors and follow-up of users to better capture the quality of interventions.

The policy literature notably by research institutes and international organizations has confirmed the above-mentioned challenges and policy levers (see also section 5 and 6 for references and resources) Most of these policy levers are brought together in the commitment of EU Member States to establish Youth Guarantee schemes to ensure successful transitions from school to work, made in April 2013 through a Council Recommendation¹⁷. Under this commitment, Member States should ensure that, within four months of leaving education or becoming unemployed, all young people up to 25 receive a good quality offer of employment, continued education, apprenticeship or traineeship. The offer should be suited to their skills and experience or allow them to acquire the skills and experience required to find a

job in the future through an apprenticeship, traineeship, or continued education. In this regard, the Council Recommendation on a Quality Framework for Traineeships adopted in March 2014¹⁸, contains quality elements for traineeship offers that are directly transposable into national legislation or social partner agreements. The Recommendation proposes guidelines for traineeships outside formal education to provide a high quality learning content and fair working conditions, so that traineeships increase the employability of trainees and support education-to-work transitions

4. CROSS EXAMINATION OF POLICY STATE OF PLAY

Member States have clearly increased the efforts on all relevant policy levers to combat youth unemployment and inactivity. As the Youth Guarantee comprises a comprehensive and consistent set of structural reforms to facilitate school-to-work transitions of young people, the degree of implementation of this Council Recommendation also reveals the implementation of these policy levers. Member States have started to implement the Youth Guarantee since 2014. Based on the results so far, a number of success factors have been identified, namely a true partnership approach between key players, stepping up early intervention and outreach activities and policies, integrating services into a one-stop shop for young people and strong involvement of employers (particularly in providing attractive and well performing vocational education and training programmes, including quality apprenticeships.

The Youth Guarantee has acted as a powerful policy driver, complementing the use of macroeconomic instruments and other policies in the fight against youth unemployment and inactivity. Countries can be broadly divided into three groups according to the degree to

¹⁷ Council Recommendation of 22 April 2013 on establishing a Youth Guarantee.

¹⁸ Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships.

which the Youth Guarantee has acted as a driver for reform¹⁹. This grouping takes into account the different starting points in terms of institutional context and macroeconomic conditions:

- Group A (accelerated reform): the Youth Guarantee has provided a new impetus and has accelerated policy developments in a number of Member States, especially in those facing major challenges and receiving significant EU financial support (Belgium, Bulgaria, France, Croatia, Hungary, Italy, Lithuania, Latvia, Poland, Portugal, Slovenia), though stages of implementation might differ.
- Group B (reinforced policy framework): the Youth Guarantee has helped to reinforce well-established policies through the scaling-up or adjustment of existing measures in Member States that already had comprehensive instruments in place that are broadly in line with the Recommendation (Austria, Germany, Denmark, Estonia, Finland, Ireland, Luxembourg, Malta, The Netherlands, Sweden, United Kingdom).
- Group C (to date, reform is more limited): changes were more limited in six Member States as a result of a variety of factors including a lower prioritisation, delays or discontinuity in key measures, or a focus on pre-existing less effective schemes (Cyprus, Czech Republic, Greece, Spain, Romania, Slovakia).

A number of particularly good or promising practices or policies could be identified²⁰:

Building up wide partnerships is crucial to successfully delivering the Youth Guarantee. Broad public-private-third sector partnerships with actors

from both preventive (e.g. schools, social services, guidance services) and reactive and reintegration sectors (e.g. those supporting unemployed and inactive youth) are most effective in delivering the Youth Guarantee. In Bulgaria, a multi-partite Coordination Council for the implementation and monitoring of the Youth Guarantee Implementation Plan was established (bringing together the state institutions, social partners, the National Association of Bulgarian Municipalities, and heads of nationally-represented youth organisations) and a National Framework Agreement for implementing the YGIP was signed in October 2014. Similarly, in Latvia, an inter-ministerial and multi-stakeholder Youth Guarantee Implementation Advisory Board (with 35 members, including, employers, social partners and youth organisations) was introduced to manage and coordinate YG activities. Multi-stakeholder partnerships at local level are in place in a number of countries and sometimes mirror partnership structures organised at the national level. In Luxembourg, for instance, an inter-ministerial steering group of three government administrations responsible for delivering the three pillars of the Youth Guarantee (employment, education, activation) is in place and supported by an inter-ministerial secretariat. This cross-sectorial partnership has filtered down to the municipal level, where local steering committees, responsible for overseeing the implementation Youth Guarantee, meet on a monthly basis to discuss individual cases.

Cooperation with education and training providers is an integral part of the Youth Guarantee. Schools' central role in supporting its implementation stems from their ability to (1) support pupils most at risk of leaving to keep them in school; (2) signal early exits from the education system to municipalities, PES or other relevant bodies, in order to ensure early intervention and (3) provide support and guidance to students on professional pathways and relevant services available to them. Involving education and training providers in the design and

¹⁹ Communication from the Commission "The Youth Guarantee and Youth Employment Initiative three years on".

²⁰ Commission Staff Working Document accompanying the Communication from the Commission "The Youth Guarantee and Youth Employment Initiative three years on".

implementation of tracking system is key to ensuring that early intervention is provided to students at risk of dropping out. Similarly, collaboration in the field of career guidance is central to better supporting students in their school-to-work transition. A number of countries have strengthened the links between the PES, schools and guidance services. In Belgium (German-speaking community), all students are informed about the range of services and advantages offered when registered with the PES during the last school year. In Estonia, the PES initiated in 2015 a series of workshops on working life, job-search and employment opportunities aimed at all 8th and 12th grade students in cooperation with schools. In Slovakia, PES and schools typically work jointly to provide information and counselling services aimed at choosing a profession. Services are provided in group-based or individual meetings in specialised PES premises or directly to students at secondary and primary schools. In Croatia, Centres for Lifelong Career Guidance (CISOKs) provide free services to all citizens with a special focus on youth, including inactive NEETs who are not registered with the PES. In Denmark, Youth Guidance Centres provide guidance services for young people up to the age of 25 years, focusing on the transition from compulsory to upper secondary education or the labour market.

Early intervention to prevent early school-leaving and drop out as well as outreach and awareness-raising activities to ensure young people's catchment and registration are central to Member States' delivery of a Youth Guarantee. Since 2013 PES have expanded the delivery of services through user and youth-friendly channels and improved their accessibility through online tools, specific websites or detached models of intervention. **One-stop-shops** bringing together various youth-related services operate in several Member States with or alongside PES, providing a broad range of services in a flexible and accessible way. In Luxembourg, the House of Guidance ("Maison de l'Orientation") brings

together existing government agencies in charge of employment, education and guidance in a single focal point for young jobseekers or any other young person seeking information and guidance. It guides them towards a training scheme, a job or career guidance. In France, Local Youth Centres ("Missions Locales"; part of the Public Employment Service) act as one-stop shops open to all young people aged 16-25. They provide employment and inclusion services and offer additional support and advice in different fields, from employment and training to health, housing, and citizenship. In Finland, one-stop guidance centres for youth provide low-threshold support to all young people below the age of 30, including personal advice and guidance, support in life management, career planning, social skills, as well as education and employment support. In France, a comprehensive plan to reduce early school leaving is being implemented. For pupils at risk aged 15 or more, a specific "adapted initial training path" combining regular education with out of school activities is being experimented. For early school leavers aged between 16 and 25 a "legal right to get back into education or training" has been introduced. In Austria, Youth Coaching seeks to reduce early school leaving and facilitate school-to-work transitions by providing free customised support and guidance on education and employment, as well as personal or social issues that young people may be facing.

Counselling, guidance and individual action planning are at the core of the delivery of the Youth Guarantee. Personalised guidance has proved its effectiveness, provided that sufficient institutional capacity and resources in terms of funding, (front line) staff and expertise are invested. In Germany, Youth Employment Agencies were first established in 2007 with the aim of supporting the professional and social integration of young people up to the age of 25 years through the close cooperation between various local actors, including PES, schools and social welfare services. In September 2013, Actiris, the PES in the Brussels region

(Belgium) introduced an in-house Youth Guarantee Service to support jobseekers under 30 who have been registered for six months and need additional support. The service offers a specific methodology and works to improve matching with a pre-selection of candidates.

Pathway approaches towards the hardest to reach. Interventions such as job search assistance, counselling and short training courses (typically CV writing and interview training) can be less expensive than upskilling and providing a formal qualification and can be sufficient for young people with low barriers to labour market participation. However those more distant from the labour market need more intensive activation. In Belgium (Flanders), a "Preliminary phase for vulnerable groups" in partnership with the PES and not-for-profit entities targets hard-to-

reach NEETs under 25 through active identification (visiting gathering places and building on grassroots organisations' activities); supported pathway (offering tailored guidance and guiding young people to PES services to prepare them for offers of employment or training); aftercare and follow-up on participants. In France, the "Guarantee for Youth" aims to support vulnerable NEETs aged 18-25 years in improving their level of autonomy and entering a sustainable inclusion and employment pathway. The measure combines reinforced counselling and professional immersion with a means-tested monthly allowance. It is based on a one-year contract of 'mutual reciprocity' (renewable once) between the young person and a local PES dedicated to young people. The contract (including goals and training modules) is devised collaboratively with the young person.

Date: 14/11/2016

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ANNEX

Table 1 – Youth unemployment rate for population under 25 in Member States, 2004 – 2015, % of active population under 25

GEO/TIME	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EU 28	19.2	19	17.7	15.9	15.9	20.3	21.4	21.7	23.3	23.7	22.2	20.3
Belgium	21.2	21.5	20.5	18.8	18	21.9	22.4	18.7	19.8	23.7	23.2	22.1
Bulgaria	24.3	21	18.3	14.1	11.9	15.1	21.9	25	28.1	28.4	23.8	21.6
Czech Republic	20.4	19.3	17.5	10.7	9.9	16.6	18.3	18.1	19.5	18.9	15.9	12.6
Denmark	8.2	8.6	7.7	7.5	8	11.8	13.9	14.2	14.1	13	12.6	10.8
Germany	13.7	15.4	13.6	11.8	10.4	11.1	9.8	8.5	8	7.8	7.7	7.2
Estonia	23.9	15.1	12.1	10.1	12	27.4	32.9	22.4	20.9	18.7	15	13.1
Ireland	8.7	8.7	8.7	9.1	13.3	24	27.6	29.1	30.4	26.8	23.9	20.9
Greece	26.5	25.8	25	22.7	21.9	25.7	33	44.7	55.3	58.3	52.4	49.8
Spain	22	19.6	17.9	18.1	24.5	37.7	41.5	46.2	52.9	55.5	53.2	48.3
France	20.4	21	22	19.5	19	23.6	23.3	22.7	24.4	24.9	24.2	24.7
Croatia	32.8	31.9	28.8	25.2	23.7	25.2	32.4	36.7	42.1	50	45.5	43
Italy	23.5	24.1	21.8	20.4	21.2	25.3	27.9	29.2	35.3	40	42.7	40.3
Cyprus	10.2	13.9	10	10.2	9	13.8	16.6	22.4	27.7	38.9	36	32.8
Latvia	20	15.1	13.6	10.6	13.6	33.3	36.2	31	28.5	23.2	19.6	16.3
Lithuania	21.8	15.8	10	8.4	13.3	29.6	35.7	32.6	26.7	21.9	19.3	16.3
Luxembourg	16.4	14.6	15.5	15.6	17.3	16.5	15.8	16.4	18	16.9	22.3	16.3
Hungary	15.5	19.4	19.1	18.1	19.5	26.4	26.4	26	28.2	26.6	20.4	17.3
Malta	16.6	16.1	15.5	13.5	11.7	14.5	13.2	13.3	14.1	13	11.7	11.8
Netherlands	11.4	11.8	10	9.4	8.6	10.2	11.1	10	11.7	13.2	12.7	11.3
Austria	10.5	11	9.8	9.4	8.5	10.7	9.5	8.9	9.4	9.7	10.3	10.6
Poland	39.6	36.9	29.8	21.6	17.2	20.6	23.7	25.8	26.5	27.3	23.9	20.8
Portugal	19.7	20.8	21.2	21.4	21.6	25.3	28.2	30.2	38	38.1	34.7	32
Romania	20.5	19.1	20.2	19.3	17.6	20	22.1	23.9	22.6	23.7	24	21.7
Slovenia	16.1	15.9	13.9	10.1	10.4	13.6	14.7	15.7	20.6	21.6	20.2	16.3
Slovakia	33.4	30.4	27	20.6	19.3	27.6	33.9	33.7	34	33.7	29.7	26.4
Finland	20.7	20.1	18.7	16.5	16.5	21.5	21.4	20.1	19	19.9	20.5	22.4
Sweden	20.4	22.6 20.4	21.5	19.2	20.2	25	24.8	22.8	23.7	23.6	22.9	20.4
United Kingdom	12	12.8	13.9	14.3	14.3	15.0	19.1	19.9	21.3	21.2	16.9	14.6

Source: Eurostat, Unemployment rate by sex and age groups - annual average, % [une_rt_a]

Table 2 – NEET rate for population aged 15-24 in Member States, 2004 – 2015, % of population 15-24

GEO/TIME	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EU 28	12.9	12.7	11.7	11	10.9	12.4	12.8	12.9	13.2	13	12.5	12
Belgium	15.4	13	11.2	11.2	10.1	11.1	10.9	11.8	12.3	12.7	12	12.2
Bulgaria	26.4	25.1	22.2	19.1	17.4	19.5	21	21.8	21.5	21.6	20.2	19.3
Czech Republic	13.7	13.3	9.2	6.9	6.7	8.5	8.8	8.3	8.9	9.1	8.1	7.5
Denmark	5.1	4.3	3.6	4.3	4.3	5.4	6	6.3	6.6	6	5.8	6.2
Germany	10.1	10.9	9.6	8.9	8.4	8.8	8.3	7.5	7.1	6.3	6.4	6.2
Estonia	12.5	10.6	8.8	8.9	8.7	14.5	14	11.6	12.2	11.3	11.7	10.8
Ireland	11.9	10.9	10.1	10.8	15	18.6	19.2	18.8	18.7	16.1	15.2	14.3
Greece	16.6	15.9	12	11.3	11.4	12.4	14.8	17.4	20.2	20.4	19.1	17.2
Spain	12.5	13	11.8	12	14.3	18.1	17.8	18.2	18.6	18.6	17.1	15.6
France	10.9	11.2	11.3	10.7	10.5	12.7	12.7	12.3	12.5	11.2	11.4	11.9
Croatia	17.1	16.7	14.2	12.9	11.6	13.4	15.7	16.2	16.6	19.6	19.3	18.5
Italy	16.8	17.1	16.8	16.1	16.6	17.6	19	19.7	21	22.2	22.1	21.4
Cyprus	9.4	19.5	10.7	9	9.7	9.9	11.7	14.6	16	18.7	17	15.2
Latvia	12.4	10.6	11.5	11.9	11.8	17.5	17.8	16	14.9	13	12	10.5
Lithuania	10.6	8.8	8.3	7.1	8.8	12.1	13.2	11.8	11.2	11.1	9.9	9.2
Luxembourg	6.3	5.5	6.7	5.7	6.2	5.8	5.1	4.7	5.9	5	6.3	6.2
Hungary	12.7	12.9	12.4	11.5	11.5	13.6	12.6	13.2	14.8	15.5	13.6	11.6
Malta	13.1	11.9	10.3	11.5	8.3	9.9	9.5	10.2	10.6	9.9	10.5	10.4
Netherlands	5.3	5.3	4	3.5	3.4	4.1	4.3	4.3	4.9	5.6	5.5	4.7
Austria	9.1	8.6	7.8	7.4	7.4	8.2	7.4	7.3	6.8	7.3	7.7	7.5
Poland	15	13.9	12.6	10.6	9	10.1	10.8	11.5	11.8	12.2	12	11
Portugal	11.2	11.1	10.6	11.2	10.2	11.2	11.4	12.6	13.9	14.1	12.3	11.3
Romania	19.8	16.8	14.8	13.3	11.6	13.9	16.6	17.5	16.8	17	17	18.1
Slovenia	7.5	8.9	8.5	6.7	6.5	7.5	7.1	7.1	9.3	9.2	9.4	9.5
Slovakia	17.9	15.8	14.4	12.5	11.1	12.5	14.1	13.8	13.8	13.7	12.8	13.7
Finland	9.1	7.8	7.7	7	7.8	9.9	9	8.4	8.6	9.3	10.2	10.6
Sweden	7.6	10.5	9.3	7.5	7.8	9.6	7.7	7.5	7.8	7.5	7.2	6.7
United Kingdom	8.4	8.4	8.6	11.9	12.1	13.2	13.6	14.2	13.9	13.2	11.9	11.1

Source: Eurostat, Young people neither in employment nor in education and training by sex and age (NEET rates) [edat_ifse_20]

Table 3 – Youth unemployment ratio, population aged 15-24 in Member States, 2004 – 2015, % of total population aged 15-24

GEO/TIME	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EU 28	8.2	8.26	7.66	6.84	6.9	8.65	9.01	9.2	9.81	9.94	9.25	8.44
Belgium	6.0	7.5	7.1	6.4	6.0	7.1	7.3	6.0	6.2	7.4	7.0	6.6
Bulgaria	7.2	6.2	5.6	4.4	3.8	4.8	6.8	7.4	8.6	8.4	6.5	5.6
Czech Republic	6.9	6.5	5.9	3.4	3.1	5.3	5.7	5.4	6.1	6.0	5.1	4.1
Denmark	5.2	5.9	5.4	5.3	5.8	8.4	9.4	9.6	9.1	8.1	7.8	6.7
Germany	6.2	7.7	6.9	6.1	5.5	5.8	5.0	4.5	4.1	4.0	3.9	3.5
Estonia	10.2	5.5	4.3	3.8	4.9	10.7	12.4	9.0	8.5	7.4	5.8	5.5
Ireland	4.1	4.6	4.7	5.1	7.1	11.7	12.0	12.1	12.3	10.6	8.9	7.6
Greece	9.7	8.7	8.0	7.0	6.6	7.9	9.9	13.0	16.1	16.5	14.7	12.9
Spain	10.1	9.4	8.6	8.7	11.7	17.0	17.7	18.9	20.6	21.0	19.0	16.8
France	7.3	7.7	8.1	7.2	7.1	9.1	8.8	8.3	8.8	9.0	8.9	9.1
Croatia	13.1	12.3	10.4	9.2	8.7	9.2	11.6	11.9	12.7	14.9	15.3	14.3
Italy	9.0	8.2	7.0	6.3	6.5	7.3	7.8	7.9	10.1	10.9	11.6	10.6
Cyprus	3.6	5.9	4.1	4.3	3.8	5.5	6.7	8.7	10.8	14.9	14.5	12.4
Latvia	8.1	5.8	5.6	4.5	5.9	13.8	14.4	11.6	11.5	9.1	8.0	6.7
Lithuania	5.2	4.0	2.6	2.3	4.0	8.7	10.2	9.2	7.8	6.9	6.6	5.5
Luxembourg	4.8	3.9	4.6	4.1	5.2	5.5	3.5	4.2	5.1	4.0	5.9	6.1
Hungary	3.9	5.3	5.1	4.6	4.9	6.5	6.6	6.3	7.2	7.3	6.0	5.4
Malta	10.1	8.6	8.2	7.4	6.2	7.4	6.8	6.9	7.1	6.9	6.1	6.1
Netherlands	5.8	5.8	4.6	4.3	3.9	4.8	6.0	6.8	8.1	9.1	8.6	7.7
Austria	6.7	6.4	5.7	5.6	5.1	6.4	5.5	5.3	5.6	5.7	6.0	6.1
Poland	14.1	13.2	10.2	7.1	5.7	7.0	8.2	8.6	8.9	9.1	8.1	6.8
Portugal	6.0	6.8	6.9	6.9	6.8	7.9	8.2	11.5	14.1	13.3	11.9	10.7
Romania	8.1	6.3	6.6	6.2	5.7	6.4	6.9	7.3	6.9	7.1	7.1	6.8
Slovenia	5.5	6.5	5.6	4.2	4.5	5.6	5.8	5.9	7.1	7.3	6.8	5.7
Slovakia	12.8	11.0	9.4	7.0	6.2	8.6	10.4	10.1	10.4	10.4	9.2	8.4
Finland	16.4	10.2	9.7	8.8	8.8	10.9	10.6	10.1	9.8	10.3	10.7	11.7
Sweden	9.0	11.5	11.0	10.1	10.7	12.8	12.8	12.1	12.4	12.8	12.7	11.3
United Kingdom	6.6	7.9	8.7	8.8	9.2	11.3	11.6	12.4	12.4	12.1	9.8	8.6

Source: Eurostat, Population, activity and inactivity - annual averages [lfsi_act_a]

Table 4 – Youth long-term unemployment rate (12 months or longer), population aged 15-24 in Member States, 2004 – 2015, % of active population aged 15-24

GEO/TIME	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
EU 28	5.83	5.78	5.22	4.09	3.59	4.64	6.01	6.53	7.54	8.05	7.9	6.61
Belgium	5.4	5.9	5.8	5.6	4.9	5.7	6.7	6.0	5.8	7.3	8.0	7.9
Bulgaria	11.4	10.9	8.1	6.3	5.0	5.2	8.9	12.1	13.8	13.2	11.8	11.0
Czech Republic	7.4	7.4	6.6	3.4	3.1	3.3	5.8	5.3	6.5	6.2	4.4	3.8
Denmark							0.9	1.4	1.3	1.3	1.1	0.9
Germany	3.5	4.9	4.6	3.8	3.1	3.1	2.6	2.0	1.9	1.8	1.8	1.6
Estonia	8.3	5.2		3.1	2.9	7.0	12.2	8.9	6.3	6.5	4.5	2.0
Ireland	2.0	1.9	1.9	1.9	2.6	6.1	11.6	13.6	14.7	11.0	9.4	8.1
Greece	12.5	11.6	12.0	9.4	7.8	7.9	11.7	18.9	27.1	30.3	31.5	27.9
Spain	5.3	2.6	2.1	1.8	2.6	6.9	12.1	15.0	18.9	21.9	21.6	16.9
France	4.3	4.9	5.4	4.6	4.5	5.9	6.7	6.2	6.7	6.6	7.4	7.1
Croatia	13.9	13.9	12.8	11.6	10.6	11.0	16.0	20.0	23.2	25.4	22.7	20.2
Italy	11.0	10.9	9.5	8.4	8.1	10.2	12.4	13.9	17.5	21.3	25.5	22.5
Cyprus	1.6	1.7		2.4		1.3	2.8	3.9	6.9	12.7	10.7	8.0
Latvia	5.2	3.4	2.5	1.2	1.8	6.9	12.0	10.2	8.9	6.8	4.7	4.4
Lithuania	7.6					5.2	10.8	11.2	6.8	4.4	4.4	
Luxembourg			4.9		3.9		3.7	3.8	3.6	3.6		
Hungary	4.9	6.8	7.0	6.5	6.2	7.8	10.3	9.3	9.1	8.6	6.7	4.6
Malta	6.5	6.0	3.3	3.7	3.2	4.5	3.9	4.1	4.5	3.2	3.2	3.5
Netherlands	1.2	1.5	1.3	0.7	0.6	0.7	1.0	1.4	1.6	2.3	2.4	2.1
Austria	2.4	1.5	1.5	1.3	1.2	1.4	1.6	1.3	1.4	1.4	1.4	1.7
Poland	17.6	16.5	12.6	7.5	3.8	4.4	4.9	6.8	8.0	8.7	7.4	6.1
Portugal	4.2	5.1	4.8	4.6	4.2	5.4	6.9	8.0	11.7	13.8	12.6	9.9
Romania	10.4	10.0	10.9	9.7	8.1	6.1	7.2	9.5	9.4	9.0	8.7	8.1
Slovenia	6.3	5.9	5.0	3.0	2.1	2.8	5.0	5.5	6.6	8.5	7.6	5.8
Slovakia	17.4	18.2	16.3	11.6	10.0	11.4	18.4	18.2	19.1	20.7	17.0	14.5
Finland	1.4	1.4	1.1	0.9		1.0	1.6	1.0	0.9	1.1	1.0	1.8
Sweden	1.0			0.8	0.7	1.2	1.8	1.6	1.7	1.6	1.4	1.3
United Kingdom	1.3	1.6	1.9	2.3	2.4	3.6	4.7	5.2	5.8	6.0	4.7	3.2

Source: Eurostat, Youth long-term unemployment rate (12 months or longer) by sex and age [yth_empl_120]

Table 5 – NEET rate by activity status, population aged 15-24 in Member States, 2015, % of population 15-24

GEO/WSTATUS	Inactive	Unemployed	NEET
EU 28	6.1	5.9	12
Belgium	6.3	5.9	12.2
Bulgaria	14.3	5	19.3
Czech Republic	4	3.5	7.5
Denmark	4	2.2	6.2
Germany	3.8	2.4	6.2
Estonia	7	3.9	10.8
Ireland	8	6.3	14.3
Greece	6.2	11	17.2
Spain	5.1	10.6	15.6
France	5.3	6.6	11.9
Croatia	5	13.4	18.5
Italy	12	9.4	21.4
Cyprus	6	9.2	15.2
Latvia	5.3	5.2	10.5
Lithuania	4.9	4.3	9.2
Luxembourg	3	3.1	6.2
Hungary	6.6	5	11.6
Malta	6	4.4	10.4
Netherlands	2.9	1.8	4.7
Austria	3.8	3.8	7.5
Poland	5.4	5.6	11
Portugal	3.8	7.4	11.3
Romania	11.7	6.4	18.1
Slovenia	4.9	4.6	9.5
Slovakia	5.5	8.2	13.7
Finland	5.5	5	10.6
Sweden	3.5	3.2	6.7
United Kingdom	6.2	4.9	11.1

Source: Eurostat, Young people neither in employment nor in education and training by sex and age (NEET rates) [edat_ifse_20]