

THE NATIONAL DIFFERENCES IN THE RELATIONSHIP BETWEEN STUDIES AND THE LABOUR MARKET

In 2013 young people from 15 to 29 years old in the 21 European Union member-countries of the OECD were distributed in the following manner: 39% were students; 35% were employed; 11% combined studies and employment; and 16% were in neither **formal education**[□] nor employment (6.1.1). In 12 countries, including France, at least 40% of people from 15 to 29 were in education (in the strict sense). Young people in Austria, the United Kingdom and the Czech Republic were most frequently in employment (in the strict sense, over 40%) whereas in Greece only 24% of the young people were.

The extent of young people both studying and working varied between countries. There was a lot of it in countries with a strong apprenticeship system (Germany, Austria, Denmark and the Netherlands) where the status of apprenticeship assumes employment. These situations are, on the other hand, less frequent in countries where vocational training is more massively provided as an academic pathway (in particular in the southern European countries and France). Students working to finance their studies or ensure their financial independence, or else those who do long, paid internships in their chosen field of study, illustrate other types of concurrent work/study models.

The proportion of 15-29 year-olds that are neither in education or employment varied from 28% in Greece to 6% in Luxembourg, with France, Poland and the Czech Republic being near the European average. It is noteworthy that this proportion is lower in countries with a strong apprenticeship system.

DEGREES ARE A DECISIVE FACTOR IN THE LABOUR MARKET

The risk of **unemployment**[□] is all the lower when people's degree-attainment level is high. In 2014 in the EU28 the **unemployment rate**[□] of the higher education graduates from 25 to 64 stood at 6% whilst unemployment among ISCED 0-2 people stood at 17% (6.1.2). This distribution of the decreasing unemployment rates per level of ISCED was seen in all EU28 countries whatever the national average unemployment rate. On the other hand the differences in unemployment between the ISCED levels varied from country to country. In Slovakia this difference was 34 points between higher-education graduates and non-graduates (average unemployment rate: 12%). It was 4 points in Denmark and Luxembourg (unemployment rates: 6% and 5% respectively); 9 points in France and 10 points in Germany (unemployment rates: 9% and 5% respectively).

[□] See definition p. 68.

DO THE YOUNG FACE GREATER UNEMPLOYMENT THAN OLDER PEOPLE?

The measure of youth unemployment in international comparisons

ZOOM

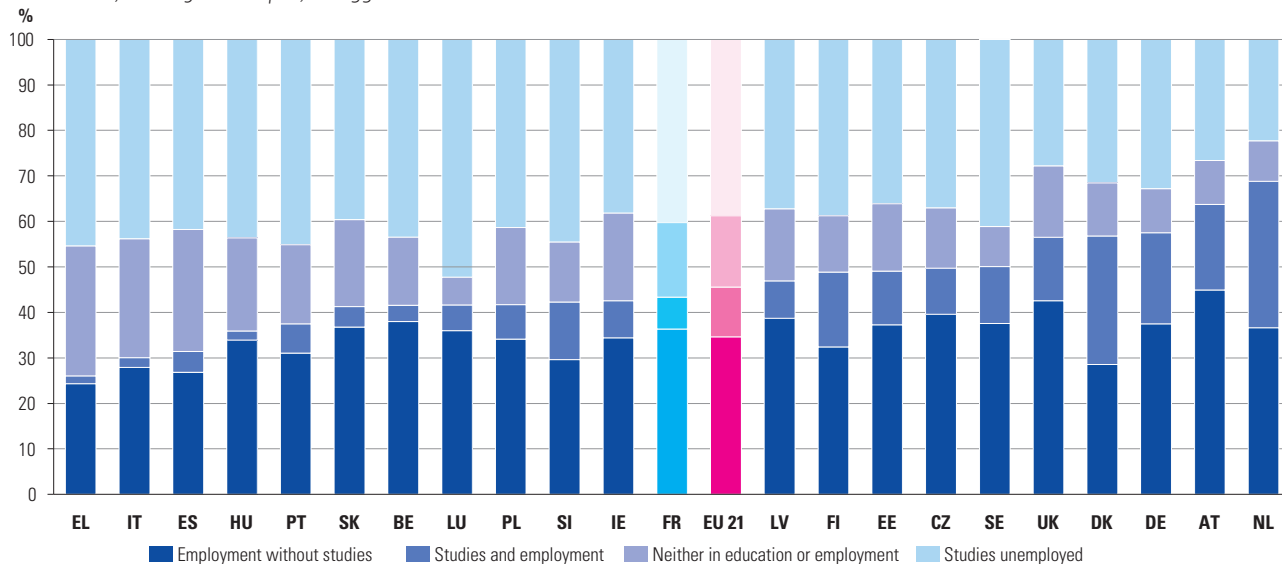
Used in international comparisons, the unemployment-rate indicator applied to the youth age groups contains an important bias. It relates the number of the unemployed to the number of working people in the age group under consideration. But **activity rates**[□] of youth vary considerably from country to country, in particular according to the modes by which vocational training is provided (apprentices are considered as employed) and more broadly the traditions of the work-study combination. For the 15 to 24 year-old age group the employment levels in 2014 were therefore 37% in France whereas in Germany they were 50%. To measure the extent of unemployment in the youth age group, it may be preferable to use the proportion-of-unemployed indicator, which relates the number of unemployed people to the age group under consideration (percentage of unemployment = the unemployment rate × the activity rate). However, by ISCED level, this indicator is to be taken with precaution, as the population it applies to is mostly in the process of obtaining a degree (a high-school student is still considered ISCED 0-2).

The situation of individuals from 15 to 64 varies considerably depending on their age group and their attained-degree level (6.1.3). In the EU28 in 2014 the unemployment rate decreased with the age group, with a degree being relatively protective from the risk of unemployment for each age group. Germany, France and Italy demonstrated three different profiles.

Germany saw low unemployment for each age group and degree-level attained, but with a spike of 17% for the 25 to 39 year-old age group at the ISCED 0-2 levels. France's profile was close to that of the EU28, however with greater differences in unemployment for the 15 to 24 year-olds. This unemployment rate nonetheless dealt with a limited number of working people because of the considerable size of this age group's student population in situation of **inactivity**[□]. If we consider the proportion of unemployment among the 15 to 24 year-olds, France was in the European average (9% at all ISCED levels). Lastly Italy saw a very high unemployment rate among the 15 to 24 year-olds and an unemployment rate among the 60 to 64 year-olds that was lower than in Germany. However, the proportion-of-unemployment of the 15-24 year-olds in Italy allows the reader to put its unemployment rate into perspective for the same age group. ■

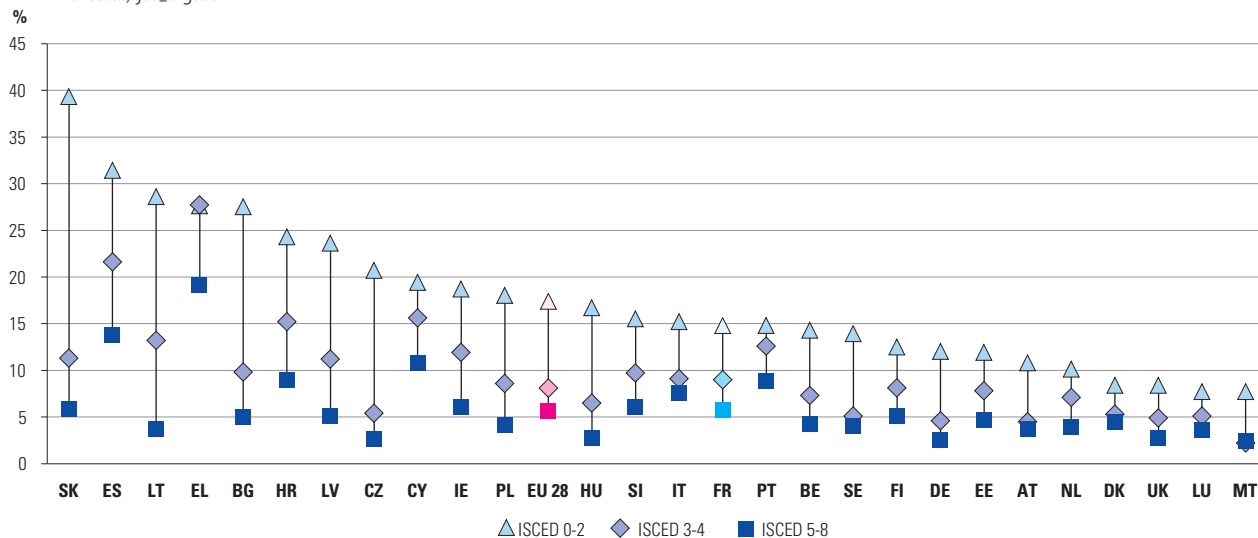
6.1.1 Distribution of the 15-29 year olds in education or not in education by work status in 2013

OECD, EAG 2015 interim report, table 3.3.



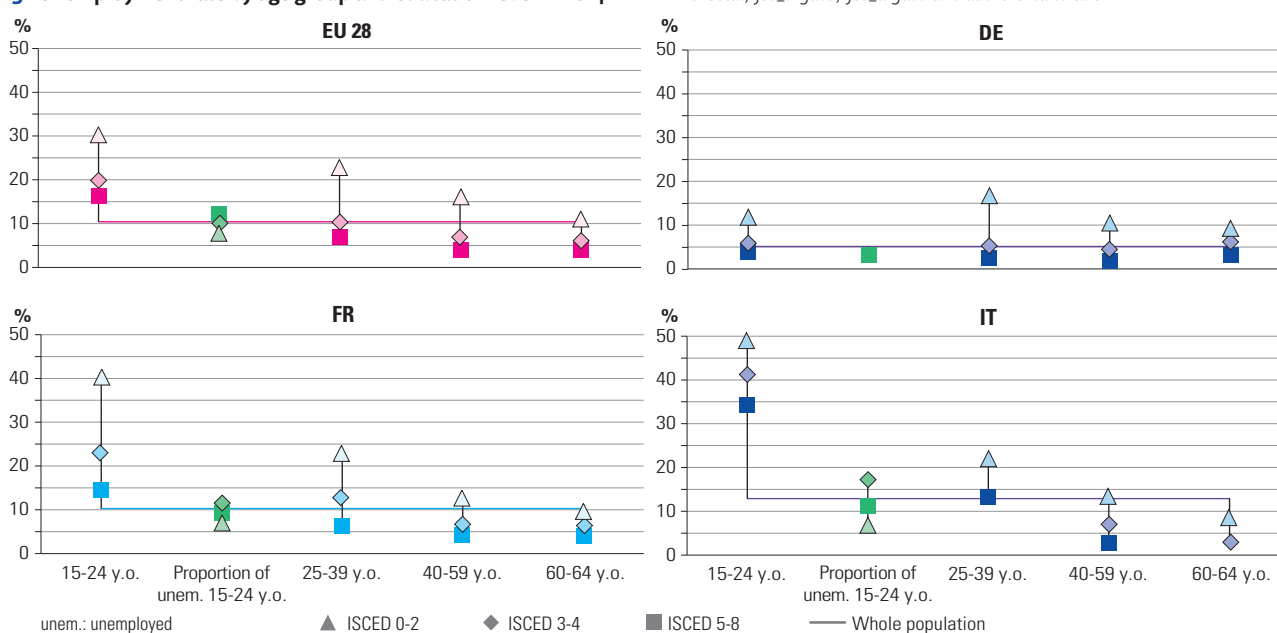
6.1.2 Unemployment rate of 25-64 year olds by education level in 2014

Eurostat, *lfsa_urgaed*.



6.1.3 Unemployment rate by age group and education level in 2014

Eurostat, *lfsa_urgaed*, *lfsa_argaed* and authors' calculation.



6.2 ACCESS TO EMPLOYMENT ACCORDING TO GENDER OR ORIGINS

EMPLOYMENT RATES ARE IN FAVOUR OF MALES

In 2014 in the 28 European Union countries males from 25 to 64 years-old systematically had higher **employment rates**⁶² than females, whatever the education level attained (6.2.1). But the differences between the two genders were smaller as the degree-level increased. In the EU28 the average percentage-point difference of the employment rate between males and females was 20 points at the ISCED 0-2 levels but only 7 points at the ISCED 5-8 levels. The two extremes between males and females were found in Malta for the non-graduates (45 point difference) and in Croatia for higher-education graduates (1 point difference).

It is interesting to see that if, in the vast majority of the European countries, the employment rate differences fell with the degree level rising, there were four countries with atypical situations, *i.e.* Greece, for which the employment-rate difference between males and females was identical at the ISCED 0-2 and ISCED 3-4 levels; Cyprus and the Czech Republic, for which the difference was slightly greater for ISCED 3-4 than for ISCED 0-2; and lastly, Slovakia, where the difference of employment rates between males and females for the non-graduates was tangibly lower to that observed for higher-education graduates.

WOMEN MORE AFFECTED BY INACTIVITY OR PART-TIME EMPLOYMENT

In 2014 males from 15 to 39 years olds in the EU28 countries were more often in employment than females, *i.e.* 65% of the males were employed whereas only 56% of the females were (6.2.2) (cf. 6.1, p. 58). The unemployment proportions being relatively close (10% for males and 9% for females), the difference of status derived from the inactive portion in the age group (25% for males and 35% for females). The inactivity status combines both pupil or student status without the work/studies combination (cf. 6.1; p. 58) and withdrawal from the labour market, which cannot be separated out here.

The proportion of unemployed females in the age group was systematically higher than that of the unemployed males. In Italy, Poland and the United Kingdom the proportion of unemployed females in the age group was at least 10 points higher than unemployed males, whereas it was only 4 points higher in Sweden. The proportion of the working population

(employment rates) in the age group was always symmetrically higher for males. This proportion was 13 points higher than the females in Italy and Poland, whereas there was only a 3 point difference in Sweden. The largely female part-time employment contributed to reducing the difference in the employment rates between males and females, with about 25% of the females in the age group in the United Kingdom and 27% in Sweden.

ACCESS TO EMPLOYMENT IS AFFECTED BY THE PARENTS' ORIGINS

Migratory status: what methodology?

ZOOM

The choice was made here to take into account only those people between 20 and 64 who were born in the country under consideration, either of native-born parents, or parents of mixed origins (one foreign parent) and foreign-born (both parents born abroad). These people theoretically attended this country's education system. In effect, retaining people born abroad who then immigrated to the country under consideration carried the risk of including those who did not attend this country's education system, which resulted in a serious limitation of comparison with people of native-born parents as for the impact produced by educational attainment levels.

Observed in certain European countries marked by a history of immigration, the 20 to 64 year-old population that is born in the country with mixed-origin or foreign-born parents nearly systematically had a lower employment rate than that of the population with native-born parents (6.2.3). However, the differences in employment rates with degrees being equal were relatively limited, with the exception of Spain which saw a 22 point difference in favour of native-born Spaniards at the ISCED 3-4 attainment levels. This difference in France was 10 points.

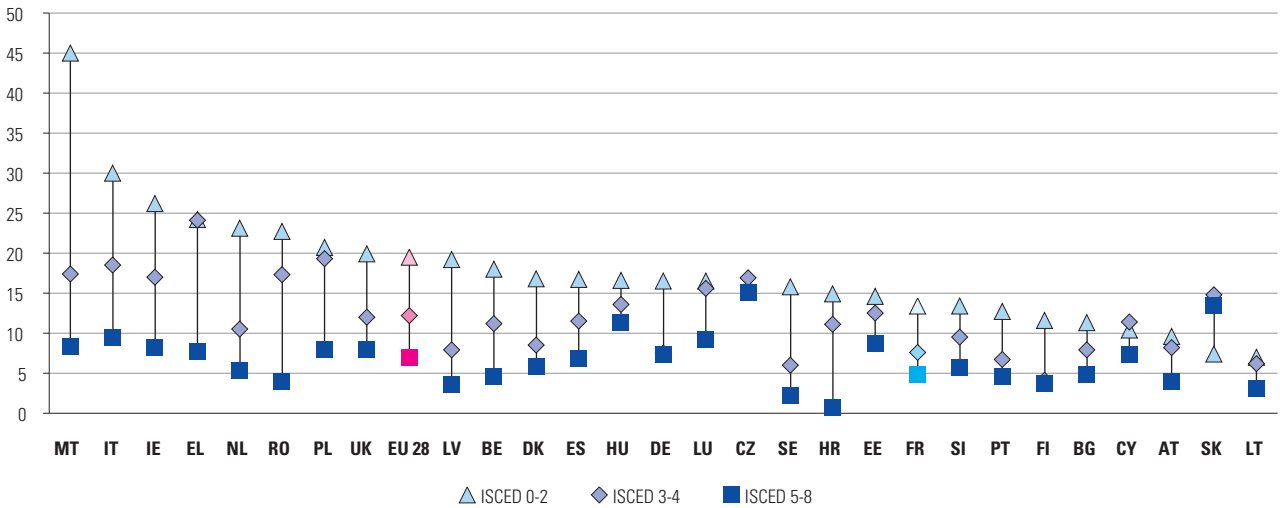
Moreover in the countries presented, the ISCED 3-4 education-attainment levels showed the widest difference in employment rates in the 20 to 64 year-olds with native-born parents and those of mixed-origin or foreign-born parents (favouring the former) with the exception of Germany where there was only a 2 point difference. The observed difference for higher-education graduates was lower on average than for the ISCED 3-4 graduates, *i.e.* it varied from 4 points in favour of the native-born (Spain) to 4 points in favour of children of foreign-born or mixed parents (Germany). ■

⁶² See definition p. 68.

6.2.1 Gender employment rate difference among the 25-64 year olds by education level in 2014

↳ Eurostat, *lfsa_urgaed*.

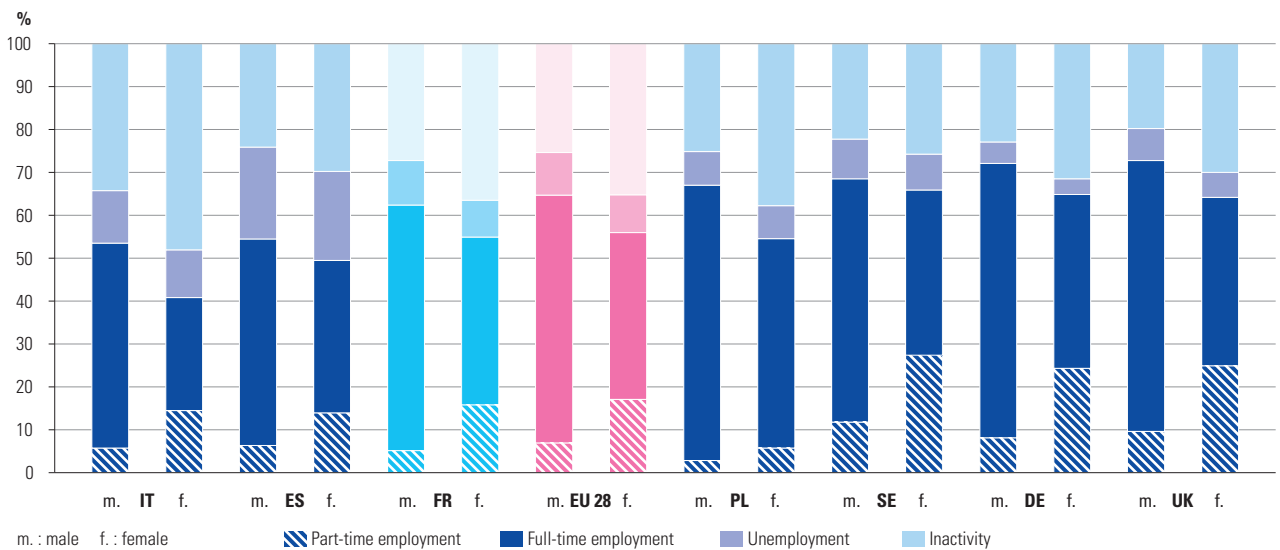
Percentage point difference



Note: Here, employment includes all types of work activity, no matter its duration.

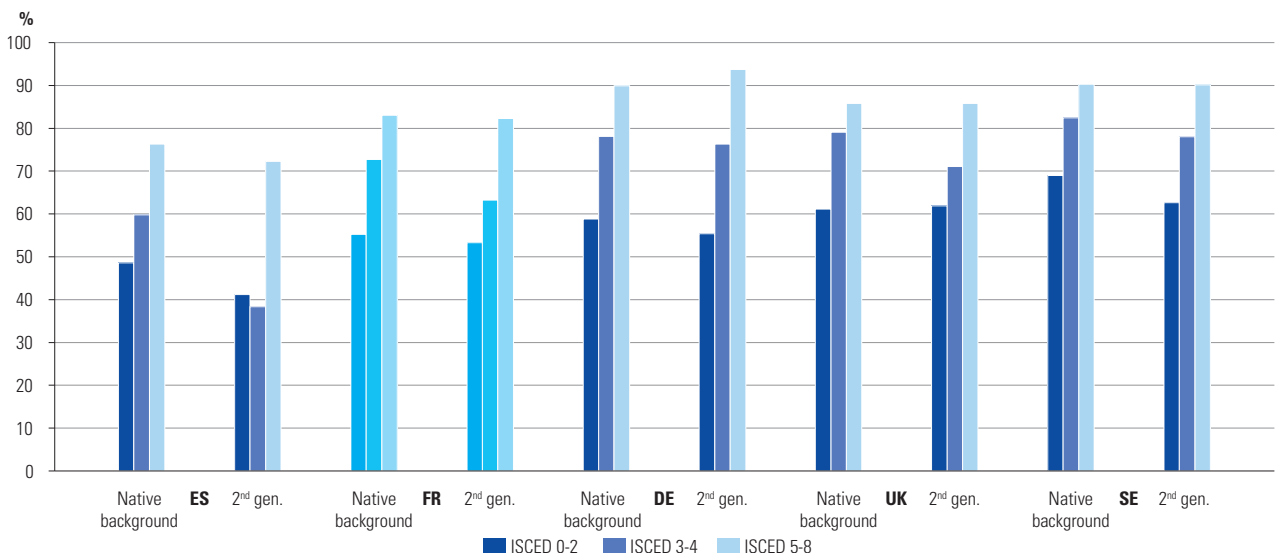
6.2.2 Distribution of the 15-39 year olds by gender and work status in 2014

↳ Eurostat *lfsa_pganws*, *lfsa_epgaed* and authors' calculation.



6.2.3 Share of the working population among the 20-64 year olds born in the country by education level and parents citizenship in 2014

↳ Eurostat, *lfsa_14lel*.



6.3 THE RISKS OF EXCLUSION FROM EMPLOYMENT AND TRAINING

THE PROPORTION OF NEETS VARIES FROM ONE TO FOUR TIMES IN THE EUROPEAN UNION

NEETs[□] (Neither in Employment nor Education and Training) are defined as people either unemployed or inactive as defined by the ILO, who do not continue their initial studies and who state that they have not been in **formal or non-formal education**[□] in the four weeks prior to the survey (LFS[□]). The NEET indicator compares this population for a certain age group to the entire population of the same age group (population on January 1st, Eurostat's Population Statistics). It thus focuses on the person's situation regarding employment rather than their qualification level. Here it is applied to the 18 to 24 year-old age group so as to be able to compare it to that of the early school leavers (cf. 5.2, p. 48). **ZOOM**

In 2014 in the 28 European Union member countries, the proportion of NEETs among 18 to 24 year-olds was 17%, which amounted to some 7 million young adults. The European Commission incorporated the fight against NEETs into the major goals of the 2020 Europe strategy. The proportion of NEETs in the 18 to 24 year-old age group differed largely from country to country (6.3.1). Only 6 countries (Germany, Austria, Denmark, Luxembourg, the Netherlands and Sweden) saw the proportion of NEETs in this age group at less than 10%, whereas in 5 countries (Bulgaria, Croatia, Cyprus, Greece and Italy) the NEETs surpassed 25%.

THE LINK BETWEEN NEETS AND EARLY SCHOOL LEAVERS

The two indicators, Early School Leavers (cf. 5.2, p. 48) and NEETs, both denote young people who have left the education system and are not doing any sort of training. The first group however only retains the people with low education level, whatever their status in the labour market, whereas the second group deals only with unemployed young people. They are therefore complementary indicators, the first dealing more with the challenges of steering educational policies, and the second with employment policies.

Chart 6.3.2 shows the situations of young people from 18 to 24 regarding these indicators. So in the EU28 10% of the young people in this age group were degree-holding NEETs and 7%

were non-degree-holding NEETs. Still in the EU, 4% of the 18-24 were both early school leavers and employed, whilst 7% were both early school leavers and unemployed (this is the same group as non-degree-holding NEETs). In France and Italy about a third of the early leavers were in work, whereas this proportion surpassed 40% in the entire EU28 or in Germany. It thus appears more difficult to find employment for the non-degree-holding leavers in these two first countries than for the EU average. Moreover the proportion of graduates among the NEETs, which was about 60% in the EU28, France and Italy, was only 42% in Germany.

The number of non-degree-holding NEETs (or jobless early leavers) potentially constituted the population at the highest risk of job-insecurity among the 18 to 24 year-olds. This population amounted to 5% and 6% respectively of the 18 to 24 year-olds in Germany and France, whereas it stood at 7% in the EU28 average and 10% in Italy.

THE POORLY QUALIFIED HAVE LESS ACCESS TO TRAINING

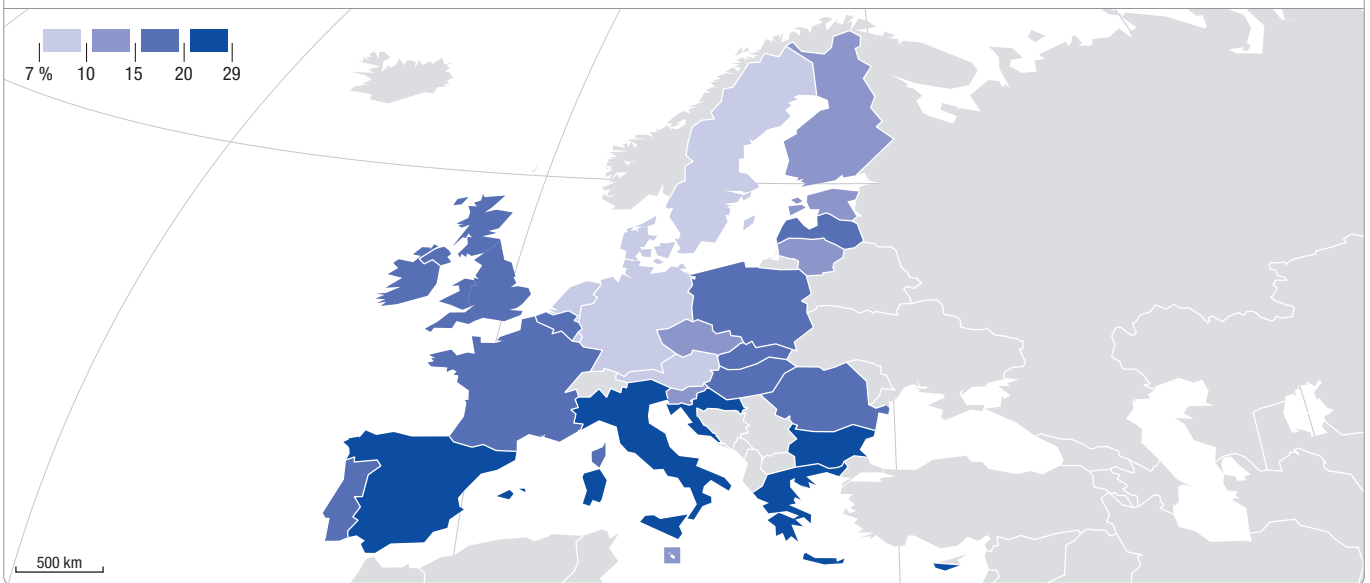
The participation of adults in continuing training is a goal in the Education and Training 2020 Strategy (cf. 5.1, p. 46). Life-long learning may be provided as **formal or non-formal education**[□], or even **informal learning**[□]. In the EU28 in 2014 people with higher-education degrees (ISCED 5-8) participated systematically more in continuing training than the others (6.3.3). The rate of participation in continuing training by people with ISCED 5-8 level attainment (19%) was over twice as high as that by people at the ISCED 3-4 levels (9%) and nearly four-times higher than that of the poorly qualified (5%). In each of the EU28 countries this rate systematically increased with the degree level.

The three countries with the highest level of participation in continuing training were Denmark, Sweden and Finland where a long tradition of the lifelong-training model exists. Austria, France, the Netherlands and even the United Kingdom had lower participation rates but still quite high, with a specificity in Denmark where there is less of a gap between people with advanced degrees and the others for turning to continuing training. Lastly 8 countries (including Germany, Belgium, Ireland and Hungary) had participation rates that didn't surpass 15%, all ISCED attainment levels combined. ■

[□] See definition p. 68.

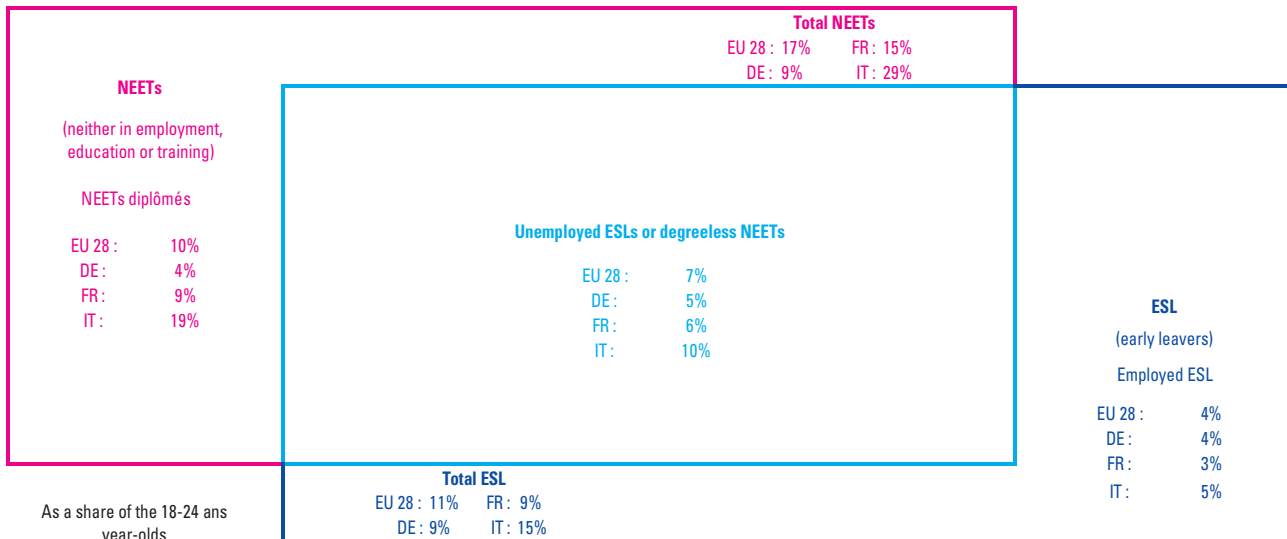
6.3.1 Proportion of the 18-24 year olds being Neither in employment, education or training (NEET rate) in 2014

Source: Eurostat, edat_lfse_21.



6.3.2 NEETs and Early School Leavers in the European Union, in France, in Germany and in Italy in 2014

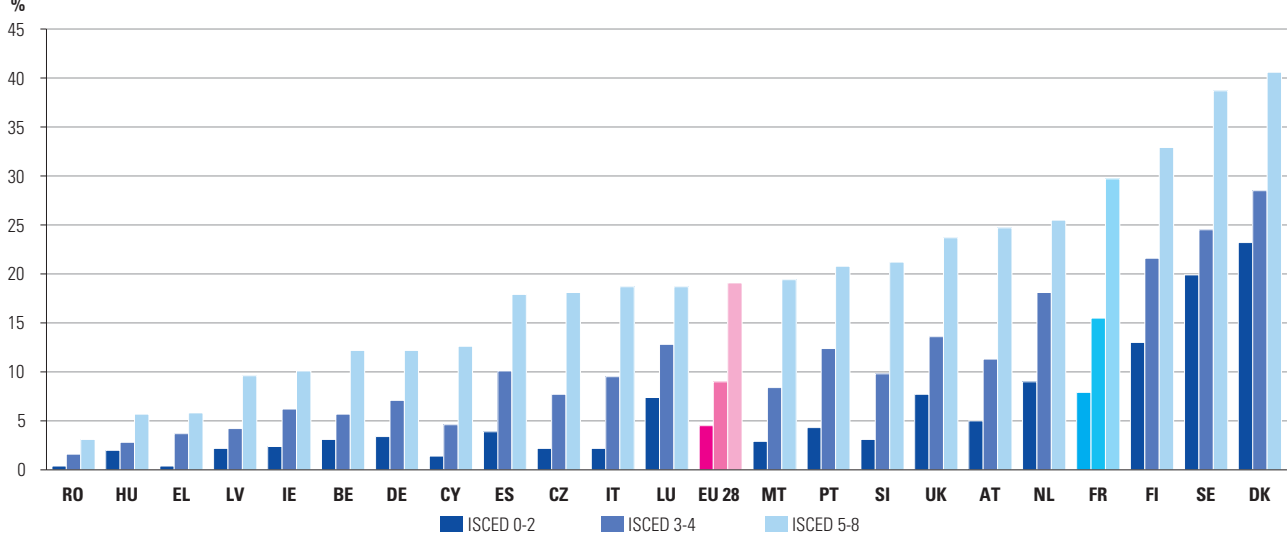
Source: Eurostat, edat_lfse_14 and edat_lfse_21.



Note: ESL: Early School Leavers; NEET: Neither in Education, Employment or Training.

6.3.3 Participation rate in education and training the last 4 weeks by education level in 2014

Source: Eurostat, trng_lfs_10.



6.4 INCOME PER DEGREE LEVEL AND GENDER

THE POSITIVE IMPACT OF A DEGREE ON INCOME

EU-SILC[□] methodology with income

ZOOM

The Eurostat EU-SILC survey (EU Statistics on Income and Living Conditions) gives European statistics on the total disposable income of households, *i.e.* the income that remains disposable to households after the deduction of fiscal and social charges. What are counted are all earned income and capital, inter-household transfers and social transfers (excepting rent paid to owners). Median income denotes the value for which the population is split into two equal parts, *i.e.* those with income higher than the median and those with income lower.

In 2014 in all 28 countries of the European Union, the gross disposable income of people of 18 and over grew with the level of the degree attained. Nonetheless the amount varied tangibly according to the country's GDP level per inhabitant and the distribution of income within each. Whether it was for ISCED 0-2 or ISCED 5-8, the value extremes were in Romania (the lowest incomes) and Luxembourg (the highest). The median annual incomes per country (in PPS[□] equivalents) of people at ISCED attainment levels 0-2 ranged from 2,970 PPS to 23,660 PPS. For people with ISCED 5-8 levels it ranged from 7,750 PPS to 40,470 PPS (6.4.1 and 6.4.2). Whatever ISCED level considered, France was among the 4 countries where median annual incomes were the highest.

In 2014 in the EU28 the ratio between the median annual income of holders of a higher-education degree and that of people with low level of attainment was 1.43 in Denmark (the lowest ratio) and 2.61 in Romania (the highest). It was 1.47 in France, 1.49 in the Netherlands, 1.60 in Germany and Italy and 1.62 in the United Kingdom.

WOMEN AT THE SAME DEGREE LEVEL ARE LESS WELL PAID

In 2014 in the 21 EU member-countries of the OECD, females systematically earned lower incomes than their male counterparts with the same degree level of attainment (6.4.3). Indeed on average in the 21 countries, poorly qualified females earned the equivalent of 78% of male earned income. This ratio was 74% for women at the ISCED 5-8 attainment levels. Note that with only two exceptions (Spain and Estonia), the relative earned income of females compared to that of males was all the lower for their ISCED level attainment being high. However, this observation does not take into account the income dispersion within an ISCED level for the whole population.

Female relative earned income (compared to that of males) varied from 63% in Estonia to 85% in Belgium and Hungary for the ISCED 0-2 levels of attainment, whilst it ranged from 68% in Hungary and Slovakia to 83% in Slovenia and Sweden for the ISCED 5-8 attainment levels. In France it was very close to the European average (74% and 73% of the males' salary respectively for ISCED 0-2 and ISCED 5-8 attainment levels).

OECD methodology with labour income

ZOOM

The OECD earned-income indicator used here (6.4.3 and 6.4.4) deals with the fully employed work force, remunerated throughout the whole of the reference year. Only gross income is presented here. The sources for the European countries can come from the EU-SILC survey, the Labour Force Survey (LFS[□]) or national sources. These statistics for France have come from the EU-SILC survey. Countries not presenting full statistics per ISCED have been discounted. In the case of EU-SILC sources, only labour-related income is retained.

HIGHER EDUCATION: THE "NEXT DEGREE" IS ALWAYS REWARDED

In 2014 in the average of the OECD European member-countries where the statistics were available, earning a higher degree in higher education was always rewarded from the point of view of the increased earned income associated with this higher degree (6.4.4). In effect on average, compared to the employed 25 to 64 year-olds at the ISCED 3 attainment level, the people in the same age group at ISCED 5 received 21% more; those at ISCED 6 39% more; and those at ISCED 7 and 8 75% more. With the exception of Austria and Estonia, income in each country increased with the level of degree attained. It was in Hungary where earning a Masters or a Ph.D raised one's income the most in relation to holding an ISCED 3 degree or even a lower higher education degree.

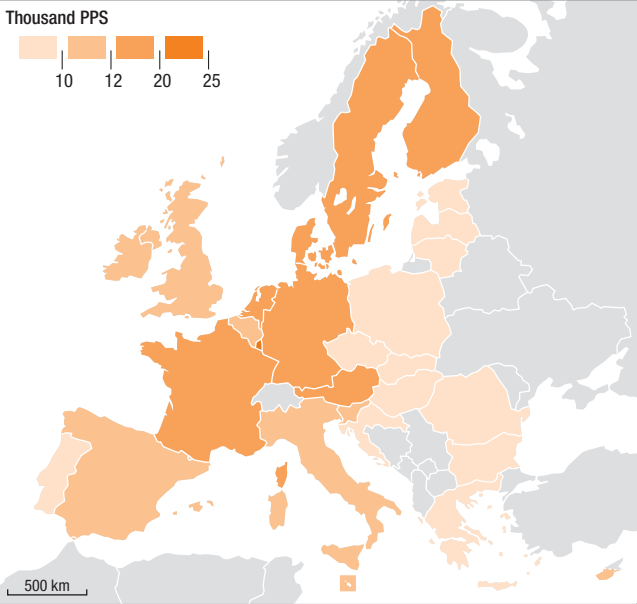
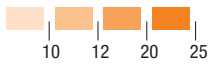
In some countries, such as Germany, Hungary and the United Kingdom, the additional income obtained from a higher ISCED level was distributed in a balanced way among ISCED levels. In other countries such as Denmark, Finland and France, passing from ISCED 5 to 6 created a limited benefit from an income standpoint with the relative benefit being higher at the ISCED 7 and 8 levels. It was clear that in France earning a Masters resulted in much higher income. ■

□ See definition p. 68.

6.4.1 Median income of the 18 years old or over with ISCED 0-2 education levels, PPS equivalent

↳ Eurostat, ilc_dio8.

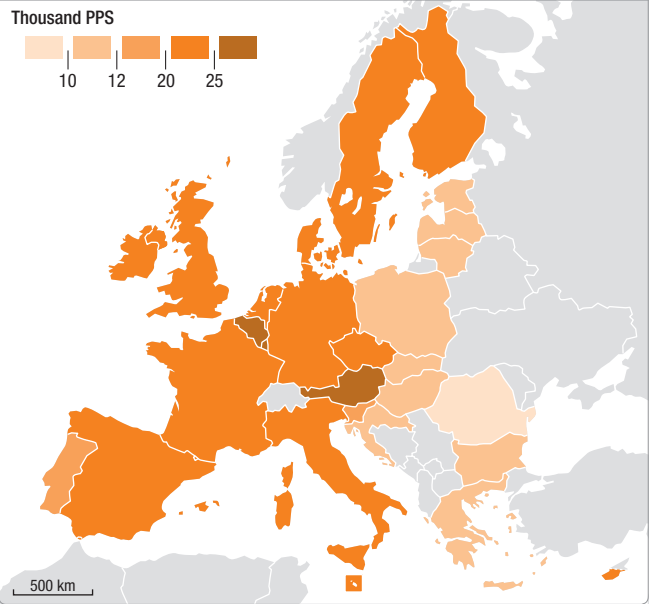
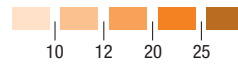
Thousand PPS



6.4.2 Median income of the 18 years old or over with ISCED 5-8 education levels, PPS equivalent

↳ Eurostat, ilc_dio8.

Thousand PPS



6.4.3 Difference in earnings between female and male worker (full-time employment) by educational attainment in 2014

↳ OECD, EAG 2016, table A6.2a.

120

100

80

60

40

20

0

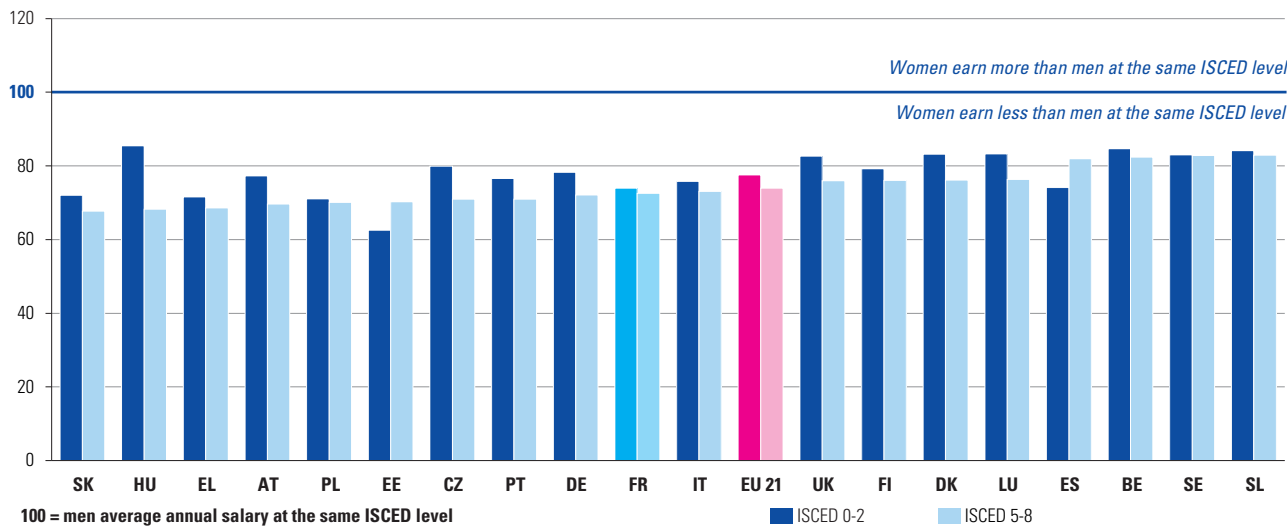
Women earn more than men at the same ISCED level

Women earn less than men at the same ISCED level

SK HU EL AT PL EE CZ PT DE FR IT EU 21 UK FI DK LU ES BE SE SL

100 = men average annual salary at the same ISCED level

■ ISCED 0-2 ■ ISCED 5-8



6.4.4 Relative earnings of adults working full-time by educational attainment in 2014

↳ OECD, EAG 2016, table A6.1.

280

240

200

160

120

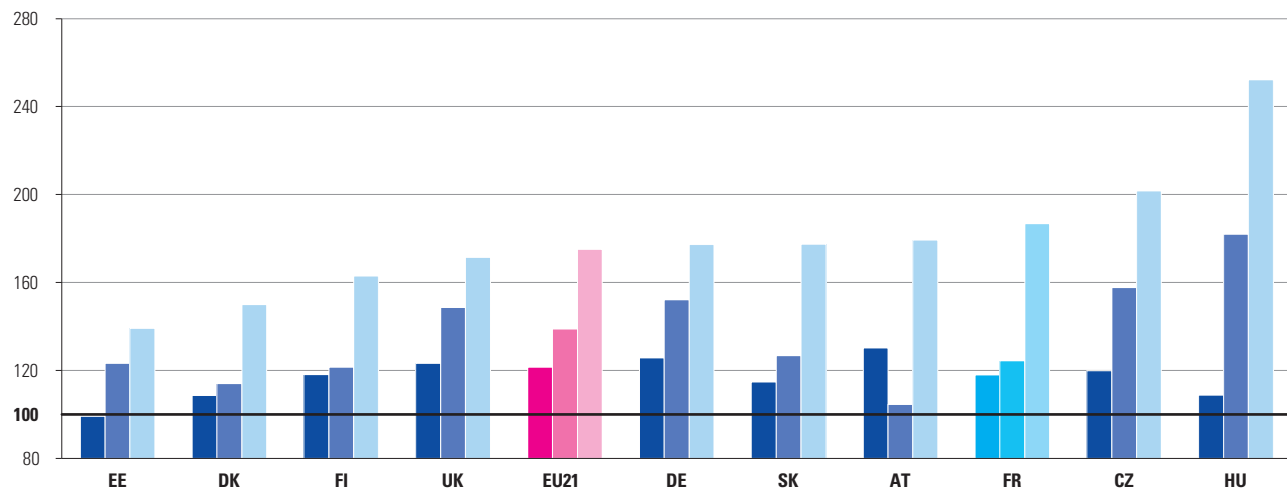
100

80

100 = ISCED 3 individual average earnings

■ ISCED 5 ■ ISCED 6 ■ ISCED 7/8

EE DK FI UK EU21 DE SK AT FR CZ HU



MALES AND FEMALES LIVE EQUALLY LONG IN GOOD HEALTH

The **number of healthy life years (HLY)**[□] is one of the three indicators supplied by Eurostat thanks to the statistics gathered in the **Minimum European Health Module (MEHM)**[□] of the EU-SILC survey (cf. 6.4, p. 64). The HLY is the equivalent number of years that a person of a given age might hope to live in good health. This indicator is calculated separately for males and females. An individual is considered “in good health” when they suffer neither from a functional limitation nor an incapacity. The following question is asked: “Has a health issue limited you in doing activities for at least six months that people normally do? Yes, severely limited; yes, limited but not severely; no, not limited at all”.

ZOOM

In 2014 in the 28-member countries of the European Union females had a much higher **life expectancy**[□] than males (**6.5.1 and 6.5.2**), living an average of 6 years longer than males (84 years compared to 78). In Spain, France and Italy they attained the European maximum of 86 years of life expectancy, whereas in Bulgaria their life expectancy was lower (78 years). Males attained maximum life expectancy in Cyprus and Italy (81 years), whereas the lowest life expectancy was seen in Latvia and Lithuania (69 years). The Baltic countries saw the highest excess mortality for males in the EU28 (at least ten years difference in life expectancy compared to females).

However, although females lived longer than males, the number of healthy life years (HLY) was roughly the same for both genders. Overall in the EU28 it was 62 years for females and 61 years for males. For both genders, Malta, Ireland and Cyprus saw the highest HLY in the EU28. The biggest difference in the HLY between females and males was found in Bulgaria, Estonia, Latvia and Lithuania (4 more years for females in each of the 4 countries). Males in the Netherlands and Portugal, on the other hand, lived respectively 4 and 3 years longer than females.

[□] See source p. 70.

IS SELF-PERCEIVED HEALTH INFLUENCED BY THE EDUCATIONAL LEVEL ATTAINED?

The MEHM module of the SILC Survey

ZOOM

The MEHM module of the SILC Survey also made it possible to gauge self-perceived health. The question asked of people was the following: “How is your general state of health? Very good, good, fair, bad, very bad”. [INED, *Populations et sociétés*, n° 499, April, 2013].

In 2013 in the EU28, while 80% of people 15 years old and over and with higher education degrees stated they were in good or very good health, the rate was only 70% for people at the ISCED 3-4 levels of attainment and 54% for people at the ISCED 0-2 levels (**6.5.3**). France had rates close to those of the EU28 average, *i.e.* 79%, 70% and 53% respectively. Although the level of self-perceived health grew, again, with the level of education attained (with the exception of Malta), the differences between the ISCED levels varied within each country. The greatest differences were in Poland with a 40 point spread; Germany and Denmark had the lowest difference (15 points). There were only 8 countries where at least 60% of their people at the ISCED 0-2 levels stated they were in either good or very good health.

THE RISK OF OBESITY IS REDUCED WHEN THE EDUCATION LEVEL INCREASES

The Body Mass Index

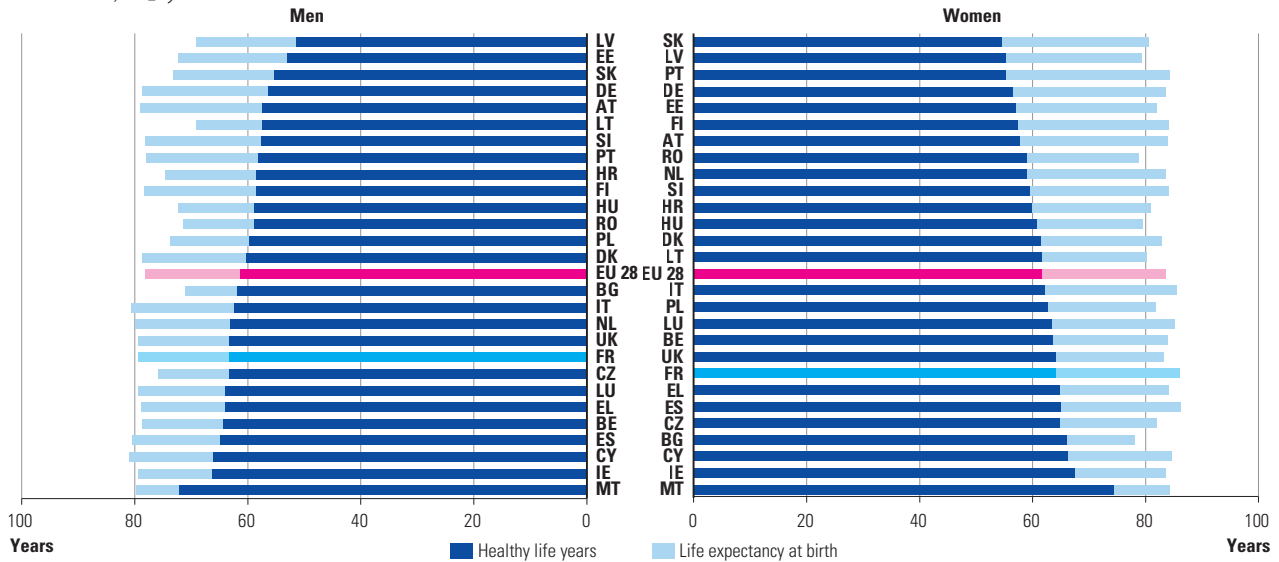
ZOOM

The World Health Organization (WHO) uses the Body Mass Index (BMI) to monitor over-weight and obese people. The BMI is calculated by dividing the body mass in kilogrammes by the height in metres squared (kg/m^2). The WHO has set BMI thresholds to rank individuals, *e.g.* a “normal” BMI is located between 18.5 and 25 kg/m^2 , above which the risk of death increases considerably. Overweight is located between 25 and 30 kg/m^2 , above which it becomes obesity. These statistics come from the **European Health Interview Survey (EHIS)**[□], the second edition of which has been on-going since 2013.

In the 26 countries that participated to the 2014 EHIS Survey, the proportion of obese people is almost always negatively correlated to the ISCED level (**6.5.4**). Among the 26 countries that participated, only 4 have less than 20% of their ISCED 0-2 population in a situation of obesity. Malta has the highest values of the EU28 for ISCED 0-2 and ISCED 5-8 population. It was the opposite in Romania with minimum values at each ISCED level. In France, the proportion of obese individuals among the population is slightly below EU28’s average, for each ISCED level. ■

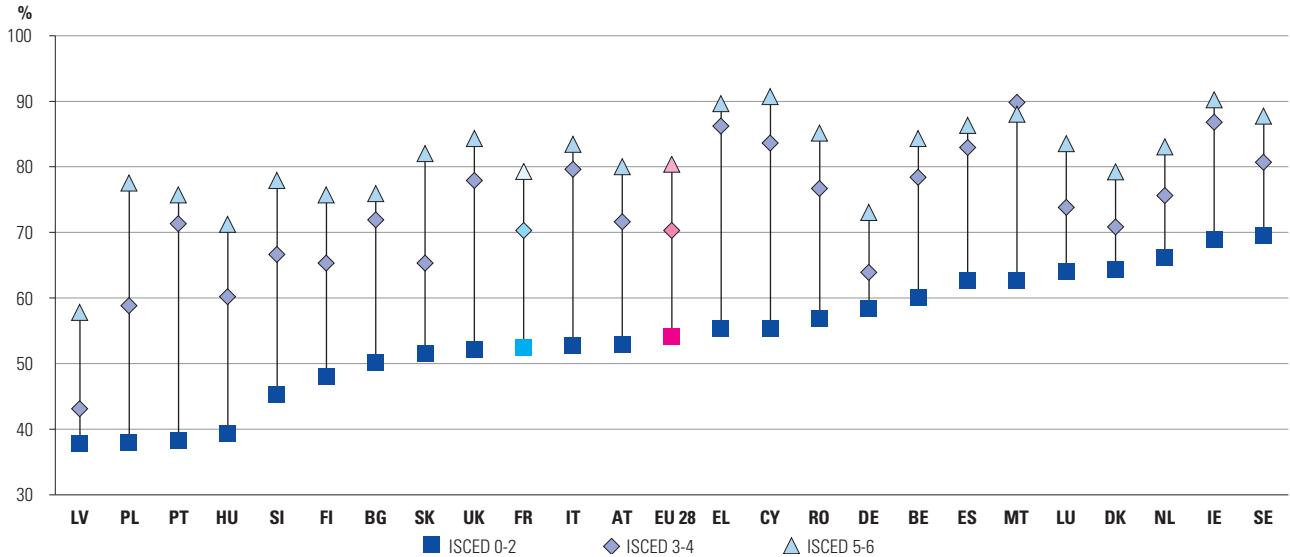
6.5.1 et 6.5.2 Life expectancy at birth and Healthy life years by in 2014

↳ Eurostat, *hlth_hlye*.



6.5.3 Proportion of the population in good or very good health among the 15 years old or over by educational attainment level in 2013

↳ Eurostat, *hlth_silc_o2*.



6.5.4 Proportion of the population with obesity among the 18 years old or over by educational attainment level in 2014

↳ Eurostat, *hlth_ehis_bme*.

