



# Labour Market and Skills: A comparative analysis between Italy and Germany



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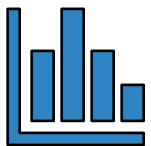
# **An overview**

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# The workforce



Workforce productivity and employment rates are determining factors of a country's economic potential. Well-functioning labour markets and possibilities to develop skills are also important for people's well-being and social cohesion.



Labour market issues such as employment, unemployment, quality of work, productivity, earnings and labour costs are at the heart of the social and political debate in the EU.

European employment strategy (EES) Europe 2020



# Introduction: Glossary



## LABOUR MARKET

The labour market is the real or virtual meeting point, within an economy or market place, where people selling their labour (employees) negotiate and may reach an agreement with those who buy it (employers).

## EMPLOYMENT

Employment is defined as the number of people engaged in productive activities in an economy. The concept includes both employees and the self-employed.

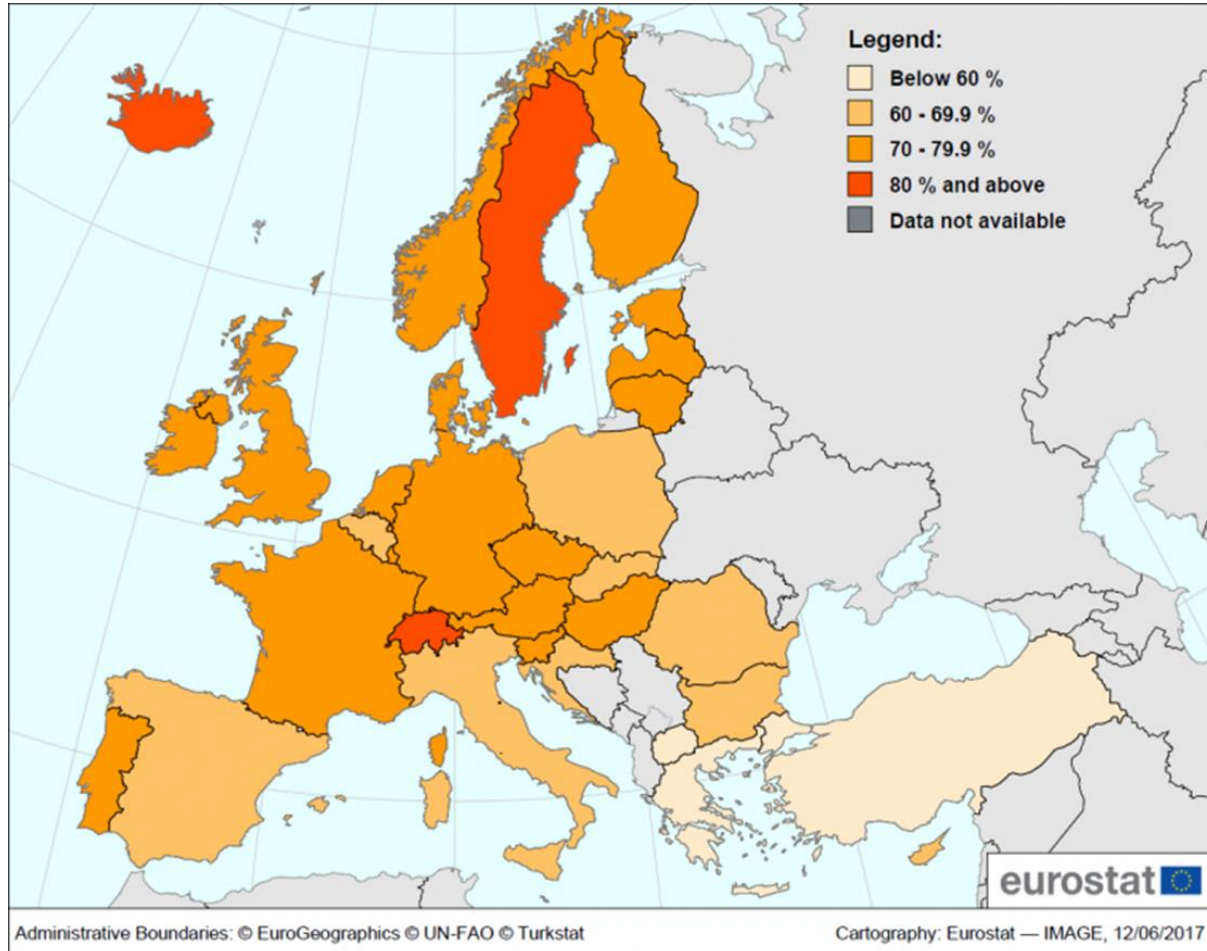
## UNEMPLOYMENT

The unemployed comprise all persons above a specified age who during the reference period were: without work, currently available for work, seeking work.

## INACTIVITY

A person is economically inactive, according to the International Labour Organisation definition, if he or she is not part of the labour force.

# Europe overview on Employment Rate



In 2016, the EU-28 employment rate for persons aged 20-64.

- Countries with rates in the 70s includes the UK, France and Germany.
- Countries with rates in the 60s form two clusters: one western-Mediterranean/Adriatic (Spain, Italy and Croatia) and the other at the eastern border of the EU.

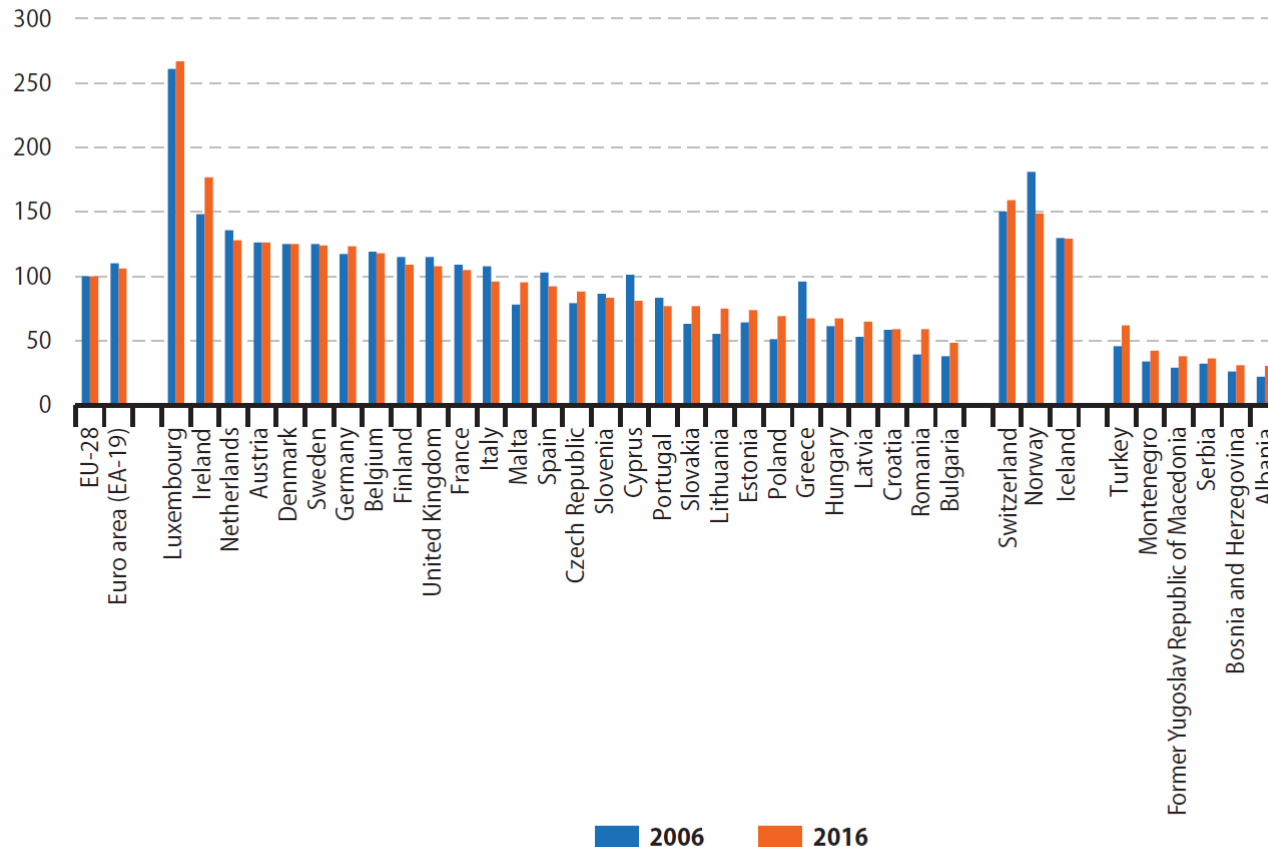
Map 1: Employment rate, age group 20-64, 2016 (%).

Source: [http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ifsi\\_emp\\_&lang=en](http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ifsi_emp_&lang=en)

# Key figures on Europe 2016



**Figure 6.2: GDP per capita at current market prices, 2006 and 2016**  
(EU-28 = 100; based on PPS per inhabitant)



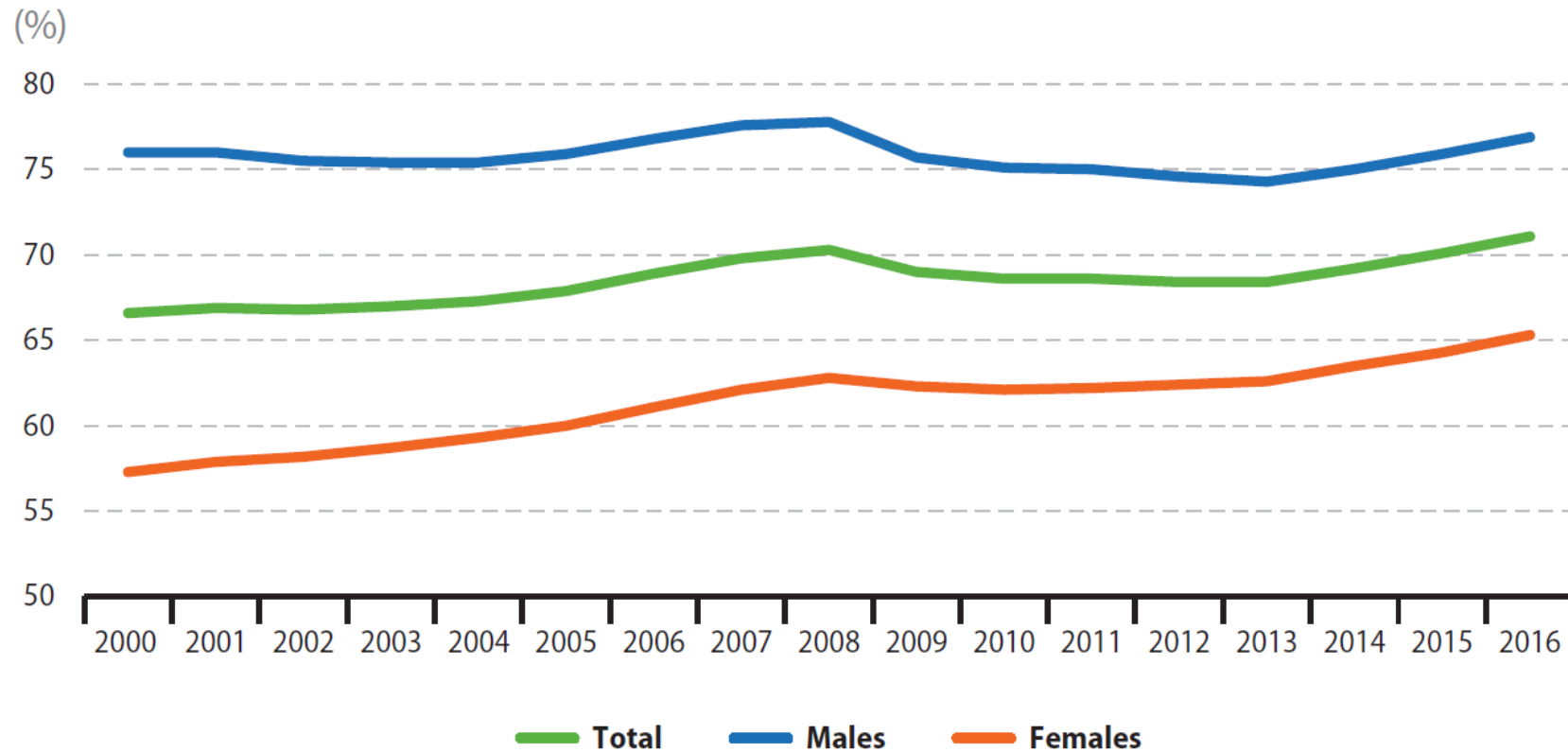
- Standards of living: **GDP per capita**.
- For comparing GDP per head between EU Member States (and with non-member countries), values expressed in purchasing power standards (**PPS**).
- The development of PPS figures during the past decade suggests that some **convergence** in living standards took place.

Note: 2016, provisional.

Source: Eurostat (online data codes: naida\_10\_gdp, nama\_10\_pc and naida\_10\_pe), OECD and World Bank

# Key figures on Europe 2016/cont. Employment

**Figure 5.1:** Employment rate by sex, persons aged 20-64, EU-28, 2000-2016



Note: EU-27 data for 2000.

Source: Eurostat (online data code: lfsi\_emp\_a)

71.1%

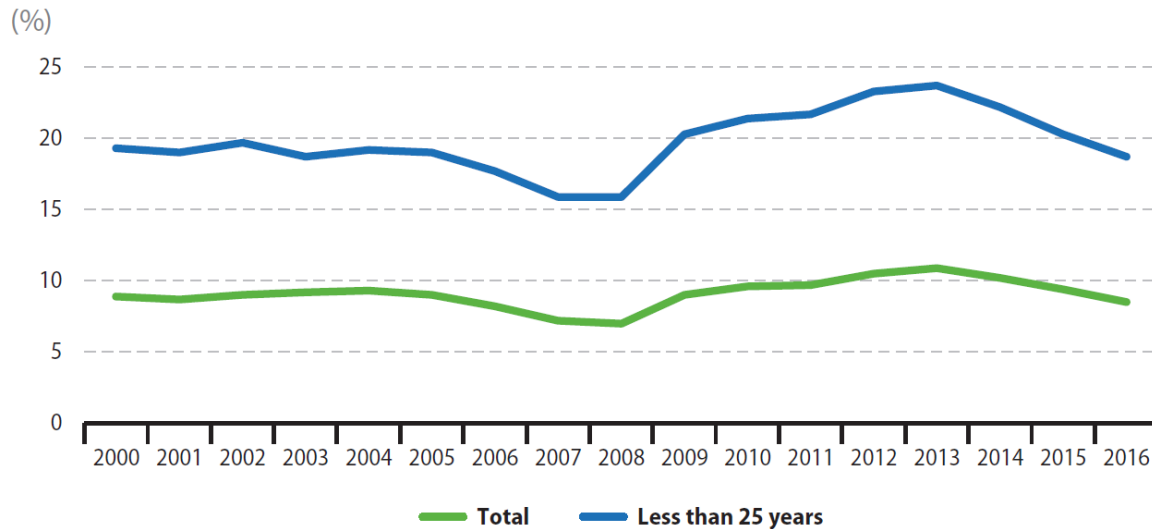
In 2016, the highest annual average ever recorded for the EU.

**Fig.5.1**  
Employment rate **gap decreased** between women and men.  
Employment rates **increased** among women.



# Key figures on Europe 2016/cont. Unemployment

**Figure 5.3:** Unemployment rate by age, EU-28, 2000-2016

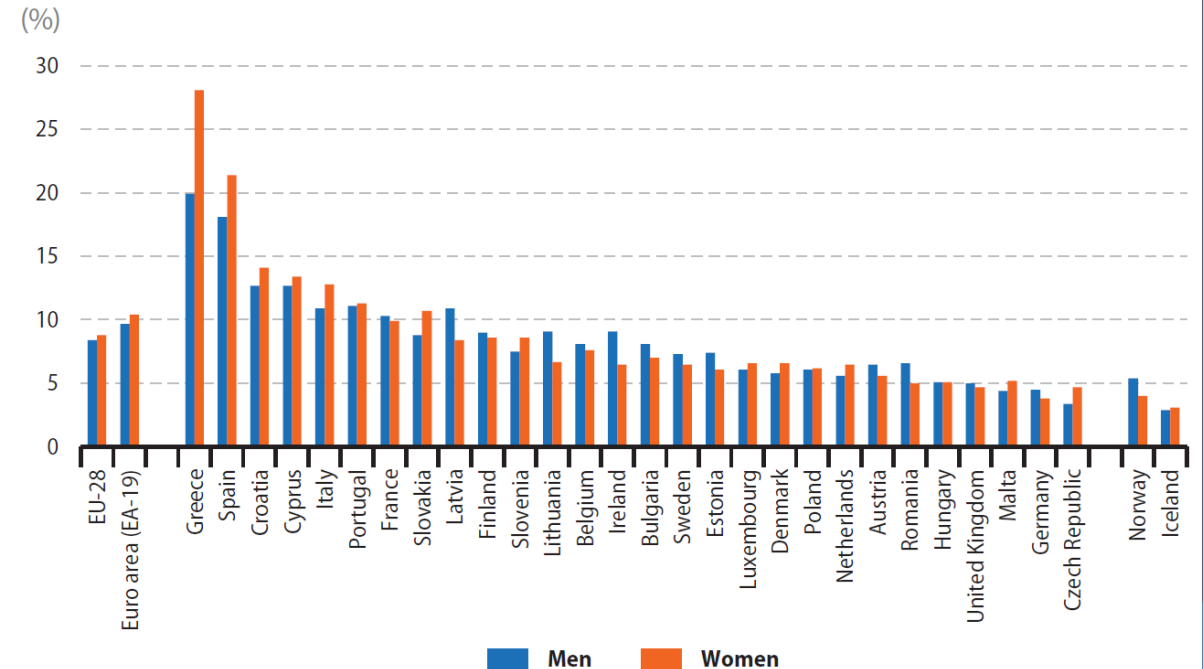


Source: Eurostat (online data codes: une\_rt\_a and lfsa\_urgan)

**Figure 5.3** shows that the **youth unemployment rate** (persons between 15 and up to 24 years) has always been **higher** than the total unemployment rate.

- In 2008 it reached its lowest value (**15.2%**);
- In 2013 it reached the peak (**23.9%**).

**Figure 5.4:** Unemployment rate by sex, 2016



Source: Eurostat (online data codes: une\_rt\_a)

**Figure 5.4**  
13/28 EU Member States **UR men > UR women**  
The gap varied from **8.2 p.p.** in Greece (lower unemployment rate for men) to **2.6 p.p.** in Ireland (higher unemployment rate for men).

# People outside the labour market

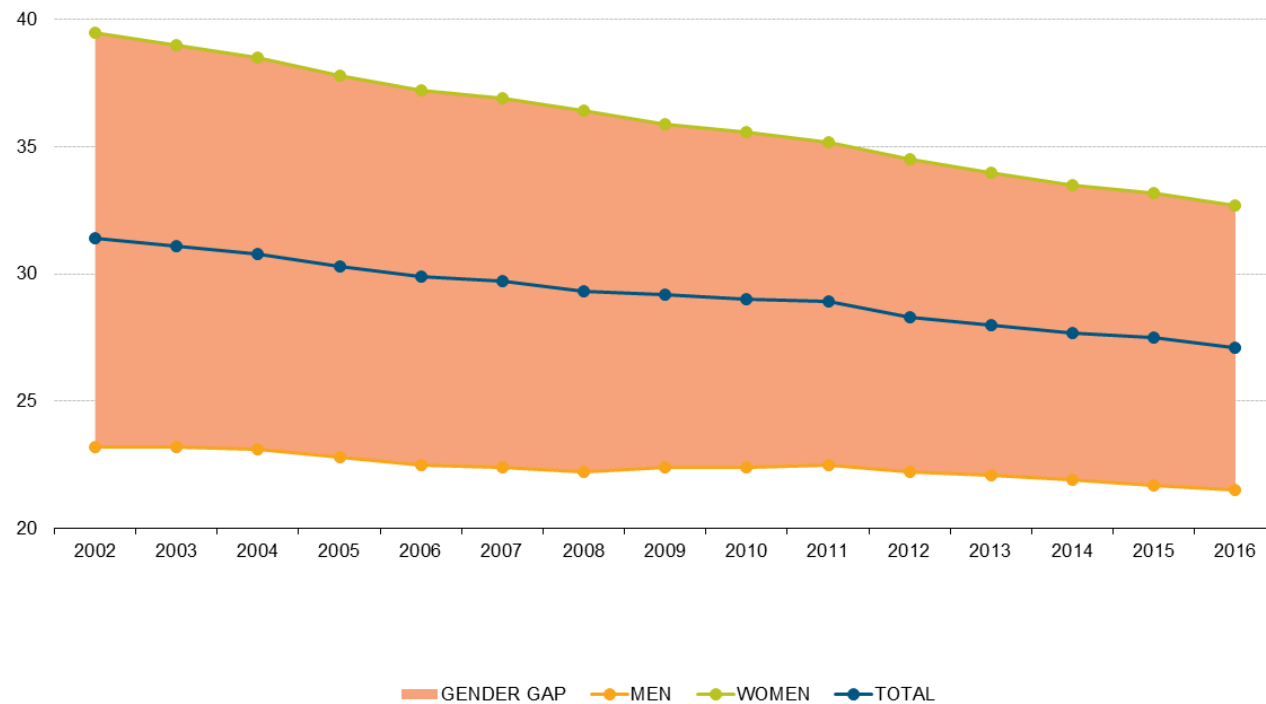


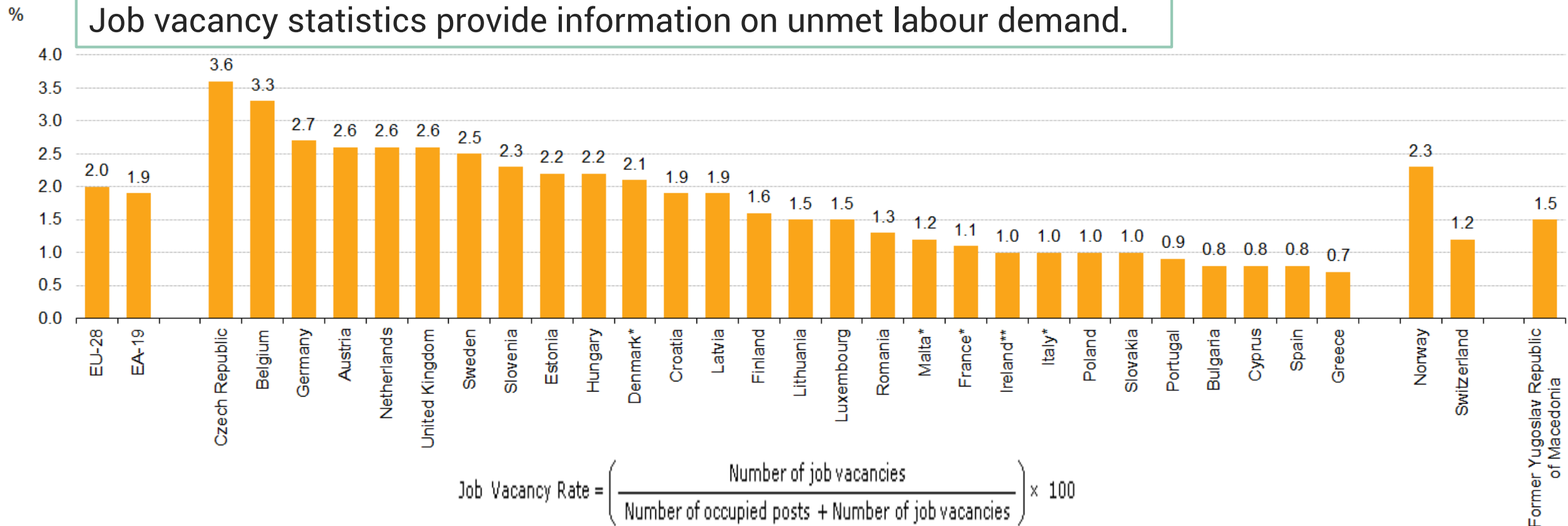
Figure 1: Inactivity rates 15-64 by sex, EU-28, 2002-2016 (%).  
Source: Eurostat (lfsa\_argan)

Since 2002 and despite the economic crisis, the share of the inactive population in the total population of working age has fallen from **31.4%** to **27.1%** in the EU-28. The decline in inactivity rates is mainly due to the rising participation of women in the labour force.

It remains well above the EU average in Malta (26.4 p.p.), Italy (19.6 p.p.), Romania (18.6 p.p.) and Greece (15.8 p.p.). The participation of women in the labour market remains very low (less than 60% in Romania, Italy and Malta in 2016).

# Job Vacancies

Job vacancy statistics provide information on unmet labour demand.



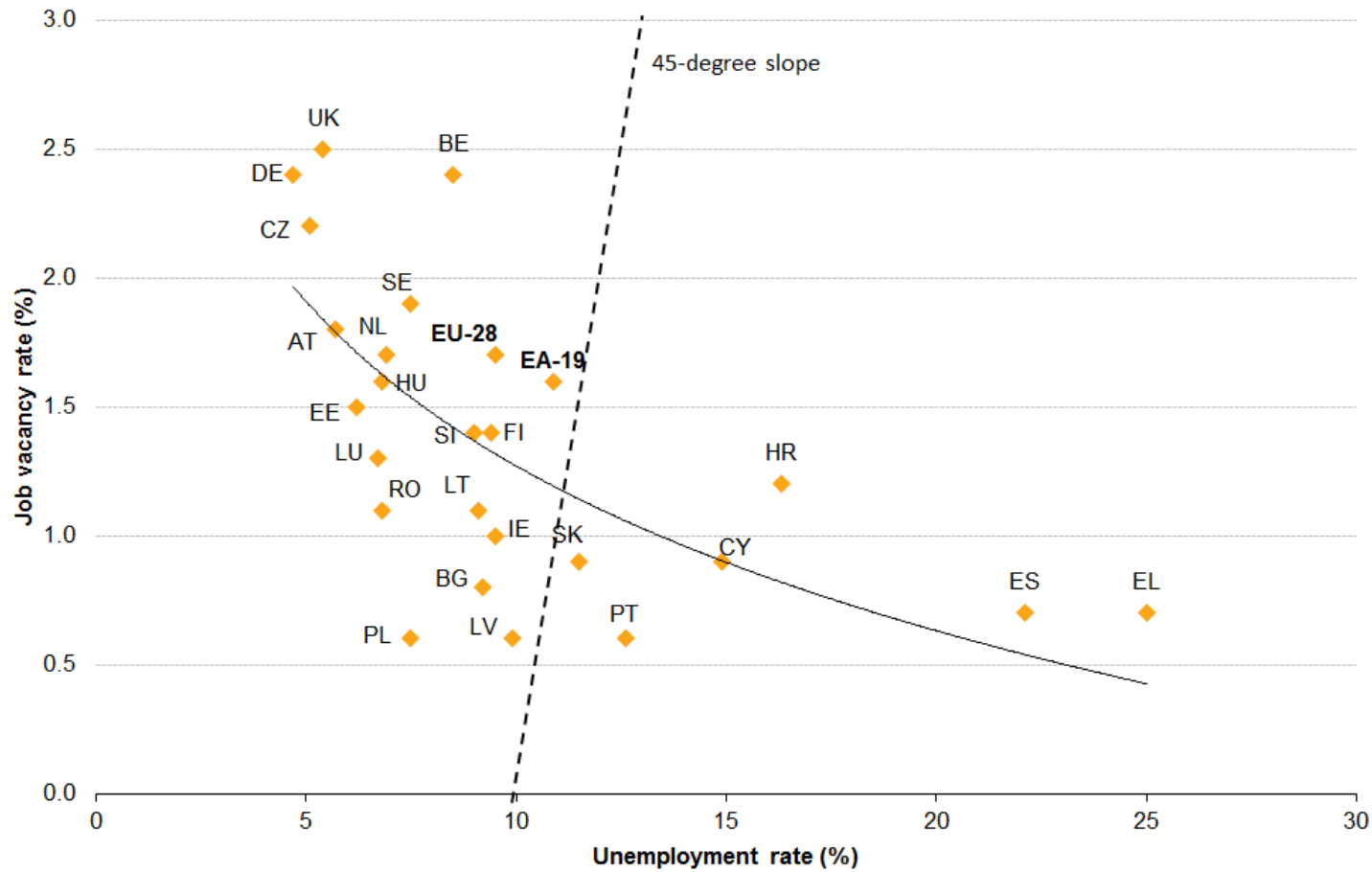
(\*) Denmark, France, Italy and Malta: data are not strictly comparable. In France and Italy, only business units with 10 employees or more are surveyed. Moreover, in the case of public administration, education and human health (NACE Rev. 2 sections O, P and Q), public institutions are not covered. In Malta, only units with 10 employees or more are surveyed. In Denmark, only units within the business economy (NACE Rev 2 sections B to N) are surveyed.

(\*\*) Ireland: data for the first quarter of 2017.

Figure 2: Job vacancy rate by country, NACE Rev.2 sections B to S, second quarter of 2017.

Source: Eurostat (jvs\_q\_nace2)

# The Beveridge curve – Job vacancy and unemployment rates



The Beveridge curve reflects the **negative relationship** between vacancies and unemployment.

Figure 1: Beveridge points, 2015q1-2015q4 average.  
Source: Eurostat (jvs\_q\_nace2) and (lfsq\_urgan)



# Focus on Germany and Italy

Germany as benchmark and Italy has to recover its position in competitive labour market.

Germany the most competitive country in European Union.

Both economies feature the highest per capita values of industrial production in the world.

1<sup>st</sup> ranking GDP in EU<sup>1</sup> ;  
2<sup>nd</sup> ranking Industry value added<sup>2</sup>.



4<sup>th</sup> ranking GDP in EU<sup>1</sup> ;  
7<sup>th</sup> ranking Industry value added<sup>2</sup>.









|                      | Unemployment rate | Youth employment rate | NEET rate | Gross disposable Household Income | At-risk-of-poverty rate | Inequality S80/S50 |
|----------------------|-------------------|-----------------------|-----------|-----------------------------------|-------------------------|--------------------|
| Best performance     | GER               | GER                   | GER       |                                   |                         |                    |
| Better than average  |                   |                       |           |                                   |                         |                    |
| Good that to monitor |                   |                       |           |                                   |                         |                    |
| On average           |                   |                       |           | GER                               | GER                     | GER                |
| Weak but improving   |                   |                       |           |                                   |                         |                    |
| To watch             | ITA               |                       |           | ITA                               |                         | ITA                |
| Critical situations  |                   | ITA                   | ITA       |                                   | ITA                     |                    |

Table 1 "Summary of the scoreboard of key employment and social indicators" (Joint Employment Report 2017, European Commission).

<sup>1</sup> Eurostat  
<sup>2</sup> World Bank

# General information

|  | ITALY <sup>1</sup> | GERMANY <sup>1</sup> |
|--|--------------------|----------------------|
|  <b>Population</b>                        | 60,627.50 Million  | 82,437.00 Million    |
|  <b>Land Area<sup>2</sup></b>             | 29,414             | 34,890               |
|  <b>GDP<sup>3</sup></b>                   | 1,692              | 2,798                |
|  <b>GDP per capita<sup>4</sup></b>        | 96                 | 123                  |
|  <b>GDP growth rate</b>                  | +0.9%              | +1.9%                |
|  <b>GDP per hour worked<sup>5</sup></b> | 47.63              | 59.78                |

<sup>1</sup> Year of data: 2016

<sup>2</sup> Land area is the total area (1'000 Ha) of the country excluding area under inland water bodies,  
<https://landportal.info/book/indicators/indfaostat4>.

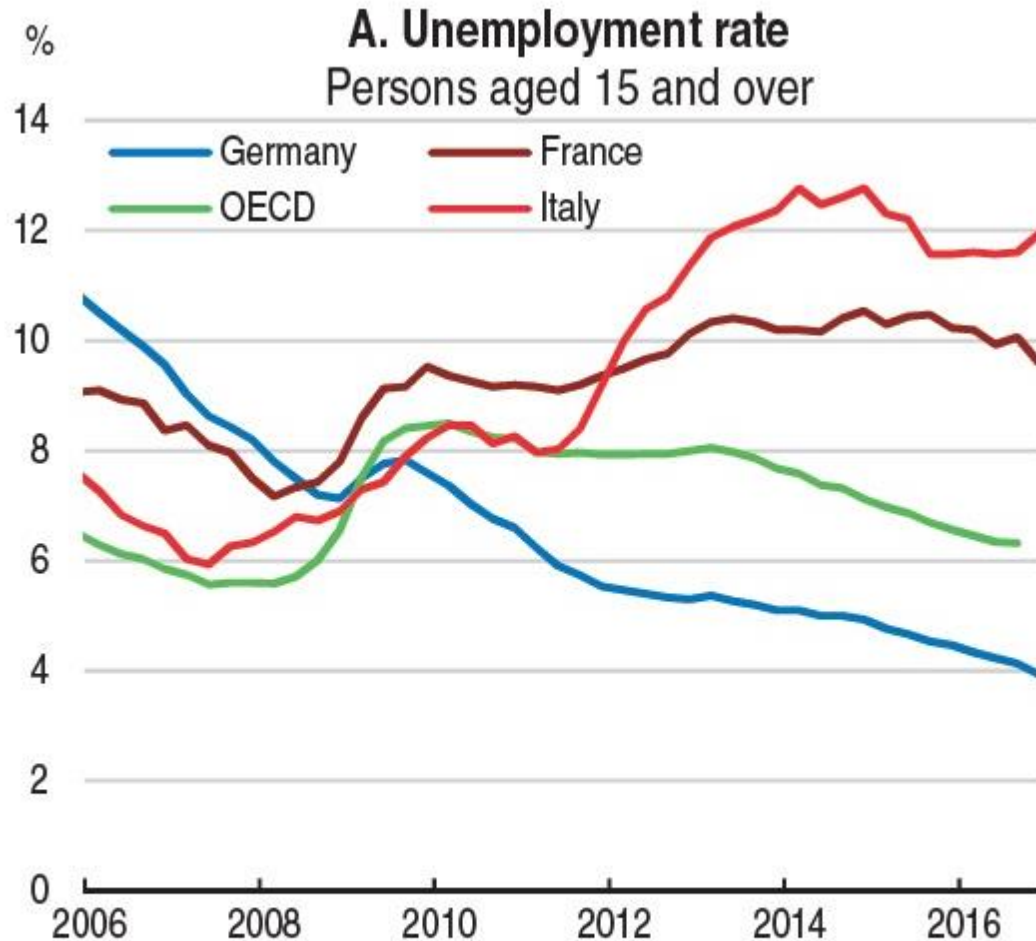
<sup>3</sup> Billion PPS

<sup>4</sup> PPS, EU-28=100

<sup>5</sup>Total, USD, costant prices, 2010 PPPs

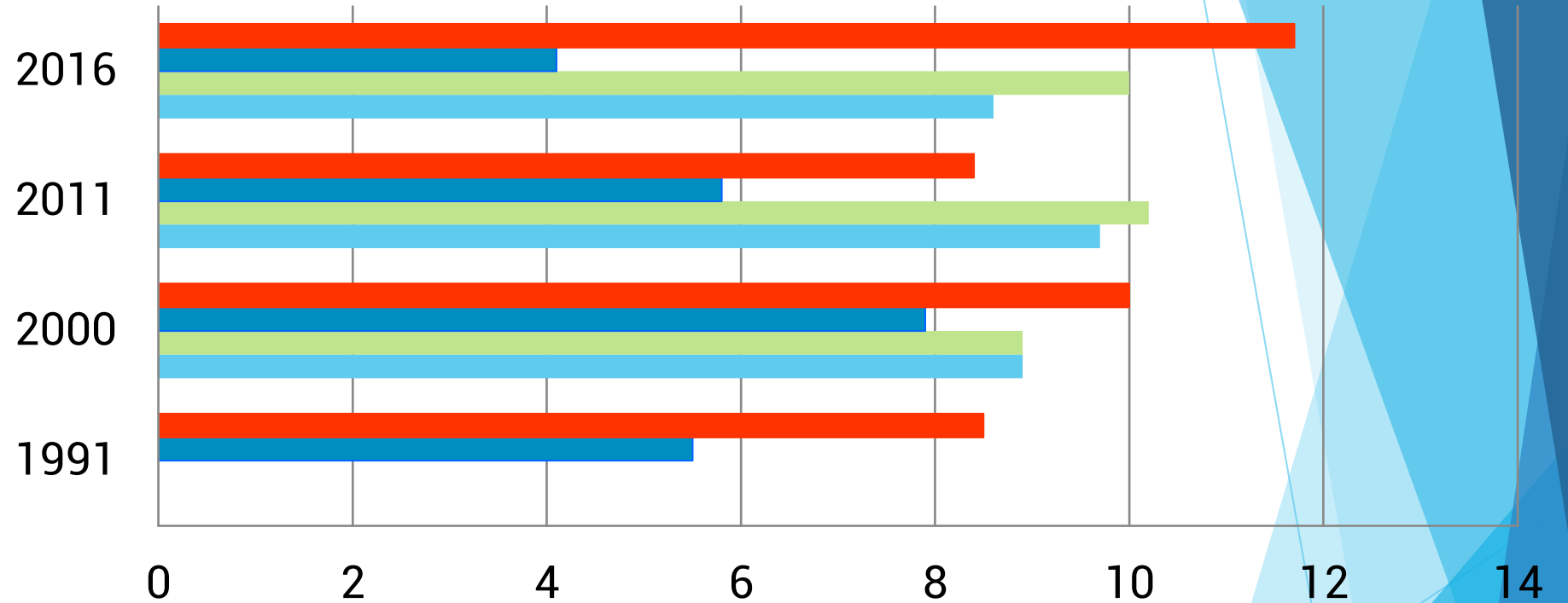
Source: Eurostat (online data codes: prc\_ppp\_ind, nama\_10\_pe and naida\_10\_pe, OECD and World Bank

# Unemployment rate trend



This graph shows that the unemployment rate of Italy had a sharp increase in the 2012-2013 period and it slowed down in 2014. Since 2010, the unemployment rate in Italy became higher than Germany one, that undoubtedly starts declining.

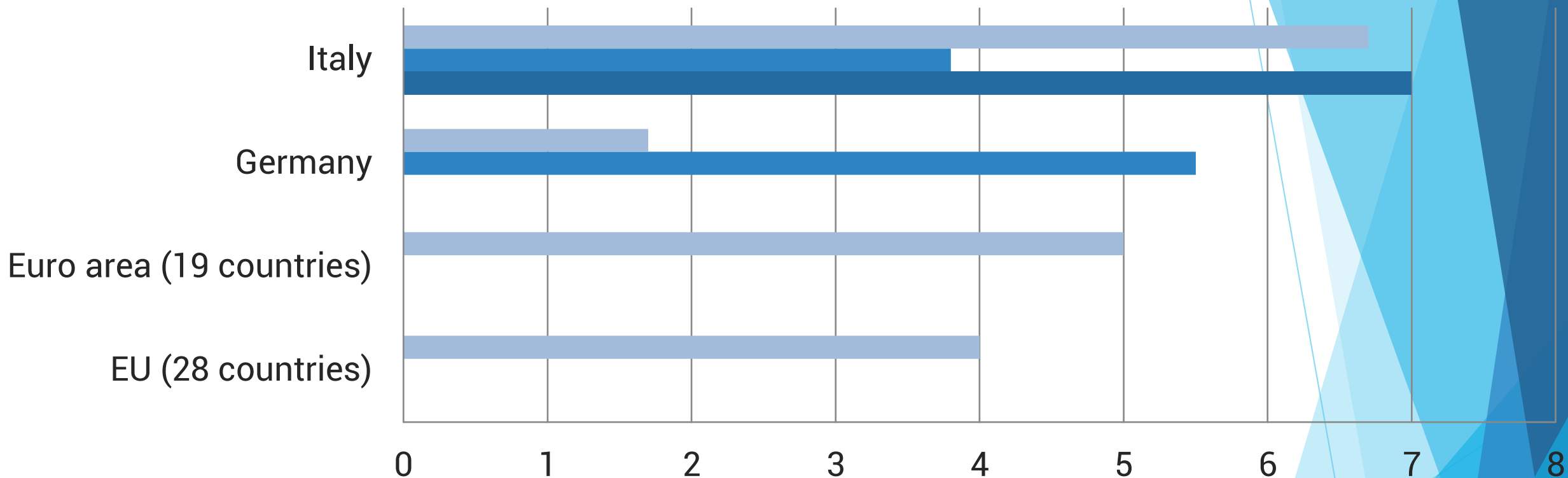
## Total Unemployment rate % of active population



|                          | 1991 | 2000 | 2011 | 2016 |
|--------------------------|------|------|------|------|
| Italy                    | 8,5  | 10   | 8,4  | 11,7 |
| Germany                  | 5,5  | 7,9  | 5,8  | 4,1  |
| Euro area (19 countries) | 8,9  | 10,2 | 10   | 10   |
| EU (28 countries)        | 8,9  | 9,7  | 8,6  | 8,6  |



## Long-term unemployment rate %

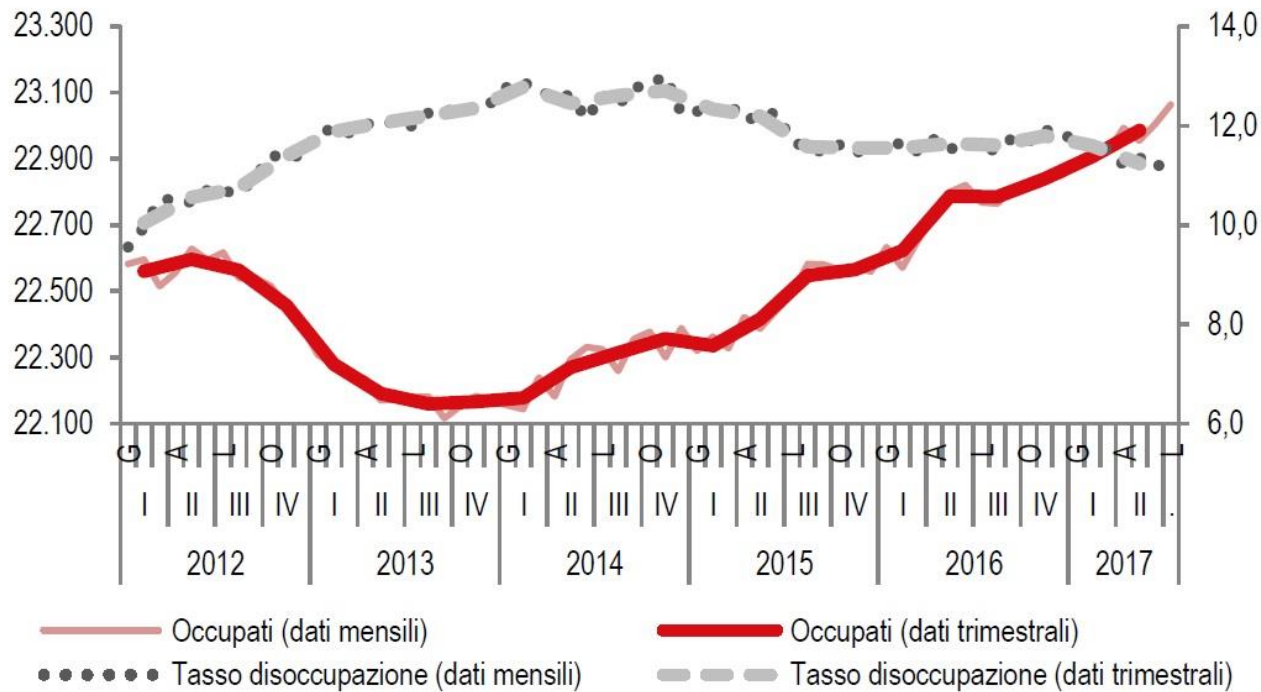


|      | EU (28 countries) | Euro area (19 countries) | Germany | Italy |
|------|-------------------|--------------------------|---------|-------|
| 2016 | 4                 | 5                        | 1,7     | 6,7   |
| 2004 | 0                 | 0                        | 5,5     | 3,8   |
| 1998 | 0                 | 0                        | 0       | 7     |

# General focus on ITALY

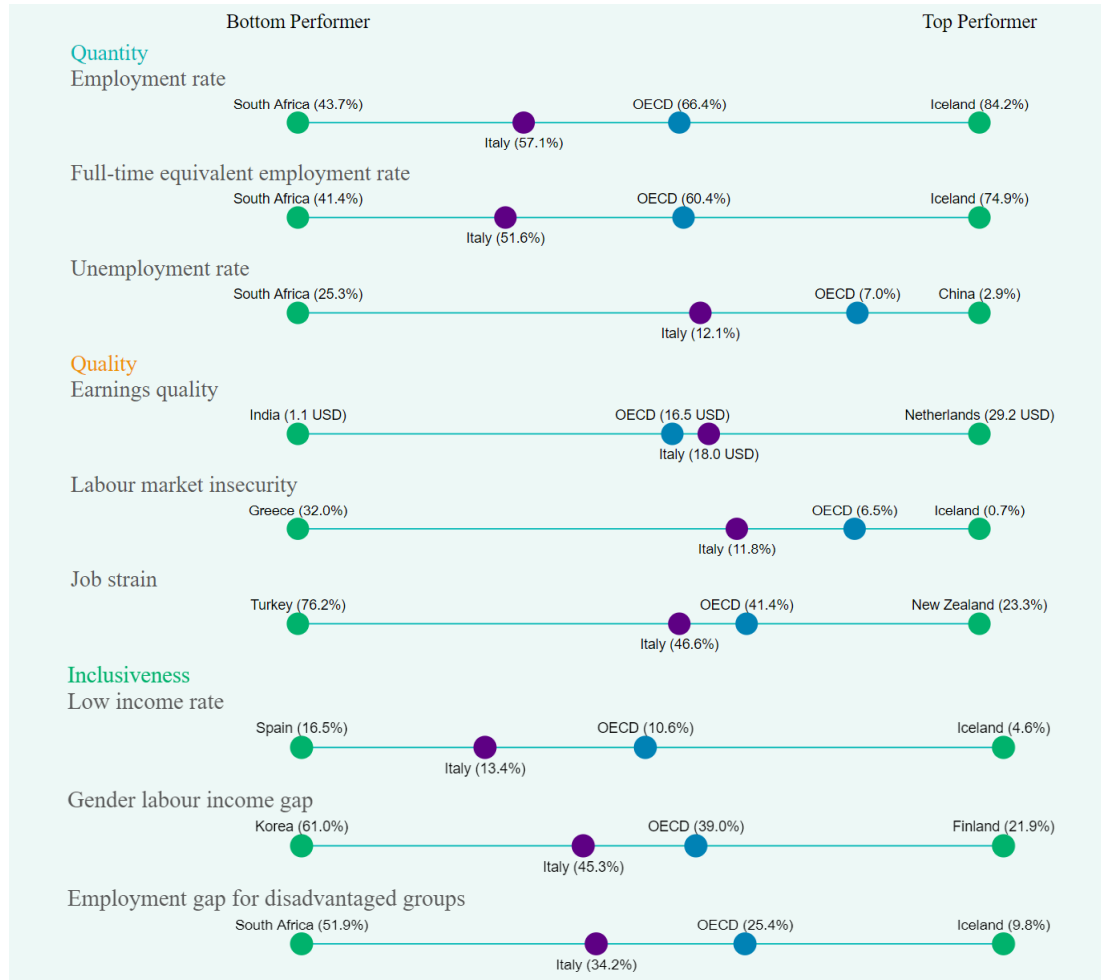


FIGURA 2. OCCUPATI (scala sinistra) E TASSO DI DISOCCUPAZIONE (scala destra) I trim. 2012– II trim. 2017, dati destagionalizzati, valori assoluti in migliaia di unità e valori percentuali



- 22.985 million of people under employment;
- +0.3% over the past quarter;
- The rate of employment increased at 57.8%.

# General focus on ITALY/cont.



OECD Scoreboard of Italy's Labour market Performance

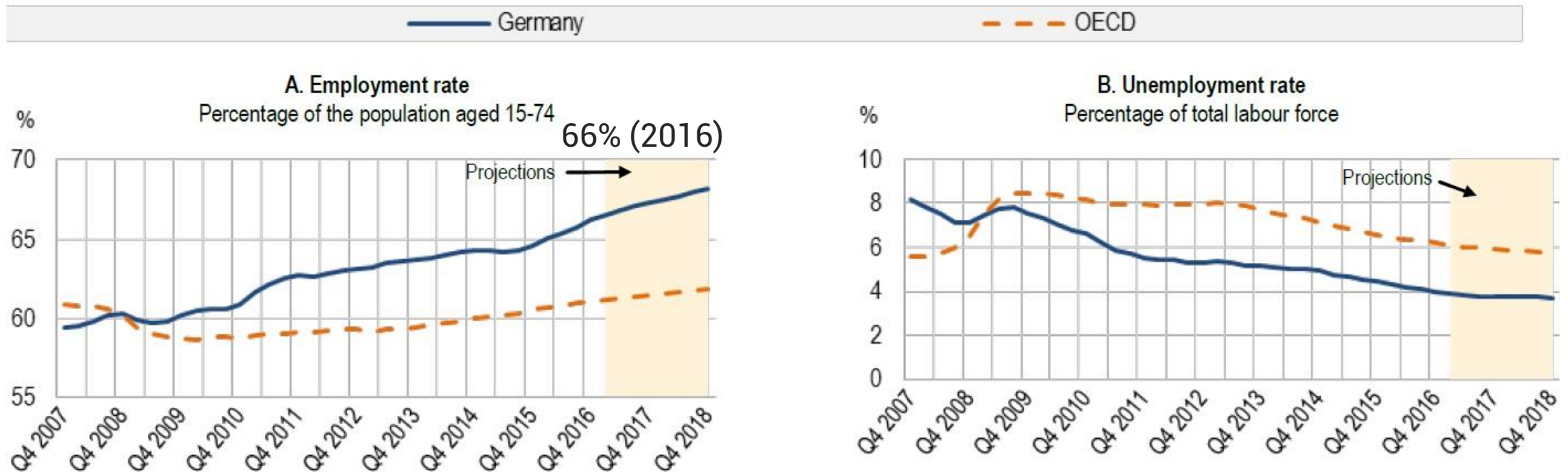
OECD Employment Outlook presents a comparative scoreboard of labour market performance that provides a rich overview of the strengths and weaknesses of different national labour markets.

Source and definitions: OECD calculations using data for 2015 or latest year available from multiple source. *OECD Employment Outlook - Statistical Annex*

# General focus on GERMANY



## Labour market developments in Germany



Note: OECD weighted average.

Source: OECD calculations based on OECD Economic Outlook Database (No. 101), June 2017.

# General focus on GERMANY/cont.



## Scoreboard of labour market performance for Germany



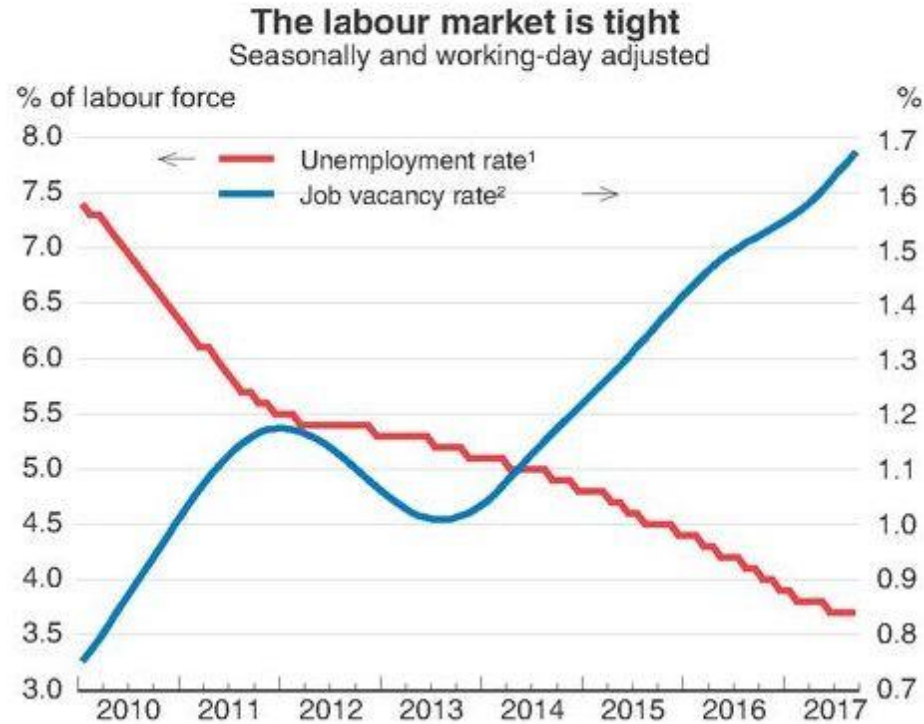
Source and definitions: OECD calculations using data for 2015 or latest year available from multiple sources. See [OECD Employment Outlook 2017](#),



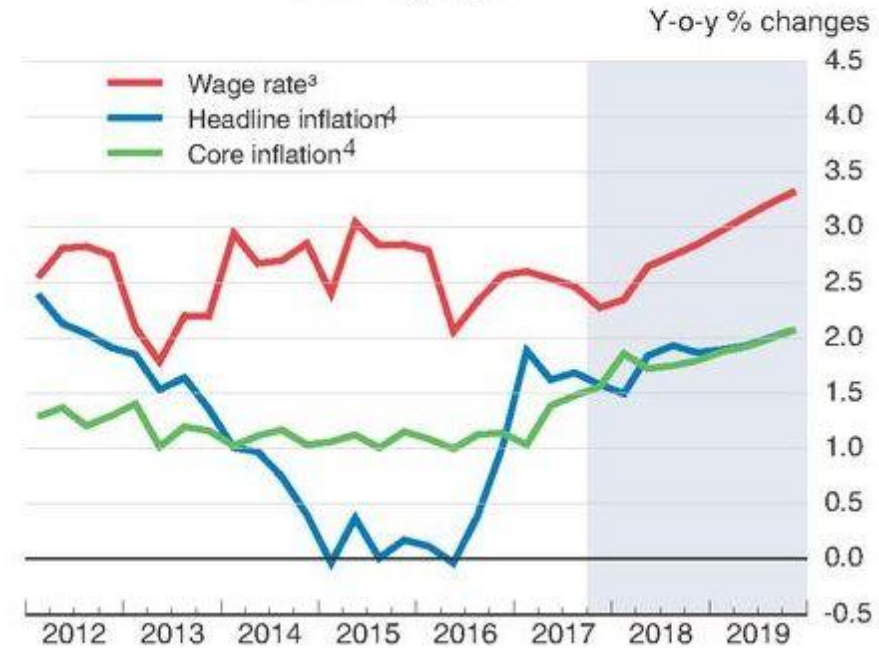
# General focus on GERMANY/cont.



## Germany



**Wages and price inflation are projected to rise**  
Seasonally adjusted



1. Population aged 15-74 years. Based on the German labour force survey.
2. Percentage of unfilled job vacancies relative to total employment.
3. Average nominal wage per employee. Projection from 2017Q3.
4. Harmonised consumer price index (HICP). Core HICP excludes energy, food, alcohol and tobacco.

Source: OECD Economic Outlook 102 database; and Statistisches Bundesamt.

# Youth employment

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Helping young people **enter the labour market** and stay there is an **essential** part of policies promoting **economic growth and better living conditions**.

Such activation and sustainable integration of young people are also instrumental in reaching the **Europe 2020 employment target**.

**Youth unemployment is more sensitive to the business cycle** than adult unemployment.

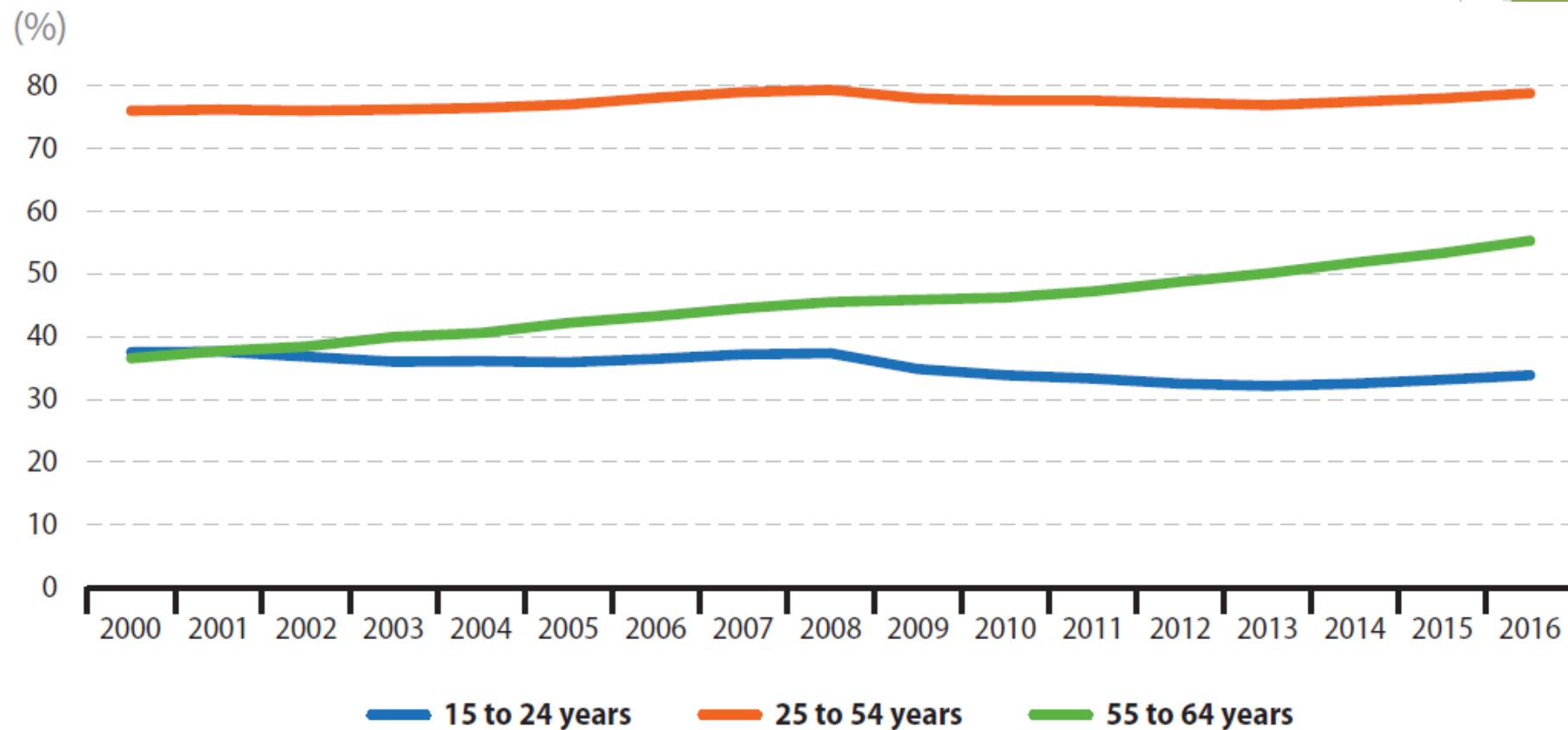
The levels of **youth employment, unemployment and inactivity** are largely influenced by the **macroeconomic situation**.

**Unemployment**, especially long-term unemployment, **at the start of a career** can have **negative long-term consequences** such as **lower future earnings** and **worse employment prospects** (the so-called 'scarring effect').

It may also lead to **lower productivity** levels overall.



# Employment by age (EU-27; 2000-2016)

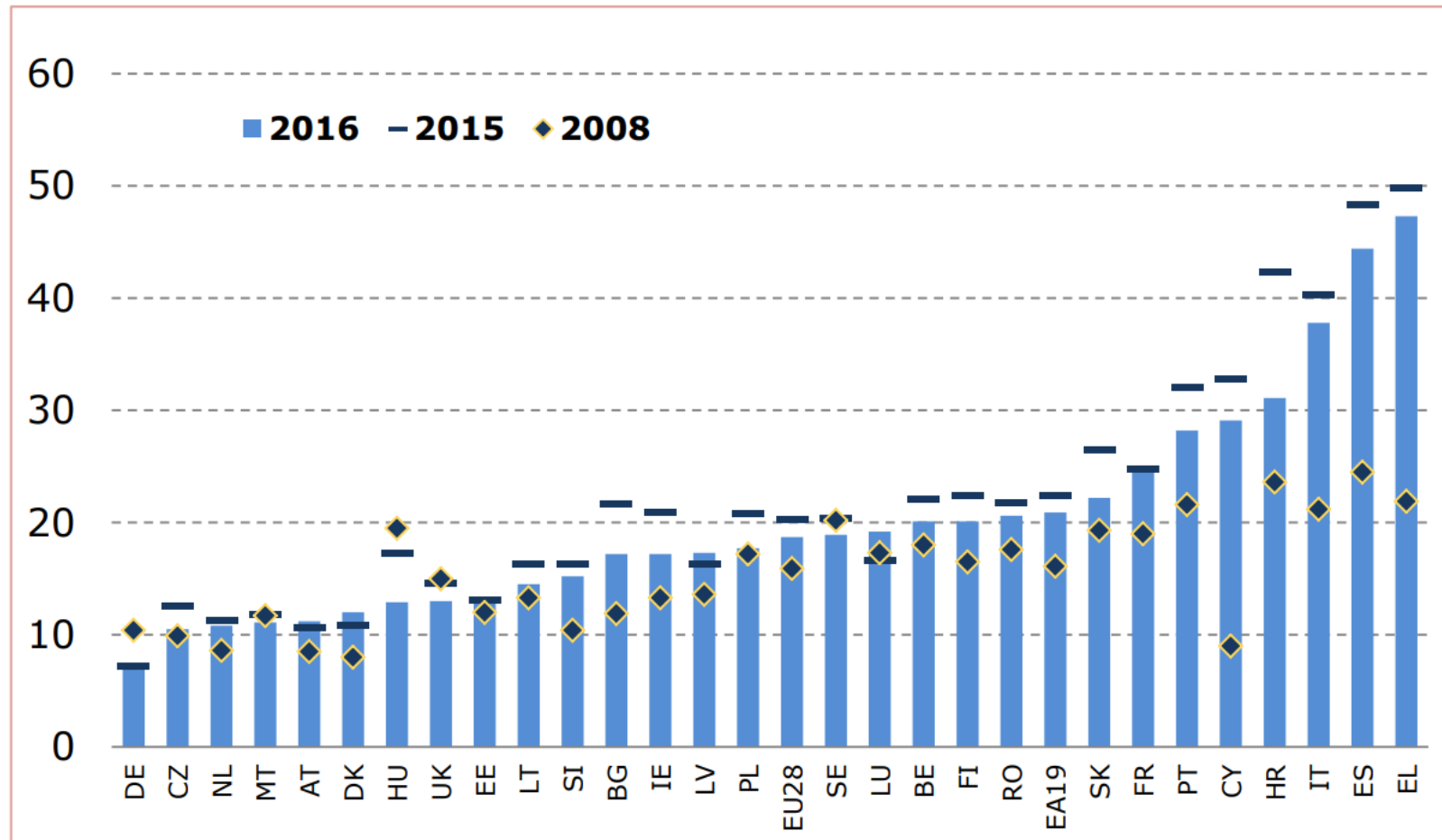


Note: EU-27 data for 2000.

Source: Eurostat (online data code: [lfsi\\_emp\\_a](#))

# Youth unemployment (15-24 y.o.; EU-28; 2008-2016)

Figure 1 – Youth unemployment rates (15-24 years old) in EU Member States, 2008, 2015 and 2016



Source: Eurostat, LFS [une\_rt\_a]

# Youth unemployment rate in ITALY

15.0% (01-2004)

Italy, unemployment rate, raw data, total, 15-34 years, 30-Nov-2017

22.1% (10-2017)



Source: ISTAT, monthly data



# Youth activity rate in ITALY

60.8% (01-2004)

activity rate, seasonally adjusted data, total, 15-34 years, 30-Nov-2017

51.5% (10-2017)



Source: ISTAT, monthly data



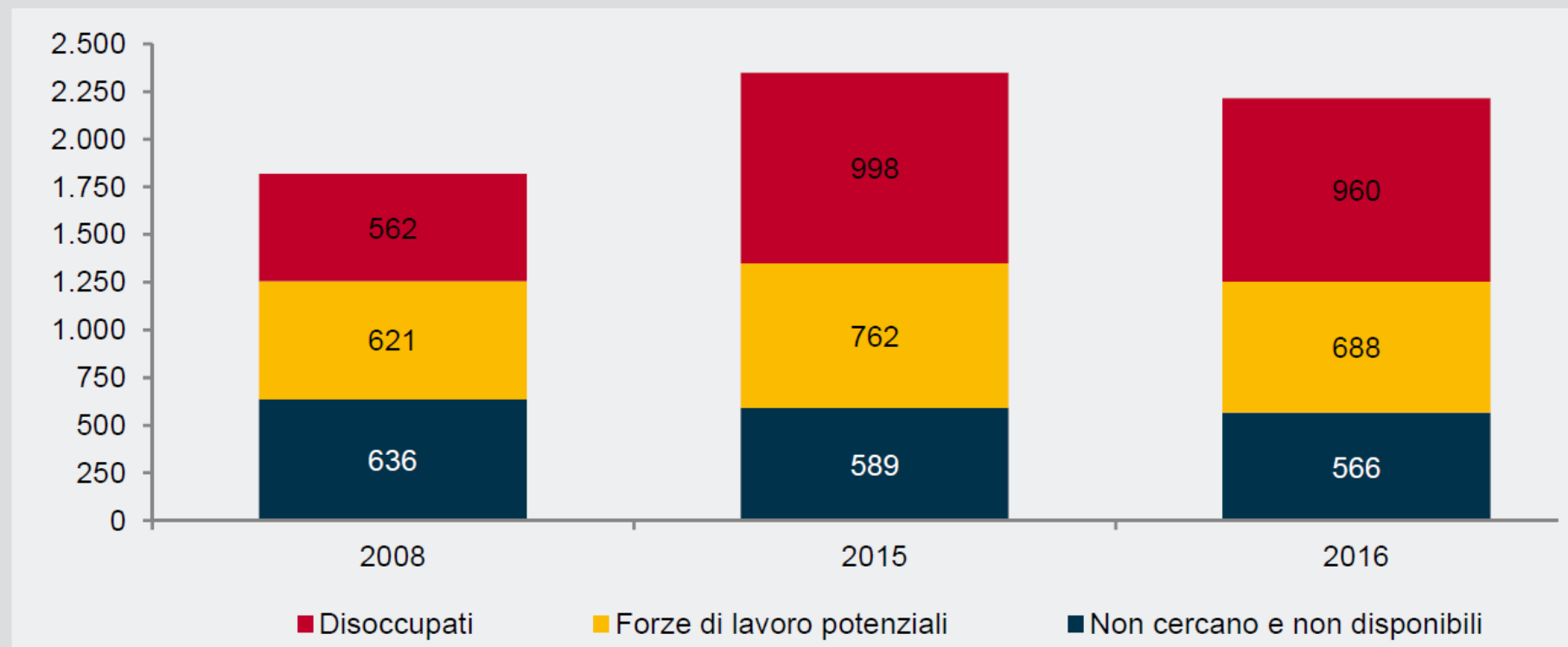
## **NEETs definition**

They are young people between 15 and 29 years old, who are not enrolled in school or university, who do not work and who do not even take training or professional training courses.

**"Not in Education, Employment or Training".**

# NEETs figures in Italy

**Figura 4.7** Neet (a) di 15-29 anni per condizione - Anni 2008, 2015 e 2016 (valori assoluti in migliaia)



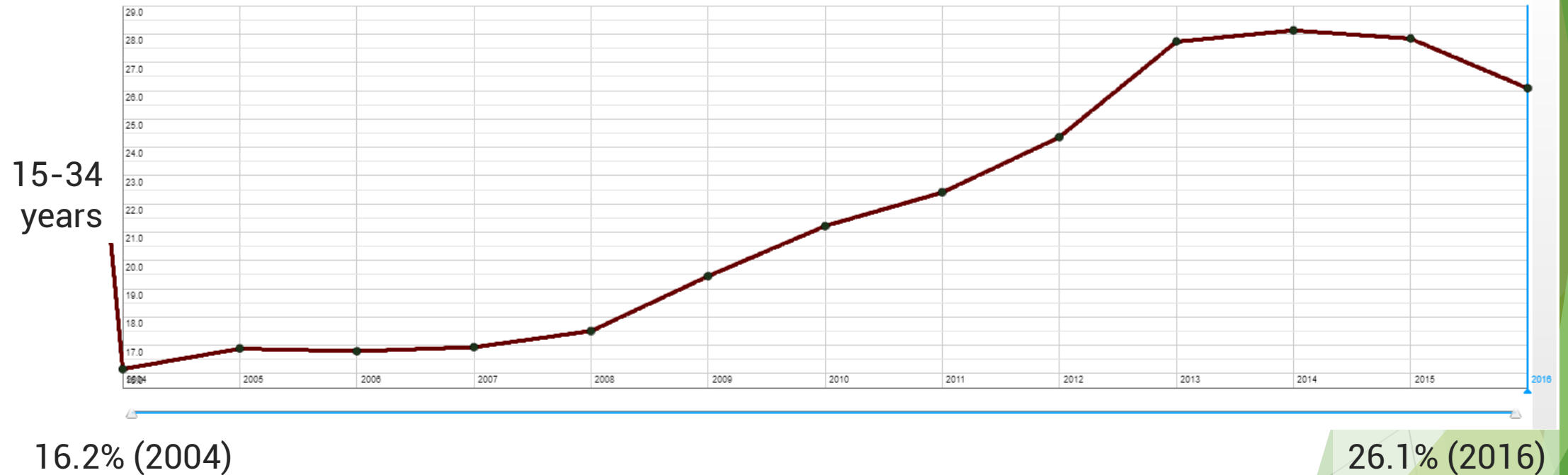
Fonte: Istat, Rilevazione sulle forze di lavoro

(a) I Neet sono giovani di 15-29 anni che non lavorano e non frequentano alcun corso di istruzione o formazione professionale.

The NEETs unemployed figures 15-29 years increased of almost 300k people in the period 2008-2015.

# NEETs figures in Italy

incidence of Neet aged 15-34 (young people not in employment, neither in education or training), total, upper and post secondary, total, total



The NEETs rate among 15-34 years has gained 10 p.p. in the period 2004-2016.



# Social and cultural factors

In Italy, young adults tend to **postpone** their transition to adulthood and **live with their parents** until very late compared with other countries.

Results suggest that Italians choose to remain with their parents due to a combination of **poor labor market conditions** and **high housing costs**.

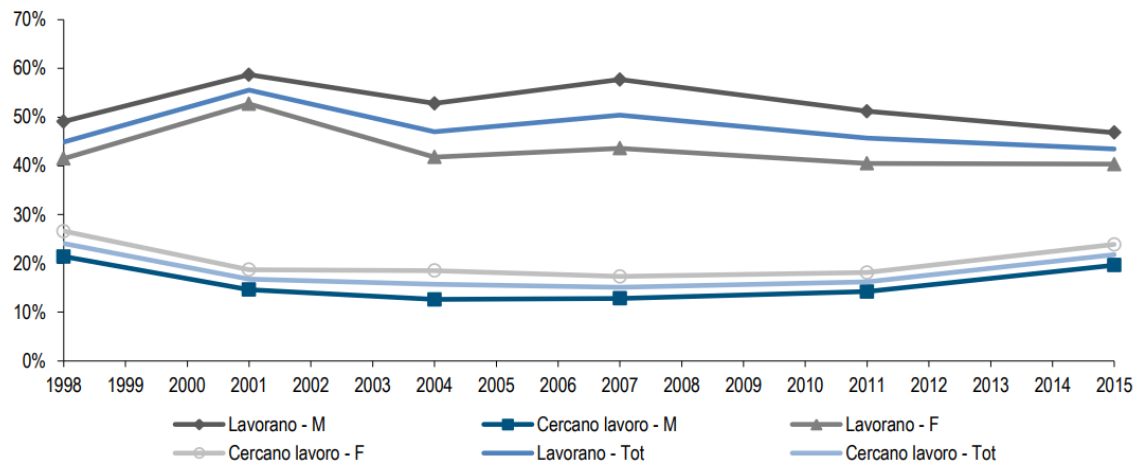
Estimates indicate that individuals tend to conform to a social norm, especially in the **South** of the country where **family ties** and the costs in terms of **utility** from not complying with expected behaviors appear to be **stronger**.





# Level of education and employment

FIGURA 1. DIPLOMATI CHE LAVORANO O CERCANO LAVORO (a). Anni 1998, 2001, 2004, 2007, 2011 e 2015 (b). Valori percentuali

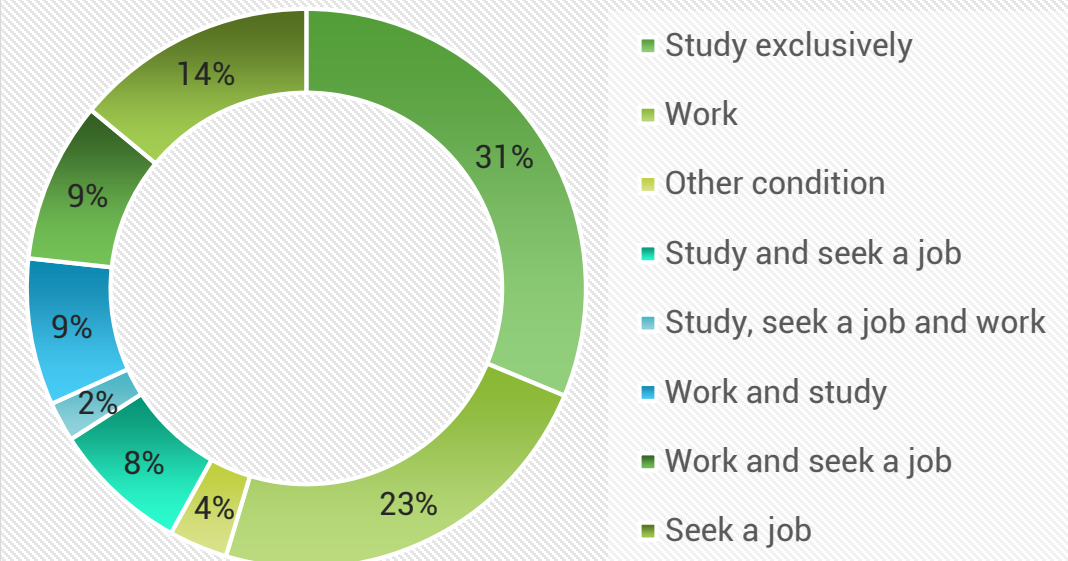


(a) "Lavorano" include gli studenti lavoratori; "Cercano lavoro" include gli studenti in cerca di lavoro ma non comprende i lavoratori in cerca di lavoro.  
 (b) Le indagini 2011 e 2015 sono state condotte a quattro anni dal diploma; le precedenti edizioni sono state condotte a tre anni dal diploma.

Almost two third of secondary education graduates attempts the university path in order to get better conditions for a job.

Secondary education employment situation: year 2015 (as in 2011) confirmed the shrinking trend. Only the 43,5% of secondary graduates has a job (45,7% in 2011).

## Secondary education graduates



# Level of education and employment

PROSPETTO 1. DIPLOMATI DEL 2011 PER CONDIZIONE OCCUPAZIONALE NEL 2015, SESSO, TIPO DI DIPLOMA E RIPARTIZIONE GEOGRAFICA

|                                     | Lavora      | Cerca       | Studia esclusivamente (a) | Altra condizione | Totale       | Tasso di attività | Tasso di disoccupazione |
|-------------------------------------|-------------|-------------|---------------------------|------------------|--------------|-------------------|-------------------------|
| <b>SESSO</b>                        |             |             |                           |                  |              |                   |                         |
| Maschi                              | 46,8        | 19,6        | 30,7                      | 2,9              | 100,0        | 66,5              | 29,5                    |
| Femmine                             | 40,4        | 23,9        | 31,8                      | 4,0              | 100,0        | 64,2              | 37,2                    |
| <b>TIPI DI DIPLOMA</b>              |             |             |                           |                  |              |                   |                         |
| Istituti professionali              | 62,6        | 27,6        | 6,1                       | 3,7              | 100,0        | 90,2              | 30,6                    |
| Istituti tecnici                    | 56,7        | 24,2        | 15,8                      | 3,3              | 100,0        | 80,9              | 29,9                    |
| Istruzione magistrale               | 41,8        | 26,6        | 28,1                      | 3,4              | 100,0        | 68,4              | 38,9                    |
| Licei                               | 26,8        | 16,6        | 53,4                      | 3,2              | 100,0        | 43,4              | 38,2                    |
| Istruzione artistica                | 45,1        | 28,3        | 20,9                      | 5,7              | 100,0        | 73,4              | 38,6                    |
| <b>RIPARTIZIONI GEOGRAFICHE (b)</b> |             |             |                           |                  |              |                   |                         |
| Nord-ovest                          | 49,3        | 14,5        | 32,6                      | 3,6              | 100,0        | 63,8              | 22,7                    |
| Nord-est                            | 51,7        | 13,8        | 31,4                      | 3,1              | 100,0        | 65,5              | 21,1                    |
| Centro                              | 42,4        | 19,8        | 34,9                      | 3,0              | 100,0        | 62,2              | 31,8                    |
| Sud                                 | 37,1        | 31,5        | 28,0                      | 3,4              | 100,0        | 68,6              | 45,9                    |
| Isole                               | 36,1        | 29,4        | 30,1                      | 4,3              | 100,0        | 65,5              | 44,9                    |
| Esteri                              | 51,5        | 12,5        | 29,5                      | 6,5              | 100,0        | 64,0              | 19,5                    |
| <b>Totale</b>                       | <b>43,5</b> | <b>21,8</b> | <b>31,3</b>               | <b>3,4</b>       | <b>100,0</b> | <b>65,3</b>       | <b>33,4</b>             |

This chart shows the employment condition of secondary graduates in terms of gender, type of degree and geographical distribution.

(a) Comprende gli iscritti all'università, a corsi di Alta Formazione Artistica e Musicale, ad altri corsi di studi superiori non universitari (come la Scuola Superiore per mediatori linguistici/interpreti e traduttori, le Accademie militari, i Seminari di formazione religiosa) o a corsi che rilasciano titoli equipollenti alla laurea. (b) Le ripartizioni si riferiscono alla dimora abituale al momento dell'intervista.

# Level of education and employment

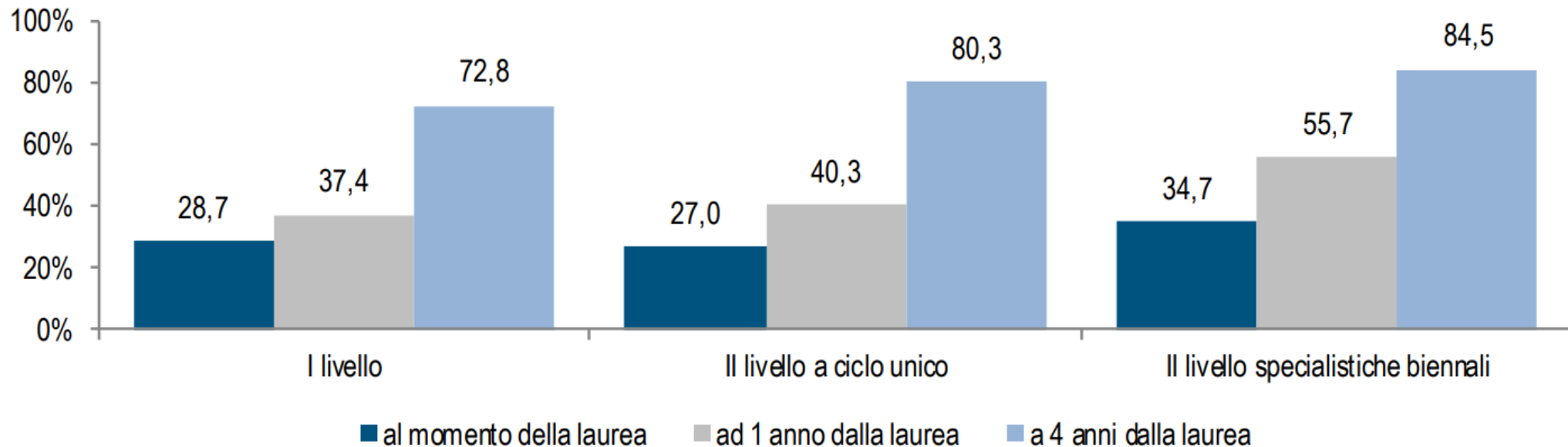
PROSPETTO 2. DIPLOMATI DEL 2011 PER POSIZIONE NEI CONFRONTI DEGLI STUDI UNIVERSITARI NEL 2015, SESSO, TIPO DI DIPLOMA E RIPARTIZIONE GEOGRAFICA

|                        | Si sono iscritti all'università |                          |                           |                      |                   | Non si sono mai iscritti | Totale       | Valori assoluti |
|------------------------|---------------------------------|--------------------------|---------------------------|----------------------|-------------------|--------------------------|--------------|-----------------|
|                        | Totale                          | Laureati                 |                           | Attualmente iscritti | Hanno abbandonato |                          |              |                 |
|                        |                                 | Non continuano gli studi | Iscritti a un nuovo corso |                      |                   |                          |              |                 |
| <b>SESSO</b>           |                                 |                          |                           |                      |                   |                          |              |                 |
| Maschi                 | 57,2                            | 4,0                      | 9,6                       | 34,8                 | 8,9               | 42,8                     | 100,0        | 218.441         |
| Femmine                | 68,4                            | 9,1                      | 12,3                      | 39,7                 | 7,3               | 31,6                     | 100,0        | 232.356         |
| <b>TIPI DI DIPLOMA</b> |                                 |                          |                           |                      |                   |                          |              |                 |
| Ist. professionali     | 20,9                            | 2,0                      | 1,3                       | 11,3                 | 6,3               | 79,1                     | 100,0        | 67.159          |
| Istituti tecnici       | 43,9                            | 3,8                      | 5,8                       | 23,5                 | 10,7              | 56,1                     | 100,0        | 145.427         |
| Istr. magistrale       | 74,1                            | 10,2                     | 11,2                      | 41,9                 | 10,8              | 25,9                     | 100,0        | 32.507          |
| Licei                  | 92,2                            | 9,8                      | 18,9                      | 57,3                 | 6,2               | 7,8                      | 100,0        | 190.260         |
| Istr. artistica        | 42,3                            | 5,6                      | 4,7                       | 24,8                 | 7,2               | 57,7                     | 100,0        | 15.444          |
| <b>RIPARTIZIONI</b>    |                                 |                          |                           |                      |                   |                          |              |                 |
| Nord-ovest             | 67,1                            | 9,3                      | 15,9                      | 34,8                 | 7,2               | 32,9                     | 100,0        | 101.326         |
| Nord-est               | 65,1                            | 9,7                      | 14,8                      | 33,7                 | 6,9               | 34,9                     | 100,0        | 76.774          |
| Centro                 | 66,7                            | 5,4                      | 10,7                      | 41,9                 | 8,7               | 33,3                     | 100,0        | 91.699          |
| Sud                    | 57,3                            | 3,9                      | 6,9                       | 38,0                 | 8,5               | 42,7                     | 100,0        | 125.069         |
| Isole                  | 58,1                            | 4,5                      | 4,8                       | 39,4                 | 9,3               | 41,9                     | 100,0        | 50.210          |
| Esteri                 | 67,5                            | 14,6                     | 22,5                      | 23,3                 | 7,1               | 32,5                     | 100,0        | 5.719           |
| <b>Totale</b>          | <b>63,0</b>                     | <b>6,6</b>               | <b>11,0</b>               | <b>37,3</b>          | <b>8,0</b>        | <b>37,0</b>              | <b>100,0</b> | <b>450.797</b>  |

A high percentage of secondary education graduates never attend a tertiary education level (37%, more than one third) renouncing at better quality jobs and wages.

# Level of education and employment

FIGURA 8. LAUREATI (a) CHE LAVORANO AL MOMENTO DELLA LAUREA, A 1 E 4 ANNI DOPO LA LAUREA PER TIPO DI LAUREA. Valori percentuali



(a) Esclusi quanti hanno conseguito un'altra laurea di II livello a ciclo unico o specialistica biennale prima del 2011

This chart shows the percentage of tertiary education graduates of 2011 who find a job at the moment of the graduation, at 1 year after and 4 years after. It takes 4 years and more to get an occupation.

# Youth unemployment rate in GERMANY

Youth unemployment in Germany is the lowest in the EU.

In 2014, roughly **330,000 young people** aged 15 to 24 years were unemployed in Germany, according to results of the labour force survey. To coincide with the International Youth Day on 11 August 2015, the Federal Statistical Office (Destatis) also reports that the youth unemployment rate was **7.7%**.

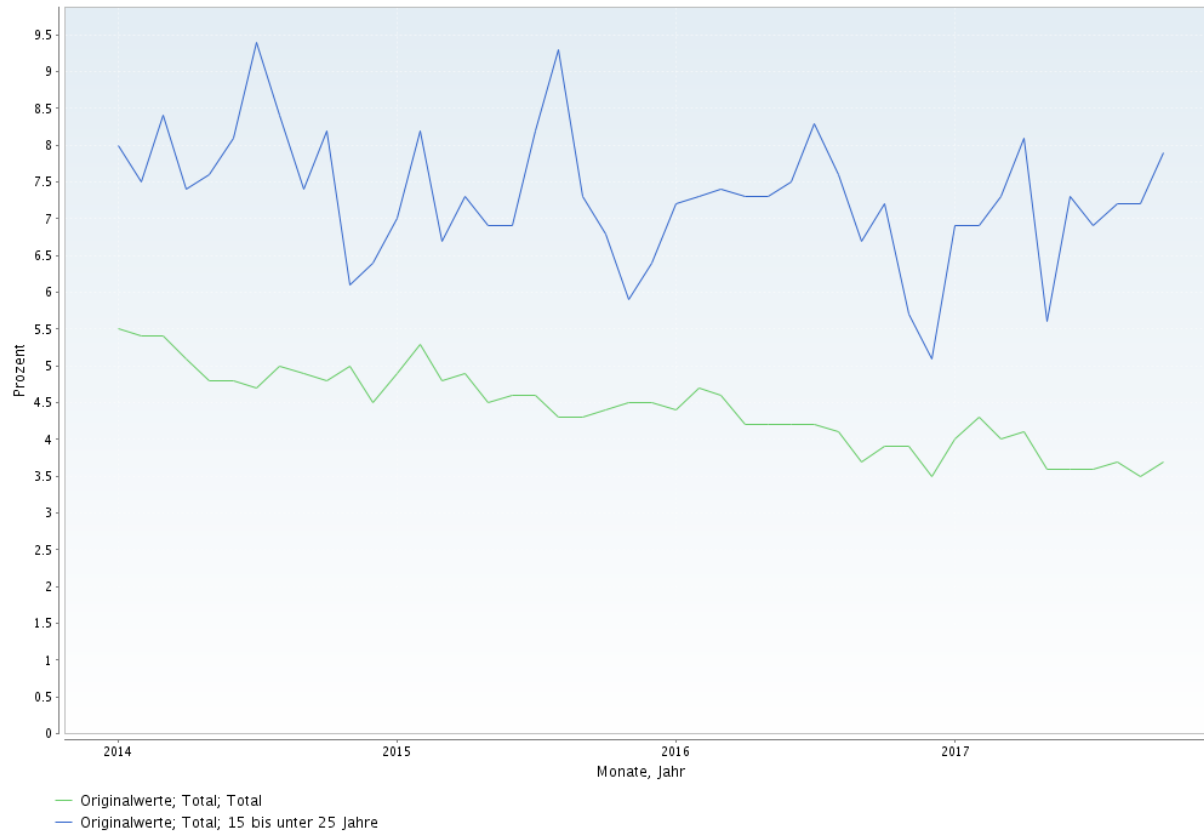
*Statistisches Bundesamt (Destatis)*



# Youth unemployment rate in GERMANY

Unemployment rate: Germany, months, sex, age groups,  
original and adjusted data

Unemployment statistics based on the ILO concept  
Deutschland  
Unemployment rate (Prozent)



As of October 2017,  
the youth  
unemployment rate  
is nearly around the  
**8%** (*Statistisches  
Bundesamt –  
Destatis, 2017*).

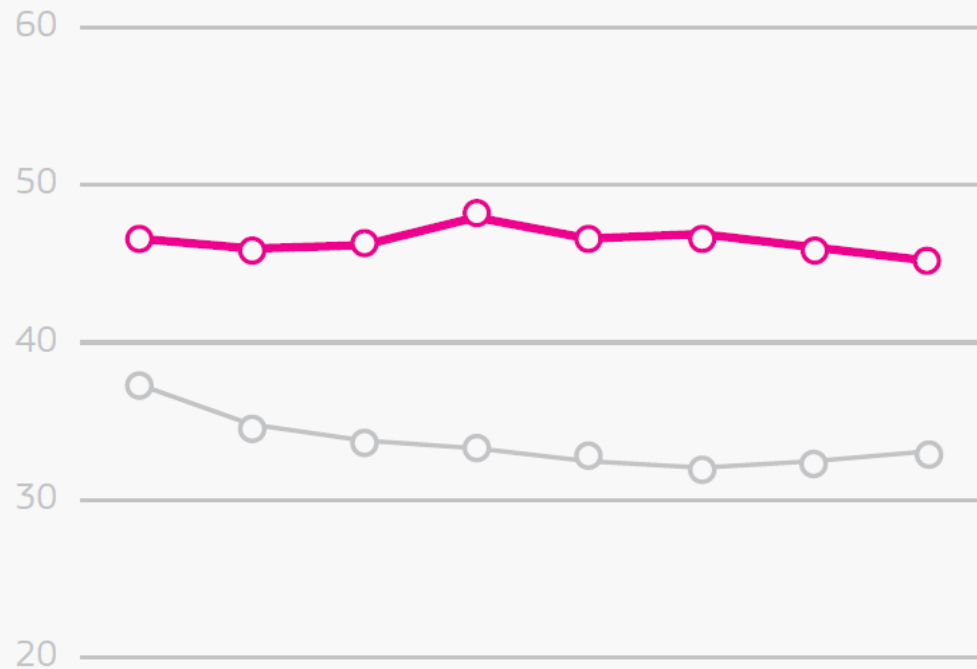
Unemployment rate:  
Unemployed as a proportion of the economically active  
population (persons in employment + unemployed) of  
comparable age.

© Statistisches Bundesamt (Destatis), 2017

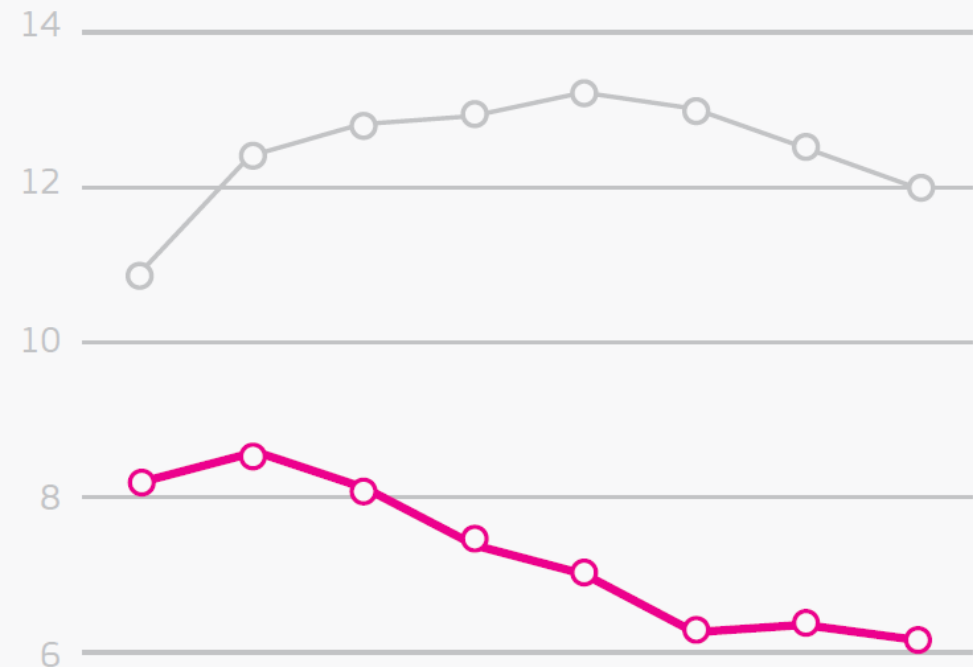


# Youth activity and NEET rate in GERMANY

**YOUTH EMPLOYMENT RATE**  
% OF POPULATION 15-24



**NEET\* RATE**  
% OF TOTAL YOUTH POPULATION 15-24



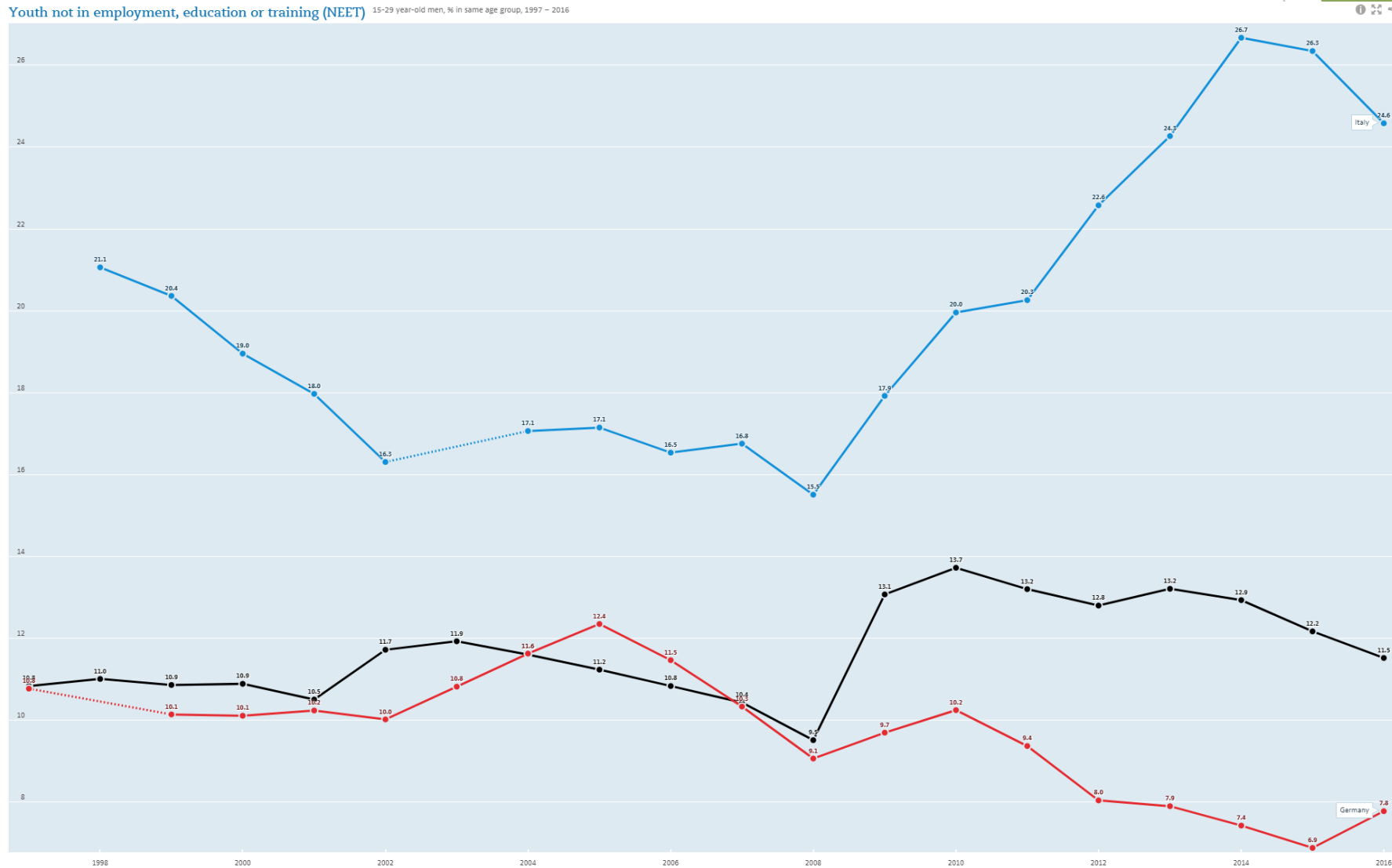
**YOUNG PEOPLE'S LABOUR MARKET PERFORMANCE** (2008 > 2015)

○ National average    ○ European average



# NEET rate: a comparison

NEET rate  
among 15-29  
years,  
1997-2016,  
OECD



Italy: 24.6%

OECD: 11.5%

Germany:  
7.8%



# Education and labour force status

Germany has a diverse range of services in place that are continually adapted to the **ever-changing needs** of young people, both in the **transition** from school to work and in **integrating** into the labour market after a period without work.

Germany offers a wide range of preventive measures: **vocational guidance, vocational orientation and career entry support by mentoring** (“Berufseinstiegsbegleitung”), all of which are offered during **secondary education** – are designed to **promote employment** and reduce the risk of unemployment at a later date (prevention rather than cure).

The biggest benefit of the dual vocational education and training system, which is largely co-financed by German industry, is its **close linkage with practical work** on company premises. This allows businesses to train their future skilled workers and provides incentives to offer needs-based vocational training.

Source: *National Implementation Plan to Establish the EU Youth Guarantee in Germany*, 2014, European Commission



# Education and labour force status

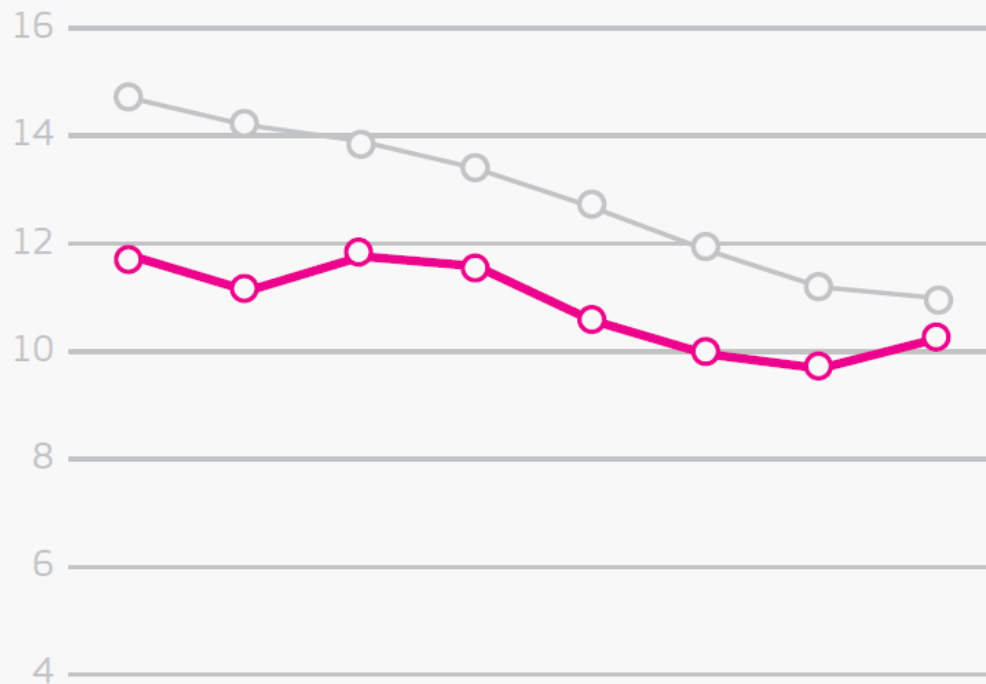
| → Indicator                         |                  | Share of population by education and labour force status |     |              |     |                      |                |       |     |                        |     |                        |            |                  |     |                  |     |                               |     |       |     |                               |            |      |     |     |     |
|-------------------------------------|------------------|--|-----|--------------|-----|----------------------|----------------|-------|-----|------------------------|-----|------------------------|------------|------------------|-----|------------------|-----|-------------------------------|-----|-------|-----|-------------------------------|------------|------|-----|-----|-----|
| → Reference year                    |                  | Latest available year                                    |     |              |     |                      |                |       |     |                        |     |                        |            |                  |     |                  |     |                               |     |       |     |                               |            |      |     |     |     |
| → Age                               |                  | 18-24 years ▼  |     |              |     |                      |                |       |     |                        |     |                        |            |                  |     |                  |     |                               |     |       |     |                               |            |      |     |     |     |
| → Gender                            |                  | Total ▼  |     |              |     |                      |                |       |     |                        |     |                        |            |                  |     |                  |     |                               |     |       |     |                               |            |      |     |     |     |
| → ISCED-A 2011                      |                  | All levels of education                                  |     |              |     |                      |                |       |     |                        |     |                        |            |                  |     |                  |     |                               |     |       |     |                               |            |      |     |     |     |
| → Education and labour force status |                  | In education   |     | In education |     |                      |                |       |     |                        |     |                        |            | Not in education |     | Not in education |     |                               |     |       |     |                               |            |      |     |     |     |
|                                     |                  |  |     | Employed     |     | Employed             |                |       |     | Unemployed or Inactive |     | Unemployed or Inactive |            |                  |     | Employed         |     | Unemployed or Inactive (NEET) |     |       |     | Unemployed or Inactive (NEET) |            |      |     |     |     |
|                                     |                  | Value  | SE  | Value        | SE  | Work-study programme | Other employed | Value | SE  | Value                  | SE  | Inactive               | Unemployed | Value            | SE  | Value            | SE  | Value                         | SE  | Value | SE  | Inactive                      | Unemployed |      |     |     |     |
| → Measure                           |                  | ▲  | ▲   | ▲            | ▲   | ▲ ▼                  | ▲ ▼            | ▲ ▼   | ▲ ▼ | ▲ ▼                    | ▲ ▼ | ▲                      | ▲          | ▲ ▼              | ▲ ▼ | ▲ ▼              | ▲ ▼ | ▲                             | ▲   | ▲ ▼   | ▲ ▼ | ▲ ▼                           | ▲ ▼        | ▲    | ▲   | ▲ ▼ | ▲ ▼ |
| → Country                           | Unit             |  |     |              |     |                      |                |       |     |                        |     |                        |            |                  |     |                  |     |                               |     |       |     |                               |            |      |     |     |     |
| Germany ⓘ                           | Percentage, 2016 | 61.4   | 0.4 | 29.4         | 0.4 | 15.8                 | 0.3            | 13.6  | 0.3 | 32.0                   | 0.4 | 31.1                   | 0.4        | 0.9              | 0.1 | 38.6             | 0.4 | 28.6                          | 0.4 | 10.0  | 0.3 | 6.3                           | 0.2        | 3.7  | 0.2 |     |     |
| Italy                               | Percentage, 2016 | 52.6   | 0.5 | 2.0          | 0.1 | (z) ..               | (z) ..         | 2.0   | 0.1 | 50.7                   | 0.5 | 49.9                   | 0.5        | 0.7              | 0.1 | 47.4             | 0.5 | 19.3                          | 0.4 | 28.0  | 0.5 | 14.4                          | 0.4        | 13.6 | 0.4 |     |     |

Legend:

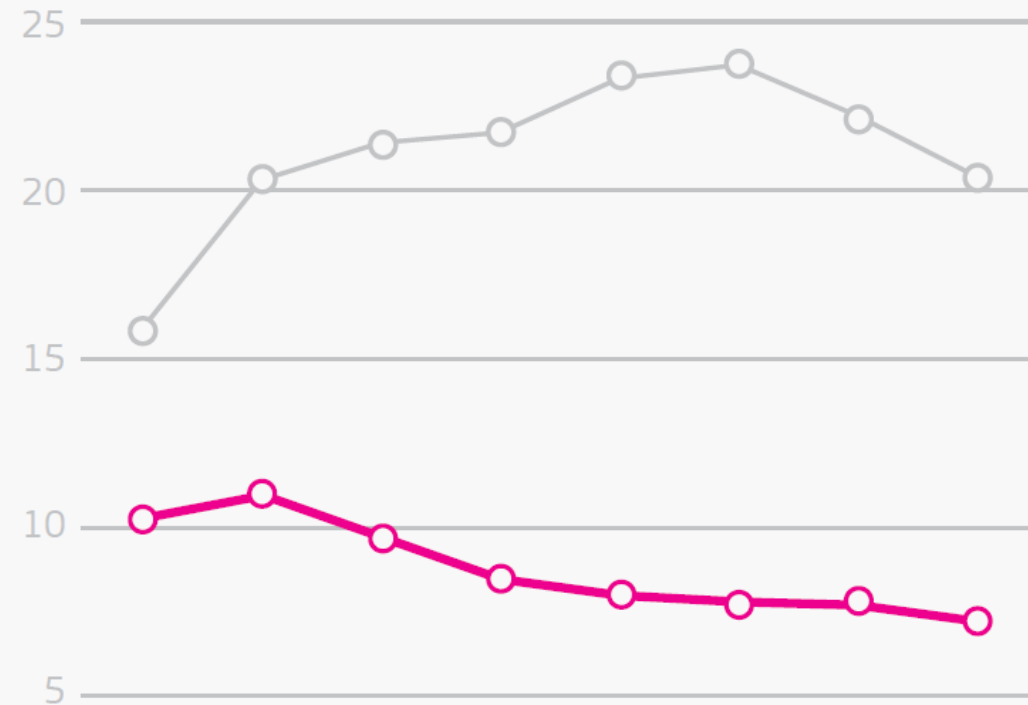
z Not applicable

# Early leavers and unemployment rate in GERMANY

## EARLY LEAVERS FROM EDUCATION AND TRAINING · % OF POPULATION 18-24



## YOUTH UNEMPLOYMENT RATE % OF LABOUR FORCE 15-24



## YOUNG PEOPLE'S LABOUR MARKET PERFORMANCE (2008 > 2015)

○ National average    ○ European average



# The situation at a glance

## Unemployment trends

The data shows that the German labour market was not only very well able to cushion the effects of the economic and financial crisis, but even continued recovering.

The number of unemployed young people in Germany is thus well below average compared with the rest of the EU. Nonetheless, it was significantly higher than the average across all age groups in the population (5.5 percent).

## Regional differences

Youth unemployment is almost twice as high in the east as is in the west. The highest youth unemployment levels are seen in Berlin, at 12.0 percent.

The lowest were recorded in 2012 in the states of Baden-Württemberg and Bavaria, at 3.0 and 3.2 percent respectively.

## Young people with an immigration background

Young migrant adults aged between 20 and 24 are more likely to have no school leaving qualifications than non-migrant people of the same age (6.1 percent compared with 2.6 percent, microcensus 2012).

Some 29.4 percent of all children and youths under 25 in Germany have an immigration background (5.74 million in absolute terms). The figure is higher still in younger age cohorts.



# The situation at a glance

Germany had a NEET rate of 7.1 percent (**640,000 individuals**) in 2012 – almost twice as many as young unemployed.

The NEET group comprises some **270,000 unemployed individuals** and another **370,000 non-active people**. These include youths without a job who do not fulfil the “available for work” and “seeking work” criteria.

Germany aims to provide information services to all the young people in this group and offer them the help and support they need.



# Gender inequality

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# Gender inequality



Throughout their working lives, women continue to face significant obstacles in gaining access to decent work. **Inequality** between women and men persists in global labour markets, in respect of opportunities, treatment and outcomes. Over the last two decades, women's significant progress in educational achievements has not translated into a comparable improvement in their position at work. In many regions in the world, in comparison to men, women are more likely to become and remain unemployed, have fewer chances to participate in the labour force and – when they do – often have to accept lower quality jobs.



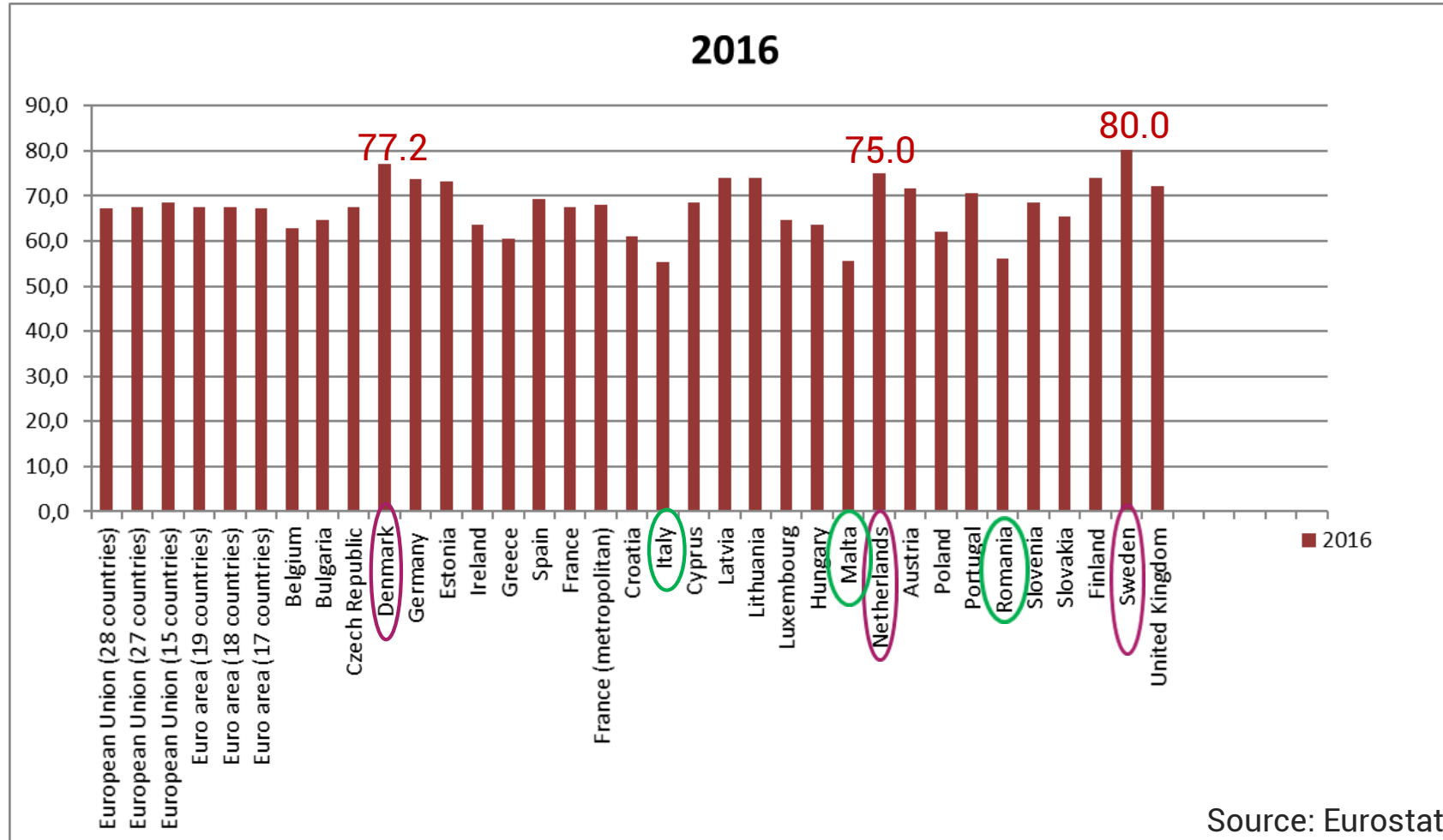
Increasing women's participation in the labour-force and raising their employment rate are paramount to meeting the **Europe 2020** headline target for 75% of the population aged 20-64 to be employed by 2020.

Source: *Women at Work*. Trends 2016. International Labour Organization

# Gender inequality



Employment rate of women aged 20-64 among EU-28

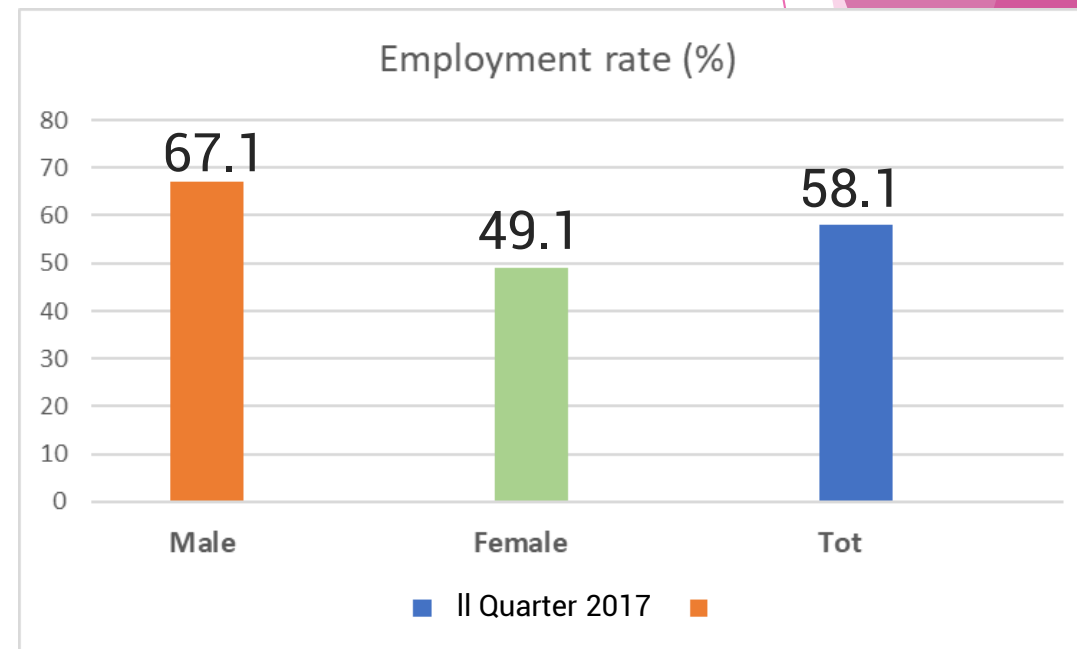
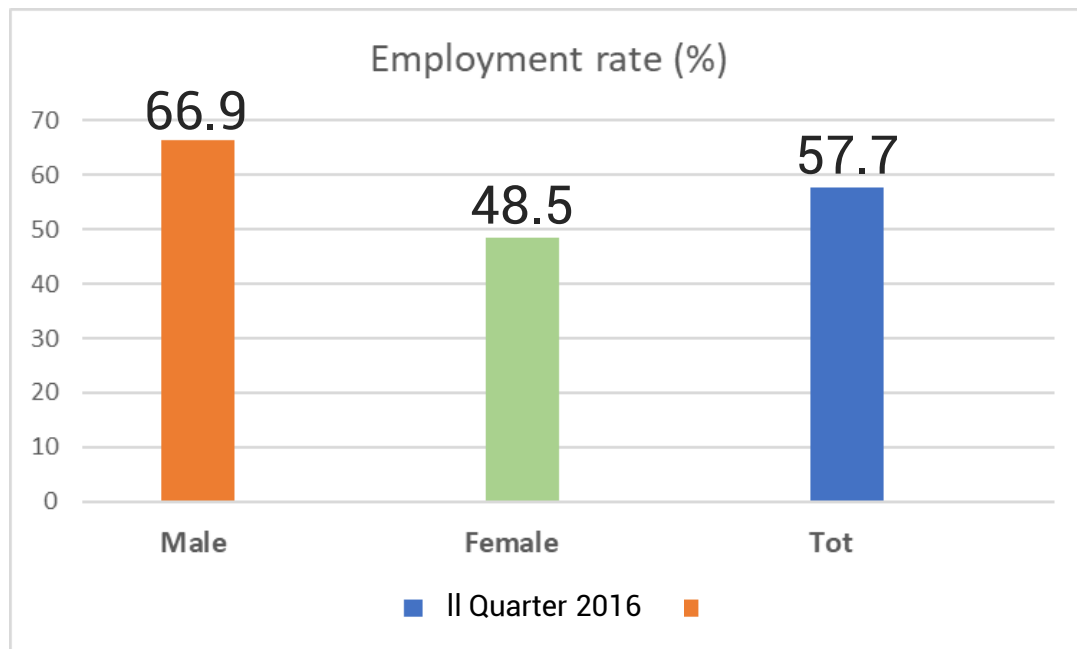




# Gender inequality



Employment rate 15-64 years per sex. II Quarter 2016-II Quarter 2017



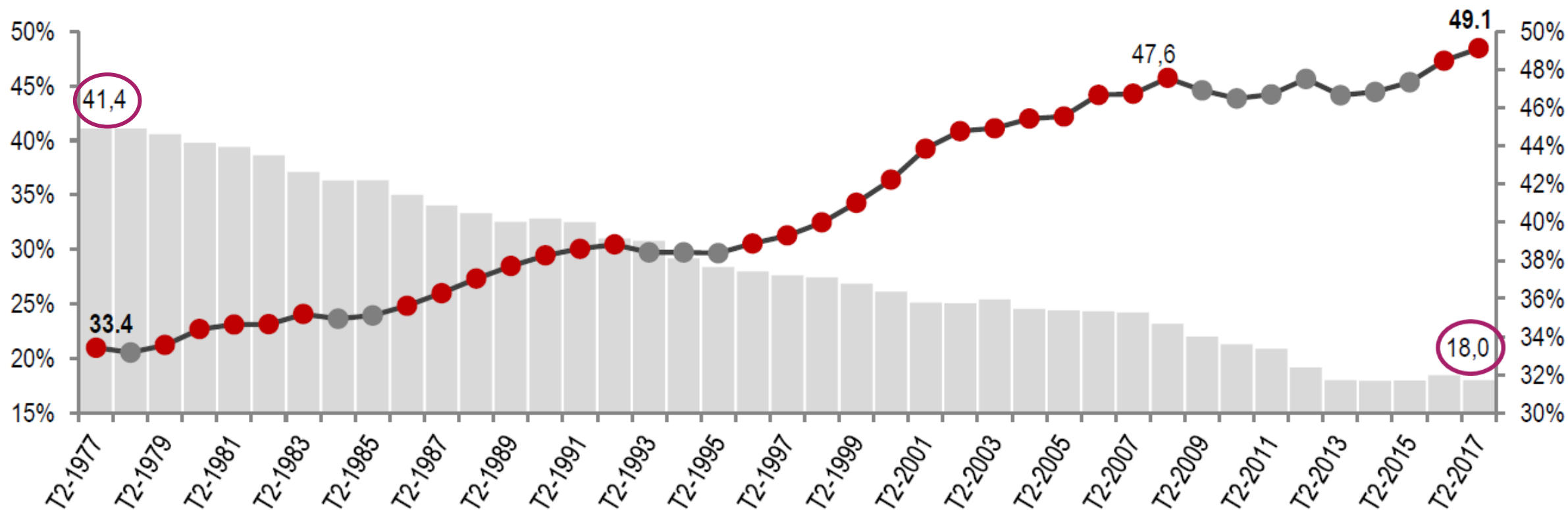
## Results:

- Tendential growth in the number of employed (+0.4 than 2016)
- Considerable gap between men and women of 18 points (-0.4 than 2016)
- Increase in the employment rate of women (+0.6 than 2016)
- Increase in the employment rate of men (+0.2 than 2016)

# Gender inequality



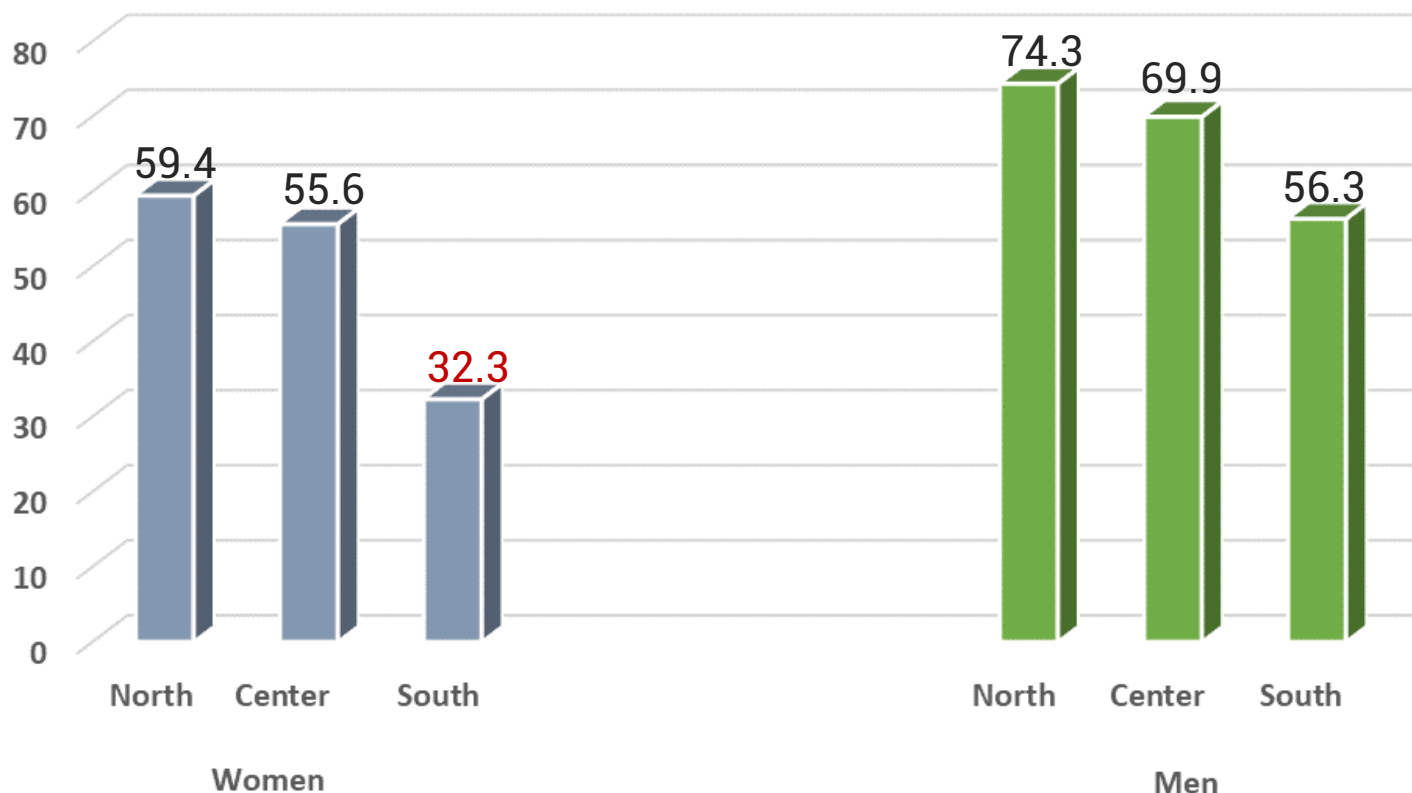
Employment Rate Of Women 15-64 Years (Right Scale) And Employment Gap Between Men And Women (Left Scale). II Quarter 1977-II Quarter 2017



# Gender inequality



Employment Rate 15-64 years per geographical breakdown.  
II Quarter 2017.



## Results:

- Considerable gap between Women and Men by geographical distribution;
- Considerable gap between women in the north and south (gap of 27.1).

## Women:

- North (+0.7 than 2016);
- Centre (+1.3 than 2016);
- South (+0.2 than 2016)



## Men:

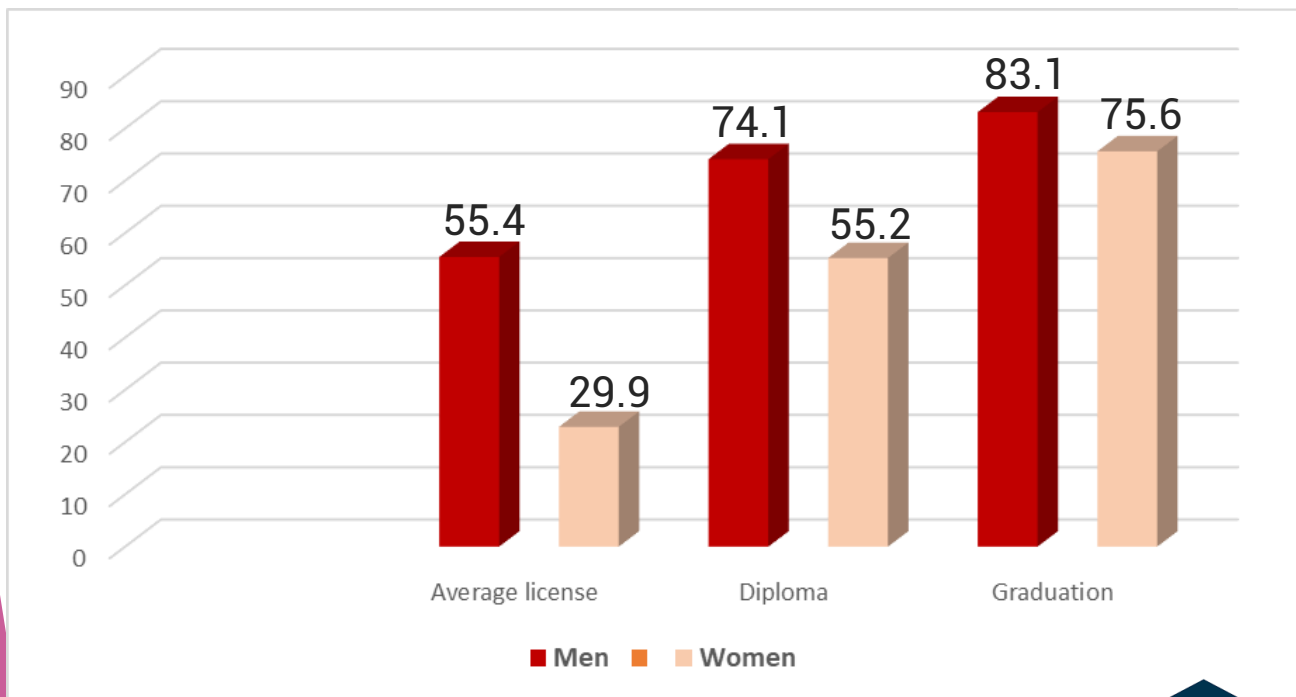
- North (+0.5 than 2016)
- Centre (-0.6 than 2016)
- South (+0.2 than 2016)



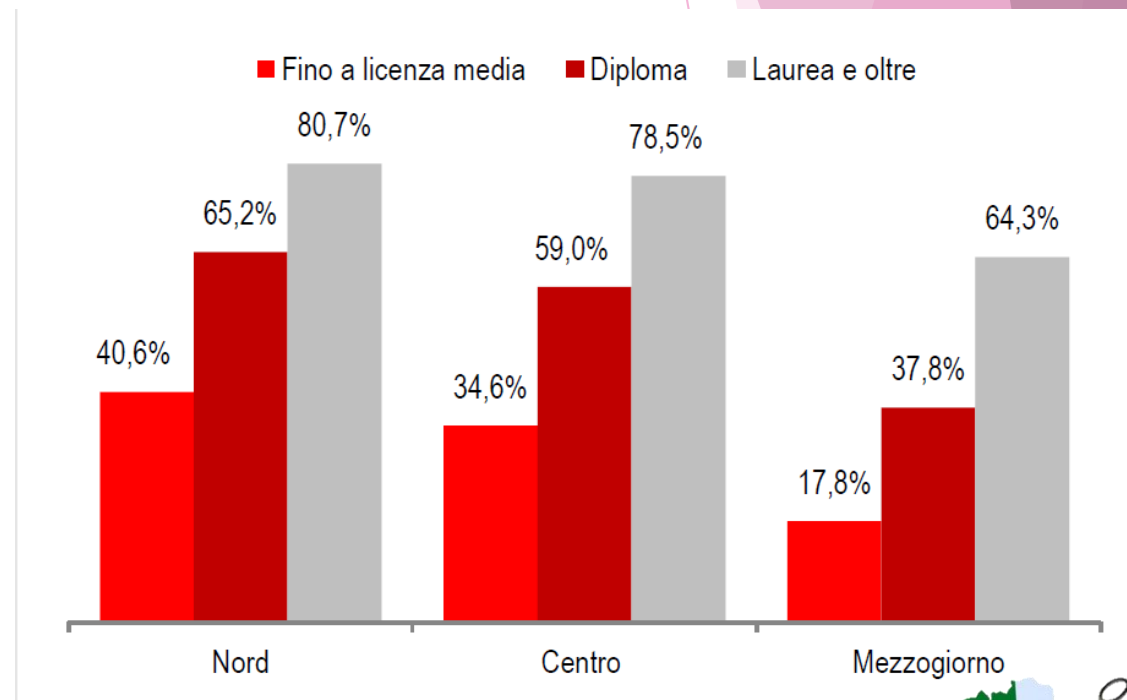
# Gender inequality



Employment rate 15-64 years per sex and education level



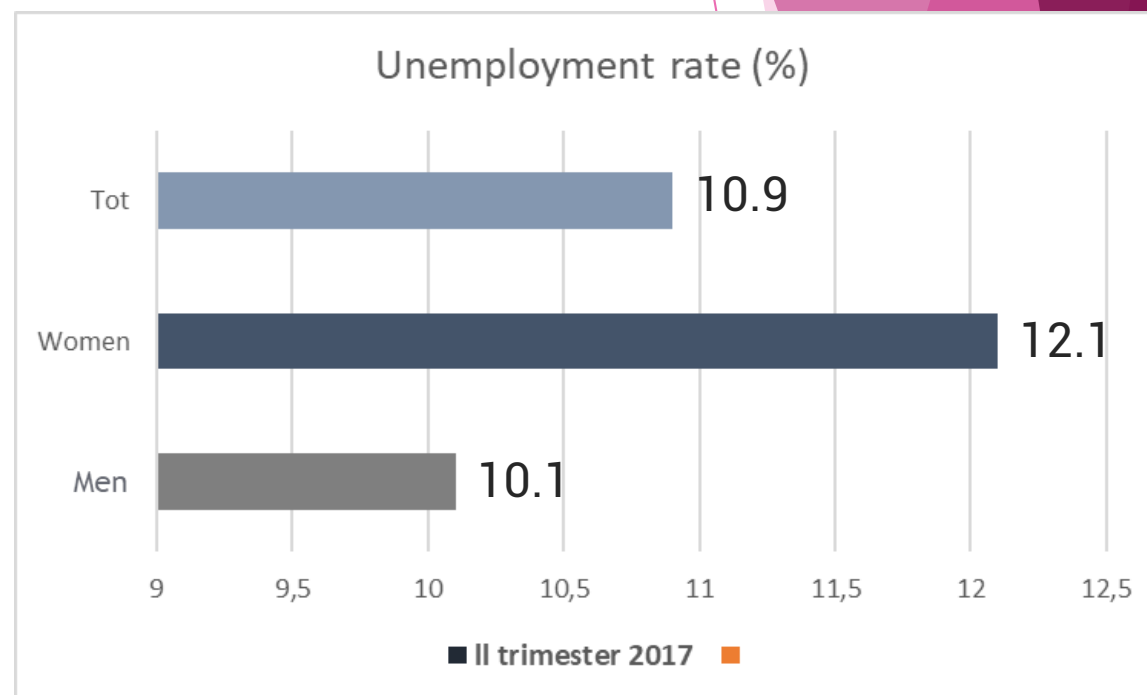
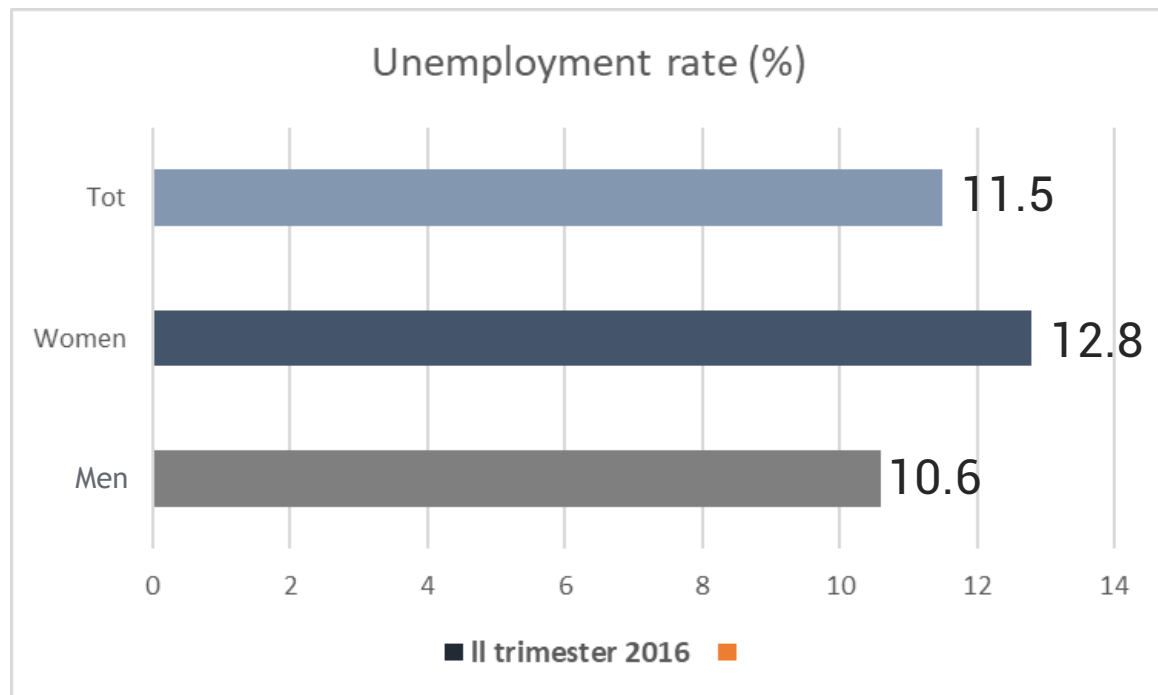
Rate of employment of women 15-64 per title of study and distribution



# Gender inequality



## Unemployment rate 15-64 years and per sex



### Results:

- The unemployment rate dropped by 0.6 points to 10.9%
- Decrease in the unemployment rate of women (-0.6 than 2016)
- Decrease in the unemployment rate of men (-0.5 than 2016)
- Gap between women and men of 2 points (-0.2 than 2016)



# Gender inequality



Unemployment rate for sex, geographical distribution and age class.  
II quarter of 2017

| CARATTERISTICHE         | Tasso di disoccupazione (%) |             |             | Variazioni in punti percentuali su II trim. 2016 |             |             |
|-------------------------|-----------------------------|-------------|-------------|--|-------------|-------------|
|                         | Maschi e femmine            | Maschi      | Femmine     | Maschi e femmine                                 | Maschi      | Femmine     |
| <b>Totale</b>           | <b>10,9</b>                 | <b>10,1</b> | <b>12,1</b> | <b>-0,6</b>                                      | <b>-0,5</b> | <b>-0,7</b> |
| <b>RIPARTIZIONE</b>     |                             |             |             |  |             |             |
| Nord                    | 6,6                         | 5,6         | 7,8         | -0,9   | -0,9        | -0,8        |
| Centro                  | 9,7                         | 9,1         | 10,5        | -0,7   | -0,3        | -1,2        |
| Mezzogiorno             | 19,2                        | 17,5        | 21,9        | -0,1   | -0,1        | -0,2        |
| <b>CLASSE DI ETÀ</b>    |                             |             |             |  |             |             |
| 15-34 anni              | 20,8                        | 19,3        | 22,8        | -0,6   | -1,0        | -0,1        |
| 15-24 anni              | 34,2                        | 33,2        | 35,7        | -1,3   | -1,9        | -0,5        |
| 25-34 anni              | 16,7                        | 14,9        | 19,1        | -0,2   | -0,5        | 0,2         |
| 35-49 anni              | 9,1                         | 8,0         | 10,4        | -0,6   | -0,3        | -1,0        |
| 50-64 anni              | 5,9                         | 6,0         | 5,8         | -0,3   | -0,3        | -0,3        |
| <b>CITTADINANZA</b>     |                             |             |             |  |             |             |
| Italiana                | 10,5                        | 9,8         | 11,5        | -0,6   | -0,6        | -0,7        |
| Straniera               | 14,6                        | 13,0        | 16,4        | -0,4   | 0,1         | -1,0        |
| <b>TITOLO DI STUDIO</b> |                             |             |             |  |             |             |
| Fino licenza media      | 15,3                        | 14,3        | 17,4        | -0,4   | -0,1        | -1,1        |
| Diploma                 | 10,0                        | 8,5         | 12,1        | -0,8   | -0,9        | -0,5        |
| Laurea e oltre          | 6,2                         | 5,0         | 7,1         | -0,1   | -0,1        | -0,2        |

Fonte: Rilevazione sulle forze di lavoro

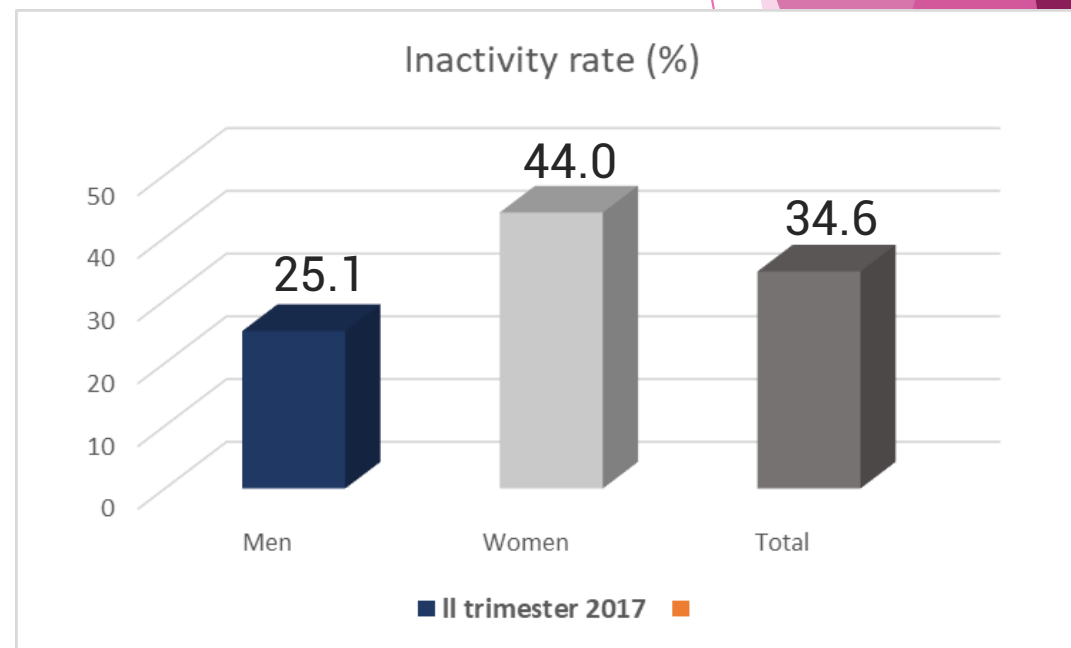
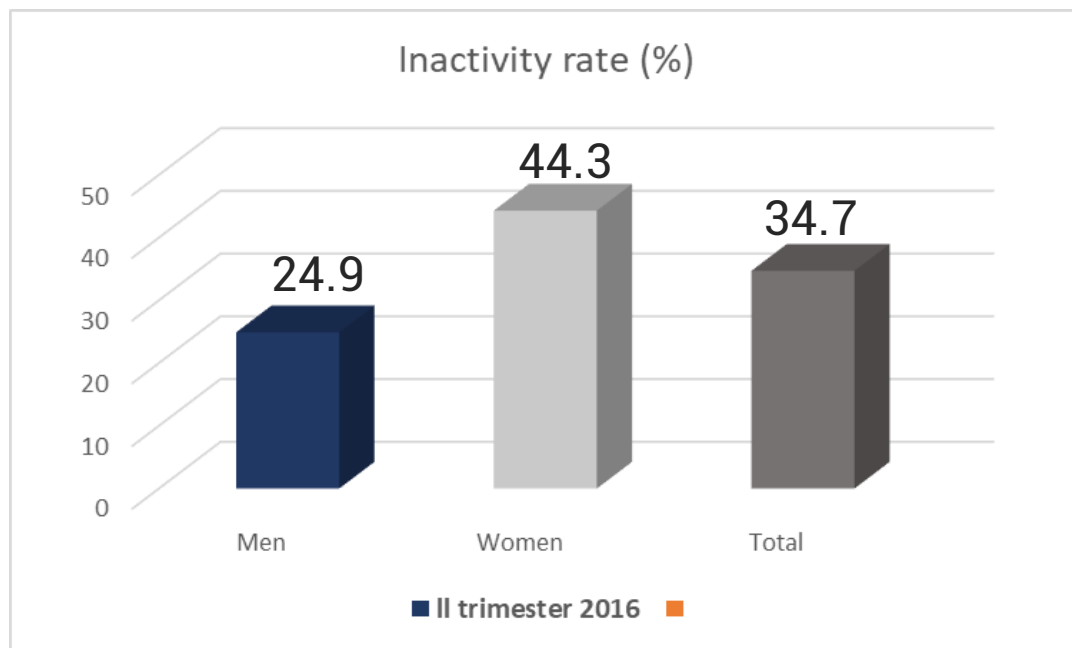
## Results:

- The decrease in unemployment rate regards almost exclusively the Centre-North;
- The decrease in unemployment rate regards especially individuals with less than 50 years (although it still remains very high especially among women);
- As the number of degrees increases, the gender gap is reduced, from a gap of 3.1 points for the average license to 2.1 for the graduation.

# Gender inequality



Inactivity rate 15-64 years per sex. II Quarter 2016-II Quarter 2017



## Results:

- Reduction of inactivity rate (-0.1 than 2016);
- Considerable gap between men and women of 18.9 points (-0.5 than 2016);
- Decrease in the inactivity rate of women (-0.3 than 2016);
- Increase in the inactivity rate of men (+0.2 than 2016).

# Gender inequality



Inactivity rate for sex, geographical distribution and age class. II quarter of 2017

| CARATTERISTICHE         | Tasso di inattività (%) |             |             | Variazioni in punti percentuali su II trim. 2016 |            |             |
|-------------------------|-------------------------|-------------|-------------|--|------------|-------------|
|                         | Maschi e femmine        | Maschi      | Femmine     | Maschi e femmine                                 | Maschi     | Femmine     |
| <b>Totale</b>           | <b>34,6</b>             | <b>25,1</b> | <b>44,0</b> | <b>-0,1</b>                                      | <b>0,2</b> | <b>-0,3</b> |
| <b>RIPARTIZIONE</b>     |                         |             |             |  |            |             |
| Nord                    | 28,3                    | 21,1        | 35,5        | 0,0  | 0,2        | -0,2        |
| Centro                  | 30,4                    | 22,9        | 37,8        | 0,1  | 1,0        | -0,6        |
| Mezzogiorno             | 45,1                    | 31,5        | 58,5        | -0,2   | -0,3       | -0,2        |
| <b>CLASSE DI ETÀ</b>    |                         |             |             |  |            |             |
| 15-34 anni              | 48,7                    | 42,8        | 54,8        | 0,3  | 0,8        | -0,2        |
| 15-24 anni              | 74,5                    | 71,2        | 78,0        | 1,1  | 1,2        | 1,0         |
| 25-34 anni              | 26,0                    | 17,3        | 34,8        | -0,6   | 0,3        | -1,4        |
| 35-49 anni              | 19,4                    | 8,5         | 30,2        | 0,0  | -0,2       | 0,3         |
| 50-64 anni              | 36,8                    | 24,7        | 48,3        | -0,8   | -0,3       | -1,3        |
| <b>CITTADINANZA</b>     |                         |             |             |  |            |             |
| Italiana                | 35,2                    | 25,9        | 44,6        | 0,0  | 0,3        | -0,3        |
| Straniera               | 29,2                    | 17,2        | 39,6        | -0,8   | -1,1       | -0,6        |
| <b>TITOLO DI STUDIO</b> |                         |             |             |  |            |             |
| Fino licenza media      | 48,7                    | 35,1        | 63,6        | 0,0  | 0,0        | 0,1         |
| Diploma                 | 28,0                    | 18,9        | 37,2        | 0,4  | 0,5        | 0,5         |
| Laurea e oltre          | 16,0                    | 12,4        | 18,5        | -0,2   | 0,7        | -1,0        |

Fonte: Rilevazione sulle forze di lavoro

Source: *Il Mercato Del Lavoro*. II Trimestre 2017 Istat

## Results:

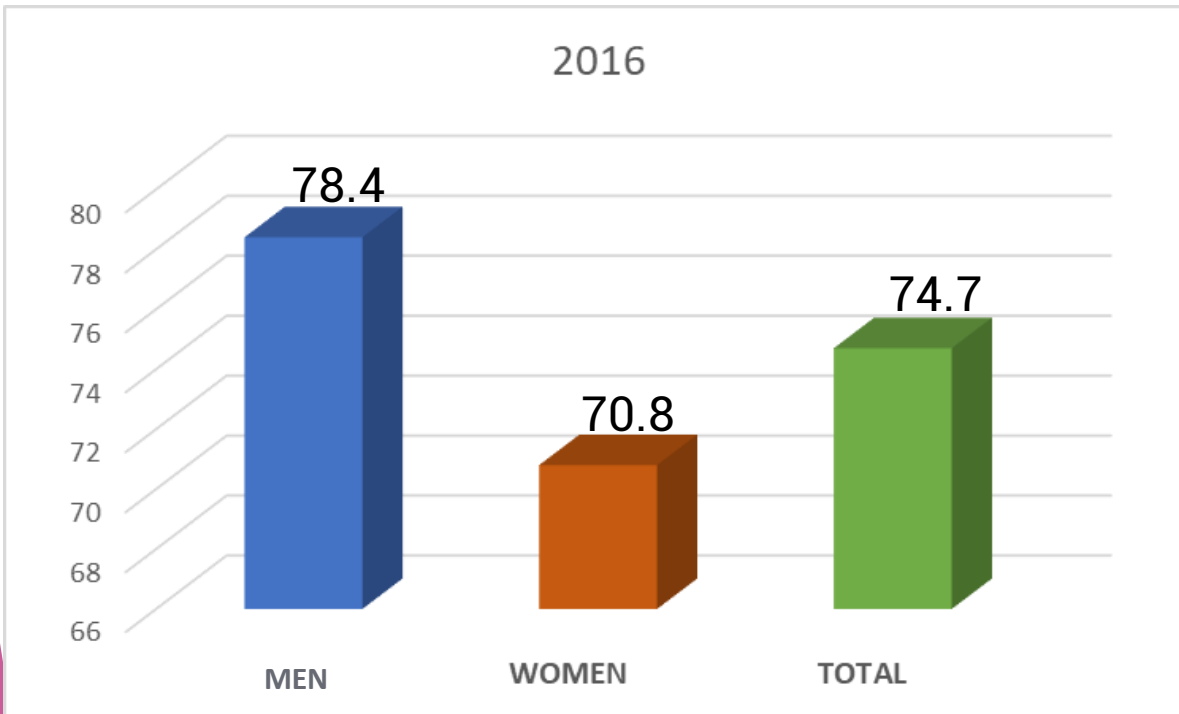
- Considerable gap between Women and Men (18.9 points);
- Considerable gap between Women and Men by geographical distribution (27 points in south);
- The south is characterized by the highest share of female inactivity rate 58.5%;
- Considerable gap between Men and Women by age class (23.6 points in the class 50-64).



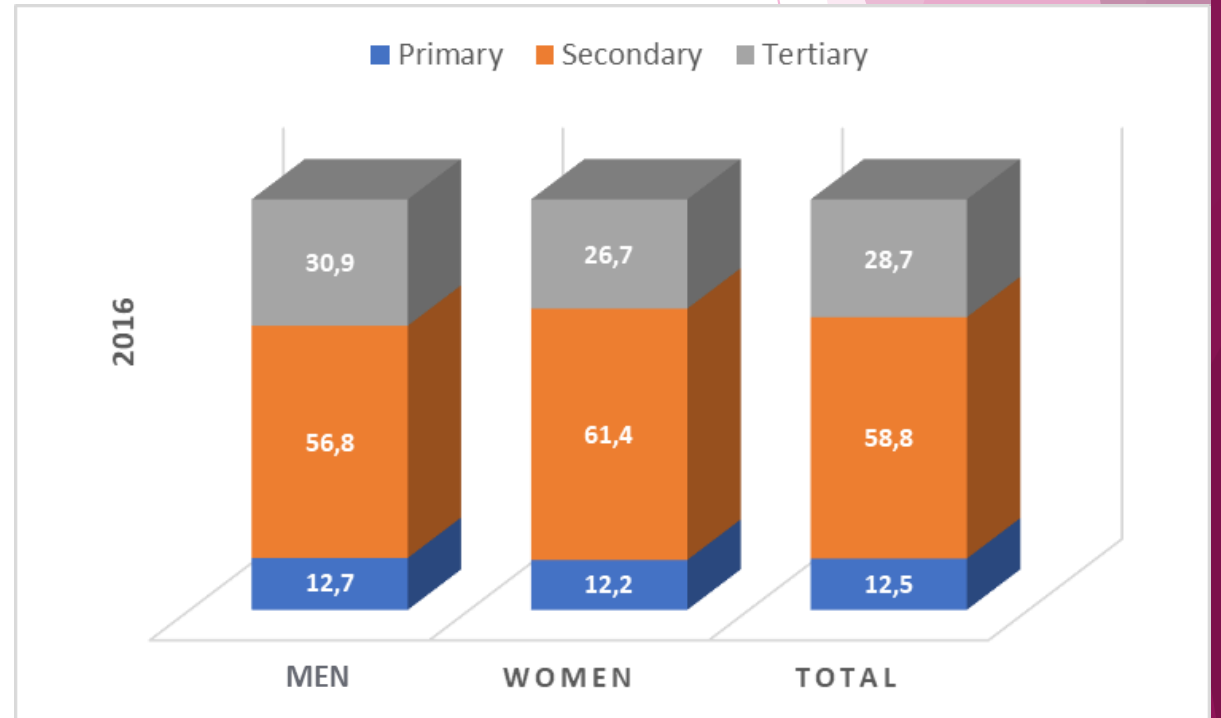
# Gender inequality



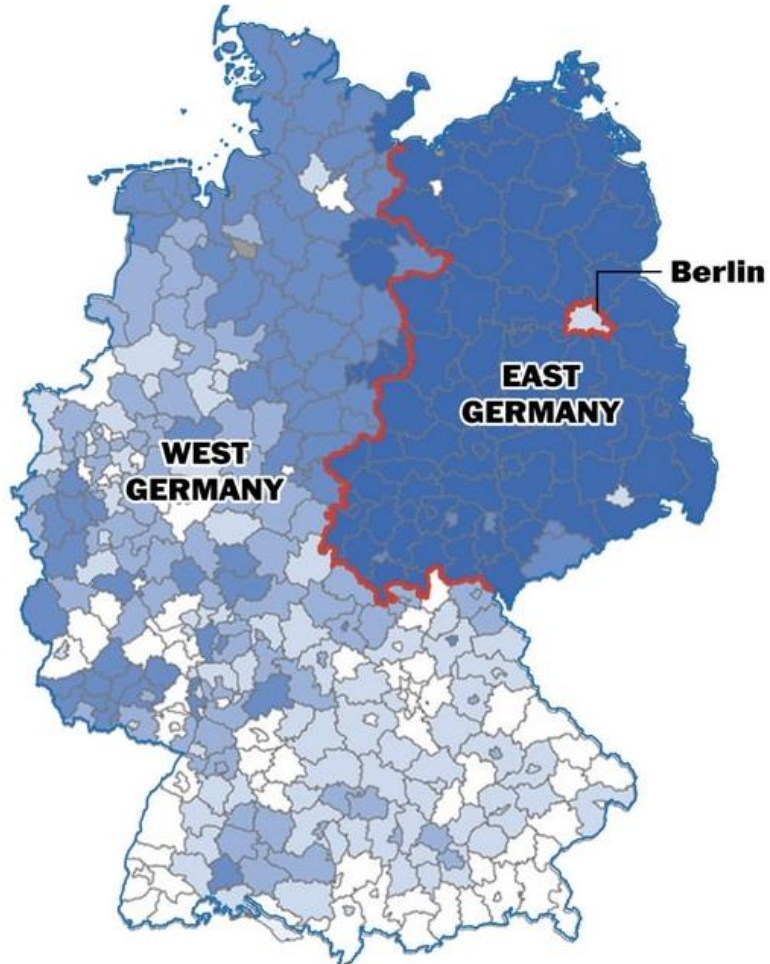
Employment and activity rate 15-64 years per sex



Employment and activity rate 15-64 years per sex and education level



# Gender inequality



## Employment rate of women by geographical distribution:

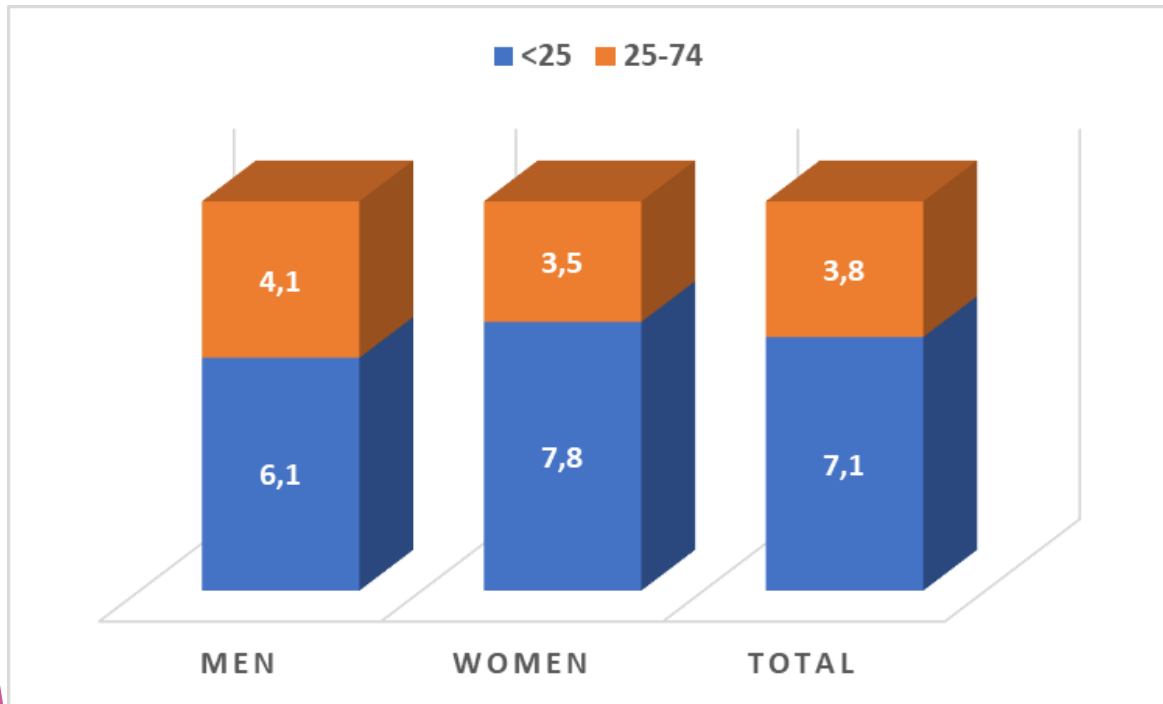
After the fall of the Berlin Wall in 1990, the female employment rate in **East Germany** in 1991 was much higher compared to **West Germany**. Since then, the differences have decreased substantially because female employment rates have fallen in East Germany and increased in West Germany.

Although East German women between 30 and 60 years are still more likely to be employed, the differences with their West German counterparts are much smaller now.

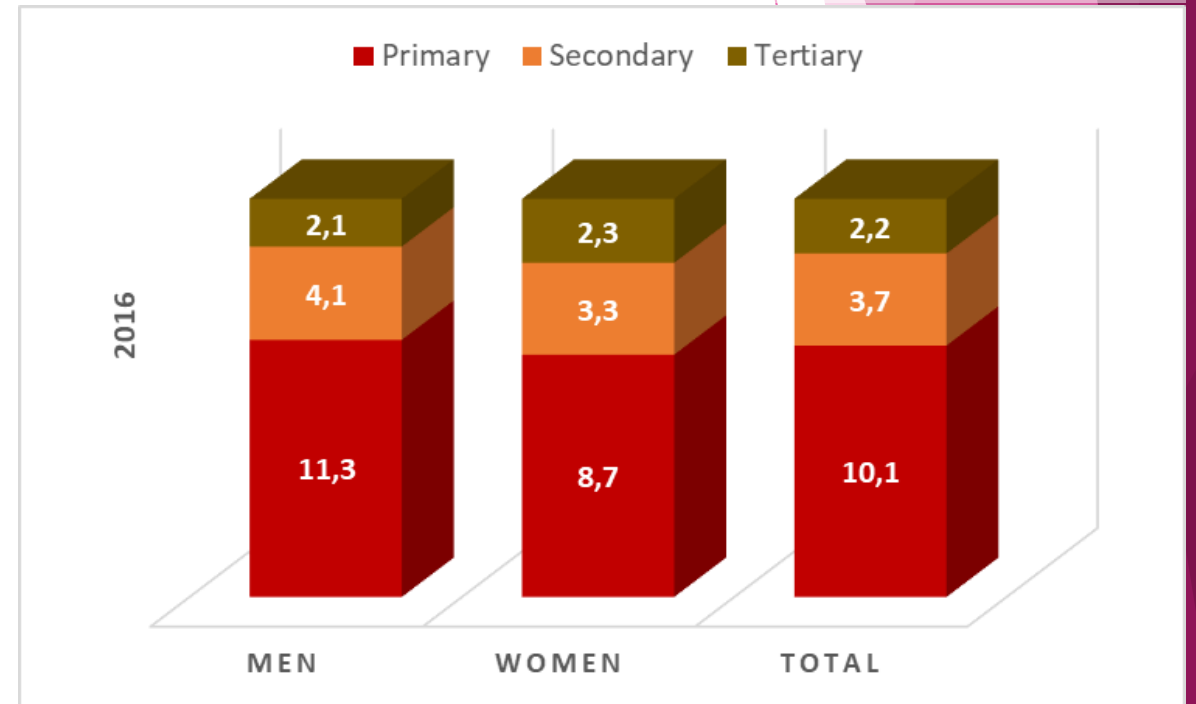
# Gender inequality



Unemployment rate per years and per sex



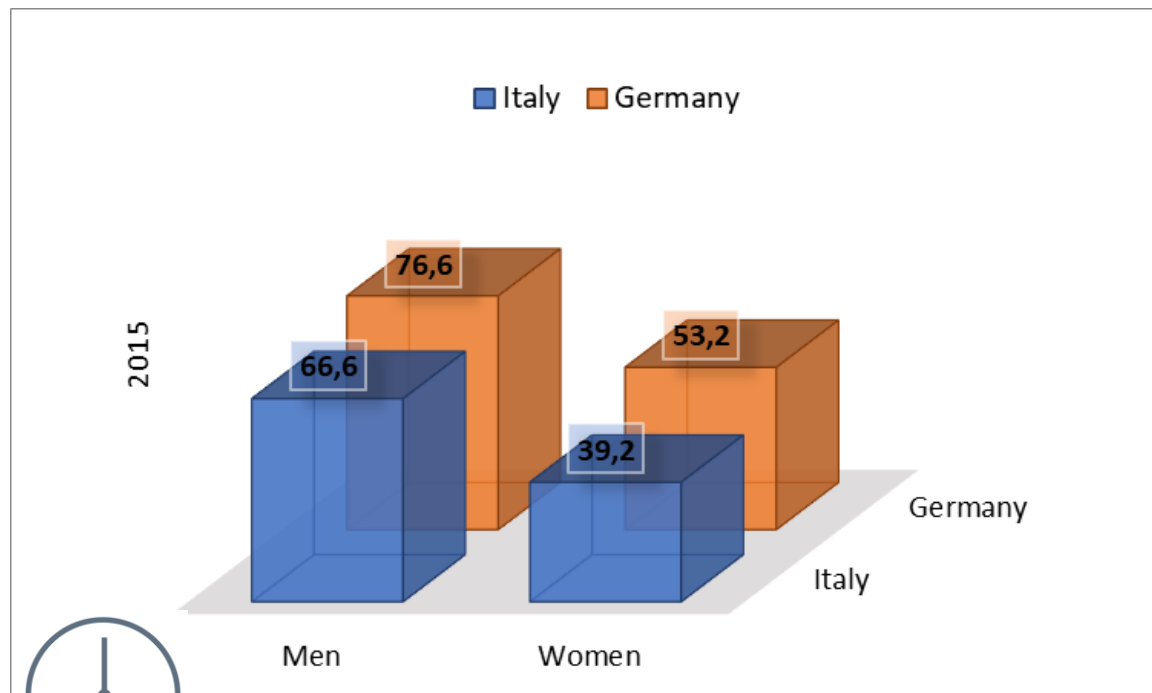
Unemployment rate 15-74 years per sex and education level



# Gender inequality

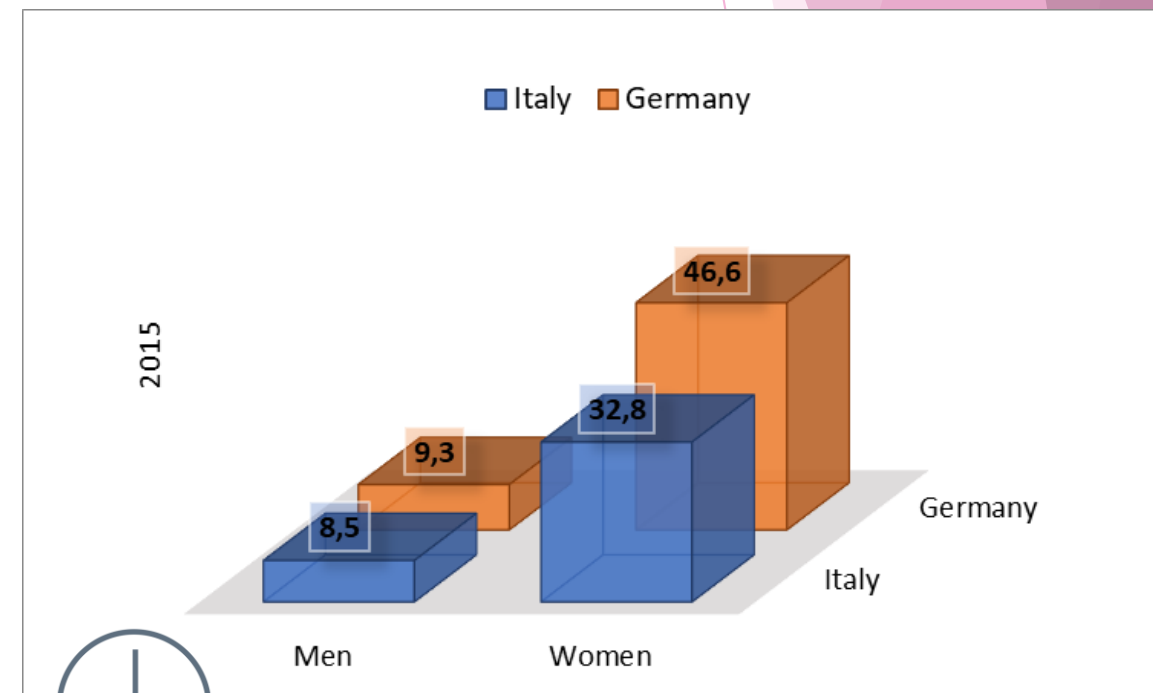


## Full time rate in Europe – Italy and Germany



Full time jobs

## Part-time rate 15-64 in Europe-Italy and Germany



Part time jobs

# Gender inequality



## Gender pay gap

The gender pay gap is the difference between women's and men's weekly full-time equivalent earnings, expressed as a percentage of men's earnings. The gender pay gap is influenced by a number of interrelated work, family and societal factors, including stereotypes about the work women and men 'should' do, and the way women and men 'should' engage in the workforce.

Other factors that contribute to the gender pay gap include:



Why not?



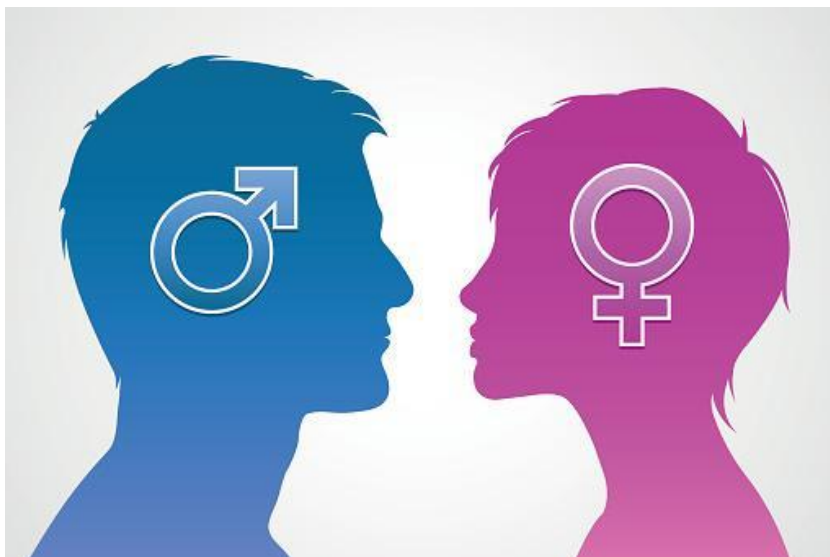
1. Women and men working in different industries (industrial segregation) and different jobs (occupational segregation). Historically, female-dominated industries and jobs have attracted lower wages than male-dominated industries and jobs.
2. A lack of women in senior positions, and a lack of part-time or flexible senior roles. Women are more likely than men to work part-time or flexibly because they still undertake most of society's unpaid caring work and may find it difficult to access senior roles
3. Women's more precarious attachment to the workforce (largely due to their unpaid caring responsibilities)
4. Differences in education, work experience and seniority
5. Discrimination, both direct and indirect.

# Gender inequality



## Gender pay gap

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### **SAME WORK, EQUAL RECOGNITION?**

Women have equal professionalism if not better than men, but they are often underestimated and make their career slower.

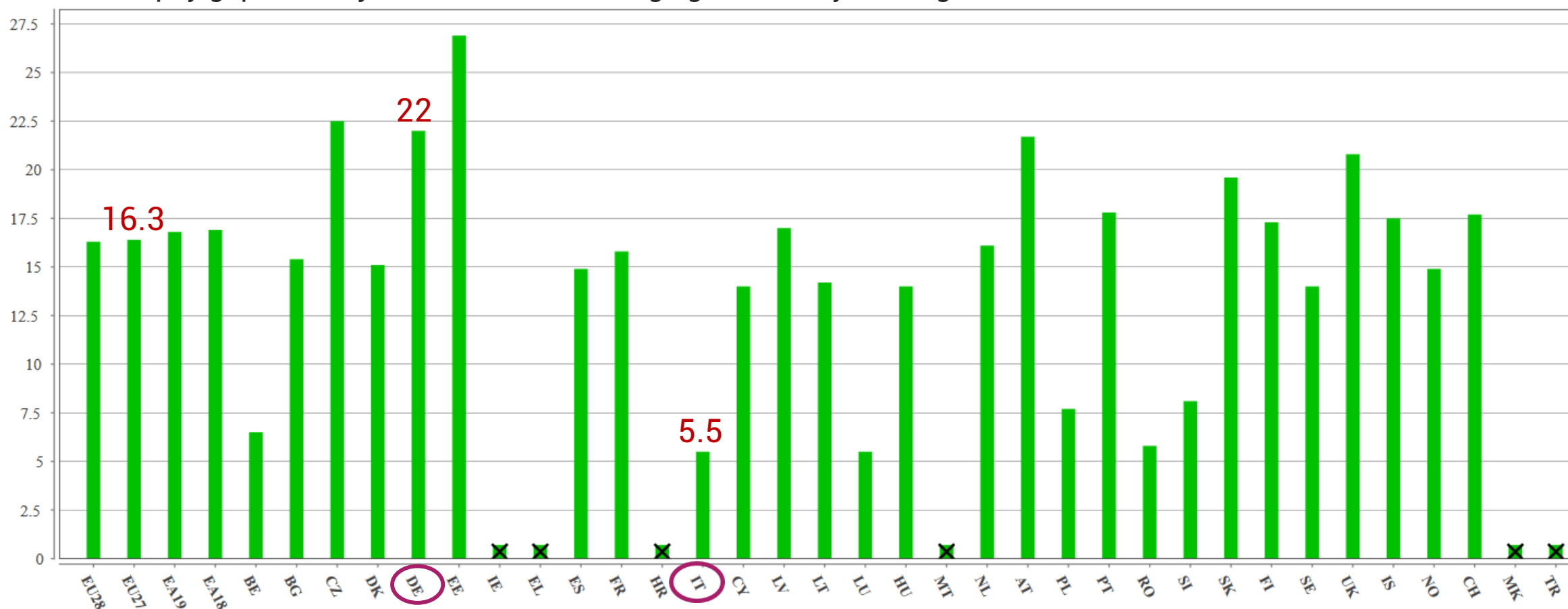
**In the EU, the wage gap is around 16%.**

# Gender inequality



## Gender pay gap

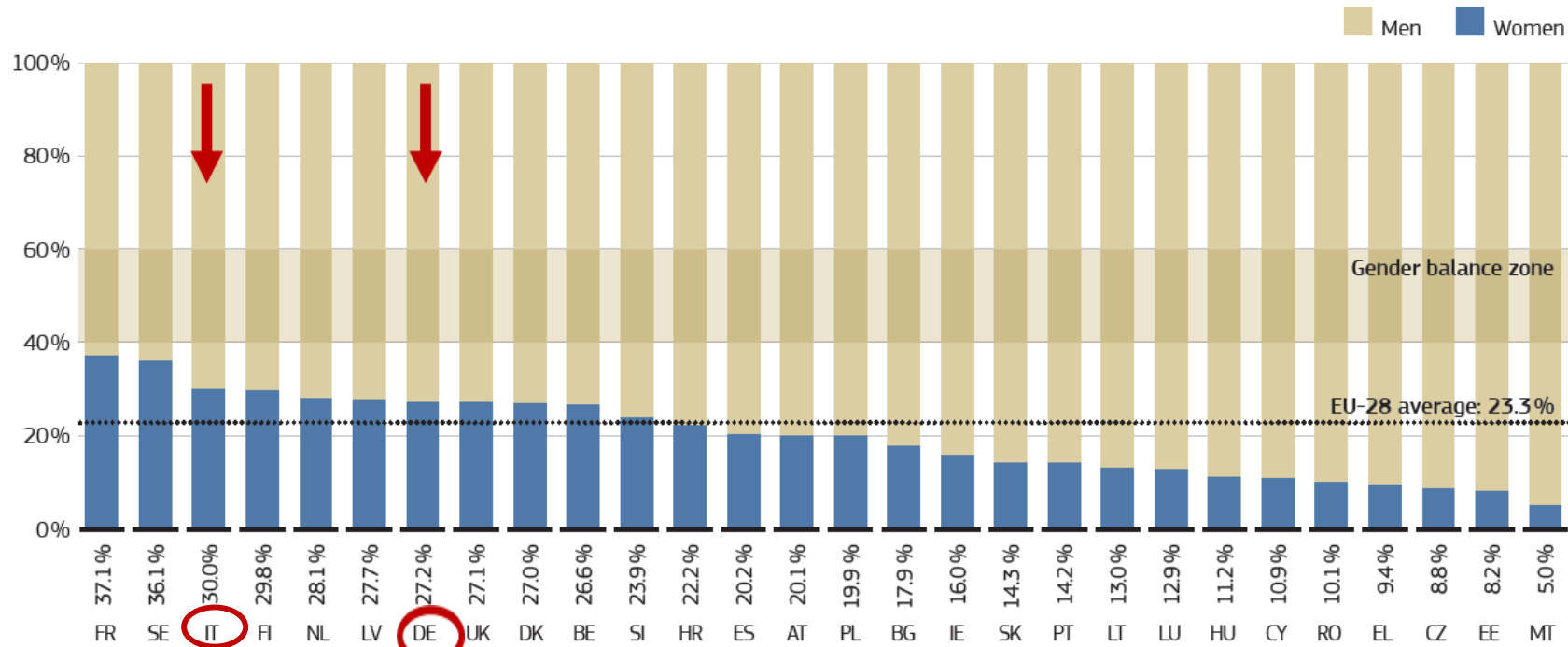
Gender pay gap in unadjusted form % of average gross hourly earnings of men. Year 2016.



# Gender inequality



■ Representation of women and men on the boards of large listed companies in the EU, April 2016



Source: EY

Board chairs



CEOs



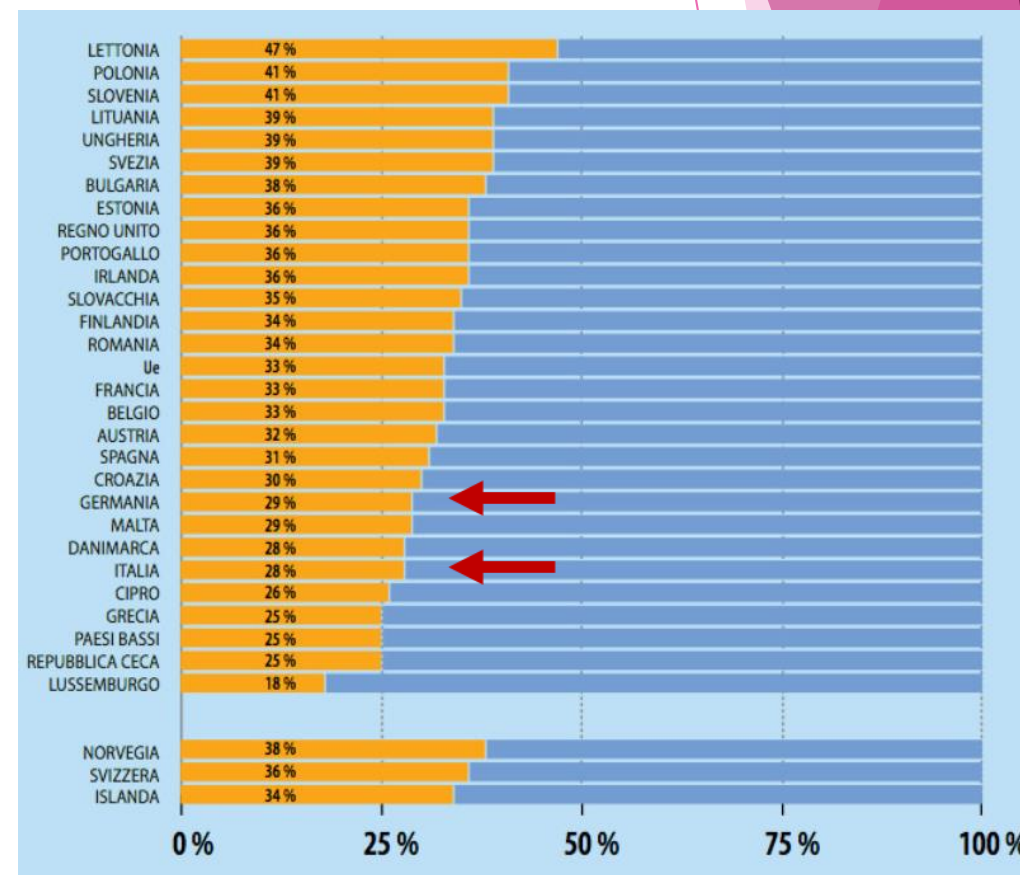
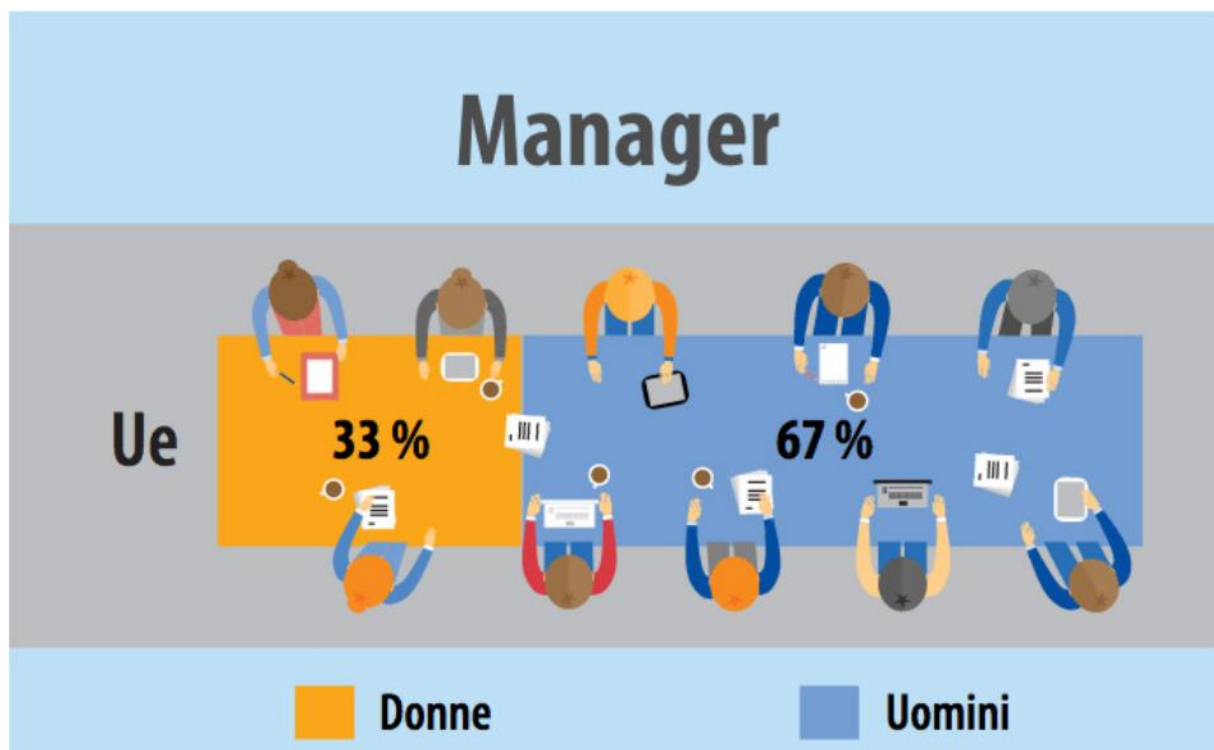
How many women and men are there in leadership positions across the Member States?



# Gender inequality



## Proportion of female and male employees who are managers

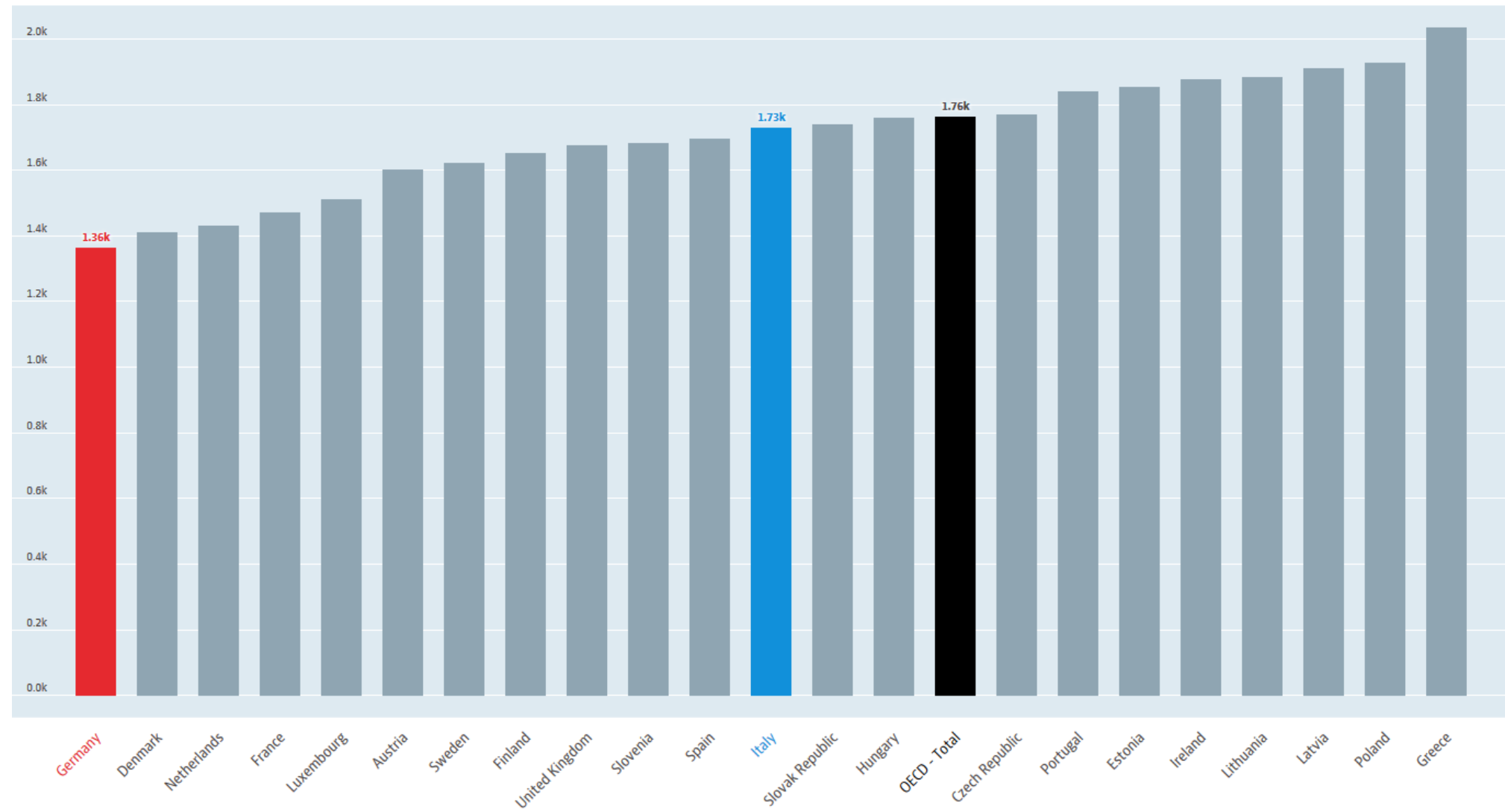


# Labour demand

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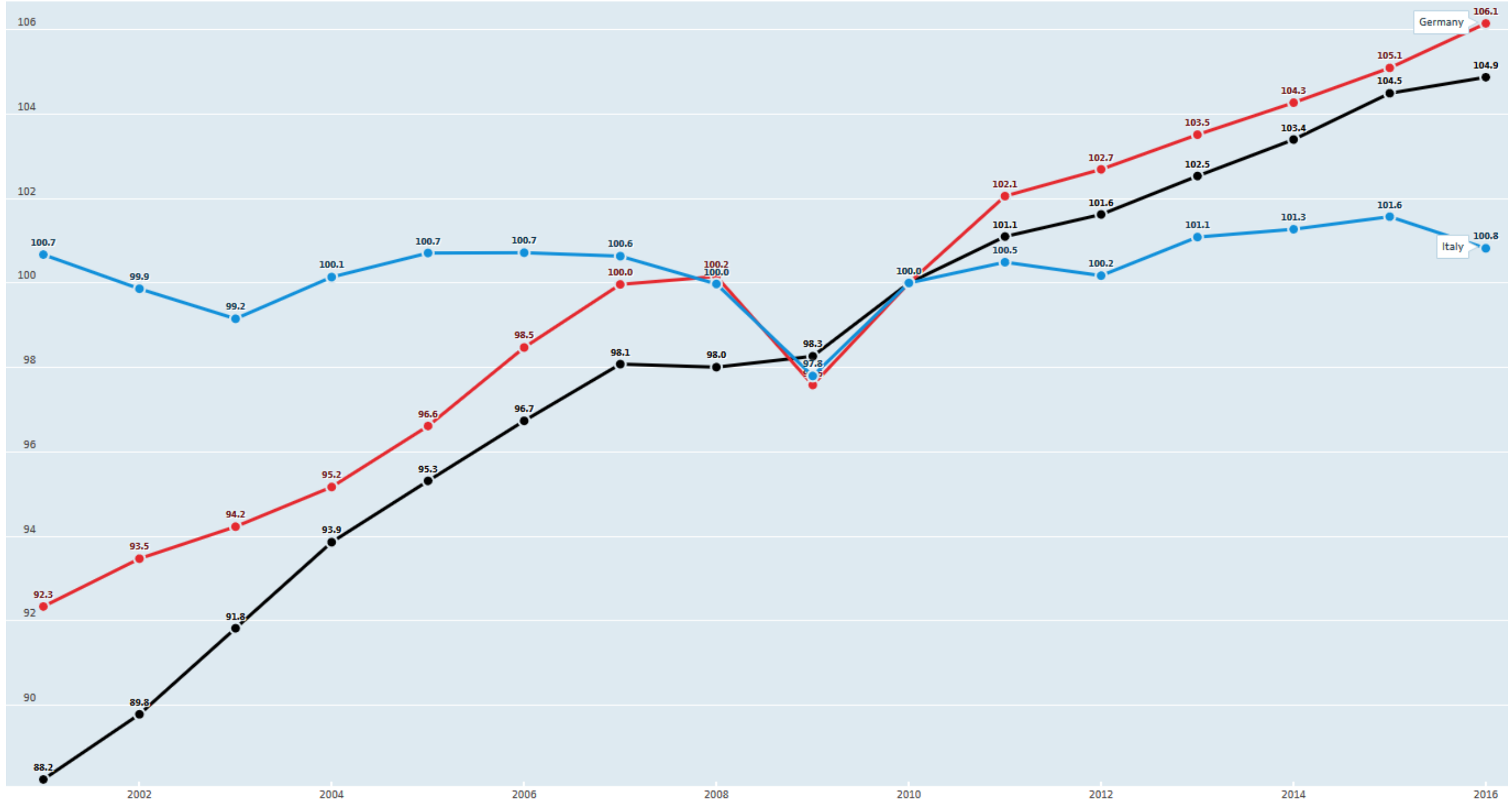
# Hours worked

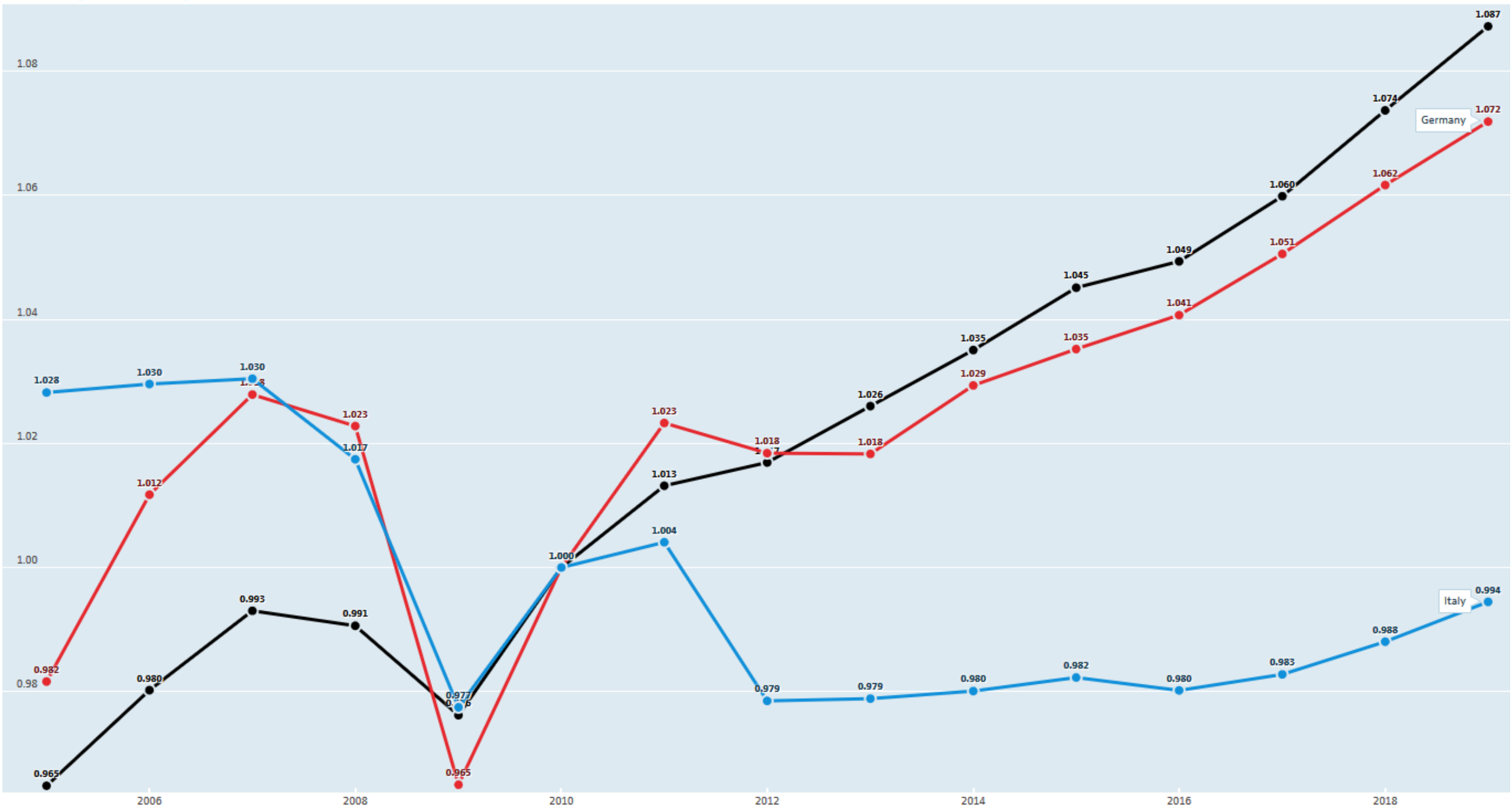
Hours worked Total, Hours/worker, 2016



# GDP per hour worked

Total, 2010=100, 2001 - 2016





# Hours worked and productivity

- ▶ In Germany hours worked are less than in Italy but their productivity is much higher.
- ▶ Productivity in German is higher than average productivity in OECD countries. Italy's productivity is less than average productivity in OECD countries.
- ▶ Forecast of productivity in Germany and Italy is positive.



# Skills on the labour market

## Germany

- ▶ Employment is forecast to fall from its 2014 peak;
- ▶ Most employment growth will be in business and other services;
- ▶ Most job opportunities, around 26%, will be professionals;
- ▶ More than 27% of the labour force will have high-level qualification.

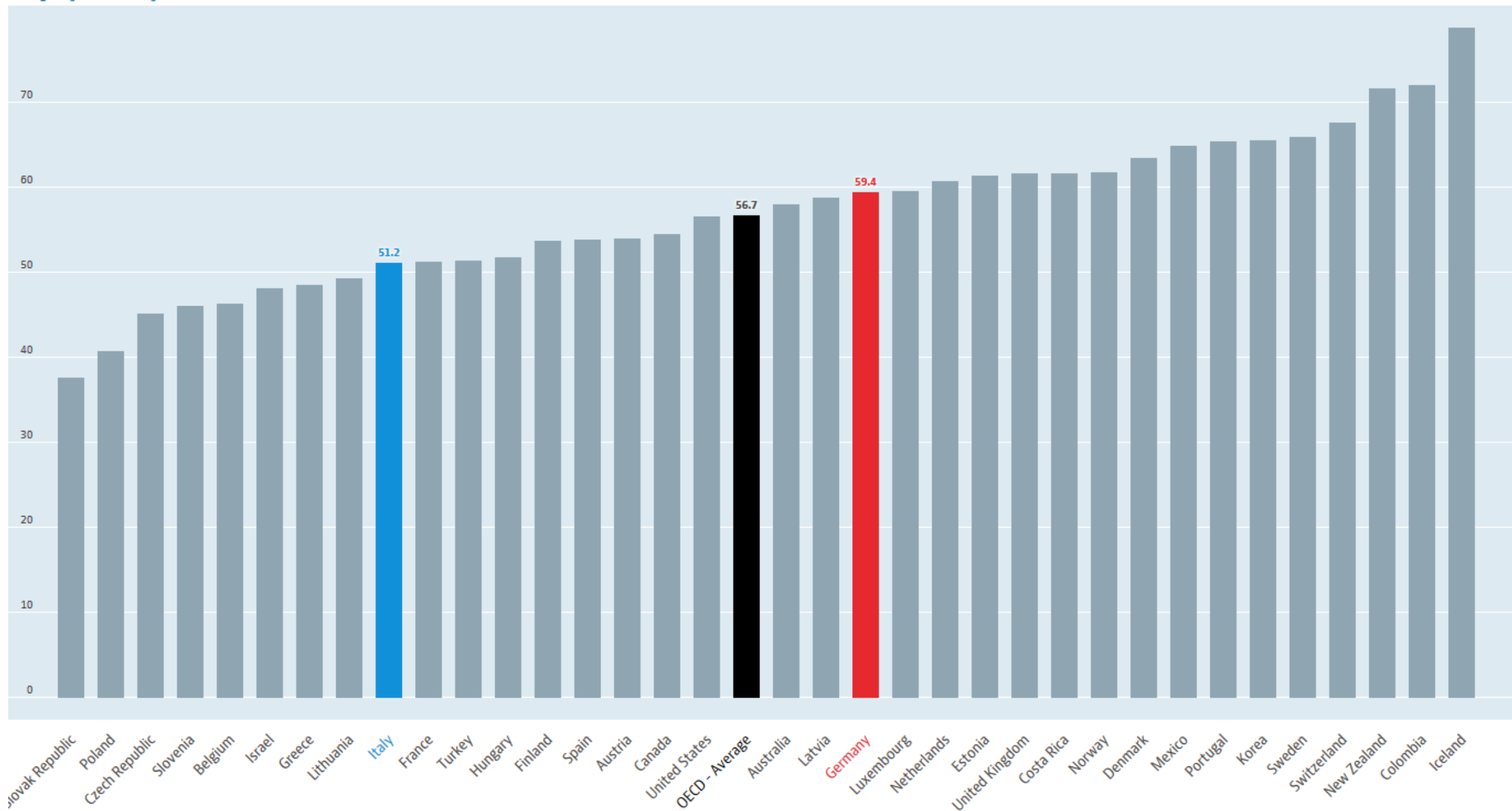
## Italy

- ▶ Employment is forecast to reach its pre-crisis 2008 level by 2020 and continue to increase;
- ▶ Most employment growth will be in business and other services;
- ▶ Most job opportunities, around 22%, will be professionals;
- ▶ Around 31% of the labour force will have high-level qualification.



# Employment by education level

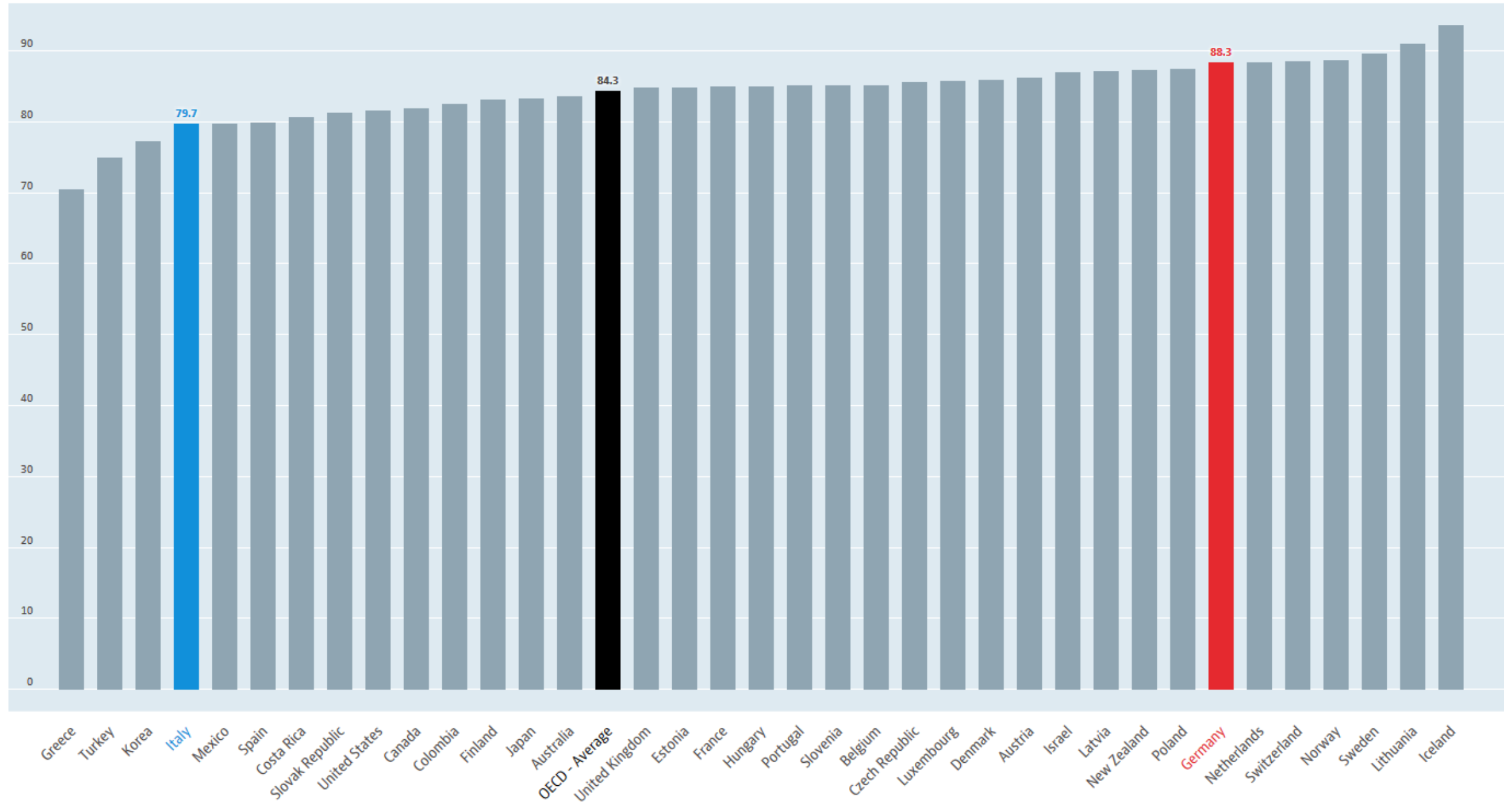
Below upper secondary, % of 25-64 year-olds , 2016





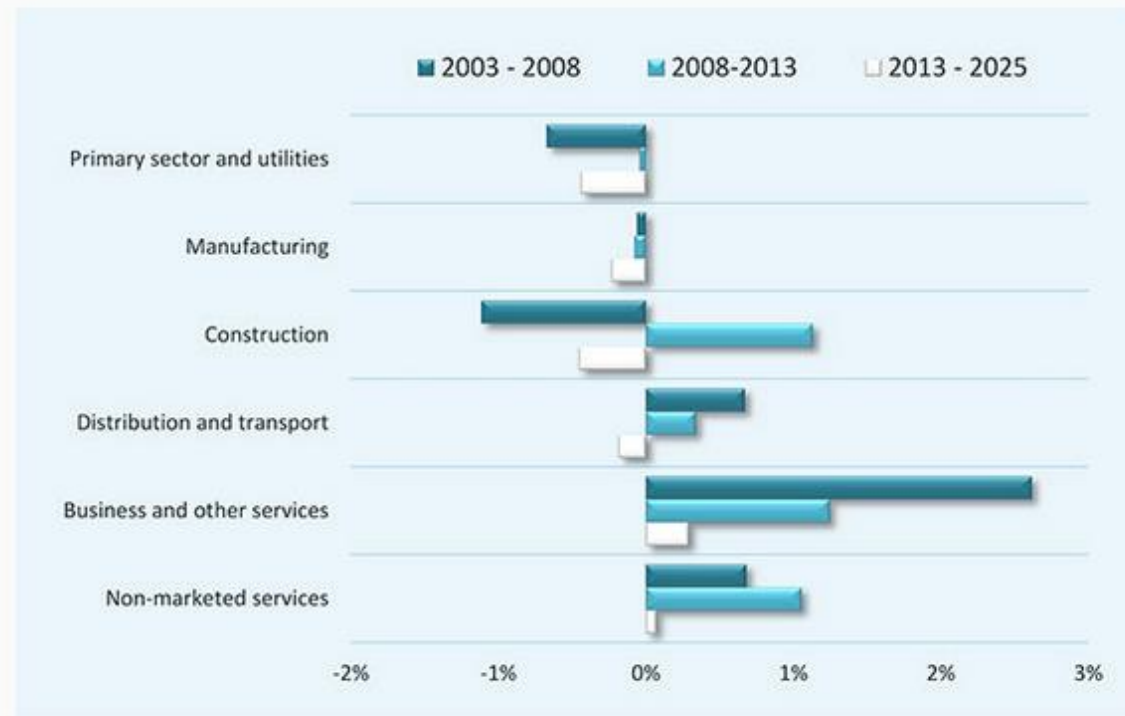
# Employment by education level

Tertiary, % of 25-64 year-olds , 2016



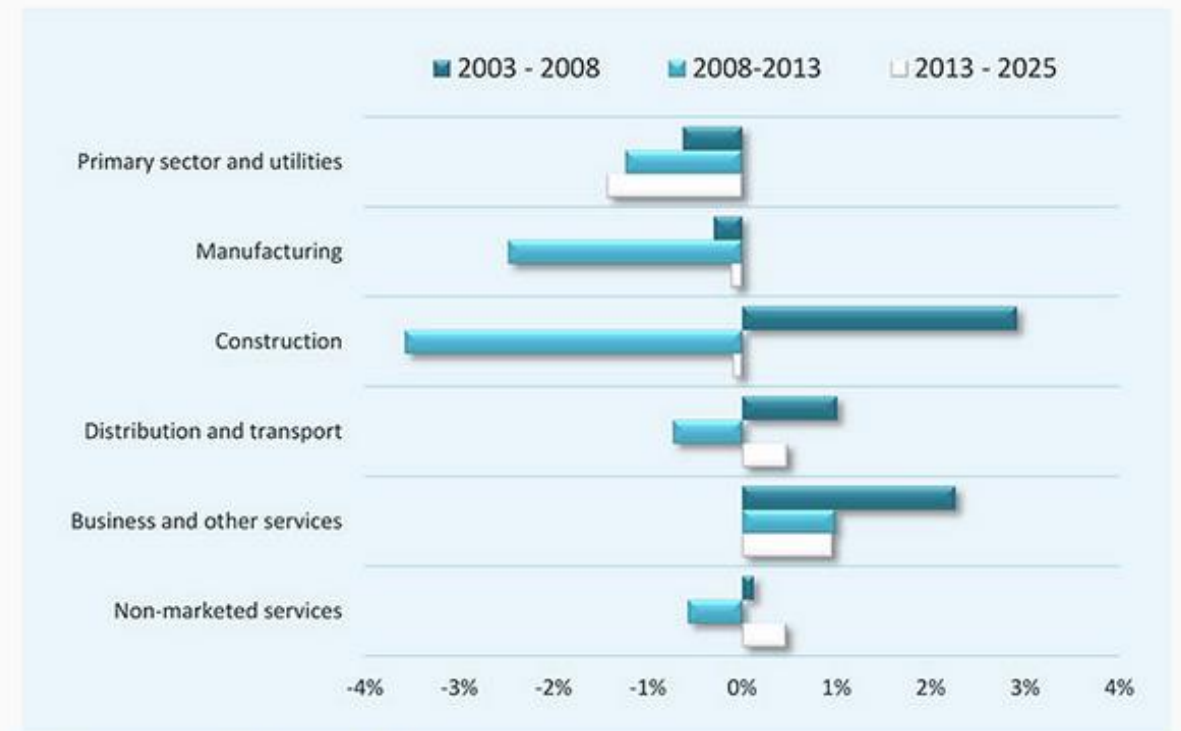
# Skills on the labour market

Figure 2 Employment trends by sector, average annual growth rate, 2003-25, Germany (%)



Source: Cedefop skills forecasts (2015)

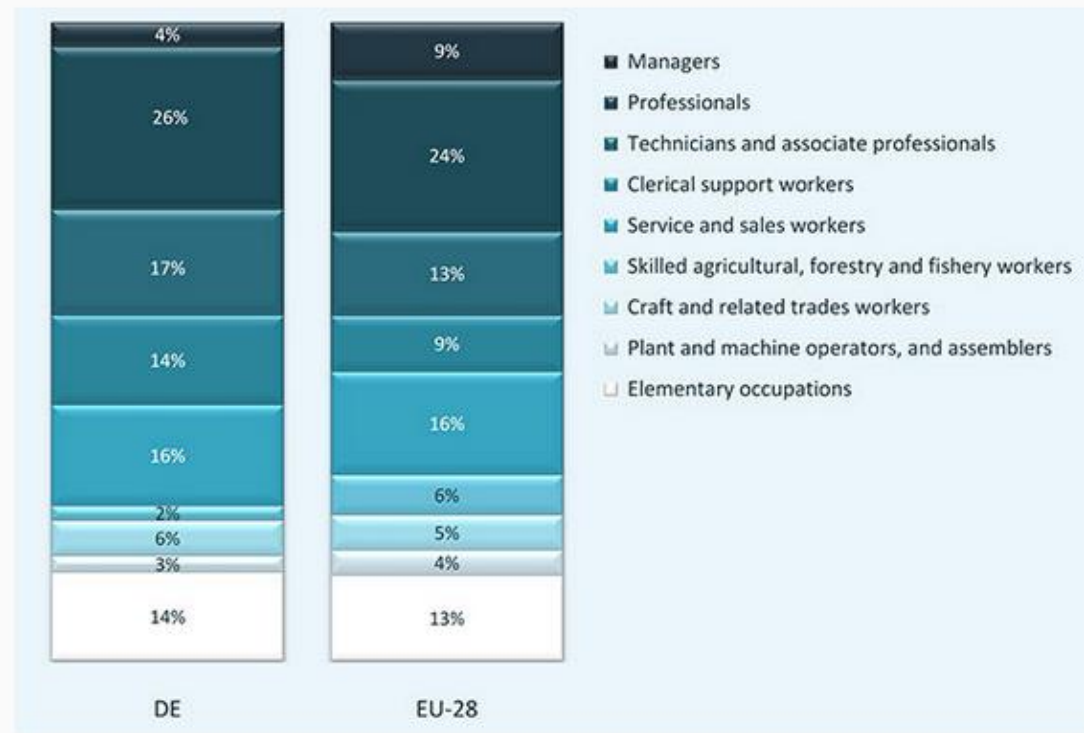
Figure 2 Employment trends by sector, average annual growth rate 2003-25, Italy (%)



Source: Cedefop skills forecasts (2015)

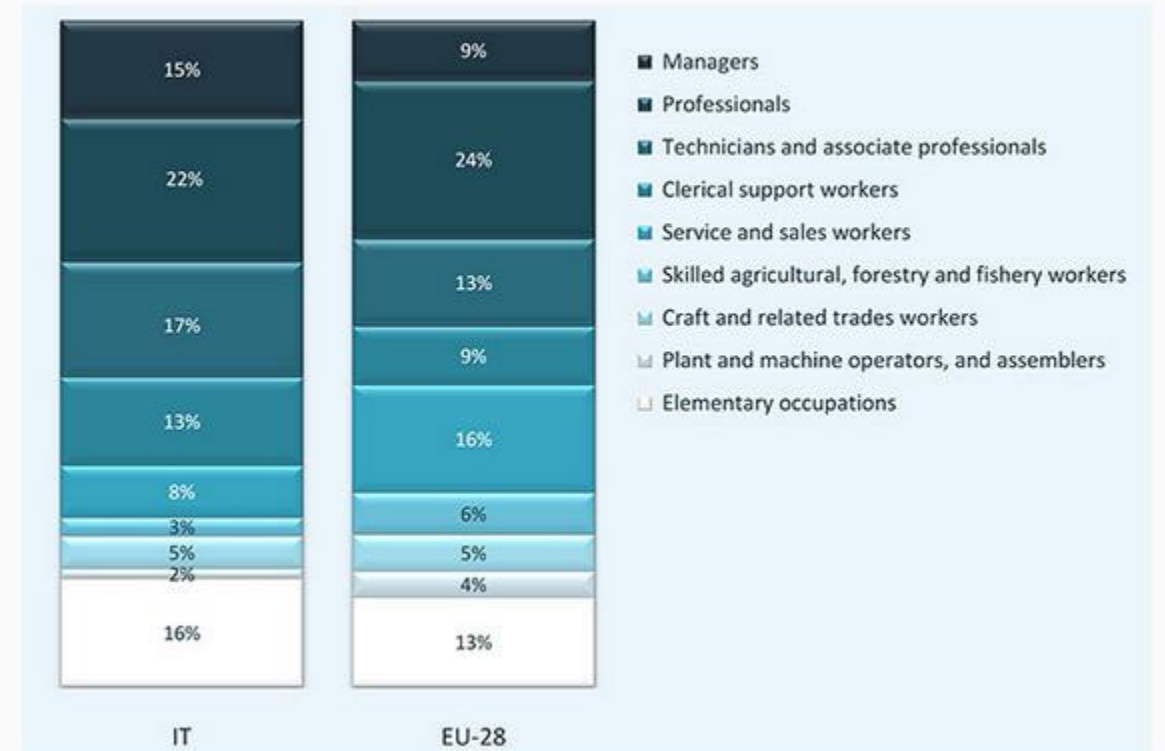
# Distribution of needed skills

Figure 3 Distribution of total job opportunities by occupation, 2013-25, Germany and the EU (%)



Source: Cedefop skills forecasts (2015)

Figure 3 Distribution of total job opportunities by occupation, 2013-25, Italy and the EU (%)

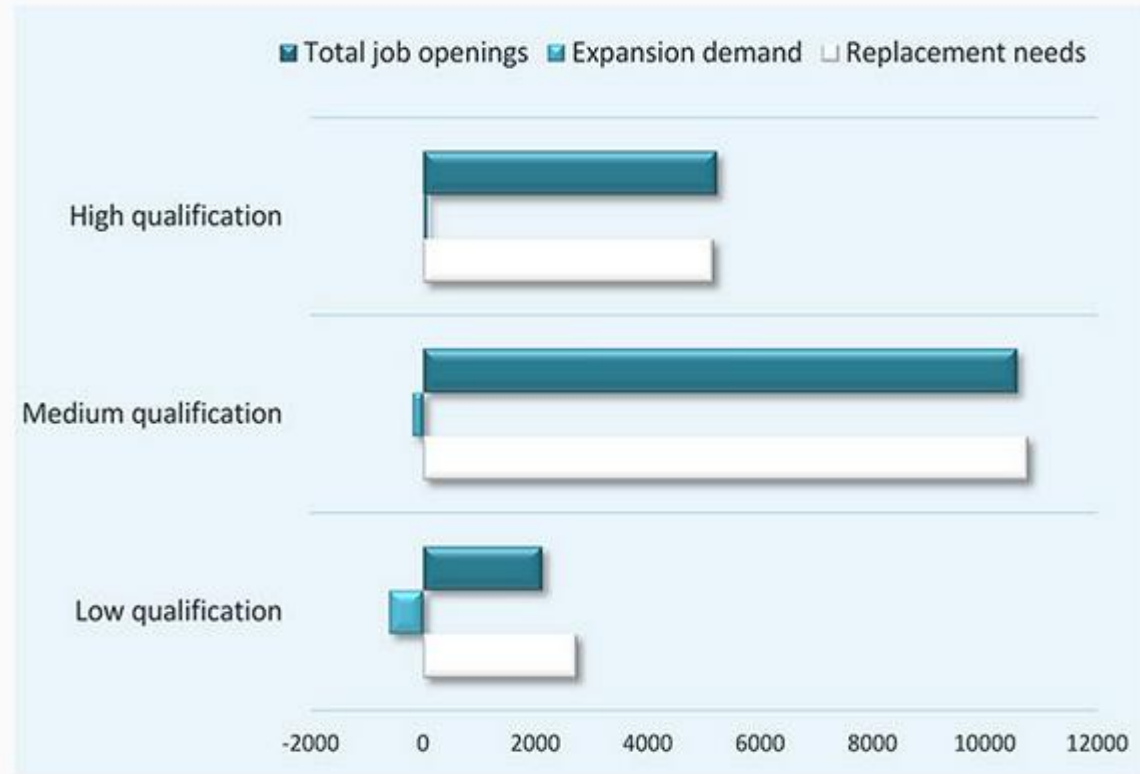


Source: Cedefop skills forecasts (2015)

# Distribution of needed skills

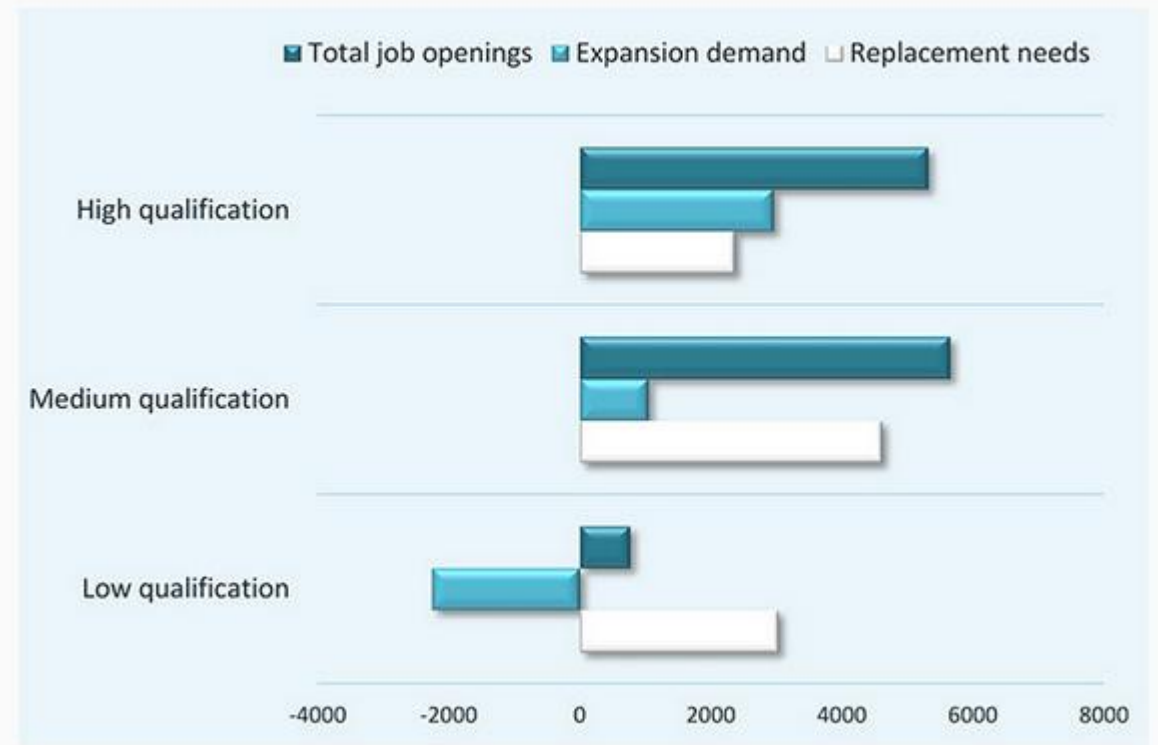


Figure 4 Total job opportunities by qualification, 2013-25, Germany (thousands)



Source: Cedefop skills forecasts (2015)

Figure 4 Total job opportunities by qualification, 2013-25, Italy (thousands)



Source: Cedefop skills forecasts (2015)

# Most popular job offer by sectors in 2017

## Germany

- ▶ Human health and social work activities;
- ▶ Other economic services;
- ▶ Wholesale and retail trade; maintenance and repair of motor vehicles.

## Italy

- ▶ Tourist services;
- ▶ Construction;
- ▶ Advanced services;
- ▶ Personal services.

Source: EURES; <https://ec.europa.eu/eures/public/en/homepage>

# Labour costs

## Labour costs

**Gross wages/earnings**

**Social contributions payable by the employer**

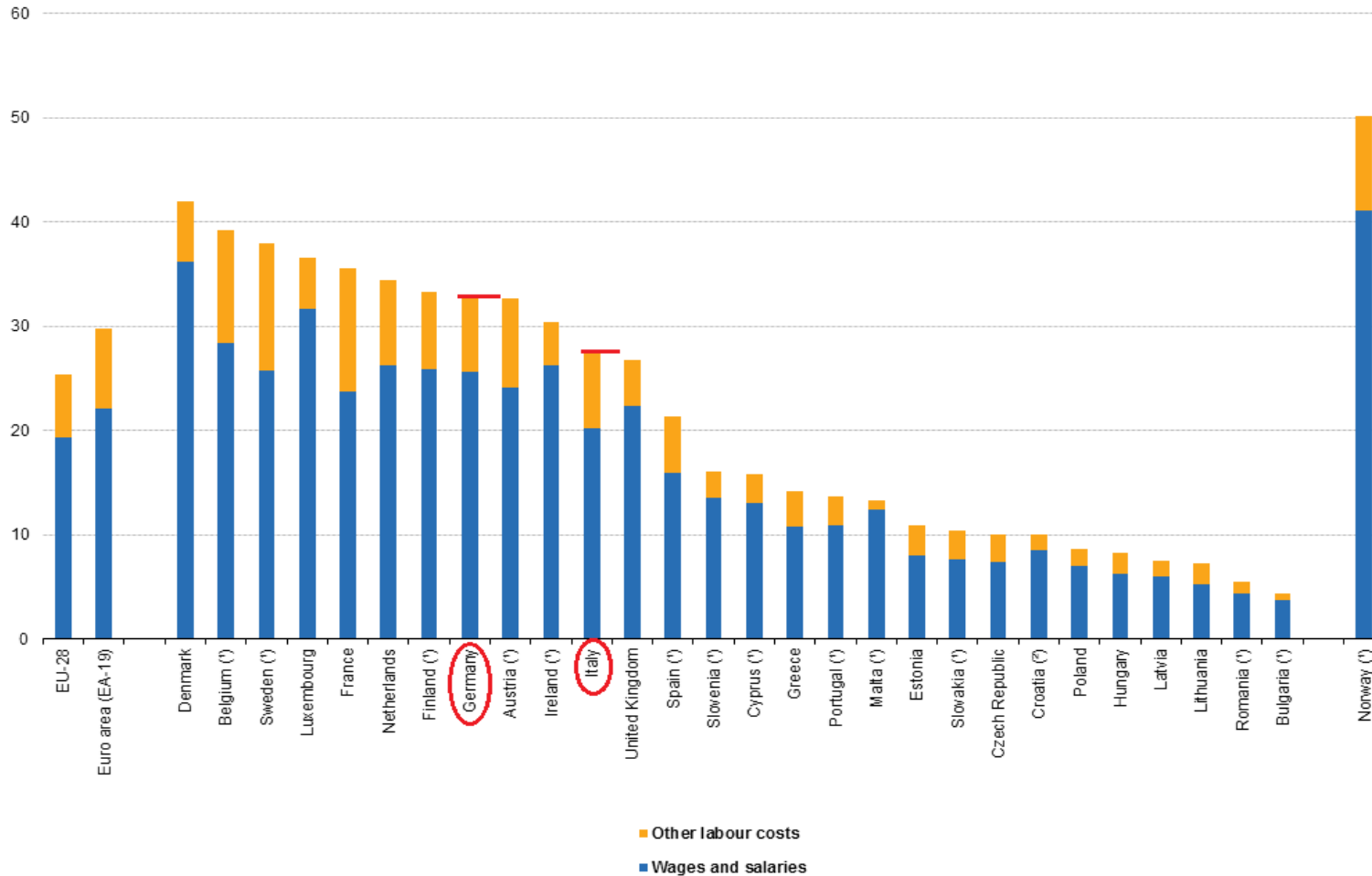
**Other costs:**  
a) Taxes (less subsidies) on labour;  
b) Training costs;  
c) Other costs (recruitment costs, working clothes provided by the employer etc.).

**Taxes**  
(e.g. income tax)

**Social contributions payable by the employee**

**Net earnings**  
(including family allowances)

# Estimated hourly labour costs 2016



|                   | Total labour cost | Wages and salaries | Other labour costs |
|-------------------|-------------------|--------------------|--------------------|
| EU-28             | 25,40             | 19,30              | 6,10               |
| Euro area (EA-19) | 29,80             | 22,10              | 7,70               |
| Germany           | 33,00             | 25,60              | 7,40               |
| Italy             | 27,80             | 20,20              | 7,60               |

Note: enterprises with 10 or more employees. NACE Rev. 2 Sections B to S excluding O. Provisional data.

(\*) Provisional.

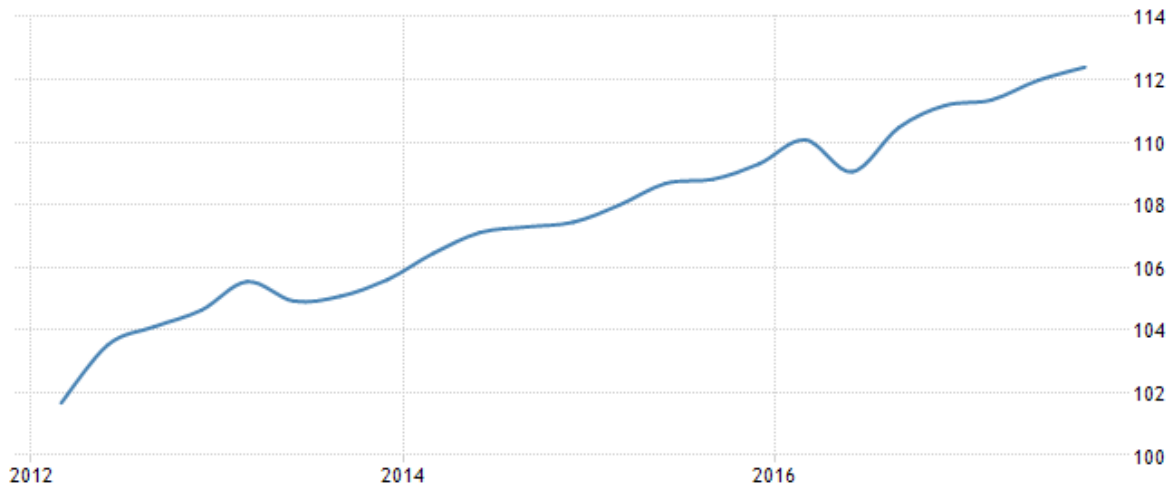
(\*) Estimates.

Source: Eurostat (online data code: lc\_lci\_lev)

Source: Eurostat; [http://ec.europa.eu/eurostat/statistics-explained/index.php/Hourly\\_labour\\_costs](http://ec.europa.eu/eurostat/statistics-explained/index.php/Hourly_labour_costs)

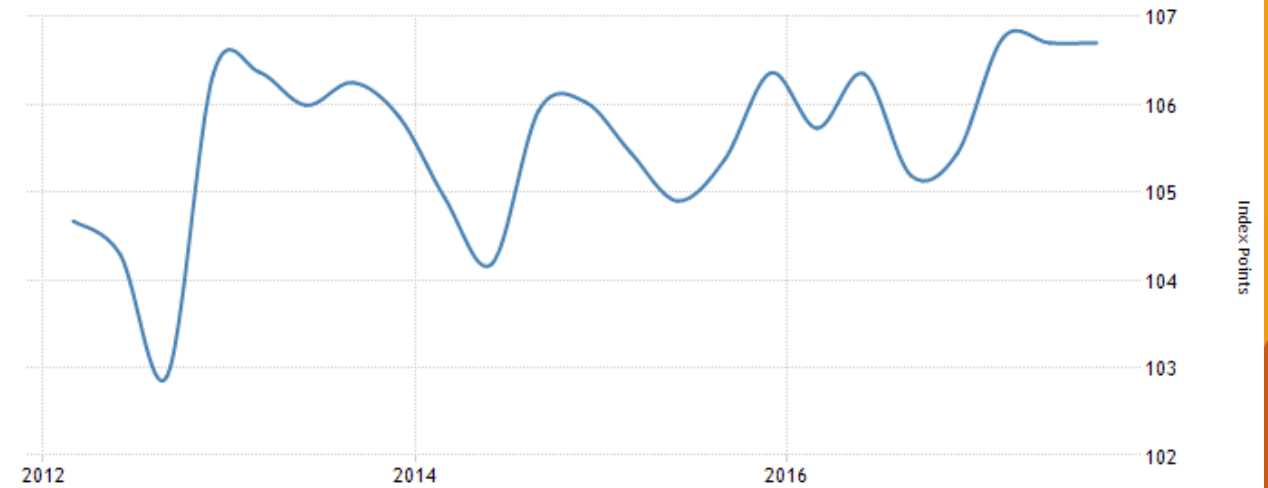
# Labour costs over the last years

GERMANY LABOUR COSTS



SOURCE: TRADINGECONOMICS.COM | DEUTSCHE BUNDESBANK

ITALY LABOUR COSTS

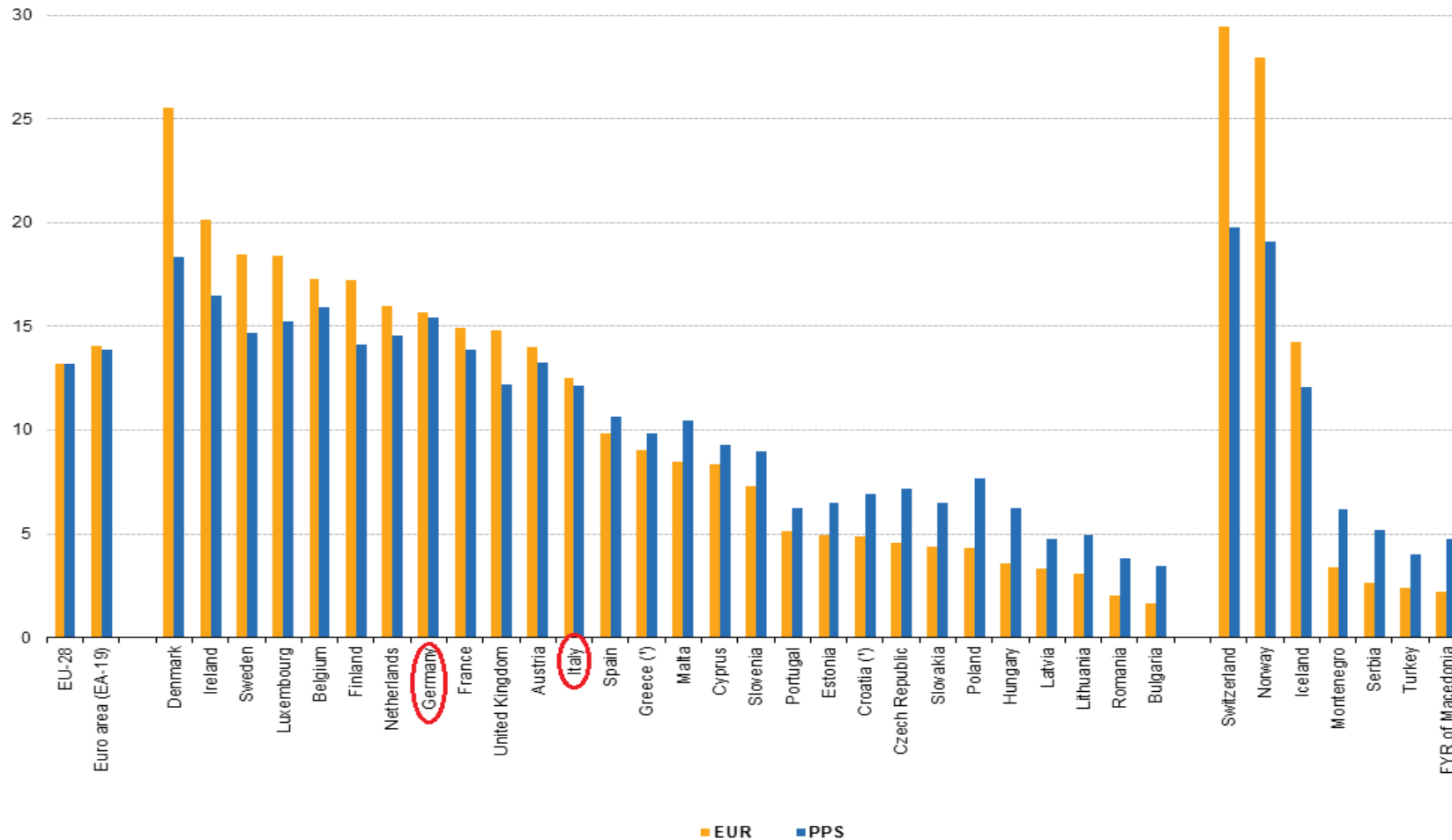


SOURCE: TRADINGECONOMICS.COM | NATIONAL INSTITUTE OF STATISTICS (ISTAT)

Graphs introduce changing of labour costs for Germany and Italy at Index point from 2012 to 2017



# Median gross hourly earnings



Gross earnings are the largest part of labour costs. This graph shows how big is the cost for an employer to employ a worker.

Source: Eurostat;  
[http://ec.europa.eu/eurostat/statistics-explained/index.php/Hourly\\_labour\\_costs](http://ec.europa.eu/eurostat/statistics-explained/index.php/Hourly_labour_costs)

Note: enterprises with 10 or more employees. Whole economy excluding agriculture, fishing, public administration, private households and extra-territorial organisations.  
 (\*) 2010.  
 Source: Eurostat (online data code: earn\_ses\_pub2s)

# Final results

- ▶ In Germany cost of labour is higher than in Italy, but also hourly earnings are higher;
- ▶ In Italy and Germany costs of labour grew each year.

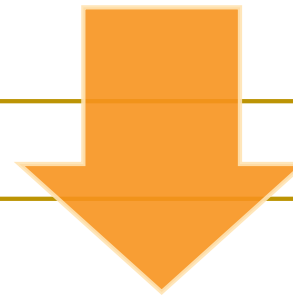
# EU Policies



# Europe 2020

## A strategy for smart, sustainable and inclusive growth

75 % of the population aged  
20-64 should be employed



The share of early school  
leavers should be under  
10% and at least 40% of the  
younger generation should  
have a tertiary degree



# Employment and Social Developments in Europe 2017



- ▶ Young people's education and skills
- ▶ European Pillar of Social Rights, Chapter I: Equal opportunities and access to the labour market
- ▶ Concluding report on the Social Summit for Fair Jobs and Growth

# Initiatives and programs



Your first EURES job  Youth on the Move  
An initiative of the European Union

- ▶ “Youth on the Move”
- ▶ “An Agenda for new skills and jobs: A European contribution towards full employment”
- ▶ Strategic Engagement for Gender Equality 2016-2019

# Youth unemployment

- ▶ Italy's Calabria region has a rate of 65%, while Upper Bavaria in Germany is just 3.4%.
- ▶ Italy: Fornero's Reform (2011) and Giovannini's decree (2013)



# Gender equality

- ▶ EC Treaty: Article 141, 1.  
“Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied”.
- ▶ The Policy on Gender Equality in Germany
- ▶ Girls' Day





**Thank you for your attention**

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