

YOUTH EMPLOYMENT TRENDS & POLICIES AFTER THE COVID-19 PANDEMIC

POLAND



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Youth Employment Trends & Policies After the COVID-19 Pandemic

Country report **Poland**



April 2024



Co-funded by
the European Union



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POLAND



Overview of key trends¹

1

The situation of young people on the Polish labour market has been dynamic. Neither the COVID-19 pandemic nor the 2008 crisis have led to significant economic recessions in Poland. The high unemployment rates experienced for young people, and overall, around the 2008 period were largely due to a combination of long-standing economic transformation factors, rather than the impact of the financial crisis.² The impact from COVID-19 pandemic led to the loss of some jobs, primarily by young people in the service sectors, but the Polish labour market recovered rapidly.³ A key aspect affecting the increasing demand for labour is the significant brain drain from Poland experienced in the recent years, as 2 million, primarily young, people have emigrated from Poland since joining the EU in 2004.

The youth unemployment rates have declined since the 2008 crisis (from 12% in 2008 to 7% in 2021) to the level where **the main issues for young people** are not relating to the lack of jobs and employment

opportunities, **but the quality of jobs**. Significant are also differences between the quality employment opportunities available to young people in urban and rural areas. This translates into different labour market outcomes for young people in rural and urban areas.⁴

In Poland, over a third of young workers are working on **temporary work contracts**.

Also high is the proportion of **young people who are self-employed**. In Poland, this was 10% in 2021, against the EU-27 average of 6%, making it one of the countries with highest rates of young self-employed across Europe (together with Romania).

Part-time employment is somewhat less popular (with 7% of young workers working part-time in 2021) but has declined only slightly since the 2008 crisis. Also, many young people in Poland have to work part time so although they do not want to – because full time jobs are not available. The situation for involuntary

¹ The detailed statistics are provided in Annex 1.

² Chung H, Bekker S and Houwing H (2012) Young people and the post-recession labour market in the context of Europe 2020. Transfer 18(3): 301–317. Clauwaert S and Schoemans I (2012) The crisis and national labour law reforms: a mapping exercise. ETUI Working Paper 2012/04. Brussels: ETUI. Also Editorial (etui.org).

³ [ETU BM2021-Chap2-Labour market and social developments crisis further entrenches inequality 0.pdf \(etui.org\)](#); Eurofound (2021), Impact of COVID-19 on young people in the EU, Publications Office of the European Union, Luxembourg.

⁴ The employment rate in the 15-29 age group ranged from 40.2% in the Podkarpackie voivodeship to 57.2% in the Wielkopolskie voivodeship. In 2021, the highest value of the NEET rate in the 15-29 age group was recorded in the Podkarpackie (17.1%) and Mazowieckie (17.0%) voivodeships, while the lowest value was recorded in the Pomorskie (10.7%) and Wielkopolskie (11.0%) voivodeships. Ministry of Family and Social Policy, Youth Guarantee Implementation Plan in Poland, Update 2022.

part time employment for Polish youth has not improved significantly between the two crisis periods.

Also, a significant proportion of Polish young people has remained outside the labour market and formal education and training across the two crisis periods (the so-called NEET rate). The proportion of such young people has risen in Poland, indicating a lack of significant progress (from 12% in 2008 to 13% in 2021).

Many young people remain **at risk of poverty whilst working** in Poland (7% of employed in the 16-29 age group in 2021), although this has decreased over the last years.

Similarly, nearly 20% of all young people (employed and unemployed) remain **at risk of poverty and social exclusion** in Poland (2021 data). This has improved slightly over the last years.

Wages for young people in Poland have grown over the last decade but remain significantly below the EU average. In 2018 (latest data available), young people in Poland earned per year around EUR 11,000, against the EU-27 average of EUR 22,000.

Young people in Poland continue to work one of the highest numbers of **weekly working hours across the EU**. In 2021, this was 36 working hours per week across the EU, whereas Polish young people worked 40.1 hours per week.

Concerns have also been raised in the Polish context over the worsening situation with respect to the occupational health and safety, including both physical safety for blue collar jobs held by young people as well as stress, mobbing, psychosocial risks and need for ergonomic workplaces amongst the white-collar youth.



KEY TRENDS OF YOUTH IN POLAND

Unemployment rates



Employed on a temporary basis



NEET rate



Risk of poverty and social exclusion



Weekly working hours



Policies for direct youth employment support

2

Policies adopted in Poland the context of tackling the economic and social consequences of the COVID-19 pandemic were not explicitly aimed at young people and young workers, rather at the workers and general population.⁵ The main focus of the policies was to preserve the existing employment levels and in the second place to assist those who became unemployed. No explicit focus was put on improving the quality of existing jobs. The key economic and employment policy instrument used in the COVID-19 context was the short-term work scheme⁶, and to some extent the solidarity benefit⁷. The short-term work scheme was open to 140,000 eligible companies⁸, and Poland spent relatively few resources on the scheme compared to other European countries.

Whilst the onset of the pandemic in Poland was first met with a feeling of uncertainty, in short term,

the workers and employers adapted very quickly, showing that the national labour market was robust and adaptable to external shocks. Where young people lost jobs in the services sector primarily, they found relatively easy other jobs.

In contrast, **the liberalisation and flexibilization policies adopted in the context of the 2008 crisis** in Poland were focussed on increasing the flexibility and employability of the labour force, including young people.⁹ Structural and legal reforms undertaken were to promote the competitiveness and flexibility on the labour market also via increased use of self-employment and civil law contracts. In 2014, the so-called new labour market instruments were implemented to support, inter alia, the employment of young people under 30 years of age, i.e.: training vouchers, apprenticeship vouchers, employment or settlement vouchers. From the beginning of the

⁵ Eurofound (2021), Impact of COVID-19 on young people in the EU, Publications Office of the European Union, Luxembourg.

⁶ Ibid.

⁷ Baptista, I., Marlier, E., Spasova, S., Peña-Casas, R., Fronteddu, B., Ghailani, D., Sabato, S. and Regazzoni, P. (2021), Social protection and inclusion policy responses to the COVID-19 crisis. An analysis of policies in 35 countries, European Social Policy Network (ESPN), Luxembourg: Publications Office of the European Union.

⁸ Or less than 10 % of total 2.1 million enterprises in Poland in 2020.

⁹ Chung H, Bekker S and Houwing H (2012) Young people and the post-recession labour market in the context of Europe 2020. Transfer 18(3): 301–317. Clauwaert S and Scho“mann I (2012) The crisis and national labour law reforms: a mapping exercise. ETUI Working Paper 2012/04. Brussels: ETUI. Also Editorial (etui.org)

launch of these instruments until the end of 2021, almost 135,000 young unemployed benefited from them.¹⁰

There was an announcement by the Prime Minister of Poland of an intention to develop a **Decent Work for Youth Programme**, as a strategic commitment to foster quality jobs for young people¹¹. This was done in the context of the government's overall strategy in the context of the New Deal for Poland. This was to be achieved by investing in young people's competences and providing them with comprehensive professional support. The programme should target the under-30s and involved labour offices in cooperation with training institutions. PES Labour offices should cooperate with young people in the process of planning further career paths, providing professional career counselling. There has not been much progress in concretely shaping the programme beyond its public announcement.

The focus of the **Public Employment Services** activity in Poland is on the assistance to the unemployed, and less on addressing the needs of those workers who might want to change their jobs. Not many young people access and register with the PES as they perceive it as an old style institution, associate

its procedures with a significant bureaucratic burden and red tape and do not consider it youth-friendly. Currently, PES Poland does not have staff dedicated exclusively to work on Youth Guarantee implementation. The average time for making an offer to a young person varies between 1 and 6 months. In this respect, current PES in Poland plans to appoint & train counsellors to work exclusively with young people, introduce new preparatory tools such as evaluation and training on digital skills, assessment of ecological and entrepreneurial skills and further partnerships at local and regional level¹². The situation is changing, as from a recent reform in 2021, building on a new Act on professional activity, PES at the district level are introducing one stop shops for young people to access employment support and social security benefits. This involves offering individual support, individualised plan and an offer of support within 4 months, as well as digital skills tests, professional counselling and additional training courses where required. The PES can also make use of new instruments such as providing additional benefits to young people experience internships (paid at 120% of unemployment benefit), professional internships abroad supported with the help of ESF+, using e-applications such as my job app.¹³

¹⁰ The Act on Employment Promotion and Labour Market Institutions, amended in 2014. See also Ministry of Family and Social Policy, Youth Guarantee Implementation Plan in Poland, Update 2022.

¹¹ <https://www.gov.pl/web/polski-lad/uczciwa-praca-godna-placa>

¹² PES Network (2021) European Network of Public

Employment Services 2021 PES Capacity Questionnaire Part II: Monitoring of PES support of the reinforced Youth Guarantee. [PES Knowledge Centre - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](https://www.europecentre.eu/en/employment-social-affairs-inclusion)

¹³ Information provided in the project seminar in Gdansk, 15-16 March 2023, by the government representatives.



An interesting practice from Poland

The voluntary labour corps¹⁴

The Voluntary Labour Corps (VLC) are a state sponsored organisation under the Ministry of Labour, building on the long-standing tradition going back to 1990s. The main objective of VLC's activity is to provide activities addressed to young people from disadvantaged environments at risk of social exclusion, requiring assistance from state institutions. The most important tasks carried out by VLC include supporting the educational system through social, professional and economic activation, taking measures aimed at increasing professional qualifications or retraining, supporting initiatives aimed at counteracting unemployment and educating in the work process, including providing employment and developing international youth cooperation. They are partly responsible for carrying out the Youth Guarantee activities and they seem to have successes in this.

The recipients of VLC activities are people aged 15-25, a large part of whom fall into the NEET group.

VLC activities are carried out by the VLC's main headquarters and its subordinate 16 voivodeship VLC's headquarters and 7 educational centres.

Latest data show that VLC supports around 30,000 young people, with around 3,000 young people supported in the VLC own comprehensive training centres, and around 27,000 through apprenticeships and other activities.

The VLC approach is based on providing the individualised pathways and tailored support to young people, with assigned tutors, psychologists and other specialists. In the context of COVID-19 pandemic, the VLC support evolved to e-centre for youth activation, and social media e-tools, as well as support hotlines also available in several languages to respond to international inquiries.

¹⁴ [Home page \(ohp.pl\)](http://ohp.pl)

The work of Labour Inspectorate in Poland

3

The capacity of the **Labour Inspectorate**¹⁵ in Poland to follow and assess how the existing rules and regulations are implemented in the workplaces is low, as is its capacity to enforce corrective actions. In 2020, labour inspectors conducted 56.400 inspections in 48.000 entities (or about 2% of all enterprises), where 3.1 million persons worked¹⁶. The number of

labour inspectors is comparatively low compared to other EU countries¹⁷, and the current estimates show that a company in Poland has a chance to be controlled by a labour inspectorate once in 10 years. Hence, the capacity of inspectorate to launch the process of control is low.

An interesting practice from Poland

the social labour inspectorate



In workplaces, employees can elect their own social labour inspectorate, who most often comes from the trade unions. The task of the social labour inspector is to monitor and ensure safe and healthy working conditions. Their activities concern the protection of employees' rights according to the law. They cooperate closely with the Labour Inspectorate, and through establishing the network of social labour inspectors are able to raise issues at the workplaces. This applies to all the workforce, not just young workers.

¹⁵ [Główny Inspektorat Pracy \(pip.gov.pl\)](http://pip.gov.pl)

¹⁶ [Report on NLI Activity in 2020 - abbreviated for ILO.pdf \(pip.gov.pl\)](#)

¹⁷ <https://www.epsu.org/article/new-mapping-report-labour-inspectors-15-european-countries-times-austerity>

¹⁸ [Social labour inspection examined | Eurofound \(europa.eu\)](#)

Policies on social protection

4

Social protection systems should provide protection against the risks and needs associated with unemployment, sickness, parenthood and social exclusion. However, full social protection in Poland is not, due to the various conditions attached, be available to young people who have not yet been economically active or who have only recently entered the world of work.¹⁹

The current level of social protection against the unemployment is low. In Poland, unemployment benefits are flat-rate. If a graduate is referred to training by the Public employment service, she/he is entitled to a scholarship amounting to 60% of the unemployment benefit. At her/his request (or with consent), she/he may be referred to an internship with an employer (no longer than 12 months). The graduate is then entitled to a scholarship amounting to the full unemployment benefit.

The unemployment benefit is PLN 1304,10 (≈274.94€) gross for 90 days, thereafter PLN 1024,10 gross (≈215.90€). If the employment record is less than 5 years, 80% of the previous salary is paid for 180 days or 365 days (the threshold is 150% of unemployment in the region comparing to the all-country situation). There are also strict rules for granting and withdrawing of the unemployment benefit (e.g. refusal of an offer). Those employed in the least stable employment situations are mostly young people (platforms, catering, other services) and do not all have equal access to social security. Specific categories not entitled to unemployment benefits include, for instance: people employed on some types of civil law contracts for a specified task (Poland).²⁰ In Poland, the self-employed (which is a popular choice for young people) often choose not to pay sickness insurance contributions as these are non-mandatory and reduce the monthly income.²¹

¹⁹ Ghailani, D., Peña-Casas, R., Coster, S. and Regazzoni, P. (2021), 'Access to social protection for young people. An analysis of policies in 35 countries', European Social Policy Network (ESPN), Luxembourg: Publications Office of the European Union.

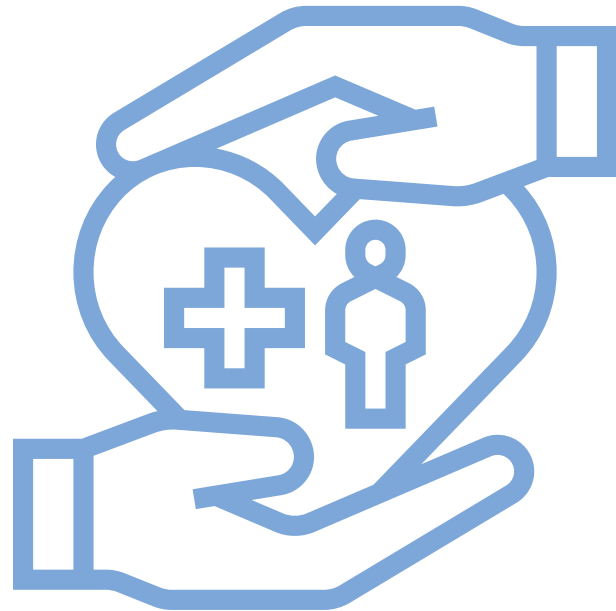
²⁰ Baptista, I., Marlier, E., Spasova, S., Peña-Casas, R., Fronteddu, B., Ghailani, D., Sabato, S. and Regazzoni, P. (2021), Social protection and inclusion policy responses to the COVID-19 crisis. An analysis of policies in 35 countries, European Social Policy Network (ESPN), Luxembourg: Publications Office of the European Union.

²¹ Ghailani, D., Peña-Casas, R., Coster, S. and Regazzoni, P. (2021), 'Access to social protection for young people. An analysis of policies in 35 countries', European Social Policy Network (ESPN), Luxembourg: Publications Office of the European Union.

Access to healthcare is universal. In Poland, young people up to the age of 18, or 26, if they continue education, are covered by their parents' health insurance, via their educational institution in case of vocational training, or by the State (in case of unemployment or maternity/paternity).²² However, in Poland, there is no health insurance coverage of individuals working on civil law contracts for specific tasks, a situation particularly frequent among young people (e.g. young people in precarious employment such as freelancers).

Employment status is the main factor contributing to variability of eligibility for maternity, paternity and parental leave. Some specific categories of non-standard workers are excluded from the schemes. These include the workers on a civil law contract for a specific task in Poland, situation frequent for young people in Poland (not covered by the maternity leave insurance).

In the context of combatting the COVID-19 pandemic, a one-off support measure was introduced for self-employed. For one month, self-employed and freelancers were paid 80% of national minimum wage; self-employed with income below 50% of minimum wage received the total income.²³



²² Ghailani, D., Peña-Casas, R., Coster, S. and Regazzoni, P. (2021), 'Access to social protection for young people. An analysis of policies in 35 countries', European Social Policy Network (ESPN), Luxembourg: Publications Office of the European Union.

²³ Eurofound (2020), COVID-19: Policy responses across Europe, Publications Office of the European Union, Luxembourg.

Policies supporting education / training of young people

5

During the COVID-19 pandemic, in Poland, the government's main policy response in the form of the Anti-Crisis Shield included new regulations that provided additional social and financial support to students while simplifying the process for delivering aid. Also, provided the possibility of suspending the repayment of a student loan for a maximum period of six months.²⁴

The existing **school curriculum** in Polish schools does not fully prepare the young people to join the labour market and make them fully aware of their rights and obligations, roles of different actors such as the trade unions or the labour inspectorate. Previously, a specific subject on the basics of entrepreneurship introduced the basic concepts required to function on the labour market.²⁵ Recently, the subject was changed to the business and management where such information is no longer included. The

amendment was introduced by the Ministry of Education without consultation of social partners.

In the current situation, two types of **traineeships / internships** exist in Poland. One type is the open market internships / traineeships which are very loosely defined in the legislation as a policy answer to the 2008 crisis. Poland has no formal legislation on open-market traineeships. In general, traineeships seem to not be considered a form of employment. The existing rules on open market traineeships do not provide specific regulations of wages, working and training time or duration of such traineeships.²⁶ The second type is internships/ traineeships provided by the PES. They are popular amongst young people. Young people need to register with the PES to apply for traineeships. Such traineeships are regulated. The allowance received by young people is half of the minimum wage, on a standard working time of 8

²⁴ Eurofound (2020), COVID-19: Policy responses across Europe, Publications Office of the European Union, Luxembourg.

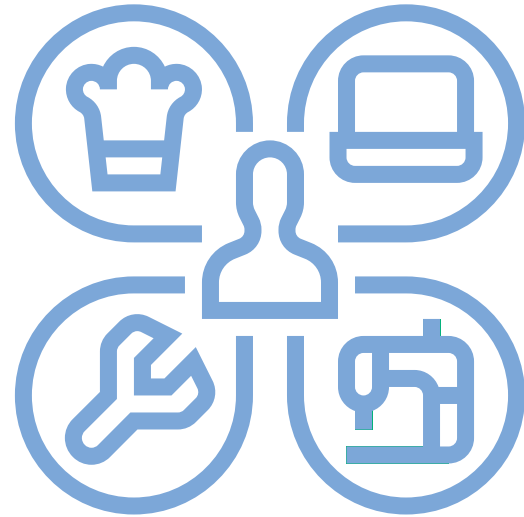
²⁵ <https://podstawaprogramowa.pl/Liceum-technikum/Podstawy-przedsiębiorczosci>

²⁶ European Network of Public Employment Services (2021) Study on Remuneration of Open-Market Traineeships in EU-27.

daily hours. The traineeships can also last long, up to 18 months, with the risk of locking youth in such arrangements. The social partner agreement on the traineeships achieved in Poland remains voluntary and is not part of the labour legislation. According to this agreement, trainees should be remunerated proportionate to employees with the same duties and they should be entitled to the same protective rights, including social security coverage.

Currently, a law is planned in Poland to strengthen the tracking of graduates and their labour market situation after graduation²⁷. The draft law envisages enabling access to existing databases and tools to verify the information about the young people in the education system, social security and other institutions. This should enable developing better support to around 30% of graduates who currently remain passive at the labour market.

Further, there also plans within the government to assess the Act on postgraduate internships and commission a study to explore the demand for such internships and any legal changes necessary to the current framework.



²⁷ Information provided in the project seminar in Gdansk, 15-16 March 2023, by the government representatives.

Youth Guarantee policies and youth policies in the National Recovery and Resilience Plan

6

A total of approximately PLN 14.4 billion (EUR 3 billion) has been earmarked for activation measures for young people under the Youth Guarantee between 2014 and 2020.²⁸ In total, more than 5.5 million young people benefited from the support instruments implemented under the Youth Guarantee in Poland between 2014 and 2020. Out of these participants, half or 2.7 million had a positive outcome after leaving the Youth Guarantee offer, including 2.6 million young people in employment (with remaining ones in education). Other data shows that only 23% of young people are in a better situation compared to their starting position with Youth Guarantee.²⁹

Thus, overall, following participation in the Youth Guarantee programme, 48.9% of participants ceased to belong to the NEET group. Different measures financed had different success rates. The most effective instrument of activation was loans



²⁸ Ministry of Family and Social Policy, Youth Guarantee Implementation Plan in Poland, Update 2022.

²⁹ See Country Factsheet Poland, [The Youth Guarantee country by country - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1).

(96.8% of borrowers started a business, although it is not known how many such businesses survived). Also measures organised by the poviats labour offices (PUP) (63.4% of participants were activated) and the voivodeship labour offices (WUP) (49.2% of participants were activated) were more effective.

Concerns have been raised over the quality of offers under the Youth Guarantee. Many young people receive offers of employment, education or “other” types. Currently, the “other” type is not well defined which can lead to negative consequences for young people. There is also a need to improve the long-term monitoring of the Youth Guarantee participants to observe their results in the longer term.

The National Recovery and Resilience Plan for Poland envisages a significant overall financial expenditure of around 4.15% of Polish GDP (currently the NRRP acceptance is still pending).³⁰ Policies in Pillar 6 of the Plan dedicated to children and youth, and education and skills, represent around 4% of the total Plan expenditure. Specific quality youth employment measures are not foreseen, with measures in Pillar 6 mostly oriented towards digitalisation in education system, expansion of early childhood care and vocational training.³¹ An important planned measure is the extension of social security coverage

for all civil law contracts, where young people are also overrepresented. Also, one of the reforms included in the NRP is A4.7 Reducing labour market segmentation, however it is formulated rather ambiguous as A4.4. Making forms of employment more flexible, including the introduction of remote working too.



³⁰ [Recovery and Resilience Scoreboard \(europa.eu\)](https://european-council.europa.eu/media/en/press-operations/infographic-116226.jpg)

³¹ [Recovery and Resilience Scoreboard \(europa.eu\)](https://european-council.europa.eu/media/en/press-operations/infographic-116226.jpg) ; also Simoes (2022) School to work transition in the Resilience and Recovery Facility framework. Youth oriented active labour market policies under Pillar 6. Study for the European Parliament, [School to work transition in the Resilience and Recovery Facility framework \(europa.eu\)](https://european-council.europa.eu/media/en/press-operations/infographic-116226.jpg)

Conclusions and policy pointers

7

MAIN POLICY PRIORITIES TO PROMOTE QUALITY JOBS FOR YOUNG PEOPLE



► Need to have an overarching, long term and more strategic quality youth employment strategy – the proposed Decent Work for Youth initiative remains on paper. This should include the recognition of especially challenging situations faced by young people in rural areas, acknowledging the need for policies made in the national capital to also take account of needs of rural youth. A more strategic approach to quality youth employment should also include solutions oriented towards both demand and supply side, addressing also the perceptions, expectations and offers of work to youth from the side of employers. This is important also in the context of addressing labour and skills shortages. Young people and their representatives need to be involved in the development of such strategy.



► Need to reform the employment contract legislation with respect to over-use of self-employment and civil law contracts. This could involve introducing formally in the legislation the entrepreneur test (to verify whether situations of bogus self-employment are in place in order to circumvent labor law regulations).



► Extending the social protection arrangements to self-employed and civil law contracts. This could involve the implementation of mandatory sickness insurance for the self-employed. Other proposals include the possibility for a full accumulation of insurance titles should be introduced (for example, in the case of simultaneous self-employed alongside employee status); introducing compulsory pension insurance contribution in the case of a civil contract from the entire salary; and abolishing the exclusion of the obligation to pay a pension insurance contribution for persons employed under a civil contract, studying up to the age of 26.



► Need to regulate open market traineeships; school curricula to include basic information for joining the labour market. This could involve filling the legal gap on internships and traineeships on the open labour market. The law on graduate internships needs to be amended in the direction proposed by the social partners of the Council for Social Dialogue (Resolution No. 35 on the recommendations of the social partners on the quality of internships on the open labour market). School curricula should be providing young people with information and support in terms of access to social security as well as knowledge of labour rights.



► Need to improve the work of Polish PES and Labour Inspectorate with respect to youth. The PES should broaden their scope and focus on young people too, and ensure they address the needs of young people in employment, who might be seeking to change jobs, as opposed to being unemployed. It seems that the PES need to target to a greater extent those who are outside the labour market as well as those who are in the labour market and it seems necessary to open PES to those who are employed, not just unemployed. We need to equip LI to be able to effectively execute the legal obligations related to the employment, including young workers. Strengthening of the State Labour Inspectorate should involve both organizational and legal aspects (such as an increase in penalties, and providing the inspectorate with the ability to make decisions on changing the form of employment by administrative decision)



► Improving the quality of offers under the Youth Guarantee. Currently, the possibility remains of employment, education or “other” offers, and the definition of “other” should be more precisely defined, excluding offers which do not provide decent working and education standards, alongside with defining clearly the key components of a good quality offer, as well as a list of bona fide employers who are compliant with the regulations to be able to access the Youth Guarantee support.



► Making good use of funds available under the National Recovery and Resilience Plan for Poland for supporting youth.



► Creating awareness of the need to stay on the labour market as long as possible and creating conditions for employees to stay on the labour market from the beginning of their careers (e.g. investments in ergonomics of workplaces, training, preventive health care)

Annex 1

Detailed picture on young people situation on the labour market

In the two crises, many young people were left out of the labour market. Youth unemployment rates across the EU-27 have not declined when comparing the two crisis periods. On the contrary, in 2021, youth unemployment rate in the EU-27 at 13% was higher compared to 12.3% rate in 2008. The situation in the individual project countries is as follows. Spain and Italy continue to have the highest youth unemployment rates in the EU, which increased in the COVID crisis and do not show signs of improvement since 2020. Romania and Slovenia have lower overall rates, but they have increased in 2020-2021 compared to the 2008-2010 period. Here the situation is also not showing signs of improvement. In contrast, youth unemployment declined in Hungary and Romania, however, the rates are relatively high.

FIGURE 1 YOUTH UNEMPLOYMENT RATE, ALL, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS



Source: Eurostat, Youth unemployment by sex, age and educational attainment level [YTH_EMPL_090_custom_3603201], aged 15-29, accessed 17/10/2022.

Youth unemployment has also a gender dimension. In the project countries, consistently, more young women remained unemployed compared to young men, comparing both crisis periods.

TABLE 1 YOUTH UNEMPLOYMENT RATE, MEN AND WOMEN, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS

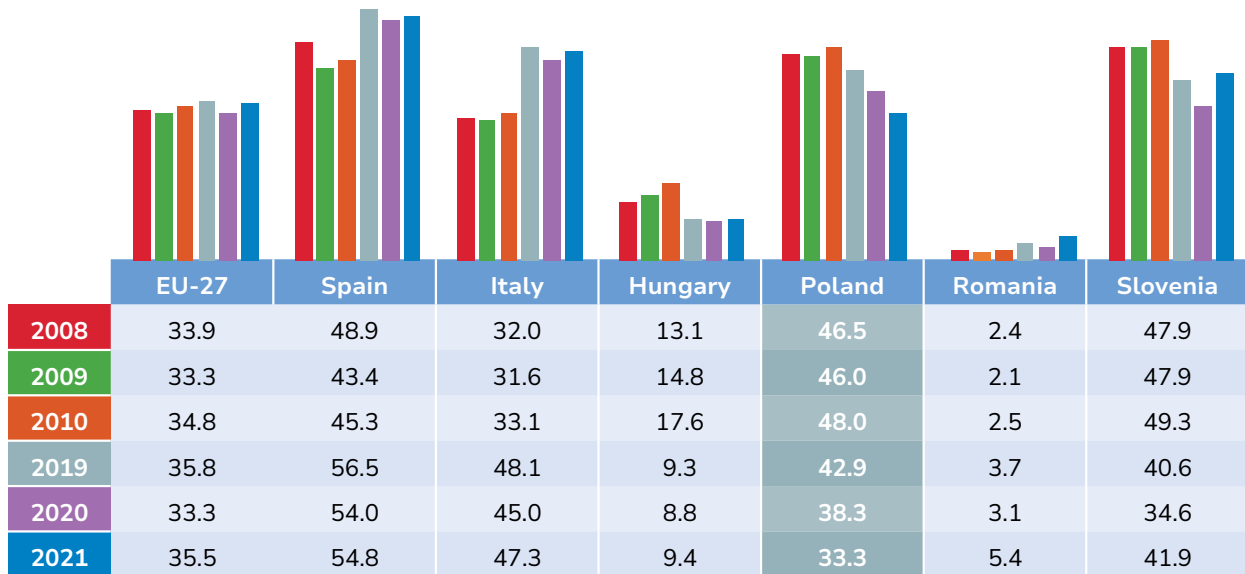
Gender	2008		2009		2010		2019		2020		2021	
	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂
EU-27	12.8	11.9	15.3	16.4	16.6	17.5	11.8	12.0	13.3	13.3	13.0	13.0
Spain	18.5	17.9	26.6	30.2	30.0	33.3	25.4	24.1	29.9	28.5	27.2	26.8
Italy	17.7	13.5	20.4	16.8	21.8	19.2	23.9	21.2	23.6	21.0	23.5	21.4
Hungary	13.2	12.3	16.2	18.1	17.6	19.7	6.9	7.6	9.3	8.2	8.6	7.9
Poland	13.5	10.7	15.0	13.6	17.7	16.2	7.2	6.0	7.3	6.9	7.3	7.2
Romania	10.3	13.0	12.0	15.2	14.2	15.5	9.4	10.8	11.1	11.9	12.4	13.6
Slovenia	9.7	7.2	12.2	11.2	13.5	13.9	9.0	6.3	11.0	8.7	11.4	8.3

Source: Eurostat, Youth unemployment by sex, age and educational attainment level [YTH_EMPL_090_custom_3603201], aged 15-29, accessed 17/10/2022.

Even when able to get a job, young people continue to experience precarious work conditions on the labour market.

Across the EU, over a third of young people employed are working on temporary work contracts. This is particularly high in Spain, Italy, Slovenia and Romania, where almost half of young people are employed on a temporary basis. The situation is somewhat better in Hungary and less of an issue in Romania (albeit on a rise).

FIGURE 2 TEMPORARY YOUTH EMPLOYMENT RATE, ALL, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS

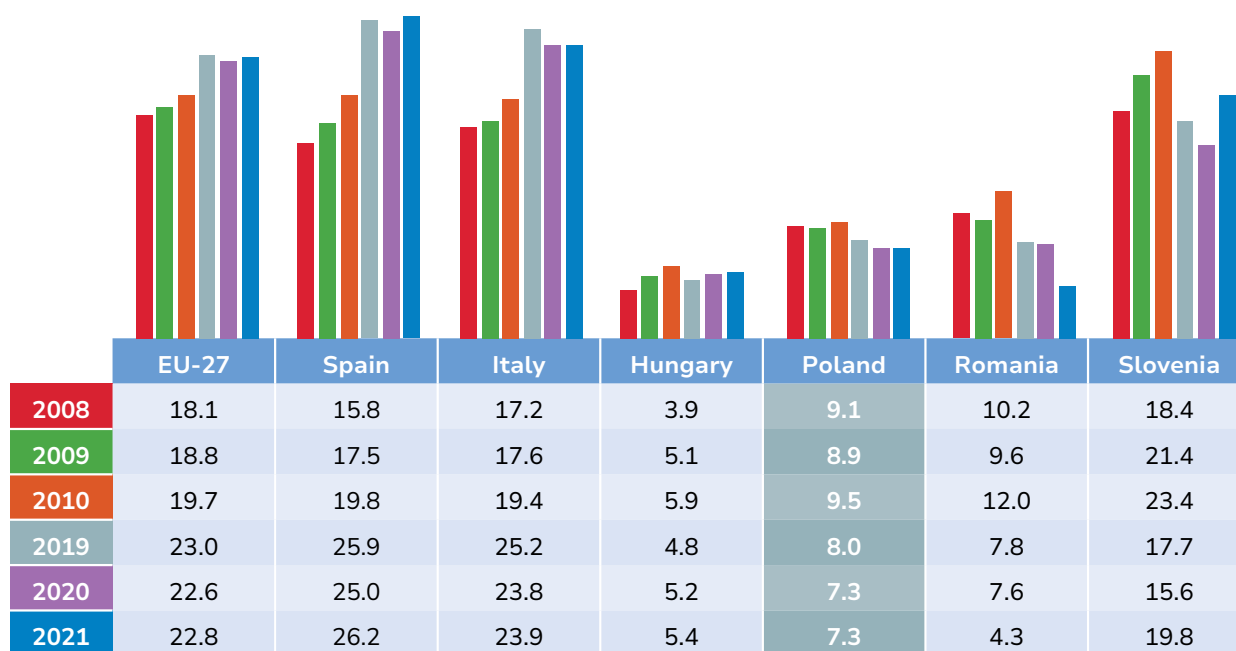


Source: Eurostat, Youth employment by sex, age and educational attainment level [YTH_EMPL_090_custom_3603201], aged 15-29, accessed 17/10/2022.

Also, part-time employment amongst young people is on the rise. This is the case across the EU and in the selected countries. Part time employment is especially high amongst young people in Italy, Spain and Slovenia.

FIGURE 3

PART-TIME YOUTH EMPLOYMENT RATE, ALL, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS



Source: Eurostat, Part-time employment as percentage of the total employment for young people by sex, age and country of birth [YTH_EMPL_060_custom_3604126], accessed 17/10/2022.

Furthermore, when working part time, many young people have to do so although they do not want to – because full time jobs are not available. The situation has not improved significantly between the two crisis periods. On the contrary, involuntary part time employment for young people has risen substantially in Italy and Spain. Only minor declines are observed in Hungary and Romania (which has the highest rate in the EU at 60%).

FIGURE 4

INVOLUNTARY PART-TIME EMPLOYMENT AS PERCENTAGE OF THE TOTAL PART-TIME EMPLOYMENT FOR YOUNG PEOPLE, ALL, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS



Source: Eurostat, Involuntary part-time employment as percentage of the total part-time employment for young people by sex and age [YTH_EMPL_080_custom_3604033], accessed 17/10/2022.

Next, a significant proportion of young people has remained outside the labour market and formal education across the two crisis periods. Across the EU, this figure has remained similar both in 2008 and 2021, indicating a lack of significant progress. The rate remains high especially in Italy and Romania, and has declined only slightly in Spain, Hungary and Slovenia. The proportion of such young people has risen in Romania.

FIGURE 5 YOUNG PEOPLE NEITHER IN EMPLOYMENT NOR IN EDUCATION AND TRAINING, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS



Source: Eurostat, Young people neither in employment nor in education and training by sex, age and labour status (NEET rates) [EDAT_LFSE_20_custom_3605489], accessed 17/10/2022.

Also, the proportion of young people experiencing poverty whilst working has remained unchanged in the EU. It is particularly high in Romania, Spain and Italy. Whilst lower in Slovenia, Romania and Hungary, the trend of decrease has not been significant.

TABLE 2 IN-WORK AT-RISK-OF-POVERTY RATE, PROPORTION OF EMPLOYED 16-29 AGE GROUP, EXPERIENCING POVERTY

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
EU-27	9.3	9.8	11.1	10.8	11.0	10.5	10.4	9.8	9.8	9.7
Spain	9.8	9.9	16.2	15.8	15.1	20.0	16.3	16.7	10.9	13.0
Italy	11.8	11.5	12.2	12.6	12.0	12.4	13.1	12.0	11.4	13.1
Hungary	4.8	7.6	6.3	9.5	9.2	6.6	4.4	5.9	5.4	8.5
Poland	8.4	8.7	8.5	10.0	9.0	7.7	8.8	8.3	6.6	7.2
Romania	21.0	21.7	22.6	22.4	23.9	19.0	16.2	16.7	18.4	15.8
Slovenia	7.1	7.2	6.5	7.4	8.2	6.3	5.6	5.5	4.6	4.2

Source: Eurostat, In-work at-risk-of-poverty rate by age and sex - EU-SILC survey [ILC_IW01_custom_4422115], accessed 09/01/2023.

Similarly, the proportion of young people at risk of poverty and social exclusion remains high in the EU, affecting around a quarter of young people. This is particularly high in Romania, Italy and Spain, less so in Hungary, Romania and Slovenia.

TABLE 3 PROPORTION OF PEOPLE IN THE 16-29 AGE GROUP, AT THE RISK OF POVERTY AND SOCIAL EXCLUSION

	2015	2016	2017	2018	2019	2020	2021
EU-27	28.1	28.3	26.7	25.5	24.3	25.3	25.3
Spain	36.7	36.6	34.4	33.3	31.3	28.6	31.3
Italy	33.3	32.7	30.9	31.2	28.4	29.9	30.2
Hungary	32.6	30.9	26.6	21.9	19.7	18.0	20.3
Poland	24.4	23.1	19.4	19.9	19.2	18.0	17.6
Romania	47.7	48.3	45.9	39.8	37.2	37.6	36.1
Slovenia	19.0	18.2	15.5	14.1	12.3	12.2	11.5

Source: Eurostat, Persons at risk of poverty or social exclusion by age and sex [ILC_PEPS01N_custom_4441552], accessed 09/01/2023.

Earnings data available for young people show a slow increase in the wages for young people across the EU, over the years. In 2018, on average the annual earnings for young people were around EUR 22,000. Young people in Italy, Spain and Slovenia were earning wages around the EU average. In contrast, earnings for young people in Romania, Hungary and Romania were twice below the EU average, around EUR 11,000.

TABLE 4 MEDIAN ANNUAL EARNINGS, FOR PEOPLE AGED BELOW 30, IN EURO

	2002	2006	2010	2014	2018
EU-27	:	:	18,912	20,274	22,402
Spain	15,462	17,375	20,274	20,697	21,203
Italy	:	21,151	23,291	25,649	26,001
Hungary	4,960	6,543	8,113	8,415	11,103
Poland	5,522	6,747	8,353	9,079	11,297
Romania	1,732	3,345	5,093	5,699	10,424
Slovenia	9,787	12,467	16,876	17,802	19,608

: missing data

Source: Eurostat, Structure of earnings survey: annual earnings [EARN_SES_ANNUAL_custom_4442459], accessed 09/01/2023.

TABLE 5**AVERAGE NUMBER OF USUAL WEEKLY HOURS OF WORK IN MAIN JOB, YOUNG PEOPLE AGED 15-34**

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
EU-27	36.7	36.5	36.4	36.4	36.3	36.3	36.2	36.2	36.1	36.0
Spain	36.8	36.2	36.0	36.0	35.9	35.8	35.8	35.6	35.7	35.3
Italy	36.5	36.3	36.3	36.3	36.3	36.4	36.6	36.4	36.3	36.6
Hungary	39.5	39.6	39.9	40.0	39.7	39.8	39.7	39.7	39.5	39.4
Poland	40.4	40.4	40.4	40.5	40.4	40.2	40.2	40.2	40.0	40.1
Romania	40.4	40.3	40.3	40.0	40.1	39.8	39.7	40.0	39.8	40.2
Slovenia	38.0	38.1	37.7	37.7	38.0	37.5	37.7	38.2	38.6	38.3

Source: Eurostat, average number of usual weekly hours of work in main job, by sex, age, professional status, full-time/part-time and economic activity (from 2008 onwards, NACE Rev. 2) [LFSA_EWHUN2_custom_4444349], accessed 09/01/2023.

TABLE 6**SHARE OF SELF-EMPLOYED WITHIN TOTAL EMPLOYMENT, 2021**

	15-29 age group	15-64 age group
EU-27	6	13
Spain	5	6
Italy	12	20
Hungary	6	11
Poland	10	18
Romania	9	11
Slovenia	5	12

Source: Eurostat, accessed 09/01/2023.



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Co-funded by
the European Union

