

# YOUTH EMPLOYMENT TRENDS & POLICIES AFTER THE COVID-19 PANDEMIC

SLOVENIA



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CONFEDERATION  
**SYNDICAT  
EUROPEAN  
TRADE UNION**

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# Youth Employment Trends & Policies After the COVID-19 Pandemic

Country report **Slovenia**



April 2024



Co-funded by  
the European Union





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SLOVENIA



# Overview of key trends<sup>1</sup>

1

The situation of young people on the Slovenian labour market has remained precarious over the last decade.<sup>2</sup> The impact of the COVID-19 pandemic led to the loss of jobs, primarily by young people in the service sectors, such as tourism, hospitality, and services, and affected many young people negatively.<sup>3</sup> Young people were first laid off, but if they worked through precarious contracts, they were even easier to get rid of. Student work fell by almost 100% at the time of public life closures and many young people had no chance of doing any work at all. This has reinforced the precarious youth employment situation experienced already since the 2008 economic crisis.

**The main issue facing young workers in the Slovenian labour market is the precariousness of their**

**employment situation.** The youth unemployment rate in Slovenia (15-29 age group) has consistently been comparatively low, and below the EU average. It has increased only slightly since the 2008 crisis (from 8% in 2008 to 9% in 2021, against the EU average 13% in 2021). However, more young women remained unemployed compared to young men, comparing both crisis periods.

Young people in Slovenia continue to experience precarious work conditions on the labour market and remain a core group excluded from the regular stable employment. In this respect, the main problems faced by young people in the Slovenian labour market include, among other aspects, the transition to stable working life, and the working conditions they face at work<sup>4</sup>. Particularly prominent

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<sup>1</sup> The detailed statistics are provided in Annex 1.

<sup>2</sup> 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 Schoemann I (2012) The crisis and national labour law reforms: a mapping exercise. ETUI Working Paper 2012/04. Brussels: ETUI. Also Editorial ([etui.org](http://etui.org)) .

<sup>3</sup> [ETU\\_BM2021-Chap2-Labour\\_market\\_and\\_social\\_developments\\_crisis\\_further\\_entrenches\\_inequality\\_0.pdf](#) ([etui.org](http://etui.org)): Eurofound (2021), Impact of COVID-19 on young people in the EU, Publications Office of the European Union, Luxembourg.

<sup>4</sup> Bojnec, Stefan. (2021). Policy and practical lessons learned regarding youth and NEETs in Slovenia. Revista Calitatea Vieții. 32. 10.46841/RCV.2021.04.03.

is the use of non-standard forms of employment contracts for young people, such as student work, copyright and enterprise agreements, independent entrepreneurship (which often even replaces full-time employment), often concluded in lieu of regular employment contracts.<sup>5</sup> This is also reflected in the following statistics.

Across the EU, over a third of young workers are working on temporary work contracts. This is higher in Slovenia, where **42% of young people were employed on a temporary basis (EU-27 average is 36%, 2021).**

**Part-time youth** employment is also very widespread in Slovenia (with 20% of young workers working part-time in 2021) and this has increased since the 2008 crisis. Involuntary part-time employment affects however fewer young people compared to the EU average.

Higher than the EU average is the proportion of **young people who are self-employed**. In Slovenia, this was 7% in 2021, compared to the EU-27 average of 6%. Often, such self-employment is involuntary and not fully genuine, as self-employed young people tend to work for the same employer as an alternative to having a regular employment contract.

<sup>5</sup> In 2022 survey by Mladi plus of young people, young people also confirmed that precarious forms of work still too often replace regular employment, with almost half (72%) of respondents already encountering a hidden employment relationship. 49% of them are self-employed, 94% are fixed-term employed, 63% are unemployed and 48% are student workers.



## KEY TRENDS OF YOUTH IN SLOVENIA

### Unemployment rates

**9%**   
in 2021

**13%**   
EU-27 Average 2021

### Employed on a temporary basis

**42%** 

**36%**   
EU-27 Average 2021

### Part-time youth employment

**20%**  
in 2021

### Risk of poverty and social exclusion

**4% of employed**  
in the 16-29 age group in 2021

### Weekly working hours

**38**   
hours

**36**   
hours

Importantly, recent research by trade union Mladi plus also highlighted significant challenges facing young people on the labour market<sup>6</sup>. Most young people surveyed had already faced significant challenges in employment:

- **Almost half (47%)** had already encountered **doing undeclared work** (they did it themselves or detected it in their environment).
- **(46%) did not receive a salary** or fee on time.
- **More than a third (36%) were victims or detected mobbing** in their work environment.
- **Violations in the use of breaks** (during working hours, daily or weekly) are also quite common; they were faced by less than a third of those surveyed.
- **29% of those surveyed performed unpaid student work**, indicating the widespread prevalence of this practice, despite the fact that unpaid student work is not allowed.

The remaining common infringements faced by young people on the labour market were the non-payment of salary or fees, the non-payment of social security contributions and/or other employer obligations (annual leave allowance). According to the Mladi plus survey in 2021, 29% did not receive

payment for the work done, while 10 % did not pay social security contributions.

This negative situation has persisted when Mladi Plus surveyed young people in 2022:<sup>7</sup>

- **63% of young people questioned said their current status on the labour market suited them, and many young people wanted permanent employment.** Of all respondents, regardless of their status on the labour market, as many as 74 % would choose to work under a full-time contract.
- As many as **three quarters of fixed-term employees are women.** 51 % of fixed-term employees said such job did not suit them, and 88 % that it did not suit them the long term. In the long term, 72% of those who are employed for a limited period expect regular employment from their employer. If the current employer were to offer permanent employment to fixed-term employees, 84% of respondents would immediately accept the job.
- **67% self-employed people were unhappy with their labour market status.** 63 percent of self-employed people say they have opened a self-employment contract because they could not find a regular employment, and the same percentage would immediately accept an indefinite job if they were offered a job.

<sup>6</sup> In March 2021, the Youth Plus Trade Union carried out an online survey on the participation of young people in the labour market as part of the Project Participation of Young People in the Labour Market, funded by the European Union programme Erasmus+: Youth in Action. [On International Youth Day – For decent work without violations - Youth plus \(mladiplus.si\)](#)

<sup>7</sup> [Low unemployment but a high proportion of precarity – On the first day of May we looked at the situation of young people in the labour market - Youth plus \(mladiplus.si\)](#)



■ **Almost three quarters of young people surveyed had already encountered violations during their work.** The most common violations young people face were performing work despite illness (51 percent); undeclared pay (48%); violation of the right to take leave (45 percent); late payment (44%) and unpaid induction in student work (39%). 73% of respondents said they would report if they had experienced violations, but only 10% of respondents have already sought help and reported to one of the competent institutions. Young people do not report a violation because they feel that they would achieve nothing with the report or because they do not know that it is a violation at all. They have little knowledge of reporting options and think they can solve problems on their own.

proportion of young people 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 remained stable in Slovenia, indicating a lack of significant progress (7.5% in 2008, compared to 7.3% in 2021). Slovenia has the NEET rate lower than the EU-27 average (13%).

Wages for young people in Slovenia have grown over the last decade but remain below the EU average. In 2018 (latest data available), young people in Slovenia earned around EUR 19,000 per year, against the EU-27 average of EUR 22,000 per year.

The over-qualification rate in Slovenia is below to the EU-27 average (22% compared to 25%). This means nearly a quarter of young people in Slovenia have a higher qualification level than what is required in their jobs.

Some young people remain at risk of poverty whilst working in Slovenia (4% of employed in the 16-29 age group in 2021). Moreover, the rate has decreased over the last years. 12% of all young people (employed and unemployed) remain at risk of poverty and social exclusion in Slovenia (2021 data, against EU-27 average of 25%, making the youth situation one of the better ones in European comparison). This has improved over the last years.

Young people in Slovenia continue to work higher than average number of weekly working hours across the EU. In 2021, this was 36 working hours per week across the EU, whereas in Slovenia young people worked 38 hours per week.

# Policies for direct youth employment support

## 2

**Policies adopted in Slovenia to tackle the economic and social consequences of the COVID-19 pandemic** were not explicitly aimed at young people and young workers, rather at the workers overall and general population.<sup>8</sup> The main focus of the policies was to preserve the existing employment levels and provide adequate social protection. No explicit focus was put on improving the quality of existing jobs for young people in particular.

The key economic and employment policy instrument used in the COVID-19 context was the short-term work scheme<sup>9</sup>, where Slovenia spent fewer resources on the scheme compared to other European countries. In Slovenia, job retention measures had some impact on income stability and unemployment, with more focus on employers and employees in standard employment contracts, and also to some extent on other categories of workers such as non-standard workers, self-employed people<sup>10</sup>.

At the same time, youth were particularly negatively affected, as youth (long-term) unemployment increased more than general unemployment; most young people (around 90%) were not entitled to unemployment benefits; less than 50% of unemployed young people received social transfers; young people on non-standard employment contracts were particularly disadvantaged. In a survey carried out by the National Youth Council of Slovenia during the first wave of the pandemic, 47% of respondents said that their income had decreased during the pandemic. One-quarter of respondents claimed that their income did not cover their basic needs. The National Youth Council attributed this drop in income to reduced demand for student labour.<sup>11</sup>

Given this negative situation of young people in the COVID-19 pandemic, the actions of the trade union Mladi plus addressed recommendations to

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<sup>8</sup> Eurofound (2021), Impact of COVID-19 on young people in the EU, Publications Office of the European Union, Luxembourg.

<sup>9</sup> [01-ETU BM2021-Chap2-Labour market and social developments crisis further entrenches inequality\\_0.pdf \(etui.org\)](#) Figure 2.8.

<sup>10</sup> Baptista, I., Martier, 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.

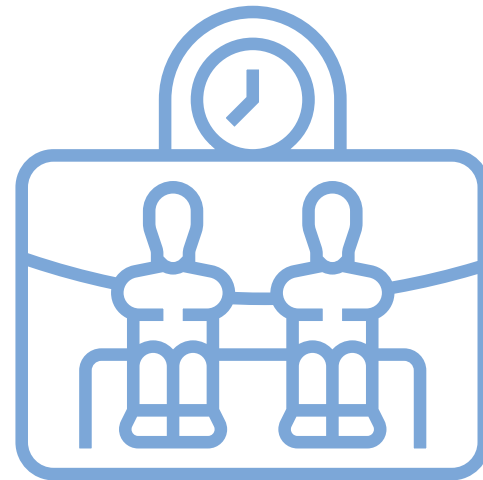
<sup>11</sup> Eurofound (2021), Impact of COVID-19 on young people in the EU, Publications Office of the European Union, Luxembourg.

the government on the needs of young people when devising measures to mitigate the consequences of the second wave of the pandemic, both directly and through the Association of Free Trade Unions of Slovenia. The recommendations derived from monitoring of various areas of interest and public consultation of 50 young people and representatives of organisations. They covered education, the labour market, housing, culture, the environment and green workplaces.

The key policy direction **adopted in the context of the 2008 crisis** in Slovenia was budgetary austerity.<sup>12</sup> The public spending containment policies, or austerity policies, applied in Slovenia in response to the financial crash made it difficult for young people to find work, significantly increasing the risk of youth unemployment and precarious or low-paid employment.<sup>13</sup> Likewise, as part of the effects that these austerity measures had on the socio-economic conditions of young people, unemployment became the main concern of the young population, together with predominantly flexible employment forms offered to young people.

Comparing the measures adopted in the two crisis periods, the measures adopted in the context of

COVID-19 pandemic to keep workers in jobs were more successful in supporting the employment of young people too. In contrast, the budgetary austerity measures adopted in the context of 2008 economic crisis had direct negative effect on overall employment levels, as well as increasing youth unemployment and NEET rates.



<sup>12</sup> Hočevar, Marko. (2021). THE CRISIS OF 2008 AND THE RISE OF THE SLOVENIAN CONSOLIDATION STATE. *Teorija in praksa*. 305-321. 10.51936/tip.58.2.305-321. 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 Schoemann I (2012) The crisis and national labour law reforms: a mapping exercise. ETUI Working Paper 2012/04. Brussels: ETUI. Also [Editorial \(etui.org\)](http://etui.org)

<sup>13</sup> Žnidaršič, Jasmina & Bernik, Mojca & Marič, Miha. (2011). The impact of the economic crisis on youth employment in Slovenia. *Chinese Business Review* 1537-1506. 10. 701-713.

# Policies on social protection

## 3

Social protection systems should provide protection against the risks and needs associated with unemployment, sickness, parenthood and social exclusion. However, full social protection in Slovenia is not, due to the various conditions attached, available to young people who have not yet been economically active or who have only recently entered the world of work.<sup>14</sup> Those employed in the least stable employment situations are mostly young people (platforms, tourism and hospitality, other services) and not all have equal access to social security.

In general, non-standard workers have the same access to unemployment benefits as standard workers in Slovenia, provided that they have completed the required qualifying period.

Taking as an example the unemployment benefit: self-employed in Slovenia are required to be insured against unemployment. The qualifying period to receive an unemployment benefit in Slovenia differs by age, and is slightly lower for young people. For

persons aged 30 and over, the minimum contribution required is 10 months of insurance in the last 24 months; this period, however, is shorter for persons aged below 30: 6 months of insurance in the last 24 months. In Slovenia, for young people with at least ten months of insurance, the duration of the benefit is the same as for older groups (at least three months). However, for persons below 30 years of age, there is an additional possibility to receive unemployment benefit with six–nine months of insurance, in which case the duration is two months. At the same time, some young workers are excluded. In Slovenia, students performing temporary and occasional agency work through student brokerage services are considered inactive (while in education) and thus do not have access to unemployment insurance.

Thus, prior to the COVID-19 pandemic, unemployment benefits remained a difficult social protection scheme to access for some categories of non-standard workers and the self-employed (which are prevalent amongst the young workers).<sup>15</sup>

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<sup>14</sup> 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.

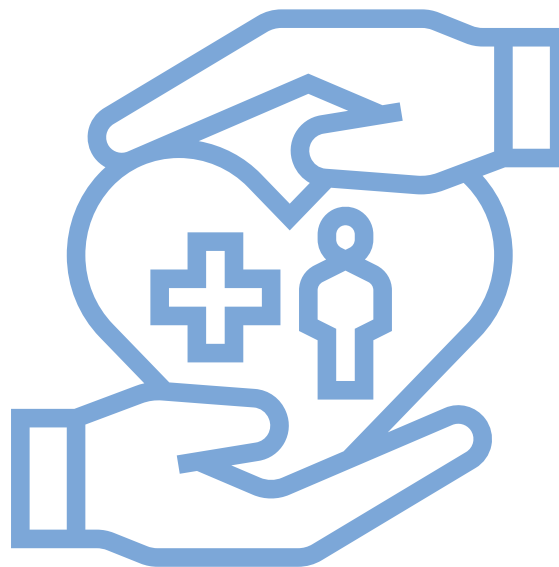
<sup>15</sup> Baptista, I., Marlier, E., Spasova, S., Peña-Casas, R., Fronteddu, B., Ghailani, D., Sabato, S. and Regazzoni, P. (2021), Social protection and inclusion policy responses to the COVID-19 crisis. An analysis of policies in 35 countries, European Social Policy Network (ESPN), Luxembourg: Publications Office of the European Union.

Eligibility conditions related to activity status, and the contributory history requirement, applied, affecting negatively young people.<sup>16</sup>

In the COVID context, the Slovenian government introduced, in March/April 2020, a new one-off solidarity allowance targeting selected vulnerable sectors of the population (e.g. pensioners, beneficiaries of cash social assistance or income supplements, students, households with children), a measure which was repeated in December 2020; additionally, a new measure has been in force since mid-March 2020 (lasting until the end of the pandemic) which grants an automatic extension of one month to all recipients of public transfers (e.g. child allowance, cash social assistance). Since September 2020, the self-employed in Slovenia have been entitled to a partial benefit for a child as a consequence of quarantine or strictly restricted kindergarten or school attendance (or kindergarten or school closure) if they are not receiving a basic monthly income (another COVID-19 related measure).

Access to healthcare is universal.<sup>17</sup> Employment status is the main factor contributing to variability of eligibility for maternity, paternity and parental leave. Trainees without an employment contract can be excluded from accessing the parental leave. Also, In Slovenia, students performing temporary and occasional agency work through student brokerage services are considered to be in education and are excluded. In Slovenia, students cannot take parental

leave but they can apply for a parental benefit, which they are eligible for if they are unemployed or are students, paid at EUR 465.34 EUR per month. With this benefit, they are also included in the pension and disability insurance. They also can have more student benefits, for example one more year to finish their studies (for one of the parents), double student, food stamps', ask for family rooms in student dorms, have a student kindergarden. Also, if the mother is younger than 18 years and has the status of an apprentice, a pupil or a student, the father or one of the grandparents may take maternity and/or parental leave with the mother's (and father's) consent.



<sup>16</sup> Baptista, I., Martier, 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.

<sup>17</sup> 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.

# Policies supporting education / training of young people

## 4

In Slovenia, in the context of tackling COVID-19 pandemic, new forms of training were also launched. The employment of final-year undergraduate students as substitute teachers in schools enabled students in university education courses to be involved in the education of primary and secondary students under the mentorship of full-time teachers.<sup>18</sup> This teaching experience in this way counted towards the professional experience they would need to accumulate before they could apply for the professional teaching certificate examination. The government also promoted simplified enrolment procedures for the 2020/2021 academic year. In Slovenia full-time students could proceed to the next academic year even without having accumulated the number of credits normally required. Slovenia also provided a one-off solidarity payment to 45,250 full-time students, replacing part of their regular income from part-time work.

Slovenia has a legal definition of open-market traineeships.<sup>19</sup> Slovenia has adopted specific

legislation on open-market traineeships as part of its general labour law. While open-market traineeships have to, generally, cover an employment contract, exemptions for unpaid traineeships can be made by sector-specific laws or collective agreements. The Slovenian legislation on traineeships seems to be mostly focused on traineeship schemes and comprehensive training programs (i.e., mandatory professional training). Sector-specific exemptions for unpaid traineeships, for example, exist for traineeships in the mostly public service sectors of education, law, public administration, and health. If not exempted, traineeships have to be covered through an employment contract. For such employment contracts, Slovenia's national minimum wage regulation applies. Thus, open-market traineeships have to be, generally, remunerated. They are also covered by regular social security coverage.

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<sup>18</sup> Eurofound (2021), Impact of COVID-19 on young people in the EU, Publications Office of the European Union, Luxembourg.

<sup>19</sup> European Network of Public Employment Services (2021) Study on Remuneration of Open-Market Traineeships in EU-27.

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

## 5

The Youth Guarantee (YG) scheme in Slovenia was developed from 2013. The Youth Guarantee Implementation Plan was presented in 2014. It committed the government to provide registered young people with an offer of employment, education or an internship within four months of becoming unemployed or finishing their education. Around EUR 300 million were allocated to the YG scheme in the 2016-2020 period. The Ministry of Labour, Family, Social Affairs and Equal Opportunities is in charge of establishing, managing and coordinating the Youth Guarantee, while the Employment Service of Slovenia (i.e. the PES) is the main implementing institution although some other organisations are also involved in providing services.

The number of registered young people in the Youth Guarantee (YG) scheme in Slovenia is not available in the official documentation<sup>20</sup>. Latest data from 2019 show that 58.7% young people in Slovenia had

to wait for an offer within the planned 4 months, compared to 48.7% in the EU average. Latest information in 2019 about the outcomes observed for young people leaving the YG show that 61.4% of young people were active six months after exiting the YG, however, this is not clearly differentiated and defined to understand whether such activity includes sustainable employment outcomes.

The latest assessment of the implementation of the Youth Guarantee by the European Commission noted its advanced stage, with noticeable improvements since the last review of the Youth Guarantee in 2017. A particular strength of Slovenia's Youth Guarantee delivery is its approach of bringing together different programmes whose target group are young people.<sup>21</sup> Nonetheless, challenges remain according to the EC and youth organisations, including in reaching out to hard-to-reach young people with multifaceted problems, who require personalised guidance and

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<sup>20</sup> [The Youth Guarantee country by country - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](#)

<sup>21</sup> [The Youth Guarantee country by country - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](#)

closer cooperation between public employment services, social workers and other actors, including schools. Concerns have been expressed regarding staff turnover in public employment services. Slovenia has achieved cooperation between all stakeholders involved in the design, implementation and monitoring of the Youth Guarantee, but needs to strive towards a more strategic approach rather than building on a project based approach.<sup>22</sup> Youth organisations and trade union Mladi plus also raised concerns about the quality of offers under YG, as the measures offered are often not tailored to the particular circumstances or promote precariousness of young people in employment. Offers from Slovenian Public Employment Service are reported often not be line with the employment plans of young people, training not suited to their needs or provided by training providers not taking into account young people sustainable trajectories in the labour market.

**The National Recovery and Resilience Plan** for Slovenia envisages a significant overall financial expenditure of around 4.75% GDP.<sup>23</sup> Policies in Pillar 6 of the Plan dedicated to children and youth, and education and skills, represent 15% of the total Plan expenditure.

Specific quality youth employment measures are foreseen in the NRRP for Slovenia.<sup>24</sup> In particular, labour market measures in component C3K3 “Labour market” are expected to support youth employment. EUR 28 million reducing youth unemployment by

providing financial incentives for employers to hire young people up to 25 years of age on open-ended contracts. Employers will be incentivised to hire young staff on a permanent basis instead of as “student workers” or on other temporary contracts. This should support a faster transition of young wage earners from education into a standard employment relationship. This corresponds to the demands of trade unions that if employers get subsidies from the state, these should be used for the open-ended contracts.



<sup>22</sup> Ibid.

<sup>23</sup> [Recovery and Resilience Scoreboard \(europa.eu\)](https://europa.eu)

<sup>24</sup> [Slovenia's recovery and resilience plan \(europa.eu\)](https://europa.eu) 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://europa.eu)



# Conclusions and policy pointers

## 6

### MAIN POLICY PRIORITIES TO PROMOTE QUALITY JOBS FOR YOUNG PEOPLE



▶ Developing a comprehensive strategy for addressing youth unemployment and underemployment in a systemic perspective, based on consultation with social partners and youth representatives.



▶ Improving the quality of offers, outreach and outcomes under the Youth Guarantee, making it more available and accessible to the more and especially vulnerable young people. Social partners and youth organisations should receive more information about the quality of its offers, and longer term monitoring and evaluation information.



▶ Making good use of funds available under the National Recovery and Resilience Plan for Slovenia for supporting youth and especially the implementation of the planned reform on providing incentives to employers to hire young people on open-ended contracts.



► Trade unions need to engage more young people, as they are perceived as old rigid organisations which do not offer added value to young people. The ideas discussed at the seminar included nominating more young people to unions' positions, instituting specific quotas for young people, communicating the unions to young people in a positive and modern way, including the information about trade unions and labour rights in the educational curricula. Trade unions can highlight the concrete positive results from their work to young people, such as affirming the labour rights of workers and securing a series of benefits in employment. Important is also to demonstrate that trade unions also engage with the new forms of employment such as platform work or digital economy, especially popular amongst young people. Trade unions also need to offer open spaces for young people to discuss their problems and rights. In this respect, the experience of RUGE in Spain as a cross-union initiative specifically focussed on youth can be interesting to other countries to exchange practice and learn from.

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

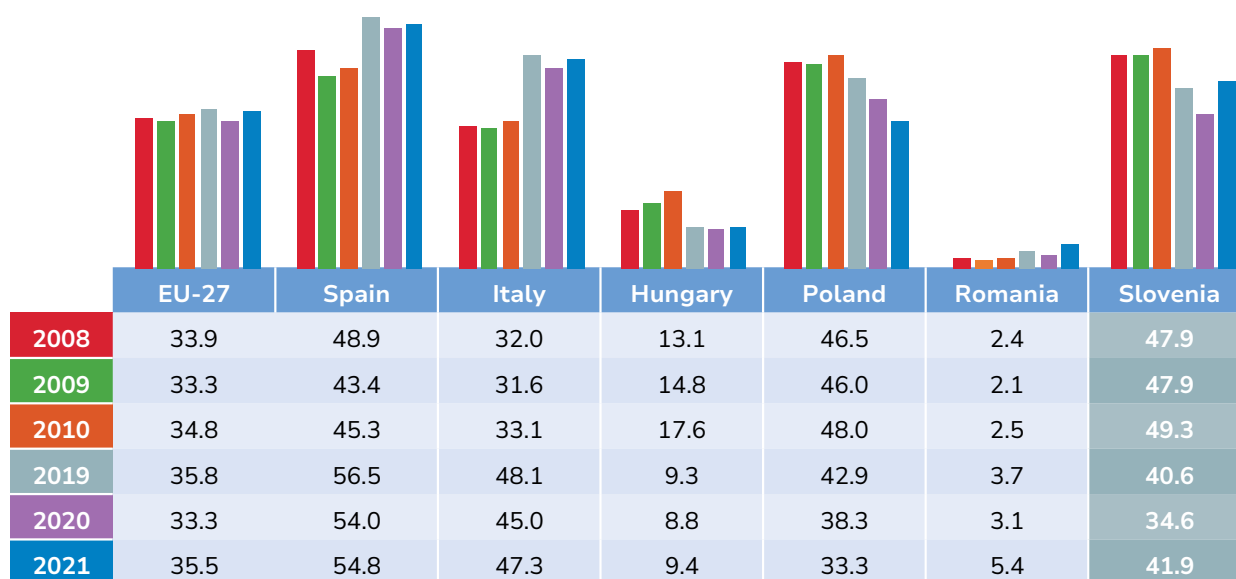
**Source:** Eurostat, Youth unemployment by sex, age and educational attainment level [YTH\_EMPL\_090\_custom\_3603201], aged 15-29, accessed 17/10/2022.

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**

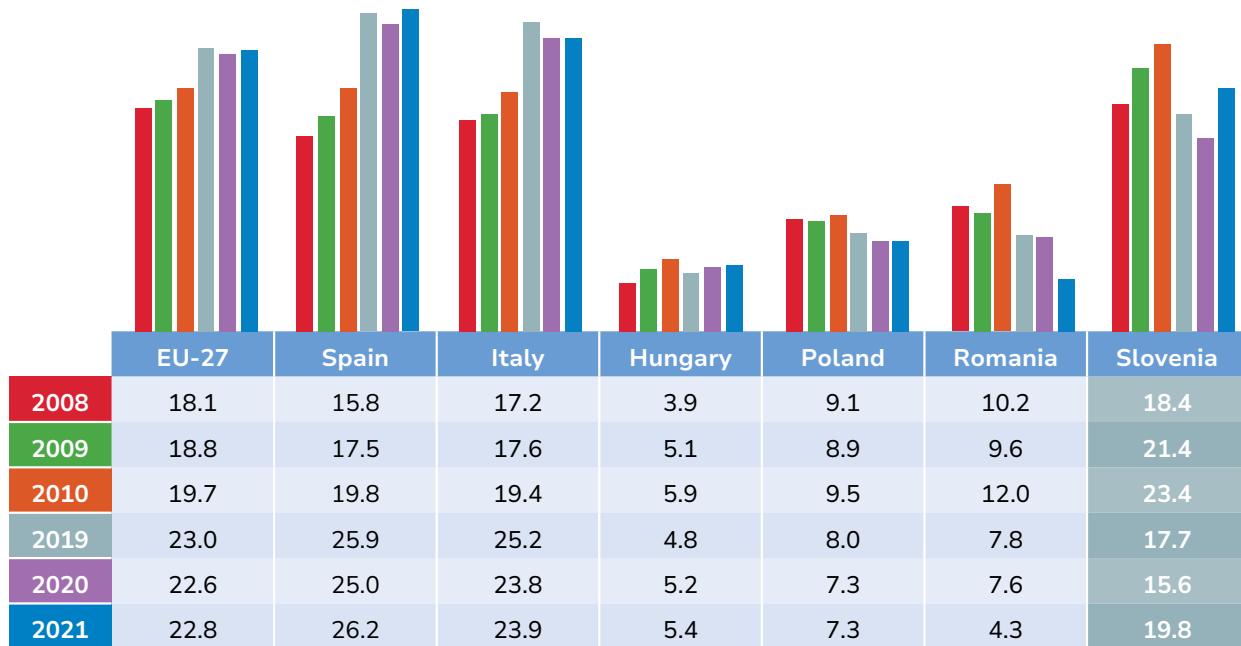
**TEMPORARY YOUTH EMPLOYMENT RATE, ALL, EU-27 AND SELECTED COUNTRIES, SELECTED YEARS**



**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
<b>EU-27</b>	:	:	18,912	20,274	22,402
<b>Spain</b>	15,462	17,375	20,274	20,697	21,203
<b>Italy</b>	:	21,151	23,291	25,649	26,001
<b>Hungary</b>	4,960	6,543	8,113	8,415	11,103
<b>Poland</b>	5,522	6,747	8,353	9,079	11,297
<b>Romania</b>	1,732	3,345	5,093	5,699	10,424
<b>Slovenia</b>	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  
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