

COMPARATIVE ANALYSES ON YOUTHS' EMPLOYMENT AND UNEMPLOYMENT IN ROMANIA AND THE EUROPEAN UNION DURING THE POST-CRISIS PERIOD

Mariana BĂLAN¹

Abstract

In the current conjecture the youths are faced with the emergence of uncertainty feelings regarding their own chances to have a "promising" debut on the labour market. The world crisis, the social reality with which all societies are faced brought again to the forefront the idea of the youths' vulnerability in the labour market.

During the period 2008-2014 the number of youths employed in the labour market within the European Union decreased by over 7.5 million which corresponds to a diminishment of the employment rate by 4.3 percentage points.

In some developing societies and even in some developed ones, the impact that the crisis had on the youths is felt especially under the form of unemployment and of a social "bazard" that is associated with inactivity on short-term. The issue of youths' inactivity for a longer period of time is considered as a major risk that leads to estrangement from labour market; several studies have indicated that the transition from school to work during times of economic recession can leave its fingerprint on the youth generation affected by this economic decline.

With respect to youths' employment on the labour market, the period 2008-2014 is characterized by increases in the weight of those employed part-time or on a temporary basis and this with a higher frequency than in the case of other segments of working-age individuals. The youths with lower education are also the most vulnerable: they have more difficulty in finding a job, have most trouble in maintaining the jobs for which they are, or not the position owners.

The present paper presents a brief comparative analysis of the developments on the youths' labour market from Romania and other member-states in the period 2008-2014.

Keywords: youths' employment, youths' unemployment, education level, labour market imbalances

Rezumat

În conjunctura actuală, tinerii se confruntă cu apariția unui sentiment de nesiguranță cu privire la propriile lor șanse de a debuta „cu bine” pe piața muncii. Criza mondială, realitatea socială cu care se confruntă toate societățile a readus în prim plan ideea fragilității tinerilor pe piața muncii.

În perioada 2008-2014, numărul tinerilor încadrați pe piața muncii în Uniunea Europeană a scăzut cu peste 7,5 milioane, ceea ce corespunde unei reduceri a ratei de ocupare de 4,3 puncte procentuale.

¹ Univ.Prof.PhD, Scientific research I – degree. Institute for Economic Forecasting-NIER, Romanian Academy, 13 Calea 13 Septembrie Street, Bucharest, E-mail: dr.mariana.balan@gmail.com

În unele societăți în curs de dezvoltare, și chiar unele societăți dezvoltate, impactul pe care l-a avut criza asupra tinerilor este resimțit în special sub forma șomajului și a unui „hazard” social care este asociat cu o inactivitate pe termen scurt. Problema inactivității tinerilor pe o perioadă mai mare de timp este considerată a fi un risc major de îndepărtare de piața muncii, numeroase studii arătând că tranziția de la școală la muncă într-o perioadă de recesiune economică își poate pune amprenta asupra generației de tineri afectați de acest declin economic.

În ceea ce privește ocuparea tinerilor pe piața muncii, perioada 2008-2014 se caracterizează prin creșterea ponderii celor angajați part-time sau temporar și, aceasta, cu o frecvență mai mare decât în rândul altor segmente de persoane apte de muncă. Tinerii cu studii inferioare au fost și sunt cei mai vulnerabili: și-au găsit mai greu un loc de muncă, au avut cele mai mari dificultăți în păstrarea locurilor de muncă pentru care sunt sau titulari.

Lucrarea prezintă o succintă analiză comparativă a evoluției pieței muncii tinerilor din România și alte state membre în perioada 2008-2014.

Cuvinte-cheie: ocuparea tinerilor, șomajul tinerilor, nivel de instruire, dezechilibre ale pieței muncii

Cod JEL: E24, J21, J22, J23, J64

Cod REL: 10G, 12A, 12B, 12I, 12Z, 20Z

1. Introduction

The employed population on the European labour market is to its majority an adult one, as the representation of youths is below 35% from total employed population. The number of youths employed on the labour market diminished during this period by 4.3 percentage points. An important factor for the diminishing employment rate among youths with ages between 15 and 29 years was the recent economic crisis.

In the year 2014, the unemployment among youths was very high (22.2%). In this context, attaining the Europe 2020 Strategy objective regarding labour force employment (75% for the population with ages between 20 and 64 years of age) requires the adoption/improvement of measures for increasing the insertion degree of youths on the labour force market.

The unemployment rate among youths is twice as high as compared with the rate for the entire active population (9% in the year 2014). The decrease in the number of permanent jobs during the crisis affected disproportionately the youths as they were overrepresented in the category of temporary contracts. Also, the difficulties on the labour market existing already before the economic recession were intensified during the crisis and post-crisis period with a negative impact also on the youths with ages between 25 and 29 years of age who have higher education and still find it more difficult to obtain a job corresponding to their skills.

In the context of an increasingly higher level of unemployment, the youths have increasingly more difficulties in finding a job and many of them might decide to extend their period of inactivity on the labour market or resume their studies. This could represent an investment for the future provided that the adequate competences are gained. Nevertheless, the reality is that many of these youths are not involved either in employment, studies or training, and they are those representing the NEET group.

The NEET rate (weight of youth who are neither in education, training or in the labour market in total youth population) is a relatively new indicator but which received during the last two decades an increasingly higher importance both in the approaches of international organisations regarding youths' labour market and in the mass-media.

In the European Union the number of youths under 30 years of age who are not in employment, education or vocational training increased to almost 14 million individuals (or 15.3% in the year 2014). In this context, the challenge faced by the governments of the EU-28 countries is very high. The increase in the insertion degree of youths on the labour market, but also their social integration turned into permanent concerns of the member-states' policy. For decreasing the intensity of these phenomena, these have initiated or adopted a series of measures.

The current developments with respect to youths' employment on the labour market, but also social evolutions represent at European and national level major challenges. The directives regarding labour force employment elaborated by the Council of Europe (Council Decision 2010/707/EU) pursue to ensure a stable political orientation for the member-states so as to meet this complex context in view of achieving the objectives of the Europe 2020 Strategy.

The issues faced by the youths in the labour market have significant direct consequences from an economic, social and even cultural perspective not only for them, but also for their families and the communities (local, national and international) they live in. The most important effects of their inactivity are: economic risks related to the present and future perspectives on medium- and long-term (career development, future pension rights, etc.); social: poverty risk, the exclusion and self-exclusion risk, of disengagement at individual level expressed by their incapacity to play an active role within the community they belong to, as well as for the development of the society as such.

The high level of unemployment level among youths and of the NEET rate leads to diminished chances of employment of the individuals in general, but also to diminishing opportunities of economic development both at national and global level.

The present paper intends to analyse, in the framework of these general aspects, the current issues of the youths' labour market within a national and European context.

2. Youths' employment and unemployment on the Romanian labour market and in the European Union

While unemployment is the most pressing challenge for the youths, the employment rates decreased for the last years. In Q1 of the year 2015, the youths' employment rate for those between 15-24 years of age was of 32.4%, on increase by 0.3 pp against the year 2013, when the lowest level ever recorded was reached within the EU, corresponding to the 18.8 million youths in this age group. The employment rate of those with ages between 25 and 64 years of age underwent a more modest decline during the same period, from 72% in the year 2008 to 71.4% in the year 2014.

Due to the economic crisis, between 2008 and 2014, the employment rate among youths from Europe decreased by almost 5pp, from 37.3% to 32.4%, while youths' employment diminished by approximately four million individuals.

Regarding **youths' employment**, in the first quarter of the year 2015, between the EU member-states there are large differences (Table 1).

The youths are much more involved in the labour force market in countries such as the Netherlands (59.5%), Denmark (54.5%), Austria (50.7%), Great Britain (48.7%) and Germany (46.3%). In turn, the youths' employment rate is under 20% for Bulgaria (19.8%), Croatia (17.5%), Spain (16.5%), Italy (14.2%), and Greece (12.9%).

Table 1. Employment indicators for the age group 15-24 years and 25-64 years, Q1-2015

(%)

	Employment rate		Part-time employment		Temporary employment	
	15-24 years	25-64 years	15-24 years	25-64 years	15-24 years	25-64 years
EU-28	32,2	71,3	32,7	18,6	42,5	10,8
Belgium	24,2	70,3	28,7	24,6	35,8	7,0
Bulgaria	19,8	68,3	7,9	2,0	11,3	3,2
Czech Republic	28,0	76,9	10,7	5,0	30,3	7,9
Denmark	54,5	77,5	67,9	17,9	21,6	5,4
Germany	46,3	78,9	23,5	27,2	53,3	8,1
Estonia	33,9	76,6	19,2	8,0	15,2	1,8
Ireland	27,1	69,6	44,7	20,5	31,1	6,4
Greece	12,9	55,8	24,2	9,3	30,1	9,8
Spain	16,5	63,2	39,7	15,1	67,5	21,5
France	27,0	71,3	25,7	17,9	56,7	11,9
Croatia	17,5	61,4	13,8	5,2	56,0	15,7
Italy	14,2	62,9	32,0	17,6	55,3	11,1
Cyprus	25,5	69,8	26,1	12,9	29,7	16,1
Latvia	34,0	73,2	7,8	5,9	8,0	2,8
Lithuania	26,4	75,5	11,3	7,7	7,8	1,4
Luxemburg	28,2	74,0	30,1	17,5	40,1	6,5
Hungary	23,9	70,2	6,8	6,1	21,8	9,1
Malta	46,6	65,9	18,8	13,5	12,7	5,6
The Netherlands	59,5	76,8	80,7	44,7	54,5	14,3
Austria	50,7	74,3	24,9	28,1	35,2	4,7
Poland	25,1	69,3	15,0	6,5	72,4	24,3
Portugal	21,9	70,7	23,0	9,5	65,0	18,3
Romania	23,0	66,3	18,8	8,4	5,7	1,1
Slovenia	26,0	70,0	38,6	8,0	65,2	13,1
Slovakia	23,5	69,9	13,0	5,7	28,3	8,6
Finland	36,0	74,0	47,4	11,3	33,7	11,1
Sweden	40,0	82,3	53,1	21,7	52,1	10,8
Great Britain	48,7	77,8	38,2	23,5	15,3	4,6

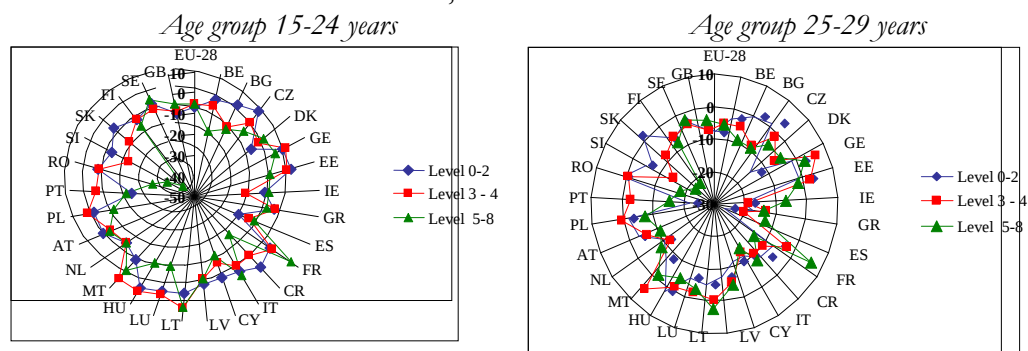
Data source: Eurostat statistics, (online data code: [lfsq_ergaed], [lfsq_etpga], [lfsq_eppga])

In the year 2014, the employment rate of youths with ages between 15 and 24 years of age at the EU-28 level was of 32.4%, on decrease by 4.8 pp against the year 2007, and for the age segment 25 to 29 years of age it diminished by 4.1 percentage points.

For the vast majority of member-states, the youths' employment rate for those with ages between 15 and 24 years of age was higher for men, save for Ireland, Denmark, the Netherlands, Finland, Sweden, Cyprus and Malta. For the age group 15 to 29 years of age, only in Cyprus the women employment rate was higher than the one for men.

The decline of youths' labour force employment was shown both for individuals with a low education and skills' level and for those with higher education. In some member-states (Denmark, Ireland, Greece, Spain and Portugal) the job losses for youths were mostly exclusively among those with low and medium education and training, while in others (Bulgaria, Czech R., Estonia, Cyprus, Romania, Slovenia and Slovakia), youths labour force employment among those with higher education was more marked, while in France the employment rate of the youths with higher education increased for both age groups (Figure 1).

Figure 1. Percentage changes in the numbers of youths employed in the period 2007-2014, on educational levels

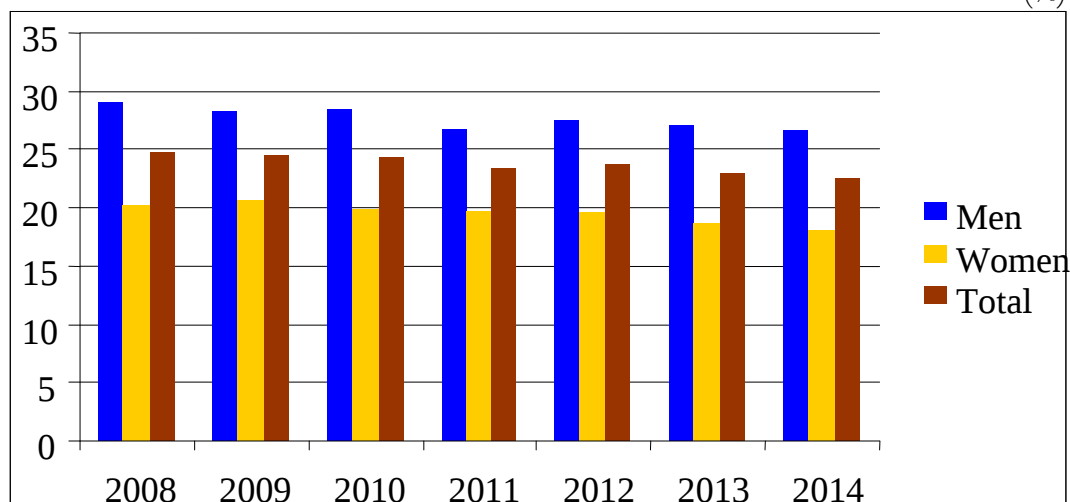


Data source: Eurostat statistics, (online data code: [yth_empl_010])

Also in Romania the employment rate of the youths with ages between 15 and 24 years of age diminished during the last years, so that in the year 2014 it reached 22.5% (by 1.3 pp less than in the year 2008 and by 0.4 pp less against the year 2013) (Figure 2). The economic recession had as effect also the diminishment of the employment rate on genders, and in Romania this process was more marked than the EU-28 average. Thus, in the year 2008, the gap between the employment rate for young men and the one for young women was of 8.9 pp in Romania, against 5.8 pp in EU-28, and of respectively 8.6 pp against 3.7 pp in the year 2014.

Figure 2. Evolution of the youths' employment rate (15-24 years) in Romania

(%)



Data source: Eurostat statistics, (online data code: [lfsi_emp_a])

For many youths who have temporary or part-time jobs, this period can be seen as an important stage towards permanent labour force employment. Nevertheless, temporary contracts limit the financial and personal autonomy of the youths. Moreover, under the conditions in which the period of temporary contract repeatedly fails to turn into permanent contractual labour relationships, this period contributes to a certain extent to the phenomenon of discouraging the youths who might abandon searching for permanent employment, the implications being significant at individual, family and community level.

In the years preceding the crisis, the share of youths who were employed in temporary jobs increased significantly in Europe. Even if after the year 2008 the European economies entered into recession, still the share of youths. The increase was particularly high in countries such as Slovakia (by 15.6 pp), Czech R. (by 13.5 pp), Spain (by 13.4 pp) and Italy (by 11.4 pp), the share of youths employed in temporary jobs, as opposed to permanent jobs being a lot higher in the year 2014 than in the year 2007, in almost all member-states (save for Denmark, Germany and Austria, where diminishments by 3.5 pp, 1.5 pp and, respectively 0.5 pp were recorded). The ascending trend was maintained also in Q1 2015 when 42.5% from the employed youths (with ages between 15 and 24 years) had temporary contracts in the EU-28, compared with 10.8% among those with ages between 25 and 64 years. In countries such as Poland, Spain, Slovenia and Portugal, the level of temporary employment among youths with ages between 15 and 24 years in Q1 2015 is much above the European average (over 60%) (Table 1).

Labour force employment in the part-time system is less attractive for the age segment 15 to 24 years, the average of the employment rate at EU-28 level being of 32.7% in Q1 2015 (Table 1). On the other hand, the gap between the labour force employment rate with part-time among young workers and elderly ones is not as wide as in the case of temporary contracts: 14.4 pp against 31.7 pp. The employment of young labour force in the part-time system gained much field in countries such as the

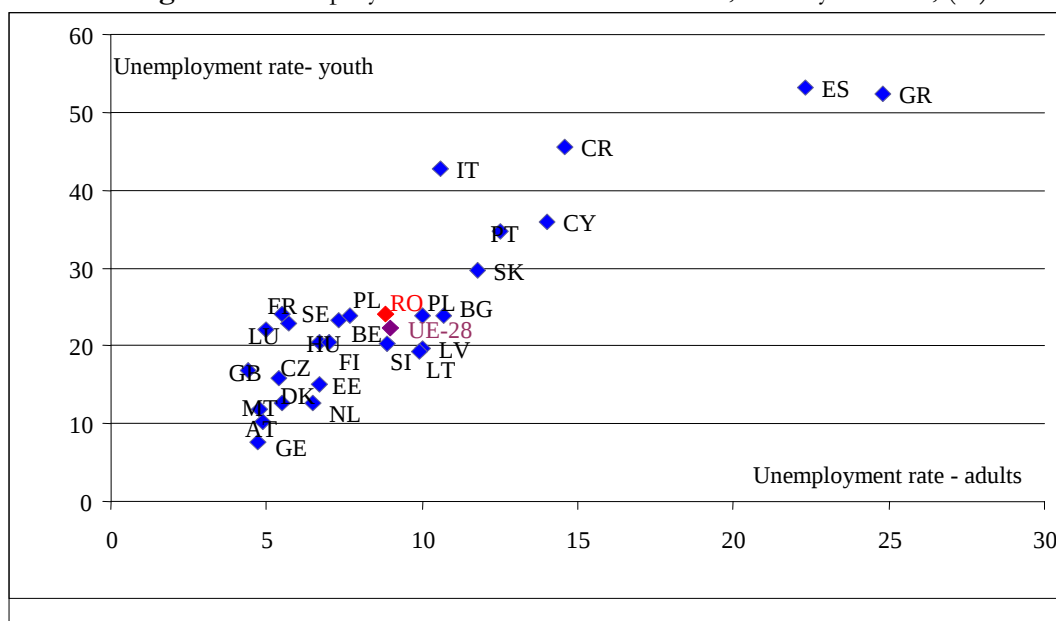
Netherlands, Denmark, Sweden, Finland and Ireland where over 40% of the employees are active on the labour market in this system (Table 1).

The lack of length of service, the specifics of the company's human capital, the experience in the labour market of the youths, the higher probability of working within the company for a determined period of time, and other forms of employment under precarious conditions are but few of the factors leading to an increase in the numbers of unemployed among youths.

Under such circumstances, the transition from school to labour market tends to turn into a chain of intermittent episodes of training, education, compulsory military or civil service, or of voluntary service, of other temporary activities, often in an institutional framework characterised most times by fixed dates of entry which are outside the market and which don't take into account the demands of the labour market. Under these circumstances, the youths gain much too less experience in searching for a job and don't develop a clear image about the job and/or incomes that would satisfy them. To these is added also the fact that in some countries the youths have less resources than elderly workers, and in others they have a strong financial attachment to the family, which makes them less mobile in searching for a job.

The unemployment rate for the age segment under 25 years at EU-28 level was of 22.2% in the year 2014, on increase by 6.6 pp against the year 2007, but on slight decrease (-1.4 percentage points) against the year 2013. For the age group 15-29 years, the unemployment rate increased in the period 2007-2014 by 5.5 pp, and its diminishment in 2014 against the preceding year was of only 1%. Also in Romania, in the year 2014 the unemployment rate among youths with ages between 15-24 years was of 24.0%, and for the age group 25-29 years of 10.5%, on increase by 5.4 pp, respectively 3.8 pp against the year 2007. On age groups, the unemployment among young women was higher for the age group 15 to 24 years, the increase in the year 2014 against 2007 being for this segment of young women of 6.4 pp (against 4.4 pp for the age segment 25 to 29 years).

In most member-states also in 2014 the unemployment rate among youths continued to increase, as they were faced with extremely high rates of unemployment. If adults registered an unemployment rate of 9% in 2014, the youths were facing an unemployment rate of 22.2% (Figure 3). This means that the ratio between the youths' unemployment rate and the one of adults is of 2.47 in EU-28. The ratio was almost 4 times or even higher in a series of countries: especially in Great Britain (3.84), Sweden (4.02), Italy (4.03), Romania (4.63), and Luxemburg (4.4) (Figure 3). The value of this ratio in Romania places the country on the second position among the member-states (after Luxemburg).

Figure 3. Unemployment rate in EU-28 countries, in the year 2014, (%)

Data source: Eurostat statistics, (online data code: [lfsa_urban])

In other countries, the value of this ratio is under 2: Germany (1.64), Lithuania and the Netherlands (1.95) and Latvia (1.96). The unemployment rate among youths recorded large differences between countries: under 10% in Germany (7.7%), Austria (10.3%), Denmark (12.6%), Estonia (15%), or exceeded 40%: Italy (42.7%), Croatia (45.5%), Greece (52.4%), and Spain (53.2%) (Figure 3). Also in the year 2014, in EU-28, the unemployment rate among young women was slightly lower than for young men (in average by 1.4 pp).

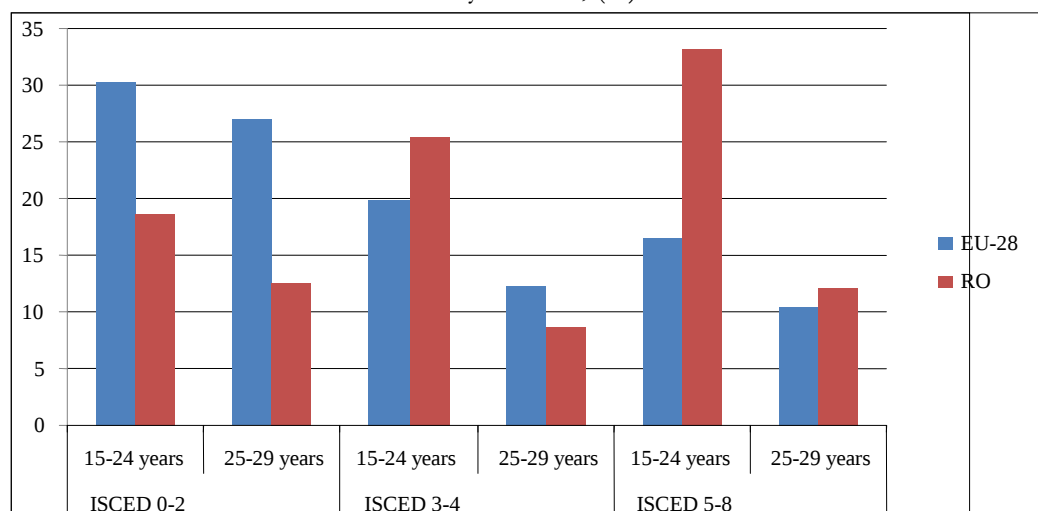
The persistence of uncertain and fragile economic conditions, including on the labour market in many countries triggered an unprecedented increase in the duration of unemployment. In the year 2014, 49.5% out of the unemployed were classified as in long-term unemployment, the highest value being recorded in Greece (73.5%), Slovakia (70.2%), Italy (61.4%) and Bulgaria (60.4%). In Romania, the weight of long-term unemployment in total unemployed was of 41.1%. By contrast, long-term unemployment was lower than 25% only in Sweden (18.9%) and Finland (22.4%), countries that have tradition in adopting active labour market policies that aim to decrease long-term unemployment.

The average of the long-term unemployment rate among youths (15 to 29 years of age) in the EU-28 was of 6.9% in most member-states, as these recorded some slight decreases against the preceding year. The long-term unemployment rate among youths continued to increase in Greece (29.4%), Italy (18.5%). In Romania, the long-term unemployment rate among youths was of 6%, on decrease by 0.7 pp against the preceding year.

Youths' unemployment depends also on their training level. For the age group 15-24 years of age, in general, the highest unemployment is recorded among youths with only

pre-school, primary and lower-secondary education (levels 0-2). The exceptions are Greece and Cyprus, where the unemployment rate among youths with average education (levels 3 - 4) was by approximately 2.9 pp higher, respectively 3.3 pp, than the one recorded for youths with pre-school, primary and lower-secondary education (levels 0-2). In Slovenia and Slovakia, is highlighted a higher number of unemployed with higher education against the numbers of unemployed with average education. Romania is the only country where there are significant differences between the weight of young unemployed with higher education and those with average education from level 0 to level 2, or the levels 3 and 4 (Figure 4). For the age group 25-29 years, in the year 2014, in the majority of countries the weight of unemployed with higher education is smaller than the one of the unemployed with ISCED levels 0-2 or 3-4. In Italy, Romania, Slovenia, Denmark, Cyprus and Croatia also for this age segment of youths, the unemployment among those with higher education is higher than the one of those with average education.

Figure 4. The unemployment rate on educational levels in Romania and EU-28, in the year 2014, (%)



Data source: Eurostat statistics, (online data code: [yth_empl_90])

According to the statistics of the National Employment Agency, by the end of the year 2014, 78184 youths under the age of 25 years were recorded and 39024 youths with ages between 25 and 29 years of age. From among these, 5933, respectively 5611 individuals had higher education, against 33733 and 26796 with primary, lower-secondary and vocational education. The weight of youths in long-term unemployment was, by the end of 2014 of 14.77%.

3. Conclusions

After the outbreak of the economic-financial crisis, almost all member-states registered a considerable increase of the unemployment rate among youths which in the year 2014, at European level, reached the value of 22.2%. In some countries, such as

Greece and Spain, the unemployment rate among youths increased to over 50%. The only notable exceptions in this general trend are Austria and Germany, countries where there is a strong dual education system (in a company existing the combination between apprenticeship and vocational training) that aims all youths and which succeeded to maintain a low level of the unemployment rate for this age category also during the crisis. To this form of education were added also provisions of social nature and of labour legislation to various additional types of social contributions that encourage and even make necessary the direct and active involvement of young unemployed in identifying jobs depending on their skills and competencies.

In the recent recession, unemployment affected all youths irrespective of their training level. Even if there is wide consensus with respect to the higher degree of insertion for youths with higher education level on the labour market, against those with lower education levels, still in some countries the current crisis seems to contradict this consensus. Unemployment among youths increased dramatically even among higher education graduates, under the conditions in which the employment perspectives on labour market were considerably diminished.

Even if after the year 2008 European economies entered into recession and wide scale losses of jobs, still the share of youths employed with temporary contracts continued to record slight increases. The increase was particularly high in countries such as Slovakia (by 15.6 pp), Czech Republic (by 13.5 pp), Spain (by 13.4 pp) and Italy (by 11.4 pp), and the share of youths employed in temporary jobs, by contrast to those in permanent jobs was higher in 2014 than in 2007, in almost all member-states (save for Denmark, Germany and Austria where diminishments were registered by 3.5 pp, 1.5 pp, respectively 0.5 pp).

The employment of labour force in the part-time system is less attractive for the age segment 15-24 years, the average employment rate at EU-28 level in Q1 2015 being of 32.7%. On the other hand, the gap in labour force employment rate average for part-time between young employees and elderly is not as high as in the case of temporary contracts: 14.4 pp against 31.7 pp. But, in the Netherlands, Denmark, Sweden, Finland and Ireland the youths labour force employment in the part-time system gained in importance, over 40% of the youths being employed in this system.

The unemployment rate among youths affected differently the youths on age groups. Thus, the average of the unemployment rate at EU-28 level was of 22.2% in 2014 for the age group 15-24 years, (on increase by 6.6 pp against 2007, but on slight decrease, by 1.4 pp against 2013) and of 13.6% for the age segment 25-29 years (which increased by 4.9 pp in the period 2007-2014, and its diminishment in 2014 against the preceding year was of only 1%).

Also in Romania, in 2014, the unemployment rate among youths with ages between 15 to 24 years of age was of 24% and for the age group 25-29 years of age of 10.5%, on increase by 5.4 pp, respectively 3.8 pp against the year 2007. Differentiations of the unemployment rate were shown also between young men and young women: the unemployment among young women was higher for the age group 15 to 24 years, the increase in 2014 against 2007 being of 6.4 pp (against 4.4 pp for the age segment 25 to 29 years).

In the year 2014, the percentage of youths that were not professionally employed, nor in education within the EU-28 varied from 6.4% for the age group 15 to 19 years, to 20.3% for youths with ages between 25 and 29 years. This percentage varies significantly

from one member-state to the other, on each age category. In Romania, 24.6% from the youths with ages between 25 and 29 years were included into the NEET category. The emergence, size and structure of the NEET category are generated by a series of social, economic, personal and family factors.

References

- Anuarul Statistic al României*, 2007-2014, Institutul Național de Statistică;
Baza de date online-TEMPO online, Institutul Național de Statistică, www.insse.ro;
Benedikt F.C., Osborne M. A. (2013). *The Future of Employment: How susceptible are jobs to computerization?*, <http://www.oxfordmartin.ox.ac.uk>;
Caitlin F., Mark J. B. & Christine E. K. (2012). *Parent resources during adolescence: effects on education and careers in young adulthood*, Journal of Youth Studies, DOI: 10.1080/13676261.2012.704989, To link to this article: <http://dx.doi.org/>;
Comisia Europeană, Propunere privind revizuirea normelor UE privind recunoașterea calificărilor profesionale (COM (2011) 883 final din 20 decembrie 2011), www.ec.europa.eu;
Council Decision 2010/707/EU of 21 October 2012, *On guidelines for the employment policies of the Member States*, <http://eur-lex.europa.eu>;
Eurofound (2011), *Young people and NEETs in Europe: First findings*, Eurofound, Dublin, <http://www.eurofound.europa.eu/publications>;
Eurofound (2012), *Evaluation of the effectiveness of policy measures implemented by Member States to increase the employability and to promote a higher employment participation of young people in Europe*, Eurofound, Dublin, <http://www.eurofound.europa.eu>;
Eurofound (2015), *Young people and 'NEETs'*, <http://www.eurofound.europa.eu/young-people-and-neets-1>;
Europa 2020 - A strategy for smart, sustainable and inclusive growth, <http://eur-lex.europa.eu>
European Commission (2012), *Commission staff working document accompanying the document Proposal for a Council recommendation on establishing a Youth Guarantee*, SWD(2012) 409 final, Brussels, www.europa.eu;
Giovanni S. F. B., Marelli E. și Signorelli M. (2013). *Young People in Crisis: NEETs and Unemployed in EU Regions*, Paper to be presented at: 53rd ERSR Congress 27-31 August 2013 - Palermo, Italy, <http://www.sre.wu.ac.at>;
Global Employment Trends 2014: Risk of a jobless recovery? / International Labour Office. Geneva: ILO, 2014, www.ilo.org;
Promoting better labour market outcomes for youth, Organisation for Economic Co-operation and Development International Labour Organization, august 2014, Report on youth employment and apprenticeships prepared for the G20 Labour and Employment Ministerial Meeting Melbourne, Australia, 10-11 September 2014, www.oecd.org/g20;
Salvatore L. (2013). *The situation of Young NEETs in Europe: characteristics, costs and policy responses*, Eurofound, 2013, www.oireachtas.ie;
Schmillen A. & Umkehrer M. (2013). *The Scars of Youth — Effects of Early-Career Unemployment on Future Unemployment Experience*, IAB Discussion Paper Articles on labour market issues, 6/2013, www.iab.de;
Statistici Eurostat, www.eu.europa.eu;

Strategia Națională în domeniul politicii de tineret pentru perioada 2015 – 2020, www.unicef.ro;

World employment and social outlook: Trends 2015 / International Labour Office. – Geneva: ILO, 2015;

Young people and NEETs in Europe. European Foundation for the Improvement of Living and Working Conditions, TJ-32-11-956-EN-C, www.eurofound.europa.eu,

Youth on the Move, An initiative to unleash the potential of young people to achieve smart, sustainable and inclusive growth in the European Union, European Union, 2010, www.europa.eu/youthonthemove;

Youth Opportunities Initiative, Communication From The Commission To The European Parliament, The Council, The European Economic And Social Committee And The Committee Of The Regions, Brussels, 20.12.2011, COM(2011) 933 final, www.ec.europa.eu/social;