



STUDY AND RESOURCES ON YOUTH EMPLOYMENT AND YOUTH ENTREPRENEURSHIP

in Germany, Serbia, Hungary, Lithuania, Republic of Macedonia, Romania and Spain

Document created by 35 young people from social entities.



This document has been prepared within the framework of the program *"The journey of your life"* (September 2017) youth mobility in the area of **Erasmus +, Spanish National Agency**, organized by the association **Arrabal-AID**, where 35 young people from seven countries have known, discussed and practiced entrepreneurship as a way of creating employment, coming from the following social entities:

PRIMARIA MUNICIPIULUI ALBA IULIA-Alba Iulia Municipality (Romania), **FIRKA Ifjúsági Egyesület** (Hungary), **Omladinska Organizacija IFIKS** (Serbia), **Regionalna Romska Obrazovna Mladinska Asocijacija** (Macedonia), **Unique projects** (Lithuania), **Youth Line** (Germany) and **Arrabal-AID** (Spain).

The document provides a picture of the youth situation in employment and entrepreneurship, as well as good practices and resources in their countries for employment and entrepreneurship.





SPAIN

Employment situation | Youth employment | Good practice | Resources

Employment situation



Spain is still the country of the European Union with the highest number of unemployment, with 19.11 million unemployed people and 20.8% in the EU and with 26.5% of 15.034 millions in the zone of Europe.

The unemployment of Spanish **men** decreased during May to 16%, that is the lowest rate since January 2009. In contrast the unemployment of **women** decreased to 19.6% and therefore it is the best rate since 2010



In May Spain had with 38,6% the worst rate of unemployment of the whole EU , in case of the **young people**, after Greece. In April it was about 39,1% therefore it decreased for the first time. Greece has with 46,6% the highest rate of unemployment and is very over the average of 18,9% of the euro-zone and with 16,9% of the set of the EU. It is the first time that the unemployment of Spanish people decreased to 39% since June 2009.

Youth employment



The **88% of young Spanish** people have problems to find work, because of:

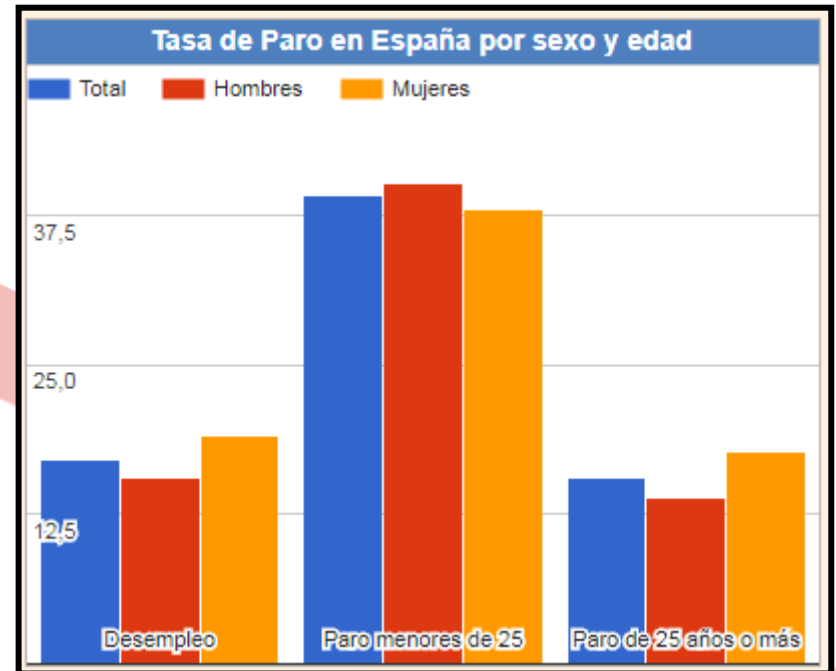
1. less experience (89%)
2. incomformism (4%)
3. instability (4%)
4. demand for flexibility at work (3%)

(Trabajando.com y Universia)

8 of 10 Spanish students under the age of 25 years have to work in summer although they want to learn languages, they want to travel and to enjoy the Summer.

The new generation has to show creativity an innovation in the companies because that is what the employers expect. For example motivation (33%), a good disposition (13%) and a current knowledge (8%).

(Observatorio de Innovación en el Empleo (OIE) de Adecco)



| | Total | Hombres | Mujeres |
|---------------------------|-------|---------|---------|
| Desempleo [+] | 17,1% | 15,5% | 19,0% |
| Paro menores de 25 [+] | 39,2% | 40,2% | 37,9% |
| Paro de 25 años o más [+] | 15,6% | 13,8% | 17,7% |
| < Paro 2017-05 | | | |

Youth entrepreneurship



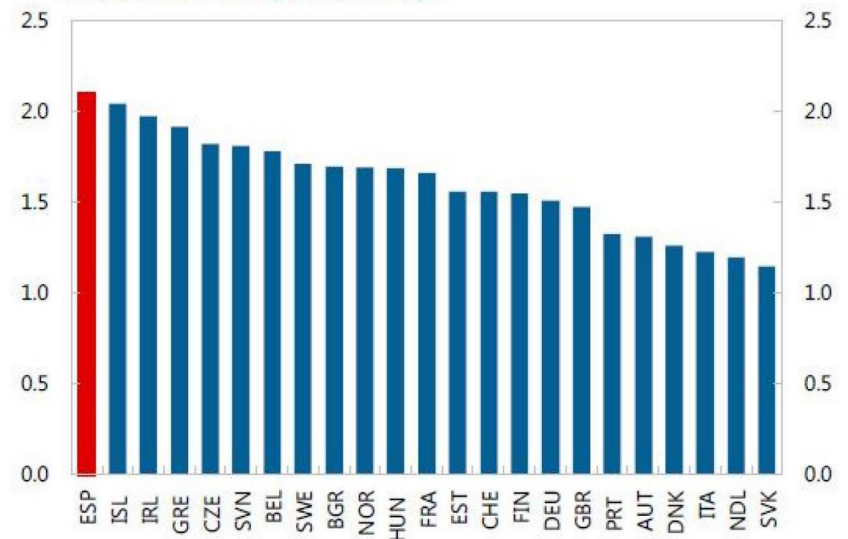
The rate of entrepreneurial activity (TEA) has increased to **5.7% in Spain**, although it is below the European average (7.8%), according to Global Entrepreneurship Monitor.

Experts recommend the **introduction of concepts about entrepreneurship at all levels of education**, as well as the impetus for female participation.

As for the average **age** of entrepreneurs in Spain the average age is between **24 and 44 years**. The percentage of both genders is very even, **60% of men compared to 40% of woman**, this distance is shortened in some sectors.

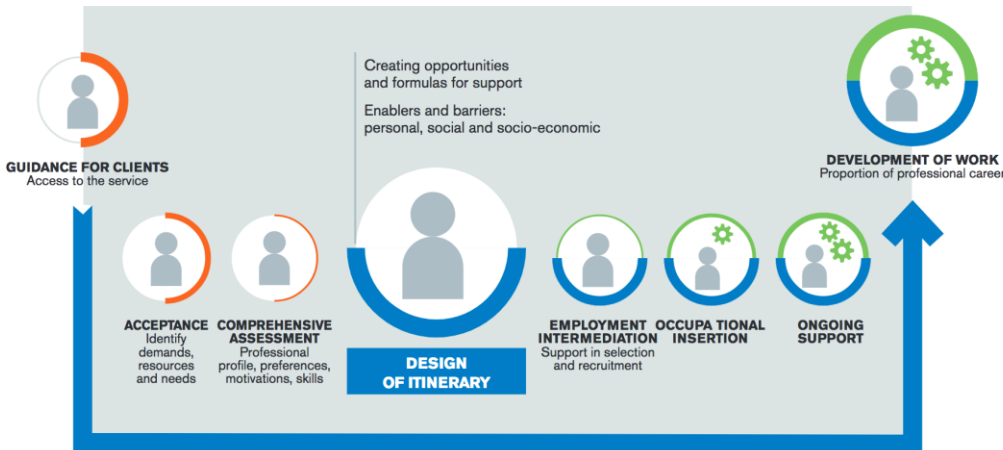
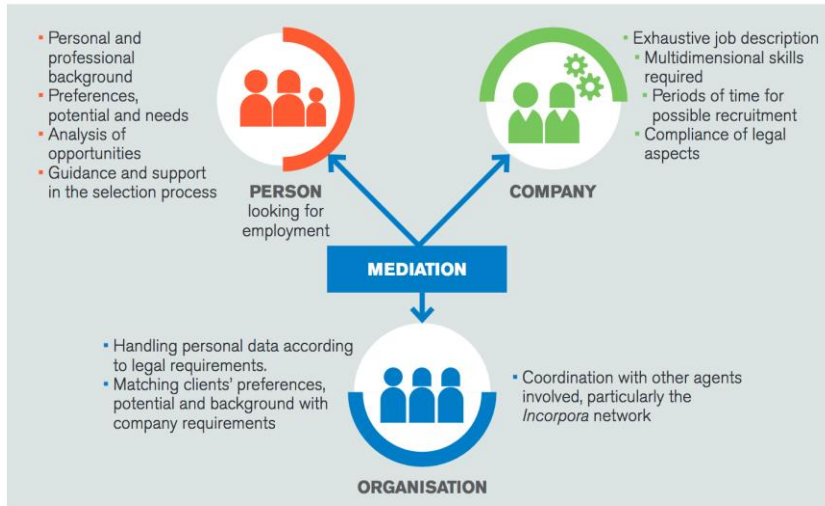
Entrepreneurs in Spain are engaged in **full-time entrepreneurship (97%)** and their origin is **Spanish (92%)**, compared to **10% of foreigners**, of which 2% are community entrepreneurs. (GEM 2015)

Barriers to Entrepreneurship



Barriers to entrepreneurship. Scale from 0 to 6, from least to most restrictive. Graph prepared by the International Monetary Fund 2016.

Good practice



Networking with organisations in the *Incorpora* programme and other agents in the region
Empowerment, collaborative work, skills management, supported employment

- **Name:** **autoempleo incorpora** de "la Caixa"
- **Main:** Free advice on creating your own business. We analyze the feasibility of the project and help find funding.
- **Characteristics:** We advise you in the definition of your project, to find financing and to carry out a personalized follow-up.
- **Numbers:** 28,000 contracts that were obtained in 2016, 73%, belong to the group of people in social exclusion: young people in situations of vulnerability, over 45, immigrants, prisoners, long-term unemployed or victims of gender violence
- **Website:** <https://www.incorpora.org/detalle-actualidad/metodo-incorpora-idiomas>

Resources



Resources and advices to find employment/study in (YOUR COUNTRY)

Garantía Juvenil

<https://garantiajuvenil.empleo.gob.es>

Andalucía Emprende

<https://www.andaluciaemprende.es>

Youth Business Spain

www.youthbusiness.es/

GEM España : : Global Entrepreneurship Monitor

<http://www.gem-spain.com/>

Pole of digital content (Málaga)

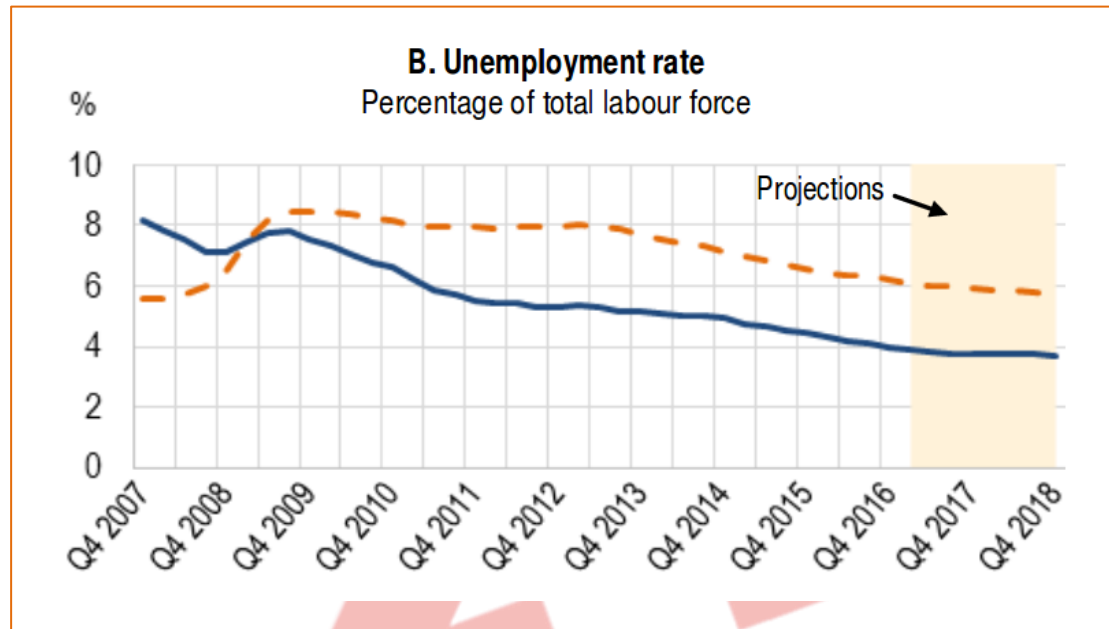
<http://www.promalaga.es/agenda-polo-digital/>



Germany

Employment situation | Youth employment | Good practice | Resources

Employment situation



Labour market and trends

Unemployment rate decreases steadily
Germany's unemployment rate is just below 4 % (OECD average 6,2 %) The introduction of the federal minimum wage did not interrupt that decline.

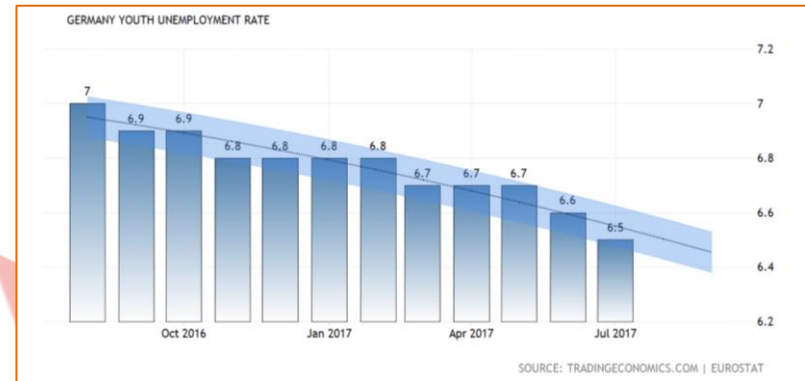
Relative strengths and weaknesses

- + Good scoring along all performance measures (employment, unemployment, earning rate).
- A larger gender labour income gap.
- High share of jobs with excessive job strain.

Youth employment

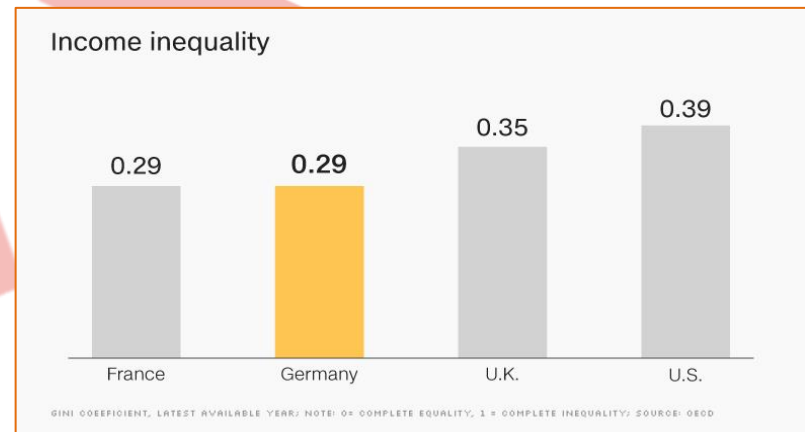
One of Europe's lowest Unemployment Rates

- *Dual education system: academic credentials + working experience*
- *Offers employers reliable information on professional skills and potentials*
- *Companies invest in students by paying their student loans*



Labor inequality– Gender Pay Gap

- *Women earn 21% less than men*
- *Caused by structural differences*
- *Differences in sector and profession*
- *Imbalanced requirements regarding leadership and qualification*
- *Half-time work model is often applied by women*



 **62%**

Healthy Work Environment

 **48%**

Flexible Working Times

 **39%**

Good Team Spirit

Youth entrepreneurship



Example 1: Student Consultancies

- *Student Firms that offer consulting services to the market*
- *Consulting services including market studies, process optimization, project management and IT-development as well as strategy.*
- *Students can apply the skills they learn at university and earn some extra money*
- *Usually one in every large university*



Example 2: University Incubators

- *Large universities typically have an incubator program to help students turn their ideas into a businesses.*
- *Berlin is especially active with three universities and numerous smaller institutions*
- *Examples include eMio, an electric scooter rental service and FDX, a manufacturer of high-tech nozzles, which produce a oscillating water stream without moving parts*



Good practice



- **Youth line Germany**
- **Main objective:** give young people a fighting chance at realizing their full potential professionally and personally in a fast changing and increasingly more complex world
- Help to create a responsible and inclusive community.
- Since 2015
- facebook.com/pg/youthlinegermany

Resources



Resources and advices to find
employment/study in Germany

www.berlinstartupjobs.com

XING/LinkedIn

www.cct-ev.de

www.hochschulstart.de



Lithuania

Employment situation | Youth employment | Good practice | Resources

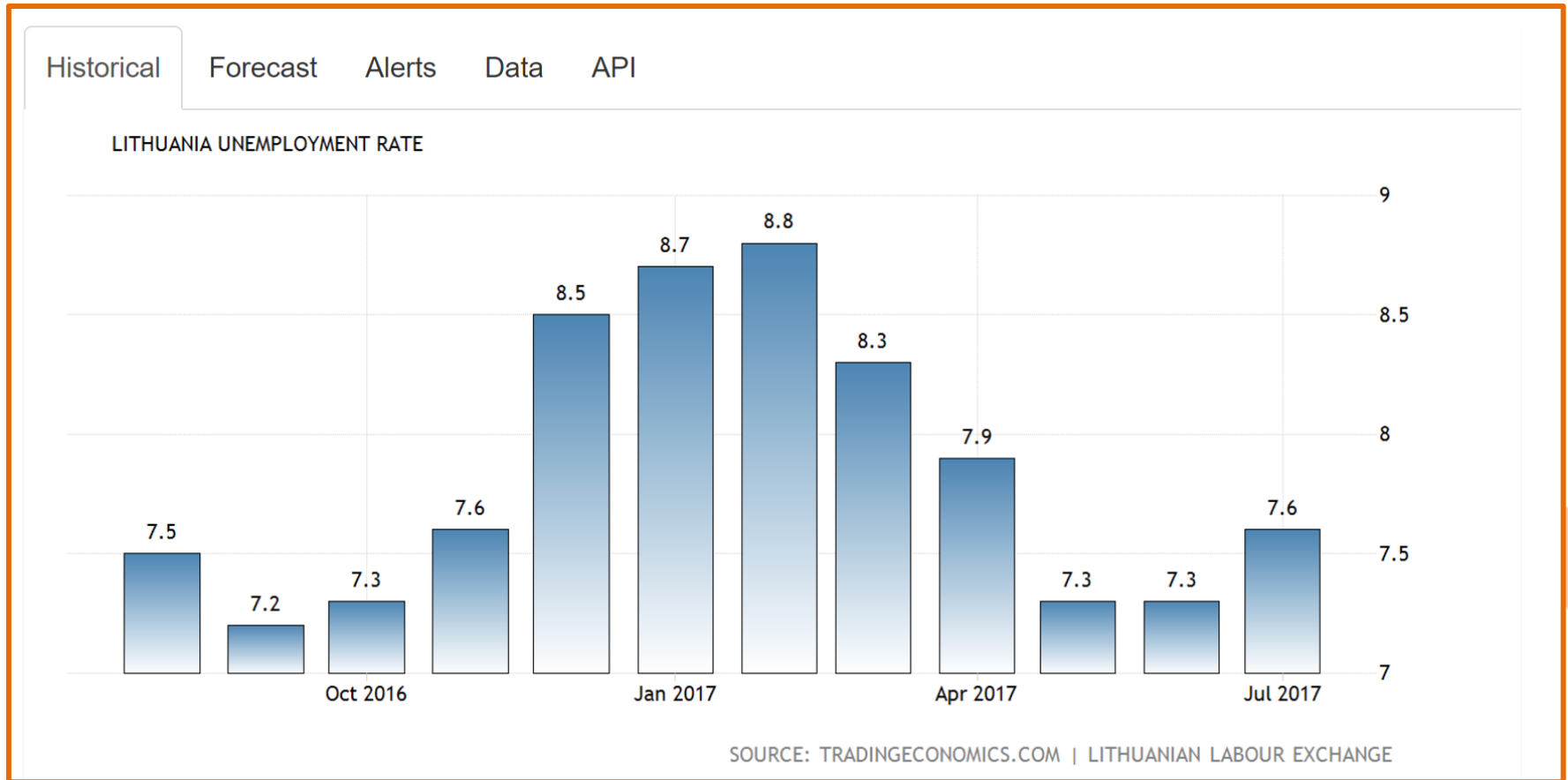
Employment situation

Unemployment Rate in Lithuania decreased to 7.50 percent in August from 7.60 percent in July of 2017.

Unemployment Rate in Lithuania averaged 8.47 percent from 1995 until 2017, reaching an all time high of 15.30 percent in July of 2010 and a record low of 2.70 percent in June of 2007.

| Lithuania Labour | Last | Previous | Highest | Lowest | Unit | |
|--------------------------------|----------|----------|----------|---------|--------------|-----|
| Unemployment Rate | 7.60 | 7.30 | 15.30 | 2.70 | percent | [+] |
| Employed Persons | 1362.80 | 1345.30 | 1497.40 | 1221.90 | Thousand | [+] |
| Unemployed Persons | 134.12 | 128.82 | 330.58 | 58.20 | Thousand | [+] |
| Labor Force Participation Rate | 60.30 | 60.40 | 61.10 | 54.70 | percent | [+] |
| Long Term Unemployment Rate | 2.90 | 2.80 | 10.80 | 0.80 | percent | [+] |
| Youth Unemployment Rate | 14.20 | 13.00 | 36.20 | 7.60 | percent | [+] |
| Labour Costs | 135.10 | 132.00 | 135.10 | 46.00 | Index Points | [+] |
| Job Vacancies | 19761.00 | 20710.00 | 26118.00 | 4157.00 | | [+] |
| Wages | 838.70 | 817.60 | 838.70 | 297.90 | EUR/Month | [+] |
| Wages in Manufacturing | 838.70 | 817.60 | 838.70 | 297.90 | EUR/Month | [+] |
| Minimum Wages | 380.00 | 380.00 | 380.00 | 92.14 | EUR/Month | [+] |
| Population | 2.85 | 2.89 | 3.71 | 2.76 | Million | [+] |
| Retirement Age Women | 62.20 | 61.80 | 62.20 | 59.00 | | [+] |
| Retirement Age Men | 63.60 | 63.40 | 63.60 | 62.50 | | [+] |
| Employment Change | 0.50 | -0.50 | 3.70 | -4.10 | percent | [+] |
| Employment Rate | 69.00 | 69.70 | 70.00 | 56.30 | percent | [+] |
| Full Time Employment | 1184.70 | 1222.20 | 1334.10 | 1096.00 | Thousand | [+] |
| Productivity | 115.50 | 107.00 | 123.90 | 41.50 | Index Points | [+] |
| Part Time Employment | 109.80 | 91.50 | 169.90 | 82.70 | Thousand | [+] |

Employment situation



Working environment

- Lithuanians are ready to work long hours including overtime, so that they can provide a good standard of living for their families.
- **Working hours:** A typical working week is 8 hours a day, 5 days a week starting at 8 or 8.30am.

In some cases, the working week might be extended to 6 days or 48 hours.

- **Health Insurance:** According to Health Insurance Law, every permanent resident in the country regardless of citizenship must have health insurance. When employees begin work, employers have to register them with the company health insurance fund.



Labor inequality

Gender equality in Lithuania is growing, with men and women being considered to a greater extent as equal “breadwinners”.



On the 16th June 2012, the European Institute for Gender Equality was officially launched in Lithuania as an autonomous institution with full financial and administrative independence.

Youth employment



Youth Unemployment Rate in Lithuania **increased to 14.40 percent in August from 14.20 percent in July of 2017**. Youth Unemployment Rate in Lithuania averaged 22.07 percent from 1998 until 2017, reaching an all time high of 36.20 percent in February of 2010 and a record low of 7.60 percent in June of 2007.

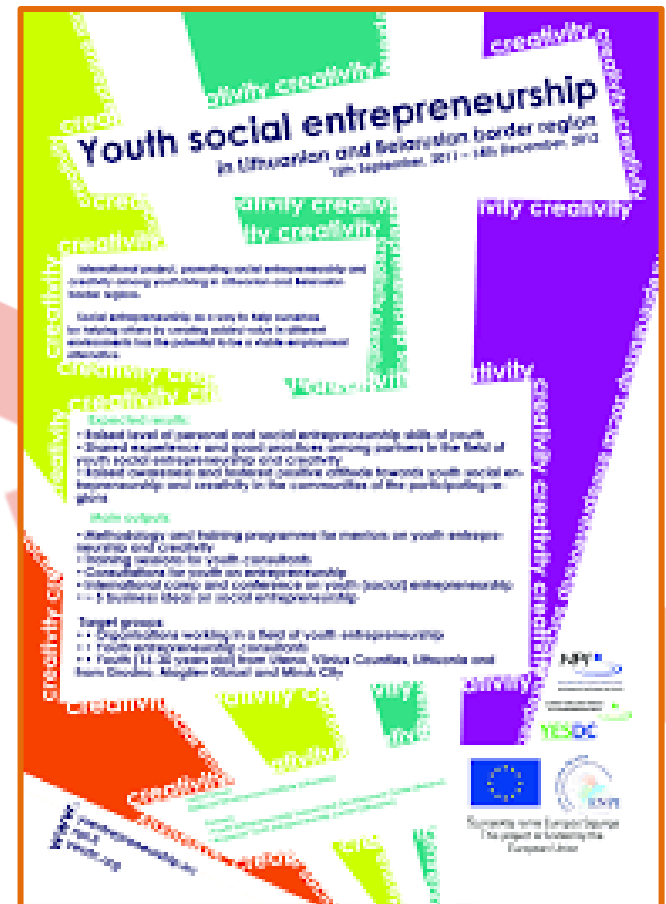
Youth entrepreneurship



SUPPORTING YOUTH ENTREPRENEURSHIP IN LITHUANIA:

- OECD.org
- Invega.lt
- OPERATIONAL PROGRAMME FOR THE EUROPEAN UNION FUNDS' INVESTMENTS IN 2014-2020
- NGO Youth Entrepreneurship Support and development centre.

Areas where is more entrepreneurship is **Vilnius, Kaunas, Klaipėda.**



Good practice



OECD for youth entrepreneurship in Lithuania:

<https://www.oecd.org/cfe/lead/Lithuania-Youth-Entrepreneurship.pdf>

Young Entrepreneurs Wanted - Startup Lithuania

<http://www.startuplithuania.lt/en/news/young-entrepreneurs-wanted>

***Business Angels* for investments in Lithuania:**

<http://www.versloangelai.eu/>

***OPERATIONAL PROGRAMME FOR THE EUROPEAN UNION FUNDS'
INVESTMENTS IN 2014-2020***



Romania

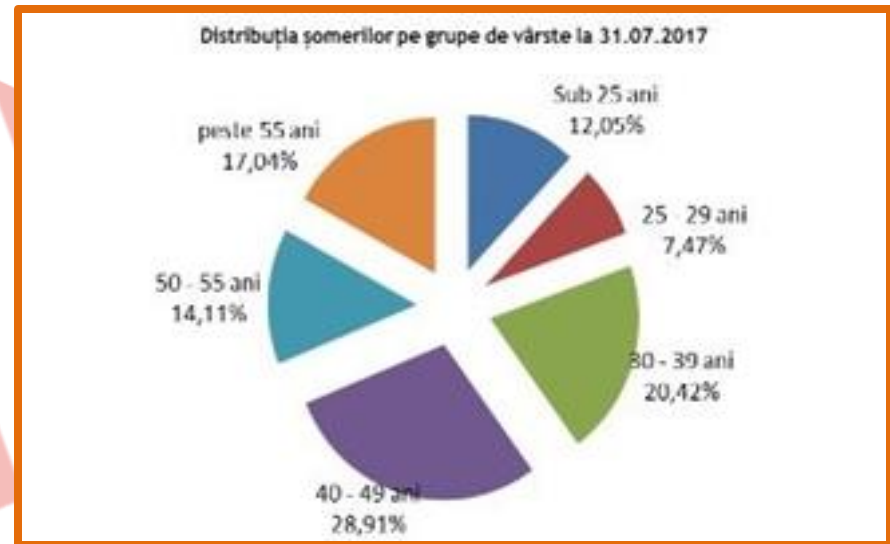
Employment situation | Youth employment | Good practice | Resources

Employment situation

General situation: January 2017

5,4 % unemployment rate; 0,1 % less than in December 2016

- 6,5 % in the first trimester of 2015
- Number of unemployed people, with 5,000 less than in December 2016 (15 to 74 years old)
- Women – 4,9 % unemployment rate while
- Men – 5,8 % unemployment rate
- Euro Zone level – 9,6 in January 2017, while in December it was 10,4 %
- Romanian unemployment rate under European unemployment
- + Unemployment rate: 4,18 % in July of 2017



Youth employment

Unemployment Rate in Euro Zone (under 25)

– 20 %, (January 2017) 1,7 less than in December of 2016.

25-29 – least number of unemployed people – 27.366 (7,14 % at the national level).

Women vs Men (under 25) – 4,7 % men and 3,9 % for women

| Grupa de vârstă | Stoc în luna de raportare |
|--------------------|---------------------------|
| Total general | 366.576 |
| < 25 ani | 44.158 |
| între 25 și 29 ani | 27.366 |
| între 30 și 39 ani | 74.850 |
| între 40 și 49 ani | 105.980 |
| între 50 și 55 ani | 51.733 |
| peste 55 ani | 62.489 |

Youth entrepreneurship



- **56 % of young people want to become entrepreneurs in Romania**, more men want to open a business than women; 51 % from the rural zone

- **Areas of interest:** agriculture (22%), commerce (20%), services (17%) + IT (4%).

- **Main reason for creating something:** gain a better financial situation + personal realization.

- **Barriers among youth:** no money – 45 %, political situation – 14 %, competition – 12 %.

- **Potential entrepreneurs:** people who have degree have a higher percentage (83 %), young people that have worked/visited other countries, 46 % of youth is interested in entrepreneurship in the technological area – innovation, new equipments.

Good practice



- **Name of the project/program:** Start-up National Romania “IMM Financing”.
- **Characteristics:** up to 44.000 euros for up to 10.000 entrepreneurs.
- **Main:** create a minimum of 20.000 new jobs, every new entrepreneur would have to hire a minimum of 2 workers with indefinite work contract.

Resources



Resources and advices to find employment/study in Romania

Ejobs.ro

Ro. Indeed.com

Myjob.ro

Linkedin.com

Announcements/Ads in university campus

Newspapers (local)

Advices: usually private firms/organizations, to help youth with different application forms

Resources



Resources and advices to find employment/study in Lithuania

Employment of foreigners in Lithuania - guidance for employers

<https://www.ldb.lt/en/Information/Services/Pages/Placementofforeigners.aspx>

International students in Lithuania

http://www.iom.lt/images/publikacijos/failai/1427788491_9.International-Students-in-Lithuania-EN.pdf

Study in Lithuania

http://www.studyinlithuania.lt/en/how_to_apply/recognitionofstudies

<https://www.facebook.com/StudyinLithuania>

Lithuania is a country of young entrepreneurs:

<http://www.businessgateway.lt/en/news/lithuania-is-a-country-of-young-entrepreneurs/>



HUNGARY

Employment situation | Youth employment | Good practice | Resources

Employment situation

- 3.9-4 percent of people are unemployed.
- The vast majority of working environments are safe however the working time is rarely flexible.
- Hungarians generally work 40 hrs a week and can leave for 21 days in a year.
- Most people work for multinational companies so the conditions are the same as they are in North America or Western Europe.
- Hungary's blooming field is IT (lots of jobs and opportunities nowadays).



Youth employment

- The unemployment rate in the 15–24 age group decreased to 10.9%, and nearly one-fifth of the total unemployed belonged to this age group.
- The number of employed young people aged 15–24 years was 306,000, and their employment rate increased to 29.3%.
- András Horváth of Takarékbank said “the employment level is rising at a slower pace than before, which suggests it is nearing its peak at the current training level of the workforce.”
- The jobless rate was lower for men than for women.
- The Youth employment was always higher than general unemployment, because many of the members of the age group are still studying, unemployment rate is 2.5 times the overall unemployment rate.
- NEET= Youth not in employment, education, or training



Youth entrepreneurship



The first **reason to create something** is that everybody tries to be more succesful in their lives. The first step toward this big ahcievment is self-realization through your own business for example. To be succesful at this field of life is a really huge step in the direction of a balanced life.

In Hungary the willingness to creat a business venture mostly typical among the gents.

It's really obvious but it's still a fact that in Hungary the best opportunities can be found in the capital city Budapest.

Nowadays everybody tries to get a degree, but the unemployment among the young peaple with degrees is rapidly increasing.

It's an other reason what forces young people to start their own business.



Good practice



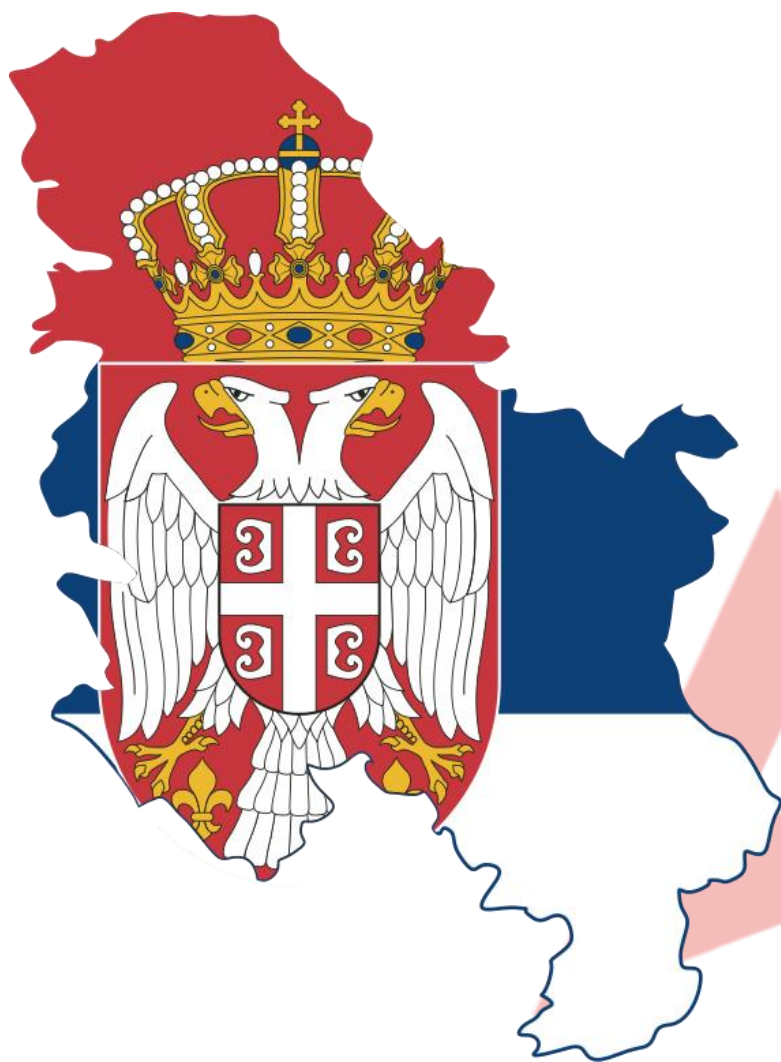
- The government tries to lessen the unemployment rate by the social worker's program. It's a program for people with no degree or lower education.
- They only make a very small amount of money, approximately 180€ a month which means they don't make enough to get by.
- They mostly do the sweeping/raking/mowing the lawn.

Resources



Resources and advices to find employment/study in (YOUR COUNTRY)

www.melodiak.hu
www.cvcentrum.hu
www.furgediak.hu
www.campuswork.hu
www.minddiak.hu
www.muisz.hu
www.eudiakok.hu



Serbia

Employment situation | Youth employment | Good practice | Resources

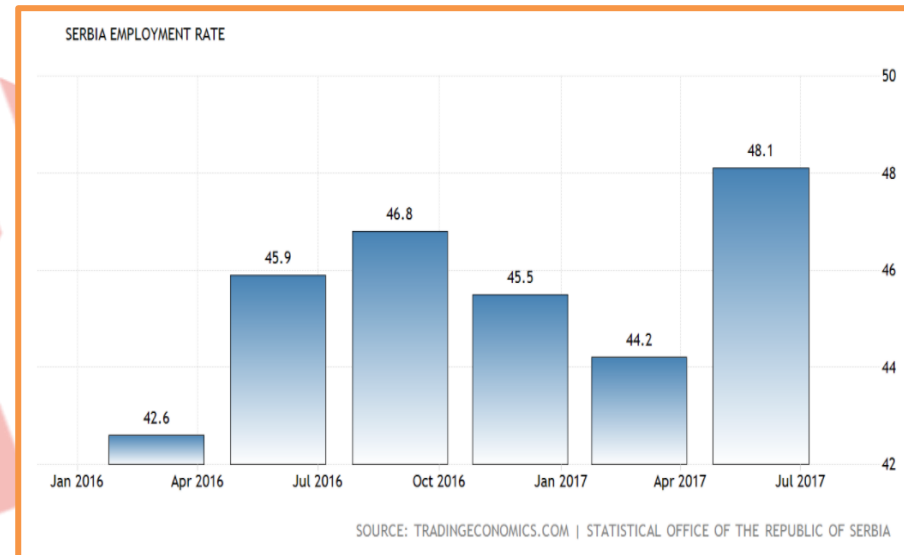
Employment situation

The percentage of unemployed people in Serbia is 11.8%.

The **youth unemployment rate is 28.9%**.

The Labor Force Participation Rate is 54.5%.

The **minimum wages are about 250EUR/month** and the average is 400 EUR/month.

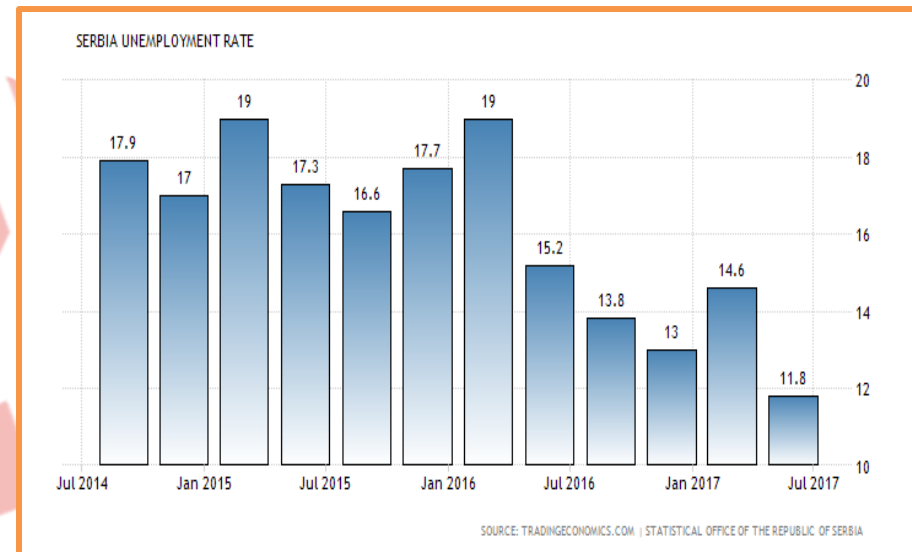


Youth employment

The youth unemployment rate in **Serbia is about 18 percent.**

Serbia has a lot of possibility but does not use it. A young person **can't find a job easily**, because the employers want experienced people.

There are a **lot of illegal worker and the state does not punishes them**, because it does not want problem.



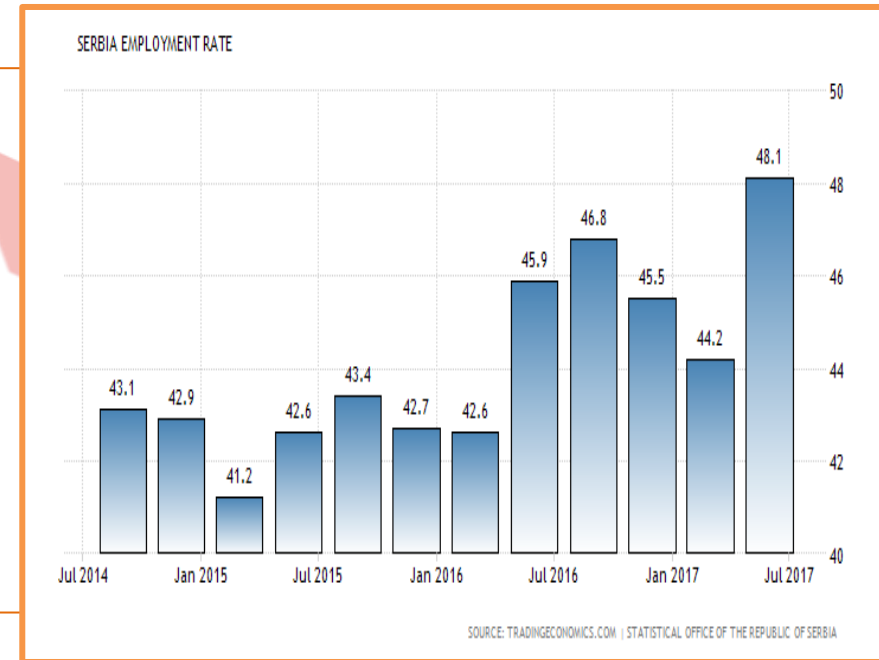
Youth entrepreneurship



Entrepreneurship plays an important role in creating jobs, innovation and growth. Figures from the Serbian labor market show a dire situation for young people, since the unemployment rate of this segment of population is almost twice that of the general unemployment rate.

Women in Serbia, including young women, still face a degree of gender inequality. **There are 16.4% of unemployed women in Serbia**, compared to the 14.3% of unemployed men. The gap is even more pronounced among **young people (15-24) – there are 35.8% of unemployed young women** in contrast to the 27.3% of unemployed young men.

Areas where is more entrepreneurship:
Estonia, Sweden, Netherlands, United Kingdom



Good practice



Youth employment promotion – Programme Sustainable Growth and Employment in Serbia:

- *Around 50 percent of the population aged 15-30 are inactive, while more than 70 percent are inactive in the 15-24 age group. About 20 percent of young people aged 15-24 are not included in the education system and have not been recorded on the labor market, nor are they employed.*
- ***Project activities will be aimed at supporting youth to better position themselves on the labor market and encourage them to recognize, create and use employment opportunities.***

You can check next url:

<https://www.giz.de/en/worldwide/38765.html>

http://www.15godinasaradnje.com/organizations/giz_26.php

<http://www.fakt-consult.de/projects-partners/projects/youth-employment-promotion-in-serbia>

Resources



Resources and advices to find employment/study in Serbia

Job:

<https://tradingeconomics.com/serbia/unemployment-rate>

<https://www.internations.org/serbia-expats/guide>

Country profile Serbia:

<https://www.nordeatrade.com/en/explore-new-market/serbia/work-conditions>

Entrepreneurship in Serbia:

<https://europa.rs/davenport-developing-serbian-entrepreneurship-at-the-heart-of-the-development-programmes-of-the-eu-delegation-in-serbia/?lang=en>

<http://www.serbia.com/the-upcoming-2016-the-year-of-entrepreneurship-in-serbia/>



Republic of Macedonia

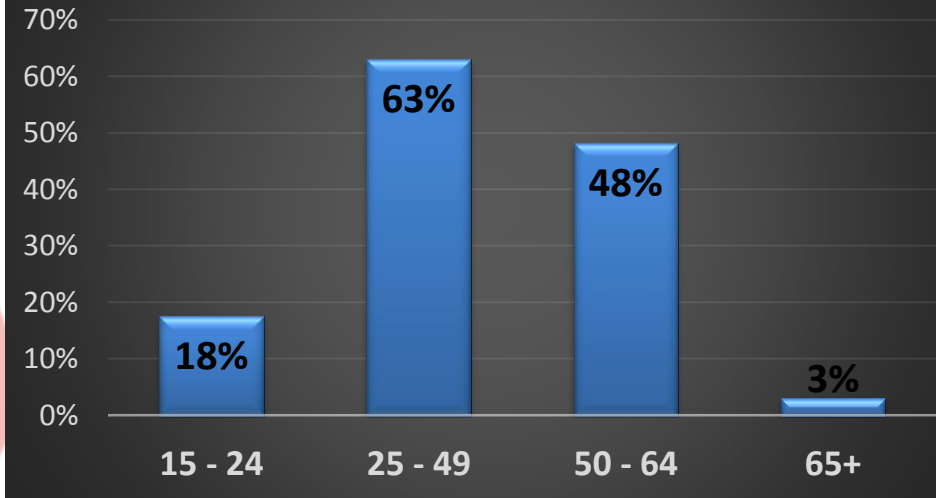
Employment situation | Youth employment | Good practice | Resources

Employment situation

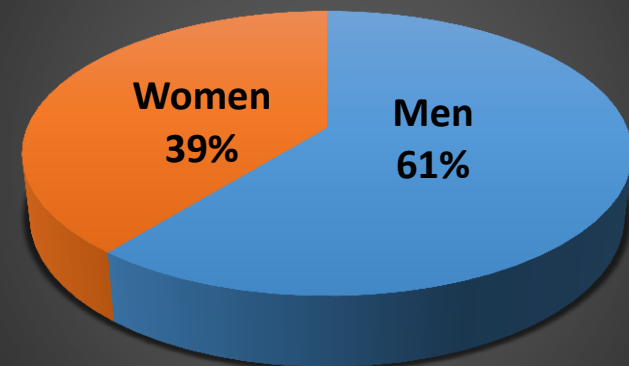
Labor market characteristics:

- 44.1% employment rate.
- 22.6% unemployment rate.
- Relatively low employment rate.
- Long-term unemployment
- Existing of informal employment.
- Low qualification structure of the unemployed, lack of working experience and skills.
- Mismatch between the supply and demand on the labor market.
- Brain drain.

Employment rate by age groups



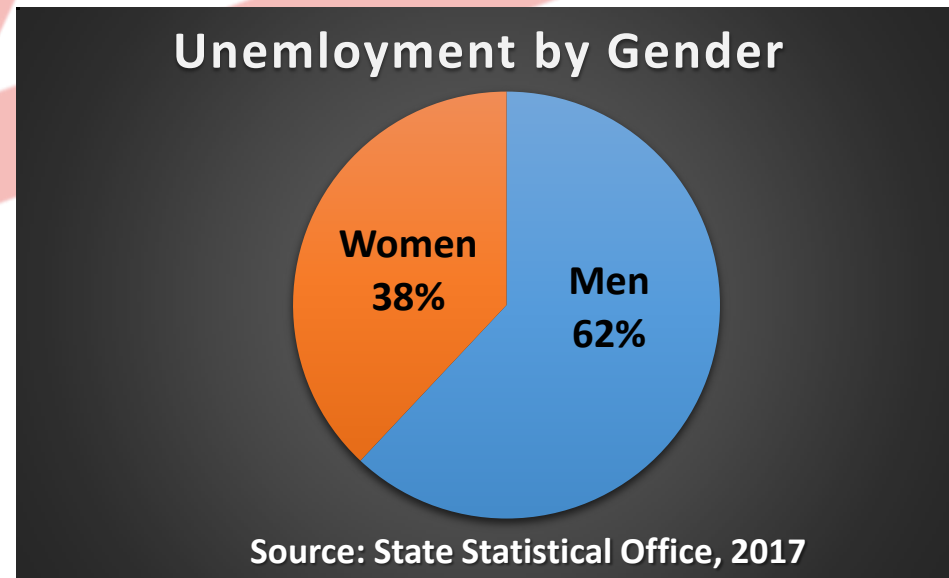
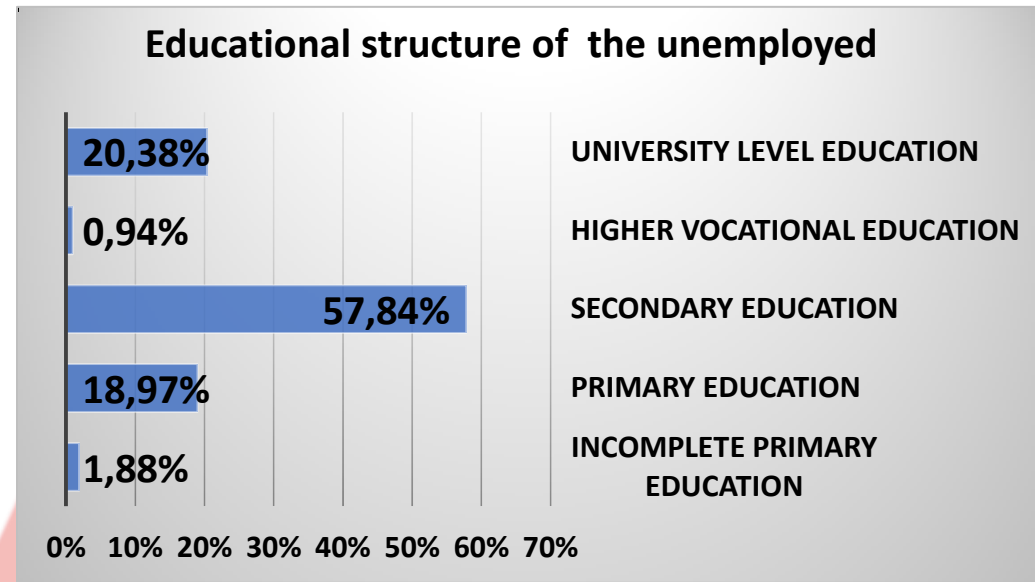
Employment rate by gender



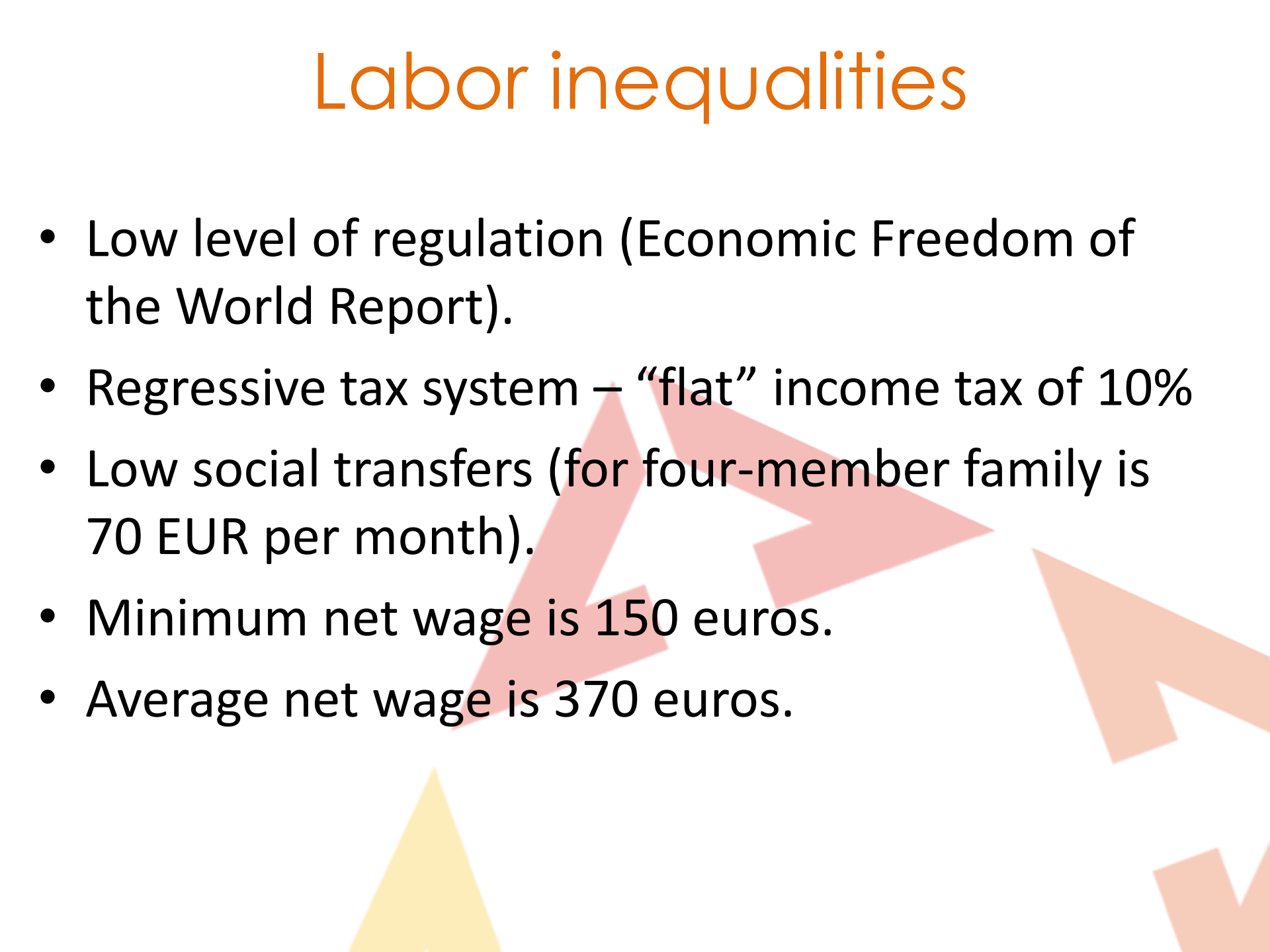
Source: State Statistical Office, 2017

Youth employment

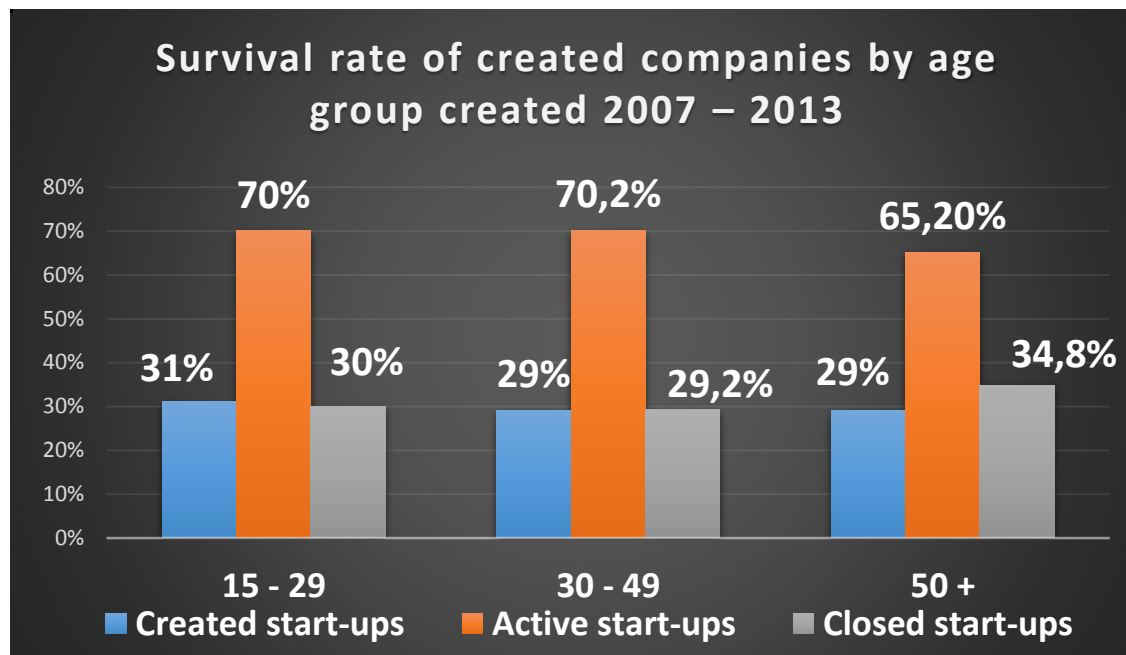
- Youth employment rate 18%
- Youth unemployment rate 47,1%.
- Men have higher employment and unemployment rate.
- Women salary is for 25% less than men (OSCE, 2015).



Labor inequalities

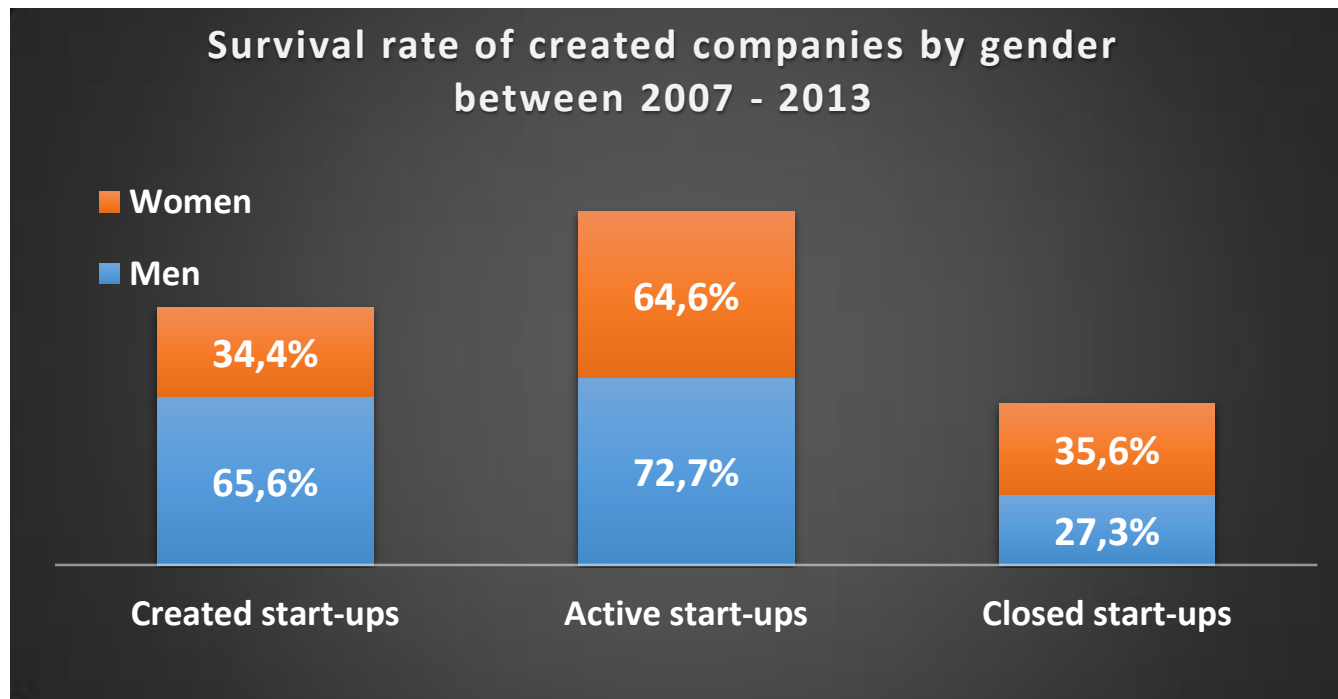
- Low level of regulation (Economic Freedom of the World Report).
 - Regressive tax system – “flat” income tax of 10%
 - Low social transfers (for four-member family is 70 EUR per month).
 - Minimum net wage is 150 euros.
 - Average net wage is 370 euros.
- 

Youth entrepreneurship



- Over half (52.1%) of business owners start out of necessity, rather than out of opportunity.
- The productivity of SMEs in Macedonia is 80% below that of the EU average (EC Report SME Report, 2016).
- 31% of the application for the self employment program between 2007 and 2013 have been by youth.

Youth entrepreneurship



- Every 5th active company created with the self employment program has created new job
- 100 companies employed 704 people.

Good practice



Operational Plan for Active Employment Programs and Measures and Services on the Labor Market (Low skilled)

Two types of programs and measures:

1. Linked directly to employment (trainings on a demand of a specific employer, self-employment, subsidizes,...)
2. Support employability (trainings for general skills, trainings for skills demanded on the labour market, internships....)

In 2016 there were more than 37.000 participants (including services) out of **which 13.871 were young people up to the age of 29.**

Programs for self employment with grants and credits (UNDP)

- Project for self-employment by grants and credits (additionally for young people up to the age of 29)
- Project for grants and crediting legal entities for new job placements (additionally for young people up to the age of 29)

Resources



Resources and advices to find employment/study in Republic of Macedonia

Websites, Research and Policy analyses:

<http://www.stat.gov.mk/pdf/2017/2.1.17.32.pdf>

<http://www.stat.gov.mk/pdf/2017/4.1.17.65.pdf>

<https://www.fraserinstitute.org/economicfreedom/map?page=map&year=2014&countries=MKD>

<http://www.avrm.gov.mk/nevrabotenost.nsp>

<https://ec.europa.eu/growth/smes/business-friendly-environment/performance-review-2016#sba-fact-sheets>

<http://www.gemconsortium.org/country-profile/84>

<http://www.osce.org/mk/skopje/230251?download=true>

Success stories:

<http://cea.org.mk/wp-content/uploads/2017/01/publication2-1.pdf>

http://rabotaimoznosti.mk/samovrabortuvanje/?page_id=1404&lang=en

<http://rabotaimoznosti.mk/samovrabortuvanje/?p=2603&lang=en>