

Employment in Europe 2003

**Laboratorio Fausto Vicarelli - Università di Macerata
Macerata
3 Dicembre 2003**

**Alfonso Arpaia
Commissione Europea
DG Occupazione e Affari Sociali
Unità A.1 Analisi dell'occupazione**



1. Key challenges to European labour markets

AMSTERDAM
1997



LUXEMBURG
1997



LISBON
2000

European
Councils
2001-2003

Employment Title:

- commitment to achieve a high level of employment
 - employment is an „issue of common concern“
- member states coordinate employment policies at Community level
 - „principle of mainstreaming employment policy“



European Employment Strategy:

- coordination of employment policies
- employment guidelines and recommendations



Lisbon Strategy goal and employment targets for 2010:

- new strategic goal
- employment rate targets: 70% overall and >60% for women by 2010
 - employment rate of older people of 50% by 2010
- increase of 5 years in the effective average exit age from the labour market

mid-term evaluation and reorientation of the EES



1. Key challenges to European labour markets

“new” EES
2003



*European
Employment
Taskforce*

overarching objectives:

- full employment
- improving quality and productivity at work
- strengthening social cohesion and inclusion

10 specific guidelines:

- active and preventive measures for the unemployed and inactive
 - job creation and entrepreneurship
 - address change and promote adaptability and mobility
- promote development of human capital and lifelong learning
 - increase labour supply and promote active ageing
 - gender equality
- promote the integration and combat the discrimination against people
 - at a disadvantage in the labour market
- make work pay through incentives to enhance work attractiveness
 - transform undeclared work into regular employment
 - address regional employment disparities



areas for reform (*report released on 26 November 2003*)



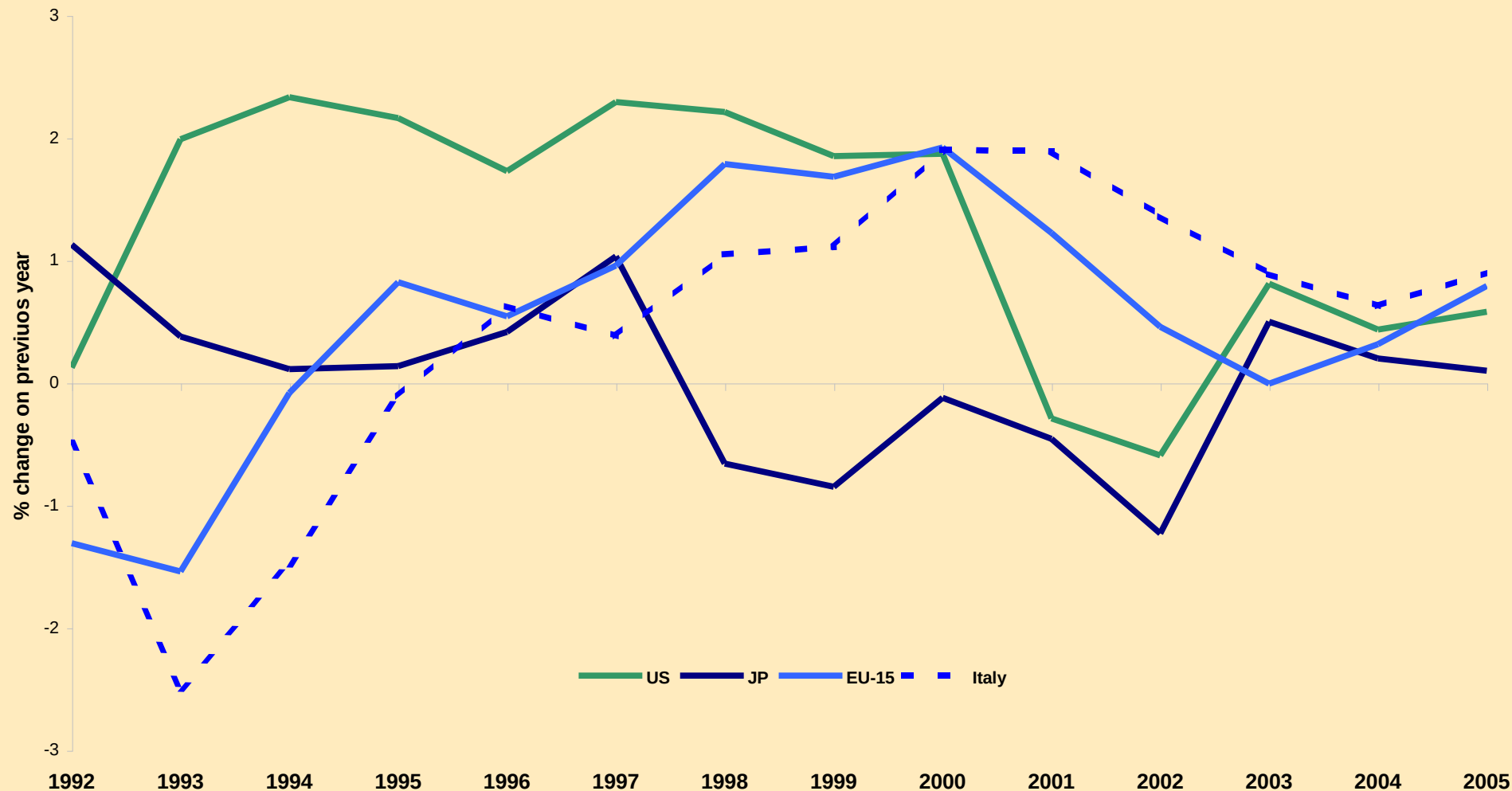
Employment in Europe 2003

- 15-esima edizione del rapporto Employment in Europe;
- per la prima volta i paesi che aderiranno all'Unione Europea sono stati inclusi quasi ovunque nell'analisi;
- I capitoli di quest'anno si concentrano su aspetti del mercato del lavoro di particolare rilevanza nel contesto della strategia europea dell'occupazione :
 - Capitolo 1: Panorama dei mercati del lavoro europei
 - Capitolo 2: Specializzazione dell'occupazione e crescita della produttività;
 - Capitolo 3: Struttura e determinanti dei salari;
 - Capitolo 4: Flessibilità, sicurezza e qualità del lavoro;
 - Capitolo 5: L'occupazione e la partecipazione dei lavoratori anziani;
 - Capitolo 6: Immigrazione e occupazione nell'UE.



Panorama dei mercati del lavoro europei

Chart 1 : Employment growth rates in the EU, US and Japan, 1992-2005

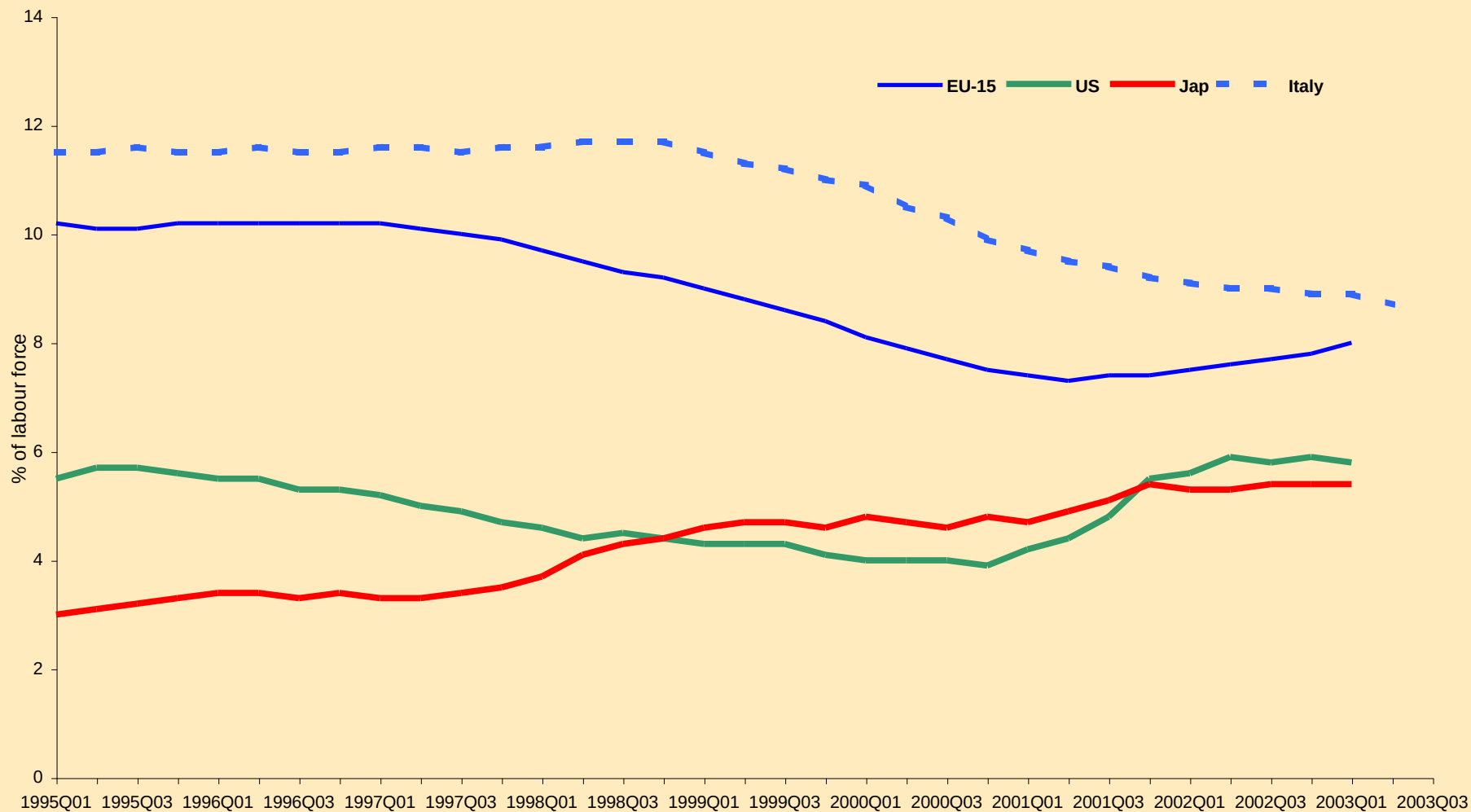


Source: AMECO database, Commission Services, Economic forecasts Autumn 2003



Panorama dei mercati del lavoro europei

Chart 5: Evolution of unemployment rates in the EU, US and Japan, since 1995
(seasonally adjusted quarterly data)

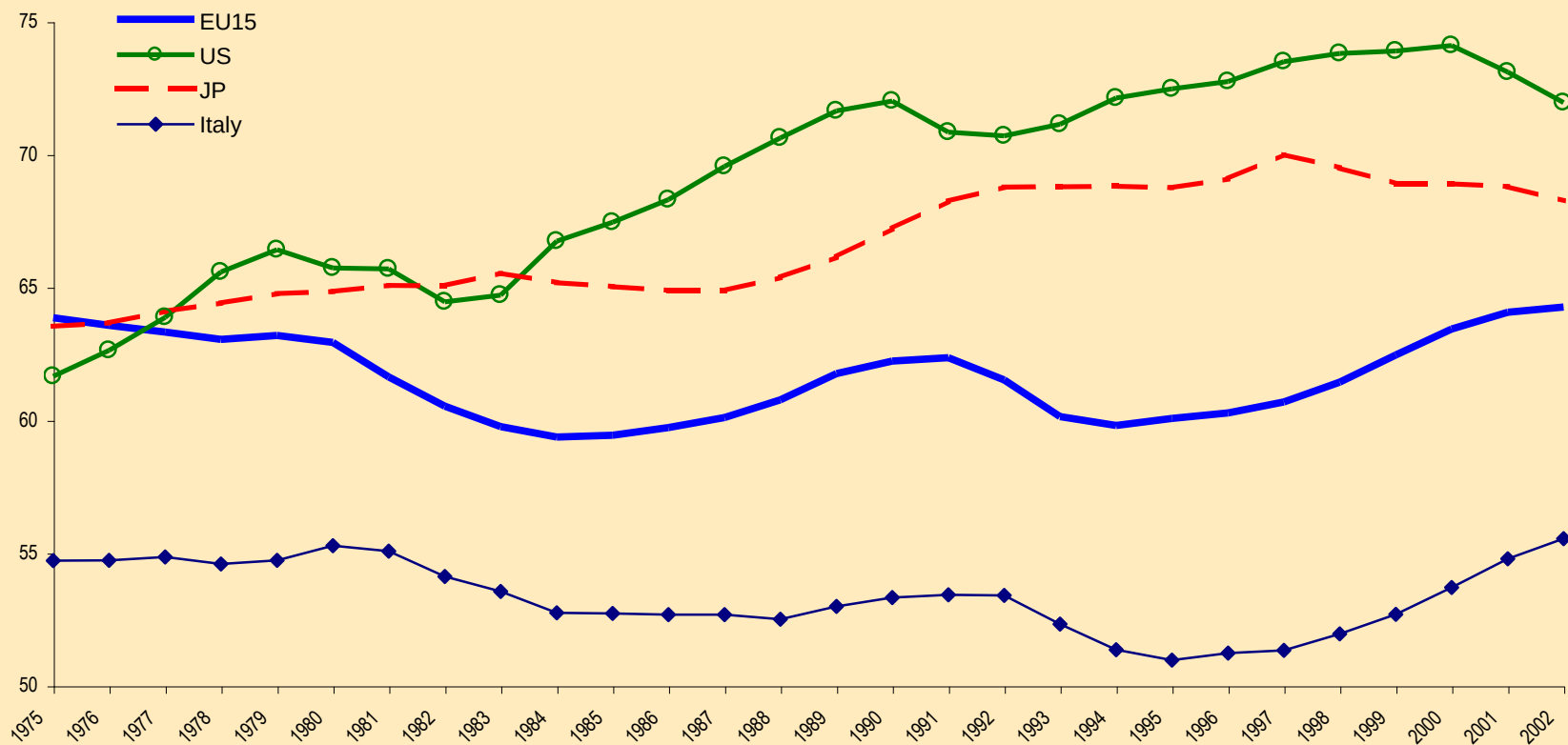


Source: Eurostat, harmonised series on unemployment



Panorama dei mercati del lavoro europei

Chart 2: Employment rates in the EU, US and Japan 1975-2002
(% of working-age population)



Source: DG EMPL calculation based on long-term trends in employment and population, Commission Services



Panorama dei mercati del lavoro europei

Table 5 – Progress towards the Lisbon and Stockholm targets

	Total employment rate				Female employment rate				Older workers employment rate			
	2002	Gap below 2010 target	Change 2001-2002	Change 1997-2002	2002	Gap below 2010 target	Change 2001-2002	Change 1997-2002	2002	Gap below 2010 target	Change 2001-2002	Change 1997-2002
B	59.9	10.1	-0.1	3	51.4	8.6	0.4	4.9	26.7	23.3	1.6	4.7
DK	75.9	:	-0.3	1	71.7	:	-0.3	2.6	57.8	:	-0.1	6.1
D	65.3	4.7	-0.5	1.7	58.8	1.2	0	3.5	38.4	11.6	0.5	0.3
EL	56.7	13.3	1.2	1.6	42.5	17.5	1.6	3.2	39.7	10.3	1.8	-1.2
E	58.4	11.6	0.7	9.1	44.1	15.9	1.2	9.7	39.7	10.3	0.5	5.6
F	63	7	0.3	3.5	56.7	3.3	0.7	4.3	34.8	15.2	2.9	5.9
IRL	65.3	4.7	-0.4	7.8	55.4	4.6	0.5	9.5	48.1	1.9	1.2	7.7
I	55.5	14.5	0.8	4.2	42	18	0.9	5.6	28.9	21.1	1	1
L	63.7	6.3	0.6	3.8	51.6	8.4	0.7	6.3	28.3	21.7	2.7	4.4
NL	74.4	:	0.3	5.9	66.2	:	0.9	0.2	42.3	7.7	2	10.3
A	69.3	0.7	0.8	1.5	63.1	:	2.4	4.5	30	20	1	1.7
P	68.2	1.8	-0.5	2.6	60.8	:	-0.2	4.3	50.9	:	0.9	2.7
FIN	68.1	1.9	0	4.8	66.2	:	0.8	5.9	47.8	2.2	2.1	12.2
S	73.6	:	-0.4	4.1	72.2	:	0	5	68	:	1.3	5.4
UK	71.7	:	-0.1	1.7	65.3	:	0.2	2.1	53.5	:	1.2	5.2
EU15	64.3	5.7	0.2	3.6	55.6	4.4	0.6	4.9	40.1	9.9	1.4	3.7
2010 Target	70%				More than 60%				50%			

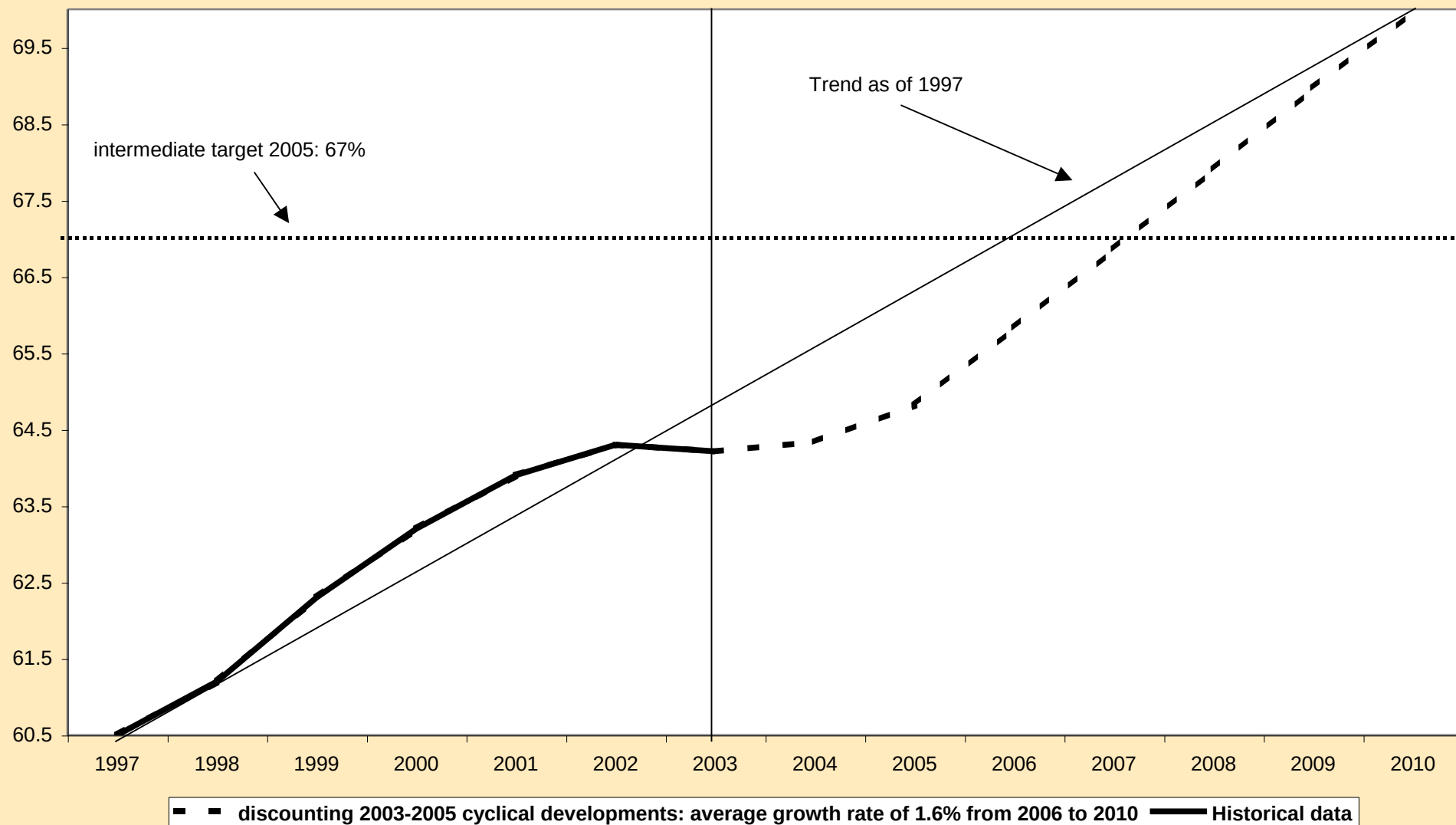
Source: Eurostat, QLFD

Note: The column "Gap below 2010 target" is for illustrative purposes only, since the 2010 target is for the EU overall and not individual Member States



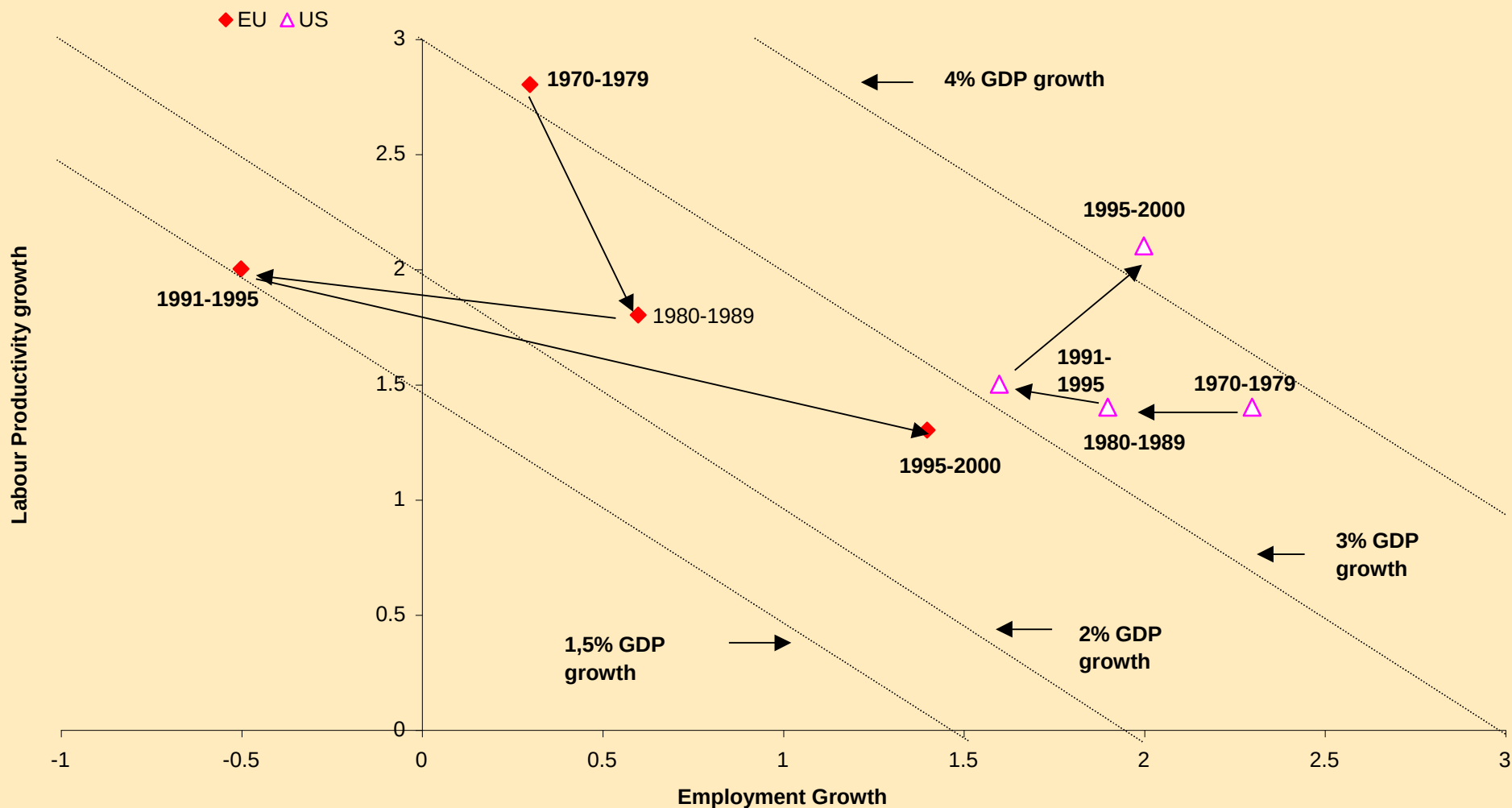
Panorama dei mercati del lavoro europei

PATH TO LISBON EMPLOYMENT RATE TARGET: 1997-2010



Specializzazione dell'occupazione e crescita della produttività

Contribution of labour productivity growth and employment to GDP growth in the EU and the US



Specializzazione dell'occupazione e crescita della produttività

Table 17 – Sectoral productivity and employment growth

	Sectoral productivity growth ¹ (annual compounded growth rates)						Sectoral employment growth (annual compounded growth rates)					
	European Union ²			United States			European Union			United States		
	1980-1989	1991-1995	1995-1999	1980-1989	1991-1995	1995-1999	1980-1989	1991-1995	1995-1999	1980-1989	1991-1995	1995-1999
Agriculture	3.5	4.8	4.4	5.8	-1.5	5.9	-2.3	-4.1	-1.8	-0.8	1.9	-0.1
Manufacturing, mining	3	3.5	1.7	3.9	4.7	4.1	-1.3	-2.8	-0.1	-0.6	-0.1	0
Electricity, gas and water supply	3	4.2	5.1	1.2	2.6	1.5	0.2	-2.8	-2.5	1.4	-1.2	-1.3
Construction	2.6	1.3	-1.5	0	0.7	0.5	-1	-1.4	1.5	2	2	4.8
Business sector services	1.9	1.4	0.8	0.8	1.1	3.3	1.5	0.5	2.7	3.1	2.3	2.8
- Wholesale and retail trade	1.6	1.0	0.4	2.0	1.7	5.9	0.9	0.1	1.8	2.6	1.9	1.7
- Transport and communication	3.3	4.1	4.4	1.6	2.8	1.9	0.3	-1.2	1.3	1.1	2.0	2.9
- Finance, insurance and real estate	0.4	0.2	-1.0	-1.3	-0.1	0.9	3.5	2.0	4.7	4.9	3.0	4.6
Social and personal services	0.2	1.2	-0.2	0.1	-0.8	-0.3	1.7	0.4	1.6	2.1	1.6	1.6
Total	2.1	2.1	1.0	1.4	1.4	2.0	0.4	-0.6	1.5	1.9	1.6	2.0

Source: OECD Stan Database.

Note: 1 Productivity growth is calculated on the basis of the gross value added at constant prices. Thus, figures for productivity growth might not coincide with those of based on GDP at constant prices.

2 Due to the lack of data for Luxembourg and Ireland the EU productivity growth and employment shares figure exclude these countries. Due to rounding errors the rows and columns might not add exactly to 100.

To avoid a jump in the series in the EU growth rates for the 1990s due to the German reunification, the average rate is computed for the period 1991-1999.



Specializzazione dell'occupazione e crescita della produttività

Table 21 – Productivity and employment growth in ICT and non ICT industries

	Productivity growth				GDP Share		Employment growth				Employment Share	
	1990-1995		1995-2000		2000		1990-1995		1995-2000		1990-1995	
	EU	US	EU	US	EU	US	EU	US	EU	US	EU	US
Total Economy	1.9	1.1	1.4	2.5	100	100	-0.6	1.1	1.2	2.0	100	100
ICT-producing industries	6.7	8.1	8.7	10.1	5.9	7.3	-1.7	0.6	2.8	4.9	3.9	4.9
ICT-producing manufacturing	11.1	15.1	13.8	23.7	1.6	2.6	-4.5	-1.6	0.4	1.5	1.2	1.6
ICT-producing services	4.4	3.1	6.5	1.8	4.3	4.7	0.0	2.2	3.9	6.9	2.7	3.3
ICT-using(a) industries	1.7	1.5	1.6	4.7	27.0	30.6	-0.7	0.3	1.3	1.6	27.3	28.7
ICT-using manufacturing	3.1	-0.3	2.1	1.2	5.9	4.3	-3.8	-1.6	-0.6	-0.8	6.1	4.2
ICT-using services	1.1	1.9	1.4	5.4	21.1	26.3	0.3	0.7	1.9	2.0	21.2	24.5
Non ICT Industries	1.6	0.2	0.7	0.5	67.1	62.1	-0.5	1.5	1.1	2.0	68.8	66.4

Source van Ark et al. (2003), op. cit.

Note: (a) Excluding ICT-producing

(b) EU includes Austria, Denmark, Finland, France, Germany, Ireland, Italy, the Netherlands, Spain, Sweden and the United Kingdom



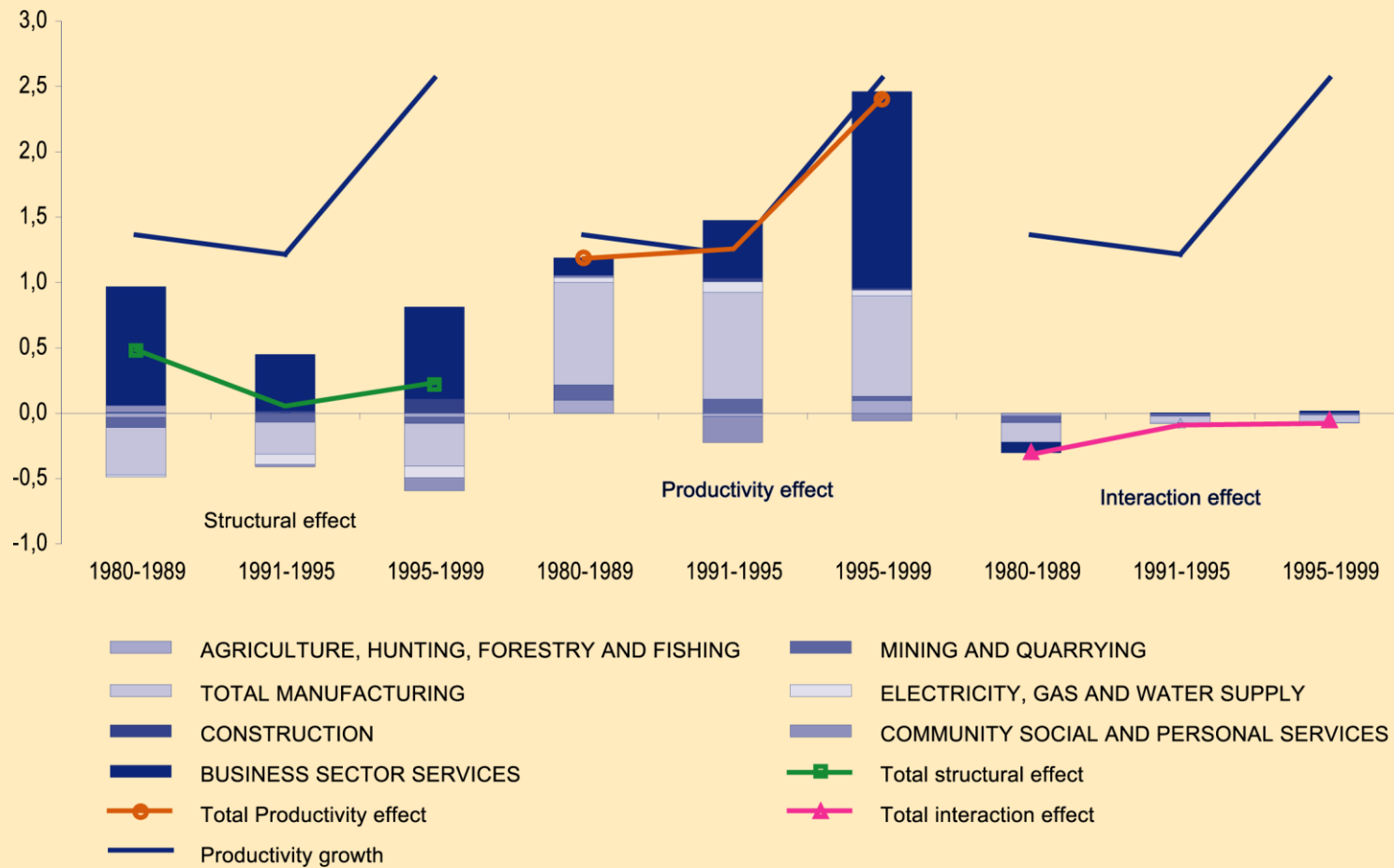
Chart 45 - Structural change and productivity growth: European Union



Source: OECD, STAN database



Chart 46 - Structural change and productivity growth: USA

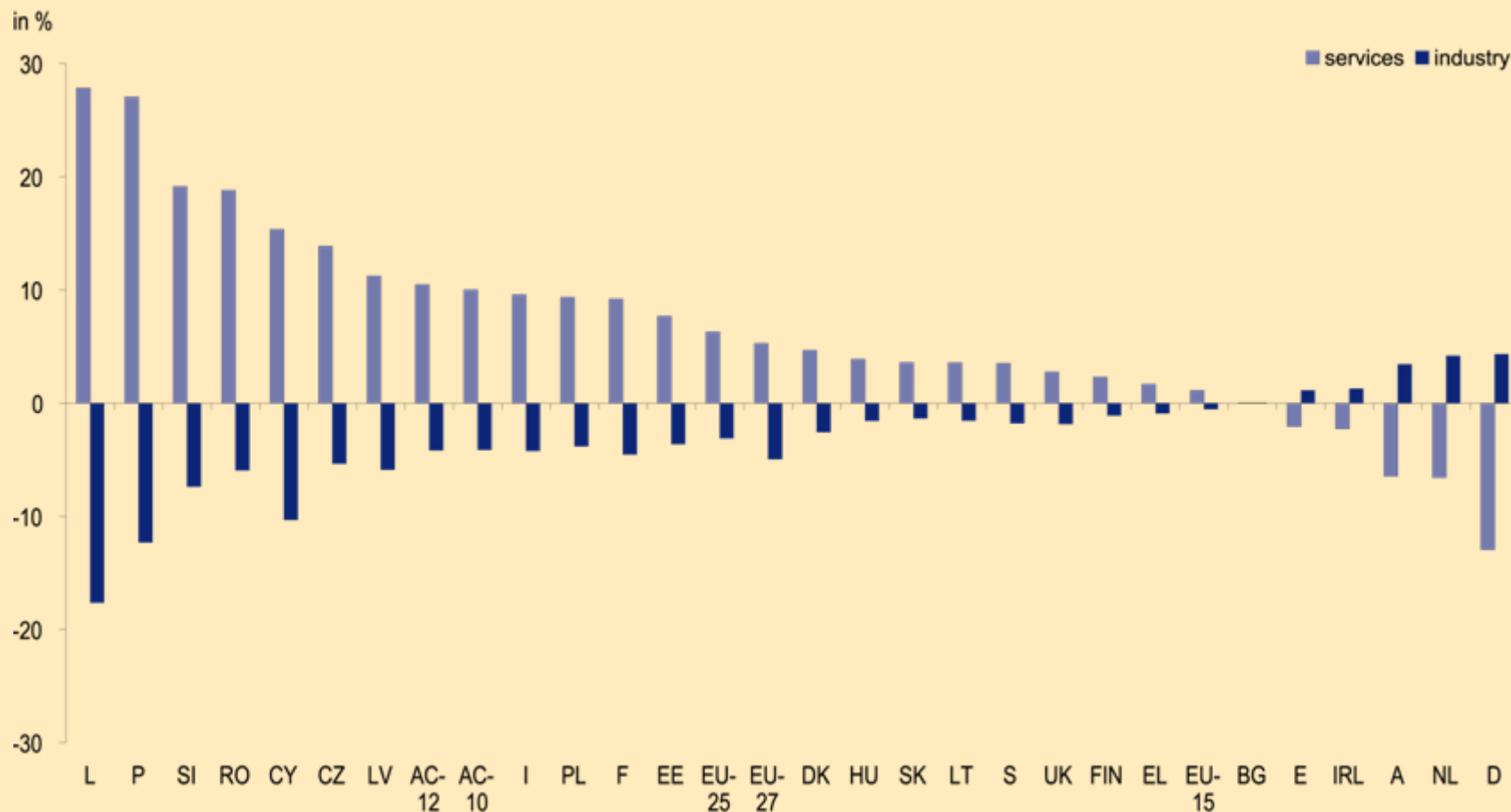


Source: OECD, STAN database



Struttura e determinanti dei salari

Chart 59 - Relative wages in industry and services 2002 (Deviation from country-specific average wages)



Source: Eurostat, LCS

Note: no data available for Belgium and Malta; EU15, AC10, AC12, EU25 and EU27 averages calculated as weighted averages, using average hours worked by the employees as weighting factor.



Struttura e determinanti dei salari

Table 30 – Firm-size wage differentials (deviations from country-specific average)
in the EU and the accession countries, 2000

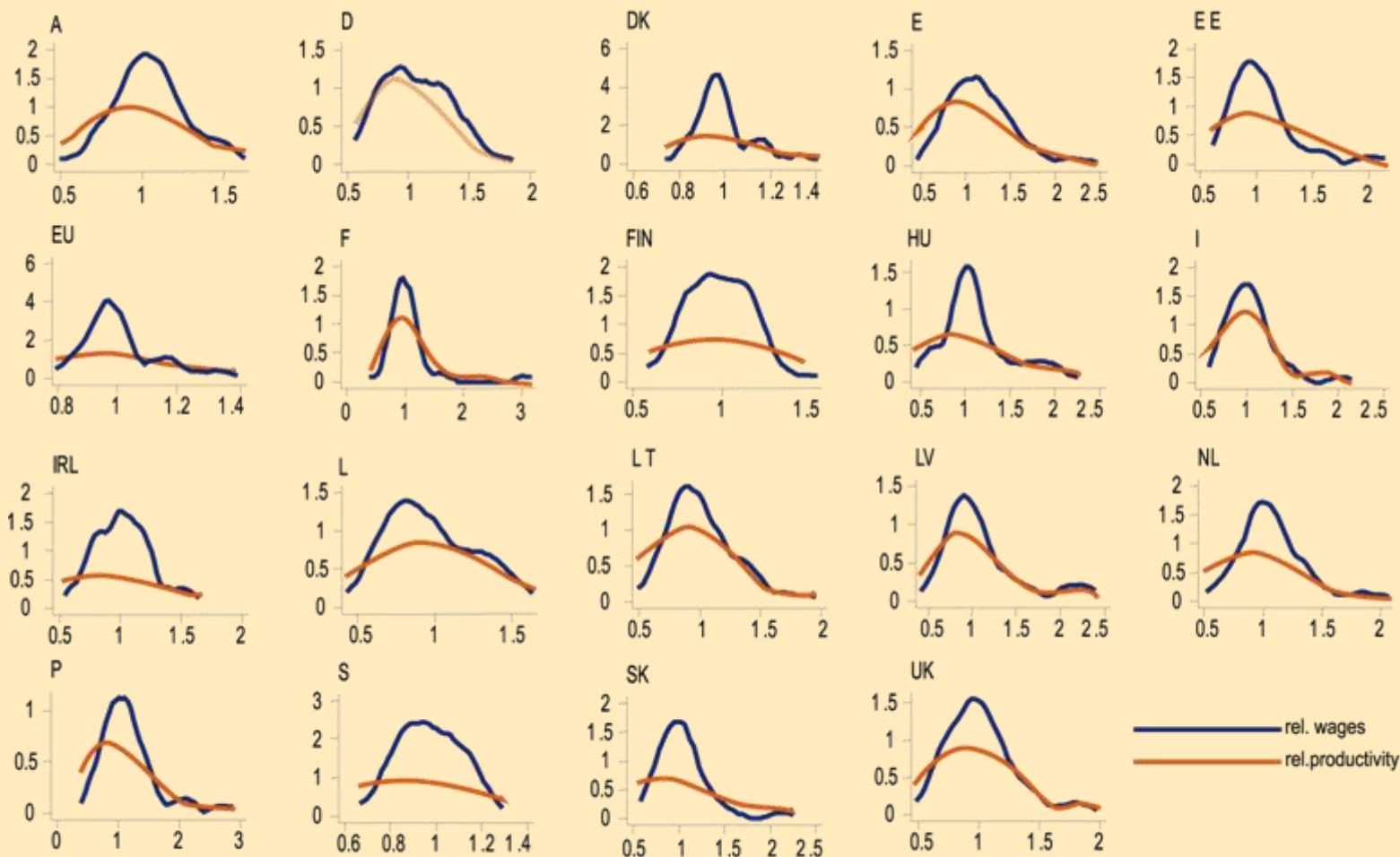
	Industry					Services				
	10-49	50-249	250-499	500-999	1000+	10-49	50-249	250-499	500-999	1000+
DK	-6	-2	-1	6	5	-3	3	6	5	-2
D	-27	-14	-2	6	29	-19	-5	8	9	11
EL	-28	-18	-8	27	59	-28	-2	5	-12	29
E	-23	-3	21	36	51	-16	-2	2	8	16
F	-13	-11	3	7	15	-7	2	13	13	-5
IRL	-23	-5	8	8	24	-12	0	34	11	0
I	-15	-6	2	19	32	-17	-6	4	2	12
L	-18	-7		19		-18	-3	18	-5	23
NL	-15	-1	6	11	14	-9	3	1	13	4
A	-14	-6	3	4	20	-9	2	1	9	4
P	-23	-4	27	31	52	-25	4	-3	-24	33
FIN	-12	-3	2	1	6	-7	0	1	-2	4
S	-13	-3	0	4	9	-5	4	3	5	-1
UK	-11	-6	-1	1	15	-1	9	13	10	-6
BG	-51	-23	1	20	60	-34	-8	14	41	45
CY	-19	8	18	23	72	-17	0	6	-14	41
CZ	-11	-10	2	2	15	-2	7	-10	-9	2
EE	-15	3	4	12	7	-15	1	0	11	48
HU	-40	-10	4	13	30	-29	11	-4	10	17
LT	-27	-12	2	13	30	-13	-5	25	21	14
LV	-34	-10	7	27	55	-32	5	34	64	19
PL	-39	-22	-16	-10	15	3	-3	-5	0	2
RO	-42	-28	-19	-12	33	-41	-16	-11	4	48
SI										
SK	-2	-12	-3	-9	7	26	-2	7	-5	-7
EU	-17	-8	3	9	24	-12	1	8	9	4
AC	-4	-5	-4	-2	8	-3	-1	-1	2	5

Source: Eurostat, LCS

Notes: no data available for Belgium, Malta and Turkey



Chart 72-Distribution of relative wages and relative productivity across sectors, 2000



Source: Eurostat, LCS and SBS

Notes: the charts show the distribution of wages and productivity across sectors (NACE-2 level) relative to the country-specific mean (in the case of wages) and median (in the case of productivity), respectively. In the case of productivity, the median had to be chosen since no country-wide average of hourly labour productivity is provided in the LCS. It should be noted that the scale of the charts differs for the various countries.



TABLE 4.9: WAGE DETERMINANTS AT SECTORAL LEVEL, SUMMARY OF ESTIMATION

RESULTS FROM COUNTRY-SPECIFIC REGRESSIONS

HOURLY LABOUR PRODUCTIVITY		WOME N	YOUNG WORKERS	OLDER WORKERS	LOW SKILLED	HIGH SKILLED	N (ADJ. R ²)
DK	0	--	0	0	0	++	184 (0.39)
D	++	--	0	0	--	++	148 (0.80)
E	++	--	0	--	0	0	230 (0.66)
F	0	--	0	++	0	++	196 (0.38)
IRL	++	--	0	0	--	0	101 (0.67)
I	++	--	--	0	--	0	206 (0.57)
L	0	0	0	0	0	++	47 (0.54)
NL	++	-	--	0	--	0	132 (0.76)
P	++	--	0	0	0	++	112 (0.66)
A	++	--	--	0	--	0	144 (0.52)
FIN	0	-	0	0	0	++	167 (0.42)
S	0	0	--	0	--	0	72 (0.59)
UK	++	-	--	0	--	++	239 (0.72)

SOURCE: EUROSTAT, LCS

NOTES: ++: POSITIVE AND SIGNIFICANT AT 5 LEVEL; +: POSITIVE AND SIGNIFICANT AT 10 LEVEL; --: NEGATIVE AND SIGNIFICANT AT 5 LEVEL; -: NEGATIVE AND SIGNIFICANT AT 10 LEVEL; 0: INSIGNIFICANT.



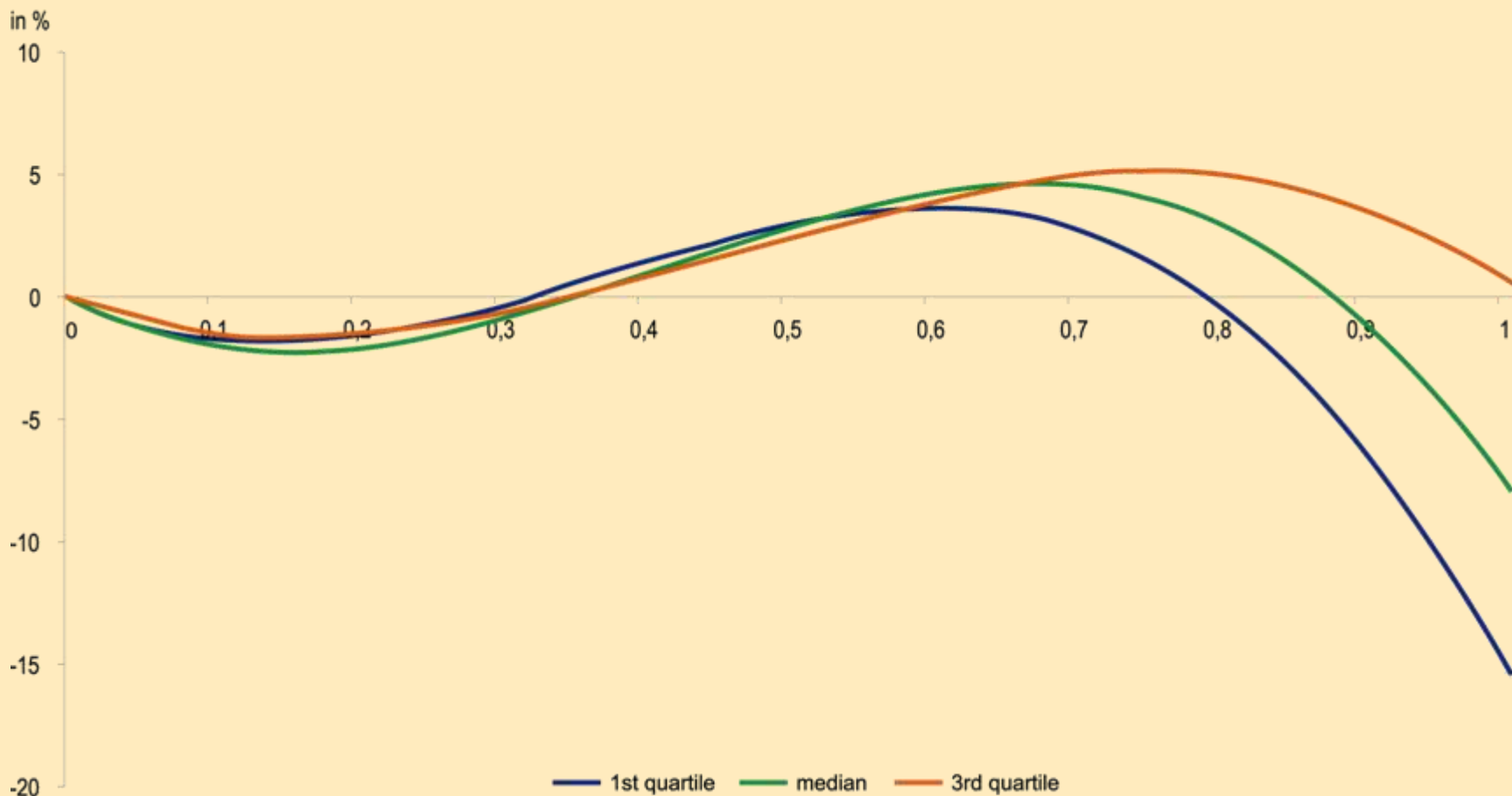
TABLE 4.15: EU-level estimation results – Effects on gross hourly wages (in %)

Variable	Pooled regression model, controlling for dependence	Random effects panel data model	Heckman selection model
Personal characteristics			
Gender (women=1)	-10.86	-13.50	-9.38
Non-national (EU national)	5.23	2.84	5.46
Non-national (non-EU national)	-1.78	-1.59	
Age (in years)	2.22	5.76	2.76
Age squared		-0.10	-0.02
Age cube			
Education and skills			
High-skilled	18.18	17.00	18.68
Medium-skilled	6.82	5.97	7.15
Job-specific training	7.90	4.08	8.31
Family background			
Marital status (married=1)	3.25	2.63	
Presence of children	1.51	0.20	
Labour market history			
Tenure in the job (in years)	1.71	1.41	1.65
Tenure in the job squared	-0.10	-0.10	-0.12
Tenure in the job cube			0.00
Previous unemployment	-3.05	-3.82	-3.22
Previous inactivity	-0.10	-0.20	0.00
Duration of career previous	-0.70	-1.09	-0.66
Career interruption (in months)			
Job characteristics			
Supervisory job status	16.42	9.97	16.11
Intermediate job status	4.92	3.77	4.86
Part-time employed	2.63	7.90	2.68
Temporary contract	-10.60	-6.57	-10.49
Employer characteristics			
Public sector	7.47	6.40	9.14
Small firm	-18.21	-9.70	-18.63
Large firm	5.87	2.53	5.98
Earnings and employment risk			
Unemployment risk	-25.10	-12.19	-8.18
Unemployment risk squared	297.89	95.62	21.96
Unemployment risk cube	-70.57	-44.68	-17.81
Variance	19.60	5.34	20.13
Skewness	-1.19	-0.30	-1.21



Struttura e determinanti dei salari

Chart 78- Compensation of employment risks, by quartile
(effect of sector-occupation specific probability of job loss on wages in %)

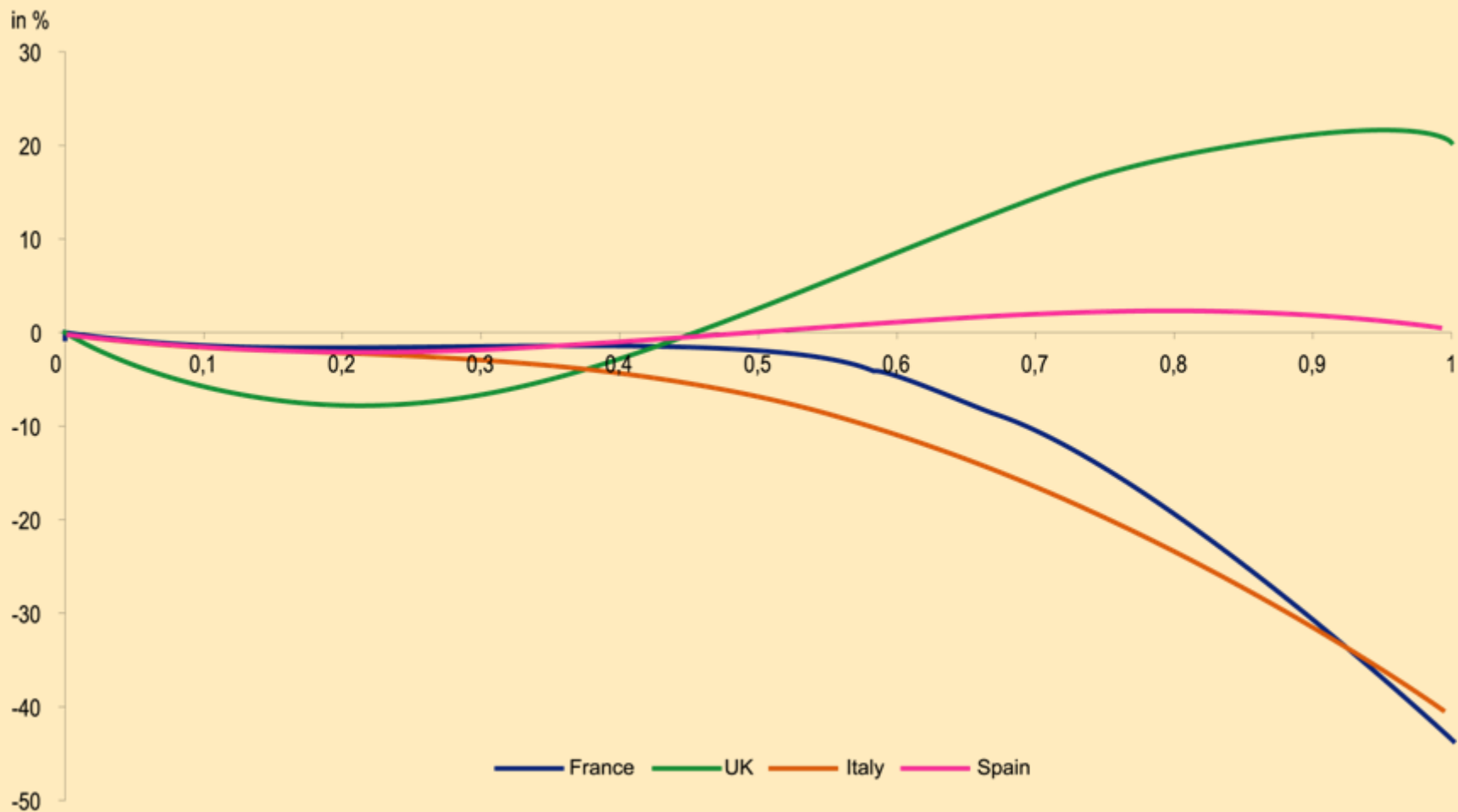


Source: Eurostat, ECHP, UDB version June 2003, waves 2-7 (1995-2000)



Struttura e determinanti dei salari

Chart 79 - Compensation of employment risks in selected MS
(effect of sector-occupation specific probability of job loss on wages in %)

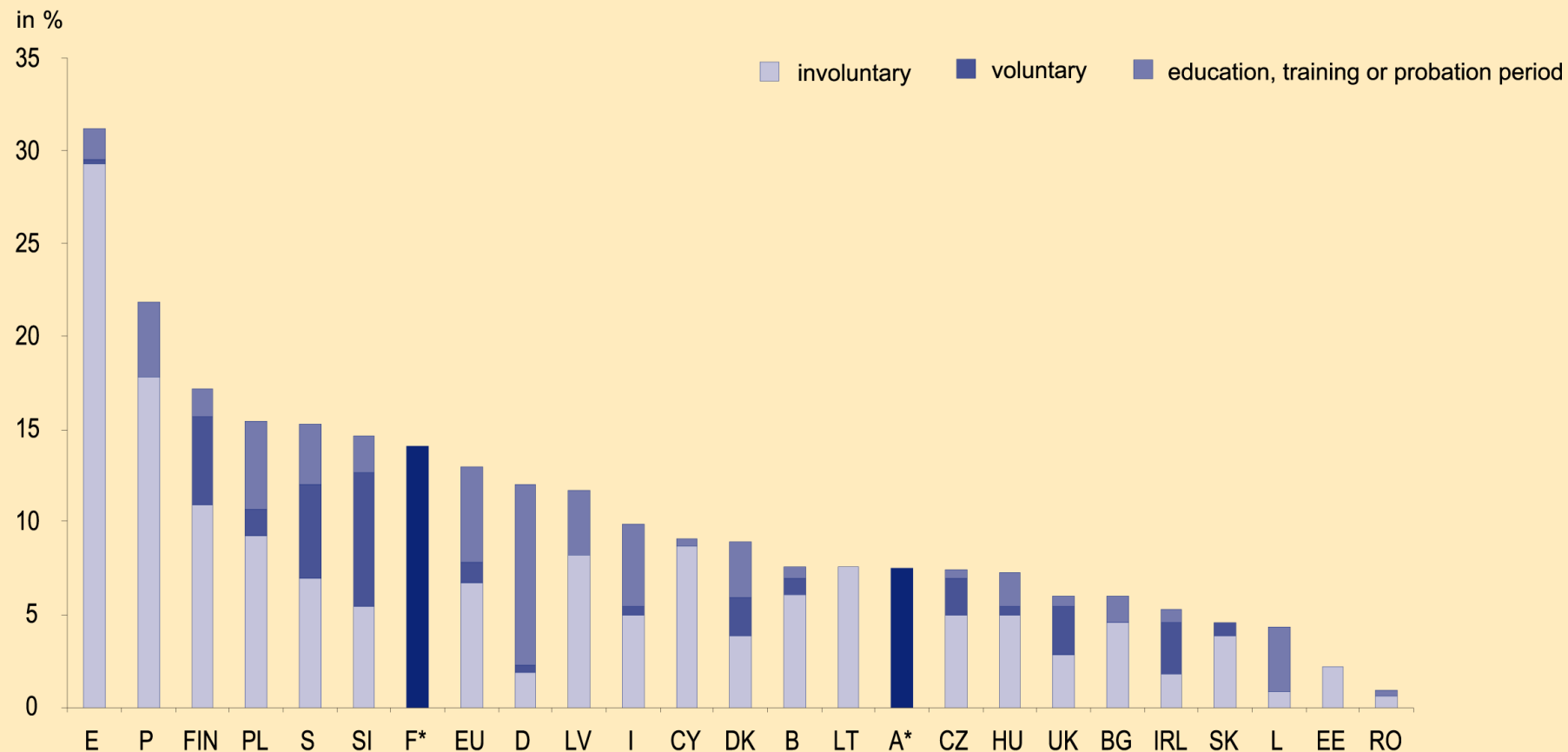


Source: Eurostat, ECHP, UDB version June 2003, waves 2-7 (1995-2000)



Flessibilità, sicurezza e qualità del lavoro

Chart 82- Temporary employment in the EU and the Accession Countries by reason, 2002
(in % of all employees)



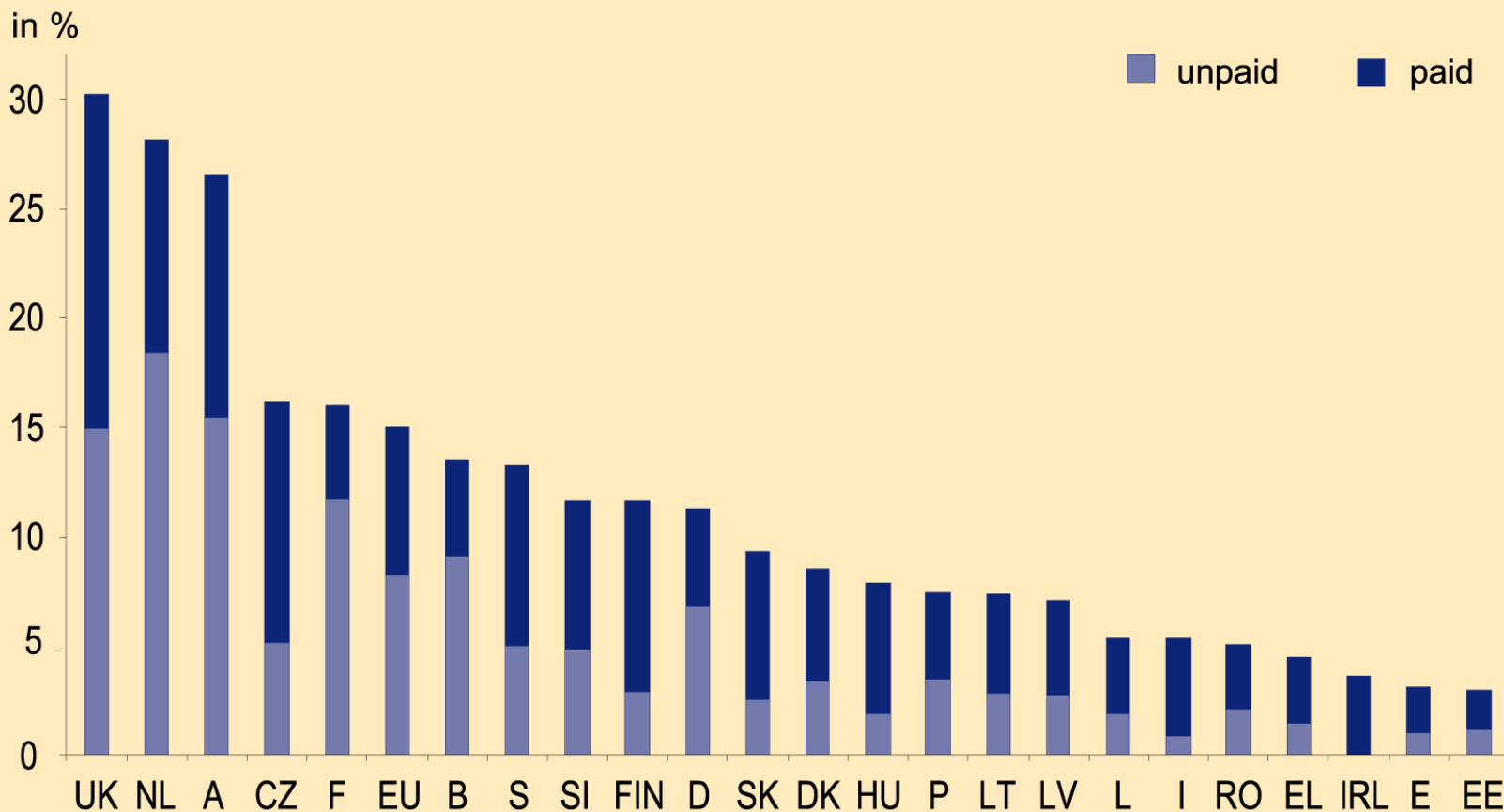
Source: Eurostat, LFS, 2002Q2

Notes: for France and Austria, only the total employment share of temporary employment is given since no information on the reasons of temporary contract work is provided; for France and Austria, data refer to 2002Q1



Flessibilità, sicurezza e qualità del lavoro

Chart 98- Incidence of overtime work in the EU and the Accession Countries, 2001 (in % of employees)



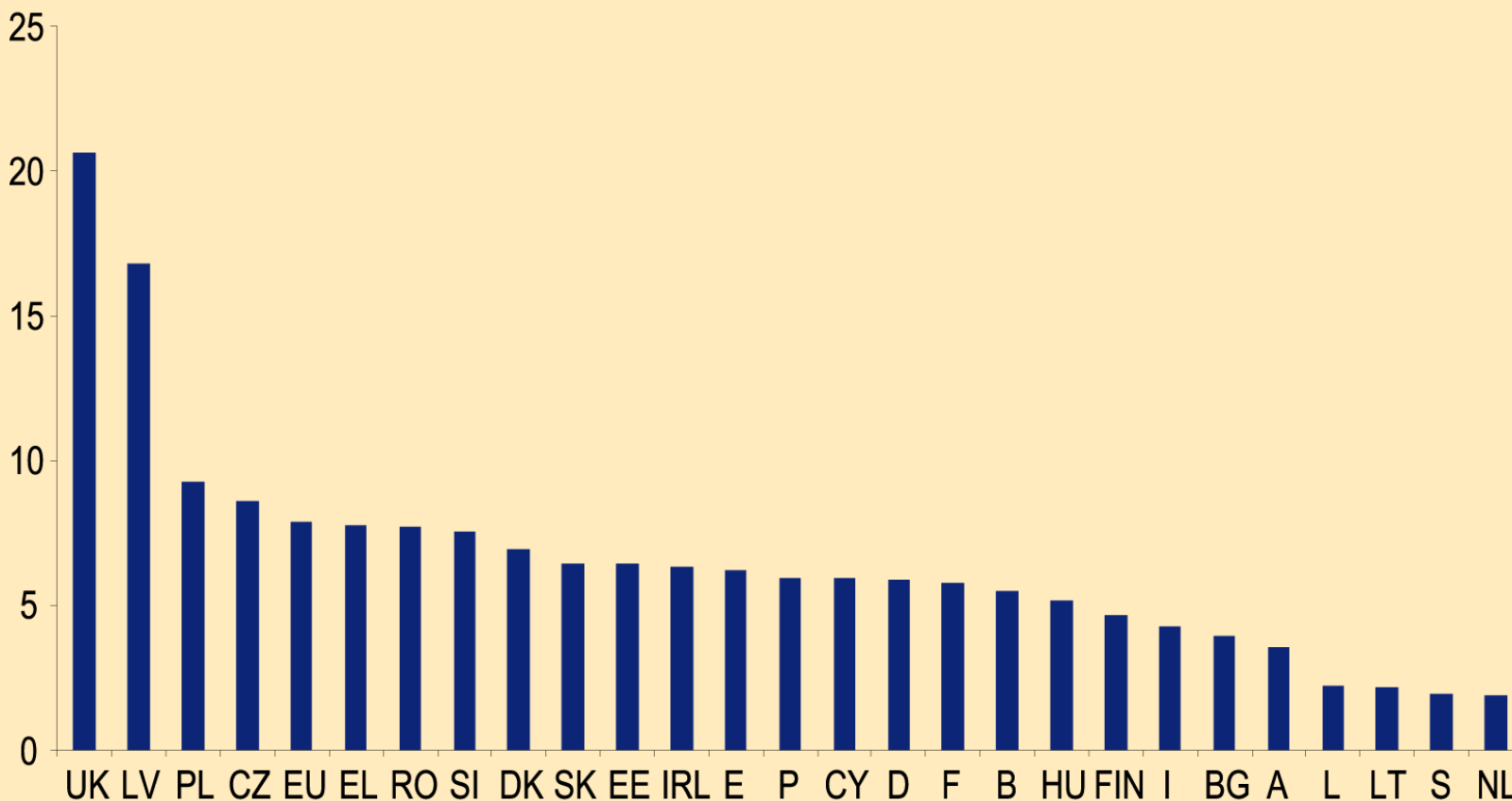
Source: Eurostat, LFS, ad hoc module 2001

Notes: no data available for the Czech Republic, Latvia and Romania



Flessibilità, sicurezza e qualità del lavoro

Chart 108- Long working hours in the EU and the accession countries, 2002
(share of full-time employees usually working more than 48 hours a week)



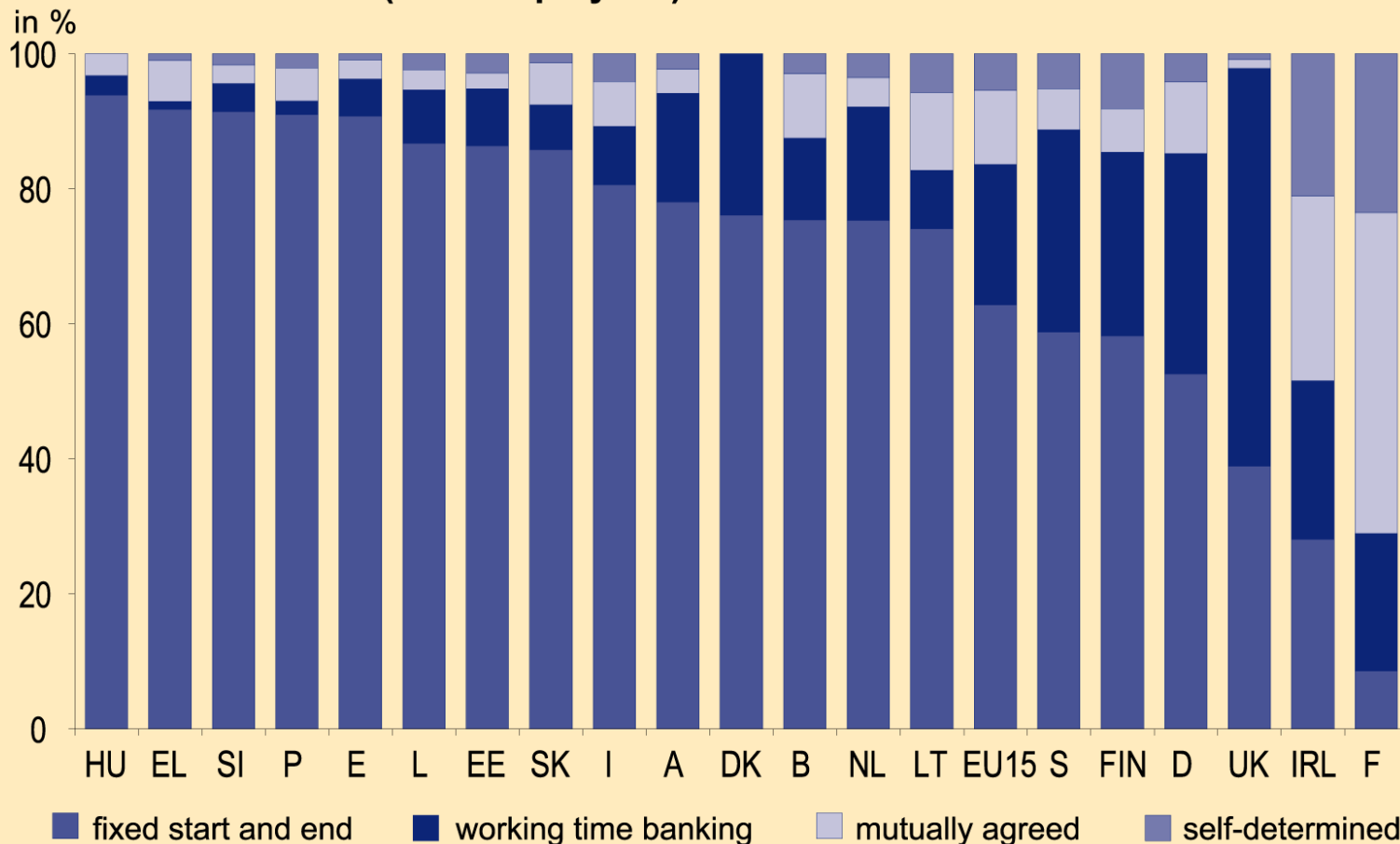
Source: Eurostat, LFS, 2002Q2

Notes: no data available for Malta; data for France and Austria refer to 2002Q1



Flessibilità, sicurezza e qualità del lavoro

Chart 109- Working time arrangements in the EU and the Accession Countries (% of employees)



Source: Eurostat, LFS, ad hoc module 2001

Notes: no data available for Bulgaria, Cyprus, the Czech Republic, Latvia, Malta, Poland and Romania

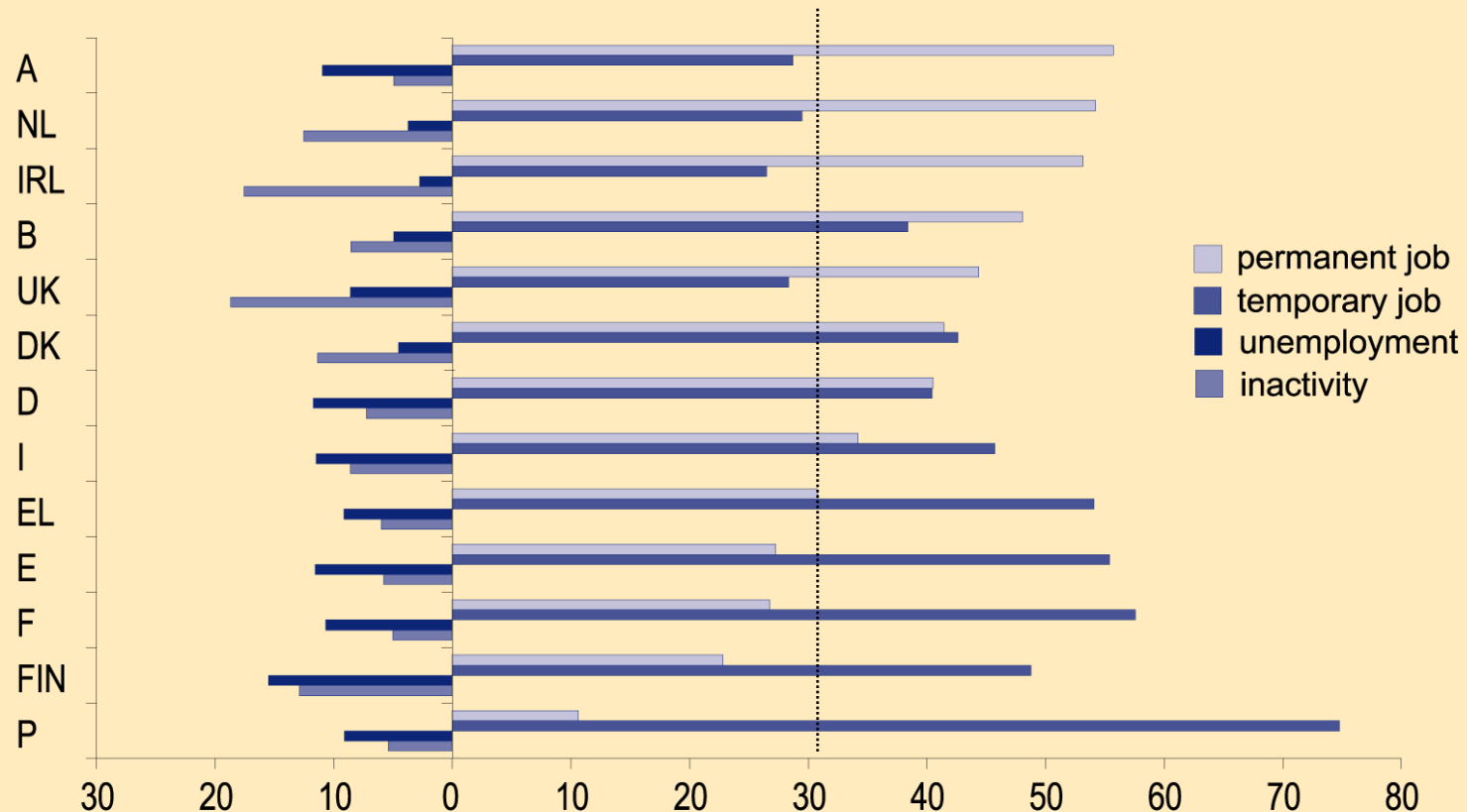


Flessibilità, sicurezza e qualità del lavoro

- ❑ Matrici di transizione :
 - ❑ Stato membro
 - ❑ genere, classe di età livello di istruzione
 - ❑ tipologia di orario di lavoro, contrattuale, accesso a formazione, qualità del lavoro
- ❑ le transizioni nel mercato del lavoro riflettono le condizioni cicliche, la domanda e l'offerta di lavoro, ma anche gli effetti di politiche del lavoro e della struttura istituzionale
- ❑ Risultati principali:
 - ❑ importanti differenze nelle probabilità di transizione per gruppi con caratteristiche diverse
 - ❑ Lavori a termine e di bassa qualità non impediscono l'accesso a migliori condizioni di lavoro per molti giovani con elevato livello d'istruzione mentre più incerto se non negativo è l'effetto sui meno istruiti e sui lavoratori anziani
 - ❑ La storia lavorativa e la qualità degli impieghi passati influenzano le transizioni future, la stabilità dell'occupazione e le prospettive di carriera



**Chart 88- Transitions 1999-2000 out of temporary employment into ...
(transition rates in % of temporary employees 1999)**

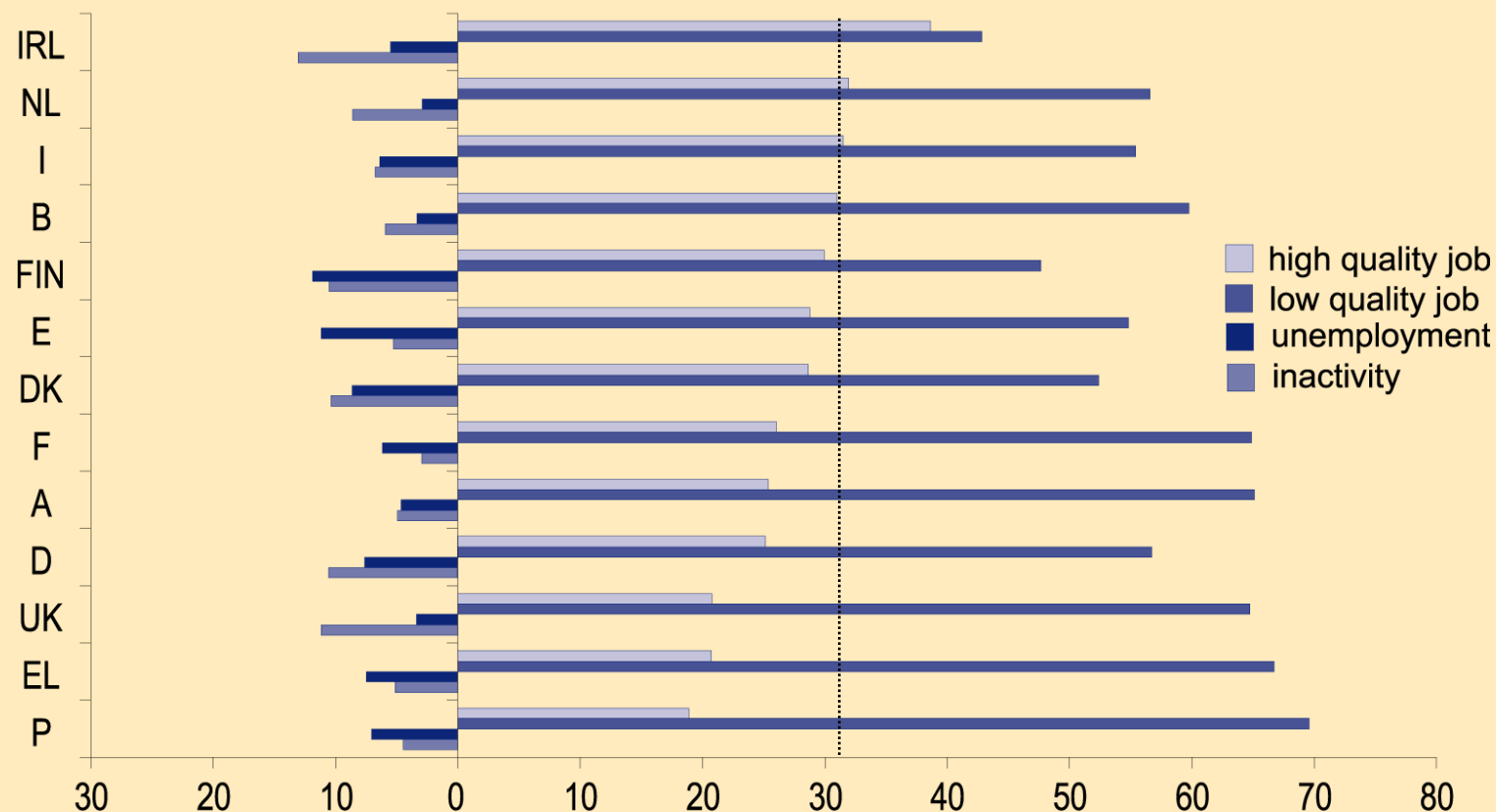


Source: Eurostat, ECHP UDB version June 2003

Notes: no data for Luxembourg and Sweden; Member States sorted by decreasing transition rates from temporary into permanent employment



**Chart 89- Transitions 1999-2000 out of low-quality employment into ...
(transition rates in % of employees in low quality jobs 1999)**

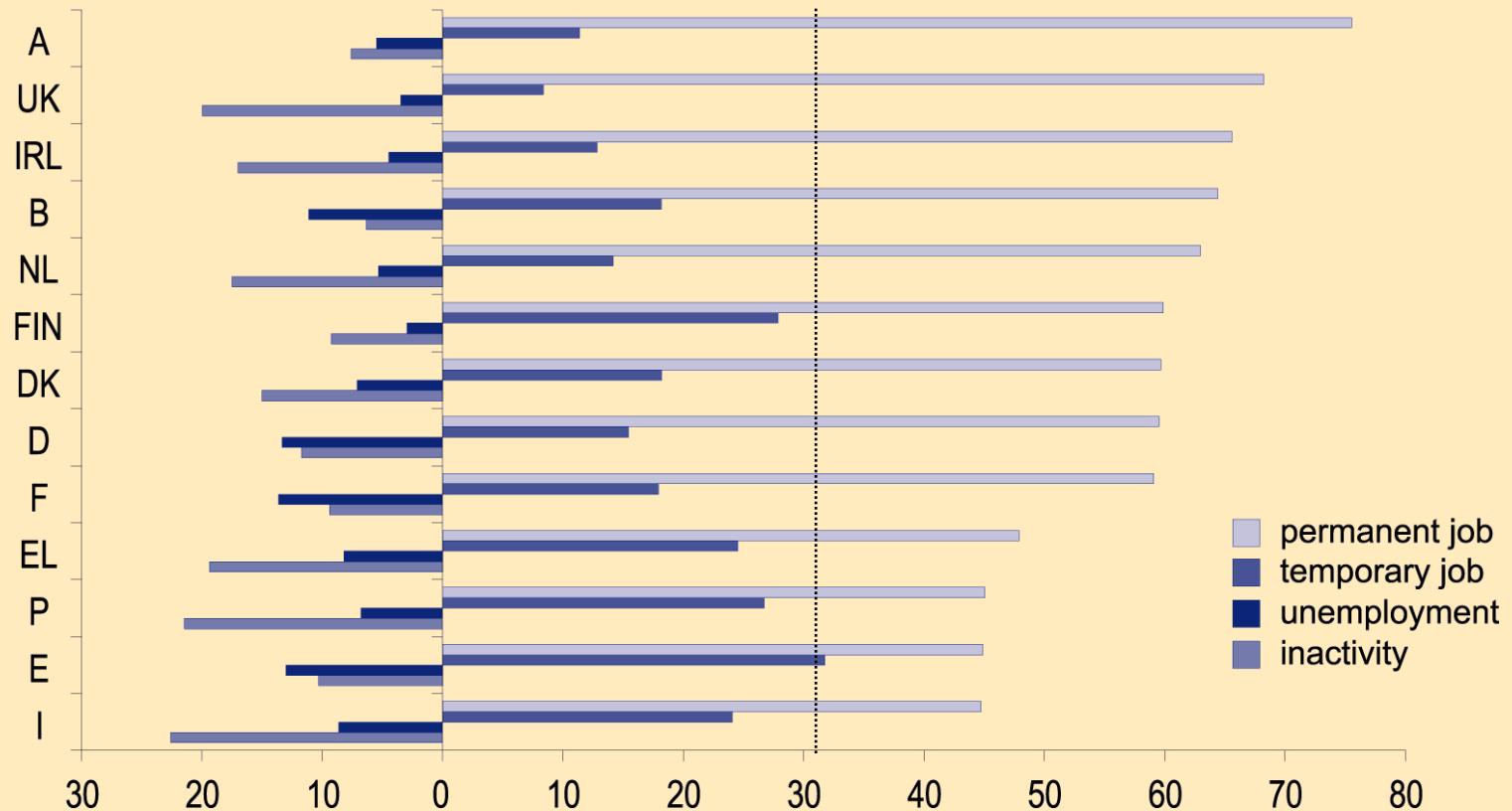


Source: Eurostat, ECHP UDB version June 2003

Notes: no data for Luxembourg and Sweden; Member States sorted by decreasing transition rates from low-quality into high-quality employment



**Chart 93- Transitions 1995-2000 out of temporary employment into ...
(transition rates in % of temporary employees 1995)**

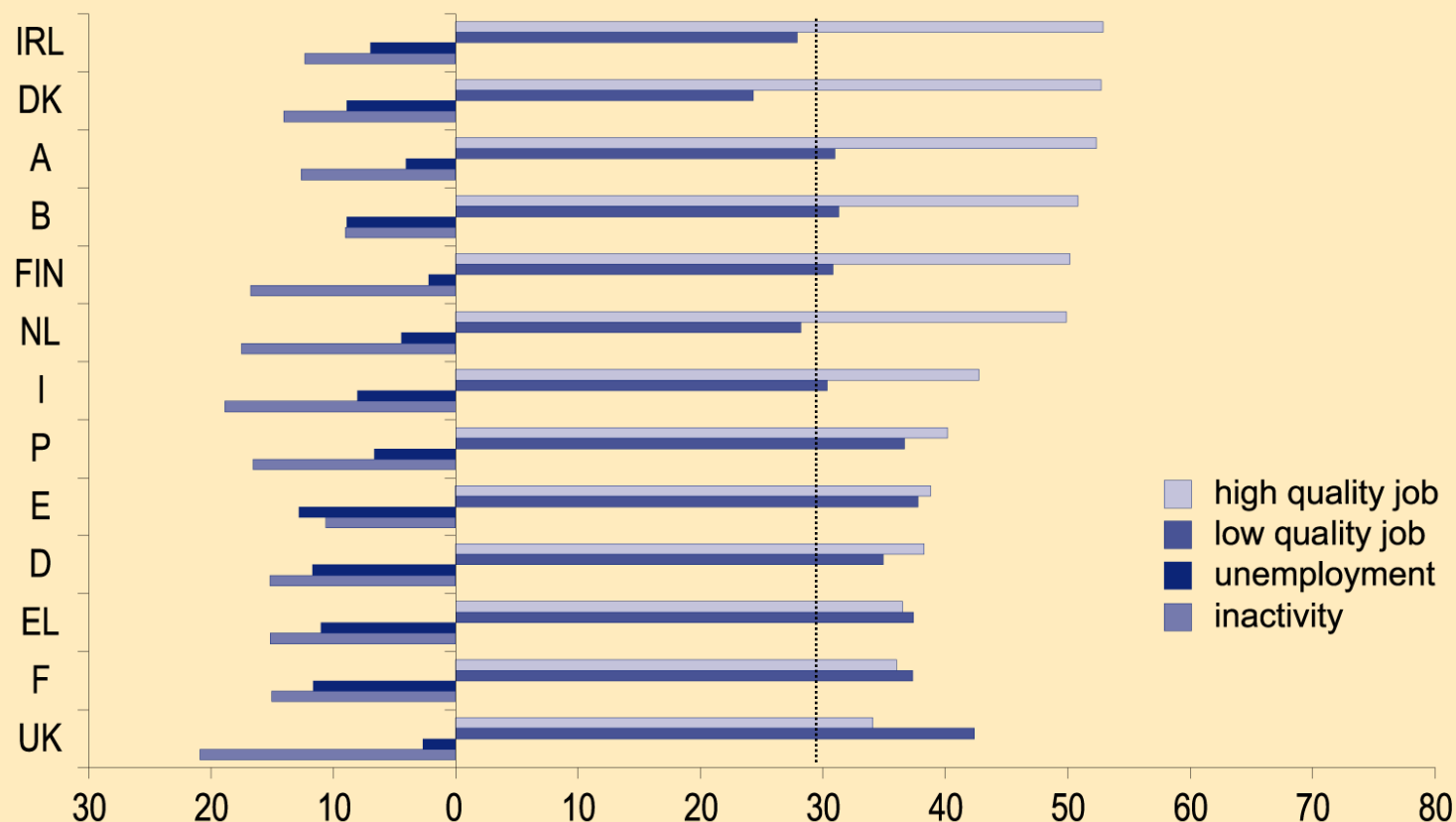


Source: Eurostat, ECHP UDB version June 2003

Notes: no data for Luxembourg and Sweden; Member States sorted by decreasing transition rates from temporary employment into unemployment



**Chart 92- Transitions 1995-2000 out of low quality employment into ...
(transition rates in % of employees in low quality jobs 1995)**



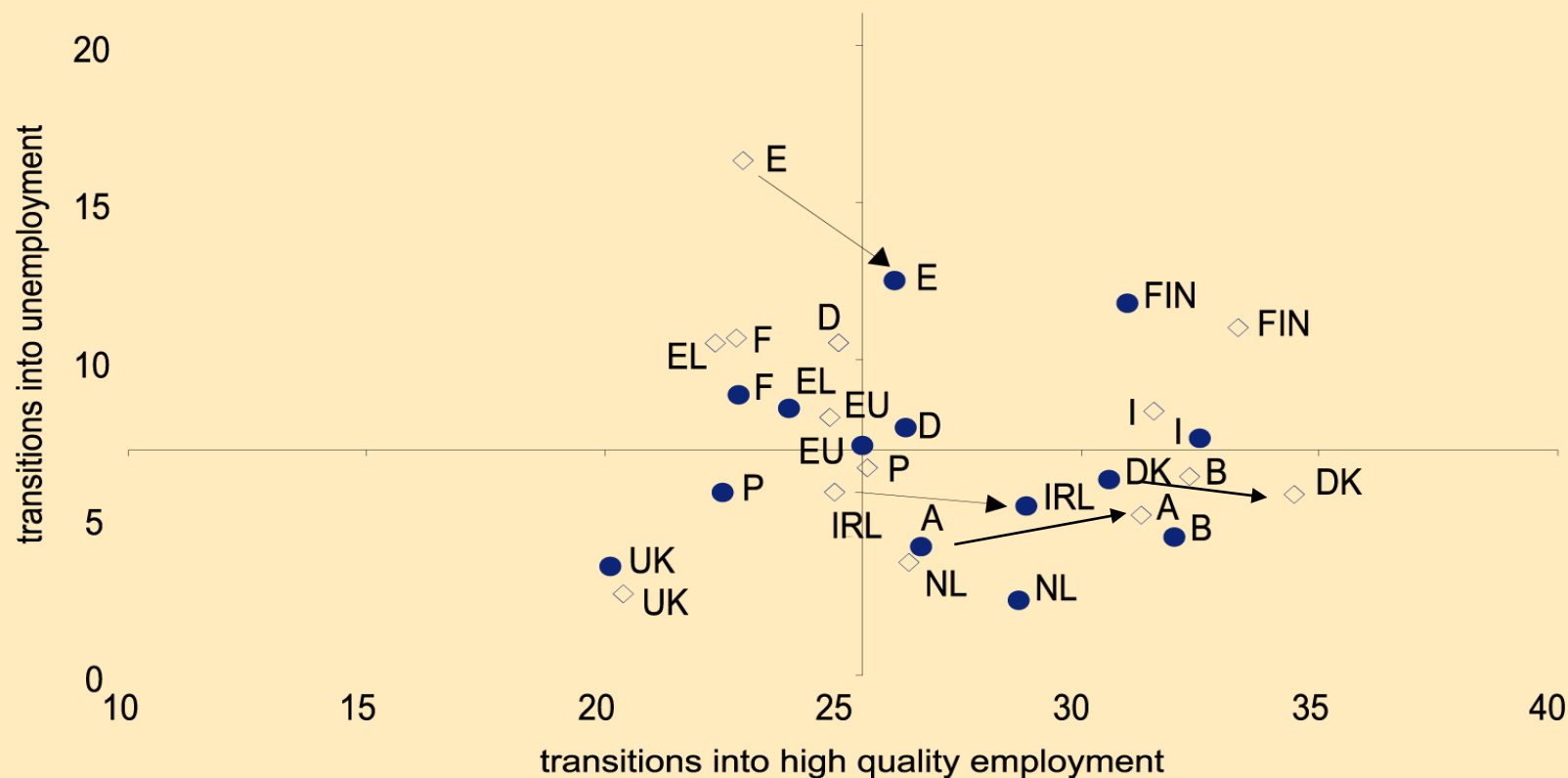
Source: Eurostat, ECHP UDB version June 2003

Notes: no data for Luxembourg and Sweden; Member States sorted by decreasing transition rates from low-quality employment into unemployment



Flessibilità, sicurezza e qualità del lavoro

Chart 96- Evolution of transition rates out of low quality employment, 1995-2000 (◇: 1995-1997; ●: 1997-2000)

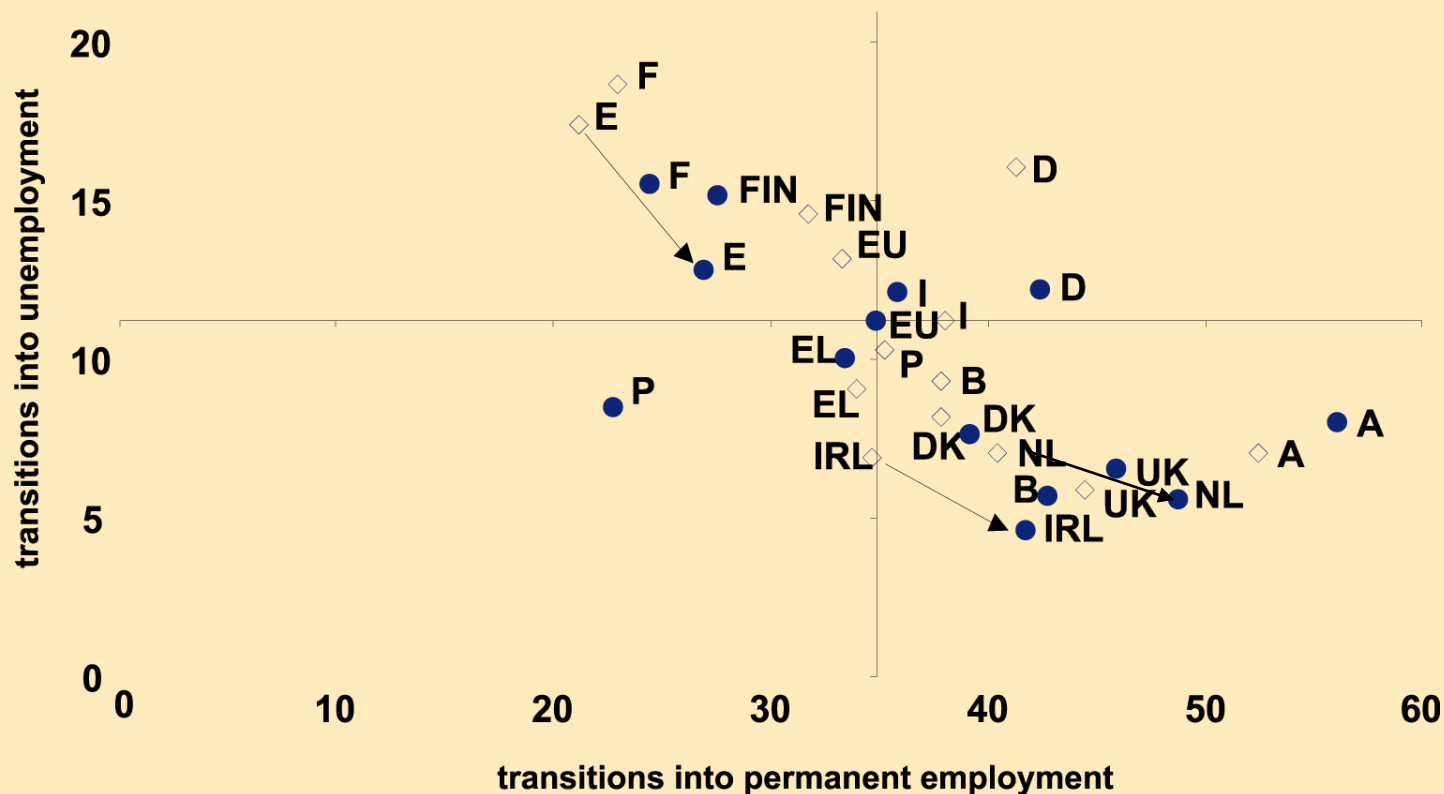


Source: Eurostat, ECHP UDB version June 2003

Notes: no data for Luxembourg and Sweden; axes indicate EU level average transition rates 1997-2000; the arrows illustrate, for the cases of Ireland and Spain, improvements in transition rates over time



Chart 95 - Evolution of transition rates out of temporary employment, 1995-2000 (◇: 1995-1997; ●: 1997-2000)



Source: Eurostat, ECHP UDB version June 2003

Notes: no data for Luxembourg and Sweden; axes indicate EU level average transition rates 1997-2000; the arrows illustrate, for the cases of Ireland and Spain, improvements in transition rates over time



Flessibilità, sicurezza e qualità del lavoro

Table 42 – Long-term employment stability and flexibility, 1995–1999

	Employed in some years	Continuously employed	Employed in more than half the period	Employed one or two years only	Never employed	Unemployed or inactive in some years	Unemployed in some years	Inactive in some years
Men								
B	80,5	53,3	65,9	10,5	19,5	46,7	12,7	39,2
DK	92,6	61,5	75,9	8,8	7,4	38,5	16,7	29,7
D	89,6	50	70,2	11,6	10,4	50	22,8	38,4
EL	90,8	55,6	72,2	11,9	9,2	44,4	22	33,4
E	83,4	43,3	61,6	14,4	16,6	56,7	32,7	37,8
F	81,9	48,8	64,1	11,4	18,1	51,2	18,5	38,4
IRL	86,5	52,7	69,2	11,7	13,5	47,3	25,3	29,6
I	81,4	49	63,6	12,4	18,6	51	25,9	37,9
L	80,9	61,1	66,6	9	19,1	38,9	6	18,8
P	89,8	61,6	76,6	8,2	10,2	38,4	16,7	27,8
A	87	63,6	74,8	7,4	13	36,4	9,3	29,7
FIN	78,4	49,7	58,7	19,7	21,6	50,3	21,1	38,1
UK	90,8	57,8	77,5	8,8	9,2	42,2	17,1	32,1
EU	85,7	53,4	72	11,2	14,3	46,6	19	33,1
Women								
B	60,1	31,8	42,1	13,1	39,9	68,2	19,8	59,2
DK	89	42,5	62,8	16,9	11	57,5	25,1	48,7
D	72,9	31,7	50,5	14,9	27,1	68,3	21,6	58,4
EL	60,3	21,7	35,6	18,2	39,7	78,3	28,3	71,4
E	50,3	16,2	25,1	19,1	49,7	83,8	30,5	76,8
F	68,2	31,8	46,1	14,8	31,8	68,2	23,9	54,6
IRL	59,7	20,6	36,6	15,4	40,3	79,4	12,2	74,7
I	51,7	24,5	33,3	13,6	48,3	75,5	24,2	69,7
L	55,6	30,6	37,1	12,7	44,4	69,4	4,8	50,7
P	75,4	38	55,6	13,5	24,6	62	19,4	54,5
A	71,1	41,6	50,1	14	28,9	58,4	10,1	53,7
FIN	77,5	42,9	52	25,5	22,5	57,1	21,6	45,3
UK	78,7	37,9	56,5	15,2	21,3	62,1	11,1	58,6
EU	67	29,7	52	15,9	33	70,3	19,4	59,7

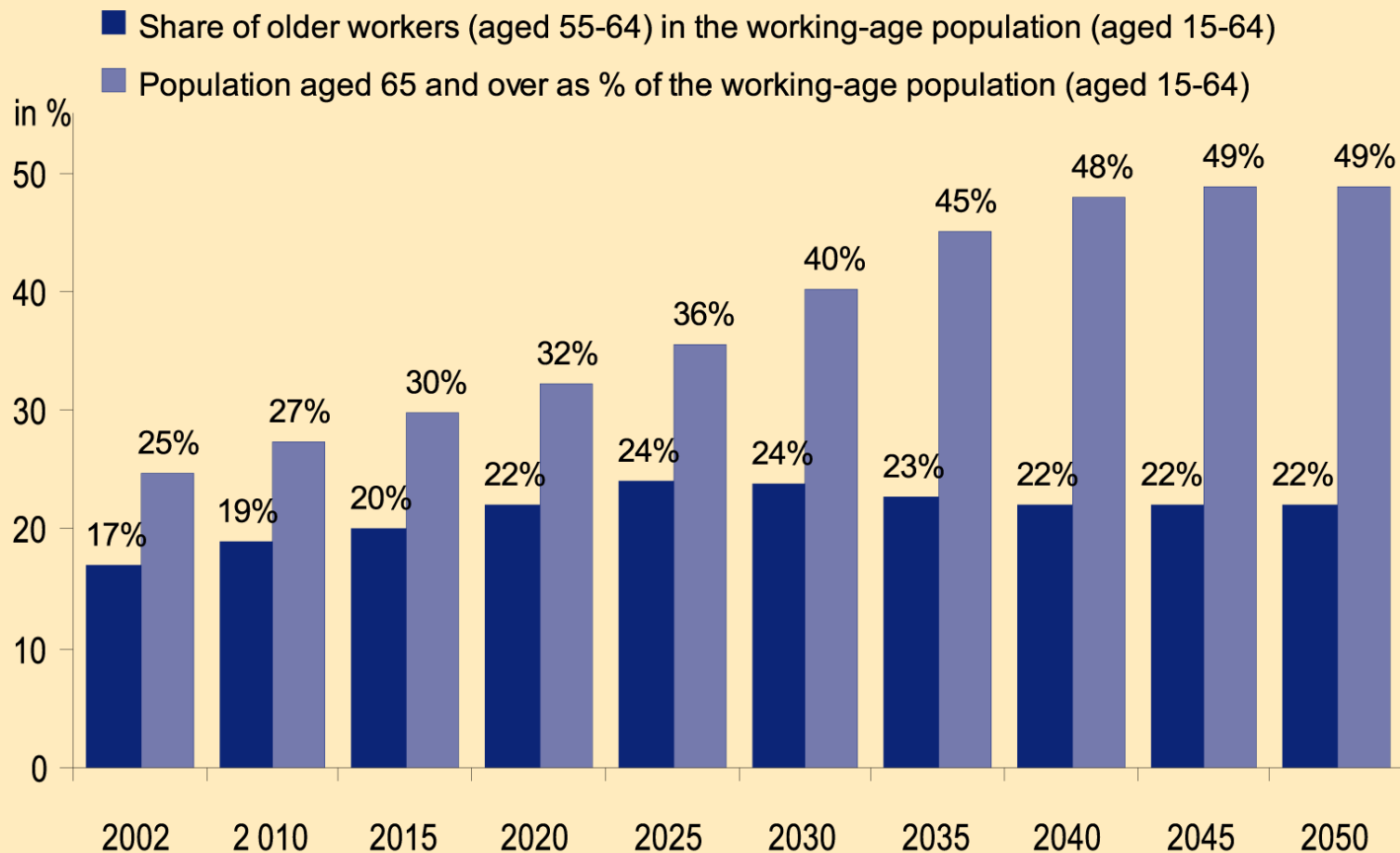
Source: Eurostat, ECHP UDB version December 2002



European Commission

Caratteristiche e prospettive per i lavoratori anziani

Chart 111- Population projections for the EU15, 2002-2050

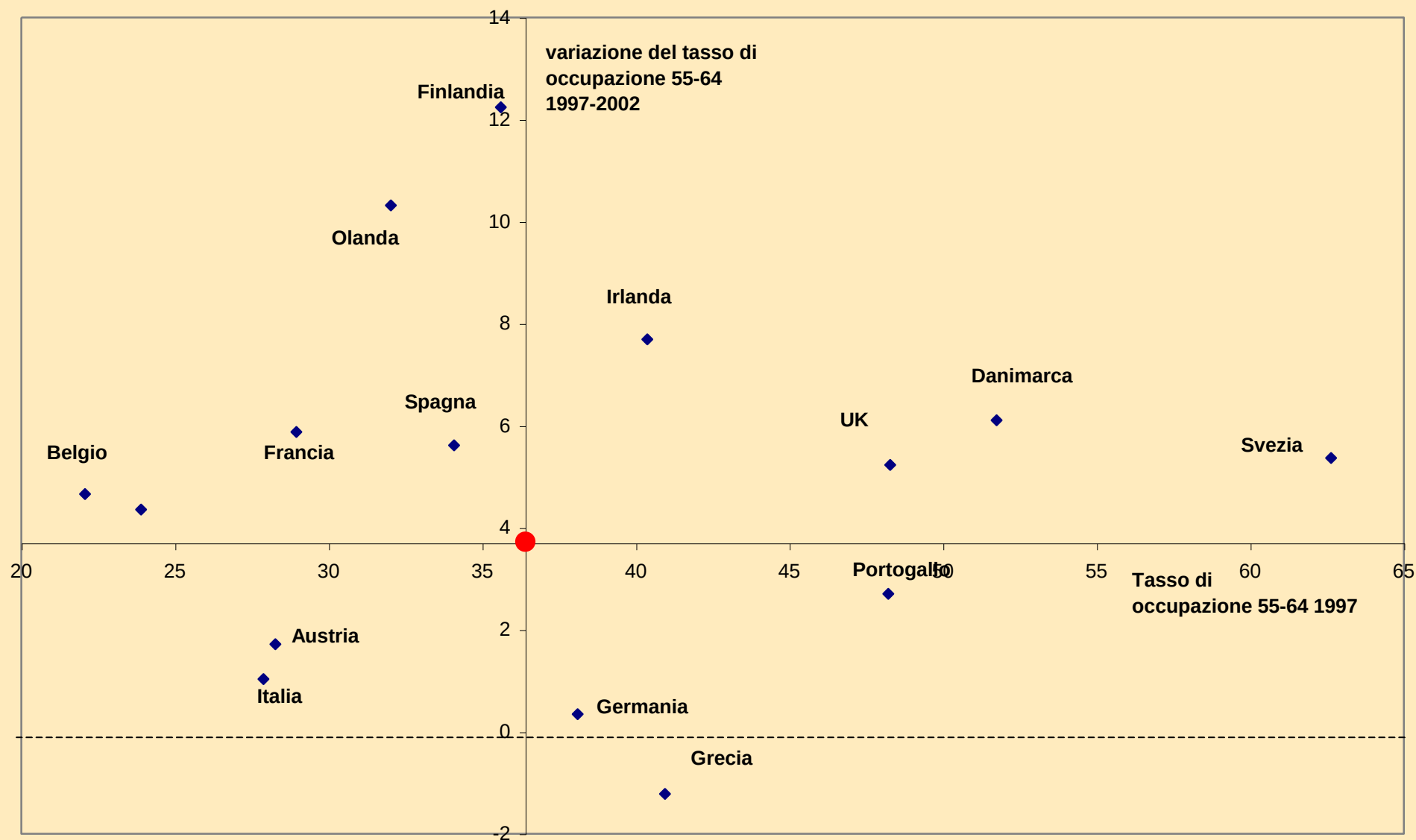


Source: Eurostat population projections, revision 1999, baseline scenario.

Note: in the chart, the share of older workers is used to refer to the share of older people.

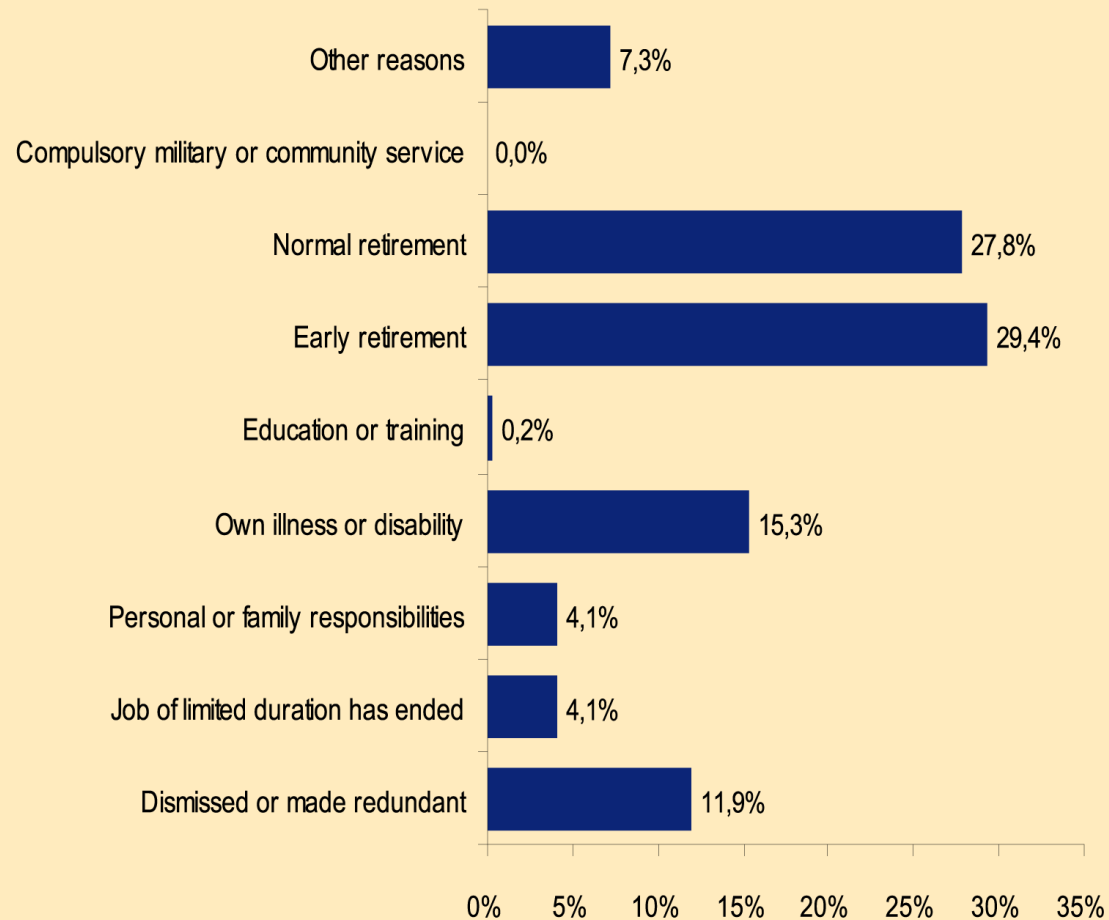


Caratteristiche e prospettive per i lavoratori anziani



Caratteristiche e prospettive per i lavoratori anziani

Chart 116- Reasons for leaving last job or business for older workers aged 55-64 in the EU15
(Average over the period 1995-02, % of all reasons given)

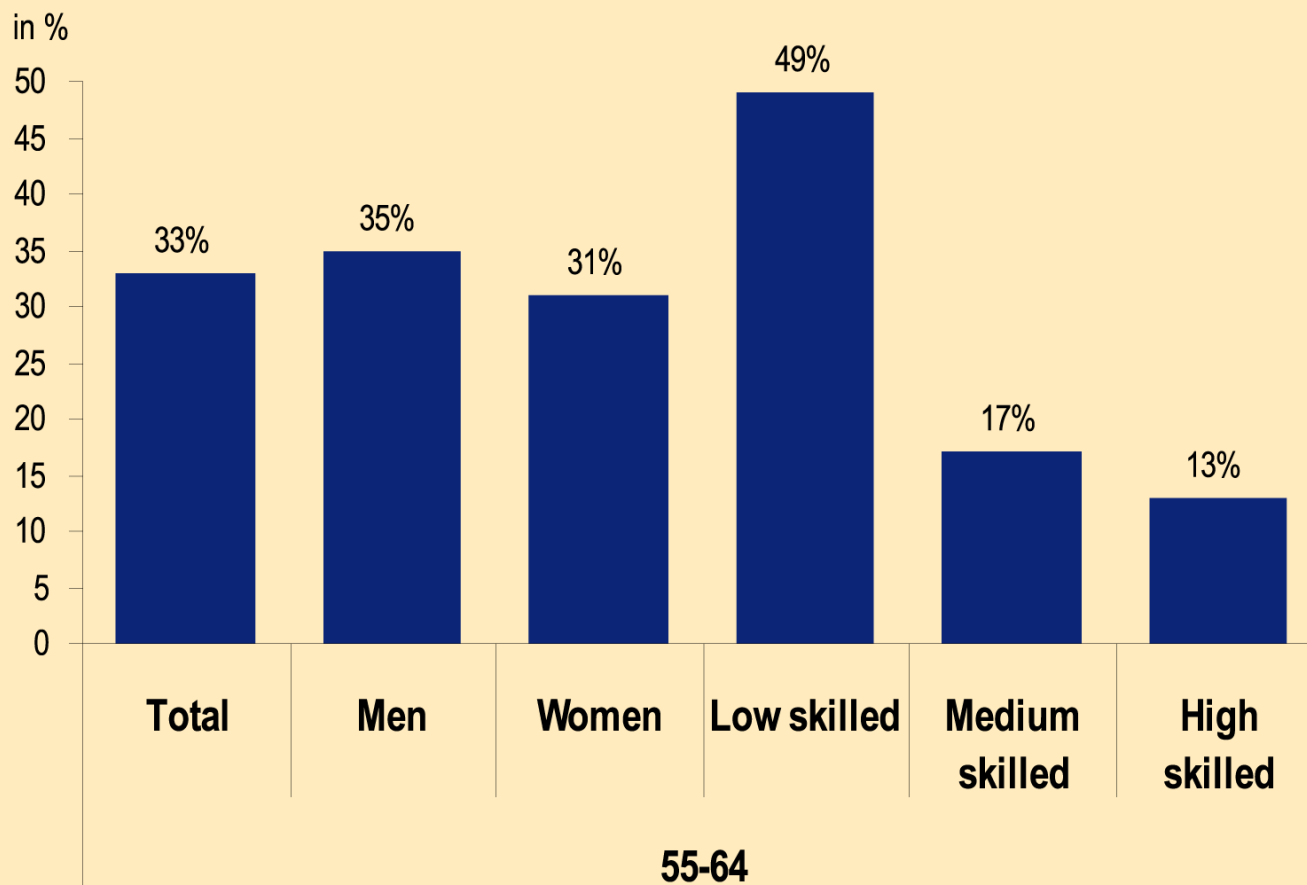


Source: Eurostat, LFS, spring results.



Caratteristiche e prospettive per i lavoratori anziani

Chart 124- Percentage of people aged 55-64 in 2000 that started working-life before the age of 16 (% in each category)



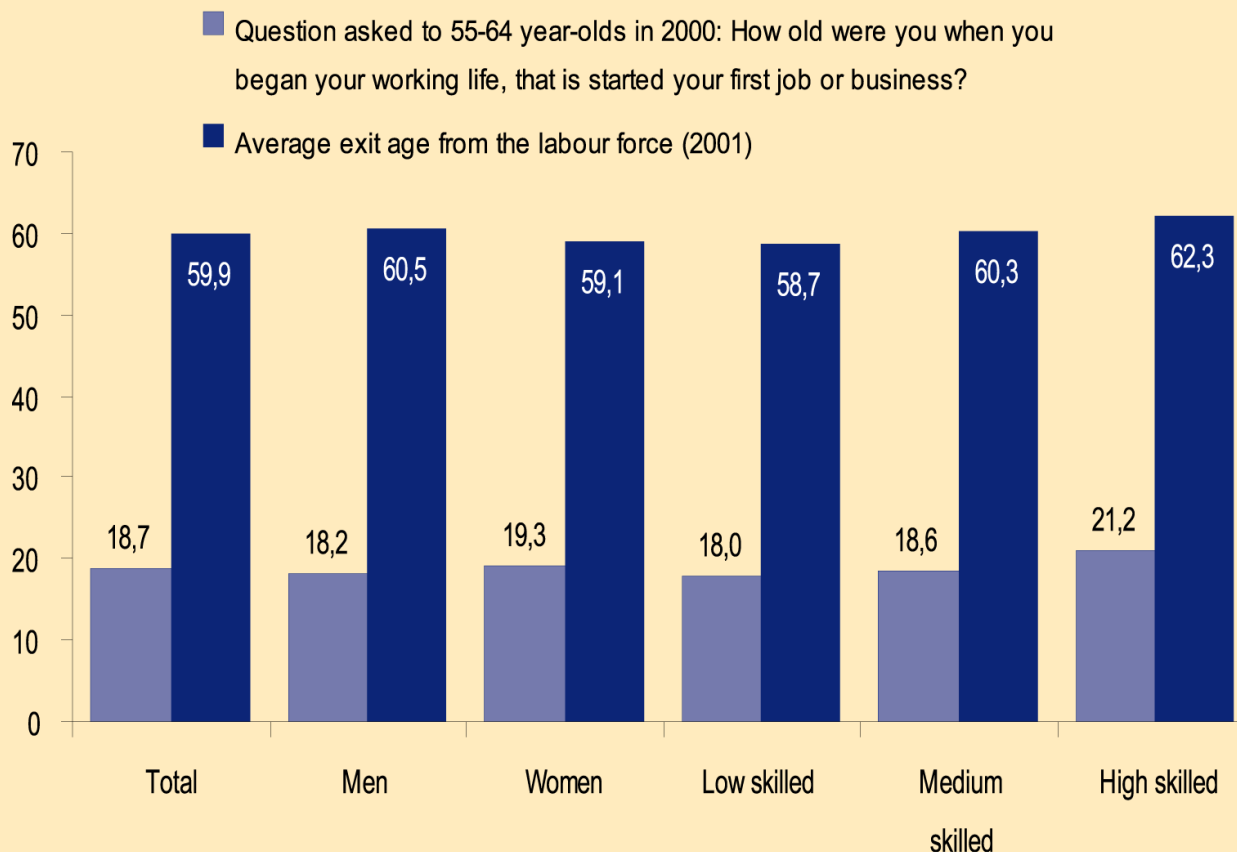
Source: Eurostat, ECHP (variable: PE039), UDB, version June 2003, wave 7 (2000).

Note: the chart refers to the EU.



Caratteristiche e prospettive per i lavoratori anziani

Chart 125- Relationship between starting and exiting active life by gender and educational attainment level in the EU



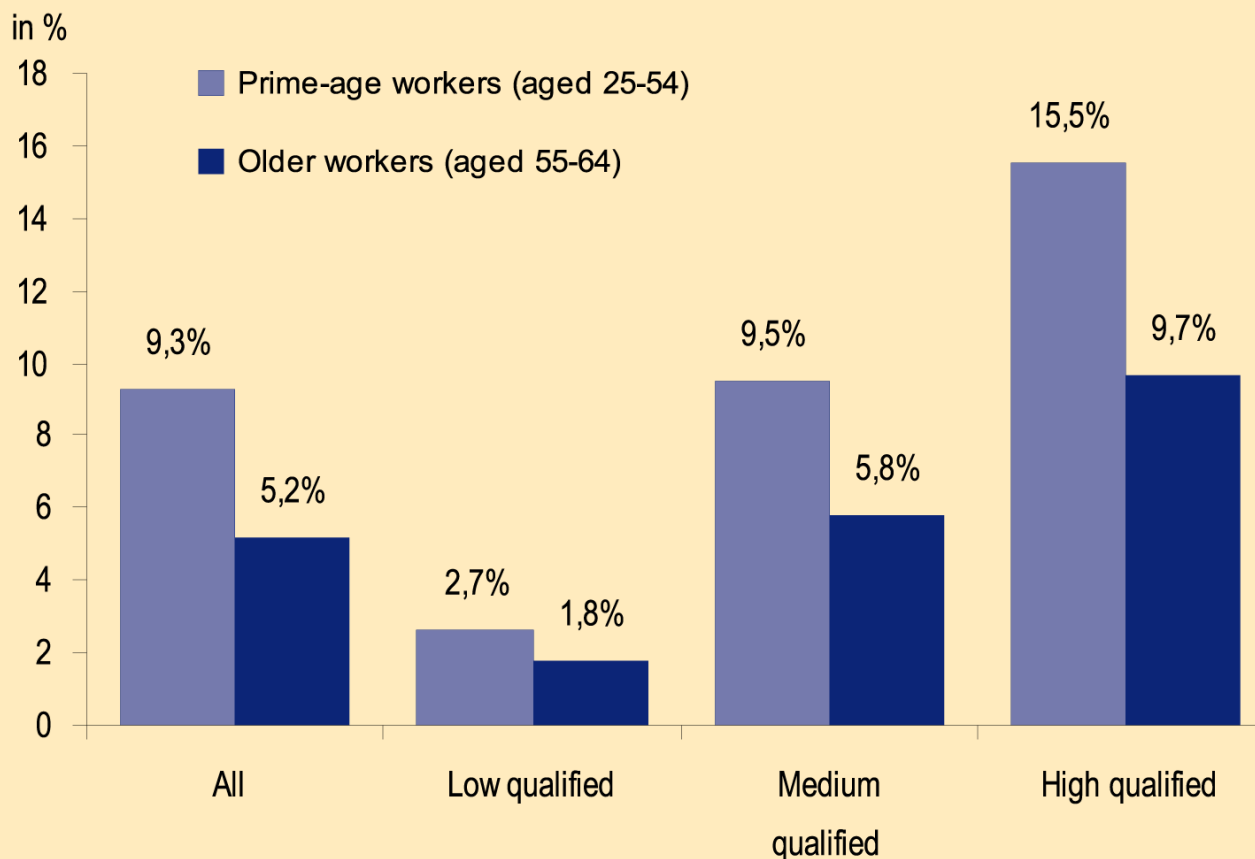
Source: Eurostat, ECHP (variable: PE039), UDB, version June 2003, wave 7 (2000).

Note: see annex 1 for the methodology underlying the calculation of the average exit age from the labour force.



Caratteristiche e prospettive per i lavoratori anziani

Chart 127- Percentage of older and prime-age workers in training by educational attainment level in the EU in 2001



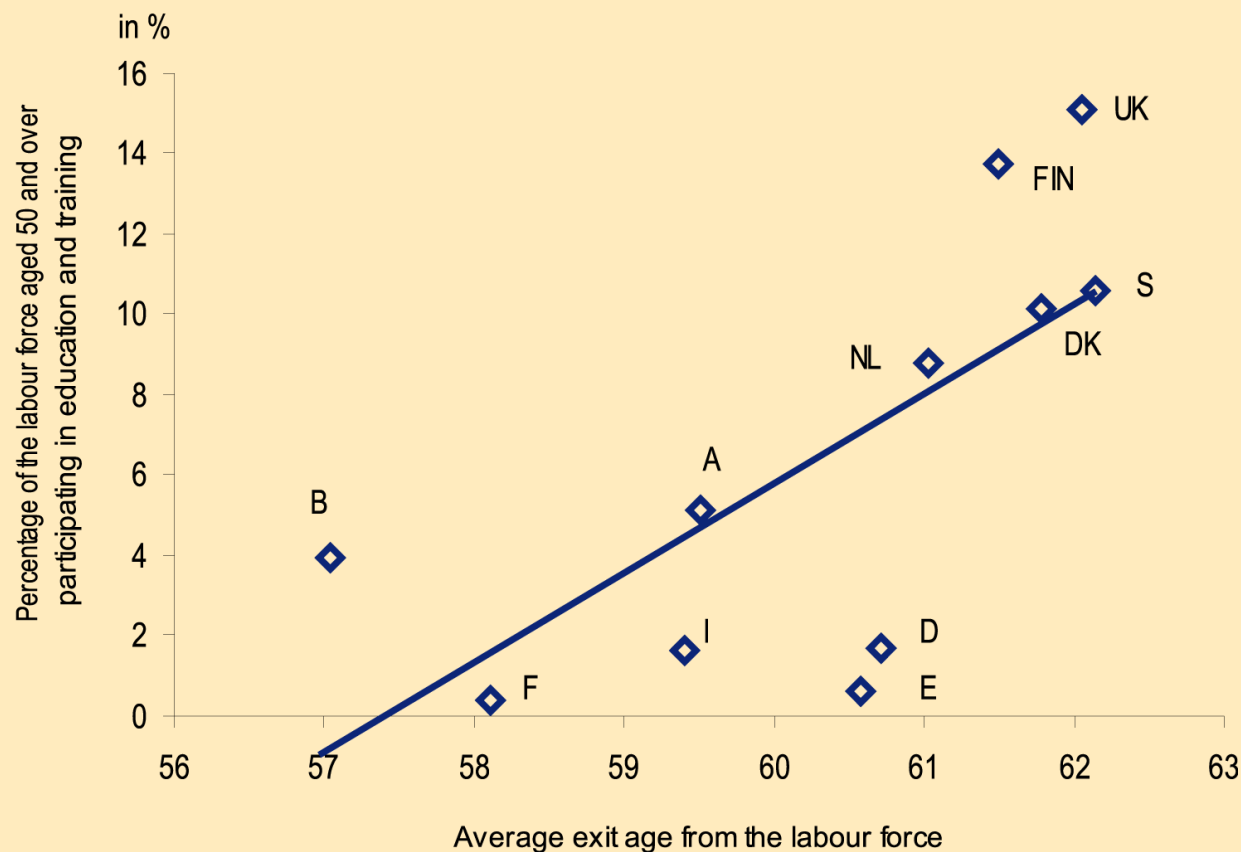
Source: Eurostat, LFS, spring results.

Note: the reference group is the occupied population. High qualified refers to those who have completed tertiary education; medium qualified refers to those who have completed upper secondary education; low qualified relates to those with less than upper secondary education.



Caratteristiche e prospettive per i lavoratori anziani

Chart 128- Training and average exit age from the labour force in 2001



Source: Eurostat, LFS, spring results.

Note: data for Ireland, not available. Data for Greece, Luxembourg and Portugal, unreliable due to low sample size. In France, the information on training refers to the reference week only (instead of 4 weeks preceding the survey). Average exit age from the labour force, DG Employment and Eurostat. See annex 1.



Grazie per la vostra attenzione

**Laboratorio Fausto Vicarelli - Università di Macerata
Macerata
3 Dicembre 2003**

**Alfonso Arpaia
*Commissione Europea
DG Occupazione e Affari Sociali
Unità A.1 Analisi dell'occupazione***

