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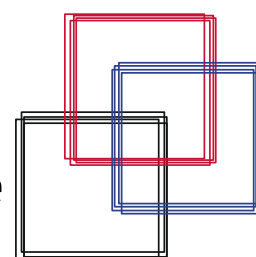
The MasterCard
Foundation

Labour market transitions of young women and men in Ukraine

Ella Libanova, Aleksandr Cymbal,
Larysa Lisogor, Iryna Marchenko
and Oleg Iarosh

May 2014

Youth Employment Programme
Employment Policy Department



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Preface

Youth is a crucial time of life when young people start realizing their aspirations, assuming their economic independence and finding their place in society. The global jobs crisis has exacerbated the vulnerability of young people in terms of: i) higher unemployment, ii) lower quality jobs for those who find work, iii) greater labour market inequalities among different groups of young people, iv) longer and more insecure school-to-work transitions, and v) increased detachment from the labour market.

In June 2012, the International Labour Conference of the ILO resolved to take urgent action to tackle the unprecedented youth employment crisis through a multi-pronged approach geared towards pro-employment growth and decent job creation. The resolution “The youth employment crisis: A call for action” contains a set of conclusions that constitute a blueprint for shaping national strategies for youth employment.¹ It calls for increased coherence of policies and action on youth employment across the multilateral system. In parallel, the UN Secretary-General highlighted youth as one of the five generational imperatives to be addressed through the mobilization of all the human, financial and political resources available to the United Nations (UN). As part of this agenda, the UN has developed a System-wide Action Plan on Youth, with youth employment as one of the main priorities, to strengthen youth programmes across the UN system.

The ILO supports governments and social partners in designing and implementing integrated employment policy responses. As part of this work, the ILO seeks to enhance the capacity of national and local level institutions to undertake evidence-based analysis that feeds social dialogue and the policy-making process. To assist member States in building a knowledge base on youth employment, the ILO has designed the “school-to-work transition survey” (SWTS). The current report, which presents the results of the survey in Ukraine, is a product of a partnership between the ILO and The MasterCard Foundation. The “Work4Youth” Project entails collaboration with statistical partners and policy-makers of 28 low- and middle-income countries to undertake the SWTS and assist governments and the social partners in the use of the data for effective policy design and implementation.

It is not an easy time to be a young person in the labour market today. The hope is that with leadership from the UN system, with the commitment of governments, trade unions and employers’ organization and through the active participation of donors such as The MasterCard Foundation, the international community can provide the effective assistance needed to help young women and men make a good start in the world of work. If we can get this right, it will positively affect young people’s professional and personal success in all future stages of life.

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¹ The full text of the 2012 resolution “The youth employment crisis: A call for action” can be found on the ILO website at: http://www.ilo.org/ilc/ILCSessions/101stSession/texts-adopted/WCMS_185950/lang--en/index.htm.

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1 Introduction and main findings

1.1 Overview

Much political attention has been given to the employment of young people in the Ukraine and elsewhere in recent years. The government has been active in developing policies to promote youth employment and offset the impact of the economic crisis of 2008. As the challenges are many and cut across several policy dimensions, measures focus on both supply and demand, and are curative as well as preventative. Emphasis is placed on education and training, job creation and entrepreneurship, inclusion of youth in the labour market, and institutional reform.

To characterize the specific youth employment challenges and to support policy-makers in designing adequate instruments to support the transition of young people into employment, the ILO has developed its school-to-work transition survey (SWTS), a household survey of young people aged 15-29. The SWTS, implemented in 2013, can serve as a principle tool for monitoring the impact of policies and programmes outlined in the national instruments. This report is intended for the policy makers and social partners that concern themselves with the implementation of youth-related policies and programmes.

The indicators generated from the survey and analysed in this report aim to present a much more detailed picture of youth in the labour market than what can usually be derived through standard surveys, including the labour force survey. Unemployment among youth is a major national concern, but it is also important to consider the quality of work made available to the young population. Does the work provide the wages and security necessary to empower young people to move toward self-sufficiency in their pending adulthood? The emphasis on quality of employment in this report should help to answer this question. The report also draws attention to the path and duration that young people's transition from school to work takes and draws conclusions on characteristics or experiences that make for a smoother transition.

1.2 Structure of the report

This report consists of four sections. Following this introduction, section 2 presents the labour market in Ukraine and introduces the school-to-work transition survey (SWTS). Section 3 presents the main results of the SWTS with details on the characteristics of youth and their labour market outcomes. It includes an overall description of the household characteristics, aspirations and life goals of young people, their educational achievement, the characteristics of young students and a detailed characterization of young workers, the unemployed youth population and youth who are outside the labour market for reasons other than studying. Section 4 introduces the classification of stages of labour market transition and investigates the characteristics that lead to more advantageous labour market outcomes, specifically in the attainment of stable employment. The section also discusses the length of time that young men and women spend in transition and traces the various labour market experiences they have along the way. Finally, section 5 goes into more detail on the national framework guiding youth employment in Ukraine and presents the policy implications that have been drawn from the analyses of the survey. Policy implications are also highlighted throughout the text in relation to specific findings.

1.3 Main findings

The findings of the SWTS clearly demonstrate that the main problem for Ukrainian youth in their transition from school to work is imperfect coordination between the education system and the labour market. From this point of view, other challenges, such as the lack of jobs, insufficient infrastructure support for employment and territorial mobility, inadequate workplace adaptation, the lack of wage attractiveness and other employment characteristics, pass into the background.

The lack of effective coordination between the labour market and the education system results in a high youth unemployment rate (compared to other population age groups); an emerging group of non-employed young people who do not search for work; segmentation between youth who directly transit from school to a stable job and those who face great difficulties throughout the transition; and the presence of a significant share of young people who are dissatisfied with their job and hope to find other employment.

The ability to solve these problems is further complicated by a combination of two factors. On the one hand, there are inefficiencies in the public policies pertaining to the development and implementation of career guidance, the system of education and training, and entrepreneurship support. Improvements are also called for in promoting employers' participation in youth employment issues, ensuring adherence to labour standards defining the employment relationship (intended to protect workers from abuses), and providing support to low-skilled youth. On the other hand, young people have a tendency to expect "third parties" (parents, friends, the State) to solve their problems.

Despite the vast array of challenges, young people remain quite optimistic. Youth focus on tertiary education, understand and accept the need to develop their job search skills and capacity to adapt to job requirements. There is a price to be paid, however, as young people agree to work overtime and accept other less-than-satisfactory employment conditions for their first job.

Even the most discouraged youth have asserted that the inability to find a job has not substantively affected their self-esteem, and they have mostly positive thoughts about their own employment prospects. Such a belief in oneself and in the future indicates a good chance of young people's more intensive and strategic development, and that the establishment of more favourable conditions for the school-to-work transition will allow for the objective improvement of their situation in the labour market.

2. The labour market in Ukraine and survey methodology

2.1 The socio-economic context

When Ukraine became independent from the Soviet Union in 1991, the economy was based on strong industrial and agricultural growth, which almost fully satisfied the population's demand for employment. As a result, before 1992 (the first year of independence) unemployment was not a significant social phenomenon. Moreover, employment avoidance was a punishable crime. Job placement for youth was guaranteed by the State. All graduates of vocational training institutions and higher education institutions were provided with a regular job at their first place of employment. The challenge at the time was how to keep a young specialist at his or her first place of work, not how to enter the labour market.

The dismantling of the socialist centrally planned economy that came with independence revealed several weaknesses in the national economic system. These included an overemphasis on the manufacturing of products for military purposes and the domination of the mining and metallurgical industries, to the detriment of other machine-building sectors and the manufacturing of consumer products. Agriculture required an excessive consumption of energy, water and labour resources. The situation was further exacerbated by the fact that almost 70 per cent of Ukrainian enterprises had no markets beyond those established through the historical, integrated economic chains of the USSR and the countries of the Council for Mutual Economic Assistance (COMECON).

The rupture of economic links between the former USSR and the Central and Eastern European countries – now newly independent states embarking on the course of transition from a socialist to a market economy – complicated interior political and social transformations (privatization and the establishment of state and market institutions) and led to a severe economic crisis. For the Ukrainian economy, this stage was one of stagnation of industrial production and trade, high inflation, mass external migration, chaotic restructuring of economic sectors, declines in wages and growing unemployment. The end of state mechanisms to regulate private enterprise led to the elimination of well-established links between education and employment, resulting in the termination of first-job guarantees for graduates of learning institutions.

Simultaneously, the period from 1992 to 1996 was when the foundations for the majority of Ukraine's political and economic institutions were laid: the national monetary and banking system was established, the main state regulatory agencies were formed and the elements of the new social protection system were created. The infrastructure of a relatively mobile and open labour market was gradually put into place, helping to prevent mass unemployment and ensure support during the employment restructuring process.

The global financial crisis of 1997–98 showed the extent to which Ukraine had opened up to globalization. The crisis reached its peak in Ukraine in 1998–99 and revealed the vulnerability and low efficiency of the foreign exchange and monetary policies, the contradictory nature of the privatization processes and the weakness of Ukrainian manufacturers' position on the global market and their lack of competitiveness. Those years were the most difficult for Ukraine's economy and labour market. Nevertheless, the crisis also had positive effects. Experiencing the country's lowest point of economic decline, state managers and businesses were stripped of the economic romanticism that had flourished during the first years following the end of communism. Today it is quite obvious that the crisis brought about the impetus needed to accelerate the creation of Ukraine's new economic model based on market principles and its integration into the global economic system – an integration that was accomplished by 2004–05. Privatization was completed, the financial situation became stable, entrepreneurship development was expanded and accelerated, capital concentration and the governmental support of large business were ensured, new domestic economic links were established and national production and agricultural enterprises entered global markets. This led to gradual increases in the employment rate, in wages and in economic growth across the country.

Ukraine was in this new economic phase when it faced the 2008 global financial and economic crisis. This new crisis abruptly interrupted the country's rising trends in economic growth and labour market improvement, and in 2009 the Ukrainian economy lost almost 15 per cent of its gross domestic product (GDP) (table 2.1). However, these developments did not destroy the logic inherent in the pre-crisis development model or prompt a change in the focus or nature of the general transformation process.

Table 2.1 GDP by purchasing power parity, 2004–11

GDP	2004	2005	2006	2007	2008	2009	2010	2011
GDP (US\$ billion)	256.1	263.0	282.3	304.8	311.8	265.8	277.1	291.4*
GDP growth (%)	12.1	2.7	7.3	7.9	2.3	–14.8	4.1	5.2
GDP per capita (US\$)	5 416	5 605	6 058	6 578	6 766	5 793	6 055	6 405

*Preliminary data.

Source: State Statistics Service of Ukraine.

In 2011, the dominant economic activities, accounting for 53.4 per cent of GDP, were trade, manufacturing, transport and communications, and real estate and the provision of engineering and business services (table 2.2). After the pre-crisis economic model was established, the shares of industrial contribution to GDP did not change considerably.

Table 2.2 Gross added value structure by economic activity, 2004–11 (%)

Economic activity	2004	2005	2006	2007	2008	2009	2010	2011
Agriculture, hunting & forestry, fishing, fishery	11.7	10.2	8.4	7.2	7.6	7.8	8.3	9.5
Mining	3.9	4.5	4.5	4.8	6.3	4.8	6.6	7.5
Manufacturing	20.1	21.9	22.5	21.8	19.1	16.7	15.8	14.3
Electricity, gas & water	3.9	3.8	3.8	3.5	3.3	3.8	3.5	3.9
Construction	4.5	4.1	4.3	4.6	3.4	2.5	3.3	3.2
Trade; repair of motor vehicles, household appliances & personal demand items	12.9	14.2	14.1	14.5	15.3	15.3	16.5	17.5
Accommodation & restaurants	0.7	0.6	1.1	1.0	1.1	1.0	1.0	1.0
Transport & communications	13.4	12.0	11.5	10.7	10.1	11.5	11.1	11.4
Financial activities	6.7	5.0	5.2	6.5	8.0	7.9	7.1	5.5
Real estate activities, renting & business services	7.4	7.7	8.0	9.7	9.9	11.3	10.0	10.2
Public administration	4.4	5.2	5.4	5.1	5.2	5.5	5.2	4.9
Education	5.1	5.3	5.4	5.0	5.1	5.8	5.6	5.3
Health care & social work	3.4	3.5	3.6	3.4	3.4	4.1	4.2	3.9
Community services; cultural & sporting activities	1.7	1.9	2.1	2.0	2.1	2.0	1.9	1.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: State Statistics Service of Ukraine.

The economic crisis had little impact on the dynamic sectors (trade, mining, real estate activities, business services, and accommodation and restaurant activities). Likewise, the crisis had almost no effect on economic activity that was mostly public-financed or under direct governmental control, or on natural monopolies, such as energy, public administration, education, health care and the provision of social aid. The negative impact of the crisis was felt principally in activities most vulnerable to the financial and economic situation, including the financial sector, construction and community services. Unlike the other sectors, the effects of the crisis proved positive for agriculture; the sector recovered its pre-crisis level very quickly.

The strengthening of economic links with other countries through imports and exports shaped the Ukrainian economy significantly between 2004 and 2011 (table 2.3). Over the period, the turnover in gross international trade increased; however, growth was

accompanied by an increase in the trade balance deficit (US\$-13.3 billion in 2008), resulting in a considerable decrease in the country's investment potential for further development in the context of stability. The crisis led to a sharp drop in foreign trade turnover between 2008 and 2009, but to an improved trade balance (US\$-1.3 billion in 2009). This trend was maintained the following year when foreign trade turnover increased by almost 30 per cent, due to foreign exchange stabilization and the economy's resulting positive investment situation, including the improvement of exporters' price competitiveness. Unfortunately, further trade growth was accompanied by an excessively high decline in the trade balance, leading to Ukraine's much greater dependence on the global economy.

Table 2.3 Dynamics of foreign trade in goods and services, 2004–11

Imports and exports	2004	2005	2006	2007	2008	2009	2010	2011
Export of goods and services (US\$ billion)	38.0	40.4	45.9	58.3	78.7	49.3	63.2	82.2
Import of goods and services (US\$ billion)	31.1	39.1	48.8	65.6	92.0	50.6	66.2	88.8
Average official USD/UAH exchange rate	5.3	5.1	5.1	5.1	5.3	7.8	7.9	7.9

UAH = Ukraine hryvna

Source: State Statistics Service of Ukraine

The State's growing role was a significant feature of the Ukrainian economy's pre-2008 model. The 1992–99 period was notable for the nearly complete freedom granted to economic development at a time when the State's main political and economic institutions were being formed. Economic policies were focused on monetary and financial instruments, which then gave way to growing governmental control over the legal, administrative, corporate, and fiscal and customs realms, and the development of the social protection system. Government intervention mostly targeted the infrastructure and export sectors, the shaping of large monopolies and oligopolies, the public property management system, the interruption of strategic enterprises' privatization and the escalation of fiscal pressures. Such measures allowed both government revenue and GDP share to increase and led to expanded public procurement, guarantees and expenditure for economic and social protection (see rising expenditures in table 2.4). Unfortunately, the respective processes were not necessarily sufficiently balanced, resulting in the accumulation of consolidated budget deficits and increased state debt.

As a result, the current economic processes under way in Ukraine can be described as an attempt to restore economic growth by a tailored adaptation of the pre-crisis economic development model.² The often conflicting challenges of economic and social development have provoked reduced economic and social diversity, with excessive concentration and monopolization of business, increased governmental regulation of the economy (including social protection and the development of infrastructure through public investment) and reduced private business initiatives. At the same time (and perhaps consequentially), the country's dependence on exports and imports is rapidly growing while its trade balance is declining.

Ukraine today finds itself at another crossroads. The inertia of existing structures is prompting a focus on maintenance and on the further simplification of the pre-crisis model. The demanding task of ensuring economic growth and simultaneous social development is stimulating the government, business and society to search for ways to modernize, overcome the crisis and make the transition from a public-finance administration model.

² It is important to note that the drafting of this report preceded the national unrest in Ukraine of 2014. The impact of recent events on economic indicators, therefore, is not considered here.

based on resources and raw materials to a well-balanced sustainable development model. The success of the model will depend in part on the ability to create a sufficient number of productive jobs for Ukraine's young people.

Table 2.4 Macroeconomic indicators, 2004–11

Indicator	2004	2005	2006	2007	2008	2009	2010	2011
Government revenue (UAH billion)	91.5	134.2	171.8	219.9	297.9	273.0	314.5	398.6
% to GDP	26.5	30.4	31.6	30.5	31.4	29.9	29.1	30.3
Expenditure (UAH billion)	101.4	141.7	175.3	226.1	309.2	307.4	377.8	416.9
% to GDP	29.4	32.1	32.2	31.4	32.6	33.7	34.9	31.7
Lending (UAH billion)	1.1	0.3	0.2	1.6	2.8	2.8	1.3	4.8
% to GDP	0.3	0.1	0.04	0.2	0.3	0.3	0.1	0.4
Deficit (UAH billion)	11.0	7.8	3.7	7.7	14.1	37.3	64.7	23.1
% to GDP	3.2	1.8	0.7	1.1	1.5	4.1	6.0	1.8
Foreign debt (UAH billion)	46.7	44.0	49.5	53.5	86.0	135.9	181.8	195.8

Source: State Statistics Service of Ukraine.

2.2 The population and labour market

At the beginning of 2013, Ukraine's population was estimated at about 45.6 million, unevenly distributed over 603,500 km². The population density is highest in the eastern (Donetsk and Dnipropetrovsk) and western (Lviv and Chernivtsi) regions. The least populated areas are in the northern (Chernihiv, Zhytomyr) and southern (Kherson, Kirovohrad) regions. Almost 45 per cent of the population lives in 7 of 27 regions – the Dnipropetrovsk, Donetsk, Luhansk, Lviv, Odesa and Kharkiv regions and the city of Kiev.

Population decline is an overall trend in Ukraine, with a loss of 6.3 million people over the 1991–2013 period. However, since 2005, the decline has gradually slowed; in 1991–2004 the population declined by 333,100 people annually, while in 2005–13 the decline was 216,000 people per year.

At the beginning of 2012, 68.8 per cent of the population lived in urban areas, compared to 67.5 per cent in 1991. The highest shares of urban residents are in the industrially developed regions – Donetsk (90.6 per cent), Luhansk (86.8 per cent), Dnipropetrovsk (83.5 per cent) and Kharkiv (80.1 per cent). In contrast, the western regions have the largest proportion of rural residents – Zakarpattia (62.8 per cent), Chernivtsi (57.7 per cent), Ivano-Frankivsk (56.7 per cent) and Rivne (52.2 per cent).

As for the distribution of the population by sex, women are more numerous; they comprised 53.8 per cent of the total population at the beginning of 2013. By 2013, there were 859 males per 1,000 females. However, this imbalance was recorded only in those aged above 34 (table 2.5).

The age structure of Ukraine's population by 15-year age ranges is rather evenly distributed except for the youngest group (aged 1–14). Thus, with time the aggregated 15–29 year-olds will almost fully replace the current 30–44 year-olds which then, in turn, will replace the next group and so on. The population currently aged 1–14 will not be able to completely replace the population aged 15–29, since currently it is 1.5 times smaller and will reduce further due to natural and migration factors. Therefore, the youth in this survey may face an unfavourable situation in the long run. If their participation in the labour force does not result in perceptible growth in their economic contributions, in 15 years the

demographic burden and imbalances in the labour market will lead to a significant development challenge.

The negative population growth trends have an impact on the situation and dynamics of the labour market. The population aged 15–70, Ukraine’s working-age population, is declining faster than the overall population (see table A.1 in Annex II). Particularly, in 2004–11, the population aged 15–70 declined by 4.2 per cent, as opposed to a negative rate for the total population of 3.5 per cent.

Women accounted for 52 per cent of the population aged 15–70. At the same time, the trend is towards an alignment of the male to female ratio, both among the total population and among the population aged 15–70, with the 15–70 year-old group demonstrating higher alignment rates.

The highest percentage of the population aged 15–70 is concentrated in urban areas (just over 24 million people or 77.2 per cent). Urbanization is the key factor determining the distribution of the Ukrainian population by area of residence; annual rates of rural depopulation exceed urban depopulation by more than 2.0 percentage points.

Table 2.5 Population by age group and sex, beginning of 2013

Age group	Total ('000)	Female ('000)	Male ('000)	Share (%)	Male to female ratio (males per 1,000 females)
Under 1	517.3	250.5	266.8	1.1	1 065
1–4	2 004.5	970.8	1 033.7	4.4	1 065
5–9	2 168.2	1 054.7	1 113.5	4.8	1 056
10–14	1 930.7	939.2	991.4	4.3	1 056
15–19	2 405.1	1 171.2	1 233.9	5.3	1 054
20–24	3 232.2	1 575.1	1 657.1	7.1	1 052
25–29	3 869.0	1 899.3	1 969.7	8.5	1 037
30–34	3 476.6	1 726.6	1 750.0	7.7	1 014
35–39	3 270.1	1 660.6	1 609.5	7.2	969
40–44	3 113.5	1 606.0	1 507.6	6.9	939
45–49	3 085.8	1 635.2	1 450.6	6.8	887
50–54	3 500.4	1 906.1	1 594.3	7.7	836
55–59	3 097.4	1 750.3	1 347.0	6.8	770
60–64	2 796.7	1 639.4	1 157.4	6.2	706
65–69	1 656.9	1 027.5	629.4	3.7	613
70+	5 248.5	3 597.7	1 650.8	11.5	459
Total	45 372.7	24 409.9	20 962.7	100.0	859

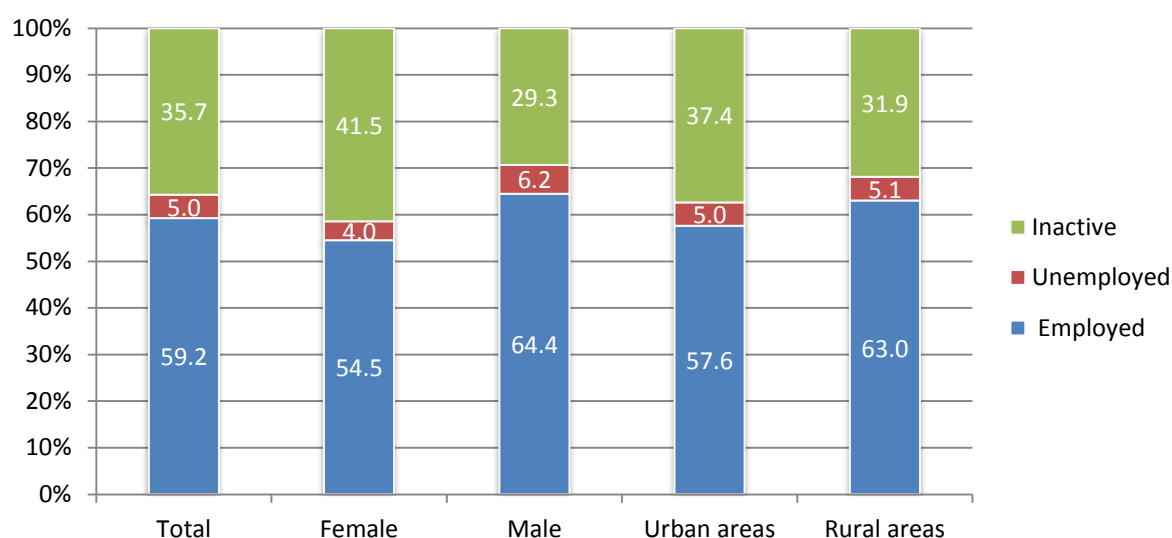
Source: State Statistics Service of Ukraine.

The distribution of the 15–70 year-old population by main economic activity status is characterized by significant variations according to sex and area of residence (figure 2.1 and table A.2). In 2011, the highest employment rates (employment as a share of the total population aged 15–70) were those of men and rural residents (64.4 per cent and 63.0 per cent, respectively), and the highest inactivity rates were recorded for women and urban residents (41.5 per cent and 37.4 per cent, respectively). The male unemployment share of the population was higher than the female (6.2 and 4.0 per cent, respectively). This can be

explained by the notably higher economic activity rate of men and the high rate of women involved in child care and household activities.

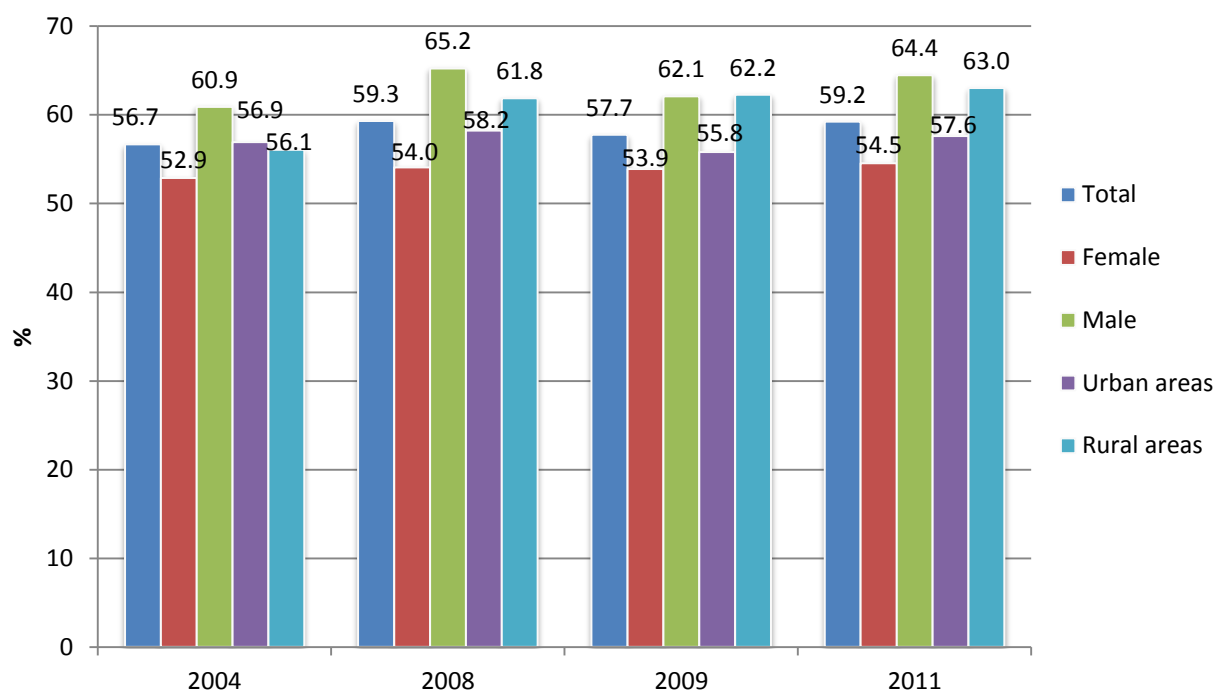
Between 2004 and 2008, the number of employed 15–70 year-olds grew steadily and then dropped temporarily at the peak of the crisis in 2009 (table A.2). The number of unemployed declined consistently before the crisis and increased dramatically in 2009. It fluctuated over the next two years but pre-crisis values were not restored by 2011.

Figure 2.1 Employed, unemployed and economically inactive population aged 15–70 by sex and area of residence, 2011



Source: Labour Force Survey, State Statistics Service of Ukraine.

Figure 2.2 Employed population aged 15–70 by sex and area of residence, 2004, 2008, 2009 and 2011



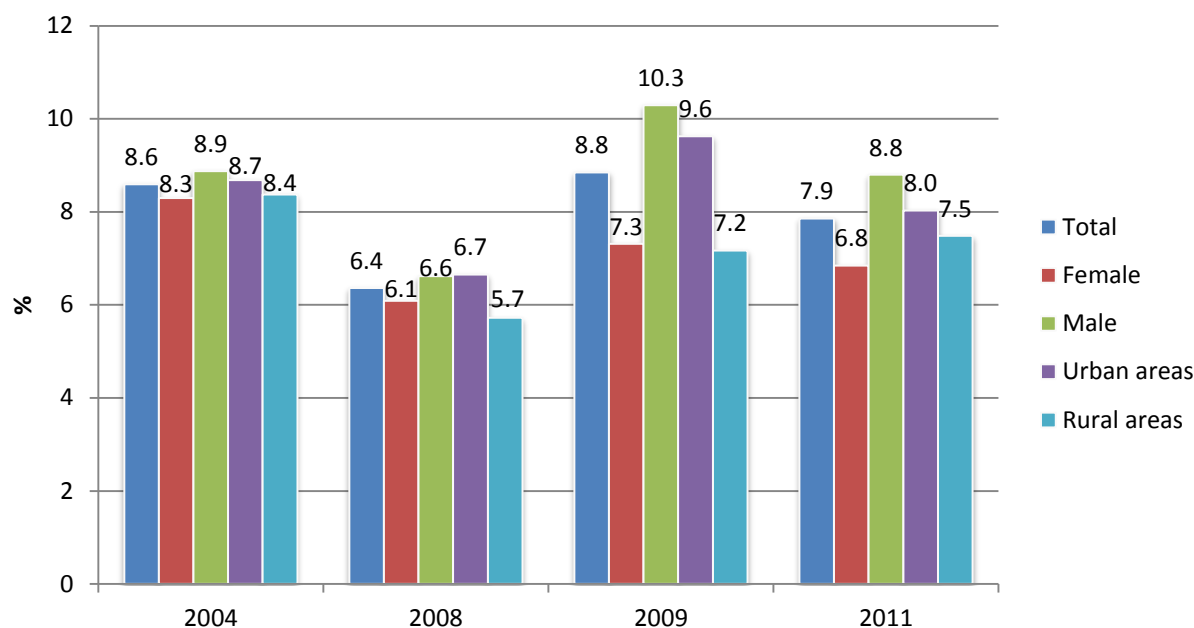
Source: Labour Force Survey, State Statistics Service of Ukraine.

In terms of area of residence and sex, the variation in employment rates is significant (figure 2.2). The employment share in rural areas steadily exceeded the share in urban

areas during the years examined (except in 2004 when the rates were practically equal) and did not decline even during the years of the crisis. At the same time, this correlated with lower-quality employment – the proportion of rural residents in informal employment increased. The crisis had substantially less impact on women’s employment than on men’s.

Consistently over the 2004–11 period, the unemployment rates of men and urban residents aged 15–70 exceeded those recorded for women and rural residents. The overall rise in the unemployment rate during the crisis years was driven by increases in these two subgroups. Also, in 2011 the unemployment rate of rural residents did not show the decline recorded for other population categories (figure 2.3).

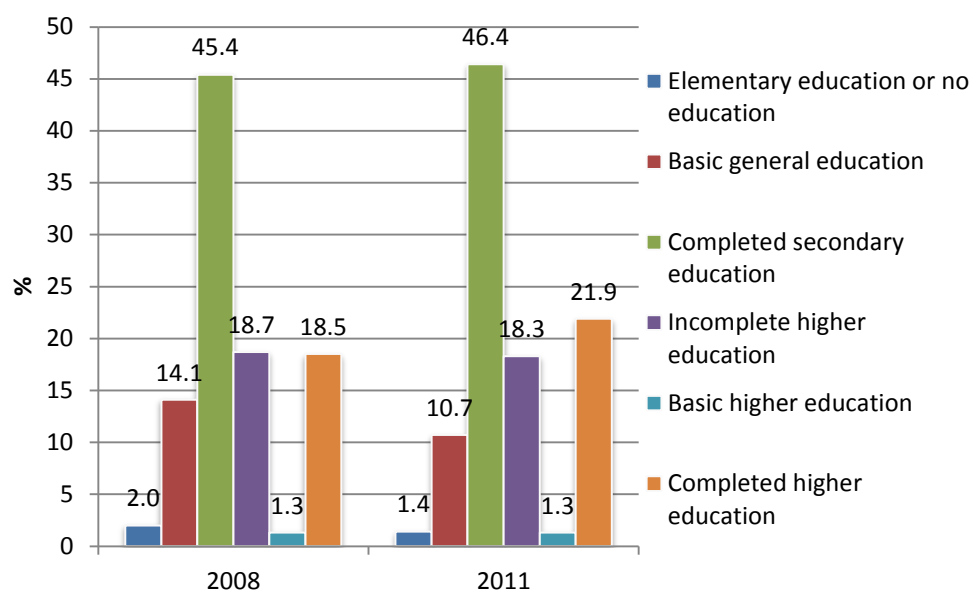
Figure 2.3 Unemployed population aged 15–70 by sex and area of residence, 2004, 2008, 2009 and 2011



Source: Labour Force Survey, State Statistics Service of Ukraine.

In Ukraine, 46.4 per cent of the population aged 15–70 in 2011 had completed secondary education (including vocational training) (figure 2.4; table A.3). The level consists of either 11 years of general studies (basic general education plus 2 years secondary school) or 9 years of general studies plus 2 years of study at a vocational training institution; it is safe to say that many had also received technical vocational training. Substantial percentages of the population educated below the latter educational attainment category result from two structural factors: the large proportion of blue-collar occupations among the older and elderly population, and the significant share of this age category within the total population. In the population under 40, the proportion of those who completed their education at the secondary level is significantly lower (see section 3.3).

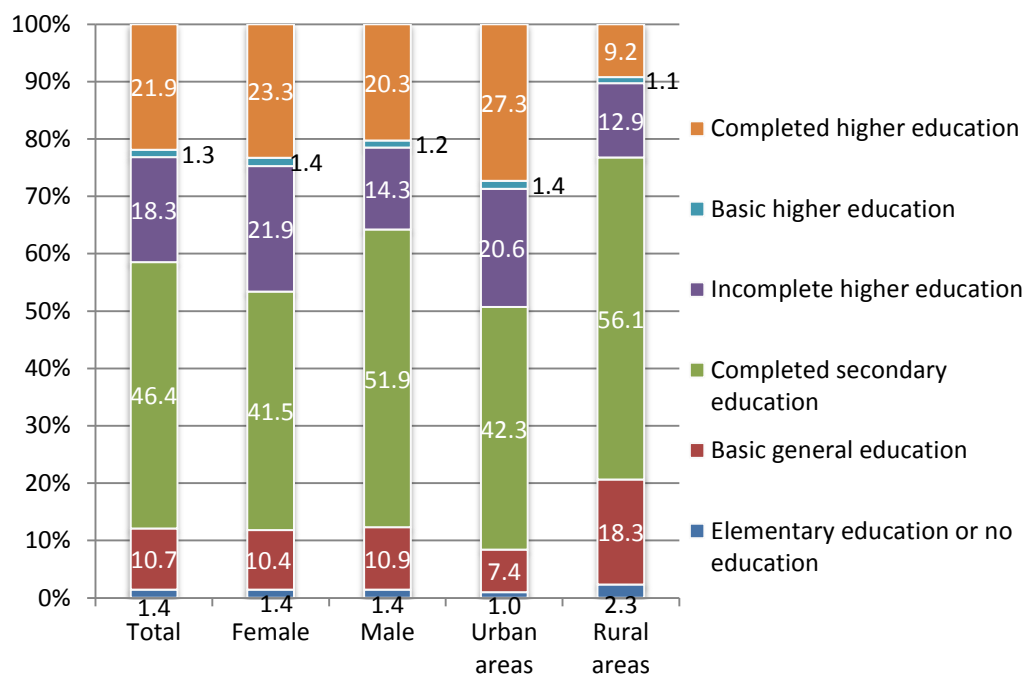
Figure 2.4 Population aged 15–70 by level of completed education, 2008 and 2011



Source: Labour Force Survey, State Statistics Service of Ukraine.

The wider availability of educational opportunities in Ukraine after independence led to an increase in the proportion of people with higher education degrees, reaching 21.9 per cent of the population aged 15–70 by 2011. Given this and the trend towards a declining birth rate at the beginning of the 1990s, the proportion of the population with incomplete higher education (junior diploma) and basic general education (9 years of school; i.e. completion of the primary level) is gradually declining, totalling 18.3 and 10.7 per cent, respectively, of the total population aged 15–70 in 2011 (figure 2.5).

Figure 2.5 Educational attainment of the population aged 15–70 by sex and area of residence, 2011



Source: Labour Force Survey, State Statistics Service of Ukraine.

More Ukrainian women have completed higher education than men, on average (23.3 per cent against 20.3 per cent of men) and more have incomplete higher education (21.9

per cent against 14.3 per cent of men). Urban residents are more educated than rural residents, reaching significantly higher percentages of tertiary education, comprising incomplete higher education, basic higher education and completed higher education (49.3 per cent against 23.2 per cent). Urban areas also have significantly lower percentages of residents whose educational attainment is basic general education only or less (8.4 against 20.6 per cent).

The largest proportion of the employed population by economic activity is in agriculture (20.3 per cent), followed by the public service sector³ (20.1 per cent), industry (including manufacturing, mining and electricity and gas supply) (19.1 per cent) and trade (16.7 per cent) (tables 2.6 and A4). The smallest sectors of employment are community and personal services and financial activities (3.4 per cent and 1.7 per cent, respectively).

The largest share of men is employed in industry (24.0 per cent) while for women agricultural employment and employment in trade (and repair of motor vehicles, household appliances and personal demand items) are the most prominent (29.5 and 19.7 per cent, respectively) (table 2.6). The second largest proportion of men is employed in agriculture and then in trade, 20.8 per cent and 14.3 per cent, respectively. For women, employment in the industry, health care and education also take significant shares. The lowest proportion of men is employed in the financial activity sector and women – in construction (1.3 per cent and 1.4 per cent, respectively).

Table 2.6 Employed population aged 15–70 by economic activity, 2011 (%)

Economic activity	Total	Female	Male
Agriculture, hunting & forestry, fishing, fishery	20.3	19.7	20.8
Industry	19.1	13.9	24.0
Construction	6.5	1.4	11.3
Trade; repair of motor vehicles, household appliances & personal demand items	16.7	19.4	14.3
Infrastructure services	8.6	6.7	10.3
Financial activities	1.7	2.2	1.3
Real estate activities, renting & business activities	3.6	3.1	4.1
Public administration	5.2	5.1	5.4
Education	8.2	13.3	3.4
Health care social work	6.7	11.1	2.5
Other community, social & personal service activities	3.4	4.2	2.6
Total	100.0	100.0	100.0

Note: "Industry" includes mining & quarrying, manufacturing, electricity, gas & water supply; "Infrastructure services" includes hotels & restaurants, & transport, storage & communications.

Source: Labour Force Survey, State Statistics Service of Ukraine.

The most significant occupational groups among the population aged 15–70 are elementary occupations (23.8 per cent), service and sales workers (15.0 per cent) and professionals (14.5 per cent) (table A.5). More women than men are employed in such occupational groups as service and sales workers, professionals, technicians. These groups account for more than 60.1 per cent of the employed female population. The male

³ Public services include the following activities (according to ISIC Rev.3): public administration, health care and the provision of social aid and education. The last two activities are generally represented by public organizations and institutions that are controlled by government authorities.

population is mostly represented in such occupational categories as craft workers, elementary professions, plant and machine operators and assemblers. The total share of these groups accounts for 61.2 per cent of employed men.

2.3 The school-to-work transition survey in Ukraine: Methodology and objectives

The main source of labour market information on youth in Ukraine is the labour force survey (LFS), led by the State Statistics Service of Ukraine. However, examining only the standard LFS results does not provide a detailed picture of the youth labour market or trace the path of transition that young people undertake into and within the labour market. The SWTS helps to fill this information gap by providing a rare opportunity to analyse young people's specific challenges in the labour market. By collecting information on the youth labour market situation and including questions on the history of economic activity of young respondents aged 15–29 years (see box 1), the survey serves as a major tool to monitor the impact of youth employment policies and programmes currently under way in Ukraine, including those being planned in tripartite discussions on the formulation of a National Employment Policy, led by the Ministry of Social Policy and the Ministry of Economic Development and Trade of Ukraine.

The main objectives of the SWTS are to collect detailed information on the various challenges, attitudes and situations of young persons aged 15–29 as they enter the labour market. The survey is designed to capture these factors and the specific experiences of young men and women from the period of time between their exit from school (or entry to first economic activity for those who never attended school) and entry into a stable or satisfactory job.

Box 1. Definition of youth

While in most contexts a youth is defined as a person aged between 15 and 24, for the purpose of the SWTS and related reports, the upper age limit is 29 years of age. This recognizes the fact that some young people remain in education beyond the age of 24, and allows the opportunity to capture more information on the postgraduation employment experiences of young people.

The SWTS can also be used to detect the individual characteristics of young people that determine labour market disadvantages. This, in turn, is instrumental to the development of policy responses to prevent the emergence of risk factors and to create measures to remedy those factors that negatively affect the transition to decent work.

The SWTS in Ukraine was conducted by the Ukrainian Center for Social Reforms (UCSR) with a Steering Committee consisting of the Social Monitoring Center and the Ptoukha Institute for Demography and Social Studies of the Ukraine in 2012–13. Financial and technical support came from the Work4Youth partnership between the ILO Youth Employment Programme and The MasterCard Foundation (see box 2). The Project aims to strengthen the production of labour market information specific to youth and to work with policy-makers on the interpretation of data, including on transitions to the labour market, to design or monitor youth employment policies and programmes. The partnership supports the SWTS in 28 target countries, and data from the first round were made available throughout 2013. A second round of the SWTS will take place in 2014–15 in many of the same countries.

Box 2. Work4Youth: An ILO project in partnership with The MasterCard Foundation

The Work4Youth (W4Y) Project is a partnership between the ILO Youth Employment Programme and The MasterCard Foundation. The project has a budget of US\$14.6 million and will run for 5 years to mid-2016. Its aim is to “promot[e] decent work opportunities for young men and women through knowledge and action”. The immediate objective of the partnership is to produce more and better labour market information specific to youth in developing countries, focusing in particular on transition paths to the labour market. The assumption is that governments and social partners in the project’s 28 target countries will be better prepared to design effective policy and programme initiatives once armed with detailed information on:

- what young people expect in terms of transition paths and quality of work;
- what employers expect in terms of young applicants;
- what issues prevent the two sides – supply and demand – from matching; and
- what policies and programmes can have a real impact.

Work4Youth target areas and countries:

Asia and the Pacific: Bangladesh, Cambodia, Nepal, Samoa, Viet Nam

Eastern Europe and Central Asia: Armenia, Kyrgyzstan, the Republic of Moldova, the Russian Federation, The former Yugoslav Republic of Macedonia, Ukraine

Latin America and the Caribbean: Brazil, Colombia, El Salvador, Jamaica, Peru

Middle East and North Africa: Egypt, Jordan, Occupied Palestinian Territory, Tunisia

Sub-Saharan Africa: Benin, Liberia, Madagascar, Malawi, the United Republic of Tanzania, Togo, Uganda, Zambia

Following a pilot test and training sessions for supervisors and enumerators, the survey’s field data were collected for 25 days between 29 January and 28 February 2013. Interviews were conducted by eight teams of five people. Youth aged 15–29 were surveyed in 26 areas, including the capital. The final sample size was 3,526 young people. The details of the sample design are provided in Annex III.

3. The characteristics of youth covered by the survey

3.1 The individual characteristics of youth

According to the results of the SWTS, youth aged 15–29 totalled 9,771,729, of which 51.1 per cent are males and 48.9 per cent are females. The distribution of youth by age group is consistent with general demographic trends in Ukraine: the largest number of youth fall in the older group aged 25–29 (37.6 per cent) and the smallest number fall in the younger group aged 15–19 (26.9 per cent) (table 3.1). This situation is a consequence of the significant reduction in birth rates that occurred in the early 1990s.

An examination of the youth population by area of residence shows a greater number living in urban areas (69.7 per cent). The youth are highly mobile, a feature that is most pronounced in the older group (aged 25–29) – 20.9 per cent of respondents had resided in another location previously, while 9.7 per cent of the youth aged 15–19 had moved. An analysis of the reasons young people change their area of residence demonstrated that more than one-half of respondents moved to accompany their family. This proportion is slightly higher than average among married respondents or those engaged to be married but the difference is insignificant. Thus it is possible to assume that very often Ukrainian youth move to another location when the older generation (parents) or their own family changes its place of residence.

A look at the youth population by age group and area of residence shows that the proportion of youth residing in rural areas declines as they grow older. Thus, the percentage of respondents living in rural areas dropped from 34.3 per cent (those aged 15–19) to only 26.4 per cent (those aged 25–29) (table A.6). This situation indicates that the

young rural population migrates to cities where there are wider educational and employment opportunities; this is further confirmed by the fact that more rural than urban youth responded that their reason for changing area of residence was “for education/training purposes” (15.6 per cent) or “for employment-related purposes” (14.4 per cent).

The breakdown of youth by type of accommodation in which their family lives (table A.7) shows that an overwhelming majority of youth reside with their family in owned apartments or houses (44.2 per cent and 47.7 per cent, respectively). Almost 6.2 per cent of respondents live in rented apartments and 1.2 per cent in hostels. Significant variations in accommodation type between localities are apparent – the larger a settlement, the higher the proportion of respondents living in owned apartments or renting an apartment. This situation results from how the different sized settlements were developed, as well as from increasing housing prices and decreasing purchasing capacity. The percentage of youth residing in rented apartments is higher among the older age group, which can be explained by young people’s desire to live separately from their parents.

Table 3.1 Youth population by age group, area of residence, household income and marital status

Characteristic		Sex				Total	
		Female		Male			
		Number	%	Number	%	Number	%
Age group	15–19	1 279 828	26.8	1 345 575	27.0	2 625 403	26.9
	20–24	1 699 454	35.5	1 777 553	35.6	3 477 007	35.6
	25–29	1 803 887	37.7	1 865 432	37.4	3 669 319	37.6
Area of residence	Regional centre	1 640 266	34.3	1 647 736	33.0	3 288 002	33.6
	Other city	1 724 626	36.1	1 804 380	36.2	3 529 006	36.1
	Village or rural areas	1 418 277	29.7	1 536 444	30.8	2 954 721	30.2
Household income	Well off	52 032	1.1	34 366	0.7	86 398	0.9
	Fairly well off	196 552	4.1	243 635	4.9	440 187	4.5
	Around the national average	2 125 212	44.6	2 322 720	47.0	4 447 932	45.8
	Not poor but below the national average	2 004 146	42.1	1 961 796	39.7	3 965 942	40.9
	Poor	382 415	8.0	383 751	7.8	766 166	7.9
Marital status	Single/never married	2 631 671	55.0	3 542 630	71.0	6 174 301	63.2
	Engaged to be married	157 064	3.3	92 569	1.9	249 633	2.6
	Married (in registered marriage or cohabiting)	1 728 312	36.1	1 239 571	24.8	2 967 883	30.4
	Separated/divorced	253 096	5.3	113 789	2.3	366 885	3.8
	Widowed	13 027	0.3	0.0	0.0	13 027	0.1

Source: SWTS-Ukraine, 2013.

By marital status, 65.8 per cent of the Ukrainian youth surveyed had not yet married and 34.3 per cent are married or had been married (41.7 per cent of women and 27.1 per cent of men). Most frequently, the age at first marriage was 20–24 (65.5 per cent of total youth currently or previously married) (table A.8). Women traditionally marry earlier than men. The percentage of women first married at the age of 15–19 is approximately five times that of men (28.7 per cent against 5.6 per cent). In villages or rural areas and other

cites, as compared with regional centres, women marry at an earlier age. There are no inter-locality variations of the age at which men marry.

Over one-quarter (26.5 per cent) of youth have children. This indicator is significantly higher for women than for men (33.9 per cent against 19.5 per cent). The existence of children also varies by area of residence and age – rural youth are more likely to have children than urban youth, and the proportion of young people with children is higher in the older age group than in the younger age groups.

A majority (61.2 per cent) of young people indicated they have no health issues, and the percentage of those whose health issues interfere with their economic activity is rather insignificant (0.4 per cent) (table A.9). Rural youth were slightly more numerous than urban youth to mention health issues. Likewise, women declared health issues more frequently than men. The older age groups indicated a proportional increase in health problems.

3.2 Household income and financial inclusion

Almost one-half of young Ukrainians (45.8 per cent) live in average-income households; 40.9 per cent describe the financial situation of their household as lower than the national average and 7.9 per cent of youth believe their household is poor. Compared to the results of a self-assessment of material well-being by Ukrainian households,⁴ young people aged 15–19 are prone to give higher assessments of their household's financial well-being than the older age groups (table A.10). Men are more likely to assess their own household's financial situation more positively than women. At the same time, smaller areas of residence correlate with lower assessments of household well-being.

Over one-half (51.7 per cent) of youth indicated family assistance as a main source of material security, and 47 per cent noted their main resource was their salary and/or income from entrepreneurship. The percentage of young people whose salary and/or income from entrepreneurship is a main source of material security increases with age (73.0 per cent aged 25–29 against 10.7 per cent aged 15–19) and the percentage of youth who rely on assistance from family decreases (36.5 per cent aged 25–29 against 77.7 per cent aged 15–19). In addition, the share of youth who receive social benefits from the State increases with age. More rural than urban youth and females than males are likely to rely on their families (table A.11).

Young people in the older age groups often need to cover unforeseen expenses: slightly over one-half of youth aged 15–19 face such expenses; this share increases to two-thirds for those aged 25–29. In these cases, young people are likely to ask assistance from their family and friends (26.1 per cent), start saving (18.9 per cent) or spend their savings (17.8 per cent). The use of the latter two methods to cover unforeseen expenses increases among youth in the older age groups. Being older also opens opportunities for youth to obtain bank loans and earn money on the side. These methods are often employed by youth aged 25–29 to cover unforeseen expenses (14.8 per cent and 11.4 per cent respectively).

Ukrainian young people do not use financial services sufficiently: only 22.4 per cent use them. As age increases, the use of these services also increases. Youth often obtain consumer loans (10.5 per cent of young people); this proportion increases with age and is

⁴ According to the data of the sample household survey conducted by the State Statistics Service of Ukraine in January 2013, 68.0 per cent identified their household as poor, 31.5 per cent as not poor but below the national average, and 0.5 per cent as middle class (State Statistics Service of Ukraine, 2013, "Self-assessment of income levels by households of Ukraine").

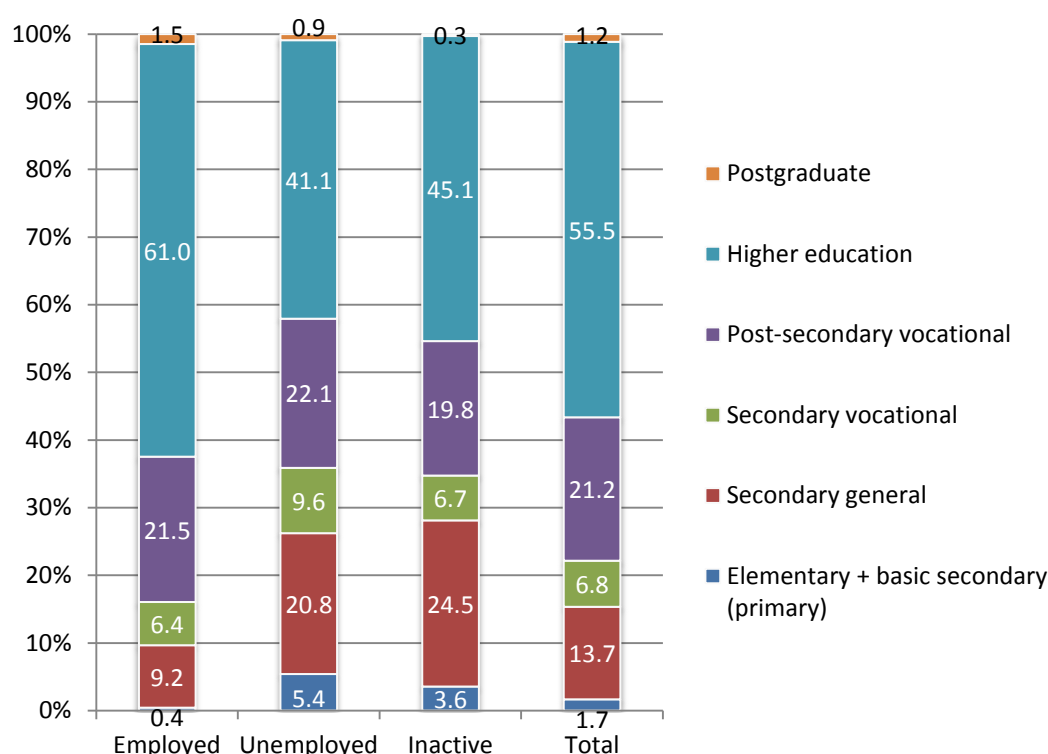
more likely among the urban population. Naturally, banks are the main source of financial services for Ukrainian youth (82.4 per cent).

3.3 Educational attainment

Young Ukrainians are mainly well educated: more than one-half have completed a higher education degree or are studying at that level, and the percentage with elementary education only is a mere 1.7 per cent of those aged 15–29 (figure 3.1 and table A.12). The distribution of youth by level of completed education and economic activity status shows that economically active youth with higher education have a higher chance of finding a job than youth without this education.

Almost one-fifth (17.4 per cent) of young people who are currently studying combine studies with participation in the labour force. In a majority of cases, young people who are employed (or searching for work) are studying for a higher-education degree (78.4 per cent and 75.0 per cent, respectively). The fact that only a small portion of youth combine study and work (only 30 per cent) is a negative indicator. Ukrainian legislation specifies that employees of enterprises and organizations can study at educational institutions without ceasing to work. Enterprise owners or managers must ensure that employees have favourable conditions to combine work and study. Despite this favourable legislation, in practice few youth combine both activities. Rather, those who decide to continue their studies postpone their entry into the labour market, thus creating the conditions for a longer transition.

Figure 3.1 Youth by level of completed education and economic activity status



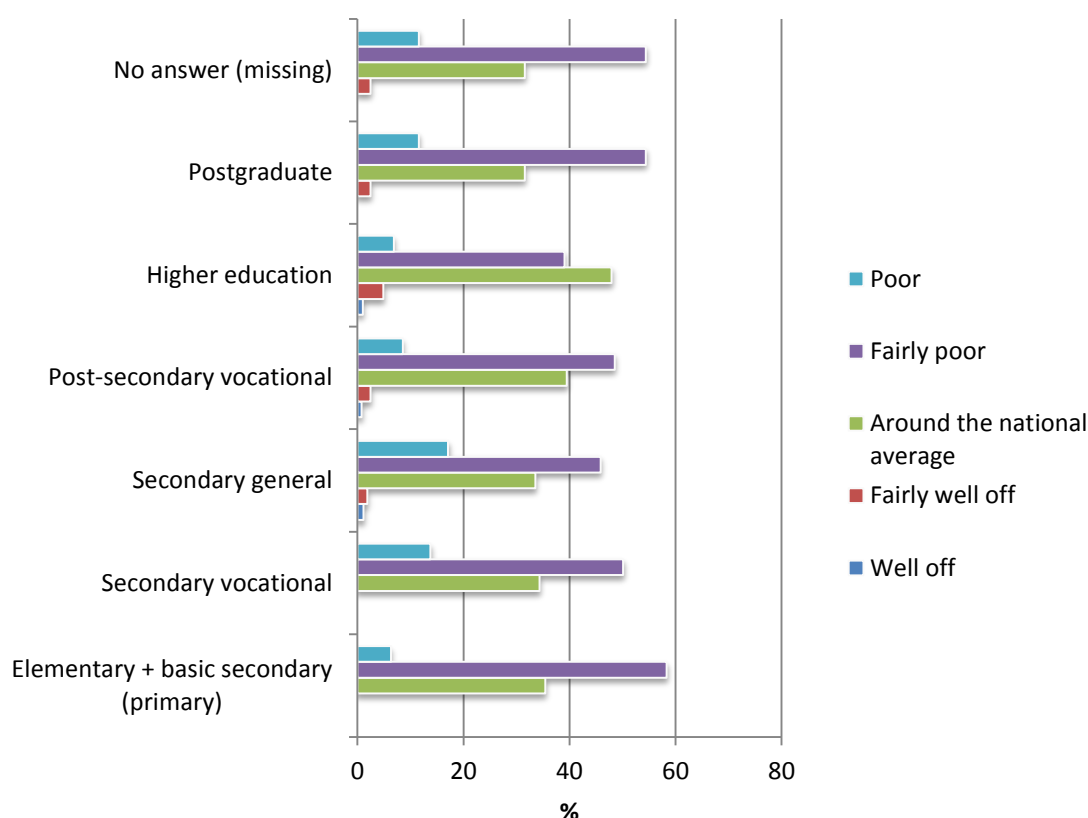
Notes: Current students and a small number of youth who have completed their education at an undefined level are excluded. Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

In Ukraine, the level of education young people complete also depends on household wealth. Higher household income levels correlate with an increase in the proportion of

youth who complete higher education and a decrease in the percentage of youth who finished their education at the vocational training or secondary-school level (figure 3.2).

Figure 3.2 Youth who have completed their education by educational attainment and household income level



Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

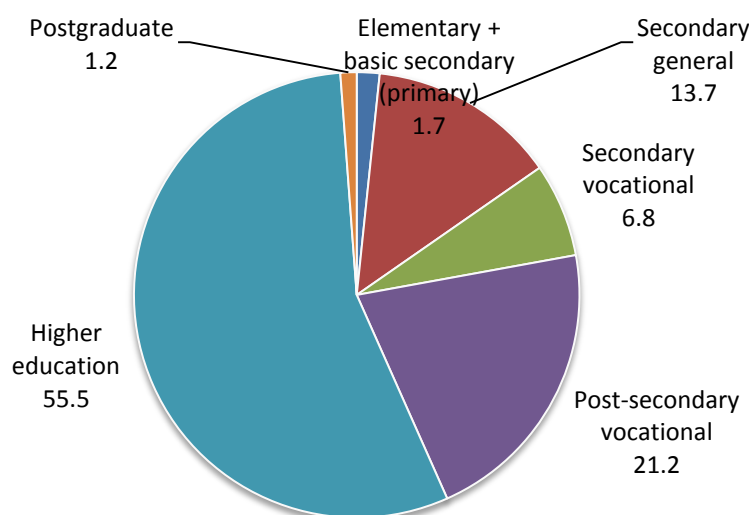
Source: SWTS-Ukraine, 2013.

A mere 2.3 per cent of the total youth population stopped their education before completion. Most young women who left school early did so to get married or for economic reasons (31.3 per cent and 29.8 per cent, respectively), and most young men left due to a lack of personal motivation to study (30.1 per cent wanted to start working and 23.4 per cent were not interested in obtaining education/studying) (table A.13). Men stopped their studies before graduation due to academic failure twice as often as women (14.8 per cent against 5.9 per cent).

Ukrainian society has traditionally attained high education levels: 55.5 per cent of young people who have finished their education above the secondary level (incomplete higher education, basic higher education, completed higher education and postgraduate studies) and another 1.2 per cent a postgraduate degree (figure 3.3). A substantial portion of youth in Ukraine follow the technical education route: 21.2 per cent of youth finished post-secondary vocational training and 6.8 per cent secondary vocational schooling. In an attempt to find out if the youth who chose to pursue higher education might with some encouragement have been open to following the vocational route, the survey found that nearly two-thirds (62.3 per cent) of youth in higher education would not have considered vocational education even if told it would bring them higher wages and more stability. The main reasons given for avoiding vocational training were that the ideal job for youth is non-technical and that the non-technical job offers a higher status. In addition, 5.4 per cent stated that vocational education has a bad reputation and 18.1 per cent stated that their family would not approve of them if they followed the technical education path.

As for the parents of the Ukrainian youth aged 15–29, 44.4 per cent of mothers and 38.1 per cent of fathers completed a higher-education degree (among those with known educational attainment). A comparison of the education level reached by youth who have completed their education and that of their parents shows that 44.6 per cent who completed higher education have a higher education level than their mothers and 48.3 per cent have a higher level than their fathers.

Figure 3.3 Youth by level of completed education (%)



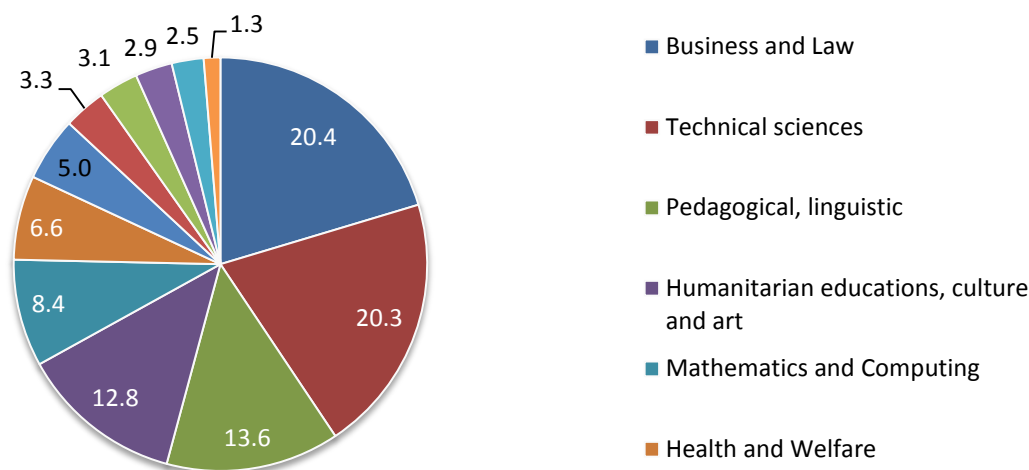
Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

Young people who graduated from vocational education are those most likely to follow their parents and demonstrate the highest equivalency of their own educational attainment and that of their parents – 51.0 per cent have an equivalent educational level to their mothers and 63.8 per cent to their fathers. In the group of young people who completed secondary school or less, 53.2 per cent had a lower level of education than their father and 52.9 per cent had a lower level than their mother. Therefore, it is the youth who completed higher education that demonstrate the more positive trend towards reaching higher education levels than their parents. On the other hand, the large proportion of youth who only completed secondary-level education or lower is a negative development since they have taken “a step backwards” as compared to their parents.

Figure 3.4 looks at the fields of study of young people currently in school. The focus is biased towards degrees in business and law and the technical sciences. These degrees are pursued by one-fifth of youth in education.

Figure 3.4 Youth currently in education by field of study (higher education) (%)



Source: SWTS-Ukraine, 2013.

3.4 Life goals

The life goals of youth vary significantly with age: the main goal of young people aged 15–19 is to have a professional career (30.8 per cent), while only 11.2 per cent of youth aged 25–29 share that goal. At that age, more than one-half of respondents said their life goal is to provide a decent standard of living for their family, and 21.7 per cent indicated wanting to live comfortably, without undue stress and wealth. Generally speaking, the life goals of Ukrainian youth are centred on their own well-being and that of their families, while career development is less pursued. Such an altruistic goal as “making a contribution to society” was mentioned by a mere 4.3 per cent of Ukrainian youth.

Young Ukrainian women are more likely than men to have the goal of building a career (21.9 per cent against 19.3 per cent, respectively) and to live comfortably, without undue stress and wealth (21.7 per cent against 15.4 per cent, respectively). In contrast, men expressed the goal of having lots of money twice as often as women (15.3 per cent against 6.6 per cent, respectively), although with age this indicator drops for both sexes. It should also be mentioned that almost no variation is observed between the life goals of rural and urban youth.

3.5 The characteristics of employed youth

The “employed” are defined as people who worked for pay, profit or family gain for at least 1 hour during the reference week and people who were temporarily absent from their job (see Annex I for detailed definitions). By current activity status, 44.7 per cent of youth are employed (50.5 per cent of young men and 38.8 per cent of young women). The share of employed by age group is as one would expect: the largest percentage of employed fall in the oldest age group of 25–29 (59.4 per cent), while few in the youngest age band of 15–19 are employed (5.5 per cent) as they are engaged in full-time education. By area of residence, the likelihood of youth being employed in urban areas is slightly higher: 34.2 per cent of employed youth reside in regional centres, 38.5 per cent in other cities and 27.3 per cent in rural areas. Most (48.7 per cent) of the employed youth surveyed had completed tertiary-level education, 27.4 per cent had completed vocational training and 22.3 per cent secondary-level education.

3.5.1 Employment status

The identification of employment status is important because different groups of workers face different economic risks. Wage and salaried workers, or employees, are tied to an institution and generally receive a regular wage. They face relatively low economic risks compared to the self-employed and contributing (unpaid) family worker. Table 3.2 shows a vast majority of youth in Ukraine are wage and salaried workers (85.7 per cent: 58.2 per cent in the private sector, 24.6 per cent in a public financed institution and 2.9 in the state or local government). Own-account workers make up 7.0 per cent of total youth employment, 3.2 per cent work as unpaid family members and 3.0 per cent are employers. Overall, women, more so than men, take up the more secure form of economic activity with fewer risks. This is confirmed by the higher share of young women than men in public sector employment and the higher percentages of young men than women who work as employers, own-account workers and private sector employees. Also, women are more likely to work as unpaid family members than men (3.6 and 2.8 per cent, respectively).

Table 3.2 Employed youth by employment status, sex, age group and area of residence

Employment status		Sex			Age group			Area of residence		
		Total	Female	Male	15–19	20–24	25–29	Regional centre	Other city	Village or rural areas
Salary/wage employee of a private enterprise	No.	2 543 432	968 520	1 574 912	121 200	888 829	1 533 404	935 631	1 024 080	583 721
	%	58.2	52.2	62.6	50.7	57.9	59.0	62.6	60.8	48.9
Salary/wage employee of a public financed institution	No.	1 075 593	618 512	457 081	40 324	413 168	622 100	319 201	401 739	354 652
	%	24.6	33.3	18.2	16.9	26.9	23.9	21.4	23.8	29.7
Employee in the state or local government	No.	127 228	61 612	65 616	3 312	45 322	78 594	32 882	53 765	40 581
	%	2.9	3.3	2.6	1.4	3.0	3.0	2.2	3.2	3.4
Employer	No.	132 399	39 982	92 417	2 498	19 602	110 299	59 926	44 931	27 541
	%	3.0	2.2	3.7	1.0	1.3	4.2	4.0	2.7	2.3
Own-account worker	No.	304 529	87 042	217 487	11 674	100 137	192 718	116 826	116 367	71 337
	%	7.0	4.7	8.6	4.9	6.5	7.4	7.8	6.9	6.0
Member of a producers' cooperative	No.	10 859	0	10 859	0	5 238	5 621	5 884	2 596	2 379
	%	0.2	0.0	0.4	0.0	0.3	0.2	0.4	0.2	0.2
Helping without pay in the business or farm of another household/family member	No.	138 156	67 122	71 034	57 850	51 339	28 967	20 696	33 837	83 623
	%	3.2	3.6	2.8	24.2	3.3	1.1	1.4	2.0	7.0
Other	No.	39 715	12 150	27 565	2 215	10 421	27 079	2 887	7 148	29 680
	%	0.9	0.7	1.1	0.9	0.7	1.0	0.2	0.4	2.5
Total	No.	4 371 911	1 854 940	2 516 971	239 073	1 534 056	2 598 782	1 493 933	1 684 463	193 514
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

The tendency towards a riskier employment status increases with age. While only 4.9 per cent of young people aged 15–19 are own-account workers, the number rises to 7.4 per cent among youth aged 25–29. Work as an unpaid family member is more common among

the youngest category of employed youth (24.2 per cent); the total drops to 1.1 per cent for youth aged 25–29. This employment status is more typical for rural than urban youth (table 3.2).

Among paid employees, the level of access to basic entitlements is high although there is room for improvement. Nearly two-thirds of young wage and salaried youth in Ukraine receive annual paid leave and paid sick days but only one-half (54.9 per cent) are accruing a pension and 46.4 per cent are entitled to take maternity or paternity leave (table 3.3). It is worth mentioning that young people do not pay much attention to such extended social guarantees as pension and social insurance (over 10 per cent do not know whether their employers provide them with these social benefits).

Table 3.3 Wage and salaried youth by access to entitlements (%)

Entitlement	Yes	No	Do not know
Transport or transport allowance	20.1	77.7	2.2
Meals or meal allowance	14.1	83.6	2.4
Mobile communication	13.4	84.5	2.2
Apartment rent	2.9	93.8	3.2
Annual paid leave (holiday time)	64.3	32.1	3.6
Paid sick leave	65.7	30.3	3.9
Pension	54.9	34.0	11.1
Severance/end of service payment	36.8	47.3	16.0
Overtime pay	43.9	51.3	4.8
Deposits of social insurance	48.4	38.5	13.1
Occupational safety/protective equipment or clothing	45.7	48.9	5.4
Maternity/paternity leave	46.4	38.5	15.1
Medical insurance coverage	25.6	63.6	10.8
Health benefits	26.9	64.9	8.2
Old age insurance	13.1	71.7	15.2
Life insurance	13.5	72.8	13.6
Bonus/reward for good performance	54.5	40.8	4.8
Educational or training courses	30.4	60.6	9.0
Childcare facilities	15.1	70.0	14.8

Source: SWTS-Ukraine, 2013.

Independence (35.5 per cent) and a higher income (27.8 per cent) are the main reasons given by Ukrainian youth who aspire to be self-employed. Over one-quarter (25.8 per cent) of surveyed youth indicated not needing money to start their business, 30.5 per cent invested their own savings and 42.3 per cent asked for assistance from their family and friends.

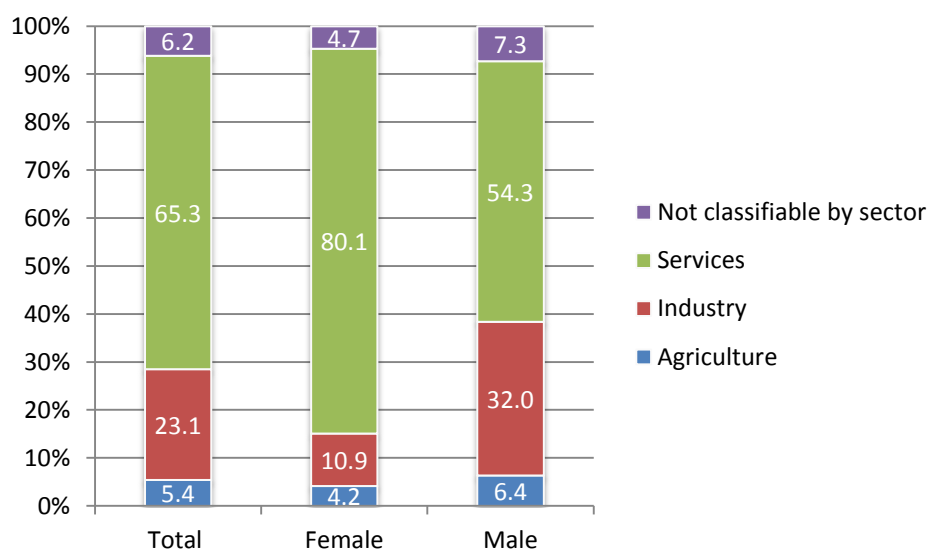
Experience, higher education and the ability to make commitments increase the probability of youth being self-employed in the older age groups. Men, who appear more inclined to take risks, are more likely to be self-employed than women (12.7 per cent against 6.8 per cent). Also, young people who live in bigger settlements are often self-employed.

Self-employed youth face many problems in their economic activities; market competition was identified most frequently as their main challenge, confirmed by almost one-half of self-employed young people (43.8 per cent). Another significant challenge identified is insufficient financial resources (cited by 18.8 per cent of self-employed youth). Youth often use their own savings to finance business operations (42.1 per cent) or ask for assistance from family and friends (22.7 per cent). Loans, which are offered by financial and other institutions, are not popular with Ukrainian youth (only 10.7 per cent of self-employed youth applied for bank credit).

3.5.2 Employment by sector

Ukrainian youth are predominantly employed in the services sector (65.3 per cent) (figure 3.5). The percentage of women working in this economic sector is significantly higher than that of men (80.1 per cent and 54.3 per cent, respectively). An analysis of the data on employed youth by a more detailed sectoral breakdown (1-digit) demonstrates that an overwhelming majority of young people work in wholesale and retail trade enterprises (18.9 per cent), industry (15.2 per cent) and enterprises providing infrastructure services (13.0 per cent) (table 3.4). However, this breakdown reveals significant variation by sex. While the greatest percentage of women work in wholesale trade (21.5 per cent) and education (15.6 per cent), men are more likely to work in industry (19.0 per cent), trade enterprises (16.9 per cent) and enterprises providing infrastructure services (15.4 per cent).

Figure 3.5 Employed youth by main sector and sex



Source: SWTS-Ukraine, 2013.

Table 3.4 Employed youth by detailed sector (1-digit) and sex (%)

Sector	Total	Female	Male
Agriculture, hunting and forestry, fishing, fishery	5.4	4.2	6.4
Industry	15.2	9.9	19.0
Construction	7.9	1.0	13.0
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal & household goods	18.9	21.5	16.9
Infrastructure services	13.0	9.8	15.4
Financial activities	2.9	3.4	2.5
Real estate activities, renting & business activities	7.7	8.2	7.3
Public administration & defence; compulsory social security	4.8	4.2	5.2
Education	8.3	15.6	3.0
Health care & social work	5.3	10.3	1.6
Other community, social & personal service activities	4.2	6.8	2.2
Private households with employed persons	0.2	0.4	0.1
Missing	6.2	4.7	7.3

Note: "Industry" includes mining & quarrying, manufacturing, electricity, gas & water supply; "Infrastructure services" includes hotels & restaurants and transport, storage & communications.

Source: SWTS-Ukraine, 2013.

Overall, over 60.0 per cent of young people work in occupations that can be classified as high skilled: professionals (23.7 per cent), service/shop and market sales workers (19.5 per cent), and craft and related trade workers (17.1 per cent) (table A.15). More young women work as professionals than young men (35.9 per cent against 14.7 per cent). Young women are also more likely to work as service/shop and market sales workers (26.5 per cent against 14.3 per cent of young men). Young men are more likely than young women to work in positions that do not require high qualifications, such as plant and machine operators and assemblers (14.1 per cent and 2.0 per cent, respectively) and in elementary occupations (9.4 per cent and 4.7 per cent, respectively). Chief executive and managerial positions show gender parity – the percentages of young men and women in these posts are almost equal.

3.5.3 Hours of work

The data on the number of hours youth work per week show that a majority of young Ukrainians work full time - 61.2 per cent work more than 40 hours per week (table 3.5). The share of youth who work less than 30 hours is small at 9.8 per cent. The percentage of young female part-time workers is only slightly higher than that of young male workers (11.1 and 8.8 per cent, respectively). The share of youth who work excessive hours, more than 50 hours per week, is high at 21.0 per cent, impacting more young men (25.5 per cent) than young women (15.2 per cent).

The small number of part-time workers demonstrates that Ukrainian youth do not see this type of employment as an opportunity to gain work experience during their studies or to balance their private lives and work. Only slightly over one-third of youth working less than 30 hours per week would like to work longer hours (the involuntary part-timers). This is also confirmed by the fact that only 29.7 per cent of youth combine work and education. The incentive is to earn money rather than to gain experience.

Table 3.5 Employed youth by hours worked per week and sex

Working hours	Total		Female		Male	
	Number	%	Number	%	Number	%
1–19	215 154	4.9	101 362	5.5	113 793	4.5
20–29	212 549	4.9	104 139	5.6	108 411	4.3
30–39	404 964	9.3	182 304	9.8	222 660	8.8
40–49	1 757 103	40.2	793 520	42.8	963 583	38.3
50–59	499 733	11.4	173 785	9.4	325 948	13.0
60+	421 449	9.6	107 611	5.8	313 837	12.5
Did not work last week/ no answer	860 960	19.7	392 220	21.1	468 741	18.6
Total	4 371 912	100.0	1 854 940	100.0	2 516 972	100.0

Source: SWTS-Ukraine, 2013

3.5.4 Other job-quality indicators

The SWTS also measures the quality of jobs to which young people have access. Figure 3.6 characterizes the youth labour market in the country along a job-quality continuum. Regarding the quality of employment, the left-hand side of the figure lists five indicators:

- The share of own-account workers and paid employees with below-average weekly wages or income⁵ (poorly paid);
- The share of over- or undereducated workers⁶ (qualifications mismatch);
- The share of workers with a contract duration of less than 12 months, own-account workers and contributing (unpaid) family workers⁷ (irregular employment);
- The share of workers in informal employment (excluding employment in agriculture)⁸ (informal employment); and
- The share of workers who claim dissatisfaction with their current job (non-satisfactory employment).

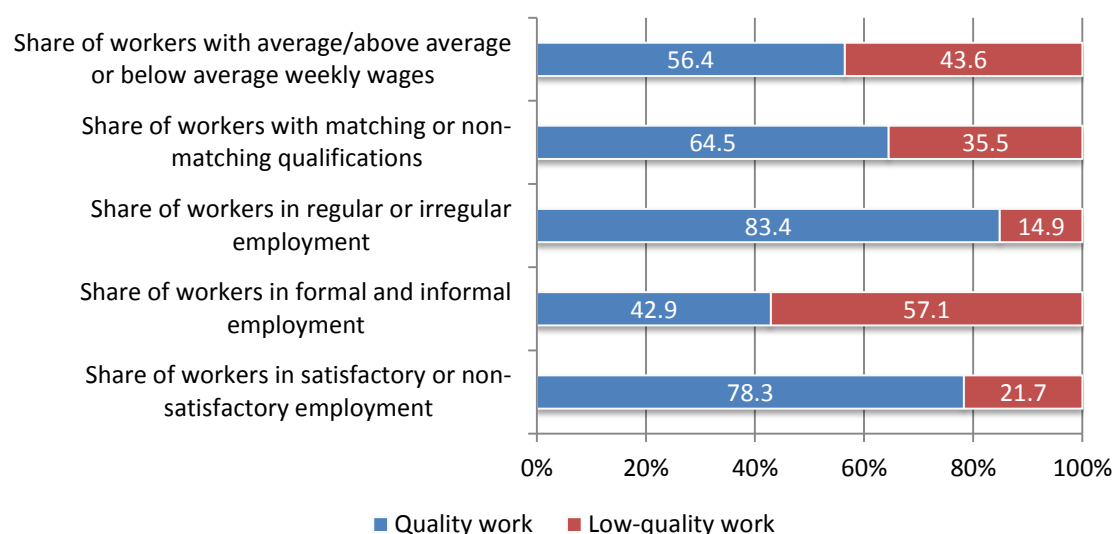
⁵ Monthly wages of employees and daily, monthly or other time-specific earnings of own-account workers were converted into weekly rates for comparability. Contributing (unpaid) family workers are excluded from the calculation.

⁶ The methodology applied is that of the normative ISCO-based approach mentioned later in this report. Table 3.9 summarizes the ISCO-based and ISCED educational classification.

⁷ Persons not classifiable by employment status are also included in the irregular employment category.

⁸ Informal employment is measured according to the guidelines recommended by the 17th International Conference of Labour Statisticians (ICLS, 2003). It includes the following sub-categories of workers: (a) paid employees in “informal jobs”, i.e. jobs without a social security entitlement, paid annual leave or paid sick leave; (b) paid employees in an unregistered enterprise with size classification below five employees; (c) own-account workers in an unregistered enterprise with size classification below five employees; (d) employers in an unregistered enterprise with size classification below five employees; and (e) contributing family workers.

Figure 3.6 Indicators measuring the quality of youth employment



Note: The indicators are shares in total youth employment (aged 15–29), except for (a) the shares of workers earning below-average, average and above-average wages, which are percentages of young employees and own-account workers only, and (b) overeducated and undereducated workers, which are percentages of employed youth with completed education (i.e. excluding currently working students).

Source: SWTS-Ukraine, 2013.

The blue bars in the figure represent the shares of better-quality employment based on above-average wages, qualifications, stability, formality (security) and satisfaction. The figure shows a fairly good percentage of quality work compared to low-quality work. For example, irregular employment impacts only 14.9 per cent of all working youth in the country and a strong majority of young workers expressed general satisfaction with their job (78.3 per cent). Still, areas of concern persist regarding the quality of available work in Ukraine. First, low pay is an issue: 43.6 per cent of young employees and own-account workers are taking home less than the average weekly wage (see the section on wages below). Second, a qualifications mismatch, whereby a young person accepts a job despite being either overeducated or undereducated for it, impacts approximately four young workers in ten (see the section on the qualifications mismatch below).

That issues of job security, inadequate wages and qualifications mismatch affect the level of job satisfaction of young workers is made evident by the percentage who express the desire to change their job. More than one in four young workers (27.2 per cent) would like to change jobs, with little difference between males and females (table 3.6). The principal reason for wanting to change jobs is to be paid a higher wage (40.1 per cent), followed by to better use one's qualifications/skills (20.0 per cent) and to find a more permanent position as the present job is temporary (19.9 per cent).

Informal employment is also a concern in Ukraine. Table 3.7 shows that 57.1 per cent of young workers fall into the category of informal employment. Within that category, 19.8 per cent work in unregistered enterprises and 80.2 per cent are in an informal job in the formal sector (without social security benefits and/or paid annual or sick leave). Young female workers have a slightly lower chance of being in informal employment (55.7 per cent compared to 58.1 per cent of young males). Of those in informal employment, young women are more likely than young men to be engaged in an informal job in the formal sector, although differences in shares are very slight.

Table 3.6 Employed youth who would like to change their job by reason and sex

Reason to change job	Total	Female	Male
Number of youth	1 190 996	522 749	668 246
Percentage of youth	27.2	28.2	26.6
Reason (%)			
Present job is temporary	19.9	19.1	20.6
Fear of losing the present job	4.4	3.1	5.5
To work more hours at the current rate	2.5	2.9	2.2
To have higher pay per hour	40.1	41.2	39.2
To work fewer hours with a reduction in pay	0.5	0.5	0.4
To better use qualifications/skills	20.0	21.1	19.2
To have more convenient working time, shorter commuting time	4.2	5.7	3.1
To improve working conditions	8.4	6.5	10.0

Source: SWTS-Ukraine, 2013.

Table 3.7 Employed youth in informal employment by sex

	Total		Female		Male	
	Number ('000)	%	Number ('000)	%	Number ('000)	%
Total youth employment	4 371.9	100.0	1 854.9	100.0	2 517.0	100.0
Youth in informal employment	2 496.0	57.1	1 033.6	55.7	1 462.4	58.1
Informal employment in the informal sector	494.6	19.8	198.3	19.2	296.3	20.3
Informal employment in the formal sector	2 001.4	80.2	835.3	80.8	1 166.1	79.7

Source: SWTS-Ukraine, 2013.

Wages

Table 3.8 shows the average wages of young Ukrainians by sex and education level. Generally, young men earn more than young women. The average wage of a young wage or salaried worker is UAH 2,303 (UAH 2,726 for young men and UAH 1,784 for young women).⁹ The self-employed male worker also earns more than his female counterpart (UAH 4,472 and UAH 2,736, respectively). Another important finding is that the self-employed youth brings home a higher monthly income than the wage or salaried worker. Oddly, the data show very little wage premium with increased education. For example, the average wage of a young employee with a university education is slightly more than that of the young worker with a primary-level education but is less than the monthly wage of a young worker with secondary general or secondary vocational education. According to the data, only the self-employed young worker with a higher-education degree receives a significant premium in terms of monthly income over other youth with lesser education (although it is important to note the large standard deviation on that data point).

⁹ To compare, the State Statistics Service of Ukraine reported an average monthly wage – all activities, all ages – in 2012 of UAH 3,026. “Average wages by sector in 1995–2012”, State Statistics Service of Ukraine:

[http://www.ukrstat.gov.ua/operativ/operativ2006/gdn/prc_rik/prc_rik_u/dszp_u2005.html \[in Ukrainian\]](http://www.ukrstat.gov.ua/operativ/operativ2006/gdn/prc_rik/prc_rik_u/dszp_u2005.html [in Ukrainian]).

Table 3.8 Average monthly wage of young wage and salaried workers and self-employed workers by sex and level of completed education

Characteristic		Wage and salaried workers		Own-account workers and employers		All	
		Mean monthly wage (UAH)	S.D.	Mean monthly income (UAH)	S.D.	All	S.D.
Total		2 303	1 376	4 001	4 405	2 486	2 017
Sex	Female	1 784	850	2 736	2 495	1 849	1 075
	Male	2 726	1 566	4 472	4 847	2 968	2 394
Completed education	Elementary + basic secondary (primary)	2 087	676	-	-	2 087	676
	Secondary vocational	2 810	1 985	2 253	2 077	2 736	2 007
	Secondary general	2 376	1 397	2 385	1 161	2 378	1 366
	Post-secondary vocational	2 292	1 113	2 844	2 859	2 341	1 370
	Higher education	2 330	1 411	4 582	4 014	2 585	2 026
	Postgraduate	2 266	1 327	2 400	-	2 284	1 237

S.D. = Standard deviation

Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

Qualifications mismatch

One means of measuring the mismatch between the jobs people do and their level of educational qualification is to apply the normative measure of occupational skills categories from the International Standard Classification of Occupations (ISCO). ISCO-08 includes the categorization of major occupational groups (first-digit ISCO levels) by level of education in accordance with the International Standard Classification of Education (ISCED).¹⁰ The major groups and education levels are reproduced in table 3.9.

Table 3.9 ISCO major groups and education levels

ISCO major group	Broad occupation group	Education level
Managers	High-skilled non-manual	Tertiary (ISCED 5–6)
Professionals		
Technicians & associate professionals		
Clerical support workers	Low-skilled non-manual	Secondary (ISCED 3–4)
Service & sales workers		
Skilled agricultural & fishery workers	Skilled manual	
Craft & related trades workers		
Plant & machine operators & assemblers		
Elementary occupations	Unskilled	Primary (ISCED 1–2)

Source: ILO, 2013, table 3.

¹⁰ For more information on the ISCO-based approach along with other methods of measuring skills mismatches, see Quintini (2011).

Workers in a particular group who have the assigned level of education are considered well-matched. Those who have a higher level of education are considered overeducated and those with a lower level of education are considered undereducated. For instance, a university graduate working as a clerk (a low-skilled, non-manual occupation) is overeducated, while a secondary school graduate working as an engineer (a high-skilled, non-manual occupation) is undereducated.

The results among the surveyed Ukrainian youth show that a majority of young workers are in occupations that match their level of education (64.5 per cent) compared to workers who are overeducated or undereducated for their job (35.5 per cent) (figure 3.6). In total, 30.9 per cent of young workers are overeducated for the job they perform and 4.6 per cent are undereducated for the job they do. The results are, in part, a reflection of the levels of education reached by youth in the country. With a substantial share of employed youth completing education at the tertiary level (77.9 per cent, comprising post-secondary education, higher education and postgraduate education; figure 3.3), it is not overly surprising to find that far more are overeducated than undereducated.

The phenomenon of overeducation tends to take place when an insufficient number of jobs match a certain level of education. The mismatch in supply and demand forces some of the degree holders to take up available work that they are subsequently overqualified to perform. The consequence is that overeducated youth are likely to earn less than they otherwise could have and are not making the most of their productive potential. Another consequence is the crowding out of youth at the bottom of the educational pyramid. The less-educated youth find themselves at the back of the queue even for those jobs for which they are best qualified.

Table 3.10 shows the specific occupations where the qualifications mismatch tends to be concentrated. Young clerks (79.0 per cent), service/sales workers (52.9 per cent) and youth engaged in elementary occupations (97.8 per cent) have a very high tendency to be overeducated for the work they do. Also, approximately one-third of youth in skilled agriculture, crafts work, and plant and machine operation are overeducated. Given the high levels of educational attainment in Ukraine, it is not common to find young workers who have a lower level of education than that typically required for the job. The undereducation of young workers appears mainly in the highest skills-level occupations of managers (13.1 per cent), and technicians and associate professionals (16.5 per cent).

Table 3.10 Overeducated and undereducated young workers by major occupational category (ISCO-08, %)

Major occupational category (ISCO-08)	Overeducated	Undereducated
1. Legislators, senior officials, managers	0.0	13.1
2. Professionals	0.0	7.5
3. Technicians & associate professionals	0.0	16.5
4. Clerks	79.0	0.0
5. Service workers, shop, market sales workers	52.9	0.4
6. Skilled agricultural & fishery workers	26.8	0.0
7. Craft & related trades workers	36.5	1.2
8. Plant & machine operators & assemblers	37.7	0.0
9. Elementary occupations	97.8	0.0
Total	30.9	4.6

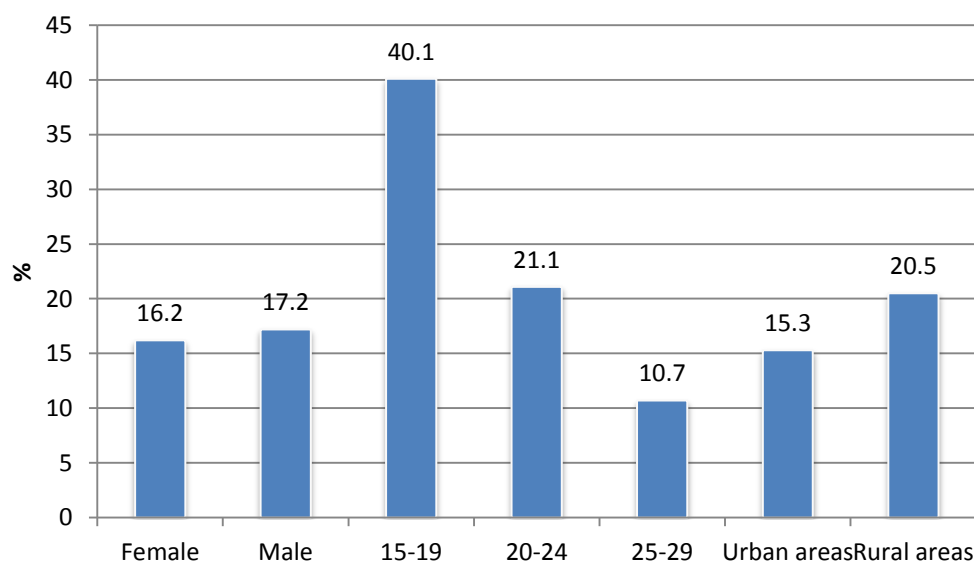
Source: SWTS-Ukraine, 2013.

3.6 Unemployment

Unemployment is assessed worldwide using different criteria to focus on particular population categories and to take into account certain aspects of the complicated phenomenon of economic inactivity. Following international recommendations, Ukraine's State Statistics Service applies the strict definition of unemployment. An unemployed person is defined as a person who was not in paid employment (or in otherwise compensated employment) at least one hour during a reference week, was actively seeking work or trying to start a business, and was available to work during the reference week.

The youth unemployment rate in Ukraine is 16.8 per cent. Unemployment rates vary across the different demographic groups of youth. Gender has little impact on the probability of unemployment, while age and area of residence contribute substantially to differences in unemployment rates. Youth in the older group (aged 25–29) and in urban areas face less risk of being unemployed (figure 3.7). Youth aged 15–19 have a high unemployment rate, confirming that young people without a professional training degree or with low qualifications have problems finding a job. Rural residents encounter difficulty finding employment because appropriate employment opportunities in rural regions are rarer than in urban areas.

Figure 3.7 Youth unemployment rate by sex, age group and area of residence



Source: SWTS-Ukraine, 2013.

A male aged 20–24 who resides in an urban area represents the typical unemployed youth. Yet this assertion requires an explanation in view of the almost equal distribution of young males and females (at 25–29 years of age), the effects of the largest youth group (those aged 25–29) and the area of residence of youth. The most powerful determinants of the structure of strict unemployment are the lower economic activity rates of women and youth aged 20–24. In Ukraine, the time women usually allocate for studies is on average longer than that of men. At the same time, a number of young women aged 20–24 have babies and dedicate themselves to child care – 33.9 per cent of women in this age group have children while the respective figure for men is just 9.5 per cent.

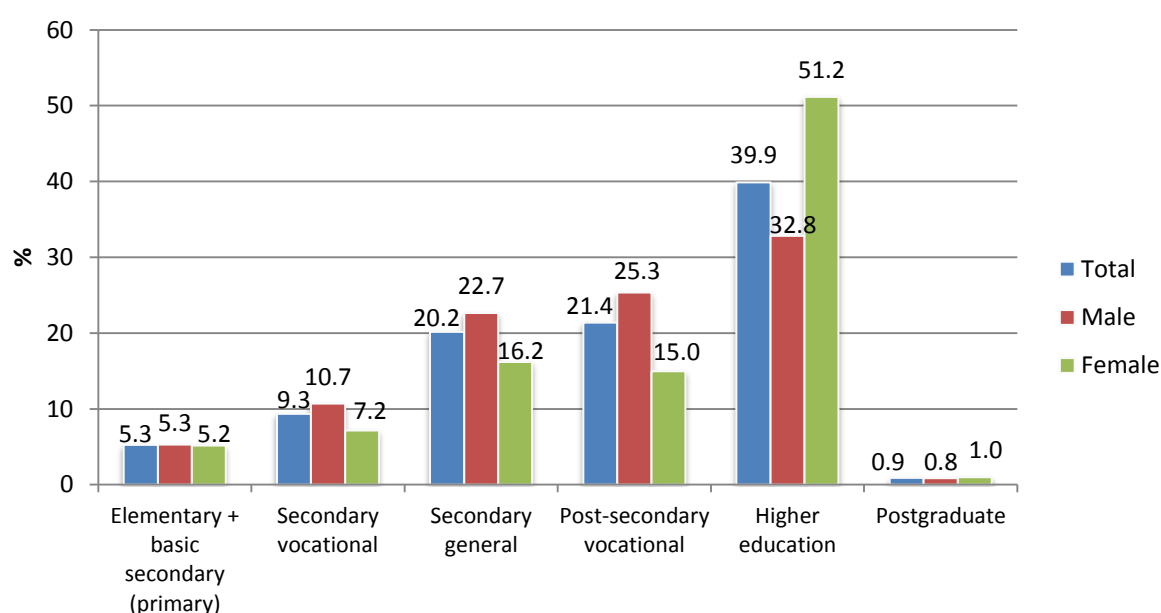
Within the framework of the Ukrainian education system, youth finish their education predominately at the age of 20–22, and thus a considerable portion of people this age are excluded from the economically active group. At the same time, when young people – most of whom have no work experience or job search skills despite heightened job expectations – enter the labour market on a massive scale, their employment situation is

aggravated in the first years after graduation from higher education in vocational training institutions. Another adverse factor affecting youth's position on the labour market is weak coordination between the fields they study and hold diplomas from and the requirements of the economy. As a result, 40.5 per cent of unemployed youth aged 20–24 say they are unemployed as a result of their inability to find employment after graduation (table A.16).

Unemployment rates are higher among youth living in rural areas than urban areas (20.5 and 15.3 per cent, respectively). The underlying reason is not only that the job offers are more limited in rural as compared to urban areas. In rural areas, a significant number of people are engaged in seasonal work (the survey was conducted in February, which is off-peak for seasonal work) and the employment status criteria are more diluted (i.e. rural areas include a greater number of people working in household production activities that are vague and difficult to define statistically; these activities tend to fall outside the boundaries of economic activity). At the same time, given that rural areas offer more opportunity and have fewer barriers to starting a business than urban areas, a larger proportion of unemployed youth hope to start their own business there.

Unemployed Ukrainian youth have a high level of education – 39.9 per cent have completed higher education, 30.7 per cent have received vocational training, and 25.4 per cent have secondary education (figure 3.8). Young women have a higher level of education. The percentage of unemployed young men with higher education is 32.8 per cent, while the percentage of unemployed women is 51.2 per cent.

Figure 3.8 Unemployed youth (strict definition) by level of completed education



Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

At the same time, the young person with a higher-education degree has a substantial advantage over the less educated when it comes to finding work. This becomes evident from the data on youth unemployment rates by level of education (table 3.11). For a young person, the probability of entering the ranks of the unemployed is reduced significantly with increased educational attainment and, vice versa, the probability of being employed grows with increased educational attainment. The unemployment rate of youth with secondary general education is more than double the rate of young people with higher education – 27.8 per cent against 10.3 per cent.

Table 3.11 Economic activity status and youth unemployed rate (strict definition) by level of completed education (%)

Economic activity status	Elementary education or less	Secondary general	Secondary vocational	Post-secondary vocational	Higher education	Post graduate
Employed	18.2	46.0	63.7	69.0	74.9	85.7
Unemployed	38.0	17.7	16.4	12.1	8.6	9.1
Inactive	43.8	36.3	19.9	19.0	16.5	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
Youth unemployment rate	67.6	27.8	20.5	14.9	10.3	9.6

Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

In Ukraine it does not take long for unemployed young people to find a job. Almost two-thirds (63.4 per cent) of all unemployed youth actively seek work for less than 1 year, and 43.1 per cent for less than 6 months (table A.17). However, these trends do not apply to all subgroups of unemployed youth. Accordingly, while those persons who actively seek work for over 2 years amount to 17.2 per cent of total unemployed youth, it rises significantly among those aged 25–29 (30.0 per cent) and residents of rural areas (24.4 per cent). The probable explanation is that unemployed persons in these socio-demographic groups have higher requirements for a prospective job, thus complicating the job search and prolonging its length.

The occupations sought by unemployed youth are the following: craft and related trades workers (17.6 per cent), professionals (17.0 per cent), and service and sales workers (14.7 per cent) (table A.18). This situation reflects today's unemployed youth's views on the structure of available employment offering potential stability, sufficient income levels, self-sufficiency and independence, and job satisfaction.

Young women, youth aged 20–24 and the urban unemployed focus most on seeking a job requiring high qualifications (professional category). In contrast, one-quarter of young men and rural residents seek jobs requiring physical effort – falling mainly under the “craft and related trades workers” category. However, this observation demands closer consideration. It is likely that the significant share of unemployed men who did not apply for a job requiring higher qualifications is due to the fact that everyone who had applied for such a job had already received it. At the same time, the high percentage of women targeting high-skill jobs could be explained by hiring discrimination against females for the few available professional jobs.

The data characterizing the household income situation of unemployed youth are similar to the data recorded for all youth (table A.19). However, a rather large percentage of unemployed youth assess their households' income level as “not poor but below the national average”, especially among the unemployed youth aged 25–29.

Regarding the job search method, seeking work via networks of family and acquaintances was the most commonly identified method used. Approximately four-fifths (81.2 per cent) of unemployed youth said they had not used any job search services provided by the State. In the few cases where public employment services were used, it mostly took the form of advice on seeking work and information on vacancies (12.3 per cent and 13.4 per cent of respondents' answers, respectively). This provides evidence of the current ineffectiveness of public employment services, and the need for increased State investment and raising the awareness of services.

Many unemployed young people gave a generally positive assessment of their current educational attainment; 39.7 per cent characterized it as very useful for gaining future

employment and another 34.5 per cent said it was somewhat useful. Still, despite general satisfaction with their level of education, the young unemployed stated that employers are not interested in employing them because of their insufficient (or lacking) professional experience; 27.8 per cent of unemployed youth gave this reason as the main obstacle to finding a good job (table A.20). Other barriers identified include the insufficient availability of jobs (27.1 per cent) and the low wages paid for available jobs (19.2 per cent). The youth's assessment of the main obstacles is evidence of a rather critical attitude regarding their future prospects. All surveys held in Ukraine have shown that a high salary is the most powerful employment incentive. In this context, young people appear quite pragmatic and have somewhat moderate expectations. The answers to a question on the minimum monthly salary a young person would accept for a proposed job show that unemployed youth's wage expectations are not overly high. Over one-fifth (21.7 per cent) of unemployed youth would accept a salary of UAH 2,000 per month (1.7 times more than the minimum salary),¹¹ which is well below the average monthly salary in Ukraine.¹² Another 19.5 per cent of unemployed youth would take on a job with an even lower salary (UAH 1,000 per month). Young women were more likely than young men to accept lower pay.

Relaxed unemployment and discouraged youth

When applying the strict definition of unemployment, the results do not always cover everyone having difficulty finding suitable work. Some people, for example, might be without work and available to work but not actively seeking work during the reference period. According to the strict definition, these people would be classified as economically inactive. In the relaxed definition of unemployment, the "actively seeking work" criterion is relaxed to include all persons without work and available to work, regardless of job search activity.

Relaxing the active search criterion does not add significantly to the youth unemployment rate in Ukraine.¹³ The relaxed unemployment rate is 21.4 per cent compared to the strict unemployment rate of 16.8 per cent. Discouraged young people are a specific segment of the relaxed unemployed structure. Youth who are discouraged have given up looking for a job because of reasons to do with a sense of despair about the labour market. Specific reasons include being too young to find work (23.3 per cent), an inability to find work matching one's skills (22.1 per cent), no jobs available in the area (21.5 per cent), experience in looking for work previously led to no results (17.5 per cent), and not knowing how or where to seek work (15.5 per cent) (table A.21). Yet overall, the share of discouraged young people in the youth labour force remains small at 2.6 per cent. Still, increased attention to this group is warranted by the fact that young people who stay in this condition for a long time risk losing future employment prospects and marginalization. This situation bears heavily on household budgets, which are the main source of financial resources, and other forms of support (70.4 per cent), because the State does not offer specific support to discouraged youth. Although at the time of the survey 76.1 per cent of discouraged young people said the inability to find a job did not affect their self-esteem and 60.4 per cent mentioned they see their future employment prospects as mostly positive,

¹¹ Law of Ukraine, "On the State Budget of Ukraine for 2013", Bulletin of the Verkhovna Rada of Ukraine (BVR), 2013, No. 5–6, Article 60; <http://zakon4.rada.gov.ua/laws/show/%D0%B1%D1%8E%D0%B4%D0%B6%D0%B5%D1%82%202013> [in Ukrainian only].

¹² "Average wages by sector in 1995–2012", State Statistics Service of Ukraine; http://www.ukrstat.gov.ua/operativ/operativ2006/gdn/prc_rik/prc_rik_u/dszp_u2005.html [in Ukrainian only].

¹³ By comparison, many relaxed unemployment rates double the strict unemployment rates in sub-Saharan African countries. See, Elder and Koné (2014).

the real behaviour of these young people is based on passive paternalist principles according to which the responsibility for their future employment should be borne by family or by the country's government.

In terms of how they use their time, a majority of discouraged young people help with housekeeping, and spend time watching television or meeting friends (63.5 per cent, 49.1 per cent and 48.4 per cent of the sampled youth, respectively). At the same time, only 26.7 per cent of youth noted they spend time reading; 16.8 per cent indicated going for a walk, riding a bicycle or doing sports; and 10.3 per cent declared going to the theatre, cinema or a concert. This means the attention discouraged youth pay to their spiritual and physical development is insufficient.

3.7 Inactive youth

In Ukraine, a large segment of the youth population is made up of economically inactive persons (46.2 per cent), among which women constitute 56.9 per cent, those aged 15–19 comprise 49.3 per cent, and urban residents make up 67.8 per cent (table A.22). Given that most economically inactive youth are students, the lower percentage of economically inactive youth in rural areas is due to the fact that educational institutions are mostly concentrated in the urban areas.

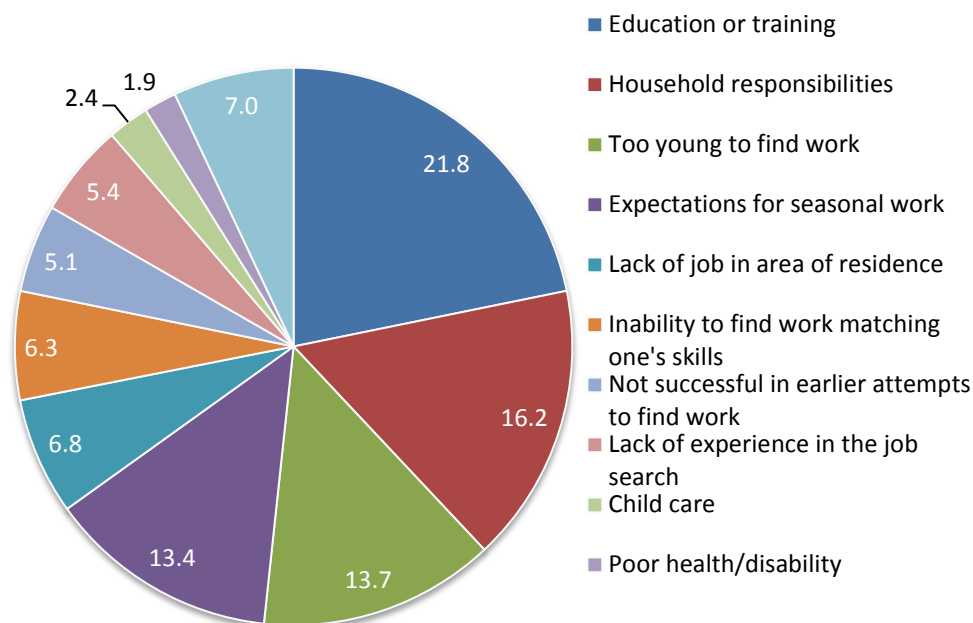
The relationship between youth inactivity and area of residence is worthy of notice. Areas with larger populations have higher shares of economically inactive persons. Almost one-half (49.2 per cent) of youth who reside in rural areas are economically inactive; this percentage illustrates rural youth's weak motivation to seek work or start their own business. Cities with populations of 100,000 to 999,000 people have 46.4 per cent of economically inactive youth, and in cities with populations of 50,000 to 99,000, 45.2 per cent of youth are inactive. The lowest percentages of economically inactive youth are in cities of 20,000 to 49,000 people (41.8 per cent), in those with fewer than 20,000 people (44.9 per cent) and in urban-type communities (42.2 per cent) (table A.23). This distribution probably results from the higher activity rate of youth in the labour market of small cities. In general, the inter-settlement distribution of inactive youth bears witness to the increase in urbanization in the country.

Regarding the reasons for economic inactivity (figure 3.9), the largest share of youth mentioned their engagement in education or training as the principal reason for not seeking work (21.8 per cent). Other reasons included family responsibilities (16.2 per cent), being too young to find a job (13.7 per cent) and awaiting seasonal work (13.4 per cent).

One of the most important life goals among inactive young people aged 15–29 is providing a decent living standard for their family (32.9 per cent) (table A.24). Both women and men confirm the priority of this life goal (34.8 and 30.3 per cent, respectively). Having a career is also important for 26.8 per cent of the surveyed inactive youth, hinting that many of them do plan to enter the labour market in the future. A comparison of the hierarchy of life goals for economically active and inactive youth proves interesting. Second among the priorities of economically active young people is to achieve a comfortable life without undue stress and wealth (17.4 per cent and 19.4 per cent, respectively). In other words, the young inactive population in Ukraine declared more socially responsible objectives than those who were employed or looking for work.

Ensuring a comfortable life without undue effort (or wealth) ranks third (17.4 per cent) among economically inactive youth. This vital objective was identified as an important goal by 20.7 per cent of young women, and only 13.0 per cent of men. This attitude in women can be attributed to the importance of the family at this stage in life, but only a small portion of economically inactive women agree that financial support is the responsibility of men (7.0 per cent) (table A.24).

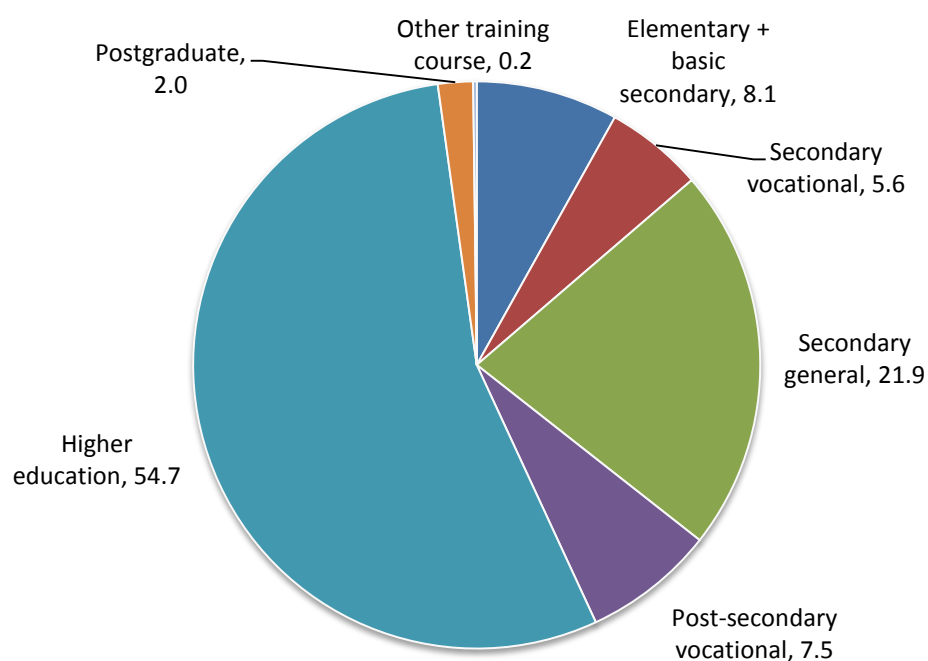
Figure 3.9 Inactive youth by reason for inactivity (%)



Source: SWTS-Ukraine, 2013.

A majority of economically inactive young people aged 15–29 are enrolled in education (74.4 per cent). Almost one-quarter (24.1 per cent) completed education and received a degree, and 1.6 per cent left their studies before completion. The level of study of current students within the inactive population is presented in figure 3.10.

Figure 3.10 Current students by level of education (%)



Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

Most inactive young people in school (81.3 per cent) are planning to continue education up to the tertiary level (table 3.12). This figure is largely based on the existing plans of young people aged 15–19 who are currently enrolled in higher education, and whose aims are quite realistic. More interesting is the incentive among young people aged 25–29 to receive tertiary education, when most had stopped studying. Among them, 75.2 per cent plan to get tertiary education.

Young people’s significant interest in achieving postgraduate education should be noted. The share is significantly higher for young women than young men (12.3 and 2.9 per cent, respectively), whereas young men show greater interest in vocational training (13.4 per cent of young inactive men compared to 5.6 per cent of young inactive women).

Table 3.12 Inactive students by expected level of completed education, sex and age group (%)

Expected level	Sex		Age group			Total
	Female	Male	15–19	20–24	25–29	
Elementary	0.9	0.0	0.0	1.8	0.0	0.6
Vocational	5.6	13.4	6.8	8.5	9.8	7.9
Higher education	80.2	83.7	88.4	74.3	75.2	81.3
Postgraduate	12.3	2.9	3.3	15.4	15.0	9.5
Other	1.0	0.0	1.5	0.0	0.0	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Almost one-half (45.7 per cent) of economically inactive youth aged 15–29 live in households whose financial situation corresponds to the national average; another 39.6 per cent live in households that are not poor but whose financial situation is below the national average; 7.6 per cent live in poor households, 5.0 per cent live in fairly well-off households and 1.1 per cent live in well-off households.

4. The stages of transition

4.1 Concepts and definitions

The preceding sections analysed youth with respect to their current activity status. Another means of classifying youth is to group them according to where they stand in their transition to the labour market. The labour market transition of young people concerns not only the length of time from their exit from education (either upon graduation or early exit without completion) to their first entry into any job, but also relates to qualitative factors, such as whether the job is stable (measured by contract type).

The SWTS was designed to apply a stricter definition of “stable employment” than is typically used. By starting from the premise that a person has not “transited” until settled in a job that meets very basic criteria of stability, as defined by the duration of the employment contract, the SWTS analytical framework introduces a new element of quality to the standard definition of labour market transition. However, as seen in previous sections, not all young people in Ukraine attain stable employment and, if the “end goal” does not fit reality, then perhaps the statistics are not framed widely enough. For this reason, the ILO added job satisfaction as a component and built it into the concept of labour market transition.

More specifically, labour market transition is defined as the passage of a young person (aged 15–29) from the end of schooling (or entry to first economic activity) to the first stable or satisfactory job. Stable employment is defined in terms of the employment contract (written or oral) and the contract duration (greater than 12 months). Introducing the issue of a contract automatically excludes the employment status of self-employed, where the employment relationship is not defined by a contract. The opposite of stable employment is temporary employment, or wage and salaried employment of limited duration. Satisfactory employment is a subjective concept, based on the self-assessment of the jobholder. It implies that respondents consider their jobs to be a good “fit” with their desired employment path at that moment in time. The contrary is termed non-satisfactory employment, implying a sense of dissatisfaction with the job.

Based on the definition of labour market transition, the stages of transition are classified as follows:

Transited – A young person who has “transited” is one who is currently employed in:

- a stable job, whether satisfactory or non-satisfactory; or
- a satisfactory but temporary job; or
- satisfactory self-employment.

In transition – A young person still “in transition” is one who is currently:

- unemployed (relaxed definition); or
- employed in a temporary and non-satisfactory job; or
- in non-satisfactory self-employment; or
- inactive and not in education or training, with an aim to look for work later.

Transition not yet started – A young person whose “transition has not yet started” is one who is currently:

- still in school and inactive (inactive students); or
- inactive and not in education or training (inactive non-students), with no intention of looking for work.

Two elements of this classification are noteworthy. First, the stages of transition span across the boundaries of economic activity as defined in the standard labour force framework.¹⁴ The “transited” category includes a sub-set of youth classified as employed; the remaining employed fall within the category of “in transition”, which includes those who fall under the strict definition of unemployed and portions of the inactive (namely, those without work, available for work but not actively seeking work¹⁵ and inactive non-

¹⁴ The international guidelines for measuring statistics on the economically active population, set out by the 13th International Conference of Labour Statisticians (ICLS) in 1982, provide the framework for measuring who is counted as employed and as unemployed according to the economic production boundaries set out by the System of National Accounts.

¹⁵ This is the portion added to the “strictly” unemployed category to make up the unemployed (relaxed definition).

students who have stated an intention to join the labour force at a later stage). The “transition-not-yet-started” category is the residual of the inactive population.

Second, the stages of transition are not intended to be a normative framework. Because of the inclusion of youth in satisfactory self-employment and satisfactory temporary employment, one cannot say that all young people in the transitioned category have transitioned to a “good” job. In fact, many young people in self-employment – the own-account workers and unpaid family workers – are engaged in the informal economy and, by definition, make up the bulk of the country’s share of irregularly employed. Yet they have expressed a degree of satisfaction with their job, and they are likely to have finished their transition in the sense that they will remain in the self-employed classification for the remainder of their working lives.

The classification into stages of transition offers a flow concept. A person is in transition until they have reached a stable position in the labour market, meaning they have a job they are likely to maintain, regardless of whether it is good or bad. For a normative framework, it is better to look at the job-quality indicators presented in section 3.5.4.

4.2 Stages of transition

Table 4.1 shows the breakdown of the youth population by stages of transition according to sex, age group, area of residence and level of completed education. The largest share of sampled youth in Ukraine have completed their transition to stable and/or satisfactory employment (42.6 per cent) followed by those who have not yet started their transition (34.3 per cent) and those remaining in transition (22.8 per cent). The young male has a better chance of completing the transition than the young female. Almost one-half (47.9 per cent) of young men surveyed completed the transition compared to 37.1 per cent of young women. In fact, the shares of young women are nearly perfectly split between those who completed the transition and those who have not yet started it (37.1 and 35.5 per cent, respectively) while, for young men, the share of those who have completed the transition is significantly higher than their shares in the other categories.

As one might expect, young people’s age influences their current stage in the labour market transition. Young people have an increasing tendency to move into the transition as they age. The youngest age cohort (15–19) falls predominantly in the category of transition not yet started (77.9 per cent) because of the overlap with the typical age youth attend school. Once young people reach the age of 25 or more, they are predominantly active in the labour market and therefore appear to a larger extent in the categories of transition completed (68.6 per cent) and in transition (24.8 per cent).

The area of residence of young people also has an influence on their stage of transition. Youth in urban areas have a higher likelihood of completing the labour market transition than youth in rural areas (44.9 and 37.3 per cent, respectively). As the shares in the transition-not-yet-started category are nearly identical, the other difference between youth in rural and urban areas appears in the higher share of those who are in transition in rural areas.

The level of completed education is most likely to be the strongest predictor of a young person’s position within the stages of transition. Youth with higher-education degrees have a significantly greater likelihood of completing their transition (73.2 per cent) than do youth with primary-level education (of which 18.2 per cent have completed their transition). Although 44.5 per cent of young people with a secondary-level (general) degree have completed the transition, the share of young people who remain in transition is slightly higher at 47.9 per cent, unlike those with a tertiary degree who are three times more likely to have completed their transition than to remain in transition. Youth who completed vocational training (secondary and post-secondary) also do well in terms of

completing their transition; two-thirds (66.6 per cent) of youth with post-secondary vocational training and 58.5 per cent of youth with secondary vocational training completed their transition.

Table 4.1 Stage of transition of youth by sex, age group, area of residence and level of completed education (%)

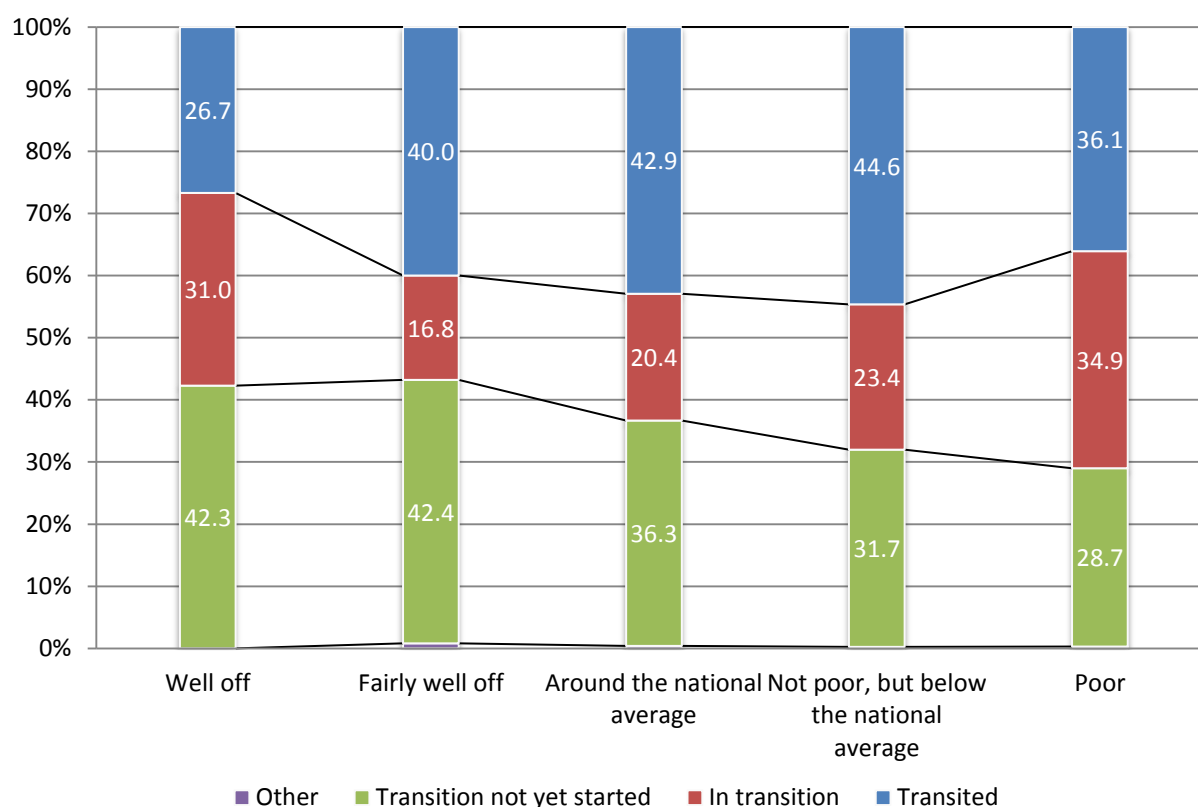
Characteristic	Transited	In transition	Transition not yet started	Total
Total	42.6	22.8	34.3	100.0
Sex				
Male	47.9	18.7	33.1	100.0
Female	37.1	27.0	35.5	100.0
Age group				
15–19	7.1	15.0	77.9	100.0
20–24	42.5	26.6	30.9	100.0
25–29	68.6	24.8	6.6	100.0
Area of residence				
Urban areas	44.9	20.5	34.3	100.0
Rural areas	37.3	28.0	34.2	100.0
Completed education				
Elementary + basic secondary (primary)	18.2	81.8	0.0	100.0
Secondary vocational	58.5	39.1	2.4	100.0
Secondary general	44.5	47.9	7.6	100.0
Post-secondary vocational	66.6	30.7	2.7	100.0
Higher education	73.2	24.6	2.2	100.0
Postgraduate	75.9	24.1	0.0	100.0

Notes: The distribution of transition stage by level of completed education excludes current students whose final education level is still unknown. Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

The level of household income is a powerful determining factor in a young person's stage of transition (table A.25). A positive correlation exists between household income levels and shares of youth who have not yet started their transition, most likely because wealthier families are better able to support the continued participation of young people in school or in their economic inactivity not related to schooling. At the same time, the share of youth from poor households who have completed their transition is higher than youth from well-off households (figure 4.1). The largest shares of youth in transition are at the extremes of household wealth: among the poorest and most well-off households. While in the first group this slowdown can be explained by such factors as restricted educational opportunities and low-quality social connections, in the latter group the explanation is likely to be related to higher expectations regarding a prospective job and the ability of the wealthier family to sustain an unemployed son or daughter through a lengthier job search period.

Figure 4.1 Youth by transition stage and household income level



Source: SWTS-Ukraine, 2013.

4.2.1 Youth who have transited

More youth have transited (42.6 per cent of total youth) than are in transition or have not yet started their transition (tables 4.1 and A26). Young men account for a larger percentage of transited youth (57.4 per cent) (table A.27). The transition was completed by 47.9 per cent of young men and 37.1 per cent of young women.

A majority of transited youth have attained stable employment (67.8 per cent in a stable and satisfactory job, and 17.9 per cent in a stable but non-satisfactory job) (table 4.2). A small share (11.2 per cent) of transited youth are in the sub-category of satisfactory self-employment and the residual 3.1 per cent are those who are in satisfactory temporary employment. Certainly there are job-quality implications for the youth in the various sub-categories of completed transition. Self- and temporary employment are regarded by the adult population as the least secure and most risky forms of employment. Interestingly, the distaste for a riskier status has seemingly not been passed on to the young generation; the statistics show that 72.9 per cent of young temporary workers expressed general satisfaction with their job, and 74.9 per cent of young self-employed workers expressed satisfaction (and were thus grouped within the category of transited).

Only 26.5 per cent of transited youth reside in rural areas and urban/rural distribution is similar across the subgroups in the transited stage (table A.28). Only young people engaged in satisfactory temporary employment are slightly more numerous in rural areas (35.4 per cent) than the youth in the other sub-categories (closer to 25 per cent), which would imply that rural areas offer slightly more favourable conditions for temporary employment that is judged satisfactory. Of note is that persons in temporary employment in rural areas do not report any job dissatisfaction.

Table 4.2 Transited youth by sub-category and area of residence

Sub-category	Urban areas	Rural areas	Total	Urban areas	Rural areas	Total
	Number ('000)			%		
Young employee in a stable & satisfactory job	2 109	715	2 824	68.8	64.9	67.8
Young employee in a stable & non-satisfactory job	531	214	745	17.3	19.4	17.9
Young employee in a temporary & satisfactory job	84	46	130	2.7	4.2	3.1
Young self-employed person who expressed satisfaction	341	128	469	11.1	11.6	11.2
Transited	3 064	1 103	4 167	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

4.2.2 Youth in transition

A youth in transition is a young person who is unemployed (as per the relaxed definition), engaged in self-employment or in a paid temporary job that they describe as unsatisfactory, or is an inactive non-student expressing the hope or desire to work in the future. A majority of youth are classified as in transition because they are unemployed (53.5 per cent). Thirty-seven (37.3) per cent of youth are in the sub-category of inactive non-student with plans to work, and far fewer (9.2 per cent) are engaged in non-satisfactory self- or temporary employment (figure 4.2 and tables A26–A28). Young women in transition are much more likely than young men to be unemployed or inactive non-students (54.0 per cent versus only 14.1 per cent, respectively). Young men in transition, on the other hand, are much more likely than young women to be unemployed (relaxed definition) or in non-satisfactory self-employment. Unemployment is also more prevalent among youth in urban rather than rural areas (although the difference is slight) and among youth in the lower age group (15–19) compared to those in the upper age band (25–29).

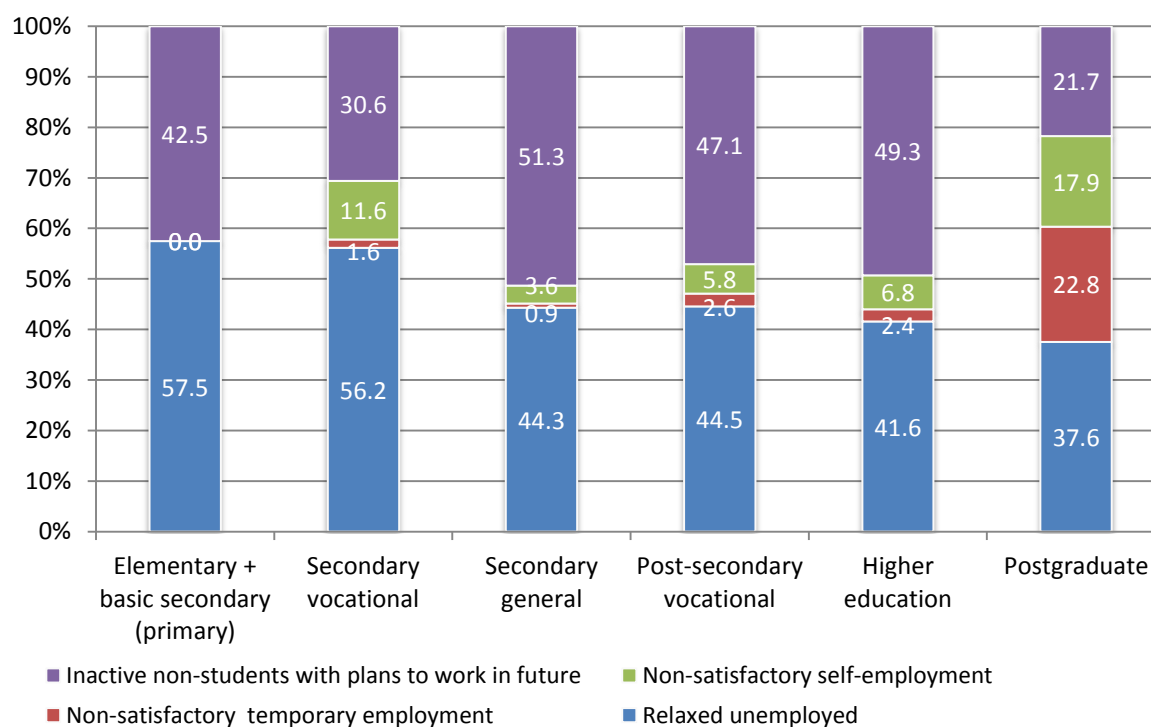
Young people having completed only primary or secondary education are those most likely to be in transition (tables 4.1 and A29). The lowest share appears among youth with postgraduate education (24.1 per cent), which suggests that having a higher-level degree helps youth escape out of the transition phase. Youth in transition with higher education (post-secondary vocational, higher education and postgraduate) are more numerous within the sub-category of non-satisfactory temporary employment, while youth with primary, secondary level or vocational education are more likely to be unemployed (figure 4.3 and table A.30). The large share of inactive non-students holding a tertiary degree (49.3 per cent) is likely explained by the tendency of young women to temporarily drop out of the labour market to care for their children although they intend to rejoin the labour force at a later date. In fact, young women dominate that sub-category (84.1 per cent) (table A.27).

Figure 4.2 Youth in transition by sub-category, sex, age group and area of residence



Source: SWTS-Ukraine, 2013.

Figure 4.3 Youth in transition by level of completed education



Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

Within the broader base of unemployed (relaxed definition), nearly one-half (44.6 per cent) of youth stated that having a higher-education degree would be helpful in finding employment (remember that 39.9 per cent of unemployed youth have completed tertiary education) (table A.30). Another 14.6 per cent of the unemployed indicated that an apprenticeship/internship with an employer would facilitate their transition to employment and 12.2 per cent said vocational training would help.

Unemployed youth were asked what type of enterprise they would like to work for. Over one-third (36.0 per cent) of respondents stated they would like to work for themselves (running their own business or farm) (table A.31). This is surprisingly high given the very low percentage of workers who engage in self-employment in the country (7.0 per cent) (SSSU, 2012a). Over one-quarter (28.7 per cent) of unemployed youth would like to work in a large private company, and 20.8 per cent for the government or a public sector enterprise. It is unlikely that the public sector can absorb one-fifth of unemployed youth. However, the security and benefits offered by the public sector make it a preferred employer for many youth.

A small proportion of youth in transition are self-employed and not satisfied with their job (7.1 per cent of young people in transition). Overall, only one-quarter (25.1 per cent) of self-employed youth stated dissatisfaction with their job, thus falling in the in-transition rather than the transited category. A mere 9.9 per cent of self-employed youth in transition said they were very unsatisfied with their job while 90.1 per cent said they were mostly unsatisfied. The reasons for dissatisfaction are likely related to the insecurity of informal employment, difficulties accessing finances and working hours. In fact, 55.3 per cent of the non-satisfied self-employed indicated they work in enterprises that are not officially registered. Another 21.0 per cent did not know.

Persons working short hours make up a large proportion of the non-satisfied self-employed. Almost one-half (49.0 per cent) worked less than 20 hours during the reference week. By comparison, 34.8 per cent of satisfied self-employed youth worked less than 20 hours.

The smallest group of youth in transition is comprised of non-satisfied temporary young workers (2.2 per cent). In this group, women (53.2 per cent), persons aged 25–29 (51.7 per cent) and residents of urban areas (92.3 per cent) account for the largest shares (table A.32). A majority of non-satisfied temporary workers (92.3 per cent) work in the private sector and 7.7 per cent work in budgetary institutions. By activity type, 39.6 per cent work in the wholesale and retail trade sector, 13.0 per cent in construction, 12.9 per cent in information and communications, and 12.5 per cent in the area of professional, scientific and technical activities (table 4.3).

Table 4.3 Non-satisfied temporary workers by sectors

Sector of activity	%
Construction	13.0
Wholesale & retail trade; repair of motor vehicles & motorcycles	39.6
Transportation & storage, post & courier activities	6.0
Information & communications	12.9
Financial & insurance activities	5.1
Professional, scientific & technical activities	12.5
Activities of households	5.6
Not specified	5.5
Total	100.0

Source: SWTS-Ukraine, 2013

Almost 24.2 per cent of young people in this subgroup are dissatisfied with their work because it does not give them the job security they need; another 23.0 per cent stated their job does not suit their perception of worthy labour relations. It is likely that one of the key reasons youth are dissatisfied with temporary employment is the discrepancy between hours worked and national statutory norms (40 hours per week). As many as 29.7 per cent of youth in this subgroup did not work at all the prior week and another 27.6 per cent worked 30 hours or less. This situation affects their income level since 34.4 per cent of non-satisfied temporary young workers said their recent salary was below UAH 1,150 (the minimum salary in Ukraine is currently UAH 1,147) and another 34.2 per cent indicated their salary did not exceed UAH 3,000 (less than the average salary in the country). As a result, 71.0 per cent of temporarily employed young people who are dissatisfied with their employment stated they would like to change their current employment situation. The reasons cited are the temporary nature of employment (34.9 per cent), the intention to use one's own qualifications and skills in a better way (21.4 per cent), the intention to work in better conditions (19.6 per cent) and the desire to earn more (14.8 per cent). Nevertheless, only 30.1 per cent of respondents attempted to find another job and 55.8 per cent sought an extra job.

Youth who are not in school but who intend to work in the future comprise quite a significant subgroup of young people in transition (37.3 per cent). An overwhelming majority of respondents in transition who were inactive non-students who intend to work in the future (81.2 per cent) expressed no intention of working in the prior week. The main reasons given for not intending to work in that period were pregnancy and childcare (64.2 per cent) and personal reasons (18.8 per cent).

4.2.3 Youth who have not yet started the transition

Young people not yet in transition are young people still in school or inactive with no intention of working. Table 4.4 shows the distribution of young people in this category by sex, age group and area of residence. The prevalence of young women is clear in the subgroup of inactive non-student with no intention of working in the future, amounting to 82.0 per cent of the total. A much more equal distribution of young men and women appears among those who are currently in school. As youth age, they move from the in-school category to inactivity. Finally, youth in rural areas or in non-provincial capitals have a slightly higher tendency to be inactive non-students than students.

Table 4.4 Youth who have not yet started the transition by sex, age group and area of residence (%)

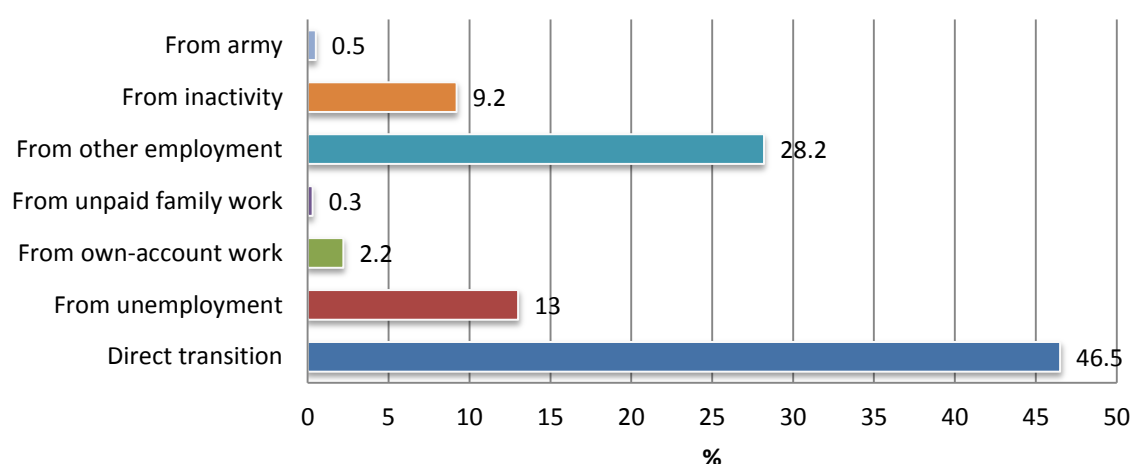
Characteristic	Inactive non-student with no intention of working	Young persons in school	Total
Sex			
Female	82.0	49.0	35.5
Male	18.0	51.0	33.1
Age group			
15–19	5.0	64.0	77.7
20–24	27.6	32.1	30.7
25–29	67.4	3.9	6.6
Area of residence			
Regional centre	23.3	35.1	35.1
Other city	42.6	34.9	32.9
Village or rural areas	34.2	30.0	34.2

Source: SWTS-Ukraine, 2013.

4.3 Transition paths and length

Another means of examining the transition is through flows and identifying the labour market category held by young people prior to transiting to stable and/or satisfactory employment. In Ukraine, a large share of the transited youth surveyed moved directly to their current position (46.5 per cent) (figure 4.4). This means they had no intermediate spell before entering their current job, which is classified as stable in contract terms or as satisfactory self- or temporary employment. Smaller shares of youth transited from an alternative status: 28.2 per cent from other employment, 13.0 per cent from unemployment, 9.2 per cent from inactivity, 2.2 per cent from non-satisfactory own-account work, 0.5 per cent from the army and 0.3 per cent from unpaid family work.

Figure 4.4 Flows to stable and/or satisfactory employment of youth who completed the transition



Source: SWTS-Ukraine, 2013.

Note: The chart excludes the category of young people for whom it was not possible to calculate the transition path due to an error in the data entry. The share of “unknowns” is unfortunately as high as 20 per cent. “Other employment” includes non-satisfactory temporary employment for those who transited to stable employment or satisfactory self- or temporary employment, and self-employment as employer or wage and salaried worker for those who transited to satisfactory self- or temporary employment.

One conclusion based on figure 4.4 could be that “shopping around” among labour market experiences is not the norm among youth in Ukraine. Table 4.5 presents additional transition path indicators, offering a more detailed picture of how youth arrived at the transited stage. Excluding youth who transited directly to stable and/or satisfactory employment (the 46.5 per cent shown in figure 4.4), the transition path involved on average 1.7 intermediate labour market activities – whether unemployment or employment spells, or inactivity – prior to completing the labour market transition. Ukrainian youth who did not move directly to stable and/or satisfactory employment took on average 34.4 months in the labour market before attaining transited status, or almost three years. The transition path took 1 year longer for young women than young men (41.1 months compared to 29.5 months, respectively).

The typical Ukrainian youth experienced “only” one spell in unemployment in their transition path; that spell averaged less than 1 year (11.1 months). The average young transited female spent slightly longer in unemployment than the young male (11.8 months compared to 10.8 months, respectively). The unemployment spell was probably combined with either temporary employment or self-employment since the overall number of intermediate activities within the transition was 1.7.

Table 4.5 Indicators on the path of transition for youth who completed their labour market transition

Indicator	Total	Male	Female
Average length of transition, including direct transits	11.8 months	10.2 months	14.0 months
Average length of transition, excluding direct transits	34.4 months	29.5 months	41.1 months
Average length of transition to stable employment	11.9 months	10.3 months	14.0 months
Average length of transition to satisfactory self- or temporary employment	12.0 months	10.1 months	15.5 months
Average number of intermediate activities	1.7	1.7	1.7
Average number of unemployment spells	1.2	1.2	1.1
Average length of unemployment spells	11.1 months	10.8 months	11.8 months
Average number of temporary employment spells	*	*	*
Average length of temporary employment spells	*	*	*
Average number of self-employment spells	1.1	1.1	*
Average length of self-employment spells	26.4 months	25.0 months	*

*Insignificant response rate.

Source: SWTS-Ukraine, 2013.

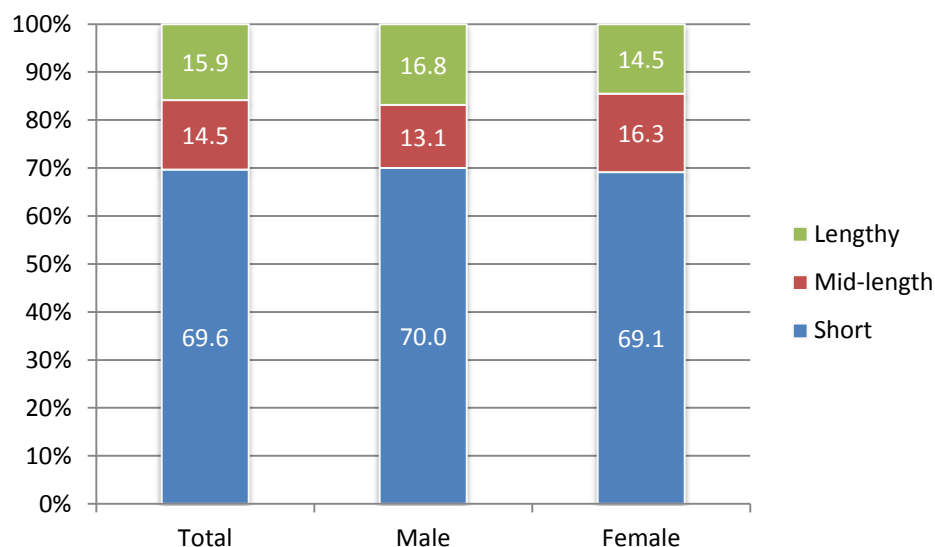
The ILO has also developed a classification system for the length of transition period of youth who have completed the transition.¹⁶ In Ukraine, because of the dominant share of youth who attained stable and/or satisfactory employment as their first labour market experience (direct transits), a majority of transitions are classified as “short” (69.6 per cent). The transition was classified as mid-length for 14.5 per cent of transited youth and lengthy for 15.9 per cent (figure 4.5). The difference between the sexes is negligible.

Unfortunately, the youth who remain in transition are likely to find themselves in that category for an extremely long time. The data show that the youth remaining in transition have already spent on average nearly 5 years (55.6 months) within the category (they have been unemployed, in non-satisfactory self- or temporary employment, or an inactive non-student with plans to work, or any combination of the three categories). The length of time already spent in transition is only slightly longer for young women than for young men

¹⁶ A **short transition** is classified as one in which, before obtaining the current satisfactory/stable job, the young person underwent: (1) a direct transition; or (2) a spell (or cumulative spells) of stable or satisfactory employment with no spell of unemployment or inactivity; or (3) a spell (or cumulative spells) of employment of less than or equal to 1 year with no spell of unemployment or inactivity where the job(s) held is(are) classified as non-satisfactory self- or temporary employment; or (4) a spell of unemployment with or without spells of employment or inactivity of less than or equal to 3 months; or (5) a spell of inactivity of less than or equal to 1 year. A **mid-length transition** is classified as one in which, before obtaining the current satisfactory/stable job, the young person underwent: (1) a spell (or cumulative spells) of non-satisfactory self- or temporary employment of between 1 and 2 years with no spell of unemployment or inactivity; or (2) a spell of unemployment with or without spells of employment or inactivity of between 3 months and 1 year; or (3) a spell of inactivity longer than 1 year. A **lengthy transition** is classified as one in which, before obtaining the current satisfactory/stable job, the young person underwent: (1) a spell (or cumulative spells) of non-satisfactory self- or temporary employment of 2 years or over with no spell of unemployment or inactivity; or (2) a spell of unemployment with or without spells of employment or inactivity of 1 year or over.

(56.3 months and 54.5 months, respectively). In fact, given the length of time young people remain in transition, it seems safe to conclude that many of these youth are unlikely to complete the transition to stable and/or satisfactory work before they reach adulthood (or the age of 30, the upper limit of the definition of youth).¹⁷

Figure 4.5 Length of transition of youth who completed the transition by sex



Source: SWTS-Ukraine, 2013.

5. Conclusions and policy implications

5.1 Youth policy in Ukraine: Problems in the labour market, current situation and perspectives for improvement

Youth is the most vulnerable category of the population in Ukraine's labour market. Young people's transition from school to the labour market encompasses several important stages in life including periods of character development, searching for life goals, understanding abstract knowledge gained at school and in educational institutions, building social communication skills and experience, and attempting to build a family. With this background and due to the inefficiency of vocational guidance and educational and vocational training, significant challenges remain to creating productive employment for young people. Other difficulties include the mismatch between the knowledge gained through education/training and employers' requirements, problems related to the quality of available work and the narrow prospects for entrepreneurship, limited possibilities for internships at enterprises, and the consequences of the lack of work experience and accumulated social capital.

¹⁷ The authors have considered the bias that the age of the young respondent can bring to the interpretation of length of transition for those young people still in transition. An "older" youth, aged 29, for example, could have many more years in the labour market than a 15-year-old. This effort is partly balanced by the older young people who stay in education and therefore postpone their entry into the labour market. Rather than attempt a system of weighting by age of the respondent, the authors have presented the average duration without adjustments. Readers are encouraged, however, to look for future disaggregation of such data by specific youth cohorts: 15–19, 20–24 and 25–29.

The school-to-work transition survey determined the exogenous and endogenous factors that complicate and prolong a young person's transition from studies to a decent job. Representativeness and the survey findings' adequate reliability as well as the use of recognized data processing methods and tools ensure the SWTS results provide high-quality information on the challenges youth face. Such analyses can help identify the strong and weak points of the current state policies that aim to integrate youth into the economic and social fabric of society.

The results of the SWTS in Ukraine find that the main challenge is the weak connection between the labour market and the education system. This is a result of insufficient activity and the limited effectiveness of relevant institutions, inconsistent and unfocused national policies, the slow pace of development and innovation in the educational environment, and limited opportunities for young people's effective social engagement in the country's social and economic activity.

Findings from the labour force survey show that the rate of unemployment is higher for youth than for other age groups. Of serious concern is the fact that young people aged 20-24 who could not find a job after graduating from an educational institution comprise the largest group of unemployed. It is also quite worrisome that more than one in four unemployed youth (28.3 per cent) have been looking for work for over 1 year. The longer the unemployment spell, the more likely prospective employers are to negatively perceive the concerned young jobseeker whom they start to see as unemployable.

The survey revealed that youth rely on "third parties" to help resolve their own problems. Yet still more than one-half of sampled youth said the State must undertake active and efficient steps to create favourable conditions for youth employment. Standing out against this background is the fact that four-fifths of unemployed youth do not apply for assistance from the State Employment Service and the rate of young people who wish to become self-employed is very low.

The survey identified the strong importance youth place on gaining higher education. The results show that youth with higher levels of education do have a lower chance of being unemployed, but obtaining a higher degree does not guarantee achieving a secure job that matches the young person's qualifications and expectations. The overeducation of young workers – whereby youth accept jobs that are beneath their level of qualification – is a growing concern in the country, one that currently impacts nearly one-third (30.9 per cent) of young employed people. This produces a loss of faith in the value of the education system, restricts professional development, devalues investment in education, brings down the status of higher education itself and allows employers to abuse the qualification of young employees.

The survey also revealed that the share of youth unwilling to study at vocational schools is significant. The reason for their unwillingness to engage in this type of training is that higher education has greater social prestige. Interestingly, the SWTS data indicate higher wages are available to vocational training graduates (secondary level) than to higher-education graduates. Still, youth feel that the likelihood of obtaining an attractive job is superior for those who have higher education. Thus, the focus of youth on higher education (regardless of selected life strategy) is a result of the inconsistent development of the education system and labour market, an inadequate prediction of manpower needs and, overall, employers' irresponsible attitude towards the use of labour potential.

Poor job hunting skills, no work experience and rather high expectations on the part of graduates related to hiring conditions and remuneration are stated by youth as key barriers to obtaining a decent job. The survey showed that finding a stable and assured occupation is more difficult for youth from less wealthy households and the opportunities for education are narrower for poorer households. At the same time, the well-being of a

household increases the likelihood of economic inactivity, as all conditions are created to live well without a job.

Box 3. Linking survey results to policy-making

The Ministry of Social Policy of Ukraine played an active role in the design of certain questions within the SWTS questionnaire, working with the survey implementation team to ensure that data could be gathered to answer specific national challenges in implementing Ukraine's law "On employment of the population". Specifically, employment legislature dictates that graduates of higher education or those with vocational educational qualifications have the right to undertake internships at enterprises under a State-supported internship programme. The intervention will only succeed, of course, if young people are willing to take up this new opportunity. The SWTS found that slightly more than one-half (54.1 per cent) of youth were willing to take an unpaid internship. For the 45.9 per cent of youth who were not willing, the principal reason given (by 60.5 per cent of respondents) was that they would expect to be paid for their work. Another 20.9 per cent of youth were not interested in an unpaid internship because they indicated internships do not lead to future stable jobs. The government might wish to consider subsidizing internships so more could entail payment.

Likewise, the Ministry wanted information on whether young people would be willing to take up initiatives embedded in the law aimed at preventing the strong tendency towards rural to urban migration. Questions were therefore inserted to determine which incentives would work to keep young people in their areas of origin. Unfortunately, a large share (43.8 per cent) of young workers said they would like to move to a larger urban area to find work. Another 17.6 per cent said they would like to move to another country. Reasons included a lack of good jobs in their current area of residence (30.9 per cent), insufficient pay to live independently in the current area of residence (34.6 per cent), a better social life in bigger towns (43.3 per cent) and the desire to follow friends who had left (9.2 per cent). There is, however, some hope that youth would be willing to stay in rural areas if given the right incentive. Just under two-thirds (62.6 per cent) said they would stay if given monetary incentive, 14.6 per cent indicated they would stay if provided partial housing subsidies and 6.5 per cent stated they would stay if given an "other" incentive. Only 16.3 per cent were averse to staying in their current area of residence even with an incentive to stay put.

The Ministry also requested that a question aimed at students in higher education be added to determine why they had not chosen vocational training. The question was: "You chose to pursue a higher education programme rather than a vocational programme. If someone that you trust had told you that you would have a better chance of finding a stable job at a higher wage if you pursued a vocational career, would you have reconsidered going through the vocational educational system?" The results, mentioned in section 3.3, imply a good deal of effort on the part of the State is required to convince more youth to engage in vocational training.

The low social protection of youth remains a serious problem. It is connected with wide-scale employment in the informal economy. The survey revealed that a significant share of young people are not satisfied with their job due to its instability. The situation in the rural labour market is rather precarious. The share of youth working full time – 40 hours a week as established by legislation – is very small compared to other age groups. The share of youth working over 40 hours a week and the share working less than 40 hours a week are ten times as high as the corresponding portions in the country's employed population.

Regarding gender inequality, segregation in the labour market is clear in terms of sectors, occupations and the return to employment. Young men earn considerably higher salaries than young women and the uneven distribution of paid and unpaid (household) work is reflected in higher female inactivity. A serious gap exists also in the coverage of unemployment allowance, a result of the lack of disposition of men to register with employment centres.

Despite all the challenges, the youth in Ukraine remain quite optimistic. The majority of discouraged youth surveyed stated that their self-esteem was not affected by the inability to find a job and that they are optimistic about future employment. The creation of more favourable conditions for youth to transit from school to work will also improve their standing in the labour market.

Overall, the results of the SWTS in Ukraine revealed serious problems regarding youth's labour market prospects. To properly assess solutions to these problems, it seems

clear that not only the State but also households and social partners are responsible for young people's successful transition from school to work. This approach applies not only to the inefficiency of state policy but to other parties' low levels of involvement. The establishment of an enabling environment for the successful implementation of employment and labour market interventions for young people requires bipartite and tripartite cooperation. The State, employers' organizations and trade unions have a role to play by fulfilling their own specific mandates and by concerted and joint efforts to promote decent work for youth in the country. Correspondingly, the improvement of state policy on youth education and employment requires powerful efforts from all the concerned partners of society who believe that increasing youth competitiveness in the labour market, providing youth with proper education, helping youth gain social and professional experience and promoting the economic and civil inclusion of youth into social life are worthy human development targets in Ukraine.

5.2 Youth policy: Current laws and regulations

Political bodies and state institutions play a major role in the implementation of Ukraine's youth policy. In particular, the Ministry of Youth and Sports of Ukraine is the main authority responsible for implementing the national youth policy in the country. The main tasks of the Ministry are to ensure the development and implementation of the national youth policy in the area of culture and sports, coordinate central and local affiliates, support and develop volunteer activities, and ensure the coordinated work of youth employment centres.

The Ministry of Social Policy also plays an important role in the development and implementation of the youth policy in Ukraine. Although the Ministry's activities aim to support the employment of all citizens, the development of special focus programmes for the social groups whose representatives are unable to compete equally in the labour market and require social assistance is one of its important institutional targets. The State Employment Service of Ukraine and State Social Service for Family, Children and Youth, which coordinate the employment of specific categories of youth as established by corresponding employment legislation, are subordinate to the Ministry.

According to its tasks and within its competence, the State Employment Service helps Ukrainian youth choose decent occupations. It ensures the implementation of Ukraine's law "On employment of the population" adopted on 1 January 2013 and establishes additional employment guarantees for young people. More specifically, one of the State Employment Service's important tasks is to support student internships in vocational schools and institutions of higher education. Receiving companies/employers conclude a labour contract with young interns for a fixed date of up to 6 months, entering this time period, as dictated by the law, into the official registers as proof of specific work experience.

According to Ukraine's law "On social work with children and youth", the Ministry of Youth and Sports and the Ministry of Social Policy of Ukraine ensure the operation of Social Service Centres for Families, Children and Youth, which focus on employment for some categories of young people. These centres aim to deliver social assistance services to families, children and youth, to raise youth's awareness of employment opportunities and to assist young people in getting good jobs.

Of the laws and regulations that govern the education and employment of youth in Ukraine and form the basis of state policy on youth, it is worth emphasizing the declaration of "general principles of state youth policy in Ukraine" (adopted on 15 December 1992) that defines the main objectives of the policy, its tasks and implementation mechanisms. Ukraine's law "On the social development of youth" passed in 1993 defines the key areas

of implementation of the state youth policy, the competencies of local authorities responsible for its implementation, financing and other aspects.

Operating youth employment centres is a central feature of the National Youth Policy Development Strategy to 2020. According to the Cabinet of Ministers' Decree "On framework regulation on youth employment centres" (with changes) of 24 January 2001, youth employment centres are established by regional authorities and local governments and are attached to relevant units responsible for the implementation of the state youth policy.

Youth employment centres help young people find employment by offering career advisory services, fostering the development of youth initiatives, providing retraining and in-service training for youth, ensuring young people's engagement in labour when not in education, fostering the engagement of young people in entrepreneurial activities, and facilitating the establishment of enterprises by young people by offering legal and other advisory services. Nevertheless, achievements to date in the spread of youth employment centres are far from abundant or successful.

Volunteer work camps for youth are an efficient form of youth engagement for youth organizations and civil society organizations. Young people volunteer to work during their free time. The work camps aim to develop personal talents, professional skills and creativity. During 2000–12, over 2 million young people volunteered their work in these camps. They mainly work in agriculture, construction and in the services industry.

Despite numerous legislative initiatives and the adoption of laws and regulations on the employment of youth, the implementation of the state policy has not been effective enough. This is due to limited financial resources allocated to the implementation of laws and target programmes by the State, and social partners' unsatisfactory execution of legislative initiatives.

In particular, suspension of Ukraine's law "On granting first job to young graduates who have higher or vocational education, with provision of subsidy to the employer" adopted in 2004, starting from the following year, resulted from the lack of budget financing to execute this law. Overall, this confirms that the Government of Ukraine is not yet efficient enough in the development of actions to implement the state youth employment policy.

Presently in Ukraine, youth policy implementation efforts are coordinated under the framework of the "Youth of Ukraine" State Target Social Programme for the period 2009–15. The programme outlines the staged implementation of the system of legal and socio-economic conditions for the successful socialization and self-development of youth, and ensures support for and the development of youth's civic participation, the realization of their intellectual, physical and creative potential, and the solving of their problems.

Civil society organizations are gradually increasing their involvement in the implementation of the youth policy. Beginning in 2013, the Ministry of Justice of Ukraine registered 232 youth organizations and 19 associations of youth organizations. The Cabinet of Ministers' Decree "On the competition for identification of programmes (projects, actions), which were developed by civil society organizations and for implementation (execution) of which financial assistance is allocated" offers support for the implementation of youth organization projects.

The programme to promote employment and stimulate the creation of new jobs was adopted by the Government of Ukraine in 2012 and covers the period to 2017. One of this programme's priorities is to promote employment and reduce the unemployment rate. Key tasks include increasing rural employment; improving career-guidance assistance to youth; boosting youth's motivation to increase productivity; developing high-quality higher

education and vocational training systems; and stimulating employers' interest in hiring youth for their first job according to the profession (speciality) of the young employees.

Having youth participate in public management is another important focus of the current youth policy in Ukraine. The creation of youth advisory groups (in particular, the Youth Council under the Government of Ukraine) is an example of this engagement. The Youth Council's main task is to ensure the active participation of young people in monitoring management decisions, evaluating youth problems, developing draft laws and regulations, and making decision to resolve their problems.

The Presidential Decree approving the "Strategy of development of state youth policy until 2020", dated 27 September 2013, is the most recent document that focuses on increasing the effectiveness of the youth policy in Ukraine. The strategy outlines the main direction of legislative activities in the area of youth policy in the mid-term. Its objective is to join the efforts of all players responsible for resolving the current problems of youth.

Education is an integral part of youth policy. In Ukraine, general secondary education lasts 11 years at an educational institution or 9 years followed by several years of vocational training at a vocational school. In addition, many secondary schools offer the opportunity to take a profession-oriented technical course that teaches the professional skills of the "qualified worker".

Young people who complete general secondary education are entitled to enter institutions of higher education/colleges. After completing the I-II levels of accreditation, young people receive the qualification of "junior specialist". Young people receive a bachelor's degree (4 years of studies) and a master's degree (6–6.5 years of studies) from institutes, universities and academies at the III-IV levels of accreditation.

The Ukrainian system of higher education participates in the Bologna Process, implemented to ensure high standards and quality in educational qualifications at the tertiary level. Consequently, young people receive higher education based on the qualifications required for a junior specialist, a bachelor's degree, a specialist and a master's degree.

The development of a new system of cooperation between employers and educational institutions is in view. After Ukraine gained independence and started building its market economy, the country refused the administrative mechanisms according to which jobs were coordinated with education and the professional training of manpower. However, the implementation of reforms in Ukraine showed that effective cooperation between the State, employers, educational institutions and households is the main means to harmonize the education and labour markets. In following this principle, Ukraine undertakes the establishment of a system of qualification.

The Government of Ukraine issued a Decree on the "National Qualifications Framework". The development of an evaluation system for the quality of qualifications and the performance of educational institutions, professional and qualification descriptions, and the introduction of sector-specific professional and educational standards are under way.

Thus during independence, Ukraine envisioned a well built and structured implementation mechanism for its youth policy that covers:

- the development of laws and regulations in support of youth policy;
- the creation of an institutional environment at all political levels to solve the problems of young people;

- the development and introduction of youth employment procedures;
- the creation of social services for youth; support for the activities of youth associations;
- the development and implementation of targeted multifaceted youth programmes;
- secured funding for the state youth policy and material and financial resources from enterprises, organizations and citizens' associations interested in working with youth, as well as support for special youth foundations.

However, despite the wide range of steps taken to reform and implement an effective youth policy in Ukraine, problems are still accumulating, negatively impacting youth's self-development and the realization of professional opportunities during their transition from school to work.

5.3 Youth policy: Paths to improvement

On the improvement of youth policy in Ukraine, the priorities and principles governing youth employment in the labour market, put forth in the "EU Strategy for Youth – Investing and Empowering: A renewed open method of coordination to address youth challenges and opportunities" published by the EU Commission of the European Communities, are worth taking into consideration. Specifically, the EU strategy prioritizes the need to expand education and employment opportunities for youth; provide youth with better access to and participation in social life; and support mutual solidarity between society and youth. Ukrainian academics and politicians agree that fulfilling these tasks will help students gain skills and competences necessary to enhance their competitive abilities in the labour market, ensure decent jobs and social assistance for youth, and develop individuals who are active in civil society.

Therefore, the further development of youth policies in Ukraine that seek to improve the transition from school to work will envisage improving the performance of educational institutions through the coordinated efforts of employers and educational institutions. These efforts will target the organization of internships for students and the conclusion of contracts with potential employers to secure first jobs for graduates. As the state youth policy development strategy states, jointly developing training and internship programmes and in-service training programmes, and making employers participate in curricula development, are important features of cooperation between employers and educational institutions.

Improving the effectiveness of job hunting endeavours and reducing non-productive, wasted youth potential can be attained by improving career-advice and guidance, information dissemination and public outreach. Society will understand the importance not only of the strategic character of education and acquiring a decent first job for intergenerational prosperity, but of the development of active and responsible young people who are oriented towards the development of competencies based on substantial knowledge in a specific area. This will deliver self-development opportunities and enhance the flexibility of young people in the labour market.

Harmonizing the education system with labour market requirements entails:

- developing and approving key elements of the national system of qualifications;
- developing stable mechanisms that stimulate employers to participate in the development of professional standards for all types of professional activity;

- introducing regular and independent monitoring of the quality of education and young specialists' employment results;
- simplifying the procedure governing the introduction of current economic needs-based changes to curricula and training programmes; modernizing the mechanisms to transit from one education level to another within the system of professional training;
- improving the funding of educational institutions and the mechanisms governing the establishment of a wage fund to remunerate teachers and the promotion of training funds;
- improving the methodology of mid-term projections for specialists and workers in the labour market to prepare the direction of professional training.

Youth employment centres can prompt young people to more actively look for a job. They can offer assistance and develop young people's employment skills not only when a young person is unemployed but when they are still studying or already in a job. Youth centres can serve as a base for start-ups initiated by business and training centres. They can host professional clubs that help young people develop the skills needed to protect their labour rights.

The competitiveness of youth in the labour market can also be enhanced through internships at enterprises, where during their free time from studying young people have the opportunity to enhance their professional skills, in accordance with their education and the conditions stipulated in the internship agreement. The objective of internships is to gain experience while performing professional tasks and assuming responsibilities, develop necessary skills, learn about and try new technologies and equipment, and gain additional competencies. The development and introduction of protection procedures for interns, including information on the termination of contracts between employers and students, may help prevent the unpaid use of this young manpower. Promoting volunteer work also helps gain work experience. The experience at Ukrainian youth work camps shows they help students gain initial professional experience and help them decide on their future profession.

Employers can be encouraged to offer first jobs to young people (completing their transition). Employers can also request compensation for actual payroll expenses through the reimbursement by the Employment Service of their monthly contribution to mandatory state social insurance for each young person they hire. Such compensation, according to Ukraine's law "On employment of the population", is paid from the State Insurance Fund against Unemployment. Tax incentives and serve as a tool to encourage youth employment.

The following measures will help develop youth entrepreneurship:

- providing information to young people who want to start a business by holding annual national business plan contests; training young people in the basics of entrepreneurship at special workshops and training sessions; providing methodological guidance and advice on initiating business operations;
- creating incentives for business start-ups by allocating additional financing from the State Insurance Fund against Unemployment for young start-ups; supporting the development of microfinancing and business services;
- supporting the self-development of youth by offering state support to talented young people, material assistance in the form of one-time bonuses or special

scholarships, annual grants for scientific research and innovations, and advantages for university entrants.

Determining the design of professional training programmes in order to stay ahead of changing demands of the labour market is only possible when comprehensive labour market information exists: In this regard; the state should continue to support the regular statistical programme of the country, including regular enterprise surveys that gather important information on the human resource requirements of employers. To minimize labour migration from rural to urban areas, state support should be provided to working rural youth in the form of secured accommodation for a specific period of employment and one-time targeted assistance totalling ten minimum salaries to be allocated from the national budget of Ukraine.

The SWTS found that a significant portion of young people work in the informal sector of the economy, where they are not guaranteed proper social assistance. As most of these young people work in the private sector and at micro-enterprises, action must be taken to strengthen state monitoring of job registrations and employees at workplaces.

Attention should also be paid to legislative regulations on social assistance to young people who have non-standard forms of employment. Some youth work part time to gain work experience while studying, and some combine employment and family responsibilities.

Expanding opportunities for women in the labour market requires:

- supporting the implementation of the employment-related provisions of Ukraine's law "On equal rights of men and women" as well as key conventions of the MOP ratified by Ukraine, and the right of people to protection from discrimination in employment, as stated in article 11 of Ukraine's law "On employment of the population";
- overcoming stereotypes on the role of women in society and expanding working opportunities for women by overcoming gender inequality in professional education and employment, broadening opportunities for non-traditional occupations for women, and ensuring flexible working hours for young women;
- creating a multi-branch childcare system; reforming the system of social assistance for childcare and other social benefits for young women; supporting the expansion of a network of pre-school institutions.

Recommended actions in the area of social assistance for youth include:

- offering preferential housing loans or the partial reimbursement of housing costs from the Youth Housing Construction Fund;
- promoting a healthy way of living and creating specialized youth medical centres that would provide medical and psychological assistance to youth regarding health matters;
- ensuring opportunities for young people's physical development through free access to sport and fitness centres and groups.

Ensuring the equal rights of youth necessitates:

- offering youth an opportunity to participate in the political and social life of the country, and encouraging the creation by youth of non-governmental organizations, student movements, political parties and other entities;
- ensuring equal opportunities in access to education, medical services and other social and political areas regardless of young people's residence, well-being, sex, health or religion.

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Annex I. Definitions of labour market statistics

1. The following units are defined according to the standards of the International Conference of Labour Statisticians:
 - a. The **employed** include all persons of 15 years of age or more who during a week of reference:
 - worked for wage or profit (in cash or in kind) for at least one hour;
 - were temporarily absent from work (because of illness, leave, studies, a break of the activity of the firm, etc.), but had a formal attachment to their job;
 - performed some work without pay for family gain.
 - b. The **unemployed** (strictly defined) include all persons of 15 years of age or more who meet the following three conditions during the week of reference:
 - They did not work (according to the abovementioned definition);
 - They were actively searching for a job or took concrete action to start their own business;
 - They were available to start work within the two weeks following the reference week.
 - c. Persons neither included in the employed nor in the unemployed are classified as **not in the labour force (also known as inactive)**.
2. The International Classification of Status in Employment (ICSE) categorizes the employed population on the basis of their explicit or implicit contract of employment, as follows:
 - a. **Employees** (also wage and salaried workers) are those who hold the type of jobs defined as “paid employment jobs”, where the incumbents hold explicit (written or oral) or implicit employment contracts that give them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work.
 - b. **Employers** are those who, working on their own account or with one or a few partners, hold the type of jobs defined as “self-employment jobs” (i.e. jobs where the remuneration is directly dependent upon the profits derived from the goods and services produced) and, in this capacity, have engaged, on a continuous basis, one or more persons to work for them as employee(s).
 - c. **Own-account workers** are those who, working on their own account or with one or more partners, hold the type of jobs defined as “self-employment jobs” and have not engaged, on a continuous basis, any employees to work for them.
 - d. **Contributing (unpaid) family workers** are those who hold “self-employment jobs” as own-account workers in a market-oriented establishment operated by a related person living in the same household.
3. The employed are also classified by their main occupation, in accordance with the International Standard Classification of Occupations (ISCO-08).
4. A **household** is every family or other community of persons living together and jointly spending their income to satisfy the basic necessities of life. The concept of household includes members present in the place where the household resides, as well as individuals who are temporarily absent and living elsewhere, including abroad, for business, education or other, as long as their residence in the foreign country does not exceed 1 year. A person living alone can also qualify as a household (“single household”) if s/he does not already

belong to another unit. The single household can reside in a separate or shared apartment, considered as an independent unit as long as the household's income is not shared with other residents. Collective households, such as prisons and institutions, and their members are not observed in the LFS.

5. The **reporting period**, to which the questions for the economic activity are related, is the week before the week of interview (52 reporting weeks throughout the year).
6. The following units are also defined within the SWTS analysis but are outside the scope of those defined within the international framework of labour market statistics mentioned in item 1 above:
 - a. **Relaxed unemployment** – a person without work and available to work (relaxing the jobseeking criteria of item 1b above).
 - b. **Labour underutilization rate** – the sum of shares of youth in irregular employment, unemployed (relaxed definition) and youth neither in the labour force nor in education/training (inactive non-students) as a percentage of the youth population.
 - c. **Regular employment** – the sum of employees with a contract (oral or written) of 12 months or more in duration and employers; the indicators are therefore a mix of information on status in employment and contract situations.
 - d. **Satisfactory employment** – based on self-assessment of the jobholder; implies a job that the respondent considers to “fit” to their desired employment path at that moment in time.
 - e. **Stable employment** – employees with a contract (oral or written) of 12 months or more in duration.
 - f. **Temporary employment** – employees with a contract (oral or written) of less than 12 months in duration

Annex II. Additional statistical tables

Table A.1 Population aged 15–70 by sex and area of residence, 2004–11

		Total	Female	Male	Urban areas	Rural areas
2004	Number ('000)	35 825.3	18 929.0	16 896.4	24 878.1	10 947.2
	(% of total population)	75.5	74.2	77.1	78.0	70.4
2007	Number ('000)	35 634.3	18 886.3	16 748.0	24 914.5	10 719.8
	(% of total population)	76.7	75.5	78.1	79.0	71.7
2008	Number ('000)	35 368.5	18 730.6	16 637.9	24 767.5	10 601.0
	(% of total population)	76.6	75.2	78.1	78.8	71.7
2009	Number ('000)	34 973.3	18 514.5	16 458.8	24 520.7	10 452.6
	(% of total population)	76.1	74.7	77.7	78.3	71.4
2010	Number ('000)	34 627.1	18 306.2	16 321.0	24 297.2	10 329.9
	(% of total population)	75.6	74.2	77.3	77.7	71.2
2011	Number ('000)	34 322.4	18 118.2	16 204.2	24 083.5	10 239.0
	(% of total population)	75.3	73.8	77.0	77.2	71.0

Source: Labour Force Survey, State Statistics Service of Ukraine.

Table A.2 Employed, unemployed and economically inactive population aged 15–70 by sex and area of residence, 2004–11 ('000 people)

Characteristic	2004	2005	2006	2007	2008	2009	2010	2011
Employed	20 295.7	20 680.0	20 730.4	20 904.8	20 972.3	20 191.5	20 561.3	20 324.2
Female	10 007.0	10 075.5	10 054.8	10 139.9	10 122.6	9 974.3	10 071.5	9 881.3
Male	10 288.7	10 604.5	10 675.6	10 764.8	10 849.8	10 217.1	10 489.8	10 442.9
Urban areas	14 158.5	14 093.9	14 182.1	14 309.8	14 416.8	13 684.8	13 834.4	13 873.9
Rural areas	6 137.2	6 586.1	6 548.4	6 595.0	6 555.5	6 506.7	6 727.0	6 450.3
Unemployed	1 906.7	1 600.8	1 515.0	1 417.6	1 425.1	1 958.8	1 490.2	1 732.7
Female	905.1	738.3	710.9	646.9	656.2	786.8	623.2	725.7
Male	1 001.6	862.5	804.1	770.7	768.9	1 172.0	867.1	1 007.0
Urban areas	1 346.0	1 199.9	1 113.5	1 038.2	1 027.5	1 456.8	1 249.5	1 211.1
Rural areas	560.7	400.9	401.5	379.4	397.7	502.1	240.7	521.6
Inactivel	13 622.9	13 559.7	13 542.1	13 312.0	12 971.1	12 823.0	1 2575.5	12 265.6
Female	8 016.9	8 147.5	8 198.5	8 099.4	7 951.8	7 753.3	7 611.4	7 511.2
Male	5 606.0	5 412.3	5 343.6	5 212.5	5 019.2	5 069.7	4 964.1	4 754.4
Urban areas	9 373.6	9 651.8	9 674.9	9 566.6	9 323.3	9 379.1	9 213.4	8 998.5
Rural areas	4 249.4	3 908.0	3 867.2	3 745.4	3 647.8	3 443.9	3 362.1	3 267.1

Source: Labour Force Survey, State Statistics Service of Ukraine.

Table A.3 Education of population aged 15–70 by sex and area of residence, 2011

Characteristic	Total ('000)	%					
		Elementary education or no education	Basic general education	Completed secondary education	Incomplete higher education	Basic higher education	Completed higher education
Population aged 15–70	34 322.4	1.4	10.7	46.4	18.3	1.3	21.9
Female	18 118.2	1.4	10.4	41.5	21.9	1.4	23.3
Male	16 204.2	1.4	10.9	51.9	14.3	1.2	20.3
Urban areas	24 083.5	1.0	7.4	42.3	20.6	1.4	27.3
Rural areas	10 239.0	2.3	18.3	56.1	12.9	1.1	9.2
Employed total	20 324.2	0.3	6.4	44.8	20.4	0.9	27.1
Female	9 881.3	0.4	6.0	37.5	25.1	1.0	30.0
Male	10 442.9	0.3	6.8	51.7	16.0	0.8	24.4
Urban areas	13 873.9	0.1	3.1	38.7	22.8	0.9	34.4
Rural areas	6 450.3	0.8	13.6	57.9	15.3	1.0	11.4
Unemployed total	1 732.7	0.0	5.6	50.7	18.3	2.7	22.7
Female	725.7	0.0	4.3	42.4	24.1	3.2	26.0
Male	1 007.0	0.0	6.4	56.7	14.1	2.3	20.4
Urban areas	1 211.1	0.0	3.5	44.2	20.7	2.8	28.8
Rural areas	521.6	0.0	10.4	65.9	12.6	2.3	8.7
Inactive total	12 265.6	3.4	18.4	48.6	14.8	1.8	13.1
Female	7 511.2	2.9	16.8	46.8	17.5	1.8	14.3
Male	4 754.4	4.1	21.0	51.4	10.6	1.8	11.2
Urban areas	8 998.5	2.5	14.6	47.6	17.2	2.0	16.0
Rural areas	3 267.1	5.6	28.9	51.1	8.3	1.0	5.0

Source: Labour Force Survey, State Statistics Service of Ukraine.

Table A.4 Employed population aged 15–70 by sector, 2008 and 2011

Economic activity	2008				2011			
	Total	Female ('000)	Male	%	Total	Female ('000)	Male	%
Employed total	20 972.3	10 122.6	10 849.8	100.0	20 324.2	9 881.3	10 442.9	100.0
Agriculture, hunting & forestry, fishing, fishery	4 144.3	1 968.1	2 176.2	19.8	4 117.6	1 945.3	2 172.3	20.3
Industry	4 441.6	1 614.8	2 826.8	21.2	3 882.0	1 371.4	2 510.6	19.1
Construction	1 555.8	196.8	1 359.1	7.4	1 311.9	134.4	1 177.6	6.5
Trade; repair of motor vehicles, household appliances & personal demand items	3 319.5	1 880.0	1 439.5	15.8	3 404.3	1 913.2	1 491.1	16.7
Accommodation & restaurants	357.0	260.2	96.8	1.7	354.2	255.0	99.2	1.7
Transport & communications	1 395.0	410.2	984.8	6.7	1 390.7	409.9	980.8	6.8
Financial activities	327.6	226.8	100.9	1.6	347.1	213.4	133.6	1.7

Real estate activities, renting, engineering & business services	626.9	296.3	330.5	3.0	729.5	304.5	425.0	3.6
Public administration	1 046.0	490.0	556.0	5.0	1 065.8	503.3	562.5	5.2
Education	1 639.7	1 275.0	364.6	7.8	1 666.4	1 312.9	353.4	8.2
Health care & social work	1 282.9	1 029.8	253.1	6.1	1 362.9	1 099.7	263.2	6.7
Community & individual services; cultural & sporting activities	631.4	391.9	239.5	3.0	605.9	393.7	212.2	3.0
Other	204.7	82.7	122.0	1.0	85.9	24.4	61.5	0.4

Source: Labour Force Survey, State Statistics Service of Ukraine.

Table A.5 Employed population aged 15–70 by occupation, sex and area of residence, 2011

Occupation	Total (%)	Total ('000)		Female (%)		Male (%)	
		Urban areas	Rural areas	Urban areas	Rural areas	Urban areas	Rural areas
Total	100.0	13 873.9	6 450.3	48.6	48.6	51.4	51.4
Managers	7.9	1 400.6	209.6	39.6	43.8	60.4	56.2
Professionals	14.5	2 547.8	406.4	61.6	70.7	38.4	29.3
Technicians & associate professionals	11.2	1 806.1	462.7	64.2	68.9	35.8	31.1
Clerical support workers	3.1	519.8	116.6	84.7	86.5	15.3	13.5
Service & sales workers	15.0	2 402.7	655.9	67.4	67.7	32.6	32.3
Skilled agricultural, forestry & fishery workers	1.0	58.1	142.2	45.8	42.9	54.2	57.1
Craft & related trades workers	11.8	1 935.6	457.1	13.6	13.1	86.4	86.9
Plant & machine operators & assemblers	11.6	1 697.9	666.1	22.9	9.2	77.1	90.8
Elementary occupations	23.8	1 505.3	3 333.6	48.3	51.2	51.7	48.8

Source: Labour Force Survey, State Statistics Service of Ukraine.

Table A.6 Youth population by area of residence and age group

Area of residence		Age group			Total
		15–19	20–24	25–29	
Regional centre	Number	834 084	1 161 747	1 292 171	3 288 002
	%	31.8	33.4	35.2	33.6
Other city	Number	889 608	1 229 711	1 409 687	3 529 006
	%	33.9	35.4	38.4	36.1
Village or rural areas	Number	901 711	1 085 549	967 461	2 954 721
	%	34.3	31.2	26.4	30.2
Total	Number	2 607 133	3 477 007	3 669 319	9 771 729
	%	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.7 Type of accommodation of youth by age group, settlement type and sex

Type of accomodation		Age group			Sex		
		15–19	20–24	25–29	Total	Female	Male
Lives together in own house	Number	1 317 652	1 655 970	1 650 852	4 624 474	2 230 529	2 393 945
	%	50.5	48.1	45.3	47.7	47.0	48.3
Lives together in own apartment	Number	1 174 729	1 489 149	1 618 399	4 282 277	2 134 599	2 147 677
	%	45.1	43.3	44.4	44.2	45.0	43.4
Lives together in rented apartment	Number	68 677	223 339	306 219	598 235	293 216	305 018
	%	2.6	6.5	8.4	6.2	6.2	6.2
Lives together in hostel	Number	46 075	35 760	32 665	114 500	49 955	64 545
	%	1.8	1.0	0.9	1.2	1.1	1.3
Other	Number	0	37 808	36 055	73 863	33 104	40 759
	%	0.0	1.1	1.0	0.8	0.7	0.8
Total	Number	260 713	344 202	364 419	9 693 349	4 74 1403	4 951 944
	%	100	100	100	100	100	100

Type of accomodation		Type of settlement						
		Regional centre (incl. Kiev and Sevastopol cities)	Other city with population of 100–999 thousand	Other city with population of 50–99 thousand	Other city with population of 20–49 thousand	Small city with population of less than 20 thousand	Urban-type community	Village or rural areas
Lives together in own house	Number	700 968	136 304	245 065	231 632	233 425	494 255	2 582 826
	%	21.4	16.3	35.5	41.4	41.2	58.7	88.4
Lives together in own apartment	Number	2 163 994	630 557	379 558	277 026	262 559	286 066	282 516
	%	66.1	75.3	55.0	49.5	46.3	34.0	9.7
Lives together in rented apartment	Number	295 279	51 616	61 839	50 647	44 832	47 143	46 876
	%	9.0	6.2	9.0	9.1	7.9	5.6	1.6
Lives together in hostel	Number	68 391	15 901	3 754	0	17 652	1 895	6 908
	%	2.1	1.9	0.5	0.0	3.1	0.2	0.2
Other	Number	46 929	2 889	0	0	8 501	12 109	3 435
	%	1.4	0.3	0.0	0.0	1.5	1.4	0.1
Total	Number	3 275 561	837 267	690 216	559 305	566 969	841 468	2 922 561
	%	100	100	100	100	100	100	100

Source: SWTS-Ukraine, 2013.

Table A.8 Age of youth at first marriage by area of residence and sex

Area of residence	Sex	Age at first marriage						Total	
		15–19		20–24		25–29			
		Number	%	Number	%	Number	%	Number	%
Regional centre	Female	121 048	21.0	375 109	65.2	79 115	13.8	575 272	100.0
	Male	29 557	6.9	283 573	66.0	116 411	27.1	429 541	100.0
	Total	150 605	15.0	658 682	65.6	195 526	19.5	1 004 813	100.0
Other city	Female	197 661	26.6	494 321	66.6	50 310	6.8	742 292	100.0
	Male	22 566	4.4	363 391	71.2	124 425	24.4	510 382	100.0
	Total	220 227	17.6	857 712	68.5	174 735	13.9	1 252 674	100.0
Village or rural areas	Female	220 679	38.5	324 851	56.6	28 080	4.9	573 610	100.0
	Male	20 793	5.7	253 517	69.2	92 057	25.1	366 367	100.0
	Total	241 472	25.7	578 368	61.5	120 137	12.8	939 977	100.0

Source: SWTS-Ukraine, 2013.

Table A.9 Youth by health problems, sex, age group and area of residence

Characteristic		Without health problems		With some health problems		With health problems that do not allow to work		Total	
		Number	%	Number	%	Number	%	Number	%
Sex	Female	2 708 465	56.6	2 060 710	43.1	13 994	0.3	4 783 169	100.0
	Male	3 273 445	65.6	1 694 364	34.0	20 752	0.4	4 988 561	100.0
Age group	15–19	1 663 433	63.4	956 487	36.4	5 483	0.2	2 625 403	100.0
	20–24	2 159 038	62.1	1 314 320	37.8	3 650	0.1	3 477 008	100.0
	25–29	2 159 439	58.9	1 484 267	40.5	25 613	0.7	3 669 319	100.0
Area of residence	Regional centre	2 064 923	62.8	1 210 621	36.8	12 458	0.4	3 288 002	100.0
	Other city	2 156 434	61.1	1 361 016	38.6	11 556	0.3	3 529 006	100.0
	Village or rural areas	1 760 552	59.6	1 183 436	40.1	10 732	0.4	2 954 720	100.0
Total		5 981 909	61.2	3 755 073	38.4	34 746	0.4	9 771 728	100.0

Note: Youth without any health problems indicated no health issue by all 14 health indicators; those with some health problem indicated at least one health issue but could work; those with health problems that do not allow them to work indicated at least one health issue that does not allow them to work.

Source: SWTS-Ukraine, 2013.

Table A.10 Youth by level of household income, age group, sex and area of residence

Household income		Age group			Sex		Area of residence		
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural areas
Well off	No.	20 727	25 117	40 554	52 032	34 366	16 018	27 947	42 434
	%	0.8	0.7	1.1	1.1	0.7	0.5	0.8	1.4
Fairly well off	No.	120 463	161 359	158 364	196 552	243 635	210 661	125 077	104 449
	%	4.6	4.7	4.3	4.1	4.9	6.5	3.6	3.6
Around the national average	No.	1 213 036	1 590 781	1 644 114	2 125 212	2 322 720	1 630 879	1 635 011	1 182 042
	%	46.6	46.1	45.0	44.6	47.0	50.0	46.6	40.3
Not poor but below the national average	No.	1 045 616	1 430 201	1 490 124	2 004 146	1 961 796	1 248 439	1 408 865	1 308 638
	%	40.2	41.4	40.8	42.1	39.7	38.2	40.2	44.6
Poor	No.	201 011	246 929	318 226	382 415	383 751	158 575	309 249	298 343
	%	7.7	7.1	8.7	8.0	7.8	4.9	8.8	10.2
Total	No.	2 600 853	3 454 387	3 651 382	4 760 357	4 946 268	3 264 572	3 506 149	2 935 906
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.11 Youth by main source of income (multiple answers), age group, sex and area of residence

Main source of income		Age group			Sex		Area of residence		
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural areas
Salary &/or entrepreneur profit	No.	281 289	1 636 485	2 678 863	2 040 449	2 556 187	1 598 294	1 822 302	1 176 041
	%	10.7	47.1	73.0	42.7	51.2	48.6	51.6	39.8
Scholarship	No.	641 369	677 910	36 466	604 822	750 923	548 739	438 316	368 690
	%	24.4	19.5	1.0	12.6	15.1	16.7	12.4	12.5
Help of parents, wife, relatives	No.	2 039 793	1 672 614	1 338 899	2 794 924	2 256 383	1 619 827	1 757 622	1 673 858
	%	77.7	48.1	36.5	58.4	45.2	49.3	49.8	56.7
Profit from ownership, banking accounts, assets, other	No.	14 206	21 543	45 718	48 510	32 957	39 434	24 928	17 104
	%	0.5	0.6	1.2	1.0	0.7	1.2	0.7	0.6
Casual income	No.	196 536	472 965	474 030	391 524	752 006	358 703	433 005	351 822
	%	7.5	13.6	12.9	8.2	15.1	10.9	12.3	11.9
State social payments	No.	140 714	443 159	701 922	902 330	383 465	383 641	479 596	422 559
	%	5.4	12.7	19.1	18.9	7.7	11.7	13.6	14.3
Other	No.	4 929	7 774	0	10 112	2 591	7 138	2 448	3 117
	%	0.2	0.2	0.0	0.2	0.1	0.2	0.1	0.1

Source: SWTS-Ukraine, 2013.

Table A.12 Youth by level of completed education and economic activity status

Completed education		Economic activity status			Total
		Employed	Unemployed	Inactive	
Elementary + basic secondary (primary)	Number	16 804	35 156	40 452	92 412
	%	0.4	5.4	3.6	1.7
Secondary general	Number	351 951	135 041	278 055	765 047
	%	9.2	20.8	24.5	13.7
Secondary vocational	Number	242 199	62 508	75 562	380 269
	%	6.4	9.6	6.7	6.8
Post-secondary vocational	Number	817 586	143 043	224 999	1 185 628
	%	21.5	22.1	19.8	21.2
Higher education	Number	2 323 838	266 813	511 357	3 102 008
	%	61.0	41.1	45.1	55.5
Postgraduate	Number	56 460	5 961	3 450	65 871
	%	1.5	0.9	0.3	1.2
Total	Number	3 808 838	648 523	1 133 875	5 591 235
	%	100.0	100.0	100.0	100.0

Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

Table A.13 Youth who stopped education/training by reason and sex

Sex		Reason						Total
		Failed examinations	Not interested in education/training	To start working	To get married	Economic reasons (could not afford/too poor/needed to earn money to support family)	Other	
Female	Number	6 195	8 771	15 319	33 134	31 511	10 885	105 815
	%	5.9	8.3	14.5	31.3	29.8	10.3	100.0
Male	Number	17 413	27 561	35 432	3 951	25 604	7 764	117 725
	%	14.8	23.4	30.1	3.4	21.7	6.6	100.0
Total	Number	23 608	36 332	50 751	37 085	57 115	18 649	223 540
	%	10.6	16.3	22.7	16.6	25.6	8.3	100.0

Source: SWTS-Ukraine, 2013.

Table A.14 Employed youth by sector and sex, age group and area of residence

Sector		Total	Sex		Age group			Area of residence		
			Female	Male	15–19	20–24	25–29	Regional centre	Other city	Village or rural areas
Agriculture, hunting, forestry & fishing	Number	237 409	77 385	160 024	62 193	78 775	96 441	12 010	70 719	154 680
	%	5.4	4.2	6.4	26.0	5.1	3.7	0.8	4.2	13.0
Industry	Number	662 987	184 494	478 493	14 191	216 208	432 588	226 146	299 868	136 973
	%	15.2	9.9	19.0	5.9	14.1	16.6	15.1	17.8	11.5
Construction	Number	345 673	18 454	327 219	19 186	110 312	216 175	120 067	136 831	88 775
	%	7.9	1.0	13.0	8.0	7.2	8.3	8.0	8.1	7.4
Wholesale & retail trade; repair of motor vehicles, motorcycles & personal & household goods	Number	824 919	398 502	426 417	36 445	317 745	470 730	302 849	346 802	175 268
	%	18.9	21.5	16.9	15.2	20.7	18.1	20.3	20.6	14.7
Infrastructure services	Number	569 865	181 251	388 614	28 355	217 494	324 016	207 545	222 778	139 543
	%	13.0	9.8	15.4	11.9	14.2	12.5	13.9	13.2	11.7
Financial intermediation	Number	125 934	63 173	62 761	70 46	45 693	73 194	52 599	47 445	25 889
	%	2.9	3.4	2.5	2.9	3.0	2.8	3.5	2.8	2.2
Real estate, renting & business activities	Number	334 766	151 438	183 328	13 573	120 226	200 967	165 125	96 230	73 411
	%	7.7	8.2	7.3	5.7	7.8	7.7	11.1	5.7	6.2
Public administration & defence; compulsory social security	Number	207 989	78 331	129 658	4 384	87 021	116 584	47 943	100 924	59 122
	%	4.8	4.2	5.2	1.8	5.7	4.5	3.2	6.0	5.0
Education	Number	364 991	289 059	75 932	7 605	114 754	242 631	132 108	121 054	111 828
	%	8.3	15.6	3.0	3.2	7.5	9.3	8.8	7.2	9.4
Health & social work	Number	232 187	190 706	41 481	18 438	70 211	143 538	74 862	103 453	53 872
	%	5.3	10.3	1.6	7.7	4.6	5.5	5.0	6.1	4.5
Other community, social & personal service activities	Number	183 049	127 034	56 015	7 022	64 069	111 958	81 222	62 425	39 402
	%	4.2	6.8	2.2	2.9	4.2	4.3	5.4	3.7	3.3
Private households with employed persons	Number	10 242	7 560	2 682	0	2 065	8 176	4 747	5 494	0
	%	0.2	0.4	0.1	0.0	0.1	0.3	0.3	0.3	0.0

Missing	Number	271 903	87 553	184 350	20 634	89 483	161 786	66 711	70 439	134 752
	%	6.2	4.7	7.3	8.6	5.8	6.2	4.5	4.2	11.3

Note: "Industry" includes mining & quarrying, manufacturing, electricity, gas & water supply; "Infrastructure services" includes hotels & restaurants and transport, storage & communications.

Source: SWTS-Ukraine, 2013.

Table A.15 Employed youth by occupation (ISCO-08) and sex, age group and area of residence

Occupation		Total	Sex		Age group			Area of residence		
			Female	Male	15–19	20–24	25–29	Regional centre	Other city	Village or rural areas
Legislators, senior officials & managers	No.	353631	152264	201367	4804	108671	240156	149662	133385	70584
	%	8.3	8.4	8.2	2.1	7.2	9.4	10.2	8.1	6.1
Professionals	No.	1011559	650580	360979	30289	319557	661713	421884	351972	237702
	%	23.7	35.9	14.7	13.1	21.3	26.0	28.7	21.3	20.6
Technicians & associate professionals	No.	360104	156041	204063	22720	111817	225567	134897	147807	77401
	%	8.4	8.6	8.3	9.9	7.5	8.9	9.2	8.9	6.7
Clerks	No.	199194	133227	65967	12111	89972	97112	76964	59411	62820
	%	4.7	7.4	2.7	5.3	6.0	3.8	5.2	3.6	5.5
Service workers, shop & market sales workers	No.	831335	480301	351034	55827	339201	436307	283945	330803	216587
	%	19.5	26.5	14.3	24.2	22.6	17.2	19.3	20.0	18.8
Skilled agricultural & fishery workers	No.	87897	29441	58456	26234	32488	29176	2591	20761	64544
	%	2.1	1.6	2.4	11.4	2.2	1.1	0.2	1.3	5.6
Craft & related trade workers	No.	730922	88226	642696	33594	259881	437447	218148	327832	184942
	%	17.1	4.9	26.1	14.6	17.3	17.2	14.9	19.8	16.1
Plant & machine operators & assemblers	No.	381960	35826	346134	2026	110869	269064	112997	170612	98351
	%	8.9	2.0	14.1	0.9	7.4	10.6	7.7	10.3	8.5
Elementary occupations	No.	315871	85045	230826	42822	127347	145703	67717	109631	138524
	%	7.4	4.7	9.4	18.6	8.5	5.7	4.6	6.6	12.0
Total	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.16 Unemployed youth (strict definition) by reason for not working, sex, age group and area of residence

Reason	Total		Sex		Age group			Area of residence	
			%						
	Number	%	Female	Male	15–19	20–24	25–29	Urban areas	Rural areas
Released for economic reasons	87 538	9.9	8.8	10.7	0.0	7.8	17.8	9.0	11.7
Resigned	146 455	16.6	14.6	18.0	6.1	17.7	20.5	18.0	14.0
Could not find a job after graduation	290 634	33.0	30.1	35.0	30.4	40.5	24.3	27.5	43.2
Due to health, through registration of disability pensions	25 893	2.9	3.4	2.6	0.0	1.2	6.7	2.0	4.7
After graduation, believed it necessary to rest & consider what is what	30 365	3.4	2.3	4.2	2.6	5.7	0.9	3.7	2.9
Immediately after the training, was not necessary to work because of sufficient financial security	29 134	3.3	3.9	2.9	3.0	5.1	1.1	4.5	1.1
Other	78 593	8.9	9.5	8.5	16.0	8.2	6.3	10.4	6.1
Missing	192 937	21.9	27.5	18.1	41.9	13.7	22.4	24.9	16.2
Total	881 551	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.17 Unemployed youth (strict definition) by job search duration, sex, age group and area of residence

Duration	Total		Sex		Age group			Area of residence	
			%						
	Number	%	Female	Male	15–19	20–24	25–29	Urban areas	Rural areas
Less than 1 week	32 578	3.7	2.9	4.3	2.6	3.7	4.2	4.0	3.1
1 week to less than 1 month	89 127	10.1	11.8	9.0	10.8	10.7	8.9	12.8	5.0
1 month to less than 3 months	116 856	13.3	11.1	14.7	14.6	15.7	9.3	14.1	11.7
3 to less than 6 months	140 816	16.0	15.3	16.5	13.5	14.1	19.6	17.3	13.5
6 to less than 9 months	117 500	13.3	15.1	12.1	24.8	14.7	5.6	12.1	15.6
9 months to less than 1 year	61 849	7.0	11.5	4.0	8.7	8.2	4.6	7.4	6.3
1 year to less than 2 years	98 144	11.1	10.3	11.7	7.2	11.6	12.5	10.1	13.0
2 years or more	151 764	17.2	15.6	18.3	7.3	11.3	30.0	13.3	24.4
Missing	72 916	8.3	6.5	9.5	10.5	9.8	5.1	8.8	7.3
Total	881 551	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.18 Unemployed youth (strict definition) by type of job sought, sex, age group and area of residence

Type of job	Total		Sex		Age group %			Area of residence	
			Female	Male	15–19	20–24	25–29	Urban areas	Rural areas
Managers	50 783	5.8	9.4	3.2	5.5	7.4	3.7	8.1	1.4
Professionals	150 179	17.0	26.0	10.9	11.5	20.6	15.1	20.6	10.3
Technicians & associate professionals	42 705	4.8	4.3	5.2	3.0	5.4	5.0	7.4	0.0
Clerical support workers	52 237	5.9	9.0	3.8	1.7	8.1	5.2	5.7	6.4
Service & sales workers	130 010	14.7	22.6	9.3	20.5	12.6	14.6	15.7	12.9
Skilled agricultural, forestry & fishery workers	12 438	1.4	0.0	2.4	0.0	0.8	3.0	1.6	1.0
Craft & related trades workers	155 383	17.6	4.0	27.0	16.1	15.9	20.6	12.7	26.8
Plant & machine operators & assemblers	48 407	5.5	1.0	8.6	4.0	7.7	3.4	3.6	9.0
Elementary occupations	47 646	5.4	2.6	7.4	6.8	4.7	5.6	4.7	6.8
Missing	191 765	21.8	21.2	22.2	31.0	16.7	23.7	19.9	25.3
Total	881 551	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.19 Unemployed youth actively seeking a job by household income level, sex, age group and area of residence (%)

Characteristic		Well off	Fairly well off	Around the national average	Not poor but below the national average	Poor	Total
Sex	Female	0.8	4.5	41.6	36.9	16.2	100.0
	Male	1.3	2.8	46.5	35.7	13.8	100.0
Age group	15–19	0.0	2.7	54.6	26.2	16.5	100.0
	20–24	1.9	5.8	42.7	33.9	15.6	100.0
	25–29	0.5	0.9	41.5	44.3	12.8	100.0
Area of residence	Urban areas	1.4	4.7	43.2	39.8	11.0	100.0
	Rural areas	0.5	1.4	46.8	29.5	21.8	100.0
	Total	1.1	3.5	44.5	36.2	14.8	100.0

Source: SWTS-Ukraine, 2013.

Table A.20 Unemployed youth (strict definition) by obstacle for finding a good job, sex, age group and area of residence

Obstacle	Total		Sex		Age group			Area of residence	
			%						
	Number	%	Female	Male	15–19	20–24	25–29	Urban areas	Rural areas
Requirements for job were higher than education/ training received	62 824	7.1	7.7	6.7	9.6	6.1	7.2	6.1	9.1
Not enough work experience	245 479	27.8	33.3	24.1	31.4	34.8	16.9	33.1	18.1
Not enough jobs available	239 335	27.1	30.9	24.6	16.2	27.8	31.9	23.1	34.7
Considered too young	41 207	4.7	2.7	6.0	13.9	3.3	1.8	4.3	5.4
Discriminatory prejudices	16 323	1.9	2.9	1.2	0.0	0.5	4.6	1.7	2.1
Low wages in available jobs	168 904	19.2	11.0	24.8	13.1	18.4	23.3	19.9	17.7
Poor working conditions in available jobs	39 528	4.5	2.1	6.1	2.7	1.6	9.3	3.7	5.9
Did not know how or where to seek work	18 091	2.1	1.6	2.4	5.0	1.5	1.3	0.3	5.3
Other	15 074	1.7	3.5	0.5	2.7	1.9	1.0	2.2	0.9
Missing	34 786	3.9	4.3	3.7	5.4	4.2	2.9	5.6	0.8
Total	881 551	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.21 Discouraged youth by reason for not seeking work, sex, age group and area of residence

Reason	Total		Sex		Age group			Area of residence	
			%						
	Number	%	Female	Male	15–19	20–24	25–29	Urban areas	Rural areas
Do not know how or where to seek work	22 662	15.5	7.9	22.3	30.5	12.9	0.0	17.8	11.2
Unable to find work for his/her skills	32 330	22.1	12.0	31.2	4.6	25.5	39.9	24.2	18.3
Had looked for job(s) before but had not found any	25 601	17.5	19.9	15.4	12.9	14.2	26.5	15.7	21.0
Too young to find a job	33 979	23.3	26.0	20.8	47.5	17.3	0.0	27.8	14.8
No jobs available in the area/district	31 436	21.5	34.1	10.2	4.5	30.0	33.6	14.5	34.7
Total	146 007	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.22 Labour market status of youth by sex, age group and area of residence (%)

Characteristic		Employed	Unemployed	Inactive
Sex	Female	42.4	40.7	56.9
	Male	57.6	59.3	43.1
Age group	15–19	5.5	18.2	49.3
	20–24	35.1	46.5	33.9
	25–29	59.4	35.4	16.8
Area of residence	Regional centre	34.2	32.8	33.3
	Other city	38.5	32.3	34.5
	Village or rural areas	27.3	34.9	32.2
Total		44.7	9.0	46.2

Source: SWTS-Ukraine, 2013.

Table A.23 Labour market status of youth by settlement type

		Settlement type							Total
		Regional centre (and Kiev and Sevastopol cities)	Other city (population of 100–999 thousand)	Other city (population of 50–99 thousand)	Other city (population of 20–49 thousand)	Small city (population of less than 20 thousand)	Urban- type commu- nity	Village or rural areas	
Employed	No.	1493934	380231	311836	282583	280030	429783	1193514	4371911
	%	45.4	45.2	44.3	49.4	49.4	50.9	40.4	44.7
Unemployed	No.	288989	70429	73633	50444	32341	58057	307657	881550
	%	8.8	8.4	10.5	8.8	5.7	6.9	10.4	9.0
Inactive	No.	1505079	390819	317932	239450	254599	356838	1453550	4518267
	%	45.8	46.4	45.2	41.8	44.9	42.2	49.2	46.2
Total	No.	3288002	841479	703401	572477	566970	844678	2954721	9771728
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.24 Life goal of inactive youth by sex and age group (%)

Goal	Total	Sex		Age group		
		Female	Male	15-19	20-24	25-29
Having a professional career	26.8	25.2	29.1	32.9	26.4	9.9
Good earnings	11.3	7.0	17.0	13.2	10.2	8.3
Active participation in society	5.2	5.5	4.9	5.5	5.5	3.6
Living comfortably, without undue stress & wealth	17.4	20.7	13.0	14.7	16.8	26.7
Providing a decent standard of living for the family	32.9	34.8	30.3	27.7	35.1	43.8
Do not know exactly	5.8	5.9	5.8	6.0	5.3	6.5
Other	0.5	0.9	0.0	0.1	0.8	1.4

Source: SWTS-Ukraine, 2013.

Table A.25 Youth by household income level and stage of transition

Household income level	Stage of transition								Total	
	Transited		In transition		Transition not yet started		Other			
	Number	%	Number	%	Number	%	Number	%	Number	%
Well off	23 091	26.7	26 759	31.0	36 548	42.3	0	0.0	86 398	100.0
Fairly well off	175 996	40.0	73 924	16.8	186 798	42.4	3 469	0.8	440 187	100.0
Around the national average	1 909 537	42.9	907 867	20.4	1 613 127	36.3	17 401	0.4	4 447 932	100.0
Fairly poor	1 770 509	44.6	927 631	23.4	1 258 418	31.7	9 384	0.2	3 965 942	100.0
Poor	276 478	36.1	267 608	34.9	219 640	28.7	2 440	0.3	766 166	100.0
Missing	11 067	17.0	19 799	30.4	34 240	52.6	0	0.0	65 106	100.0
Total	4 166 678	42.6	2 223 588	22.8	3 348 771	34.3	32 693	0.3	9 771 730	100.0

Source: SWTS-Ukraine, 2013.

Table A.26 Youth by transition sub-category and age group

Transition sub-category	Age group											
	15–19	20–24	25–29	Total	15–19	20–24	25–29	Total	15–19	20–24	25–29	Total
	('000)				% (vertical distribution)				% (horizontal distribution)			
Young employee in a stable & satisfactory job	90	1 009	1 725	2 824	3.4	29.0	47.0	28.9	3.2	35.7	61.1	100.0
Young employee in a stable & non-satisfactory job	39	295	410	745	1.5	8.5	11.2	7.6	5.3	39.7	55.1	100.0
Young employee in a temporary & satisfactory job	25	31	74	129	0.9	0.9	2.0	1.3	19.0	23.8	57.2	100.0
Young self-employed who expressed satisfaction	33	136	300	468	1.2	3.9	8.2	4.8	7.0	28.9	64.1	100.0
Transited	186	1 471	2 510	4 167	7.1	42.3	68.4	42.6	4.5	35.3	60.2	100.0
"Relaxed" unemployed youth	269	533	388	1 190	10.3	15.3	10.6	12.2	22.6	44.8	32.6	100.0
Young employee in a temporary & non-satisfactory job	11	12	25	48	0.4	0.4	0.7	0.5	22.9	25.4	51.7	100.0
Young self-employed who expressed dissatisfaction	42	51	64	157	1.6	1.5	1.8	1.6	26.5	32.5	41.0	100.0
Inactive non-	71	325	432	828	2.7	9.3	11.8	8.5	8.6	39.2	52.2	100.0

student with future work aspirations												
In transition	393	921	909	2 224	15.0	26.5	24.8	22.8	17.7	41.4	40.9	100.0
Young student without a job	2 032	1 019	123	3 173	77.4	29.3	3.3	32.5	64.0	32.1	3.9	100.0
Inactive non-student with no future work aspirations	9	48	118	175	0.3	1.4	3.2	1.8	5.0	27.6	67.5	100.0
Transition not yet started	2 041	1 067	241	3 349	77.7	30.7	6.6	34.3	60.9	31.9	7.2	100.0
Other	5	18	10	33	0.2	0.5	0.3	0.3	16.4	54.4	29.2	100.0
Total	2 625	3 477	3 669	9 772	100.0	100.0	100.0	100.0	26.9	35.6	37.6	100.0

Source: SWTS-Ukraine, 2013.

Table A.27 Youth by transition sub-category and sex

Transition sub-category	Female	Male	Total	Female	Male	Total	Female	Male	Total
	('000)			% (vertical distribution)			% (horizontal distribution)		
Young employee in a stable & satisfactory job	1 244	1 580	2 824	26.0	31.7	28.9	44.0	56.0	100.0
Young self-employed in a stable & non-satisfactory job	331	414	745	6.9	8.3	7.6	44.5	55.5	100.0
Young employee in a temporary & satisfactory job	48	81	129	1.0	1.6	1.3	37.1	62.9	100.0
Young self-employed who expressed satisfaction	153	315	468	3.2	6.3	4.8	32.7	67.3	100.0
Transited	1 776	2 390	4 167	37.1	47.9	42.6	42.6	57.4	100.0
"Relaxed" unemployed youth	515	675	1 190	10.8	13.5	12.2	43.3	56.7	100.0
Young employee in a temporary & non-satisfactory job	26	22	48	0.5	0.5	0.5	53.2	46.8	100.0
Young self-employed who expressed dissatisfaction	53	104	157	1.1	2.1	1.6	33.8	66.2	100.0
Inactive non-student with future work aspirations	696	132	828	14.6	2.6	8.5	84.1	15.9	100.0
In transition	1 290	933	2 224	27.0	18.7	22.8	58.0	42.0	100.0
Young student without a job	1 555	1 618	3 173	32.5	32.4	32.5	49.0	51.0	100.0
Inactive non-student with no future work aspirations	144	32	175	3.0	0.6	1.8	82.0	18.0	100.0
Transition not yet started	1 699	1 650	3 349	35.5	33.1	34.3	50.7	49.3	100.0
Other	18	15	33	0.4	0.3	0.3	53.9	46.1	100.0
Total	4 783	4 989	9 772	100.0	100.0	100.0	48.9	51.1	100.0

Source: SWTS-Ukraine, 2013.

Table A.28 Youth by transition sub-category and area of residence

Transition sub-category	Urban areas	Rural areas	Total	Urban areas	Rural areas	Total	Urban areas	Rural areas	Total
	('000)			% (vertical distribution)			% (horizontal distribution)		
Young employee in a stable & satisfactory job	2 109	715	2 824	30.9	24.2	28.9	74.7	25.3	100.0
Young employee in a stable & non-satisfactory job	531	214	745	7.8	7.2	7.6	71.2	28.8	100.0
Young employee in a temporary & satisfactory job	84	46	129	1.2	1.5	1.3	64.6	35.4	100.0
Young self-employed who expressed satisfaction	341	128	468	5.0	4.3	4.8	72.7	27.3	100.0
Transited	3 064	1 103	4 167	44.9	37.3	42.6	73.5	26.5	100.0
"Relaxed" unemployed youth	774	416	1 190	11.4	14.1	12.2	65.0	35.0	100.0
Young employee in a temporary & non-satisfactory job	44	4	48	0.6	0.1	0.5	92.3	7.7	100.0
Young self-employed who expressed dissatisfaction	70	87	157	1.0	2.9	1.6	44.7	55.3	100.0
Inactive non-student with future work aspirations	508	321	828	7.4	10.9	8.5	61.3	38.7	100.0
In transition	1 396	827	2 224	20.5	28.0	22.8	62.8	37.2	100.0
Young student without a job	2 222	951	3 173	32.6	32.2	32.5	70.0	30.0	100.0
Inactive non-student with no future work aspirations	115	60	175	1.7	2.0	1.8	65.8	34.2	100.0
Transition not yet started	2 337	1 011	3 349	34.3	34.2	34.3	69.8	30.2	100.0
Other	19	13	33	0.3	0.4	0.3	59.6	40.4	100.0
Total	6 817	2 955	9 772	100.0	100.0	100.0	69.8	30.2	100.0

Source: SWTS-Ukraine, 2013.

Table A.29 Youth by stage of transition and level of completed education

Completed education ('000)	Transited	In transition	Transition not yet started	Total
Elementary + basic secondary (primary)	16 804	75 608	0	92 412
Secondary vocational	222 574	148 549	9 146	380 269
Secondary general	335 952	362 148	57 617	755 717
Post-secondary vocational	787 039	363 210	31 912	1 182 160
Higher education	2 254 598	758 811	68 704	3 082 112
Postgraduate	49 999	15 873	0	65 871
No answer (missing)	65 313	37 728	8 052	111 093
% horizontal distribution)				

Elementary + basic secondary (primary)	18.2	81.8	0.0	100.0
Secondary vocational	58.5	39.1	2.4	100.0
Secondary general	44.5	47.9	7.6	100.0
Post-secondary vocational	66.6	30.7	2.7	100.0
Higher education	73.2	24.6	2.2	100.0
Postgraduate	75.9	24.1	0.0	100.0
No answer (missing)	58.8	34.0	7.3	100.0
% (vertical distribution)				
Elementary + basic secondary (primary)	0.5	4.3	0.0	
Secondary vocational	6.0	8.4	5.2	
Secondary general	9.0	20.6	32.8	
Post-secondary vocational	21.1	20.6	18.2	
Higher education	60.4	43.1	39.2	
Postgraduate	1.3	0.9	0.0	
No answer (missing)	1.8	2.1	4.6	
Total	100.0	100.0	100.0	

Note: Higher education includes incomplete higher education, basic higher education and completed higher education.
Source: SWTS-Ukraine, 2013.

Table A.30 Youth in transition by sub-category and level of completed education

Completed education ('000)	Relaxed unemployed	Non-satisfactory temporary employment	Non-satisfactory self-employment	Inactive non-student with plans to work in future	Total
Elementary + basic secondary (primary)	43 473	0	0	32 135	75 608
Secondary vocational	83 459	2 437	17 187	45 466	148 549
Secondary general	160 420	3 156	12 843	185 729	362 148
Post-secondary vocational	161 787	9 413	21 134	170 876	363 210
Higher education	315 809	17 955	51 285	373 761	758 811
Postgraduate	5 961	3 619	2 842	3 450	15 872
No answer (missing)	20 851	0	0	16 877	37 728
% (horizontal distribution)					
Elementary + basic secondary (primary)	57.5	0.0	0.0	42.5	100.0
Secondary vocational	56.2	1.6	11.6	30.6	100.0
Secondary general	44.3	0.9	3.6	51.3	100.0
Post-secondary vocational	44.5	2.6	5.8	47.1	100.0
Higher education	41.6	2.4	6.8	49.3	100.0
Postgraduate	37.6	22.8	17.9	21.7	100.0
No answer (missing)	55.3	0.0	0.0	44.7	100.0
% (vertical distribution)					
Elementary + basic secondary (primary)	5.5	0.0	0.0	3.9	
Secondary vocational	10.5	6.7	16.3	5.5	
Secondary general	20.3	8.6	12.2	22.4	
Post-secondary vocational	20.4	25.7	20.1	20.6	
Higher education	39.9	49.1	48.7	45.1	

Postgraduate	0.8	9.9	2.7	0.4
No answer (missing)	2.6	0.0	0.0	2.0
Total	100.0	100.0	100.0	100.0

Note: Higher education includes incomplete higher education, basic higher education and completed higher education.

Source: SWTS-Ukraine, 2013.

Table A.31 Unemployed youth (relaxed definition) by preferred typer of employer, sex, age group and area of residence (%)

Preferred employer	Sex		Age group			Area of residence		Total
	Female	Male	15–19	20–24	25–29	Urban areas	Rural areas	
Myself (own business/farm)	34.3	37.3	45.8	34.1	32.0	35.9	36.2	36.0
Work for the government/public sector	26.2	16.8	15.7	21.7	23.0	14.1	33.0	20.8
Work in a large private company	23.2	32.7	25.9	28.8	30.3	33.7	19.5	28.7
Work in middle or small private enterprise	9.7	8.2	6.2	10.7	8.2	9.3	8.1	8.9
Work for an international or non-profit organization	3.3	0.9	0.9	2.4	1.9	2.9	0.0	1.9
Work for family business/farm	1.9	2.1	3.6	0.0	3.9	1.7	2.6	2.0
Do not wish to work	0.0	1.0	1.0	0.8	0.0	0.9	0.0	0.6
Other	1.4	0.9	0.9	1.5	0.7	1.4	0.5	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013.

Table A.32 Employed youth in a temporary and non-satisfactory job by type of employment, sex, age group and area of residence (%)

Type of employment	Sex		Age group			Area of residence		Total
	Female	Male	15–19	20–24	25–29	Urban areas	Rural areas	
Employee of private enterprise (working for someone else for pay in cash or in kind)	85.5	100.0	100.0	69.7	100.0	100.0	0.0	92.3
Employee of budgetary institutions or organization/ state enterprise	14.5	0.0	0.0	30.3	0.0	0.0	100.0	7.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Per category	53.2	46.8	22.9	25.4	51.7	92.3	7.7	100.0

Source: SWTS-Ukraine, 2013.

Annex III. School-to-work transition: Sampling design

Project implementation period: November 2012 to March 2013

Survey target group: urban and rural youth of Ukraine aged 15–29

Method of acquiring information: individual face-to-face interviews at the survey respondents' residences

Survey location: 26 areas (Vinnytsya, Volyn, Dnipropetrovsk, Donetsk, Zhytomyr, Zakarpattia, Zaporizhzhya, Ivano-Frankivsk, Kiev, Kirovograd, Lugansk, Lviv, Mykolayiv, Odesa, Poltava, Rivne, Sumy, Ternopil, Kharkiv, Kherson, Khmelnytskyi, Cherkasy, Chernivtsi, Chernihiv) including the Autonomous Republic of Crimea and Kiev city.

Design

Sampling: multistage, territorially-populated (random), stratified plan representative of all households in Ukraine

■ **First stage of selection:** To determine the sampling, a preliminary systematization of first-degree units (settlements) was performed. A common approach was used to divide each of the 26 areas (24 regions, Kiev city and the Autonomous Republic of Crimea including Sevastopol city) into seven settlement types based on their size as follows:

- 1 Regional centre
- 2 City with population of 100,000–999,000 people
- 3 City with population of 50,000–99,000 people
- 4 City with population of 20,000–49,000 people
- 5 Small city (less than 20,000 people)
- 6 Urban-type village (UTV)
- 7 Village

Thus, according to settlement type and location size, each household was assigned to one of these seven groups. The total sample was divided proportionally according to the number of households 1) by area, and 2) by settlement type within each of the 26 areas.

The settlements within the 26 areas were chosen randomly. As a result 238 enumeration areas from 187 settlements were selected for inclusion in the sample. On one route, from 8 to 15 people were interviewed, depending on the locality.

■ **Second stage of selection:** The households were selected in the second stage. They were also selected randomly. Random selection ensures that the households are not identified in advance but are chosen by the interviewer directly during the survey process.

■ **Household visiting procedure:** The household visiting procedure depended on the locality and involved special instructions. The choice of households or apartments to visit in a building was made in ascending order of their numbers. The interviewers moved from right to left (in a flat-building from right to left and from bottom to the top).

If a selected apartment proved to be uninhabited or the sample respondent was not there (according to the quota requirements), the interviewers proceeded to the next apartment,

located to the right of the first one selected; if there was no response, the interviewers then went to the apartment to the left of the first one selected, and so on.

■ **Household selection step:** The method applied to household selection meant they were not selected successively but according to distance, the so-called selection step. The size of the selection step depended on the distance between the households covered by the survey. Variable selection steps were applied, determined by the number of households or apartments in a building. Table A.33 indicates selection steps per number of households or apartments in a building.

Table A.33 Selection steps per number of households or apartments in a building

Number of households/apartments	Selection steps
1–10	2
11–25	5
26–50	10
51 or more	20

Accordingly, using the selection step method, the number of households was counted only after the interview was successfully conducted.

If a respondent who met the quota requirements in a selected household was not at home, the interviewers returned to the selected household (table A.34). Only after three failed attempts (respondent not home or unwilling to participate in a survey) did the interviewers proceed to the next household.

The interviewers attempted to survey all respondents aged 15–29 in one apartment/single-family (private) home. The availability of household registration or who resided in the house (owners or housekeepers) did not matter. The main consideration was that the person surveyed actually lived in the selected household.

■ **Selection of the starting point:** Interviewers began to implement quotas at the enumeration area, the first house in the site description was the starting point and selection steps were then added. Since the number of selection steps varied according to the number of households in a building, and in case of inaccessibility of respondents, the selecting step is equal to one, almost every household plot gains a chance to get to the sample.

■ **Selection of respondent(s) in a household:** The respondents to interview were selected in the household. Their selection was made according to predetermined quotas – in this case, youth aged 15–29. All respondents who meet that requirement were interviewed.

The estimation of the sample size was made by taking into account that the average household in Ukraine consists of 2.58 persons.

■ **Final sample parameters:** The final sample included 187 settlements (124 cities and 63 villages) across Ukraine (24 regions plus the Autonomous Republic of Crimea, Kiev and Sevastopol cities).

The size of the sample totalled 3,526 respondents.

The statistical sampling error (probability 0.95) did not exceed 2.09 per cent.

The data consisted of answers from 3,526 respondents (1,732 men comprising 49.1 per cent of total respondents, and 1,794 women comprising 50.9 per cent of total respondents) in the 2,924 households participating in the study.

The fieldwork lasted from 29 January to 28 February 2013.

The interviewers reported 1,479 refusals (table A.34).

The accessibility level of respondents was 70.4 per cent (table A.34);

Table A.34 Number of surveyed respondents by region

Regional centre	Number of acceptances	Number of refusals	Response rate (%)
Autonomous Republic of Crimea	180	55	76.5
Vinnytsya	114	17	87.1
Volyn	84	35	70.5
Dnipropetrovsk	261	176	59.7
Donetsk	332	132	71.6
Zhytomyr	96	8	92.3
Zakarpattia	102	51	66.6
Zaporizhzhya	146	73	66.6
Ivano-Frankivsk	108	63	63.1
Kiev city	231	113	67.1
Kiev	129	31	80.6
Kirovograd	77	30	71.9
Lugansk	182	42	81.2
Lviv	204	106	65.8
Mykolayiv	88	64	57.8
Odesa	195	105	65.0
Poltava	114	25	82.0
Rivne	92	28	76.6
Sumy	85	62	57.8
Ternopil	84	44	65.6
Kharkiv	217	88	71.1
Kherson	81	44	64.8
Khmelnyskiy	96	38	71.6
Cherkasy	77	17	81.9
Chernihiv	74	16	82.2
Chernivtsi	77	16	82.7
Total	3 526	1 479	70.4

Table A.35 Number of surveyed respondents by area

Area	Number	%
West	751	21.3
Centre	478	13.6
North	615	17.4
East	1 138	32.3
South	544	15.4
Total	3 526	100.0

Source: SWTS-Ukraine, 2013.

Table A.36 Number of surveyed respondents by settlement type

Settlement type	Number	%
Regional centre (incl. Kiev and Sevastopol cities)	1 233	35.0
City with population of 100 000–999,000 people	313	8.9
City with population of 50,000–99,000 people	268	7.6
City with population of 20,000–49,000 people	209	5.9
Small city (less than 20,000 people)	208	5.9
Urban-type village	327	9.3
Village	968	27.5
Total	3 526	100.0

Source: SWTS-Ukraine, 2013.

The survey was conducted by 192 trained interviewers. The workload for one interviewer during the entire survey period was as follows:

- households: minimum = 8, maximum = 24, average = 16;
- questionnaires: minimum = 12, maximum = 36, average = 18.

Length of each interview: minimum = 10 minutes, maximum = 95 minutes, average = 38 minutes.

Table A.37 Number of refusals to participate in the survey and reason by settlement type and sex

	Regional centre			Other cities			Villages		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of refusals	418	197	221	621	339	282	440	214	226
Reason for refusal	lack of free time; unwillingness to communicate on the studied subjects (disinterest, frustration with the current situation in the labour market); unwillingness to participate in the survey for free			poor health, fatigue; fear of breach of confidentiality; reluctance to disclose personal information			suspicious attitude to strangers (namely, to interviewers); distrust in social surveys		
Total number of refusals – 1 479									

Table A.38 Distribution of refusals by age group and sex

Age group	Male	Female	Total
15–19	353	221	574
20–24	281	153	434
25–29	297	174	471
Total	931	548	1 479



This report presents the highlights of the 2013 School-to-work Transition Survey (SWTS) run together with the Ukrainian Center for Social Reforms (UCSR) within the framework of the ILO Work4Youth Project. This Project is a five-year partnership between the ILO and The MasterCard Foundation that aims to promote decent work opportunities for young men and women through knowledge and action. The W4Y Publication Series is designed to disseminate data and analyses from the SWTS administered by the ILO in 28 countries covering five regions of the world. The SWTS is a unique survey instrument that generates relevant labour market information on young people aged 15 to 29 years. The survey captures longitudinal information on transitions within the labour market, thus providing evidence of the increasingly tentative and indirect paths to decent and productive employment that today's young men and women face.

The W4Y Publications Series covers national reports, with main survey findings and details on current national policy interventions in the area of youth employment, and regional synthesis reports that highlight regional patterns in youth labour market transitions and distinctions in national policy frameworks.

Work4Youth



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