

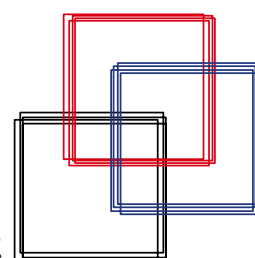
Labour market transitions of young women and men in Ukraine

Results of the 2013 and 2015
school-to-work transition surveys

Ella Libanova, Aleksandr Cymbal,
Larysa Lisogor and Oleg Iarosh

August 2016

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 summarizes the results of a second SWTS implemented in 2015 in Ukraine and makes comparison to results of the first survey run in 2013. The surveys and subsequent reports are products of the “Work4Youth” partnership between the ILO and The MasterCard Foundation. The project entails collaboration with statistical partners and policy-makers of 34 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’ organizations 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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Eastern Europe

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.

Contents

Preface.....	iii
Acknowledgements	xi
1. Introduction and main findings	1
1.1 Overview	1
1.2 Structure of the report.....	1
1.3 Main findings.....	2
2. The macroeconomic situation and the labour market in Ukraine	5
2.1 Macroeconomic situation.....	5
2.2 Population and labour market in Ukraine	9
3. The school-to-work transition survey in Ukraine: Methodology and objectives	14
4. Characteristics of youth covered by the survey	16
4.1 Individual characteristics of youth and their households.....	16
4.2 Household income and financial inclusion.....	19
4.3 Educational attainment	23
4.4 Life goals	31
5. Economically active youth.....	36
5.1 The characteristics of employed youth	36
5.1.1 Status in employment	37
5.1.2 Youth employment by sector and occupation	43
5.1.3 Working hours.....	46
5.1.4 Informal employment	47
5.1.5 Qualifications mismatch.....	49
5.1.6 Job satisfaction	50
5.2 Unemployment	52
5.2.1 Characteristics of the unemployed	52
5.2.2 Broad unemployment and discouraged youth	59
5.3 Inactive youth	61
6. Characteristics of the school-to-work transition	62
6.1 Concepts and definitions.....	62
6.2 Stages of transition	64
6.2.1 Youth who have transited.....	66
6.2.2 Youth in transition.....	68
6.2.3 Youth who have not yet started the transition	70
6.3 Transition paths and length of transitions.....	70
7. Conclusions and policy recommendations.....	74
7.1 Youth employment policy framework.....	74
7.2 Policy recommendations.....	77

References.....	79
Annex I. Definitions of labour market statistics.....	80
Annex II. SWTS 2015 sampling design.....	82
Tables	
2.1 Gross domestic product (GDP) by purchasing power parity (PPP), 2010–13	5
2.2 Gross added value structure by economic activity (at constant 2010 prices), 2010–13	6
2.3 Dynamics of foreign trade in goods and services, 2010–13	7
2.4 Macroeconomic indicators, 2010–13	7
2.5 Macroeconomic indicators, 2013 and 2014	8
2.6 Resident population distribution by sex, age group and area of residence	9
2.7 Employment by sector (1-digit ISIC), 2013 and 2014 (%).....	13
4.1 Youth population by sex, age group and area of residence.....	16
4.2 Type of accommodation of youth	17
4.3 Youth by marital status, sex and area of residence	18
4.4 Age of youth at first marriage	18
4.5 Share of youth with children.....	19
4.6 Youth by health problems.....	19
4.7 Youth by level of household income	20
4.8 Main sources of income for youth	21
4.9 Youth currently in education by highest expected level	23
4.10 Youth who completed studies by highest level attained	27
4.11 Youth who stopped education/training by reason.....	28
4.12 Youth who have completed their education by level of educational attainment and household income level, change between 2013 and 2015.....	31
4.13 Youth by primary life goal.....	32
4.14 Youth by attendance of career orientation events	35
5.1 Youth population by main economic activity status	37
5.2 Employed youth by employment status	38
5.3 Young wage and salaried workers by type and duration of contract	39
5.4 Average monthly wage of young employees and income of self-employed workers	40
5.5 Share of young employees with above- or below-average wage levels.....	41
5.6 Young employees by access to social entitlements.....	42
5.7 Employed youth by detailed sector (1-digit ISIC) (%)	44
5.8 Employed youth by occupation (ISCO-08)	45
5.9 Employed youth by hours worked per week.....	47
5.10 Youth in informal employment by sub-category	48
5.11 Youth in informal employment by occupation	48
5.12 ISCO major groups and education levels.....	49

5.13	Share of workers with matching or non-matching qualifications by major occupational category (ISCO-08), 2015 (%).....	50
5.14	Job satisfaction among young workers by type of enterprise	50
5.15	Employed youth who would like to change their job by reason	51
5.17	Unemployed youth by length of job search	54
5.18	Unemployed youth by occupation sought.....	55
5.19	Unemployed youth by household income level.....	56
5.20	Unemployed youth by main obstacle to finding a good job	58
5.21	Discouraged youth by reason for not actively seeking work	60
5.22	Inactive youth.....	61
6.1	Youth population by stages of transition	65
6.2	Youth who have transited by sub-category.....	67
6.3	Temporary and self-employed young workers by transition status	67
6.4	Youth in non-satisfactory temporary employment and self-employment by sector (%)	69
6.5	Youth who have not yet started the transition by sub-category	70
6.6	Average lengths of labour market transitions from school graduation and average number of intermediary spells	72
6.7	Average number of spells and average length of transition to current transited job by the previous spell of activity	74

Figures

2.1	Labour force participation rate, 2009–14.....	10
2.2	Distribution of employed, unemployed and inactive population, 2013 and 2014	11
2.3	Unemployment rate, 2010–14.....	11
2.4	Unemployment rate by age group, 2010, 2013 and 2014	12
2.5	Distribution of employed population by status in employment, 2013 and 2014	13
4.1	Youth structure by prioritized use of financial services, 2013 and 2015.....	22
4.2	Youth currently in education by field of study (%)	25
4.3	Youth currently in education by field of study in vocational and higher education	25
4.4	Youth who have completed their education by field of study (%)	28
4.5	Youth who have completed education in vocational or higher education by field of study ...	29
4.6	Youth by level of completed education and main economic activity	30
4.7	Youth who have completed their education by level of educational attainment and household income level.....	30
4.8	Youth's opinion of the main driver of success in attaining one's life goal.....	33
4.9	Weights of main driver toward success in attaining one's life goal (conventional points).....	34
4.10	Youth by participation in career guidance activities and reasons for choosing their current profession.....	35
4.11	Youth by whether given occupation matches their desired occupation according to educational status	36
5.1	Average monthly wage of young employees as share of the national average wage in Ukraine by selected characteristics	41

5.2	Employed youth by broad aggregate sector, 2013 and 2015	44
5.3	Youth unemployment rate, 2013 and 2015	52
5.4	Unemployed youth by level of completed education, 2013 and 2015	53
5.5	Youth unemployment rate by level of completed education	53
5.6	Unemployed youth by number of vacancies applied for	57
5.7	Unemployed youth by number of interviews attended	57
5.8	Unemployed youth by opinion of utility of their education or training in getting a job	58
5.9	Unemployed youth by reservation wage.....	59
5.10	Main source of income of inactive youth.....	62
6.1	Youth by stage of transition and household income level	66
6.2	Youth in transition by sub-category, 2013 and 2015	68
6.3	Youth in transition and not in education by sub-categories and educational attainment	69
6.4	Flows to and satisfactory employment (transited youth).....	71
6.5	Average lengths of labour market transitions from school graduation to first and/or satisfactory job by level of completed education and sex (months)	73
6.6	Average length of transition by sub-category of type of transition	73

Boxes

1.	Definition of youth.....	14
2.	Work4Youth: An ILO project in partnership with The MasterCard Foundation.....	15

Annex tables (in electronic version only)

A.1	Allocation of households by regions of Ukraine and type of area, 2014	82
A.2	Dependence of the household selection step on the number of apartments in the building ...	83
A.3	Calculation of parameters of household sampling	84
A.1	Educational attainment of Ukrainian population aged 15-70 by economic activity, 2014	85
A.2	Employment rates for different groups of population aged 15-70 in formal and informal sectors of economy, 2014	85
A.3	Main sources of income of youth (second most important source)	86
A.4	Main sources of income of youth (third most important source).....	86
A.5	Youth by the principal means of covering usual expenses	87
A.6	Current students by expected highest level of education	87
A.7	Youth in higher education by whether or not they would consider following vocational education (hypothetically) and reason	88
A.8	Current students combining work and study by reason	88
A.9	Non-student youth by education status (completed school or left before completion).....	88
A.10	Non-student youth who combined work and study by reason	89
A.11	Youth education level in comparison to parents	89
A.12	Youth by main influence in the selection of desired profession	89
A.13	Youth whose field of study does not match that of their dreams and reason (%).....	90
A.14	Young employees by type of enterprise.....	91
A.15	Young employees on limited duration contract by reason	91

A.16	Young self-employed workers by reason for choosing self-employment.....	92
A.17	Young self-employed workers by source of start-up financing	92
A.18	Young self-employed workers by main challenge to doing business	92
A.19	Young self-employed workers by source of financial resources to cover current expenses (multiple responses)	93
A.20	Employed youth by detailed sector (1-digit ISIC)	93
A.21	Employed youth by hours worked per week and detailed sector (1-digit ISIC)	94
A.22	Employed youth by hours worked per week and employment status	95
A.23	Employed youth by desire to increase their working hours and method	96
A.24	Employed youth in formal and informal employment by detailed sector (1-digit ISIC)	96
A.25	Unemployed youth (strict definition) by job search method	97
A.26	Unemployed youth (strict definition) by access to public employment services.....	98
A.27	Discouraged youth by the assessment of future employment prospects and personal impact	98
A.28	Discouraged youth by desired type of enterprise for future employment.....	98
A.29	Youth by household income level and stage of transition	99
A.30	Youth by transition sub-category and age group	100
A.31	Youth by transition sub-category and sex.....	101
A.32	Youth by transition sub-category and area of residence	102
A.33	Unemployed youth (relaxed definition) by preferred type of enterprise (%)	103

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1. Introduction and main findings

1.1 Overview

This report presents the main findings of the second phase of the school-to-work transition survey (SWTS) conducted jointly by the Ukrainian Center for Social Reforms (UCSR) and the Ptoucha Institute for Demography and Social Studies of the National Academy of Sciences of Ukraine. The first SWTS was conducted in 2013 in Ukraine. Results outlining the numerous challenges faced by young people as they embark on their transition into the labour market were disseminated in Libanova et al. (2014). The report served as a basis for intensive academic and political efforts to raise awareness of the challenges that young people face, with particular emphasis on their professional orientation and labour market integration.

Starting in July 2014, three round-table discussions, two expert meetings and two conferences were held to discuss the main findings of the survey and develop proposals for the improvement of national policies on youth employment. The events were attended by members of the research community, alongside representatives of the Ministry of Social Policy of Ukraine, the State Employment Service, the Ministry of Youth and Sports, the Ministry of Education and Science, the Federation of Trade Unions of Ukraine, the Federation of Employers of Ukraine, international organizations and others. Recommendations for policy modifications resulting from the events were then used in the development of the new conception of the Youth Policy in Ukraine, as well as national legislation relating to employment and labour codes. In this regard, the Work4Youth project has had a positive impact on the conception and development of the new knowledge into action for the benefit of the young people in the country.

In 2013, the first survey report highlighted numerous areas of concern regarding young people being unable to meet their aspirations for productive employment in Ukraine. The subsequent political and economic crises in the country, including the Russian annexation of Crimea and the war in Donbass have obviously caused disruption to the Ukrainian youth development processes in the country, leaving young Ukrainians feeling that their economic futures are all the more precarious. In such circumstances, the results of a second SWTS are even more important for examining the new obstacles and challenges threatening the transition of youth from school to work. This report summarizes the recent results with the aim of confirming previous policy recommendations or proposing new ones, more in keeping with current conditions in the country.

1.2 Structure of the report

This report consists of seven sections. Section 2 presents the labour market situation in Ukraine during the period 2012–2014 and describes the effect of the overall changes in the country in 2014 on the conditions for youth-targeted labour policy development. Section 3 presents the methodology of the SWTS. Sections 4 to 6 present the main results of the survey, including details on the general characteristics of surveyed youth and their families, the employment characteristics of young workers, unemployed youth and economically inactive youth and their pathways into the labour market. Finally, section 7 goes into more detail on the current national framework guiding youth and youth employment in Ukraine and includes policy recommendations for youth employment in the context of economic crisis and national reforms oriented towards implementation of the Association Agreement with the European Union.

1.3 Main findings

The findings of the SWTS 2015 highlight the efforts that Ukrainian youth undertake in their transition from school to a stable job. With similar results to those found in the 2013 survey, there would seem to be insufficient progress in overcoming the situation of imperfect coordination between the education system, the labour market and the models according to which young people choose their occupations and qualifications. Youth employment in the country has experienced a shift from production activities to services – a shift that was less evident among previous generations of workers. While the services sector is full of opportunities for paid employment, there are signs of changes in the employment relationships that leave young workers more vulnerable to work characterized by low wages, temporary contracts and limited legal protection.

The effects of the recent economic, social and political crises in the country have turned out to be smaller than expected when viewed in the context of the youth labour market indicators produced from the 2013 and 2015 SWTS, although there are some indications of worsening conditions in terms of household level incomes. A large majority of Ukrainian youth assess their household's material wealth as being around the national average (44.7 per cent). The percentage of those perceiving their household to fall within the extreme categories – well-off and poor – remains negligible. Considering that two-thirds of youth live with their parents or other relatives, the assumption can be made that young people are being forced to postpone their economic (and physical) independence due to their limited earning capacity during these unsettled times. Continued dependency on the household is also evident in the high share of youth who state that their main source of income is either parental or spousal support (40.9 per cent). Approximately the same share (41.3 per cent) claim their own wages or earnings as their primary source of income.

The primary life goals of Ukrainian youth are rarely economically driven: 22.0 per cent of youth said their main life goal is to live comfortably, without undue stress or wealth, and 42.1 per cent said their main goal was to ensure a decent living standard for their family. Adolescents (aged 15–19), most of whom are still students, tend to have more idealistic goals in relation to their future career development – for example, 31.7 per cent said they aim to have a successful career and 8.5 per cent would like to make lots of money. The study revealed that 36.1 per cent of youth in Ukraine were in education at the time of the survey, and 61.8 per cent have completed their studies and hold a corresponding diploma. The share of young people who stopped their education before completion was small, at 2 per cent. Among those youth still in education, 52.4 per cent are in higher education, 22.7 per cent are in secondary general education and only 16.8 per cent are in vocational training.

Higher education remains a powerful driver of competitiveness within the economy and still attracts a majority of young students. Among the employed youth, the proportion who have completed higher education is notably higher than the corresponding proportion among unemployed and economically inactive youth. Vocational education, on the other hand, remains undervalued. Despite evidence of equal, if not higher, wage potential for youth who follow vocational training, 73.2 per cent of youth who have plans to complete higher education still expressed reluctance to change their educational orientation in favour of vocational training.

The structure of youth education according to fields of study remains unbalanced, with regard to both current and anticipated needs in the labour market. In particular, it is important to note the growing disparity between the shares of young students focusing their studies on the social sciences, business and law and those opting to study the natural and technical sciences. Factors influencing educational choices are numerous and include the level of household income – the higher the household income, the higher the share of youth who have completed higher education. Lower household income levels, in contrast, are associated with youth who have completed vocational and secondary general education. The type of educational institution attended also influences the field of study chosen by young students,

although most youth say their selection is primarily based on their own interests, followed by the influence of their family. With only 48.7 per cent of youth making use of career guidance services, there is plenty of scope for improvement in the outreach of the country's vocational orientation efforts.

The youth employment-to-population ratio in 2015 is 51.7 per cent, which is not much lower than the employment rate for the overall working population aged 15–70, which stood at 56.6 per cent in 2014. The majority of Ukrainian youth are in paid employment (employees; 84.9 per cent). Another 8.0 per cent are own-account workers and 2.5 per cent are employers. The low shares of youth in self-employment contrast sharply with the high regard shown for starting a business as the desired future employment route, chosen by one-third of current young students. One can assume therefore that the entrepreneurial dreams of many students are not fostered in the education system or that a lack of support mechanisms stops many youth from making the move to self-employment.

There are significant gender differences in the employment characteristics of youth. Young women are more attracted by secure employment, such as that offered by state-owned enterprises. Self-employment and paid employment in the private sector are more common among young men than women. Young women, in contrast, are more often employed as unpaid family workers.

Ukrainian youth are mainly employed in services (67.1 per cent), with a higher proportion of young women than men (81.6 per cent and 57.2 per cent, respectively). Most young people work in occupations that are mid- to high-skilled: as professionals (22.8 per cent), service and sales workers (18.4 per cent) and technicians and associate professionals (14.6 per cent).

Although the statutory working week in Ukraine consists of 40 hours, 25.4 per cent of young workers are still working less than 40 hours per week and 23.0 per cent work an excessive number of hours, at more than 50 hours per week. Most youth stated that they voluntarily choose these work hours. The main areas of concern in relation to the working conditions facing young workers relate to unpaid hours of work, high levels of informal employment (impacting 58.3 per cent of young workers), high shares of overeducated young workers (31.7 per cent), non-compliance with some of the standard employment entitlements, low accessibility to study leave and the high rate of violations related to work safety and low wages. The study revealed that young employees have a low likelihood of earning wages at the national average; overall, their average wage was equal to only 69.2 per cent of the national average. Results on the returns on educational investment are mixed. Young employees who completed secondary general education had a higher chance of earning close to the national average wage compared to young workers with higher education degrees. Low wages are a major driver of young workers' desire to change their current job; 31.5 per cent would like to change their current employment position.

It is important to note that young people do not have enough awareness of their rights vis-à-vis social protection (20.2 per cent of young workers said they were not aware that employers are obliged to make contributions to the social security fund on their behalf). Youth do not have enough knowledge about the state guarantees, including which guarantees can be made voluntarily by employers within the framework of their corporate social responsibility.

In Ukraine, youth unemployment remains a significant problem although its rate, at 11.6 per cent, is not excessively high compared to other countries in the European Union (EU) and neighbouring countries. Some youth are more vulnerable to unemployment, however; for example, unemployment rates are higher for adolescents aged 15–19 (21.3 per cent), youth in rural areas (14.2 per cent) and youth with lower levels of education (20.7 per cent for youth with secondary general education compared to 8.4 per cent for youth with higher education).

In Ukraine, it does not take long for unemployed young people to find a job. Three-quarters (76.5 per cent) of all unemployed youth actively sought work for less than one year and 51.7 per cent for less than six months. Regarding the job-search method, the largest share of the unemployed sought work through families and friends (69.7 per cent). More than half of the unemployed youth (58.6 per cent) had rejected a job offer in the past with the main reason for rejection being the low wage offered (51.1 per cent of refusals), which is a further indication of the inability of the economy to create a sufficient number of quality jobs for young labour market entrants. In fact, 27.5 per cent of unemployed youth view their main obstacle to finding employment as the insufficient number of jobs available while a further 19.4 per cent cite the low wages on offer in the available jobs.

In 2015, the proportion of those who have completed the labour market transition is 41.3 per cent, compared to 31.3 per cent who remain in transition and 27.4 per cent whose transition has not yet started. The survey findings reveal that young men have a better chance of completing the transition than young women (47.3 per cent and 35.1 per cent, respectively). Other factors that increase the likelihood of completing the labour market transition to a stable or satisfactory job are higher levels of educational attainment, household income levels and urban residency. Regarding the link between employment and education, 69.7 per cent of young people who have completed higher education have completed the transition while 29.0 per cent remain in transition. This compares favourably to the results of youth with secondary general education: 46.2 per cent of whom have completed the transition while 49.1 per cent remain in transition.

On completing their studies, more than one-half (54.1 per cent) of youth moved directly into jobs which comply with the basic criteria of stable and satisfactory employment while another third (33.3 per cent) experienced a spell of unemployment prior to gaining employment. The pathway from school to a first stable/satisfactory job took, on average, 4.9 months. Excluding the number of youth who moved directly to that first transitioned job (as their first labour market experience after graduation) results in the average transition length increasing by only two months to 7.1 months. In both instances, it takes young men longer than young women to make the transition from school to work; including the directly transitioned, the average transition period of young men is 6.6 months compared to 3.6 months for young women.

Much political attention has been given to the issue of employment of young people in Ukraine, with increasing urgency in the aftermath of the various crises in the region. The Government has been active in developing policies to promote youth employment, although efforts have a tendency to be disjointed and slow to produce results. The planned reform of the education system and enforcement of labour standards for the effective protection of young workers are examples of policy measures whose implementation has been subject to repeated interruptions and are thus shown to lack the necessary impetus to push them through. The benefits anticipated to come as a result of the reforms are in fact a long term prospect, as youth and their families will adapt only gradually to market mechanisms as has been demonstrated with SWTS results. What is important now is to ensure that those market mechanisms are balanced with the appropriate social protection factors to ensure that young men and women are set on the path towards active, productive citizenship.

2. The macroeconomic situation and the labour market in Ukraine

2.1 Macroeconomic situation

The second round of the school-to-work transition survey (SWTS) in 2015 was undertaken in completely different socio-economic and political circumstances to the previous round. The first round of the survey was conducted in 2013, which appears to have been the last year in the post-crisis recovery period of the Ukrainian economy between 2010 and 2013, in the aftermath of the 2008–09 global economic crisis. The year of the SWTS's second round (2015) proved to be the most crucial year in the history of independent Ukraine, starting with Russia's act of aggression against the territorial integrity and independence of Ukraine. Accordingly, the economy in Ukraine at the time of the second round of the SWTS was labouring under the impact of two negative influences: the trend of economic recession over the period 2010–15, and the situation of civil conflict in 2014–15, added to which were the global trends of falling raw materials prices as well as national reforms of the country's economy and public administration. Hence, each of the two survey periods should be viewed as a discrete entity. Over the period 2010–12, the Ukrainian economy recovery rates were positive; however, during the course of 2013, growth was halted (table 2.1) as drawbacks in the economic and social policy became evident from the second half of 2013 and the end of the year was marked by the unfolding crisis in the country.

Table 2.1 Gross domestic product (GDP) by purchasing power parity (PPP), 2010–13

Indicator	2010	2011	2012	2013
GDP (US\$ billion by PPP, 2005)	321.5	338.2	339.3	339.1
GDP growth (%)	4.2	5.2	0.3	0.0
GDP per capita (US\$)	7 037	7 430	7 471	7 485
Average monthly wage (US\$)	282.2	330.5	378.5	408.5

Source: State Statistics Service of Ukraine.

Structural drivers for the recovery of the Ukrainian economy during the period 2010–13, shown in table 2.2, were the high growth rates of the gross value added in agriculture, forestry and fishing (29.5 per cent), professional, scientific and technical activities (30.9 per cent), real estate activities (16.4 per cent) and wholesale and retail trade (7.4 per cent) which, though demonstrating low growth rates no higher than the national average, made the largest contribution by gross value added in the economy (16.5 per cent in 2013). Stable economic growth over the period was impeded by:

- low levels of competitiveness in manufacturing, which in 2010 generated 15 per cent of the country's GDP; the decrease in gross value added in manufacturing by nearly 10 per cent over the period (table 2.2);
- the declining construction sector, which lost 21.6 per cent of its value – in 2010, the sector had generated 3.7 per cent of Ukraine's GDP, whereas in 2013 it had dropped to 2.7 per cent;
- inertia in mining and quarrying, as well as in transport and storage, which in 2013 generated 6.7 per cent and 8.7 per cent of the country's GDP, respectively, and which experienced a period of growth only in 2011, followed by stagnation and decline.

Table 2.2 Gross added value structure by economic activity (at constant 2010 prices), 2010–13

Economic activity	%				Index (2010 = 100)			Overall change, 2010–13
	2010	2011	2012	2013	2011	2012	2013	
Total	100.0	100.0	100.0	100.0	104.9	100.4	100.5	105.8
Agriculture, forestry and fishing	8.4	9.6	9.2	10.3	119.4	96.0	113.0	129.5
Mining and quarrying	6.6	6.9	6.9	6.7	109.3	100.2	96.9	106.1
Manufacturing	15.0	14.7	14.3	12.8	103.3	97.7	90.1	90.9
Electricity, gas, steam and air conditioning supply	3.2	3.2	3.2	3.0	106.0	99.0	96.4	101.2
Water supply; sewerage, waste management and remediation activities	0.8	0.8	0.6	0.6	102.3	78.3	95.1	76.2
Construction	3.7	3.5	3.1	2.7	98.7	89.9	88.4	78.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	16.2	16.5	16.5	16.5	106.4	100.7	100.2	107.4
Transportation and storage	8.7	9.4	8.7	8.7	112.8	93.7	100.4	106.1
Accommodation and food service activities	0.9	1.0	0.9	0.8	107.4	93.8	94.7	95.4
Information and communication	3.5	3.4	3.6	3.7	104.0	106.4	101.9	112.8
Financial and insurance activities	6.4	5.7	5.8	6.2	93.0	101.9	107.8	102.2
Real estate activities	6.0	5.9	6.3	6.6	102.9	106.0	106.7	116.4
Professional, scientific and technical activities	2.9	2.5	3.2	3.5	92.8	127.7	110.5	130.9
Administrative and support service activities	1.2	1.2	1.3	1.3	104.0	105.1	101.2	110.6
Public administration and defence; compulsory social security	5.2	4.9	4.9	5.0	97.7	101.0	101.8	100.5
Education	5.6	5.3	5.6	5.7	100.0	105.5	101.6	107.2
Human health and social work activities	4.0	3.9	4.1	3.9	100.7	105.0	96.5	102.0
Arts, entertainment and recreation	0.6	0.7	0.8	0.9	109.2	125.8	114.2	156.9
Other service activities	0.9	0.9	1.0	1.0	107.8	104.7	101.2	114.2

Source: State Statistics Service of Ukraine.

The major changes over the period were the decreasing shares in the following sectors in the overall structure of the Ukrainian economy: manufacturing from 15.0 per cent to 12.8 per cent; construction from 3.7 per cent to 2.7 per cent; finance and insurance from 6.4 per cent to 6.2 per cent; and public administration and social protection from 5.2 per cent to 5.0 per cent. The lost shares were gained by agriculture, forestry and fishing, which increased from 8.4 per cent to 10.3 per cent; real estate activities and professional, scientific and technical activities, where the share in each activity increased by 0.6 percentage points to reach 6.6 per cent and 3.5 per cent, respectively; while the share of wholesale and retail trade increased from 16.2 to 16.5 per cent.

The recovery in global economic activities following the crisis in 2008 triggered a gradual growth in foreign trade during 2010–12 (table 2.3). This period was marked by a noticeable increase in both export of goods and services (30.5 per cent) and their import (38.2 per cent). The growth of export was mainly due to an increase in the export of foodstuffs, whereas the volume of exported manufactured products gradually decreased. At the same time, the increasing prices of mineral products (mainly energy products) played a major role in the growth of imports.

Between 2010 and 2013, the foreign trade balance remained negative, reaching a maximum value of US\$9.0 billion in 2012. When the official US\$/Ukrainian hryvnia (UAH) exchange rate was deliberately frozen (table 2.3), this led to the formation of a deficit of working capital available to economic entities, further complicated the payment of export

value added tax and increased the cost of lending and investment resources. Ukraine has always had a high level of GDP redistribution through the consolidated state budget. Over the period 2010–13, the GDP ratio followed an upward trend (table 2.4), with the exception of 2013 when it fell by 0.9 percentage points compared to the 2012 level.

Table 2.3 Dynamics of foreign trade in goods and services, 2010–13

Imports and exports	2010	2011	2012	2013
Export of goods and services (US\$ billion)	63.2	82.2	82.4	78.2
Import of goods and services (US\$ billion)	66.2	88.8	91.5	84.6
Average official US\$/UAH exchange rate	7.9	8.0	8.0	8.0

Source: State Statistics Service of Ukraine, National Bank of Ukraine.

From 2011, much higher growth rates are observed in state budget expenditure compared to revenue growth rates. This dynamic resulted in considerable growth (almost threefold) of the state budget deficit. Under those circumstances, in order to fulfil its budgetary commitments, the State aggressively sought foreign loans, which resulted in a growing external public debt – reportedly, according to the Ministry of Finance of Ukraine, reaching 223.0 billion UAH in 2013 (table 2.4).

Table 2.4 Macroeconomic indicators, 2010–13

Indicator	2010	2011	2012	2013
Government revenue (UAH billion)	314.5	398.6	445.5	442.8
Government expenditure (UAH billion)	377.8	416.9	492.5	505.8
Consolidated budget revenue and GDP ratio (%)	28.1	29.5	30.5	29.4
Lending (UAH billion)	1.3	4.8	3.9	0.5
Deficit (UAH billion)	64.7	23.1	50.8	63.6
Foreign debt (UAH billion)	181.8	195.8	208.9	223.3

Source: State Statistics Service of Ukraine, National Bank of Ukraine, Ministry of Finance of Ukraine.

The social and political crisis at the end of 2013 heated up when, in January–February 2014, the revolution dismantled the state power of the forces that, in November 2013, had disfavoured Ukraine’s association with the EU and corresponding social reforms. Following this step, Ukrainians declared their intention to align with the values of EU standards for the future orientation of the country. Indeed, this choice, made by the Ukrainian people, prompted the economic and military aggression of Russia, which was accustomed to treat Ukraine as a semi-colony. In March 2014, the Russian Federation annexed the Crimea. Between March and May 2014, the Russian Federation employed its intelligence services and special military operations to organize the armed takeover of power in certain territories in the Donetsk and Lughansk regions. Since July 2014, these regions have been supported by the military forces of the Russian Federation. The territorial conflicts forced Ukraine, already undergoing the difficult process of social and economic reforms, to commit unprecedented resources to the goal of independence and territorial integrity.

The Russian Federation’s aggression in Donbas caused major losses in the economy, in particular, the erosion of economic and social infrastructure in the zone of the anti-terroristic operation (hereinafter the ATO). As of May 2015, the Ministry of Social Policy in Ukraine has registered 1.292 million internal migrants from the regions. Providing assistance to these people and efforts to effect their social integration has become another unforeseen item in the budget expenditure. The loss of the Autonomous Republic of Crimea has also brought economic costs to Ukraine. The State Statistics Service of Ukraine estimated the region’s contribution to national GDP at 3 per cent in 2013. The economic potential in the Donetsk and Lughansk regions, with GDP contributions of 10.8 per cent and 3.6 per cent, respectively, in

2013 are now considerably eroded. These territories produced 21.7 per cent of Ukraine's domestic industrial products in 2013.

One of the key issues related to Russian aggression in Ukraine was the rupture of economic links between Ukraine and Russia. Ukrainian enterprises have suffered from the loss of markets, both in Russia and in countries that are members of the Customs Union. Thus, during the period 2013–14, exports to Russia decreased from US\$15.1 billion to US\$9.8 billion and imports declined from US\$23.2 billion to US\$12.7 billion with overall exports and imports reduced by US\$12.7 billion and US\$23.8 billion, respectively.

The negative impacts on the economic stabilization efforts in Ukraine under conditions of quasi-warfare imposed by Russia resulted in the lowering of global prices of raw materials and processing products, which are crucial export items and a primary element of the foreign exchange balance in Ukraine. Under these conditions, according to the State Statistics Service of Ukraine, GDP declined by 6.8 per cent in 2014 in comparison to 2013 (table 2.5). The investment climate was considerably shaken. In 2014, the capital investment index stood at only 75.9 per cent of its 2013 value and the direct foreign investments index at 80.5 per cent (although almost two-thirds of this decline was due to loss of offshore investments and investments from the Russian Federation). Export volumes were significantly reduced, from US\$78.2 billion in 2013 to US\$65.4 billion in 2014; import volumes declined from US\$84.6 billion in 2013 to US\$60.8 billion in 2014.

Table 2.5 Macroeconomic indicators, 2013 and 2014

Indicator	2013	2014
Gross domestic product index in prices for the previous year (as percentage of the previous year's value)	100.0	93.2
GDP index per capita (as percentage of the previous year's value)	100.3	93.4
Consumer price index	101.8	131.6
Real available income of the population (as percentage of the previous year's value)	106.1	91.6
Capital investment index (as percentage of the previous year's value)	92.1	75.9
Direct foreign investments index (as percentage of the previous year's value)	106.3	80.5
Export of goods and services (US\$ billion)	78.2	65.4
Import of goods and services (US\$ billion)	84.6	60.8
Average official US\$/UAH exchange rate	8.0	11.9
Government revenue (UAH billion)	442.8	456.1
Expenditure (UAH billion)	505.8	523.1
Lending (UAH billion)	0.5	5.0
Deficit (UAH billion)	63.6	72.0
Foreign debt (UAH billion)	223.3	486.0

Source: State Statistics Service of Ukraine, National Bank of Ukraine, Ministry of Finance of Ukraine.

Extraordinary losses in economic infrastructure, output, foreign trade and capital investments, coming at the same time as the force-majeure government expenditures for defence and to support the social sector, caused a dramatic decline of the UAH to US\$ value (from 8 to 11.9 UAH to the US dollar). This resulted in a rapid increase of the GDP deflator in Ukraine which, as reported in 2014, was at the level of 47.4 per cent, as well as the consumer price index, which grew by 31.6 per cent. As a consequence of these factors, in 2014 the real available population income index was equal to 91.6 per cent of its 2013 value.

Under those circumstances, central and local government failed to demonstrate a consistent and committed approach to the reforms and implementation of the current socio-economic policy. Lack of consistency in government actions and sluggish ministerial change

resulted in the Government being unable to take prompt action to counteract the internal and external losses in the Ukrainian economy and to lay the foundations for its growth.

2.2 Population and labour market in Ukraine

At the beginning of 2015, Ukraine's population was estimated at about 42.8 million persons (excluding the Autonomous Republic of Crimea and the city of Sevastopol annexed by the Russian Federation in March 2014).² According to the preliminary estimations of the State Statistics Service, population density as of 1 January 2015 remains highest in the eastern oblast (comprising Donetsk – 10.0 per cent of total resident population, Dnipropetrovsk – 7.7 per cent, Kharkiv – 6.4 per cent and Kyiv – 6.7 per cent).

In terms of resident population distribution by sex, females made up 53.7 per cent of the total population as of the beginning of 2015. The predominance of women in the population structure was particularly strong in the older age band 70+ (69 per cent of the age group were female). At the same time, the high percentage of men in the structure of population was evident in the 25–29-year-old age group (51 per cent male) (table 2.6).

Table 2.6 Resident population distribution by sex, age group and area of residence (thousand persons)

Age group	Total	Sex		Area of residence	
		Female	Male	Urban areas	Rural areas
Under 1	463.0	224.7	238.4	302.5	160.6
1–4	1 895.6	918.8	976.8	1 249.8	645.8
5–9	2 228.9	1 081.7	1 147.2	1 494.6	734.3
10–14	1 861.6	904.4	957.3	1 205.4	656.2
15–19	2 073.6	1 010.0	1 063.6	1 352.6	721.0
20–24	2 740.7	1 332.0	1 408.6	1 828.4	912.3
25–29	3 487.2	1 709.9	1 777.3	2 443.6	1 043.6
30–34	3 496.6	1 731.0	1 765.6	2 629.4	867.2
35–39	3 142.2	1 587.4	1 554.8	2 265.1	877.0
40–44	3 026.9	1 556.4	1 470.6	2 117.4	909.5
45–49	2 791.9	1 468.3	1 323.6	1 907.2	884.6
50–54	3 178.2	1 724.3	1 453.9	2 225.4	952.8
55–59	3 042.9	1 709.9	1 333.0	2 159.4	883.5
60–64	2 654.7	1 555.8	1 098.9	1 915.3	739.3
65–69	1 938.7	1 190.7	747.9	1 387.6	551.1
70+	4 737.1	3 266.6	1 470.5	2 950.5	1 786.6
Total	42 759.7	22 971.8	19 787.8	29 434.3	13 325.4

Note: Figures accurate as of 1 January 2015.

Source: State Statistics Service of Ukraine.

Among the Ukrainian population aged 15–70, 44 per cent have completed higher education and 23.3 per cent have vocational education. Consequently, the majority of people in this age range (67.7 per cent) have obtained an occupation and are employed in the economy. The economically active population aged 15–70 is more highly educated compared to the economically inactive population (Annex III, table A.1³). Among the economically active population, 52.0 per cent have completed higher education and 26.5 per cent have vocational education, whereas for the economically inactive the corresponding indicators are

² Economic Activity of Ukrainian population in 2014: State Statistics Service of Ukraine. Retrieved from: <http://www.ukrstat.gov.ua> (in Ukrainian).

³ Annex III is available with the electronic version of the report only.

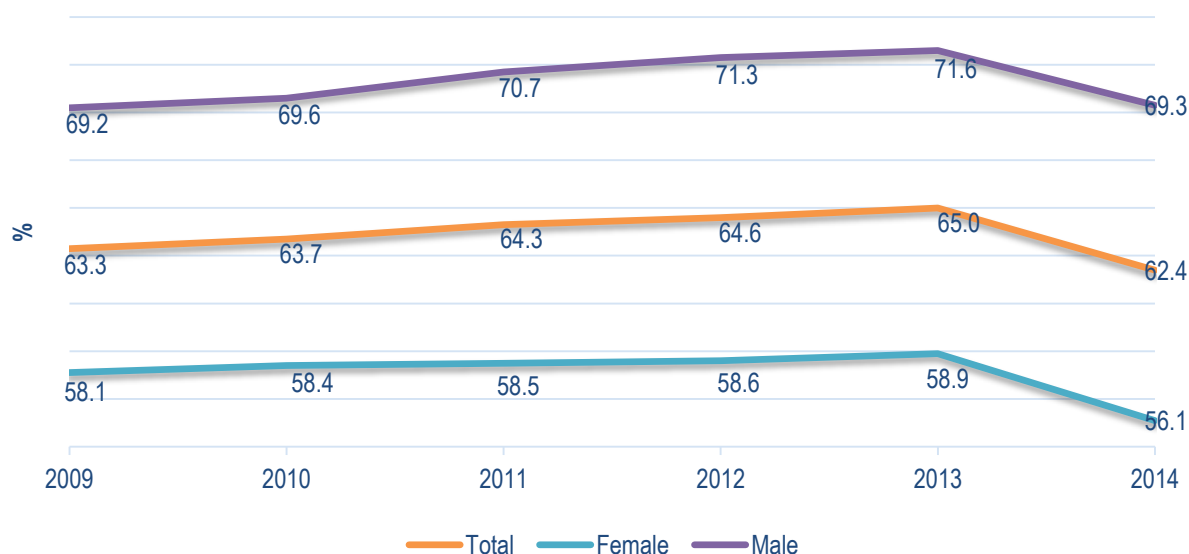
equal to 31.7 per cent and 18.1 per cent. These results reflect the high proportion of retired people among the economically inactive (53.3 per cent in 2014) as well as the contribution of those who are in school and higher education (21.5 per cent). However, taking into account the educational attainment upon completion of education of those who are currently studying, the conclusion can be drawn that today's generation of workers is better educated compared to those who belong to the previous generation.

In Ukraine, women are more highly educated in comparison to men. Among women, the proportion of those who have completed higher education is equal to 49.8 per cent compared to 38.3 per cent of men. Among men, when compared to women, the proportion of those who have completed vocational education is higher – 29.8 per cent in contrast to 17.5 per cent. But for both sexes the proportion with completed higher education is higher than those with vocational education.

A more pronounced difference in educational attainment is observed between urban and rural residents. Among urban residents, 51.9 per cent have completed higher education, whereas among rural residents this figure is only 26.4 per cent. Rural residents also fare worse in terms of the proportion of those who have completed secondary general education (36.6 per cent in urban areas against 20.6 per cent in rural areas), as well as those whose education is below basic secondary – 11.7 per cent and 5.0 per cent, respectively.

In 2014, the labour force participation rate (also known as the activity rate) for people aged 15–70 (excluding the temporarily occupied territories of the Autonomous Republic of Crimea and city of Sevastopol) was 62.4 per cent (figure 2.1). This rate is considerably lower than the value in 2013 (65.0 per cent), which was the maximum value attained by the indicator over the period 2008–13. The current labour force participation rate is even lower than that of 2009 (63.3 per cent), during the global economic crisis. The economic activity of men in 2014, when compared to that in 2013 (71.6 per cent), appeared to be somewhat lower (69.3 per cent), almost equalling the 2009 value of 69.2 per cent. The activity rate of women, which in 2014 was equal to 56.1 per cent, has undergone an even more marked reduction. In 2013, it was 58.9 per cent and in 2009 58.1 per cent. Activity rates for women in Ukraine are traditionally lower than those of men, and their rate of slowdown is comparatively higher at any given time during the crisis. This is due to the greater overall duration of women's education, the fact that they shoulder the majority of household and child care burdens and insufficient support in the labour market and the sphere of social services for mothers with jobs.

Figure 2.1 Labour force participation rate, 2009–14

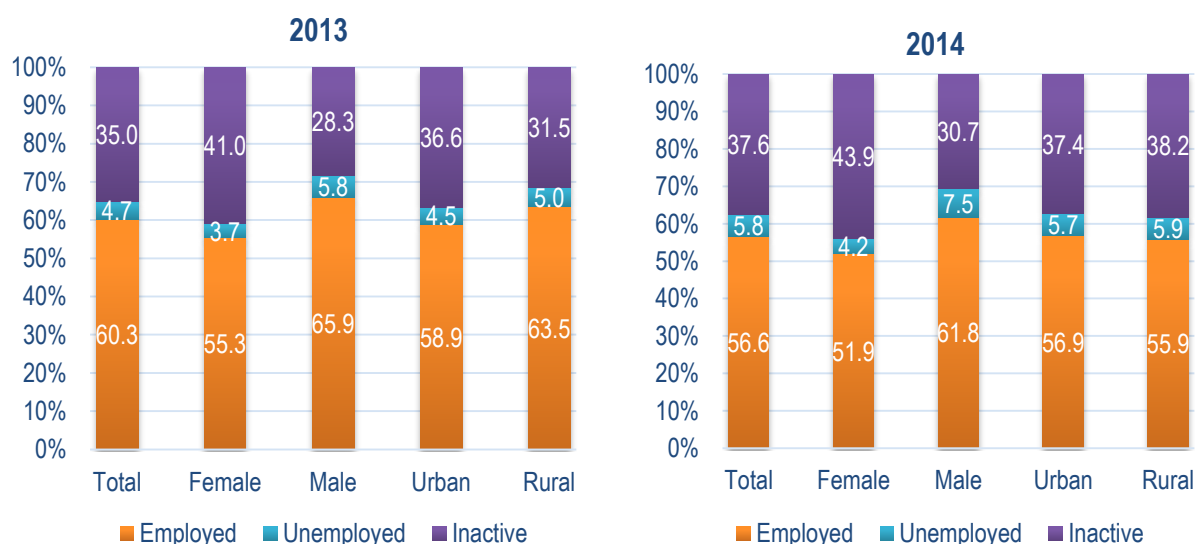


Note: Population aged 15–70.

Source: State Statistics Service of Ukraine, labour force survey (LFS) 2014.

The distribution of the population aged 15–70 by labour market status showed a reduction in the share of employed persons from 60.3 per cent in 2013 to 56.6 per cent in 2014 (figure 2.2). The decrease in the employment-to-population ratio was most prominent in rural areas (falling from 63.5 per cent to 55.9 per cent) and among men (from 65.9 per cent to 61.8 per cent). The share of the unemployed in the population increased from 4.7 per cent in 2013 to 5.8 per cent in 2014. The higher share of the unemployed population is in rural areas (5.8 per cent) and among men (7.5 per cent). At the same time, the share of the economically inactive population increased from 35.5 per cent to 37.6 per cent. This growth was more notable among women – from 41.0 per cent in 2013 to 43.9 per cent in 2014 – and among rural residents – from 31.5 per cent in 2013 to 38.2 per cent in 2014.

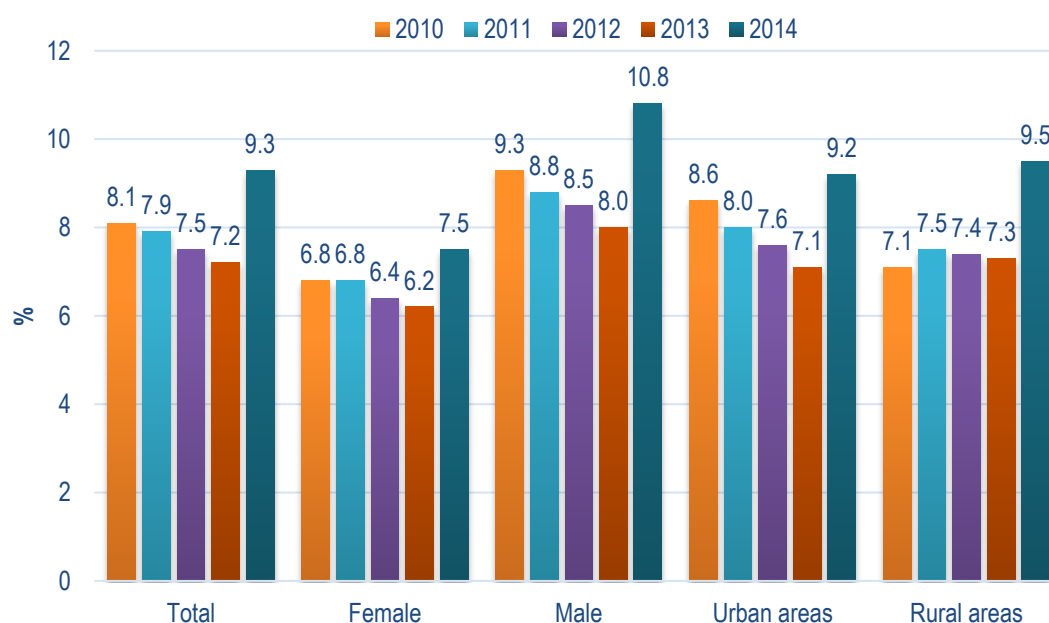
Figure 2.2 Distribution of employed, unemployed and inactive population, 2013 and 2014



Note: Population aged 15–70.

Source: LFS, State Statistics Service of Ukraine.

Figure 2.3 Unemployment rate, 2010–14



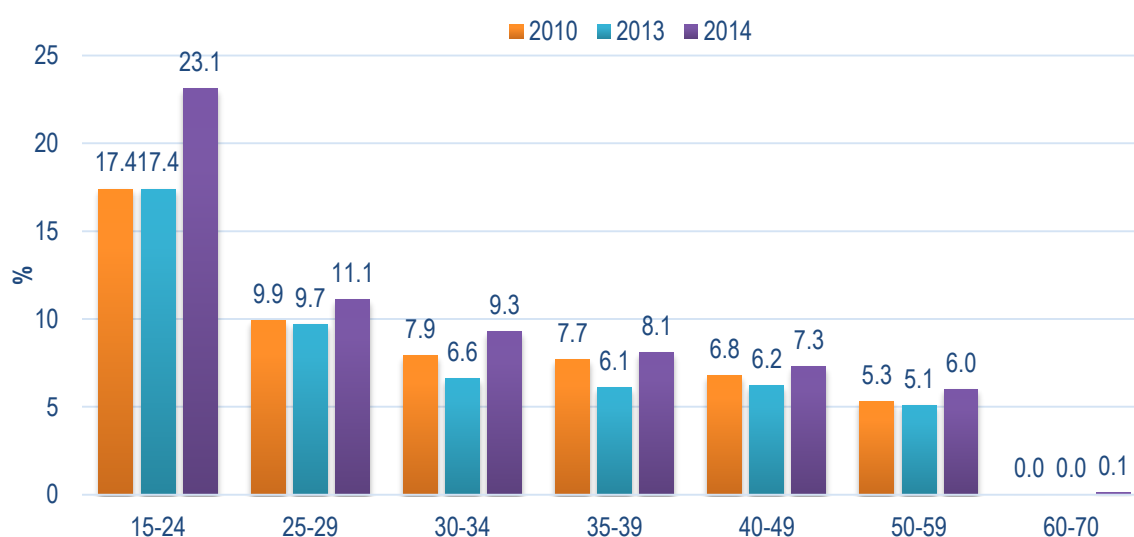
Note: Population aged 15–70.

Source: LFS, State Statistics Service of Ukraine

The unemployment rate in Ukraine in 2014 reached its highest point over the period from 2010 at 9.3 per cent. Compared to 2013, it increased by 2.1 percentage points; the male unemployment rate grew by 2.8 percentage points and the female rate by 1.3 percentage points. This growth resulted in a significantly higher unemployment rate among men compared to women (10.8 per cent in contrast to 7.5 per cent). The unemployment rates for urban and rural residents over the 2012–13 period did not differ widely (figure 2.3). In 2014, however, in urban areas the gap increased by 2.1 percentage points and in rural areas by 2.2 percentage points.

Over the 2010–14 period, the trend was the older the age group, the lower the unemployment rate. Compared to the other groups, the unemployment rate for the youngest age group (15–24 year-olds) has always been highest. In 2014, compared to 2013, it was the youth cohort that demonstrated the greatest increase, from 17.4 per cent to 23.1 per cent (figure 2.4).

Figure 2.4 Unemployment rate by age group, 2010, 2013 and 2014



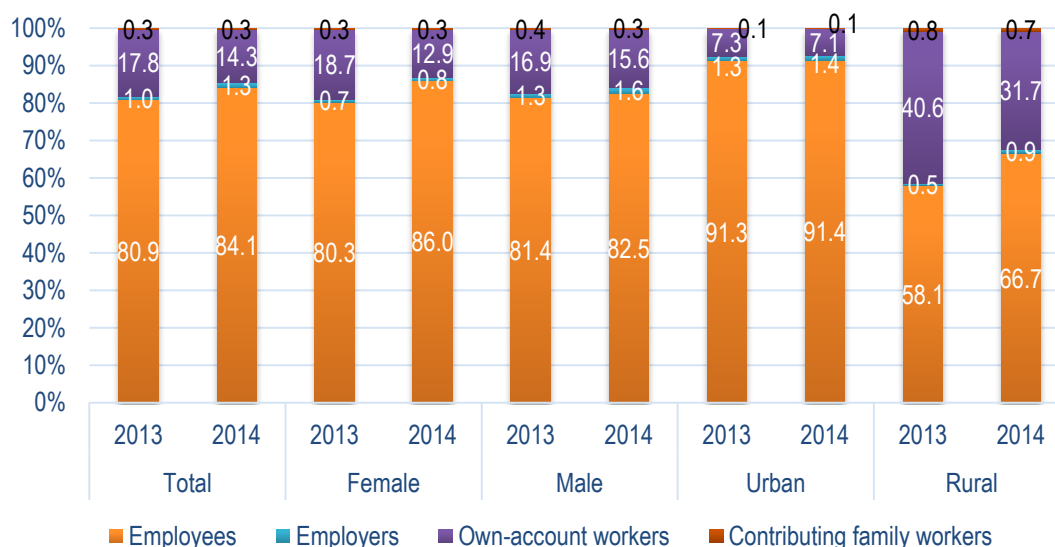
Note: Population aged 15–70.

Source: LFS, State Statistics Service of Ukraine.

The distribution of employment by status in 2014 confirms that most workers are in paid employment (84.1 per cent), especially in urban areas (91.4 per cent), with little variation by sex (86.0 per cent of women and 82.5 per cent of men, respectively) (figure 2.5). The share in paid employment increased somewhat since 2013, when it stood at 80.9 per cent.⁴ This was due to a growing proportion of women in paid employment (from 80.3 per cent to 86.0 per cent) and of rural residents (from 58.1 per cent to 66.7 per cent). At the same time, in 2014 compared to 2013 the proportion of own-account workers decreased from 17.8 per cent to 14.3 per cent. The decrease was particularly marked in rural areas (from 40.6 per cent to 31.7 per cent). Own-account work among women also decreased sharply from 18.7 per cent to 12.9 per cent.

⁴ Over the period 2009–13, the share of paid workers in employment for women, men, urban and rural residents remained relatively stable. Thus, it could be said that conclusions drawn from comparisons between 2013 and 2014 are applicable to comparisons of 2014 and the overall 2009–13 period.

Figure 2.5 Distribution of employed population by status in employment, 2013 and 2014



Note: Population aged 15–70.

Source: State Statistics Service of Ukraine, LFS 2013 and 2014.

In both 2013 and 2014, the sectoral distribution of employment reflected the dominance of the services sector. The largest share of workers – 21.9 per cent – were in wholesale and retail trade and repair of motor vehicles and motorcycles (in comparison with 22.1 per cent in 2013) (table 2.7). Agriculture and industry still serve as significant sectors for employment in the country. In 2014, 17.1 per cent of workers were still employed in agriculture and 16.0 per cent in industrial activities (mining and quarrying; manufacturing, electricity, gas, steam and air conditioning supply). Employment in industry, however, is following a declining trend, primarily due to a reduction of production over the course of the economic crisis. Regarding the occupational structure of employment in 2014, Ukraine had a relatively high share of workers in elementary occupations (18.3 per cent), followed by professionals (17.1 per cent), service and sales workers (15.9 per cent) and craft and related trades workers (12.8 per cent).

Table 2.7 Employment by sector (1-digit ISIC), 2013 and 2014 (%)

Economic activities	2013	2014
Agriculture, forestry and fishing	17.5	17.1
Mining and quarrying, manufacturing, electricity, gas, steam and air conditioning supply	16.4	16.0
Construction	4.4	4.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	22.1	21.9
Transportation and storage	6.0	6.2
Accommodation and food service activities	1.7	1.7
Information and communication	1.6	1.6
Financial and insurance activities	1.6	1.6
Real estate activities	1.6	1.6
Professional, scientific and technical activities	2.6	2.5
Administrative and support service activities	1.8	1.8
Public administration and defence; compulsory social security	5.0	5.3
Education	8.3	8.8
Human health and social work activities	6.1	6.4
Arts, entertainment and recreation	1.2	1.2
Other service activities	2.2	2.1
Total economy	100.0	100.0

Source: LFS, State Statistics Service of Ukraine, ISIC Revision 4.

One of the most important indicators of the quality of employment in a country is the incidence of informal employment, as it is the informally employed who are most vulnerable to weak labour relations and who lack social security coverage. In Ukraine, informal employment is widespread. In 2014, the share of informal employment in the population (aged 15–70) was 14.2 per cent compared to 42.4 per cent of persons in formal employment (Annex III, table A.2). As a share in employment, those in informal employment totalled 25.1 per cent. In the 15–19-year-old age group, the informal employment rate is the lowest, for the 25–49-year-old group it is significantly higher and, finally, from the age of 50 it declines sharply. Similar trends are found across all demographic groups except rural residents, for whom the reduction of the informal employment rate in the older age band is not so pronounced.

To summarize, the macroeconomic context and situation in the labour market in Ukraine was unfavourable for youth at the time of the survey in 2015. It could be foreseen that, compared to the situation in early 2013, when the first round of the survey was carried out, it would be more difficult for youth to find jobs and to have good employment conditions. At the same time, it would be premature to assess the situation of all youth in the labour market as being substantially worsened as a considerable number of young people already had jobs and relatively few youth were affected by the events of 2014.

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 the standard LFS results in isolation 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 the information gap on the labour market outcomes of youth in Ukraine by providing a rare opportunity to analyse the specific challenges facing young people 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 old (see box 1), the survey serves as an important tool for monitoring the impact of youth employment policies and programmes currently being implemented in Ukraine, including those in planning as part of the 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 SWTS can be useful for detecting those individual characteristics of young people that can give rise to 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 young people's transitions into decent work. The survey is designed to capture these factors and the specific experiences of young men and women during the period 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 purposes of the SWTS and related reports, the upper age limit is extended to 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 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. Following a pilot study and training sessions for supervisors and enumerators, the survey's field data were collected over 22 days

between 23 April and 15 May 2015. Interviews were conducted by eight teams of five people. Youth aged between 15 and 29 years old were surveyed in 25 regions of Ukraine, excluding the Autonomous Region of the Crimea: 24 oblasts and the city Kyiv, resulting in a total sample size of 3,202 persons. Financial and technical support came from the Work4Youth partnership between the ILO Youth Employment Programme and The MasterCard Foundation (see box 2).

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 five 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 34 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 former Yugoslav Republic of Macedonia, Montenegro,** the Republic of Moldova, Russian Federation, Serbia,** Ukraine
- **Latin America and the Caribbean:** Brazil,* Colombia,* Dominican Republic,** El Salvador, Jamaica, Peru*
- **Middle East and North Africa:** Egypt, Jordan, Lebanon,** Occupied Palestinian Territory, Tunisia*
- **Sub-Saharan Africa:** Benin, Liberia, Madagascar, Malawi, the Republic of Congo,** Sierra Leone,** the United Republic of Tanzania,* Togo, Uganda, Zambia

* One round only in 2012–13; ** One round only in 2014–15.

In 2015, the SWTS methodology has undergone some changes compared to the first round conducted in 2013. The changes focused on certain questions in the questionnaire and on adjusting the criteria according to which young people were categorized within various age groups. The revised questionnaire also redressed some weak points exposed in the first round, primarily linked to the way in which young people's transition pathways from school to work were captured. Additionally, and based on feedback assessed in the round-table discussions, conferences, expert meetings and other communication events associated with the first round, the questions about employment, unemployment and economic inactivity of youth were simplified and clarified, although still allowing for comparability between survey rounds.

One of the more significant improvements to the questionnaire was a change in design to allow the labour market experience of all young persons, regardless of educational status, to be captured. In the 2013 questionnaire, the history of economic activities was captured only for those youth who had completed their education. Also, to ease the issue of recall of dates for labour market activities, respondents were given an age at which to start – 15 years through to the date of the survey. Detailed information on the survey methodology is provided in Annex II.

4. Characteristics of youth covered by the survey

4.1 Individual characteristics of youth and their households

Applying national weights, the SWTS 2015 in Ukraine covered 8,301,423 youth aged 15–29 years old. This represents a decrease of 1.4 million persons compared to the 2013 SWTS. The main reasons for the decline in youth population are the annexation of Crimea by the Russian Federation (where 494,400 persons aged 15–29 were counted in 2013) and the substantial flow of displaced youth from the Donetsk and Luhansk oblasts in response to the military aggression of the Russian Federation. According to the UN Refugee Agency (UNHCR), the number of internally displaced persons (IDPs) of all age groups is approximately 2 million persons (1.3 million within Ukraine and 700,000 outside Ukraine). Consequently, the number of young people (aged 15–29) in the total number of IDPs is likely to be around 420,000.

Table 4.1 shows the distribution of sampled youth in 2015 by the characteristics of age, sex and geographical residence. Compared to the 2013 survey, a larger share of youth fall within the higher age band of 25–29 years old. The share in the upper age band is 42.0 per cent in 2015, an increase of 4.6 percentage points over the previous survey. The apparent ageing of the youth sample is likely to have consequences for the comparability of some of the results between the two years. With more young adults in the sample, a greater proportion of youth would be expected to be already economically active compared to the previous round, when more were still in school and below the age of 25. Another difference between the two rounds is the slight increase in the share of youth living in rural areas (from 30.0 per cent in 2013 to 32.2 per cent in 2015). The distribution by sex remains unchanged, with a slightly higher male than female share among youth. In 2015, similar to 2013, most young people still reside in their birthplaces (79.7 per cent) with a majority (81.2 per cent) also never having left their native places of residence for a period longer than six months.

Table 4.1 Youth population by sex, age group and area of residence

Characteristic		2015		Change, 2013–15 (pp)
		No.	%	
Age group	15–19	2 073 596	25.0	-2.0
	20–24	2 740 663	33.0	-2.5
	25–29	3 487 164	42.0	4.6
Sex	Female	4 051 924	48.8	-0.2
	Male	4 249 499	51.2	0.2
Area of residence	Regional centre	2 869 210	34.6	0.0
	Other city	2 755 372	33.2	-2.3
	Village or rural area	2 676 841	32.2	2.2
Total		8 301 423	100.0	

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

In 2015, over 90 per cent of youth, regardless of sex, age and area of residence, reside in an owned apartment or house (belonging to themselves or their family) (table 4.2). Naturally, privately owned apartments predominate in cities and privately owned houses in rural areas. A further 8 per cent of the total number of youth live in rented apartments (5.5 per cent) and in hostels (2.2 per cent). Irrespective of the low figures, which are proof of the unpopularity of rented apartments and hostels among youth, these findings are interesting for analysing the problems inherent in transiting into the labour market. It is worth taking into consideration the fact that, even in the oblast cities where educational institutions are concentrated, the share of

youth living in rented apartments or hostels remains low at 11.9 per cent. It may well be that an underdeveloped rental property market serves as an impediment to young people who wish to set up home on their own. Most young people, even within the upper age band of 25–29 years old, do not have the economic means to leave their parental household.

Table 4.2 Type of accommodation of youth

Type of accommodation		Total	Age group			Sex		Area of residence		
			15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area
Lives in an owned house	No. ('000)	3 872.5	1 036.9	1 312.6	1 523.0	1 848.8	2 023.7	458.2	1 090.4	2 324.0
	%	46.6	50.0	47.9	43.7	45.6	47.6	16.0	39.6	86.8
Lives in an owned apartment	No. ('000)	3 767.6	909.0	1 200.9	1 657.7	1 876.7	1 890.9	2 065.4	1 452.7	249.5
	%	45.4	43.8	43.8	47.5	46.3	44.5	72.0	52.7	9.3
Lives in a rented apartment/house	No. ('000)	455.0	53.2	158.2	243.6	216.4	238.5	233.9	170.5	50.6
	%	5.5	2.6	5.8	7.0	5.3	5.6	8.2	6.2	1.9
Lives in a hostel	No. ('000)	180.2	65.9	62.9	51.4	100.6	79.6	106.2	34.1	39.9
	%	2.2	3.2	2.3	1.5	2.5	1.9	3.7	1.2	1.5
Other	No. ('000)	26.2	8.6	6.1	11.5	9.4	16.8	5.5	7.8	12.9
	%	0.3	0.4	0.2	0.3	0.2	0.4	0.2	0.3	0.5
Total	No. ('000)	8 301.4	2 073.6	2 740.7	3 487.2	4 051.9	4 249.5	2 869.2	2 755.4	2 676.8
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change, 2013–15 (pp)										
Lives in an owned house		0.4	0.4	1.3	0.5	0.40	0.6	-3.7	2.9	-1.2
Lives in an owned apartment		0.1	-1.9	-0.5	1.4	-0.10	0.3	4.4	-0.8	-0.6
Lives in a rented apartment/house		-1.0	-0.2	-1.0	-1.8	-1.20	-0.9	-1.0	-1.7	0.2
Lives in a hostel		1.0	1.3	1.2	0.6	1.40	0.5	1.6	0.0	1.2
Other		-0.5	0.4	-1.0	-0.7	-0.5	-0.5	-1.3	-0.4	0.4

Note: pp = percentage points. Due to space constraints, numbers are presented in thousands.

Source: SWTS Ukraine, 2013 and 2015.

More than one-third (35.2 per cent) of surveyed youth are already married, an increase of 4.7 percentage points (table 4.3). In 2013, 63.2 per cent of total youth had never been married and 36.9 per cent were married, betrothed, separated or widowed. In 2015, the shares are 59.5 and 40.6 per cent respectively. The increase in shares of married youth between the two surveys could reflect the larger share of older youth within the 2015 sample. Young women are considerably more likely to be married than men (at 42.5 and 28.2 per cent, respectively).

Table 4.3 Youth by marital status, sex and area of residence

Marital status		Sex		Area of residence			Total
		Female	Male	Regional centre	Other city	Village or rural area	
Single/never married	No.	2 055 285	2 880 488	1 770 500	1 589 498	1 575 775	4 935 773
	%	50.7	67.8	61.7	57.7	58.9	59.5
Engaged to be married	No.	80 733	78 322	52 185	58 946	47 925	159 056
	%	2.0	1.8	1.8	2.1	1.8	1.9
Married (official or not)	No.	1 721 636	1 200 009	978 908	1 000 985	941 752	2 921 645
	%	42.5	28.2	34.1	36.3	35.2	35.2
Separated/divorced	No.	180 410	89 549	60 138	102 954	106 867	269 959
	%	4.5	2.1	2.1	3.7	4.0	3.3
Widowed	No.	13 860	1 130	7 479	2 989	4 522	14 990
	%	0.3	0.0	0.3	0.1	0.2	0.2
Total	No.	4 051 924	4 249 498	2 869 210	2 755 372	2 676 841	8 301 423
	%	100.0	100.0	100.0	100.0	100.0	100.0
Change, 2013–15 (pp)							
Single/never married		-4.6	-2.7	-3.7	-2.7	-4.7	-3.7
Engaged to be married		-1.5	-0.2	-1.1	-0.4	-0.9	-0.8
Married (official or not)		6.5	3.1	5.7	4	4.5	4.7
Separated/divorced		-0.4	-0.2	-1.1	-0.9	1.2	-0.3
Widowed		0.0	0.0	0.2	0.0	-0.1	0.1

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

It is important to note that the higher proportion of married youth is not linked to a higher number of divorces. This indicator actually shows a drop from 3.6 per cent in 2013 to 3.3 per cent in 2015. Among married youth, the majority married between the ages of 20 and 24 years old (60.9 per cent), followed by 20.2 per cent between 15 and 19 years old and 18.9 per cent between the ages of 25 and 29 (table 4.4). More young women than men marry early: 29.2 per cent of young women had married between the ages of 15 and 19 compared to only 6.9 per cent of young men. Such a difference could be explained by the tradition within Ukraine that a husband should be older than his wife and be wealthy enough to support his new family. In addition, early marriages are still observed in the rural areas; 25 per cent of married youth in rural areas married young compared to 16.8 per cent of youth living in the oblast centres. The difference is even more pronounced among women, with a 12.5 percentage point difference between women living in rural and urban areas.

Table 4.4 Age of youth at first marriage

Area of residence	Sex	15–19	20–24	25–29	Total
Regional centre	Female	24.3	64.6	11.1	100.0
	Male	4.9	69.8	25.3	100.0
	Total	16.8	66.6	16.6	100.0
Other city	Female	27.1	60.2	12.8	100.0
	Male	7.1	61.6	31.3	100.0
	Total	19.0	60.8	20.2	100.0
Village or rural area	Female	36.8	51.9	11.3	100.0
	Male	8.7	59.9	31.4	100.0
	Total	25.0	55.3	19.7	100.0
Total	Female	29.2	59.1	11.7	100.0
	Male	6.9	63.6	29.5	100.0
	Total	20.2	60.9	18.9	100.0

Source: SWTS Ukraine, 2015.

To assess and understand the behavioural characteristics of youth in the labour market, it is important to account for their parental status. For young women, motherhood is often the reason for their economic inactivity; for young men it is linked to dropping studies with the aim of earning money or combining study with participation in the labour market, etc. Almost one-third (30.3 per cent) of youth are already parents. Most of them have one child (74.3 per cent), 22.9 per cent of youth have two children and 2.8 per cent have more than two children. In comparison to the 2013 survey, the share of youth with children has increased slightly (table 4.5). There are two reasons for this. The first reason is the increased share in the 25–29-year-old age group within the youth structure (42.0 per cent in 2015 as opposed to 37.6 per cent in 2013). The second reason is the maturing net weight of youth with children within the aforementioned group (from 51.3 per cent in 2013 to 54.8 per cent in 2015).

Table 4.5 Share of youth with children

Characteristic		No.	%
Age group	15–19	26 081	1.3
	20–24	578 576	21.1
	25–29	1 909 341	54.8
Sex	Female	1 578 420	39.0
	Male	935 578	22.0
Area of residence	Regional centre	788 563	27.5
	Other city	865 278	31.4
	Village or rural area	860 157	32.1
Total		2 513 998	30.3

Source: SWTS Ukraine, 2015.

Health issues which prevented youth from taking up employment were indicated by only 3.3 per cent of young people (table 4.6). The groups which exhibited the largest share of health problems were young people aged 20–24 and youth living in regional centres, both at 4.4 per cent, indicating that youth have generally positive perceptions about their health status.

Table 4.6 Youth by health problems

Characteristic		Without health problems		Have health issues which interfere with employment		Total	
		No.	%	No.	%	No.	%
Age group	15–19	2 029 419	97.9	44 177	2.1	2 073 596	100.0
	20–24	2 620 965	95.6	119 698	4.4	2 740 663	100.0
	25–29	3 373 381	96.7	113 783	3.3	3 487 164	100.0
Sex	Female	3 910 400	96.5	141 524	3.5	4 051 924	100.0
	Male	4 113 364	96.8	136 135	3.2	4 249 499	100.0
Area of residence	Regional centre	2 810 910	98.0	58 300	2.0	2 869 210	100.0
	Other city	2 634 282	95.6	121 090	4.4	2 755 372	100.0
	Village or rural area	2 578 573	96.3	98 268	3.7	2 676 841	100.0
Total		8 023 765	96.7	277 658	3.3	8 301 423	100.0

Source: SWTS Ukraine, 2015.

4.2 Household income and financial inclusion

The SWTS asks young people to give their perception of their household income level according to a comparative scale (from well off to poor). In 2015, 4.1 per cent of youth feel

that their household is either well off or fairly well off. This represents a slight decrease of 1.6 percentage points from the previous survey (table 4.7). Likewise, the share of youth who assess their household income as poor increased slightly over the period to 9.7 per cent of the total. Youth in rural areas show a tendency to feel more impoverished than their urban counterparts.

Table 4.7 Youth by level of household income

Household income		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Well off	No. ('000)	11.0	10.2	5.6	19.0	7.8	9.8	3.1	13.9	26.8
	%	0.5	0.4	0.2	0.5	0.2	0.3	0.1	0.5	0.3
Fairly well off	No. ('000)	108.2	103.8	105.0	150.5	166.6	105.0	123.2	88.9	317.1
	%	5.2	3.8	3.0	3.7	3.9	3.7	4.5	3.3	3.8
Around the national average	No. ('000)	1 008.2	1 206.9	1 495.1	1 820.3	1 890.0	1 372.1	1 155.0	1 183.2	3 710.3
	%	48.6	44.0	42.9	44.9	44.5	47.8	41.9	44.2	44.7
Not poor, but below the national average	No. ('000)	780.9	1 127.3	1 516.0	1 648.7	1 775.5	1 149.1	1 191.1	1 084.0	3 424.2
	%	37.7	41.1	43.5	40.7	41.8	40.0	43.2	40.5	41.2
Poor	No. ('000)	164.7	278.6	361.6	407.9	397.0	221.1	278.0	305.7	804.8
	%	7.9	10.2	10.4	10.1	9.3	7.7	10.1	11.4	9.7
Declined to respond	No. ('000)	0.6	13.8	3.9	5.6	12.7	12.1	5.0	1.2	18.3
	%	-	0.5	0.1	0.1	0.3	0.4	0.2	-	0.2
Total	No. ('000)	2 073.6	2 740.7	3 487.2	4 051.9	4 249.5	2 869.2	2 755.4	2 676.8	8 301.4
	%	11.0	10.2	5.6	19.0	7.8	9.8	3.1	13.9	26.8
Change, 2013–15 (pp)										
Well off		-0.3	-0.4	-0.9	-0.7	-0.5	-0.2	-0.8	-1.0	-0.6
Fairly well off		0.3	-1.1	-1.6	-0.6	-1.3	-2.9	0.7	-0.5	-1.0
Around the national average		2.4	-2.5	-3.0	-0.3	-2.7	-2.7	-4.9	3.6	-1.5
Not poor but below the national average		-2.9	0.2	3.6	-0.9	2.5	2.3	4.0	-4.5	0.8
Poor		0.4	3.3	2.0	2.4	1.7	3.0	0.8	2.3	2.0

Note: pp = percentage points. Due to space constraints, numbers are presented in thousands.

Source: SWTS Ukraine, 2013 and 2015.

Youth aged 15–19 years old, females and residents of regional centres were those most likely to rate their household's income as above the national average. It is worth mentioning that youth overestimated the financial situation of their households in comparison to similar assessments by the overall population of Ukraine. For example, in 2014, according to the State Statistics Service of Ukraine, almost no wealthy households were identified in Ukraine. A further 0.8 per cent ranked themselves among the middle class, 28.5 per cent indicated that they were not poor but held a below-average financial position. The most numerous group of respondents, 70.7 per cent, identified their households as poor.⁵ Such inconsistency in terms of the self-assessment of material well-being can be attributed to both the natural optimism of

⁵ Income self-assessment by the Ukrainian households (according to the data of the sample household survey conducted in January 2015), State Statistics Service of Ukraine; ukrstat.gov.ua/druk/publicat/kat_u/2015/zb/06/zb_sdrd_14.zip (in Ukrainian) [4 July 2016].

youth and the fact that, in most cases, young people live with and are supported by their parents.

Regarding sources of income, income from a salary was the source most frequently cited by young respondents, at 41.3 per cent (table 4.8). However, a large share of youth still rely on their family for their personal income (27.9 per cent) and a further 13.0 per cent on the salary of their spouse (husband or wife). With age, the financial independence of youth from their parental households becomes more apparent; while 64.0 per cent of adolescents (15–19 year-olds) relied on parental financial support, the share among 25–29 year-olds was 8.2 per cent. In contrast, reliance on spousal support increases with age: from 4.6 per cent for the 15–19-year-old age group to 19.4 per cent for the 25–29-year-old group. This is largely due to the share of young women for whom the relevant indicator was highest in comparison to the other demographic groups (24.0 per cent).

Table 4.8 Main sources of income for youth

Main source of income		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Salary from employer	No. ('000)	190.4	1 145.1	2 088.1	1 275.6	2 148.1	1 271.4	1 082.4	1 069.9	3 423.7
	%	9.2	41.8	59.9	31.5	50.7	44.4	39.4	40.0	41.3
Profit from own business	No. ('000)	57.9	68.1	100.8	73.3	153.5	63.9	70.8	92.1	226.8
	%	2.8	2.5	2.9	1.8	3.6	2.2	2.6	3.4	2.7
Income from casual activities	No. ('000)	50.4	92.9	146.1	88.8	200.7	81.9	70.4	137.1	289.4
	%	2.4	3.4	4.2	2.2	4.7	2.9	2.6	5.1	3.5
Scholarship	No. ('000)	274.7	238.0	18.4	275.5	255.7	196.5	176.8	157.8	531.1
	%	13.3	8.7	0.5	6.8	6.0	6.9	6.4	5.9	6.4
Help of parents, relatives	No. ('000)	1 320.6	703.6	285.3	1 068.2	1 241.3	798.5	757.8	753.2	2 309.5
	%	64.0	25.7	8.2	26.4	29.3	27.9	27.6	28.2	27.9
Salary of wife/husband	No. ('000)	95.0	309.0	674.7	970.7	108.0	366.4	414.8	297.5	1 078.7
	%	4.6	11.3	19.4	24.0	2.5	12.8	15.1	11.1	13.0
Profit from ownership, banking accounts, assets, others	No. ('000)	-	8.5	18.6	8.7	18.4	7.0	16.2	3.9	27.1
	%	0.0	0.3	0.5	0.2	0.4	0.2	0.6	0.1	0.3
Social benefits	No. ('000)	60.9	166.6	151.7	286.4	92.8	65.6	156.8	156.9	379.3
	%	3.0	6.1	4.4	7.1	2.2	2.3	5.7	5.9	4.6
Other	No. ('000)	14.8	7.8	-	1.6	21.0	14.6	0.9	7.1	22.7
	%	0.7	0.3	0.0	0.0	0.5	0.5	0.0	0.3	0.3
Total	No. ('000)	2 064.7	2 739.7	3 483.8	4 048.8	4 239.5	2 865.9	2 746.9	2 675.5	8 288.3
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Due to space constraints, numbers are presented in thousands.

Source: SWTS Ukraine, 2015.

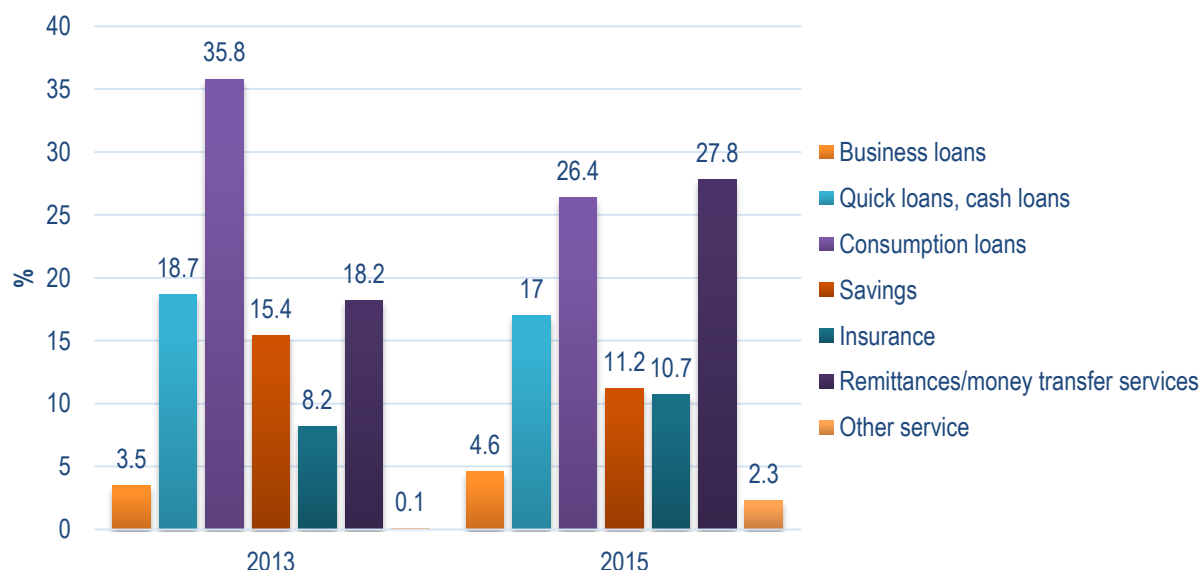
Some youth depend on financial support from institutional sources: scholarships and social benefits from the State (6.4 per cent and 4.6 per cent, respectively), but also here there is a tendency for state assistance to decrease with age. Reliance on social benefits from the State is relatively more common among females (7.1 per cent), mainly due to maternity

assistance. Likewise, youth in rural areas or smaller cities have a higher tendency to rely on receipt of social benefits than do youth in regional centres. Unfortunately, the weight of income from entrepreneurship remains low. Only 2.7 per cent of youth cited profits from their own business as a main source of income, while 3.5 per cent cited income from casual work. The reasons for these low rates could be either the low shares of entrepreneurial activity among youth or low incomes among young entrepreneurs.

Respondents were asked to provide three main sources of income. Among the second and third principal sources of income, financial assistance from individuals such as parents, relatives or spouses takes the dominant place. As a secondary source of finance, 40.3 per cent of youth cite the financial support of parents and 11.7 per cent the support of spouses (Annex III, table A.3; see also table A.4 for third most important source of financial services). In general the data show a notable dependence of young people on their close neighborhood and available institutional environment.

The use of financial services by young people is low. In 2015, the share of young people who do not use financial services is 82.9 per cent in contrast to 76.7 per cent in 2013. The reason for this drop in usage can be attributed to a combination of the more stringent requirements and the increasing cost of financial services and relevant risks. Priorities of youth in terms of financial services have also changed (figure 4.1). The share of youth with consumption loans fell from 35.8 to 26.4 per cent, savings accounts declined from 15.4 to 11.2 per cent, while the share benefitting from remittances/money transfers grew from 18.2 to 27.8 per cent and holders of insurance increased from 8.2 to 10.7 per cent. It is likely that the declining current income rates and increase in risk factors (such as delayed wages, lay-offs and inflation) have led to an increased interest in insurance. In such circumstances, it is likely that the small increase in business loans from 3.5 to 4.6 per cent is not a noteworthy trend.

Figure 4.1 Youth structure by prioritized use of financial services, 2013 and 2015



Source: SWTS Ukraine, 2013 and 2015.

In 68.0 per cent of the cases, banks were the main sources of financial services used by young people. Other financial sources include loans from parents and relatives (38.4 per cent), money transfer system operators (19.5 per cent) and loans from friends (16.9 per cent). When assessing the distribution of the different sources of financial services, it is necessary to take into account the growing number of remittances that make non-institutionalized “third persons” an increasingly important source of financial services.

When coping with unforeseen expenses, most young people (67.1 per cent) said that they reduce their expenditure (for example, on meals, accommodation, health care and education;

Annex III, table A.5). A further 43.7 per cent of young people said they made use of their own savings, 26.4 per cent borrowed money from friends, relatives or informal lenders and 25.8 per cent worked extra hours.

Table 4.9 Youth currently in education by highest expected level

Educational level		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Elementary	No.	0	1 710	0	1 710	0	1 710	0	0	1 710
	%	0.0	0.2	0.0	0.1	0.0	0.2	0.0	0.0	0.1
Basic secondary	No.	244 912	0	0	101 278	143 634	68 958	82 069	93 885	244 912
	%	12.9	0.0	0.0	6.9	9.4	6.2	8.4	10.4	8.2
Secondary general	No.	679 940	0	0	370 956	308 983	195 474	214 734	269 732	679 940
	%	35.9	0.0	0.0	25.2	20.3	17.5	22.0	29.8	22.7
Vocational school (on the base of the 9th grade or 11th grade)	No.	408 205	77 387	17 635	202 888	300 339	160 123	190 759	152 345	503 227
	%	21.5	8.0	12.6	13.8	19.7	14.3	19.6	16.8	16.8
Higher education (total)	No.	562 455	885 875	122 341	797 960	772 711	693 229	486 918	390 524	1 570 671
	%	29.8	91.9	87.4	54.1	50.6	61.9	49.9	43.0	52.4
<i>Of which</i>										
Higher education in higher educational institutions of I–II accreditation grade	No.	211 512	117 336	8 059	169 897	167 010	170 417	84 800	81 690	336 907
	%	11.2	12.2	5.8	11.5	10.9	15.2	8.7	9.0	11.2
Higher education in higher educational institutions of III–IV accreditation grade	No.	346 270	727 315	86 113	591 009	568 690	482 772	377 599	299 327	1 159 698
	%	18.3	75.4	61.5	40.1	37.3	43.1	38.7	33.0	38.7
Postgraduate education (following higher education)	No.	0	31 673	8 927	25 116	15 483	19 676	20 923	0	40 599
	%	0.0	3.3	6.4	1.7	1.0	1.8	2.1	0.0	1.4
PhD studies, post-doctoral level	No.	1 771	7 763	16 673	5 740	20 468	14 947	3 596	7 665	26 208
	%	0.1	0.8	11.9	0.4	1.3	1.3	0.4	0.8	0.9
Professional courses, training, etc.	No.	2 902	1 788	2 569	6 198	1 060	5 417	0	1 842	7 259
	%	0.2	0.2	1.8	0.4	0.1	0.5	0.0	0.2	0.2
Total	No.	1 895 512	964 972	139 976	1 474 792	1 525 667	1 119 494	974 480	906 486	3 000 460
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS Ukraine, 2015.

4.3 Educational attainment

The study revealed that 36.1 per cent of youth in Ukraine were in education at the time of the survey, and 61.8 per cent have completed their studies and hold a corresponding

diploma. The share of young people who stopped their education before completion makes up a mere 2 per cent. Among those youth in education, 52.4 per cent are in higher education, 22.7 per cent are in secondary general education and only 16.8 per cent are in vocational training (table 4.9). As would be expected among youth aged 15–19, the majority are in general secondary education, whereas among youth aged 20 and older a high proportion are in higher education. Among the key gender differences it should be noted that there is a larger share of young women in higher education compared to young men (54.1 per cent compared to 50.6 per cent) but, in comparison to women, men are more numerous among those who are in vocational education (19.7 per cent and 13.8 per cent, respectively). Residents in regional centres are more often in higher education compared to those living in other areas of residence. This finding points to the conclusion that residents in large populated settlements have greater access to tertiary education.

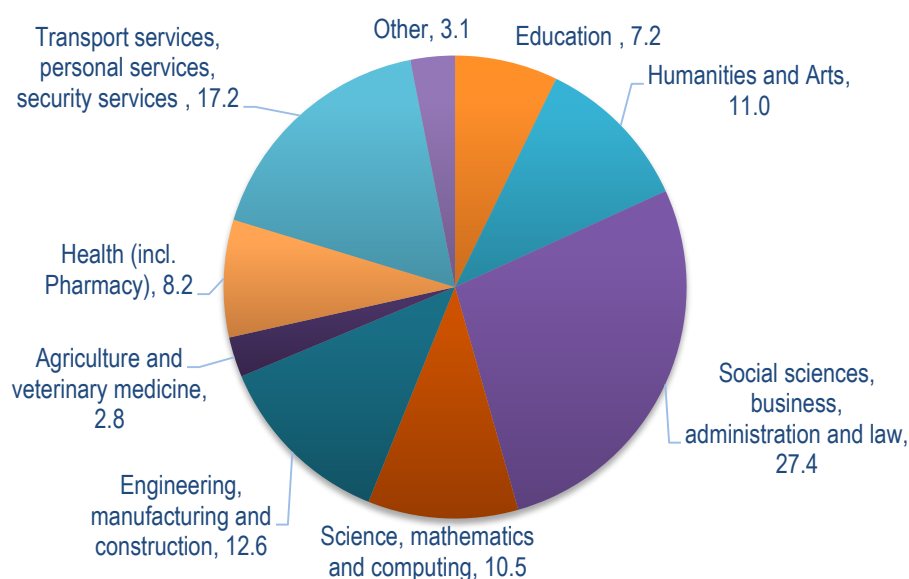
Among students, 81.0 per cent attend school daily. The main financial sources for education costs are state budget funds (65.7 per cent) and support from parents or relatives (25.7 per cent). Demand for vocational education is low. Thus, among current students, only 13.7 per cent have plans to undertake vocational education and training, whereas 84.6 per cent of youth plan to obtain higher education (Annex III, table A.6). Among young people who intend to complete a higher education degree 73.2 per cent said they would not agree to follow the vocational education pathway even if told it could bring them higher wages and employment stability (Annex III, table A.7).⁶ When asked why they would reject vocational education as an option, nearly half (48.2 per cent) said that higher education is necessary for their desired future employment and 42.5 per cent believe that higher education will bring them greater earnings in future. One-quarter (25.2 per cent) dismissed vocational education due to its low social status, whereas 14.7 per cent would refuse because of their family's disapproval of the form of education. Changing the mindset of the population on the subject of vocational education will therefore be no easy matter and, with low shares of young people continuing to emerge from the vocational system, there will be an insufficient number of technical workers to meet the future demand in the economy.

In 2015, the fields of study most preferred by current students were social sciences, business, administration and law (27.4 per cent) and the more vocational fields of transport services, personal services and security services (17.2 per cent; figure 4.2). Interest in the natural and physical sciences is evident, with 12.6 per cent studying engineering, manufacturing and construction and a further 10.5 per cent in science, mathematics and computing.

The correlation between higher education and vocational education by field of study and youth preferences has implications for the future occupational structure of young workers. For this reason, an important task of the survey is to assess the disparity between the orientation of young people with higher education and with vocational education. There is a significant difference between the educational courses available to students of higher educational institutions and those studying at vocational schools (figure 4.3). Among youth in higher education, the most popular fields of study are social sciences, business, administration and law, in which 33.1 per cent of students are enrolled, while in vocational education the largest share (43.1 per cent) of students are enrolled on transport services, personal services and security services courses.

⁶ The findings of the 2015 survey reveal the declining attractiveness (-12.8 percentage points) of vocational education in comparison to 2013.

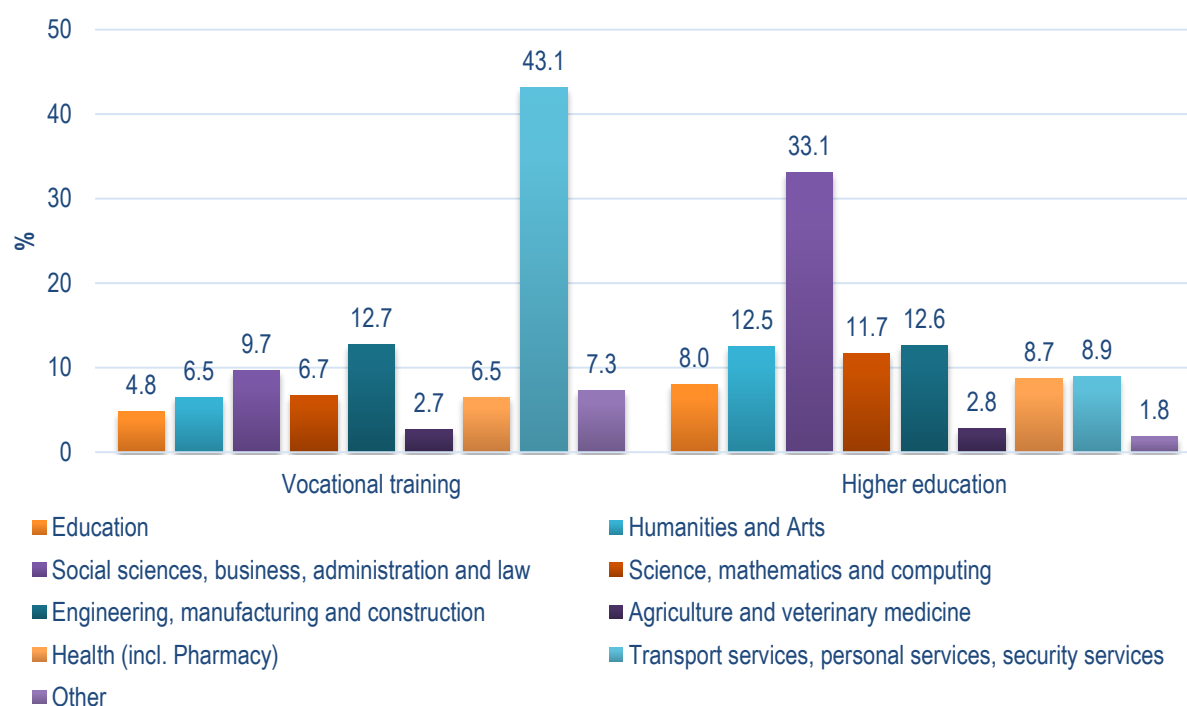
Figure 4.2 Youth currently in education by field of study (%)



Note: "Humanities and arts" includes arts (audio-visual techniques and media production, fashion, interior and industrial design, fine arts, handicrafts, music and performing art), humanities (religion and theology, history and archaeology, philosophy and ethics), languages; "Social sciences, business, administration and law" includes social and behavioural science (sociology and cultural studies, psychology, political sciences), journalism and information, law, business and administration, public administration, welfare; "Science, mathematics and computing" includes natural sciences (chemistry, biology, earth sciences, environmental sciences), physics, mathematics and statistics, information and communication technologies.

Source: SWTS Ukraine, 2015.

Figure 4.3 Youth currently in education by field of study in vocational and higher education



Note: Higher education includes incomplete higher education, basic higher education, completed higher postgraduate studies and post-doctoral level studies. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade). "Humanities and arts" includes arts (audio-visual techniques and media production, fashion, interior and industrial design, fine arts, handicrafts, music and performing art), humanities (religion and theology, history and archaeology, philosophy and ethics), languages; "Social sciences, business, administration and law" includes social and behavioural science (sociology and cultural studies, psychology, political sciences), journalism and information, law, business and administration, public administration, welfare; "Science, mathematics and computing" includes natural sciences (chemistry, biology, earth sciences, environmental sciences), physics, mathematics and statistics, information and communication technologies.

Source: SWTS Ukraine, 2015.

The share of current students combining studies with work has not changed between the two survey years, 27.9 per cent in 2013 and 27.7 per cent in 2015 (not shown). Most of those who combine the activities are students of higher educational institutions, representing 69.5 per cent of the total, and most are doing so in order to earn extra income (77.8 per cent). A further 23.1 per cent valued the chance to gain work experience, develop skills and make their CVs more attractive to employers. A notable proportion of young people (20.2 per cent) stated that they combine studies and work in order to support their families (Annex III, table A.8). In general, it is not possible to gain a clear and unambiguous view of the situation. On the one hand, combining studies and work may result in lowering the quality of studies. On the other hand, young people have a chance to apply their knowledge in practice. Any new education reforms should probably include provisions to promote the facilitation of such combinations, encouraging youth to choose a career within their field of study.

Among youth who have completed their education (including both those with degrees and those who left early), the largest share has completed higher education (58.7 per cent) (table 4.10). Compared to the share of youth currently in school who state an expectation to complete vocational training, the share of those who have completed vocational training is higher (16.8 per cent of current students compared to 29.9 per cent of youth with completed education). Young women and youth in regional centres are those most likely to have completed higher education.

For young people who have completed a higher education degree and hold a corresponding diploma, the largest share consists of youth with completed higher education (59.8 per cent) followed by youth with vocational education from the 9th or 11th grade (30.4 per cent). The percentage of youth with primary and basic secondary education is the smallest (Annex III, table A.9). Most young people who stopped their education before completion ended with secondary education – 51.3 per cent. These youth should be the focus of national policies since, having left school without a degree or professional training, they will face difficulties in accessing the labour market. The survey found that such young people have considerably reduced chances of completing the school-to-work transition into a good job with high wages than those who completed a higher education degree.

The existence of a cohort of youth who stopped their education before completion is a cause for concern, although their share in the population is small and has dropped slightly from 2.4 per cent to 2.0 per cent between 2013 and 2015. The main reason given for leaving education early among young men was a lack of motivation to study (28.5 per cent) followed by 22.8 per cent who wanted to start working (table 4.11). In 2013, too, some young men had confirmed their lack of motivation to study but a greater number had left school in order to start working. As for young women, 27.3 per cent stopped their education for economic reasons. Young women are more likely to curtail their education to start a family than young men (to get married) (10.5 per cent and 5.5 per cent, respectively). It is worth mentioning that in 2013 this reason was given by 31.3 per cent of women who had stopped their education before completion.

Table 4.10 Youth who completed studies by highest level attained

Level of completed education	Age group			Sex		Area of residence			Total	
	15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area		
Elementary	No.	0	4 014	1 229	3 575	1 667	4 014	0	1 229	5 243
	%	0.0	0.2	0.0	0.1	0.1	0.2	0.0	0.1	0.1
Basic secondary	No.	14 099	23 425	49 035	28 590	57 969	8 999	14 814	62 746	86 559
	%	7.9	1.3	1.5	1.1	2.1	0.5	0.8	3.5	1.6
Secondary general	No.	54 956	246 480	208 982	227 369	283 049	143 487	167 022	199 910	510 419
	%	30.9	13.9	6.2	8.8	10.4	8.2	9.4	11.3	9.6
Vocational education (on the base of the 9th grade or 11th grade)	No.	88 985	615 861	882 540	613 428	973 957	482 804	568 204	536 378	1 587 386
	%	50.0	34.7	26.4	23.8	35.8	27.6	31.9	30.3	29.9
Higher education (total)	No.	20 046	885 910	2 205 403	1 704 168	1 407 189	1 110 413	1 030 853	970 092	3 111 358
	%	11.3	49.9	65.9	66.1	51.7	63.5	57.9	54.8	58.7
Of which										
Incomplete higher education (diploma of higher educational institution of I–II grade of accreditation)	No.	15 511	221 042	411 645	321 929	326 269	172 893	202 997	272 307	648 197
	%	8.7	12.4	12.3	12.5	12.0	9.9	11.4	15.4	12.2
Basic higher education (baccalaureate)	No.	4 535	125 676	278 108	210 623	197 695	134 933	159 211	114 174	408 318
	%	2.5	7.1	8.3	8.2	7.3	7.7	8.9	6.4	7.7
Completed higher education (specialist, master – diploma of higher educational institution of III–IV grade of accreditation)	No.	0	527 299	1 460 608	1 127 279	860 628	767 715	658 760	561 433	1 987 908
	%	0.0	29.7	43.6	43.7	31.6	43.9	37.0	31.7	37.5
Postgraduate education (following higher education, advanced studies courses)	No.	0	11 893	32 149	33 151	10 891	17 094	9 885	1 7063	4 4042
	%	0.0	0.7	1.0	1.3	0.4	1.0	0.6	1.0	0.8
PhD studies, post-doctoral level	No.	0	0	22 893	11 186	11 706	17 778	0	5 115	22 893
	%	0.0	0.0	0.7	0.4	0.4	1.0	0.0	0.3	0.4
Total	No.	178 086	1 775 690	3 347 189	2 577 130	2 723 831	1 749 717	1 780 893	1 770 355	5 300 965
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS Ukraine, 2015.

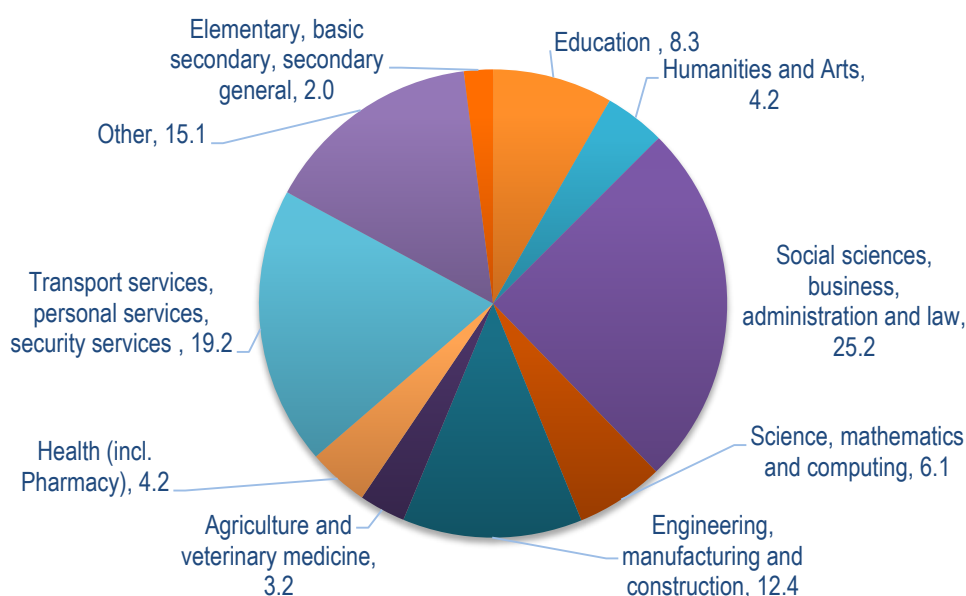
Table 4.11 Youth who stopped education/training by reason

Sex		Failed examinations	Not interested in education/training	To start working	To get married	Economic reasons (could not afford to continue)	Other	Total
Female	No.	3 503	9 144	7 585	7 701	19 979	25 280	73 192
	%	4.8	12.5	10.4	10.5	27.3	34.5	100.0
Male	No.	3 927	27 532	22 011	5 268	19 997	17 778	96 513
	%	4.1	28.5	22.8	5.5	20.7	18.4	100.0
Total	No.	7 430	36 676	29 596	12 969	39 976	43 058	169 705
	%	4.4	21.6	17.4	7.6	23.6	25.4	100.0
Change, 2013–15 (pp)								
Female		-1.1	4.2	-4.1	-20.8	-2.5	24.2	
Male		-10.7	5.1	-7.3	2.1	-1.0	11.8	
Total		-6.2	5.3	-5.3	-9.0	-2.0	17.1	

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

Among youth who completed their studies, 25.2 per cent had obtained their degree in the field of social sciences, business, administration and law (figure 4.4). Another 19.2 per cent were trained in transport services, personal services and security services. The distribution of youth with completed education by field of study closely follows that of current students. It is interesting to note, however, that 2.0 per cent of youth completed their education the comparatively low level – with, at most, education at the elementary, basic secondary or secondary general level.

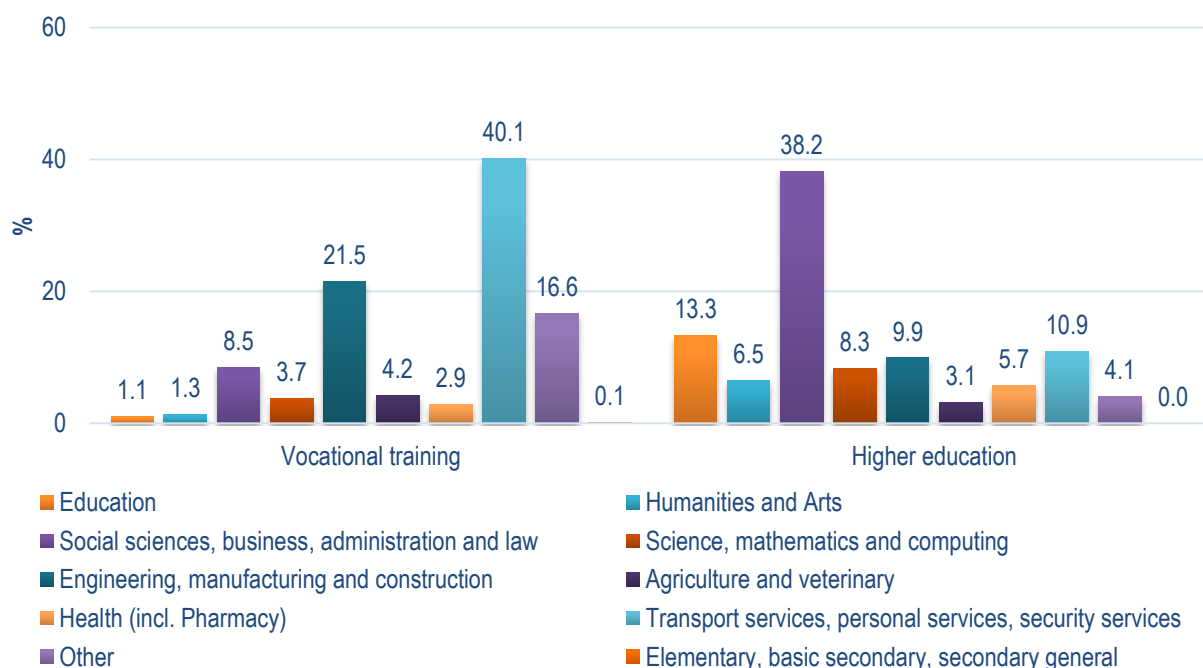
Figure 4.4 Youth who have completed their education by field of study (%)

Note: "Humanities and arts" includes arts (audio-visual techniques and media production, fashion, interior and industrial design, fine arts, handicrafts, music and performing art), humanities (religion and theology, history and archaeology, philosophy and ethics), languages; "Social sciences, business, administration and law" includes social and behavioural science (sociology and cultural studies, psychology, political sciences), journalism and information, law, business and administration, public administration, welfare; "Science, mathematics and computing" includes natural sciences (chemistry, biology, earth sciences, environmental sciences), physics, mathematics and statistics, information and communication technologies.

Source: SWTS Ukraine, 2015.

Among youth with completed education, considerable differences are observable in terms of fields of study in vocational schools and higher education institutions. Thus, among youth who attended vocational training schools, the most popular fields were transport services, personal services and security services and engineering, manufacturing and construction, in which 40.1 per cent and 21.5 per cent of youth were trained, respectively (figure 4.5). At the same time, youth who completed higher education gave preference to the fields of social sciences, business, administration and law and education (38.2 per cent and 13.3 per cent, respectively).

Figure 4.5 Youth who have completed education in vocational or higher education by field of study



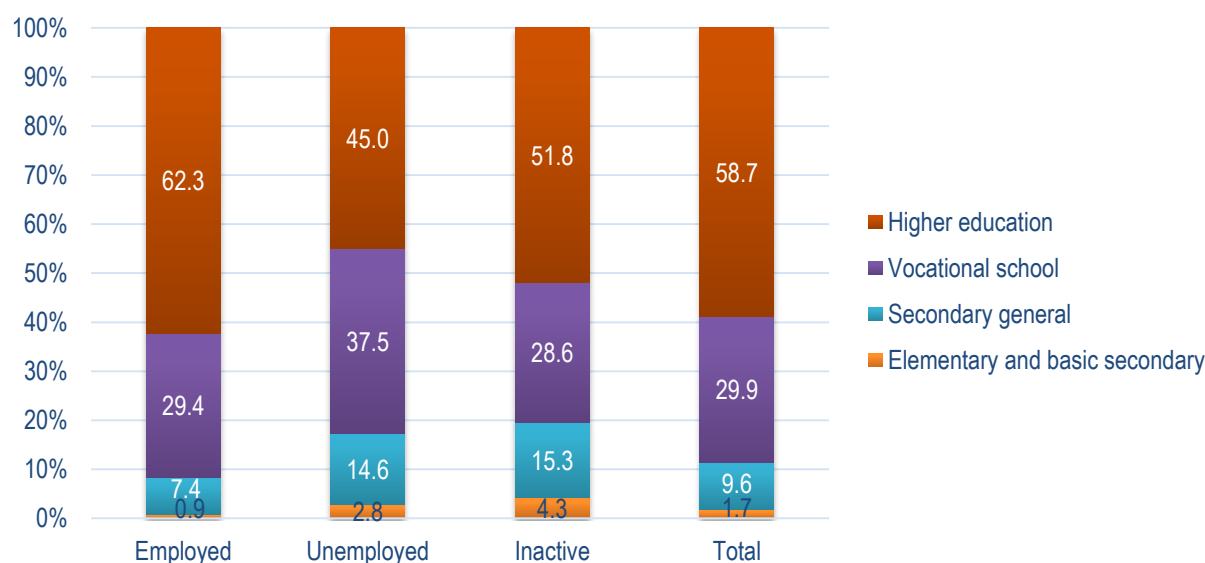
Note: Higher education includes incomplete higher education, basic higher education, completed higher postgraduate studies and post-doctoral level studies. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade). "Humanities and arts" includes arts (audio-visual techniques and media production, fashion, interior and industrial design, fine arts, handicrafts, music and performing art), humanities (religion and theology, history and archaeology, philosophy and ethics), languages; "Social sciences, business, administration and law" includes social and behavioural science (sociology and cultural studies, psychology, political sciences), journalism and information, law, business and administration, public administration, welfare; "Science, mathematics and computing" includes natural sciences (chemistry, biology, earth sciences, environmental sciences), physics, mathematics and statistics, information and communication technologies.

Source: SWTS Ukraine, 2015.

Comparing youth with completed education to those who are currently in school, reveals that a higher proportion have combined studies with work (31.3 per cent). Compared with 2013, this indicator has dropped by 3.2 percentage points but the distribution of the reasons for combining work and study has remained almost unchanged: 73.1 per cent were seeking earnings, 25.1 per cent wished to gain some work experience or to improve their CV and 22.2 per cent had to support their family (Annex III, table A.10).

Both rounds of the survey confirm that obtaining higher education protects youth, to a certain degree, from unemployment. In 2015, the proportion of young people with higher education among the unemployed was lower than among the employed (45.0 per cent and 62.3 per cent, respectively) (figure 4.6). In 2013, the shares were 43.6 per cent and 63.6 per cent. The lower the educational attainment, the higher the chance of falling into the category of either unemployed or inactive.

Figure 4.6 Youth by level of completed education and main economic activity



Note: Higher education includes incomplete higher education, basic higher education, completed higher, postgraduate education (following higher education, advanced studies courses), PhD studies and post-doctoral level studies; vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2015.

Successfully gaining an education depends, to a great extent, on a young person's relatives and friends and their financial situation. Youth from households with higher income levels correlate with a greater proportion of youth who complete higher education and a smaller share of youth who finished their education at the vocational training or secondary school level (figure 4.7).

Figure 4.7 Youth who have completed their education by level of educational attainment and household income level



Note: "Higher education" includes incomplete higher education, basic higher education, completed higher, postgraduate education (following higher education, advanced studies courses), PhD studies and post-doctoral level studies; "Vocational education" includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade). Household income levels are based on the perceptions of young respondents.

Source: SWTS Ukraine, 2015.

In comparison with the 2013 survey results, the proportion of poor households has increased across all levels of education (table 4.12). This was particularly noticeable for young people with elementary and basic secondary education, where the shares increased from 2.6

per cent in 2013 to 31.8 per cent in 2015. This offers grounds for concluding that, in Ukraine, the correlation between household wealth and the possibility of obtaining the higher educational levels is growing.

Table 4.12 Youth who have completed their education by level of educational attainment and household income level, change between 2013 and 2015 (percentage points)

Education level	Well off	Fairly well off	Around the national average	Not poor, but below the national average	Poor
Elementary and basic secondary	0.0	2.2	-17.8	-13.7	29.2
Secondary general	-1.1	-0.7	-3.4	3.0	2.2
Vocational education (on the base of the 9th grade or 11th grade)	-0.4	1.0	-0.5	-2.6	2.5
Higher education	-0.6	-1.2	-2.7	3.3	1.3

Note: Higher education includes incomplete higher education, basic higher education, completed higher, postgraduate education (following higher education, advanced studies courses), PhD studies and post-doctoral level studies; vocational education includes vocational education (on the base of the 9th grade) and vocational education (on the base of the 11th grade).

Source: SWTS Ukraine, 2013 and 2015.

The educational level of parents is another factor which influences the educational attainment of young people. Among youth with a higher education degree, 60.6 per cent have a father with the same level of education and 31.0 per cent have a higher educational level than their father (Annex III, table A.11), while 62.3 per cent have an equivalent educational level to their mothers and 26.5 per cent have a higher educational level than their mothers. The highest equivalency of educational attainment between fathers and youth is demonstrated for those who undertook vocational education (81.1 per cent) and secondary general education (79.3 per cent). The two levels also show the highest match between youth and their mothers (78.4 per cent matching with vocational training and 82.7 per cent matching with secondary general).

4.4 Life goals

Generally, the goals of youth are not economically driven; 22.0 per cent of youth said their main life goal is to live comfortably, without undue stress or wealth, and 42.1 per cent said their main goal was to ensure a decent living standard for their family (table 4.13). In comparison to the 2013 survey findings, the share of young people with similar aims and pragmatic values has increased, particularly with respect to the first goal of living comfortably. Adolescents (aged 15–19), most of whom are still students, have a tendency to express idealistic goals in terms of their future career development – for example, 31.7 per cent said that they aim to have a successful career and 8.5 per cent would like to make lots of money. It is interesting then that among the older cohort, the 25–29 year-olds, many of whom would already have started their careers, the goals shift more towards providing a decent standard of living for the family (52.9 per cent). Only 10.1 and 7.5 per cent, respectively, of youth at the upper age band still aimed primarily for a successful career or financial success.

Table 4.13 Youth by primary life goal

Characteristic		Having a successful professional career	Having lots of money	Making a contribution to society	Living comfortably, without undue stress or wealth	Providing a decent standard of living for the family	Don't know	Other	Total
Age group									
15–19	No.	644 442	172 387	113 784	396 893	588 295	93 977	23 838	2 033 616
	%	31.7	8.5	5.6	19.5	28.9	4.6	1.2	100.0
	Change, 2013–15 (pp)	0.6	-4.2	-0.1	3.7	0.5	-1.2	0.7	
20–24	No.	488 672	254 643	116 770	630 607	1 035 750	140 697	34 560	2 701 699
	%	18.1	9.4	4.3	23.3	38.3	5.2	1.3	100.0
	Change, 2013–15 (pp)	-5.3	0.4	-0.7	6.7	-1.8	0.2	0.5	
25–29	No.	347 245	255 964	87 151	769 895	1 813 685	113 185	41 257	3 428 382
	%	10.1	7.5	2.5	22.5	52.9	3.3	1.2	100.0
	Change, 2013–15 (pp)	-1.4	0.3	-0.6	1.5	0.8	-1.2	0.6	
Sex									
Female	No.	748 082	178 214	181 751	1 033 311	1 603 409	182 791	67 979	3 995 537
	%	18.7	4.5	4.5	25.9	40.1	4.6	1.7	100.0
	Change, 2013–15 (pp)	-3.8	-1.5	-0.7	5.3	1.0	-1.2	0.8	
Male	No.	732 277	504 779	135 954	764 084	1 834 321	165 069	31 676	4 168 160
	%	17.6	12.1	3.3	18.3	44.0	4.0	0.8	100.0
	Change, 2013–15 (pp)	-2.0	-0.5	-0.6	2.7	0.3	-0.4	0.4	
Area of residence									
Regional centre	No.	503 159	184 147	131 760	570 226	1 194 602	179 101	33 178	2 796 173
	%	18.0	6.6	4.7	20.4	42.7	6.4	1.2	100.0
	Change, 2013–15 (pp)	-5.2	-3.4	0.2	2.2	2.8	2.5	1.0	
Other city	No.	517 705	309 711	99 150	595 665	1 041 836	91 821	54 402	2 710 290
	%	19.1	11.4	3.7	22.0	38.4	3.4	2.0	100.0
	Change, 2013–15 (pp)	-0.4	1.2	-0.7	4.8	-3.9	-2.4	1.4	
Village or rural area	No.	459 496	189 135	86 794	631 505	1 201 291	76 937	12 074	2 657 232
	%	17.3	7.1	3.3	23.8	45.2	2.9	0.5	100.0
	Change, 2013–15 (pp)	-2.9	-0.3	-1.4	4.9	3.1	-2.5	-0.7	
Total	No.	1 480 360	682 993	317 704	1 797 396	3 437 729	347 859	99 654	8 163 695
	%	18.1	8.4	3.9	22.0	42.1	4.3	1.2	100.0
	Change, 2013–15 (pp)	-2.9	-0.9	-0.6	4.0	0.6	-0.8	0.6	

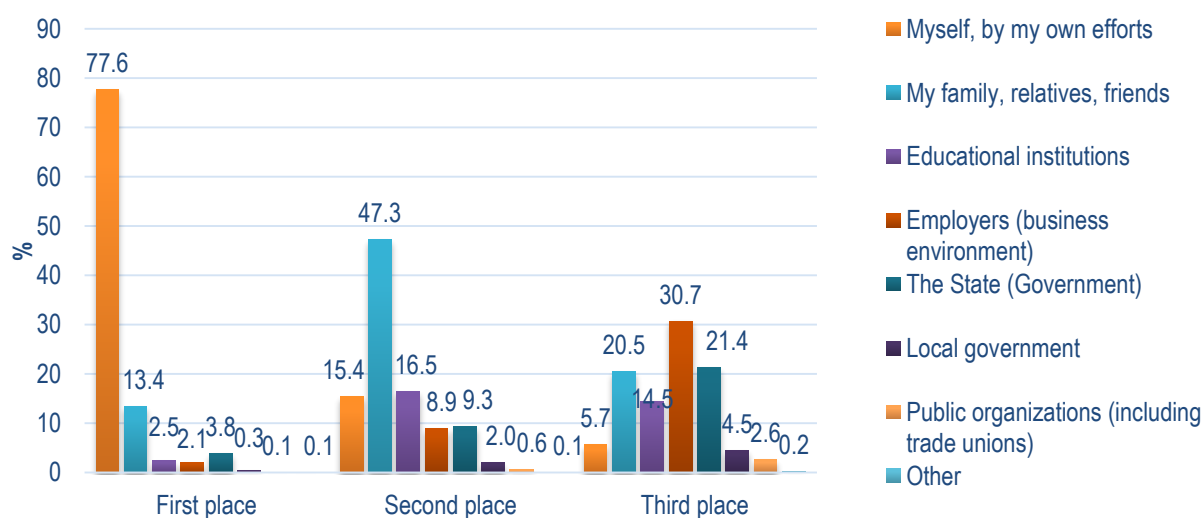
Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

In addition to the demographic transformations, the practical experience of young people regarding the issues of job search and employment is the significant reason for the variation between the age groups. Having faced the challenges on the way to obtaining a decent job, the young people within the most ambitious cohort change their perception of the most important life objective to adopt a more pragmatic outlook. Family influence provides another reason for such variation; this influence weakens as the young cohort matures and becomes more independent. It is worth mentioning the noticeably high share of young people who do not have a clear idea of their most important life goal. The highest indicator for young people who are unable to clearly articulate their aspirations is identified for those youth aged 20–24 years old (5.2 per cent) and urban youth (6.4 per cent). With general patriotic sentiments increasing during times of military conflict in Ukraine, predictions regarding a growing share of young people who would aim to make a contribution to society did not prove to be correct. In 2015, only 3.9 per cent of young people indicated making a contribution to society as the most important life goal; a finding which is 0.6 percentage points lower than in 2013.

In general, young people rely on their own efforts to attain their life goals. This was indicated by 77.6 per cent of respondents who said that successfully achieving their life goal would depend on themselves as a first choice (15.4 per cent of youth rated it second and 5.7 per cent third; 269.3 “conventional points” in total⁷) (figures 4.8 and 4.9). The influence of family, relatives and friends was identified as the second most common factor in successfully attaining one’s life goals. Some 13.4 per cent of young people rated it first, 47.3 per cent and 20.5 per cent rated it second and third, respectively (155.3 convention points). This statement is practically undisputed for all socio-demographic groups of young people. The third place, with some minor variation, is shared by educational institutions (55 conventional points), behaviour of employers (54.8 convention points) and capacity of public institutions (51.4 conventional points).

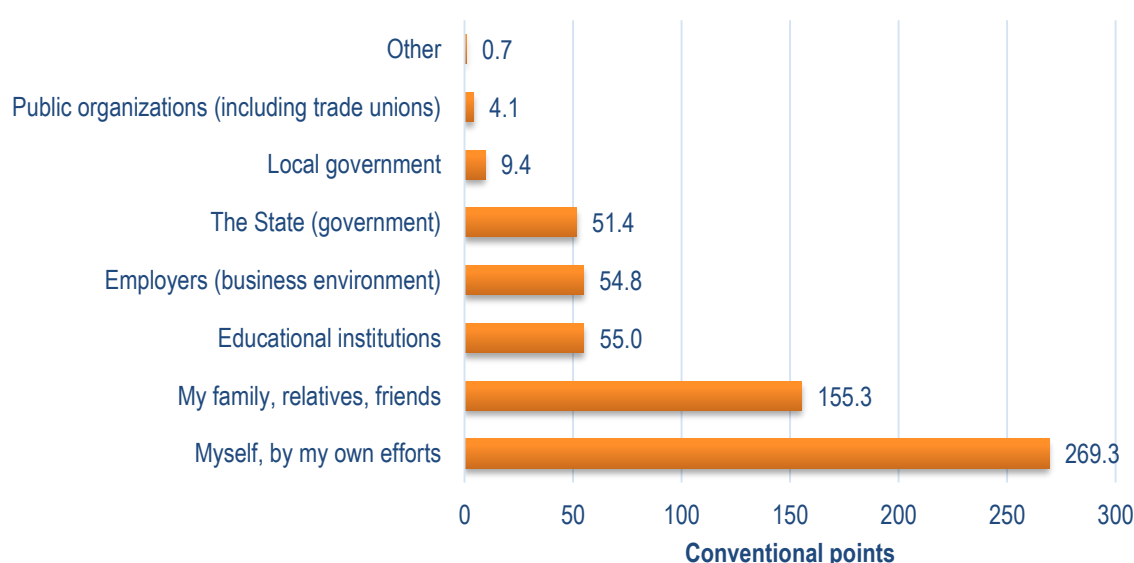
Figure 4.8 Youth’s opinion of the main driver of success in attaining one’s life goal



Source: SWTS Ukraine, 2015.

⁷ The conventional points were estimated in the following way: it was determined that the first place should be awarded three points, second place two points and third place one point. The shares of young people who were in favour of a given placing were counted as the number of votes. The point was counted as the sum of the weight of the indicator multiplied by the number of voters who selected the indicator for the given item.

Figure 4.9 Weights of main driver toward success in attaining one's life goal (conventional points)



Note: The conventional points were estimated in the following way: it was determined that the first place should be awarded three points, second place two points and third place one point. The shares of young people who were in favour of a given placing were counted as the number of votes. The point was counted as the sum of the weight of the indicator multiplied by the number of voters who selected the indicator for the given item.

Source: SWTS Ukraine, 2015.

It is worth mentioning that local governments and civil society organizations received exceptionally low ratings from respondents (9.4 and 4.1 conventional points, respectively). The ongoing reform effort in Ukraine provides for expanding the powers and activity of local institutions and increasing the role of non-governmental organizations (NGOs). The findings of the survey highlight the considerable development potential that such organizations could have in terms of assisting young people to attain their life goals. Comparing the 2015 results to the 2013 survey, youth now seem to show more self-reliance, rather than depending on third parties for their future outcomes.

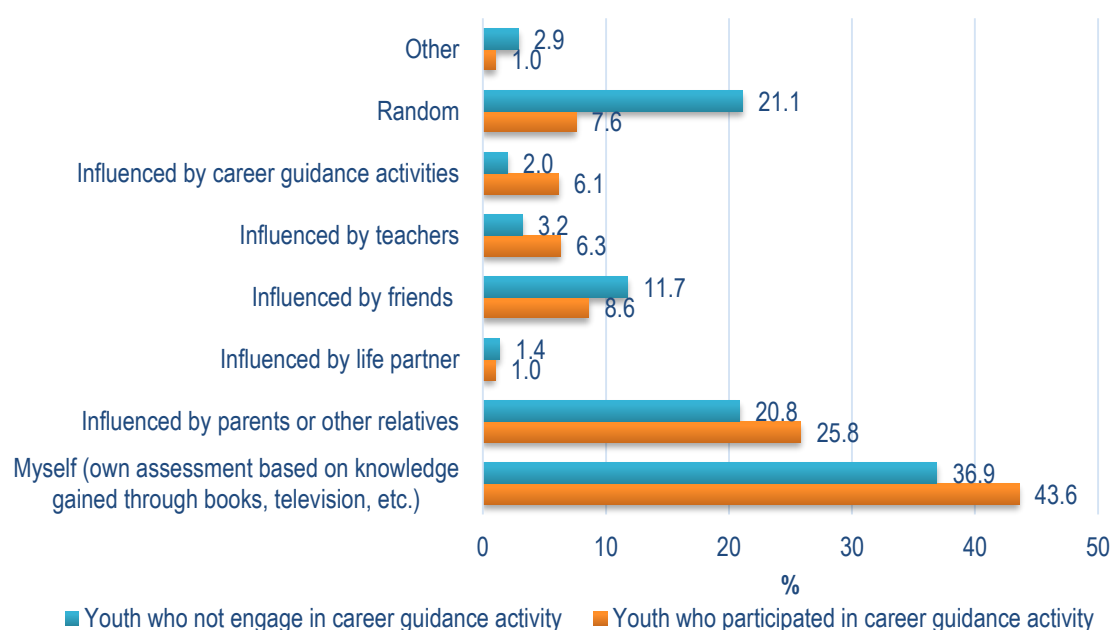
4.5 Choosing an occupation

Career guidance efforts can considerably reduce the incidence of choices which lead young people towards precarious occupations. Among youth who received career guidance, the proportion of youth who made the choice of profession randomly is lower compared to those not covered by career guidance services (7.6 per cent and 21.1 per cent, respectively) (figure 4.10).

Among youth who received career guidance, the proportion who ended up in precarious work is lower in comparison to those not covered by career guidance services (7.6 per cent and 21.1 per cent, respectively). In the 2015 survey, additional questions were asked in an attempt to study how young people make their occupational choices. The results show that a little under half of young people (48.7 per cent) had attended some sort of event discussing career options at one point in time and that youth aged 15–19, females and those in rural areas were the most active participants of such events (table 4.14). The fact that those demographic groups typically deemed to be most vulnerable in the labour market are presumably those most exposed to career orientation is an encouraging sign. However, given the available government capacity in terms of career guidance, which is offered to all students at the secondary general

level, and knowing that the Government has studied the concept in policy papers,⁸ a career guidance exposure rate of 48.7 per cent can still be considered to be too low.

Figure 4.10 Youth by participation in career guidance activities and reasons for choosing their current profession



Source: SWTS Ukraine, 2015.

Table 4.14 Youth by attendance of career orientation events

Characteristic			Attending events where information on various career options was disseminated and professional tests conducted		Total
			Yes	No	
Age group	15–19	No.	1 139 279	934 317	2 073 596
		%	54.9	45.1	100.0
	20–24	No.	1 384 996	1 355 667	2 740 663
		%	50.5	49.5	100.0
Sex	25–29	No.	1 517 552	1 969 612	3 487 164
		%	43.5	56.5	100.0
	Female	No.	2 106 549	1 945 375	4 051 924
		%	52.0	48.0	100.0
	Male	No.	1 935 277	2 314 222	4 249 499
		%	45.5	54.5	100.0
Area of residence	Regional centre	No.	1 218 421	1 650 789	2 869 210
		%	42.5	57.5	100.0
	Other city	No.	1 394 214	1 361 159	2 755 373
		%	50.6	49.4	100.0
	Village or rural area	No.	1 429 192	1 247 649	2 676 841
		%	53.4	46.6	100.0
Total		No.	4 041 827	4 259 597	8 301 424
		%	48.7	51.3	100.0

Source: SWTS Ukraine, 2015.

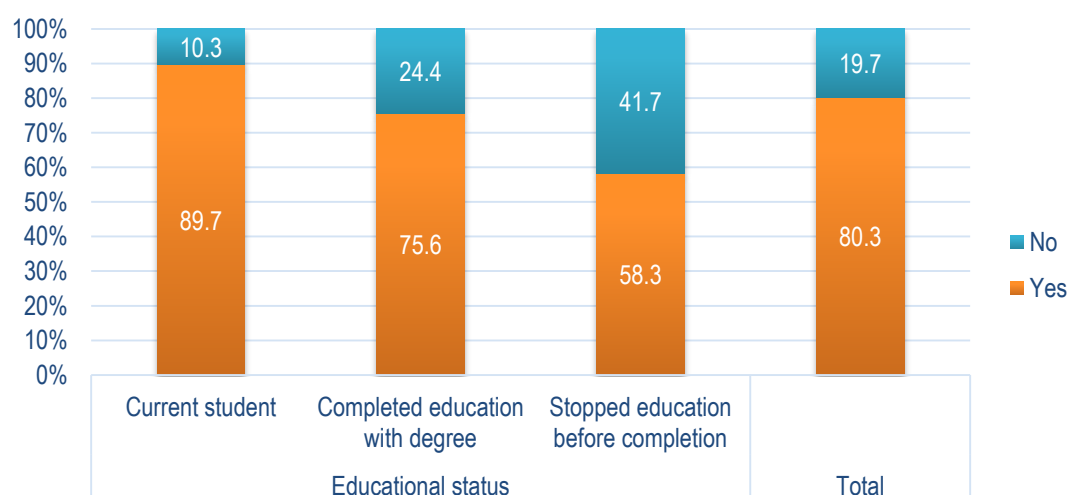
In 2015, the majority of young people said that they based their occupational choice (current or future) on their personal preferences (40.1 per cent of all youth, 43.6 per cent among

⁸ Available at <http://zakon2.rada.gov.ua/laws/show/148-2016-%D0%BF> (in Ukrainian) [6 July 2016].

youth who had attended career guidance training and 36.9 per cent among those who did not attend such training courses) (Annex III, table A.12). At the same time, the influence of family and friends remains considerable: 34.7 per cent of young people said it was family and friends that influenced their career choice.⁹ This greatly exceeds the contribution of the institutional environment, which is made through efforts at schools and specialized career guidance institutions (8.7 per cent).

Overall, 80.3 per cent of youth chose their occupation according to their personal preferences (figure 4.11). The highest satisfaction rate with the occupation chosen is found among those still in school (89.7 per cent) and persons who have completed education (75.6 per cent). Youth who left education before completion are those most likely to say that their employment does not match their desired occupation (58.3 per cent). The main reasons for the mismatch between the occupation chosen and the “dream” occupation are the difficulty in finding jobs (28.7 per cent), the fact that the occupation was selected randomly (20.0 per cent) and the low wages available in the dream occupation (19.4 per cent) (Annex III, table A.13)

Figure 4.11 Youth by whether given occupation matches their desired occupation according to educational status



Source: SWTS Ukraine, 2015.

5. Economically active youth

5.1 The characteristics of employed youth

The “employed” are defined as persons who worked for pay, profit or family gain for at least one hour during the reference week and people who were temporarily absent from their job (see Annex I for detailed definitions). In 2015, the structure of economic activity among youth is significantly changed in comparison to 2013. The share of employed youth has increased from 45.4 to 51.7 per cent and the share of unemployed and economically inactive youth has decreased from 9.0 to 6.8 per cent and from 45.6 to 41.5 per cent, respectively (table 5.1).

One of the main drivers of these changes is the increase in the proportion of persons aged 25–29 in the sample (although different reference periods could also influence the difference). Youth in the upper age group have a higher employment rate than other age groups, for obvious reasons. The share of employed in this age group is 74.3 per cent, compared to 52.0 per cent in the 20–24-year-old age group and 13.4 per cent in the 15–19-year-old age group. It could

⁹ Calculated as a cumulative impact of parents/relatives, wife/husband and friends.

also be that the increased employment rate is influenced by the deterioration of the socio-economic situation in the country, with more youth pushed into employment to offset the falling purchasing power of the household. The abovementioned factors have most strongly influenced the behaviour of young men, resulting in an increase in the employment rate for young men by 9.5 percentage points over the two years. The employment rate for young men is therefore considerably higher than the rate for young women (60.1 per cent and 43.0 per cent, respectively).

Table 5.1 Youth population by main economic activity status

Characteristic			Economic activity status			Total	
			Employed	Unemployed	Inactive		
Age group	15–19	No.	277 526	75 030	1 721 040	2 073 596	
		%	13.4	3.6	83.0	100.0	
	20–24	No.	1 425 984	263 325	1 051 354	2 740 663	
		%	52.0	9.6	38.4	100.0	
	25–29	No.	2 591 081	223 780	672 303	3 487 164	
		%	74.3	6.4	19.3	100.0	
Sex	Female	No.	1 740 890	239 095	2 071 939	4 051 924	
		%	43.0	5.9	51.1	100.0	
	Male	No.	2 553 702	323 039	1 372 758	4 249 499	
		%	60.1	7.6	32.3	100.0	
	Area of residence	Regional centre	No.	1 485 912	157 148	1 226 150	2 869 210
			%	51.8	5.5	42.7	100.0
Other city		No.	1 415 633	173 959	1 165 780	2 755 372	
		%	51.4	6.3	42.3	100.0	
Total	Village or rural area	No.	1 393 047	231 027	1 052 767	2 676 841	
		%	52.0	8.6	39.3	100.0	
	Total	No.	4 294 592	562 134	3 444 697	8 301 423	
		%	51.7	6.8	41.5	100.0	
Change 2013–15 (pp)							
Age group	15–19		4.0	-2.2	-1.8		
	20–24		6.8	-2.3	-4.5		
	25–29		2.8	-2.2	-0.6		
Sex	Female		3.0	-1.7	-1.4		
	Male		9.5	-2.9	-6.6		
Area of residence	Regional centre		5.9	-3.5	-2.3		
	Other city		3.0	-2.0	-1.1		
	Village or rural area		10.8	-1.4	-9.6		
Total			6.3	-2.2	-4.1		

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

5.1.1 Status in employment

In Ukraine, 84.9 per cent of young workers are in paid employment (table 5.2). The share of youth in self-employment is therefore very small, with 2.5 per cent as employers, 8.0 per cent as own-account workers and 3.0 per cent in contributing family work. Young men are more likely to be own-account workers and employers than young women, while young women have higher shares than men as employees and contributing family workers. The distribution of young workers by status in employment changed very little between the two years.

Table 5.2 Employed youth by employment status

Characteristic			Employment status					Total		
			Employee	Employer	Own-account worker	Member of producers' cooperative	Contributing family workers		Other	
Age group	15–19	No.	164 090	1 060	41 381	0	63 232	7 763	277 526	
		%	59.1	0.4	14.9	0.0	22.8	2.8	100.0	
	20–24	No.	1 223 768	23 614	114 599	4 295	32 273	27 436	1 425 985	
		%	85.8	1.7	8.0	0.3	2.3	1.9	100.0	
	25–29	No.	2 258 623	84 581	186 227	5 769	31 833	24 049	2 591 082	
		%	87.2	3.3	7.2	0.2	1.2	0.9	100.0	
Sex	Female	No.	1 501 262	26 074	95 140	2 916	79 075	36 423	1 740 890	
		%	86.2	1.5	5.5	0.2	4.5	2.1	100.0	
	Male	No.	2 145 220	83 181	247 067	7 147	48 262	22 824	2 553 701	
		%	84.0	3.3	9.7	0.3	1.9	0.9	100.0	
	Area of residence	Regional centre	No.	1 331 531	37 752	73 325	5 630	15 320	22 354	1 485 912
			%	89.6	2.5	4.9	0.4	1.0	1.5	100.0
Other city		No.	1 176 279	56 460	114 961	2 916	50 404	14 613	1 415 633	
		%	83.1	4.0	8.1	0.2	3.6	1.0	100.0	
Village or rural area		No.	1 138 672	15 043	153 921	1 517	61 613	22 280	1 393 046	
		%	81.7	1.1	11.0	0.1	4.4	1.6	100.0	
Total	No.	3 646 482	109 255	342 207	10 063	127 337	59 247	4 294 591		
	%	84.9	2.5	8.0	0.2	3.0	1.4	100.0		
Change 2013–15 (pp)										
Age group	15–19		-9.4	-0.7	9.9	0.0	-1.8	1.9		
	20–24		-1.6	0.4	1.3	-0.1	-1.1	1.2		
	25–29		1.5	-1.0	-0.4	0.0	0.0	-0.2		
Sex	Female		-2.4	-0.8	0.7	0.2	0.8	1.4		
	Male		1.1	-0.4	0.8	-0.2	-1.1	-0.3		
Area of residence	Regional centre		3.6	-1.6	-3.0	0.0	-0.4	1.3		
	Other city		-4.2	1.4	0.8	0.0	1.5	0.6		
	Village or rural area		0.0	-1.3	5.2	-0.1	-2.9	-1.0		
Total			-0.5	-0.5	0.9	-0.1	-0.3	0.5		

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

One-half (50.7 per cent) of wage and salaried young workers (or employees) were employed in private enterprises, 39.7 per cent of them in the public sector (including 22.8 per cent in budget institutions and organizations and 16.9 per cent in state enterprises) (Annex III, table A.14). This distribution is similar to that of the total working-age population (aged 15–70). The majority of young employees have a written contract (81.2 per cent). This can consist of either a written agreement or a work record card (77.1 per cent) or an official civil or economic agreement on work or services performed (4.1 per cent) (table 5.3). Young female workers are more likely to have a written contract than young men (84.3 per cent and 79.0 per cent, respectively) and the likelihood of having a written contract increases with age (85.7 per cent among young workers aged 25–29). Young adolescents (15–19) are those most vulnerable to working without contracts or agreements; the share of this age group with a written labour agreement is significantly lower, at 43.3 per cent.

In terms of contract length, almost all young employees (94.0 per cent) had labour agreements of unlimited duration. Among the few with limited-term contracts, 59.6 per cent had contract durations exceeding 12 months (50.7 per cent from 12 to 36 months and 8.9 per

cent for periods exceeding 36 months). In this respect, too, it was youth aged 15–19 that were most likely to have contracts of less than 12 months' duration (86.2 per cent).

Table 5.3 Young wage and salaried workers by type and duration of contract

Characteristic	Age group			Sex		Area of residence			Total
	15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
<i>Type of contract</i>									
Written agreement and/or work record card	38.5	70.9	83.2	81.0	74.3	77.6	76.6	77.0	77.1
Official civil or economic agreement on work or services performed	4.8	7.0	2.5	3.3	4.7	2.9	5.5	4.0	4.1
Oral agreement (without official contract)	56.7	22.1	14.3	15.7	21.1	19.5	17.9	19.0	18.8
<i>Terms of contract</i>									
Unlimited duration	93.7	93.1	94.4	94.8	93.4	93.0	93.2	95.9	94.0
Limited duration	6.3	6.9	5.6	5.2	6.6	7.0	6.8	4.1	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Due to space constraints, only percentages are shown in this table.

Source: SWTS Ukraine, 2015.

The study showed that performance of a specific service or task was the most common reason for the limited duration of youth's agreements, cited by 24.8 per cent of respondents, with larger shares among men (37.7 per cent) and youth aged 25–29 (35.5 per cent) (Annex III, table A.15). The most typical reason for women to conclude a limited duration agreement was to serve as a replacement for an absent worker (33.8 per cent). This reason was also common among residents in cities and towns (not regional capitals) (23.5 per cent) and in rural areas (29.6 per cent), as well as for youth aged 20–24 (27.0 per cent). With regard to youth aged 15–19, many of those (66.3 per cent) concluded an agreement with a limited duration for a period of on-the-job training or internship.

Table 5.4 shows the average wages of young employees and own-account workers. Generally, young men earn more than young women. The average wage of a young employee is UAH 2,767 (UAH 3,087 for young men and UAH 2,343 for young women). The self-employed male worker also earns more than his female counterpart (UAH 3,876 and UAH 1,396, respectively). Another important finding is that the self-employed youth brings home a higher monthly income than the wage or salaried worker. For young employees and own-account workers there are ambiguous results when it comes to average monthly wages by level of completed education. In both cases, it appears that the highest wages go to young workers who have completed secondary general level, followed by youth with vocational training. The higher earning potential of the latter group could therefore be used as an incentive to attract additional vocational students, if properly advertised.

Table 5.4 Average monthly wage of young employees and income of self-employed workers (in UAH)

Characteristic		Wage and salaried workers (employees)		Own-account workers	
		Mean monthly wage (UAH)	Deviation from average youth wage (per cent)	Mean monthly income (UAH)	Deviation from average youth income (per cent)
Age group	15–19	2 558	-7.6	669	-78.9
	20–24	2 662	-3.8	3 126	-1.2
	25–29	2 838	2.6	3 558	12.4
Sex	Female	2 343	-15.3	1 396	-55.9
	Male	3 087	11.6	3 876	22.5
Area of residence	Regional centre	3 108	12.3	3 801	20.1
	Other city	2 820	1.9	3 725	17.7
	Village or rural area	2 364	-14.6	2 188	-30.9
Level of completed education	Elementary and basic secondary	2 507	-9.4		
	Secondary general	2 939	6.2	4 314	36.3
	Vocational	2 852	3.1	3 802	20.1
	Higher education	2 736	-1.1	3 141	-0.7
Total		2 767		3 165	

Note: Higher education includes incomplete higher education, basic higher education, completed higher postgraduate studies and post-doctoral level studies. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2015.

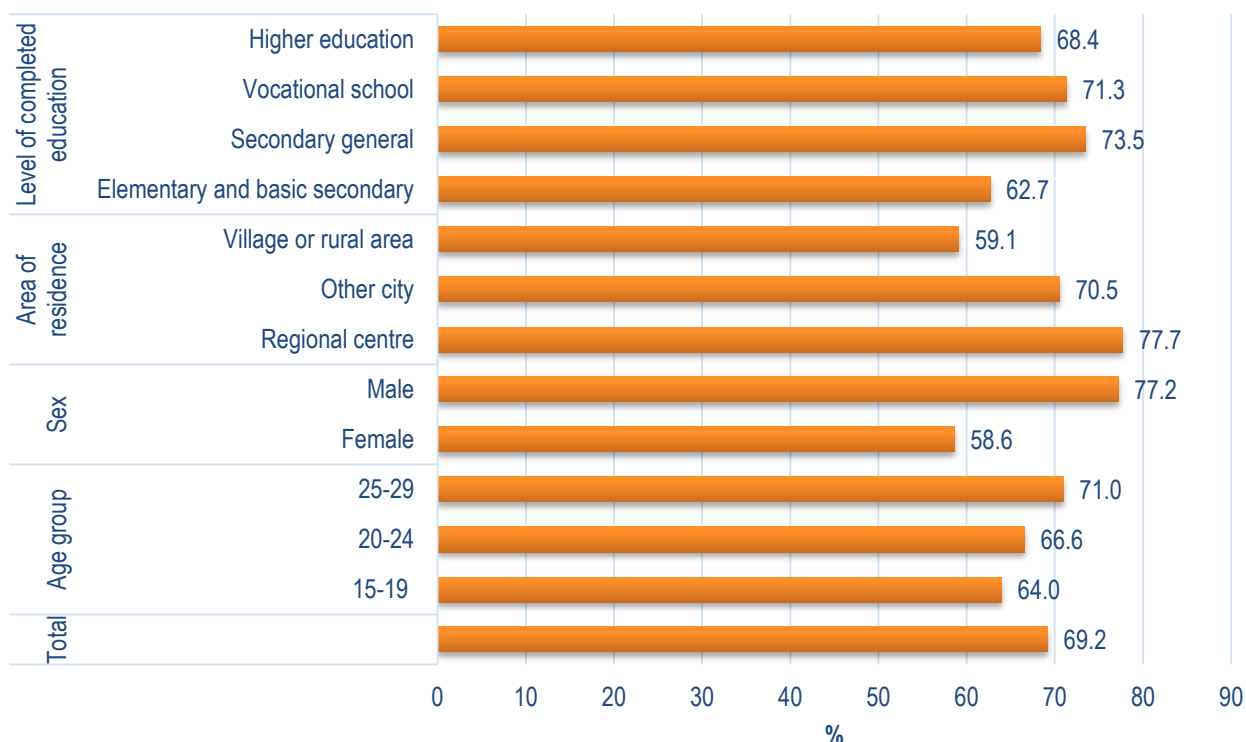
When compared to total average wages in the country, the study reveals that young employees have a low likelihood of obtaining wages equivalent to the average national wage. Overall, the average monthly wage of young employees equals 69.2 per cent of the national average (figure 5.1).¹⁰ The young employees who earn comparatively higher wages are those aged 25–29, young men and residents in regional centres (equal to 71.0 per cent, 77.2 per cent and 77.7 per cent of the national average, respectively). According to this measure, investments in youth education do not seem to yield a quick return with regard to wages; young employees who have completed secondary general education show the highest average wage, equal to 73.5 per cent of the national average. Among youth with higher education, the wage share amounts to 68.4 per cent of the national average.

The study also revealed inequality within the cohort of young employees. In total, 59.7 per cent of young employees receive wages that are below the overall average wage for young employees (table 5.5). The indicator is largely determined by the low wages of young female employees, 73.6 per cent of whom receive wages below the average. Similarly, young employees in rural areas are shown to receive significantly lower wages than those in urban areas; 70.2 per cent of rural employees receive below-average wages compared to 52.8 per cent of urban employees. The overall gender difference was 24.1 per cent in favour of higher male wages.¹¹

¹⁰ The national average wage is calculated for employees at enterprises which have the status of a legal entity and units of legal entities with ten or more employees. In April 2015, the average monthly wage was equal to 3,998 UAH.

¹¹ The gender difference in work pay is calculated as the average wage for men minus the average wage for women divided by the average wage for men multiplied by 100. Values are non-weighted averages.

Figure 5.1 Average monthly wage of young employees as share of the national average wage in Ukraine by selected characteristics



Note: Higher education includes incomplete higher education, basic higher education, completed higher postgraduate studies and post-doctoral level studies. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2015.

Table 5.5 Share of young employees with above- or below-average wage levels

Employee wages below the average wage (2,766.64 UAH)	Age group			Sex		Area of residence		Total
	15–19	20–24	25–29	Female	Male	Urban	Rural	
Above or equal to average	39.8	37.1	43.9	26.4	52.8	47.2	29.8	40.3
Below average	60.2	62.9	56.1	73.6	47.2	52.8	70.2	59.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS Ukraine, 2015.

The crisis of 2014–15 in the Ukraine led to greater volatility of employment in the non-governmental sector. Although the private sector has the potential to offer higher wages and better career opportunities, employment in the public sector is generally considered to be more stable. The share of young employees in non-state enterprises dropped from 67.9 per cent in 2013 to 60.3 per cent in 2015, while the share of employees within the public sector increased from 28.6 to 39.7 per cent. This trend is a feature of all the socio-demographic groups, except youth aged 15–19 (Annex III, table A.14).

Young employees should have access to certain social entitlements. The most widely accessible benefits for young employees are paid annual leave (with 72.9 per cent of young employees covered), paid leave sick (66.5 per cent), bonuses (59.5 per cent), occupational safety equipment (51.1 per cent) and paid maternity and childcare leave (50.0 per cent) (table 5.6). The high levels of these entitlements are determined by the fact that they are legally guaranteed. Access to those entitlements that are not required by law is much more limited; for example, paid educational leave (34.8 per cent), health insurance (27.2 per cent), transportation or transport allowance (22.3 per cent) and provision of meals (16.9 per cent). The least common entitlements made available to young employees are access to childcare

facilities (13.4 per cent) and additional private pension insurance (12.6 per cent). These findings prompt the conclusion that there is still some scope for expansion of social protection for young employees. There are no significant gender differences in the accessibility of entitlements among young employees. Among the identified differences is the greater accessibility to men of a company vehicle (transport cost allowance), more frequent overtime pay and a higher level of work security. At the same time, young women more often benefit from the maternity and childcare leave, study leave (educational or training courses), paid sick leave and have better access to childcare facilities and services.

Table 5.6 Young employees by access to social entitlements

Entitlement	Period	Female			Male			Total		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Transport or transport allowance	2015, %	13.9	83.4	2.6	28.2	68.8	3.0	22.3	74.8	2.8
	Change 2013–15 (pp)	-1.8	1.7	0.1	3.2	-4.1	0.9	1.5	-2.1	0.5
Meals or meal allowance	2015, %	16.7	81.5	1.8	17.1	81.6	1.3	16.9	81.6	1.5
	Change 2013–15 (pp)	3.9	-3.1	-0.8	1.2	-0.1	-1.1	2.4	-1.4	-1.0
Annual paid leave	2015, %	75.8	21.8	2.3	70.9	28.4	0.7	72.9	25.7	1.4
	Change 2013–15 (pp)	4.3	-3.4	-0.8	10.9	-7.4	-3.5	7.7	-5.4	-2.3
Paid sick leave	2015, %	69.6	28.2	2.2	64.3	34.0	1.7	66.5	31.6	1.9
	Change 2013–15 (pp)	-1.4	2.9	-1.5	1.3	1.4	-2.7	-0.1	2.3	-2.2
Additional private pension insurance	2015, %	11.2	78.0	10.7	13.6	73.8	12.6	12.6	75.5	11.8
	Change 2013–15 (pp)	-1.1	7.1	-6.0	-1.0	3.2	-2.3	-1.0	4.8	-3.9
Severance/end-of-service payment	2015, %	36.5	45.2	18.3	35.0	49.3	15.7	35.6	47.6	16.8
	Change 2013–15 (pp)	-0.8	-0.5	1.3	-1.4	1.8	-0.4	-1.1	0.9	0.2
Overtime pay	2015, %	42.0	54.1	3.9	52.9	44.9	2.2	48.4	48.7	2.9
	Change 2013–15 (pp)	4.7	-2.6	-2.1	3.7	-1.8	-1.9	4.5	-2.4	-2.1
Medical insurance coverage	2015, %	25.9	65.4	8.7	28.2	64.4	7.5	27.2	64.8	8.0
	Change 2013–15 (pp)	1.7	0.5	-2.3	0.3	2.5	-2.8	1.0	1.6	-2.6
Bonus/reward for good performance	2015, %	57.4	37.1	5.6	61.0	34.7	4.3	59.5	35.7	4.8
	Change 2013–15 (pp)	3.7	-3.7	0.0	4.9	-4.8	-0.2	4.5	-4.3	-0.2
The enterprise contributed towards compulsory social insurance – unified social contribution	2015, %	52.2	29.3	18.5	48.0	30.7	21.3	49.7	30.1	20.2
	Change 2013–15 (pp)	1.4	-6.4	5.0	-0.2	-8.1	8.3	0.4	-7.2	6.9
Educational or training courses	2015, %	41.9	48.4	9.7	29.8	61.5	8.7	34.8	56.1	9.1
	Change 2013–15 (pp)	1.5	-2.6	1.1	5.4	-4.3	-1.0	3.2	-3.1	-0.1
Occupational safety/protective equipment or clothing	2015, %	46.4	49.3	4.3	54.3	42.2	3.5	51.1	45.1	3.8
	Change 2013–15 (pp)	8.5	-5.9	-2.6	2.0	-1.0	-1.0	5.2	-3.4	-1.8
Childcare facilities	2015, %	16.5	73.6	9.9	11.3	77.2	11.5	13.4	75.8	10.8
	Change 2013–15 (pp)	-5.3	8.2	-2.9	0.6	5.1	-5.7	-2.3	6.7	-4.4
Maternity/paternity leave	2015, %	66.3	28.8	4.9	38.6	46.5	14.9	50.0	39.2	10.8
	Change 2013–15 (pp)	-0.4	3.6	-3.2	6.1	-0.3	-5.8	2.2	2.1	-4.3

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

Only 10.5 per cent of employed youth are in self-employment – 8.0 per cent as own-account workers and 2.5 per cent as employers. Own-account work (with no employees) is most popular among the younger age groups (peaking at 14.9 per cent among youth aged 15–19), males (9.7 per cent) and residents of rural settlements (11.0 per cent). The status of employers is more common among youth aged 25–29 (3.3 per cent), males (3.3 per cent) and residents of “other cities” (4.0 per cent). Contributing family work is also quite common among the youngest age group of 15–19 year-olds (22.8 per cent), compared to 2.3 per cent among 20–24 year-olds and 1.2 per cent among those aged 25–29 years old. The status of contributing family workers is higher for females (4.5 per cent) and rural youth (4.4 per cent).

While, in 2013, 37.2 per cent of young self-employed workers said they had chosen self-employment because it offered greater independence, in 2015 this motive is less favoured (selected by 17.9 per cent of self-employed youth in 2015; Annex III, table A.16). Instead, the top motivations among the currently self-employed youth are financial – “to earn a higher level of income” (30.3 per cent) – or reactive – “could not find a paid job” (26.6 per cent). The status of self-employed is more often chosen by men, the proportion of whom equals 74.1 per cent. Their main reason for choosing to be self-employed is to earn a higher income and failure to find a paid job (33.5 per cent and 29.6 per cent, respectively). Young women in self-employment are more likely to favour self-employment to gain greater independence (25.7 per cent) and to have a higher income (21.4 per cent). Only 18.2 per cent of young self-employed females stated that they could not find a paid work.

Slightly more than one-third (36.8 per cent) of self-employed young workers said they had not needed additional funds to start their economic activity. One-third (32.9 per cent) used their own savings to start the business and 27.7 per cent had help from family or friends. Only a small proportion of youth received a loan from a microfinance institution, bank or credit/assistance from government agencies (2.6 per cent) (Annex III, table A.17).

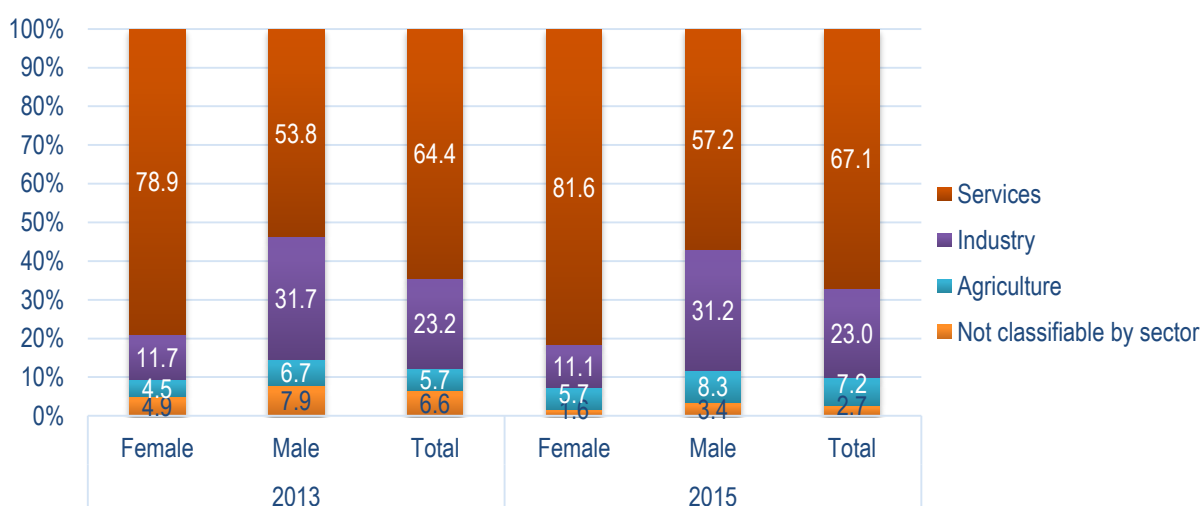
The main challenge to doing business identified by self-employed young workers is competition in the market-place (reported by 35.0 per cent of self-employed in 2015 compared to 47.0 per cent in 2013; Annex III, table A.18). The influence of the lack of financial resources was cited by more self-employed youth in 2015 (29.9 per cent) than in 2013 (20.7 per cent). In order to cover current production costs, 45.2 per cent of self-employed young workers use their own savings, 27.4 per cent use money from family or friends, 7.3 per cent use bank loans and 4.6 per cent take loans from customers, resellers and suppliers (Annex III, table A.19). Nearly one-third (31.0 per cent) indicated that they did not need money to cover current production costs.

5.1.2 Youth employment by sector and occupation

The sectoral distribution of youth employment in Ukraine shows little variation between 2013 and 2015. Most young people work in the tertiary (services) sector (67.1 per cent), especially young women (among whom the share is 81.6 per cent) (figure 5.2). While services is also the primary sector among young male workers (57.2 per cent), still nearly one-third (31.2 per cent) work in the industrial sector and 8.3 per cent in agriculture. The corresponding shares for young women are 11.1 per cent and 5.7 per cent, respectively.

At the more detailed level, young workers are primarily concentrated in state and social services (21.1 per cent), wholesale and retail trade and repair of motor vehicles and motorcycles (19.5 per cent) and industry (16.0 per cent) (table 5.7 and the more detailed breakdown in Annex III, table A.20). Compared to the 2013 survey results, the share of employed youth in state and social services grew by 2.3 percentage points, while shares in both wholesale and retail trade and industry grew by nearly 1 percentage point.

Figure 5.2 Employed youth by broad aggregate sector, 2013 and 2015



Source: SWTS Ukraine, 2013 and 2015.

Table 5.7 Employed youth by detailed sector (1-digit ISIC) (%)

Sector	Age group			Sex		Area of residence			Total
	15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Agriculture, hunting and forestry, fishing, fishery	27.0	8.5	4.4	5.7	8.3	1.4	6.5	14.2	7.2
Industry	6.3	13.4	18.4	10.0	20.0	15.5	21.0	11.4	16.0
Construction	7.0	6.1	7.6	1.0	11.1	7.4	6.8	7.0	7.0
Wholesale and retail trade; vehicle and motorcycle repairs	23.2	18.6	19.6	19.7	19.4	23.4	19.7	15.1	19.5
Transport, warehousing, postal and courier services	4.0	7.1	6.1	2.8	8.7	6.0	7.0	5.9	6.3
Commercial sector services	14.6	16.9	12.7	17.4	12.0	15.8	13.1	13.6	14.2
State and social services	4.7	19.0	24.1	32.7	13.2	20.5	19.3	23.7	21.1
Art, sports, entertainment and recreation	2.9	2.9	1.6	3.4	1.3	2.5	1.5	2.4	2.1
Other services and household activities	6.0	4.4	3.3	5.6	2.6	4.1	3.8	3.5	3.8
No response	4.3	3.1	2.2	1.6	3.4	3.5	1.3	3.2	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013–15 (pp)									
Agriculture, hunting and forestry, fishing, fishery	0.6	3.2	0.7	1.5	1.7	0.6	2.2	0.7	1.7
Industry	0.3	-0.3	1.6	-0.1	1.1	0.1	3.5	-0.2	0.8
Construction	0.4	-0.4	-0.4	0.0	-1.0	-0.5	-0.7	0.4	-0.3
Wholesale and retail trade; vehicle and motorcycle repairs	7.8	-2.0	1.9	-1.3	2.5	3.2	-0.9	1.2	0.9
Transport, warehousing, postal and courier services	0.4	0.3	-0.7	-0.2	-0.6	-0.3	0.4	-1.0	-0.3
Commercial sector services	-2.7	-1.6	-3.3	-1.0	-3.8	-5.9	-2.0	0.2	-2.7
State and social services	-8.3	0.9	4.3	2.6	3.0	3.2	-0.7	4.6	2.3
Art, sports, entertainment and recreation	2.9	1.4	0.6	1.2	0.9	1.6	0.4	0.7	1.0
Other services and household activities	3.0	1.4	-0.4	0.4	0.5	-0.9	0.6	1.8	0.4
No response	-4.4	-2.9	-4.2	-3.1	-4.3	-1.1	-3.0	-8.5	-3.7

Note: "Industry" includes: mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; water supply, sewerage, waste management and remediation activities; "Commercial sector services" includes: accommodation and food service activities; information and communication; financial and insurance activities; real estate activities; professional, scientific and technical activities; administrative and support service activities; "State and social services" includes: public administration and defence, compulsory social security; education; human health and social work activities. pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

Young female workers are mainly concentrated in four main sectors: state and social services (32.7 per cent), wholesale and retail trade (19.7 per cent), commercial sector services (17.4 per cent) and industry (10 per cent). The profile of employment of young males is different, with a concentration in industry (20 per cent), wholesale and retail trade (19.4 per cent), state and social services (13.2 per cent) and construction (11.1 per cent).

Most young people work in occupations that are mid- to high-skilled: as professionals (22.8 per cent), service and sales workers (18.4 per cent) and technicians and associate professionals (14.6 per cent) (table 5.8). Compared to 2013, the proportion of professionals and service and sales workers has decreased by 1.4 and 0.9 percentage points, respectively, and the share of technicians and associate professionals has increased by 5.8 percentage points. A further 21.8 per cent of youth work in technical or production occupations, such as craft and related trades workers (11.3 per cent) or plant and machine operators (10.5 per cent). Changes from the 2013 survey results include: a decrease of 5 percentage points in the share of craft and related trades workers, an increase by 1.5 percentage points in the share of plant and machine operators, a 4.7 percentage point decline in the share of young managers and an increase of 2.4 percentage points in the share of youth in elementary occupations.

Table 5.8 Employed youth by occupation (ISCO-08)

Occupation		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Managers, senior officials and legislators	No.	2 016	508 60	91 857	40 208	104 525	64 240	73 526	6 966	144 732
	%	0.8	3.6	3.6	2.3	4.2	4.4	5.3	0.5	3.4
Professionals	No.	23 345	293 103	643 038	522 221	437 265	361 124	279 585	318 777	959 486
	%	9.2	20.9	25.2	30.3	17.6	24.7	20.2	23.6	22.8
Technicians and associate professionals	No.	23 782	230 059	359 148	336 141	276 847	247 841	185 372	179 775	612 988
	%	9.4	16.4	14.1	19.5	11.2	16.9	13.4	13.3	14.6
Clerical support workers	No.	0	67 774	170 357	182 365	55 766	87 407	67 157	83 567	238 131
	%	0.0	4.8	6.7	10.6	2.2	6.0	4.8	6.2	5.7
Service and sales workers	No.	73 317	300 318	399 501	405 634	367 502	277 975	245 054	250 107	773 136
	%	29.0	21.4	15.7	23.5	14.8	19.0	17.7	18.5	18.4
Skilled agricultural, forestry and fishery workers	No.	47 587	53 782	39 334	55 669	85 034	7 046	37 806	95 850	140 702
	%	18.8	3.8	1.5	3.2	3.4	0.5	2.7	7.1	3.3
Craft and related trades workers	No.	17 692	179 657	277 855	55 457	419 746	151 846	191 704	131 654	475 204
	%	7.0	12.8	10.9	3.2	16.9	10.4	13.8	9.7	11.3
Plant and machine operators, and assemblers	No.	14 966	118 065	309 845	31 940	410 937	126 145	158 812	157 919	442 876
	%	5.9	8.4	12.2	1.9	16.6	8.6	11.5	11.7	10.5
Elementary occupations	No.	50 514	109 439	256 218	94 403	321 768	140 267	146 950	128 954	416 171
	%	19.9	7.8	10.1	5.5	13.0	9.6	10.6	9.5	9.9
Total	No.	253 219	1 403 057	2 547 153	1 724 038	2 479 390	1 463 891	1 385 966	1 353 569	4 203 426
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013–15 (pp)										
Managers, senior officials and legislators		-1.3	-3.6	-5.7	-6.3	-3.6	-5.7	-2.6	-5.5	-4.7
Professionals		-4.1	-1.1	-1.4	-6.2	2.6	-4.3	-1.8	2.2	-1.4
Technicians and associate professionals		-0.6	8.7	4.8	10.7	2.4	7.6	3.9	6.3	5.8
Clerical support workers		-5.3	-1.2	3.0	3.6	-0.6	0.6	1.5	0.7	1.1
Service and sales workers		4.4	-0.8	-1.3	-2.3	0.5	-0.2	-2.6	0.5	-0.9
Skilled agricultural, forestry and fishery workers		7.2	1.6	0.3	1.6	0.9	0.3	1.4	1.2	1.2
Craft and related trades workers		-6.3	-3.6	-5.7	-1.6	-8.1	-4.0	-4.9	-5.8	-5.0
Plant and machine operators, and assemblers		5.0	0.8	1.6	-0.2	2.3	0.8	1.0	3.2	1.5
Elementary occupations		1.1	-0.9	4.4	0.7	3.5	4.9	4.0	-2.9	2.4

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

There are significant differences between the sexes in terms of the distribution of young workers by occupation. The occupations which are most common among females are as professionals (30.3 per cent) and technicians and associate professionals (19.5 per cent), while the corresponding figures for males are 17.6 and 11.2 per cent, respectively. Young men, in contrast, are more likely to be engaged in technical positions: craft and related trades workers (16.9 per cent in contrast to 3.2 per cent among young females), plant and machine operators and assemblers (16.6 and 1.9 per cent, respectively) and elementary occupation (13.0 per cent and 5.5 per cent, respectively).

5.1.3 Working hours

In Ukraine, the statutory working week comprises 40 hours.¹² According to official statistics, 67.7 per cent of the employed population work 40 hours per week.¹³ Results of the SWTS show a lower tendency among youth to engage in a 40-hour work week. Youth are more likely than the overall total population to work less than 40 hours per week (25.4 per cent of young workers compared to 19.4 per cent of total employed population). The share of youth working 40 hours or more per week increased slightly from 53.6 to 62.6 per cent between the 2013 and 2015 surveys (table 5.9).

The share of youth who work part time – less than 30 hours per week – is small at 16.0 per cent (18.4 per cent for young women and 14.3 per cent for young men). Adolescents (15–19), who are more likely to combine work with studying, had the highest share of part-time workers (33.3 per cent). The share of youth who work excessive hours – more than 50 hours per week – is high at 23.0 per cent. The likelihood of an excessive number of hours is particularly evident among youth working in real estate activities (49.4 per cent), accommodation and food service activities (37.2 per cent) and construction (35.5 per cent) (Annex III, table A.21). The highest shares of youth who work part-time (less than 30 hours per week) are seen in the sectors of education (45.0 per cent), arts, entertainment and recreation (40.9 per cent) and services provided within households (38.3 per cent). In such activities as information and communication and arts, entertainment and recreation, 14.4 per cent and 13.3 per cent of young workers, respectively, worked less than ten hours per week.

Young employers worked more hours than employees: 51.7 per cent of them worked more than 50 hours per week (Annex III, table A.22). More than one-quarter of youth engaged in unpaid work in a family business and own-account workers worked less than 30 hours in the week (26.6 per cent and 26.5 per cent, respectively). Overall, young people are reluctant to have longer working hours even if they would be paid more. This was confirmed by 82.5 per cent of young workers (Annex III, table A.23). Among those who might have agreed to work longer hours, 64.7 per cent said they would like to work longer hours in the same job.

¹² *Labour Code of Ukraine*. Available at <http://zakon4.rada.gov.ua/laws/show/322-08/page2> (in Ukrainian) [7 July 2016].

¹³ “Economically active population of Ukraine 2014”, *Statistical Yearbook*, State Statistics Service of Ukraine. Available at ukrstat.gov.ua/druk/publicat/kat_u/2015/zb/07/zb_ean_2014.zip (in Ukrainian) [7 July 2016].

Table 5.9 Employed youth by hours worked per week

Characteristic		Did not work last week	Hours actually worked per week							Total
			Less than 10	10–19	20–29	30–39	40–49	50–59	More than 60	
15–19	No.	27 350	39 238	24 761	28 456	26 426	49 105	9 229	18 327	277 526
	%	9.9	14.1	8.9	10.3	9.5	17.7	3.3	6.6	100.0
20–24	No.	58 286	79 007	70 851	94 674	144 023	522 897	168 670	172 733	1 425 984
	%	4.1	5.5	5.0	6.6	10.1	36.7	11.8	12.1	100.0
25–29	No.	122 460	63 459	114 113	173 407	232 341	1 128 520	299 178	319 680	2 591 081
	%	4.7	2.4	4.4	6.7	9.0	43.6	11.5	12.3	100.0
Female	No.	143 813	67 018	84 153	170 656	186 640	704 688	147 993	112 592	1 740 890
	%	8.3	3.8	4.8	9.8	10.7	40.5	8.5	6.5	100.0
Male	No.	64 283	114 686	125 573	125 881	216 149	995 835	329 084	398 148	2 553 702
	%	2.5	4.5	4.9	4.9	8.5	39	12.9	15.6	100.0
Regional centre	No.	57 102	50 265	62 322	96 367	157 756	679 257	161 980	135 103	1 485 912
	%	3.8	3.4	4.2	6.5	10.6	45.7	10.9	9.1	100.0
Other city	No.	87 795	49 495	61 761	88 777	143 734	524 439	182 281	202 514	1 415 633
	%	6.2	3.5	4.4	6.3	10.2	37	12.9	14.3	100.0
Village or rural area	No.	63 200	81 943	85 643	111 393	101 300	496 826	132 816	173 123	139 3047
	%	4.5	5.9	6.1	8.0	7.3	35.7	9.5	12.4	100.0
Total	No.	208 096	181 704	209 726	296 537	402 789	1 700 522	477 077	510 740	4 294 592
	%	4.8	4.2	4.9	6.9	9.4	39.6	11.1	11.9	100.0
Change 2013–15 (pp)										
15–19		-1.9	11.5	-1.1	-4.3	0.6	-6.8	-1.9	2.1	
20–24		-4.5	4.0	1.2	-0.1	-0.8	-2.6	1.6	2.9	
25–29		-4.2	0.8	1.8	3.6	0.2	0.1	-0.3	4.5	
Female		-2.9	2.3	0.8	4.1	0.9	-2.7	-0.7	1.6	
Male		-4.8	2.7	1.9	0.4	-0.8	-0.2	0.6	5.0	
Regional centre		-4.9	2.1	1.5	0.2	0.1	2	-1.4	2.6	
Other city		-1.8	1.8	0.8	3.3	0.2	-5.1	2.9	4.3	
Village or rural area		-6.1	3.7	1.9	1.6	-0.3	0.1	-0.9	4.8	
Total		-4.1	2.6	1.4	1.9	-0.1	-1.3	0.2	3.8	

Note: pp = percentage points. Non-responses are not included.

Source: SWTS Ukraine, 2013 and 2015.

5.1.4 Informal employment

Informal employment remains an area of concern in Ukraine. In this study, in accordance with the guidelines of the International Conference of Labour Statisticians (ICLS), stricter criteria for the measurement of informal employment are applied than are typically measured by the State Statistics Service of Ukraine.¹⁴ Therefore, the resulting level of informal

¹⁴ Informal employment is measured according to the guidelines recommended by the 17th International Conference of Labour Statisticians (ICLS) in 2003. It includes the following sub-categories of workers: (a) paid employees in “informal jobs”, i.e. jobs without social security entitlement, paid annual leave and 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

employment among young people significantly exceeds the official figures in Ukraine.¹⁵ Given the vulnerability of young people, which has been emphasized throughout this report, the stricter measure of informality is adopted here.

The share of youth in informal employment has hardly changed between the two surveys. In 2015, the informal employment rate is 58.3 per cent, compared to 55.3 per cent in 2013. Adolescent workers (aged 15–19) are most likely to be in informal employment (87.1 per cent) as are young men (58.9 per cent) and those living in rural areas (60.9 per cent) (table 5.10). Four out of five (79.5 per cent) youth in informal employment are in an informal job in the formal sector (rather than an informal job in the informal sector). This confirms a certain degree of non-compliance among employers in the provision of social security and benefits to all employees.

Table 5.10 Youth in informal employment by sub-category

Indicator	Age group			Sex		Area of residence			Total
	15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Youth in informal employment	No. 241 650	852 517	1 408 858	997 867	1 505 158	849 995	805 142	847 888	2 503 025
	% 87.1	59.8	54.4	57.3	58.9	57.2	56.9	60.9	58.3
<i>Of which:</i>									
Informal job in formal sector	No. 113 953	675 655	1 174 107	770 219	1 193 496	707 589	622 457	633 669	1 963 715
	% 47.4	80.5	84.5	78.8	80.0	83.9	78.5	76.1	79.5
Informal employment in the informal sector	No. 126 225	163 806	215 704	207 645	298 090	136 075	170 728	198 932	505 735
	% 52.6	19.5	15.5	21.2	20.0	16.1	21.5	23.9	20.5

Source: SWTS Ukraine, 2015.

Table 5.11 Youth in informal employment by occupation

Occupation	Formal		Informal		Total	
	No.	%	No.	%	No.	%
Managers, senior officials and legislators	86 653	59.9	58 079	40.1	144 732	100.0
Professionals	523 132	54.6	434 312	45.4	957 444	100.0
Technicians and associate professionals	283 650	46.3	329 338	53.7	612 988	100.0
Clerical support workers	107 759	45.3	130 371	54.7	238 130	100.0
Service and sales workers	237 839	30.8	535 296	69.2	773 135	100.0
Skilled agricultural, forestry and fishery workers	23 008	17.1	111 775	82.9	134 783	100.0
Craft and related trades workers	154 995	32.9	316 789	67.1	471 784	100.0
Plant and machine operators, and assemblers	201 451	45.5	241 426	54.5	442 877	100.0
Elementary occupations	125 570	30.2	290 602	69.8	416 172	100.0
No response	36 128	39.6	55 035	60.4	91 163	100.0
Total	1 780 185	41.7	2 503 023	58.3	4 283 208	100.0

Source: SWTS Ukraine, 2015.

employees; (d) employers in an unregistered enterprise with size classification below five employees; and (e) contributing family workers

¹⁵ According to statistics of the State Statistics Service of Ukraine, in 2014 the level of informal employment in Ukraine was 25.1 per cent for the population aged 15–70 and 28.3 per cent for youth aged 15–29 years old.

The number of youth working informally exceeds the number of formal workers in 12 of the 20 key economic activities (defined according to NACE, 2010). The largest shares of informal employment (excluding activities within households) are found in the agriculture, forestry and fisheries sector (75.2 per cent), in construction (70.7 per cent), in information and telecommunications (70.4 per cent) and in the sector of wholesale and retail trade; repair of motor vehicles and motorcycles (70.3 per cent) (Annex III, table A.24). The largest share of informal workers by occupation again shows the dominance of the agricultural sector; 82.9 per cent of young skilled agricultural and fishery workers are in informal employment, followed by 69.8 per cent in elementary occupations, 69.2 per cent in service and sales work and 67.1 per cent in craft and related trades work (table 5.11). The results therefore confirm that informal employment is more prevalent among the manual trades.

5.1.5 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).¹⁶ The major groups and education levels are reproduced in table 5.12.

Table 5.12 ISCO major groups and education levels

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

Source: ILO Global Employment Trends for Youth 2013, table 3.

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 who have a lower level of education are considered undereducated. Based on the 2015 SWTS, 62.8 per cent of young workers were assessed as working in occupations that are well-matched to their level of qualifications. The share of young workers in mismatched occupations totals 37.2 per cent, with the majority in work for which they are overeducated (31.7 per cent) rather than undereducated (5.5 per cent) (table 5.13). Among occupational groups, it is those working in elementary occupations that have the highest tendency towards overeducation (96.7 per cent) followed by clerical support workers (71.8 per cent), technicians (48.7 per cent) and service and sales workers (32.1 per cent). It should be noted that 40.2 per cent of young people employed in elementary occupations hold a tertiary degree.

¹⁶ For more information on the ISCO-based approach, along with other methods of measuring skills mismatches, see Quintini (2011).

Table 5.13 Share of workers with matching or non-matching qualifications by major occupational category (ISCO-08), 2015 (%)

Major occupational category (ISCO-08)	Overeducated	Undereducated	Matching qualifications
Managers, senior officials and legislators	0.0	26.4	73.6
Professionals	0.0	13.4	86.6
Technicians and associate professionals	48.7	7.6	43.7
Clerical support workers	71.8	0.4	27.8
Service and sales workers	32.1	1.5	66.4
Skilled agricultural, forestry and fishery workers	16.5	2.1	81.3
Craft and related trades workers	18.6	1.0	80.4
Plant and machine operators, and assemblers	24.1	0.0	75.9
Elementary occupations	96.7	0.0	3.3
Total	31.7	5.5	62.8

Source: SWTS Ukraine, 2015.

In Ukraine, the indication of significant shares of overeducated youth is a symptom of faulty career orientation mechanisms that lead to an excessive supply of young labour market entrants from higher education. The embedded preference of youth for higher education over vocational education was discussed previously, in section 4.3. The large supply of youth from higher education also leads to inflated expectations on the part of employers, who assume that holders of higher level degrees will demonstrate an ability to acquire new knowledge in accordance with the social and cultural standards. The unfortunate consequence is that youth with higher level degrees are frequently favoured by employers over those with lesser degrees, even when professional skills are not required for the job.

Table 5.14 Job satisfaction among young workers by type of enterprise

Type of enterprise		Level of employment satisfaction				Total
		Highly satisfied	Mostly satisfied	Somewhat unsatisfied	Highly unsatisfied	
Government institution	No.	157 649	625 191	52 371	5 528	840 739
	%	18.8	74.4	6.2	0.7	100.0
State-owned enterprise	No.	115 210	420 168	78 996	9 321	623 695
	%	18.5	67.4	12.7	1.5	100.0
Non-governmental/non-profit organization	No.	17 868	79 551	24 396	1 458	123 273
	%	14.5	64.5	19.8	1.2	100.0
Private business or farm	No.	373 966	1 525 662	343 606	37 845	2 281 079
	%	16.4	66.9	15.1	1.6	100.0
Private household	No.	50 094	160 007	38 853	15 836	264 790
	%	18.9	60.4	14.7	6.0	100.0
Embassy or international organization	No.	3 457	2 638	3 654	0	9 749
	%	35.5	27.1	37.4	0.0	100.0
Other	No.	40 346	45 693	23 595	0	109 634
	%	36.8	41.7	21.5	0.0	100.0
Total	No.	758 590	2 858 910	565 471	69 988	4 252 959
	%	17.8	67.2	13.3	1.6	100.0

Source: SWTS Ukraine, 2015.

5.1.6 Job satisfaction

Despite some signs of precarious employment among youth in Ukraine, there is still a strong tendency for young workers to express satisfaction with their job. In 2015, 17.8 per cent of young workers said they were highly satisfied with their job and 67.2 per cent were mostly satisfied (table 5.14). In 2013, the corresponding share of job satisfaction was lower at 78.3 per cent (summing the highly satisfied and mostly satisfied categories). Youth employed in

state-owned enterprises and government institutions showed the highest rates of job satisfaction (85.9 per cent and 93.2 per cent, respectively). This result is probably due to the greater stability of employment in state-owned enterprises, even in times of crisis. In contrast, declining economic activity and financial instability provide likely explanations for the higher levels of dissatisfaction among youth employed in international organizations (37.4 per cent), non-governmental/non-profit organizations (21.0 per cent), private households (20.7 per cent) and private businesses (16.8 per cent).

Despite high incidences of job satisfaction, one-third (31.6 per cent) of young workers (31.6 per cent) still said that they would like to change their job (table 5.15). Compared to 2013, this figure has increased by 3.8 percentage points. The main reason for wanting to change jobs is to find better wages (44.1 per cent). Other reasons include the temporary nature of the job (21.0 per cent) and the desire to make better use of qualifications/skills (15.0 per cent). There is little variation in the distribution of reasons across the various socio-demographic groups, with the exception of youth aged 15–19, who are much more likely to cite the temporary nature of the job as their reason for wanting to change (53.5 per cent) and less likely to desire higher wages (31.3 per cent).

Table 5.15 Employed youth who would like to change their job by reason

Reason to change job	Age group			Sex		Area of residence			Total
	15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Number of youth who would like to change their job	87 374	493 329	776 049	525 120	831 632	420 529	494 603	441 620	1 356 752
% in employed youth	31.5	34.6	30.0	30.2	32.6	28.3	34.9	31.7	31.6
Reason (%)									
Present job is temporary	53.5	22.1	16.6	20.7	21.2	22.7	17.9	22.8	21.0
Fear of losing the present job	1.5	5.4	6.8	5.3	6.3	8.2	6.2	3.5	5.9
To work more hours at the current rate	0.0	3.2	3.2	2.3	3.4	0.9	5.5	2.2	3.0
To have a higher rate of pay per hour	31.3	40.8	47.6	44.3	43.9	44.7	46.4	40.9	44.1
To work fewer hours with a reduction in pay	0.0	0.5	1.1	0.2	1.2	0.0	2.1	0.2	0.8
To make better use of qualifications/skills	8.5	18.7	13.5	16.8	13.9	11.9	11.5	22.1	15.0
To have more convenient working time, shorter commuting time	2.2	3.0	5.9	5.6	4.0	7.4	3.6	2.9	4.6
To improve working conditions	2.9	6.2	5.5	4.7	6.1	4.3	6.9	5.3	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013–15 (pp)									
Percentage of youth	-3.0	1.7	5.8	2.2	4.9	2.4	6.3	2.5	3.8
Reason									
Present job is temporary	6.6	-1.3	2.5	1.1	0.5	0.7	2.8	-2.6	0.7
Fear of losing the present job	-1.2	3.4	0.1	2.2	0.8	2.7	-0.1	2.6	1.4
To work more hours at the current rate	0.0	0.7	0.3	-0.7	1.2	-3.0	2.2	2.2	0.5
To have a higher rate of pay per hour	13.2	4.2	3.0	4.3	4.9	-1.7	8.9	6.8	4.7
To work fewer hours with a reduction in pay	0.0	0.5	0.2	-0.3	0.8	0.0	0.9	0.2	0.3
To make better use of qualifications/skills	-9.6	-4.6	-4.7	-4.9	-5.4	-2.8	-10.1	-2.9	-5.3
To have more convenient working time, shorter commuting time	2.2	-2.3	1.8	-0.2	0.9	1.7	-0.9	0.5	0.3
To improve working conditions	-11.3	-0.8	-3.0	-1.6	-3.7	2.4	-3.8	-7.0	-2.7

Note: pp = percentage points.

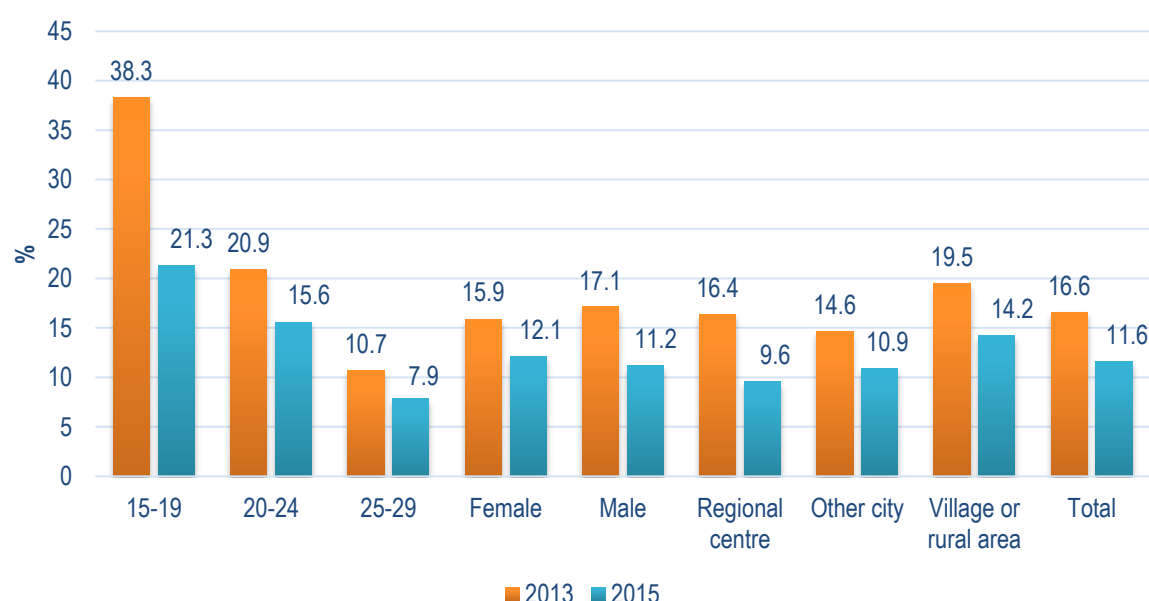
Source: SWTS Ukraine, 2013 and 2015.

5.2 Unemployment

5.2.1 Characteristics of the unemployed

An unemployed person is defined as a person who was not working during a reference week, was actively seeking work or trying to start a business and was available to work during the reference week (see Annex I for more on definitions). The youth unemployment rate, which is the share of unemployed youth in the labour force, is 11.6 per cent in 2015 compared to 16.6 per cent in 2013 (figure 5.3).¹⁷ Given the differences in the samples between the two surveys, it is difficult to relate the decline in the unemployment rate to a “real” improvement in labour market conditions for young people. While, in 2013, the male youth unemployment rate was higher than the female rate, the opposite is found in the 2015 results (female rate of 12.1 per cent compared to a male rate of 11.2 per cent). Youth in rural areas face a higher risk of unemployment, as do adolescents aged 15–19.

Figure 5.3 Youth unemployment rate, 2013 and 2015



Source: SWTS Ukraine, 2013 and 2015.

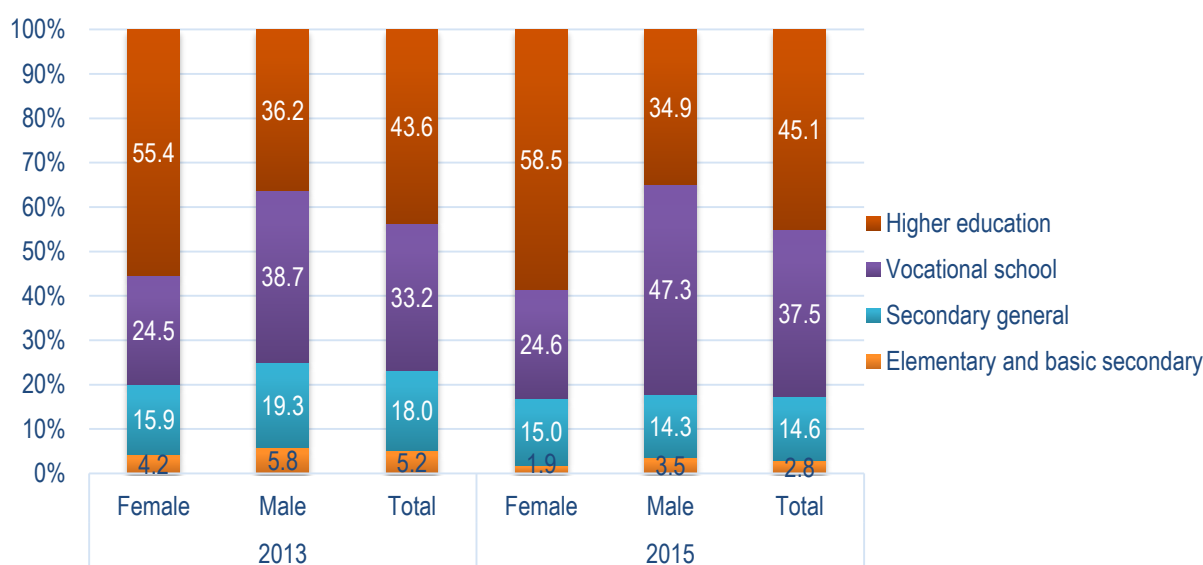
Unemployment rates are higher among youth living in rural areas than urban areas (14.2 per cent in rural areas compared to 9.6 per cent in regional centres). The underlying reason is not only that the job offers are more limited in rural areas in comparison to urban areas, but can also be explained by the seasonal nature of some work in rural areas. Additionally, in rural areas a greater number of people work in household production activities, which are difficult to capture in the statistics since they tend to fall outside the standard boundaries of economic activity. Rural areas are also the location of a larger proportion of unemployed youth who hope to start their own businesses, reflecting the greater dependence on non-salaried work in these areas.

The educational attainment of unemployed youth is high, as is the case for the youth population as a whole. In total, 82.6 per cent of the unemployed have completed either higher education (45.1 per cent) or vocational training (37.5 per cent), while only 17.4 per cent have completed either secondary education or lower (figure 5.4). In comparison to the 2013 survey results, increases in the shares of unemployed with both higher education and vocational

¹⁷ Rates for 2013 differ slightly from those presented in the first national report due to the exclusion of the region of Crimea to permit better comparability to 2015 rates.

training are observed. In 2013, the corresponding rates were 43.6 per cent and 33.2 per cent. More than half of unemployed young women (58.5 per cent) have tertiary education compared to slightly more than one-third of unemployed men (34.9 per cent). In contrast, the share of unemployed young men with vocational training is nearly double the female share, at 47.3 and 24.6 per cent, respectively. The distribution of unemployment by educational attainment is similar for both the 2013 and the 2015 survey results.

Figure 5.4 Unemployed youth by level of completed education, 2013 and 2015

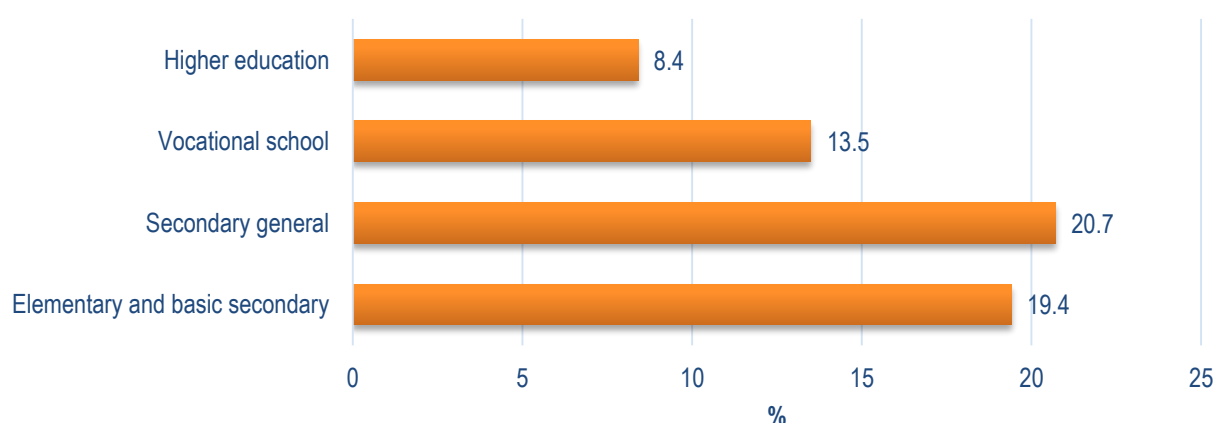


Note: "Higher education" includes incomplete higher education, basic higher education, completed higher, postgraduate education (following higher education, advanced studies courses), PhD studies and post-doctoral level studies; "Vocational education" includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2013 and 2015.

Having a large proportion of unemployed youth with high levels of education does not provide grounds to argue that higher education is not worthwhile. In fact, when viewed in terms of the unemployment rate by level of education, the advantage that higher education brings to youth remains clear (figure 5.5). Thus, while the unemployment rates among young persons with elementary and secondary general education are 19.4 and 20.7 per cent, respectively, the unemployment rate for young persons with higher education is low at 8.4 per cent.

Figure 5.5 Youth unemployment rate by level of completed education



Note: Higher education includes incomplete higher education, basic higher education, completed higher and postgraduate studies and post-doctoral level studies; "Vocational education" includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2015.

In Ukraine it does not take long for unemployed young people to find a job. Three-quarters (76.5 per cent) of unemployed youth were actively seeking work for less than one year and 51.7 per cent for less than six months (table 5.17). However, these trends do not apply to all subgroups of unemployed youth. Accordingly, while those persons who actively seek work for over two years amount to 14.9 per cent of total unemployed youth, this figure rises significantly with age and rural setting; the share unemployed two years or longer was at most 19.4 per cent among those aged 25–29 and 17.4 per cent among rural residents. The probable explanation for these findings 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.

Table 5.17 Unemployed youth by length of job search

Length		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Less than a week	No.	3 408	1 655	3 557	0	8 620	0	8 620	0	8 620
	%	4.9	0.6	1.7	0.0	2.8	0.0	5.2	0.0	1.6
From 1 week to 1 month	No.	13 381	33 437	18 631	35 986	29 463	23 735	25 199	16 515	65 449
	%	19.1	13.0	8.7	15.6	9.5	16.0	15.1	7.3	12.1
From 1 month to 3 months	No.	12 501	40 488	35 702	25 591	63 101	21 903	24 690	42 099	88 692
	%	17.8	15.7	16.6	11.1	20.2	14.7	14.8	18.6	16.4
From 3 months to 6 months	No.	11 036	53 112	52 784	32 346	84 586	30 049	37 934	48 950	116 933
	%	15.7	20.6	24.6	14.0	27.1	20.2	22.7	21.6	21.6
From 6 months to 9 months	No.	10 199	32 960	35 702	47 546	31 315	19 951	16 137	42 774	78 862
	%	14.5	12.8	16.6	20.6	10.0	13.4	9.6	18.9	14.5
From 9 months to 1 year	No.	10 336	24 102	21 546	13 949	42 035	25 039	16 133	14 812	55 984
	%	14.7	9.4	10.0	6.1	13.5	16.8	9.6	6.5	10.3
From 1 year to 2 years	No.	5 298	36 591	2 930	35 239	9 581	4 390	18 640	21 790	44 820
	%	7.5	14.2	1.4	15.3	3.1	3.0	11.1	9.6	8.3
2 years and more	No.	4 032	35 288	41 628	39 858	41 089	2 3547	17 925	39 476	80 948
	%	5.7	13.7	19.4	17.3	13.2	15.8	10.7	17.4	14.9
Question wasn't asked	No.	0	0	1 983	0	1 983	0	1 983	0	1 983
	%	0.0	0.0	0.9	0.0	0.6	0.0	1.2	0.0	0.4
Total	No.	70 191	257 633	214 463	230 515	311 773	148 614	167 261	226 416	542 291
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013–15 (pp)										
Less than a week		1.8	-3.6	-2.8	-3.1	-2.1	-6.3	2.9	-3.6	-2.5
From 1 week to 1 month		6.2	0.9	-0.9	2.8	-0.7	2.9	0.0	1.5	0.8
From 1 month to 3 months		0.4	-2.0	6.6	-1.0	3.4	0.6	-2.1	5.0	1.6
From 3 months to 6 months		-0.4	4.7	3.5	-2.6	8.3	-0.8	6.0	5.9	3.7
From 6 months to 9 months		-8.5	-3.8	10.6	5.3	-2.7	4.2	-8.3	4.1	0.7
From 9 months to 1 year		4.4	0.2	5.0	-6.4	9.0	6.9	3.5	-0.8	2.5
From 1 year to 2 years		-1.1	1.9	-10.7	4.7	-9.2	-9.6	1.8	-3.0	-3.3
2 years and more		-3.0	1.7	-12.3	0.3	-6.7	2.1	-5.0	-9.3	-3.8

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

The share of unemployed youth seeking work for longer than one year (the long-term unemployed) has decreased to 23.2 per cent in 2015 from 30.3 per cent in 2013. Long-term unemployment is more common among young women than men (32.6 and 16.3 per cent, respectively) and among youth in rural areas than those in urban areas (27.0 and 18.8 per cent, respectively).

Over the 2013–15 period, there are certain notable changes in the structure of occupations sought by the unemployed youth. The largest share of unemployed youth are seeking work as professionals (25.3 per cent), a 7.4 percentage point increase over the 2013 figure (table 5.18). Nearly one-fifth (17.8 per cent) of unemployed youth wish to work as service and sales workers (in contrast to 14.5 per cent in 2013) and 12.1 per cent as technicians and associate professionals (in contrast to 5.1 per cent in 2013). In general, this distribution of the expected occupations corresponds to the present professional structure of young people. Young men are much more likely than young women to seek work in the technical occupations (13.9 per cent seeking craft and related trades work, 11.3 per cent as plant and machine operators and 13.4 per cent in the elementary occupations). Young female jobseekers, in contrast, are much more likely to be found in the queue for sales work or professional work (27 per cent and 32.5 per cent, respectively).

Table 5.18 Unemployed youth by occupation sought

Occupations		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Managers, senior officials and legislators	No.	1 771	6 594	10 142	3 594	14 913	1 771	9 227	7 510	18 508
	%	2.4	2.5	4.5	1.5	4.6	1.1	5.3	3.3	3.3
Professionals	No.	4 033	70 683	67 459	77 810	64 365	52 022	35 982	54 171	142 175
	%	5.4	26.8	30.1	32.5	19.9	33.1	20.7	23.4	25.3
Technicians and associate professionals	No.	9 887	28 035	30 358	31 802	36 477	19 603	20 729	27 947	68 279
	%	13.2	10.6	13.6	13.3	11.3	12.5	11.9	12.1	12.1
Clerical support workers	No.	3 300	8 688	6 985	16 877	2 095	3 300	11 527	4 146	18 973
	%	4.4	3.3	3.1	7.1	0.6	2.1	6.6	1.8	3.4
Service and sales workers	No.	18 668	44 685	36 941	64 578	35 716	33 086	31 475	35 733	100 294
	%	24.9	17.0	16.5	27.0	11.1	21.1	18.1	15.5	17.8
Skilled agricultural, forestry and fishery workers	No.	2 016	1 161	2 586	3 177	2 586	2 016	1 161	2 586	5 763
	%	2.7	0.4	1.2	1.3	0.8	1.3	0.7	1.1	1.0
Craft and related trades workers	No.	9 040	29 118	11 585	4 940	44 804	14 723	11 347	23 674	49 744
	%	12.0	11.1	5.2	2.1	13.9	9.4	6.5	10.2	8.8
Plant and machine operators, and assemblers	No.	7 497	19 937	9 147	0	36 580	12 687	7 273	16 620	36 580
	%	10.0	7.6	4.1	0.0	11.3	8.1	4.2	7.2	6.5
Elementary occupations	No.	15 245	13 455	19 245	4 729	43 217	3 787	17 196	26 963	47 946
	%	20.3	5.1	8.6	2.0	13.4	2.4	9.9	11.7	8.5
No response	No.	3 573	40 969	29 331	31 588	42 286	14 153	28 042	31 678	73 873
	%	4.8	15.6	13.1	13.2	13.1	9.0	16.1	13.7	13.1
Total	No.	75 030	263 325	223 780	239 095	323 039	157 148	173 959	231 027	562 134
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013–15 (pp)										
Managers, senior officials and legislators		-3.6	-5.2	1.4	-7.7	1.2	-4.4	-5.9	2.4	-2.5
Professionals		-7.3	5.4	14.4	5.4	8.4	10.3	1.5	12.0	7.4
Technicians and associate professionals		9.8	7.6	5.4	9.1	7.8	0.2	8.6	11.9	7.1
Clerical support workers		2.6	-3.6	-2.1	-5.7	3.0	-7.8	-0.9	0.3	-2.6
Service and sales workers		4.9	5.1	1.3	5.0	1.8	6.0	0.9	4.2	3.4
Skilled agricultural, forestry and fishery workers		2.7	-0.4	-1.9	1.3	-1.7	1.3	-2.8	0.0	-0.5
Craft and related trades workers		-3.2	-4.8	-16.3	-2.1	-13.3	-0.4	-8.6	-18.5	-8.9
Plant and machine operators, and assemblers		5.7	-0.4	0.5	-1.0	2.2	6.2	-1.4	-2.8	0.7
Elementary occupations		12.9	0.2	2.8	-0.7	5.6	-2.9	5.7	4.1	2.8
No response		-24.5	-0.3	-8.0	-7.3	-6.7	-11.1	-1.1	-9.1	-6.9

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

The desired type of employer for whom the unemployed would like to work has changed between 2013 and 2015. Asked to identify the type of enterprise in which they were seeking work, a larger share of unemployed youth expressed a desire to work in the state/public sector (from 23.9 per cent in 2013 to 27.9 per cent in 2015; not shown). The job security offered by a public sector job – with an unlimited written labour agreement, employment benefits, etc. – would therefore seem to be more important to youth during conditions of crisis. A noticeable decline (from 33.2 per cent to 24.7 per cent) was observed for the unemployed who expressed the wish to work for themselves (running own business). Here, again, the impact of financial instability in the country is evident. Finally, in 2015, one-quarter of the unemployed said they would like to work for a large private company.

The young unemployed tend to assess their financial position not as poor, but below the national average level in the country. This perception was reported by 41.0 per cent of young people (table 5.19). In 2013, the corresponding share was 36.1 per cent, while a further 45.8 per cent reported their household income to be around the national average (compared to 37.1 per cent in 2015). The share of unemployed youth living in poor households also increased, from 13.5 per cent in 2013 to 18.9 per cent in 2015, while the share of those living in fairly well-off households remained nominal at 1.9 per cent. Unemployed young people aged 15–19, women and residents of regional centres are those most likely to rate their household income as average.

Table 5.19 Unemployed youth by household income level

Characteristic			Household income				Declined to respond	Total
			Fairly well off	Around the national average	Not poor, but below the national average	Poor		
Age group	15–19	No.	1 399	44 834	16 219	12 577	0	75 029
		%	1.9	59.8	21.6	16.8	0.0	100.0
	20–24	No.	9 518	97 010	102 034	48 711	6 053	263 326
		%	3.6	36.8	38.7	18.5	2.3	100.0
	25–29	No.	0	66 607	111 999	45 174	0	223 780
		%	0.0	29.8	50.0	20.2	0.0	100.0
Sex	Female	No.	3 500	106 666	84 252	44 677	0	239 095
		%	1.5	44.6	35.2	18.7	0.0	100.0
	Male	No.	7 417	101 785	146 000	61 785	6 053	323 040
		%	2.3	31.5	45.2	19.1	1.9	100.0
	Regional centre	No.	0	64 954	58 067	28 073	6 053	157 147
		%	0.0	41.3	37.0	17.9	3.9	100.0
Area of residence	Other city	No.	4 898	59 533	81 233	28 294	0	173 958
		%	2.8	34.2	46.7	16.3	0.0	100.0
	Village or rural area	No.	6 018	83 963	9 0951	50 095	0	231 027
		%	2.6	36.3	39.4	21.7	0.0	100.0
	Total	No.	10 916	208 450	230 251	106 462	6 053	562 132
		%	1.9	37.1	41.0	18.9	1.1	100.0

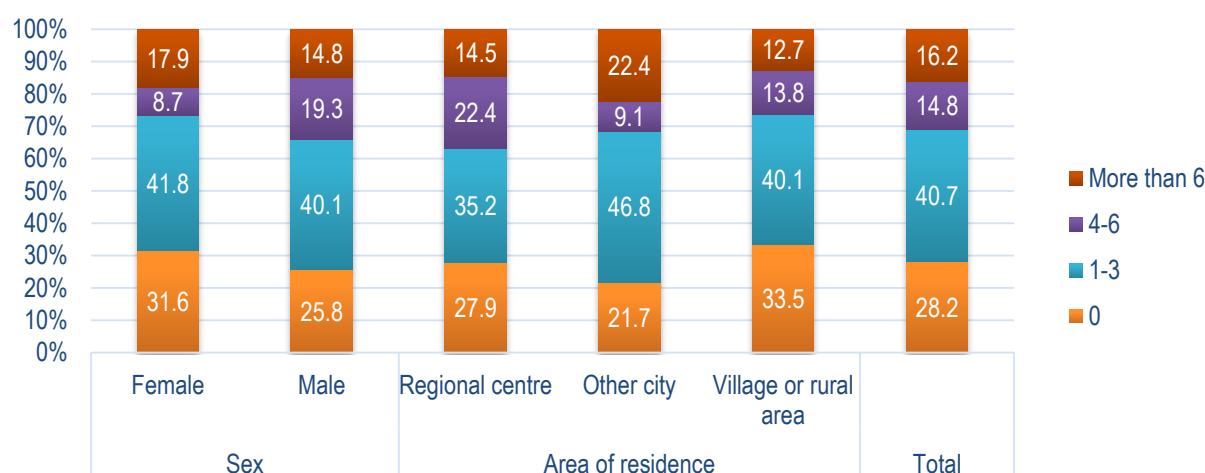
Note: The category “well off” is not shown due to non-significant response sizes.

Source: SWTS Ukraine, 2015.

Regarding the job-search method, the largest share of the unemployed seek work through families and friends (69.7 per cent). Other job-search methods include placing announcements on the internet (37.0 per cent), making direct enquiries at enterprises (33.1 per cent) and applying for vacancies advertised on the internet (26.7 per cent) (Annex III, table A.25). Only 28.2 per cent of the unemployed youth said they had never applied for a job, more than two-fifths (40.7 per cent) had applied for between one and three vacancies and the rest (31.0 per cent) for more than three vacancies (figure 5.6). A similar situation is observed in terms of the

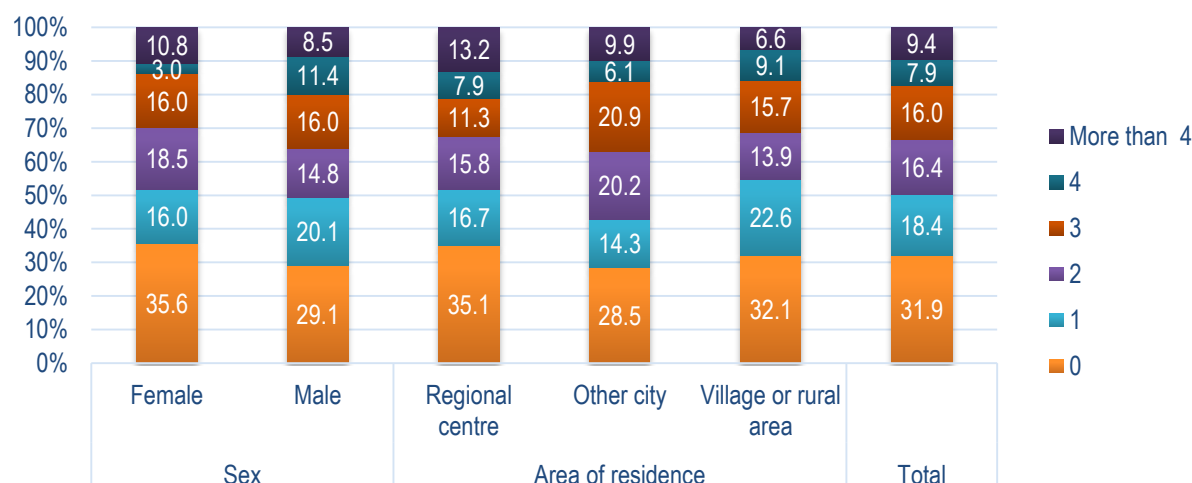
number of interviews attended, with 31.9 per cent having attended no interviews, 58.7 per cent between one and four interviews and the remainder (9.4 per cent) having attended more than four interviews (figure 5.7).

Figure 5.6 Unemployed youth by number of vacancies applied for



Source: SWTS Ukraine, 2015.

Figure 5.7 Unemployed youth by number of interviews attended

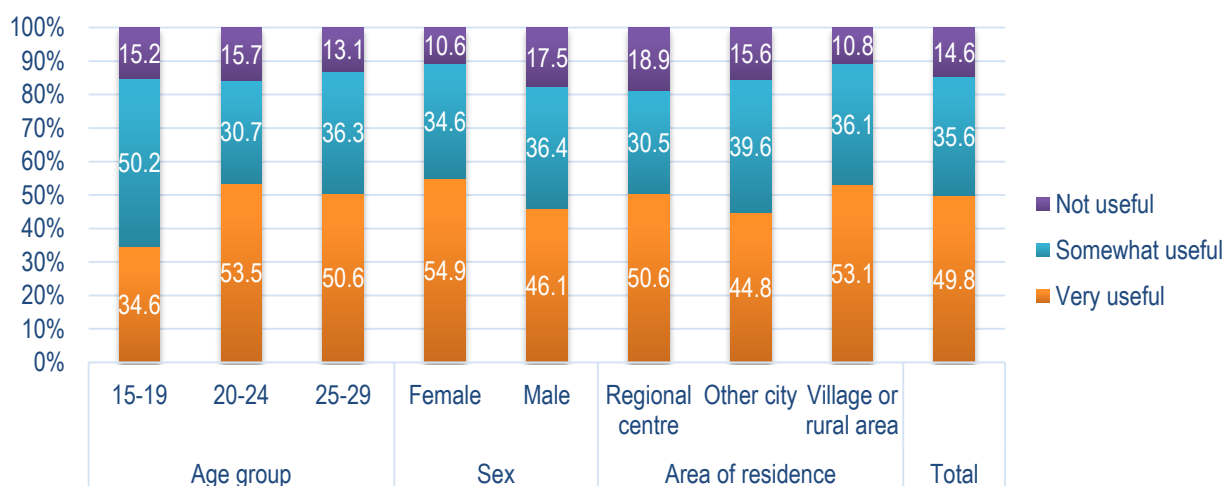


Source: SWTS Ukraine, 2015.

About one-quarter (26.9 per cent) of young unemployed persons were registered with the public employment service. Among those registered, 64.6 per cent sought information on job vacancies and 33.9 per cent sought advice on job-search methods (Annex III, table A.26). Only 13.7 per cent of the youth received financial assistance from the State during their period of unemployment.

Many unemployed young people gave a generally positive assessment of the utility of their education or training level in helping them to find work; 49.2 per cent judged it to be very useful for gaining future employment and a further 35.5 per cent said that it would be somewhat useful. Only 14.4 per cent felt that the education they had attained would not be useful in their job search (figure 5.8).

Figure 5.8 Unemployed youth by opinion of utility of their education or training in getting a job



Source: SWTS Ukraine, 2015

Table 5.20 Unemployed youth by main obstacle to finding a good job

Obstacle		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Requirements for job were higher than education/training attained	No.	18 644	12 207	8 394	22 111	17 134	21 791	8 652	8 802	39 245
	%	24.8	4.6	3.8	9.2	5.3	13.9	5.0	3.8	7.0
Insufficient work experience	No.	15 083	72 990	41 920	57 436	72 557	48 766	33 941	47 287	129 994
	%	20.1	27.7	18.7	24.0	22.5	31.0	19.5	20.5	23.1
Not enough jobs available	No.	9 712	65 350	79 699	84 087	70 674	34 276	42 297	78 188	154 761
	%	12.9	24.8	35.6	35.2	21.9	21.8	24.3	33.8	27.5
Considered too young	No.	12 798	14 342	0	17 991	9 149	9 218	9 941	7 981	27 140
	%	17.1	5.4	0.0	7.5	2.8	5.9	5.7	3.5	4.8
Discriminatory prejudices	No.	0	13 028	9 323	6 052	16 299	0	9 323	13 028	22 351
	%	0.0	4.9	4.2	2.5	5.0	0.0	5.4	5.6	4.0
Low wages in available jobs	No.	5 370	44 833	58 787	19 182	89 807	16 103	39 209	53 678	108 990
	%	7.2	17.0	26.3	8.0	27.7	10.2	22.5	23.2	19.4
Poor working conditions in available jobs	No.	5 965	3 223	10 858	6 670	13 376	7 634	6 596	5 816	20 046
	%	8.0	1.2	4.9	2.8	4.1	4.9	3.8	2.5	3.6
Didn't know where to seek work	No.	5 925	11 430	3 363	12 587	8 131	6 070	5 925	8 723	20 718
	%	7.9	4.3	1.5	5.3	2.5	3.9	3.4	3.8	3.7
Other	No.	0	14 015	5 791	8 367	11 439	3 229	15 451	1 126	19 806
	%	0.0	5.3	2.6	3.5	3.5	2.1	8.9	0.5	3.5
No response	No.	1 532	11 906	5 644	4 612	14 471	10 062	2 623	6 399	19 083
	%	2.0	4.5	2.5	1.9	4.5	6.4	1.5	2.8	3.4
Total	No.	75 030	263 325	223 780	239 095	323 039	157 148	173 959	231 027	562 134
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013-15 (pp)										
Requirements for job were higher than education/training attained		14.3	-1.7	-3.8	1.2	-1.8	8.6	-2.3	-6.3	-0.5
Insufficient work experience		-11.8	-7.8	1.9	-9.1	-2.4	-4.3	-12.7	3.6	-5.1
Not enough jobs available		2.4	-2.1	5.9	5.1	0.3	2.6	0.7	1.3	2.5
Considered too young		1.8	2.0	-1.8	4.7	-3.5	1.6	1.2	-2.5	-0.1
Discriminatory prejudices		0.0	4.9	-0.6	0.1	3.8	-1.3	3.1	4.0	2.3
Low wages in available jobs		-7.3	-2.1	2.0	-3.5	1.7	-12.3	4.4	3.6	-0.7
Poor working conditions in available jobs		5.0	-0.4	-4.8	0.6	-2.3	0.2	0.9	-4.1	-1.1
Didn't know where to seek work		2.4	3.6	0.2	3.6	0.6	3.9	2.8	-1.0	1.9
Other		-2.9	3.4	1.5	-0.2	3.0	-0.8	7.3	-0.5	1.7
No response		-3.9	0.2	-0.5	-2.5	0.6	1.7	-5.4	1.9	-0.8

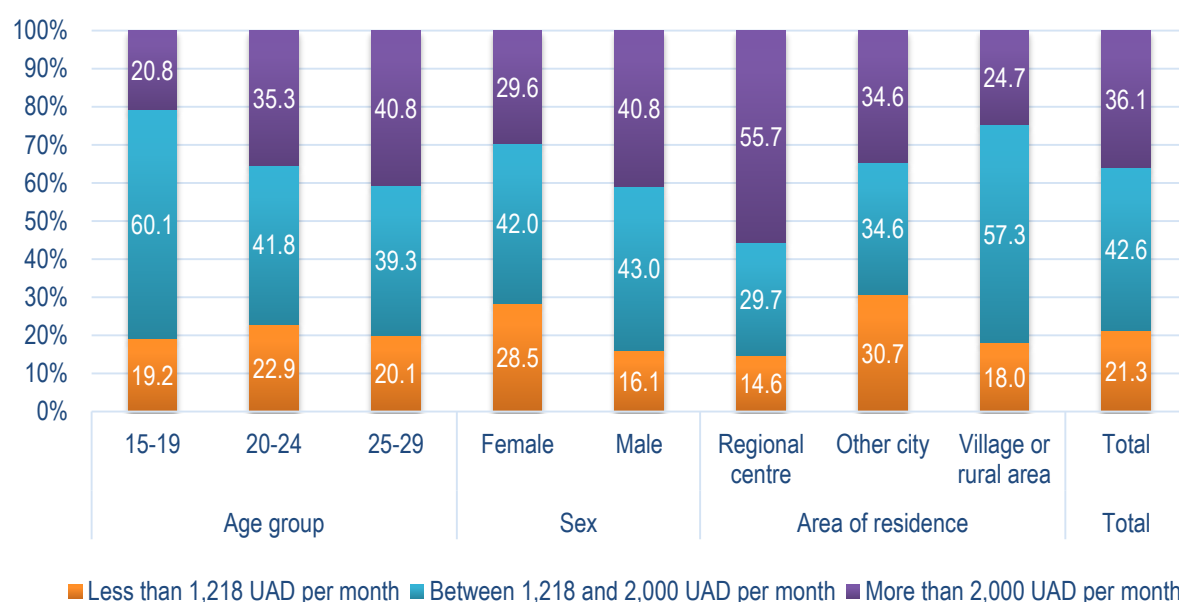
Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

The unemployed youth were also asked to identify what they perceived to be main obstacle in their job search. The most frequently selected reason was the insufficient number of jobs available (27.5 per cent of unemployed young people) (table 5.20). This obstacle ranked as the most important among young persons aged 25–29, women and youth in rural areas. In 2013, the most commonly selected challenge was a lack of work experience – an option which took second position in 2015 (28.2 and 23.1 per cent, respectively). Low wages in the available jobs were also viewed as an obstacle to finding work (19.4 per cent). The structure of responses, therefore reflects a degree of pragmatism among the unemployed youth.

Finally, the unemployed youth were asked to identify the minimum monthly salary that they would accept for a proposed job. Results show that the wage expectations of the unemployed youth are not overly high. As many as 63.9 per cent said they would accept a job with wages below UAH 2,000, a sum that is 1.9 times less than the average wage in Ukraine at the time of the survey¹⁸ (figure 5.9). Moreover, 21.3 per cent said they would accept a job offer with pay equal to or lower than the official minimum wage (UAH 1,218).¹⁹ Unemployed young women were more likely than men to show a willingness to accept low wages.

Figure 5.9 Unemployed youth by reservation wage



Source: SWTS Ukraine, 2015.

5.2.2 Broad unemployment and discouraged youth

When applying the definition of unemployment described in section 5.2.1, the results do not always cover everyone who is having difficulties in 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. Under the broad 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 adds about 6 percentage points to the youth unemployment rate in Ukraine. The broad unemployment rate is 17.4 per cent compared to the strict unemployment rate of 11.6 per cent. Discouraged young people are a specific segment of the broad unemployed structure who have given up looking for a job due to reasons that

¹⁸ Available at ukrstat.gov.ua/express/expr2015/06/165pdf.zip (in Ukrainian) [8 July 2016].

¹⁹ Available at <http://zakon0.rada.gov.ua/laws/show/80-19> (in Ukrainian) [8 July 2016].

imply a sense of despair about the labour market. While they do not make up a significant share of the youth population (2.3 per cent in 2015 and 1.5 per cent in 2013), it is important to understand the reasons behind their discouragement so that an appropriate policy mix can be developed to reach out to youth in this category, many of whom are the country's most vulnerable individuals. Specific reasons for not looking for work among the discouraged include being too young to find work (30.6 per cent of discouraged youth), an inability to find work matching one's skills (16.9 per cent), a lack of available jobs in the area (26.1 per cent), previous attempts to look for work had proved unsuccessful (18.5 per cent) and not knowing how or where to seek work (7.9 per cent) (table 5.21).

Table 5.21 Discouraged youth by reason for not actively seeking work

Reasons		Age group			Sex		Area of residence			Total
		15–19	20–24	25–29	Female	Male	Regional centre	Other city	Village or rural area	
Don't know how or where to seek work	No.	6 044	3 450	5 522	4 736	10 281	6 616	3 103	5 297	15 016
	%	6.9	6.1	12.1	5.1	10.7	12.4	5.1	7.0	7.9
Unable to find work to match skills	No.	12 686	7 485	11 788	10 744	21 214	21 511	8 292	2 155	31 958
	%	14.5	13.3	25.7	11.5	22.1	40.5	13.7	2.8	16.9
Had looked for job(s) before but had not found any	No.	5 120	23 824	6 113	19 924	15 134	3 483	8 980	22 595	35 058
	%	5.9	42.2	13.3	21.3	15.8	6.6	14.8	29.9	18.5
Too young to find a job	No.	52 524	5 449	0	26 752	31 222	15 930	21 297	20 747	57 974
	%	60.1	9.7	0.0	28.6	32.5	30.0	35.1	27.4	30.6
No jobs available in the area/district	No.	10 967	161 94	22 373	31 311	18 224	5 628	19 047	24 859	49 534
	%	12.6	28.7	48.9	33.5	19.0	10.6	31.4	32.9	26.1
Total	No.	87 341	56 402	45 796	93 467	96 075	53 168	60 719	75 653	189 541
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change 2013–15 (pp)										
Don't know how or where to seek work		-23.6	-8.0	12.1	-2.8	-12.8	-11.8	-2.7	-4.2	-8.0
Unable to find work to match skills		9.9	-5.4	-14.2	-0.5	-5.5	22.9	-13.9	-15.5	-3.1
Had looked for job(s) before but had not found any		-7.0	26.7	-13.2	1.4	-0.4	-7.1	-6.8	8.9	0.5
Too young to find a job		12.6	-9.2	0.0	2.6	10.6	-9.8	27.2	12.6	6.7
No jobs available in the area/district		8.1	-4.1	15.3	-0.6	8.2	5.8	-3.7	-1.8	4.0

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

Asked how they feel about their future employment prospects, the discouraged youth provided mainly positive assessments; 71.3 per cent felt mostly positive and 28.7 per cent felt mostly negative (Annex III, table A.27). The shares showing negative assessments were higher among youth aged 20–24, young women and those living in rural areas. Moreover, 70.4 per cent of discouraged persons reported that the inability to find a job had not influenced their sense of self-worth (Annex III, table A.27). These indicators are practically identical with those of the previous survey. Regarding their plans for future employment, most currently discouraged youth would like to find work in a private company (44.9 per cent), create their own business (33.3 per cent) or work in the government/public sector (12.0 per cent) (Annex III, table A.28).

5.3 Inactive youth

In total, there are 3.4 million inactive youth, or 41.5 per cent of the total population aged 15–29, in 2015 (table 5.22). This represents a drop of 4.1 percentage points compared to the 2013 survey. Higher shares of inactivity are found for adolescents (aged 15–19) (83.0 per cent), young women (51.1 per cent) and residents of regional centres (42.7 per cent). Several factors play a role in determining this structure. First, a large share of the inactive population are young students (68.6 per cent) and many are therefore in the lower age range and located in urban settlements where education institutions are more often concentrated. Second, female inactivity is often related to their earlier marriage and parenthood compared to men and the fact that they may retire from the labour market to care for the household and children. In fact, 30.4 per cent of inactive women cited pregnancy or household duties as their principal reason for inactivity. Importantly, this structure has not significantly changed since the 2013 survey.

Table 5.22 Inactive youth

Characteristic			Inactive youth		Total	Shares in the corresponding population	Change 2013–15 (pp)
			Inactive student	Inactive non-student			
Age group	15–19	No.	1 656 599	64 441	1 721 040		
		%	96.3	3.7	100.0	83.0	-1.8
	20–24	No.	656 259	395 095	1 051 354		
		%	62.4	37.6	100.0	38.4	-4.5
	25–29	No.	50 617	621 685	672 303		
		%	7.5	92.5	100.0	19.3	-0.6
Sex	Female	No.	1 187 082	884 857	2 071 939		
		%	57.3	42.7	100.0	51.1	-1.3
	Male	No.	1 176 394	196 364	1 372 758		
		%	85.7	14.3	100.0	32.3	-6.7
Area of residence	Regional centre	No.	882 704	343 446	1 226 150		
		%	72.0	28.0	100.0	42.7	-2.3
	Other city	No.	771 777	394 003	1 165 780		
		%	66.2	33.8	100.0	42.3	-1.0
	Village or rural area	No.	708 995	343 772	1 052 767		
		%	67.3	32.7	100.0	39.3	-9.5
Total		No.	2 363 476	1 081 221	3 444 697		
		%	68.6	31.4	100.0	41.5	-4.1

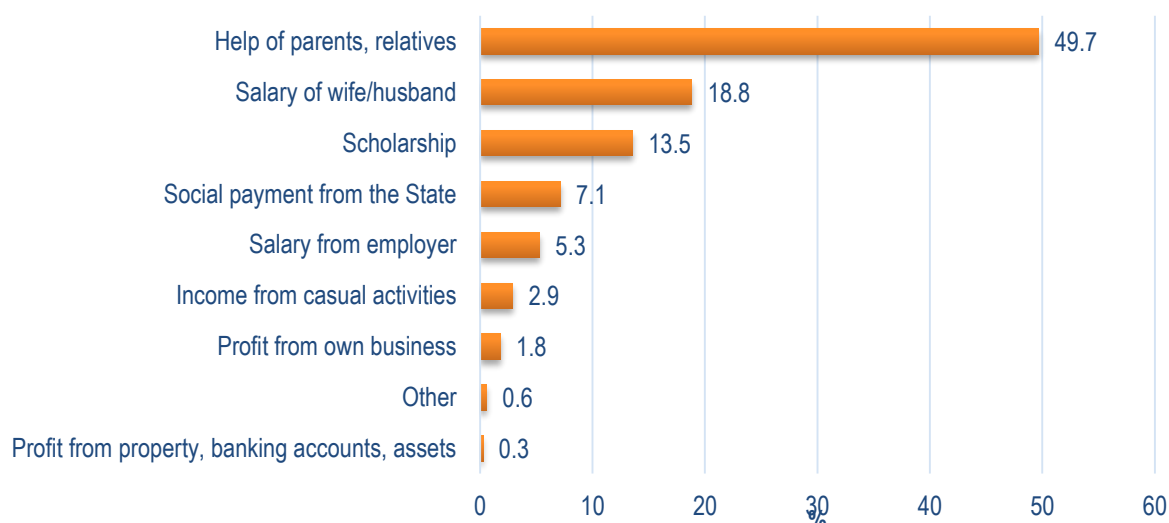
Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

As a whole, in 2015, 68.6 per cent of inactive young people are still in school, while the rest have already completed their studies (30.0 per cent having completed a degree and 1.4 per cent having left before completion). The share of inactive students is considerably higher for young men in comparison to young women (85.7 per cent and 57.3 per cent, respectively). This results links to the stronger role that females play in looking after the household and in childcare. Compared to 2013, the share of inactive students among inactive youth has decreased by 6.5 percentage points and the share of inactive non-students has increased by 6.7 percentage points, reflecting again the demographic shifts in the survey samples.

Inactivity of young people can have a negative impact on household budgets. As the vast majority of inactive young people are still studying, the main financial support for the household is likely to be provided by parents. In fact, parents constitute the main income source for 49.7 per cent of inactive youth (figure 5.10). Only 13.5 per cent of inactive young people reported having stipends as their main source of income, while 18.8 per cent relied on the salaries of their spouse.

Figure 5.10 Main source of income of inactive youth



Source: SWTS Ukraine, 2015.

6. Characteristics of the school-to-work transition

6.1 Concepts and definitions²⁰

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 relation to their transition into 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 is 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 they are 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 qualitative element 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 the reality of the situation, 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. Based on their experience gained in analysing data from 2012–2013 SWTS data sets, the ILO made slight revisions to the methodology for calculating the stages of transition. The justification for the revisions, based on lessons learned in the analyses, is summarized in *Global Employment Trends for Youth* (ILO, 2015, Chapter 4).

The current definition thus acknowledges the transitory state of current students and also the subjectivity of job satisfaction. The transition is therefore considered to be complete only when a young person has attained a stable job based on a written contract of duration greater

²⁰ This sub-section was provided by the ILO.

than 12 months or oral agreement with likelihood of retention or has attained a satisfactory temporary job judged on the young respondent's willingness to stay there. The fact that all current students are counted among those "in transition", which was not the case for calculations based on the 2013 survey that distributed students according to their labour market status, unfortunately makes it impossible to make a direct comparison with the 2013 survey results.²¹ Another reason for not comparing the indicator across the two surveys concerns the significantly higher share of current students in the 2013 survey and the higher share of older youth in the current survey. With more youth falling within the age range of 25–29 years old, it is natural that the shares of youth who have completed their transition are higher in the current round. Rather, to aid comparability across the two surveys, this section also applies the revised framework for defining the transition to the 2013 survey.

The full definitions of the stages of transition are as follows:

- I. Transited** – A young person who has "transited" is one who is currently employed and not in school in:
 - a. a stable job
 - i. based on a written contract of at least 12 months' duration, or
 - ii. based on an oral agreement and likely to keep the job over the next 12 months;
 - b. a satisfactory temporary job
 - i. based on a written contract of less than 12 months' duration and does not want to change the job, or
 - ii. based on an oral agreement; not certain to keep the job over the next 12 months and does not want to change the job; or
 - c. satisfactory self-employment (in self-employed status and does not want to change the job).
- II. In transition** – A young person still "in transition" is one who is currently:
 - a. an active student (employed or unemployed);
 - b. unemployed (non-student, broad definition);
 - c. employed in a temporary and non-satisfactory job
 - i. based on a written contract of less than 12 months' duration and wants to change the job, or
 - ii. based on an oral agreement; not certain to keep the job over the next 12 months and wants to change the job;
 - d. in non-satisfactory self-employment (in self-employed status and wants to change the job); or
 - e. inactive and not in education or training, with the aim of looking for work later.
- III. Transition not yet started** – A young person whose status is "transition not yet started" is one who is currently:
 - a. still in school and inactive (inactive student); or
 - b. inactive and not in education or training (inactive non-student), with no intention of looking for work.

²¹ With numerous current students combining work with school and assessed primarily on their contract and level of job satisfaction in the previous report, the share of youth who are categorized as having completed the transition is higher than it would have been had all current economically active students been categorized as "in transition", according to the "new" framework.

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.²² 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 work²³ and inactive non-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 transited category have transited 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 that 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 the previous sections.

6.2 Stages of transition

In 2015, the proportion of those who have completed the labour market transition is 41.3 per cent while 31.3 per cent remain in transition and 27.4 per cent have not yet started the transition (table 6.1).

The 2015 survey findings reveal that young men have a better chance of completing the transition (47.3 per cent compared to 35.1 per cent of young women). For young women, the proportions are split almost evenly between those who have completed the transition (35.1 per cent) and those who are in transition (35.5 per cent). In the age group 15–19 years old, differences between stages of transition by sex are negligible but these become more pronounced in the older age groups. In the 25–29-year-old age group, 75.1 per cent of men have transited, whereas among women the share is only 56.6 per cent, thus showing once again the higher likelihood of young women falling outside the labour market during their reproductive years.²⁴

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 year-olds) falls predominantly within the category of transition not yet started (74.2 per cent) because of the overlap with the typical ages at which youth attend school. According to the discussion in section 4.3, only 27.7 per cent of students are combining work with their studies (most of whom are likely to be older students), which would place them in the category of in transition, with the remainder having not yet started their transition as inactive students. Once young people reach the age of 25 or more, they are

²² 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.

²³ This is the portion added to the “strictly” unemployed category to make up the unemployed (broad definition).

²⁴ See Elder and Kring (2016) for an in-depth gender analysis of the SWTS data sets in 32 countries, including Ukraine.

predominantly active in the labour market and therefore appear to a larger extent in the categories of transition completed (66.0 per cent) and in transition (31.2 per cent).

Table 6.1 Youth population by stages of transition

Indicators	Transited	In transition		Transition not yet started		Total	
	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)	2015 (%)
Total	41.3	3.9	31.3	2.7	27.4	-6.6	100.0
Female	35.1	1.8	35.5	3.6	29.4	-5.4	100.0
Male	47.3	5.9	27.2	1.8	25.5	-7.7	100.0
Age group							
15–19	4.0	0.7	21.8	2.8	74.2	-3.5	100.0
20–24	38.2	3.4	38.5	3.3	23.3	-6.7	100.0
25–29	66.0	1.5	31.2	1.9	2.8	-3.4	100.0
Area of residence							
Urban	41.4	2.0	30.4	3.7	28.3	-5.6	100.0
Rural	41.3	8.4	33.1	0.2	25.6	-8.6	100.0
Educational attainment (completed education only)							
Elementary and basic secondary	35.8	n.a.	51.1	n.a.	13.1	n.a.	100.0
Secondary general	46.2	3.5	49.1	-1.6	4.7	-2.0	100.0
Vocational	62.6	-0.1	36.1	1.3	1.3	-1.5	100.0
Higher education (including postgraduate, post-diploma education)	69.7	-1.6	29.0	2.8	1.3	-1.2	100.0

Note: pp = percentage points. Higher education includes incomplete higher education, basic higher education, complete higher education and postgraduate studies. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2013 and 2015.

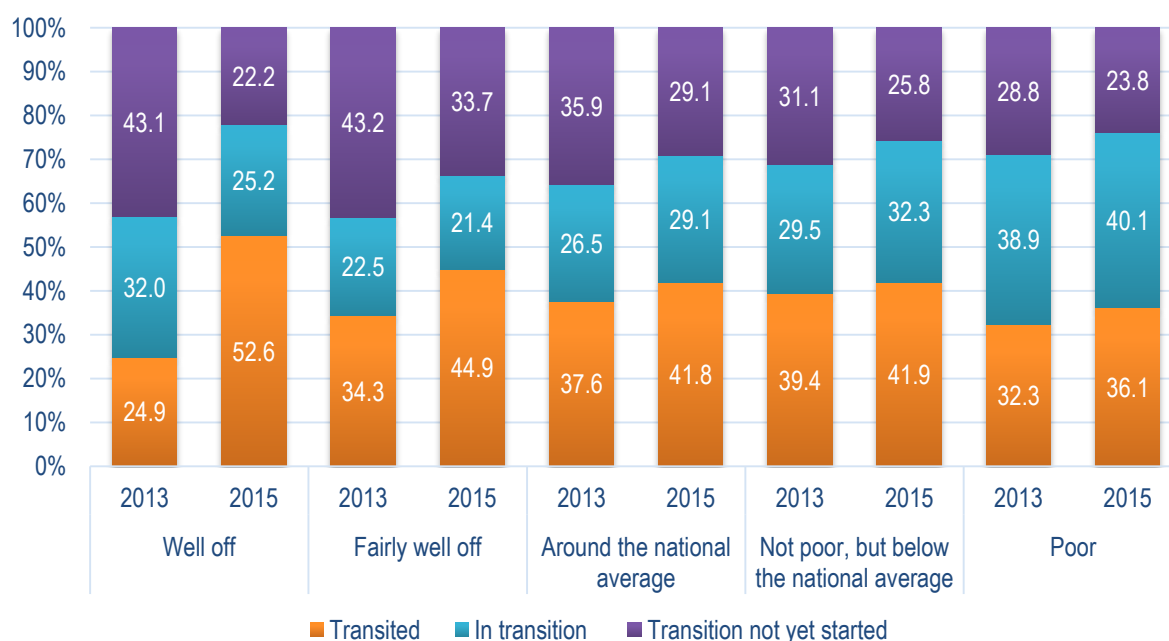
The area of residence of young people is shown to have only a minimal influence on their stage of transition. The shares of transited youth are nearly identical in urban and rural areas (41.4 and 41.3 per cent, respectively), and youth in rural areas show a slightly higher tendency to remain in transition compared to their urban counterparts (33.1 and 30.4 per cent, respectively). Urban residents, in contrast, are slightly more likely to have not yet started the transition (28.3 and 25.6 per cent, respectively).

There is a positive correlation between the level of educational attainment of young persons and their position within the stages of transition, although this is in part due to the age at which young people would have completed the various education levels. In 2015, 69.7 per cent of young people with higher education fall within the transited category, 29.0 per cent are in transition and 1.3 per cent have not yet started their transition. The shares for those young people with elementary and basic general education are 35.8, 51.1 and 13.1 per cent, respectively.

The fact that almost one-third of young people (29.0 per cent) with higher education level attainment remain in transition – either due to a desire to change jobs or unemployment – testifies to the persistent challenges in the effectiveness of the labour market to match well-educated labour market entrants with a limited supply of jobs. The shares of youth remaining in transition among those with vocational training at the secondary and post-secondary levels are slightly higher than for youth with higher education (36.1 per cent compared to 29.0 per cent), which indicates either a greater degree of dissatisfaction with blue-collar jobs or a longer period in unemployment in search of technical posts.

Household income level does seem to play a role in young people's labour market transitions. Youth who assessed their household income level as well off show a significantly higher share of completed transitions compared to youth from poor households (52.6 and 36.1 per cent, respectively). Compared to 2013, among youth from well-off households the proportion of those who have not yet started the transition decreased by nearly half (figure 6.1). The highest percentage of youth remaining in transition is captured for poor households (40.1 per cent). The main reasons for this could be the lower level of educational attainment coupled with a lack of social connections for suitable job placement among youth from poorer households.

Figure 6.1 Youth by stage of transition and household income level



Note: Household income levels are based on the perception of young respondents.

Source: SWTS Ukraine, 2013 and 2015.

6.2.1 Youth who have transited

Young people who have transited make up the largest share in the sampled youth population, at 41.3 per cent. As mentioned above, young men show a higher likelihood than young women to complete the transition (47.3 and 35.1 per cent, respectively, and with age this difference is even more pronounced). Transited youth are also characterized by a higher average age and higher educational attainment. In 2015, 87.4 per cent of young people who have completed the transition are classified as having attained a stable job, 9.6 per cent are in satisfactory self-employment and 3.0 per cent are in satisfactory temporary employment (table 6.2).

Table 6.2 Youth who have transited by sub-category

Sub-category	Sex		Area of residence		Total	
	Male	Female	Urban	Rural	2015 (%)	Change 2013–15 (pp)
	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)
Youth in stable employment	86.8	4.3	88.2	-1.7	87.7	1.1
Youth in temporary employment (who do not want to change their job)	2.7	-0.6	3.4	1.8	3.2	1.1
Self-employed youth (who do not want to change their job)	10.5	-3.7	8.5	-0.2	9.1	-2.2
Total	100.0	—	100.0	—	100.0	—

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

There are some differences in the composition of transited youth between the sexes and areas of residence, although they remain slight. Young men and youth in rural areas show a slightly higher tendency than their counterparts to transit to self-employment. Further analysis into youth working in temporary jobs or in self-employment can be carried out by isolating these statuses. It should be borne in mind that, according to the definition given above, temporary workers or self-employed workers are classified as transited if they claim job satisfaction and do not want to change their job. The results in table 6.3 show, first, that the self-employed young worker is more likely than the temporary worker to express satisfaction with their job and no desire to change the job and hence to be classified as transited. More than two-thirds (69.8 per cent) of self-employed workers have completed their transition compared to 35.1 per cent of temporary workers. Second, it is the male temporary workers who show the greatest tendency to feel dissatisfied with their job status (73.5 per cent of male temporary workers were classified as in transition compared to 45.2 per cent of female temporary workers). Regarding the age band, it is those youth aged 20–24 in temporary work who are the least satisfied (across the three age groups), while the self-employed youth in the same age group are those most likely to state that they are satisfied with their employment status. Finally, there is little difference in terms of youth's satisfaction with the two job statuses between those living in urban or rural areas. Young men more frequently expressed dissatisfaction with their self-employed status (34.1 per cent compared to 21.9 per cent of self-employed females) as did young adolescents (38.2 per cent).

Table 6.3 Temporary and self-employed young workers by transition status

Indicator	Temporary worker		Self-employed	
	Transited (%)	In transition (%)	Transited (%)	In transition (%)
Total	35.1	64.9	69.8	30.2
Sex				
Male	26.5	73.5	65.9	34.1
Female	54.8	45.2	78.1	21.9
Age group				
15–19	59.4	40.6	61.8	38.2
20–24	25.0	75.0	75.8	24.2
25–29	40.1	59.9	67.8	32.2
Area of residence				
Urban	36.0	64.0	70.7	29.3
Rural	32.9	67.1	68.3	31.7

Source: SWTS Ukraine, 2015.

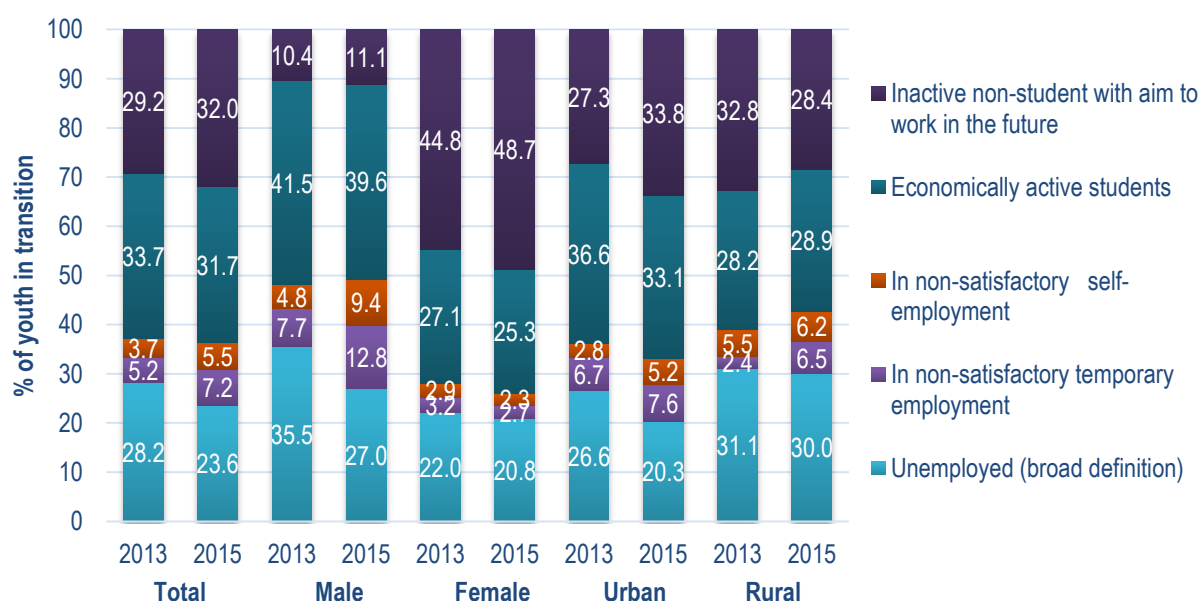
6.2.2 Youth in transition

In 2015, 31.3 per cent of the sampled youth are still in transition (table 6.1). Higher proportions of youth in transition are recorded for young women (35.5 per cent) and young people in rural areas (33.1 per cent) as well as for youth aged 20–24 (41.9 per cent). Young men with higher education are the least likely to remain in transition. In general, higher education increases the chances of reaching the end of the transition stage. Thus, 29.0 per cent of youth with higher education are in transition compared to 49.1 per cent of young people with general secondary education.

Most youth in the category are inactive non-students who said they would like to work in the future (32.0 per cent). The share of youth who are students but also working or looking for work is not far behind this figure at 31.7 per cent. A further 23.6 per cent of the youth in the category are unemployed (broad definition) and only a small portion are in non-satisfactory employment, 7.2 per cent in non-satisfactory temporary employment and 5.5 per cent in non-satisfactory self-employment (figure 6.2).

Young women make up a much greater proportion of the category of inactive non-students who hope to work in future, comprising as much as 84.5 per cent of the category, as a result of the processes of family formation and childbirth. In the two surveys, for those respondents who were not in education, the main reasons for inactivity were pregnancy and childcare, as well as family responsibilities and household tasks (not shown). Overall, among all inactive non-student females, 89.6 per cent said that they intend to work in the future (not shown).

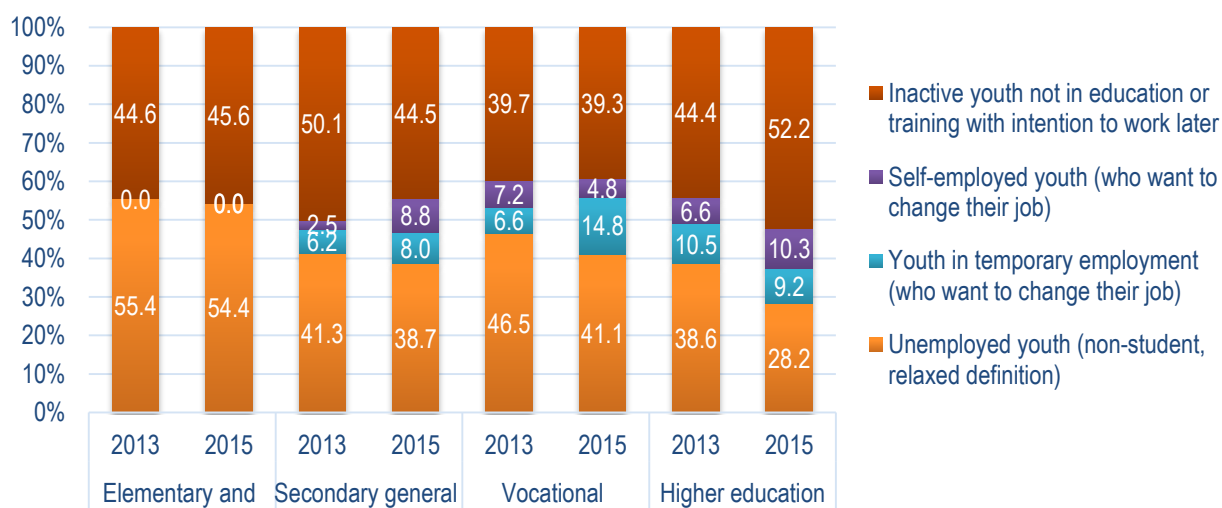
Figure 6.2 Youth in transition by sub-category, 2013 and 2015



Source: SWTS Ukraine, 2013 and 2015.

Compared to the 2013 survey results, the share of unemployed youth (broad definition) among those remaining in transition has declined by 5 percentage points. As shown in the section 5.2, unemployment rates are higher for youth aged 15–19, young males and those in rural areas. As also mentioned earlier, attaining higher education is not a guarantee against unemployment, but it does significantly increase the chances of gaining employment. Youth in transition with higher education are most likely to fall within the sub-category of inactive non-students with the intention to work in the future (52.2 per cent). Among the less well-educated remaining in transition, over half (54.4 per cent) were unemployed (figure 6.3).

Figure 6.3 Youth in transition and not in education by sub-categories and educational attainment



Note: Higher education includes incomplete higher education, basic higher education, completed higher and postgraduate studies and post-doctoral level studies; vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS Ukraine, 2015.

As mentioned earlier, youth in temporary employment and self-employment are categorized as either having transited or remaining in transition depending on their degree of satisfaction with the job. As a share in the youth population, very few youth remain in transition due to dissatisfaction with the employment status (2.1 per cent in non-satisfactory temporary employment and 1.7 per cent in non-satisfactory self-employment, highest among males in the older age cohorts in rural areas). However, it is interesting to identify those sectors in which young workers remain stuck in transition. The main sectors of employment for young workers that remain in transition are wholesale and retail trade (29.5 per cent of temporary workers and 24.3 per cent of self-employed workers), agriculture (13.6 per cent of temporary workers and 23.0 per cent of self-employed workers), construction (12.7 and 17.9 per cent, respectively) and industry (15.7 and 13.3 per cent, respectively) (table 6.4). The low wages and high informal employment rates in these sectors are probably primary factors behind the levels of dissatisfaction.

Table 6.4 Youth in non-satisfactory temporary employment and self-employment by sector (%)

Sector	Temporary workers	Self-employed
Agriculture, forestry and fishery	13.6	23.0
Industry	15.7	13.3
Construction	12.7	17.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	29.5	24.3
Transportation and storage; postal and courier activities	5.4	2.0
Accommodation and food service activities	4.1	0.9
Information and communication	0.0	2.3
Financial and insurance activities	0.0	2.6
Real estate activities; professional, scientific and technical activities; administrative and support service activities	0.9	0.0
Public administration and defence, compulsory social security	1.2	0.0
Education	2.0	0.0
Human health and social work activities	1.0	0.0
Arts, entertainment and recreation	1.8	0.0
Other service activities	4.1	7.2
Household activities	0.0	6.5
Missing	8.0	0.0
Total	100.0	100.0

Note: "Industry" includes: mining and quarrying; manufacturing; and electricity, gas, steam and air conditioning supply.

Source: SWTS Ukraine, 2015.

6.2.3 Youth who have not yet started the transition

Among young people not yet in transition, 95.7 per cent are inactive persons in education, the residual 4.3 per cent are non-students with no intention of working in the future (table 6.5). Young women are much more prevalent in the sub-category of economically inactive persons with no intention of working in future (the female share in the sub-category is 83.6 per cent of youth in the category of transition not yet started, an increase of 12.7 percentage points compared to 2013). The likelihood of inactivity as a non-student is common among the upper age group compared to earlier years, during which many youth are still in school. Among youth aged 25–29 who have yet to start the transition, 41.3 per cent are still in school and 58.7 per cent are inactive non-students with no plans for future work.

Table 6.5 Youth who have not yet started the transition by sub-category

	Inactive student		Inactive non-student with no plans for future work		Inactive student		Inactive non-student with no plans for future work	
	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)	2015 (%)	Change 2013–15 (pp)
Total	100.0		100.0		95.7	0.8	4.3	-0.8
Female	51.0	2.0	83.6	12.7	93.2	0.4	6.8	-0.4
Male	49.0	-2.0	16.4	-12.7	98.5	1.5	1.5	-1.5
Age group	100.0		100.0					
15–19	70.5	5.9	3.9	-4.9	99.8	0.5	0.2	-0.5
20–24	27.6	-3.8	37.1	6.4	94.4	-0.7	5.6	0.7
25–29	1.9	-2.1	59.0	-1.5	41.3	-13.8	58.7	13.8
Area of residence	100.0		100.0					
Urban	70.2	0.2	63.7	-4.1	96.1	1.0	3.9	-1.0
Rural	29.8	-0.2	36.3	4.1	94.9	0.3	5.1	-0.3

Note: pp = percentage points.

Source: SWTS Ukraine, 2013 and 2015.

6.3 Transition paths and length of transitions

Detecting not only the current status of young people but also identifying the labour market categories held by young people prior to transiting to the current stable or satisfactory job is a unique aspect of the SWTS. This information cannot be retrieved from the other sources, and even given human errors and gaps in the memories of the young people surveyed when recounting their histories, it is an extremely valuable source of information on how young people transition into the labour market.

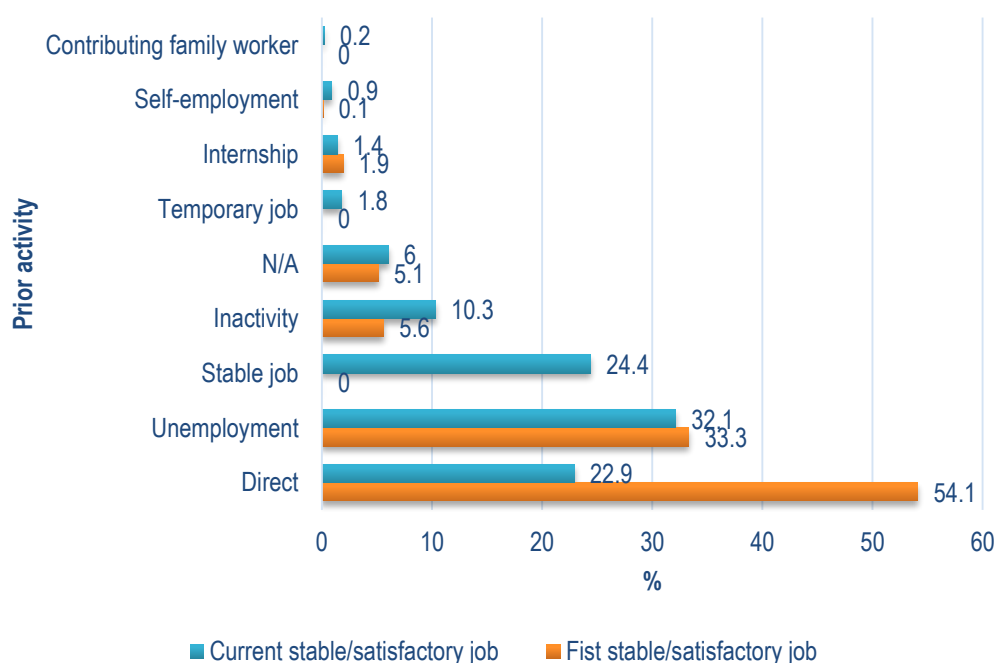
The data from the 2015 survey on the paths and length of transition should not be compared with the data obtained in 2013 for two reasons. First, the methodology of the relevant module of the survey has undergone major changes. In particular, in contrast with the first round when the questions included in this module were answered only by those youth who had completed their studies, in 2015 all young people were asked to recount their history of activities, regardless of their current status. Second, whereas in the first round there was a restriction on the minimum length of economic activities to be identified (namely, durations of three months or longer), this time limit was eliminated in the second round. Due to issues of non-comparability, the authors advise that the 2015 information presented here be taken as additional context to that presented in 2013, without attempting to draw conclusions on trends between the two years.

Using the historical path, it is possible to identify the labour market category held by the young person prior to transiting to stable or satisfactory employment as well as prior to the

first job. Figure 6.4 shows that the majority of transited youth attained their first stable and/or satisfactory job as their first labour market experience (54.1 per cent), followed by one-third (33.3 per cent) who experienced a period of unemployment before attaining the stable/satisfactory job. The share that transited from another activity – from another job or inactivity – was nominal (5.6 per cent from a period of inactivity and 1.9 per cent from participation in an internship or apprenticeship).

The pathways of youth who changed jobs after obtaining a first stable or satisfactory job show that, although the majority of youth in their current transited job moved there either directly (22.9 per cent) or from a period of unemployment (32.1 per cent), approximately one in three had previously held a different job first; 24.4 per cent had changed from a different stable job, 0.2 per cent from contributing family work and 0.9 per cent from self-employment.

Figure 6.4 Flows to stable and satisfactory employment (transited youth)



Source: SWTS Ukraine, 2015.

Table 6.6 provides information on the length of the school-to-work transition. Lengths are calculated from the date of graduation to (i) the first job, (ii) the first transited job and (iii) the current transited job. The various categories may or may not overlap: a young person could have only one job experience which is deemed stable and/or satisfactory (so that the first job = first transited job = current transited job) or the young person might have held several jobs and moved into and out of transition before finally settling into the current stable and/or satisfactory job (so that the first job \neq first transited job \neq current transited job). In the context of economic instability prevalent in the country, a situation of frequent jumping between jobs would be highly unexpected so the average transition lengths within the sub-categories should not vary widely (recalling also figure 6.4 where 58.2 per cent of youth attained their first transited job as their first labour market experience).

Table 6.6 Average lengths of labour market transitions from school graduation and average number of intermediary spells

Indicator	Total	Sex	Age group			Area of residence		
		Male	Female	15–19	20–24	25–29	Urban	Rural
Average length (in months)								
To first job (any job, including direct transitions)	4.9	6.3	3.8	3.2	4.0	5.4	4.7	5.4
To first transited job (including direct transitions)	4.9	6.6	3.6	2.7	4.2	5.3	4.8	4.9
To first transited job (excluding direct transitions)	7.1	9.2	5.5	3.9	5.9	7.8	7.0	7.5
To current transited job (including direct transitions)	20.2	21.9	19.0	6.7	11.4	25.0	19.8	21.1
To current transited job (excluding direct transitions)	23.0	24.8	21.7	7.6	13.1	28.2	22.3	24.5
Average number of activities (spells)								
To first job	1.5	1.5	1.5	1.3	1.5	1.5	1.5	1.4
To first transited job	1.5	1.5	1.5	1.4	1.5	1.5	1.6	1.4
To current transited job	2.2	2.2	2.2	1.8	2.0	2.4	2.3	2.1

Source: SWTS Ukraine, 2015.

The results show that it takes a young person, on average, 4.9 months from the time of graduation to attainment of a first job that is deemed to be either stable or satisfactory. Excluding the number of youth who moved directly to that first transited job (as their first labour market experience after graduation) results in the average transition length increasing by only two months to 7.1 months. In both instances, it takes young men longer than young women to make the transition from school to work; including the directly transited, the average transition period of young men is 6.6 months compared to 3.6 months for young women.

Some youth continue their pathway in the labour market even after attaining a first transited job – perhaps they are made redundant or dismissed from the job or leave to have children or for other reasons. Regardless of the specific reason, it makes sense that the average length to current transited jobs is longer than the length to the first transited job. In Ukraine, it takes a young person an average of 20.2 months to complete the transition from school to the current transited job (21.9 months for young men and 19.0 months for young women). Excluding those who moved directly to the current transited job causes the transition duration to rise to 23 months, or nearly two years. Whichever form of measure is applied, the results show that excessively long transition periods are not common in Ukraine. Young graduates do not have to wait overly long to find work, although the speed of the transition is not equivalent to a productive transition unless the job taken by the youth is a good match for their capabilities and expectations and can provide them with the ability to move towards independence.

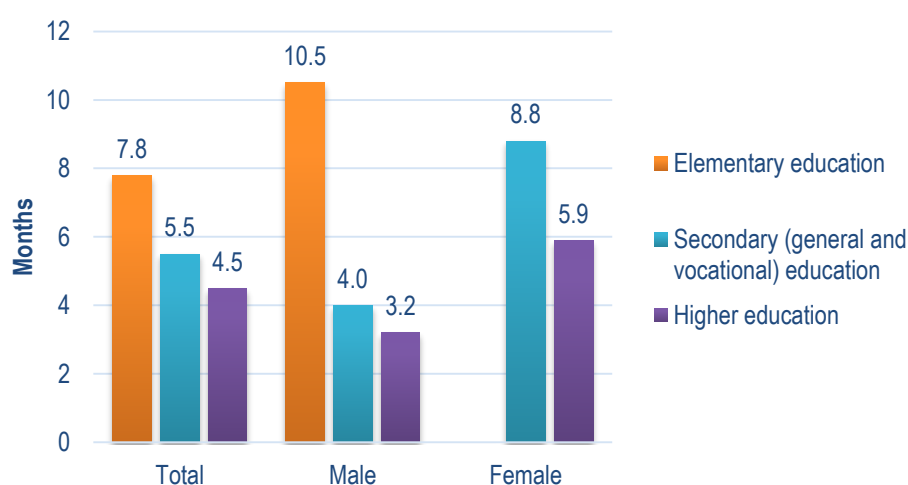
Not surprisingly, the age of the respondent has a significant impact on the resulting length of transition. The average length to a first job for young adults (aged 25–29) is 5.4 months compared to 3.2 months for adolescents (aged 15–19). Although this difference is not large, it is still evidence that certain improvements have been made in facilitating entry-level employment compared to the first half of the 2000s (when young people who have now reached the age of 25–29 took their first steps into the labour market). Most youth aged 25–29 will have been in the labour market longer than those aged 15–19. They have a higher likelihood of having completed their labour market transition, and are also more likely to have already encountered several spells of labour market activity (2.4 spells on average to current transited job compared to 1.8 spells for adolescents).

A typical transition path to the current stable and/or satisfactory employment included 2.2 intermediate spells. Almost one-third (39.0 per cent) of young people have experienced one intermediate spell (mainly a period of active job search or engagement in unpaid family work). Only 23.0 per cent of respondents have experienced two intermediate spells, and 12.0

per cent three or more intermediate spells (typically in various combinations of unpaid family work, unemployment and household duties).

Figure 6.5 shows the advantage that education brings to the school-to-work transitions of youth in Ukraine. The transition length to a first stable/satisfactory job is twice as long for those youth who leave school with elementary level education only in comparison to those who earned a higher level degree (7.8 months and 4.5 months, respectively). Youth with secondary education took, on average, 5.5 months to complete the transition (4.0 months for young men and 8.8 months for young women). In terms of the shortest transition, it seems that the tertiary educated young male has the advantage, taking only 3.2 months, on average, to attain her first stable or satisfactory job.

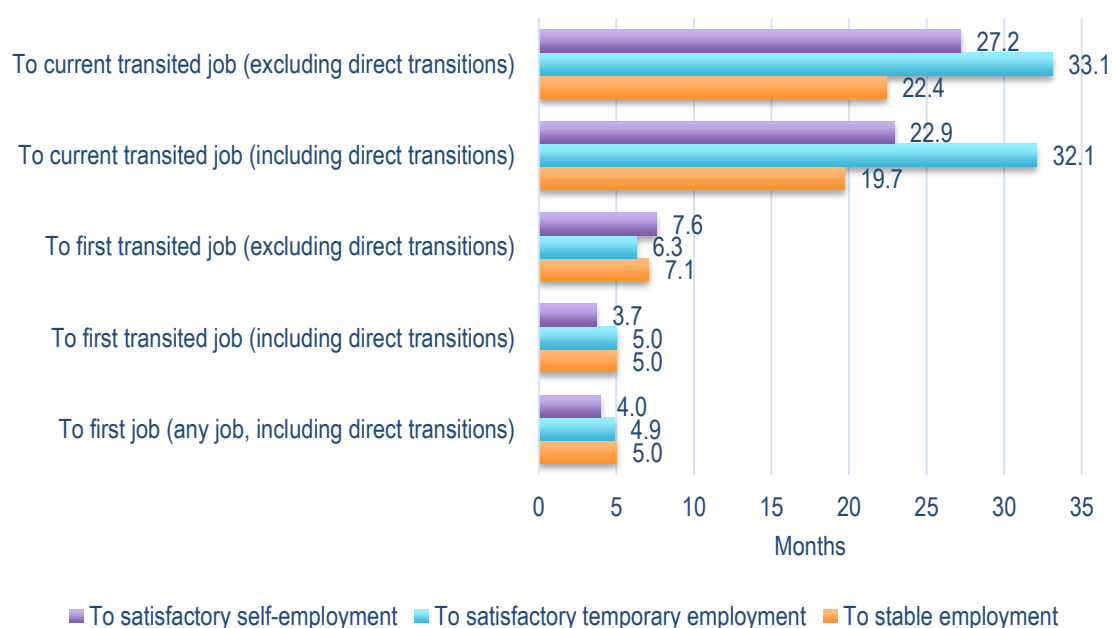
Figure 6.5 Average lengths of labour market transitions from school graduation to first stable and/or satisfactory job by level of completed education and sex (months)



Note: The length for females in elementary education is not shown due to an insignificant sample size.

Source: SWTS Ukraine, 2015.

Figure 6.6 Average length of transition by sub-category of type of transition



Source: SWTS Ukraine, 2015.

The survey data demonstrate notable differences in the characteristics of the transition depending on the form of the current transited job. For young people who transited to a first stable job, the average length was 5 months and included 1.52 spells (figure 6.6, spells not shown). A young person who completed the first transition to self-employment experienced 1.35 spells for an average length of and 3.7 months. The most complex path (1.54 intermediate spells) is found for youth who completed the transition to temporary employment, for whom the average length to the first satisfactory temporary job took 4.9 months. Considering the current transited job, the overall lengths of transition increase considerable, particularly for those whose current transited job is temporary.

Nearly one-third (32.1 per cent; figure 6.4) of youth who completed their transition (current activity) had done so from unemployment. For this group, the average length of the transition was, on average, 16.1 months and it had included 2.5 spells. This means that beyond unemployment and the current job experience, other employment spells figured in the transition paths of this sub-group of youth. Those who had as their next-to-last spell a different stable job experienced a total average transition length of 35.8 months covering 2.8 activity spells. The longest transition period, however, is seen among those whose current transited job was attained after a period of inactivity. The total transition length of this group averages 45.5 months over 2.8 activity spells.

Table 6.7 Average number of spells and average length of transition to current transited job by the previous spell of activity

Next-to-last spell	Number of spells (unit)	Average length (months)
Transit from unemployment	2.5	16.1
Transit from stable employment	2.8	35.8
Transit from inactivity	2.8	45.5
Transit from satisfactory temporary employment	3.1	44.5
Transit from apprenticeship or internship	2.4	9.4
Transit from satisfactory self-employment	2.8	7.5
Transit from contributing family work	2.0	4.1

Note: The table excludes the category of young people for whom it was not possible to calculate the transition path due to no response regarding their employment history. This category accounts for approximately 6 per cent in the total youth.

Source: SWTS-Ukraine, 2015.

7. Conclusions and policy recommendations

7.1 Youth employment policy framework

Youth transitions from school to work in Ukraine are the result of a complex mix of economic and social factors and characteristics inherent to the individual. The key goal of the youth policy in the sphere of employment in Ukraine is to try to influence how the variables work together to promote transitions that maximize the satisfaction of youth in their quest for self-fulfillment in labour market activities. The aim is to improve the way in which young people are integrated into the labour market.

The national priorities for youth employment adhere to the principles of the ILO, which state that facilitating employment opportunities for youth should ensure their access to jobs that provide decent and productive employment, adequate income and social security. In accordance with the “Call for action” for youth employment, adopted in the 2012 International Labour Conference, Ukraine focuses its policy action on: (1) encouraging the creation of new jobs and facilitating access to finance; (2) creating a favourable environment for education and training in order to facilitate the study-to-work transition and matching of skills and

qualifications to labour market vacancies; (3) ensuring implementation of the targeted employment policy for non-competitive youth groups in the labour market; (4) supporting youth entrepreneurship and self-employment; (5) securing the labour and employment rights stipulated by international labour norms for ensuring decent work.

Ukraine aims to take an active role in moving towards implementation of the key targets of the medium-term strategy of UNESCO for 2014–2021, developed to support the Millennium Development Goals and 2030 Agenda for Sustainable Development. The strategy incorporates fundamental areas for supporting youth employment, creating conditions for youth engagement and preventing inequality.²⁵ The areas which are crucial to achieving these objectives are as follows: (i) policy formulation and overview of existing youth-related practices; (ii) capacity building for transition to adult life; and (iii) participation of civil society, democratic participation and social innovations.

Unfortunately, the present-day youth employment policy in Ukraine is not fully consistent with the declared priorities. It is slow in removing the weaknesses related to implementation and is still mainly focused on reforms in the education system, career guidance and social assistance for the most vulnerable individuals. Such policy areas are important but should be expanded to include additional active labour market policies, including incentives for employers, and with greater focus on encouraging a pro-employment macroeconomic framework that will lead to greater demand for young labour.

The capacity to implement youth employment policy was considerably reduced with the outbreak of the military conflict in the east of Ukraine, annexation of the Autonomous Republic of Crimea and the aggravation of the socio-economic and socio-political situation. Youth in these regions faced new barriers: adaptation periods in new locations, the poor financial situation of households comprising temporarily displaced persons and transition difficulties for youth who stayed within the zone of military conflict. In such conditions, youth employment policies need to become even more flexible, active and efficient.

The second round of the SWTS in Ukraine confirmed that both the education system and the labour market still face challenges in the current situation of low efficiency of vocational orientation efforts, mismatch between educational and vocational training and labour market demand, difficulties in ensuring productive employment, limited access to quality jobs and difficulties in facilitating the adaptation of young workers to new jobs. Moreover, some new barriers were identified in terms of the school-to-work transition pathways: poor efficiency within the system for identification of skills and labour abilities of youth, high informal employment rates, an extremely low level of youth awareness about their employment conditions, a limited supply of jobs that meet decent work standards, poor efficiency of public employment services, ongoing inactivity of trade unions and other non-governmental organizations and lack of focus on youth problems on the part of employers.

Within the context of the analysis conducted, some key issues can be highlighted as the most threatening factors for youth transition:

1. Ill-considered choice of occupation and, consequently, underutilization of the vocational education system. This problem arises as a consequence of insufficient attention on the part of government bodies, educational institutions and employers being given to career counselling activities, especially at secondary general schools. The subsequent negative impact on the choice of occupation stems from social norms that dictate which occupations are perceived as prestigious, the low value attributed to self-employment, limited

²⁵ UNESCO Operational Strategy on Youth 2014–2021 (2014). United Nations Education, Scientific and Cultural Organization, Paris, 2014. Available at <http://www.unesco.org/new/en/social-and-human-sciences/themes/youth/strategy/> [12 July 2016].

educational opportunities for young people from less well-off households and, consequently, more complicated pathways to a stable and secure job.

2. Small numbers of skilled workers and junior specialists trained by vocational schools and higher educational institutions of the I–II accreditation grade. This situation arises despite the evident higher earning potential of workers with vocational training. For many Ukrainians, the main reasons for declining to participate in vocational training are the low social status of blue-collar jobs, low standards of vocational education in terms of development of universal human values and the persistence of primitive and unsafe blue-collar workplaces.
3. Unreasonable promotion of higher educational institutions which continue to push for increased enrolment. Also, within higher education institutions, there is a tendency for students to focus on fields such as “business and law” where labour demand is limited.
4. Obstacles to obtaining the first work experience and declining work-based learning mechanisms. Primarily, this is due to the erosion of practical training facilities, caused by inadequate financing and a lack of interest on the part of employers in providing such facilities. Internship should be more widely considered as a remedial process – despite current provisions in employment law, uptake has been poor to date.
5. Ineffective mechanisms for easing skills mismatch. On the one hand, this is due to the absence of a system for forecasting labour demand and, on the other hand, it is a result of inadequate involvement on the part of employers in the education and training systems. Unfortunately, the employers’ role in this process is limited to some joint activities with the Ministry of Education and Science of Ukraine, and primarily entails setting basic requirements in certain fields for the vocational schools and educational institutions. In higher education, there is very little dialogue between employers and educational institutions regarding the hard and soft skill requirements expected of emerging graduates. Nor are employers actively engaged in setting up apprenticeships or other work-readiness programmes.
6. Under conditions of limited state and non-governmental financing, there is little fiscal space to continue the services of youth-targeting institutions (youth employment centres, youth business incubators, youth job fairs, experience and innovations clubs, etc.). There has also been a decline in national investment in active labour market programmes, including state support to finance youth entrepreneurship and enterprise development.
7. Social protection for young workers is inadequate. Ukrainian youth are exposed to high rates of informal employment and even in the formal sector there are flagrant violations of legislation norms regarding working hours and contracts. Low wages continue to be an additional challenge for young workers. The Government, employers and workers will have to increase their tripartite dialogue and work towards developing more effective mechanisms to ensure decent employment for youth.

The tasks needed to improve the national youth policy and youth employment policies can be achieved by making this objective a national policy priority supported by the donor community, strengthening civil society institutions and ensuring coordination and cooperation between government institutions at the national and local levels, civil society institutions, employers’ organizations, trade unions and international organizations.

With the aim of creating a favourable environment for development and fostering self-reliance among Ukrainian youth, the Cabinet of Ministers of Ukraine adopted the **Concept of the National Target Programme “Youth of Ukraine” for 2016–2020** on 30 September 2015.²⁶ The Concept provides for the realization of the revised mechanism to support outreach to youth. Other objectives include creating a facilitating environment for increased youth participation in the socio-political life of Ukraine; youth development as a core concept within the national youth policy; establishing efficient cooperation with the civil society institutions; expanding social guarantees for youth; and improving youth access to quality education and first-job placement.

Implementation of the Concept of the National Target Programme “Youth of Ukraine” for 2016–2020 should provide for enhanced civic awareness of Ukrainian youth through consistent awareness-raising campaigns in which youth institutions, civil society institutions, youth workers and volunteers will participate; setting up an integrated system for non-formal youth learning; facilitation of youth entrepreneurship growth through improvement of the effective normative and legal documents and prioritizing support for youth entrepreneurs; development of entrepreneurial skills for youth; ensuring support for youth in employment by facilitating new jobs creation; supporting the integration of Ukrainian youth into European and international youth organizations.

The **Roadmap of Reforms in the Youth Sector** adopted by the Ministry of Youth and Sports of Ukraine envisages reform measures for the national youth policy which are also aimed at developing the civil society with active participation of youth and increased youth involvement in public life according to European standards. The main declared tasks in the reform include to: (1) increase youth mobility; (2) introduce the European norms and standards into the youth policy; (3) create new instruments for civic learning; (4) develop national and local youth initiatives.

7.2 Policy recommendations²⁷

Implementation of social and economic reforms, as required in the EU Association Agreement, should be an inherent part of the renewed youth employment policy. Ukraine should adhere to the main goals determined in the EU Youth Strategy 2010–2018 and EU Council Resolution 2009/C 311/01 dated 27 November 2009, which are as follows: (1) ensure wider and equal opportunities for youth in terms of education and employment; and (2) encourage young people to be more active in public life.²⁸ This will allow the Government to focus on implementing the following measures:

- providing support to youth initiatives; encouraging non-formal education; providing support to volunteer and outreach programmes for youth; creating suitable conditions for enhancing youth mobility and awareness;
- mainstreaming the inter-sectoral initiative campaigns which will impact on youth through development, implementation and assessment of youth policies and actions in related areas, such as education, employment, health care and well-being.

²⁶ The Concept of the National Target Programme “Youth of Ukraine” for 2016–2020, No. 1018-p dated 30 September 2015. Available at <http://zakon3.rada.gov.ua/laws/show/1018-2015-%D1%80> (in Ukrainian) [12 July 2016].

²⁷ See also, section 5.3 of the 2013 SWTS report (Libanova et al., 2014).

²⁸ Council Resolution of 27 November 2009 on a renewed framework for European cooperation in the youth field (2010–2018) (2009/C 311/01). Available at http://ec.europa.eu/youth/policy/youth_strategy/index_en.htm [12 July 2016].

Consideration should be given to the Youth Guarantee Recommendations²⁹ adopted by the EU Council on 22 April 2013. The Recommendations envisage the strengthening of public employment services while also streamlining investments in activation strategies to target the most vulnerable youth and attracting EU finance.

Ukraine should also persevere in implementing the EU youth policy priorities in order to ensure equal opportunities for youth in education and employment. Specific consideration should be given to further development of non-formal education mechanisms. The EU Council Recommendation on the validation of non-formal and informal learning 2012/C 398/01 of 20 December 2012³⁰ stipulated as imperative the participation of all stakeholders, specifically employers, trade unions, employment services, youth organizations and civil society organizations, in expanding opportunities for non-formal and informal learning. This will provide for development of a national system that will recognize non-formal and/or informal learning and will include such phases as specification of learning results, documentation of learning results, assessment of learning results and certification of results.

In consideration of the key national and European documents, priority actions to facilitate youth transitions into the labour market should be supported by the following measures:

- upgrading government regulation of the vocational guidance system by improving the relevant normative and legal documents on the vocational orientation system through amendments to the current normative and legal statutes; adoption of the Law of Ukraine “On vocational guidance of the population”; putting in place an effective organizational and management structure within the vocational guidance system; development of a multi-unit vocational guidance network to facilitate outreach to youth; upgrading the skills of relevant specialists. One example of a successful measure employing innovative approaches aimed at achieving higher quality in the provision of vocational guidance services is the launch (with support from the UNDP) of the vocational orientation web-platform “My Career”;
- supporting the growth of youth entrepreneurship through improvements to the effective normative and legal base and prioritizing services for young entrepreneurs and promoting entrepreneurial skills of young people. Signing of the **Ukrainian Pact for Youth 2020**, which is aimed at promoting the dialogue between enterprises and the educational sector and will ensure 10,000 internship openings and first jobs for youth before 2020;³¹
- encouraging the organization and self-governance of civil society institutions; supporting the spread and engagement of youth volunteer movements;
- capacity building of the non-formal learning system. This includes making the non-formal learning system a segment of the education system and expanding the application of non-formal systems, such as “civil society institutions”;
- encouraging youth participation in the implementation of projects financed by the EU and other countries, in particular the Erasmus+ programme.

²⁹ Council recommendation on establishing a Youth Guarantee, OJ C 120, 26.4.2013. Available at <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=SWD:2015:168:FIN> [12 July 2016].

³⁰ Council Recommendation on the validation of non-formal and informal learning 2012/C 398/01, 20.12.2012. Available at [http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32012H1222\(01\)&from=EN](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32012H1222(01)&from=EN) [12 July 2016].

³¹ See the website of the Ministry of Youth and Sport of Ukraine: <http://dmsu.gov.ua/index/ua/material/22778> [12 July 2016].

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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 (e.g. because of illness, leave, studies, a break of the activity of the firm), 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 not included in the employed category or in the unemployed category 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 all those workers 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 workers 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 a family or other community of persons living together and jointly spending their income to satisfy the basic necessities of life. The concept of a 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 one 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.

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. **Broad 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 (broad 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 respondents consider 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. SWTS 2015 sampling design

The target group of the survey was the population of Ukraine aged 15–29 years old. The reliability of indicators estimated from the survey data is ensured by the development of a reliable sampling design based on probabilistic stratified multistage clusters of settlements and households with random selection of respondents within the selected households. According to official statistics,³² there were 16,958,700 households in Ukraine in 2013. In 2015, the survey could not be conducted in the Autonomous Republic of Crimea, which consists of 734,500 households (4.3 per cent of the total number). Allocation of households by region and type of area is presented in table A.1.

Table A.1 Allocation of households by regions of Ukraine and type of area, 2014

Region	Number of households		including those living in:			
	000s	%	Cities (100 000 people or more) (%)	Towns (less than 100 000 people) (%)	Urban area (%)	Rural area (%)
A	B	C	D	E	F=D+E	G
Autonomous Republic of Crimea						
Vinnitsia Oblast	641.8	4	21.9	24.9	46.8	53.2
Volyn Oblast	335.4	2	20.8	31.4	52.2	47.8
Dnipropetrovsk	1 314.0	8	66.6	17.4	84.0	16.0
Donetsk Oblast	1 684.2	10	61.0	29.7	90.7	9.3
Zhitomyr Oblast	492.4	3	20.1	35.8	55.9	44.1
Zakarpattia Oblast	355.8	2	10.9	29.8	40.7	59.3
Zaporizhzhia Oblast	688.4	4	57.5	19.4	76.9	23.1
Ivano-Frankivsk Oblast	451.2	3	16.9	28.1	45.0	55.0
Kyiv Oblast	640.1	4	11.2	46.5	57.7	42.3
Kirovohrad Oblast	423.6	3	32.0	29.4	61.4	38.6
Luhansk Oblast	908.1	6	57.2	29.9	87.1	12.9
Lviv Oblast	819.8	5	33.4	29.9	63.3	36.7
Mykolayiv Oblast	447.9	3	42.1	25.7	67.8	32.2
Odessa Oblast	842.0	5	40.9	27.1	68.0	32.0
Poltava Oblast	601.4	4	36.3	23.6	59.9	40.1
Rivne Oblast	376.8	2	20.3	28.8	49.1	50.9
Sumy Oblast	445.3	3	22.6	43.2	65.8	34.2
Ternopil Oblast	359.8	2	22.4	22.8	45.2	54.8
Kharkiv Oblast	1 029.4	6	51.7	28.6	80.3	19.7
Kherson Oblast	404.4	3	32.8	29.8	62.6	37.4
Khmelnysky Oblast	487.3	3	18.8	33.3	52.1	47.9
Cherkassy Oblast	524.4	3	23.8	30.1	53.9	46.1
Chernivtsi Oblast	305.5	2	30.8	12.9	43.7	56.3
Chernihiv Oblast	448.7	3	24.0	35.1	59.1	40.9
Kyiv	1 062.8	7	100.0	–	100.0	–

According to the official statistics, the average size of household in Ukraine in 2013 was 2.58 members. The estimated share of households, which include target group representatives, totalled approximately 20.4 per cent,³³ the rate of households with teenagers aged between 15 and 17 years was 1.5 per cent; the rate of households with women aged between 18 and 29

³² www.ukrstat.gov.ua/druk/publicat/kat_u/2013/sb/06_13/sb_cdhd_2013.zip.

³³ Since there is no access to households in Crimea, Donetsk and Luhansk Oblasts, the actual figure may differ slightly from that given in this report.

years old was 8.5 per cent; the rate of households with men aged between 18 and 29 years was 8.9 per cent.

The available data from the state population (and household) surveys also show that the age group of 15–29 year-olds accounts for 22.8 per cent of the total number of people in Ukraine (or 26.7 per cent of all those people aged 18+). The number of people aged 15–29 years old equals about 0.9–1.08 per household with such members. To estimate the requisite number of surveyed households and to obtain the required number of conducted interviews, it is assumed that the average number of people aged 15–29 years old is 0.99 per household with such members. The total number of household visits required to conduct approximately 3,200 interviews with target group representatives came to about $3,200/0.99 = 3,233$ households with members aged 15–29 years old.

The specified sample size should provide reliable survey data and main indicator estimates by relatively large sex–age groups of population, geographical regions (5–7 geographical domains which combine some administrative regions), and by type of area (urban/rural). Stratification of the population is achieved by applying the following two criteria: by region – 25 regions: 24 oblasts and city Kyiv; by settlement – regional (oblast) centres and cities (population 100,000 and more); towns (population less than 100,000); urban and rural settlements.

The volumes of strata are determined by the number of households or the population size based on the official statistics.

- The sample size is distributed by strata proportionally according to their volume.
- The settlements from each stratum (primary sampling units) are randomly selected with probability proportional to their size. Regional (oblast) centres and cities are included in the sample with certainty (probability = 1).

Within selected settlements, points (dots) of the beginning of a surveyed household's chain are randomly selected (the route method). In each chain, between eight and ten randomly selected households with members aged from 15 to 29 years old – depending on settlement type – will be interviewed. Not fewer than three visits are made to meet with household members. The route method provides the variable selection step depending on the number of households or apartments in a building (table A.2).

Table A.2 Dependence of the household selection step on the number of apartments in the building

Number of households or apartments in the building	Selection step
1–10	2
11–25	5
26–50	10
51	15

Interviewers were instructed to talk to all respondents aged 15–29 years old from each selected household with such members. The final allocation of household sampling by regions and type of area is presented in the table A.3.

Table A.3 Calculation of parameters of household sampling

Region	%	Total in region	Cities	Towns	Urban area	Rural area
A	B	C	D	E	F	G
Vinnitsia Oblast	4	120	26	30	56	64
Volyn Oblast	2	63	13	20	33	30
Dnipropetrovsk	8	245	163	43	206	39
Donetsk Oblast	10	314	192	93	285	29
Zhitomyr Oblast	3	92	18	33	51	40
Zakarpattia Oblast	2	66	7	20	27	39
Zaporizhzhia Oblast	4	128	74	25	99	30
Ivano-Frankivsk Oblast	3	84	14	24	38	46
Kyiv Oblast	4	119	13	55	69	50
Kirovohrad Oblast	3	79	25	23	48	30
Luhansk Oblast	6	169	97	51	147	22
Lviv Oblast	5	153	51	46	97	56
Mykolayiv Oblast	3	84	35	21	57	27
Odessa Oblast	5	157	64	43	107	50
Poltava Oblast	4	112	41	26	67	45
Rivne Oblast	2	70	14	20	34	36
Sumy Oblast	3	83	19	36	55	28
Ternopil Oblast	2	67	15	15	30	37
Kharkiv Oblast	6	192	99	55	154	38
Kherson Oblast	3	75	25	22	47	28
Khmelnitsky Oblast	3	91	17	30	47	44
Cherkassy Oblast	3	98	23	29	53	45
Chernivtsi Oblast	2	57	18	7	25	32
Chernihiv Oblast	3	84	20	29	49	34
Kyiv	7	198	198		198	
UKRAINE	100	3 000				

Survey results were weighted, taking into account the total probability of households' and their members' selection, non-responses and available official statistical data on numbers of youth aged 15–29 years old by region, sex and age groups.

Annex III. Additional statistical tables

Table A.1 Educational attainment of Ukrainian population aged 15-70 by economic activity, 2014

Educational attainment	Economic activity		Sex		Area of residence		Total
	Economically active population	Economically inactive population	Female	Male	Urban areas	Rural areas	
Total (th. persons)	19920.9	12023	16798.6	15145.3	22477.4	9466.5	31943.9
Level of completed education							
Higher	10365.4	3809.1	8374.1	5800.4	11672.2	2502.3	14174.5
Vocational	5269.4	2178.7	2941.7	4506.4	5055.5	2392.6	7448.1
Secondary general	3849.1	4248.5	4317.4	3780.2	4630.6	3467	8097.6
Elementary and basic secondary, or no education	437	1786.7	1165.4	1058.3	1119.1	1104.3	2223.7
Total (%)	100	100	100	100	100	100	100
Level of completed education							
Higher	52.0	31.7	49.8	38.3	51.9	26.4	44.4
Vocational	26.5	18.1	17.5	29.8	22.5	25.3	23.3
Secondary general	19.3	35.3	25.7	25.0	20.6	36.6	25.3
Elementary and basic secondary, or no education	2.2	14.9	6.9	7.0	5.0	11.7	7.0

Source: State Statistical Service of Ukraine, LFS 2014

Table A.2 Employment rates for different groups of population aged 15-70 in formal and informal sectors of economy, 2014

Characteristic	Total	Sex		Area of residence	
		Female	Male	Female	Male
Employment (th. persons)	18073.2	8718.9	9354.3	12780.9	5292.4
Employment rate (%)	56.6	51.9	61.8	56.9	55.9
Formal					
Formal employment (th. persons)	13532.3	6798.3	6734.0	10537.9	2994.4
Formal employment rate (%)	42.4	40.5	44.5	46.9	31.6
Age group (%)					
15-24	19.7	17.9	21.5	21.6	15.9
25-29	53.4	49.0	57.6	59.4	38.4
30-34	57.6	54.7	60.5	62.9	41.8
35-39	59.3	60.2	58.2	64.6	45.6
40-49	60.2	63.1	56.9	66.2	46.6
50-59	45.7	42.5	49.7	50.1	35.2
60-70	9.2	8.0	10.9	10.6	5.7
Non-formal					
Informal employment (th. persons)	4540.9	1920.6	2620.3	2242.9	2298.0
Informal employment rate (%)	14.2	11.4	17.3	10.0	24.3
Age group (%)					
15-24	9.8	7.4	12.2	6.8	15.8
25-29	18.2	13.7	22.6	14.7	26.8
30-34	17.3	13.0	21.5	13.7	27.9
35-39	18.6	14.4	23.0	14.2	29.8
40-49	18.3	15.5	21.3	13.1	29.9
50-59	13.7	12.0	15.7	8.6	26.0
60-70	6.4	5.8	7.2	2.0	17.1

Source: LFS, State Statistical Service of Ukraine

Table A.3 Main sources of income of youth (second most important source)

Main source of income		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Salary from employer	No.	80442	155032	226848	265195	197127	165609	159514	137200	462323
	%	5.9	6.6	7.1	7.7	5.7	6.7	7.2	6.1	6.7
Profit from own business	No.	47071	51660	110389	56233	152886	93695	72329	43095	209119
	%	3.4	2.2	3.4	1.6	4.4	3.8	3.3	1.9	3.0
Income from casual activities	No.	290565	355063	437181	397401	685408	415347	323212	344250	1082809
	%	21.2	15.1	13.7	11.5	19.8	16.8	14.6	15.4	15.6
Scholarship	No.	241890	186070	29491	231189	226262	231079	130158	96213	457450
	%	17.6	7.9	0.9	6.7	6.5	9.4	5.9	4.3	6.6
Help of parents, relatives	No.	465594	1083895	1238274	1439016	1348747	930577	884135	973051	2787763
	%	33.9	46.2	38.7	41.6	39.0	37.7	40.0	43.4	40.3
Salary of wife/husband	No.	47171	211640	552026	461633	349204	321824	250196	238816	810836
	%	3.4	9.0	17.2	13.3	10.1	13.1	11.3	10.7	11.7
Profit from ownership, banking accounts, assets, others	No.	27702	19851	35592	34709	48435	27133	20220	35791	83144
	%	2.0	0.8	1.1	1.0	1.4	1.1	0.9	1.6	1.2
Social payment of state	No.	143556	276555	547967	550804	417273	274262	343593	350222	968077
	%	10.5	11.8	17.1	15.9	12.1	11.1	15.5	15.6	14.0
Other	No.	28524	5210	24826	24420	34140	6450	29129	22981	58560
	%	2.1	0.2	0.8	0.7	1.0	0.3	1.3	1.0	0.8
Total	No.	1372515	2344976	3202594	3460600	3459482	2465976	2212486	2241619	6920081
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.4 Main sources of income of youth (third most important source)

Main source of income		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Salary from employer	No.	46850	47791	69524	84978	79188	60500	55006	48660	164166
	%	5.8	3.1	3.1	3.7	3.5	3.6	4.0	3.2	3.6
Profit from own business	No.	9149	28746	23024	28150	32769	37400	8952	14567	60919
	%	1.1	1.9	1.0	1.2	1.4	2.2	0.6	1.0	1.3
Income from casual activities	No.	325204	523456	541975	662135	728500	511724	328071	550839	1390634
	%	40.3	33.9	24.0	28.5	31.9	30.3	23.7	36.0	30.2
Scholarship	No.	65086	60509	18993	58508	86080	68531	50529	25528	144588
	%	8.1	3.9	0.8	2.5	3.8	4.1	3.6	1.7	3.1
Help of parents, relatives	No.	92981	443008	948615	719977	764627	536746	529511	418347	1484604
	%	11.5	28.7	42.1	31.0	33.5	31.8	38.2	27.4	32.2
Salary of wife/husband	No.	28162	82227	173840	156170	128059	87669	118528	78032	284229
	%	3.5	5.3	7.7	6.7	5.6	5.2	8.5	5.1	6.2
Profit from ownership, banking accounts, assets, others	No.	46277	51887	52233	83604	66793	42898	29558	77941	150397
	%	5.7	3.4	2.3	3.6	2.9	2.5	2.1	5.1	3.3
Social payment of state	No.	146447	241985	405255	435368	358319	306764	214091	272832	793687
	%	18.2	15.7	18.0	18.8	15.7	18.1	15.4	17.8	17.2
Other	No.	46505	63865	21806	91817	40360	38022	52311	41844	132177
	%	5.8	4.1	1.0	4.0	1.8	2.2	3.8	2.7	2.9
Total	No.	806661	1543474	2255265	2320707	2284695	1690254	1386557	1528590	4605401
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.5 Youth by the principal means of covering usual expenses (multiple responses)

Method		Sex		Total
		Female	Male	
Total	No.	4051924	4249499	8301423
	%	100.0	100.0	100.0
Used savings	No.	1780191	1847500	3627691
	%	43.9	43.5	43.7
Sold household assets	No.	137953	146431	284384
	%	3.4	3.4	3.4
Took loan(s) from official financial institution	No.	367263	330541	697804
	%	9.1	7.8	8.4
Borrowed money from from friends, acquaintances or non-official money lender	No.	1013195	1181675	2194870
	%	25.0	27.8	26.4
Received social subsidies, social benefits in cash	No.	865674	558480	1424154
	%	21.4	13.1	17.2
Saved on expenses (food, housing, health, education)	No.	2803441	2767855	5571296
	%	69.2	65.1	67.1
Worked extra hours to increase earnings	No.	861385	1279621	2141006
	%	21.3	30.1	25.8
Other	No.	27153	13581	40734
	%	0.7	0.3	0.5

Source: SWTS-Ukraine, 2015.

Table A.6 Current students by expected highest level of education

		Current level				Sex		Area of residence			
		Elementary and Basic secondary	Secondary general	Vocational school (on the base of the 9th grade or 11th grade)	Tertiary (Higher education) (total)	Female	Male	Regional centre	Other city	Village or rural area	Total
Elementary and Basic secondary	No.	1901	0	0	0	0	1901	0	0	1901	1901
	%	0.8	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.1
Secondary general	No.	16141	8217	0	2042	13599	12801	3778	7154	15467	26400
	%	6.5	1.2	0.0	0.1	0.9	0.8	0.3	0.7	1.7	0.9
Vocational school	No.	66432	100262	241587	3073	140066	271288	104482	143776	163097	411354
	%	26.9	14.7	48.0	0.2	9.5	17.8	9.3	14.8	18.0	13.7
Tertiary (Higher education)	No.	162149	568364	249330	1557796	1308664	1228973	995199	818737	723699	2537637
	%	65.7	83.6	49.5	99.2	88.7	80.6	88.9	84.0	79.8	84.6
Other	No.	0	3097	12311	7760	12461	10706	16033	4812	2322	23167
	%	0.0	0.5	2.4	0.5	0.8	0.7	1.4	0.5	0.3	0.8
Total	No.	246623	679940	503228	1570671	1474790	1525669	1119492	974479	906486	3000459
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Higher education includes incomplete higher education, basic higher education, completed higher post-graduate studentship, post-doctoral level. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).

Source: SWTS-Ukraine, 2015.

Table A.7 Youth in higher education by whether or not they would consider following vocational education (hypothetically) and reason

Would you have considered taking the vocational track?		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Yes	No.	442260	193731	44717	301930	378779	255528	189637	235544	680709
	%	29.1	21.5	37.7	23.1	30.9	25.7	23.2	32.5	26.8
No	No.	1075069	705684	73766	1006735	847784	739672	626691	488155	1854518
	%	70.9	78.5	62.3	76.9	69.1	74.3	76.8	67.5	73.2
Total	No.	1517329	899415	118483	1308665	1226563	995200	816328	723699	2535227
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Reasons for the rejecting vocational track (multiple responses)										
Vocational education has a bad reputation		10.4	13.4	13.9	12.7	10.6	15.2	7.3	12.0	11.7
My family would not approve		15.7	13.6	9.7	16.3	12.7	18.2	12.8	11.7	14.7
I will have a higher status with a higher-level degree (non-vocational)		25.6	25.1	20.1	24.5	26.0	25.7	23.3	26.9	25.2
The job that I really want to do requires a higher-level degree (non-vocational)		46.8	50.5	46.6	49.7	46.4	47.9	51.9	43.8	48.2
I believe that higher education in the future will allow me to make a better career and earn more		43.0	41.3	45.8	42.1	42.9	41.0	44.6	41.9	42.5
Other		0.8	0.5	3.7	0.6	1.0	0.2	1.6	0.5	0.8

Source: SWTS-Ukraine, 2015.

Table A.8 Current students combining work and study by reason

Reason		Sex		Total
		Female	Male	
Total	No.	352373	477680	830053
	%	100.0	100.0	100.0
To earn money	No.	282056	363809	645865
	%	80.0	76.2	77.8
To help the family	No.	77665	90362	168027
	%	22.0	18.9	20.2
To gain work experience/build up a curriculum vitae	No.	94324	97631	191955
	%	26.8	20.4	23.1
To make connections that could lead to future employment	No.	42024	59200	101224
	%	11.9	12.4	12.2
Other	No.	0	3904	3904
	%	0.0	0.8	0.5

Source: SWTS-Ukraine, 2015.

Table A.9 Non-student youth by education status (completed school or left before completion)

Level of completed education		Youth who completed their education and have a corresponding diploma	Youth who stopped their education before completion	Total
Elementary	No.	2346	2897	5243
	%	0.0	1.7	0.1
Basic secondary	No.	78826	7733	86559
	%	1.5	4.6	1.6
Secondary general	No.	423299	87119	510418
	%	8.2	51.3	9.6
Vocational school	No.	1557897	29489	1587386
	%	30.4	17.4	29.9
Tertiary (Higher education)	No.	3068889	42469	3111358
	%	59.8	25.0	58.7
Total	No.	5131257	169707	5300964
	%	100.0	100.0	100.0

Note: Higher education includes incomplete higher education, basic higher education, completed higher post-graduate studentship, post-doctoral level. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).
Source: SWTS-Ukraine, 2015.

Table A.10 Non-student youth who combined work and study by reason

Reason		Sex		Total
		Female	Male	
Total	No.	721729	939216	1660945
	%	100.0	100.0	100.0
To earn money	No.	505369	708633	1214002
	%	70.0	75.4	73.1
To help the family	No.	140768	228405	369173
	%	19.5	24.3	22.2
To gain work experience/build up a curriculum vitae	No.	186917	229907	416824
	%	25.9	24.5	25.1
To make connections that could lead to future employment	No.	58634	93586	152220
	%	8.1	10.0	9.2
Other	No.	1572	10144	11716
	%	0.2	1.1	0.7

Source: SWTS-Ukraine, 2015.

Table A.11 Youth education level in comparison to parents

Level of completed education	Same level as parent	Parent has lower level education	Parent has higher level education	Total
Comparison to father				
Elementary	23.4	0.0	76.6	100.0
Basic secondary	15.4	0.0	84.6	100.0
Secondary general	79.3	5.0	15.7	100.0
Vocational school	81.1	5.5	13.3	100.0
Higher education	50.1	46.6	3.3	100.0
Total	60.6	31.0	8.4	100.0
Comparison to mother				
Elementary	23.4	0.0	76.6	100.0
Basic secondary	6.1	0.0	93.9	100.0
Secondary general	82.7	3.6	13.7	100.0
Vocational school	78.4	4.5	17.1	100.0
Higher education	52.6	41.7	5.7	100.0
Total	62.3	26.5	11.2	100.0

Note: Higher education includes incomplete higher education, basic higher education, completed higher post-graduate studentship, post-doctoral level. Vocational education includes vocational school (on the base of the 9th grade) and vocational school (on the base of the 11th grade).
Source: SWTS-Ukraine, 2015.

Table A.12 Youth by main influence in the selection of desired profession

Influence		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Myself (by books, television, seen from the side, other activities)	No.	859829	1062371	1350405	1573156	1699449	1042405	1093164	1137035	3272604
	%	42.1	39.4	39.6	39.6	40.7	36.9	40.0	43.8	40.1
Stories and examples of parents / relatives	No.	535292	605937	756124	994681	902672	687452	649399	560502	1897353
	%	26.2	22.4	22.2	25.0	21.6	24.4	23.7	21.6	23.3
Stories and examples of wife / husband (partner / partner)	No.	22238	23103	50499	43972	51868	26930	29410	39500	95840
	%	1.1	0.9	1.5	1.1	1.2	1.0	1.1	1.5	1.2
Friends' stories and examples	No.	165893	276593	391030	385339	448177	340486	252331	240699	833516
	%	8.1	10.2	11.5	9.7	10.7	12.1	9.2	9.3	10.2
School teachers influence	No.	116028	147439	119885	227671	155681	108768	123244	151340	383352
	%	5.7	5.5	3.5	5.7	3.7	3.9	4.5	5.8	4.7
Career guidance activities	No.	83413	110867	130466	178712	146033	77075	150521	97150	324746
	%	4.1	4.1	3.8	4.5	3.5	2.7	5.5	3.7	4.0

Random	No.	198817	431032	554936	499916	684870	481994	397367	305424	1184785
	%	9.7	16.0	16.3	12.6	16.4	17.1	14.5	11.8	14.5
Other	No.	62613	42078	56568	70230	91029	56345	39545	65369	161259
	%	3.1	1.6	1.7	1.8	2.2	2.0	1.4	2.5	2.0
Total	No.	2044123	2699420	3409913	3973677	4179779	2821455	2734981	2597019	8153455
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.13 Youth whose field of study does not match that of their dreams and reason (%)

Reason for not pursuing the desired field of study	Education status			Total
		Youth currently in education	Youth who completed their education and have a corresponding diploma	
It is too difficult for studying	No	96.7	98.9	98.5
	Yes	3.3	1.1	1.5
	Total	100.0	100.0	100.0
It's difficult to find a job	No	88.1	66.8	71.3
	Yes	11.9	33.2	28.7
	Total	100.0	100.0	100.0
The wage level is low	No	90.3	78.0	80.6
	Yes	9.7	22.0	19.4
	Total	100.0	100.0	100.0
It has a negative reputation (and / or low social status)	No	100.0	98.0	98.4
	Yes	0.0	2.0	1.6
	Total	100.0	100.0	100.0
The educational institutions where this profession is studied are too far away	No	98.5	99.5	99.3
	Yes	1.5	0.5	0.7
	Total	100.0	100.0	100.0
Study of this profession is not financially accessible for me	No	94.3	96.5	95.9
	Yes	5.7	3.5	4.1
	Total	100.0	100.0	100.0
Parents have insisted on other profession	No	84.2	91.1	90.1
	Yes	15.8	8.9	9.9
	Total	100.0	100.0	100.0
Wife / husband has insisted on other profession	No	100.0	99.9	99.9
	Yes	0.0	0.1	0.1
	Total	100.0	100.0	100.0
The choice was made by random	No	83.5	79.5	80.0
	Yes	16.5	20.5	20.0
	Total	100.0	100.0	100.0
I do not remember	No	93.2	89.5	90.2
	Yes	6.8	10.5	9.8
	Total	100.0	100.0	100.0
Other	No	86.2	94.4	92.6
	Yes	13.8	5.6	7.4
	Total	100.0	100.0	100.0

Note: Multiple responses allowed.

Source: SWTS-Ukraine, 2015.

Table A.14 Young employees by type of enterprise

Type of enterprise		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Government institution	No.	17416	223833	587480	471863	356867	249461	266197	313071	828729
	%	10.6	18.3	26.1	31.5	16.7	18.7	22.7	27.7	22.8
State-owned enterprise	No.	9925	210744	393560	271486	342743	218782	214006	181442	614230
	%	6.0	17.2	17.5	18.1	16.0	16.4	18.2	16.0	16.9
Non-governmental/no-profit organization	No.	9297	41734	67014	35528	82517	38616	56403	23026	118045
	%	5.7	3.4	3.0	2.4	3.9	2.9	4.8	2.0	3.2
Private business or farm	No.	95958	662060	1087499	624941	1220577	745079	571837	528602	1845518
	%	58.5	54.2	48.3	41.7	57.0	56.0	48.7	46.7	50.7
Private household	No.	23690	72204	91341	78678	108556	68942	52249	66044	187235
	%	14.4	5.9	4.1	5.3	5.1	5.2	4.4	5.8	5.1
Embassy or international organization	No.	0	2638	3457	0	6095	2638	3457	0	6095
	%	0.0	0.2	0.2	0.0	0.3	0.2	0.3	0.0	0.2
Other	No.	7805	8960	20818	14813	22770	8013	10537	19034	37584
	%	4.8	0.7	0.9	1.0	1.1	0.6	0.9	1.7	1.0
Total	No.	164091	1222173	2251169	1497309	2140125	1331531	1174686	1131219	3637436
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
2013 (%)										
Salary/wage employee of a private enterprise		73.0	65.9	68.8	58.8	75.3	72.6	69.6	59.0	67.9
Salary/wage employee of a public financed institution		25.0	30.6	27.6	37.4	21.4	24.8	26.5	36.8	28.6
Employee in the state or local government		2.1	3.5	3.6	3.8	3.2	2.6	3.9	4.2	3.5
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013 and 2015.

Table A.15 Young employees on limited duration contract by reason

Reason		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
On the job training, internship	No.	6874	4587	2677	7723	6415	6119	5855	2164	14138
	%	66.3	5.4	2.1	9.9	4.5	6.6	7.3	4.6	6.4
Probation period	No.	0	5123	22378	16990	10511	16405	11097	0	27502
	%	0.0	6.1	17.8	21.9	7.4	17.6	13.9	0.0	12.5
Seasonal work	No.	0	6869	11048	3323	14594	8975	4288	4654	17917
	%	0.0	8.1	8.8	4.3	10.2	9.6	5.4	9.9	8.1
Occasional/daily work	No.	1718	10907	6476	3713	15387	11359	6065	1676	19100
	%	16.6	12.9	5.2	4.8	10.8	12.2	7.6	3.5	8.7
Work as a replacement/substitute	No.	0	22814	11984	26285	8513	2054	18776	13968	34798
	%	0.0	27.0	9.6	33.8	6.0	2.2	23.5	29.6	15.8
Public employment programme	No.	0	10830	14304	8043	17090	8650	5856	10628	25134
	%	0.0	12.8	11.4	10.3	12.0	9.3	7.3	22.5	11.4
Specific service or task	No.	0	12547	42089	924	53712	29266	18310	7060	54636
	%	0.0	14.9	33.5	1.2	37.7	31.4	22.9	14.9	24.8
Other reason	No.	1771	10721	14529	10728	16292	10310	9619	7091	27020
	%	17.1	12.7	11.6	13.8	11.4	11.1	12.0	15.0	12.3
Total	No.	10363	84398	125485	77729	142514	93138	79866	47241	220245
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.16 Young self-employed workers by reason for choosing self-employment

Reason		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Could not find a wage or salary job	No.	6709	36662	73049	20649	95772	20577	41556	54287	116420
	%	18.7	26.4	27.8	18.2	29.6	18.2	23.8	36.3	26.6
Greater independence	No.	5092	27223	46027	29108	49234	33302	34204	10836	78342
	%	14.2	19.6	17.5	25.7	15.2	29.4	19.6	7.2	17.9
More flexible hours of work	No.	13435	24504	15102	17100	35941	16792	11356	24892	53040
	%	37.5	17.7	5.7	15.1	11.1	14.8	6.5	16.6	12.1
Higher income level	No.	1732	20618	110279	24236	108392	31619	70751	30258	132628
	%	4.8	14.9	42.0	21.4	33.5	27.9	40.6	20.2	30.3
Required by the family	No.	8198	12860	17021	10271	27808	4827	15215	18037	38079
	%	22.9	9.3	6.5	9.1	8.6	4.3	8.7	12.1	8.7
Other	No.	661	16912	1256	11942	6887	6226	1256	11348	18830
	%	1.8	12.2	0.5	10.5	2.1	5.5	0.7	7.6	4.3
Total	No.	35827	138779	262734	113306	324034	113343	174338	149658	437339
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.17 Young self-employed workers by source of start-up financing

Source		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
No money needed	No.	21356	73784	66584	43438	118285	19837	61345	80541	161723
	%	59.6	53.2	25.2	38.3	36.3	17.5	35.2	53.2	36.8
Own savings	No.	11395	24036	108893	42987	101337	49175	51246	43903	144324
	%	31.8	17.3	41.2	37.9	31.1	43.4	29.4	29.0	32.9
Money from family or friends	No.	2016	37309	82449	25278	96495	43271	56494	22008	121773
	%	5.6	26.9	31.2	22.3	29.6	38.2	32.4	14.5	27.7
Loan from bank	No.	1060	3650	6526	1602	9634	1060	5253	4923	11236
	%	3.0	2.6	2.5	1.4	3.0	0.9	3.0	3.3	2.6
Total	No.	35827	138779	264452	113305	325751	113343	174338	151375	439056
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.18 Young self-employed workers by main challenge to doing business

Challenge		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Insufficient financial resources	No.	3705	35711	82717	37436	84697	19687	59518	42927	122132
	%	13.7	28.6	32.2	35.3	28.0	18.8	36.6	30.4	29.9
Insufficient quality of staff	No.	0	0	17969	5574	12395	5574	12395	0	17969
	%	0.0	0.0	7.0	5.3	4.1	5.3	7.6	0.0	4.4
Insufficient (personal) business expertise	No.	0	3224	1167	0	4391	3224	0	1167	4391
	%	0.0	2.6	0.5	0.0	1.5	3.1	0.0	0.8	1.1
Shortages in raw materials (breakdowns in the supply chain)	No.	1639	5807	8981	1093	15334	0	15334	1093	16427
	%	6.1	4.6	3.5	1.0	5.1	0.0	9.4	0.8	4.0
Labour shortage	No.	0	3676	3894	1710	5859	1710	1965	3894	7569
	%	0.0	2.9	1.5	1.6	1.9	1.6	1.2	2.8	1.9
Complexity of legal regulations	No.	0	6459	33558	2418	37598	14034	13499	12484	40017
	%	0.0	5.2	13.1	2.3	12.4	13.4	8.3	8.9	9.8
Excessive fault-finding of representatives of public authorities	No.	0	0	8376	3419	4957	3419	0	4957	8376
	%	0.0	0.0	3.3	3.2	1.6	3.3	0.0	3.5	2.1
Pressure of non-economic actors (including illegal pressure of representatives of public authorities)	No.	0	0	1517	0	1517	0	0	1517	1517
	%	0.0	0.0	0.6	0.0	0.5	0.0	0.0	1.1	0.4

Political uncertainties	No.	0	0	11130	0	11130	7199	3931	0	11130
	%	0.0	0.0	4.3	0.0	3.7	6.9	2.4	0.0	2.7
Lack of information about market potential	No.	0	4855	0	2327	2528	0	4855	0	4855
	%	0.0	3.9	0.0	2.2	0.8	0.0	3.0	0.0	1.2
Competition in the market	No.	17888	65337	59741	46677	96289	44514	37858	60595	142967
	%	66.3	52.2	23.3	44.0	31.8	42.5	23.3	43.0	35.0
The pressure of big enterprises	No.	0	0	4902	0	4902	0	4902	0	4902
	%	0.0	0.0	1.9	0.0	1.6	0.0	3.0	0.0	1.2
Other	No.	3747	0	22555	5435	20867	5435	8489	12379	26303
	%	13.9	0.0	8.8	5.1	6.9	5.2	5.2	8.8	6.4
Total	No.	26979	125069	256507	106089	302464	104796	162746	141013	408555
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.19 Young self-employed workers by source of financial resources to cover current expenses (multiple responses)

Source	No	Yes	Total
No money needed	No. 318234 % 69.0	143292 31.0	461526 100.0
Own savings	No. 252701 % 54.8	208825 45.2	461526 100.0
Money from family or friends	No. 334992 % 72.6	126534 27.4	461526 100.0
Loan from bank	No. 427903 % 92.7	33623 7.3	461526 100.0
Loan from microfinance institutions (including cooperative)	No. 461526 % 100.0	0 0.0	461526 100.0
Loan from an informal financial operator (money lender, pawn shop, saving collector)	No. 453982 % 98.4	7544 1.6	461526 100.0
Loan/assistance from government institution	No. 458460 % 99.3	3067 0.7	461527 100.0
Loan/assistance from NGO, donor project, etc,	No. 461526 % 100.0	0 0.0	461526 100.0
Credit from customer/middlemen, agent/supplier	No. 440247 % 95.4	21280 4.6	461527 100.0
Other	No. 450033 % 97.5	11493 2.5	461526 100.0

Source: SWTS-Ukraine, 2015.

Table A.20 Employed youth by detailed sector (1-digit ISIC)

Sector		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Agriculture, forestry and fishing	No.	74823	120851	115071	99812	210933	20778	91619	198349	310745
	%	27.0	8.5	4.4	5.7	8.3	1.4	6.5	14.2	7.2
Mining and quarrying	No.	1889	32263	65540	23648	76044	11157	66005	22531	99692
	%	0.7	2.3	2.5	1.4	3.0	0.8	4.7	1.6	2.3
Manufacturing	No.	13949	140019	358902	129838	383032	197009	192485	123376	512870
	%	5.0	9.8	13.9	7.5	15.0	13.3	13.6	8.9	11.9
Electricity, gas, steam and air conditioning supply	No.	1594	16361	36239	17840	36353	18592	30644	4957	54193
	%	0.6	1.1	1.4	1.0	1.4	1.3	2.2	0.4	1.3
Water supply; sewerage, waste management and remediation activities	No.	0	2967	16386	3363	15991	3363	8574	7417	19354
	%	0.0	0.2	0.6	0.2	0.6	0.2	0.6	0.5	0.5
Construction	No.	19527	86889	196212	18033	284595	109627	95694	97308	302629
	%	7.0	6.1	7.6	1,1	11,1	7,3	6.8	7.0	7.0

Wholesale and retail trade; repair of motor vehicles and motorcycles	No.	64518	265890	507157	343188	494377	347607	279174	210784	837565
	%	23.2	18.6	19.6	19.7	19.4	23.4	19.7	15.1	19.5
Transportation and storage	No.	11009	100967	158480	48990	221466	89688	99151	81617	270456
	%	4.0	7.1	6.1	2.8	8.7	6.0	7.0	5.9	6.3
Accommodation and food service activities	No.	18851	81633	82731	102692	80523	57202	44623	81390	183215
	%	6.8	5.8	3.3	5.8	3.2	3.8	3.1	5.9	4.3
Information and communication	No.	10331	43941	70467	37419	87320	54447	32328	37964	124739
	%	3.7	3.1	2.7	2.1	3.4	3.7	2.3	2.7	2.9
Financial and insurance activities	No.	3131	28584	45914	44125	33505	29544	21033	27053	77630
	%	1.1	2.0	1.8	2.4	1.3	2.0	1.5	1.9	1.8
Real estate activities	No.	0	4131	6930	5276	5786	3304	5599	2159	11062
	%	0.0	0.3	0.3	0.3	0.2	0.2	0.4	0.2	0.3
Professional, scientific and technical activities	No.	5720	59871	81361	79296	67657	59341	56520	31092	146953
	%	2.1	4.2	3.1	4.6	2.6	4.0	4.0	2.2	3.4
Administrative and support service activities	No.	2473	23105	40666	33679	32564	30703	25958	9582	66243
	%	0.9	1.6	1.6	1.9	1.3	2.1	1.8	0.7	1.5
Public administration and defence; compulsory social security	No.	904	77797	176031	83424	171307	83093	90103	81535	254731
	%	0.3	5.5	6.8	4.8	6.7	5.6	6.4	5.9	5.9
Education	No.	6332	116914	316749	312908	127088	143670	125926	170399	439995
	%	2.3	8.2	12.2	18.0	4.9	9.7	8.9	12.2	10.3
Human health and social work activities	No.	5682	75569	130820	173236	38836	77589	56602	77880	212071
	%	2.0	5.3	5.0	10.0	1.5	5.1	4.0	5.6	4.9
Arts, entertainment and recreation	No.	8052	41072	42606	59154	32576	36698	21461	33572	91730
	%	2.9	2.9	1.6	3.4	1.3	2.5	1.5	2.4	2.1
Other service activities	No.	4583	57379	77820	89673	50109	59297	40063	40423	139783
	%	1.7	4.0	3.0	5.2	2.0	4.0	2.7	2.9	3.3
Activities of households as employers	No.	12098	4933	7829	8032	16828	1771	14181	8908	24860
	%	4.4	0.3	0.3	0.5	0.7	0.1	1.0	0.6	0.6
Total	No.	12060	44847	57169	27264	86811	51434	17889	44752	114075
	%	4.3	3.1	2.2	1.6	3.4	3.5	1.3	3.2	2.7

Source: SWTS-Ukraine, 2015.

Table A.21 Employed youth by hours worked per week and detailed sector (1-digit ISIC)

Sector		Working hours								No answer	Total
		Did not work last week	Less than 10	1-19	20-29	30-39	40-49	50-59	More than 60		
Agriculture, forestry and fishing	No.	29716	17359	13548	21045	15196	79035	29194	41708	63945	310746
	%	9.6	5.6	4.4	6.8	4.9	25.4	9.4	13.4	20.6	100.0
Industry	No.	21058	24567	22695	27768	95536	339112	63172	62738	29464	686110
	%	3.1	3.6	3.3	4.0	13.9	49.4	9.2	9.1	4.3	100.0
Construction	No.	8836	3228	19500	4929	25391	118651	43544	63781	14768	302628
	%	2.9	1.1	6.4	1.6	8.4	39.2	14.4	21.1	4.9	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	No.	39628	22543	31979	40454	60738	313736	130074	150180	48233	837565
	%	4.7	2.7	3.8	4.8	7.3	37.5	15.5	17.9	5.8	100.0
Transportation and storage	No.	11972	13472	6542	6562	15215	99574	24355	67515	25249	270456
	%	4.4	5.0	2.4	2.4	5.6	36.8	9.0	25.0	9.3	100.0
Accommodation and food service activities	No.	11079	0	1771	11143	23504	60931	12822	55391	6574	183215
	%	6.0	0.0	1.0	6.1	12.8	33.3	7.0	30.2	3.6	100.0

Information and communication	No.	6475	17970	3338	18752	8048	46047	15390	8719	0	124739
	%	5.2	14.4	2.7	15.0	6.5	36.9	12.3	7.0	0.0	100.0
Financial and insurance activities	No.	5562	6039	0	0	7017	47438	5902	4621	1052	77631
	%	7.2	7.8	0.0	0.0	9.0	61.1	7.6	6.0	1.4	100.0
Real estate activities	No.	0	0	0	3627	1972	0	5463	0	0	11062
	%	0.0	0.0	0.0	32.8	17.8	0.0	49.4	0.0	0.0	100.0
Professional, scientific and technical activities	No.	1623	4784	9634	5664	6420	75742	34263	6770	2054	146954
	%	1.1	3.3	6.6	3.9	4.4	51.5	23.3	4.6	1.4	100.0
Administrative and support service activities	No.	0	940	5782	1532	1788	32869	10088	9880	3363	66242
	%	0.0	1.4	8.7	2.3	2.7	49.6	15.2	14.9	5.1	100.0
Public administration and defence; compulsory social security	No.	10194	3265	1176	5058	11011	136320	44354	22970	20384	254732
	%	4.0	1.3	0.5	2.0	4.3	53.5	17.4	9.0	8.0	100.0
Education	No.	23516	30669	65421	101968	62478	129809	4879	2442	18813	439995
	%	5.3	7.0	14.9	23.2	14.2	29.5	1.1	0.6	4.3	100.0
Human health and social work activities	No.	18030	8650	0	16317	31527	94277	21334	615	21322	212072
	%	8.5	4.1	0.0	7.7	14.9	44.5	10.1	0.3	10.1	100.0
Arts, entertainment and recreation	No.	9766	12165	13491	11826	4731	28769	4697	0	6285	91730
	%	10.6	13.3	14.7	12.9	5.2	31.4	5.1	0.0	6.9	100.0
Other service activities	No.	8958	12047	8518	10714	25578	54218	9455	6793	3502	139783
	%	6.4	8.6	6.1	7.7	18.3	38.8	6.8	4.9	2.5	100.0
Activities of households as employers	No.	0	0	6331	3182	3522	7829	0	0	3996	24860
	%	0.0	0.0	25.5	12.8	14.2	31.5	0.0	0.0	16.1	100.0
Total	No.	206413	177698	209726	290541	399672	1664357	458986	504123	269004	4180520
	%	4.9	4.3	5.0	6.9	9.6	39.8	11.0	12.1	6.4	100.0

Note: "Industry" includes Mining and quarrying, Manufacturing, Electricity, gas, steam and air conditioning supply, Water supply; sewerage, waste management and remediation activities

Source: SWTS-Ukraine, 2015.

Table A.22 Employed youth by hours worked per week and employment status

Employment status		Working hours								No response	Total
		Did not work last week	Less than 10	1-19	20-29	30-39	40-49	50-59	More than 60		
Employee	No.	152109	129134	175155	236599	355773	1589848	417711	415858	174295	3646482
	%	4.2	3.5	4.8	6.5	9.8	43.6	11.5	11.4	4.8	100.0
Employer	No.	5086	0	2634	11867	9351	15571	19039	37453	8255	109256
	%	4.7	0.0	2.4	10.9	8.6	14.3	17.4	34.3	7.6	100.0
Own-account worker	No.	33870	34798	19863	36088	31798	63636	33287	42125	46743	342208
	%	9.9	10.2	5.8	10.5	9.3	18.6	9.7	12.3	13.7	100.0
Member of a producers' cooperative	No.	4657	0	0	1256	0	4151	0	0	0	10064
	%	46.3	0.0	0.0	12.5	0.0	41.2	0.0	0.0	0.0	100.0
Contributing family workers	No.	9521	15514	10371	7949	5120	3995	7041	11940	55885	127336
	%	7.5	12.2	8.1	6.2	4.0	3.1	5.5	9.4	43.9	100.0
Other	No.	2854	2258	1702	2777	748	23321	0	3363	22223	59246
	%	4.8	3.8	2.9	4.7	1.3	39.4	0.0	5.7	37.5	100.0
Total	No.	208097	181704	209725	296536	402790	1700522	477078	510739	307401	4294592
	%	4.8	4.2	4.9	6.9	9.4	39.6	11.1	11.9	7.2	100.0

Source: SWTS-Ukraine, 2015.

Table A.23 Employed youth by desire to increase their working hours and method

Desire to increase hours		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Yes	No.	44515	237228	431125	285553	427315	234107	248608	230152	712867
	%	17.9	17.3	17.5	17.9	17.2	16.4	18.8	17.3	17.5
No	No.	203626	1130470	2037497	1311524	2060068	1194703	1077194	1099696	3371593
	%	82.1	82.7	82.5	82.1	82.8	83.6	81.2	82.7	82.5
Total	No.	248141	1367698	2468622	1597077	2487383	1428810	1325802	1329848	4084460
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Method										
Increase hours in current job/activity		63.6	65.8	64.2	73.5	58.9	67.2	55.6	72.1	64.7
Take an additional job/activity		27.3	24.6	30.6	19.4	34.5	22.3	37.9	24.5	28.4
Replace current job/activity with another one with more hours		9.1	9.6	5.1	7.2	6.6	10.5	6.5	3.4	6.8
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.24 Employed youth in formal and informal employment by detailed sector (1-digit ISIC)

Sector		Formal employment	Informal employment	Total
Agriculture, forestry and fishing	No.	74328	230498	310745
	%	24.8	75.2	100.0
Industry	No.	351978	330712	686109
	%	51.3	48.7	100.0
Construction	No.	88697	213931	302628
	%	29.3	70.7	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	No.	248370	589195	837565
	%	29.7	70.3	100.0
Transportation and storage	No.	134757	135698	270455
	%	49.8	50.2	100.0
Accommodation and food service activities	No.	69244	113971	183215
	%	37.8	62.2	100.0
Information and communication	No.	36919	87820	124739
	%	29.6	70.4	100.0
Financial and insurance activities	No.	45087	32543	77630
	%	58.1	41.9	100.0
Real estate activities	No.	3627	7435	11062
	%	32.8	67.2	100.0
Professional, scientific and technical activities	No.	65369	79542	146953
	%	44.9	55.1	100.0
Administrative and support service activities	No.	23425	42819	66244
	%	35.4	64.6	100.0
Public administration and defence; compulsory social security	No.	146355	108376	254731
	%	57.5	42.5	100.0
Education	No.	266060	173936	439996
	%	60.5	39.5	100.0
Human health and social work activities	No.	112291	99780	212071
	%	52.9	47.1	100.0
Arts, entertainment and recreation	No.	32255	59475	91730
	%	35.2	64.8	100.0
Other service activities	No.	42328	97454	139782
	%	30.3	69.7	100.0
Activities of households as employers	No.	0	24860	24860
	%	0.0	100.0	100.0
Total	No.	1741090	2428045	4180515
	%	41.7	58.3	100.0

Note: "Industry" includes Mining and quarrying, Manufacturing, Electricity, gas, steam and air conditioning supply, Water supply; sewerage, waste management and remediation activities

Source: SWTS-Ukraine, 2015.

Table A.25 Unemployed youth (strict definition) by job search method

Job search methods		Sex		Total
		Female	Male	
Placed advertisement about job search in print media	No	81.0	80.2	80.5
	Yes	9.4	12.9	11.4
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Placed advertisement about job search in the internet	No	52.6	56.8	55.0
	Yes	37.9	36.3	37.0
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Placed advertisement about job search on street announcement	No	88.1	88.6	88.4
	Yes	2.3	4.5	3.6
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Answered to advertisement in print media	No	71.5	77.5	75.0
	Yes	18.9	15.6	17.0
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Answered to advertisement in Internet	No	61.0	68.4	65.3
	Yes	29.5	24.7	26.7
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Answered to advertisement in street announcement	No	71.9	78.4	75.6
	Yes	18.5	14.7	16.3
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Inquired directly at factories, farms, markets, shops, or other workplaces	No	61.5	57.0	58.9
	Yes	29.0	36.1	33.1
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Asked friends, relatives, acquaintances	No	23.1	21.7	22.3
	Yes	67.3	71.4	69.7
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Waited on the street to be recruited for casual work	No	87.8	89.0	88.5
	Yes	2.7	4.1	3.5
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Applied in job search to private agents	No	79.5	84.6	82.4
	Yes	10.9	8.5	9.5
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Applied in job search to State employment center	No	70.6	81.6	76.9
	Yes	19.8	11.5	15.0
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Sought financial assistance to look for work or start a business	No	89.9	91.8	91.0
	Yes	0.5	1.3	1.0
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0
Looked for land, building, equipment, machinery to start own business or farming	No	90.4	92.3	91.5
	Yes	0.0	0.8	0.5
	No response	9.6	6.9	8.0
	Total	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.26 Unemployed youth (strict definition) by access to public employment services

Services used		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Yes	No.	2742	86804	61457	86033	64971	30175	64975	55853	151003
	%	3.7	33.0	27.5	36.0	20.1	19.2	37.4	24.2	26.9
No	No.	72288	176520	162322	153062	258069	126973	108984	175174	411131
	%	96.3	67.0	72.5	64.0	79.9	80.8	62.6	75.8	73.1
Total	No.	75030	263324	223779	239095	323040	157148	173959	231027	562134
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Kinds of received aid (multiple responses)										
Advice on how to search for a job	No.	1066	19475	30652	27808	23386	5644	33851	11698	51193
	%	38.9	22.4	49.9	32.3	36.0	18.7	52.1	20.9	33.9
Information on vacancies	No.	1066	54068	42343	56816	40661	21256	40397	35823	97476
	%	38.9	62.3	68.9	66.0	62.6	70.4	62.2	64.1	64.6
Guidance on education and training opportunities	No.	0	17040	11545	23313	5272	2054	11324	15208	28586
	%	0.0	19.6	18.8	27.1	8.1	6.8	17.4	27.2	18.9
Placement in education or training programme	No.	0	7550	7848	13602	1797	2054	7848	5496	15398
	%	0.0%	8.7	12.8	15.8	2.8	6.8	12.1	9.8	10.2
Participation in Public works programme	No.	0	2054	5717	7771	0	2054	2020	3697	7771
	%	0.0%	2.4	9.3	9.0	0.0	6.8	3.1	6.6	5.1
None	No.	610	25982	7790	16745	17637	8918	15145	10319	34382
	%	22.2%	29.9	12.7	19.5	27.1	29.6	23.3	18.5	22.8

Source: SWTS-Ukraine, 2015.

Table A.27 Discouraged youth by the assessment of future employment prospects and personal impact

Assessments		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Assessments of prospects										
Mostly positive	No.	72959	29581	32571	63027	72084	44889	51886	38335	135110
	%	83.5	52.4	71.1	67.4	75.0	84.4	85.5	50.7	71.3
Mostly negative	No.	14383	26821	13225	30440	23990	8278	8833	37318	54429
	%	16.5	47.6	28.9	32.6	25.0	15.6	14.5	49.3	28.7
Total	No.	87342	56402	45796	93467	96074	53167	60719	75653	189539
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Change of self-appraisal										
Yes	No.	13156	27500	15517	34714	21458	9856	14830	31486	56172
	%	15.1	48.8	33.9	37.1	22.3	18.5	24.4	41.6	29.6
No	No.	74186	28903	30279	58752	74616	43312	45890	44167	133369
	%	84.9	51.2	66.1	62.9	77.7	81.5	75.6	58.4	70.4
Total	No.	87342	56403	45796	93466	96074	53168	60720	75653	189541
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.28 Discouraged youth by desired type of enterprise for future employment

Type of enterprise		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Myself (own business/farm)	No.	45688	4114	12760	22566	39996	19124	7782	35656	62562
	%	53.5	7.3	27.9	24.4	42.0	36.0	13.1	47.7	33.3
Work for the government/public sector	No.	4699	14286	3469	17770	4684	4919	3807	13727	22453
	%	5.5	25.3	7.6	19.2	4.9	9.2	6.4	18.3	12.0
Work in a large private company	No.	19660	21003	10268	27042	23890	14504	29747	6682	50933
	%	23.0	37.2	22.4	29.3	25.1	27.3	49.9	8.9	27.1
	No.	7532	14123	11647	20812	12490	3921	12186	17195	33302

Work in middle or small private enterprise	%	8.8	25.0	25.4	22.5	13.1	7.4	20.4	23.0	17.8
Work for an international or non-profit organization	No.	3048	0	5644	1277	7416	8693	0	0	8693
	%	3.6	0.1	12.3	1.5	7.8	16.3	0.0	0.0	4.6
Work for family business/farm	No.	595	2875	2007	2875	2602	2007	1894	1576	5477
	%	0.7	5.1	4.4	3.1	2.7	3.8	3.2	2.1	2.9
Do not wish to work	No.	771	0	0	0	771	0	771	0	771
	%	0.9	0.0	0.0	0.0	0.8	0.0	1.3	0.0	0.4
Other	No.	3408	0	0	0	3408	0	3408	0	3408
	%	4.0	0.0	0.0	0.0	3.6	0.0	5.7	0.0	1.9
Total	No.	85401	56401	45795	92342	95257	53168	59595	74836	187599
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.

Table A.29 Youth by household income level and stage of transition

Household income	Transited		In transition		Not started yet transition		Total	
	2015	Change 2013-15	2015	Change 2013-15	2015	Change 2013-15	2015	Change 2013-15
	('000)							
Well off	14.1	-7.0	6.8	-20.4	5.9	-30.6	26.8	-58.1
Fairly well off	142.5	-8.3	67.8	-31.2	106.7	-83.6	317.0	-123.1
Around the national average	1550.3	-52.8	1079.5	-48.8	1080.5	-447.4	3710.3	-549.0
Not poor, but below the national average	1433.7	-33.6	1108.1	10.8	882.4	-278.1	3424.2	-300.9
Poor	290.2	62.5	323.2	49.2	191.4	-11.9	804.8	99.8
No response	0.6	-3.1	9.4	-15.6	8.4	-25.9	18.3	-44.6
Total	3431.4	-42.4	2594.7	-56.0	2275.3	-877.5	8301.4	-975.9
	2013	2015	2013	2015	2013	2015	2013	2015
% (vertical distribution)								
Well off	0.6	0.4	1.0	0.3	1.2	0.3	0.9	0.3
Fairly well off	4.3	4.1	3.7	2.6	6.0	4.7	4.7	3.8
Around the national average	46.2	45.2	42.6	41.6	48.5	47.5	45.9	44.7
Not poor, but below the national average	42.2	41.8	41.4	42.7	36.8	38.8	40.2	41.3
Poor	6.6	8.5	10.3	12.4	6.4	8.4	7.6	9.7
No response	0.1	0.0	1.0	0.4	1.1	0.3	0.7	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
% (horizontal distribution)								
Well off	24.9	52.6	32.0	25.2	43.1	22.2	100.0	
Fairly well off	34.3	44.9	22.5	21.4	43.2	33.7	100.0	
Around the national average	37.6	41.8	26.5	29.1	35.9	29.1	100.0	
Not poor, but below the national average	39.4	41.9	29.5	32.3	31.1	25.8	100.0	
Poor	32.3	36.1	38.9	40.1	28.8	23.8	100.0	
No response	5.9	3.2	39.6	51.1	54.5	45.7	100.0	
Total	37.4	41.3	28.6	31.3	34.0	27.4	100.0	

Source: SWTS-Ukraine, 2013 and 2015.

Table A.30 Youth by transition sub-category and age group

Transition sub-category	15–19		20–24		25–29		Total	
	2015	Change 2013-15	2015	Change 2013-15	2015	Change 2013-15	2015	Change 2013-15
	(‘000)							
Youth employed in stable jobs	67.8	-2.0	919.0	-86.5	2012.1	109.7	2998.9	21.2
Temporary employed youth (who do not want to change their job)	6.0	2.1	27.1	-5.7	68.4	17.0	101.5	13.4
Self-employed youth (who do not want to change their job)	9.1	-0.5	100.0	-10.6	221.9	-65.8	331.0	-76.9
Transited	82.9	-0.5	1046.1	-102.8	2302.4	60.9	3431.4	-42.4
Temporary employed youth (who want to change their job)	4.1	-2.9	81.4	27.0	102.3	24.8	187.7	48.9
Self-employed youth (who want to change their job)	5.6	5.6	31.9	-9.5	105.4	47.9	143.0	44.0
Youth unemployed (non-student, relaxed definition)	34.0	-21.9	275.4	-61.2	303.0	-50.9	612.4	-134.0
Youth active student (employed or unemployed)	359.8	15.2	362.7	-59.3	99.7	-25.9	822.2	-70.0
Youth inactive and not in education or training, with the aim of looking for work later	47.6	-20.0	304.9	-0.2	476.8	75.3	829.4	55.1
In transition	451.1	-23.9	1056.3	-103.2	1087.3	71.1	2594.7	-56.0
Youth inactive student	1535.7	-397.9	602.2	-337.4	40.3	-78.9	2178.3	-814.2
Youth inactive and not in education or training, with no intention of looking for work	3.8	-10.3	36.0	-13.3	57.2	-39.7	97.0	-63.3
Transition not yet started	1539.5	-408.2	638.2	-350.7	97.5	-118.6	2275.3	-877.5
Total	2073.6	-432.6	2740.7	-556.7	3487.2	13.4	8301.4	-975.9
	2013	2015	2013	2015	2013	2015	2013	2015
	% (vertical distribution)							
Youth employed in stable jobs	2.8	3.3	30.5	33.5	54.8	57.7	32.1	36.1
Temporary employed youth (who do not want to change their job)	0.2	0.3	1.0	1.0	1.5	2.0	0.9	1.2
Self-employed youth (who do not want to change their job)	0.4	0.4	3.3	3.6	8.3	6.4	4.4	4.0
Transited	3.3	4.0	34.8	38.2	64.5	66.0	37.4	41.3
Temporary employed youth (who want to change their job)	0.3	0.2	1.7	3.0	2.2	2.9	1.5	2.3
Self-employed youth (who want to change their job)	0.0	0.3	1.3	1.2	1.7	3.0	1.1	1.7
Youth unemployed (non-student, relaxed definition)	2.2	1.6	10.2	10.0	10.2	8.7	8.0	7.4
Youth active student (employed or unemployed)	13.7	17.3	12.8	13.2	3.6	2.9	9.6	9.9
Youth inactive and not in education or training, with the aim of looking for work later	2.7	2.3	9.2	11.1	11.6	13.7	8.4	10.0
In transition	19.0	21.8	35.2	38.5	29.3	31.2	28.6	31.3
Youth inactive student	77.2	74.1	28.5	22.0	3.4	1.2	32.2	26.2
Youth inactive and not in education or training, with no intention of looking for work	0.6	0.2	1.5	1.3	2.8	1.6	1.7	1.2
Transition not yet started	77.7	74.2	30.0	23.3	6.2	2.8	34.0	27.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	% (horizontal distribution)							
Youth employed in stable jobs	2.3	2.3	33.8	30.6	63.9	67.1	100.0	
Temporary employed youth (who do not want to change their job)	4.4	5.9	37.3	26.7	58.3	67.4	100.0	
Self-employed youth (who do not want to change their job)	2.4	2.8	27.1	30.2	70.5	67.0	100.0	
Transited	2.4	2.4	33.1	30.5	64.5	67.1	100.0	
Temporary employed youth (who want to change their job)	5.0	2.2	39.2	43.3	55.8	54.5	100.0	

Self-employed youth (who want to change their job)	0.0	3.9	41.8	22.3	58.2	73.8	100.0
Youth unemployed (non-student, relaxed definition)	7.5	5.5	45.1	45.0	47.4	49.5	100.0
Youth active student (employed or unemployed)	38.6	43.8	47.3	44.1	14.1	12.1	100.0
Youth inactive and not in education or training, with the aim of looking for work later	8.7	5.7	39.4	36.8	51.9	57.5	100.0
In transition	17.9	17.4	43.8	40.7	38.3	41.9	100.0
Youth inactive student	64.6	70.5	31.4	27.6	4.0	1.9	100.0
Youth inactive and not in education or training, with no intention of looking for work	8.8	3.9	30.7	37.1	60.5	59.0	100.0
Transition not yet started	61.8	67.7	31.4	28.0	6.8	4.3	100.0
Total	27.0	25.0	35.6	33.0	37.4	42.0	100.0

Source: SWTS-Ukraine, 2013 and 2015.

Table A.31 Youth by transition sub-category and sex

Transition sub-category	Female		Male		Total	
	2015	Change 2013-15	2015	Change 2013-15	2015	Change 2013-15
	('000)					
Youth employed in stable jobs	1253.9	-105.9	1745.0	127.1	2998.9	21.2
Temporary employed youth (who do not want to change their job)	47.9	24.5	53.6	-11.1	101.5	13.4
Self-employed youth (who do not want to change their job)	120.5	-10.3	210.5	-66.6	331.0	-76.9
Transited	1422.3	-91.7	2009.1	49.4	3431.4	-42.4
Temporary employed youth (who want to change their job)	39.5	-6.1	148.2	55.1	187.7	48.9
Self-employed youth (who want to change their job)	33.8	-7.6	109.2	51.5	143.0	44.0
Youth unemployed (non-student, relaxed definition)	299.7	-19.1	312.7	-114.9	612.4	-134.0
Youth active student (employed or unemployed)	364.1	-28.7	458.1	-41.3	822.2	-70.0
Youth inactive and not in education or training, with the aim of looking for work later	700.7	52.1	128.7	3.0	829.4	55.1
In transition	1437.8	-9.4	1156.9	-46.6	2594.7	-56.0
Youth inactive student	1110.7	-357.0	1067.6	-457.2	2178.3	-814.2
Youth inactive and not in education or training, with no intention of looking for work	81.1	-32.6	15.9	-30.7	97.0	-63.3
Transition not yet started	1191.8	-389.6	1083.5	-487.9	2275.3	-877.5
Total	4051.9	-490.8	4249.5	-485.1	8301.4	-975.9

Transition sub-category	Female		Male		Total		Female		Male		Total	
	2013	2015	2013	2015	2013	2015	2013	2015	2013	2015	2013	2015
	% (vertical distribution)						% (horizontal distribution)					
Youth employed in stable jobs	29.9	30.9	34.2	41.0	32.1	36.1	45.7	41.8	54.3	58.2	100.0	
Temporary employed youth (who do not want to change their job)	0.5	1.2	1.4	1.3	0.9	1.2	26.6	47.2	73.4	52.8	100.0	
Self-employed youth (who do not want to change their job)	2.9	3.0	5.8	5.0	4.4	4.0	32.1	36.4	67.9	63.6	100.0	
Transited	33.3	35.1	41.4	47.3	37.4	41.3	43.6	41.5	56.4	58.5	100.0	
Temporary employed youth (who want to change their job)	1.0	1.0	2.0	3.5	1.5	2.3	32.9	21.0	67.1	79.0	100.0	
Self-employed youth (who want to change their job)	0.9	0.8	1.2	2.6	1.1	1.7	41.8	23.6	58.2	76.4	100.0	
Youth unemployed (non-student, relaxed definition)	7.0	7.4	9.0	7.3	8.0	7.4	42.7	48.9	57.3	51.1	100.0	
Youth active student (employed or unemployed)	8.6	9.0	10.5	10.8	9.6	9.9	44.0	44.3	56.0	55.7	100.0	

Youth inactive and not in education or training, with the aim of looking for work later	14.3	17.3	2.7	3.0	8.4	10.0	83.8	84.5	16.2	15.5	100.0
In transition	31.9	35.5	25.4	27.2	28.6	31.3	54.6	55.4	45.4	44.6	100.0
Youth inactive student	32.3	27.4	32.2	25.1	32.3	26.2	49.0	51.0	51.0	49.0	100.0
Youth inactive and not in education or training, with no intention of looking for work	2.5	2.0	1.0	0.4	1.7	1.2	70.9	83.6	29.1	16.4	100.0
Transition not yet started	34.8	29.4	33.2	25.5	34.0	27.4	50.2	52.4	49.8	47.6	100.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	49.0	48.8	51.0	51.2	100.0

Source: SWTS-Ukraine, 2013 and 2015.

Table A.32 Youth by transition sub-category and area of residence

Transition sub-category	Urban areas		Rural areas		Total	
	2015	Change 2013-15	2015	Change 2013-15	2015	Change 2013-15
	('000)					
Youth employed in stable jobs	2040.2	-175.1	958.7	196.3	2998.9	21.2
Temporary employed youth (who do not want to change their job)	73.2	20.7	28.3	-7.3	101.5	13.4
Self-employed youth (who do not want to change their job)	212.7	-77.4	118.3	0.5	331.0	-76.9
Transited	2326.2	-231.9	1105.2	189.5	3431.4	-42.4
Temporary employed youth (who want to change their job)	130.3	13.8	57.5	35.1	187.7	48.9
Self-employed youth (who want to change their job)	88.1	39.4	54.8	4.5	143.0	44.0
Youth unemployed (non-student, relaxed definition)	346.5	-114.6	265.9	-19.4	612.4	-134.0
Youth active student (employed or unemployed)	565.8	-68.2	256.4	-1.8	822.2	-70.0
Youth inactive and not in education or training, with the aim of looking for work later	577.8	104.0	251.6	-48.9	829.4	55.1
In transition	1708.4	-25.5	886.3	-30.5	2594.7	-56.0
Youth inactive student	1528.2	-565.0	650.1	-249.2	2178.3	-814.2
Youth inactive and not in education or training, with no intention of looking for work	61.8	-46.9	35.2	-16.4	97.0	-63.3
Transition not yet started	1590.0	-611.9	685.3	-265.6	2275.3	-877.5
Total	5624.6	-869.3	2676.8	-106.6	8301.4	-975.9

Transition sub-category	Urban areas		Rural areas		Total		Urban areas		Rural areas		Total	
	2013	2015	2013	2015	2013	2015	2013	2015	2013	2015	2013	2015
	% (vertical distribution)						% (horizontal distribution)					
Youth employed in stable jobs	34.1	36.3	27.4	35.8	32.1	36.1	74.4	68.0	25.6	32.0	100.0	
Temporary employed youth (who do not want to change their job)	0.8	1.3	1.3	1.1	0.9	1.2	59.7	72.1	40.3	27.9	100.0	
Self-employed youth (who do not want to change their job)	4.5	3.8	4.2	4.4	4.4	4.0	71.1	64.3	28.9	35.7	100.0	
Transited	39.4	41.4	32.9	41.3	37.4	41.3	73.6	67.8	26.4	32.2	100.0	
Temporary employed youth (who want to change their job)	1.8	2.3	0.8	2.2	1.5	2.3	83.9	69.4	16.1	30.6	100.0	
Self-employed youth (who want to change their job)	0.7	1.6	1.8	2.0	1.1	1.7	49.2	61.6	50.8	38.4	100.0	
Youth unemployed (non-student, relaxed definition)	7.1	6.2	10.2	9.9	8.0	7.4	61.8	56.6	38.2	43.4	100.0	
Youth active student (employed or unemployed)	9.8	10.0	9.3	9.6	9.6	9.9	71.1	68.8	28.9	31.2	100.0	
Youth inactive and not in education or training, with the aim of looking for work later	7.3	10.3	10.8	9.4	8.4	10.0	61.2	69.7	38.8	30.3	100.0	
In transition	26.7	30.4	32.9	33.1	28.6	31.3	65.4	65.8	34.6	34.2	100.0	

Youth inactive student	32.2	27.2	32.3	24.3	32.3	26.2	69.9	70.2	30.1	29.8	100.0
Youth inactive and not in education or training, with no intention of looking for work	1.7	1.1	1.9	1.3	1.7	1.2	67.8	63.7	32.2	36.3	100.0
Transition not yet started	33.9	28.3	34.2	25.6	34.0	27.4	69.8	69.9	30.2	30.1	100.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	70.0	67.8	30.0	32.2	100.0

Source: SWTS-Ukraine, 2013 and 2015.

Table A.33 Unemployed youth (relaxed definition) by preferred type of enterprise (%)

Type of enterprise	Total		Age group					
			15–19		20–24		25–29	
	2013	2015	2013	2015	2013	2015	2013	2015
Myself (own business/farm)	33.2	24.7	47.0	29.7	34.0	17.4	30.3	30.6
Work for the government/public sector	23.9	27.9	35.2	22.3	21.4	26.9	24.7	29.5
Work in a large private company	26.3	25.7	10.3	23.9	26.3	26.6	28.8	25.1
Work in middle or small private enterprise	10.6	16.7	0.0	15.3	13.9	23.9	9.0	10.3
Work for an international or non-profit organization	1.7	2.8	0.0	6.5	1.5	1.3	2.1	3.8
Work for family business/farm	2.2	0.8	3.3	0.0	0.0	1.1	4.3	0.7
Do not wish to work	0.5	0.1	0.0	2.3	1.2	0.0	0.0	0.0
Other	1.5	1.3	4.2	0.0	1.8	2.8	0.8	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Type of enterprise	Sex		Area of residence					
	Female		Male		Urban areas		Rural areas	
	2013	2015	2013	2015	2013	2015	2013	2015
Myself (own business/farm)	33.2	19.3	33.2	29.7	31.4	25.1	36.1	24.0
Work for the government/public sector	29.7	38.6	19.7	17.8	15.5	21.2	37.3	36.8
Work in a large private company	18.6	22.0	31.9	29.2	32.8	30.1	16.0	19.9
Work in middle or small private enterprise	11.4	16.5	10.0	16.9	12.8	15.8	7.0	17.9
Work for an international or non-profit organization	3.1	0.0	0.6	5.4	2.7	4.4	0.0	0.7
Work for family business/farm	2.4	1.0	2.2	0.7	1.9	1.0	2.8	0.6
Do not wish to work	0.0	0.0	0.9	0.3	0.9	0.2	0.0	0.0
Other	1.6	2.6	1.5	0.0	2.0	2.2	0.8	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2013 and 2015.

Table A.34 Unemployed youth with previous work experience by reason for leaving the job

Reason		Age group			Sex		Area of residence			Total
		15-19	20-24	25-29	Female	Male	Regional centre	Other city	Village or rural area	
Contract expired	No.	596	7619	3427	4239	7403	2786	7318	1537	11641
	%	0.8	3.0	1.6	1.8	2.4	1.8	4.4	0.7	2.1
Season ended	No.	3858	17798	13648	17759	17545	5354	3085	26865	35304
	%	5.1	7.0	6.4	7.7	5.6	3.5	1.8	11.9	6.5
Dissatisfied with wage	No.	3488	38878	27646	20535	49476	21681	40032	8299	70012
	%	4.6	15.2	13.0	8.9	15.9	14.4	23.9	3.7	12.9
Dissatisfied with conditions of work	No.	2132	27121	28308	34086	23476	4422	16158	36982	57562
	%	2.8	10.6	13.3	14.7	7.5	2.9	9.7	16.4	10.6
Staff reduction	No.	0	11890	25007	18699	18198	13703	4662	18532	36897
	%	0.0	4.7	11.8	8.1	5.8	9.1	2.8	8.2	6.8
Organization was closed	No.	610	10560	33225	10163	34232	16788	4996	22611	44395
	%	0.8	4.1	15.6	4.4	11.0	11.1	3.0	10.1	8.2

Changed place of residence	No.	0	6148	8060	4374	9834	0	3798	10410	14208
	%	0.0	2.4	3.8	1.9	3.2	0.0	2.3	4.6	2.6
Started education, training or internship	No.	13916	11966	5644	10845	20682	16184	2845	12498	31527
	%	18.5	4.7	2.7	4.7	6.6	10.7	1.7	5.6	5.8
Caring for family members, household duties	No.	0	740	0	740	0	0	740	0	740
	%	0.0	0.3	0.0	0.3	0.0	0.0	0.4	0.0	0.1
Left because of pregnancy or maternity	No.	0	0	18832	18832	0	6808	4449	7574	18831
	%	0.0	0.0	8.9	8.1	0.0	4.5	2.7	3.4	3.5
Health issues	No.	1930	11524	0	0	13454	6053	7401	0	13454
	%	2.6	4.5	0.0	0.0	4.3	4.0	4.4	0.0	2.5
Other	No.	5433	36986	29146	18220	53344	13943	36324	21296	71563
	%	7.2	14.5	13.7	7.9	17.1	9.2	21.7	9.5	13.1
No prior work experience	No.	43069	74213	19691	73324	63648	43159	35524	58289	136972
	%	57.4	29.1	9.3	31.6	20.4	28.6	21.2	25.9	25.2
Total	No.	75032	255443	212634	231816	311292	150881	167332	224893	543106
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: SWTS-Ukraine, 2015.



This report presents the highlights of the 2015 School-to-work Transition Survey (SWTS) run together with the Ukrainian Center for Social Reforms and the Ptoukha Institute for Demography and Social Studies. Results are compared to those of the first round (2013) and the analysis is updated and expanded to supplement the portrait of the youth labour market situation presented in the first survey report.

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 SWTS and subsequent reports are made available through the ILO "Work4Youth" (W4Y) 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 34 countries covering five regions of the world. The Series covers national reports, with main survey findings and details on current national policy interventions in the area of youth employment, regional synthesis reports that highlight regional patterns in youth labour market transitions and thematic explorations of the datasets.

Work4Youth



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