



YouthPartnership

FACTSHEET ON EMPLOYMENT IN GERMANY



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Council of Europe
European Commission



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1) 1) Employment/ Unemployment

1.1 Employment Rate of Young People

		Year	%
Total rate of employment, age specific rate for 15-24 years old	Employment in Europe 2007	2006	43,40
Total rate of employment, age specific rate for 25-29 years old	Employment in Europe 2007	2006	72,70
Total rate of employment for men 15-24 years old	Employment in Europe 2007	2006	45,10
Total rate of employment for men 25-29 years old	Employment in Europe 2007	2006	75,80
Total rate of employment for women 15-24 years old	Employment in Europe 2007	2006	41,60
Total rate of employment for women 25-29 years old	Employment in Europe 2007	2006	69,40
Employment rate of under 25 years olds: year 2000	Eurostat	2006	47,20
Employment rate of under 25 years olds: year 2001	Eurostat	2006	47,00
Employment rate of under 25 years olds: year 2002	Eurostat	2006	45,70
Employment rate of 15-24 years olds: year 2003	Eurostat	2006	44,00
Employment rate of 15-24 years olds: year 2004	Eurostat	2006	41,30
Employment rate of 15-24 years olds: year 2005	Eurostat	2006	42,20
Employment rate of 15-24 years olds: year 2006	Eurostat	2006	43,40
Employment rate of 15-24 years olds: year 2007	Eurostat	2006	45,30
Activity rate, age range 15-24 (Activity rate = The economically active proportion of the working age population (aged 15-64) – i.e. that part of the population in employment or actively looking for a job.)	Employment in Europe 2007	2006	50,20
Activity rates by time (12 months) since leaving continuous education for the first time	Eurostat (Data- Education & Training-Education-Youth transitions from education to working life in Europe)	-	-

1.2 Sector of Employment, for age range 15-24

		Year	%
Sector of Employment, for age range 15-24: Legislators, senior officials and managers	Eurostat	2007 (1. quarter)	209,60 (1000 of persons)
Sector of Employment, for age range 15-24: Professionals	Eurostat	2007 (1. quarter)	5481,90 (1000 of persons)
Sector of Employment, for age range 15-24: Technicians and associate professionals	Eurostat	2007 (1. quarter)	8161,60 (1000 of persons)
Sector of Employment, for age range 15-24: Clerks	Eurostat	2007 (1. quarter)	4728,40 (1000 of persons)
Sector of Employment, for age range 15-24: Service workers and shop or market sale workers	Eurostat	2007 (1. quarter)	4692,50 (1000 of persons)
Sector of Employment, for age range 15-24: Skilled agricultural and fishery workers	Eurostat	2007 (1. quarter)	712,60 (1000 of persons)
Sector of Employment, for age range 15-24: Craft and related trades workers	Eurostat	2007 (1. quarter)	5720,40 (1000 of persons)
Sector of Employment, for age range 15-24: Plant and machines	Eurostat	2007 (1. quarter)	2736,90 (1000 of persons)
Sector of Employment, for age range 15-24: Elementary occupations	Eurostat	2007 (1. quarter)	3193,00 (1000 of persons)
Sector of Employment, for age range 15-24: Armed forces	Eurostat	2007 (1. quarter)	202,00 (1000 of persons)

1.3 Unemployment Rate of Young People

	Souces	Year	%
Total rate of unemployment of young people, age 15-24	Employment in Europe 2007	2006	13,70
Total rate of unemployment of young people, age 25-29	Employment in Europe 2007	2006	11,40
Total rate of unemployment, for men 15-24 years old	Employment in Europe 2007	2006	14,80
Total rate of unemployment, for men 25-29 years old	Employment in Europe 2007	2006	12,40
Total rate of unemployment, for women 15-24 years old	Employment in Europe 2007	2006	12,50
Total rate of unemployment, for women 25-29 years old	Employment in Europe 2007	2006	10,40
Unemployment rate of under 25 years olds: year 2000	Employment in Europe 2007	2006	7,50
Unemployment rate of under 25 years olds: year 2001	Employment in Europe 2007	2006	7,70
Unemployment rate of under 25 years olds: year 2002	Employment in Europe 2007	2006	9,10
Unemployment rate of under 25 years olds: year 2003	Employment in Europe 2007	2006	9,80
Unemployment rate of under 25 years olds: year 2004	Employment in Europe 2007	2006	11,90
Unemployment rate of under 25 years olds: year 2005	Employment in Europe 2007	2006	14,20
Unemployment rate of under 25 years olds: year 2006	Employment in Europe 2007	2006	12,80
Unemployment rate of under 25 years olds: year 2007	Employment in Europe 2007	2006	11,10
Long-term unemployment of young people, age range 15-24	Employment in Europe 2007	2006	33,20
Long term unemployment of young people, age range 25-29	Employment in Europe 2007	2006	40,40
Share of youth not in education, employment or training, age range 20-24, low education, total (1)	Employment in Europe 2007	2006	28,80
Share of youth not in education, employment or training, age range 20-24, low education, men	Employment in Europe 2007	2006	25,50
Share of youth not in education, employment or training, age range 20-24, low education, women	Employment in Europe 2007	2006	32,10
Share of youth not in education, employment or training, age range 20-24, medium education, total	Employment in Europe 2007	2006	14,10
Share of youth not in education, employment or training, age range 20-24, medium education, men	Employment in Europe 2007	2006	15,00
Share of youth not in education, employment or training, age range 20-24, medium education, women	Employment in Europe 2007	2006	13,30
Share of youth not in education, employment or training, age range 20-24, high education, total	Employment in Europe 2007	2006	17,50
Share of youth not in education, employment or training, age range 20-24, high education, men	Employment in Europe 2007	2006	12,30
Share of youth not in education, employment or training, age range 20-24, high education, women	Employment in Europe 2007	2006	19,90

(1)

("Around 43% of 15–29 year olds who are inactive and not in education do not participate in the labour market because of taking care of children or other family members or because of other family responsibilities, the vast majority of them women. Another 43% of those inactive and not in education – most of them young males – are either discouraged by the labour market or name other reasons, with the rest being ill or suffering from a disability.") p. 37

2) Types and Quality of Employment

2.1 Type of Employment

	Sources	Year	%
Temporary Work, age range 15-24	<u>Employment in Europe 2007</u>	2006	57,60
Main reason for the temporary employment by age group 15-24: Could not find permanent job	<u>Eurostat</u>	2007 (1.quarter)	9,00 of those who could not find permanent job
Main reason for the temporary employment by age group 15-24: Did not want permanent job	<u>Eurostat</u>	2007 (1.quarter)	1,60 of those who did not want permanent job
Main reason for the temporary employment by age group 15-24: In education or training	<u>Eurostat</u>	2007 (1.quarter)	83,30 of those who are in education or training
Main reason for the temporary employment by age group 15-24: probationary period	<u>Eurostat</u>	2007 (1.quarter)	6,10 of those who are in probationary period
Full-time work, age range 15-24	<u>Eurostat</u>	2007 (1.quarter)	3443,80 (1000 of persons)
Part-Time Work, age range 15-24	<u>Eurostat</u>	2007 (1.quarter)	878,50 (1000 of persons)
Main reason for part-time employment by age group 15-24: Other reasons	<u>Eurostat</u>	2007	8,30 of those who could have other reasons
Main reason for part-time employment by age group 15-24: Could not find a full-time work	<u>Eurostat</u>	2007	24,90 of those who could not find a full-time work
Main reason for part-time employment by age group 15-24: Own disability or illness	<u>Eurostat</u>	2007	-
Main reason for part-time employment by age group 15-24: Other personal or family responsibilities	<u>Eurostat</u>	2007	3,70 of those whose reason is other personal or family responsibilities
Main reason for part-time employment by age group 15-24: Looking for children or incapacitated adults	<u>Eurostat</u>	2007	-
Main reason for part-time employment by age group 15-24: In education or training	<u>Eurostat</u>	2007	61,50 of those who are in education or training
Proportion of self-employed by time (12 months) since leaving continuous education for the first time	<u>Eurostat</u>	2007	-
Self-employment by men, age groups 15 -24 and highest level of education attained	<u>Eurostat</u>	2007	30,70 upper secondary and post-secondary non-tertiary education (Levels 3-4)
Self-employment by women, age groups 15-24 and highest level of education attained	<u>Eurostat</u>	2007	-
Apprenticeship	Annex 1		

3) Education

3.1 Educational Level

	Sources	Year	%
Percentages of the population aged 20 to 24 having completed at least secondary education	<u>Eurostat</u>	2007	72,50

3.2 Early School-Leavers

Percentages of the population aged 18-24 with at most lower secondary education and not in further education	<u>Gender inequalities in the risks of poverty and social exclusion for disadvantaged groups in thirty European countries, 2006 (Eurostat)</u>	2004	12,10
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3.3 Formal and non-formal learning

	Sources	Year	%
Percentage of people aged 25-34 who takes part of formal education	<u>Eurostat</u>	2005	11,80
Percentage of people aged 25-34 who takes part of non formal education	<u>Eurostat</u>	2005	15,90

3.4 Support structures

Guidance and counselling for learning, career and employment	Annex 2
Support for entrepreneurship	Annex 3

ANNEX 1 : APPRENTICESHIP IN GERMANY

In Germany, initial training is the term used to describe a formal education course which a) provides a broad range of basic and specialized vocational training enabling graduates to take up a wide variety of different occupations in the occupational area of their choice and b) establishes a foundation for further training later on in their working lives. Distinction is made in initial training between vocational training within the Dual System, which is based on *the Vocational Training Act (BBiG)* and involves training in an enterprise and a vocational school, and initial vocational training, which is based on the education legislation of the individual states (*Länder*) and involves full-time schooling. Just under two-thirds of young people in any one year undergo training in the Dual System in some 370 recognized training occupations. *The Ministers of Education and Cultural Affairs* of the individual states are responsible for the vocational schools while *the Minister of Labour and Social Affairs* is responsible for practical training.

The Federal Government passes laws and issues ministerial orders which constitute the legal framework for on-the-job vocational training. The key legislation consists of the *Vocational Training Act (BBiG) of 14 August 1969*, *Vocational Training Promotion Act (BerBiFG) of 1981* and *Craft Code (HwO) of 1953*.

More than 60 % of all young people in any one year commence an apprenticeship in the dual system: f. ex. the number was 62 % in the 1998. No formal school-leaving certificate is required for acceptance into the Dual System of vocational training. In principle the system is open to everyone. The average age of entry into vocational training in the Dual System is between 17 and 20 years. On average, training in the Dual System lasts for three years. Sector analysis shows, that the most popular sector are trade and industry (47 %) and Crafts (37,7 %). Other sectors, like agriculture (2,4 %), public service (2,9 %), professions (9,1 %), domestic science (0,9 %) and maritime shipping (0,02 %), are not so popular (The percentages given in brackets refer to the respective share of the overall number of trainees in 1998).

Source : <http://www2.trainingvillage.gr/etv/library/apprenticeship/country.asp>

ANNEX 2 : GUIDANCE AND COUNSELLING FOR LEARNING, CAREER AND EMPLOYMENT IN GERMANY

In Germany, *the employment agencies* have a statutory responsibility to provide vocational and careers guidance, but it may also be offered and provided by other players (for example, other public-sector institutions such as schools and Chambers, and also private service providers). The statutory bases for careers guidance are laid down in *Volume III of the Sozialgesetzbuch (Sections 29-33 of SGB III)*. Its main aim is to support young people in making the transition from school to training, higher education and an occupation, and hence to help in realisation of the individual's education and training prospects. Careers guidance is designed to motivate and enable the individual to plan a precisely targeted path through work and life. The aim is to develop and consolidate the ability to choose an occupation as early as possible via careers guidance measures. For these aims to be achieved there is a need for general and vocational schools and the *Federal Agency for Employment* to work together and

to cooperate with other players such as parents, youth welfare, business (companies, associations, Chambers), unions and institutions of higher education. (http://www.trainingvillage.gr/etv/Information_resources/NationalVet/Thematic/ .)

As a core function of employment agencies, careers guidance is available to all people, irrespective of their age, training status and personal working and living situation. Course and careers guidance has become an established element of school curricula in all the *Länder*. Most vocational schools teach preparation for working life (*Arbeitslehre*) as a subject in its own right, but in schools providing general education it tends to be incorporated into other subjects. Under the *Framework Law* on institutions of higher education (Section 14(4) HRG), institutions of higher education are obliged to teach students and course applicants about the course options, and to provide them with support throughout their courses in the form of complementary specialised guidance. Employers' organisations, Chambers, unions and individual enterprises have been involved in certain forms of vocational and careers guidance for a very long time, such as careers fairs, exchange programmes or continuing training fairs. (http://www.trainingvillage.gr/etv/Information_resources/NationalVet/Thematic/ .)

Employment agencies provide information and guidance on all questions of choosing an occupation or course of study and all labour market questions. They employ a range of techniques and have developed diagnostic tools for assessing readiness for training and vocational aptitude. They also support schools in issues of personal careers guidance and of the training and labour markets, including finding training places. In 2005 the Federal Employment Agency established the '*Europaservice*' (www.europaserviceba.de) to overcome mobility obstacles and to make people aware of training opportunities available across Europe. Another guidance service provided by employment agencies is information on labour market and employment prospects following higher education. The Federal Agency maintains special higher education teams on the sites of larger institutions of higher education, to provide guidance for students and to help them to find work. (http://www.trainingvillage.gr/etv/Information_resources/NationalVet/Thematic/ .)

Since 2006, there are two courses of study leading to a Bachelor's degree open to staff working in the employment agencies: 'labour market management' and 'employment-oriented guidance and case management'. The full-time course takes three years and ends with a recognised higher education qualification, Bachelor of Arts. (http://www.trainingvillage.gr/etv/Information_resources/NationalVet/Thematic/ .)

Sources : http://www.trainingvillage.gr/etv/Information_resources/NationalVet/Thematic/
<http://www.europaserviceba.de/>

ANNEX 3 : SUPPORT FOR ENTREPRENEURSHIP IN GERMANY

Federal level

Competition „Youth starts up“ (Jugend gründet): competition directed at pupils and apprentices between 16 and 21 years. Run by the Federal Ministry for Education and Research (Bundesministerium für Bildung und Forschung, BMBF, (<http://www.bmbf.bund.de>)). Virtual simulation of starting a business. Combination of competition of ideas, competition between World Wide Web and business game, learning surroundings and expert system. Young people are thus introduced into the process of launching a business.

More information: (<http://www.jugend-gruendet.de>)

German Award for Pupils' Business Creation (Deutscher Gründerpreis für Schüler). Largest business game on federal level for young people from 16 years on who develop a business concept in the framework of an imaginary business creation. Teams of pupils also establish first contacts with employers.

More information: (http://www.dgp-schueler.de/toplevel/fr_dgp_fuer_schueler.htm)

Career Development Assistance Act (Aufstiegsfortbildungsförderungsgesetz, AFBG), also called „Master Craftsman's Study Loans“. Jointly funded by the Federation and the *Länder*, entered in force 1 January 2002. Introduces individual entitlement to student loans for training courses for vocational career development. Offers an incentive for potential young entrepreneurs to establish their own enterprises and create jobs when their further education is completed. Applicants need to be holders of an approved and completed initial training certificate as defined in the Federal Vocational Education Act (Berufsbildungsgesetz, BBiG) or the Trades Code (Handwerksordnung, HwO) or a comparable vocational training certificate. More information: <http://www.meister-bafoeg.info>. Text of the Act available: <http://bundesrecht.juris.de/afbg/>

Regional Level – Examples

Brandenburg

Programme “Youth goes into business“ (Junge Leute machen sich selbständig). Funded by the Brandenburg Ministry for Labour, Social Affairs, Health and Family (Ministerium für Arbeit, Soziales, Gesundheit und Familie). Programme initiated at the end of 2006. Aim: supporting young people and young adults in order to enable them to start their own business and thus create new jobs in the region of Brandenburg. Target group: young people being unemployed or threatened by unemployment until 27 years who live in the region of Brandenburg

Saxony

Funding of business start-ups by young people through means of European Social Funds operated by Ministry for Economy and Labour of the Free State of Saxony (Staatsministerium für Wirtschaft und Arbeit des Freistaates Sachsen). Aim: help young people being unemployed or threatened by unemployment to establish their own enterprises and thus have a prospect in terms of career development. Target group: young people being unemployed or threatened by unemployment until 27 years until 35 years who have at least a qualified secondary general school certificate (Hauptschulabschluss) and a certain degree of work experience. (http://www.smwa.sachsen.de/de/Foerderung/Existenzgruendung_und_Unternehmenswachstum/Existenzgruenderqualifizierung/19306.html#block5)

Sources :

<http://www.bmbf.bund.de>

<http://www.jugend-gruendet.de>

http://www.dgp-schueler.de/toplevel/fr_dgp_fuer_schueler.htm

<http://www.meister-bafoeg.info>

<http://bundesrecht.juris.de/afbg/>

http://www.smwa.sachsen.de/de/Foerderung/Existenzgruendung_und_Unternehmenswachstum/Existenzgruenderqualifizierung/19306.html#block5