



Opinion poll

1st survey 2006

CONCLUSIONS

YOUTH AND EMPLOYMENT



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**POLL ON THE OPINION AND SITUATION OF THE YOUNG
(1st survey 2006)**

**Generational perception, Values and Attitudes, Associations and
Participation**

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Generational perception, Values and Attitudes, Associations and Participation

Introduction

In this 1st survey from 2006 we have asked for young people's opinion on questions related to youth employment.

1. The first question refers to the occupation young people have: the connection they have between studies and jobs, the search of employment and housework.
2. The second one refers to young people's first jobs and current jobs that are different from the first ones. There is a search for information relating to the characteristics of these mentioned jobs when we talk about the length and type of engagement, working hours, etc.
3. Thirdly, young people have been asked about labour careers relating to job search strategies.
4. Lastly, young people have been asked to show their valuation on the labour market: the main causes that would explain unemployment in our society and the characteristics they think jobs should have.



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Main conclusions

I. RELATION BETWEEN YOUNG MEN/WOMEN AND OCCUPATION

THE MAIN OCCUPATIONS OF YOUNG PEOPLE ARE THE EXCLUSIVE DEDICATION TO WORK (39%) AND STUDIES (32%)

The situation of young people in our country in relation with **occupation**, in the first third of 2006, was shown in a polarised manner relating to those people who **only worked (39%)**, and those who **only studied (32%)**. The young people who are searching for a job represent 14% and the ones who **make compatible studies with work** represent 11%. Lastly, 3% declared to be in "another situation".

- a) Amongst those people who **only work**, there is a **majority of men (42%)** comparing to women (35%). Obviously, this number increases as young people become **older**, especially in the **group of older people (25-29)**; where the number reaches more than six out of ten young people (62%).

More than half of these young people (57%) have finished secondary school; they are single (73%), belong to a low socio-economic level (52%) and live in urban settings (3%) and intermediate towns (34%).

HALF OF THE YOUNG PEOPLE WHO ONLY WORK DOES NOT HAVE AN ADEQUATE ECONOMIC INDEPENDENCE

According to young people's answers, young employment, even when it is exclusive, **does not allow half of the people who work to be economically independent**; the other half of the working young people has a certain economic independence.

- b) Amongst **young people who only study** we find **more women (34%)** than men (32%), and obviously, although it is the opposite of what happened with work, the number is greater in the **group of younger people (73%)** and it decreases greatly as they become older, with only 6% in the 25-29 group.

These young people who only study are mostly single (98%), with a secondary school level (71%), they live in a regime of economic dependence (92%) and belong to a higher economic level (42%), although there is also an important number who belongs to lower levels (39%) and live in urban or semi-urban settings (84%).



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**TWO THIRDS OF THE
YOUNG PEOPLE
WHO ARE
UNEMPLOYED DO
NOT GET
UNEMPLOYMENT
BENEFITS**

**THE OCCUPATION
OF HOUSEWORK IS
GRADUALLY
DECREASING AS A
YOUNG ACTIVITY. 8%
OF YOUNG PEOPLE
AGED 25 TO 29 IS IN
THIS SITUATION.**

- c) Amongst unemployed young people, we find that **two out of three people do not get any unemployment benefits**, comparing to the other third, who gets this benefit. The number of unemployed people is **similar between men and women**, and it tends to increase as young people become older. The unemployed young people who do not get the benefit are especially centralised in the 20-24 age group. The number of people who **search for a first job is slightly higher amongst women**.
- d) The young people who most **make compatible work with studies** are the ones aged **20-24**; they live with their families, have finished secondary school, are single, live in a regime of dependence or semi-dependence and live in urban zones or intermediate towns.
- e) The young people who are in a different situation from the ones already mentioned are almost **exclusively women** who belong mostly to the group of older women (25-29). Most of them do the **housework**, which corresponds to the traditional occupation of *housekeeper*. The particularity of this group is that most of these young people live in independent houses and are married.



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II. OCCUPATION IN EMPLOYMENT

2.1. FIRST EMPLOYMENT AND CHANGES IN YOUNG PEOPLES'S FIRST LABOUR OPPORTUNITIES

IN 2006, AROUND SEVEN OUT OF TEN YOUNG PEOPLE SAID TO HAVE HAD A PAID LABOUR EXPERIENCE

In the first third of 2006, the data offered by the survey carried out for the poll on young unemployment in Spain showed that around seven out of ten young people (71%) had had any kind of paid labour experience, while 29% had not had a paid job at all.

THE AVERAGE AGE TO HAVE A PAID LABOUR EXPERIENCE IS 18

The experience of paid labour activities is more common amongst men (75%) than amongst women (68%). Obviously, as young people become older, the number of people who have worked in paid activities increases; thus, this number reaches almost the entire group of young people (95%) in the groups of older people. However, it is interesting to note that 22% of the young people aged 20 to 24 say they have not had any paid jobs.

The average age when young people in Spain have their first paid labour experience is 18. An age which is slightly inferior in men than in women. It is also significant to see that the age for the first paid job is the legal adult age, 18, taking into account that national and international laws allow to work at the age of 16, two years earlier.

THE PEOPLE WHO STARTED WORKING AFTER THEY HAD FINISHED THEIR STUDIES NEEDED AROUND SEVEN MONTHS TO FIND THAT JOB. THIS TIME FOR SEARCH IS LONGER AMONGST WOMEN

Most of the young people were studying when they carried out that first paid labour activity (55%). Although the number of people who started working after they had finished their studies (45%) is also considerable. This last young group needed more than seven months to find a first paid job. Young women needed longer (9.3 months) than men (6 months) to find this job.

THE RELATION BETWEEN THE THERE IS A CLEAR DISCONNECTION BETWEEN TRAINING AND JOBS

The relation between the first job and the studies carried out shows, as well as with current jobs (to be explained later on), an imbalance between training and jobs. Seven out of ten young people (69%) state that this job did not have (or does not have, if it is still the same one) anything to do with their studies, and another 10% declared that their labour activity did not have much to do with their training. On the contrary, around 21% of young people have or had a job which was quite or closely connected to their academic training.



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In general terms, it seems that the relation between training and the first job is slightly more adjusted in jobs carried out by young women (23%), than in the ones carried out by men (19%).

According to the kind of contract they had in that first job (or still have), we can see **great temporality in young engagement**. Two thirds (66%) of young people's first jobs had temporary contracts (workshadowing, work contract, seasonal, etc); another 19% of those jobs were not regulated by any kind of contract; and only 12% of those jobs had or have a long-term contract.

The temporality of employment does not seem to be a question of gender; the work contracts of men and women are especially characterised by their temporality. We can see a difference in jobs without contracts: young women carry out more often this kind of precarious jobs (21%) in comparison with men (18%).

It could be thought that this temporality is associated to the age of young people, and that as they get older the percentage of long-term contracts would tend to increase. However, the data offered by young people relating to their engagement with these first jobs show that the temporality of the mentioned jobs continues to be present even in older people's jobs (25-29). Amongst people aged 20 to 30, the percentage of young people who have long-term jobs stays around 13%.

The kind of working hours of the first jobs performed by young people is, in most cases (62%), full time, whereas 37% of young people were employed with a part-time contract.

Full-time jobs are more common amongst men (69%) than amongst women (54%). As they become older, it is also more common for these jobs to become full-time jobs. Women and younger people are the ones who carry out more often these part-time jobs.

Those young people who worked (or are still working) in that first part-time job, accepted that out of interest or their own will (58%). There were less people who accepted it because they did not find a full-time job (23%).

Men (61%) choose by free will to work part time more often than women (55%); whereas women work part time because they do not find full-time jobs (25%) in a greater proportion than men (20%).

TWO THIRDS OF YOUNG PEOPLE'S FIRST JOBS HAD A TEMPORARY CONTRACT (WORKSHADOWING, WORK CONTRACT, SEASONAL, ETC). ALMOST ONE OUT OF TEN HAD NO CONTRACT AT ALL

THE TEMPORARINESS OF YOUNG PEOPLE'S FIRST JOBS SEEMS TO RESPOND TO A STRUCTURAL ASPECT OF THE LABOUR MARKET, SINCE IT DOES NOT DEPEND ON THE GENDER OR THE AGE OF YOUNG PEOPLE



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THE AVERAGE WORKING HOURS PER WEEK FOR FIRST YOUNG EMPLOYMENTS IS AROUND 36

Despite the temporality and partiality of young people's first jobs, the average number of hours per week (36 hours) is quite close to the official full time status (40 hours). Young men work in these first jobs around three hours more than women.

THE MOST USUAL WAY FOR YOUNG PEOPLE TO SEARCH FOR A FIRST JOB IS TO ASK FRIENDS AND FAMILY MEMBERS

The most usual way for young people to find their first job is to ask friends and family members (61%). Especially those ones who work in the same company, where it is necessary to cover a position (46%); and not so often through friends and family members who do not work in the same company (16%). This way to find a job is more common for men (64%) than for women (57%).

The personal initiatives to search for a job represent 21% of the first young employment.

Asking for a job through an employment agency (public or private) provides 7% of young people's first jobs.

Other varieties used by young people to find a job are through press advertisements (5%), through study centres (5%) or by going to work places (4%) in person.

In this survey young people have been asked to value, on a scale from 0 to 10, some features of this first job such as salary, stability, creativity, relation to their training and future perspectives.

In general terms, the valuation made by young people relating to this first job, according to a number of characteristics, shows that young people do not value that first labour experience in a very positive way:

THE VALUATION MADE BY YOUNG PEOPLE ON THEIR FIRST JOB IS NOT VERY FAVOURABLE REGARDING SALARY AND STABILITY, AND EVEN LESS CREATIVITY, FUTURE PERSPECTIVES OR RELATION WITH STUDIES

- The valuation made by young people relating to salary and the stability of the job is placed around 5 in the mentioned scale (0 Very Negative, 10 Very Positive).
- They value in a worse way the creativity of performance in that first job (4.3), future perspectives (3.5) and the relation with studies (2.9).

The greater majority of young people (78%) do not keep that first job, while 22% of young people keep performing that first job. Most of the people who keep that first job (around three out of four) do it under the same labour conditions (contract, working hours, etc) and the rest keep that same job although they do it under different labour conditions.



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THE NUMBER OF PAID JOBS FOR YOUNG PEOPLE DURING THEIR WORKING LIFE IS SITUATED IN AN AVERAGE OF FOUR DIFFERENT JOBS

Young people who left that first job did it out of their own will (58%), followed by those who left it because their contract ended (28%).

The number of paid jobs young people have throughout their lives is situated in an average of four different jobs. Obviously, as young people become older, the number of paid jobs they have increases.

2.2. CURRENT JOBS DIFFERENT FROM THE FIRST JOBS.

THE RELATION BETWEEN TRAINING AND EMPLOYMENT TENDS TO CONSOLIDATE AMONGST OLDER PEOPLE (25-29) AND AMONGST PEOPLE WHO HAVE HIGHER STUDIES (UNIVERSITY STUDENTS)

The young people who, in the first semester of 2006, were working in jobs that were different from their first occupations, did it mostly in jobs that had not much or nothing to do with their training (63%); only the other 37% had a job connected (closely or enough) with their academic training.

In general terms, it seems that the relation between training and employment has been consolidated as young people become older, but it reaches only 43% of the jobs that older people (25-29) carry out. It also has a relation with the higher or lower level of studies they have, so in the case of young people who have higher studies, 72% of them have jobs that are closely connected with their training.

WOMEN AND THE YOUNGEST PEOPLE ARE THE ONES WHO HAVE MORE PART-TIME JOBS

The greater relation between employment and training seems to be consolidated amongst young people with a higher socio-economic level, who live in urban settings.

Relating to the kind of contract working young people have, in almost half of the cases (48%) we are talking about a temporary contract (workshadowing, work contract, seasonal, etc); this number is followed by young people who have long-term or intermittent permanent contracts (40%),

MEN CHOOSE IN A GREATER PROPORTION TO WORK PART TIME OUT OF THEIR OWN WILL, WHILE WOMEN DO IT BECAUSE THEY DO NOT FIND FULL-TIME JOBS AND DUE TO FAMILY REASONS

The higher or lower labour stability seems to be closely associated to the young age; the younger they are, the greater the temporality in engagement and the labour precariousness (jobs without contracts); and, as young people's age increases, the long-term engagement and the engagement as self-employed people becomes more common.



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It is interesting to note the difference between the **jobs without contract** carried out by young men and women. **Women** double the number of jobs without a contract (11%) comparing to **young men** (5%).

The kind of working hours scheme done by young men/women is, in more than three out of four cases (77%) full time, while 23% of young people were employed part time.

Full time jobs are more common amongst men (81%) than women (70%). And as young people become older it is more common to find that their jobs are full time. **The women and the youngest ones are the ones who more often have part-time jobs.**

Amongst the young men/women who have complete economic independence and the ones who are living with their partner, it is more common to find full-time occupations; these **full-time jobs** are performed mostly by young people belonging to **inferior socio-economic levels** and by people who live in rural and semi-rural settings.

The young people who work part time are mostly people who are **economically dependent from their families of origin**, are single, belong to **higher socio-economic levels** and live in big cities.

The young people who work part time usually do it out of their own interest or will (45%). There are less people who do it because they have not found a full-time job (26%) or due to family obligations (12%).

Young men choose working part time usually more often than women, out of their own will, while young women work part time because they do not find full time jobs and due to family reasons.

The reasons why young people decide to work part time or full time seem to be closely associated with their age; the older ones (25-29) work part-time more often since they do not find full-time jobs and they have family obligations, while the younger ones work part time more often than the rest out of their own will.

As with the first job, despite the temporality and partiality of young people's current jobs, the **average number of working hours per week for young people (37 hours)** is similar to the official full-time scheme (40 hours). Young men work four more hours per week than women. And the oldest ones (25-29) work more hours per week (39 hours).

YOUNG PEOPLE
VALUE THEIR
CURRENT JOBS
FAVOURABLY
RELATING TO
SALARY,
STABILITY,
CREATIVITY
AND FUTURE
PERSPECTIVE.
THE ONLY
NEGATIVE
FACTOR IS THE
RELATION
BETWEEN
THEIR JOBS
AND STUDIES



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The most common way for young people to find their current job is to ask friends and family members (48%), especially for men more than for women.

The personal initiatives to search for a job are the second most usual variety to get a job for young people (20%): a slightly more usual variety amongst women and the older ones.

Other varieties used by young people to find their current jobs are through public or private employment agencies (6%), by going to job centres (6%), through press advertisements (4%) or through their study centres (4%).

Alike with the first jobs, young people have been asked to value on a scale from 0 to 10 some features of their current jobs: salary, stability, creativity, relation with their training and future perspectives.

In general terms, the valuation made by young people relating to their jobs and the mentioned characteristics shows that young people value their current job favourably.

- They make a positive valuation of the salary (6, 8) the stability of the job (7, 0), the creativity in the performance of the job (6, 1) and the future perspectives (6, 0).
- The only feature they value negatively is the relation between work and their studies, which is on 4.3 in the mentioned scale.

As a conclusion it can be said that the evolution from young people's first jobs to their current jobs, which are different from the first, have the following labour characteristics:

- Insufficient relation between training and employment, which tends to increase with age and in high qualification levels.
- Temporality in engagement. This temporality is greater in the first jobs, where the number of cases of underemployment (jobs without contracts) is also higher.
- Despite the temporality in engagement, full-time jobs prevail over part-time jobs (more common in first employment).

BOTH THE FIRST JOBS AND THE CURRENT JOBS ARE CHARACTERISED BY A DEFFICIENT RELATION BETWEEN JOBS AND TRAINING, BY AN UNDERLINED TEMPORALITY IN ENGAGEMENTS, BY A FULL-TIME SCHEMEN AND BY FINDING THOSE JOBS THROUGH THEIR SOCIAL NETWORKS (FAMILY MEMBERS AND FRIENDS)



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YOUNG PEOPLE
VALUE MORE
FAVOURABLY THEIR
CURRENT JOBS
THAN THEIR FIRST
JOBS

YOUNG
UNEMPLOYED
WOMEN NEED
DOUBLE THE TIME
(7,5 MONTHS)
COMPARING TO
MEN (3,5 MONTHS)
TO FIND A JOB

MOST OF THE
YOUNG PEOPLE
WHO SEARCH
FOR A JOB
WOULD BE
RELUCTANT TO
CHANGE THEIR
PLACE OF
RESIDENCE, TO
ACCEPT A
CHANGE OF
PROFESSION, TO
REDUCE THEIR
PROFESSIONAL
CATEGORY AND
EVEN TO
ACCEPT A
SALARY THEY
CONSIDER TO
BE LOW FOR
THEIR
QUALIFICATION

- Part-time jobs are usually taken through young people's own choice (especially amongst men) and because they do not find full-time jobs (especially amongst women).
- The number of hours worked by young men/women is very close to the official 40-hours weekly scheme.
- The most common way of finding a job is going to social networks provided by their friends and family members, which reinforces some strategies to find a job that benefit the people who have more favourable social networks.
- Young people value more favourably their current job than their first job relating to salary, stability, creativity and future perspectives.

III. YOUNG PEOPLE'S LABOUR CAREERS

3.1. THE SEARCH FOR A JOB

Amongst the young people who were not working during the survey, around three out of ten people (28%) said to have searched for a job during the last three months, while the other 71% had not searched for a job in that period of time.

Amongst the unemployed young people who are searching for a job it is more common to find women than men, and this proportion increases as they become older.

The average time these young people search for a job is between five and six months (5.7 months). The average time young women search for a job is double (7.5 months) than for men (3.5 months), which means that women have more problems to find a job than men.

These unemployed people who are searching for a job say, in almost half of the cases (51%), that they would be reluctant to accept a job even if they had to change their place of residence. 41% would not accept that job, and 7% do not know what they would do.



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Amongst the young people who would be reluctant to change their place of residence due to labour reasons, we find more men than women, and they belong to the group of 20-24. Amongst the people who would not accept a job if they had to change their place of residence we find more women than men and it is more usual amongst the youngest people (15-19).

The great majority of young men/women who have searched for a job in the last three months would be reluctant to accept a job where they would have to change their profession or occupation (78%), against 16% who would not be reluctant to change their profession. There are more men, and especially as they become older, amongst the ones who would be reluctant to change their professions due to a work offer.

These unemployed people would be reluctant, in more than half of the cases (56%), to accept a job with a salary which they think it is not suitable for their qualification. Although 36% would not be reluctant to accept a job under the mentioned conditions. Young women are the ones who would be reluctant to accept a job with a low salary for their qualification.

The unemployed young men/women would mostly (67%) be reluctant to have jobs that would reduce their professional category; while 27% say they would not be reluctant to work while reducing their professional category.

The availability to reduce the professional category due to a work offer is also more extended amongst young women than young men.



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IV. YOUNG VALUATION ON LABOUR MARKET

4.1. REASONS FOR UNEMPLOYMENT

UNEMPLOYMENT IS A QUITE OR VERY IMPORTANT PROBLEM FOR THE MAJORITY OF YOUNG PEOPLE IN SPAIN

Unemployment appears in the existential horizon of modern societies as one of the most difficult obstacles. In the case of Spain, as well as in the rest of countries around us, this concern about unemployment also appears as one of the biggest social problems.

The valuation made on **unemployment** by the great majority of young people who live in Spain is that we are dealing with **a quite or very important problem (90%)**, against 8% who think it is not an important problem in our society.

Young women consider unemployment to be an important problem (92%) in a greater proportion than men (87%).

The valuation made by young people on a number of **reasons to explain the unemployment problem** in our society is pinpointed in the special importance that they award to the **economic situation (82%)**, **Government policies (77%)** and **poor management on behalf of businessmen (75%)**.

This is followed, in order of importance, by the comfort of the people who only want good jobs (67%) and the deficient preparation and training of workers (63%).

In the case of the **young unemployment**, the reasons mentioned by young people that would explain the unemployment problem are, in order of importance, **the lack of experience (63%)**, **the lack of proper training (14%)**, and **the lack of caution when choosing studies (14%)**.

The lack of experience as reason for young unemployment is more extended amongst men than women, and especially amongst those people who are between 20 and 24 years old.

People who think that young unemployment can be explained due to a wrong education system according to the proper training for employment belong to the group of men more than women and this idea is more common amongst older people (25-29).

THE MAIN REASON THAT WOULD EXPLAIN THE PROBLEM OF YOUNG UNEMPLOYMENT ACCORDING TO THEM IS THE LACK OF EXPERIENCE (63%) AND MAYBE LESS THE LACK OF PROPER TRAINING (14%) AND THE LACK OF CAUTION WHEN CHOOSING STUDIES (14%)



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The people who think that young unemployment can be explained due to the lack of caution when choosing studies taking into account the job possibilities for them are mostly men and especially the youngest people (15-19).

A number of assumptions related with employment were shown to young people. They were asked to value, regardless from their labour situation, some situations imaging they were unemployed.

With the assumption of having a well-conditioned job that **obliged them to change their place of residence, 60% of young people said they would accept it**, against 32% who said they would reject it, and 7% would not know what to do. Amongst men more than women, and as they become older, there is a greater attitude to change the place of residence due to labour reasons.

With the possibility of a **job with a good salary but with a lower qualification than the one they have, 57% of them would accept it without any problems**, while 35% would not accept it; 7% would not know what to do. Women and especially the people who are between 20 and 25 are the ones who would be more reluctant to accept a job under such conditions.

Most young **people would not accept a job with the proper qualification for them but with a lower salary (45%)**; on the contrary, we can see that 42% would do it. One out of eight young people (13%) would not know what to do. The people who would reject this job due to the low salary are mostly men and people aged 15-19.

In the case of having a possibility for a job with a proper qualification, with an acceptable salary but with a **schedule that is not compatible with their personal life**, young people are divided between the ones who **would accept it (45%)**, and the ones who **would reject it (44%)**. Amongst the ones who would accept it we find more women and the number increases as they become older; and amongst the ones who **would not accept** it we find **more women** than men

MOST OF THE YOUNG MEN/WOMEN WOULD BE RELUCTANT TO CHANGE THEIR PLACE OF RESIDENCE AND TO REDUCE THEIR PROFESSIONAL CATEGORY FOR A JOB OFFER WITH GOOD CONDITIONS

YOUNG MEN WOULD BE MORE RELUCTANT THAN WOMEN TO ACCEPT JOBS WITH SCHEDULES THAT ARE NOT COMPATIBLE WITH THEIR PERSONAL LIFE



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4.2. CHARACTERISTICS OF JOBS

THE FEATURES CONSIDERED TO BE MOST IMPORTANT FOR YOUNG PEOPLE WHEN VALUING A JOB ARE SECURITY AND STABILITY

Young people have been asked to give their opinion on which ones are the **features they consider to be more important when valuing a job**. The vast majority (**77%**) considers that the most important features a job should have are **security and stability**. This opinion is mostly maintained by women more than men, and by people who are older than 20.

17% of young people value a **high salary** as the main feature of a job. This economic valuation of the job is emphasised by men more than by women and it is especially mentioned by the group of very young people (15-19).

Young people in our country award less importance to features such as having social prestige due to the job (3%) or leadership and power (1%).