



# Employment and Social Policy

## SUMMARY

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[http://ec.europa.eu/public\\_opinion/index\\_en.htm](http://ec.europa.eu/public_opinion/index_en.htm)

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# **SPECIAL EUROBAROMETER 377**

## **EMPLOYMENT AND SOCIAL POLICY**

### **SUMMARY**

Conducted by TNS Opinion & Social at the request of Directorate-General  
Employment, Social Affairs and Inclusion

Survey co-ordinated by the Directorate-General for Communication

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## INTRODUCTION

Despite Europe's initially promising recovery from the economic and financial crisis of 2008-2009, by 2011 severe economic turbulence had returned to Europe. Several EU Member States – Greece, Ireland and Portugal – have been forced to seek assistance from the European Union via the stabilisation mechanism put in place as part of an emergency package and from the International Monetary Fund, while many other European countries have been implementing difficult and unpopular austerity measures in order to tackle their mounting debts. At the time of writing, the euro-zone was under particular pressure, amid intense speculation over whether Greece would be able to remain a member of the single currency.

The situation in every EU country today is different, but overall there is clearly wide popular discontent among many Europeans at the loss of jobs and the cuts in public spending. That is why strengthening the social dimension of the Europe 2020 strategy is the key priority for EU employment and social policies, to mitigate the impact of the present period of economic restructuring.

The Europe 2020 strategy includes among its targets<sup>1</sup> the raising of the average EU employment rate to 75%; it also aims to lift 20 million people in or at risk of poverty and social exclusion out of this category. While the economic crisis makes these objectives even more challenging, the EU's coordination efforts in the area of social protection and social inclusion<sup>2</sup> alongside its European Employment Strategy<sup>3</sup> provide the necessary framework to enable national governments to work together with the EU to help minimise the damage caused by the economic downturn.

Despite 23 million people out of work across the EU, some employers are still reporting difficulties in recruiting, especially for high-skilled jobs. Making sure job seekers have the right skills for the current and future labour market is crucial. EU funds are available precisely to support Member States' efforts in training and retraining workers. The European Social Fund<sup>4</sup> is the main financial lever for EU employment and social policy.

To reach its employment and poverty-reduction targets, the EU has also launched a number of concrete initiatives:

- **'Youth on the Move'** - to promote the employment of young people, help them in their transition from education to work, and encourage mobility within Europe.
- **'An Agenda for new skills and jobs'** – to address more structural challenges in Europe's labour markets, particularly in matching skills with available jobs.
- The **European Platform against Poverty and Social Exclusion** to step up coordination between a wider range of partners in the fight against exclusion.

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<sup>1</sup> [http://ec.europa.eu/europe2020/targets/eu-targets/index\\_en.htm](http://ec.europa.eu/europe2020/targets/eu-targets/index_en.htm)

<sup>2</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=750>

<sup>3</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=101>

<sup>4</sup> <http://ec.europa.eu/esf/home.jsp?langId=en>

- As part of the first **'European Semester'** which provides the coordination and monitoring cycle for achieving our Europe 2020 targets and changes the way governments shape their economic and fiscal policies, the EU also set **specific recommendations** for each country.
- The **Annual Growth Surveys** (AGS)<sup>5</sup> in January and November 2011 including the Joint Employment Reports to help with identifying the key structural labour market reforms to combat unemployment, to address the unacceptable unemployment situation of young people, supporting growth and Member States' efforts towards successful exit from the crisis.
- Proposing a budget reinforced by at least 7.5% for the **European Social Fund** that provides €10 billion each year, helping 10 million Europeans annually to find a job or to keep the job they have. Making €3 billion available for the **European Globalisation Fund**<sup>6</sup>, to support workers in all sectors who lose their job.
- Proposing for the next EU budget an **EU Programme for Social Change and Innovation** to support employment and social policy across the Union. New, innovative approaches can help combine the needs of the socially excluded and Member States' budget constraints.
- Running the **EURES** jobs portal that provides support for jobseekers who want to take up the right to work in another European country.
- Continuous monitoring of the employment and social situation, including the publication of a new series of **monthly and quarterly monitoring reports** on the rapidly changing situation.
- Publication of the **surveys on perceptions of the social climate and the impact of crisis**<sup>7</sup> to provide a timely review of European citizens' perceptions of key aspects of the socio-economic situation
- The EU played a leading role in the **G20 Summit** in Paris in September 2011, which produced recommendations fuelling employment policies, especially youth employment and vulnerable groups.

To measure the extent of the effects of the economic crisis on jobs and employment prospects across the EU, the European Commission's Directorate-General for Employment, Social Affairs and Inclusion has commissioned this Eurobarometer study.

This summary report presents the principal results of this survey. It first considers the attitudes of Europeans towards employment and more specifically about 'flexicurity'. The report then turns to Europeans' confidence in retaining their job in the coming months, and in having a job in the next two years.

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<sup>5</sup> [http://ec.europa.eu/europe2020/tools/monitoring/annual\\_growth\\_survey\\_2011/index\\_en.htm](http://ec.europa.eu/europe2020/tools/monitoring/annual_growth_survey_2011/index_en.htm)

<sup>6</sup> <http://ec.europa.eu/social/main.jsp?catId=326&langId=en>

<sup>7</sup> [http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_370\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_370_en.pdf)

The study then asks respondents how they would react should they lose their job. It also looks at attitudes towards starting up a business as a possible response to redundancy, and at the things that job seekers should be focusing on in order to return to work. This summary also tackles issues surrounding training, and traineeships. Finally, it considers the overall impact that respondents think EU employment and social policies are having.

This summary report presents the principal results obtained. These are analysed in terms of the European average for the 27 Member States (EU27) and then reviewed on a country-by-country basis. For relevant questions, results are also compared to those observed in the previous Eurobarometer survey published in September 2009 – Special Eurobarometer 316 'European Employment and Social Policy'<sup>8</sup> – and wherever possible, the summary charts the evolution in respondents' opinions over the intervening two years. This is particularly useful in gauging whether Europeans now feel more optimistic or more pessimistic about their employment prospects than they did in 2009.

The reader should be aware that there are two types of reports for this Eurobarometer study. The "Full Report" covers an in-depth analysis and focuses on the historical trend questions asked in a Standard Eurobarometer wave, as well as some new questions that focus specifically on the current employment and economic situation. It details results at the overall EU level as well as at national level and provides insights into socio-demographic analysis of the results. The present "Summary Report" provides a concise snapshot of the main findings in this Eurobarometer wave, focusing specifically on the impact of the economic crisis on jobs as seen by European citizens at the overall as well as the national level. This summary does not include the socio-demographic analysis.

The current Eurobarometer survey, as in 2006<sup>9</sup> and 2009, was conducted by TNS Opinion & Social using a representative sample of over 26,700 people aged 15 or older. The fieldwork was carried out between 24 September and 9 October 2011 in the 27 European Union Member States. The respondents were interviewed face-to-face by the interviewers of the TNS Opinion & Social network (the interviewers asked the questions in the respondent's home). The methodology used is that of Eurobarometer surveys as carried out by the Directorate General for Communication ("Research and Speech writing" Unit). A technical note with further information on the interview methods and the confidence intervals is appended as an annex to this report.

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*The Eurobarometer website can be consulted at the following address:*

[http://ec.europa.eu/public\\_opinion/index\\_en.htm](http://ec.europa.eu/public_opinion/index_en.htm)

*We wish to thank the people interviewed throughout the European Union who gave their time to take part in this survey.*

*Without their active participation, this survey would not have been possible.*

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<sup>8</sup> Special Eurobarometer 316, conducted in May-June 2009.

[http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_316\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_316_en.pdf)

<sup>9</sup> Special Eurobarometer 261, conducted in May-June 2006.

[http://ec.europa.eu/public\\_opinion/archives/ebs/ebs261\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs261_en.pdf)

## Note

In this report, countries are referred to by their official abbreviation. The abbreviations used in this report correspond to:

**ABBREVIATIONS**

EU27	European Union – 27 Member States
DK	Don't know
BE	Belgium
BG	Bulgaria
CZ	Czech Republic
DK	Denmark
DE	Germany
EE	Estonia
EL	Greece
ES	Spain
FR	France
IE	Ireland
IT	Italy
CY	Republic of Cyprus
LT	Lithuania
LV	Latvia
LU	Luxembourg
HU	Hungary
MT	Malta
NL	The Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
UK	The United Kingdom

## 1. EUROPEAN ATTITUDES TOWARDS EMPLOYMENT

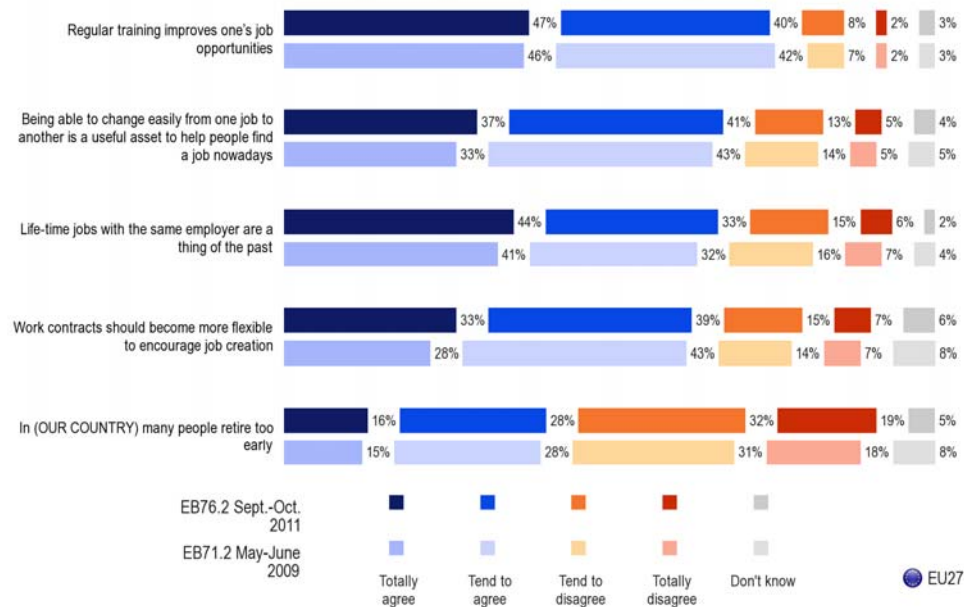
### 1.1 European support for 'flexicurity'

*- Europeans tend to agree with the concepts that underpin 'flexicurity', although many reject the idea that people generally retire too early -*

The concept of 'flexicurity' is one that links the flexibility of the labour market with job security and social rights. Respondents were asked whether they agreed with five statements directly or indirectly related to flexicurity<sup>10</sup>.

A clear majority of respondents agree with four of these five propositions. 87% agree (i.e. either 'totally agree' or 'tend to agree') that **regular training improves job opportunities** (compared with 88% in 2009). 78% agree that **being able to change easily from one job to another is a useful asset which helps people find a job nowadays** (compared with 76% in 2009), while 77% think that **life-time jobs with the same employer are a thing of the past** (up from 73% in 2009). 72% of respondents agree that **work contracts should become more flexible to encourage job creation** (as did 71% in 2009), but only 44% think that **many people retire too early in their country** (43% agreed in 2009). A majority (51%) disagree that many **people retire too early**, up slightly from the 49% who disagreed previously.

QA15. Please tell me, for each of the following statements, to what extent you agree or disagree with it.



<sup>10</sup> QA15.1 Please tell me, for each of the following statements, to what extent you agree or disagree with it. Life-time jobs with the same employer are a thing of the past; work contracts should become more flexible to encourage job creation; in (OUR COUNTRY) many people retire too early; regular training improves one's job opportunities; being able to change easily from one job to another is a useful asset to help people find a job nowadays. Totally agree; tend to agree; tend to disagree; totally disagree; don't know.

A significant majority of people in all Member States believe that regular **training improves job opportunities**. In several countries, respondents are almost unanimous, including Malta (where 97% agree), Denmark and Sweden (both 95%). In all Member States, more than seven in ten respondents agree with this statement.

In most countries respondents strongly agree on the question of whether **being able to change easily from one job to another is a useful asset which helps people find a job nowadays**, with at least three-quarters of respondents taking this view in 18 Member States. Agreement is strongest in Latvia, where 96% of people think that being able to change jobs easily is useful, followed by 91% in the Czech Republic, Denmark and Slovakia. Only 53% of respondents in Cyprus feel this way, however.

A majority of respondents in all but one Member State – Lithuania – agree that **life-time jobs with the same employer are a thing of the past**. An overwhelming majority take this view in Hungary (90%), and in Slovenia, Slovakia and Sweden (all three 86%). But in Lithuania, only 39% of people believe that life-time jobs are a thing of the past, far fewer than in Malta, which has the next lowest proportion of people who think this (61%).

In all but three Member States at least two-thirds of respondents agree that **work contracts should become more flexible to encourage job creation**. More respondents agree in non-euro countries (80%) than in the euro-zone (68%).

In Slovenia 89% of people think that work contracts should become more flexible, as do 85% in Bulgaria, Ireland, Cyprus and Lithuania, compared to only 59% in the Netherlands, 62% in Portugal and 66% in Sweden. Despite these variations, large majorities of respondents agree with the statement in all Member States.

The issue of whether **people retire too early** exposes the widest differences in opinion between individual Member States. A distinction between EU15<sup>11</sup> and NMS12<sup>12</sup> respondents also emerges, with 48% agreeing that people retire too early in the NMS12 compared with just 42% in the EU15.

In 12 countries a majority of respondents agree that people retire too early, with significant support for this view in Hungary (75%), Greece (65%) and Austria (65%). But elsewhere, relatively few people think that retirement should come later in life, with only 17% expressing this sentiment in Estonia, along with 18% in Lithuania and 22% in Malta.

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<sup>11</sup> EU15 refers to the 15 countries forming the European Union before the enlargements of 2004 and 2007: Belgium, Denmark, Germany, Greece, Spain, France, Ireland, Italy, Luxembourg, The Netherlands, Austria, Portugal, Finland, Sweden and the United Kingdom.

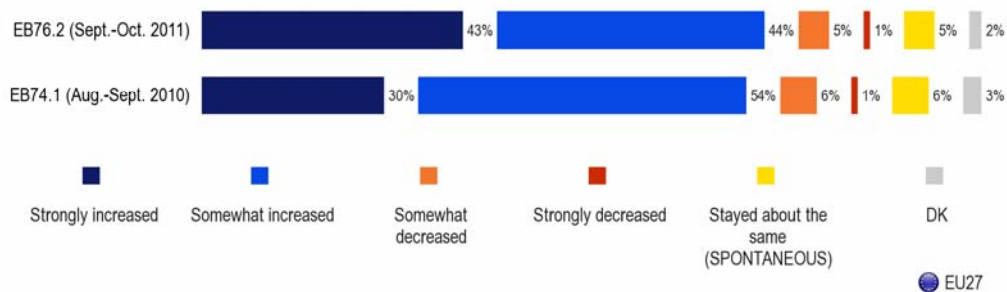
<sup>12</sup> The NMS12 are the 12 'new Member States' which joined the European Union during the 2004 and 2007 enlargements. These are Bulgaria, the Czech Republic, Estonia, the Republic of Cyprus, Lithuania, Latvia, Hungary, Malta, Poland, Romania, Slovenia and Slovakia.

## 1.2 Poverty in the EU

### *- A large and growing majority of Europeans think that poverty is on the increase -*

When asked whether poverty has increased or decreased over the last three years, 87% of all Europeans say that it has increased (compared with 84% in August-September 2010)<sup>13</sup>. The belief that poverty has increased in the last three years is much more strongly held than in autumn 2010. Only 6% of people think that poverty has decreased in their country, 5% somewhat and just 1% strongly, results that reflect little change from 2010.

QA35. Generally speaking, would you say that poverty has strongly increased, somewhat increased, somewhat decreased or strongly decreased in the last three years in (OUR COUNTRY)?



In all Member States, a large majority of respondents agree that poverty has increased in their country over the last three years, and there is near-unanimous agreement on this point in Greece (99%), and Spain (98%).

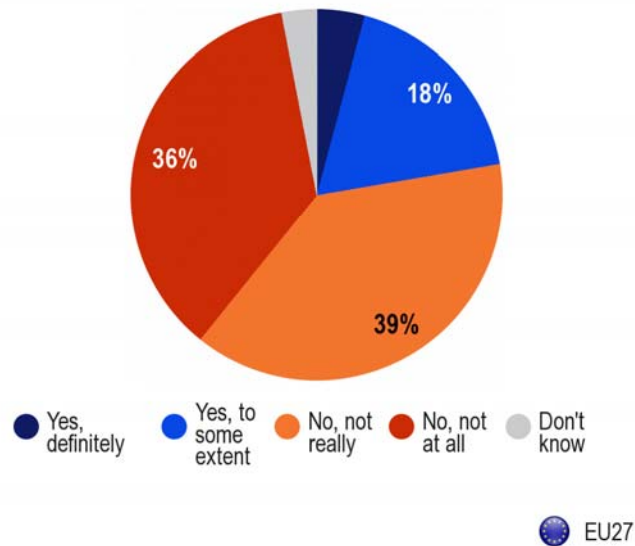
**In all but one Member State – Latvia – more people now think that poverty has ‘strongly increased’ in the last three years than in 2010.** The most significant shifts in opinion are observed in Cyprus, where 61% of people now think poverty has increased strongly, compared with just 21% in 2010, Greece (80%, up from 55%), and Italy (43%, up from just 19%).

<sup>13</sup> QA35: Generally speaking, would you say that poverty has strongly increased, somewhat increased, somewhat decreased or strongly decreased in the last three years in (OUR COUNTRY)? Strongly increased; somewhat increased; somewhat decreased; strongly decreased; stayed about the same (SPONTANEOUS); don't know.

**- Only 22% of Europeans think that enough is being done to address the issue of poverty -**

While most respondents clearly feel that poverty is on the rise, it is equally clear that relatively few believe that enough is being done to fight it<sup>14</sup>. Just 22% of all respondents think that enough is being done: 4% 'definitely' and 18% 'to some extent'. By contrast, 75% do think that not enough is being done to fight poverty, 39% saying 'no, not really', and 36% 'no, not at all'.

QA36. Do you think that enough is being done to fight poverty in (OUR COUNTRY)?



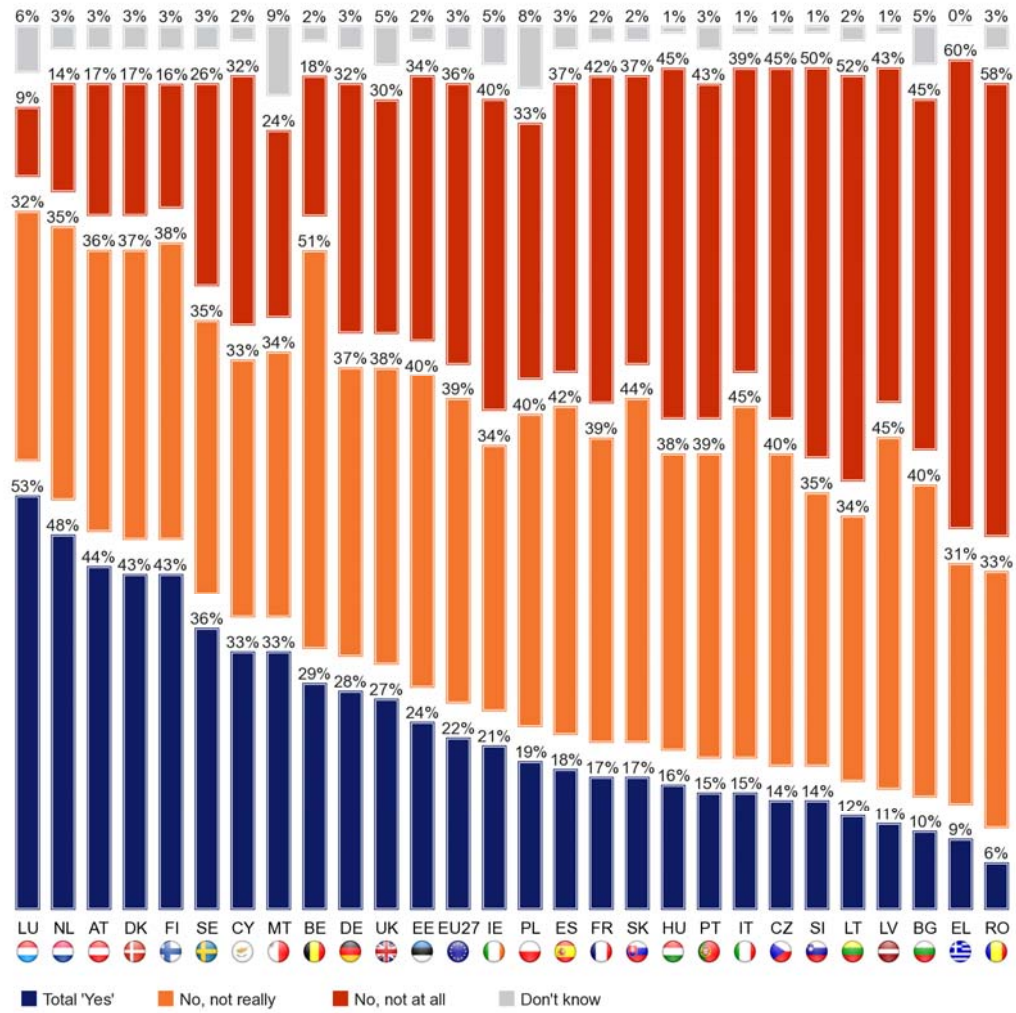
\* Yes, definitely 4% / Don't know 3%

**There is a marked distinction between EU15 and NMS12 countries on this question.** While 24% of EU15 respondents think that enough is being done to fight poverty in their country, only 14% of people in the NMS12 share this view. By contrast, 81% of NMS12 respondents say that not enough is being done, whereas only 73% of EU15 citizens say this

In two Member States, around half of respondents believe that enough is being done to fight poverty in their country: Luxembourg (53%), and the Netherlands (48%). By contrast, in 12 Member States at least 80% of respondents say that not enough is being done to fight poverty, with scores as high as 91% in both Greece and Romania and 88% in Latvia. In four countries, half or more of respondents answer 'no, not at all': Greece (60%), Romania (58%), Lithuania (52%) and Slovenia (50%).

<sup>14</sup> QA36: Do you think that enough is being done to fight poverty in (OUR COUNTRY)? Yes, definitely; yes, to some extent; no, not really; no, not at all; don't know.

QA36. Do you think that enough is being done to fight poverty in (OUR COUNTRY)?

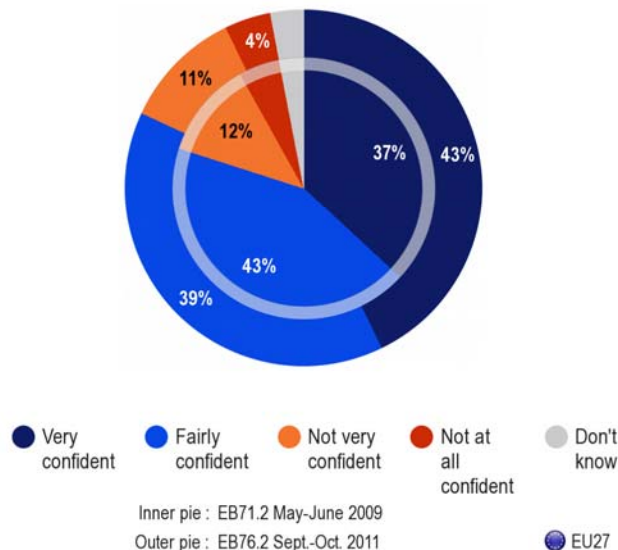


## 2. INCREASED CONFIDENCE IN RETAINING EMPLOYMENT

**- In 20 EU countries overall confidence in job security has risen over the past year, though confidence has ebbed in several Member States -**

A large majority of respondents who are currently working (82%) are confident that they will be able to keep their jobs in the coming months, with 43% describing themselves as very confident and 39% as fairly confident<sup>15</sup>. Just 15% say they are not confident of keeping their jobs, with 11% not very confident and 4% not at all confident. Overall, people are slightly more confident about their ability to keep their jobs than they were in 2009, when only 37% said they were very confident (6% lower than in 2011), and 80% were either very or fairly confident (2% lower than now).

QA7. How confident would you say you are in your ability to keep your job in the coming months? Are you...?



\*EB76.2: Don't know 3%  
 EB 71.2: Not at all 5% / Don't know 3%

Base: those currently working = 49% of the total sample

Respondents who are in work in the EU15 countries are generally more confident about their ability to keep their jobs than their counterparts in the NMS12 countries. While 46% of EU15 respondents describe themselves as being very confident, only 31% of NMS12 respondents say this. Overall, 83% of EU15 citizens are confident, compared with 77% in the NMS12.

In all Member States but one, a majority of respondents who are currently working are confident that they will be able to keep their jobs in the coming months, with confidence

<sup>15</sup> QA7: How confident would you say you are in your ability to keep your job in the coming months? Are you...? Very confident; fairly confident; not very confident; not at all confident; don't know.

levels highest in Sweden (95%), Denmark (92%), Germany (91%) and Finland (91%). Greece is the only Member State where a majority of respondents are not confident in this respect (54%, vs. 44% confident).

### 3. JOB SEEKING

#### 3.1 Job seeking strategies

**- Half of Europeans would prefer to do the same kind of job in the same location, should they be laid off -**

Respondents who are currently in work were asked how they would go about finding another job, should they be laid off<sup>16</sup>, and in particular whether they would try looking for a different type of job or look in a different location, or try to set up their own business instead.

Almost half (48%) of the respondents currently working say they would apply for **the same kind of job in the same location but for another employer**, while just over a third (35%) say they would apply for **the same kind of job but in a different location**. 21% of respondents would apply for **a completely different kind of job in the same location**. 12% would **start their own business without employees**, and 11% would apply for **a completely different kind of job in another location**. Just 3% would attempt to **start their own business with employees**.

QA10. If you were to be laid-off, how would you find a job? (max. 2 answers)



 EU27

*Base: those currently working =49% of the total sample*

<sup>16</sup> QA10: If you were to be laid-off, how would you find a job? (MAX. 2 ANSWERS). By applying for the same kind of job, in the same location, but for another employer; by applying for the same kind of job but in a different location; by applying for a completely different kind of job in the same location; by applying for a

**Applying for the same kind of job in the same location but for a different employer** is the most popular course of action in all but two Member States. At least half of respondents currently in work say they would choose this option in 13 countries, led by Denmark (68%), Cyprus (65%) and Sweden (63%). But in Slovenia, only 24% would adopt this approach to finding another job, as would 38% in Spain.

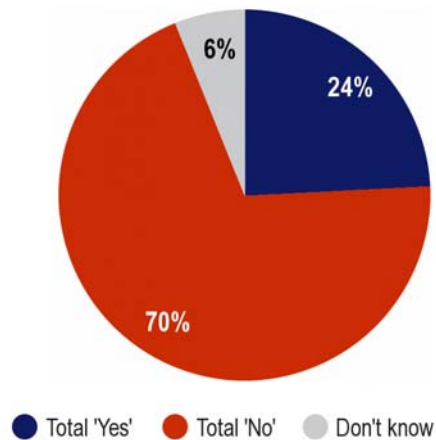
Slovenia and the Netherlands are the two countries where **applying for the same kind of job but in a different location** is the most common choice: 48% and 49% of respondents respectively say they would do this.

### 3.2 Perceived obstacles to starting a business

*- Overall, more than a third would start their own business -*

**Respondents who did not mention starting their own business as one of their options** in the previous question were then asked whether they would start a business if they were to lose their job<sup>17</sup>: close to a quarter (24%) of these respondents said they would start their own business. However, 70% of respondents say they would not start a business. Overall, 35% of Europeans currently working would consider starting their own business in the event of redundancy.

QA11. Would you consider starting your own business if you were to lose your job?



 EU27

*Base: those currently working, and for whom starting their own business would not be a priority if they were laid off = 42% of the total sample*

completely different kind of job in another location; by starting your own business without employees; by starting your own business with employees; other; don't know.

<sup>17</sup> QA11: Would you consider starting your own business if you were to lose your job? Yes, definitely; yes, probably; no, probably not; no, definitely not.

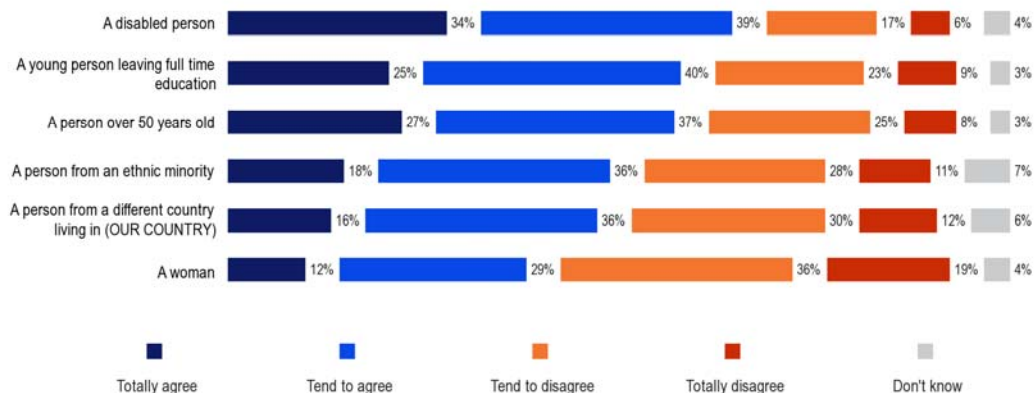
In nine Member States at least a quarter of respondents say they would start a business if they lost their job. In the UK 32% of people say they would start a business, as would 31% in Latvia and 30% in Italy. But at the other end of the scale, only 10% of people in Malta say they would start their own business, followed by 11% in Bulgaria and 12% in Ireland.

**- A majority of respondents think that individuals in five out of the six specific categories would find it more difficult to start their own business -**

All respondents were asked whether they thought it was more difficult for certain types of people to start their own business<sup>18</sup>. Almost three-quarters (73%) of respondents think that it is more difficult for **a disabled person** to start his or her own business (vs. 23% who disagree). Two-thirds of respondents (65%) say that it is more difficult for **a young person leaving full-time education** to start his or her own business (vs. 32%). Just under two-thirds of respondents (64%) say that it is more difficult for **a person over 50 years old** to start his or her own business (vs. one third who disagree). Over half of all respondents (54%) think that it is more difficult for **a person from an ethnic minority** to start his or her own business, but 39% of people disagree. A majority of respondents (52%) also believe that it is more difficult for **a person from a different country living in their country** to start his or her own business. 42% disagree that it is more difficult. Finally, fewer than half of all respondents (41%) think that it is more difficult **for a woman** to start her own business (vs. 55% who disagree).

**Overall, large proportions of Europeans (majorities in most cases) agree that starting one's own business is more difficult for some categories.**

QA13. Please tell me to what extent do you agree or disagree that it is more difficult for the following types of people than for others to start their own business.



EU27

<sup>18</sup> QA13.1: Please tell me to what extent do you agree or disagree that it is more difficult for the following types of people than for others to start their own business. A young person leaving full time education; a person over 50 years old; a woman; a disabled person; a person from a different country living in (OUR COUNTRY); a person from an ethnic minority.

### 3.3 The importance of qualifications and professional experience

**- For Europeans, professional experience and the level of one's qualifications remain the two assets that should be emphasised in order to find a job -**

Respondents were asked which two assets should be emphasised in order to find a job easily in today's job market<sup>19</sup>. A majority think that both professional experience (54%, stable compared with 2009) and qualification levels (51%, -1 point compared with 2009) should be emphasised, while over a third of respondents (35%) argue that the ability to adapt ought to be stressed. Just 19% think someone seeking work should emphasise his or her computer skills, while 17% say that language skills should be emphasised. Just 5% think that it is important to emphasise a willingness to work abroad.

QA6. In your opinion, which two assets should one emphasize in order to easily find a job today?



Some differences can be observed between the EU15 and NMS12 countries. While 26% of NMS12 respondents emphasise the importance of language skills, only 15% of respondents in the EU15 do so. By contrast, 37% of EU15 respondents say that the ability to adapt is important, whereas only 24% mention this item in the NMS12.

In 16 Member States more respondents mention **professional experience than any of the other answers**. In

France 69% of respondents cite this item, as do 66% in Portugal; at the other end of the scale only 37% in Malta and 42% in both Denmark and Ireland think that professional experience is one of the most important things to emphasise. In 10 EU countries more respondents mention **the level of applicants' qualifications than the other alternatives**. In both Malta and the Netherlands 69% of people say this, while just 37% of those in Slovakia and 38% in France do so.

<sup>19</sup> QA6: In your opinion, which two assets should one emphasize in order to easily find a job today? (MAX. 2 ANSWERS). Professional experience; level of one's qualifications; ability to adapt; computer skills; language skills; willingness to work abroad; other (SPONTANEOUS); none (SPONTANEOUS); don't know.

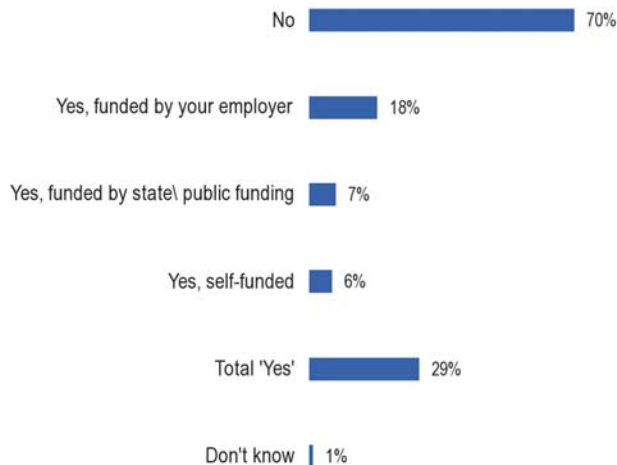
## 4. TRAINING

### 4.1 Participation in training

*- Nearly one in five have attended employer-funded training -*

70% of respondents say that they have not attended any training courses (including any outside working hours) or received any other on-the-job training *in the last two years*<sup>20</sup>,. Close to one in five (18%) say that they have attended a training course funded by their employer. Just 7% say they attended state or publicly funded training, while 6% say they were self-funded. **Overall, 29% of Europeans have attended a training course in the last two years.**

QA28. In the last two years, have you attended any training courses (including any outside working hours) or received any other on the job training? (multiple answers possible)



Respondents living in the EU15 countries are more likely to have attended a training course: 31% have done so within the last two years, as opposed to 21% in the NMS12. Respondents in non-euro countries are also slightly more likely to have attended training than those in the euro-zone, by a margin of 30% to 28%.

At least a fifth of respondents have attended training **funded by their employer** in 13 EU countries, led by Sweden (39%), the Netherlands (37%) and Denmark (33%). At the other end of the scale, just 3%

of respondents in Bulgaria and 4% in Greece have attended employer-funded training.

In six countries, at least 10% of respondents have attended **state or publicly funded training**: Finland (14%), Spain (11%), Denmark (11%), Ireland (10%), Luxembourg (10%) and Sweden (10%). But the number attending self-funded training within the last two years exceeds 10% in only one country: the Netherlands (12%).

Overall, around half of the respondents have attended such training courses in the last two years in Sweden (52%), the Netherlands (50%) and Finland (48%). This proportion is lowest in Bulgaria (8%) and Greece (10%).

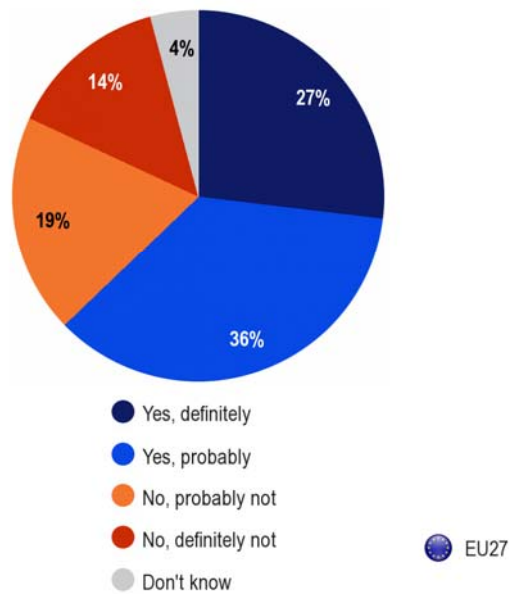
<sup>20</sup> QA28: In the last two years, have you attended any training courses (including any outside working hours) or received any other on the job training? (MULTIPLE ANSWERS POSSIBLE) Yes, funded by your employer; yes, funded by state/public funding; yes; self-funded; no; don't know.

## 4.2 The help of training in finding employment

**- Most people who have taken a training course think the experience would help them to find a job in the future -**

Nearly two-thirds (63%) of respondents who have participated in a training course or received any other on-the-job training in the last two years say that the training they received would help them to find a job<sup>21</sup>, with 27% saying 'yes, definitely' and 36% 'yes, probably'. Just one-third (33%) say that the training they received would not help them, with 19% saying 'no, probably not' and 14% saying 'no, definitely not'.

QA29. If you were looking for a job, would the last training course you have received help you to find a job in the future?



Base: Those who have attended any training course =29% of the total sample

Respondents who live in non-euro countries are more likely to feel that the training they received would help them to find another job: 68% think this, compared with just 60% in the euro-zone.

In 16 Member States, at least two-thirds of respondents think that the training they received would help them to get a job in the future, most strikingly in the Czech Republic (76%), Latvia (74%), Malta (74%) and Romania (74%). At the other end of the scale, relatively few respondents in France (54%) and Sweden (56%) feel that their training experience would be helpful in finding a job.

**However, despite these variations, an absolute majority of respondents in all Member States think that the last training they have received would help them to find a job.**

<sup>21</sup> QA29: If you were looking for a job, would the last training course you have received help you to find a job in the future? Yes, definitely; yes, probably; no, probably not; no, definitely not; don't know.

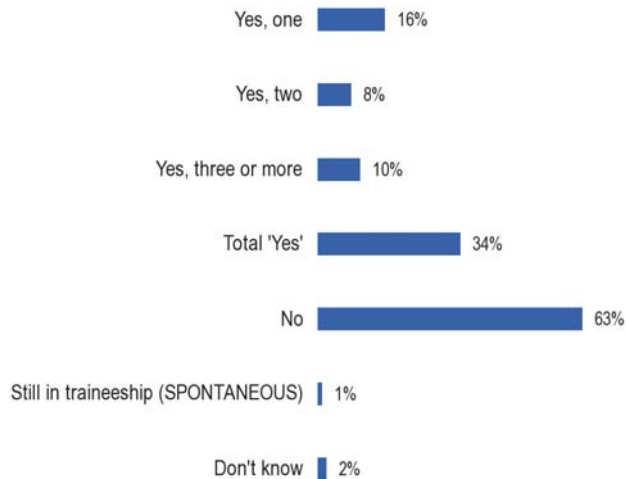
## 5. TRAINEESHIPS

### 5.1 Participation in traineeships

*- A third of respondents have completed at least one traineeship -*

All European respondents except students were asked whether they had completed one or more traineeships either during or immediately after completing their education<sup>22</sup>. Almost two-thirds (63%) say that they have not completed any training programmes. However, **a third (34%) have completed at least one traineeship**, with 16% having finished one, 8% having finished two, and 10% having completed three or more.

QA25a. I would like you to think about traineeships. Did you complete one or more traineeships either during or immediately after you completed your education?



EU27

*Basis: all respondents except students =91% of the total sample*

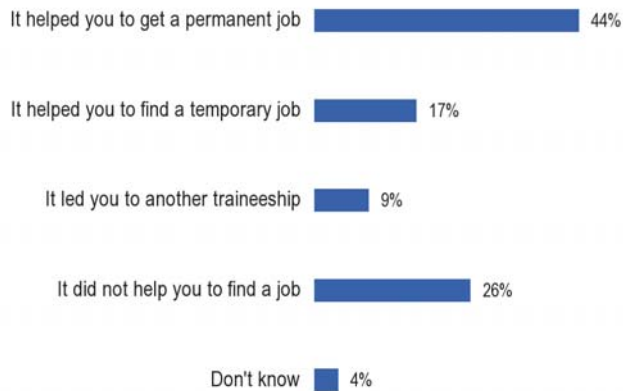
In six countries an absolute majority of respondents say they have completed at least one traineeship: Estonia (57%), Luxembourg (54%), Finland (56%), Lithuania (55%), Sweden (53%) and Denmark (51%). Conversely, in the remaining 21 Member States, a majority answer that **they have not completed any traineeships** either during or immediately after completing their education. Very high numbers of people say they have not completed any training courses in Portugal (83%), Italy (82%) and the Czech Republic (81%).

<sup>22</sup> QA25a: I would like you to think about traineeships. Did you complete one or more traineeships either during or immediately after you completed your education? (IF NECESSARY: By traineeship, we mean training for a particular job or profession) (DO NOT READ OUT) Yes, one; yes, two; yes, three or more; no; still in traineeship (SPONTANEOUS); don't know.

## 5.2 Assessments of the value of traineeships in finding a job

**- Nearly half of those who completed a traineeship say it helped them to find a job -**

QA25b. Thinking about the traineeship(s) you have completed, which of the following statements best corresponds to your situation?



EU27

Respondents who said they had completed a traineeship were asked to say whether the experience was helpful when it came to finding employment, and **44% of this group say that it had helped them to get a permanent job<sup>23</sup>**. However, a quarter (26%) says that it did not help them to find a job. A further 17% say that it helped them to find a temporary job, while 9% say it led to another traineeship.

*Basis: those who completed a traineeship = 31% of the total sample*

**60% of respondents outside the euro-zone say that a traineeship helped them to get a permanent job**, but this falls to just 35% of people who live in the euro-zone.

<sup>23</sup> QA25b: Thinking about the traineeship(s) you have completed, which of the following statements best corresponds to your situation? It led you to another traineeship; it helped you to find a temporary job; it helped you to get a permanent job; it did not help you to find a job; don't know.

### 5.3 The need for information about the likely skills requirements for finding a job

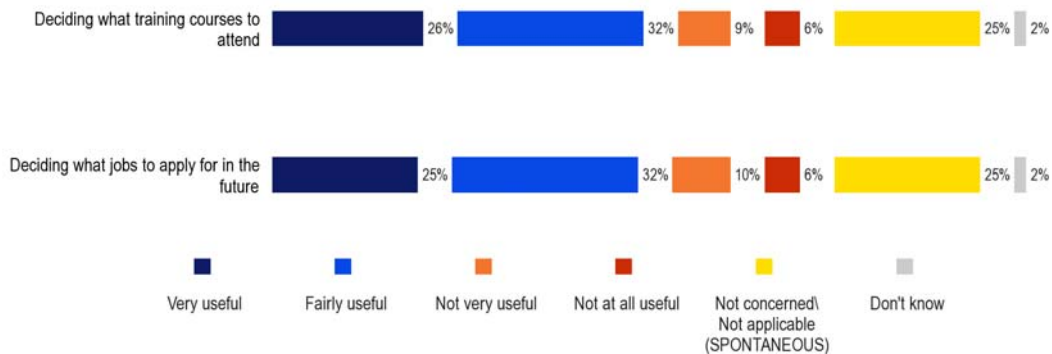
*- Most people think it would be useful to be given information about the likely requirements of the future job market -*

All respondents were asked how useful it would be to them personally to receive information about what skills were likely to be needed in the future job market<sup>24</sup>, first for deciding what training courses to attend, and secondly for deciding what jobs to apply for in the future.

**A majority (58%) of respondents think it would be useful to receive information about future skills requirements to help them decide what training courses to attend:** 26% say it would be very useful and 32% say it would be fairly useful. Just 15% say this would not be useful.

**57% say that information about future skills requirements would be useful in helping them to decide what jobs to apply for in the future,** with 25% saying it would be very useful and 32% saying it would be fairly useful. Only 16% say this would not be useful.

QA31. How useful or not would it be to you personally to receive information about what skills are likely to be needed in the future job market, for...?



EU27

In all Member States with one exception – the Netherlands – a majority of respondents believe that **receiving information about future skills requirements would be useful in helping them decide what jobs to apply for in the future.**

<sup>24</sup> QA31: How useful or not would it be to you personally to receive information about what skills are likely to be needed in the future job market... 1. for deciding what jobs to apply for in the future? 2. for deciding what training courses to attend? Very useful; fairly useful; not very useful; not at all useful; not concerned\ Not applicable (SPONTANEOUS); don't know.

The countries where the highest proportions agree with this statement are Spain (80%), Slovakia (77%) and Slovenia (69%). But in the Netherlands, only 44% of respondents think this kind of information would be useful. The national results are very similar on the question of whether information about future skills requirements would be useful when deciding what training courses to attend: Spain (82%) again has the highest proportion people who think this would be useful, followed as before by Slovakia (72%) and Slovenia (68%). The Netherlands (46%) and Portugal (47%) have the fewest respondents who think this kind of information would be useful to them.

## 6. PERCEPTIONS OF EU EMPLOYMENT AND SOCIAL POLICIES

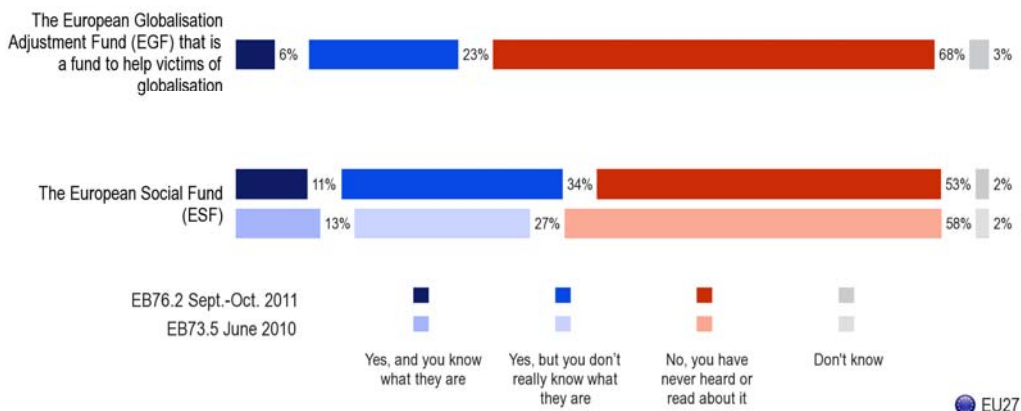
### 6.1 Familiarity with the European Social Fund and European Globalisation Adjustment Fund

#### - Awareness of the European Social Fund has risen since mid-2010 -

The results show that overall **awareness of the ESF is higher than for the EGF**<sup>25</sup>. While 45% of respondents say they have heard of the ESF, with 11% saying they know what it is and 34% saying they have heard of it but don't really know what it is, only 29% have heard of the EGF, with 6% saying they know what it is and 23% saying they have heard of it but don't really know what it is.

53% of people say they have never heard of the ESF, whereas 68% have never heard of the EGF. Awareness of the ESF has grown since June 2010, when 40% of respondents said they had heard of it (trend analysis is not possible for the EGF).

QA3. Have you ever heard or read about...?



<sup>25</sup> QA3: Have you ever heard or read about 1. The European Globalisation Fund (EGF) that is a fund to help victims of globalisation. 2. The European Social Fund (ESF)? Yes, and you know what they are; yes, but you don't really know what they are; no, you have never heard or read about it; don't know.

There is a considerable difference between the level of awareness of the two funds in the euro-zone and outside it. While 33% of people in the euro-zone have heard of the EGF and 49% have heard of the ESF, only 22% of people outside the euro-zone have heard of the EGF and only 38% have heard of the ESF.

Over a third of respondents say they have heard of the **EGF** in seven Member States, led by Finland (49%), Slovakia (43%) and Italy (42%). In four countries, 10% or more have both heard of it and know what it is: Italy (12%), Luxembourg (11%), Austria and Cyprus (both 10%). Relatively few respondents have heard of it in Denmark (12%) and the UK (14%).

By contrast, in all but two Member States at least a third of respondents have heard of the **ESF**, and in some cases quite high proportions have done so, notably in Slovakia (67%), Portugal (64%) and Latvia (60%). The proportion of respondents who say they know what the ESF is reaches or exceeds 15% in Portugal (21%), Luxembourg (19%), Poland and Italy (both 17%), Slovakia (16%), Cyprus, Spain and Greece (15%). Awareness is again relatively low in Denmark (19%), however, as well as in Sweden (23%).

Since mid-2010<sup>26</sup>, awareness of the ESF has risen in 20 countries, remained stable in three, and fallen in four. In six Member States, there have been double-digit rises in the proportions of people saying that they have heard of the European Social Fund: Slovakia (67%, +14 points), Finland (55%, +13 points), Germany (45%, +12 points), Romania (39%, +12 points), Bulgaria (41%, +11 points) and Estonia (52%, +11 points).

## 6.2 Impact of the EU on employment and social policy

### *- A majority of Europeans think that the EU's employment and social policies have a positive impact -*

All Europeans were asked to say whether they thought the EU has a positive or negative impact in two important areas of public policy<sup>27</sup>, first employment policy (e.g. helping people in finding a job), and second social policy (e.g. fighting poverty and social exclusion, helping to modernise social protection systems).

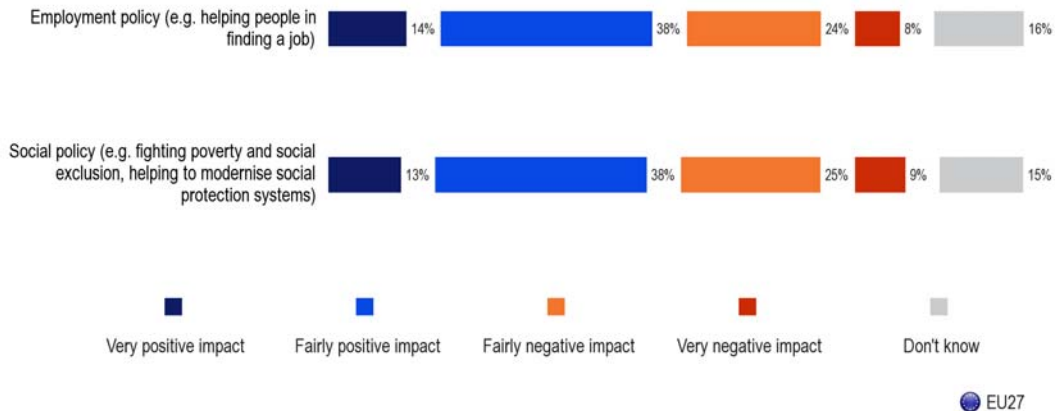
There is very little difference in opinion regarding these two policy areas. A majority (52%) think that the EU has a positive impact on **employment policy**, with 14% saying it has a very positive impact and 38% that it has a fairly positive impact; while a similar majority (51%) think that the EU has a positive impact on **social policy** with 13%

<sup>26</sup> Special Eurobarometer 350: The European Social Fund. June 2010.

<sup>27</sup> QA17 Please tell me to what extent you think the EU has, overall, a positive or negative impact in the following areas in (OUR COUNTRY). 1. Employment policy (e.g. helping people in finding a job). 2. Social policy (e.g. fighting poverty and social exclusion, helping to modernise social protection systems) Very positive impact; fairly positive impact; fairly negative impact; very negative impact; don't know.





























saying it has a very positive impact and 38% a fairly positive impact. Just under a third (32%) think the EU has a negative impact on employment policy, with 24% saying it has a fairly negative impact and 8% a very negative impact; and just over a third (34%) think the EU has a negative impact on social policy, with 25% saying it has a fairly negative impact and 9% a very negative impact.

QA17. Please tell me to what extent you think the EU has, overall, a positive or negative impact in the following areas in (OUR COUNTRY).



Respondents in the NMS12 countries are more likely to view the EU in a positive light here than those in the EU15: while 61% think the EU has a positive impact on **employment policy** and 58% think it has a positive impact on **social policy**, these figures fall to just 51% and 49% in the EU15. There are no such differences between responses in the euro-zone and non-euro countries, however.

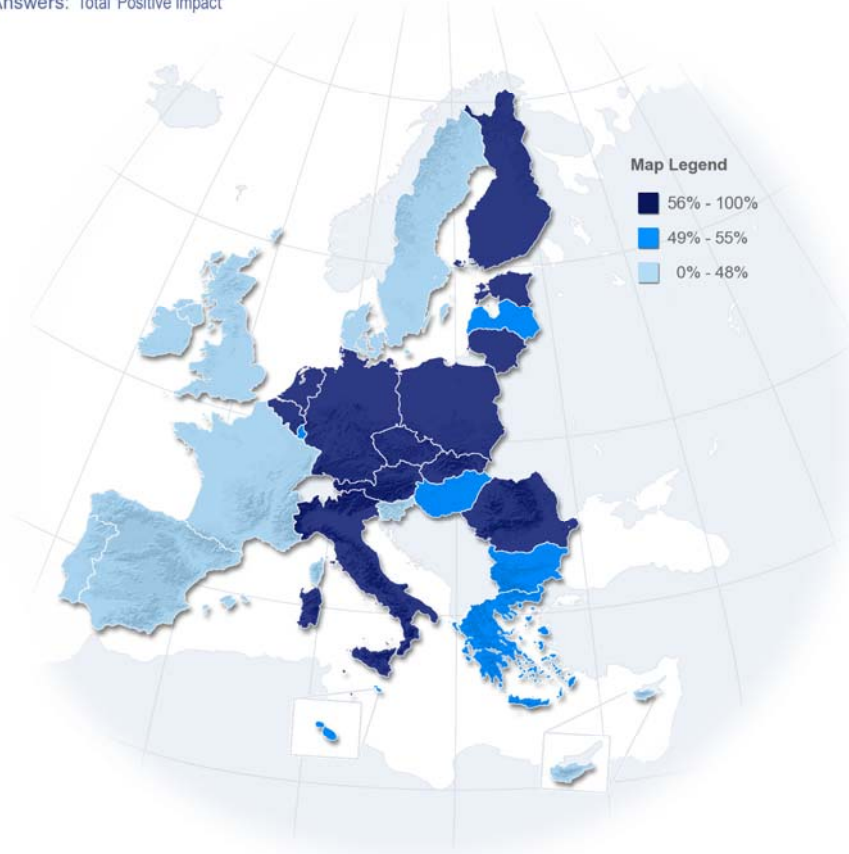
**On employment policy** a majority of respondents in 17 Member States think that the EU has a positive impact. The level of approval is highest in Slovakia (74%), Estonia (71%) and Poland (68%), and lowest in France (30%), Portugal (35%) and Spain (41%). Greece registers the highest proportion of respondents who think the EU has a very positive impact (24%), while Cyprus has the most who think it has a very negative impact (22%).

 SK	74%
 EE	71%
 PL	68%
 AT	65%
 BE	64%
 CZ	63%
 DE	63%
 NL	63%
 IT	61%
 FI	61%
 LT	60%
 RO	59%
 EL	54%
 LU	53%
 LV	53%
 EU	52%
 HU	51%
 BG	51%
 MT	49%
 SI	47%
 SE	47%
 DK	44%
 CY	44%
 UK	44%
 IE	44%
 ES	41%
 PT	35%
 FR	30%

Question: QA17.1. Please tell me to what extent you think the EU has, overall, a positive or negative impact in the following areas in (OUR COUNTRY).

Option: Employment policy (e.g. helping people in finding a job)

Answers: Total 'Positive impact'



**On social policy**, a majority of respondents in 17 Member States again think that the EU has a positive impact. These are the same 17 countries, except that Cyprus replaces Greece. The level of approval is again highest in Slovakia (71%) and Estonia (66%), this time followed by Austria (62%). As in the case of employment policy, approval is lowest in France (32%), followed this time by Sweden (37%), Denmark (38%) and Portugal (38%). Greece again registers the highest proportion of respondents who think the EU has a very positive impact (23%), while also having the most who think its impact is very negative (26%).

**- A majority think that the EU has a positive impact on eight of 10 policy areas -**

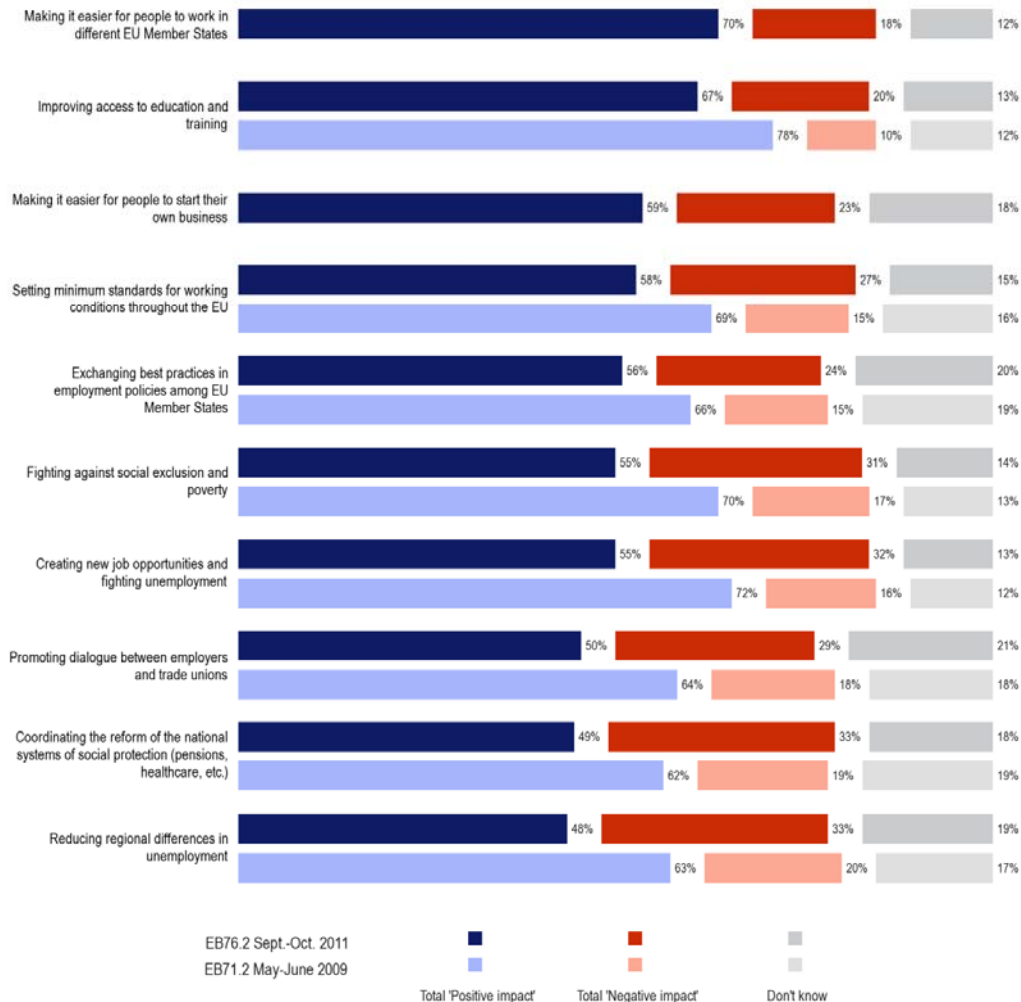
Respondents were then asked to give their opinion of the impact of the EU in 10 specific policy areas<sup>28</sup>. Overall, results range from 70% to 48% positive impact, demonstrating that **European public opinion generally sees the impact of the EU as positive.**

The EU is thought have the most positive impact on **making it easier for people to work in different EU Member States** (70%), followed by **improving access to education and training** (67%). 59% of respondents believe that the EU has a positive impact on **making it easier for people to start their own business**, while 58% think it has a positive impact on **setting minimum standards for working conditions throughout the EU**. Majorities also think the impact is positive in terms of **exchanging best practices in employment policies among EU Member States** (56%), **creating new job opportunities and fighting unemployment** (55%), **fighting against social exclusion and poverty** (55%), and **promoting dialogue between employers and trade unions** (50%). However just under half the respondents think that the EU's impact is positive in **coordinating the reform of the national social protection systems** (49%) and **reducing regional differences in unemployment** (48%).

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<sup>28</sup> QA18: More specifically, please tell me to what extent you think the EU has a positive or negative impact on each of the following employment and social policies. Very positive impact; fairly positive impact; fairly negative impact; very negative impact; don't know.

QA18. More specifically, please tell me to what extent you think the EU has a positive or negative impact on each of the following employment and social policies.

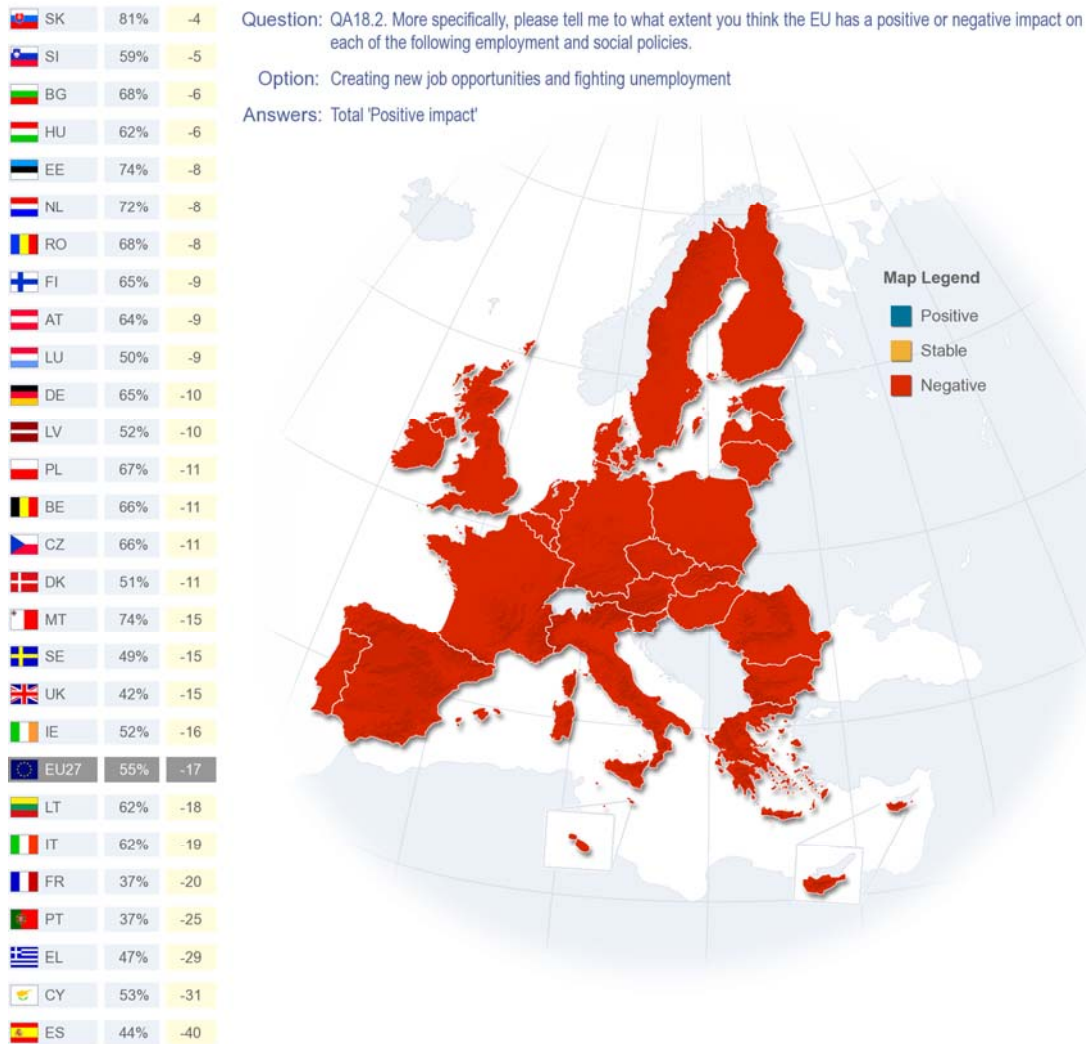


Compared with 2009, **there has been a substantial fall in the number of people who think that the EU has a positive impact**. In 2009, 78-62% said the EU had a positive impact on the eight issues; now, the range is 67-48%. The fall is greatest in respect of 'creating new job opportunities and fighting unemployment' (-17 points), and least for 'exchanging best practices in employment policies among EU Member States' (-10 points).

Several Member States consistently register a high proportion of respondents who consider that the EU has a positive impact on these policies. Slovakia has the most people who think the EU's impact is positive on five out of these 10 measures, as well as above-average numbers for the others. Estonia, Malta and the Netherlands also consistently have relatively very high numbers of respondents who say the EU has a positive impact. At the other end of the scale, Portugal has the lowest proportion of

respondents who think the EU's impact is positive on five out of the 10 measures, as well as below-average numbers for the remaining five. France, Spain and the UK also have a consistently low number of respondents who believe that the EU has a positive impact.

A trend analysis shows that in most countries, on most questions, fewer people now think the EU has a positive impact. In Spain, Greece, Portugal and Cyprus especially, public perceptions of the EU's ability to make a positive impact have deteriorated dramatically. Only in Slovenia, Slovakia, Latvia and Hungary has the public's view of the EU's ability to make a positive impact held up, or increased, on certain issues: evolutions are particularly striking regarding **creating new job opportunities and fighting unemployment**: fewer people think the EU has a positive impact in all Member States. The largest falls occurred in Spain (-40 points), Cyprus (-31 points), Greece (-29 points), Portugal (-25 points) and France (-20 points).



## CONCLUSION

In terms of tackling Europe's social and employment problems, people strongly agree with the ideas behind 'flexicurity', such as the idea that regular training improves job opportunities and that it is useful to be able to switch jobs relatively easily. However, half of the respondents disagree with the statement that many people retire too early. The national differences on this question are wide: in Hungary three-quarters of respondents say people retire too early, in Estonia less than a fifth.

Furthermore, close to nine respondents in ten believe that poverty has increased over the last three years (more than thought so in mid-2010). In Greece and Spain there is a near-unanimous sense that poverty has increased, though in Latvia substantially fewer people think poverty has risen than thought so in 2010. Generally, European citizens do not believe that enough is being done to fight poverty, though the differences between countries are again very large.

Concern about the economy and increasing poverty has not translated into a collapse in confidence, and more than eight in ten respondents who are currently working say they are confident that they will be able to keep their jobs – a slight increase on the number who felt this way in 2009. Confidence is again very country-specific, however, ranging from the 95% who are confident in Sweden to the 44% who are confident in Greece. Nonetheless, in 20 EU countries confidence has risen since 2009.

When asked how they would respond to redundancy, half of those currently in work say they would look for the same kind of job in the same location. Starting a business is a relatively popular option, however. One in eight say they would do this as one of their top two priorities, and a further quarter express an interest in setting up a company, so that overall more than a third of Europeans currently working would consider self-employment in the event of redundancy. Several groups in society, such as people with a disability and young people just leaving education, are generally acknowledged to face additional barriers to starting their own business.

There is also a majority view that personal experience and qualification levels are the most important aspects to emphasise when searching for work.

Close to three in ten Europeans have attended a training course (including outside working hours) or received any other on the job training in the last two years, and these training courses generally appear to be useful: two-thirds of people who have attended a training course within the last two years believe that the experience would be helpful should they need to find a new job.

A third of respondents (34%) say they completed a traineeship during or immediately after their education, though the extent to which people undertake traineeships varies greatly from one Member State to another. Of all those who undertook a traineeship, 44% say it helped them to find a permanent job, while just over a quarter say that it did not.

It is not surprising to find that there is a general appetite for better information about the future job market: 57-58% would like to receive information about future skills requirements that would help them to take decisions about the kind of jobs to apply for in the future and about training courses to attend.

There is growing awareness of the European Social Fund, which 45% of people have now heard of (compared with 40% in 2009). Recognition of the European Globalisation Adjustment Fund remains somewhat lower. In both cases, awareness among people inside the euro-zone is substantially higher than it is among those living outside the euro area.

Finally, just over half of Europeans believe that the EU has a positive impact on employment policy, and on social policy. A majority of Europeans (70%) consider that the EU has the most positive impact on making it easier for people to work in different EU Member States. However, approval varies widely depending on the country concerned.

A trend analysis shows that fewer people than in 2009 in almost all Member States think that the EU is making a positive impact on a range of specific employment and social issues, such as creating new jobs and fighting unemployment. Faith in the EU's ability to make a positive impact clearly fell in those countries which were hit hard by the crisis – notably Spain, Greece and Portugal.

Overall, the survey results make it clear that European citizens see the EU's efforts to tackle the problems that represent a source of anxiety today and for the imminent future in a positive light.

## **SPECIAL EUROBAROMETER 377**

### **Employment and Social Policy (ESP)**

### **TECHNICAL SPECIFICATIONS**

Between the 24th of September and the 09th of October 2011, TNS Opinion & Social, a consortium created between TNS plc and TNS opinion, carried out the wave 76.2 of the EUROBAROMETER, on request of the EUROPEAN COMMISSION, Directorate-General for Communication, "Research and Speechwriting".

The SPECIAL EUROBAROMETER 777 is part of wave 76.2 and covers the population of the respective nationalities of the European Union Member States, resident in each of the Member States and aged 15 years and over. The basic sample design applied in all states is a multi-stage, random (probability) one. In each country, a number of sampling points was drawn with probability proportional to population size (for a total coverage of the country) and to population density.

In order to do so, the sampling points were drawn systematically from each of the "administrative regional units", after stratification by individual unit and type of area. They thus represent the whole territory of the countries surveyed according to the EUROSTAT NUTS II (or equivalent) and according to the distribution of the resident population of the respective nationalities in terms of metropolitan, urban and rural areas. In each of the selected sampling points, a starting address was drawn, at random. Further addresses (every Nth address) were selected by standard "random route" procedures, from the initial address. In each household, the respondent was drawn, at random (following the "closest birthday rule"). All interviews were conducted face-to-face in people's homes and in the appropriate national language. As far as the data capture is concerned, CAPI (*Computer Assisted Personal Interview*) was used in those countries where this technique was available.

ABBREVIATIONS	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES		POPULATION 15+
BE	Belgium	TNS Dimarso	1.025	24/09/2011	09/10/2011	8.939.546
BG	Bulgaria	TNS BBSS	1.021	24/09/2011	04/10/2011	6.537.510
CZ	Czech Rep.	TNS Aisa	1.003	24/09/2011	06/10/2011	9.012.443
DK	Denmark	TNS Gallup DK	1.037	24/09/2011	09/10/2011	4.561.264
DE	Germany	TNS Infratest	1.502	24/09/2011	09/10/2011	64.409.146
EE	Estonia	Emor	1.003	24/09/2011	09/10/2011	945.733
IE	Ireland	Ipsos MRBI	1.006	24/09/2011	07/10/2011	3.522.000
EL	Greece	TNS ICAP	1.001	24/09/2011	08/10/2011	8.693.566
ES	Spain	TNS Demoscopia	1.012	24/09/2011	09/10/2011	39.035.867
FR	France	TNS Sofres	1.010	24/09/2011	09/10/2011	47.756.439
IT	Italy	TNS Infratest	1.039	24/09/2011	07/10/2011	51.862.391
CY	Rep. of Cyprus	Synovate	506	24/09/2011	09/10/2011	660.400
LV	Latvia	TNS Latvia	1.032	24/09/2011	09/10/2011	1.447.866
LT	Lithuania	TNS Gallup Lithuania	1.014	24/09/2011	09/10/2011	2.829.740
LU	Luxembourg	TNS ILReS	507	24/09/2011	09/10/2011	404.907
HU	Hungary	TNS Hoffmann Kft	1.005	24/09/2011	09/10/2011	8.320.614
MT	Malta	MISCO	500	24/09/2011	09/10/2011	335.476
NL	Netherlands	TNS NIPO	1.020	24/09/2011	09/10/2011	13.371.980
AT	Austria	Österreichisches Gallup-Institut	1.032		09/10/2011	7.009.827
PL	Poland	TNS OBOP	1.000	24/09/2011	09/10/2011	32.413.735
PT	Portugal	TNS EUROTESTE	1.024	24/09/2011	09/10/2011	8.080.915
RO	Romania	TNS CSOP	1.045	24/09/2011	08/10/2011	18.246.731
SI	Slovenia	RM PLUS	1.021	24/09/2011	09/10/2011	1.759.701
SK	Slovakia	TNS Slovakia	1.000	24/09/2011	09/10/2011	4.549.955
FI	Finland	TNS Gallup Oy	1.005	24/09/2011	09/10/2011	4.440.004
SE	Sweden	TNS GALLUP	1.035	24/09/2011	09/10/2011	7.791.240
UK	United Kingdom	TNS UK	1.318	24/09/2011	09/10/2011	51.848.010
<b>TOTAL EU27</b>			<b>26.723</b>	<b>24/09/2011</b>	<b>09/10/2011</b>	<b>408.787.006</b>
				<b>1</b>	<b>1</b>	

For each country a comparison between the sample and the universe was carried out. The Universe description was derived from Eurostat population data or from national statistics offices. For all countries surveyed, a national weighting procedure, using marginal and intercellular weighting, was carried out based on this Universe description. In all countries, gender, age, region and size of locality were introduced in the iteration procedure. For international weighting (i.e. EU averages), TNS Opinion & Social applies the official population figures as provided by EUROSTAT or national statistic offices. The total population figures for input in this post-weighting procedure are listed above.

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Observed percentages	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
Confidence limits	± 1.9 points	± 2.5 points	± 2.7 points	± 3.0 points	± 3.1 points

# QUESTIONNAIRE

QA1	And thinking about the current economic crisis and its potential impact on the job-market, how would you rate your concern, if at all, about each of the following? Please use a scale from 1 to 5 where '1' means that you are "no at all concerned", and '5' that you are "very concerned".
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(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	1	2	3	4	5	6	7 DK
		Not at all concerned				Very concerned	Not applicable (SPONTANEOUS)	

1	(ASK ONLY IF "CURRENTLY WORK", CODE 5 TO 18 IN D15a) You losing your job (M)	1	2	3	4	5	6	7
2	Your partner (spouse, etc.) losing their job	1	2	3	4	5	6	7
3	Your children losing their job	1	2	3	4	5	6	7

EB71.2 QB2 TREND SLIGHTLY MODIFIED

QA2	Please tell me to what extent you agree or disagree with the following statement: In two years, the crisis will be over and the employment situation in (OUR COUNTRY) will be better than today.
-----	--

(READ OUT – ONE ANSWER ONLY)

Totally agree	1
Tend to agree	2
Tend to disagree	3
Totally disagree	4
DK	5

NEW

QA3 Have you ever heard or read about...?

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	Yes, and you are very familiar with it	Yes, but you are not very familiar with it	No, you have never heard or read about it (M)	DK
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1	The European Globalisation Adjustment Fund (EGF) that is a fund to help victims of globalisation	1	2	3	4
2	The European Social Fund (ESF)	1	2	3	4

EB73.5 QB4 TREND MODIFIED

QA4 How many times have you changed employer in your working life so far?

(DO NOT COUNT VACATION JOBS WHILE IN FULL-TIME EDUCATION) (IF "DK" CODE '99' - IF "NEVER HAD ANY PAID WORK" CODE '98')

times

EB71.2 QD4

QA5 For how long have you been working for your current employer or last employer if you are not currently working?

(IF "DK" CODE '99' – IF "NEVER HAD ANY PAID WORK" CODE '98' – IF "LESS THAN 1 YEAR" CODE '00')

years

EB71.2 QD5

QA6 In your opinion, which two assets should one emphasize in order to easily find a job today?

(SHOW CARD – READ OUT – MAX. 2 ANSWERS)

Level of one's qualifications	1,
Professional experience	2,
Language skills	3,
Computer skills	4,
Ability to adapt	5,
Willingness to work abroad	6,
Other (SPONTANEOUS)	7,
None (SPONTANEOUS) (M)	8,
DK	9,

EB71.2 QD6

ASK QA7 IF "CURRENTLY WORK", CODE 5 TO 18 IN D15a – OTHERS GO TO QA8

QA7 How confident would you say you are in your ability to keep your job in the coming months?  
Are you...?

(READ OUT – ONE ANSWER ONLY)

Very confident	1
Fairly confident	2
Not very confident	3
Not at all confident	4
DK	5

EB74.1 QA40

ASK ALL

QA8 Would you say that you are very confident, fairly confident, not very confident or not at all confident in having a job in 2 years time?

(ONE ANSWER ONLY)

Very confident	1
Fairly confident	2
Not very confident	3
Not at all confident	4
Not looking for a job in 2 years (SPONTANEOUS)	5
DK	6

EB71.2 QD8

ASK QA9 TO QA12 IF "CURRENTLY WORK", CODE 5 TO 18 IN D15a – OTHERS GO TO QA13

QA9 If you were to be laid-off, how would you rate on a scale of 1 to 10, the likelihood of you finding a job in the next six months? '1' means that it "would be not at all likely" and '10' means that it "would be very likely".

(READ OUT)

1 Not at all likely					10 Very likely				
1	2	3	4	5	6	7	8	9	10

DK 11

EB71.2 QD14

QA10 If you were to be laid-off, how would you find a job?

(SHOW CARD – READ OUT – MAX. 2 ANSWERS) (M)

By applying for the same kind of job, in the same location, but for another employer	1,
By applying for the same kind of job but in a different location	2,
By applying for a completely different kind of job in the same location	3,
By applying for a completely different kind of job in another location	4,
By starting your own business without employees (N)	5,
By starting your own business with employees (N)	6,
Other (SPONTANEOUS)	7,
DK	8,

EB71.2 QD15 TREND MODIFIED

ASK QA11 IF "WOULD NOT START OWN BUSINESS", NO CODE 5 AND 6 IN QA10 – OTHERS GO TO QA12

QA11 Would you consider starting your own business if you were to lose your job?

(READ OUT – ONE ANSWER ONLY)

Yes, definitely	1
Yes, probably	2
No, probably not	3
No, definitely not	4
DK	5

NEW

ASK QA12 IF "WOULD START OWN BUSINESS", CODE 5 OR 6 IN QA10 OR CODE 1 OR 2 IN QA11 – OTHERS GO TO QA13

QA12 Would you know how to start a new business in terms of administrative procedures?

(READ OUT – ONE ANSWER ONLY)

Yes, definitely	1
Yes, probably	2
No, probably not	3
No, definitely not	4
DK	5

NEW

ASK ALL

QA13 Please tell me to what extent do you agree or disagree that it is more difficult for the following types of people than for others to start their own business.

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT – ROTATE)	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
1	A young person leaving full time education	1	2	3	4	5
2	A person over 50 years old	1	2	3	4	5
3	A woman	1	2	3	4	5
4	A person with a disability	1	2	3	4	5
5	A person from a different country living in (OUR COUNTRY)	1	2	3	4	5
6	A person from an ethnic minority	1	2	3	4	5

NEW

ASK QA14 IF "CURRENTLY WORK", CODE 5 TO 18 IN D15a - OTHERS GO TO QA15

QA14 If you were to be laid-off, how much do you think the unemployment insurance and the welfare system in (OUR COUNTRY) will compensate you for the loss of income during the first six months as a percentage of your current income?

(SHOW CARD – READ OUT – ONE ANSWER ONLY)

91 to 100% of your current income	1
71 to 90% of your current income	2
51 to 70% of your current income	3
31 to 50% of your current income	4
30% or less of your current income	5
DK	6

EB71.2 QD16

ASK ALL

QA15 Please tell me, for each of the following statements, to what extent you agree or disagree with it.

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK
1	Life-time jobs with the same employer are a thing of the past	1	2	3	4	5
2	Work contracts should become more flexible to encourage job creation	1	2	3	4	5
3	In (OUR COUNTRY) many people retire too early	1	2	3	4	5
4	Regular training improves one's job opportunities	1	2	3	4	5
5	Being able to change easily from one job to another is a useful asset to help people find a job nowadays	1	2	3	4	5

EB71.2 QD18

QA16 For each of the following measures, how effective or not do you think they are in getting more people into work or staying at work longer in their life? (M)

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	Very effective	Fairly effective	Not very effective	Not at all effective	DK
1	Increasing availability of child care facilities (N)	1	2	3	4	5
2	Increasing affordability of child care facilities (N)	1	2	3	4	5
3	Increasing the difference in income between working and non-working people	1	2	3	4	5
4	Making it easier for people to work abroad (N)	1	2	3	4	5
5	Supporting people who want to start their own business	1	2	3	4	5
6	Making it easier for people to move from undeclared work into regular jobs (e.g. through taxation, labour market regulation) (N)	1	2	3	4	5
7	Regular training for people at work	1	2	3	4	5
8	Making traineeships a compulsory part of higher education (N)	1	2	3	4	5

EB71.2 QD19 TREND MODIFIED

QA17 Please tell me to what extent you think the EU has, overall, a positive or negative impact in the following areas in (OUR COUNTRY).

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	Very positive impact	Fairly positive impact	Fairly negative impact	Very negative impact	DK
1	Employment policy (e.g. helping people in finding a job)	1	2	3	4	5
2	Social policy (e.g. fighting poverty and social exclusion, helping to modernise social protection systems)	1	2	3	4	5

NEW

QA18 More specifically, please tell me to what extent you think the EU has a positive or negative impact on each of the following employment and social policies. (M)

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

	(READ OUT)	Very positive impact	Fairly positive impact	Fairly negative impact	Very negative impact	DK
1	Setting minimum standards for working conditions throughout the EU	1	2	3	4	5
2	Creating new job opportunities and fighting unemployment	1	2	3	4	5
3	Reducing regional differences in unemployment (M)	1	2	3	4	5
4	Exchanging best practices in employment policies among EU Member States (M)	1	2	3	4	5
5	Improving access to education and training	1	2	3	4	5
6	Promoting dialogue between employers and trade unions	1	2	3	4	5
7	Fighting against social exclusion and poverty	1	2	3	4	5
8	Coordinating the reform of the national systems of social protection (pensions, healthcare, etc.)	1	2	3	4	5
9	Making it easier for people to work in different EU Member States (N)	1	2	3	4	5
10	Making it easier for people to start their own business (N)	1	2	3	4	5

EB71.2 QD20 TREND MODIFIED

QA19	In your opinion, which of the two following measures is the more effective way of tackling the issue of undeclared work in (OUR COUNTRY)? (IF NECESSARY: Undeclared work is any paid activities that are lawful but not declared to the public authorities. This allows employers and employees to increase their earnings or reduce their costs by evading taxation. It also means that employees have no employment right or protection.)
------	---

(READ OUT – ONE ANSWER ONLY)

Punish those responsible (e.g. fines, prison)	1
Make it easier to work lawfully through incentives (e.g. reduction of bureaucracy and administration costs)	2
DK	3

NEW

QA20	During the last 12 months, have you participated in any training courses?
------	---

(ONE ANSWER ONLY)

Yes	1
No	2
DK	3

EB71.2 QD9

ASK QA21 IF "HAS PARTICIPATED IN A TRAINING DURING THE LAST 12 MONTHS",  
CODE 1 IN QA20 - OTHERS GO TO QA22

QA21	Who funded this training? Was it...?
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(READ OUT – MULTIPLE ANSWERS POSSIBLE)

The European Union	1,
The (NATIONALITY) Government and\ or a public organisation within (OUR COUNTRY)	2,
Your current employer	3,
Yourself	4,
Other (SPONTANEOUS) (M)	5,
DK	6,

EB71.2 QD10 TREND MODIFIED

ASK QA22 IF "CURRENTLY WORKING", CODE 5 TO 18 IN D15a – OTHERS GO TO QA23

QA22 Thinking about yourself, do you think that in order for you to keep your job...?

(READ OUT - ONE ANSWER ONLY)

Your education and training to date are sufficient (M)	1
You should take a training course but you cannot currently do so (M)	2
You should take a training course and you will do so (M)	3
DK	4

EB71.2 QD11 TREND MODIFIED

ASK QA23 IF NON-ACTIVE BUT NOT RETIRED, CODE 1 TO 3 IN D15a – OTHERS GO TO QA24

QA23 Thinking about yourself, do you think that in order to find a job soon...?

(READ OUT – ONE ANSWER ONLY)

Your education and training to date are sufficient (M)	1
You should take a training course but you cannot currently do so (M)	2
You should take a training course and you will do so (M)	3
You are not looking for a job (SPONTANEOUS)	4
DK	5

EB71.2 QD12 TREND MODIFIED

ASK QA24 IF "CANNOT PARTICIPATE IN A TRAINING", CODE 2 IN QA22 OR QA23 – OTHERS GO TO QA25a

QA24 From the following list, what are the main reasons preventing you from taking part in a training course?

(SHOW CARD – READ OUT – MULTIPLE ANSWERS POSSIBLE) (M)

You do not have the necessary experience or qualifications	1,
You cannot afford it	2,
Your current employer would not support you (M)	3,
Training conflicts with your work schedule	4,
You do not have time because of family responsibilities	5,
There is no training offered close enough to where you are	6,
You do not know about any training offers	7,
You are not comfortable with the idea of going back to something that is like school	8,
Your age prevents you from doing it	9,
Your health or mental condition prevents you from doing it (M)	10,
You cannot participate for other personal reasons	11,
Other (SPONTANEOUS)	12,
DK	13,

EB71.2 QD13 TREND MODIFIED

ASK QA25a TO QA27 TO ALL EXCEPT STUDENTS, NO CODE 2 IN D15a – OTHERS GO TO QA28

QA25a I would like you to think about traineeships. Did you complete one or more traineeships either during or immediately after you completed your education? (IF NECESSARY: By traineeship, we mean training for a particular job or profession)

(DO NOT READ OUT – ONE ANSWER ONLY)

Yes, one	1
Yes, two	2
Yes, three or more	3
No	4
Still in traineeship (SPONTANEOUS)	5
DK	6

NEW

ASK QA25b IF "COMPLETED TRAINEESHIP ", CODE 1 TO 3 IN QA25a – OTHERS GO TO QA25c

QA25b Thinking about the traineeship(s) you have completed, which of the following statements best corresponds to your situation?

(READ OUT – ONE ANSWER ONLY)

It led you to another traineeship	1
It helped you to find a temporary job	2
It helped you to get a permanent job	3
It did not help you to find a job	4
DK	5

NEW

ASK QA25c IF "DIDN'T COMPLETE TRAINEESHIP ", CODE 4 IN QA25a – OTHERS GO TO QA26

QA25c You said that you didn't complete a traineeship during or after you completed your education. Which of the following best describes your situation after you completed your education?

(SHOW CARD – DO NOT READ OUT – ONE ANSWER ONLY)

You found a permanent job within 3 months	1
You did not find a permanent job within 3 months	2
You were not looking for a job (SPONTANEOUS)	3
DK	4

NEW

ASK QA26 AND QA27 IF "COMPLETED TRAINEESHIP ", CODE 1 TO 3 IN QA25a – OTHERS GO TO QA28

QA26 How long was the last traineeship you completed?

(READ OUT – ONE ANSWER ONLY)

Less than a week	1
1-4 weeks	2
1-2 months	3
3-6 months	4
Longer than six months	5
Don't remember (SPONTANEOUS)	6
DK	7

NEW

QA27 Did this traineeship involve any of the following?

(SHOW CARD – READ OUT – MULTIPLE ANSWERS POSSIBLE)

A formal (written) agreement between you and the employer	1,
An agreed set of objectives	2,
A formal certification by the employer of the knowledge, skills and competences you gained during the traineeship	3,
Some form of salary or remuneration	4,
A formal definition of your rights and responsibilities	5,
A reference letter	6,
Other (SPONTANEOUS)	7,
None (SPONTANEOUS)	8,
DK	9,

NEW

ASK ALL

QA28 In the last two years, have you attended any training courses (including any outside working hours) or received any other on the job training?

(SHOW CARD – READ OUT – MULTIPLE ANSWERS POSSIBLE)

Yes, funded by your employer	1,
Yes, funded by state\ public funding	2,
Yes, self-funded	3,
No	4,
DK	5,

NEW

ASK QA29 IF "HAS ATTENDED ANY TRAINING COURSE", CODE 1 TO 3 IN QA28 – OTHERS GO TO QA30

QA29 If you were looking for a job, would the last training course you have received help you to find a job in the future?

(ONE ANSWER ONLY)

Yes, definitely	1
Yes, probably	2
No, probably not	3
No, definitely not	4
DK	5

NEW

ASK ALL

QA30 Which of the following statements best describes the career guidance you received at school?

(READ OUT – ONE ANSWER ONLY)

It helped you acquire the skills needed for the type of job you wanted	1
It did not help you acquire the skills needed for the type of job you wanted	2
You did not receive any career guidance at school (SPONTANEOUS)	3
DK	4

NEW

QA31 How useful or not would it be to you personally to receive information about what skills are likely to be needed in the future job market, for...?

(SHOW CARD WITH SCALE – ONE ANSWER PER LINE)

(READ OUT)	Very useful	Fairly useful	Not very useful	Not at all useful	Not concerned Not applicable (SPONTANEOUS)	DK

1	Deciding what jobs to apply for in the future	1	2	3	4	5	6
2	Deciding what training courses to attend	1	2	3	4	5	6

NEW

The next questions are about the economic crisis and the subsequent public spending cuts and other austerity measures which have been implemented in many Member States.

QA32 First of all, to what extent do you agree or disagree with the following statement: The economic crisis has had a negative impact on the fairness and social justice in (OUR COUNTRY)?

(READ OUT – ONE ANSWER ONLY)

Totally agree	1
Tend to agree	2
Tend to disagree	3
Totally disagree	4
DK	5

NEW

QA33 Which of the following statements best describes how you feel the burden of public spending cuts and other austerity measures has affected people in (OUR COUNTRY)?

(READ OUT – ONE ANSWER ONLY)

It has affected everyone equally	1
It has affected some people more than others	2
DK	3

NEW

ASK QA34 IF "HAS AFFECTED SOME PEOPLE MORE THAN OTHERS", CODE 2 IN QA33 – OTHERS GO TO QA35

QA34 Who do you think have been affected the most by public spending cuts and other austerity measures in (OUR COUNTRY)?

(SHOW CARD – READ OUT – MAX. 3 ANSWERS)

The poorest	1,
The most well off	2,
The elderly	3,
Children	4,
Young adults	5,
Large families	6,
Single parents	7,
Low skilled\ manual workers	8,
Unemployed people	9,
People in precarious work	10,
Women	11,
Immigrants	12,
Other (SPONTANEOUS)	13,
DK	14,

NEW

ASK ALL

QA35 Generally speaking, would you say that poverty has strongly increased, somewhat increased, somewhat decreased or strongly decreased in the last three years in (OUR COUNTRY)?

(ONE ANSWER ONLY)

Strongly increased	1
Somewhat increased	2
Somewhat decreased	3
Strongly decreased	4
Stayed about the same (SPONTANEOUS)	5
DK	6

EB74.1 QA7.2

QA36 Do you think that enough is being done to fight poverty in (OUR COUNTRY)?

(READ OUT – ONE ANSWER ONLY)

Yes, definitely	1
Yes, to some extent	2
No, not really	3
No, definitely not	4
DK	5

NEW

QA37 Have you personally ever experienced in your life any of the following situations?

(SHOW CARD – READ OUT – MULTIPLE ANSWERS POSSIBLE)

Being homeless or having to "sleep rough"	1,
Having to stay with friends, relatives or other people because you didn't have anywhere else to live	2,
Having to stay in emergency or temporary accommodation (e.g. a shelter, refuge or temporary hostel)	3,
Having to stay in an insecure accommodation where you had no legal rights (e. g. squatting)	4,
None (SPONTANEOUS)	5,
DK	6,

NEW

ASK QA38 IF "HAS EXPERIENCED ONE OF THESE SITUATIONS", CODE 1 TO 4 IN QA37  
– OTHERS GO TO QB1

QA38 When you experienced this, what was the main reason for the situation? Would you say it was...?

(SHOW CARD – READ OUT – ONE ANSWER ONLY)

Financial reasons	1
Job loss	2
Family reasons	3
Health problems	4
Personal choice	5
Other (SPONTANEOUS)	6
DK	7

NEW