



# Learning and working in the EU neighbouring countries

This report has been prepared by the European Training Foundation (ETF).

Author(s): Nicola Duell (EPRD), Outi Karkkainen (ETF), Cristina Mereuta (ETF) and Doriana Monteleone (ETF)

Editor: Denise Loughran (ETF)

Manuscript completed in October 2025

**When citing this report, please use the following wording:**

European Training Foundation (2026), *Learning and working in the EU neighbouring countries*, Publications Office of the European Union, Luxembourg

Luxembourg: Publications Office of the European Union, 2026

PDF: ISBN 978-92-9157-759-0 doi: 10.2816/1686722

The contents of the report are the sole responsibility of the ETF and do not necessarily reflect the views of the EU institutions.

© European Training Foundation, 2026



Except otherwise noted, the reuse of this document is authorised under the Creative Commons Attribution 4.0 international (CC BY 4.0) licence (<https://creativecommons.org/licenses/by/4.0/>). This means that reuse is allowed provided appropriate credit is given and any changes are indicated. For any use or reproduction of photos or other material that is not owned by the European Training Foundation, permission must be sought directly from the copyright holders.

# CONTENTS

---

<b>SUMMARY AND MAIN MESSAGES</b>	<b>4</b>
<hr/>	
<b>SECTION 1. INTRODUCTION</b>	<b>6</b>
Methodology	6
<hr/>	
<b>SECTION 2. LABOUR MARKET – RECOVERY OR NEW PARADIGM?</b>	<b>8</b>
Labour market participation	8
Employment conditions	9
Telework	10
Working conditions	11
<hr/>	
<b>SECTION 3. WORK-LIFE BALANCE</b>	<b>13</b>
Gender and Work	16
<hr/>	
<b>SECTION 4. EDUCATION, TRAINING AND LIFELONG LEARNING</b>	<b>18</b>
Quality and access to public services	18
Access to education and training opportunities	19
Career guidance	21
Access and quality of traineeships and apprenticeships	22
<hr/>	
<b>SECTION 5. KEY FINDINGS</b>	<b>26</b>
Main findings of the survey	26
<hr/>	
<b>ANNEX. SUPPLEMENTARY DATA</b>	<b>28</b>
The importance of quality of work parameters, by country	28
<hr/>	
<b>LIST OF ACRONYMS</b>	<b>32</b>
<hr/>	

# SUMMARY AND MAIN MESSAGES

This European Training Foundation (ETF) report reflects learning and working conditions in the EU neighbouring countries, stemming from a multiyear survey methodology, developed in collaboration with the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and based on Eurofound's multi-year survey on living and working conditions.

Eurofound and ETF have joined forces in 2022 to expand living and working research to provide a unique, comparable evidence base on living, working, and learning conditions across EU Member States and EU neighbouring countries. This paper presents the main findings from 2024 survey implemented in the ETF partner countries. Whenever applicable, the analysis includes comparisons with 2023 data. The analysis offers trend insights on access to quality work, education and training, career guidance, work-based learning, and key social dimensions such as gender equality and work-life balance.

The key policy messages can be articulated as follows:

- Match accelerated technological and digital transformation of economies and labour market with an inclusive employment policy by:
  - boosting public employment services and targeted active labour market measures for women, older workers, and the long-term unemployed;
  - raising job quality through fighting against undeclared work and incentives for permanent contracts; and,
  - scaling hybrid work by investing in broadband connectivity and digital skills, so that flexibility, security, and access to training benefit all.
- Promote higher job quality by strengthening labour standards on health and safety and job security through:
  - enforcing fair pay, limits on overtime and the right to disconnect to reduce persistent work-related stress and close inequalities by institutionalising work-life balance measures;
  - compelling employers to assess and manage psychosocial risks; expand affordable childcare and care support;
  - investing in rural connectivity and local employment services - with targeted support for women, low-educated workers, and rural households.
- Promote gender equal labour market participation by challenging conservative norms and stereotypes, as well as improving the quality of jobs by:
  - expanding targeted awareness and community-level engagement campaigns, and strengthening policies that support women's careers - including childcare provision, safe transport, and equal opportunity enforcement - especially in countries and rural areas where traditional views on men's and women's roles remain strongest;
  - supporting employers to offer more flexible work arrangements - especially for women, who face greater care burdens and consistently rate good working conditions as more important.

- Strengthen equitable access to learning, career guidance and work-based learning opportunities by:
  - expanding affordable, flexible training opportunities - especially for unemployed, inactive, and lower educated adults - while improving the reach and effectiveness of public employment and career guidance services;
  - boosting digital infrastructure and promoting quality online training;
  - enhancing targeted outreach so that all groups, regardless of location or labour market status, can upgrade their skills and benefit from lifelong learning;
  - expanding and tailoring career guidance services by strengthening outreach, enhancing online and community-based support, and integrating personalised services so that those who would benefit most from guidance can make informed choices about training, upskilling, and career development throughout their working lives;
  - improving the attractiveness and uptake of workplace-based learning by enforcing minimum quality standards for apprenticeships and traineeships - covering written contracts, fair remuneration, and comprehensive insurance.

The ETF promotes the above policy guidance and support in EU neighbouring countries in their efforts to strike the right balance between productivity gains, better and safer workplaces and stronger up/reskilling opportunities for all. Strengthening these safeguards such as quality education, employment and training services or work-based learning, especially for young people, will ensure that high-quality workplace learning translates into broader skills development and smoother labour market integration across the EU Neighbourhood.

# SECTION 1. INTRODUCTION

This report presents the key findings from ETF's 2024 "Learning and Working in the EU Neighbouring Countries" survey, covering 11 selected countries<sup>1</sup> bordering the European Union.

The survey, now in its third edition, builds on the foundation laid by the 2022 collaboration between ETF and Eurofound, when ETF initiated a pilot survey using an adapted version of Eurofound's questionnaire, designed for the "Living, Working and COVID-19" e-survey within the EU-27. The main adaptations reflected socio-economic and demographic characteristics of 10 ETF partner countries selected for piloting, as well as the inclusion of education, training and skills elements in the research.

Building on the successful testing of the questionnaire, the ETF continued in 2023, in close cooperation with the Eurofound, the implementation of the survey and covered 15 ETF partner countries, demonstrating a commitment to continuity and wider geographical reach. Finally, the third edition of the survey was conducted by the ETF at the end of 2024, covering 11 partner countries, while Eurofound fielded the survey in the EU-27 member states, Western Balkan countries and Türkiye.

Continuity in the implementation of the survey focused on living, working and learning conditions enabled ETF to track changes and developments, creating a trend database that sheds light on accessibility and quality of work, education and training opportunities, the availability and use of career guidance services, as well as respondents' experiences with traineeships and apprenticeships in countries where such information has traditionally been limited or unavailable. The research also entails a strong social dimension revealing unique insights regarding gender equality, work-life balance and quality of working conditions.

## Methodology

The 2024 "Learning and Working in the EU Neighbouring Countries" survey was conducted between November 19 and December 20, 2024, targeting adults aged 18-64. The 2024 questionnaire closely mirrors the 2023 edition, retaining modules on background, work and telework, education, and household. Minor adjustments were made based on insights gained from previous iterations, ensuring continuity and comparability across survey years.

As regards geographical coverage, the ETF 2024 Survey was implemented in Algeria, Armenia, Azerbaijan, Egypt, Georgia, Jordan, Lebanon, Moldova, Morocco, Tunisia, Ukraine. The Western Balkan countries—Albania, Bosnia and Herzegovina, Kosovo<sup>2</sup>, Montenegro, North Macedonia, and Serbia—along with Türkiye, were included under the Eurofound umbrella for the 2024 "Living and working in the EU Neighbouring Countries" survey.

As a result, direct comparability of results between ETF and Eurofound datasets, especially for 2024, is no longer feasible in the same way as before.

ETF Data collection was carried out using a SoSci online questionnaire under the CAWI (Computer-Assisted Web Interviewing) methodology across nine country panels<sup>3</sup>. In the remaining two countries<sup>4</sup>, the survey was distributed via social media channels.

The questionnaire was available in nine languages - English, Azeri, Armenian, Arabic, French, Georgian, Romanian, Russian, and Ukrainian. Each panel and social media respondents were assigned

---

<sup>1</sup> Algeria, Armenia, Azerbaijan, Egypt, Georgia, Jordan, Lebanon, Moldova, Morocco, Tunisia, Ukraine.

<sup>2</sup> This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

<sup>3</sup> Algeria, Azerbaijan, Egypt, Jordan, Lebanon, Moldova, Morocco, Tunisia, Ukraine.

<sup>4</sup> Armenia, Georgia.

a corresponding language version of the questionnaire, reducing dropouts from initial country language selection.

The reliability of the results was supported by robust sampling and methodological controls. In particular:

- Representative respondent groups for the panels were selected using predetermined age and gender quotas to proportionally reflect the overall population structure of each country's 18-64 age group.
- Response rates were continually monitored, and a retargeting strategy was employed to fill gaps in specific age-gender combinations.
- Additional interviews were conducted when respondent distributions initially failed to match population demographics, .

Extensive data cleaning was conducted to improve accuracy. All responses went through a multi-step validation process, in which incomplete questionnaires, missing demographic information, and test responses were excluded.

Only fully completed and eligible questionnaires were included in the dataset, resulting in 8,813 valid entries from over 15,000 initial responses. This implies that the results are based on data provided by respondents who met all reliability standards.

To improve data representativeness, weighting schemes were applied based on United Nations population statistics and initial survey targets, ensuring the results accurately reflect the demographic structure of each country.

This statistical adjustment corrected disparities in response rates among different age and gender groups, especially in cases where specific quotas proved challenging to meet. Multiple versions of weights were developed and assessed to provide both flexibility and transparency in reporting, while preventing any subgroup from disproportionately influencing the overall results.

Although these weighted responses provide a valuable overview of the learning and working conditions, certain limitations remain.

Online surveys require device access which may have led to slower or lower response rates in some older demographics (notably in Lebanon, Algeria, Azerbaijan, Morocco, and Moldova). Countries relying on social media recruitment (Georgia and Armenia) showed higher rates of incomplete answers, affecting the reliability of data from these sources. As with any survey, voluntary participation and non-response can introduce bias; however, the weighting process mitigates much of this risk.

Overall, the methodologies deployed throughout the design, implementation, and post-processing phases offer strong assurance regarding the reliability, accuracy, and representativeness of the findings. In particular, the use of country-specific panels enabled comprehensive and efficient data collection, and this approach should be regarded as the optimal survey methodology.

While certain biases may persist, the results are broadly reflective of the general population structure in the participating countries.

The surveyed population is on average highly urbanised. The overall survey population represents a high rate of urbanisation with 79% living in towns and cities, 15% in small town or villages and 6% in the countryside. The great majority declares being employed, 68% while 13% are unemployed and 19% inactive (25% of women and 14% of men).

The subsequent sections focus on the results and key findings emerging from the ETF survey implemented in 2024 in the 11 countries. Comparable results from the Eurofound 2024 Survey covering Western Balkans and Türkiye are also shown.

## SECTION 2. LABOUR MARKET – RECOVERY OR NEW PARADIGM?

Recovery with positive employment effects after the COVID-19 pandemic continued between 2023 and 2024 in the majority of EU Neighbourhood countries that responded to the survey. Labour market participation and employment increased, inactivity and unemployment fell. Higher employment rates were associated with males in urban areas, mid age with a higher education level. On average, most unemployed had been jobless for more than a year, with very high percentages in the Western Balkans. The older workforce (as compared to younger ones) and women (as compared to men) are more likely to be long-term unemployed.

Labour market flexibility is relatively high and increased further in some of the countries between 2023 and 2024. In 2024, less than two-thirds of workers in the 11 EU Neighbourhood countries and in the Western Balkans and Türkiye held a contract with unlimited duration. A significant share of workers had no contract at all (11% and 9% respectively). Being male with a higher education level and aged 30-44 means the likelihood of having good employment conditions upon entering the labour market increases.

The COVID-19 pandemic was a catalyst for telework, with a strong increase between 2022 and 2023. Nearly half of workers were working either only from home or combined with working in the workplace in 2023 and 2024. The dominant form is combined telework which slightly increased further between 2023 and 2024 at the expense of working from home. Men are more likely to telework than women. There is still potential to increase telework as more jobs are teleworkable. One of the key barriers for extending telework is internet connectivity.

Good working conditions are increasingly considered as being important or very important by workers (more than half of those surveyed, particularly women). They include safe working conditions, job security, a trusting work environment, good pay, and the opportunity to learn new skills.

### Labour market participation

Between 2023 and 2024, the share of those employed among respondents increased in 5 countries (Armenia, Azerbaijan, Georgia, Jordan, Moldova), declined slightly in 3 countries (Lebanon, Morocco, Ukraine) and remained stable in one country (Tunisia)<sup>5</sup>. On average, increases in the share of employed in the 9 considered countries (61% in 2023, 64% in 2024) led to a reduction of inactivity (21% in 2023, 20% in 2024) and unemployment (17.5% and 16% respectively).

Labour market participation continued to grow in most EU Neighbourhood countries surveyed. In 2024, on average, of the 11 EU Neighbourhood countries that responded to the survey<sup>6</sup>, 68% of respondents reported being employed, 13% unemployed and 20% inactive. Compared to these countries, the situation in the Western Balkans and Türkiye was marked by a significantly lower share of those in employment and a much higher share of inactive respondents (46% were employed, 18% unemployed and 37% inactive).

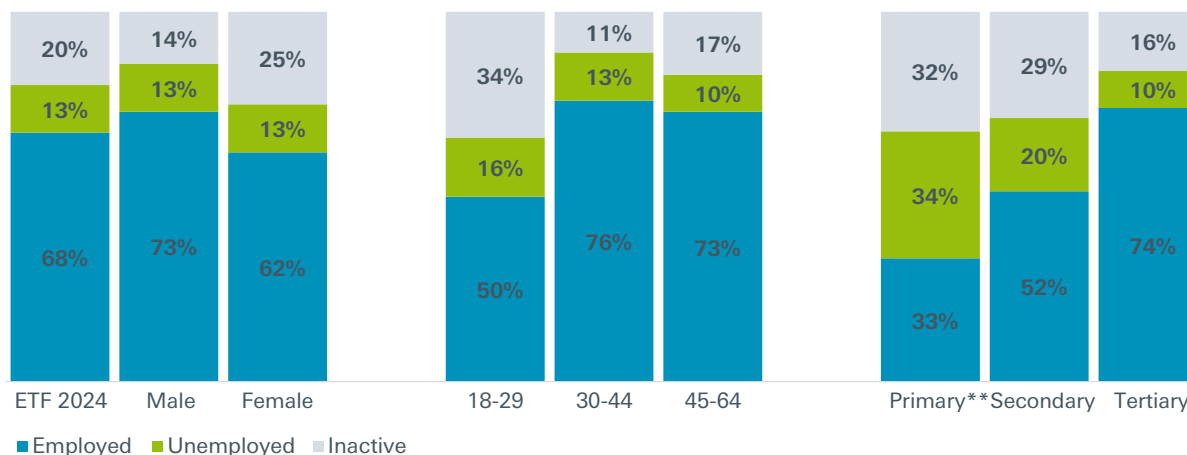
The likelihood of being employed is associated with socio-demographic characteristics such as gender, age and educational attainment. In 2024, in the 11 EU Neighbourhood countries that responded to the survey, men were found to have an 11% higher rate of employment compared to women. The share of those employed was highest among those aged 30-44, and lower among those aged 18-29, who were also found to be more often inactive due to still being in education. Also, in many countries a large percentage of young people were found to be not in employment, education or training (NEET). A decline in labour market participation (employment and unemployment), can be observed for the age group 45-64 as compared to the 30-44 years old. A high level of educational attainment increases the probability of being employed: the share of employed amounted to 74% as compared to 52% among those with

<sup>5</sup> Nine Neighbourhood countries responded to both the 2023 and 2024 ETF Survey.

<sup>6</sup> Algeria, Armenia, Azerbaijan, Egypt, Georgia, Jordan, Lebanon, Moldova, Morocco, Tunisia, Ukraine

secondary education. The higher-educated were both less often unemployed and less often inactive. For those with primary education, the employment rate was lowest, and both unemployment and inactivity relatively high.

**Figure 1: Status of labour market participation in 11 EU Neighbourhood Countries by socio-demographic characteristics, as a share of respondents - 2024**



Note:

\*\* Less accurate data

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

Long-term unemployment (defined as being unemployed for over 12 months) continues to be a pressing problem as it concerns 57% of unemployed in the 11 EU Neighbourhood countries, that responded to both the ETF Surveys in 2023 and 2024. Long-term unemployment was revealed to be very high in the Western Balkans, ranging from 86% in Kosovo to 72% in Bosnia and Herzegovina (Eurofound, “Living and working in the EU Neighbouring Countries” survey 2024). The risk of long-term unemployment increased with age (ETF Survey 2024). Women (62%) were more often long-term unemployed than men (51%) in the 11 EU Neighbourhood countries.

## Employment conditions

Work contracts varied by terms of duration. Some 62% of employees of the 11 EU Neighbourhood countries surveyed had a contract of unlimited duration, and 23% of limited duration, with 3% holding a temporary contract and 1% an apprenticeship or traineeship contract. Between 2023 and 2024, flexibility increased slightly, as the share of respondents with an unlimited contract fell in 5 out of 9 countries<sup>7</sup>. Worryingly, 11% of all respondents reported in 2024 they had no contract (highest share in Ukraine – 24%, lowest in Moldova - 4%)<sup>8</sup>. The situation was similar in the Western Balkans and Türkiye, with however a slightly higher share of respondents with an unlimited contract (64%) and lower share of those without a contract (9%). The highest share of workers with no contracts was found in Türkiye (32%) and the lowest share in Bosnia and Herzegovina (2%)<sup>9</sup>.

Employees with a tertiary education were more likely to have a contract with unlimited duration (64%) than employees with secondary education (50%). In contrast, 20% of employees with secondary education had no contract as compared to 9% of employees with tertiary degrees. The likelihood of having an unlimited contract was found to increase with age, as young people usually enter the labour market on a temporary contract with the transition to an unlimited contract taking time (ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey).

<sup>7</sup> Georgia, Jordan, Moldova, Tunisia, Ukraine. Only 9 countries responded to both the European Training Foundation Survey of 2023 and 2024.

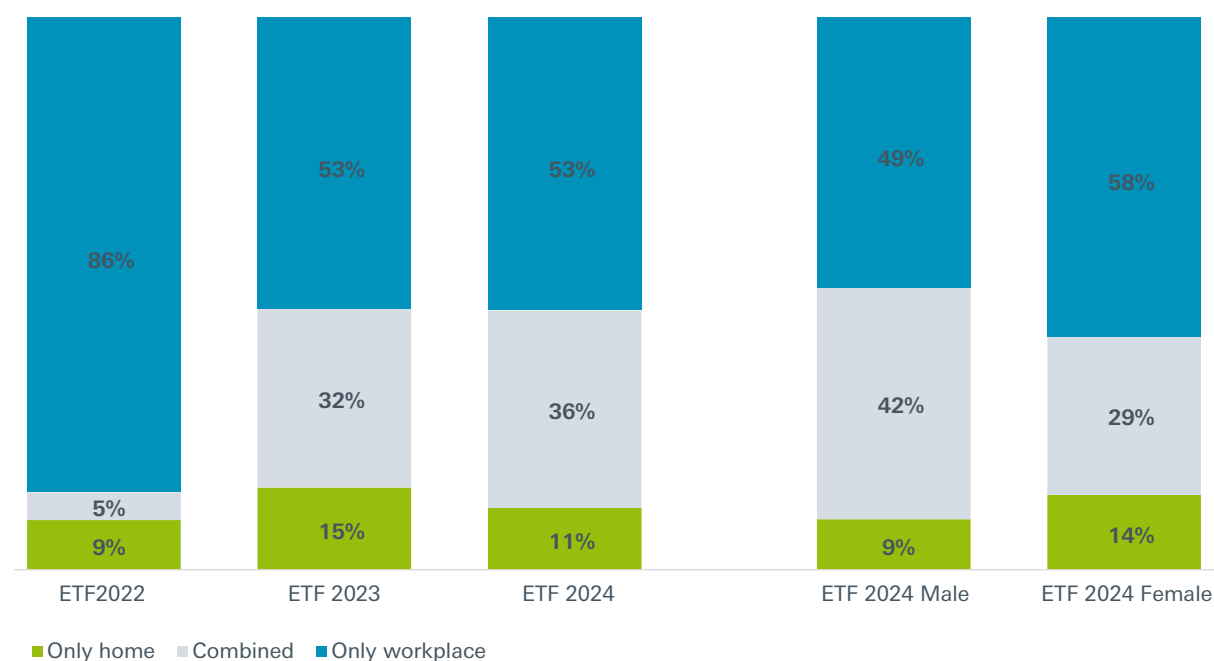
<sup>8</sup> European Training Foundation Survey 2024

<sup>9</sup> Eurofound Survey 2024

## Telework

Telework has become increasingly popular since the Covid-19 pandemic. During the pandemic it was an important vehicle to ensure continuity of employment in safe conditions, although initially implementation conditions needed to be established in many cases. Most recently, the share of respondents working from home remained nearly stable between 2023 and 2024. However, the telework models have seen a significant shift (mainly between 2022 and 2023, and to a smaller extent between 2023 and 2024) towards combining working from home and at work (36% of respondents in 2024), rather than working only from home (11% in 2024). In 2024, women were slightly less likely than men to be teleworking, but when they did, they were more often working from home. Those with higher education were more likely to work only from home than those with primary education<sup>10</sup>.

**Figure 2: Workplace in EU Neighbouring Countries**



Note: Answers to question “During the last month, where did you work?”

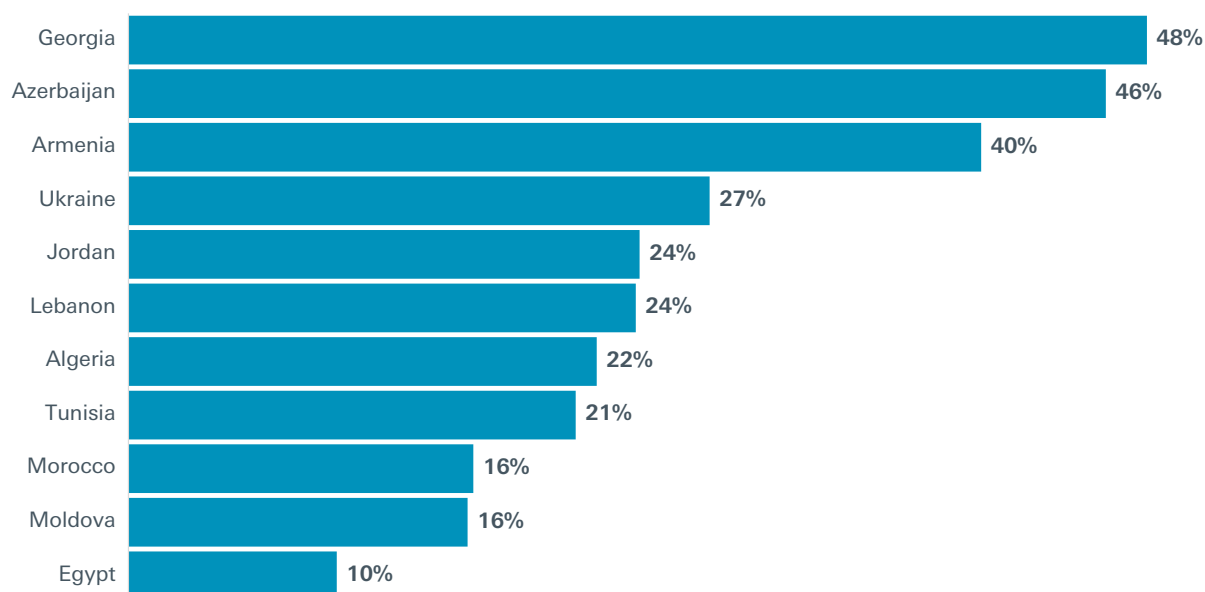
Source: ETF, Learning and Working in the EU Neighbouring Countries – 2022, 2023, 2024 Surveys

Combined telework is the preferred option of the surveyed workers in the 11 EU Neighbourhood countries surveyed by the European Training Foundation in 2024. The majority of respondents indicated preferring to work several times a week or several times a month from home. Only 39% of respondents declared wishing to work only from home even with an entirely “teleworkable” job.

The potential for telework was found to be under exploited. According to respondents to the ETF survey in 2024, more than three quarters of jobs were fully (34%) or partially (43%) teleworkable. Jobs of women were given as more often teleworkable than those of men even though a higher share of women (58%) than men (49%) work only at the workplace. The highest share of non-teleworkable jobs were reported in Armenia (40%), Azerbaijan (46%) and Georgia (48%).

<sup>10</sup> Note that data for those with primary education is less accurate.

**Figure 3: Jobs not eligible for remote work**



Note: share of respondents answering “No” to the question “Regardless of whether or not you have ever worked from home, could your job be performed from home?”

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

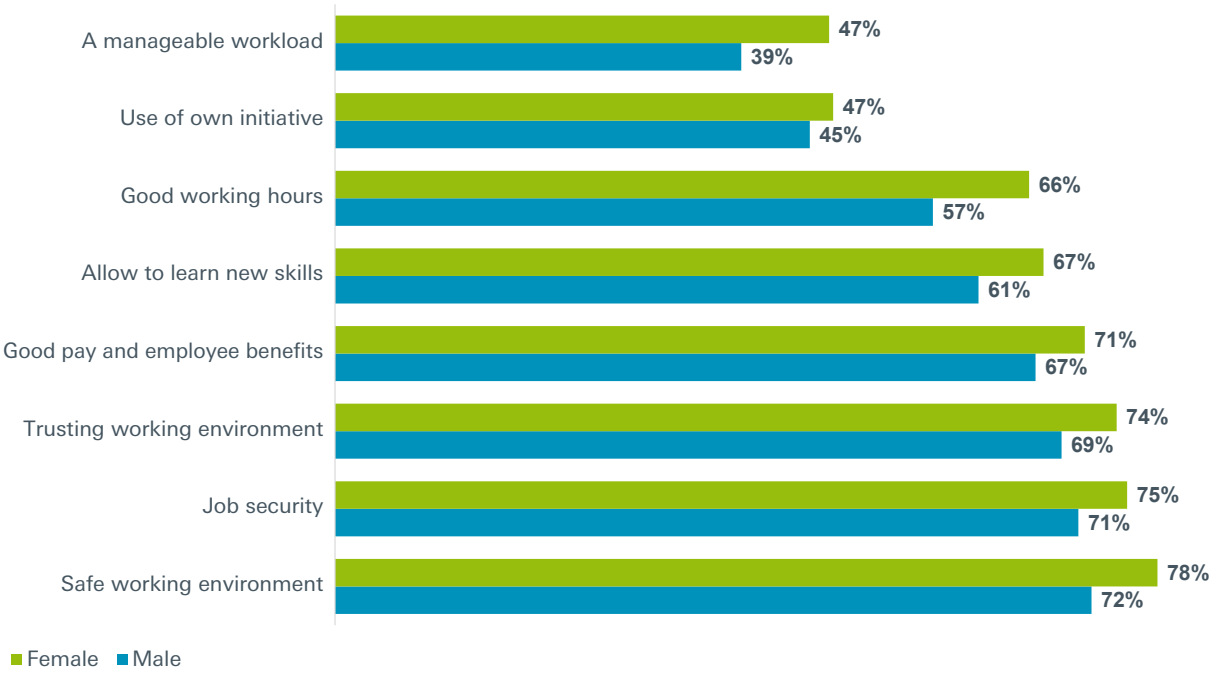
A barrier for expanding further telework consisted, among other issues, in the quality of internet connectivity. Among respondents, one third reported a non-problematic internet connection with the proportion lowest in Lebanon (16%) and highest in Moldova (58%). For 31% of respondents, internet connection was identified as problematic, with this figure increasing to 39% among those living in rural areas. No significant differences were observed between male and female respondents.

## Working conditions

Good working conditions matter. When asked about the level of importance of working conditions, respondents assessed as very important a safe working environment (75%), job security (73%), a trusting working environment (72%) and good pay and employee benefits (69%). Other highly valued conditions given as very important were being allowed to learn new skills (64%), good working hours (61%), use of own initiative (46%) and a manageable workload (43%). Women gave greater value to the quality of work compared to men. The greatest difference compared to men however was the high importance given to working hours due to the higher burden, on average, from combining work with care and family duties. Among the surveyed countries, the highest difference between genders was found in Armenia (men 44%, women 62%). Good working conditions are increasingly valued, as the share of respondents stated the different job quality indicators (except for good pay) are very important, which increased between 2023 and 2024<sup>11</sup>.

<sup>11</sup> However, comparison over time need to be appreciated carefully, as the country coverage of the survey is not identical.

**Figure 4: The importance of quality of work parameters, by sex**



Note: Shares of answers “Very important” to the question “Thinking about work in general, how important is each of the following for you?”  
 Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

## SECTION 3. WORK-LIFE BALANCE

Work-life balance has positive effects such as increased productivity and focus, better mental and physical health (reduced stress, lower risk of burnout), higher job satisfaction and employee engagement, and lower absenteeism, leading to greater personal well-being for employees and improved business outcomes for employers. Work related stress seems to have been reduced over the survey years in the EU Neighbourhood, however, it persists at higher levels among people living in the countryside, those with only primary level education and adults having children in the household, especially women. Working in what should be free time seems to have increased slightly, and women are shown to do more overtime than men. However, this cannot be sufficiently explained by women's teleworking as the tendency according to gender has now reversed with more men than women working from home or in combination with working on-site.

Work-related stress in terms of worrying about work when not working seems to have eased to some extent since the previous surveys in the EU Neighbourhood countries. Nearly half (47%) of respondents in the EU neighbouring countries reported worrying (always or most of the time) about work when they were not working in the 2022 survey, while in 2023 the figure fell to 38% and in 2024 to 36% (29% for the Western Balkans and Türkiye).

Like in the previous two surveys, people living in the countryside (40%) worry more about work when not working than people in villages or small towns (38%), medium to large towns (36%) and cities (35%). Worrying for work may reflect job insecurity or joblessness of people living in rural areas. Indeed, on average 17% of people in the countryside were unemployed compared to 11% in urban areas in EU Neighbourhood.

**Table 1: Work-life balance: Kept worrying about work when you were not working, by level of urbanisation**

	Always or most of the time
The open countryside	40%
A village/small town	38%
A medium to large town	36%
A city or city suburb	35%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

Tiredness after work decreased also from 2022 and 2023 surveys. However, still almost one third (27%) of the respondents reported feeling too tired after work (always or most of the time) to do some household jobs that need to be done in the 11 EU Neighbourhood countries (29% in the Western Balkans and Türkiye). The gender gap was the highest for this work-life balance related question of the survey: 11 percentage points (men 22%, women 33%). This may be related to the demanding work but also to the unequal sharing of the household and care work. No considerable differences among the age groups or rural/urban residence emerged in this respect while the primary level educated report this more often (35%<sup>12</sup>) than secondary (24%) and tertiary (27%).

Lack of time for family due to one's job reflects work-life imbalance. Some 28% of both men and women in the 2024 Survey reported they felt their job prevented them giving the time they wanted to their family always or most of the time (30% in Western Balkans and Türkiye). The younger cohorts below 45 years feel this frustration more often (around 30%) than the 45-64 age group (24%). This may be related to child-bearing age. Indeed, among those who answered lack of time for family

<sup>12</sup> Less accurate data

always or most of the time, about 75% had children (or young people under 25) in the household in the EU Neighbourhood. Having children or other young people under 25 in the household had a small but relevant impact: among the respondents with children or young people in the household 30% reported being prevented from giving the time they wanted to their family compared to 26% of those with no children.

When asked the opposite, i.e. whether the family responsibilities prevented respondents to dedicate the time they should to their job, on average only 15% of the respondents in the 11 EU Neighbourhood countries thought this was the case always or most of the time. In the Western Balkans and Türkiye<sup>13</sup>, reported this more often than those with secondary and tertiary level education.

Difficulties in concentrating on work due to family responsibilities were reported more often in the Western Balkans and Türkiye (29%) than in the EU Neighbourhood (15%) and more often once again among the primary level educated. There was a small gender gap (M: 14%, F: 16%). However, having children/young people in the household increases the difficulties of concentration more for women than men.

**Table 2: Work-life balance: Found it difficult to concentrate on your job because of your family responsibilities, by sex and presence of children/young people**

	Always or most of the time	
Children/young people	Male	Female
Yes	15%	18%
No	13%	12%
<b>Total</b>	<b>14%</b>	<b>16%</b>

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

Younger cohorts reported more often about the difficulties in concentrating on their job (18-29: 17%, 30-44: 16%, 45-64: 13%) due to their family responsibilities. Being a single parent or guardian and having children (or young people) within the household has a different impact on the ability to concentrate on work for males and females: women represented 55% of the single-parent/responsible household with the presence of children that reported difficulties of concentration on work due to family responsibilities always or most of the time in the EU Neighbourhood. This can also be partly explained by the fact that 60% of females with no partner had children compared to 42% of men, i.e. there are many more female single parents.

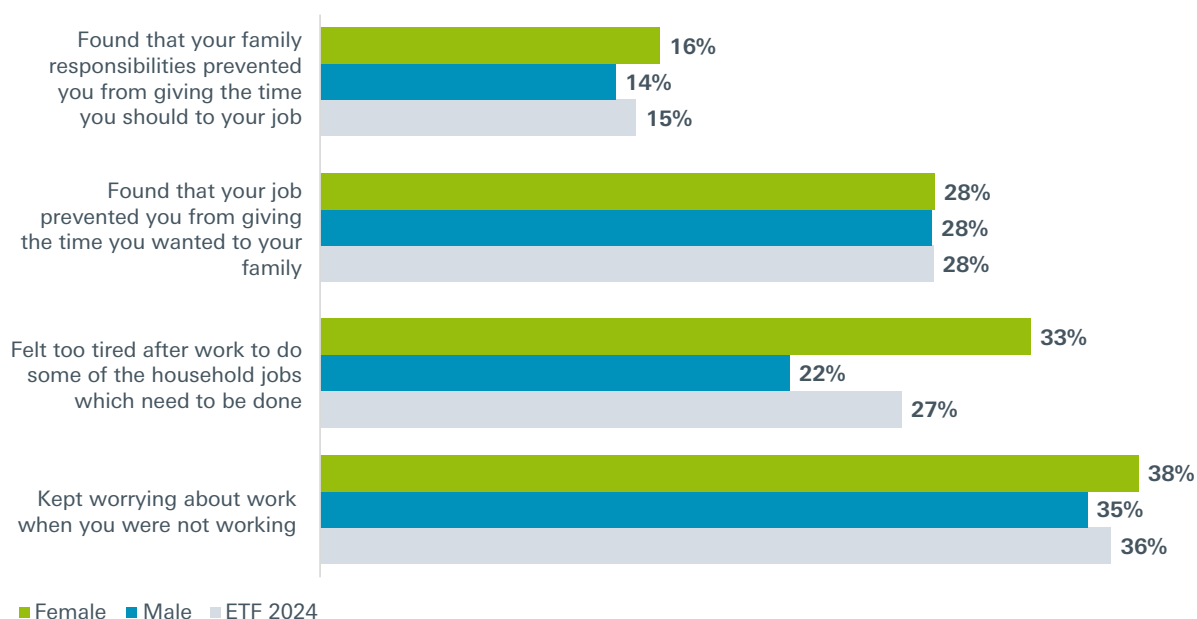
**Table 3: Work-life balance: Found it difficult to concentrate on your job because of your family responsibilities, single parents by gender**

	Always or most of the time	
Children/young people	Male (no partner in the house)	Female (no partner in the house)
Yes	14%	15%
No	15%	11%
<b>Total</b>	<b>15%</b>	<b>13%</b>

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

<sup>13</sup> Less accurate data

**Figure 5: Work-life balance by gender (share of “Always” and “Most of the time”)**



Source: ETF, Learning and Working in the EU Neighbouring Countries - 2024 Survey

Working often in free time concerns about one quarter of the respondents in the EU Neighbourhood. There was an overall decrease in the proportion of respondents working in their free time every day or every other day from 29% in 2022 to 24% in 2023 and a slight increase to 27% in 2024. In 2024, the corresponding figure for the Western Balkans and Türkiye was 31%.

It is notable that teleworking (or working at home) clearly increases the probability of working during free time.

**Table 4: Work-life balance: working during free time by place of work**

	Every day or every other day
Only home	38%
Only workplace	17%
Combined	28%
<b>Total</b>	<b>24%</b>

Source: ETF, Learning and Working in the EU Neighbouring Countries - 2024 Survey

Women continue to work slightly more in their free time (29% compared to men 25%). This was partly explainable in the previous survey by the fact that women also did more telework (75% only from home or combined, compared to 62% of men). However, the tendency has reversed in the 2024 Survey in the EU Neighbourhood with 51% of men compared to 42% of women working only from home or combined. In other words, gender counts more than the place of work for working in free time.

There are little differences in the age groups. However, there are big differences among the countries, ranging from 41% of survey respondents reporting working in free time to 15% in Ukraine.

## Gender and Work

Female labour market participation is low or very low in the great majority of EU neighbouring countries, and it is well known that attitudes and stereotypes play an important role in this. The survey included questions regarding views on women's work and equal opportunities. Men's careers continue to be widely considered more important than women's. As well as gender, the age, level of education and place of residence influence this view. Nevertheless, the majority of respondents are of the opinion that women do have the same opportunities as men to reach top positions in business and to work in any sector with very little difference among age and educational level groups or residence.

Overall, 34% of all respondents in the EU Neighbourhood strongly agreed or agreed with the statement that career advancement is more important for men than women. The view was more common in certain countries like Egypt (57%), Morocco (38%) and Jordan (37%) with the latter witnessing an increase of this attitude since 2023.

The gender difference and the increase of the proportion of the more conservative view are notable for the statement: 43% (35% in 2023) of men and 26% (19% in 2023) of women strongly agreed or agreed with the statement. This increase can be attributed to the fact the overall survey population did not cover the less conservative Western Balkan countries in 2024. Excluding these countries hints also that the gender gap in more conservative countries is bigger: in 2023 the gender gap in this response was 14 percentage points while in the 2024 Survey it was 18 percentage points.

The share of this view decreases from open countryside at 38% to 34% in cities. It is interesting to note that both men and women are less conservative in small towns and villages, probably due to the type of work (in agriculture, crafts, micro-businesses) which women undertake in these contexts upon which whole families are dependent.

**Table 5: Gender and work: Career advancement is more important for men than for women**

	Strongly agree or agree		
Urbanisation	Male	Female	Total
The open countryside	45%	29%	38%
A village/small town	43%	20%	32%
A medium to large town	44%	26%	35%
A city or city suburb	42%	27%	34%
<b>Total</b>	<b>43%</b>	<b>26%</b>	<b>34%</b>

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

In addition to the influence of the place of living, also the education level and age of respondents influence their attitudes to women's work. A total of 43% of primary level educated<sup>14</sup> agree with the statement on average while the corresponding figures are 36% for secondary educated and 33% for tertiary educated. Having said this, it means that still, in the countries covered by the survey, over one third of the university level educated population considers men's career advancement more important than women's. Furthermore, younger generations are not less traditional than the older ones: 36% of the respondents in the age group 18-29 agreed with the statement while the share was 34% in the age group 30-44 and 33% in the age group 45-64.

Accessing top positions in business and glass-ceiling are regular hot topics in the discussion on equal opportunities. However, the great majority of the respondents - 69% - believes that there are equal

<sup>14</sup> Less accurate data

opportunities for men and women in the private sector. A total of 66% of men and 72% of women believe that women have the same possibilities than men to access top positions in business. Neither age nor the level of education or rural/urban residence seems to have a strong influence on this positive view.

Gendered sectoral segregation limits the occupational choices of men and women and results in devalued female dominated sectors and pay gap. The survey respondents were less positive about women and men being equally able to work in any sector than about accessing top positions: 61% agreed that women and men are able to do jobs with the same success in any sector. The gender gap was notable: women were much more confident about the capabilities of both sexes performing in any sector (72%) than men (49%). Age or rural/urban residence did not have a significant impact on the attitude. Surprisingly, primary educated<sup>15</sup> were more positive about women's abilities to work in any sector (69%) than secondary (58%) or tertiary (61%) educated.

---

<sup>15</sup> Less accurate data

## SECTION 4. EDUCATION, TRAINING AND LIFELONG LEARNING

Socio-economic well-being and quality of life are influenced by both the quality and accessibility of public services. Satisfaction with basic public services has seen modest improvement over the three survey years; however, public employment services, on a 1 to 10 scale, continue to receive ratings below 5. Insufficient access to education and training opportunities remains a significant concern, affecting 35% of respondents on average and nearly half of those unemployed. Individuals residing in cities, and, unexpectedly, those in rural areas, rate the quality of public services and access to education and training more favourably than those living in towns.

Approximately half of the respondents reported participating in job-related education and training, with women and young people particularly taking advantage of these opportunities. Lower levels of education and non-participation in the labour market remain associated with reduced chances of receiving training. The Internet continues to be the primary source of information regarding training opportunities. The likelihood of engaging in non-job-related training and education declines with age, but increases with higher education levels, labour market participation, and employment status.

### Quality and access to public services

On a scale from 1 to 10 the respondents scored the quality of education and training system at 6.1, childcare services at 6.0, healthcare services 5.6 and public employment services 5.2. While the scores are low and exhibit an overall dissatisfaction about the quality of public services, they show a positive trend since 2022.

Neither age nor the level of education have a clear impact although tertiary educated respondents scored all the four services higher than the overall average. Women are constantly 0.4-0.5 percentage points happier than men about the quality of all the four public services. People judge the quality of the public services slightly better in cities, and again surprisingly, in rural areas.

**Table 6: Quality of public services by urbanisation**

Urbanisation	Education and training system	Childcare services	Public employment services	Healthcare services
The open countryside	6.3	6.1	5.4	5.8
A village/small town	5.7	5.6	4.6	5.2
A medium to large town	6.1	6.0	5.3	5.5
A city or city suburb	6.2	6.1	5.3	5.8
ETF 2024	6.1	6.0	5.2	5.6

Note: Score on a scale from 1 to 10

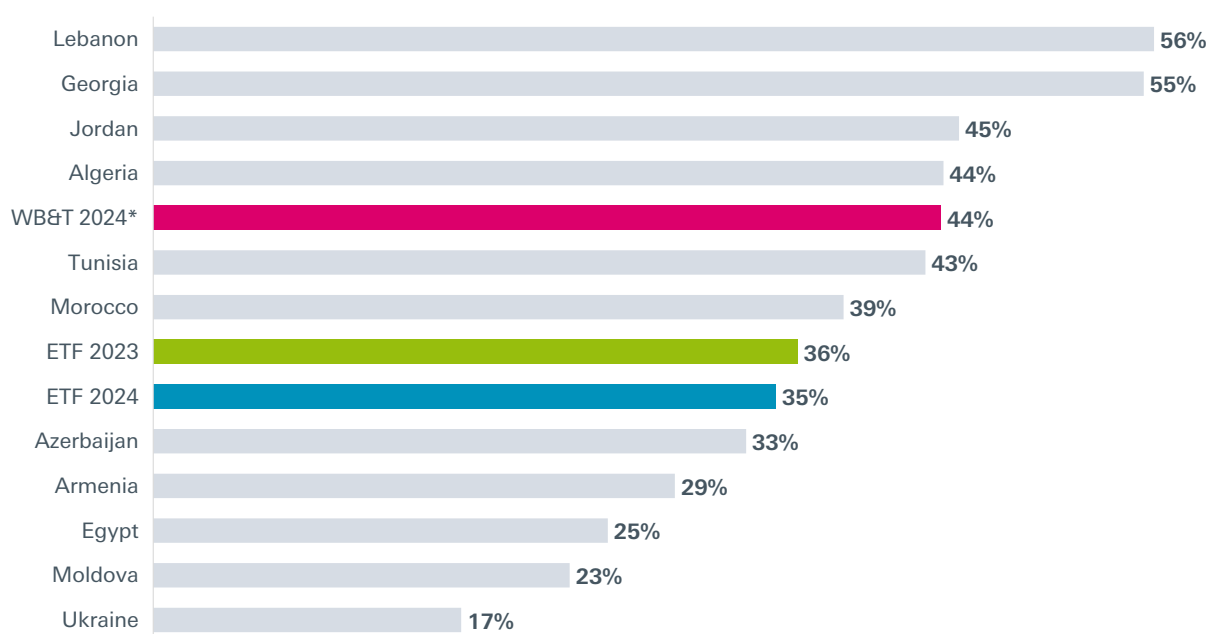
Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

## Access to education and training opportunities

Lack of access to education and training remains alarming. Among the respondents, 35% declared insufficient access to education and training (44% in WB&T), only one percentage point less than in 2023. Women are slightly more satisfied (67%) about the access to education and training than men (63%). The education level or age do not seem to have any major impact. The unemployed are worse off: 47% of them assess their access to education as insufficient compared to 32% of the employed and 37% of the inactive. Again, respondents consider having sufficient access to education and training in cities and in rural areas, compared to villages and towns.

Higher than the average level of dissatisfaction was found in Lebanon (56%), Georgia (55%), Jordan (45%), Algeria (44%), Tunisia (43%) and Morocco (39%). The scores improved from 2023 for Tunisia (53% in 2023), Morocco (43%) and Georgia (59%) and remained about the same for Lebanon (55%) and Jordan (43%).

**Figure 6: Limited education and training opportunities by country**



Note: share of respondents considering not having sufficient access to education and training opportunities

\* Estimation based on Eurofound data

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

Participation in job-related education and training activities, such as courses, workshops and on-the-job training during the last 12 months was reported by 69% of the respondents (68% male, 70% female). Young people (76%) and people with higher level of education (74%) take more advantage of these opportunities. People in cities (71%) and medium to large towns (72%) participate more than people in small towns (62%) or in the rural area (61%). Employed respondents (76%) were more active in participating in learning and training opportunities than the inactive (57%) and unemployed (51%). Decreasing levels of education and non-participation in the labour market are associated with lower chances of receiving training.

A trend of increasing proportion of on-line training can be observed across the years: in 2022 a total of 47% of the training took place on-line, 61% in 2023 and 73% in 2024. Women use more on-line training opportunities (77%) than men (69%). On-line training is more common also among the higher educated (76%) and employed (75%) rather than the secondary educated (63%) and inactive (74%) or unemployed (64%). The motivation for taking the training is acquiring new skills (59%) or up-dating existing skills (37%) or career development (41%) rather than changing career (13%). Although

changing career was more often the motivation for the unemployed (17%) than for the inactive (11%) or employed (14%).

The most common source of information for knowing about the education and training opportunity was internet search (41%) followed by employer (30%). In particular, women tend to rely on internet search (M: 37%, F: 44%). For the unemployed and inactive, internet search has a high importance (58% and 53% respectively). On the other hand, the unemployed and inactive do not use public employment services (PES) (9% and 11% respectively) or career guidance services (CGS) (6% and 10% respectively) to the same extent as the employed (22% and 17% respectively). The use of PES is more common in the countryside (29%) than in medium to large towns and cities (20%) and small towns or villages (12%). A similar pattern is observed with career guidance services.

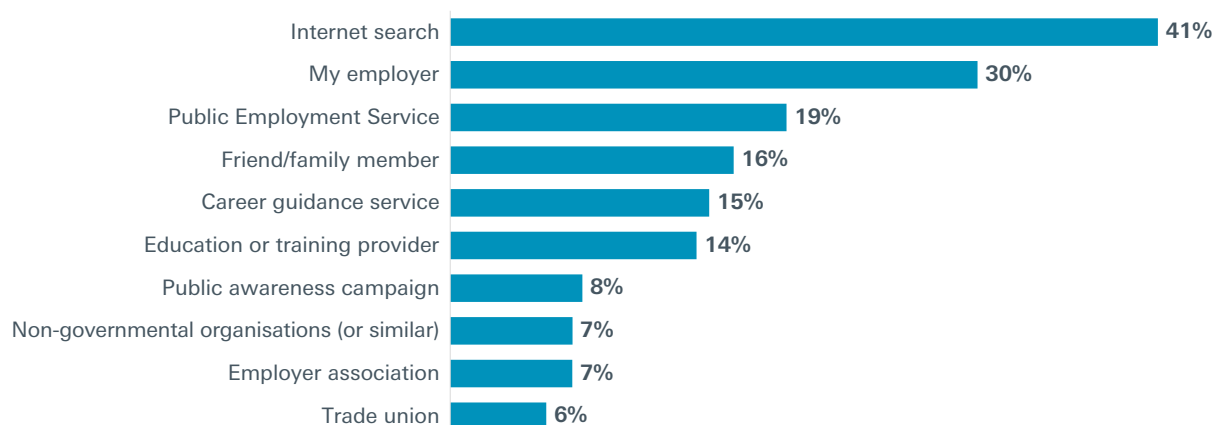
The use of PES was the lowest in Armenia (5%), Ukraine (7%) and Lebanon (8%) and the use of CGS lowest in Armenia, Jordan and Ukraine (all 6%).

**Table 7: Sources of information on education and training opportunities**

	The open countryside	A village/ small town	A medium to large town	A city or city suburb	ETF 2024
Public Employment Service	29%	12%	20%	20%	19%
Career guidance service	16%	13%	15%	15%	15%
Education or training provider	12%	13%	14%	15%	14%
My employer	26%	25%	29%	34%	30%
Trade union	5%	4%	5%	7%	6%
Employer association	6%	4%	8%	8%	7%
Non-governmental organisations	6%	7%	7%	8%	7%
Friend/family member	13%	15%	17%	17%	16%
Public awareness campaign	8%	8%	7%	8%	8%
Internet search	27%	44%	41%	41%	41%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

**Figure 7: Source of information about the job-related education and training opportunities (overall)**



Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

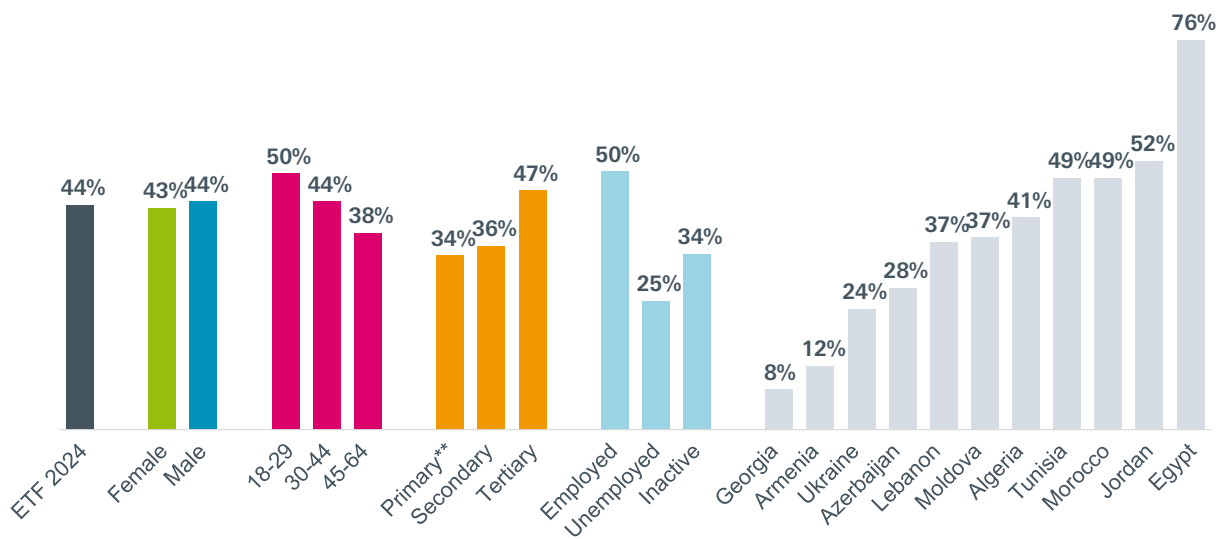
For 64% of the respondents in the EU Neighbourhood and 61% in the Western Balkans and Türkiye the employer had partly or fully contributed to the cost of the learning opportunity. The probability of the employer to pay for the training activity increased with age and education in the EU Neighbourhood.

Some 38% of men and 45% of women reported having taken non-job-related education and training in the last 12 months. The tendency decreased with age and increased with the educational level. Taking advantage of non-job-related education and training opportunities was found to be more common for the employed (44%) and inactive (40%) than unemployed (31%). The large majority (83%) of this type of education and training took place on-line.

## Career guidance

Career guidance services support the learning and occupational choices made by young people, as well as those for upskilling and re-training over the whole working life. It reduces skills mismatch and supports smooth labour market transition. In 2024, these services were used by 44% of respondents from the EU Neighbourhood countries, particularly young people and the employed, and generally more often by people with a tertiary degree. They were used less often by the inactive and unemployed, and generally those with a primary or secondary level of education degree, notwithstanding the importance of these services for these groups as well. The inactive respondents participate more often (34%) than those unemployed (25%). The most important channel for receiving career guidance was online search.

**Figure 8: Participating in career guidance services in 2024**



Note: Answers to the Question “In the last 12 months, have you participated in career guidance services?”

\*\* Less accurate data

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

There are many channels for receiving career guidance. The most frequent career guidance action was an online search of career guidance information (42%), followed by conversations with an advisor (face-to-face - 38%, or online – 31%), speaking to a friend about career opportunities (25%), or discussing with an HR professional (24%).

On-line search is more common among women (46%) than men (39%), while the employed take advantage of career guidance advisors more often than the unemployed.

**Figure 9: Use of various career guidance actions**



Note: Answers to the Question “In the last 12 months, have you participated in career guidance services?”

\*\* Less accurate data

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

## Access and quality of traineeships and apprenticeships

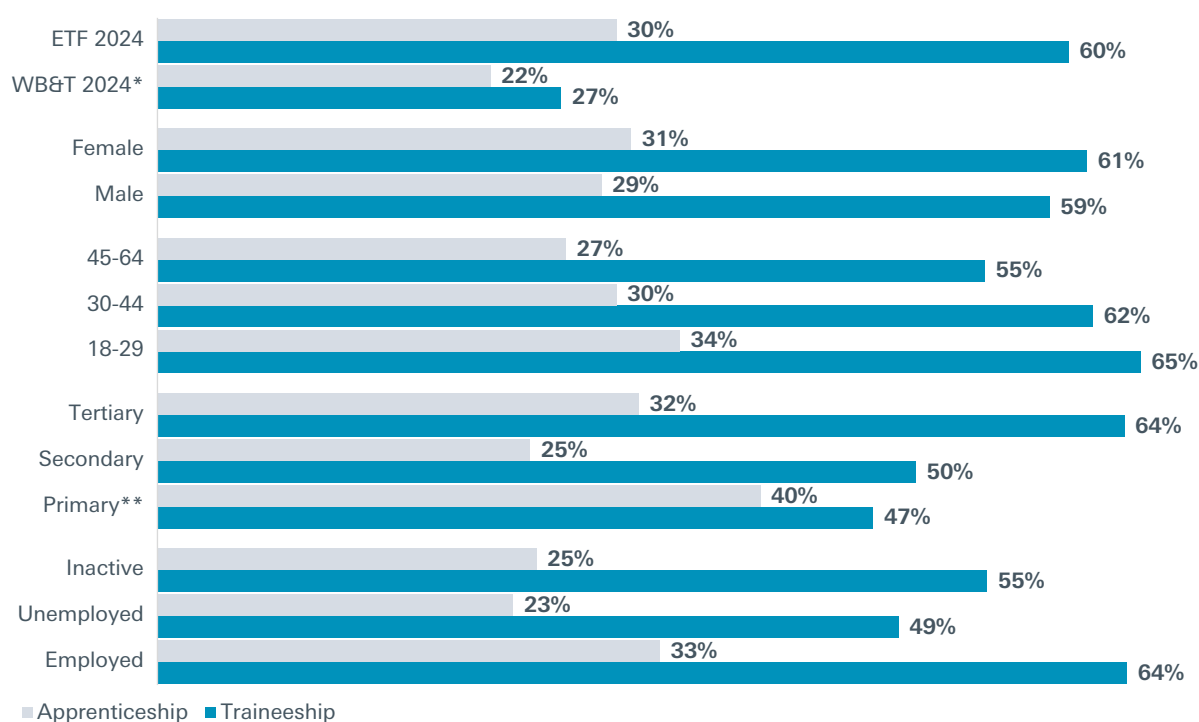
Workplace-based learning in the form of apprenticeships and traineeships is on the rise. About 30% of respondents in the 11 EU Neighbourhood countries and 22% in the Western Balkans and Türkiye were found to have participated in an apprenticeship scheme<sup>16</sup>. An even greater number participated in a traineeship in the 11 EU Neighbourhood countries surveyed by ETF in 2024. Traditionally both forms of workplace-based learning are most widespread in the manufacturing sector.

<sup>16</sup> The question measures whether respondents had ever participated in an apprenticeship or traineeship at any point in their past, irrespective of timing.

In terms of employment conditions, remuneration and health insurance, the quality of traineeships and apprenticeships varied significantly across countries, limiting the take-up of these schemes. Respondents were overall satisfied with the learning support they received and eventually (repeated) participation in apprenticeships and traineeships which then led to a job offer for 60% of respondents, which occurred slightly more often for women than for men.

Workplace-based learning is generally associated with better labour market integration results for different reasons, including workplace-based relevant learning content, as well as trust building between the trainee or apprentice and the company potentially retaining them. Traineeships are limited periods of work practice (usually a couple of weeks or months) with a significant learning and training component<sup>17</sup>. They can be part of a formal mainly school-based vocational education and training (VET) or higher education pathway or may be offered as a labour market measure to facilitate school to work transition. Apprenticeships usually combine workplace-based training for a longer period (usually several years) with formal qualifications and with a structured alternation of workplace-based learning and school-based learning.

**Figure 10 Participation in traineeships and apprenticeships**



\* Estimation based on Eurofound data

\*\* Less accurate data

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

Undertaking a traineeship is more widespread than an apprenticeship. A total of 60% of respondents from the 11 EU Neighbourhood countries (and 20% from the Western Balkans and Türkiye<sup>18</sup>) had participated in a traineeship and 30% (respectively 22% in the Western Balkan and Türkiye<sup>19</sup>) in an apprenticeship.

Women undertook both traineeships and apprenticeships slightly more often than men. Younger cohorts meanwhile participated more often than older cohorts, indicating that workplace-based learning arrangements have increased over time.

<sup>17</sup> [https://employment-social-affairs.ec.europa.eu/policies-and-activities/eu-employment-policies/youth-employment-support/traineeships\\_en](https://employment-social-affairs.ec.europa.eu/policies-and-activities/eu-employment-policies/youth-employment-support/traineeships_en)

<sup>18</sup> Eurofound Survey 2024

<sup>19</sup> Eurofound Survey 2024

When asked about participation in traineeships and apprenticeships by sectors, the importance of both traineeship and apprenticeship in the manufacturing sector, where apprenticeship schemes often have a long history, is evident (80% of respondents to the ETF Survey of 2024 participated in training and 57% in an apprenticeship); while traineeship and apprenticeship experiences were least widespread in “other services” (53% and 20% respectively).

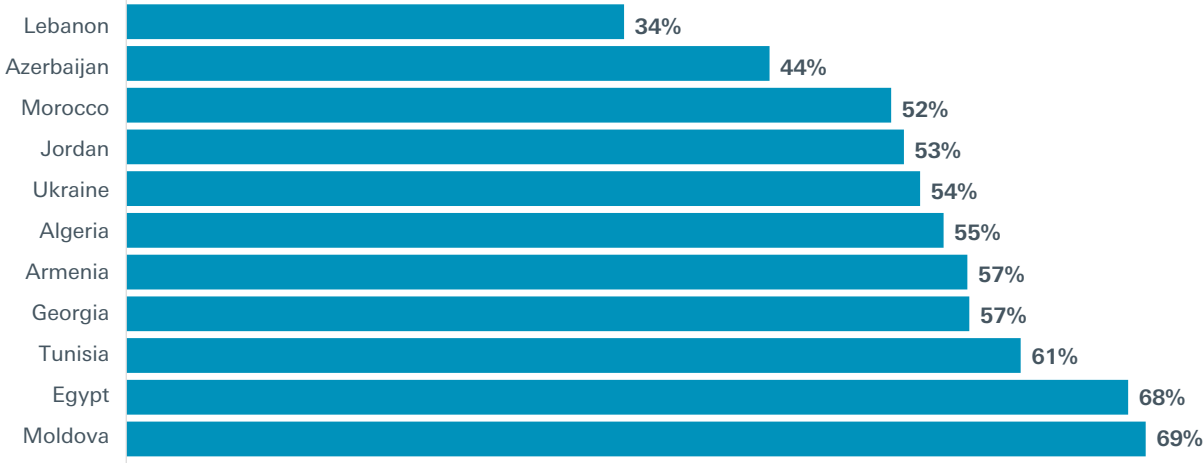
Traineeships and apprenticeships have been valued as relevant to improve skills or obtain new relevant career skills with an average score of 7.7 out of 10 for respondents to the ETF Survey of 2024<sup>20</sup> and 7.6 for the Western Balkans and Türkiye<sup>21</sup> who responded to the Eurofound Survey of 2024. Respondents were overall satisfied with the learning support they received, scoring on average 7.6 for respondents to the ETF Survey 2024<sup>22</sup> and 7.7 for Western Balkans and Türkiye<sup>23</sup>.

In terms of employment conditions, the quality of traineeships and apprenticeships was reported as varied. In 2024, 56% of surveyed men and 59% of women possessed a written contract for their traineeship and apprenticeship, with a large variation across countries.

About 54% of respondents were entitled to compensation (64% of those got a monetary compensation, 31% accommodation, 29% transport, 26% food) with hardly any gender differences. More men (66%) than women (60%) were covered by a health insurance, and particularly by work accidents insurance (M: 63%, F: 53%), 31% were covered by another type of insurance, and 52% had the right to pension’s contribution.

Some 39% of respondents had to turn down a traineeship or an apprenticeship because of lack of remuneration. Younger respondents were more often likely to do so (46%). Traineeships and apprenticeships were more often not accepted for this reason in Egypt (46%) and less often in Armenia (20%).

**Figure 11: Proportion of respondents with a written contract with the company where they did their traineeship/apprenticeship**



Note: Answers to the question: “Did you have a written contract with the company where you did your traineeship/apprenticeship?”

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

A job was offered to 60% of respondents who completed a traineeship or an apprenticeship, and slightly more to women (62%) as compared to men (58%). At country level, in Egypt, Morocco, Jordan and Ukraine around 70% get a job after a traineeship or apprenticeship, and only 40% in Azerbaijan. However,

<sup>20</sup> Answer to the question: “To what extent could you improve your skills or obtain new skills for your professional career after the traineeship/apprenticeship?”

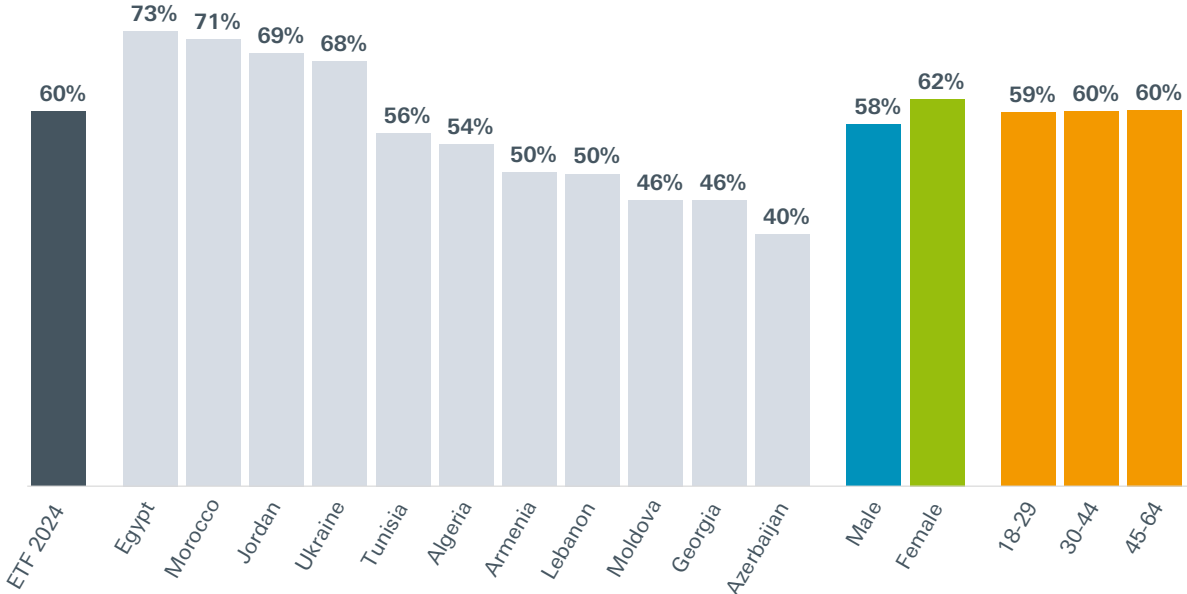
<sup>21</sup> Estimation on Eurofound data

<sup>22</sup> Answer to the question: How satisfied were you with the learning support (e.g. from a company mentor or teacher) you received during your traineeship/apprenticeship?

<sup>23</sup> Estimation on Eurofound data

a job offer is usually received after having participated in a traineeship or apprenticeship more than once. On average, participation in 3.5 traineeships and/or apprenticeships were needed before receiving a job offer (varying from 4.1 in Egypt to 2.0 in Georgia).

**Figure 12: Proportion of respondents with a job offer after participation in an internship or apprenticeship**



Note: Answers to question: “Were you offered a job following your traineeship/apprenticeship?”  
 Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

## SECTION 5. KEY FINDINGS

The analysis of the ETF “Learning and Working in the EU Neighbouring Countries” survey (2024) presents findings from 11 partner countries bordering the European Union, and continues a systematic effort begun with the 2022 pilot jointly developed with Eurofound and inspired by its Living, Working and COVID19 e-survey. After successfully adapting the questionnaire to the socio-economic and demographic contexts of ETF partner countries and integrating a stronger focus on education, training, and skills, the ETF expanded the survey to 15 countries in 2023 and maintained close methodological cooperation with Eurofound. The 2024 round further reinforced continuity and comparability, with ETF covering 11 neighbouring countries and Eurofound implementing the survey across the EU27 and the Western Balkans and Türkiye. This sustained approach has enabled the creation of a valuable trend database that tracks developments in living, working, and learning conditions, offering rare insights into access to quality work, education and training opportunities, career guidance services, and experiences with traineeships and apprenticeships, while also illuminating key social dimensions such as gender equality, work–life balance, and working conditions.

### Main findings of the survey

**Labour market recovery strengthened between 2023 and 2024**, with rising employment and falling unemployment across most EU Neighbourhood countries; however, long-term unemployment remains high, especially among older workers, women and in the Western Balkans countries. Access to secure, permanent contracts continues to favour those with higher education and longer labour market experience.

**Flexible and remote work patterns continued to expand**, with nearly half of workers engaging in telework in 2023–2024 and combined home–office arrangements becoming the dominant model. However significant barriers persist, including limited internet connectivity, uneven access by gender, and a substantial share of workers still employed without any formal contract despite growing expectations for safe, secure, and supportive working conditions.

Telework has stabilised at high levels since the pandemic, with a strong shift toward hybrid models now preferred by most workers. Its full potential remains underused due to barriers such as unequal access to teleworkable jobs and poor internet connectivity, especially in rural areas.

**Workers increasingly prioritise high-quality working conditions**, with strong emphasis on safety, job security, trust, and fair pay. Growing importance is placed on opportunities to learn new skills and maintain reasonable working hours, especially among women, who value job quality and work–life balance more highly due to greater care responsibilities.

**Worklife balance is improving overall in the EU Neighbourhood**, with declining levels of work-related stress over the past three survey years; however, significant disparities persist, as people living in the countryside, those with only primary education, and adults - especially women - with children at home continuing to experience higher stress levels, more overtime, and greater difficulty disconnecting from work. Such findings reflect underlying job insecurity and less favourable working conditions in rural areas.

Despite some improvement since 2022, **work-related fatigue remains a significant challenge**, with over one quarter of workers feeling too tired after work to handle household tasks - an issue especially pronounced among women and those with primary level education, highlighting both unequal domestic workloads and disparities linked to education levels.

**Lack of time for family continues to be a major source of work-life imbalance**, particularly for younger adults and those with children at home. While only a minority of respondents report family responsibilities hindering their job performance, these pressures are more common in the Western Balkans and Türkiye and disproportionately affect primary educated workers and women responsible for caregiving.

**Conservative attitudes toward gender roles continue to hinder women's labour market participation** in many EU Neighbourhood countries, with one-third of respondents believing men's career advancement is more important than women's - an opinion significantly more widespread among men, in rural areas, and in specific countries such as Egypt, Morocco, and Jordan - despite the majority simultaneously stating that women have equal opportunities to reach top positions or work in any sector.

**Lack of access to education and training remains a major challenge**, with over one-third of respondents - and nearly half of the unemployed - reporting insufficient opportunities, even as participation in job-related training rises. Access and participation are strongly shaped by labour market status, education level, and place of residence. Participation in education and training is uneven: while women and young people engage more, those with lower education levels or outside the labour market are less likely to access opportunities, highlighting persistent inequalities. Online training has expanded rapidly, and the internet has become the primary information source, particularly for women, the unemployed, and inactive individuals.

**Public service satisfaction is improving overall**, but key gaps persist, especially in public employment services and access to education and training, which remain insufficient for many, particularly unemployed individuals.

**Career guidance services** play an important role in supporting informed learning and career decisions, yet they are unevenly used: while 44% of respondents - especially young people, employed individuals, and those with tertiary education - access these services, uptake remains low among the unemployed, inactive, and lower educated groups who would benefit most. Online search is the most common channel, with women using it more frequently than men.

Around one-third of respondents benefited from **work-based learning opportunities**, having taken part in apprenticeships and traineeships throughout their life. However, the quality of these opportunities varies considerably by country, limiting uptake. Despite this, learning support is generally well rated, and participation in apprenticeships or traineeships led to job offers for 60% of participants, slightly more often for women, underscoring the strong impact of work-based learning on labour market integration. Work-based learning participation patterns vary strongly by sector - most common in manufacturing and least common in "other services". Although traineeships and apprenticeships are highly valued for skill development and generally receive positive satisfaction scores, their quality remains uneven: many participants lack written contracts, adequate remuneration, or health insurance, and 39% declined an opportunity due to insufficient pay, especially younger respondents.

## ANNEX. SUPPLEMENTARY DATA

### The importance of quality of work parameters, by country

Answers to the question “Thinking about work in general, how important is each of the following for you?”

Being able to use your own initiative at work					
	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	46%	43%	8%	3%	100%
Algeria	49%	39%	9%	3%	100%
Armenia	53%	37%	7%	3%	100%
Azerbaijan	35%	46%	14%	5%	100%
Egypt	57%	38%	4%	1%	100%
Georgia	42%	38%	11%	9%	100%
Jordan	49%	42%	8%	1%	100%
Lebanon	58%	37%	4%	2%	100%
Moldova	34%	50%	14%	2%	100%
Morocco	47%	43%	8%	3%	100%
Tunisia	53%	42%	4%	2%	100%
Ukraine	21%	57%	17%	4%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

Good pay and employee benefits					
	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	69%	26%	4%	2%	100%
Algeria	70%	23%	5%	2%	100%
Armenia	65%	30%	3%	1%	100%
Azerbaijan	61%	34%	3%	1%	100%
Egypt	75%	22%	2%	1%	100%
Georgia	62%	29%	3%	5%	100%
Jordan	76%	18%	4%	2%	100%
Lebanon	74%	19%	4%	2%	100%
Moldova	59%	36%	4%	1%	100%
Morocco	71%	22%	6%	1%	100%
Tunisia	69%	25%	5%	1%	100%
Ukraine	64%	33%	3%	1%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

### Good working hours

	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	61%	31%	6%	2%	100%
Algeria	63%	27%	7%	3%	100%
Armenia	54%	31%	10%	5%	100%
Azerbaijan	55%	36%	7%	2%	100%
Egypt	70%	25%	4%	1%	100%
Georgia	55%	36%	4%	5%	100%
Jordan	67%	26%	5%	2%	100%
Lebanon	62%	29%	6%	4%	100%
Moldova	55%	40%	4%	1%	100%
Morocco	66%	25%	6%	3%	100%
Tunisia	68%	25%	6%	2%	100%
Ukraine	46%	46%	7%	1%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

### A manageable workload

	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	43%	45%	9%	3%	100%
Algeria	41%	44%	11%	4%	100%
Armenia	46%	42%	8%	4%	100%
Azerbaijan	39%	48%	12%	2%	100%
Egypt	49%	43%	6%	2%	100%
Georgia	51%	41%	4%	5%	100%
Jordan	43%	45%	10%	2%	100%
Lebanon	44%	43%	10%	3%	100%
Moldova	39%	47%	11%	2%	100%
Morocco	42%	44%	10%	4%	100%
Tunisia	41%	49%	8%	3%	100%
Ukraine	30%	51%	17%	3%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

### A job that allows you to learn and develop new skills

	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	64%	29%	5%	2%	100%
Algeria	68%	25%	5%	2%	100%
Armenia	66%	29%	4%	1%	100%
Azerbaijan	51%	35%	11%	3%	100%
Egypt	70%	25%	4%	1%	100%
Georgia	66%	26%	3%	5%	100%
Jordan	71%	24%	4%	1%	100%
Lebanon	73%	21%	4%	2%	100%
Moldova	53%	39%	6%	1%	100%
Morocco	71%	23%	5%	1%	100%
Tunisia	72%	23%	5%	1%	100%
Ukraine	41%	48%	9%	2%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

### Job security

	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	73%	22%	4%	2%	100%
Algeria	78%	17%	3%	1%	100%
Armenia	73%	23%	3%	1%	100%
Azerbaijan	68%	25%	5%	2%	100%
Egypt	76%	20%	3%	1%	100%
Georgia	79%	15%	2%	4%	100%
Jordan	82%	15%	3%	1%	100%
Lebanon	78%	16%	4%	2%	100%
Moldova	62%	31%	5%	1%	100%
Morocco	79%	16%	4%	2%	100%
Tunisia	79%	16%	4%	2%	100%
Ukraine	49%	43%	5%	2%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

### Trusting working environment

	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	72%	24%	3%	1%	100%
Algeria	77%	18%	3%	1%	100%
Armenia	74%	23%	2%	0%	100%
Azerbaijan	70%	25%	3%	2%	100%
Egypt	74%	23%	2%	1%	100%
Georgia	78%	18%	1%	4%	100%
Jordan	77%	20%	2%	0%	100%
Lebanon	78%	18%	2%	2%	100%
Moldova	59%	34%	5%	2%	100%
Morocco	75%	20%	4%	1%	100%
Tunisia	73%	22%	4%	0%	100%
Ukraine	54%	40%	4%	2%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

### A safe working environment for your mental and physical health

	1 Very important	2 Fairly important	3 Not very important	4 Not at all important	Total
ETF 2024	75%	20%	3%	1%	100%
Algeria	80%	16%	2%	2%	100%
Armenia	78%	19%	3%	0%	100%
Azerbaijan	62%	30%	6%	2%	100%
Egypt	76%	21%	3%	1%	100%
Georgia	78%	17%	1%	3%	100%
Jordan	81%	14%	4%	1%	100%
Lebanon	80%	15%	3%	1%	100%
Moldova	64%	30%	4%	1%	100%
Morocco	79%	15%	4%	1%	100%
Tunisia	83%	14%	2%	0%	100%
Ukraine	63%	31%	4%	1%	100%

Source: ETF, Learning and Working in the EU Neighbouring Countries – 2024 Survey

## LIST OF ACRONYMS

CAWI	Computer-Assisted Web Interviewing
CGS	Career Guidance Services
COVID-19	Coronavirus disease 2019
ETF	European Training Foundation
EU	European Union
EU-27	European Union (27 Member States)
NEET	Not in Employment, Education or Training
PES	Public Employment Services
SoSci	SoSci Survey (online questionnaire platform)
UN	United Nations
VET	Vocational Education and Training
WB&T	Western Balkans and Türkiye





European Training Foundation

-  [www.etf.europa.eu](http://www.etf.europa.eu)
-  <https://bsky.app/profile/etf.europa.eu>
-  [www.youtube.com/user/etfeuropa](http://www.youtube.com/user/etfeuropa)
-  [www.facebook.com/etfeuropa](http://www.facebook.com/etfeuropa)
-  [www.instagram.com/etfeuropa](http://www.instagram.com/etfeuropa)
-  [openspace.etf.europa.eu](http://openspace.etf.europa.eu)
-  <https://www.linkedin.com/company/etfeuropa/>

ISBN 978-92-9157-759-0