

Vocational education and training in Central and Eastern Europe

REPORT

Key indicators - 2000



European Training Foundation



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The European Training Foundation is an agency of the European Union which works in the field of vocational education and training in Central and Eastern Europe, the New Independent States, Mongolia and the Mediterranean partner countries and territories. The Foundation also provides technical assistance to the European Commission for the Tempus Programme.

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Cataloguing data can be found at the end of this publication.

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Introduction

This is the third statistical publication on vocational education and training systems and the labour market in the Central and Eastern European countries produced by the European Training Foundation. As in the first two publications, data have been collected from the Statistical Offices and Statistical Services of the Ministries of Education and by the National Observatories¹. It has then been compared and analysed by the Foundation.

In order to ensure cross-country comparability across the Central and Eastern European countries and between them and EU Member States, international definitions and classification systems have been applied. Data on education, training and educational attainment have been gathered and presented on the basis of the categories of the ISCED classification. Data on labour market activity rates and unemployment rates have been gathered on the basis of definitions set out by the International Labour Organisation. All data concerning labour markets have been extracted from the national Labour Force Surveys. At this point, it should be underlined that the divergences between national data collection methods reduce the level of cross-country comparability.

Due to the small sample used for labour force surveys in some countries, it is in some places difficult to obtain specific information on gender and age categories. Where this has occurred experts' estimates are used, marked with an asterisk (*) or the symbol (()) in the diagrams, tables and text.

The European Training Foundation database, from which this report has drawn its information, currently contains information covering the years 1995-1998 for ten acceding countries in Central and Eastern Europe: Bulgaria, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, the Slovak Republic and Slovenia. Within this limitation, a certain evolution of statistical data can be observed however not explained in-depth because not all variables are available. To complement the data, references to other information sources have been made (see *Bibliography*) to support assumptions by hard facts. In contrast with the first two key indicator publications, this report also includes statistical data for Albania and the Former Yugoslav Republic of Macedonia for the year 1998.

Much attention is given to the cross-country data comparison with the EU countries. Therefore statistical data on the labour market from the EU Member States, provided by Eurostat, is included in the report. EU average and EU Member States data refer to 1999². Statistical data on education for the EU refers to the 1996/1997 academic year.

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- 1 The network of National Observatories were set up by the European Training Foundation in partnership with the national authorities of the partner countries in order to ensure accurate, up-to-date information on the progress of vocational education and training reform. The National Observatories, which are for the most part housed by existing organisations involved in the reform process, gather and analyse information on vocational education and training issues on the basis of a common framework agreed with the Foundation. Since 1996, National Observatories have been set up in the 24 partner countries, which are eligible for support under the EU Phare and Tacis Programmes.
 - 2 Due to the implementation of the new Labour Market Survey in 1999, this data has been considered by Eurostat as of higher quality.

The publication has two parts.

Part A presents the labour market context in which vocational education and training is functioning. It provides information on the development of the employment opportunities by economic sectors, information on the educational attainment levels, activity rates and unemployment rates of the population.

Part B of the report presents the demographic situation which influences the development of education systems. It also describes developments as far as the participation of young people in education and training is concerned. The analysis of the activities of young people outside the education system is made on the basis of the information available.

In contrast with earlier publications, this report also includes data on employment by economic activity, and shows developments by economic sector and employment perspectives for young people.

To demonstrate the variety of training programmes and types of the educational institutions in the education systems of Central and Eastern Europe diagrams for all countries are provided in the annex. A standard graphical model for vocational education and training systems firstly used in the European Training Foundation's series of factsheets facilitates the process of comparison.

The publication contains various diagrams of different types containing data for either several countries or for individual countries. The exact figures used for creating diagrams are put into tables that are presented in the annexes.

Because no radical changes have taken place since 1999 in the policies and mechanisms governing the financing of vocational education and training, no data on this subject has been included within this publication. Generally, information on public funds for vocational education and training at each level of government (State, local municipalities etc.) as well as information on private expenditure on vocational education and training is not available or the access to such information is very limited.

A summary of key findings is given at the end of the publication.

Acknowledgement

We should like to thank the National Observatories and also the experts in the various statistical offices who provided expertise and assistance to the National Observatories and to the European Training Foundation in the preparation of this document. Special thanks should be given to Natalia Zimina, expert of the Lithuanian National Observatory, who supported the National Observatories in their statistical work, evaluated the quality of the data provided, prepared the graphs and drafted this report.

Ton Farla
European Training Foundation

Country abbreviations

Central and Eastern European countries – Phare countries:

AL Albania	LV Latvia
BG Bulgaria	MK Former Yugoslav Republic of Macedonia
CZ Czech Republic	PL Poland
EE Estonia	RO Romania
HU Hungary	SI Slovenia
LT Lithuania	SK Slovak Republic

European Union Member States:

B Belgium	L Luxembourg
DK Denmark	NL Netherlands
D Germany	A Austria
EL Greece	P Portugal
E Spain	FIN Finland
F France	S Sweden
IRL Ireland	UK United Kingdom
I Italy	

Symbols used:

(()) inaccurate estimation
() less accurate estimation
. extremely inaccurate estimation
* estimation or reference to specific age group

Part A

1. *Employment by sectors of economy*

Since the beginning of the 1990s and the move from centrally planned to democratic market economies the countries of Central and Eastern Europe have faced radical, political and socio-economic change. Practically all countries had to reduce the number of workers employed in industry. In the agricultural sector however the labour force in terms of numbers in the majority of countries remained stable. Employment in the service sector has increased.³ Employment opportunities aside, skill requirements have changed radically.

Since 1996 changes in the labour market have taken place more gradually. Between 1996 and 1998 a slight reduction of the total number of people employed was observed in the Czech Republic and Latvia, whereas in Slovenia the number of those in employment went up slightly. In other countries, the total number of the employed remained more or less the same.

The structure of the labour market in Central and Eastern European countries are in some sectors similar to EU Member State; in other sectors they are significantly different (See Graph A1.1 Employment developments by branches (1995-1998)).

Since 1990, a decline in employment in industry can be observed in all countries as a result of the collapse of State enterprises.⁴ The strongest reduction of employment in industry took place in Bulgaria, Lithuania and Romania. In the Czech Republic and Slovenia however employment within the manufacturing sector remained relatively unchanged amounting to respectively 28% and 32% of the workforce in 1998. This is significantly higher than the EU average (20.5%), but closer to the share of those employed in industry in Germany (23.8%) and Italy (23.6%). Latvia and Lithuania show the lowest share of employed in industry, respectively 18.1% and 19%, which is similar to the figure in northern EU Member States.

During 1995-1998 the number of working places in manufacturing industry decreased slightly in the Czech Republic (from 29.1% to 27.6%), Bulgaria (from 26.9% to 25.5%), Estonia (from 23.9% to 21.9%) and Romania (from 23% to 21.3%).

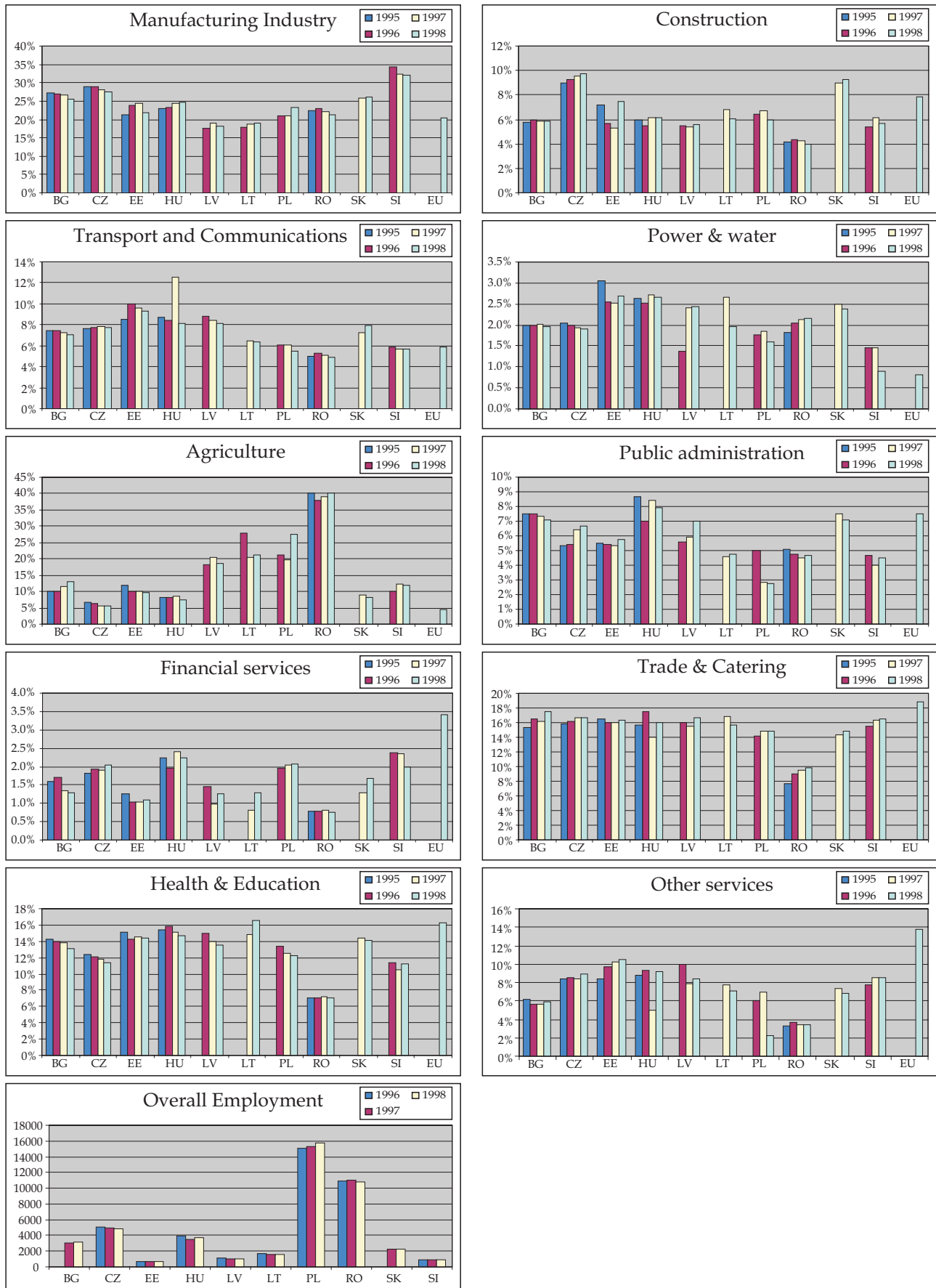
The percentage of those employed in the construction sector was about 6% in most of the Central and Eastern European countries. An exception is Romania with 4%, and the Czech and Slovak Republics with 9% respectively 8%. In the EU, average employment in construction in 1999 reached 7.8%.

The percentage of people employed in the transport sector has, on average, been in the region of 8% for Central and Eastern European countries, compared with 5.9% in the EU.

3 Central European countries' employment and labour market review, N° 1, July 1999.

4 Background studies on employment and labour market, 1999.

Graph A1.1 Employment developments by branches 1995-1998



Exact figures can be found in annex in Table A1.1.

As far as the power and water sector is concerned, the employment rate is about 2% which is higher than the EU average (0.8%). In this sector Lithuania witnessed a decline in employment (from 2.7% in 1996 to 1.9% in 1998) as did Slovenia (from 1.5% in 1996 to 0.9% in 1998).

The percentage of those employed in the agriculture sector varies strongly among the Central and Eastern European countries ranging from 5.5% in the Czech Republic to 40% in Romania, compared with an average of 4.5% in the EU. The figures for 1998 still show high employment rates in agriculture for Poland (28%), Lithuania (21%) and Latvia (19%), countries where the agricultural sector has traditionally been strong and was boosted after the restoration of land property rights. These numbers were even higher than in Greece where the share of employment in the agriculture sector in 1999 was 17.8%, the highest percentage in the EU. In Bulgaria, employment in the agricultural sector started to rise again and reached approximately 13% in 1998. This is in contrast with the Czech Republic, where a constant decrease in employment in the agricultural sector can be observed between 1996-1998. Increasing unemployment in the urban areas may have forced people, including families to move out of these areas and to become self-employed in the farming sector. This might also explain a rise of the percentage of dropouts among young people in schools.

Changes in employment in the service sector reflect the previous low level of employment in this area of the economy during the early years of reform.

As far as the sectors of public administration and financial services are concerned, since 1995, some Central and Eastern European countries have seen a rise in employment; others have experienced a fall. In 1998, the share of employed people in the public administration sector totalled an average 5.8%. The level of employment ranged from 8.0% in Hungary to 2.7% in Poland (a country that has seen a significant decline in this area since 1996). In the EU, the share of employed people working in this sector averaged 7.5% in 1998. The increase in employment within public administration was particularly noticeable in the Czech Republic (from 5.3% in 1995 to 6.6% in 1998) and in Latvia (from 5.6% in 1996 to 7.0% in 1998).

As for the financial services, a relatively high percentage of people are employed in this sector of the economy in the following countries: Hungary, the Czech Republic, Poland and Slovenia (approximately 2% in each country). Elsewhere, in Romania, only 0.8% of employed people are working in this sector. All these figures are considerably lower than those for EU countries where an average 3.4% of the working population are employed in financial services.

Catering is a developing sector in the majority of the Central and Eastern European countries. In 1998, an average 16% of all employment was covered by this sector (with exception of Romania, where the rate was 10%). In the EU, in 1999, an average 18.9% of the working population were employed in this sector.

On average, about 13% of the employed in Central and Eastern European countries were working in 1998 in the 'Health and Education' sector. The exception was Romania where the percentage of those employed in this sector did not exceed 7%. A slight but constant decrease in the number of those employed in this sector can be observed for the majority of Central and Eastern European countries except in Lithuania (16.5%) which posted an equivalent figure to the EU average in 1999 (16.3%).

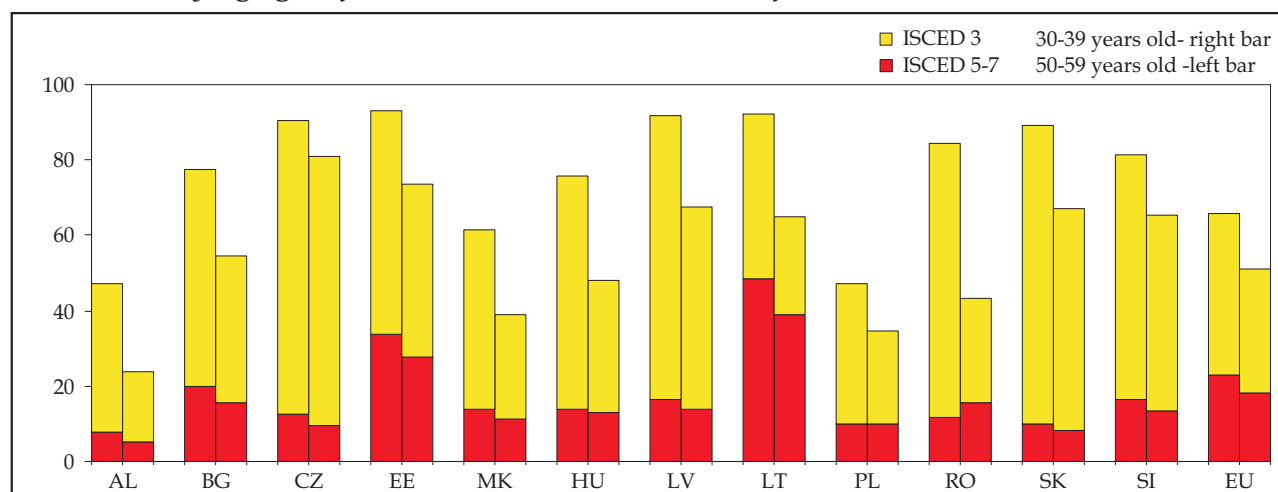
In Central and Eastern European countries, the number of those employed in 'other services'⁵ was considerably lower than the EU average (13.8%) between 1995-1998 and ranged from 2.2% in Poland to 10.5% in Estonia. However, some percentages in Central and Eastern European countries should be interpreted with caution as the definition and specialisation of jobs sometimes differ to those within the EU.

⁵ Other services include 'real estate', 'other community, social and personal activities' and 'private households'.

2. Educational attainment of the population

Over the last 25 years, the Central and Eastern European countries have witnessed an increase in the number of working age people obtaining secondary level education. Furthermore, a comparison between the 30-39 year old and 50-59 year old age groups at ISCED level 3 (see Table A2.1) shows that in several Central and Eastern European countries the younger age group obtained higher education levels than that of the older age group. (see Graph A2.1 Educational attainment of the population by age groups – Central and Eastern European countries, 1998 – %).

Graph A2.1 Educational attainment of the population by age groups – Central and Eastern European countries, 1998 – %



	AL		BG		CZ		EE		MK		HU		LV		LT		PL		RO		SK		SI		EU'99	
Age	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39	50-59	30-39
ISCED 3	19	39	39	58	71	78	46	60	28	48	33	62	54	75	26	44	25	37	28	73	59	79	52	65	33	43
ISCED 5-7	5	8	16	20	9	12	27	34	11	14	13	14	14	17	39	48	10	10	16	12	8	10	13	17	16	23
At least ISCED 3	24	47	55	78	80	90	73	94	39	62	46	76	68	92	65	92	35	47	44	85	67	89	65	82	49	66

The most significant changes between both age groups can be found in the countries of South-Eastern Europe. The number of people aged 30-39 that have obtained upper secondary education (ISCED 3) is more than double that of the 50-59 age group in Romania, almost double in the Former Yugoslav Republic of Macedonia and half as high again in Bulgaria. The number of people having accomplished higher education gradually increased in almost all the Central and Eastern European countries, the exception being Romania where, as a result of the State policy at the earliest 1980s enrolment in institutes of higher education was reduced.

The rate of the age group 30-39 years having successfully obtained at least upper secondary level varied in 1998 from 47% in Poland⁶ to 94% in Estonia compared with the EU average of 65.8% in 1999.

⁶ Data for Poland should be interpreted with caution: the group of people who obtained an education equivalent to ISCED level 3 does not include those who finished vocational training programmes which last for three years after eight years of basic school and one year of preparatory education. In other countries, these vocational education and training programmes are ranked at ISCED level 3.

In case of Lithuania and Estonia, some programmes lasting 2.5-3 years at post-secondary vocational education and training level (that lead to qualification as a technician) were classified at ISCED level 5.

During the period 1996-1998 the educational attainment level of the population aged 25-59 years did not significantly change in the Central and Eastern European countries.

The share of those having obtained at least secondary education (the equivalent of ISCED level 3) remained stable⁷. A slight but constant decrease of the number of people with no or a low level of qualifications and an increase in the number of people with secondary level education can be observed. However, with the exception of Slovenia, the share of highly qualified people decreased in all countries. The share of low qualified people in Central and Eastern European countries, which varied from 13% in the Czech Republic to 30.6% in Bulgaria, was lower than the average in the EU Member States which posted a figure of 39.5% (see Table A2.1). The majority of Central and Eastern European countries (apart from Poland, Lithuania and Albania) show a higher percentage of people with secondary level qualifications than in the EU (39.8%). This is more pronounced for the Czech (76%) and the Slovak Republics (72.3%). With the exception of Lithuania and Estonia*, the share of highly qualified people is higher in the EU (average 20.7%) than in the majority of Central and Eastern European countries.

Overall, slightly more people aged 25-29 years obtained a secondary qualification than those aged 30-39 years⁸. However, it seems that the older age category (30-39) is more successful in obtaining higher education (ISCED 5) than the younger age group (see Graph A3.3).

The difference between the two age groups can be explained by the fact that dropout rates from the universities⁹ are rather high and many students leave university before completing their course of study. The reasons for this include:

- finding attractive employment before completion of the course of study;
- the course of study not meeting prior expectations;
- financial difficulties¹⁰.

During 1996-1998 the share of highly educated 25-29 year old people slightly decreased in all Central and Eastern European countries (except Slovenia).

All National Observatory Country Reports¹¹ indicate an increase in higher education enrolment during the last few years. This could be explained by the fact that some people aged 25-29 are still in education, as basic and specialised studies in higher education (Bachelor level) may be organised as either full-time, part-time or evening courses. The increased time spent within the education system (in its 'higher education' part) is well established within the EU¹². This in turn affects the indicators

7 Due to the relatively small sample size of the national Labour Force Surveys a margin of error (+/-1.5% points) from year to year can be expected.

8 According to the formal schemes of educational systems of within the Central and Eastern European countries (see Annex 1), the 25-29 age group is defined as a point when the majority of those involved in higher education schemes achieve at least ISCED level 5 (first stage of tertiary education).

9 Background Studies for the Employment Policy Review; National Observatories Reports.

10 The introduction of registration fees in higher education institutions in some countries; the reduction and sometimes abolishment of study subsidies (i.e. student grants) by the State due to budgetary problems.

11 National Observatory Country Reports, 1999 and Key Indicators Report 1999.

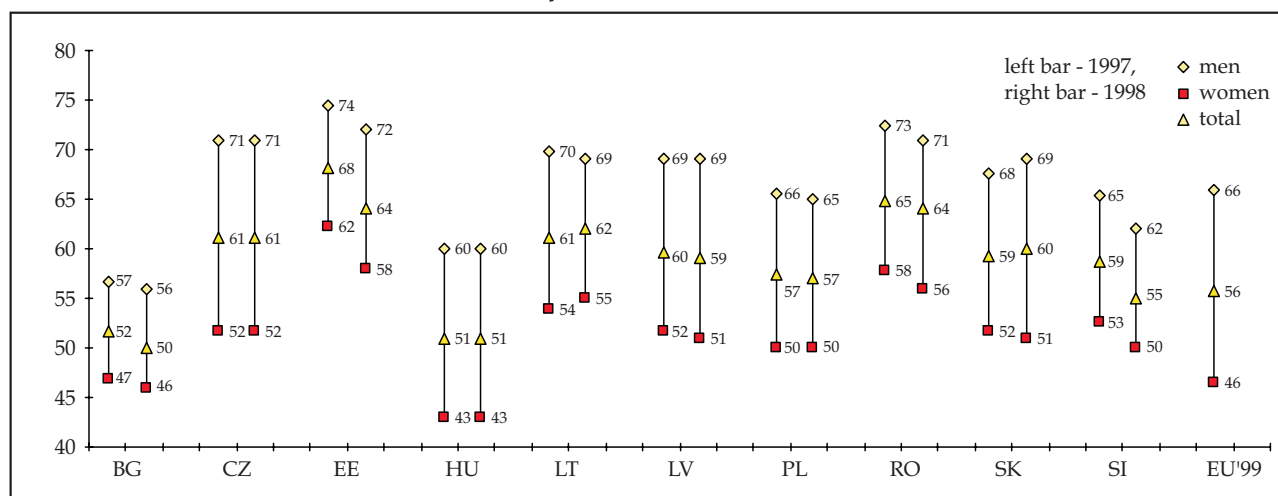
12 Employment in Europe, 1998. European Commission Directorate-General for Employment, Industrial Relations and Social Affairs; Key Data on Education in the European Union 1999, European Commission.

outlining the activities of the active population as the number of young people participating within the labour market is correspondingly lower (see *subchapter 3*).

3. Activity rates of the population

In 1998, the activity rate of the population aged between 15-64 in the Central and Eastern European countries ranged from 50% in Bulgaria to 64% in Estonia and Romania, compared with the average of 56% in the EU (see *Graph A3.1*).

Graph A3.1 Activity rates (%) of the population in Central and Eastern European countries in 1997-1998 and in the EU



Active population

The active population (labour force) is made up of both people in employment and the unemployed¹³ The activity rate of the population reflects what part of the population participates in the labour market. Due to this the term 'participation' is also used.

13 According to the ILO definition:

Employment

The employed comprise all persons above a specific age during a specific brief period, either one week or one day, were in the following categories:

- "paid-employed",
- "self-employed".

Unemployment

The "unemployed" comprise all persons above a specific age who, during the reference period, were:

- "without work",
- "currently available for work",
- "seeking work".

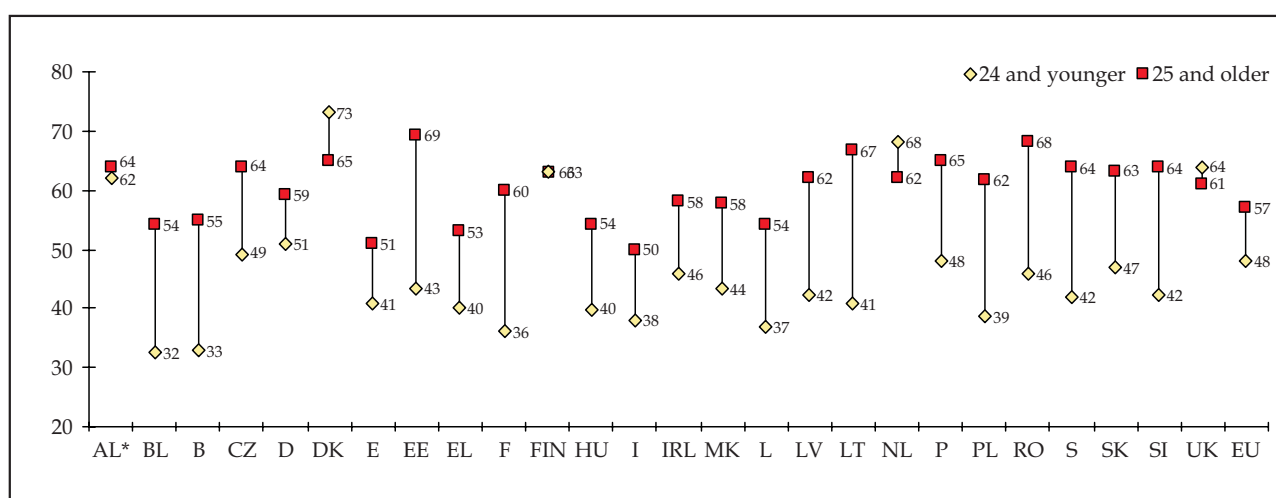
Although there has not been any significant change in overall activity rates in the period 1997-1998, participation in the labour market did decline within some individual age categories. Slow employment growth and a shortage of jobs discouraged people from actively looking for work.

The fall in the activity rate was greatest in Estonia (from 68% to 64%) and Slovenia (from 59% to 55%). A slight fall activity rates was observed in Latvia and Bulgaria, the latter country having hitherto registered the lowest employment rate among the Central and Eastern European countries. In the Czech Republic, Poland and Hungary, the situation remained stable. In Lithuania the rate increased due to the increased participation of women within the labour market. In Slovakia the increase was due to the rise in the activity rate of men.

In 1998, the activity rate of men ranged from 56% in Bulgaria to 72% in Estonia. This is significantly higher than the activity rate of women, ranging from 43% in Hungary to 58% in Estonia. In the majority of the Central and Eastern European countries (except Poland, Hungary, Slovenia and Bulgaria) the activity rate of men was higher than the EU average (66%). The same is true with regard to activity rates for women which apart from in Hungary and Bulgaria exceeded the EU average (46%).

Activity rates as well as employment rates for young people (those under 24 years of age) have been decreasing since 1990 together with the activity rates of the total population in the majority of Central and Eastern European countries¹⁴. The activity rate of young people in Central and Eastern European countries in 1998 ranged from 33% in Bulgaria to 49% in the Czech Republic. The latter is the only country where the activity rate of young people exceeded the EU average (48%) (see *Graph A3.2*).

Graph A3.2 Activity rates (%) by age groups in Central and Eastern European countries in 1998 and in the EU in 1999, total



In Central and Eastern European countries, the activity rate of young people was on average 1.5 times lower than of the older population categories. In the majority of EU Member States the difference, though apparent, is less significant. For example, in Denmark, the Netherlands and the United Kingdom, the activity rate of under 24s was higher than that of over those aged 25 or over reaching respectively 73%, 68% and 64%. The low activity rates registered for young people in the Central and Eastern European countries could be attributed to the fact that most of people of this age group are still in full-time education (either at school (general or vocational education) or college) and do not combine study with temporary jobs. The other factor that might explain this low figure could also be the number of young people without employment who are also outside the education

¹⁴ Background Studies for the Employment Policy Reviews for acceding countries. European Training Foundation (Directorate-General for Employment and Social Affairs) 1999-2000.

system. This is more pronounced for young people with low and secondary level of education. The activity rate of young people with higher education in Central and Eastern European countries was close and even higher than 68.5% as the EU average (see Table A3.2).

Activity rates of the population are directly related to the educational level. Better educated people are more active in the employment market. At the same time, the difference between activity rates among people with different educational attainment levels (ISCED 0-2, ISCED 3 or ISCED 5) are smaller for men than for women (see Table A3.2)

There are significant differences in activity rates when considering different age groups, genders and qualification levels. Due to the difference in retirement ages in Central and Eastern European countries, the activity rate of the population aged 50-59 years varied a lot among the countries and in comparison with the EU average. For people with low qualifications (ISCED 0-2) the range for men was between 41% in Hungary to 78% in Lithuania compared with 72% as an average in EU Member States. For women – from 20% in the former Yugoslav Republic of Macedonia and 21% in Hungary to 57% in Romania with an activity rate of 42% as an average in the EU.

Some specific information for each Central and Eastern European Country is presented in the Table below, exact figures can again be found in Annex 1-Table A3.2.

<p>Bulgaria:</p> <p>In comparison with 1997, in 1998 the activity rate increased only for</p> <ul style="list-style-type: none"> ■ under 24s with qualifications at, at least, ISCED level 3; and ■ women over 50 years of age regardless of their education level. <p>For all other age groups people with different educational level the activity rate has decreased.</p>
<p>Czech Republic:</p> <p>The activity rate of the over 40s with low level qualifications slightly decreased. For all other groups the fluctuation of activity rates are not significant.</p>
<p>Estonia:</p> <p>The decrease in activity rates is characteristic for women aged 25-29 years with upper secondary level education (from 72% in 1997 to 67% in 1998) and of those aged 30-39 years old with a higher level of education (from 94% to 86%). In contrast, the activity rate of women with a low level of qualifications (ISCED 0-2) is increasing. Generally though it is considerably lower than that of more educated women and reached 57% for the 25-29 year age group and 62% for the 30-39 year old age group.</p> <p>It is worth pointing out that the activity rate of both men and women aged 30-39 and over the age of 50 with only low level qualifications had increased, while of those of 40-49 years old it had decreased. 20% of this age group is inactive.</p>
<p>Former Yugoslavian Republic of Macedonia (data for 1998 only):</p> <p>There is an extremely low activity rate (40%) of women with a low level of qualifications aged 25-49 years. The figure is even lower for older women (20%). Culture and tradition may partly explain this situation.</p> <p>The activity rates of both men and women with at least upper secondary education level was rather high (about 90% for men and 85% for women).</p>
<p>Hungary:</p> <p>The participation rate of men with a low level of education declined in all age groups. Women aged 25-49 years have seen a rise in their growing activity.</p>

Latvia:

The activity rate of women decreased across most age groups regardless of levels of education. Meanwhile, the activity rate of men aged over 25 increased.

Lithuania:

The activity rate of women aged 30-49 and men aged 40-49 with low qualification levels decreased (significantly in case of women).

The activity rate of young women aged 25-29 having obtained secondary and higher education increased from 70% to 78% for those with ISCED 3 and from 87% to 93% – for those having successfully obtained ISCED 5). It seems that the younger generation of women are trying to combine family responsibilities with work or are actively looking for employment.

Poland (data only for 1998):

The activity rate of women with low and secondary levels of education is significantly lower than that of men with the same qualification. Those with a high level of education have similar activity rates regardless of gender.

Romania:

The activity rate of women with a low level of education is significantly lower than that of men. The difference between the men and women disappears for those with a high level of education. Compared with 1997, the activity rate of the population aged 40-49 years decreased slightly in 1998.

Slovak Republic:

The activity rate of young women aged 25-29 with low and secondary levels of education decreased on average by 10%, while the activity rate of more educated women increased. Higher education encouraged women to be more active in seeking employment immediately after successfully obtaining specific skills. The activity rate of women aged 30-39 women regardless of levels of educational attainment fell. This suggests that more and more women prefer to develop their professional career and only later decide to have children.

Slovenia:

There is an increase in the activity rate of the population having obtained a low level of education for both genders aged 40 years and above and aged 30-39 years in the case of women. The activity rate for the population with secondary level education had not changed in comparison with 1997. The activity rate of highly educated women aged 30-49 has decreased since 1997.

Participation rates of people aged 25-29 and 30-39 years

About 20% of prime working age people with low qualification are inactive.

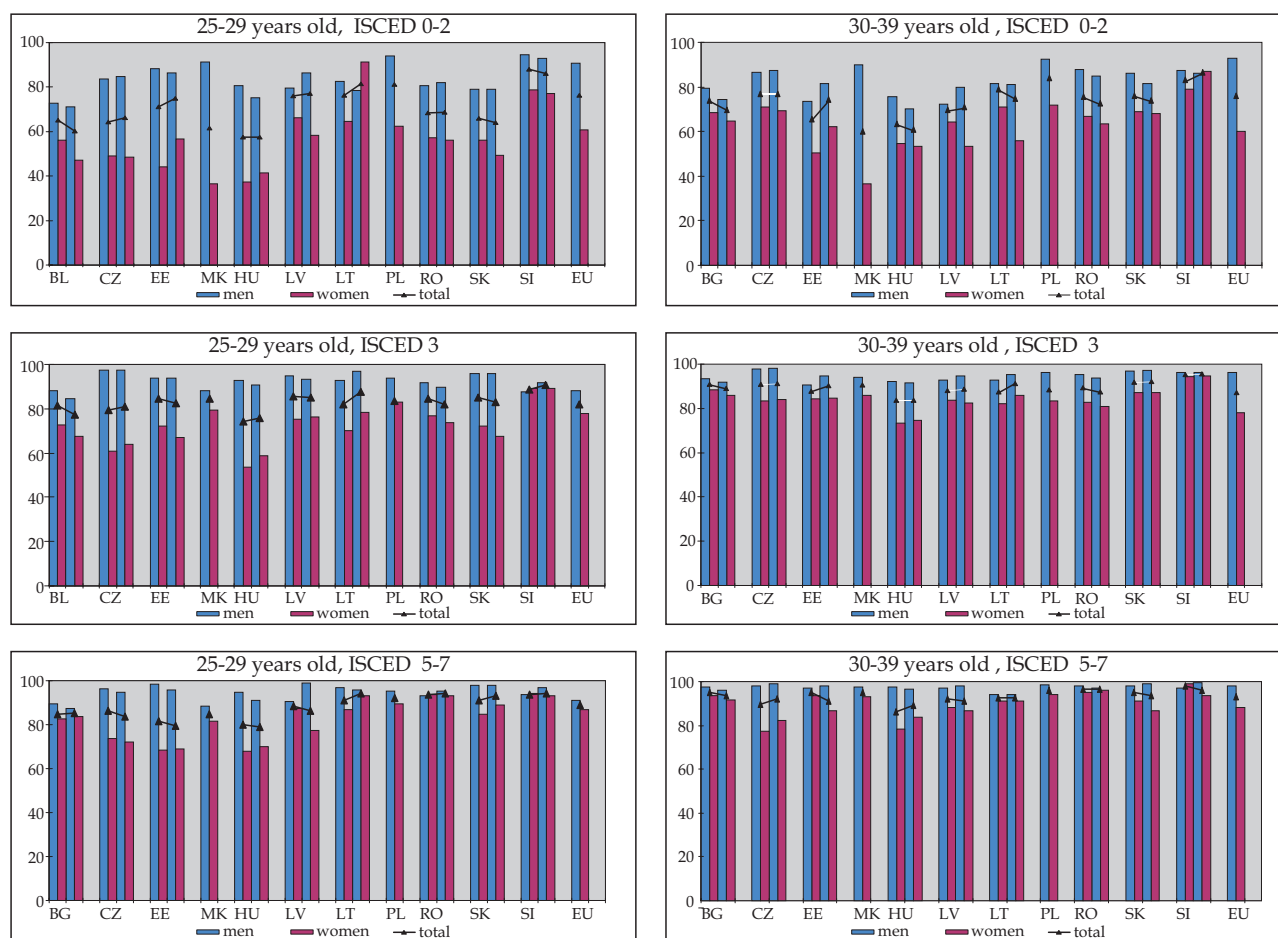
It can be ascertained from *Graph A3.3* that the activity rate of the population in Central and Eastern Europe aged 25-29 and 30-39 was far from 100%. A significant number of people that could be described as of “prime-working age” were inactive¹⁵.

In 1998, the percentage of the population aged 25-29 years and 30-39 years with low level of education (ISCED 0-2) that remained inactive ranged from 42% and 39% in Hungary to 19% and 16% in Poland.

15 All persons who are not classified as employed or unemployed are defined as inactive.
Inactivity rate = 100% minus activity rate.

The rate of inactivity for 25-29 year olds with a secondary level of education (ISCED 3) ranged from 23% in Bulgaria and 24% in Hungary to 9% in Slovenia. For both age groups with low or secondary levels of education, the average inactivity rate for the EU was in the region of 24% in 1999¹⁶. In 1998, the inactive population aged 25-29 years with a high level of education (ISCED 5-7) varied among the Central and Eastern European countries from 20% in Estonia and 21% in Hungary to 6% in Lithuania, Romania and Slovenia. This compares with an average of 11% for the EU in the same year. The inactivity rate of high-educated 30-39 years olds in the Central and Eastern European countries was similar to the EU average (7%).

Graph A3.3 Activity rates by educational attainment level of the population of 25-29 and 30-39 year olds



left bar -1997, right bar -1998

The Central and Eastern European countries and EU countries share a similar trend in the inactivity rate for men aged 25-49 with low levels of education in the age category of 25 to 49.¹⁷ One of the reasons for the high inactivity rate of young people (particularly those aged 25-29) could be due to their participation in education and training. However, as a rule, people with a low level of qualifications usually do not continue their studies.

Regarding falling activity rates for those with a low level of qualifications aged 30-39, a number of explanations could be given. In Bulgaria, Romania and the Czech and Slovak Republics, the activity rate of the population is effected by the incidence of high inactivity among ethnic minorities (in part

16 Exact figures can be found in Annex – Table A3.2.

17 Employment in Europe. 1996. Directorate-General for Employment, Industrial Relations and Social Affairs.

due to very low educational attainment levels). Comparatively low activity rates for young women are explained by the fact that many are looking after children within the home or are due to give birth. As regards men, there is an assumption that they face difficulties in earning an adequate income legitimate employment . Many men aged between 20 and 30 may have therefore withdrawn from the official economy and have resorted to alternative unofficial ways of earning an income.¹⁸

4. *Unemployment between 1996-1998*

Between 1996-1998, the level of unemployment varied among the Central and Eastern European countries. In 1998, the lowest unemployment rate was in Romania (6.3%) and the Czech Republic (6.5%), whereas the highest unemployment rate was in the former Yugoslav Republic of Macedonia (34.5%) and Bulgaria (16%). The EU's average unemployment figure in 1999 was 9.6% (see *Table A4.1*). The unemployment figures should be interpreted with caution because of the existence of "hidden employment"¹⁹ which has steadily grown in many of the Central and Eastern European countries. For example, in Romania, the majority of workers made redundant within the industrial sector were obliged to seek employment or self-employment within the agricultural sector. Different and sometimes very specific factors (State regulations on early retirement, low productivity of industry, rapid growth of the 'shadow' economy, high turnover of the pool of unemployed etc.) led to a situation where unemployment remained at a low level in the Czech Republic.²⁰

The unemployment dynamics, generated by the acceleration of privatisation and restructuring especially in the mining, chemicals, and petrochemical industries²¹ in Romania, and a new phase of de-industrialisation in the Czech Republic will be reflected in 1999 statistical data.

During 1996-1998, the unemployment rates in the Central and Eastern European countries decreased in Hungary, Latvia and Lithuania, whereas the unemployment rates in Bulgaria, the Czech Republic, the Slovak Republic and Slovenia increased. The unemployment situation in Estonia, Poland and Romania remained stable (see *Graph A4.1*, exact numbers can be find in Annex in *Table A4.1*).

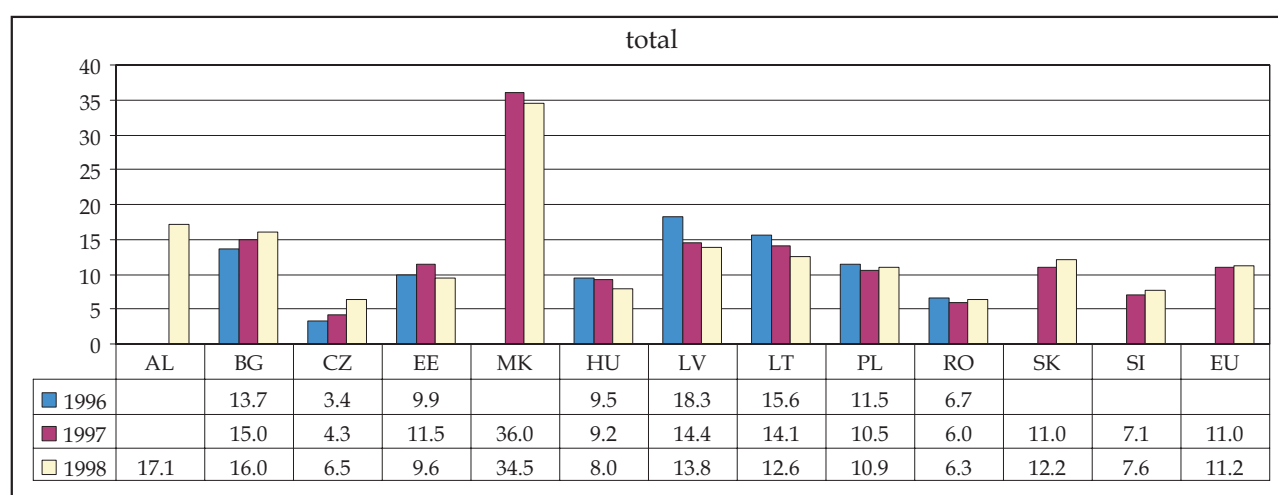
18 Employment in Europe. 1996. DG for Employment, Industrial Relations and Social Affairs.

19 Background Studies for the Employment Policy Reviews of the EU for acceding countries. European Training Foundation (Directorate General for Employment and Social Affairs) 1999-2000.

20 Central European countries' employment and labour market review, N° 1, 1999.

21 National Observatory Country report – Romania, 1999.

Graph A4.1 Unemployment in 1996-1998 in the Central and Eastern European countries and in 1998-1999 in the EU



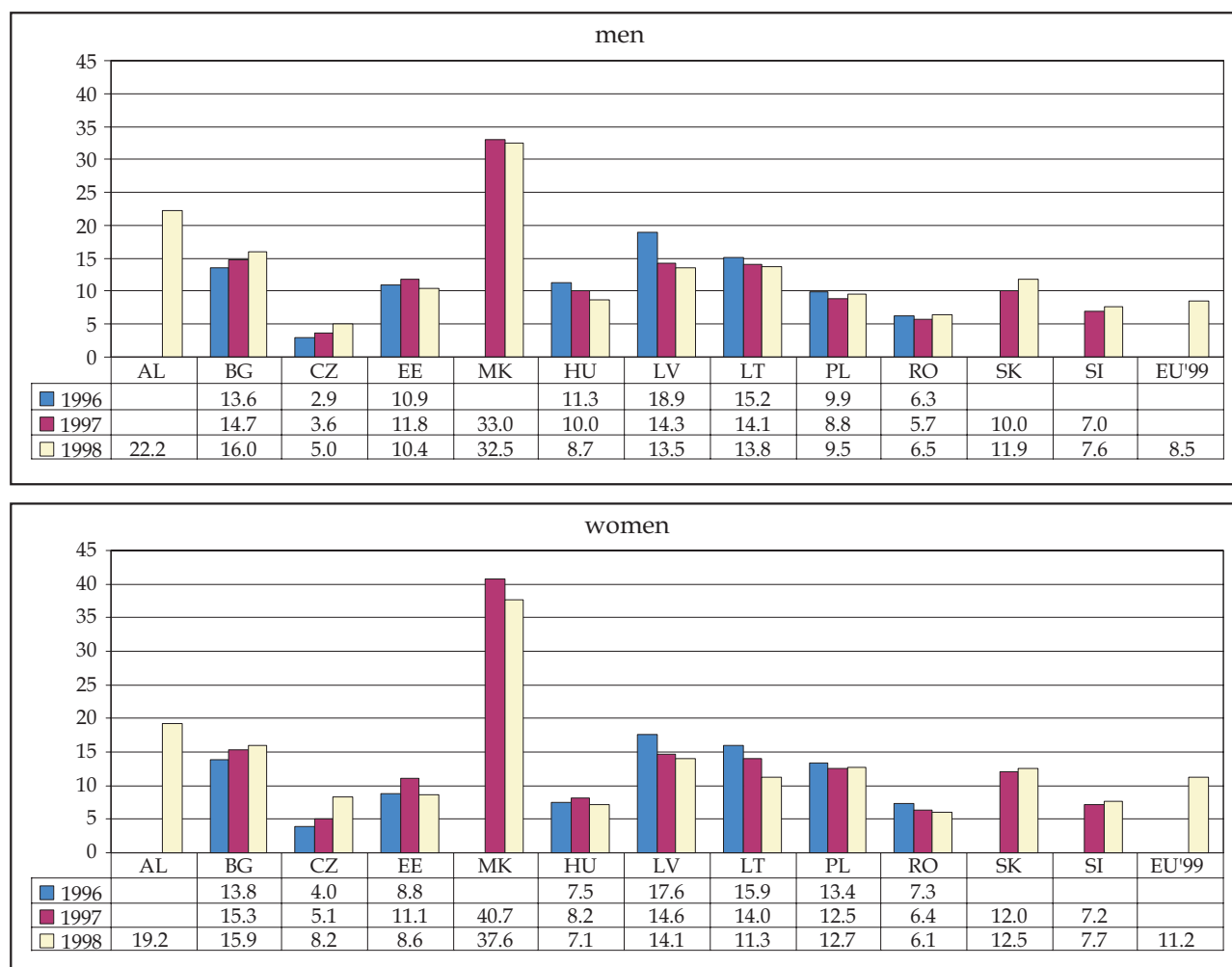
The unemployment rate in Bulgaria, the highest rate among the candidate countries (1998), was close to the unemployment rate in Spain (15.7%) representing the highest rate among EU Member States.

Changes in unemployment between men and women

During 1996-1998, the unemployment rate of women remained higher than that of men in the Czech Republic, the former Yugoslav Republic of Macedonia, Latvia, Poland and the Slovak Republic. (see *Graph A4.2*). The highest unemployment rate for women among the EU candidate countries was observed in Bulgaria (15.9%). In the Czech Republic, Estonia, Hungary, Romania and Slovenia, the unemployment rate of women in 1998 did not exceed the EU average (11.2%).

During the years 1996-1998, the decrease in the unemployment of women in Lithuania was more rapid than that of men. In Romania the unemployment rate of men increased in comparison with 1997, whereas the rate of women has decreased to 6.1%, which is the lowest of all the Central and Eastern European countries. These facts should not however immediately be interpreted as necessarily an increase of the employment of women. On the contrary, the fall in the activity rate of women in Estonia and Romania provides some evidence to demonstrate that women were inactive (i.e. did not seek employment).

Graph A4.2 Unemployment rates in 1996-1998 by gender



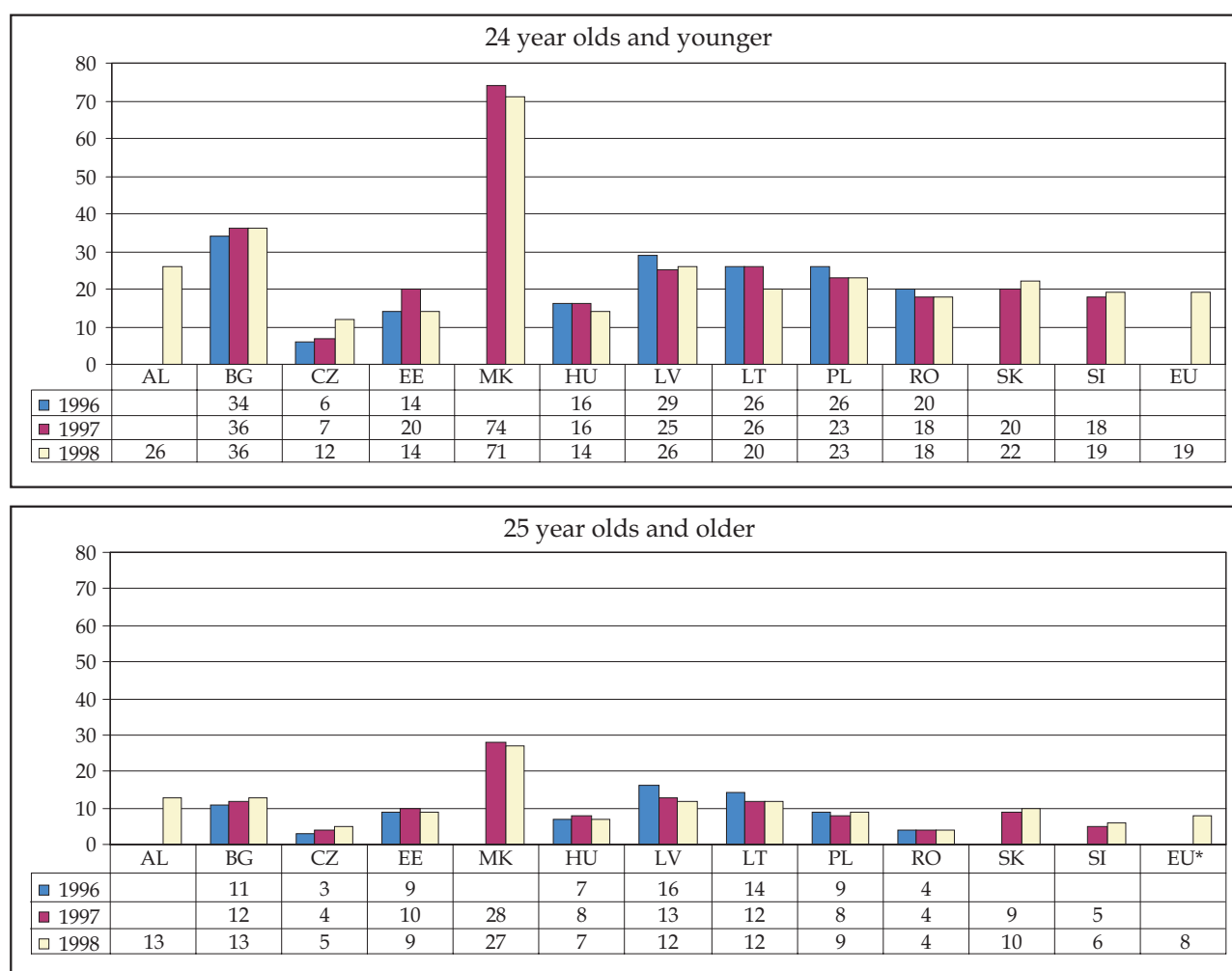
Unemployment by age groups

Young people are overall more exposed to unemployment in the Central and Eastern European countries. During 1995-1998, the unemployment rate of young people under 24 remained on average double that of the over 25s (see Graph A4.3).

In 1998, the greatest differences in unemployment rates between both age groups was observed in Romania (4.4 times) and Slovenia (3.1 times). The smallest differences were found in Estonia (1.6 times) and Lithuania (1.7 times). In the EU, the unemployment rate of young people (15-24 years old) was on average 2.2 times greater than of that of those over the age of 25 registering a figure of 18.5% in 1999.

In comparison with 1996 the unemployment rate of young people went up sharply (doubled) in the Czech Republic and reached 12%. However, this figure was still the lowest in the Central and Eastern European countries and is close to the UK (13.6%) and Denmark (10%) figure.

**Graph A4.3 Unemployment rate of youth
(15 -24 years old and of 25 year olds and older in 1996-1998)**



Apart from the extremely high unemployment rate of young people in the former Yugoslav Republic of Macedonia (71%) in 1998, the highest unemployment rate existed in Bulgaria (36%). It was slightly higher than in Italy (33%) where the unemployment of young people was the highest within the EU. In Poland the unemployment rate of young people remained stable, whereas in Latvia, the Slovak Republic and Slovenia it increased slightly. A significant reduction in youth unemployment was witnessed in Estonia and Lithuania, and to a certain extent in Hungary. This was more a reflection of the greater time spent within the education system (inactivity on labour market) than the growth of employment. In some cases the difficulty in entering the employment market encouraged young people to emigrate or to remain for a longer period of time within the education and training system in an attempt to wait for more favourable labour market conditions.²²

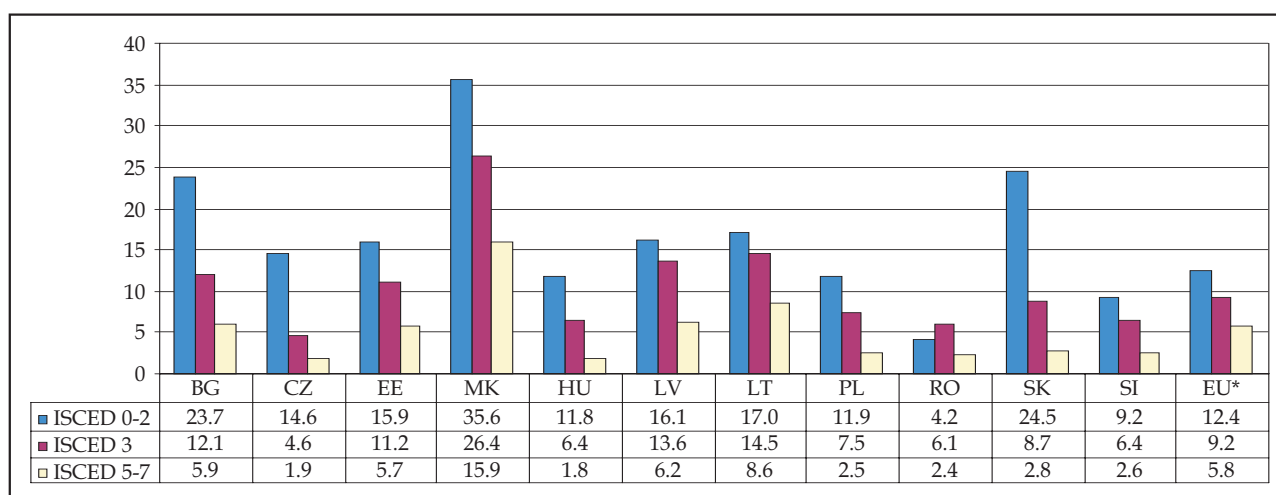
Educational attainment and unemployment

There seemed to be a link between the level of unemployment and educational attainment levels in the majority of countries for the overall population (*Graph A4.4*).

Exact figures can be found in annex in Table A4.2

This was valid for the majority of the Central and Eastern European countries except Romania and for the majority of EU Member States, except Greece, Spain and Portugal where the unemployment rate of people with a low level of education and training was lower than of those with a secondary level of education. A high educational attainment of the population does not necessarily guarantee employment or protection from occasional spells of unemployment. That being so, it cannot be denied that higher educational attainment is a distinct advantage within a competitive labour market.

Graph A4.4 Unemployment rate of 25-59 year olds by educational attainment level



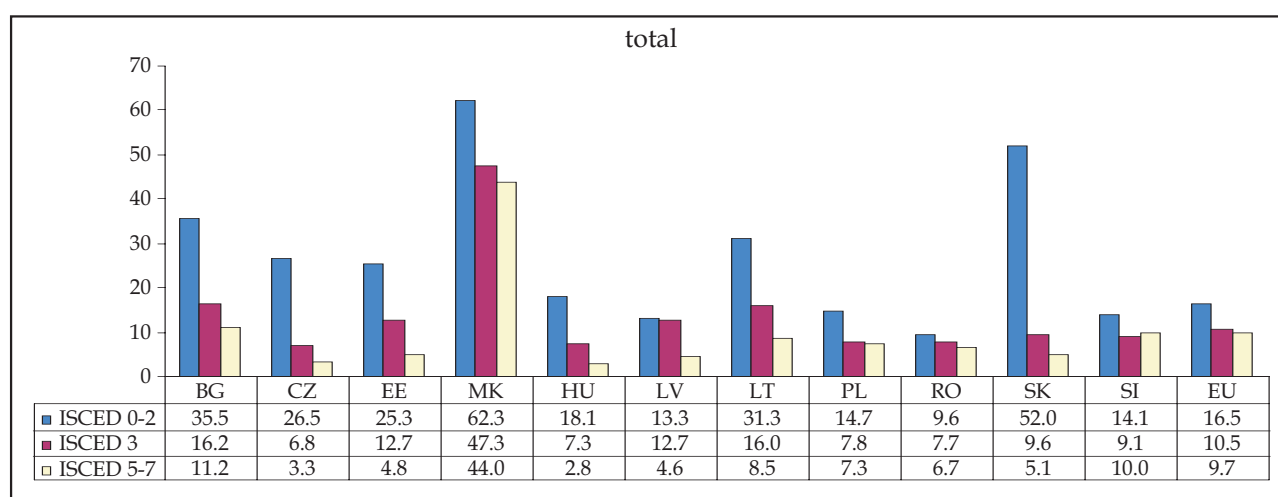
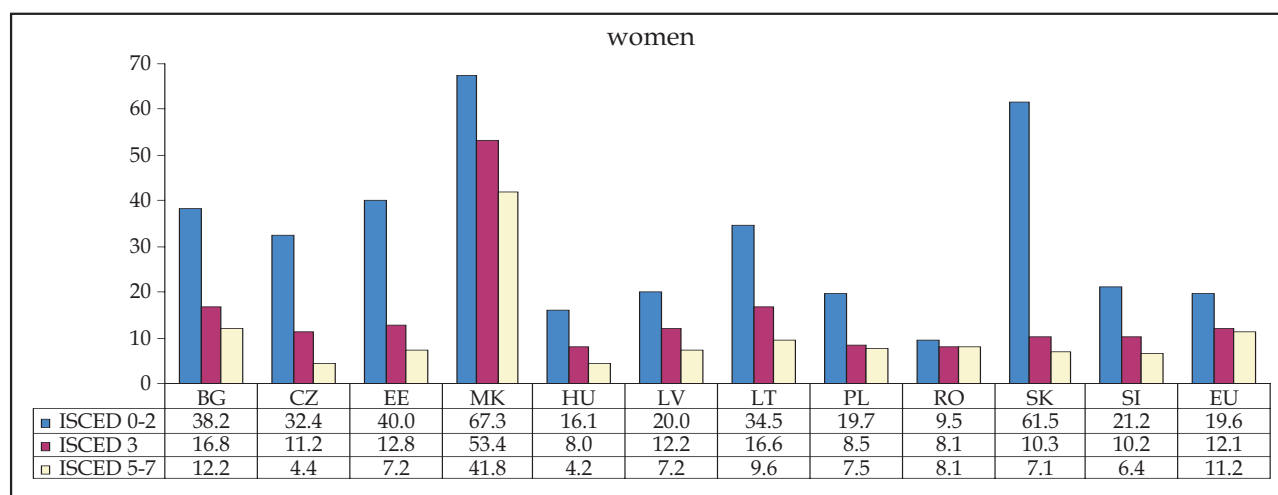
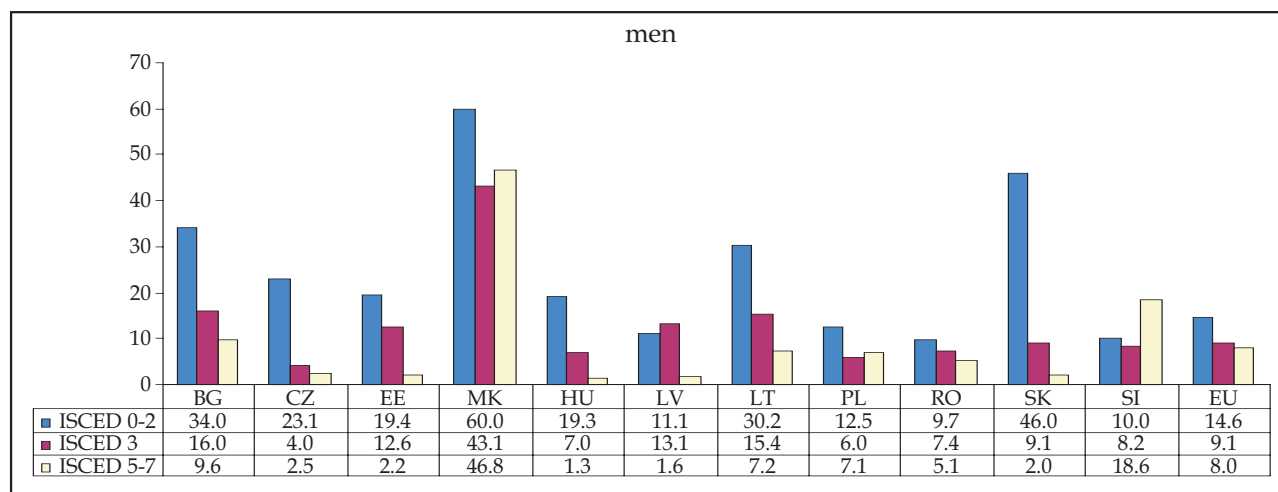
Development of youth (25-29 years old) unemployment

Significantly higher unemployment rates for young people (25-29 year olds) with a low level of education in Bulgaria, the Czech Republic, Estonia, Hungary, Lithuania and the Slovak Republic in 1998 demonstrate that this age category had fewer opportunities to obtain an acceptable job than those with a secondary or higher education level (*Graph A4.5*).

As far as Poland and Slovenia are concerned, the situation was somewhat different. In these countries the employment opportunities were similar for people with secondary education and higher education. In Latvia lower and secondary education attainment levels of the population seem to be of the same value on the labour market.

Different patterns of the youth unemployment by gender can also be found. In all the Central and Eastern European countries, except Romania, there is a strong link between the unemployment rate and the educational level of young women (see *Graph A4.5*). In Poland, the difference in unemployment rates between these two levels of education is rather small and similar to the average unemployment rate of young women within the EU. It is worth noting that the percentage of unemployed women with secondary education is twice as high as the percentage of women with higher qualifications. There is an expectation that the labour force with a secondary level of qualification might become more in demand, as a result of the developments in sectors like tourism, banking and services.

Graph A4.5 Unemployment rates of 25-29 year olds by educational attainment level in 1998 (total)

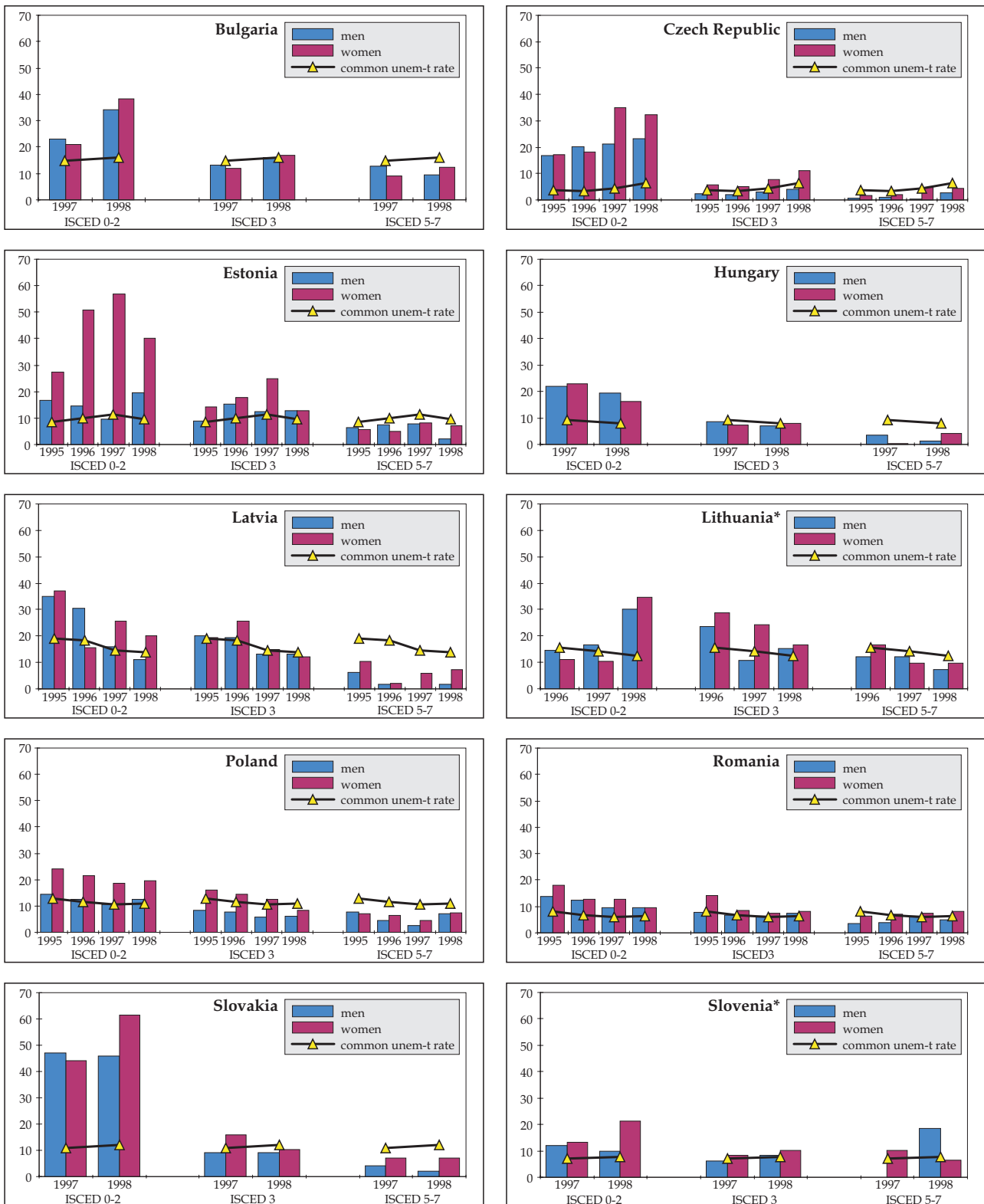


In 1998, in the former Yugoslav Republic of Macedonia, Poland and Slovenia the unemployment rate of high-educated young men (25-29 year old) was higher than that of young men with secondary education. In Slovenia the unemployment rate of men with a high level of education was even more pronounced than that of men with a lower level of education. This might be attributed to the fact that the transition from school to work sometimes differs between one and two years. Another explanation might be that, because industry often uses older technology, the need for highly educated professionals is not so high. In addition, young people with a high level of education often prefer unemployment to an occupation that provides few opportunities to fully implement the knowledge and skills they have acquired. This would in turn suggest that the labour market has difficulties in absorbing the growing number of well educated people.

In Latvia young men with a secondary level of education were more likely to have had to face the problem of unemployment than those who acquired a lower level of education. In both the Czech and Slovak Republics, the unemployment rate of young people with a low level of qualifications (men as well as women) was five times higher than of those with a secondary level of education. The extremely high unemployment rate of the low-qualified youth in the Slovak Republic may be attributed to the over-representation of the Roma population in that age group.

Developments in unemployment among 25-29 year olds by the level of educational attainment in comparison to total unemployment are presented in *Graph A4.6*. During 1996-1998, the gap between the unemployment rate of young people with high and low levels of education increased while the gap between the unemployment rate for 25-29 year olds with secondary and higher levels of qualification also increased but at a significantly lesser rate.

Graph A4.6 Trends of the unemployment rate by educational attainment of 25-29 year olds in the Central and Eastern European countries in comparison with the unemployment rate in the country that year



* due to the small sample the data used in the diagram is the result of rough estimation (not reliable)

Part B

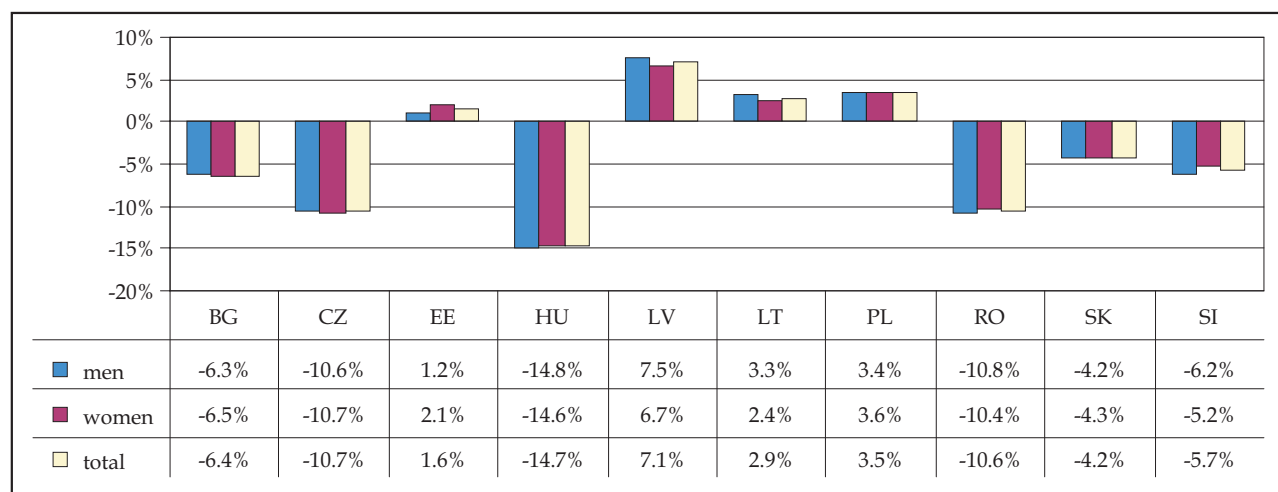
1. Demography

Between 1990-1998, a steady fall in birth rates, an rise in death rates, the fall in the emigration of the active population (especially the young and highly qualified with their families) and the overall ageing of the population²³ can be observed in most of the Central and Eastern European countries.

Demographic trends concerning the school age population are important data for educational planning. The demographic data reviewed in this report focus on the 14-19 age category because in most Central and Eastern European countries, basic education ends at the age of 15 (for more details consult the illustrative diagrams of education systems of Central and Eastern European countries available in the annexes). At this age, young people have to decide upon what type and level of education to pursue: the more academic route through upper secondary general education or vocational education and training.

As a result of demographic processes that have taken place in the Central and Eastern European countries the number of 14-19 year olds decreased by an average 9% between 1995 and 1998 (see Graph B1.1 Changes in the number of 14-19 years old population in 1998 in comparison with 1995).

Graph B1.1 Changes in the number of 14-19 years old population in 1998 in comparison with 1995



The fall in the number of 14-19 year olds over this three-year period was particularly pronounced in Hungary, the Czech Republic and Romania. Only in the Baltic States (and particularly Latvia) and Poland was the number of young people rising. This development should be taken into account in relation to the provision of and access to training for young people. Some targeted measures might be needed to increase the employment perspectives of young people during their transition from school to work. In the EU, the same downward trend began in 1975.

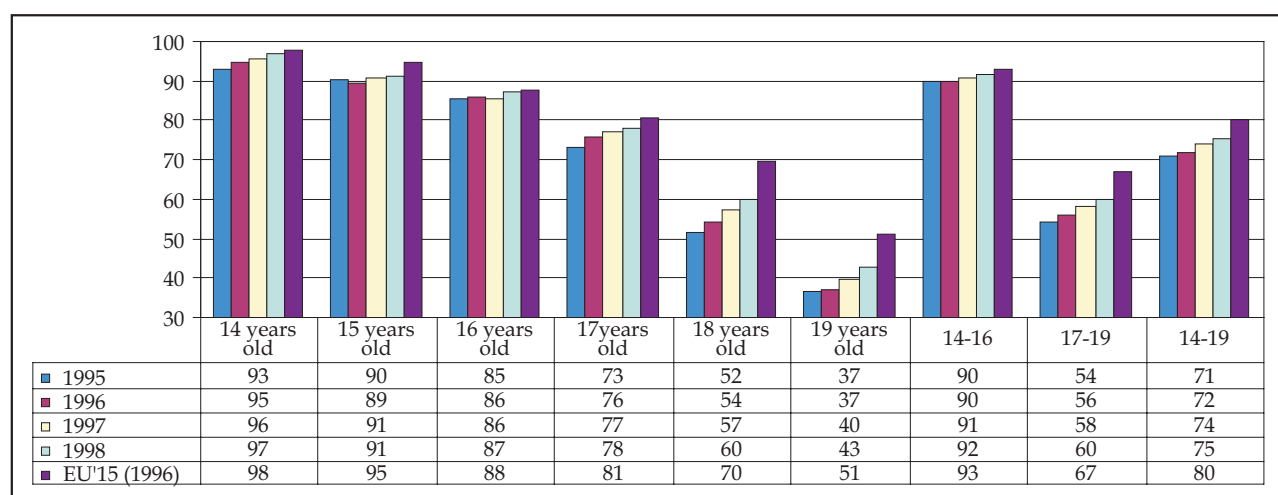
23 Background Studies; Employment Policy Reviews for all countries. National Observatory Country Reports.

2. Participation of young people in education and training

Since the beginning of the transformation process at the beginning of the 1990s the majority of Central and Eastern European countries have embarked upon a wide-ranging process of national reform of the educational system in order to meet the socio-economic changes taking place within their countries. The EU Phare Vocational Education and Training Reform Programmes that started in 1994-1995 in the Central and Eastern European countries subsequently provided a strong impulse to embrace the reform process.

During the years 1995-1998, the participation rates of young people aged 14-19 in education and training increased year on year in the majority of the countries. (see Graph B2.1 Participation rate (%) in education and training of 14-19 year olds, Central and Eastern European countries (acceding countries only) average, 1995-1998).

Graph B2.1 Participation rate (%) in education and training of 14-19 year olds, Central and Eastern European countries (acceding countries only) average, 1995-1998

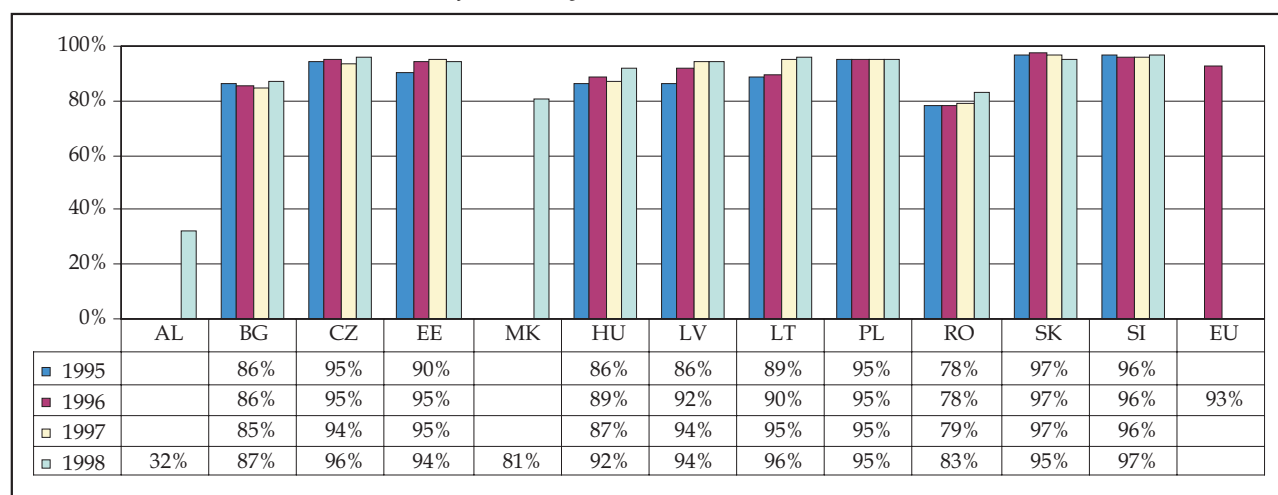


In each age group, the average participation rate in education and training within the Central and Eastern European countries was still lower than the EU average, though the gap is now closing. In Estonia, Latvia, Lithuania Poland and Slovenia, the participation rate in education and training for age groups 14-16, 17-19 and 14-19 (but not necessarily for each age separately) exceeded the EU average (see Table B2.1 in the annexes). Albania is an exception to the general trend within the Central and Eastern European countries and should be considered separately. Only 25% of young people aged 14-19 participated in education and training in 1998. The low participation rate of young people in education is related to the shorter duration in comparison with other countries of compulsory education. One reason for such a low participation rate could be due to poor living conditions in Albania²⁴ and the tendency for children to have to find work in order to contribute to family income. Such socio-economic conditions influence Albanian children's socio-educational opportunities.

24 Report "Vocational Education and Training against Social Exclusion in Albania", 2000.

The participation rate of 14-16 years old youth in education differed among Central and Eastern European countries and ranged 1998 from 81% in former Yugoslav Republic of Macedonia and 83% in Romania to 96% in Slovenia (see *Graph B2.2 Participation rates (%) in education and training of 14-16 year olds, 1995-1998*). Such differences occur despite the fact that in Romania education is compulsory until the age of 16. For comparative purposes, in Slovenia, compulsory education is only compulsory up until the age of 15.

Graph B2.2 Participation rates (%) in education and training of 14-16 year olds, 1995-1998



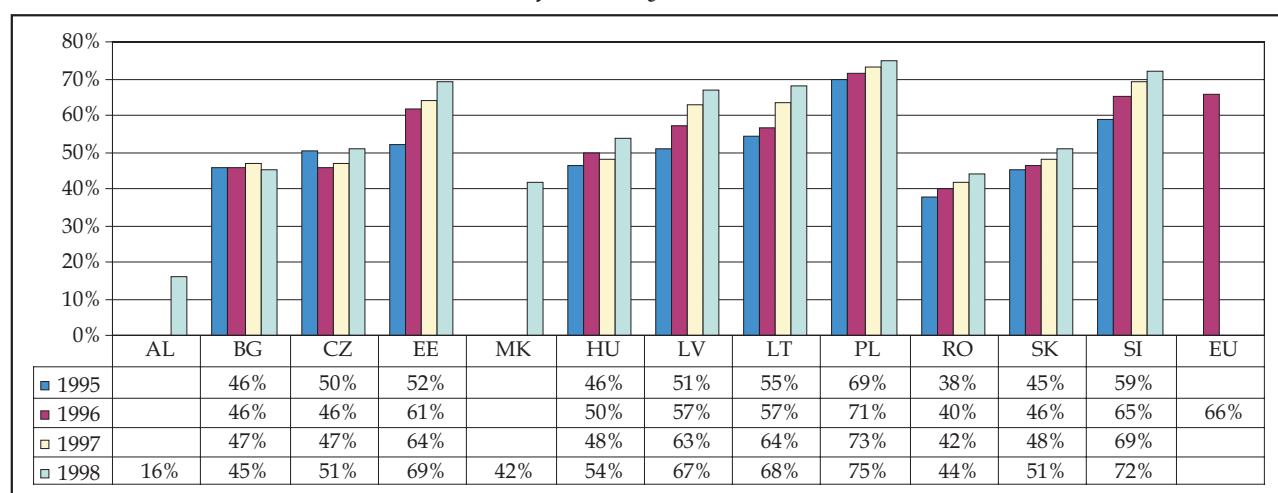
The EU average participation rate for young people aged 14-16 reached 93% in 1996 and exceeded the same indicator for Albania, Bulgaria, former Yugoslav Republic of Macedonia, Hungary and Romania. In the case of Romania, it is probable that, due to the precarious economic conditions of many families who are not in a position to support their children through their studies, the future participation of young people in gymnasiums (both theoretical and specialised) will remain lower than the Central and Eastern European average and may even decrease further.

The decrease in the number of pupils attending vocational education was probably caused by the reduced attractiveness of this form of training. This could be due to the failure to adjust education to the demands of the labour market and the continuing economic crisis²⁵. Apart from economic reasons which influenced the participation rates in education of young people in the former Yugoslav Republic of Macedonia, one additional reason might be the historically established attitude to schooling for girls within Muslim families: if girls actually attend school they tend only to follow a course of study which is short in duration.

During 1995-98 the increase in the participation rates of youth in education was particularly pronounced for the age group 17-19 year olds (see *Graph B2.3 Participation rates in education and training in 1995-1998 of 17-19 year olds*), only Bulgaria presented a slight reduction in participation rate.

25 Modernisation of Vocational Education and Training in the Transition Countries. National Report for Romania, 1999.

Graph B2.3 Participation rates in education and training in 1995-1998 of 17-19 year olds



The blanket increase of the participation rate of young people aged 17-19 is due partly to the fact that in several countries the duration of basic education was prolonged and young people therefore stayed for a longer period within the education system. It is also due to the more diversified opportunities that the education and training systems provide young people for the continuation of their studies. This could be at secondary level (technological gymnasiums and lyceums, vocational training programmes leading to a dual qualification, various dual system programmes, etc.) and post-secondary level (institutions of non-university higher education). It is also certainly due to the higher value that young people attach to education and training and to the acquisition of higher level qualifications which, they believe, will increase their opportunities within the labour market.

3. *Young people outside the education system*

Since 1989²⁶ no population and housing census has been organised within Central and Eastern European countries. As a result it is difficult to ascertain with certainty the exact number of children that are not attending school. The administrative data on marriages, divorces, births and deaths do not provide a complete picture.

The analysis of participation rates by age group could provide some pointers to the extent of non-participation in education. However, these figures do not include those children that do not have a stable home or who are not registered.

It is necessary to bear in mind that in some countries the end of full-time compulsory education does not come at the end of basic (lower secondary) school. In Bulgaria, Hungary, Romania and the Slovak Republic (see Annex Education systems in Central and Eastern European countries) the final year of compulsory education comes at upper secondary level.

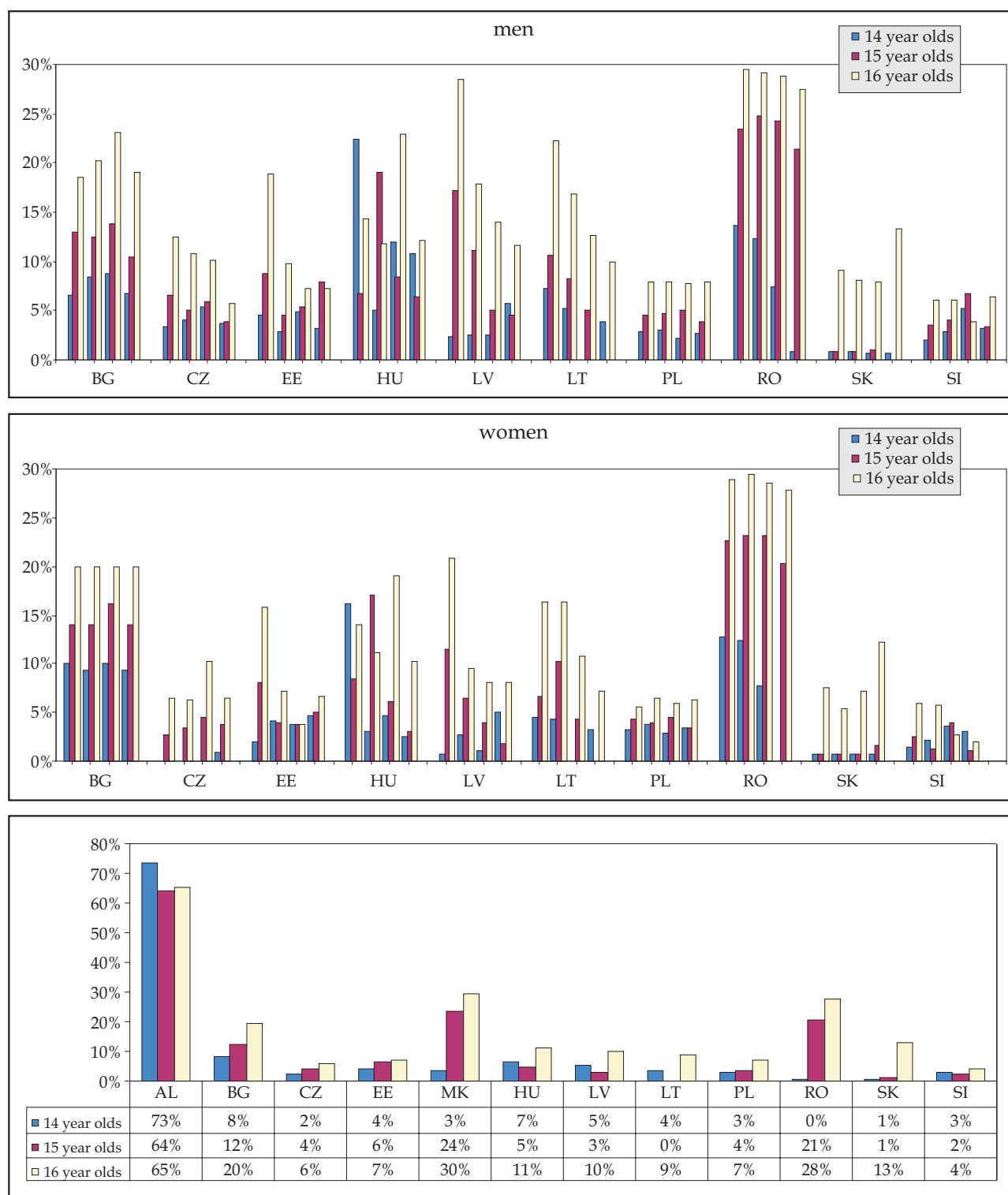
26 Or 1991 in the case of the Czech and Slovak Republics.

	AL	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI
Age while finishing basic school	14/15	15	16	16	15	15	15/16	16/17	15	14	15	15
End of compulsory schooling	14	16	15	16	14	16	16	16	15	16	16	15

Figures for non-participation rates in education (see *Graph B3.1 Non-participation rates in education and training of 14, 15 and 16 year olds in 1998, Central and Eastern European countries*) show that there were a significant number of children who did not finish compulsory schooling in 1998. The situation was critical for Albania with nearly three-quarters of 14 year olds failing to participate in education. For 16 year olds, the figures for Bulgaria and Romania were 20% and 28% respectively.

Analysing trends during 1995-1998, it may be concluded that the majority of countries succeeded in improving participation rates of youngsters in education. The rates for non participation were significant in Bulgaria Romania and Slovakia for both genders. Additionally in last two years the non-participation rate for boys aged 14 was significant in Hungary. In the majority of Central and Eastern European countries the non-participation rates for men were on average 1.5 times higher than that of women.

Graph B3.1 Non-participation rates in education and training of 14, 15 and 16 year olds in 1998, Central and Eastern European countries

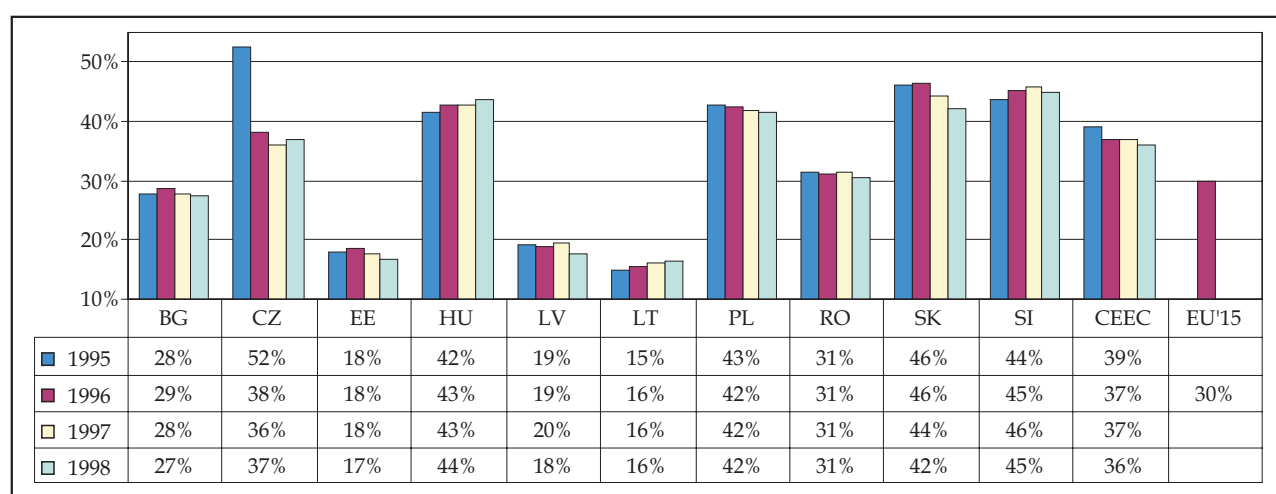


Exact figures can be found in Annex in *Table B3.1*.

4. Participation rates of young people in vocational education and training

During 1995-1998, the participation rates of 14-19 year olds in vocational education and training did not change much in the majority of countries (see *Graph B4.1 Participation rates in vocational education and training of 14-19 year olds in 1995-1998*). In most Central and Eastern European countries, the participation rate of young people in vocational education and training is higher than the EU average (30%) for this age group. It is above 40% in Hungary, Poland, the Slovak Republic and Slovenia, and below 20% in the Baltic States. The relatively low participation rate of 14-19 year olds in the Baltic States is not just due to the traditional propensity of these countries to higher education. It is more the case that the majority of youngsters having completed basic schooling are aged 16-17 years old. We cannot therefore expect them in to be in vocational education and training institutions at the age of 14.

Graph B4.1 Participation rates in vocational education and training of 14-19 year olds in 1995-1998

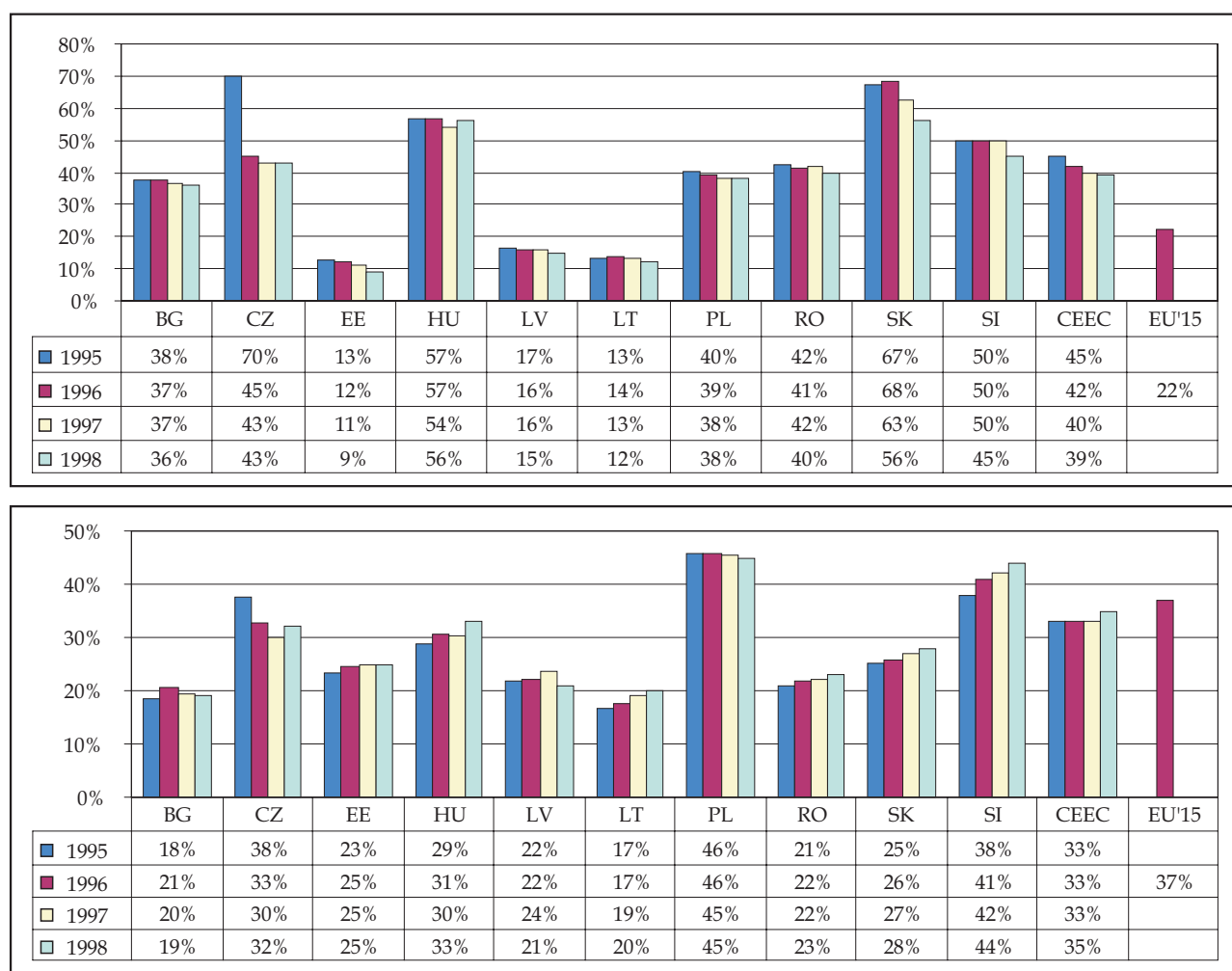


Exact figures can be found in the annexes in *Table B4.1*.

In Bulgaria, Estonia, Latvia, Lithuania and Poland, basic vocational programmes (ISCED 2) are offered in parallel with basic general education programmes for unmotivated young people in their early teens (i.e. approximately age 14). This measure aims at preventing young people who lack motivation from dropping out of school and providing them with a qualification for a (simple) profession. Occasionally, through this measure, young people are also enabled to complete basic education. One to two percent of 14-19 year olds of which the majority are young men take part in these programmes. However, it still needs to be evaluated whether these programmes in reality achieve their aim of providing the opportunity for the young people involved to achieve a basic level of training.

Within the Central and Eastern European countries in 1998, the participation rate in vocational education and training among 14-16 year olds ranged from 56% in Hungary and the Slovak Republic to 9% in Estonia (see *Graph B4.2 Participation rates in vocational education and training of 14-16 and 17-19 year olds in 1995-1998*).

Graph B4.2 Participation rates in vocational education and training of 14-16 and 17-19 year olds in 1995-1998



The average participation rate for 14-16 year olds in vocational education and training was 39% in 1998, and therefore significantly higher than the EU average (22% in 1996). The slight decline of the participation rate in vocational education and training among 14-16 year olds and the corresponding increase among 17-19 year olds in the last years could be explained by the prolongation of basic education in some countries. In most Central and Eastern European countries, 15-16 is the most common age for starting vocational education and training .

The choice of what career path i.e. type of educational programme to take – more theoretical or practical – is usually made on the basis of:

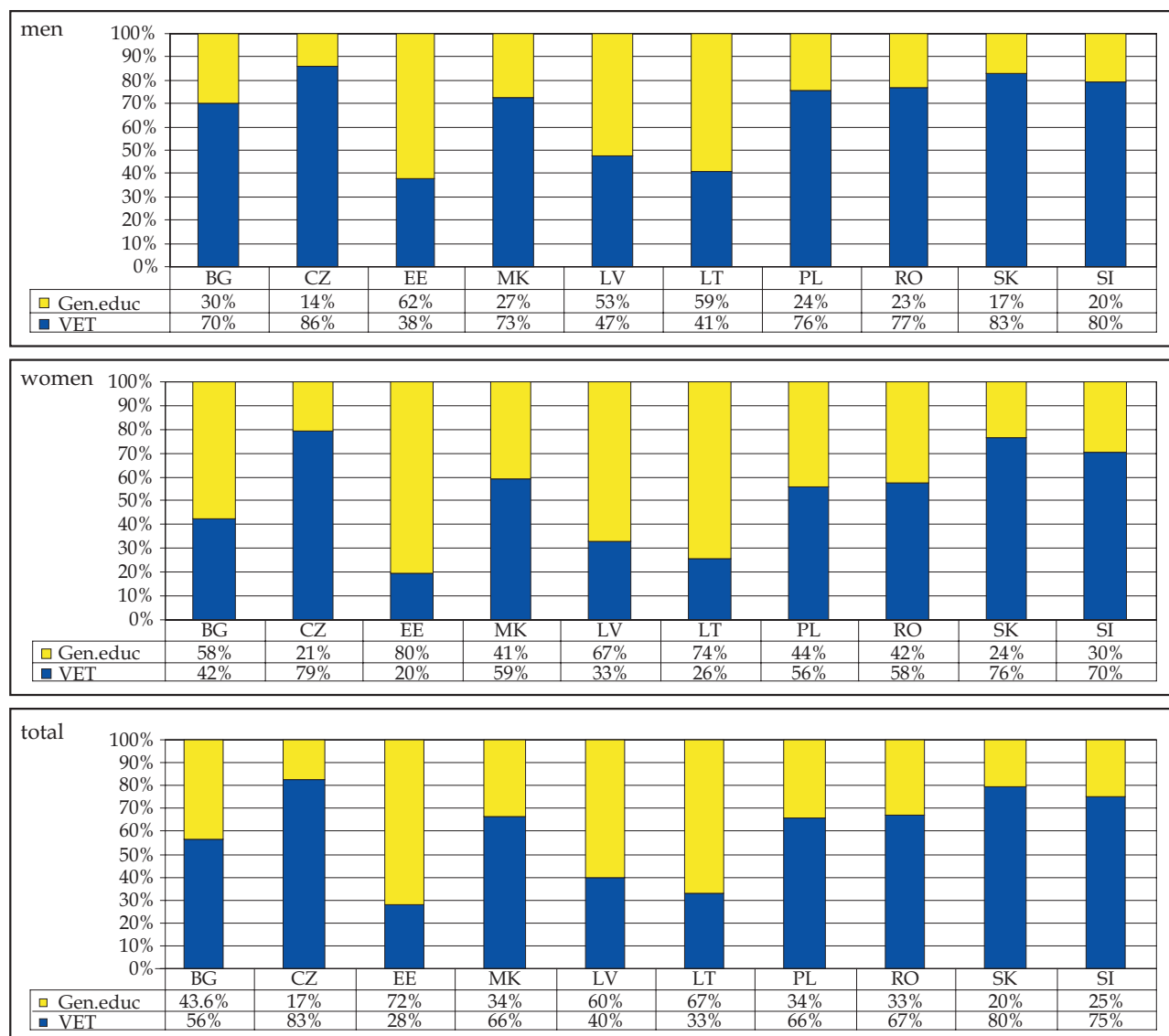
- personal motivation and aspirations;
- access to training, the existence of educational institutions providing different types of education and a wide choice of professions (something that can be problematic in rural areas);
- financial ability of families to invest in education;
- expectations of the employment prospects on the local (regional) labour market.

Sometimes external circumstances limit this choice. For example, free and open access to all kinds of education and training programmes can not always be guaranteed by the State.

In general, acceding countries offer a wide range of different provision at upper-secondary level both for general and vocational education.²⁷

In the majority of Central and Eastern European countries (with the exception of the Baltic States and to a lesser extent Bulgaria) vocational education and training predominates at upper secondary level: more students were in the vocational stream than in general education. This tendency is also found in most EU Member States but is particularly strong in Germany, Austria and Liechtenstein, where more than three-quarters of students were in the vocational stream.²⁸ For Central and Eastern European countries the relationship between the number of participants of general education and of vocational education and training has not changed between 1995-1998 (see Graph B4.3 Share of general and vocational education at the upper secondary level, 1998-99 enrolment).

Graph B4.3 Share of general and vocational education at the upper secondary level, 1998-99 enrolment



Exact figures can be found in Annex in *Table B4.1*.

²⁷ National Observatory Country Reports.

²⁸ Key Data on Education in Europe. European Commission, 2000.

On average 40% of young people in all Central and Eastern European countries participated in general education at the post-compulsory level with the aim of continuing in tertiary education, other 60% of young people aimed at acquiring a vocational qualification.

In the EU Member States as well in the Central and Eastern European countries, more women than men follow the general education stream at upper secondary level. Within Central and Eastern European countries the difference between gender attendance at this level is the smallest for both the Czech and Slovak Republics (7%) and the largest – for Bulgaria (28%). For other acceding countries the difference in the percentage of men and women enrolled in the different streams varied from 10 to 20%, which was close to the indicator for Nordic countries but greater than the EU average.

Within the vocational training stream, the most frequented courses have been those providing not only a vocational qualification for the labour market but also an educational qualification (the baccalaureate or matura) for continuation of studies at higher level. (see *Graph B4.4 Trends of shares of general and vocational education (leading to qualification only and leading to qualification and matura) in 1995-1998 for each country*). This has become more obvious in recent years because these courses offer broader programmes and flexibility. For example in the Czech and Slovak Republics, secondary specialised schools (technical, economic, library, health, etc.) offered vocational training programmes providing a vocational qualification and matura. The programme can be prolonged and followed by programmes that provide a vocational qualification at a higher level. These programmes therefore lead to two qualifications. Both countries have indicated the increasing interest for such study courses, reflecting that such a combination provides better employment opportunities for young people²⁹.

29 National Observatory Country reports. Czech Republic, 1999.

Graph B4.4 Trends of shares of general and vocational education (leading to qualification only and leading to qualification and matura) in 1995-1998 for each country



The enrolment pattern of men and women in different types of educational programmes at the upper secondary level is rather specific for each country.

The trends of student enrolment in the three types of educational programmes at the upper secondary level and clear proportions between them are demonstrated in *Graph B4.4*. It is clear that vocational courses providing only a vocational qualification have been declining in importance in a number of countries. This process has been more pronounced for the Czech Republic, Hungary and the Baltic States. In other countries the process is slower. In terms of enrolment, vocational education and training only leading to a qualification has overall remained more important for boys than for girls.

It is necessary to highlight country by country characteristics regarding the active participation of women in different educational programmes. In Bulgaria, Poland and Romania, (less in Slovenia) almost twice as many women than men participated in upper secondary general education. In other countries the gender gap (in the sense of measuring the efforts of young people to seek higher education) was not that large. Enrolment of women in general education at upper secondary level differs country to country and ranged in 1998 from 21% in Czech Republic to 80% in Estonia. The share of men participating in general education ranged from 14% in Czech Republic to 62% in Estonia.

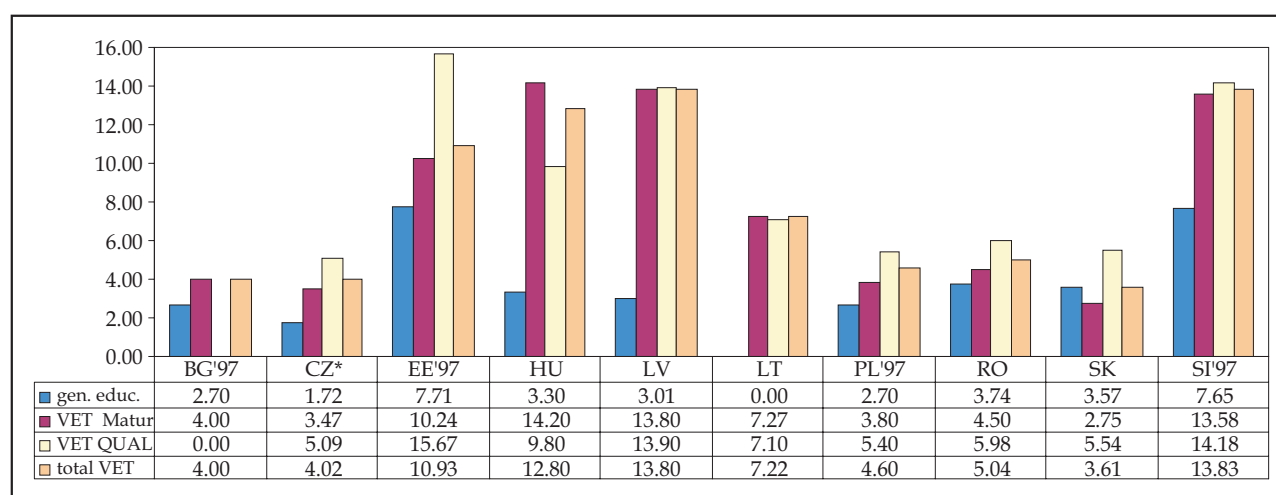
Overall, between 1995-1998 in all countries more women than men kept the opportunity for further education open after upper secondary level at tertiary level by pursuing a course of education which allowed them to keep their study options open.

5. Dropout rates from upper secondary education

Until now, the statistical data on dropouts were rather poor. Furthermore the data collection methods used in Central and Eastern European countries were often different. As a result, for several years, most National Observatories were unable to provide certain data and instead provided estimations. In 1997 and 1998 some National Observatories succeeded in collecting data through a survey carried out for vocational schools.

The data show that the number of students in vocational education who dropped out of a programme and/or failed the final examinations (this is the applied description of dropouts) was significant (see *Graph B5.1 Dropout rates in general education and vocational education and training in 1998/99, total*). The rate varied from 3.6% in the Slovak Republic to 13.8% in Latvia and Slovenia.

Graph B5.1 Dropout rates in general education and vocational education and training in 1998/99, total



In all Central and Eastern European countries, except Slovak Republic, dropout rates from vocational education and training programmes exceeded those of general education programmes. The dropout rate for general education in the majority of Central and Eastern European countries was about 3% of the total number of participants in 1997 and/or in 1998³⁰. Only in Estonia and Slovenia was the dropout rate from general education programmes at upper secondary level higher (7.7%).

The difference between dropout rates in general education and vocational education varied from 1.4 times in Estonia and Romania to 4.6 times in Latvia. Clear information explaining the reasons for the incidence of dropping out from schools in the majority of cases is either not available or unreliable. There are however a wide range of reasons to explain the problem: the lack of career guidance; difficulties in learning; adapting to the new content of school assignments; financial difficulties in supporting children during their education (which is more a factor for families from rural areas).

The difference is also observed for dropouts from the two types of the vocational education programmes (vocational programmes leading to a qualification *only* and programmes leading to a qualification and matura). In Lithuania, Latvia and Slovenia dropout rates were very close for both types of programmes. In Bulgaria vocational education programmes leading to qualification have only been offered from 1998; information on dropouts therefore did not exist. In other Central and Eastern European countries (with exception of Hungary) dropout rates from programmes leading to both a vocational qualification and matura certificate were lower in comparison with vocational programmes leading to a qualification only. This could be attributed to higher motivation of students not only to acquire a profession but also to have the opportunity to continue studying at a higher level.

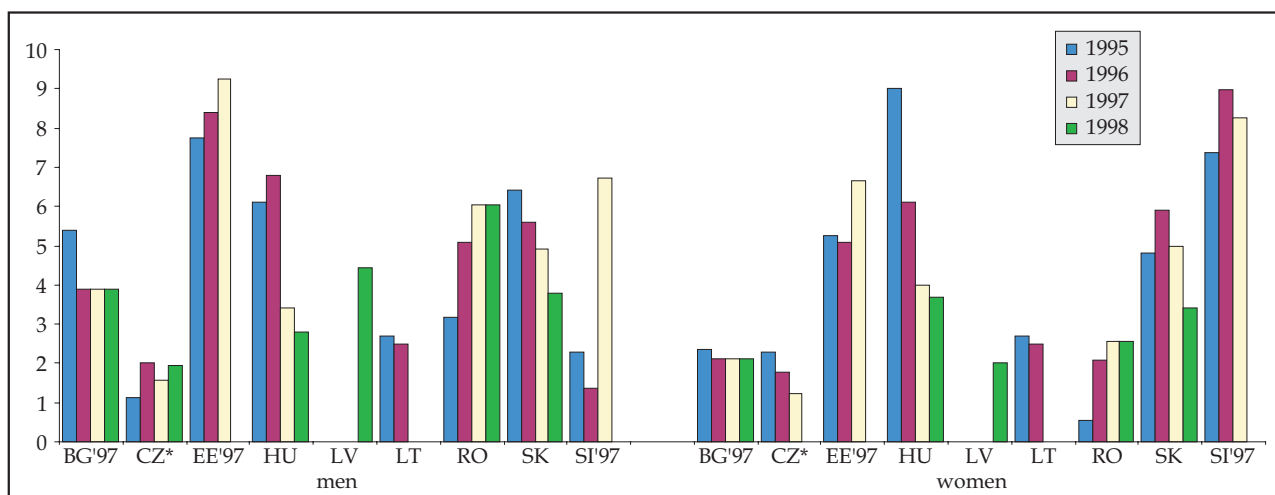
Dropout trends in 1995-1998

A closer look at the figures shows that in the majority of Central and Eastern European countries the general situation for dropouts from general education was stable if not improving (see Graph B5.2 Dropout rates in general education in 1995-1998, men and women). The exception was Estonia. The dropout rates for men grew from 7.8% in 1996, to 8.4% in 1997 and to 9.3% in 1998, a significant statistic bearing in mind that the participation rate in general education in Estonia was one of the highest in the Central and Eastern European countries. The situation could be due to weak career

³⁰ The reference for the academic year differed from country to country. This is due to the different methods (formulas) and calculation methods of this indicator.

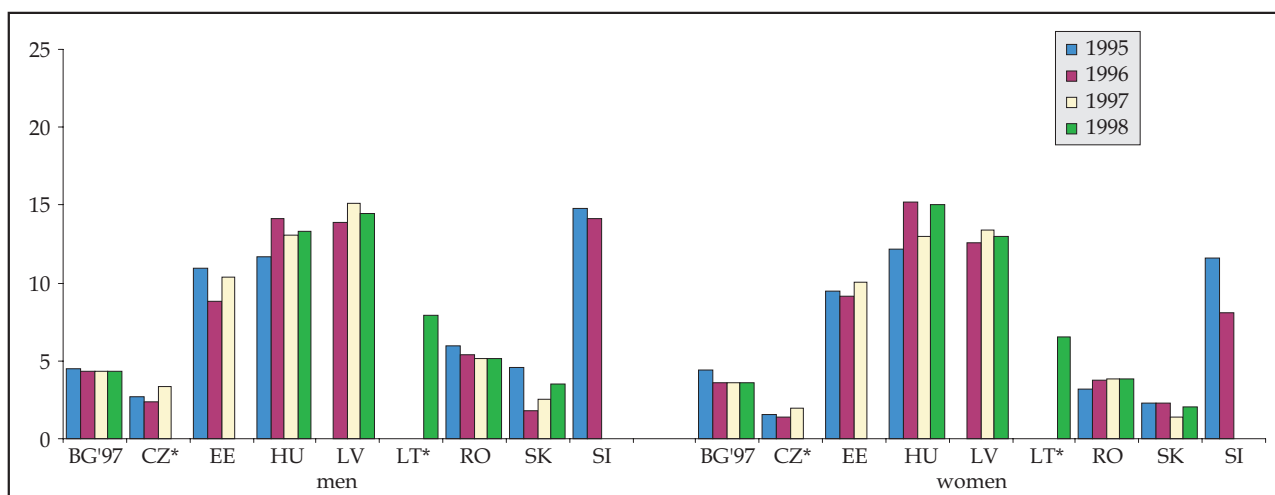
guidance that can be crucial in assisting young people in evaluating in a more realistic way his/her ability to follow an 'academic' education route. It may however have also been due to the rapid changes in the country's economic situation. In Slovenia the dropout rate from general school remained high during these years and the dropout rate of women remained higher than that of men.

Graph B5.2 Dropout rates in general education in 1995-1998, men and women



Dropout rates in vocational education and training leading to vocational qualification and matura increased between 1995-1998 in the Czech Republic, Estonia, Hungary and the Slovak Republic. In other countries it has been either stable or has decreased slightly (see *Graph B5.3 Trends of dropout rates in vocational education and training leading to double qualification 1995-1998, men and women*).

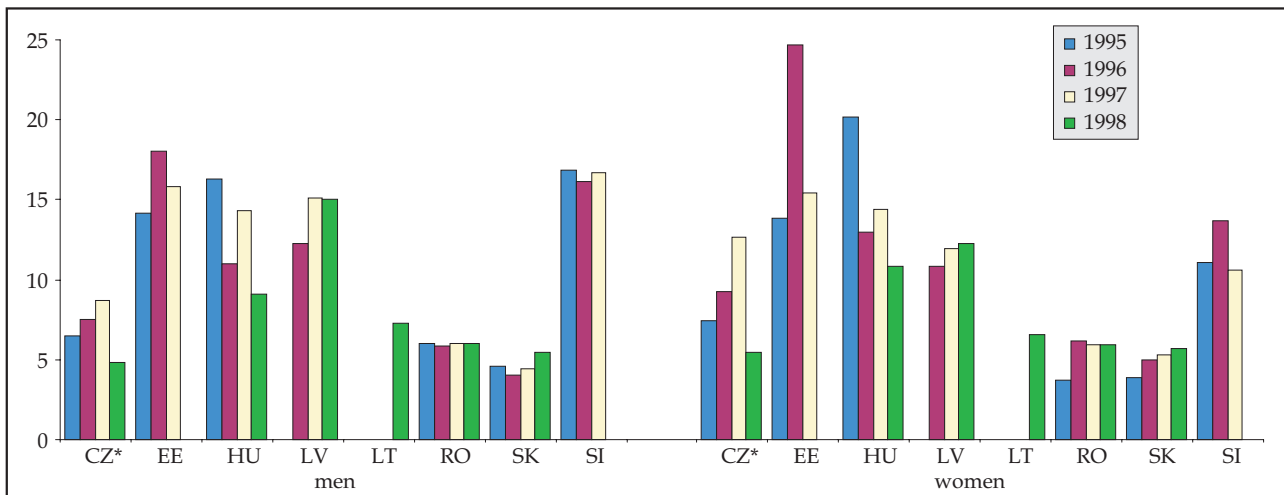
Graph B5.3 Trends of dropout rates in vocational education and training leading to double qualification 1995-1998, men and women



Dropout rates in vocational education and training leading to a qualification only, fluctuated during 1995-1998 for most countries. In Romania the rate was stable (see *Graph B5.4 Trends of dropout rates in vocational education and training leading to qualification only 1995-1998, men and women*).

Overall, dropout rates from the two types of vocational education and training programmes have been similar for both men and women.

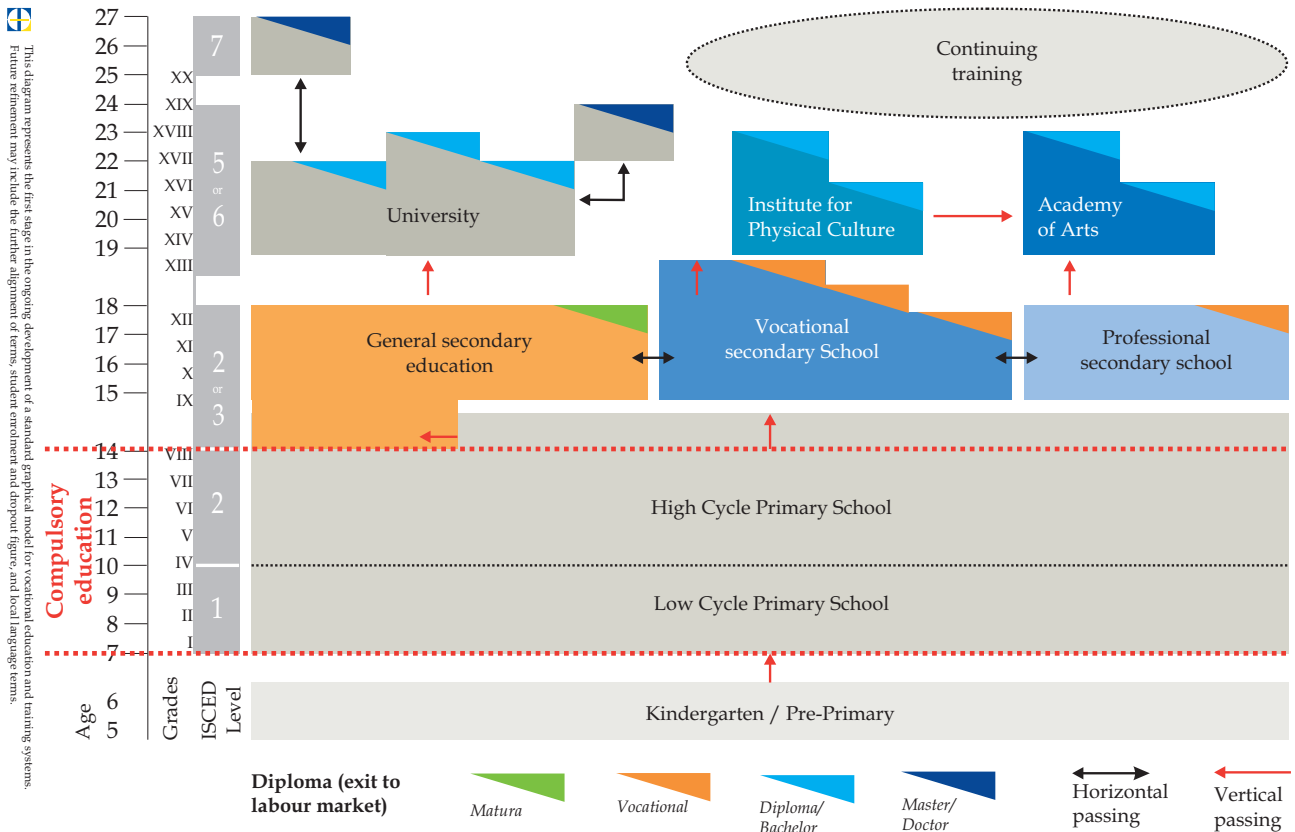
Graph B5.4 Trends of dropout rates in vocational education and training leading to qualification only 1995-1998, men and women



Annex 1

Education systems in Central and Eastern European countries

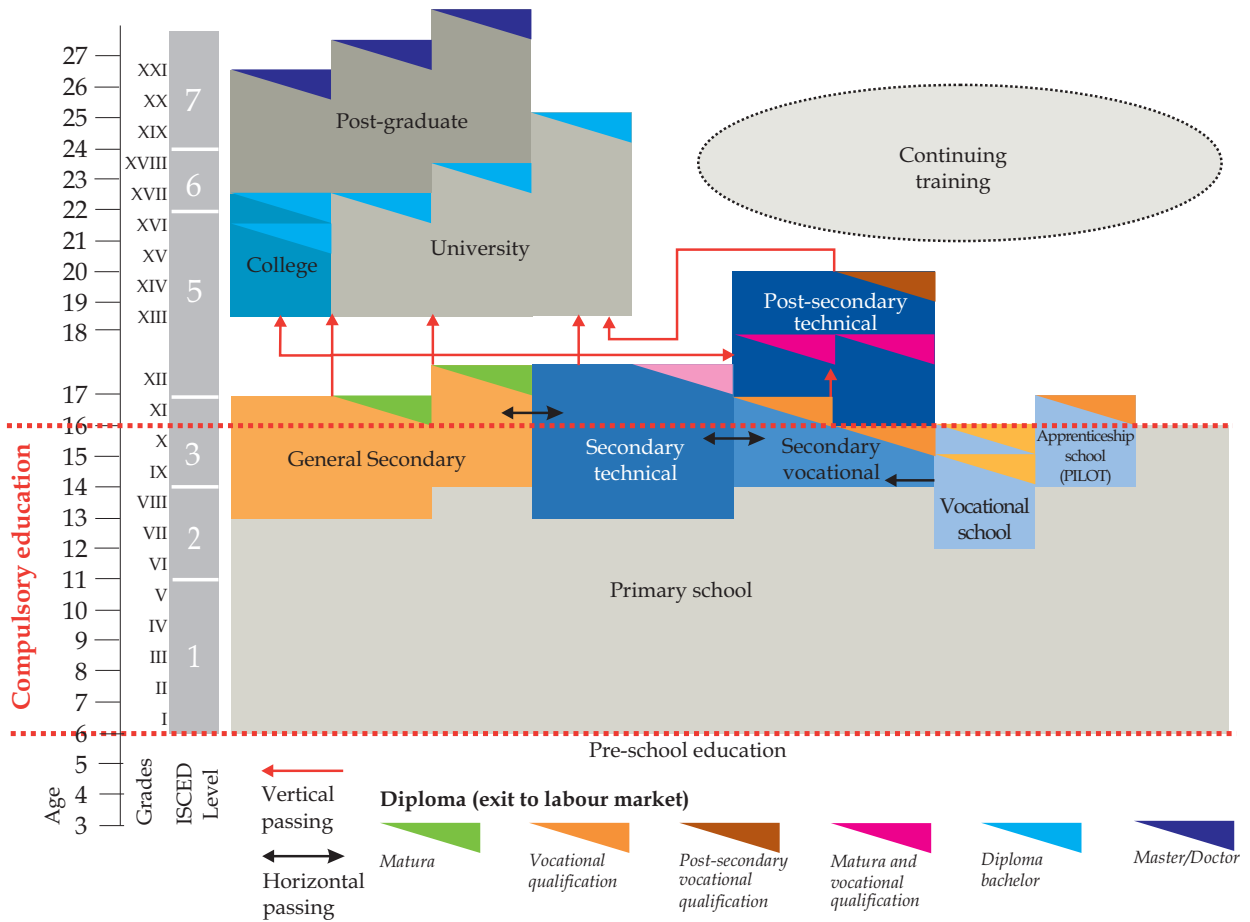
Albania



Bulgaria



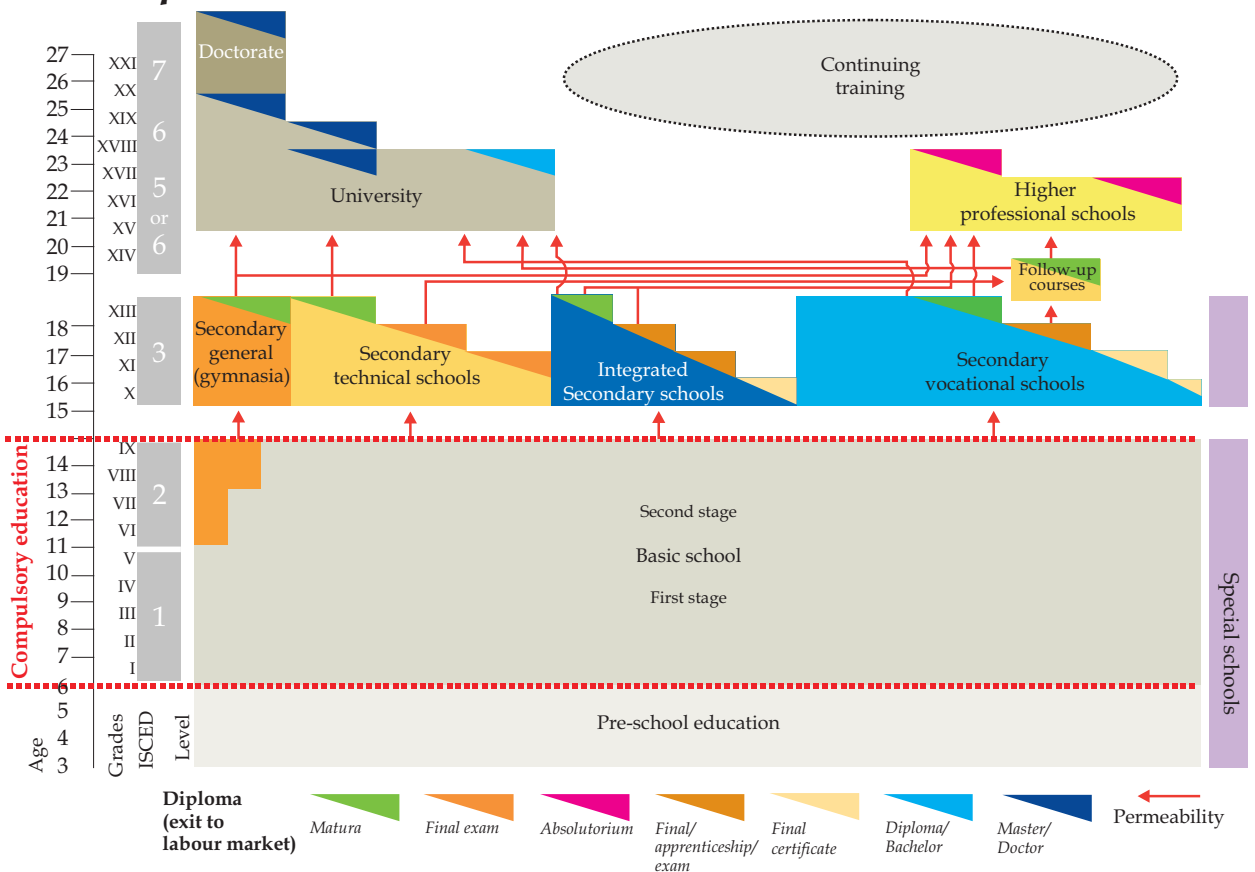
This diagram represents the first stage in the ongoing development of a standard graphical model for vocational education and training systems. Future refinements may include the further alignment of terms, student enrolment and dropout figure, and local language terms.



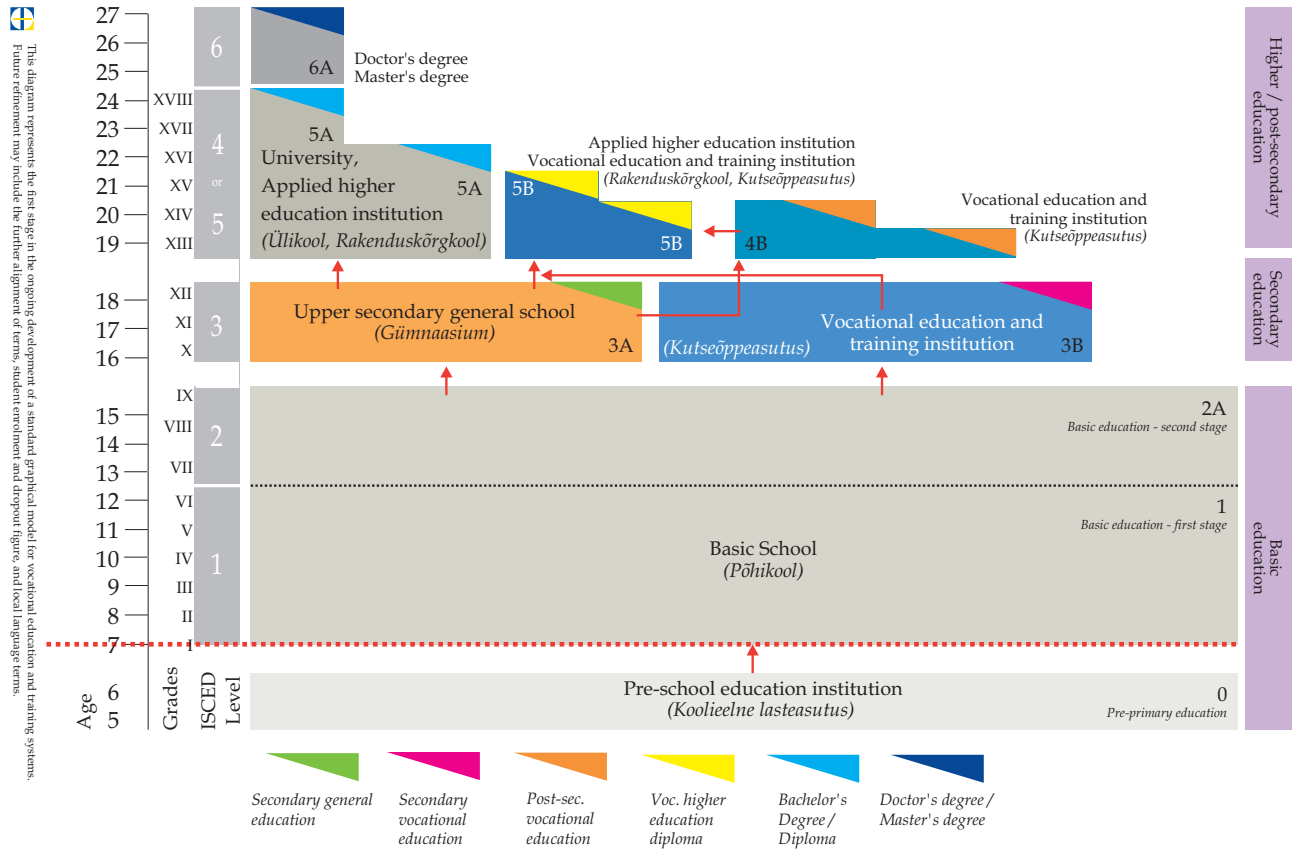
Czech Republic



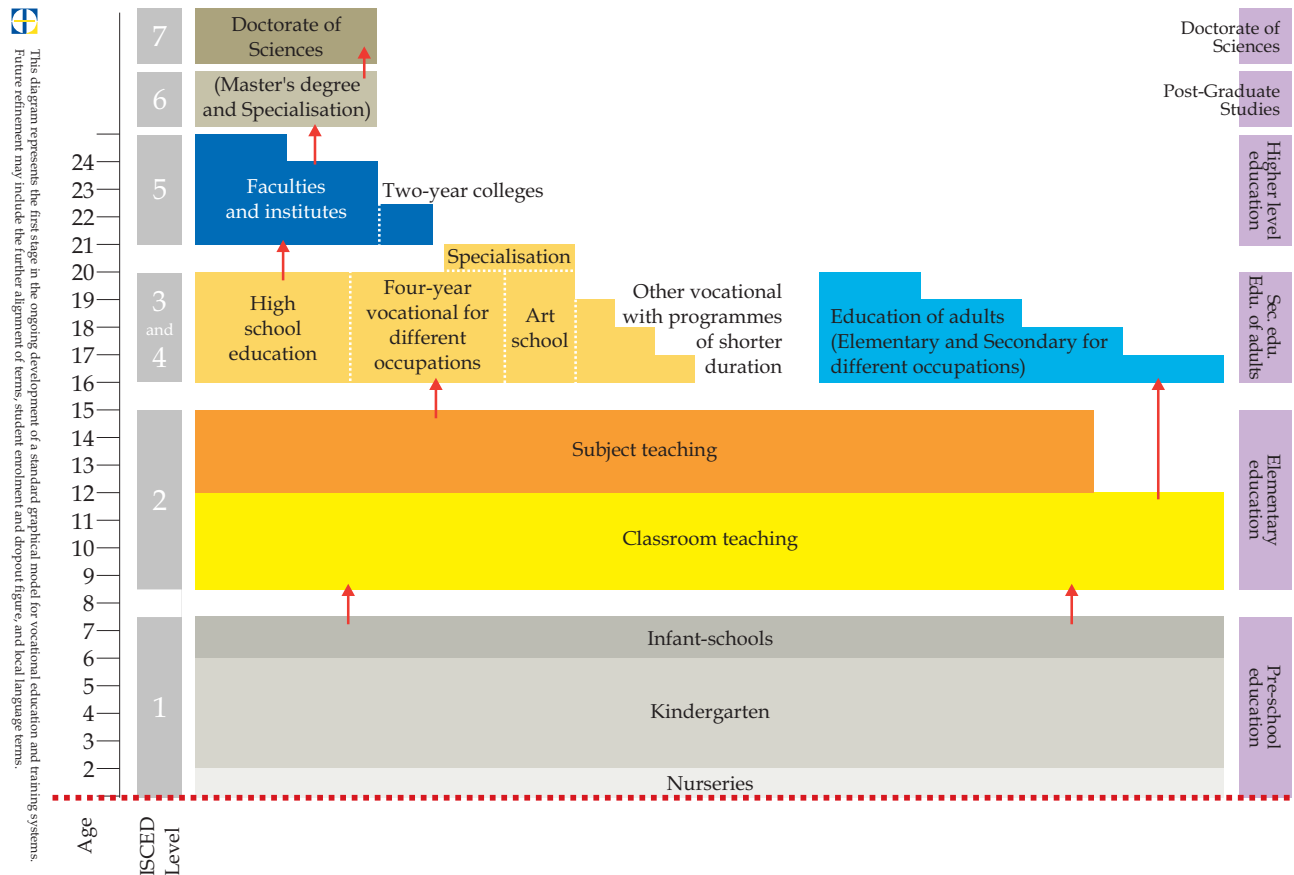
This diagram represents the first stage in the ongoing development of a standard graphical model for vocational education and training systems. Future refinements may include the further alignment of terms, student enrolment and dropout figure, and local language terms.



Estonia



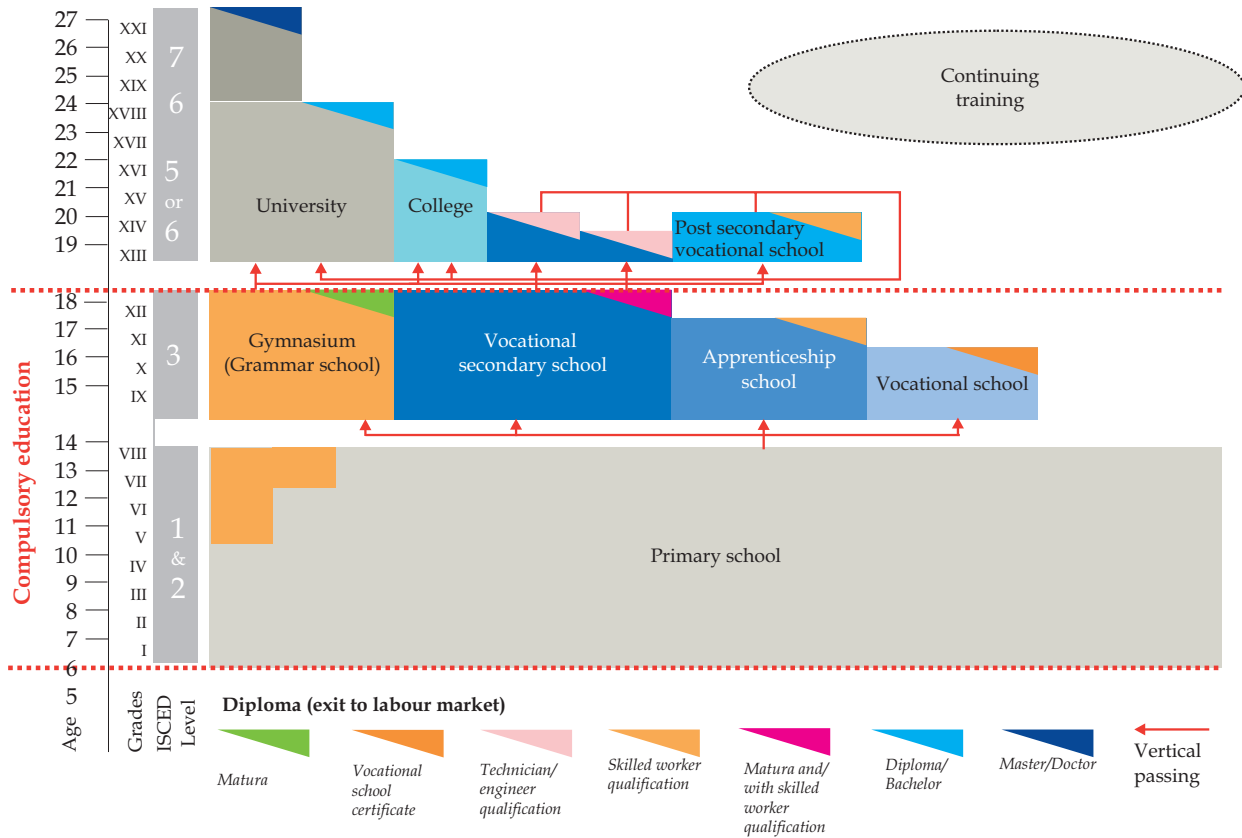
Former Yugoslav Republic of Macedonia



Hungary



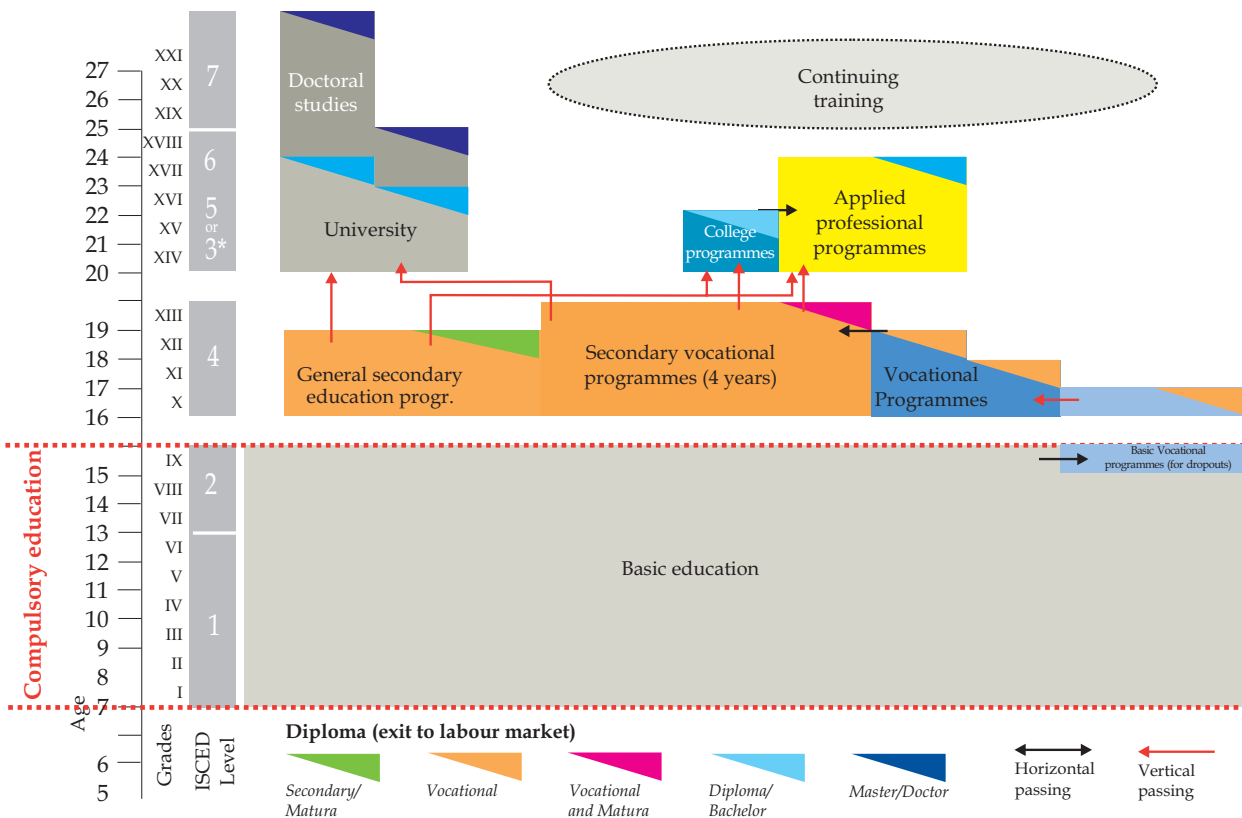
This diagram represents the first steps in the ongoing development of a standard graphical model for vocational education and training systems. Future refinement may include the further alignment of terms, student enrolment and dropout figures, and local language terms.



Latvia



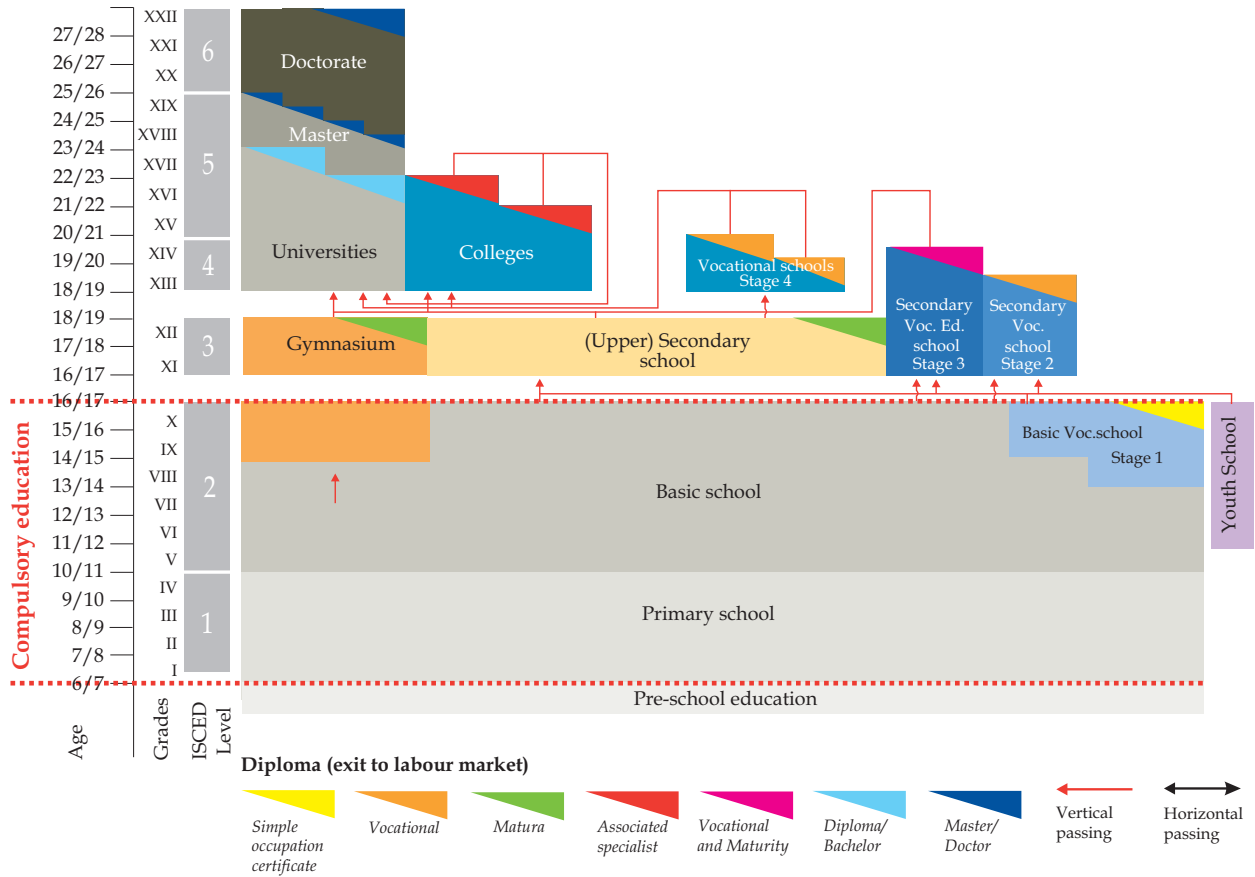
This diagram represents the first steps in the ongoing development of a standard graphical model for vocational education and training systems. Future refinement may include the further alignment of terms, student enrolment and dropout figure, and local language terms.



Lithuania



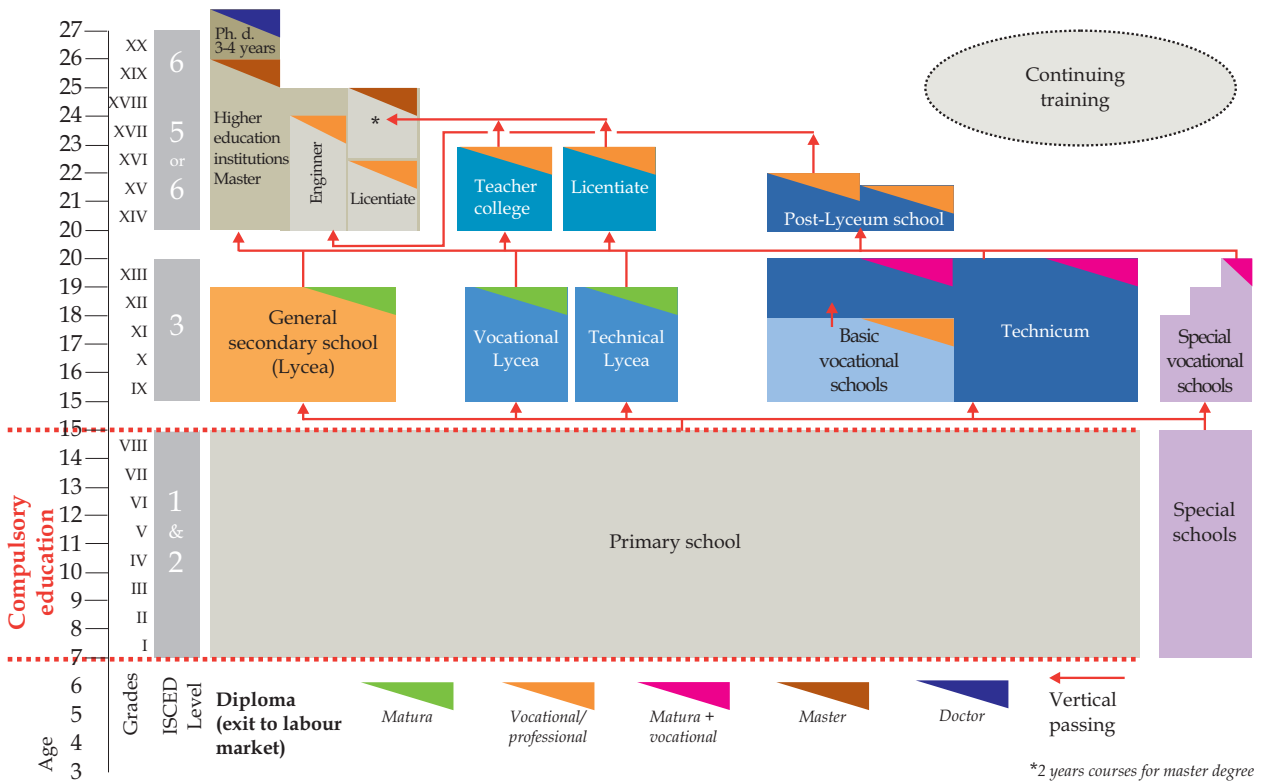
This diagram represents the first stage in the ongoing development of a standard graphical model for vocational education and training systems. Future refinements may include the further alignment of terms, student enrolment and dropout figures and local language terms.



Poland



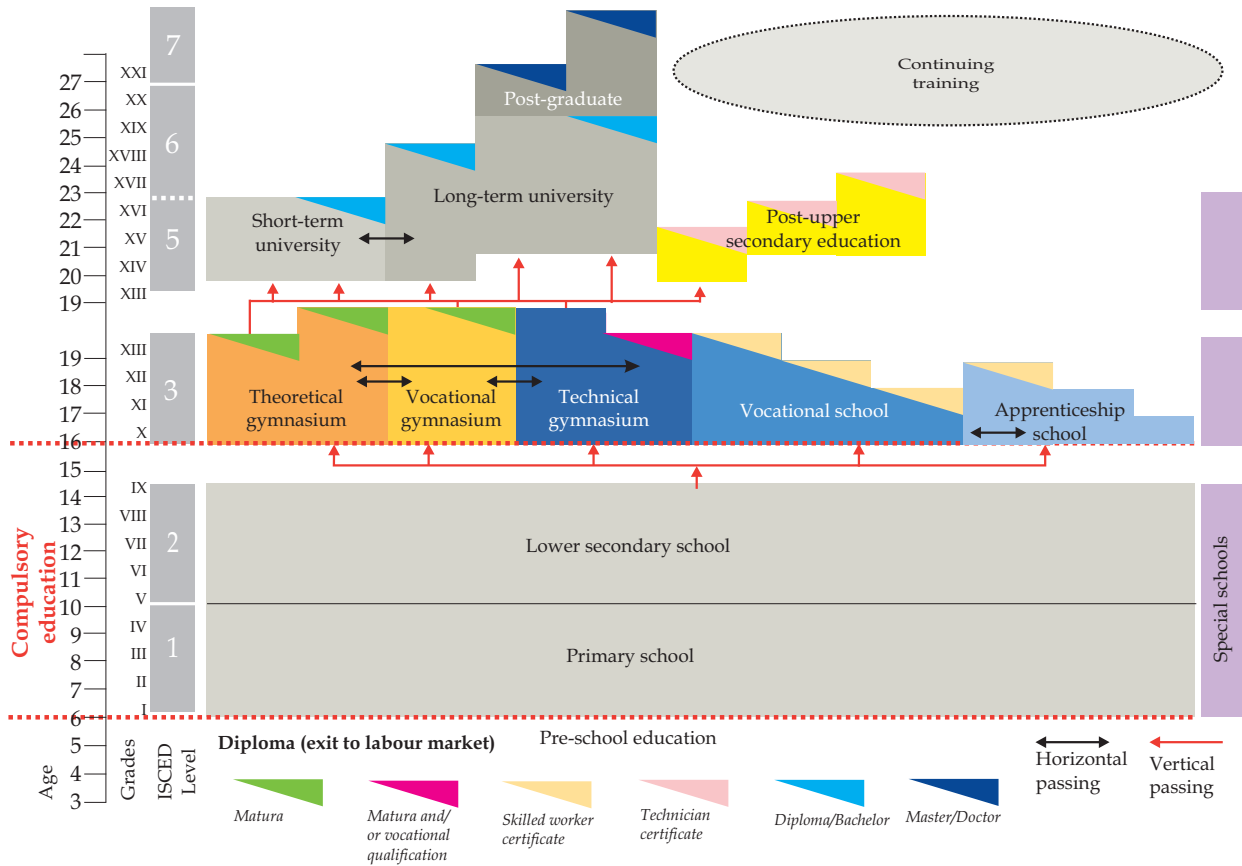
This diagram represents the first stage in the ongoing development of a standard graphical model for vocational education and training systems. Future refinements may include the further alignment of terms, student enrolment and dropout figures and local language terms.



Romania



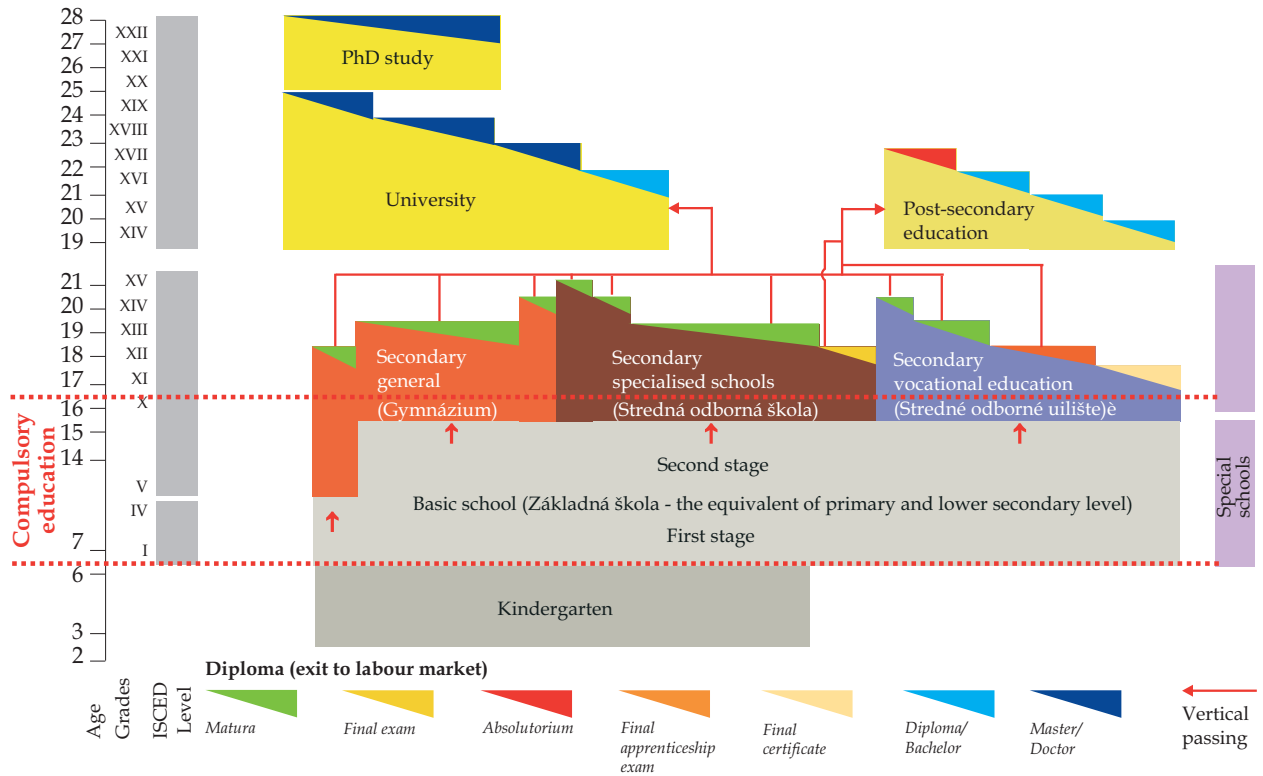
This diagram represents the first stage in the ongoing development of a standard graphical model for vocational education and training systems. Future refinement may include the further alignment of terms, student enrolment and dropout figures, and local language terms.



Slovak Republic

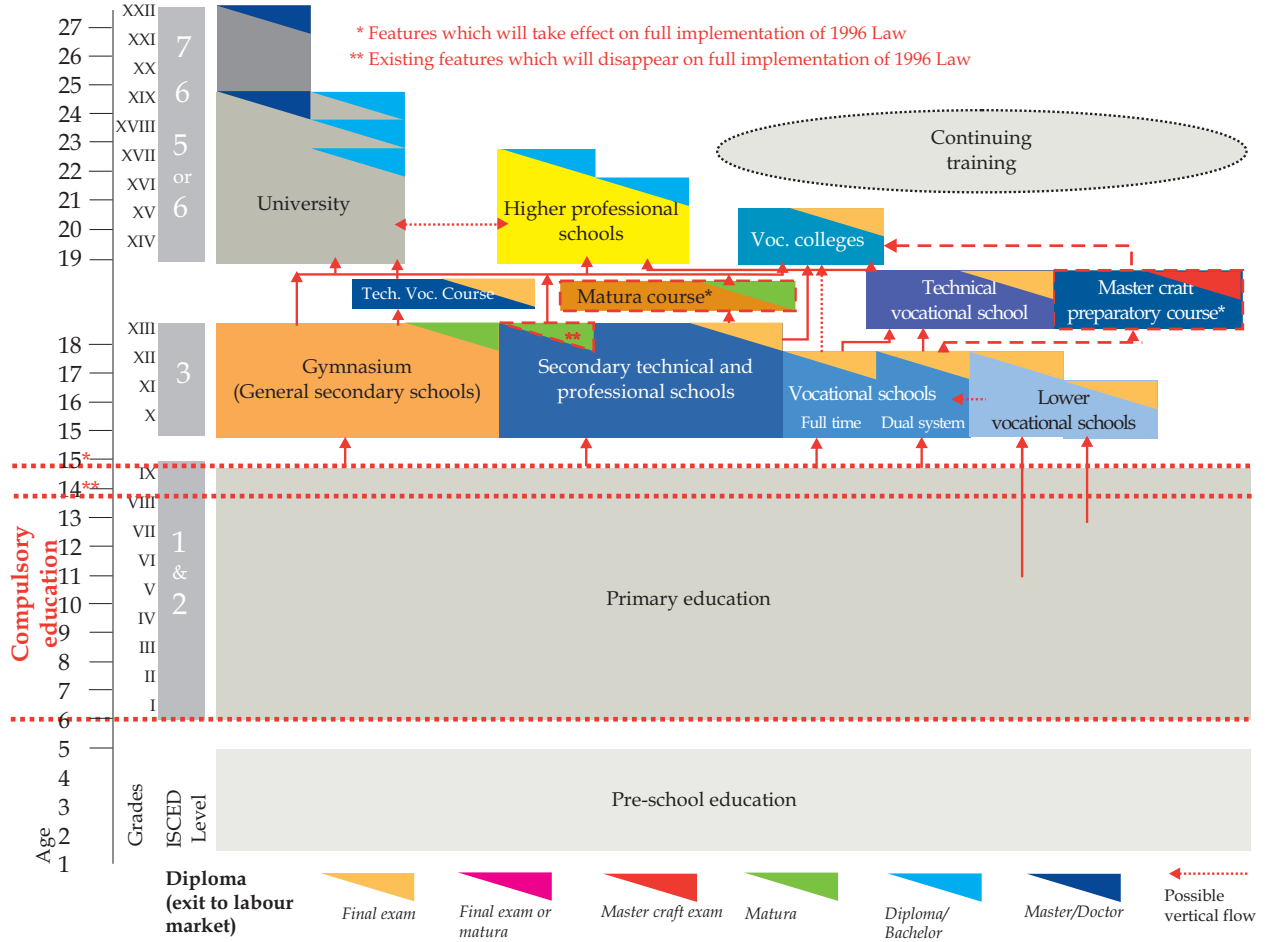


This diagram represents the first stage in the ongoing development of a standard graphical model for vocational education and training systems. Future refinement may include the further alignment of terms, student enrolment and dropout figures, and local language terms.



Slovenia

This diagram represents the first stages in the ongoing development of a standard graphical model for vocational education and training systems. Future refinements may include the further alignment of terms, student enrolment and dropout figures, and local language terms.



Annex 2

Tables – Part A

Table A1.1 Employment developments by branches, 1995-1998

Agriculture – NACE Rev 1, sector A+B											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	10.2%	6.6%	11.9%	8.0%				40.3%			
1996	10.1%	6.2%	10.0%	8.2%	18.3%	28.0%	21.3%	38.0%		10.2%	
1997	11.6%	5.7%	9.9%	8.4%	20.6%	20.5%	19.9%	39.0%	8.8%	12.1%	
1998	13.1%	5.5%	9.5%	7.5%	18.8%	21.4%	27.7%	40.0%	8.1%	12.1%	4.5%
Manufacturing – NACE Rev 1, sector D											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	27.2%	29.1%	21.2%	23.1%				22.4%			
1996	26.9%	28.8%	23.9%	23.3%	17.7%	17.8%	20.9%	23.0%		34.3%	
1997	26.8%	28.0%	24.3%	24.5%	18.9%	18.8%	20.9%	22.1%	25.9%	32.3%	
1998	25.5%	27.6%	21.9%	24.8%	18.1%	19.0%	23.2%	21.3%	26.2%	32.1%	20.5%
Power and water – NACE Rev 1, Sector E											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	2.0%	2.0%	3.1%	2.6%				1.8%			
1996	2.0%	2.0%	2.5%	2.5%	1.4%		1.8%	2.1%		1.5%	
1997	2.0%	1.9%	2.5%	2.7%	2.4%	2.7%	1.8%	2.1%	2.5%	1.4%	
1998	1.9%	1.9%	2.7%	2.7%	2.4%	1.9%	1.6%	2.2%	2.4%	0.9%	0.8%
Construction – NACE 1, Sector F											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	5.8%	9.0%	7.1%	5.9%				4.2%			
1996	6.0%	9.2%	5.7%	5.5%	5.5%		6.4%	4.3%		5.4%	
1997	5.8%	9.5%	5.3%	6.1%	5.4%	6.8%	6.7%	4.2%	9.0%	6.1%	
1998	5.9%	9.7%	7.5%	6.2%	5.5%	6.0%	6.0%	4.0%	9.2%	5.6%	7.8%
Trade and catering (retail and wholesale distribution, catering and hotels and repair services) – NACE Rev1, sectors G+H											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	15.4%	15.8%	16.4%	15.7%				7.7%			
1996	16.5%	16.2%	16.0%	17.5%	15.9%		14.2%	9.0%		15.6%	
1997	16.2%	16.6%	16.0%	14.0%	15.4%	16.8%	14.8%	9.4%	14.3%	16.3%	
1998	17.5%	16.7%	16.4%	16.0%	16.7%	15.6%	14.8%	9.8%	14.8%	16.5%	18.9%

Transport and communication - NACE Rev 1, sector I											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	7.4%	7.7%	8.5%	8.7%				5.0%			
1996	7.4%	7.7%	10.0%	8.4%	8.8%		6.1%	5.3%		5.8%	
1997	7.2%	7.8%	9.6%	12.5%	8.5%	6.4%	6.1%	5.1%	7.3%	5.7%	
1998	7.0%	7.8%	9.3%	8.1%	8.1%	6.4%	5.5%	4.9%	7.9%	5.6%	5.9%
Financial services (banking, insurance and other financial services) - NACE Rev 1, Sector J											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	1.6%	1.8%	1.2%	2.2%				0.8%			
1996	1.7%	1.9%	1.0%	2.0%	1.5%		2.0%	0.8%		2.4%	
1997	1.4%	1.9%	1.0%	2.4%	1.0%	0.8%	2.0%	0.8%	1.3%	2.3%	
1998	1.3%	2.0%	1.1%	2.2%	1.3%	1.3%	2.1%	0.8%	1.7%	2.0%	3.4%
Health and education - NACE Rev1 Sectors M+N											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	14.3%	12.4%	15.1%	15.4%				7.0%			
1996	14.0%	12.1%	14.3%	15.9%	15.0%		13.4%	7.1%		11.4%	
1997	13.9%	11.8%	14.6%	15.1%	14.0%	14.9%	12.6%	7.2%	14.4%	10.6%	
1998	13.1%	11.4%	14.4%	14.7%	13.5%	16.5%	12.3%	7.0%	14.1%	11.2%	16.3%
Public administration (central and local government) -NACE Rev 1, Sector L											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	7.5%	5.3%	5.5%	8.6%				5.0%			
1996	7.5%	5.4%	5.4%	7.0%	5.6%		5.0%	4.7%		4.7%	
1997	7.4%	6.4%	5.3%	8.4%	5.9%	4.6%	2.8%	4.5%	7.5%	4.0%	
1998	7.1%	6.6%	5.7%	8.0%	7.0%	4.8%	2.7%	4.7%	7.1%	4.5%	7.5%
Other service											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1995	6,2%	8,4%	8,3%	8,8%				3,2%			
1996	5,7%	8,6%	9,6%	9,3%	10,0%		6,1%	3,6%		7,8%	
1997	5,7%	8,4%	10,2%	5,0%	7,8%	7,7%	6,9%	3,4%	7,3%	8,5%	
1998	5,8%	8,9%	10,5%	9,2%	8,4%	7,1%	2,2%	3,4%	6,8%	8,5%	13,8%
Overall Employment (000s)											
	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	EU
1996		5109	646	3977	1168	1720	15103	10936		875	
1997	3026	4941	634	3471	1015	1564	15315	11050	2195	898	
1998	3149	4866	643	3663	1007	1612	15706	10845	2201	903	

Table A2.1 Educational attainment levels of the population 25-59 year olds, 1998 (%)

ISCED 0-2													
Men	AL*	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
25-29 year olds		23	6	11	35	21	16	16	62	11	7	15	31
30-39 year olds		23	7	9	34	21	11	12	61	14	9	18	33
40-49 year olds		31	10	15	36	25	17	13	61	21	13	24	37
50-59 year olds		46	11	28	50	46	36	38	65	47	21	26	45
25-59 year olds		31	9	15	38	28	20	18	62	23	13	21	37
Women													
25-29 year olds		21	7	7	44	23	10	5	43	12	7	(11.0)	29
30-39 year olds		22	11	5	43	27	6	4	43	18	12	19	35
40-49 year olds		28	20	11	54	37	10	12	51	40	24	35	45
50-59 year olds		45	27	25	72	58	30	33	59	66	43	44	57
25-59 year olds		30	18	12	53	38	14	13	49	35	22	29	42
Total													
25-29 year olds	54	22	7	9	39	22	13	11	53	12	7	13	30
30-39 year olds	54	22	9	7	39	24	8	8	52	16	11	19	34
40-49 year olds	55	29	15	13	45	31	13	12	56	30	18	30	41
50-59 year olds	73	45	19	26	61	52	33	35	62	57	33	35	51
25-59 year olds	59	31	13	14	46	33	17	16	55	29	17	25	40
ISCED 3													
Men	AL*	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
25-29 year olds		64	84	72	58	68	74	47	29	78	83	76	47
30-39 year olds		61	78	66	53	67	77	49	29	74	80	69	44
40-49 year olds		52	77	59	48	62	67	47	29	59	74	64	40
50-59 year olds		40	78	48	35	39	51	27	21	34	69	60	35
25-59 year olds		53	79	61	48	59	67	43	28	61	76	66	41
Women													
25-29 year olds		53	84	58	46	61	73	49	46	76	80	64	46
30-39 year olds		55	78	53	42	57	73	39	45	72	79	61	43
40-49 year olds		48	71	50	34	49	71	36	39	46	66	51	37
50-59 year olds		38	66	45	21	31	56	25	28	22	51	44	30
25-59 year olds		48	73	51	36	48	68	36	39	53	68	54	38
Total													
25-29 year olds	40	59	84	66	52	65	74	48	37	77	81	70	46
30-39 year olds	39	58	78	60	48	62	75	44	37	73	79	65	43
40-49 year olds	35	50	74	54	41	55	69	41	34	53	70	58	38
50-59 year olds	19	39	71	46	28	35	54	26	25	28	59	52	33
25-59 year olds	34	51	76	56	42	53	67	40	34	57	72	60	40
ISCED 5-7													
Men	AL*	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
25-29 year olds		13	10	17	7	11	10	38	9	10	10	(9.4)	22
30-39 year olds		17	14	25	13	12	12	39	9	13	11	13	23
40-49 year olds		17	13	26	16	13	16	41	9	20	12	12	23
50-59 year olds		15	12	25	16	15	13	36	10	19	10	15	20
25-59 year olds		16	12	24	14	13	13	39	9	16	11	13	22
Women													
25-29 year olds		26	9	35	10	15	17	46	10	12	13	25	25
30-39 year olds		23	10	42	15	16	21	58	11	11	9	20	22
40-49 year olds		24	9	40	12	14	20	53	9	14	10	14	19
50-59 year olds		16	8	30	7	11	15	43	10	12	6	12	13
25-59 year olds		22	9	37	12	14	18	51	10	12	9	17	19
Total													
25-29 year olds	6	19	9	25	9	13	13	42	9	11	11	17	24
30-39 year olds	8	20	12	34	14	14	17	48	10	12	10	17	23
40-49 year olds	11	21	11	33	14	13	18	47	9	17	11	13	21
50-59 year olds	5	16	9	27	11	13	14	39	10	16	8	13	16
25-59 year olds	7	19	11	31	13	14	16	45	10	14	10	15	21

* For Albania 20-29 year olds, 20-59 year olds; PL data is referred to 1996; EU data is referred to 1999

Table A3.1 Activity rates in Central and Eastern European countries, 1998 (%)

country \ age group	BG			CZ			EE			MK		
	men	women	total	men	women	total	men	women	total	men	women	total
24 and younger	34	31	32	56	42	49	49	38	43	51	35	44
25 and older	61	49	54	75	54	64	78	62	69	72	44	58
total	56	46	50	71	52	61	72	58	64	67	42	55

country \ age group	HU			LV			LT			PL		
	men	women	total	men	women	total	men	women	total	men	women	total
24 and younger	46	34	40	47	37	42	46	35	41	42	35	39
25 and older	64	46	54	74	53	62	75	60	67	71	54	62
total	60	44	51	69	51	59	69	55	62	65	50	57

country \ age group	RO			SK			SI			AL*		
	men	women	total	men	women	total	men	women	total	men	women	total
24 and younger	52	39	46	53	40	47	36	32	34	69	55	62
25 and older	77	60	68	73	54	63	67	53	60	76	52	64
total	71	56	64	69	51	60	62	50	55	74	54	63

country \ age group	EU		
	men	women	total
24 and younger	51	44	48
25 and older	69	47	57
total	66	46	56

*AL – the data is referred to 1999 and for age groups '29 and younger' and '29 and older'; EU data is referred to 1999

Table A3.2 Activity rates by educational attainment and by age groups, 1998 (%)

ISCED 0-2												
total	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
24 and younger	18	12	18	35	18	25	29	32	9	8	20	45
25-29 year olds	60	66	75	62	58	77	81	81	69	64	86	76
30-39 year olds	70	77	74	60	61	71	75	84	73	74	87	76
40-49 year olds	75	83	78	60	65	76	86	80	76	80	80	74
50-59 year olds	46	49	61	39	29	57	64	49	65	38	44	55
59 and older	2	3	9	10	2	10	9	13	45	1	15	8
men												
24 and younger	21	15	25	47	22	32	34	38	11	10	24	50
25-29 year olds	71	85	86	91	75	86	79	94	82	79	93	91
30-39 year olds	74	88	81	90	70	80	81	92	85	82	86	93
40-49 year olds	80	85	79	86	68	76	81	84	88	84	84	91
50-59 year olds	62	69	74	68	41	73	78	58	77	66	61	72
59 and older	4	7	15	18	3	14	15	17	55	1	22	13
women												
24 and younger	15	9	11	22	13	15	23	24	7	5	(14.3)	38
25-29 year olds	47	48	57	37	41	58	91	62	56	49	(76.5)	61
30-39 year olds	65	69	62	37	54	53	56	72	64	68	87	60
40-49 year olds	69	82	76	42	64	74	91	74	70	78	77	60
50-59 year olds	32	41	49	20	21	43	51	39	57	26	34	42
59 and older	1	3	6	5	2	8	6	10	38	1	12	5
ISCED 3												
total	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
24 and younger	44	70	61	54	56	57	50	53	56	72	63	57
25-29 year olds	77	81	83	84	76	85	88	83	82	83	91	82
30-39 year olds	89	91	90	91	84	89	91	89	87	92	96	87
40-49 year olds	91	94	90	89	83	89	93	87	87	93	94	88
50-59 year olds	67	76	78	59	57	69	75	63	59	67	53	72
59 and older	6	10	21	7	7	15	11	12	14	5	9	11
men												
24 and younger	46	79	69	57	62	64	60	54	63	80	64	60
25-29 year olds	84	97	94	88	91	93	97	94	90	96	92	88
30-39 year olds	92	98	95	94	91	95	95	96	94	97	96	96
40-49 year olds	91	96	91	91	84	92	93	91	92	94	95	95
50-59 year olds	79	84	82	71	65	83	89	70	69	78	64	81
59 and older	9	14	32	11	8	23	21	18	20	6	(12.6)	15
women												
24 and younger	41	61	53	51	50	52	42	53	49	63	61	54
25-29 year olds	68	64	67	79	59	76	78	83	74	68	89	77
30-39 year olds	86	84	85	86	75	82	86	83	81	87	95	78
40-49 year olds	91	92	89	86	81	87	92	85	81	91	91	79
50-59 year olds	56	66	74	38	48	59	63	58	45	54	38	62
59 and older	3	7	12	0	6	11	6	7	7	4	((4.9))	7

ISCED 5-7												
total	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
24 and younger	76	80	78	65	78	81	68	91	85	97	((76.9))	69
25-29 year olds	85	84	80	85	79	86	94	92	94	93	94	89
30-39 year olds	94	92	91	95	89	91	92	96	97	94	96	93
40-49 year olds	95	98	94	97	95	93	98	96	95	99	97	94
50-59 year olds	75	91	84	83	73	82	83	81	74	90	77	85
59 and older	12	29	33	16	20	26	27	29	16	24	((14.0))	23
men												
24 and younger	76	76	77	64	83	84	74	95	83	98	.	69
25-29 year olds	88	95	96	88	91	99	96	95	96	98	((96.7))	91
30-39 year olds	96	99	98	98	97	98	94	99	97	99	99	98
40-49 year olds	94	99	95	96	96	95	98	97	96	99	98	98
50-59 year olds	84	94	89	86	81	91	89	90	79	95	83	90
59 and older	16	30	47	18	22	34	36	35	22	24	((18.1))	26
women												
24 and younger	76	83	78	66	75	79	63	89	85	95	((83.9))	68
25-29 year olds	84	72	69	82	70	77	93	90	93	89	93	87
30-39 year olds	92	82	86	93	84	87	91	94	96	87	94	88
40-49 year olds	95	96	94	97	94	91	99	95	94	98	96	89
50-59 year olds	68	85	81	76	65	75	78	73	67	82	71	78
59 and older	7	24	26	11	17	20	21	21	6	25	.	16

EU data is referred to 1999

LFS variable on attainment level is coded in correspondence to ISCED 1997, which means

ISCED 0-2 = ISCED 0 or 1 or 2,

ISCED 3 = ISCED 3 or 4,

ISCED 5-7 = ISCED 5B or 5A or 6

Table A4.1 Unemployment rates in Central and Eastern European countries, 1996, 1997 and 1998, (%)

country \ age group	AL*	BG			CZ			EE		
	1999	1996	1997	1998	1996	1997	1998	1996	1997	1998
25 and younger	26	34	36	36	6	7	12	14	20	14
25 and older	13	11	12	13	3	4	5	9	10	9
total	17	14	15	16	3	4	6	10	12	10

country \ age group	MK		HU			LV			LT		
	1997	1998	1996	1997	1998	1996	1997	1998	1996	1997	1998
25 and younger	74	71	16	16	14	29	25	26	26	26	20
25 and older	28	27	7	8	7	16	13	12	14	12	12
total	36	35	10	9	8	18	14	14	16	14	13

country \ age group	PL			RO			SK		SI		EU
	1996	1997	1998	1996	1997	1998	1997	1998	1997	1998	1999
25 and younger	26	23	23	20	18	18	20	22	18	19	19
25 and older	9	8	9	4	4	4	9	10	5	6	8
total	11	11	11	7	6	6	11	12	7	8	10

* age groups differ: 29 and younger, 29 and older

Table A4.2 Unemployment rates by educational attainment and by age groups, 1998 (%)

ISCED 0-2													
Men	AL*	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
25-29 year olds		34	23	19	60	19	11	30	13	10	46	((10.0))	15
30-39 year olds		30	23	19	41	20	26	20	10	10	40	(17.4)	10
40-49 year olds		21	13	20	23	12	18	20	9	6	25	((7.3))	9
50-59 year olds		17	9	13	20	7	16	14	9	3	16	.	9
25-59 year olds		23	16	17	34	13	18	19	10	6	28	10	
Women													
25-29 year olds		38	32	40	67	16	20	35	20	10	62	((21.2))	20
30-39 year olds		29	23	26	43	13	24	31	19	5	32	((11.2))	16
40-49 year olds		23	12	18	34	9	10	14	14	4	18	((5.9))	12
50-59 year olds		18	8	3	19	8	7	8	9	1	10	((7.1))	10
25-59 year olds		25	14	14	39	10	12	14	15	3	22	9	
Total													
25-29 year olds	76	36	27	25	62	18	13	31	15	10	52	((14.1))	17
30-39 year olds	81	30	23	21	42	17	26	22	13	8	36	(14.3)	13
40-49 year olds	82	22	13	19	28	10	16	17	11	5	21	(6.5)	10
50-59 year olds	37	18	8	9	20	7	13	12	9	2	13	((5.3))	9
25-59 year olds		24	15	16	36	12	16	17	12	4	24	9	
ISCED 3													
Men	AL*	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
25-29 year olds		16	4	13	43	7	13	15	6	7	9	(8.2)	9
30-39 year olds		12	3	10	23	7	12	14	4	6	8	(5.1)	6
40-49 year olds		10	3	14	14	7	13	18	7	6	8	(4.8)	5
50-59 year olds		9	3	11	18	7	15	11	6	4	6	((7.4))	8
25-59 year olds		12	3	12	23	7	13	15	5	6	8	6	
Women													
25-29 year olds		17	11	13	53	8	12	17	9	8	10	(10.2)	12
30-39 year olds		15	7	12	33	7	16	10	12	6	13	(7.0)	10
40-49 year olds		11	5	10	17	5	15	17	8	5	8	(5.9)	8
50-59 year olds		11	4	7	17	3	12	12	6	2	6	((5.7))	10
25-59 year olds		13	6	10	31	6	14	14	9	6	10	7	
Total													
25-29 year olds	67	16	7	13	47	7	13	16	8	8	10	9	11
30-39 year olds	83	13	5	11	27	7	14	12	8	6	10	6	8
40-49 year olds	87	10	4	12	15	6	14	18	7	6	8	5	6
50-59 year olds	41	10	4	9	18	5	13	12	6	4	6	(6.9)	9
25-59 year olds		12	5	11	26	6	14	15	8	6	9	6	
ISCED 5-7													
Men	AL*	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI	EU
25-29 year olds		10	3	2	47	1	2	7	7	5	2	((18.6))	8
30-39 year olds		5	1	4	18	1	4	11	0	2	n.a.	.	4
40-49 year olds		5	2	8	9	3	7	7	0	2	2	.	3
50-59 year olds		6	2	5	6	2	5	8	3	1	4	.	5
25-59 year olds		6	2	5	14	2	5	9	2	2	2	((3.4))	
Women													
25-29 year olds		12	4	7	42	4	7	10	8	8	7	((6.4))	11
30-39 year olds		6	3	7	26	1	6	10	2	3	7	.	6
40-49 year olds		4	2	6	5	2	9	7	2	1	2	0	4
50-59 year olds		5	1	3	4	1	7	7	2	1	2	.	5
25-59 year olds		6	2	6	18	2	7	9	3	3	4	((1.9))	
Total													
25-29 year olds	85	11	3	5	44	3	5	9	7	7	5	((10.0))	10
30-39 year olds	96	5	2	6	22	1	5	11	1	2	3	.	5
40-49 year olds	95	4	2	7	7	2	8	7	1	2	2	.	4
50-59 year olds	52	6	2	4	5	2	6	8	3	1	3	.	5
25-59 year olds		6	2	6	16	2	6	9	3	2	3	((2.6))	

* for Albania age group is 20-29 year olds; EU data is referred to 1999

Annex 3

Tables - Part B

Table B2.1 Participation rates (%) in all education, 1995/96/97/98

total																						
	AL	BG				CZ				EE				MK	HU				LV			
	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	27	92	91	90	92	99	98	97	98	97	97	96	96	97	81	96	92	93	98	97	98	95
15	36	86	87	85	88	95	96	95	96	92	96	95	94	76	92	82	93	95	86	91	95	97
16	35	81	80	79	80	90	91	90	94	83	92	94	93	70	86	89	79	89	75	86	89	90
17	30	68	67	66	70	62	68	67	77	69	80	81	84	63	68	70	75	66	66	77	82	83
18	13	45	46	48	47	46	45	50	53	49	60	62	67	42	41	45	51	54	52	55	61	67
19	5	25	26	28	20	43	25	27	28	37	44	49	55	22	31	35	37	42	35	40	44	49
14-16	32	86	86	85	87	95	95	94	96	90	95	95	94	81	86	89	87	92	86	92	94	94
17-19	16	46	46	47	45	50	46	47	51	52	61	64	69	42	46	50	48	54	51	57	63	67
14-19	25	65	65	65	65	71	68	69	72	71	78	80	82	62	65	68	69	71	69	75	79	81

total																									
	LT				PL				RO				SK				SI				CEECs (10)				EU'15
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1996
14	94	95	100	96	97	97	97	97	87	88	92	100	99	99	99	99	98	98	96	97	93	95	96	97	98
15	91	91	95	100	96	96	95	96	77	76	76	79	99	99	99	99	97	97	95	98	90	89	91	91	95
16	81	83	88	91	93	93	93	93	71	71	71	72	92	93	92	87	94	94	97	96	85	86	86	87	88
17	68	73	81	83	88	90	90	90	58	60	61	62	72	72	76	77	83	87	90	90	73	76	77	78	81
18	59	57	67	68	70	71	73	74	34	38	40	43	40	42	44	49	60	65	67	73	52	54	57	60	70
19	36	39	43	52	50	53	56	60	21	23	25	28	23	24	25	27	34	43	51	54	37	37	40	43	51
14-16	89	90	95	96	95	95	95	95	78	78	79	83	97	97	97	95	96	96	96	97	90	90	91	92	93
17-19	55	57	64	68	69	71	73	75	38	40	42	44	45	46	48	51	59	65	69	72	54	56	58	60	67
14-19	72	73	79	82	83	83	84	85	57	58	59	62	71	71	72	72	78	80	82	84	71	72	74	75	80

men																						
	AL	BG				CZ				EE				MK	HU				LV			
	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	28	93	92	91	93	97	96	95	96	95	97	95	97	99	78	95	88	89	98	98	97	94
15	36	87	88	86	90	93	95	94	96	91	96	95	92	79	93	81	92	94	83	89	95	95
16	34	81	80	77	81	88	89	90	94	81	90	93	93	72	86	88	77	88	72	82	86	88
17	28	67	66	66	72	57	63	62	72	66	76	78	80	62	64	67	72	64	61	72	76	80
18	12	40	40	42	51	41	41	47	50	47	56	58	64	41	40	46	50	54	47	49	56	61
19	7	16	16	18	24	38	24	29	27	33	40	44	48	20	30	33	34	39	30	33	37	42
14-16	33	87	86	85	88	92	93	93	96	89	94	94	94	83	86	88	85	90	84	90	93	93
17-19	16	40	40	41	48	46	42	46	49	49	57	60	64	41	44	48	47	52	46	51	57	61
14-19	25	63	63	62	68	67	65	67	70	69	76	78	79	62	63	66	67	69	65	71	76	78

men																									
	LT				PL				RO				SK				SI				CEECs (10)				EU'15
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1996
14	93	95	100	96	97	97	98	97	86	88	93	99	99	99	99	99	98	97	95	97	93	94	95	97	98
15	89	92	95	100	96	95	95	96	77	75	76	79	99	99	99	100	96	96	93	97	90	89	90	91	94
16	78	83	87	90	92	92	92	92	71	71	71	72	91	92	92	87	94	94	96	94	85	85	85	87	87
17	65	71	78	80	86	88	88	88	55	58	59	59	65	67	70	72	81	85	88	87	70	73	74	76	79
18	48	49	63	63	65	65	68	70	33	37	38	40	36	40	42	45	54	59	61	70	48	50	54	57	68
19	28	32	36	45	50	53	55	58	21	22	24	27	22	23	25	26	31	38	43	48	34	35	38	41	50
14-16	87	90	95	96	95	95	95	95	78	78	79	83	96	97	97	95	96	96	95	96	89	90	90	91	93
17-19	47	51	59	63	67	69	70	72	36	39	40	42	41	43	45	47	56	61	64	68	51	53	55	58	66
14-19	67	71	77	80	81	82	83	84	56	57	58	61	69	69	70	71	76	78	79	81	70	71	72	74	79

women																						
	AL	BG				CZ				EE				MK	HU				LV			
	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	25	90	91	90	91	100	100	100	99	98	96	96	95	95	84	97	95	97	99	97	99	95
15	36	86	86	84	86	97	97	95	96	92	96	96	95	73	92	83	94	97	88	93	96	98
16	36	80	80	80	80	94	94	90	94	84	93	96	93	69	86	89	81	90	79	90	92	92
17	31	69	67	67	69	68	75	71	82	72	84	83	87	63	72	74	79	69	71	82	88	87
18	14	51	52	54	42	51	49	53	56	52	64	66	71	44	41	45	52	55	56	61	66	73
19	4	35	36	39	15	49	27	25	28	41	49	54	63	25	33	38	41	44	40	48	52	56
14-16	32	85	85	85	85	97	97	95	96	91	95	96	95	79	87	89	90	95	89	94	96	95
17-19	16	51	52	53	41	56	50	49	54	55	66	68	74	44	48	52	49	56	56	64	69	72
14-19	25	68	68	68	63	75	71	70	74	73	81	82	85	61	66	69	72	74	73	79	83	84

women																													
	LT				PL				RO				SK				SI				CEECs (10)				EU'15				
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1996
14	96	96	100	97	97	96	97	97	87	88	92	100	99	99	99	99	99	98	96	97	94	95	96	97	97	97	97	97	97
15	93	90	96	100	96	96	96	97	77	77	77	80	99	99	99	98	98	99	96	99	91	90	91	91	91	91	91	91	95
16	84	84	89	93	94	94	94	94	71	71	72	72	93	95	93	88	94	94	97	98	86	87	86	88	88	88	88	89	89
17	73	75	83	86	90	92	92	92	61	63	64	65	79	77	82	82	86	90	92	94	76	79	80	81	81	81	81	82	82
18	69	66	72	74	75	78	78	79	36	40	42	45	43	45	47	53	66	71	73	77	56	58	61	63	63	63	63	71	71
19	45	47	50	60	51	54	57	61	22	24	26	30	23	24	26	29	37	48	59	60	39	39	42	44	44	44	44	52	52
14-16	91	90	95	96	96	95	96	96	78	78	80	84	97	98	97	95	97	97	97	98	90	90	91	92	92	92	92	94	94
17-19	62	63	69	73	72	75	76	77	39	42	44	46	49	49	51	54	63	69	75	77	57	59	61	62	62	62	62	68	68
14-19	77	76	82	85	84	85	86	87	58	59	60	63	73	73	73	74	80	83	85	87	73	74	75	77	77	77	77	81	81

Table B3.1 Non-participation rates (%) in education and training of 14, 15 and 16 year olds (1998/99)

total												
	AL	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	CEEC (10)
14 year olds	73	8	2	4	7	5	4	3	0	1	3	3
15 year olds	64	12	4	6	5	3	0	4	21	1	2	9
16 year olds	65	20	6	7	11	10	9	7	28	13	4	13
men												
	AL	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	CEEC (10)
14 year olds	72	7	4	3	11	6	4	3	1	1	3	3
15 year olds	64	10	4	8	6	5	0	4	21	0	3	9
16 year olds	66	19	6	7	12	12	10	8	28	13	6	13
women												
	AL	BG	CZ	EE	HU	LV	LT	PL	RO	SK	SI	CEEC (10)
14 year olds	75	9	1	5	3	5	3	3	0	1	3	3
15 year olds	64	14	4	5	3	2	0	3	20	2	1	9
16 year olds	64	20	6	7	12	8	7	6	28	12	2	12

Table B4.1 Participation rates (%) in vocational education and training, 1995/96/97/98

total																								
	BG				CZ				EE				HU				LV				LT			
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	23	22	20	18	51	3	0	0	0	0	0	0	45	55	49	49	1	0	0	0	1	1	1	1
15	44	45	45	45	79	52	50	49	14	14	11	7	62	53	61	60	19	18	18	16	16	15	12	11
16	45	45	45	46	76	77	76	77	23	23	23	20	62	62	53	60	30	30	30	29	24	25	26	26
17	37	37	37	38	51	56	55	62	24	24	24	23	46	47	50	43	30	30	31	29	23	24	27	27
18	17	20	20	19	33	32	30	32	28	30	29	29	28	31	35	37	24	24	26	22	19	19	20	22
19	2	5	3	2	30	12	8	7	18	20	21	23	15	15	17	19	12	13	14	11	8	9	10	12
14-16	38	37	37	36	70	45	43	43	13	12	11	9	57	57	54	56	17	16	16	15	13	14	13	12
17-19	18	21	20	19	38	33	30	32	23	25	25	25	29	31	30	33	22	22	24	21	17	17	19	20
14-19	28	29	28	27	52	38	36	37	18	18	18	17	42	43	43	44	19	19	20	18	15	16	16	16

total																									
	PL				RO				SK				SI				CEEC (10)				EU'15				
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1996
14	0	0	0	0	27	25	25	19	52	52	42	38	8	8	7	5	19	14	13	11	11				
15	58	57	56	55	51	49	49	50	74	77	72	61	68	68	67	59	56	52	52	49	19				
16	63	62	61	59	49	48	48	49	74	75	74	69	71	71	73	70	58	58	56	56	37				
17	61	61	60	60	37	39	39	40	55	55	58	60	63	66	67	68	49	50	51	51	43				
18	44	44	44	44	18	19	19	21	18	19	21	24	42	45	46	50	30	32	32	33	40				
19	31	32	31	31	8	9	9	10	2	3	3	4	9	11	13	17	19	18	17	18	27				
14-16	40	39	38	38	42	41	42	40	67	68	63	56	50	50	50	45	45	42	40	39	22				
17-19	46	46	45	45	21	22	22	23	25	26	27	28	38	41	42	44	33	33	33	35	37				
14-19	43	42	42	42	31	31	31	31	46	46	44	42	44	45	46	45	39	37	37	36	30				

men																								
	BG				CZ				EE				HU				LV				LT			
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	28	26	23	21	53	3	0	0	1	0	0	0	46	57	52	51	1	1	1	0	1	1	1	2
15	54	55	55	55	80	54	52	52	18	18	14	9	67	57	66	66	24	22	22	19	21	21	16	14
16	57	56	56	57	77	78	79	81	29	29	29	27	67	68	57	65	36	36	36	35	32	34	33	34
17	46	47	46	46	48	52	53	60	29	29	29	30	49	50	53	45	35	36	36	35	30	32	33	34
18	22	23	25	23	29	28	28	30	27	29	29	30	29	33	36	39	25	24	27	24	17	18	22	24
19	2	3	3	3	24	10	7	7	15	17	19	21	14	14	16	19	10	11	13	10	5	7	10	12
14-16	46	46	45	44	71	46	45	45	16	15	14	12	60	61	59	61	20	19	19	18	18	19	17	16
17-19	23	24	24	24	34	30	29	31	24	25	26	27	30	32	32	34	23	24	25	23	17	19	22	23
14-19	34	34	34	34	51	37	36	37	20	20	20	19	44	45	45	46	22	21	22	20	18	19	19	20

men																									
	PL				RO				SK				SI				CEEC (10)				EU'15				
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1996
14	0	0	0	0	30	28	28	20	54	54	44	40	7	8	6	5	20	15	14	12	12				
15	64	63	62	61	57	55	55	55	78	80	74	64	72	70	70	61	61	58	57	55	21				
16	70	69	68	67	56	55	55	56	77	77	77	72	76	76	77	74	64	64	63	63	39				
17	69	69	68	67	42	44	44	45	52	53	56	58	66	68	70	70	54	55	55	56	46				
18	49	49	49	49	19	20	20	22	15	17	18	21	41	45	46	51	32	33	34	35	42				
19	36	37	37	37	8	8	8	9	1	2	2	3	10	12	13	18	20	19	19	20	28				
14-16	45	43	42	43	48	47	47	44	70	70	65	59	52	52	52	47	49	46	45	43	24				
17-19	51	52	51	51	23	24	24	25	23	24	25	27	39	42	43	46	35	36	36	39	39				
14-19	48	47	47	47	35	35	35	34	46	47	45	42	46	47	47	47	42	41	40	40	31				

women																								
	BG				CZ				EE				HU				LV				LT			
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	18	18	17	15	50	3	0	0	0	0	0	0	44	52	46	46	0	0	0	0	0	0	0	0
15	34	34	34	34	78	50	47	46	11	10	7	5	57	49	56	55	15	14	14	13	10	9	9	7
16	32	33	33	34	76	77	73	73	17	17	17	14	56	56	49	54	24	24	24	22	16	16	19	19
17	27	28	27	28	53	59	57	64	18	20	18	17	42	45	47	40	24	24	25	24	16	16	21	21
18	13	17	15	14	37	35	33	34	29	31	29	28	26	30	33	36	23	24	25	20	21	20	18	20
19	1	7	2	2	36	14	8	7	22	22	23	24	15	15	17	19	15	15	16	13	11	11	10	12
14-16	28	29	28	28	69	44	41	40	9	9	8	6	53	53	50	52	13	13	12	12	8	9	9	8
17-19	13	17	14	14	42	36	32	34	23	24	23	23	28	29	29	31	20	21	22	19	16	16	16	18
14-19	21	23	21	21	54	40	36	37	16	17	16	14	39	40	40	41	17	17	17	15	12	12	13	13

women																								
	PL				RO				SK				SI				CEEC (10)				EU'15			
	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998	1995	1996	1997	1998
14	0	0	0	0	24	23	23	17	50	51	39	36	8	9	7	4	18	13	11	10	11			
15	51	51	50	48	45	44	44	44	71	74	69	57	65	65	65	56	50	47	46	44	44			17
16	55	54	53	52	41	41	41	42	72	73	72	67	66	66	68	67	51	51	50	50	34			
17	54	53	53	52	33	34	34	35	57	57	61	62	61	63	64	65	44	45	45	45	40			
18	39	39	39	40	17	17	18	19	21	22	23	27	42	46	46	48	28	30	30	31	37			
19	27	26	25	25	8	9	10	10	4	4	4	6	8	10	12	16	18	16	16	16	25			
14-16	35	35	34	34	37	36	37	35	65	66	60	53	47	48	47	43	40	37	36	35	21			
17-19	40	40	39	39	19	20	20	21	27	28	29	31	37	40	41	43	30	30	30	32	34			
14-19	38	37	37	36	28	28	28	27	46	46	44	42	42	44	44	43	35	34	33	32	28			

Table B4.2 Share (%) of general and vocational education at ISCED level 3, 1998/99 enrolments

total	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI
general education	43.6	17	72	37	29	60	67	34	33	20	25
VET with matura & qualif.	56.2	59	25	49	49	19	25	42	43	55	44
VET only with prof. qual.	0.1	24	3	17	22	20	9	24	24	25	31
men	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI
general education	30.0	14	62	27	24	53	59	24	23	17	20
VET with matura & qualif.	69.9	55	33	49	49	22	28	45	45	51	43
VET only with prof. qual.	0.1	31	4	23	27	25	13	30	32	32	37
women	BG	CZ	EE	MK	HU	LV	LT	PL	RO	SK	SI
general education	57.6	21	80	41	34	67	74	44	42	24	30
VET with matura & qualif.	42.3	62	18	50	49	17	22	39	41	59	45
VET only with prof. qual.	0.1	17	2	10	17	16	4	17	16	18	25

Table B5.1 Dropout rates (%) in general and vocational education and training (1998/99)

total										
	BG '97	CZ*	EE '97	HU	LV	LT	PL '97	RO	SK	SI '97
gen. educ.	2.70	1.72	7.71	3.30	3.01	n.a	2.70	3.74	3.57	7.65
VET with matura & qualif.	4.00	3.47	10.24	14.20	13.80	7.27	3.80	4.50	2.75	13.58
VET only with prof. qualif.	n.r.	5.09	15.67	9.80	13.90	7.10	5.40	5.98	5.54	14.18
total VET	4.00	4.02	10.93	12.80	13.80	7.22	4.60	5.04	3.61	13.83
men										
	BG '97	CZ*	EE '97	HU	LV	LT	PL '97	RO	SK	SI '97
gen. educ.	3.90	1.93	9.26	2.80	4.42	n.a	n.a	6.04	3.80	6.71
VET with matura & qualif.	4.30	3.83	10.37	13.30	14.50	7.89	n.a	5.17	3.54	15.25
VET only with prof. qualif.	n.r.	4.86	15.79	9.10	15.00	7.30	n.a	6.02	5.45	16.69
total VET	4.30	4.28	11.15	11.80	14.80	7.70	n.a	5.53	4.27	15.92
women										
	BG '97	CZ*	EE '97	HU	LV	LT	PL '97	RO	SK	SI '97
gen. educ.	2.10	1.57	6.65	3.70	2.03	n.a	n.a	2.57	3.41	8.27
VET with matura & qualif.	3.60	3.18	10.05	15.00	13.00	6.51	n.a	3.83	2.06	12.06
VET only with prof. qualif.	n.r.	5.46	15.40	10.80	12.30	6.58	n.a	5.90	5.69	10.57
total VET	3.60	3.76	10.57	13.90	12.60	6.52	n.a	4.41	2.91	11.53

* estimation

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