



Annex B4

First steps on the labour market

Freek Bucx

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Table B4.1

Share of people in work (age 20-35 years)^a, by sex, (EU) country and region, 2014
(in percentages)^b

region	country	women	men	difference between women and men
Western Europe	Great Britain	74	86	-12
	Germany	77	88	-11
	France	70	79	- 9
	Netherlands	78	86	-8
	Ireland	70	77	-7
	Luxembourg	82	89	-7
	Switzerland	82	89	-7
	Austria	80	86	-6
	Iceland	80	86	- 6
	Belgium	75	80	- 5
Northern Europe	Denmark	75	83	-8
	Finland	72	80	- 8
	Norway	81	86	- 5
	Sweden	82	86	- 4
Southern Europe	Malta	74	91	-17
	Italy	52	65	-13
	Greece	50	62	-12
	Spain	61	66	-5
	Portugal	73	76	-3
	Cyprus	73	72	1
Central and Eastern Europe	Czech Republic	63	90	-27
	Slovakia	58	79	-21
	Hungary	64	83	-19
	Estonia	67	84	-17
	Romania	66	80	-14
	Poland	68	82	-14
	Slovenia	69	81	-12
	Latvia	69	81	-12
	Bulgaria	61	72	-11
	Lithuania	74	82	- 8
	Croatia	66	71	- 5
n	600,582			

a Paid work = at least 1 hour per week. Share calculated based on the population of young women and men with and without work, including those not active on the labour market and unemployed persons, but excluding those in education.

b Differences between men and women are significant for all countries ($p < 0.05$) except Cyprus.

Source: Eurostat'14 (EU LFS), SCP treatment; weighted data

Table B4.2

Logistic regression of working/not working^a (yes/no), young women and men (20-35 years), 2014 (non-standardised coefficients)

	B
sex	
men (ref.)	
women	-0.62***
region	
Western Europe (ref.)	
Northern Europe	-0.02
Southern Europe	-1.02***
Central and Eastern Europe	-0.22***
sex * region	
woman * Western Europe (ref.)	
woman * Northern Europe	0.24***
woman * Southern Europe	0.23***
woman * Central and Eastern Europe	-0.21***
R ² (pseudo)	0.04
n	600,582

a Paid work = at least 1 hour per week.

b Positive coefficients indicate a greater probability of work; negative coefficients indicate a smaller probability of work.

* p < 0.05. ** p < 0.01. *** p < 0.001.

Source: Eurostat'14 (EU LFS), SCP treatment; weighted data

Table B4.3

Differences in share of paid work^a between women and men (age 20-35 years) by age group and country, 2014 (in percentages)^b

	age group			is difference in group 1 significant?	are there differences between age groups?
	20-24 years (group 1)	25-29 years (group 2)	30-34 years (group 3)		
Austria	0.08	- 6.87	- 9.55	no	1 < 2 < 3
Belgium	-0.79	- 3.72	- 9.15	yes	1, 2 < 3
Bulgaria	-12.25	-13.38	- 8.66	yes	no
Switzerland	1.91	- 6.32	-13.73	no	1 < 2 < 3
Cyprus	4.68	0.48	- 2.16	no	no
Czech Republic	-19.16	-23.27	-33.08	yes	1, 2 < 3
Germany	-6.57	- 9.06	-13.04	yes	1 < 2 < 3
Denmark	-3.00	-11.47	-8.57	no	1 < 2, 3
Estonia	- 4.78	-19.11	-22.72	no	1 < 2, 3
Spain	- 2.30	- 2.61	- 8.80	no	1, 2 < 3
Finland	- 3.20	- 5.15	-17.46	no	1 < 2 < 3
France	- 3.85	- 9.37	-12.14	no	1 < 2 < 3
Greece	-13.16	- 9.22	-14.67	yes	2 < 1, 3
Croatia	- 3.67	- 7.92	- 5.72	yes	no
Hungary	-12.24	-20.12	-24.53	yes	1 < 2 < 3
Ireland	- 1.65	- 4.33	-11.00	no	1 < 2 < 3
Iceland	- 0.52	- 3.55	-12.83	no	1, 2 > 3
Italy	- 8.69	-13.44	18.31	yes	1 < 2 < 3
Lithuania	-12.06	- 7.73	- 6.67	yes	no
Luxembourg	- 6.20	- 2.85	-15.19	no	1, 2 > 3
Latvia	-11.62	-13.34	-10.88	yes	no
Malta	- 6.87	-12.99	-26.95	yes	1 < 2 < 3
Netherlands	- 4.20	- 5.61	-10.44	no	1, 2 > 3
Norway	-5.08	- 2.86	- 7.06	no	no
Poland	-14.25	-14.96	-16.36	yes	1 < 2 < 3
Portugal	- 2.23	- 4.16	- 3.08	no	no
Romania	-15.79	-13.69	-15.57	yes	1, 2 > 3
Sweden	- 1.05	- 5.29	- 4.68	no	1 < 2, 3
Slovenia	-21.98	-16.14	- 9.21	yes	no
Slovakia	-12.70	-19.63	-26.39	yes	1 < 2 < 3
Great Britain	- 6.42	-14.39	-16.17	yes	1 < 2 < 3
n	139,983	210,133	250,466		

a Paid work = at least 1 hour per week.

b If difference is positive, the share of those in work is greater for women. If difference is negative, the share of those in work is greater for men (missing is 61 hours or more). Tested using regressions with sex, age group and interactions between sex and age group for each country separately.

Source: Eurostat'14 (EU LFS), SCP treatment; weighted data

Table B4.4

Weekly working hours of people in work (age 20-35 years), by sex, (EU) country and region, 2014^a (in hours)^b

region	country	women	men	difference between women and men
Western Europe	Netherlands	28.75	36.66	-7.91
	Switzerland	33.72	40.60	-6.88
	Great Britain	34.22	40.36	-6.14
	Austria	34.19	40.24	-6.05
	Germany	34.33	39.68	-5.35
	Belgium	34.19	38.71	-4.52
	Iceland	38.04	42.45	-4.41
	Ireland	33.96	38.23	-4.27
	Luxembourg	36.02	39.98	-3.96
	France	34.72	38.18	-3.46
Northern Europe	Finland	35.24	39.04	-3.80
	Norway	33.93	37.00	-3.07
	Sweden	35.37	38.27	-2.90
	Denmark	33.49	36.04	-2.55
Southern Europe	Italy	33.09	38.70	-5.61
	Spain	34.51	38.54	-4.03
	Malta	36.00	40.01	-4.01
	Greece	37.43	41.21	-3.78
	Cyprus	37.00	39.62	-2.62
	Portugal	38.80	40.87	-2.07
Central and Eastern Europe	Poland	38.67	41.97	-3.30
	Czech Republic	38.69	41.49	-2.80
	Slovakia	39.31	41.19	-1.88
	Slovenia	38.39	40.27	-1.88
	Estonia	38.99	40.49	-1.50
	Latvia	38.72	39.99	-1.27
	Hungary	39.31	40.43	-1.12
	Croatia	39.50	40.39	-0.89
	Romania	39.99	40.83	-0.84
	Lithuania	38.36	39.19	-0.83
	Bulgaria	40.59	40.95	-0.36
n	420,594			

a Averages were calculated for young women and men in paid work (for at least 1 hour per week).

b Differences between women and men are significant for all countries ($p < 0.05$) except Bulgaria.

Source: Eurostat'14 (EU LFS), SCP treatment; weighted data

Table B4.5

Linear regression of weekly working hours of young women and men (20-35 years) in paid work^a, 2014 (non-standardised coefficients)^b

	B
sex	
men (ref.)	
women	-5.33***
region	
Western Europe (ref.)	
Northern Europe	-1.60***
Southern Europe	-0.29**
Central and Eastern Europe	1.92***
sex * region	
woman * Western Europe (ref.)	
woman * Northern Europe	2.28***
woman * Southern Europe	0.93***
woman * Central and Eastern Europe	3.22***
R ²	0.09
n	420,594

a Paid work = at least 1 hour per week (missing is 61 hours or more).

b Positive coefficients indicate a positive relationship with number of hours; negative coefficients indicate that the relationship with number of hours is negative.

* p < 0.05. ** p < 0.01. *** p < 0.001.

Source: Eurostat'14 (EU LFS), SCP treatment; weighted data

Table B4.6

Differences in weekly working hours between women and men (20-35 years) in paid work^a, by age group and country, 2014 (in percentages)^b

	age group			is difference in group 1 significant?	are there differences between age groups?
	20-24 years (group 1)	25-29 years (group 2)	30-34 years (group 3)		
Austria	-2.77	-5.00	-8.88	yes	1 > 2 > 3
Belgium	-4.39	-3.80	-5.28	yes	1, 2 > 3
Bulgaria	0.82	-0.68	-0.48	no	1 > 2, 3
Switzerland	-2.57	-5.10	-10.54	yes	1 > 2 > 3
Cyprus	-2.96	-2.80	-2.29	yes	no
Czech Republic	-0.96	-2.47	-3.89	yes	1 > 2 > 3
Germany	-2.55	-4.05	-7.61	yes	1 > 2 > 3
Denmark	-2.44	-2.16	-3.07	yes	2 > 3
Estonia	-1.58	-2.19	-0.81	yes	no
Spain	-2.28	-4.49	-4.29	yes	no
Finland	-5.20	-3.82	-3.14	yes	no
France	-2.64	-3.10	-4.20	yes	1, 2 > 3
Greece	-3.45	-3.60	-4.01	yes	no
Croatia	-0.89	-1.12	-0.78	no	no
Hungary	-0.26	-1.12	-1.52	no	1 > 2 > 3
Ireland	-3.29	-4.03	-4.76	yes	1 > 2 > 3
Iceland	-3.88	-5.37	-3.92	yes	no
Italy	-4.77	-5.01	-6.36	yes	1, 2 > 3
Lithuania	-0.17	-0.86	-1.13	no	no
Luxembourg	-3.19	-3.02	-4.97	yes	no
Latvia	-0.68	-1.23	-1.55	no	no
Malta	-2.41	-3.15	-6.07	yes	1, 2 > 3
Netherlands	-6.99	-6.87	-9.18	yes	1, 2 > 3
Norway	-3.75	-2.57	-3.25	yes	no
Poland	-2.78	-3.15	-3.65	yes	no
Portugal	-1.63	-2.11	-2.26	yes	
Romania	-1.00	-0.72	-0.90	yes	no
Sweden	-3.86	-2.53	-2.73	yes	1 > 2, 3 ^c
Slovenia	-3.08	-2.19	-1.59	yes	no
Slovakia	-1.47	-1.45	-2.51	yes	1, 2 > 3
Great Britain	-4.24	-5.08	-8.44	yes	1, 2 > 3
n	420,594				

a Paid work = at least 1 hour per week.

b If difference is positive, women work more hours on average than men.

If difference is negative, men work more hours on average than women.

Paid work = at least 1 hour per week (missing is 61 hours or more). N total = 420,594.

N 20-24 years = 139,983. N 25-29 years = 210,133. N 30-34 years = 250,466.

Tested using regressions with sex, age group and interactions between sex and age group for each country separately.

c Sweden forms an exception: it is the only country where differences in the youngest age group are greater than in the older age groups.

Source: Eurostat'14 (EU LFS), SCP treatment, weighted data