

VULNERABILITIES ON THE YOUTH LABOUR MARKET AT THE LEVEL OF DEVELOPMENT REGIONS OF ROMANIA

Mariana BĂLAN,
PhD, Professor, Scientific Researcher I,
Institute for Economic Forecasting – NIER, Romanian Academy, Romania
<https://orcid.org/0000-0003-4326-4826>, dr.mariana.balan@gmail.com
DOI: <https://doi.org/10.36004/nier.cecg.IV.2022.16.3>

Summary

Actuality: *The onset of the health crisis has found the young people's labour market still fragile after the economic and financial crisis triggered in 2008-2009. At country level, the unemployment rate among young people aged 15-24 years has seen significant variations as a result of the Covid-19 pandemic, reaching 23.7% in the 4th quarter of 2021. As the pandemic has spread, the prevalence of the NEET status, inactivity in the labour market and informal work among young people have increased even more than unemployment among them. The economic and social consequences of the Covid-19 pandemic have been and still are significant for young people. The health crisis has been particularly serious for young people, causing disruptions in their education, training and on-the-job learning, but also the loss of jobs and incomes, increasing the difficulties for young people looking for a job.*

Purpose: *Analysis and synthesis of the main existing vulnerabilities on the youth labour market, their manifestation in the development regions of Romania under the conditions of the Covid-19 pandemic. Method:* *Descriptive statistical analysis was used in particular for visualizing and synthesizing the information derived from the regional labour market data. The classification analysis was used to define a typology of vulnerabilities on the youth labour market, and the factor analysis to create indicators of the vulnerability of their employment. Results:* *creation of a synthesis of the main vulnerabilities encountered on the youth labour market at the level of the development regions of Romania.*

Keywords: *labour market, youth, unemployment, employment, vulnerability, regional disparities, segregation, NEET youth*

JEL: *E24, J16, J21, J22, J31, J41, J46, J82, R23.*

UDC: *331.5(498)+333.2+331.3+332*

Introduction

Even though the national economies managed, to some extent, to recover the growth levels from the period before the Covid-19 pandemic, the pressures on the labour market still persist.

In a broad sense (economic, social and cultural), the vulnerability associated with different forms of work is a reality of the labour market. One of the most vulnerable groups on the labour market is made up of young people. This segment of the population was particularly affected by the health crisis, the employment

prospects of young people have decreased, and the unemployment rate has reached alarmingly high levels in some developing regions of Romania.

Vulnerability on the labour market can be associated with regional or economic factors, with the specifics of the local labour market or with the specifics of the management of economic agents, but also with individual or social characteristics.

Vulnerabilities on the labour market in Romania manifest differently at the level of the development regions. The poor economic performances at the level of development regions are determined by a multitude of factors, among which the structure and size of human resources can prove very important.

During the pandemic, the unemployment rate among young people differentially affected various segments of young people, the most vulnerable people on the labour market being the unskilled or low-skilled, those in the NEET category or those who practiced informal work, as well as young women.

Analysis of macro-economic indicators (unemployment, employment and vulnerable employment) depending on gender, age and level of professional training and employment vulnerability indicators built on the basis of micro-economic data allow the identification and characterization of vulnerable people on the labour market at the level development regions of Romania.

1. Literature review

"Vulnerable populations" are defined by the International Labour Organization (ILO) as those in need of social protection and social services. This definition intersects with the broader concept of 'vulnerability' which focuses on the degree of poverty (or risk of poverty) and informal work. In this context, vulnerable groups include women (those with health care, childcare and employment problems) and children, older people (especially those with health and well-being problems), but also people with disabilities (whether they need medical assistance, or with problems related to access to the labour market) who are at high risk of poverty.

In the study "Integrating Social Services for Vulnerable Groups: bridging sectors for better service delivery" developed by the OECD in 2015, vulnerable groups are defined similarly to the IOM definition and the extent of the need for multiple support services for families in poor households is emphasized, children, young people, people with mental health problems, the homeless and the frail elderly.

The problem of employment vulnerability is one of the most debated in specialized literature, in many papers the characteristics of vulnerabilities and their interdependencies are analyzed, as well as the important role that the position of people on the labour market, or outside it, can play in the size and structure of vulnerable groups.

Some authors (Fernandez et al., 2016; Sundaram et al., 2014), have developed methodologies to identify the most important employment obstacles that can prevent people from fully participating in the labour market. Thus, vulnerability on the labour market is not defined solely or exclusively on the basis of fixed and exogenously acquired characteristics (for example, female, elderly, migrants), but especially in

relation to a series of predefined barriers to employment (for example, education or low skills, health limitations, caring responsibilities, limited/no work experience, limited employment opportunities).

In the specialized literature, vulnerability on the labour market is usually analyzed using labour market indicators for specific groups that are known to present a high prevalence or significant barriers to adapting/remaining on the labour market: women, young people, people with of low training, elderly people, migrants and individuals in households with increased care responsibilities.

For women, in general and for young women in particular, the vulnerability of the labour market has several dimensions. Ferrant et al (2014), highlight the fact that women's vulnerability on the labour market is disproportionately linked to domestic, parental and caring responsibilities, which significantly limits their degree and intensity of participation in the labour market. At the same time, these responsibilities also limit the intensity of their job search and the accessibility of jobs. Another factor that increased women's vulnerability on the labour market (reduction of employment opportunities and salary profiles, narrowing of professional paths) is related to motherhood (Cebrián and Moreno, 2015; Arntz et al, 2017).

In their work, Elliott & Freeman (2009), consider that the most vulnerable people are the low paid, atypical, non-unionized workers, excluded from collective bargaining for employment protection rights as well as from the national insurance system.

In the specialized literature, there are many studies showing that migrants face access and discrimination issues on the labour market in general and, therefore, present greater degrees of vulnerability on the labour market even in periods of economic growth (Wood et al, 2009; Reyneri and Fullin, 2011; and Kaas and Manger, 2012). In times of recession, the vulnerability of migrants in the labour market, unemployment rates, workplace vulnerabilities (low wages, atypical contracts, over-education) among them increasing very quickly.

On an international level, the concern for young people and for the issues arising from their development, education and access to a suitable and useful profession is a constant in the 21st century and it is in a permanent dynamic.

Issues related to insufficient work experience, lack of job-related skills when entering the labour market, the nature of jobs available to new entrants to the labour market, as well as family characteristics (e.g. parents' education, previous unemployment experience) have have long been identified as key issues increasing youth labour market vulnerability (O'Reilly et al, 2015; Zwysen, 2015).

Along with the financial and health crises, the problem of NEET youth has stimulated a growing literature that has attempted to explain how employment opportunities for youth respond to business cycle fluctuations and evidence of increased precariousness (jobs with involuntary and temporary part-time work) and exclusion from the labour market (inactivity, underemployment) in times of recession and intensified competition for jobs (Bell and Blanchflower, 2015; Quintano et al., 2018; Konle-Seidl and Picarella, 2021).

2. Regional disparities of the youth labour market in the period 2019-2021

The decrease in the number of young people aged between 15-34 in Romania, as a result of negative natural growth and massive emigration for work, determined the reduction of both active and employed young population in all eight development regions of the country.

The health crisis caused the youth employment rate to decrease during 2019-2021 in almost all development regions (Figure 1), with the largest reduction being recorded in the North-East region (-11.5%) and the South-Western Oltenia (-7.4%), both for the 15-24 age group and for the 25-34 age group (these being the poorest regions of the country, with a high level of migration among young people). The Bucharest-Ilfov, Center and South-East regions were the only ones where this indicator had an increasing evolution for the 15-24 age segment and a decreasing one for the 25-34 age segment, during the pandemic (Figure 1).

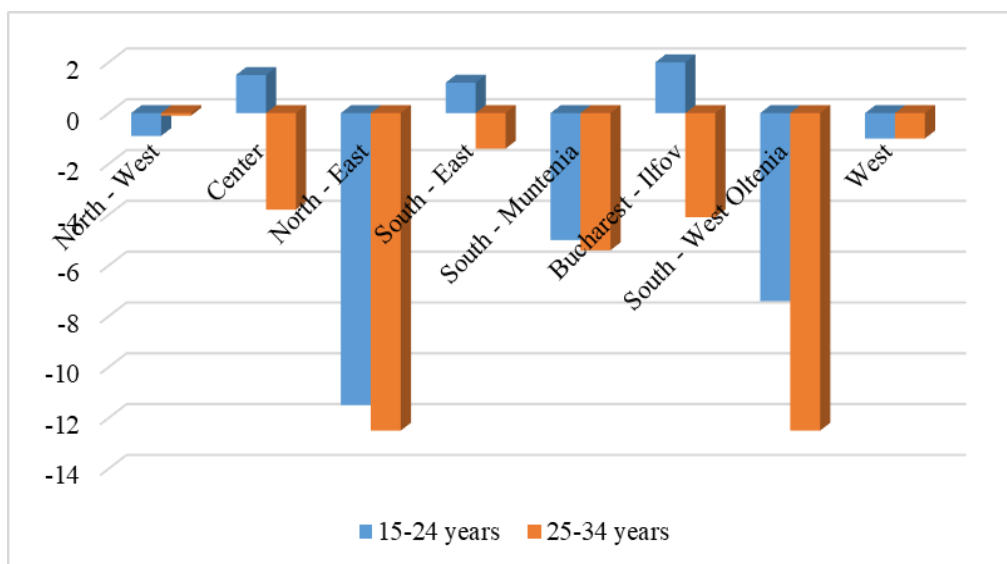


Figure 1. The employment rate of young people aged between 15-24 in 2021 compared to 2019, by development region, (%)

Data source: *TEMPO-online database*, National Institute of Statistics of Romania, www.insse.ro

For the 25-34 age segment, the employment rate had a downward trend during 2020-2021, but at the end of 2021, in all development regions this indicator failed to return to pre-pandemic values. The inter-regional differences were significant, ranging from -0.1% in the North-West region to 12.5% in the North-East and South-Oltenia regions. The impact of the pandemic on young people was stronger in rural than in urban areas (-2.7% in urban areas and -8% in rural areas, for young people aged between 25-34).

The distribution of the young population between villages and cities influences the *employment rate by medium and by gender*, the analysis of the data in Table 1 highlighting the fact that in 2021, in all development regions, lower

employment rates were recorded among women than among men and in the rural environment than in the urban one.

Table 1. Employment rate of young people aged between 25-34, by gender and medium, in Romanian development regions, in 2021 (%)

Region	25-34 years	Men	Women	Urban	Rural
North - West	81,0	84,8	71,8	87,0	72,7
Center	68,3	89,9	56,2	74,8	59,5
North - East	72,9	79,8	56,4	81,1	66,4
South - East	69,6	87,2	55,2	76,4	62,2
South - Muntenia	71,1	82,1	52,8	79,4	66
Bucharest - Ilfov	83,5	86,7	78,6	84,7	73,6
South - West Oltenia	62,6	89,1	51,9	70,8	55,2
West	72,1	72,0	57,6	76,0	65,2

Data source: *TEMPO-online database*, National Institute of Statistics of Romania, www.insse.ro

Quantifying the prevalence of different vulnerable groups in each of the situations on the labour market provides an image regarding the exposure of individuals with different characteristics to specific results of the regional labour market. Thus, the analysis of the data in Table 2 highlights the fact that inactivity is the labour market situation with the highest prevalence of young people (as would probably be expected, given the fact that many individuals in this age segment -15-24 years old-, are still included in educational programs) and this varies from 67.6% in the Southeast region to 83.2% in the West region.

However, the prevalence of unemployed youth varies from one region to another – ranging from below 3.2% in the North-West region, to 7.8% in the South-Muntenia region. The prevalence of self-employed or salaried young people is low in all regions and far below the weight of those in the "unpaid family worker" category. From the analysis of the data in Table 2, it can be concluded that in the developing regions of Romania, young people face increased risks of vulnerability on the labour market, both in terms of divestiture from the labour market (inactivity, unemployment) and regarding the precariousness of the labour market.

Table 2. Prevalence of women and the youth (aged 15-24) in different labour market statuses, (2021)

Regions	Economically active persons		Economically inactive persons	Status in employment, of which:		
	Employed	Unemployed		Employee	Self-employed	Contributing family worker
<i>Youth</i>						
North - West	20.4	3.2	76.4	4.5	5.3	22.2
Center	17.9	4.9	77.2	4.5	6.8	26.5
North - East	26.0	6.4	67.6	7.8	4.5	23.3
South - East	25.2	5.7	69.1	6.7	5.1	32.6

Regions	Economically active persons		Economically inactive persons	Status in employment, of which:		
	Employed	Unemployed		Employee	Self-employed	Contributing family worker
South - Muntenia	23.1	7.8	69.1	6.2	6.8	18.2
Bucharest - Ilfov	20.9	3.9	75.2	3.3	2.5	-
South - West Oltenia	17.1	7.2	75.7	4.2	4.2	16.5
West	11.9	4.9	83.2	2.9	1.9	14.5
<i>Youth women</i>						
North - West	15.5	2.1	82.4	3.9	5.4	11.7
Center	10.9	3.1	86.0	3.5	3.2	-
North - East	22.5	4.9	72.6	8.2	4.2	15.5
South - East	17.3	4.3	78.4	6.1	3.8	16.7
South - Muntenia	16.4	7.2	76.4	5.6	4.9	15.2
Bucharest - Ilfov	19.5	3.0	77.5	3.1	-	-
South - West Oltenia	12.4	5.5	82.1	3.6	1.7	11.0
West	8.0	3.1	88.9	2.1	2.9	17.1

Source: processing by the author based on the Labour force in Romania, employment and unemployment statistics, in the year 2021, of the National Institute of Statistics of Romania

Analysis of the data in Table 2 regarding young women highlights the fact that they are disproportionately overrepresented in the inactivity categories and underrepresented mainly in the independent activities category. The variations from one region to another regarding the prevalence of women in inactivity are between 72.6% in the North-East region and 88.9% in the West region. Regarding independent activities, the regional values vary between 1.7% and 5.4%, while for full-time employment they vary between 8% and 19.5%, and for the Contributing family worker category the values are between 11.0 (in the South- West Oltenia) and 16.7% (in the South-East region).

For the 25-34 age group, employment is the labour market status with the highest prevalence among young people – as expected, given the fact that the vast majority of them are graduates of some form of education (Figure 2). Also, there are significant variations between regions, the prevalence of young people in the state of employed persons varying from 62.6% in the South-West Oltenia region to 83.5% in the Bucharest-Ilfov region. For young women, employment is below that of young men in all development regions and has values from 52.8% in the Center region to 78.6% in the Bucharest-Ilfov region (Figure 2).

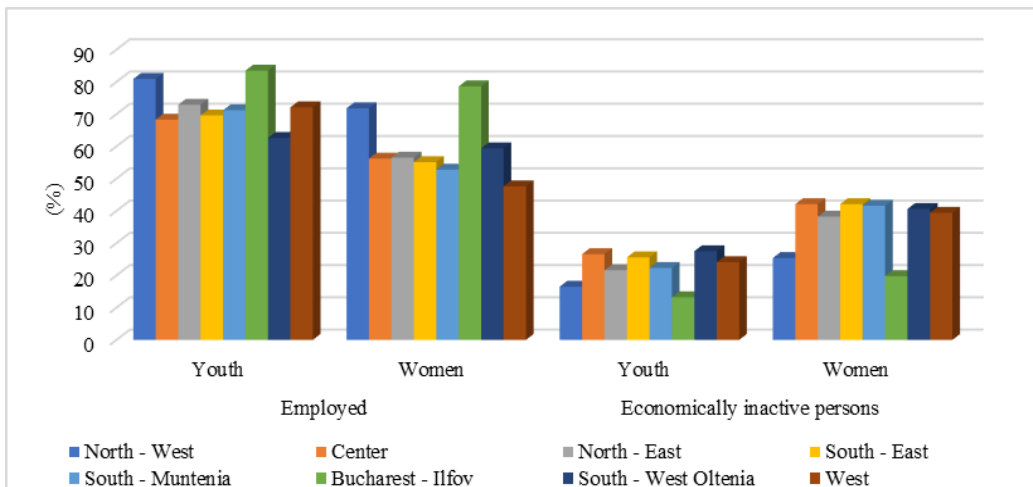


Figure 2. Prevalence of women and the youth (aged 24-34) in different labour market statuses, in 2021

Source: processing by the author based on the Labour force in Romania, employment and unemployment statistics, in the year 2021, of the National Institute of Statistics of Romania

Even if the level of inactivity is much lower for this age segment, however, the prevalence of women in inactivity ranges from 19.8% in the Bucharest-Ilfov region to 42.1% in the Center and South-East regions and is higher than that of men, which varies between 13.2% (in the Bucharest-Ilfov region) and 27.5% (in the Southwest Oltenia region).

Characteristic for this category of young people is the fact that the population structure according to professional status has a higher prevalence than the 15-24 age segment, for each category separately.

The health and economic crisis had a different impact on the unemployment rate in the development regions of Romania. In the Center, South-Muntenia, North-East, South-West Oltenia and West regions, the unemployment rate among young people aged between 15-24 decreased, the impact of the crisis being felt only in 2021 (Figure 3). The Central Region is the one where the unemployment rate among this population segment had a decreasing trend during the analyzed period, but in the West, South-West Oltenia, South-East and North-East Regions, it recorded significant increases (Figure 3).

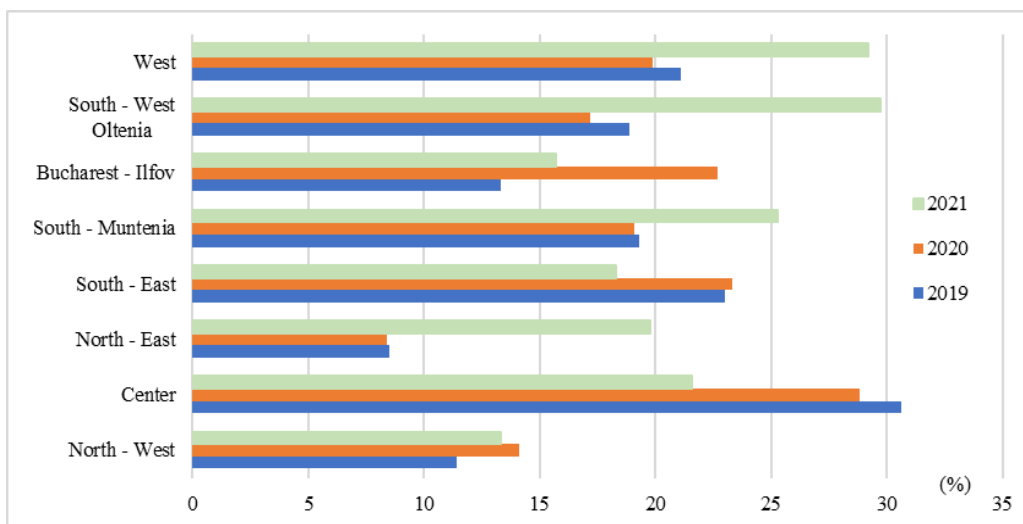


Figure 3. The evolution of the unemployment rate in the development regions
Data source: *TEMPO-online database*, National Institute of Statistics of Romania, www.insse.ro

For the 25-34 age group, the year 2020 meant an increase in the unemployment rate in all development regions, ranging from 0.5 pp (in the North-West region) to 2.4 pp in the South-Muntenia region.

The gender gap in the youth unemployment rate highlights significant differences between the development regions (Figure 4), varying between +4.3 pp in the Bucharest-Ilfov region and -8.1 pp in the South-Muntenia region, for the population aged between 15-24 years, and for the 25-34 years old segment, between +6.5 pp in the Center region and -2.5 pp in the North-East region.

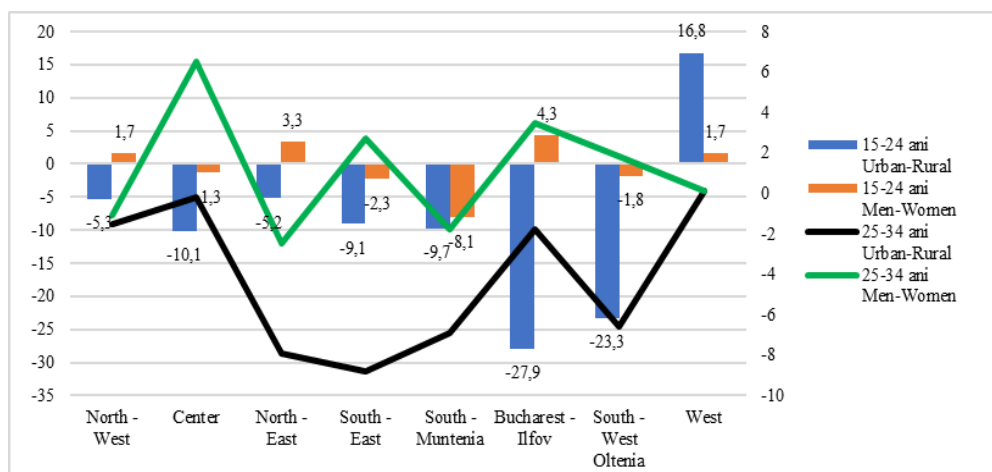


Figure 4. The gap between the unemployment rate by sex and urban/rural area, in 2021

Data source: *TEMPO-online database*, National Institute of Statistics of Romania, www.insse.ro

Characteristic for the rural environment is a high level of unemployment compared to the urban environment in all development regions of Romania, with the exception of the West region, the biggest difference being recorded in the Bucharest-Ilfov region (-27.9 pp.) and in the South- West Oltenia (-23.3 pp) (Figure 4). For the 25-34 age group, the unemployment rate in rural areas was higher than in urban areas, but the differences are slightly smaller than for the young population in the 15-24 age group.

3. Vulnerabilities on the youth labour market at the level of the development regions of Romania

The vulnerability associated with different forms of work is a reality of the labour market, even when the "rules of the game" are respected. Among the most significant vulnerabilities on the labour market can be mentioned:

➤ *Gender differences:* in the development regions of Romania, as well as at national level, gender inequalities are still manifesting, especially in the labour market, where women are found in greater numbers in the lower paid sectors and less in positions with decision-making power . At the regional level, in the year 2021, by the activities of the national economy, women were significantly more numerous in Education and Health and Social Assistance. In other sectors: Wholesale and retail trade; Repair of motor vehicles and motorcycles; Hotels and Restaurants; Financial Intermediation and Insurance; Public Administration and Defense; Social Insurance from the Public System; Performance, Cultural and Recreational Activities, they slightly exceeded the number of men, in most regions.

The share of women aged 15-24 is higher than that of men in the Agriculture sector only in the North-East, South-Muntenia and South-West Oltenia regions, and in the Services sector only in the North-East region (Table 3). women aged between 25-34 are also underrepresented by development regions, in the Agriculture sector exceeding the share of men only in the South-East region, in Industry only in the North-West region, and in the Services sector in the Center and Bucharest regions-Ilfov (Table 3).

Table 3. Structure of youth employment by groups of age, regions, gender and activity sectors of the national economy

	15-24 years			25-34 years				
		Agri-culture	Industry and con-structions	Ser-vices		Agri-culture	Industry and con-structions	Ser-vices
North - West	Men	8.3	7.4	3.1	Men	17.9	23.5	27.8
	Women	8.0	6.1	3.1	Women	14.4	25.5	25.4
Center	Men	10.2	4.8	5.6	Men	22.4	21.7	21.2
	Women	6.9	4.1	3.0	Women	15.3	13.6	23.8
North - East	Men	9.4	6.6	8.4	Men	17.7	21.9	28.2
	Women	9.5	6.1	9.0	Women	13.6	13.1	23.6
	Men	11.0	6.7	7.8	Men	18.6	18.9	21.8

South - East	Women	9.9	5.1	6.4	Women	20.9	17.3	19.1
South - Muntenia	Men	5.9	6.7	6.9	Men	19.6	22.1	19.8
	Women	9.1	4.8	5.9	Women	11.2	16	19.2
Bucharest - Ilfov	Men	15.7	1.2	4.0	Men	21.9	18.5	26.1
	Women	-	1.2	3.3	Women	20.6	18.1	26.6
South - West Oltenia	Men	7.8	4.6	5.4	Men	17	16.7	22.8
	Women	7.9	3.3	3.4	Women	13.8	14.1	19.1
West	Men	4.0	3.4	3.3	Men	14	25.6	25.8
	Women	8.5	2.9	1.6	Women	13.7	22.7	24.3

Source: processing by the author based on the Labour force in Romania, employment and unemployment statistics, in the year 2021, of the National Institute of Statistics of Romania

According to the data provided by the National Institute of Statistics, in 2020, young women earned on average 4 percentage points less than men. The smallest differences in terms of average monthly net nominal salary earnings between genders were found in the North-East region (0.62 pp) and the biggest differences in remuneration between women and men were identified in the West region (9.61 pp).

➤ Another vulnerable group on the labour market is the *NEET youth*. This is due to the risk of "scarring effects", as well as the negative effects on the future results of the labour market, both for the individual and for the community and society to which he belongs. The health crisis has caused the rate of NEET youth to increase significantly at the national and regional level. In 2021, for the 15-24 age group, at the regional level, the NEET rate ranged from 10.3% in the Bucharest-Ilfov region to 23.6% in the Center region. Significant regional differences in the NEET rate were also recorded among young people aged between 25-34, with a maximum of 29.3 pp in the Center region and a minimum of 14.6 pp in the Bucharest-Ilfov region. Eurostat statistics indicate that the NEET rate among young women was higher than among men, both nationally and regionally, with the exception of the Bucharest-Ilfov region.

➤ The greatest vulnerability of the labour market for young people is *informal work*. In addition to the rather low level of economic development of the developing regions, the high prevalence of informal work among young people is also due to: i) the low level of education; ii) their functional illiteracy (thus constituting a severe obstacle in finding a job in the formal sector), iii) the reduced or non-existent level of a professional qualification; iv) high unemployment among young people; etc. In the context of the 2020 crisis, the number of the informally employed young population decreased faster than the formally employed population, a fact that confirmed the vulnerability of this form of activity. Characteristic for all development regions of Romania is the high prevalence of undeclared work of young people, especially in the sectors of: construction, trade, hotel industry, transport and services.

Conclusion

The Covid-19 crisis has severely affected the labour market worldwide, with stronger negative effects on young people than on other age groups.

The comparative analysis of the main indicators of the youth labour market at the level of the development regions of Romania showed that:

- the biggest reduction in the youth employment rate, during the pandemic, occurred in the North-East (-11.5%) and South-West Oltenia (-7.4%) regions;
- in 2021, in all development regions there were lower employment rates among women than among men and in rural areas than in urban areas;
- inactivity is the status on the labour market with the highest prevalence of young people aged between 15-24 (they are still included in study programs) and it varies from 67.6% in the South-East region to 83.2% in the region West;
- the prevalence of young people who work on their own account or are employees is low in all regions and far below the weight of those in the "unpaid family worker" category;
- young women are disproportionately overrepresented in the categories of inactivity and underrepresented mainly in the independent activities category (variations from one region to another regarding the prevalence of women in inactivity range from 72.6% in the North-East region to 88.9% in the West region , and for independent activities, the regional values vary between 1.7% and 5.4%);
- for the 25-34 age group, employment is the labour market status with the highest prevalence of young people with significant variations between regions, from 62.6% in the South-West Oltenia region to 83.5% in the Bucharest-Ilfov region.
- the employment rate of young women in the 25-34 age group is below that of young men, in all development regions;
- the gender gap in the youth unemployment rate highlights significant differences between the development regions, varying between +4.3 pp in the Bucharest-Ilfov region and -8.1 pp in the South-Muntenia region, for the population aged between 15-24 years, and for the segment 25-34 years, between +6.5 pp in the Central region and -2.5 pp in the North-East region.
- at regional level of the labour market in Romania, as well as at the national level, gender inequalities are still manifested, women being found in greater numbers in the lower paid sectors and less in positions with decision-making power.

The health crisis caused the NEET rate of young people to increase significantly at the national and regional level, and in 2021, for the 15-24 age group, the highest value being recorded in the Center region (23.6%). Significant regional differences in the NEET rate were also recorded among young people aged between 25-34, with a maximum of 29.3 pp in the Center region and a minimum of 14.6 pp

in the Bucharest-Ilfov region. Gender inequality is also noticeable in this indicator, the NEET rate among young women being higher than that of men in all development regions (with the exception of the Bucharest-Ilfov region).

The Covid-19 pandemic, through the measures adopted by the governments to reduce the spread of the virus, determined a rapid reduction in the number of the young population employed informally compared to the population employed formally, a fact that confirmed the vulnerability of this sector. Characteristic for all development regions of Romania is the high prevalence of undeclared work of young people, especially in the sectors: construction, trade, hotel industry, transport and services.

The increase in vulnerabilities on the labour market increases the risk of social exclusion, the illiteracy rate, unemployment, lowers life expectancy, social cohesion, etc.

The process of reducing the gaps between developed areas and those left behind is a long-term one and is carried out in small steps. Even if, after the health crisis, slight economic growth was recorded in each of Romania's development regions, which led to the reduction to some extent of the pressures on the labour market and implicitly of the vulnerability of employed people, nevertheless the gaps between them continue to have high values.

References

- An update on the youth labour market impact of the COVID-19 crisis*, Statistical Brief, ILO, June 2021, <https://www.ilo.org>
- Arntz, M., Dlugosz, S. and Wilke, R.A.. (2017). The sorting of female careers after first birth: A competing risks analysis of maternity leave duration. *Oxford bulletin of economics and statistics*, 79(5), 689-716, <https://research-api.cbs.dk>
- Bell, D. N. F., & Blanchflower, D. G. (2015). Youth unemployment in Greece: measuring the challenge. *IZA Journal of European Labour Studies*, 4(1), 1-25, <https://izajoels.springeropen.com>
- Cebrián, I. and Moreno, G. (2015). The effects of gender differences in career interruptions on the gender wage gap in Spain. *Feminist Economics*, 21(4), pp.1-27, <https://www.tandfonline.com>
- Chaykowski, R. (2005). Non-standard work and economic vulnerability, *Vulnerable workers series*, no. 3/2005, Canadian Policy Research Networks, <https://policycommons.net>
- Covid-19 Effects on European Youth: Employment and NEETs*, (2021), <https://youthnetworks.net>
- Elliott, K.A. and Freeman, R.B. (2003). Can labour standards improve under globalization? *Washington, D.C.: Institute for International Economics*, <https://scholar.harvard.edu>

- Fernandez, R., Immervoll, H., Pacifico, D., Thévenot, C. (2016). Faces of Joblessness: Characterising Employment Barriers to Inform Policy, May 2016, *IZA Journal* DP No. 9954, <https://www.iza.org>
- Ferrant, G., Pesando, L.M. and Nowacka, K. (2014). Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. *OECD Development Centre*. <http://www.oecd.org>
- Kaas, L. and Manger, C. (2012). Ethnic discrimination in Germany's labour market: a field experiment. *German economic review*, 13(1), 1-20, <https://onlinelibrary.wiley.com>
- Kelly, E., & McGuinness, S. (2015). Impact of the Great Recession on unemployed and NEET individuals' labour market transitions in Ireland. *Economic Systems*, 39(1), 59-71, <https://www.sciencedirect.com>
- Konle-Seidl, R., Picarella, F. (2021). *Youth in Europe: Effects of COVID-19 on their economic and social situation*, Policy Department for Economic, Scientific and Quality of Life Policies Directorate-General for Internal Policies, <https://www.europarl.europa.eu>
- O'Reilly, J., Eichhorst, W., Gábos, A., Hadjivassiliou, K., Lain, D., Leschke, J., McGuinness, S., Kureková, L.M., Nazio, T., Ortlieb, R. and Russell, H. (2015). Five characteristics of youth unemployment in Europe: Flexibility, education, migration, family legacies, and EU policy. *Sage Open*, 5(1), p.2158244015574962, <https://journals.sagepub.com>
- OECD (2015). Integrating Social Services for Vulnerable Groups: bridging sectors for better service delivery, *OECD Publishing*, Paris., <https://www.oecd.org>
- Quintano, C., Mazzocchi, P., & Rocca, A. (2018). The determinants of Italian NEETs and the effects of the economic crisis. *Genus*, 74(1), 5, <https://genus.springeropen.com>
- Reyneri, E. and Fullin, G. (2011). Labour market penalties of new immigrants in new and old receiving West European countries. *International Migration*, 49(1), 31-57, <https://onlinelibrary.wiley.com>
- Sundaram, R., Hoerning, U., De Andrade Falcao, N., Millan, N., Tokman, C., and Zini, M. (2014). Portraits of Labour Market Exclusion, *The World Bank*, <https://openknowledge.worldbank.org>
- Wood, M., Hales, J. Purdon, S. Sejersen, T. and Hayllar, O. (2009). A Test for Racial Discrimination in Recruitment Practice in British Cities, Department for Work and Pensions *Research Report* No. 607. <https://www.bollettinoadapt.it>
- Zwysen, W., (2015), The effects of father's worklessness on young adults in the UK. *IZA Journal of European Labour Studies*, 4(1), 2, <https://izajoels.springeropen.com>