

**EMPLOYMENT AND
TRAINING REPORT 2015**

EXECUTIVE SUMMARY

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The main purpose of the annual and semi-annual version of the Employment and Training Report, developed under the aegis of the Centre for Labour Relations is to provide a set of information on employment and training issues and other closely related variables that may contribute to a better understanding and action in the labour market and in the surrounding economic and institutional context.

1. The macroeconomic framework is part of a slow and gradual improvement trend compatible with long-term budgetary constraints in the context of the rules imposed by the single currency and the Stability and Growth Pact. External competitiveness and its determinants will play a key role in explaining growth, income and employment/unemployment.

Active and inactive population and activity rate

2. According to data from the Labour Force Survey, the total resident population in the Mainland ⁶has been declining since 2011 and was, in 2015, 9,831.1 thousand individuals. This decrease in the resident population is due not only to a decline in the crude rate of natural change, which has been more marked in recent years, but also to an equally negative crude rate of net migration.

Considering both the estimates of the National Institute of Statistics (INE) and the data collected by the Observatory of **Emigration**, there has been a sharp rise in Portuguese emigrants, especially in the last five years. On the other hand, since 2009, the number of **immigrants** has been decreasing.

3. In the fourth quarter of 2015⁷, the **active population** amounted to 4,943,400 people, up by 0.1% more than in the same quarter of 2014 and 1% less than in the second quarter of 2015.

⁶ The report doesn't include data from the Açores and Madeira islands

⁷ In order to analyse the evolution relative to the second half of 2015 and considering that the data from the INE's Labour Force Survey are quarterly, data for the 4th quarter of 2015 were used, when comparing to the data for

4. The **activity rate** in Portugal has remained higher than the average of the 28 European Union (EU) countries during the last 10 years, while the employment rate has shown a reversal of trend from 2011 onwards, being set below EU average values. As for the unemployment rate, this was higher in Portugal since the beginning of the series and by 2015 was 3.2 pp higher than the EU average rate.

In 2015, the activity rate (population aged 15 and over) was 58.5%, with an unfavourable trend in the decade under analysis. This decrease was mainly concentrated in the younger age groups (15 to 24 and 25 to 34 years). The male activity rate was much higher than the female rate (64% and 53.8%, respectively) but it evolved clearly more unfavourably throughout the series.

Over the period under review, the activity rate has always remained higher within the population with the higher level of education. In 2015, the activity rate of individuals with up to lower secondary education (ISCED 0-2) was 46.8%, 74.7% with upper secondary education (ISCED 3-4) and 82.7% with tertiary education (ISCED 5-8). The activity rate of the population with up to lower secondary education (ISCED 0-2) declined consecutively (11.4 pp), while the activity rate of the higher secondary education (ISCED 3-4) population increased. As for the activity rate of individuals with tertiary education (ISCED 5-8), it registered a sharp decrease between 2008 and 2013 and, in the last two years, it has grown again.

5. With regard to the **inactive population**, the increase in the number of inactive people who are not seeking for work⁸ should be noted. In fact, in 2006, these included around 71 thousand people and represented 2.5% of the total of the inactive population aged 15 and over. In 2015, they already represented 7% of this total, that is, about 235 thousand people.

Employment

6. In the fourth quarter of 2015, **employment** increased compared to the same quarter of 2014 (1.6%) with a higher increase in men. Compared to the second quarter of 2015, there was a slight decrease in employment. By 2015, in the mainland, there were 4,329,600 people employed. Between 2006 and 2008, this number increased (30,800

the same semester of 2014, data from the 4th quarter of 2014 and, for comparison with the first half of 2015, data for the second quarter.

⁸ Unemployed persons who have not sought for a job in the last 3 weeks prior to the survey are not counted as unemployed, but as inactive.

people), falling between 2008 and 2010 by approximately 218.7 thousand individuals and, between 2011 and 2013, by 294.4 thousand⁹. In the last two years, employment has grown again (more than 108,200 people).

7. Throughout the period, the **employment rate** by gender has evolved in a very similar way, but the male employment rate has evolved more unfavourably. Thus, although the male employment rate has remained much higher, the gender gap has subsided.

In the age group between 35 and 64, the employment rate remained stable, having grown in the last two years. Between 15 to 24 years of age, the employment rate has declined since the beginning of the series and very clearly between 2008 and 2010. This situation has been reversed since 2014. Between 2008 and 2010 and in the 25 - 34 age group, the decline in the employment rate was much less marked than the decrease in the number of employed individuals. Between 2011 and 2015, the number of employed people continued to decline sharply in this age group, but the rate increased in average terms, surpassing in 2015 the value registered in 2011. This reinforces the idea that part of the population of this age group has chosen to leave the country.

By 2015, in the mainland, about half of the people employed had up to lower secondary education (ISCED 0-2). People employed with upper secondary education (ISCED 3-4) and tertiary education (ISCED 5-8) accounted for about 25% of the total. Similar to the activity rate, the employment rate was higher with higher levels of education.

8. In the fourth quarter of 2015, **employees** (TCO) accounted for 81.8% of the employed population and self-employed workers (TCP), 17.7%. Between the fourth quarter of 2014 and the fourth quarter of 2015, TCO grew by 2% and TCP decreased by 0.6%. Since the beginning of the series, the weight of TCO in the employed population has consistently increased, particularly in the last two years.
9. In the fourth quarter of 2015, *Service activities* accounted for 67.3% of employment; *Industry, Construction, Electricity, gas, steam and air conditioning supply and Water supply; sewerage, waste management and remediation activities*, 24.6%; and *Agriculture, forestry and fishing*, 6.9%. The most representative **economic activities** in terms of employment were *Manufacturing*, which accounted for 17.4% of total employment,

⁹ In 2011, there was a series break in the INE's Labour Force Survey, so it is not possible to compare the data for the subsequent period with those of the previous period.

Wholesale and retail trade; repair of motor vehicles and motorcycles (15.9%) and Human health and social work activities (8.8%).

Between 2008 and 2010, *Manufacturing* lost 8% of workers and *Construction* 13%. In the main services activities, employment also declined, except in *Human health and social work activities* and *Education*, where it increased. Between 2011 and 2015 employment in *Construction* fell by 34%. *Manufacturing* experienced a sharp decrease until 2013 (9.9%) but grew by 8.3% in the last two years. *Accommodation and food service activities* was the only most significant economic activity that lost workers in this period. *Wholesale and retail trade; repair of motor vehicles and motorcycles* declined sharply, but then increased significantly. The highest increase was seen in *Human health and social work activities*.

10. In 2015, the most representative **Occupational group** in terms of the employed population was *Professionals* (17.9% of the employed individuals), followed by *Services and Sales Workers* with 16.8%, and *Craft and Related Trades Workers* (12.6%). The weight of the different occupational groups has changed very significantly over the last ten years. The most evident decrease was seen in the group of *Craft and Related Trades Workers* who, in 2006, accounted for almost 26% of employees. Unlike the other groups, *Professionals* and *Technicians and Associate Professionals* increased significantly.

11. There is a set of data collected in this report that points to an increase in precariousness in the labour market¹⁰:

- The number of fixed-term employees, whose weight in Portugal is significantly higher than the average in the EU countries, declined less and grew more and more rapidly throughout the series than those with permanent contracts.
- 42% of part-time workers are underemployed, i.e. they would like to work more hours, and that this percentage has grown considerably over the last five years.

¹⁰ In this report, precariousness is associated with forms of work that imply job uncertainty, low wages and loss of social benefits.

It should be noted, however, that the more flexible forms of work which have been consolidated in Europe (which include, for example, fixed-term contracts, temporary contracts, part-time contracts and the use of service providers) are now an integral part of the European market and are advocated as a means of ensuring the competitiveness of companies in a globalised economy. In addition, more dynamic labour markets offer more freedom, opportunities and rewards to individuals willing to take advantage of them as long as they meet the necessary skills.

However, the existence of a multiplicity of contractual forms has also promoted the segmentation of the labour market, concentrating the rotation of employment in certain groups of workers and aggravating segregation and inequality.

- the percentage of employees that worked up to 35 hours per week decreased by 7.7 pp and 75% of that decrease took place in the subcategory of those working between 31 and 35 hours.
- In addition to these aspects, the minimum wage in standard purchasing power in Portugal is in 13th place, when compared with 21 EU countries, ahead of Bulgaria, Romania, the Baltic Republics, Slovakia, Hungary and the Czech Republic
- It should also be noted that 67.4% of employees are in the pay scale of up to € 999.99 (base wage plus regular benefits) and 19.4% are in the scale up to € 599.99 €.

Unemployment

- 12.** According to data from the INE's Labour Force Survey, **unemployment** decreased from the fourth quarter of 2014 to the fourth quarter of 2015, but increased by 1.8% since the second quarter of 2015. The number of unemployed men and women was very similar.

In 2015, 611.5 thousand people were unemployed in the mainland, a number lower than in 2011. Between 2008 and 2010, unemployment increased (more than 169.4 thousand), continuing to increase between 2011 and 2013, (a further 155 thousand people) and then decreased by 199.5 thousand people, especially between 2013 and 2014. The unemployment rate increased from 7.6% (15+ years old) in 2006 to 12.4% in 2015.

During the first five years, the number of unemployed women was higher than the number of men. Since 2011 this situation reversed. As for the unemployment rate by gender, the female rate remained higher throughout the series.

In the fourth quarter of 2015, 17.5% of the unemployed were aged between 15 and 24, 65.9% between the ages of 25 and 54 and 15.9% between the ages of 55 and 64. Compared to the same quarter of 2014, unemployment decreased in all age groups. However, compared to the second quarter of 2015, it increased in the older group and especially in the youngest group (up by 17.2%).

Between 2006 and 2010, the 25 to 34 age group presented a much higher unemployment rate than the other groups, although the increase from 2008 onwards was more evident in the 35-54 age group. The 15-24 age group showed the least significant increase. Between 2011 and 2015, unemployment fell in the age groups

up to 44 years. In 2015, the number of unemployed in the 15-24 year olds was lower than in 2011 and in the 25-34 year olds was lower than in 2007.

- 13.** Throughout the series, the **unemployment rate** was, in general, higher in the lower age groups. In the 15 to 24 age group, the unemployment rate was much higher than in other age groups, reaching 37.6% in 2013. In 2015 it was 31.6%.

In 2015, the unemployment rate of the active population with up to lower secondary education (ISCED 0-2) was slightly lower than that of the active population with upper secondary education (ISCED 3-4), which was 13.9%. The unemployment rate of the active population with tertiary education (ISCED 5-8) was 9.3%. Between 2006 and 2010, the unemployment rate of the active population with both lower and upper secondary education (ISCED 0-2 and ISCED 3-4) was almost parallel and increased from 2008 onwards, while the unemployment rate of the active population with tertiary education (ISCED 5-8), which was significantly lower, remained stable. Between 2011 and 2012, the unemployment rate of the active population with upper secondary education (ISCED 3) increased to almost double the rate of the active population with up to lower secondary education (ISCED 0-2) but began to decline the following year. Between 2013 and 2015 the unemployment rate has declined in all education levels.

- 14.** In the fourth quarter of 2015, 85.3 thousand individuals (14.2% of the total unemployed) were **seeking for their first job**, 11.2% more than in the same quarter of the previous year. Unemployed **seeking for a new job** totalled 514.1 thousand people, having decreased by 11.8% compared to the fourth quarter of 2014. For the second quarter of 2015, the number of unemployed looking for a first job had increased by 27.7% (after falling by around 13% between the 2nd and 4th quarter of 2014).

Between 2008 and 2009, unemployed seeking for a new job grew considerably and their relative weight increased by 3 pp. Unemployed seeking for the first job only increased between 2009 and 2010. Between 2011 and 2013, unemployment continued to grow in both categories, although, proportionately, unemployed seeking for the first job presented a higher increase. The decrease from 2013 onwards was mainly due to the decline in those seeking new employment.

- 15.** In the fourth quarter of 2015, the **economic activities** with the largest number of unemployed seeking for a new job were *Wholesale and retail trade; repair of motor vehicles and motorcycles* (17.5% of unemployed), *Manufacturing* (16.9%), *Construction*

(11.7%) and *Accommodation and food service activities* (10.5%). Comparing to the 4th quarter of 2014, unemployed seeking for new jobs decreased in most sectors but increased in *Human health and social work activities*.

These economic activities, together with *Education* and *Administrative and support service activities*, remained the sectors with the largest number of unemployed throughout the series. Considering the decreases registered in the last two years, in 2015, the number of unemployed in *Wholesale and retail trade; repair of motor vehicles and motorcycles* was lower than in 2011, and in *Construction* and *Manufacturing*, lower than in 2009.

16. Occupational groups with the highest number of unemployed people in the fourth quarter of 2015 were: *Services and Sales Workers* (20.1% of the total), *Craft and Related Trades Workers* (16.2%) and *Elementary Occupations* (15.6%). At the beginning of the series, these were also the three groups with the largest number of unemployed, although the group of *Crafts and Related Trades Workers* was, at the time, the most representative.

17. In 2015, 63.3% of the unemployed people on the mainland, that is, about 386,900 individuals, were unemployed for 1 year or more, long-term unemployed (DLD). The percentage of men and women was balanced. In 2006, DLD accounted for just over half of the total unemployed (52.3%), and their weight declined, especially in 2009, due to the influx of new unemployed individuals, but by 2010 this figure had increased to 54.6%. Between 2011 and 2014 the weight of DLD increased steadily. In 2014 they accounted for 65.4% of unemployed.

Throughout the series, the unemployed aged between 15 and 34 made up about a third of total DLD. This number decreased between 2013 and 2015, to around 62,300 young people.

From 2012, about half of the unemployed individuals aged between 25 and 34 and about 40% of the unemployed aged between 15 and 24 were DLD.

Of the 386.9 thousand individuals unemployed for more than 1 year in 2015, 279.3 thousand had been in this situation for more than 2 years, that is, they were **very long-term unemployed** (DMLD) (45.7% of total unemployment).

At the beginning of the decade, DMLD accounted for about 30.3% of total unemployed. In 2009, they grew considerably, although the increase of the newly

unemployed was higher. In 2010, DMLD accounted for 29.3% of total unemployment. Between 2011 and 2013, the unemployed group that increased the most was DMLD and, from 2014 onwards, this was the group that declined the least. This resulted in a consecutive increase in their relative weight. It should be noted that in 2014 they accounted for 43.9% of total unemployment.

Registered unemployment

- 18.** According to information provided by the Institute for Employment and Professional Training (IEFP), at the end of December 2015 there were about 521,600 **unemployed people registered** in the Mainland Public Employment Services. Male unemployment accounted for 47.7% of total unemployment. Registered long-term unemployed (DLD) accounted for 46.7% of the total (-2.6 p.p. than in the previous year) and young people (15 to 24 years) 12.3%.
- 19.** **Job offers** received at Public Employment Services continued to increase over the course of 2015, as has been the case since 2013. As a result, the number of offers increased by 8.9% compared to December 2014, reaching almost 178 thousand in 2015. On the other hand, the number of placements made by the Public Employment Services also increased by 25.6% (24.8 thousand placements).

It should be noted that, in absolute terms, *Service activities* had the highest number of offers received (14.7 thousand). A more disaggregated analysis shows that these were mainly in *Real estate activities* (16.6%), *Wholesale and retail trade; repair of motor vehicles and motorcycles* (13.6%) and *Accommodation and food service activities* (12.2%). However, the sectors of *Financial and insurance activities*, *Professional, scientific and technical activities* and *Wholesale and retail trade; repair of motor vehicles and motorcycles*, registered the highest positive variations compared to 2014.

Business structure

- 20.** In 2014 (last available data), 270,181 companies submitted their *Payrolls*, an increase of around 4 thousand companies compared to the previous year and a reversal of the

trend registered between 2008 and 2014¹¹. The **economic activities** with the largest number of companies were *Wholesale and retail trade; repair of motor vehicles and motorcycles, Manufacturing, Accommodation and food service activities* and *Construction*.

Between 2008 and 2014, the decline in the number of companies was more noticeable in *Wholesale and retail trade; repair of motor vehicles and motorcycles* and in *Construction*. *Manufacturing* and *Accommodation and food service activities* also registered a significant decrease. However, the number of companies in *Human health and social work activities* and *Professional, scientific and technical activities* has increased.

21. Still according to the data registered on *Payrolls*, in 2014, **company employees** were 2,639,900 and increased by about 80.9 thousand comparing to 2013. In all, between 2006 and 2013, the number of employees in companies decreased by 574,000. The largest decreases were recorded in 2009 and 2012 (less 373 thousand and 172 thousand, respectively).

22. In 2014, the most significant **economic activities** in terms of the **structure of employment** in companies were *Manufacturing*, representing 22.1% of workers, *Wholesale and retail trade; repair of motor vehicles and motorcycles* (19.6%) *Administrative and support service activities* (9.3%), *Human health and social work activities* (8.7%), *Construction* (7.8%) and *Accommodation and food service activities* (7.3%).

Companies with 100 and more employees accounted for 39.7% of employment, and their weight increased 3.8 p.p. since 2008.

In 2014, workers with less than lower secondary education (ISCED 0-1) represented 29.4% of the total number of employees (TCO), slightly more than those with lower secondary education (ISCED 2) (26.3%) and with upper secondary and post-secondary non-tertiary education (ISCED 3-4) (25.9%). TCOs with tertiary education (ISCED 5-8) accounted for 18.3%. In *Financial and insurance activities*, as in *Information and communication* and *Education*, more than 50% of TCOs had tertiary education (ISCED 5-8).

¹¹ Regarding Payrolls and considering that the Classification of Economic Activities (CAE) was revised in 2008, the analysed data refer to the 2008 to 2014 period (latest data provided by the Department of Strategy and Planning (GEP) of the Ministry of Labour, Solidarity and Social Security)

Remuneration

- 23.** In 2014, the average monthly earning¹² was €1,093.21. The average monthly earnings increased by 2.6% between 2008 and 2009 and then by 3.8% between 2009 and 2010 to remain at around 1% in the following years and starting to decline, albeit very slightly, in the last two years of the series. The average monthly female gain was, in 2014, about 80% of the average monthly male gain. The difference between genders has been softening throughout the series.
- 24.** The analysis of the average monthly gain by economic activities showed that in 2014 the activities with the highest values were *Electricity, gas, steam and air conditioning supply*, followed by *Financial and insurance activities, Activities of extraterritorial organisations and bodies* and *Information and communication*. In contrast, *Accommodation and food service activities, Agriculture, forestry and fishing* had the lowest monthly average earnings.
- 25.** The median earning was €787 in 2014. Throughout the decade the median always represented about 71.5% of the average earning.
- 26.** Regarding the earnings structure of Employees (TCO) in 2014, and considering the base remuneration plus regular benefits, the pay scale with the highest percentage of workers was "€600 to 999.99", around 48% of the total. It was followed by "€1000 to €2499.9" (26.8%), and then by the "National Minimum Wage (SMN) to €599.9" (14%). Between 2010 and 2014 the weight of the pay scale "€600 to €999.99" increased by 5.7 pp and the pay scale "€1000 to €2499.9", 0.6 p.p., in detriment of the lower pay grades.

Labour cost index

¹² Of the employees who worked full time and received full base wage in the period under analysis (October).

- 27.** According to data provided by INE for Portugal in 2015, the Labour Cost Index increased by 1% compared to 2014. The labour cost index increased in most sectors of activity.
- 28.** Considering the information collected by Eurostat, and in relation to the other 28 EU countries, Portugal is one of the countries where the labour cost is lowest. Only Cyprus, Slovenia and Ireland presented lower labour cost indices. It should be noted that in 2011 Portugal was, after Greece, the EU Country where the labour cost index was highest. But it was also, after Greece, the country where it declined the most.

Education and vocational training

Continuous training in companies

- 29.** In 2014, 17.6% of the companies that responded to Attachment C of the 'Relatório Único'¹³, i.e., 45.6 thousand companies, promoted training courses for their workers. These training courses covered about 976.6 thousand workers, which correspond to 37% of the employees. It should be noted that, since 2010, the percentage of companies increased, as well as the percentage of employees.
- 30.** The **economic activities** in which a greater percentage of companies developed training activities were *Electricity, gas, steam and air conditioning supply* and *Water supply; sewerage, waste management and remediation activities*. These were also the activities in which the courses included significant percentages of employees, together with *Financial and insurance activities* (75.5% of TCO). The economic activities with the lowest percentage of training promoters and workers covered were *Agriculture, forestry and fishing*, and *Real estate activities*.
- 31.** Analysing the number of **workers** covered by **continuous training** and considering the size of the companies, it is noted that as the size increases, the percentage of workers covered increased as well.

¹³ 'Relatório Único' is a single report to be submitted to tax authorities on an annual basis by all companies in Portugal, including all the company's corporate business details

In 2014, more than 90% of the workers who attended training courses did so through the employer's initiative, 5.5% through the initiative of companies that use manpower and 4.9% on their own initiative. Approximately 90% of the workers in training attended training courses during regular working hours and 8.7% in a mixed schedule (during working hours and after working hours). 7.7% of the workers in training attended post-working hours courses, and the distribution was similar to that of previous years. Continuous training activities promoted by companies in 2014 averaged 33.4 hours, an average that has remained more or less constant since 2010. The average number of training hours is very balanced for the different size Companies. The average cost of continuous training in companies in 2014 was €373.5, which decreased by 25.7% since 2010.

Active labour market programs promoted by IEFP

32. In November 2015¹⁴, 327.2 thousand people were included in **educational and vocational training programs promoted by the Institute for Employment and Professional Training (IEFP)**. Of these, 244.8 thousand people completed training courses. 94% completed **Adult education and training** courses, namely the training programs 'Vida Ativa'¹⁵ (167.5 thousand), 'Formação modular'¹⁶ (40 thousand people) and 'Educação e Formação de Adultos'¹⁷ (20.2 thousand individuals). Regarding **Youth vocational training**, we should mention the 'Apprenticeship' program, in which 13,300 people completed training by November 2015.

Men were 62.2% of those enrolled in **Youth vocational training** courses and women 59% of those included in **Adult education and training** courses, and these percentages have been growing since 2013. Regarding the age groups, in the **Youth vocational training** courses those up to 24 years of age represented 89.4% of the total and students with 25 to 34 years represented 9.4%. Regarding **Adult education and training**, the majority of those included in November 2015 were aged between 35 and 49 years, but this number was lower than the one registered in 2013. The age range of

¹⁴ Considering the changes introduced in the type of measures, and to allow comparisons with previous years, the analysis focused on the IEFP's physical and financial implementation reports for 2013, 2014 and 2015.

¹⁵ Modular training programs that enable the accumulation of credits for unemployed people who do not have the lower secondary level of education or a qualification adjusted to the job market. Duration: between 25 and 300 hours + practical training in the workplace (3-6 months). Certification (of complete paths): level 2 NQF and level 4 NQF.

¹⁶ Modular training programs aimed at employed adults that enable the accumulation of credits in order to achieve a higher level of qualification. Duration: from 25 to 600 hours. Certification (of complete paths): level 2 NQF and level 4 NQF

¹⁷ Educational and vocational training courses for adults to achieve a higher level of qualification. Certification of complete paths: level 2 NQF and level 4 NQF

25-34 was 31.6%, which increased. Within the three-year term (30.3% of those covered in November 2015), the one that increased the most was the 50 years and over age group.

Regarding the levels of qualifications, in **Youth vocational training** 96,2% of those covered had less than primary, primary and lower secondary education (ISCED 0-2). With regard to **Adult education and training** courses, 29.2% of those enrolled had upper secondary education (ISCED 3) and 14.6% had tertiary education (ISCED 5-8).

At the beginning of the training, the overwhelming majority of those covered were unemployed, namely unemployed seeking for a new job. The relative weight of employees in **Adult education and training** programs has increased since 2013.

33. The active labour market programs promoted by IEFP in November 2015 included 186.45 thousand people. Of these, about 135 thousand had completed one program: 51.5 thousand had benefited from hiring support measures; 41,400 had completed internships under the “Inserção Profissional” program¹⁸ and 32,700 had completed Contratos emprego-inseção¹⁹. In addition, 1,400 people had benefited from support to the creation of their own job or company. The number of people who completed active labour market programs has increased between 2013 and 2015.

In November 2015, women were the majority in all programs, except in Support to the creation of own job or company. With regards to the age groups, 31.7% of the respondents were between 25 and 34 years of age and the age range of the "35 to 49" and "up to 24 years" represented around 26%. 15.4% of those surveyed were aged 50 and over. Between 2013 and 2015 there was an increase in the age groups up to the age of 34 and a decrease in the upper age groups.

Regarding the level of qualifications, 40% had up to less than primary, primary and lower secondary education (ISCED 0-2), 31.3% had tertiary education (ISCED 5-8) and 27.9% had upper secondary education (ISCED 3). In 2013, the weight of those covered up to ISCED 0-2 was much higher (49%). At the beginning of the program, 93% of those included were unemployed.

¹⁸ The ‘Inserção Profissional’ program refers to professional internships of different types and designations: ‘INOV’ ‘Impulso Jovem’, ‘Estágios Emprego’; ‘Emprego – Jovem Ativo’; ‘Reativar’.

¹⁹ Program aimed at unemployed people receiving unemployment benefits or social benefits of unemployment and social insertion income to develop socially useful work for a period of up to 12 months in public or private non-profit organisations.

- 34.** Despite the adequate application of **statistical rules**, due to the extension of the financial crisis, unemployment rate has become inadequate as a summary indicator of the actual labour market status. Its use should be complemented with a broader perspective that includes economic growth, productivity growth and changes in the active population.