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**YOUNG PEOPLE'S JOB ASPIRATIONS IN EGYPT
AND THE CONTINUED PREFERENCE
FOR A GOVERNMENT JOB**

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Working Paper No. 838



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Abstract

Despite the slowing of government hiring in Egypt, the government remains the employer of choice for new entrants to the labor market, particularly young women. Using the ELMPS 2012 survey data, the motivation of the analysis in this paper is twofold. First, the paper provides supporting evidence to the continued valorization of a government job among youth by looking at the job search behavior among unemployed educated youth (aged 15-29) and their reported minimum acceptable wage by employment sector. Second, the paper looks at reported levels of job satisfaction and the different job characteristics among employed youth, comparing those working in the government to those in the private sector. The data included in this paper shows that the majority of jobs those new entrants to the labor market find in the private sector provide limited access to work contracts and social insurance schemes. The paper argues that work informality within Egypt's private sector remains a major factor for the continued preference for a government/public sector job. When employed youth report on their level of job satisfaction by different work characteristics, dissatisfaction about access to social security is key. The paper concludes with a discussion of policy options in relation to young people's continued preference for a government job.

JEL Classification: J2, J3

Keywords: Youth Employment, Government Jobs, Job Satisfaction, Egypt

ملخص

على الرغم من تباطؤ التعيين الحكومي في مصر، لا يزال العمل في الحكومة هو وجهة العمل المفضلة للداخلين الجدد إلى سوق العمل، ولا سيما الشبابات. وباستخدام بيانات المسح التتبعي لسوق العمل في مصر لعام 2012، نرى ان الدافع من التحليل في هذه الورقة ينقسم الى شقين. أولاً، توفر الورقة الأدلة الداعمة لثمين استمرار الوظيفة الحكومية بين الشباب من خلال النظر في سلوكهم اثناء البحث عن عمل خاصة بين الشباب المتعلم العاطل (الذين تتراوح أعمارهم بين 15-29) والحد الأدنى للأجور المقبول لديهم من قبل جهة العمل. وثانياً، تحلل الورقة المستويات التي ذكرت عن الرضا الوظيفي والخصائص الوظيفية المختلفة بين الشباب العاملين، مقارنة بأولئك الذين يعملون في الحكومة لتلك الموجودة في القطاع الخاص. البيانات الواردة في هذه الورقة تبين أن غالبية فرص العمل للداخلين الجدد إلى سوق العمل في القطاع الخاص توفر لهم فرص محدودة في الحصول على عقود عمل ونظم التأمين الاجتماعي. وتناقش الورقة حقيقة أن العمل داخل القطاع غير الرسمي الخاص في مصر لا يزال عاملاً رئيسياً لاستمرار تفضيل العمل الحكومي / إيجاد وظيفة في القطاع العام. وعندما أقر الشباب العامل عن مستوى الرضا الوظيفي من خلال خصائص العمل المختلفة، وجدنا أن عدم الرضا عن الوصول إلى الضمان الاجتماعي تعد ظاهرة هامة. تخلص الورقة بمناقشة خيارات السياسة العامة فيما يتعلق باستمرار تفضيل الشباب للوظيفة الحكومية.

1. Introduction

Despite the slowing of government hiring in Egypt, research on youth shows that the government remains the employer of choice for young people, particularly young women. The desirability of a government job has been one of the enduring findings of youth-focused studies that are based on surveys, polls and qualitative fieldwork (e.g. Population Council 2011; Barsoum 2004). This paper takes this argument further using recently collected survey data. The motivation of the analysis in this paper is twofold. First, the paper provides supporting evidence of the continued valorization of a government job among youth by looking at the job search behavior of unemployed educated youth (aged 15-29). Second, the paper looks at what it really is that young people look for in these jobs by analyzing data about job satisfaction and job characteristics.

The analysis in this paper shows that youth continue to apply for government/public sector jobs and that the search for these jobs is fruitful for a substantial proportion of youth among the educated. This paper also shows that the majority of jobs held by employed youth in the private sector provide them with no work contracts, access to social insurance contributory schemes, or health insurance. This demonstrates the compromised job quality of jobs in Egypt's private sector for youth, in terms of access to work benefits. Work informality within Egypt's private sector, understood in this paper as lack of access to work insurance and social security contributory schemes, remains a major factor for the continued preference for a government/public sector job. The legal framework for the provision of social security virtually limits pension and health insurance benefits to government/public sector employees. Workers in the primary segments of the private sector get health insurance benefits through their employers. New entrants to the labor market find that their only ticket to job stability and social security is by finding a job in the government.

When employed youth report on their level of job satisfaction by different work characteristics, dissatisfaction about access to social security is a key issue. The paper looks at the different levels of job satisfaction among youth working in both the private sector and the government/public sector. The analysis focuses on educated youth (with higher than an intermediate education) since this is the group most likely to seek and to find jobs in the government/public sector. The data shows that young people working in the private sector were consistently less likely to describe themselves as being fully satisfied about their work than youth working in the public sector. The lowest incidence of reporting being fully satisfied among private sector workers related to pay and access to social security. These are key characteristics and correspond with the level of job benefits received by young workers in the predominantly informal private sector.

The paper concludes with a discussion of policy options in relation to young people's continued preference for a government job. The era of the government being the major employer is gone. Government hiring of youth is costly, unsustainable and leads to a bloated and inefficient civil service. It is the role of the government to be a regulator and facilitator for job creation and for the protection of workers' rights. If the majority of youth, including the educated, work with no legal work contracts in the private sector, eliminating the opportunity for social security, effective policies need to address this issue. The paper refers to the recommendations of the International Labor Organization (ILO) to strengthen the role of civil society organizations and cooperatives (also described in the literature as the third sector) in providing social security to those working within the informal labor market.

2. Methodology

The analysis in this paper primarily relies on data of the recently fielded Egypt Labor Market Panel Survey (ELMPS) round of 2012. The survey covered a nationally representative sample of 12,060 households with a total number of 49,186 individuals (Assaad and Krafft

2013). The ELMPS 2012 is a wide-ranging survey that covers a diverse set of issues and provides ample details on issues related to employment, unemployment and job characteristics among other things.

As springboard for the discussion on young people's valorization of government/public sector jobs, I present qualitative data collected as part of a larger ongoing study on youth employment. The qualitative data is based on loosely-structured and semi-structured interviews with young people. The qualitative data used in this paper has been collected over the period from November 2012 to March 2013. The young people approached as part of this study all had post-secondary education, were less than 30 years of age, lived in an urban area and were both working or not working at the time of the interviews.

3. I Want a Job in the Government – Qualitative Data Showing Young People's Preference for Government Employment

A job in the government is highly valorized by youth of different education backgrounds. This is still the case after decades of slowed government hiring. One of the seemingly enduring findings about young people's job aspirations in Egypt is wanting to work for the government. Barsoum (2004) discusses the benefits young women list in a government job. These include access to job security, pension schemes, job stability, a relatively light workload with shorter hours than the private sector and the limited power differential between the supervisor and the supervisee (*ibid.*). There is also the democratization of work relations, where, according to young women interviewed by Barsoum (*ibid.*), no one "owns" you, unlike the private sector where power relations are very strong.

However, it is not only young women who express preference for a job in the government. Among young men and women interviewed as part of the study, the valorization of a government job is very strong and there is little gender difference in the data. Asked about the solution he sees to his situation of having no social security in his private sector job, Mustafa notes:

I should find a job in a public-sector company. I am convinced of this. They will give me insurance. They will deduct the insurance money from my salary and I know where the money goes ... My father worked in a public sector company and he has had early retirement. I talked to him to see anyone he knows in the company to get me a job. (Mustafa, November, 2012)

The same notion was repeated by Ahmed, who notes:

They [the government] has to hire the youth. That's the only solution. The country will be better than before. People will be able to live "a7san min el awal" (better than ever) and people "tikdar te3ish" (will be able to live) (Ahmed, November, 2012)

Shaimaa, 28 years with a BA in Social Service, and currently working in a small-scale private sector company, notes:

The best work is in the government. There will be [social] insurance and your [paid] leaves and your [retirement] pension. The private sector is not like this, even if you work till age 60 [they don't provide social insurance]. I can't have insurance on my own.

Shaimaa succinctly highlights the major benefits offered by government jobs that working youth do not obtain from working in the private sector. Data from different surveys, and as will be shown shortly using the ELMPS 2012 data, show that job security is a key issue in the private sector and is reported by youth as reason for lack of job satisfaction, even among the educated.

The above qualitative data about the preference for a government job has been reflected in different surveys and polls. Notably, in the survey of young people in Egypt (SYPE), young

people were asked explicitly about their preferred sector of employment. Almost 70% of respondents expressed a preference for a job in the government. Data show that young people prefer the government to the private sector.¹

4. Unemployed Youth Continue to Apply for Government Jobs

The ELMPS 2012 data shows that among unemployed youth (15-29), applying for a government job is a key search method. The hope of finding a job in the government, and hence the queuing and searching for these jobs, is highest among those with university and above intermediate education. The hope of finding a job in the government, and hence the behavior of searching for a government job, diminishes among the less educated as shown in Figure 1 (detailed in Table 1). Interestingly, applying directly to a specific ministry or a government agency is a job search method adopted by the majority of unemployed youth with higher than intermediate education, with more than 85% of them taking this approach. The incidence of this search method is highest in the data as the reference period for the search is extended to one year prior to the data collection interview as opposed to three months for other search methods. The hope to find a job in the government is also strong among those with intermediate education, albeit at a lower incidence level than those with above intermediate and university education.

The above data defies a long-held assumption that it would mainly be women who would search for a government job for its suitability to their needs to combine productive and reproductive roles. As Figure 1 and Table 1 show, queuing for a government job is common among all the unemployed, both young men and women. The incidence of queuing among the unemployed is even higher among male youth in the highest education category (higher than intermediate). Similarly, among unemployed youth with intermediate education and above, young men were more likely to register for a government job than young women. This gender pattern is reversed among unemployed youth with less than an intermediate education, as more unemployed women seek government jobs than unemployed men.

5. Unemployed Youth Would Accept a Job in the Government Even if it Pays Less

The ELMPS 2012 inquires about the minimum pay that an unemployed person would accept in a job in the government, the formal private sector or the informal private sector.² As Figure 2 shows, unemployed youth of all education levels would accept less pay in a government job than the formal private sector and respectively than in the informal private sector. This shows the premium young people place on government jobs, also highlighted in the qualitative data shown earlier.

In Figure 2 and as described in more detail in the following table, the median wage that unemployed male and female youth with less than a intermediate education would accept is a monthly pay of LE500 in a government job. However, to work in the formal or the informal private sector, the median monthly pay that would be accepted increases to LE800. It is probably the case for this group that differentiating between the formal private and the informal private sector is not clear, simply because for this group, job informality is the norm. Young women with less than a secondary education diverge from young men in their minimum accepted pay. They are willing to accept the same low pay to work in the government (LE500). They would accept a lower pay than their male counterparts in the formal private sector. However, they would even ask for more than their male counterparts to accept a job in the informal private sector, at a median acceptable pay of LE900 (compared to LE800 reported by male youth of the same education group).

¹ Author's calculations of data of the Survey of Young People on Egypt. For more details about this survey, please refer to Population Council (2011).

² The author acknowledges the statistical assistance provided by Ali Rashed in the statistical analysis for this section.

As expected, education increases the minimum accepted pay. However, the pattern of accepting less for a government job persists, albeit with some interesting gender differences. Among unemployed young men with intermediate education, the median acceptable pay in a government job would be LE800, increasing to LE1000 for a formal private sector job, and to LE1200 for an informal private sector job. Among female unemployed youth of the same education background, the median expected pay remains at the same low level of LE500 accepted by female youth with less education, showing the great valorization of this group for a government/public sector job. Unemployed young women with an intermediate education would expect slightly more than their peers with less than intermediate education (LE800 compared to LE700) for a formal private sector job. However, the median reported accepted pay in the informal private sector is lower among young women with intermediate education than women with less than intermediate education. This reversal of the pattern of increase of expected pay by education for this group of women requires further study. However, data on the median minimum accepted pay by young women with higher than intermediate education confirms the pattern of increased expectations by education, with a median minimum accepted pay of LE750 for a government job that increases to LE1000 for a formal and informal private sector job. Among unemployed men of the highest education group of higher than intermediate, the median minimum accepted pay increases from LE1000 for a government/public sector job, to LE1200 for a formal private sector job, to LE1500 for an informal private sector job. It is interesting that this group of most educated youth place a higher premium on job security that would not be tenable in the informal private sector. This confirms the argument by Gatti et al. (2011) that the youth job crisis in Egypt is about getting quality jobs as opposed to getting any jobs.

The table above shows that overall young women had lower pay expectations than young men of all education levels and in all three employment sectors. The only exception is among unemployed young women with less than intermediate education, whose median acceptable wage would be higher than young men with the same education level to get an informal sector job (LE1000 compared to LE800). Similarly, education does not raise the expectations for pay for unemployed women as much as it does for unemployed men. The incremental increase for the median accepted minimum wage by education is much higher among young unemployed men than young unemployed women.

6. Is the Search for a Government Job Ever Fruitful?

The search for work in the government has been fruitful for a significant proportion of young men and women, specifically among those with greater than intermediate education. These young people manage to land jobs in the government/public sector as shown in Table 3. Together, the government and the public sector provide more than half the jobs obtained by young women of all education backgrounds. They also provide more than 11% of jobs held by young men of all education levels.

Education is a key determinant of getting a job in the government. Table 3 shows that the government/public sector provide about one quarter of jobs for higher than intermediate educated young men (20.5% in the government and 4.7% in the public sector). However, these two sectors provide more than half the jobs held by employed young women with higher than an intermediate education (54% at the government and 3.6% at the public sector). Among working young women with intermediate education, the government provides 11.2% of jobs and the public sector provides 1.0% of jobs. The prevalence further decreases among youth with less than intermediate education, with only 0.6% of female youth of this education group employed at the government and 1.0% at the public sector. Male youth, as shown in the table, have a similar pattern of being less likely to work for the government/public sector when they do not reach the threshold of higher than intermediate education.

For young men and women with below intermediate education, the private sector is the main employer. The private sector provides virtually all jobs for young men in this group (97.8%) and a majority of jobs held by women in this education group (98.2%).

The large share of government jobs among working women does not mean that the government/public sector has been feminized. It is well documented by research that when educated women in Egypt engage in employment, it is primarily in a government job. Because the majority of women are out of the labor force (see Assaad and Krafft 2013), that the majority of women's jobs are in the government/public sector does not mean that women have the majority of jobs in these two sectors.

As Table 4 shows, young women are almost equally represented in the government sector. In fact, public sector firms show a pattern similar to the private sector, with women representing less than one quarter of the workers. Interestingly, the third sector of non-profit organizations, which is a small employer in Egypt's labor market, is the sector with a large representation of women. The government follows the third sector in showing a relatively equitable representation of women. Aside from these two sectors, women are not adequately present in other sectors.

7. How Did the Youth Working in the Government Obtain their Jobs?

While some young people eventually land desirable jobs in the government/public sector, the means to finding these jobs differ. Not all who found jobs in the government relied on the methods of registering at a government employment office, entering a government hiring competition, or applying to a specific ministry. Notably, and as Table 5 shows, 13.8% of young people working in the government/public sector noted that they found their government/public sector jobs through relatives and friends. Entering a government hiring competition is the method that helped only one third of those working in the government get their jobs, followed by sending out applications to the hiring body and registering in a government employment office.

When young people are interviewed in fieldwork and asked about their job opportunities, favoritism is almost always stressed. They state in numerous interviews that "*wasta*," or favoritism, is key to finding a job. The data in the above table about how those young people working found their jobs indicates the role of "*wasta*" in finding a job (Barsoum 2004). How young people who work in the private sector found their jobs further explains why young people feel excluded as they search for jobs. Relatives and friends were the means to find a job for almost half (48.2%) the working youth in the private sector. These results correspond with Egypt's unfortunate 95th ranking out of 144 countries in the Global Competitiveness index on the index of favoritism in decisions of government officials (WEF 2010).

A closer look at the sector of occupation of fathers shows a strong correlation between the father's sector of employment and a young person's sector of employment.³ More than half of the young workers in the government/public sector had fathers who also worked in the government/public sector. As Table 6 shows, 60.1% of young people of all education categories working in the government had fathers who also worked in the government. This can be compared with the 39.9% of working youth with post secondary education who work in the government. The same pattern holds for youth holding jobs in public sector enterprises, with 58.5% of youth in this group having a father who worked in the government/public sector.

There is no specific law that stipulates that children of workers in the government should get preferential treatment in the hiring process. There are, however, a few professions where children of workers get preferential treatment, to a certain quota, to qualify for the job.

³ The survey tool inquired about the father's sector of occupation at the time when respondent was aged 15.

Children of workers in the police have a specific quota in the police academy. Yet, hiring the children of workers happens widely. A simple search on the internet shows that Facebook has many groups of workers in specific government bodies looking for their children to be hired in the same organization. These are primarily in organizations known to provide lucrative salaries in the two sectors of electricity and petroleum industries. There are also groups that battle against these forms of favoritism, forming their own pages. Hiring in the government is also a form of political patronage, where politicians regularly vow as part of their electoral promises to hire youth in their electorate in the government. Children of influential families and clans get these prize jobs (UNDP 2011).

8. Does Work in the Government Bring Job Satisfaction to Youth?

Finally, if work in the government/public sector is highly sought after by unemployed youth, are these better jobs? The following table looks at the job characteristics of employed youth by sector. The analysis is limited to youth with intermediate education and above, since these constitute the education group more likely to join the government/public sector. The table shows that government/public sector jobs are more likely to provide job benefits to their workers than the private sector. Only 30.6% of educated working youth in the private sector have access to social insurance and 41.9% have access to legal work contracts. These figures are to be compared to 86.0% of young workers in the government having access to social insurance and 94.0% having access to a legal work contract. The data on access to paid leaves of absence and sick leaves further illustrates the difference in access to benefits between workers in the private sector and workers in the public sector.

With the above job characteristics as a backdrop, data on reported level of job satisfaction demonstrates that young people working in the government/public sector had a higher incidence of reporting being fully satisfied with their work compared to those working in the private sector. The highest incidence of reported dissatisfaction was in the private sector. Figure 3 shows that youth working in the private sector were consistently less likely to describe themselves as being fully satisfied with their work.

Table 8 disaggregates the data on job satisfaction by employment characteristics. The table only focuses on young people with higher than intermediate education, since this is the group, as shown earlier, most likely to find jobs in the government/public sector. Among these educated youth, workers in the public sector had the highest incidence of reporting being fully satisfied. This group consistently reported higher levels of job satisfaction than educated youth working in the government, albeit with small differences. The lowest incidence of reporting being fully satisfied among government employees, and where there is some divergence from public sector employees was about pay. Only 39.5% of educated youth working in the government reported being fully satisfied about this pay, compared to 58.8% of youth working in the public sector.

Among educated youth working in the private sector, the lowest reported level of satisfaction was about pay, with only 23.4% of youth reporting being satisfied about their pay. The second lowest incidence of job satisfaction was about job security, with only 26.0% reporting being fully satisfied. Commute time showed the highest incidence of reporting being fully satisfied among working educated youth in the private sector, reported by 40.0% of this group. This is followed by the satisfaction about the match between their qualifications and the job, reported by 37.2% of educated working youth. However, in all these employment parameters, their incidence of reporting being fully satisfied is less than those working in the government and the public sector.

9. So What? A Discussion of Policy Alternatives

A discussion of how highly youth values government employment is by no means a precursor for policy recommendations to continue the guaranteed employment scheme. The era of the

government being the major employer is gone. A long-term recommendation for Egypt's civil service sector is to work on rationalizing or right-sizing the public administration system. System overstaffing, it has been argued, inhibits its performance capacity. Key policy recommendations include freezing government appointments, outsourcing, contracting out, early pension schemes, transformative training, reallocation and redistribution of available human resources, and above all the adoption of a strategic focus on human resource planning in government (El Baradei 2004, 25-39).

However, government hiring has been the traditional response of the government to the pressing youth unemployment problem. Responding to public pressure, the Egyptian government has traditionally responded to youth employment issues by providing jobs in the government. For example, the National Youth Employment Program (YEP) launched in 2001 at a total cost of LE5 billion focused primarily on job creation in the public sector and in particular in the government sector (De Gobbi and Nesporova 2005). YEP's first and key component was to recruit 170,000 young graduates per year in the government sector. These government jobs were either replacing retired civil servants or jobs newly created, primarily in the education and health sectors (ibid.). This approach contradicted the need to reform bloated government/public sector bodies and to address the low productivity in some public sector firms. The more recent National Action Plan (NAP) on youth employment for 2010-15, which was launched in 2009, steered away from the plan to recruit youth in the government to avoid this contradiction (Amer 2012).

It is the role of the government to be a regulator and facilitator for job creation and for the protection of workers' rights. The above data, however, speak to a number of issues that need to be addressed with effective policies. Primarily, the valorization of a government job is directly related to the quality of jobs offered to youth within the private sector. The majority of youth, including the educated, work with no legal work contracts in the private sector. This eliminates the opportunity for social security. Not surprisingly, in qualitative data, the most highlighted benefit of a government job is access to social insurance.

The International Labor Organization (ILO) has repeatedly highlighted the potential role of civil society organizations, particularly cooperatives in the provision of social security to those working within informal labor market relations. Facilitating the role of the third sector in the provision of social security requires a legal framework conducive for these entities to play such role. The ILO identifies five groups that are well positioned to play this role. Their role extends beyond wage workers to also include self-employed youth. These entities are generally grouped into five categories (ILO 2011):

- *Cooperatives* of various forms and various levels, (e.g. credit unions, agricultural co-ops.);
- *Mutual societies* established primarily to organize insurance coverage through mutual assistance;
- *Associations and voluntary organizations*, provided they are economically active;
- *Foundations*;
- *Social enterprises* that combine a social and societal purpose with the entrepreneurial spirit of the private sector.

However, these entities are either still very weak or are constrained by a legal framework that limits their ability to play this role. The time is ripe for strengthening these entities to play a better role in supporting young workers.

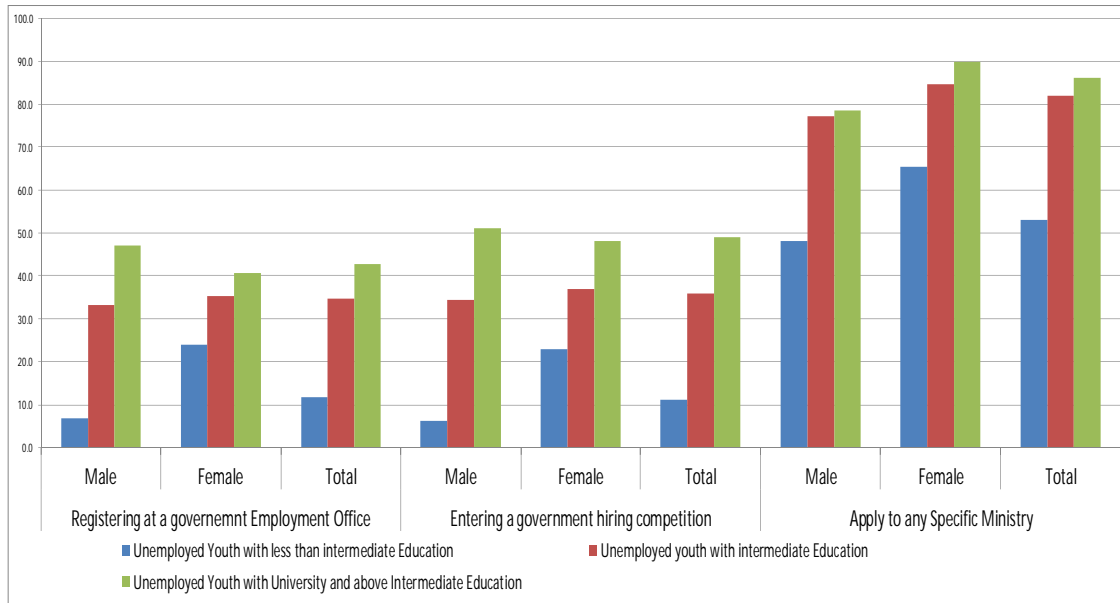
A second policy issue shown by the data is the fact that government hiring is not a transparent process. Favoritism and family connections play a role in landing a government/public sector job. This is becoming a highly sensitive issue, with existing

workers fighting to get their children jobs in the same organizations. In all cases, the government needs to be an equal opportunity employer. The hiring process in government/public sector jobs needs to be based on objectively identified criteria for the government to be an equal opportunity employer.

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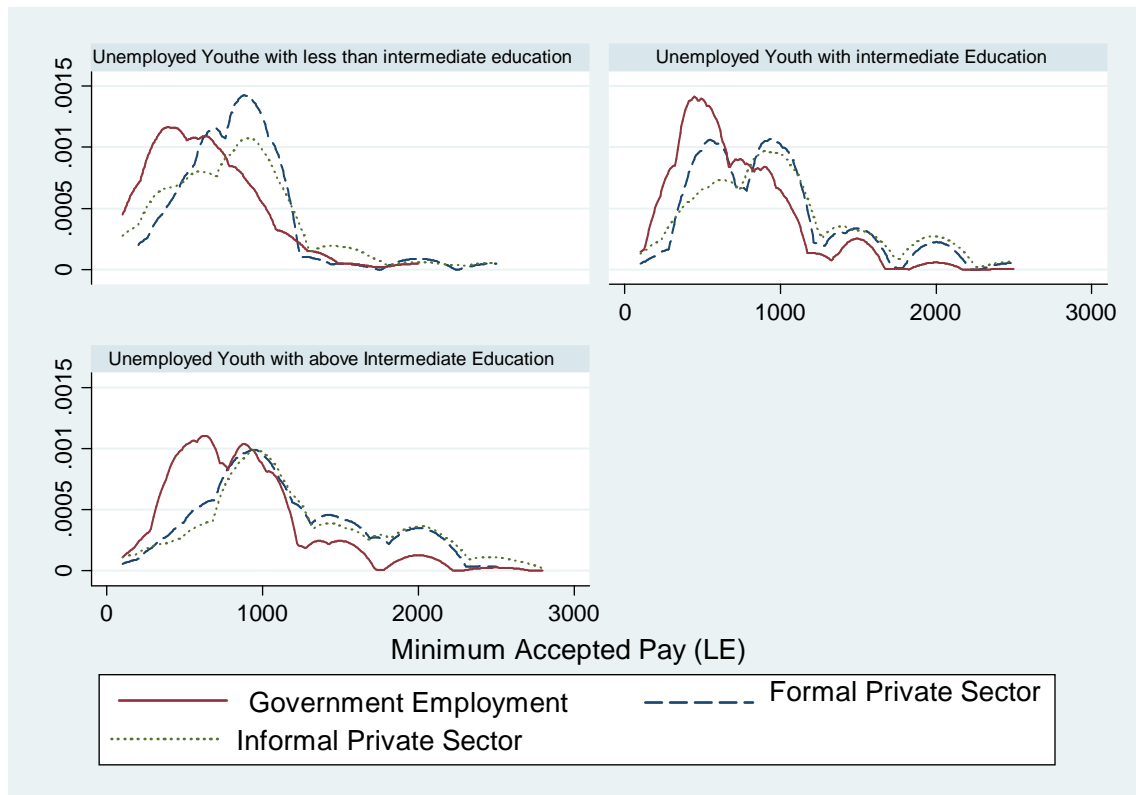
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Figure 1: Search Methods to Find a Job in the Government (%) by Education Level among Unemployed Youth (15-29)



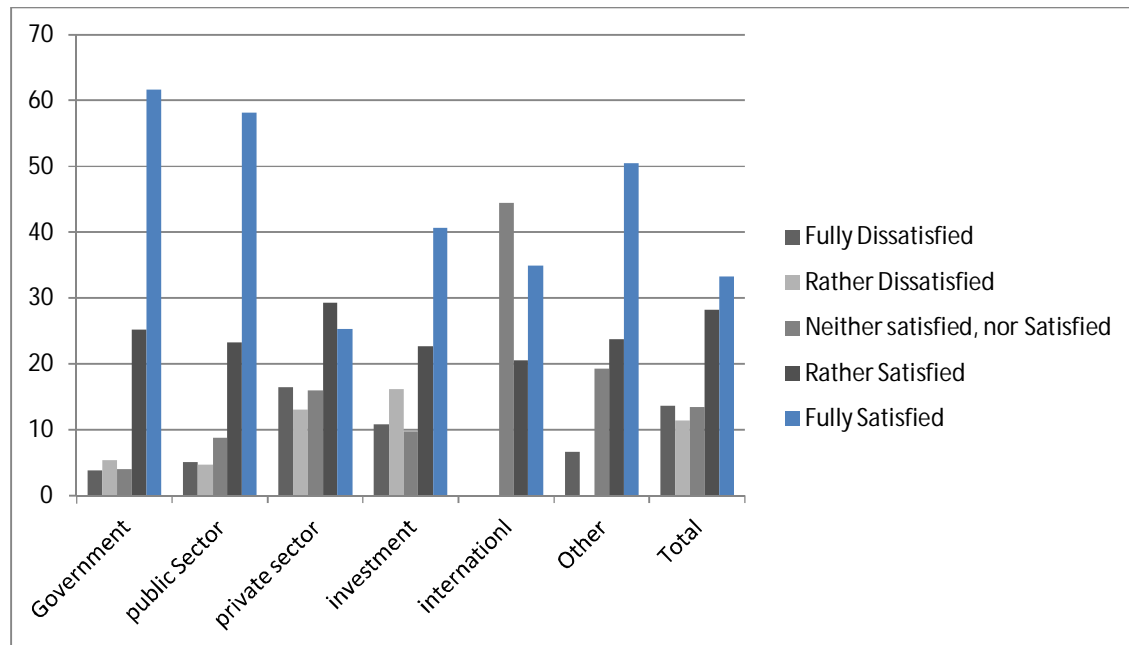
Source: ELMPS 2012.

Figure 2: Kernel Density of Minimum Acceptable Net Monthly Income among Unemployed Youth (15-29) to Work in the Government/Public Sector, the Formal Private Sector and Informal Private Sector



Source: ELMPS 2012.

Figure 3: Reported Level of Job Satisfaction among Working Youth (15-29) by Sector of Employment



Source: ELMPS 2012.

Table 1: Unemployed Young People Seeking Government Employment - Unemployed Youth (15-29)

Government Employment Search Method	Unemployed Youth with less than Intermediate Education %	Unemployed Youth with Intermediate Education %	Unemployed Youth with University and above Intermediate Education %
Registering at a Government Employment Office			
Male	6.8	33.2	47.1
Female	23.8	35.4	40.5
Total	11.8	34.6	42.7
Entering a Government Hiring Competition			
Male	6.2	34.5	51.1
Female	22.9	36.9	48.1
Total	11.1	36.0	49.1
Apply to any Specific Ministry			
Male	48.1	77.2	78.6
Female	65.5	84.8	90.0
Total	53.2	82.0	86.2

Source: ELMPS 2012.

Table 2: Unemployed Youth (15-29) Minimum Accepted Pay (in LE) in Jobs in the Government/Public Sector, the Formal Private Sector and the Informal Private Sector

	Male			Female		
	Less than Intermediate	Intermediate	Higher than Intermediate	Less than Intermediate	Intermediate	Higher than Intermediate LE
Minimum Accepted Pay in a Government/Public Sector Job						
Median	500	800	1000	500	500	750
Mean	722	865	999	633	726	866
Standard Deviation	1132	529	693	448	839	822
Minimum Accepted Pay in a Formal Private Sector Job						
Median	800	1000	1200	700	800	1000
Mean	792	1207	1438	967	936	1193
Standard Deviation	257	669	805	645	659	771
Minimum Accepted Pay in an Informal Private Sector Job						
Median	800	1200	1500	1000	900	1000
Mean	798	1571	1750	1059	1144	1418
Standard Deviation	430	1201	1073	985	1001	1082

Source: ELMPS 2012.

Table 3: Sector of Employment for Working Youth (15-29) by Gender and Education Level

Working Youth with Less than Intermediate Education			
Sector	Male Youth %	Female Youth %	Total %
Government	1.2	0.6	1.0
Public Enterprises	0.9	1.0	1.0
Private/Investment Sector	97.8	98.2	98.0
Total	100	100	100
Working Youth with Intermediate Education			
Government	6.1	11.2	7.2
Public Enterprises	2.7	1.0	2.4
Private Sector	89.5	85.4	88.6
Investment Sector	1.7	1.6	1.7
International	0.0	0.2	0.1
Other	0	0.6	0.1
Total	100	100	100
Working Youth with Higher than Intermediate Education			
Government	20.5	54.0	33.0
Public Enterprises	4.7	3.6	4.2
Private Sector	71.9	39.5	59.8
Investment Sector	2.7	1.6	2.3
International	0.2	0	0.1
Other	0.2	1.4	0.6
Total	100	100	100
Working Youth from all Education Backgrounds			
Government	8.8	48.1	15.2
Public Enterprises	2.9	4.6	3.2
Private Sector	86.5	43.0	79.4
Investment Sector	1.7	2.7	1.9
International	0.1	0.2	0.1
Other	0.1	1.5	0.3
Total	100	100	100

Source: ELMPS 2012.

Table 4: Gender Composition of Employment Sectors for Workers Aged 15-29

Sector of Employment	Male %	Female %	Total %
Government	48.2	51.8	100
Public Enterprises	77.5	22.5	100
Private Sector	74.8	25.2	100
Investment/Joint Venture	76.4	23.6	100
Foreign	70.9	29.1	100
Other	18.9	82.0	100
Total	72.1	28.0	100

Source: ELMPS 2012.

Table 5: Primary Methods Used to Obtain a Job among Employed, Wage Worker Youth (15-29) with Intermediate Education and Above

Method of Job Finding	Youth in Government Jobs			Youth in Private Sector Jobs		
	Male %	Female %	Total %	Male %	Female %	Total %
Registered in Government Employment Office	15.9	21.6	18.7	0.5	2.2	0.6
Registered in Private Employment Office	2.7	1.1	1.9	1.6	4.9	1.9
Entered Government Job Competition	31.5	31.1	31.3	1.6	7.0	2.1
Sent Job Application	23.8	22.3	23.1	6.4	22.6	8.0
Inquired at Work Location	1.0	1.3	1.1	4.9	8.3	5.2
Advertised in Newspapers	1.4	0.7	1.1	0.2	0.7	0.2
Applied For an Advertised Job in Newspaper	0.8	1.4	1.1	1.2	2.4	1.3
Asked Friends or Relatives for Help	15.7	11.7	13.8	48.2	38.0	47.2
Contacted Contractor	0.2	0.0	0.1	12.2	8.5	11.8
Waited at Gatherings Locations	0.3	0.0	0.2	9.3	0.0	8.4
Solicited by Employers	0.8	0.5	0.6	1.5	0.0	1.3
Other	5.9	8.3	7.0	12.6	5.4	11.9
Total	100	100	100	100	100	100

Source: ELMPS 2012.

Table 6: Youth's Sector of Employment by Sector of Father's Employment

Working Youth's Current Sector of Employment	Father's Sector of Employment		
	Government and Public sector %	Private %	Total %
Government	60.1	39.9	100
Public Sector	58.5	41.5	100
Private Sector	30.1	69.9	100
Investment	51.2	48.8	100
International	0	100	100
Other	53.6	46.4	100
Total	34.0	66.0	100

Source: ELMPS 2012.

Table 7: Access to Work Benefits among Working Youth (15-29) with Higher than Intermediate Education by Sector

Sector of Employment	Access to Social Insurance %	Legal Work Contract %	Paid Leave of Absence %	Paid Sick Leaves %	Union/ Syndicate Membership %
Government	86.0	94.0	89.9	89.4	44.8
Public	92.7	95.8	90.9	91.1	41.7
Private	30.6	41.9	34.9	31.4	21.3
Investment	56.7	83.0	75.9	46.5	21.1
International	0.0	0.0	0.0	0.0	0.0
Other	26.3	68.3	26.3	26.3	15.0
Total	53.4	66.5	60.5	57.7	30.4

Source: ELMPS 2012.

Table 8: Reported Level of Satisfaction about Work Parameters for Working Youth (15-29) with Higher than an Intermediate Education

	Government	Public Sector	Private Sector	Investment	International	Other	Total
How Satisfied are you with your Current Job in Terms of Job Security?							
Fully Dissatisfied	5.1	4.0	21.4	43.0	0.0	18.2	15.1
Rather Dissatisfied	7.1	3.0	19.4	8.4	0.0	0.0	13.6
Neither Satisfied, nor dissatisfied	4.1	3.1	11.3	6.8	100.0	27.0	8.4
Rather Satisfied	23.8	18.0	21.8	1.1	0.0	0.0	21.6
Fully Satisfied	60.0	71.9	26.1	40.7	0.0	54.9	41.3
How Satisfied are you with your Current Job in Terms of Wages?							
Fully Dissatisfied	14.6	6.8	23.1	34.7	0.0	39.4	19.6
Rather Dissatisfied	9.7	4.1	17.6	13.0	0.0	0.0	13.8
Neither Satisfied, nor dissatisfied	7.6	2.4	11.8	4.8	100.0	28.0	9.8
Rather Satisfied	28.6	28.8	24.1	9.9	0.0	15.1	25.5
Fully Satisfied	39.5	57.8	23.5	37.7	0.0	17.6	31.3
How Satisfied are you with your Current Job in Terms of Type of Work?							
Fully Dissatisfied	3.6	1.6	14.6	9.5	0.0	34.0	10.1
Rather Dissatisfied	4.9	1.4	13.4	26.1	0.0	0.0	10.1
Neither Satisfied, nor dissatisfied	3.7	3.9	12.0	6.8	100.0	22.2	8.8
Rather Satisfied	23.5	24.9	23.9	6.7	0.0	15.1	23.3
Fully Satisfied	64.3	68.3	36.1	50.9	0.0	28.8	47.8
How Satisfied are you with your Current Job in Terms of Working Hours?							
Fully Dissatisfied	1.7	0.9	11.1	30.8	0.0	9.5	7.7
Rather Dissatisfied	4.8	1.4	12.7	7.4	0.0	0.0	9.1
Neither Satisfied, nor dissatisfied	6.8	6.0	14.0	5.1	0.0	22.2	10.9
Rather Satisfied	26.0	27.9	26.3	11.1	100.0	15.1	25.9
Fully Satisfied	60.7	63.8	35.8	45.6	0.0	53.2	46.4
How Satisfied are you with your Current Job in Terms of Working Conditions/Environment?							
Fully Dissatisfied	6.8	3.5	12.5	4.8	0.0	15.3	9.9
Rather Dissatisfied	2.4	4.2	12.8	34.5	0.0	0.0	9.1
Neither Satisfied, nor dissatisfied	7.4	3.5	16.0	4.8	0.0	27.7	12.2
Rather Satisfied	28.2	28.1	25.1	4.9	100.0	15.1	25.9
Fully Satisfied	55.2	60.8	33.6	51.1	0.0	42.0	43.0
How Satisfied are you with your Current Job in Terms of Commute Time?							
Fully Dissatisfied	8.2	9.1	12.0	4.8	0.0	15.3	10.4
Rather Dissatisfied	6.0	6.4	12.9	44.1	0.0	0.0	10.8
Neither Satisfied, nor dissatisfied	7.2	2.9	11.8	4.8	100.0	22.2	9.8
Rather Satisfied	22.2	23.8	23.0	4.6	0.0	15.1	22.3
Fully Satisfied	56.4	57.8	40.3	41.7	0.0	47.5	46.9
How Satisfied are you with your Current Job in Terms of Job Match with your Qualification?							
Fully Dissatisfied	4.3	3.0	26.6	14.4	0.0	15.3	17.1
Rather Dissatisfied	4.1	1.3	9.7	22.3	0.0	0.0	7.5
Neither Satisfied, nor dissatisfied	4.8	3.9	8.5	6.8	100.0	22.2	7.2
Rather Satisfied	20.3	23.3	18.0	8.9	0.0	45.0	19.0
Fully Satisfied	66.5	68.6	37.3	47.7	0.0	17.6	49.2

Source: ELMPS 2012.