

## LABOUR FORCE PARTICIPATION BY LEVEL OF EDUCATIONAL ATTAINMENT

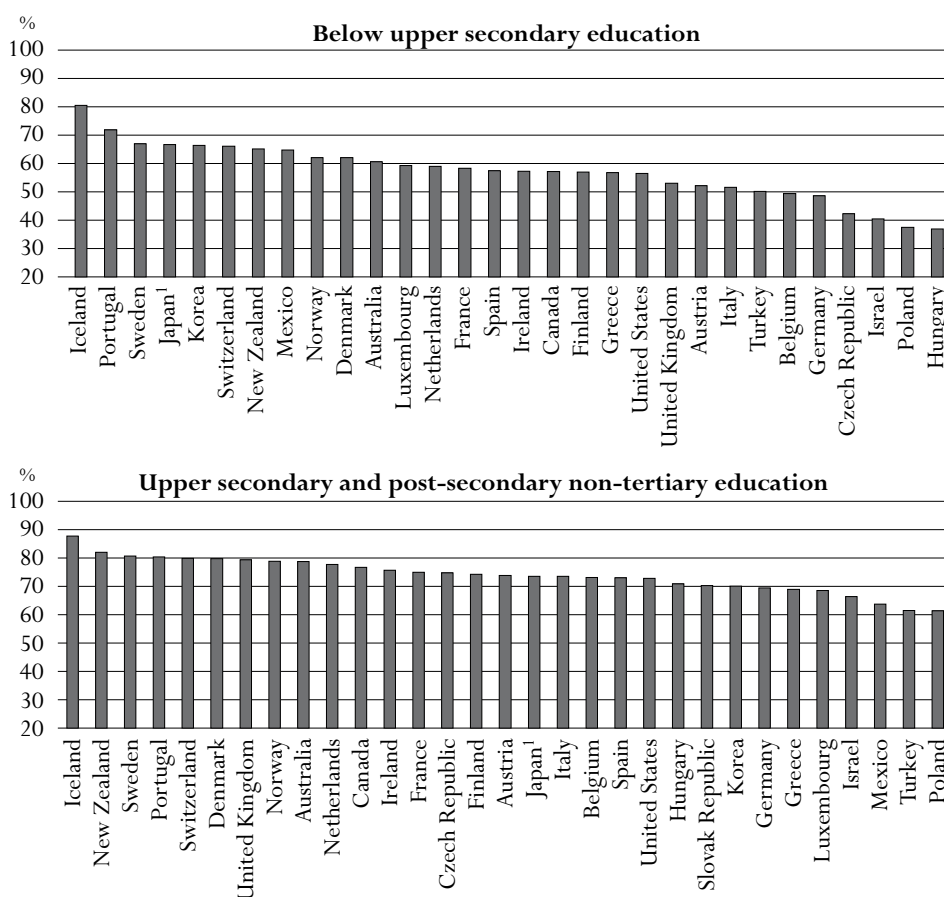
This indicator examines relationships between educational attainment and labour force status, for both males and females, and considers changes in these relationships over time. The match between workers' skills and the skill requirements of the labour market is a critical issue for policy makers.

### Key results

#### Chart A8.1. Employment rates by educational attainment (2004)

The chart shows the percentage of the 25-to-64-year-old population that is employed

Compared to people who have not completed upper secondary education, people who have completed upper secondary education are much more likely to be in work, but the employment advantage of upper secondary attainment varies across countries.



1. Year of reference 2003.

Countries are ranked in descending order of the employment rates.

Source: OECD. Table A8.3. See Annex 3 for notes ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)).

StatLink: <http://dx.doi.org/10.1787/015830764831>

### Other highlights of this indicator

- Employment rates rise with educational attainment in most OECD countries. With few exceptions, the employment rate for graduates of tertiary education is markedly higher than the rate for upper secondary graduates. For males, the gap is particularly wide between upper secondary graduates and those without an upper secondary qualification.
- Differences in employment rates between males and females are wider among less educated groups. The chance of being in employment is 23 points higher for males than for females among those without upper secondary qualifications, falling to 10 points for the most highly qualified.
- Those with low educational attainment are both less likely to be labour force participants and more likely to be unemployed. Unemployment rates fall with higher educational attainment. The greatest gender differences in unemployment rates are seen among lower-qualified adults (Chart A8.3).
- Unemployment rates are higher for females at each level of educational attainment in 12 OECD countries. Unemployment rates are higher for males at each level of educational attainment in only three countries (Chart A8.3).

## Policy content

The economies and labour markets of OECD countries depend upon a stable supply of well-educated workers to further their economic development. As levels of skill tend to rise with educational attainment, the costs incurred also rise when those with higher levels of education do not work; and as populations in OECD countries age, higher and longer participation in employment can lower dependency ratios and help to alleviate the burden of financing public pensions.

## Evidence and explanations

### Employment

Variation among countries in employment among females is a primary factor in the differences in overall employment rates. The six countries with the highest overall rate of employment for individuals aged 25 to 64 – Denmark, Iceland, Norway, Sweden, Switzerland and the United Kingdom – also have the highest overall rate of employment for females. The overall employment rate for males aged 25 to 64 ranges from 78% or less in Belgium, Finland, France, Germany, Hungary, Italy, Poland, the Slovak Republic and Turkey to above 84% in Iceland, Japan, Korea, New Zealand, Mexico and Switzerland (Table A8.1a). By contrast, employment rates among females range from 57% or less in Greece, Hungary, Italy, Korea, Luxembourg, Mexico, Poland, the Slovak Republic, Spain and Turkey, to 83% and more in Iceland and Switzerland, reflecting very different cultural and social patterns.

With the exception of Mexico and New Zealand, the employment rate for graduates of tertiary education is markedly higher – around 10 percentage points on average for OECD countries – than that for upper secondary graduates. The difference ranges from a few percentage points to 14 percentage points and more in Luxembourg, Mexico, Poland and Turkey (Chart A8.3a).

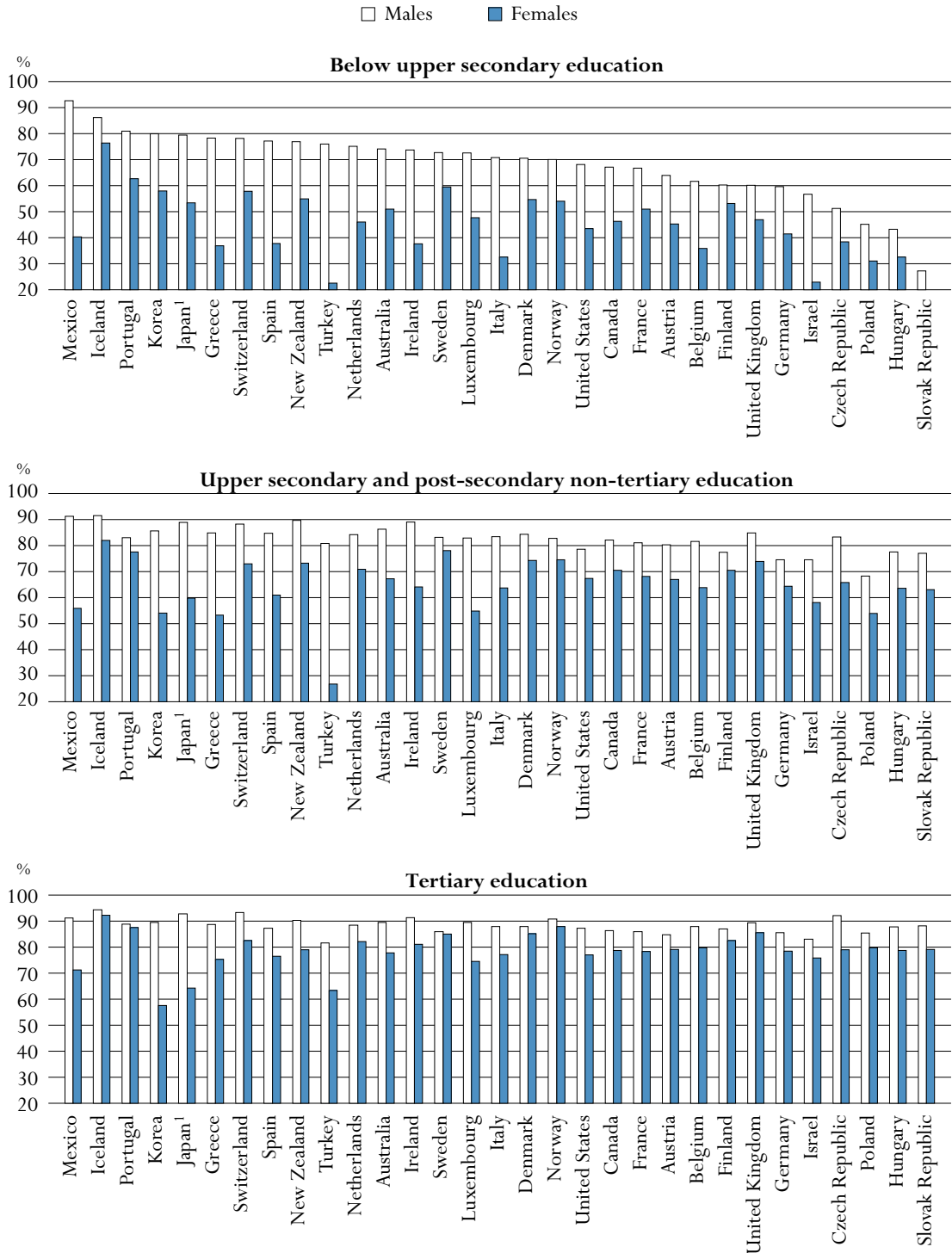
The gap in employment rates of males aged 25 to 64 years is particularly wide between upper secondary graduates and those who have not completed an upper secondary qualification. The extreme cases are the Czech Republic, Hungary and the Slovak Republic, where rates of employment for males with an upper secondary level of education are at least 32 percentage points higher than for a male without such attainment. The gap in employment rates between males with and without upper secondary attainment is 7 percentage points or less in Greece, Iceland, Korea, Mexico, Portugal and Turkey (Chart A8.2).

Employment rates for females aged 25 to 64 show more substantial differences, not only between those with below upper secondary and those with upper secondary attainment (15 percentage points or more in 25 out of the 29 OECD countries where data were available), but also between those with upper secondary and those with tertiary attainment (10 percentage points or more in 23 countries).

Employment rates for females with lower secondary attainment are particularly low, averaging 49% across all OECD countries and standing at 35% or below in Hungary, Poland, the Slovak Republic and Turkey and the partner countries Chile and Israel. Employment rates for females with tertiary-type A attainment equal or exceed 75 % everywhere except Japan, Korea, Mexico and Turkey, but remain below those of males in all countries (Table A8.1a).

**Chart A8.2. Employment rates, by educational attainment (2004)**

Percentage of the 25-to-64-year-old population that is employed



1. Year of reference 2003.

Countries are ranked in descending order of the employment rate of males having attained less than upper secondary education.

Source: OECD. Table A8.3b and A8.3c. See Annex 3 for notes ([www.oecd.org/edu/eaq2006](http://www.oecd.org/edu/eaq2006)).StatLink: <http://dx.doi.org/10.1787/015830764831>

On average among OECD countries, at successively higher levels of educational attainment, the difference between the employment rates of males and females decreases significantly: from 23 percentage points at the below upper secondary level to 10 percentage points at the tertiary level (Chart A8.2).

### **Unemployment rates fall with higher educational attainment**

To the extent that educational attainment is an indicator of skill, it can signal to employers the potential knowledge, capacities and workplace performance of candidates for employment. The employment prospects of individuals with varying levels of educational attainment depend both on the requirements of labour markets and on the supply of workers with different skills. Those with low educational qualifications are at particular risk of economic marginalisation since they are both less likely to be labour force participants and more likely to be without a job even if they are actively seeking one.

Among OECD countries, achieving an upper-secondary level of education is considered to be the minimum level to obtain a satisfactory position in the labour market. On average, the rate of unemployment among individuals with an upper secondary education is 4 percentage points lower than among individuals who only have lower secondary attainment (Table A8.4a). Depending on the structure of the supply of jobs, the unemployment risk associated with non-attainment of the upper secondary level varies among countries being particularly large (at over 10%) in the Czech Republic, Poland, and the Slovak Republic (Table A8.4a).

There are only five countries in which, in 2004, a lack of upper secondary education is not associated with a higher unemployment risk: Greece, Korea, Mexico, Norway and Turkey (Table A8.4a). Nevertheless, in four of those five countries (Greece, Korea, Norway and Turkey), the employment rate is clearly higher for the secondary levels than for the less educated (Table A8.3a).

On average in OECD countries, male labour force participants aged 25 to 64 with a qualification below the upper secondary level are almost twice as likely to be unemployed as their counterparts who have completed upper secondary education. In 17 countries, the unemployment rate for male upper secondary graduates is at least 1.3 times the unemployment rate among tertiary graduates. The negative association between unemployment rates and educational attainment is similar among females, but is even more pronounced in some countries.

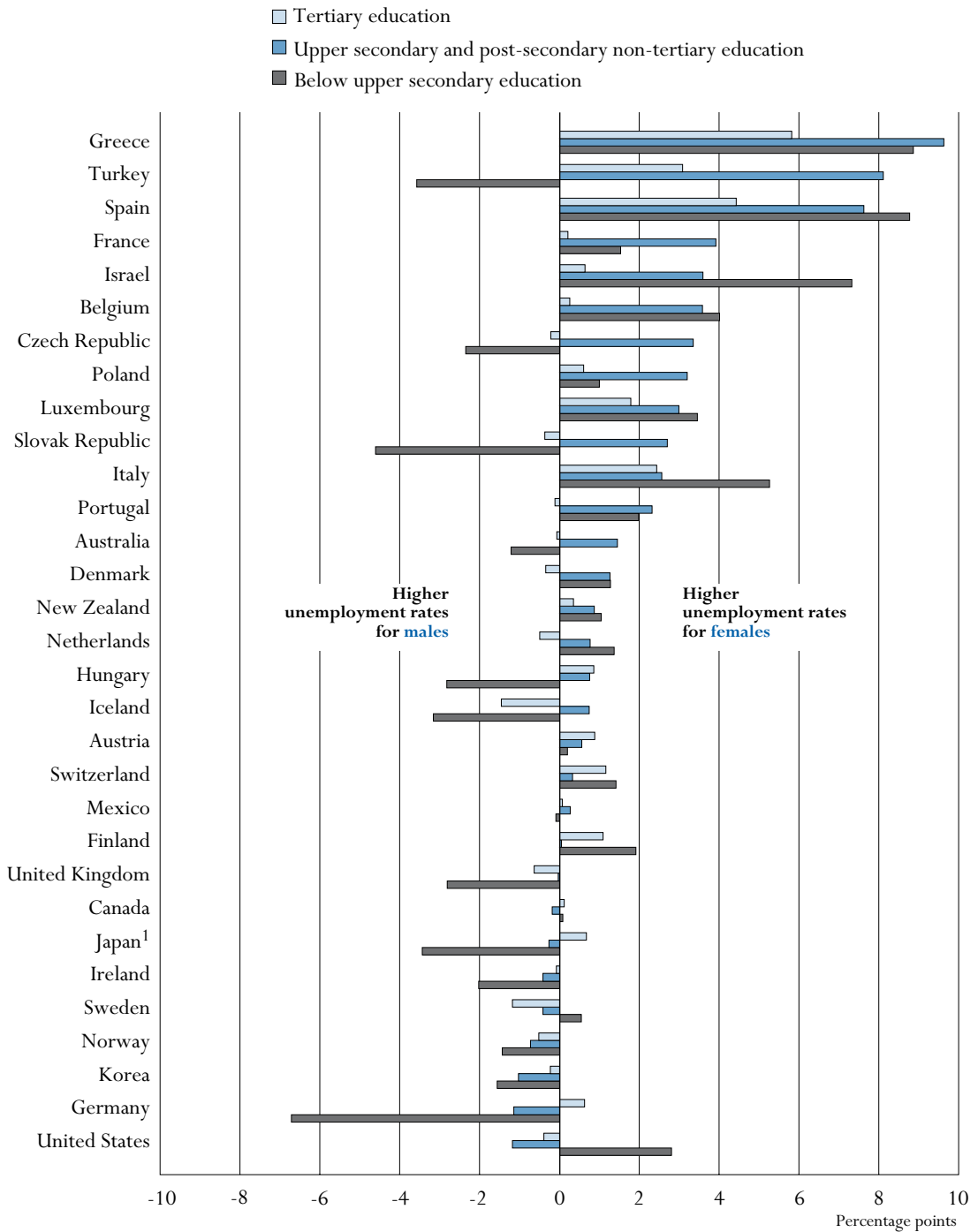
Considering all levels of educational attainment combined, higher unemployment rates for females are seen in 18 OECD countries as well as in the partner countries Chile and Israel (Table A8.2a). Differences in unemployment rates among males and females are less than half of a percentage point in four countries: Australia, Finland, Hungary and Mexico. In 18 countries, unemployment rates for females with below upper secondary education are higher than those for males (Chart A8.3).

### **The changes in the value of education with regard to unemployment**

In countries such as Australia, Canada, Denmark, Finland, France, Greece, Ireland, Italy, Mexico, Netherlands, New Zealand, Norway, Spain, Sweden and the United Kingdom – unemployment rates for persons with an upper secondary education decreased between 1995 and 2004. Over the same period, the difference between upper and lower secondary unemployment rates has increased in countries such as Austria, Germany, Italy and Switzerland, from 0.5 to

**Chart A8.3. Differences between unemployment rates of females and males, by level of educational attainment (2004)**

Percentage points for the 25-to-64-year-old labour force



1. Year of reference 2003.

Countries are ranked in descending order of the difference in unemployment rates of females and males who have completed upper secondary education or post-secondary non-tertiary education.

Source: OECD. Table A8.4. See Annex 3 for notes ([www.oecd.org/edu/eaq2006](http://www.oecd.org/edu/eaq2006)).

StatLink: <http://dx.doi.org/10.1787/015830764831>

3.9 percentage points and by as much as 7.6, 11.0 and 18.7 percentage points in Poland, the Czech Republic and the Slovak Republic respectively. Although the difference between the unemployment rate among individuals with upper and lower secondary levels of education is on average greater than between tertiary and upper secondary levels, achieving an upper secondary education makes less of a difference in the labour market than the achievement of tertiary education since the tertiary-level unemployment rate is almost always lower than the upper secondary level rate (Table A8.4a).

Higher educational attainment is usually associated with lower unemployment, but there are exceptions. In Mexico and New Zealand the 2004 unemployment rate for those with tertiary education was almost the same as for those who attained upper secondary education. Nevertheless, in both countries the employment rate for those with a tertiary-level education remained higher than for those with a secondary-level of attainment.

Since 1995, there has been a small decrease in the difference between the unemployment rate among individuals with tertiary education and for those with an upper secondary level of education (considering the OECD as a whole). In 2004, unemployment rates for those with tertiary education were on average 2.3 percentage points lower than those for persons with upper secondary education. This compares with a difference of 2.7 percentage points in 1995. This trend has been most apparent in Denmark, Finland and Sweden. The reverse situation can also be seen, with tertiary graduates having a greater labour market advantage, in countries such as the Czech Republic, Poland and the Slovak Republic (Table A8.4a).

### Definition and methodologies

Under the auspices of the International Labour Organisation (ILO) and the conferences of labour statisticians, concepts and definitions were progressively established and are now used as a common reference (see the “Resolution Concerning Statistics of the Economically Active Population, Employment, Unemployment and Underemployment” (1982), adopted by the 13th International Conference of Labour Statisticians). The employment rate refers to the number of persons in employment as a percentage of the population of working age. Unemployment rates refer to unemployed persons as a percentage of the civilian labour force.

The unemployed are defined as individuals who are without work, actively seeking employment and currently available to start work. The employed are defined as those who during the survey reference week: *i*) work for pay (employees) or profit (self-employed and unpaid family workers) for at least one hour; or *ii*) have a job but are temporarily not at work (through injury, illness, holiday, strike or lock-out, educational or training leave, maternity or parental leave, etc.).

### Further references

The following additional material relevant to this indicator is available on the Web at <http://dx.doi.org/10.1787/015830764831>:

- *Employment rates and educational attainment*  
*Table A8.1b: Total adult population*
- *Unemployment rates and educational attainment*  
*Table A8.2b: Total adult population*

- *Trends in employment rates by educational attainment, by gender*

*Table A8.3b: Males*

*Table A8.3c: Females*

- *Trends in unemployment rates by educational attainment, by gender*

*Table A8.4b: Males*

*Table A8.4c: Females*



Table A8.1a.

**Employment rates and educational attainment, by gender (2004)**

Number of 25-to-64-year-olds in employment as a percentage of the population aged 25 to 64, by level of education attained and gender

		Pre- primary and primary education	Lower secondary education	Upper secondary education			Post- secondary non- tertiary education	Tertiary education		All levels of education	
				ISCED 3C Short	ISCED 3C Long/3B	ISCED 3A		Type B	Type A and advanced research programmes		
				(1)	(2)	(3)		(4)	(5)		(6)
OECD countries	<b>Australia</b>	Males	x(2)	74	a	86	86	92	86	91	84
	Females	x(2)	51	a	66	66	77	74	80	64	
	<b>Austria</b>	Males	x(2)	64	a	80	79	85	81	89	79
	Females	x(2)	45	a	65	66	78	79	79	64	
	<b>Belgium</b>	Males	48	73	a	81	82	92	88	88	76
	Females	26	45	a	59	65	69	79	81	59	
	<b>Canada</b>	Males	57	72	a	x(5)	82	83	87	86	81
	Females	35	52	a	x(5)	70	73	78	80	71	
	<b>Czech Republic</b>	Males	c	52	a	81	87	x(8)	x(8)	92	82
	Females	c	39	a	61	71	x(8)	x(8)	79	63	
	<b>Denmark</b>	Males	x(2)	73	81	85	76	c	88	88	83
	Females	x(2)	55	79	75	63	c	84	85	74	
	<b>Finland</b>	Males	53	70	a	x(5)	77	93	84	89	76
	Females	48	60	a	x(5)	70	90	82	83	72	
	<b>France</b>	Males	54	76	a	81	82	a	89	84	77
	Females	41	59	a	67	70	a	81	77	64	
	<b>Germany</b>	Males	49	62	a	75	56	82	84	87	76
	Females	29	43	a	64	50	75	77	79	62	
	<b>Greece</b>	Males	75	86	87	80	85	84	88	89	83
	Females	35	43	58	30	50	65	74	76	51	
	<b>Hungary</b>	Males	17	46	a	76	79	84	84	88	72
	Females	8	35	a	60	66	65	82	79	57	
	<b>Iceland</b>	Males	79	87	94	94	78	92	88	95	91
	Females	78	76	80	85	79	100	90	93	83	
	<b>Ireland</b>	Males	63	84	69	a	89	90	91	92	84
	Females	29	46	71	a	62	68	79	83	60	
	<b>Italy</b>	Males	52	79	76	85	83	82	87	88	78
	Females	18	44	55	59	65	70	74	78	49	
	<b>Japan</b>	Males	x(2)	79	a	a	89	a	92	93	89
	Females	x(2)	53	a	a	60	a	63	67	60	
	<b>Korea</b>	Males	76	83	a	x(5)	86	a	90	90	86
	Females	57	59	a	x(5)	54	a	58	57	56	
	<b>Luxembourg</b>	Males	73	72	83	83	83	84	86	91	83
	Females	49	43	44	55	62	69	74	75	57	
	<b>Mexico</b>	Males	92	94	a	91	a	a	94	91	92
	Females	37	47	a	56	a	a	63	73	46	
	<b>Netherlands</b>	Males	64	80	x(4)	82	87	82	85	89	83
	Females	32	52	x(4)	66	74	75	76	83	66	
	<b>New Zealand</b>	Males	x(2)	77	a	x(5)	90	89	91	90	87
	Females	x(2)	55	a	x(5)	73	76	78	80	71	
	<b>Norway</b>	Males	25	71	a	83	81	85	90	91	84
	Females	41	55	a	74	74	84	87	88	77	

Note: Due to incomplete data, some averages have not been calculated.

Source: OECD. See Annex 3 for a description of ISCED-97 levels, ISCED-97 country mappings and national data sources ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)). Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

Table A8.1a. (continued)

**Employment rates and educational attainment, by gender (2004)**

Number of 25-to-64-year-olds in employment as a percentage of the population aged 25 to 64, by level of education attained and gender

		Pre- primary and primary education	Lower secondary education	Upper secondary education			Post- secondary non- tertiary education	Tertiary education		All levels of education	
				ISCED 3C Short	ISCED 3C Long/3B	ISCED 3A		Type B	Type A and advanced research programmes		
				(1)	(2)	(3)		(4)	(5)		(6)
OECD countries	<b>Poland</b>	Males	x(2)	45	65	a	73	71	x(8)	86	67
		Females	x(2)	31	48	a	57	64	x(8)	80	55
	<b>Portugal</b>	Males	80	87	a	a	83	87	x(8)	89	82
		Females	60	74	a	a	78	75	x(8)	88	68
	<b>Slovak Republic</b>	Males	c	29	x(4)	72	84	x(5)	87	88	73
		Females	c	20	x(4)	57	67	x(5)	77	79	56
	<b>Spain</b>	Males	70	84	c	88	83	c	88	87	81
		Females	29	48	c	61	61	c	72	78	52
	<b>Sweden</b>	Males	64	79	a	a	83	x(5)	83	88	82
		Females	49	66	a	a	78	x(5)	82	87	78
	<b>Switzerland</b>	Males	73	80	92	89	79	90	95	95	94
		Females	52	59	64	73	72	81	84	82	86
	<b>Turkey</b>	Males	75	79	a	82	80	a	x(8)	82	78
		Females	23	18	a	31	25	a	x(8)	63	26
	<b>United Kingdom</b>	Males	x(2)	60	84	84	88	a	88	90	83
		Females	x(2)	47	72	75	79	a	85	86	73
<b>United States</b>	Males	69	68	x(5)	x(5)	79	x(5)	84	88	81	
	Females	38	47	x(5)	x(5)	67	x(5)	76	78	69	
	<b>OECD average</b>	<i>Males</i>		72			82			89	82
		<i>Females</i>		49			65			79	63
	<b>EU19 average</b>	<i>Males</i>		68			81			88	79
		<i>Females</i>		47			66			81	62
Partner countries	<b>Chile</b>	Males	24	63	x(5)	x(5)	72	a	81	84	74
		Females	9	27	x(5)	x(5)	60	a	70	80	61
	<b>Israel</b>	Males	x(2)	58	x(5)	x(5)	75	a	82	83	74
		Females	x(2)	25	x(5)	x(5)	58	x(7)	70	79	60

Note: Due to incomplete data, some averages have not been calculated.

Source: OECD. See Annex 3 for a description of ISCED-97 levels, ISCED-97 country mappings and national data sources ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink: <http://dx.doi.org/10.1787/015830764831>

Table A8.2a.  
Unemployment rates and educational attainment, by gender (2004)

Number of 25-to-64-year-olds in unemployment as a percentage of the labour force aged 25 to 64, by level of education attained and gender

OECD countries		Pre-primary and primary education	Lower secondary education	Upper secondary education			Post-secondary non-tertiary education	Tertiary education		All levels of education
				ISCED 3C Short	ISCED 3C Long/3B	ISCED 3A		Type B	Type A and advanced research programmes	
				(1)	(2)	(3)		(4)	(5)	
Australia	Males	x(2)	6.8	a	2.5	4.3	2.6	3.3	2.7	4.2
	Females	x(2)	5.6	a	5.6	4.9	3.9	2.7	2.9	4.3
Austria	Males	x(2)	7.7	a	3.6	4.5	2.5	2.7	2.4	3.8
	Females	x(2)	7.9	a	4.2	5.9	2.5	2.0	4.8	4.7
Belgium	Males	14.2	8.0	a	7.5	4.8	2.2	3.6	3.9	6.2
	Females	16.1	12.6	a	10.8	8.9	9.4	3.8	4.3	8.1
Canada	Males	11.1	9.3	a	x(5)	6.3	6.1	4.6	4.6	6.0
	Females	11.0	9.4	a	x(5)	6.0	6.2	4.6	4.8	5.7
Czech Republic	Males	c	24.7	a	5.9	3.2	x(8)	x(8)	2.1	5.5
	Females	c	22.1	a	12.3	5.0	x(8)	x(8)	1.8	9.0
Denmark	Males	c	7.1	5.1	3.9	8.2	c	6.9	2.9	4.6
	Females	c	8.0	6.4	5.4	6.6	c	4.7	3.5	5.2
Finland	Males	9.6	12.7	a	a	8.2	2.6	5.4	3.3	7.4
	Females	12.7	13.4	a	a	8.3	6.2	5.4	5.1	7.7
France	Males	12.4	10.9	a	5.5	7.2	x(7)	5.1	6.6	7.5
	Females	13.5	12.6	a	10.2	8.8	x(7)	5.2	7.0	9.7
Germany	Males	30.2	22.6	a	12.3	9.7	7.6	5.6	5.1	11.1
	Females	22.4	16.5	a	11.3	10.0	5.5	6.0	6.0	10.4
Greece	Males	5.1	5.4	3.4	5.7	5.6	7.5	3.1	4.8	5.2
	Females	12.5	18.3	19.1	35.3	15.1	15.7	11.6	9.5	13.5
Hungary	Males	31.1	11.4	a	5.6	3.2	2.8	1.6	1.5	5.1
	Females	22.6	9.2	a	7.3	4.3	7.1	1.6	2.4	5.4
Iceland	Males	a	4.6	0.0	1.7	9.6	2.0	6.1	1.2	3.0
	Females	a	1.9	1.4	2.4	6.0	0.0	0.0	0.4	1.8
Ireland	Males	8.6	5.8	c	a	3.3	3.5	2.6	1.9	4.3
	Females	4.2	5.4	c	a	2.8	3.3	2.4	1.8	3.1
Italy	Males	7.6	5.6	11.5	3.0	4.2	10.8	4.7	3.5	5.0
	Females	12.1	11.1	14.5	7.9	6.1	10.3	7.5	6.0	8.2
Japan	Males	m	m	m	m	m	m	m	m	m
	Females	m	m	m	m	m	m	m	m	m
Korea	Males	3.5	3.5	a	x(5)	3.9	a	3.8	2.7	3.5
	Females	1.6	2.2	a	x(5)	2.9	a	3.3	2.5	2.5
Luxembourg	Males	3.4	4.2	3.8	2.3	2.2	1.5	2.8	2.0	2.6
	Females	7.3	5.0	7.5	4.3	5.6	3.9	3.2	4.9	5.5
Mexico	Males	1.7	2.2	a	2.6	a	a	2.7	3.1	2.1
	Females	1.5	2.4	a	2.9	a	a	3.7	3.0	2.2
Netherlands	Males	9.1	5.8	x(4)	5.2	3.8	4.2	2.6	2.5	4.2
	Females	7.2	4.4	x(4)	3.5	3.7	2.7	4.6	2.9	3.7
New Zealand	Males	x(2)	3.7	a	x(5)	1.9	2.5	1.1	2.5	2.4
	Females	x(2)	4.8	a	x(5)	2.8	3.5	2.2	2.8	3.2
Norway	Males	c	3.9	a	4.1	4.5	3.3	1.7	2.8	3.7
	Females	c	2.9	a	3.4	3.6	2.5	3.5	2.1	2.9

Note: c too small sample to provide reliable estimates. Due to incomplete data, some averages have not been calculated.

Source: OECD. See Annex 3 for a description of ISCED-97 levels, ISCED-97 country mappings and national data sources ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

Table A8.2a. (continued)

**Unemployment rates and educational attainment, by gender (2004)**

Number of 25-to-64-year-olds in unemployment as a percentage of the labour force aged 25 to 64, by level of education attained and gender

		Pre-primary and primary education	Lower secondary education	Upper secondary education			Post-secondary non-tertiary education	Tertiary education		All levels of education	
				ISCED 3C Short	ISCED 3C Long/3B	ISCED 3A		Type B	Type A and advanced research programmes		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
OECD countries	<b>Poland</b>	Males	x(2)	27.3	18.9	a	11.7	14.5	x(8)	5.9	15.7
		Females	x(2)	28.3	24.1	a	16.6	14.4	x(8)	6.5	17.4
	<b>Portugal</b>	Males	5.5	5.6	x(5)	x(5)	4.5	3.9	x(8)	4.5	5.3
		Females	7.2	8.4	x(5)	x(5)	7.0	3.5	x(8)	4.4	6.8
	<b>Slovak Republic</b>	Males	88.5	48.4	x(4)	17.4	8.0	a	3.0	5.0	14.7
		Females	c	44.4	x(4)	21.3	12.8	a	8.0	4.3	17.4
	<b>Spain</b>	Males	8.7	7.3	c	6.5	6.0	c	4.9	5.3	6.8
		Females	17.2	16.4	c	16.4	12.0	c	12.3	8.8	13.4
	<b>Sweden</b>	Males	7.6	5.5	a	x(5)	6.0	x(5)	5.6	4.3	5.7
		Females	7.8	6.3	a	x(5)	5.6	x(5)	3.9	3.6	5.0
	<b>Switzerland</b>	Males	c	6.3	c	3.3	7.1	c	1.8	1.9	2.2
		Females	c	7.5	c	3.9	4.8	c	c	3.0	4.4
	<b>Turkey</b>	Males	8.9	9.0	a	8.5	8.9	x(8)	x(8)	7.2	8.7
		Females	4.6	14.4	a	17.0	16.8	x(8)	x(8)	10.3	8.0
<b>United Kingdom</b>	Males	x(2)	7.9	4.2	3.6	2.8	a	2.9	2.5	3.8	
	Females	x(2)	5.1	3.9	3.4	3.0	a	1.7	2.0	3.3	
<b>United States</b>	Males	8.1	10.3	x(5)	x(5)	6.2	x(5)	5.2	3.0	5.4	
	Females	13.1	11.8	x(5)	x(5)	5.0	x(5)	3.6	2.9	4.7	
	<b>OECD average</b>	<b>Males</b>		<b>10.1</b>			<b>5.7</b>		<b>3.7</b>	<b>3.5</b>	<b>5.7</b>
		<b>Females</b>		<b>11.0</b>			<b>7.2</b>		<b>4.5</b>	<b>4.3</b>	<b>6.8</b>
	<b>EU19 average</b>	<b>Males</b>		<b>12.3</b>			<b>5.6</b>		<b>3.9</b>	<b>3.7</b>	<b>6.6</b>
		<b>Females</b>		<b>13.4</b>			<b>7.8</b>		<b>5.2</b>	<b>4.7</b>	<b>8.3</b>
Partner countries	<b>Chile</b>	Males	5.8	6.9	x(5)	x(5)	6.8	a	12.6	6.0	6.6
		Females	6.1	8.9	x(5)	x(5)	9.2	a	10.7	7.1	8.4
	<b>Israel</b>	Males	x(2)	13.1	x(5)	x(5)	9.0	a	6.7	5.3	8.3
		Females	x(2)	19.7	x(5)	x(5)	12.6	a	7.7	5.8	9.7

Note: c too small sample to provide reliable estimates. Due to incomplete data, some averages have not been calculated.

Source: OECD. See Annex 3 for a description of ISCED-97 levels, ISCED-97 country mappings and national data sources ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink: <http://dx.doi.org/10.1787/015830764831>

Table A8.3a.

## Trends in employment rates, by educational attainment (1991-2004)

Number of 25-to-64-year-olds in employment as a percentage of the population aged 25 to 64, by level of educational attainment

		1991	1995	1998	2000	2001	2002	2003	2004	
OECD countries	<b>Australia</b>	Below upper secondary	54	60	59	61	60	60	61	61
		Upper secondary and post-secondary non-tertiary	71	76	76	77	78	78	79	79
		Tertiary education	81	83	84	83	83	84	83	83
	<b>Austria</b>	Below upper secondary	52	56	53	54	54	55	55	52
		Upper secondary and post-secondary non-tertiary	73	77	75	75	75	75	75	74
		Tertiary education	88	88	86	87	87	86	85	83
	<b>Belgium</b>	Below upper secondary	49	47	47	51	49	49	49	49
		Upper secondary and post-secondary non-tertiary	75	72	72	75	74	74	73	73
		Tertiary education	85	84	84	85	85	84	84	84
	<b>Canada</b>	Below upper secondary	55	53	54	55	55	55	57	57
		Upper secondary and post-secondary non-tertiary	75	74	74	76	76	76	76	77
		Tertiary education	82	81	82	83	82	82	82	82
	<b>Czech Republic</b>	Below upper secondary	m	56	50	47	47	45	44	42
		Upper secondary and post-secondary non-tertiary	m	82	78	76	76	76	75	75
		Tertiary education	m	92	89	87	88	87	87	86
	<b>Denmark</b>	Below upper secondary	62	62	61	63	62	61	61	62
		Upper secondary and post-secondary non-tertiary	81	77	79	81	81	82	80	80
		Tertiary education	89	89	87	88	87	87	85	87
	<b>Finland</b>	Below upper secondary	64	54	56	57	58	58	58	57
		Upper secondary and post-secondary non-tertiary	78	70	103	75	76	74	73	74
		Tertiary education	88	81	83	84	85	85	85	85
	<b>France</b>	Below upper secondary	58	57	56	57	58	58	59	58
		Upper secondary and post-secondary non-tertiary	78	76	75	76	77	77	76	75
		Tertiary education	85	82	82	83	84	83	82	82
	<b>Germany</b>	Below upper secondary	51	49	48	51	52	51	50	49
		Upper secondary and post-secondary non-tertiary	74	71	69	70	71	70	70	70
		Tertiary education	86	84	83	83	83	84	83	83
<b>Greece</b>	Below upper secondary	m	56	56	56	56	56	58	57	
	Upper secondary and post-secondary non-tertiary	m	62	65	65	65	66	67	69	
	Tertiary education	m	79	80	81	80	81	82	82	
<b>Hungary</b>	Below upper secondary	m	m	36	36	37	37	37	37	
	Upper secondary and post-secondary non-tertiary	m	m	71	72	72	72	71	71	
	Tertiary education	m	m	81	101	101	82	82	83	
<b>Iceland</b>	Below upper secondary	m	m	85	87	87	86	m	81	
	Upper secondary and post-secondary non-tertiary	m	m	89	89	90	89	m	88	
	Tertiary education	m	m	100	95	95	95	m	93	
<b>Ireland</b>	Below upper secondary	46	49	53	56	57	57	57	57	
	Upper secondary and post-secondary non-tertiary	63	67	72	77	77	77	76	76	
	Tertiary education	81	83	85	88	87	87	86	86	
<b>Italy</b>	Below upper secondary	54	49	47	48	49	50	m	52	
	Upper secondary and post-secondary non-tertiary	74	70	70	71	72	72	m	74	
	Tertiary education	87	81	81	81	82	82	m	82	
<b>Japan</b>	Below upper secondary	m	m	69	67	68	67	67	m	
	Upper secondary and post-secondary non-tertiary	m	m	76	74	74	74	74	m	
	Tertiary education	m	m	79	79	80	79	79	m	
<b>Korea</b>	Below upper secondary	70	71	66	68	68	68	67	66	
	Upper secondary and post-secondary non-tertiary	71	71	66	69	69	71	70	70	
	Tertiary education	80	80	76	75	76	76	76	77	
<b>Luxembourg</b>	Below upper secondary	m	m	m	58	58	59	61	59	
	Upper secondary and post-secondary non-tertiary	m	m	m	73	74	74	72	69	
	Tertiary education	m	m	m	84	86	85	83	83	

Table A8.3a. (continued)

**Trends in employment rates, by educational attainment (1991-2004)**

Number of 25-to-64-year-olds in employment as a percentage of the population aged 25 to 64, by level of educational attainment

		1991	1995	1998	2000	2001	2002	2003	2004
OECD countries	<b>Mexico</b>								
	Below upper secondary	m	60	64	63	63	64	63	65
	Upper secondary and post-secondary non-tertiary	m	63	64	66	64	63	63	64
	Tertiary education	m	82	84	83	81	82	82	82
	<b>Netherlands</b>								
	Below upper secondary	50	52	55	58	59	59	m	59
	Upper secondary and post-secondary non-tertiary	73	74	77	79	80	80	m	78
	Tertiary education	85	83	85	86	86	87	m	86
	<b>New Zealand</b>								
	Below upper secondary	57	59	59	61	62	64	64	65
	Upper secondary and post-secondary non-tertiary	73	80	79	80	81	81	82	82
	Tertiary education	80	82	80	81	82	82	81	84
	<b>Norway</b>								
	Below upper secondary	62	61	67	63	61	61	62	62
	Upper secondary and post-secondary non-tertiary	80	81	84	83	83	82	80	79
	Tertiary education	90	89	90	90	90	90	89	89
	<b>Poland</b>								
	Below upper secondary	m	50	49	43	42	39	38	38
Upper secondary and post-secondary non-tertiary	m	70	71	67	65	63	62	61	
Tertiary education	m	85	87	85	84	83	83	82	
<b>Portugal</b>									
Below upper secondary	62	67	72	73	73	73	72	72	
Upper secondary and post-secondary non-tertiary	84	77	80	83	83	82	82	80	
Tertiary education	92	89	89	91	91	89	87	88	
<b>Slovak Republic</b>									
Below upper secondary	m	39	37	31	31	28	29	22	
Upper secondary and post-secondary non-tertiary	m	75	75	71	70	71	71	70	
Tertiary education	m	88	89	86	87	87	87	84	
<b>Spain</b>									
Below upper secondary	50	46	49	54	55	56	57	58	
Upper secondary and post-secondary non-tertiary	72	65	67	72	72	72	72	73	
Tertiary education	79	75	76	80	81	81	82	82	
<b>Sweden</b>									
Below upper secondary	83	78	66	68	69	68	68	67	
Upper secondary and post-secondary non-tertiary	91	84	79	82	82	82	81	81	
Tertiary education	94	89	85	87	87	87	86	85	
<b>Switzerland</b>									
Below upper secondary	78	67	69	66	69	68	66	66	
Upper secondary and post-secondary non-tertiary	80	80	81	82	81	81	80	80	
Tertiary education	92	90	90	91	91	91	90	90	
<b>Turkey</b>									
Below upper secondary	60	64	57	53	52	51	49	50	
Upper secondary and post-secondary non-tertiary	67	63	66	64	62	62	61	62	
Tertiary education	87	74	81	79	78	76	75	75	
<b>United Kingdom</b>									
Below upper secondary	61	55	53	54	54	53	54	53	
Upper secondary and post-secondary non-tertiary	79	77	79	79	80	79	80	79	
Tertiary education	86	86	87	88	88	88	88	89	
<b>United States</b>									
Below upper secondary	52	54	58	58	58	57	58	57	
Upper secondary and post-secondary non-tertiary	74	75	76	77	76	74	73	73	
Tertiary education	85	86	85	85	84	83	82	82	
<b>OECD average</b>									
<i>Below upper secondary</i>		57	57	57	57	57	56	56	
<i>Upper secondary and post-secondary non-tertiary</i>		73	75	75	75	75	74	74	
<i>Tertiary education</i>		84	85	85	85	84	84	84	
<b>EU-19 average</b>									
<i>Below upper secondary</i>		51	50	51	51	51	50	50	
<i>Upper secondary and post-secondary non-tertiary</i>		69	71	71	71	71	70	70	
<i>Tertiary education</i>		80	80	82	82	81	80	80	
Partner country	<b>Israel</b>								
	Below upper secondary	m	m	m	m	m	44	43	40
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	67	66	66
	Tertiary education	m	m	m	m	m	79	79	79

Note: Due to incomplete data, some averages have not been calculated. Break in Austrian time series is due to a change in survey methodology from 2003 to 2004.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink: <http://dx.doi.org/10.1787/015830764831>

Table A8.4a.

**Trends in unemployment rates, by educational attainment (1991-2004)***Number of 25-to-64-year-olds in unemployment as a percentage of the labour force aged 25 to 64, by level of educational attainment*

		1991	1995	1998	2000	2001	2002	2003	2004	
OECD countries	<b>Australia</b>	Below upper secondary	9.2	8.7	9.0	7.5	7.6	7.5	7.0	6.2
		Upper secondary and post-secondary non-tertiary	6.8	6.2	5.8	4.5	4.7	4.3	4.3	3.9
		Tertiary education	3.9	4.0	3.3	3.6	3.1	3.3	3.0	2.8
	<b>Austria</b>	Below upper secondary	4.8	5.7	6.9	6.3	6.4	6.9	7.9	7.8
		Upper secondary and post-secondary non-tertiary	3.1	2.9	3.6	3.0	3.0	3.4	3.4	3.8
		Tertiary education	1.5	2.0	2.0	1.6	1.5	1.9	2.0	2.9
	<b>Belgium</b>	Below upper secondary	11.8	13.4	13.1	9.8	8.5	10.3	10.7	11.7
		Upper secondary and post-secondary non-tertiary	4.2	7.5	7.4	5.3	5.5	6.0	6.7	6.9
		Tertiary education	2.0	3.6	3.2	2.7	2.7	3.5	3.5	3.9
	<b>Canada</b>	Below upper secondary	13.8	13.1	11.8	10.1	10.5	11.0	10.9	9.9
		Upper secondary and post-secondary non-tertiary	8.7	8.3	c	5.9	6.2	6.7	6.5	6.1
		Tertiary education	6.3	6.2	4.7	4.1	4.7	5.1	5.2	4.7
	<b>Czech Republic</b>	Below upper secondary	m	7.7	14.5	19.3	19.2	18.8	19.8	23.0
		Upper secondary and post-secondary non-tertiary	m	2.1	4.6	6.7	6.2	5.6	6.1	6.4
		Tertiary education	m	0.7	1.9	2.5	2.0	1.8	2.0	2.0
	<b>Denmark</b>	Below upper secondary	14.2	14.6	7.0	6.3	(5)	6.2	7.2	7.8
		Upper secondary and post-secondary non-tertiary	9.1	9.9	4.6	3.9	3.3	3.4	4.4	4.8
		Tertiary education	4.9	4.6	3.3	2.6	3.2	3.5	4.7	3.9
	<b>Finland</b>	Below upper secondary	8.6	21.6	13.8	12.1	11.4	12.2	11.1	12.0
		Upper secondary and post-secondary non-tertiary	7.3	16.7	10.6	8.9	8.5	8.8	9.2	8.2
		Tertiary education	3.4	9.1	5.8	4.7	4.4	4.5	4.3	4.7
	<b>France</b>	Below upper secondary	10.6	13.7	14.9	13.9	11.9	c	12.1	12.1
		Upper secondary and post-secondary non-tertiary	6.6	9.0	9.6	7.9	6.9	6.8	7.5	7.5
		Tertiary education	3.7	6.5	6.6	5.1	4.8	5.2	6.1	6.1
	<b>Germany</b>	Below upper secondary	7.4	13.3	15.4	13.9	13.5	15.3	18.0	20.5
		Upper secondary and post-secondary non-tertiary	4.7	7.9	10.3	8.1	8.2	9.0	10.2	11.2
		Tertiary education	3.2	4.9	5.5	4.2	4.2	4.5	5.2	5.5
<b>Greece</b>	Below upper secondary	m	6.3	7.3	7.7	7.4	7.2	6.6	8.4	
	Upper secondary and post-secondary non-tertiary	m	9.0	10.4	10.9	9.9	9.7	9.1	9.7	
	Tertiary education	m	8.1	6.2	7.2	6.7	6.4	5.6	6.9	
<b>Hungary</b>	Below upper secondary	m	m	11.4	9.9	10.0	10.5	10.6	10.8	
	Upper secondary and post-secondary non-tertiary	m	m	6.2	5.3	4.6	4.4	4.8	5.0	
	Tertiary education	m	m	1.7	1.3	1.2	1.5	1.4	1.9	
<b>Iceland</b>	Below upper secondary	m	m	3.4	2.5	2.4	3.0	m	3.1	
	Upper secondary and post-secondary non-tertiary	m	m	c	c	c	2.6	m	2.8	
	Tertiary education	m	m	c	c	c	c	m	1.0	
<b>Ireland</b>	Below upper secondary	20.3	16.4	11.6	7.0	5.6	5.9	6.3	6.4	
	Upper secondary and post-secondary non-tertiary	7.3	7.6	4.5	2.5	2.4	2.8	2.9	3.2	
	Tertiary education	4.1	4.2	3.0	1.6	1.4	1.8	2.6	2.1	
<b>Italy</b>	Below upper secondary	5.7	9.1	10.8	10.0	9.1	9.0	m	7.8	
	Upper secondary and post-secondary non-tertiary	7.2	7.9	8.2	7.4	6.8	6.4	m	5.3	
	Tertiary education	5.0	7.3	6.9	5.9	5.3	5.3	m	4.8	
<b>Japan</b>	Below upper secondary	m	m	4.3	6.0	5.9	6.6	6.7	m	
	Upper secondary and post-secondary non-tertiary	m	m	3.3	4.7	4.8	5.3	5.4	m	
	Tertiary education	m	m	2.6	3.5	3.1	3.8	3.7	m	
<b>Korea</b>	Below upper secondary	0.9	1.0	6.0	3.7	3.1	2.2	2.2	2.6	
	Upper secondary and post-secondary non-tertiary	1.9	1.6	6.8	4.1	3.6	3.0	3.3	3.5	
	Tertiary education	2.7	2.0	4.9	3.6	3.5	3.2	3.1	2.9	
<b>Luxembourg</b>	Below upper secondary	m	m	m	3.1	c	3.8	3.3	5.0	
	Upper secondary and post-secondary non-tertiary	m	m	m	c	c	c	2.6	3.8	
	Tertiary education	m	m	m	c	c	c	c	3.0	

Table A8.4a. (continued)

**Trends in unemployment rates, by educational attainment (1991-2004)**

Number of 25-to-64-year-olds in unemployment as a percentage of the labour force aged 25 to 64, by level of educational attainment

		1991	1995	1998	2000	2001	2002	2003	2004	
OECD countries	<b>Mexico</b>									
	Below upper secondary	m	4.2	1.9	1.3	1.4	1.5	1.6	1.9	
	Upper secondary and post-secondary non-tertiary	m	5.2	2.6	1.6	1.7	1.8	1.9	2.8	
	Tertiary education	m	4.7	2.5	2.0	2.2	2.5	2.6	3.0	
	<b>Netherlands</b>									
	Below upper secondary	8.6	7.9	0.9	3.9	2.9	3.8	m	5.7	
	Upper secondary and post-secondary non-tertiary	4.6	4.8	1.7	2.3	1.6	2.2	m	3.9	
	Tertiary education	1.5	4.1	c	1.9	1.2	2.1	m	2.8	
	<b>New Zealand</b>									
	Below upper secondary	12.5	8.2	10.5	7.8	6.7	5.6	4.9	4.2	
	Upper secondary and post-secondary non-tertiary	7.3	3.3	4.7	3.5	3.2	3.3	2.9	2.4	
	Tertiary education	4.8	3.2	4.5	3.6	3.2	3.4	3.5	2.4	
	<b>Norway</b>									
	Below upper secondary	6.7	6.5	2.9	2.2	3.4	3.4	3.9	3.6	
	Upper secondary and post-secondary non-tertiary	4.4	4.0	2.4	2.6	2.7	2.9	3.6	3.8	
	Tertiary education	2.0	2.4	1.5	1.9	1.7	2.1	2.5	2.4	
	<b>Poland</b>									
	Below upper secondary	m	13.9	13.9	20.6	22.6	25.2	25.9	27.8	
	Upper secondary and post-secondary non-tertiary	m	11.1	9.1	13.9	15.9	17.8	17.8	17.4	
	Tertiary education	m	2.8	2.5	4.3	5.0	6.3	6.6	6.2	
	<b>Portugal</b>									
	Below upper secondary	5.3	6.2	4.4	3.6	3.6	4.4	5.7	6.4	
	Upper secondary and post-secondary non-tertiary	4.5	6.4	5.1	3.5	3.3	4.3	5.1	5.6	
	Tertiary education	c	3.2	c	c	c	3.9	4.9	4.4	
	<b>Slovak Republic</b>									
	Below upper secondary	m	24.0	24.3	36.3	38.7	42.3	44.9	47.7	
	Upper secondary and post-secondary non-tertiary	m	9.6	8.8	14.3	14.8	14.2	13.5	14.6	
Tertiary education	m	2.7	3.3	4.6	4.2	3.6	3.7	4.8		
<b>Spain</b>										
Below upper secondary	13.7	20.6	17.1	13.7	10.2	11.2	11.2	11.0		
Upper secondary and post-secondary non-tertiary	12.2	18.5	15.3	11.0	8.4	9.5	9.5	9.5		
Tertiary education	9.3	14.5	13.1	9.5	6.9	7.7	7.7	7.3		
<b>Sweden</b>										
Below upper secondary	2.6	10.1	10.4	8.0	5.9	5.8	6.1	6.5		
Upper secondary and post-secondary non-tertiary	2.3	8.7	7.8	5.3	4.6	4.6	5.2	5.8		
Tertiary education	1.1	4.5	4.4	3.0	2.6	3.0	3.9	4.3		
<b>Switzerland</b>										
Below upper secondary	1.2	5.8	5.6	5.0	3.7	4.6	6.1	7.2		
Upper secondary and post-secondary non-tertiary	1.5	2.8	2.8	2.0	2.1	2.4	3.3	3.7		
Tertiary education	1.3	c	2.8	c	1.3	2.2	2.9	2.8		
<b>Turkey</b>										
Below upper secondary	5.7	4.8	4.4	4.6	6.7	8.5	8.8	8.1		
Upper secondary and post-secondary non-tertiary	7.2	6.9	6.6	5.5	7.4	8.7	7.8	10.1		
Tertiary education	3.1	3.3	4.8	3.9	4.7	7.5	6.9	8.2		
<b>United Kingdom</b>										
Below upper secondary	10.4	12.8	10.5	8.9	7.6	8.5	6.9	6.6		
Upper secondary and post-secondary non-tertiary	6.5	7.5	5.0	4.6	3.9	4.1	3.9	3.7		
Tertiary education	3.3	3.7	2.6	2.1	2.0	2.4	2.4	2.2		
<b>United States</b>										
Below upper secondary	12.3	10.0	8.5	7.9	8.1	10.2	9.9	10.5		
Upper secondary and post-secondary non-tertiary	6.5	5.0	4.5	3.6	3.8	5.7	6.1	5.6		
Tertiary education	2.9	2.7	2.1	1.8	2.1	3.0	3.4	3.3		
<b>OECD average</b>										
Below upper secondary		10.8	9.5	9.1	8.9	9.4	10.2	10.4		
Upper secondary and post-secondary non-tertiary		7.3	6.4	5.8	5.6	5.9	6.2	6.2		
Tertiary education		4.6	4.1	3.6	3.3	3.8	4.0	3.9		
<b>EU19 average</b>										
Below upper secondary		12.8	11.6	11.3	11.1	11.5	12.6	12.9		
Upper secondary and post-secondary non-tertiary		8.7	7.4	6.9	6.5	6.8	7.2	7.2		
Tertiary education		5.1	4.5	3.8	3.5	3.8	4.2	4.2		
Partner country	<b>Israel</b>									
	Below upper secondary	m	m	m	m	m	14	15	16	
	Upper secondary and post-secondary non-tertiary	m	m	m	m	m	10	10	11	
	Tertiary education	m	m	m	m	m	6	6	6	

Note: c too small sample to provide reliable estimates. Due to incomplete data, some averages have not been calculated.

Break in Austrian time series is due to a change in survey methodology from 2003 to 2004.

Source: OECD. See Annex 3 for notes ([www.oecd.org/edu/eag2006](http://www.oecd.org/edu/eag2006)).

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

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# CONTRIBUTORS TO THIS PUBLICATION

Many people have contributed to the development of this publication. The following lists the names of the country representatives, researchers and experts who have actively taken part in the preparatory work leading to the publication of *Education at a Glance – OECD Indicators 2006*.

The OECD wishes to thank them all for their valuable efforts.

## National Co-ordinators

---

Mr. Brendan O'REILLY (Australia)	Mr. Kenji SAKUMA (Japan)
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---

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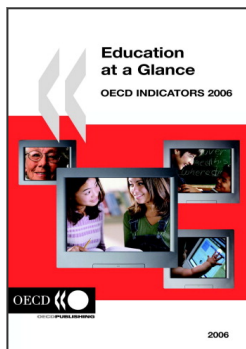
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