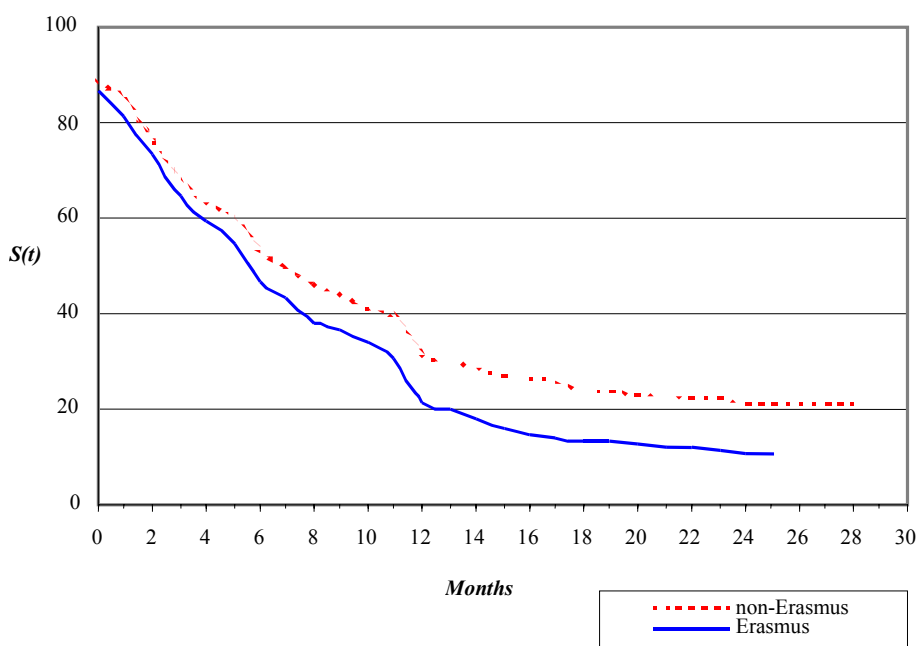


entry by Erasmus graduates. The average durations of joblessness (9 months for Erasmus, 11 months for non-Erasmus graduates) confirm the results of the comparison.⁽¹⁾

FIGURE 2.7 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES^(a): PERSISTENCE IN JOBLESSNESS FUNCTIONS ESTIMATED USING THE KAPLAN-MEIER METHOD
1999 interviewees two years after graduation



| | Erasmus graduates | non-Erasmus graduates |
|---------------------------------|-------------------|-----------------------|
| average duration of joblessness | 9 months | 11 months |

^(a) Excluding graduates working at the time of receiving their degrees.

Source:
indagine 1999 condizione occupazionale.

2.4.3 Forms of employment: type of contract, public or private sector, size of company and economic sector

⁽¹⁾ The amount of time spent in non-employment is defined as the number of months that elapse between graduation and finding the first job (which may not necessarily be the same as the one held at the time of graduation) begun after finishing university. In the case of graduates who had never worked since graduating, the number of months elapsing between graduation and the interview were considered (see the Methodological Notes in the appendix).

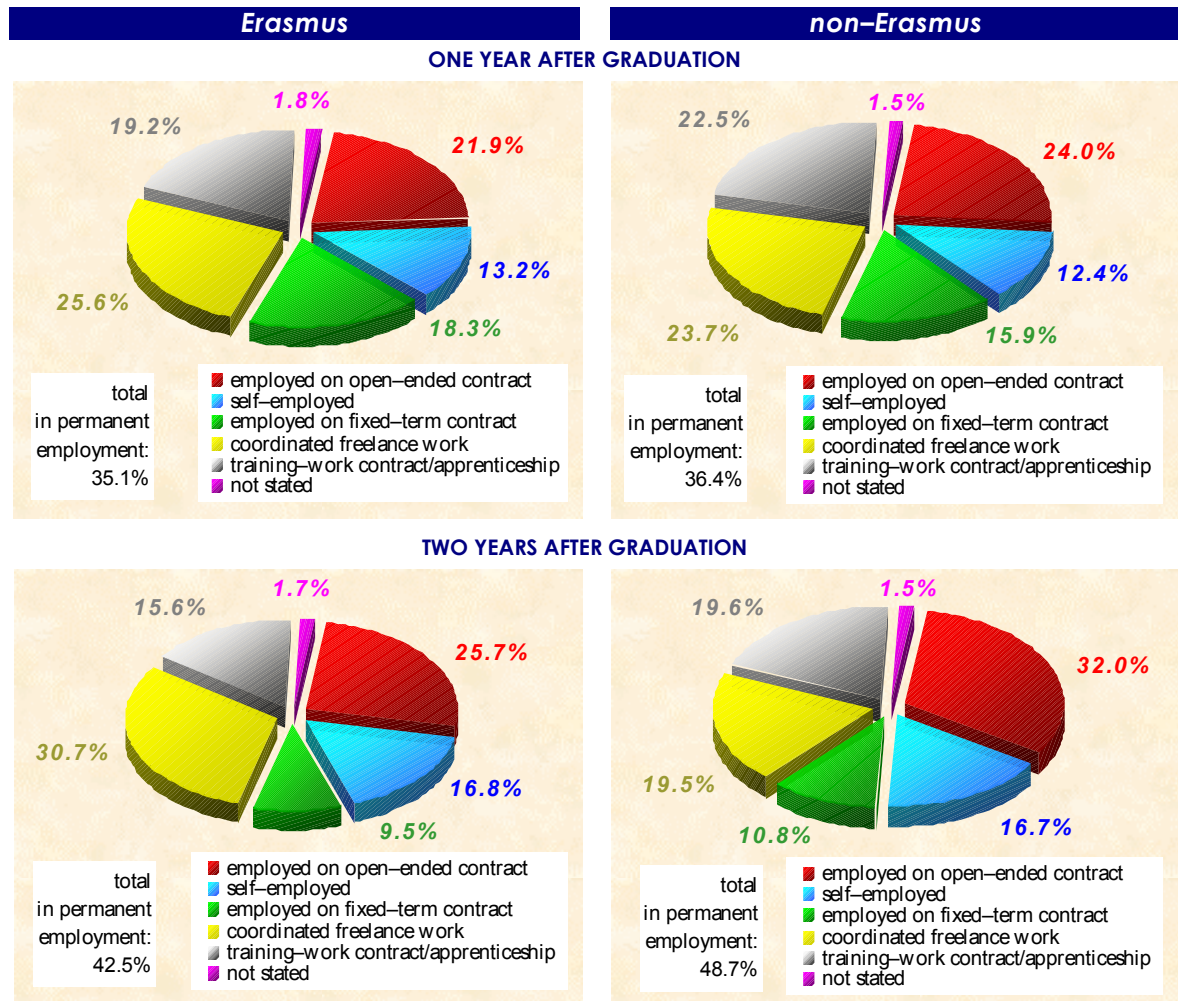
2. The employment situations of Erasmus graduates

One year after graduation – The distributions of graduates in employment one year after graduation according to type of contract are similar in the two groups. Just over one-third of graduates (35.1 per cent of the *Erasmus* group and 36.4 per cent of the *non-Erasmus* group) had permanent jobs⁽²⁾ (as employees on open-ended contracts or as self-employed workers), and around one-fourth were working on ‘coordinated freelance contracts’ (Figures 2.8 and 2.9 and Appendix Panel 2.19).

There are substantial differences between male and female graduates: permanent employment was more frequent among males, while the majority of females were working on fixed-term contracts. These differences were more evident in the *Erasmus* group than in the *non-Erasmus* one (Table 2.4).

FIGURE 2.8 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES, BY TYPE OF EMPLOYMENT

1999 interviewees – percentage shares



Source:
indagine 1999 condizione occupazionale.

(2) Note, however, that some of the graduates in permanent employment had been working for less than a year.

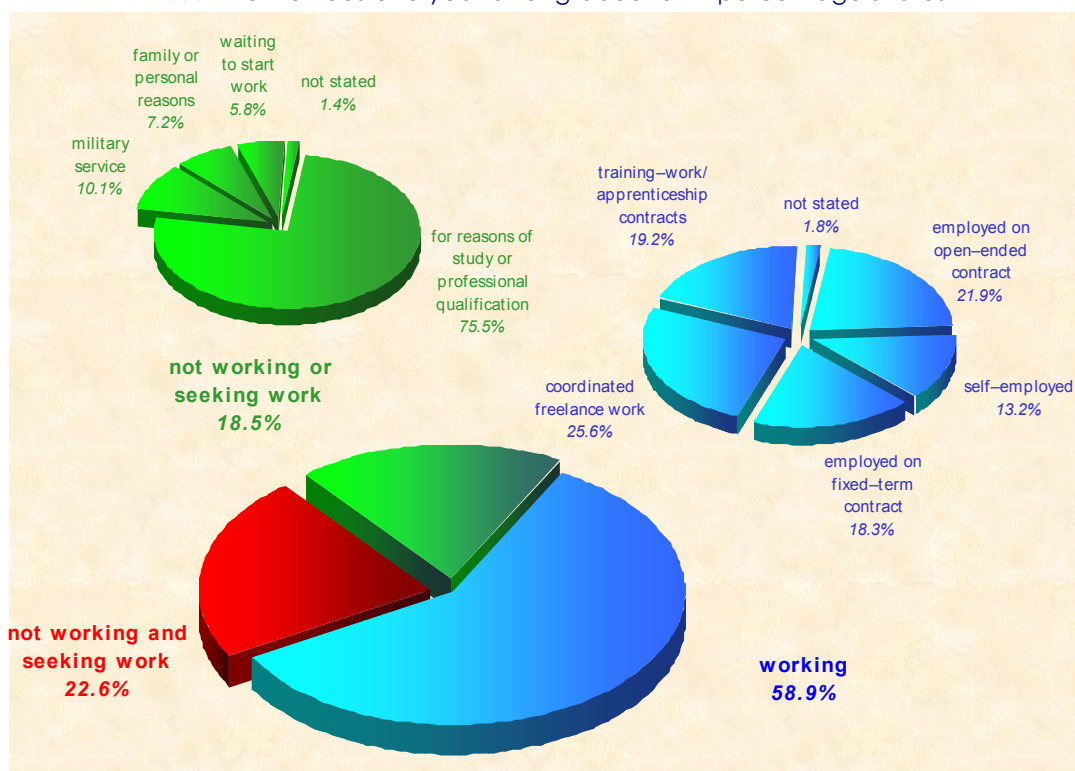
Table 2.4 – Employed Erasmus and non-Erasmus graduates, by gender and type of employment – 1999 interviewees one year after graduation – row percentages^(a)

| | steady employment (employed on open-ended contract or self-employed workers) | employed on fixed-term contract | training-work contract/apprenticeship | coordinated freelance work or other atypical contract | no contract | TOTAL | number of graduates interviewed |
|----------------|---|---------------------------------|---------------------------------------|---|-------------|-------|---------------------------------|
| males | | | | | | | |
| Erasmus | 47.6 | 7.3 | 13.4 | 29.3 | – | 100.0 | 82 |
| non-Erasmus | 43.8 | 11.4 | 16.7 | 23.5 | 3.4 | 100.0 | 1,254 |
| females | | | | | | | |
| Erasmus | 27.7 | 24.8 | 13.9 | 25.5 | 6.6 | 100.0 | 137 |
| non-Erasmus | 31.1 | 19.1 | 13.0 | 28.0 | 7.0 | 100.0 | 1,734 |
| TOTAL | | | | | | | |
| Erasmus | 35.1 | 18.3 | 13.7 | 26.9 | 4.1 | 100.0 | 219 |
| non-Erasmus | 36.4 | 15.9 | 14.6 | 26.1 | 5.5 | 100.0 | 2,988 |

(a) The percentages do not sum to 100 because of the non-replies.

Source: indagine 1999 condizione occupazionale.

FIGURE 2.9 – ERASMUS GRADUATES BY OCCUPATIONAL STATUS
1999 interviewees one year after graduation – percentage shares



Source: indagine 1999 condizione occupazionale.

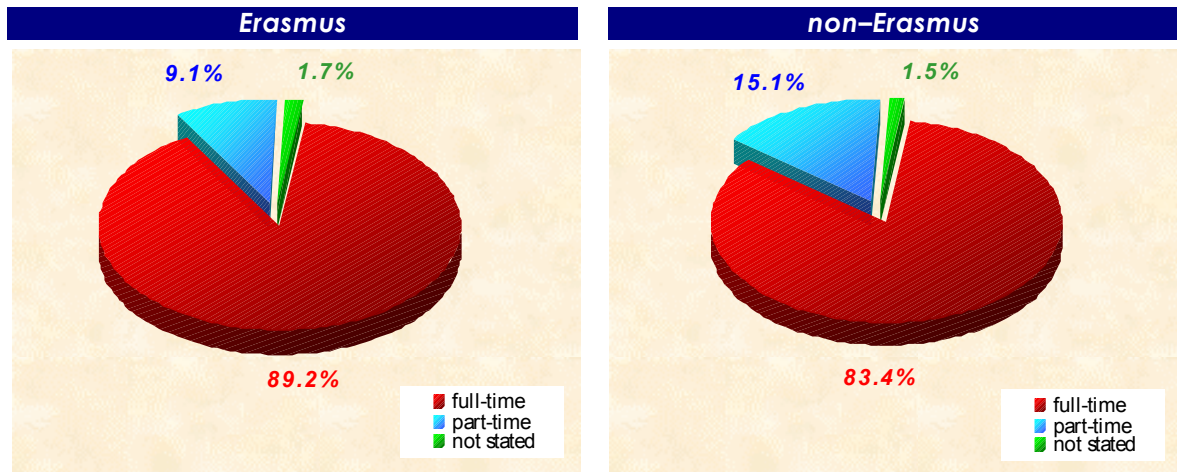
Some 15.2 per cent of the graduates who were in dependent employment one year after graduation worked part-time (Figure 2.10 and Appendix Panel 2.23); the percentage was higher among non-Erasmus (15.1 per cent) than among

2. The employment situations of Erasmus graduates

Erasmus (9.1 per cent) graduates. It should be pointed out that while male and female Erasmus graduates (employees) were in largely the same situation (7.5 per cent of males worked part-time and 9.9 per cent of females), non-Erasmus female graduates, of whom 21.5 per cent were employed on a part-time basis, differed significantly from male non-Erasmus graduates (6.1 per cent).

FIGURE 2.10 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES IN FULL-TIME OR PART-TIME EMPLOYMENT

1999 interviewees one year after graduation – percentage shares



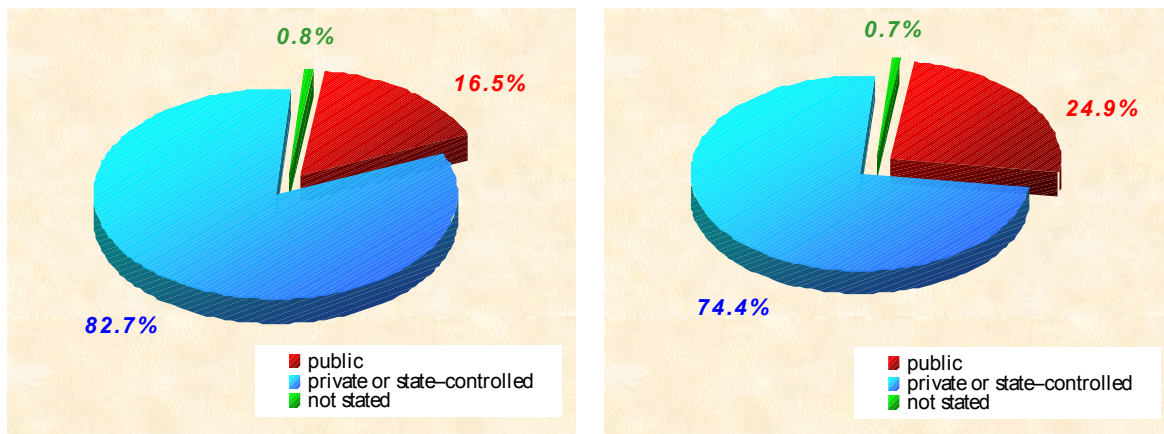
Source:
indagine 1999 condizione occupazionale.

The public sector accounted for one-quarter of non-Erasmus graduates in dependent employment one year after graduation but only for one-sixth of Erasmus graduates with the same kind of employment relationship (Figure 2.11 and Appendix Panel 2.24). Instead, there were no significant differences between the two groups as far as branch of economic activity was concerned: the majority of employed graduates worked in services (Figure 2.12 and Appendix Panel 2.26).

FIGURE 2.11 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES IN DEPENDENT EMPLOYMENT, BY SECTOR

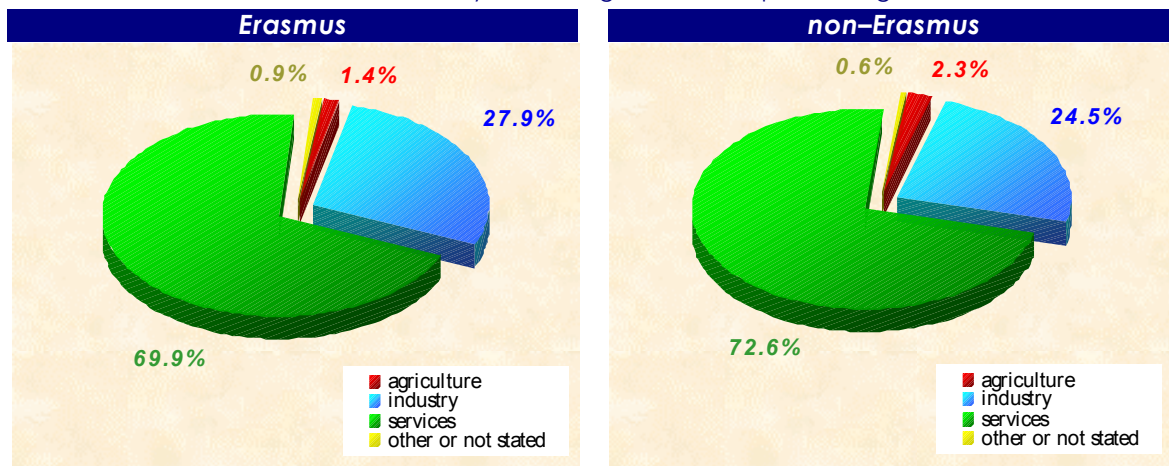
1999 interviewees one year after graduation – percentage shares





Source: indagine 1999 condizione occupazionale.

FIGURE 2.12 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES IN DEPENDENT EMPLOYMENT, BY BRANCH OF ECONOMIC ACTIVITY
1999 interviewees one year after graduation – percentage shares



Source: indagine 1999 condizione occupazionale.

Two years after graduation – Whereas one year after graduation the distribution of Erasmus graduates according to type of contract corresponded to that of non-Erasmus graduates, two years afterwards there were significant differences between the two groups (Figure 2.8 and Appendix Panel 2.20). For Erasmus graduates, coordinated freelance work was still the most common type of employment, and had indeed grown more frequent (30.7 per cent), while for non-Erasmus graduates the most widespread form was dependent employment on a fixed-term contract. As a consequence, the percentage of graduates in steady employment (as employees on permanent contracts or self-employed workers) reached 48.7 per cent among non-Erasmus and 42.5 per cent among Erasmus graduates.

2.4.4 The place of work

2. The employment situations of Erasmus graduates

It was pointed out in Section 1.11 that, at the time of graduation, *Erasmus* students were more willing to move away from home for the purposes of work, the majority of them stating that Europe was their preferred geographical area of work (while *non-Erasmus* graduates generally preferred their province of residence). Moreover, they declared themselves much more willing than other graduates to accept work transfers; a willingness confirmed both one and two years after graduation.

One year after graduation, 5 per cent of employed *Erasmus* graduates worked abroad, and 21 per cent in an Italian region other than the one in which they resided at the time when they graduated from university. The corresponding percentages for *non-Erasmus* graduates were respectively only 0.6 per cent and 12 per cent (Figure 2.13 and Appendix Panel 2.27).⁽³⁾ In any event, both *Erasmus* graduates (with an average score of 61 out of 100) and *non-Erasmus* graduates (64 out of 100) declared themselves generally satisfied with the place in which they worked (Appendix Panel 2.37). Two years after graduation, the percentages of graduates working abroad were substantially the same as those one year afterwards: 4.5 per cent for *Erasmus* and 0.6 per cent for *non-Erasmus* graduates (Appendix Panel 2.28).⁽⁴⁾

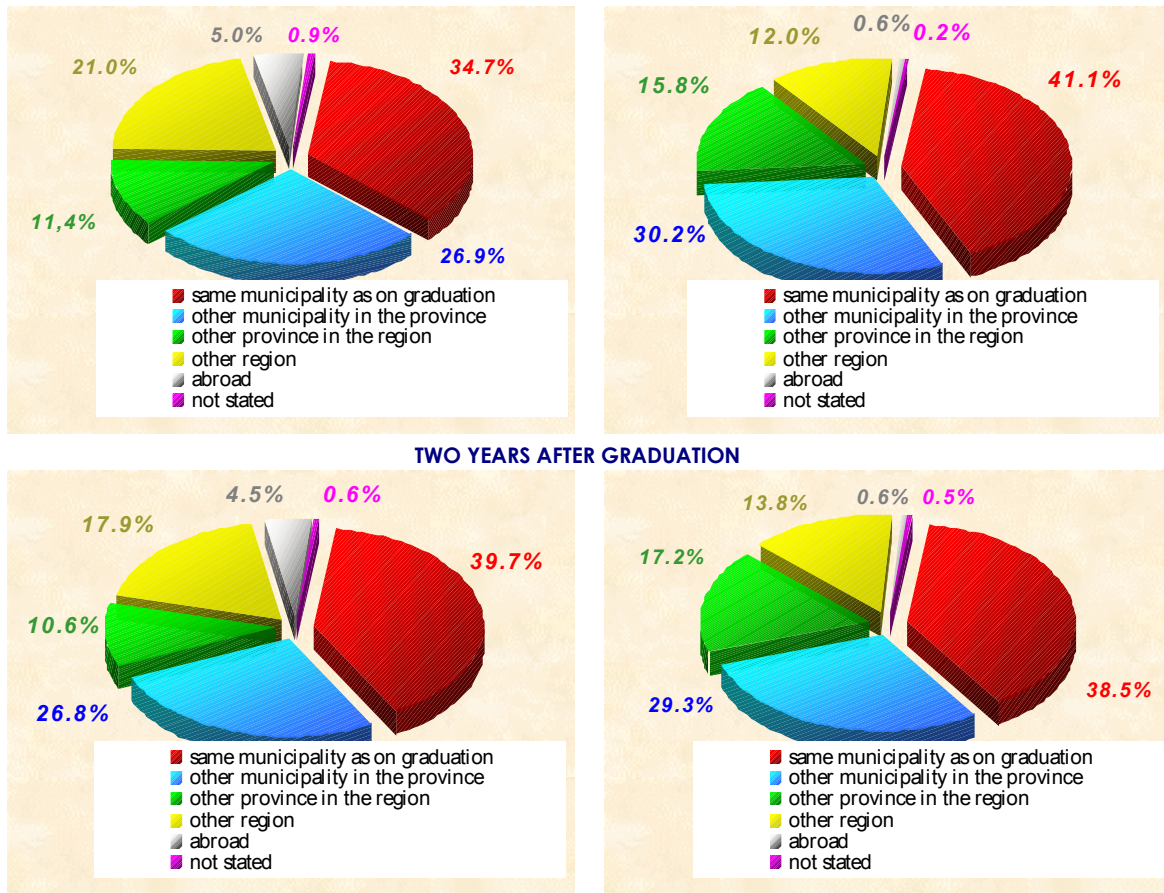
The prospects of employment envisaged by graduate job-seekers (employed and unemployed) one year after graduation are also of significant interest. Europe is still an area much appreciated by *Erasmus* graduates, but it takes second place to the province of residence (Appendix Panel 2.44). Moreover, the place of work exerts a secondary influence on the search for a job: for *Erasmus* graduates it was the least important item among the nine considered during the interview, being regarded as much less important than an opportunity to gain professional skills, a match with cultural interests, and career prospects (Appendix Panel 2.43).

FIGURE 2.13 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES, BY PLACE OF WORK AND WITH RESPECT TO PLACE OF RESIDENCE ON GRADUATION
1999 interviewees – percentage shares

| Erasmus | non-Erasmus |
|----------------------------------|-------------|
| ONE YEAR AFTER GRADUATION | |

⁽³⁾ It should be noted that the graduates interviewed one year after graduation represented 68.6 per cent of the overall *Erasmus* group and 76.9 per cent of the *non-Erasmus* one. Two years after graduation the rate of response by former *Erasmus* students was again lower than that of other graduates. Since it is likely that some of the graduates who proved impossible to interview were working abroad, or at any rate at a distance from the place of residence declared at the time of the interview, the actual percentage of graduates who have moved away from home for the purposes of work may be higher than that revealed by the interviews, particularly as regards *Erasmus* graduates.

⁽⁴⁾ Teichler and Maiworm, 1994, reported that 29 per cent of *Erasmus* students received job offers abroad and 11 per cent were offered opportunities to conduct research. Two and a half years after concluding their *Erasmus* programmes, 10 per cent of Italian graduates were working abroad (8 per cent in the country where they had pursued their *Erasmus* studies, 2 per cent elsewhere).



Source: indagine 1999 condizione occupazionale.

2.4.5 The usefulness and relevance of the degree

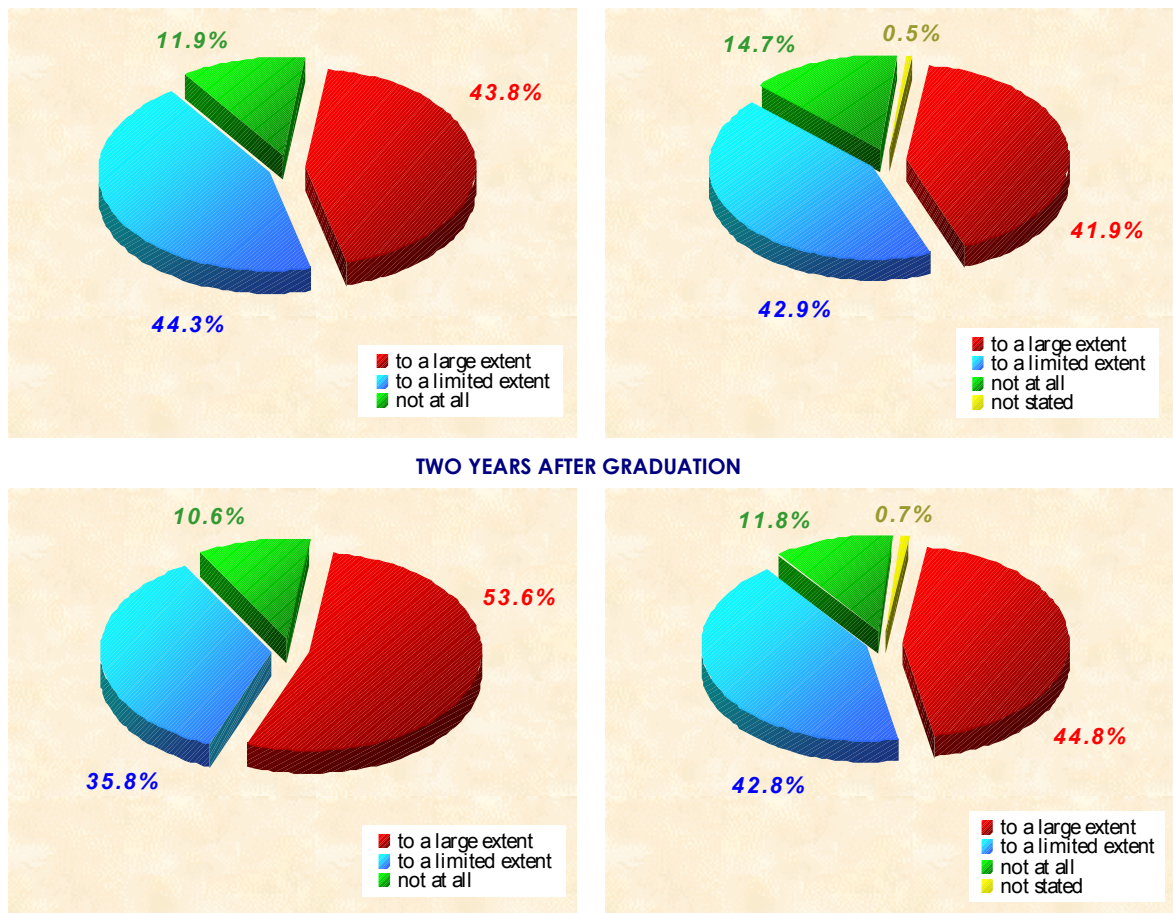
A further item of interest is the relevance of the degree to the graduate's occupation: or in other words, *the extent to which the skills acquired at university are used, and the extent to which the degree itself is used.*

As regards *skills*, in the great majority of cases the graduate interviewees used them to an only limited extent, without evident differences between *Erasmus* and *non-Erasmus* students one year after graduation, but with a certain difference – in favour of the *Erasmus* students – two years after. In any case, it is understandably rare for the skills acquired at university to have absolutely no relevance to the exercise of a profession (Figure 2.14 and Appendix Panels 2.29 and 2.30).

FIGURE 2.14 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES, BY THE RELEVANCE OF SKILLS ACQUIRED AT UNIVERSITY TO THEIR JOBS
1999 interviewees – percentage shares



2. The employment situations of Erasmus graduates

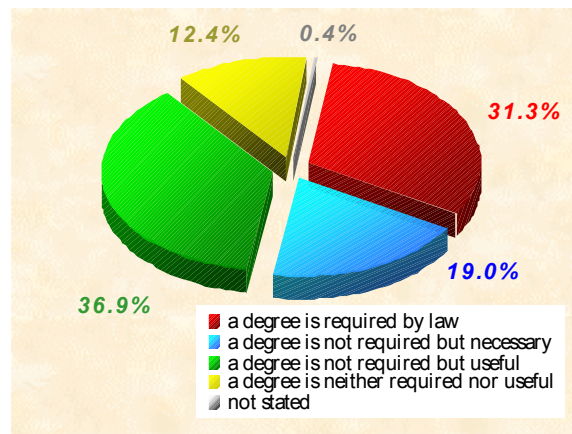
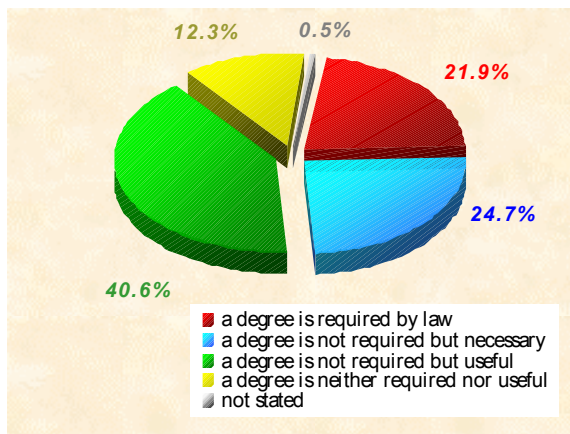


Source:
indagine 1999 condizione occupazionale.

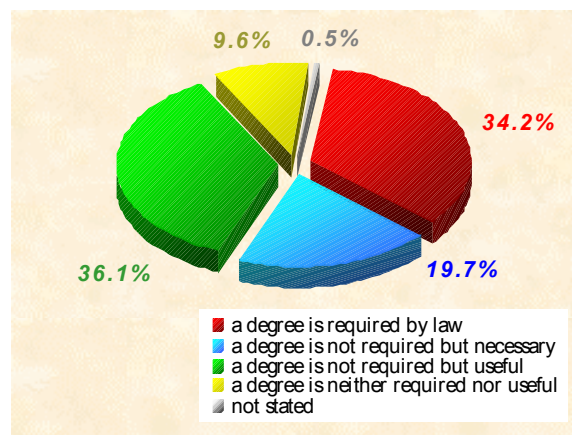
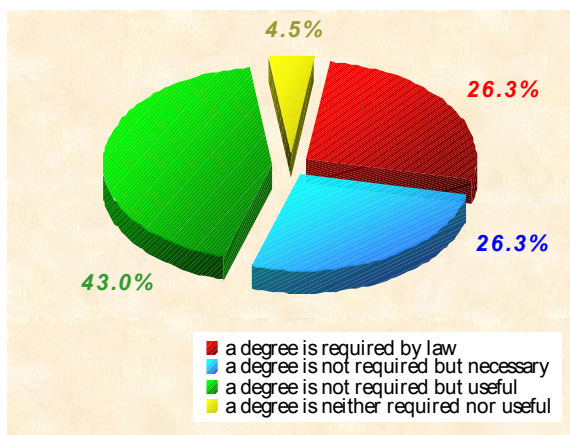
Examination of the extent to which the *degree itself* is utilized, however, already reveals differences between *Erasmus* and *non-Erasmus* graduates one year after graduation (Figure 2.15 and Appendix Panels 2.31 and 2.32). The majority of graduates in both groups – one year as well as two years after graduation – worked in occupations for which a degree was not required by law, and nor was it strictly necessary although it was useful: this was the case of around 40 per cent of graduates in employment. Comparison between *Erasmus* and *non-Erasmus* graduates becomes interesting when one examines the graduates in occupations for which a degree is either required by law (a situation more frequent among *non-Erasmus* graduates) or is not required by law but is nevertheless necessary (a situation, by contrast, more frequent among *Erasmus* graduates).

FIGURE 2.15 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES, BY THE RELEVANCE OF A DEGREE TO THEIR JOBS
1999 interviewees – percentage shares





TWO YEARS AFTER GRADUATION



Source: indagine 1999 condizione occupazionale.

The relevance of university-acquired skills and of a degree were combined into a single variable called the *external usefulness* of a degree. With this reclassification, possession of a degree was deemed to be extremely useful by graduates who:

- had jobs for which a degree is required by law; and
- used the skills acquired at university to a large extent in their jobs.

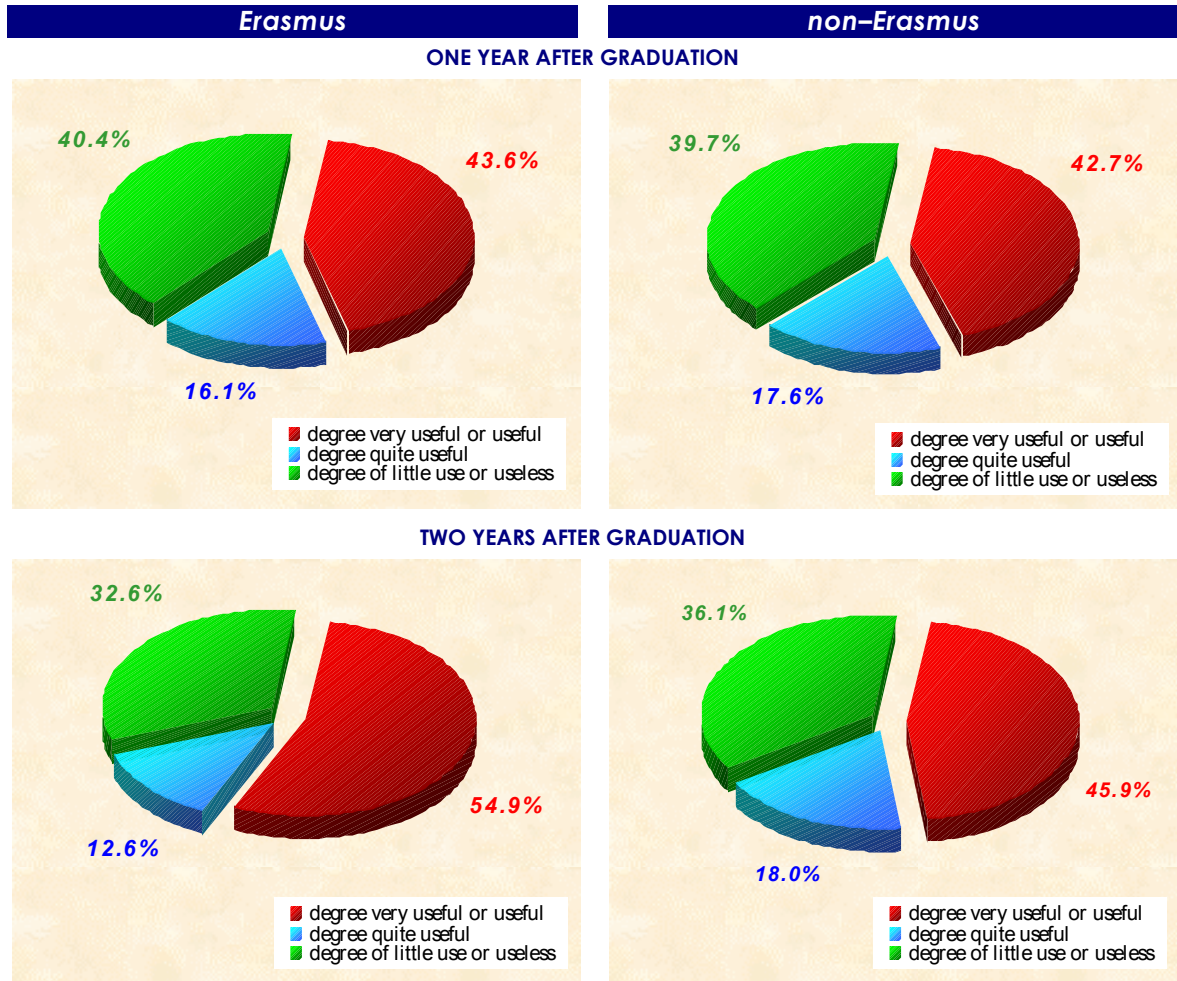
The other four levels of external usefulness corresponded to lesser amounts of utilization of a degree.⁽⁵⁾

⁽⁵⁾ The classification of graduates according to the external usefulness of their degree associated the extent to which university-acquired skills are utilized and the relevance of the degree as follows:

- *very useful* degree: graduates employed in jobs for which a degree is required by law and who utilize skills acquired at university to a large extent;
- *useful* degree: graduates employed in jobs for which a degree is not legally required but is necessary or useful and who utilize skills acquired at university to a large extent;
- *quite useful* degree: graduates employed in jobs for which a degree is not legally required but is necessary and who utilize skills acquired at university to a limited extent;
- *degree of little use*: graduates employed in jobs for which a degree is neither legally required nor necessary, but is useful, and who utilize skills acquired at university to a limited extent or not at all;

2. The employment situations of Erasmus graduates

**FIGURE 2.16 – EMPLOYED ERASMUS AND NON-ERASMUS GRADUATES^(a),
BY EXTERNAL USEFULNESS OF THEIR DEGREES**
1999 interviewees – percentage shares



^(a) Excluding graduates with degrees whose external usefulness was impossible to determine (89 graduates one year after graduation, 96 after two).

Source:
indagine 1999 condizione occupazionale.

One year after graduation, 43.6 per cent of Erasmus graduates and 42.7 per cent of non-Erasmus graduates stated that a degree was very useful or useful for their jobs. Whilst the difference between the two groups was insignificant one year after graduation, it was substantial after two years, in favour of Erasmus graduates (Figure 2.16 and Appendix Panels 2.33 and 2.34).

- useless degree: graduates employed in jobs for which a degree is neither legally required nor necessary nor useful and who utilize skills acquired at university to a limited extent or not at all.

2.4.6 Job satisfaction

One year after graduation, those graduates who were in employment expressed a certain amount of satisfaction with their jobs, with no substantial differences between *Erasmus* and *non-Erasmus* graduates: the average satisfaction level for both groups was 61/100 (Table 2.5). However, when distinguishing by gender (Table 2.6), one finds that male graduates are more satisfied than female ones, and that the differences are more marked in the *Erasmus* group.

Table 2.5 – Overall levels of job satisfaction among employed *Erasmus* and *non-Erasmus* graduates: averages – scores out of 100

| | overall level of job satisfaction | number of graduates interviewed |
|-----------------------------------|--------------------------------------|------------------------------------|
| one year after graduation | | |
| <i>Erasmus</i> | 61 | 219 |
| <i>non-Erasmus</i> | 61 | 2,988 |
| two years after graduation | | |
| <i>Erasmus</i> | 63 | 179 |
| <i>non-Erasmus</i> | 63 | 2,892 |

Source:
indagine 1999 condizione occupazionale.

Table 2.6 – Employed *Erasmus* and *non-Erasmus* graduates satisfied with their jobs, by gender – 1999 interviewees one year after graduation – percentage values

| | very satisfied with their jobs | number of graduates interviewed |
|--------------------|-----------------------------------|------------------------------------|
| males | | |
| <i>Erasmus</i> | 54.9 | 82 |
| <i>non-Erasmus</i> | 51.9 | 1,254 |
| females | | |
| <i>Erasmus</i> | 43.7 | 137 |
| <i>non-Erasmus</i> | 47.9 | 1,734 |
| TOTAL | | |
| <i>Erasmus</i> | 47.9 | 219 |
| <i>non-Erasmus</i> | 49.6 | 2,988 |

Source:
indagine 1999 condizione occupazionale.

As regards various aspects of work, one year after receiving their degrees, the graduates interviewed were generally satisfied with their relationships with colleagues, their opportunities to gain professional skills, their autonomy, and their workplaces; they were less satisfied with their career prospects, earnings and free

time. There were only slight differences between *Erasmus* and *non-Erasmus* graduates (Appendix Panel 2.37).

Two years after graduation, overall job satisfaction was slightly higher than it had been one year previously, and the scores were the same for both groups (63/100).

2.5 The job search

One year after graduation, more than 40 per cent of graduates – *Erasmus* and *non-Erasmus* – were looking for work, but also half of them were already in employment (Table 2.7 and Appendix Panel 2.9). As was the case at moment of graduation (see Section 1.11):

- graduates were either looking for dependent employment or did not have a preferred sector of work (Appendix Panel 2.40);
- in general, graduates wanted most to gain professional skills from their jobs,⁽⁶⁾ and *Erasmus* graduates differed from other graduates in that they gave less importance to job stability/security (Appendix Panel 2.43);
- Erasmus* graduate job-seekers were much more willing to work abroad (Appendix Panel 2.44).

Table 2.7 –Erasmus and non-Erasmus graduates in search of employment, by gender – 1999 interviews one year after graduation – percentage values

| | number of graduate job- seekers | graduate job-seekers/ graduates × 100 | employed graduate job-seekers/ graduate job-seekers × 100 |
|--------------------|---------------------------------------|---|--|
| males | | | |
| <i>Erasmus</i> | 57 | 40.1 | 45.6 |
| <i>non-Erasmus</i> | 856 | 39.6 | 44.3 |
| females | | | |
| <i>Erasmus</i> | 105 | 45.7 | 49.5 |
| <i>non-Erasmus</i> | 1,565 | 48.9 | 42.9 |
| TOTAL | | | |
| <i>Erasmus</i> | 162 | 43.5 | 48.1 |
| <i>non-Erasmus</i> | 2,421 | 45.2 | 43.4 |

Source:
indagine 1999 condizione occupazionale.

⁽⁶⁾ Teichler and Maiworm, 1997, highlight that 83 per cent of *Erasmus* graduates interviewed five years after their period of study abroad gave great importance to opportunities for personal growth and to the use of knowledge and skills acquired at university.