

Research Network/Research Stream / Type of Submission: RN30 - Youth and Generation

The Transitional Phases of Greek Youth In The Time of Economic Crisis

Chtouris, Sotiris (1); Mpalourdos, Dionysis (2); Miller, DeMond S. (3); Rentari Malama(1)

Organisation(s): 1: University of the Aegean, Greece; 2: National Center for Social Research, Greece; 3: Rowan University, United States of America

Abstract.

In Greece, preservation of traditional standards and rules, in the course of transition from education to employment, has become, nowadays, increasingly hard and often impossible, particularly in the context of a labor market characterized by extremely low demand for young qualified graduates. A great number of young people are forced to shift their plans and prospects towards an internationalized European job market, particularly if the professional abilities they have acquired are in demand in countries that have in recent decades under-invested in highly qualified professions, such as health care (doctors, nurses, care services, etc.), as well as supply services such as logistics, catering etc. Meanwhile, in a first working hypothesis – as evidenced by the survey data – the Greek labor market appears to present a particular triadic segmentation that is not common in more developed capitalist economies, where theoretical models tend to accept a dual structure, as they follow the initial proposal of Doeringer and Piore (1971). Our proposal for a triadic structure of the labor market also differs as to the perceptions of the second and third generation models, in terms of segmentation (Rubery 1992), where the new form of flexible production and the variable product markets play an important role. In the Greek version of the **segmented labor market, social regulation plays an important role in the transitional states of Greek youth.** Most often, youth social networks and social capital, as well as family encouragement, play an important role as main factors of economic integration of young people (Chtouris, 2014) mainly in the secondary and tertiary Labor Market. We observe in this context that the transition of Greek Young people is divide in three main segmented transitions analog to the triadic labor market segmentation

Introduction

In this presentation we will focus on the findings of the In4Youth national survey on the transition of young people from education to employment and the labor market. The results of the survey are strongly influenced by the current Greek economic crisis, which shapes the labor market situation, and all the relevant economic and social policies. The survey was designed in order to showcase a social typology regarding unemployed young people and working young people and their paths from various living conditions and levels of education to employment and their professional integration or lack thereof. The analysis on the transition of young people usually focuses on steps that take place after the end of compulsory education. Lately, however, these transitional phases have been expanded or changed in regard to the time of development, but also in regard to major events or milestones and situations observed. Young people are now involved in more complex trajectories and transitional situations, such as the continuing precarious nature of employment, long term unemployment, repetitive cycles of vocational education and training, the extremely delayed integration of family life, new forms of relationships and partnerships with peers, as well as experiences related to the acquisition of multiple identities and networks.

The complexity of transitions, however, depends to a great extent on the transformation of the systemic and social integration of young people which largely stems from the establishment of the wider social regime in which they are incorporated, and also from the forms of regulation that have been developed in that regime. Another important factor in the analysis is determining the current welfare regime in force for Greek people, having Esping Andersen and other major researchers' theory (Arts, Gelissen 2002) as a point of reference. This is possible by performing a comparative examination on the effects of the actual transitions in social policy and intergenerational support that both affect the transition of young people to employment. M. Cinalli and M. Giugni (2013), who have worked on the concept of protection schemes set up for young people in Europe in the form of "youth unemployment regimes", which are a set of coherent measures and policies set to address youth unemployment, distinguish two major categories affecting employment schemes, as part of welfare regimes: a) arrangements for unemployment and b) arrangements for the labor market.

Transitional phases, as studied to date in the case of Greece by Maria Karamesini (2008, 2009a, 2009b), focusing mainly on university graduates, are associated with many different strategies, the most important of which being: a) participation in internship activities and activities that help with the acquisition of work experience, which improves the prospects of integration in the labor market, b) participation in active labor market policies (ALMP) programs that reduce the

probability of work integration, c) the acquisition of quality degrees and the graduation grade that improves the probability of getting a steady job that fits with the subject of their studies and d) labor mobility, which increases employability of young people, but also reduces the probability of the person finding a steady job.

As shown so far by the analysis on transitional phases in the process from education to employment of young people, this is quite diverse in terms of developmental period and duration, but also in terms of the social profile, social status and living area (Lifeworld) and residence of young people. In the analysis of Pohl & Walther (2007), who have also systematized the transition of young people in transition regimes, in a comparative European study, the case for Greece is that it falls within the subprotective transition, along with other Mediterranean countries: Italy, Spain, and Portugal. In this regime, many of the transition processes merge into one situation, in which family becomes the main protective mechanism. Something that does not illustrate the critical differentiation that seems to exist between them and which is crucial for the integration or marginalization of young people. Also, the presence of family as the basic social protection system, without the definition of its position within a comprehensive and often contradictory system in the Lifeworld and its productive relations, makes it difficult to understand the different and often inverse transition paths of young people from education to profession. However, comparative research shows some striking similarities between Mediterranean countries, such as the survey of Eurofound 2014, concerning the clusters of Mediterranean countries which, at first glance, stem from similar types of work integration to related structures or relatively similar structures in those social regimes in which family and the Lifeworld play a decisive role. This similarity among Mediterranean countries is mostly a result of the substantial structural differences and the developmental and institutional gap that exists between the European North and the European South. This becomes clear when similar policies or almost identical policies are applied both in countries of the Mediterranean and the countries of the social democratic regime – concrete results are completely different (a good example of this is the recent implementation of the “voucher” program in Greece; it relates to the way in which young people, the social context and the Lifeworld of unemployed youth receive and address such policies).

At the same time, the In4Youth research supports the hypothesis that after the beginning of the crisis in Greece, there has been a rattling transformation in the labor market, where forms of Internal Labor Markets (ILM systems) prevailed and Occupational Labor Market Systems, in which skills and certified knowledge acquired from the formal educational system play a key role (Gangl, 2010), receded. We can see the greatest change in the overall structure of the labor market through the expansion of a strong labor market segmentation regime.

The studies referenced above have not paired the types of transitions with the structure and the segmentation of the labor market, something that this paper seeks to accomplish, relying more on the typology of young people who seek entry or re-entry into the labor market.

1. The segmented labor market, the social regulation and the transitional states.

The Greek Labor Market (LM) as a whole is determined by extensive social regulations that play a very decisive role for young employees and are associated with the unique role that the Greek family has in the shaping and controlling of work, but also by the state intervention as to the vesting or not of professional rights, depending on the type and duration of the initial vocational education.

Meanwhile, in a first working hypothesis – as evidenced by the survey data – the Greek labor market appears to present a particular triadic segmentation that is not common in more developed capitalist economies, where theoretical models tend to accept a dual structure, as they follow the initial proposal of Doeringer and Piore (1971). Our proposal for a triadic structure of the labor market also differs as to the perceptions of the second and third generation models, regarding the segmentation of labor markets (Rubery 1992) where the new form of flexible production and the variable product markets play an important role. This triadic labor market segmentation is in line with the idea of a parallel symbiotic existence of three different social regimes: a) that of the ultra-modern networked economy of large international enterprises, b) that of the semi-modern economic model of state-controlled economic activity, and c) that of the traditionally organized production dominated by small family businesses and family-organized agricultural production (Chtouris, Miller 2014). These three dimensions/aspects of the economy –as well as the three segments of the labor market- are not cut off from each other, instead there are significant consumer flows and human resources mobility among them. In reality, they create an compartmentalized economic set where each compartment has its relatively unique internal and technological structure, different forms of labor socialization and wage levels. This also explains why it is necessary to structure the labor market in such a way as for it to be consistent, in terms of analysis, with the structure of the economy. Only in that way can we describe and interpret the various transitional phases and transitional states. In individual sectors we can distinguish subsegments. In the primary market, the main subsegments are those of the public and private sector, while in the secondary and tertiary markets, subsegments are determined by the characteristics of age, gender and ethnicity.

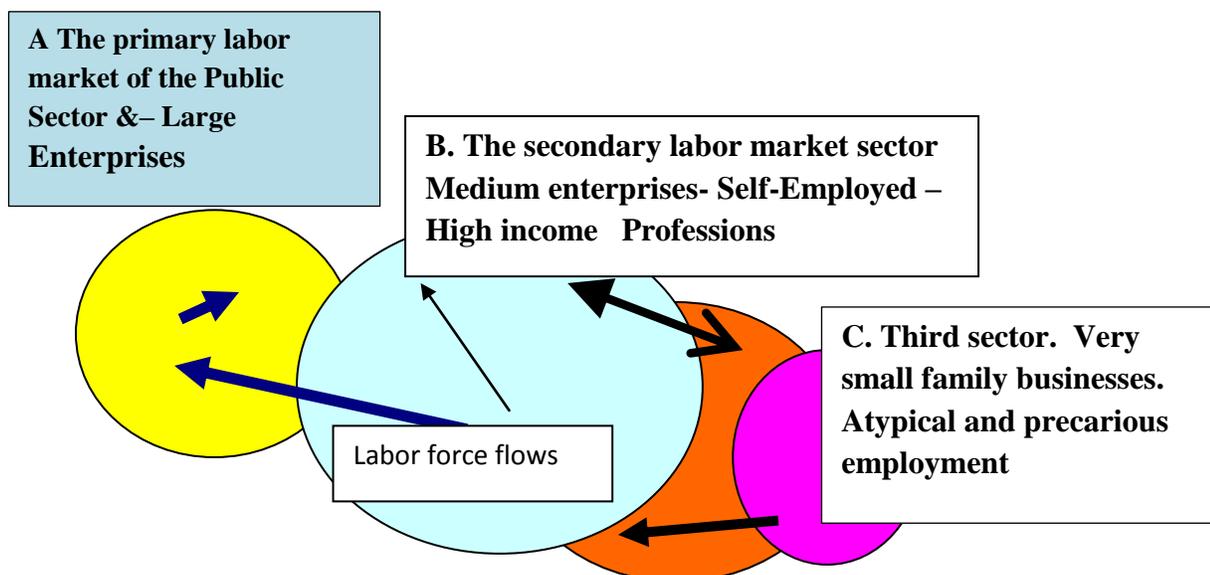


Figure 1: The triadic model of the Greek Labor Market segmentation and the flows among the various sectors.

A. The primary labor market of the Public Sector – Large enterprises (Economic System)

B. The secondary labor market – Medium enterprises and SMEs family businesses – Self-Employed – High income professions (on the cusp between the Economic System and the Lifeworld)

C. Very small family businesses – Lifeworld. Informal work, Uninsured Employees – Immigrants without official papers – Occasionally unemployed/employed/Not employed.

Criteria especially important for delineating the two labor market sectors are mainly important job quality characteristics: earnings, employer provided health insurance, and employer provided retirement benefits, and the level of career advancement, and for the secondary labor market these are the absence of employer provided health insurance, the absence of an employer provided retirement or pension plan, and employment in a job that is limited or uncertain in its duration (Hudson 2007: 293, 294). In the case of the Greek labor market, the above mentioned characteristics are moved to the lowest sector, i.e. the tertiary labor market. At the same time, the primary and secondary labor markets are mainly determined by the criteria of self-employment and the size of the business.

2. Transitional States at first entry in the various Labor Market sectors

This paper is mainly concerned with recording the transitional states, especially during the first attempts of entry into the labor market. This is crucial for the overall progress of young people who have completed their initial education and desire to be employed and secure a steady job.

According to In4Youth's quantitative survey, in relation to the age of young people at their first job, we see that 28% of those employed entered the labor market at an age of over 25, whereas almost half of them (46.2%) started working after the completion of secondary or post-secondary (e.g. IEK) education, between the ages of 20-24. Only 25% of the people surveyed had started working systematically before the age of 19.

The age at which young people get their first significant job is relatively higher, as 26% of the employed surveyed stated that they got their first job at an age between 30-34 years old, while the same figure for young people aged 25-29 is approximately 14% (see Table 1).

Table 1. Age of young people at first Job

AGE	15-19	20-24	25-29	30-34	Total
YES This is my first job after the initial education	1,7%	8,7%	31,8%	57,7%	100,0%
-Of all employed young people-	0,8%	3,9%	14,3%	25,9%	44,8%
NO This is not my first job after the initial education	1,7%	4,7%	30,2%	63,4%	100,0%
-Of all employed young people-	0,9%	2,4%	50,2%	53,6%	51,0%

It is evident that one in four (27.4%) of the employed surveyed entered the market immediately after the end of their studies to work for more than 3 months. 10% were employed for less than three months, while 25.9% reported that it was their first major job. Among them, 23.8% fall into the 30-34 age group, while 29.5% are between the ages of 25-29.

Looking at the remaining survey responses, we find that a relatively small percentage of employees (5.7%) followed an apprenticeship after their studies, while only 7.6% were seeking employment immediately after. Based on these data, it is clear that entry in the labor market – and, more specifically, finding a steady job immediately after studies – is possible only for a relatively small percentage of young employees, while other ways of entry, such as apprenticeships, are an exception for most of them.

Age seems to affect employment integration but also its permanence for young people. Among the employed surveyed, we see that 47.9% of those aged 30-34 hold positions that resemble permanent employment, while the percentage among young people aged 25-29 stands at 24%. In

the younger age groups (ages 15-24), those who have a full-time job account for only 4% of all young people employed.

The older age group of 30-34 year olds makes up 63.1% of those with full-time jobs, while the same age group holds a 45.6% among people with part-time employment. In contrast, younger aged people (15-24 year olds) hold a higher percentage (23.2%) among all with part-time employment.

Table 2 Full time/ Part time job and Age group of working young people

Age	15-19	20-24	25-29	30-34	Total
Full time Job	0,7%	4,6%	31,6%	63,1%	100%
Of all employed	0,5%	3,5%	24,0%	47,9%	75,9%
Part time Job	6,9%	16,3%	31,3%	45,6%	100%
Of all employed	1,4%	3,3%	6,4%	9,4%	20,5%
Rotating Job	3,6%	10,7%	21,4%	64,3%	100,0%
Of all employed	0,1%	0,4%	0,8%	2,3%	3,6%

Focusing on the unemployed group, we see an interesting sample distribution with respect to their principal occupation one year before the survey was conducted. More specifically, we see that one in three young people (34.1%) were employed, one in three (32.2%) were unemployed and one in three (30.1%) were economically inactive (on military service, high school or university students, performing household tasks). These figures demonstrate that unemployment is now fueled by people who were either unemployed during a previous phase of their lives, or employees who lost their jobs because of lay-offs or restructuring in the company of employment (personnel restrictions, etc.).

Table 3 shows that higher employment rates (around 60%) are found in the 30-34 age group, while a significant percentage (30.7%) is found in the 25-29 age group. At the same time, unemployment is more prevalent between ages 20-24 and 25-29, while non-employment and educational situations concern young people aged 15-19. These data demonstrate that entry to the labor market is improved with age, something that is directly related to the facts that young people are adapting to the market conditions, human capital has improved, and waiting time has allowed them to find employment that closely resembles their “desired job”.

Nevertheless, an extremely large percentage of unemployed young people is found in the older age groups of 25-29 and 30-34 year olds (41.3% and 22.3% respectively).

Table 3 Youth employment/ unemployment / Age groups

Age groups	15-19	20-24	25-29	30-34	Total
Employed / Self Employed	2,4%	7,3%	30,7%	59,7%	100%
Unemployed	6,2%	30,2%	41,3%	22,3%	100%
Not employed / or in Education	65,0%	27,3%	4,7%	3,1%	100,0%

When studying employment and unemployment, analysis of the age of young people as a second variable shows that the process of integration is characterized by a prolonged period of time, with fragmented intermediate states of education, precarious employment and unemployment. This process seems to concern a large percentage of young people, due to the economic crisis in the country, which fails to ensure the employment stability that would have resulted in ages over 30. The dramatic impairment of full-time jobs offered by the wider public sector seems to contribute to this result.

The transition of Greek young people from education to employment, according to the above data, proves what Pohl & Walther (2007) call the *subprotective transition regime*. Within this regime there is little support for unemployed and employed young people in terms of training, these people are highly supported by their families, there is increased informal employment and also high risk involved in the process of transition.

In the next section of our presentation, we attempt to associate the subprotective transition regime with the characteristics of the segmented labor market. At the same time, we use the qualitative survey data in an attempt to identify the social types of young people in transition within the three sectors of the labor market.

3. A. The primary labor market of the Public Sector – Large enterprises (Economic System)

3.1 The structure of Primary labor market

In the triadic structure of the Greek labor market, the offering of jobs in the public and broader public sector traditionally has the leading role. At the same time, a relatively small number of

large enterprises are included in the same segment, presenting an organized labor demand with defined needs and specialized skills. Young employed people are directed to the State Employer for the following reasons: a) it provides a stable and permanent job, b) a guaranteed minimum wage, c) a constant advancement with the main criterion being the years of professional employment, d) it ensures the recognition of the initial vocational education, while allowing further training and professional skill development. Similar assurance is offered by many large enterprises in Greece, if not to the same degree. Wage levels in this segment of the private sector are higher than those of the public sector for their middle and senior management. This is the segment that can be characterized as the primary labor market of Greece.

Young people addressing the labor market of the public sector do not have the necessary special features to stand out from within the mass of graduates of higher education such as the following ideal types¹ identified by the qualitative survey conducted with the help of 24 focus groups²Tr

3.2 Transition Social Types by the first entry in the Primary Labor Market Sector.

A.1. Social type of a young person with long stays in educational structures and institutions. Has postgraduate or PhD-level knowledge, but has not developed the required skills to perform job tasks. This shortcoming is due to the absence of friction in workplace environments, where it is customary to obtain tacit knowledge and experience in handling everyday work issues. This finding by the informants of the In4Youth survey remains significant, since it increases the start time of the vocational phase, when candidates for job openings are evaluated mainly by employees of the private sector.

¹The combination of coding and the development of types through the composite selection of various parts of speech by the members of the focus groups constitutes the process of a dialectic coding. During this process, multiple codes are exported or excluded from texts in terms of interpretation, according to criteria of proximity and adaptation, towards a template text which holds an explanatory power for a given social phenomenon or process. Richard Biernacki (2014) rejects the arbitrariness of coding and its quantitative processing, and proceeds to a similar proposal, suggesting the use of Weber's ideal types as the basic tool of a humanistic interpretation. In sum, ideal types help us to organize humanist interpretation for several reasons: they display our process of typifying the evidence as the gist of the demonstration, they enable comparison to proceed by bringing cases into relation with concrete exemplars, and they preserve the salience of context. Let me review how the drawbacks of sampling and coding are remedied in seven ways by humanist interpretation. 1. Representativeness of a Finding:... 2. Transparency of Interpretation:... 3. Ability to Infer the Agents' Suppositions...4. Discovery via Community Debate:... 5. Thresholds for Verification and Disconfirmation...6. Avoids Imposing an Instrument that Overwhelms Interpretation... (Biernacki 2014:182-184). In4Youth 2015, Working paper "A proposal for the utilization and integration of the dialectic concept in the methodology of conducting and analyzing Focus Groups".

² Composite Analysis Text: Job placement and establishment. Chapter 4: Focus Groups & Youth Policy

A.2. Social type of a young person who seeks to follow a stable career path, often similar to that of the parents. Usually follows professions which in the past ensured the continuity of one's professional biography, without spells of unemployment or provisory hetero-employment. This typology was identified by professionals in the field of vocational guidance, who provide their services to organizations in the public and private sector. In fact, the role of family in the transfer of lived experiences from working environments and working conditions deemed unrealistic for a society of risk was highlighted in this typology.

A.3. Social type of young people who expand their cognitive fields in subjects unrelated to their initial education. These are specialties with low placements on the private sector, which drives them to seek job placements in the public sector. They often face periods of unemployment (due to expiration of contracts) which are used attend additional training programs. The selection of new subjects is made on the basis of their experience during their professional activation, aiming at redeveloping themselves or even "correcting" their professional identity.

Young people who address the labor market of large private enterprises are characterized by features that, according to the results of our survey, are similar to the following types³:

A.4. Social type of young person who shapes the image of his or her professional identity relatively early, in relation to a number of professions that have vested rights. An important role in the completion of his professional identity, besides his education, plays the social capital of family, and the cultural capital of which the individual is a part of.

A.5. Social type of young person of the so-called Generation Y, according to which professional paths are planned by the projection of personal choices. More specifically, they develop geographic mobility until they find the desired job, they devote themselves to the subject of work and not the working environment, they demand that their employers respect their ethical commitments and they continually improve their knowledge. These are young people born in the 1980s that have grown up in a labor market which rejects the model of stable career paths. These characteristics shape "... a world generation with the choice" (Manpower) to adopt an autonomous professional biography.

A.6. Social type of young person who develops intensive search and opportunity creation practices. These are young people who are educationally and professionally activated during their studies. They are prematurely integrated in the labor market (i.e. during their studies), accumulating knowledge, competences and job skills (that are easily transferable from one workplace to another), they seek ways of applying theoretical knowledge in real work situations (either by becoming temporary workers or following internships), seek advice from guidance providing structures and also seek training in entrepreneurial subjects.

³ Composite Analysis Text: Job placement and establishment. Chapter 4: Focus Groups & Youth Policy

A characteristic of the primary labor market is that it accumulates young employed people with an extremely varied level of professional qualifications, mobility and skills. This is due to the fact that in the public sector, professional skill requirements are rather typical and are not basically evaluated in relation to the needs that must be met. The opposite is the case in the private sector of large enterprises that mainly hire people based on efficiency criteria and their ability to adapt to the job.

4.1 B. The secondary labor market – Medium enterprises and SMEs family businesses – Self-Employed – High income professions (on the cusp between the Economic System and the Lifeworld)

The secondary labor market consists or rather is incorporated mainly in the semi-modern part of the economy, where technological development and modernization is low, company size is relatively small for a capitalist organized open market to international competition, the level of employee compensation is lower than in the public sector, and career advancement opportunities are relatively low. Family and its structures are both, for most cases, what fuels business organization and business hierarchy. In this labor market segment we suggest that self-employed professionals are included, who, despite their being better off income-wise, belong in the semi-modern economy, in terms of technological, organizational and professional skills, in which there is low competition, and the vesting of the profession is done through rigid central or regional regulations (number of permits, operating time, geographical limitations on business activities). In the secondary labor market, professions are determined by significant social regulations – options and by the degree of professional vesting offered by the state using specific procedures to award professional and scientific titles.

The secondary segment of the labor market is not residual of the primary segment, as in the analyses carried out within a dual economy. Instead, it has its own organizational logic and is determined more by professions rather than the structure of production. Supply of labor is determined more by the decisions of the employees and is usually created by their own individual or family calculations and strategies. Also, it is not directly determined by the supply of teaching positions in specific subjects, as this is mainly bypassed by the practice of student migration, especially for professions with vested rights (doctors, lawyers).

This labor market segment is addressed by certain social types of young people as identified in our quality survey⁴:

4.2. Transition Social Types by the first entry in the Secondary Labor Market Sector.

⁴ Composite Analysis Text: Job placement and establishment. Chapter 4: Focus Groups & Youth Policy and Composite Analysis Text: Social Regime – Family and social protection, Chapter 4: Focus Groups & Youth Policy

B.1. Social type of young people selected by profession, based on high grades (doctors, engineers, lawyers). These are usually protected professions, vested by institutions that support education and training beyond the years of university studies. They follow a professional path protocol, from which they do not easily deviate, as that would delay their time of becoming professionals of the private sector, employees or new executives.

B.2. Social type of young person who shapes the image of his or her professional identity relatively early, in relation to a number of professions that have vested rights. An important role in the completion of his professional identity, besides his education, plays the social capital of family, and the cultural capital of which the individual is a part of. Many are young people who follow the family profession. They are self-employed. They study in high profile university departments and professionalize their skills, often in the family business.

B.3. Social type of a young person that accumulates social and cultural capital together with the human capital gained from his or her education, in order to create a “brand name” in liberal professions.

5. C. Very small family businesses – Lifeworld. Informal work, Uninsured Employees – Immigrants without official papers – Occasionally unemployed/employed & idle/employed.

The tertiary labor market segment is determined by the needs of the Lifeworld and social reproduction. The third segment is largely residual of the second and mostly concerns supply and demand in human resources who have finished their studies and vocational training in subjects that not only lack professional vesting, but are also located on the sidelines of labor demand, and are found in intermediate states between temporary employment, unemployment or inactivity.

5.1 Transition Social Types by the first entry in the Tertiary Labor Market Sector⁵:

C.1. Social type of emerging “unemployed” businessmen, i.e. people who due to their unemployment and also thanks to various programs that support small-scale businesses, turn, or in some cases are forced to create a small business or a company within the social economy. Similar cases are found in TOΠEKO (Local actions for vulnerable groups - TOPEKO), TOΠΣΑ (Local Employment Plans - TOPSA) programs, as well as other programs by OAEΔ (Greek Manpower Employment Organization) and the Ministry of Labor and Development.

⁵ Composite Analysis Text: Vulnerable groups and social exclusion. Chapter 5: Focus Groups & Youth Policy, Composite Analysis Text: Traditional and contemporary Entrepreneurship Initiatives – Liberal Profession, Chapter 4: Focus Groups & Youth Policy, Composite Analysis Text: Job placement and establishment. Chapter 4: Focus Groups & Youth Policy

C.2. Social type of young people, mainly women, who receive professional training, but are unable to practice their profession within an institutional and business regulated framework. They usually work autonomously, informally and occasionally to supplement income derived mostly from the family or government bodies (eg OAEΔ).

C.3. Social type of young people who showcase significant discontinuities between years of employment. This is the case for young people of all levels of education who work occasionally in jobs of the primary labor market, which they leave after a short notice (due to fixed term contracts) and experience prolonged unemployment, until repositioned to new respective jobs in the public sector or others in the secondary market.

C.4. Social type of uninsured workers or working poor, who provide their labor power without enjoying the respective employer regulations. They are found mainly in labor employment of very small businesses that have a high human resource turnover.

6. The collapse of the secondary labor market and the emergence of the primary and tertiary labor market and the restructuring of the Greek economy into a dual economy.

The tertiary labor market during the crisis does not seem to be able to maintain the regulations and transition standards developed gradually after the war and especially after 1970. Maintaining regulations and standards of transition from education to profession and work has become difficult, particularly as it has been established mainly from a primary labor market perspective specified by the public sector.

Many young people, in this effort, having socialized accordingly and having the appropriate professional qualifications and continuing to address the primary labor market standards, are forced to integrate their plans and prospects in a globalized and European labor market, especially when they have acquired professional skills that are in demand in countries that have underinvested in recent decades in professions of the social sector, healthcare (doctors, nurses, care services, etc.) and services (food, catering, etc.). A large number of them see this as a temporary relocation, although being unable to ascertain how to ensure their comeback. At the same time, inside the primary labor market, emerges a dynamic sector, mainly made from very large and competitive businesses that shape the rules and the criteria for the selection of the human capital in the primary labor market (Manpower, Randstad, Kariera). This change leads to significant pressure on the education system and the institution of family, slowly transforming its operation, with regard to rules of socialization of labor. The values of mobility, competition, and strong individualization seem to be introduced as demanding of young people to adapt to the new operating conditions of the labor market and the modern and post-modern economic system (KEPEL, et al Experts).

Most of the young people who traditionally addressed the Greek secondary labor market are restricted, because of the crisis, to the tertiary market. From the In4Youth survey, and also from the comparative understanding of the unemployment and youth employment situation, we find

that the meaning of Labor and Profession in Greece has gone through a radical change. While traditional professional performances still exist, due to an extensive education system and even some powerful professional groups, young people face an unclear future, in which steady paid employment is increasingly becoming a smaller part of total employment. The social and professional insecurity of young people is increasingly linked to hybrid but persistent situations, experienced between education, unemployment, informal employment and personal social activities, such as volunteering and extensive “free time”, productive or not.

The secondary labor market, which has traditionally been the basis for a stable career path for young people, alongside public employment, is increasingly collapsing. The sharp decline in economic activity, the tax burden of self-employed and professionals, additional difficulties in using family savings placed in real estate assets, and the exit of many public sector employees into the private economy have made the situation insufferable and brought this segment of the labor market to the brink of collapse. The only way for a somewhat guaranteed transition to this segment is the use of social capital networks, the improvement of the human capital, especially through technological innovation (in the fields of information technology, medicine, communications), and continuous updating and retraining procedures. An alternative presented by the creation of jobs and through micro-entrepreneurship, developed with the support of social networks of unemployed and commodification and small-scale entrepreneurship, developed within the links of social and family capital (Waldstorm, C. & Svendsen 2008). Within this context, the exchange relations that already exist within social ties and relationships in the community, can create jobs in the formal economy and help with the integration and social security of employees today, who are in the informal sector or are unemployed. The same applies to mild commodification efforts of public space and the environment, in conjunction with its preservation and the highlighting of its natural characteristics, as part of a composite design of space (Fincher et al 2014). Instead, the extensive commodification currently underway, through the predatory overexploitation of the environment and the public space by powerful private interests, excludes the most vulnerable parties and young unemployed from participating in the public space and from having an active civic involvement.

7. Does the transition of Greek young people divided into three main segmented transitions correlate with labor market segmentation?

According to the types of transition incorporated in the various labor market sectors, we can hypothesize that segmented transition procedures are also identified within the youth employment reality in Greece, defined and affected by the three labor market sectors. In the primary labor market, the transition of young people is largely determined by the structures of large enterprises and the public sector, and also by the young employees' level of education and

professional skills. In the secondary labor market, the transition of young people is determined more by their individual plans in regard to their professional identity and the degree of support from their family. The third sector is dominated by forms of precarious transition, flexibility and personalization between various forms of atypical employment and the vulnerability of young people in regard to their economic and social integration.

The first two categories of transition show an increasing deviation from stable and predictable transition paths (de-standardization of transitions), whereas the third sector is dominated by a form of cross-adapting to the fluctuating and unstable conditions of the economic cycle. At the same time, this is linked to the vulnerability, inequality and poverty that young employees and young unemployed people are faced with. In this case, the personalization of the transition process that we see does not come as a result of any improvement and social advancement strategies set up for young people or the development of “biographicity” (Allheit & Dausien 2000, Pohl et.al. 2006) i.e. the creation of an added concept in young peoples’ biographies which aims for optimal adaptation to existing opportunities. It comes as a result of the strategy of personal survival in extreme exclusion from the labor market and long-term unemployment. The third labor market sector also shows that structural deficits have a negative connection to cumulative personal deficits, which are largely associated with the absence of individual activation, necessary for access into the labor market, and the absence of operational skills that are relevant to the active labor market demand.

References - Bibliography

Arts, W. & Gelissen, J. 2002. 'Three worlds of welfare capitalism or more? A state-of-the-art report'. *Journal of European Social Policy*, 12 (2): 137-158.

Biernacki, R. 2012. *Reinventing evidence*. New York. Palgrave MacMillan

Biernacki, R. 2014. Humanist Interpretation Versus Coding Text Samples. *Qualitative Sociology*, 37:173–188

Chtouris S., Miller. S.D. 2014. Social accumulation of value for economic recovery—research model (saver) in Nicholas P. Petropoulos and George O. Tsobanoglou (eds), *The Debt Crisis in the Eurozone: Social Impacts*, Newcastle upon Tyne, U.K.: Cambridge Scholars Publishing, 2014 (541 pp).

Cinalli M. and Giugni, M., 2013. New challenges for the welfare state: The emergence of youth unemployment regimes in Europe? *International Journal of Social Welfare*. Volume 22, Issue 3, (p.p. 290–299), July 2013

Eurofound, 2014 b. *Mapping youth transitions in Europe*, Publications Office of the European Union, Luxembourg

Ferrera, M. (1996). The “southern model” of welfare in social Europe, *Journal of European Social Policy*. 6, 17–37.

Fincher, R.F., Iveson, K., Leitner, H., Preston, V., 2014. Planning in the multicultural city: Celebrating diversity or reinforcing difference? *Progress in Planning* 92 (2014) 1–55

Hudson K. 2007. The new labor market segmentation: Labor market dualism in the new economy *Social Science Research* 36, 286–312

Gangl, M., European patterns of labour market entry. A dichotomy of occupational vs. non occupational systems., *European Societies*, 3:3, 471-494

Piore, Michael J., Peter Doeringer, 1971. *Internal Labor Markets and Manpower Adjustment*. New York: D.C. Heath and Company.

Pohl, A., Walther, A., 2007. Activating the disadvantaged. Variation in addressing youth transitions across Europe, *International Journal of Lifelong Education*, 26,5

Rubery, J. 1992. Productive systems, international intergration and the single European Marke. In A. Castro.P. Melhaut & Rubery (Eds), *Internatinal Intergration and Labour Market Organizations*, London, Academic Press, (p.p. 244-261)

Waldstrom, C., Svendsen, G.L.H., 2008. On the capitalization and cultivation of social capital: towards a neocapital general science? *Journal of Socio-Economics* 37 (4), 1495–1514.

The **research findings** of this paper are derived from the “*In4Youth – Processes of young people’s social inclusion and integration in the labor market during a period of economic crisis*” project, conducted from 2013-2015 with Professor Chtouris S. as the main researcher.

This survey was implemented under the “EXCELLENCE” Act of the “Education and Lifelong Learning” Operational Program with the General Secretariat for Research and Technology serving as a beneficiary and was funded by the European Union (European Social Fund – ESF) and national funds.

Project deliverables used:

- Composite Analysis Text: Social Regime - Family and social protection. Work Package 4: Focus Groups & Youth Policy
- Composite Analysis Text: Job placement and establishment. Work Package 4: Focus Groups & Youth Policy
- Composite Analysis Text: Traditional and contemporary Entrepreneurship Initiatives – Liberal Profession, Work Package 4: Focus Groups & Youth Policy
- Composite Analysis Text: Vulnerable groups and social exclusion. Work Package 5: Focus Groups & Youth Policy
- Focus groups and Interviews Analysis. Work Package 4: Focus Groups & Youth Policy