



EUROGRADUATE pilot istraživanje

Nacionalni izvještaj za Hrvatsku

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EUROPEAN COMMISSION

Directorate-General for Education, Youth, Sport and Culture
Directorate B — Youth, Education and Erasmus+
Unit B.1 — Higher Education
E-mail: EAC-UNITE-B1@ec.europa.eu
European Commission
B-1049 Brussels

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Nacionalni izvještaj za Hrvatsku

Autor:

Ivan Rimac (Sveučilište u Zagrebu, Zagreb)

Obrada podataka, grafikoni i tablice:

Martin Unger (IHS, Vienna)

Robert Jühlke (IHS, Vienna)

Sigrid Maurer (IHS, Vienna)

Johanna Dau (IHS, Vienna)

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1 Uvod

1.1 Društvene funkcije visokog obrazovanja

Od visokog obrazovanja očekuje se mnogo u rješavanju izazova s kojima se suočavaju donositelji politika u zemljama Europskog prostora visokog obrazovanja (EHEA). Očekuje se da će visokoškolske ustanove svojim diplomiranim pružiti kompetencije potrebne za uspješan ulazak na nestabilno tržište rada i što je još važnije za održavanje zapošljivosti tokom njihovog radnog vijeka. Diplomirani studenti visokog obrazovanja se promatraju kao osobe koje daju pozitivan impuls europskoj ekonomiji i društvu u smislu kreativnosti, inovacija i poduzetništva potrebnih za osiguranje gospodarskog rasta, jačanje inovativnih kapaciteta društava i praćenje brzog mijenjanja znanja i tehnologije. Visoko obrazovanje također bi trebalo promicati angažirano građanstvo i demokratske vrijednosti, poput tolerancije, otvorenosti i kritičkog razmišljanja, i tako pridonijeti višim razinama socijalne kohezije i povjerenja. Uz to, sve se više poziva da visoko obrazovanje poveća svoju transparentnost, kako bi se poboljšala sposobnost mladih za donošenje učinkovitih odluka o obrazovanju i uključivanju u međunarodnu mobilnost. Takva se mobilnost smatra snažnim sredstvom za povećanje međukulturalnog razumijevanja, ali i proširivanje kompetencija i mogućnosti rada diplomiranih studenata i postizanje bolje raspodjele visoko kvalificirane radne snage u cijeloj EU. Da bi se u potpunosti ostvarili ovi ciljevi politika, ključno je imati pristup visokokvalitetnim podacima koji su usporedivi među europskim zemljama.

1.2 Pilot istraživanje EUROGRADUATE

Cilj pilot istraživanja EUROGRADUATE je s jedne strane testirati izvedivost europskog istraživanja diplomiranih i identificirati moguće prepreke i rješenja za njihovo prevladavanje. S druge strane, trebali bi se prikupljati usporedivi podaci o diplomiranim studentima iz visokog obrazovanja u Europi. Hrvatska je jedna od osam pilot zemalja EUROGRADUATE istraživanja¹ koja je uključena u planiranje, dizajn i provedbu pilot istraživanja EUROGRADUATE u tu svrhu. Ovo je istraživanje provedeno u osam pilot zemalja između listopada 2018. i veljače 2019. godine. U Hrvatskoj je istraživanje provedeno od strane Studijskog centra za socijalni rad Pravnog fakulteta Sveučilišta u Zagrebu i Agencije za znanost i visoko obrazovanje.²

Pilot studija EUROGRADUATE uključuje diplomirane ISCED nivoa 6 (prvostupnik) i 7 (magistar) i, ukoliko postoje u visokom obrazovanju, razine ISCED 5 (kratki studij, samo Malta). To su stupnjevi na temelju kojih su diplomirani bili pozvani da sudjeluju u anketi (referentni stupanj). Međutim, diplomirani iz ovih programa mogli su nastaviti studij i u međuvremenu steći diplome viših stupnjeva obrazovanja (najviši stupanj). Dakle, u skupu podataka postoje i diplomirani prvostupnici s diplomom magistra ili doktoratima. Istraživanje razlikuju dvije kohorte: diplomirani studenti koji su završili svoj referentni studij u akademskoj godini 2012./13. i istraživanjem su zahvaćeni pet godina nakon referentne diplome i oni koji su završili studij u akademskoj godini 2016./17. te su istraživanjem zahvaćeni godinu dana nakon diplome.

Ovo izvješće predstavlja prve osnovne rezultate za Hrvatsku.

1.3 Struktura izvještaja

Struktura izvještaja slijedi gore spomenute četiri društvene funkcije visokog obrazovanja i prikazuje osnovne pokazatelje u pogledu:

1 Austrija, Hrvatska, Češka, Njemačka, Grčka, Litva, Malta, Norveška

2 Za kratki opis implementacije istraživanja EUROGRADUATE u Hrvatskoj nalazi se u poglavlju 7.

- Ishoda na tržištu rada za visoko obrazovane osobe
- Društvenih ishoda visokog obrazovanja
- Diplomiranja kao osnove za daljnji studij
- Mobilnosti

Izveštaju je namjera pružiti sažetu sliku na temelju osnovnih pokazatelja za sve četiri spomenute dimenzije visokog obrazovanja. Za svaku od dimenzija ishoda situacija u Hrvatskoj stavljena je u međunarodni kontekst pilot istraživanja EUROGRADUATE i nakon toga detaljnije raspravljena za posebne podskupine od važnosti za hrvatske unutrašnje prilike.

Za sveobuhvatniju i međunarodnu komparativnu analizu pilot istraživanja EUROGRADUATE pogledajte komparativno izvješće EUROGRADUATE.

2 Hrvatski sustav visokog obrazovanja i populacija EUROGRADUATE istraživanja

Da bismo postavili kontekst za interpretaciju rezultata predstavljenih u ovom izvješću, u ovom poglavlju predstavljamo neke kontekstualne temeljne karakteristike hrvatskog sustava visokog obrazovanja (HE) i neke osnovne podatke populacije zahvaćenje EUROGRADUATE istraživanjem.

2.1 Hrvatski sustav visokog obrazovanja

Sustav visokog obrazovanja u Hrvatskoj doživio je značajne promjene tijekom primjene Bolonjskih kriterija u 2005. godini. Prethodni sustav zasnovan je na četiri sveučilišta koja su izvodila sveučilišne studije i nekoliko studija ISCED 6 razine u tehničkoj grani (npr. izvršni inženjeri). Nakon transformacije 2005. godine uspostavlja se sekvencijalni binarni sustav u kojem su sveučilišni studiji podijeljeni u dvije faze (preddiplomski i diplomski) i odvojeni od stručnih (nesveučilišnih) studija. Paralelno s tim, promijenjena je i klasifikacija visokoškolskih ustanova definirajući sveučilišta, veleučilišta i visoke škole. Veleučilišta i visoke škole mogu izvoditi stručne studije, dok sveučilišta dominantno organiziraju sveučilišne studije, ali mogu izvoditi i stručne studije. Uz javna visoka učilišta u bivšem sustavu, nakon transformacije dozvoljene su i privatne visokoškolske ustanove. Paralelno s uspostavom privatnog visokog obrazovanja, proširena je mreža javnih veleučilišta s ciljem pružanja više mogućnosti visokog obrazovanja stanovnicima srednjih gradova i ruralnom stanovništvu.

Bolonjska transformacija sveučilišnih studija predstavljena je u javnosti kao formalna promjena i razdvajanje jedinstvene studije putanje na dvije sekvencijalne faze. To je za duže vrijeme ostavilo prvostupnike bez odgovarajuće recepcije na tržištu rada, smatrajući prvostupnike osobama s nezavršenim studijem i često ih tretirajući kao bolje obrazovane srednjoškolske kvalifikacije.

Razlika sveučilišnih i stručnih studija bila je u prvom predstavljanju zamagljena izjednačavanjem obje vrste kvalifikacija i omogućavanjem prijelaza sa stručnog na sveučilišni studij u slijedu, ali to je promijenjeno nakon intervencije Rektorskog zbora u kojim bi sveučilišni studiji mogli primijeniti restriktivnije kriterije u upisu magistarskih ili doktorskih studija za kandidate koji nemaju sveučilišnu preddiplomsku kvalifikaciju.

U sljedećim godinama, mreža javnih veleučilišta obuhvatila je gradove srednjeg veličine (10.000 do 30.000 stanovnika), novoosnovana sveučilišta formirana su u regionalnim centrima, a privatna su ulaganja koncentrirana u najrazvijenijim dijelovima zemlje (uglavnom u Zagrebu) usmjerena na manje pokrivene studije na javnim sveučilištima poput poslovnih ili kreativnih studija. Osnivanje novih visokoškolskih ustanova uglavnom je završeno do 2012. U posljednjem razdoblju manje institucionalne promjene pokazuju

zatvaranje ili spajanje neuspješnih privatnih visokoškolskih ustanova i tendenciju prelaska veleučilišta u sveučilišta u nekoliko slučajeva (ispunjavanje strožih kriterija za sveučilišta u pogledu nastavnog osoblja i pokrivenost više znanstvenih područja).

Kako je sustav visokog obrazovanja gotovo isključivo orijentiran na domaće studente (dva posto dolazi iz susjedne Bosne i Hercegovine), a smanjivanje mladih kohorti je prisutno zbog negativnih demografskih trendova pristup visokom obrazovanju relativno je jednostavan i za kandidate iz gimnazija i za kandidate iz strukovnih škola s obzirom na raspoložive kapacitete visokog obrazovanja. Veća upisna konkurencija odnosi se na upis uglednijih sveučilišnih studija (koji se većinom izvode na četiri sveučilišta s duljom tradicijom). No, dostupnost i blizina manjih visokih učilišta utječu da sve veći broj studenata studira u novim institucijama što je postignuto privlačenjem kandidata koji su prethodno bili orijentirani na starija sveučilišta.

Na prijelaz diplomanata na tržište rada utjecale su neke dodatne karakteristike visokog obrazovanja. Sekvencijalni sustav je predstavljen s izjednačavanjem prethodnih četverogodišnjih integralnih sveučilišnih studija sa stupnjem magistra u novom sekvencijalnom sustavu. To je ostavilo razinu prvostupnika s relativno nedefiniranom i nesigurnom pozicijom na tržištu rada. Većina sveučilišta zapravo tretira razinu prvostupnika kao prolazni stupanj u stjecanju cjelokupne kvalifikacije magistra struke, što uglavnom ne daje ideju o korištenju diplome prvostupnika kao kvalifikacije za traženje posla. Jedini izuzetak su stručni studiji na razini prvostupnika koji u mnogim slučajevima nisu imali nastavak na razini magistra (specijalistički diplomski studij) u novoosnovanim institucijama. Kombinacija velikog administrativnog i javnog sektora s puno reguliranih zanimanja, slab privatni sektor većinom orijentiran na usluge i visoke stope nezaposlenosti tijekom dugotrajne financijske krize dovode do primarnog interesa poslodavaca za diplomirane magistre sveučilišnih studija koji su prekvalificirani za ponuđena radna mjesta (omjer magistara/prvostupnika od 85,85% među najvišim u pilot zemljama istraživanja EUROGRADUATE). Recentne promjene na tržištu rada pokazuju nedostatak kvalificiranih kandidata za radna mjesta u mnogim sektorima (posebno manje plaćenim) zbog slobodnog kretanja radne snage prema bogatijim članicama EU te je prethodno česta vertikalna neusklađenost kvalifikacije i posla počela brojčano opadati.

Tablica 1: Broj visokih učilišta i diplomiranih studenata po ISCED razini i spolu u 2016. godini

	Broj visokih učilišta			ISCED 6				ISCED 7 (uključujući integrirane studije)			
	sveučilišta	ostala visoka učilišta	ukupno	muškarci	žene	ukupno	% žena	muškarci	žene	ukupno	% žena
AT	34	35	69	12.350	17.438	29.788	59%	12.025	14.211	26.236	54%
CZ	29	38	67	15.794	25.271	41.070	62%	13.937	20.108	34.053	59%
DE	102	263	365	129.242	124.801	254.051	49%	92.319	104.895	197.292	53%
GR	22	25	47	20.491	29.370	49.866	59%	7.128	9.984	17.122	58%
HR	10	27	37	7.418	10.365	17.787	58%	5.796	9.464	15.270	62%
LT	20	23	43	7.368	12.358	19.726	63%	2.474	4.866	7.348	66%
MT	1	1	2	979	1.347	2.326	58%	509	645	1.154	56%
NO	16	21	37	17.139	34.799	51.938	67%	7.227	9.841	17.083	58%

DE bez "Verwaltungsfachhochschulen".

AT uključujući nasavljajuće programe.

Izvor: ETER-Database of July 2019.

Nadrepzentiranost žena u sustavu visokog obrazovanja dugotrajna je pojava koja se može povezati s više mogućnosti zapošljavanja muškaraca nakon strukovnog srednjoškolskog obrazovanja. No, suprotno toj većoj zastupljenosti u visokom obrazovanju, prethodne parcijalne studije praćenja otkrivaju malo bolje šanse za zapošljavanje muškaraca s magistarskom diplomom (Rimac & Ogresta, 2018). Raspodjela spolova po obrazovnim poljima pokazuje dominaciju žena u manje plaćenim zanimanjima (obrazovanje, humanističke discipline, društvene znanosti i usluge).

Tablica 2: Raspodjela diplomanata ISCED 7 (uklj. integrirane studije) po područjima studija u 2016. godini

	Obrazovanje	Umjetnost i humanistika	Društvene znanosti, novinarstvo	Poslovanje, administracija, pravo	Prirodne znanosti, matematika	ICT	Inženjstvo, proizvodnja, graditeljstvo	Poljoprivreda, šumarstvo, ribolov i stočarstvo	Zdravstvo i socijalne djelatnosti	Usluge	Ukupno
AT	13%	8%	10%	32%	7%	4%	14%	1%	11%	1%	100%
CZ	12%	7%	14%	21%	5%	5%	17%	3%	10%	6%	100%
DE	11%	17%	7%	20%	12%	4%	17%	2%	8%	2%	100%
GR	8%	7%	16%	26%	15%	4%	12%	1%	10%	2%	100%
HR	8%	10%	7%	33%	5%	5%	15%	4%	9%	5%	100%
LT	5%	7%	13%	33%	5%	2%	13%	3%	17%	1%	100%
MT	2%	7%	9%	44%	3%	3%	8%	0%	24%	0%	100%
NO	10%	8%	10%	32%	7%	4%	12%	1%	14%	2%	100%

DE bez "Verwaltungsfachhochschulen".

ICT: Informacijske i komunikacijske tehnologije.

Izvor: ETER-Database of July 2019.

Raspodjela po obrazovnim područjima ne pokazuje velike razlike između Hrvatske i ostalih zemalja uključenih u pilot projekt EUROGRADUATE. Često isticanje da su non-STEM područja obrazovanja prvelika u odnosu na STEM područja vjerojatno su se uglavnom temeljila na slabosti proizvodnog dijela ekonomije u usporedbi s velikom javnom potrošnjom. S druge strane, potreba malih nacija za očuvanjem nacionalne kulture i identiteta u području obrazovanja, umjetnosti i humanističkim područjima, oporavak turizma i novo definirana uloga poslovanja i prava u tranzicijskim zemljama pružaju veće mogućnosti zapošljavanja u non-STEM područjima djelatnosti.

2.2 Ciljna populacija istraživanja EUROGRADUATE u Hrvatskoj

Pregled ciljne populacije u dvije kohorte opisan je s obzirom na dob, vrstu ustanove i akademsko podrijetlo. Nizak odaziv u kohorti diplomiranih iz 2012./2013. primarno je bio generiran niskom razinom točnosti podataka o kontaktima prikupljenih od visokih učilišta pet godina nakon završetka studija. Pošto visokoškolske ustanove rijetko pokreću alumni programe, podaci za kontakt uglavnom su zastarjeli ili se odnose na roditelje diplomiranih. Podaci o kontaktima nisu osvježeni u većini visokoškolskih ustanova jer ne

postoji orijentacija na programe poslijediplomskog cjeloživotnog obrazovanja u visokom obrazovanju.

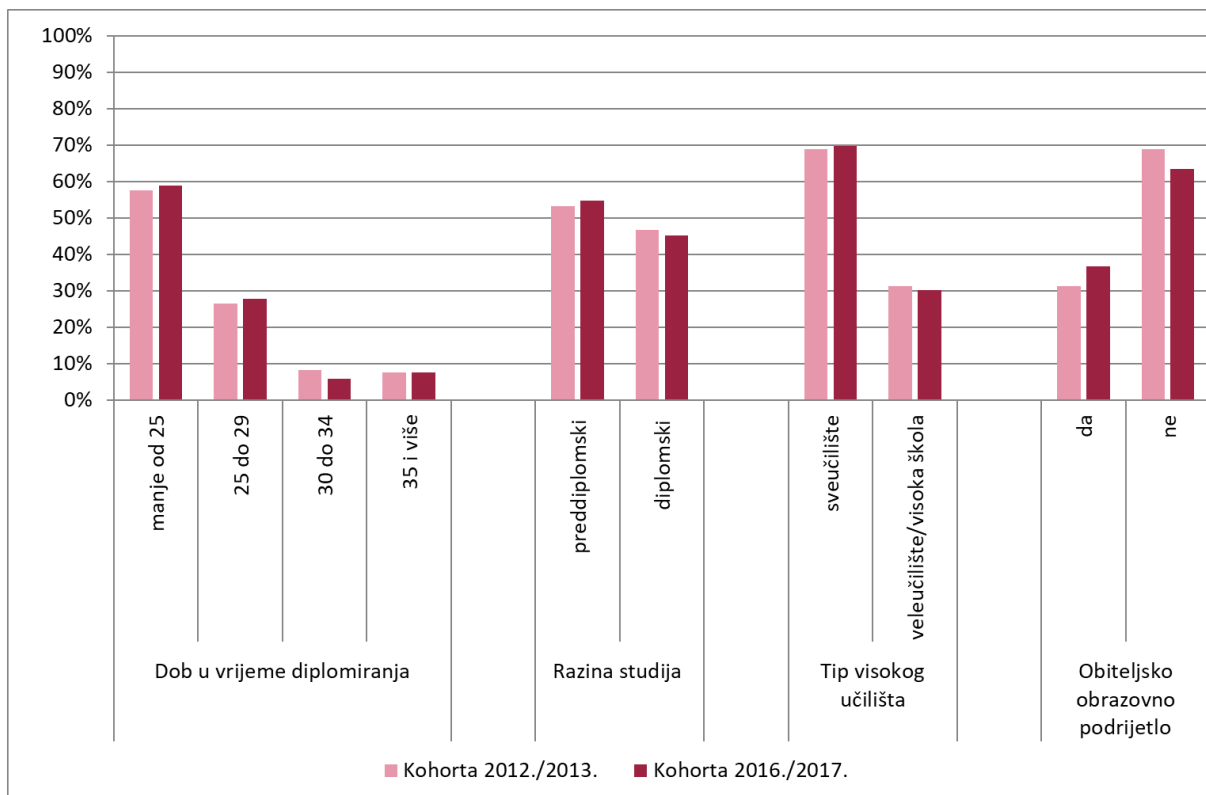
Odgođeni upisi u visoko obrazovanje ili postdiplomske programe uglavnom su manje prisutni zbog financijskih razloga jer ne postoji javna financijska potpora za ovu vrstu studenata. Uglavnom zbog financijskih razloga i slabe potražnje radne snage sustav visokog obrazovanja oblikovan je kao primarno orijentiran za studente s neposrednim prijelazom iz srednjeg obrazovanja na studij. Pojava diplomanata kasnih dvadesetih ili ranih tridesetih u populaciji diplomiranih uglavnom obuhvaća studente koji sporo napreduju kroz studij. To je ponajviše vidljivo u kohorti 2012./2013., a među njima su i zakašnjeli diplomanti iz pred-bolonjskih generacija. Nešto poboljšana situacija s novim generacijama posljedica je redizajna studijskog procesa prema bolonjskim kriterijima.

Diplomanti u dobi od 35 godina predstavljaju skupinu studenata s odgođenim ulazom na studij. Većina njih vraća se na studij iz zaposlenja i studira uz posao.

Rezultati o razini obrazovanja dobivenog za obje kohorte nekako su na skliskom terenu. Iako su ponderiranjem podaci istraživanja dovedeni na udjele razine ISCED 6 i 7 u populaciji, stope odaziva u istraživanje skupina prvostupnika i magistara bile su prilično različite. Kako veliki dio diplomanata preddiplomske razine na sveučilišnim studijama odmah započinje magistarski studij, u istraživanju je registrirano puno primjedbi i zbunjenosti osoba koje su nastavile studij nakon završetka preddiplomskog studija. Stoga je namjera snimanja uporabe diplome preddiplomskog studija na tržištu rada, pored orijentacije na nastavak studija, bila samo djelomično uspješna. Učinak selektivnog odbijanja nije posebno vidljiv u Tablica 3 u kojoj su diplomirani studenti preddiplomskog studija manje prisutni od diplomiranih magistara u studijskim područjima na kojima postoje samo sveučilišni studiji (obrazovanje, humanističke discipline, društvene znanosti, prirodne znanosti) prvenstveno zbog naknadnog utežavanja rezultata. S druge strane, raspodjela po spolu u različitim poljima obrazovanja odražava stvarnu neuravnoteženost spolova koja utječe na razlike u primanjima spolova generirane područjem rada.

U zemlji u kojoj je visokoobrazovanih u starijim generacijama malo, postoji velika vidljivost porasta prilika za stjecanje visokog obrazovanja kroz povijest. U tom su smislu mlađe kohorte potomci roditelja obrazovanih u vremenima u kojima je bilo manje mogućnosti za visoko obrazovanje.

Slika 1: Raspodjela po dobi, (referentnom) nivou obrazovanja, vrsta ustanove i obiteljskom obrazovnom podrijetlu za kohorte obuhvaćene istraživanjem



Referentni stupanj obrazovanja: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je mogao kasnije i viši stupanj.

Obiteljsko obrazovno podrijetlo: barem jedan roditelj ima više ili visoko obrazovanje.

Izvor: EUROGRADUATE 2018.

Tablica 3: Distribucija obrazovnih područja prema spolu i (referentnom) stupnju obrazovanja po kohortama

Obrazovno područje	2012./13.				2016./17.			
	muškarci	žene	prvostupnici	magistri	muškarci	žene	prvostupnici	magistri
Obrazovanje, Umjetnost i humanistika	8%	18%	13%	16%	9%	19%	12%	18%
Društvene znanosti, novinarstvo	3%	14%	7%	12%	4%	10%	7%	7%
Poslovanje, administracija, pravo, Usluge	43%	41%	44%	40%	34%	39%	37%	37%
Prirodne znanosti (uklj. matematika), Zdravstvo	11%	20%	16%	17%	15%	22%	19%	19%
Tehnologija i inženjerstvo	36%	6%	20%	16%	39%	11%	24%	19%
Ukupno	100%	100%	100%	100%	100%	100%	100%	100%

Referentni stupanj obrazovanja: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je mogao kasnije i viši stupanj.

Izvor: EUROGRADUATE 2018.

3 Ishodi na tržištu rada

Visoko obrazovanje ima zadatak pripremiti studente za uspješan prijelaz na tržište rada, adekvatno zapošljavanje, razvoj karijere i sigurnost posla. U skladu s tim, u ovom poglavlju raspravljamo o statusu diplomanata kao radne snage, vrsti ugovora (samozapošljavanje, puno radno vrijeme), sigurnosti radnog mjesta, adekvatnosti pronađenog zaposlenja (vertikalna i horizontalna usklađenost) i povratu ulaganja koje visoko obrazovanje daje u smislu zarada.

Treba, međutim, napomenuti da se analiza u ovom poglavlju i svi prezentirani podaci ne odnose na nacionalno tržište rada, već na diplomante koji su diplomirali unutar zemlje. Ovdje se ne uzima u obzir ni nacionalnost diplomanata, niti njihovo trenutno prebivalište.

3.1 Status radne snage

Jednu ili pet godina nakon stjecanja diplome, situaciju ispitanika obuhvaćenih u pilot istraživanju EUROGRADUATE može se opisati (bez obzira na to gdje trenutno žive i rade)

u terminima (a) osobe izvan ili u radnoj snazi i (b) radnu snagu, zaposlenu ili nezaposlenu.³

3.1.1 Status radne snage - međunarodna perspektiva

Kao što je već spomenuto u opisu hrvatskog visokoškolskog sustava, sveučilišni studiji orijentirani su na razinu magistriranja s percepcijom da je zadržavanje na razini preddiplomskog studija neuspješno završeno ciljano obrazovanje. Stručni studiji konceptualno su bili namijenjeni ciljanju preddiplomske razine, ali s relativno visokim stopama nezaposlenosti većina završenih magistara prihvaća vertikalno neusklađene poslove koji zahtijevaju preddiplomsku razinu. Ta je situacija napravila snažan pritisak na ne-sveučilišni sektor (veleučilišta i visoke škole) da razviju i ponude specijalističke diplomske studije kako bi poboljšali šanse za zaposlenje svojih diplomanata i vlastite šanse da privuku potencijalne studente da se uključe u stručno visoko obrazovanje umjesto da upišu sveučilišne studije. Analiza zapošljivosti diplomiranih studenata stručnih studija pokazala je da su diplomirani studenti na preddiplomskoj razini u kohorti 2012./2013. dosegli stopu zaposlenosti od 80 posto 5 godina nakon stjecanja diplome (Rimac & Ogresta, 2018.), dok su djelomične studije praćenja nekoliko fakulteta na Sveučilištu u Zagrebu pokazale dosezanje istog postotka zaposlenih u razdoblju od jedne do jedne i pol godine u skupini diplomiranih magistara na sveučilišnim studijima (Matković, Ogresta, Grubišić, Zrinščak, & Rimac, 2018).

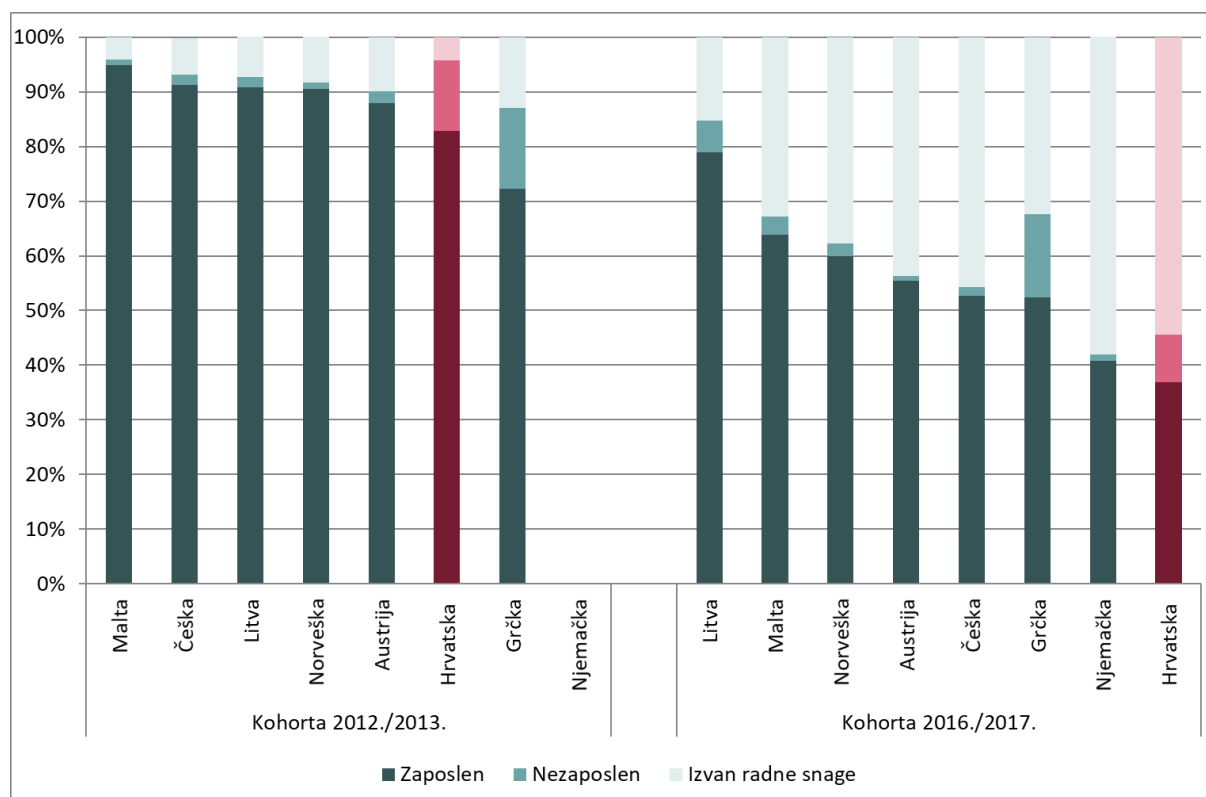
Isti zaključak se može izvući iz podataka prikazanih na Slika 2 i Slika 3. Kohorta 2012./2013. pet godina nakon stjecanja diplome ima sličan broj diplomiranih izvan radne snage (4-5 posto) i nešto veći postotak nezaposlenih među završenim studentima preddiplomskih studija.

Recentnija kohorta iz 2016./2017., godinu dana nakon završetka studija na referentnoj razini obrazovanja pokazuje da je preko 50 posto završenih studenata preddiplomskog studija ostaje izvan radne snage nastavljajući studij, dok manje od 40 posto nalazi posao. Taj postotak otprilike odgovara udjelu završenih studenata preddiplomskih stručnih studija u ukupno broju studenata preddiplomskog nivoa studija. Zajedno sagledana, sveučilišna i stručna, magistarska razina pokazuje prethodno navedenu strukturu karakterističnu za sveučilišne studije.

Usporedba hrvatskih diplomiranih studenata s ostalim zemljama uključenim u pilot istraživanje EUROGRADUATE pozicionira Hrvatsku prema stopama nezaposlenosti diplomiranih studenata preddiplomskih studija 5 godina nakon diplome i diplomiranih magistara vrlo blizu najgoreg položaja. Iz te perspektive čini se da je razumna samo usporedba sa situacijom u Grčkoj. Gotovo sve druge zemlje u pilot istraživanju imaju mnogo bolje uključivanje diplomiranih studenata magistarskih studija u zaposlenost.

3 Diplomirani izvan radne snage nisu dostupni za tržište rada, npr. jer još uvijek studiraju redovno u drugom programu, trenutno su u obveznoj vojnoj ili alternativnoj službi ili zato što ne mogu raditi zbog zdravstvenih problema. Diplomanti koji su dostupni za tržište rada, ali nemaju posao, u ovoj se studiji smatraju nezaposlenim (čak i ako nisu prijavljeni za naknade za nezaposlene). Diplomirani čija je glavna aktivnost studiranje smatraju se u ovoj studiji izvan radne snage.

Slika 2: Status radne snage diplomata na razini prvostupnika (referentni stupanj) po kohorti i zemlji u 2018. Godini



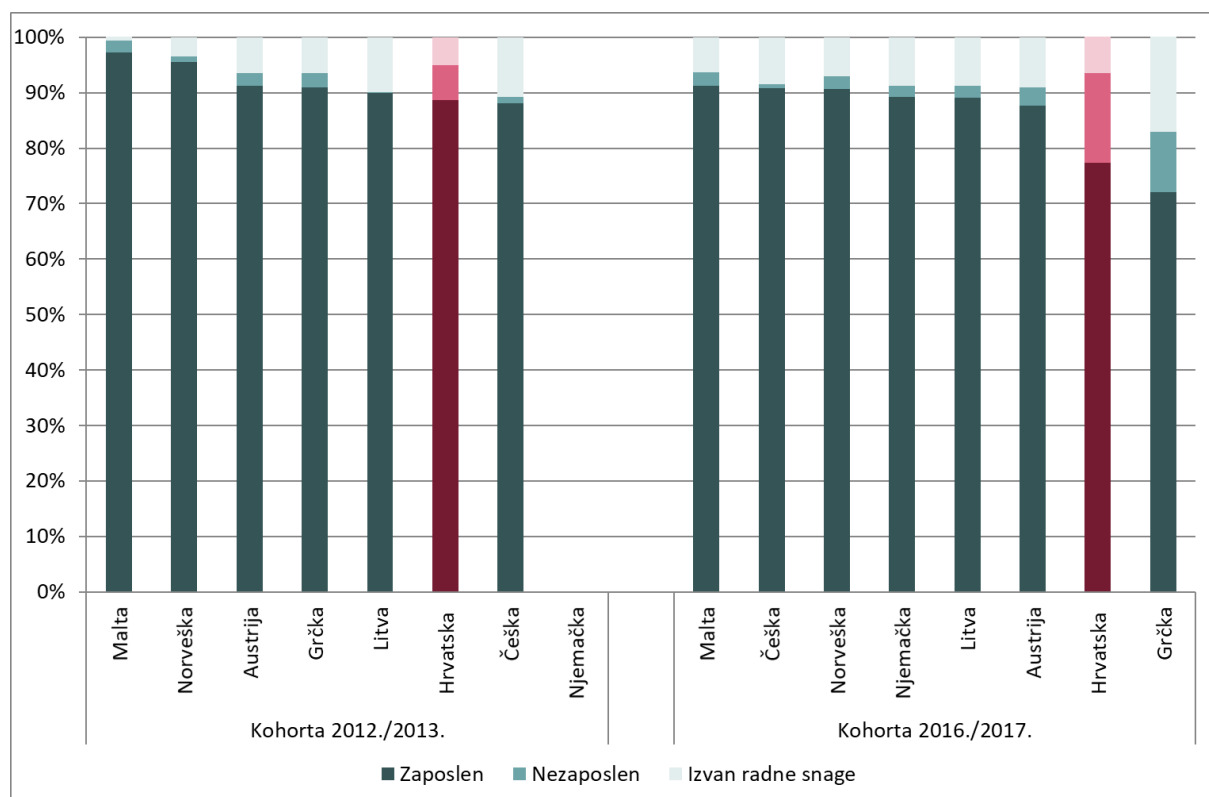
Jedan češki diplomant na preddiplomskoj razini iz kohorte 2012./2013. Je isključen iz analize zbog toga što njegov utežitelj (ponder) od 10 ima prevelik utjecaj na ukupni postotak nezaposlenosti te male skupine. Nezaposleni: dostupni na tržištu rada, ali nemaju posao; Izvan radne snage: redovni studenti, vojna ili druga obavezna služba, ne mogu raditi iz zdravstvenih razloga.

Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Slika 3: Status radne snage diplomiranih magistara (referentni stupanj) po kohorti i zemlji u 2018. godini



Nezaposleni: dostupni na tržištu rada, ali nemaju posao; Izvan radne snage: redovni studenti, vojna ili druga obavezna služba, ne mogu raditi iz zdravstvenih razloga.

Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

3.1.2 Status radne snage – fokusirani pogled na Hrvatsku

Kao što je spomenuto, Hrvatsku karakterizira najniža razina uključenosti diplomiranih u zaposlenu radnu snagu. Za sveučilišne prvostupnike to generira snažnu usredotočenost na nastavak studija na magistralnoj razini kako bi odgodili ulazak na tržište rada i dobili veće šanse za zaposlenje. Za ostale dijelove analiziranih diplomanata koji su već na tržištu rada stope nezaposlenosti vrlo su visoke, posebno u kontekstu njihovog visokog obrazovanja. Vrlo je zanimljivo da su stope nezaposlenosti za diplomirane prvostupnike, koji sudjeluju na tržištu rada, niže od onih za diplomirane magistre struke. Ali zaključak da je na tržištu rada veća potražnja za zaposlenicima na preddiplomskoj razini u hrvatskom je slučaju potpuno pogrešan, jer pokazuje visoku ustrajnost u studiranju diplomiranih prvostupnika kako bi postigli nivo magistara. Glavni razlog za niže stope nezaposlenosti prvostupnika leži u njihovoj smanjenoj konkurentnosti u odnosu na diplomirane magistre struke te oni lako prihvaćaju ili vertikalno niže položaje ili ostaju na prethodnom poslu na kojem su radili prije stjecanja diplome prvostupnika. S druge strane, trud uložen u stjecanje stupnja magistra služi kao blokirajući faktor spremnosti prihvaćanja vertikalno neusklađenih, niže rangiranih poslova. Prema intenzivnom

izvještavanju medija većina njih razmatra prelazak u drugu državu članicu EU kao mogućnost približavanja posla području obrazovanja i razini stečenog obrazovanja⁴.

Tablica 4: Status radne snage u 2018. godini po kohorti i najvišem postignutom stupnju

	Kohorta 2012./2013.			Kohorta 2016./2017.		
	prvostupnici	magistri	dr.sc.	prvostupnici	magistri	dr.sc.
Zaposleni	86,3%	85,4%	tfc	36,6%	74,8%	tfc
Nezaposleni	7,2%	10,4%	tfc	6,8%	17,8%	tfc
Izvan radne snage	6,5%	4,1%	tfc	56,6%	7,3%	tfc
Ukupno:	100%	100%	tfc	100%	100%	tfc

Nezaposleni: Dostupni na tržištu radne snage, ali nemaju posao.

Izvan radne snage: redovni studenti, trenutno u obveznoj vojnoj ili alternativnoj službi, ne mogu raditi zbog zdravstvenih problema.

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Tfc: premalo slučajeva.

Source: EUROGRADUATE 2018.

Opća usporedba između kohorti 2012./2013. i 2016./2017. ocrta sporo zapošljavanje čitave populacije diplomiranih pri čemu je potražnja za pridošlicama na tržištu rada vrlo malena. Stoga je razdoblje traženja posla vrlo dugo.

Usporedba različitih dobnih skupina pokazuje da stariji diplomirani studenti imaju višu stopu zaposlenosti. Kako su stariji diplomanti ili manje uspješni u studiranju (duže studiranje) ili dolaze na studij nakon razdoblja sudjelovanja na tržištu rada, viša stopa zaposlenosti rezultat je zaposlenja prije i bez diplome. Što je duže razdoblje nakon mladosti veća je vjerojatnost da je osoba već preuzela odgovornost zarađivanja za život prije diplome. S druge strane, najuspješniji studenti koji su diplomirali u ranim dvadesetima u nepovoljnijem su položaju kao pridošlice na tržištu rada.

Gledajući razlike među spolovima, čini se da su žene manje favorizirane pri zapošljavanju, ali podaci u Annex 2 jasno opisuju da je ta razlika uglavnom posljedica većeg udjela žena koje su diplomirale u skupini izvan tržišta rada (7,1 posto u odnosu na 1 posto za muškarce). U usporedbi stopa nezaposlenosti žene imaju nižu stopu nezaposlenosti od muškaraca (8,8% u usporedbi s 11,2%).

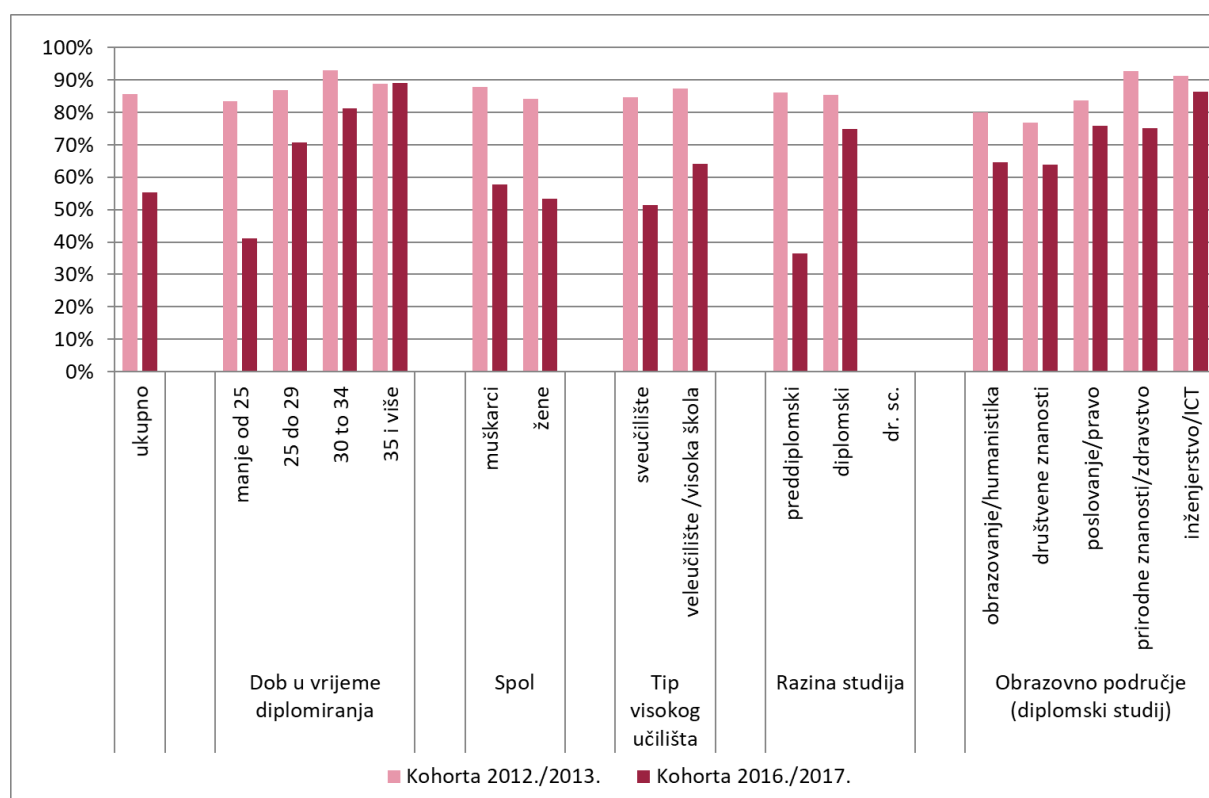
Usporedba sveučilišnih i stručnih studija, kao i usporedba diplomiranih studenata na preddiplomskom i diplomskom nivou, podupiru prethodno spomenute činjenice o: većem uključivanju zaposlenih studenata na stručne studije, manje selektivnom pristupu u traženju posla diplomanata stručnih studija i dugom čekanju za posao diplomanata stručnih studija i diplomiranih na preddiplomskoj razini.

Šanse za zapošljavanje magistara struke u različitim obrazovnim područjima pokazuju manje šanse za pronalaženje posla u područjima u kojima je dominantan poslodavac

⁴ Medija predstavlja snažan izvor za formiranje javnog mnijenja o ovom području zbog izostanka istraživanja diplomiranih u Hrvatskoj.

država (administracija i javni sektor) u odnosu na inženjerstvo i ICT i dio područja poslovanja i prava. Glavni razlog su ograničenja proračunske potrošnje koja ne dopuštaju porast broja zaposlenih. Novo zapošljavanje moguće je samo ako netko iz javnog sektora ode u mirovinu, što ozbiljno smanjuje šanse za pronalaženjem posla. Inženjerstvo i ICT te poslovanje i pravo mnogo više ovise o poslovanju poduzeća koja su u promatranom razdoblju u fazi prosperiteta i stvaraju nove mogućnosti za zapošljavanje.

Slika 4: Postotak zaposlenih diplomanata u 2018. godini, jednu i pet godina nakon diplome, prema dobi u vrijeme diplomiranja, spolu, vrsti obrazovne ustanove, najvišem stupnju obrazovanja i području studija



Potpuno nedostaju: nezaposleni i osobe izvan radne snage (npr. redovno studiranje, vojna ili alternativna služba, ne mogu raditi.)

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (najviši stupanj): obrazovanje, umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i usluge; Prirodne znanosti (uklj. matematiku) i zdravlje; Inženjerstvo i informatika.

Nedostaju stupci: s premalo slučajeva.

Izvor: EUROGRADUATE 2018.

3.2 Zapošljavanje: vrsta ugovora i sigurnost posla

Poduzetnici se smatraju okosnicom budućeg gospodarstva jer stvaraju radna mjesta za sutra. Visoko obrazovanje u ovom je smislu ključno za stjecanje vještina koje diplomiranim daju sposobnost gledanja izvan tradicionalnih granica, pružanje novih kreativnih rješenja i mogućnost pokretanja vlastitih tvrtki. Istovremeno, fleksibilnost na tržištima rada drugi je strukturni trend koji se smatra ključnim za gospodarski rast europskih zemalja. Fleksibilnost zahtijeva vještine koje omogućavaju diplomiranim da se redovito sele s jednog posla na drugi i prilagođavaju svoje vještine novim situacijama i stalno nadograđuju svoje vještine. Istovremeno, fleksibilnost bi mogla natjerati diplomirane na niz privremenih poslova na početku karijere, što će dovesti do

neizvjesnosti. Ovo poglavlje govori o različitim vrstama zaposlenja i ispituje u kojoj je mjeri sigurnost rada u smislu stalnog ugovora prisutna na početku karijere na tržištu rada.

U pogledu hrvatskog tržišta rada, najjednostavnija definicija obuhvaća pojam samozapošljavanja, što je definicija radnog statusa u kojem osoba radi i ima zakonsku odgovornost za poduzeće u kojem radi. Operativno to uključuje vlasništvo i upravljanje bilo kojom veličinom poduzeća, obrta, samostalno poslovanje na ugovornoj osnovi, individualne umjetničke aktivnosti i vođenje obiteljskog poljoprivrednog gospodarstva.

Uvjeti pune zaposlenosti i nepunog ili honorarnog zaposlenja mnogo više ovise o trenutnoj zakonskoj i radnoj praksi. Puno radno vrijeme obuhvaća strogo 40 radnih sati tjedno, ali operativna praksa ponekad obuhvaća fleksibilnije ili zahtjevnije definicije u kojima bi zaposlenik mogao raditi u slobodnijim ili zahtjevnijim definicijama posla. Puno radno vrijeme više je pravna i porezna definicija, a stvarno radno vrijeme određeno je kulturom organizacije i zahtjevima poslodavaca.

Rad s nepunim radnim vremenom redovito obuhvaća svako vrijeme definiranja posla koje pokriva manje od 40 sati tjedno, ali u praksi se koristi samo pola radnog vremena - 20 sati tjedno. Ostali aranžmani su neuobičajeni i operativno nepraktični za zaposlenika i poslodavce zbog teško definiranog aspekta kontrole ispunjavanja obaveza poslodavaca prema doprinosima (zdravstveno osiguranje, naknade za nezaposlene, dječje naknade, socijalna podrška itd.). S gledišta zarade, zaposlenje s nepunim radnim vremenom zaposlenik smatra nedovoljnim za pokrivanje minimalnih životnih troškova.

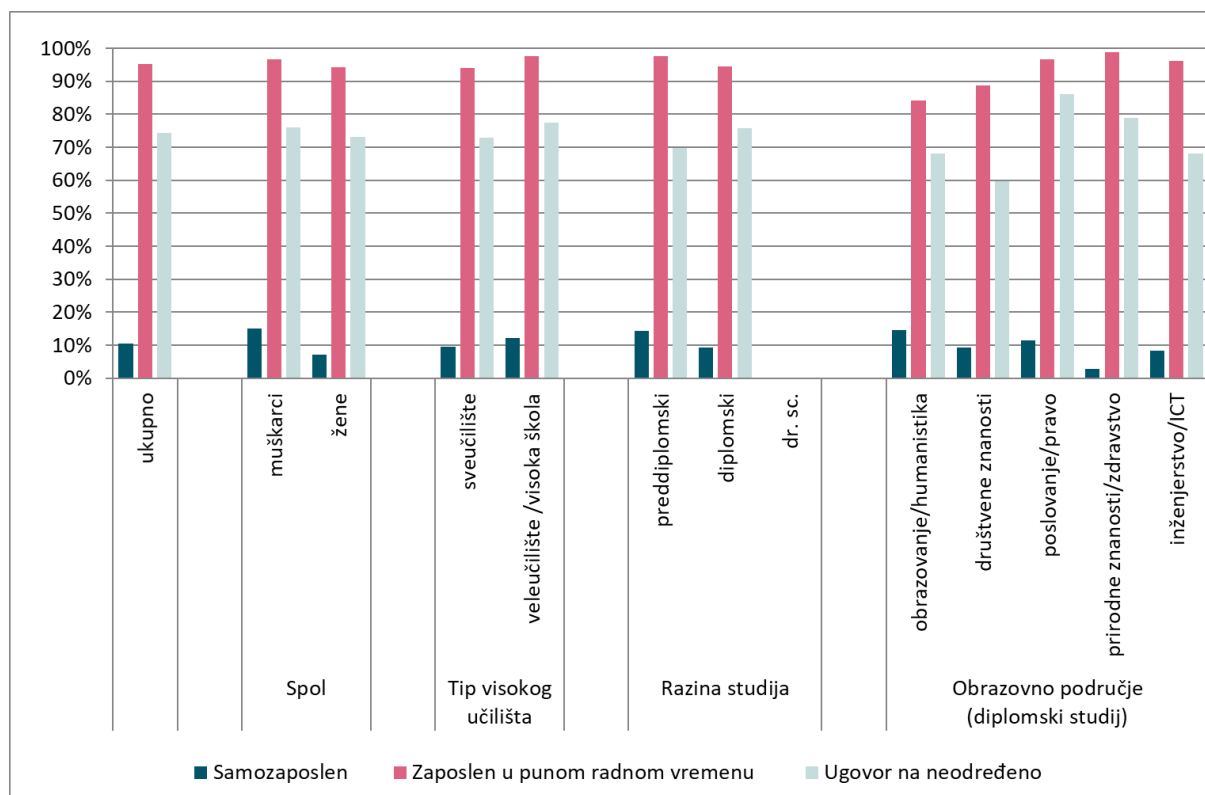
Nakon procvata registracije novih poduzeća početkom devedesetih, dolazi do gubitka iluzija o mogućnosti samozapošljavanja od kraja devedesetih do danas. Dugotrajna financijska kriza i trošak zajmova vrše snažan pritisak na male poduzetnike, a danas novopridošli osnivaju vlastito poduzeće tek nakon detaljne razrade i nakon početnog testiranja potencijalnog tržišta. Uglavnom je to orijentirano na nove proizvode i usluge povezane s globalnim tržištem softvera za ICT, dok domaća proizvodnja ili usluge obuhvaćaju proizvodnju obiteljskih poljoprivrednih gospodarstava, zanate i osobne usluge te male turističke usluge i sadržaje. Ostale vrste gospodarskih aktivnosti s niskom dobiti obeshrabruju složeno oporezivanje i propisi o vođenju poduzeća.

Kompletna struktura vrsta zaposlenosti opisuje kao dominantne uvjete pasivnog pristupa ekonomskoj aktivnosti u kojoj 90 posto ili više diplomanata traži zaposlenje u postojećim poduzećima. Samozapošljavanje je prisutno u oko 10 posto diplomanata. Većina samozaposlenih osoba uklapa se u konfiguraciju zaposlenja u obiteljskoj tvrtki - mladi, studij poslovanja/menadžmenta, preddiplomski stručni studij, procjena da bi bili zaposleni na istoj poziciji i bez diplome. Druga manje naglašena konfiguracija obuhvaća muškarce u start up-ima koji su diplomirali u ICT, dok treći dio obuhvaća uglavnom obrazovanje, humanističke i društvene znanosti u kojima dominiraju žene, a u kojima dominiraju dodatne obrazovne usluge, honorarni angažmani ili angažmani zasnovani na ugovorima (novinarstvo, umjetnost, kratkoročni angažman na projektu itd.).

Zaposleni kod drugih poslodavaca pokazuju da je gotovo 20 posto diplomiranih s punim radnim vremenom zaposleno s ograničenim vremenskim ugovorima. Nesigurnost radnog mjesta uglavnom je povezana s izbjegavanjem ispunjavanja privatnih poslodavaca prema zakonskim/sindikalnim obavezama zaštite stalnih ugovornih radnika. Drugi dio nestabilnih ugovora o radu generiran je mjerama poticanja zapošljavanja uvedenim nakon nekoliko godina financijske krize u kojima se zapošljavanje mladih diplomiranih bez radnog iskustva financijski podržava, ali je razdoblje potpore ograničeno na 12 mjeseci.

Većina stalnih ugovora prisutna je u državnoj upravi i javnom sektoru, a ta povlastica uglavnom stvara poželjnost države kao poslodavca.

Slika 5: Zaposleni diplomirani: Karakteristike zaposlenosti pet godina nakon diplomiranja (kohorta 2012./2013.) prema spolu, vrsti ustanove, najvišem stupnju obrazovanja i području studija



Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (najviši stupanj): obrazovanje, umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i usluge; Prirodne znanosti (uklj. matematiku) i zdravlje; Inženjerstvo i informatika.

Nedostaju stupci: s premalo slučajeva.

Izvor: EUROGRADUATE 2018.

3.3 Adekvatnost zapošljavanja: podudaranje obrazovanja i zaposlenosti

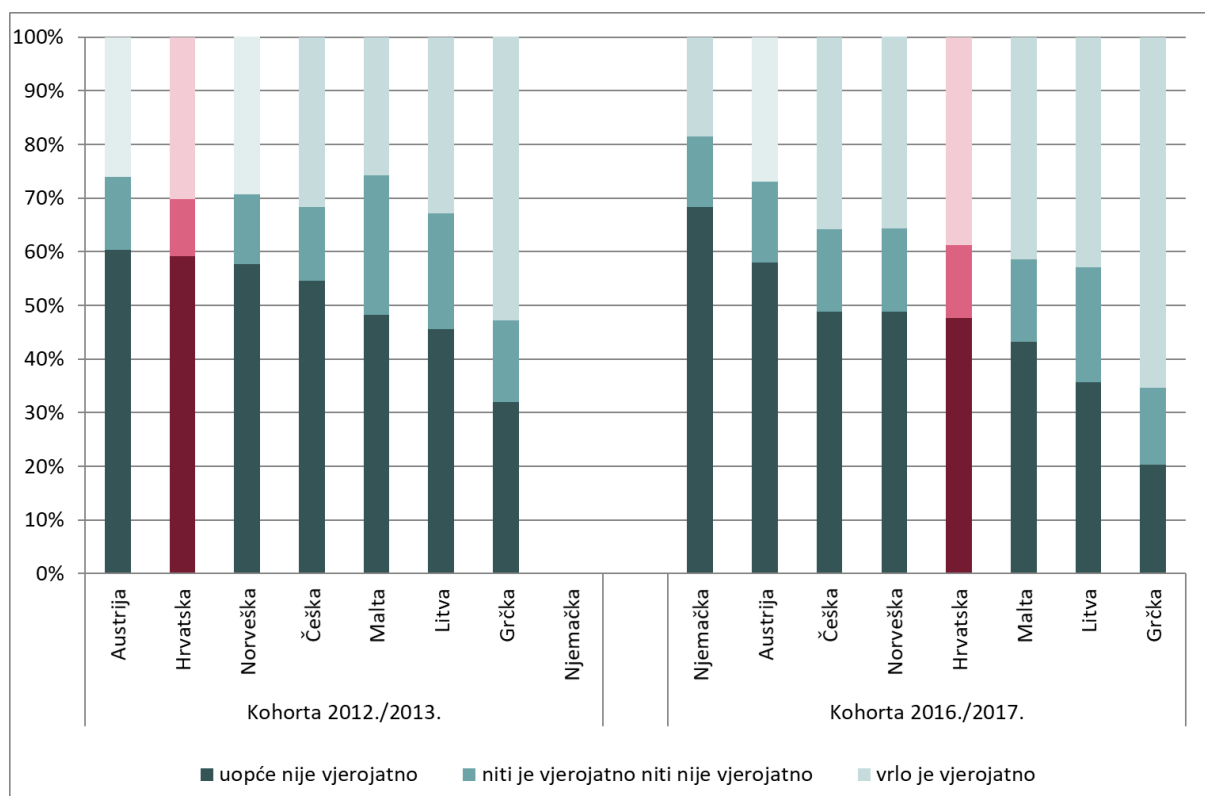
U tranziciji sa studija na posao presudna je povezanost između obrazovanja i rada. Za pojedinog diplomanta izbor na početku karijere može imati dugoročne posljedice zbog histereze. Za gospodarstvo jedne zemlje, manje optimalne alokacija dovodi do nedovoljnog korištenja vještina diplomiranih, što bi moglo utjecati na ekonomski rast. U kojoj mjeri diplomirani mogu primijeniti svoje vještine stečene u visokom obrazovanju snažno je povezane s vertikalnom i s horizontalnom usklađenošću obrazovanja i posla. Diplomanti dodijeljeni poslovima koji zahtijevaju niži stupanj obrazovanja od diplomiranog (vertikalna neusklađenost) uglavnom sumnjaju u smanjenu potražnju za svim stečenim visokoškolskim vještinama. Diplomanti raspoređeni na poslove koji ne odgovaraju njihovom studijskom području (horizontalna neusklađenost) manje će vjerojatno moći koristiti specifične vještine koje su stekli tijekom studija. U ovom ćemo poglavlju raspravljati će se o alokaciji diplomanata i pitati koje su skupine diplomanata s visokim obrazovanjem posebno u opasnosti da budu neusklađene.

Gotovo 60 posto kohorte diplomiranih u 2012./2013. i gotovo 50 posto diplomanata iz kohorte 2016./2017. vjeruje da ne bi imali trenutni posao bez referentne diplome. Dominantni čimbenici koji generiraju takvo mišljenje su višestruki: veliki opseg

reguliranih profesija, velika konkurencija u traženju posla u okruženju s visokom nezaposlenošću i znatan broj diplomanata koji su spremni prihvatiti podcijenjene poslove.

Suprotno mišljenje uglavnom je povezano s uspješnim samozapošljavanjem ili manje reguliranim i kreativnijim poslovima. Nažalost, ova konfiguracija povezana je s velikim udjelom neusklađenog zaposlenja, posebice stručnih prvostupnika.

Slika 6: Zaposleni diplomirani magistri (referentni stupanj): Vjerojatnost zapošljavanja bez referentne diplome po kohorti i državi



Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Opće mišljenje diplomiranih studenata na razini magistra struke o vjerojatnosti zapošljavanja bez trenutne diplome pokazuje da je situacija za recentnu kohortu 2016./2017. bolja nego situacija kohorte 2012./2013. nakon pet godina. Zaključci bi se mogli smatrati vremenski relevantnijim nego što to čini usporedba na dvije točke promatranja. Kako je recentna kohorta daleko od godina krize, situacija je za njih mnogo bolja čak i prilikom usklađivanja prvog zapošljavanja⁵. Sva područja studija pokazuju poboljšanje osim obrazovanja, umjetnosti i humanističkog područja. Najveći napredak usklađenosti obrazovanja i zaposlenja prisutan je u prirodnim znanostima i zdravstvenim područjima, gdje je usklađenost poboljšana gotovo 20 posto. Negativni trend prisutan u području obrazovanja, umjetnosti i humanističkih disciplina vjerojatno je posljedica proračunske preraspodjele u kojoj je Hrvatska bila prisiljena na restriktivniju politiku zbog velikog proračunskog deficita stvorenog tijekom financijske krize. Drugi zaključak je

⁵ Kako druge studije pokazuju da ciklus pronalaska prvog posla nakon diplome traje oko godinu ili godinu i pol, razumno je zaključiti da rezultati za kohortu 2016./2017. opisuju zahtjeve prvog zaposlenja nakon diplôme.

manje optimističan, jer pregled udjela neusklađenih poslova pet godina nakon diplome pokazuje da oni diplomanti koji prihvate vertikalno neusklađene poslove imaju malo šanse popraviti svoj položaj kasnije. Kako je Hrvatska bila u položaju da je izlazak iz krize bio vrlo spor, zaključak je da bi porast ekonomske proizvodnje trebao biti mnogo veći od 3-4 posto da stvori potrebu za radnom snagom koja je već zaposlena na neusklađenim poslovima.

Osim općeg pregleda, neke krajnosti generiraju dodatna objašnjenja. Vrlo mali udio procijenjene šanse za posao bez odgovarajuće diplome prirodnih znanosti i medicine spoj je visoko specifičnih kompetencija i vještina te visoko odgovornih poslova. Nažalost, recentna kohorta pokazuje veći udio koji upućuje na veće neusklađenost u ranoj fazi karijere. Na suprotnom ekstremu su dva različita područja Poslovanje, administracija, pravo i Usluge u kohorti 2016./2017. (godinu dana nakon diplome) i Obrazovanje, umjetnost i humanističke discipline u kohorti 2012./2013. (pet godina nakon diplome) koja premašuju 40 posto u procjeni šanse za dobivanje posla bez diplome. Fleksibilnost potražnje u ranoj fazi karijere uglavnom generiraju studiji poslovanja kod druge generacije vlasnika poduzeća, dok mišljenje o neusklađenim karijernim zahtjevima trenutnog posla pokazuje dugoročnu neusklađenost poslova u obrazovanju, umjetnosti i humanističkim disciplinama (vjerojatno onih koji su ostali izvan javnog sektora koji slijedi stroga pravila kriterija za zapošljavanje). Osim ove dvije krajnosti, postojani ili vrlo bliski udjeli u prvoj i pet godina nakon završetka studija pokazuju da tehnologija i inženjering pokazuju mnogo više propulzivnosti i otvorenosti za nove ideje i neformalne kompetencije. Gotovo isti udjeli u društvenim znanostima i novinarstvu uglavnom se generiraju u vrlo protočnom hrvatskom novinarstvu u kojem je obrazovni stupanj uglavnom manje relevantan od radne orijentacije, intuitivnog osjećaja relevantnih vijesti i prethodnih postignuća. Dodatni uvjet otvorenosti novinarstva je snažan utjecaj internetskih medija na masovnu medijsku scenu u kojima započinje većina profesionalnih početnika.

Tablica 5: Zaposleni diplomirani magistri (najviši stupanj): Vjerovatnost da će imati trenutni posao bez referentnog stupnja prema području studija (Hrvatska)

Kohorta	Obrazovanje, umjetnost i humanistika	Društvene znanosti i novinarstvo	Poslovanje, administracija, pravo i usluge	Prirodne znanosti i zdravstvo	Tehnologija i inženjerstvo	Ukupno
2012./2013.	41%	36%	36%	14%	35%	32%
2016./2017.	35%	39%	43%	33%	38%	39%

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Izvor: EUROGRADUATE 2018.

Neusklađenost obrazovanja i zaposlenja može se dalje podijeliti u vertikalnu i horizontalnu. Vertikalna neusklađenost je razlika u razini obrazovanja potrebnoj za neki posao i obrazovanja osobe koja taj posao obavlja. Dakle, razina obrazovanja je (u teoriji) viša ili niža od potrebne za posao. U istraživanju EUROGRADUATE, međutim, smatramo da su vertikalno neusklađeni pretkvalificirani zaposlenici, tj. diplomanti koji pretpostavljaju da su niže obrazovne kvalifikacije dostatne za njihov trenutni posao. Horizontalne neusklađenosti su nepodudarne u sadržaju. Dakle, područje obrazovanja ne odgovara poslu - prema samoprocjeni diplomanata. Naravno, istovremeno može postojati i vertikalna i horizontalna neusklađenost.

Opća slika neusklađenog zapošljavanja visoko obrazovane radne snage vrlo je depresivna. Manje od 55 posto od svih diplomiranih misle da rade na horizontalno i vertikalno usklađenim poslovima. Kako 10 posto diplomiranih ostaje izvan tržišta rada, ostalih 35 posto radi na poslovima koji ne koriste sve njihove kompetencije i sposobnosti razvijene tijekom visokog obrazovanja. Pri tome se nameće zaključak da je horizontalna neusklađenost rijetka (2-3%), a većinu neusklađenih čine uglavnom vertikalno neusklađeni profesionalci među kojima je 40 posto i horizontalno neusklađeno. Dobro, ali očekivano, otkriće je da neusklađeni profesionalci rade većinom u nepunom radnom vremenu i s ugovorom na određeno vrijeme, ali čak i u ovoj situaciji stalni posao ima samo 65,8 posto profesionalaca s usklađenim radnim mjestima.

Socijalna slika pokazuje da vertikalno neusklađena radna mjesta češće prihvaćaju diplomirani prve generacije (dolaze iz obitelji u kojima nema visokoobrazovanih) u odnosu na one koji potječu iz obitelji s najmanje jednim roditeljem s višim obrazovnim stupnjem (20,9% nasuprot 10,8%), dok oni iz obitelji s visokoobrazovanim roditeljima prevladavaju u nezaposlenoj skupini (15,0% nasuprot 8,1%). Sličan je trend prisutan i u financijskoj situaciji roditelja diplomiranih, gdje lošiji položaj obitelji stvara veću učestalost prihvaćanja neusklađenih poslova. Razlike po spolu pokazuju povoljniju situaciju žena (59,5% usklađenih poslova obavljaju žene u odnosu na 48,3% kod muškaraca), gdje muškarci uglavnom češće sudjeluju u vertikalno i horizontalno neusklađenoj kategoriji i nezaposlenoj skupini. Ova razlika nastaje neravnomjernim sudjelovanjem u stručnom i sveučilišnom visokom obrazovanju. Žene čine veći dio sveučilišnih diplomanata koji imaju bolje usklađivanje posla i obrazovanja.

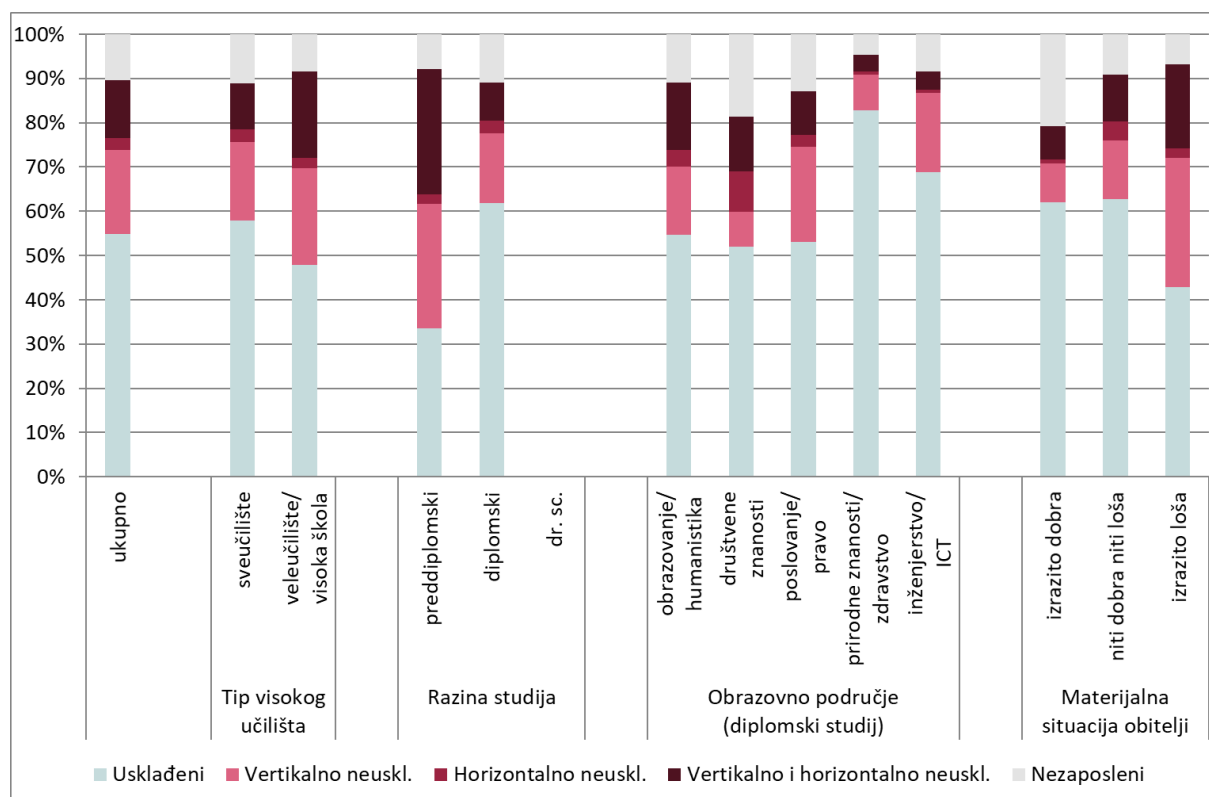
Neusklađeni poslovi uglavnom se odnose na stručne prvostupnike, dok sveučilišna diploma daje 10 posto bolju poziciju (usklađeni poslovi za sveučilišne 57,9% u usporedbi sa stručnim 47,8%), a razlika na razini stupnjeva obrazovanja je 23,7 posto u korist magistara struke. U kategorijama s lošijim šansama za usklađeni posao je više muškaraca, diplomanata prve generacije i diplomanata iz obitelji lošijeg imovinskog statusa.

Analiza po područjima studija pokazuje da su, pored razlike u razini studija, bolji položaj u pronalaženju odgovarajućeg posla imali diplomirani magistri prirodnih i zdravstvenih znanosti (89,5%), tehnologije i inženjerstva (75,3%) i prvostupnici prirodnih znanosti i zdravstva (70,6%) gdje su prvostupnici sestrinstva dominantna skupina. Blizu ukupnog prosjeka usklađenosti poslova su magistri struke u svim ostalim područjima studija i prvostupnici iz područja tehnologije, inženjerstva i obrazovanja, umjetnosti i humanističkih disciplina (i jedni i drugi iznad 50%). Glavninu neusklađene skupine čine prvostupnici iz poslovnog, administrativnog i pravnog područja gdje postoji veća sposobnost apsorpcije prvostupnika na nižerangiranim službeničkim i uredskim poslovima.

Posljedice neusklađenog radnog mjesta vrlo utječu na mišljenje osobe da bi ponovno odabrla isti studij i dovode do drugih negativnih socijalnih ishoda: manje potpore demokraciji i EU.

Kako se Hrvatska suočava s masovnim odlaskom visokoobrazovanih stručnjaka u druge države članice EU, važno je spomenuti da su oni koji su napustili zemlju prihvatili poslove koji su u mnogo slučajeva još manje usklađeni (samo 37,5% radi na usklađenim poslovima). Prethodno međunarodno iskustvo i iskustvo mobilnosti olakšava odlazak u druge zemlje i prihvaćanje manje usklađenih poslova.

Slika 7: Diplomirani koji su dio radne snage: (Ne)usklađenost vještina pet godina nakon diplome (kohorta 2012./2013.)



Vertikalna neusklađenost je uračunata samo ako je diplomant ima višu kvalifikaciju od zahtjeva posla koji obavlja, a ne obuhvaća osobe čiji zahtjevi posla nadilaze kvalifikaciju koju oni imaju.

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (najviši stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravstvo; Inženjerstvo i Informatika.

Nedostajući stupci: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

3.4 Prihod: zarada po satu rada

Studiranje u visokom obrazovanju je investicija (u smislu novca, vremena i oportunitetnih troškova) koju ulažu društvo i pojedini studenti s neizvjesnim povratom. Mjera za procjenu ovog povrata je zarada koju diplomirani ostvaruju na početku svoje karijere na tržištu rada. Što je zarada veća, obično su veći porezi, zbog čega se zarada može smatrati i pokazateljem društvenog povrata ulaganja.

Kao konačno ključno pitanje za ocjenu stanja u zapošljavanju diplomiranih, ovo poglavlje analizira njihovu zaradu po satu. Pratimo razlike između diplomiranih iz različitih područja studija ili diplomiranih koji su se preselili u inozemstvo i onih koji su ostali boravili u zemlji u kojoj su diplomirali.

Usporedni pregled prosječne zarade iskazane u paritetima kupovne moći osam zemalja uključenih u pilot istraživanje EUROGRADUATE stavlja Hrvatsku na donji dio ljestvice zarada. U odnosu na najbolje rangirane zemlje, zarade su 2 do 3 puta manje, a to bi mogao biti glavni razlog odlaska visokoobrazovanih diplomanata čak i ako oni ne dobiju posao koji odgovara njihovom obrazovanju.

Prema općem pregledu podataka (Annex 16), razlika između zarada prvostupnika i magistara struke u Hrvatskoj je prilično malena, kreće se od 1,2 bodova dobitka magistara u usporedbi s prvostupnicima izraženim u paritetima kupovne moći (ppp) u prvoj godini nakon diplome, do 1,9 ppp bodova pet godina nakon završetka studija. Kao što smo primijetili, neusklađenost poslova je mnogo veća u kohorti 2012./2013. i to bi moglo dovesti do očekivanja da će recentna kohorta (2016./2017.) imati veću razliku u zaradi. Mala početna razlika, predviđa malenu razliku u budućoj karijeri, kao što i ogromna razlika u usporedbi s vodećim gospodarstvima u EU, daje malo motivacije za obrazovanje i mala očekivanja povrata ulaganja u obrazovanje tijekom buduće profesionalne karijere. Kao što je ranije spomenuto, jedini stvarni motivirajući faktor puno je bolja šansa za pronalaženje odgovarajućeg posla.

Važnost ulaganja u obrazovanje na razini magistara struke posebno je vidljiva u razlikama u zaradi zaposlenika koji imaju ugovor na neodređeno u odnosu na ugovore na određeno vrijeme; puno radno vrijeme u odnosu na zaposlenje s nepunim radnim vremenom i razliku u zaradi po satu između diplomiranih s usklađenim poslovima i onih diplomiranih koji rade na neusklađenim poslovima (Annex 16). Zaposlenici sa stalnim ugovorima zarađuju do 3 boda paritetne kupovne moći (ppp) na sat više od onih s ugovorima na određeno vrijeme; diplomirani na usklađenom poslu zarađuju i do 4 ppp na sat više nego što su zarađuju diplomirani na neusklađenim poslovima. Zapošljavanje na pola radnog vremena ima zanimljivu inverziju koja se ne bi mogla razumjeti bez drugačijeg pogleda na tržište rada. Tijekom godina financijske krize uvedena je podrška zapošljavanja mladih profesionalaca. Politika koja pokriva najveći broj visokoobrazovanih novopridošlih radnika na tržištu rada uvedena je kao model ulaska u posao bez zaposlenja. Ovaj model nudi jednogodišnje zaposlenje s punim radnim vremenom uz simboličnu mjesečnu naknadu (oko 400 €) čiji je cilj mladim stručnjacima pružiti priliku za stjecanje radnog iskustva i polaganje stručnih ispita za regulirane profesije (zahtijevaju godinu dana radnog iskustva u struci). Mjera je bila vrlo popularna među poslodavcima jer pribavlja jeftinu radnu snagu bez dodatnih obveza. Većina mladih stručnjaka koji ulaze na tržište rada bila je prisiljena natjecati se s drugim diplomiranim kako bi dobili priliku za ulazak u bilo kakav profesionalni angažman. Masovno uključivanje u ovakav model podržanog zapošljavanja proizvodi artefakt da profesionalci koji rade s punim radnim vremenom navode nižu prosječnu zaradu, u odnosu na honorarni oblik rada (ugovorni ili s nepunim radnim vremenom). Kako je skraćeno radno vrijeme vrlo rijetko, zarade u tom modelu vjerojatno, budući da su veće od prosječnih plaća stručnjaka s punim radnim vremenom na bilo kojoj vrsti posla, odražavaju zarade za ne tako česte posebne slučajeve neformalno stečenih kompetencija koje nisu redovito prisutne na tržištu rada.

Kao što je ranije primijećeno u analizi usklađenosti posla i stupnja obrazovanja, zarada je na očekivani način povezana sa socijalnim ishodima - diplomirani studenti s većom zaradom drže više do demokratskih vrijednosti i pokazuju veću potporu EU-u.

Tablica 6: Diplomirani zaposlenici: Srednja bruto zarada po satu u paritetima kupovne moći u 2018. godini po kohorti i državi

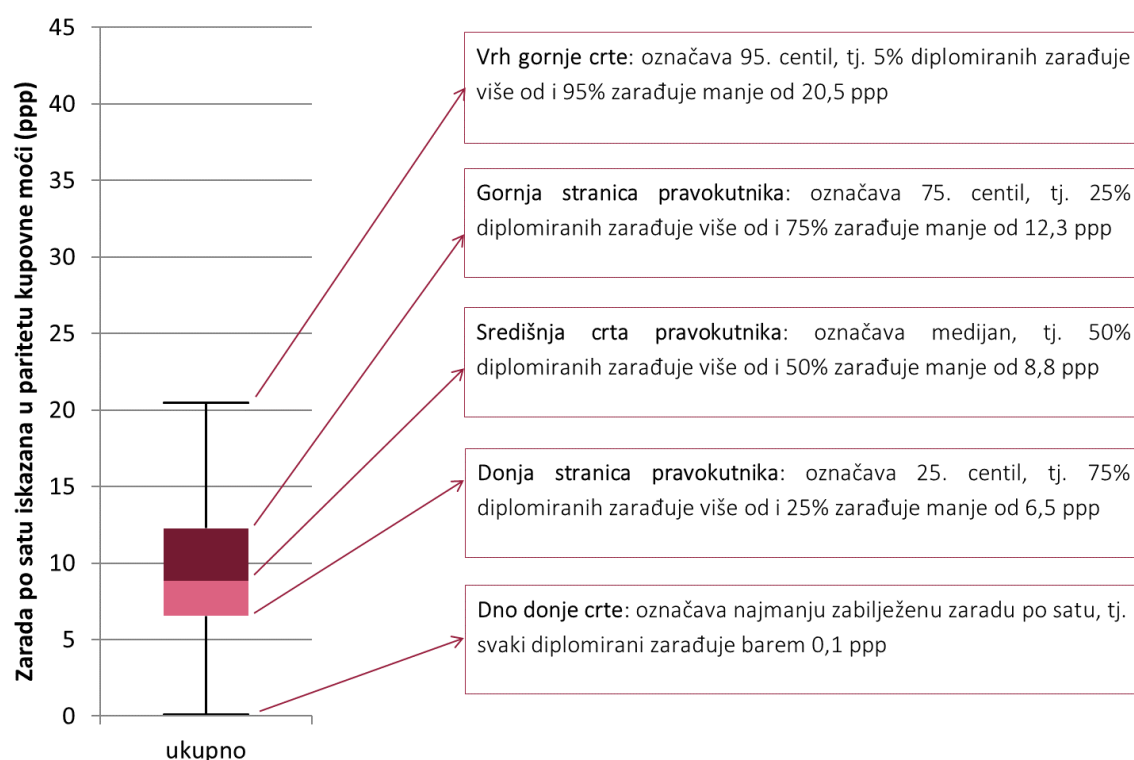
Kohorta	Austrija	Češka	Njemačka	Grčka	Hrvatska	Litva	Malta	Norveška
2012./2013.	16,2	12,3		7,6	8,8	10,6	12,9	17,4
2016./2017.	14,0	10,5	19,5	6,6	8,2	9,6	10,6	15,7

Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Slika 8 pokazuje statističku raspodjelu zarada među zaposlenim diplomantima iz kohorte 2012./2013. u formi *boxplot* grafikona i daje tumačenje ovog tipa grafikona. Ova tumačenja se mogu primijeniti na Slika 9 i Slika 10 prikazuje informacije o zaradama različitih skupina diplomiranih po obrazovnoj razini i području obrazovanja.

Slika 8: Diplomirani zaposlenici: *Boxplot* grafikon bruto zarade po satima u paritetima kupovne moći pet godina nakon diplome (kohorta 2012./2013.) s uputama za čitanje



Napomena: Maksimalna zarada po satu se ne prikazuje jer bi izašla iz okvira grafikona. Umjesto toga, prikazan je položaj 95. centila. Podaci uključuju i zaposlene diplomirane koji su još uvijek studiraju na drugim studijskim programima.

Izvor: EUROGRADUATE 2018

Čini se da u Hrvatskoj diplomirani sa stručnih studija imaju veću zaradu od diplomiranih sa sveučilišnih studija. Međutim, treba uzeti u obzir da prilično velike zarade iz područja poput Poslovanja i ICT-a čine velike dijelove izvan-sveučilišnog sektora, dok su područja s majim zaradama češće zastupljena među diplomiranim sa sveučilišta. Štoviše, veći postotak diplomanata koji nisu bili na sveučilištu radio je već prije ulaska na studij, a mnogi su nastavili raditi tijekom studija. Stoga njihova zarada odražava i višegodišnje radno iskustvo, a ne samo stečeni stupanj obrazovanja.

Fokus na dugoročne rezultate koji utječu na zaradu vidljiv je samo u skupini koja je promatrana pet godina nakon diplomiranja (kohorta 2012./2013.). Svi *boxplot* grafikoni na Slika 9 prikazuju očekivane vrijednosti koje su uglavnom objašnjene dijagramima na Slika 10.

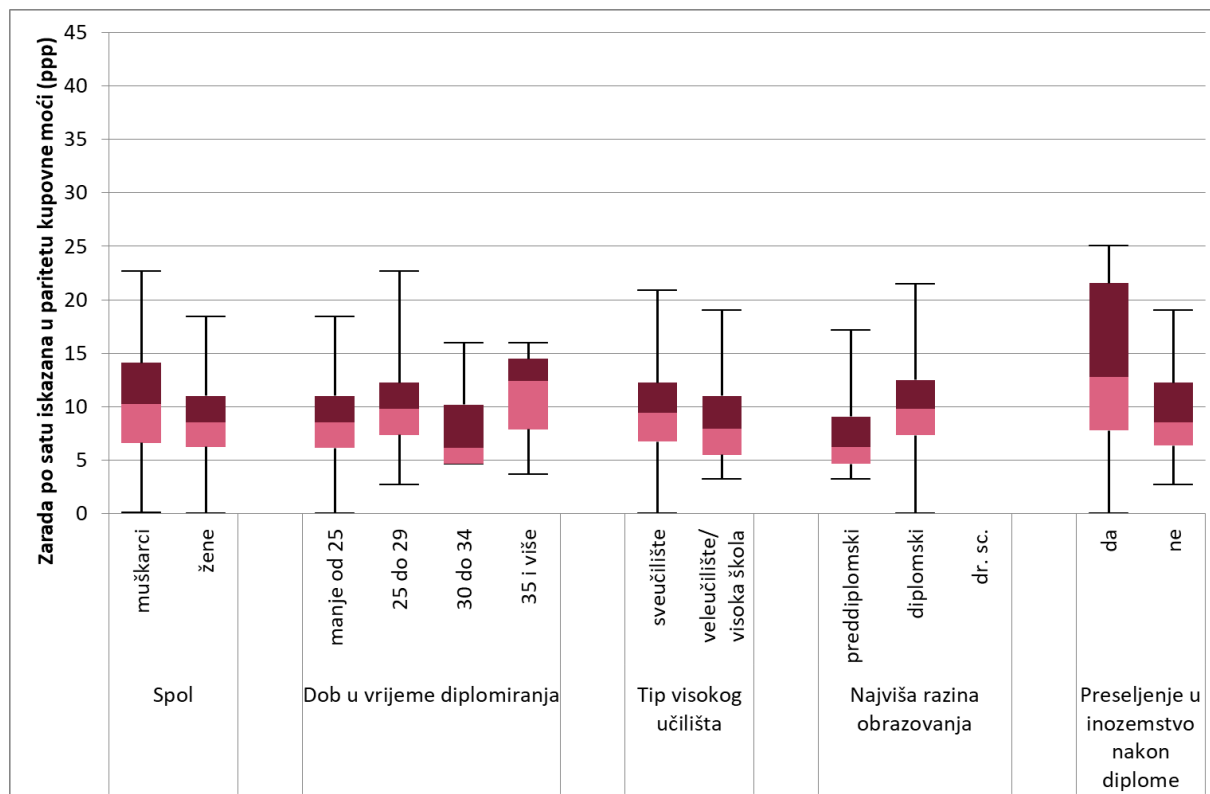
Žene imaju niži medijan i gornji kraj zbog svoje velike prisutnosti na poslovima koji zahtijevaju razinu magistra struke, ali u sektorima s niskim plaćama. Primarno, to je gotovo potpuna dominacija u javnim obrazovnim školama u kojima nastavnici na sveučilišnom diplomom magistra imaju zaradu oko ili ispod općeg prosjeka plaća bez

obzira na razinu obrazovanja. Medijan zarada u području Obrazovanja, Umjetnosti i humanističkih disciplina najniži je prosjek magistara u svim područjima. Za razliku od vrlo niskog dohotka u javnom obrazovanju, zapošljavanje u „realnom“ sektoru uglavnom se sastojalo od dodatnih obrazovnih usluga ili alternativnih predškolskih programa, te zapošljavanja na horizontalno neusklađenim poslovima koji pružaju mnogo bolje mogućnosti zarade. Treba napomenuti da su studijski programi za učitelje u osnovnim školama integrirani, bez međustupnja razine prvostupnika. Razina prvostupnika, u kojoj je zabilježeno svega nekoliko slučajeva, stoga pripada umjetnosti i humanističkim disciplinama koje, između ostalog, sudjeluju u kreativnim i marketinškim industrijama koje imaju mnogo veće prihode.

Diplomirani koji diplomiraju u ranim tridesetima manje su plaćeni zbog evidentno slabijeg uspjeha u studiranju i, vjerojatno, već prihvaćenih radnih mjesta vertikalno neusklađenih s njihovom nedavno stečenom diplomom. Suprotno tome, oni diplomirani studenti koji steknu diplomu nakon 35 godina vrlo su često samofinancirani studenti koji ulažu u trajno obrazovanje. Budući da plaćanje školarine zahtijeva najmanje jedno plaćanje po semestru koje je iznad prosječne zarade zaposlenika magistara struke, takvo studiranje pristupačno je samo onima koji imaju vrlo visoku zaradu.

Ostale usporedbe pokazuju male, ali očekivane, razlike između sveučilišnih u odnosu na stručne studije i magistara u odnosu na zaradu prvostupnika. Razlike između onih koji su otišli u inozemstvo i onih koji su ostali u Hrvatskoj komentirane su u usporedbi prihodima po zemaljama, a Slika 9 samo potvrđuje da je kretanje radne snage usmjereno prema razvijenijim ekonomijama s većim plaćama.

Slika 9: Diplomirani zaposlenici: Razlike u bruto zaradama po satu u paritetima kupovne moći pet godina nakon diplome (kohorta 2012./2013.) prema spolu, dobi u vrijeme završetka studija, vrsti ustanove, najvišem stupnju i mobilnosti nakon diplome



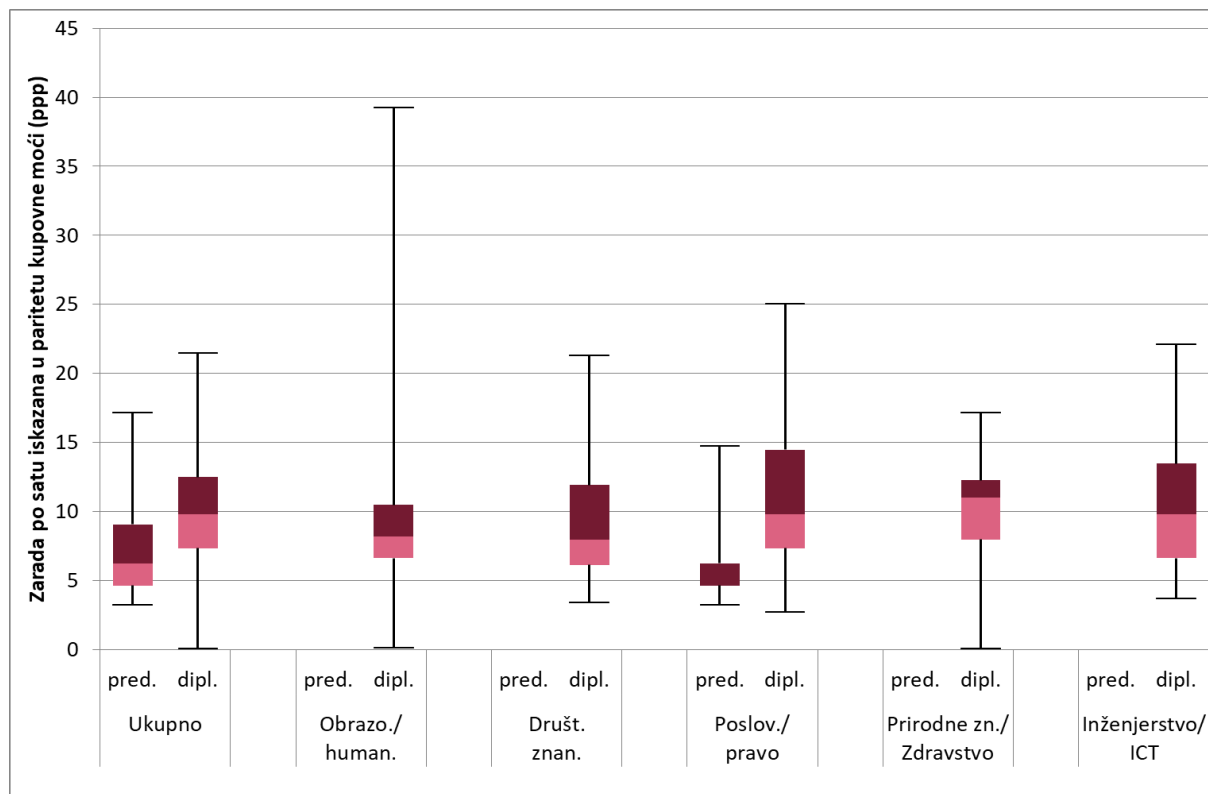
Podaci također uključuju zaposlene izvanredne studente koji još uvijek studiraju neki drugi studijski program. Gornji kraj crte: 95. centil; Vrh obojanog pravokutnika: 75. centil; Sredina obojanog pravokutnika: Medijan; Dno obojanog pravokutnika: 25. centil; Donji kraj crte: primijećena najniža zarada po satu.

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Nedostajući grafikoni: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

Slika 10: Diplomirani zaposlenici: Razlike u bruto zaradama po satu u paritetima kupovne moći pet godina nakon diplome (kohorta 2012./2013.) po obrazovnim područjima i najvišem postignutom stupnju obrazovanja



Podaci također uključuju zaposlene izvanredne studente koji još uvijek studiraju neki drugi studijski program. Gornji kraj crte: 95. centil; Vrh obojanog pravokutnika: 75. centil; Sredina obojanog pravokutnika: Medijan; Dno obojanog pravokutnika: 25. centil; Donji kraj crte: primijećena najniža zarada po satu.

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (najviši stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravstvo; Inženjerstvo i Informatika.

Nedostajući grafikoni: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

Detaljnija analize područja studija pokazuju da je osnovni generator viših zarada magistara struke u Hrvatskoj znanost i zdravstveni sektor, dok su poslovanje, uprava i pravo te tehnologija i inženjering po zaradama diplomiranih negdje oko ukupnog prosjeka svih magistarskih studija. Međutim, viša zarada u kasnije spomenutim područjima doseže mnogo veće krajnje vrijednosti od relativno ograničenih visina zarada diplomiranih u znanosti i zdravstvu. Znanost u potpunosti pripada javnom sektoru, dok zdravstveni sektor ima javna i privatna poduzeća. No, dominantan javni zdravstveni sustav i niska platežna moć većine građana dovode do dvostrukog sudjelovanja liječnika u oba sektora, po modelu primarne zaposlenosti u javnom sektoru i prekovremenog rada u privatnim klinikama. Ovaj model ne daje dovoljno prostora za visoku zaradu. Poslovanje, administracija i pravo miješaju vrlo slabo plaćene administrativne poslove u javnom i državnom sektoru (posebno vidljive kod prvostupnika u sektoru) i vrlo unosne bankarske poslove te odvjetništvo i bilježničku praksu. U tehnologiji i inženjerstvu većina uspješnih poduzeća pripada ICT sektoru u kojem nova (uglavnom neformalno stečena) znanja igraju glavnu ulogu. Kako je znanje uglavnom neformalno razlikovanje zarade

između razine prvostupnika i magistara, nije bitno. Ostali dijelovi industrije uglavnom su na donjoj granici profita i postojanja (brodogradnja, strojarstvo itd.).

4 Društveni ishodi

4.1 Važnost demokracije

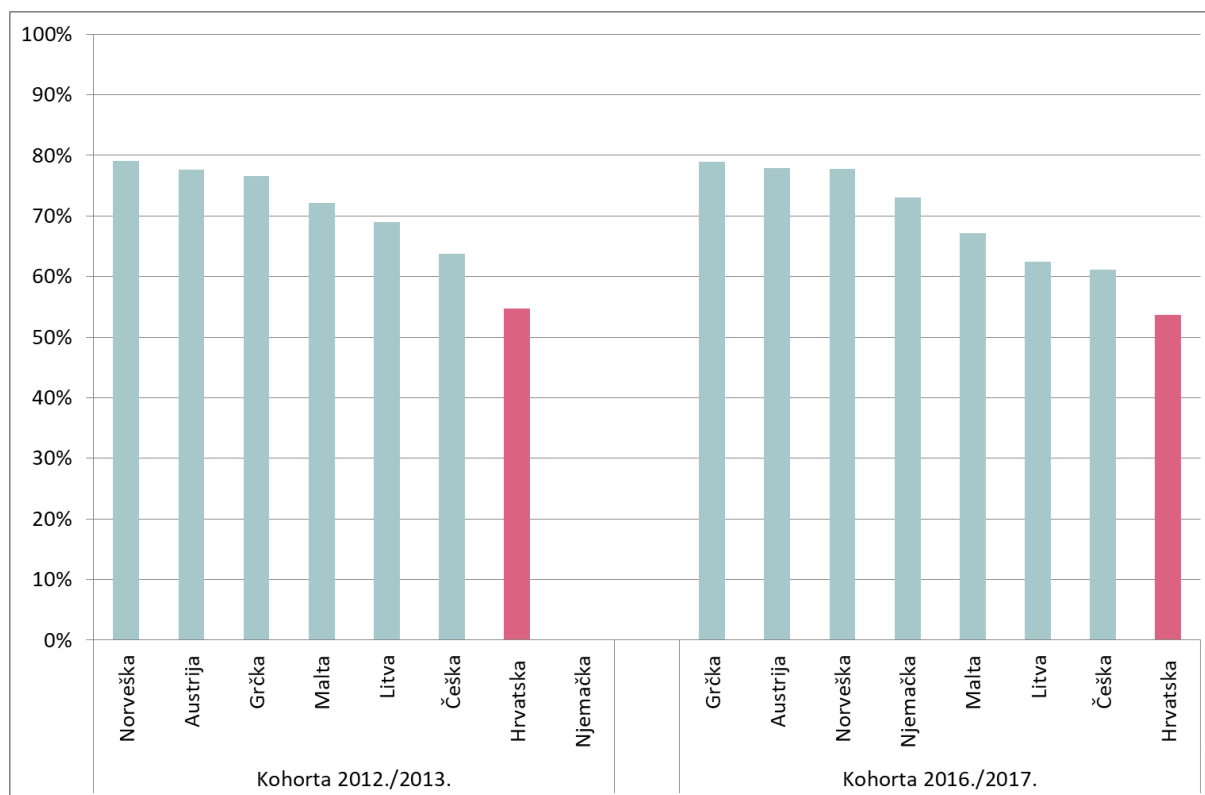
Od visoko obrazovanih osoba očekuje se da daju pozitivan impuls europskoj ekonomiji i društvu u cjelini. Visoko obrazovanje u tom smislu treba promicati angažirano građanstvo i demokratske vrijednosti, poput tolerancije, otvorenosti i kritičkog razmišljanja, i tako pridonijeti višim razinama socijalne kohezije i povjerenja. U skladu s tim, Slika 11 prikazuje usporedbu zemalja uključenih u pilot istraživanje EUROGRADUATE s obzirom na postotak diplomiranih studenata koji smatraju da je apsolutno važno živjeti u demokratski uređenoj zemlji.

Obrazovanje je proces u kojem mladi članovi društva prihvaćaju ili barem upoznaju koje su dominantne i poželjne društvene vrijednosti. Uobičajeno je očekivanje da će internalizacija pozitivnih vrijednosti koje promiče društvo biti prisutnija u dijelovima mlade populacije s duljim obrazovnim stažem.

Hrvatska povijest, međutim, nakon Drugog svjetskog rata bilježi mnoge promjene dominantnih vrijednosti. Specifične postavke demokratskih vrijednosti snažno su povezane s vremenom socijalizacije. Većina poslijeratnih generacija bila je podijeljena između pristaša jednopartijskog komunističkog režima i tih protivnika. Od osamdesetih većina mladih generacija se okreće podržavanju liberalnijih demokratskih vrijednosti koje su neformalno bile raširene u subkulturi i dopuštene slabljenjem kontrole režima (više kontakata sa Zapadom, uvoz subkulturnih trendova i glazbe, konzumerizam i dostupnost stranih valuta itd.). Ali nove generacije nakon pada komunizma, socijalizirane 90-ih, nisu bile izložene daljnjem porastu potpore demokratskim vrijednostima. Raspad Jugoslavije i Domovinski rat (rat za neovisnost) forsirali su nacionalnu homogenizaciju i manju toleranciju prema suprotnim stranama u ratu. Konačno, u posljednje vrijeme, u odnosu na druge države članice EU, orijentacija na članstvo u EU od početka 2000. godine mijenja smjer socijalizacije u tolerantnije i demokratske vrijednosti. Ulazak u EU 2013. potvrdio je novi smjer u deklariranim društvenim vrijednostima.

Ako pretpostavimo da se kompleksnost demokratskih i građanskih socijalizacijskih promjena uglavnom dogodile u adolescenciji i ranoj odrasloj dobi novih generacija, pilot istraživanje EUROGRADUATE obuhvaća generacije koje su rođene tijekom Domovinskog rata obuhvaćene poslijeratnom socijalizacijom koja se ponekad u neformalnim i masovnim medijima protivi vrijednostima EU kako bi se sačuvali tragovi ratne homogenizacije iz devedesetih. Poštujući sve ove promjene očekivanje da će kohorta 2012./2013. pokazati manju potporu demokratskim vrijednostima (posebno u mjerenju tolerancije prema etničkim grupama i pojedincima s nedominantnim orijentacijama) i manje potpore EU-u je razumno. Recentnija kohorta 2016./2017. će, teoretski, pokazati malo veću potporu i demokratskim vrijednostima i EU, jer je socijalizirana u godinama u kojima je demokratski utjecaj EU postao mnogo prisutniji. Očekivanje neznatnih promjena temelji se na relativno slabom utjecaju kontakata i razmjene mišljenja s ostalim građanima EU, umjesto velike uloge obrazovanja kojem još uvijek nedostaju predmeti građanske kulture u osnovnim i srednjim školama.

Slika 11: Postotak diplomiranih studenata koji smatraju da je "apsolutno važno živjeti u demokratski upravljanoj zemlji" (odgovor 10 na skali od 0 do 10) po kohorti i državi



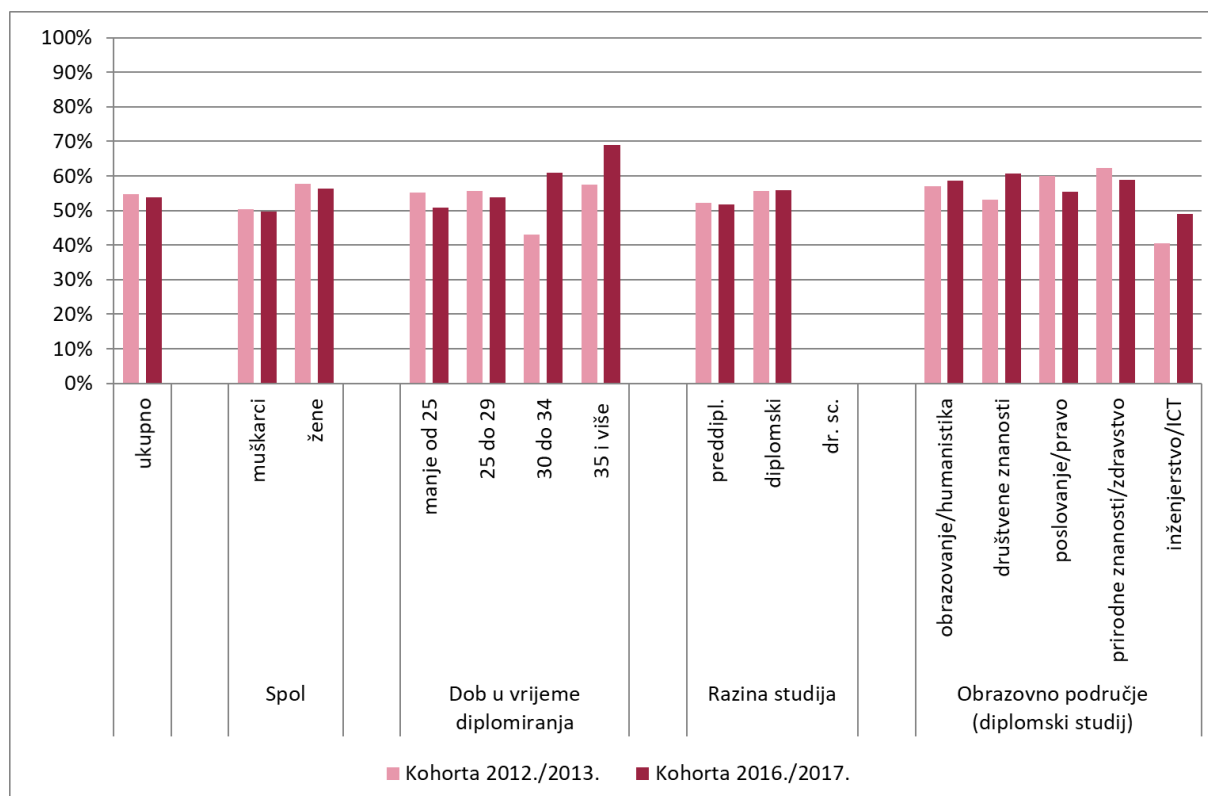
Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Očekivani smjer demokratske potpore nije nedvosmisleno empirijski potvrđen. U usporedbu s drugim zemljama, podrška demokratskim vrijednostima je najmanja u Hrvatskoj. To se očekuje zbog prezistirajuće regresije prema većoj homogenosti i manjoj toleranciji razvijenoj tijekom ratnog razdoblja. Drugi očekivani nalaz je da žene pokazuju veću potporu demokratskim vrijednostima nego muškarci.

Generacijska kompozicija u obje kohorte pokazuje da starije generacije u kohorti 2012./2013. podržavaju demokratske vrijednosti manje od mlađih, dok u kohorti 2016./2017. podrška demokraciji raste s dobi diplomiranja (što ranije su se socijalizirali, to više podržavaju demokratske vrijednosti). Umjesto očekivane manje potpore demokraciji u generacijama koje su svjedočile ratu u ranom djetinjstvu, negativan stav prema demokraciji radije bismo pripisali „gubitničkom efektu“ razočaranih diplomanata koji su tijekom financijske krize završili na poslovima koji su daleko od razine obrazovanja i područja studija koji su završili. Budući da u kohorti 2012./2013. ima više neusklađenih zapošljavanja diplomanata koji rade na radnim mjestima koja se ne podudaraju ni vertikalno ni horizontalno i manje su plaćena nego što se očekuje prema vrsti diplome. Učinak je empirijski vidljiv kroz manju potporu demokraciji u dva područja koja imaju vrlo velike probleme u profitabilnosti i zaradama isplaćenim zaposlenicima: društvenim znanostima te informacijskoj tehnologiji i inženjerstvu. Djelomični oporavak oba područja u recentnoj kohorti 2016./2017. daje dodatnu potporu hipotezi o „efektu gubitnika“.

Slika 12: Postotak diplomiranih koji smatraju da je "apsolutno važno živjeti u demokratski uređenoj zemlji" (odgovor 10 na skali od 0 do 10) prema spolu, dobi u vrijeme diplomiranja, najvišem stupnju obrazovanja i području studija (Hrvatska)



Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (najviši stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravstvo; Inženjerstvo i Informatika.

Nedostajući grafikoni: premalo slučajeva.

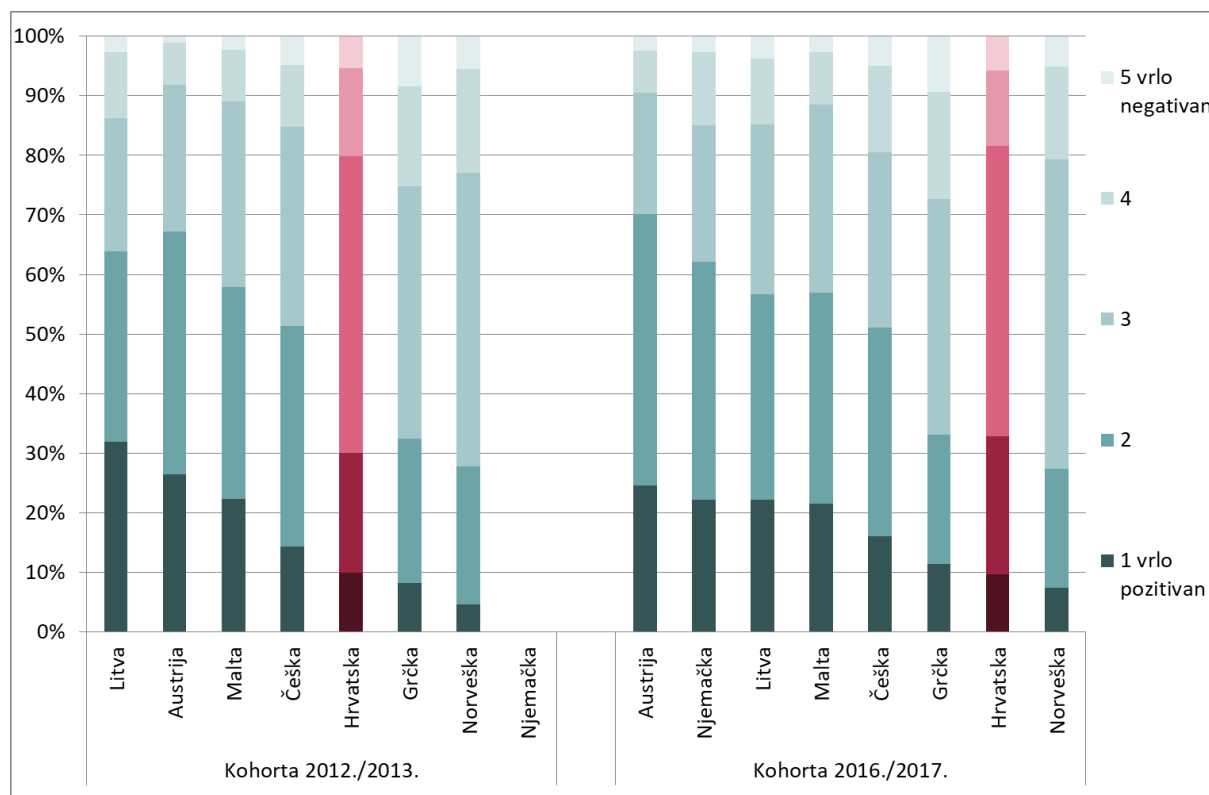
Izvor: EUROGRADUATE 2018.

4.2 Gledanje na EU

Kako diplomanti gledaju na EU i kolike su razlike među skupinama diplomiranih? Ovisi li percepcija EU među diplomiranimima o njihovoj razini obrazovanja ili obrazovnoj razini njihovih roditelja? Postoji li poveznica između perspektive EU i poslijediplomske mobilnosti diplomiranih? Ovim pitanjima bavimo se u ovom odjeljku.

Podrška EU u Hrvatskoj, najmlađoj članici EU, je poput one u Norveškoj; samo što ta država nije u statusu članice EU. Ali čak i Norveška ima dugogodišnje iskustvo s EU u većini pitanja politike. Treći član trija s niskom podrškom je Grčka koja se u nedavnoj prošlosti suočila s vrlo velikim financijskim poteškoćama i imala je teške sporove oko načina njihovog prevladavanja s administracijom EU-a.

Slika 13: Odgovori na pitanje „Općenito, ostavlja li EU na vas vrlo pozitivan ili vrlo negativan dojam?” (od 1 = vrlo pozitivno do 5 = vrlo negativno), po kohorti i zemlji

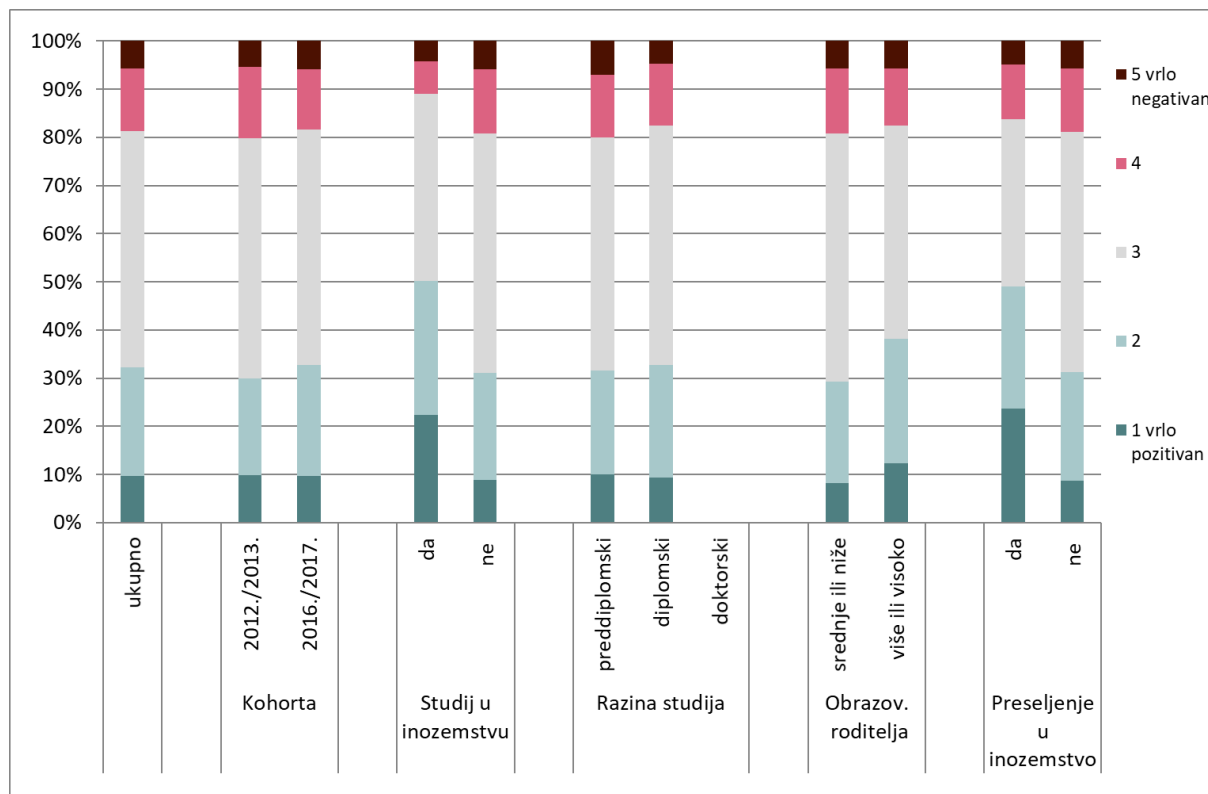


Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Malen napredak u podršci EU koji je vidljiv u usporedbi dviju kohorti očekivan je unutar promjene raspoloženja u hrvatskom društvu. Kao što je spomenuto, glavni pozitivni utjecaj na visoko obrazovane odvija se kroz kontakte s građanima i društvima drugih zemalja članica EU. U tom su utjecaju programi razmjene studenata i rad u drugim zemljama EU od velikog značaja.

Slika 14: Odgovori na pitanje „Općenito, ostavlja li EU na vas vrlo pozitivan ili vrlo negativan dojam?” (od 1 = vrlo pozitivno do 5 = vrlo negativno), po kohorti, iskustvu studiranja u inozemstvu, najvišem stupnju obrazovanja, obrazovnoj razini roditelja i međunarodnoj mobilnosti nakon završetka studija (Hrvatska)



Studirali u inozemstvu: kreditna mobilnost u vrijeme referentnog studija (npr. Erasmus).

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Obrazovna razina roditelja: barem jedan od roditelja ima više ili visoko obrazovanje.

Nedostajući stupci: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

5 Diplomiranje kao osnova za daljnji studij

(Prvi) stupanj u stjecanju visokoškolske naobrazbe nije kraj puta učenja, već je važna stanica u kontekstu cjeloživotnog učenja. Daljnji studij i kontinuirano učenje od presudnog su značaja za diplomirane kako bi unaprijedili svoje kompetencije i držali korak s rastućom brzinom tehnoloških inovacija koje mijenjaju naše društvo općenito, a posebno tržište rada. U ovom izvješću promatramo tko je nastavio studij nakon što je završio preddiplomski studij (uglavnom na magistarskom studijskom programu), a tko je nastavio studij nakon što je diplomirao na magistarskom studiju (uglavnom na doktorskom studiju). Osim toga, raspravljamo o tome u kojoj mjeri diplomirani studenti vide svoj završeni studij kao dobru osnovu za daljnje učenje i postoje li razlike između različitih skupina diplomiranih.

Iako većina istraživača smatra da je hrvatski visokoobrazovni sustav skrojen da tjera studente da završe diplomsku sveučilišnu razinu ili ostanu na razini prvostupnika na stručnim studijima zbog toga što stručni studiji (često) nemaju nastavak preddiplomskog studija na specijalističkoj diplomskoj razini, empirijski dokazi pokazuju da je 70 posto sveučilišnih prvostupnika nastavlja studij na diplomskoj razini u narednih pet godina (kohorta 2012./2013.). Usporedba s recentnijom kohortom 2016./2017. u kojoj je bilo

58 posto prvostupnika koji su nastavili studij na diplomskoj razini daje brojku od 12 posto osoba koje s odgodom nastavljaju studij. Razlika se ne može jednoznačno protumačiti kao želja onih koji odgađaju studiranje na magistarskoj razini da nađu posao s diplomom prvostupnika. Alternativni zaključak može biti da se radi o stalnoj razlici koja pokazuje da je u vrijeme krize nastavak visokog obrazovanja odgovor na manje šanse za pronalaženje posla s diplomom prvostupnika.

Niži udio onih koji nastavljaju studij nakon sticanja diplome stručnog studija je očekivan, ali i dalje su postoci veći od očekivanih po općem javnom mnijenju koje je formirano bez empirijskih podataka sve dok nije provedeno pilot istraživanje EUROGRADUATE. Trećina svih stručnih prvostupnika nastavlja studij na diplomskoj razini u roku od jedne godine (kohorta 2016./2017.), dok je taj postotak veći (41%) u kohorti 2012./2013. zbog dodavanja prvostupnika s odgođenim prijelazom u diplomski studij.

Za razliku od relativno visokog postotka prvostupnika koji nastavljaju obrazovanje, nastavak nakon stjecanja diplomske razine manje je prisutan. Neposredni prijelaz na poslijediplomske studije (doktorski studij) prisutan je u manje od 6 do 8 posto diplomiranih osim područja društvenih znanosti gdje je na razini od 13 posto. U razdoblju od pet godina taj se udio povećava na 31-32 posto u područjima obrazovanja, umjetnosti i humanističkih disciplina i društvenih znanosti, područjima s najnižim primanjima. Ostala područja zaustavljaju se na razini od 14-18 posto što praktično znači da jedan od sedam ili jedan od šest nastavlja obrazovanje nakon završetka diplomskog studija u razdoblju od pet godina nakon diplome.

Tablica 7: Postotak diplomiranih koji su nastavili studij nakon što su stekli referentni stupanj, po stupnju obrazovanja, kohorti, vrsti ustanove i području studija (Hrvatska)

Referentni stupanj	Kohorta	Tip institucije		Područje studija					Ukupno
		Sveučilište	Veleučilište ili viša škola	Obrazovanje/ Humanistika.	Društvene znanosti	Poslovanje/ pravo	Prirodne znanosti/ zdravlje	Inženjerstvo/ ICT	
Preddiplomska razina	2012./2013.	70%	41%	61%	tfc	43%	73%	59%	57%
	2016./2017.	58%	33%	52%	53%	46%	41%	52%	48%
Diplomska razina	2012./2013.	22%	15%	32%	31%	18%	17%	14%	21%
	2016./2017.	7%	6%	8%	13%	6%	7%	7%	7%

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (najviši stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravlje; Inženjerstvo i Informatika.

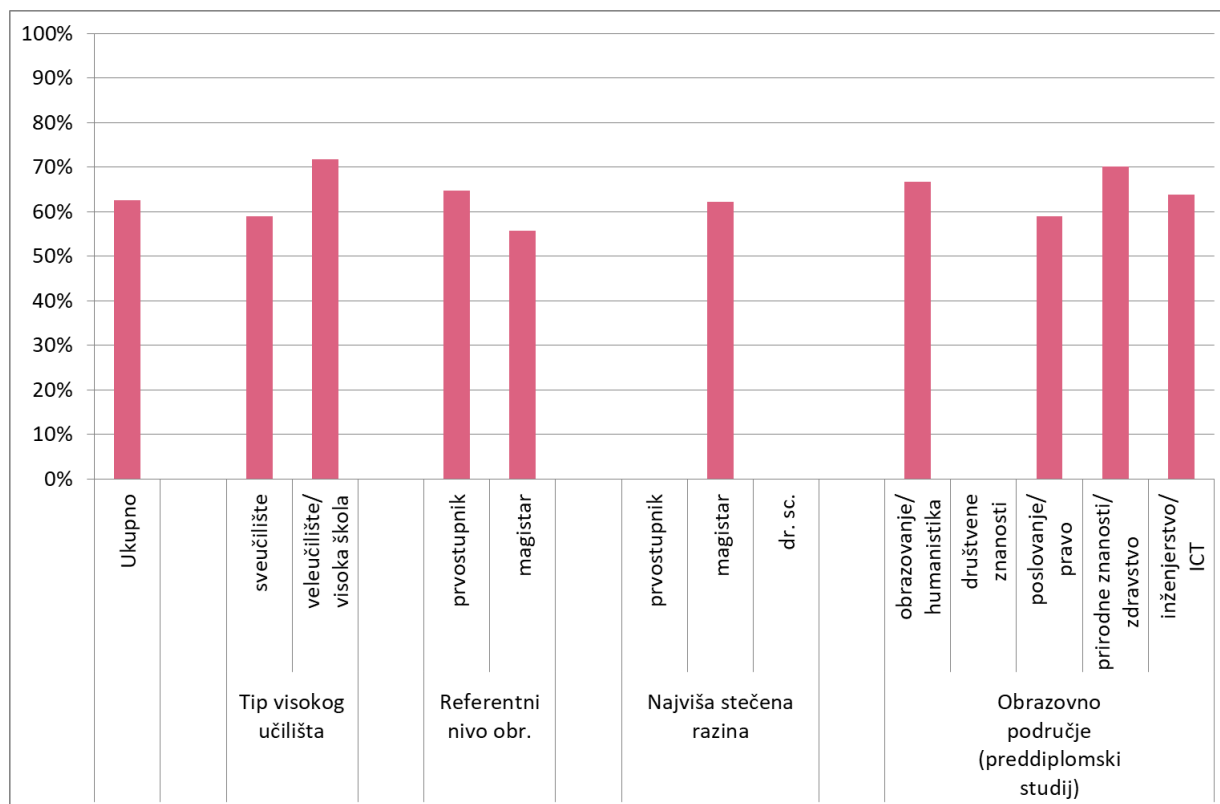
Tfc: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

S obzirom na značajan postotak diplomiranih koji nastavljaju svoju studijsku karijeru nakon postizanja zvanja prvostupnika ili magistra te s obzirom na važnost koja se pridaje cjeloživotnom učenju, osnova za daljnje učenje koju daje visoko obrazovanje treba se smatrati temeljnom funkcijom visokog obrazovanja.

Većina diplomanata (60-70%) koji su nastavili studij na višoj razini izjavljuje da prethodno završeni studij daje dobru osnovu za daljnje učenje. Kako ova grupa nastavlja studij taj postotak se čini nizak; još uvijek otprilike 1/3 diplomiranih koji nastavljaju studij na sljedećoj razini smatraja da im prethodni studij nije dao dobru osnovu za daljnje učenje. Važno je naglasiti da su diplomirani studenti sveučilišnih studija kritičniji, vjerojatno zbog većih zahtjeva doktorskog studija u sveučilišnom obrazovanju, u odnosu na stručno poslijediplomsko obrazovanje.

Slika 15: Diplomirani koji su nastavili studij nakon referentnog stupnja obrazovanja: Postotak koji je izvijestio da je referentni program (vrlo) dobra osnova za daljnje učenje prema vrsti ustanove, referentnom stupnju obrazovanja, najvišem stupnju obrazovanja i referentnom području studija (diplomirani u kohorti 2012./2013.)



Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (referentni stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravstvo; Inženjerstvo i Informatika.

Nedostajuće kolone: premalo slučajeva.

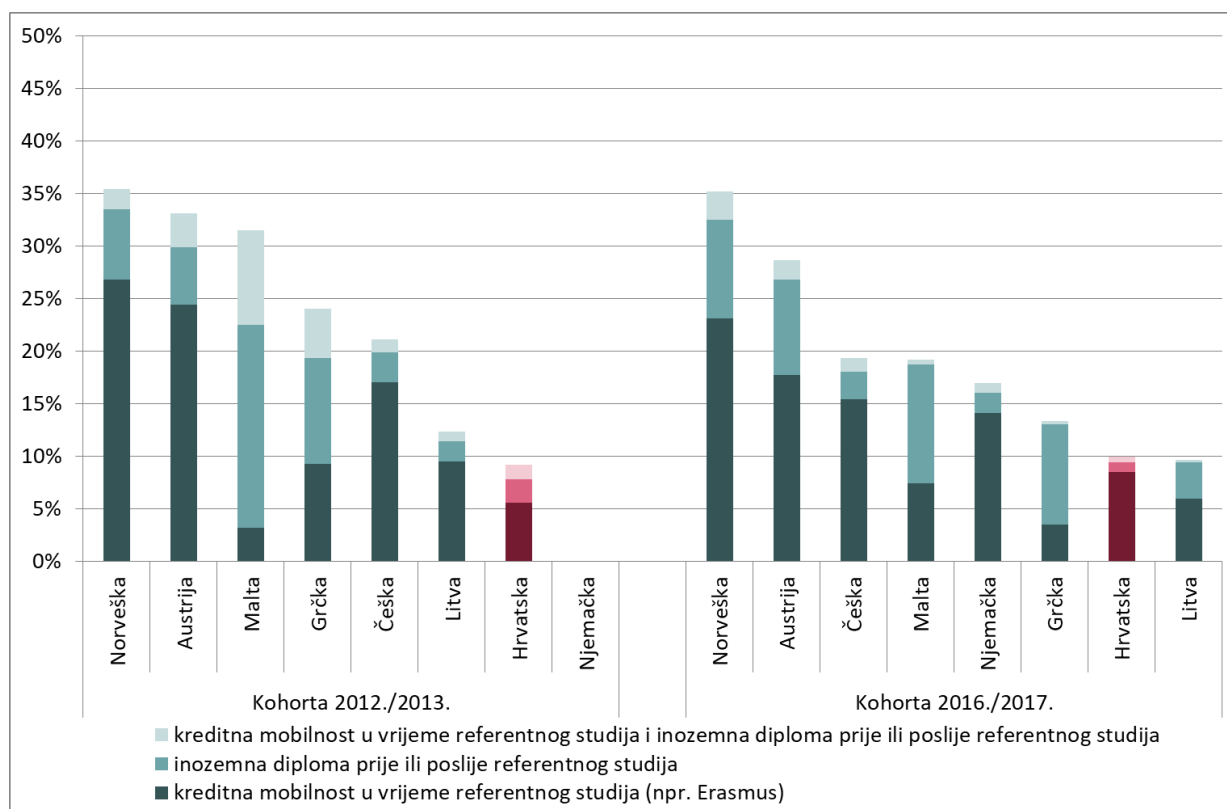
Izvor: EUROGRADUATE 2018.

6 Mobilnost

Međunarodna mobilnost se često doživljava kao poboljšanje raspodjele kvalificirane radne snage na europskom tržištu rada, povećavanje individualnih šansi na tržištu rada, povećanje interkulturalne tolerancije, promicanje razvoja i širenja inovacija i kreativnosti. EUROGRADUATE pilot istraživanje pruža podatke o kreditnoj mobilnosti (tj. privremenom studiranju u inozemstvu tijekom razdoblja referentnog studija) i mobilnosti u stjecanju diplome (tj. stjecanju diplome u inozemstvu prije ili nakon razdoblja referentnog studija). To omogućava da se sudjelovanje različitih grupa u mobilnosti usporedi u pogledu vremena mobilnosti i među pojedinim zemljama - o tome se raspravlja u ovom poglavlju.

Hrvatski studenti kreditnu mobilnost i dalje vrlo rijetko koriste. EUROSTUDENT u tri prethodna ispitivanja bilježi da je 2-3 posto studenata koristio programe kreditne mobilnosti. Postotak zabilježen u pilot istraživanju EUROGRADUATE iznosi oko 5 posto i odnosi se na različit ukupani broj diplomiranih u odnosu na EUROSTUDENT istraživanje koje se odnosi na ukupan broj studenata. Ipak je to najniži postotak kombiniranog poretka obje skupine. Većina mogućih razloga tako malog sudjelovanja u programima razmjene su kratko iskustvo s programima razmjene u usporedbi s drugim državama članicama EU i ograničene financijske mogućnosti za pokrivanje potencijalnih dodatnih troškova studiranja u inozemstvu.

Slika 16: Diplomirani magistri (referentni stupanj): Postotak diplomiranih studenata s različitim vrstama međunarodnog iskustva po kohorti i državi

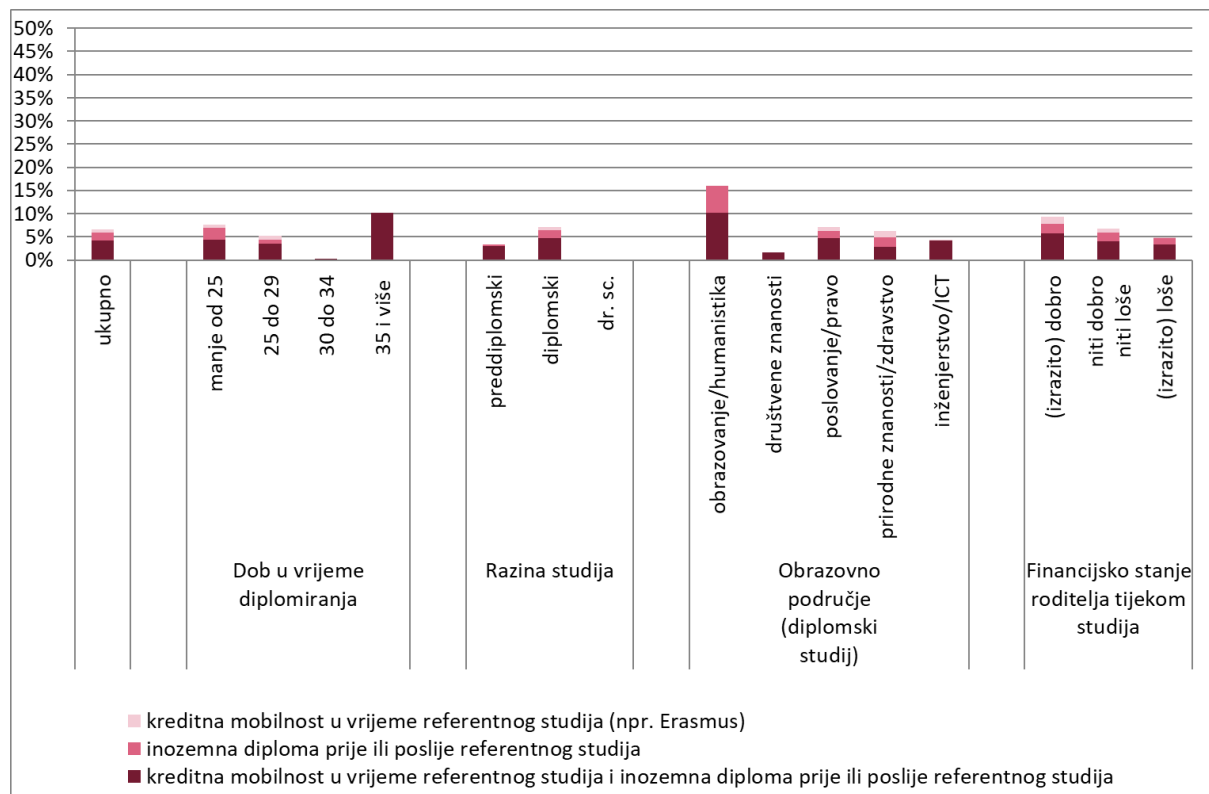


Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Slika 17: Postotak diplomiranih s različitim vrstama međunarodnih iskustava na studiju prema dobi u vrijeme diplome, najvišem stupnju obrazovanja, području studija i financijskoj pozadini (Hrvatska, kohorta 2012./2013.)



Najviši postignuti stupanj: najviši postignuti obrazovni stupanj, uključujući i stupnjeve postignute prije ili nakon stupnja zbog kojeg je osoba uključena u istraživanje (referentni stupanj).

Područje studija (referentni stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravstvo; Inženjerstvo i Informatika.

Nedostajuće kolone: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

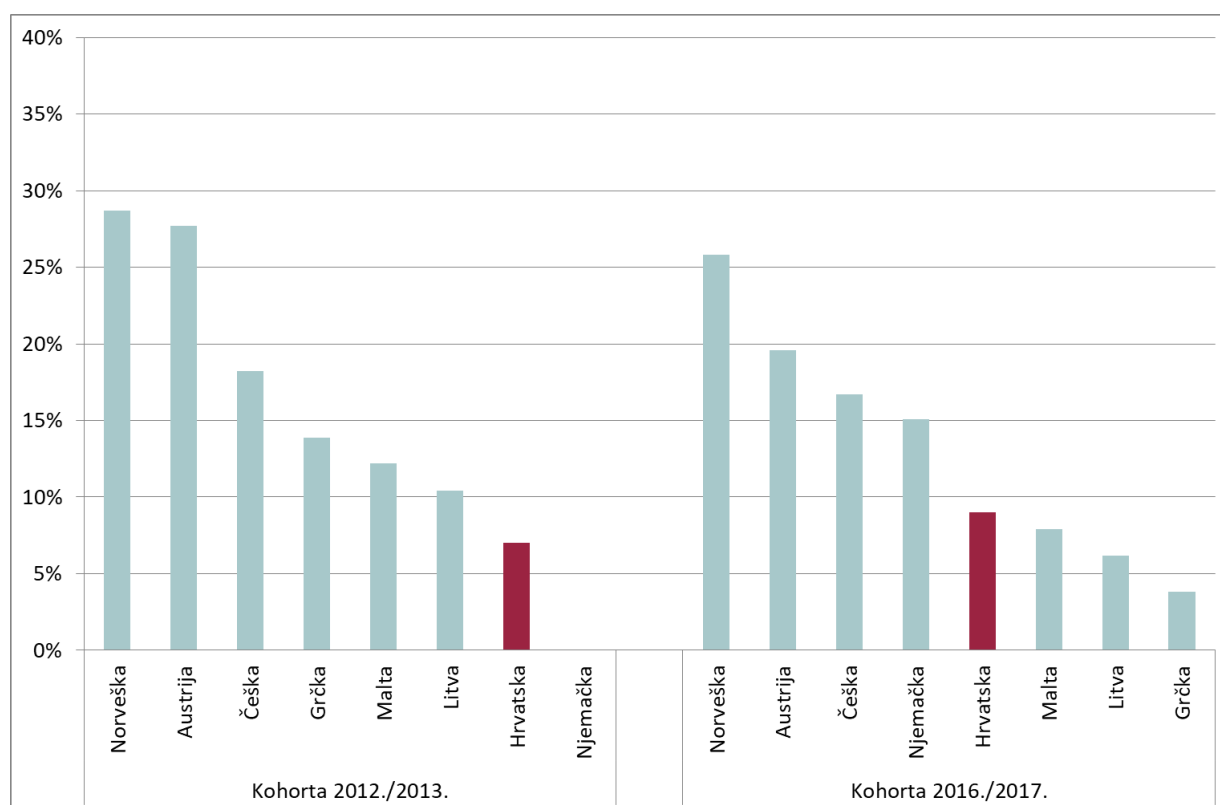
6.1 Detaljniji pogled na kreditnu mobilnost

Kao što je prikazano na Slika 16, u većini je zemalja više diplomanata bilo privremeno mobilno (kreditna mobilnost) nego što ih je bilo odsutno zbog cijelog studija u inozemstvu (mobilnosti u stjecanju diplome). Većina studenata kreditne mobilnosti u Europi ima podršku programa ERASMUS + u EU. O njima već znamo mnogo iz „Erasmus + studije utjecaja na visoko obrazovanje“ (EC 2019). No, nisu svi studenti mobilni u okviru ERASMUS + programa, u nekim je zemljama to čak manje od polovice mobilnih studenata, kao što pokazuje EUROSTUDENT (DZHW 2018). Pilot istraživanje EUROGRADUATE, s druge strane, obuhvaća sve oblike mobilnosti, uključujući pokretljivost studenata koji su mobilni bez podrške bilo kojeg programa. Stoga je vrijedno pobliže pogledati kreditnu mobilnost kao što je opisana u ovom odjeljku.

Studijska mobilnost prisutnija je u studijama na diplomskoj razini. Hrvatski studenti ne pokazuju samo interes za privremeni studij u inozemstvu. Često su motivirani za cijeli diplomski studij u inozemstvu kako bi testirali svoje sposobnosti u novom, često zahtjevnijem studijskom okruženju i pronašli bolje ekonomske uvjete za daljnje profesionalne aktivnosti. EUROGRADUATE pilot istraživanje nije pokrivalo motive studiranja u inozemstvu, ali visoka povezanost studiranja u inozemstvu i kasnijeg

prelaska u druge države članice EU dovode do dvosmjernog zaključka u smislu uzročnosti: studijska mobilnost olakšava kasnije kretanje radne snage i istovremeno interes za studiranje u inozemstvu pokazuje da je osoba već zainteresirana za profesionalno preseljenje na druga unosnija tržišta rada.

Slika 18: Diplomirani magistri (referentni stupanj): Postotak diplomiranih koji su studirali dio svog referentnog stupnja u inozemstvu (kreditna mobilnost) po kohorti i zemlji

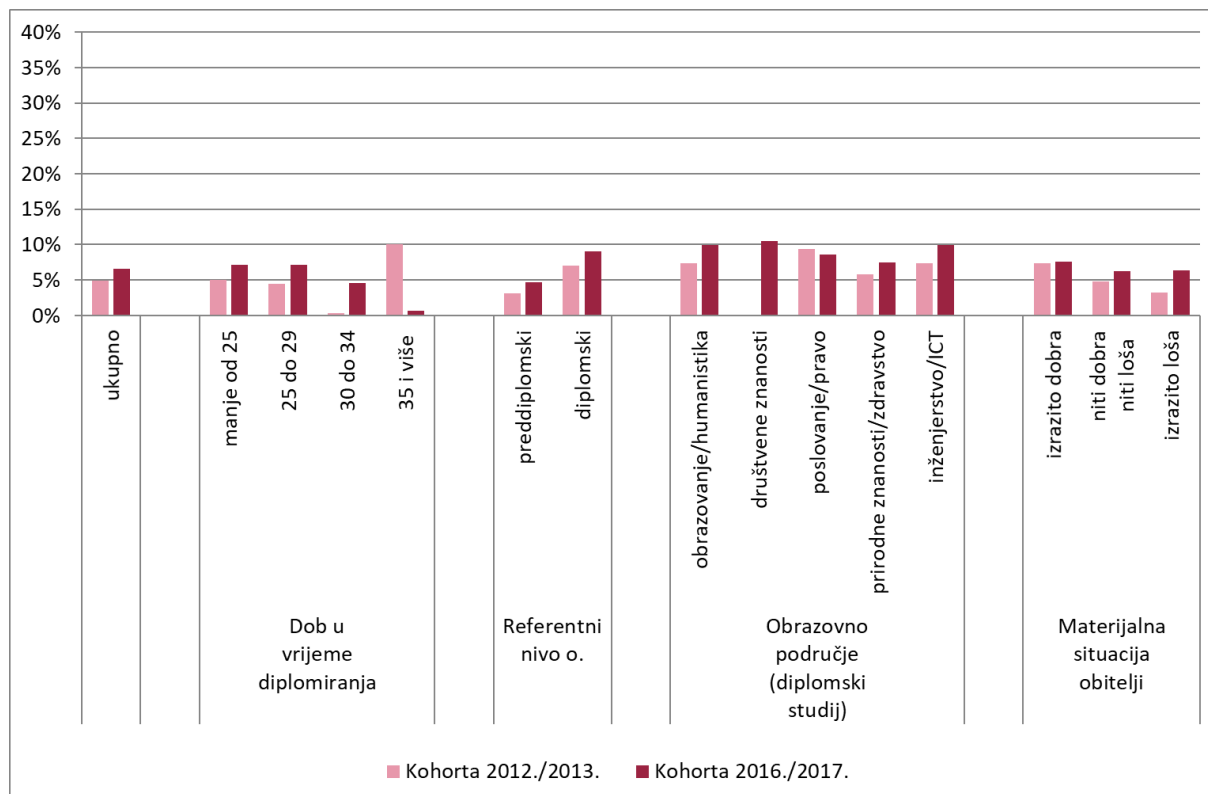


Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Kohorta 2012./2013. u Njemačkoj nije obuhvaćena istraživanjem EUROGRADUATE.

Izvor: EUROGRADUATE 2018.

Slika 19: Postotak diplomiranih koji su studirali dio svog referentnog stupnja u inozemstvu po kohorti, starost u vrijeme diplome, referentnom stupnju obrazovanja, području studija i financijskoj pozadini (Hrvatska)



Referentni stupanj: stupanj zbog kojeg je ispitanik uključen u istraživanje, iako je nakon toga mogao steći i viši stupanj obrazovanja.

Područje studija (referentni stupanj): Obrazovanje, Umjetnost i humanistika; Društvene znanosti i novinarstvo; Poslovanje, administracija, pravo i Usluge; Prirodne znanosti (uklj. matematika) i Zdravstvo; Inženjerstvo i Informatika.

Nedostajuće kolone: premalo slučajeva.

Izvor: EUROGRADUATE 2018.

Ako se vratimo na prethodno raspravljani utjecaj iskustva kreditne mobilnosti na usklađenost posla i zaradu, zaključak se može ponoviti: kreditna mobilnost tijekom studija otvara horizonte i olakšava kretanje radne snage, ali dokazi o usklađenosti radnih mjesta pokazuju manje podudaranje onih koji su napustili zemlju, ali znatno veću zaradu. Za razliku od mobilne grupe, diplomirani koji su studirali samo u Hrvatskoj pokazuju manju pokretljivost, ali imaju bolje usklađene poslove s nižim primanjima tipičnim za hrvatsko tržište rada.

7 Pilot istraživanje EUROGRADUATE u Hrvatskoj

Pilot istraživanje EUROGRADUATE u Hrvatskoj je bilo suočeno s različitim izazovima u uzorkovanju i prikupljanju podataka. Generacija diplomanata koji su stekli diplomu u akademskoj 2012./2013. nije pokrivena nikakvom objedinjenom bazom podataka. Podaci na razini agregata bili su prisutni u izvješćima Državnog zavoda za statistiku, ali su ta izvješća zasnovana na izvješćivanju o kalendarskim godinama. Stoga je uzorkovanje provedeno na kombiniranim interpoliranim agregatnim podacima metodom kumulativnih veličina uzimajući u obzir visoko učilište i ISCED razinu kvalifikacije. Podaci o diplomiranim i njihovi kontakti zatraženi su od svih pravnih osoba u sustavu visokog obrazovanja (pravna osnova za prikupljanje osobnih podataka zasnovana je na ovlastima

Agencije za znanost i visoko obrazovanje i uz izričito dopuštenje Agencije za zaštitu osobnih podataka). Kontakt je uspostavljen sa svih 119 pravnih osoba⁶ koje ispunjavaju uvjete definicije populacije istaživanja, ali samo je 68 odgovorilo s korisnim osobnim podacima (varirajući podatke za kontakt e-poštu, telefonske brojeve ili poštanske adrese). U istraživanje su pozvani samo diplomanti iz ovih 68 visokoškolskih ustanova. Podaci prikupljeni istraživanjem utežavani (ponderirani) su odvojeno za skupinu prvostupnika i skupinu magistara po ISCED području studija, spolu, sveučilišnom ili nesveučilišnom studiju, javnom ili privatnom visokom učilištu i županiji metodom marginalnih usklađivanja (*racking*). Zbog djelomičnog odaziva i relativno malog uzorka za opsežna usklađivanja podataka utežavanje daje grubu procjenu populacije. Glavno odstupanje moglo bi se pojaviti u unakrsnom podudaranju županije i ISCED-a područja studija u kojem bi odsustvo jedne ili više institucija moglo dovesti do naglašavanja lokalnih specifičnosti na tržištu rada koje su tipične za jedno ili nekoliko visokih učilišta koja su zastupljena u uzorku.

Generacija diplomanata koji su stekli diplomu u akademskoj godini 2016./2017. dijeli isti problem nedostatka centralne baze podataka, ali korištenje dualnog okvira uzorkovanja poboljšava obuhvat i zastupljenost populacije diplomiranih. Dio ove skupine obuhvaćen je programom prikupljanja pisanih pristanka diplomanata u vrijeme diplomiranja za sličan istraživački program koji je provela Agencija za znanost i visoko obrazovanje. Ova baza podataka obuhvaća 24 institucije od 124 visokoškolske ustanove koje ispunjavaju kriterije za uključivanje u istraživanje, dok su ostale 74 bile obuhvaćene izravnim kontaktom s upravom visokih učilišta. Sve zajedno samo 26 institucija nije bilo obuhvaćeno zbog nepostojećih podataka o osobnim kontaktima, kasnijeg odgovora (22 institucije) ili odbijanja suradnje (4 institucije) kroz iskazivanje sumnje u pravnu utemeljenost prikupljanja osobnih podataka prema GDPR uredbi bez obzira na pravnu i administrativnu podršku Agencije za zaštitu osobnih podataka, Agencije za znanosti i visoko obrazovanje i Ministarstva znanosti i obrazovanja. Zbog specifičnih ciljeva istraživanja koje provodi Agencija za znanost i visoko obrazovanje, a koje je ovom prigodom zamijenjeno pilot istraživanjem EUROGRADUATE, uzorak izabran metodom kumulativnih veličina dopunjen je svim ostalim diplomiranim studentima kao dodatkom. Široka pokrivenost institucija i veći uzorak omogućuje vrlo precizno utežavanje metodom marginalnih usklađivanja za odvojene skupine prvostupnika i magistara po svim prethodno navedenim varijablama unutar 1 posto u usporedbi s podacima populacije svih diplomiranih.

U obje kohorte, 2012./2013. i 2016./2017., poziv za sudjelovanje u istraživanju je upućen putem elektroničke pošte. U slučaju samo telefonskih brojeva u podacima za kontakt, potencijalni ispitanici kontaktirali su telefonom i zamoljeni za adresu e-pošte za slanje poziva u web anketu. Dva podsjetnika poslana su ispitanicima koji nisu završili ili ušli u web upitnik, prvo e-poštom tjedan dana nakon inicijalnog poziva, a drugi telefonskim pozivom nakon dva tjedna ako je bio dostupan telefonski broj ili e-poštom u slučaju da nedostaje telefonski kontakt. Krajnji podsjetnik poslan je svima koji nisu ispunili anketu tjedan dana prije završetka prikupljanja podataka⁷.

6 Definicija pravnih osoba u hrvatskom visokom obrazovanju ovisi o razini integracije sveučilišta. Potpuno integrirana sveučilišta registrirana su kao jedna pravna osoba (npr. Sveučilište u Zadru, Sveučilište u Puli), dok se neintegracijska sveučilišta sastoje od slabo pridruženih fakulteta i akademija koji su registrirani kao zasebna pravna tijela (npr. Sveučilište u Zagrebu, Sveučilište u Osijeku).

7 Zbog različitih vremena odziva visokih učilišta u slanju popisa diplomiranih i njihovih kontakata pozivi za sudjelovanje su slani u različito vrijeme tijekom razdoblja prikupljanja podataka. Najkraće vrijeme za odgovaranje za pozvane diplomante bilo je dva tjedna za skupinu diplomiranih čija je ustanova poslala podatke o diplomantima početkom prosinca.

Ukupna stopa odaziva u kohorti 2012./2013. bila je 8,8 posto; dok je kohorta 2016./2017. imala stopu odaziva od 18,7 posto. Razlika je uglavnom posljedica točnosti podataka pohranjenih u visokoškolskim ustanovama koji su za recentniju kohortu bili mnogo točniji.

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Annex 1: General overview (Croatia)

	2012/13 Bachelor	2012/13 Master	2016/17 Bachelor	2016/17 Master	Total
Total	100%	100%	100%	100%	100%
Sex					
Male	42,1%	39,4%	42,1%	38,2%	40,4%
Female	57,9%	60,6%	57,9%	61,8%	59,6%
Age at graduation					
under 25	71,6%	41,5%	73,8%	40,8%	58,7%
25 to 29	11,3%	44,1%	14,3%	44,3%	27,6%
30 to 34	8,7%	7,6%	4,6%	7,0%	6,2%
35 plus	8,3%	6,8%	7,3%	7,9%	7,6%
Type of institution					
University	53,6%	86,2%	58,1%	83,9%	69,6%
Non-University	46,4%	13,8%	41,9%	16,1%	30,4%
Reference degree					
Bachelor level	100%	0%	100%	0%	54,5%
Master level	0%	100%	0%	100%	45,5%
Highest degree					
Bachelor level	47,2%	0%	93,3%	0%	46,5%
Master level	52,8%	97,3%	6,7%	99,8%	53,2%
PhD	0%	2,7%	0%	0,2%	0,3%
Educational background of parents					
First generation graduate	73,0%	64,1%	66,0%	60,1%	64,3%
At least one parent is a graduate (BA or higher)	27,0%	35,9%	34,0%	39,9%	35,7%
Financial situation of parents during study time					
(very) well off	17,8%	24,2%	28,0%	27,7%	26,6%
neither / nor	44,0%	43,9%	46,8%	45,3%	45,7%
not well off (at all)	38,2%	31,9%	25,2%	27,0%	27,7%
Field of study (reference degree)					
Education, arts, humanities (Bachelor)	12,9%	0%	12,2%	0%	6,7%
Education, arts, humanities (Master)	0%	15,5%	0%	17,6%	7,8%
Social sciences, journalism, information (Bachelor)	7,3%	0%	7,1%	0%	3,9%
Social sciences, journalism, information (Master)	0%	12,1%	0%	7,1%	3,7%
Business, administration, law, services (Bachelor)	44,1%	0%	37,1%	0%	20,9%
Business, administration, law, services (Master)	0%	39,6%	0%	37,0%	17,0%
Natural sciences, mathematics, health (Bachelor)	15,6%	0%	19,1%	0%	10,1%
Natural sciences, mathematics, health (Master)	0%	16,8%	0%	19,4%	8,6%
Engineering, ICTs (Bachelor)	20,1%	0%	24,4%	0%	12,9%
Engineering, ICTs (Master)	0%	16,0%	0%	19,0%	8,4%

	2012/13 Bachelor	2012/13 Master	2016/17 Bachelor	2016/17 Master	Total
Total	100%	100%	100%	100%	100%
Field of study (highest degree)					
Education, arts, hu- manities (Bachelor)	6,5%	0%	11,7%	0%	5,9%
Education, arts, hu- manities (Master)	6,4%	15,8%	0,5%	17,5%	8,6%
Social sciences, jour- nalism, information (Bachelor)	0,8%	0%	6,4%	0%	3,0%
Social sciences, jour- nalism, information (Master)	6,5%	11,7%	0,7%	7,1%	4,6%
Business, administra- tion, law, services (Bachelor)	25,9%	0%	33,1%	0%	17,4%
Business, administra- tion, law, services (Master)	18,3%	39,1%	4,0%	37,1%	20,5%
Natural sciences, math- ematics, health (Bache- lor)	5,2%	0%	18,4%	0%	8,8%
Natural sciences, math- ematics, health (Mas- ter)	10,3%	17,1%	0,8%	19,4%	9,9%
Engineering, ICTs (Bachelor)	8,7%	0%	23,6%	0%	11,5%
Engineering, ICTs (Mas- ter)	11,4%	16,2%	0,8%	18,9%	9,8%
Labour force status in 2018					
Employed	82,8%	88,7%	36,9%	77,3%	60,6%
Unemployed	13,0%	6,2%	8,7%	16,3%	11,7%
Not part of labour force	4,2%	5,1%	54,4%	6,5%	27,6%
Only graduates part of labour force in 2018: Employment status					
Unemployed	13,6%	6,5%	19,1%	17,4%	16,2%
Employed	86,4%	93,5%	80,9%	82,6%	83,8%
Only graduates in employment in 2018: Self-employed					
Yes	10,2%	10,6%	11,3%	7,2%	9,1%
No	89,8%	89,4%	88,7%	92,8%	90,9%
Only graduates in employment in 2018: Full- or part-time employed					
fulltime	96,2%	94,1%	88,7%	94,9%	93,3%
part-time	3,8%	5,9%	11,3%	5,1%	6,7%
Only graduates in employment in 2018: Type of contract					
permanent contract	69,6%	79,1%	57,0%	47,7%	56,7%
fixed-term contract	28,9%	20,0%	32,8%	44,8%	36,6%
Other	1,5%	0,9%	10,2%	7,5%	6,7%
Only graduates who are part of labour force in 2018: Skills (mis)match					
match	43,7%	67,4%	46,9%	56,5%	53,4%
vertical mismatch	23,1%	14,4%	16,4%	15,7%	16,7%
horizontal mismatch	2,5%	2,9%	4,2%	1,9%	2,7%
vertical & horizontal mismatch	17,1%	8,7%	13,4%	8,3%	10,9%
unemployed	13,6%	6,6%	19,3%	17,6%	16,3%
Likelihood of holding current job (2018) without degree					
(very) likely	47,4%	30,2%	49,2%	38,7%	41,7%
neither/nor	10,6%	10,6%	15,3%	13,7%	13,3%
(very) unlikely	42,0%	59,2%	35,5%	47,6%	45,0%

	2012/13 Bachelor	2012/13 Master	2016/17 Bachelor	2016/17 Master	Total
Total	100%	100%	100%	100%	100%
Would choose same study programme again by reference degree					
Yes (Bachelor level)	55,0%	0%	64,3%	0%	34,1%
No (Bachelor level)	45,0%	0%	35,7%	0%	20,3%
Yes (Master level)	0%	56,7%	0%	59,5%	26,9%
No (Master level)	0%	43,3%	0%	40,5%	18,7%
Graduate moved abroad after graduation					
Yes	8,7%	6,8%	5,7%	5,3%	5,9%
No	91,3%	93,2%	94,3%	94,7%	94,1%
Importance of democracy (Scale from 0 to 10)					
not at all important (0)	1,5%	2,5%	3,7%	2,1%	2,8%
less important (1-3)	0,3%	0,7%	2,2%	2,0%	1,8%
average important (4-6)	10,9%	6,4%	10,3%	7,7%	9,1%
more important (7-9)	33,9%	34,0%	31,9%	32,4%	32,5%
absolutely important (10)	53,3%	56,4%	51,9%	55,9%	53,9%
Image of the EU					
(Very) positive	29,4%	30,7%	32,5%	33,1%	32,3%
Neither/nor	53,5%	45,6%	47,9%	50,1%	49,0%
(Very) negative	17,1%	23,7%	19,6%	16,8%	18,7%
International study experiences					
No study experience outside of reference country	95,7%	90,8%	93,5%	90,0%	92,2%
Credit mobility during reference programme	3,0%	5,6%	3,7%	8,5%	5,6%
Degree mobility before/after reference programme	1,2%	2,2%	1,9%	1,0%	1,5%
Credit and degree mobility	0%	1,4%	0,9%	0,5%	0,7%
Credit mobility during reference programme (e.g. Erasmus)					
Yes	3,1%	7,0%	4,6%	9,0%	6,3%
No	96,9%	93,0%	95,4%	91,0%	93,7%

Data Source: EUROGRADUATE pilot survey.

Annex 2: Labour force status in 2018 (Croatia, cohort 2012/13)

	Employed	Unemployed	Not part of labour force	Total
Total	85,6%	9,8%	4,6%	100%
Sex				
Male	87,8%	11,2%	1,0%	100%
Female	84,1%	8,8%	7,1%	100%
Age at graduation				
under 25	83,4%	12,6%	4,1%	100%
25 to 29	86,8%	6,7%	6,5%	100%
30 to 34	92,9%	6,1%	1,0%	100%
35 plus	88,9%	5,0%	6,2%	100%
Type of institution				
University	84,7%	10,6%	4,6%	100%
Non-University	87,5%	7,9%	4,7%	100%
Reference degree				
Bachelor level	82,8%	13,0%	4,2%	100%
Master level	88,7%	6,2%	5,1%	100%

	Employed	Unemployed	Not part of labour force	Total
Total	85,6%	9,8%	4,6%	100%
Highest degree				
Bachelor level	86,3%	7,2%	6,5%	100%
Master level	85,4%	10,4%	4,1%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	88,1%	7,7%	4,2%	100%
At least one parent is a graduate (BA or higher)	80,7%	14,1%	5,1%	100%
Financial situation of parents during study time				
(very) well off	74,0%	19,1%	6,9%	100%
neither / nor	86,4%	8,7%	4,9%	100%
not well off (at all)	90,0%	6,6%	3,4%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	67,4%	17,3%	15,3%	100%
Education, arts, humanities (Master)	86,1%	2,1%	11,8%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	80,0%	11,4%	8,6%	100%
Business, administration, law, services (Bachelor)	81,4%	14,1%	4,5%	100%
Business, administration, law, services (Master)	87,8%	8,3%	3,9%	100%
Natural sciences, mathematics, health (Bachelor)	92,9%	6,1%	1,0%	100%
Natural sciences, mathematics, health (Master)	94,5%	1,8%	3,7%	100%
Engineering, ICTs (Bachelor)	92,8%	7,0%	0,2%	100%
Engineering, ICTs (Master)	93,6%	6,0%	0,4%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	66,5%	8,6%	24,9%	100%
Education, arts, humanities (Master)	80,1%	9,8%	10,1%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	76,8%	17,7%	5,5%	100%
Business, administration, law, services (Bachelor)	84,8%	10,1%	5,1%	100%
Business, administration, law, services (Master)	83,7%	12,4%	3,9%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	92,7%	4,5%	2,8%	100%
Engineering, ICTs (Bachelor)	98,8%	1,2%	0%	100%
Engineering, ICTs (Master)	91,4%	8,3%	0,3%	100%
Labour force status in 2018				
Employed	100%	0%	0%	100%
Unemployed	0%	100%	0%	100%
Not part of labour force	0%	0%	100%	100%

	Employed	Unemployed	Not part of labour force	Total
Total	85,6%	9,8%	4,6%	100%
Only graduates part of labour force in 2018: Employment status				
Unemployed	0%	100%	0%	100%
Employed	100%	0%	0%	100%
Only graduates in employment in 2018: Self-employed				
Yes	100%	0%	0%	100%
No	100%	0%	0%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	100%	0%	0%	100%
part-time	100%	0%	0%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	100%	0%	0%	100%
fixed-term contract	100%	0%	0%	100%
Other	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	100%	0%	0%	100%
vertical mismatch	100%	0%	0%	100%
horizontal mismatch	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	100%	0%	0%	100%
unemployed	0%	100%	0%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	100%	0%	0%	100%
neither/nor	100%	0%	0%	100%
(very) unlikely	100%	0%	0%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	82,1%	13,2%	4,7%	100%
No (Bachelor level)	83,2%	13,1%	3,7%	100%
Yes (Master level)	92,9%	4,5%	2,6%	100%
No (Master level)	83,1%	8,4%	8,4%	100%
Graduate moved abroad after graduation				
Yes	64,5%	19,1%	16,4%	100%
No	86,9%	9,2%	3,9%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	100%
average important (4-6)	77,3%	9,5%	13,1%	100%
more important (7-9)	89,4%	6,5%	4,1%	100%
absolutely important (10)	85,3%	10,8%	3,9%	100%
Image of the EU				
(Very) positive	84,9%	8,2%	6,9%	100%
Neither/nor	86,1%	10,8%	3,0%	100%
(Very) negative	83,7%	11,2%	5,0%	100%
International study experiences				
No study experience outside of reference country	85,7%	9,8%	4,5%	100%
Credit mobility during reference programme	86,8%	10,9%	2,3%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	83,3%	9,3%	7,4%	100%
No	85,7%	9,8%	4,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 3: Labour force status in 2018 (Croatia, cohort 2016/17)

	Employed	Unemployed	Not part of labour force	Total
Total	55,2%	12,1%	32,6%	100%
Sex				
Male	57,9%	9,2%	32,9%	100%
Female	53,4%	14,1%	32,5%	100%
Age at graduation				
under 25	41,0%	10,2%	48,7%	100%
25 to 29	70,7%	17,9%	11,4%	100%
30 to 34	81,2%	13,4%	5,4%	100%
35 plus	89,1%	6,2%	4,7%	100%
Type of institution				
University	51,5%	12,2%	36,3%	100%
Non-University	64,2%	12,1%	23,8%	100%
Reference degree				
Bachelor level	36,9%	8,7%	54,4%	100%
Master level	77,3%	16,3%	6,5%	100%
Highest degree				
Bachelor level	36,6%	6,8%	56,6%	100%
Master level	74,8%	17,8%	7,3%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	56,0%	11,7%	32,3%	100%
At least one parent is a graduate (BA or higher)	54,7%	12,9%	32,5%	100%
Financial situation of parents during study time				
(very) well off	52,9%	11,9%	35,2%	100%
neither / nor	54,4%	11,8%	33,8%	100%
not well off (at all)	58,3%	12,2%	29,5%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	19,5%	3,2%	77,3%	100%
Education, arts, humanities (Master)	65,5%	24,1%	10,4%	100%
Social sciences, journalism, information (Bachelor)	28,3%	9,9%	61,8%	100%
Social sciences, journalism, information (Master)	68,0%	20,9%	11,0%	100%
Business, administration, law, services (Bachelor)	47,4%	12,7%	39,9%	100%
Business, administration, law, services (Master)	79,1%	15,6%	5,3%	100%
Natural sciences, mathematics, health (Bachelor)	36,3%	12,2%	51,5%	100%
Natural sciences, mathematics, health (Master)	77,0%	16,3%	6,7%	100%
Engineering, ICTs (Bachelor)	33,7%	2,6%	63,6%	100%
Engineering, ICTs (Master)	88,6%	8,5%	3,0%	100%

	Employed	Unemployed	Not part of labour force	Total
Total	55,2%	12,1%	32,6%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	18,8%	2,1%	79,1%	100%
Education, arts, humanities (Master)	64,6%	24,5%	10,9%	100%
Social sciences, journalism, information (Bachelor)	28,6%	4,6%	66,8%	100%
Social sciences, journalism, information (Master)	63,8%	25,2%	11,0%	100%
Business, administration, law, services (Bachelor)	47,3%	9,7%	43,0%	100%
Business, administration, law, services (Master)	75,9%	18,2%	6,0%	100%
Natural sciences, mathematics, health (Bachelor)	36,3%	11,7%	52,0%	100%
Natural sciences, mathematics, health (Master)	75,2%	16,7%	8,1%	100%
Engineering, ICTs (Bachelor)	33,6%	2,1%	64,3%	100%
Engineering, ICTs (Master)	86,4%	9,0%	4,6%	100%
Labour force status in 2018				
Employed	100%	0%	0%	100%
Unemployed	0%	100%	0%	100%
Not part of labour force	0%	0%	100%	100%
Only graduates part of labour force in 2018: Employment status				
Unemployed	0%	100%	0%	100%
Employed	100%	0%	0%	100%
Only graduates in employment in 2018: Self-employed				
Yes	100%	0%	0%	100%
No	100%	0%	0%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	100%	0%	0%	100%
part-time	100%	0%	0%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	100%	0%	0%	100%
fixed-term contract	100%	0%	0%	100%
Other	100%	0%	0%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	100%	0%	0%	100%
vertical mismatch	100%	0%	0%	100%
horizontal mismatch	100%	0%	0%	100%
vertical & horizontal mismatch	100%	0%	0%	100%
unemployed	0%	100%	0%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	100%	0%	0%	100%
neither/nor	100%	0%	0%	100%
(very) unlikely	100%	0%	0%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	38,2%	6,7%	55,1%	100%
No (Bachelor level)	34,2%	12,0%	53,8%	100%
Yes (Master level)	80,6%	13,0%	6,5%	100%
No (Master level)	72,4%	21,1%	6,5%	100%

	Employed	Unemployed	Not part of labour force	Total
Total	55,2%	12,1%	32,6%	100%
Graduate moved abroad after graduation				
Yes	56,1%	8,8%	35,1%	100%
No	55,2%	12,2%	32,6%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	46,5%	7,7%	45,8%	100%
less important (1-3)	47,0%	14,7%	38,2%	100%
average important (4-6)	55,3%	9,7%	34,9%	100%
more important (7-9)	53,4%	12,8%	33,7%	100%
absolutely important (10)	58,0%	11,8%	30,2%	100%
Image of the EU				
(Very) positive	56,3%	12,3%	31,4%	100%
Neither/nor	56,1%	11,1%	32,8%	100%
(Very) negative	51,4%	13,8%	34,7%	100%
International study experiences				
No study experience outside of reference country	54,9%	12,4%	32,7%	100%
Credit mobility during reference programme	66,6%	10,3%	23,1%	100%
Degree mobility before/after reference programme	31,7%	4,0%	64,3%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	63,9%	10,4%	25,7%	100%
No	54,5%	12,3%	33,2%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 4: Only graduates part of the labour force in 2018: Employment status (Croatia, cohort 2012/13)

	Unemployed	Employed	Total
Total	10,3%	89,7%	100%
Sex			
Male	11,3%	88,7%	100%
Female	9,5%	90,5%	100%
Age at graduation			
under 25	13,1%	86,9%	100%
25 to 29	7,1%	92,9%	100%
30 to 34	6,2%	93,8%	100%
35 plus	5,3%	94,7%	100%
Type of institution			
University	11,2%	88,8%	100%
Non-University	8,3%	91,7%	100%
Reference degree			
Bachelor level	13,6%	86,4%	100%
Master level	6,5%	93,5%	100%
Highest degree			
Bachelor level	7,7%	92,3%	100%
Master level	10,9%	89,1%	100%
PhD	n.a.	n.a.	100%
Educational background of parents			
First generation graduate	8,0%	92,0%	100%
At least one parent is a graduate (BA or higher)	14,9%	85,1%	100%

	Unemployed	Employed	Total
Total	10,3%	89,7%	100%
Financial situation of parents during study time			
(very) well off	20,5%	79,5%	100%
neither / nor	9,1%	90,9%	100%
not well off (at all)	6,8%	93,2%	100%
Field of study (reference degree)			
Education, arts, humanities (Bachelor)	20,4%	79,6%	100%
Education, arts, humanities (Master)	2,4%	97,6%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	12,5%	87,5%	100%
Business, administration, law, services (Bachelor)	14,8%	85,2%	100%
Business, administration, law, services (Master)	8,6%	91,4%	100%
Natural sciences, mathematics, health (Bachelor)	6,2%	93,8%	100%
Natural sciences, mathematics, health (Master)	1,8%	98,2%	100%
Engineering, ICTs (Bachelor)	7,0%	93,0%	100%
Engineering, ICTs (Master)	6,0%	94,0%	100%
Field of study (highest degree)			
Education, arts, humanities (Bachelor)	n.a.	n.a.	100%
Education, arts, humanities (Master)	10,9%	89,1%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	18,7%	81,3%	100%
Business, administration, law, services (Bachelor)	10,6%	89,4%	100%
Business, administration, law, services (Master)	12,9%	87,1%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	4,6%	95,4%	100%
Engineering, ICTs (Bachelor)	1,2%	98,8%	100%
Engineering, ICTs (Master)	8,3%	91,7%	100%
Labour force status in 2018			
Employed	0%	100%	100%
Unemployed	100%	0%	100%
Only graduates part of labour force in 2018: Employment status			
Unemployed	100%	0%	100%
Employed	0%	100%	100%
Only graduates in employment in 2018: Self-employed			
Yes	0%	100%	100%
No	0%	100%	100%
Only graduates in employment in 2018: Full- or part-time employed			
fulltime	0%	100%	100%
part-time	0%	100%	100%

	Unemployed	Employed	Total
Total	10,3%	89,7%	100%
Only graduates in employment in 2018: Type of contract			
permanent contract	0%	100%	100%
fixed-term contract	0%	100%	100%
Other	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match			
match	0%	100%	100%
vertical mismatch	0%	100%	100%
horizontal mismatch	n.a.	n.a.	100%
vertical & horizontal mis-match	0%	100%	100%
unemployed	100%	0%	100%
Likelihood of holding current job (2018) without degree			
(very) likely	0%	100%	100%
neither/nor	0%	100%	100%
(very) unlikely	0%	100%	100%
Would choose same study programme again by reference degree			
Yes (Bachelor level)	13,9%	86,1%	100%
No (Bachelor level)	13,6%	86,4%	100%
Yes (Master level)	4,6%	95,4%	100%
No (Master level)	9,2%	90,8%	100%
Graduate moved abroad after graduation			
Yes	22,8%	77,2%	100%
No	9,5%	90,5%	100%
Importance of democracy (Scale from 0 to 10)			
not at all important (0)	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	100%
average important (4-6)	11,0%	89,0%	100%
more important (7-9)	6,8%	93,2%	100%
absolutely important (10)	11,3%	88,7%	100%
Image of the EU			
(Very) positive	8,8%	91,2%	100%
Neither/nor	11,2%	88,8%	100%
(Very) negative	11,8%	88,2%	100%
International study experiences			
No study experience outside of reference country	10,3%	89,7%	100%
Credit mobility during reference programme	11,1%	88,9%	100%
Degree mobility before/after reference programme	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)			
Yes	10,1%	89,9%	100%
No	10,3%	89,7%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 5: Only graduates part of the labour force in 2018: Employment status (Croatia, cohort 2016/17)

	Unemployed	Employed	Total
Total	18,0%	82,0%	100%
Sex			
Male	13,7%	86,3%	100%
Female	20,9%	79,1%	100%

	Unemployed	Employed	Total
Total	18,0%	82,0%	100%
Age at graduation			
under 25	20,0%	80,0%	100%
25 to 29	20,2%	79,8%	100%
30 to 34	14,1%	85,9%	100%
35 plus	6,5%	93,5%	100%
Type of institution			
University	19,1%	80,9%	100%
Non-University	15,8%	84,2%	100%
Reference degree			
Bachelor level	19,1%	80,9%	100%
Master level	17,4%	82,6%	100%
Highest degree			
Bachelor level	15,7%	84,3%	100%
Master level	19,2%	80,8%	100%
PhD	n.a.	n.a.	100%
Educational background of parents			
First generation graduate	17,3%	82,7%	100%
At least one parent is a graduate (BA or higher)	19,0%	81,0%	100%
Financial situation of parents during study time			
(very) well off	18,4%	81,6%	100%
neither / nor	17,9%	82,1%	100%
not well off (at all)	17,2%	82,8%	100%
Field of study (reference degree)			
Education, arts, humanities (Bachelor)	13,9%	86,1%	100%
Education, arts, humanities (Master)	26,9%	73,1%	100%
Social sciences, journalism, information (Bachelor)	25,9%	74,1%	100%
Social sciences, journalism, information (Master)	23,5%	76,5%	100%
Business, administration, law, services (Bachelor)	21,2%	78,8%	100%
Business, administration, law, services (Master)	16,5%	83,5%	100%
Natural sciences, mathematics, health (Bachelor)	25,2%	74,8%	100%
Natural sciences, mathematics, health (Master)	17,5%	82,5%	100%
Engineering, ICTs (Bachelor)	7,2%	92,8%	100%
Engineering, ICTs (Master)	8,7%	91,3%	100%

	Unemployed	Employed	Total
Total	18,0%	82,0%	100%
Field of study (highest degree)			
Education, arts, humanities (Bachelor)	10,1%	89,9%	100%
Education, arts, humanities (Master)	27,5%	72,5%	100%
Social sciences, journalism, information (Bachelor)	13,8%	86,2%	100%
Social sciences, journalism, information (Master)	28,3%	71,7%	100%
Business, administration, law, services (Bachelor)	17,0%	83,0%	100%
Business, administration, law, services (Master)	19,3%	80,7%	100%
Natural sciences, mathematics, health (Bachelor)	24,4%	75,6%	100%
Natural sciences, mathematics, health (Master)	18,2%	81,8%	100%
Engineering, ICTs (Bachelor)	6,0%	94,0%	100%
Engineering, ICTs (Master)	9,4%	90,6%	100%
Labour force status in 2018			
Employed	0%	100%	100%
Unemployed	100%	0%	100%
Only graduates part of labour force in 2018: Employment status			
Unemployed	100%	0%	100%
Employed	0%	100%	100%
Only graduates in employment in 2018: Self-employed			
Yes	0%	100%	100%
No	0%	100%	100%
Only graduates in employment in 2018: Full- or part-time employed			
fulltime	0%	100%	100%
part-time	0%	100%	100%
Only graduates in employment in 2018: Type of contract			
permanent contract	0%	100%	100%
fixed-term contract	0%	100%	100%
Other	0%	100%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match			
match	0%	100%	100%
vertical mismatch	0%	100%	100%
horizontal mismatch	0%	100%	100%
vertical & horizontal mismatch	0%	100%	100%
unemployed	100%	0%	100%
Likelihood of holding current job (2018) without degree			
(very) likely	0%	100%	100%
neither/nor	0%	100%	100%
(very) unlikely	0%	100%	100%
Would choose same study programme again by reference degree			
Yes (Bachelor level)	14,9%	85,1%	100%
No (Bachelor level)	26,0%	74,0%	100%
Yes (Master level)	13,9%	86,1%	100%
No (Master level)	22,6%	77,4%	100%
Graduate moved abroad after graduation			
Yes	13,5%	86,5%	100%
No	18,1%	81,9%	100%

	Unemployed	Employed	Total
Total	18,0%	82,0%	100%
Importance of democracy (Scale from 0 to 10)			
not at all important (0)	14,2%	85,8%	100%
less important (1-3)	23,9%	76,1%	100%
average important (4-6)	14,9%	85,1%	100%
more important (7-9)	19,4%	80,6%	100%
absolutely important (10)	17,0%	83,0%	100%
Image of the EU			
(Very) positive	18,0%	82,0%	100%
Neither/nor	16,5%	83,5%	100%
(Very) negative	21,2%	78,8%	100%
International study experiences			
No study experience outside of reference country	18,4%	81,6%	100%
Credit mobility during reference programme	13,4%	86,6%	100%
Degree mobility before/after reference programme	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)			
Yes	14,0%	86,0%	100%
No	18,4%	81,6%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 6: Only graduates in employment in 2018: Self-employment (Croatia, cohort 2012/13)

	Self-employed with paid employees	Self-employed without paid employees	No	Total
Total	7,1%	3,3%	89,6%	100%
Sex				
Male	13,6%	1,6%	84,8%	100%
Female	2,5%	4,5%	93,0%	100%
Age at graduation				
under 25	5,4%	2,8%	91,9%	100%
25 to 29	8,4%	3,6%	88,0%	100%
30 to 34	8,0%	0,8%	91,2%	100%
35 plus	14,6%	8,9%	76,5%	100%
Type of institution				
University	5,6%	4,0%	90,4%	100%
Non-University	10,3%	1,9%	87,8%	100%
Reference degree				
Bachelor level	8,0%	2,2%	89,8%	100%
Master level	6,1%	4,5%	89,4%	100%
Highest degree				
Bachelor level	12,2%	2,2%	85,6%	100%
Master level	5,6%	3,7%	90,7%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	8,6%	2,7%	88,7%	100%
At least one parent is a graduate (BA or higher)	4,0%	5,7%	90,3%	100%

	Self-employed with paid employees	Self-employed without paid employees	No	Total
Total	7,1%	3,3%	89,6%	100%
Financial situation of parents during study time				
(very) well off	8,1%	4,6%	87,2%	100%
neither / nor	5,0%	4,1%	90,8%	100%
not well off (at all)	7,8%	2,0%	90,3%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	4,6%	9,0%	86,5%	100%
Education, arts, humanities (Master)	6,8%	5,9%	87,3%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	13,3%	1,7%	85,1%	100%
Business, administration, law, services (Master)	6,2%	6,5%	87,3%	100%
Natural sciences, mathematics, health (Bachelor)	4,0%	0%	96,0%	100%
Natural sciences, mathematics, health (Master)	2,4%	0%	97,6%	100%
Engineering, ICTs (Bachelor)	4,6%	0,6%	94,8%	100%
Engineering, ICTs (Master)	8,7%	4,3%	87,0%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	n.a.	n.a.	n.a.	100%
Education, arts, humanities (Master)	6,8%	7,8%	85,4%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	4,8%	4,5%	90,7%	100%
Business, administration, law, services (Bachelor)	17,2%	2,8%	80,0%	100%
Business, administration, law, services (Master)	6,9%	4,5%	88,6%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	2,9%	0%	97,1%	100%
Engineering, ICTs (Bachelor)	8,8%	0,3%	90,9%	100%
Engineering, ICTs (Master)	5,5%	2,8%	91,6%	100%
Labour force status in 2018				
Employed	7,1%	3,3%	89,6%	100%
Only graduates part of labour force in 2018: Employment status				
Employed	7,1%	3,3%	89,6%	100%
Only graduates in employment in 2018: Self-employed				
Yes	68,1%	31,9%	0%	100%
No	0%	0%	100%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	7,3%	2,8%	89,9%	100%
part-time	3,8%	14,9%	81,2%	100%

	Self-employed with paid employees	Self-employed without paid employees	No	Total
Total	7,1%	3,3%	89,6%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	0%	0%	100%	100%
fixed-term contract	0%	0%	100%	100%
Other	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	3,4%	3,6%	93,0%	100%
vertical mismatch	5,5%	3,2%	91,3%	100%
horizontal mismatch	n.a.	n.a.	n.a.	100%
vertical & horizontal mis- match	19,8%	3,1%	77,2%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	9,9%	3,8%	86,3%	100%
neither/nor	13,2%	2,7%	84,1%	100%
(very) unlikely	3,6%	3,0%	93,4%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	5,6%	2,6%	91,9%	100%
No (Bachelor level)	11,2%	1,8%	87,0%	100%
Yes (Master level)	6,2%	4,0%	89,8%	100%
No (Master level)	6,0%	4,8%	89,1%	100%
Graduate moved abroad after graduation				
Yes	10,1%	5,4%	84,4%	100%
No	6,9%	3,1%	90,0%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	100%
average important (4-6)	3,8%	2,2%	93,9%	100%
more important (7-9)	3,7%	2,7%	93,6%	100%
absolutely important (10)	9,4%	3,9%	86,7%	100%
Image of the EU				
(Very) positive	4,1%	2,4%	93,5%	100%
Neither/nor	9,0%	3,6%	87,4%	100%
(Very) negative	3,8%	2,3%	93,9%	100%
International study experiences				
No study experience outside of reference country	7,0%	2,7%	90,3%	100%
Credit mobility during refer- ence programme	8,4%	19,1%	72,5%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	7,5%	17,1%	75,4%	100%
No	7,1%	2,6%	90,3%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 7: Only graduates in employment in 2018: Self-employment (Croatia, cohort 2016/17)

	Self-employed with paid employees	Self-employed without paid employees	No	Total
Total	5,9%	2,9%	91,3%	100%
Sex				
Male	7,1%	3,5%	89,4%	100%
Female	5,0%	2,4%	92,6%	100%
Age at graduation				
under 25	6,1%	2,0%	92,0%	100%
25 to 29	4,4%	2,2%	93,4%	100%
30 to 34	4,4%	6,9%	88,7%	100%
35 plus	9,9%	5,8%	84,3%	100%
Type of institution				
University	4,7%	2,2%	93,1%	100%
Non-University	8,1%	4,1%	87,8%	100%
Reference degree				
Bachelor level	7,8%	3,5%	88,7%	100%
Master level	4,7%	2,5%	92,8%	100%
Highest degree				
Bachelor level	7,6%	3,7%	88,7%	100%
Master level	4,9%	2,4%	92,7%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	6,2%	2,8%	91,0%	100%
At least one parent is a graduate (BA or higher)	4,8%	3,2%	91,9%	100%
Financial situation of parents during study time				
(very) well off	5,5%	3,2%	91,4%	100%
neither / nor	5,8%	2,1%	92,1%	100%
not well off (at all)	6,1%	4,0%	89,8%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	13,6%	5,6%	80,8%	100%
Education, arts, humanities (Master)	5,1%	3,4%	91,5%	100%
Social sciences, journalism, information (Bachelor)	2,4%	5,4%	92,2%	100%
Social sciences, journalism, information (Master)	2,2%	3,6%	94,2%	100%
Business, administration, law, services (Bachelor)	7,3%	3,8%	88,9%	100%
Business, administration, law, services (Master)	5,9%	2,2%	91,9%	100%
Natural sciences, mathematics, health (Bachelor)	9,0%	2,2%	88,7%	100%
Natural sciences, mathematics, health (Master)	4,5%	1,4%	94,1%	100%
Engineering, ICTs (Bachelor)	7,5%	2,9%	89,7%	100%
Engineering, ICTs (Master)	3,4%	3,1%	93,5%	100%

	Self-employed with paid employees	Self-employed without paid employees	No	Total
Total	5,9%	2,9%	91,3%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	12,6%	6,0%	81,5%	100%
Education, arts, humanities (Master)	5,5%	3,2%	91,3%	100%
Social sciences, journalism, information (Bachelor)	2,6%	5,9%	91,5%	100%
Social sciences, journalism, information (Master)	2,1%	3,5%	94,4%	100%
Business, administration, law, services (Bachelor)	6,9%	4,2%	88,9%	100%
Business, administration, law, services (Master)	6,2%	2,1%	91,7%	100%
Natural sciences, mathematics, health (Bachelor)	9,4%	2,3%	88,3%	100%
Natural sciences, mathematics, health (Master)	4,2%	1,3%	94,5%	100%
Engineering, ICTs (Bachelor)	7,2%	3,0%	89,9%	100%
Engineering, ICTs (Master)	3,7%	3,0%	93,3%	100%
Labour force status in 2018				
Employed	5,9%	2,9%	91,3%	100%
Only graduates part of labour force in 2018: Employment status				
Employed	5,9%	2,9%	91,3%	100%
Only graduates in employment in 2018: Self-employed				
Yes	67,2%	32,8%	0%	100%
No	0%	0%	100%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	6,1%	2,5%	91,4%	100%
part-time	4,8%	8,0%	87,2%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	0%	0%	100%	100%
fixed-term contract	0%	0%	100%	100%
Other	0%	0%	100%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	5,2%	2,9%	92,0%	100%
vertical mismatch	4,4%	2,8%	92,8%	100%
horizontal mismatch	10,7%	5,1%	84,2%	100%
vertical & horizontal mismatch	11,0%	2,6%	86,4%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	8,0%	3,5%	88,5%	100%
neither/nor	5,6%	4,3%	90,1%	100%
(very) unlikely	3,8%	1,8%	94,5%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	7,4%	4,2%	88,4%	100%
No (Bachelor level)	8,8%	2,2%	89,0%	100%
Yes (Master level)	4,7%	1,7%	93,6%	100%
No (Master level)	4,8%	3,8%	91,4%	100%
Graduate moved abroad after graduation				
Yes	5,2%	2,7%	92,0%	100%
No	5,8%	2,9%	91,3%	100%

	Self-employed with paid employees	Self-employed without paid employees	No	Total
Total	5,9%	2,9%	91,3%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	0%	6,2%	93,8%	100%
less important (1-3)	9,0%	1,1%	89,9%	100%
average important (4-6)	6,9%	3,4%	89,7%	100%
more important (7-9)	6,7%	1,5%	91,8%	100%
absolutely important (10)	5,2%	3,5%	91,3%	100%
Image of the EU				
(Very) positive	6,8%	2,4%	90,8%	100%
Neither/nor	5,0%	3,5%	91,5%	100%
(Very) negative	5,2%	1,7%	93,1%	100%
International study experiences				
No study experience outside of reference country	6,2%	2,9%	90,9%	100%
Credit mobility during refer- ence programme	0,5%	1,4%	98,1%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	0,5%	2,7%	96,8%	100%
No	6,3%	2,9%	90,8%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 8: Only graduates in employment in 2018: Full- or part-time employment (Croatia, cohort 2012/13)

	fulltime	part-time	Total
Total	95,2%	4,8%	100%
Sex			
Male	96,7%	3,3%	100%
Female	94,1%	5,9%	100%
Age at graduation			
under 25	95,5%	4,5%	100%
25 to 29	92,7%	7,3%	100%
30 to 34	99,2%	0,8%	100%
35 plus	97,6%	2,4%	100%
Type of institution			
University	94,1%	5,9%	100%
Non-University	97,6%	2,4%	100%
Reference degree			
Bachelor level	96,2%	3,8%	100%
Master level	94,1%	5,9%	100%
Highest degree			
Bachelor level	97,6%	2,4%	100%
Master level	94,3%	5,7%	100%
PhD	n.a.	n.a.	100%
Educational background of parents			
First generation graduate	94,8%	5,2%	100%
At least one parent is a graduate (BA or higher)	95,9%	4,1%	100%

	fulltime	part-time	Total
Total	95,2%	4,8%	100%
Financial situation of parents during study time			
(very) well off	96,6%	3,4%	100%
neither / nor	95,4%	4,6%	100%
not well off (at all)	93,7%	6,3%	100%
Field of study (reference degree)			
Education, arts, humanities (Bachelor)	89,5%	10,5%	100%
Education, arts, humanities (Master)	82,5%	17,5%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	98,3%	1,7%	100%
Business, administration, law, services (Master)	97,2%	2,8%	100%
Natural sciences, mathematics, health (Bachelor)	96,6%	3,4%	100%
Natural sciences, mathematics, health (Master)	98,1%	1,9%	100%
Engineering, ICTs (Bachelor)	97,1%	2,9%	100%
Engineering, ICTs (Master)	96,7%	3,3%	100%
Field of study (highest degree)			
Education, arts, humanities (Bachelor)	n.a.	n.a.	100%
Education, arts, humanities (Master)	84,1%	15,9%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	88,6%	11,4%	100%
Business, administration, law, services (Bachelor)	100%	0%	100%
Business, administration, law, services (Master)	96,6%	3,4%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	98,9%	1,1%	100%
Engineering, ICTs (Bachelor)	99,4%	0,6%	100%
Engineering, ICTs (Master)	96,1%	3,9%	100%
Labour force status in 2018			
Employed	95,2%	4,8%	100%
Only graduates part of labour force in 2018: Employment status			
Employed	95,2%	4,8%	100%
Only graduates in employment in 2018: Self-employed			
Yes	91,4%	8,6%	100%
No	95,6%	4,4%	100%
Only graduates in employment in 2018: Full- or part-time employed			
fulltime	100%	0%	100%
part-time	0%	100%	100%

	fulltime	part-time	Total
Total	95,2%	4,8%	100%
Only graduates in employment in 2018: Type of contract			
permanent contract	98,1%	1,9%	100%
fixed-term contract	90,0%	10,0%	100%
Other	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match			
match	95,7%	4,3%	100%
vertical mismatch	94,3%	5,7%	100%
horizontal mismatch	n.a.	n.a.	100%
vertical & horizontal mis-match	92,9%	7,1%	100%
Likelihood of holding current job (2018) without degree			
(very) likely	95,7%	4,3%	100%
neither/nor	96,1%	3,9%	100%
(very) unlikely	94,6%	5,4%	100%
Would choose same study programme again by reference degree			
Yes (Bachelor level)	96,1%	3,9%	100%
No (Bachelor level)	96,2%	3,8%	100%
Yes (Master level)	95,4%	4,6%	100%
No (Master level)	92,2%	7,8%	100%
Graduate moved abroad after graduation			
Yes	91,6%	8,4%	100%
No	95,1%	4,9%	100%
Importance of democracy (Scale from 0 to 10)			
not at all important (0)	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	100%
average important (4-6)	90,2%	9,8%	100%
more important (7-9)	95,2%	4,8%	100%
absolutely important (10)	95,8%	4,2%	100%
Image of the EU			
(Very) positive	96,8%	3,2%	100%
Neither/nor	94,9%	5,1%	100%
(Very) negative	93,5%	6,5%	100%
International study experiences			
No study experience outside of reference country	95,8%	4,2%	100%
Credit mobility during reference programme	88,0%	12,0%	100%
Degree mobility before/after reference programme	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)			
Yes	89,3%	10,7%	100%
No	95,5%	4,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 9: Only graduates in employment in 2018: Full- or part-time employment (Croatia, cohort 2016/17)

	fulltime	part-time	Total
Total	92,7%	7,3%	100%
Sex			
Male	92,9%	7,1%	100%
Female	92,5%	7,5%	100%

	fulltime	part-time	Total
Total	92,7%	7,3%	100%
Age at graduation			
under 25	89,9%	10,1%	100%
25 to 29	93,8%	6,2%	100%
30 to 34	95,9%	4,1%	100%
35 plus	97,7%	2,3%	100%
Type of institution			
University	91,5%	8,5%	100%
Non-University	94,9%	5,1%	100%
Reference degree			
Bachelor level	88,8%	11,2%	100%
Master level	94,9%	5,1%	100%
Highest degree			
Bachelor level	88,5%	11,5%	100%
Master level	94,9%	5,1%	100%
PhD	n.a.	n.a.	100%
Educational background of parents			
First generation graduate	92,5%	7,5%	100%
At least one parent is a graduate (BA or higher)	93,0%	7,0%	100%
Financial situation of parents during study time			
(very) well off	93,0%	7,0%	100%
neither / nor	93,0%	7,0%	100%
not well off (at all)	91,6%	8,4%	100%
Field of study (reference degree)			
Education, arts, humanities (Bachelor)	84,7%	15,3%	100%
Education, arts, humanities (Master)	84,9%	15,1%	100%
Social sciences, journalism, information (Bachelor)	79,8%	20,2%	100%
Social sciences, journalism, information (Master)	97,8%	2,2%	100%
Business, administration, law, services (Bachelor)	91,9%	8,1%	100%
Business, administration, law, services (Master)	97,2%	2,8%	100%
Natural sciences, mathematics, health (Bachelor)	91,4%	8,6%	100%
Natural sciences, mathematics, health (Master)	93,5%	6,5%	100%
Engineering, ICTs (Bachelor)	83,8%	16,2%	100%
Engineering, ICTs (Master)	98,3%	1,7%	100%

	fulltime	part-time	Total
Total	92,7%	7,3%	100%
Field of study (highest degree)			
Education, arts, humanities (Bachelor)	83,4%	16,6%	100%
Education, arts, humanities (Master)	85,3%	14,7%	100%
Social sciences, journalism, information (Bachelor)	78,0%	22,0%	100%
Social sciences, journalism, information (Master)	97,9%	2,1%	100%
Business, administration, law, services (Bachelor)	91,3%	8,7%	100%
Business, administration, law, services (Master)	97,2%	2,8%	100%
Natural sciences, mathematics, health (Bachelor)	91,4%	8,6%	100%
Natural sciences, mathematics, health (Master)	93,4%	6,6%	100%
Engineering, ICTs (Bachelor)	84,6%	15,4%	100%
Engineering, ICTs (Master)	97,6%	2,4%	100%
Labour force status in 2018			
Employed	92,7%	7,3%	100%
Only graduates part of labour force in 2018: Employment status			
Employed	92,7%	7,3%	100%
Only graduates in employment in 2018: Self-employed			
Yes	89,5%	10,5%	100%
No	93,0%	7,0%	100%
Only graduates in employment in 2018: Full- or part-time employed			
fulltime	100%	0%	100%
part-time	0%	100%	100%
Only graduates in employment in 2018: Type of contract			
permanent contract	97,5%	2,5%	100%
fixed-term contract	93,8%	6,2%	100%
Other	62,4%	37,6%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match			
match	94,1%	5,9%	100%
vertical mismatch	95,6%	4,4%	100%
horizontal mismatch	92,6%	7,4%	100%
vertical & horizontal mismatch	80,5%	19,5%	100%
Likelihood of holding current job (2018) without degree			
(very) likely	90,7%	9,3%	100%
neither/nor	95,1%	4,9%	100%
(very) unlikely	93,8%	6,2%	100%
Would choose same study programme again by reference degree			
Yes (Bachelor level)	88,5%	11,5%	100%
No (Bachelor level)	89,2%	10,8%	100%
Yes (Master level)	96,4%	3,6%	100%
No (Master level)	92,4%	7,6%	100%
Graduate moved abroad after graduation			
Yes	88,2%	11,8%	100%
No	93,1%	6,9%	100%

	fulltime	part-time	Total
Total	92,7%	7,3%	100%
Importance of democracy (Scale from 0 to 10)			
not at all important (0)	87,3%	12,7%	100%
less important (1-3)	87,3%	12,7%	100%
average important (4-6)	93,9%	6,1%	100%
more important (7-9)	94,5%	5,5%	100%
absolutely important (10)	91,9%	8,1%	100%
Image of the EU			
(Very) positive	92,8%	7,2%	100%
Neither/nor	92,9%	7,1%	100%
(Very) negative	91,8%	8,2%	100%
International study experiences			
No study experience outside of reference country	92,9%	7,1%	100%
Credit mobility during reference programme	89,7%	10,3%	100%
Degree mobility before/after reference programme	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)			
Yes	90,3%	9,7%	100%
No	92,9%	7,1%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 10: Only graduates in employment in 2018: Type of work contract (Croatia, cohort 2012/13)

	permanent contract	fixed-term contract	Other	Total
Total	74,2%	24,6%	1,2%	100%
Sex				
Male	76,0%	22,6%	1,4%	100%
Female	73,2%	25,8%	1,0%	100%
Age at graduation				
under 25	64,7%	34,4%	0,9%	100%
25 to 29	84,5%	14,3%	1,2%	100%
30 to 34	85,5%	12,0%	2,5%	100%
35 plus	97,4%	2,6%	0%	100%
Type of institution				
University	72,9%	25,7%	1,4%	100%
Non-University	77,4%	22,0%	0,6%	100%
Reference degree				
Bachelor level	69,6%	28,9%	1,5%	100%
Master level	79,1%	20,0%	0,9%	100%
Highest degree				
Bachelor level	69,7%	30,3%	0%	100%
Master level	75,8%	22,6%	1,6%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	74,9%	24,5%	0,6%	100%
At least one parent is a graduate (BA or higher)	75,3%	23,0%	1,7%	100%
Financial situation of parents during study time				
(very) well off	76,6%	23,4%	0%	100%
neither / nor	75,4%	22,9%	1,7%	100%
not well off (at all)	71,7%	27,0%	1,3%	100%

	permanent contract	fixed-term contract	Other	Total
Total	74,2%	24,6%	1,2%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	63,7%	29,8%	6,5%	100%
Education, arts, humanities (Master)	71,1%	28,0%	0,9%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	76,9%	23,1%	0%	100%
Business, administration, law, services (Master)	80,3%	18,9%	0,8%	100%
Natural sciences, mathematics, health (Bachelor)	69,8%	30,2%	0%	100%
Natural sciences, mathematics, health (Master)	87,1%	12,9%	0%	100%
Engineering, ICTs (Bachelor)	65,4%	31,0%	3,5%	100%
Engineering, ICTs (Master)	82,0%	18,0%	0%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	n.a.	n.a.	n.a.	100%
Education, arts, humanities (Master)	68,1%	27,5%	4,4%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	59,7%	37,6%	2,7%	100%
Business, administration, law, services (Bachelor)	63,1%	36,9%	0%	100%
Business, administration, law, services (Master)	86,0%	13,4%	0,5%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	79,0%	21,0%	0%	100%
Engineering, ICTs (Bachelor)	88,1%	11,9%	0%	100%
Engineering, ICTs (Master)	68,0%	29,4%	2,6%	100%
Labour force status in 2018				
Employed	74,2%	24,6%	1,2%	100%
Only graduates part of labour force in 2018: Employment status				
Employed	74,2%	24,6%	1,2%	100%
Only graduates in employment in 2018: Self-employed				
No	74,2%	24,6%	1,2%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	76,5%	22,9%	0,6%	100%
part-time	n.a.	n.a.	n.a.	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	100%	0%	0%	100%
fixed-term contract	0%	100%	0%	100%
Other	n.a.	n.a.	n.a.	100%

	permanent contract	fixed-term contract	Other	Total
Total	74,2%	24,6%	1,2%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	76,7%	22,9%	0,4%	100%
vertical mismatch	80,3%	18,0%	1,8%	100%
horizontal mismatch	n.a.	n.a.	n.a.	100%
vertical & horizontal mis-match	46,0%	51,2%	2,8%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	75,1%	23,2%	1,7%	100%
neither/nor	78,4%	18,5%	3,1%	100%
(very) unlikely	72,8%	26,7%	0,5%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	71,0%	26,7%	2,3%	100%
No (Bachelor level)	67,8%	31,8%	0,4%	100%
Yes (Master level)	81,6%	17,4%	1,0%	100%
No (Master level)	75,5%	23,8%	0,7%	100%
Graduate moved abroad after graduation				
Yes	64,2%	35,8%	0%	100%
No	74,1%	24,6%	1,3%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	100%
average important (4-6)	53,8%	39,2%	7,0%	100%
more important (7-9)	75,9%	23,9%	0,2%	100%
absolutely important (10)	77,1%	21,8%	1,1%	100%
Image of the EU				
(Very) positive	78,2%	20,4%	1,4%	100%
Neither/nor	74,7%	25,1%	0,1%	100%
(Very) negative	68,9%	27,5%	3,6%	100%
International study experiences				
No study experience outside of reference country	74,8%	24,1%	1,1%	100%
Credit mobility during reference programme	n.a.	n.a.	n.a.	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	64,3%	31,8%	3,9%	100%
No	74,7%	24,3%	1,1%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 11: Only graduates in employment in 2018: Type of work contract (Croatia, cohort 2016/17)

	permanent contract	fixed-term contract	Other	Total
Total	51,0%	40,5%	8,4%	100%
Sex				
Male	61,8%	32,2%	6,1%	100%
Female	43,5%	46,5%	10,1%	100%
Age at graduation				
under 25	38,8%	49,3%	11,9%	100%
25 to 29	47,9%	45,0%	7,1%	100%
30 to 34	74,0%	22,6%	3,4%	100%
35 plus	93,4%	3,2%	3,4%	100%

	permanent contract	fixed-term contract	Other	Total
Total	51,0%	40,5%	8,4%	100%
Type of institution				
University	42,9%	46,5%	10,6%	100%
Non-University	67,6%	28,5%	3,9%	100%
Reference degree				
Bachelor level	57,1%	32,9%	10,1%	100%
Master level	47,7%	44,8%	7,5%	100%
Highest degree				
Bachelor level	57,9%	32,2%	9,9%	100%
Master level	47,7%	44,6%	7,7%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	51,9%	40,1%	8,0%	100%
At least one parent is a graduate (BA or higher)	49,2%	41,4%	9,4%	100%
Financial situation of parents during study time				
(very) well off	48,3%	44,0%	7,8%	100%
neither / nor	51,5%	40,4%	8,1%	100%
not well off (at all)	51,8%	38,0%	10,2%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	23,0%	58,2%	18,8%	100%
Education, arts, humanities (Master)	31,9%	56,8%	11,3%	100%
Social sciences, journalism, information (Bachelor)	45,0%	35,2%	19,8%	100%
Social sciences, journalism, information (Master)	25,1%	61,1%	13,8%	100%
Business, administration, law, services (Bachelor)	56,3%	35,9%	7,8%	100%
Business, administration, law, services (Master)	49,2%	43,0%	7,8%	100%
Natural sciences, mathematics, health (Bachelor)	71,9%	21,6%	6,5%	100%
Natural sciences, mathematics, health (Master)	46,7%	45,9%	7,4%	100%
Engineering, ICTs (Bachelor)	58,6%	28,7%	12,7%	100%
Engineering, ICTs (Master)	63,5%	33,9%	2,7%	100%

	permanent contract	fixed-term contract	Other	Total
Total	51,0%	40,5%	8,4%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	24,3%	55,8%	19,9%	100%
Education, arts, humanities (Master)	31,2%	57,5%	11,2%	100%
Social sciences, journalism, information (Bachelor)	46,2%	32,1%	21,7%	100%
Social sciences, journalism, information (Master)	25,4%	61,3%	13,2%	100%
Business, administration, law, services (Bachelor)	57,3%	35,5%	7,2%	100%
Business, administration, law, services (Master)	49,0%	42,8%	8,2%	100%
Natural sciences, mathematics, health (Bachelor)	72,6%	21,1%	6,4%	100%
Natural sciences, mathematics, health (Master)	46,9%	45,6%	7,4%	100%
Engineering, ICTs (Bachelor)	58,5%	28,9%	12,6%	100%
Engineering, ICTs (Master)	63,8%	33,3%	2,9%	100%
Labour force status in 2018				
Employed	51,0%	40,5%	8,4%	100%
Only graduates part of labour force in 2018: Employment status				
Employed	51,0%	40,5%	8,4%	100%
Only graduates in employment in 2018: Self-employed				
No	51,0%	40,5%	8,4%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	54,3%	40,1%	5,6%	100%
part-time	19,0%	35,4%	45,6%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	100%	0%	0%	100%
fixed-term contract	0%	100%	0%	100%
Other	0%	0%	100%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	51,0%	42,1%	6,9%	100%
vertical mismatch	54,9%	35,1%	10,0%	100%
horizontal mismatch	69,8%	22,7%	7,5%	100%
vertical & horizontal mismatch	39,1%	45,8%	15,1%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	57,8%	32,0%	10,1%	100%
neither/nor	60,0%	32,4%	7,7%	100%
(very) unlikely	42,0%	50,9%	7,1%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	58,7%	31,8%	9,5%	100%
No (Bachelor level)	53,1%	35,5%	11,5%	100%
Yes (Master level)	51,9%	41,3%	6,8%	100%
No (Master level)	40,5%	50,8%	8,7%	100%
Graduate moved abroad after graduation				
Yes	45,8%	51,5%	2,7%	100%
No	51,6%	39,6%	8,8%	100%

	permanent contract	fixed-term contract	Other	Total
Total	51,0%	40,5%	8,4%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	50,3%	43,3%	6,5%	100%
less important (1-3)	45,8%	52,7%	1,5%	100%
average important (4-6)	51,6%	39,3%	9,1%	100%
more important (7-9)	48,0%	41,2%	10,7%	100%
absolutely important (10)	52,3%	39,7%	8,1%	100%
Image of the EU				
(Very) positive	50,8%	40,8%	8,4%	100%
Neither/nor	51,1%	40,3%	8,6%	100%
(Very) negative	50,1%	40,5%	9,3%	100%
International study experiences				
No study experience outside of reference country	51,6%	39,9%	8,6%	100%
Credit mobility during reference programme	42,8%	49,0%	8,2%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	44,6%	47,7%	7,7%	100%
No	51,5%	40,0%	8,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 12: Only graduates in employment in 2018: Likelihood of having current job without reference degree (Croatia, cohort 2012/13)

	(very) likely	neither/nor	(very) unlikely	Total
Total	39,0%	10,6%	50,4%	100%
Sex				
Male	41,7%	13,3%	45,0%	100%
Female	37,2%	8,7%	54,2%	100%
Age at graduation				
under 25	41,2%	10,0%	48,8%	100%
25 to 29	27,9%	10,7%	61,4%	100%
30 to 34	60,3%	13,8%	25,9%	100%
35 plus	39,0%	11,9%	49,1%	100%
Type of institution				
University	33,7%	10,4%	55,9%	100%
Non-University	50,7%	11,0%	38,3%	100%
Reference degree				
Bachelor level	47,4%	10,6%	42,0%	100%
Master level	30,2%	10,6%	59,2%	100%
Highest degree				
Bachelor level	63,4%	8,0%	28,6%	100%
Master level	32,0%	11,5%	56,5%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	40,8%	11,1%	48,1%	100%
At least one parent is a graduate (BA or higher)	30,6%	11,9%	57,5%	100%
Financial situation of parents during study time				
(very) well off	30,8%	13,1%	56,1%	100%
neither / nor	33,6%	14,0%	52,4%	100%
not well off (at all)	47,9%	5,1%	47,0%	100%

	(very) likely	neither/nor	(very) unlikely	Total
Total	39,0%	10,6%	50,4%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	36,0%	3,5%	60,5%	100%
Education, arts, humanities (Master)	39,6%	11,9%	48,5%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	61,6%	8,9%	29,5%	100%
Business, administration, law, services (Master)	34,0%	9,8%	56,2%	100%
Natural sciences, mathematics, health (Bachelor)	24,8%	2,6%	72,7%	100%
Natural sciences, mathematics, health (Master)	13,9%	7,5%	78,6%	100%
Engineering, ICTs (Bachelor)	45,2%	18,5%	36,3%	100%
Engineering, ICTs (Master)	29,8%	12,0%	58,2%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	n.a.	n.a.	n.a.	100%
Education, arts, humanities (Master)	40,7%	9,9%	49,5%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	35,9%	16,8%	47,2%	100%
Business, administration, law, services (Bachelor)	78,3%	4,1%	17,6%	100%
Business, administration, law, services (Master)	36,0%	12,1%	51,8%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	14,0%	6,0%	80,0%	100%
Engineering, ICTs (Bachelor)	51,8%	21,3%	26,9%	100%
Engineering, ICTs (Master)	34,7%	14,0%	51,3%	100%
Labour force status in 2018				
Employed	39,0%	10,6%	50,4%	100%
Only graduates part of labour force in 2018: Employment status				
Employed	39,0%	10,6%	50,4%	100%
Only graduates in employment in 2018: Self-employed				
Yes	51,5%	16,2%	32,3%	100%
No	37,6%	9,9%	52,5%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	39,1%	10,5%	50,4%	100%
part-time	35,0%	8,4%	56,6%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	37,5%	10,5%	52,0%	100%
fixed-term contract	35,0%	7,4%	57,6%	100%
Other	n.a.	n.a.	n.a.	100%

	(very) likely	neither/nor	(very) unlikely	Total
Total	39,0%	10,6%	50,4%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	19,0%	10,8%	70,2%	100%
vertical mismatch	68,5%	12,4%	19,1%	100%
horizontal mismatch	n.a.	n.a.	n.a.	100%
vertical & horizontal mis-match	79,9%	2,4%	17,7%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	100%	0%	0%	100%
neither/nor	0%	100%	0%	100%
(very) unlikely	0%	0%	100%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	35,9%	13,3%	50,9%	100%
No (Bachelor level)	59,6%	7,7%	32,7%	100%
Yes (Master level)	26,7%	8,5%	64,8%	100%
No (Master level)	35,2%	13,6%	51,3%	100%
Graduate moved abroad after graduation				
Yes	43,8%	18,3%	37,9%	100%
No	37,1%	10,6%	52,3%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	100%
average important (4-6)	58,8%	10,7%	30,5%	100%
more important (7-9)	32,9%	12,1%	55,0%	100%
absolutely important (10)	39,6%	9,9%	50,5%	100%
Image of the EU				
(Very) positive	31,1%	13,0%	55,9%	100%
Neither/nor	41,7%	9,7%	48,6%	100%
(Very) negative	41,8%	9,7%	48,4%	100%
International study experiences				
No study experience outside of reference country	38,7%	10,7%	50,6%	100%
Credit mobility during reference programme	39,5%	11,8%	48,7%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	37,4%	12,9%	49,8%	100%
No	39,1%	10,5%	50,4%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 13: Only graduates in employment in 2018: Likelihood of having current job without reference degree (Croatia, cohort 2016/17)

	(very) likely	neither/nor	(very) unlikely	Total
Total	42,5%	14,3%	43,2%	100%
Sex				
Male	44,0%	16,0%	40,0%	100%
Female	41,5%	13,0%	45,5%	100%
Age at graduation				
under 25	38,0%	15,7%	46,3%	100%
25 to 29	38,5%	13,9%	47,6%	100%
30 to 34	59,3%	9,8%	30,9%	100%
35 plus	61,1%	11,9%	27,1%	100%

	(very) likely	neither/nor	(very) unlikely	Total
Total	42,5%	14,3%	43,2%	100%
Type of institution				
University	36,8%	13,9%	49,2%	100%
Non-University	53,5%	14,9%	31,6%	100%
Reference degree				
Bachelor level	49,1%	15,3%	35,6%	100%
Master level	38,7%	13,7%	47,6%	100%
Highest degree				
Bachelor level	50,1%	15,4%	34,5%	100%
Master level	38,7%	13,7%	47,7%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	46,6%	13,2%	40,2%	100%
At least one parent is a graduate (BA or higher)	35,5%	16,2%	48,2%	100%
Financial situation of parents during study time				
(very) well off	40,1%	14,1%	45,7%	100%
neither / nor	41,0%	16,1%	42,9%	100%
not well off (at all)	46,1%	11,9%	41,9%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	33,2%	18,4%	48,4%	100%
Education, arts, humanities (Master)	35,2%	9,2%	55,6%	100%
Social sciences, journalism, information (Bachelor)	59,6%	13,0%	27,5%	100%
Social sciences, journalism, information (Master)	40,1%	22,8%	37,1%	100%
Business, administration, law, services (Bachelor)	54,3%	14,6%	31,0%	100%
Business, administration, law, services (Master)	43,5%	13,8%	42,7%	100%
Natural sciences, mathematics, health (Bachelor)	50,2%	11,4%	38,4%	100%
Natural sciences, mathematics, health (Master)	33,2%	9,7%	57,1%	100%
Engineering, ICTs (Bachelor)	39,8%	19,6%	40,6%	100%
Engineering, ICTs (Master)	37,5%	17,3%	45,2%	100%

	(very) likely	neither/nor	(very) unlikely	Total
Total	42,5%	14,3%	43,2%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	33,5%	16,6%	50,0%	100%
Education, arts, humanities (Master)	35,3%	9,7%	55,0%	100%
Social sciences, journalism, information (Bachelor)	63,9%	14,1%	22,0%	100%
Social sciences, journalism, information (Master)	38,9%	21,9%	39,1%	100%
Business, administration, law, services (Bachelor)	56,0%	14,7%	29,3%	100%
Business, administration, law, services (Master)	43,2%	13,8%	43,0%	100%
Natural sciences, mathematics, health (Bachelor)	50,8%	11,9%	37,3%	100%
Natural sciences, mathematics, health (Master)	33,1%	9,5%	57,4%	100%
Engineering, ICTs (Bachelor)	39,9%	19,7%	40,4%	100%
Engineering, ICTs (Master)	37,7%	17,4%	44,9%	100%
Labour force status in 2018				
Employed	42,5%	14,3%	43,2%	100%
Only graduates part of labour force in 2018: Employment status				
Employed	42,5%	14,3%	43,2%	100%
Only graduates in employment in 2018: Self-employed				
Yes	56,3%	16,2%	27,5%	100%
No	41,2%	14,0%	44,8%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	41,8%	14,5%	43,7%	100%
part-time	54,1%	9,4%	36,5%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	46,6%	16,6%	36,9%	100%
fixed-term contract	32,5%	11,3%	56,2%	100%
Other	49,4%	12,8%	37,8%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	25,3%	16,1%	58,6%	100%
vertical mismatch	67,8%	14,8%	17,4%	100%
horizontal mismatch	63,8%	17,3%	18,9%	100%
vertical & horizontal mismatch	87,7%	3,0%	9,4%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	100%	0%	0%	100%
neither/nor	0%	100%	0%	100%
(very) unlikely	0%	0%	100%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	44,0%	16,7%	39,3%	100%
No (Bachelor level)	59,1%	12,3%	28,6%	100%
Yes (Master level)	34,2%	14,6%	51,1%	100%
No (Master level)	45,7%	12,2%	42,1%	100%
Graduate moved abroad after graduation				
Yes	42,9%	11,1%	46,0%	100%
No	42,5%	14,3%	43,2%	100%

	(very) likely	neither/nor	(very) unlikely	Total
Total	42,5%	14,3%	43,2%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	46,7%	17,3%	36,0%	100%
less important (1-3)	33,7%	17,9%	48,3%	100%
average important (4-6)	35,1%	20,2%	44,7%	100%
more important (7-9)	43,7%	16,6%	39,7%	100%
absolutely important (10)	43,0%	12,1%	44,9%	100%
Image of the EU				
(Very) positive	40,4%	14,8%	44,9%	100%
Neither/nor	43,7%	14,9%	41,4%	100%
(Very) negative	44,2%	11,1%	44,6%	100%
International study experiences				
No study experience outside of reference country	43,3%	14,7%	42,1%	100%
Credit mobility during reference programme	33,9%	9,1%	57,0%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	33,4%	8,4%	58,2%	100%
No	43,2%	14,8%	42,0%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 14: Only graduates in employment in 2018: Skill mismatch (Croatia, cohort 2012/13)

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	54,8%	19,0%	2,7%	13,2%	10,3%	100%
Sex						
Male	48,3%	19,1%	2,0%	19,2%	11,4%	100%
Female	59,5%	19,0%	3,1%	8,9%	9,6%	100%
Age at graduation						
under 25	51,2%	16,4%	2,4%	16,9%	13,1%	100%
25 to 29	66,8%	14,6%	1,7%	9,6%	7,2%	100%
30 to 34	30,7%	53,8%	7,0%	2,2%	6,3%	100%
35 plus	67,4%	14,0%	3,8%	9,4%	5,4%	100%
Type of institution						
University	57,9%	17,7%	2,9%	10,4%	11,2%	100%
Non-University	47,8%	22,0%	2,3%	19,6%	8,4%	100%
Reference degree						
Bachelor level	43,7%	23,1%	2,5%	17,1%	13,6%	100%
Master level	67,4%	14,4%	2,9%	8,7%	6,6%	100%
Highest degree						
Bachelor level	33,6%	28,1%	2,2%	28,3%	7,8%	100%
Master level	61,8%	15,8%	2,9%	8,6%	11,0%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	55,1%	20,9%	2,9%	13,1%	8,1%	100%
At least one parent is a graduate (BA or higher)	59,2%	10,8%	2,8%	12,2%	15,0%	100%

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	54,8%	19,0%	2,7%	13,2%	10,3%	100%
Financial situation of parents during study time						
(very) well off	62,0%	8,8%	0,8%	7,6%	20,8%	100%
neither / nor	62,7%	13,3%	4,2%	10,6%	9,2%	100%
not well off (at all)	42,9%	29,2%	2,2%	18,9%	6,8%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	50,2%	18,3%	0,1%	10,5%	20,9%	100%
Education, arts, humanities (Master)	63,2%	12,7%	5,8%	16,0%	2,4%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	65,6%	3,1%	6,3%	12,5%	12,5%	100%
Business, administration, law, services (Bachelor)	31,1%	29,3%	1,7%	23,1%	14,8%	100%
Business, administration, law, services (Master)	55,9%	22,3%	2,3%	10,7%	8,7%	100%
Natural sciences, mathematics, health (Bachelor)	70,6%	6,4%	0%	16,8%	6,3%	100%
Natural sciences, mathematics, health (Master)	89,5%	7,4%	1,2%	0%	1,8%	100%
Engineering, ICTs (Bachelor)	51,9%	28,0%	3,8%	9,2%	7,0%	100%
Engineering, ICTs (Master)	75,3%	13,5%	1,0%	4,0%	6,2%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Education, arts, humanities (Master)	54,7%	15,4%	3,8%	15,2%	10,9%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	52,1%	7,9%	9,0%	12,4%	18,7%	100%
Business, administration, law, services (Bachelor)	19,7%	33,6%	0,6%	35,4%	10,6%	100%
Business, administration, law, services (Master)	53,1%	21,4%	2,7%	9,8%	13,0%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	82,9%	7,9%	0,7%	3,9%	4,6%	100%
Engineering, ICTs (Bachelor)	39,8%	33,3%	9,0%	16,8%	1,2%	100%
Engineering, ICTs	68,7%	18,1%	0,7%	4,0%	8,5%	100%

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	54,8%	19,0%	2,7%	13,2%	10,3%	100%
(Master)						
Labour force status in 2018						
Employed	61,1%	21,2%	3,0%	14,7%	0%	100%
Unemployed	0%	0%	0%	0%	100%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	0%	0%	0%	0%	100%	100%
Employed	61,1%	21,2%	3,0%	14,7%	0%	100%
Only graduates in employment in 2018: Self-employed						
Yes	41,7%	18,1%	7,4%	32,8%	0%	100%
No	63,3%	21,6%	2,5%	12,6%	0%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	61,7%	20,7%	3,2%	14,5%	0%	100%
part-time	53,7%	24,6%	0%	21,7%	0%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	65,8%	23,8%	3,1%	7,4%	0%	100%
fixed-term contract	59,2%	16,0%	0%	24,7%	0%	100%
Other	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	100%	0%	0%	0%	0%	100%
vertical mismatch	0%	100%	0%	0%	0%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	0%	0%	0%	100%	0%	100%
unemployed	0%	0%	0%	0%	100%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	29,7%	37,1%	3,1%	30,1%	0%	100%
neither/nor	61,9%	24,7%	10,1%	3,3%	0%	100%
(very) unlikely	85,4%	8,1%	1,4%	5,2%	0%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	52,3%	18,1%	3,4%	12,1%	14,0%	100%
No (Bachelor level)	34,7%	29,7%	1,5%	20,5%	13,6%	100%
Yes (Master level)	76,9%	10,3%	2,8%	5,3%	4,7%	100%
No (Master level)	54,6%	20,1%	3,0%	13,0%	9,3%	100%
Graduate moved abroad after graduation						
Yes	37,5%	24,9%	5,2%	9,3%	23,1%	100%
No	56,9%	18,3%	2,6%	12,6%	9,6%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	35,9%	12,0%	3,4%	37,6%	11,2%	100%
more important (7-9)	58,5%	24,5%	1,7%	8,4%	6,8%	100%
absolutely important (10)	55,8%	16,3%	3,5%	13,0%	11,4%	100%
Image of the EU						
(Very) positive	64,5%	12,8%	3,2%	10,5%	9,0%	100%
Neither/nor	54,0%	20,8%	1,4%	12,5%	11,3%	100%
(Very) negative	45,0%	19,9%	5,7%	17,5%	11,9%	100%

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	54,8%	19,0%	2,7%	13,2%	10,3%	100%
International study experiences						
No study experience outside of reference country	55,7%	19,0%	2,8%	12,2%	10,4%	100%
Credit mobility during reference programme	40,5%	12,9%	1,5%	33,8%	11,3%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	42,8%	14,8%	1,8%	30,5%	10,2%	100%
No	55,4%	19,2%	2,7%	12,3%	10,3%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 15: Only graduates in employment in 2018: Skill mismatch (Croatia, cohort 2016/17)

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	52,9%	16,0%	2,7%	10,2%	18,2%	100%
Sex						
Male	54,3%	17,2%	4,0%	10,7%	13,8%	100%
Female	52,0%	15,1%	1,9%	9,8%	21,2%	100%
Age at graduation						
under 25	52,6%	13,0%	1,8%	12,5%	20,1%	100%
25 to 29	50,9%	17,7%	2,3%	8,7%	20,4%	100%
30 to 34	53,7%	18,5%	2,7%	10,9%	14,3%	100%
35 plus	62,1%	20,9%	5,7%	4,7%	6,6%	100%
Type of institution						
University	54,8%	14,6%	2,5%	8,9%	19,3%	100%
Non-University	49,2%	18,8%	3,2%	12,8%	16,0%	100%
Reference degree						
Bachelor level	46,8%	16,4%	4,2%	13,4%	19,3%	100%
Master level	56,5%	15,7%	1,9%	8,3%	17,6%	100%
Highest degree						
Bachelor level	48,4%	16,5%	4,4%	14,8%	15,9%	100%
Master level	55,3%	15,5%	1,9%	7,9%	19,4%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	50,0%	17,7%	3,0%	11,9%	17,4%	100%
At least one parent is a graduate (BA or higher)	57,4%	13,0%	2,5%	7,9%	19,1%	100%
Financial situation of parents during study time						
(very) well off	56,3%	13,5%	3,1%	8,5%	18,5%	100%
neither / nor	52,2%	16,7%	2,3%	10,8%	18,0%	100%
not well off (at all)	51,4%	17,0%	2,7%	11,6%	17,3%	100%

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	52,9%	16,0%	2,7%	10,2%	18,2%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	64,2%	7,2%	5,8%	8,7%	14,1%	100%
Education, arts, humanities (Master)	55,7%	8,9%	3,1%	5,1%	27,1%	100%
Social sciences, journalism, information (Bachelor)	40,8%	7,7%	9,3%	16,3%	25,9%	100%
Social sciences, journalism, information (Master)	45,4%	13,4%	3,3%	14,3%	23,5%	100%
Business, administration, law, services (Bachelor)	39,4%	19,3%	4,6%	15,3%	21,4%	100%
Business, administration, law, services (Master)	51,1%	20,3%	1,7%	10,4%	16,6%	100%
Natural sciences, mathematics, health (Bachelor)	48,7%	11,0%	2,3%	12,5%	25,5%	100%
Natural sciences, mathematics, health (Master)	63,8%	10,6%	1,3%	6,6%	17,7%	100%
Engineering, ICTs (Bachelor)	59,0%	20,7%	2,8%	10,2%	7,3%	100%
Engineering, ICTs (Master)	64,4%	18,9%	1,2%	6,7%	8,8%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	66,5%	6,9%	6,6%	9,8%	10,2%	100%
Education, arts, humanities (Master)	55,7%	8,6%	3,1%	5,0%	27,6%	100%
Social sciences, journalism, information (Bachelor)	46,5%	7,3%	11,7%	20,7%	13,8%	100%
Social sciences, journalism, information (Master)	42,8%	13,0%	3,0%	12,9%	28,3%	100%
Business, administration, law, services (Bachelor)	41,2%	19,1%	4,9%	17,6%	17,2%	100%
Business, administration, law, services (Master)	48,9%	20,3%	1,8%	9,6%	19,4%	100%
Natural sciences, mathematics, health (Bachelor)	48,8%	11,4%	2,4%	12,8%	24,7%	100%
Natural sciences, mathematics, health (Master)	63,4%	10,2%	1,3%	6,6%	18,4%	100%
Engineering, ICTs (Bachelor)	58,6%	21,7%	2,9%	10,7%	6,0%	100%
Engineering, ICTs (Master)	64,7%	18,0%	1,2%	6,5%	9,5%	100%
Labour force status in 2018						
Employed	64,7%	19,5%	3,3%	12,4%	0%	100%
Unemployed	0%	0%	0%	0%	100%	100%

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	52,9%	16,0%	2,7%	10,2%	18,2%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	0%	0%	0%	0%	100%	100%
Employed	64,7%	19,5%	3,3%	12,4%	0%	100%
Only graduates in employment in 2018: Self-employed						
Yes	58,9%	15,9%	6,0%	19,2%	0%	100%
No	65,3%	19,8%	3,1%	11,8%	0%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	65,7%	20,2%	3,4%	10,7%	0%	100%
part-time	51,9%	11,8%	3,4%	32,9%	0%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	65,4%	21,3%	4,3%	9,0%	0%	100%
fixed-term contract	67,8%	17,1%	1,7%	13,3%	0%	100%
Other	53,3%	23,2%	2,7%	20,8%	0%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	100%	0%	0%	0%	0%	100%
vertical mismatch	0%	100%	0%	0%	0%	100%
horizontal mismatch	0%	0%	100%	0%	0%	100%
vertical & horizontal mismatch	0%	0%	0%	100%	0%	100%
unemployed	0%	0%	0%	0%	100%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	38,3%	31,1%	5,0%	25,6%	0%	100%
neither/nor	73,1%	20,3%	4,0%	2,6%	0%	100%
(very) unlikely	87,9%	7,9%	1,5%	2,7%	0%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	53,7%	15,8%	4,5%	11,0%	15,0%	100%
No (Bachelor level)	35,4%	17,6%	2,8%	17,8%	26,4%	100%
Yes (Master level)	65,8%	14,4%	1,2%	4,7%	14,0%	100%
No (Master level)	43,2%	17,7%	3,0%	13,5%	22,6%	100%
Graduate moved abroad after graduation						
Yes	44,4%	19,6%	2,1%	20,2%	13,7%	100%
No	53,3%	16,0%	2,6%	9,8%	18,2%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	49,9%	18,5%	7,9%	9,5%	14,2%	100%
less important (1-3)	44,0%	21,6%	0%	10,5%	23,9%	100%
average important (4-6)	50,9%	19,6%	2,1%	12,4%	15,0%	100%
more important (7-9)	53,4%	14,7%	2,2%	10,3%	19,5%	100%
absolutely important (10)	53,8%	15,8%	3,3%	10,0%	17,1%	100%
Image of the EU						
(Very) positive	58,4%	14,2%	2,2%	7,0%	18,1%	100%
Neither/nor	51,7%	17,4%	2,9%	11,3%	16,7%	100%
(Very) negative	46,4%	15,9%	2,1%	14,4%	21,3%	100%

	match	vertical mismatch	horizontal mismatch	vertical & horizontal mismatch	unemployed	Total
Total	52,9%	16,0%	2,7%	10,2%	18,2%	100%
International study experiences						
No study experience outside of reference country	52,1%	16,0%	2,7%	10,5%	18,6%	100%
Credit mobility during reference programme	60,7%	17,0%	1,3%	7,5%	13,6%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	61,7%	16,1%	1,2%	7,0%	14,1%	100%
No	52,3%	16,0%	2,7%	10,4%	18,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 16: Only graduates in employment: Average hourly earnings (mean) in purchasing power parities (ppp) in 2018 (Croatia)

	2012/13 Bachelor level	2012/13 Master level	2016/17 Bachelor level	2016/17 Master level
Total	9,4 ppp	11,3 ppp	9,1 ppp	10,3 ppp
Sex				
Male	10,6 ppp	12,3 ppp	10,0 ppp	12,5 ppp
Female	8,6 ppp	10,6 ppp	8,4 ppp	8,9 ppp
Age at graduation				
under 25	9,1 ppp	11,2 ppp	7,6 ppp	9,5 ppp
25 to 29	n.a.	11,1 ppp	8,9 ppp	9,6 ppp
30 to 34	n.a.	13,4 ppp	12,4 ppp	11,2 ppp
35 plus	n.a.	n.a.	12,0 ppp	16,0 ppp
Type of institution				
University	10,2 ppp	11,2 ppp	8,2 ppp	9,8 ppp
Non-University	8,6 ppp	11,7 ppp	9,6 ppp	12,9 ppp
Reference degree				
Bachelor level	9,4 ppp	n.a.	9,1 ppp	n.a.
Master level	n.a.	11,3 ppp	n.a.	10,3 ppp
Highest degree				
Bachelor level	7,7 ppp	n.a.	9,2 ppp	n.a.
Master level	10,8 ppp	11,1 ppp	8,0 ppp	10,3 ppp
PhD	n.a.	n.a.	n.a.	n.a.
Educational background of parents				
First generation graduate	9,3 ppp	11,6 ppp	9,1 ppp	9,6 ppp
At least one parent is a graduate (BA or higher)	10,3 ppp	10,7 ppp	9,4 ppp	11,2 ppp
Financial situation of parents during study time				
(very) well off	9,4 ppp	11,2 ppp	9,6 ppp	10,8 ppp
neither / nor	11,0 ppp	10,8 ppp	8,2 ppp	9,5 ppp
not well off (at all)	7,9 ppp	11,9 ppp	10,1 ppp	11,2 ppp

	2012/13 Bachelor level	2012/13 Master level	2016/17 Bachelor level	2016/17 Master level
Total	9,4 ppp	11,3 ppp	9,1 ppp	10,3 ppp
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	9,6 ppp	n.a.	7,9 ppp	n.a.
Education, arts, humanities (Master)	n.a.	12,0 ppp	n.a.	8,1 ppp
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	7,7 ppp	n.a.
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	8,0 ppp
Business, administration, law, services (Bachelor)	9,6 ppp	n.a.	9,3 ppp	n.a.
Business, administration, law, services (Master)	n.a.	10,2 ppp	n.a.	10,3 ppp
Natural sciences, mathematics, health (Bachelor)	8,8 ppp	n.a.	8,2 ppp	n.a.
Natural sciences, mathematics, health (Master)	n.a.	11,8 ppp	n.a.	10,6 ppp
Engineering, ICTs (Bachelor)	9,2 ppp	n.a.	10,3 ppp	n.a.
Engineering, ICTs (Master)	n.a.	13,3 ppp	n.a.	12,2 ppp
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	n.a.	n.a.	8,0 ppp	n.a.
Education, arts, humanities (Master)	n.a.	11,1 ppp	n.a.	8,1 ppp
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	7,7 ppp	n.a.
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	8,0 ppp
Business, administration, law, services (Bachelor)	6,4 ppp	n.a.	9,5 ppp	n.a.
Business, administration, law, services (Master)	n.a.	10,2 ppp	n.a.	10,3 ppp
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	8,2 ppp	n.a.
Natural sciences, mathematics, health (Master)	n.a.	11,9 ppp	n.a.	10,6 ppp
Engineering, ICTs (Bachelor)	n.a.	n.a.	10,3 ppp	n.a.
Engineering, ICTs (Master)	8,0 ppp	13,3 ppp	n.a.	12,2 ppp
Labour force status in 2018				
Employed	9,4 ppp	11,3 ppp	9,1 ppp	10,3 ppp
Unemployed	n.a.	n.a.	n.a.	n.a.
Not part of labour force	n.a.	n.a.	n.a.	n.a.
Only graduates part of labour force in 2018: Employment status				
Unemployed	n.a.	n.a.	n.a.	n.a.
Employed	9,4 ppp	11,3 ppp	9,1 ppp	10,3 ppp
Only graduates in employment in 2018: Self-employed				
Yes	n.a.	10,1 ppp	11,4 ppp	12,2 ppp
No	9,3 ppp	11,4 ppp	8,8 ppp	10,1 ppp
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	9,4 ppp	11,1 ppp	8,8 ppp	9,8 ppp
part-time	n.a.	n.a.	11,7 ppp	20,5 ppp

	2012/13 Bachelor level	2012/13 Master level	2016/17 Bachelor level	2016/17 Master level
Total	9,4 ppp	11,3 ppp	9,1 ppp	10,3 ppp
Only graduates in employment in 2018: Type of contract				
permanent contract	10,3 ppp	11,6 ppp	9,6 ppp	11,7 ppp
fixed-term contract	7,0 ppp	10,5 ppp	8,0 ppp	8,2 ppp
Other	n.a.	n.a.	6,9 ppp	11,6 ppp
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	10,5 ppp	11,8 ppp	10,0 ppp	11,0 ppp
vertical mismatch	9,6 ppp	10,8 ppp	8,1 ppp	9,2 ppp
horizontal mismatch	n.a.	n.a.	n.a.	n.a.
vertical & horizontal mis- match	6,4 ppp	n.a.	6,6 ppp	8,3 ppp
unemployed	n.a.	n.a.	n.a.	n.a.
Likelihood of holding current job (2018) without reference degree				
(very) likely	8,0 ppp	10,5 ppp	8,8 ppp	9,9 ppp
neither/nor	11,9 ppp	12,8 ppp	7,9 ppp	10,5 ppp
(very) unlikely	10,4 ppp	11,4 ppp	9,9 ppp	10,6 ppp
Would choose same study programme again by reference degree				
Yes (Bachelor level)	10,9 ppp	n.a.	9,5 ppp	n.a.
No (Bachelor level)	7,8 ppp	n.a.	8,4 ppp	n.a.
Yes (Master level)	n.a.	11,5 ppp	n.a.	11,0 ppp
No (Master level)	n.a.	10,9 ppp	n.a.	9,2 ppp
Graduate moved abroad after graduation				
Yes	n.a.	n.a.	n.a.	12,9 ppp
No	9,0 ppp	11,3 ppp	8,9 ppp	10,2 ppp
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	n.a.	n.a.	n.a.	n.a.
less important (1-3)	n.a.	n.a.	n.a.	n.a.
average important (4-6)	n.a.	n.a.	7,9 ppp	9,2 ppp
more important (7-9)	8,9 ppp	10,8 ppp	8,6 ppp	10,0 ppp
absolutely important (10)	10,6 ppp	11,6 ppp	9,7 ppp	10,6 ppp
Image of the EU				
(Very) positive	12,3 ppp	11,6 ppp	9,4 ppp	11,9 ppp
Neither/nor	8,3 ppp	10,6 ppp	8,7 ppp	9,5 ppp
(Very) negative	8,1 ppp	11,7 ppp	9,3 ppp	9,6 ppp
International study experiences				
never studied abroad	9,2 ppp	11,0 ppp	9,0 ppp	10,2 ppp
credit mobility during refer- ence programme (e.g. Erasmus)	n.a.	n.a.	n.a.	10,3 ppp
foreign degree before or after reference programme	n.a.	n.a.	n.a.	n.a.
credit mobility during refer- ence programme AND for- eign degree before or after reference programme	n.a.	n.a.	n.a.	n.a.
Credit mobility during reference programme (e.g. Erasmus)				
Yes	n.a.	n.a.	n.a.	10,7 ppp
No	9,3 ppp	11,4 ppp	9,1 ppp	10,2 ppp

Data Source: EUROGRADUATE pilot survey.

Annex 17: Importance of democracy (Scale from 0 to 10) (Croatia, cohort 2012/13)

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,0%	0,5%	8,8%	34,0%	54,7%	100%
Sex						
Male	3,8%	0,3%	8,6%	36,9%	50,5%	100%
Female	0,7%	0,6%	9,0%	32,0%	57,7%	100%
Age at graduation						
under 25	2,1%	0,5%	9,5%	32,7%	55,2%	100%
25 to 29	2,0%	0,7%	10,4%	31,4%	55,6%	100%
30 to 34	0%	0%	4,7%	52,2%	43,1%	100%
35 plus	3,4%	0%	3,6%	35,5%	57,5%	100%
Type of institution						
University	2,1%	0,6%	6,0%	35,9%	55,4%	100%
Non-University	1,7%	0,1%	15,4%	29,6%	53,2%	100%
Reference degree						
Bachelor level	1,5%	0,3%	10,9%	33,9%	53,3%	100%
Master level	2,5%	0,7%	6,4%	34,0%	56,4%	100%
Highest degree						
Bachelor level	1,0%	0,1%	13,9%	32,7%	52,2%	100%
Master level	2,3%	0,6%	7,2%	34,2%	55,8%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	2,4%	0,3%	7,9%	38,0%	51,4%	100%
At least one parent is a graduate (BA or higher)	1,4%	1,0%	6,8%	28,1%	62,8%	100%
Financial situation of parents during study time						
(very) well off	3,6%	0%	7,8%	22,0%	66,6%	100%
neither / nor	1,2%	0,5%	9,5%	35,2%	53,6%	100%
not well off (at all)	2,0%	0,7%	8,5%	39,2%	49,6%	100%

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,0%	0,5%	8,8%	34,0%	54,7%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	2,3%	0,7%	5,0%	32,2%	59,8%	100%
Education, arts, humanities (Master)	1,5%	3,1%	5,5%	33,7%	56,2%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	0%	0%	6,1%	36,4%	57,6%	100%
Business, admin- istration, law, services (Bachelor)	1,0%	0%	12,3%	38,0%	48,6%	100%
Business, admin- istration, law, services (Master)	3,5%	0%	7,0%	27,8%	61,7%	100%
Natural sciences, mathematics, health (Bachelor)	1,3%	1,0%	7,3%	15,0%	75,4%	100%
Natural sciences, mathematics, health (Master)	1,8%	0%	5,3%	43,0%	50,0%	100%
Engineering, ICTs (Bachelor)	2,9%	0,2%	19,2%	32,7%	45,1%	100%
Engineering, ICTs (Master)	3,6%	1,2%	7,5%	38,2%	49,5%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	0%	0%	1,5%	38,1%	60,4%	100%
Education, arts, humanities (Master)	2,5%	2,5%	6,4%	31,6%	57,0%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	0%	0%	3,8%	43,0%	53,2%	100%
Business, admin- istration, law, services (Bachelor)	1,8%	0%	16,0%	37,7%	44,5%	100%
Business, admin- istration, law, services (Master)	2,4%	0%	7,0%	30,6%	60,0%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	1,8%	0,6%	3,1%	32,2%	62,3%	100%
Engineering, ICTs (Bachelor)	0%	0,4%	12,2%	21,4%	65,9%	100%
Engineering, ICTs (Master)	4,2%	0,7%	14,8%	39,6%	40,6%	100%

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,0%	0,5%	8,8%	34,0%	54,7%	100%
Labour force status in 2018						
Employed	1,8%	0,3%	7,8%	36,5%	53,6%	100%
Unemployed	5,3%	1,1%	8,7%	24,0%	61,0%	100%
Not part of labour force	0%	2,4%	23,7%	29,8%	44,0%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	5,3%	1,1%	8,7%	24,0%	61,0%	100%
Employed	1,8%	0,3%	7,8%	36,5%	53,6%	100%
Only graduates in employment in 2018: Self-employed						
Yes	0%	0%	4,8%	23,6%	71,6%	100%
No	2,0%	0,3%	8,2%	37,9%	51,6%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	1,9%	0,2%	7,5%	36,8%	53,6%	100%
part-time	0%	1,6%	16,1%	36,4%	46,0%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	1,6%	0,3%	6,1%	38,9%	53,0%	100%
fixed-term contract	3,1%	0,4%	13,5%	37,4%	45,6%	100%
Other	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	2,6%	0,5%	5,1%	37,3%	54,5%	100%
vertical mismatch	0,4%	0%	5,1%	46,8%	47,7%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	1,1%	0%	22,5%	22,6%	53,8%	100%
unemployed	5,3%	1,1%	8,7%	24,0%	61,0%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	1,5%	0%	12,0%	31,1%	55,3%	100%
neither/nor	0,2%	0%	8,0%	41,6%	50,3%	100%
(very) unlikely	2,3%	0,6%	4,7%	39,2%	53,2%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	2,0%	0,1%	14,2%	26,5%	57,3%	100%
No (Bachelor level)	1,1%	0,5%	7,5%	43,4%	47,5%	100%
Yes (Master level)	2,3%	0,4%	7,0%	33,9%	56,5%	100%
No (Master level)	2,8%	1,0%	5,7%	34,0%	56,4%	100%
Graduate moved abroad after graduation						
Yes	0%	1,2%	7,5%	10,8%	80,6%	100%
No	2,2%	0,4%	9,2%	36,2%	52,0%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	0%	0%	100%	0%	0%	100%
more important (7- 9)	0%	0%	0%	100%	0%	100%
absolutely important (10)	0%	0%	0%	0%	100%	100%
Image of the EU						
(Very) positive	1,7%	0,3%	5,3%	31,3%	61,4%	100%
Neither/nor	2,3%	0,4%	8,1%	35,1%	54,1%	100%
(Very) negative	1,4%	1,0%	14,9%	37,2%	45,5%	100%

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,0%	0,5%	8,8%	34,0%	54,7%	100%
International study experiences						
No study experience outside of reference country	1,8%	0,5%	8,8%	34,4%	54,5%	100%
Credit mobility dur- ing reference pro- gramme	2,6%	0%	14,2%	27,5%	55,7%	100%
Degree mobility before/after refer- ence programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	2,2%	0%	12,1%	25,6%	60,0%	100%
No	2,0%	0,5%	8,7%	34,4%	54,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 18: Importance of democracy (Scale from 0 to 10) (Croatia, cohort 2016/17)

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,9%	2,1%	9,1%	32,1%	53,7%	100%
Sex						
Male	5,4%	3,0%	9,8%	32,0%	49,8%	100%
Female	1,3%	1,4%	8,7%	32,2%	56,4%	100%
Age at graduation						
under 25	2,8%	2,2%	10,0%	34,1%	50,8%	100%
25 to 29	3,1%	1,7%	9,2%	32,2%	53,9%	100%
30 to 34	4,3%	2,9%	7,3%	24,5%	60,9%	100%
35 plus	3,1%	1,8%	3,6%	22,5%	68,9%	100%
Type of institution						
University	3,1%	2,1%	8,1%	33,8%	53,0%	100%
Non-University	2,6%	2,1%	11,4%	28,4%	55,5%	100%
Reference degree						
Bachelor level	3,7%	2,2%	10,3%	31,9%	51,9%	100%
Master level	2,1%	2,0%	7,7%	32,4%	55,9%	100%
Highest degree						
Bachelor level	3,9%	2,1%	10,3%	31,9%	51,8%	100%
Master level	1,9%	2,0%	7,8%	32,5%	55,8%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	3,3%	2,1%	8,9%	32,3%	53,4%	100%
At least one parent is a graduate (BA or higher)	2,4%	2,0%	9,0%	32,4%	54,1%	100%
Financial situation of parents during study time						
(very) well off	2,2%	2,4%	7,3%	32,4%	55,6%	100%
neither / nor	3,2%	1,5%	11,0%	32,0%	52,3%	100%
not well off (at all)	3,4%	2,7%	7,5%	32,6%	53,8%	100%

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,9%	2,1%	9,1%	32,1%	53,7%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	4,6%	3,9%	6,7%	31,0%	53,9%	100%
Education, arts, humanities (Master)	1,4%	0,9%	8,0%	30,0%	59,7%	100%
Social sciences, journalism, information (Bachelor)	0,2%	0,8%	4,0%	41,1%	53,9%	100%
Social sciences, journalism, information (Master)	1,1%	0,6%	6,6%	32,3%	59,4%	100%
Business, admin- istration, law, services (Bachelor)	2,0%	2,6%	10,1%	31,6%	53,7%	100%
Business, admin- istration, law, services (Master)	2,0%	2,2%	8,3%	32,4%	55,2%	100%
Natural sciences, mathematics, health (Bachelor)	4,6%	1,3%	9,8%	31,1%	53,2%	100%
Natural sciences, mathematics, health (Master)	2,2%	2,0%	5,7%	31,5%	58,7%	100%
Engineering, ICTs (Bachelor)	6,1%	1,8%	14,6%	30,8%	46,7%	100%
Engineering, ICTs (Master)	3,3%	3,1%	8,6%	35,4%	49,6%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	4,7%	4,0%	6,5%	29,9%	54,8%	100%
Education, arts, humanities (Master)	1,4%	0,9%	8,2%	31,0%	58,5%	100%
Social sciences, journalism, information (Bachelor)	0,2%	0,9%	4,4%	42,5%	52,1%	100%
Social sciences, journalism, information (Master)	0,9%	0,6%	5,9%	32,0%	60,6%	100%
Business, admin- istration, law, services (Bachelor)	2,3%	2,3%	10,5%	31,6%	53,2%	100%
Business, admin- istration, law, services (Master)	1,7%	2,4%	8,0%	32,3%	55,5%	100%
Natural sciences, mathematics, health (Bachelor)	4,7%	1,4%	10,1%	30,8%	53,0%	100%
Natural sciences, mathematics, health (Master)	2,1%	1,9%	5,4%	31,7%	58,8%	100%
Engineering, ICTs (Bachelor)	6,3%	1,9%	13,7%	30,9%	47,2%	100%
Engineering, ICTs (Master)	3,0%	2,7%	10,3%	35,1%	48,9%	100%

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,9%	2,1%	9,1%	32,1%	53,7%	100%
Labour force status in 2018						
Employed	2,5%	1,8%	8,8%	30,5%	56,3%	100%
Unemployed	2,0%	2,6%	7,3%	34,3%	53,9%	100%
Not part of labour force	4,3%	2,4%	9,6%	33,2%	50,5%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	2,0%	2,6%	7,3%	34,3%	53,9%	100%
Employed	2,5%	1,8%	8,8%	30,5%	56,3%	100%
Only graduates in employment in 2018: Self-employed						
Yes	1,8%	2,0%	10,5%	28,9%	56,7%	100%
No	2,6%	1,7%	8,7%	30,7%	56,3%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	2,4%	1,7%	8,9%	30,8%	56,1%	100%
part-time	4,5%	3,1%	7,3%	22,4%	62,7%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	2,6%	1,6%	8,8%	29,0%	58,0%	100%
fixed-term contract	2,8%	2,3%	8,5%	31,3%	55,2%	100%
Other	1,9%	0,3%	8,9%	37,2%	51,7%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	2,3%	1,6%	8,2%	31,4%	56,5%	100%
vertical mismatch	2,9%	2,6%	10,6%	28,9%	55,1%	100%
horizontal mismatch	6,7%	0%	6,3%	23,6%	63,4%	100%
vertical & horizontal mismatch	2,3%	2,0%	10,3%	31,2%	54,2%	100%
unemployed	2,0%	2,6%	7,3%	34,3%	53,9%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	2,8%	1,4%	7,3%	31,4%	57,1%	100%
neither/nor	3,0%	2,2%	12,4%	35,1%	47,3%	100%
(very) unlikely	2,1%	2,0%	9,2%	28,1%	58,6%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	3,6%	2,0%	10,1%	32,7%	51,5%	100%
No (Bachelor level)	3,7%	2,4%	10,7%	30,5%	52,7%	100%
Yes (Master level)	1,7%	1,8%	7,1%	32,2%	57,2%	100%
No (Master level)	2,6%	2,3%	8,6%	32,4%	54,0%	100%
Graduate moved abroad after graduation						
Yes	2,9%	1,8%	6,6%	29,2%	59,5%	100%
No	2,9%	2,1%	9,2%	32,5%	53,3%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	100%	0%	0%	0%	0%	100%
less important (1-3)	0%	100%	0%	0%	0%	100%
average important (4-6)	0%	0%	100%	0%	0%	100%
more important (7- 9)	0%	0%	0%	100%	0%	100%
absolutely important (10)	0%	0%	0%	0%	100%	100%
Image of the EU						
(Very) positive	1,8%	1,9%	6,3%	33,0%	57,0%	100%
Neither/nor	2,3%	1,4%	11,3%	33,2%	51,7%	100%
(Very) negative	6,8%	3,9%	8,3%	28,0%	52,9%	100%

	not at all important (0)	less important (1-3)	average important (4- 6)	more i mportant (7- 9)	absolutely important (10)	Total
Total	2,9%	2,1%	9,1%	32,1%	53,7%	100%
International study experiences						
No study experience outside of reference country	3,0%	2,1%	9,3%	31,8%	53,8%	100%
Credit mobility dur- ing reference pro- gramme	2,5%	2,2%	5,4%	38,8%	51,1%	100%
Degree mobility before/after refer- ence programme	1,0%	0%	14,0%	36,6%	48,4%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	2,2%	1,9%	5,1%	35,7%	55,1%	100%
No	3,0%	2,1%	9,4%	31,8%	53,7%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 19: View on the European Union (Croatia, cohort 2012/13)

	very positive	2	3	4	very negative	Total
Total	9,9%	20,1%	49,8%	14,8%	5,4%	100%
Sex						
Male	10,7%	27,4%	38,5%	17,0%	6,4%	100%
Female	9,3%	15,1%	57,6%	13,3%	4,7%	100%
Age at graduation						
under 25	8,6%	17,8%	52,6%	16,0%	5,0%	100%
25 to 29	12,5%	19,2%	44,5%	16,8%	7,1%	100%
30 to 34	7,4%	17,0%	62,1%	11,0%	2,5%	100%
35 plus	14,5%	44,6%	33,5%	1,3%	6,1%	100%
Type of institution						
University	9,1%	19,6%	49,7%	16,9%	4,6%	100%
Non-University	11,6%	21,3%	50,0%	10,0%	7,1%	100%
Reference degree						
Bachelor level	11,4%	18,0%	53,5%	10,7%	6,4%	100%
Master level	8,2%	22,5%	45,6%	19,5%	4,2%	100%
Highest degree						
Bachelor level	10,8%	13,3%	56,7%	12,8%	6,4%	100%
Master level	9,7%	21,9%	48,0%	15,4%	5,0%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	8,6%	19,6%	52,5%	15,4%	3,8%	100%
At least one parent is a graduate (BA or higher)	14,1%	21,5%	45,0%	13,3%	6,1%	100%
Financial situation of parents during study time						
(very) well off	14,4%	18,5%	51,8%	12,5%	2,7%	100%
neither / nor	10,4%	24,3%	47,2%	13,0%	5,2%	100%
not well off (at all)	7,0%	15,4%	52,4%	18,1%	7,1%	100%

	very positive	2	3	4	very negative	Total
Total	9,9%	20,1%	49,8%	14,8%	5,4%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	10,5%	12,0%	59,9%	16,2%	1,4%	100%
Education, arts, humanities (Master)	2,0%	27,4%	48,1%	16,3%	6,1%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	15,2%	24,2%	36,4%	21,2%	3,0%	100%
Business, administration, law, services (Bachelor)	8,7%	17,3%	60,3%	10,8%	3,0%	100%
Business, administration, law, services (Master)	7,4%	23,5%	46,2%	18,0%	4,9%	100%
Natural sciences, mathematics, health (Bachelor)	19,7%	10,2%	49,1%	13,0%	8,0%	100%
Natural sciences, mathematics, health (Master)	6,4%	14,3%	43,8%	33,3%	2,2%	100%
Engineering, ICTs (Bachelor)	10,0%	28,6%	43,0%	0,8%	17,5%	100%
Engineering, ICTs (Master)	12,4%	23,2%	50,9%	9,8%	3,6%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	7,8%	7,8%	71,0%	10,5%	2,8%	100%
Education, arts, humanities (Master)	5,7%	23,9%	48,7%	18,2%	3,6%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	16,3%	26,1%	35,3%	17,9%	4,4%	100%
Business, administration, law, services (Bachelor)	6,7%	13,0%	63,8%	13,7%	2,8%	100%
Business, administration, law, services (Master)	8,9%	21,8%	50,6%	14,3%	4,4%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	11,6%	13,1%	48,6%	23,1%	3,6%	100%
Engineering, ICTs (Bachelor)	21,6%	24,0%	35,5%	0,4%	18,5%	100%
Engineering, ICTs (Master)	8,0%	27,1%	50,1%	5,3%	9,5%	100%
Labour force status in 2018						
Employed	9,0%	20,5%	50,8%	13,3%	6,4%	100%
Unemployed	14,3%	9,8%	53,7%	22,1%	0,1%	100%
Not part of labour force	7,9%	36,7%	33,3%	22,0%	0%	100%

	very positive	2	3	4	very negative	Total
Total	9,9%	20,1%	49,8%	14,8%	5,4%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	14,3%	9,8%	53,7%	22,1%	0,1%	100%
Employed	9,0%	20,5%	50,8%	13,3%	6,4%	100%
Only graduates in employment in 2018: Self-employed						
Yes	8,7%	11,5%	67,1%	7,0%	5,6%	100%
No	9,0%	21,5%	49,1%	14,0%	6,5%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	9,3%	20,5%	50,6%	13,7%	5,8%	100%
part-time	4,2%	15,3%	53,5%	7,8%	19,2%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	10,1%	21,9%	48,7%	13,1%	6,2%	100%
fixed-term contract	5,9%	19,8%	50,5%	16,7%	7,1%	100%
Other	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	10,3%	23,3%	50,0%	12,7%	3,7%	100%
vertical mismatch	6,1%	14,1%	58,0%	7,6%	14,2%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	9,3%	14,0%	49,5%	22,1%	5,1%	100%
unemployed	14,3%	9,8%	53,7%	22,1%	0,1%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	9,0%	14,8%	54,8%	13,2%	8,2%	100%
neither/nor	3,3%	32,6%	46,2%	12,5%	5,5%	100%
(very) unlikely	10,3%	22,3%	48,7%	13,6%	5,3%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	15,0%	24,8%	45,2%	11,1%	4,0%	100%
No (Bachelor level)	7,7%	10,7%	61,5%	10,6%	9,5%	100%
Yes (Master level)	7,6%	21,9%	45,5%	20,4%	4,7%	100%
No (Master level)	9,0%	23,4%	45,6%	18,4%	3,5%	100%
Graduate moved abroad after graduation						
Yes	28,2%	28,7%	30,9%	12,1%	0%	100%
No	8,6%	19,3%	51,3%	15,0%	5,8%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	1,6%	17,1%	46,8%	20,2%	14,3%	100%
more important (7-9)	3,6%	24,0%	50,8%	16,0%	5,6%	100%
absolutely important (10)	15,0%	19,2%	49,3%	12,5%	4,1%	100%
Image of the EU						
(Very) positive	33,0%	67,0%	0%	0%	0%	100%
Neither/nor	0%	0%	100%	0%	0%	100%
(Very) negative	0%	0%	0%	73,3%	26,7%	100%

	very positive	2	3	4	very negative	Total
Total	9,9%	20,1%	49,8%	14,8%	5,4%	100%
International study experiences						
No study experience outside of reference country	8,8%	19,6%	50,8%	15,2%	5,6%	100%
Credit mobility during reference programme	32,1%	23,8%	36,1%	7,9%	0%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	29,8%	30,4%	33,0%	6,8%	0%	100%
No	9,0%	19,6%	50,6%	15,2%	5,6%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 20: View on the European Union (Croatia, cohort 2016/17)

	very positive	2	3	4	very negative	Total
Total	9,7%	23,1%	48,9%	12,6%	5,8%	100%
Sex						
Male	12,8%	27,2%	40,2%	13,3%	6,5%	100%
Female	7,5%	20,4%	54,7%	12,1%	5,3%	100%
Age at graduation						
under 25	8,9%	22,8%	49,7%	12,3%	6,4%	100%
25 to 29	10,8%	23,7%	48,6%	11,7%	5,2%	100%
30 to 34	9,3%	27,5%	42,7%	14,2%	6,4%	100%
35 plus	10,3%	21,2%	48,9%	17,4%	2,2%	100%
Type of institution						
University	9,6%	23,7%	48,3%	13,0%	5,4%	100%
Non-University	9,8%	21,7%	50,2%	11,5%	6,8%	100%
Reference degree						
Bachelor level	10,2%	22,3%	47,9%	12,9%	6,8%	100%
Master level	9,0%	24,1%	50,1%	12,2%	4,6%	100%
Highest degree						
Bachelor level	10,0%	22,4%	47,6%	13,0%	7,0%	100%
Master level	9,3%	23,9%	50,2%	12,1%	4,5%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	8,1%	21,4%	51,4%	13,1%	6,1%	100%
At least one parent is a graduate (BA or higher)	12,0%	26,6%	44,2%	11,6%	5,6%	100%
Financial situation of parents during study time						
(very) well off	12,5%	27,7%	46,0%	9,7%	4,0%	100%
neither / nor	7,8%	21,9%	51,1%	13,8%	5,3%	100%
not well off (at all)	10,0%	20,3%	47,7%	13,4%	8,6%	100%

	very positive	2	3	4	very negative	Total
Total	9,7%	23,1%	48,9%	12,6%	5,8%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	9,6%	16,9%	51,5%	13,8%	8,1%	100%
Education, arts, humanities (Master)	6,3%	22,3%	51,8%	14,1%	5,4%	100%
Social sciences, journalism, information (Bachelor)	13,4%	25,8%	48,7%	9,8%	2,2%	100%
Social sciences, journalism, information (Master)	12,7%	24,7%	47,4%	10,6%	4,7%	100%
Business, administration, law, services (Bachelor)	12,4%	24,2%	42,2%	13,5%	7,8%	100%
Business, administration, law, services (Master)	10,0%	24,7%	49,7%	11,4%	4,2%	100%
Natural sciences, mathematics, health (Bachelor)	6,0%	20,1%	56,1%	11,6%	6,1%	100%
Natural sciences, mathematics, health (Master)	8,1%	19,7%	57,0%	11,3%	3,9%	100%
Engineering, ICTs (Bachelor)	9,6%	22,6%	47,9%	13,4%	6,5%	100%
Engineering, ICTs (Master)	9,1%	28,9%	43,0%	13,7%	5,3%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	8,5%	17,6%	51,5%	14,0%	8,4%	100%
Education, arts, humanities (Master)	6,9%	21,6%	52,1%	14,1%	5,3%	100%
Social sciences, journalism, information (Bachelor)	14,4%	24,0%	49,1%	10,4%	2,2%	100%
Social sciences, journalism, information (Master)	11,9%	26,5%	47,2%	10,0%	4,5%	100%
Business, administration, law, services (Bachelor)	12,1%	24,6%	41,1%	13,9%	8,3%	100%
Business, administration, law, services (Master)	10,5%	24,2%	49,9%	11,2%	4,1%	100%
Natural sciences, mathematics, health (Bachelor)	6,1%	20,0%	56,6%	11,0%	6,3%	100%
Natural sciences, mathematics, health (Master)	8,0%	19,9%	56,3%	11,9%	3,9%	100%
Engineering, ICTs (Bachelor)	9,5%	23,0%	47,5%	13,6%	6,5%	100%
Engineering, ICTs (Master)	9,0%	28,2%	44,2%	13,5%	5,1%	100%
Labour force status in 2018						
Employed	9,5%	23,9%	49,6%	12,1%	4,8%	100%
Unemployed	9,0%	24,8%	45,3%	14,2%	6,8%	100%
Not part of labour force	9,0%	22,7%	49,1%	12,4%	6,9%	100%

	very positive	2	3	4	very negative	Total
Total	9,7%	23,1%	48,9%	12,6%	5,8%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	9,0%	24,8%	45,3%	14,2%	6,8%	100%
Employed	9,5%	23,9%	49,6%	12,1%	4,8%	100%
Only graduates in employment in 2018: Self-employed						
Yes	7,4%	29,0%	49,8%	9,8%	4,0%	100%
No	9,7%	23,5%	49,6%	12,3%	4,9%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	9,3%	24,1%	49,6%	12,0%	4,9%	100%
part-time	11,1%	21,7%	48,1%	14,3%	4,8%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	10,2%	22,9%	49,8%	12,6%	4,5%	100%
fixed-term contract	9,3%	24,1%	49,2%	11,6%	5,7%	100%
Other	7,8%	24,1%	49,5%	14,2%	4,3%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	10,9%	26,1%	47,6%	11,1%	4,4%	100%
vertical mismatch	7,7%	22,0%	52,9%	13,4%	4,0%	100%
horizontal mismatch	2,0%	27,2%	56,4%	11,3%	3,2%	100%
vertical & horizontal mismatch	7,4%	15,2%	52,9%	15,2%	9,2%	100%
unemployed	9,0%	24,8%	45,3%	14,2%	6,8%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	7,2%	24,5%	50,9%	12,3%	5,2%	100%
neither/nor	8,2%	26,6%	52,0%	10,0%	3,2%	100%
(very) unlikely	12,3%	22,6%	47,6%	12,5%	5,0%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	10,1%	22,3%	49,2%	11,6%	6,8%	100%
No (Bachelor level)	10,1%	22,0%	46,1%	14,9%	6,8%	100%
Yes (Master level)	9,2%	26,1%	48,2%	12,2%	4,4%	100%
No (Master level)	8,8%	21,1%	52,8%	12,3%	5,0%	100%
Graduate moved abroad after graduation						
Yes	22,3%	24,4%	35,9%	11,2%	6,3%	100%
No	8,8%	23,2%	49,6%	12,6%	5,7%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	6,4%	13,5%	37,9%	15,8%	26,3%	100%
less important (1-3)	9,6%	20,6%	34,6%	16,9%	18,2%	100%
average important (4-6)	6,9%	15,6%	60,8%	11,1%	5,6%	100%
more important (7-9)	7,2%	26,4%	50,5%	11,6%	4,3%	100%
absolutely important (10)	11,5%	23,2%	47,2%	12,9%	5,1%	100%
Image of the EU						
(Very) positive	29,5%	70,5%	0%	0%	0%	100%
Neither/nor	0%	0%	100%	0%	0%	100%
(Very) negative	0%	0%	0%	68,4%	31,6%	100%

	very positive	2	3	4	very negative	Total
Total	9,7%	23,1%	48,9%	12,6%	5,8%	100%
International study experiences						
No study experience outside of reference country	8,6%	22,7%	49,8%	13,1%	5,9%	100%
Credit mobility during reference programme	19,7%	28,4%	41,1%	7,2%	3,6%	100%
Degree mobility before/after reference programme	26,7%	26,6%	34,9%	8,5%	3,3%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	21,2%	27,5%	39,6%	6,9%	4,8%	100%
No	8,8%	22,7%	49,6%	13,0%	5,9%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 21: Study activity after graduation from reference study programme (Croatia, cohort 2012/13)

	Further studies already finished or quit	still enrolled in further studies	no further studies	Total
Total	34,2%	5,8%	60,0%	100%
Sex				
Male	34,3%	4,9%	60,8%	100%
Female	34,1%	6,4%	59,5%	100%
Age at graduation				
under 25	44,6%	6,1%	49,2%	100%
25 to 29	17,8%	7,6%	74,6%	100%
30 to 34	13,1%	3,0%	83,9%	100%
35 plus	37,3%	0,8%	61,9%	100%
Type of institution				
University	34,9%	6,9%	58,2%	100%
Non-University	32,5%	3,3%	64,1%	100%
Reference degree				
Bachelor level	52,7%	3,9%	43,4%	100%
Master level	13,0%	8,0%	79,0%	100%
Highest degree				
Bachelor level	3,5%	5,2%	91,3%	100%
Master level	43,8%	5,8%	50,4%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	30,9%	4,7%	64,4%	100%
At least one parent is a graduate (BA or higher)	42,8%	8,1%	49,1%	100%
Financial situation of parents during study time				
(very) well off	37,0%	9,6%	53,4%	100%
neither / nor	38,8%	6,5%	54,7%	100%
not well off (at all)	27,6%	2,3%	70,0%	100%

	Further studies already finished or quit	still enrolled in fur- ther studies	no further studies	Total
Total	34,2%	5,8%	60,0%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	50,2%	11,2%	38,6%	100%
Education, arts, humanities (Master)	19,9%	11,8%	68,3%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	22,9%	8,6%	68,6%	100%
Business, administration, law, services (Bachelor)	42,0%	1,2%	56,8%	100%
Business, administration, law, services (Master)	11,1%	7,0%	81,9%	100%
Natural sciences, mathe- matics, health (Bachelor)	67,2%	5,8%	27,0%	100%
Natural sciences, mathe- matics, health (Master)	6,7%	9,8%	83,5%	100%
Engineering, ICTs (Bache- lor)	55,7%	3,0%	41,3%	100%
Engineering, ICTs (Master)	10,2%	4,2%	85,6%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	8,9%	18,4%	72,6%	100%
Education, arts, humanities (Master)	42,8%	9,3%	47,9%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	49,8%	6,1%	44,1%	100%
Business, administration, law, services (Bachelor)	1,0%	2,1%	96,9%	100%
Business, administration, law, services (Master)	40,5%	4,5%	55,1%	100%
Natural sciences, mathe- matics, health (Bachelor)	n.a.	n.a.	n.a.	100%
Natural sciences, mathe- matics, health (Master)	42,3%	8,3%	49,4%	100%
Engineering, ICTs (Bache- lor)	0,5%	5,2%	94,3%	100%
Engineering, ICTs (Master)	49,1%	2,9%	47,9%	100%
Labour force status in 2018				
Employed	33,6%	5,3%	61,0%	100%
Unemployed	59,9%	4,8%	35,4%	100%
Not part of labour force	28,3%	23,0%	48,7%	100%
Only graduates part of labour force in 2018: Employment status				
Unemployed	59,9%	4,8%	35,4%	100%
Employed	33,6%	5,3%	61,0%	100%
Only graduates in employment in 2018: Self-employed				
Yes	20,5%	4,0%	75,5%	100%
No	35,1%	5,5%	59,4%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	32,7%	5,3%	62,0%	100%
part-time	48,0%	6,3%	45,7%	100%

	Further studies already finished or quit	still enrolled in fur- ther studies	no further studies	Total
Total	34,2%	5,8%	60,0%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	32,9%	4,0%	63,1%	100%
fixed-term contract	42,1%	8,3%	49,6%	100%
Other	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	32,7%	7,1%	60,2%	100%
vertical mismatch	41,1%	1,7%	57,2%	100%
horizontal mismatch	n.a.	n.a.	n.a.	100%
vertical & horizontal mis- match	29,3%	1,9%	68,8%	100%
unemployed	59,9%	4,8%	35,4%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	32,1%	2,6%	65,4%	100%
neither/nor	35,6%	8,9%	55,5%	100%
(very) unlikely	34,6%	6,7%	58,7%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	60,5%	3,3%	36,2%	100%
No (Bachelor level)	44,7%	4,7%	50,5%	100%
Yes (Master level)	11,5%	9,9%	78,6%	100%
No (Master level)	14,8%	5,5%	79,8%	100%
Graduate moved abroad after graduation				
Yes	57,0%	5,4%	37,7%	100%
No	33,2%	5,6%	61,1%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	100%
average important (4-6)	35,8%	4,3%	59,9%	100%
more important (7-9)	35,5%	4,0%	60,4%	100%
absolutely important (10)	34,4%	7,7%	57,9%	100%
Image of the EU				
(Very) positive	42,8%	6,4%	50,8%	100%
Neither/nor	32,3%	5,3%	62,4%	100%
(Very) negative	27,2%	5,7%	67,1%	100%
International study experiences				
No study experience outside of reference country	33,5%	5,1%	61,5%	100%
Credit mobility during refer- ence programme	34,3%	7,8%	57,9%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	35,9%	14,0%	50,1%	100%
No	34,1%	5,4%	60,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 22: Study activity after graduation from reference study programme (Croatia, cohort 2016/17)

	Further studies already finished or quit	still enrolled in fur- ther studies	no further studies	Total
Total	5,8%	23,8%	70,4%	100%
Sex				
Male	5,0%	25,0%	70,1%	100%
Female	6,4%	23,0%	70,7%	100%
Age at graduation				
under 25	6,7%	32,3%	60,9%	100%
25 to 29	4,7%	9,6%	85,7%	100%
30 to 34	3,7%	13,2%	83,1%	100%
35 plus	4,3%	16,9%	78,8%	100%
Type of institution				
University	6,3%	24,5%	69,1%	100%
Non-University	4,6%	22,0%	73,4%	100%
Reference degree				
Bachelor level	7,8%	40,3%	51,9%	100%
Master level	3,4%	3,8%	92,8%	100%
Highest degree				
Bachelor level	1,7%	42,9%	55,4%	100%
Master level	9,8%	3,9%	86,3%	100%
PhD	n.a.	n.a.	n.a.	100%
Educational background of parents				
First generation graduate	5,4%	23,0%	71,5%	100%
At least one parent is a graduate (BA or higher)	6,4%	25,0%	68,6%	100%
Financial situation of parents during study time				
(very) well off	5,3%	23,6%	71,1%	100%
neither / nor	6,2%	24,1%	69,7%	100%
not well off (at all)	5,7%	23,9%	70,4%	100%
Field of study (reference degree)				
Education, arts, humanities (Bachelor)	2,9%	48,7%	48,5%	100%
Education, arts, humanities (Master)	5,5%	2,1%	92,3%	100%
Social sciences, journalism, information (Bachelor)	9,9%	43,9%	46,2%	100%
Social sciences, journalism, information (Master)	3,4%	9,3%	87,3%	100%
Business, administration, law, services (Bachelor)	12,3%	34,6%	53,0%	100%
Business, administration, law, services (Master)	3,1%	2,5%	94,4%	100%
Natural sciences, mathematics, health (Bachelor)	5,5%	35,0%	59,4%	100%
Natural sciences, mathematics, health (Master)	2,9%	4,5%	92,7%	100%
Engineering, ICTs (Bachelor)	4,5%	47,8%	47,7%	100%
Engineering, ICTs (Master)	2,4%	5,3%	92,3%	100%

	Further studies already finished or quit	still enrolled in fur- ther studies	no further studies	Total
Total	5,8%	23,8%	70,4%	100%
Field of study (highest degree)				
Education, arts, humanities (Bachelor)	0,9%	49,5%	49,6%	100%
Education, arts, humanities (Master)	6,4%	2,9%	90,7%	100%
Social sciences, journalism, information (Bachelor)	0%	48,4%	51,6%	100%
Social sciences, journalism, information (Master)	13,6%	8,8%	77,6%	100%
Business, administration, law, services (Bachelor)	2,2%	38,5%	59,3%	100%
Business, administration, law, services (Master)	13,9%	2,5%	83,6%	100%
Natural sciences, mathe- matics, health (Bachelor)	2,1%	36,5%	61,4%	100%
Natural sciences, mathe- matics, health (Master)	6,6%	4,3%	89,2%	100%
Engineering, ICTs (Bache- lor)	1,7%	49,1%	49,2%	100%
Engineering, ICTs (Master)	6,2%	5,3%	88,5%	100%
Labour force status in 2018				
Employed	5,5%	10,0%	84,4%	100%
Unemployed	12,4%	0,3%	87,3%	100%
Not part of labour force	2,6%	56,7%	40,6%	100%
Only graduates part of labour force in 2018: Employment status				
Unemployed	12,4%	0,3%	87,3%	100%
Employed	5,5%	10,0%	84,4%	100%
Only graduates in employment in 2018: Self-employed				
Yes	6,5%	10,1%	83,4%	100%
No	5,4%	10,0%	84,6%	100%
Only graduates in employment in 2018: Full- or part-time employed				
fulltime	5,2%	9,3%	85,5%	100%
part-time	8,4%	20,6%	71,1%	100%
Only graduates in employment in 2018: Type of contract				
permanent contract	4,9%	8,8%	86,3%	100%
fixed-term contract	6,0%	9,8%	84,2%	100%
Other	5,5%	19,2%	75,3%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match				
match	5,3%	9,4%	85,3%	100%
vertical mismatch	7,5%	10,3%	82,2%	100%
horizontal mismatch	8,7%	11,9%	79,4%	100%
vertical & horizontal mis- match	2,6%	12,4%	85,1%	100%
unemployed	12,4%	0,3%	87,3%	100%
Likelihood of holding current job (2018) without degree				
(very) likely	4,4%	11,4%	84,2%	100%
neither/nor	7,9%	9,1%	83,0%	100%
(very) unlikely	5,7%	9,0%	85,3%	100%
Would choose same study programme again by reference degree				
Yes (Bachelor level)	8,8%	43,3%	47,9%	100%
No (Bachelor level)	6,1%	35,4%	58,5%	100%
Yes (Master level)	3,3%	4,8%	91,8%	100%
No (Master level)	3,4%	2,4%	94,2%	100%

	Further studies already finished or quit	still enrolled in further studies	no further studies	Total
Total	5,8%	23,8%	70,4%	100%
Graduate moved abroad after graduation				
Yes	5,2%	30,6%	64,1%	100%
No	5,7%	23,6%	70,7%	100%
Importance of democracy (Scale from 0 to 10)				
not at all important (0)	2,3%	37,5%	60,1%	100%
less important (1-3)	9,5%	24,7%	65,8%	100%
average important (4-6)	5,1%	23,1%	71,8%	100%
more important (7-9)	6,5%	23,8%	69,8%	100%
absolutely important (10)	5,5%	23,8%	70,7%	100%
Image of the EU				
(Very) positive	6,1%	25,8%	68,0%	100%
Neither/nor	5,6%	22,2%	72,2%	100%
(Very) negative	6,0%	25,8%	68,2%	100%
International study experiences				
No study experience outside of reference country	5,1%	23,4%	71,5%	100%
Credit mobility during reference programme	9,7%	14,6%	75,7%	100%
Degree mobility before/after reference programme	22,3%	66,0%	11,6%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)				
Yes	11,2%	20,0%	68,8%	100%
No	5,4%	24,1%	70,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 23: Study activity after graduation from reference study programme in consecutive studies (Croatia, cohort 2012/13)

	Enrolled in consecutive study programme	Graduated from consecutive study programme	Left consecutive study programme without degree	did further studies exclusively in other fields	did not continue studying	Total
Total	3,0%	31,7%	1,0%	4,2%	60,0%	100%
Sex						
Male	2,5%	31,4%	1,4%	4,0%	60,8%	100%
Female	3,4%	32,0%	0,8%	4,3%	59,5%	100%
Age at graduation						
under 25	2,5%	42,2%	1,1%	5,0%	49,3%	100%
25 to 29	4,9%	16,4%	0%	4,2%	74,6%	100%
30 to 34	3,0%	7,3%	2,8%	3,0%	83,9%	100%
35 plus	0,8%	34,9%	2,3%	0%	61,9%	100%
Type of institution						
University	3,3%	32,8%	1,4%	4,3%	58,2%	100%
Non-University	2,4%	29,3%	0,2%	3,9%	64,1%	100%
Reference degree						
Bachelor level	2,1%	50,8%	1,2%	2,5%	43,4%	100%
Master level	4,0%	10,0%	0,8%	6,2%	79,0%	100%
Highest degree						
Bachelor level	4,5%	0,8%	2,6%	0,9%	91,3%	100%
Master level	2,5%	41,7%	0,5%	4,8%	50,4%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%

	Enrolled in consecutive study programme	Graduated from consecu- tive study programme	Left consecu- tive study programme without degree	did further studies exclusively i n other fields	did not continue studying	Total
Total	3,0%	31,7%	1,0%	4,2%	60,0%	100%
Educational background of parents						
First generation graduate	2,1%	28,3%	0,7%	4,5%	64,4%	100%
At least one parent is a graduate (BA or higher)	5,4%	40,1%	2,0%	3,4%	49,1%	100%
Financial situation of parents during study time						
(very) well off	6,6%	35,9%	0,6%	3,5%	53,4%	100%
neither / nor	2,4%	36,1%	0,7%	6,0%	54,7%	100%
not well off (at all)	1,7%	24,5%	1,8%	2,0%	70,0%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	7,7%	47,4%	2,1%	4,2%	38,6%	100%
Education, arts, humanities (Master)	3,5%	15,5%	0,8%	12,0%	68,3%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	5,7%	17,1%	2,9%	5,7%	68,6%	100%
Business, administration, law, services (Bachelor)	0,9%	38,5%	0,6%	3,1%	56,8%	100%
Business, administration, law, services (Master)	3,7%	7,6%	0,9%	5,9%	81,9%	100%
Natural sciences, mathematics, health (Bachelor)	1,8%	63,5%	4,3%	3,4%	27,0%	100%
Natural sciences, mathematics, health (Master)	5,7%	6,1%	0%	4,6%	83,5%	100%
Engineering, ICTs (Bachelor)	2,2%	56,4%	0%	0,1%	41,3%	100%
Engineering, ICTs (Master)	2,2%	9,2%	0%	3,0%	85,6%	100%

	Enrolled in consecutive study programme	Graduated from consecutive study programme	Left consecutive study programme without degree	did further studies exclusively in other fields	did not continue studying	Total
Total	3,0%	31,7%	1,0%	4,2%	60,0%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	15,2%	3,4%	4,2%	4,5%	72,6%	100%
Education, arts, humanities (Master)	2,4%	39,7%	0,5%	9,4%	47,9%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	3,7%	48,5%	1,8%	1,8%	44,1%	100%
Business, administration, law, services (Bachelor)	1,6%	0%	1,0%	0,5%	96,9%	100%
Business, administration, law, services (Master)	2,5%	36,3%	0,6%	5,6%	55,1%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	3,4%	42,4%	0%	4,9%	49,4%	100%
Engineering, ICTs (Bachelor)	5,1%	0,5%	0%	0,1%	94,3%	100%
Engineering, ICTs (Master)	1,2%	49,1%	0%	1,7%	47,9%	100%
Labour force status in 2018						
Employed	2,8%	31,5%	1,3%	3,4%	61,1%	100%
Unemployed	0%	52,7%	0%	12,0%	35,4%	100%
Not part of labour force	17,3%	27,3%	0%	6,7%	48,7%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	0%	52,7%	0%	12,0%	35,4%	100%
Employed	2,8%	31,5%	1,3%	3,4%	61,1%	100%
Only graduates in employment in 2018: Self-employed						
Yes	4,0%	19,1%	0%	1,4%	75,5%	100%
No	2,6%	32,9%	1,4%	3,7%	59,4%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	2,9%	31,0%	1,3%	2,8%	62,0%	100%
part-time	1,2%	37,0%	0%	16,1%	45,7%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	1,9%	31,0%	1,5%	2,5%	63,1%	100%
fixed-term contract	4,8%	38,8%	0,4%	6,4%	49,6%	100%
Other	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	4,2%	31,7%	0,3%	3,6%	60,2%	100%
vertical mismatch	0%	35,7%	1,3%	5,7%	57,2%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	0,6%	26,1%	4,2%	0,4%	68,8%	100%
unemployed	0%	52,7%	0%	12,0%	35,4%	100%

	Enrolled in consecutive study programme	Graduated from consecu- tive study programme	Left consecu- tive study programme without degree	did further studies exclusively i n other fields	did not continue studying	Total
Total	3,0%	31,7%	1,0%	4,2%	60,0%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	0,8%	29,1%	2,1%	2,6%	65,4%	100%
neither/nor	4,5%	32,4%	2,7%	4,9%	55,5%	100%
(very) unlikely	3,9%	33,3%	0,3%	3,8%	58,7%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	1,6%	58,2%	2,0%	2,1%	36,2%	100%
No (Bachelor level)	2,9%	43,2%	0,3%	3,0%	50,6%	100%
Yes (Master level)	4,3%	8,1%	0,8%	8,1%	78,6%	100%
No (Master level)	3,6%	12,2%	0,9%	3,6%	79,8%	100%
Graduate moved abroad after graduation						
Yes	3,3%	51,7%	2,0%	5,3%	37,7%	100%
No	3,1%	30,8%	1,0%	3,9%	61,1%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	4,3%	32,2%	1,9%	1,7%	59,9%	100%
more important (7- 9)	1,4%	32,3%	0,2%	5,7%	60,4%	100%
absolutely important (10)	4,1%	32,5%	1,6%	3,9%	57,9%	100%
Image of the EU						
(Very) positive	2,4%	40,7%	2,0%	4,0%	50,8%	100%
Neither/nor	3,4%	30,6%	0,4%	3,2%	62,4%	100%
(Very) negative	1,8%	21,6%	1,5%	8,0%	67,1%	100%
International study experiences						
No study experience outside of reference country	2,6%	31,1%	1,0%	3,9%	61,5%	100%
Credit mobility dur- ing reference pro- gramme	5,6%	30,9%	3,5%	2,0%	58,0%	100%
Degree mobility before/after refer- ence programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	9,9%	33,9%	3,0%	3,1%	50,1%	100%
No	2,7%	31,6%	0,9%	4,3%	60,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 24: Study activity after graduation from reference study programme in consecu- tive studies (Croatia, cohort 2016/17)

	Enrolled in consecutive study programme	Graduated from consecu- tive study programme	Left consecu- tive study programme without degree	did further studies exclusively i n other fields	did not continue studying	Total
Total	21,6%	4,7%	0,6%	2,7%	70,4%	100%
Sex						
Male	23,2%	3,8%	0,4%	2,5%	70,1%	100%
Female	20,6%	5,3%	0,7%	2,8%	70,7%	100%

	Enrolled in consecutive study programme	Graduated from consecutive study programme	Left consecutive study programme without degree	did further studies exclusively in other fields	did not continue studying	Total
Total	21,6%	4,7%	0,6%	2,7%	70,4%	100%
Age at graduation						
under 25	30,2%	6,0%	0,4%	2,5%	60,9%	100%
25 to 29	8,2%	2,7%	0,8%	2,7%	85,5%	100%
30 to 34	10,2%	4,1%	0,3%	2,2%	83,1%	100%
35 plus	12,8%	2,7%	0,8%	3,9%	79,7%	100%
Type of institution						
University	22,8%	5,3%	0,4%	2,3%	69,1%	100%
Non-University	18,8%	3,3%	1,0%	3,5%	73,5%	100%
Reference degree						
Bachelor level	37,2%	6,8%	0,8%	3,3%	51,9%	100%
Master level	2,8%	2,2%	0,2%	1,9%	92,8%	100%
Highest degree						
Bachelor level	39,7%	0,7%	0,9%	3,2%	55,4%	100%
Master level	2,8%	8,6%	0,2%	2,1%	86,3%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	21,2%	4,3%	0,4%	2,5%	71,7%	100%
At least one parent is a graduate (BA or higher)	22,8%	5,2%	0,8%	2,7%	68,5%	100%
Financial situation of parents during study time						
(very) well off	22,0%	4,6%	0,6%	2,0%	70,8%	100%
neither / nor	22,5%	5,4%	0,5%	1,7%	69,9%	100%
not well off (at all)	20,2%	3,9%	0,5%	5,0%	70,4%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	45,0%	2,1%	0,8%	3,7%	48,3%	100%
Education, arts, humanities (Master)	1,1%	3,8%	0%	2,8%	92,3%	100%
Social sciences, journalism, information (Bachelor)	38,0%	9,9%	0%	5,9%	46,2%	100%
Social sciences, journalism, information (Master)	7,1%	0,8%	0,6%	4,2%	87,3%	100%
Business, administration, law, services (Bachelor)	31,4%	11,2%	1,0%	3,4%	53,0%	100%
Business, administration, law, services (Master)	1,9%	2,0%	0,5%	1,2%	94,4%	100%
Natural sciences, mathematics, health (Bachelor)	32,0%	4,0%	0,6%	3,9%	59,5%	100%
Natural sciences, mathematics, health (Master)	3,1%	1,9%	0%	2,2%	92,8%	100%
Engineering, ICTs (Bachelor)	46,0%	3,7%	0,9%	1,5%	47,8%	100%
Engineering, ICTs (Master)	4,3%	1,8%	0%	1,6%	92,3%	100%

	Enrolled in consecutive study programme	Graduated from consecu- tive study programme	Left consecu- tive study programme without degree	did further studies exclusively i n other fields	did not continue studying	Total
Total	21,6%	4,7%	0,6%	2,7%	70,4%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	46,1%	0,3%	0,9%	3,2%	49,5%	100%
Education, arts, humanities (Master)	1,5%	4,6%	0%	3,2%	90,7%	100%
Social sciences, journalism, infor- mation (Bachelor)	42,4%	0%	0%	6,0%	51,6%	100%
Social sciences, journalism, infor- mation (Master)	6,3%	11,3%	0,5%	4,3%	77,6%	100%
Business, admin- istration, law, ser- vices (Bachelor)	35,1%	1,0%	1,1%	3,6%	59,3%	100%
Business, admin- istration, law, ser- vices (Master)	1,8%	12,8%	0,5%	1,3%	83,6%	100%
Natural sciences, mathematics, health (Bachelor)	33,3%	0,5%	0,7%	4,1%	61,5%	100%
Natural sciences, mathematics, health (Master)	3,0%	5,7%	0%	2,1%	89,3%	100%
Engineering, ICTs (Bachelor)	47,4%	1,1%	0,9%	1,4%	49,2%	100%
Engineering, ICTs (Master)	4,4%	5,3%	0%	1,8%	88,5%	100%
Labour force status in 2018						
Employed	8,7%	4,1%	0,6%	2,2%	84,3%	100%
Unemployed	0,3%	11,0%	0,3%	1,3%	87,2%	100%
Not part of labour force	52,2%	2,4%	0,5%	3,9%	40,9%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	0,3%	11,0%	0,3%	1,3%	87,2%	100%
Employed	8,7%	4,1%	0,6%	2,2%	84,3%	100%
Only graduates in employment in 2018: Self-employed						
Yes	8,3%	3,0%	2,4%	2,9%	83,4%	100%
No	8,8%	4,2%	0,5%	2,1%	84,5%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	8,0%	4,0%	0,7%	1,9%	85,4%	100%
part-time	19,7%	5,3%	0%	4,0%	71,1%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	7,1%	4,0%	0,5%	2,4%	86,0%	100%
fixed-term contract	9,0%	4,6%	0,3%	1,8%	84,3%	100%
Other	18,4%	3,8%	1,0%	1,5%	75,3%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	8,2%	4,1%	0,3%	2,0%	85,4%	100%
vertical mismatch	8,3%	6,0%	1,8%	2,6%	81,3%	100%
horizontal mismatch	11,5%	6,4%	2,3%	0,4%	79,4%	100%
vertical & horizontal mismatch	11,2%	0,4%	0,4%	2,9%	85,1%	100%
unemployed	0,3%	11,0%	0,3%	1,3%	87,2%	100%

	Enrolled in consecutive study programme	Graduated from consecutive study programme	Left consecutive study programme without degree	did further studies exclusively in other fields	did not continue studying	Total
Total	21,6%	4,7%	0,6%	2,7%	70,4%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	9,3%	3,3%	0,9%	2,5%	84,0%	100%
neither/nor	8,8%	5,4%	0,9%	2,1%	82,9%	100%
(very) unlikely	8,2%	4,3%	0,3%	1,9%	85,3%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	41,2%	7,5%	0,7%	2,5%	48,1%	100%
No (Bachelor level)	30,5%	5,6%	1,0%	4,8%	58,2%	100%
Yes (Master level)	3,9%	2,2%	0,2%	1,7%	91,9%	100%
No (Master level)	1,2%	2,1%	0,2%	2,3%	94,2%	100%
Graduate moved abroad after graduation						
Yes	27,3%	2,8%	0,4%	5,4%	64,1%	100%
No	21,5%	4,7%	0,6%	2,5%	70,7%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	35,9%	2,0%	0,3%	1,6%	60,1%	100%
less important (1-3)	24,7%	8,1%	0%	1,4%	65,8%	100%
average important (4-6)	20,9%	4,4%	0,5%	2,5%	71,8%	100%
more important (7-9)	22,3%	4,8%	0,6%	2,6%	69,7%	100%
absolutely important (10)	21,0%	4,8%	0,5%	2,9%	70,7%	100%
Image of the EU						
(Very) positive	23,9%	5,0%	0,4%	2,7%	68,0%	100%
Neither/nor	19,9%	4,7%	0,5%	2,8%	72,1%	100%
(Very) negative	23,4%	4,5%	0,9%	2,4%	68,7%	100%
International study experiences						
No study experience outside of reference country	21,3%	4,3%	0,6%	2,3%	71,5%	100%
Credit mobility during reference programme	13,7%	8,0%	0%	2,6%	75,7%	100%
Degree mobility before/after reference programme	60,6%	13,6%	1,4%	12,7%	11,6%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	17,3%	8,6%	0%	5,3%	68,8%	100%
No	21,9%	4,4%	0,6%	2,5%	70,5%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 25: Reference study programme as good basis for further learning (Croatia, cohort 2012/13)

	to a very high extent	2	3	4	not at all	Total
Total	34,2%	28,4%	14,8%	11,1%	11,6%	100%
Sex						
Male	30,5%	29,8%	20,2%	12,8%	6,7%	100%
Female	36,6%	27,4%	11,1%	10,0%	14,8%	100%

	to a very high extent	2	3	4	not at all	Total
Total	34,2%	28,4%	14,8%	11,1%	11,6%	100%
Age at graduation						
under 25	26,7%	31,4%	15,8%	13,2%	12,8%	100%
25 to 29	42,6%	19,6%	16,6%	9,2%	12,0%	100%
30 to 34	n.a.	n.a.	n.a.	n.a.	n.a.	100%
35 plus	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Type of institution						
University	32,8%	26,1%	15,8%	12,5%	12,9%	100%
Non-University	37,5%	34,2%	12,3%	7,7%	8,3%	100%
Reference degree						
Bachelor level	34,2%	30,6%	12,9%	10,0%	12,4%	100%
Master level	34,1%	21,6%	20,5%	14,7%	9,1%	100%
Highest degree						
Bachelor level	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Master level	34,9%	27,4%	14,6%	11,3%	11,9%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	38,6%	27,6%	10,1%	11,0%	12,7%	100%
At least one parent is a graduate (BA or higher)	26,8%	30,6%	23,5%	11,2%	7,8%	100%
Financial situation of parents during study time						
(very) well off	29,3%	22,5%	31,2%	10,9%	6,1%	100%
neither / nor	40,2%	32,5%	11,6%	6,5%	9,2%	100%
not well off (at all)	27,9%	29,0%	7,1%	20,1%	15,8%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	39,6%	27,0%	10,4%	8,7%	14,3%	100%
Education, arts, humanities (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	27,2%	31,7%	23,8%	8,4%	8,8%	100%
Business, administration, law, services (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Bachelor)	40,5%	29,7%	7,7%	9,2%	12,9%	100%
Natural sciences, mathematics, health (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Engineering, ICTs (Bachelor)	33,0%	30,7%	6,7%	19,5%	9,9%	100%
Engineering, ICTs (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%

	to a very high extent	2	3	4	not at all	Total
Total	34,2%	28,4%	14,8%	11,1%	11,6%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Education, arts, humanities (Master)	41,2%	18,7%	9,7%	14,6%	15,8%	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Master)	28,5%	27,8%	25,9%	10,0%	7,8%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	40,5%	28,8%	6,9%	10,2%	13,5%	100%
Engineering, ICTs (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Engineering, ICTs (Master)	33,9%	30,5%	9,2%	17,5%	8,9%	100%
Labour force status in 2018						
Employed	36,1%	31,5%	9,4%	12,7%	10,3%	100%
Unemployed	28,3%	16,4%	33,6%	7,1%	14,6%	100%
Not part of labour force	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	28,3%	16,4%	33,6%	7,1%	14,6%	100%
Employed	36,1%	31,5%	9,4%	12,7%	10,3%	100%
Only graduates in employment in 2018: Self-employed						
Yes	n.a.	n.a.	n.a.	n.a.	n.a.	100%
No	35,5%	31,7%	9,3%	12,8%	10,7%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	36,5%	33,3%	9,2%	10,5%	10,5%	100%
part-time	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	38,9%	36,5%	7,6%	8,6%	8,4%	100%
fixed-term contract	23,3%	20,9%	14,5%	23,8%	17,5%	100%
Other	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	44,7%	25,7%	7,8%	14,0%	7,8%	100%
vertical mismatch	16,6%	38,8%	13,8%	9,6%	21,2%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
unemployed	28,3%	16,4%	33,6%	7,1%	14,6%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	22,0%	42,0%	7,6%	10,9%	17,5%	100%
neither/nor	n.a.	n.a.	n.a.	n.a.	n.a.	100%
(very) unlikely	46,0%	23,6%	8,3%	14,6%	7,5%	100%

	to a very high extent	2	3	4	not at all	Total
Total	34,2%	28,4%	14,8%	11,1%	11,6%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	45,9%	24,5%	11,0%	4,3%	14,3%	100%
No (Bachelor level)	16,1%	40,0%	15,9%	18,7%	9,3%	100%
Yes (Master level)	40,5%	20,5%	16,9%	11,7%	10,3%	100%
No (Master level)	25,7%	21,9%	25,8%	19,0%	7,6%	100%
Graduate moved abroad after graduation						
Yes	15,5%	28,7%	20,5%	15,6%	19,6%	100%
No	36,2%	28,4%	14,4%	10,3%	10,6%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
more important (7-9)	38,5%	31,2%	7,6%	15,5%	7,2%	100%
absolutely important (10)	30,4%	28,1%	19,6%	9,5%	12,3%	100%
Image of the EU						
(Very) positive	41,4%	24,5%	9,1%	12,9%	12,1%	100%
Neither/nor	32,8%	35,8%	15,8%	8,9%	6,6%	100%
(Very) negative	30,5%	23,1%	18,2%	12,5%	15,7%	100%
International study experiences						
No study experience outside of reference country	33,5%	29,4%	13,2%	11,6%	12,3%	100%
Credit mobility during reference programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	n.a.	n.a.	n.a.	n.a.	n.a.	100%
No	33,7%	28,5%	14,0%	11,5%	12,3%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 26: Reference study programme as good basis for further learning (Croatia, cohort 2016/17)

	to a very high extent	2	3	4	not at all	Total
Total	30,9%	30,9%	16,6%	11,6%	10,0%	100%
Sex						
Male	29,5%	35,3%	15,6%	11,9%	7,7%	100%
Female	31,9%	27,9%	17,3%	11,4%	11,6%	100%
Age at graduation						
under 25	30,9%	30,8%	16,8%	11,4%	10,2%	100%
25 to 29	28,0%	34,3%	18,3%	9,6%	9,8%	100%
30 to 34	n.a.	n.a.	n.a.	n.a.	n.a.	100%
35 plus	48,2%	20,9%	10,7%	13,2%	7,0%	100%

	to a very high extent	2	3	4	not at all	Total
Total	30,9%	30,9%	16,6%	11,6%	10,0%	100%
Type of institution						
University	29,5%	31,7%	17,2%	11,6%	9,9%	100%
Non-University	34,6%	28,8%	15,0%	11,5%	10,1%	100%
Reference degree						
Bachelor level	31,1%	31,5%	16,2%	11,7%	9,5%	100%
Master level	30,0%	25,8%	19,6%	10,7%	14,0%	100%
Highest degree						
Bachelor level	31,0%	32,1%	16,5%	10,8%	9,6%	100%
Master level	30,9%	27,4%	16,9%	14,1%	10,7%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	29,4%	32,2%	17,6%	11,4%	9,3%	100%
At least one parent is a graduate (BA or higher)	32,2%	29,7%	15,0%	12,4%	10,6%	100%
Financial situation of parents during study time						
(very) well off	35,3%	34,4%	16,1%	6,6%	7,6%	100%
neither / nor	30,7%	30,8%	15,3%	13,3%	10,0%	100%
not well off (at all)	26,4%	28,9%	18,8%	13,3%	12,5%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	35,5%	26,7%	15,6%	14,8%	7,4%	100%
Education, arts, humanities (Master)	31,3%	17,3%	29,2%	7,8%	14,4%	100%
Social sciences, journalism, information (Bachelor)	25,1%	32,4%	18,4%	11,1%	13,0%	100%
Social sciences, journalism, information (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Business, administration, law, services (Bachelor)	30,7%	32,2%	16,7%	11,2%	9,2%	100%
Business, administration, law, services (Master)	21,5%	31,8%	27,5%	10,5%	8,7%	100%
Natural sciences, mathematics, health (Bachelor)	28,4%	28,2%	21,3%	12,2%	10,0%	100%
Natural sciences, mathematics, health (Master)	35,9%	30,0%	13,8%	12,1%	8,1%	100%
Engineering, ICTs (Bachelor)	32,8%	34,8%	12,2%	10,7%	9,5%	100%
Engineering, ICTs (Master)	n.a.	n.a.	n.a.	n.a.	n.a.	100%

	to a very high extent	2	3	4	not at all	Total
Total	30,9%	30,9%	16,6%	11,6%	10,0%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	35,1%	28,3%	14,5%	14,2%	7,8%	100%
Education, arts, humanities (Master)	36,7%	13,8%	28,7%	12,5%	8,2%	100%
Social sciences, journalism, information (Bachelor)	26,8%	34,7%	17,8%	5,8%	15,0%	100%
Social sciences, journalism, information (Master)	22,0%	20,1%	17,6%	24,5%	15,8%	100%
Business, administration, law, services (Bachelor)	30,7%	33,0%	18,4%	9,4%	8,5%	100%
Business, administration, law, services (Master)	27,9%	30,3%	15,9%	15,2%	10,7%	100%
Natural sciences, mathematics, health (Bachelor)	28,6%	26,9%	21,5%	13,0%	10,0%	100%
Natural sciences, mathematics, health (Master)	32,9%	34,7%	16,0%	7,5%	8,9%	100%
Engineering, ICTs (Bachelor)	31,8%	35,3%	12,0%	10,8%	10,1%	100%
Engineering, ICTs (Master)	41,1%	27,2%	11,2%	9,9%	10,5%	100%
Labour force status in 2018						
Employed	30,0%	28,6%	18,6%	11,6%	11,2%	100%
Unemployed	25,8%	30,8%	21,2%	18,4%	3,9%	100%
Not part of labour force	31,6%	32,6%	15,7%	10,4%	9,7%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	25,8%	30,8%	21,2%	18,4%	3,9%	100%
Employed	30,0%	28,6%	18,6%	11,6%	11,2%	100%
Only graduates in employment in 2018: Self-employed						
Yes	38,3%	20,1%	18,7%	3,4%	19,5%	100%
No	29,3%	29,6%	18,6%	12,2%	10,4%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	28,3%	29,6%	19,6%	11,5%	11,0%	100%
part-time	43,7%	18,5%	13,8%	9,7%	14,3%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	27,4%	28,7%	22,0%	12,9%	9,1%	100%
fixed-term contract	30,9%	32,4%	14,6%	11,0%	11,1%	100%
Other	31,0%	24,4%	20,0%	13,9%	10,7%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	32,3%	29,9%	15,4%	9,8%	12,7%	100%
vertical mismatch	21,1%	19,5%	29,9%	18,6%	10,8%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	36,9%	32,8%	14,9%	6,0%	9,3%	100%
unemployed	25,8%	30,8%	21,2%	18,4%	3,9%	100%

	to a very high extent	2	3	4	not at all	Total
Total	30,9%	30,9%	16,6%	11,6%	10,0%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	26,7%	31,4%	17,6%	11,9%	12,4%	100%
neither/nor	30,2%	25,7%	21,5%	13,6%	9,0%	100%
(very) unlikely	33,9%	27,1%	18,8%	9,2%	11,0%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	35,8%	31,3%	11,6%	11,1%	10,1%	100%
No (Bachelor level)	20,1%	32,1%	26,7%	13,0%	8,1%	100%
Yes (Master level)	35,6%	30,3%	14,8%	5,5%	13,8%	100%
No (Master level)	18,4%	16,6%	29,3%	21,1%	14,6%	100%
Graduate moved abroad after graduation						
Yes	30,2%	32,9%	13,1%	14,1%	9,7%	100%
No	31,2%	30,6%	16,9%	11,3%	9,9%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	23,9%	40,1%	23,6%	5,9%	6,5%	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	31,0%	21,4%	21,4%	16,6%	9,7%	100%
more important (7-9)	26,7%	34,7%	18,4%	11,7%	8,4%	100%
absolutely important (10)	33,9%	30,0%	13,5%	10,9%	11,7%	100%
Image of the EU						
(Very) positive	38,9%	32,3%	13,4%	8,5%	6,8%	100%
Neither/nor	28,1%	32,5%	18,9%	11,4%	9,0%	100%
(Very) negative	25,0%	26,5%	16,5%	14,7%	17,2%	100%
International study experiences						
No study experience outside of reference country	30,9%	31,1%	16,8%	11,2%	10,0%	100%
Credit mobility during reference programme	24,9%	34,5%	18,3%	16,6%	5,7%	100%
Degree mobility before/after reference programme	44,5%	20,5%	12,7%	11,6%	10,7%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	23,1%	34,4%	16,5%	16,7%	9,3%	100%
No	31,5%	30,6%	16,6%	11,2%	10,0%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 27: Would choose same study programme again (Croatia, cohort 2012/13)

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	55,8%	6,2%	6,5%	26,4%	5,2%	100%
Sex						
Male	59,0%	7,4%	6,2%	18,3%	9,1%	100%
Female	53,6%	5,4%	6,7%	31,9%	2,5%	100%

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	55,8%	6,2%	6,5%	26,4%	5,2%	100%
Age at graduation						
under 25	55,9%	4,7%	6,9%	27,4%	5,1%	100%
25 to 29	53,2%	10,9%	5,6%	24,3%	5,9%	100%
30 to 34	47,1%	2,3%	3,5%	43,3%	3,8%	100%
35 plus	75,0%	4,3%	9,3%	8,7%	2,7%	100%
Type of institution						
University	54,2%	7,4%	6,1%	28,4%	4,0%	100%
Non-University	59,4%	3,5%	7,4%	22,0%	7,7%	100%
Reference degree						
Bachelor level	55,0%	3,5%	7,0%	29,3%	5,2%	100%
Master level	56,7%	9,2%	5,9%	23,1%	5,1%	100%
Highest degree						
Bachelor level	47,0%	4,0%	4,8%	34,3%	9,9%	100%
Master level	59,2%	6,5%	7,0%	23,7%	3,7%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	54,1%	5,2%	6,2%	27,5%	6,9%	100%
At least one parent is a graduate (BA or higher)	61,8%	8,0%	7,8%	20,5%	1,9%	100%
Financial situation of parents during study time						
(very) well off	57,6%	10,0%	10,5%	20,9%	1,0%	100%
neither / nor	59,8%	6,6%	5,9%	23,3%	4,4%	100%
not well off (at all)	48,0%	3,6%	5,0%	35,2%	8,2%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	57,1%	9,7%	7,8%	24,0%	1,3%	100%
Education, arts, humanities (Master)	49,4%	9,2%	9,7%	27,1%	4,6%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	57,1%	5,7%	5,7%	28,6%	2,9%	100%
Business, administration, law, services (Bachelor)	48,2%	0,6%	6,5%	34,8%	9,9%	100%
Business, administration, law, services (Master)	55,9%	9,6%	3,4%	25,7%	5,3%	100%
Natural sciences, mathematics, health (Bachelor)	57,2%	3,0%	9,0%	29,4%	1,4%	100%
Natural sciences, mathematics, health (Master)	67,3%	8,3%	5,3%	13,9%	5,2%	100%
Engineering, ICTs (Bachelor)	63,6%	7,9%	7,1%	21,4%	0%	100%
Engineering, ICTs (Master)	54,2%	11,6%	9,3%	18,1%	6,7%	100%

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	55,8%	6,2%	6,5%	26,4%	5,2%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	57,6%	10,1%	12,2%	18,8%	1,3%	100%
Education, arts, humanities (Master)	51,4%	9,3%	7,7%	28,0%	3,6%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	61,0%	1,8%	5,3%	27,9%	4,0%	100%
Business, administration, law, services (Bachelor)	37,8%	0,6%	5,4%	40,0%	16,3%	100%
Business, administration, law, services (Master)	59,0%	5,9%	5,1%	26,1%	3,9%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	66,9%	6,3%	8,1%	15,6%	3,1%	100%
Engineering, ICTs (Bachelor)	68,5%	12,4%	0,1%	18,9%	0,1%	100%
Engineering, ICTs (Master)	56,7%	8,7%	10,5%	20,5%	3,7%	100%
Labour force status in 2018						
Employed	57,1%	5,7%	7,5%	24,5%	5,2%	100%
Unemployed	51,2%	7,1%	0%	35,1%	6,6%	100%
Not part of labour force	44,0%	13,6%	3,8%	32,4%	6,2%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	51,2%	7,1%	0%	35,1%	6,6%	100%
Employed	57,1%	5,7%	7,5%	24,5%	5,2%	100%
Only graduates in employment in 2018: Self-employed						
Yes	50,5%	10,7%	5,6%	7,4%	25,8%	100%
No	57,9%	5,2%	7,7%	26,5%	2,8%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	57,6%	5,8%	7,4%	24,1%	5,1%	100%
part-time	50,4%	3,6%	7,8%	29,9%	8,3%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	59,3%	5,3%	8,2%	25,9%	1,3%	100%
fixed-term contract	51,7%	5,3%	6,9%	29,6%	6,6%	100%
Other	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	65,4%	6,0%	7,8%	19,1%	1,7%	100%
vertical mismatch	42,2%	5,2%	6,7%	44,9%	0,9%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	40,0%	4,0%	6,1%	21,3%	28,6%	100%
unemployed	51,2%	7,1%	0%	35,1%	6,6%	100%

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	55,8%	6,2%	6,5%	26,4%	5,2%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	46,3%	4,6%	8,9%	31,2%	9,0%	100%
neither/nor	58,1%	5,7%	6,9%	26,0%	3,3%	100%
(very) unlikely	65,2%	6,6%	6,5%	19,0%	2,7%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	100%	0%	0%	0%	0%	100%
No (Bachelor level)	0%	7,8%	15,4%	65,2%	11,5%	100%
Yes (Master level)	100%	0%	0%	0%	0%	100%
No (Master level)	0%	21,2%	13,7%	53,3%	11,8%	100%
Graduate moved abroad after graduation						
Yes	55,6%	1,5%	17,4%	20,9%	4,6%	100%
No	55,0%	6,6%	5,8%	27,3%	5,4%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	66,2%	9,5%	5,7%	18,5%	0%	100%
more important (7-9)	48,5%	3,7%	6,2%	37,8%	3,9%	100%
absolutely important (10)	57,5%	7,0%	7,1%	22,4%	6,0%	100%
Image of the EU						
(Very) positive	63,2%	7,7%	5,4%	21,9%	1,8%	100%
Neither/nor	50,5%	4,6%	9,2%	28,7%	6,9%	100%
(Very) negative	53,8%	6,1%	2,4%	32,1%	5,6%	100%
International study experiences						
No study experience outside of reference country	57,2%	5,4%	6,0%	25,9%	5,5%	100%
Credit mobility dur- ing reference pro- gramme	39,3%	23,2%	8,4%	29,0%	0%	100%
Degree mobility before/after refer- ence programme	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	40,9%	21,4%	9,3%	28,4%	0%	100%
No	56,6%	5,4%	6,3%	26,3%	5,4%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 28: Would choose same study programme again (Croatia, cohort 2016/17)

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	62,2%	7,9%	7,8%	19,6%	2,5%	100%
Sex						
Male	65,4%	8,2%	7,4%	15,4%	3,6%	100%
Female	60,0%	7,6%	8,1%	22,5%	1,8%	100%
Age at graduation						
under 25	62,5%	7,6%	8,3%	19,3%	2,2%	100%
25 to 29	57,2%	9,4%	7,4%	22,5%	3,5%	100%
30 to 34	64,3%	8,7%	5,0%	20,6%	1,3%	100%
35 plus	75,6%	3,8%	8,2%	10,2%	2,2%	100%
Type of institution						
University	60,3%	8,7%	8,3%	19,9%	2,9%	100%
Non-University	66,5%	6,0%	6,8%	19,0%	1,7%	100%
Reference degree						
Bachelor level	64,3%	7,3%	8,5%	18,2%	1,7%	100%
Master level	59,5%	8,5%	7,1%	21,4%	3,5%	100%
Highest degree						
Bachelor level	63,6%	7,3%	8,9%	18,5%	1,8%	100%
Master level	60,6%	8,5%	6,7%	20,8%	3,3%	100%
PhD	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents						
First generation graduate	61,6%	8,4%	7,5%	20,1%	2,4%	100%
At least one parent is a graduate (BA or higher)	63,6%	6,9%	8,0%	18,8%	2,7%	100%
Financial situation of parents during study time						
(very) well off	65,5%	6,5%	8,8%	17,2%	2,0%	100%
neither / nor	61,3%	7,5%	7,9%	20,5%	2,7%	100%
not well off (at all)	59,8%	10,0%	6,5%	21,1%	2,6%	100%

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	62,2%	7,9%	7,8%	19,6%	2,5%	100%
Field of study (reference degree)						
Education, arts, humanities (Bachelor)	56,7%	8,4%	15,4%	17,2%	2,3%	100%
Education, arts, humanities (Master)	58,8%	8,0%	4,5%	25,9%	2,8%	100%
Social sciences, journalism, information (Bachelor)	68,2%	7,5%	4,7%	17,6%	1,9%	100%
Social sciences, journalism, information (Master)	57,5%	7,9%	8,1%	22,1%	4,5%	100%
Business, admin- istration, law, ser- vices (Bachelor)	64,4%	5,7%	5,5%	23,1%	1,3%	100%
Business, admin- istration, law, ser- vices (Master)	54,8%	10,9%	8,0%	22,9%	3,5%	100%
Natural sciences, mathematics, health (Bachelor)	59,3%	8,5%	11,5%	18,5%	2,1%	100%
Natural sciences, mathematics, health (Master)	62,4%	6,5%	6,6%	19,8%	4,8%	100%
Engineering, ICTs (Bachelor)	70,9%	8,2%	8,2%	11,2%	1,6%	100%
Engineering, ICTs (Master)	67,4%	6,7%	7,8%	15,6%	2,5%	100%
Field of study (highest degree)						
Education, arts, humanities (Bachelor)	56,1%	8,7%	16,0%	17,1%	2,0%	100%
Education, arts, humanities (Master)	59,0%	7,8%	4,3%	25,9%	3,0%	100%
Social sciences, journalism, information (Bachelor)	68,8%	6,6%	5,2%	17,3%	2,2%	100%
Social sciences, journalism, information (Master)	58,1%	8,8%	7,2%	22,0%	4,0%	100%
Business, admin- istration, law, ser- vices (Bachelor)	62,3%	6,3%	5,7%	24,2%	1,5%	100%
Business, admin- istration, law, ser- vices (Master)	57,8%	9,7%	7,5%	21,9%	3,1%	100%
Natural sciences, mathematics, health (Bachelor)	59,3%	8,2%	11,7%	18,6%	2,2%	100%
Natural sciences, mathematics, health (Master)	62,4%	6,9%	6,6%	19,5%	4,6%	100%
Engineering, ICTs (Bachelor)	70,9%	7,4%	8,5%	11,5%	1,6%	100%
Engineering, ICTs (Master)	67,4%	7,8%	7,5%	14,9%	2,4%	100%

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	62,2%	7,9%	7,8%	19,6%	2,5%	100%
Labour force status in 2018						
Employed	63,6%	7,4%	8,3%	18,8%	1,9%	100%
Unemployed	48,2%	8,8%	5,9%	31,1%	5,9%	100%
Not part of labour force	64,1%	8,6%	8,6%	16,9%	1,9%	100%
Only graduates part of labour force in 2018: Employment status						
Unemployed	48,2%	8,8%	5,9%	31,1%	5,9%	100%
Employed	63,6%	7,4%	8,3%	18,8%	1,9%	100%
Only graduates in employment in 2018: Self-employed						
Yes	60,9%	8,9%	8,7%	18,6%	2,9%	100%
No	63,8%	7,3%	8,2%	18,9%	1,8%	100%
Only graduates in employment in 2018: Full- or part-time employed						
fulltime	64,4%	7,5%	8,2%	18,3%	1,6%	100%
part-time	57,5%	8,1%	9,6%	21,9%	2,9%	100%
Only graduates in employment in 2018: Type of contract						
permanent contract	68,1%	7,0%	8,8%	14,9%	1,2%	100%
fixed-term contract	59,2%	8,6%	7,4%	22,6%	2,3%	100%
Other	58,9%	3,4%	9,7%	24,9%	3,2%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match						
match	70,0%	6,7%	9,0%	13,1%	1,2%	100%
vertical mismatch	56,7%	8,5%	7,3%	23,6%	4,0%	100%
horizontal mismatch	56,9%	9,3%	4,9%	27,3%	1,6%	100%
vertical & horizontal mismatch	42,3%	9,3%	6,6%	39,3%	2,4%	100%
unemployed	48,2%	8,8%	5,9%	31,1%	5,9%	100%
Likelihood of holding current job (2018) without degree						
(very) likely	56,9%	8,0%	8,0%	24,6%	2,5%	100%
neither/nor	68,8%	7,3%	6,6%	16,0%	1,3%	100%
(very) unlikely	68,4%	7,0%	9,0%	14,2%	1,4%	100%
Would choose same study programme again by reference degree						
Yes (Bachelor level)	100%	0%	0%	0%	0%	100%
No (Bachelor level)	0%	20,5%	23,7%	50,9%	4,8%	100%
Yes (Master level)	100%	0%	0%	0%	0%	100%
No (Master level)	0%	21,0%	17,5%	52,9%	8,7%	100%
Graduate moved abroad after graduation						
Yes	56,6%	6,8%	10,8%	24,0%	1,9%	100%
No	62,7%	8,0%	7,6%	19,2%	2,5%	100%
Importance of democracy (Scale from 0 to 10)						
not at all important (0)	59,6%	14,4%	3,9%	20,1%	2,0%	100%
less important (1-3)	57,7%	11,6%	11,3%	14,4%	5,0%	100%
average important (4-6)	60,2%	10,3%	7,5%	19,8%	2,2%	100%
more important (7-9)	63,3%	7,1%	6,6%	19,9%	3,2%	100%
absolutely important (10)	62,8%	7,6%	7,5%	20,1%	2,1%	100%

	Yes	No, different study programme at the same institution	No, same study programme at a different institution	No, a different study programme at a different institution	No, different study programme at the same institution	Total
Total	62,2%	7,9%	7,8%	19,6%	2,5%	100%
Image of the EU						
(Very) positive	64,1%	9,0%	7,0%	18,7%	1,2%	100%
Neither/nor	62,0%	7,7%	7,2%	20,3%	2,8%	100%
(Very) negative	59,6%	7,2%	7,8%	21,7%	3,7%	100%
International study experiences						
No study experience outside of reference country	62,5%	7,9%	7,7%	19,5%	2,4%	100%
Credit mobility during reference programme	56,8%	7,6%	9,3%	21,8%	4,4%	100%
Degree mobility before/after reference programme	59,7%	4,2%	9,6%	23,3%	3,1%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)						
Yes	57,7%	8,8%	9,2%	20,4%	3,9%	100%
No	62,5%	7,8%	7,7%	19,6%	2,4%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 29: International study experiences (Croatia, cohort 2012/13)

	No study experience outside of reference coun- try	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and de- gree mobility	Total
Total	93,4%	4,2%	1,7%	0,7%	100%
Sex					
Male	95,3%	3,0%	1,4%	0,3%	100%
Female	92,1%	5,1%	1,9%	0,9%	100%
Age at graduation					
under 25	92,4%	4,3%	2,6%	0,7%	100%
25 to 29	94,7%	3,5%	0,8%	0,9%	100%
30 to 34	99,7%	0,3%	0%	0%	100%
35 plus	89,9%	10,1%	0%	0%	100%
Type of institution					
University	91,7%	5,7%	2,0%	0,6%	100%
Non-University	97,1%	1,1%	1,0%	0,8%	100%
Reference degree					
Bachelor level	95,7%	3,0%	1,2%	0%	100%
Master level	90,8%	5,6%	2,2%	1,4%	100%
Highest degree					
Bachelor level	96,7%	3,0%	0,3%	0%	100%
Master level	92,9%	4,6%	1,8%	0,6%	100%
PhD	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents					
First generation gradu- ate	95,1%	3,1%	1,6%	0,1%	100%
At least one parent is a graduate (BA or higher)	89,3%	6,5%	2,4%	1,8%	100%

	No study experience outside of reference country	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and degree mobility	Total
Total	93,4%	4,2%	1,7%	0,7%	100%
Financial situation of parents during study time					
(very) well off	90,6%	5,7%	2,0%	1,6%	100%
neither / nor	93,3%	4,0%	1,9%	0,8%	100%
not well off (at all)	95,3%	3,3%	1,4%	0%	100%
Field of study (reference degree)					
Education, arts, humanities (Bachelor)	88,4%	10,0%	1,7%	0%	100%
Education, arts, humanities (Master)	85,7%	7,3%	6,9%	0%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	97,1%	0%	2,9%	0%	100%
Business, administration, law, services (Bachelor)	97,7%	0,7%	1,6%	0%	100%
Business, administration, law, services (Master)	89,4%	7,3%	1,3%	2,1%	100%
Natural sciences, mathematics, health (Bachelor)	90,6%	7,6%	1,8%	0%	100%
Natural sciences, mathematics, health (Master)	92,5%	2,4%	1,7%	3,4%	100%
Engineering, ICTs (Bachelor)	99,6%	0%	0,2%	0,2%	100%
Engineering, ICTs (Master)	92,6%	7,4%	0%	0%	100%
Field of study (highest degree)					
Education, arts, humanities (Bachelor)	95,8%	4,2%	0%	0%	100%
Education, arts, humanities (Master)	84,1%	10,1%	5,8%	0%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	98,4%	1,6%	0%	0%	100%
Business, administration, law, services (Bachelor)	98,3%	1,2%	0,5%	0%	100%
Business, administration, law, services (Master)	92,9%	4,7%	1,5%	0,9%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	93,7%	2,7%	2,2%	1,4%	100%
Engineering, ICTs (Bachelor)	100%	0%	0%	0%	100%
Engineering, ICTs (Master)	95,6%	4,1%	0,2%	0,1%	100%

	No study experience outside of reference coun- try	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and de- gree mobility	Total
Total	93,4%	4,2%	1,7%	0,7%	100%
Labour force status in 2018					
Employed	93,5%	4,2%	1,8%	0,5%	100%
Unemployed	93,7%	4,6%	1,7%	0%	100%
Not part of labour force	90,8%	2,1%	1,4%	5,6%	100%
Only graduates part of labour force in 2018: Employment status					
Unemployed	93,7%	4,6%	1,7%	0%	100%
Employed	93,5%	4,2%	1,8%	0,5%	100%
Only graduates in employment in 2018: Self-employed					
Yes	87,5%	11,1%	1,3%	0%	100%
No	94,2%	3,4%	1,9%	0,6%	100%
Only graduates in employment in 2018: Full- or part-time employed					
fulltime	94,1%	3,9%	1,5%	0,5%	100%
part-time	81,7%	10,5%	7,8%	0%	100%
Only graduates in employment in 2018: Type of contract					
permanent contract	94,8%	3,2%	1,7%	0,3%	100%
fixed-term contract	92,3%	3,8%	2,5%	1,4%	100%
Other	n.a.	n.a.	n.a.	n.a.	100%
Only graduates who are part of labour force in 2018: Skills (mis)match					
match	95,0%	3,1%	1,3%	0,5%	100%
vertical mismatch	93,6%	2,8%	2,8%	0,8%	100%
horizontal mismatch	n.a.	n.a.	n.a.	n.a.	100%
vertical & horizontal mismatch	86,4%	10,8%	2,8%	0%	100%
unemployed	93,7%	4,6%	1,7%	0%	100%
Likelihood of holding current job (2018) without degree					
(very) likely	92,7%	4,3%	2,8%	0,3%	100%
neither/nor	94,3%	4,7%	0%	1,1%	100%
(very) unlikely	93,9%	4,1%	1,4%	0,6%	100%
Would choose same study programme again by reference degree					
Yes (Bachelor level)	96,8%	3,0%	0,2%	0%	100%
No (Bachelor level)	94,2%	3,2%	2,6%	0,1%	100%
Yes (Master level)	94,7%	2,9%	1,1%	1,3%	100%
No (Master level)	86,0%	8,9%	3,6%	1,5%	100%
Graduate moved abroad after graduation					
Yes	75,9%	10,1%	8,4%	5,6%	100%
No	94,6%	3,9%	1,2%	0,3%	100%
Importance of democracy (Scale from 0 to 10)					
not at all important (0)	n.a.	n.a.	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	n.a.	n.a.	100%
average important (4-6)	93,4%	6,6%	0%	0%	100%
more important (7-9)	94,8%	3,3%	1,6%	0,3%	100%
absolutely important (10)	93,3%	4,2%	1,4%	1,1%	100%
Image of the EU					
(Very) positive	89,0%	7,2%	2,0%	1,8%	100%
Neither/nor	95,8%	2,8%	1,2%	0,2%	100%
(Very) negative	96,8%	1,5%	1,7%	0%	100%

	No study experience outside of reference country	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and degree mobility	Total
Total	93,4%	4,2%	1,7%	0,7%	100%
International study experiences					
No study experience outside of reference country	100%	0%	0%	0%	100%
Credit mobility during reference programme	0%	100%	0%	0%	100%
Degree mobility before/after reference programme	n.a.	n.a.	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)					
Yes	0%	86,4%	0%	13,6%	100%
No	98,2%	0%	1,8%	0%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 30: International study experiences (Croatia, cohort 2016/17)

	No study experience outside of reference country	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and degree mobility	Total
Total	91,9%	5,9%	1,5%	0,8%	100%
Sex					
Male	93,1%	4,7%	1,5%	0,8%	100%
Female	91,1%	6,7%	1,5%	0,7%	100%
Age at graduation					
under 25	91,1%	6,3%	1,8%	0,9%	100%
25 to 29	91,9%	6,9%	1,0%	0,3%	100%
30 to 34	94,1%	1,9%	1,3%	2,7%	100%
35 plus	97,8%	0,5%	1,5%	0,2%	100%
Type of institution					
University	90,4%	7,6%	1,5%	0,6%	100%
Non-University	95,4%	1,9%	1,5%	1,1%	100%
Reference degree					
Bachelor level	93,5%	3,7%	1,9%	0,9%	100%
Master level	90,0%	8,5%	1,0%	0,5%	100%
Highest degree					
Bachelor level	94,4%	3,3%	1,8%	0,6%	100%
Master level	89,4%	8,6%	1,2%	0,9%	100%
PhD	n.a.	n.a.	n.a.	n.a.	100%
Educational background of parents					
First generation graduate	94,2%	4,2%	1,2%	0,4%	100%
At least one parent is a graduate (BA or higher)	87,8%	8,6%	2,2%	1,4%	100%
Financial situation of parents during study time					
(very) well off	90,4%	6,8%	2,0%	0,8%	100%
neither / nor	92,5%	5,5%	1,3%	0,8%	100%
not well off (at all)	92,2%	5,6%	1,5%	0,7%	100%

	No study experience outside of reference coun- try	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and de- gree mobility	Total
Total	91,9%	5,9%	1,5%	0,8%	100%
Field of study (reference degree)					
Education, arts, hu- manities (Bachelor)	92,7%	5,9%	0,6%	0,7%	100%
Education, arts, hu- manities (Master)	88,7%	9,9%	1,3%	0%	100%
Social sciences, jour- nalism, information (Bachelor)	87,2%	7,3%	3,3%	2,3%	100%
Social sciences, jour- nalism, information (Master)	85,9%	10,5%	3,6%	0%	100%
Business, administra- tion, law, services (Bachelor)	92,7%	3,9%	1,9%	1,5%	100%
Business, administra- tion, law, services (Master)	90,9%	7,8%	0,5%	0,8%	100%
Natural sciences, math- ematics, health (Bache- lor)	95,6%	2,3%	2,0%	0,1%	100%
Natural sciences, math- ematics, health (Mas- ter)	91,9%	6,9%	0,6%	0,6%	100%
Engineering, ICTs (Bachelor)	95,2%	2,4%	2,0%	0,4%	100%
Engineering, ICTs (Mas- ter)	89,2%	9,3%	0,9%	0,7%	100%
Field of study (highest degree)					
Education, arts, hu- manities (Bachelor)	93,2%	5,8%	0,6%	0,4%	100%
Education, arts, hu- manities (Master)	88,4%	9,9%	1,3%	0,4%	100%
Social sciences, jour- nalism, information (Bachelor)	90,1%	6,8%	3,1%	0%	100%
Social sciences, jour- nalism, information (Master)	83,2%	10,6%	3,7%	2,4%	100%
Business, administra- tion, law, services (Bachelor)	93,9%	2,8%	1,9%	1,4%	100%
Business, administra- tion, law, services (Master)	90,0%	8,4%	0,7%	1,0%	100%
Natural sciences, math- ematics, health (Bache- lor)	96,3%	2,3%	1,2%	0,1%	100%
Natural sciences, math- ematics, health (Mas- ter)	91,2%	6,7%	1,5%	0,6%	100%
Engineering, ICTs (Bachelor)	95,2%	2,4%	2,1%	0,3%	100%
Engineering, ICTs (Mas- ter)	89,6%	8,7%	0,8%	0,9%	100%

	No study experience outside of reference country	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and degree mobility	Total
Total	91,9%	5,9%	1,5%	0,8%	100%
Labour force status in 2018					
Employed	91,5%	7,1%	0,8%	0,6%	100%
Unemployed	93,9%	5,0%	0,5%	0,7%	100%
Not part of labour force	91,9%	4,2%	2,9%	1,0%	100%
Only graduates part of labour force in 2018: Employment status					
Unemployed	93,9%	5,0%	0,5%	0,7%	100%
Employed	91,5%	7,1%	0,8%	0,6%	100%
Only graduates in employment in 2018: Self-employed					
Yes	96,0%	1,5%	1,1%	1,3%	100%
No	91,1%	7,6%	0,8%	0,5%	100%
Only graduates in employment in 2018: Full- or part-time employed					
fulltime	91,9%	6,7%	0,7%	0,6%	100%
part-time	89,0%	9,7%	1,1%	0,2%	100%
Only graduates in employment in 2018: Type of contract					
permanent contract	92,2%	6,4%	0,8%	0,7%	100%
fixed-term contract	89,5%	9,1%	1,0%	0,4%	100%
Other	92,7%	7,3%	0%	0%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match					
match	90,6%	7,7%	1,0%	0,8%	100%
vertical mismatch	92,3%	7,1%	0,4%	0,2%	100%
horizontal mismatch	96,3%	3,3%	0,4%	0%	100%
vertical & horizontal mismatch	95,0%	4,9%	0%	0,1%	100%
unemployed	93,9%	5,0%	0,5%	0,7%	100%
Likelihood of holding current job (2018) without degree					
(very) likely	93,4%	5,7%	0,6%	0,4%	100%
neither/nor	94,1%	4,5%	1,4%	0%	100%
(very) unlikely	89,1%	9,4%	0,6%	1,0%	100%
Would choose same study programme again by reference degree					
Yes (Bachelor level)	93,6%	3,8%	1,7%	0,9%	100%
No (Bachelor level)	93,2%	3,6%	2,3%	0,9%	100%
Yes (Master level)	90,9%	7,4%	1,1%	0,6%	100%
No (Master level)	88,7%	10,0%	0,8%	0,5%	100%
Graduate moved abroad after graduation					
Yes	60,9%	13,4%	16,8%	8,9%	100%
No	93,7%	5,5%	0,6%	0,3%	100%
Importance of democracy (Scale from 0 to 10)					
not at all important (0)	94,6%	4,9%	0,5%	0%	100%
less important (1-3)	93,8%	6,2%	0%	0%	100%
average important (4-6)	93,9%	3,5%	2,4%	0,3%	100%
more important (7-9)	90,9%	7,1%	1,8%	0,3%	100%
absolutely important (10)	91,8%	5,6%	1,4%	1,2%	100%
Image of the EU					
(Very) positive	87,8%	8,5%	2,4%	1,3%	100%
Neither/nor	93,6%	4,9%	1,1%	0,5%	100%
(Very) negative	94,9%	3,4%	1,0%	0,8%	100%

	No study experience outside of reference country	Credit mobility during reference programme	Degree mobility before/after reference programme	Credit and degree mobility	Total
Total	91,9%	5,9%	1,5%	0,8%	100%
International study experiences					
No study experience outside of reference country	100%	0%	0%	0%	100%
Credit mobility during reference programme	0%	100%	0%	0%	100%
Degree mobility before/after reference programme	0%	0%	100%	0%	100%
Credit and degree mobility	n.a.	n.a.	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)					
Yes	0%	88,7%	0%	11,3%	100%
No	98,4%	0%	1,6%	0%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 31: Credit mobility during reference programme (e.g. Erasmus) (Croatia, cohort 2012/13)

	Yes	No	Total
Total	4,9%	95,1%	100%
Sex			
Male	3,3%	96,7%	100%
Female	6,0%	94,0%	100%
Age at graduation			
under 25	5,0%	95,0%	100%
25 to 29	4,5%	95,5%	100%
30 to 34	0,3%	99,7%	100%
35 plus	10,1%	89,9%	100%
Type of institution			
University	6,3%	93,7%	100%
Non-University	1,9%	98,1%	100%
Reference degree			
Bachelor level	3,1%	96,9%	100%
Master level	7,0%	93,0%	100%
Highest degree			
Bachelor level	3,0%	97,0%	100%
Master level	5,3%	94,7%	100%
PhD	n.a.	n.a.	100%
Educational background of parents			
First generation graduate	3,3%	96,7%	100%
At least one parent is a graduate (BA or higher)	8,3%	91,7%	100%
Financial situation of parents during study time			
(very) well off	7,4%	92,6%	100%
neither / nor	4,8%	95,2%	100%
not well off (at all)	3,3%	96,7%	100%

	Yes	No	Total
Total	4,9%	95,1%	100%
Field of study (reference degree)			
Education, arts, humanities (Bachelor)	10,0%	90,0%	100%
Education, arts, humanities (Master)	7,3%	92,7%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	0%	100%	100%
Business, administration, law, services (Bachelor)	0,7%	99,3%	100%
Business, administration, law, services (Master)	9,4%	90,6%	100%
Natural sciences, mathematics, health (Bachelor)	7,6%	92,4%	100%
Natural sciences, mathematics, health (Master)	5,7%	94,3%	100%
Engineering, ICTs (Bachelor)	0,2%	99,8%	100%
Engineering, ICTs (Master)	7,4%	92,6%	100%
Field of study (highest degree)			
Education, arts, humanities (Bachelor)	4,2%	95,8%	100%
Education, arts, humanities (Master)	10,1%	89,9%	100%
Social sciences, journalism, information (Bachelor)	n.a.	n.a.	100%
Social sciences, journalism, information (Master)	1,6%	98,4%	100%
Business, administration, law, services (Bachelor)	1,2%	98,8%	100%
Business, administration, law, services (Master)	5,6%	94,4%	100%
Natural sciences, mathematics, health (Bachelor)	n.a.	n.a.	100%
Natural sciences, mathematics, health (Master)	4,1%	95,9%	100%
Engineering, ICTs (Bachelor)	0%	100%	100%
Engineering, ICTs (Master)	4,3%	95,7%	100%
Labour force status in 2018			
Employed	4,7%	95,3%	100%
Unemployed	4,6%	95,4%	100%
Not part of labour force	7,7%	92,3%	100%
Only graduates part of labour force in 2018: Employment status			
Unemployed	4,6%	95,4%	100%
Employed	4,7%	95,3%	100%
Only graduates in employment in 2018: Self-employed			
Yes	11,1%	88,9%	100%
No	4,0%	96,0%	100%
Only graduates in employment in 2018: Full- or part-time employed			
fulltime	4,4%	95,6%	100%
part-time	10,5%	89,5%	100%
Only graduates in employment in 2018: Type of contract			
permanent contract	3,5%	96,5%	100%
fixed-term contract	5,2%	94,8%	100%
Other	n.a.	n.a.	100%

	Yes	No	Total
Total	4,9%	95,1%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match			
match	3,6%	96,4%	100%
vertical mismatch	3,6%	96,4%	100%
horizontal mismatch	n.a.	n.a.	100%
vertical & horizontal mis-match	10,8%	89,2%	100%
unemployed	4,6%	95,4%	100%
Likelihood of holding current job (2018) without degree			
(very) likely	4,5%	95,5%	100%
neither/nor	5,7%	94,3%	100%
(very) unlikely	4,7%	95,3%	100%
Would choose same study programme again by reference degree			
Yes (Bachelor level)	3,0%	97,0%	100%
No (Bachelor level)	3,2%	96,8%	100%
Yes (Master level)	4,2%	95,8%	100%
No (Master level)	10,4%	89,6%	100%
Graduate moved abroad after graduation			
Yes	15,7%	84,3%	100%
No	4,2%	95,8%	100%
Importance of democracy (Scale from 0 to 10)			
not at all important (0)	n.a.	n.a.	100%
less important (1-3)	n.a.	n.a.	100%
average important (4-6)	6,6%	93,4%	100%
more important (7-9)	3,6%	96,4%	100%
absolutely important (10)	5,3%	94,7%	100%
Image of the EU			
(Very) positive	9,1%	90,9%	100%
Neither/nor	3,0%	97,0%	100%
(Very) negative	1,5%	98,5%	100%
International study experiences			
No study experience outside of reference country	0%	100%	100%
Credit mobility during reference programme	100%	0%	100%
Degree mobility before/after reference programme	n.a.	n.a.	100%
Credit and degree mobility	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)			
Yes	100%	0%	100%
No	0%	100%	100%

Data Source: EUROGRADUATE pilot survey.

Annex 32: Credit mobility during reference programme (e.g. Erasmus) (Croatia, cohort 2016/17)

	Yes	No	Total
Total	6,6%	93,4%	100%
Sex			
Male	5,5%	94,5%	100%
Female	7,4%	92,6%	100%

	Yes	No	Total
Total	6,6%	93,4%	100%
Age at graduation			
under 25	7,2%	92,8%	100%
25 to 29	7,1%	92,9%	100%
30 to 34	4,6%	95,4%	100%
35 plus	0,7%	99,3%	100%
Type of institution			
University	8,2%	91,8%	100%
Non-University	3,0%	97,0%	100%
Reference degree			
Bachelor level	4,6%	95,4%	100%
Master level	9,0%	91,0%	100%
Highest degree			
Bachelor level	3,9%	96,1%	100%
Master level	9,5%	90,5%	100%
PhD	n.a.	n.a.	100%
Educational background of parents			
First generation graduate	4,6%	95,4%	100%
At least one parent is a graduate (BA or higher)	10,0%	90,0%	100%
Financial situation of parents during study time			
(very) well off	7,6%	92,4%	100%
neither / nor	6,2%	93,8%	100%
not well off (at all)	6,3%	93,7%	100%
Field of study (reference degree)			
Education, arts, humanities (Bachelor)	6,6%	93,4%	100%
Education, arts, humanities (Master)	9,9%	90,1%	100%
Social sciences, journalism, information (Bachelor)	9,5%	90,5%	100%
Social sciences, journalism, information (Master)	10,5%	89,5%	100%
Business, administration, law, services (Bachelor)	5,4%	94,6%	100%
Business, administration, law, services (Master)	8,6%	91,4%	100%
Natural sciences, mathematics, health (Bachelor)	2,4%	97,6%	100%
Natural sciences, mathematics, health (Master)	7,5%	92,5%	100%
Engineering, ICTs (Bachelor)	2,8%	97,2%	100%
Engineering, ICTs (Master)	10,0%	90,0%	100%

	Yes	No	Total
Total	6,6%	93,4%	100%
Field of study (highest degree)			
Education, arts, humanities (Bachelor)	6,2%	93,8%	100%
Education, arts, humanities (Master)	10,3%	89,7%	100%
Social sciences, journalism, information (Bachelor)	6,8%	93,2%	100%
Social sciences, journalism, information (Master)	13,1%	86,9%	100%
Business, administration, law, services (Bachelor)	4,2%	95,8%	100%
Business, administration, law, services (Master)	9,4%	90,6%	100%
Natural sciences, mathematics, health (Bachelor)	2,4%	97,6%	100%
Natural sciences, mathematics, health (Master)	7,3%	92,7%	100%
Engineering, ICTs (Bachelor)	2,7%	97,3%	100%
Engineering, ICTs (Master)	9,6%	90,4%	100%
Labour force status in 2018			
Employed	7,7%	92,3%	100%
Unemployed	5,7%	94,3%	100%
Not part of labour force	5,2%	94,8%	100%
Only graduates part of labour force in 2018: Employment status			
Unemployed	5,7%	94,3%	100%
Employed	7,7%	92,3%	100%
Only graduates in employment in 2018: Self-employed			
Yes	2,8%	97,2%	100%
No	8,1%	91,9%	100%
Only graduates in employment in 2018: Full- or part-time employed			
fulltime	7,3%	92,7%	100%
part-time	9,9%	90,1%	100%
Only graduates in employment in 2018: Type of contract			
permanent contract	7,1%	92,9%	100%
fixed-term contract	9,5%	90,5%	100%
Other	7,3%	92,7%	100%
Only graduates who are part of labour force in 2018: Skills (mis)match			
match	8,5%	91,5%	100%
vertical mismatch	7,3%	92,7%	100%
horizontal mismatch	3,3%	96,7%	100%
vertical & horizontal mismatch	5,0%	95,0%	100%
unemployed	5,7%	94,3%	100%
Likelihood of holding current job (2018) without degree			
(very) likely	6,0%	94,0%	100%
neither/nor	4,5%	95,5%	100%
(very) unlikely	10,3%	89,7%	100%
Would choose same study programme again by reference degree			
Yes (Bachelor level)	4,7%	95,3%	100%
No (Bachelor level)	4,5%	95,5%	100%
Yes (Master level)	8,0%	92,0%	100%
No (Master level)	10,5%	89,5%	100%

	Yes	No	Total
Total	6,6%	93,4%	100%
Graduate moved abroad after graduation			
Yes	22,3%	77,7%	100%
No	5,7%	94,3%	100%
Importance of democracy (Scale from 0 to 10)			
not at all important (0)	4,9%	95,1%	100%
less important (1-3)	6,2%	93,8%	100%
average important (4-6)	3,7%	96,3%	100%
more important (7-9)	7,4%	92,6%	100%
absolutely important (10)	6,8%	93,2%	100%
Image of the EU			
(Very) positive	9,7%	90,3%	100%
Neither/nor	5,3%	94,7%	100%
(Very) negative	4,2%	95,8%	100%
International study experiences			
No study experience outside of reference country	0%	100%	100%
Credit mobility during reference programme	100%	0%	100%
Degree mobility before/after reference programme	0%	100%	100%
Credit and degree mobility	n.a.	n.a.	100%
Credit mobility during reference programme (e.g. Erasmus)			
Yes	100%	0%	100%
No	0%	100%	100%

Data Source: EUROGRADUATE pilot survey.

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