Table 3 – Placement indicators on October 2012 by gender, % values.

	Employment rate			Success rate		
	F	M	TOT	F	M	TOT
BAS	50.2	44.9	48.1	50.2	45.9	48.5
SPE	45.2	42.4	43.9	50.9	50.0	50.5
TOT	47.7	43.5	45.9	50.5	48.2	49.5

However, the impact is clearly different across actions: the employment gap amounts more than 5 percentage points in basic (qualification) courses, and less than 3 points in advanced (specialization) courses. The gap is quite totally recovered in SPE when additionally considering on-the-job training (stage) and re-entries in education, with a success rate of about 50% Symmetrically, overall unemployment affects 48.1% women and 51.3% men, while the inactivity rate is slightly lower among men (0.7 vs. 2.2).

These results relieve a good inclusion of women into the labour market, especially in basic professional positions (BAS). However, these simple indicators consider rough trainees' status at a certain point in time, neglecting any qualitative aspect of labour market inclusion. Surely, it is a multidimensional object: a possible definition is that an individual is fully integrated into the labour market whenever he has a stable/secured job that is adequate to his education and that guarantees a good income (Blangiardo, 2011). Hence, a bulk of indicators has to be considered in order to assess labour market integration. This task can be addressed by individual integration scores, which adopt a micro-approach to investigate differential aspects of integration by various sub-populations.

4.2 A micro approach: Individual scores of labour market integration

The available data allow to investigate three out of four aspects of the above definition of labour market integration, i.e. the employment position, its security, and the income level[12]. On the contrary, over-qualification is addressed by considering the educational level at enrolment.

Individual scores are calculated for every individual (statistical unit) by selecting k integration variables according to the shared definition of labour market integration, and then by processing the frequencies of the sample distribution for the selected variables. Each statistical unit is assigned k scores according to each modality of the k variables. Each score is calculated by an algorithm, that considers the individual position in the global ranking based on the k-th variable. Finally, an average of the scores is calculated at each statistical unit, i.e. the integration score, which is ranged [-1;1] (Cesareo and Blangiardo, 2009).

[12] The employment position is described by five modalities: inactive, unemployed, student, on-the-job trainee, employed. Job security has three modalities, reflecting contract duration: low for one year or less fixed-term contract, medium for fixed-term contract lasting more than one year, high for open-ended contract. The income level is defined by four classes: <= 500 Euros; 501-1,000 Euros; 1,001-1,500 Euros; more than 1,500 Euros.