



Framework of Actions on Youth Employment

JUNE 2013

Outline

- What is a Framework of Actions (FoA)?
- The negotiation process
- The signatories
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- The annex: concrete cases

EUROPEAN SOCIAL PARTNERS¹⁾

FRAMEWORK OF ACTIONS ON YOUTH EMPLOYMENT

JUNE 2013

¹⁾ The ETPC negotiation includes representatives of the EUROPEAN ECONOMIC Committee
ETUC - THE EUROPEAN TRADE UNION CONFEDERATION
BUSINESSEUROPE - THE CONFEDERATION OF EUROPEAN BUSINESS
ORGANISATIONS
CEEP - EUROPEAN ASSOCIATION OF SMALL AND MEDIUM-SIZED ENTERPRISES
EAP - THE EUROPEAN CENTRE OF EMPLOYERS AND EMPLOYEES PROVIDING PUBLIC SERVICES

What is a Framework of Actions (FoA)?

A Framework of Actions is...

- ...a process-oriented tool...
- ...providing a European framework...
- ...for social partners' actions at EU and national levels.

It is composed of...

- ...a main text negotiated at European level...
- ...putting forward a number of priorities...
- ...inspired by a selection of good practices in an annex.

What is a Framework of Actions (FoA)?

LIST OF EXISTING FoAs

- Framework of actions on the lifelong development of competences and qualifications (March 2002)
- Framework of actions on gender equality (March 2005)
- **Framework of actions on youth employment (June 2013)**

The negotiation process

EUROPEAN SOCIAL PARTNERS WORK PROGRAMME 2012 - 2014

Priority

Increase employment rates to reduce unemployment

How?

Eight joint activities. This FoA is the first one

Focus on youth

to facilitate young people's transition into the labour market, taking into account young people's expectations and labour market needs

The negotiation process

EUROPEAN SOCIAL PARTNERS WORK PROGRAMME 2012 - 2014

When?

Negotiations lasted seven months, from September 2012 to April 2013

Who?

More than sixty representatives of national employers and trade unions

Approved by decision-making bodies and disseminated in June 2013

The signatories

REPRESENTING EUROPEAN WORKERS



The European Trade Union Confederation

Established **1973**




85 member organisations in **36** countries

10 European Industry Federations
Eurocadres (professional & managerial staff)
FERPA (retired & older people)

60 million workers

The signatories

REPRESENTING EUROPEAN EMPLOYERS

 <p>The Confederation of European Business</p>	 <p>The European Centre of Employers and Enterprises providing Public services</p>	 <p>The European Association of Craft, Small and Medium-sized Enterprises</p>
<p>Established 1958</p>	<p>Established 1961</p>	<p>Established 1981</p>
<p>41 federations from 35 countries</p>	<p>Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members)</p>	<p>Over 80 federations (40 full members and 42 associate members)</p>
<p>More than 20 million companies</p>	<p>Public services providers employ 30% of the EU workforce</p>	<p>More than 12 million enterprises</p>

Content of the FoA

1. Introduction and challenges
2. Social partners' approach
3. Four priorities:
 - *Learning*
 - *Transition*
 - *Employment*
 - *Entrepreneurship*
4. Promotion, actions and follow-up

Content of the FoA

INTRODUCTION

- 5.68 million of young Europeans are currently unemployed.
- Youth unemployment twice as high as overall unemployment since a long time.
- Crisis has exacerbated youth unemployment challenge.
- Many young people lack work experience.
- Longer and unpredictable transitions impact confidence.
- High cost youth unemployment for economies and societies.

Content of the FoA

CHALLENGES

1.

Create more and better jobs and attractive career opportunities.

2.

Strengthen the quality and relevance of education and training to address skills mismatches.

3.

Optimise the role of industry, in particular SMEs, and of high-performing public services.

Content of the FoA

SOCIAL PARTNERS' APPROACH

- A shared responsibility of actors:
 - Social partners;
 - Public authorities;
 - Other stakeholders.
- A multi-pronged approach needed with measures and appropriate resources to secure high-quality learning outcomes and create jobs.
- A Framework of Actions based on existing and new practices providing practical solutions to national social partners.
- Recommendations to EU institutions and Member States.

Content of the FoA

4 PRIORITIES: Learning

Primary and secondary education essential for pupils to acquire basic skills for further education and training.

Apprenticeships and traineeships play an important role in reducing the risks of long transitions.

Dual learning systems can contribute to lower youth unemployment levels.

Mobility as an engine for growth and reduction of the skills mismatch.



LEARNING

Content of the FoA

4 PRIORITIES: Learning

- Monitoring of VET systems, including apprenticeships – also EU alliance.
- Ensuring clear terms and learning objectives for apprenticeships.
- Considering actions towards Council and Parliament on traineeships.

- Promoting education that meets labour market needs.
- Strengthening dual elements of work-based learning models.

ACTIONS

Short term

Long term

RECOMMENDATIONS

- ESF funding for apprenticeship systems development.
- Social partners' involvement in EU programmes. Role for European semester.
- National or sectoral training funds.
- European and national campaigns to change perception of VET.

- Spreading principles of work-based learning in secondary and higher education.
- Better quality and inclusiveness of primary and secondary education.
- Encouraging cross-border mobility.

Content of the FoA

Learning: A NATIONAL EXAMPLE

ČEZ Group supports technical education / Czech Republic

Who?

ČEZ Group, one of the ten largest energy conglomerates in the Czech Republic, in cooperation with trade unions.

Objectives

- To increase the attractiveness of the technical field in the eyes of the public.
- To motivate young people to study technical subjects.

How?

- Institution of a network of secondary high schools/universities.
- Implementation of specialised programmes for students
- Provided schools with educational aids
- Creation of new curricula in the energy sector

Content of the FoA

4 PRIORITIES: Transition

The focus is put on transitions between education and work.

Support to the Youth Employment Initiative. Youth guarantee schemes necessary in many countries.

Need for efficient unemployment insurance and social safety nets which are financially sustainable in the longer term.

Importance of establishing better guidance and information, and of identification of new skills and jobs.



TRANSITION

Content of the FoA

4 PRIORITIES: Transition

- Promoting attractiveness of jobs in shortages areas.
- Contributing to design and evaluation of youth guarantee schemes.

- Cooperating with governments in providing young people with targeted information on available opportunities.
- Facilitating shift of career orientations towards sectors in demand and achieving LLL culture.
- Enhancing cooperation between private and public employment services.

ACTIONS

Short term

Long term

RECOMMENDATIONS

- ESF funding for initial funding of youth guarantee schemes.
- Focusing resources on most disadvantaged youth.
- Reviewing tax and benefits to encourage employment participation.
- Job search techniques in school curricula.

- Enhanced cooperation between Member States, social partners and employment services to fill in vacancies.
- Moving towards tailored advice to young people.
- Coaching and mentoring at school to prevent school drop out;

Content of the FoA

Transition: A NATIONAL EXAMPLE

The “Contrat de Génération” (“Generation contract”) / France

What?

- The “contrat de génération” is an agreement which allows an older worker to transmit his knowledge to a young person.
- It can be concluded also between a young person and a manager-owner of a micro enterprise, to transfer the company.
- It was discussed by the French Parliament in January 2013.

Objective

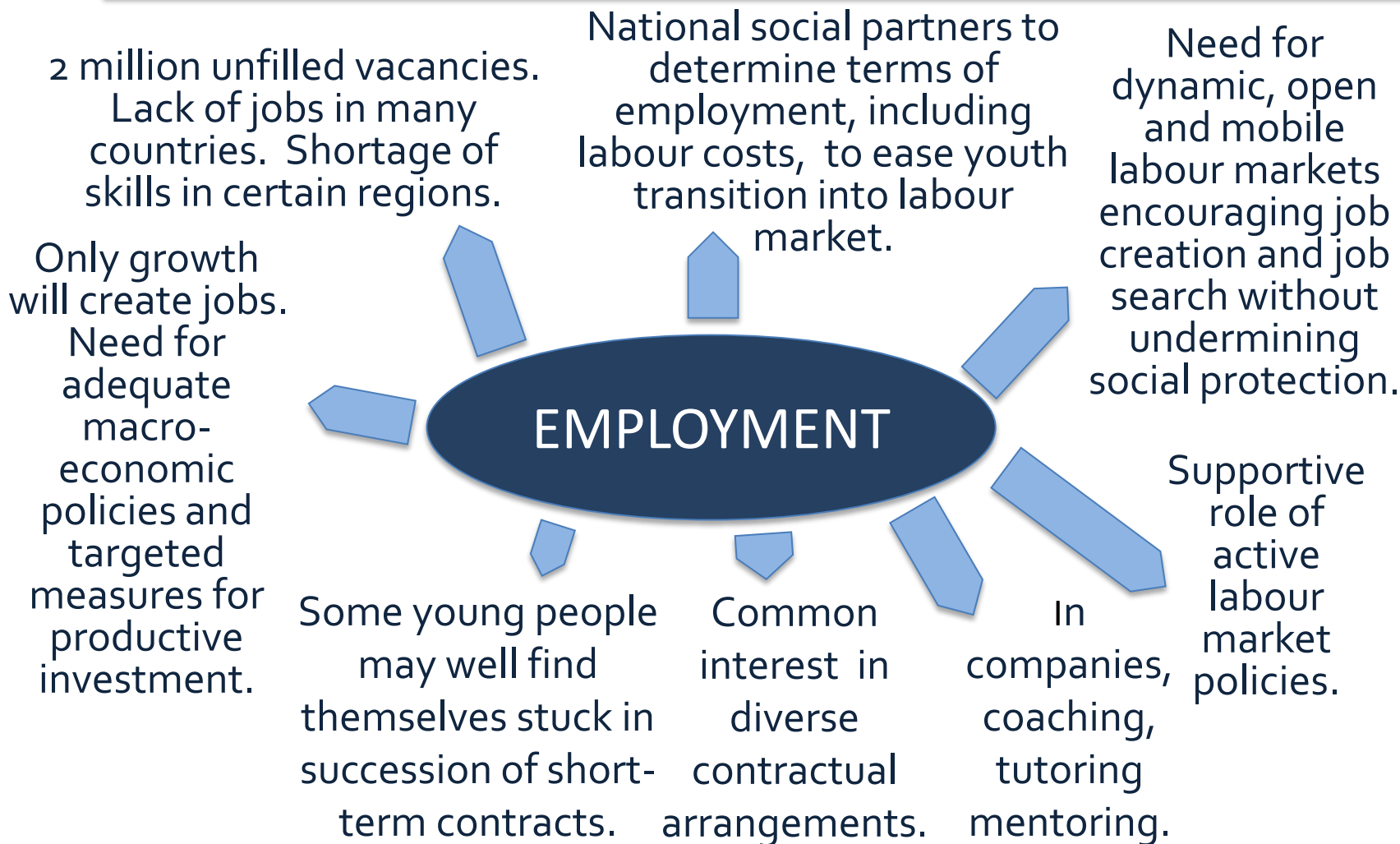
- To promote youth and older workers employment.

How?

- All companies will have the possibility to use the “generation contract” and benefit from a flat-rate incentive or reductions in charges for at least 3 years.

Content of the FoA

4 PRIORITIES: Employment



Content of the FoA

4 PRIORITIES: Employment

- Agreeing terms and conditions of employment supporting access to a first job.
- Ensuring balance flexibility and security for all employment relationships.
- Individual competence development plans.

- Concluding or contributing to labour market reforms to reduce segmentation.
- Participation in national job plans for young people.
- Tackling causes of bogus self-employment.

ACTIONS

Short term

Long term

RECOMMENDATIONS

- Sound macro-economic policies.
- EU should associate social partners in use of EU funding.
- Making youth employment a more attractive option for employers.
- Investments in innovation and training.

- Fostering geographical and occupational mobility.
- Sending countries should take account of brain drain effects.
- Activation measures with necessary support and incentives to work.
- Sanctions for non compliance with employment regulations.

Content of the FoA

Employment: A NATIONAL EXAMPLE

Agreement on employment integration / Sweden

Who?

- The agreement was signed by the social partners within industry and in the public sector.

Objectives

- Safeguarding the need for competent employees.
- Easier entry to the labour market for young people.
- Enabling young people to get work-based education

How?

- Fixed-term employment (recommendation 12 months).
- Remuneration for time spent working and unpaid for time in training and introduction.
- Supervision for each work introduction employee.
- Maximum time spent in training and introduction: 25%.

Content of the FoA

4 PRIORITIES: Entrepreneurship

Positive impact entrepreneurial thinking on employability of young people.

Creativity and positive attitudes towards sustainable risk-taking to be supported while respecting labour legislation and workers' rights.



ENTREPRENEURSHIP

Promote entrepreneurship in schools and guidance and mentoring for new entrepreneurs.

Apprenticeship can lead to entrepreneurship.

Content of the FoA

4 PRIORITIES: Entrepreneurship

- Promoting entrepreneurial mind-sets at school and in society.
- Fostering training and mentoring services for entrepreneurs.

- Promoting partnerships between large and small enterprises.
- Encouraging female entrepreneurship.
- Corporate Social Responsibility.

ACTIONS

Short term

Long term

RECOMMENDATIONS

- Supporting growth of young enterprises.
- Tax incentives for young entrepreneurs.
- Promoting access to finance.
- Entrepreneurship courses in schools.

- Competitions between young entrepreneurs.
- Socially and environmentally responsible entrepreneurship.

Content of the FoA

Entrepreneurship: A NATIONAL EXAMPLE

Entrepreneur's Skills Certificate® / Austria

What?

- ESC® is a certified training programme consisting of 4 modules: business basics, national economy, business administration, finance and marketing.

Objective

- To provide young people with economic and entrepreneurial competencies.

How?

- ESC® testing takes place in accredited testing centres.
- Each module ends with a multiple-choice online test.
- Students/schools receive certificate with their scores including a description of learning outcomes.

Content of the FoA

PROMOTION

- Promotion of this FoA in Member States at all appropriate levels taking account of national practices, through joint and separate actions.
- Regional seminars and additional national meetings can be organised in each country by national SP themselves.
- Diffusion of this document to all relevant players.

Content of the FoA

ACTIONS

- National social partners to act upon the four priorities.
- EU and national social partners to cooperate with EU institutions and/or national public authorities on the basis of the recommendations included in this FoA.

Content of the FoA

FOLLOW-UP

- After three annual reports, evaluation of impact on both employers and workers.
- Overall evaluation report prepared during the fourth year.
- Evaluation can lead to update of the priorities identified or assessment of need for additional action.
- Where no reporting after four years, members in the countries concerned encouraged to keep European Social Partners informed about their follow-up activities.

For more information, please contact your EU social partner organisation



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