Framework of Actions on Youth Employment
(adopted in June 2014)

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Outline

- The negotiation process
- The content of the text
The negotiation process

EUROPEAN SOCIAL PARTNERS WORK PROGRAMME 2012 - 2014

Priority
Put forward solutions in order to contribute to growth, employment and social cohesion

How?
A FoA on Youth employment

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
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, with lack of job opportunities.
- Many young people lack work experience and competences.
- 42%** of young people in temporary contracts, 32%** in part time contracts.
- Longer and unpredictable transitions impact confidence.
- High cost of youth unemployment for economies and societies.

*Source: Eurostat, EU27, April 2013 - February 2014 = 5.392 million
**Source: Eurostat, EU27, Year 2011
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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.**
Primary and secondary education essential for pupils to acquire basic skills for further education and training.

Dual learning systems can contribute to lower youth unemployment levels.

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

Cross-border mobility of teachers, trainers and young people; study of foreign languages; and cooperation for innovation and reduction of the skills mismatch.
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4 PRIORITIES: Learning

**Short term**

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

**Recommended actions**

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

**Actions**

**Long term**

- 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.

**Recommended actions**

- Spreading principles of work-based learning in secondary and higher education.
- Better quality and inclusiveness of primary and secondary education.
- Encouraging cross-border mobility.
The focus is put on transitions between education and work.

Support to the Youth Employment Initiative including the youth guarantee 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.

4 PRIORITIES: Transition
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4 PRIORITIES: Transition

**Short term**

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

**Long term**

- 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 HR Managers and actors such as private/public employment services.

**Short term**

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

**Long term**

- 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.
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4 PRIORITIES: Employment

Lack of jobs in many countries. 2 million* unfilled vacancies. Shortage of skills in certain regions.

Only growth will create jobs. Need for adequate macro-economic policies and targeted measures for productive investment.

National social partners to determine terms of employment, including labour costs, to ease youth transition into labour market.

Some young people may well find themselves stuck in succession of short-term contracts.

Diverse contractual arrangements to better match employers’ and workers’ needs.

Lifelong learning in enterprises, coaching, tutoring mentoring.

Need for dynamic, open and mobile labour markets encouraging job creation and job search, respecting social and labour rights.

Supportive role of active labour market policies.

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**4 PRIORITIES: Employment**

**Short term**
- Promoting contracts of indefinite duration, and ensuring balance of flexibility and security for all employment relationships.
- Agreeing terms and conditions of employment supporting access to a first job.
- Individual competence development plans.

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

**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, research, development and training.

**ACTIONS**
- 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.
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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.

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

Apprenticeship can lead to entrepreneurship.
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4 PRIORITIES: Entrepreneurship

**ACTIONS**

**Short term**

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

**Long term**

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

**RECOMMENDATIONS**

**Short term**

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

**Long term**

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

▪ Dissemination 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.

▪ 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

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