



Framework of Actions on Youth Employment

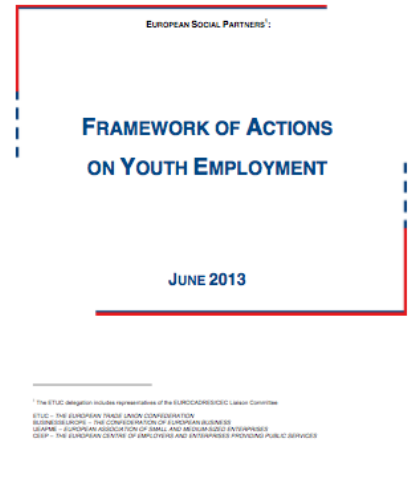
(adopted in June 2014)

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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

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, 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

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.

Cross-border mobility of teachers, trainers and young people; study of foreign languages; and cooperation for innovation 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 quality apprenticeships.
- Considering actions towards Council and Parliament on quality framework 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

4 PRIORITIES: Transition

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.



TRANSITION

Content of the FoA

4 PRIORITIES: Transition

- Promoting attractiveness of jobs in shortages areas.
- Contributing to the design, implementation 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 HR Managers and actors such as private/public employment services.

ACTIONS

Short term

Long term

RECOMMENDATIONS

- 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.

- 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

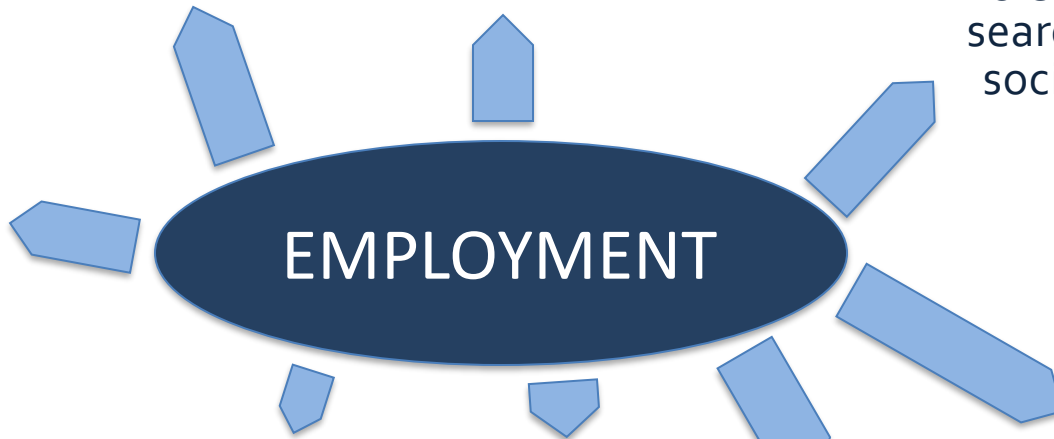
4 PRIORITIES: Employment

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

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

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

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



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.

Supportive role of active labour market policies.

*Source: European Commission, EU Skills Panorama, Dec. 2012

Content of the FoA

4 PRIORITIES: Employment

- 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.

- 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, research, development 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

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.

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



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

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.

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