



# Framework of Actions on Youth Employment

*(adopted in June 2013)*

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# Outline

- Youth (un)employment today
- The negotiation process
- The content of the text
- Annual reports – facts, figures and the way forward



## FRAMEWORK OF ACTIONS ON YOUTH EMPLOYMENT

JUNE 2013

The ETUC delegates include representatives of the EUROPEAN SOCIAL PARTNERS Committee  
ETUC - THE EUROPEAN TRADE UNION CONFEDERATION  
BUSINESS EUROPE - THE CONFEDERATION OF EUROPEAN BUSINESS  
ORGANISATIONS  
CEEP - EUROPEAN ASSOCIATION OF EMPLOYERS AND EMPLOYERS IN PUBLIC SERVICE  
CEEP - THE EUROPEAN CENTRE OF EMPLOYERS AND EMPLOYERS PROVIDING PUBLIC SERVICES

# Youth (un)employment today

- Although it has decreased – from more than 23% in February 2013 to less than 19% in August 2016 (about 4.2 people aged 15-24 years) – the **youth unemployment rate is still very high in the EU** (with peaks of more than 40% in several countries)
- EU **youth unemployment rate** has always been structurally high and it **is more than double the overall unemployment rate** (19% in August 2016 compared with 9% average unemployment rate for all groups)
- **Big differences between countries:** there is a gap of more than 30 percentage points between the Member States with the lowest rate of youth unemployment (Germany at 7%) and the Member States with the highest rates, Greece (48%) and Spain (43%)
  - EU countries have been performing to a varying degree to set practices that encourage youth employment

# Youth (un)employment today

- In 2015, more than **6,6 million young people** (aged 15-24 years) were **neither in employment nor in education or training (NEETs)** in the EU, compared to around 7.5 million in 2012
- Fixed-term contracts covered **43.3% for the 15-24 age group and 32.1% of young people** were employed with **part time contracts** (same age group, 2015)
- 11% of those aged 18-24 were **early school leavers** in 2015

# 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?

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

# 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



### 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.



# 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



### 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

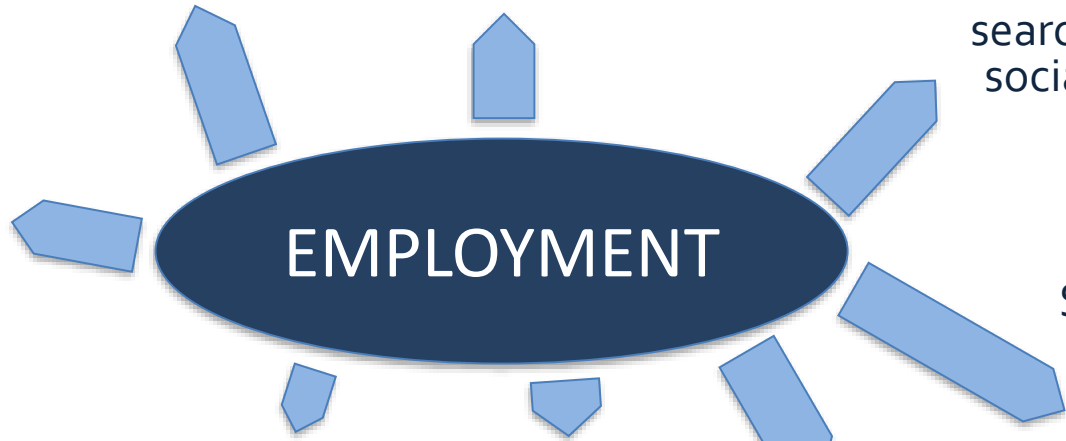
## 4 PRIORITIES: Employment

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.

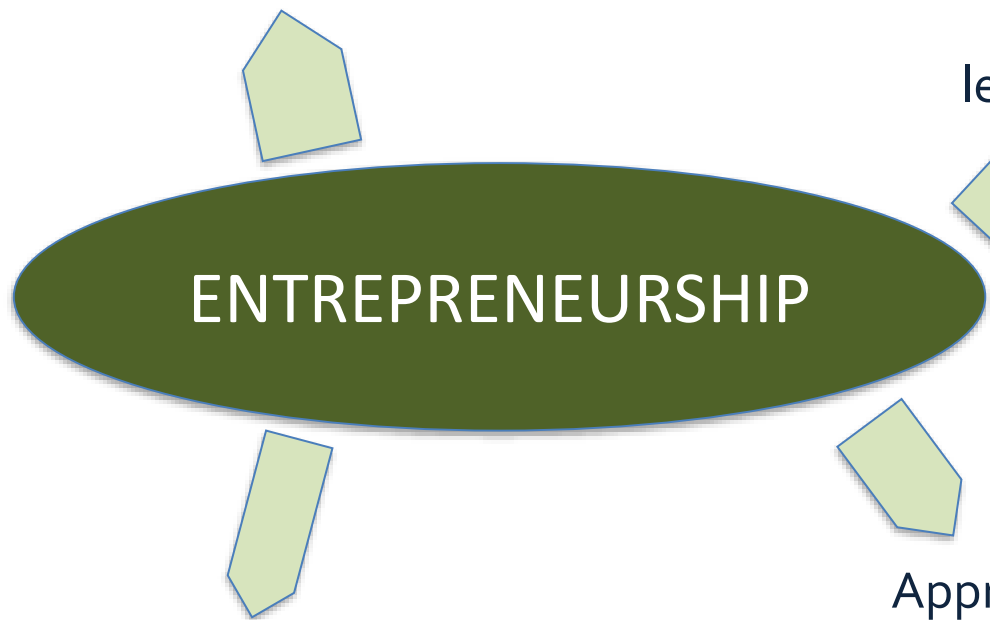


# Content of the FoA

## 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.

# Follow-up reports

	Follow-up report 2014	Follow-up report 2015	Follow-up report 2016	Final Follow-up report 2017
Number of national reports	17	21	22	8 TBC

- 23 countries replied over the given timeframe
- 17 countries replied each year in 2014, 15 and 16
- No replies from Greece, Lithuania, Malta, Slovakia and Slovenia from 2013 to 2017

# Follow-up reports

## FIRST REPORT 2014

### Kick -off

- Information toolkit
- Translation fund
- National seminars
- Online resource centres

### Trends

- Tripartite initiatives on education (programmes, VET, drop outs)
- The specific role of social partners on work-based learning
- Support of the youth guarantee
- Human resource development at company level
- Employment-friendly policy frameworks
- Entrepreneurship in education and fostering start-up development

# Follow-up reports

## SECOND REPORT 2015

### Continued promotion

- Seminars
- Integrated projects (apprenticeship)

### Trends

- Transition from education to employment
- NEETS
- Work-based learning and reforms
- Work contracts
- Support of Youth Employment Initiative and Youth Guarantee
- Cross-cutting issues: collective bargaining; sectoral approach; regional approach; funding



# Follow-up reports

## THIRD REPORT 2016

### Keep the momentum

- Highest level of reporting (22 countries)
- EU SPs Project results

### Trends

- Apprenticeship and traineeship
- Disadvantaged groups and drop-outs
- Youth Guarantee implementation
- Guidance and information
- Framework conditions conducive to job creation
- Entrepreneurial education
- Focus on: skills; regional approach; vulnerable groups; funding; sectoral approach; use of the Internet

# The way forward

- SOCIAL DIALOGUE COMMITTEE 27 SEPTEMBER 2017: ADOPTION OF FINAL REPORT
- PROMOTION TO CONTINUE: VIDEO ON YOUTH EMPLOYMENT

For more information, please contact your EU social partner organisation



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