



## Framework of actions on Youth employment

# Outline

- The negotiation process
- The signatories
- The content of the text
- The annex: concrete cases

# Negotiation Process: History

- **Before the negotiations:**

- **European Social Partners work programme 2012-2014**

*<<With more than 22% of young people unemployed, there is an urgent need to remedy this unacceptable situation. The situation of young people will be assessed as a priority. We will focus on the link between education, young people's expectations and labour market needs, taking into account young people's transition into the labour market, in an effort to increase employment rates in general.*

*We will make, in the context of a framework of actions, concrete recommendations also to Member States and the EU institutions.>>*

- **The negotiations:**

- 9 negotiating meetings; 3 drafting group meetings; 1 fact-finding seminar; 7 months
- Submitted for approval by the decision-making bodies
- Follow-up timeline: **3 years after the potential signature**

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

# Content of the FoA

1. Introduction and challenge
2. Social partners' approach
3. Four priorities: learning, transition, employment, entrepreneurship
4. Promotion, actions and follow-up

# Content

## 1. Introduction and challenges

- **Introduction :**

- the context and the emergency of the situation (the crisis, the levels of unemployment, the consequences on the daily lives of young people)
- In Europe, more than 5.68 million young people are unemployed. The average rate of youth unemployment (23.4%) is more than double the overall unemployment rate (10.7%).

- **Main challenges :**

- create more and better jobs and attractive career opportunities for young people;
- strengthen the quality and relevance of education and training at all levels to address skills mismatches;
- optimise the role of industry, in particular SMEs, and of high-performing public services in Europe as a driver of sustainable and inclusive growth.

# Content

## 2. Social partners' approach

- A shared responsibility of actors (national social partners, public authorities and other stakeholders).
- A need to act together to achieve concrete progress in favour of youth employment.
- A commitment to putting forward practical solutions to address youth unemployment taking into account the specific situation of each country, in order to contribute to growth, employment and social cohesion.
- A Framework of Actions based on existing and new practices.
- Inclusion of recommendations to other relevant actors such as the EU institutions and Member States.



# Content

## 3. Priorities

### Learning

Young people need to be equipped with basic competences, transversal competences, as well as technical and specific competences for their own personal development and employability.

Well-designed education and training curricula, with social partner involvement, responsive to labour market and young people's needs can contribute to reducing the skills mismatch.

Work-based learning, including apprenticeships and traineeships, can also contribute to smoother transition into the labour market for the young and reduce the risks of long transitions.

# Content

## 3. Priorities

### Focus on

- Primary and secondary education
- Initial vocational education and training
- Apprenticeships
- Traineeships
- Mobility

### Social Partners' Actions

- Short term
- Long term

### Recommendations

- Short term
- Long term

# Content

## 3. Priorities

### Transition

- Change has become a constant feature of our economies and societies. This makes it important to ease and support transitions into and within the labour market with reliable, efficient unemployment insurance and social safety nets which are financially sustainable in the longer term.
- Labour market transitions usually refer to periods between the exit from the education system and entry into the labour market as well as between different jobs. Under this priority, the focus is put on the transition between education and work.
- Transition measures, including in the area of guidance, training and employment integration, are limited in time and agreed, monitored and performed by various actors in accordance with national industrial relations systems.

# Content

## 3. Priorities

### Focus on

- EU Youth Employment Initiatives
- Youth Guarantee
- Guidance and information
- Identification of new skills and new jobs

### Social Partners' Actions

- Short term
- Long term

### Recommendations

- Short term
- Long term

# Content

## 3. Priorities

### Employment

With more than 26 million Europeans unemployed, a key condition is to create more and better jobs in addition to the 2 million vacancies in Europe

- Adequate macro-economic policies and targeted measures for productive investment to foster growth and a job-rich recovery
- Investment in research & development, innovation, education and training.
- Adequate (re)training and promote mobility opportunities for young jobseekers who are considering moving and working within and between Member States.
- Respect agreed social and labour rights.

# Content

## 3. Priorities

- Active labour market policies
- Lifelong learning as a shared responsibility of all actors
- Coaching, tutoring and mentoring
- Individual competence development plans
- A diversity of contractual arrangements
- Job creation

### Social Partners' Actions

- Short term
- Long term

### Recommendations

- Short term
- Long term

# Content

## 3. Priorities

### Entrepreneurship

Fostering entrepreneurial thinking and promoting entrepreneurship skills have a positive impact on the employability of young people and on job creation.

Entrepreneurship should be promoted as early as at school level and further integrated into secondary and tertiary education, be it general education or vocational education and training.

- Guidance and mentoring for new entrepreneurs
- Creativity and positive attitudes towards sustainable risk-taking while respecting labour legislation and workers' rights
- Role of apprenticeship which can lead to entrepreneurship

# Content

## 3. Priorities

### Focus on

#### Other forms of entrepreneurship

- “Intrapreneurship”, which is about promoting entrepreneurial attitudes of employees, and employee-driven/social entrepreneurship,
- However, the boundaries between a worker and an employer can be blurred in cases of bogus self-employment.

### Social Partners’ Actions

- Short term
- Long term

### Recommendations

- Short term
- Long term



# Content

## 4. Promotion, actions and follow-up

### 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.

### Actions

- to act upon the four priorities identified to foster youth employment and smoother transitions between education and work.
- to cooperate with EU institutions and/or national public authorities on the basis of the recommendations included in this FoA.

# Content

## 4. Promotion, actions and follow-up

### Follow-up

- After three annual reports, the European social partners will evaluate the impact on both employers and workers. This evaluation can lead to an update of the priorities identified and/or an assessment on whether or not additional action is required in one or more of the priority areas.
- The European social partners will be entrusted with the preparation of the overall evaluation report during the fourth year after the adoption of this Framework of Actions.
- In the case of absence of reporting after four years, European social partners will encourage their members in the countries concerned to keep them informed about their follow-up activities until actions have been undertaken at national level.

# Annex

- **Fact finding seminar – 2012**
- **Concrete cases**
  - **Balanced approach (size of company, public and private sectors, countries)**
  - **Different themes covered (apprenticeship, traineeship, employment ...)**
  - **Involvement of SP**