

EUROPEAN PILLAR OF SOCIAL RIGHTS WHAT IS IN FOR YOUNG WORKERS?

The EPSR Action Plan through the youth lenses



HOW IS THE SITUATION OF YOUNG WORKERS TODAY?



12%

of young people

nowadays are neither in employment, education or training (NEETs). This has only declined slightly in the last 10 years.



**Young people are
2.5 TIMES**

more unemployed

compared to adults – a trend which has persisted despite the economic recovery in post-crisis Europe.



OVER 40%

of young workers

in the EU had temporary work contracts, compared to 12% of adult workers with such contracts.



In some EU countries,

UP TO 70%

of young workers worked part-time involuntarily.



Young women and young

migrants face additional challenges in accessing jobs across Europe.

WHAT ARE TRADE UNIONS DOING TO ADDRESS ISSUES FACED BY YOUNG WORKERS?

WHAT THE TRADE UNIONS HAVE TO STRENGTHEN?

1

Negotiating Collective agreements at the workplace covering challenges faced by young workers

- Quality traineeships and apprenticeships
- The working conditions and terms of employment
- Challenges faced by young migrants and young women

2

Engaging in social dialogue

- Negotiating wages
- Conditions for quality traineeship and apprenticeship

3

Outreach activities towards vulnerable youth

- Providing advice, guidance and information
- Training on workers' rights
- Building up alliances with civil society organisations, NGOs and youth clubs



Building alliances with youth and student organisations can serve as catalysts for innovation or change in unions' framing of issues affecting young people, increased visibility and a better understanding of youth issues, including those outside the workplace.



New ways of organising to reach and appeal to young workers who experience a high level of precariousness and job volatility. This includes digital communication, less bureaucracy and enlarging the traditional Trade Union service offer.



The Trade Union leadership must include the **recruitment and retention of young people** and addressing their needs in the union's agenda and strategic approach.



Empowering young unionist through training, mentoring and inclusion in the internal decision-making process.



'I am worried about my future and also present. Since the COVID crisis, I have been working in different precarious jobs, none of them corresponding to my qualification and relevant to my interests.'

Daniela S.
Germany

IS EUROPEAN UNION RELEVANT TO YOUNG WORKERS?

It could be!
But the policies must address their challenges...

Social Security

- The Action plan for the European Pillar of Social Rights must address the significant challenges that young people are facing in access to social protection. **We need a collective solution that is adapted to all forms of work!**
- **EU policy must protect seasonal and mobile workers!** The overwhelming majority of them are young workers. They often lack knowledge of their working rights and fall through the crack in non-compatible social security systems.
- Digitalization and its impact on the labour market must be regulated to become a tool to advance our society. **Platform workers must have the same rights** as any other workers in the same sector, including access to social security.

Not all jobs are better than no jobs

- We need to invest in the creation of quality jobs! **EU can not fund precarity with public money**, we need quality criteria for every job created with the EU subsidies. The EU must lead by example and stop using workers as chips in the chasing game for endless economic growth.
- Stop the practice of subminimum wages for young people. **Seriously, just STOP it!**
- We need to effectively **ban unpaid internships across the EU** and continue to monitor and enforce the implementation of the Framework for quality and effective apprenticeship.
- To tackle effectively the youth unemployment all Member States should dedicate a specific **proportion of the ESF+ funding to address youth in precarious working conditions** – as opposed to the current situation when investment is required only if numbers suggest the unemployment is above EU average.

Well being and equality of young people

- The actions to **bring more equality between men and women** must cater for challenges faced by young workers.
- Young people care about **social justice** and the EU has to step up in delivering it by effectively tackling **Fair taxation, Climate Change and Fights against all forms of discrimination** at the workplace and beyond.
- To strengthen the position of young workers in the labour market, we have to ensure that **young people are well aware of their rights**. Public services need to be reinforced and step up their capacity to reach out to vulnerable youth and propose targeted services and orientation at the labour market.



'Our leaders promised to build Social Europe and workers expect nothing less. It is high time that the institutions deliver on quality jobs and stop blaming COVID and market recession for lack of binding actions to protect young workers.'

Tea Jarc
President of ETUC Youth

FOR MORE INFORMATION: etuc.org

CONFEDERATION
**SYNDICAT
EUROPÉEN
TRADE UNION**

With the financial support of
the European Commission:

