

## WHAT ARE THE RESULTS SO FAR?



### The Youth Guarantee:

- has reached more than 3.5 million young people who took up either employment or continued education offers.
- close to half of the participants remained in either employment or continued education six months after leaving these schemes.
- the average EU NEET rate went down from 13.2% in 2012 to 10.9% in 2017.
- the average youth unemployment rate went down from 24% in 2013 to 16.8% in 2017.

However, some companies tend to abuse this scheme and employ subsidised trainees, while letting go of their permanent staff. Similarly, many trainees end up working under low-quality contracts or precarious working conditions.

### The European Alliance for Apprenticeships:

- has greatly facilitated stakeholder networking, learning and information exchange.
- has helped to increase awareness of apprenticeships and contributed to shaping the national policy agenda.
- in several countries, the number of apprentices has been steadily increasing.

The Quality Framework for Traineeships showed a modest level of progress. Out of 28 EU Member States, only eight have initiated legal changes in order to comply with this framework.

## About the ETUC report

This leaflet provides a short sample of the many ways trade unions get involved in improving the quality and effectiveness of European Youth Employment policies at national level. To get a complete picture of these activities, consult the publication ***Boosting unions' participation to guarantee quality transitions and employment to young people in Europe***, available at <https://www.etuc.org/en/publications>

### About the ETUC and its Youth Committee



The European Trade Union Confederation (ETUC) speaks with a single voice on behalf of European workers, to give them a stronger say in EU decision-making.

The ETUC defends fundamental social values such as solidarity, equality, democracy, social justice and cohesion.

The ETUC Youth Committee represents the younger generation of Europeans on issues relating to working life. It is a statutory body of the European Trade Union Confederation and is composed of one representative nominated by each national trade union confederation affiliated to the ETUC and the European Trade Union Federations. Its objective is to make the voice of young European workers and unemployed heard inside the trade union movement and the wider society (policy-makers at EU, national and local level, employers' organisations, NGOs and other stakeholders).

[www.etuc.org](http://www.etuc.org)



### European Trade Union Confederation (ETUC)

Boulevard Roi Albert II, 5 - B- 1210 Brussels  
etuc@etuc.org - +32 (0)2-224 04 11



# BOOSTING UNIONS' PARTICIPATION

TO GUARANTEE QUALITY TRANSITIONS AND EMPLOYMENT TO YOUNG PEOPLE IN EUROPE

Why young people need support  
What Member States are doing  
What unions are doing



A European trade union confederation (ETUC) project to defend the rights of young citizens across Europe.



With the financial support of the European Commission

## YOUNG PEOPLE IN EUROPE NEED SUPPORT. WHY?

Ten years after the economic crisis hit Europe, and in spite of a slight decrease in the unemployment rate, many young people in Europe don't have a job. People under the age of 25 are twice as likely to be out of work as the total workforce.

When they do have a job, it's often in precarious working conditions, with very low wages or temporary contracts.

Youth unemployment in some Eastern and Southern European regions has forced many young people to leave home to find work, creating an imbalance inside the European Union.

Many young people are not in employment nor in education or training (NEET).

Leaving large numbers of young people without employment, education or training has a damaging impact on individuals, society and the economy, leading to social alienation, insecurity and poor job prospects in the future, as well as youth offending and mental and physical health problems.

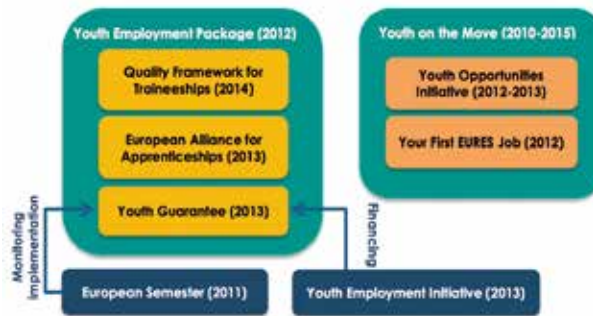


## WHAT MEMBER STATES AND THE EU ARE DOING

The EU has launched several initiatives, policy packages and financing instruments. The main youth employment policies come under two of these:

- **Youth on the Move**, part of the EU 2020 strategy, and
- the **Youth Employment Package (YEP)**, with the **Youth Guarantee**, the **Quality Framework for Traineeships** and the **European Alliance for Apprenticeships**.

### European youth employment policy measures



Source: Visionary Analytics based on DG EMPL data.

The **Youth Guarantee** is a commitment by all Member States to ensure that anyone under the age of 25 receives an employment or an education offer within four months of becoming unemployed or leaving formal education. A total of 132 labour market measures for young people were introduced in 2013-2015.

The **European Alliance for Apprenticeships** is a platform to strengthen apprenticeships in Europe. It covers three fields of action: (1) apprenticeship system reforms, (2) promotion of apprenticeship benefits, (3) smart use of training funds and resources.

The **Quality Framework for Traineeships** is a set of guidelines for traineeships outside formal education to ensure high-quality learning content and fair working conditions.

## WHAT TRADE UNIONS ARE DOING

### Negotiating binding legal frameworks or policies

The capacity to negotiate on legislation is one of the most powerful tools that we as trade unions have at our disposal. For example, we negotiate changes to legislation on traineeships and working conditions. This was done, for example, in the Czech Republic, Portugal, Poland, Sweden, Belgium and France.

### Taking initiatives on new policy measures

Trade unions are well placed to propose new policy measures because they interact with the local labour force. We did this, for example, in Slovenia to check labour market violations; in Belgium, with financial incentives for young jobseekers; in Germany, for the creation of a new apprenticeship scheme; in Austria, by setting up a network of education centres; and in Denmark by development of standardised training.

### Leading awareness-raising campaigns

Unions lead awareness-raising campaigns on issues such as minimum wages, adequate remuneration, unpaid traineeships or low-quality employment. We implemented this, for example, in the Czech Republic, Poland, Spain, Hungary, and Slovenia.

### Monitoring/ evaluating

We, as trade unions, are well placed to conduct our own evaluations of youth policies with activities such as organising seminars, participating in expert groups and discussing country-specific situations internally. This was done for example in Slovenia, through independent monitoring of Youth Guarantee measures; in Portugal, monitoring youth policies in the European Semester; and in Poland, with monitoring groups and evaluation seminars.