



Working together for youth employment - From education to the workplace: a global challenge

Joint seminar of EU Agencies
CEDEFOP, EU-OSHA, EUROFOUND, ETF
hosted by the European Parliament

List of Agencies' publications

Selected CEDEFOP publications

Briefing note – Providing evidence to improve training policies (2011). Cedefop's achievements in 2010 and plans for 2011 (available in 7 languages).

http://www.cedefop.europa.eu/EN/Files/9043_en.pdf

The role of vocational education and training in youth employment

Skills supply and demand in Europe: Medium-term forecast up to 2020 (2010)

Europe must focus more on skills than ever before. Skills to adapt and to shape the jobs of tomorrow are essential for Europe's citizens and businesses to speed up economic recovery. Equally, adequate skills are needed to respond to long-term challenges to compete in the global market, sustain innovation in ageing societies and address climate change. But will the skills that Europe's citizens have match those needed?

Cedefop's new skill demand and supply forecast up to 2020 sets the scene for anticipating future trends. The aim of this report is to provide policy-makers, employers, skills providers, employment services and individual learners with better information to make more informed decisions. Europe is on its way to an economy where services and knowledge- and skill-intensive occupations will prevail. But even in occupations that are decreasing, substantial employment opportunities will remain as older generations leave the labour market and need to be replaced. It is evident from the forecast that Europe not only needs to step up investment in education and training, but also encourage employers to use better the skills and talents of their staff. The forecast suggests that aggregate demand and supply trends across countries are converging in the medium to longer term, but we need to dig deeper to grasp what is really going on. Changing skill needs, job polarization and skill mismatch interact in complex ways. The forecasts in this report shed some light on these phenomena, but better data are urgently needed for more analysis.

http://www.cedefop.europa.eu/EN/Files/3052_en.pdf

Briefing note – What next for skills on the European labour market? (2011). The recession, migration and different policy scenarios can influence Europe's skill demand and supply, but to different extents (available in 7 languages).

http://www.cedefop.europa.eu/EN/Files/9059_en.pdf

A bridge to the future: European policy for vocational education and training 2002-10 (2010).

Cedefop's latest policy report evaluates the progress achieved in European policy-making in the field since the beginning of the Copenhagen process. It also looks ahead to how the new policy framework, Europe 2020, will underpin continuing reform in vocational education and training and lifelong learning in the next decade.

The report was officially presented at the ministerial meeting held in Bruges on 7 December 2010, along with the Bruges Communiqué.

http://www.cedefop.europa.eu/EN/Files/3058_en.pdf

Briefing note - Learning to change: vocational education and training reform 2002-10 (2010, available in 8 languages). The achievements of European cooperation are significant, but their impact has yet to be fully realized.

http://www.cedefop.europa.eu/EN/Files/9042_en.pdf

Learning while working: Success stories on workplace learning in Europe (2011).

Companies wish to improve their employees' skills for a specific job; employees have an interest in developing skills that can generally raise their career and employment prospects. But can these potentially conflicting goals be balanced? Can workplaces become learning places where workers of all levels are encouraged to improve their knowledge, skills and competence?

Clearly, encouraging a company culture that make it easier for citizens to keep learning and promotes corporate responsibility and social cohesion is a smart strategy for government. The success stories collected in this paper illustrate some of the ingenious solutions that have been devised by social partners working together with national, regional and local authorities.

http://www.cedefop.europa.eu/EN/Files/3060_en.pdf

Briefing note - Learning in a crisis (2009, available in 6 languages)

Despite the recession Member States and social partners seem committed to developing skills.

http://www.cedefop.europa.eu/EN/Files/9017_en.pdf

Changing qualifications: A review of qualifications policies and practices (2010).

In modern societies, qualifications fulfill many functions. They serve to signal an individual's personal, social and professional status, but they also control access to education, training and the labour market. Moreover, these functions change in line with wider social changes.

This review examines how the role and functions of qualifications are changing Europe. Covering a wide range of sources, including an overview of Cedefop's own work and case studies of countries, it outlines four possible scenarios for developments in the next ten years, and identifies the cornerstones for a reform strategy.

http://www.cedefop.europa.eu/EN/Files/3059_en.pdf

Support measures when managing the transition to jobs: Documenting competences and skills, guidance and counselling, entrepreneurial learning

Briefing note - 10 million Europass CVs generated online (2010, available in 7 languages).

http://www.cedefop.europa.eu/EN/Files/9031_en.pdf

Guiding at-risk youth through learning to work: lessons from across Europe (2010)

The global economic crisis has given greater focus to improving guidance services for at-risk youth to support social inclusion, active participation in lifelong learning and smooth

integration into working life. This Cedefop report draws attention to guidance measures and initiatives applied across Europe to aid school completion and education-to-work transitions of young people who risk dropping out of mainstream education and training or who already have done so.

The study suggests that coordinated approaches should be combined with outreach work to identify and reach those individuals who are in most urgent need of support. The partnership between different actors needs to be based on mutual trust and respect but also needs to place the interests of the young people first. Guidance professionals and teaching staff providing guidance services should learn how to establish a good working relationship with at-risk youth. Further, parental involvement, together with competent teachers, guidance practitioners, youth and social workers, labour-market actors, and healthcare providers, are considered essential support in the young person's transition.

The findings of this Cedefop study should encourage future action in the Member States on improving guidance service provision to at-risk youth. The overall goal across the European Union is to create good conditions for supporting young people's smooth transition from adolescence into a meaningful adulthood, with career and learning opportunities, partnership and parenthood, financial and residential independence.

http://www.cedefop.europa.eu/EN/Files/5503_en.pdf

Access to success: Lifelong guidance for better learning and working in Europe (2010, available in 5 languages).

The key issues presented are largely based on the guidance policy review that Cedefop is jointly producing with the European lifelong guidance policy network (ELGPN).

http://www.cedefop.europa.eu/EN/Files/4092_EN.pdf

Professionalizing career guidance: Practitioner competences and qualification routes in Europe (2009).

The competence of career guidance staff makes an essential contribution to the quality of career guidance services. This report confirms that current training provision for such staff is highly variable between countries and sectors in Europe, although there is clear movement towards more specialised training. Opportunities for staff mobility are limited, particularly between education and labour market sectors and from paraprofessional to professional roles.

The review reports recent trends in training provision, key issues requiring attention and possible actions by policy makers, trainers and practitioners. It includes six detailed case studies of countries that have taken coordinated action to address national issues. The report addresses the concept of competence and defines the specific competences needed by career guidance practitioners. It proposes a competence framework relevant to their work, and explores the ways in which the competence framework may be used, including the creation of more flexible and coherent training pathways for individual staff.

http://www.cedefop.europa.eu/EN/Files/5193_en.pdf

EU-OSHA publications and activities related to young workers / mainstreaming OSH into education

Publications - Mainstreaming OSH into education

- *Learning about OSH*, notes of the event held in Bilbao on 4 & 5 March 2002 and jointly organised by the Spanish Presidency and the Agency in cooperation with the European Commission; the full seminar proceedings, including PowerPoint presentations etc.
<http://osha.europa.eu/en/topics/osheducation/index.stm/proceedings.stm>
- *Learning about Occupational Safety and Health*, Forum publication summarising the proceedings 2002 seminar, Office for Official Publications of the European Communities, Luxembourg, 2002. <http://osha.europa.eu/publications/forum/8>
- *Learning about Occupational Safety and Health*, a longer report of the seminar proceedings (working paper). <http://osha.europa.eu/publications/reports/310>
- *Mainstreaming occupational safety and health into education. Good practice in school and vocational education*, Office for Official Publications of the European Communities, Luxembourg, 2004. <http://osha.europa.eu/en/publications/reports/313/view>
- *Factsheet 52. Mainstreaming occupational safety and health into education* (summary of a report). <http://osha.europa.eu/en/publications/factsheets/52/view>

The European Agency for Safety and Health at Work started its project 'Mainstreaming occupational safety and health into education' in 2002 with the slogan 'Start young, stay safe'. The thinking behind the project is that the sooner children and young people get acquainted with the concept of safety and health, then the sooner they can develop risk awareness, and the better they can shape their own safety and health environment in their future working and private lives. The report "Mainstreaming occupational safety and health into education. Good practice in school and vocational education" gives a comprehensive overview of good practice examples throughout Europe and outlines steps toward a systematic strategy to integrate occupational safety and health into education at European level.

The report is aimed at practitioners and intermediaries within the educational system, and policymakers and social partners both at Member State and EU level.

- *OSH in the school curriculum: requirements and activities in the Member States*, Office for Official Publications of the European Communities, Luxembourg, 2009.
<http://osha.europa.eu/en/publications/reports/TE3008521ENC/view>
- *Factsheet 82. Summary of the report OSH in the school curriculum*
<http://osha.europa.eu/en/publications/factsheets/82>

This report reviews how the Member States are including OSH and risk education in their national curricula. The report shows that there is considerable progress and activity in this respect at both primary and secondary education levels in terms of both implemented and planned actions in the Member States. The report also identifies some success factors for mainstreaming OSH into education curricula.

- *Challenges and opportunities for mainstreaming OSH into university education*
http://osha.europa.eu/en/publications/reports/mainstream_osh_university_education
- *Factsheet 91. Challenges and opportunities for mainstreaming OSH into university education — Summary of a Report (available in 21 languages)*
<http://osha.europa.eu/en/publications/factsheets/91/view>

This report presents a variety of cases concerning how OSH has been included in university-level education. The cases in it demonstrate that there are more challenges to integrating OSH into university-level education compared with other levels of education.

In preparation

- Report "Mainstreaming OSH into teacher training"
- Report "A Whole-school approach to mainstreaming OSH into education"

Mainstreaming OSH into education/Preventing risks to young workers

- *A safe start for young workers in practice*, Office for Official Publications of the European Communities, Luxembourg, 2007.
<http://osha.europa.eu/en/publications/reports/GPB06/view>

This publication contains real examples of how enterprises and organisations from across the European Union have taken actions to prevent risks to young workers and to educate students about health and safety at work. The cases should inspire owners, managers, workers and those involved in education about what could be achieved in their workplaces or educational institutions. In selecting the examples, the judging panel were looking for solutions that:

- o Tackled risks at source through good management, particularly the effective use of risk assessment and implementation of its findings;
 - o Showed good consultation between management and the workforce, including young people where appropriate, or between education establishments and commercial enterprises;
 - o Showed successful implementation, achieved real improvements, and were sustainable over time;
 - o Went beyond simple compliance with all relevant legislative requirements and;
 - o Could be transferred to other workplaces or situations.
- *Magazine 9 Safe Start*. <http://osha.europa.eu/en/publications/magazine/9/view>

The articles describe the experiences of those who have been working to keep young employees safe. Contributions come from across Europe and beyond, showing how widely the problem of young workers' safety is recognised, and what a wealth of experience we now have, in doing something positive about it.

Preventing risks to young workers

- *OSH in figures. Young workers – facts and figures – thematic report*
<http://osha.europa.eu/en/publications/reports/7606507/view>
- *Factsheet 69. Young workers-Facts and figures. Youth employment*
<http://osha.europa.eu/en/publications/factsheets/69/view>
- *Factsheet 70. Young workers-Facts and figures. Exposure to risks and health effects*
<http://osha.europa.eu/en/publications/factsheets/70/view>

This publication seeks to review in depth what risks young workers are exposed to at work and what the consequences of these exposures are in both the short term and the long term for young workers. It does this not only by analysing statistics and studies, but also through selected case studies of prevention. The report found that young workers work mainly in services sectors and low-skilled occupations and on a temporary basis, which determined their high accident rates, the risks they are exposed to and their health problems.

- *Preventing risks to young workers: policy, programmes and workplace practices*, Office for Official Publications of the European Communities, Luxembourg, 2009.
<http://osha.europa.eu/en/publications/reports/TE3008760ENC/view>
- *Factsheet 83. Summary of the Report Preventing Risks to Young Workers*.
<http://osha.europa.eu/en/publications/factsheets/83/view>

To support information exchange on best practice, the agency has produced a report about how the occupational safety and health of young workers can be managed at policy and practice level. The report includes a variety of case studies and also identifies some success factors for prevention. The majority of the good practice cases features in this report focus on training. It is important to emphasise that these workplace training initiatives come from organisations with good OSH management systems in place and where training is one part of their overall OSH prevention programme for young workers.

- *Factsheets 61 to 66* which provide basic, practical advice: for young people; for employers; for supervisors; for parents; on relevant EU occupational safety and health laws. The factsheets are available in 20 languages.
<http://osha.europa.eu/en/publications/factsheets/>
- *E-facts 3. Protecting children and young people on farms: advice for farmers*
osha.europa.eu/en/publications/e-facts/efact03
- *E-facts 4. Noise – advice for young workers*; <http://osha.europa.eu/en/publications/e-facts/efact04/view>
- *E-facts 5. Hazards and risks in the retail trade – advice for young workers*
<http://osha.europa.eu/en/publications/e-facts/efact05/view>
- *E-facts 6. Work experience schemes: advice for educators on health and safety*
<http://osha.europa.eu/en/publications/e-facts/efact06/view>
- *E-facts 7. Worker safety representatives and the protection of young workers provides advice for worker representatives*. <http://osha.europa.eu/en/publications/e-facts/efact07/view>
- *Workforce diversity and risk assessment – ensuring everyone is covered*.
<http://osha.europa.eu/en/publications/reports/TE7809894ENC>

The main aim of this report is to describe why and how risk assessment can and should cover the whole workforce, and to increase awareness among those responsible for and affected by health and safety at work – employers, employees, safety reps and OSH practitioners – about the importance of assessing the risks of ALL workers. It highlights the need to carry out inclusive risk assessment; to take into account the diversity of the workforce when assessing and managing risks. The report is aimed mainly at those who are responsible for carrying out risk assessments and/or are involved in the process.

- *Factsheet 87. Workforce diversity and risk assessment: ensuring everyone is covered. Summary of an Agency report* (available in 22 languages).
<http://osha.europa.eu/en/publications/factsheets/87/view>

Health promotion among young workers

- *Factsheet Health promotion among young workers (to be published)*

This factsheet summarizes the findings from 12 cases of workplace health promotion (WHP) from Austria, Belgium, Denmark, Germany, Italy, the Netherlands, Romania and Sweden. The case studies feature a variety of initiatives and interventions to promote the health of young workers. These programmes were implemented in various enterprises, private as well as public. Most of the programmes involved workers with physically demanding jobs in the private sector.

Campaign

2006 European Campaign – ‘Safe Start’

The 2006 European Campaign had the slogan ‘Safe Start’ and sought to promote improved health and safety amongst young people. The specific aims were to:

- Encourage stakeholders at all levels to actively participate in a decentralised pan European Campaign;
- Raise awareness of the risks to which young workers are exposed [Because of their lack of experience and awareness, and their immaturity-both physically and mentally, young workers have a higher accident rate than older workers and they have to live with the consequences for the rest of their lives];
- Promote the objectives of the Lisbon Strategy in relation to young workers but also more generally.

The 2006 campaign had two main components – one aimed at the workplace, and the other at the education and schools sector. More specifically, it was targeted at young people under 25 who were: starting employment for the first time, after having left school, college etc; undertaking vocational training placements or work experience; or still in full time education doing holiday or weekend jobs etc.

As in previous years, the 2006 campaign had both a European and a national level dimension. The Agency was responsible for coordinating the European level activities. National Focal Points (FOPs) used the FOP subsidy and the campaign material centrally produced by the EU-OSHA Agency to support the campaign at the national level, in cooperation with their networks.

Web sections

- **Safe Start campaign website** <http://osha.europa.eu/en/campaigns/ew2006/> can also be read in various languages. It includes examples of accidents to young people and some quizzes and video clips, among other resources.
- **Web area** dedicated to *young people*.
http://osha.europa.eu/en/priority_groups/young_people
- All the publications related to young people and mainstreaming OSH into education can be found at http://osha.europa.eu/en/priority_groups/young_people/oshtopic-view?b_start:int=0&tp=/directory/young_people/Publication
- Web area dedicated to *mainstreaming OSH into education*.
<http://osha.europa.eu/en/topics/osheducation>

Other activities

EU-OSHA is also part of a consortium that has produced a *series of short, light-hearted DVDs on different OSH topics* that feature the cartoon character NAPO. The messages are made visually, without the use of language. They could be used in schools or workplaces. The consortium is currently developing some lesson plans for teachers for using NAPO in the classroom. More information about NAPO and the rights and use of the DVDs is available at: <http://www.napofilm.net/en>

EU-OSHA is involved with the network ENETOSH (European Network Education and Training in Occupational Safety and Health). The network now reaches beyond European boundaries and the website contains many useful resources. <http://www.enetosh.net/>

EUROFOUND research findings and publications on Youth

1. Employment - Situation of young people in labour market

Foundation Findings Youth and work – June 2011

This issue looks at some of the challenges young people face in Europe currently face, both when they are in employment or not. It sums up EU policy initiatives to date and uses data from the fifth Working Conditions Survey to explore the working situation of young people and Eurofound research dealing with the social exclusion of young people, particularly those with mental health issues or disabilities. It also assesses the contributions of social partners in Member States and active labour market policies to alleviate some of the pressures of the recession which has significantly worsened the employment situation of young people.

Helping young workers during the crisis: contributions by social partners and public authorities - European Industrial Relations Observatory (EIRO) Comparative analytical report, May 2011

This report examines the views and the actions taken by social partners and public authorities aimed at (re)integrating or maintaining younger workers in the labour market, with a particular focus on relevant measures devised and put in place during the crisis.

Young workers in Europe have long faced many difficulties in their transition into the labour market and particularly in finding secure employment. The financial crisis of 2008 has worsened this situation significantly. Though there are important regional and sectoral variations, national debates as to the causes of these problems focus on a complex interaction of labour market structures, skills training, access to vocational training and apprenticeships, education systems, and reduction of job openings. While social partners have generally recognised the problems facing young workers, collective bargaining has not proved particularly useful (though there are some exceptions) in dealing with young workers' difficulties in the labour market. Governments have been particularly active in promoting a range of labour market policies. Of these the promotion of apprenticeships seems to have attracted widespread support across the EU.

The study was compiled on the basis of individual national reports submitted by the EIRO correspondents. The text of each of these national reports is also available.

Report: <http://www.eurofound.europa.eu/eiro/studies/tn1101019s/tn1101019s.htm>

Executive Summary :

<http://www.eurofound.europa.eu/publications/htmlfiles/ef11291.htm>

Joint public-private local partnerships for employment to cope with the recession - European Restructuring Monitor (ERM) Comparative analytical report, February 2011

Local employment initiatives involving the cooperation of various public and private stakeholders are the focus of this study. The report examines how such local partnerships have been and are being used across the EU and Norway to prevent or counteract the effects of the economic crisis on labour markets. Examples vary of local public-private partnerships delivering employment initiatives. Some examples of local partnerships put in place in response to the crisis can be found, typically in countries where there is a long-standing tradition of such initiatives. The findings indicate that local employment initiatives have played a limited role in dealing with the adverse employment effects of the crisis across reviewed countries, as a number of ad-hoc measures and programmes have generally been designed and introduced by national authorities. Several initiatives related to young workers or youth employment.

The study was compiled on the basis of individual national reports submitted by the ERM correspondents. The text of each of these national reports is available.

Report: <http://www.eurofound.europa.eu/docs/erm/tn1010012s/tn1010012s.pdf>

Emerging forms of entrepreneurship, European Restructuring Monitor (ERM) Comparative analytical report, March 2011

The current policy and public debate on the overall topic of 'entrepreneurship' pays little attention to more specific or emerging forms of entrepreneurship such as one-person enterprises and self-employment, part-time entrepreneurs, parallel and serial entrepreneurs, and business transfer and successions. This study examines the appearance of these distinct categories in public and policy discussions across Europe and gives an overview of the availability of quantitative and qualitative statistical information and of research on emerging forms of entrepreneurship.

The study was compiled on the basis of individual national reports submitted by the ERM correspondents. The text of each of these national reports is available

Several different initiatives have been set up to support one-person enterprises and self-employment, in particular to encourage job creation, but also to attract specific target groups to entrepreneurship such as young persons, female entrepreneurs and people with disabilities and people with a higher education.

<http://www.eurofound.europa.eu/emcc/erm/studies/tn1009034s/tn1009034s.htm>

Youth and work, March 2007

This study examines the employment situation of young people in 26 European countries, looking at unemployment data, the regulatory framework and programmes at national level specifically targeted at raising employment levels. The study also presents the role and views of the social partners and highlights the main issues for policy consideration. It is based on national reports on the subject, drawn up by the EIRO correspondents on the basis of a questionnaire, available on the Foundation's website.

<http://www.eurofound.europa.eu/publications/htmlfiles/ef06100.htm>

Foundation seminar series: Youth and work, 2007

The 2007 Foundation Seminar aimed at studying the specific situation of young people against the background of macroeconomic and European trends and focusing on the following issues (sessions in June and October 2007):

- Transition from school to work
- Health concerns
- Risk of social exclusion

The first session outlined the macroeconomic challenges and the European strategies on how to promote more and better work opportunities for the young, and how to keep them in employment.

The second session was dedicated to national policies and company actions. The Foundation's new film on youth and work voiced some of the experiences and opinions of young people related to labour market opportunities and work-life issues. Participants presented their national policies and country situations based on the assignments they had completed in between the sessions. Company representatives presented their actions and policies at company level.

The tripartite debate that followed showed once again the importance of exchange amongst actors and policy makers at national level when designing and implementing the best policies. Deepening the knowledge on the issue and the networking initiated in the process were both highly praised by all participants.

<http://www.eurofound.europa.eu/events/2007/fssdublin2007/index.htm>

Selection of Observatories' articles

New agreement to combat youth unemployment - European Industrial Relations Observatory (EIRO) article, 28 January 2011

The Swedish industrial workers trade union (IF Metall) signed an agreement in November 2010 with several employer organisations to create a 'vocational introduction' scheme for industry. The purpose is to reduce the high rate of Swedish youth unemployment, to help improve the skills of people aged under 25 years and to help them enter the labour market. Those on the scheme will have the right to receive at least 75% of any minimum wage agreed nationally plus tutoring and training.

<http://www.eurofound.europa.eu/eiro/2010/11/articles/se1011019i.htm>

Young people and labour market entry (RO) – 2010

A survey on the entry of young people to the labour market, carried out by the National Institute of Statistics as a complementary module of the Household Labour Force Survey in the second quarter of 2009, reveals that the rate of labour market entry for persons aged 15–34 years who left education was 24.4% in the first six months and 33.6% one year after leaving education. The figures reveal differences according to level of education, gender and area of residence.

<http://www.eurofound.europa.eu/ewco/2010/02/RO1002019i.htm>

Impact of parenthood on careers of young men and women (FR) - 2009

According to the 'Generation 98' survey findings, the work-life organisation of parents after the birth of children results in a contrasted picture of men's and women's professional development, noticeably for less qualified people. Young fathers invest more than young mothers in their professional life: their average income increases with the number of children, while their contribution to housework tends to decline. For young mothers, the reverse is true.

<http://www.eurofound.europa.eu/ewco/2009/05/FR0905039i.htm>

Career perspectives of young adults (BE) - 2009

Popular media and other sources tend to argue that young people today, driven by a quest for self-fulfilment, prefer a flexible career over a linear and stable one. However, a survey of young people in Belgium shows that the desire for a stable career is still strong. Moreover, many of the young people with a strong belief in a flexible career model shift towards either a traditional linear perspective or a flat and rigid perspective as they complete more life-course transitions.

<http://www.eurofound.europa.eu/ewco/2009/02/BE0902039i.htm>

First Job programme (PL) - 2009

The Ministry of Labour and Social Policy (Ministerstwo Pracy i Polityki Społecznej) designed a 'First Job' programme (Programu aktywizacji zawodowej absolwentów), which sought to protect secondary school graduates against unemployment and thereby reduce the scale of youth unemployment. This measure aimed at curbing the supply of undeclared workers by reducing the number of unemployed young people. The programme lasted from June 2002 until December 2005.

<http://www.eurofound.europa.eu/areas/labourmarket/tackling/cases/pl001.htm>

2. Working conditions of young workers

5th European Working Conditions Survey (EWCS) Overview report (autumn 2011)

The European Working Conditions Survey (EWCS) is the longest running survey, and has become an established source of information about working conditions and the quality of work and employment. With five waves having been implemented since 1990, it enables

monitoring of long-term trends in working conditions in Europe. Themes covered include employment status, working time duration and organisation, work organisation, learning and training, physical and psychosocial risk factors, health and safety, worker participation, work-life balance, earnings and financial security, as well as work and health.

Accessing the data through the [Survey Mapping Tool \(SMT\)](#) allow to access most data in particular according to age range of workers.

<http://www.eurofound.europa.eu/surveys/smt/ewcs/results.htm>

Annual review of working conditions 2009–2010 – , 2010

This 7th annual review examines four key dimensions of working conditions and quality of work and employment: career development and employment security, health and well-being, skills and competence development, and work–life balance. The report outlines relevant legislative and policy developments, and examines trends in the workplace during the period 2009–2010. Small section on Youth.

http://www.eurofound.europa.eu/ewco/studies/tn1008048s/tn1008048s_2.htm

Selection of Observatories' articles

New law facilitates dismissals and cuts labour costs in Greece - European Industrial Relations Observatory (EIRO) article, 17/09/2010

In a further response to the crisis which left Greece on the brink of bankruptcy in early 2010, the government has passed a new labour law that introduces a series of changes of great institutional importance. It halves the severance pay of white-collar workers by 50%, lowers the threshold for collective dismissals, reduces overtime costs and reduces *the minimum wage for young workers*. Workers' access to mediation and arbitration services is also likely to be restricted.

<http://www.eurofound.europa.eu/eiro/2010/07/articles/GR1007019i.htm>

Social partners seek action on youth unemployment - 2010

In August 2009, the UK government published figures showing that the number of 18–24-year-olds in the UK not in education, employment or training rose steeply in the second quarter of 2009. Both the Trades Union Congress and the Confederation of British Industry have called on the government to fund extra youth apprenticeships to help tackle the problem, while the employer body has developed a five-point plan to tackle youth unemployment.

<http://www.eurofound.europa.eu/eiro/2009/09/articles/uk0909049i.htm>

Employers promote new youth employment measure - 2010

In reaction to a tight jobs market, the Luxembourg government has adopted certain measures to mitigate the effects of the economic crisis on youth employment. One such measure, the 'Practical Experience' Employment Initiation Contract, targets young graduates who, 'in normal times', would have found a job, but have not as a result of the economic crisis. The Union of Luxembourg Enterprises sees this measure as a positive opportunity for businesses - <http://www.eurofound.europa.eu/eiro/2010/01/articles/lu1001019i.htm>.

3. NEETs - Economic and Social Cost of NEETs

- A special NEETs subgroup: young people with disabilities

Current project: Youth employment: Challenges and solutions for higher participation of young people in the labour market

The aim of this project is to examine the situation of young people in Europe and to place a special focus on NEET: young people Not in Employment, Education and Training. In fact, the need to focus more on the NEETs is central in the new set of integrated guidelines for economic and employment policies proposed by the European Commission and this project aims at contributing to this debate.

Main outcomes of the project: in the first report a picture of the situation of young people and the characterization of the NEET generation in Europe will be provided. In particular, the analysis of the NEETs will be complemented by the investigation of the determinants of ending up NEETs and by the estimation of the economic and social cost of the NEET population in Europe. Furthermore, the second report will provide an overview of the current labour market policies related to young people and NEET and an assessment of the effectiveness of several policy measures implemented by Member States to promote a higher employment participation of young people.

A short resume of the result of the project will be published at the end of 2011 while the two main research reports will be published in spring 2012.

Active inclusion of young people with disabilities or health problems - Background paper – 2010

This report reviews the evidence to support the contention that increasing numbers of young people (16 - 34 years) are entering the disability benefits system. It attempts to place this evidence within the context of the many factors that are known to influence the economic activity and labour market participation of young people with disabilities. The study also aims to document any measures targeted at young people with health problems to promote labour market inclusion and the ways in which these systems operate and interact. It makes specific reference to active inclusion measures, including the role of social, health and employment services, as well as educational systems and social partners.

<http://www.eurofound.europa.eu/pubdocs/2010/13/en/1/EF1013EN.pdf>

Tackling the increased take-up of incapacity benefit by young people in the European Union: Workshop report – 2009. The main aim of the workshop was to examine the rise in the number of young people claiming disability benefits. In many EU Member States, there is increasing policy concern about the growing numbers of young people who are entering long-term disability schemes. It appears that the nature of the illnesses which qualify people for these benefits is changing, with evidence of growing numbers of people categorised as disabled due to mental health problems.

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<http://www.eurofound.europa.eu/pubdocs/2009/89/en/1/EF0989EN.pdf>

4. EUROFOUND observatories

Many of the articles referred to above are published by the Eurofound's observatories, which monitor developments and research findings in the fields of working conditions, quality of work and employment, industrial relations, and company restructuring and the management of change. The observatories are based on a network of expert correspondents in all Member States and at European level.

EIRO – European Industrial Relations Observatory

<http://www.eurofound.europa.eu/eiro/>

EWCO – European Working Conditions Observatory

<http://www.eurofound.europa.eu/ewco/>

European industrial relations dictionary

<http://www.eurofound.europa.eu/areas/industrialrelations/dictionary/>

ERM - European Restructuring Monitor

<http://www.eurofound.europa.eu/emcc/erm/index.htm>

'Eurofound Observer'

A monthly selection of articles from Eurofound's Observatories

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Selected ETF publications

1. The Torino process transnational analysis (global report)
[http://www.etf.europa.eu/web.nsf/pages/The_Torino_Process -
_Evidence_based_policy_making_for_VET](http://www.etf.europa.eu/web.nsf/pages/The_Torino_Process_-_Evidence_based_policy_making_for_VET)
2. The labor market analysis review in the Eastern Neighbors countries
3. The Employment policy brief on MEDA
4. The policy brief on migration and skills (INFORM) - published on the web
[http://www.etf.europa.eu/web.nsf/pages/INFORM - Issue 05 - May 2010 -
_Legal_migration_and_its_skills_dimension](http://www.etf.europa.eu/web.nsf/pages/INFORM_-_Issue_05_-_May_2010_-_Legal_migration_and_its_skills_dimension)
5. 3 HRD reviews from the IPA region ie (Albania, Serbia, Montenegro) - published on the web
[http://www.etf.europa.eu/web.nsf/pages/Albania - Review of Human Resources Development](http://www.etf.europa.eu/web.nsf/pages/Albania_-_Review_of_Human_Resources_Development)
[http://www.etf.europa.eu/web.nsf/pages/Serbia – Review of human resources development](http://www.etf.europa.eu/web.nsf/pages/Serbia_-_Review_of_human_resources_development)
[http://www.etf.europa.eu/web.nsf/pages/Montenegro – Review of human resources development](http://www.etf.europa.eu/web.nsf/pages/Montenegro_-_Review_of_human_resources_development)