



Youth Social Rights Network



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## Employability United!

Report of the meeting held by the Youth Social Rights Network  
in co-operation with the  
European Youth Centre of the Council of Europe

European Youth Centre Strasbourg  
19 - 24 January 2015



This report gives an account of various aspects of the meeting. It has been produced by and is the responsibility of the educational team of the meeting. It does not represent the official point of view of the Council of Europe.



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Youth Social Rights Network  
[ysrnetwork@gmail.com](mailto:ysrnetwork@gmail.com)  
<http://ysrnetwork.weebly.com/>

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## I Executive summary

*“The persisting economic instability across Europe has exposed young people to unprecedented hardship. Unemployment, underemployment, socio-economic inequalities, poverty and exclusion disproportionately affect the young generation, whose autonomy, dignity, well-being and access to rights are rapidly eroding. As a result, Europe risks not only producing a “lost generation” of disillusioned young people, but also undermining its political stability and social cohesion, justice and peace, as well as its long-term competitiveness and development prospects in the global context.”<sup>1</sup>*

The Parliamentary Assembly of the Council of Europe,  
Committee on Social Affairs, Health and Sustainable Development

Bearing this in mind the Youth Social Rights Network (YSRN) in cooperation with the European Youth Centre of the Council of Europe, The Youth Department, organised an international meeting, Employability United! that took place in European Youth Centre in Strasbourg (EYCS) France from 19 to 24 January 2015. The meeting gathered 38 participants representing 4 different stakeholders: young people, youth workers, local authorities and business sector representatives aiming to promote and support access to employment and autonomy for young people.

This report reveals what this group of young people, youth workers, local authorities and business sector representatives discussed and reflected on during the meeting, in order to find means and ways that can support young people in accessing employment and in their transition to autonomy. It helps in understanding autonomy and the transition to autonomy; key elements in the transition period; challenges that young people face in their transition to autonomy; the link between autonomy and social rights, the importance of access to social rights for successful transition to autonomy as well as different national policy responses that address the challenges that young people face in their transition to autonomy in different realities.

Moreover, it allows the reader to get to know the current situation with employment and employment trends in Europe affecting young people, different practices, policies and systems that support access to employment for young people in different local realities, the obstacles that young people face today in accessing employment; the means and ways that different stakeholders undertake to help young people in accessing employment and promotes the concept of social enterprises and social cooperative as good practice model or tools for poverty reduction and employment in European context.

The report underlines the knowledge, skills, attitudes that youth workers, local authorities, business sector representatives need to be competent in, so as to support young people in gaining autonomy and accessing employment and proposes concrete actions that each stakeholder can undertake for supporting young people in accessing employment and in their transition to autonomy.

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<sup>1</sup> Report, Committee on Social Affairs, Health and Sustainable Development Rapporteur: Mr Luca VOLONTÈ, Italy, Group of the European People's Party, Reference to committee: Bureau decision, Reference 3832 of 23 January 2012.

## II. Introduction

*“Young people in Europe continue to experience great difficulties in entering the labour market. Although the youth unemployment rate in a few Member States has started to fall, overall 23% of young European job-seekers aged 15–24 could not find a job in January 2014. In 2012, 14.6 million young people across Europe were not in employment, education or training (NEETs), accounting for 15.9% of the entire population of those aged 15–29.”<sup>2</sup>*

European Foundation for the Improvement of Living and Working Conditions  
(Eurofound)

According to an International Labour Organisation study (2014), the youth unemployment rate has doubled in the European Union since the beginning of the crisis, with percentages arising to 56.8% in Greece, 53.9% in Spain and 49% in Croatia at the beginning of 2014. The 50% barrier has also been broken in countries such as Serbia, “the former Yugoslav Republic of Macedonia” and Bosnia and Herzegovina.

These alarming figures demonstrate the breadth and magnitude of the youth employment challenge and dominate in every youth (un)employment related report published recently. It describes a rather unpleasant situation that troubles young people in times of overall crisis in European societies. Instead of smoothly moving towards adulthood and autonomy, developing their identity and integrity and effective exercise of their rights, young people are faced with variety of serious threats and obstacles for their future, their faith and their trust in democracy.

Youth employment is linked to the overall employment situation, yet it has its own dimensions. In developed economies, youth unemployment is often linked to the school, to work transition, lack of job experience, the nature of the business cycle, and structural factors such as social inequality and poverty, market situation and discrimination. In developing economies low and middle income countries it may be linked to insufficient growth and development, demographics, rural-urban migration and employability deficits as well as lack of educational institutions.

Failing to integrate young people into the labour market has consequences for youth, their families and communities and the future prosperity and development of countries. There is growing awareness across the globe regarding the importance of tapping this important resource and mitigating the heavy economic and social costs of youth unemployment and underemployment.

According to Vesna Nedeljkovic, Research Associate @ Bridging Europe, with unemployment rising in nearly every community, we face one difficult but very important question, particularly when shaping policies that may create unemployment among young workers – how unemployment affects young people? The effects of early unemployment can last much longer than many recognise. In fact, the effects of even relatively brief periods of unemployment can be felt (and measured) for years, not months.

In her report<sup>3</sup> Ms Nedeljkovic underlines that being young and unemployed can lead to an increase in the risk of poverty, deskilling and social exclusion as well as cause loss of motivation and mental health problems. Fresh graduates lacking experience often find themselves trapped in a vicious cycle. They often lack the experience needed to fill a job opening, which prevents them from getting employed. Thus, the job-searching period for them becomes considerably longer than for experienced workers, which leads to gaps in employment history, loss of skills and productivity, and harms their future work prospects. Young people struggling to find permanent jobs are bound to accept temporary and intern positions. However, trainings and internships are not always considered by employers as “real” work experience and having them on CV does not ease the process of finding work. Moreover, temporary jobs are less protected, often payed less; do not offer job-related training and social benefits. As a result, unemployed young people are more prone to poverty risk, lower wages and worse career opportunities.

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<sup>2</sup> Mapping youth transitions in Europe, European Foundation for the Improvement of Living and Working Conditions <http://eurofound.europa.eu/publications/report/2014/labour-market/mapping-youth-transitions-in-europe>

<sup>3</sup> Vena Nedeljkovic, *Consequences of high youth unemployment*, <http://www.bridgingeurope.net/consequences-of-high-youth-unemployment.html>

Unemployment among young people could also lead to a reduced level of happiness and mental health problems. Being employed is important for young people in order to feel accepted in the society, thus not having a job can cause economic, cultural and social isolation. Social exclusion, stress and employment worries can cause mental health problems, such as depression. Moreover, studies have found that youth unemployment is associated with an increase in drug and alcohol use as well as higher levels of crime among young people.

Last but not least, high youth unemployment has a negative effect on economic growth and productivity. There is a risk of loss of talent and skills since a great amount of university graduates are unable to find a job and to put their knowledge and capabilities into producing innovation and contributing to economic growth. Moreover, having a large share of the young workforce unemployed, not only leads to reduced productivity and gross domestic product (GDP) but also increases the economic costs for the state, since there are more money to be paid on social benefits and less money coming in from taxes. A Eurofond survey conducted across 21 Member States showed that the cost of social welfare payments and the contribution to gross national product (GNP) that unemployed young people are unable to pay in 2009 amount to more than €100 billion.

“Young people should be properly integrated in the labour market, so that the negative consequences of youth unemployment are reduced as much as possible. It is important to understand that having so many unemployed young people does not only bring personal struggles to them but impacts the society as a whole and poses a threat to the economic welfare of Europe.

*“Supporting young people’s successful transition from school to work has become central to the European policy agenda. In 2012, the European Commission proposed a range of measures – the Youth Employment Package<sup>4</sup> – aimed at combating the ‘unacceptably high levels’ of youth unemployment and social exclusion among young people. Acknowledging that cyclical and structural problems in European labour markets have contributed to making school-to-work transitions more lengthy and difficult, the Commission appealed to Member States to take action to help young people find jobs. The Commission’s proposal to the Council of the European Union to implement a Youth Guarantee<sup>5</sup> in all Member States was adopted in April 2013. This is designed to shorten the transition period to employment and reduce prolonged absences from the labour market, education or training. While the debate is now focused on enabling young people to move into the labour market, the impact of this on other transitions to adulthood needs to be addressed”<sup>6</sup>*

On 21 January the Committee of Ministers of the Council of Europe has adopted a policy recommendation on the access of young people from disadvantaged neighbourhoods to social rights.<sup>7</sup> The Recommendation focuses on such areas as education and training, employment and occupation, health, housing, information and counselling, sports, leisure and culture; efforts towards abolition of the segregation and isolation that negatively affects disadvantaged neighbourhoods no matter where they are. The policies should promote participation of these young people from disadvantaged neighbourhoods in all matters related to the planning and management of their living environment. The role of non-formal education and youth work, as well as youth workers and youth organisations in the prevention of discrimination, violence and exclusion and the promotion of active citizenship was highlighted.

This policy recommendation is the result of the work done in the last four years in the framework of the Enter! project<sup>8</sup> on access to social rights for young people. The recommendation was drafted by a group of

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<sup>4</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=1036&newsId=1731&furtherNews=yes>

<sup>5</sup> <http://ec.europa.eu/social/main.jsp?catId=1079&langId=en>

<sup>6</sup> Mapping youth transitions in Europe, European Foundation for the Improvement of Living and Working Conditions

<http://eurofound.europa.eu/publications/report/2014/labour-market/mapping-youth-transitions-in-europe>

<sup>7</sup> <https://wcd.coe.int/ViewDoc.jsp?Ref=CM%2FRec%282015%293&Language=lanEnglish&Site=CM&BackColorInternet=DBDCF2&BackColorIntranet=FDC864&BackColorLogged=FDC864>

<sup>8</sup> <http://enter.coe.int/>

experts and in 2011 a youth meeting was organised in order to consult the young people themselves on the contents of this recommendation.

This policy recommendation is addressed first of all to the governments of the member states of the Council of Europe. At the same time, it is important also that youth organisations, community organisations and civil society in general use this recommendation as a tool for advocating the social rights of young people. Local and regional authorities may in many cases also find guidelines for establishing programmes on access to social rights for young people.

The recommendation includes not only general areas of action, but also guidelines and ideas of how-to support the access of young people to social rights.

Currently, the Youth Department of the Council of Europe is in the process of planning future actions in order to promote this recommendation and support the role of youth work and youth policy for ensuring access to social rights for young people.

Taking into account the above mentioned facts, following Y-SRN priorities for 2014 – 2016 (to support the improvement of access to social rights in particular access to employment of young people and that way supporting the transition to autonomy and to create a long term partnership between different stakeholders in order to support young people in gaining autonomy and accessing employment), in line with the already existing activities organised by the Youth Department of the Council of Europe (Consultative Meeting on the Youth Department's priority on addressing challenges to transition to working life and autonomy of young people in Europe, Seminar: Transitions of young people to work and labour life: the role and contribution of youth policy and youth work, and FOREVER YOUNG?...Symposium on the role of youth policy in supporting the transition of young people to autonomy and working life) we, the Youth Social Rights Network, in cooperation with the European Youth Centre of the Council of Europe organised an international meeting, Employability United! that took place in the European Youth Centre in Strasbourg France from 19 to 24 January 2015.

The aim of the meeting was to promote and support access to employment and autonomy for young people by training and networking among young people, youth organisations/youth workers, local authorities and business sector representatives.

The specific objectives of the meeting were:

- To familiarise participants with the specific aspects of gaining autonomy for young people;
- To discuss and share attitudes, knowledge and experience related to employment and employment trends in Europe affecting young people;
- To familiarise participants with practices, policies and systems that support access to employment for young people in different local realities;
- To discuss and reflect on knowledge, skills and support measures that youth workers, local authorities, business sector representatives need to be competent in, so as to support young people in gaining autonomy and accessing employment;
- To give opportunity for cooperation and networking between young people, youth workers, local authorities, business sector representatives in order to support young people in gaining autonomy and accessing employment;
- To create concrete follow up activities at local and international level for supporting young people in gaining autonomy and accessing employment.

### **III Programme of the meeting**

The meeting adhered to the non-formal and informal learning principles and was based on participatory methods that: offer space for interaction of participants, sharing of ideas, avoiding passive listening; allow participants to contribute to the activities with their own knowledge and skills, reversing the traditional roles of outside "experts" (a reversal of learning, from extracting to empowering); allow participants to undertake



their own analyses, including reflections on competences acquired during the activity (i.e. their own learning outcomes); ensure that participants have influence over meeting's decisions, not simply involvement. It embraced the European dimension and: encouraged participants to reflect on European topics, offered participants the opportunity to identify common values with persons from different countries in spite of their cultural differences; challenged viewpoints that perpetuate inequality, discrimination; promoted the respect of cultural diversity and fight against racism or xenophobia.

The programme focused on the following main points:

- **Autonomy**
  - Defining autonomy and transition;
  - Challenges that young people face in the transition period, the link between access to social rights and autonomy;
  - National policy responses to challenges that young people face in the transition period.
  
- **The current situation with youth (un)employment in Europe**
  - Figures and trends
  - Obstacles that young people face today in accessing employment;
  - Means and ways that different stakeholders undertake to support young people in accessing employment;
  - Good practices on fighting unemployment in European countries
  - The concept of social enterprises/cooperatives, mentoring and coaching as models of poverty reduction in European context.
  
- **What can each stakeholder do to support young people in gaining autonomy and accessing employment?**
  - Competences that different stakeholders need so to be able to support young people in gaining autonomy and accessing employment
  
- **Follow up activities**
- **The priorities of the Youth Department of the Council of Europe**

### **Main programme element: Autonomy and transition**

#### **What is autonomy?**

Our work started with attempt to define autonomy, to define when this transition to autonomy starts and when does it end as well as to isolate the key elements of transition.

*“Autonomy is a value well accepted all over the world as a quality that every person should acquire in order to be part of the society he or she is living in. What follows is that it is necessary to establish and improve skills that will let you be a citizen who is working on the development of the place and the state.”*

*Participant*

**Autonomy** (Ancient Greek: *αὐτονομία* *autonomia* from *αὐτόνομος* *autonomos* from *αὐτο-* *auto-* "self" and *νόμος* *nomos*, "law", hence when combined understood to mean "one who gives oneself one's own law") is a concept found in moral, political, and bioethical philosophy. Within these contexts, it is the capacity of a rational individual to make an informed, un-coerced decision. In moral and political philosophy, autonomy is often used as the basis for determining moral responsibility and accountability for one's actions. Autonomy might refer to biological autonomy, mental autonomy, and or emotional and psychological autonomy.

*“Autonomy is the challenge to find your own voice and develop your own vision”*

*Participant*

According to existing dictionaries<sup>9</sup>, autonomy can be perceived as:

- the right of an organisation, country, or region to be independent and govern itself
- the ability to make your own decisions without being controlled by anyone else

**Autonomy of young people** refers to young people's growing ability to think, feel, make decisions and act on their own. It signifies that a young person is unique, capable, independent person who depends less on parents and/or other adults.

*“Autonomy is independence! It is freedom of choice! Making decisions and taking responsibility!”*

*Participant*

Although we often use the words autonomy and independence interchangeably, they mean slightly different things. Independence generally refers to young people's capacities to behave on their own. When talking about autonomy, we often put an accent on economic independence that underlines individual ability, thanks to his/her own resources, to be less dependent on somebody else. The growth of independence is surely a part of becoming autonomous but autonomy means more than behaving independently. It also means thinking, feeling, making moral decisions that are truly your own rather than following along with what others believe. Autonomy and independence are, of course, notions that interact with and overlap with each other.

The autonomy does not start or end at a specific period in life. It is unique ability whose development continues whenever a person is challenged to act with a new level of self – reliance.

Autonomy is almost always closely associated with access to social rights. Being able to choose a school based on individual wish and will, finishing certain level of education with good quality, accessing labour market – finding a stable job, being financially independent, renting/buying a house, settling down, setting up a family ... are key points whose fulfilment determines the successfulness of the process of transition to autonomy. There are slight differences in prioritising different key elements of this transition period but in order to provide concrete and reliable answer on why is that the case we need to undertake further and deeper research. Although all of the key points mentioned contribute greatly to autonomy, in some cases, one can be autonomous without being independent, or without being financial independent, or without having a house or a family, etc.

Employment, housing and education once again emerged as main aspects that influence youth autonomy. Without good quality basic education and without stable employment, a young person will have even more difficulties in achieving autonomy. For young people the transition from education to employment is a risky one: the success or failure of the transition not only has high short-term costs, but can have an impact throughout the life cycle. Thus the period of the transition is one when young people risk poverty or social exclusion in the most extreme cases. *Smooth transition is endangered by high levels of youth unemployment, increasing amounts of time spent in education, structural changes in the labour market and limited access to social protection.* Once the transition from education to employment is over, a later step should be surmounted: find a stable job. This is probably an important step for those who want to settle down (set up a family or buy a house). Indeed, unstable job (i.e. temporary or part-time job) might have repercussions on the family life such as the difficulty to get a real estate loan, to leave parental home, to set up a family, to have children.(EU Youth Report 2009)

*“Having a job leads to financial independence!”*

*“Having a home leads to social independence”*

*Participant*

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<sup>9</sup> <http://dictionary.cambridge.org/dictionary/british/autonomy>

## **Challenges that young people face in the transition period**

Young people are the pillars of social, economic and political developments. We as a society should value the imagination, ideals and energies of young people, which are also the future stakeholders of these societies. Exploring some of the basic problems faced by today's youth, we highlight top challenges, young people face today in their transition period to autonomy.

Accessing human rights, particularly accessing social rights is one of the biggest challenges that young people face today. Lack of access to education, employment, housing, health, legal and social protection, discrimination, mobility, seriously affects the transition to autonomy and leaves enormous number of young people in poverty and/or out of the modern societies with pessimistic feelings for their future. Inability to integrate in the educational systems, learning from 'out of date' educational programmes or not revised educational programmes and curricula which leads to miss match between demands and supplies on the labour market and individuals with no practical experience and/or knowledge for their future work, misuse of the existing educational support measures, inability to find a sustainable and adequate job, the uncertainty of the part time jobs, health problems and health problems related situations, lack of housing opportunities and support policies for young people, high flat rates, lack of recognition, stigmatization, marginalization, prejudices, exclusion, discrimination (gender, age, background, nationality..) seriously threatens the success of the transition process.

Furthermore, transition to autonomy is challenged by the inadequate or by lack of organised response to those challenges by all the support systems – family, friends, governments, business communities societies in general, Young people are challenged by the image that their parents, friends, societies set for them, they are challenged by other peoples' expectations, traditional behaviour and believes, public or individual mentality and standards that other set for them to follow, life circumstances, their socio – economic background, nationality, the country where they live in, its position in the world, the aggressive competitions that we face today. This can seriously threaten the process of becoming autonomous and contribute to leaving in fear and insecurity.

## **National policy responses to challenges that young people face in the transition period**

While Youth Policy at EU level has only been formalised 10 years ago with the consultations undertaken with a view of preparing the White Paper on Youth<sup>10</sup>, the concerns on Youth at EU-level have been tackled since at least 20 years. Successive policies that counteract the challenges that young people face today can be crucial to their efforts in becoming autonomous.

In the attempt to define and analyse national policy responses to previously detected challenges that young people face in their transition to autonomy, we engaged ourselves in discussion on what are priority areas that are taken into account in different realities and what are the ways and means used by policies to support transition to autonomy of young people.

Participants have identified that employment is the most prioritised area in the majority of the countries based on the fact that people still perceive having a job as the most important element towards transition. Health and education are also important areas in which a lot of governments and institutions put their efforts to develop means and ways that can improve the access to health and education and support young people in becoming autonomous. Significant efforts are spotted in supporting networking between different stakeholders relevant for accessing the labour market and autonomy, the emphasis of the multi-sectorial approach towards counteracting the challenges that young people face these day and strengthening the youth participation in societies.

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<sup>10</sup> [http://youthpep.eu/sites/default/files/library/WHITE-PAPER-YEPP-YOUTH-UNEMPLOYMENT\\_0.pdf](http://youthpep.eu/sites/default/files/library/WHITE-PAPER-YEPP-YOUTH-UNEMPLOYMENT_0.pdf)

According to participants, there are a variety of means and ways that aim to support young people and to raise the quality of their lives. Here we will mention only some of them that are implemented in different European countries.<sup>11</sup>

- Courses for prequalification and/or qualifications for jobs that are available on the market
- Free education and access to education
- Scholarships for young people
  - Using available international programs that provide opportunities for studying abroad
  - Internships for secondary schools
- Apprentices schemes
- Free high education for disadvantaged groups of young people
  - Financial support for studying for jobs that are required in the market
- Internship programs for young people in business companies combined with obliging those companies to employ at least for a period of one year, those young people that are included in the internship programme after end of the internship period.
- Youth trainings within industries/business companies
- Flexible working hours for young employees still in education and/or training –part time jobs promotion
- Career preparation/guidance
- Establishment of vocational training services
- Coaching and mentoring
- Providing budget for youth sectors in different state institutions that work in the field of youth issues
- Micro credits for business start-up with low interest rate
  - Providing loans
- Reducing tax and other benefits for employers that will employ a young person
- Creating and promoting minimal standards for quality employment
- Promoting and supporting social entrepreneurship
- Business start-up support measures – credits with no interest or low interest rate
- Business incubators – train and support young people in business
- Housing credits and loans for young couples and families
- Low flat rates for young people
- Supporting youth leading initiatives and projects
- Supporting the creation of innovation clusters and hubs
- Encouraging and setting the basis for cross-sectorial approach combining resources – networking and creating partnerships
  - Creating concrete project with different stakeholders
  - Organizing employment fares to support cooperation with the business sector and the insertion of young people on the job market
  - Job shadowing
- Promoting and providing non formal education
- Promotion of innovative ICT skills and tools at all levels of education and in the professional sphere – also implementation of major ICT infrastructure projects in rural and urban areas
- Fostering mobility
  - Providing grants for supporting mobility
  - Using opportunities from international programs
- Providing information on existing measures

According to participants, besides the fact that a lot of efforts are made to address challenges, yet all those policy measure have their own challenges that affect their success like:

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<sup>11</sup> European refers to all the countries on European continent

- Support measures are not transparent and visible for young people
- Strategies are not implemented completely and correctly
- Lack of supervision of the implementation of the measures
- Lack of evaluation and follow up
- Lack of variety in possibilities in the labour market
- High expectation from the policy makers – lead to practical failure
- The policies are not youth friendly
- Young people are not included in making these policies
- NGO sector is underestimated and not included in the policy making
- Not everywhere non formal education is recognized
- Lack of dialog and cooperation in some countries
- No coordination of the work in local and national level
- Politicized societies
- Passive, not motivated youth, with low self-esteem, low self- awareness
- Decreased trust of young people in youth organizations
- Lack of trust in democratic societies
- Private sector and business sector taking responsibility to provide the rights for young people which is something that governments should do.
- Financial challenges
- Not enough resources for implementation of the policy measures that leads to having good documents and bad practice
- Not clear roles and coordination in the implementation of the policies

**Main programme element: The current situation with youth unemployment and employment trends in Europe concerning access to employment and how that affects the autonomy of young people**

Participants discussed the the current situation and trends in Europe concerning access to employment and how that affects the autonomy of young people, the obstacles in accessing the labour market, the means and ways that support the employment of young people and the concepts of social entrepreneurship, mentoring and coaching as models for poverty reduction.

**Figures and trends**

Ms. Marta Makhoul from International Labour Organization made an input on figures and trends concerning access to employment and how that affects the autonomy of young people.

*“The youth unemployment crisis has had a profound effect on young people and the societies in which they live. Youth unemployment is a global issue that threatens to undermine the very fabric of our society. More than 75 million young people are unemployed internationally and in Europe close to one in four young people are out of work. As a result of growing youth unemployment, young people are experiencing increased levels of poverty and social exclusion, and there is a widening economic gap between older and younger generations. Quality-employment is a crucial element with regards to the autonomy and wellbeing of young people in Europe and throughout the world. The right to decent work and protection against unemployment are fundamental human rights, being able to find quality-work is essential for young people in order to participate fully in society, ensure autonomy and to avoid the pitfalls of poverty and social exclusion.”*

European Youth Forum,  
Policy paper on employment

Employment is central to youth autonomy. Young people have been deeply affected by the increasing segmentation of the labour market and the parallel development of new atypical forms of employment. Youth unemployment rate is twice as high as in the rest of the population. A big percentage of unemployed young people hold a university degree. Youth unemployment can be seen across all social classes but some young people are more affected by it (e.g.: young migrants, early school leavers...)

The ILO World of Work Report shows that in 2013:

- 75 million young people are unemployed worldwide
- Young people are on average nearly three times more likely than adults to be unemployed
- 4 out of every 10 unemployed worldwide are young people
- Regionally, the highest youth unemployment rates are found in the Middle East and North Africa regions.

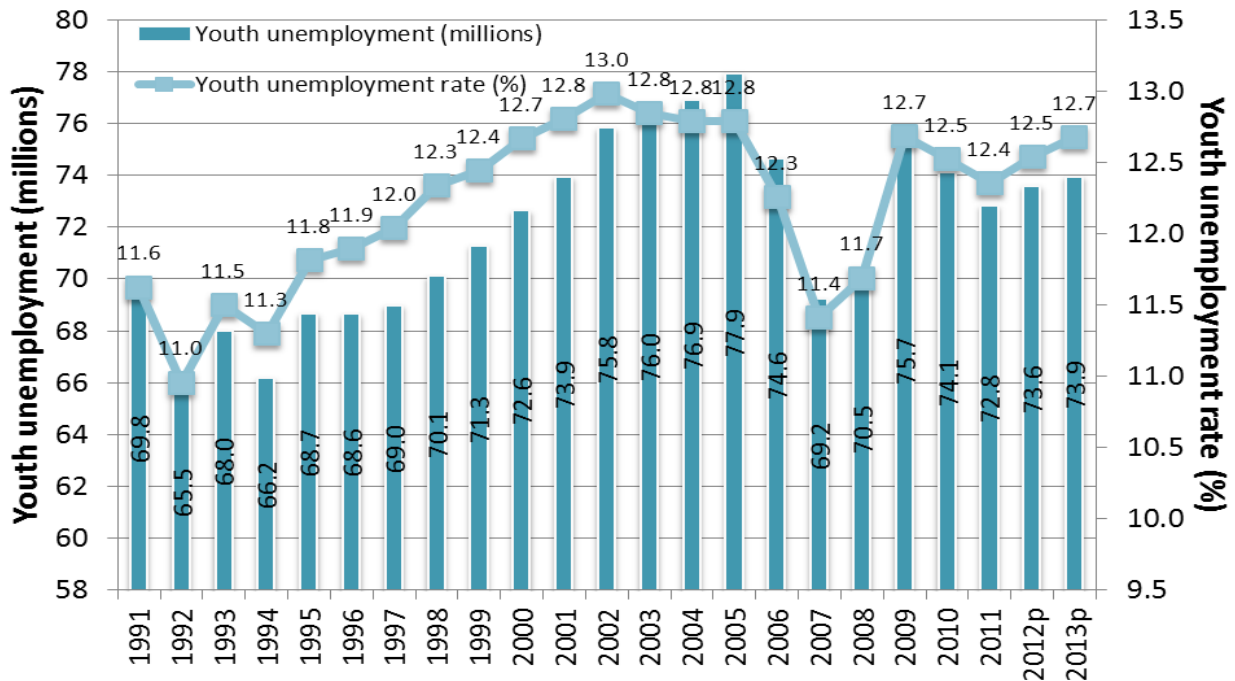
*“Young people in Europe continue to experience great difficulties in entering the labour market. Although the youth unemployment rate in a few Member States has started to fall, overall 23% of young European job-seekers aged 15–24 could not find a job in January 2014. In 2012, 14.6 million young people across Europe were not in employment, education or training (NEETs), accounting for 15.9% of the entire population of those aged 15–29.”<sup>12</sup>*

European Foundation for the Improvement of Living and Working Conditions (Eurofound)

The job crisis has hit young people in Europe especially hard

- In Spain and Greece, youth unemployment rates are reaching 50%.
  - Example: Between 2007-2012 employment in Greece, Ireland and Portugal declined as a whole (by 1.6 million jobs), but 75% of these, i.e. 1.2 million lost jobs, affected younger people (aged 15 - 34).
  - Young people are often the first to face job losses due to their lower seniority and the job protection afforded to older workers

There is a high risk of SOCIAL Imbalance. Youth are increasingly more discouraged than other age groups.



Source: ILO, Trends Econometric Models, February 2013.

<sup>12</sup>Mapping youth transitions in Europe, European Foundation for the Improvement of Living and Working Conditions <http://eurofound.europa.eu/publications/report/2014/labour-market/mapping-youth-transitions-in-europe>

## **Obstacles that young people face today in accessing employment**

The economic downturn has had a devastating effect on youth employment. It is important to stress however that the downturn has intensified longer term changes in the labour market of which young people have been on the receiving end.

Without aspirations to cover all the reasons why young people cannot find a job, in this part of the report we present the outcomes of the discussion that participants had on that interesting questions. According to them there are a variety of obstacles related to the young person itself, to the educational systems, the labour market and the overall situation and attitudes in different societies.

Young people are often part of out of date educational systems that are not effective in creating competent employees for the jobs required on the market. Sometimes it is so easy to get a diploma but too hard to find a job with it. Over-certification of young people reduce the will for engaging in some professions that are available and needed and can be the leading force to economies and social development but are considered low skilled and not attractive for the modern youth. The educational system fails to keep the promises. With lack of adaptation of the educational systems to the needs of the labour market (of course that does not mean blindly following the market needs and neglecting the individual choice of future profession) skills mismatch becomes a reality and young people are in the position to be unable to find a job that they are competent in. In this situation young people are either out of the labour market or accept "any" job guided by the belief – any job is better than no job. In situations like this, young people are often in a situation to accept low paid jobs and to be exploited as cheap labour. Educational systems do not prepare young people for their transition to labour market. Even after finishing certain education levels, young people are literate in business, the market needs, the market situations, the competence they need to present themselves on the market etc. There are very few career guidance and counselling centres in educational institutions.

Young people are sometimes faced with the paradox of not having experience. Companies often look for young employees with several years of work experience. For young people finishing school this is simply absurd. This leads some young people to volunteer in public institutions or business companies and to engage themselves in different unpaid internships programmes that do not contribute enough in fighting this situation. Usually volunteering and internship programmes are misused by the employers and, instead of helping young people, they create more challenges on their way to autonomy and employment treating youth as cheap or sometimes even free labour force.

Often the job market is not open for young employees; it does not provide alternatives and varied jobs. The modern markets offer less sustainable jobs, sometimes low quality positions to high qualified individuals. There are serious problems with the systematization in some countries where a lot of people are working something that they are not competent in. The black market is widely developed and exploits the youth working force without giving any benefits that are guaranteed with employment. Due to the big rates of youth unemployment, there is a significantly aggressive competition. In search for stability, young people try and insist to find a job in public administration.

Moreover accessing some jobs is conditioned by the age, the socio-economic background of the young person, one's nationality, political believes, gender, health conditions, the country's political system, power and position in the world etc. For example young women on job interviews are often asked if they are married, if they have children or plan to have children in near future. The answer can easily affect the decision of the employer on whether to hire the young woman or not. Belonging to some political party can help young people in finding a job especially in countries with high nepotism and corruption. Almost always any kind of disability means that the chances of finding a job are scarce. Being a young citizen of a country that is not in the European Union significantly reduces that chances to find a job in a country of the European Union even if one lives there. All this stigmatise, marginalise and discriminate young people. It leaves them in poverty, excluded in with no faith in democratic processes or systems, no faith in the future. This can be an obstacle for accessing the labour market. Young people isolated, excluded, pessimistic, with lack of motivation and self-awareness are not the exact profile that the employers are looking for.

## Means and ways for fighting unemployment in European countries

In order to fight youth unemployment governments, the NGO sector, the business sector, educational institutions and other relevant stakeholders undertake a variety of activities. One instrument that attracted the attention of our participants was the Youth Guarantee<sup>13</sup> presented in the input of Ms. Makhoul.

The Youth Guarantee is a new approach to tackling youth unemployment which ensures that all young people under 25 – whether registered with employment services or not – get a good quality, concrete offer within 4 months of them leaving formal education or becoming unemployed. The good quality offer should be for a job, apprenticeship, traineeship, or continued education and be adapted to each individual needs and situation. EU countries endorsed the principle of the Youth Guarantee in April 2013 (Council Recommendation).<sup>14</sup>

In this report we give a space for some good practices that support young people in accessing employment and autonomy, as presented by the participants.

### Territorial Employment Pact

Inter-municipal Community of Ave

| The objective was to promote participation in the labour market and the development of the Ave Region.

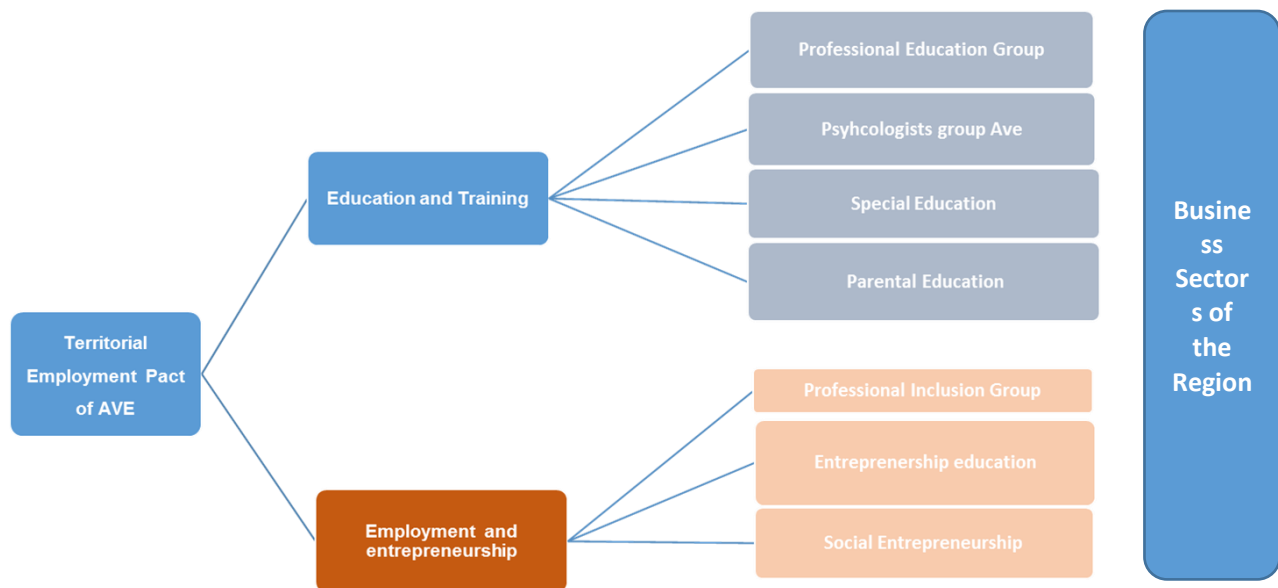
The Territorial Employment Pact in the Ave Region is an institutional innovation based on “negotiated planning”, where different actors at the local level assume complementary and inter-connected roles and responsibilities in view of employment objectives. The Pact for the municipalities of the Ave Region involves national and local partners.



<sup>13</sup> <http://ec.europa.eu/social/main.jsp?catId=1079>

<sup>14</sup> [http://eur-lex.europa.eu/legal-content/EN/ALL/;ELX\\_SESSIONID=qvT6JXvQ9TMDypFGQx57xHzs6d65cphKx3C4lg0THvwrTGhkkhPy!963653179?uri=CELEX:32013H0426\(01\)](http://eur-lex.europa.eu/legal-content/EN/ALL/;ELX_SESSIONID=qvT6JXvQ9TMDypFGQx57xHzs6d65cphKx3C4lg0THvwrTGhkkhPy!963653179?uri=CELEX:32013H0426(01))





The Territorial Employment Pact involves regional partnerships to better link the employment policy with other policies in order to improve the employment situation on regional and local level.

- Each working group is developing joint work programmes in order to implement specific measures at local level;
- Each working group involves several partners according their field, like schools, companies, universities, local development agencies, municipalities, social institutions.

The working groups of this Pact are characterised by openness, flexibility and dynamism and it is considered a good practice in working partnership and cooperation between different actors and entities.

### **Current Activities:**

Assessment of the educational and training needs of the Region to contribute to improving the match between education / training and the labour market – cooperation with the Nacional Agency as Pilot Project in Portugal;

Entrepreneurship Training for the teachers;

Entrepreneurship classes in schools;

Entrepreneurship Competition – IN.AVE Project.

### **TESCO's approach:**

With over 500,000 colleagues around the world, in hundreds of different roles, TESCO understands what it takes to succeed in the world of work.

TESCO helps young people in gaining employment skills by offering industry leading entry programmes, and providing every young employee with tailored training. Young people working in TESCO have their say in company matters through Young People's Panels<sup>15</sup>. By establishing Tesco Youth Academy<sup>16</sup>, the company offers training, meaningful work experience and employment support for unemployed young people,<sup>17</sup> aiming at breaking the cycle of 'no experience, no job; no job, no experience' and preparing young people for work, no matter what career they want to pursue.

<sup>15</sup> <http://www.tescopl.com/index.asp?pageid=752>

<sup>16</sup> <http://www.tescoyouthacademy.co.uk/>

<sup>17</sup> <http://www.tescopl.com/index.asp?pageid=137&tiletype=update&id=1092#opentile>

## **AU Career international at Aarhus University in Denmark**

AU Career International is an organisation at Aarhus University, which helps and prepares international students for the job market. AU Career International organises events related to career development, offers services such as counselling and advising. They also run a job bank, which is a data base of study-relevant jobs. The organisation has 19 employees, 3 interns and 20 volunteers. The general aim is to connect companies with students and form a bridge between the university and the job market. For those interested in how a career guidance and counselling centre can support young people in accessing employment and autonomy we strongly recommend to visit their web site <http://studerende.au.dk/en/career/>

### **Work Experience Grant / The Netherlands**

School-leavers (with completed education and qualifications) that cannot find a job are stimulated and facilitated to find a traineeship at a company or institution that matches both the level and relevant content of their education. This is a pilot project in 6 big Dutch cities. The first studies show that half the youngsters managed to get a labour contract.

In Belgium and Luxembourg

- **Mentoring program** in universities with enterprises

In France

- Special grant to enhance **youth entrepreneurship**

At this point in the meeting we once again recalled the national policy responses that address challenges that young people face in the transition period to autonomy and agreed that all those policies can in a way be helpful in fighting unemployment and supporting young people in accessing the labour market.

### **The concept of social enterprises, mentoring and coaching as models of poverty reduction in the European context**

The concept of social enterprises, mentoring and coaching as models of poverty reduction in the European context was presented to participants by Ms Aleksandra Georgievska, social economy consultant. She engaged participants in a discussion on:

- Social economy
- Social entrepreneurship
- Social cooperatives
- Why mentorship and coaching in social entrepreneurship
- Good practices from the EU and Non-EU countries

The term “social economy” or “Third sector” was adopted from the French “*economie sociale*”, and describes the sector of the national economy occupied by associations, trade unions, co-operatives, mutual societies and other forms of not-for-profit organisations as distinct from the public and private sectors. The third sector is a complex phenomenon which is situated between the economy, society and social needs. It offers job opportunities for those social groups which are excluded from market and society activities, such as the disabled persons, unemployed young people, people with fewer opportunities and from disadvantaged neighbourhoods. It has a fundamental contribution for social cohesion and may also be a place where non-market relations are established and founded on the concept of solidarity and on a new idea of active citizenship

The social/solidarity economy is emerging as a global movement. National, regional, continental and inter-continental networks are building from the bottom up. Governments in many countries are developing policy initiatives. International institutions are tracking this growing phenomenon (OECD, ILO, World Bank).

In the European experience, a social enterprise is seen as “**an operator in the social economy whose main objective is to have a social impact rather than make a profit for their owners or shareholders.**”

It operates by providing goods and services for the market in **an entrepreneurial and innovative fashion** and **uses its profits primarily to achieve social objectives**. It is managed in an open and responsible manner and, in particular, involves employees, consumers and stakeholders affected by its commercial activities”.

EC Communication on the Social Business Initiative, SEC (2011)

Ms.Georgievska talked about the characteristics of the social enterprises and why they are considered as a good way to support young people in accessing employment. The benefits of social enterprises are:

- Creating job opportunities, especially for the disadvantaged groups in society
- Increasing employability
- Enhancing integration into labour market
- Supporting people to become self-reliant
- Innovation
- Meeting new needs
- Increasing density of community network and cross-sector partnerships
- Promoting community inclusion.

But also social enterprises are faced with different challenges, such as:

- Lack of personnel in NGO with professional business experience
- Financing
- Double ‘bottom line’<sup>18</sup>
- Limited understanding
- Restriction on private benefits
- Familiarity<sup>19</sup>
- Type of entrepreneur

Most common barriers to start, develop and scale social enterprise can be:

- Lack of awareness and recognition of the social value which social enterprises generate;
- Education and training systems are not developing the necessary mind-sets, skills and competences;
- Inadequate support services, networks and infrastructures;
- Lack of seed finance and support;
- An underdeveloped finance system - throughout the life cycle of a business.

A social cooperative is an autonomous association of persons, united voluntarily to meet their common economic social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise. Cooperatives exist in nearly all sectors of economic and social activities and are found in almost all countries of the world.

Social cooperatives in EU countries play an important role in promoting social inclusion and employment. Nowadays, social cooperatives provide almost 60.000 jobs to disadvantaged citizens across Europe. Over 700 million people are members of co-operatives. Half the world’s population is influenced by co-operatives. Within the EU there are 300,000 co-operatives with 140 million members. Worker and social co-operatives employ 1.5 million people in Europe. In the USA there are nearly 50,000 co-operatives with 150 million members.

International Co-operative Alliance (ICA)

[www.ica.coop](http://www.ica.coop)

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<sup>18</sup> social enterprise is an organization’s ability to “take their strengths and capacity and match them to an opportunity they see in the marketplace—an opportunity that both meets their mission and provides financial stability—this is what we call the double bottom line ( organisation mission-to keep going in the original organisation mission and in the same time to be able to provide financial sustainability)...the biggest challenge for them, while staying focused on their mission, boards and managers must take a long view on revenue diversification and cost efficiencies in order to ensure the success of any social entrepreneurial endeavour, whether it’s new approaches to operations or the initiation of income-generating businesses.

<sup>19</sup> nowadays we can find a variety of terminologies for organisations: social enterprises, shelter enterprises, social cooperatives, corporate organisations which are familiar to each other and the differences between are too small

Their value is based on:

- self-help,
- self-responsibility,
- democracy,
- equality,
- equity, and
- solidarity.

Compared with **for-profit firms**, social cooperatives and social enterprises have a clear social aim; are locally embedded; share their aims with stakeholders; base their activity on trust, fairness principles, relational trades, social/altruistic preferences; produce positive externalities (social capital, citizens empowerment); perform a distributive function by supplying free services to people in need, by covering the costs with voluntary work.

**Compared with public agencies**, social cooperatives and social enterprises reduce rigidity and standardisation of the supply of social services, enjoy of motivated employees and managers; rely on fiduciary relationships with their stakeholders; allow costs savings (eg. Work integration Social Cooperatives and Enterprises/WISEs)<sup>20</sup>. WISEs are a specific type of social enterprise. They can be defined according to the following minimum common denominators. They are: private and autonomous enterprises operating on the market, where the disadvantaged workers have employee rights under national labour law, and whose core mission is the integration through work of disadvantaged **people**.

**Compared with other non-profit organizations**, social cooperatives and social enterprises are more stable, long-term oriented, and supply good-quality jobs, open-ended contracts.

### Good practices

- Italy: *Spazio Aperto* - labour insertion project (B-cooperative) founded by parents and friends of disabled persons.
- UK: *Youth Led Social Enterprise* (CIC- Made by Young People, PEER Production)
- Ben & Jerry Ice-cream <http://www.benjerry.ie/about-us> “best ice cream”, in the nicest possible way
- Macedonia: NGOs: “Izbor”, *Pokrov and Planetum*
- Germany :”*Eltern*”, Magdeburg [www.eltern.ag.de](http://www.eltern.ag.de) – helps children with less opportunities in early life, by first supporting their parents (Daisy KindergartenII)
- Greece: Social Cooperative for Minority Rights “EDRA” <http://edra.edu.gr/>
- Montenegro “*Educo Center*”-provides new opportunities for children with disabilities
- Ukraine: Counterpart Alliance for Partnership (CAP) Social Enterprise is a non-profit international development organisation dedicated to helping people in need – often when they need help the most in areas of civil society, private enterprise, environmental resource management, humanitarian relief, and health care.

### Main programme element: What can each stakeholder do to support young people in gaining autonomy and accessing employment

Participants proposed concrete activities that different stakeholders can undertake to support young people in accessing employment and autonomy, as follows

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<sup>20</sup> WISE-Work Integration Social Enterprises and their role in European Policies report [http://www.isede-net.com/sites/default/files/social\\_economy/WISE%20report.pdf](http://www.isede-net.com/sites/default/files/social_economy/WISE%20report.pdf)

## Recommendations to different stakeholders

Young people could:

- develop employment and autonomy related competences (participate in non-formal and formal educational activities)
- approach youth organisations, local authorities, business sector and other stakeholders
- be active and curious
- research the market needs before choosing a career path
- express needs and opinions in matters that affect their lives
- explore the concept of social enterprise
- search for mentors

Youth workers could:

- empower young people
- conduct different activities that help the development of employment and autonomy related competences
- prepare young people for their presentation in the job market
- support young people in establishing links with other stakeholders
- inform young people on their rights, advocate and lobby
- support and promote youth participation
- fight discrimination, stigma and marginalization
- engage themselves in dialogue and cooperation with different stakeholders from public and private sector important for supporting transition to autonomy
- start helping young people earlier - from schools and youth organisations, hobby groups, children clubs, etc.
- Advocate and lobby for adaptation of the recommendations on the access of young people from disadvantaged neighbourhood to social rights in the Municipalities/National authorities

Local authorities and Governments could:

- invest in young people's education but also invest in their education as civil servants
- reform the education system, in collaboration with the private sector
- promote and invest in practical and technical education
- provide technical re-education programmes for the long-term unemployed (including young people)
- develop connections with the private sector develop soft skills in the curriculum
- provide 1 year internships financed by the state and/or the companies
- provide free education to the mandatory years
- provide free university education
- provide profession orientation/counselling
- support youth organisations, youth initiated and youth lead projects
- include young people in decision making processes
- reformulate the student unions legislation, as it is a failed democracy system and does not educate for democracy
- lower taxes on employers.
- study pragmatically how should be the division in the burden of the income taxes between companies and people at national and local level in terms of employment of young people.

The business sector could:

- undertake cooperation with universities to find the interests of the young people and providing part-time positions for them
- provide trainings for youth people in specific fields related with their needs
- be modern mentors and use realistic inspiration models to motivate young people in their autonomy

- establish strong communications system between business and job centers and local authorities
- include young in their mission statements and company policies.
- raise a culture of awareness within the business sector about the importance of the cooperation and resources that young people and youth workers can offer to business development.
- invest in young people as future customers or clients and recognise their value as a large and vital target group.
- recognise volunteering and non-formal education as relevant and valuable experience within a young persons' CV.
- recognise the Youthpass as a valuable tool that can demonstrate clearly the skills and competences of young people who have taken part in voluntary programmes.
- implement career building policies through training, mentoring and coaching young people as employees.
- develop Graduate Programmes that will support young people in the transition from university into the workplace.

**Recommendations of possible activities that the Youth Department of the Council of Europe could organise in relation to the Recommendations of the Committee of Ministers on the access to social rights of young people from disadvantaged neighbourhoods**

- organise a meeting / advisory meeting with different stakeholders (including the business sector) to develop and suggest a strategy on what marketing should be done by the youth sector in order to involve the business sector in the topic of social rights, employability
- involve high schools and universities – promoting the recommendations inside the schools
- translate the recommendations in different languages
- organise trainings/meetings for local authorities and business sector representatives
- Involve formal education institutions in the promotion of the recommendations, by: promoting the recommendations in schools and training school staff on access to social rights.

**Main programme element: Competences that different stakeholders need so to be able to support young people in gaining autonomy and accessing employment**

Participants reflected on the competences needed in order to support young people in gaining autonomy and accessing employment. The following list of competences can be a good starting point for knowing what to develop so to be supportive to young people.

**Knowledge on:**

- Human psychology
- Social work
- Social psychology
- Community work
- Youth work
- Economy
- Social/human rights
- Labour market situation, needs, trends
- Career guidance
- How to write a CV
- How to behave on interview
- Know how to support youth
- Existing support measures and instruments
- Community/country situation
- Non-formal education

- Human rights education

### **Skills**

- Research
- Communication
- Marketing
- Management
- Self-presentation
- IT
- Foreign languages
- Leadership
- Active listening
- Networking
- Advocacy
- Lobbying
- Negotiation
- Analytical thinking
- Mentoring and coaching
- Creative / motivational and inspirational
- Organisational skills
- Intercultural communication
- Presentation skills
- Self-assessment

### **Attitudes**

- Self-confidence
- Tolerance
- Respect
- Empathy
- Assertiveness
- Altruism
- Open minded
- Flexibility
- Enthusiasm
- Willingness to help
- Persistence

### **Outcomes of the meeting**

Participants deepened their knowledge on:

- specific aspects of gaining autonomy for young people:
  - understanding autonomy and the transition to autonomy
  - key elements in the transition period
  - challenges that young people face in their transition to autonomy
  - the link between autonomy and social rights and the importance of access to social rights for successful transition to autonomy.
- different national policy responses to challenges that young people face in their transition to autonomy in different realities
  - priority areas of youth policies in different places of Europe
  - ways and means used by youth policy to support transition.

- the right and the access to employment as one of the key points in transition to autonomy
  - current situation with employment and employment trends in Europe affecting young people and different practices, policies and systems that support access to employment for young people in different local realities
  - what are the obstacles that young people face today in accessing employment
  - what are the means and ways that authorities, youth organisations and the business sector undertake to help young people in accessing employment
  - good practices on fighting unemployment in the European countries.
- The concept and good practices of social enterprises, social cooperative as models of poverty reduction in the European context.

Participants reflected on the: knowledge, skills and support measures that youth workers, local authorities, business sector representatives need to develop, so as to support young people in gaining autonomy and accessing employment.

Participants recommended:

- what can each stakeholder do to support young people in accessing employment and transiting to autonomy
- what the Council of Europe can do in the future related to the Recommendations on access to social rights of young people from disadvantaged neighbourhoods.

Participants cooperated and created partnerships in order support young people in gaining autonomy and accessing employment.

Participants created concrete follow up activities at local and international level for supporting young people in gaining autonomy and accessing employment.

The participants ended up feeling enthusiastic, optimistic and motivated to cooperate and undertake future activities that can support young people in accessing employment and autonomy.

The meeting had a great impact on the organisation (the network) itself. It provided the opportunity to create partnerships with new organisations and individuals, to integrate new people and organisations in our organisation, helped improving our visibility and in making very important decisions on our growth and functioning – becoming a legal entity. It provided the opportunity to work towards the realisation of our working plan, aim and objectives, to support the improvement of access to social rights for young people. All in all the meeting had very important long term impact on the organisational development and management, the management of human resources in the network (sharing responsibilities), team building, capacity building, strategic planning and transparency and visibility and promoted the core values of the network itself.

### **Follow up**

At the end of the meeting we focused on producing follow up plans on what can we actually do so to support young people in accessing employment and autonomy in our realities.

### **Participants' planned follow up:**

- **Youth festival on** promoting youth participation and social rights with a strong networking dimension among young people, youth workers and local authorities is planned to be organized in Georgia by our Georgian participants members of YSRN
- The local authorities from Portugal together with the Portuguese youth workers and the young people agreed to try to implement a training course, **Creative Entrepreneurs**, aiming to support the professional development of young people and to raise awareness of the new competences concerning a Diverse Europe.



- **Our Slovakian participants focused on planning a Skill Academy+** project in for providing the training for young people covering specific needs of the job market.
- TESCO UK will continue to provide support to the project in Cornwall UK and will help in **inclusion of other local businesses and other stakeholders**. During the meeting TESCO was offered and became part of the board of directors of the organization that they support.
- Our Ukrainian participants focused on planning a **research project** in that will gather info about incomes of market companies, services, perspectives of some services.... In their plan the research will be followed by a conference of representatives of market companies from central and eastern Europe aiming to find ways for employment of more young people in their company not just from his country but from other countries too.
- Serbia and Albania planned to implement a regional project on **Integration in the labour market of young people with disabilities**
- Bulgarian participants dedicated their thoughts **on initiating reforms in the functioning of the student unions in Universities** in Bulgaria and their activation in supporting young people in accessing employment and autonomy,
- Macedonian participants were joined in the idea **to create a national network of different stakeholders that will support young people in accessing employment and transition to autonomy and** on establishment of **Career Guidance and Counselling** centres in the Institute of social work and social policy in Macedonia with educational support of Danish partners and YSRN
- For UK there was an idea of development of **Drink art /social enterprise/ art gallery coffee** that can support young people and community groups and last but not least
- The Greek representative of the local authorities decided to push the **adoption of the Recommendations on access to social rights for young people from disadvantaged neighbourhoods** by youth department in the : Municipality of Neapoli-Sykkee, Thessaloniki Greece

#### **Follow up by the YSRN:**

- Legal establishment of the network
- Modification and enrichment of the working plan
- Planning and carrying out of a multi-national data collection process than will result in a standardised tool applicable for the monitoring of employability in different countries.
- Online courses for young people on that address challenges that young people face in accessing social rights and autonomy
- Publishing the second issue of YOUTHopia – a brochure on social rights. The second edition will be dedicated to access to employment and transition to autonomy as well as the adopted Recommendation on access to social rights for young people from disadvantaged neighbourhoods.
- Supporting the follow up projects of participants
- Continuing the work on establishment on local/national networks in different realities
- Initiating partnerships with the business sector starting with mapping and approaching the social responsible companies in the countries of our members
- Organising meetings with schools and universities and promoting the idea of the YSRN aiming to include these institutions in the YSRN.

Most of the participants in this meeting are now active partners and members in the network and are expected to take an active role in shaping the next joint activities that we as network will undertake.



## Appendix I – Daily programme

### Sunday 18 January

Arrival of participants  
19:00 – 20:00 Dinner  
20:30 – Welcome! evening

### Monday 19 January

08:00 – 09:00 Breakfast, registration and filling reimbursement forms  
09:00 – 11:00 Welcome and opening  
11:00 – 11:30 Coffee break  
11:30 – 13:00 Background and introduction of the meeting  
13:00 – 14:00 Lunch  
14:30 – 16:00 Team building  
16:00 – 16:30 Coffee break  
16:30 – 17:30 Organisations bazaar  
17:30 – 18:00 Reflection  
19:00 – 20:00 Dinner

### Tuesday 20 January

08:00 – 09:00 Breakfast  
09:30 – 11:00 Understanding autonomy and transition  
11:00 – 11:30 Coffee break  
11:30 – 13:00 Challenges that young people face in their transition period to autonomy  
13:00 – 14:00 Lunch  
14:30 – 16:00 National policy responses to challenges that young people face in their transition period to autonomy  
16:00 – 16:30 Coffee break  
16:30 – 17:30 Autonomy and social rights  
17:30 – 18:00 Reflection  
19:00 – 20:00 Dinner  
21:00 Intercultural Evening

### Wednesday 21 January

08:00 – 09:00 Breakfast  
09:30 – 11:00 What is the current situation with the employment of young people and European trends  
11:00 – 11:30 Coffee break  
11:30 – 13:00 Sharing attitudes, knowledge and experience related to employment and employment trends in Europe affecting young people  
13:00 – 14:00 Lunch  
14:30 – 16:00 The concept of social enterprises as models of poverty reduction in the European context  
16:00 – 16:30 Coffee break  
16:30 – 17:30 Good practices on accessing employment and autonomy  
17:30 – 18:00 Reflection  
19:00 – 20:00 Dinner

### Thursday 22 January

08:00 – 09:00 Breakfast  
09:30 – 11:00 How to develop a social enterprise/social cooperative

11:00 – 11:30 Coffee break  
11:30 – 13:00 How to develop a social enterprise/social cooperative  
13:00 – 14:00 Lunch  
14:30 – 16:00 Free afternoon  
20:00 Dinner in the city

#### **Friday 23 January**

08:00 – 09:00 Breakfast  
09:30 – 10:00 What can each stakeholder do to support young people in gain gaining autonomy and accessing employment  
10:30 – 11:00 2014-2015 priorities of the Council of Europe's youth sector  
11:00 – 11:30 Coffee break  
11:30 – 13:00 What competences do different stakeholders need so to be able to support young people in gain gaining autonomy and accessing employment  
13:00 – 14:00 Lunch / Reimbursement  
14:30 – 15:00 Act SMART and create a follow up plan  
15:00 – 16:00 Development of concrete follow-up ideas  
16:00 – 16:30 Coffee break  
16:30 – 17:30 Development of concrete follow-up ideas  
17:30 – 18:00 Reflection  
19:00 – 20:00 Dinner

#### **Saturday 24 January**

08:00 – 09:00 Breakfast  
09:30 – 11:00 Development of concrete follow-up ideas  
11:00 – 11:30 Coffee break  
11:30 – 13:00 Presentation of follow-up ideas, feedback and support measures  
13:00 – 14:00 Lunch  
14:30 – 16:00 Presentation of follow-up ideas, feedback and support measures  
16:00 – 16:30 Coffee break  
16:30 – 17:30 Evaluation  
17:30 – 18:00 Closing  
19:00 – 20:00 Dinner

#### **Sunday 25 January**

Departure of participants

## Appendix II – List of participants

### PARTICIPANTS' LIST

#### ALBANIA

Ms Silvana Doda

**Organization:** Municipality of Lac

#### ARMENIA

Mr. Martin Harutyunyan

**Organization:** VTB BANK (ARMENIA) CJSC

#### AZERBAIJAN

Mr. Gazanfar Pashayev

Mr. Agshin Askarov

**Organization:** Human Rights XXI Century Azerbaijan

#### BOSNIA & HERZEGOVINA

Mr. Ante Juric Marijanovic

**Organization:** Omladinski komunikativni centar Banja Luka

#### BULGARIA

Mr. Krasimir Ignatov

**Organization:** Central Cooperative Union

Mr. Samuil Petkov

**Organization:** Amorpha Youth Group

Ms Elena Triffonova

**Organization:** Bulgarian Gender Research Foundation

#### DENMARK

Ms. Melinda Visan

**Organization:** AU Career International

#### ESTONIA

Mr. Marco Paulo Laranjeira dos Santos

**Organization:** MTÜ Edela Eesti Arenduskeskus

#### FRANCE

Ms. Phoebe Tye

**Organization:** Pistes Solidaires

#### GEORGIA

Mr. Sulkhan Chargeishvili

**Organization:** Tbilisi Public School named After Academician Ilia Vekua

Ms. *Sophio* Kashakashvili

**Organization:** LTD “Georgian Food Company”

Ms. Nato Antia

**Organization:** LEPL Children and Youth National Center

GREECE  
Ms. Sofia Fraggi

Mr. Christoforos Pavlakis  
**Organization:** Global Sustain

REPUBLIC OF MOLDOVA  
Ms. Diana Enachi  
**Organization:** Parliamentary Committee on Economy, Budget and Finance

PORTUGAL  
Mr. Emiliano João Carvalho Fernandes Pinto

Ms. Vera Soares  
**Organization:** Inter-municipal Community of Ave

ROMANIA  
Mr. Drâmbărean Tudor  
**Organization:** Paem Alba Foundation

RUSSIAN FEDERATION  
Ms. Elena Erkina  
**Organization:** Moscow House of Nationalities, Government of Moscow

Ms. Anna Batasheva  
**Organization:** National newspaper “Arguments and facts” (branch in Nizhny Novgorod).

Ms. Olesia Antiushenia

SERBIA  
Ms. Dusica Davidovic  
**Organization:** City assembly of City of Nis

Ms. Sladjana Sekulic  
**Organization:** Development Agency of Sombor

SLOVAK REPUBLIC  
Ms. Michaela Repiska  
**Organization:** Mladi Europania-Young Europeans

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA  
Ms. Lidija Hristova

Mr Marjan Stepanovski  
**Organization:** Foundation for sustainable economic development PREDA Plus

Ms. Aleksandra Georgievska  
**Organization:** Association “ Step4inclusion”

REPUBLIC OF TURKEY  
Ms. Ayşegül Ataman Scharning  
**Organization:** Trabzon Youth Parliament

**Name :** Mr. Selman Deniz

UNITED KINGDOM  
Mr. David Aynsley  
**Organization:** Volunteer Cornwall

Mr. Richard Carling  
**Organization:** Tesco Stores Ltd

UKRAINE  
Mr. Roman Batashchuk  
**Organization:** E&C/UBL (Expert & Consulting)

PREPARATORY TEAM  
Ms. Biljana. Vasilevska Trajkoska

Mr. Daniel Nemes

Ms. Maria Roidi

Mr. Marius Codrea

**External trainer**  
Ms. Jana Tikalova

**Course director**  
Biljana. Vasilevska Trajkoska

**Lecturer**  
Ms. Aleksandra Georgievska

Ms Marta Makhoul  
**Organization:** International Labour Organization

Ms. Mara Georgescu  
**Educational Advisor**  
**Youth Department**  
Directorate of Democratic Citizenship and Participation - Council of Europe  
European Youth Centre