



FAIR JOB QUALITY AND CONDITIONS FOR YOUNG WORKERS

We want to create the European Youth Job Quality Agency to improve the job's conditions, decrease barriers and build a young friendly labour market.

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SUMMARY

We propose the creation of a new Agency called **European Youth Job Quality Agency**, under the Employment, Social Affairs and Inclusion department, which will have a delegation in every EU state. The Agency will work to improve job conditions and creating a young friendly labour market.

The main functions are **giving information** to the young workers about their rights and reporting to the EU about the situation they have **to monitor**.

To achieve its objectives, the Agency will provide financial support to those companies and associations that follow the guidelines and apply positive discrimination.

THE PROPOSAL

This proposal is addressed to a large public, the young workers between 16-30 years old. Socially and economically disadvantaged workers are one of the priorities of our project.

THE CAUSES

The world of work is changing and bringing new challenges. Young people are already disadvantaged in the labour market. They often experience age-based discrimination in terms of their access to quality work and fair wages.

We noticed there are many problems concerning young workers' job conditions that can strongly affect their life and EU countries' society.

According to Eurofound 2017 studies, 25% of young people are working under poor job conditions.

Companies frequently disregard EU legislation and there is a lack of transparency about their contracts. As a result, the situation ends up being devastating among young workers willing to gain work experience. They are often underpaid, sometimes even used as a free replacement for paid jobs (for example internship contracts). They also have abusive schedules that strongly impact their private life.



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Moreover, the situation becomes worse with the increasing young attitude of resignation that eventually leads to “any job is better than no job”.

If we don't change this reality young people will face more instability in their life - both on a social and economic level. Social mobility would be paralyzed, and brain drain and migration would be the everyday reality.

SOLUTIONS

First of all, we would like to create a new agency under the Employment, Social Affairs and Inclusion department of the European Commission. Its representatives should make agencies in every EU country which must remain politically independent from the national governments. The aim of this new agency would be to improve young workers' job conditions and destroy the barriers concerning access to social and economic rights.

The two main functions of this new agency are **giving information to the young workers** about their rights **and to the EU** about the job conditions which the young people are facing and **monitoring the enterprises and companies**.

We want to make sure that the business sector respects the labour regulations and young people get a fair working contract. We encourage enterprises to increase the percentage of young employees (as a form of positive discrimination). Last but not least, we would like regulated and paid internships and traineeships.

The second function of the agency is focusing on information. The agency should collect data and spread it.

- Collect the data by contacting the companies, labor authorities in each country and associations working with labor and syndicates. This information should be reported to the EU.
- They have to give information to the companies about the good labour practices they should implement and to inform young people looking for a job or already working about their rights. It should provide guidelines for companies on the topic of good job quality and conditions.

To achieve this, there are some useful tools like support the syndicates, young workers' associations or create a website where people can find information about the companies taking part in the Agency's program.

In order to engage the business sector in our program, the EU should provide financial support to those who adopt the aims mentioned above. The companies that would follow the Agency's guidelines would receive many benefits, not only financially, but also in the improvement of the corporate image for a better attraction of labour force. In addition, the



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presence of the young workers would ensure constant innovation in companies, rising their sustainability.

In order to receive these benefits, it will be required that the companies hire, at least, the following amounts:

- For small (0-50 workers) and medium (50-250 workers) companies, the 20% of the workers must be young workers.
- For big companies (250 and more), the young workers must be the 30%.

Also, the companies should be aware about socially disadvantaged young people and contribute to their access to an independent life.

CLAIM

Quality over quantity. Our job is not a joke.