



A Youth strategy for Europe's future

Youth Unemployment and how to face it with a European approach

by Begoña Garteizurrecoa Azua

One of the main challenges faced by the Youth in the European Union is unemployment. The need of a better education and the necessity of reinforcing the links between education, companies, research and innovation are relevant matters that have impact in the employability of the Youth.

In addition, the mobility of students with Erasmus, and Erasmus + programs are also key in order to improve European education, combining excellence, equity and an improvement of youth's employability.

Finally, the EU's strategy for youth establishes a cooperation framework which aim is creating more opportunities for the youth in both areas, education and labour market, and fostering youth's active participation in society, which must be done with a European approach.

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Introducción

The youth is not only the future of the European Project, but also its present, representing one of the most important values of progress. The development of youth's vital projects depends on their human and social development, being responsible of building their future being active and committed players within the society.

This paper will approach the development of youth policies within the EU as a must for Public Authorities, being these responsible of supporting and creating the conditions in which the young citizens are able to develop their projects in an independent and autonomous manner.

This paper's objective is giving European answers to the main needs appointed by European youth, related mainly to education, a joint approach of a European youth curriculum and the fostering of youth employability.

In this regard, the main issue appointed is youth unemployment. The need of a better education and the necessity of reinforcing the links between education, companies, research and innovation are also relevant matters that have impact in the employment issue.

In addition, the mobility of students with Erasmus, and Erasmus + programs are also key in order to improve European education, combining excellence, equity and an improvement of youth's employability.

Finally, the EU's strategy for youth establishes a cooperation framework which aim is creating more opportunities for the youth in both areas, education and labour market, and fostering youth's active participation in society.

Youth employment situation in the EU

Young people have been disproportionately hit by the economic crisis in the EU, falling the unemployment rate for Youth as much as three times over the adult unemployment rate in the same period between 2009 and 2013.

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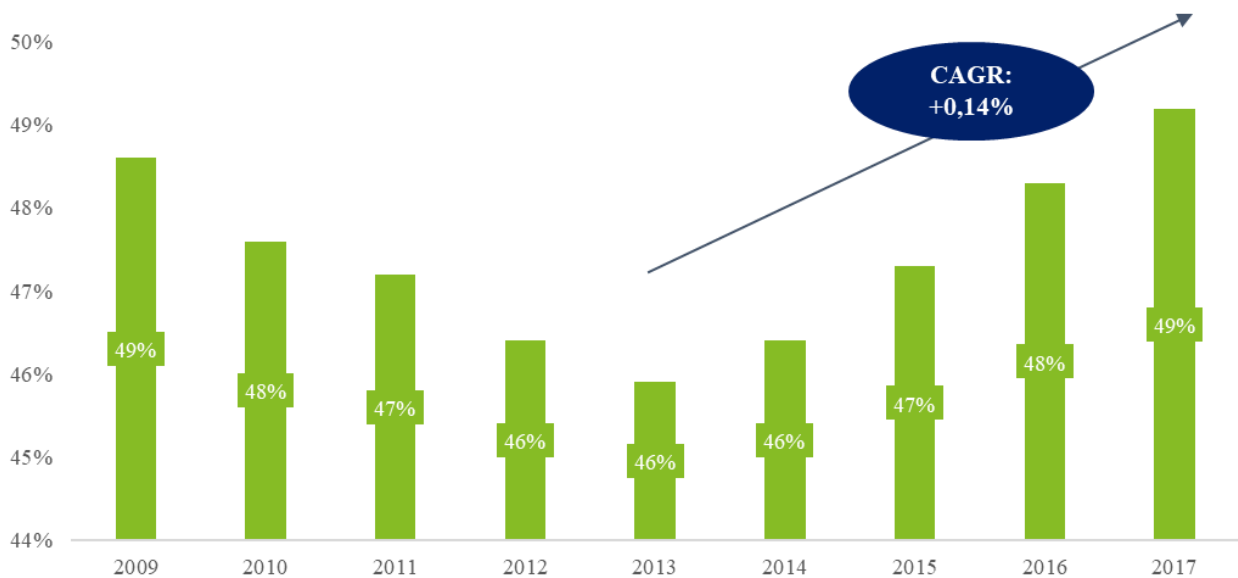
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Notwithstanding with the above, the labour market segmentation, and the challenge for young people to find a job and maintain it had been identified way before the crisis as a mayor problem and challenge by many of the Member States of the European Union.

Illustration 1. Youth employment rate for young people between 15 and 29 years old in the EU (2009-2017)



Source: Own elaboration with information from Eurostat

Although youth unemployment in the European Union is achieving the worst results in decades, European Youth has high skills and qualification achieved in both, university and professional training¹.

Certain European countries have very high professional training rates within the higher education statistics (over university studies), as it is understood that professional training is an adequate way of making the transition from learning to doing, being well recognised by the society. On the other hand, there are certain countries in which professional training is not seen as a quality higher education and therefore, it is less successful.

¹ (Eurostat - Statistics Explained, 2017)

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As it can be noted in the map below, professional training has been especially relevant in Central European regions, the North of Belgium and Netherlands, in which is very common that young people, before achieving a university degree, do professional training and access labour market and Finland.

It must be pointed out that almost the 75% of young people that where following secondary training² were in professional training both, in Austria and Czech Republic (highlighted in blue in the map below).

On the other side, there are certain regions in which the professional training programs are not successful at all, such as Scotland, with less than one out of ten secondary students are in professional training. In addition, Greece, Spain or United Kingdom, have less than the 33% of the high education students in professional training, or Estonia, Lithuania and Hungary in which the rates are also below the 40%.

It is also an important insight to point out that the capital regions pf Germany and France also have very low rates of professional training students.

² University studies or professional training

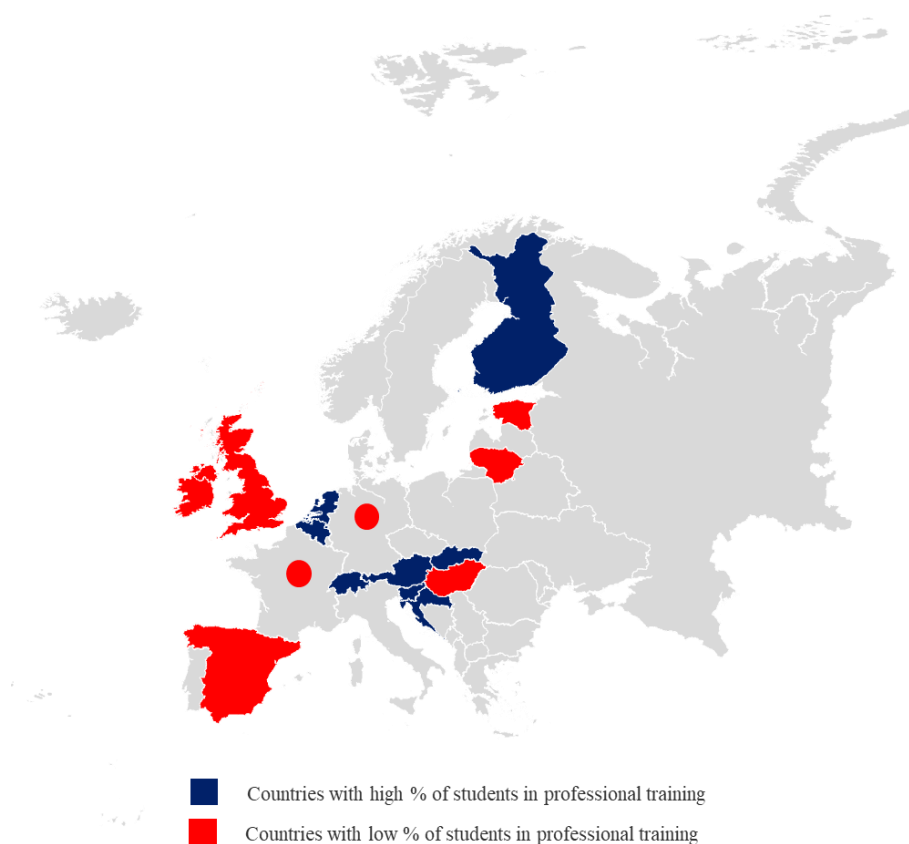
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Illustration 2. Countries in which the professional training is more relevant



Source: Own elaboration with information from Eurostat

Additionally, it must also be pointed out, that one of the main structural problems related to education, which affects deeply the employability of Youth is the fact that almost the 11% of the students below 24 years drop out of school/university/professional training before they finish their studies. It must be addressed that this challenge is especially noticeable in the regions of the Southern Europe, being specially relevant and worrying the situation in Rumania, and the insular regions, such as the Spanish region of the Balearic Islands, Azores and Madeira (in Portugal) and Sicily or Sardinia (Italy). In this sense, the objective of the Europe 2020 Strategy consists in achieving the decrease of this figure below the 10% by 2020.

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It must be pointed out that, youth employment rate is deeply related to the training skills and qualifications associated to the workforce.

As it can be noted in the chart below, the employment rates vary greatly between the countries with the lowest unemployment rates (as Netherlands or United Kingdom) and the Member states of the European Union with the highest youth unemployment rates (as Greece, Italy and Spain). The gap between the highest and lowest unemployment rates is almost 40-percentage rate.

This enormous gap between the distinct Member States of the EU can be explained mainly due to the specialization of the economies and the training level of the workforce in those countries. In this sense, the Member States with higher youth employment rates are especially those with highly qualified young people and lower school dropout rates, meaning that countries in which the youth has been academically better prepared can face critical economic cycles better.

On the other side, Member states such as Spain or Italy, in which the economic sectors that were thriving before the crisis were those less intensive in knowledge and qualified workforce, such as the construction sector, have demonstrated to be worse facing the crisis and its effects regarding employment.

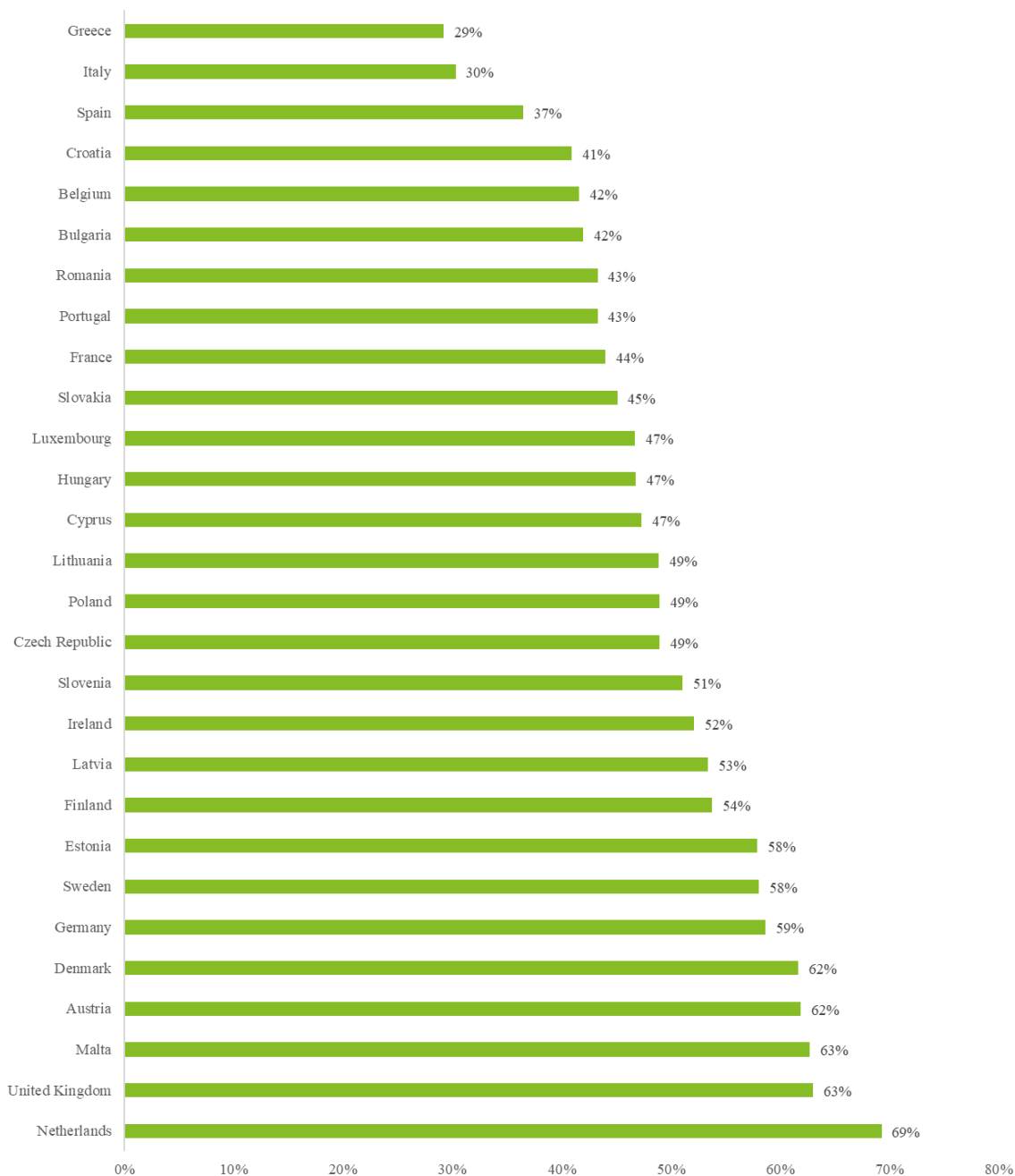
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Illustration 3. Youth employment rates in the EU Member States (2017)



Source: Own elaboration with information from Eurostat

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Main challenges of Youth employment

Taking into account the abovementioned, the youth unemployment in the European Union has become one of the most relevant problems to be faced, as it conditions the future of the most important asset of the European project, youth.

In this sense, the main challenges arisen from this problem must be addressed in order to reverse the situation, which can be grouped in the following categories:

Increase of a wrongly denominated “flexibility” in the labour market

The figures provided by Eurostat regarding Youth employment rates within the European Union show that over the 40% of the young people employed, up to 25 years old, have temporary work contracts (it must be noted that in the age gap of 25-42 years old this rate is around the 10%). This increase and generalization of temporary contracts for young people contribute to precarious jobs, with lower wages, difficulties to be promoted, lower satisfaction levels and lower contributions to the social security system, which puts into risk the pension system of the European Union.

Increase of the gap between workers qualification and the abilities required by the labour market

There is an increasing gap between the abilities required by employees and the knowledge and the training level that the young graduates have once they finish their studies, leading to the fact that most of the young graduates fail in their first approach to the labour market, starting way below their own expectations.

Youth migration

In order to guarantee a more efficient allocation of the workforce within the European Union, youth mobility has been promoted. This has led to a high proportion of young people, with high qualification, working abroad in low qualified jobs, believing in the promise of improving thanks to an international experience, which is not true.

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Family legacy

One of the challenges that must be addressed is the different opportunities some young have over other regarding their familiar background. A comfortable economical position of a family can lead to better opportunities for the young, as they can wait for a better career or job opportunity, due to the lack of necessity they have. On the other hand, there are young almost pushed to the labour market due to the need for earnings, making them accept lower wages and worse working conditions.

European approach to European challenges: how can the EU fight Youth Unemployment?

The European Union has created different plans in order to face the youth unemployment with a common approach in the last decade with less success that expected initially. In this sense, the idea of having a common plan to fight youth unemployment is not simple due to the configuration on the European Union, the absence of common policies in relevant matters and the difficulties of giving up sovereignty from the Member States.

Each Member State is enabled to take and implement their own decisions and legislation in order to solve this problem and the situation is different in each Member State, contributing the individual policies of the member states to an increased gap of youth employment between the distinct member states.

For example, the countries located in Southern Europe, such as Italy, Greece or Spain have implemented employment policies related to taxation measures, which have influenced the youth unemployment rates positively in the short term, achieving good results momentarily (creating temporary works, part time very low paid traineeships, etc.), but not solving the structural youth unemployment problem.

For instance, in this sense, Spain implemented different tax deductions in the Corporate Income Tax for companies that hire young employees (below 30 years old). In addition, Spain also implemented tax benefits, such as the deduction up to the 100% of the Social

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Security System quotas payable by the employer for companies that offer internship and traineeships for students³.

Other countries, especially the ones located in the Northern Europe, as Finland or Sweden, have developed other Youth policies such as the Youth Guarantee⁴, which has demonstrated to be insufficient to cut with the challenges derived from Youth Unemployment.

Therefore, it is certainly difficult for the European Union to implement global actions as each of the Member States are enabled to design and implement their own policies. As a global European approach is necessary to solve a European problem, it is important to foster cooperation and collaboration with Member States, regions and even local entities that fight Youth unemployment.

In this sense, the main policies established within the European Union to face the Youth unemployment have been the following up to date:

- **Move Flagship initiative (2010)**

It is an initiative to unleash the potential of young people to achieve smart, sustainable and inclusive growth in the European Union⁵.

This initiative is built on the premise that by 2020, the 35% of all jobs will require high-level qualifications, combined with a capacity to adapt and innovate. The document addresses as a problem, the shortage of highly qualified in technology skills young professionals⁶.

³ (SEPE: Bonifications and reductions related to employability, 2018)

⁴ Youth Guarantee: commitment by all Member States to ensure that all young people under the age of 25 years receive a good quality offer of employment, continued education, apprenticeship and traineeship within a period of four months of becoming unemployed or leaving formal education.

⁵ (European Commission, 2010)

⁶ (European Commission, eSkills Monitor Study)

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The focus of this initiative is responding the challenges young people face and help them succeed in the knowledge economy by improving their employability, being its main action lines the following:

- Encouraging Member States to tackle the high level of early school leaving and fostering apprenticeship-type vocational training and high quality traineeships as workplace learning experiences, building bridges to the labour market.
 - Proposing a new agenda for the reform and modernization of higher education, including a benchmark on university performance and a new EU strategy to promote the attractiveness of European higher education and to foster academic cooperation and exchanges with world partners.
 - Removing obstacles to mobility.
 - Focusing on the role of Public employment services, encouraging a Youth Guarantee program and supporting entrepreneurs.
- **Youth Opportunities initiative (2011)**⁷

The Youth Opportunities Initiative was a set of measures that took place in 2012 and 2013 to drive down youth unemployment. It was part of the EU's Youth on the Move education and employment initiative⁸.

The main goals of the initiative were the following:

- Encourage and foster that people who had left school without having achieved upper-secondary education to return to school or enroll in vocational training for in-demand skills
- Get graduates a first work experience

⁷ (European Economic and Social Committee, 2011)

⁸ (European Commission, 2012)

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Significant European funds (over €4.5 millions) were destined to the program, which was aimed to help 5.000 young people to find their first job or a traineeship in a European Union member state.

- **Youth employment package (2012)**⁹

Taking into account that although several programs to foster youth employment had been implemented, the European Union showed no signs of improvement of the youth employment rates. In this sense, approximately 1 in 5 young people on the labour market could not find a job, 7.5 million of young people were not working (or at school or training) and more than the 30% of the unemployed under 25 had been out of work for more than 12 months. This shows that the youth unemployment in the European Union is more a structural problem than a collateral issue caused by the economic crisis.

This package of European funds was used to set up the Youth Guarantee program in several Member States and to improve traineeship programs, being able to increase the young people reached by these programs.

- **Youth employment initiative (2013)**

As different approaches and policies lead to different solutions, which has not contributed to raise the employment rates in the different EU Member States, the European Union created in February 2013, a specific employment program, named **Youth Employment Initiative 1 (YEI) for regions with a youth unemployment rate over the 25%**. The aim of this program was to **increase the EU financial support available to the regions and individuals struggling most with youth unemployment and inactivity**¹⁰.

This program exclusively supported young people, which were not actively involved in any educational or training program, those that were unemployed, or

⁹ (European Commission, 2012)

¹⁰ (European Commission, s.f.)

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those not registered as job seekers (NEETs¹¹). This program ensured a targeted support and help regarding employment in European Member States where the youth unemployment challenges were more compelling. The main operational measure carried out within this program was the implementation of the Youth Guarantee, which will be explained below.

The budget of the YEI is €8.8 billion for the period 2014-2020. Initially, the budget was €6.4 billion for 2014-2015, but, taking into account the high unemployment rates of Youth, the European Commission proposed in 2016 to increase the initial budget in €2.4 billion in order to achieve better results for the period 2017-2020 (which was approved by the European Parliament and the Council).

In addition, an amendment was implemented in 2015, which implied increasing the budget allocation of the YEI pre-financing rate up to 30% (from 1%-1.5%). Thanks to the increase of the budget allocation, the initiative that was expected to reach between 14,000 and 22,000 young people, is now targeted to reach between 350,000 and 650,000 young people.

As mentioned, although the YEI started in 2013, its results have not reached the expected results since its implementation¹².

The four initiatives explained above, led to the recommendation of the Council of establishing the following measures with the European Union:

- **Youth guarantee (2013)**

The YEI supports the implementation of the **Youth Guarantee**. Under the scheme of the Youth Guarantee, Member States implement measures to ensure that young people up to the age of 25 receive a good quality offer of employment, continued

¹¹ People not in education, employment or training.

¹² (Directorate-General for Employment, Social Affairs and Inclusion, 2016)

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education, an apprenticeship or a traineeship within 4 months of leaving education or becoming unemployed¹³.

It must be pointed out that the incapacity of the Youth Guarantee program to reach the expected results is not economical but political: the Member States have shown failure in the implementation of the Youth Guarantee policies. Specifically, the time to implement the policies and measures has been shown to be very long and inefficient.

In order to implement faster YEI actions on the ground, which will be able to show substantial results in a shorter period, relevant funding was released (new financing lines for the Member States) following the Commission's recommendation.

- **Call for action working together for Europe's young People (2013)**

In 2013, a call for action regarding Youth employment was promoted by the European Commission¹⁴. Although some work had already been done regarding youth unemployment, the Commission launched this program with the aim of the following:

- Investment in young people through the European Social Fund;
- Front-loading of the Youth Employment Initiative;
- Support for intra-EU labour mobility with EURES¹⁵;
- Foster the transition from education to work by boosting the supply of high quality apprenticeships and traineeships and addressing skills shortages;
- Acceleration of reforms to deliver a genuine EU labour market in the longer run;
- Promote measures to support job creation in the immediate term, especially by SMEs, and to incentivize the hiring of young people.

¹³ (European Commission, s.f.)

¹⁴ (European Commission)

¹⁵ EURES: European Job Mobility Portal

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- **European Alliance for Apprenticeships (2013)¹⁶**

The European Alliance for Apprenticeships (from now on, EAfA), settled in 2013 and run by the European Commission, is a platform which fosters collaboration between national governments and other key stakeholders, such as social partners, training providers, youth representatives, etc.

The goal of this platform is strengthening the quality and supply of the apprenticeship and training mobility programs in Europe.

- **Quality framework for traineeships (2013)¹⁷**

The Commission is especially committed to create better work conditions for trainees, and has created and proposed a Quality Framework for Apprenticeships, which will support Member States in establishing modern traineeship systems and introducing the new long-term mobility strand for apprentices.

In addition, another main program fostered by the European Union in order to fight Youth unemployment are the Erasmus and Erasmus + programs, which contribute both, to developing professional skills of the students and gives them the opportunity of living an international vital experience within the EU.

- **Erasmus program**

On the one hand, the traditional Erasmus program fosters cooperation between the Universities of the Member States, enabling the transfer of students for a certain period (from 4 months to a whole academic year) within the EU Member States. Participating in this program contributes to the students' language skills and having a vital international experience, which are highly valued skills that improve significantly their employability after finishing their studies.

On the other hand, the Erasmus + program fosters a dual training based in the collaboration between the training and academic centers and companies within the

¹⁶ (European Commission, 2013)

¹⁷ (European Commission, 2013)

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EU. In this sense, professional training students are transferred to any other Member State in which they carry out a traineeship at a local company, which contributes to their professional development, helps them to gain job experience and enables them living a vital experience abroad (and possibly immersed in another language from their mother tongue). This fosters their future employability.

Benchmark of employment policies implemented in the EU to foster employment

When thinking about building a European approach to the youth employment challenge, it must be noted that within the European Union, certain policies have demonstrated to be successful to fight youth unemployment and therefore, they should be considered when designing a common youth policy in this sense. In this regard, the most interesting youth policies implemented in the last decade within the European Union are the following:

Germany:

Germany has implemented several measures in order to foster youth employment in the last decade. In this sense, they implemented the “Hartz III¹⁸” and “Hartz IV” plans to improve public employment services and a “Dual” training program for professional training in order to improve young workers’ skills and help them to have a first contact with the labour market.

Germany’s Federal Government designed and implemented the “*Hartz III*” and “*Hartz IV*” plans in 2003-2004, in order to improve and ensure the quality of the employment services offered by the Public Administration in Germany.

The main purpose of these plans was to shorten the time needed to find a job for unemployed people, when they were using public employment services. These plans created different public entities, at a national level (as many other member states of the European Union have done, such as Spain), but also at federal and regional level, decentralizing the job seeking and advisory services, and approaching the unemployment

¹⁸ (Centre for Public impact - Boston Consulting Group, 2005)

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locally and regionally. The decentralization achieved by these plans has fostered a faster and more tailored contact between the employer seeking workforce and the unemployed and job-seeking citizen, as it is easier to understand the companies' needs and meet their requirements with a closer approach.

Additionally, these plans fostered by the German federal Government made a whole review of the employment services offered by the Public Administration, implementing additional controls in order to find mistakes or inefficiencies, usually materialized as time wastes or a wrong use of the public economic sources. Moreover, the plan allowed ensuring the quality of the jobs offered by the Public Administration.

Because of the creation of a Federal Public Employment Office, a duplicity arose regarding the job seeking services offered by private and public entities, although the purpose of each type of entity differs. On the one side, the Federal Public Employment Office tried to ensure the creation of stable and long-term jobs, focused in the consecution of low unemployment rates in the future years and trying to solve the structural problems arising in the employment market. On the other side, private temporary work agencies, which aim is offering short-term jobs and helping in the mismatch of employments and workforce, try to solve circumstantial problems of the employment market.

In addition to the above mentioned, the "Hartz III" and "Hartz IV" plans also guaranteed a grant for young entrepreneurs, known as Ich-AG, and consisting in the capitalization of the unemployment funds that the person had the right to receive in a unique payment, to encourage the development of new businesses. Additionally, the plans also foresaw the benefit cuts of up to the 30% when a person receiving unemployment benefits refused to take up a reasonable offer of work, which fostered the labour market enormously.

It must be pointed out that the implementation of the "Hartz III" and "Hartz IV" plans has driven a great success in Germany, especially for the Youth. The improved processes fostered by the Public Administration regarding job seeking services has enabled young

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people to find a job in the first 6 months after finishing their studies at university or other academic institutions, in general terms.

Additionally, in order to help the young professionals have a first job experience, Germany fostered the development and implementation of the “dual” professional training programs. In this sense, it must be addressed that the period for job seeking estimated and the type of jobs young professionals’ have access to depends on the qualification, training and experience they have achieved prior of starting to seek for a job. Therefore, there are different type of curricular approaches in order to access job market, which would be the following, for professional training students:

- **Classical approach:** The job seekers have successfully finished professional training (studies at an educational institution on a certain area) and after, they have carried out an internship of up to four months, before entering the job market.
- **Dual approach:** The job seekers have carried out their studies following a “dual” methodology, meaning the confluence of the academic training with an internship, in order to develop and put into practice what is learnt. The companies involved in these “dual” programs benefit from the work carried out by the students in their training period only having to be committed to pay for their studies.

The implementation of the “dual” approach has become a great success, as it enabled young professionals to get in touch with the labour market and companies of their specialization area before they finished their studies. This allowed them to continue working at the same company when they finished their training period if the companies agree to hire them (usually, the companies are granted with economic aids if they hire young professionals) and they have already tested the workers, fostering a win-win situation for both sides.

Taking into account the improvement on the employability of young professionals derived from the implementation of the “dual” professional training approach, this type of training system has been implemented across the European Union, in several regions and Member States, such as the Basque Country, which case will be explained afterwards.

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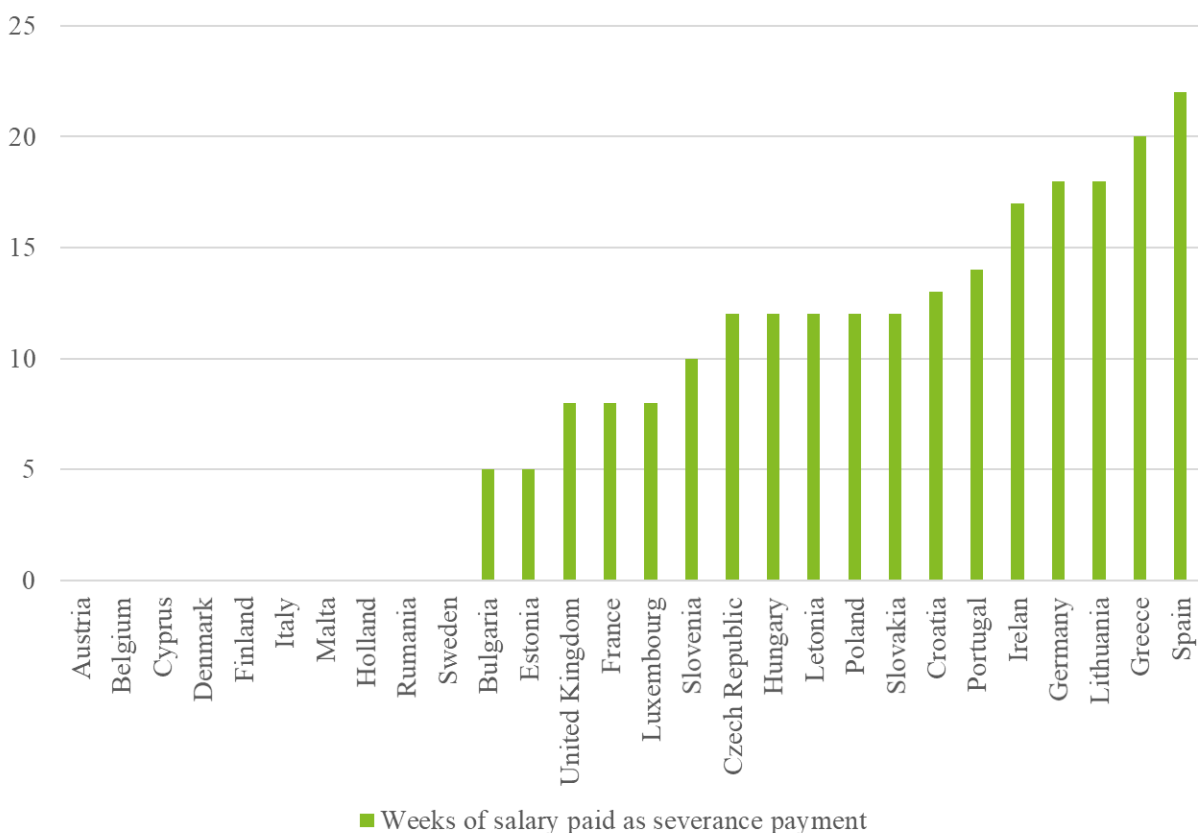
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Austria:

One of the most important concerns of employers across the European Union is normally the high costs derived of laying off employees. As it can be noted in the chart below, the amount of severance payment payable in each Member State of the European Union is different and therefore, some employers can even think of forum shopping when deciding where to settle their companies, in order to avoid very high severance payment costs in the future if they need to fire employees or want to close the company.

Illustration 4. Weeks of salary paid as severance payment in the UE.



Source: ABC, BBVA and World Bank¹⁹

¹⁹ (ABC Newspaper, s.f.)

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In this regard, and taking into account the prejudice and impact that severance payments could have for employees, the Austrian Government designed and implemented a strategic plan known as the “Austrian bag”²⁰. The idea on its own is simple, but it has been really successful.

The plan consisted in the modification of the labour regulation, eliminating the severance payments when a worker is dismissed. The severance payment, substituted by a monthly payment to the fired employee by the employer. The “bag” is filled with part of the salary of the workers while they are employed (1,53% of the salary). This accumulation of the capital is usually capitalized or invested, in order raise a bigger amount of money out of it. When the employee loses the job, he/she will receive the amount of the bag, without becoming a cost for the employer.

This policy has brings along two major benefits: On the one hand, the raise of the work contract formalization, mainly thanks to the elimination of the severance payment, allowing the employers to hire new employees without fearing the high costs associated to the dismissal of them if the business does not prosper as expected. On the other hand, this system ensures the social benefits for the worker, when unemployed.

Denmark:

Denmark has created a *flexi-security* employment system²¹ that contributes to the youth employment, based in three principles, which are the following:

1. **Flexibility for the employers:** The labour regulation does not contemplate a severance payment for the employees when they are fired, which enables the employers to adapt the workforce of their companies easily and fast enough to achieve higher competitiveness than other systems.
2. Security that has been created among the social pact made by different political organizations. This security is given by investments in different working policies,

²⁰ (Eurofund, s.f.)

²¹ (The economist, 2006)

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such as the implementation of a job seeking public agency, in order to give a fast answer to the unemployed that are searching for a new job.

3. Social commitment. In order to be able to get paid the unemployment aid and be eligible to additional economic and social benefits, the unemployed worker must be actively involved in job seeking. In this sense, the unemployed worker must have financed the social aid program for unemployment beforehand (this social fund is financed 2/3 by the Danish Government and 1/3 by the Danish workers) and must be enrolled in training programs offered by the Public Authorities in order to achieve new working skills that will improve the employability of the professional.

The main drawback of this plan is that it requires a significant amount of public funds to be used in order to maintain the social fund and a significant investment in training. Although this plan has been shown to be successful, it has been difficult keeping the public debt controlled, what has derived in the need of cutting other social aids.

The Netherlands:

The Netherlands have designed and implemented a social agreement to face the unemployment, specially focusing to solve the problem of the youth unemployment. In this sense, different political and social institutions reached an agreement, which is known as “*Wassenaar social agreement*”²².

This agreement fostered the job market inclusion of different demographic groups: on one side, women, with the design of different social aids that contributed to the creation of part time jobs, which enabled this collective to balance personal and professional life. On the other side, the plan also focused in the creation of internships for students, which would enable them to gain experience in order to improve their employability when accessing the job market.

²² (The Wassenaar Agreement, s.f.)

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Because of the implementation of the plan, the salaries lowered, as, the workers that were included in the plan only had partial contracts or minijobs. It must be pointed out, that, although the salaries lowered, the plan gave the opportunity to gain professional experience to young students, preparing them for the future and improving their employability.

The Basque Country, how public policies can foster youth employment

The commitment to a more integrated Europe does not necessarily imply uniformity, but the integration must be based on the sum of the diversity of the nations and countries that make it up. The European Union must be based on shared, solidary, democratic and effective sovereignties. The coexistence of a multilevel governance in which stateless nations, as in the case of the Basque Country, have a leading role based on the principle of subsidiarity, results in a commitment to Europe.

In this sense, the Basque Country is committed to working in partnership between the different levels of government (local, regional, national and European) and applying a set of principles that should guide the efficient elaboration of policies, such as participation, cooperation, openness, transparency, inclusiveness and coherence, all of them, essential values to ensure the success of public policies.

Regarding the fight against the Youth unemployment, The Basque Administration has implemented two different strategies:

- The first of the two initiatives implemented is strongly related with education. The Administration has created a strategic education plan which has included the dual (academic + internship) training, not only for those students involved in professional training but also at university level, starting with two areas of specialization, business administration and engineering.

The dual training gives the Youth the chance to get in touch with the working world before they finish their studies, so they can show and proof their skills while they are learning and improving them to the future.

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Not only that, this program also entitles the Youth to create a personal network system, in the area in which they are specializing, so that they already have some contacts when they try to seek their first job.

The “dual training” approach, which is mainly foreseen for professional training has also been implemented for University studies in certain regions, such as the Basque Country. In this regard, both the Public University of the Basque Country and Mondragon University have developed dual training programs for business administration and engineering degrees, respectively, which improve the employability of the young.

- The second strategy that the Basque Administration has implemented is related to strategic investment. The Basque Government has carried out a benchmark that has brought to light the need of Youth in the Basque companies, with a deep knowledge of technical and technological trends and their application to the economy and work. In this sense, new jobs and skills have been identified, which require knowledge and experience on new areas, such as management of social networks, entrepreneurship, innovation, new computer systems and new technological trends such as big data, Internet of Things, Blockchain, etc.

The strategic investment carried out by Basque Administration gives Youth the chance to develop their skills related to these new areas.

In addition, it must be mentioned an amendment carried out by the Basque Government to this program. Although the Basque Youth has an acceptable level of training in general terms, there are certain collectives, which are excluded from the educational or training world.

In this sense, a specific plan has been put into force, which consists in the education and professional training of young people with a risk of being excluded (taking into account the collective they belong to) in order to improve their employability.

In order to foster this program the Basque Administration foresees handing out economic aids to the companies that hire employees or trainees.

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Conclusions

Although the way of analysing the effect of the measures implemented with a European approach differs in each member state, and the economic and social point of start of each region and country differs too, the comparisons carried out between the different member states show significant insights. In this sense, those member states in which the dual training has a substantial and relevant implementation rate are better positioned than those that have not a developed dual training, such as Austria, Denmark or Germany. The transition that must be done by the graduates to the job market is much more smooth in those countries, that show lower unemployment rates.

The lack of opportunities of accessing a remunerated job once the students graduate can substantially affect to the employability of this social layer, affecting especially to the recognition, the value creation and the wellbeing of the youth. In addition, it affects the youth in economic terms, as it is more difficult for them to become independent from their families. Therefore, the transition to adult life takes more time, and has impact in the demography of the member states, housing, family building, etc.

Therefore, the main measures proved to be successful and which should be explored in order to foster youth employability are the following:

- Promoting the creation of a common job market within the European Union for the employment seekers and the creation of a common reference dictionary for technical skills and occupations, which would allow job seekers from all the member states understand and be noticed of those jobs that would suit them better.
- Enabling geographic professional mobility through the recognition and transferability of the qualifications and skills of the workers.
- Promoting better and more training contracts within the European Union.
- The identification of the main future employment areas would allow cutting the gap between training and job market in the future years, as the educational offer could be adapted to give a response to the labour market of the future, creating new

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university and professional training studies. In this sense, the green economy, advanced health services and ICT related professions stand as the most interesting areas in which to invest regarding education.

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