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Are Young People a Bargaining Topic? Overview across Seven Countries

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Are Young People a Bargaining Topic?

- From a quantitative perspective, the answer is negative
- Youth aspects are almost absent in collective labour agreements
- Few special clauses on young people: collective regulation is general, i.e. it applies to the entire workforce
- Perception that unions action and strategies in collective bargaining and social dialogue focus on their core membership, i.e. middle age male workers with stable contracts

Collective Bargaining Measures for Young People



Are Young People a Bargaining Topic?



Only two specific issues are regulated via collective agreements: youth wages and specific training policies for young people at risk. E.g. Action to reduce the lower youth minimum wages.



An agreement in the Bavarian metalworking sector provides for the development of a job transfer agency for young workers not employed on a permanent contract at the end of their apprenticeship training.



The collective agreements do not tackle separately the youth in none of the analysed organisations. The MOSZ proposes that also apprentices should be covered by collective agreements.

Are Young People a Bargaining Topic?



Proposals to reduce temporary employment and fight against double wage scales, and trade unions fight to clearly define the rights interns have and avoid abuse by employers.



Social partners in the healthcare sector and in the metal and electronic engineering industry agreed on the abolition of the youth wage scale in April 2011.



Few collective agreements specifically addressing the interests of young people. Measures to ensure the provision of stable employment after training.

Collective Bargaining for Young People: a Focus on Italy

- 21 national sectoral collective agreements analysed

Main results:

- Collective regulation applies to the entire workforce
- CB hardly deals with external labour market
- A major exception is CB on apprenticeship

CB on Young People

<i>Types of measures</i>	<i>Number of CA</i>
Regulation of apprenticeship	20
Improving employability of young people	6
Improving working conditions of young people	7

Measures to Improve Employability of Young People

Cross generation solidarity

- Part-time work as an instrument for employee turnover

Classification system, two-tier wage structure and entry-level salary

- Examples in the Tourism, Commerce and Financial sectors

Measures to Improve Working Conditions of Young People

- Training measures and bilateral institutions
- Information and consultation institutions concerned with youth employment
- Work-life-balance measures for student workers

Regulation of Apprenticeship

- Conditions to confirm apprentices at the end of the training period
- Two-tier wage structures either in the form of entry-level salary or in the form of percentage of remuneration
- Length of the trial period; discipline to be applied in the event of illness or occupational injuries; hourly leaves; occupational based pension and health funds
- Training targets and content of apprenticeship



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Thank you for your attention!

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