

International doctoral school in
HUMAN CAPITAL FORMATION AND LABOUR RELATIONS

**THE YOUTH EMPLOYMENT CHALLENGE
BETWEEN LABOUR PRODUCTIVITY
AND INVESTMENT IN HUMAN CAPITAL**

Comparative developments and global responses

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A CONFERENCE, A VIEW, A PROJECT

Main goals of this presentation:

- ☞ to explain the title of the **conference** so as to share some coordinates that might be useful for the speakers and participants during these two days;
- ☞ to present an **interpretation of the complex issue of youth employment**, which can also synthesise the meaning of the project we are developing at our **International higher education School**;
- ☞ to offer some **concrete project and research proposals**, by setting up an **international and interdisciplinary network** that systematically and constantly tackles the issue of youth employment in the perspective of labour productivity and of the investment of human capital.

... A CONFERENCE

- ☞ this conference is dedicated to the **youth employment challenge**. It aims at providing an understanding of this topic in a global dimension, both in terms of **research method** (comparative and cross-disciplinary) and different **perspectives** (by countries and case studies)
- ☞ positive and proactive attitude: **not only as a problem** (unemployment, drop-outs, etc.) but also as an **opportunity for companies** (productivity, innovation, change) and **for societies** (investment in human capital, a look at the future) and **for young people themselves** (*work as a project for life not just as employment*)
- ☞ **a red thread linking all the presentations together** (framing the issue, young people and the crisis, apprenticeship and the school-to-work transition, policies for youth)

... A VIEW

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- ☞ **this view comes from faraway** and, in Italy, it is placed in the **disputed season of labour market reforms**: contribution to the elaboration of the **Treu Law** (1995/1997) and of the **Biagi Law** (2001/2002)
 - ☞ hostile attitude towards change: **flexibility is understood as a synonym for precariousness**. Deadlock in the juridical, political and unions' debate: **the theme of flexibility for dismissal** and of the sterile **opposition insiders v. outsiders** or **young v. old people**
 - ☞ **paradigmatic change** – realized by the formal link between labour law and school reform (2002/2003), which becomes a main topic in recent times (2008/2010) – through the reading of **Paul Ryan, *The School-To-Work transition: a cross-national perspective*** (in Journal of Economic Literature, 2001)

... AN INNOVATIVE VIEW, FOR LAWYERS

- ☞ outcomes of the debate on **deregulation**: it seemed obvious **labour law should leave room to employment** and to companies' needs for flexibility
- ☞ **excessive emphasis on labour reforms**, blamed for a thaumaturgical power, namely: **additional and high quality job creation by law!**
- ☞ in search for stronger and systemic solutions to the problem of youth employment: institutional approach (school-to-work transition, employability, adaptability) and measures/actions against mismatch between labour supply and demand
- ☞ **P. Ryan's** contribution – building upon the experiences of countries, such as **Germany** and **Japan** – is pivotal:

“labor market programs come and go. Institutions develop, adapt and, for the most, endure”

... A PROJECT

- ☞ our project comes from faraway as well: attempt (2003/2006) to **integrate the labour market reform with the reform of the education and training system** (on the one hand, the Bertagna – Minister Moratti’s team; on the other hand, Tiraboschi, Bulgarelli, Forlani – Ministers Maroni, Sacconi’s team): the beginning of **university and school placement, training-work “alternance”, apprenticeship reform**
- ☞ **the revival of a project and of a reform**: season 2008/2010 **new apprenticeship reform, training guidelines for 2010 and Action Plan “Italy 2020”** (team Tiraboschi-Bertagna, Ministers Sacconi and Gelmini)
- ☞ ADAPT and the CQIA create, in Bergamo, a **Doctoral School that integrates training and labour**
- ☞ an **international network and its website**: next conference in Mexico City (August 2011)

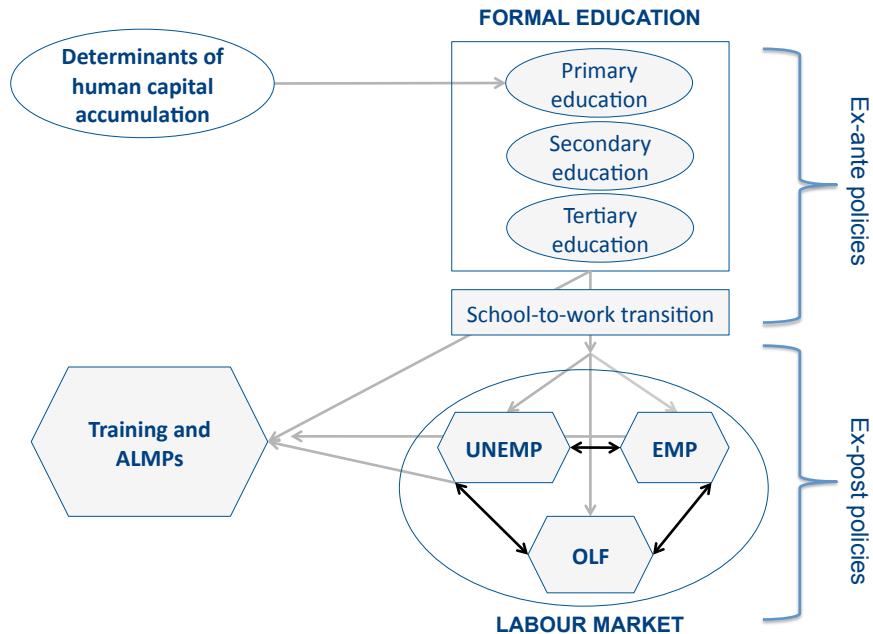
YOUTH AND EMPLOYMENT: WHAT RESEARCH STRANDS?

- ☞ ILO Report on “Global Employment Trends”: there is a need **not to devise new indicators**, but rather to **find a way to make use of existing ones**. Although data collection can always be improved, it seems that the real challenge is **how to use the data in an operational and planning perspective**.
- ☞ these indicators are of real value only if they are placed in **a global perspective**, considering the problems of **both developing and developed countries**, reflecting the global structure of the modern economy

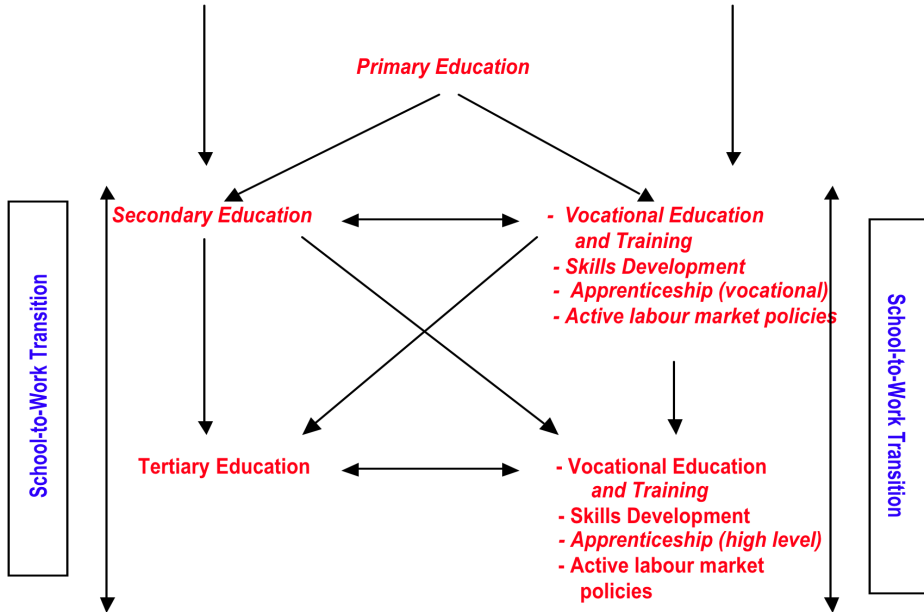
YOUTH AND EMPLOYMENT: A HOLISTIC APPROACH

- ☞ when applying the school-to-work transition concept to legal and industrial relations methods it becomes clear that the improvement of human capital, work productivity and effective measures to deal with **the problems of youth employment can be achieved only if policies are designed to cover the phase prior to the entry into the labour market.**
- ☞ holistic vision: **linking the worlds of education and employment**, moving beyond the traditional conception of legal measures and industrial relations, and education and training systems, that have until now been considered as two separate spheres and study fields.

THE TRADITIONAL VIEW (source: United Nations)



... AN INNOVATIVE VIEW, AND PERHAPS EVEN BEYOND (INTEGRATION)



RETHINK THE ROLE AND FUNCTIONS OF INDUSTRIAL RELATIONS AND LABOUR LAW

- ☞ **to rethink the role and functions of industrial relations**, that need to **make a contribution to the modernisation of education and training, closing the traditional gap between school and work**
- ☞ In the field of industrial relations and labour law, the school-to-work perspective seems particularly suitable for policy formulation and assessment
- ☞ **to rethink** the perspective of the **school-to-work transition**, providing **lawmakers and industrial relations actors** with the means to identify **the legal and institutional measures** for tackling the complex issues of youth employment