

Youth unemployment and joblessness:
causes, consequences, responses

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From school to work: the role of trade unions

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The transition from education to the workplace (1)

- The first job and the initial experiences in the labour market have a profound influence on later working life and an impact of future career path

Fundamental keys issues:

- the time needed to find a first job after completing education
- the smoothness of the transition
- the extent to which easy school-to-work transitions determine future labour market success

The transition from education to the workplace (2)

A smooth transition from school to work

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the main issue concerns
unemployment or inactivity

New challenges:

- guarantee to youth generations opportunities to move on their careers and lives

The role of trade unions (1)

- The role of trade unions is increasingly crucial to provide opportunities and strategic interventions on youth's transition from education to the workplace

not only in terms of orientation

- but as well helping younger generations to develop their job skills and giving support to youth entrepreneurship, independent living also proposing active work policies

The role of trade unions (2)

- Trade unions have to support young workers helping them to develop their job skills also during delicate periods of their lives such as school-to-work transition and unemployment
- Support young people
- Get a job orientation
- Training programs
- Job-search assistance

Methods and research findings

- How trade unions can apply strategies, policies and programs to improve the transition from education to the workplace supporting students (and as well working students) both in high schools and universities
- Three European national/regional case studies by focusing on:
Italian union national federation (CGIL-CISL-UIL) → Southern Europe
Confederation of German Trade unions (DGB) → Central Europe
Scottish Trade Union Congress (STUC) → Northern Europe
- Explain the role of trade unions (each of them with own features) in all three different projects examined with reference to local context, industrial relations and other social partners involved in the programs

Studenti d'impresa: CGIL-CISL-UIL's agreement in province of Como (Italy) - 1

- Guarantee an efficient training – during the School Year or Summer – through internships and apprenticeships for Technical Institutes in the province of Como

The purposes of the program:

- Reduce the separation between the educational system and the world of work
- Ensure a minimum wage for young people who do an internship

Studenti d'impresa: CGIL-CISL-UIL's agreement in province of Como (Italy) - 2

- Coordinated training by trade unions and companies
- Support to students even through their own personal tutor
- Provide an initial response to contrast youth inactivity and unemployment
- Contrast youth inactivity and unemployment

A fair career entry: the DGB-Youth's strategies for academic students (Germany) - 1

- The DGB has launched a series of networked initiatives in over 50 Higher Education Information Office and Campus Offices
- The DGB enters directly the universities for the improvement of study and living conditions of students
- **“Students at work”:**
 - On-line counselling
 - A comprehensive website and brochures with information on the topics of study, work and internships
 - Local consulting services in Campus to social and labour law issues

A fair career entry: the DGB-Youth's strategies for academic students (Germany) - 2

- **The strategy of DGB:**

to accompany the students from the beginning of their academic studies until they enter the labour market

Studies → Work life

- The DGB supports that ways in to a professional career have to be transparent and internships should not be used as upstream qualify times explaining also as new generations are confronted with insecure job perspectives
- To avoid the misuse of internships and ensure a smooth career entry, the DGB-Youth created a code of practice for a fair internships which should be used by companies, students and college graduates as orientation

“Unions into Schools”: the experience of the STUC (Scotland – UK) - 1

- Give a message to young people telling them that trade unions can help youth generations when they enter the labour market
- “Unions into Schools” was originally launched as part of the Scottish Government with the STUC

“Unions into Schools” Pack – “A Better Way to Work” in Scotland



The issues that are addressed in classrooms with students include mainly health and safety, topics for young workers, the global economy and workers of the world, employment rights

“Unions into Schools”: the experience of the STUC (Scotland – UK) - 2

- “A better way to work” is divided into 4 units, each of which has a number of activities:
 - Unit One: Introductory Activities
 - Unit Two: Rights and Responsibilities at Work
 - Unit Three: **The Role of Trade Unions**
 - Unit Four: The Future of Work
- The project “Unions into schools” is defined as “an important link in raising awareness to young people, future workers and future employers, of how to build a good working environment in the workplace”

Conclusions

Trade Unions' responses

- Improve the transition from education to the labour market and to secure job opportunities for young workers
- Supporting young people in the passage from school to work and providing protection for the youth within employment
- The programs presented can be highly effective when they are supported also by other social partners and governments
- These strategies are an opportunity for unions to meet young people and attract new (and future) members intercepting them when they are students



Thank you for your attention

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