

BRATISLAVA, SLOVAKIA

30 APRIL – 3 MAY 2015

TRANSNATIONAL YOUTH FORUM
ABOUT
YOUTH UNEMPLOYMENT

48 PARTICIPANTS

FROM

Bulgaria, Croatia, Czech Republic, Greece, Hungary, Italy,
Spain, Slovakia, Poland, Portugal and Romania

The project was supported from Youth in Action programme



Introduction

By the end of 2013, were 5.6 milion young people unemployed in the EU, what is more than twice the rate of adult unemployment. Now more than ever, Europe must stand shoulder to shoulder with its young people. Now more than ever, in these times of crisis, their present and their future are at stake. We wanted to see finally an open dialogue, discussions of Europe's most urgent issue: Youth Unemployment, to raise awareness of the connection between education and the labour market, about the possibilities and policies on fighting against youth employment on an international, national and local level-and not only between politicians, but also with the most important stakeholders - us - young people



The project gathered **48 participants** - young people from **Bulgaria, Croatia, Czech Republic, Greece, Hungary, Italy, Spain, Slovakia, Poland, Portugal, Romania** in Bratislava, the capital of SLOVAKIA for Transnational Youth Forum where all together discussed one of the main current problem in EU - Youth Unemployment and lok for possible solutions. Transnational Youth Forum about Youth Unemployment was held between **30 April - 3 May 2015**.

Through the range of interactive activities such as group works, discussions, meeting guest speakers the participants discovered new innovative tools and good practices for better employability and entrepreneurial activities. Our goal was not to produce next report about youth unemployment but to take empirical bottom-up approach-to share real obstacles of young people for finding a job and recommendations of people active in this field and take action. We need words and solutions from young people - that's real democracy, since we are not only future as everybody speaking, but we are here, in the present!

Target group of the project:

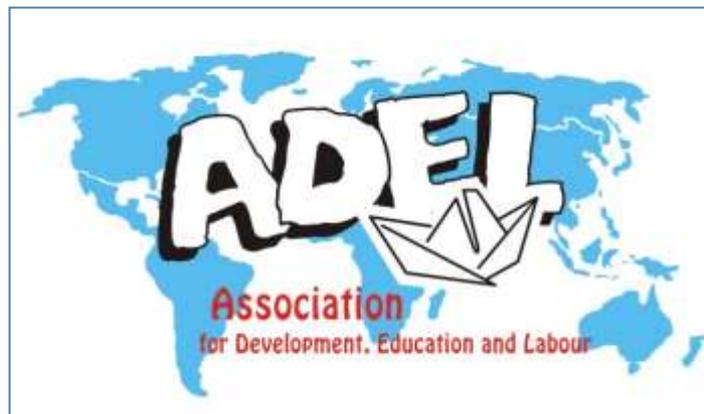
We wanted to create relatively various group of young people who will participate in the conference - students, unemployed young people, employed with various profiles, with different life experience, youth workers, youth policy makers and all interested in the topic.

Objectives of the project:

- discuss youth unemployment and share facts, main problems, causes of youth unemployment in each participating country;
- explore best practices, tools, methods, policies towards youth unemployment by government, universities, companies, NGOS;
- analyze education system and labour market needs, universities-business partnership, entrepreneurial environment labour market policy, role of NGOs and potential of mobility programmes, to enhance young peoples employability.

Hosting organization

We are organization, which trying to create opportunities for young people who would like to be an active, try and learn something new and gain some experience and knowledge for personal and professional development. We want to enrich the educational, social and cultural life of young people living in our country, mainly young people with fewer opportunities and coming from Eastern Slovakia. We believe that young people must become a driving force in building the society in which they live and therefore we create various opportunities in order to help shape a generation that is determined to change our country/and world for the better.



Our main goals that we are trying to promote with a variety of projects and activities are:

- to increase employment of young people and to support their personal and professional development;
- to organize and mediate trainings, youth exchanges, workcamps, seminars, study mobilities, internships and volunteering programs abroad;
- to encourage active citizenship, civic participation, voluntary and civic initiatives and to emphasize their importance in the society;
- to stimulate the creation of new and innovative ideas as the basis for entrepreneurial initiatives of young people, to motivate them and support towards his own business...

Our motto is: *Youth is not just a temporary state on the way to adulthood, but the space for our own journey, opinions and solutions!*

Partner organizations

Bulgaria - Foundation "Centre for Creative and Personal Development "Homo Ludens"



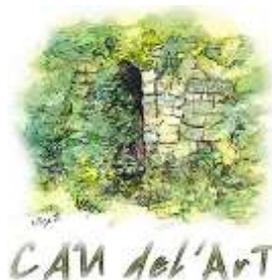
Croatia - Hrvatska Udruga Mladih



Italy - Associazione Culturale Link



Spain - Associacio Cau del'ArT Pirineus



Greece - International Centre for the Promotion of Education and Development



Romania - Synergy Romania Association



Czech Republic - Tmelník, o.s.



Poland - Europejskie Centrum Młodzieży



Hungary - Egyutthato Kozossegepitő Egyesület



Portugal - ESN Minho – Erasmus Student Network Minho



Programme

Thursday, 30 April 2015

till 18:00	Arrival of participants, check-in in the hotel
18:00	Dinner
19:00	Getting-know each other and teambuilding activities
20:30	Optional welcome beer/wine :)

Friday, 1 May 2015

 10:30, 15:30  12:30

07:00 - 09:00	Breakfast
09:00 - 10:30	Guests speakers
11:00 - 15:30	Presentations: Youth Unemployment in each country
16:00 - 19:00	Sigtseeing and city game
19:00 - 20:00	Dinner
from 20:00	Intercultural evening

Saturday, 2 May 2015

 10:30, 15:30  12:30

07:00 - 09:00	Breakfast
09:00 - 12:30	Working groups and development of the recommendations
13:30 - 15:00	Presentations of recommendations from working groups, discussion and compilation of final recommendations
15:00 - 15:30	Presentation of Erasmus+ programme and other funding opportunities
16:00 - 18:00	Open space for future projects, initiatives, campaigns, events, business ideas...
from 20:00	Typical Slovak Dinner and Farewall Party

Sunday, 3 May 2015

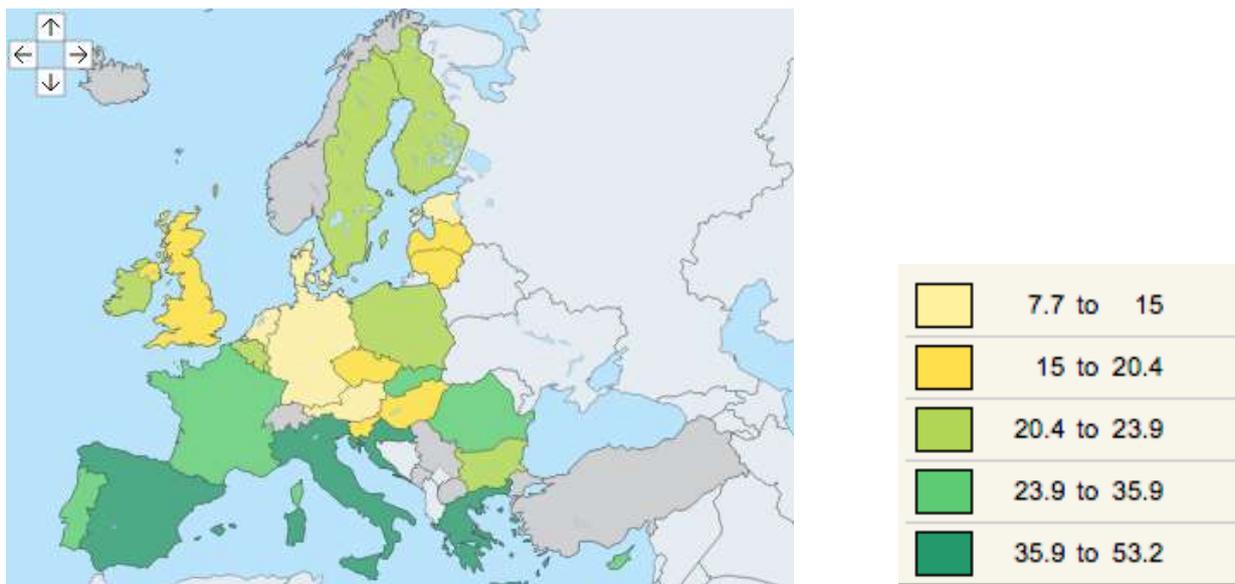
07:00 - 09:00	Breakfast
10:00 - 11:00	Evaluation, Closing ceremony, Certificate Awarding
11:00 - 12:00	Departure of participants

Youth unemployment in the EU

In February 2015 more than **4.850 million** young people aged **15-24** are unemployed in the EU today. This represents an unemployment rate of 21.1% (22.9% in the euro area). This means that more than one in five young Europeans on the labour market cannot find a job. More than 33% of unemployed people under 25 had been unemployed for more than a year in 2014. 7.5 million young Europeans between 15 and 24 are not employed, not in education and not in training (NEETs).

In February 2015, the lowest rates were observed in Germany (7.2 %), Austria (9.0 %) and Denmark (10.2 %), and the highest in Greece (51.2 % in December 2014), Spain (50.7 %), Croatia (46.4 % in the fourth quarter 2014) and Italy (42.6 %).

Over the last four years, the overall employment rates for young people fell three times as much as for adults. The gap between the countries with the highest and the lowest unemployment rates for young people remains extremely high. There is a gap of more than 40 percentage points between the Member State with the lowest rate of youth unemployment (Germany at 7.4% in November 2014) and the Member State with the highest rate, Spain (53.5%). Spain is followed by Greece (49.8% in September 2014), Croatia (45.5% in the third quarter 2014) and Italy (43.9%)



Source: [Eurostat](#), Youth Unemployment (15-24 years old) % of active population in the same age 2014

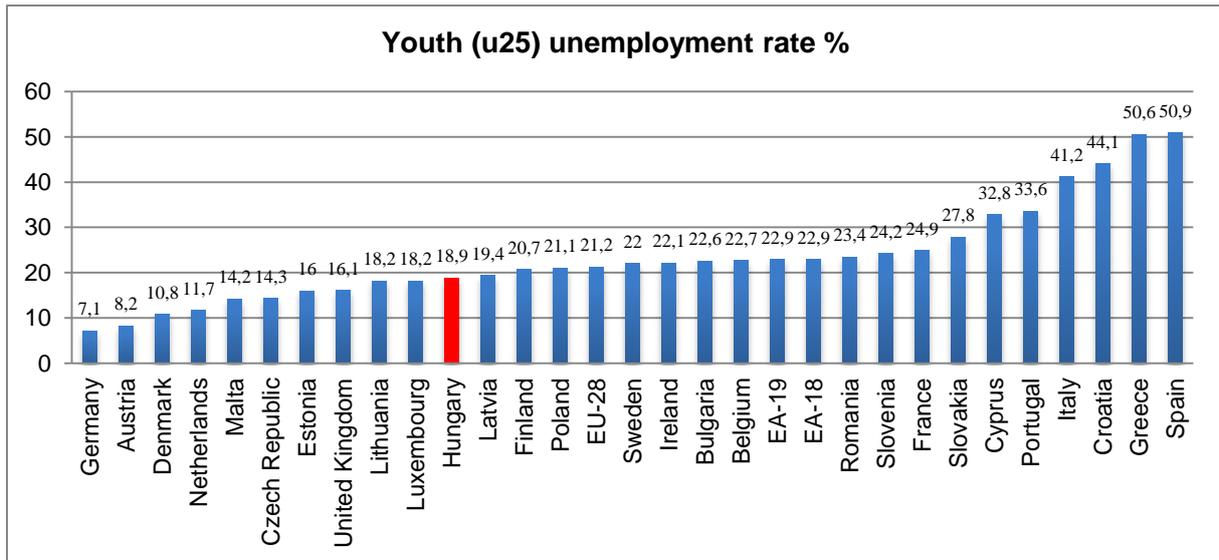
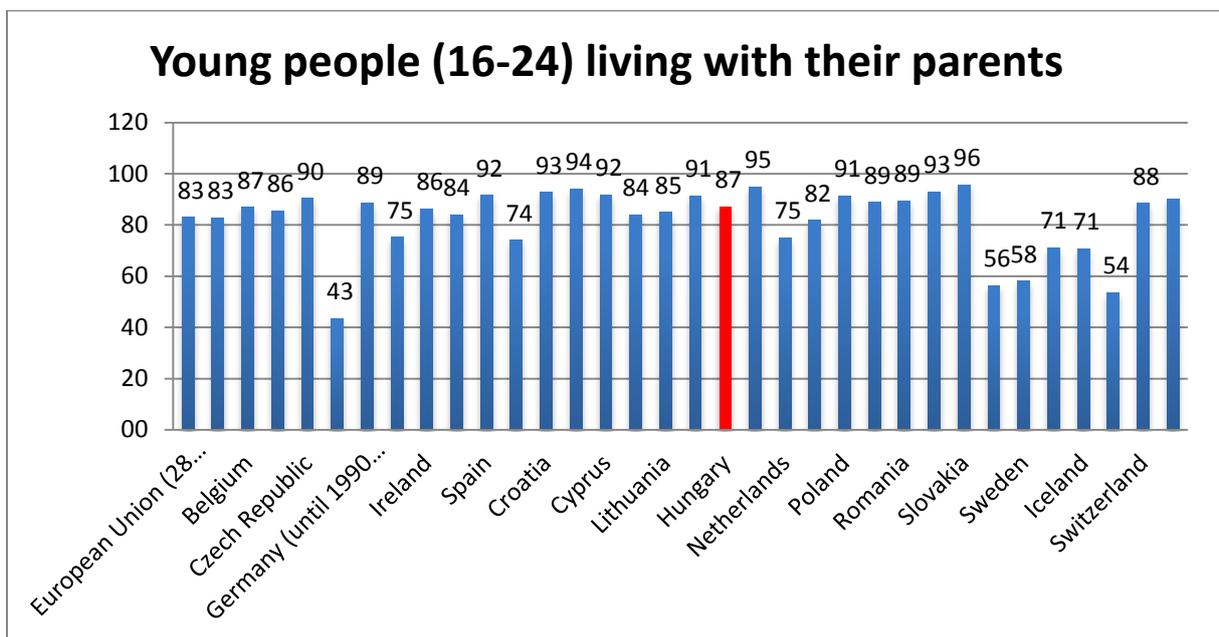


Table Youth (under 25) unemployment rate % in January 2015. Source: [Eurostat](http://ec.europa.eu/eurostat) Data available from December 2014 in the following countries: Estonia, Cyprus, Latvia and Hungary. Data available from November 2014 in the following countries: Greece and the UK. Data available from October 2014 in the following country: Romania



Source: Eurostat

Presentations about youth (un)employment in each country

The task of group from each country was to prepare a presentation about youth (un)employment in their own country, which could consist of the following information:

- current situation and facts about youth unemployment,
- main problems, challenges which young people have on labour market,
- your opinion about causes of youth unemployment,
- explore best practices, different approaches, tools, methods, policies taken towards solving youth unemployment by government, municipalities, universities, companies, NGOs or some other youth initiatives,
- education - adapted to labour market requirements or skills/knowledge mismatch?
- business-universities partnership in the field of employability of future graduates,
- perspective of entrepreneurship among young people and support available for young entrepreneurs,
- specific/unique employment opportunities,
- successful entrepreneurial initiatives,
- implementation of youth guarantee program,
- or do also small research: ask your friends what skills/knowledge/opportunities they miss, contact employers what kind of skills and knowledge should young people have etc....

In this part we will present some main findings which groups were presented. We want to point out that all information presented in the document are opinions of participants of Transnational Youth Forum about Youth Unemployment and information stated here are taken from their presentations.

BULGARIA

The percentage of jobless in Bulgaria in January 2015 represents about 367 000 people. In December 2014, the percentage was 10.9 per cent, or about 368 000 people, according to Eurostat's figures. In January 2014, there were 424 000 unemployed people in Bulgaria.



Main problems and challenges which young people have on the labour market in Bulgaria:

Even during 11 consecutive years (1998-2008) of economic growth young people failed to shed this poor position, mainly due to insufficient levels of qualification, skills, experience, social capital, etc. So, somehow predictably, youths have suffered a strong blow from the recession leading to high levels of unemployment, inactivity and low rates of labour market participation and employment. The economic crisis has added powerful cyclic factors to the structural ones.

Main findings:

Youth unemployment in Bulgaria is very much because of youth inactivity. Both issues make the employment situation for Bulgaria's youths appear worse than it is.

In fact, the real problem is:

- youths not in employment, education, and training (24,63% for age 15-29);
- long-term unemployed youths (about 50% of all youth unemployed);
- and the so-called "generationally" unemployed (12% out of all youth unemployed: Agency Mediana).

Poor social status amplifies the risk of being unemployed. If one's parents are unemployed, inactive, with low education, illiterate, without skills and qualification, live in poverty, belong to some specific community groups (e.g. Roma, and others) then, with significant extent of certainty, one will duplicate the same characteristics. However there are too many Active Labour Market Policies, leading to a lack of focus and high administrative costs for implementation

Early school leavers and the comparatively lower quality of education in Bulgaria are some of the main reasons for having young people with not adequate education, qualification and skills. In addition, the training that is on offer for adults is poor quality. This threatens the effectiveness of all training programmes that are being undertaken under the active labour market policies (ALMPs). In the last few years, it's been "quantity" over "quality".



For instance, there are a lot of people attending training and qualification courses but no guarantees for the quality of the training. The quantity of trainees isn't even based on demand, instead it's supply driven by the training institutions. Being in education, in times of crisis, could shelter young people from becoming unemployed but sooner or later they will have to come back to the labour market.

Bulgaria has a rich set of active labour market instruments, which allows it to be able to react with the most appropriate tools for combating youth unemployment and inactivity.

However there are too many Active Labour Market Policies, leading to a lack of focus and high administrative costs for implementation. But Some programmes are not attractive or don't have high enough quality because of many procedural difficulties that lead to insufficient results.

There have been many recommended policies from different policy-makers, researchers and others in the last years:

-School reforms have begun to improve students' performance.

-Pre-school education was made obligatory.

-Activation measures were started together with measures towards provision of first job, apprenticeships, professional orientation, etc.



We think that:

1) Specific measures for improving the quality of adults training should be developed and introduced

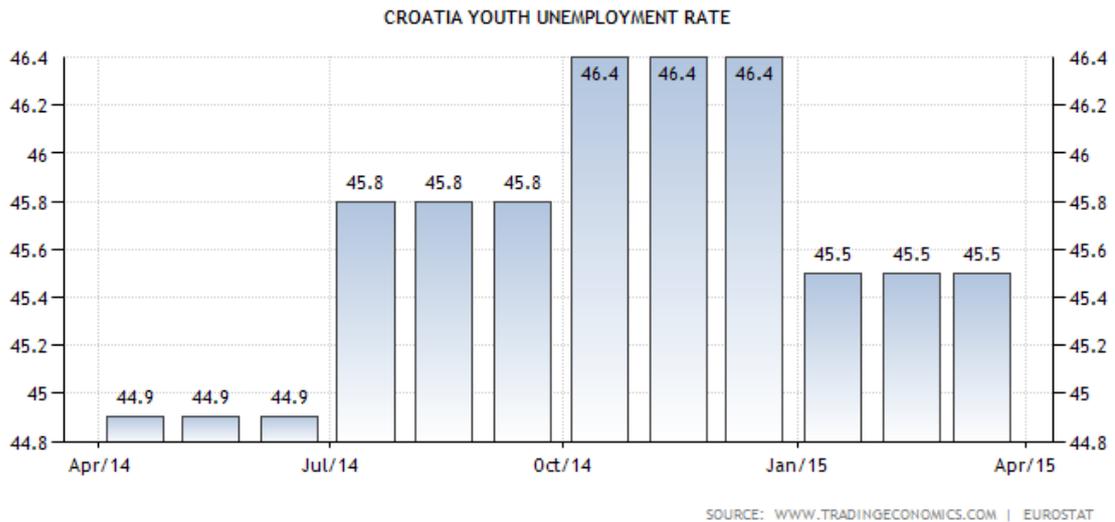
2) Existing programmes should be more focused

3) More and better net impact and evaluations or labour market studies should be conducted for specific programmes or group of programmes in order to inform policy-makers and programme implementers about the effects of their actions.

CROATIA

Our country is:

- Third country in Europe by youth unemployment rate
- Overall unemployment rate is decreasing: feb 2015: 20,30%; march 2015: 19,70%
- Youth unemployment rate in feb/march 2015 – 45,50%



Probable causes

- The policy makers
- The education system
- The economy
- Easy going people (mediterranean/balkanese mentality ☺)

How we see it?

- “You need to have experience to get experience”

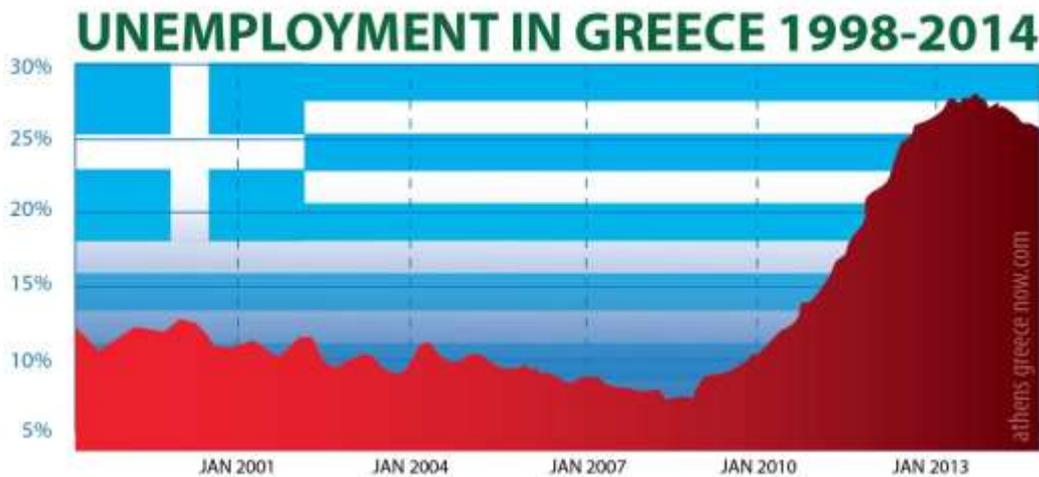


Possible solutions

- Job shadowing
- Encouraging initiative
- Changes in the education system
- Volunteering for experience



GREECE



The unemployment rate in the 15-24 age group was 64%.

What government does to decrease unemployment?

Manpower Employment Organization

The operation of OAED is based on the following three pillars:

- promotion to employment;
- unemployment insurance and social protection of maternity and family;
- vocational education and training.

Greece has started to experiment with voucher schemes in 2012 through the training vouchers, while there are voucher schemes for employers to employ young people and there is also interest in developing a household or child-minding services voucher system, mainly driven by the need to combat undeclared work and to create jobs for services that are currently offered in the grey economy.

In Greece, training participants also receive a one-off payment of EUR 400 (with an equal amount of EUR 400 being received by the training provider after completion of the training). However, if the training participant secures a job in Greece, then the payment of the previously unemployed person and of the training provider does not take place

Education- adopted to labor market requirement or skills mismatch

No employment growth has resulted due to a worrying oversupply of graduates and qualification mismatch. Greek Universities continue to “deliver” a large pool of overqualified

young graduates despite market's weak demand. Even when a job hire takes place, in most cases, unused skills will atrophy, resulting in a partial loss of the investment in employees.

In order to achieve an improving educational – system responsiveness to labor market, needs a fruitful collaboration between employers and public authorities (universities).

Perspective of entrepreneurship among young people

Entrepreneurship in Greece is as widespread as in other EU countries, but at present Greek young people who are not yet entrepreneurially active express much less interest in such activities. Thus, a range of measures including tax incentives and entrepreneurship-related bank loans, should be considered. The proportion of young Greek entrepreneurs is 1 per cent higher than among their EU27 peers. The group of already entrepreneurially active young people and young people willing to get involved in entrepreneurship in Greece, taken together, is the same as that of EU youth overall.

What makes an enterprise successful?

- Investing in human resources
- Innovation
- New ideas
- Respect for the consumer
- Extroversion –new markets
- Recognition of consumer's needs
- Efficient communication



Examples of successful entrepreneurial initiatives

- E-commerce (eshop) : Skroutz.gr
- Social cooperative enterprise: SCE "Recycle to the source"
- Green entrepreneurship: Masticulture (ecotourism), Asforos, Agrotouristic association women
- Start ups: Taxibeat ,Pinnata, Incrediblue
- Internationalized Enterprise: speiron(LAMDA Oil), Anassa Organics
- Francising: Coffee brands

Support: Greek Entrepreneurship Award, e-volution awards -best practices in e-commerce , International contests , Social Entrepreneurship Competition , venture capital , Clusters

HUNGARY

Unemployment rate is Hungary 7.3%. Youth Unemployment rate (15-24) is Hungary 20.4%

Youth unemployment trend in Hungary



Main problems

- The economic crisis and its aftermath
- Low or no growth
- Clogged labor market
- A mismatch between education and work
- Employers don't employ and they often sack the younger employees first
- Business sector doesn't provide apprenticeship or work experience for young people
- Deficit in valuable and relevant experience for employers
- Lack of connections

Best practices

- German (Austrian) model
 - VET system
 - Bridge the gap between education and work by quality vocational schools
 - Widely respected in Germany
 - It flexibly adapts to the changing needs of the labour market
 - Dual system prepares appreciates for the transition to full-time employment
 - High degree of engagement of the employers
 - Well-resourced (public and private financing)

- Reduce youth unemployment rate despite only modest growth

Best practices – Youth Guarantee

The Finish Youth Guarantee (*Nuorten Yhteiskuntatalkk*) and the Swedish Job guarantee for young people (*En jobbgaranti for ungdommar*). Aim is to reduce the time spent in unemployment or inactivity. 83.5% jobseeker received a job after 3 months registering as unemployed (2011). Sweden - 46% - From 10,000 (2008) to over 53,000 (2010)

Hungarian team introduced several projects which are in Hungary, for example - Improving the employment of people with disadvantages (TÁMOP 1.1.2 and 1.1.4), Workplace Protection Guarantee, Encouraging young people to become entrepreneurs in the convergence regions (TÁMOP 2.3.6), Encouraging young people to become entrepreneurs in Central Hungary region (TÁMOP 2.3.6), Traineeship Programme (TÁMOP 2.3.4), Civil Employment Programme aiming at helping the integration of young workforce (TÁMOP 1.4.1), Innovative work Programme focusing on youth unemployment (TÁMOP 1.4.3), Development of a Career Orientation system (TÁMOP 2.2.2)...



Challenges

- Emigration increased by 46% in 2014 compared to 2013 (Central Statistical Office). The real number should be higher and its 6 times higher as it was in 2009 and 77% of emigrants are under 40 - "Come Home" Action Plan - 330.000 EUR
- Many young people lack knowledge of what the world of work is actually like
- Use of EU funds (SF & YEI)

ITALY

Youth unemployment in Italy increased in February 2015 to 42,60 percent. In our opinion, the situation is degenerated because the Italian government essentially went into denial about the impending crisis for young people, focusing instead on older workers, who fought hard to keep existing norms in place.

Its important to consider also other factors such as:

- the excessively rigid education system, particularly in tertiary stage
- insufficient contact between the world of education and the labour market that prevents young people from gaining work experience
- the lack of an adequate vocational training system

Another problem is difference between North and South: the unemployment rate of young people aged between 15 to 24 in the South of Italy is three times higher than in Central and Northern parts of the country.

Although Italian labour market is becoming more flexible, the education system still presents numerous inefficiencies, such as the extremely high dropout rate at all stages of education and the unduly prolonged period required by many university students to complete their degree courses.



We think that there are various ways of building closer links between the education system and the world of work (e.g. Germany has a dual model, in Japan schools and universities place qualified students directly in firms etc.). It's absolutely vital that Italy opts for one of these alternatives and does not leave the situation unchanged.

Young people that decide to become entrepreneurs are few, because often they don't have economic support and prefer to find stable and "safe" job. Besides that, high taxes are a disincentive to enterprise, but there are some programs and organizations that support young entrepreneurs such as Youth Business Italy.

An example of successful entrepreneurial initiative is shown by Chiara. Chiara Casini opened her vegan takeaway. Semi di Chia approached microcredit firm PerMicro for a small loan and access to training and business mentor. Today her business is growing and much of that success is thanks to the ongoing support of her business mentor. Italy needs many thousands of successful youth-led start-ups to make a dent in alarmingly high levels of youth unemployment in the country.

We come from a very disadvantaged region with limited job and social opportunities. We made a research with 30 boys between 18 – 29 years old who are unemployed. We asked them following questions:

Title of study: The 13,3% of respondents even has a first degree. The 70% of respondents has a higher diploma and the remaining part (16,7%) has not completed high school. It's obvious that the problem is more serious among the least educated.

Type of degree: Since it seemed absurd that among the graduates there were still many unemployed, we asked which academic path they did. We found that 75% of them have a degree in a humanistic field and 25% has a science degree. This shows that the Italian labour market more easily accommodates graduates in science.

What do you think is the cause of your unemployment?

To this question, 20% answered that it is because of the crisis. 6,7% responded that the reason is the excessive taxation of labour. 23,3% believe that the problem is the obstacles caused by too much bureaucracy in procedures or for contracts too restrictive. The remaining half of respondents believe is the guilty of corruption.

SLOVAKIA

Youth Unemployment Rate in Slovakia decreased to **24.90 percent** in February of 2015 from **25.50 percent** in January of 2015. Youth Unemployment Rate in Slovakia averaged 31.16 percent from 1998 until 2015, reaching an all time high of 39.80 percent in November of 2001 and a record low of 18 percent in September of 2008. Youth unemployment in Slovakia is primarily due to a skills mismatch in the labour market. Low availability of further education, crisis job market and the poor links between the education system and the job market also contribute to youth unemployment in Slovakia. Schools and universities produce large numbers of graduates with skills that are little in demand. On the other hand, graduates with technical skills are scarce. Slovakia exhibits some of the highest school enrolment rates in Europe, but one should look at unemployment ratios, i.e. the share of unemployed in the total youth population.

Main reasons for high unemployment in Slovakia in our opinion are:

- 1.) High structural unemployment (it can be a result of wrong structural incentives set in the tax and social benefit systems, labour market rules, education system, etc.)
- 2.) Highest rate of long-term youth unemployment (The long-term unemployment is the highest in the EU when 70% of Slovak unemployed do not have a job for over 1 year, half for at least 2 years and 29% for at least 4 years (Eurostat). Over past 20 years the share of unemployed for longer than 2 years increased from 19% to 45% (Statistical Office of the SR)
- 3.) Inactivity trap,
- 4.) High payroll taxes for employers ,
- 5.) Weak motivation of schools to prepare students for successful entering the labour market (There are huge differences in the unemployment rates of graduates from particular schools. The unemployment rate does not influence the public funding of particular upper secondary schools. On contrary the funding is usually cost-based with more money flowing to schools with traditionally higher costs. This is also the case of schools mentioned above when the best school received 1654 EUR per student in 2012 compared to 4374 EUR per student for the worst school and 1813 EUR for the second worst school).

6.) Too high minimum wage for poor regions, young people and women (may be an important barrier to creating new jobs especially in poor regions. The negative impact on young people and women is bigger due to their relatively lower average wages).



Overview of existing and planned policies to decrease the youth unemployment

- § 49 contribution to self-employment ,
- § 50b integration of disadvantaged job seekers in social enterprises,
- § 51 contribution to the performance of a graduate practice (graduate practice, up to 65% of minimum wage, during 3 to 6 months),
- § 53a contribution for moving to work (up to 1327.26 EUR),
- §53b contribution for transportation to work (up to 50% of real costs),
- § 53d contribution for the creation of a new job,
- Youth plan Action,
- Youth guarantee contains:
 - a.) Subsidizing full-time employment of young people during at least 12 months, 45 million EUR,
 - b.)Subsidizing start-ups: Entrepreneurs under 25 years, 10 million EUR,
 - c.)Coaching centres: Strengths and weaknesses of young unemployed, 72 million EUR,

POLAND

FAST FACTS ABOUT YOUTH UNEMPLOYMENT IN POLAND:

22,6 % unemployment rate among young people in PL acc. to Eurostat

22% (15-24 years)

9% (25-34 years)

In the fourth quarter of 2014 in the corresponding period of 2013 years youth employment rate increased by 1.6 percentage points, the unemployment rate declined by 5.3 p.p. The youth unemployment rate in Poland was also higher than the EU average (21.4%).

Registered at labor offices:

- In the end of 2014 was 302 000 persons under 25 years of age (16.5% of all registered)
- A year earlier, it was 18.6% of all registered (The decline in the annual stood was 99 100 people).

MAIN ISSUES AND CHALLENGES

- Temporary contracts
- No jobs outside the big cities
- Less experience = decrease in salaries
- Lack of extensive social network
- Mismatch between employers' requirements and students educational background

EDUCATION VS. LABOUR MARKET REQUIREMENTS IN POLAND

- Too little time spent to diagnose pupils predisposition and preferences profession.
- Lack of cooperation between a labor market and universities.
- Education for primary school and junior high is aimed at gaining „academic knowledge”.

Requirements competence by employers:

- The ability to analyze and solve problems in a place where fail "machine"
- Social and Emotional Intelligence
- New, creative thinking ability in solving emerging problems
- Ability to work in a multicultural environment
- Ability to critically use a new media

- The ability to understand concepts in many disciplines

ENTREPRENEURSHIP AMONG YOUNG PEOPLE

- Very dynamically growing sector of entrepreneurship (small enterprises)
- 6th highest entrepreneurial intention ratio in EU (every 5th adult expects to open business during next 3 years)
- High confidence in abilities (every second believes that they have them)
- 5,1% of population are setting up business
- Only 26% see good opportunities (below EU average)
- 3rd high fear of failure - 46,7%
- 67% perceive entrepreneurship as good career choice, but lower status than average

Entrepreneur average age is 41! :(

- Most of YP entrepreneurship are micro-companies and self-employment
- Lack of proper entrepreneurial education
- YP entrepreneurial potential blooms in the UK



POLISH STARTUP SCENE

[Ecologic](#): Ecologic helps drivers, fleet managers and organizations to be green, ecological and safer on roads. This innovative tool can motivate drivers to change habits that can lead to huge savings on gas over time.

[MySpiroo](#): The MySpiroo is a spirometer, a device which helps to control asthma, reduces the number of exacerbations and protects from life-threatening attacks, linked to a smartphone.

[Harimata](#): Harimata are change makers, creating products that redefine care for child behavior and emotional development. We move aside complex, unreliable legacy care and make it “child’s play” in ease-of-use and in practice.

[Selly](#): A tool for creating commercial offers and analyzing the efficiency of your sales department.

[Social WiFi](#): Turn your free WiFi into a modern marketing tool. Take care of your customers and learn about their needs, use the power of social media and increase sales.

[BoxOfAds](#): Discover what your competition doesn’t want you to know.

Polish Startup Manifesto

The Manifesto is a set of recommendations and suggested changes that would influence the development of young entrepreneurs in Poland. It consists of five pillars of development consisting of twenty-five recommendations and suggested changes.

- 1) Freedom of Business Activity
- 2) Entrepreneurship Development
- 3) Legal and Tax Environment
- 4) Local Administration
- 5) Start-up Ecosystem

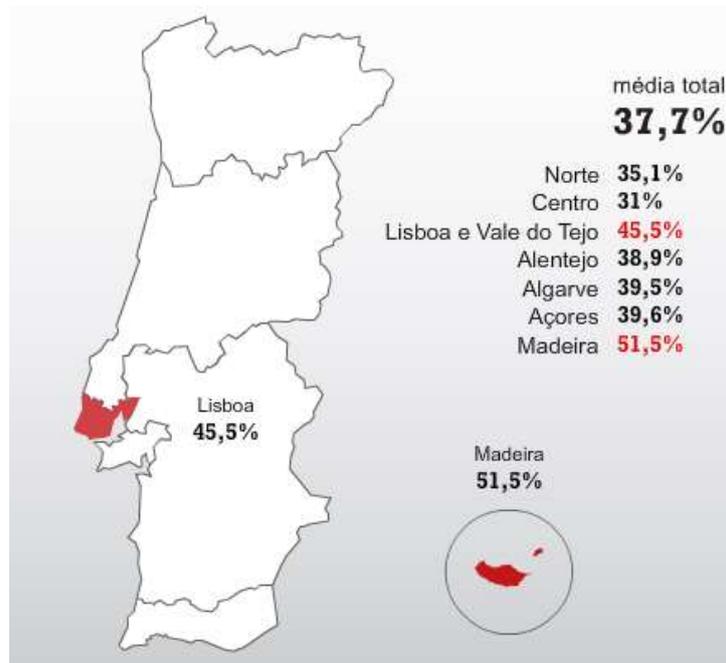
YOUNG ENTREPRENEUR IN A MODERN CITY PROGRAMME

Dedicated to people under the age of 35 who have been running their own business for fewer than three years. Its principle is to provide practical knowledge by organizing meetings with experienced entrepreneurs, and thus contribute to the integrity of the environment of young entrepreneurs in Poland. The programme was initiated by the Youth Forum of the Chamber of Commerce and Industry in Katowice.

PORTUGAL

Youth unemployment has presented exponential growth, especially since 2008, the year in which Portugal was affected by the current economic and financial crisis. There were registered almost 40% of young unemployed in 2012. 14% of the youth unemployed are person with a graduation

Rate of unemployment per region



Consequences:

- Increase mental illness (like depression, anxiety disorders);
- Young people are desmotivated;
- Social imbalances ;
- fewer young people in the labor sector;
- Imigration;

Causes:

- Poor resource management;
- Poor Social economic level;
- Lack of Skills – Missdirected, Lack of vocational education programs;
- Geographical Unemployment example Madeira , Lisbon;
- Competition with other countries who have low prices;



Solutions:

- ✿ Careers services within universities can make a substantial contribution to career development learning;
- ✿ More opportunities and support by the government to young people create new business and develop new ideas;
- ✿ More incentives to young people;
- ✿ Create new programs of education in schools focusing on career development learning and let children and adolescents explore different careers;
- ✿ Create more job opportunities
- ✿ Increase the entrepreneurship; In Braga Liffot : It's a office in university of Minho that helps students transform their ideas into business ; Helping them in the challenges;
- ✿ Create offices at universities where students can develop their ideas ...
- ✿ Programs implemented by the Portuguese Government to reduce youth unemployment rate:

- ✿ “Impulso Jovem” – 18-25 anos unemployed; 12 months; 400-700euros; internship with a component of professional formation to increase skills important in the job market;
- ✿ “Investe Jovem” – program to help young
- ✿ Program RETOMAR - promote higher qualification of young people who are neither working or inserted in education or training courses;
- ✿ Program Inov Contacto - professional International internships; Graduated Studentes; until 30 years old;
- ✿ Program Apoios á Contratação - set of measures involving the allocation of financial assistance for enterprises that celebrate employment contracts

ROMANIA

Youth Unemployment Rate in Romania averaged 20.04 percent from 1999 until 2014, reaching an all-time high of 24.70 percent in January of 2014 and a record low of 15.80 percent in April of 1999. Youth Unemployment Rate in Romania is reported by the Eurostat. Youth Unemployment Rate in Romania remained unchanged at 23.60 percent in December of 2014 from 23.60 percent in November of 2014.



Romania Youth Unemployment Rate Historical Data

Factors that are responsible for the high levels of youth unemployment:

- A lack of information, networks and connections among youth, especially youth from families lacking significant social capital.
- A lack of skills relevant to the workplace.
- A lack of experience and credentials that address employers' risk in making hiring commitments.
- A lack of available jobs suited to entry-level skills.

Education and youth unemployment in Romania

- The lack of skills coexists with a contradictory fact: overqualified young candidates. According to the same study, 15 percent of Romanian young people are "too" educated compared to market demand. And this rate is higher in Romania than in Britain and Germany.

- Also referring to education, unemployment among youths having graduated from tertiary education institutions (technical schools and universities) is very high in Romania, reaching 29.3 percent in 2011, with a rise compared to 2010 and more than triple the level registered in 2000.
- The wages of fresh graduates are very low and deter students to give up their jobs.

Non-formal education participation and employability - Most Romanian young people don't take part in skill and experience creating activities

Solutions

1. One of the most valuable solutions, although not that obvious for some, for reversing youth unemployment is to support entrepreneurship (SME) - two sources for decreasing unemployment:

- a) the more companies are set up, the more will the number of employees increase
- b) the more young people become entrepreneurs and become self-sustained, the more will the number of unemployed people decrease.

27% of Romanian young people expressed their wish to start their own business.



YOUNG ENTREPRENEURS

90% of Romanian entrepreneurs consider that the access to financing of young entrepreneurs is hard or very hard

Biggest hurdle when starting a business: fiscal uncertainty and bureaucracy

58% consider that entrepreneurial education became better in the last years

GOOD NEWS: 80% of experienced entrepreneurs declared that they are active in mentoring young entrepreneurs in formal or nonformal environments

Another solution is the implementation of EU youth employment policies - six EU Member States: Greece, Croatia, Italy, Austria, Slovakia and Finland, in close cooperation with national workers', employers' and youth organizations.

The involvement of social partners and civil society in youth employment policies and policy-making

Youth Guarantee - partnership with social partners and youth organizations - national education systems should be better aligned to the labour market needs

Examples of good practices

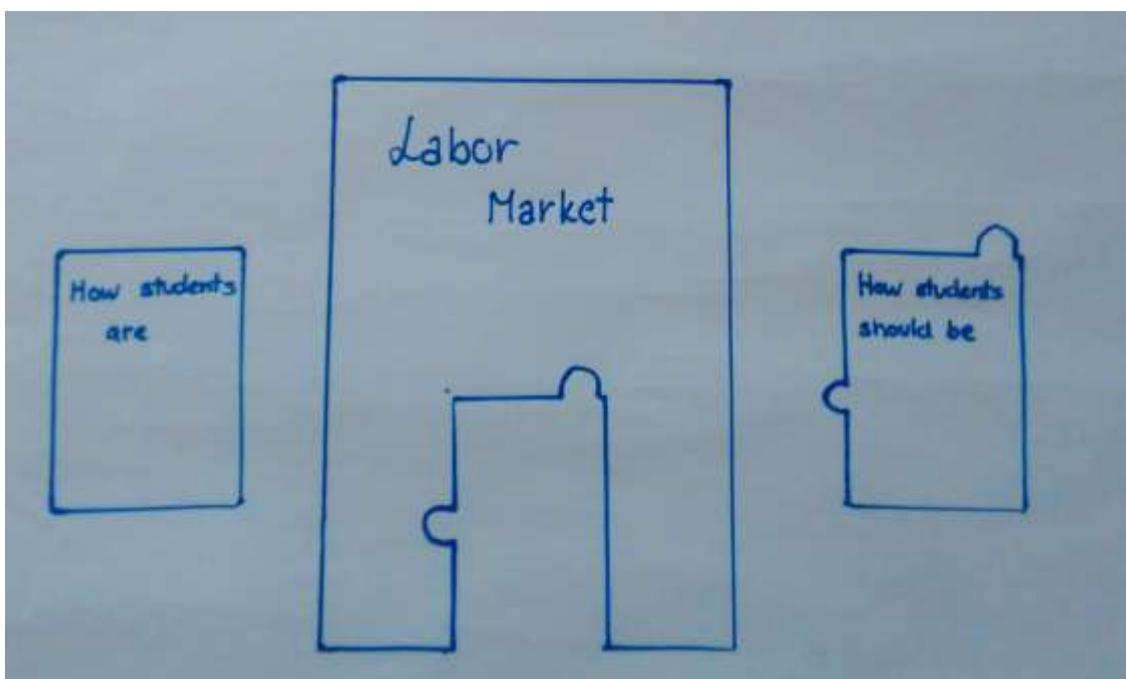
- “First Job” Programme – Romanian Government;
 - launched this month – in April 2015;
 - youngsters from 16 to 24 years old;
 - 1400 lei (approx. 300€ for univ. graduates) and 900 lei (approx. 200€ for those that are not in university educational programmes);
 - condition: to be integralists;
 - mainly in the public administration sector;
 - financed: 85% - European Funds, 15% - Rom. Gov.;
- Romanian Government Internship Programme – 300 students and recent graduates;
- SRL – D Programme – 10.000€ to start your first business.

RECOMMENDATIONS

Participants were divided into the groups according their interests and previous experience and discussed topic of their working group and drew up the recommendations.

1. Working Group: Education System vs Labour Market needs

This is how participants drew situation which is in this field:



All relevant stakeholder should focus on easing the transition of young people from education to the labour market, on more practical knowledge in the schools, university-business cooperation, dual system, work-based education directly in companies.

Participants of Transnational Youth Forum of Youth Unemployment suggest establishment of platform where unemployment rates and medium salaries of graduates in various fields could be published what could help young people to choose their career.

They suggest also structural change curriculum what would be more specific and more practical, implementation of dual degrees and supervision, organizing career week in high schools.

They consider interaction between universities and companies as very important and recommend to create post of mediator between them and closer cooperation through various workshops, seminars, training courses, career fairs.

All relevant stakeholders are also invited to strengthen the connection of universities with foreign companies and allow students to do internship and job shadowings.



2. Working Group: How to improve entrepreneurial environment for young people and empower them to become entrepreneurs

Participants of Transnational Youth Forum recommend to focus education, particularly in last cycle of studies to be more practical, promote in schools good image of being an entrepreneur, teach the practical basics of entrepreneurship and start mentoring activities ran by experienced entrepreneurs.

They invite all relevant stakeholders to increase number of offices to support students development new ideas and help with the challenges, youth business incubators and coaching centers not only at universities.

Participants strongly recommend to strengthen legal and governmental support by special benefit during the first years of running a business – no tax or tax reduction and other subsidies and incentives.

They also recommend to set up a possibility within Youth Guarantee Programme for young entrepreneurs to take a loan, allow entrepreneurs representative to be part of structures of self-governments and more promote Erasmus for Young Entrepreneurs among young people



3. Working Group: Active Labour Market Policy

Participants of Transnational Youth Forum about Youth Unemployment invite all relevant stakeholders to increase number of career consulting services and offices in high schools and universities and youth voluntary centers in towns.

Participants also suggest better promotion of Youth Guarantee Programme and spreading of information how can young people register or take advantage of this opportunity and decrease bureaucracy.

They also recommend to create database of job seekers for companies in the countries where database is missing. More practical trainings should be offered by National Labour Offices and “mini erasmus” should be included in Erasmus+ programme.

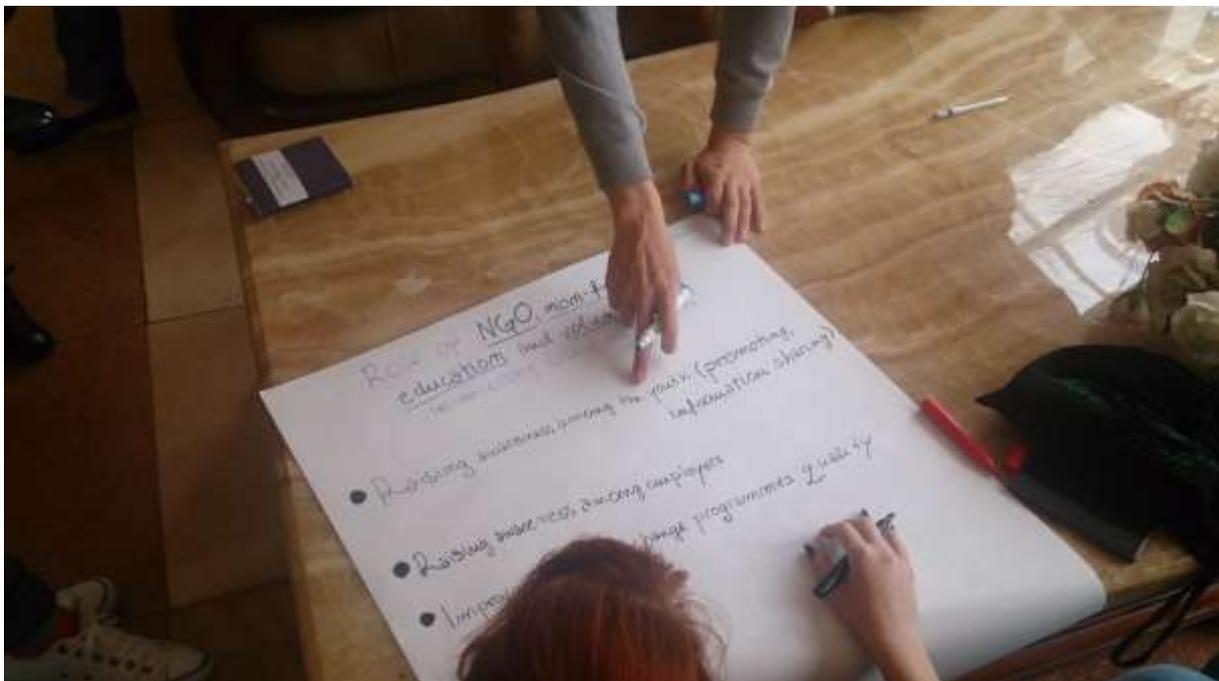


4. Working Group: Role of NGOs, non-formal learning/education, volunteering in fostering skills and competences required by the labour market

Participants of Transnational Youth Forum about Youth Unemployment recommend to raise awareness of non-formal education by promoting and presenting NGOs among young people in high schools and universities and establishment of one youth friendly website (too many nowadays) where young people could find all information together updated

They also recommend to raise awareness of non-formal education among employers through online promotion and conferences and appeal on all relevant stakeholders to recognize volunteering as a form of working experience.

Participants suggest to improve quality of youth exchange programmes and use stricter criteria when accepting project – require from applicant that participants will learn something useful during the project.



5. Working Group: The potential of mobility programmes to enhance young people's employability

Participants of Transnational Youth Forum about Youth Unemployment invite all relevant stakeholder to increase promotion of mobility programmes via various forms mass media.

They are concerned about lack of recognition of ECTS from mobility programmes and invite all relevant stakeholders to act in this field more actively.

Participants are confident that there is need to increase budget for Erasmus+ programme and traineeships and increase the amount of the training courses focused on writing of the projects.

There should be also a new rule to give travel costs participants before the project in order to increase involvement of participants with fewer opportunities.



Results of Transnational Youth Forum about Youth Unemployment

- information about good practices, tools, policies towards youth unemployment in participating countries, youth guarantee program and unique employment opportunities;
- recommendations how to increase employability of young people on european, national and local level;
- new projects, initiatives, events, campaigns in the field of youth unemployment and collaboration between young people and organizations from different countries.



THANKS TO YOUTH IN ACTION PROGRAMME,
ALL PARTNERS AND PARTICIPANTS
FOR MAKING

TRANSNATIONAL **YOUTH** FORUM
ABOUT
YOUTH UNEMPLOYMENT

POSSIBLE!

