



REPORT FROM THE FINAL CONFERENCE OF THE NEGOTIATE PROJECT

SCARRED YOUTH – WHAT CAN THE EU DO?

4 – 5 DEC 2017 | NORWAY HOUSE | BRUSSELS



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Introduction

The NEGOTIATE research project focuses on young people in Europe. It examines the long- and short-term consequences of experiencing job insecurity or labour market exclusion in the transition to adulthood. The project runs from 1 March 2015 to 28 February 2018 and is carried out by a consortium of ten partners:

NOVA - Norwegian Social Research, OsloMet – Oslo Metropolitan University
University Bremen, Germany
University of Brighton, UK
University of Basel, Switzerland
Masaryk University, Czech Republic
University of Girona, Spain
Panteion University of Social and Political Sciences, Greece
Poznań University of Economics, Poland
Institute for the Study of Societies and Knowledge, Bulgaria
SOLIDAR Foundation, Belgium

Ten years after the onset of the financial crisis, unemployment and job insecurity are still challenges that affect young people in all European countries. The NEGOTIATE project reveals that despite convergences in policies, there are persistent divergences in outcomes between countries and bad luck in timing of labour market entry leaves scars on the young.

The NEGOTIATE final conference titled ‘Scarred Youth – What can the EU do?’ took place in Norway House in Brussels on 4 and 5 December 2017. The two-day programme combined presentations and panel discussions about different themes investigated in the project. A collection of youth voices – short videos in which young people across Europe shared their personal experiences of the economic crisis and outlook on the labour market - introduced each of the sessions on the first day. The second day focused on policy recommendations based on the overall findings of the three European research projects NEGOTIATE, STYLE and EXCEPT. The conference offered high level discussions with over 130 policymakers, researchers, members of the European Parliament, people from the European Commission, international experts, national stakeholders, civil society and youth who exchanged views on how to tackle youth unemployment and the consequences of the economic crisis in Europe.

A range of topics was discussed during the final conference:

- What impact did the economic crisis have on youth in Europe, and how did Europe respond?
- What are the short and long-term consequences of entering the labour market in difficult times?
- How do young people respond to the challenges of unemployment and job-insecurity across Europe?
- What role do European employers play in the inclusion and exclusion of young people in the labour market?
- How do EU and national policies like the European Youth Guarantee improve outcomes? Are good practices transferable from one national or regional context to another? What can we learn from the three EU research projects NEGOTIATE, STYLE and EXCEPT?

Read more about project and its results on <https://negotiate-research.eu/>.



Monday, 4 December 2017

Welcome speeches and introduction (13:00 – 13:30)

Ambassador Ingrid Schulerud, Norway's Ambassador to The Kingdom of Belgium

Max Uebe, Head of Unit, DG Employment, Social Affairs and Inclusion (DG EMPL) Unit B1 - Employment Strategy, European Commission

Corinna Amting, Head of Unit B3 - Inclusive, Innovative and Reflective Societies Research Executive Agency (REA), European Commission

Bjørn Hvinden, Scientific Coordinator NEGOTIATE, NOVA Norwegian Social Research, Oslo and Akershus University College of Applied Sciences, Norway

The conference opened with a welcome speech by Ingrid Schulerud, Norway's Ambassador to Belgium and Deputy Head of the Norwegian Mission to the European Union. Schulerud emphasized the importance of the NEGOTIATE project and argued that overcoming unemployment and early job insecurity among young adults is a key task for Norway as well as for the European Union. The Ambassador emphasized the link between high unemployment on the one hand and increases in inequality and various forms of populism across Europe on the other. It is crucial to overcome these problems as they potentially challenge the democratic legitimacy of the European welfare states. Thus, to fight these trends, she argued that it is key to study the consequences of unemployment and develop research-based policies.



The Ambassador's talk was followed by a speech by Max Uebe, Head of Unit, DG Employment, Social Affairs and Inclusion (DG EMPL) Unit B1 - Employment Strategy, European Commission. Uebe agreed with what had been said but added that despite the challenges that Europe face with regards to unemployment among young adults, there had been a significant drop in unemployment rates in recent years (from 13 to 11 % according to him). He described the Youth Guarantee as an example of a well-functioning policy that is improving the situation. However, he also underlined the geographical disparities within Europe stating that while northern and central Europe is rapidly improving, the south still face high unemployment rates, particularly Spain and Greece. In short, he described how these regional differences are a challenge for the integration and cohesion of the EU and that it is crucial to develop policy to overcome these social and political challenges. Some of the key challenges are related to the lack of low skilled jobs for young people as this group was particularly vulnerable to the implementation of new technology and automatization in various sectors. Uebe also mentioned that it



had been very difficult for the EU to reach the most vulnerable young adults and the groups that were most affected. In addition, he pointed out the increase of precarious work and the lack of quality jobs as adding to the burden. In summary, even though the EU, and particularly the President of the European Commission Jean-Claude Juncker, is advocating strongly that the member states implement the Youth Guarantee, it remains a challenge that each of the countries, and their respective governments, have to make the policies fit into their national context. Even though the EU has done much work, there is still “a long way to go” he stated and he argued that the EU should work in concert with the member states to systematically improve the quality of the new jobs that were offered to avoid various types of social risks. Finally, Uebe emphasized the importance of the work that the NEGOTIATE team had been doing and argued that “this kind of work is key for us in order to develop productive policies”.



The next speaker, Corinna Amting, Head of unit Unit B3 - Inclusive, Innovative and Reflective Societies Research Executive Agency (REA), European Commission, agreed with what had been already been said and added the importance of seeing the value of the NEGOTIATE project in light of related projects that were funded by the EU such as STYLE and EXCEPT. The findings from all of these projects would provide valuable information for the development of EU policies and national policies in the field. Amting argued for the importance of fighting against precarious work and that people should enjoy a minimum sense of well-being and job security at work. She underscored the importance of mixed methods and interdisciplinary cross-national research in this area to provide comparative data and findings that could help the EU tackle some of the most pressing social and political challenges today.

After thanking the speakers, the Scientific Coordinator of NEGOTIATE, Bjørn Hvinden, described the main goals of NEGOTIATE as aiming to produce new, gender sensitive and comparative knowledge about the short- and long-term consequences of early job insecurity and economic exclusion. Hvinden, described how NEGOTIATE aimed to reach these goals by developing a complex analytical model that aimed at researching the dynamic interaction between the *micro level* (e.g. the agency of individuals themselves), the *meso level* (e.g. structures of local labor market and employment services) and the *macro level* (policies and institutions at the national and supra-national level) that shapes the consequences of job insecurity and unemployment. He showed how NEGOTIATE had operationalized this through multiple forms of analysis, and a mix of qualitative and quantitative methods on different data sources, which had been analyzed and compared across European countries.

Taken together the talks by Schulerud, Uebe, Amting and Hvinden provided fertile grounds for engaging discussions throughout the two days and underscored the political and social relevance of the NEGOTIATE project.



Impact of the economic crisis on youth – How to close the gaps in Europe? (13:30 – 14:15)

- What were the different responses to the economic crisis on Member State level?
- What are the discrepancies in tackling the long-term consequences of the crisis?
- What is the response of the EU to the increasing gaps?

Presentation by **Maria Symeonaki**, Panteion University of Social and Political Sciences, Greece

Discussion with **Rodrigo Ballester**, Member of the cabinet of Commissioner Tibor Navracsics, DG Education and Culture (DG EAC), European Commission and **Julie Ward**, Member of the European Parliament (Group of the Progressive Alliance of Socialists and Democrats in the European Parliament).



The session focused on the impact of the economic crisis on youth in Europe. After a short video in which young people across Europe narrated on the consequences of the crisis, Professor Maria Symeonaki, Panteion University of Social and Political Sciences, Greece, presented some results from the Negotiate study on the impact of the economic crisis on youth. Some of the main conclusions from Symeonaki's presentation were:

The mean unemployment rate in the EU is lower among those older than 25 years of age compared to those below, and this discrepancy has been consistent from 2008 to 2016.

- The EU youth unemployment rate in 2016 differed between different countries, e.g. it was 47 % in Greece, 44 % in Spain but only 7 % in Germany.
- The long-term unemployment rates are higher in Greece, Italy, Croatia, Estonia and Spain than for instance in Germany.



- The crisis had an impact on youth NEET rates too, which increased in many countries from 2008 to 2016.
- Furthermore, more youth are in involuntary part-time employment in 2016 compared to 2008, especially in Italy, Cyprus, Romania, Greece and Spain.
- Analysis of the school-to-work transition probabilities in the time period 2007 to 2015 shows that Switzerland was affected little, whereas in Spain and Greece the impact of the crisis was severe. For instance, in 2007 64 % of young people in Spain were able to find a job, in 2015 only 25 %.

Symeonaki concluded by highlighting some policy implications. She stressed the need for more nuanced design in the Youth Guarantee Programmes and more targeted allocation of funding through the Youth Employment Initiative.



The introductory presentation was followed by a discussion between Rodrigo Ballester, Member of the cabinet of Commissioner Tibor Navracsics, DG Education and Culture (DG EAC), European Commission, and Julie Ward, Member of the European Parliament (Group of the Progressive Alliance of Socialists and Democrats in the European Parliament).

Ballester stressed among other things that to combat job insecurity we need more scholarships and more internships. There is a need to make young people more resilient by enhancing their skills and qualifications to be more prepared if a crisis were to happen again. He emphasized that an air bag was lacking when the crisis hit, and stressed the need for quality language education to ensure possibilities for mobility, as well as the need for better links between schools and the labour market.

Ward rebutted that she believed we need to be more generous to youth – young people are resilient, it is the ‘grownups’ that need to change. Although apprenticeships are good, they need to be regulated to ensure proper payment, and avoid exploitation. Moreover, she stressed that it is necessary to create free spaces for young people and that she sees potential especially in cultural and creative projects or workshops that strengthen young people socially and emotionally.





Ward also pointed to the paradox that measures that could have been helpful for many unemployed young people – such as youth clubs and creative activities – have been cut as part of austerity measures.

Ward was partly supported by others, for instance Symeonaki who stated that education is not necessarily what already highly-qualified Greek youth need in times of economic crisis.

Consequences of labour market marginalisation (14:45 – 16:15)

On job-insecurity: matching employers' and youths

- What are the views of young people? Differences by gender and ethnic origin
- What are the views of employers? Job hopping - a misjudged form of job-insecurity

Presentations by **Christian Imdorf**, University of Basel, Switzerland and **Rumiana Stoilova**, Institute for the Study of Societies and Knowledge, Bulgaria

On the effects of job insecurity beyond the labour market

- What are the consequences in terms of fertility, education and drugs consumption?
- How does labour market insecurity affect well-being of young Europeans?

Presentations by **Sara Ayllón Gatnau**, University of Girona, Spain and **Piotr Michoń**, Poznań University of Economics, Poland

Discussion with **Tanya Basarab**, Research and Youth Policy Officer, Council of Europe, **Thomas Beaujean**, Belgian Socialist Youth and **Ignacio Doreste**, Advisor, European Trade Union Confederation (ETUC)

In the second session four presentations from NEGOTIATE researchers related to the consequences of labour market marginalization were the starting point for discussions. Rumiana Stoilova from the Institute for the Study of Sciences and Knowledge (ISSK) at the Bulgarian Academy of Sciences looked at how young people perceive challenges and opportunities in relation to insecure labour markets. Her presentation centered on gender and ethnicity. Building on both quantitative and qualitative data from the European Social Survey and original data from the NEGOTIATE project she and her team has found that:



- Groups of women who agree that women should be prepared to cut down on paid work for the sake of the family: minority group / having a child / living with a partner / unemployed or inactive
- Education influences attitudes towards gender roles: Highly educated women did not agree that *women should leave work to care for the family*
- Women and men with lower levels of education agree with this assertion
- Higher education levels increased the importance of Work-Life Balance in job selection among men, while lower education levels among women decreased the importance of this Balance.
- The importance of gender in causing insecurity in the labour market is related to:
 - Early births and single parenting as barrier for education and employment. This often leads to poverty of mothers and their children, as well as to limited autonomy.
 - Caring for other family members – sisters and daughters, who care for small children and old or frail family members;
 - Intersectionality: Gender, age, ethnicity and class as a cause for exclusion (especially of Roma women)

Based on young people's assessment of institutional support when facing labour market insecurity she reported that the current financial assistance for youth is important, but in many cases considered too low and inadequate. Financial aid appear to be most important to ethnic minority groups, the long term unemployed and single mothers.

As a conclusion she stressed how more investments for early education of children raise mothers' employment opportunities. Also the need for personal support and career guidance is evident from the interviews in nearly all countries. In addition all policies should be evaluated from the perspective of accumulation of multiple deprivations.



Christian Imdorf from the University of Basel presented findings from a comparative factorial survey directed at employers in order to explore mechanisms of scarring effects of job-insecurity. His conclusion is that employers sanction young people with a history of unemployment and deskilling jobs, but that there are important national differences that shape hiring practices. Some of the main policy implications highlighted by Imdorf were:

- Labour market activation policies: both “skill-building first” and “work first” strategies can have ambiguous impact.



- Getting skilled unemployed young people quickly back to “bad” (deskilling) or temporary jobs may compromise individual long-term job prospects
- National public employment services need to assess carefully the appropriateness of their measures



Piotr Michon from the Poznan University of Economics and Business asked how labour market insecurity affects well-being of young Europeans. He stressed the complexity of the relationship showing that labour market insecurity is more detrimental for men than women and that social support, work dissatisfaction, religiosity, level of education and employment commitment, work contract, habituation and regional unemployment may moderate the relationship. Consequences of early job-insecurity may leave stigma, dependence and affect self-esteem for young people.

Sara Ayllon from the Department of Economics at the University of Girona examined the consequences of job insecurity beyond the labour market by looking at: enrolment in education, fertility and possibilities for family formation and drugs consumption and attitudes towards drugs. She pointed to some important policy implications:

- Not only did the Great Recession change the pattern of young people's schooling decisions in Europe, it also increased the inequality of opportunity in skill acquisition according to socio-economic characteristics.
- Austerity measures, educational cutbacks, higher tuition fees, etc. are most likely behind our findings.
- Our results indicate that when young people find little opportunities in the labour market, they should (at least) be given the chance to accumulate human capital. In bad economic times, youth from a low socio-economic background should be helped the most in order not to further undercut their life opportunities.
- Additional results have pointed to reduced fertility among individuals in the bottom of the income distribution, from non-European immigrant origin, and with low educational attainment. These are the three groups in need of most help from public policy if we believe in equal opportunities in family formation.
- Results confirm the existence of a social gradient in the impact of the Great Recession on fertility decisions: the differences in the possibilities for family formation already existing previous to the economic crisis have widen up as a result of the increased levels of job insecurity and precariousness.



- It is in those countries where unemployment has increased the most where investment in anti-drugs policies is needed the most.
- Our data contained information on young people's opinion on what are the most effective ways to fight the problems that drugs cause in society. Interestingly, as unemployment increases, more young people believe that policies should engage in the “reduction of poverty and unemployment”. They do not believe in tougher measures against drug users.
- So, it is important to acknowledge that policies that give more opportunities to young people in the labour market have benefits in multiple life domains, also in terms of health.



The four presentations were followed by a panel discussion involving Tanya Basarab (EU-CoE youth partnership youth policy and research officer), Thomas Beajeau (Belgian Socialist Youth) and Ignacio Doreste (ETUC). Tanya Basarab stressed the need to rethink the big context for youth in the margins of the European labour markets and in particular to develop some reflection and measures towards the impact of job-insecurity on mental health. Thomas Beaujean pointed to the fact that unemployment is first and foremost a structural issue – even if the consequences are very individual. Young people should be informed about their rights and it is important to provide means to use these rights. Ignacio Doreste picked up on the point that young people seem to be discriminated in the labour market, especially young women with migrant background are the ones facing the largest difficulties. In addition to the panel Kerstin Wilder stressed the importance of country level differences in challenges and opportunities when developing sound policy for the inclusion of young people in the labour market.





The European Youth Guarantee - Lessons learned and future (16:45– 17:40)

- How could the EU ensure continuity into youth employment policy while facing ongoing challenges?
- How are structural reforms in the Member States to be further supported by the EU and what could be improved?
- How to include the voices of youth, their needs and wishes, into the implementation of the youth guarantee?

Presentation by **Irene Dingeldey**, University of Bremen, Germany

Discussions with **Pablo Cornide**, Policy Officer on Youth Employment, DG Employment, Social Affairs and Inclusion (DG EMPL), European Commission, **Pavel Trantina**, President of the Section for Employment, Social Affairs and Citizenship in the European Economic and Social Committee (EESC) and **Elisa Gambardella**, Young European Socialists (YES) Praesidium member and Advisor to the Italian Minister of Labour and Social Policies

The third session on day 1 centred on lessons learned so far and recommendations in relation to the European Youth Guarantee. Irene Dingeldey, Deputy Head of the Institute Labour and Economy (IAW), University of Bremen, together with other researchers from the NEGOTIATE team had looked at the coordination of policy strategies to improve labour market integration of young Europeans. Dingeldey presented some results from this study that focused especially on the European Youth Guarantee as the European Union's most visible measure to tackle early job insecurity and youth unemployment.

Some of the main conclusions highlighted by Dingeldey were:

- It is unrealistic to expect that the Youth Guarantee alone will fully solve the problem. Economic recovery is fundamental to bring the masses into employment. Nonetheless, employment policy can do a lot.
- For countries going through an economic crisis, it has been difficult to fulfill the bureaucratic requirements. The principle of reimbursement to access EU funds has been an obstacle. In 2015 only two-thirds of the available funds were drawn.





- There are many different causes of unemployment. Therefore, unemployed young persons do not have uniform or standard needs. Services and measures should as far as possible be individualized and tailor-made to each specific case.
- It is necessary to improve monitoring and quality control of work experience measures. It is important that employers do not take subsidies to hire persons they would have hired anyway.
- In some countries it is necessary to focus first on 'system-building' to reinforce the capacity of the national employment services in relation to finances and human resources and to improve the VET system and make education systems more widely accessible.
- Ensure a continuation of the YG by guaranteeing funding also in future financing periods of the ESF.



The introductory presentation was followed by a panel discussion between Pablo Cornide (DG EMPL), Pavel Trantina (European Economic and Social Committee, EESC), Elisa Gambardella (Young European Socialists and Adviser to the Italian Minister of Labour and Social Policies) and Irene Dingeldey (University of Bremen). The representative from DG EMPL, Pablo Cornide, stressed that the Member States had all agreed to the bureaucratic requirements tied to the Youth Guarantee, and they had, in fact, supported the principle of pre-financing. Moreover, he downplayed the significance of some countries not managing to absorb all available YG funding. 'This money is not lost,' he pointed out. Cornide picked up on the issue of youth involvement and how to give a voice to young people as an area



where improvement has been made. However, he recognized that the reputation of the public employment services is a challenge in some member states.



Pavel Trantina from the EESC endorsed the recommendations that followed from the NEGOTIATE study. To turn policies into effective actions it is important to establish real partnerships between different actors including youth organisations. In line with the research findings from NEGOTIATE, Trantina highlighted the need for structural reform, for instance strengthening the financing and staffing of PES to make them more youth friendly. He called for more flexible learning pathways (including lifelong learning programmes and dual systems of vocational education), increased international mobility and improved opportunities to start your own business. Finally, internships supported by the YG should be a path to proper employment, preferably in the same company.

Elisa Gambardella representing the Young European Socialists supported most of the policy recommendations highlighted in the NEGOTIATE study. She considered the YG as instrumental in triggering necessary structural reforms, in relation to, for instance, the public employment services. Gambardella stressed that, in her view, one of the reasons why the YG has failed to respond fully to the needs of young people has been a lack of youth voice. Different age groups have different needs. Thus, it is important to be in contact with young people on a daily basis and give youth organizations a say when designing measures that are meant to reach young people. To ensure this kind of contact it is important that the local level is involved in the policy process.



Closing remarks and comments (17:49 – 18:00)

In the closing session, Duncan Gallie, University of Oxford, United Kingdom congratulated the NEGOTIATE team with what he called a ‘very impressive research programme’.

Gallie stressed several aspects that contributed to the quality of the project. First, while building on earlier research, NEGOTIATE has brought novel elements, such as the refinement of the concept of job insecurity. Second, the explicit focus on the young. Third, the fact that NEGOTIATE is a longitudinal study, probing deeper into the causes of scarring than most other research. Finally, the focus on the types of factors that might improve the labour market situation of young people.



Gallie also highlighted some aspects that beg further inquiry – first of all the question of individual causes versus structural causes of youth unemployment, a question that had come up several times in the previous discussions. He would like to see more attention to the role of household characteristics in the context of unemployment – although difficult and multifaceted, such mapping would be an important contribution, as the family setting is obviously an important resource for youth. Lastly, Gallie commented that the community aspect to a large degree is lacking from NEGOTIATE, which is somewhat surprising as that is where unemployment research started.

For further work, within or beyond NEGOTIATE, Gallie hoped for research on attitudes to unemployment in communities, more employer studies, and – related – more probing into why job hopping and ALMP measures have scarring effects in certain contexts.

Closing, Gallie stressed that the findings on long-term scarring and vicious circles are important, and that we perhaps should see hope in the national differences across the NEGOTIATE countries. It means, after all, that policy works.





See more photos from the NEGOTIATE Final Conference [in this link](#).

All photos by HorstWagner.eu



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Tuesday, 5 December 2017

NEGOTIATE, STYLE and EXCEPT – main policy recommendations and how they can be used (10:00 – 12:30)

Presentations by

Marge Unt, Project Coordinator EXCEPT

Jacqueline O'Reilly, Project Coordinator STYLE

Bjørn Hvinden, Project Coordinator NEGOTIATE

Discussion with

Brando Benifei, Member of the European Parliament (Group of the Progressive Alliance of Socialists and Democrats in the European Parliament), **Markku Markkula**, First Vice-President of the European Committee of the Regions (European People's Party Group in the Committee of the Regions), **Jens Nilsson**, Member of the European Parliament (Group of the Progressive Alliance of Socialists and Democrats in the European Parliament) and **Conny Reuter**, General Secretary, SOLIDAR Foundation



In the final session of the conference, the Scientific Coordinators of the three projects NEGOTIATE, EXCEPT and STYLE presented some main findings and policy recommendations.





Marge Unt (EXCEPT) from the School of Governance, Law and Society at Tallinn University focused on the findings from EXCEPT on long term consequences of early job-insecurity: “While the changing structure of pension systems increasingly requires young people to invest in additional old age saving plans, increasing labour market uncertainty makes it more and more difficult to do so”. Her concrete recommendations for policy on how to reduce the risk of long-term consequences of growing LM insecurities were:

- *A universal coverage of public pensions should be reinforced* by including more groups into the compulsory insurance like self-employed and new types of jobs, such as zero-hour-contracts and crowd working. There should not be any exceptions in the compulsory insurance to reduce the high risk old age poverty for today’s youth.
- *The options for transfer entitlements from one national public pension system and occupational pension plan to another will be utmost important for mobile youth.* At the EU level, youth mobility is supported especially in education. Open labour market across the EU has further enhanced youth labour mobility. However, public pension systems are calculated on different conditions and are highly tied to employment history in respective country. Also occupational pensions plan are often not even portable on a national level, or just with high transaction cost. Thus, current public pension systems and occupational pension plans are not sufficiently responding to the challenges of labour mobility.
- In addition, *access conditions* linked to atypical and self-employment *should be flexibilised in private pension plan and especially occupational pension* arrangements as youth needs additional savings from all pillars to ensure their future standard of living.
- The *Swedish unique public pension system and the auto-enrolment-rule for occupational pension in the United Kingdom* could serve as *good practices* which provided aspects for a sustainable old-age pension provision for youth. Both systems have taken into account that additional savings have to start as early as possible to prevent old-age poverty. Therefore, they *do not rely on the voluntary participating of individuals and made additional savings obligatory.*

Jacqueline O’Reilly (coordinator of STYLE) presented some main findings from the project Strategic Transitions for Youth Labour in Europe. Her policy recommendations were:

- Early intervention
- Cater for different needs of sub-groups of NEETs
- Proactive outreach
- Effective case management and sufficient PES capacity: individualized action planning and mentoring
- Involvement of stakeholders and multi-agency working



- Focus on attitudes/self-esteem, “soft” and basic skills
- Combining work and study apprenticeships, placements and pre-vocational/pre-apprenticeship training
- Financial support – safety net for vulnerable NEETs in an intervention

Bjørn Hvinden (NEGOTIATE) summed up findings from the NEGOTIATE project and gave advice for future European and national policies:

- The strong divergence in the level of youth job insecurity across countries is a challenge for reaching the goals of the European Employment Strategy.
- Together with a strong negative effect of having worked in low-skilled jobs, our findings indicate that both ‘skill-building first’ and ‘work-first’ strategies may have ambiguous impact on the long-term job prospects of young persons.
- Based on this, national public employment services need to assess carefully what measure is most appropriate in individual cases, given the person’s prior skills and job experience, and the country’s current labour market situation.
- Following the same person over time, results from NEGOTIATE showed that complex job trajectories and spells of unemployment represent risks for the person’s further life. Public employment services need to consider these risks when assessing what measure to adopt in the individual case.
- Despite their experience during the Great Recession, none of the countries studied in the NEGOTIATE project moved towards other transition regimes, or towards an emerging “European Transition Regime”. This represents a challenge for the European Employment Strategy.
- The EU needs to safeguard the progress made and to keep on encouraging Member States to make further progress in several areas (complete reforms already initiated, deliver comparable data to monitor labour market developments and evaluate the effectiveness of the YG and other instruments). The EU needs to continue supporting YG in the coming financing periods of the European Social Fund (ESF).
- Both the EU and Member States need to strengthen cash transfers and services that support and enable young people’s own efforts to improve skills and find a secure job



Following the presentations a panel involving *Markku Markkula* (Committee of the Regions), *Jens Nilsson* (European Parliament), *Brando Benifei* (European Parliament) and *Conny Reuter* (SOLIDAR)



engaged in the discussion. Markku Markkula stressed the importance of the Youth Guarantee as a policy instrument. We should orchestrate use of the knowledge already produced and work on more synergy and integrating activity through cohesion funds in order for all regions to learn from each other. Jens Nilsson acknowledged the need for comparisons and using experiences from all over Europe when designing policies for the future. We need policy from EU, but you need to take into account the local level. Brando Benifei called for the inclusion of young voices in policy development. Representatives of youth should be included in the policy processes and needed to be better organized. This has to start at the local level. He also pointed to the challenges of reaching the young people most at risk. Conny Reuter stressed the importance of developing a framework for decent work.



NEGOTIATE project consortium members



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