

## 1. Youth employment

### - What is the employment situation of young persons in your area;

In 2007, approximately, one in four individuals within the productive age (15-64 years) is a young person up to 29 years old. Little above the half of young persons is in the job market, with men occupying a larger place than young women. The juvenile unemployment rate is double than the country's average percentage (9,0%), while it corresponds almost to one unemployed young person every ten young persons (ratio on total young population). Approximately six out of ten young unemployed belong to the "newcomer" unemployed category.

The situation for young women is more unfavourable than that of young men, as more than half of them are found excluded from the job market, as one in four women within the job market is unemployed.

The majority of young persons are working as stipendiaries, since more than 3 stipendiaries correspond to every 4 young persons employed (77,2%). This ratio is by far bigger in relation to the ratio of the stipendiaries within the total of the employed, but also within the stipendiaries, above 30 years old, where the corresponding ratios are 64,1% and 61,0%.

Young women work largely more than men do as stipendiaries, as their ratio increases to four stipendiaries every five young women. One out of five young persons work with a temporary employment contract and they constitute the 2/5 or 40,0% of the temporarily employed of the country. In young women the ratio of the temporarily employed is somewhat higher than the average of the young persons, they constitute almost the half of young persons employed within this work form and the 42,0% of young persons with a permanent work.

The employment of young persons is mainly within the tertiary sector as this sector employs 7 out of 10 young persons, (the half of those are young women). In the secondary sector it corresponds to one young person every four young persons employed, who in their majority are young men. The tertiary sector is the eminent sector of young women's employment, as it absorbs the 85,0% of the employment of young women.

Examining the monthly net income of young persons in relation to that of the stipendiaries' totality, we discover that young persons participate with a double ratio in the "lower" income levels (up to 750€), while they fall short in the the level of 1.000€ and more. Within the intermediary

level of 751€-1.000€ the ratio is contiguous, approximately one every three of the stipendiaries that answered.

- **Does the trade union deal with the young persons' problems? Are you particularly seeking the contact with young persons?**

The importance of the role of the new generation's employees, apart from that of the biological renewal of the workforce, is that they bring in the new, the fresh. The particular problems it faces, the perceptions of life, its way of life, the concerns, the reflections, its visions, its opinion of the society and the work, are some of its characteristics. For all that, the young persons' relations to the trade-union movement (t.m.) are downgraded, while their attendance within the lines of t.m. is little.

The conclusions made out of a relative research that was realized on behalf of the trade unions are the following: Only 1 every 4 young persons is a member of a worker's association, and as a result the refusal of young persons to participate in a trade union leads them into willful ignorance or indifference. More often, the official employees become members of a trade union in relation to the employees of the private sector, and a larger number of men than women.

Even though the working battles are considered the most effective way of resolution of the working problems, a total of 58% of young employees does not select them. Specifically for the new employees within the private sector, where the particular weight of the "personal contact with the employer" choice is much increased, it probably plays an important role the fact that the majority of young persons is working in enterprises employing up to 10 individuals.

Overall, the young persons practice criticism towards their trade unions, more often due to the partisanry-party and less for their corporatism etc.

For young employees, as for older ages, the **requirements** dominating are for the trade union movement to handle the real problems of the employees and mainly the hot problems that they themselves have selected. They require a dynamic intervention, not only in the labour problems, but also in those that pester the employed outside the workspace, like those of the quality of life. Thus, the problems of the environment occupy the first place in the hierarchy of problems of the young employees in the Attica "Basin".

Also, young persons show a bigger sensitization in the evaluation of the general problems, such as unemployment, expensiveness, transport problem, housing, salaries and of course human relationships. Finally, young employees within the private sector of the economy agonize more

about the unemployment and the transport problem, while those of the public sector agonize more about the housing, the health and the education.

For all the above reasons, the CALU has as the epicenter of its actions, in subjects springing out of the researches, to what occupies particularly the young persons, having as final aim the resolution of their problems but also their activation within the trade unions.

- **Within the crisis framework, did the trade union undertake any claiming initiatives specialized in the direction of juvenile employment ?**

A permanent effort is being made for the integration of young persons in the structures of the trade unions (young workers, young scientists, young employees, partially working employees, part-time employees, unemployed and generally speaking young newly employed). Apart from pointing out the problems of the young workers an effort is made to give reliable solutions in order for concrete measures to be taken. More specifically toward this direction we claim:

- Equal wages for equal work through the application of the Collective Work Agreement (SSE). All apprentices to be remunerated with the minimum wage of the National Collective Work Agreement.
- Young persons seeking employment for the first time, as well as the graduates of all levels of education to be considered unemployed and to be eligible of unemployment benefits, in the event that within a certain period of time they do not find work. Simultaneously, a social policy should exist, especially for the unemployed (health care, free transport, entertainment etc.).
- The prohibition of child labour. Employers using underage children in work, supposed to be done by adult, specialized and experienced workforce, should be punished strictly. Moreover, the protection of underage workers with the application and aid of the current legislation.
- Full insurance rights for new employees and the control of the observance of the obligations of the employers.
- Finally, the working youth should make themselves active in trade-union organizations, in the first degree associations and the secondary federations and working centers, creating Young Employees Committees, in which young persons will promote their claims. The Committees of Young Persons in the first or second degrees organizations is necessary that they constitute the vivid cells of activating new workers.

- **Which proposals would be possible to mobilize the new employees in each region for a claiming movement of European dimensions?**

The successful integration of young person in the professional life is of vital importance to the society and the enterprises and of major importance to the young persons themselves, as it will allow them to have complete control of their life, their health and of their general prosperity. The percentage of young workers decreases in almost all member states. This phenomenon is the result of the reduced birth percentage, but can also testify that the offered educational choices concern even more young persons and that these are of longer duration. Moreover, young workers are the most susceptible to the economic recession, as the employers answer to economy's pressures making through curtailments in hiring individuals of younger age.

The European trade unions can promote such an initiative in concrete subjects like:

**Professional training and employment:** In 2005 almost 193,8 millions of individuals were employed in the EU of the 25, among whom 20,4 millions were young workers. The young workers represented the 10,5 % of the workforce. The employment rate (EU of the 25) of the young workers amounted to 36,3 %, while the corresponding percentage of workers aged 15–64 years old at 63,6 %. The unemployment rate of the young persons in the 25 EU member states were 18,7 %, i.e. over the double of the total unemployment rate (9,0 %). In many EU member states the unemployment rates of young workers was increased in the past few years, even though there are less young persons in a population that in its entirety has aged. Also, essential differences exist between regions: in the two thirds of the regions of the 25 EU member states, the unemployment rate of young persons was at least the double than the total unemployment rate. The unemployment percentages of young persons oscillated from 6,2 to 59,1 %.

**Protection of the young persons at the working spaces:** The young persons run a particular danger since they are deprived of experience, training and sensitization. They are in need of so much correct advice, information and supervision as they are of suitable, safe and healthy work. To young persons below 18 years of age, including the young persons employed in programmes of acquisition of labour experience and professional training, as well as those that are employed under the arrangement of casual work, while they are still studying in school or superior faculties, apply more specialized regulations regarding the restrictions as for their exposure to dangers and their working schedules.