

The Youth Labour Market in the Mediterranean Area

With the 2007 crisis, the global economy has shown a significant slowdown with effects on the labor market dynamics that are still ongoing. Where the crisis hit stronger (regions such as South of Europe, North Africa and Middle East), the general unemployment rate increased, intensified by the several structural issues that affect their labor market like low dynamism of public system, political instability and lack of policy coordination.

In such a complex situation, young people are one of the most vulnerable category as youth unemployment is two to three times higher than among the adult population (ILO): unemployment disproportionately affect young people compared to other typologies of workers.. This dramatic figure still does not tell us anything about underemployment, young people working involuntarily in part-time job, poor quality jobs among youth or young people that gave up on the job search¹.

1: Social Inclusion and Young People. Excluding Youth: A Threat to Our Future (p.9), May 23, 2016 <http://www.youthforum.org/publication/excluding-youth-a-threat-to-our-future-report-on-social-inclusion/>
2: Guide to the implementation of the World Programme of Action for Youth, UN-DESA, 2006 (p.31)

European statistics still indicating that around 20% of youth are without a job (Eurostat Press Release, Euro area unemployment rate at 10.3%, April 2016).

When speaking of young labor force international standards consider people aged between 15 and 24 years old who are either employed or unemployed over a specific period.

In comparison to older workers, the difficulties for youth rest largely on a lack of experience, lack of voice in the decision-making process, a tough transition from school to the job market, and the obstacles to those not already employed posed by labour protection regulations.

Consequences of the growing unemployment rates

- **the quality of jobs, in terms of wages and social protection,**
- **the female participation rate,**
- **the employment of vulnerable people,**
- **the working poverty (workers living on less than 2\$ per day),**
- **the size of informal empowerment.**
- **the persistent unemployment**

ARE YOUNG PEOPLE A RISK FOR THE LABOUR MARKET?

Despite a high level of education in the historical context, the current youth population is still viewed as a risk both by employers and mainstream financial institutions. Moreover, the line between unemployment and employment has blurred with the growth of the informal economy and intermittent or part-time jobs, which rarely lead to stable work or social protection coverage. Many young people work in casual jobs in this gray area. The existing vocational education and training programmes do not adequately reflect current labour demands, leaving jobs in some sectors vacant or out of reach to youth. Thus one key issue to be addressed is the imbalance between the supply of young people and the demand for their labour². This updated version of Dossier #1 provides a brief overview of the global situation of young people in the labour market, exploring the youth employment trends and issues across the Mediterranean area, with a special focus on career guidance and job search in the MED Area. You will also find some good practices and the experiences and views of young people.

For further information, check the 2014 version of Dossier #1

The MedNet dimension of Youth Labour Market

Young people themselves are crucial stakeholders in the pursuit of productive jobs for all. They are rightsholders and represent the future global workforce. Often, they are pioneers³.

3: UNWorldYouthReport, YOUTH EMPLOYMENT: YOUTH PERSPECTIVES ON THE PURSUIT OF DECENT WORK IN CHANGING TIMES, UNWorldYouthReport.org

Among the young people who difficulties in getting employed, the OECD has highlighted

- The so-called “left behind youth”. – they lack a diploma, live in remote areas, have low education and/or come from disadvantaged background.
- The “poorly integrated new entrants” consisted of young qualified people, who face unemployment, inactivity and/or underpaid temporary jobs.

- Higher ratio of young people out of education, NEET (not in employment, education or training) or of early school leavers;
- Higher chances of being involved in working poverty
- More likely to work in informal economy in both urban and rural areas.

Young people leaving in developing areas usually an even more vulnerable, as these areas present more and peculiar challenges for youth trying to enter in labor market.

YOUNG PEOPLE ARE PIONEERS. THEY ARE AN ASSET.

Both in developed and developing countries, the economic slowdown, weak labor market institutions and lacking social protection, push a large number of young people to low quality jobs or informal employment.

New young entrants often find occupations for which they are underpaid and either under-qualified or overqualified. The core challenge for these countries is to not only generate new employment opportunities for young people, but to also improve the quality of all jobs available to them.

Informality has sharply increased since the 80s due to demographic changes, fast urbanization, reduction in public administration employment, institutional constraints for starting new business (Angel-Urdinola and Tabane, 2012). Being employed in informal jobs means low level of salary, social protection and mobility to the formal sector employment.

Insights from the Mediterranean countries

Despite the existence of countries specific aspects, both young people of the Mediterranean area are facing the same or similar labor market issues.

All the countries considered in this report present many similarities. There is an overall reduction in the quality and availability of job opportunities and a long lasting youth unemployment.

In fact, in all the areas, youth unemployment is remarkably high. Indeed, in 2012, youth unemployment rate was 54,8% in Greece, 35,3% in Italy, 35,7% in Egypt and 34,6% in Palestinian Territories. The lower quality is expressed in terms of low wages, low social protection, overusing of temporary contracts, high informality rate, and increase in the level of people employed in jobs for whom they are over skilled, the so called **skill mismatch**. Third, long lasting unemployment is a common issue among young graduates in all countries. It unemployment affects both the selfconfidence of young people and causes the obsolescence of the skilled acquired during the studies.

These elements are spread everywhere in the Mediterranean area, without great differences between the two sides of the sea. These factors comport individual costs, in term of discouragement, dissatisfaction and lower quality of life. Moreover, high youth unemployment, indeed, represents a cost for the overall society in terms of financial aids, unproductive use of (high-skilled) labor force and low youth participation in the social life as a whole.

Middle East, North Africa and Southern Europe share, with the due proportions, some common causes of youth unemployment. However, despite all the similarities, each country has specific aspects that require targeted initiatives, according to the place-based approach.

That is why a "one-sizefits-all" solution for youth unemployment in all countries is both undesirable and unrealistic.

Skill mismatch is usually defined either in terms of excess (over) or deficient (under) qualifications or skills possessed by individuals relative to job requirements (CEDEFOP). Skills mismatches are a big issue in youth labor market all across the Med. It is important to notice that new generations suffer much more over-education than older ones. In Italy, Tunisia, Morocco and Egypt the unemployment rate for youngsters with tertiary education exceeds the one for same aged with secondary education.

1. Southern Europe

Within Europe, Southern countries of Europe have the highest unemployment rates. This is due both to the economic crisis and to structural labor market problems, such as the rigid regulation and high dualism in the labor market among young entrants and insiders with permanent contracts.

“Insiders”: workers with permanent jobs and high level of social protection. “Entrants”: usually young people, with temporary contracts and with low level of social protection.

Moreover, the majority of young people is not satisfied with the quality of their country's education and training systems and there is a low percentage of young people creating their own start-up (9,2% of young people in the European Union runs a start-up; only 17,3% of youngsters affirm that they both have good business opportunities and the skills required to start a business).

A startup is a company that is in the first stage of its operations.

2. North Africa

Despite a slight economic growth even after 2007 and a positive demographic dynamic, presenting now much younger societies than in European countries, the unemployment rate is nowadays especially high for young people. Despite structural problems in the business environment, youngsters in North African

countries seem to be more likely to consider an entrepreneurial career. According to Kew, Herrington, Litovsky and Gale (2013), the fear of failure was much more lower in Egypt (35,9% of young people aged between 18 and 34) and Tunisia (14,1%) than in the countries of South Europe.

3. Middle East

The study of the labor market in Middle East area poses several difficulties because of political instability, military conflicts and the lack of up-to-date and complete statistics on labor market situation. Within this big region, it must be noted that Israel represents an exception in the area, having a well-developed economy. In general terms, the Middle East has highest level of youth unemployment in the

world. Around 35% of university graduates in Lebanon are unemployed. 77% of Lebanese immigrants are aged 35 years or below. More than 50% of Lebanese capable of working are without a job. 50% of the jobs are without a work contract. 40% of males and 20% of females leave Lebanon after 1 year from graduating. The unemployment rate among the youth is double the global unemployment rate.

In countries like Lebanon or Palestine with low demand of high-skilled graduates, starting entrepreneurial initiative might be a possible way out for many young people. However, the Middle East is experiencing a period of great tension and instability, that increases the business risks for investors and entrepreneurs. According to the World Bank ranking “Doing Business 2014”, the business environment of Lebanon and Palestinian territories is quite tough. These two economic systems, indeed, occupy respectively the 111th and the 138th overall positions on 148 economies. As said above, Israeli situation is quite different, being the more dynamic economy in the area.

The policy debate on youth unemployment

Mediterranean area is rich in diversity, but in youth policy there is a community of interest and a potential source of unity.

During the last few years, policy makers, researchers and international organizations have engaged in a debate to improve the youth employment conditions. The 101st International Labour Conference (ILC) was an important moment in this debate, which took place in Geneva in June 2012. The conference approved the resolution “The youth employment crisis: A call for action” that emphasizes the urgency for important and targeted actions to reduce the extraordinary youth unemployment.

In detail, the document identifies five core policy areas:

- Employment and economic policies for youth employment; Consisting in pro-employment macroeconomic policies in order to support stronger aggregate demand and improve access to finance for companies. Industrial and sector policies are important to make easier structural transformation

- Employability – Education, training and skills, and the school-to-work transition; reducing skills mismatch, since qualifications that do not meet labor market requirements remain the major constraints for the employability of young people;
- Labour market policies; targeting labor policies on young people to facilitate their entrance into the labor market; Such policies can be passive or active and are both linked with minimum wages policies;
- Youth entrepreneurship and self-employment; creating a favorable business environment that is essential for starting and successfully operating; and
- Rights for young people; ensuring labor rights based on international labor standards and enforcing labor laws and collective agreements.

**WANT
FIND
MORE?**

Have a look at the old Dossier #1 available on Oxfam Italia's social educational platform

For each geographic area the crucial aspects of the youth labor market, such as:

- the skills mismatch between companies and job-seekers,
- the effects of career expectation of young people on their educational choices,
- the youth entrepreneurship,
- the quality of jobs and the informal sector

Career Guidance and Job Search in the Med Area

*“When high levels of youth unemployment persist,
the need to take sustained action to improve career guidance is more pressing than ever”*
Good Career Guidance

During the final event held in San Rossore (2014), the network agreed on the urgency to explore a specific issue closely related to the crucial phenomenon of Youth unemployment.

As pointed out by the OECD in the Report “Career Guidance: A New way Forward”, career guidance plays a key role in helping labour markets, work and education systems meet their goals. It also promotes equity: recent evidence suggests that social mobility relies on wider acquisition not just of knowledge and skills, but of an understanding about how to use them. In this context, the mission of career guidance is widening, to become part of lifelong learning.

For this reason, we collected the different means and approaches that young people embrace to get access to career path guidance, and search for a job in a different countries of the Med area. The key objective was to answer this questions:

- Does a system of services and tools able to support young people in their search for employment exist in your country?

- Which approaches, methods and tools do young people use to search for employment, coherently with current changes in the labour market, the globalization processes and the increasing use of Internet as a source of information and orientation?

- Are job orientation, guidance and search services and the tools already in place meeting the emerging needs of young people?

The results showed that despite career guidance has been indicated by experts as a fundamental tool to fight unemployment, governments of the Mediterranean area either do not have any national policy running or have really weak ones. Moreover, there is a strong link between the political system and the career guidance and job search one, which then affects the employment situation of each country. The results are evident: still too many young people unemployed, dropping out or leaving school early, becoming NEET or being extremely dissatisfied and underpaid.

Career guidance is concerned with helping individuals to choose between the full range of available opportunities, in relation to what is likely both to utilise their abilities and also to meet their interests and values, so leading to greater fulfilment and satisfaction.

Career orientation is crucial when choosing calling in life, moving from one level of education to the next, from education to the labor market, but also for career guidance and management of its development.

ITALY: CAREER GUIDANCE IS A “YOUTH GUARANTEE”

Italy does not have a national policy regulation about a common national guidance system that is flexible enough to adapt to all the different users and to such a fast changing world. Career guidance and active job search are directly linked to the employment policies and career guidance and active job services are a regional responsibility, so each region organizes them autonomously. The main public bodies that deliver them are the Employment Centres, municipal centers of career guidance and Informagiovani, youth information centers. However, there is plenty of private subjects that can offer career guidance: universities, secondary schools and high schools, employment agencies authorized by the Ministry of Labour, vocational training organizations, social cooperatives, foundations, NGOs, trade unions and professional associations. For people who wish to become entrepreneurs and for new entrepreneurs, the Chamber of Commerce offers

career guidance, information, training, consultancy and assistance services to support young people to start their path into the labour market. Currently, The Italian Ministry of Labour and Social Policies is committed in the National Operational Programme (Obj. 3) to ensure high quality standards to all the services and guidance activities and to distribute them equally on the territory and to reach a shared policy.

To fight the problem of youth unemployment, the Italian Government has launched the National Plan for the implementation of the Youth Guarantee, recommended by the EU Council, aiming at establishing a youth guarantee. The Recommendation (December 2013) invited Member States to ensure young people under 25 with a qualitatively good job offer, further education, apprenticeship, training or other measure of training, within 4 months after leaving the formal education system or by becoming unemployed.

The youth guarantee attributes an important role to career guidance. It is seen as a tool to prevent young people leaving school early, help reintegrate disengaged young people into the labour market and support their transition from training to work. Being flexible and embedded in public services and local communities, guidance reaches groups at risk of exclusion, such as young people disengaged from education, grants and unemployed people. By doing so, it also supports social integration objectives, such as reducing unemployment and poverty and increasing qualification levels.

BOSNIA AND HERZEGOVINA: FRAGMENTED POLITICAL STRUCTURE MEANS LACK OF SUPPORT

As for Italy, overall system of career guidance and support to job search does not exist in Bosnia and Herzegovina and the issue of career guidance and job search is directly related to the concept of employment, unemployment and economical (in)activity of youth. That is due to many external and internal factors that influence condition in the country: the complicated

political structure and situation is one of the main reasons for lack of support to job search of youth on national level and very unfavorable situation for their employment that people in Bih are currently experiencing. However, there are many different programs and methods that are implemented by lower levels of government: entities, cantons and local authorities.

External Factors

The economy and the labor market are increasingly influenced by the globalization. Global competition makes companies to quick adjust, and have continuous development and innovation in work in order to be competitive in both domestic and foreign markets. This situation in the economy is reflected in the labor market in such a way that **the investment in human resources is becoming increasingly important**, and in this context, lifelong learning has become imperative for every individual who strives to remain active in the labor market. **The model of lifelong employment is being replaced with a model of lifelong employability.** This means that the former practice of employment for an indefinite period of time, ie. one job for life will soon become completely outdated. It will be replaced with the practice of continuous investment in the development of individual careers, which means constantly learning and improving skills and capabilities in order to ensure that the individual even after losing job is able to very quickly find a new job due to the developed skills and abilities.

Job search in a tweet

Young people are more and more using internet portals and social networks in order to find adequate jobs. Classic pages for employment are not the only way for young people to find the job through the internet. Social networks that are used everyday can be very useful in search for job opportunities. Special attention is given to LinkedIn, Facebook and Twitter. The main advantage of using online platforms for the purpose of job search is that they are free, easy to access and give simple way to contact the potential employers.

Social networks

Facebook and Twitter are mainly used to follow companies, NGOs, associations and groups that one may be interested in. They can be also used as a recruiting tool: recruiters may ask you to apply for a candidacy in 140 characters. LinkedIn is one of the tools privileged by recruiters and recruiting agencies and aims at strengthening and widening one's personal professional contacts. Contacts can write recommendations, create additional links, reach companies, take part into different groups where job offers are published (like, for example, the EU Affairs Job).

10 minutes with

10 Minutes With (www.10minuteswith.com) is an innovative global career matchmaking platform built for graduates. Their partners include established brands and top academic institutions in more than 23 countries and 3 continents. Their goal: to inspire, educate and match students to exciting jobs worldwide. Their engaging video interviews with leading executives educate students and graduates globally about career paths across different functions, sectors and geographies.

From previous page / Bosnia and Herzegovina

In Bosnia and Herzegovina, the institutions of High Education are the most active actors in the field of promoting their programs to potential students or high school students, but are less active when it comes to helping students complete their studies and find employment. Universities implement a variety of measures designed to connect students with industry. The public employment services are dealing with career guidance as well targeting unemployed people, who, through counseling, workshops on active job search and co-financing, try to ease their integration into the labor market. Employment services also collaborate with schools,

providing information about the importance of choice of education and occupation, and explaining the current labour market situation. However, due to massive overload of public employment services caused by accumulated obligations of a social character, a career orientation is neglected and not given the necessary attention. There are significant differences between public employment services in terms of development of these services. There are also several private employment services specialized for finding and employing permanent and part time personal in Bosnia and Herzegovina.

MOROCCO: WRONG SCHOOL CHOICES LEAD TO HIGHER UNEMPLOYMENT

In Morocco, the co-ordination between different Ministries about career guidance is regulated by a Ministerial Note, though the process tends to be top-heavy and bureaucratic. Among the the critical reasons for the high rates of unemployed, we can find the Moroccan educational system. Inefficiencies in the educational system have led to over-crowding in public universities, low-quality education, and an excess of students getting training in majors that are not giving them the skills they need for full employment, which is the result of a serious absence of "Students Guidelines and Study Orientation Programs". Informational asymmetries are biasing the educational choices of young people, that must be taken in consideration. Other issues are school drop-out.

As a measure, the Moroccan government has

decided to establish the ANAPEC (The National Agency for the Promotion of Employment and Skills). The ANAPEC works both with qualified and not qualified targets.

The Agency's mission is to contribute to the organization and implementation of the qualified employment promotion programmers decided upon by the public authorities 1- matching job demands with supply; 2- Welcoming and providing information and guidance to job-seekers; 3- Informing and guiding young entrepreneurs in the execution of their economic projects; 4- Assisting and advising employers in defining their skills requirements; 5- Implementing professional adaptation and training programs aimed at integrating people into working life, in conjunction with employers and training organizations.

LEBANON: INSTABILITY THAT LIMITS THE ENTREPRENEURIAL POTENTIAL

Lebanon is going through a different situation, as it is situated in an unstable environment with the ongoing revolutions taking place in the surrounding Arab countries having a big impact on the country. The already complex employment situation - the lack of job opportunities for youth and graduates⁴- has been worsened by the flow of around 2 million Syrian refugees, which has become over the capacity of the government. With extremely corrupted public bodies and the huge public debt, the lack of growth and the widening fiscal deficit are putting great pressure on public finances, resulting in an economic crisis which affects investments, entrepreneurship and leads young fresh graduates with innovative ideas to migrate and look for opportunities outside of Lebanon. For all these

reasons, Lebanon does not have a system of Career Guidance and/or support to Job Search. One of the major challenges facing the Lebanese economy is the creation of jobs for the youth and namely for fresh graduates, the need for more entrepreneurs and the creation of small and medium enterprises that would provide part of a solution for this problem. However, there has been a governmental vacuum⁵ for 1.5 years with no president and no elections since 2010. Moreover, the majority of schools in Lebanon don't have a Career Guidance and Counselling, especially public schools and e thones in rural areas (the most in need ones). This leaves youth and graduates in a vague place not knowing which route to take in order for them to venture in a new world that they had not explored yet.

⁴: At present, the overall unemployment rate in Lebanon stands at 24 percent with youth unemployment exceeding 35 percent (Dec 2014).
⁵: During this period, most of the burden related to career guidance and job search has laid on the civil society and the private sector (if they had the consciousness to do so)

ARE YOU LOOKING FOR AN INTERSHIP OR A JOB ABROAD?



<http://www.daedalusportal.eu/home>

DAEDALUS is a technologically enhanced tool conceived for meeting the needs of young residents seeking employment in the labour markets of the Mediterranean Sea Basin by enhancing their career and business opportunities and matching their qualifications and skills with existing needs in neighboring countries. The Daedalus portal allows young people, entrepreneurs, companies, NGOs online business, regional and local employment associations to enter a cross-border platform where matching labour market demand and supply and meeting a valuable pool of young people and professionals across the Mediterranean area. The platform is available in several languages, among which Arabic, English, French and Italian. It is easy to use and young people just have to register, insert information about their professional profile, aspirations and so on. Daedalus partnership brings together the most innovative technologies together with an expertise on the Euro-Mediterranean Cooperation with a special focus on youth.

Good practices

Italy / Career Days and Mobnet

Each year many Placement Office & Career Service of different Universities carry out their Career Day, a moment in which young people and companies can meet. Each company has its own business stand where enrolled students and graduated students can dialogue with the companies' responsible. Young people can have personal interviews and search inputs concerning their competences and which professional profiles are requested by the companies, leave their own CVs etc. In order to make the job matching easier, a list of the companies taking part in the event can be publishes. In the list, young people will find the company's logo, the description of the company and the description of the competences required and of the most required profiles for internship and work placement.



MobNet - Mobility and Networking among Italy, France, Morocco, Tunisia to foster youth employment

Oxfam Italia is partner in this New Euro-Mediterranean initiative for Youth Employment Promotion project that want to establish a network of intermediary organisations in France, Italy, Morocco, Tunisia able to engage young people in mobility programs. Through these mobilities, young new and would-be entrepreneurs in the local job markets will have the chance to acquire professional experience in a foreign country, by fostering entrepreneurship competences and networking.

Have a look at: <http://www.mobnetproject.com/>

Bosnia and Herzegovina / Youth Employment Project (YEP) and job search clubs

YEP is a project that is being implemented in two phases by the German company GOPA mbH, through a representative office in Bosnia and Herzegovina. In the period 2008-2011, it has significantly contributed to the positive changes in the labor market in BiH resulting, at the end of phase 1, in the employment of 1,521 persons and the training of 2,888 persons to facilitate future employment and integration in the labor

market. Job search clubs are one way to activate and engage young people in the job search process. They create interactive experience for young people, differing therefore from typical training program.

The club is a combination of improving skills, discipline in the job search process and support and this is what distinguishes the methodology of the Job club from other methods.

Lebanon / New Entrants to Work (NEW) Program and the youth entrepreneurship world

It offers unemployed first-time job seekers life skills training, counselling. It builds on the strength of Lebanon's NGO sector and its vibrant private sector and aims to promote public-private partnerships in addressing Lebanon's youth employment issues. This Program was launched since September 10th 2012. Concerning start-ups, initiatives

and projects are implemented by different NGO's aiming to introduce and promote entrepreneurship to youth and empowering them with the needed skills to be able to work within the private sector. For example, DPNA in partnership with CIPE, implemented several projects in the Youth and Private Sector.

Morocco / Zakara Foundation and the work of youth associations

Zakoura Foundation supports young people in partnership with the Office of Vocational Training and Labour Promotion (OFPPT), a central public actor in the field of vocational training in Morocco, to train young people and give them the opportunity to develop their skills. This model offers young people identified by the Zakoura Foundation a recognized and certified technical training and support to their skills to promote a better integration in the labor market. Numerous Moroccan youth associations work independently providing guidance, counseling, vocational training and/or employment related services. They coordinate or partner with such entities as EN, INDH, OFPPT, and ANAPEC, and support

services in vocational training and/or employment-related services. Unfortunately, many youth affiliated with youth associations do not possess the required education qualifications needed to gain access to such formal service providers as OFPPT and ANAPEC. As a result, there has been much closer collaboration between youth associations and the non-formal education and/or training service providers (e.g., EN and INDH). Different youth associations implement numerous initiatives in an effort to integrate marginalized youth into the workforce. However, these initiatives are not collective, but rather implemented in an individualized manner to address the needs of their own target population⁵.

5: https://www.um.edu.mt/_data/assets/pdf_file/0017/39500/ME-DA_Career_guidance_ETF.pdf



Youth unemployment is just a piece of the global unemployment issue and career guidance just one of the many tools to tackle it. Indeed, growth and positive macro-economic environment are essential to foster the overall labor demand and, therefore, youth employment. In this perspective, in one hand there are initiatives, such as those mentioned above, to insure the proper functioning of the match between demand and supply of labor (especially youth one). On the other hand, there are macro-economic policies to foster economic growth and to create new jobs and opportunities. Youth unemployment reduction necessary passes through a successful implementation of both types of initiatives. However, the overall economic recovery and a positive business environment remain fundamental preconditions to create new jobs.

Testimony from Morocco

“Students often face the harshness of finding a job which lead many of them to either give up, or to even leave the country. The academic programs have a long way to cross for a better information, pedagogy and acquisition strategy system. Students do not need only lectures but mostly a promising program for their inclusion into the market place. There are many programs, but yet, the rate of unemployment demonstrates that there is a must to revise what has been done. The importance of these programs goes beyond the fact that youth must find a job, but, they should be adapted in a way that can balance the market need evidence between the yearly number of graduate students and the average need of the market place in term of job capacity.” Wassime

Recommendations

- Uniting the efforts of public authorities;
- Developing the work-culture in younger generations to fight immobility and shorten study-work transitions;
- Improving the educational guidance to lower the drop-out and early school leaving rates, including the right education, personal growth and self-awareness from an early stage;
- Fighting the skill mismatch by making the educational system more compatible with the needs of the labour market;
- Renewing and coordinate public services for career guidance and job search. Fragmentation must be avoided, while keeping specific measures to tackle specific issues. Moreover, young people need career counsellors who are able to value their skills, create fast connections between aspirations, labour market requirements and labour market offers. They must be motivating, up to date, informed and aware of today's world complexity;
- Promoting the participation of NGOs and training agencies and create a most efficient collaboration with the public sector to implement more innovative methods and tools;
- Supporting youth entrepreneurship;
- Increasing educational, professional and geographical mobility of youth.
- Turning the career guidance into a lifelong service for all.



Employment

We young people call for a global charter and a global fund for youth employment and entrepreneurship that include social protection schemes for unemployed young people. We also call for a global network that brings together civil society, the private sector and governments to promote quality education and decent employment for young people. We demand that legal frameworks and national budgets promote youth entrepreneurship and enhance the recruitment of young people in the private and public sectors through different means such as paid internships. We call for the right to decent work and the guarantee of young people's labor rights, including protection against exploitation and precarious conditions, particularly for young women. Youth Manifesto to end Inequalities - Oxfam YAC (Youth Active Citizenship Community).

The MedNet Project

for the fulfillment of human beings' potential

WHERE - The Mediterranean area

WHO - a Network of young people from countries of both sides of the Mediterranean basin

WHY - to reach common goals: to find shared and common solutions for the challenges that all young people of the Mediterranean area face daily.

HOW - Following Oxfam's Learn-Think-Act process and making our young people the protagonists! They make researches, collect data and support experts in setting up thematic Dossiers, then they reflect on the topics by taking part in online activities and finally they meet and... plan the actions that they want to take!

The key point is adopt the youth perspective to produce and share knowledge and the good practices by young people for young people!

For the second year of the project, the challenge accepted by the Mednetters was to enhance their role as researchers collecting first-hand experiences, starting from their own as key-players and witnesses to the youth condition within their own countries. Thus, during this year the experts have had the great opportunity to collect a series of qualitative thematic Country reports available to be read in a comparative perspective (for regional area) on which they were able to produce four renewed thematic Dossiers plus a new one that include both an overview on the topics that concern all the countries bordering the Mediterranean basin that of further informations about a specific context of each country.

**ARE YOU A YOUNG MEDITERRANEAN LEADER?
THEN, IT IS YOU WE ARE LOOKING FOR!**



For further information,
check the 2014 version
of Dossier #1
and the Country Reports

In collaboration with
Impact Hub, Florence, Italy

