

BIBLIOGRAPHY
INTERNATIONAL KEY DOCUMENTS AND WEBSITES,
INCLUDING INSTITUTIONAL GLOSSARIES OF REFERENCE

Draft version 28-2-2007

1. INSTITUTIONAL GLOSSARIES OF REFERENCE

Please refer to the following web sites:

- European Union, general glossary containing terms relating to European integration and the institutions and activities of the EU
 - http://europa.eu.int/scadplus/glossary/index_en.htm
 - http://europa.eu.int/scadplus/glossary/index_it.htm
- European Foundation for the improvement of living and working conditions, Glossary on Industrial Relations (Glossary EMIRE at national and Glossary IR EU level) You can find terms as "job quality", flexicurity
 - <http://www.eurofound.eu.int/areas/industrialrelations/dictionary/> (EU level)
 - <http://www.eurofound.eu.int/emire/emire.html> (national level)
- ILO-International Labour Organisation, Glossary of labour law and industrial relations (with special reference to the European Union). *Price Publication*, abstract available on:
 - <http://www.ilo.org/public/english/dialogue/ifpdial/info/publ/index.htm>
- CEDEFOP - Terminology of vocational training policy. A multilingual glossary for an enlarged Europe (2004). Price publication. It would be available on project newsgroup. Brief summary on:
 - <http://www2.trainingvillage.gr/download/cinfo/cinfo22004/c24a5en.html>
- EURYDICE-The information network on education in Europe, European glossary on education, available on:
 - <http://www.eurydice.org/portal/page/portal/Eurydice/showPresentation?pubid=046EN>
- OECD, Glossary on statistical terms
 - <http://stats.oecd.org/glossary/index.htm>

2. BIBLIOGRAPHY- INTERNATIONAL KEY DOCUMENTS ISSUED BY INTERNATIONAL ORGANISATIONS (EU, OCSE, ILO...)1

2.1 Key documents for the analysis (*see folder in the Project newsgroup*)

1. **Employment in Europe 2006.** 2nd chapter shows that there is no single flexicurity solution to improve labour markets outcomes and stresses the need to shift the emphasis from individual policy tools to reform packages. The analysis also recognises that major political economy constraints can prevent effective policy changes. Doubts about the effectiveness of active labour market policies. Need for further progress in the evaluation culture of labour market policies.
2. **European Employment Observatory - Review Autumn 2005 on Youth Employment in EU-25**
3. **Green paper "confronting demographic change: a new solidarity between the generations"**, COM (2005) 94 Final (16-3-2005)
4. **The demographic future of Europe. Form challenge to opportunity.** COM (2006) 571 Final (12-10-2006). Trend and data (Projections EU 25 and for each country). Employment rate of older workers, fertility and female employment rates, net migrations rate vs natural population growth.
5. **Global Employment trends for Youth**, ILO 2006; see also **OECD Employment Outlook 2006 - Boosting Jobs and Income - Key reports on line** on http://www.oecd.org/department/0,2688,en_2649_33729_1_1_1_1_1,00.html
6. **Sourcebook of key data sources on employment and labour market issues**, EEO - European Employment Observatory, 2006. Information/contact details for all Member States (including statistics)
7. **Annual review of working conditions in 2005-2006**, European Foundation for the Improvement of living and Working Conditions, 2006
8. **Industrial Relation in Europe**, European Foundation for the Improvement of living and Working Conditions, 2006
9. **Working conditions in Romania**, European Foundation for the Improvement of living and Working Conditions, 2006
10. **Young people in the candidate countries**, Candidate Countries Eurobarometer 2003, Youth in new Europe (including Romania)
11. **Key data on Education in Europe 2005**, European Commission DGEAC, Eurydice, Eurostat.
12. **Monitoring report on the state of preparedness for EU membership of Bulgaria and Romania.** COM (2006) 549 Final. Short overview including employment.
13. **European Employment Observatory - Review Autumn 2006 on innovative Labour Market Practices and Policies, EEO Spring Review 2006. Summary provides an overview on innovative Labour Market Practices and Policies across 29 European countries (EU27 + Turkey and Norway).** It is based on the articles written by the SYSDEM network (EEO network of Independent Labour market experts). The overview also links developments at national level to policy developments and priorities at EU level, especially the new Integrated guidelines (the relevance of the national articles to Employment guidelines that are 18 to 24). Furthermore the complete report includes national articles on innovative practices and policies for each country. **A lot of references to young employment integration.**

¹ All these documents will be available by 31-1-07 on the PROJECT NEWSGROUP, section FILES, Folder "BIBLIOGRAPHY", n.3 Folders: "Key Documents"; "Context documents"; "Sectoral documents". Other country folders related to "Legislation" (European, national and/or regional laws) and "Planning documents-policies-measures" would be created by the members of the research group each one for the country/ies covered.

14. **Implementing the Community Lisbon Programme: Social services of general interest in the European Union**, Communication from the Commission COM (2006) 177 final (26/4/2006). And Staff Working Paper annexed to the Communication. With the aim of modernising social services, the EC as the follow up to the White paper on services of general interest, identifies in this Communication two main categories of social services: 1) statutory and complementary social security schemes, covering the main risk of life (health, ageing, occupational accidents, unemployment, retirement and disability); 2) other essential services provided directly to the person, including services aimed to reintegrate persons in the society and in the labour market. These services complement and support the role of families in caring for the youngest members of society in particular. By mid 2007 the results of a study on the situation regarding social services of general interest will be available at European level. This SSGI issue could be affected with the flexicurity policies stressed in the Youth project.

2.2 Context documents (*see folder in the project newsgroup*)

European Union including EU agencies and related bodies

1. EU annual progress reports and joint employment reports ²

- a. **Implementing the renewed Lisbon Strategy for Growth and Jobs. A year of delivery. COM (2006) 816 Final (12-12-2006)**. The flexicurity is one of the most promising ways of achieving this. Rather than protecting jobs, the aim is to protect the worker, help them deal with rapid change and so ensure secure employment. Following the consultation with social partners, the Commission will present a Communication on Flexicurity by SUMMER 2007 as the basis for agreement by the end of 2007 as a set of common principles. Member states should be by the end of 2007: ensure that every school leaver is offered a job, apprenticeship, additional training or other employability measure within six months of becoming unemployed (four months by 2010). **Part II** of the **COM (2006) 816 Final** is enclosed in the COM (2006) 30 FINAL; it includes the Commission's assessment made by each MS and the euro area (the "country chapters"), including policy conclusion. The assessment is focused by policy areas including employment policies. Country chapters are available on http://ec.europa.eu/growthandjobs/annual-report_en.htm; **Part III** of the COM (2006) 816 Final is a recommendation for a Council Recommendation on the 2007 update of the broad guidelines for the economic policies of the Member States and the Community and on the implementation on MS employment policies. **It includes recommendation for each country (country fiches)**.
- b. **Time to move up a Gear. The new partnership for growth and jobs**. COM (2006) 30 Final (25-1-2006). Part I and Part II.
- c. **The Commission draft joint employment report 2005/2006**. The four principal dimensions of flexicurity as identified in the 2006 Joint Employment Report are of key relevance for the promotion of youth employment: contractual

² **EU progress reports** indicate progress made at both national and Community level, based on regular monitoring of the actions listed in the Community Lisbon Programme and on an evaluation of the implementation of the Member states national reforms programmes on the implementation of Guidelines. On the basis of this annual assessment, the Commission may, if necessary, identify further actions to revise the Community Lisbon Programme. **Joint employment reports** are the Employment chapter of the annual progress reports.

arrangements, lifelong learning, active labour market policies and social security systems.

2. EU Guidelines

- a. **The Employment Guidelines (integrated guidelines n.17 to 24). Council Decision on Guidelines for the employment policies of the Member States 2005/600/EC (12-7-2005).** It favours the promotion of young people's access to employment within a new intergenerational approach, calling for increased efforts by Member States to build employment pathways for young people and to reduce youth unemployment. The guidelines also call for inclusive labour markets promoting employment access for disadvantaged people and combating discrimination. This is especially relevant given the fact that disadvantaged youth are particularly exposed to the risks of labour market and social exclusion, and that a growing proportion of unemployed youth are migrants/migrants' descendants or belong to ethnic minorities. The Integrated Guidelines have reconfirmed the objective of a "new start" for young people within six months of unemployment.
 - b. **Integrated Guidelines for Growth and Jobs (2005-2008)** (Communication to the Spring European Council "Working together for Growth and Jobs").
3. **Youth Pact (Spring Council 22-23/3/2005), Annex II.** In this document Member States gave a special visibility to policies impacting on young people. Increasing young people's employment, their sustained integration into the labour market and providing education that matches the needs of the knowledge society are the primary action lines identified for the area of employment. The pact stressed the need to encourage the core skills. **At the Spring Council 2006 Member States confirmed the importance of policies addressing youth unemployment.** These policy initiatives demonstrate the broad recognition of the vital role the young generation has to play in contributing to sustainable development in Europe, and that the impact of demographic change and globalisation on Europe's economy and on societies as a whole require a new focus on youth questions.
 4. **European Commission White Paper "A new impetus for European Youth" (COM) 2001 681 Final** (21-11-2001). See also **EU Decision 1719/2006/CE 15-11-2006 "EU in Action Youth Programme 2007-2013"**
 5. **Communication on youth participation and information in view of promoting young people's active citizenship.** (COM) 2006 417 final (20-7-2006). The Communication is a follow-up to the 2003 White Paper on a "New Impetus for European Youth".
 6. **Green paper "Modernising labour law to meet the challenges of the 21st century" COM 2006 708 FINAL (22-11-2006).** Par 3 A flexible and inclusive labour market; 4 a) Modernising labour law - issues for debate Employment transitions.
 7. **Thematic Study on Policy Measures concerning Disadvantage people**, commissioned by the EC DGEMPL in the framework of the Community Action Plan to combat social exclusion (2002-2006), Final report October 2005, coordinated by the Institute for Regional Innovation and Social Research-IRIS (Germany). Countries covered: Finland, Greece, Italy (University of Urbino), Poland, Portugal, Romania, Slavacchia Spain, UK, Austria, Denmark, Slovenia. The report includes case studies-good practices and recommendations.
 8. **A Roadmap for equality between women and men 2006-2010 - COM 2006 92 Final (1-3-2006) SEC(2006) 275, par. 5.1** *Women and men often follow traditional education and training paths, which often place women in occupations that are less valued and remunerated. Policy should focus on combating gender stereotypes from an early age,*

providing awareness training to teachers and students, and encouraging young women and men to explore non-traditional educational paths. The education system should provide young people with adequate qualification. Therefore, it is also important to tackle the phenomenon of early school leaving, which affects more boys than girls.

9. **Improving quality in work: a review of decent work. COM (2003) 728 Final (26-11-2003).**
10. **Recommendation of the European Parliament and of the Council on key competences for lifelong learning (2006/962/EC) (18-12-2006).** There is a reference to the Youth pact and at the need of young people in terms of key competences.
11. Proposal for a Recommendation of the European Parliament and of the Council on the establishment of the **European Qualification Framework for lifelong learning** (COM) 2006 479 Final (5-9-2006). See also Commission staff working document. Toward a European Qualifications framework for lifelong learning" (EQF) SEC (2005) 957. Some references to the mobility for students.
12. EU Council Resolution of 15.12.2004 (2241/2004/EC) which establishes a consolidated framework for the transparency of qualifications and skills across Europe, called "EUROPASS". EUROPASS consists of a personal, coordinated collection of documents that enables workers and students to substantiate the skills they have acquired in their country and across Europe. See also European Quality Charter for Mobility, Brussels 12/10/2005. (It includes guidelines for the quality of mobility).
13. Communication from the Commission to the Council on European policies concerning youth, addressing the concerns of young people in Europe – implementing the European Youth Pact and promoting active citizenship, (SEC (2005) 693), COM(2005) 206 final, Brussels, 30 May 2005, available online at: http://europa.eu.int/eur-lex/lex/LexUriServ/site/en/com/2005/com2005_0206en01.pdf.
14. **Study on the state of young people and youth policy in Europe**, IARD Istituto di Ricerca S.c.r.l, 2001, EC-DGEAC.
15. Career Guidance in Europe's Public Employment services. Trends and Challenges, R.G.Sultana & A.G.Watts, EC-DG EMPL Unit A3, 2005

International organisations and social parties (OCSE, UN-ILO)

16. **Global analysis and evaluation on national action plan on youth employment**, United Nation, General Assembly, Report of the Secretary General, 19-7-2005 (overview at international level, short reference to EU 25).
17. **World Youth Report 2005** United Nation, Economic and Social Council, Report of the Secretary General, 2005.
18. **Review on National Action Plans on Youth Employment. Putting Commitment into action**, United Nations Department of Economic and Social Affairs-UNDESA and Secretariat of the Secretary General's Youth Employment network - ILO, Advanced copy October 2006. See also **A Guide to youth participation in the youth employment policymaking, Secretary General's Youth Employment network(Yen)**
19. **Promoting youth employment**, United Nation, Economic and Social Council, 2006/15 (ref E/2006/26) (Resolution of 26-7-2006).
20. **Youth: Pathways to decent work**. Report VI. Promoting youth Employment, Tackling the challenge, ILO 2005. It includes overview on labour market trends and national initiatives. Other documents available on <http://www.ilo.org/public/english/employment/yett/publ.htm>
21. **Decent work. A common goal of Youth and trade Union (Brochure)**, ILO-International Labour Organisation with ICFTU-International Confederation of Free Trade Unions

22. **Employment Patterns in OECD Countries. Reassessing the role of Policies and Institutions.** OECD Social Employment and Migration Working Papers, Authors Andrea Bassanini and Romania Duval, 9-6-2006. It includes data on younger workers.
23. **Experts on Youth Policy Indicators.** Third and concluding meeting 26 – 27 March 2003, European Youth Centre Strasbourg, DJS/YR/YPI (2003), Council of Europe-Directorate on Youth and Sport.
24. **Young People: the labour market and trade unions.** ETUC, Youth Committee of the European Trade Union Confederation, University of Warwick, 2000. It includes Employment trends (range 15-24) and reference to **kind of transition of young people in the labour market.**

2.3 Sectoral documents³

1. **Report of the EMCO ad hoc Group on the outcome the Cambridge Review country examination of the employment sections of the NRPs for 2006,** EMCO/21/131106/EN Final.
2. **Flexicuity - EMCO Working Group on flexicurity, may 2006.** It includes reference to the Wilthagen matrix (variables for flexicurity policies), examples of flexicurity policy measures. 4 country examples (Dutch, Danish, Swedish, Austrian), Examples on measuring and assess the effect.
3. **Flexicurity. A joint contribution of the Employment Committee and the Social Protection Committee, 12 may 2006 Final**
4. **Youth at risk. Meeting of the network of MISEP (the European Employment Observatory network of Labour market ministry and employment services officials) correspondents, 15-16/6/2006** Vienna, Austria, Final Report. Themes: transition from school to work, measures combating drop-out phenomena, successful instruments of young integration in the labour market. National correspondents of MISEP e SYSDM (EEO network of Independent Labour market experts)
5. **Improving young people's opportunities in the labour market,** EU-DGEMPL SOCIAL AGENDA n.14 July 2006, pag. 7 article "Combating persistent youth unemployment in the EU". (It deal with youth and flexicurity).
6. **Investing in Youth. Summary of proceedings, European Commission - GSPA (Group of Societal Policy analysis), 8-9-2006**
7. **Investing in Youth: from childhood to adulthood. Final paper. European Commission GSPA (Group of Societal Policy analysis), 11-10-2006**
8. **"Making Commitment Matter. A toolkit for young people to evaluate young national youth policies"** (UN DESA 2004)
9. **Background paper on the Fundamentals of a National Youth policy, ICNYP⁴** (International Council on National Youth Policy), 2001. A sort of handbook to be used for advisory services to governments, NGOs and/or community based organisations, on request, to provide capacity building for integrated and cross sectoral national youth

³ These documents refer to documents issued by technical working groups as the EC Employment Committee (EMCO); The above mentioned documents are available on dedicated web sites and circulate only among a limited group of people, professional communities; it concerns documents dealing with concepts as flexicurity, job quality...)

⁴ ICNYP is an international non-profit organization of an intergovernmental, non-governmental and expert nature dedicated to national youth policy. Its activities at the international level involve 191 Member States of the United Nations as well as intergovernmental and non-governmental organizations in consultative status with the UN system, and at the regional level in the five regions of the United Nations (Africa, Asia and Pacific, Europe and North America, Latin America and the Caribbean, and Western Asia).

policies and programmes action. Themes: Design, implementation and evaluation of national youth policy. See also **Ten steps to national Youth policy Formulation** on the UN web site <http://www.un.org/esa/socdev/unyin/nationalpolicy.htm>; On the web site <http://www.icnyp.net/www/eng/research.html> are available the following following research activities on national youth policy:

- a. **ICNYP Definitions related to National Youth Policy**
- b. **ICNYP Basic Indicators of a National Youth Policy**
- c. ICNYP Basic Steps and Time Estimates for a National Youth Policy
- d. **ICNYP Review of International Standards on National Youth Policy**
- e. **ICNYP Comparative Analysis of National Youth Policies**
- f. **ICNYP Profiles Country Actions for Promotion of Impact of NYPs**
- g. ICNYP International Journal on National Youth Policy (IJNYP: Annual)
- h. **ICNYP and the European Journal on Youth Policy**
- i. ICNYP List of Scholarly Journals on Youth Policies and Programmes
- j. **ICNYP and Youth Research Centres, Institutes and Networks**
- k. **ICNYP International Observatory on National Youth Policies**
- l. **ICNYP International Observatory on National Youth Legislation**

3. EU WEB SITES (as indicated by the EC in the tender specifications)

Sources for the empirical part of the Study:

Eurostat (ESSPROS, ALMP, LFS, SILC); OECD sources; other reliable sources, including national statistical databases.

Relevant documentation:

- European Commission documentation, in particular from DG EMPL, DG EAC, and on the Partnership for Growth and Jobs, all available at <http://europa.eu.int>
- Member States' reports to the Commission (National Action plans for Employments until 2004, National Reform Programmes since 2005). Other national data/reports available.
- Documentation relating to the Streamlined process on Social Protection and Social Inclusion (see:
 - http://ec.europa.eu/employment_social/social_inclusion/objectives_en.htm) and the relevant reporting (see: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm)
- Publications of particular relevance for the subject of the study:
 - annual reports "Employment in Europe 2006", "Key data on Education 2005", "Progress towards the Lisbon Objectives in Education and Training - 2005 Report", "European Employment Observatory Review Autumn 2005 on Youth Employment in EU-25"
 - A "Thematic Study on Policy Measures concerning Disadvantaged Youth" has recently been conducted under the Community Action Programme on Social Exclusion" (available at: http://ec.europa.eu/comm/employment_social/social_inclusion).

4. OTHER DEDICATED WEB PAGES (EC-DGEMPL, ILO, OCSE...)

European Commission DGEMPL dedicated web pages

For documents related to general Employment issues please refer to the following EC DG EMPL web site:

http://ec.europa.eu/employment_social/employment_strategy/index_en.htm

http://ec.europa.eu/employment_social/employment_strategy/employ_en.htm (EU annual progress reports and joint employment reports)

http://ec.europa.eu/employment_social/employment_strategy/national_en.htm (National Reform Programmes NRPs)

http://ec.europa.eu/growthandjobs/pdf/nrp_2005_en.pdf (National Reform Programmes NRPs for Growth and jobs 2005-2008)

<http://www.eu-employment-observatory.net/en/about/abt03.htm>

EURYDICE - European network on Education in Europe

<http://www.eurydice.org>

European Parliament - Committee on employment and Social Affairs

http://www.europarl.europa.eu/committees/empl_home_en.htm

European Economic and Social Committee - SOC Section

http://www.eesc.europa.eu/sections/soc/index_en.asp?id=5010socen

European Committee of the Region

<http://www.cor.europa.eu/en/documents/studies.htm>

European Foundation for the Improvement of Living and Working Conditions (Programme of 2007 and country survey on young people, job quality and flexicurity)

<http://eurofound.europa.eu/publications/htmlfiles/ef0675.htm> (EF Programme 2007)

<http://eiro.eurofound.europa.eu/2006/11/articles/eu0611039i.html> (flexicurity-social partners debate)

<http://eurofound.europa.eu/ewco/2006/05/FR0605019l.htm> (French)

<http://www.eurofound.europa.eu/ewco/2006/12/FR0612019l.htm> (French)

<http://www.eurofound.europa.eu/ewco/2006/09/FR0609039l.htm> (French)

<http://eurofound.europa.eu/ewco/2006/05/ES0605019l.htm> (Spain)

<http://eurofound.europa.eu/ewco/2005/03/EE0503NU03.htm> (Estonia)

<http://eurofound.europa.eu/ewco/2003/12/SE0312NU02.htm> (Sweden)

<http://eurofound.europa.eu/ewco/2005/04/ES0504NU03.htm> (Spain)

UNITED NATION (Special agencies-departments)

- **UNDESA**-UN Department of Economic and Social Affairs (DESA) Division for Social Policy and Development. You can find the document "*Making Commitment Matter. A toolkit for young people to evaluate young national youth policies*" (UN DESA 2004)

<http://www.un.org/esa/socdev/unyin/wpayemployment.htm>

see also the web site of the **International Council on national Youth policies** (ICNYP)

<http://www.icnyp.net/www/eng/main.html>

- **ILO Youth dedicated web pages**. For documents related to youth issues please refer to the following ILO web sites:

YOUTH PROJECT: Young in Occupations and Unemployment: Thinking of their better integration in the labour market

<http://www.ilo.org/public/english/dialogue/actrav/genact/youthg.htm>
<http://www.ilo.org/public/english/employment/strat/yen/index.htm>

- World Bank dedicated web pages

<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTCY/0,,menuPK:396453~pagePK:149018~piPK:149093~theSitePK:396445,00.html>

Council of Europe (COE)

http://www.coe.int/T/E/Cultural_Co-operation/Youth/1_News/globalisation.asp#TopOfPage

OECD - Organisation for Economic Co-operation and Development

http://www.oecd.org/department/0,2688,en_2649_33729_1_1_1_1_1,00.html (OECD Employment Outlook 2006 - Boosting Jobs and Income - Key reports on line)

SOCIAL PARTNERS and YOUTH INTERNATIONAL ORGANISATIONS

ETUC - European Trade Union Confederation dedicated we pages (Youth Committee)

<http://www.etuc.org/r/50>

ICFU- International Confederation of Free Trade Unions dedicated web pages

<http://www.icftu.org/focus.asp?Issue=youth&Language=EN>

European Youth Forum (including youth opinion on youth policies and events)

<http://www.youthforum.org/en/>

see also the web site of the Youth summit (23-25/3/2007 Rome), pre-summit 18-20/1/2007 Brussels

<http://www.youthforum.org/youthsummit.htm#brief>