



ITC 
International Training Centre
PROGRAMME FOR WORKERS' ACTIVITIES


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CONFÉDÉRATION
SYNDICAT
EUROPÉEN
TRADE UNION

POCKET EDITION
**E-TOOLKIT ON
QUALITY JOBS FOR YOUTH**
for Young Trade Union Representatives

INTRODUCTION



This Toolkit equips young trade union representatives with practical tools, ready-to-use checklists and negotiation tips to advocate for and secure quality jobs and fair conditions for young people.

Developed under the EU-funded Youth4Future project by the Programme for Workers' Activities of the ITCILO and the ETUC, the Toolkit forms part of a wider effort to advance youth-inclusive social dialogue and collective bargaining across EU Member States and accession countries.

Compact and easy to navigate, the Toolkit follows a "Pocket Edition" logic: short, focused entries arranged by theme and purpose. Each section highlights a key aspect of youth employment and union action, combining:

- **Thematic highlights:** short explanations of priority issues affecting young workers;
- **Practical checklists:** concrete steps to prepare for dialogue, consultation, or action;
- **Negotiation tips:** strategies and talking points that help strengthen youth positions at the bargaining table;
- **Key resources:** links to further reading, tools, and examples developed through the project and its partners.

Above all, this Toolkit is designed to inspire action - helping young union representatives translate learning into results, and ensuring that the voices of youth continue to shape a fairer, more sustainable world of work.

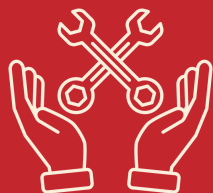
Structure

1. Understanding Quality Jobs for Youth
2. Thematic Highlights
3. Tools for Negotiators
4. Stories & Practices
5. Check-lists and Self-Assessment
6. Key Messages
7. Resources





HOW TO USE THIS TOOLKIT



HOW TO USE THIS TOOLKIT

1. As a quick reference during negotiations, campaigns or consultations
2. As a training resource for youth structures and union educators
3. As an actionable guide for youth-led initiatives on decent work

A QUICK- REFERENCE GUIDE

Each page has been structured so you can find the essentials at a glance. It allows you to:

- Identify the core issue (e.g. precarious jobs, working time, transitions, digitalisation)
- Review key messages to bring into meetings, consultations, or discussions
- Apply a practical checklist to prepare your next step
- Use negotiation prompts to strengthen your voice at the table
- Access examples and resources from across Europe

DESIGNED FOR ON-THE-GO USE

The Pocket Edition format means you can:

- Use it on your phone during last-minute preparation
- Refer to checklists on the way to a meeting
- Share sections quickly with colleagues or youth committees
- Integrate the tools into your mini-action plans and national strategies developed during the project



UNDERSTANDING QUALITY JOBS FOR YOUTH

What is a quality job?

For young workers, quality jobs are not a luxury - they are the foundation of a fair and sustainable start in working life. A quality job is one that offers economic independence, security, fair pay, safe working conditions, equal opportunities, and a genuine voice at work. It is grounded in the ILO's Decent Work framework and reinforced by EU priorities on youth employment, lifelong learning, and fair transitions.

For many young people entering the labour market today, the road is marked by insecurity: temporary contracts, unpaid internships, low wages, limited access to training, and jobs that do not reflect their qualifications. At the same time, new opportunities are emerging in green and digital sectors but these must be shaped into quality jobs, not new forms of exploitation.

A youth perspective is therefore essential.

Quality jobs for youth are those that provide:

- Productive and fairly paid employment
- Secure contracts
- Opportunities for skills development
- Safe and healthy workplaces
- Work-life balance
- Protection from discrimination
- A voice in social dialogue

Quality youth employment contributes to:

- Fair transitions (digital & green)
- Sustainable labour markets
- Union renewal
- Productivity and innovation

QUALITY JOBS ARE NOT CREATED AUTOMATICALLY. THEY ARE NEGOTIATED, ORGANISED, AND DEFENDED AND YOUNG TRADE UNIONISTS PLAY A CENTRAL ROLE IN MAKING THIS HAPPEN.



THEMATIC HIGHLIGHTS



Each thematic highlight reflects the Youth4Future training tracks and offer:



CORE MESSAGES



SHORT GUIDELINES



YOUTH-FOCUSED NEGOTIATION ANGLES



MINI CHECKLISTS

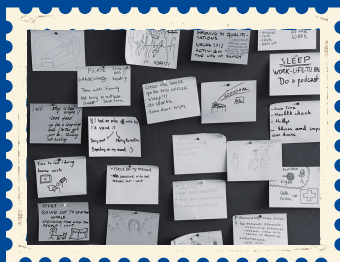


INDICATORS OF PROGRESS



THEMATIC HIGHLIGHTS

YOUTH EMPLOYMENT AND LABOUR MARKET MODERNISATION



CORE MESSAGES

Young people face some of the highest levels of labour market insecurity in Europe. They are more likely to work on temporary, part-time, on-call, or platform-based contracts not by choice, but because these are often the only options available.

Meanwhile, rapid technological change, new forms of algorithmic management, and sectoral transformation mean that today's labour markets demand new skills, adaptability, and continuous learning.

But market flexibility must never come at the cost of rights. Trade unions play a critical role in shaping labour market reforms so that the transitions ahead (digital, green, demographic) become opportunities rather than obstacles for young workers.

KEY CHALLENGES FACING YOUNG WORKERS

- High rates of temporary contracts and multiple internships
- Skills mismatch between education and available jobs
- Automation and algorithmic management reshaping work without worker input
- Barriers to entering regulated professions
- Regional inequalities in job quality within countries
- Limited access to union representation, especially in new labour markets (platform work, gig work, green tech start-ups)

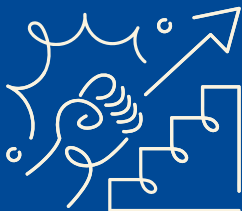
UNION STRATEGIES FOR YOUTH INCLUSION

- Promote learning and skills rights in collective agreements (career pathways, apprenticeships, green/digital skills guarantees)
- Strengthen outreach to precarious and platform workers
- Support transitions from education to employment through traineeship rules, fair internships, and youth guarantee monitoring
- Engage young members in campaigning on issues like minimum wage, working time, mental health, and algorithmic fairness
- Connect labour market reforms to youth leadership development within unions



CHECK LIST

ENSURING DECENT WORK IN DIGITAL AND GREEN JOBS



DO YOUTH HAVE ACCESS TO TRAINING FOR EMERGING JOBS?



ARE TEMPORARY CONTRACTS THE EXCEPTION, NOT THE NORM?



ARE PLATFORM OR GIG WORKERS COVERED BY
UNION ORGANISING STRATEGIES?



ARE GREEN JOBS DEFINED WITH QUALITY STANDARDS,
NOT JUST “NEW JOB CREATION”?



ARE YOUNG WORKERS REPRESENTED IN
DIGITAL TRANSFORMATION COMMITTEES?

QUICK WIN

Frame youth employment as a strategic investment:

“Improving youth employment is not a cost - it is the quickest way to boost innovation, strengthen productivity, and secure the future of entire sectors.”

YOUTH-FOCUSED INDICATOR OF PROGRESS

- Youth representation in collective bargaining committees
- Youth clauses adopted in sectoral agreements
- Increased conversion rate from temporary to permanent contracts for young workers
- Participation of youth in national labour market strategy discussions



THEMATIC HIGHLIGHTS

TRANSITIONS AND THE FUTURE OF WORK

CORE MESSAGES

Young people are entering the labour market during one of the fastest and most unpredictable periods of change in recent history. Digitalisation, AI, the green transition, demographic shifts, and new business models are transforming work at a pace that often leaves young workers without a safety net. But transitions are not inherently negative - **if youth are included in shaping them**. With strong social dialogue, unions can turn transitions into opportunities for decent work, skills development, and sustainable employment pathways.

DIGITAL TRANSITION: RISKS AND OPPORTUNITIES

Young workers are often at the centre of digital transformation, working in platform-based jobs, gig roles, and tech-driven environments.

Risks

- Algorithmic management with no transparency
- Unpredictable scheduling
- Surveillance and data misuse
- Misclassification of workers (especially in platform work)
- Outsourcing and fragmentation of jobs predominantly done by young workers

Opportunities

- Digital skills development
- New forms of organising (online, peer-to-peer, hybrid models)
- Flexible work, when well regulated
- Jobs in emerging digital sectors
- Youth leadership in data governance and AI ethics

GREEN TRANSITION: YOUTH AT THE HEART OF JUST TRANSITION

Climate policies are reshaping industries - energy, transport, manufacturing, agriculture. Young workers will live longest with the consequences of these decisions. We must ensure young workers are not 'transition casualties.'

A Just Transition for youth means:

- Access to green skills training
- Protection during structural change
- Creating green jobs that are quality jobs, not precarious "transition roles"
- Including youth voices in climate councils, sectoral strategies, and national plans





CHECK LIST

TRADE UNION ACTIONS FOR INCLUSIVE TRANSITIONS



ARE YOUNG WORKERS REPRESENTED IN
DIGITAL OR GREEN TRANSITION BODIES?



DO COLLECTIVE AGREEMENTS INCLUDE SKILLS
GUARANTEES FOR EMERGING ROLES?



ARE THERE CLAUSES ADDRESSING ALGORITHMIC MANAGEMENT,
SURVEILLANCE, AND DATA RIGHTS?



ARE YOUTH INVOLVED IN SHAPING
THE UNION'S JUST TRANSITION AGENDA?



ARE TRAINING OPPORTUNITIES ACCESSIBLE TO WOMEN,
MIGRANTS, AND VULNERABLE YOUTH?

NEGOTIATION TIP: “NO YOUTH LEFT BEHIND” CLAUSES

Include “No Youth Left Behind” clauses ensuring young workers benefit equally from new opportunities from digital and green transitions.

YOUTH-FOCUSED INDICATORS OF PROGRESS

- Youth-specific data in transition planning
- Youth participation in AI / digitalisation committees
- Inclusion of Just Transition language in negotiations
- Uptake of green and digital training among workers under 35



THEMATIC HIGHLIGHTS

QUALITY OF WORK AND FAIR WORKING CONDITIONS

CORE MESSAGES

Quality of work is not just about having a job - it is about having a job with dignity, security, rights, and progression. For young people starting their careers, poor-quality work can shape long-term trajectories, limiting income, opportunities, and personal well-being for years.

Drawing from the Youth4Future training tracks, quality of work for youth includes:

- Fair wages and pay transparency
- Social protection
- Secure and predictable working hours
- Access to training, upskilling and career development
- Safe and healthy workplaces, free from violence and harassment
- Work-life balance and mental health protection
- Equal treatment and non discrimination on any grounds
- Youth participation and representation in decisions that affect work

CASE INSIGHT: WORKING TIME REDUCTION

Many sectors have demonstrated that shorter working weeks can support well-being, reduce burnout, and increase productivity. For young workers, especially those balancing multiple jobs or training, working time reform is a gateway to fairer conditions and stronger engagement.

Negotiation Tip: Integrate Youth Clauses Into Agreements

Example clause:

"All new entrants under 35 shall be guaranteed access to accredited training programmes within their first year of employment."

This builds long-term quality into early-stage employment.





CHECK LIST

YOUTH FOCUSED
INDICATORS OF PROGRESS



REDUCED SHARE OF INVOLUNTARY PART-TIME AMONG YOUNG WORKERS



INCREASED TRAINING PARTICIPATION BY WORKERS UNDER 35



YOUTH RETENTION AND PROGRESSION RATES



DECREASE IN PRECARIOUS CONTRACTS IN YOUTH-HEAVY SECTORS



THEMATIC HIGHLIGHTS

WORK-LIFE BALANCE AND WORKING TIME

CORE MESSAGES

Work-life balance is a top priority for young workers. It affects well-being, family planning, mental health, and overall job satisfaction.

Good work-life balance is also good for employers: it reduces turnover, boosts productivity, and supports gender equality.

GUIDELINES: STRENGTHENING WORK-LIFE BALANCE

1. Promote working time reduction or flexibility where possible
2. Ensure remote work is safe, voluntary and regulated
3. Support care responsibilities, especially for young women

Working time reduction models

- 35-hour week pilots
- 4-day week experiments
- Agreements linking reduced hours to productivity gains

Remote work and hybrid models

- Clear right-to-disconnect rules
- Transparent monitoring policies
- Accessibility for workers with disabilities

Flexible work arrangements

- Adjusted hours for workers with family responsibilities
- Youth-inclusive parental leave
- Phased return after extended leave





CHECK LIST

GENDER-RESPONSIVE WORKING TIME



DO WORKING TIME POLICIES BENEFIT BOTH
YOUNG WOMEN AND YOUNG MEN EQUALLY?



ARE REMOTE WORK ARRANGEMENTS SAFE AND VOLUNTARY?



ARE PART-TIME OPTIONS LEADING TO CAREER STAGNATION?



ARE YOUNG FATHERS ENCOURAGED TO TAKE PARENTAL LEAVE?



ARE SCHEDULING TOOLS TRANSPARENT AND PREDICTABLE?

YOUTH-FOCUSED INDICATORS OF PROGRESS

- Uptake of parental leave among young workers
- Reduction in excessive overtime for youth
- Introduction of right-to-disconnect clauses
- Youth participation in working time negotiations



THEMATIC HIGHLIGHTS

YOUTH-INCLUSIVE SOCIAL DIALOGUE AND COLLECTIVE BARGAINING

YOUTH LENS IN SOCIAL DIALOGUE

Young workers often face barriers to representation. They may be new to unions, unaware of their rights, or excluded from decision-making structures.

A youth lens in social dialogue helps address these barriers and ensures that young workers' realities shape the union agenda.

A youth-responsive approach means:

- Bringing youth issues into collective bargaining (e.g., learning rights, transition protections, sustainable career pathways)
- Increasing the participation of young workers in negotiation teams
- Creating youth committees and representative bodies that engage directly with leadership
- Challenging stereotypes that depict youth as “inexperienced”, “unstable”, or “not union-minded”
- Including youth in long-term planning, especially on the green and digital transitions

Equitable and future-proof agreements are impossible without intergenerational solidarity. Unions grow stronger when their structures reflect the realities of all workers, including first-time entrants, apprentices, platform workers, and young workers on non-standard contracts.

Promoting a youth lens is not just a way to include young people. It is a path to union renewal, deeper legitimacy, and a more sustainable future of work.





THEMATIC HIGHLIGHTS

YOUTH-INCLUSIVE SOCIAL DIALOGUE AND COLLECTIVE BARGAINING

CORE MESSAGES

Strong unions depend on strong youth participation. A union that includes youth perspectives is more representative, more relevant, and better equipped to negotiate for all workers. Youth-inclusive social dialogue leads to better agreements, more innovative solutions, and a stronger movement overall.

WHY YOUTH PARTICIPATION MATTERS

- Youth bring **new skills**, especially around digital tools and organising
- They represent the future membership base
- They highlight issues often overlooked (mental health, unpaid internships, digital rights)
- Their participation strengthens intergenerational solidarity
- Ensures future union leadership

STRATEGIES FOR YOUTH- INCLUSIVE DIALOGUE

- Create or strengthen youth committees
- Include young delegates in bargaining teams
- Offer mentoring and skills-building pathways
- Ensure youth issues appear in bargaining mandates
- Promote youth quotas in decision-making bodies
- Use peer-to-peer organising and digital mobilisation





CHECK LIST

MAKING SOCIAL DIALOGUE YOUTH-INCLUSIVE



ARE YOUTH REPRESENTED
PROPORTIONALLY IN NEGOTIATION TEAMS?



ARE BARGAINING PRIORITIES
REVIEWED WITH YOUTH COMMITTEES?



DO AGREEMENTS INCLUDE YOUTH-SPECIFIC CLAUSES?



ARE YOUNG ACTIVISTS TRAINED
IN DIALOGUE, NEGOTIATION, AND ORGANISING?



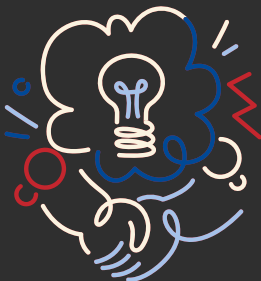
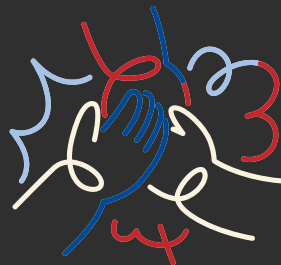
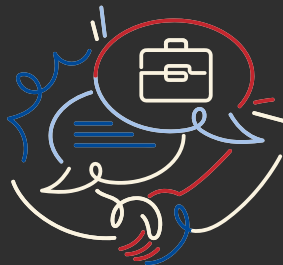
IS THERE INTERGENERATIONAL MENTORING?

NEGOTIATION TIP: YOUTH REPRESENTATION QUOTAS

Example clause: "At least one member of each negotiation delegation shall be under the age of 35, ensuring youth perspectives shape all stages of dialogue."

YOUTH-FOCUSED INDICATORS OF PROGRESS

- Youth membership growth
- Youth participation in national social dialogue structures
- Adoption of youth clauses in collective bargaining agreements
- Increased visibility of youth-led proposals



3

TOOLS FOR NEGOTIATORS

These tools are designed for quick preparation before negotiations, meetings with management, policy discussions, or internal union debates. Use them to structure your arguments, strengthen your proposals, and bring a clear youth voice to the bargaining table.

3.1

QUICK NEGOTIATION CHECKLIST

BEFORE THE MEETING

IDENTIFY YOUTH PRIORITIES: WHAT ARE THE 2-3 KEY YOUTH ISSUES RELEVANT TO THIS NEGOTIATION (E.G., PRECARIOUS CONTRACTS, TRAINING ACCESS, WORKING TIME, MENTAL HEALTH)?

GATHER EVIDENCE: USE DATA FROM UNION SURVEYS, LABOUR FORCE STATISTICS, OR YOUTH4FUTURE GOOD PRACTICES.

CLARIFY YOUR "ASK": WHAT SPECIFIC CHANGE OR CLAUSE DO YOU WANT?

CHECK ALIGNMENT: ENSURE YOUTH POSITIONS MATCH THE UNION'S OVERALL BARGAINING MANDATE.

PLAN YOUR FRAMING: HOW DOES YOUR PROPOSAL BENEFIT ALL WORKERS, NOT ONLY YOUTH?

COORDINATE INTERNALLY: BRIEF THE YOUTH COMMITTEE AND ENSURE INTERGENERATIONAL SOLIDARITY.



3.1

QUICK NEGOTIATION CHECKLIST

DURING THE MEETING

USE CLEAR MESSAGES

REFER TO DATA OR GOOD PRACTICES

HIGHLIGHT LONG-TERM BENEFITS

KEEP YOUTH PERSPECTIVES VISIBLE

BUILD ALLIANCES WITHIN THE BARGAINING TEAM

NOTE DOWN COMMITMENTS, OBJECTIONS, AND FOLLOW-UP POINTS



3.1

QUICK NEGOTIATION CHECKLIST

AFTER THE MEETING

SUMMARISE OUTCOMES

IDENTIFY NEXT STEPS WITH YOUR MENTOR OR NEGOTIATION LEAD

SHARE UPDATES WITH YOUTH COMMITTEES

ADJUST YOUR STRATEGY FOR THE NEXT ROUND



MODEL CLAUSES FOR YOUTH-FRIENDLY AGREEMENTS

Below are simplified “plug-and-play” clauses you can adapt to your sector or workplace.

QUALITY EMPLOYMENT STANDARDS

“Entry-level workers shall be offered contracts with clear pathways to permanent employment. Temporary contracts shall not exceed 12 months unless justified by exceptional circumstances.”

SKILLS AND LEARNING GUARANTEES

“All workers under 35 shall have access to at least one accredited training opportunity per year, fully funded by the employer, with paid training hours included.”

SAFE AND FAIR DIGITAL WORK

“Workers have the right to transparent algorithmic management. Employers must disclose how automated systems affect scheduling, evaluation, and task allocation.”

SUSTAINABLE WORK ARRANGEMENTS

“Employees shall have access to flexible working arrangements, including predictable schedules, safe remote work, and a guaranteed right to disconnect outside working hours.”

YOUTH & GENDER INCLUSION

“Each negotiation delegation shall include at least one representative under 35, ensuring gender balance in line with equal opportunity standards.”



ADVOCACY TIPS FOR YOUNG TRADE UNIONISTS

SPEAK THE LANGUAGE OF OPPORTUNITY

Frame youth demands as investments:

- “Better training increases productivity.”
- “Stable youth employment reduces turnover and recruitment costs.”
- “Youth involvement strengthens innovation.”

USE CLEAR NARRATIVES

Short, real examples resonate more than long explanations.

CONNECT YOUTH ISSUES TO WIDER AGENDAS

- Sustainable Development Goal SDG 8 (Decent Work & Economic Growth)
- Just Transition
- Digital transformation
- Equal opportunities, gender equality and diversity

BUILD CROSS-UNION ALLIANCES

Engage:

- Women’s committees
- Migrant workers’ committees
- Health & safety reps
- Climate or digitalisation taskforces

Youth issues are everyone’s issues.

USE EVIDENCE WELL

Data → story → solution

This sequence makes arguments stronger and harder to ignore.

STAY SOLUTION-FOCUSED

When presenting youth challenges, always show a realistic path forward.





4

STORIES AND PRACTICES

These examples can be drawn from ETUC affiliates, pilots, youth committees, EU-level actions etc. Below are draft examples + sample content to show the tone/structure.

4.1

SAMPLE STORY BOX



YOUNG WORKERS SECURE SKILLS GUARANTEE IN SECTORAL AGREEMENT (PORTUGAL)

CONTEXT

Young workers in the hospitality sector faced high turnover, unstable contracts, and limited training opportunities. Youth participation in union structures was low, making it difficult to bring their issues into negotiations.

ACTION

The youth section of the national union gathered testimonies from apprentices, surveyed young workers online, and worked with senior union negotiators to draft a proposal for a “Skills & Career” clause. They used examples from the ITCILO Youth4Future training to shape their argument.

RESULT

The new agreement guarantees:

- 20 hours paid training per year
- Priority access for workers under 30
- A mentoring scheme connecting young and senior workers

LESSON LEARNED

When youth committees collaborate closely with negotiation teams, data and lived experience can transform into strong bargaining outcomes.

4.2

SAMPLE STORY BOX



YOUTH-LED CAMPAIGN WINS RIGHT-TO-DISCONNECT CLAUSE (BELGIUM)

CONTEXT

Young workers in the services sector reported constant messages after hours and blurred boundaries due to hybrid work.

ACTION

Youth reps led a digital campaign, collected anonymous testimonies, and presented evidence of mental health challenges to the works council. They proposed a drafting session supported by union legal experts.

RESULT

Workers gained:

- Clear right-to-disconnect policy
- No communication after 19:00 except in emergencies
- Mandatory mental health training for managers

LESSON LEARNED

Personal stories + clear evidence = a powerful combination for changing employer behaviour.

4.3

SAMPLE STORY BOX



YOUTH-LED CAMPAIGN WINS RIGHT-TO-DISCONNECT CLAUSE (BELGIUM)

CONTEXT

Youth issues were often overlooked in national discussions, despite major reforms in education and early career support.

ACTION

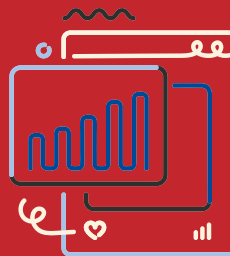
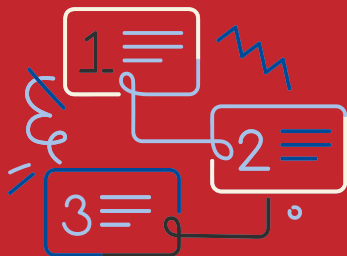
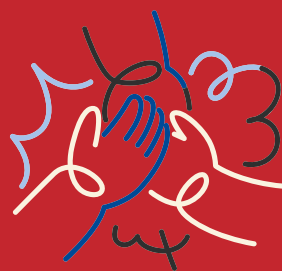
The national youth committee launched a “Young Voices in Dialogue” initiative, proposing youth quotas in national consultative bodies.

RESULT

One seat was created for a representative under 35 in the national labour market council.

LESSON LEARNED

Representation must be negotiated — and when it is, youth priorities gain visibility and legitimacy.



5

CHECKLISTS AND SELF-ASSESSMENT

These compact tables help you assess progress, identify gaps, and plan next steps. Use them during internal union meetings, while preparing bargaining mandates, or when reviewing your youth strategy.

IS MY UNION YOUTH-INCLUSIVE?



QUESTION	YES	NO	NOTES/ACTIONS NEEDED
Do young members participate in union decision-making bodies?			
Is there a functioning youth committee or youth structure?			
Are youth representatives included in negotiation teams?			
Are youth priorities discussed before every bargaining round?			
Do young workers have access to training and leadership pathways?			
Is communication youth-friendly (digital channels, informal formats)?			
Do senior union leaders actively mentor young activists?			

TIP: IF YOU TICK “NO” MORE THAN TWICE, CONSIDER DEVELOPING A YOUTH INCLUSION PLAN USING THE YOUTH4FUTURE E-MANUAL.

ARE YOUTH ISSUES PART OF OUR BARGAINING AGENDA?



ISSUE AREA	INCLUDED?	NOTES/ACTIONS NEEDED
Precarious work and contract security		
Wages and pay transparency		
Training, skills development, apprenticeships		
Algorithmic management / digital rights		
Work-life balance & right to disconnect		
Youth representation clauses		
Green transition policies for youth		

CHECK: YOUTH ISSUES SHOULD APPEAR IN AT LEAST THREE MAJOR BARGAINING PRIORITIES EACH CYCLE.

ARE WE CONNECTING WITH DIGITAL & GREEN TRANSITIONS?



INDICATOR	YES	NO
Young workers are represented in digitalisation / green transition committees		
Our union has a strategy for youth in emerging sectors		
We have negotiated (or plan to negotiate) digital rights clauses		
Training for green/digital skills is accessible to workers under 35		
Youth are part of the union's Just Transition agenda		

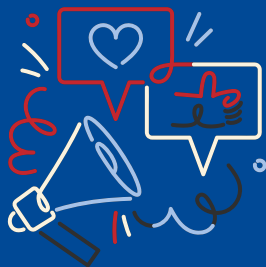
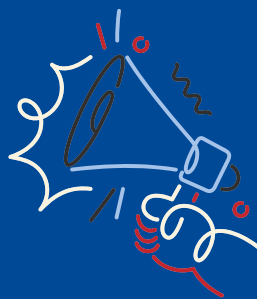
REMINDER: TRANSITIONS MUST INCLUDE YOUTH, OR THEY WILL DEEPEN INEQUALITY.

HOW GENDER-BALANCED ARE OUR YOUTH ACTIVITIES?



INDICATOR	YES	NO	NOTES
Do young women participate equally in youth committees?			
Do our campaigns reflect diverse youth realities?			
Do collective agreements address gender-specific youth challenges?			
Do we encourage young fathers to take parental leave?			
Are leadership opportunities accessible to all genders?			

GOAL: YOUTH STRUCTURES SHOULD REFLECT THE FULL DIVERSITY OF THE YOUNG WORKFORCE.



6

KEY MESSAGES AND TAKEAWAYS

These short messages summarise the spirit of the Youth4Future initiative and can be used in speeches, negotiations, or campaign materials.





7

RESOURCES

These resources connect the Toolkit to the broader Youth4Future ecosystem and to high-quality international references.



ITCILO & ETUC LEARNING MATERIALS

- Youth4Future Masterclass
- Youth4Future E-Manual on Social Dialogue for Youth
- MOOCs on Industrial Relations & Social Dialogue (ITCILO)
- Youth4Future Training Materials & Mini Action Plans
- ETUC Youth Committee resources and policy papers

REPOSITORY OF NATIONAL STRATEGIES AND ACTION PLANS

Accessible on the Youth4Future eCampus:

- Youth-inclusive social dialogue strategies
- National mini-action plans
- Tools, templates, and examples from 25–30 countries
- Materials developed during the Design Sprint, trainings, and webinars

USEFUL REFERENCES

ILO Resources

- ILO Just Transition Guidelines: foundation for negotiating fair and sustainable green transitions.
- ILO “Social Dialogue With and For Youth” (2023): evidence and recommendations for youth representation in dialogue.
- ILO Report Global Employment Trends for Youth (2024): Research-based reflection on what may lay in store for youth employment in an era characterized by crises and uncertainties.

ETUC Resources

- ETUC “Time for Quality Jobs” Report: key policy messages and data on youth and the future of work.
- ETUC Guidelines on Youth Participation in Unions: practical measures for increasing youth leadership and representation.

EU Frameworks

- European Pillar of Social Rights: principles on equal opportunities, fair working conditions, social protection.
- EU Youth Guarantee & Youth Employment Initiative: commitments on education-to-employment pathways.
- Directive on Platform Work: key provisions relevant to youth in digital labour markets.



