

LIVING CONDITIONS – EMPLOYMENT AND OCCUPATION

Young people living in disadvantaged neighbourhoods can experience a range of challenges in moving from education to work, including a lack of skills, qualifications and low self-confidence. They can also suffer from various forms of discrimination. As disadvantaged communities are often isolated from centres of employment, young people face a number of additional challenges in seeking employment and, if they do succeed in getting a job, they may have to put up with precarious working conditions.

— The following case study from the Enter! project demonstrates how a community project can help in the rehabilitation of young prisoners, educating them about their social rights, their right to education and training, their right to legal and social protection and their right to employment.



To address the challenges young people face in accessing training and employment, the following measures are recommended:

- ▶ ensure that apprenticeships and vocational training programmes are inclusive, are linked to employment opportunities and include a clear career path;
- ▶ ensure that apprentices are properly paid and that this is set out in legislation, so that this route into the labour market is attractive to young people from disadvantaged neighbourhoods;
- ▶ legislate to ensure that internships are a secure and legal form of employment that can result in employment;
- ▶ improve existing approaches and develop new ones for providing information and career guidance for young people from disadvantaged neighbourhoods that take account of the barriers they experience in accessing vocational education and training, apprenticeships and employment;
- ▶ provide public access to ICTs through existing public services, such as youth centres, libraries, media centres and other information and counselling centres;
- ▶ provide access to on-the-job work experience in both the public and private sectors, including access through partnerships between employers and trade union organisations;
- ▶ make available work-experience programmes for those young people who are finding it difficult to access employment. All relevant local and national bodies, including local authorities, educational institutions and local business and trade union organisations, should be involved in providing work-experience programmes;
- ▶ ensure all relevant activities, including non-formal education programmes and community work, are recognised as work experience; this can be enhanced by an exchange of good practice and co-operation among all the relevant local and national bodies referred to above, but should also include youth organisations;
- ▶ consider the introduction of a “youth guarantee”, which would ensure that no young person is without access to education, training or employment for more than four months;
- ▶ make available government incentives, through the taxation system and other financial mechanisms, to employers to provide quality employment to young people;



Prison Watch Public Association (Turkey), Azerbaijan⁹

— Young prisoners, on release from jail, very often face unemployment and the prospect of reoffending. This project provided training courses in prisons for soon-to-be-released young prisoners. The programme covered such issues as social rights, especially the right to education, the right to legal and social protection and the right to employment. The project consisted of 10 two-day training programmes in 10 prisons, in which more than 300 young prisoners participated. In addition, a second programme was provided for 300 young women prisoners, who were held in the only women’s prison in Azerbaijan. The main topics covered were social rights, dealing with the relevant state bodies after release, and effective job-searching tools, such as preparing a CV. A number of booklets that cover these issues and provide further useful information for young prisoners were also published and distributed within the prisons.

— After finishing the training programmes, a round table was held with relevant stakeholders so as to inform the public about the activities of the project. An analysis of the national legislation was also undertaken with human rights organisations, and a number of proposals were made to the responsible state bodies, including the creation of positions for social workers and priests within the prisons.

9. More information at www.azpenalreform.az/en, accessed 9 June 2016.

- ▶ include modules on career guidance and support measures in public and community youth work programmes; these could include workshops on how to look for a job, write a CV and interview techniques for young job-seekers;
- ▶ make available funding schemes, such as micro-finance and co-operative finance programmes, to young people in order to encourage entrepreneurship and the setting up of social enterprises;
- ▶ provide access to affordable childcare, funded by the local, regional or national authorities, for young parents through public services, and ensure it is compatible with working hours, so that they can take up employment;
- ▶ encourage employers, through government incentives, to provide working conditions that take into consideration the particular responsibilities of young parents and ensure they have a well-balanced work and family life, by providing parental leave (including paternal leave), flexible working arrangements and, where possible, childcare facilities;
- ▶ take account of the specific challenges faced by young people in gaining access to the labour market when employment policies are being developed.