



# Federazione Autonoma Bancari Italiani

## Coordinamento Nazionale Giovani

VIA TEVERE, 46 - 00198 ROMA TEL. 06.8415751  
[www.fabi.it](http://www.fabi.it) - [giovani@fabi.it](mailto:giovani@fabi.it)

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## ITALIA: FOTOGRAFIA DI UN DRAMMA

Disoccupazione giovanile quasi al 40%, con punte oltre il 50% al sud.

2,8 milioni di precari e 2,2 milioni di NEET (giovani che non studiano ne' lavorano) nel 2012.

Il quarto posto nella triste gara a chi ha più disoccupati in Europa, dopo Grecia, Spagna e Portogallo.

Questa l'agghiacciante fotografia della terza economia europea: l'ITALIA.

Un dramma inarrestabile, sopportato fin troppo a lungo e senza alcun tipo di giustificazione, quando a farne le spese è principalmente chi questa crisi l'ha ereditata : precarietà ed impoverimento allagano i più svariati settori, affogando professionalità a tutti i livelli, dagli operai agli inquadramenti impiegatizi fino alle altre professionalità under 40, mentre chi è fuori dal sistema produttivo non intravede la minima speranza di entrare a farne parte.

Il cuore giovane del Paese non ha diritto ai propri battiti.

Il Sindacato in Italia sta affrontando le mutilazioni di una macchina completamente inceppata, spingendo per imboccare la via della logica di lungo periodo, imparando dagli errori del passato per restituire al Paese un'economia degna di tale nome, che dia stabilità, possibilità e benessere.

Di fronte a noi, molte aziende cieche di visione prospettica, diverse riforme politiche affilate per recidere gli elementi stabili del sistema, nessun interlocutore che intenda imparare dal passato, ma piuttosto controparti che il passato lo sono, l'hanno creato e lo difendono con insopportabile presunzione.

Questo scenario sterilizza l'unico terreno su cui sia possibile scommettere: il futuro.

Perché se il passato è stato sbagliato ed il presente si è bruciato, non resta che il futuro su cui investire.

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L'Italia è, oggi, un problema quasi più europeo che italiano.

Non ci può essere Europa senza Italia: per questo motivo i giovani attivisti sindacali italiani porteranno avanti la lotta comune nella voce unica del sindacato internazionale, chiederanno sostegno e collaborazione ad ogni forza sindacale ed in ogni sede affinché il nostro Paese torni ad essere all'altezza del proprio popolo e dei propri lavoratori.

Il Piano d'Azione che UNI Europa Youth si è data per il prossimo biennio esprime il nostro obiettivo con chiarezza e senza compromessi: il lavoro per i giovani, la dignità per il domani, la società per la famiglia. Per un' Europa a misura di noi.

*Elisa Gallinaro*

*Coordinatore Paesi dell'Area Mediterraneo - UNI Europa Youth*

*Componente Esecutivo Nazionale FABI Giovani*

# FOR A SOCIAL EUROPE

## An Europe for young people

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ACTION PLAN 2013 – 2015 | UNI Europa Youth Committee Meeting, February 2013

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Nearly a quarter of all young people are unemployed in Europe. This is not just a problem, it is a disaster. Perhaps this is the misfortune of our youth, that the sense of orders of magnitude has been lost. It is so tremendous that it is hard to understand. The sensibility for the numbers and for what they mean, has apparently suffered by the billions of unemployed youth that have been pushed by the European counter measures in recent years. There is no other explanation why this is such a high number and at the same time it seems merely a footnote; as if it were a fine print of the crisis – but it is not!

### 1. Young – Precarious – Unemployed

For years, precarious employment in Europe is rapidly increasing. As a result of the economic and financial crisis, it has spread to a large number of varieties of precarious work. Mostly young people are affected: in spite of a good education or university degree, this generation is faced with the highest level of unemployment and struggling with fixed-term contracts, temporary agency work and underpaid or unpaid internships. "Jobs" rather than career, "muddling through" rather than a decent livelihood, uncertainty rather than perspective. This is no coincidence. Precarious employment is glorified by the European Commission as a measure against unemployment by promoting flexibility instead of security.

Although this strategy has failed in the last decade flexibility is now expanded as a tool to combat the crisis. In nearly every sector and country working condition standards and wages are decreasing, although there are enough financial resources to pay the banks. Politics is putting economic protection forward, but the social dimension has been lost; people have been lost on the political agenda. We are on a knives edge of a social crisis. So, to have economic and social value for society, we need to put people back to work, invest money into jobs and give a fair share back to the working class. So we have to reflect and discuss the system we are living in and how we can get over this neoliberal system.

Current statistics on youth unemployment in the EU are alarming: almost one in four of our youth is unemployed. With Spain and Greece being hit the hardest (more than 50%), shortly followed by Portugal, Ireland, Italy and Eastern-European countries. These unemployment rates can't sustain a good future.

Therefore UNI Europa Youth call on the incoming Steering Group to:

- Evaluate the main reasons of youth unemployment and organise a action, by postcard or online, on the main reasons of youth unemployment in following languages: English, French, German, Italian, Portuguese, Spanish and Swedish

- Encourage UNI Europa and its affiliates to demand from politicians good policy measures that monitor precarious workplaces and establish sustainable labour market policies and accompanied job recovery strategies by policies to reduce youth poverty and social exclusion.
- Spread information or create a blog about the job situation of young people in Europe within pan-European acting companies and call on for more jobs for youth with decent and equal wages and treatment. The blog's content shall also include video messages of young people to emotionalise the topic. European wide acting companies shall be informed about this blog with a letter.

## 2. Euro-Crises vs. Crisis of Democracy

This crisis is also a serious attack on democracy. Who has the responsibility of this finance crisis are the same people that are now taking decisions of our future. They were never elected by people! The Euro bailout fund requires governments, like Greece, Portugal, Spain and Cyprus, regardless of the voter's opinion, to enforce them against the majority of the population. We live in a financial dictatorship. Dictatorship (from the Latin dictatura) is a form of domination, which are characterised by a single governing person, or a governing group of people (such as banks, IMF, ECB, rating agencies) with unlimited power. The workers in Europe bearing the brunt of the tax burden and generate the profits of that "dictatorship". The intolerable gap between rich and poor must fight with social cohesion and solidarity.

**So UNI Europa Youth call on the incoming Steering Group to:**

- Organise an Online Action Day on the issue of democracy and work. This could be combined with the Action Day on the job situation of young people (paragraph 1).
- Discuss social consequences and alternatives within UNI Europa affiliates
- Involve and listen to young people and give them the opportunity to raise issues and define themes. The Steering Group shall also use the blog to raise the awareness of this topic and to create an emotional publicity.

## 3. Good employment and training

The working and living conditions of millions of Europeans are caught up in the wake of what is referred to precarisation of employment. We are confronted with a far-reaching crisis of social security systems, increasing uncertainty, people being deprived of their rights, and the de-standardisation of employment contracts. The approach and principle of the European trade union movement has to be to ensure that young people experience more solid and decent transitions, e.g. from school/university to work. Its rests on three main pillars: security, quality and stability. At a time when flexibility is unilaterally being imposed on young people, the main focus must be on security, to regain a decent balance between living and working conditions. Union actions and agreements must not concentrate solely on the labour market and its needs; it must also pay close attention to society needs and young peoples' perspectives and choices.

**UNI Europa Youth call on the incoming Steering Group to:**

- Raise the awareness of the use of collective negotiations and agreements to implement fixed rates for hiring young people or to transform civil contracts into permanent contracts within UNI Europa.

- Participate at the Social Dialogue on “Framework of actions for youth employment” to establish UNI Europa Youth's position.
- Organise a UNI Europa Youth Lobby Action Day to put pressure on European politicians.
- Cooperate closely with ETUC Youth and other European youth organisations
- Use the issue of solid and decent transition for young people as one major theme for a UNI Europa Youth Seminar.
- Check the contents of the summer and winter school in order to implement a more practical content in one or both of the schools. The orientation of the summer and/or winter school shall also be to give young unionists the possibility to find out similarities of their and other unionists work and build up networks, so that young unionists within UNI also cooperate within their sectors.

#### 4. Organising young people

Organising young people is crucial for the unions to fight the youth unemployment crises. In many countries the unions don't have enough focus on organising youths. It should be a clear priority for unions that organising more young people, is also an investment in the future. By organising more young people the unions get a stronger voice and also the opportunity to negotiate better collective bargaining agreements.

Too many young people discover the possibility to organise too late, often when they already have problems in their workplace. It's important that young people get to know more about their labour rights before they enter the work environment. Therefore the unions have to be more visible on places where the young people are. Examples can be on schools, colleges and on social media.

The last decades the demographic on workers in Europe has changed. Today a lot more women work, and the gender differences get smaller for each new generation. It's therefore important that UNI and our member unions work more on the welfare issues.

To organise isn't just a question about benefits on your own, but also a question on solidarity for other young workers. The situation for youths in Greece also affects young workers in other countries. UNI should talk more on the welfare issues, like job security, health insurance and childcare.

To organise young people we need to create active and new methods, to use organising tools, to implement organising offices and to setup organising materials library etc. We have to encourage young trade unionists by organising an exchange between them and by organising trainings. Especially at multinational companies we have to create and support organising campaigns, so that young unionists get into a cooperation and exchange of their information and experience.

#### UNI Europa Youth call on the incoming Steering Group to:

- Encourage member unions to work more actively for youth living environments and provide a opportunity for young people to organise together
- Give young people the opportunity to participate more actively in the unions, by offering education and relevant training.
- That UNI Europa and other member unions to participate more actively in social media
- UNI Europa and member unions talk more about welfare issues

## 5. YOUTH Understand Today's Headaches - Involvement in UNI

Participation in civil society and democracy is more than casting a vote on Election Day. In terms of European level trade union involvement participation particularly by young people is already low. This creates a generational imbalance between the magnitude of youth problems and the extent of trade union attention to them. The number of young delegates under the age of 35 at the UNI World Congress in Nagasaki 2010 (total: 10 %) and UNI Europa Congress in Toulouse 2011 (total: 12 %) is alarming. The numbers show that the actual voice of young workers is not appropriately represented. UNI Europa Youth encourages all affiliates to prepare young members to take over the leadership role in the future, by giving them experiences and sharing information. In addition to that we have to find ways how to be more visible and involved within UNI Europa.

Therefore UNI Europa Youth call on the incoming Steering Group to:

- Establish more young unionists in UNI Europa sectors and create a communication network between them and the UNI Europa Youth Steering Group
- Call UNI Europa affiliates to send more young people to the European Works Councils
- Establish and strengthen UNI Europa Youth Area Meetings
- Establish the importance of youth involvement in international trade union work within UNI Europa affiliates