

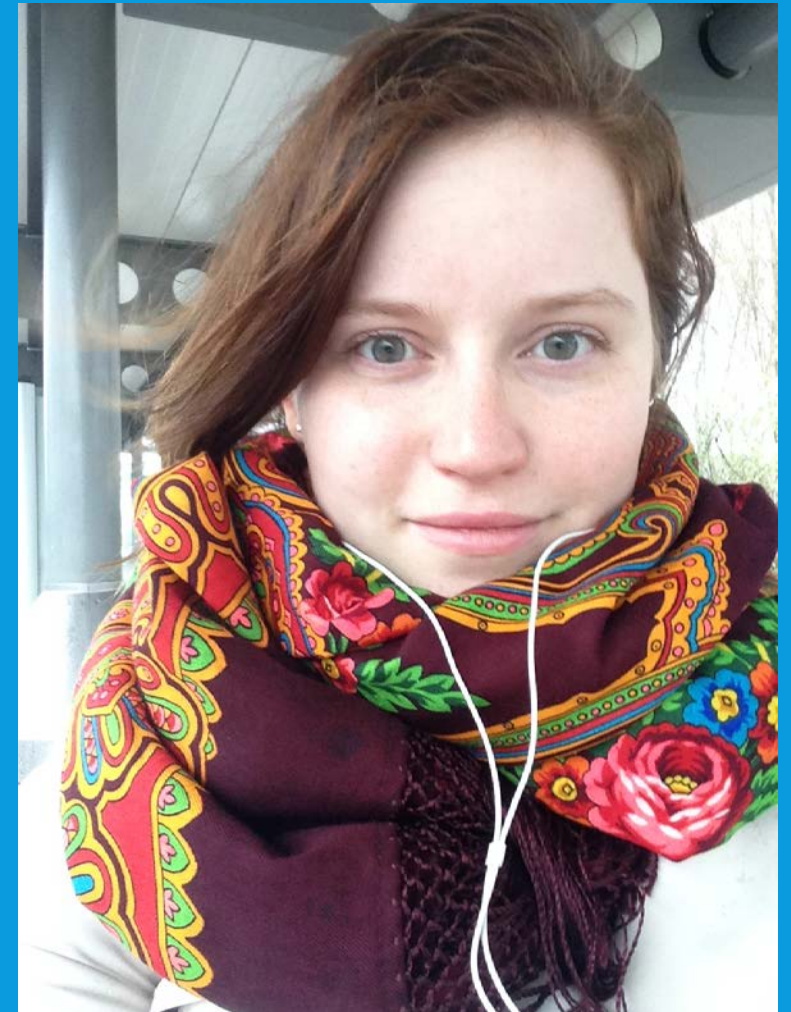
CHALLENGES AND CHANCES FOR TOMORROW'S LABOR MARKET

By: Kristina van der Molen

FNV Jong

WHO'S SHE?

- Kristina van der Molen
- Utrecht School of Governance
- Loves: unions, politics, feminism and Greek food
- Hates: exploitation of workers rights
- Works for: FNV Young as vice-president
- ETUC Youth representative of the English Speaking region



WHY?

- Shared responsibility for future
- Bottlenecks
- From Youth Labor Union perspective

LABOR MARKET BOTTLENECKS

- a) Pay for labor
- b) Uncertainty
- c) Inter-generational conflicts

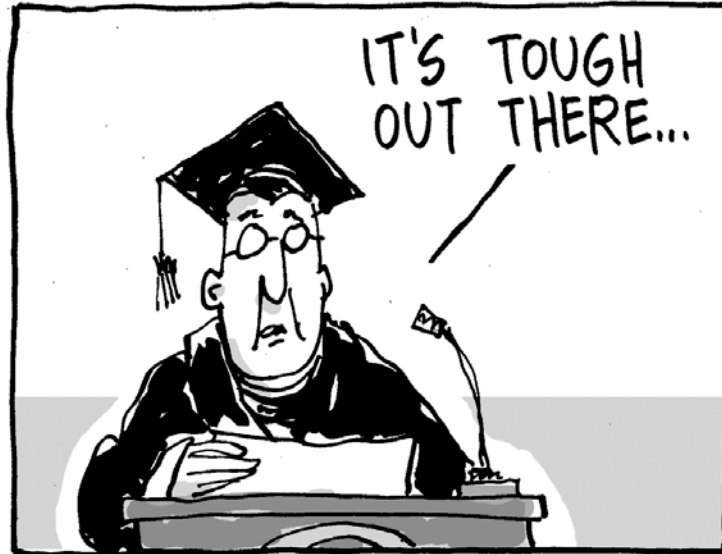
A) PAY FOR LABOR



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- Low minimum youth wages
- Pay for internships
- 'work experience places' → concentrated in certain sectors → effect on long term





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B) UNCERTAINTY

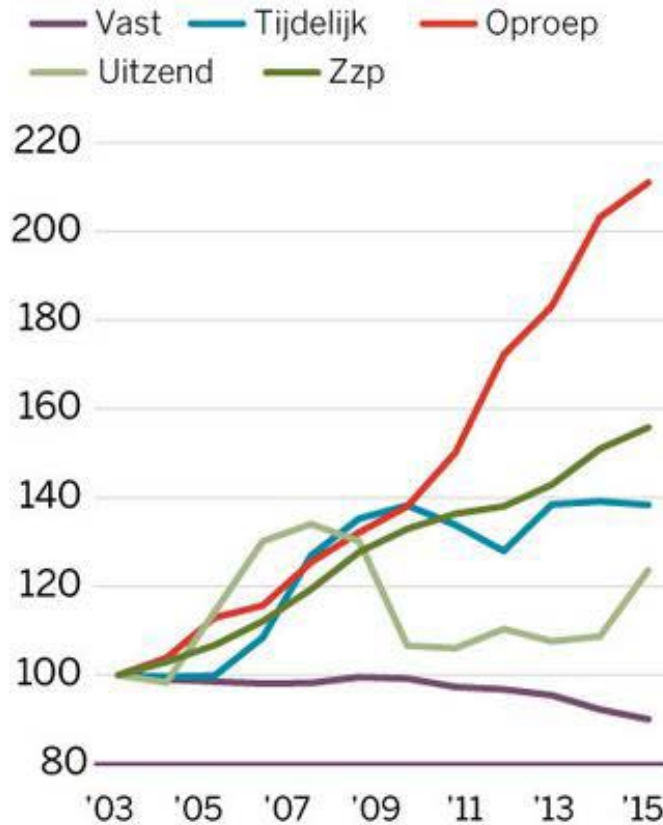
- Uncertain contracts
 - o-hour contracts etc.
- Financially independent
 - 2001: 45% of 20-25 yo & 75% of 25-30 yo
 - 2014: 25% of 20-25 yo & 65% of 25-30 yo

source: CBS

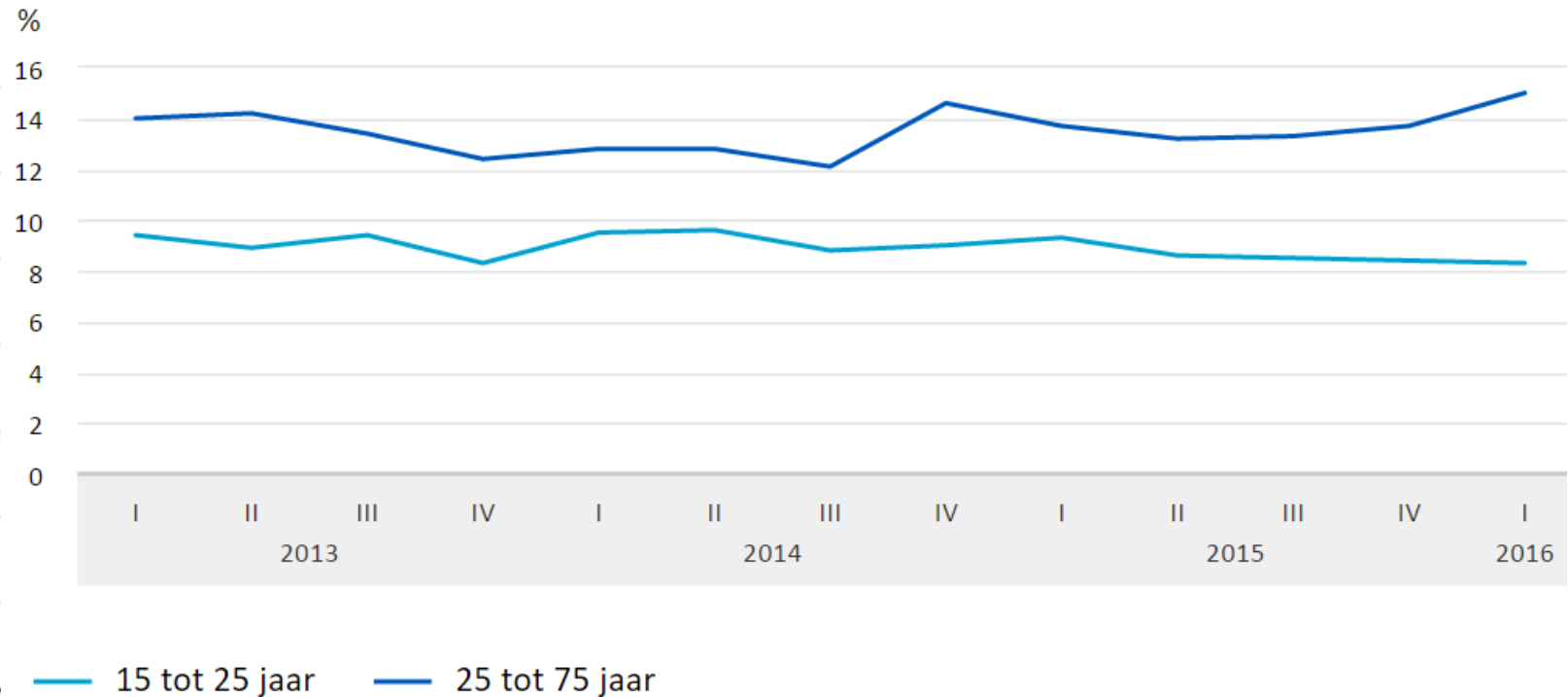
B) UNCERTAINTY

Oproepwerk populair

Index 2003=100



Werknemers met flexibele arbeidsrelatie die na drie maanden vast dienstverband hebben, naar leeftijd



C) INTER-GENERATIONAL CONFLICTS

- Education
- Housing (2007-40% too expensive, 2015-74%)
- Pensions – conflicting stories: will the coverage be enough?
- Are they really inter-generational?

AND NOW WHAT?

- Changing attitudes towards human capital
- Ensuring labor peace by having good collective agreements
- Invest in people and talent
- See each other as equals

FOOD FOR THOUGHT

- Significant role of entrepreneurs in shaping our future
- What can I do?
- Search for discourse with social partners