



List OF GRIEVANCES

40 claims by young people for young people



JEUNESSE

OUVRIÈRE

CHRÉTIENNE





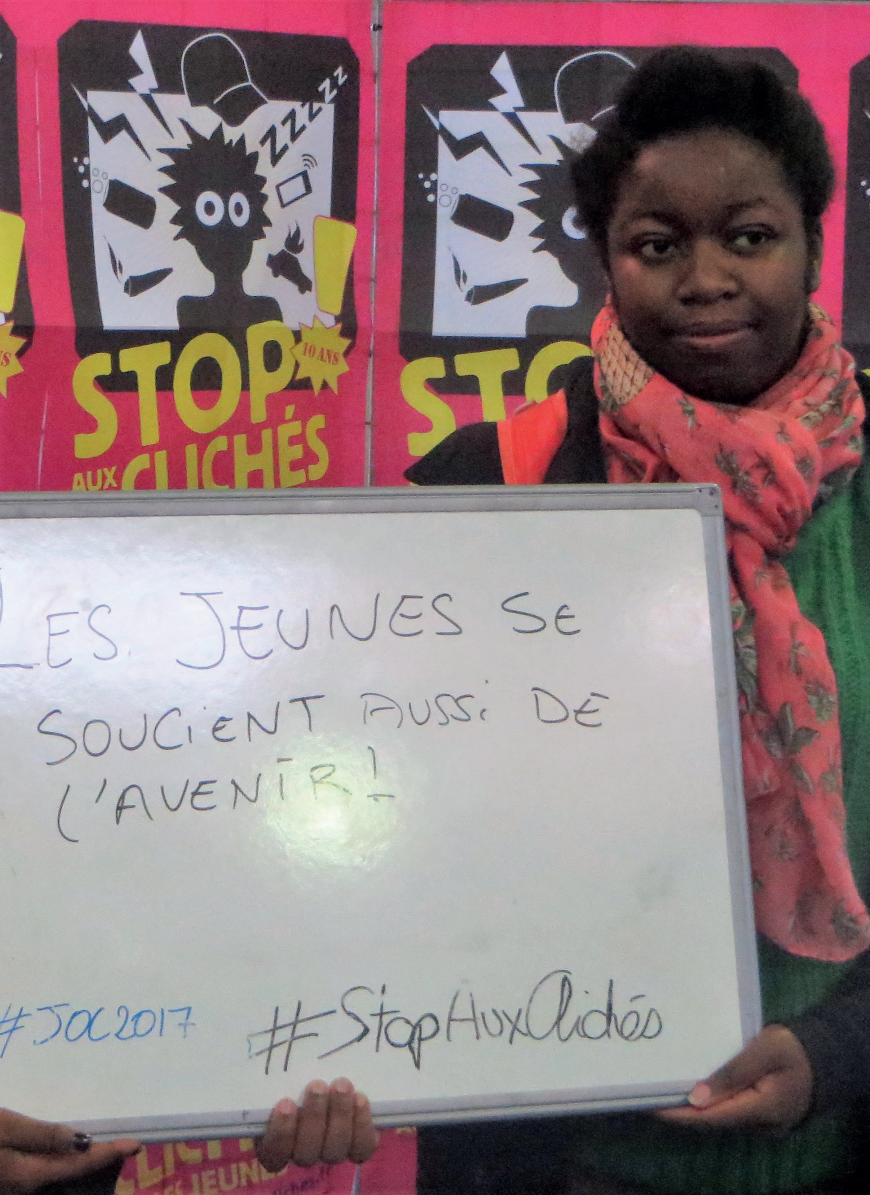
List OF GRIEVANCES

40 claims by young people for young people

It has been 90 years, what an important moment in the life of a movement! 90 years of campaigns developed and experienced by the YCW members⁽¹⁾, life-changing opportunities, speaking out, and actions led for the improvement of the living conditions of young workers...

It has been a whole lifetime, a whole process passed on from generations of members to another one, a life punctuated by great national meetings that remain alive in our minds and hearts.

(1)Jociste in French



LES JEUNES SE
SOUCIENT AUSSI DE
L'AVENIR!

#Joc2017 #StopAuxClichés

YCW⁽²⁾ took time to create its list of grievances during its last National meeting: "Jeunes privé*e*s d'emploi digne : Nous ne sommes rien ? Soyons tout !"⁽³⁾ On the 15th of April 2017, 10,000 of young people gathered by the initiative helped to elaborate 40 grievances. Inspired from their lives, their experiences, their dreams, the young peoples want dignified employment for all.

Five main aspirations shape our List of Grievances to achieve that goal:

- 🔊 *We want a better distribution of work*
- 🔊 *We want to rethink our way of working*
- 🔊 *We want the youth to have an better access to work*
- 🔊 *We want to rethink how our economic system works*
- 🔊 *We want real autonomy*

Through this List of Grievances, the YCW want to take actions to change the society to a new and fairer one where exploitation, isolation, precariousness, discrimination will not exist anymore, where production and consumption will be organised to serve mankind and meet the needs of everyone.

(2)The Young Christian Workers (Jeunesse ouvrière chrétienne)

(3)Young people deprived of dignified employment: we are nothing? Let's be everything!



#1

DIGNIFIED EMPLOYMENT FOR ALL



We, young people, are facing the most trouble entering the world of work. Youth unemployment is close to 23% throughout the country, but for our friends in the working-class areas, unemployment reaches 45% (INSEE⁽⁴⁾, 2012). And once we reach our Holy Grail, the much-touted contract that opens up the world of work, we often face instability and precariousness. Too often our first steps in the world of work are marked by a daily struggle for survival, leaving us no possibility to bring our life plans to reality. For us YCW members, work is a source of fulfilment, stability and protection against the struggles of life. We want work to allow us to build our life plans (starting a family, building a personal and/or

(4) The National Institute of Statistics and Economic Studies



professional project, etc...). We develop real values as we work: the love of a job well done and a sense of teamwork.

We want every young person to be able to build a future. For us, every action to bring down unemployment has to be accompanied by a global reflection on the world of work involving every one of us. At YCW, we chose to name ourselves “those who are deprived of work” as we consider that we are deprived of a fundamental right: access to dignified employment.

We want to take action for the society to recognise the term “deprived of work” and fight mass unemployment. Achieving our goals and putting human dignity back at the core of our society will need mass mobilisation.



We want a better distribution of work



*"I am looking for a job in relation to my studies,
which makes my search of job more difficult.
Without any resources, it is hard to have hobbies.
It feels like I am deprived of any social life in a
way, even though I have close friends and family.
Generally, being out of work is a hindrance in my
life."*

Isabelle – 28 years old

#2 REDUCTION OF WORKING TIME WITHOUT ANY REDUCTION IN SALARY

According to the DARES (statistics unit of the Ministry of Work), about 350 000 jobs have been created after adapting to a 35 hours a week from 1998 to 2002. Therefore, the reduction of working time has allowed the creation of jobs. Moreover, *"if the Aubry laws (35-hour working per week) had been applied to all the private-sector employees, they would have created the 700000 jobs that were expected and the number of unemployed people would have lowered by half a million"* (Collectif Roosevelt⁽⁵⁾). As the working population (all people working or looking for a paid job) has never stopped growing (22 million in 1974 compared to 28.6 million in 2014, according to the INSEE), it is necessary that further efforts must be made in this direction.

(5) A French citizen movement advocating for a new society, a new economy.

In addition, the reduction of working time is beneficial to employee productivity.

This diminution should not be accompanied by an impoverishment of the quality of life, this is why the YCW defend the right to have a correct living wage, a salary continuance. Through this grievance, **the YCW supports any action which aims to reduce the number of working hours without any reduction salary.**



#3 REDISTRIBUTION OF EARNINGS BETWEEN EMPLOYERS AND EMPLOYEES AND SUPERVISION OF THE DIVIDENDS IN PROPORTION TO THE PROFITS OF THE COMPANY TO PROMOTE THE DIRECT RETURN OF WHAT HAS BEEN PRODUCED BY THE WORKERS

Despite a great increase in wealth, workers have not benefited as much. Between 1975 and 2010, the French GDP (Gross Domestic Product: total

value of everything produced in a country) went from 236.6 to 1998.5 billion. During the same period, the remuneration of work's share (salaries and benefits) in the national income (GDP, salaries, and financial incomes) went from 67.3% to 57.3%.

Based on this result, **the YCW defends the equal distribution of profits as workers have value and deserve to receive a share of what they have contributed to produce.** There must also be a supervision of the dividends (remunerations to investors, including shareholders) in proportion to the profits of the company.



#4 REDUCING RETIREMENT AGE

The French pension system allows to stop working at a certain age, while continuing to earn an income called “pension”. The French pension system is based on intergenerational solidarity, which means that the total amount of contribution paid every year by workers, helps to pay the pensions. It is a direct transfer from the active generations to the retired generations.

In the context of mass unemployment, raising retirement age would yet again increase the difficulties for young people to find a dignified job and for senior citizens to keep one. YCW members will keep fighting for the dignity of people whether they are working or retired. **Reducing retirement age should therefore be done without impoverishing the quality of life.**



#5 STRENGTHENING DISMISSAL CRITERIA TO LIMIT ECONOMICAL LAY-OFFS, ESPECIALLY FOR COMPANIES THAT MAKE A PROFIT.

Since the 1st of December 2016, the labour code has integrated two new criteria facilitating dismissals for economic reasons but does not prevent, and even promotes “speculative” dismissals: collective dismissals for economic reason for the benefit of shareholders despite the good financial health of the company.

Beyond speaking out against undignified dismissals, the YCW would like **to put people back at the core of our society.** This is why we promote job maintenance and we fight against job deprivation, as well as promoting hiring when possible, in a profitable company. **Therefore, it is a necessity to strengthen criteria and control to limit unfair dismissals.**



#6 PUTTING PEOPLE BACK AT THE CENTRE, OVERCOMING DIFFICULTIES WITHOUT EXCLUSION, INCLUDING PEOPLE WITH DISABILITIES.

Mass unemployment allows some companies to use dismissals as a threat to impose contracts that are increasingly short and precarious. We, the young people, are forced to accept precariousness to survive on a daily basis.

YCW members believe that people do not have to adapt to work but work needs to adapt to people. This is why **we would like that any form of adapting work to be strengthened in compliance with human dignity while also taking into account the diversity of workers and the discriminations they may suffer.**



#7 ADAPTING WORKLOAD TO WORKING HOURS

Work-related stress is a source of diseases such as musculoskeletal disorders, lower back pain, cardiovascular diseases, and breakdowns... Stress affects 4 out of 10 workers, with work disorganisation being the principal cause 41% of the time (survey conducted in 2009 by France's National Agency for Improved Working Conditions and Consumer Science & Analytics, ANACT/CSA).

According to the survey conducted by the YCW in 2016, for 40% of young people, dignified employment means having time to live.

We would like to contribute to community life as a

commitment outside of work. Moreover, 3 out of 5 young people are ready to commit to a cause that is important to them (survey by the YCW, 2013).

The YCW renews its commitment to defend people. Work needs to adapt to people, not the contrary. **We demand shorter working hours as well as less workload for each individual.** Through this grievance, the YCW defends the measures promoting the creation of dignified jobs. **We fight for removing overtime hours that are due to work overload, in order to adapt workload to working hours.**



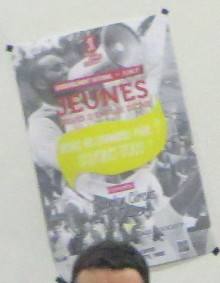
#8 FOR EQUALITY BETWEEN WOMEN AND MEN AT WORK

Whatever our gender, work, for us, is meant to be a source of fulfilment, stability and protection against the struggles of life. We want work to allow us to build our life plans (starting a family, building a personal and/or professional project, etc...).

In article 1 of the 1958 Constitution "Law promotes equal access for women and men to electoral mandates and elected offices, as well as professional and social responsibilities." However, the article does not seem to stop discrimination against women.

Through this grievance, the YCW defends the right for women to enter the world of work, with the capacity to choose non gendered jobs, career development, protection of women and equal pay (equal work means equal pay).





We want to rethink the way we work



"Salary should not only be seen as personal profit. There is too much difference between the legal minimum wage and the employer's wage, this is not acceptable. A more intelligent redistribution should be in place, increasing the minimum wage in big companies. There should be more flexibility in working hours"

Alexia - 20 years old

#9 REDUCING THE GAP BETWEEN THE LOWEST AND THE HIGHEST WAGES

According to the INSEE, "in 2007, the top 1% of the best paid private sector workers earned a gross salary superior €124'000 euros, meaning 133'000 people earning 215'000 euros a year in average, which is equivalent to 7 times the average wage of all private sector employees working full time".

Today, we are forced to accept precariousness to survive on a daily basis. Worse, we have to compete against our sisters and brothers working everywhere in the world. We are more and more estranged from a stable and protective status of work. It is hard to live in dignity when we have limited financial resources.


For the YCW, work is a source of fulfilment, stability and protection against the struggles of life. It is meant to improve our living conditions.

We demand social justice through true pay equity. This is why the YCW demands the increase of the lowest salaries as well as a cap on the highest salaries.



#10 EXPERIENCE SHOULD BE RECOGNISED, INCLUDING WITHIN THE WORK ORGANISATION AND THE CAREER PATH WITHIN THE COMPANY

Nowadays, it is hard to validate your experience to make a career, as degrees are more important. Measures such as the VAE (Validation des Acquis de l'Expérience, validation of prior experience) are largely unknown, difficult to access, and with complicated processes that make it hard to apply. Too often we are relegated to executive roles, just like machines, excluded from the organisation of our own work. Nowadays, work organisation does not belong to the workers but a few decision-makers.



This is why it is difficult for us to use our skills and what we are, and participate actively in work organisation. Too often our skills are put aside even though our career paths are assets waiting to be utilised.

For the YCW, a dignified job is a job where you are well considered and feel satisfied. **We fight in favour of experience gain in a job to be recognised in work organisation and in our career path.**

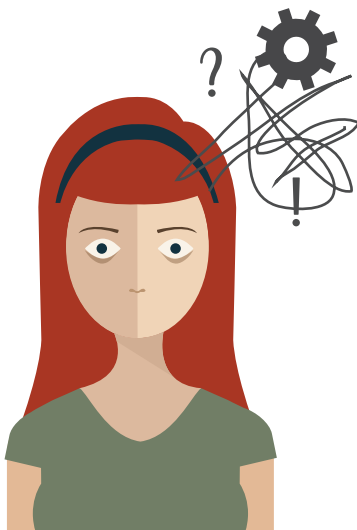
#11 FORBIDDING PSYCHOLOGICAL PRESSURE ON THE WORKER AIMING TO INCREASE PRODUCTION SPEEDS AT ALL COST

Work-related stress affects 4 out of 10 workers (survey conducted in 2009 by France's National Agency for Improved Working Conditions and Consumer Science & Analytics, ANACT/CSA). 31% of factors are caused by harassment from superiors. The world of work has no pity for workers! Facing mass unemployment and fear of precariousness, we accept undignified working conditions: breach of our rights, drudgery, work overload, isolation... to meet the profitability and competitiveness requirements of the business.

In contrary, we, YCW members, think that work


should be a source of fulfilment. We develop real values as we work such as the love of a job well done and the strength of teamwork.

It is therefore vital to put an end to the use of psychological pressures that interfere with the workers' life and work. The YCW defends the right to sense of well being at work by adapting the workload with the working hours and rythm of everyone.



#12 APPLYING LABOUR LAWS BY STRENGTHENING SUPERVISORY BODIES IN THE SERVICE OF THE WORKER (WORKS COUNCIL, STAFF REPRESENTATIVE, COMMITTEE ON HYGIENE, SAFETY AND WORKING CONDITIONS (CHSCT), UNIONS, LABOUR INSPECTION)

It is clear that the diminution of supervision has paved the way to implement the labour laws.



Companies take advantage of this situation. The increase of illegal practices such as harassment, unpaid overtime, undeclared work or unsuitable workplaces is a proof of government neglect. Without any control, there is no justice!

This is the reason why **the YCW fights for human and financial means to be implemented to answer to the growing lack of concern towards protection services for workers such as works council, staff representative, Committee on hygiene, safety and working conditions (CHSCT), unions, labour inspection.** It is time to implement severe consequences for companies breaking the law and the ones ruining the lives of workers in order to restore real social justice. The YCW through its actions wants to mobilize young people to act for the protection of workers, encouraging commitment to representative bodies.

#13 PROMOTING WORKERS' PARTICIPATION TO DECISION MAKING IN COMPANIES

Too often we are relegated to meaningless roles. It is not normal that workers occupy a negligible, if not non-existent, place in the decision making of a company. However, the activity of a company distinguishes itself through the work of its employees. Pope Francis underlined during his speech in Cagliari that the *"economical system has an idol called money at its core. God wanted mankind, man and woman, to be at the core of the world, not an idol, to move the world forward with work"*.

We YCW members are convinced that dignified employment should procure fulfilment and consideration.

Through our action, **we want workers to play a major role in companies. Therefore, it is necessary to promote responsibility and decision-making for and by workers.**



#14 PERSONALISED EDUCATION AND PROFESSIONAL SUPPORT PROVIDED BY THE STATE THROUGHOUT PEOPLE'S LIFE

Young people highlight that lack of information (31%) and lack of support (22%) are the main difficulties encountered while choosing study options (2012 survey, YCW). Too often young people are forced to face the task of searching and mastering information alone, study options and professional integration as well.

People between 13 and 30 years old are the ones experiencing the most difficulties when entering the world of work. Youth unemployment ap-

proaches 23% throughout the country, but for our friends in working-class areas, unemployment reaches 45% (INSEE, 2012). And once we reach our Holy Grail, the much-touted contract that opens up the world of work, we often face instability and precariousness.

The YCW wants to fight for **young people to have secure and individualised support of quality provided by the State** throughout their lives. Similarly, **we want supervision and support ensured by trained professionals on the evolution of further training, professions and the world of work.**



#15 THE RIGHT TO HAVE ACCESS TO LIFE-LONG TRAINING

Only one young person in three thinks that it is easy to change professions or trainings throughout their lives. This problem is especially true for young people that are already in the world of work (50% of private and public sector workers).

Moreover, 2 in 3 young people have said to experience obstacles while building a professional future. Most of the young people not facing any difficulties come from a comfortable background ("30% of employers' children and 28% of executives' children" 2012 survey, YCW).

We want to *"reduce inequalities between young people by letting them have a choice in training programs, regardless of the resources of their family.*

Too many of them give up on sectors they cannot afford to get in.” (plateforme Big-Bang des politiques jeunesse⁽⁶⁾, 2012).

We fight for the right to have access to life-long training provided by the State. A right that should be applied as soon as we enter the education system. Every young person should be assigned training credits equivalent to the average length of studies in France.



(6)A group of French associations, organisations making proposals regarding the issue of youth's place in society

#16 EXPERIMENTED PEERS SHOULD CONTRIBUTE TO THE TRAINING OF NEW COMPANY ARRIVALS

Individualism has settled itself in a way that makes us believe that we live in isolation. For us, solidarity and teamwork are more than mere words. They are essential and often vital acts that allow us to keep our heads above water. These are the values that make us stronger in our daily lives and allow us to make sure our dignity is respected.


We fight for means allowing new company arrivals to be partly trained by senior colleagues to be implemented. In return, new workers add a fresh look, new insights and practices. Through this grievance, the YCW claims Education Populaire, which is all the life skills that one has force in the service of social progress as well as individual and collective emancipation.



#17 ALLOWING MEETINGS CONCERNING LIFE IN THE COMPANY ON WORKERS' INITIATIVE TO FACILITATE TEAM COHESION IN A CLIMATE OF TRUST

Young people deem workplace relations essential to ensure team cohesion. The YCW wants to propose to young people, in continuity of their histories, to move along the path towards a collective and solidary dimension. We want to have an impact on our lives, society. We want to act for the transformation of society.

For the YCW, **it is important for every young person to share what makes him/her happy, what makes**



him/her grow, as well as talk about situations suffered and injustices witnessed. Places have to be set up where workers can talk about what they are going through, where they can be listened to and be able to listen.

This is why the YCW wants to create these meeting places where exchange on the life of the company could take place between workers. Unions would see this as an opportunity to listen to what is happening in the company. These meetings would help team cohesion.



We want the youth to have an easier access to work




"My job does not make me happy as I feel like, as an apprentice, I am just an variable adjustment in the company I work for. I do not feel like I am given enough credit. My legitimacy is questioned because of little work experience."

Élodie – 24 years old

#18 ALLOWING YOUNG PEOPLE TO BUILD A FULFILLING CAREER PATH BY LETTING THEM DISCOVER PROFESSIONS FROM SECONDARY SCHOOL ONWARDS IN ORDER TO FACILITATE THEIR PROFESSIONAL INTEGRATION

Youth insertion in the world of work is still a laborious process. Difficulties arise as we choose our path. Nowadays, young people have little guidance and support in choosing their path. In its 2005 sur-



vey, the YCW showed that 46% of young people regretted their school orientation. Moreover, in 2010, young people declared to be influenced by their parents (68%) and their teachers (39%).

Technological and vocational streams remain tainted by stereotypes. These same streams offer training courses that are little known, which does not allow us to have interest. We are lost in the orientation maze.

The YCW wants to allow young people, from high school, to have a fulfilling school orientation mainly by discovering professions. We demand, through this grievance, that every young person is supported by orientation professionals at school.

For young people to discover professions, a qualified tutor should be named inside a company and his activity should be adapted to his responsibility. He or she will connect the young person to professionals from different trades.

As to avoid any disguised employment, the State should define young people' status, rights, obligations and function during this period of discovery, especially for minors.

#19 PROMOTING COMMUNICATION BETWEEN ALL THE PLAYERS IN PROFESSIONAL INTEGRATION

Career guidance counsellors have an influence on only 15% of the young people (survey conducted by the YCW in 2010). According to young people, they are rarely available and involved with limited human resources. A counsellor monitors 1500 pupils every year on average from 2 to 5 schools (ONISEP⁽⁷⁾).

It is essential that the players in professional integration (organisations for professional integration, economic and associative players), to guaranty

(7)National Office for Information on Education and Professions

long-term complete quality support for the youth, need to be linked in their jurisdiction and have better communication. The organisation of regular meetings should allow them to follow local news and the needs of the world of work. This territorial expertise should nurture the three phases shaping a counsellor's work with the youth: inform, provide guidance, support.

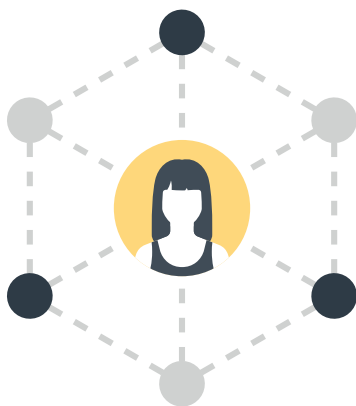


#20 ALLOWING YOUNG PEOPLE TO HAVE ACCESS TO A NETWORK THAT ALLOWS THEM TO BE SUPPORTED IF THEY HAVE QUESTIONS OR DIFFICULTIES IN THEIR PROFESSIONAL INTEGRATION

Only 65% of young people living in working-class areas claim that the information and the knowledge available have opened doors for them, almost 10 points lower than the youth living in the city centre (74% - survey by the YCW, 2010). There are high

levels of inequality between working-class young people and the rest concerning access to individuals and sites, resources that would allow them to get information or share their difficulties to enter the world of work.

In order to fight network inequalities, regular meetings with professionals, labour and community activists should be guaranteed in places that help young people integrate. These initiatives allow them to expand their professional network and know the places where they can get help in case they have questions or difficulties in the world of work.



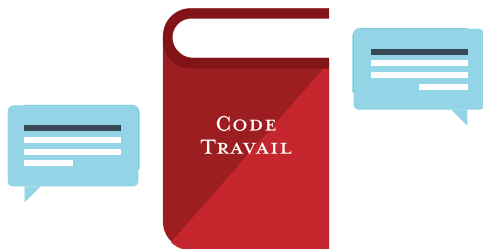
#21 GETTING A TRAINING COURSE IN LABOUR LAW FROM SECONDARY SCHOOL ONWARDS

Young people are in a weak position when in the world of work, as they are forced to accept everything with no right to speak or without daring to speak. Young people's ignorance of their rights is a problem preventing them to weigh and fight against undignified working conditions. For 69% of the youth interviewed by the YCW (2013 survey), the Ministry of National Education should be responsible for labour law training.

The YCW fights for training on worker's rights and obligations to be mandatory. **This training should be implemented for every young person from the end of secondary school, in high school, in CFA**

(training centres for apprentices), at university and throughout working life. Every proposed training courses should be adapted to the relevant public. It should also allow young people to get to know available employment services (local missions, Pôle emploi⁽⁸⁾...), training services (CIF⁽⁹⁾, CPA⁽¹⁰⁾ and VAE...), health services (private health insurances, social security) and administrative procedures.

This training should be prepared by a team of professionals specialised in these fields (unions, public partners, associations...), in conjunction with a school-based teaching plan. Teachers who spend time with young people should have good knowledge of support services that guide them towards the most relevant service.



(8)A French national agency registering unemployed people and helping them find a job

(9)Individual training leave (Congé individuel de formation)

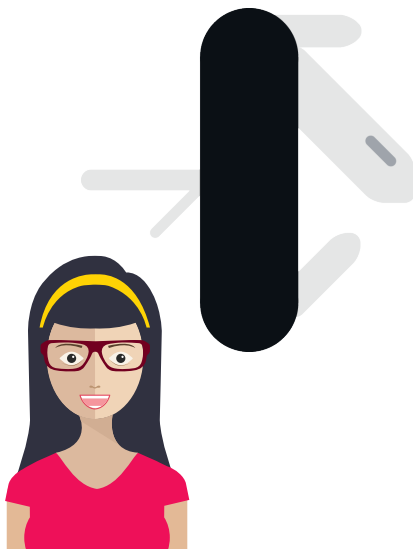
(10)Personal activity account (Compte personnel d'activité)

#22 FOR A BETTER RECOGNITION OF YOUNG PEOPLE'S ASSETS STARTING FROM THEIR FIRST PROFESSIONAL EXPERIENCE

In order to fight against hiring inequalities, it is imperative to allow every young person to enter the world of work and create his/her own career path. Young people are a strength and a wealth a society should not deprive itself of.

We want every path to be valued. In order to take a step in this direction and guaranty equality for every job application, we want to get rid of experience criteria on recruitment ads.

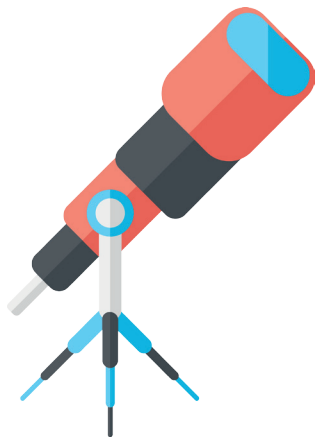
Companies need to be committed to train the new staffs for full integration. Through this action, we want to promote exchange of knowledge between seniors and new arrivals.



#23 THE RIGHT TO MAKE A MISTAKE, TO SELF-SEEK AND TO BUILD A LIFE

We live in a society where the quest for efficiency and profit is everlasting and contributes to a form of elitism. We are aware that building a life can be made of experiences, successes and failures despite the fact that we are forced to build a perfect career path on the first try. Not many young people feel confident about addressing their difficulties and questions about their entry in the world of work. There is no possibility to build a real professional project throughout life. We should have the right to make a mistake and have several opportunities.

We want more freedom for young people to be able to self-seek and build a life. We claim the right to make a mistake in our career path because whatever the results, these experiences help us build our future: they are a part of the learning process.



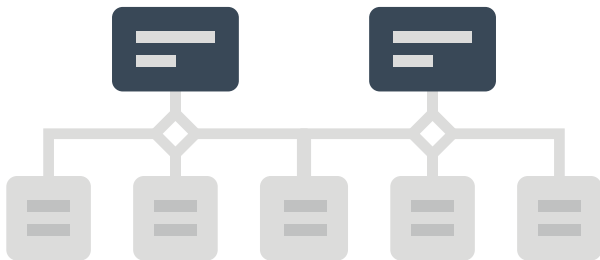
#24 FACILITATING BRIDGES BETWEEN ALL THE STREAMS

(VOCATIONAL, GENERAL OR TECHNOLOGICAL
EDUCATION) AND WITHIN EVERY ONE OF THEM

YCW members are convinced that every stream, either professional, general or technological allows a life project to be built. We want to fight the popular misconception that a stream can be more gratifying than any other in terms of opportunities and social success.

In order to allow every young person to build his/her own path according to his/her aspirations, it is essential to facilitate bridges between every stream and between training courses within the same stream. Relations between orientation and integration services as well as training institutes must be strengthened. Young people need support to

profit from all available information in order to facilitate bridges and give added value to their previous paths.



#25 EVERY YOUNG PERSON NEEDS TO HAVE ACCESS TO DIGNIFIED EMPLOYMENT WITHOUT BEING DISCRIMINATED

We want for every young person to have the same chances to enter the world of work. Young people from working-class neighbourhoods who are the most affected by unemployment (45% compared to 23% for all the youth according to the INSEE, 2012) are also the first to face discriminatory practices.

Supervision and sanctions need to be strengthened to get rid of these practices. It is important that everyone is made aware that any form of discrimination is illegal and must be fought against.

Training on rights, tools and players detecting and acting in case of discrimination should be ensured for all: from job applicants to recruiters. It also requires networking and collaborative work between all the players fighting against every form of discrimination.



#26 FOR OPEN ACCESS TO DIGITAL TECHNOLOGY AND ITS MASTERY FOR ALL YOUNG PEOPLE

More than 10 million people do not have internet access in France, that is 15% of the population. It reaches 25% for the less well-off (households with median incomes of about 1200 euros per month) and 43% for people without a degree (French Observatory of inequalities, 2016). The image associated with the youth being connected is not the reality of every young person. The youth often faces difficulties accessing information related to their rights. Without any mastery of these rights, we have a hard time asserting them.

The YCW demands equal access to information and means to analyse for everyone. This should in-

clude widespread digital literacy. Tackling unequal access to digital technology has to be supported by a local service easily available to everyone and provided by professionals.





We want to rethink how our economic system works



"My work does not allow me to project myself. I am a temporary worker. The thing is, if they want to fire me, they can do it. I am not protected, even though I have a contract. I cannot project myself without a permanent contract."

Clémence – 24 years old

#27 FOR A DECENT SALARY THROUGHOUT LIFE FOR A BETTER DISTRIBUTION OF WEALTH

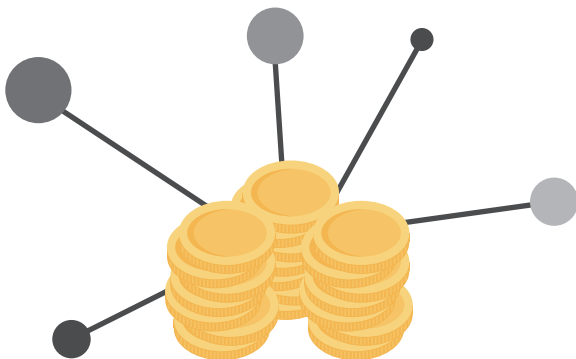
It is not normal that the young people should feel responsible for not having a job as it is the society that is not answering to this citizen rights. According to the preamble of the 1946 Constitution: "every person has the right to work, to freely choose his/her work, to equitable and satisfying working conditions and protection against unemployment".

If the YCW strongly fights for everyone to have access to dignified employment, being guaranteed a decent salary is inscribed in the universal right for dignity.

A dignified salary comprises all the resources received, (salaries, compensations, allowances, inco-

me from assets and capital...) equitably distributed between every individual to live decently.

Above all we wish for every young person to have access to a stable and protective job. We also demand the State to guaranty a better distribution of wealth by strengthening our welfare system based on redistribution and solidarity, particularly when changing status and throughout life.



#28 BETTER WORK DISTRIBUTION FOR A BETTER REDISTRIBUTION OF WEALTH

According to the United Nations' programme on development: 2.8 billion people, meaning half of the world population, live with less than 2 dollars a day. As the income of 1% of the richest people exceeds the one from 99% of the rest of the world, it is more than time to rethink our way of working. It is necessary to ensure that the youth is not alienated from society. As 23% of young people are deprived of work throughout the country. For us and our working-class friends, unemployment reaches 45%.

Everyone's entry in the world of work will guaranty distribution of wealth from work between all. Therefore, the State as the first employer should be the first provider of dignified employment and guaranty that each individual has access to a dignified job.



#29 PUTTING PEOPLE BACK AT THE CENTRE OF WORK BY REFOCUSING BUSINESS OPERATIONS ON THE WORKERS

The world of work changes, new methods in the organisation of work emerge, jobs evolve, mainly due to the digital, energy and ecological transition. The creation of new jobs should come with the transition. Furthermore, some workers ask for a more important role: they want to weigh on the decisions that affect them. In this day and age, 90% of hiring consists of fix-term contracts, in addition to all permanent part-time contracts and all concealed employment. We, the young people, are forced to accept precariousness to survive on a daily basis. We are getting more and more alienated from the stable

and protective status of work. This situation prevents us from coming together and organising ourselves to have control over business operations.

The YCW believes in teamwork and defends above all every woman and man's dignity in our societal choices. This is why **the YCW wishes to promote the emergence of new ways of corporate governance putting people back at the centre: cooperation, constructive collaboration.**



#30 PUTTING EUROPEAN WORKERS ON AN EQUAL FOOTING TO LIMIT OFFSHORING

In the European Union, 123 million of people are at the risk of poverty according to the NGO Oxfam, meaning a quarter of the population. We want to put an end to the economic reasoning that guides the European Union in its choices. **The YCW fights for a social Europe based on solidarity where employers do not put workers in competition. We want a dignified minimum wage and tax harmonisation** (a common ground for taxation) within the European Union.

The only way to achieve these objectives is **to fight against social dumping** (employers putting workers in competition, between rich and poor countries where labour is cheaper).

Such fight must be complemented by a **social protection based on solidarity between European countries, backed by the European Union** using the example of the French solidarity system.

Such battle must later be fought on a global scale.



#31 CREATING PLACES FOR EXCHANGE AND DEBATE BETWEEN YOUNG EUROPEAN WORKERS FOR THE EMERGENCE OF A JOINT ACHIEVEMENT

In order to fall within a joint European momentum, young people need to be able to better understand and know European institutions and the situation of other European workers. The YCW demands the creation of venues where young people can receive information, exchange and debate. **We want to institutionalise and harmonise these meeting places to encourage the emergence of a joint achievement.**

In this perspective, we need to define, together, a minimum level for European dignity and take action for an effective implementation in every country.



#32 ESTABLISHING A POPULAR DEMOCRACY THAT IS DIGNIFIED AND BROTHERLY: BY DEVELOPING PUBLIC SERVICES, BY REMOVING COMPETITION FROM SCHOOL ONWARDS, BY PUTTING PEOPLE BACK AT THE CENTRE

YCW members want to participate in the building of a **new world: fairer and more fraternal**. The YCW encourages us to get interested with what happens in society, to take our place. This is a way for us to

live our faith, a faith that encourages daily action.

Through this grievance, we reaffirm our faith in democracy in a fraternal and non-competitive spirit. For us, it is essential that this approach is **cultivated from school** onwards and with everyone's participation in community life. The State **must guaranty and develop access for all to public services that enable a dignified and independent life.**





We want proper autonomy




"The fact that I am not working greatly impacts my professional and personal life. My needs put me in a position of inferiority alongside my family. I feel like I am useless."

Xavier – 26 years old

#33 FIGHTING AGAINST THE NEGATIVE VIEW CONVEYED BY THE MEDIA AND THE POLITICIANS ON YOUNG PEOPLE, INCLU- DING YOUNG MIGRANTS AND THOSE DEPRIVED OF WORK, BY ENCOURAGING THEM TO SPEAK

75% of young people think that they are not listened and recognised by society (survey conducted by the YCW, 2011). They denounce, for instance, the fact that politicians only meet them during electo-



ral campaigns. However, the youth's participation in community life and the decisions that have an impact on their lives have, for us, huge democratic implications.

These are the reasons why the YCW demands the end of the age restriction on all representative mandates of economic, social and ecclesial life; as well as a ban on the accumulation of offices in number and time.

Areas and tools need to be created for young people to develop critical thinking, deconstruct prejudices as well as encourage them to speak, including young migrants and the ones deprived of work.


Finally, meetings should be regularly organised between young people and journalists to deconstruct youth prejudices that can be conveyed by the media and highlight its richness and diversity.

#34 BETTER TRAINING AND INFORMATION ON HEALTH RIGHTS AND HOW TO HAVE ACCESS TO HEALTH CARE

Mass unemployment kills more than 15000 people in France every year and puts millions in a precarious situation (Inserm⁽¹¹⁾ 2015). In France today, between 5 and 8 million of people live below the poverty line, that is, with less than 900 euros per month. This is the exact same number of people that cannot have access to health care. Lack of information and ignorance of their rights are a major hurdle preventing people not to take care of their health.

For the YCW, every young people must have access to health related information, which can be

(11) French national health and medical research institute (Institut national de la santé et de la recherche médicale)



achieved notably by the distribution of a health kit across the country.

Every young person that is in need should automatically benefit from systems such as CMU-C (supplementary universal health insurance), ACS (aid towards the payment of a supplementary health insurance) or AME (state medical assistance) aiming to facilitate access to health care.

Prevention must be strengthened on health issues related to the difficulties people have accessing information and to the people not seeking care. The 2001 law on sex education in schools must be applied. This law can later be improved by all the players working to facilitate access to health care to young people.

More human and financial resources need to be allocated to prevention. Players need to be medically trained in associations, schools, universities and companies in order to avoid sanctimony and a sense of guilt. Awareness-raising measures also need to be put in place by young people, for young people.

#35 ALLOWING YOUNG PEOPLE TO HAVE ACCESS TO HEALTH CARE REGARDLESS OF FINANCIAL MEANS OR STATUS

We know that social inequalities concerning health and commodification of health care by medical professionals make us particularly vulnerable. It is worth underlining that the preamble of the Constitution states that “the nation guarantees health protection to all, including children, mothers and older workers”. The relationship to health institutions, struggles in changing scheme (general scheme, student scheme, parent affiliated scheme ...) are identified as being major hindrances preventing people from



worrying about their health.

Everybody should have the same rights and equal access to health care, despite the difference in situations (student, employee, pensioner, deprived of work...).

The YCW demands more human and financial means for all health services in order to ease administrative procedures and allow every young person access to quality health care. Medical examinations by occupational health services must be restored for all employment contracts. This is the State's duty.

All health related speculations and speculations in the medical world should be forbidden in order to remove any form of commodification of health care which prevents us from being treated.

#36 FACILITATING YOUNG PEOPLE'S ENGAGEMENT THROUGH A 'EDUCATION POPULAIRE'⁽¹²⁾ PROCESS BY PROMOTING VOLUNTEERING AND RECOGNISING THE SKILLS ACQUIRED

Nowadays, too often young people are accused of not making a commitment and being simple consumers. However, 45% of young people underline that having a job allowing time to do something else is important (survey conducted by the YCW, 2016). However, only a few have time and financial means

to make a commitment outside of work.

This is why **the YCW wants young people's engagement to be recognised, facilitated and seen as a real participation in society.** The YCW defends engagement as a source of fulfilment and development of human skills. Engagement must be at the service of our life-long personal construction.

The YCW's goal is to **make pupils aware and value the culture of engagement and 'Education Populaire'.**



(12) Education Populaire is the life skills that one person develops throughout his/ her life, engagements, responsibilities, experiences and opportunities. It is not through school education, but through extra curricular activities that you develop those skills

#37 GIVING ACCESS TO AN INFORMATION, TRAINING NETWORK AND HELPING WITH ADMINISTRATIVE PROCEDURES TO HAVE ACCESS TO DECENT HOUSING

For 45% of young people, real autonomy involves, among other things, possibilities to have access to housing. However, young people's difficulties to have access to housing are real: 68% of young people between 18 and 30 are facing them (survey by the YCW, 2016). Since 2012, several systems, open to different and very precise kinds of people, to help people access housing have been put in

place (CLE⁽¹³⁾, Visale⁽¹⁴⁾...). Even though these measures mark an important step forward, we know that the coexistence of many systems still limits the application of rights. The beneficiary's knowledge of these rights remains limited and reduces their use (FFJ⁽¹⁵⁾, 2016).

The YCW demands equal access to housing for all and for life. Individual support in getting information and dignified housing should help in the fight against network inequalities.



(13)Rental deposit for students (Caution Locative Etudiante)

(14)A social tool which goal is to help people access housing

(15)French youth forum (Forum française de la jeunesse)

#38 CREATING A PLATFORM REFERENCING HOUSING CLOSE TO THE PLACE OF EMPLOYMENT

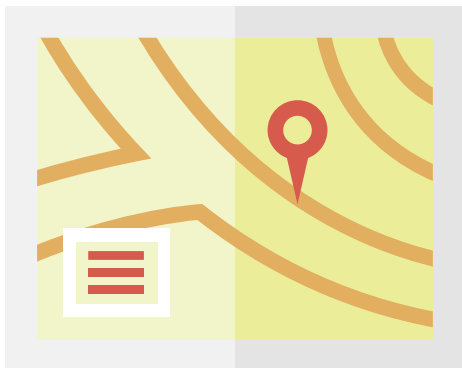
Young people's access to housing is a decisive step towards their entry into working life. Young people's housing experience is characterised by a frequent renewal caused by studies, internships, short, precarious and work-study contracts. These frequent changes allow landlords to engage in an aggressive housing policy of high rents. Housing assistance (APL⁽¹⁶⁾ and ALS⁽¹⁷⁾) helps reducing financial input. However, this assistance does not allow enough to reduce the proportion of young people's budget assigned to housing (FFJ 2013).

The YCW demands **the implementation of a referral platform controlled by the State in order**

(16) Personalised housing assistance (Aide personnalisée au logement)

(17) Social housing allowance (Allocation de logement sociale)

to allow young people to locate decent housing close to their place of employment. These accommodations should meet a certain number of eligibility criteria in order to be considered as dignified accommodations (including rent controls and energy quality of accommodations) and be referenced on the platform. Only referenced accommodations would receive the State's approval to be rented.



#39 STRENGTHENING THE SANITARY CONTROLS OF RENTAL ACCOMMODATIONS

Current regulation forbids owners to rent accommodations that do not provide decent features for housing (Decree of 30 January 2002). However, the procedure to assert their rights is cumbersome and at the expense of the tenant. The insalubrity and unhealthiness of accommodations puts the most precarious people's health in danger. The State has a role to play in order to protect every people's life.

An independent rental housing sanitary control service should be put in place. The State will therefore have to forbid the rental of every accommodation deemed unsanitary by this service.



Qu'est-ce que la prière?
Qu'est-ce que la famille?

La prière est une communication avec Dieu.
C'est un moment où l'on se tourne vers Dieu et où l'on lui expose ses besoins, ses souffrances, ses joies.
C'est un moment où l'on se laisse transformer par sa grâce.
C'est un moment où l'on se rend compte de sa petitesse devant sa grandeur.
C'est un moment où l'on se sent aimé, accepté, pardonné.
C'est un moment où l'on se sent en communion avec Dieu et avec les autres.

La famille est une communauté de personnes qui se vivent ensemble.
C'est un lieu où l'on se aime, se soutient, se partage.
C'est un lieu où l'on se construit, se transforme, se réalise.
C'est un lieu où l'on se sent aimé, accepté, pardonné.
C'est un lieu où l'on se sent en communion avec Dieu et avec les autres.

#40 FOR THE STATE TO RENOVATE UNSANITARY ACCOMMODATIONS AND A THRESHOLD LIMIT FOR THE RENTS

Young people's situation in regards to housing should be viewed in the context of the crisis seen in this sector. Most housing problems faced by young people also concern every person with insufficient resources to have access to a dignified accommodation. To put an end to the unsanitary conditions of accommodations, all players need to fight a long-term battle orchestrated by the State.

The latter needs to work with a sanitary control service to renovate undignified accommodations. **The State will need to offer owners a housing rehabilitation program in return of an important limit on rents to the benefit of the tenants.**





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DIGNIFIED EMPLOYMENT: A RIGHT FOR ALL!

Petition to the attention of **Mr. Macron**, President of the French Republic and **Mr. Tajani**, President of the European Parliament

A DIGNIFIED EMPLOYMENT FOR ALL

We observe

We, young people, are facing the most trouble entering the world of work. Youth unemployment is close to 23% throughout the country, but for our friends in working-class areas, unemployment reaches 45% (INSEE, 2012). And once we reach our Holy Grail: the much-touted contract that opens up the world of work, we often face instability and precariousness. Too often our first steps in the world of work are marked by a daily struggle for survival, leaving us no possibility to bring our life plans to reality. For us YCW members, work is a source of fulfilment, stability and protection against the struggles of life. We want work to allow us to build our life plans (starting a family, building a personal and/or professional project, etc...). We develop real values as we work: the love of a job well done and a sense of teamwork.

We demand

- We want **for every young person to be able to build a future**. For us, every action to bring down unemployment has to be accompanied by a global reflection on the world of work involving every one of us.
- At the YCW, we chose to name ourselves “those who are deprived of work” as we consider that we are deprived of a fundamental right: **the access to dignified employment**.

In order for this ambitious objective to be achieved, thousands of young people gathered during YCW's national meeting on the 15th of April 2017 and we couched 39 other grievances.

Pour en savoir plus: www.emploi.digne.fr



Name First name	Country	Postal code	Signature	If you would like to receive further news from the petition or the YCW	
				Email / Phone number	over 30 years old
					yes / no
					yes / no
					yes / no

After acknowledgement, I hereby sign the petition concerning the access to dignified employment for all.

[illegible]