

## **Report**

### **Youth Policy Dialogue with Roxana Mînzatu, Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness**

How can we ensure equal access to quality jobs and skills for everyone?

6 March 2025 – 11:00-13:00

Location: The EGG, Brussels and online

## Introduction

The Youth Policy Dialogue took place on 6 March 2025 on the margins of the [European Employment and Social Rights Forum](#) at the EGG in Brussels. A total of 16 young participants joined Executive Vice-President (EVP) Roxana Mînzatu to discuss about quality jobs and skills.

The event was moderated by [Dylan Ahern](#) and [Jochem Jordaan](#), co-founders of [De Kiesmannen](#), a creative agency for social innovation that focuses on creating and presenting shows, workshops, podcasts and campaigns to inform and enthuse young people about social issues and elections.

The dialogue encouraged the participating young people to share their experiences, challenges, ideas and expectations on what quality employment means for them and how to ease the transition from education to the labour market and it allowed for a timely discussion on some of the key priorities in the EVP's portfolio.

The dialogue on the second day of the Forum aimed to take advantage of the event's high visibility. Additionally, the dialogue's topic was closely aligned with the main theme<sup>1</sup> of the Forum, enhancing its relevance and impact.

The 16 participants were recruited via DG EAC's participants database and via the network of Young Local Leaders from the Committee of the Regions to add a local angle to the dialogue.

Participants were selected with the aim to ensure a balanced representation of age, gender and nationality (9 women and 7 men aged 21 to 29 and coming from 12 different countries), while also considering their skills and profiles to foster an engaging and dynamic conversation.

## Summary of the online preparatory meeting(s)

Prior to the in-person event on 6 March, an online preparatory meeting took place on 26 February from 17:00 to 18:00. Ahead of the meeting, all participants received a briefing on the main topic of the dialogue. The agenda points included a round of introductions, an overview of what the Youth Policy Dialogue consists of and practical information on what to expect on the day of the event.

The main objectives of the meeting were to ensure all participants were aligned on what the concept of the dialogue was, answer all their questions and provide a space for a first touchpoint between the participants, the moderators and the organising team at Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL).

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<sup>1</sup> The main theme of the 2025 edition of the European Employment and Social Rights Forum was '*Skills for a competitive Europe*'.

Further to the preparatory meeting, a common chat was created for easier communication with participants, and a social media kit was shared to encourage the participants to spread on their channels content related to the Dialogue.

## Summary of the Youth Policy Dialogue

The 16 young people were invited to attend both days of the European Employment and Social Rights Forum. On the first day, they joined the discussions and listened to the insights of keynote speakers, including Sanna Marin, former Prime Minister of Finland; Li Andersson, MEP and Chair of the European Parliament Committee on Employment and Social Affairs; Niki Kerameus, Greek Minister of Labour and Social Security and Ryan Roslansky, CEO of LinkedIn.

In addition, participants had the opportunity to listen to Executive Vice-President Mînzatu introduce the Union of Skills, an initiative that had been launched on that same morning. The day concluded with a cocktail reception, offering participants a valuable networking opportunity.

The dialogue took place on the second day of the Forum. After a welcome coffee, participants engaged in energising activities and got to know each other better before the start of the event.

The moderators kicked off the event with a brief introduction before handing the floor to Mario Nava, Director-General of DG EMPL, for a welcome speech in which he highlighted the work done by his Directorate-General in improving the functioning of the labour market over the last 30 years.

After a round of introductions, the dialogue officially began with an open-floor discussion on quality jobs, following opening remarks by EVP Mînzatu on what a quality job entails.

The EVP highlighted the importance of matching skills with job requirements and aligning talent with industry needs. She also pointed out that ensuring safe and healthy work environments is essential and Europe must lead by example. Finally, she listed fair wages, work-life balance and social dialogue as key factors contributing to quality jobs.

Participants stated that a quality job would be one that aligns with their values and makes them feel fulfilled and valuable to society. The discussion quickly shifted to the impact of AI on the world of work, with participants expressing different opinions on whether stricter or more lenient regulations were needed for this technology. Participants agreed on the urgency to address racial and gender biases in algorithms and on the need to teach digital literacy and critical thinking to both children and adults in order to fight misinformation.

This discussion was followed by a breakout session where participants split into two groups, each tackling a specific question. The first group focused on identifying key gaps in education for job readiness and came up with proposals on how to bridge the education-to-work gap. The second group focused on the impact of telework, the "always-on" culture, and emerging technologies on work quality. The outcomes of these discussions can be found in the next section of this report.

The EVP delivered the closing remarks, outlining the Commission's next steps, which include implementing the Union of Skills and designing the Quality Jobs Roadmap. She encouraged participants to share any ideas that could be implemented at the European level, inviting them to reach out to her or the team.

The dialogue was livestreamed on DG EMPL's YouTube account, allowing remote participants to contribute their input through an online tool managed by the moderators.

## Topic(s) of discussion

The three main topics discussed were quality jobs, skills, and the impact of new technologies on the world of work. Executive Vice-President Minzatu guided the conversation toward the impact of AI and how the EU should address the opportunities and challenges brought by this technology.

Participants had different views on regulating AI. Some participants argued to focus the regulations on data collection and transparency while others highlighted the need for strong regulation to prevent biased decisions made by the technology.

Some of the remarks made by young people included the need

- to address racial and gender biases in algorithms.
- to teach digital literacy and critical thinking to fight misinformation from a young age
- to promote Vocational Education and Training (VET) so it is not seen as a second choice.
- to provide career guidance to students before they leave school to help them make informed decisions about their future.
- to create better-designed AI models that improve job quality rather than create instability.

Below are the **3 takeaways** from the discussions held during this Youth Dialogue:

### 1. Bridging the Education-to-Work Gap

To improve the transition from education to work, efforts should focus on **integrating practical training** and **career guidance** into education systems. There is also a need to promote **vocational education and training** (VET) so it is not seen as a second choice, as it equips students with practical, job-ready skills that align with labour market needs. Additionally, since AI has become an important component in the job market, **AI literacy** should be integrated into curricula from a young age, and it should address aspects such as responsibility, bias mitigation, ethical codes and critical thinking teachers and parents should also receive adequate training on AI literacy training. Increased EU funding is essential to support digital education and infrastructure, particularly in rural areas.

**Soft skills** training should also be introduced from an early age, complemented by parental training and investment in **emotional intelligence** programs. Expanding access to informal and non-formal education

through programs such as Erasmus+, while raising awareness of their benefits, will further enrich learning opportunities.

Lastly, lowering the minimum age for youth participation in community volunteering would encourage early civic engagement and foster a sense of social responsibility.

## 2. Ensuring AI Transparency and Ethical Use

To foster a responsible and inclusive approach to artificial intelligence in the workplace, and to **enhance AI literacy**, it is essential to educate both workers and managers on AI use and decision-making.

The implementation of **ethical guidelines** and **feedback mechanisms** is crucial for mitigating biases related to gender and origin, ensuring **fairness** in AI-driven processes.

**Transparency** must be a priority, allowing users to recognise when decisions are AI-generated and how.

## 3. Strengthen Worker Rights in the Digital Workplace

There is a need for a **digital-era social dialogue**, with trade unions playing a key role in supporting remote workers and strengthening their rights. Trade unions must adapt and build their capacity to effectively represent and assist remote and digital workers.

Additionally, it is crucial to increase the power of employees, particularly remote workers, by giving them greater control and influence over their jobs and working conditions in the digital world, also with regards to their right to disconnect

## Follow-up Activities

The three above-mentioned key takeaways will feed into the Commission's work in implementing the Union of Skills, developing the Quality Jobs Roadmap and tackling the impact of digitalisation in the world of work.

In addition, participants were asked to fill-in a feedback survey. Their responses will shape the organisation of future Youth Policy Dialogues.

As part of the post-event communication, De Kiesmannen will publish a vox-pop interview in the last week of March, featuring EVP Mînzatu and a selection of participants.

Some participants will also be featured in the April's edition of the *Just Europe [podcast](#)* produced by DG EMPL "Union of Skills: game on" on the topic of how gaming can be used to develop soft skills.

## Annex

Web stream: <https://www.youtube.com/live/6aj6W0Kv16I>

Post on EVP Minzatu's Instagram account: <https://www.instagram.com/p/DG3ny3XILu8/>

Event Page: [https://employment-social-affairs.ec.europa.eu/youth-policy-dialogue-evp-minzatu-how-can-we-ensure-equal-access-quality-jobs-and-skills-everyone-2025-03-06\\_en](https://employment-social-affairs.ec.europa.eu/youth-policy-dialogue-evp-minzatu-how-can-we-ensure-equal-access-quality-jobs-and-skills-everyone-2025-03-06_en)

Event page on Youth Portal: [https://youth.europa.eu/events/youth-policy-dialogue-evp-roxana-minzatu-0\\_en](https://youth.europa.eu/events/youth-policy-dialogue-evp-roxana-minzatu-0_en)

EU Social pre-event post :

<https://www.facebook.com/socialeurope/posts/pfbid021rEacKnZ92nQAFRmtHhvH6s9ptaqXhcZA5VhUzXMPUWLxhsY12FaXzWf2qqvgsYtl>

EU Social Facebook post-event post:

<https://www.facebook.com/photo/?fbid=1096160445885604&set=a.293358226165834>

EU Social Facebook live post :

<https://www.facebook.com/socialeurope/posts/pfbid02UHsXu9tYPrNYLWaJHQqvtmSZPL8pjSpAwPGaBMSaAYWnfCP2CkR9wjZRymc1aoulI>

EU Employment & Skills LinkedIn pre-event post: [https://www.linkedin.com/posts/eu-skills\\_youthpolicydialogue-weutalk2025-activity-7300800704451956738-lczH?utm\\_source=share&utm\\_medium=member\\_desktop&rcm=ACoAACwB1XwB4iKY3v7jjYAFYlgCa33fYmi49uk](https://www.linkedin.com/posts/eu-skills_youthpolicydialogue-weutalk2025-activity-7300800704451956738-lczH?utm_source=share&utm_medium=member_desktop&rcm=ACoAACwB1XwB4iKY3v7jjYAFYlgCa33fYmi49uk)

EU Employment & Skills LinkedIn post-event post: [https://www.linkedin.com/posts/eu-skills\\_youthpolicydialogues-weutalk2025-activity-7305490319511306241-cvBs?utm\\_source=share&utm\\_medium=member\\_desktop&rcm=ACoAACwB1XwB4iKY3v7jjYAFYlgCa33fYmi49uk](https://www.linkedin.com/posts/eu-skills_youthpolicydialogues-weutalk2025-activity-7305490319511306241-cvBs?utm_source=share&utm_medium=member_desktop&rcm=ACoAACwB1XwB4iKY3v7jjYAFYlgCa33fYmi49uk)