



FYLL – Fair Youth Labour Label

Guidelines for Label Assignment

1. Introduction

The **Fair Youth Labour Label (FYLL)** is a recognition assigned to employers who provide decent, fair, and growth-oriented working conditions to young people aged 18–25. The purpose of FYLL is **not** to verify strict legal compliance—as the project partners are not inspection authorities—but to **promote a culture of fairness**, transparency, and youth-friendly labour practices in local communities. **The tool is planned not to certify fair conditions, but to promote internal dialogue between employer and employee towards fair conditions.**

FYLL uses a methodology based on:

- the **active participation of both the employer and the young worker**,
- **self-evaluation**,
- **testimonies**,
- and a mixed quantitative–qualitative scoring system.

The goal is to foster **dialogue**, **reflection**, and **responsibility**, rather than to conduct audits or investigations. FYLL does not request legal documents, contracts, payslips, or formal evidence.

It is an **educational and community-based label**, not a compliance certification.



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2. Core Principles of the FYLL Label

2.1 FYLL is not an enforcement mechanism

FYLL cannot—and does not wish to—act as:

- labour inspectors
- legal compliance auditors
- document-collecting authorities

Therefore, FYLL relies on **evaluation and self-evaluation questionnaires**, rather than evidence-based verification.

2.2 Ensuring credibility through mandatory testimony

Even without document checks, the process includes an essential credibility element: **both sides must contribute**.

- If the **employer applies**, they must involve a *young worker* to complete the worker questionnaire.
- If a **worker applies**, the employer must still complete their section.

We recognise potential vulnerabilities (e.g. possible pressure). However:

- the label gives **no economic benefit**,
- manipulation is discouraged by the need to provide **coherent dual testimonies**,
- the worker questionnaire has **greater scoring weight** and is central to the process.



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2.3 Balanced methodology: numerical scoring + qualitative review

The FYLL evaluation model is intentionally hybrid:

- Multiple-choice questions generate **objective, comparable scores**.
- Open-text questions allow **contextual, human-led assessment**.

Evaluators assign up to **20 qualitative points** based on clarity, credibility, and alignment with FYLL principles.

This ensures the label is **not** fully machine-driven, but includes human judgement and contextual understanding.

3. The FYLL Questionnaires

Applications start with a routing question:

“Are you a worker or an employer?”

Applicants are redirected to the relevant section. Not all sections are completed by the same person—this keeps the process fair, shared, and balanced.

Questionnaires are available in:

- English
- Italian
- Greek
- Bulgarian



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3.1 Worker Questionnaire

The worker questionnaire:

- contains the **highest number of questions**,
- is mainly composed of **multiple-choice items**,
- represents the **core evaluative component**,
- provides the worker's perspective on conditions, opportunities, clarity, fairness, and environment.

3.2 Employer Questionnaire

The employer questionnaire:

- is shorter,
- contains mostly **open-ended questions**,
- provides context, rationale and descriptive information regarding organisational practices and the specific case.

4. Scoring System

FYLL uses a transparent two-part scoring model:
(a) multiple-choice scoring + (b) qualitative scoring of open answers

4.1 Worker multiple-choice scoring

- | | | | |
|------|-----------|--------|------------|
| • 2 | questions | score | 0–1 |
| • 1 | question | scores | 0–3 |
| • 17 | questions | score | 0–4 |
| • 1 | question | scores | 0–5 |

➡ **Worker maximum score = 78 points**



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4.2 Employer multiple-choice scoring

- 8 questions score 0–4

 Employer maximum score = 32 points

4.3 Qualitative score (open-text answers)

Evaluators assign **0–20 points** based on:

- clarity and coherence
- credibility
- consistency with the worker's account
- alignment with FYLL values
- quality of explanations

Open answers may lead to requests for clarification before final scoring.

4.4 Minimum threshold for awarding the FYLL Label

The baseline scoring threshold is:

- Worker score \geq 57, AND
- Employer score \geq 24,
- for a combined total \geq 81 points.

If the combined multiple-choice score is **below 81**, FYLL *can still be awarded* **only if**, after adding qualitative points (0–20), the total reaches ≥ 81 .



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This dual threshold ensures both:

- **strong worker-provided conditions,** and
 - **adequate employer engagement.**
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5. Application Procedures

5.1 Employer-initiated applications

1. Employer fills in the employer questionnaire.
2. Employer invites at least one young worker to complete the worker questionnaire.
3. Both perspectives must be received for evaluation.

5.2 Worker-initiated applications

1. Worker completes the worker questionnaire.
2. Employer is required to fill in their section.
3. The application is valid only when both questionnaires are submitted.

5.3 Completeness requirements

Incomplete submissions cannot be evaluated.
Both worker + employer input is mandatory for every application.



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6. Evaluation Process

6.1 Automated scoring

- The system computes worker and employer multiple-choice scores.
- Total partial score is generated automatically.

6.2 Qualitative review by evaluators

- All open answers are read and assessed.
- Evaluators assign 0–20 qualitative points.
- If necessary, they may request clarifications from the applicant(s).

6.3 Final decision

- FYLL Label is assigned if **total score** \geq **81**.
- If the label is not assigned, the applicant receives brief feedback.
- No appeal mechanism exists, as FYLL is a voluntary, educational label.

7. Evaluation Committee

Evaluations are carried out by national experts:

- **Italy:** Roberto Greco - Didaxé
- **English-language applications:** Roberto Greco - Didaxé
- **Greece:** Vlassis Manolias - Odyssea
- **Bulgaria:** Ani Dimitrova - Projecteka

Each evaluator leads assessments for their respective linguistic/territorial domain. Collaborative consultation is possible when needed.



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8. Assignment of the FYLL Label (Digital Assignment)

The FYLL Label is assigned **exclusively in digital form**.

Once the label is awarded:

- the receiving organisation is provided with the official FYLL logo in digital format,
- the organisation receives an official accompanying text stating:

“This label recognises that the organisation has offered employment to young people aged between 18 and 25 and has created a space for discussion with them on labour rights”

The FYLL Label does **not** certify legal compliance, nor does it imply inspection or verification by public authorities.

8.1 Conditions of use

The use of the FYLL Label by the awarded organisation is subject to the following conditions:

- The label may be used **only in digital form**.
- Permitted uses include:
 - the organisation's official website,
 - email signatures of the organisation.
- The label **must not** be reproduced in physical form unless explicitly authorised by the project partners.
- Any digital use of the FYLL Label **must include a direct hyperlink** to the official FYLL project website, in order to:
 - ensure transparency,
 - provide contextual information,
 - clearly explain the meaning, scope, and limits of the label.

Any use of the label outside these conditions may result in its withdrawal.



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9. Transparency, Review, and Updates

- FYLL Guidelines are reviewed annually or after major updates in law or project practice.
- Each update will include a version number and date.
- Partners may propose improvements based on real application cycles.
- Updated versions must remain aligned with FYLL principles and with the educational purpose of the label.



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