

## ETUC Youth Committee Action Plan on Organising Young Workers

The ETUC Youth Committee is strongly convinced that the trade union movement needs to regain confidence and fully represent the interest of young workers. This is not only about the sustainability of the trade union movement in Europe and globally in the short and medium term, but also about the democracy of labour markets and society at larger.

In order to face the challenge of increasing globalisation, precarisation of contractual arrangements, lacking or reduced social security we need unions that mirror the composition of the workforce and fully represents the needs of the furthest from full employment, notably youth, women, migrants and those belonging to vulnerable groups (migrants, refugees, lgbtq, disabled etc).

The ETUC Youth Committee fully supports the resolution adopted by the Executive Committee of the ETUC on October 28 on the “Reorganisation of the ETUC” and sees it as a first result of its demand for a stronger commitment of the ETUC and its affiliates on organising (young) workers. The Youth Committee also supports the resolution on Campaigning adopted at the above mentioned meeting and is engaged in implementing the resolution during the next mandate and is pleased that a Member of the Secretariat of the ETUC should be in charge of organising.

The following recommendations have been drafted by members of the Youth Committee with the support of the ETUI during an ad hoc training<sup>1</sup>. These recommendations target the ETUC and ETUFs, national and local affiliates.

### Internal organisation

1. Formal recognition of the importance of organizing at all levels (confederations and branch/sectoral unions);
2. Set up an ad hoc ETUC Committee with ETUC dedicated coordinator (minimum 1 person full time); this should not be a traditional ETUC Committee, but rather a network of national organizers/coordinators
3. Invest financial and human resources on organizing at all levels (dedicated budget is needed)
4. Strengthen/empower youth sections/departments in trade unions, (where needed), by financial and personal resources, and their representation should be guaranteed with voting rights in decision-making bodies

### Communication

1. Guidelines and roadbook

---

<sup>1</sup> “Organising young workers (in particular precarious workers)” - Birmingham 9-11 September 2015 – organised by ETUI for members of the ETUC Youth Committee

2. Create templates / samples for organizing campaigns useable by the member organisations of ETUC
3. Database and platform (interactive) - application / showcase with an interactive application: questions and answers
4. Selection and showcase of the 'Organizer/best practice of the week'
5. Simplify language, design by making more extensive use of images and videos
6. Design a media and communication strategy at ETUC level (in coordination with the ITUC/PERC) to be offered to national confederations, TU federations and branch unions; experts in this field should be recruited

## **Training**

1. All activities should be carried out in close cooperation with the ETUI, making use of the existing knowledge, research and practice
2. EU Level Organizing Academy for shop-stewards and summer/spring schools for ETUC leaders
3. Create an Erasmus programme for young trade unionists
4. Trainings should be designed to target different groups (leaders; till shop stewards; take into account community organising leaders) and clear goals should be set; reinforce links with ETUI and support already existing ETUI trainings (e.g. the ones on renewal and training for trainers / Eurotrainers)
5. Support campaigns on a transnational basis

## **Research and monitoring**

1. Launch a specific mapping exercise and analysis for youth to overview and evaluate the current situation and set a basis
2. Set up realistic and clear targets for organising projects
3. Monitor membership and young workers' rights evolution, including the launch of a specific labour market youth friendliness indicator

## **Building alliances and partnerships**

1. Build alliances with civil society and NGOs, students' organisations
2. Try to reach more students in close cooperation with teachers' unions
3. Build up political partnerships and strengthen lobby power