

## ALBANIA - SPPBBSH

### **Actions that have been taken by your organisation to organise more young workers**

1. Organise workshops and seminars for young members.  
Action: Our trade union has continued to promote syndicalism in high schools and colleges to inform students about union's work.
2. Develop modern communication tools to attract young workers.  
Action: Organise attractive actions for young people ( Use social media )
3. Fight precarious work.  
Action: Our trade union has continued to attract young people in rural areas in the field of agriculture and livestock, to organize workshops and seminars in these areas to fight precarious work.
4. More attractive youth activities.  
Action: Seminars at a multifunctional place for young people (Destil)

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

1. Include young unionists in our decision - making bodies.  
Action: Our trade union has continued to involve young unionist in decision – making bodies, for example our General Secretary is part of Youth Committee.
2. Create goodwill among older workers to contact young workers for the union.
3. Inform students about the union's work.  
Action: Web presentations about trade union activities and achievements and meetings with the students.
4. Free membership for those aged under 21.

## AUSTRIA – PRO-GE

**Massnahmen, die Eure Organisation ergriffen hat, um mehr junge ArbeitnehmerInnen zu organisieren bzw. anzuwerben**

**Mitgliederwerbung und das Organisieren von neuen Betrieben im Jugendbereich, ist die Kernkompetenz der PRO-GE Jugend innerhalb unserer Organisation. Hierfür werden genügend Mittel zur Verfügung gestellt. (Personal, Werbematerial, Information...)**

**TRANSLATION = The recruitment of new members and the organisation of new companies in the youth sector is the core competence of PRO-GE Youth within our organisation. Sufficient funds will be made available for this purpose. (personnel, advertising material, information...)**

**Massnahmen, die Eure Organisation ergriffen hat, um mehr junges Personal einzustellen, mehr junge Gewerkschaftsdelegierte anzulocken und es ihnen zu ermöglichen, sich aktiv an der Entscheidungsfindung und in Entscheidungsgremien zu beteiligen**

**Es besteht bereits eine starke Jugendstruktur innerhalb der PRO-GE. JugendvertreterInnen sitzen mit Stimmrecht in allen Gremien. Alleine in der PRO-GE Jugend, sind wir in der glücklichen Lage, dass wir auf 13 hauptamtliche JugendsekretärInnen zurückgreifen können.**

**TRANSLATION = There is already a strong youth structure within the PRO-GE. Youth representatives sit on all committees with the right to vote. Alone in the PRO-GE Youth, we are in the fortunate position to have 13 full-time youth secretaries at our disposal.**

## BELGIUM – HORVAL

### **Actions réalisées par votre organisation pour organiser plus de jeunes travailleurs**

- réflexions menées suite aux résultats obtenus par les jeunes sur les listes électorales ;
- permettre aux jeunes militants de participer à des réunions au niveau international ;
- campagne spécifique orientée vers les travailleurs saisonniers et étudiants ;
- affiliation gratuite des jeunes travailleurs ;

TRANSLATION = - reflections conducted following the results obtained by young people on the electoral lists;  
- enable young activists to participate in international meetings;  
- specific campaign aimed at seasonal workers and students;  
- free membership of young workers;

### **Actions entreprises par votre organisation pour engager plus de jeune personnel, attirer plus de jeunes délégués syndicaux et leur permettre de participer activement aux rôles et organismes décisionnels**

- organisation de campagnes sur les réseaux sociaux à destination des jeunes ;
- organisation de commissions conjointes entre les jeunes militants et les pensionnés/pré-pensionnés afin de les encourager à intensifier le combat syndical en s'appuyant sur l'expérience des « anciens » ;

TRANSLATION = - organisation of campaigns on social networks aimed at young people;  
- organisation of joint commissions between young activists and pensioners/prepensioners to encourage them to intensify the trade union struggle by drawing on the experience of the "elders";

## BULGARIA – FNSZ

### Actions that have been taken by your organisation to organise more young workers

- **Campaigns:**
  - ✓ Ongoing since 2017: PayRize – It’s time for decent working conditions and decent payment!
  - ✓ Ongoing since 2018 “Stop undeclared work”
  - ✓ “My first work-place” campaign – reaching youths in the professional schools
- **Protest actions and actions on the field - meetings**
- **Supporting professional development of youth members trough collective agreements**
- **Providing a Taylor - made trade union training for youth and new trade union leaders and members – Platform of distance learning of CITUB**
- **Involving youth in every official meeting, event, round table etc. Organized by FNSZ – (quota for youth)**

**Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

**The representative of FNSZ Youth Committee is attending at least once a year the Executive council meetings in order to follow the discussion.**

**Annually regular discussion with all trade union organizations on the youth representativeness in the Union – questionnaire and analysis, reported to the Executive council.**

**Due to limited resources the youth policy is still based on a voluntary principle or project financing. The demographic and economic challenges are very often reordering the priorities not in favour of youth policy.**

## CROATIA – PPDIV

### Actions that have been taken by your organisation to organise more young workers

#### Croatian:

Sindikata PPDIV je svojom Kongresnom rezolucijom utvrdio aktivnosti vezano uz položaj mladih radnika, pa je sukladno tome donio Odluku i pokrenuo Sekciju mladih s ciljem pridobivanja i sindikalnog organiziranja mladih članova. Isto tako, Sindikat PPDIV, kroz svoje izborne cikluse vodi računa i svagdje gdje je to moguće potiče aktivnije uključivanje u rad sindikalnih podružnica i drugih tijela na razini Sindikata PPDIV. U prošloj godini u jednom našem poduzeću, temeljem naših aktivnosti, zaposleno je preko 100 mladih radnika u proizvodnim cjelinama, a imamo i garancije da će se to nastaviti. U jednom drugom poduzeću zaposleno je preko 50 mladih radnika s tendencijom nastavka. Svima njima smo pristupili i uspjeli smo učlaniti jedan veliki dio njih.

#### English:

Trade Union PPDIV Croatia has established activities (with its Congressional Resolution) related to the position of young workers and accordingly issued a Decision and initiated the Youth Section with the aim of gaining and organizing young union members.

Through its election cycles, Trade Union PPDIV Croatia takes care, wherever possible, to actively engage our young members in trade union affiliates and other bodies of the TU PPDIV.

Last year, in one of our companies, based on our activities, over 100 young workers were employed in production units, and we have the guarantees that this will continue.

In yet another company, over 50 young workers were employed, with a tendency to continue. We approached them and managed to join a large number of members.

**Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

**Croatian:**

Sindikatski PPDIV kroz kolektivne pregovore i svakodnevne aktivnosti koje ima prema poslodavcima traži zapošljavanje mladih radnika na neodređeno vrijeme kao bi im se dala dodatna sigurnost i kako bi mogli organizirati svoj život i obitelji.

Rezultata imamo. Sekcija mladih u ovom trenutku broji 20 mladih aktivista koji na jedan drugačiji način, prilagođen mladima, pristupaju mladim radnicima i učlanjuju ih u naš Sindikat, a sve to pod stručnim vodstvom najodgovornijih ljudi unutar naše organizacije. Za to su odvojena i prilična novčana sredstva koja se koriste za potrebne edukacije mladih. Aktivnosti na ovom polju će se nastaviti i ubuduće, a sve više će se i širiti njihov spektar. Kroz edukaciju na regionalnoj razini koju vodi Savez samostalnih sindikata Hrvatske (SSSH), mladi se članovi uključuju u radionice o radničkim vijećima, kolektivnom pregovaranju i socijalnom dijalogu; na taj način mladi članovi stječu znanja i vještine za sudjelovanje u procesu donošenja odluka u sindikatu.

**English:**

Through collective bargaining and everyday job-related activities towards employers, Trade Union PPDIV Croatia is seeking employment of young workers for an indefinite period of time in order to give them additional security to organize their lives and families. We have the results.

At this moment, the Youth Section has 20 young activists who, in a different way (young approaches the young), approach young workers and enroll them in our Union, all under the expert guidance of the most responsible people within our organization.

Separate funds are also used for this, and they are used to make the necessary education for young activists.

Activities in this field will continue in the future, and will continue to expand their spectrum.

Through regional education led by the Union of Autonomous Trade Unions of Croatia (SSSH), young members are involved in workshops on workers' councils, collective bargaining and social dialogue; in this way young members acquire knowledge and skills to participate in the process of decision-making in the union.

## **CROATIA – STUH**

### **Actions that have been taken by your organisation to organise more young workers**

- 1. Try to establish a committee of young people at the regional level in the trade union regions to include as many young people in the activities of trade unions**
- 2. Suppress deficiencies in easier spend activities with young people at all levels of trade unions**
- 3. Maintaining regular annual workshops through the system Educa for young activists of trade unions**
- 4. Entering high schools and representing what trade unions are, the importance of trade union organization etc**
- 5. The Youth Section participates independently in vocational competitions for members organized by trade union**

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- 1. We have meetings of shop stewards on regional level where members of Youth Section Executive Board are invited and where they participate very actively with new ideas and suggestions.**
- 2. President of Youth Section participates STUH Presidium meetings and has the right to actively suggest and discuss all the issues except the financial ones.**

## DENMARK – NNF

### **Actions that have been taken by your organisation to organise more young workers**

1. Decision made to priorities youth work was made at Food Workers' Union – NNF's congress September 2016, age up to 36 years
2. Establishing of a national Youth Council is done, two representatives from each of NNF's six locals (until now 8 persons, missing four persons from two locals (ages spread 18 years up to 32 years)
  - develop the Youth Council in a way, so they be linked/used both local and national wide
  - develop youth activities together with the council to attract and engage more young members
  - developing of approach to relevant political questions for young trade union members
3. Establishing of local Youth Councils
4. Establishing network with shop stewards
  - to recruit young members as activists, both into the youth work but also as coming shop stewards and health and safety representatives
5. Training courses for young members: basis + two follow up courses
6. Activities at the technical colleges dealing with 'food-educations', meetings with young students at the basis level and at the second level, defining of the Danish Model (collective agreements more important at the labour marked than legislation) and organizing
7. Implement young skilled dairy men/women (a new member group from 1th January 2019) into the youth activities

### **actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

1. Youth consultant employed at Food Workers' Union – NNF Denmark 1th March 2018
2. Include young members in the NNF locals' networks of shop stewards and health and safety representatives
3. Participation in the future EFFAT Youth conference and congress



## FINLAND – PAM

### **Actions that have been taken by your organisation to organise more young workers**

- PAM's youth activities draw on young people's own views, offering a place to make a difference and to learn more about both working life and trade union movement.
- Pam has their own national Youth Committee, nominated by the union board.
- Pam organizes once a year Youth Forum – event, that elects a new national Youth Committee for the following year and decides the youth activity guidelines for the following year.
- On national level, there are on yearly basis several major youth events such summer days- event, youth mentoring program “diamonds”, youth dedicated campaigns and activities, facilitated meeting of young shop stewards etc.
- Regional youth activities are organized in every area and these activities follow the national action plan and are educational by nature. Regional Youth groups are led by their Youth Committee representative.
- Pam is actively present in vocational schools and there are several events and campaigns that are targeted to our student members alone.
- Besides vocational schools, there are several informative visits to applied universities and upper secondary schools.
- Young members of PAM have eg. their own Instagram- account and blog, where they are encouraged to share their own opinions and experiences via pictures, videos and journals in order to make the union work more visible and present on all levels.

### **Actions have been taken by your organization to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- Around 35% of PAM members are aged under 31 and this is also taken into consideration in our decision making by following quotas. Meaning that there are young members in almost every decision-making body in PAM. Eg. there are two young members in the Executive Committee and four in our union council.

## FINLAND – SELry

### **Actions that have been taken by your organisation to organise more young workers**

- Recruitment campaign for (young) workers working for the summer time
- Informing the students of the vocational schools about the union and the benefits of being member

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- Really active Youth Committee takes initiatives to the union board and council, the decisions made by the board and council are discussed in the meetings of the Youth Committee
- Young union members are encouraged to participate in the ETUI trainings

**FRANCE – FGA-CFDT**

**Actions réalisées par votre organisation pour organiser plus de jeunes travailleurs**

**REUNION DES NOUVEAUX ELUS  
ACTIONS « DECOUVERTE DE LA CFDT EN ENTREPRISE »  
STAND AU SALON DE L'AGRICULTURE  
CHALLENGE ADHESION JEUNE  
REUNION JEUNES EN REGIONS**

**Actions entreprises par votre organisation pour engager plus de jeune personnel, attirer plus de jeunes délégués syndicaux et leur permettre de participer activement aux rôles et organismes décisionnels**

**RESOLUTION CONGRES 2017 DE REIMS AVEC UNE OBLIGATION D'AVOIR AU MOINS 1 JEUNE DE MOINS DE 36 ANS DANS LES EXECUTIFS.**

## IRELAND – SIPTU

### **Actions that have been taken by your organisation to organise more young workers**

- **SIPTU maintains good collaboration with the Union of Students in Ireland (USI) and the Irish Second-Level Students Union (ISSU). We are currently launching a campaign to organise post graduate students with the USI.**
- **SIPTU is undertaking a strong and successful organising campaign to unionise childcare workers, many of whom are young women.**
- **SIPTU took an active role and a public position in favour of Repealing the 8<sup>th</sup> Amendment of the Irish Constitution to allow for abortion services in this country. This resonated with thousands of young people around the country.**
- **SIPTU has an ongoing campaign to tackle precarious work, an issue affecting many young people who are exposed to low-paid and insecure working conditions. SIPTU has won a significant change to the law in Ireland which will benefit thousands of vulnerable workers. We are taking steps to inform young workers of the new provisions and to encourage them to join our union.**
- **SIPTU is campaigning on the housing crisis in Ireland which is affecting young workers and students through high rents and unaffordable mortgages. Young people are getting involved in our lobbying and other actions.**

**Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- **SIPTU is active in the Youth Committee of the Irish Congress of Trade Unions**
- **A number of young people have been employed within our Organising Division.**
- **We are involving our young shop-stewards in the union's structures at company, local and national levels.**

## LITHUANIA – LMP

### **Actions that have been taken by your organisation to organise more young workers**

- Several successful meetings through our confederation (LPSK) with schoolchildren and university students were organized about what trade unions actually do.
- By submitting public questionnaires young people were involved in the existing action plans for organising young people.
- Increased the number of worksite and face book group visitors/union activists, by initiating online competitions.

### **Actions have been taken by your organization to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- We placed new media and technology at the centre of our union confederation (LPSK) communication strategies. Social platforms like Face book, Instagram, Twitter which really heavily on visual content for engagement, were started even more actively use, by sharing relevant information.
- More attention has been paid to ensure the advice for young workers is featured and included in union publications and online content.
- Were organized a few meetings with youth community organizations.
- Was created private face book group for young our Trade union delegates, activists and members to communicate and to share they opinion.
- Increased personal contact at the workplace with young workers.
- Plan how to increase the number of trade union training activities addressed to young members was discussed with members of the NGO association.
- Two young people were employed to LMP staff.

## NORWAY – NNN

### **Actions that have been taken by your organisation to organise more young workers**

- 1) We organize a national youth conference for young members in NNN every year. This is a popular event and young people join the Union to participate.
- 2) The Youth Conference chooses the standing National Youth Committee in NNN. This committee has its own budget and plans its own activities. They report to NNN's executive committee.
- 3) The National Youth Committee, in collaboration with local trade unions, is working to establish youth committees locally.
- 4) Members of the youth committees, both locally and nationally, visit workplaces and schools to organize more young workers.
- 5) 105 man-days from NNN members in the "summer patrol" which is arranged every summer by LO (LO). The summer patrol visits workplaces that hire young workers in the summer and checks that the working conditions are in accordance with rules and regulations. They also offer membership in the Union.
- 6) The National Youth Committee is now working to arrange a conference course for young members under the age of 35 and with membership shorter than 2 years starting in 2019. This is to further educate new young members on the importance of membership and an organized working life

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

Our experience is that young people who are engaged in union work also take greater responsibility in their local unions and who local representatives on the store's floor. It brings them into decision-making roles and bodies at a young age.

We now have, following the 2017 congress, provisions in our statutes that give young unionists observer status in the executive committee, this provision states that the leader of the young committee is in the leather committee.

## SWEDEN – HRF

### **Actions that have been taken by your organisation to organise more young workers**

- We use platforms that are popular with youth, like social media
- Encourage youth membership - free membership for young students
- Take action against precarious work
- Focus on youth education- Offers LO's youth education for everyone under 30, with themes
  - About union,
  - About society,
  - About global justice
  - About insurance.

The courses are free of charge for the participants and we replace lost work earnings.

- Runs the issue in contract negotiations together in LO
- Information about the union to students
- Scholarship for students
- Youth conference together with the LO Confederation

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- By offering young people education, see above but also actively working to recruit more young people to the boards. If they get more then they have easier to get their voice heard.
- By participating in recruitment initiatives aimed for young people.
- Make sure we have youth participants in the boards at all levels.

## SWEDEN – KOMMUNAL

### **Actions that have been taken by your organisation to organise more young workers**

The school is an important meeting place where Kommunal can speak for the trade union idea and have contact with potential members. Young people are often positive about the union, but do not have a clear picture of what the union is and what the union actually does. It is Kommunal task to make young people aware of union membership.

School information, recruitment and recruitment for trade union education are the most important tasks of the youth business. One of the goals is that all pupils attending upper secondary school programs within the vocational fields of the union should receive union information. The school attendant must be a maximum of 30 years.

Kommunal organizes meeting place for young people under 30 year of age. The purpose is to create commitment and get more people to become active. Every year we have a new theme.

Kommunal has started a channel on YouTube, where young people's questions are lifted in a simple and fun way.

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

Kommunal as a union should make room for the members up to 30 years old who want to get involved. We will provide space in the school information activities, The Swedish Trade Union Confederations (LO) youth activities and in traditional trade union work. We also need to ensure that there are more platforms and assignments for continued engagement after the age of 30.

Experienced union representatives should act as coaches and mentors and share their experience.

Young members under the age of 30 make up 16 percent of the members. So it has been since 2015, regardless of whether the number of members increased or decreased. In recent years Kommunal has had a greater focus on activating and engaging more members under 30 years. The proportion of young elected representatives has therefore also increased, from 3 percent in December 2015 to 7 percent October 2017.

Young elected representatives often have assignments as a workplace representative or safety representatives, they are also often members of local youth committees or are school informants with the task of giving upper secondary school students an introduction about working life and about Kommunal.

A few young people under the age of 30 have union responsibilities primarily as deputies in branch committee, as members of the regional committee or as a substitute for a committee member. Among the congressmen there are four young people represented. But on the whole, young members of Kommunal are not yet represented in decision-making and executive parts of Kommunal. It's a long road remaining until the 20% target is reached.



**Actions that have been taken by your organisation to organise more young workers**

Since 2014 we have allocated more financial resources to the youth work. In recent years we've had many targeted training and conferences for our youth members. The recent years we've seen more young members and that they are much more involved in our organisation. 2013 13,8% of our members were under 30. 2017 we've reached up to 20,6%. We estimate that the numbers are even higher today.

**Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

In recent years we've had many natural pensions which resulted in employing considerably younger staff. Due the recent years of active work to attract young members we've seen many more young delegates in decision making roles. Today youth work is not seen as a side project, it's an important work that always needs to be ongoing.  
2013 our union delegates under 30 were 15,9%. 2017 we've reached 20,6%. Even here we estimate higher sum.

## SWEDEN – LIVS

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## THE NETHERLANDS – FNV

### **Actions that have been taken by your organisation to organise more young workers**

**For FNV it is important to have as many youngsters in the different areas of the agricultural and food industry. We have an integrated approach to attract them as members and be active. We visit schools and by giving lessons about the roles and responsibilities of the trade union we “plant seeds” for future membership.**

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

**During the merger and formation of the sectoral trade union FNV, many changes have been made within the organisation. One of the positive results of that, is the internal moving of staff and with that also a growing number of younger trade union officials. In that same process of changes more and more representation goes to young(er) and active members in representation. It is not yet extensively covering the age group until 35 years, but it has full attention in the overall work plans.**

## TURKEY – TOLEYIS

### **Actions that have been taken by your organisation to organise more young workers**

- We have extended our social media platforms to a new level, newly designed web side with the latest trends to their interests.**
- interaction with them, sharing latest news about our trade unions actions and responding to their messages directly and make sure their voices heard.**
- They have been visited all around the country even outside the country if they went abroad as seasonal workers and given the information and training that will encourage them to do their best at representing the union at their work places and their sectors.**

### **Actions have been taken by your organisation to employ more young staff, attract more young trade union delegates, and allow them to actively participate in decision-making roles and bodies**

- We have elected young trade union representatives at most of our organised work places gave them training they need**
- They have been couraged and taken parts actively at international level trade union trainings and seminars for young trade unionists.**

Toleyis Trade Union, Turkey