



EFFAT YOUTH COMMITTEE 2019 - 2024

A Roadmap for Action

Subject to adoption by the EFFAT Youth Committee on occasion of the EFFAT Youth Conference

[Zagreb, 4 and 5 November 2019]

Introduction

Being the voice of young workers employed in the EFFAT sectors, EFFAT Youth committee has the responsibility to speak up for rights of the youth and voice their peers' frequent vulnerable conditions in the world of work.

Recognising that:

- Youth unemployment rates is still at unsustainable levels in many EU member state, thus undermining social cohesion and social security systems, as well as the support and viability of the EU integration project
- Young workers are, on average, at a higher risk of in-work poverty
- Young workers face specific challenges in the labour market, they're especially vulnerable to working poor, deplorable working conditions, precarious jobs and lack of social protection.
- Unpaid, abusive, low-quality internships/traineeships are increasingly used to fill permanent workforce needs thereby exploiting young people and stripping them of their potential for development, causing a long-lasting blemish on their careers that will likely hinder them from entering into full-time, productive, permanent, quality employment
- Youth unemployment in some Eastern and Southern European regions has forced many young people to leave home and families to find new job opportunities abroad. This creates an imbalance inside the European Union undermining sustainability of welfare systems in those countries as well as EU growth and future prosperity
- Few training opportunities impacts disproportionately on young workers future career and employability
- The lack of attractive career paths, long life learning opportunities as well as fair wages is the main cause for high turnover rates of young people in the EFFAT sectors and it is causing an unsustainable loss of human capital in our sectors
- Intergeneration solidarity as well as mentoring and tutoring programmes can greatly contribute to the acquisition of skills mutually benefitting younger and older workers
- The exclusion of young people from the labour market and their concentration in low-quality, marginal and residual employment represents a major obstacle to unionisation and contribute to young workers under-representation in trade unions structures across Europe and EFFAT sectors





- As the world of work has changed so have organising techniques
- Making Trade Union image more attractive for young people is becoming an urgent priority
- Young members can find new methods of coming together be it through digital platforms or online collective actions

Over the years to come the Youth committee will concentrate on the following three pillars of action:

1. Building internal cohesion

- Reinforcing the transnational and cross-sectoral cooperation between YC members through the creation of communication tools that facilitate exchange of practices and information flow
- Finding new opportunities to meet and build synergies also attending trainings provided by the ETUC and the ETUI
- Empowering the role of the Bureau in ensuring proper coordination and cooperation among YC members

2. Building alliances

- Build alliances with civil society and NGOs, students' organisations to fight jointly on common challenges.
- Cooperation with other ETUFs youth structures and the ETUC Youth Committee on joint initiatives and campaigns on common fights, i.e: Fridays for future, back to our future and continued sharing of best practices
- Cooperation with the IUF Youth Committee
- Support campaigns on a transnational/global level

3. Organising

- Empowering the EFFAT Youth Committee aims to develop own run campaigns on specific challenges identified by the Youth Committee
- Coordinated by the EFFAT Youth Committee such campaign will particularly focus on the development of organizing techniques for the most vulnerable categories.
- The campaign is supported by the drafting and implementation of national action plans in the framework of a European/Global campaign
- Continue the exchange of good practices in organising young workers, migrant workers and platform workers





4. Tackling precarious work

- Continue promoting the inclusion of youth employment high on the agenda of EFFAT Member organisations urging the inclusion of youth demands in collective bargaining negotiations at all levels as well as in European Works Councils agendas and in EU Social dialogue meetings
- Striving to introduce youth-specific measures for fair, quality training and apprenticeship schemes and the replacement of ageing workers, as well as clauses that favour access to full-time, permanent, productive employment
- Ensuring the full implementation of the 4 pledges signed with EFFAT Social partners within the framework of The European Alliance for Apprenticeships
- Empowering EFFAT Youth Committee advocacy power in front of the EU Institutions to ensure the Youth guarantee becomes a permanent instrument to fight youth unemployment. It should have an increased budget and a better implementation in all EU member states

5. Improving Youth presence in Trade Union structures

- Bring the instances of the younger labour pool in EFFAT sectors to the EFFAT affiliates and the EFFAT executive committee meetings
- Ensure Youth remains a permanent item in the agenda of the EFFAT Executive Committee
- Follow up of the youth pledge at the 4th EFFAT Congress that focused on two main actions: Tackling concrete initiatives in
 - Ø Organise young workers
 - Ø Strengthen young workers presence in TU structures

