

ETUC YOUTH COMMITTEE MANDATE REPORT: DEC 2019- JUN 2022



Although our mandate has been marked with the pandemic and we were limited with options of meeting face-to-face, the **Youth committee bureau worked hard in the past 2, 5 years**. We adjusted quickly, we established new approaches of working together and communicating our messages.

With this report we want to share with you the **main highlights of our mandate**. This report definitely does not capture all of the activities we did, meetings we attended, energy and effort that was put into. But it showcases the main achievement of the ETUC Youth committee and we hope it can serve you for your actions as well.

1. WORK IN TIMES OF THE PANDEMIC: TRADE UNION THERAPY

As soon as the pandemic started, in hard times of lockdown, we realised we need to adapt to a new way of working and we need to continue with our international support to affiliates. We started with on-line trade union sessions, called TRADE UNION THERAPY, where every week we gathered YC and offered a place for exchange and sharing. The topics we addressed:

- Labour day in lockdown
- What COVID-19 tell us about our society?
- Digitalisation in times of pandemic?
- European criteria for quality internships
- Gender-pay transparency
- Youth Guarantee



2. REINFORCED YOUTH GUARANTEE

Since the beginning of 2020 we have been involved in the EC consultation on reinforced Youth Guarantee. In June 2020 we prepared an [ETUC resolution on Reinforced youth guarantee identifying QUALITY CRITERIA for YG offers](#). We developed a campaign IT'S TIME FOR QUALITY JOBS where we are advocating for the implementation of those quality criteria in YG implementation plans. Now two years after the launch of the strengthened program, ETUC monitoring does not reveal any changes and therefore we advocate for an update of the national implementation plan as well as respect of the quality criteria.



ETUC CALLS FOR



quality criteria as a requirement of all offers under Youth Guarantee. Furthermore, participatory control mechanism should be part of the reinforced Youth Guarantee, with strong involvement of Social partners during the setting of the criteria and the implementation of the control mechanism.



The quality criteria for Youth Guarantee offers must be binding for all providers. Since public money is being used, it is paramount to control the quality of the offers. Youth Guarantee is a policy that needs to tackle youth unemployment, not another employer subsidy policy.

3. ETUC YOUTH STATEMENT

At the ETUC Executive committee on 28-29th October 2020 we presented and a **YOUTH STATEMENT**, addressing specific situation young people are facing and calling for:

- Reinforcing the Youth Guarantee with binding quality standards
- Extension of SURE and emergency measures
- Specific recovery measures for young people in National recovery and resilience plans
- Better coverage for young people and their specific situation with Action plan of European Pillar of Social Rights
- Mainstreaming youth within ETUC policies

4. COVID-19 CRISIS: A YOUTH RECOVERY

We actively worked with European and national decision-makers in order to ensure a **YOUTH RECOVERY** after the pandemic. Our main actions were:

- Survey among ETUC affiliates to map national recovery measures tackling specifically young workers, precarious workers, students, interns, apprentices, and other vulnerable groups
- **EU conference with commissioner Schmit** and national stakeholders, presenting the results of the survey and policy proposals on youth recovery
- Advocating for extension of SURE and recovery measures to young unemployed people, platform workers, self-employed and all categories of workers

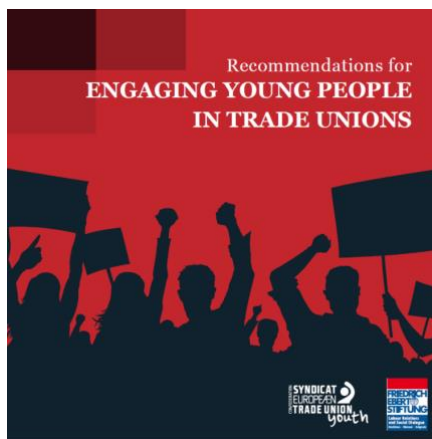


Main advocacy messages:

1. Social partners and young trade unionists to be involved in the design, monitoring and evaluation of national recovery plans.
2. Specific recovery measures for youth and workers in non-standard forms of employment must be developed.
3. Quality jobs and decent working conditions are available to all.



5. EMPOWERING YOUTH AND TRADE UNIONS- at the national level



In order to empower youth trade union structures and support our affiliates in their work, we have produced a [GUIDE ON: ENGAGING YOUNG MEMBERS IN THE TRADE UNIONS](#) and print it in **17 thousand copies** that were shipped across Europe.

It is available in 14 languages: Bulgarian, Croatian, German, English, French, Italian, Latvian, Norwegian, Polish, Portuguese, Romanian, Slovak, Slovenian, Spanish and Turkish.

6. PRODUCING 7 VIDEOS: TRADE UNIONS WORK FOR YOU

There is a slow but almost continuous decline in trade union density in most countries – in 27 out of 31 European countries over the last five years. Recruitment of more young people is therefore crucial for the survival of the trade union movement.

To support the recruitment of young people, we developed **seven short videos** that target young workers who are not members of the trade unions (yet!).

- ⇒ Trade unions fight for rights of workers
- ⇒ You are the trade union
- ⇒ Myth 1: Trade unions only talk and never do
- ⇒ Myth 2: Trade unions only strike
- ⇒ Myth 3: Trade unions are part of the government
- ⇒ Myth 4: Trade unions are only for VIPs
- ⇒ Myth 5: Trade unions are only for old people

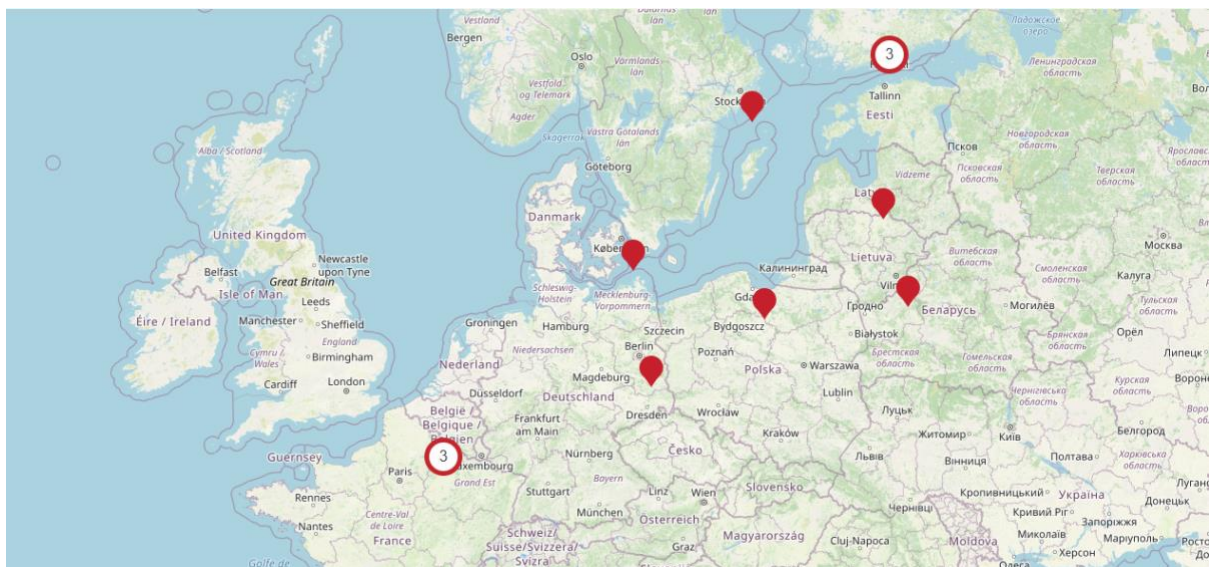


The videos that bust the most common myths or explain the rights of workers in nutshell are available in [ENGLISH](#), [FRENCH](#), [HUNGARIAN](#), [POLISH](#), [MACEDONIAN](#), [BULGARIAN](#), [SLOVAK](#), [ITALIAN](#), [SPANISH](#) and [LATVIAN](#).

7. YOUTH COMMITTEE MAP & NEWSLETTER

We want to facilitate the cooperation among trade union youth structures, their exchange and peer learning. Therefore, we developed an interactive Youth committee map, with all the contact details of existing trade union youth structures across Europe.

To spread our message also beyond the current membership of the Youth Committee we have [started a newsletter](#) where we inform about our activities and promote our calls to actions.



8. BRINGING YOUNG PEOPLE ON BOARD WITH EUROPEAN PILLAR OF SOCIAL RIGHTS

The precarious and unstable position of young people in employment and social protection endangers the full implementation of the European Pillar of Social Rights and its core principles aimed to ensure equal opportunities and access to the labour market; fair working conditions; and adequate social protection and inclusion. With this project we aimed at improving the EPSR Action plans and support our affiliates in making sure EPSR matters to young people as well.

We produced several different outputs in [English, French, Spanish, German, Italian and Romanian](#)



[The EPSR Action Plan through the youth lenses](#)

[Factsheet: The European Pillar of Social Rights - What is in it for young workers?](#)

[Research report: Getting young workers on board of the European Pillar of Social Rights](#)

SOCIAL SUMMIT

Who will hold the youth torch?

4th May 10:00 CET



Ana Mendes Godinho
(Portuguese Presidency of the EU)

Agnes Jongerius
(S&D)

María Rodríguez Alcázar
(YFJ)

Piotr Sadowski
(Social Platform)

In the eve of the **Social Summit** we have **organised a youth event to ask** delegates to the summit to bring messages relevant to young workers:

- Accessible Social protection schemes adapted to all forms of work
- No precarious jobs funded with EU funds

9. ETUC YOUTH QUOTA - WE DID IT!!!

With your help we are one step closer to a fair representation of young people at ETUC congress.

At the Mid-term conference in Lisbon 2021, our constitutional amendment was adopted by 71,61% in favour. It calls for all organisations to include members younger than or aged 35 and says that every fourth delegate per delegation must be younger than or aged of 35, otherwise its voting rights should be reduced proportionally.

At ETUC Congress 2023 we will again confirm the constitutional amendments and send a clear message to all young trade unionists, saying: we want a fair representation of young people in trade unions!



10. CONFERENCE ON THE FUTURE OF EUROPE

We have participated at the Conference on the Future of Europe (CoFoE) and ensured the voice of young people is being heard. We pushed forward-looking discussion concerning the future of the European Union not only in terms of recovery from the Covid-19 crisis, but as a way for a fairer, more inclusive and sustainable European economy and society, based on a Renewed Social Contract for Europe.



11. BAN UNPAID INTERNSHIPS

European Institutions and national leaders declared 2022 the **European Year of Youth**. (EYY) This has been done after data from all corners of the EU showed that young Europeans are one of the most affected groups by the COVID 19 pandemic.

ETUC has long been warning that the austerity measures introduced after the last economic crisis, left the labour market a very hostile place for young workers. The race to the bottom and liberalisation of the market led to an increase in young people who had little choice but to accept unfair working conditions in the form of temporary contracts, 0 hours contracts, bogus self-employment, unpaid or poorly paid internships that often substituted entry-level jobs.



We, therefore, welcome the EYY initiative but we denounce the lack of concrete proposals and commitments to make the life of young workers better. For EYY to have the impact we have to have legislative changes that will guarantee improvements in all member states. [One of the ways to immediately achieve that is to end the exploitation of young workers and BAN UNPAID INTERNSHIPS.](#)



COLLECTIVE COMPLAINT VS. BELGIUM

In 2022 we received the ruling of a complaint brought by the European Youth Forum and supported by ETUC.

This [landmark ruling](#) confirms that unpaid internships are discriminatory and unfair.

The European human rights body ruled Belgium had violated parts of the European Social Charter by failing to prevent “bogus internships” which were unpaid but represented real work.

CAMPAIGN ACTIONS:

Combination of online and offline advocacy activities

1. Meetings with policymakers on national and European level
2. Raising awareness activities online
3. Policy monitoring and data gathering on existing good and bad practice
4. Interactive workshops for activists and stakeholders
5. Regular exchanges between stakeholders of the campaign

What are quality internships?

THE QUALITY INTERNSHIP HAS TO HAVE SEVERAL CRITERIA

1. Transparent recruitment process
2. A written agreement between both parties
3. Fair remuneration respecting sectoral/national minimum wage and/or collective agreements
4. Social Protection including healthcare, unemployment, parental leave and pension contribution
5. Skill developments and learning trajectory
6. Supervision and mentoring by professionals in the organisation
7. Decent working environment and guaranteed health and safety conditions



12. REVITALISATION OF TRADE UNIONS (ITC-ILO PROJECT)

Project designed by the ACTRAV ITC-ILO and the ETUC Youth Committee aimed at **BUILDING UNION POWER THROUGH INTERGENERATIONAL PARTNERSHIP**. It is built around ETUC's forward-looking strategy to boost trade union renewal and revitalization in Europe with young workers as the key drivers of change. It recognizes the challenges young people are facing in the world of work and the crucial role they can play in trade union revitalization. Young workers are the makers of tomorrow's unions. To be able to fulfil that role, they need to be empowered today. The essential part of their empowerment is close collaboration and partnership with senior leaders. Together they will build more dynamic, vibrant and inclusive trade unions for a more social Europe.

The screenshot shows a course interface for 'Youth In Decision-Making'. The title is 'Youth In Decision-Making' with a search icon. Below the title, it says '0% COMPLETE'. There is a list of course modules: 'Capacity Building of Young Trade Unionists', 'Involvement of Youth Structures in Decision-Making Processes', 'Conclusion', and 'Library'. The main content area features a blue background with a white text box that reads: 'In this lesson we will focus on why and how to involve youth structures in trade union decision-making processes.' To the right of the text is an illustration of a woman standing at a podium, pointing at a screen that displays a balance scale and a female symbol.

By boosting the youth participation in union democracy and action, the project aims to set in motion a more **transformative change in union strategies and practices and bridging the gap between trade unions and the youth**. Projects resulted in the inclusion of young people's concerns into mainstream trade union policies and strategies which ultimately contribute to the renewal and revitalization of trade unions.

13. TRAINING FOR THE YOUTH COMMITTEE

To empower members of the youth committee we regularly organised **trainings in cooperation with ETUI**. The participatory methodology and conducted needs analysis ensured an active involvement of members, snowball effect on the national level and strengthening of cooperation between members on regional and sub regional level.

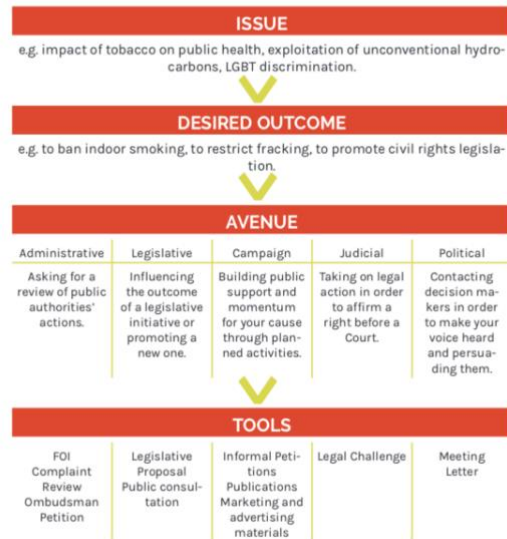
2020: Youth week on functioning and improvement of the Youth Committee

2021: Training on public speaking

2022: Youth week to enhance EU and national advocacy skills

How to write a lobbying plan

The section below sets out the various tools which may be employed by the lobbyist. This is not an exhaustive list, and you are encouraged to think laterally. The tools you will choose will depend upon the regulatory overview, your goals, and the institution that you are targeting.



14. LABOUR DAY MESSAGES

In 2020 we organised Labour day celebration online and we started the **#PandemicOfSolidarity**.

In 2021 we [dedicated the day to young workers](#)

In 2022 we linked with our campaign to **#BanUnpaidInternships**.



15. WORKING IN NETWORKS

During this whole mandate we have been actively involved in different networks where we present the voice of young workers and we are making sure the trade union perspective is taken into account.

Networks we are part of are:

- **European youth forum**
- **Apprenticeship network**
- **Generation Climate Europe (GCE)**



16. THANK YOU

We thank all of you for your support and contribution to our work.

We thank all **ETUC Youth committees members** for remaining active also during the times of the pandemic and lockdowns, to all **ETUC affiliates** who recognise the importance of young people in trade unions and support youth structures and to **ETUC leadership, particularly to Ludovic Voet**, our Confederal Secretary, to continuously supporting our work.

Without **Lucie Susova**, ETUC Youth coordinator, none of this would be possible, and we thank you with all our hearts.

ETUC YOUTH COMMITTEE BUREAU

Tea Jarc, ZSSS

Adriana Ciacaru CNSL Fratia

Joscha Wagner, DGB

Chloe Bourguignon UNSA

Nicoletta Merlo, CISL

Plamena Parteniotis, EPSU

Asa Strom, SACO

