



IEGULDĪJUMS TAVĀ NĀKOTNĒ!

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Perception and role of TUs among youth

- **More research needed** in investigating the perception of young people towards unions
- Some research (in some English-speaking countries and West European countries Belgium, the Netherlands, Germany) shows that **only a little minority of the young workers is hostile** towards unions.
- Research shows that **young workers are (quite) willing to join unions** but they are often confronted with obstacles: they are often employed in small companies or sectors with weak or inadequate union presence and with high mobility;
- A majority of young workers are **rather uninformed** about what unions really do (supposed individualism?)
- Union representation at the **work floor** is still crucial in order to influence the perception of unions,
- All unions should **address the needs and interests of young workers** in the LM today (these needs and interests are certainly not same for every young workers as they are not a homogenous group) but at the same time those interests and needs are not per definition always different from the interests and needs from older workers.

Organise for stronger unions

- **shift resources towards organising** in general (without downgrading existing services and actions for members)
- experiment with **recruitment/organising tactics** and methods on a small scale and see what works and what not and WHY – try the more risky green-field organising instead of brown-field organising
- **like-by-like recruitment** (role models?)
- let young workers **experiment union membership and activism**, preferable during apprenticeships (lower union membership fees for some categories?)
- **community unions**: whole-worker unionism (young workers have problems and concerns in the workplace but also probably beyond the workplace)
- set-up '**real**' **structures for representing young workers** in the union (resources, autonomy...); full prerogatives in the decision-making bodies (executive committees/councils etc. (on condition that they have real representation structures)
- **structures**: several options are possible: combination of a youth trade union official, a youth committee and a formal network with strong cooperation with NGOs, precarious workers associations, movements etc?
- **less bureaucracy, less hierarchies** – more vertical decision-making structures
- Further efforts needed in engaging young union members for a **life-long membership**



Latvijas prezidentūra
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IEGULDĪJUMS TAVĀ NĀKOTNĒ!

Konference

***"Arodbiedrību loma ilgtspējīgas
izaugsmes un kvalitatīvu darba vietu
izveidē"***

Conference

***"Trade union role in promotion
of sustainable growth and quality
job creation"***

Rīgā,

2015. gada 26.-27. februārī.