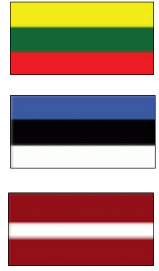


13th Baltic Trade Union Youth Forum
RESOLUTION
on youth employment in the Baltic States



Riga, Latvia

Young trade unionists from Lithuania, Latvia and Estonia joined forces to identify issues and find solutions for the improvement of youth employment during 13th Baltic Trade Union Youth Forum that took place on October 11 – 13, 2012 in Riga, Latvia, and agreed to draw attention of the National Trade Union Confederations of the three Baltic States on the following issues:

The Forum recognised that despite the fact that on the legal level there is no discrimination of young people and young employees are entitled for the same rights as all employees - statistics show a high level of unemployment among young people – 29% for Latvia, 25% for Lithuania and 23% for Estonia.

Trade union authority

The Forum is convinced that **the first step** to tackle employment of youth is **raising the membership and authority of trade unions** in order to enable trade unions to fulfil their mission within tripartite and bipartite social dialogue and defend the rights of employees and young employees in particular.

To facilitate improvement and strengthening of trade union image we invite trade union management in Latvia, Estonia and Lithuania to draw attention to nomination of leaders of trade unions, their skills, competences and personal qualities and moreover leaders' abilities to work with youth.

Legal status of trade union councils

In order to allow young trade unionists to take active part in trade union movement Forum demands **to grant legal status to youth councils** in the trade union confederations in all three Baltic States. This will allow us to participate in the decision making and distinguish youth councils from "interests' clubs."

Tripartite social dialogue

To improve the employment of youth **we invite** management of national trade union representatives in the tripartite cooperation councils to **impact legislative changes to:**

- ✓ support improving the conditions for qualitative and effective internships;
- ✓ draw attention of state labour inspections to perform sufficient 'checks' against abuse of internship possibilities;
- ✓ reduce financial burden on employer involving an intern or trainee in his work place in order to motivate employers facilitate trainees and interns in gaining first professional experience;
- ✓ introduce a quota system of young employees as a criteria for getting state support grants.

Trade union activities

Regarding **trade union activities** not connected to legislative changes **we propose** national trade union managements to:

- ✓ consider activities to help graduates in finding their first employment according to their professional education, namely consider 'trade unions acting as employment agency';
- ✓ involve trade unions into the research of labour market on the issues of demand for particular professions together with employers by using the ESF funding.

Work with future employees

At the same time **we propose** that trade union work in order to improve youth employment starts already **on school level and is focused on pupils**. Within trade union activities focused on pupils we draw attention to the necessity to educate pupils and students on their labour rights using the ESF project funding and **involve in the professional orientation of pupils and students** already in schools to invest in our future potential.

Collective bargaining

At last but not least - as the primary mission of trade unions is collective bargaining - we strongly ask managements of national trade union confederations to promote **inclusion into collective agreements issues supporting young employees and studying employees**, namely: mentoring programs, possibilities to reimburse tuition fees and possibilities to improve professional skills.

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