

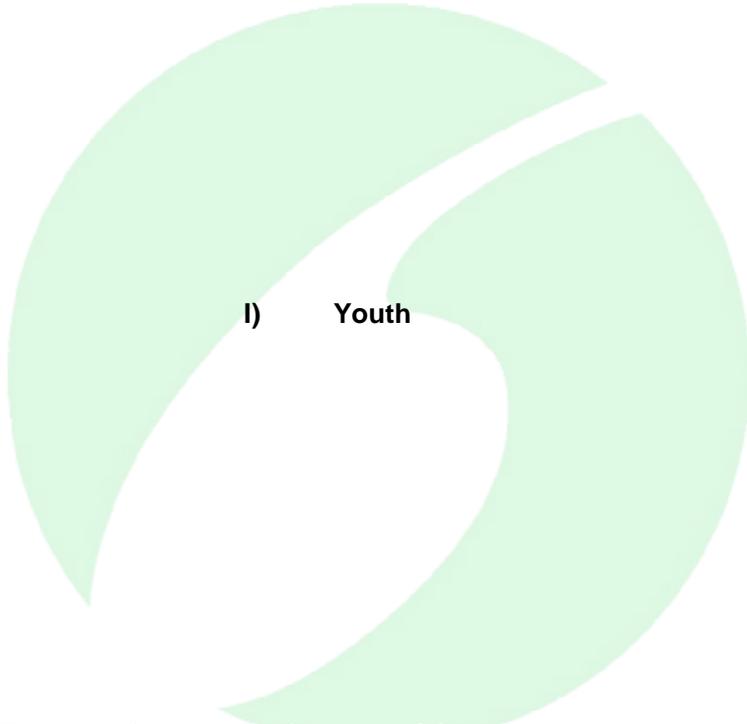


EFFAT

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

**Meeting of the EFFAT Executive Committee
BRUSSELS, 03 and 04 March 2020**

Agenda item 7: **Political Framework and follow up on Action Plan 2020-2021**



I) Youth

Decision: The Executive Committee takes note of the reports and endorses the documents presented.

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EFFAT YOUTH COMMITTEE 2019 - 2024

Towards an empowered EFFAT youth representation - Orientation Paper

Subject to discussion and adoption by the EFFAT Youth Committee

Introduction

As the voice of young workers employed in the EFFAT sectors, it is the responsibility of the EFFAT Youth Committee to speak up for the rights of young people and emphasise the often-vulnerable working conditions of their peers.

Recognising that:

- Youth unemployment rates are still at unsustainable levels in many EU member states, undermining social cohesion and social security systems, as well as support for and the viability of the EU integration project.
- Poorly paid and precarious jobs are often a reality for many workers employed in the EFFAT sectors and young workers are, on average, at higher risk of in-work poverty, precarious work and a lack of social protection.
- Unpaid, abusive and/or 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 long-term damage to their careers that is likely to hinder them in entering into full-time, permanent, high-quality employment.
- Youth unemployment in some Eastern and Southern European regions has forced many young people to leave their home and families to find new job opportunities abroad. This process creates imbalances inside the European Union; it causes labour shortages and undermines the sustainability of welfare systems in the departure countries.
- The lack of attractive career paths, life-long learning opportunities and fair wages are the main causes for the high turnover rate of young people within the EFFAT sectors, impacting disproportionately on workers' employability causing an unsustainable loss of skills and human potential in our sectors.
- Intergenerational 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 contributes to the under-representation of young workers in trade union structures across Europe and the EFFAT sectors.
- As the world of work has changed so have organising techniques.





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- Making the image of the trade union movement 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 action.

In 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 Youth Committee members through the creation of communication tools that facilitate the exchange of information and best practice.
- Finding new opportunities to meet and build synergies, also attending trainings provided by the ETUC and the ETUI.
- Empowering the role of the Youth Bureau in ensuring proper coordination and cooperation among Youth Committee members.
- Considering the development of an EU-funded project aimed at fostering EFFAT Youth activities.

2. Building alliances

- Forging alliances, where possible, with schools/universities/vocational training institutions to inform and sensitise students before they enter the labour market about workers' individual and collective labour rights, the value of quality internships/traineeships and, most importantly, the important role of trade unions and transnational solidarity.
- Coordination with other ETUFs youth structures and the ETUC Youth Committee to share good practices and strengthen synergies on joint initiatives and campaigns, (e.g. Fridays for future, Back to our future).
- Cooperation with the IUF Youth Committee and enhanced EFFAT Youth Committee support to be provided to campaign on a transnational /global level.

3. Organising

- Empowering the EFFAT Youth Committee's aims to develop its own campaign(s) on specific issues identified by the Youth Committee and endorsed by the EFFAT Executive Committee. Coordinated by the EFFAT Youth Committee, such campaign(s) will particularly focus on the promotion of trade union work and international solidarity among young workers as well as the development of innovative organising techniques for the most precarious sectors in EFFAT.
- The campaign(s) is/are supported by the drafting and implementation of national action plans within the framework of a European/Global campaign. The organisation of workshops and seminars with a regional and targeted perspective will also be considered.





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- Continuing the exchange of good practice in organising young workers, migrant workers and platform workers among EFFAT member organisations and Youth structures of other ETUFs.

4. Tackling precarious work

- Urging the inclusion of youth specific demands in collective bargaining negotiations at all levels as well as in European Works Councils agendas and in EU social dialogue work programmes.
- Striving to introduce at EU policy level as well as in collective bargaining negotiations youth-specific measures for fair, quality training and apprenticeship schemes, as well as clauses that favour intergenerational solidarity and access to full-time and permanent employment for young workers.
- Ensuring the full implementation of the four pledges signed with EFFAT social partners within the framework of The European Alliance for Apprenticeships.
- Empowering EFFAT Youth Committee's advocacy towards the EU Institutions to ensure The Youth Guarantee becomes a permanent instrument to fight youth unemployment: it needs an increased budget and better implementation in all EU member states.

5. Improving Youth presence in Trade Union structures

- Further empowerment of EFFAT Youth Committee voice within EFFAT governing bodies.
- Ensure youth issues remain a permanent item on the agenda of the EFFAT Executive Committee.
- Continuing to promote the inclusion of youth employment related issues high on the EFFAT political agenda as well as in the one of its member organisations.
- Follow up on the youth pledge of the 4th EFFAT Congress which focused on the following two key areas:
 - Ø Organise young workers
 - Ø Strengthen young workers' presence in TU structures

