

# The EPSU Youth: The Introduction to the Work of the Network



# Overview

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- EPSU Youth Network
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  - ▣ Purpose
  - ▣ Responsibilities
  - ▣ Composition
  - ▣ Representatives
- EPSU Youth Network Meetings
- EPSU Youth Network Steering Committee Meetings
- Youth and EPSU Congress
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# The Youth Network and the EPSU



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EPSU YOUTH



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PSI YOUTH

# The Youth Network and the EPSU



The European Federation of Public Service Unions brings together trade unions from across Europe. It represents 8 million public service workers across Europe.

**EPSU YOUTH  
NETWORK**

# The Youth Network and the EPSU



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**EPSU YOUTH  
NETWORK**

**Defence Sector**

**Firefighters**

**Public Services**

**Economic Policy**

**Journalists**

**Embassy and  
household staff  
EWCs**

**Prisons  
Services**

**Women & Gender  
Equality**

# EPSU Youth Network's Functions



# EPSU Youth Network's Functions

- ❑ Youth Network is a non-statutory body of the EPSU
- ❑ The members of the Network are young workers of the EPSU affiliate organizations no older than 30 years of age
- ❑ Decisions made by the Network are not binding
- ❑ The Network aims at holding annual meetings, considering funds at its disposal
  - ❑ *What do you think of non-statutory character of the Network?*

# EPSU Youth Network Purpose

- ❑ To **share experiences** between and create a platform for networking opportunities for the youth members of the EPSU affiliate organizations
- ❑ To support and share best practices
- ❑ To promote youth issues on regional and local level
- ❑ To serve as liaison between EPSU, the Network and national trade unions
- ❑ To organize and mobilize the youth members of the EPSU affiliate organizations
  - ❑ *To bring youth back to unions and unions back to the youth!*

# EPSU Youth Network Steering Committee Responsibilities

- The Network contains of a Steering Committee.
- It is elected during the Network meeting.
- The Committee consists of about 15 members, respecting regional representation and gender balance.

# EPSU Youth Network Steering Committee Responsibilities

- The responsibilities of the Committee:
  - ▣ To schedule and organize Network meetings;
  - ▣ To be the liaison between the Network and EPSU;
  - ▣ To represent the Network in EPSU and external bodies meetings;
  - ▣ To report to the Network regarding the work done;
  - ▣ To prioritize youth voices in EPSU decision-making process (e.g. EPSU Executive Committee)

# EPSU Youth Network Steering Committee Composition in 2017-2019

- The Network has three working groups within the network consisting of a Committee member and Network members.
- The working groups are:
  - ▣ Policy and Research;
  - ▣ Campaigns and Communications;
  - ▣ Organizations and Recruitment.
- Pros and Cons
- New Composition

# EPSU Youth Network Steering Committee Representatives

- The members of the Steering Committee represent the Network in EPSU and PSI bodies. The Steering Committee has a representative to the:
  - EPSU Executive Committee (as per impending amendment to the EPSU's Constitution in Dublin 2019)
  - EPSU Congress Resolution Committee
  - EPSU Gender Equality Committee
  - The European Trade Union Confederation
  - Public Service International
  - ETUC Youth Committee
  - European Youth Forum

# EPSU Youth Network Meetings



# EPSU Youth Network Meetings

## Berlin September 2017

- ❑ The biggest meeting with 55 participants
- ❑ EPSU work programme and the role of the EPSU youth network
- ❑ Election of representatives
- ❑ Working groups ( Policy and Research, Organizing and Recruitment; Campaign and Media);
- ❑ Slack Network



# EPSU Youth Network Meetings

## Sofia August 2017

- The EPSU Youth Network discussed and decided to set the list of following objectives:
  - ▣ To promote representation of young workers at EPSU congress as delegates and aiming to have
  - ▣ To support the “Campaign and Communication” working group survey
  - ▣ To edit and circulate the structure of EPSU Youth Network
  - ▣ To draft a position paper on the future of trade unionism and the future of work (as a part of the survey or a separate paper)
  - ▣ To EPSU youth networks encouragements to participate in EU elections
  - ▣ To draft and to advocate for a young workers’ resolution to pass at congress
  - ▣ To engage young workers and empower them (needs rephrasing)
  - ▣ To support ILO Convention on gender based violence



# EPSU Youth Network Meetings

## Dublin June 2019

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- *Decisions to be taken and Memories to be made!*

# EPSU Steering Committee Meetings

**January 2019, London**



**February 2018, Prague**

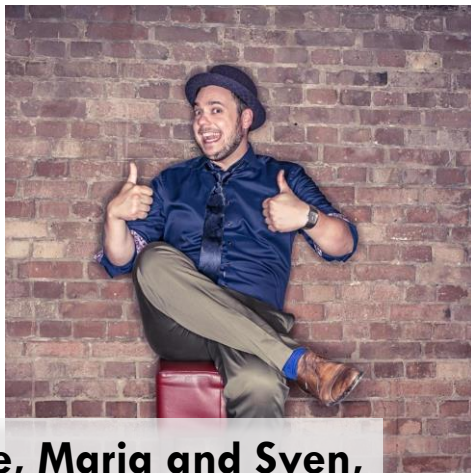


**June 2018, Brussels**



**November 2017, Geneva**

# EPSU Youth Delegates



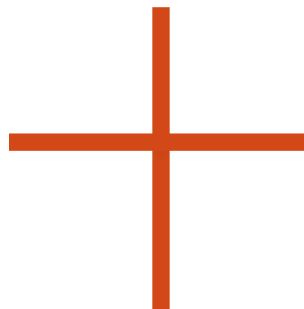
**Leoni, Malte, Maria and Sven,  
EPSU Executive Committee**



# EPSU Youth Delegates



**Leoni, Malte, Maria and Sven,  
EPSU Executive Committee**



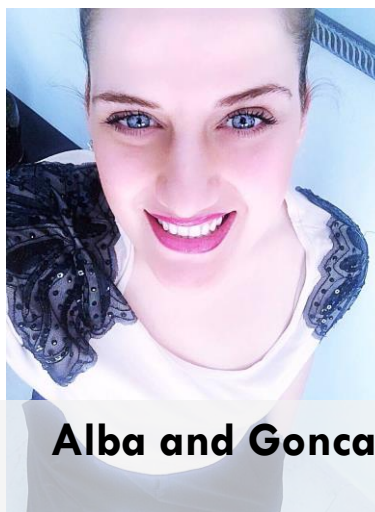
**Anna**

# EPSU Youth Delegates

**Joe, ETUC Youth  
Committee**



**Alba and Gonca, PSI Youth Committee**



**Zahra, EPSU Congress  
Resolution Committee**



**Maria, EPSU Gender and Equality  
Committee**



# EPSU Youth Delegates

- *Reactions from the Delegates*
  - *Anything omitted?*
  - *Factual contribution about the meetings*

# Youth and EPSU Congress

**FIGHTING FOR A FUTURE  
FOR ALL**

**10<sup>TH</sup> EPSU CONGRESS 2019**

**4-7 JUNE 2019, DUBLIN**

# Youth Network Resolution

- Background of the Resolution Creation
  - ▣ EPSU Youth Network Position Paper
  - ▣ Zahra nominated to the Congress Resolution Committee at about the same time
- CRC Plan of Action not addressing youth issues
- Proposal of the youth Network to draft a Resolution
  - ▣ Resolution should add something new to the Plan of Action
  - ▣ Resolution should not contradict the Plan of Action
- The Resolution aims to weave youth issues into the fabric of EPSU's work
- Position Paper redrafted to a Resolution presented to Nordic Constituency
- “Fighting for young European public service workers means fighting for the future of work and the future of public service unions”
  - ▣ Submitted by the Nordic Constituency & the EPSU Youth network

# Youth Network Resolution

## Fighting for Young European Public Service Workers is Fighting for The Future of Work and The Future of Public Service Unions

Tackling challenges faced by young public service workers fall in line with EPSU's main priorities for the coming years. Addressing the issues of young workers is a part of the solution for the future of work in public services and the future of public service unions.

### 1. Young Workers and the Future of Work in Public Services

EPSU notes that the challenges that young workers face today are the challenges all workers face tomorrow. Decent working conditions among young public service workers is the key to securing the future of work in public services, for all workers.

Unemployment and precarious work represents a major challenge for the future of work. In 2017, approximately 15.8 million young people in the EU aged 20-34 years were neither in employment nor in education or training. The problem of long-term unemployment for young people is a key driver of problems with well-being, income insecurity, and the lack of future employment prospects.

Young public service workers face unpaid overtime or work hours, long working days, are forced into unlawful contracts, receive low salaries, and have difficulties getting a permanent or full-time contract. Precarious work conditions promote a culture where conditions are further worsened by workers disconnection from organised work life and unions.

EPSU supports the struggle to solve the challenges that disproportionately affect youth and recognizes that this struggle is a part of the solution to realising a desirable future of work in public services.

### 2. Young Workers and the Future of Public Service Unions

EPSU recognizes that youth membership and union participation is key to securing the future of public service unions.

Lack of awareness and interest in trade unions among young workers are now resulting in membership decline all over Europe. The negative image of trade unions, precarious working conditions in the public sector, and the lack of visibility and awareness in the education system about the work of trade unions reinforce this problem. In the rapidly changing world of work, the future outlook for public services and trade unions cannot be visualised without the active involvement of young workers.

To help solve the problem of membership decline and low awareness and interest in trade unions, EPSU supports measures to raise interest in and support for trade unions among youth and young workers. Young workers engaged within trade unions can take an active role in developing innovative ways to attract and recruit young workers. Public service trade unions can contribute to youth engagement in a number of ways, including youth-oriented platforms and training within unions, and by promoting policies that are especially helpful for young workers. By achieving this public service trade unions can remain a strong force to maintain and improve the rights and representation for all workers.

Public service trade unions with broad representation requires a mutual and inclusive effort that enables youth to actively take part within unions. EPSU notes that young workers involvement can help recruitment and raise interest in trade unionism among young workers.

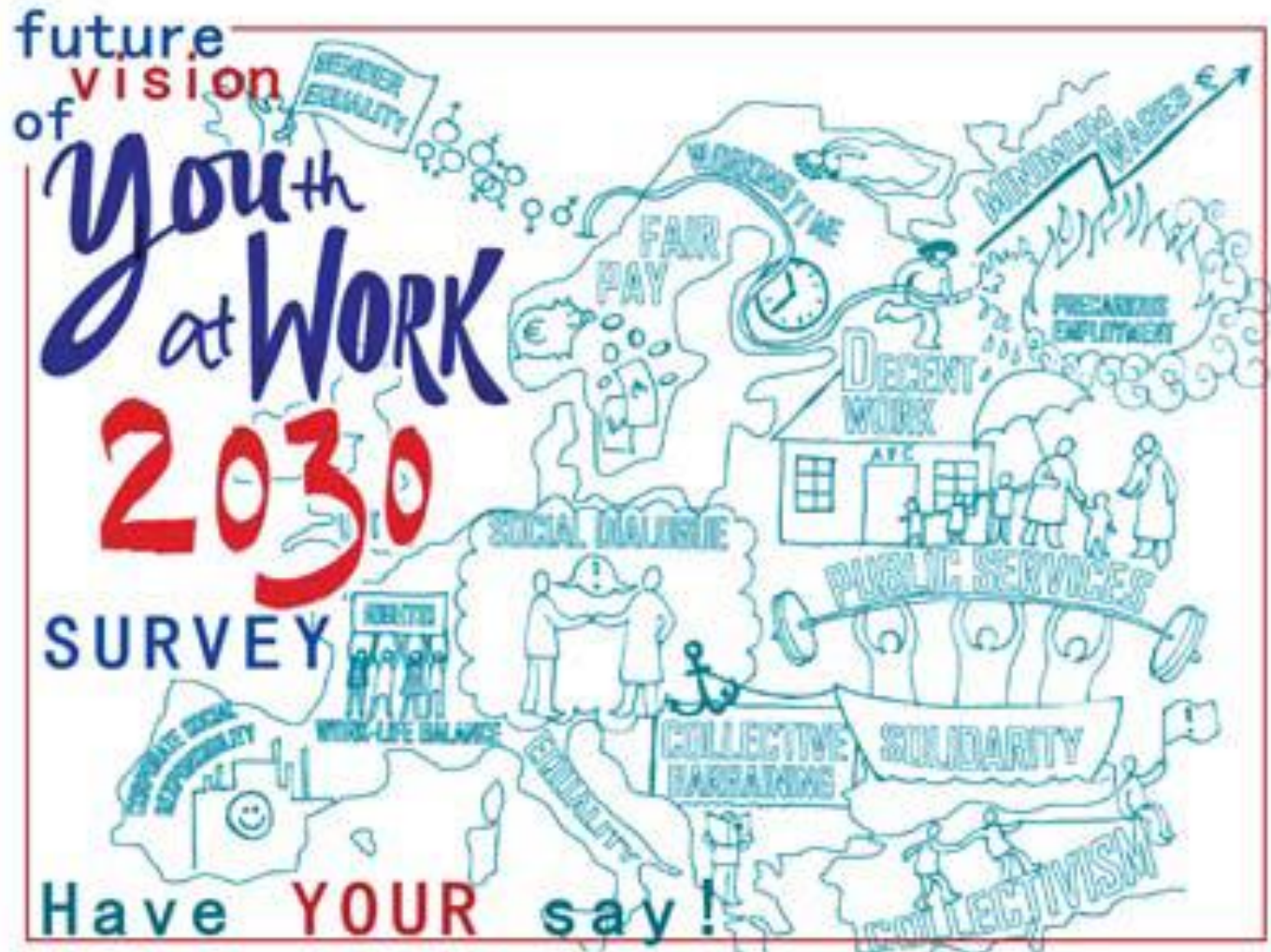
EPSU supports and envisions a public sector which offers young workers good and fair wages, decent working conditions, family-friendly policies, opportunities for professional development and vocational training, and an inclusive work environment free from discrimination and harassment. By achieving this public service trade unions can prove to young workers that they are relevant for the work life of tomorrow, improving youth membership rates.

To support young workers is to invest in the future of public service unions.

### Action points:

- ☐ Encourage the public sector to offer more opportunities to young workers
- ☐ Support reintegration schemes for young workers excluded from the labour market for an extended period to address long-term youth unemployment at national and European level
- ☐ Promote the development of a youth centered approach within the public sector; including counselling, mentoring and early professional orientation programmes directed at youth
- ☐ Endorse measures to tackle outsourcing and labour market fragmentation (e.g., unpaid internships, zero-hour contracts and substitution of permanent jobs by temporary contracts) that disproportionately affect youth
- ☐ Support measures to ensure possibilities for work-life balance for young workers and young families
- ☐ Strengthen cooperation between the public sector, trade unions and education institutions in providing training and union information for young workers
- ☐ Encourage unions to help include young workers in the common cause of the trade unionist movement by providing platforms, events and training specifically directed at young workers and their challenges
- ☐ Support the EPSU Youth Network in their work to involve young trade unionists in EPSU

# “The Future Vision of Youth at Work 2030” Survey



# “The Future Vision of Youth at Work 2030” Survey

- “Organize and Recruit” of the Steering Group initiative
- The reasons for creating the Survey
- Creation and Distribution of the Survey
- Response and Process of the Survey

# The Results of the Survey

- Young people should join unions - Unions should join young people
- The EPSU Youth Network, the ETUC Youth Committee and the European Youth forum asked over 1,300 young people across Europe about their views towards work, trade unions and society.
- Young workers prefer a future with standard forms of employment
- Young people are concerned about employment security and precariousness
- Young people join unions because of improvements in wages and working conditions, belief in trade unions and support if problems occur at work
- Main reasons for young people not to join a union are that they have not been asked or they have not gotten around to it
- Passive union members are more likely to leave their union. Unions need to continually engage and organise existing members
- Active union members are more likely to also be active in wider society
- Involve youth, keep them informed and engaged!
- *Will be presented and discussed by Maria!*

## Young people should join unions



## Unions should join young people



# Reflection of the Steering Committee



# Reflection of the Steering Committee

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**How to improve things?**

**What did the Youth  
Network achieve within  
EPSU?**

**How did you use the  
support of EPSU for  
your TU?**

**Thank You!**

**Questions?**