



MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF resource pack for building unions through youth work



MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

Trainers' notes

How to use these materials

CONTENTS

Trainers' notes

About this pack

1. Who is in your union and the workplaces you organise?
2. Unions need young people
3. Organising new kinds of workers
4. Carrying out a mini-audit

Booklet

The objective of this booklet is to encourage unions to organise and promote young worker activism. It is aimed at unionists who are seeking to strengthen their union by carrying out work with young people.

The booklet can be used on its own as resource material or to stimulate debate through group work by discussing the questions that appear throughout the pack. This could form the basis of any decisions made by your union.

Some pages, such as those in the mini-audit section, are ideal for photocopying and handing out to people to complete. Results can then be shared and discussed.

Powerpoint presentation

The powerpoint presentation follows the same format as the booklet. You can use the slides as you think most useful.

DVD

Be part of something big is an ITF film encouraging young workers to become active in transport unions. It can be used to encourage discussion, set the scene, or as an ice-breaker. A multilingual version is included in this pack.

Other help

Visit the ITF website: www.itfglobal.org for more information. There is also a young workers' website: www.itfglobal.org/youngworkers. If you have any questions, contact the ITF:

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About this pack

Your union is a member of the International Transport Workers' Federation (ITF) – a global union organisation with 700 member unions in 150 countries worldwide.

The ITF and its member unions are facing enormous challenges in today's globalised transport industry. Privatisation, deregulation and commercialisation have led to job losses and a reduction in trade union membership numbers. Meanwhile, the transport industry is growing, with new areas of employment opening up. However, much of this work is unregulated and casualised. Very often, many of these jobs are done by young workers who are not organised into unions.

Trade unions have a duty to protect the rights and interests of these workers. At the same time, unions that take up this work will build their strength, membership and organisation.

This resource pack aims to help ITF unions to organise young workers – those aged up to around 35. The pack is for: trade union leaders, union educators, youth network participants and union activists who are working to build youth participation and shop stewards.

700 MEMBER
UNIONS IN 150
COUNTRIES
WORLDWIDE



1. Who is in your union and the workplaces you organise?

Unions should know who their members are so that they can make sure that their policies are focused appropriately. They should know how old they are, what sex they are, what jobs they do and how involved they are in their union. They should also know about who the potential union members are in the workplaces.

All unions need to have information about the number of young workers in their union, to enable them to focus their work appropriately and ensure they are asking the right questions. It is important also to carry out an “audit” of the young people in your union. An audit aims to assess young workers’ levels of participation and representation in the union, as well as how resources are allocated between older and younger workers. This can include finance, access to information and training and use of time. In addition, an audit will also look at the relative benefits for younger workers and for older workers. The audit will enable you to identify the opportunities for change in the future.

Topics for discussion

- Who is in your union and in the workplaces you organise?
- Can you analyse information about their age, sex, job and union involvement?
- How many young workers do you have at different decision-making levels?
- How would your union benefit from carrying out an audit on young workers?
- What proposals would you make to improve the way you engage with young workers?
- What is your programme for change?



What they did

Canadian Auto Workers’ Union

The Canadian Auto Workers’ Union, recognising the important role that young people have in building the union, undertook an analysis of young workers in Canada by tapping into research undertaken by Andrew Jackson (*Rowing against the tide: the struggle to raise union density in a hostile environment, in Paths to union renewal: Canadian experiences, 2006*). It found that 84 per cent of young workers were employed in Canada’s service sector, constituting a growth of more than 22 per cent since the late 1970s. The research revealed that this increase in the sector – largely non-unionised – coincided with a decline in young worker unionisation by about 49 per cent between 1981 and 2004. In addition, the proportion of young workers employed in temporary jobs – both full- and part-time – had more than doubled between 1989 and 2006. Unemployment was also significantly high for young workers and noticeably even higher for young minority ethnic workers.

The union used these findings to inform the development of its youth project.

2. Unions need young people

Because of the growth in the transport industry, young workers are entering the sector in increasing numbers. However, both the industry and trade unions remain dominated by older workers. That's why young workers can often find it difficult to participate in trade unions. It is vital to ensure that young workers are engaged in the trade union movement so that they can take forward the work of the movement in the future.

What stops young workers from participating in unions?

Many young workers do not understand how unions can help them. Unions can be very traditional institutions where older men dominate, leaving younger workers and other groups feeling alienated.

What are the barriers?

- If young workers don't see their peers playing a positive role in the union, they could feel the union is not meant for them.
- Young workers may not see unions addressing the issues facing them, such as casualisation and precarious working.
- As young workers are frequently employed on a casual or temporary basis, they may find it difficult to exercise their trade union rights.

Do any of these issues apply to your union? Have you asked young members about them?

What they say

"Trade unionists should ask young people what they need from the union and find out what our main problems are. We suffer from working in positions that are precarious, just as women and migrant workers do. If we're not unionised, we won't have the power to change our poor working conditions.

"If we don't get young people into trade unions, what will happen in 15 years' time? Won't the unions disappear? Young people are also social agents. We have to make them aware of the importance of becoming members..."

Fatima Aguado Queipo, CC.OO, Spain

"Organising young workers is organisationally necessary for the future of our movement."

Randall Howard, ITF President

Strengthening young workers' involvement in transport unions

Young workers need to be at the heart of democratic and active involvement at all levels of trade unions. To bring this about, it is crucial to build union structures for young workers and to "mainstream" young people into the union movement.

Building young workers' structures

Transport unions need internal structures to promote young workers' involvement in unions. These may include: a young workers' committee, perhaps elected by a young workers' conference, a designated young workers' officer or a young workers' department.



Young workers' structures can:

- **prepare young workers for union posts**
- **build young workers' awareness, confidence and organisational skills**
- **develop campaigns, educational programmes and material for young workers**
- **lobby for changes to tackle issues affecting young workers**
- **collect and record information on young workers and issues they are concerned about**
- **create strategies for collective bargaining and union action to ensure young workers are involved.**

Getting young workers into the mainstream

Mainstreaming young workers into the trade union movement means changing decision-making processes across the organisation so that young workers' needs are reflected. They should be involved in all aspects of the union.

The process of mainstreaming can help transport union leaders to broaden their

perspective and to consider engaging not just young workers, but other workers who are traditionally excluded from unions, such as migrant workers and women.

It must:

- **identify and address ways that policies and decision-making could exclude young workers**
- **ensure that all union policies and activities take young workers into account and promote their engagement in the union**
- **ensure that resources are available for work to engage young workers.**

What they say

"Young workers should be involved on unions' executive boards. This is not easy because some people think very traditionally. But it's important that we are not a department that is apart from the union."

Fatima Aguado Queipo, CC.OO, Spain



What they did

Cochin Port Staff Association, India

The Indian dockers' union, the Cochin Port Staff Association, has developed a youth wing, which works directly with the union leadership. Those involved in the youth wing are members employed at Cochin port either on a permanent or contract basis.

More than 400 members belong to the youth wing, 100 of them women. They represent ministerial, operational and cargo handling workers. The team plays a key role in organising and assisting with a number of activities, including campaigns for better wages and bonuses, initiatives to look at how workers are classified and programmes to organise workers in the private sector, particularly those employed in the container terminal.

The youth wing has also been involved in union meetings focusing on improving the social wellbeing of union members and their families. In addition, it actively participates in the union's HIV/AIDS campaign activities by helping to train and raise awareness among logistics workers, students and tourism workers.

"THE LIBERALISATION OF ECONOMIC POLICIES HAS PAVED THE WAY FOR THE CASUALISATION OF JOBS. [...] ALARMINGLY, THE YOUTH BETWEEN THE AGES OF 17 AND 26 ARE INCREASINGLY BEING SUBJECTED TO CASUAL EMPLOYMENT WITHOUT DECENT WAGES. PRECARIOUS WORK IS ALSO INCREASING GLOBALLY. WE PLEDGE TO FIGHT AGAINST THIS SOCIAL EVIL BY OFFERING MAXIMUM SOLIDARITY TO LIKEMINDED ORGANISATIONS AND UNITING YOUTH WORLDWIDE."

Manju Maria Stephen, Cochin Port Staff Association, India

What they did

Maritime Union of Australia

In 2004, the Maritime Union of Australia (MUA) took the decision to hold youth conferences and to develop a youth policy and strategy. Since then a number of youth conferences have been held. The MUA's 2007 youth conference, which represented workers from all parts of the industry and from across the country, had a number of aims. These included identifying future leaders, developing activism and union awareness and creating communication channels. The conference also established a template for future conferences and endorsed the union's youth policy.

The union's youth policy has created a framework for achieving a number of key goals, such as fighting for equal wages and working conditions for young workers, ensuring young workers' jobs are secure, and enabling young workers to gain access to training. Young workers are also encouraged to participate in all aspects of the union and there is a focus on young workers' health and safety. The political aspect of the youth policy is designed to help young workers develop their political and social understanding, while the campaigning aspect lobbies on issues affecting young workers. Educating members on social issues, such as drugs and alcohol misuse, is also key to the union's youth policy.

Topics for discussion

- What kind of meetings do you have in your union? Can new members participate in them easily?
 - How could the format of meetings improve? Are there any barriers that could prevent young workers' involvement?
 - How are issues raised for inclusion in collective bargaining? Can young workers be better involved in this process?
 - Do you have structures to deal with young workers' issues? These might include elected posts, young workers' conferences or committees.
- How effective are these structures?
 - What concrete action can you take to improve the way your young workers' structures function?
 - Do you have a strategy for encouraging young workers to take on leadership positions?
 - How could mainstreaming young workers into your organisation improve the way the union works?

Young transport workers, international solidarity and the ITF

Young transport workers around the world share many experiences and problems. By



"YOUNG WORKERS PLAY AN IMPORTANT ROLE IN ACHIEVING OUR PRESENT AND FUTURE GOALS AND TARGETS OF THE UNION. YOUNG WORKERS ARE ADVANCED WORKFORCES THAT HAVE BEEN GREATLY CONTRIBUTING TO THE DEVELOPMENT OF THE NATIONAL ECONOMY AND INFRASTRUCTURE."

Men Chann, Trade Union of
Sihanoukville Port,
Cambodia

"YOUNG PEOPLE ARE VERY CREATIVE AND WELL-PREPARED. WE CAN CREATE NEW WAYS OF FIGHTING FOR OUR WORKING CONDITIONS."

Fatima Aguado Queipo,
CC.OO, Spain

coming together, they can learn from each other, seek common solutions and build collective action.

The ITF's young workers' programme was set up after the federation's 41st congress in Durban, South Africa, in 2006. There, the Mongolian Transport, Communications and Petroleum Workers' Union put forward a proposal calling on the ITF to organise activities to encourage more young people to become involved in the trade union movement.

In response, the ITF has established its own structure to involve young workers through the creation of a young workers' programme. The project is led by the young workers themselves. The aim of the project is to make the work of the ITF more rele-

vant to young people by involving them in planning activities. Part of this initiative has been the creation of a task group of young trade unionists who will take the work forward. A dedicated young workers' website, including a blog, has also been set up at: www.itfglobal.org/youngworkers.

The ITF has also conducted a survey of its affiliates to establish their views on young workers and the kinds of programmes they are involved in. Of the 187 affiliated unions that responded to the ITF questionnaire in 2008, around 50 responded to the question on young workers outlining how they were taking the work forward. Some of their responses are included in this pack in the sections outlining "What they did".

What they did

Singapore Port Workers' Union

In 2007, the union established a young Singapore Port Workers' Union committee comprised of ten members. The committee meets monthly to organise events for young members of the union. So far it has enabled the union to identify potential leaders and organisers and to build their capacity to take on leadership roles. It has also provided the union with useful feedback on union matters and new policies. The youth members are nominated to attend discussions and lectures organised at the National Trade Union Congress level.

Russian Trade Union of Railwaymen and Transport Construction Workers

The union took part in a company-run programme on young workers. The project sought to engage with children of railway workers, students at university and railway colleges as well as young workers. A programme of some 166 activities were organised; the union participated in 90 of these. They included a May Day rally involving students of the Railway University in Moscow and visits for children of railway workers to a railway enterprise to see where their parents work. The union was also involved in an international forum for young railway workers and union members.

Union of Shop, Distributive and Allied Workers, UK

Each of the seven divisions of this union, which represents road transport and other workers in the UK, has a youth committee that meets to discuss issues affecting young workers. Every divisional committee sends one of its members to a national youth committee that meets several times a year to plan events and advise the union on issues that affect young people. The union organises an annual national youth weekend for young members.

3. Organising new kinds of workers

Transport unions are changing

Globalisation has meant that public sector transport jobs are being cut. Global companies are taking over new areas of activity. Deregulation and cost-cutting have downgraded transport sector working conditions. In the globalised economy, jobs that can be moved from higher wage economies to countries where workers cost less, are vulnerable.

Globalisation can impact disproportionately on certain groups of workers, including young workers. Millions of young people around the world are in temporary or casual jobs with few benefits or real prospects. As a result they are more likely to lose their jobs first when cutbacks are made.

More young people in the transport workplace

Globalisation requires effective supply chain management and depends on distribution centres to store and assemble goods, as well as transnational company alliances to deliver cheap goods and passenger services. It also relies on call centres to take bookings and express delivery serv-

ices to get goods to consumers. Many of the workers in these new areas are young – especially those working on computers, in call centres, in warehouses and driving delivery vans. It is crucial that these workers are organised into effective unions so that their working conditions can be improved.

Topics for discussion

- **Has your workplace been affected by globalisation? What impact has this had on young workers?**
- **What is the age of your average worker? What are their work issues?**
- **Are there any casual or temporary workers in the areas where your members work? How many of them are young workers?**
- **How does your union need to change to address the needs of these young workers?**

Organising

Here is a model for organising workers into your union.

- **The members are the union.**
- **Members pay a subscription to become actively involved and they understand how important it is to work together.**
- **Members are trained and encouraged to work collectively on workplace issues.**
- **The union is proactive, giving members the power to take up and resolve issues themselves, while non-members affected by certain issues are recruited.**
- **Paid officials and activists give members the support and advice they need to help them win in the workplace.**
- **Members lead the union and everyone plays their part in ensuring the union is active in every workplace.**
- **The union is not distinct from the workplace because members and management understand that the workers are the union.**

What they say

"Organising globally is also about organising young workers."

Randall Howard, ITF President

Key issues affecting young workers

These might include:

- **wages and a two-tier workforce – young workers can often be paid less than older workers, creating two levels of pay depending on age; young workers are also more likely than older workers to receive just the minimum wage**
- **precarious work – work undertaken by young people can lack job security as they are more likely to be employed on a temporary basis, especially if work is outsourced**
- **a lack of trade union rights – many young workers may not be unionised particularly if they are employed on a casual or temporary basis.**

"We need to have young people working with us. We need to show them that our principles are correct but that there are also other issues."

Eduardo Chagas, ETF General Secretary

"Young workers are just as interested in social issues and justice as we are."

Jan Kahmann, Verdi, Germany

Tips for organising

Ever since the ITF's 41st congress, themed "Organising globally, fighting for our rights", ITF unions have been encouraged to organise new members, including young workers. Here are some tips to help with organising young workers in the workplace.

1. Don't work alone

Find out who can help you to organise young workers. Find out if there are any young members who might be interested in becoming union representatives. You could also try to identify young members who could help in other ways, for example, by referring workers' problems to you, recruiting their colleagues or distributing leaflets.

2. Hold regular meetings of young representatives

Meetings for young representatives are essential because they give you time and space to talk about issues that affect young workers, think about how to recruit new young members and discuss issues that need to be raised with management in the future.

3. Make sure members can access up-to-date information

Try to make sure that young workers are kept informed and have access to all the latest information about the union. This might be through a

prominently placed notice board for all workers to see or an email bulletin. Try to change the information every week to keep the information fresh, keeping both union members and non-members up-to-date.

4. Talk to young workers

Set aside some time to talk to young workers about their working lives. Find out if there are any issues that need to be resolved quickly and see if you can help. Try to let young workers know that you are approachable and that you are someone they can speak to if they are having problems at work. You could also talk to non-members about why it's important to be in a union.

5. Approach new young workers when they first join the workplace or while they are in training

Find out from your union what the best way might be of approaching new young employees. Some union agreements allow activists to attend induction sessions or training courses so that they can inform them about the work of the union. Try to use workplace contacts who can make sure that new workers are approached.

6. Identify and recruit non-union members, including young workers

The union's ability to convince employers of their point of view depends on all employees being organised. Try to work with your union to identify non-members and to find the best way of recruiting them. Think about the kinds of work that are not traditionally organised where young people may be working. Be prepared to deal with new challenges and unfamiliar issues as you attempt to bring these groups of workers on board.

7. Build links with other unions

Before you try to launch an organising campaign in a non-union workplace, make sure you contact other unions – these could be ITF affiliates – to win their support and ensure you are not in competition with them.



8. Publicise your achievements

When you win something for a young member, let others know about it. You can do this in a range of ways, for example, by undertaking press work or carrying a story on your website, in a newsletter or in an email bulletin.

9. Train young workers and then use them as organisers

Use young organisers to help recruit other young workers. Find out what training they might need and try to get your union to commit to providing the necessary resources.

10. Communicate properly

Make sure young members know all about the union. They need to know about the services the union offers and what it is doing for young workers. Perhaps you could publish short and simple news sheets, and, if you have a website or magazine, be sure to feature an article on an issue that young people will be interested in.

Topics for discussion

- What non-traditional workplace areas could your union start organising?
- How could you persuade the union to set aside a budget for organising in that workplace?
- Have you trained young workers to help recruit other young workers?
- Have you prioritised issues of concern to young members, such as low wages and precarious working?
- What obstacles are there preventing your union from growing in membership? How can these be overcome?

What they say

"The only way for us to fight off further restrictions of workers' rights is to recruit new members and strengthen unions."

Erika Albers, Transnet, Germany

What they did

Algemene Centrale der Openbare Diensten, Belgium

This Belgian railway union has created three places on its national executive board for young workers. It organised a youth workshop. At regional level, youth committees have been up and running for several years. They organise a range of activities, including courses and presentations by key speakers who explain how the youth structures work. The initiative is targeted at people aged from 18 to 35 and aims to motivate the young workers to become active on the shop floor in defence of workers' rights.

Mongolian Transport, Communication and Petroleum Workers' Union

This union, which put forward the proposal at the ITF's 41st congress calling on the ITF to carry out work to involve young people, has a youth committee consisting of nine board members representing aviation, urban transport, petroleum and communications workers. It has 2800 young members out of a total of 3765.

4. Carrying out a mini-audit

Add up the number of ticks your union scores in the right hand column. In which areas do your union's weaknesses lie? Identify some priorities for action. You can repeat this exercise later to see if there have been any improvements.

1. Have you collected and stored membership data?

- How many young workers (under the age of 35) are there? _____
- How many are men and how many women? _____
- What are their jobs? _____

2. Have you documented young workers' involvement in the union?

- How many young workers participate in union activities compared with members over 35? _____
- How many shop stewards and safety representatives are young workers and how many over 35? _____
- How many union post holders and elected officers are young members compared with those who are over 35? _____

3. Have you created structures to represent young workers?

- Have you held meetings, forums or conferences for young workers? ☐
- Have you set up a young workers' desk or department and elected a young workers' committee and young workers' officers? ☐
- Does the union recognise organising young workers in its constitution? ☐
- Has the union reserved seats on decision-making bodies for young workers? ☐

4. Have you included young workers at all levels of union activity?

- Have you included issues affecting young workers in union education for all workers? ☐
- Have you covered access to education for young activists? ☐
- Have you considered young workers when you have been planning campaigns? ☐
- Have you consulted young workers and included them in collective bargaining processes? ☐

5. Are you reviewing your procedures and structures regularly?

- Are you making sure that it is easy for new members to participate in meetings? ☐
- Have you reviewed all parts of the union's structure, including across industrial sectors if this applies to your union, to make sure they are all taking up the union's agenda on young workers? ☐
- Have you developed a young workers' policy or strategy? ☐

6. Have you assessed your union's situation in today's globalised industry?

- Have you looked at workplaces and identified potential young members? ☐
- Have you reviewed your organising budget and human resources? ☐
- Are you using young people as organisers? ☐
- Have you reviewed the union's priorities so that they reflect a changing membership? ☐

What's your score?

MAKING UNIONS WORK FOR YOUNG PEOPLE

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Notes

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Notes

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ITF film: Be part of something big

- Watch the film and discuss your responses

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ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

Who is this resource pack for?

- This resource pack is for ITF unions who want to organise young workers – those aged 35 and under
- The pack can be used by:
 - trade union leaders
 - union educators
 - youth network participants
 - union activists
 - shop stewards

MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

What is the ITF?

- The ITF is a global union federation of transport workers' unions
- Over 700 unions in 150 countries representing around five million workers belong to the ITF
- The ITF has eight industrial sections and five world regional offices
- Among its aims are:
 - campaigning
 - information
 - representation

MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

Case study

Read “What they did” on page 4 of the resource pack, Canadian Auto Workers’ Union, and discuss

MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

Who is in your union?

- How do you store information about members?
- Can you analyse information about their age, sex, job and union involvement?
- What proposals would you make about changing the way you store this information?
- How many young workers do you have at different decision-making levels?
- How would your union benefit from carrying out an audit on young workers?
- What proposals would you make to improve the way you engage with young workers?
- What is your programme for change?

MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

Unions need young people

"If we don't get young people into trade unions, what will happen in 15 years' time? Won't the unions disappear? Young people are also social agents. We have to make them aware of the importance of becoming members..."

Fatima Aguado Queipo, CC.OO, Spain

"Organising young workers is organisationally necessary for the future of our movement."

Randall Howard, ITF President

Discuss these statements.

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ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

What is stopping young workers from participating in your union?

- They don't see their peers playing a positive role in the union, so they feel the union is not meant for them
- They don't see the union addressing the issues facing them, such as casualisation and precarious working
- They are employed on a casual or temporary basis so they find it difficult to exercise their trade union rights

Do any of these issues apply to your union? Have you asked young members about them?

MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

Building young workers' structures

- Young workers' structures can:
 - prepare young workers for union posts
 - build young workers' awareness, confidence and organisational skills
 - develop campaigns, educational programmes and material for young workers
 - lobby for changes to tackle issues affecting young workers
 - collect and record information on young workers and issues they are concerned about
 - create strategies for collective bargaining and union action to ensure young workers are involved

How do you think young workers' structures could achieve these aims in your union? Are there any other objectives that could be met?

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Case studies

Read “What they did” on pages 6-7 of the resource pack, Cochin Port Staff Association, India, and Maritime Union of Australia, and discuss what action your union should take

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Young workers and decision-making

“Young workers should be involved on unions’ executive boards. This is not easy because some people think very traditionally. But it’s important that we are not a department that is apart from the union.”

Fatima Aguado Queipo, CC.OO, Spain

Do you agree? Think about:

- how young workers could be more involved in your union’s decision-making
- what you would include in a strategy to encourage young workers to take up leadership posts

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Young workers and collective bargaining

- Can new members participate easily in your union's meetings?
- How could the format of meetings improve to make them more accessible to young workers?
- How are issues raised for inclusion in collective bargaining? Can young workers be better involved in this process?
- Do you have structures to deal with issues of concern to young workers? How effective are they?
- How could mainstreaming young workers into your organisation improve the way the union works?

MAKING UNIONS WORK FOR YOUNG PEOPLE

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Case studies

Read “What they did” on page 8, Singapore Port Workers’ Union, Russian Trade Union of Railwaymen and Transport Construction Workers and Union of Shop, Distributive and Allied Workers, UK, and discuss what your own union could do

MAKING UNIONS WORK FOR YOUNG PEOPLE

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International solidarity

“Young transport workers around the world share many experiences and problems. By coming together, they can learn from each other, seek common solutions and build collective action.”

- How can unions and the ITF can help each other to build young people's involvement in the trade union movement?

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Organising new kinds of workers

- Has your workplace been affected by globalisation? What impact has this had on young workers?
- What is the age of your average worker? What are their work issues?
- Are there any casual or temporary workers in the areas where your members work? How many of them are young workers?
- How does your union need to change to address the needs of these young workers?
- What obstacles are there preventing your union from growing in membership? How can these be overcome?

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Organising in informal workplaces

- What are the key challenges facing unions seeking to organise informal workers in the transport sector?
- How can these challenges be addressed?

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Use the mini-audit

- Fill out the checklist on page 12
 - Have you collected and stored membership data?
 - Have you documented young workers' involvement in the union?
 - Have you created structures to represent young workers?
 - Have you included young workers at all levels of union activity?
 - Are you reviewing your procedures and structures regularly?
 - Have you assessed your union's situation in today's globalised industry?
- What changes do you think your union should make?
- Commit to making and monitoring improvements!

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Conclusions

- Discuss the changes you believe you need to make
- Design a strategic plan for action and think about:
 - who you will need to carry out your plan
 - what resources you will need
 - a timetable and deadlines for your plan
 - asking the ITF for help
 - sharing your success

MAKING UNIONS WORK FOR YOUNG PEOPLE

ITF RESOURCE PACK FOR BUILDING UNIONS THROUGH YOUTH WORK

NOTES

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