

UNITED FOR A JUST FUTURE

IndustriALL Global Union 3rd Congress
14-15 September 2021

Resolution on Youth

THE FUTURE IS OURS, THE FUTURE IS NOW!

The world of work is changing rapidly and the COVID pandemic has made things worse for young people. Unemployment, precarious contracts, low wages and no access to social security are the norm for the majority of young workers.

The level of youth engagement in trade unions is low. Unions must actively work to reverse these trends to ensure that young members have the space and resources to be active in their unions in the ways they want and are beneficial to their activism and growth as leaders. This will ensure the future of the trade union movement around the world.

To make unions relevant to young workers, we demand:

1. We demand that youth be part of decision-making bodies.

Most young workers share the values of trade unions, and youth voices are critical in ensuring we continue to build strong unions that are relevant to all workers. Young members must have a seat at the table when decisions are being made to ensure those decisions support continued engagement and organizing of young workers, and represent issues youth face at work and in their communities.

2. IndustriALL shall create concrete means for an increase of youth participation

IndustriALL shall actively encourage its affiliated members so that youth participation in all IndustriALL activities, GFA monitoring committees and decision-making structures will be increased.

3. We demand youth organising campaigns.

If unions are serious about representing young workers, IndustriALL Global Union and its

affiliates' leadership should provide support in specific campaigns. With concrete resources, realistic budgets and adequate time to organise new, young workers, with a focus on countries where trade unions do not have adequate structure or resources.

4. We demand regional and international capacity building exchange programmes.

In order to build strength globally and be successful at engaging youth in all workplaces in our unions, we need to build relationships with other young workers around the world. Youth empowerment programmes and youth educational opportunities, and exchange programmes will give us the ability to learn from each other and create better ways of getting youth involved.

5. We demand youth and youth feminist academy

To prepare Youth Activists and Youth Feminists as a reliable leaders, structures and adequate training (capacity building) is needed. These academies can be set at regional and national level.

6. We demand youth involvement in all negotiations concerning our future.

Youth work is often synonymous with precariousness – contractual insecurity and wage insecurity. We demand decent and quality jobs that allow all young workers to envisage a future of security and confidence and the only way to ensure this is by involving young workers when negotiating collective agreements and negotiating employment policies.

7. We demand an end to gender-based violence.

Gender-based violence is still a reality. Sexual harassment is still happening at workplaces, and within our unions. We, youth of IndustriALL, say no to gender-based violence! We want safe spaces for women. We want gender awareness campaigns in all our unions and at workplaces, and we demand that ILO Convention 190 be ratified by all the countries we represent!

8. We demand equal jobs, equal pay and equal rights.

Because of inequality, young women suffer more precariousness, unemployment and poverty. We need to raise the visibility of young women working in our industries and promote young women's employment, especially in jobs from which they have traditionally been excluded.

9. We demand unions where everyone's voice is respected.

We want democratic and inclusive unions in IndustriALL and its affiliates where unions are no longer a place where workers can be discriminated against because of age, gender, origin, sexual orientation, race, social status, religion or culture. We want a world free of discrimination.

10. We demand a better work-life balance.

The climate crisis, the transformation of the world of work and the increase of precarious employment, the growth of the gig economy and platform work, impact above all on our future. The world of work is changing. New technologies offer new possibilities, which could improve our work-life balance. We want to drive this change.

11. We demand continuous and in-depth training in areas related to the world of work.

To enable young people working in the industrial sector to upskill and to empower them to assume decision-making responsibilities.

12. We demand a youth communication networks to support youth organising campaigns

We believe that we have to be where the young workers are in order to get youth engaged in our unions. A youth communication network will help share positive messages of unions, share ways youth can get involved and show how unions are relevant to all young workers around the world.

13. We demand standard employment contracts that guarantee the rights of all young workers worldwide.

We reject regressive labour law reform that threatens job and social security. IndustriALL should be a driving force for all its affiliates in realizing the progressive labour Law Reform that guarantees job, income and social security.

14. We call for a continuous transmission of experience and knowledge. We do not reject everything that has been achieved by previous generations, on the contrary! That is why we would like to see mentoring programs where we could debate and exchange with our leaders.

To achieve the above, we call on the support of IndustriALL affiliates. We call on our leaders. We want to contribute to building workers' power and defending workers' rights together with you. It is time to share, to free space for better youth integration, participation and representation within our unions' structures.

We, young workers, need to articulate ourselves, to refine our reflections and our positions. To do this, we demand spaces, platforms reserved for young people with the necessary resources and authority to make these platforms viable. We want to articulate ourselves at regional and international level. We want these platforms to be officially recognised by IndustriALL and its affiliates.

IndustriALL and its affiliates should prioritize undertaking regional and national youth audits, which will inform the level of youth's work in the region and at national level and Spearhead formation of youth structures in the affiliates

For the Sub-Saharan region

IndustriALL wants to ensure the elected SSA youth Committee is integrated in the IndustriALL and its affiliate's structures so as to operationalize the committee and ensure that the youths structures are established at both national, regional and global level.

IndustriALL and its affiliates will make deliberate and conscious efforts to develop young workers' capacities and competencies to be actively involved and fully integrated in all union activities including decision-making processes of the union. The Regional Executive Committee should consider to invite youth representatives as and when deemed appropriate for purposes of learning.