

After you finished school, the next step in your life is entering the world of labor, world of obligations and responsibilities, professional development, but also the economic independence that each individual strives for. Now, in your new role in life, as an employee, you need to be aware that there are certain rights that you are entitled to by law. The one who especially takes care that all of these rights are observed by employer is no one else but trade union.

Trade union is an interest-based organization of employees that in legitimate ways fights for better position of workers in terms of better salaries, better working conditions, and generally, better life.

So, you can only benefit from being a member of trade union, and let us now specifically list some of the things that you can have as a union member:

- You can have free legal aid in employment disputes;
- You can have free advisory support;
- You can have the opportunity to participate in discussions with the employer;
- You can have the opportunity to participate in strikes as a legitimate union way of fight for the fulfillment of certain goals, etc.;
- You can have the opportunity to participate in collective bargaining, and negotiations with the employer on working conditions;
- You can have the opportunity to learn and educate yourself through union work;
- You can have the opportunity to influence issues of relevance to safety and health at work;
- You can have the opportunity to create and implement various campaigns on subjects relevant to young people, work and social rights of employees.

So, be the one to have all these opportunities. Be actively involved in the world of work beyond your employment for the benefit of all employees and for YOUR own benefit.

*Be a member of trade union!*



**Free Trade Union Confederation of Latvia (LBAS)**, Latvia  
Website: <http://www.lbas.lv>



**Latvian Construction Industry Trade Union (LBNA)**, Latvia  
Website: <http://www.lbna.lv>



**Forest Sphere Trade Union of Latvia (LMNA)**, Latvia  
Website: <http://www.lmna.lv>



**Metalworkers' Trade Union – Industrial Union (SMH-IS)**, Croatia  
Website: <http://www.smh.hr>



**Federation "Construction, Industry and Water Supply" – Podkrepa (FCIW-Podkrepa)**, Bulgaria  
Website: <http://www.fciw-podkrepa.org>



**Federation of Building, Wood and Building Material Workers' Unions (EFEDOSZSZ)**, Hungary  
Website: <http://www.epitok.org.hu>



**The Union of Free Trade Unions of Montenegro (USSCG)**, Montenegro  
Website: <http://www.usscg.me>

**Latvian Builders Association (LBA)**, Latvia  
**Bulgarian Construction Chamber (BCC)**, Bulgaria  
**European Information Network (EIN)**, Bulgaria  
**Hungarian Federation of Building Contractors (EVOSZ)**, Hungary



This project is co-funded by the European Union



VS/2018/0030

Promotion of Youth Workers  
Involvement and Decision Making  
in Trade Unions and Undertakings

**"Promotion of Youth Workers  
Involvement and Decision  
Making in Trade Unions  
and Undertakings"**

Project website:  
<https://www.youthinvolvement.eu>

Follow us also on  
 Twitter and  Facebook

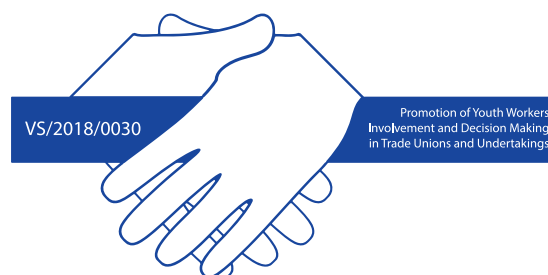
This publication reflects only the author's view and the European Commission is not responsible for any use that may be made of the information it contains.

**Project Main Objective is to ensure promotion of active involvement and decision making of young workers in undertakings and trade unions, organization of awareness-rising campaign for young employees related to the workers involvement and decision making, promotion of identification and training of young trade union leaders, as well as promotion of establishment of international cooperation network of young workers.**

Project aims to promote employee involvement in undertakings by information, consultation and participation mechanisms, through which employees' representatives may exercise an influence on decisions to be taken within the company. The project is a comprehensive covering of the main challenges related to young workers involvement and participation in decision-making in undertakings and trade unions faced in 5 partner countries – Latvia, Croatia, Montenegro, Bulgaria and Hungary.

The expected results of the project are:

- better understanding of problems related to young workers involvement and decision making in undertakings and trade unions and ways of solving existing problems due to the wide exchange of experience and best practice during the project between partner countries;
- promotion of improvement of current situation related to young workers involvement and decision making in undertakings and trade unions due to implementation of informative seminars, Young Trade Union Leaders Training and awareness-rising campaign;
- promotion of improvement of trade unions capacity by attraction of active work-willing young members and managers;
- promotion of cooperation between employees and employers organizations in relation to young workers involvement and decision making in undertakings and trade unions;
- promotion of public awareness on workers involvement in undertakings and trade unions.



### Project Activities:

1. Coordination and implementation of Project activities and achievement of Project objectives and results
2. Organization of Project Management Committee meeting
3. Implementation of questionnaire for young members of trade unions/young workers on involvement and decision making
4. Development of informative materials and implementation of awareness-rising campaign
5. International round-table meetings/experience exchange visits for representatives of partner countries
6. Development of "Young Active Worker Manual"
7. Implementation of informative seminars for youth workers/students on involvement issues in Partner countries
8. Development of International Training Program for Young Trade Union Leaders
9. Organization and Implementation of International Training for Young Trade Union Leaders in Latvia
10. Organization of Project Closing International Conference)

### Duration of Activities:

**January 1, 2018 – June 30, 2019**



Employee involvement is related to the opportunities for employees to have an impact on decisions and actions that affect their jobs both in immediate job and in relation to wider company issues.

There are two types of employee participation - direct (direct interaction between employers and employees) and indirect participation (the involvement of employee representatives such as local trade unions or works councils in decision-making processes).

EU law on employee involvement at transnational level includes:

- Directive 2009/38/EC on European works councils
- Directives 2001/86/EC and 2003/72/EC on employee involvement in the European Company and the European Cooperative Society
- Directive 2005/56/EC on cross-border mergers of limited liability companies.

EU law on employee involvement at national level includes:

- Directive 2002/14/EC establishing a general framework for informing and consulting employees
- Directive 98/59/EC on collective redundancies
- Directive 2001/23/EC on transfer of undertakings