



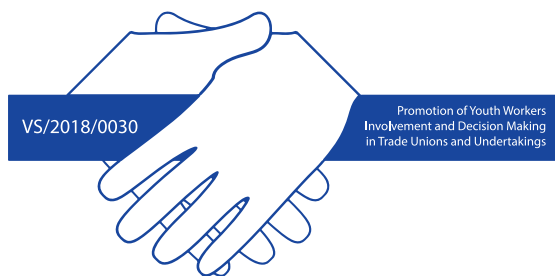
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VS/2018/0030

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”

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Project VS/2018/0030 „Promotion of Youth Workers Involvement and Decision Making in Trade Unions and Undertakings“

Project VS/2018/0030 „Promotion of Youth Workers Involvement and Decision Making in Trade Unions and Undertakings“ 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.

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.

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	Implementation Term
Organization of Project Management Committee meeting	February 1, 2018
Implementation of questionnaire for young members of trade unions/young workers on involvement and decision making	February 1, 2018 – May 31, 2018
Development of informative materials and implementation of awareness-rising campaign	April 1, 2018 – November 16, 2018
International round-table meetings/ experience exchange visits for representatives of partner countries	April 1, 2018 – November 30, 2018
Development of “Young Active Worker Manual”	April 1, 2018 – November 16, 2018
Implementation of informative seminars for youth workers/students on involvement issues in Partner countries	April 1, 2018 – January 31, 2019
Development of International Training Program for Young Trade Union Leaders	October 1, 2018 – February 28, 2019
Organization and Implementation of International Training for Young Trade Union Leaders in Latvia	March 1, 2019 – May 31, 2019
Organization of Project Closing International Conference	April 1, 2019 – June 30, 2019

Duration of Activities:
January 1, 2018 – June 30, 2019



You can find more information on Project VS/2018/0030 „Promotion of Youth Workers Involvement and Decision Making in Trade Unions and Undertakings”, as well as different useful information on trade unions, labour law, youth activities, involvement in decision-making in undertaking and trade unions on our website and accounts in social networks!

Project Website:

www.youthinvolvement.eu


Accounts in social networks:


Latvia:

 <https://www.facebook.com/YouthWorkersInvolvement/>


 <https://twitter.com/involveYouthEU>

Bulgaria:

 <https://www.facebook.com/Promotion-Of-Youth-Workers-Involvement-and-Decision-Making/>

 <https://www.linkedin.com/company/promotion-of-youth-workers-involvement-and-decision-making/>

Hungary:

 <https://www.facebook.com/Fiatlok-bevonása-a-munkahelyi-és-a-szakszervezeti-döntéshozatalba-316599762493641/>

 <https://twitter.com/bevonasa>

Croatia:

 <https://web.facebook.com/youthdecisionmaking/>

 <https://www.instagram.com/youthinvolvement/>

Join us!



Participation in Decision-Making at Workplace

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 legislation on employee involvement and protection includes:

- Directive 2002/14/EC establishing a general framework for informing and consulting employees in the European Community - Joint declaration of the European Parliament, the Council and the Commission on employee representation;
- Directive 2009/38/EC on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees;
- Directives 2001/86/EC supplementing the Statute for a European company with regard to the involvement of employees and 2003/72/EC supplementing the Statute for a European Cooperative Society with regard to the involvement of employees;
- Directive 98/59/EC on the approximation of the laws of the Member States relating to collective redundancies;
- Directive 2001/23/EC on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses;
- Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation.

How can an employee participate in the company's activities and decision making? There are several forms of involvement through which a worker's opinion can be heard for promotion of his/her or company's overall benefit:

Direct participation: an employee has an opportunity to participate in making decisions on issues related to company day-to-day activities;

Indirect or representative participation: an employee engages in indirect representation through persons or organizations representing employees which have an influence on work-related issues.

At national level, in case of problem situations, the employee can contact a trade union of his own industry, which is representing and defending social and economic rights and needs of members.

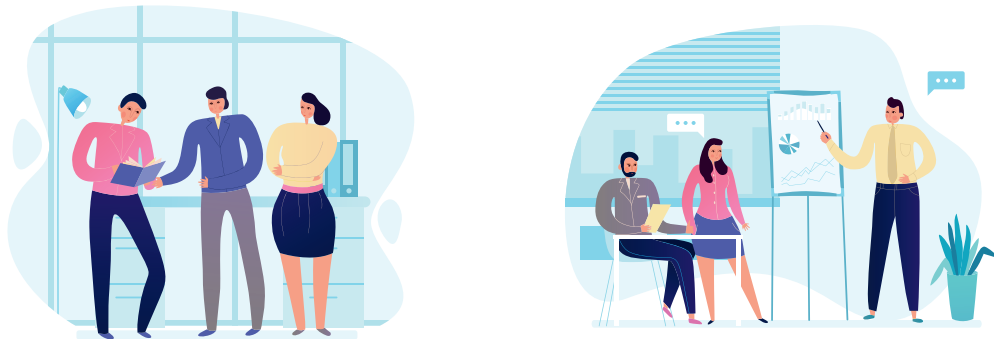
An excellent example at international level is the European Works Council. Explaining it in simple terms, the European Works Council is an organization representing employees working in a company operating in several Member States. The cross-border management of company informs and advises representatives of the European Works Council on the situation in the company, its development and any important decisions that may have a significant impact on the company's employees. The European Works Councils are set up in European Union-wide companies and European Union-wide enterprise groups.

Employee financial participation is a system based on an agreement between the employer and the employee that together with salary and other direct benefits the employee receives in one way or another also a part of the profit and /or other benefits of the company.

Primary goal of the employee financial participation is to raise interest of employees in improving the company's (organization's) performance. Employee financial participation is implemented at the work place (in company/organization). Employee financial participation is a part of the employee involvement system. Employee financial participation is most often organized as a participation in distribution of an additional gain (improvement of expected result) or profit, when the employer gives the employee benefits beyond the normal salary depending on the company's work results and / or gives the opportunity to acquire the shares. Employee financial participation is usually implemented in capital companies, it is less likely in other organizations (state and municipal institutions).

Employee financial participation has different models that can be grouped in practical applications:

- upon the role of the model in the employee financial participation process (in terms of financial accumulation, ownership and acquisition of shares);
- upon the motive of granting additional payment (bonuses, salary accumulation, profit participation or additional payments in shares);
- upon employee participation in the capital and management of companies (with / without acquisition of capital shares);
- upon the way of acquisition of the shares (their offer for free, as a substitute for the stock or the offer of purchase);
- upon term: medium and long term.



Trade Unions

Trade union is an independent non-governmental organization and its' objective is to represent and defend the labour and other social and economic rights and interests of its members. Trade unions focus on the needs of employees, try to achieve a steady increase in their incomes, protection of labour rights and the provision of social guarantees thus promoting the free and comprehensive development of a person. The trade union educates members on labour law, work safety and socio-economic issues, as well as provides members free assistance in solving situations related to labour relations, work safety and socio-economic issues. It represents the employee's rights and interests in relations with the employer, as well as enables the creation and use of credit union companies, unemployment and other social insurance funds. Trade unions provide the opportunity to participate in trade union activities, trainings, courses, seminars and other events, as well as to meet like-minded people.

Trade unions unite sectoral workers to defend their common labour, economic and social rights, as well as implement social dialogue with government and employers' organizations. They represent the interests of employees in state administration institutions and courts, perform the expert examination of draft laws and other legal acts and elaborate proposals for changes. Trade unions organize the education of their members and participate in the international trade union movement.

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:

- free legal aid in employment disputes;
- free advisory support;
- an opportunity to participate in discussions with the employer;
- an opportunity to participate in strikes as a legitimate union way of fight for the fulfillment of certain goals, etc.;
- an opportunity to participate in collective bargaining and negotiations with the employer on working conditions;
- an opportunity to learn and educate yourself through union work;
- an opportunity to influence issues of relevance to safety and health at work;
- an 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 of Building, Wood and Building Material Workers' Unions (EFEDOSZSZ), Hungary

Website: <http://www.epitok.org.hu>



Federation "Construction, Industry and Water Supply" – Podkrepa (FCIW-Podkrepa), Bulgaria

Website: <http://www.fciw-podkrepa.org>



The Union of Free Trade Unions of Montenegro

(USSCG), Montenegro

Website: <http://www.usscg.me>

Latvian Builders Association (LBA), Latvia

Website: <http://www.latvijas-buvnieku-asociacija.lv>

Bulgarian Construction Chamber (BCC), Bulgaria

Website: <http://www.ksb.bg>

Hungarian Federation of Building Contractors (EVOSZ), Hungary

Website: <https://www.evosz.hu>

European Information Network (EIN), Bulgaria