



PERC PAN-EUROPEAN TRADE UNION COUNCIL CRE CONSEIL REGIONAL EUROPEEN  
BEPС ВСЕЕВРОПЕЙСКИЙ РЕГИОНАЛЬНЫЙ СОВЕТ

**2<sup>nd</sup> Meeting of PERC Executive Committee  
Brussels, 3 March 2008**

**Agenda Item 3: Representation of Women's and Youth Committees:**

**3.2 Youth Committee**

**The Executive Committee is requested to note the report and to endorse the transitional composition of the committee and to include Robert Hansen as Youth Committee representative in the list of the Executive Committee until the first meeting of the PERC Youth Committee.**



**European Trade Union Confederation (ETUC)  
Confédération européenne des syndicats (CES)**

## **PERC Youth Committee building progress report**

1. In accordance with article 10 of the PERC constitution, the “Executive Committee shall set up a Women’s and Youth Committee and determine their mandate, composition, and procedural rules, as well as their relation to the ETUC’s Women’s and Youth Committees and the existing Women’s and Youth networks operating in the CEE and NIS region.”

The 1<sup>st</sup> meeting of the PERC Executive Committee decided to approve the establishment of Women’s and Youth Committees of PERC and requested the General Secretary, in collaboration with the ETUC Women and Youth committees and women’s and youth networks active in the CEE-NIS region to come with the rules, composition and terms of reference for ratification by the next EC meeting.

2. While there are different mechanisms of youth representation in the European region, the ETUC Youth committee is the most structured and institutionalized one. Its mandate is connected with EU institutions and processes and its composition is defined by the ETUC membership structure. In SEE and NIS region different less formal mechanisms of cooperation were formed, taking form of sub-regional networks. These networks have different institutional status, acting as frameworks for thematic discussions – on youth employment, youth trade union representation and organizing.

3 A set of consultations was organized, with the ETUC Youth Committee and in the sub-regions of the SEE and NIS, to initiate the building of the PERC Youth Committee. These consultations resulted underlined the diversity and different approaches to the youth work in different parts of Europe and the need for further efforts to ensure the participation of all the PERC organizations that are promoting youth work and its young representatives in the committee building

4. This process will require full commitment of the PERC members and their existing youth structures and representatives. It is vital to implement transparent and democratic process for committee building that shall take time.

- Therefore, the transitional formula is proposed to ensure a) the process of consultations is coordinated with the existing youth settings and b) the youth of the PERC organizations is participating in the PERC and ITUC activities. The committee will coordinate the consultation processes.

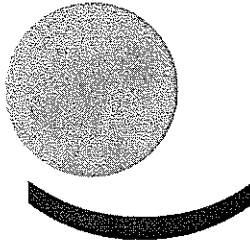
- This transitional committee will be composed of 9 titular members and 9 substitutes, with 5 titular members (with respective deputies) representing PERC organisations from the EU, at least one of them being from the new member states; 3 – from the NIS countries, and 1 – from the counties of Western Balkans. The respective consultations were held in the NIS region and in the SEE region and within the ETUC Youth Committee for nomination of the delegates and the substitutes.

- In 2009 a major youth conference shall be envisaged for the PERC, which shall define the sustainable framework for the PERC youth committee. The mandate of the transitional committee will be limited by 2 year period (2008-2009), and it is anticipated that the transitional period will be over by 2010.

- The transitional committee shall operate on a base of the terms of reference and shall be part of the PERC working plan. It shall also nominate its representatives to the PERC Executive Committee and to the ITUC Youth Committee. The first formal meeting of the

transitional committee will be on 9 April 2008, in linkage with the ETUC Youth committee meeting.

5. The activities run by the committee are presented in the PERC working plan for 2008. The same practice shall be applied for each year. In 2008 it will initiate or continue consultations in sub-regions, will be working on preparation of the Pan-European Youth event in 2009 and mapping of the youth representation in PERC organizations. It is also expected that the Youth Committee is involved in different discussions and working groups of the PERC, providing advice from the specific "youth perspective" and representing the youth of the PERC. The activities initiated by the Secretariat (s) shall be used to the full benefit of the PERC dimension. Specifically, the participation in the ITUC Youth Committee (that will be in Kiev) and respective campaigning and study session in the Council of Europe on demographic changes are prioritized.



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PAN-EUROPEAN REGIONAL COUNCIL

## **YOUTH COMMITTEE**

### **Terms of reference and Rules of Procedure of the PERC <Transitional> Youth Committee**

1 In accordance with Article 10 of the PERC Constitution the 1<sup>st</sup> meeting of the PERC Executive Committee in March 2007 approved the establishment of Youth Committee of the PERC and requested the General Secretary, in collaboration with the ETUC Youth committee and youth networks active in the CEE-NIS region to come with the rules, composition and terms of reference for ratification by the next EC meeting

#### **COMPOSITION**

2. The Youth Committee shall be composed of young trade union leaders and activists from the member organisations of the PERC. The list of organisations invited to be represented on the Committee will be drawn up taking into account the geographical distribution and the number of young members of these organisations and the level of institutionalisation of the youth work, and shall be adopted by the General Council.

3. Hence the present landscape of the youth trade unionism in Europe concentrates in 3 main sub-regions: the EU, the Western Balkans and the New Independent States, these sub-regions shall be represented in the Committee. The sub-regional representation shall be reviewed, on a regular basis, according to the evolution of politic and trade union situation

#### **Membership Criteria**

4. Members of the Youth Committee should have wide knowledge of and be actively involved in youth issues. They shall be mandated by their organisations and accountable to regional or sub-regional bodies.

5. Members have a responsibility to bring to the Committee the views and concerns of the young people of their national centres and /or regional or sub-regional bodies and to provide feedback on the work and policies of the Youth Committee.

6. Members shall promote the PERC policies and to coordinate the implementation of the Youth Committee activities in their sub-regions.

#### **Gender**

7. In keeping with the ITUC's policy, gender balance will be the aim as regards membership on the Youth Committee.

## Age

8. At the beginning of their 2-year mandates, the titular members and their substitutes shall be less than 33 years of age. The membership in the Committee can not exceed two consecutive mandate-terms.

## TERMS OF REFERENCE

9. The aims of the Youth Committee shall be as follows:

- ❑ To promote a rights-based approach – on the basis of the different international and European standards - to the problems of young workers; oppose any kind of discrimination that the young workers could suffer in terms of employment or participation in the life of the society.
- ❑ To promote specific programmes to facilitate the transition of the young people from school to professional life, programmes of vocational training, active employment and labour market policies that should aim at providing a decent work for all the young workers
- ❑ To ensure the full integration of young people into trade union organisations and to promote actively the participation of young trade unionists in activities and decision making bodies at all levels of the trade union movement;
- ❑ To ensure the integration of the concerns and needs of young workers/people into trade union policies, campaigns and actions;

10. The tasks of the Youth Committee shall be as follows:

- ❑ To promote actions and initiatives to implement the programme of the PERC, in respect to young workers, and to provide advises and recommendations to the PERC EC accordingly.
- ❑ To examine, from a youth perspective, economic, social, legal, political, cultural matters affecting workers in particular labour market and workplace issues on European continent and to report to the PERC Executive Committee accordingly;
- ❑ To initiate and to coordinate the campaigns directed at recruitment and organisation of young workers/people into trade unions;
- ❑ To advocate and to campaign, in the different international, European or national institutions, forums and activities, for decent work for young people;
- ❑ To promote international solidarity among young trade unionists through, inter alia, close networking and through development cooperation programmes and projects to support young workers at the national and regional levels, as well as to provide for accumulation and analysis of relevant experience of all European countries;
- ❑ To support the work of the existent youth structures of PERC affiliated organizations and encourage the organizations with no youth structures to form such structures;
- ❑ To stimulate the affiliated organization to ensure sufficient support to youth programmes, projects, initiatives, etc ;
- ❑ To promote training of young trade union activists in modern skills and capacities necessary for effective management of their organizations and for running effective work in trade unions;

## **Members**

11. The Youth Committee shall be composed of 9 titular members and 9 substitutes, with 5 titular members (with respective deputies) representing PERC organisations from the EU, at least one of them being from the new member states; 3 – from the NIS countries, and 1 – from the counties of Western Balkans;

The nomination of organisations for membership of the Committee shall be based upon:

- The presence of an active trade union youth structure, which has the responsibility of the youth agenda
- The level of youth membership
- The level of integration of young members and their issues within the organisation
- The level and type of youth activities carried out by the organisation

12. In principle the Committee members are appointed by the PERC Executive Committee for a period of two years, following proposals by the Youth Committee. Representatives of one organization shall not be titular members of the PERC Youth Committee for more than four years in succession.

13. Should a member of the Youth Committee cease to be a member of his/her trade union organisations, the subregion he/she represents can appoint another representative until the end of the term of office

14. To achieve gender balance the composition of the Youth Committee shall have at least 30% of women as members. The 4/5 balance of the genders is a target.

## **Operating Costs**

15. Travel expenses and board and lodging costs incurred by members in order to attend the meetings of the Youth Committee shall be borne by their organisations. The PERC will assist, as far as possible, organisations from developing and transition countries unable to cover the expenses of their representatives. The Committees other operating costs shall be covered by the PERC.

16. To achieve synergy and cost-effective practice of the Committee the meetings of the Committee shall be harmonised with the ETUC or ITUC Youth Committee meetings

## **Secretariat**

17. The work of the Youth Committee will be supported by the PERC Secretariat, the ETUC Youth coordinator and by the PERC regional officers

## **RULES OF PROCEDURE**

18. The Youth Committee shall meet on an annual basis. The dates of the meeting shall be fixed by the Committee taking other meetings and the PERC financial constraints into account. When sufficient extra-budgetary resources are available, open youth fora may be organised on specific issues that are of concern to young trade unionists/workers e.g. the youth participation in campaigns and actions, or recruitment and organising of young people, to coincide with the annual Youth Committee meeting.

19. The Committee's working languages are English and Russian. As far as facilities allow, the PERC shall make an effort to provide interpretation into other languages. The ensuing expenses shall be borne by the participants or the organisations concerned.

20. The Secretary of the Youth Committee shall be introduced by the Committee in consultations with the PERC and ETUC secretariats.

21. A provisional agenda shall be drawn up by the Secretary of the Youth Committee, taking into account the Committee's programme of work, the Executive Committee requests for advice and the PERC Secretariat's capacity to provide the required assistance for preparing the necessary documentation.

### **Procedure of Election of Office Bearers**

22. The Youth Committee shall elect from among its titular members its Chairperson and its Vice Chairperson.

23. The election of the officers of the Committee shall respect the gender parity rule of the committee.

24. These positions will not be held for more than one term in succession by any organisation.

25. In accordance with the PERC Constitution, the PERC Youth Committee shall nominate one Executive Committee member and his/her deputy from among its members. The Chairperson of the PERC Youth Committee and his/her deputy shall bear this responsibility, unless the Committee decides otherwise.

26. The Chairperson and the Vice Chairperson will represent different regions, following the principle of rotation between the regions every two years. They should:

- ❑ Be experienced in representing young workers in international and/or regional trade union bodies;
- ❑ Have previously participated in work on youth issues at national, regional or international level.

27. Prior to the PERC General Assembly, the Youth Committee shall also elect 3 youth delegates to the General Assembly according to Article 6 of the PERC Constitution, taking into account the regional dimension and gender balance.

28. The Youth Committee shall also nominate the 4 titular and 4 substitute members to the ITUC Youth Committee.

### **Observers**

29. All the affiliated and associated organizations as long as the GUFs/EIFs may propose observers to the Committee meetings. The presence of observers shall be limited by the technical and functional capacities of the meetings.

30. Observers may be invited to take part in the discussions by the Chair of the Committee.

### **Methods of Work**

31. The methods of work of the Committee shall be regularly reviewed. The Committee shall give value to individual experiences, specific skills and expertise of members, using participatory methods such as working groups, team work and so forth.

32 The decisions are taken by the consensus. Whether no common position is achieved this shall be reflected in the documents and reported by the chairperson respectively.

33 Before the meeting of the youth committee, a member shall have the obligation to consult the members or affiliates in his/her constituency with the aim of representing the position of the whole constituency. If there is no common position, the obligation of the members is to represent the different positions.

**Other issues**

34 Any other question, which is not covered by these rules, shall be settled in accordance with the usual procedure followed by the Executive Committee of the PERC.

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2<sup>nd</sup> EC/PERC 3.2 Appendix II

## Draft Composition of the PERC "Transitional" Youth Committee

Name	Organisation	Gender	Status
<b>MAMMADOV Fuad</b>	<b>AHIK, Azerbaijan</b>	<b>M</b>	<b>Titular</b>
...		F	Substitute
<b>SIVAIIKIN Evgeniy</b>	<b>FNPR, Russia</b>	<b>M</b>	<b>Titular</b>
...		F	Substitute
<b>SHEVCHUK Oksana</b>	<b>KVPU, Ukraine</b>	<b>F</b>	<b>Titular</b>
<b>ANDREEV Vasily</b>	<b>FPU, Ukraine</b>	<b>M</b>	<b>Substitute</b>
<b>Vukojcic Mina</b>	<b>Nezavisnost, Serbia</b>	<b>F</b>	<b>Titular</b>
<b>Djurisic Ivan</b>	<b>CTUM, Montenegro</b>	<b>M</b>	<b>Substitute</b>
<b>BRSELOVA Erika</b>	<b>KOZ, Slovakia</b>	<b>F</b>	<b>Titular</b>
...			Substitute
<b>ARGYRIDES Panikos</b>	<b>SEK, Cyprus</b>	<b>M</b>	<b>Titular</b>
...		F	Substitute
<b>HANSEN Robert</b>	<b>LO, Norway</b>	<b>M</b>	<b>Titular</b>
...		F	Substitute
<b>MATIAS Tania</b>	<b>LCGB, Luxemburg</b>	<b>F</b>	<b>Titular</b>
...		M	Substitute
<b>PANOS BARTOLOME Mikel</b>	<b>CC.OO, Spain</b>	<b>M</b>	<b>Titular</b>
...		F	Substitute
Total:	Titular		
Male	5		
Female	4		