

# **Trade Union Renewal for youth: the role of trade union training**

*Francesco Lauria  
Centro Studi N.le Cisl*

*Bruxelles, 12 th December 2014*



# Trade Unions renewal for youth

*“Membership is not a collection of people, is not an apparent aggregation... membership is to put other in itself!”*

**Giorgio Gaber (italian singer 1939-2003)**



Trade Union Training renewal for youth:

To lead young people to rediscover themselves and to become capable for identifying their potential.

## Cisl Training for youth

Cisl training for youth aims to bring together Cisl and young people, their expectations, their dreams, their needs, in order to build, together with the young, lasting and significant.

Cisl wants to hire the fragility that young people today express through work that is missing or precarious and unstable and transform their vulnerability in a new union leadership.

Cisl through young delegates, officers and militants, gets to listen to the youth to understand, make synthesis and realize their rights of social citizenship through work.

## Cisl Training for youth (2)

The training runs on five epistemological axes:

1. **Make the common knowledge**, the union updates its framework of knowledge and guidance, his cognitive map on the "young planet" and became known by the Young
2. **Create development and employment**, young people do not live a separate reality but a fragmented reality, which often do not know the real potential of all existing fields in the territory and that remain unused
3. **Guide and protect youth in the labour market and in the bridge from education and vocational training.**

The interdependence of these three dimensions is strategic to create a "good work", "work resilient" to overcome the crisis.

Focus on effective organizational policies which must be put in place to protect "young people in the labour market"

## Cisl Training for youth (3)

### 4. **Protect the young in the workplaces and companies.**

The use of different types of contracts requires special attention in overseeing the development and protection of youth work. Through the analysis of best practices of collective agreements Cisl will draw a road map for the protection of youth workers

5. **Offer to young people a real association space**, to create a sort of Job Matching, where the aspirations, needs, questions are taken and oriented to a path of accompaniment (taking care) of young people in the labour market and in the union.

The training **methodology** has as its centerpiece in **training for action**. Challenges that are taken, re-read, interpreted and resolved in the light of the work..

## Cisl Trade Union Leaders Courses



Based on investment in **person**;

Investment in growth of **knowledge**;

Investment in the ability to implement **organizational culture**

**Aim:** To “prepare young people generations to achieve “trade union renewed”.

Starting from founding principles but **renewing planning and actions.**

## Role of trade union training

- To **connect** historical values and models with the “toolbox” useful for the new times;
- To **connect** the ethical commitment with the trade union necessary professional skills

### **Mission of our summer training camps:**

1. Careful reading of the signs of the times and community discernment;
2. Respond adequately to the crisis: to create a new planning system (polycentric);
3. Re-Construction of the ties of solidarity and new sense of citizenship;
4. Foresight

# Youth Trade Union Training and crisis



Is it possible to **exit from the crisis, without change**, with the same values with which we entered?

1. Affirmation of the principle of functional rationality (pragmatism)
2. Greed, easy money, unbridled consumerism (superfluos and well being unlimited)
3. Lack of confidence in the collective behaviour of the virtuous an the prevailing logic: "*homo homini lupus*"
4. Weakening the ethics of responsibility (Max Weber)



## Epistemological and cultural routes for young trade union leaders

- Regain a **sense of history** (and a sense of future...)
- Adequately **answers to the crisis** (new vision for the trade unions and building solidarity from “macro-relations”)
- Rebuild the bonds of **solidarity** and **citizenship**
- **New models of development** (example: industrial relations in a green economy or economic democracy)

# GLOBALISATION AND SOCIAL CRISIS

From political frameworks to economic and social frameworks

Destructive individualism triumph?

Social Field is disappearing? (Alain Touraine)

Subjects and cultural relations

Openness, mobility, fractures, restlessness

*"End of a world is not the end of the world"*

Subject activation and welfare evolution.

New language of "modernity", the role of "minorities". (Young?)