

PRE-CONGRESS WORKSHOP ON
Workshop on the theme: Youth and Organising

Parktonian Hotel, Johannesburg (South Africa) 24th November, 2011

CONCEPT NOTES

Over the decades, the world, particularly Africa has been facing dire economic, financial, food and climate issues. This shows to a great extent, the failures of the implementation of development policies.

Young people who represent 70% of the African population are mainly the slice of the population that is most affected by these repeated crises and the inadequacy of proposed solutions.

Some pertinent issues young people are often faced with are:

- Young people enter the workforce with a part-time employment, temporary or casual and then never manage to escape these precarious situations.
- Young people are concentrated in the informal economy and in Export Processing Zones, where they work in precarious and insecure conditions, sometimes earning low wages throughout their working lives and never get to escape the poverty trap.
- The circumstances sometimes require many job seekers to migrate to seek work far from home. Their employability is becoming increasingly difficult and their diplomas no longer guarantee to find employment commensurate with their qualifications.
- Poverty and prejudice deprive many young girls in particular, opportunities for education and training.
- Young workers are seriously affected by the hiring freeze, which is very often the first reaction of firms in a recession.
- The mismatch between work and schooling affects the employment of young graduates.
- Many communities are neither informed nor involved in major programs of skills development for youth.
- There is very little emphasis on forming a positive identity, promote social skills, program development and support of youth.
- Many parents are involved very little with schooling and other vital aspects of the lives of their children.

- Public authorities tend to talk about lip service the needs of youth, but they are barely able to promote political and financial support for skills development programs for young people.
- Due to their limited level of training, many young people are at risk of being confined in low-paying jobs or lose their jobs as and when the skill demands are increasing.
- Young people are exploited and discriminated against, resulting in many of them the alienation of the society in which they live.
- Unemployment and underemployment HIV / AIDS

At the union level, although young people are most in need of union protection, they are very few in the movement. Youth voice is barely heard and their concerns are often the least important points of the agenda of the labor movement because they are underrepresented in decision-making processes. Young people turn their backs to an institution that does not bring them much hope. The labor movement tends to some extent to kill his own future by depriving themselves of this pool that could give it the clout to pressure by the number. Although progress has been achieved in certain organizations, organized labor is still an institution based on men who have long outgrown the youth.

It is necessary to act with them so they can become the dynamic expression of all workers. To cope with the emergency, a structural response must be found to give young people the means to build their future. Therefore there is the urgent need for reflection on the future of youth.

In view of this, the forum should address the following concerns:

- Finding new forms of participation of African youth to deliver a new face of organized labor and the working world?
- How to read an original anything that affects young people in the general running of the union movement?

OBJECTIVES

- Carrying out a diagnosis of the situation of young workers in the world of work and in the trade union movement
- Providing a forum of reflection to reorient trade union policies and activities in order to make them attractive and capable of responding to young workers' needs
- Formulating concrete lines of action for the youth (for the coming quarter)

FORUM CONTENT

- Youth and Decent Work
- Youth in the labor movement
- Plan of Action for the coming years

Target Group

20 dynamic young workers from various unions affiliated to ITUC-Africa, will come together to discuss and ponder over the content of the forum.