



ON THE ROAD TO ORGANISING AND RECRUITMENT IN



EUROPEAN PUBLIC SERVICE UNION

ACTION POINTS – EPSU CONGRESS 2019

1.

Encourage and support affiliates in taking up new initiatives to boost their recruitment and organising activity

2.

Focus regional resources in Central and Eastern Europe on support for recruitment and organising activities

3.

Ensure that recruitment and organising initiatives take account of any specific measures to increase the membership among young and migrant workers

EPSU RECRUITMENT & ORGANISING TEAM

Richard POND

Organising and campaigns officers:

Agnieszka GHINARARU – Team coordinator

Milos VLAISAVLJEVIC

Artem TIDVA

• Admin support:

Monica AVRAM

EPSU – APPROACH TO R&O

Focus on Central and Eastern Europe

- **Mapping**
- **Strategic workshops**
 - **Basic (online)**
 - **Follow up**
 - **Advanced – strategic organising for trade union leaders**
- **Educational activities – Basic R&O course for local activists (and follow ups)**
- **Tailor-made activities (organisers)**

STRATEGIC WORKSHOPS – ALL INVITED

**Basic strategic
workshops - 7**

**Follow up
workshops/meetings**

**Advanced workshops
and follow ups**

- **80 trade unions took part**
- **50 R&O strategies in writing**
- **9 advanced unions**
- **2nd advanced group under construction (10 more unions)**

ADVANCED STRATEGIC ORGANISING WORKSHOP



Support package – EU funding + Kommunal Organizer + training courses

ADVANCED STRATEGIC ORGANISING WORKSHOP



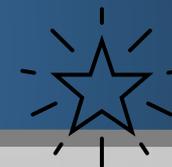
CONGRATULATIONS



**UPOZ –
Northern
Macedonia**



**AFFILIATED
2200 new
members**



ORGANISING CAMPAIGNS – PILOT PROJECTS



ORGANISING PROJECT IN OSZISP/CZ

- **1. MAPPING OF WORKPLACES**
- **RECOMMENDATIONS**
- **EDUCATIONAL ACTIVITIES**
- **ORGANISING AND RECRUITMENT**
- **2 CHANGING IMAGE OF TRADE UNION**
- **3. GIVING SPACE TO YOUTH**
- **A STUDY – A TRADE UNION FOR YOUNG WORKERS**
- **REVISING R&O STRATEGY BASED ON THE STUDY**
- **IMPLEMENTATION**

ORGANISING IN HEALTH SECTOR – COLLECTING GOOD PRACTICES

- - **SHORT ONLINE SURVEY**
- - **CONTACTS TO PERSONS RESP FOR ORGANISING**
- - **COLLECTING GOOD PRACTICES**

EMPLOYING ORGANIZERS

- **EPSU**
 - **HUNGARY – EPSU - BDDSZ – SZEF**
 - **POLAND – EPSU – SOLIDARNOSC**
 - **(IN 6 MONTHS 1002 MEMBERS)**
- **KOMMUNAL**
 - **SERBIA – EPSU – GS ZSZ**
 - **CZECH REPUBLIC – EPSU – OSZSP**
- **JOINT FINANCING BY EPSU AND THE BENEFICIARY UNION**
- **EPSU ORGANIZING FUND – CONGRESS 2024**
- **NEW: EU PROJECT – 5 ORGANISERS + TRAININGS**

PARTNERSHIPS AND COOPERATION

COOPERATION WITH NATIONAL FEDERATIONS

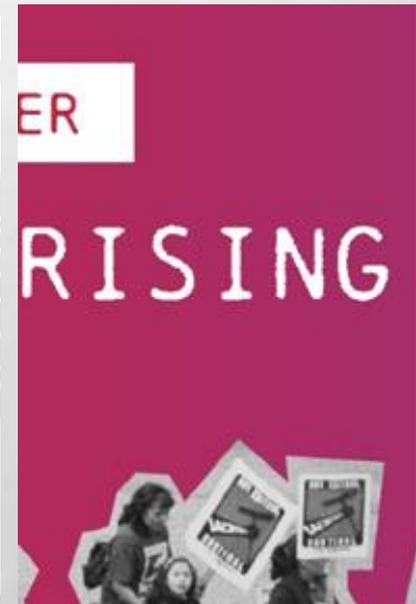
- **EXCHANGES ON R&D (SHARING EXPERIENCES, MATERIALS, ETC.)**
- **SPEAKERS AT R&D WEBINARS EXPERTS' SUPPORT**
- **STUDY VISITS**
- **FINANCIAL SUPPORT FOR R&D CAMPAIGNS IN CEE**

EXCHANGES WITH OTHER ORGANISATIONS:

- **TRADE UNION CONFEDERATIONS**
- **ROSA LUXEMBURG FOUNDATION – ORGANIZING FOR POWER PROGRAMME (3 EDITIONS) – OVER 200 EPSU PARTICIPANTS**
- **ELLA BAKER SCHOOL OF ORGNAISING**
- **FRIEDRICH EBERT FOUNDATION**
- **ETUI**
- **ETUFS**



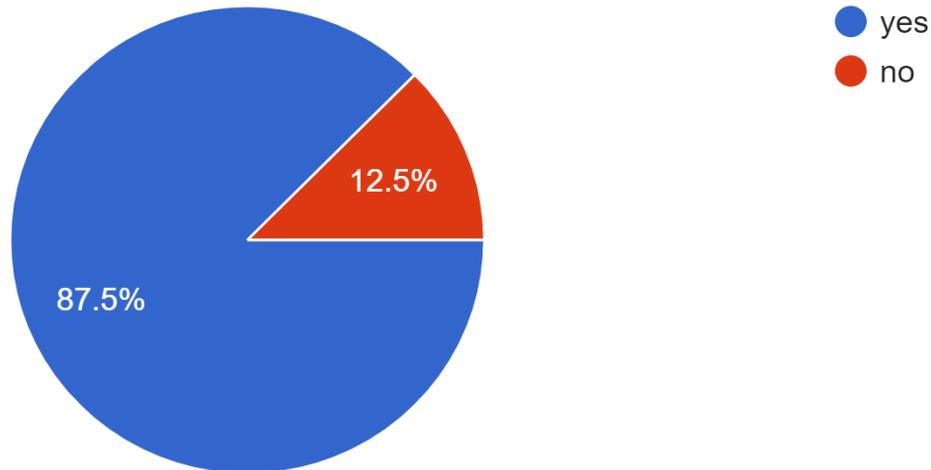
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LRG – RESULTS OF THE SURVEY

Do/did you have campaigns specifically on recruiting and organising?

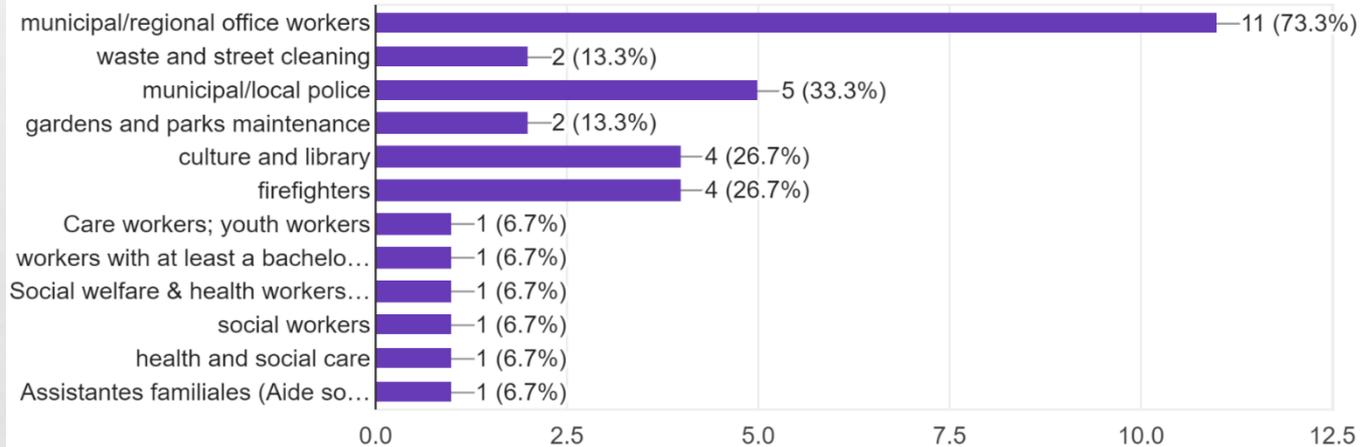
16 responses

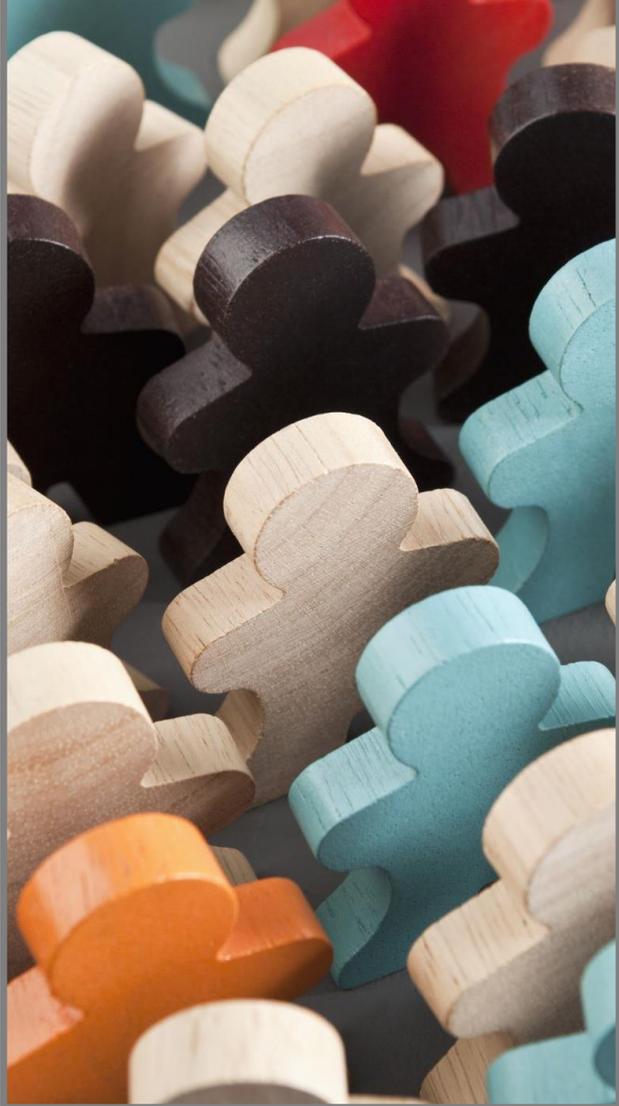


SURVEY: TARGETS

if you targeted specific groups, which ones?

15 responses





EXAMPLES OF CAMPAIGNS

- **SWEDEN:**

1. CAMPAIGNS TO MAKE SHOP STEWARDS RECRUIT NEW MEMBERS; WE LEARNED THAT IT'S EASIER TO RECRUIT WHEN WE CAMPAIGN FOR A SPECIFIC ISSUE THAN JUST "JOIN THE UNION"

2. VISION HAVE MANY DIFFERENT CAMPAIGNS IN SOCIAL MEDIA AND AT THE WORKPLACE,

- **FINLAND:**

JHL: CAMPAIGNING IN CONNECTION OF DIFFICULT CB NEGOTIATIONS AND STRIKES IN THE MUNICIPAL SECTOR

THEY: WE HAVE A CONTINUOUS CAMPAIGN: IF YOU RECOMMEND SOMEBODY TO JOIN TEHY, YOU WILL EARN POINTS AND WITH THESE POINTS YOU CAN GET SOME REWARDS. SOMETIMES WE HAVE BIGGER CAMPAIGNS EG BEFORE NEGOTIATIONS.

EXAMPLES OF CAMPAIGNS

- **FRANCE:**

SINCE JUNE 2021, WE HAVE LAUNCHED A PROTEST CAMPAIGN IN DIFFERENT FRENCH COMMUNITIES AT THE INITIATIVE OF LOCAL CGT UNIONS. THIS IS TO DEMONSTRATE THAT THE TERRITORIAL CIVIL SERVICE IS ATTRACTIVE

- **ITALY:**

WE HAVE BEEN CONDUCTING A LARGE GENERAL MOBILIZATION CAMPAIGN FOR SOME TIME TO ACHIEVE AN EXTRAORDINARY PLAN FOR HIRING IN THE PUBLIC SECTOR

- **ESTONIA:**

ROTAI HAVE RECRUITING SYSTEM TO GIVE PRESENTS AFTER EVERY 6 MONTHS TO BESTS ORGANISATIONS

- **LATVIA:**

CAMPAIGN FOR GENERAL AGREEMENT FOR PUBLIC TRANSPORT DRIVERS THAT AIMED TO ORGANIZE EXISTED MEMBERS AND TO RECRUIT NEW

FUTURE PLANS

- **IF WE HAVE R&O ISSUES DISCUSSED AGAIN DURING LRG STANDING COMMITTEE – HOW SHOULD WE PROCEED?**