

Governance in VET from a trade unions' point of view

Indicators for good governance:

- Agree at the highest level within the trade union organisation that there is a commitment to engaging in skills development and to develop a multi-level strategy to accompany it
- Ensure that trade unions from different organisations avoid fragmentation and provide a united front on the question of skills development
- Lobby government to introduce legislation or policy which provides for clear streamlined structures and statements of trade union involvement on skills issues, whether in terms of collective bargaining, or participation in apex bodies, sector skills councils, sectoral funding bodies and/or works councils
- Lobby government to introduce legislation which enables trade union representatives at the workplace to play a determining role in skills development and to have reasonable paid time off for analysing learning or training needs; providing information and advice about learning or training matters; arranging and supporting learning and training; consulting the employer about carrying out such activities; and preparing to carry out these activities
- Lobby government to introduce legislation which enables workers to participate in skills development, notably a right to training and paid time off to take up training
- Lobby government to ensure that sufficient funding is made available to set up good quality skills development activities
- Lobby government to ensure that skills development systems are stable and recognised as such
- Seek out alliances with other skills development stakeholders, notably employers' associations and employers, to engage in a process of social dialogue so that skills development becomes an integral part of collective bargaining
- Build capacity within their own organisations so that trade union officers are qualified and able to defend trade union and workers' interests within multi-sectoral and sectoral tri-partite bodies dealing with skills development issues and, where possible, negotiate collective bargaining agreements
- Build capacity within their own organisations so that trade union representatives are qualified and able to defend trade union and workers' interests at the workplace, to motivate workers to take up any skills development opportunities and to communicate information about skills development activities to their members and/or workers
- Support the introduction of measures to enable the recognition of non-formal and informal learning to facilitate enhanced labour market mobility
- Ensure that young people, particularly apprentices, are not used as cheap labour to displace existing workers
- Contribute to the collection of data on skills training so that stakeholders are in a position to monitor skills development and estimate the impact of their skills strategies.