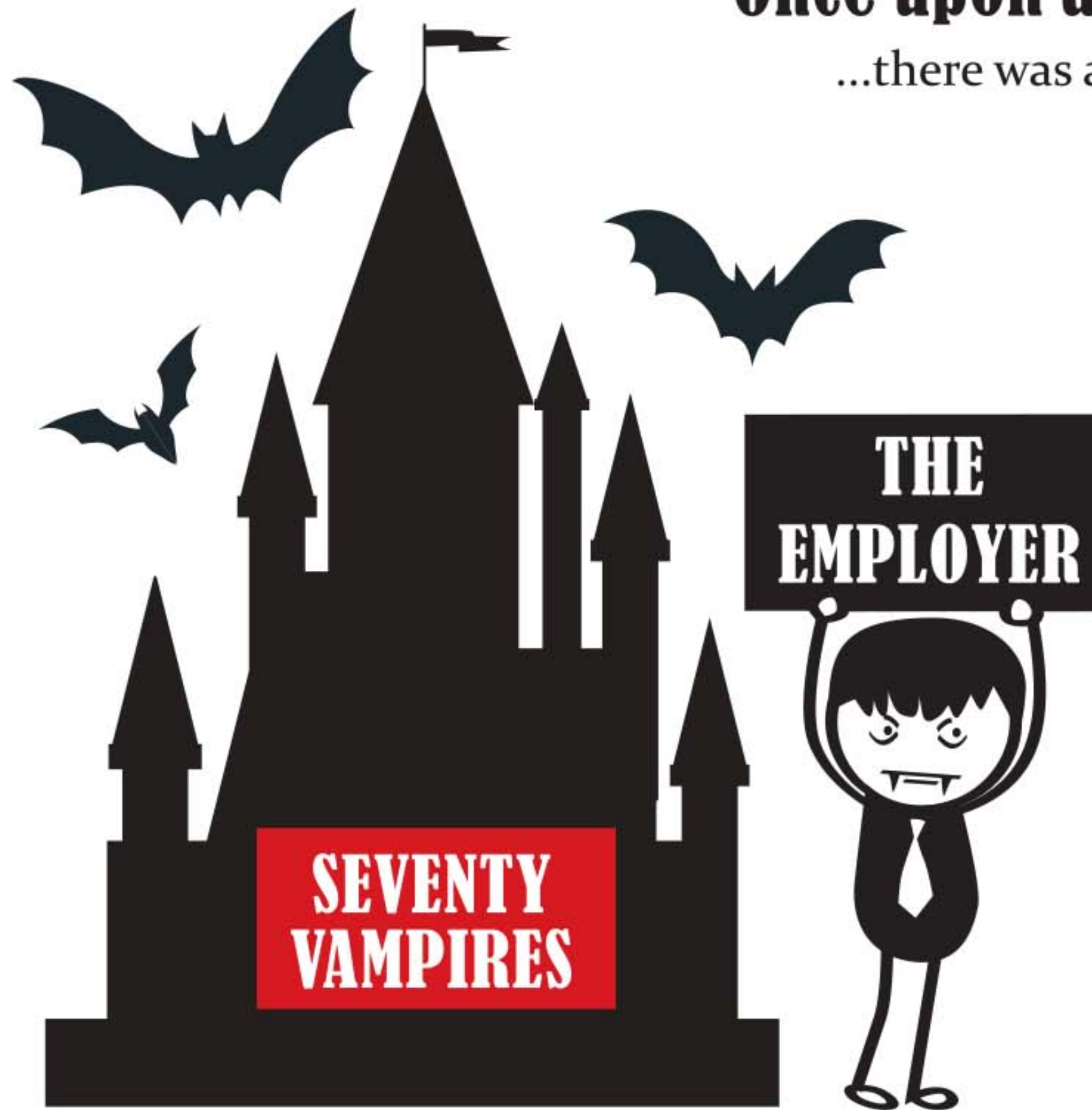


Once upon a time in EUROPE...

...there was a company called "SEVENTY VAMPIRES".



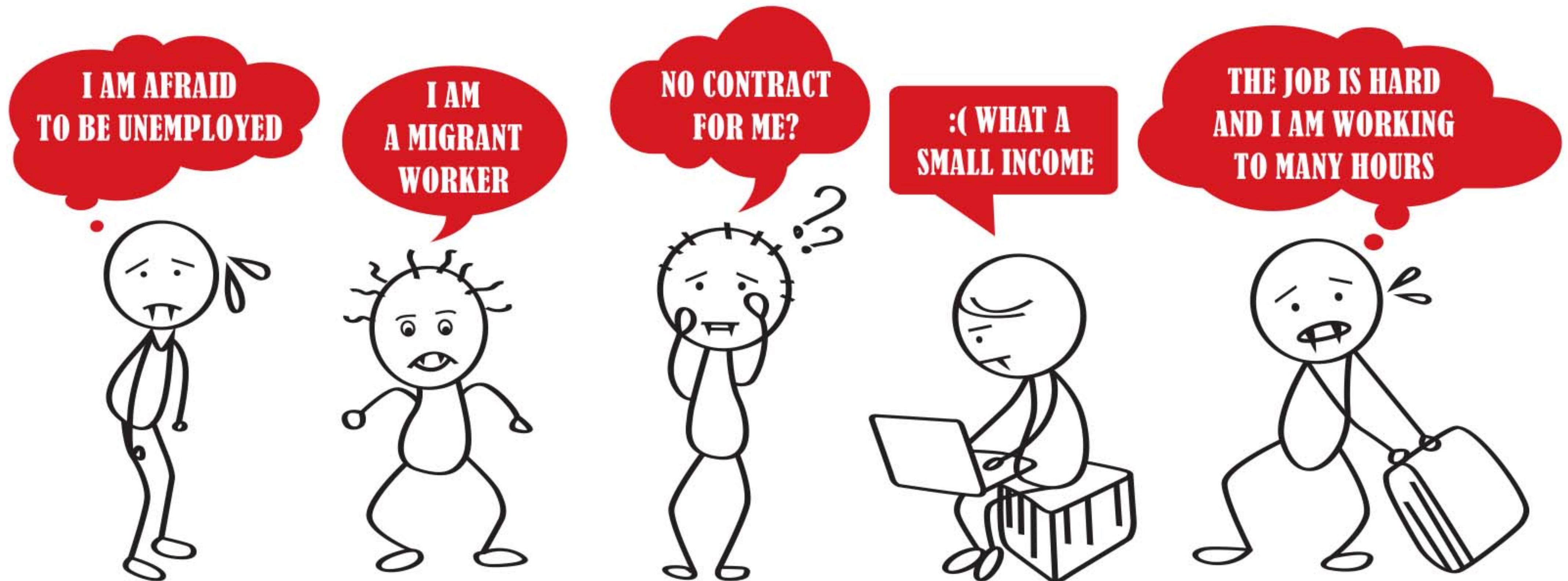
The name was pretty self-explanatory – all of the **EMPLOYEES** (*people paid to work for an organization*) were vampires.



The **EMPLOYER** (*the person the employees work for*) was called Hadria (dark) and he was a real pain in the neck. He established the company and its main goal was to make blood products and sell them to other vampires. He was very rich, but he wanted to keep all the profit for himself, so he didn't offer his employees **DECENT WORKING CONDITIONS** (*the type of conditions, in which the employees are happy, stress free and not in danger at the workplace*).

NO LABOUR LAW!!!

The vampires earned a really small **INCOME** (*the pay for the work done*), since there was no **LABOUR LAW** (*the national employment legislation*), working hours were really long and employees were in constant fear of suddenly being dismissed from work.



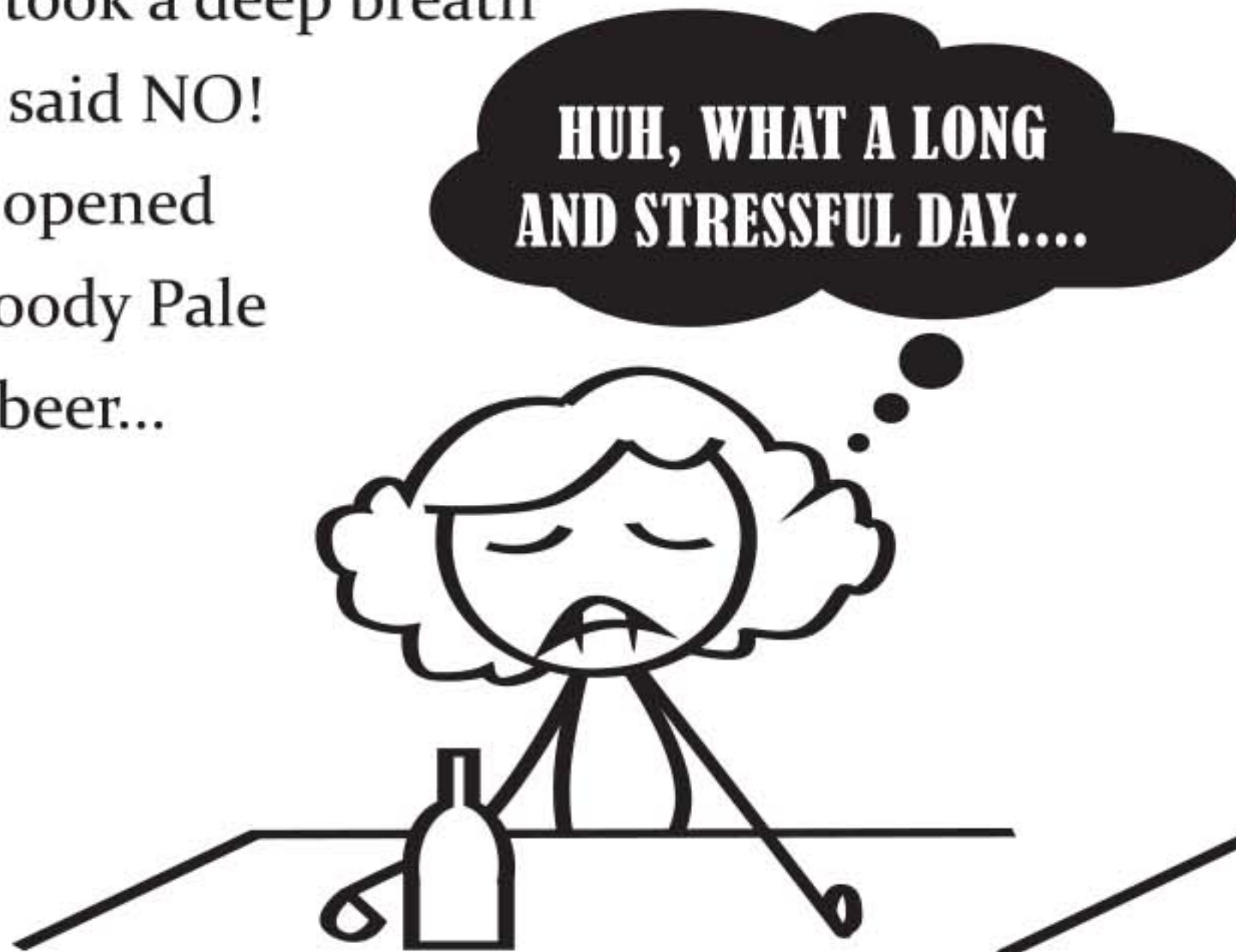
Workers from the region didn't really have a choice but to work for Hadria, as no one would hire a vampire in another company. The fear of **UNEMPLOYMENT** (*a period where you don't work*) was quite big, so there was no pressure whatsoever on Hadria. There were even some **MIGRANT WORKERS** (*people who came from a different places/countries in pursuit of a better life*) coming all the way from Bulgaria, Romania, North Macedonia.

AND ONE DAY...

...one of the employees called Zurie (strong and lovely) came home from a long and stressful day, when she received a call from her employer to come back to work.

She took a deep breath and said NO!

She opened a Bloody Pale Ale beer...



...and thought that something should be done.

Employees should benefit from **OCCUPATIONAL HEALTH AND SAFETY RULES (OHS)** (*regulations for healthy and safe workplaces*), **TRAININGS** (*upgrading skills at the workplace*) and **LEGAL PROTECTION** (*legal framework to ensure fair treatment of employees*).



ZURIE CALLED HER CLOSE FRIEND...

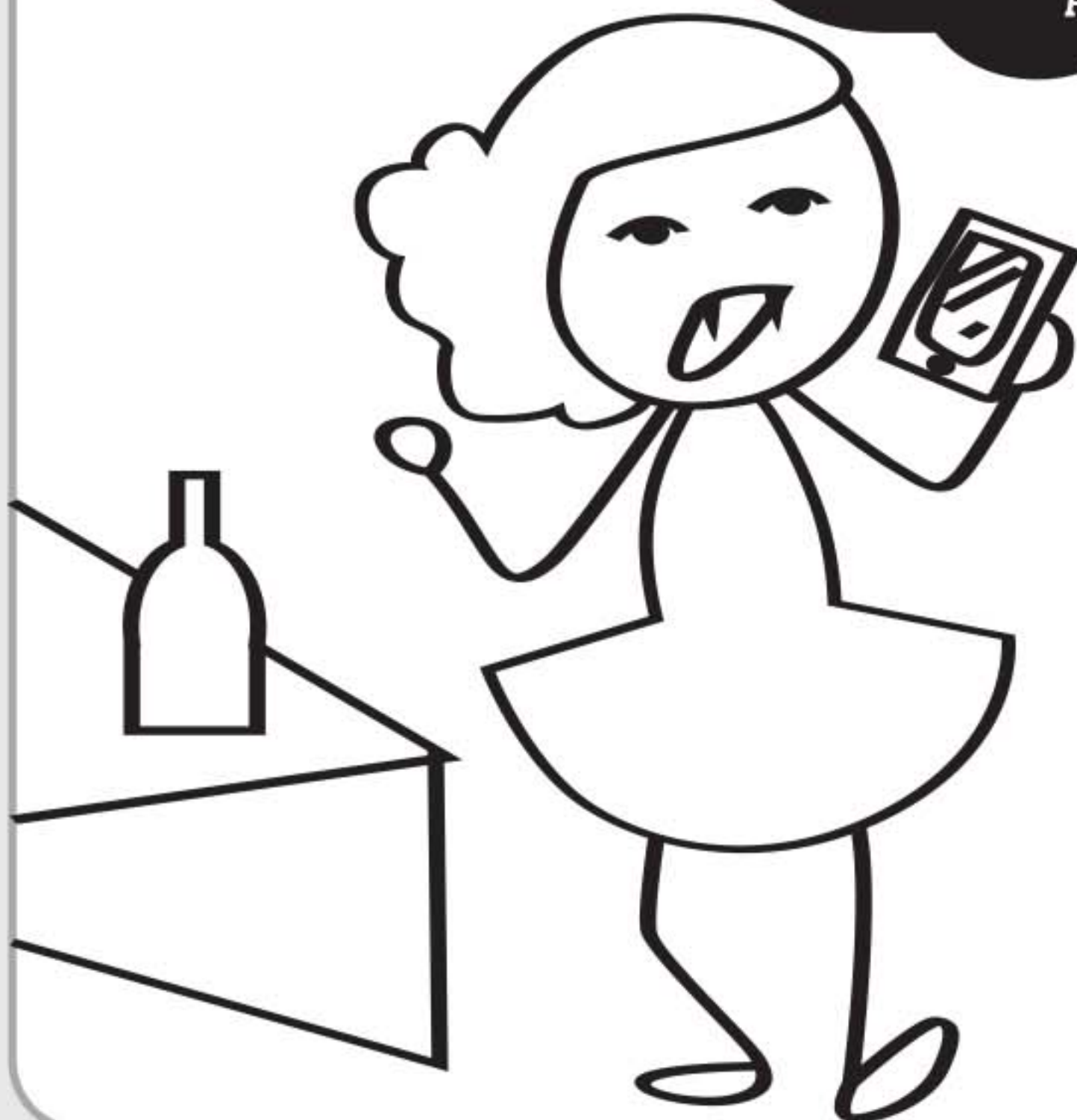
....from work Callidora (gift of beauty) and told her:

-You know what? We should form a **TRADE UNION** (*a structure, which will fight for our rights as workers*), we'll call it the Vampire Union. Maybe if we work together and demand higher wages and decent working conditions, we have a way better chance than we would if we fight Hadria on our own.

**YOU KNOW WHAT?
IF WE WORK TOGETHER WE HAVE
A BETTER CHANCE**

...SOUNDS AWESOME

**MAYBE
A STRIKE ?**

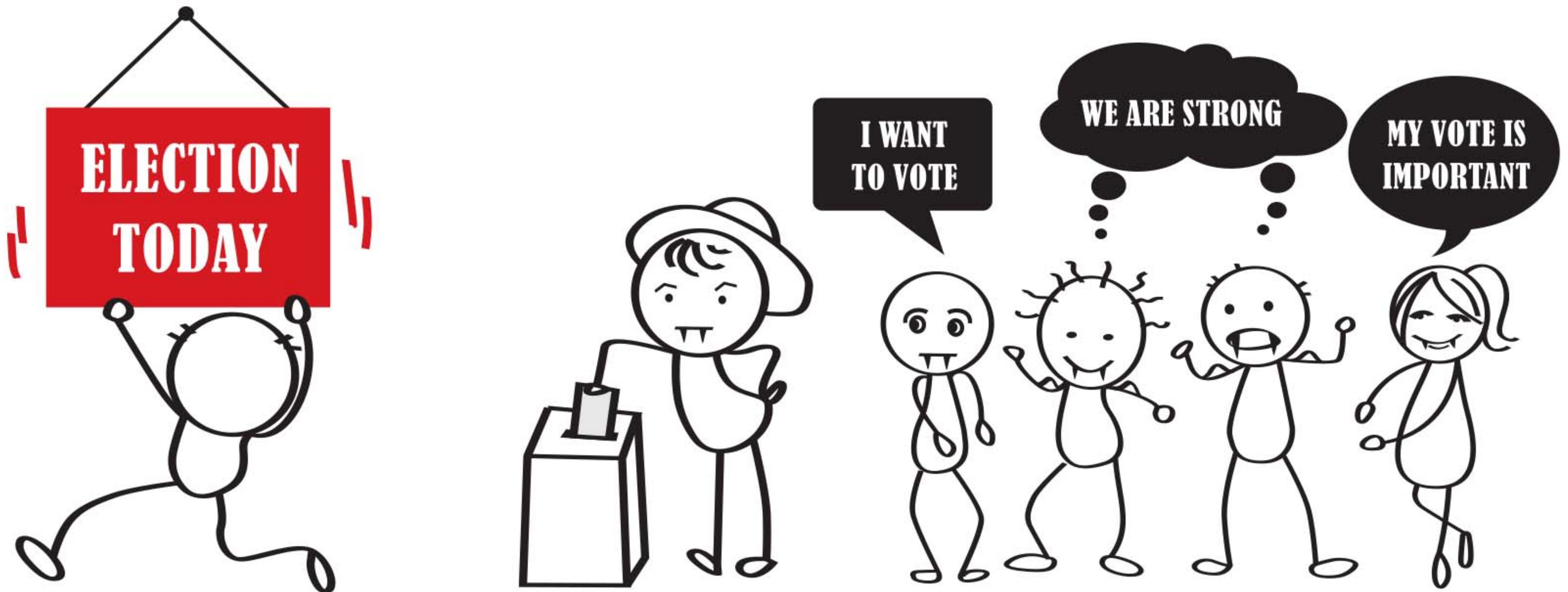


Callidora liked the idea a lot. She replied:

-Yeah, that sounds awesome. I'm thinking that if we threaten him with a **STRIKE** (*refusal to work to gain better working conditions*), we might even sign a **COLLECTIVE AGREEMENT** (*regulations which improve the working conditions for the workers*).

THE TWO GATHERED ALL THE EMPLOYEES...

...during lunch break the other day and told them about the idea to defend their **WORKERS' RIGHTS** (*rights of workers according to the Labour Law and the Collective Agreements*).



The vampires had **ELECTIONS** (*a process in which everyone casts a vote and has a voice*) for the union leadership, in a democratic way. Zurie and Callidora were elected as union representatives and quickly started working on organizing a strike.

EARLY MORNING THE NEXT DAY...

Seventy vampires were waiting for Hadria outside the office and he had no other choice but to organize a meeting with the Trade Union representatives.



They met at the office where the employees signed **EMPLOYMENT CONTRACTS** (*a written contract between the employer and employee defining mutual rights and obligations*). Hadria promised to meet those demands, along with collective agreements, but Zurie had her doubts.

AFTER A FEW WEEKS

The Vampire Union met & talked about solidarity and they decided to take things a step further.



They knew there was a Vampire Government which started working with them on a better Labour Law so they got to manage to define **DECENT JOBS** (*fair jobs with defined quality standards*). The Ministry of Vampire Labour initiated a **SOCIAL DIALOGUE** (*a negotiation process between trade unions, employers and government*). Hadria felt really threatened, so he had to accept all the conditions demanded by the Vampire Union.



AND FINALLY THE RESULTS...

....a few months later when he took a look at the quarterly reports, he found out that the company was looking better in numbers. Employees were now happy and motivated with an excellent work-life balance, knowing that their voice is powerful, thanks to the Vampire Union.

At the end, the Vampire Union became the strongest organization representing workers' rights in Europe which achieved higher wages and working conditions for all.

**WOW
THE FINANCIAL REPORT
IS VERY GOOD!**

JOIN THE UNION!



ACTIVE WORKERS » STRONG UNIONS » PRODUCTIVE COMPANIES

Defining Trade Unions to YOUTh project was created by the youth committees members from the largest confederations in Romania & North Macedonia, with the contribution of a representative from the PODKREPA (Bulgaria) youth network and it was entirely financed by Friedrich-Ebert-Stiftung Foundation (FES).

