

## Youth and trainee councils to represent the interests of apprentices, trainees and young workers

### Germany

[Jugend- und Auszubildendenvertretung – Alles zur JAV](#)

#### DESCRIPTION

Youth and trainee councils (*JAV – Jugend- und Auszubildendenvertretung*) are **committees that represent the interests of apprentices, trainees and young workers in German enterprises**. A JAV must be set up by law in **every German enterprise with at least five employees under the age of 18 or who are apprentices or trainees** (no age limit for the latter) and **linked to the existing work council (*Betriebsrat*)**. Workers up to the age of 25 may also stand for election. The key task of the JAV is to **represent the interests of young workers, apprentices and trainees**. JAV may cover a lot of issues, such as **pay, work conditions, equal rights, integration of apprentices from abroad, etc.**

The **number of representatives in the JAV is determined by the number of young workers, apprentices and trainees employed in the enterprises** – for 5-20 young workers there should be only one representative elected, but in enterprises of over 1 000 workers, 15 may be elected. All those in the target group may cast their vote in the elections that happen every two years. A JAV works in close collaboration with the work council, but it is not formally part of this. However, **a JAV can appoint a member who is allowed to participate in meetings of the work council**, and in cases where the interests of the target group are affected, **this member also has voting rights along with the rest of the work council**. **Members of the JAV enjoy special protection**, and the costs arising as a consequence of their work in the JAV – for example office equipment, meeting rooms, participation in training seminars – must be covered by the employer.