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## Trade Councils 'Justice' & 'Security'

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### Resolution

Dear colleagues,

The European Confederation of Independent Trade Unions (CESI), representing more than 5 million workers throughout Europe, supports its Spanish workers active in CSIF and calls upon the Spanish Government to facilitate the access to social and trade union rights of all workers, in particular those of the justice and security sectors.

Spanish workers active in the justice and prisons sectors are on strike these days in Spain (November 2018) in order to protest for their fundamental right to collective bargaining and the equal pay for equal work. The situation is two-fold:

In the justice sector, the Spanish government has launched a law reform in the Parliament that changes essentials work conditions like: the definition of the work place, mobility conditions, fixed term contracts clauses and disciplinary regime without collective bargaining at all.

1. Article 28 of the Spanish constitution, article 2.2 of trade union association freedom act (LO 11/1985) and article 37 of basic statute of public workers in Spain (RDL 5 /2015) set collective bargaining as a fundamental right. CSIF finds the same consideration of collective bargaining in European Charter of Fundamental Rights (art.28) and in the European Convention of Human Rights (art. 11). For this reason 50.000 justice workers are called to public demonstrations every day from the 6<sup>th</sup> to 16<sup>th</sup> November 2018 and for them to go on strike on the 16<sup>th</sup> during a big demonstration in Madrid.
2. Salary gap among different regions is unacceptable. For the same national bodies, same responsibilities and functions, salary differences between the justice workers under central government are approx. 600 euros less.

CESI supports the claims CSIF has made and the way it conducts this negotiation for better industrial relations and CESI underlines that international and European fundamental rights and freedoms comprise the freedom of association, the right to collective bargaining and the principle of non-discrimination ('equal pay for equal work'). These are inherent components of democracy and the rule of law that every EU state member should not breach ever.