



**Motions of the Presidium and member organisations concerning,  
adopted by the CESI Congress of December 2 2016**

**Main Motion I:**

**The Future of Europe - Investing in people**



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## **Motion 1 of the Presidium – Put forward by the Commission FEMM**

### **Better Regulation and Gender Equality**

The buzzword ‘better regulation’ must not serve as a pretext for thwarting initiatives in the field of policies on gender equality. CESI should speak up for a system in which the European institutions are guided by the model of inclusive growth and do not see equal opportunities as an obstacle to ‘better regulation’, but rather as part and parcel of it.

#### **Justification:**

The non-publication of a new European gender equality strategy and the withdrawal of the maternity leave reform are often justified by references to ‘better regulation’. It is claimed that this would lead to additional costs which don’t serve any practical purpose. Yet, by definition, ‘better regulation’ means that rules should be in the general interest and may only generate the appropriate costs required for this purpose to be served. In this connection, gender equality policies should not be regarded as an obstacle, but rather as a necessity.



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## **Motion 2 of the Presidium – Put forward by the Commission FEMM**

### **Gender Equality and Equal Opportunities in the European pillar of social rights**

CESI should lobby for the future European pillar of social rights to focus closely on gender equality and equal opportunities. These principles must be the fundamental leitmotifs of the pillar.

#### **Justification:**

The European pillar of social rights is, at present, the European Union's most important social policy project. It will likely shape our understanding of social policy in the EU and the Member States in the years and decades to come. This is why, particularly in light of the current standstill at European level regarding gender equality, gender equality and equal opportunities must once again be firmly incorporated into the pillar as self-evident principles. In the first preliminary draft of the pillar, the Commission cites articles 3, 8, 19 and 153 TFEU on achieving equal opportunities goals. This fundamental understanding must be extended to the pillar as a whole.



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### **Motion 3 of the Presidium – Put forward by the Commission FEMM**

#### **Ending the equal opportunities blockade**

CESI should lobby for the European Institutions to break the stalemate on European equal opportunities policy. To this end, it should also call on its affiliates for the latter to lobby their national governments to encourage them to support European equal opportunities initiatives.

#### **Justification:**

The Council and the Commission are each accusing the other of blocking European equal opportunities policy. Many projects, such as a European regulation on quotas, are on hold. The European Union must, as a matter of urgency, return to its former role as a pioneer on issues affecting equal opportunities policy.

#### **Motion 4 of the Presidium – Put forward by the “Justice” (JUS) Trade council**

CESI will endeavour to ensure that police forces, including the penitentiary agents, whose priority mandate is ensuring safety, including the need to combat and prevent radicalization and terrorism, are the object of special protection.

The issue of migration increasingly involves all European countries; this requires coordinated supranational immigration policies, also concerning the impacts on the detention establishments' network.

Professional instruction and training constitute a fundamental aspect and must be updated periodically, also in order to meet the requirements originating from the arrival and integration of numerous immigrants.

#### **Justification:**

The outcome of the referendum on the exit of Great Britain from the EU has cast a decidedly strong light on the democratic deficit that has affected the European Union since its inception, with unforeseeable effects and potential dangerous replications.

Therefore, looking at the future of Europe means focusing more on citizens and less on oftentimes obscure and onerous economic policies.

In fact, within its area of responsibility, the union will always be carefully looking after workers' protection legislation, never underestimating the importance of workers' health and safety, in a context of work-life balance.

Rights to workers' protection, such as the rights to information and consultation, are certainly undeniable principles and must be recognized at all levels and in all sectors.



## **Motion 5 of the Presidium – Put forward by the “Post and telecom” (P&T) Trade council**

### **Sectoral social dialogue**

CESI wants to continue fighting for the renewed participation of member trade unions from the Post and telecom sectors that have joined CESI’s “Post and telecom” Trade council in the “Post and telecom” sectoral social dialogue. When nominating the participants, proposals must be made by the “Post and telecom”, but CESI must send the members.

#### **Justification:**

The trade unions belonging to the “Post and telecom” Trade council were represented in the sectoral social dialogue “Post and telecom” for many years, by means of three members each. The aim is to have minimum three representatives once again, even if the number of European countries has increased since 2008.

Since **2005**, the agreements concerning the participation of Eurofedop/CESI member organisations have not been respected. So far, all attempts to change this have failed.

## **Motion 6 of the CGB (Christian Trade Union Confederation), Germany**

In these times of globalisation and depersonalisation of employees in the European economy, CESI should defend a world view in which people and manpower are placed at the heart of economic growth of all kinds.

At the same time, economic actions should ensure the sustainability of the environment.

### **Justification:**

For some years now, the global economy has focused practically exclusively on growth, profit and financial flows (such as stock exchange listings), without any consideration for the fact that by means of their manpower, employees are actually responsible for a significant proportion of economic success. Moreover, employees have been perceived practically only as a “cost factor”, and they have been anonymised and are considered replaceable “human resources”.

CESI calls on all trade unions to fight against this attitude. Employees are more than just replaceable objects – and they are certainly not to be viewed as a company’s possession. As trade unions, it is our duty to defend the rights of workers. This includes defending the acknowledgment of the true value of workers.

Thanks to their labour, commitment and loyalty to their employers, workers are the source of economic success. We cannot allow workers’ identities to be split from their true role anymore.

We will only achieve a modern, social society marked by freedom and responsibility for every human being if the creative power of all workers is taken into account in European economic and political actions.

The world’s resources are finite. Therefore, environmentally-friendly, sustainable actions to secure the economic foundations of future generations are a must.

### **Motion 7 of the CGB (Christian Trade Union Confederation), Germany**

CESI should defend the establishment of measures to deal with the impact of demographic change on the labour market for employees in a positive manner at the European institutions.

CESI calls on all trade unions to fight for a cross-generational model to protect jobs and employees' qualifications while at the same time promoting the acquisition of job experience.

#### **Justification:**

Despite the fact that society, the economy and politics have recognised the immense significance of an ageing workforce for European labour markets, solutions, concepts or sound measures to enable Europe and its labour markets to overcome this problem are still a distant reality. In the upcoming years, many older workers will be retiring and they must be replaced. Even if the number of older workers increases incessantly, the training ratio for employees is insufficient. The aim of trade unions' labour policies should be to achieve a balance in workforce demographics. To do so, models for both older workers, for training and further training must be established, as well as one to attract younger workers.

From CESI's point of view, job losses for older workers must be prevented by means of continuous training to keep them up to speed. At the same time, jobs must be preserved or created, and they must take greater heed of the health-related needs of older workers. If the retirement age does indeed rise across Europe, older workers should also have the possibility of being employed in Europe.

At the same time, more funds should be invested into training and junior staff, so that older employees' know-how does not leave the company with them, and so that the demographics of workers remains balanced.



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## **Motion 8 of the CGB (Christian Trade Union Confederation), Germany**

CESI should defend workers' freedom of association and their right to exercise it in freely-organised, independent and democratic trade unions that are not subject to state dictates as a fundamental human right at the European and national institutions.

### **Justification:**

Freedom of association for trade unions – a fundamental human right – is increasingly at risk in Europe.

Trade union law is a civil liberty in Europe, and it is constantly under attack in Europe. The creation of free, independent trade unions has been made extremely difficult in Germany due to the country's Federal Labour Court's jurisprudence. Jurisprudence in Germany is the result of social circumstances that are decades old. Today, the situation has changed. In other European states too, the foundation of trade unions has become more difficult than before because new barriers have been erected. The same applies for the maintenance of the status of trade unions. There are certification processes in place to check whether trade unions may be classified as such.

This, however, does not correspond with the definition of trade union freedom as a human right. It is clear that any freely-founded organisation established by workers and that acts in an independent, democratic and legitimate manner, with the aim of defending the workers' own interests is a trade union.

Developments over the past years in Germany have demonstrated that state control mechanisms to monitor the status of trade unions are increasingly being misused, although they were initially set up to ensure that trade unions do not become employers' plaything. Nowadays, the process in question is only being used to remove awkward, disliked trade union competition. Every state decision that is made concerning the removal of a trade union's status as such violates the natural right of members to freedom of association. They are prevented from making decisions concerning regulations on working conditions in the trade union of their choice.

This is unacceptable. Exercising trade union law in a trade union of one's own choice is an inalienable human right.

## **Motion 9 of the CISAL (Confederazione Italiana Sindacati Autonomi Lavoratori), Italy**

### **Building a network of legal specialists**

CESI should lobby for the construction of a CESI legal service to coordinate legal initiatives to protect the members of national unions as well as for an increased level of protection of gender equality and decisive action in connection with the focus of the judicial system.

#### **Justification:**

The setting up of a network of specialists should pave the way for a dialogue on the rulings of the European Court of Justice and promote the harmonisation of national and Community law on protecting the rights of CESI's members.

The ever-increasing number of complaints being brought before national courts in the light of what are often unilateral decisions on labour law, taken by the employer without allowing for any contractual room for manoeuvre as well as the disregard - due to financial considerations - for the rights won in the last few years, justify CESI's responsibility. It is imperative to coordinate legal disputes which, when it comes to a Community directive, often lead to an opposing and changeable jurisprudence, which can easily be employed in a way which runs counter to the spirit of a legal standard which was originally established to protect the worker.

The most recent rulings by the European Court of Justice on the misuse of the temporary contracts in connection with business transfers as well as the organisation of working time in some EU countries show that EU law, which is often used as the basis on which a united Europe was built to protect labour and which must be adhered to by those working in both the public and the private sectors, continues to be ignored, disregarded and held in contempt by the individual member states.

For this reason, CESI should advocate each affiliate being called upon to appoint a jurist to participate in the network coordinated by a representative of the General Secretariat.

In order to ease the exchange of information, promote the discussion about national and Community jurisprudence and the coordination of initiatives in the interests of the members of CESI's affiliates, CESI should lobby for the organisation of a series of internal meetings of the legal advisers who belong to the network, as well as the signing of specific agreements.

## **Motion 10 of the dbb beamtenbund und tarifunion, Germany**

### **An up-to-date European pillar of social rights**

Bearing in mind the high levels of social tension in many member states of the European Union as a result of the economic crisis, and taking into account the fact that Europe and the European project should be strengthened and granted greater confidence, CESI should defend the establishment of the following bases for a European pillar of social rights:

1. CESI calls on the European Commission to apply all the existing participation instruments at its disposal to set up the social pillar, in order to ensure it meets the fundamental needs of European cohesion.
2. CESI defends the establishment of a European pillar according to Art. 9 of the Treaty on the Functioning of the European Union, and the fact that high employment levels should go hand in hand with high social protection levels.
3. CESI defends the establishment of a modern European pillar of social rights that goes beyond the existing regulations. It must demonstrate clear perspectives for the adaptation of standards to top protection levels.
4. CESI supports the principle of subsidiarity and points out that social systems must be regulated nationally. The European pillar should not have any negative bearing on that principle. Moreover, the dbb calls on the European Commission to reach a European basic consensus by means of said document, which will lead to national reform processes driving for a European job market with high protection levels.
5. CESI defends the establishment of a flexible European pillar which is not closed to new developments. The increased mobility of workers, as well as the expanding digitalisation of labour and changing framework conditions for social coexistence will lead to new needs which must continuously be taken into consideration in appropriate consensuses.

### **Justification:**

In 2015, EU Commission President Jean-Claude announced that the European Commission was planning a proposal for a “European Pillar of Social Rights”. In the beginning of 2016, the Commission launched a consultation process and involved European social partners in the process. This pillar was enshrined in the Work Programme 2016.

The aim of the proposal is to pool the existing social standards in Europe into one single document and thus achieve greater clarity for workers, first in the Eurozone and later, possibly, for the European Union as a whole. Possible loopholes in the regulations should also be highlighted, as well as overall social policy principles. In this manner, this is an important contribution for a pan-European labour market.

According to the EU Commission, the social rights included in this context rest mainly on the following conditions:

- Right to a minimum wage

- Minimum worker representation rights

- Minimum rights during probation periods
- Minimum protection against unjustified lay-offs
- Minimum measures to inform workers about their rights and access to courts
- Right to equal treatment, independently of the type of labour contract
- Minimum occupational safety and health rights
- Minimum rights to safeguards regarding working times
- Access to maternity and/or paternity regulations
- Access to continuous learning and training, including retraining
- Access to childcare and family benefits
- Access to unemployment insurance
- Access to active inclusion on the labour market
- Access to pension schemes
- Access to fundamental social services, including healthcare.

Article 9 of the Treaty on the Functioning of the European Union, which could be the foundation of this European pillar, states: “In defining and implementing its policies and activities, the Union shall take into account requirements linked to the promotion of a high level of employment, the guarantee of adequate social protection, the fight against social exclusion, and a high level of education, training and protection of human health”.

## **Motion 11 of the dbb beamtenbund und tarifunion, Germany**

### **Reconciling family and work – Time sovereignty**

CESI should defend family-conscious HR policies in businesses and public authorities.

#### **Justification:**

The meaning of the reconciliation of working life and family and care is gaining importance across all strata of society.

The EU must call on the member states to pass laws concerning this issue, because many companies and public authorities are reticent to establish family-friendly HR policies.

Personnel policies that take families into account increase workers' sovereignty over their own time. It has been proven that flexible working time arrangements that respect occupational safety standards and that are negotiated in a social dialogue can contribute to greater worker satisfaction.

## **Motion 12 of the dbb beamtenbund und tarifunion, Germany**

### **Quality standards for childcare**

CESI must defend the establishment of an EU directive for quality standards in childcare.

#### **Justification:**

For quality assurance in childcare, it is important to ensure that the professionalisation of employees is extensive. The respective training profile of the various professions in this area must be reflected in clear job descriptions. It is important to guarantee that all persons working in childcare have undergone pedagogical training (and finished it). To grant greater value to these professions and for future junior staff, better pay is a must.

## **Motion 13 of the dbb beamtenbund und tarifunion, Germany**

### **Childcare**

CESI must defend the right to childcare across Europe.

#### **Justification:**

The childcare offer must urgently be expanded, places in crèches and whole-day nurseries must be created, and low-income families or single parents must be able to afford childcare. Childcare must be offered continually, from playschool to primary school. Families, and especially women in this case, need to be able to plan their schedules. This is the only way they will be able to guarantee their reintegration on the labour market.

## **Motion 14 of the dbb beamtenbund und tarifunion, Germany**

### **Right to part-time work and return to full-time work**

CESI must defend a Europe-wide right to part-time work and the guarantee to be able to return to full-time work.

#### **Justification:**

The standards for the legal framework conditions for part-time work should be standardised across Europe. Guidelines for part-time work must be modified so that women can also enjoy the right to family-friendly part-time work according to various models (including managers). The right to reduced working hours on the basis of urgent family affairs must not only be granted in exceptional circumstances: it must be guaranteed. Those affected by serious circumstances must be able to return to full-time work.



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## **Motion 15 of the dbb beamtenbund und tarifunion, Germany**

### **Lifetime working accounts**

CESI must promote the advantages of lifetime working accounts at the European institutions and in the sectoral social dialogue committees.

#### **Justification:**

Lifetime working accounts are an important foundation for family-friendly, flexible working times. It must be possible to focus more on one's profession or on one's private life at varying degrees during different life phases.



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## **Motion 16 of the dbb beamtenbund und tarifunion, Germany**

### **Increase in women's employment rate**

CESI must promote an increase in women's employment rate.

#### **Justification:**

In order to increase women's presence on the labour market, improvements regarding the reconciliation of family and work must be made.

EU member states have different approaches in this respect. Sweden has an exemplary family policy in place. Large investments in childcare, flexible holiday planning, and generous family benefits mean that the employment rate for women is high and the child poverty rate is low. Both men and women make use of the state instruments available, which promote joint responsibility for families.



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## **Motion 17 of the dbb beamtenbund und tarifunion, Germany**

### **EU Maternal Leave Directive**

CESI must fight for a reform of the EU Maternal Leave Directive.

#### **Justification:**

The planned reform of the EU Maternal Leave Directive was rejected in 2015 by the EU Commission. Instead, a so-called “Roadmap” for an improved work-life balance has been drafted. This roadmap is no alternative to a true reform of maternal leave and should only be an add-on to the reform itself. A modern maternal leave system which guarantees protection and financial support would have a positive impact on millions of women. It would ensure that women across Europe have equal rights to participate on the labour market, to healthcare and social standards.

## **Motion 18 of the dbb beamtenbund und tarifunion, Germany**

### **EU Strategy for equality between women and men**

CESI should push for an update of the EU Strategy for equality between women and men and for its ambitious implementation in the member states and European institutions.

#### **Justification:**

The current EU Strategy for equality between women and men (2010-2015) expired in 2015. Currently, there are still no concrete plans for a follow-up strategy. The European Commission has rejected a new strategy on the basis that the member states had stalled the implementation of the strategy in the past.

The EU needs a strategy for equality between men and women with clear objectives and deadlines, secured funding, and specifically-defined responsibilities for member states. As to its aims, the economic independence of women is the main objective. The main focuses should include equal pay, the reconciliation of family and work, support for single parents and elder women at risk of poverty.

Taking the political situation into consideration and the sustained flow of refugees, Europe is facing a crucial test. A strategy for equality between women and men is indispensable to overcome this crisis and to integrate the refugees into society.



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## **Motion 19 of the dbb beamtenbund und tarifunion, Germany**

### **Youth unemployment**

CESI must promote the fight against youth unemployment across Europe and consequently fight for the creation of prospects for young people.

#### **Justification:**

The fight against youth unemployment in Europe and the creation of qualified jobs for young people is a joint European responsibility. Young employees should earn a living wage through their jobs, and they should be able to plan their personal and professional lives in the long term.

Repeat fixed-term employment contracts, unregulated working times and the lack of living wages in the entire European Union are not effective labour policies. Indeed, temporary employment must also be viewed critically because working conditions are often worse than with normal contracts. In order to work against these developments across Europe, higher European minimum standards are required. Precarious employment is intrinsically linked to high youth unemployment and the “intern generation” in Europe.

More binding rules and a move away from optional recommendations are required for the labour market in the European Union. Legislation in the form of directives is definitely required in the field of quality frameworks for internships and the European Youth Guarantee.



## **Motion 20 of the dbb beamtenbund und tarifunion, Germany**

### **Promoting volunteering**

CESI should ensure that efforts to promote voluntary trade union or social commitments are stepped up.

#### **Justification:**

Volunteering is a fundamental demonstration of solidarity and humanitarian accountability in today's societies. Promoting volunteerism is crucial to encourage people to act for the good of society as a whole.

It is vital that the attractiveness of voluntary work be highlighted for the future of trade unions.

## **Motion 21 of the dbb beamtenbund und tarifunion, Germany**

### **Active ageing**

CESI should fight against retirement age rises across the board in Europe. As one of its duties as a social partner, CESI should fight for the adaptation of working conditions in Europe to new demographic developments, i.e., for the adaptation of the demands and requirements of an ageing workforce. Measures should also be taken to enable older workers to stay up-to-date concerning professional demands.

### **Justification:**

In its current initiatives (e.g. the White Paper on Pensions), the European Commission is equating active ageing with a higher retirement age. CESI strongly rejects such a generalisation. The contribution of older people to social life should not be reduced exclusively to their active professional lives. Active ageing means that no one should be prevented from having gainful employment, and no one should be subject to new pressures.

A generalised increase in retirement age must be rejected. Social cohesion would be put at risk in the long term if employees have to accept big cuts to their pensions because they cannot exercise their professions (due to physical or mental pressure) until the legal retirement age.

In order to permit older employees (i.e. 55 or older) to work, jobs that take age and ageing into account must be created, flexible working times must be negotiated in social dialogue and overall, better occupational safety measures should be taken, and more lifelong learning opportunities in order to create an age-appropriate working environment should be offered.

## **Motion 22 of the dbb beamtenbund und tarifunion, Germany**

### **Caring for relatives**

CESI should promote awareness-raising measures concerning affordable, qualified care places at the European institutions.

#### **Justification:**

The reconciliation between family and work is not only important for children; indeed, caring for relatives is also an issue here. Demographic predictions point at an ever-ageing population. This, in combination with a low birth rate, is having a toxic impact on social policies. Many families cannot afford inpatient care. This means that they care for their relatives at home. Usually, women are responsible for these tasks. Unlike with childcare, caring for relatives becomes increasingly difficult, not easier. In Germany, the average period during which a relative requires such care amounts to eight years. It is fundamental that affordable care places be created. Only in this way will both women and men be able to work again. State instruments, such as the Nursing Care Leave Act in Germany, could be established on an EU level. CESI is of the opinion that this would be an important step. The reconciliation of family and working life has become a key social issue, and it must be granted high priority in a new EU strategy.

## **Motion 23 of the dbb beamtenbund und tarifunion, Germany**

### **Care in old-age provisions**

CESI must defend the consideration of people's leave taken for child-raising and nursing care on their old-age provision systems.

#### **Justification:**

Taking leave or part-time work for child-raising and/or nursing care must be subsidised by the state. Indeed, often, individuals have to perform these tasks because there are insufficient childcare places for children and inpatient care is too expensive. Practically 80 percent of all nursing care patients are being cared for at home. EU member states grant little support – if any – to the relatives who are performing these tasks. Here, wage-replacement benefits should be paid to make up for the lost income of full-time employees – and the payment of these benefits cannot have a negative impact on later pensions.

## **Motion 24 of the dbb beamtenbund und tarifunion, Germany**

### **Democratic participation of employees in companies**

CESI should fight for greater employee democratic participation in companies in Europe. Exemplary national systems should not be put at risk on the basis of EU-wide harmonisation.

The goal must be to introduce minimum standards for co-participation for all, on the basis of social reforms that ensue from the application of European social legislation. These minimum standards for co-participation in companies must be subject to extensive national regulations to prevent them being circumvented. The circumvention of national corporate co-determination rules through the misuse of European legal reforms must be stopped by means of effective regulations.

#### **Justification:**

Co-determination is a fundamental pillar for economic, legal and social stability, and is an indispensable element of a liberal economic order. The impact of German co-determination on social peace, employees' sense of responsibility and their willingness to innovate by means of management quality controls, the protection of employees at times of crisis and the acceptance of company decisions has been broadly recognised.

Currently, the options in the social reform have opened up ways to circumvent corporate co-determination. It is important to fight against this trend on a European level by establishing European minimum standards.

## **Motion 25 of the dbb beamtenbund und tarifunion, Germany**

### **Achieve comparability of educational qualifications in Europe**

CESI must defend the improvement of the mutual recognition of educational and vocational qualifications in member states.

#### **Justification:**

The lack of legal framework conditions are currently preventing member states from mutually recognising other countries' educational and vocational qualifications. However, this recognition is an important basis for labour mobility in Europe, and in some professions, relevant qualifications or training is required.

Without the appropriate recognition of qualifications, adequate and high-quality labour mobility in Europe will never see the day.

A possible process for the mutual recognition of educational and vocational qualifications cannot, however, lead to a drop in quality of top educational and vocational training.

If the recognition of qualifications is not possible due to differing standards, the member states should offer free qualification recognition routes in the relevant professions. Possible follow-up training in the form of adapted qualifications could be specifically targeted to the legal requirements of the member states in question.

In order to grant a clearer overview of the value of existing qualifications, it is also necessary to promote an expansion of consultancy and mentoring offers in all member states.

## **Motion 26 of the dbb beamtenbund und tarifunion, Germany**

### **Enhancing and harmonising police information and data exchanges**

CESI should defend more information and data exchanges between security forces in Europe and their harmonisation to the greatest extent possible.

#### **Justification:**

There is insufficient information and data exchange among police and security forces on a European level, especially concerning counterterrorism and the fight against organised crime.

The European police agency, Europol, does not have any executive powers, although in the past, some political advances have been in this respect. The agency was conceived as a body for the exchange of information between national police forces, but it can only perform if the member states willingly contribute to the data pool.

More harmonised standards for the exchange of information are necessary: for example, Germany provides pre-processed information to Europol, but other countries do not. In addition, there is a lack of standardised definitions, e.g. what a “sleeper cell” is and how they should be monitored.

A transnational, harmonised and therefore cheaper IT solution is required to enable the simple, direct exchange of data.

## **Motion 27 of the dbb beamtenbund und tarifunion, Germany**

### **Securing external borders with European border police**

CESI should defend the creation of comprehensive, effective European external border security, as well as the expansion of the European Border Control Agency FRONTEX so it may become a true operational border police force, because it is no longer possible to deal with migration with national means.

#### **Justification:**

The European guidelines for its external borders could be respected by means of a multinational European border police, without placing an excessive burden on countries such as Italy, Greece or Slovenia (as has been the case until present) and leaving them to their own devices, or as in the Hungary, stigmatising even unpopular border security measures.

Thanks to well thought-out European measures, the lives of many people could be saved, the fight against smuggling would be more effective and attackers or other criminals would be flagged before their arrival in the EU, and their entry into the territory would be refused or they would immediately be repatriated.

## **Motion 28 of the dbb beamtenbund und tarifunion, Germany**

### **Effective and fair corporate taxation**

CESI should fight for the fair, but not excessive taxation of companies by means of a Europe-wide harmonised scale, which can be implemented effectively by the states and which cannot be circumvented.

#### **Justification:**

Only if states generate sufficient revenue will they gain control over their debt and be able to plan targeted expenditure policies.

For years now, there have been discussions about the harmonisation of corporate taxation in Europe – to no avail. EU states have not even been able to agree on a common corporate basis for assessment. That is why there is an urgent call for the harmonisation of corporate taxation, in order to stop this disastrous tax evasion spiral which is having a negative impact on the budgets of EU states.

As it currently stands, corporate taxation in Europe is anti-competitive. It concentrates economic power. It distorts investment decisions, prevents innovation and consequently, the creation of new jobs.

With appropriate tax rates, a modern corporate taxation system could be an advantage for Europe because it would provide legal clarity and security. Tax agreements, the transfer of profits, and other legal or semi-legal tax evasion instruments distort the market and competition. Small and medium-sized businesses have fewer opportunities to transfer their profits or taxes by means of dubious agreements struck with financial bodies, contrarily to large, multinational corporations.

Efficient and fair corporate taxation is also an important aspect of tax equity in the eyes of citizens, especially of employees who cannot slash their taxes in the same way as large companies.

## **Motion 29 of the dbb beamtenbund und tarifunion, Germany**

### **Free trade agreements**

CESI should defend high social, environmental and consumer protection standards at the European institutions and in the social dialogue concerning free trade agreements between the EU and third countries. These standards cannot be interpreted as “non-tariff trade barriers”. It is important to fight competition based on dumping at the expense of these standards. Foreign investors should not have any possibility in the EU to circumvent European law courts by appealing to courts of arbitration. Public services should be excluded from the scope of application of free trade agreements.

### **Justification:**

CESI is for free trade and against protectionism. Free trade agreements such as TTIP, TISA, CETA etc. should not call into question social, environmental and consumer protection standards that have been agreed upon by democratic, sovereign countries.

In CESI’s opinion, non-discrimination is fundamental, but this cannot be assessed on the basis of the country of origin principle. Instead, it should always be determined according to the legal provisions of the country of reception.

CESI especially defends an agreement with friendly states such as the USA or Canada, who share both common interests for free trade and many values.



## **Motion 30 of the dbb beamtenbund und tarifunion, Germany**

### **Attracting new member organisations**

CESI should establish a strategy to increase its membership levels.

All member organisations should be involved in the drafting and implementation of CESI's strategy.

### **Justification:**

CESI is an umbrella organisation that unites independent trade unions, making it attractive and indispensable for trade union pluralism in Europe. Over the past years, the number of members has increased and this trend must continue in order to strengthen CESI's position as a European social partner. Moreover, it will permit the long-term adhesion of trade unions that share the same fundamental principles and political positions to CESI.

## **Motion 31 of the dbb beamtenbund und tarifunion, Germany**

### **Trade councils**

By the summer of 2017, CESI should present a detailed proposal on the optimisation of the work of the trade councils and how they can meet the needs of members to a greater extent. The trade councils and member organisations should be consulted on these matters beforehand.

### **Justification:**

The trade councils represent an important part of CESI's specialised and sectoral work. They are very important for decision-making, because they lay a lot of the groundwork.

There have been differing proposals from participants as to how to optimise the work of the trade councils. These include:

- The frequency and convocation of meetings
- Level of independence
- Mandate and term of the trade councils
- Possible submission of motions to the CESI Congress
- Travel expenses
- Interpretation
- Tasks of the trade council presidiums
- Possible set-up of work groups in addition to the trade councils
- Clarification of the CESI/Eurofedop relations
- Political effectiveness of the external decisions / connection between the trade councils and CESI's governing bodies.
- Connection with sectoral social dialogue committees.

## **Motion 32 of the dbb beamtenbund und tarifunion, Germany**

### **CEREST**

CESI should defend the resumption of negotiations to establish an evaluation committee to assess the economic regulation in the telecommunications sector (CEREST – Comité d'évaluation de la régulation économique dans le secteur des télécommunications).

### **Justification:**

European regulation in telecommunications companies has led to job cuts, the shift of tasks to other companies and to worse working conditions and pay.

The resumption of negotiations to set up a European body responsible for evaluating the consequences of regulation on jobs, social bodies, job quality, motivation and pay systems must take place very soon. The objective of this body should be to draft proposals aiming to force employers to mitigate the negative impacts of regulation.

In practice, in the context of this regulation, the effects thereof on jobs and workers have not been taken into account. By means of the establishment of CEREST, this would change.



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## **Motion 33 of the dbb beamtenbund und tarifunion, Germany**

### **Improve access to European institutions**

CESI should promote easier access to European institutions by workers from the member states, both on the level of the European institutions themselves and on the level of the countries. The member states' public services must therefore target employees – especially young ones – to prepare them for work opportunities in the European institutions, and promote the creation of appropriate jobs and development opportunities.

#### **Justification:**

The European institutions play a significant role in the design of European integration. This is why it is fundamental that national institutions be better connected to the European institutions. There should be better incentives for employees from national administrations to make themselves available for European work. There should be no negative consequences on these individuals' careers if they choose to do so.



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## **Motion 34 of the dbb beamtenbund und tarifunion, Germany**

### **Sectoral social dialogue**

CESI should continue fighting for the renewed participation of member trade unions from the post and telecom sectors that have joined CESI's "Post and telecom" trade council in the "Post and telecom" sectoral social dialogue.

#### **Justification:**

Since 2005, the agreements concerning the participation of Eurofedop/CESI member organisations have not been respected. So far, all attempts to change this have failed.

The EU Commission issues important guidelines, so the trade unions in the "Post and telecom" trade council should be represented in the sectoral social dialogue.

## **Motion 35 of the dbb beamtenbund und tarifunion, Germany**

### **Minimum working conditions on the postal market**

CESI should fight for the establishment of minimum working conditions in European states (working and pay conditions), that are agreed upon in cooperation with the trade unions for their national postal branches.

The aim of such agreements should be to guarantee living wages for full-time employees, independently of state payments.

#### **Justification:**

On the postal markets, many jobs have been lost due to privatisations, which have affected jobs in both number and quality (i.e. weekly working hours).

The postal sector overall is transforming into a low-wage sector. This development can be noted in many EU states, e.g. in the Netherlands, where the former state post office “TNT” laid off all its former full-time employees and re-employed them part-time for much lower wages.

Without an appropriately high postal sector minimum wage, this downward spiral of pay and working conditions in Germany will simply continue its trajectory – at a high risk of future old-age poverty. In some EU states, the privatisation of post offices combined with markets lacking functional monitoring bodies has already led to a dangerous drop in wages across the sector.

## **Motion 36 of the dbb beamtenbund und tarifunion, Germany**

### **Europe-wide harmonised penalties for traffic offences**

CESI should defend the harmonisation of the type and value of penalties for traffic offences in Europe.

A European point system should be introduced.

The Directive facilitating the cross-border exchange of information on road safety related traffic offences must be applied consistently across Europe.

#### **Justification:**

Across Europe, road users are penalised differently (both in terms of the type of the penalties and their value) for the same offences. There is no Europe-wide point system. The cross-border prosecution of traffic offences is not harmonised.

Users of the road adapt their behaviour to the height of the fines in the different countries. For instance in Germany, this has a negative impact on road safety because its fines are lower than in most countries of Europe.

It is well known that notorious rule-breakers are especially deterred from violating the rules when a point system is applied. The lack of a harmonised point system has unwanted national consequences on road safety.

Foreign road users in Europe see that penalties are not applied equally across country borders.

## **Motion 37 of the dbb beamtenbund und tarifunion, Germany**

### **Anonymised job applications**

CESI should defend the issuance of an EU recommendation for action concerning anonymised job application procedures.

#### **Justification:**

Many European countries have already gained valuable experience with anonymised job application procedures.

For example, a pilot experiment in Sweden demonstrated that job applications from men and women with a migration background were considerably more successful if the personal data of the applicants was removed. Even young women without children scare many companies away due to feared future problems to reach an agreement. Statistics have shown that there is discrimination especially during the first stage of the job application process, but also before invitations to interviews. A relevant EU recommendation for action could have a positive preventive impact on such problems.



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### **Motion 38 of the DBwV (Deutscher Bundeswehrverband), Germany**

CESI should defend the following:

- Concrete, visible and understandable activities by political and social players on a European level to create a sense of purpose, in Europe and in the member states
- Contribution with other CESI trade unions, by means of positive, credible actions resting on concrete actions.

This will allow greater unity in Europe, and an increase in the belief that people in Europe can face up to challenges together better than alone in their member states.

#### **Justification – Build trust through aggressive communication:**

Many citizens do not have great faith in the effectiveness of Europe. Many are unable to imagine the citizens of Europe as a unit, and how to benefit personally from the EU and its joint actions.

With challenges on the rise over the past months and years in terms of the financial and economic performance of individual states in the Union, the fact that some states want to break away from the European Union and security problems at the outer borders of Europe and in the states themselves due to the flow of refugees seeking a haven in Europe, citizens' trust in Europe has taken a hard knock. The trend towards nationalisation is clearly beginning to rear its head.

More and more often, people are asking themselves what is in Europe for them. And member trade unions of CESI wonder: "Why CESI?"

This is a clear reflection of the lack of answers to questions, the absence of an understandable sense of purpose and the deficiency of credible action on an EU level.

Providing concrete answers to these questions must be taken more seriously.

### **Motion 39 of the DBwV (Deutscher Bundeswehrverband), Germany**

CESI should promote the following:

- Awareness-raising about the additional pressures on workers in security-related professions due to the changed security situation, and European support for member trade unions
- Joint European action to stabilise the security situation
- The determined fight against all attempts to lower standards in both labour and healthcare.

#### **Justification – Reducing the pressure put on security forces**

The current strained security situation in Europe is a cause for concern for citizens. Inconsistent actions of political decision-makers are having an impact on individuals' sense of security.

Those who are employed in state institutions responsible for law and order feel this even more than their fellow citizens. As inhabitants of Europe, they themselves are affected by this tension. In addition, they worry about their own positions, those of their families, and their possessions. Moreover, their professional duties have an impact on their time, physical and psychological conditions. These pressures have increased.

These people and their families are burdened by the belief that Europe must become more peaceful, like in the past. Job cuts have affected them deeply.

The shortage of staff, especially in the police and armed forces, as well as in other supporting professions, must be resolved as quickly as possible in order to meet the new security requirements. Material equipment must be modernised.

These low staff levels cannot lead to an irresponsible mix of duties performed by security forces. At this stage, occupational safety and health standards cannot be reduced at the expense of the employees. Provisions must be struck to prevent these workers – who are under a lot of pressure - from long-term injury.

## Motion 40 of the FGAF (Fédération Générale Autonome des Fonctionnaires), France

CESI advocates the implementation of **pre-school education for girls from the age of three years old**, and especially girls born outside the European Union, with a view to offering all women equal access to employment (as compared with men) and combating radicalisation. Giving girls the same access as boys to studies and employment requires sending them to school early and giving them the possibility to think for themselves. Incidentally, it has been proven that it is girls' capacity to develop a sense of citizenship which enables them to resist being radicalised by social networks.

### Justification:

- One of the founding principles of Europe is that of **equality amongst individuals**. In other words: equality between men and women, freedom of movement and equal access to education and jobs or, in other words, 'equal pay for equal work'.
- The pensions funding crisis demands a broadening of the cost base, and thus calls for an increased number of people in work: this can be achieved via **a larger female workforce**.
- In order for this to become a reality, more women need to be in work, which in turn requires them to be better qualified.
- Populations in economically deprived areas (high level of unemployment, poorly-skilled population, ghettos made up of immigrant populations) and young people in particular are the most susceptible to terrorist and populist propaganda: we need to enlist the help of girls to fight against these phenomena. We know that mothers are the first defence against violence.



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### **Motion 41 of the UNSP (Union Nationale des Services Publics), Belgium**

CESI shall permanently prioritise its commitment to protect the rights and achievements of trade unions, and, if necessary, shall strive to ensure those rights and achievements are restored.

#### **Justification of the motives – Safeguarding the rights and achievements of trade unions in Europe**

CESI underscores the importance of each worker and supports Main motion no. I of the CESI Congress, according to which: "Trade union pluralism is an essential component of freedom and democracy" (Art. 2.5).

However, across Europe, conservative governments (with a liberal tendency) are restricting or suppressing the achievements and rights of trade unions. This is unacceptable.



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## **Motion 42 of the UNSP (Union Nationale des Services Publics), Belgium**

CESI is committed to convincing its members to strive towards a stronger, more social Europe. The CESI Europe Academy shall support it in this struggle.

### **Presentation of the motives:**

An increasing number of political groups are using current problems (e.g. terrorism and the financial and economic crisis of 2008) to call Europe into question (e.g. resulting in Brexit) and even suppress some democratic values (relations with Erdogan following the coup in Turkey).

However, a strong, social Europe is required if European countries want to continue living in peace and prosperity.

CESI remains loyal to the principle of an upward economic and social convergence which invests in humans and guarantees social standards, as set forth in Point 2 of the Main motion no. I of the CESI Congress. In addition, the European Union must defend its values in the world (Point 7 of Motion I). Moreover, CESI highlights the usefulness of public services (Points 2, 3 and 4 of Motion II). Finally, CESI trade unions to realign their working strategies, namely because of new digital challenges (Point 7 of Motion III).