

Dear colleagues,

The members of the 'Justice' & 'Security' trade councils of the European Confederation of Independent Trade Unions (CESI), support the Spanish workers active in CSIF and call upon the Spanish Government to facilitate the access to social and trade union rights for all workers, in particular for those belonging to the justice and security sectors.

Spanish workers active in the justice and in the prisons sectors are on strike these days in Spain (November 2018) in order to protest for their fundamental right to collective bargaining and for 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 members of the 'Justice' & 'Security' trade councils support the claims CSIF has made and the way it conducts this negotiation for better industrial relations. CESI underlines that international and European fundamental rights and freedoms comprise of 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 all EU state member should respect.