



The European Confederation of Independent Trade Unions (CESI)  
invites you to its next CESI@home on

## **Violence at Work: Protecting our members as workers and victims**

**Friday, 21 June 2019**

**9.00 - 13.00**

**Madrid, Spain**

Violence at work, especially against public sector workers, is an increasing phenomenon in Spain and in most of the countries of the EU. According to the 2014 EU-OSHA *European Survey of Enterprises on New and Emerging Risks* (ESENER 2), 67% of Spanish staff in the education sector and in the social services has been facing a difficult audience in its daily work. ESENER 2 reports about a 62% rate when it comes to public administration.

In cooperation with its Spanish member trade unions, the European Confederation of Independent Trade Unions (CESI) is therefore hosting its second CESI@home event on the topic, after a successful seminar which took place on 29 March in Berlin, Germany.

Based on a 2018 initiative to allow exchange of views with its member organisations, their affiliates and other EU actors, through this type of event CESI aims at taking stock of the current situation in different sectors, at **identifying best practices**, at **launching sensitisation campaigns**, and at **voicing clear political and legislative demands** at different levels.

The aim is threefold:

Firstly, the role of the state, the particular status, importance and role of public employees and civil servants, should be subject to a **general campaign**. In this context, the reasons for a trivialisation or acceptance of violence against state representatives should also be subject to an internal evaluation.

Secondly, the aim consists in improving occupational **prevention and repression tools** at work and in focussing on the protection of the victims. As CESI's member organisations represent public administration staff and public service employees in key sectors such as municipalities, law enforcement, education and health sectors, the protection of those workers against third party violence through **responsible actors and efficient protection mechanisms** will be focused upon.

And thirdly, the development of **more efficient legislation** to improve occupational safety and health as well as a more effective defence of the interests and rights of victims and more stringent sanctions of violence committed against state agents have become more and more powerful. Should legislation be reinforced? What are possible non-legislative tools and best-practices in Spain and other European countries to learn from?

As part of a bigger project, the discussions shall therefore be grouped into two main sections:

- **Political demands** of a zero tolerance towards third party violence campaign: Sensitising citizens, politics, media and potential perpetrators of the role of the state, and the particular status and role of public employees and civil servants
- **Structural demands** related to the roles and responsibilities of employers and TU, to efficient complaint mechanisms and practices, and not least to protective equipment.



## Programme

### **Welcome**

*Romain WOLFF, President of CESI*

### ***The particular vulnerability of the public sector and underlying reasons: the findings at European level***

*Małgorzata MILCZAREK, Project Manager on work-related stress and violence, EU-OSHA*

### ***Violence against public servants – A trivial offence?***

*Ferrán BARRI VITERO, Psychologist for “CSIF Ayuda Profes”, Spain*

*Rocío DÍAZ CONDE, Representative of CSIF-Education, teacher, Spain (Testimony)*

*Raúl HERRERO MONDELO, Representative of the local administration and local police of Madrid, Spain (Testimony)*

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*Coffee break*

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### ***Reports and best practices from different sectors in Spain***

*Rosario DELGADO MORENO, CSIF, Spain (Public sector)*

*Rubén GARCÍA BERNAL, FASGA, Spain (Private sector)*

*Alejandro MARTÍNEZ TRECEÑO, ALE/SEMAF, Spain (Railway sector)*

*Jesús NIÑO TRIVIÑO, ANPE, Spain (Education sector)*

*Maria del Mar ROCHA MARTÍNEZ, SATSE, Spain (Health sector)*

### ***General exchange of views: Which messages and tools can be helpful?***

*Matthäus FANDREJEWSKI, CESI-Youth Representative*

*Isabel LOZANO SEVILLA, SAE, Spain*

*Wouter PRINS, CNV Connectief, the Netherlands*

*Sara RINAUDO, CESI- Youth Board, CONFISAL, Italy*

### ***What is the core message and how could it be transmitted into a European campaign?***

*Marcella MIGLIORI, Project Manager at CESI*



***Concluding remarks***

*Klaus HEEGER, Secretary General of CESI*

*Miguel BORRA IZQUIERDO, President of CSIF, Spain*

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***Moderation***

*Dirk Anton VAN MULLIGEN, Strategy & Leadership Consultant at “Habilis Mens in Werk”*

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*The event will take place in Spanish and English*



***This event is chiefly being financed by European Union funds***