



## European Confederation of Independent Trade Unions (CESI)

### Activity Report *May 2019 to November 2021*

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## CONTENTS

I.	MEMBERSHIP DEVELOPMENTS.....	3
	NEW MEMBERS .....	3
II.	STRUCTURAL DEVELOPMENTS WITHIN CESI .....	3
III.	HORIZONTAL WORK PRIORITIES.....	8
IV.	NEWS FROM THE COMMISSIONS AND EXPERT COMMISSIONS.....	10
V.	NEWS FROM THE EUROPE ACADEMY .....	17
VI.	DEVELOPMENTS IN CESI YOUTH .....	19
VII.	EXTERNAL ADVOCACY, COOPERATION AND PARTNERSHIPS.....	19
VIII.	DEVELOPMENTS WITHIN EUROPEAN SOCIAL DIALOGUE .....	21
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON <i>CENTRAL GOVERNMENT ADMINISTRATIONS</i> .....	21
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON <i>LOCAL AND REGIONAL GOVERNMENTS</i> .....	23
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON <i>CIVIL AVIATION</i> .....	23
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON <i>POSTAL SERVICES</i> .....	24
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON <i>EDUCATION</i> .....	26
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON <i>RAILWAYS</i> .....	27
IX.	NEW POSITION PAPERS AND AGREEMENTS.....	27
X.	CONSULTATION CONTRIBUTIONS FOR THE EUROPEAN COMMISSION .....	29
XI.	PREVIOUS AND UPCOMING EVENTS .....	30
XII.	ANNEX – FOOTNOTES .....	35

## I. MEMBERSHIP DEVELOPMENTS

### NEW MEMBERS

Trade union organisation	Country	Sector	Date of joining
Associazione Nazionale Formatori della Sicurezza sul Lavoro <i>Italian Association of Health and Safety Instructors (ANFOS)</i>	Italy	Occupational health and safety inspectors	June 2019
Uniunii Sindicatelor Libere din Învățământul Preuniversitar (USLIP) Iași <i>Romanian Free Trade Union in Pre-University Education (USLIP) Iași</i>	Romania	Teachers and trainers in pre-university education	December 2019
Respublikinė jungtinė profesinė sąjunga (RJPS) <i>General Trade Union of the Republic of Lithuania (RJPS)</i>	Lithuania	Personnel in health and social services, transport, local and regional government, libraries and cultural institutions	December 2020
Syndicat National des Sapeurs-Pompiers Professionnels et Personnels Administratifs Techniques et Spécialisés <i>French National Union of Professional Firefighters and Technical and Specialised Administrative Staff (SNSPP-PATS)</i>	France	Fire brigade personnel	June 2021 (Joined as observers)

## II. STRUCTURAL DEVELOPMENTS WITHIN CESI

- **Eighth regular CESI Congress in December 2020:** On 10 and 11 December 2020, CESI held its eighth regular Congress under the heading “30 years of commitment: now more than ever”, online and in a slimmed-down format<sup>1</sup> due to the Corona pandemic. The keynote speaker was EU Employment Commissioner Nicolas Schmit. Luc Viehé (Spelc, France) served as Congress President; Marcella Migliori and Hendrik Meerkamp (both from the CESI General Secretariat) were Vice Presidents.

The elections to be held at Congress were conducted by one delegate from each member organisation, representing the total weighting of votes held by his/her organisation. In addition, the members of the Presidium and the Representative of CESI Youth attended the Congress with voting rights. The chairs and vice-chairs of the Commissions and Trade Councils were also able to attend the Congress, without voting rights.

At the Congress, the CESI leadership comprising President Romain Wolff, Secretary General Klaus Heeger and Treasurer Urs Stauffer was re-elected with an overwhelming majority. All elected mandate holders are recapitulated in the table below:

President				
Romain	Wolff	CGFP	Luxembourg	re-elected
Secretary General				
Klaus	Heeger	-	-	re-elected
Treasurer				
Urs	Stauffer	ZV	Switzerland	re-elected
Vice-Presidents				
Javier	Jordán de Urríes	CSIF	Spain	re-elected <sup>2</sup>
Milena	Popovic Samardzic	SDMCG	Montenegro	newly elected
Norbert	Schnedl	Eurofedop	Europe	newly elected
Patrick	Fey	CNV Connectief	Netherlands	re-elected
Péterné Erzsébet	Boros	MKKSZ	Hungary	re-elected
Roberto	Di Maulo	Confisal	Italy	re-elected
Ulrich	Silberbach	dbb	Germany	re-elected
Auditors				
Heinz	Katerkamp	dbb	Germany	newly elected
Marina	Surina	CNV Connectief	Netherlands	re-elected
Thomé	Marco	FGFC	Luxembourg	re-elected
Deputy Auditors				
Rubén	García Bernal	FASGA	Spain	re-elected
Horst	Julier	dbb	Germany	newly elected
Manfred	Wiedner	Eurofedop	Europe	newly elected
Arbitration Committee				
Damian	Dziatkowiak	WZZ 'Forum Oświata'	Poland	re-elected
Thomas	Sohst	DBwV	Germany	newly elected
Albert	Van Der Smissen	NCF	Netherlands	re-elected

In addition to an activity report for 2016-2020<sup>3</sup> a total of 73 motions were adopted at the Congress: a main motion with priorities on European social dialogue, European social and employment policy, the strengthening of public services in Europe, and the future of trade union work;<sup>4</sup> 46 motions from member organisations; five motions from CESI Youth; 19 motions from Trade Councils and Commissions (put forward by the Presidium) as well as two urgent motions on trade union support for medical staff in Serbia and on acute challenges regarding the then upcoming Brexit, the EU Multiannual Financial Framework (MFF) for the years 2021-2027 and the safeguarding of the rule of law.<sup>5</sup>

A 30<sup>th</sup> anniversary celebration of CESI originally planned as part of the Congress had to be cancelled due to the Covid pandemic.

- **Early Programme Commission:** From 2021 onwards, CESI will hold the annual meeting of its Programme Commission in December instead of January. This shall improve the annual planning of CESI's activities and work.
- **Successful consolidation of legislative advocacy:** CESI's ongoing efforts to systematically deepen contacts with officials and policy-makers of the European institutions, first and foremost with the European Commission and Members of the European Parliament (MEPs), continue to be successful. In particular, contacts with MEPs newly elected to the European Parliament after the 2019 European elections have been growing consistently. CESI does not only focus its efforts on members of the Employment Committee (EMPL) but also on the Committees on Economic and Monetary Affairs (ECON), Tax Matters (FISC), Security and Defence (SEDE), Transport and Tourism (TRAN), Culture and Education (CULT) and Women's Rights and Gender Equality (FEMM). The prior establishment of contacts through CESI Talks and CESI Insides interviews (see below) also proved useful for advocacy and could subsequently be used for more targeted approaches.
- **New consultation process for CESI in the European Semester:** In 2019, after CESI received a commitment from the European Commission to establish a dedicated consultation process for CESI on the European Semester (the EU framework for the annual coordination of economic and social policies of the EU Member States) CESI made an initial submission of eight case studies on the annual country reports and country-specific recommendations of the European Semester to the European Commission. CESI is working to play a continually active role in the European Semester with its affiliates, especially as the European Commission increasingly sees the European Semester as the main tool for driving the execution of key EU projects in the Member States such as the implementation of the European Pillar of Social Rights and the European Green Deal as well as the allocation of Corona funding through the EU's Recovery and Resilience Facility.
- **Expansion of social media activities and website overhaul:** CESI now has and maintains active profiles on Youtube, Facebook, LinkedIn and Twitter.

At the beginning of 2021, CESI visually redesigned and modernised its website with new digital embedded content to align and integrate CESI's various online communication tools more effectively. This shall also boost communication with CESI members.

Work is set to continue on building a network of communications and social media officers from CESI affiliates (StratCom). On 4 May 2021, CESI held a *Communications Day* for the StratCom network with communications experts Carsten Wendt to look at ways of strengthening the CESI network's digital communications.

- **Implementation of the discussion paper on CESI's strategic orientation:** Already at the end of 2018, a discussion group set up by Secretary General Klaus Heeger on CESI's future strategy had presented its final report. The paper focused on tangible suggestions for possible reforms with regard to the structure, organisation and work of CESI, with the aim of reviewing and, if necessary, adapting CESI's future activities for maximum effective social (membership retention), political (interest representation) or financial ('smart' cost-cutting and developing new resources) returns. During 2019, a number of initial measures were taken to make CESI's Trade Councils (now called 'Expert Commissions' after Congress; see below) and Commissions more interactive and event-driven, linking them to Academy Europe projects or lobby events with Brussels decision-makers, for example. Further efforts were made to promote English as the main working language within the CESI member network. This has improved the flow of communication in meetings and saved translation and interpretation costs, allowing for new investments to be made in areas such as lobbying and communication/social media. CESI continues to ensure that necessary translations and interpretation are still provided in the relevant languages to ensure that members who do not speak or understand English can play a full and active role within CESI.
  
- **New ways of working through the Covid pandemic:** With the outbreak of the Corona pandemic in March 2020 and the subsequent closure of the CESI office until the end of August and then again from the end of October 2020 to summer 2021 due to the second wave of Corona in Belgium, the CESI General Secretariat had to switch to working from home almost overnight meaning that all work had to be done digitally and online. Despite some difficulties, the experience has been positive; it is possible that the Corona pandemic has opened up new avenues for CESI's operations that might not have been explored so quickly under normal circumstances. In summary, for the time being the following has been observed:
  - Having CESI employees working online from home works well in principle. Routine team meetings via Zoom run smoothly and efficiently. In the long run, however, a certain regular presence in the office is needed to maintain the work flow and to keep up the team spirit and cohesion in the General Secretariat. Once the Corona pandemic is over, a deeper analysis will be carried out into the extent to which digital working could be further enabled for the benefit of CESI and its staff. It goes without saying that CESI's work as an advocacy organisation, which is also based primarily on attending physical meetings with EU decision-makers, must not suffer. A setting of two days of office attendance per week has been implemented from September 2021 onwards, then three days per week from January 2022 on, provided the epidemiological situation and the authorities' recommendations for action allow for this.
  
  - The flow of discussion at larger digital meetings is less lively than it is at physical meetings. It also became apparent how CESI bodies that only meet at long intervals also thrive on the by-product of social bonding between members. Social bonding is crucial for a European membership association such as CESI, especially over the long term. Online meetings of smaller groups, however, such as in the context of the Presidium have been efficient and effective. The smaller the group and the more often it meets (i.e. also: the better the participants know each other), the more sense it may make, even after the Corona pandemic, to make more use of online meetings. Qualitatively, this would make no difference, but for CESI and the meeting participants it would save time and money.

- **CESI@home as a new format for member communication during the Corona pandemic:** In order to keep in touch with members during the Corona pandemic and to offer them a thematic platform on which to talk to each other and EU decision-makers, CESI introduced a new series of events, *CESI@home*, at the beginning of May 2020. Initially this was held weekly and then after that generally every fortnight on Friday afternoons online via Zoom with interested members and is still ongoing. It quickly became apparent during the pandemic that CESI members have an enormous need for discussion. A list of the topics of the *CESI@home* events since May 2020 can be consulted in part XII below. In addition to the regular *CESI@home* events, CESI published on its website a large number of comments and articles from members on the sanitary, social and labour market challenges posed by the Covid pandemic in the various countries of Europe.<sup>6</sup>
- **CESI Insides and CESI Talks:** In a bid not only to help members understand and explain the work of the EU also during the Corona pandemic, but also to keep in touch with policy makers during the lockdowns, CESI introduced new *CESI Insides*: a series of thematic interviews on the Corona crisis with EU policy makers and stakeholders, made available to all members in CESI's monthly newsletter and its YouTube channel. Since the outbreak of the pandemic in March, CESI has conducted and published over 60 *CESI Insides* interviews.<sup>7</sup>

As a complement to *CESI Insides*, CESI has been holding *CESI Talks* with European decision-makers and policy experts since February 2021 as part of a project co-funded by the European Parliament to discuss European day-to-day policy developments for and with members.<sup>8</sup> So far, almost 40 *CESI Talks* have been uploaded to CESI's Youtube channel.<sup>9</sup>

The *CESI Insides* and *CESI Talks* series also make it possible to sustain regular and consistent lobbying contacts. These contacts made through *CESI Insides* or *CESI Talks* have subsequently been used for more targeted and substantial advocacy matters.

7

- **New CESI Summer Days and Winter Days:** In June 2019, CESI, in cooperation with the Bertelsmann Foundation, introduced a new event format called *Summer Days*, which combined keynote speeches by experts with interactive workshops and breakout sessions around the topic of the *Future of Work*<sup>10</sup>. With over 130 participants, roughly half from CESI members and half from external stakeholders from other Brussels umbrella organisations and EU institutions, the event was a resounding success. A second edition on *Fair Green-Digital Transitions*, which was initially planned for summer 2020 and then summer 2021, had to be cancelled due to the Corona pandemic and, subject to the epidemiological situation, is now set to return as *Winter Days* on 2-3 December 2021.
- **Unwavering popularity of the CESI@noon event series:** The *CESI@noon* event series is well established in Brussels and was held, due to its popularity, online during the Corona pandemic from March 2020 onwards. Six well-attended events were held between May 2019 and August 2021: on 6 November 2019 on *Apprenticeship systems in Europe*, on 3 June 2020 on *Covid-19 and social security*, on 7 July 2020 on *Covid: Preventing a lost generation 2.0*, on 7 October 2020 on *Workers and Covid-19: What lessons for trade unions and interest representation?*, on 17 March 2021 on *Mobile working in a post-pandemic world of work* and on 24 June 2021 on *The Conference on the Future of Europe*. The next *CESI@noon* is set to take place in January 2022 on *Pay transparency*.

### III. HORIZONTAL WORK PRIORITIES

The CESI General Secretariat aimed at the following main horizontal priority subjects for 2019, 2020 and 2021, coordinated with the Presidency and the Programme Commission:

- **Future of work, social protection and the role of trade unions, especially also against the background of green-digital transformations:**
  - Advocacy for high quality employment and labour standards in Europe for all persons in de facto dependent employment (including false self-employed and precarious workers), in the private sector and the sharing economy as well as in the public sector. The specificities of public services and the traditional principles of civil service career systems in the Member States are to remain unaffected. After a first joint research project with the Brussels-based think tank *Centre for European Policy Studies* (CEPS) in 2018 with the successful publication of a study<sup>11</sup>, a separate project of the CESI Europe Academy on *European labour law and precarious employment in Europe* (see below) paved the way for further activities. In summer 2020, the CESI Presidium set up a working group on the future of work under the leadership of Sara Rinaudo (Confsal), which presented a first discussion paper on guidelines for regulating mobile work at the CESI Congress in December 2020.<sup>12</sup> In 2021, the working group is to focus on socially acceptable green-digital transformation processes and is supposed to put forward a discussion paper on the topic by December.
  - Addressing the need for social protection concepts that effectively and adequately cover all persons in de facto dependent employment in times of globalisation, digitalisation and individualisation of work and labour markets. A research project on this with the Brussels think tank *European Policy Centre* (EPC) was concluded in December 2019 with the publication of a study that was presented at a conference with EU Employment Commissioner Schmit and German Labour Minister Heil.<sup>13</sup> Since then, work on the topic has been ongoing in cooperation with the Bertelsmann Foundation, including several public *CESI@noon* events.
  - Exchanges of experience between trade unions in Europe on the future role of trade unions, based on the starting point communicated by many affiliates that there are a variety of common challenges in membership recruitment and retention and increasingly new and 'individual' expectations of workers from trade unions that go beyond traditional social dialogue. CESI's SOC Commission has recently started to look more closely and regularly at this issue in a working paper (see below).



- **Importance of investment in public administrations and services.** Continuing to raise awareness among European decision-makers to encourage Member States to close existing investment gaps in administrations, public services and services of general interest. The foundation remains a discussion paper drafted by CESI together with civil society partners on the possible adjustment of European economic and fiscal governance for more public investment in 'people' as well as the Europe Academy's 'Pulser' project on strengthening public administrations in Europe (see below). In October 2021, CESI held a major conference with the *European Policy Centre* (EPC) entitled '*For a Strong Agenda for Public Services in Europe*' which also featured a launching presentation of an EPC study on the topic<sup>14</sup> commissioned by CESI.<sup>15</sup>

#### **Impact of the Covid crisis on CESI's work priorities**

The topics of '*The importance of investment in public administrations and services*' and '*The future of work, social protection and the role of trade unions*' remained priorities against the backdrop of the dramatic and in part still unforeseeable impact of the Covid crisis on all areas of working life and trade union activity, complemented by issues of safety and health at work. Work on this by CESI has been based on position papers on *Covid-19 pandemic – Priorities for more resilience*, *Corona virus pandemic – What next?* and *Future of work – A trade union perspective, against the background of the Covid crisis* (see below).

- **Implementation of the European Pillar of Social Rights.** To assist affiliates in the implementation of the European Pillar of Social Rights at Member State level by governments, social partners and trade unions. In summer 2020, the Presidium set up a working group headed up by Marina Surina (CNV Connectief), which presented a set of initial recommendations<sup>16</sup> at the CESI Congress in December 2020 and drafted a resolution<sup>17</sup> and ran an awareness-raising campaign<sup>18</sup> on the topic for the EU Social Summit in Porto in spring 2021. The working group will continue to play a key role in CESI's work on the European Pillar of Social Rights in 2021 and beyond. In parallel, the Europe Academy is conducting a project on the role of public services and its staff in the implementation of the Pillar at national level (see below).
- **Third-party violence against public sector staff.** Raising awareness among decision-makers for a better protection of public sector staff from third party violence - especially, but not only, in the areas of security, justice and education. A project of the European Academy with events and workshops in Madrid, Budapest and Berlin (see below) has laid the foundations for CESI's further advocacy on the topic. An interim goal of CESI's work was the publication of an awareness-raising video in autumn 2020.<sup>19</sup> Together with other European sectoral social partners, CESI is also involved in a joint project on *The role of social partners in preventing third-party violence and harassment at work*.<sup>20</sup>

#### **IV. NEWS FROM THE COMMISSIONS AND EXPERT COMMISSIONS**

At the CESI Congress in December 2020, it was decided to rename CESI's Trade Councils 'Expert Commissions'.

In the post-Congress period, the Presidium decided not to convene Expert Commissions on justice and security for the time being. It also decided to merge the Trade Councils on Central Administration and Finance and on Local and Regional Administrations into a new Expert Commission on Public Administrations.

Due to the Corona pandemic beginning in March 2020, meetings of Commissions and Expert Commissions (Trade Councils) had to be cancelled or postponed at short notice and then held online. The following table summarises the activities, meetings and leadership of the various Commissions and Expert Commissions (Trade Councils) since 2019:

Commission/ Expert Commission	Presidency		Last meeting(s)	Next meeting(s)	Work topics between 2019 and 2021 (selection)
	2016-2020	from 2021			
Employment and Social Affairs	Javier Jordán de Urriés Sagarna (CSIF)	Eva Fernández Urbón, CSIF (ES)	20.11.2019 <sup>21</sup> 14.10.2020 <sup>22</sup> 28.4.2021 28.10.2021	2022 (tbc)	<p>Representation of interests with regard to:</p> <ul style="list-style-type: none"> <li>the European Commission's proposed an EU framework for minimum wages</li> <li>the Action Plan on the implementation of the European Pillar of Social Rights published by the European Commission</li> <li>the European Commission's expected proposal on decent work for platform workers</li> <li>the European Commission's expected proposal for a European reinsurance scheme for unemployment benefits</li> </ul> <p>Ongoing also in 2021: Further development of a discussion paper on strategies for trade unions to recruit members.</p> <p><i>The CESI working groups on the Future of Work and on the Pillar of Social Rights are to assist the SOC Commission in their areas of expertise.</i></p>
	Vice-President: Siglinde Hasse (dbb)	Vice-Presidents: Sabrina Pellerito (Cisal) Siglinde Hasse (dbb)			

Commission/ Expert Commission	Presidency		Last meeting(s)	Next meeting(s)	Work topics between 2019 and 2021 (selection)
	2016-2020	from 2021			
Women's Rights & Gender Equality	Kirsten Lühmann (dbb)	Kirsten Lühmann (dbb)	20.11.2019 <sup>23</sup> 14.10.2020 <sup>24</sup> 28.4.2021 28.10.2021	2022 (tbc)	Representation of interests with regard to: <ul style="list-style-type: none"> <li>the new EU Strategy on Gender Equality for 2020-2025</li> <li>the implementation of the new EU Directive on Work-Life-Balance</li> <li>the proposal for an EU Directive on Pay Transparency published by the European Commission</li> </ul> Initiation of discussions on violence against women in the workplace as well as on gender-specific effects of digitalisation on new forms of work in 'Work 4.0'
	Vice-Presidents: Carmen Jaffke (CGFP) Catherine Verschraegen (UNSP-NUOD)	Vice-Presidents: Carmen Jaffke (CGFP) Romana Deckenbacher (Eurofedop)			
Education, Training and Research	Claude Heiser (CGFP)	Salvatore Piroscia (Confsal)	19.11.2019 <sup>25</sup> 24.9.2020 <sup>26</sup> 29.6.2021 <sup>27</sup>	2022 (tbc)	Representation of interests for: <ul style="list-style-type: none"> <li>better education and training for teachers in Europe, especially in digital skills and teaching methods</li> <li>better recognition and appreciation of the teaching profession in Europe</li> <li>investing in adequate, modern and inclusive professional spaces and digital infrastructure in teaching institutions</li> </ul> Exchanges between trade unions in the field of digital skills
	Vice-Presidents: Mario Gutiérrez (CSIF) Salvatore Piroscia (Confsal)	Vice-Presidents: Danielle Woestenberg (CNV Connectief) Luc Viehé (Spelc)			

Commission/ Expert Commission	Presidency		Last meeting(s)	Next meeting(s)	Work topics between 2019 and 2021 (selection)
	2016-2020	from 2021			
Central Administration and Finance  (form 2021: Public Administrations)	Wilhelm Gloss (Eurofedop)  Vice-Presidents: Francisco Javier Camarillo (CSIF) Massimo Battaglia (Confsal)	Otto Aiglsperger (Eurofedop)	4.6.2019 <sup>28</sup> 5.12.2019 <sup>29</sup> 14.6.2021 <sup>30</sup>	23.11.2021	Representation of interests for: <ul style="list-style-type: none"> <li>raising awareness across Europe about physical and psychological violence by third parties against personnel in public administrations</li> <li>a review of public service pay structures in Europe</li> <li>pan-European awareness-raising for a higher appreciation of the public sector in society and recognition of the importance of the public sector for the cohesion of society as a whole</li> <li>transparent and fair taxes and tax systems</li> <li>a central role of administrations in the implementation of the European Pillar of Social Rights</li> <li>greater consideration for administrations and their staff in the European Semester</li> </ul> Exchange between trade unions on: <ul style="list-style-type: none"> <li>good practices in the modernisation of local and regional public administrations in Europe</li> <li>opportunities and risks of digitalisation in the reconciliation of private and professional life for central administration staff</li> <li>the role of administrations and their staff in the implementation of the planned European Green Deal</li> </ul>
Local and Regional Administration  (form 2021: Public Administrations)	Hans Freiler (Eurofedop)  Vice-Presidents: André Goretti (FA-FP) Marco Thomé (FGFC)		4.6.2019 <sup>31</sup> 5.12.2019 <sup>32</sup>		

Commission/ Expert Commission	Presidency		Last meeting(s)	Next meeting(s)	Work topics between 2019 and 2021 (selection)
	2016-2020	from 2021			
Post & Telecoms	Manfred Wiedner (Eurofedop)  Vice-President: Horst Sayffaerth (dbb)	Manfred Wiedner (Eurofedop)  Vice-Presidents: Christina Dahlhaus (dbb) Raffaele Gallotta (Confsal)	7.6.2019 18.12.2019 <sup>33</sup> 16.6.2021 (informal meeting)	14.12.2021	Exchanges between trade unions on: <ul style="list-style-type: none"> <li>good practices in social plans for restructuring measures in the telecommunications and postal services sector</li> <li>good practices in digitisation in the telecommunications and postal services sector, especially with regard to decent work requirements and possible digital monitoring of workers</li> </ul> Advocacy regarding the expected evaluation of the EU Postal Services Directive 97/67 by the European Commission, including in a joint campaign with UNI Europa
Defence	Thomas Sohst (DBwV)  Vice-Presidents: Wolfram Kamm (dbb; bis 1.12.2019) Wilhelm Waldner (Eurofedop)	Thomas Sohst (DBwV)  Vice-Presidents: Hans Liesenhoff (dbb; ab 1.12.2019) Walter Hirsch (Eurofedop)	29.1.2020 <sup>34</sup> 3.3.2021 <sup>35</sup>	17.9.2021	Representation of interests for: <ul style="list-style-type: none"> <li>a social dimension in the permanent structured cooperation in the EU's Common Security and Defence Policy (CSDP/PESCO)</li> <li>harmonised employment and social conditions and occupational health and safety rules for armed forces personnel deployed in joint EU missions</li> </ul>

Commission/ Expert Commission	Presidency		Last meeting(s)	Next meeting(s)	Work topics between 2019 and 2021 (selection)
	2016-2020	from 2021			
Health Services	Esther Reyes Diez (SATSE)	Esther Reyes Diez (SATSE)	23.5.2019 <sup>36</sup>	29.9.2021	Representation of interests for: <ul style="list-style-type: none"> <li>sufficient investment in affordable, accessible and quality health services</li> <li>EU standards for adequate patient-nurse care ratios</li> <li>raising awareness across Europe about violence against workers in the health sector</li> <li>adequate working conditions and pay for workers in the health sector</li> </ul> Exchange between trade unions on: <ul style="list-style-type: none"> <li>good practices on sustainability and performance development in Member States' national health systems</li> <li>possible effects of Brexit on the health sector in the Member States</li> <li>the potential impacts of digitalisation on medical staff</li> </ul>
	Vice-President: Raffaele Perrone Donnorso (Confsal)	Vice-Presidents: Giovanni Recchia (Confsal) Anneke Westerlaken (CNV Connectief)			

Commission/ Expert Commission	Presidency		Last meeting(s)	Next meeting(s)	Work topics between 2019 and 2021 (selection)
	2016-2020	from 2021			
Security	Gerrit van de Kamp (Eurofedop)  Vice-Presidents: Hermann Benker (dbb) Stéphanie La Rosa (Alliance PN)	N/A (Discontinued for the time being)	23.4.2020 (cancelled due to the Covid pandemic)	N/A (Discontinued for the time being)	Exchanges between trade unions on: <ul style="list-style-type: none"> <li>• good practice in managing the specificities of working time in police forces</li> <li>• good practice in addressing work-life balance challenges in police forces</li> <li>• the state of gender equality in police forces in Europe</li> </ul> Advocacy to raise awareness across Europe of the need for sufficient investment in national police forces (staffing, wages, access to training, equipment, pension entitlements).
Justice	John Clinton (Eurofedop)  Vice-Presidents: Franz-Josef Schäfer (dbb; bis 2019); Horst Butschinek (dbb; ab 2019) Donato Capece (Confsal)	N/A (Discontinued for the time being)	15.11.2018	N/A (Discontinued for the time being)	Advocacy for pan-European awareness raising on good employment conditions for prison guards in Europe.  Exchanges between trade unions on best practices in combating violence in prisons.



## V. NEWS FROM THE EUROPE ACADEMY

- **Composition of the Board of Directors:** After the last CESI Congress in December 2020, the General Assembly of the Europe Academy in June 2021 elected a new Board of Directors. Marcello Pacifico (Cisal) was elected President and succeeds Jean-Claude Halter (CSEN) who, for age-related reasons, did not stand for re-election.

President				
Marcello	Pacifico	Cisal	Italy	newly elected
Vice-Presidents				
Alain	Larrata	FP CFE-CGC	France	newly elected
Claude	Heiser	CGFP	Luxembourg	newly elected
Dietmar	Knecht	dbb	Germany	re-elected
Gorica	Djokic	SLFS	Serbia	newly elected
Miguel	Venegas Carrasco	FASGA	Spain	newly elected
Nicolás	Fernández Guisado	ANPE	Spain	re-elected
Pepa	Álvarez Rello	CSIF	Spain	newly elected

- **Completed projects:** In 2019, 2020 and 2021, a total of three projects were successfully completed:
  1. The 2018 annual project on *Education professionals and trade unions in Europe: Horizon 2025*, part-funded by an action grant from the European Commission, was successfully concluded in 2019 with the publication of a *Manifesto for the teaching profession*.<sup>37</sup>
  2. The Europe Academy project on *Precarity of work: Empowering trade union to address new challenges*<sup>38</sup> with conferences at the European Economic and Social Committee in Brussels<sup>39</sup> and a symposium in Palermo<sup>40</sup> as well as online webinars with labour law professors Paul Schoukens (Catholic University of Leuven)<sup>41</sup>, Aurora Trif (Dublin City University)<sup>42</sup> and Sophie Robin-Olivier (University Paris 1 - Panthéon Sorbonne)<sup>43</sup> as well as Franz Eiffe<sup>44</sup> and Isabella Biletta<sup>45</sup> from the European Foundation for the Improvement of Living and Working Conditions (Eurofound) came to a successful conclusion at a final conference on February 19 2021<sup>46</sup>. Within the framework of the interactive website <https://www.noprecariouswork.eu/> created by the project, discussions on precarious work will continue both inside and outside of the CESI network in the future. A position paper on the topic, which was adopted by the CESI Presidium as a follow-up to the project, also provides a foundation on which to build.<sup>47</sup>
  3. A project on *Trade unions for a zero tolerance towards violence at work: Protecting public sector workers in Europe*<sup>48</sup> with regional workshops held in March 2019 in Berlin<sup>49</sup>, June 2019 in Madrid<sup>50</sup> and October 2019 in Budapest<sup>51</sup> came to a successful conclusion<sup>52</sup> with a final online conference on October 30 2020<sup>53</sup> with the presentation of a manifesto.<sup>54</sup> The final conference also marked the launch of an awareness-raising campaign on violence against public service workers.<sup>55</sup>

- **Ongoing and new projects:** In 2021, the Academy Europe implements four projects, each of which has qualified for an action grant from the European Commission or European Parliament:
  1. A project *Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights* ('Pulser')<sup>56</sup>. The project started in January 2020 with a launching event in Brussels<sup>57</sup> and has continued with a series of workshops linked to the CESI Commissions and Expert Commissions. A major conference was held on the topic on October 5 2021. An awareness-raising campaign and a study on the topic, which was written by the European Policy Centre (EPC)<sup>58</sup> are also part of the project.
  2. A project entitled *Digitalising public services: Making it work for citizens, business and workers* ('DiWork')<sup>59</sup>. The project started with a first online conference on March 4 2021.<sup>60</sup> The cornerstone of the project, which will continue until February 2023, will be a study<sup>61</sup> on the challenges of digitalising public services which will be presented at a final conference and will also be discussed and debated in a dedicated public awareness campaign.
  3. A project entitled *The EP and workers: a well-designed post-COVID19 recovery plan* ('WeEP')<sup>62</sup>. The aim of the project, which is co-funded by the European Parliament, is to promote dialogue between EU decision-makers, policy experts and trade union representatives through interviews and other communication tools to discuss relevant European day-to-day policy concerns and encourage socially balanced EU funding for Covid pandemic recovery measures. At the heart of this is a series of *CESI Talks* which has so far resulted in almost 40 talks being uploaded to CESI's YouTube channel.<sup>63</sup>
  4. A project on *The role of social partners in preventing third-party violence and harassment at work*<sup>64</sup>. The project is run as a joint initiative together with eight other European social partner organisations and started with a webinars on June 15 2021<sup>65</sup>, September 24 and October 25. A further webinar on December 16. The project is to be completed by 2023. The aim is to promote an awareness-raising campaign on the implementation of the European multisectoral social partner guidelines on third-party violence at work, to which CESI is also a signatory.<sup>66</sup>
- **Planning of future projects as of 2022:** As every year, CESI has submitted project proposals for action grants to the European Commission for 2023. Decisions on co-financing by the European Commission are expected by the end of 2022.

## VI. DEVELOPMENTS IN CESI YOUTH

- **Meetings of the CESI Youth Board, upcoming Second Congress and working topics:** Under the leadership of CESI Youth Representative Matthäus Fandrejewski (dbb), CESI Youth held Board meetings on June 25 2019,<sup>67</sup> December 10 2019<sup>68</sup>, September 24 2020<sup>69</sup> as well as on May 19 2021 and October 26 2021. The members of the CESI Youth Board can be viewed on the CESI website.<sup>70</sup> On December 1 2021, CESI Youth will hold its second regular Congress.

The main working topics of CESI Youth were improved networking and coordination of training systems in Europe and the strengthening and implementation of the EU Youth Guarantee in the Member States. A key expectation of CESI Youth remains to provide CESI and its affiliates with a concrete basis for discussion on how young trade unionists can take their organisations forward in change management and recruitment of new members.

- **Membership of the European Youth Forum (EYF):** After being an observer to the European Youth Forum (EYF) for several years, CESI Youth was overwhelmingly accepted as a 'candidate member' by the EYF General Assembly in September 2019. This entitles the organisation to apply for full membership after a grace period. Membership of the EYF, the definitive cross-cutting interest group for youth policy in Europe, is an important milestone for CESI Youth in its further networking in the Brussels policy network.
- **Participation in political youth events:** CESI Youth again participated in a variety of initiatives and events with relevance to EU youth policy in 2019, 2020 and 2021, especially also in the framework of the *European Apprentices Network* (EAN), in which Matthäus Fandrejewski holds a mandate<sup>71</sup>. In November 2020, Matthew Fandrejewski was invited to speak at *European Vocational Skills Week*.<sup>72</sup> On May 6 2021, CESI Youth held a well-attended event on *Road to Porto: Delivering social rights to young people*.<sup>73</sup> A highlight of CESI Youth's work in 2021 was its participation in a workshop at the *European Youth Event* (EYE) on October 8. CESI Youth had successfully applied for co-funding from the European Parliament to participate with a 15-member delegation.

19

## VII. EXTERNAL ADVOCACY, COOPERATION AND PARTNERSHIPS

- Since February 2014, CESI has been participating as an expert in the **European Commission's Consultative Expert Platform for Tax Good Governance**. In June 2020, CESI's mandate was confirmed by the European Commission until 2022 after a rigorous selection process.<sup>74</sup> The mandate is currently held by Romain Wolff of CESI's Luxembourgish affiliate CGFP, with assistance from the General Secretariat.

- Since September 2016, CESI has been a member of the **European Apprenticeship Alliance (EAfA)**, a platform coordinated by the European Commission that brings together ministries with companies, social partners, chambers, VET providers, youth organisations and think tanks with the aim of strengthening the quality, supply, attractiveness and mobility of apprenticeship training in Europe.
- At the **European Agency for Safety and Health at Work (EU-OSHA)**, since September 2020, CESI is once again an official partner in the biennial *Healthy Workplaces Campaign*, which will be held from 2020-2022 under the slogan *Healthy Workplaces ... lighten the load!* and is primarily aimed at preventing work-related musculoskeletal disorders (MSDs).<sup>75</sup> CESI has been a partner in previous EU-OSHA Healthy Workplaces campaigns as well. The aim and task of the partner organisations is to bring the campaign topics closer to member organisations and to provide information and promotion. CESI has already received an award from EU-OSHA Director Christa Sedlatschek for its long-standing commitment in Health Workplaces Campaigns.<sup>76</sup>
- CESI continues to work closely with the **European Foundation for the Improvement of Living and Working Conditions (Eurofound)**. The General Secretariat meets regularly with Eurofound staff and management to exchange information on employment issues and to initiate new research projects. Cooperation on Eurofound's representativity studies has been constructive (see below under the heading 'Cooperation within Social Dialogue').
- CESI continues to be a member of the **European Movement International (EMI)** and is actively involved in the work of the the EMI's *Members Council, Federal Assembly and General Assembly*. In the course of the 2019 European elections, CESI cooperated with EMI in a campaign to mobilise voters.
- CESI's work with and in the **European Women's Lobby (EWL)** continues to be constructive. Kirsten Lühmann (dbb) and Eva Fernández Urbón (CSIF) are currently CESI's members of the *Board of Administration* at the EWL.<sup>77</sup> Staff members of the EWL General Secretariat continue to participate as observers in the meetings of the CESI Commission on *Women's Rights and Gender Equality*. Both CESI and EWL wish to further deepen a medium-term, subject-specific cooperation between the two organisations and to go beyond previous (also successful) forms of ad hoc cooperation. CESI has already cooperated with EWL in a joint campaign for a forward-looking EU gender equality policy in the context of the 2019 European elections.
- CESI Youth, as a 'candidate member', continues to work towards full membership of the **European Youth Forum (EYF)**. A formal admission procedure for full membership will be initiated as soon as possible (see above).

- CESI has been a member of the Brussels think tank **European Policy Centre (EPC)** for several years now. In 2019, CESI cooperated with the EPC as a partner in a project on the *Future of Work and Social Protection*, which was concluded at a much-noted conference with the German Labour Minister Hubertus Heil and with the publication of a study.<sup>78</sup> The aim of the project was to provide scientific support and arguments for CESI's advocacy work on this issue at the European level. Since 2019, the EPC has been working for CESI on a study on the role of public services and its staff in the implementation of the European Pillar of Social Rights (see above), as part of a project run by the Europe Academy.
- Since spring 2017, CESI has been a member of the **European Sunday Alliance**, a broad coalition of national Sunday alliances, trade union organisations and religious associations that advocate for a work-free Sunday and reasonable working hours. The European Sunday Alliance holds several events each year, most recently on 1 June 2021 on the right to disconnect.<sup>79</sup> CESI sits on the group's steering committee.

## VIII. DEVELOPMENTS WITHIN EUROPEAN SOCIAL DIALOGUE

- **Representativeness studies:** The EU agency Eurofound recently published representativeness studies for the sectors *ICT & Telecommunications*,<sup>80</sup> *education*,<sup>81</sup> *health and hospitals*<sup>82</sup> and *Local and regional governments and social services*.<sup>83</sup> In consultations with Eurofound, CESI achieved an overall adequate assessment of its representativeness in all studies. In particular, in the studies on the *education, health and hospitals* and *local and regional government and social services sectors*, CESI is certified as meeting all the criteria to be a fully recognised European social partner.

An overlap study for the social services sector is to be published in autumn 2021 and another representativeness study for the *civil aviation* sector in 2022.

Additionally, Eurofound has begun work on a *horizontal representativeness* study in summer 2020.

For all representativeness studies covering areas of importance to CESI, CESI is in continuous contact with Eurofound.

### EUROPEAN SECTORAL SOCIAL DIALOGUE ON CENTRAL GOVERNMENT ADMINISTRATIONS

- **Status of CESI membership:** CESI is a fully recognised social partner on the workers' side, alongside the *European Federation of Public Service Unions* (EPSU). Together, CESI and EPSU form the workers' delegation *TUNED*.

- **Recent and upcoming meetings:**

Plenary	13. June 2019	Brussels
Working group	18. November 2019	Brussels
Working group	13. February 2020	Brussels
Working group	26. June 2020	online
Plenary	3. December 2020	online
Working group	26. April 2021	online
Plenary	5. October 2021	online
Working group	29. November 2021	online

- **Recent priority work topics and results:**

- A declaration on an *EU framework for minimum wages* was adopted in February 2020.<sup>84</sup> In June 2020, a joint statement was adopted on *Covid-19 pandemic and its aftermath: investing in state sector personnel*.<sup>85</sup> The social partners also adopted a joint statement on the *10<sup>th</sup> anniversary of the EU Social Dialogue Committee for Central Government Administrations*.<sup>86</sup>
- The Committee's project on *Improving work-life balance: opportunities and risks coming from digitalisation*, which began in May 2018, was successfully completed with the publication of a study and a series of guidelines.<sup>87</sup> Following the project, the social partners decided to negotiate an agreement on the subject. Consultations on this are already underway with negotiations having taking place on January 20, March 15, May 17, June 28, July 24 and November 5 2021. The next round of negotiations is scheduled for December 15.
- Still on the agenda is the further course of action regarding the implementation of the *social partner agreement of December 21 2015 on a general framework for information and consulting civil servants and employees of central government administrations*.<sup>88</sup> To the committee's disappointment, the European Commission did not submit a proposal to the Council to transform the social partner agreement into a binding EU directive. EPSU therefore brought an action against the European Commission before the European Court of Justice (ECJ), which CESI supported politically,<sup>89</sup> not least because it (like EPSU) sees its autonomy as a social partner called into question. On October 24 2019, the Court issued its judgment, which largely ruled in favour of the European Commission.<sup>90</sup> EPSU then decided to appeal. A public hearing was held on 26 October 2020. Advocate General Pikamäe recommended in his Opinion on the appeal of January 20 2021 that the case be dismissed and EPSU be ordered to pay the costs.<sup>91</sup> It is final judgment, issued on September 2 2021, the Court followed this Opinion. A further revision is not possible.

## EUROPEAN SECTORAL SOCIAL DIALOGUE ON LOCAL AND REGIONAL GOVERNMENTS

- **Status of CESI membership:** Members of the social dialogue on the CESI side are the dbb as a substitute member for Germany and the FGFC, MKKSz and Sloves as full members for Luxembourg, Hungary and Slovakia.
- **Recent meetings:**

Working group	3. May 2019	Brussels
Plenary	27. November 2019	Brussels
Working group	25. February 2020	Brussels
Plenary	23. June 2020	online
Working group	1. February 2021	online
Working group	28. April 2021	online
Plenary	4. October 2021	online

- **Recent priority work topics and results:**
  - A declaration on an *EU framework for minimum wages* was adopted in February 2020.<sup>92</sup> In June 2020, the social partners adopted a declaration on *Implications of the Covid-19 pandemic on local and regional administrations and their staff*.<sup>93</sup>
  - A Committee project on the *Localising the European Semester* was completed in January 2020 with a final report, a handbook for social partners and a joint declaration.<sup>94</sup> The aim of the project was to make the social partners in the Member States in the field of local and regional government more aware of the importance of the European Semester and to help them bring their interests on issues such as quality assurance, equal opportunities and employment conditions in public administrations more effectively into the European Semester cycle.
  - A project on capacity building for social partners in European social dialogue (*EU dialogue, local solutions*) was launched in 2020 with a first webinar.<sup>95</sup>

## EUROPEAN SECTORAL SOCIAL DIALOGUE ON CIVIL AVIATION

- **Status of CESI membership:** CESI is indirectly represented in social dialogue through its affiliate ATCEUC (*European Air Traffic Controllers' Union*). There, ATCEUC is a fully recognised social partner in the subcommittee on air traffic management, but can also participate in the meetings of the main committee (plenary) alongside the *European Transport Workers' Federation* (ETF), the second recognised social partner organisation on the workers' side.

- **Recent meetings:**

Plenary	21. June 2019	online
Subcommittee 'Air traffic management'	17. October 2019	online
Subcommittee 'Air traffic management'	17. March 2020	online
Plenary	22. October 2020	online
Subcommittee 'Air traffic management'	17. March 2021	online
Plenary	15. October 2021	online

- **Recent priority work topics and results:**

- In the area of air traffic control, the committee continues to work on supporting the European Aviation Safety Authority (EASA) in its work to meet new EU requirements on social dialogue within the Authority. 'Just Culture' and third party violence of staff in the workplace also continue to be issues for the committee.
- COVID-19 has been a priority in the committee's work since 2020. Together with the Air Traffic Management Subcommittee, joint statements were adopted on: *Effects of Covid-19 and need for action in aviation in Europe* <sup>96</sup>; *Political response to Covid-19 in civil aviation* <sup>97</sup>; and *Payroll support schemes for aviation in response to the Covid-19 pandemic*.<sup>98</sup> The plenary also adopted statements on other matters, including: *Support required for European airports, transport workers and aviation suppliers in the wake of the Covid crisis*;<sup>99</sup> *Safely resuming travel during COVID-19*,<sup>100</sup> *Dealing with 'unruly' passengers*;<sup>101</sup> and *Covid-19 inoculation for aviation workers*.<sup>102</sup>

#### EUROPEAN SECTORAL SOCIAL DIALOGUE ON POSTAL SERVICES

- **Status of CESI membership:** Since summer 2017, CESI has been the second fully recognised social partner on the employee side alongside *UNI Europa*. CESI is represented on the committee by the President and Vice-President respectively of the CESI Expert Commission 'Post and Telecommunications': Manfred Wiedner (Eurofedop), Horst Sayffaerth (dbb; until 2020) and Christina Dahlhaus (dbb; from 2021) respectively.



- **Recent meetings:**

Working group 'Postal sector evolution'	19. June 2019	Brussels
Working group 'Training and health & safety'	19. June 2019	Brussels
Plenary	6. December 2019	Brussels
Working group 'Postal sector evolution'	3. March 2020	Brussels
Working group 'Training and health & safety'	3. March 2020	Brussels
Working group 'Postal sector evolution'	3. July 2020	online
Working group 'Training and health & safety'	3. July 2020	online
Plenary	13. November 2020	online
Working group 'Training and health & safety'	4. February 2021	online
Working group 'Postal sector evolution'	4. February 2021	online
Working group 'Training and health & safety'	25. June 2021	online
Working group 'Postal sector evolution'	25. June 2021	online
Plenary	17. November 2021	online

- **Recent priority work topics and results:**

- In December 2019, the social partners signed a joint declaration on the *Review of the EU postal services directive*<sup>103</sup> and on the *Training in the digital era in the postal sector*.<sup>104</sup> In November 2020, the social partners agreed on a *Consultation of the European Commission on an evaluation of the EU postal services directive*.<sup>105</sup>
- The final study of a project on *Promoting social dialogue in the postal sector in an enlarged Europe* was published in summer 2019.<sup>106</sup> In 2019, a project on *Trend research in the postal sector in 2030* was concluded with the publication<sup>107</sup> of a study written by the consulting firm Z-Punkt.
- In summer 2020, the social partners began work on a new project on *Postal skills and work environment in the digital era*, after the European Commission had previously approved co-financing for the project. The project is scheduled to be completed still in 2021. First symposia were held on April 14 and October 14 2021. The project is to be concluded with a study on the topic.
- In spring 2020, the social partners began work on a new project on *The world of work in the postal sector in 2030*, after the European Commission had previously approved co-financing for the project. After several conferences, the project will be concluded with the publication of a study.

## EUROPEAN SECTORAL SOCIAL DIALOGUE ON EDUCATION

- **Status of CESI membership:** CESI has the status of Additional Social Partner alongside the *European Trade Union Committee for Education and Science (ETUCE)* and the *European Federation of Public Service Unions (EPSU)*.

- **Recent and upcoming meetings:**

Working group	24. June 2019	Brussels
Plenary	2. December 2019	Brussels
Working group ' <i>Higher Education and Research</i> '	12. February 2020	Brussels
Working group	22. June 2020	online
Plenary	20. October 2020	online
Working group	9. March 2021	online
Working group ' <i>Higher Education and Research</i> '	17. June 2021	online
Plenary	15. December 2021	online

- **Recent priority work topics and results:**

- Between May 2019 and November 2020, the social partners adopted joint declarations on *Multiculturalism, democratic citizenship and social inclusion in education*<sup>108</sup>, *Proposal for a Quality Framework for an Effective Inclusion of Migrants and Refugees in Education*<sup>109</sup> and *The impact of the COVID-19 crisis on sustainable education systems at times of crisis and beyond*<sup>110</sup>.
- A project on *Promoting effective integration of migrants and refugees in education* was completed in autumn 2019 with the publication of a study on best practices of integration measures in schools<sup>111</sup>. A project entitled *Enhancing risk assessment in education institutions ('OSH4Edu')* was completed in 2021.
- Currently, the social partners are implementing projects co-funded by the European Commission entitled *Towards a Framework of Action on the Attractiveness of the Teaching Profession through effective Social Dialogue in Education* (duration: 2021-2023), *E-Speed: European Social Partners in Education Embracing digitalization: Challenges and opportunities for European education trade unions and employers organisations in the digital era* (duration: 2020-2021) and *European sectoral social partners in education promoting quality of academic teaching and management* (duration: 2021-2022).
- For 2021 and 2022, co-financing has been approved by the European Commission for a project to *Strengthening the capacities of education employers within the European Semester process* (which will be implemented by the social partner on the employers' side, EFEE, alone).

**EUROPEAN SECTORAL SOCIAL DIALOGUE ON RAILWAYS:** After several years of CESI having supported the affiliate ALE (*Autonomous Locomotive Drivers' Unions of Europe*) in informal exploratory talks with the European Commission and the *European Transport Workers' Federation* (ETF), the only recognised social partner organisation on the workers' side to date, regarding possible participation in the *railways* social dialogue, a breakthrough was achieved in February 2020, shortly before the first Corona Lockdown, when ALE and the ETF signed a cooperation agreement on European social dialogue<sup>112</sup>. CESI hopes that the agreement will prove satisfactory in practice to ALE and ETF.

## IX. NEW POSITION PAPERS AND AGREEMENTS

- Congress main motion *30 years of commitment – Now more than ever*<sup>113</sup>
- 72 other motions adopted at Congress: 46 motions from affiliates, five motions from CESI Youth, 19 motions from trade councils and commissions (presented by the Presidium) and two emergency motions on trade union support for medical staff in Serbia and on acute challenges regarding Brexit, the future new EU Multiannual Financial Framework (MFF) and respect for the rule of law.<sup>114</sup>
- CESI position *Multiannual Financial Framework 2021-2027*<sup>115</sup>
- CESI position *Trade union priorities for the German Council Presidency in the second half of 2020*<sup>116</sup>
- CESI position on *Covid-19 pandemic – Priorities for more resilience*<sup>117</sup>
- CESI position *Corona virus pandemic – What next?*<sup>118</sup>
- CESI position *The Just Transition Fund or the European Green Deal*<sup>119</sup>
- CESI position *Minimum wages in the EU*<sup>120</sup>
- CESI position *Future of work – A trade union perspective*<sup>121</sup>
- CESI position *Future of work – A trade union perspective, against the background of the Covid crisis*<sup>122</sup>
- CESI position *Evaluation of the EU postal services directive 97/67/EC*<sup>123</sup>
- CESI position *Planned free time especially for part-time workers*<sup>124</sup>
- CESI position *Improvement of working conditions in Europe*<sup>125</sup>
- CESI position *Fair working conditions in the parcel industry in Europe*<sup>126</sup>
- CESI position *Bringing down precarious work: Key demands of independent unions towards the EU*<sup>127</sup>
- CESI position *Understaffing of health personnel across Europe: What role for the EU?*<sup>128</sup>
- CESI position *10 priorities for a proper implementation of the European Pillar of Social Rights*<sup>129</sup>
- CESI position *Priorities for an EU framework for minimum wages*<sup>130</sup>
- CESI position *The prevention of violence against women*<sup>131</sup>
- CESI position *Priorities concerning the Commission's proposal for a directive on pay transparency*<sup>132</sup>
- CESI discussion paper *Future of work: Guidelines for telework in the post-pandemic world of work*<sup>133</sup>
- Ideas on *The Conference on the Future of Europe*
- Manifest of the CESI Europe Academy *For the teaching profession*<sup>134</sup>
- Manifest of the CESI Europe Academy *No violence at work*<sup>135</sup>
- Joint declaration of MKKSz and CESI *No' to Hungary's anti-LGBT bill* of June 2021<sup>136</sup>

- Joint declaration of the social partners CESI, EPSU, UNI Europa, ETUCE, HOSPEEM, CEMR, EFEE, Eurocommerce and CoESS *10<sup>th</sup> anniversary of the European multi-sectoral guidelines to tackle third-party violence and harassment related to work*<sup>137</sup>
- Joint declaration of the social partners TUNED (CESI, EPSU) and EUPAE *Covid-19 pandemic and its aftermath: investing in state sector personnel*<sup>138</sup>
- Joint declaration of the social partners TUNED (CESI, EPSU) and EUPAE *10<sup>th</sup> anniversary of the EU Social Dialogue Committee for Central Government Administrations*<sup>139</sup>
- Joint declaration of the social partners TUNED (CESI, EPSU) and EUPAE *EU framework for minimum wages*<sup>140</sup>
- Joint declaration of the social partners CESI, UNI Europa and PostEurop *Review of the EU postal services directive*<sup>141</sup>
- Joint declaration of the social partners CESI, UNI Europa and PostEurop *Consultation of the European Commission on an evaluation of the EU postal services directive*<sup>142</sup>
- Joint declaration of the social partners CESI, UNI Europa and PostEurop *Training in the digital era*<sup>143</sup>
- Joint declaration of the social partners in the subcommittee air traffic management *Effects of Covid-19 and need for action in aviation in Europe*<sup>144</sup>
- Joint declaration of the social partners in the subcommittee air traffic management *Political response to Covid-19 in civil aviation*<sup>145</sup>
- Joint declaration of the social partners in the subcommittee air traffic management *Payroll support schemes for aviation in response to the Covid-19 pandemic*<sup>146</sup>

## **X. CONSULTATION CONTRIBUTIONS FOR THE EUROPEAN COMMISSION**

*N.B.: Between the European elections in May 2019 and the introduction of the new College of Commissioners at the end of 2019, the political work of the European Commission, and thus also its consultation work, lay largely dormant.*

May to December 2019

- Gender equality in the EU (public consultation)

Since January 2020

- Collective bargaining for the self-employed (public consultation)<sup>147</sup>
- EU Minimum Wage Framework (first-phase social partner consultation)<sup>148</sup>
- EU Minimum Wage Framework (second-phase social partner consultation)<sup>149</sup>
- Reinforcing the Youth Guarantee (Ad-hoc social partner consultation)<sup>150</sup>
- EU Action Plan to fight tax evasion and make taxation simple and easy (social partner consultation)<sup>151</sup>
- Administrative cooperation in the field of taxation (public consultation)<sup>152</sup>
- New Digital Education Action Plan 2021-2027 (public consultation)<sup>153</sup>
- Updated Skills Agenda for Europe (social partner consultation)<sup>154</sup>
- A new EU Gender Equality Strategy 2020-2024 (public consultation)<sup>155</sup>
- Cross-border parcel deliveries (public consultation)<sup>156</sup>
- Evaluation of the EU-postal services directive 97/67/EC (public consultation)<sup>157</sup>
- EU Action Plan to implement the European Pillar of Social Rights (public consultation)<sup>158</sup>

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29

Since January 2021

- Collective bargaining agreements for self-employed – Scope of application of EU competition rules (public roadmap consultation)<sup>159</sup>
- N new EU Strategic Framework on Health and Safety at Work (public consultation)
- A digital levy (public consultation)
- VAT gaps in Europe (public consultation)<sup>160</sup>
- Business taxation for 21<sup>st</sup> century (public consultation)<sup>161</sup>
- Challenges related to working conditions in platform work (first-phase social partner consultation)<sup>162</sup>
- Challenges related to working conditions in platform work (second-phase social partner consultation)
- Shaping the future public sector interoperability policy (public consultation)
- Preventing and combatting gender-based violence against women and domestic violence (public consultation)

- Collective bargaining agreements for self-employed – Scope of application of EU competition rules (public consultation)<sup>163</sup>
- Stronger EU tax cooperation through cryptoassets, e-money and tailored compliance measures (public consultation)
- Micro-credentials for lifelong learning and employability (public consultation)
- Individual learning accounts (public consultation)
- Review of the European social dialogue (social partner consultation)
- Tackling underachievement in education (public consultation)
- Establishing European digital principles (public consultation)
- Fighting the use of shell entities and arrangements for tax purposes (public consultation)
- EU4health related priorities, strategic orientations and needs for 2022 (public consultation)
- Social and labour aspects of the just transition towards climate neutrality (public roadmap consultation)

## XI. PREVIOUS AND UPCOMING EVENTS

*N.B. Due to the Covid pandemic, in principle all CESI events were held online from March 2020 onwards. Unless otherwise mentioned, all future events in 2021 are also planned online until further notice due to the still critical epidemiological situation.*

30

### 2019

23. May	Trade Council Health Services <sup>164</sup>
4. June	Trade Council Central Administration and Finance <sup>165</sup>
4. June	Trade Council Local and Regional Administration <sup>166</sup>
7. June	Trade Council Post and Telecoms, in Bar/Montenegro
21. June	Europe Academy project seminar <i>Trade unions for zero tolerance against third-party violence at work</i> , in Madrid <sup>167</sup>
25. June	Board CESI Youth <sup>168</sup>
25. June	Presidium
26. June	Board
26.-27. June	Workshops <i>CESI Summer Days</i> <sup>169</sup>
19.-20. September	Europe Academy project seminar <i>Precarious work: Empowering trade unions to address new challenges</i> , in Palermo <sup>170</sup>
25. October	Europe Academy project seminar <i>Trade unions for zero tolerance against third-party violence at work</i> , in Budapest <sup>171</sup>
6. November	CESI@noon <i>Apprenticeship systems in Europe</i> , together with the Goethe-Institut and EuroChambers <sup>172</sup>
19. November	Trade Council Education, Training and Research <sup>173</sup>
20. November	Commission Employment and Social Affairs <sup>174</sup>

20. November	Commission Women's Rights and Gender Equality <sup>175</sup>
5. December	Trade Council Central Administration and Finance <sup>176</sup>
5. December	Trade Council Local and Regional Administration <sup>177</sup>
10. December	Board CESI Youth <sup>178</sup>
11. December	Presidium <sup>179</sup>
12. December	Board
18. December	Trade Council Post and Telecoms <sup>180</sup>

## 2020

29. January	Trade Council Defence <sup>181</sup>
30. January	Programme Commission <sup>182</sup>
30. January	Europe Academy project seminar <i>Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights („Pulser“)</i> <sup>183</sup>
18. March	Presidium – <i>cancelled due to Covid-19</i>
21. April	Trade Council Health Services – <i>moved due to Covid-19</i>
23. April	Trade Council Security – <i>moved due to Covid-19</i>
8. May	CESI@home <i>Covid deconfinement-strategies in Europe</i>
14. May	Trade Council Post and Telecoms, in Skopje/North Macedonia – <i>moved due to Covid-19</i>
15. May	CESI@home <i>Digitalisation and smart work</i>
29. May	CESI@home <i>Solidarity with the private sector and public services in times of the Covid pandemic</i>
3. June	CESI@noon <i>Covid-19 and social security</i> , together with Bertelsmann Stiftung <sup>184</sup>
5. June	CESI@home <i>School openings in times of Covid-19</i>
11. June	Commission Employment and Social Affairs – <i>moved due to Covid-19</i>
11. June	Commission Women's Rights and Gender Equality – <i>moved due to Covid-19</i>
12. June	CESI@home <i>Police and security forces in the Corona pandemic</i>
16. June	Presidium
17. June	Board
17.-18. June	Workshops <i>CESI Summer Days</i> – <i>moved due to Covid-19</i>
19. June	CESI@home <i>Minimum wages in Europe</i>
24. June	Trade Council Central Administration and Finance – <i>moved due to Covid-19</i>
24. Juni	Trade Council Local and Regional Administration – <i>moved due to Covid-19</i>
3. July	Europe Academy project seminar <i>Tade unions for zero tolerance against third-party violence at work</i> , in Bordeaux – <i>moved due to Covid-19</i>
3. July	CESI@home <i>Boosting the EU Youth Guarantee</i>
7. July	CESI@noon <i>Covid: Preventing a lost generation 2.0</i> , together with CESI Youth and the European Youth Forum <sup>185</sup>

10. July	CESI@home <i>CESI Europe Academy Projects in 2020</i>
4. September	CESI@home <i>Informal Programme Commission for the second half of 2020</i>
11. September	CESI@home <i>An EU-wide right to disconnect</i>
22. September	Presidium <sup>186</sup>
23. September	Board <sup>187</sup>
24. September	Trade Council Education, Training and Research
24. September	Board CESI Youth <sup>188</sup>
29. September	Working Group Future of Work
30. September	Working Group Pillar of Social Rights
5. October	CESI@home <i>The Corona Recovery &amp; Resilience Facility: What role for trade unions?</i>
7. October	CESI@noon <i>Workers and Covid-19: What lessons for trade unions and interest representation?</i> , together with Bertelsmann Stiftung <sup>189</sup>
9. October	CESI@home <i>Implications of Covid-19 on women's rights</i>
14. October	Commission Employment and Social Affairs <sup>190</sup>
14. October	Commission Women's Rights and Gender Equality <sup>191</sup>
16. October	Working Group Future of Work
16. October	CESI@home <i>Engagement and participation of the youth in politics and societal life</i>
30. October	Working Group Future of Work
30. October	Europe Academy project seminar <i>Trade unions for zero tolerance against third-party violence at work</i> <sup>192</sup>
6. November	CESI@home <i>Mobile working versus home office: differences in perceptions and legal frameworks</i>
9. November	Presidium
30. November	Working Group Pillar of Social Rights
9. December	Presidium
10. December	Board
10.-11. December	Congress <sup>193</sup>

## 2021

22. January	CESI@home <i>EU responses to counter-terrorism: Are we tackling the challenges?</i> <sup>194</sup>
2. February	Programme Commission <sup>195</sup>
3. February	Presidium <sup>196</sup>
19. February	Europe Academy project seminar <i>Precarious work: Empowering trade unions to address new challenges</i> <sup>197</sup>
26. February	CESI@home <i>The future of healthcare: Tackling the understaffing in the health sector</i> <sup>198</sup>
3. March	Expert Commission Defence, including a European Defence Roundtable with MEP Lukas Mandl on 'Proper and transparent decision-making in the field of EU defence policy' <sup>199</sup>



4. March	Europe Academy project seminar <i>Digitalising public services: Making it work for citizens, business and workers</i> <sup>200</sup>
12. March	CESI@home <i>The European Commission's new action plan on the implementation of the European Pillar of Social Rights: What role for trade unions?</i> <sup>201</sup>
17. March	CESI@noon <i>Future of work: Mobile working in a post-pandemic world of work, together with Bertelsmann Stiftung</i> <sup>202</sup>
23. March	Presidium
26. March	CESI@home <i>Mental health in times of COVID-19 – How to best address it?</i> <sup>203</sup>
13. April	Working Group Pillar of Social Rights
14. April	Working Group Future of Work
22. April	CESI@home <i>The importance of public services for fair and resilient societies</i> <sup>204</sup>
28. April	Commission Employment and Social Affairs
28. April	Commission Women's Rights and Gender Equality
4. May	CESI StratCom Network <i>Communications Day</i> , with Carsten Wendt
6. May	CESI Youth conference <i>Road to Porto: Delivering Social Rights to Young People</i> <sup>205</sup>
12. May	CESI@home <i>The European Green Deal: How to bring the environmental and the social together?</i> <sup>206</sup>
19. May	Board CESI Youth
28. May	CESI@home <i>Corona recovery and resilience plans</i> <sup>207</sup>
1. June	Conference <i>The right to disconnect and a weekly common day of rest, together with the European Sunday Alliance</i> <sup>208</sup>
11. June	CESI@home <i>Standby and working time</i> <sup>209</sup>
14. June	Expert Commission Public Administrations <sup>210</sup>
15. June	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i> <sup>211</sup>
16. June	Expert Commission Post and Telecoms – <i>informal meeting in Bonn</i>
24. June	Presidium
24. June	Board
24. June	CESI@noon <i>Conference on the Future of Europe, with European Commissioner Dubravka Šuica</i> <sup>212</sup>
29. June	Expert Commission Education, Training and Research <sup>213</sup>
17. September	Expert Commission Defence, including a European Defence Roundtable with MEP Bernard Guetta on 'To Be or Not To Be?': The European Defence Union after the withdrawal from Afghanistan' <sup>214</sup>
23. September	CESI@home <i>National Corona recovery and resilience programmes: Which the next steps for trade unions?</i>
24. September	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>

29. September	Expert Commission Health Services
5. October	Europe Academy project seminar <i>Towards a strong European public service agenda: How to (re)build a social Europe in a resilient way?</i> , together with the European Policy Centre (EPC)
8. October	CESI Youth Workshop at the European Youth Event (EYE) <i>EU Resilience and Recovery (RRF) Policies: Bringing youth employment back on track</i>
12. October	Working Group Future of Work
20. October	Working Group Pillar of Social Rights
25. October	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>
26. October	Board CESI Youth
28. October	Commission Employment and Social Affairs
28. October	Commission Women's Rights and Gender Equality
9. November	Expert Commission Education, Training and Research

#### **Planned until the end of the year**

23. November	Expert Commission Public Administrations
25. November	Presidium
1. December	Congress CESI Youth, in Brussels and online
2. December	Board, in Brussels and online
2.-3. December	CESI Winter Days, in Brussels – moved to June 30-July 1 2022
10. Dezember	Programme Commission
14. Dezember	Expert Commission Post and Telecoms
16. Dezember	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>

Brussels, November 2021



Klaus Heeger  
Secretary General

## XII. ANNEX – FOOTNOTES

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- <sup>1</sup> <https://www.cesi.org/posts/european-independent-trade-unions-re-elect-romain-woff-and-klaus-heeger-as-president-and-secretary-general/>
- <sup>2</sup> After CESI Vice-President José Fernández Vidal from the Spanish CSIF had passed away in December 2018, the Board elected Javier Jordán de Urries Sagarna, President of the Justice Sector and European Affairs Coordinator at CSIF, to succeed him as Vice-President at CESI in June 2019. He was re-elected at Congress in 2020.
- <sup>3</sup> <https://www.cesi.org/wp-content/uploads/2020/12/CESI-activity-report-2016-2020-final.pdf>
- <sup>4</sup> <https://www.cesi.org/wp-content/uploads/2020/12/CESI-Congress-2020-%E2%80%93-Adopted-main-motion-%E2%80%93-2020-DE.pdf>
- <sup>5</sup> Available upon request at the CESI General Secretariat ([info@cesi.org](mailto:info@cesi.org)).
- <sup>6</sup> Z.B.: <https://www.cesi.org/miguel-borra-president-of-csif-on-trade-unions-as-essential-services-during-covid-19-in-spain/>; <https://www.cesi.org/with-dedication-speed-and-precision-urs-stauffer-cesi-president-on-the-stress-test-of-public-services-during-the-covid19-pandemic/>; <https://www.cesi.org/cesi-insides-die-auswirkungen-von-coronavirusmit-terry-reintke/>; <https://www.cesi.org/coronavirus-what-has-done-by-europe-beyond-ideological-exploitation-and-fake-news/>; <https://www.cesi.org/the-response-of-teachers-in-spain-to-the-coronavirus-crisis/>; <https://www.cesi.org/kirsten-luhmann-eu-covid-19-response-must-address-domestic-violence/>; <https://www.cesi.org/coronavirus-challenges-facing-the-police-using-germany-as-an-example/>; <https://www.cesi.org/corona-taking-stock-a-message-from-dr-miodrag-femic-trade-union-of-doctors-of-medicine-of-republika-srpska/>; <https://www.cesi.org/coronavirus-europe-in-need-of-a-united-front-by-roberto-di-mauro-cesi-vice-president-and-fismic-confsal-secretary-general/>; <https://www.cesi.org/who-saves-our-heroes-the-living-situation-in-spain-following-the-covid19-outbreak/>; <https://www.cesi.org/the-human-faces-of-the-covid-19-outbreak-who-saves-our-heroes/>; <https://www.cesi.org/thinking-differently-and-acting-collectively-during-corona-pandemic-a-message-from-andres-hemsing-national-chairman-of-the-german-komba-trade-union/>; <https://www.cesi.org/covid-19-report-from-patrick-fey-cesi-vice-president-and-president-of-the-cnv-government-and-public-services/>; <https://www.cesi.org/manfred-wiedner-and-horst-sayffaerth-president-and-vice-president-of-cesi-council-post-and-telecoms-on-the-covid19-crisis/>; <https://www.cesi.org/thomas-sohst-president-of-cesi-council-defence-and-regional-chairman-for-the-west-in-the-german-bundeswehr-alliance-on-solidarity-during-conavirus-pandemic/>; <https://www.cesi.org/hans-liesenhoff-federal-chair-of-the-german-armed-forces-federation-of-civil-servants-and-employees-vbb-on-the-core-activities-during-conavirus-pandemic/>; <https://www.cesi.org/kirsten-luhmann-chairwoman-of-the-committee-on-womens-rights-on-the-coronavirus/>; <https://www.cesi.org/covid-19-a-few-words-about-heroes-and-heroines-from-ulrich-silberbach-cesi-vice-president-and-president-of-german-civil-service-federation-dbb/>; <https://www.cesi.org/covid-19-report-from-prof-marcello-pacifico-cesi-europe-academy-vice-president-anief-president/>; <https://www.cesi.org/claude-heiser-president-of-the-cesi-trade-council-education-training-and-research-on-how-education-experts-contribute-towards-fighting-the-crisis/>; <https://www.cesi.org/covid-19-report-from-the-general-confederation-of-independent-trade-unions/>; <https://www.cesi.org/covid-19-report-from-the-spanish-central-independent-and-public-employees-trade-union/>; <https://www.cesi.org/romain-woff-cesi-president-on-solidarity-and-discipline-during-the-outbreak-of-covid-19/>; <https://www.cesi.org/codiv-19-report-from-the-union-of-doctors-of-medicine-of-montenegro/>
- <sup>7</sup> <https://www.youtube.com/channel/UC6kutCBcYX3CbhnvEXuF1RQ/videos>
- <sup>8</sup> Also see section VI on the Europe Academy.
- <sup>9</sup> <https://www.youtube.com/channel/UC6kutCBcYX3CbhnvEXuF1RQ/videos>
- <sup>10</sup> <https://www.cesi.org/first-cesi-summer-days/>
- <sup>11</sup> [https://www.ceps.eu/system/files/IRSDACE\\_Comparative.pdf](https://www.ceps.eu/system/files/IRSDACE_Comparative.pdf)
- <sup>12</sup> <https://www.cesi.org/wp-content/uploads/2021/08/2021-CESI-WG-future-of-work-Discussion-paper-final-202107.pdf>
- <sup>13</sup> <https://www.cesi.org/cesi-supported-european-policy-centre-epc-study-and-high-level-conference-on-the-future-of-work/>
- <sup>14</sup> <https://www.cesi.org/uncategorized/european-policy-centre-epc-study-makes-the-case-for-greater-support-of-public-services-and-its-personnel/>
- <sup>15</sup> Also see section VI on the Europe Academy.
- <sup>16</sup> [https://www.cesi.org/wp-content/uploads/2020/12/2020-CESI-response-Social-pillar-action-plan-consultation\\_final-20201130.pdf](https://www.cesi.org/wp-content/uploads/2020/12/2020-CESI-response-Social-pillar-action-plan-consultation_final-20201130.pdf)
- <sup>17</sup> <https://www.cesi.org/wp-content/uploads/2021/05/2021-CESI-resolution-Porto-Summit-on-the-European-Pillar-of-Social-Rights-final-1.pdf>
- <sup>18</sup> <https://www.cesi.org/posts/road-to-porto-we-join-our-voices/>
- <sup>19</sup> <https://www.cesi.org/third-party-violence-at-work-we-can-draw-the-line/>
- <sup>20</sup> [https://www.cesi.org/wp-content/uploads/2020/07/10th-Anniversary-of-their-Multisectoral-Guidelines-to-tackle-third-party-violence-and-harassment-related-to-work\\_CESI.pdf](https://www.cesi.org/wp-content/uploads/2020/07/10th-Anniversary-of-their-Multisectoral-Guidelines-to-tackle-third-party-violence-and-harassment-related-to-work_CESI.pdf); also see section VI on the Europe Academy.
- <sup>21</sup> <https://www.cesi.org/gender-equality-and-employment-commissions-discuss-upcoming-eu-policy-priorities/>
- <sup>22</sup> <https://www.cesi.org/cesi-commissions-on-employment-social-affairs-and-womens-rights-gender-equality-call-for-socially-just-post-covid-rebound/>
- <sup>23</sup> <https://www.cesi.org/gender-equality-and-employment-commissions-discuss-upcoming-eu-policy-priorities/>
- <sup>24</sup> <https://www.cesi.org/cesi-commissions-on-employment-social-affairs-and-womens-rights-gender-equality-call-for-socially-just-post-covid-rebound/>
- <sup>25</sup> <https://www.cesi.org/trade-council-education-training-and-research-on-how-to-raise-the-voice-of-teachers-through-cesi-manifesto-for-the-teaching-profession-horizon-20205-and-beyond/>
- <sup>26</sup> <https://www.cesi.org/achieving-the-european-education-area-2025-teachers-here-we-go/>
- <sup>27</sup> <https://www.cesi.org/posts/cesi-expert-commission-on-education-respect-and-revalorisation/>
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- <sup>30</sup> <https://www.cesi.org/posts/cesi-members-in-favour-of-a-strong-public-service-agenda-in-europe/>
- <sup>31</sup> <https://www.cesi.org/public-administration-trade-councils-discuss-challenges-for-performing-public-services-personnel/>
- <sup>32</sup> <https://www.cesi.org/cesi-trade-councils-local-and-regional-administrations-arl-and-central-administrations-and-finance-acf-meet-in-brussels/>
- <sup>33</sup> <https://www.cesi.org/evaluation-of-the-eu-postal-services-directive-again-a-priority-for-cesi-post-telecoms-trade-council/>
- <sup>34</sup> <https://www.cesi.org/cesi-and-mep-lukas-mand-hosted-a-roundtable-on-how-to-ensure-better-stakeholder-consultation-on-the-future-european-defence-union/>
- <sup>35</sup> <https://www.cesi.org/posts/cesihome-on-proper-and-transparent-decision-making-in-the-field-of-eu-defence-policy/>
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- <sup>37</sup> <https://www.cesi.org/new-manifesto-on-the-future-of-the-teaching-profession-in-europe/>
- <sup>38</sup> <https://www.cesi.org/academy/precarious-work-empowering-trade-union-to-address-new-challenges/>

39 <https://www.cesi.org/cesi-conference-addresses-precarious-work-and-lack-of-access-to-social-protection/>

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45 [https://www.youtube.com/watch?v=2VW7PQ\\_uj8](https://www.youtube.com/watch?v=2VW7PQ_uj8)

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48 <https://www.cesi.org/academy/trade-unions-for-a-zero-tolerance-towards-violence-at-work-protecting-public-sector-workers-in-europe/>

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59 <https://www.cesi.org/posts/digitalising-public-services-making-it-work-for-citizens-business-and-workers-diwork/>

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