



European Confederation of Independent Trade Unions (CESI)

Activity Report 2022*

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I. STRUCTURAL DEVELOPMENTS WITHIN CESI

- **Early Programme Commission:** Since 2021, CESI holds the annual meeting of its Programme Commission in December instead of January, to improve the annual planning of CESI's activities.
- **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. 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.

A particular focus of is on targeted issue-specific interest representation, especially also to cater the particular interests of individual member organisations. For instance, on July 4-6, CESI Secretary General Klaus Heeger bilaterally met with a number of key MEPs in the European Parliament in Strasbourg to discuss CESI's priorities for the direction of European employment and social policy. On June 14-15, CESI organised 'Railways Lobby Days' in Brussels for its member organisation ALE, the Autonomous Train Drivers' Unions of Europe, which included high-level meetings with the cabinet of European Transport Commissioner Adina Vălean, the leadership of the European Commission's Directorate for Land Transportation in the Directorate-General for Mobility and Transport (DG MOVE), the chair of the European Parliament Committee on Transport and Tourism and its MEP coordinators of the EPP, S&D, Renew and Greens/EFA groups.¹ On October 7, CESI hosted another lobby session in Brussels, tailored on social challenges for truck and coach drivers, for CESI's member the CGB-GTL, the German 'Trade Union Transport & Logistics' (GTL) of the German 'Christian Trade Union Federation' CGB.²

- **Ongoing consultation process for CESI in the European Semester:** As the European Semester process was modified process in the wake of the Covid pandemic, CESI's annual consultation process on the European Semester with the European Commission was on hold in 2021. Since 2022, CESI the consultation process has resumed. As before, CESI provides all member organisations with the opportunity to submit case studies with feedback on the European Commission's country reports and draft country-specific recommendations in May/June/July, which it can then present to the European Commission's Directorate-General for Employment in September/October as input for the European Semester' next cycle.
- **Enhanced role of the Presidium as a guiding organ in CESI:** Since the last Congress, the Presidium has become increasingly involved in the substantive work topics of CESI, a development which the General Secretariat welcomes. In 2022, it adopted position papers including on social fair green-digital transitions (prepared by CESI's Working Group on the Future of Work), the European Care Strategy, impacts of surging inflation on workers, as well as resolutions on human rights in Hungary, trade union pluralism in Belarus, and impacts of the war in Ukraine.

- **Consolidation of CESI Working Groups on the Pillar of Social Rights and the Future of Work:** The CESI Working Groups on the Future of Work, led by Sara Rinaudo (Confasal), and on the European Pillar of Social Rights, led by Marina Nolle (CNV Connectief), launched in 2020/2021, will continue to operate throughout 2022 to support the work of CESI's Social Affairs & Employment (SOC) Commission. Both groups are intended to carry on their work also in 2023. After the Working Group on the Future of Work had already launched a discussion paper on the regulation of remote work in 2021, it presented it to the public and CESI's membership during a CESI@noon on June 8. In 2022, the group also worked on a further discussion paper on a socially fair green-digital transitions in Europe, which were presented at CESI's last Summer Days on June 20/ July 1 (see below). The Working Group on the European Pillar of Social Rights will continue to explore ways to better communicate European employment and social policy to CESI members and follow the implementation of the Pillar of Social Rights through specific new measures and policies.
- **New CESI Summer Days:** After a positive experience of the first *CESI Summer Days* in June 2019, which were held together with the Bertelsmann Foundation under the theme 'Future of Work', the second *CESI Summer Days* were held on June 30/ July 1, this time under the motto 'A socially balanced digital and green transition in Europe'. As in 2019, the *CESI Summer Days* offered a combination of keynote speeches by experts, interactive workshops and breakout sessions for both CESI members and external interested parties from other Brussels-based interest groups and EU institutions.³
- **Unbroken popularity of CESI's online and offline event and exchange formats:** CESI pursues a number of different online and offline event and exchange formats in order to sustain regular and consistent lobbying contacts and bonding with member organisations and affiliates.

The public event series *CESI@noon* is still a firmly established and popular brand in Brussels. A list of topics from recent *CESI@noon* events is available in Part XII below¹.

As an additional online tool to keep in touch with members and to offer them a thematic platform on which to talk to each other and EU decision-makers, CESI continues to hold regular thematic *CESI@home* events. A list of the topics of recent *CESI@home* is available in Part XII below.

CESI also continues with its *CESI Insides*, a series of thematic interviews that was first introduced during the Covid lockdowns as a forum of exchange with policy makers and stakeholders on current affairs, and regularly makes new editions available in its CESI's monthly newsletter and YouTube channel. So far, more than 61 *CESI Insides* have been published.⁴

As a complement to *CESI Insides*, CESI continues to hold *CESI Talks* with European decision-makers and policy experts to discuss European day-to-day policy developments for and with members.⁵ So far, 106 *CESI Talks* have been uploaded to CESI's Youtube channel.⁶

- **Expansion of social media activities and website overhaul:** CESI maintains active profiles on Youtube, Facebook, LinkedIn and Twitter and continues to professionalise and consolidate them.

II. HORIZONTAL WORK PRIORITIES

The CESI General Secretariat aimed at the following main horizontal priority subjects in 2022, coordinated with the Presidium and the Programme Commission:

- **Future of work, social protection and the role of trade unions, especially also against the background of green-digital transformations:** The CESI Working Group on the Future of Work presented a discussion paper on fair digital and green transformation processes to the Presidium in June and disseminated it during the *CESI Summer Days*. All of CESI's commissions and expert commissions dealt with the topic in 2022 in their respective sectors, especially also within the framework of a new project of the CESI Academy Europe on *A fair ecological transition: For workers, with workers (EcoTra)*, see Part VI below.
- **Importance of investment in public administrations and services, especially also against the background of experiences during the Covid pandemic:** CESI continue 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, which became apparent again in the wake of the Covid crisis. A basis for this were the results of the *Pulser* project of the Academy Europe to strengthen public administrations in Europe⁷ as well as a study that the European Policy Centre (EPC) had written on behalf of CESI for the project.⁸
- **Conference on the Future of Europe:** Throughout 2021 and 2022, CESI was active with events and written contributions at the Conference on the Future of Europe. Following a consultation of its membership, CESI had submitted five 'ideas' to the conference's online platform and held a CESI@noon with EU Commissioner Dubravka Šuica.⁹

III. NEWS FROM THE COMMISSIONS AND EXPERT COMMISSIONS

Commission/ Expert Commission	Presidency	Last meeting(s)	Next meeting(s)	Work topics (selection)
Employment and Social Affairs	President: Eva Fernández Urbón (CSIF) Vice-Presidents: Siglinde Hasse (dbb) Sabrina Pellerito (Cisal)	2.3.2022 ¹⁰ 21.6.2022 11.10.2022	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • the European Commission proposal on minimum incomes • the European Commission proposal on fair work in platforms • the European Commission proposal on adequate minimum wages in the European Union • the European Commission proposal on corporate sustainability reporting for private sector companies • demographic change-related challenges for labour markets & workers • further training, re-training and skills acquisition especially among low-skilled workforces • a fostered freedom of association for trade unions <i>The CESI Working Groups on the Future of Work and on the Pillar of Social Rights are to assist the Commission in their areas of expertise.</i>
Women's Rights & Gender Equality	President: Kirsten Lühmann (dbb) Vice-Presidents: Romana Deckenbacher (Eurofedop) Carmen Jaffke (CGFP)	2.3.2022 ¹¹ 21.6.2022 11.10.2022	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • the European Commission proposal on horizontal equal treatment and initiative on strengthened equality bodies • the European Commission proposal on pay transparency • the European Commission proposal on gender balance in companies listed on stock exchanges • European Commission proposals on the accession of the EU to the Istanbul Convention and on gender-based violence

Commission/ Expert Commission	Presidency	Last meeting(s)	Next meeting(s)	Work topics (selection)
Education, Training and Research	President: Salvatore Piroscia (Confsal) Vice-Presidents: Luc Viehé (Spelc) Daniëlle Woestenberg (CNV Connectief)	10.5.2022 ¹² 10.10.2022 (in Rome)	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • European Commission proposals on digital skills in education and training and on enabling factors for digital education • a new EU strategy for universities and EU initiative on more effective cooperation in higher education • a new Intergenerational alliance for learning, skills and employment • the EU Child Guarantee • adequate investment in education systems and a greater recognition of the teaching profession • a ‘digital update’ to the CESI Teachers’ Manifesto • work topics of the European social dialogue on education
Health Services	Esther Reyes Diez (SATSE) Vice-Presidents: Giovanni Recchia (Confsal) Anneke Westerlaken (CNV Connectief)	23.5.2019 ¹³	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • steps for a better recruitment and retention of health and care staff (also via staff-patient ratios) • greater support for & investment in health and care professions (professional recognition of skills, access to training, wages, working conditions) • the new European Care Strategy • improved occupational safety and health and protective equipment for health care personnel • fair and balanced labour migration of health professionals across Europe • potential impacts of digitalisation and green policies for health and care staff

Commission/ Expert Commission	Presidency	Last meeting(s)	Next meeting(s)	Work topics (selection)
Public Administrations	President: Otto Aiglsperger (Eurofedop) Vice-Presidents: Andreas Hemsing (dbb) Carlos Martínez Navarrete (CSIF)	2.3.2022 ¹⁴ 31.5.2022 11.10.2022	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • interoperable digital public services • the resilience of critical entities • a better working experience for civil servants: More professional space, training, health & safety teleworking schemes and career development mechanisms based on improved job performance evaluations • better staff recruitment & retention and fight against temporary employment in public administrations • the need for analyses of performance indicators for public administrations in the different Member States • the need for a strong public service agenda in Europe: investments and support for public administrations and its personnel; better public recognition of public services and its personnel • work topics of the European social dialogue on central government administrations and on local and regional governments • the implementation of the OECD global agreement on re-allocation of taxing rights (BEPS) • the revision of the EU VAT directive and Council Regulation on VAT administrative cooperation • work topics of the Platform on Tax Good Governance

Commission/ Expert Commission	Presidency	Last meeting(s)	Next meeting(s)	Work topics (selection)
Post & Telecoms	President: Manfred Wiedner (Eurofedop) Vice-Presidents: Christina Dahlhaus (dbb) Raffaele Gallotta (Confsal) <i>(so far designated only)</i>	29.9.2022 13.12.2022 (in Vienna)	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • employment-related considerations in the application reports on the EU postal services directive 97/67/EC and the EU cross-border parcel deliveries regulation (EU) 2018/644 • precarious work in call centres and the logistics sector • working conditions and occupational health & safety of telecoms and postal service staff after the Covid pandemic • worker-friendly digitalisation in telecoms and postal services • identification of future professions and relating VET schemes in postal service companies • work topics of the European social dialogue on postal services
Defence	President: Thomas Sohst (DBwV) Vice-Presidents: Walter Hirsch (Eurofedop) Imke von Bornstaedt-Küpper (dbb)	21.3.2022 ¹⁵ 29.9.2022 ¹⁶	2023 (tbc)	Positioning and interest representation on: <ul style="list-style-type: none"> • the role of the European Pillar of Social Rights for more equal employment and working conditions of military personnel before, during and after joint operations • a ‘social dimension’ for PESCO, the EU Strategic Compass and the European Defence Union at large • adequate health and safety standards of military personnel in regular operations • fair and effective green transition in the defence sector and its staff • continued coverage of military personnel under the EU working time directive

IV. NEWS FROM THE EUROPE ACADEMY

- **Completed projects:** Two major projects were completed successfully.
 1. A project *Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights ('Pulser')*¹⁷. The project started in January 2020 with a launching event in Brussels¹⁸ and continued with a series of workshops linked to the CESI Commissions and Expert Commissions. A concluding conference was held on October 5 2021. A subsequent awareness-raising campaign and a study on the topic, which was written by the European Policy Centre (EPC)¹⁹ were also part of the project before it was closed at the end of 2021.
 2. A project entitled *The EP and workers: a well-designed post-COVID19 recovery plan ('WeEP')*²⁰. The aim of the project, which was co-funded by the European Parliament, was 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 was a series of *CESI Talks* interviews which CESI has continued beyond the project and which has so far resulted in almost 106 *CESI Talks*, available on CESI's YouTube channel.²¹
- **Ongoing and new projects:** In 2022, the Academy Europe continued to implement two projects and started the implementation of two new projects, each of which has qualified for co-funding via an action grant from the European Commission and Parliament respectively:
 1. An ongoing project entitled *Digitalising public services: Making it work for citizens, business and workers ('DiWork')*²². The project started with a first online conference on March 4 2021.²³ The cornerstone of the project, which will be formally concluded in March 2023, is a study²⁴ on the challenges of digitalising public services which was presented at a final project conference in Konstanz (Germany) on October 20-21 2022 and which will be further disseminated in a dedicated public awareness campaign.
 2. An ongoing project on *The role of social partners in preventing third-party violence and harassment at work*²⁵. The project is run as a joint initiative together with eight other European social partner organisations and has included a series of webinars on June 15²⁶, September 24 and October 25 and December 16 2021. Two further webinars took place in 2022, on March 4 and June 13, making a total of six webinars. A final conference is foreseen in Madrid at the health and Safety Institute on November 25 2022, on the annual International Day for the Elimination of Violence against Women. The project will be completed in 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.²⁷
 3. A new project entitled *A fair ecological transition – for workers, with workers (EcoTra)*, co-funded by the European Commission. After completing all formalities, the project started in autumn 2022. Components of the project include subject-related meetings embedded in the activities of CESI's commissions and expert commissions, a kick-off and final conference, as well as extensive awareness-raising activities in CESI's social media channels and the production of infographics and video clips to accompany the project.

4. A new project *An exchange programme for tomorrow's young trade union leaders* ('WEP'), co-funded by the European Commission. After completing all formalities, the project started in autumn 2022 and will continue for two years, until at least the end of 2024. The project envisages the establishment of a network within CESI and its member organisations for a mutual exchange of young trade unionists. The aim is to enable them to exchange experiences with trade unions across Europe for likely future leadership roles, thus contributing to excellent and future-proof trade unionism in Europe and specifically CESI.
- **Planning of future projects as of 2023:** As every year, CESI has submitted two project proposals for action grants to the European Commission for 2023, in addition to a further project handed in for co-funding by the European Parliament. Decisions on co-financing by the European Commission and Parliament respectively are expected by the end of 2022.

V. DEVELOPMENTS IN CESI YOUTH

- **CESI Youth Congress:** On December 1, CESI Youth held its second regular congress in Brussels.²⁸ Matthäus Fandrejewski (dbb) was confirmed as CESI Youth Representative and Robert Szokolai elected Vice Youth Representative. In addition, the Congress elected a new CESI Youth Board, which met for the first time on February 23, 2022.

Name	Member organisation	Country
Matthäus Fandrejewski	dbb	Germany
Robert Szokolai	MKKSz	Hungary
Kelly Bolsenbroek	CNV Connectief	Netherlands
Paula de la Paz Pérez	ALE	Europe
Aurelia Huberty*	CGFP	Luxembourg
Arturs Jirgensons	LVIPUFDA	Latvia
Sara Rinaudo	Confsal	Italy
Mihailov Vesovic	SLFS	Serbia

**vacant, as Aurelia Huberty has left CGFP.*

In addition, Congress adopted five motions, covering:

1. Better approaches to school-to-work transitions
2. Reduced financial burdens for young people
3. Improved mental wellbeing for young people at the workplace
4. A right to telework and a right to disconnect
5. An enhanced promotion of inclusive societies among young people²⁹

- **CESI Youth work topics:** The main work topics of CESI Youth in 2022 were advocacy work in the context of the European Year of Youth, VET and the European Quality Framework for Traineeships, the European Commission's ALMA initiative to empower disadvantaged young people, and the implementation of the EU Youth Guarantee in the Member States. In addition, CESI Youth addressed mental impacts of the Covid pandemic on young people and an improved recognition of qualifications at European level.
- **Participation in youth-related events:** CESI Youth is active in advocating in favour of involving youth stakeholders at all levels of policy making and in this capacity has been present in various meetings, workshops and consultations at EU level, also a candidate member of the European Youth Forum. On 15 March 2022, CESI Youth, together with the European Youth Forum and StartNet, held a joint event on *Avoiding Lost Generation 2.0: For more investment in youth*. On November 21, CESI Youth and the European Youth Forum held an event entitled *Scars remaining: Mental health of the young, post-pandemic*.

VI. EXTERNAL ADVOCACY, COOPERATION AND PARTNERSHIPS

- 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 is held from 2020-2022 under the slogan *Healthy Workplaces ... lighten the load!* and is primarily aimed at preventing work-related musculoskeletal disorders (MSDs).³⁰ CESI has been a partner in previous EU-OSHA Healthy Workplaces campaigns as well and received an award from EU-OSHA Director for its long-standing commitment in Health Workplaces Campaigns³¹. 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
- 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.
- 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 EMI's *Members Council, Federal Assembly and General Assembly*. CESI uses EMI especially also as a platform to disseminate the results of its work to the public and to promote events.
- CESI has been a member of the Brussels think tank **European Policy Centre (EPC)** for several years. During the last years, the EPC has been working with CESI on a study on the role of public services and its staff in the implementation of the European Pillar of Social Rights, as part of a project run by the Europe Academy (see above), and both CESI and the EPC continue to work together in joint project when joint interests and opportunities coincide.

- 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. CESI sits on the Alliance’s Steering Committee. The European Sunday Alliance regularly participates in relevant social policy consultations of the European Commission, organises events and discusses the added value of a work-free Sunday in bilateral meetings with representatives of the EU institutions.
- 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.³² 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 Youth, as a 'candidate member', continues to work within the **European Youth Forum (EYF)**, the main horizontal interest group representing young people in Europe.
- 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.³³ The mandate is currently held by Romain Wolff of CESI’s Luxembourgish affiliate CGFP, with assistance from the General Secretariat.
- Since 2022, CESI is a member of the multistakeholder deliberation platform ‘**Reshaping Work**’³⁴, participating and speaking in issue-specific work streams and high-level conferences around the topic ‘Future of Work’. An engagement in ‘Reshaping Work’ provides CESI with a lobby voice to make its demands heard as well as with opportunities to network with stakeholders and policy makers in the area of employment and social affairs from across Europe.

VII. DEVELOPMENTS WITHIN EUROPEAN SOCIAL DIALOGUE

- **Representativeness studies:** In autumn 2021, Eurofound, on behalf of the European Commission, published a cross-sectional representativeness study for the field of *social services*. It confirms that CESI fulfils all the formal requirements to become a recognised sectoral social partner in this field.³⁵ In addition, Eurofound seeks to publish a further representativity study for the *civil aviation* sector and continue work on a *horizontal representativeness* study and a new representativity study for the *postal sector*.
- **Evaluation of the European social dialogue:** After the European Commission had begun to evaluate the European social dialogue in 2021, the process is still not complete. It is expected to be completed with the publication of a *Communication on the application of European sectoral social dialogue* and a proposal (and adoption by the Council) of a *Recommendation to strengthen national social dialogue*. After first consultations with social partners had taken place in 2021, further meetings took place on March 29, March 31 and April 28 2022. The European Commission’s aim is to

reorganise the financing of social dialogue by the European Commission, increase the representativeness of the committees, and facilitate the negotiation and adoption of social partner agreements. CESI actively participated in the consultation process, underlining in particular the need to make social dialogue more inclusive and fair in order to make it more representative.

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*.

- **Meetings in 2022:**

Working Group	April 26 2021	online
Plenary	October 5 2021	online
Working Group	November 29 2021	online
Working Group	March 31 2022	online
Plenary	June 14 2022	Paris
Working Group	October 6 2022	Brussels

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

- October 6 2022, the European social partners for central government administrations, the Trade Union's National and European Delegation (TUNED, composed of EPSU and CESI) and the European Public Administration Employers (EUPAE), signed a social partner agreement on digitalisation on the rights of workers in central government administrations in the digital era. The European Commission has been formally asked to transform the agreement into a directive. An answer is still pending.
- The next steps regarding the implementation of a previous social partner agreement of December 21 2015 on *A general framework for information and consulting civil servants and employees of central government administrations*³⁶ is still on the agenda. To the disappointment of the Committee, the European Commission had refused to submit a proposal to the Council of Ministers to transform the social partner agreement into a binding EU directive. EPSU had therefore filed a lawsuit against the European Commission with the European Court of Justice. After dismissing the complaint in a first procedure in 2019, the Court issued its judgment in an appeal proceeding on September 2 2021, which gave also right to the European Commission.³⁷ As part of a broader evaluation of the European sectoral dialogue (see above), the European Commission is in the process of launching a procedure that will allow the social partners to better predict in advance of negotiations whether or not the European Commission will be inclined to turn an outcome into a proposal for an EU directive.

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.

- **Meetings in 2022:**

Working Group	March 3 2022	online
Working Group	June 2 2022	hybrid
Plenary	November 16 2022	Brussels

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

- On March 2 2022, a declaration on *Solidarity with Ukraine* was adopted.³⁸
- A project on capacity building of social partners in European social dialogue (*European dialogue, local solutions*) started in 2020 with a first webinar.³⁹ Since then, thematic seminars have followed, including on equality in Sweden⁴⁰ and third-party violence at work in France.⁴¹

EUROPEAN SECTORAL SOCIAL DIALOGUE ON CIVIL AVIATION

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- **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.

- **Meetings in 2022:**

Subcommittee ' <i>Air traffic management</i> '	April 26 2022	online
Plenary	21. June 2019	online

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

- The social dialogue in the Air Traffic Management Subcommittee is blocked. The employers' side boycotted the last meeting on April 26 2022. ETUF and ATCEUC have called on employers to return to social dialogue and called on the European Commission to support this process.⁴²

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 of the CESI Expert Commission 'Post and Telecommunications': Manfred Wiedner (Eurofedop) and Christina Dahlhaus (dbb).

- **Meetings in 2022:**

Working group ' <i>Postal sector evolution</i> '	March 11 2022	online
Working group ' <i>Training and health & safety</i> '	March 11 2022	online
Working group ' <i>Postal sector evolution</i> '	July 1 2022	online
Working group ' <i>Training and health & safety</i> '	July 1 2022	online
Plenary	November 30 2022	Brussels

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

1. In summer 2020, the social partners had started to implement a new project on *Postal skills and work environment in the digital era*, after the European Commission had approved co-financing of the project. Symposia were held on April 14 and October 14 2021 and on March 16 2022. The project was completed at a final conference in Brussels on June 8 2022, where a study written by project consultants from Ernst & Young was presented.
 - In spring 2021, the social partners had started to implement a new project on *The world of work in the postal sector in 2030*, after the European Commission had approved co-financing of the project. Following seminars September 7 and December 8 2021, further project symposia were held on February 23 2022, on March 31/April 1 2022 in Zagreb and on October 26-28 in The Hague. The project will be concluded in 2023 with the publication of a study by project consultants from InProcess.

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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)*.

- **Meetings in 2022:**

Working group ' <i>Various Topics</i> '	March 8 2022	online
Working group ' <i>Higher Education and Research</i> '	September 27 2022	Brussels
Plenary	December 14 2022	Brussels

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

- On December 16 2021, the social partners adopted joint declarations on the *Opportunities and challenges of digitalisation for the education sector*,⁴³ on *Promoting the implementation of risk analyses on the health protection of teaching staff*,⁴⁴ and on *Promoting quality and inclusive VET to enhance lifelong learning for all*⁴⁵. This was followed on March 8 2022 by joint declarations on *Enhancing and promoting gender equality in and through education*⁴⁶ and on *Quality investment in education and training*.⁴⁷
- Throughout 2022, the social partners have been implementing projects co-financed by the European Commission on *Towards a framework of action on the attractiveness of the teaching profession through effective social dialogue in education* and on *European sectoral social partners in education promoting quality of academic teaching and management*.

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 agreement⁴⁸. CESI hopes that the agreement will prove satisfactory in practice to ALE and ETF.

VIII. NEW POSITION PAPERS AND AGREEMENTS

- Position on the ban of free and independent trade unions in Belarus⁴⁹
- Position on the Russian invasion of Ukraine⁵⁰
- Position update on the Russian invasion of Ukraine⁵¹
- Position on Russia's war on Ukraine and its consequences for the EU⁵²
- Position on the European Defence Union⁵³
- Position on impacts of inflation on workers in Europe⁵⁴
- Position on impacts of inflation on workers in Europe – Update
- Discussion paper on fair green-digital transitions⁵⁵
- Resolution on the 5th anniversary of the European Pillar of Social Rights
- Position on a directive on improving working conditions in platform work⁵⁶
- Position on the elimination of violence against women⁵⁷
- Position on a directive on combating violence against women and domestic violence⁵⁸
- Position on gender aspects in a new EU Care Strategy⁵⁹
- Position on glass ceilings in the public and private sector in Europe⁶⁰
- Position on a possible revision of the postal services directive and cross-border parcel deliveries regulation
- Position on the future of the health care workforce in Europe
- Manifest for the teaching profession – Update

- CESI Youth Congress motions on (1) Better approaches to school-to-work transitions, (2) Reduced financial burdens for young people, (3) Improved mental wellbeing for young people at the workplace, (4) A right to telework and a right to disconnect, and (5) An enhanced promotion of inclusive societies among young people⁶¹
- CESI-commissioned study on ‘Digitalising public services: making it work for citizens, business and workers’⁶²
- CESI-commissioned study on ‘Well-performing public services for a fair and resilient European society’⁶³
- Joint declaration of the European Sunday Alliance on ‘The annual European Day for a Work-Free Sunday 2022’⁶⁴
- Social partner agreement of EPSU, CESI and EUPAE on ‘Digitalisation in central government administrations’⁶⁵
- Joint declaration of the social partners CESI, EPSU, ETUCE und CEMR on ‘The International Day for the Elimination of Violence against Women 2022’⁶⁶
- Joint declaration of the social partners for local and regional governments on ‘Solidarity with Ukraine’⁶⁷
- Joint declaration of the social partners for postal services on training and work environments in the digital transition in the postal sector⁶⁸
- Joint declaration of the social partners for education on ‘Opportunities and challenges of digitalisation for the education sector’⁶⁹
- Joint declaration of the social partners for education on ‘Promoting the implementation of risk analyses on the health protection of teaching staff’⁷⁰
- Joint declaration of the social partners for education on ‘Promoting quality and inclusive VET to enhance lifelong learning for all’⁷¹
- Joint declaration of the social partners for education on ‘Enhancing and promoting gender equality in and through education’⁷²
- Joint declaration of the social partners for education on ‘Quality investment in education and training’⁷³

IX. CONSULTATION CONTRIBUTIONS FOR THE EUROPEAN COMMISSION

- Distributional Impact Assessments in policy-making⁷⁴
- An EU initiative on minimum income schemes⁷⁵
- EU guidelines on collective bargaining of self-employed⁷⁶
- The mitigation of brain drain in Europe⁷⁷
- A new European Care Strategy⁷⁸
- A new European Care Strategy – Update⁷⁹
- The provision of digital education and digital skills⁸⁰
- Access to essential services
- Application and functioning of the working time directive⁸¹
- The role of enablers that facilitate tax evasion and aggressive tax planning
- A new European Commission Communication on social dialogue
- A new Recommendation of social dialogue in Europe
- Vehicle safety – Revising the EU’s roadworthiness package
- Driving and rest times for bus and coach drivers

X. EVENTS AND MEETINGS IN 2022

February 23	Board CESI Youth
March 2	Commission Employment and Social Affairs ⁸²
March 2	Commission Women's Rights and Gender Equality ⁸³
March 2	Expert Commission Public Administrations ⁸⁴
March 4	Europe Academy project seminar 'The role of social partners in preventing third-party violence and harassment at work', together with eight further European social partner organisations ⁸⁵
March 11	CESI@home 'Active labour market policies in Europe' ⁸⁶
March 15	CESI Youth event 'Preventing a Lost Generation 2.0', together with the European Youth Forum and StartNet ⁸⁷
March 17	Presidium
March 21	Expert Commission Defence ⁸⁸
April 8	CESI@home 'Energy crisis and inflation: What impacts on workers & citizens and what consequences for unions?' ⁸⁹
May 10	Expert Commission Education, Training and Research ⁹⁰
May 10	Expert Commission Health Services
May 31	Expert Commission Public Administrations
June 1	CESI@home 'Essential' workers: Who are they and how to improve their working conditions?'
June 3	Working Group Future of Work
June 8	CESI@noon 'Regulation of remote working in a post-Covid New Normal'
June 13	Europe Academy project seminar 'The role of social partners in preventing third-party violence and harassment at work', together with eight further European social partner organisations
June 16	Presidium
June 17	CESI@home 'Priorities for a new EU directive on pay transparency'
June 21	Commission Employment and Social Affairs
June 21	Commission Women's Rights and Gender Equality
June 30	Board
Juni 30-July 1	CESI Summer Days ⁹¹

September 26	Europe Academy project kick-off meeting 'A smooth and fair ecological transition: For workers, with workers' ('EcoTra')
September 26	Europe Academy project kick-off meeting 'Workers' Exchange Platform' ('WEP')
September 29	Expert Commission Defence
September 29	Expert Commission Post and Telecoms
October 10	Expert Commission Education, Training and Research – in Rome
October 11	Commission Employment and Social Affairs
October 11	Commission Women's Rights and Gender Equality
October 20-21	Europe Academy project final seminar 'Digitalising public services: making it work for citizens, business and workers' ('DiWork') – in Konstanz (Germany)
November 10	CESI@home 'Energy crisis and inflation vol.2: Preparing for the upcoming winter'
November 15	Expert Commission Health Services
November 16	CESI@noon 'The EU's new EU directive on minimum wages: Making a case for concrete improvements for workers'
November 17	Presidium
November 21	CESI@noon 'Scars remaining: Mental health of the young, post-pandemic', in cooperation with CESI Youth and the European Youth Forum
November 21	Board CESI Youth
November 25	Europe Academy project final seminar 'The role of social partners in preventing third-party violence and harassment at work', together with eight further European social partner organisations – in Madrid
December 2	Board
December 2	Programme Commission
December 14	Expert Commission Post and Telecoms – in Vienna

Brussels, December 2022



Klaus Heeger
Secretary General

XI. ANNEX – FOOTNOTES

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- ³ <https://www.cesi.org/posts/save-the-date-summer-days-2022-june-30-july-1/>
- ⁴ <https://www.youtube.com/channel/UC6kutCBcYX3CbhnyEXuF1RQ/videos>
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- ⁶ <https://www.youtube.com/channel/UC6kutCBcYX3CbhnyEXuF1RQ/videos>
- ⁷ <https://www.cesi.org/what-we-do/europe-academy/europe-academy-current-projects/pulser-performing-public-services-and-performing-public-service-personnel-for-the-best-possible-implementation-of-the-european-pillar-of-social-rights/>
- ⁸ <https://www.cesi.org/uncategorized/european-policy-centre-epc-study-makes-the-case-for-greater-support-of-public-services-and-its-personnel/>
- ⁹ <https://www.cesi.org/posts/cesinooon-on-the-conference-on-the-future-of-europe-and-the-role-of-trade-unions-and-social-partners/>
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- ¹² <https://www.cesi.org/posts/cesi-expert-commission-on-education-more-investments-necessary-for-quality-education/>
- ¹³ <https://www.cesi.org/trade-council-health-services-addresses-staff-shortages-in-the-sector-in-europe/>
- ¹⁴ <https://www.cesi.org/posts/cesi-expert-commission-on-public-administrations-calls-for-investments-in-interopability-digitalisation-staff-retention/>
- ¹⁵ <https://www.cesi.org/posts/game-changing-for-eu-defence-the-adoption-of-a-strategic-compass-and-eus-new-efforts-for-becoming-a-global-security-and-defence-provider/>
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- ¹⁷ <https://www.cesi.org/what-we-do/cesi-europe-academy/current-projects/>
- ¹⁸ <https://www.cesi.org/cesi-europe-academy-launches-the-pulser-project-on-performing-public-service-personnel-implementing-the-european-pillar-of-social-rights/>
- ¹⁹ https://www.epc.eu/content/PDF/2021/SEWB_PULSER.pdf
- ²⁰ <https://www.cesi.org/posts/weep-the-ep-and-workers-a-well-designed-post-covid19-recovery-plan/>
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- ²³ <https://www.cesi.org/posts/digitalising-public-services-making-it-work-for-citizens-business-and-workers-diwork-2/>
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- ³⁸ https://www.epsu.org/sites/default/files/article/files/CEMR-EPSU%20joint%20statement%20Ukraine_FINAL.pdf
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- ⁴³ https://www.csee-etuice.org/images/Statements/2021_ETUCE-EFEE_Statement_eSpeed.pdf
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- ⁶⁷ https://www.epsu.org/sites/default/files/article/files/CEMR-EPSU%20joint%20statement%20Ukraine_FINAL.pdf
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