



European Confederation of Independent Trade Unions (CESI)

Annual Activity Report *January to December 2023*

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CONTENT

I.	STRUCTURAL DEVELOPMENTS IN CESI	3
II.	HORIZONTAL WORK PRIORITIES	5
III.	NEWS FROM THE COMMISSIONS AND EXPERT COMMISSIONS	5
IV.	NEWS FROM THE EUROPE ACADEMY	12
V.	DEVELOPMENTS IN CESI YOUTH	14
VI.	EXTERNAL ADVOCACY COLLABORATIONS AND PARTNERSHIPS	15
VII.	DEVELOPMENTS IN THE EUROPEAN SOCIAL DIALOGUE	17
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON CENTRAL GOVERNMENT ADMINISTRATIONS	18
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON LOCAL AND REGIONAL GOVERNMENTS	19
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON CIVIL AVIATION	19
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON POSTAL SERVICES	20
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON EDUCATION	21
	EUROPEAN SECTORAL SOCIAL DIALOGUE ON RAILWAYS	21
VIII.	NEW STUDIES AND POSITION PAPERS	22
IX.	CONSULTATION CONTRIBUTIONS FOR THE EUROPEAN COMMISSION	23
X.	EVENTS AND MEETINGS IN 2023	23
XI.	APPENDIX – FOOTNOTES	26

I. STRUCTURAL DEVELOPMENTS IN CESI

- **New Normal at CESI:** After working mostly from on a home-office basis during the Covid lockdowns, the CESI General Secretariat has been pursuing a hybrid working approach since the end of the pandemic in order to optimally combine the advantages of online activities or the organisation with those of on-site activities in the post-Covid 'New Normal'.
 - Employees are allowed to work from home selectively and depending on the work schedule, most notably in order to offer them an improved work-life balance. However, flexibility should also apply in both directions as far as possible; in full weeks, employees should reduce the home office to a minimum.
 - Members are encouraged to travel to the venue of meetings and conferences whenever possible. CESI tries to actively support this by trying to reimburse travel expenses – where feasible – with project funds from the European Commission. Experience has shown that the flow of discussion is better in physical meetings than in online events and that the social bonding with members is easier. However, CESI generally also offers online participation in its activities in order to enable members that are unable to travel to participate better within CESI and/or to enable them and their organisations, where necessary, to save costs and time that may be associated with travel.
- **More positions and resolutions of CESI:** In 2023, CESI adopted around 20 new position papers and resolutions (see Part X below). In sum, over the last years CESI has been delivering an increasing number of positions for interest representation vis-à-vis the EU institutions. The General Secretariat appreciates that the bodies of CESI have become even more involved in the substantive work of CESI since the last Congress. Positions and resolutions with valuable content demonstrate a functioning exchange of information between the member organisations within CESI and form the backbone of an effective representation of CESI's interests.
- **Successful deepening of legislative advocacy:** CESI's ongoing efforts to systematically deepen contacts with officials and policymakers of the EU institutions, in particular the European Commission and Members of the European Parliament (MEPs), continued to be successful in 2023. CESI strives to ensure a systematic and effective representation of interests in all relevant legislative and non-legislative projects of the EU. In addition to the European Commission's Directorate-General for Employment, Social Affairs and Inclusion, CESI in the European Parliament focuses not only on members of the Employment Committee (EMPL), but also on members of the Committees on Economic and Monetary Affairs (ECON), Taxation (FISC), Security and Defence (SEDE), Transport (TRAN), Culture and Education (CULT) and Women's Rights and Gender Equality (FEMM). The practice to establish contacts through CESI Talks and CESI Insides interviews (see below) which can then be used for targeted lobby concerns has proven helpful for the representation of CESI's interests.
 - An example of the representation of interests in new EU legislative measures pertains to CESI's efforts to enshrine effective social clauses for public procurement in the Net Zero Industry Act which is currently negotiated. The aim is to ensure that Member States' public money spent on investments in green technologies is not only allocated to the low-cost candidates, but above all to those that guarantee a respect of core labour rights, occupational health and safety protection and adequate collective agreements for workers. In 2023, CESI was also involved in other legislative files for new EU directives, such as those to strengthen equality bodies in the Member States, to combat violence against women, and to improve working conditions for bus and truck drivers.

- In addition, CESI continued to contribute to own-initiative reports of the European Parliament also in 2023, proposing amendments to reports such as on high-quality traineeships in the EU, on a social component in EU defence policy, on job creation in green-digital transitions, and on mental health in the digital world of work.
- When announcing new initiatives of the European Commission, CESI generally participates in all relevant public consultations and social partner consultations in order to represent the interests of its members as early as possible. In 2023, CESI participated in around 10 formal consultations (see Part XI below).
- **Access to new social dialogue:** In 2023, after lengthy negotiations, CESI was able to secure its participation in a new European Social Dialogue Committee on social services in 2023 (see Part IX below). On the employee side, the other social partners are the European Federation of Public Service Unions (EPSU) and UNI Europa, and on the employers' side the Council of European Municipalities and Regions (CEMR) and the European Federation of Social Employers (FESE). CESI is already involved, directly or through members, in the European social dialogues on central government administrations, local and regional governments, postal services, education, and civil aviation. The participation in a further, sixth European social dialogue committee means is a further rooting of CESI as a recognised European social partner organisation. The member organisations of CESI have the opportunity to input directly in the EU's health and care policy.
- **Expansion of the activities of the Europe Academy:** Not least in order to increase revenues from project funds of the European Commission and to further diversify CESI's financial sources, the work of CESI's Europe Academy became increasingly important in 2023, as it did already in 2021 and 2022. In recent years, more project applications were submitted and approved than before. CESI considers this as recognition of the high quality of its work which is also perceived by the EU institutions. While the Europe Academy usually implemented two projects at the same time during the last years, it implemented four projects in 2023 (see Part XI below). An increasing focus was put on conferences and symposia on site in the countries of members.
- **Third CESI Summer Days:** After extremely positive experiences with the first and second *CESI Summer Days* in June 2019 and June 2022, CESI held a third edition on June 29-30 2023, this time under the motto 'The green economy and new forms of work'. As in 2019 and 2022, the 2023 Summer Days offered a combination of keynote speeches by experts and interactive workshops and breakout sessions for CESI members and external stakeholders from other Brussels stakeholder organisations and EU institutions. CESI plans to hold new Summer Days In 2024 again.
- **CESI Insides and CESI Talks:** In order to bring members closer to CESI and also to better stay in touch with policy makers, CESI has been conducting *CESI Insides* since 2020 – thematic interviews on structural challenges of the EU with politicians and stakeholders, made available to CESI members in its monthly newsletter and via its Youtube channel. Since 2020, over 100 *CESI Insides* interviews have been conducted and published, many of them in 2023.¹

Complementing the *CESI Insides*, CESI conducts so-called *CESI Talks* interviews with European decision-makers and policy experts in order to discuss European day-to-day political developments for members. So far, almost 84 *CESI Talks* have been published on CESI's Youtube channel, many of them in 2023.²

CESI plans to continue the *CESI Insides* and *CESI Talks* formats in 2024 as they allow for a regular and consistent maintenance of lobbying work. Repeatedly, the contacts made through *CESI Insides* and *CESI Talks* could later be used for targeted lobby issues (see above).

- **CESI@home as a format of member communication:** In order to better stay in touch with members and to provide them with a further thematic platform to exchange ideas with each other and with EU decision-makers, CESI has been running a series *CESI@home* events series since 2020, held several times per year online via Zoom with interested members. In 2023, a total of 3 *CESI@home* events were delivered, such as on the 'Revision of the EU Directive on European Works Councils' and a 'New EU initiative to strengthen social dialogue' (see Part XII below).
- **Expansion of social media activities and restructuring of the website:** CESI continued its activities on its profiles on Youtube, Facebook, LinkedIn and Twitter in 2023 and continues to professionalise them on a continuous basis.

II. HORIZONTAL WORK PRIORITIES

In 2023, the CESI General Secretariat worked on the following main horizontal priority themes, coordinated with the Bureau and the Programme Commission:

- high-quality employment and working conditions in the 'new normal' following the Covid pandemic
- social and physical well-being and health and safety at work
- a European agenda for strong public services; investment in the resilience of public service and their staff
- a worker-friendly design of green transitions in society, the economy and labour markets
- employment-friendly and gender-neutral digitalisation in companies and public services
- safeguarding future-proof trade unionism and trade union work in evolving labour markets and economies
- ensuring social conditionalities in public procurement
- preparation of a CESI Manifesto for the upcoming 2024 EU elections
- promoting the European Year of Skills 2023

5

III. NEWS FROM THE COMMISSIONS AND EXPERT COMMISSIONS

Following the end of the Covid pandemic, most of the meetings and conferences of CESI's Commissions and Expert Commissions have been taking place in hybrid form. CESI encourages members to travel to meetings as much as possible and tries to reimburse them, where possible, for travel expenses with Commission project funds. The following table summarises the activities the various Commissions and Expert Commissions of CESI in 2023:

Commission or Expert Commission	President and Vice-President(s)	Meetings in 2023	Meetings in 2024	Work topics in 2023 (selection)
Employment & Social Affairs	<p>President:</p> <p>Eva Fernández Urbón (CSIF)</p> <p>Vice-Presidents:</p> <p>Sabrina Pellerito (Cisal)</p> <p>Siglinde Hasse (dbb)</p>	<p>11.10.2023</p> <p>28.2.2023</p> <p>6.6.2023</p> <p>19.9.2023</p>	2 meetings in 2024 (tbc)	<p>Advocacy on:</p> <ul style="list-style-type: none"> the European Commission's proposal on minimum income the European Commission's proposal for fair work in the platform economy the implementation of the new EU Minimum Wage Directive a new EU initiative on quality traineeships in the EU new EU measures to strengthen social dialogue in the EU and the Member States <p><i>CESI's Working Groups on the Future of Work and the Pillar of Social Rights, created in 2020, continued to contribute to the SOC Commission in the area of its competences. This mainly concerned issues related to the fair green digital transition and the implementation of the Pillar of Social Rights in the Member States.</i></p>

Commission or Expert Commission	President and Vice-President(s)	Meetings in 2023	Meetings in 2024	Work topics in 2023 (selection)
Women's Rights & Gender Equality	President Kirsten Lühmann (dbb) Vice-Presidents: Carmen Jaffke (CGFP) Romana Deckenbacher (Eurofedop)	11.10.2023 28.2.2023 6.6.2023 19.9.2023	2 meetings in 2024 (tbc)	Advocacy on: <ul style="list-style-type: none"> the European Commission's proposals for EU directives on violence against women and the EU's accession to the Istanbul Convention the European Commission's proposal on an EU Directive on women on boards the European Commission's proposal for an EU Directive on pay transparency the European Commission proposals for EU Directives to strengthen the equality bodies of the Member States the implementation of the EU Care Strategy in the Member States, in particular with regard to gender inequalities in employment in the care sector gender budgeting in the EU and Member States improving women's economic independence

Commission or Expert Commission	President and Vice-President(s)	Meetings in 2023	Meetings in 2024	Work topics in 2023 (selection)
Education, Training & Research	<p>President</p> <p>Salvatore Piroscia (Confsal)</p> <p>Vice-Presidents:</p> <p>Danielle Woestenberg (CNV Connectief)</p> <p>Luc Viehé (Spelc)</p>	<p>23.5.2023</p> <p>10.10.2023(in Paris)</p>	1 meeting in 2024 (tbc)	<p>Advocacy on:</p> <ul style="list-style-type: none"> • a new European Intergenerational Alliance of CESI for 'Learning, Skills and Employment' • adequate investment in education systems and an improved recognition of the teaching profession • the European Year of Skills 2023 – from a teacher's perspective • an update of the CESI Manifesto on the Teaching Profession in order to adapt it to the digitalisation of education • the work topics of the European Social Dialogue 'Education'
Post & Telecommunications	<p>President</p> <p>Manfred Wiedner (Eurofedop)</p> <p>Vice-Presidents:</p> <p>Christina Dahlhaus (dbb)</p> <p>Raffaele Gallotta (Confsal, designated by the CESI Bureau but not yet confirmed by the Expert Commission)</p>	<p>14.3.2023</p> <p>27.10.2023 (in Luxembourg)</p>	1 meeting in 2024 (tbc)	<p>Exchange between trade unions on:</p> <ul style="list-style-type: none"> • worker-friendly digitalisation and a socially responsible green transition in the postal and telecommunications sector • high-quality collective agreements in the postal and telecommunications sector that adequately reflect inflation • work intensification and overload in the postal and telecommunications sector • the work topics of the European Social Dialogue 'Postal Services' <p>Advocacy regarding the evaluation of the EU Postal Services Directive 97/67 and Regulation 2018/644 on cross-border parcel delivery services, in a joint campaign with UNI Europa</p>

Commission or Expert Commission	President and Vice-President(s)	Meetings in 2023	Meetings in 2024	Work topics in 2023 (selection)
Public Administrations	<p>President Otto Aiglsperger (Eurofedop)</p> <p>Vice-Presidents: Andreas Hemsing (dbb) Carlos Martínez Navarrete (CSIF)</p>	<p>28.2.2023</p> <p>21.11.2023(in Vienna)</p>	1 meeting in 2024 (tbc)	<p>Advocacy on:</p> <ul style="list-style-type: none"> • a higher recruitment and retention of staff in public administrations, in particular through improved employment and working conditions • a European agenda for performing public services, in particular with regard to adequate investment and an improved recognition of and support for public administrations and their staff • an improved provision of digital skills training for staff in public administrations • a strengthened EU mechanism for civil protection and crisis management for firefighters • a smooth integration of (Ukrainian) refugees by public administrations • the implementation of the OECD/G20 BEPS framework in the EU, in particular with regard to ensuring a global minimum level of taxation for multinational corporations • a revision of the EU VAT Directive and the EU Directive on Administrative Cooperation (DAC) • the work topics of the European Social Dialogue 'Central Government Administrations' and 'Local and Regional Governments • the work topics of the EU Platform for Good Tax Governance

Commission or Expert Commission	President and Vice-President(s)	Meetings in 2023	Meetings in 2024	Work topics in 2023 (selection)
Defence	<p>President Thomas Sohst (DBwV)</p> <p>Vice-Presidents: Imke von Bornstaedt-Küpper (dbb) Walter Hirsch (Eurofedop)</p>	<p>27.3.2023</p> <p>26.9.2023</p>	1 meeting in 2024 (tbc)	<p>Advocacy on:</p> <ul style="list-style-type: none"> • appropriate social framework conditions in EU defence policy • an improved retention and recruitment of personnel, gender equality, provision of equipment in the armed forces and free movement of workers in the defence sector • sustainable green transition in the defence sector • a social component in the European Peace Facility, the EU Space Strategy for Security and Defence, the new EU Maritime Security Strategy, the new European Political Community, and the EU neighbourhood policy in the Western Balkans and Ukraine, Moldova and Georgia

Commission or Expert Commission	President and Vice-President(s)	Meetings in 2023	Meetings in 2024	Work topics in 2023 (selection)
Health Services	<p>President:</p> <p>Paloma Repila (SATSE) (from November 2023)</p> <p>Esther Reyes Diez (SATSE) (until November 2023)</p> <p>Vice-Presidents:</p> <p>Paola de Blasi (Confsal, from 2021)</p> <p>Giovanni Recchia (Confsal, until 2021)</p> <p>Anneke Westerlaken (CNV Connectief, until 2021, vacant since then)</p>	<p>23.5.2023</p> <p>10.10.2023</p>	<p>1 meeting in 2024 (tbc)</p>	<p>Advocacy on:</p> <ul style="list-style-type: none"> investments in the resilience of health systems, in particular in the provision of adequate facilities and equipment an improved recruitment and retention of health and care staff, in particular through staff-patient ratios and improved working conditions, higher wages and a better mutual recognition of skills, training and professional qualifications boosted occupational health and safety and protective equipment for health workers, in particular with regard to biological and chemical agents and related to Covid infections a new pact to promote digital and green skills in health professions the implementation of the European Care Strategy in the Member States

IV. NEWS FROM THE EUROPE ACADEMY

- **Completed projects:** In 2023, two own projects and one joint project with other social partners were successfully completed:
 1. a project entitled *Digitalising public services: Making it work for citizens, business and workers* ('DiWork'). The project started with a first online conference on March 4 2021 and was continued in numerous bilateral discussion events with CESI member organisations. The cornerstone of the project, which was completed in March 2023, was a study on challenges in the digitalisation of public services, which was also discussed at a conference in Konstanz on October 10-11 2022 and as part of an awareness-raising campaign.
 2. a project entitled *A smooth and fair ecological transition - for workers, with workers* ('EcoTra'). The project lasted for one year and consisted of events embedded in the activities of CESI's Commissions and Expert Commissions, a kick-off and closing conference, as well as various promotional activities in the social media and the production of infographics and video clips to accompany the project. The *CESI Summer Days 2023* were organised under the title 'The Green Transition and New Forms of Work' as the final event under the project.
 3. a project on *The role of social partners in preventing third-party violence and harassment at work* ('TPV'). The project was implemented as a joint initiative together with eight other European social partner organisations. It included, among others, six webinars on June 15, September 24, October 25 and December 16 2021, and on March 4 and June 13 2022. On November 25 2022, on the International Day for the Elimination of Violence against Women, the final event of the project took place in Madrid, attended by over 80 representatives from all involved organisations, including CESI. At the end of the project, an action plan³ was adopted in which the participating organisations committed to updating the 2010 European Multisectoral Guidelines on the Prevention of Third-Party Violence and Harassment at Work.⁴ The project was officially completed in July 2023 with the publication of a study⁵. Financial support has been requested from the European Commission to update the guidelines as part of a new successor project.
- **Ongoing and new projects:** In 2023, the Europe Academy carried out four projects that will continue in 2024 and which have each qualified for an Action Grant from the European Commission and the European Parliament respectively. This means a significant expansion of the activities of the Europe Academy, which has so far mostly implemented two projects at the same time:

1. a project *Exchange and development programme for future union leaders (WEP) - Training and promoting young talents for future-proof trade unions and social dialogue* ('WEP'). The project is implemented in close cooperation with CESI Youth and provides for the establishment of a network within CESI and its affiliates for a mutual exchange of young trade unionists and mandate holders. The aim is to enable them to exchange experiences in trade unions in Europe for prospective leadership roles and to bind them in the long term as members of the CESI European trade union family. To this end, around 25 English-speaking young trade union representatives from CESI member organisations were selected. The project aims to provide them with a solid understanding of the EU and social dialogue and trade union activities at the European level and in different EU Member States through capacity building and training. To this end, the project also provides for an exchange of participants in the offices of CESI or one of its national member organisations for several weeks. The aim is to provide participants with practical insights into their working methods from the host organisations. Most of the exchange experiences took place between June and November 2023; the last ones are scheduled to be carried out by spring 2024. A final project conference is planned to take place in June 2024 in Brussels.
2. a project *Management of change: The needs of public services and their personnel to respond to multiple crises* ('Syn crisis'). The aim of the project is to find solutions across Europe and to discuss how public services and their staff can be prepared for the extraordinary challenges and crises that Europe has been facing recently (skills shortages, migration, public health, defence, etc.). The project envisages the following actions:
 - eight online events for CESI member organisations to compare challenges across Member States. They cover different sectors of the public service (health, education, public administrations).
 - 13 European and national hybrid seminars for CESI member organisations in the different EU Member States to identify and analyse national cross-sectoral challenges.
 - a final conference and a subsequent digital communication campaign to bring together the findings of the events and promote them externally.
3. a project *Active labour market policies in Europe: Successful designs and implementation through union participation* ('Activer'). The project aims to raise awareness on the role of trade unions in the design and implementation of active labour market policies. The project consists of:
 - six national seminars organised by CESI and its members in several EU countries to discuss and analyse their needs in the design and implementation of active labour market policies.
 - a European conference on the role of workers, trade unions and social partners in the development and implementation of active labour market policies in Europe, expected in cooperation with the EU agency Cedefop in Thessaloniki in spring 2025. The conference will also analyse past and planned EU action in the field of active labour market policies.
 - four training sessions for CESI members on how to participate effectively in active labour market policy.

4. A project *Workers' engagement in the European elections 2024* ('WeEP24'). The project includes:

- 16 events in different EU Member States with members of CESI, workers' representatives and youth representatives. So far, events have taken place in Hungary, Romania, France, Luxembourg, Germany (online), Poland and Spain. The aim is to highlight the importance and impact of European legislation at the national level and to encourage members of CESI to vote in an informed and pro-European manner in the upcoming EU elections.
 - a series of over 60 video interviews and conversations shared across CESI's social media channels to also inform and engage with the wider public in different languages. For example, video discussions with MEPs and high-level representatives of the EU institutions, each lasting 15 minutes, will be shared on the CESI website and the social media platforms YouTube, Facebook, Twitter, LinkedIn and Spotify. The topics of the discussions always refer to the significance of the 2024 European elections and aspects of European social and employment policy – from different perspectives. The project will run until shortly before the European elections in June 2024.
- **Planning of future projects from 2024:** This year CESI submitted new project proposals for Action Grants to the European Commission. The two projects that were submitted deal with achievements of the EU's gender equality policy as well as with the need to anchor social conditionalities for workers' rights in EU public procurement law. Decisions on co-financing from the European Commission are expected in early 2024.

V. DEVELOPMENTS IN CESI YOUTH

- **Leadership of CESI Youth:** Following its most recent regular Congress in 2021, Matthäus Fandrejewski (dbb) continues to be CESI Youth Representative. The Board of Directors of CESI Youth is composed of:

Trade union organisation	Member	Land
Matthäus Fandrejewski	dbb	Germany
Kelly Bolsenbroek	CNV Connectief	Netherlands
Sara Rinaudo	Confsal	Italy
Robert Szokolai	MKKSz	Hungary
Arturs Jirgensons	LVPUFDA	Latvia
Paula de la Paz Pérez	ALE	Europe
Mihailov Vesovic	SLFS	Serbia
<i>Aurelia Huberty (until 2022, vacant since then)</i>	<i>CGFP</i>	<i>Luxembourg</i>

- **Working topics of CESI Youth:** Based on the proposals adopted at its last Congress, the main working topics of CESI Youth in 2023 related to:
 - an improved involvement of young people in policy-making;
 - the establishment of an exchange programme for young trade union leaders ('WFP') within CESI – together with the CESI Academy Europe (see above);
 - quality standards for decent work for young people, in particular through high-quality traineeships;
 - an ambitious green transition in the EU that gives prospects to young people;
 - digitisation processes that take into account the needs of young people.
- **Participation in youth policy activities:** In 2023 CESI Youth continued to actively participate in the European Youth Forum (EYF) as a Candidate Member. CESI Youth also took part in several initiatives and events with European political relevance, especially in the framework of the *European Apprentices Network* (EAN), of which CESI Youth is a member.⁶ Highlights of the work of CESI Youth in 2023 were its events on June 13 on youth *Empowering youth: Making the European Year of Skills work* on the occasion of the European Youth Event (EYE) 2023 and on July 4 on the theme of *EU Quality Traineeships: A pledge for fair working conditions for young people*. On a possible new EU initiative for high-quality traineeships, CESI Youth worked closely with CESI for a consultation contribution⁷ to the European Commission.

VI. EXTERNAL ADVOCACY COLLABORATIONS AND PARTNERSHIPS

- Since February 2014, CESI has been working as a member in the European Commission's Consultative **Platform for Tax Good Governance**. Following a competitive selection procedure by the European Commission, the mandate was last confirmed for a further two years in June 2022. It is currently being carried out by Romain Wolff from the Luxembourgish member organisation CGFP with the assistance of the CESI General Secretariat.
- Since September 2016, CESI has been a member of the **European Alliance for Apprenticeships (EAfa)**, a platform coordinated by the European Commission that brings together national ministries with businesses, social partners, chambers of commerce, VET providers, youth organisations and think tanks, with the aim of strengthening the quality, supply, attractiveness and mobility of apprenticeships in Europe.
- Since October 2023, CESI is once again an official partner of the **European Agency for Safety and Health at Work (EU-OSHA)** in its biennial *Healthy Workplaces Campaign*, which was held in 2020-2022 on work-related musculoskeletal disorders (MSDs) and whose 2023-2025 edition will focus on *Safe and healthy working in times of digitalisation*. CESI has been a partner of EU-OSHA's previous campaigns too. The aim and task of the partner organisations is to bring the campaign topics closer to their affiliates and to provide them with informational resources and capacity-building. CESI has already received an award from EU-OSHA for its long-standing commitment in its campaigns during the last years.⁸

- In 2023 CESI continued to work closely with the **European Foundation for the Improvement of Living and Working Conditions (Eurofound)**. The Secretariat-General meets regularly with Eurofound staff and management staff to exchange information on employment issues and to propose new research projects. Cooperation on representativeness studies carried out by Eurofound has been constructive (see section 'Participation in social dialogue' below).
- CESI continues to be a member of the **European Movement International (EMI)** and contributes actively to its work within the framework of its *Members Councils*, *Federal Assemblies* and *General Assemblies*. In 2023, CESI continued to use its membership at the EMI primarily as a platform to disseminate its work results to the broader public and to promote events.
- CESI's work with and in the **European Women's Lobby (EWL)** proved constructive in 2023. Until June 2023, Kirsten Lühmann (dbb) was a member of the EWL's *Board of Administration* for CESI. She did not stand for re-election at the EWL General Assembly in June 2023. In her place, CESI nominated Carmen Jaffke (CGFP), who was elected together with Eva Fernández (CSIF) as Alternate Member. Staff of the EWL regularly participate as an observer in the meetings of the CESI Commission on Women's Rights and Gender Equality. On the part of both CESI and EWL, there is a desire to further deepen a medium-term, topic-specific cooperation between the two organisations and go beyond previous (also successful) forms of ad hoc cooperation.
- CESI Youth continued to work in the **European Youth Forum (EYF)** as a 'Candidate member' in 2023. The membership at the EYF, the leading horizontal interest group for youth policy in Europe, remains an important element for CESI Youth to further root itself in the Brussels political network.
- CESI has been a member of the **European Policy Centre (EPC)**, a leading Brussels-based think tank on EU affairs, for several years. Since 2019, the EPC has been working on studies for CESI as part of various projects of the Europe Academy. The EPC will also provide scientific expertise to CESI in 2024 for a new project on *Active labour market policies in Europe: Successful designs and implementation through union participation* ('Activer').
- Since spring 2017, CESI has been a member of the **European Sunday Alliance**, a broad coalition of national Sunday alliances, trade union organisations and church associations that advocates a work-free Sunday and decent working hours. CESI sits on the Alliance's Steering Committee. In 2023, the European Sunday Alliance participated in relevant social policy consultations of the European Commission, held own events and discussed the added value of a work-free Sunday in bilateral meetings with representatives of the EU institutions. Most recently, on April 26 2023, the European Sunday Alliance held a parliamentary breakfast on the topic of *A work-free Sunday to contribute to workers' health*.

VII. DEVELOPMENTS IN THE EUROPEAN SOCIAL DIALOGUE

- **Representativeness studies:** In November 2023, Eurofound published a *horizontal representativeness study* at the request of the European Commission. The study attests CESI's 6.6 million affiliates and a certain degree of cross-sectoral representativeness.

In autumn 2022, Eurofound also published a representative study for the *civil aviation sector*. It confirmed that CESI member organisation ATCEUC continues to fulfil all formal requirements to be a recognised sectoral social partner in the field of air traffic management. The study confirms that air traffic management is of central importance in the aviation sector as a whole, despite the relatively small number of air traffic controllers in the sector as a whole.

Eurofound is also working on a representativeness study for *postal services*.

CESI is in direct contact with Eurofound on all relevant representativeness studies.

- **Joining the European Social Dialogue 'Social Services':** After Eurofound had formally certified CESI in a representativeness study⁹ in 2021 to meet all formal requirements to become a recognised sectoral social partner in the social services sector, in 2023 CESI reached an agreement after lengthy negotiations with the *European Federation of Public Service Unions* (EPSU) and *UNI Europa* on the workers' side, as well as the *Council of European Municipalities and Regions* (CEMR) and the *European Federation of Social Employers* (FESE) for a joint establishment of a new European Social Dialogue Committee, supported and financed by the European Commission. The first plenary meeting of the committee took place in December 2023. CESI participates in plenary sessions through the Secretariat and involves its members in the work of the committee through its Expert Commissions for Public Administrations (PA) and Health Services (SAN).
- **Evaluation and reform of the European social dialogue:** In January 2023, the European Commission published a proposal for a Council Recommendation on strengthening social dialogue in EU Member States, which was adopted by the Council in June, and a Communication on strengthening social dialogue at EU level.¹⁰ CESI welcomed the Council Recommendation as a helpful measure to make the social dialogue in the Member States more transparent, objective and inclusive. With regard to the communication on social dialogue at EU level, CESI welcomed, inter alia, a commitment by the European Commission to support inclusive social dialogue and to reform Commission Decision 98/500/EC on the establishment of sectoral dialogue committees¹¹ in this regard, as well as an announcement to make Eurofound's representativeness studies methodology more objective vis-à-vis independent trade unions. Overall, several of CESI's key demands were included in the Communication and the Council Recommendation.

EUROPEAN SECTORAL SOCIAL DIALOGUE ON CENTRAL GOVERNMENT ADMINISTRATIONS

- **CESI membership status:** CESI is the second fully recognised social partner on the employee side, alongside the *European Federation of Public Service Unions* (EPSU). Together, CESI and EPSU form the so-called *TUNED Delegation*.

- **Last and next meetings:**

Working Group	February 8 2023	online
Working Group	June 15 2023	Brussels
Plenary	October 20 2023	Brussels
Working Group	February 1 2024	Online (tbc)
Working Group	May 30 2024	Brussels
Plenary	October 23 2024	online (tbc)

- **Recent work topics and achievements:**

- Until 2024, the Committee's main work topics are (1) digitalisation processes in central government administrations, (2) safety and health in central government administrations, and (3) non-discrimination in central government administrations.¹²
- After lengthy negotiations, the social partners adopted a social partner agreement on digitalisation in central government administrations on October 6 2022.¹³ The agreement provides for minimum standards in the areas of teleworking, the right to disconnect, the protection of private data and the handling of artificial intelligence at the workplace. The social partners have called on the European Commission to come forward with a legislative proposal for an EU directive that would make the content of the agreement binding in all Member States. This would go beyond the current scope of the agreement, which only applies to the parties represented in the European sectoral social dialogue on central government administrations. The European Commission has not yet responded positively to the request; a final decision is still pending.
- On 8 February, the social partners adopted a *Joint Declaration on the EU directive on whistleblowers' protection*.¹⁴

EUROPEAN SECTORAL SOCIAL DIALOGUE ON LOCAL AND REGIONAL GOVERNMENTS

- **CESI membership status:** Involved members in the social dialogue from the side of CESI side are its member unions the dbb as a substitute member for Germany and the FGFC, MKKSz and Sloves as full members for Luxembourg, Hungary and Slovakia.

- **Last and next meetings:**

Working Group	February 2 2023	Brussels
Working Group	June 8 2023	online
Plenary	October 4 2023	Brussels
Working Group	February 5 2024	online
Working Group	May 23 2024	hybrid
Plenary	October 30 2024	Brussels

- **Recent work topics and achievements:** The committee's main work topics until 2025 include (1) digitalisation in local and regional governments, (2) third-party violence against staff in local and regional governments, and (3) capacity building for trade unions in local and regional governments.¹⁵ The social partners have indicated their intention to negotiate social partner agreements on the issues of digitalisation and third-party violence.

EUROPEAN SECTORAL SOCIAL DIALOGUE ON CIVIL AVIATION

- **CESI membership status:** CESI is indirectly represented in the social dialogue through its member organisation ATCEUC (*European Association of Air Traffic Controllers*). ATCEUC is a fully recognised social partner in the subcommittee on air traffic management.

- **Last and next meetings:**

Plenary	April 18 2023	online
Plenary	October 26 2023	online
Plenary	2024 (tbc)	online

- **Recent work topics and achievements:**

- The main work topics since 2022 have been deficits in the functioning of social dialogue in the transport sector, the protection of staff from third-party violence, as well as skills shortages and a lack of attractiveness of employment in the sector among women.
- In January 2023, the social partners adopted a *Revised Toolbox for Successful Social Dialogue in Air Traffic Management*.¹⁶ This was followed by a *Joint Declaration on Shaping future air traffic management (ATM) social dialogue*¹⁷ in February 2023.

EUROPEAN SECTORAL SOCIAL DIALOGUE ON POSTAL SERVICES

- **CESI membership status:** Since summer 2017 CESI has been the second fully recognised social partner on the employee side, alongside *UNI Europa*. CESI is represented in the committee by the President and Vice-President of CESI's Expert Commission on Post and Telecommunication, Manfred Wiedner (Eurofedop) and Christina Dahlhaus (dbb). On the employee side, the cooperation with *UNI Europa* has been very positive.

- **Last and next meetings:**

Working Group on Training and Health & Safety	March 17 2023	online
Working Group on Postal Sector Evolution	March 17 2023	online
Working Group on Training and Health & Safety	June 9 2023	Brussels
Working Group on Postal Sector Evolution	June 9 2023	Brussels
Plenary	December 1 2023	Brussels
Working Group on Training and Health & Safety	March 5 2024	online
Working Group on Postal Sector Evolution	March 5 2024	online
Working Group on Training and Health & Safety	June 11 2024	hybrid
Working Group on Postal Sector Evolution	June 11 2024	hybrid
Plenary	November 19 2024	Brussels

- **Recent work topics and achievements:**

- Between summer 2020 and June 2023, the social partners implemented a project on *Postal skills and work environment in the digital era*, co-financed by the European Commission. Symposia were held on April 14 and October 14 2021 and on March 16 2022. The project was completed on June 8 2022 with a final conference in Brussels, where a study accompanying the project by Ernst & Young was presented.¹⁸
- In spring 2021, the social partners started implementing a new project on *The World of Work in the Postal Sector 2030*, co-financed by the European Commission. A kick-off event took place online on September 7 2021, followed by online seminars on December 8 2021 and February 23 2022, as well as conferences on March 31 / April 1 2022 in Zagreb, on June 21-22 2022 in Vienna, on October 27-28 2022 in The Hague, and on April 26-27 2023 in Limassol. The project was completed in June 2023 with a final conference in Brussels. A study accompanying the project will be published in early 2024.

EUROPEAN SECTORAL SOCIAL DIALOGUE ON EDUCATION

- **CESI membership status:** CESI has the status of an additional social partner alongside *the European Trade Union Committee for Education and Science (ETUCE)* and the *European Federation of Public Service Unions (EPSU)*.

- **Last and next meetings:**

Working Group	March 15 2023	Brussels
Working Group on Higher Education & Research	September 26 2023	hybrid
Plenary	December 14 2023	Brussels
Working Group	2024 (tbc)	tbc
Working Group on Higher Education & Research	2024 (tbc)	tbc
Plenary	2024 (tbc)	tbc

- **Recent work topics and achievements:**

- The Committee's main work topics in 2022 and 2023 were (1) investment in high-quality education systems, (2) capacity building for trade unions in the education sector, (3) attractiveness of the teaching profession, (4) digitalisation and innovation processes in education, (5) occupational safety and health for teachers, (6) education for the green transition, (7) inclusion in education, (8) quality management for vocational training, and (9) working conditions for higher education personnel.¹⁹
- Since 2021, the social partners have been implementing a project co-financed by the European Commission on the attractiveness of the teaching profession.

EUROPEAN SECTORAL SOCIAL DIALOGUE ON RAILWAYS: After several years of exploratory talks with the European Commission and the European Transport Workers' Federation, CESI supported the member organisation ALE (Autonomous Locomotive Drivers' Unions of Europe) (ETF), to date the only recognised social partner organisation on the workers' side, concerning a possible participation in the social dialogue on *Railways*, the ALE and the ETF concluded a cooperation agreement in February 2020 on limited European trade union coordination between them.²⁰ However, the ALE itself is still not able to participate directly in the European social dialogue.

VIII. NEW STUDIES AND POSITION PAPERS

- CESI position on a 'New Hungarian law on non-transfer of membership fees threatens trade union affiliations'²¹
- CESI position on 'The escalation of the Israeli-Palestinian conflict in October 2023'²²
- CESI position on 'The deadly earthquake in Turkey and Syria' in February 2023²³
- CESI Position on 'World Refugee Day 2023'²⁴
- CESI Manifesto for the 2024 European Elections
- CESI position on the 'European Commission review on the EU's economic governance framework' (1)²⁵
- CESI position on the 'European Commission review on the EU's economic governance framework' (2)
- CESI position on 'Impacts of surging inflation on workers in the Euro area'²⁶
- CESI Position on 'Making EU defence policy fit to ensure regional security: Demands of defence trade unions in Europe'²⁷
- CESI Position on 'Common declaration on CESI Firefighters' Day: Violence against firefighters is an attack against us all'²⁸
- CESI position on 'Fire fighters working conditions: Challenges and demand'²⁹
- CESI position on 'Trade union priorities on the European Commission's proposals on standards for equality bodies of December 7 2022'³⁰
- CESI positions on 'Trade union priorities on a new EU directive on improving working conditions in platform work'³¹
- CESI position on the European Year of Skills 2023
- CESI position on 'Priorities on the European Commission's initiative on strengthening social dialogue'³²
- CESI position on 'A possible revision of the European Works Council Directive 2009/38/EC'³³
- CESI Position on 'Council Recommendation of 30 January 2023 on adequate minimum income ensuring active inclusion'³⁴
- CESI position on 'Trade union priorities following the adoption of the new EU Directive 2022/2041 on adequate minimum wages in the EU'³⁵
- Updated CESI Manifesto on the Teaching Profession
- Joint Statement by the Social Partners for Central Authorities on 'The EU directive on whistleblowers' protection'³⁶
- Study by eight European social partner organisations on 'The role of social partners in preventing third-party violence and harassment at work'³⁷
- Joint Declaration of the Social Partners for Civil Aviation on 'Shaping future air traffic management (ATM) social dialogue'^{38*}
- Joint Declaration of the Social Partners on 'Revised Toolbox for Successful Social Dialogue in Air Traffic Management'^{39*}

**CESI is indirectly represented in the social dialogue through its members.*

IX. CONSULTATION CONTRIBUTIONS FOR THE EUROPEAN COMMISSION

In consultations, CESI's member organisations are normally involved by default.

- Joint consultation contribution by CESI and UFE on 'Business in Europe: Towards a framework for income taxation (BEFIT)'⁴⁰
- CESI consultation contribution on 'Possible EU action to further improve the quality of traineeships in the EU' (1)⁴¹
- CESI consultation contribution on 'Possible EU action to further improve the quality of traineeships in the EU' (2)⁴²
- CESI consultation contribution on 'A possible revision of the European Works Council Directive 2009/38/EC' (1)⁴³
- CESI consultation contribution on 'A possible revision of the European Works Council Directive 2009/38/EC' (2)
- CESI consultation contribution on 'A prospective initiative of the European Commission on'⁴⁴
- CESI/CESI Youth consultation contribution on the 'European Year of Youth 2022: Achievements and way forward'⁴⁵
- CESI consultation contribution to 'The evaluation of the EU agencies ETF, EU-OSHA, Eurofound and Cedefop'
- CESI consultation contribution to 'The revision of the methodology of Eurofound representativeness studies'

23

X. EVENTS AND MEETINGS IN 2023

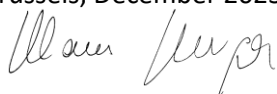
After the end of the Covid pandemic lockdowns, most of CESI's meetings and conferences will take place in hybrid form – online and at CESI in Brussels. Other venues are noted separately in the table.

January 31	WeEP24 project kick-off conference
February 1	1 st CESI Firefighters' Day
February 27	Board CESI Youth
February 28	Commission on Employment and Social Affairs
February 28	Commission on Women's Rights and Gender Equality
February 28	Expert Commission on Public Administrations
March 2	CESI@home New EU initiative to strengthen social dialogue
March 14	Presidium

March 14	Expert Commission on Post & Telecommunications
April 26	CESI@home <i>Revision of the EU Directive on European Works Councils</i>
March 27	Expert Commission on Defence
March 27	6 th CESI <i>European Defence Roundtable</i>
March 31	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Budapest
April 21	Audit
April 25	CESI-SATSE Lobby Day
April 26	Parliamentary Breakfast <i>A work-free Sunday to contribute to workers' health</i> – together with the European Sunday Alliance
May 5	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Iași
May 23	Expert Commission on Health Services
May 23	Expert Commission on Education, Training & Research
June 6	Commission on Employment and Social Affairs
June 6	Commission on Women's Rights and Gender Equality
June 6-7	CESI-ALE Lobby Days
June 9	WeEP24 project seminar <i>Introduction to European Policy</i>
June 13	CESI Youth conference on the European Youth Event 2023 <i>Empowering youth: Making the European Year of Skills work</i>
June 20	Presidium
June 29	Board
June 29-30	3 rd CESI Summer Days
July 4	CESI Youth conference on <i>EU Quality Traineeships: A pledge for fair working conditions for young people</i>
July 19	2 nd CESI Firefighters' Day
September 19	Commission on Employment and Social Affairs
September 19	Commission on Women's Rights and Gender Equality
September 19	CESI@home on <i>Corporate sustainability due diligence (CSDD)</i>
September 26	Expert Commission on Defence
September 26	7 th CESI <i>European Defence Roundtable</i>
October 2	3 rd CESI Firefighters' Day

October 9	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Paris
October 10	Expert Commission on Health Services
October 10	Expert Commission on Education, Training & Research – in Paris
October 20	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Berlin (planned, then carried out online)
October 26	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Luxembourg
October 27	Expert Commission on Post & Telecommunications – in Luxembourg
October 27	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Krakow
November 7	WeEP24 project conference <i>How-What-Why? A day on the European Union</i> – in Madrid
November 21	Expert Commission on Public Administrations – in Vienna
November 22	Presidium – in Vienna
November 30	Board
November 30	Programme Committee
December 6	CESI@noon <i>Mission accomplished? Achievements & open issues of EU employment policy 2019-2023</i>

Brussels, December 2023



Klaus Heeger, Secretary General

XI. APPENDIX – FOOTNOTES

- ¹ <https://www.youtube.com/channel/UC6kutCBcYX3CbhnyEXuF1RQ/videos>
- ² <https://www.youtube.com/channel/UC6kutCBcYX3CbhnyEXuF1RQ/videos>
- ³ https://www.epsu.org/sites/default/files/article/files/TPV%20Action%20Plan%20adopted%2025.11.22%20Final_1.pdf
- ⁴ <https://www.epsu.org/sites/default/files/article/files/TUNED%20EUPAE%20sign%20off%20guidelines%2017%20Dec%202018%20with%20signatures.pdf>
- ⁵ https://www.epsu.org/sites/default/files/article/files/TPVH%20final%20report_EN.pdf
- ⁶ <https://apprenticesnetwork.eu/about/>
- ⁷ <https://www.cesi.org/wp-content/uploads/2023/04/2023-CY-Position-Evaluation-European-Year-of-Youth-2022-202304.pdf>
- ⁸ <https://www.cesi.org/cesi-honoured-for-longstanding-commitment-in-eu-osha-healthy-workplaces-campaign/>
- ⁹ https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef20018en.pdf
- ¹⁰ <https://data.consilium.europa.eu/doc/document/ST-10542-2023-INIT/en/pdf>
- ¹¹ <https://eur-lex.europa.eu/legal-content/DE/TXT/HTML/?uri=CELEX:01998D0500-20130701>
- ¹² https://circabc.europa.eu/sd/a/effbd5d8-9e8f-443a-951b-81067e6b3b9e/Work%20programme_Programme%20de%20travail_Arbeitsprogramm%202023-2024
- ¹³ <https://www.cesi.org/wp-content/uploads/2022/10/SDC-CGA-Agreement-on-digitalisation-EN.pdf>
- ¹⁴ <https://www.epsu.org/sites/default/files/article/files/SDC%20central%20government%20administration%20statement%20EU%20directive%20whistleblowers%2080%20protection.pdf>
- ¹⁵ <https://www.epsu.org/article/lrg-social-dialogues-adopt-joint-position-protecting-workers-asbestos-and-future-local>
- ¹⁶ <https://ec.europa.eu/social/BlobServlet?mode=dsw&docId=12244&langId=en>
- ¹⁷ <https://ec.europa.eu/social/BlobServlet?mode=dsw&docId=12243&langId=en>
- ¹⁸ <http://postsocialdialog.eu/NeoDownload?docId=572112>
- ¹⁹ https://www.csee-etu.org/images/ESSDE_WP_2022-23_.pdf
- ²⁰ <http://ale-org.eu/index.php/2020/02/13/memorandum-of-understanding-ale-etf/>
- ²¹ <https://www.cesi.org/wp-content/uploads/2023/08/2023-Resolution-CESI-Presidium-Trade-union-law-Hungary-202308-final.pdf>
- ²² https://www.cesi.org/wp-content/uploads/2023/10/2023-CESI-Presidium-resolution_Israel-Palestinian-conflict_20231013_EN_final.pdf
- ²³ <https://www.cesi.org/wp-content/uploads/2023/02/2023-Presidium-resolution-on-earthquake-in-Turkey-and-Syria-on-20230206-final-20230208.pdf>
- ²⁴ <https://www.cesi.org/wp-content/uploads/2023/06/2023-Presidium-Resolution-on-World-refugee-Day-2023-final.pdf>
- ²⁵ <https://www.cesi.org/wp-content/uploads/2023/03/2023-CESI-position-Economic-governance-EN-202203.pdf>
- ²⁶ <https://www.cesi.org/wp-content/uploads/2023/03/2023-CESI-position-Impacts-of-inflation-EN-202203.pdf>
- ²⁷ https://www.cesi.org/wp-content/uploads/2023/04/2023-CESI-Position-Making-EU-defence-policy-fit-to-ensure-regional-security-EN_final20230327.pdf
- ²⁸ https://www.cesi.org/wp-content/uploads/2023/02/CESI_statement_violence-against-public-sector-employees_EN.pdf
- ²⁹ https://www.cesi.org/wp-content/uploads/2023/07/2023_CESI-fire-fighters_position_22March_EP_EMPL-hearing.pdf
- ³⁰ <https://www.cesi.org/wp-content/uploads/2023/07/2023-CESI-resolution-Equality-bodies-final.pdf>
- ³¹ <https://www.cesi.org/wp-content/uploads/2023/03/2023-CESI-position-Platform-economy-directive-EN-202203.pdf>
- ³² <https://www.cesi.org/wp-content/uploads/2023/03/2023-CESI-Presidium-position-EC-social-dialogue-initiative-EN-final-draft.pdf>
- ³³ <https://www.cesi.org/wp-content/uploads/2023/06/2023-CESI-position-EWC-directive-revision-20230620-final.pdf>
- ³⁴ <https://www.cesi.org/wp-content/uploads/2023/06/2023-CESI-EU-minimum-income-recommendation-20230620-EN-final.pdf>
- ³⁵ <https://www.cesi.org/wp-content/uploads/2023/03/2023-CESI-position-Minimum-wages-EN-202203.pdf>
- ³⁶ <https://www.epsu.org/sites/default/files/article/files/SDC%20central%20government%20administration%20statement%20EU%20directive%20whistleblowers%2080%20protection.pdf>
- ³⁷ https://www.epsu.org/sites/default/files/article/files/TPVH%20final%20report_EN.pdf
- ³⁸ <https://ec.europa.eu/social/BlobServlet?mode=dsw&docId=12243&langId=en>
- ³⁹ <https://ec.europa.eu/social/BlobServlet?mode=dsw&docId=12244&langId=en>
- ⁴⁰ <https://www.cesi.org/wp-content/uploads/2023/01/2023-BEFIT-consultation-Joint-statement-UFE-CESI-EN-final.pdf>
- ⁴¹ https://www.cesi.org/wp-content/uploads/2023/09/2023-CESI-position-1st-phase-SP-consultation-traineeships_20230915.pdf
- ⁴² https://www.cesi.org/wp-content/uploads/2023/11/2023-CESI-position-2nd-phase-SP-consultation-traineeships_20231109-final.pdf
- ⁴³ <https://www.cesi.org/wp-content/uploads/2023/07/20CAB11-1.pdf>
- ⁴⁴ <https://www.cesi.org/wp-content/uploads/2023/02/2023-C2.pdf>
- ⁴⁵ <https://www.cesi.org/wp-content/uploads/2023/04/2023-CY-Position-Evaluation-European-Year-of-Youth-2022-202304.pdf>