



EUROPEAN CONFEDERATION OF
INDEPENDENT TRADE UNIONS (CESI)
ACTIVITY REPORT
2016-2020



DEAR COLLEAGUES, DEAR FRIENDS

TOGETHER WE HAVE BEEN AT THE HELM OF CESI FOR SOME YEARS NOW.



Romain Wolff
CGFP
President



Urs Stauffer
ZV
Treasurer



Klaus Heeger
Secretary
General

These years have been packed with different experiences and lessons. We've been through a lot: highs and also lows. And we've met many people along the way, people who have stood by us, not just as colleagues, but also competent, trustworthy, committed and inspiring companions.

We can look back at these years with a certain amount of pride. But we must do so mainly with humility in mind. Humility given the tasks that lie ahead of us. Humility given the expectations of our members who have bestowed their trust upon us. And humility given the daily efforts and achievements of workers everywhere, who we are here to represent.

Four years ago we wrote in our foreword that we had the feeling that CESI had "achieved a standing within the fabric of Europe". This rings even more true today, at least that is how it appears when reading through this activity report.

And yet without the people who have stood by us, without you, we would have achieved nothing at all.

Thank you for making us feel part of a whole. A whole that was and is not an end in itself. A whole which took on a whole new significance during the course of the crisis. A whole that now leads us to be able and willing to say: "30 years of commitment. Now more than ever."

We stand by this commitment. And will continue to do so.

With this in mind, we wish CESI and all of its members the very best for the next 30 years!



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I. STABILITY AND CONTINUITY

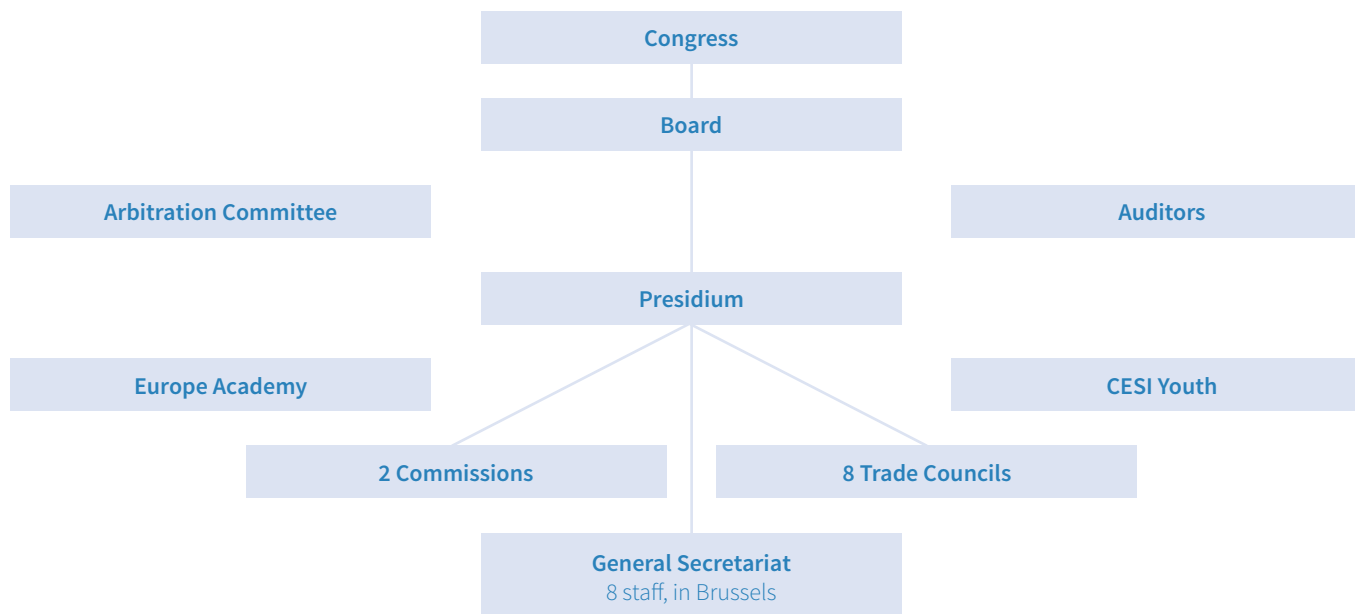
MEMBER ORGANISATIONS AND STRUCTURAL DEVELOPMENTS WITHIN CESI

A proven and successful organisational structure. The seventh Congress of CESI at the end of 2016 appointed a Presidium for CESI's term of mandates until 2020 consisting of a President, Treasurer, Secretary General, the President of CESI's training centre 'Europe Academy', and seven vice presidents, overseen by a Board

composed of one representative per member organisation. This was complemented by an **arbitration committee** and **auditors**, plus CESI's youth organisation, the CESI Youth, and CESI's training centre, the Europe Academy, each with own elected boards. This continued a proven, long-standing organisational structure of CESI.

Under the supervision of the Presidium, the Secretary General directed the day-to-day business carried out by the **General Secretariat** of CESI. It was informed also by cross-sectoral commissions and sectoral trade councils, bringing together representatives of interested member organisations.

Structure of CESI during the seventh term of mandates



IMPLEMENTATION OF THE MOTIONS OF THE LAST CESI CONGRESS IN 2016

At the last CESI Congress in 2016, three main motions were adopted, on [‘The future of Europe: Investing in people’](#), on [‘Public services: Delivering results’](#) and on [‘Digitalisation’ finding the balance](#). They were accompanied by a total of [50 further topical motions](#) tabled by the Presidium and various member organisations.

It has of course not been possible to implement all motions 100%. This is why, where applicable, they should remain valid also after 2020.

At the same time, we worked hard for four years to implement a large majority of the motions either completely or at least partially, or to keep working on them on a continuous, rolling basis. We hope that this activity report reflects this finding well.

– Klaus Heeger, Secretary General, December 2020

PRESIDIUM OF CESI, SEVENTH TERM OF MANDATES, 2016-2020



Romain Wolff
CGFP
President



Urs Stauffer
ZV
Treasurer



Klaus Heeger
Secretary
General



**Péterné
Erzsébet Boros**
MKKSZ
Vice-President



**Klaus
Dauderstädt**
Dbb
Vice-President
(until 2017)



**Ulrich
Silberbach**
Dbb
Vice-President
(since 2017)



Jean-Claude Delage
FP CFE-CGC
Vice-President



**José Fernández
Vidal**
CSIF
Vice-President
(until 2018)



**Javier Jordán de
Urries Sagarna**
CSIF
Vice-President
(since 2019)



**Fritz
Neugebauer**
Eurofedop
Vice-President



Marco Paolo Nigi
CONF.S.A.L.
Vice-President
(until 2018)



Roberto di Maulo
CONF.S.A.L.
Vice-President
(since 2018)



Patrick Fey
CNV Connectief
Vice-President



Jean-Claude Halter
CSEN
President CESI
Europe Academy

CESI MOURNS

The European Confederation of Independent Trade Unions (CESI) mourns the decease of its Vice-President **José ‘Pepe’ Fernández Vidal** from CSIF, the Spanish Central Independent Public Employees’ Trade Union, who passed away on December 13 2018. As a long-standing member of CESI’s central administration and finance trade council and later as a Vice-President of CESI, Pepe showed extraordinary en-

gagement and commitment in CESI. He carried Europe in his heart, believing that more can be achieved together and that tolerance, mutual respect and cooperation are vital for the European cause. His passing is a great loss to our European trade union family.

CESI is also grieved about the decease of **Domingo Fernández Veiguela** from CSIF and

Rainer Dumont du Voitel from CESI’s member former member organisation FFPE, Vice-Presidents of CESI from 2005-2016 and 1990-2008 respectively. Domingo and Rainer were equally devoted to the trade union cause and to the idea of an ever closer Union leaving national egoisms behind. Both were among the founding fathers of CESI, and we remember them with grief and gratitude. They will be dearly missed.



José ‘Pepe’
Fernández Vidal



Domingo
Fernández Veiguela



Rainer Dumont
du Voitel

AUDITORS AND MEMBERS OF THE ARBITRATION COMMITTEE, 2016-2020

Emil Grün	dbb	Auditor
Marco Thomé	FGFC	Auditor
Marina Surina	CNV Connectief	Auditor
Karl-Heinz Katerkamp	dbb	Deputy Auditor
Hans Freiler	Eurofedop	Deputy Auditor
Rubén García Bernal	FASGA	Deputy Auditor
Finn D. Allestrup (until 2018)	FF	Member of the Arbitration Committee
Damian Dziatkowiak	WZZ-So	Member of the Arbitration Committee
Albert van der Smissen	NCF	Member of the Arbitration Committee
Thomas Sohst	DBwV	Deputy Member of the Arbitration Committee
Francisco Venzalá González	ANPE	Deputy Member of the Arbitration Committee
Luc Viehé	SPELC	Deputy Member of the Arbitration Committee

CURRENT STAFF OF THE GENERAL SECRETARIAT OF CESI



Claudia Buley
Office Manager



Klaus Heeger
Secretary General



Tomasz Koguc
Project and Communications Officer



Hendrik Meerkamp
Senior Policy Adviser



Marcella Migliori
Policy Adviser and Project Officer



Inge Pauwels
Office and Events Manager



Cláudia Pinto
Junior Policy Officer



Raluca Radescu
Policy Adviser

A GROWING MEMBERSHIP

Membership of CESI has grown since 2016. In 2020, CESI unites **43 member organisations** from most European countries, with a total of more than five million individual affiliates. One additional trade union organisation enjoys observer status. Since its seventh Congress, a total of nine trade union organisations have joined¹ while four members and one observer left or were expelled.²

1 One further application for membership from the Lithuanian trade union organisation Tikra is pending a positive decision of the Board of CESI.

2 The following organisations left CESI or were expelled since the CESI Congress in 2016: Fédération Intercatégorielle des Services Publiques (FISP-IFOD) from Belgium in 2017; Frie Funktionærer (FF) from Denmark, União dos Sindicatos Independentes (USI) from Portugal, Belediye ve Özel Idare Çalışanları Birliği Sendikası (Bem-Bir-Sen) from Turkey, SZEF (Szakszervezetek Együttműködési Fóruma/observer) from Hungary in 2018

NEW MEMBER ORGANISATIONS OF CESI, SEVENTH TERM OF MANDATES, 2016-2020

PRGU* (Observer)	Общероссийский профессиональный союз работников государственных учреждений и средств массовой информации Российской Федерации Russian State and Public Service Employees Trade Union	RU	2017
SATSE	Sindicato de Enfermería Spanish Trade Union of Nursing Professionals	ES	2017
LPS Sandrauga	Lietuvos profesinių sąjungų federacija 'Sandrauga' Lithuanian Trade Union Federation 'Sandrauga'	LT	2017
FA-FP	Fédération Autonome de la Fonction Publique French Autonomous Public Service Federation	FR	2018
SAE	Sindicato de Técnicos de Enfermería Spanish Nursing Technicians Trade Union	ES	2018
SLFS	Синдикат лекара и фармацевта Србије Serbian Trade Union of Doctors and Pharmacists	RS	2018
SSDMRS	Strukovni Sindikat Doktora Medicine Republike Srpske Trade Union of Physicians in Srpska in Bosnia and Herzegovina	BA	2018
ANFOS	Associazione Nazionale Formatori della Sicurezza sul Lavoro Italian Association of Health and Safety Instructors	IT	2019
USLIP Iași	Învățământul Preuniversitar Iași Romanian Free Trade Union in Pre-University Education Iași	RO	2019

*PRGU was admitted to CESI as an observer.

A STRENGTHENED CESI YOUTH

In order to encourage and promote union activity among young people, CESI had supported the creation of an own youth platform already in 2013 – the **CESI Youth**. At the first ordinary Congress of the CESI Youth in November 2017 in Rome, Matthäus Fandrejewski (dbb), who had already been nominated Youth Representative of the CESI Youth before, was formally elected in this mandate, along with Valentina Viviani (CISAL) as new Vice-Youth Representative and a board completed by 7 members. Since then, the CESI Youth Board has convened at least twice per year. The next regular CESI Youth Congress will take place in 2021.

The policy focus of the CESI Youth during the last years included:

- ★ the strengthening of the bridges between school and VET systems and the labour markets
- ★ the development of strategies to a better attraction of young workers, employees and officials by trade unions, as a way to prevent or counter demographic ageing and membership losses
- ★ the reinforcement of the EU Youth Guarantee scheme
- ★ the social and labour market integration of young migrants, refugees and disadvantaged persons





prentices Network (EAN), a further platform to deliberate on the positions of the CESI Youth.

The statutes which the CESI Youth adopted at its first Congress enabled an application as Candidate Member to the European Youth Forum (EYF), the main horizontal European-level youth organisation. This process was complet-

ed in September 2019 when the CESI Youth was admitted with an overwhelming majority. After a waiting period prescribed by the statutes of the EYF, the CESI Youth aims to become a full member of the EYF, thereby gaining access to an important youth advocacy network for CESI and rooting itself further in the European youth stakeholder community.

During the last years, the CESI Youth and its Board members engaged in a variety of activities, participating in a large number of European youth events and policy debates since 2013. Position papers were adopted on topics such as [The future of Europe: Investing in young people](#), [Bridging education and the world of work, with a focus on apprenticeships](#) and [Youth and the collaborative economy](#). They were discussed and disseminated at own events such as on ‘Apprenticeships in the EU: How to ensure a better transition from education to work?’ in November 2019 or at the European Youth Event (EYE) in Strasbourg, where a 25-person delegation of the CESI Youth took part and held own events in 2016 and 2018. Since 2018, Matthäus Fandrejewski is a member of the European Ap-



THE CESI YOUTH BOARD SINCE THE LAST CESI YOUTH CONGRESS IN 2017



Matthäus Fandrejewski
dbb
Youth Representative
CESI Youth



Valentina Viviani
CISAL
Vice-Youth
Representative
CESI Youth



Grégory Corps
CSEN
Board Member
CESI Youth



Aurelia Huberty
CGFP
Board Member
CESI Youth



Angéla Lénart
MKKSz
Board Member
CESI Youth



Katarzyna Pawlaczyk-Skrzypczyńska
WZZ-SO
Board Member
CESI Youth



Sabrina Pellerito
Confedir
Board Member
CESI Youth



Max Pellikaan
ALE
Board Member
(until 2018)
CESI Youth



Sara Rinaudo
CONF.S.A.L.
Board Member
(since 2018)
CESI Youth

OPTIMISING RETURNS OF CESI'S WORK PROCESSES

In 2018 Secretary General Klaus Heeger set up an ad-hoc **Reflection Group** of CESI members to propose recommendations on how to optimise the use of CESI's workflows, organisational set-up and resources in order to maximise the financial (smart cost cutting and increase and diversification of revenues), political (lobby achievements) and social (e.g. membership bonding) returns of the organisation's activities. Recommendations, completed in late 2018, were started to be implemented successively as of 2019. These included:

- ★ encouraging, where possible, English as working languages of CESI, to achieve smoother



- discussions at meetings and reduce expenditures of translation costs, thus freeing space for investments in priority work areas.

- ★ complementing or substitute, where possible and practical, physical with online meetings in order to lower financial and time-related barriers that physical meetings can incur, and in order to further raise the levels of engagement of members in CESI's work.

- ★ making meetings of trade councils and commissions more interactive, output-oriented

- and grouping them together where possible, or tying them to CESI Europe Academy projects or topical advocacy events with MEPs or other political decision makers.

- ★ putting further emphasis on communicating activities and successes to members, including through social media, newsletters and a state-of-the-art website.

- ★ setting up, where desirable, topical ad-hoc working groups of particular or acute interest to members.



IMPLEMENTING THE RECOMMENDATIONS OF CESI'S REFLECTION GROUP

★ **Innovative online working.** Eventually as a result of a recommendation by CESI's Reflection Group, and then acutely due to the outbreak of the Covid pandemic, CESI has held meetings increasingly online. Especially when the CESI office needed to close

during Covid peaks in 2020 and the CESI staff worked from home, meetings of commissions and trade councils as well as of the Presidium and Board took place online. CESI's public events, including editions of the long-standing and successful events series

CESI@noon, were also held online. After the Covid pandemic, a mix of online and physical meetings will need to be found which will balance an easy (online) engagement of members with CESI on the one hand and, on the other hand, physical meetings which are, especially in the long-run, indispensable for a social membership bonding within the CESI community.

★ **Sharpening commissions and trade councils.** In January 2020, a meeting of CESI's Defence Trade Council was held as a European Defence Roundtable, an advocacy event with representatives from the European Parliament, the European Commission, NATO, civil society organisations and academia to flag the importance of a 'social' dimension for the armed forces personnel in the European Defence Union.



In 2020, several meetings of commissions and trade councils were linked to the work of the Europe Academy's latest project on 'Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights'.

Such linking to concrete advocacy and projects is to serve as an inspiration for CESI's further trade councils and commissions during the next years.



- ★ **New digital ways of communication.** CESI has taken measures to offer new ways to communicate 'Europe' and 'CESI' to members.
 - A network of communication advisers of CESI and its member organisations, **StratCom**, was set up and is planned to be further strengthened, in order to ensure a smoother flow of information and PR between CESI and the member organisations.

- In addition to existing accounts on **Twitter** and **LinkedIn**, CESI is now also active on **Youtube** and **Facebook**, sharing news and clips of own interviews and events. The CESI Youth is active on Twitter and Facebook.
- CESI is underway to modernise its **website** with a view to making it a central meeting and resources hub for the entire CESI network.
- CESI initiated a new monthly **CESI Newsletter** to inform members about activities of CESI.
- A tailored biweekly policy monitoring and outlook report, the **CESI Policy Veille**, informs members about developments in the EU institutions.
- Topical talks with policy experts and politicians are shared with members in the format of a new and ongoing **CESI Insides** interview series.

- A new forum for interested CESI members to exchange with invited experts was created under the slogan **CESI@home**. These were regular meetings on issue-specific topics related to employment, social affairs and trade unions in Europe. In summer 2019, CESI also held

its first **‘Summer Days’** for its members – Two days of workshops with politicians and academic experts on various topics related to the future of work. Encouraged by a participation of more than 150 persons, CESI envisages to make the Summer Days a regular annual event.



Marina Surina (CNV Connectief)



Sara Rinaudo (CONF.S.A.L.)



- ★ **Ad-hoc working groups.** In 2020, two ad-hoc working groups were set up. A working group under the chairmanship of Marina Surina (CNV Connectief) has worked on recommendations on how to implement the European Pillar of Social Rights at the EU level and in the Member States. A second working group, led by Sara Rinaudo (CONF.S.A.L.) has been developing strategies for trade unions to face and manage labour rights, social protection, and interest representation in the context of the future work. Both working groups were given a mandate to present first results at the CESI Congress.

NEW OFFICE

In summer 2020, the CESI General Secretariat moved to a **new, freshly renovated office** space, equipped with a state-of-the-art conference room and modern and bright meet-

ing rooms and offices. Located on the 8th and 9th, top floor in Avenue des Arts 19 AD, 1000 Brussels, the new CESI office offers views over large parts of Brussels from a generous balco-

ny terrasse. The CESI team looks forward to welcoming CESI members in the new premises as soon as the Corona pandemic has been contained.



II. COMPETENCY AND CREDIBILITY

ADVOCACY BY CESI IN BRUSSELS

Guidelines for advocacy. Advocacy vis-à-vis the EU institutions was based on annual horizontal work priorities and reflected in specific priorities set in CESI's commissions and sectoral trade councils. Usually these have been convened at least once per year in order to draw up positions on current political developments. CESI's commissions and trade councils also held numerous deliberations and meetings with experts, academics, Members of the European Parliament as well as officials and representatives of the European Commission and other EU institutions.



CROSS-SECTORAL FOCAL POINTS OF CESI'S WORK, SEVENTH TERM OF MANDATES*

2020

- Access to adequate and effective labour rights and social protection in precarious forms of work
- The importance of public social investments and of the role of the public services providing these
- Impacts of digitalisation on employment and trade unionism
- Prevention and management of third-party violence at work
- Added during the year: Health protection of workers from viruses and biological agents at work; role of public administrations and services and its personnel in providing key services during times of severe crises or pandemics, such as Covid-19

2019

- Awareness-raising and mobilisation for the EU elections of 2019
- Labour rights, social protection and trade union representation of workers and employees in Work 4.0
- The implementation of the European Pillar of Social Rights at the EU and national levels
- Impacts of digitalisation on employment and trade unionism
- The prevention and management of third-party violence at work
- The importance of public social investments and of the role of the public services providing these

2018

- Membership attraction and retention strategies of trade unions in Europe
- The implementation of the European Pillar of Social Rights at the EU and national levels
- The future of work: Labour rights, social protection and representation of trade unions

- The Prevention and management of third-party violence at work
- The importance of public social investments and of the role of the public services providing these

2017

- Consequences and effects of digitalisation on employment relationships and trade union work
- The importance of the public services and its personnel in dealing with socio-political challenges such as the integration of refugees and migrants into the labour markets
- The implementation of the European Pillar of Social Rights at the EU and national levels

2016

- The role of public services and its employees in the prevention of radicalisation
- The importance of public services and its employees in the integration of refugees and migrants
- The role of public services and public investment in times of restrictive fiscal policy
- Consequences and impacts of digitalisation on employment and trade unions
- Awareness-raising on the European Pillar of Social Rights in the Member States

*These topics exclude the respective work areas of the Europe Academy (see table below on 'CESI Europe Academy projects since 2016').

CESI'S COMMISSIONS AND TRADE COUNCILS AND THEIR LEADERSHIP, SEVENTH TERM OF MANDATES, 2016-2020

EMPLOYMENT & SOCIAL AFFAIRS COMMISSION



Javier Jordán de Urries Sagarna
CSIF
President



Siglinde Hasse
dbb
Vice-President

WOMEN'S RIGHTS & GENDER EQUALITY COMMISSION



Kirsten Lühhmann
dbb
President



Carmen Jaffke
CGFP
Vice-President



Catherine Verschraegen
UNSP-NUOD
Vice-President

EDUCATION TRADE COUNCIL



Claude Heiser
CGFP
President



Mario Gutiérrez
CSIF
Vice-President



Salvatore Piroscia
CONF.S.A.L.
Vice-President

LOCAL & REGIONAL ADMINISTRATION TRADE COUNCIL



Hans Freiler
Eurofedop
President



André Goretti
FA-FP
Vice-President



Marco Thomé
FGFC
Vice-President

CENTRAL ADMINISTRATION & FINANCE TRADE COUNCIL



Wilhelm Gloss
Eurofedop
President



Francisco Javier Camarillo
CSIF
Vice-President



Massimo Battaglia
CONF.S.A.L.
Vice-President

POST & TELECOMMUNICATION TRADE COUNCIL



Manfred Wiedner
Eurofedop
President



Horst Sayffaerth
dbb
Vice-President

SECURITY TRADE COUNCIL



Gerrit van de Kamp
Eurofedop
President



Hermann Benker
dbb
Vice-President



Stéphanie La Rosa
Alliance PN
Vice-President

JUSTICE TRADE COUNCIL



John Clinton
Eurofedop
President



Franz-Joseph Schäfer³
dbb
Vice-President



Donato Capece
CONF.S.A.L.
Vice-President

³ In 2019, Horst Butschinek (dbb) was nominated successor of Franz-Joseph Schäfer.

DEFENCE TRADE COUNCIL



Thomas Sohst
DBwV
President



Wolfram Kamm⁴
dbb
Vice-President



Wilhelm Waldner
Eurofedop
Vice-President

HEALTH TRADE COUNCIL



Esther Reyes Diez
SATSE
President



**Raffaele Perrone
Donnorso**
CONF.S.A.L.
Vice-President

⁴ In 2019, Hans Liesenhoff (dbb) was nominated successor of Wolfram Kamm.

POLICY ADVOCACY

Implementing the work of the trade councils and commissions, the General Secretariat further intensified contacts with officials and political decision makers in the European institutions and Members of the European Parliament (MEPs) from the various democratic political groupings, especially after the last EU elections in 2019.

CESI has continued its **involvement in policy making** by the EU by means of targeted influence on key executive and legislative decision-making processes. CESI, with the support of its member organisations, commissions and professional trade councils, has also held numerous public advocacy **events** (CESI@noon events series) and participated in numerous formal **consultations** of the European Commission on legislative proposals and other measures – from general employment, gender equality and social policy measures to initiatives in the sectors of, for instance, education, taxation, and post and telecoms (see annex).

CONCRETE EXAMPLES OF POLICY ADVOCACY

- In 2019, the European Commission agreed to open a dedicated **consultation stream for CESI under annual cycle of the European Semester**, the EU's framework for the coordination of economic and social policies in the Member States. Since then, CESI and its member organisations enjoy a privileged access to the European Commission, having the opportunity to provide case studies and assessments for the Semester's Annual Sustainable Growth Strategy (ASGS), Joint Employment Report, country reports, and country-specific recommendations (CSRs).
- CESI was a key stakeholder in **shaping several pieces of new EU legislation**. Not least as a result of resolute advocacy towards the European Commission and Parliament, the principle of non-transferable parental leave was introduced as an obligatory EU minimum standard in the new EU directive 2019/1158 on work-life balance and exemptions from the scope of the new directive 2019/1152 on transparent and predictable working conditions were limited for public sector personnel.
- CESI places high importance on the **involvement in expert groups of the European Commission** sets up on wider range of policy topics which it sets up in order to advise it. Membership in ex-

pert groups, which follows a competitive selection procedure, allows CESI to shape policies very much upstream in the legislative processes. In June 2020, after 6 years of membership, CESI's seat in the expert group '**Platform for Tax Good Governance**' was renewed once again by decision of the European Commission, until 2022. CESI was also selected to have a seat in the ad-hoc High Level Taskforce of the European Commission on Investing in Social Infrastructure in Europe (see below).

STRATEGIC PARTNERSHIPS AND MEMBERSHIPS

CESI continued to achieve additional impact of its advocacy work through strategic partnerships and issue-specific initiatives with third parties and stakeholders.

CESI continues to be a member of the **European Movement International** (EMI), where it contributes to the work of policy committees. As an organisation with a pro-European self-image which places high importance on the need to communicate ‘Europe’ well towards its membership, an affiliation to the EMI has allowed CESI to participate in forceful joint EU awareness raising campaigns such as in the run-up to the 2019 EU elections.

CESI has been a member of the **European Semester Alliance** since 2014; a broad informal alliance of European civil society and trade union organisations. The objective of the alliance is to ensure that the annual European Semester is oriented as much as possible towards the

needs of citizens, environment and workers and implemented in the most democratic manner, duly involving all interested social partners, trade unions and civil society organisations. CESI has used the Alliance to foster its agenda towards the European Commission for more investments in administrations, authorities and public services across Europe.

At the **European Agency for Safety and Health at Work** (EU-OSHA), CESI has been a long-standing partner of the ‘EU-OSHA healthy workplaces campaigns’ since 2009, biennial initiatives that focus on specific topics related to health-conscious working environments, providing information and awareness-raising. In 2019, CESI received an award from the director of EU-OSHA, Christa Sedlatschek, for continued commitment and engagement as a partner of the agency in its campaigns. Involvement in the campaigns of EU-OSHA does not only give CESI and its members access to a plethora of

expertise and best practices in the area of occupational health and safety from across Europe, but also allows to bring forward own queries and challenges to the EU level.

CESI has been a member of the **Platform for Tax Good Governance** since 2014, a consultative group of experts with representatives from industry, fiscal agencies, trade union organisations and NGOs, which advises the European Commission on the development of new initiatives for responsible fiscal governance and against tax avoidance and double taxation. In June 2020 CESI’s seat in the group was renewed by decision of the European Commission until 2022. In the group, CESI aims to flag the importance of tax transparency and the fight against tax evasion and avoidance, including through strengthened EU legislation and better staffed and equipped tax administrations in Europe.



In 2017 and 2018, CESI was a member in an advisory ad-hoc High Level Taskforce of the European Commission on Investing in Social Infrastructure in Europe, which was chaired by Romano Prodi and completed its mission with the publication of a much-noted final report.

The CESI Youth has been actively engaging with the **European Youth Forum** (EYF) since its foundation in 2013. After having been an observer at the EYF for several years, the CESI Youth was admitted in September 2019 by an overwhelming majority as a Candidate Member. This lays the foundation for an application for full membership, following a waiting period. The CESI Youth aims to initiate this application process as soon



as possible. Becoming a full member is an important step for the CESI to further root itself in and have access to the large and growing community of EU-level youth organisations.

In September 2016, CESI became a formal member of the **European Alliance for Apprenticeships** (EAfA), a European Commission-coordinated platform which seeks to bring together governments, administrations and authorities with enterprises, social partners, industry chambers, educational institutions, youth organisations and think tanks in order to jointly engage for high quality and attractive apprenticeship schemes and opportunities across Europe. Membership at the Alliance has result-

ed in several successful joint events being held in the area of youth policies, VET and the bridging between educational systems and labour markets for youngsters.

Since 2017, CESI has been an affiliate of the **European Sunday Alliance**, a coalition of national Sunday alliances, trade unions and civil society organisations that advocate for a day of synchronised free time in the Member States. The European Sunday Alliance is an important partner of CESI in its advocacy work for an adequate work-life balance in times of unfolding digitalisation and mobile work.

CESI has been a member of the **European Women's Lobby** (EWL) since 2006. Carmen Jaffke (CGFP) and Kirsten Lühmann (dbb) act as representatives of CESI as member and deputy member respectively on the Board of Administration of the EWL. Both were confirmed in their positions for two further years at the EWL general assem-

bly held in June 2018. Ties between the EWL and CESI's Commission on Women's Rights & Gender Equality have tightened during the last years, with joint ad-hoc advocacy cooperation having been established on a number of EU policy files in the area of non-discrimination and gender equality at work, including on pay transparency, gender quotas and parental leave standards.

CESI has been a member of the **European Policy Centre** (EPC), a noted Brussels think-tank, since 2012. CESI has not only partnered with the EPC in joint projects including on 'The future of work: Towards a progressive agenda for all' but also draws on the scientific and academic expertise of the EPC for the elaboration of outsourced studies for the Europe Academy, most recently in the context of a project entitled 'PULSER: Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights' (see section IV).

Collaboration with **Eurofound**, the EU's agency for the improvement of living and working conditions, has continued its positive evolution. Meetings with Eurofound took place regularly, also to discuss CESI's adequate mentioning in the sectoral EU social partner representativeness stud-

ies that Eurofound carries out at the request of the European Commission. Eurofound has been a partner at numerous policy events which CESI held during the last years, providing research expertise and insights for CESI on a variety of topics in the area of employment and social affairs.



III. RELIABLE AND CONSTRUCTIVE IN SOCIAL DIALOGUE

CESI AS AN ACKNOWLEDGED EUROPEAN SOCIAL PARTNER

CESI in European social dialogue. CESI is a fully recognised EU social partner. As such, as per Article 154 TFEU, CESI enjoys the privilege of being formally consulted by the European Commission on all employment and social policy initiatives of the EU which fall under Article 154 TFEU – even if there is no public consultation. This grants a special access to the European Commission which other organisations, in particular from the civil society, do not possess. As such, CESI has dearly cherished its social partnership status.

Apart from engaging in the European Commission's closed social partner consultations, CESI and its member organisations are involved in the work of several European social dialogue committees:

★ *Central government administrations* – seats have been attributed to the dbb, GÖD (Eurofedop), CGFP, KSzSz (Eurofedop) and Sloves (Eurofedop).

★ *Postal services* – CESI became a fully recognised social partner next to UNI Europa in 2017.

★ *Civil aviation* – ATCEUC has a seat.

★ *Local and regional governments* – seats have been attributed to dbb, MKKSZ, FGFC and Sloves (Eurofedop).

★ *Education* – CESI has had the status of complementary partner since 2010.

Cooperation in the social dialogue is successful and highly cooperative, especially with UNI Europa.

Exploratory talks regarding a potential participation in further sectoral social dialogues remain ongoing. Among the European social partners and towards the European Commission, CESI continues to flag the importance of trade union pluralism and inclusive social dialogue as a tool to maximise the coverage of workers and thus the representativeness – and legitimacy – of the European social dialogue.



ACHIEVEMENTS OF CESI IN EUROPEAN SOCIAL DIALOGUE SINCE 2016

- ★ **Confirmed qualification as a European social partner.** Social partner representativeness studies carried out by the European Foundation for the Improvement of Living and Working Conditions (Eurofound) on behalf of the European Commission since 2016 formally (re-)confirmed that CESI meets the criteria to be a European social partner in sectors including [healthcare/hospital services](#), [education](#), [central government administrations](#) and [postal and courier activities services](#).
- ★ **Full recognition as a social partner in postal services.** Following an agreement in

2017 between CESI and UNI Europa, so far the only recognised European social partner services, the President and Vice-President of CESI's Trade Council Post & Telecommunication, Manfred Wiedner (Eurofedop) and Horst Sayffaerth (dbb) represent CESI as a social partner in the committee.

- ★ **Cooperation agreement between ALE, a member of CESI, and the European Transport Workers' Federation (ETF).** In February 2020 a cooperation agreement was signed between ALE and ETF to strengthen and improve the social, working and eco-

nomic conditions of train drivers, ensuring adequate training standards and achieving the great objective of guaranteeing greater safety in the railway system through the Safety Culture.

- ★ **Ensuing of negotiations on a social partner agreement on work-life balance and digitalisation in central government administrations.** Following the completion of a joint project, the social partners EPSU, CESI (employee side) and EUPAE (employer side) agreed to pursue negotiations on a new social partner agreement as of 2020/2021.



OUTPUT OF EUROPEAN SOCIAL DIALOGUE COMMITTEES WITH THE PARTICIPATION OF CESI OR AFFILIATES OF CESI, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)

SECTOR COMMITTEE

DECLARATIONS AND PROJECT STUDIES

Central government administrations

[Possible action addressing the challenges related to fair minimum wages: Declaration](#)

[Covid-19 pandemic and its aftermath: Investing in state sector personnel: Declaration](#)

[Improving work-life balance – Opportunities and risks from digitisation: Guidelines for a checklist of Dos and DON'Ts](#)

[Improving work-life balance – Opportunities and risks from digitisation: Field study](#)

[Guide to tackling psychosocial risks at work](#)

[Multi-sectoral guidelines to tackle third-party violence and harassment related to work](#)

Local and regional governments

[Localising the European Semester: Declaration](#)

[Localising the European Semester: Handbook for social partners](#)

[Localising the European Semester: Final project report](#)

[Possible action addressing the challenges related to fair minimum wages: Declaration](#)

[Covid-19: Municipalities and regions and their personnel: Declaration](#)

SECTOR COMMITTEE

DECLARATIONS AND PROJECT STUDIES

Education	European sectoral social partners in education striving for sustainable influence on European education policy building through successful social dialogue: Study
	Improving vocational education and training in Europe: Declaration
	Promoting effective integration of migrants and refugees in education: Study
	A quality framework for an effective inclusion of migrants and refugees in education: Declaration
	Multiculturalism, democratic citizenship and social inclusion in education: Quo vadis Europa, Quo vadis education? Declaration
	Towards a framework of action on the attractiveness of the teaching profession: Declaration
	The impact of the Covid-19 crisis on sustainable education systems at times of crisis and beyond: Declaration
Civil aviation	Just Culture Toolbox
	Change management in the air traffic management industry – Principles and processes: Study
	Payroll support schemes for aviation in response to the Covid-19 pandemic: Declaration
Postal services	Main developments in the postal sector 2013-2016: Study
	Trend research for the postal sector in 2030: Study
	Promoting social dialogue in the postal sector in an enlarged Europe: Study
	EU postal services directive review: Declaration
	Training in postal services in the digital era: Declaration

IV. KNOW-HOW FOR MEMBERS

CESI – EUROPE ACADEMY PROJECTS FROM 2016 TO 2020

Training for CESI's affiliates. Since the last CESI Congress in December 2016, CESI's Europe Academy, under its President Jean-Claude Halter (CSEN), has undertaken a total of six projects that were typically each co-funded by the European Commission. For 2021, CESI received co-funding approvals for two projects from the European Commission and the European Parliament, with one further application still pending. CESI has been putting an emphasis on running larger and longer projects than in the past, with more thematic symposiums and especially workshops, webinars and online meetings and capacity building sessions, as a basis for extensive PR or awareness-raising campaign or a study, synopsis or similar other publication.

LEADERSHIP OF THE CESI EUROPE ACADEMY, 2016-2020



Jean-Claude Halter
CSEN
President
CESI Europe Academy



Dietmar Knecht
Dbb
Vice-President
CESI Europe Academy



Marcello Pacifico
CISAL
Vice-President
CESI Europe Academy



Luc Viehé
SPELC
Vice-President
CESI Europe Academy



Juan Carlos de Castro Pita⁵
CSIF
Vice-President
CESI Europe Academy



François Portzer
FGAF
Vice-President
CESI Europe Academy



José Miguel Bachiller Fernández de los Ríos
FASGA
Vice-President
CESI Europe Academy



Nicolas Fernández Guisado
ANPE
Vice-President
CESI Europe Academy

⁵ CSIF has nominated Pepa Alvarez Rello as a successor of Juan Carlos de Castro Pita, who left his position in 2018.









CESI EUROPE ACADEMY PROJECTS SINCE 2016*

- ★ *Health and safety at work in the public sector in Europe: The new challenges*
Symposia in Madrid and Copenhagen, project conclusion at the end of 2016, publication of a study on the topic
- ★ *Bridging education and the work of work: VET & apprenticeships in Europe*
Symposium in Berlin, project conclusion in 2017
- ★ *Education professionals and trade unions in Europe*
Symposium in Lisbon, project conclusion in 2018, publication of a Manifesto for the teaching profession
- ★ *Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights (PULSER)*
Ongoing project, series of workshops between 2019 and 2021, project conclusion in 2021, publication of a study foreseen in 2021
- ★ *Trade unions for a zero tolerance towards violence at work: Protecting public sector workers in Europe*
Ongoing project, symposia in Berlin, Madrid, Budapest, final online conference, project conclusion in late 2020, publication of a set of trade union recommendations and topical awareness-raising campaign in social media including an animated video with subtitles in 13 languages
- ★ *Precarious work: Empowering trade unions to address new challenges*
Ongoing project, series of webinars, symposia in Brussels, Palermo, final online conference in early 2021, project conclusion in 2021, launch of a dedicated website for resources, exchanges of views and policy updates on the subject matter
- ★ *Digitalising public services: Making it work for citizens, business and workers (DiWork)*
As of 2021; co-funding from the European Commission approved
- ★ *WeEP - The EP and workers: a well-designed post-COVID19 recovery plan*
As of 2021; co-funding from the European Parliament approved

*A full list of symposia and meetings of the Europe Academy is included in the list of events in the annex below.

V. ANNEX


MEMBER ORGANISATIONS OF CESI IN 2020

ALE	Autonome Lokomotivführer-Gewerkschaften Europas <i>Autonomous Train Drivers' Unions of Europe</i>	EU	
Alliance PN	Alliance Police Nationale <i>French National Police Trade Union</i>	FR	
ANFOS	Associazione Nazionale Formatori della Sicurezza sul Lavoro <i>Italian Association of Health and Safety Instructors</i>	IT	
ANP	Associação Nacional de Professores <i>Portuguese National Teachers' Association</i>	PT	
ANPE	Asociación Nacional de Profesionales de la Enseñanza <i>Spanish National Association of Teachers</i>	ES	
ATCEUC	Air Traffic Controllers European Unions Coordination	EU	
BLC	Bundesverband der Lebensmittelchemiker im Öffentlichen Dienst <i>German Federation of Food Chemists in Public Services</i>	DE	
CGB	Christlicher Gewerkschaftsbund <i>German Christian Trade Union Federation</i>	DE	









MEMBER ORGANISATIONS OF CESI IN 2020

CGFP	Confédération Générale de la Fonction Publique <i>Luxembourgish General Confederation of Public Services</i>	LU	
CISAL	Confederazione Generale dei Sindacati Autonomi dei Lavoratori <i>Italian Confederation of Free Workers' Unions</i>	IT	
CNV Connectief	Christelijk Nationaal Vakverbond - Connectief <i>Dutch National Federation of Christian Trade Unions – Connectief</i>	NL	
CONF.S.A.L.	Confederazione Italiana Sindacati Autonomi Lavoratori <i>Italian Workers Autonomous Trade Unions Confederation</i>	IT	
CONFEDIR	Confederazione Autonoma dei Dirigenti, Quadri e Direttivi della Pubblica Amministrazione <i>Italian Independent Confederation of Executives, Supervisors and Managers of Public Administration</i>	IT	
CSEN	Confédération Syndicale de l'Education Nationale <i>French Trade Union Confederation of National Education</i>	FR	
CSIF	Central Sindical Independiente y de Funcionarios <i>Spanish Central Independent and Public Employees' Trade Union</i>	ES	
CSN Meridian	Confederatia Sindicala Nationala Meridian <i>Romanian National Trade Union Confederation "Meridian"</i>	RO	









MEMBER ORGANISATIONS OF CESI IN 2020

dbb	dbb beamtenbund und tarifunion <i>German Civil Service Federation</i>	DE	
DBwV	Deutscher Bundeswehrverband <i>German Armed Forces Association</i>	DE	
Eurofedop	European Federation of Public Service Employees	EU	
FA-FP	Fédération Autonome de la Fonction Publique <i>French Autonomous Public Service Federation</i>	FR	
FASGA	Federación de Asociaciones Sindicales <i>Spanish Federation of Trade Union Associations</i>	ES	
FGAF	Fédération Générale Autonome des Fonctionnaires <i>French Independent General Federation of Civil Servants</i>	FR	
FGFC	Fédération Générale de la Fonction Communale <i>French General Federation of Local Administration</i>	FR	
FP CFE-CGC	Fonctions Publiques - Confédération Générale des Cadres <i>French Union of Managerial Employees in Public Services – Trade Union of Managerial Employees</i>	FR	

MEMBER ORGANISATIONS OF CESI IN 2020

LĀADA	Latvijas Ārstniecības un aprūpes darbinieku arodbiedrība <i>Latvian Medical and Nursing Staff Workers Union</i>	LV	
LPS Sandrauga	Lietuvos profesinių sąjungų federacija 'Sandrauga' <i>Lithuanian Trade Union Federation 'Sandrauga'</i>	LT	
LVIPUFDA	Latvijas Valsts iestāžu, Pašvaldību, Uzņēmumu un Finanšu Darbinieku Arodbiedrība <i>Latvian State Agencies, Municipalities, Businesses and Financial Officers Union</i>	LV	
MKKSZ	Magyar Köztisztviselők és Közalkalmazottak Szakszervezete <i>Hungarian Civil Servants and Public Employees Trade Union</i>	HU	
NCF	Nederlandse Categoriele vakvereniging Financiën <i>Dutch Categorical Financial Union</i>	NL	
NSD MUP-a	Nezavisni Sindikat Djelatnika Ministarstva Unutarnjih Poslova <i>Croatian Independent Workers Union of the Ministry of Internal Affairs of the Republic of Croatia</i>	HR	
USLIP Iași	Învățăământul Preuniversitar Iași <i>Romanian Free Trade Union in Pre-University Education Iași</i>	RO	
SAE	Sindicato de Técnicos de Enfermería <i>Spanish Nursing Technicians Trade Union</i>	ES	

MEMBER ORGANISATIONS OF CESI IN 2020

SATSE	Sindicato de Enfermería <i>Spanish Trade Union of Nursing Professionals</i>	ES	
SDMCG	Sindikát Doktora Medicine Crne Gore <i>Trade Union of Montenegrin Physicians</i>	ME	
SLFS	Синдикат лекара и фармацеута Србије <i>Serbian Trade Union of Doctors and Pharmacists</i>	RS	
SPELC	Syndicat Professionnel de l'Enseignement Libre Catholique <i>French Free Catholic Education Professional Trade Union Federation</i>	FR	
SSDMRS	Strukovni Sindikat Doktora Medicine Republike Srpske <i>Trade Union of Physicians in Srpska in Bosnia and Herzegovina</i>	BA	
TVML	Tullivirkamiesliitto-Tulltjänstemannaförbundet r.y <i>Finnish Customs Officials Association</i>	FI	
U4U	Union for Unity <i>Trade Union of European Institutions Staff</i>	EU	
UNSP-NUOD	Union Nationale des Services Publiques <i>Belgian National Union of Public Services</i>	BE	

MEMBER ORGANISATIONS OF CESI IN 2020

VKB	Vereinigung der Kader des Bundes <i>Swiss Union of Federal Executives</i>	CH	
WZZ-SO	Wolny Związek Zawodowy „Solidarność – Oświata“ <i>Polish Free Trade Union “Solidarity – Education”</i>	PL	
ZV	Zentralverband Öffentliches Personal Schweiz <i>Swiss Central Association of Public Personnel</i>	CH	
PRGU (Observer)	Общероссийский профессиональный союз работников государственных учреждений и средств массовой информации Российской Федерации <i>Russian State and Public Service Employees Trade Union</i>	RU	

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2016	Position paper	Trade union priorities for a European pillar of social rights
2016	Position paper	A possible new Skills Agenda for Europe
2017	Position paper	The future of Europe
2017	Position paper	The successful social and labour market integration of refugees
2017	Position paper	A real social dimension as a key to a successful EU
2017	Consultation contribution	The European Commission's interpretative communication on the implementation of the EU's working time directive 2003/88/EC
2017	Consultation contribution	The European Commission's recommendation on promoting social inclusion and shared values through formal and non-formal learning
2017	Consultation contribution	Access to social protection in all forms of employment <i>(first phase social partner consultation)</i>
2017	Consultation contribution	A possible revision of the EU's written statement directive 91/533/EEC <i>(first phase social partner consultation)</i>
2017	Consultation contribution	A possible revision of the EU's written statement directive 91/533/EEC <i>(second phase social partner consultation)</i>
2017	Position paper	Challenges and recommendations for trade unions on the collaborative economy: Mitigating threats & exploiting opportunities for workers
2017	Position paper	Messages to the Gothenburg Social Summit for Fair Jobs and Growth

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2017	Position paper	Action memo towards a successful implementation of the 20 Principles and Rights of the European Pillar of Social Rights
2017	Position paper	The European Commission's proposal for a directive on work-life balance for parents and carers
2017	CESI Youth position	The future of Europe: Investing in young people <i>(CESI Youth Congress main motion)</i>
2017	CESI Youth position	Bridging education and the world of work – with a focus on apprenticeships
2017	CESI Youth position	Youth and the collaborative economy
2017	Consultation contribution	Whistle-blower protection
2017	Position paper	Violence against employees in local and regional administrations
2017	Position paper	Third party violence against employees
2017	Position paper	Tax justice in Europe <i>(Joint position of CESI and the Union of Finance Personnel in Europe/UFE)</i>
2017	Position paper	Promoting social inclusion and shared values through formal and non-formal learning'
2017	Consultation contribution	An EU quality framework for apprenticeships
2017	Position paper	Digitalisation in the health sector: Opportunities and threats

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2017	Consultation contribution	A possible revision of the EU health and safety directive 2004/37/EU to include binding occupational exposure limit values for additional carcinogens and mutagens <i>(first phase social partner consultation)</i>
2017	Position paper	Work-life-balance and synchronised free time in the age of digitalisation
2017	Position paper	Fairness towards older workers in European labour markets
2017	Position paper	More work, more pay
2017	Position paper	Worker-friendly digitalisation
2017	Position paper	Trade union priorities for a European Defence Union
2017	Europe Academy publication	Health and safety at work in the public sector in Europe: The new challenges
2018	Position paper	The EU's Multiannual Financial Framework (MFF) post-2020
2018	Position paper	Steps towards a more democratic and social European fiscal and economic governance
2018	Position paper	Social dumping in the EU
2018	Position paper	The European Commission's Social Fairness Package on access to social protection and a new European Labour Authority (ELA)
2018	Consultation contribution	A possible new European Social Security Number (ESSN)
2018	Consultation contribution	The creation of a new European Labour Authority (ELA)

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2018	Consultation contribution	Access to social protection in all forms of employment <i>(second phase social partner consultation)</i>
2018	Position paper	The European Commission's proposal for a directive on transparent and predictable working conditions
2018	Position paper	Access to social protection for all
2018	Consultation contribution	A possible enhanced use of qualified majority voting in EU social policy making <i>(first consultation)</i>
2018	Position paper	Health & safety and gender equality: A trade unionist perspective
2018	Position paper	Third-party violence against workers in central government administrations
2018	Position paper	Trade union priorities for minimum wages in Europe
2018	Position paper	Re-establishing trust in law enforcement and justice bodies
2018	Position paper	The creation of a European Education Area
2018	Position paper	Remedies to problematic developments in new forms of work
2018	Position paper	Financial services in postal companies
2018	Position paper	The implementation of the new EU Regulation on cross-border parcel delivery services: Demands towards the EU Member States'
2018	Position paper	Demography and employment
2018	Europe Academy publication	Manifesto for the teaching profession

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2019	Position paper	CESI 2019 EU elections manifesto
2019	Position paper	Minimum wages in the EU
2019	Position paper	Future of work – A trade union perspective: Social protection, decent employment and interest representation
2019	Consultation contribution	A possible enhanced use of qualified majority voting in EU social policy making (second consultation)
2019	Consultation contribution	A possible enhance used of qualified majority voting in EU taxation policy
2019	Position paper	Free time, also for part-time employees
2019	Position paper	Improved employment conditions in the postal sector in Europe
2019	Position paper	Fair working conditions in the parcel industry in Europe
2020	Position paper	Multiannual Financial Framework (MFF) 2021-2027
2020	Position paper	Trade union priorities for the incoming German Council Presidency in the second half of 2020
2020	Position paper	Making Europe more resilient to face crises, following the COVID-19 pandemic
2020	Position paper	The short-term management of the Corona virus pandemic
2020	Consultation contribution	The EU Just Transition Fund to socially flank the European Green Deal

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2020	Consultation contribution	The forthcoming Digital Services Act package, including a right to collective bargaining for the self-employed
2020	Consultation contribution	An EU minimum wage framework <i>(first phase social partner consultation)</i>
2020	Consultation contribution	An EU minimum wage framework <i>(second phase social partner consultation)</i>
2020	Position paper	Future of work – A trade union perspective, Corona-adjusted: Social protection, decent employment and interest representation
2020	Consultation contribution	A reinforced Youth Guarantee
2020	Consultation contribution	A codification directive on administrative cooperation in the field of taxation
2020	Consultation contribution	An EU Digital Education Action Plan
2020	Consultation contribution	An updated Skills Agenda for Europe
2020	Consultation contribution	A possible renewed EU gender equality strategy post 2020
2020	Consultation contribution	The European Commission's evaluation of the EU postal services directive 97/67/EC <i>(first consultation)</i>

CESI POSITION PAPERS AND KEY DOCUMENTS, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

2020	Consultation contribution	The European Commission's evaluation of the EU postal services directive 97/67/EC <i>(second consultation)</i>
2020	Consultation contribution	The European Commission's evaluation of the EU cross-border parcel delivery services regulation 2018/644
2020	Position paper	Trade union priorities on the future of work <i>(planned adoption after editorial deadline)</i>
2020	Position paper	Trade union priorities for an EU action plan to implement the European Pillar of Social Rights <i>(planned adoption after editorial deadline)</i>
2020	Position paper	30 years of commitment – Now more than ever <i>(Congress main motion; adoption planned at CESI Congress)</i>

*This list excludes documents adopted with the involvement of CESI or members of CESI in European social dialogue (see table above on 'Output of European social dialogue committees with the participation of CESI or affiliates of CESI, seventh term of mandates, 2016-2020').

LIST OF CONSULTATIONS WITH CESI PARTICIPATION, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)

2016	<ul style="list-style-type: none"> ■ European pillar of social rights
2017	<ul style="list-style-type: none"> ■ A possible revision of the EU health and safety directive 2004/37/EU to include binding occupational exposure limit values for additional carcinogens and mutagens (<i>first phase social partner constation</i>) ■ An EU quality framework for apprenticeships ■ A possible revision of the EU's written statement directive 91/533/EEC (<i>first phase social partner consultation</i>) ■ A possible revision of the EU's written statement directive 91/533/EEC (<i>second phase social partner consultation</i>) ■ The European Commission's interpretative communication on the implementation of the EU's working time directive 2003/88/EC ■ The European Commission's recommendation on promoting social inclusion and shared values through formal and non-formal learning ■ Whistle-blower protection ■ Disincentives for advisors and intermediaries for potentially aggressive tax planning schemes ■ Access to social protection in all forms of employment (<i>first phase social partner consultation</i>) ■ The evaluation of the EU agencies Eurofound, Cedefop, ETF and EU-OSHA
2018	<ul style="list-style-type: none"> ■ A possible new European Social Security Number (ESSN) ■ The creation of a new European Labour Authority (ELA) ■ Access to social protection in all forms of employment (<i>second phase social partner consultation</i>) ■ CESI Position on a Possible Enhanced Use of QMV Voting System in EU Social Policy Making (<i>first consultation</i>) ■ EU funds in the area of migration ■ EU funds in the area of values and mobility ■ EU funds in the area of cohesion ■ The European Commission's 'Better regulation' approach
2019	<ul style="list-style-type: none"> ■ A possible enhance used of qualified majority voting in EU taxation policy ■ A possible enhanced use of qualified majority voting in EU social policy making (<i>second consultation</i>) ■ Gender equality in the EU

LIST OF CONSULTATIONS WITH CESI PARTICIPATION, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)

2020	<ul style="list-style-type: none"> ■ The forthcoming Digital Services Act package, including a right to collective bargaining for the self-employed ■ The EU Just Transition Fund to socially flank the European Green Deal ■ An EU minimum wage framework (<i>first phase social partner consultation</i>) ■ An EU minimum wage framework (<i>second phase social partner consultation</i>) ■ A possible renewed EU gender equality strategy post 2020 ■ A reinforced Youth Guarantee ■ A codification directive on administrative cooperation in the field of taxation ■ A strengthened exchange of information framework in the field of taxation ■ An EU Digital Education Action Plan ■ An updated Skills Agenda for Europe ■ The European Commission's evaluation of the EU postal services directive 97/67/EC (<i>first consultation</i>) ■ The European Commission's evaluation of the EU postal services directive 97/67/EC (<i>second consultation</i>) ■ The European Commission's evaluation of the EU cross-border parcel delivery services regulation 2018/644 ■ A possible new strategy on the effective application of the EU's Charter of Fundamental Rights ■ An EU action plan to implement the European Pillar of Social Rights (<i>closure of consultation after editorial deadline</i>)
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LIST OF EVENTS ORGANISED BY CESI, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

January 12 2017	Ways towards higher levels of public social investments in Europe I <i>Advocacy workshop event in cooperation with Social Platform and Eurodiaconia</i>
March 3 2017	Priorities for more public social investments in Europe <i>Capacity building event in cooperation with the European Policy Centre (EPC)</i>
June 20 2017	European Pillar of Social Rights: Phrase-mongering or real social progress? <i>CESI@noon event in cooperation with the Bertelsmann Stiftung</i>

LIST OF EVENTS ORGANISED BY CESI, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

July 11 2017	Ways towards higher levels of public social investments in Europe II <i>Advocacy workshop event in cooperation with Social Platform and Eurodiaconia</i>
October 18 2017	Next steps towards a European Defence Union <i>CESI@noon event in cooperation with the Hessen Regional Representation to the EU</i>
October 20 2017	Bridging education and the world of work: VET and apprenticeships in Europe <i>Symposium of the Europe Academy (non-public)</i>
March 7 2018	Digitalisation and future of work: Social protection for all? <i>CESI@noon event in cooperation with the Baden-Württemberg Regional Representation to the EU</i>
March 27 2018	Violence against officials and public sector personnel <i>Advocacy workshop event in cooperation with CNV Connectief (non-public)</i>
April 16 2018	Education professionals and trade unions in Europe I <i>Conference of the Europe Academy (non-public)</i>
June 20 2018	Precarious work: Abuse of fixed-term work contracts in Europe <i>CESI@noon event in cooperation with MEP Thomas Mann</i>
September 26 2018	What is working time? The interpretation of the European Court of Justice <i>CESI@noon event</i>
September 22-23 2018	Education professionals and trade unions in Europe II <i>Symposium of the Europe Academy (non-public)</i>
January 29 2019	What role for interest representation in the digital world of work? <i>CESI@noon event in cooperation with the Saxony Regional Representation to the EU</i>

LIST OF EVENTS ORGANISED BY CESI, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

March 5 2019	Precarious work: Empowering trade unions to address new challenges I <i>Symposium of the Europe Academy (non-public)</i>
March 29 2019	Trade unions for a zero tolerance towards violence at work: Protecting public sector workers in Europe I <i>Symposium of the Europe Academy (non-public)</i>
April 3 2019	Tax evasion and state aid: Impacts of tax leaks and state aid cases on EU policy? <i>CESI@noon event, together with the Union of Finance Personnel in Europe (UFE)</i>
June 21 2019	Trade unions for a zero tolerance towards violence at work: Protecting public sector workers in Europe II <i>Symposium of the Europe Academy (non-public)</i>
June 26-27 2019	First CESI Summer Days <i>Advocacy and capacity-building workshops series</i>
September 19-20 2019	Precarious work: Empowering trade unions to address new challenges II <i>Symposium of the Europe Academy (non-public)</i>
October 25 2019	Trade unions for a zero tolerance towards violence at work: Protecting public sector workers in Europe III <i>Symposium of the Europe Academy (non-public)</i>
November 6 2019	Apprenticeships in the EU: How to ensure a better transition from education to work? <i>CESI@noon event in cooperation with the European Economic and Social Committee (EESC), the Goethe Institut and EuroChambers</i>
January 30 2020	Performing public services and performing public services personnel for the best possible implementation of the European Pillar of Social Rights ('PULSER') I <i>Conference of the Europe Academy (non-public)</i>
May 5 2020	Deconfinement exit strategies in Europe <i>CESI@home event</i>

LIST OF EVENTS ORGANISED BY CESI, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

May 15 2020	Digitalization and smart work <i>CESI@home event</i>
May 29 2020	Public and private sector solidarity during Covid-19 <i>CESI@home event</i>
June 3 2020	Covid-19 and social security <i>CESI@noon event in cooperation with the Bertelsmann Stiftung</i>
June 5 2020	Covid-19 and the reopening of schools <i>CESI@home event</i>
June 12 2020	Covid-19, police and security <i>CESI@home event</i>
June 19 2020	Minimum wages in Europe <i>CESI@home event</i>
July 3 2020	A reinforced Youth Guarantee <i>CESI@home event</i>
September 11 2020	The regulation of the right to disconnect at the EU level <i>CESI@home event</i>
September 18 2020	Ursula von der Leyen's first State of the Union speech – What next? <i>CESI@home event</i>
October 5 2020	The EU's Corona recovery and resilience facility: What role for trade unions? <i>CESI@home event</i>

LIST OF EVENTS ORGANISED BY CESI, SEVENTH TERM OF MANDATES, 2016-2020 (SELECTION)*

October 7 2020	Covid-19 and interest representation of workers by trade unions <i>CESI@noon event in cooperation with the Bertelsmann Stiftung</i>
October 9 2020	Implications of Covid-19 on gender equality <i>CESI@home event</i>
October 16	Participation of the youth in political and societal life <i>CESI@home event</i>
October 23	Performing public services and performing public services personnel for the best possible implementation of the European Pillar of Social Rights ('PULSER') II <i>Conference of the Europe Academy (non-public)</i>
October 30	Trade unions for a zero tolerance towards violence at work: Protecting public sector workers in Europe IV <i>Conference of the Europe Academy (non-public)</i>
November 6	The difference between mobile work and home office <i>CESI@home event</i>

*This table excludes further statutory internal events and meetings of, for instance, the Presidium, Board, Commission, Trade Councils and CESI Youth.

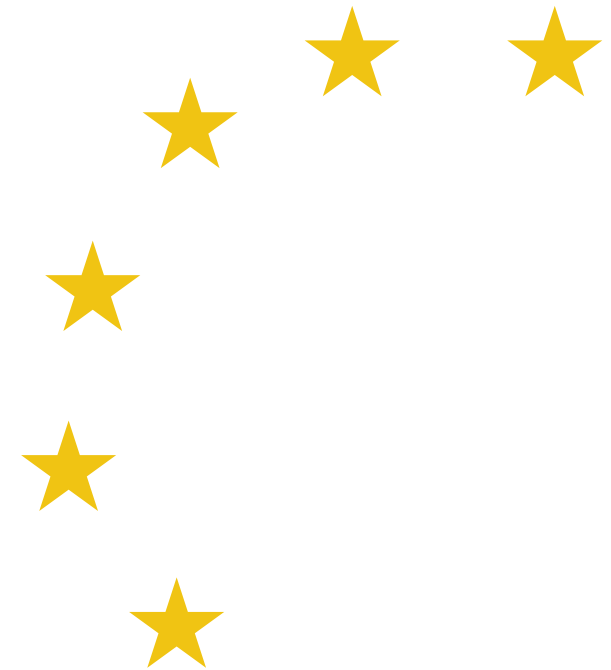
VI. CESI

KEY FIGURES

- ★ more than 5 million workers
- ★ more than 40 member organisations
- ★ 30 years of commitment

SINCE 2016

- ★ 9 new members
- ★ 6 annual, large-scale Europe Academy projects with multiple symposia, conferences and webinars
- ★ More than 75 adopted opinions and resolutions
- ★ More than 100 events (internal and external)





European Confederation of Independent Trade Unions

European Confederation of Independent Trade Unions | Confederazione Europea dei Sindacati Indipendenti
Confédération Européenne des Syndicats Indépendants | Confederación Europea de Sindicatos Independientes

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