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ANNIVERSARY

CONGRESS
BERLIN 23-26 MAY 2023

ETUC CHARTER OF VALUES

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(BERLIN, 23-26 MAY 2023)



TOGETHER FOR A
FAIR DEAL
FOR WORKERS

CONFEDERATION
**SYNDICAT
EUROPÉEN
TRADE UNION**

ETUC CHARTER OF VALUES



Resolution of 15th ETUC Congress on the occasion of the 50 years of the ETUC

Preamble

1. The European Trade Union Confederation (ETUC) is the result and the future of the trade union movement in Europe. It represents the voice of workers at work, in society and in the economy throughout Europe. It strives to improve living and working conditions. To defend, consolidate and increase the rights and freedoms of all and to fight for social justice.
2. The European trade union movement represents and works to strengthen solidarity and recognition of individual and collective freedoms. It is the means to build a society based on the rule of law, fundamental rights and democracy.
3. To fulfil its mission, the trade union movement will work through social dialogue, collective bargaining and collective action, with employers and allies, to achieve these values in workplaces and in society.
4. The ETUC brings together national trade union confederations and European trade union federations. All organisations affiliated to the ETUC subscribe to the ETUC Charter of Values.

Charter of values

These values underpin the policy and work of European trade unionism:

5. **Peace:** peace is a precondition for the full exercise of human rights and stable democracy. There is no peace and security without social justice;
6. **Democracy and the rule of law:** the ETUC works to guarantee and promote the freedom of expression and the participation of women and men in democratic life in society, the workplace and in national, European and global governance. It rejects nazism, fascism and all authoritarian or totalitarian regimes that restrict or undermine democracy, the principle of division of powers, freedom of the media, independence of the judiciary and institutions, and people's fundamental rights and freedoms;
7. **Europe:** the ETUC supports and promotes a project of European integration and works to consolidate the role of the European Union as a political union that can guarantee peace, democracy and social progress;

8. Human dignity, human rights and civil liberties: the ETUC supports and promotes respect for human dignity and individual and collective freedom. It recognises the role of each individual and their actions. It works together collectively to ensure that the respect of dignity and freedom is upheld at the workplace and in society, recognising everyone's right to have their material, cultural and intellectual needs recognised in their professional and personal life;

9. Solidarity: Solidarity between workers, generations and, more broadly, between all people of the world. To this end, the ETUC strives to promote and guarantee the respect for trade union and worker rights and the strengthening and application of these rights;

10. Equality: the ETUC rejects and fights against all forms of exclusion, harassment, discrimination, sexism, racism, xenophobia, islamophobia and antisemitism. The ETUC also supports and promotes respect for minorities;

11. Autonomy from political and economic powers: Trade unionism plays an important role in the balance of a democratic society. Trade unions provide a counter-balance to political, economic and financial interests. As a result, the ETUC and its affiliated organisations value their autonomy from the state, political parties or religious or other institutions;

12. Fight against the extreme right: the values and ideas of the extreme right are not compatible with fundamental values of trade unions. The far right is a serious threat to democracy and the trade union movement. Therefore, the ETUC fights all far-right movements, anti-democratic organisations and parties as well as any other association or political entity that speaks or acts against its fundamental values and which aims to divide workers;

13. Environmental protection: the ETUC promotes and works for a society that upholds a model of virtuous economic development, respectful of the climate, the environment, biodiversity and the living;

14. Open to the world: the ETUC wants a Europe that does not close itself off from the world. The ETUC will oppose a fortress Europe that erects walls for those fleeing wars, climate disasters, persecution and misery;

15. Integrity, transparency and accountability: The ETUC is firmly against corruption and promotes accountability, integrity and transparency at all levels.