



Make Europe Work for the People



 European Trade Union Confederation



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Make Europe Work
for the People

Action Programme

Adopted at the ETUC 10th Statutory Congress,
26-29/05/2003



Confédération Européenne des Syndicats

The Xth Congress of the European Trade Union Confederation (ETUC) took place in Prague between 26 and 29 May 2003. The participants included delegates from 77 national confederations in 35 different countries and from 11 European Industry Federations affiliated to the ETUC. Accordingly, more than 60 million workers were represented at the Congress.

The ETUC's partner trade union organisations in Albania, Bosnia-Herzegovina, the Serb Republic, Montenegro and Kosovo were also represented.

The ICFTU, the WCL, the International Confederation of Arab Trade Unions (ICATA), the Nordic Trade Union Council (NFS), the Trade Union Advisory Committee to the OECD (TUAC) and the body representing MERCOSUR trade unions were represented by delegations led by their respective General Secretaries.

The participants attending the Congress as observers included AFL-CIO (United States), Rengo (Japan), FNPR (Russia) and GCTU (CIS).

In addition, the guest list included a fair number of MEPs and representatives of European NGOs active in the social sector.

Several VIPs took the floor at the Congress, including Czech Prime Minister **Vladimir Spidla**; European Commission President **Romano Prodi** (by video link); European Commissioner **Anna Diamantopoulou**; Economic and Social Committee President **Roger Briesch**; the Chairman of the European Parliament's Committee on Employment and Social Affairs, **Theo Bouwman**; Deputy Minister of Labour **Roverto Spyropoulos** (on behalf of the Greek EU Presidency); the Director of the European Monitoring Centre on Racism and Xenophobia, **Beate Winkler**; **Gabriella Battaini-Dragoni**, Director General of Social Cohesion at the Council of Europe; and ILO Executive Director **Kari Tapiola**.

The President of the European Convention, **Valéry Giscard d'Estaing**, also gave a speech, which was followed by a debate with the delegates.

The Congress also paid homage to former European Commission President **Jacques Delors**, who was a guest of honour at the Congress.

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Foreword

Europe is entering a new phase in its history. In the near future, the continent will be unified through the enlargement process. Working people expect more and better jobs to be delivered. Citizens at large demand the full recognition of their rights.

The Xth ETUC Congress takes place in a new international context which gives rise to serious concerns in both economic and political terms. Long-established multilateral international institutions and relations have been called into question and the fast deteriorating economic situation could easily turn into a recession.

The future of the European Union itself is at stake unless clear-cut decisions are taken to enhance the European Social Model as well as to give a political profile and an independent role in international affairs to the Union. Fully respecting the UN Charter, Europe should work coherently towards peaceful conflict resolution speaking with one unified voice. Only by strengthening its identity and social vision can Europe play a key role in mastering globalisation, promoting sustainable development and advocating peace, democracy and human rights, aiming to create stable and decent jobs and implement the free exercise of social and trade union rights.

The ETUC stresses its conviction that enlargement represents above all a unique historic opportunity to unite the peoples of Europe on the basis of fundamental democratic values. It is a means of ensuring peace and political stability in Europe and of contributing to economic and social progress and to the improvement of living and working conditions. Enlargement means investing in the common future of the peoples of Europe.

In the light of enlargement, what is needed is therefore more Europe and the ETUC expects the European Convention to deliver a Constitutional Treaty, which lives up to these challenges and gives the Union democratic, effective and transparent institutions, based on active European citizenship rights.

At the same time, it is important to note that the future development of the European Union affects not only the social model of its current Member States and the accession countries, but also, both directly and indirectly, the European countries outside the Union, notably the EFTA and EEA countries.

At the last Congress, when the neo-liberal paradigm



seemed to have no alternatives, the ETUC took the lead in relaunching the objective of full employment to be reached by means of policies to stimulate qualitative economic growth and pursue social cohesion, in particular by the strengthening of Services of General Interest, as well as through social concertation and negotiations at European level.

In these four years, not only has the need to replace the neo-liberal economic paradigm been increasingly voiced all over the world in view of its failures, but in adopting the Lisbon Strategy the European Union itself has made a choice which proves that our demands were well grounded.

However, the Lisbon strategy is today in troubled waters and unemployment is again on the rise in Europe. This is first of all due to the inactivity of the European authorities who refrain from promoting a stronger European coordination of economic, fiscal, budget and investment policies to confront the adverse economic situation and to allow Europe to fully exploit its potential to be the starter motor of its own growth.

The ETUC calls for this precondition to be met and reaffirms that the Lisbon Strategy is the only way to avoid the progressive decline of the European economy and society. Indeed, the search for competitiveness based on social deregulation, the reduction of worker's rights and protection is not only unacceptable from a social point of view but is also economically ineffective in the long run.

Over the last few years, the ETUC, national affiliates and the European industry federations have upheld the values and policies of the European Social Model and at the same time been part of the reform process. In the next period, their responsibilities will be greater, and to honour them the European trade unions must strengthen their organisations to be more representative of the new world of work, organising the unorganised to make trade union influence more relevant in the economy and in society at large.

The ETUC itself needs to be strengthened and its competences enhanced under the conviction that only by pooling their efforts together and effectively coordinating their actions transnationally can the European trade unions promote workers rights, more and better jobs and social progress in a Europe which is at last unified.

The Xth Congress states that this Action Plan constitutes an explicit follow-up to the resolutions adopted at the IXth Congress held in Helsinki in July 1999. Accordingly, all Resolutions not amended by this Action Plan remain in force and will continue to form a reference in drafting ETUC proposals and commitments for and on behalf of European workers and their claims vis-à-vis employers and the European institutions.



1. Our vision of Europe

The Xth Congress commits the ETUC to:

a. Our objectives

1. Seek a European Union built upon peace, freedom, democracy, fundamental rights, equal opportunities and gender equality, sustainable development, solidarity and social justice, full employment and quality jobs, economic, social and territorial cohesion, a high level of physical and mental health, education, training and life-long learning, well-being and prosperity, and the principles of the European social model, protection of minorities, universal and equal access to services of general interest of a high quality and organised on the basis of solidarity, and a social market economy;
2. Call upon its members to campaign in the run-up to the 2004 European Parliament elections in support of social Europe and the enhancement of trade union rights, aiming to increase the turnout to ensure that those elected have popular support.

b. A constitutional treaty for an enlarged EU

3. Press for a constitutional treaty based on our objectives;
4. Campaign for the full integration of the Charter of Fundamental Rights into the constitutional treaty with legally binding effects and guarantee of justice, as the first stage in the recognition of fundamental rights at European level;
5. Work to ensure that the next phase of EU enlargement is completed successfully based on the full implementation of the social acquis, recognising fully the opportunities and challenges for trade unions and the EU alike;
6. Fight for a process of European integration combining economic and social dimensions which goes beyond the single market and single

currency to move towards social and political union, governed by efficient, transparent and democratic institutions;

7. Promote the realisation of a genuine area of freedom, security and justice.

c. Full employment and the quality of work

8. Continue to fight for full employment as a fundamental macroeconomic policy goal;
9. Develop a modern conception of full employment based, in particular, on gender equality, high-quality jobs, the right to life-long learning, and a right to choose in a labour market open to all in order to increase the labour force participation rate, introduce minimum social standards to increase the quality of work and the protection of workers, while rejecting the growing precariousness of employment conditions.

d. Social inclusion and cohesion

10. Fight against social exclusion, poverty and inequality, taking into account the needs of specific groups, across all policies areas by strengthening economic, social and territorial cohesion in an enlarged European Union, based on social justice, the redistribution of wealth and upward harmonisation;
11. Recognise the diversity of the European workforce, and build solidarity between the generations, the employed and the unemployed, active and retired workers and workers across borders, sectors and occupations.

e. Public sector and services of general interest (SGI)

12. Promote high-quality services of general interest and public services with equal and universal access as vital instruments for the full implementation of fundamental citizen rights for the European social model, and by strengthening public services and services of general interest at all levels based on highly qualified workforces and adequate funding.

f. Social protection

13. Reaffirm the priority of and strengthen statutory and collectively agreed social protection systems, make their financing sustainable and more employment-friendly, ensure that changing family structures, atypical contracts and an ageing population are taken into account by strengthening direct rights, and that all workers and citizens are covered by statutory social protection schemes;

14. Reverse the neoliberal approach of business and governments who take enlargement and competitiveness as a pretext to weaken social safety nets, and downgrade workers' rights.

g. Collective bargaining and social dialogue

15. Strengthen trade union rights and collective labour relations in all member states, applicant countries and other European countries and campaign for full transnational trade union rights to build up a real European negotiating space for the social partners in which collective agreements are always recognised as a means of implementing EU law.

h. Gender equality

16. Demand the inclusion of gender equality among the fundamental values of the EU and its inclusion in the shared competencies of the EU;

17. Ensure the *acquis communautaire* regarding equal pay and gender mainstreaming is maintained across all policies and encourage women's representation in all decision-making bodies.

i. Combating discrimination, racism and xenophobia

18. Fight discrimination in all its forms with respect to gender, nationality, race, ethnicity, disability, sexual orientation and gender identity, age, religion and social origin in the European Union, in particular in the form of specific Directives implementing Article 13 on all grounds;

19. Reflect and act on prejudices that may be inherent in trade unions' own structures.

j. Sustainable development as a guiding principle

20. Support the mainstreaming of sustainable development in its ecological, economic and social dimensions.

k. Globalisation

21. Fight neo-liberal conceptions of globalisation and campaign for a process of globalisation regulated by democratic institutions to ensure that it respects and responds to people's needs and workers' fundamental rights, and ensures a fairer distribution of wealth globally.



I. Strengthening the ETUC and European trade union identity

22. Raise the visibility and autonomy of the ETUC, strengthen the resources available and make the most effective use of these resources;

23. Reach out to and motivate younger generations to take an active part in trade union work and to influence the development of society, considering their ways of working, ambitions, perceptions and priorities.





2. European Economic and Social Model

The Xth Congress commits the ETUC to:

a. The road from Lisbon: towards more and better jobs

1. Work for the implementation of the Lisbon strategy, particularly the commitment to 'more and better jobs', full employment and the creation of a knowledge-based society, with a policy mix allowing for a sustainable annual growth rate of 3% underpinning the strategy;
2. Ensure that the Luxembourg process remains the main vehicle for coordinating labour market policy, while stressing that the Broad Economic Policy Guidelines (BEPGs) must also contribute to full employment, and call for the consistency between the two processes;
3. Improve the participation and consultation of the social partners at all levels, and particularly at national, regional and local levels in the National Action Plans for employment and social inclusion, encourage affiliates to engage in the implementation and evaluation of the EES at national level and help to raise awareness of the employment strategy;
4. Ensure that activation policies focus on positive incentives in terms of training, support and career guidance, rather than forcing people to accept any job;
5. Promote high quality and stable jobs through EU legislative and collectively agreed provisions, in terms of issues such as working time, pay and conditions, health and safety, and access to training, thus contributing to a sustainable working life and a more competitive European Union;
6. Ensure that all temporary employment contracts are concluded for a specific purpose, thereby preventing the spread of insecure contracts in the labour market;
7. Work to improve working conditions and health and safety at the workplace, notably through the implementation of the Community Strategy on health and safety 2002-2006;
8. Fight for binding provisions, whether collectively agreed or statutory, to protect workers from discrimination and instability in their job: sub-contracting, temporary work agencies, etc. as well as effective monitoring of implementation of the Posted Workers Directive;
9. Anticipate measures to forestall the risk of creating new groups of socially excluded, given the difficulties of access to new information technologies for workers in a precarious situation
10. Combat gender discrimination through employment policies which promote women's economic independence, including publicly financed high-quality care for dependents, improve the quality of women's employment with a right to full-time employment and part-time as a possibility, and eliminate gender gaps, in particular the gender pay gap, and press for improved female career promotion and opportunities, to brake the barriers between traditional male and female jobs.
11. Stress that it is important for gender equality as well as for labour market participation to have individual instead of joint family taxation;
12. Call for the right to paid parental leave and the maintenance of pensions and social security rights during career breaks, and campaign for an adequate income during parental leave;
13. Encourage the full involvement of trade unions in activities aimed at the eradication all forms of discrimination, especially in workplace projects, in order to enact the principles of Article 13;
14. Fight discrimination against immigrant, black, ethnic, religious minority workers or on the basis of sexual orientation in Europe, especially in the labour market;
15. Act to eliminate and prevent discrimination against both young workers and older workers, who both suffer higher levels of exclusion from the labour market;

16. Press for action and European standards at favouring upward convergence of the living and working conditions and for the social inclusion of disabled people and be more responsive to their needs and opinions;

17. Strive for the eradication of illegal work by penalizing traffickers and unscrupulous employers and apply the principle of fair treatment and standing up for the interests of all employees

18. Continue to campaign for the 35-hour week and innovative working time reduction measures via collective agreements, combined, where necessary, with legislation, including a revision of the Working Time Directive to ensure that it covers all workers, in order to achieve better reconciliation of working and family life, catering to the need for quality jobs and training while also taking account of employment and environmental aspects.

b. Economic governance and the Stability and Growth Pact

19. Strive for more effective European economic governance ensuring a balance between economic efficiency and social cohesion, preserving stability, as a necessary condition for higher growth and more jobs;

20. Encourage and support a reform of the economic, monetary and fiscal policy framework, ensuring an appropriate policy mix and guaranteeing that the different policy instruments are used to meet the strategic objectives set by the EU, particularly at the Lisbon Summit;

21. Seek changes to the Stability and Growth Pact to ensure that the 'growth' aspect acquires the same status as the 'stability' aspect, including a 'golden rule' approach which permits borrowing for investment in social and economic infrastructure, notably in the European networks and in coordinated framework to carry out the Lisbon goals, while ensuring current spending is balanced over the business cycle, and greater short-term fiscal room for manoeuvre depending on the size of government debt, without imposing additional constraints, over and above the Maastricht criteria, on the most indebted member states;

22. Explore the idea of buffer funds and limited inter-regional transfers, and campaign for measures to prevent harmful tax competition and tax evasion;

23. Encourage greater coordination and harmonisation of certain areas of taxation policy, such as the taxation of companies, company revenue and green taxes, notably by subjecting taxation with cross-border effects to common rules agreed at EU level by qualified majority voting; basically the ETUC is calling for the implementation of a minimum tax threshold and the establishment of a minimum basis for company taxes as well as the establishment of an energy tax in order to end harmful tax competition;

24. Seek a symmetrical inflation target for the ECB, set by democratically legitimated institu-

tions, implying a balanced monetary-policy concern with inflation, employment and economic growth;

25. Strengthen the social partner involvement in the macroeconomic dialogue (Cologne process), and ensure that the Tripartite Social Summit will be a real concertation forum for growth and employment to prepare the Spring European Council, and campaign for a social partner advisory committee to the ECB, to give more transparency to ECB policies.

c. Jobs and Competitiveness via security and efficiency

26. Seek greater investment in modern infrastructure, particularly in the central and eastern European accession countries, and increased investment in research and development, emphasising the importance and dissemination of applied research and education, training and lifelong learning measures;

27. Call for the development of a high-quality services sector in order to take maximum advantage of the job creation opportunities that would be entailed by such a development, to improve working conditions and reduce the high number of atypical contracts;

28. Support the demand for national commitments to devote 3% of GDP to research and development and therefore call for a strong European strategy to improve coordination and encourage transnational research cooperation;

29. Campaign for fixed national objectives in relation to higher investment in life-long learning strategies, and work towards partnership between employers, public authorities, the European institutions and trade unions to develop the level of skills and competences.

d. Social protection: a fundamental element

30. Ensure the sustainability of social security systems and campaign to broaden the financial base of social protection and for the development of additional and alternative financing, which shifts the incidence of taxation from labour to other factors of production, in order to secure more employment-friendly financing and sustainable social security systems and to create new jobs;

31. Call for full social partner participation in the development of concrete social convergence objectives and indicators at EU level, particularly in the field of pensions and healthcare with a view to upward convergence, and campaign to increase and qualify public social expenditures with the aim of guaranteeing a network of universal and general social services;

32. Safeguard the statutory pension systems as the major part of pension entitlements and pensions that guarantee a decent standard of living;

33. Call for an EU legal framework for occupational retirement institutions on the basis of legislation and/or collective agreements, ensuring the participation of the social partners in their management, ensuring that they respect sustainable-development and ethical criteria, and guaranteeing the portability of these pension rights;

34. Campaign for affordable, universally accessible, high-quality healthcare and elderly and child care services, and the maintenance of social security rights during career breaks, and promote public financing of childcare and elderly care facilities;

35. Support the introduction of a European Health Card giving access to the health care services in every country of the EU and EEA at the same conditions of national citizens;

36. Call for formulas allowing a progressive passage from work to retirement on a voluntary basis while resisting exclusion of older workers from the labour market by integrating the spe-

cific perspective of workers over 40 into the strategy for life long learning and quality of work, and oppose attempts to raise the fixed indicators on age requirements for pensions;

37. Call for a minimum income for all EU citizens in need, at a level permitting them to live in dignity;

38. Press governments to implement the National Action Plans on poverty and social exclusion (NAPSincl) incorporating effective measures, endowed with adequate resources and involving the social partners in their design and implementation.

e. Mobility immigration and social integration

39. Call for removing the remaining obstacles against free movement of workers and apply the principle of free movement of labour to legally resident third-country nationals and promote social and political integration and defend the right to family reunification;

40. Fight for the implementation of social and employment rights for workers moving in the EU and EEA and ensure that legally resident third-country nationals fully benefit from social and employment rights;

41. Campaign for the adoption by the European Union and member countries of UN and ILO Conventions on rights of migrant workers and their families;

42. Campaign for the same political rights in local and European elections for long-term legally resident third-country nationals as enjoyed by European citizens;

43. Promote a European policy of co-development with countries of origin, which avoids brain-drains and contributes to social and economic development;

44. Develop a common European policy on immigration and asylum which rather than relying on repressive measures promotes the inte-

gration of nationals from non-member countries, manages migratory flows and penalises both traffickers in human beings and unscrupulous employers;

45. Fight for the prevention of trafficking of women and girls and of acts of violence against them, particularly by promoting more effective action at European level;

46. Call for rapid legislative decisions, establishing common criteria for immigrants arriving without documents, and ensure the right of these migrants to trade union membership and freedom of association, in accordance with ILO Convention 87.

f. Lifelong learning for social cohesion and competitiveness

47. Implement the social partner Framework of actions for the lifelong development of competencies and qualifications with a regular follow-up by the Social Dialogue Committee over a five-year period, as an integrated part of the Lisbon strategy, ensuring the right of access to life long learning for all;

48. Ensure that lifelong learning strategies are supported and pursued in the sectoral social dialogue and through collective agreements;

49. Promote the inclusion of older workers, low-income earners, early school leavers and those with low levels of qualifications atypical workers and women in lifelong learning measures;

50. Call for objective, progressive and national goals to diminish the enormous numbers of employed and unemployed workers without minimum educational qualifications in every member state of the EU;

51. Press for national targets to reduce the number of people leaving school without basic education qualifications;

52. Call for genuine recognition of apprenticeship, formal qualifications and diplomas and informal competences;

53. Ensure that access to qualified education and training, at universities and colleges, responds to the demands of both young people and adults seeking further training.

g. Structural funds – a means to achieving economic and social cohesion

54. Ensure the most effective and integrated use of the Structural Funds, especially the European Social Fund, to pursue the aims of the European Employment Strategy and to strengthen the European Social Model;

55. Demand increased and improved financial basis of the Structural Funds to meet the needs of all member states in the context of enlargement;

56. Support capacity building of social partners in the accession countries, particularly supporting their training and understanding to facilitate their participation in administration and implementation of projects financed by the Structural Funds;

57. Promote social partner and particularly trade union involvement in every phase of the Funds' interventions, including in the Community Initiatives, and above all at the stage when actions are being devised, ensuring that the requisite information is made available well in advance;

58. Support the development of a reliable, efficient and up-to-date system of structural indicators.

h. Industrial policies

59. Promote industrial policy as a strategic tool to carry out the Lisbon strategy, exploiting to the full the employment potential of industry, recognising the need to promote economic growth and higher productivity and to combine macro-

economic and structural measures, to anticipate and manage change and to build a knowledge economy, taking into account the challenge of restructuring in specific sectors and branches;

60. Calls on the European Commission and Council to fully play their role in the field of industrial policy, which cannot be left solely to the social partners;

61. Demand a European mechanism to act against companies that displace their activity or carry out collective dismissals convening agreements with the host countries, to oblige them to pay back the obtained funding and prevent them from applying for European public aid programmes;

62. Campaign for such an innovative industrial policy to support the European social model, recognising the need for competitiveness, sustainability and social inclusion, using the sectoral social dialogue as a central tool, and call on shareholders to assume their social responsibilities;

63. Require all companies employing more than 1000 workers to produce an annual report on its forecasts as called for in the report from the high-level group on anticipating industrial change;

64. Recognise the new challenges of restructuring flowing from enlargement and the need for an industrial policy that ensures workers and their representatives have a voice in restructuring, including mergers and acquisitions, while making full use of the European Monitoring Centre on Change;

65. Call for EU competition policy to take account of all the consequences on employment, and the resulting social consequences, of company mergers and takeovers.



i. Services of General Interest for all Citizens

- 66.** Emphasise the need for a better balance between competition rules and those regulating services of general interest at European level and allow national governments to guarantee fundamental citizenship rights before the rules of free market and competition;
- 67.** Support the principle that the EU and EEA should respect neutrality of ownership, leaving Member States to decide what must remain public or what becomes private, while assuring high quality services and universal and equal access, and allow for the possibility of a return from private ownership to public ownership;
- 68.** Integrate the concept of high quality services of general interest, on a par with the creation of the internal market, into the objectives and activities of the European Union;
- 69.** Take a critical perspective on privatisation and the promotion of public private partnership in public services;
- 70.** Demand democratic regulation of liberalised public services involving unions and other concerned parties.



3. Expanding and Reinforcing the area of European Industrial Relations

The Xth Congress commits the ETUC to:

a. Strengthening transnational trade union rights

1. Strengthen and campaign for full transnational trade union and workers' rights in particular cross-border sympathy action, including strikes, in a way that fully respects the national systems of collective bargaining and action;
2. Press for full recognition of social dialogue at cross-sectoral level and in all sectors, the autonomy of the social partners and their role as co-regulators at European level;
3. Call for special labour and social court section of the European Court of Justice, which should include assisting experts appointed by the social partners;
4. Develop strategies for how international trade unions rights can be affected either by individual or collective systems.

b. Social dialogue: an important determinant of reform

5. Develop and further strengthen European Industrial Relations in close cooperation with the European Industry Federations and build a real European negotiating space for the social partners to defend workers' interests;
6. Strengthen the social dialogue and partnership respecting the full autonomy of representative social partners in CEE, as elsewhere in the EU;
7. Do its utmost to implement successfully the European social partner multi-annual work programme (2003-2005) on issues jointly agreed framework of actions on gender equality; voluntary agreement on stress at work; guidelines on restructuring and managing change; follow-up to the telework agreement and the framework of actions on the lifelong development of com-

petences and qualifications and incorporate new issues into the joint work programme as necessary;

8. Act together with the member organisations to push the employer organisations to become a genuine and strong European social partner in order to enable a genuine framework for negotiation;
9. Support the European Industry Federations in their endeavours to strengthen the capacities of the sectoral social dialogue and push the European Commission to recognise sectoral social dialogue committees in all sectors;
10. Campaign for the respect of social and health and safety norms and for trade union representation in SMEs;
11. Set up, with the employers' organisations and with the support of the European Commission, a social partner secretariat, with adequate resources for research, training and public relations;
12. Seek active involvement in and the effective functioning of the Tripartite Summit for growth and employment as an important coordinating mechanism;
13. Prepare the ground for a social partner agreement setting out the framework for autonomous negotiations at European level, including the related questions of mediation and conciliation;
14. Promote the participation and action of trade unions in developing corporate social responsibility in all areas.



c. Collective bargaining strategies and coordination in an expanding Europe

15. Continue, along the lines of existing transnational (Doorn Group) and sectoral initiatives and in cooperation with the European Industry Federations and the national member organisations, its endeavours for effective coordination of collective bargaining policy, in order to forestall the danger of wage dumping and accelerate the upward convergence of living and working standards in an enlarged Europe;
16. Further develop qualitative aspects of collective bargaining, such as combating low pay and precariousness, promoting equal pay, training and health and safety, in both in the immediate interest of workers and in support of the European employment strategy;
17. Develop further the ETUC guideline on the coordination of collective bargaining while promoting the qualitative aspects;
18. Develop positive flexibility strategies which are negotiated and agreed by the social partners to ensure male and female workers' interests are adequately represented.

d. Information, consultation and worker participation for managing change

19. Call for a revision of the EWC Directive by the end of 2003, and campaign, along with affiliates, for EWCs to be set up in those companies covered by the Directive that have not yet done so, taking into consideration equality between women and men;
20. Watch closely the development of European Works Councils so as to prevent employers from including management into the membership EWCs instead of genuine workers' representatives;

21. Support effective implementation of the EU Directive on worker information and consultation, seek adequate application in excluded areas, and protect the job security of workers representatives;

22. Monitor and take an active part in the preparation of the transposition of directives on information and consultation as well as on workers' involvement (European Company) into national legislations so as to strengthen the role of trade unions and especially in order to oppose attempts to substitute the unions by management sponsored bodies;

23. Develop, with the European Industry Federations, a common strategy for the practical implementation of worker participation in the European Company (SE), and ensure European mandating of workers' representatives to managerial or supervisory boards;

24. Ensure that a high level of worker participation will be guaranteed in the European Company and that there will be no possibility of opting out;

25. Examine, in relation to the European Company, the concept of a fund into which workers' representatives' remuneration would be paid, subject to binding rules, which should be used for consultation, training and research.

e. Cross-border trade union action and solidarity

26. Urge affiliates to ensure that all those working temporarily abroad get effective rights to trade union protection, namely regarding their labour and social rights;

27. Support the work of the Interregional Trade Union Councils and work for the promotion of the Eures network in support of job creation.



f. Strengthening industrial relations in the accession countries

- 28.** Build effective social partnership in CEE through bilateral and multilateral forms of trade union co-operation;
- 29.** Stimulate the bilateral cooperation of trade unions concerning migration.



4. Europe and Globalisation

The Xth Congress commits the ETUC to:

a. EU as a global actor

1. Promote the consolidation and further development of the European social model so that it can serve as an influential reference model;
2. Urge the member states to develop a more coherent common foreign and security policy in order to strengthen the EU's role in international governance;
3. Call for the EU to speak with one voice in favour of prevention and peaceful resolution of conflicts, and uphold the role, while promoting democratic reform of the United Nations to strengthen its central role in international governance.

b. Sustainable development

4. Call on the EU to speak with one voice for democratic reform of the international financial institutions and promote coherence in global economic governance by enhancing the role of multilateralism through the United Nations and promote, in close co-operation with ICFTU, WCL and TUAC, the implementation of a concept of and a strategy for sustainable development, based on the three pillars of economic, social and environmental sustainability;
5. Pursue the Kyoto goals within the agreed time-frame and promote a Europe-wide energy tax, measures to favour energy savings and improved efforts to double by 2010 the proportion of renewable energies, alongside support for technological innovation to improve energy efficiency;
6. Promote full implementation of the EU's Sustainable Development Strategy, approved in Gothenburg (2001), and the changes and measures which arise from this;
7. Pay special attention to relevant workplace

aspects raised in the conclusions and recommendations of the World Summit on Sustainable Development, particularly climate change, food-stuffs, and chemical risks;

8. Reinforce the social pillar of sustainable development and promote, in close cooperation with ICFTU, WCL and TUAC, the full involvement of the ILO in the implementation of the conclusions of the World Summit on Sustainable Development where international labour standards are concerned;
9. Exhort the Commission and national governments to use the instruments at their disposal, including the enforcement of social and environmental standards in connection with the award of public contracts to companies, or equivalent requirements in the context of granting European development aid or export credit guarantees;
10. Request the European Commission to promote the ratification of ILO Convention 174 concerning the Prevention of major industrial accidents by all the Member States of the EU;
11. Call on affiliates to further develop and implement sustainable development policies at national and sectoral level, requiring trade unions to expand their own ecological competences;
12. Press companies to accept their responsibility for environmental issues and recognise their workers' and trade unions' rights to representation and involvement in the activities of enterprises related to the environment through collective negotiations with the employers, while calling on the EU to promote measures for the protection of workers in the transitional period while sustainable development policies are implemented;
13. Press the European Union to urgently adopt a global plan for maritime safety in the Union.

c. Trade Negotiations

14. Mobilise at national and European level, together with the international trade union organisations and other social movements, in the context of international trade negotiations, in pursuit of agreements that ensure social and economic development of developing countries, sustainability, transparency, growth of qualified and decent employment, rebalance between strong and weak economies, debt relief, social justice, eradication of poverty and child labour and the respect for and effective implementation of fundamental workers' and trade union rights and gender equality;

15. Demand that the deadlines and commitments agreed in Doha on access to low-price medicine, on special and differential treatment for developing countries and on improved access for developing countries to industrialised countries' markets, in particular for agricultural products, are respected before discussion gets underway on the rest of the WTO agenda.

16. Support the European industry federations in their demand for an employment impact assessment of EU proposals in the GATS negotiations and adequate consultation of the social partners;

17. Campaign and mobilise, in cooperation with the international trade union organisations, the ILO and other international organisations for the respect of core labour and environmental standards and for the formal exclusion of public services from GATS agreement support above all education, health, water and other essential utilities and the right of governments to regulate such sectors without a challenge under the GATS agreement, defend the full democratic transparency of the GATS negotiations also through the participation and consultation of the European and national parliaments, of the social partners and civil society organisations; call for a moratorium of the GATS negotiations, if these demands are not met before further negotiations get underway;

18. Address those developed-country policies that restrict access for developing countries' goods, notably in agriculture, implying, in the EU, reform of the Common Agricultural Policy in favour of sustainable rural development, food safety, and consumer protection, while eliminating export subsidies; this reform should be accompanied by measures of co-operation with developing countries, notably the weakest ones, to ensure that they can benefit from export and address their needs for domestic consumption and food security;

19. Work with the ICFTU and WCL to make maximum use of the EU Generalised System of Preferences to promote fundamental workers' and trade union rights in GSP beneficiary countries;

20. Work closely with the ICFTU and WCL to establish a formal structure at the WTO, with the full participation of the ILO, to address trade, employment, environmental and core labour standards;

21. Contribute to a framework proposal for binding regulations on foreign direct investment (which applies also to GATS Mode 3) based on a multilateral regime, but not within the WTO, respect for core labour standards and the OECD guidelines for multinational companies, inclusion of the needs of developing countries, and full involvement of the international trade union organisations.

d. Globalise Social Justice

22. Continue to promote human rights and social justice and gender equality in all external and internal policy-making fora of the EU, especially in terms of association and cooperation agreements between the EU and third countries, in cooperation with free, independent and democratic trade union and human rights organisations like Amnesty International and Human Rights Watch;

- 23.** Call on the European Union, in all relevant bodies, to lead the fight for the abolition of tax havens in order to prevent tax evasion and money laundering and thereby contribute to a better distribution of wealth and to the globalisation of social justice;
- 24.** Demand, together with its affiliates, that EU member states represented on the decision-making bodies of the IMF and the World Bank speak with one voice for a democratic reform of these institutions and use their influence to promote economic adjustment policies that generate socially sustainable development;
- 25.** Campaign for a debt relief strategy that prioritises economic and social development;
- 26.** Urge EU member countries to commit themselves to the adoption and effective implementation of the ILO and OECD Guidelines for Multinational Companies and encourage, together with the European Industry Federations, European Works Councils to play an active role in ensuring that their companies implement the Guidelines, and member trade union organisations to negotiate framework agreements with multinational companies, respecting ILO Conventions;
- 27.** Intensify its engagement with global civil society groups critical of globalisation in its current form within the World Social Forum and European Social Forum;
- 28.** Intensify interactions with employers and employees organisations in the framework of the World Economic Forum with a view to furthering the social concerns and socially responsible policies;
- 29.** Call for a European reference framework within which corporate social responsibility can develop on the basis of legislation and/or collective agreement;
- 30.** Insist that European companies involved in social labelling programmes or other corporate social responsibility indicators respect the same principles outside the EU as inside;
- 31.** Insist that the European Union as well as its member states untie international development assistance from commercial obligations on the recipients, and call for the implementation of the Overseas Development Aid standard of 0,7% GDP; in addition the ETUC believes that greater political and financial commitment is necessary in terms of increasing the amount of development aid – to which revenue from the Tobin tax could contribute;
- 32.** Work in cooperation with the trade union movements in the countries or regions associated to the EU, as in the case of Cotonu, Mercosur and the other Latin American groupings, as well as ASEM and call on the EU to promote regional and sub-regional integration processes;
- 33.** Demand from the Commission the right for trade unions to be fully involved in negotiations with third countries;
- 34.** Continue and strengthen cooperation and integration with the trade unions in South-East Europe and promote the social dimension in the transformation process within the framework of the South-East Balkan Stability Pact ETUC Forum;
- 35.** Develop trade unions, industrial relations and socio-economic aspects of the northern dimension of the EU in the light of enlargement;
- 36.** Continue and stabilise cooperation in the Euro-Med Trade Union Forum to develop common analysis and common action on fundamental trade union goals with high interest for the development of the Euro-Mediterranean partnership and the process of a common market in the region, and work towards peace in the whole region, notably for a renewed peace process between Palestine and Israel, aimed at an agreement based on the concept of two peoples-two states, which can guarantee peace, security and economical and social development to both peoples.



5. Strengthening the ETUC and European Trade Union identity

Successful implementation of the 2003-2006 action programme will only be possible if the ETUC becomes more efficient, plays a stronger role as a social actor, and steps up its cooperation with the national affiliates and the European industry federations. This means in particular:

1. Enhancing the ETUC's identity vis-à-vis workers and trade union members as a trade union organisation, autonomous from institutions, employers, governments and political parties. This means, among other things, implementation of the trade union charter adopted in Helsinki, and introduction of a European membership pass which guarantees trade union members temporarily working abroad access to a full range of trade union services (legal assistance, advice and training facilities).
2. Strengthening the ETUC's ability to influence legislative processes at European level and decision-making within the EU institutions, including the ECB, and improving coordination between the national and the European levels. Systematic use must in future be made of the available capacities of Brussels-based national trade union offices.
3. Strengthening bargaining power vis-à-vis the European employers. This requires closer coordination and agreement of positions with the national affiliates and even closer cooperation with the European Industry Federations. Only in this way will it be possible to overcome the employers' reluctance to negotiate at both inter-sectoral and sectoral level.
4. Improving, in close cooperation with the European Industry Federations, the preconditions for effective coordination of collective bargaining. Alongside the goal of preventing social and wage dumping in any form, there is a need to develop proactive strategies for the improvement and upward convergence of working and

living conditions. This applies also to the qualitative areas of collective bargaining (e.g. training, equal treatment, working time, occupational health and safety).

5. Coordinate ETUC efforts to encourage multinational companies operating in the accession countries to organise and take part in sectoral collective bargaining at the national level.
6. Better focussing and redirecting existing work structures. This means, among other things, the further development of the ETUC committees and working groups by compiling a clear and specific programme built on the action programme adopted by Congress. In this way the continuity of the ETUC's work, and its commitment to decisions taken, can be strengthened.
7. Achieve gender equality within the trade unions, by implementing the ETUC equality plan. This requires balanced participation of women – at least proportional to their membership figures – at all levels, including the leadership, and in all other European trade union structures (committees, EWCs).
8. Further encouraging the work of the Interregional Trade Union Councils in the frontier regions. This work represents a laboratory for the practical implementation of a genuinely European trade union policy in the social and economic field, and constitutes a significant contribution to European trade union identity.
9. Building up better-developed links and cooperation between the ETUC institutes. While preserving their respective responsibilities in the fields of research, training and advisory services, they should create efficient common service structures. The idea of bringing them together under the roof of a joint foundation should be explored without delay. With better use of the available resources they could considerably improve the services they provide for the ETUC and the European Industry Federations and, at the same time, develop in new directions, for example in the fields of communications, publications and ICT.

10. Ensuring the independence and operational capacity of the ETUC through the provision of adequate resources.

11. Supporting trade union recruitment strategies, especially amongst underrepresented groups and young workers, who are the future of all trade unions. Young people must be better represented and participate at all levels in the trade union movement, especially in the decision-making bodies.

12. Improving and strengthening the Europe-wide campaigning capacity, especially in all employment and social policy fields. Only by means of stronger cooperation can European trade union strength, identity and visibility be further developed.





Equality Plan¹

¹. *Approved at the ETUC Congress in Prague,
26-29 May 2003*

Introduction

The previous Equality Plan, which was approved at the Helsinki Congress in 1999, included a provision for the monitoring and evaluation of its implementation. A mid-term assessment was submitted to the Executive Committee of December 2001, and a study entitled "Women in Trade Unions: Making a Difference" was carried out in 2002 by a group of researchers at the UCL.

A conference attended by eighty women from national confederations and European Industry Federations considered the results of the evaluation and discussed a new equality Plan. This plan, like its predecessor, focuses on three objectives. This time, however, measures have been identified which should help to realise each objective. Why these measures were chosen, based on the research, is set out in the appendix together with a more detailed explanation of the measures concerned.

Again like its predecessor, this new plan takes a dual approach, tackling specific gender equality issues as well as gender mainstreaming calling for the inclusion of the gender dimension in other policies.

The plan refers to the concept of a representation gap, which is the difference between the proportion of women in the decision making bodies of the organisation compared to the proportion of women in the overall membership rate. However, this should not prevent national confederations or European Industrial Federations, particularly those with a predominantly male membership, from setting quantified objectives which are higher than those which respect proportionality.

The three objectives are addressed to all national confederations and industry federations and to the ETUC itself. As gender equality policies have a more recent history in most European Industry Federations than in national confederations, some of the measures suggested under objective 3 are more particularly addressed to them. This section also includes measures affecting the ETUC directly.

Finally, the Plan includes follow-up and evaluation measures as well as sanctions.

2. We strongly recommend the study "Women in trade unions: making a difference", which for the first time includes data on all the European industry federations. (http://www.etuc.org/FR/Dossiers/GENDER/Women_in_trade_unions/Etude2002/Default.cfm)

OBJECTIVE 1:

to eliminate the female representation gap in decision-making bodies

- As a first step, to reduce by half the representation gap in decision-making bodies

By considering the following measures:

- An equality plan with
 - quantified objectives
 - a timetable,
 - a clear indication of the need for follow-up and evaluation.

- Keeping statistics regarding membership of and representation on bodies including European Works Councils, the Executive Committee, Congress, numbers of women negotiators, etc.³.

These statistics will be submitted to the ETUC every two years so that a report can be drawn up for the Executive Committee. This will make it possible to extend the evaluation and follow-up of implementation of the Equality Plan

- Adapting the ways in which meetings are held and changing the trade union culture in order to make it easier for women to attend meetings and to take the floor.

OBJECTIVE 2:

to extend the gender mainstreaming

Firstly, by including the gender dimension in collective bargaining and/or collective bargaining guidelines.

By considering the following measures:

- training in equality issues (and in gender mainstreaming) for negotiators
- preparing negotiations and/or negotiating guidelines in cooperation with equality officers
- follow-up and evaluation of this will be included in the ETUI and ETUC annual reports and discussed in the ETUC Executive Committee.

Secondly, by putting gender equality at the heart of a new social welfare architecture

The ETUC

- must exert pressure to include this aspect in the European coordination of social protection.
- will campaign for adequate income during parental leave

Thirdly, by continuing to develop mechanisms to encourage gender mainstreaming, using tools such as sex segregated statistics, studies and checklists.

³ This may vary according to the situation in Member-states and ETUC member organisations

OBJECTIVE 3:

to strengthen the role of the body responsible for gender equality policy

by considering the following measures :

- the body⁴ should be responsible for drafting a gender equality policy, using the dual approach, and will ensure their follow-up and evaluation. Adequate human and financial resources must be made available.

Its composition (which may be either exclusively made up of women or include both women and men, and which may be exclusively responsible for monitoring gender equality or may also have a remit to consider the needs of other groups experiencing discrimination) may vary according to the history and choice of the National Confederations and European Industry Federations

- to strengthen links in European Industry Federations between gender equality bodies and the Brussels Secretariats of these organisations as well as the ETUC Women's committee
- to take account of the specific aspects of the situation of women who experience multiple discrimination, such as immigrant women, disabled women, young women, elderly women or lesbians.

⁴. the name varies according to the ETUC member-organisations (women's committee, equality, equal opportunities, etc...)

La CES doit

- en collaboration avec les fédérations syndicales européennes, créer et animer des réseaux d'égalité professionnelle, composés d'hommes et de femmes, membres de comités d'entreprises européens;
- en collaboration avec l'académie syndicale européenne, organiser des formations sur des politiques d'égalité, particulièrement avec les organisations membres des Etats de l'accession.

Follow-up, evaluation and sanctions

- A mid-term report on the implementation of the plan will be submitted to the ETUC Executive Committee and there will be an evaluation at the next ETUC Congress.
- If, after evaluation, it appears that national confederations and/or European Industry Federations have not taken efficient measures to increase the numbers of women in their decision making bodies, a list of the bad students will be published and circulated at the next ETUC Congress. Furthermore, a reduction in the numbers of votes at Congress for eligible members may also be foreseen.

APPENDIX

OBJECTIVE 1:

to eliminate the female representation gap for women in decision-making bodies at every level

Alongside the progress that has been made, the study highlighted a persistent gap in rates of representation. Although most confederations have adopted quantified targets, few are carrying out monitoring and evaluation.

Examples of how meetings are conducted may be adapted include:

- changing the timing of meetings to fit in with the family responsibilities of women and men;
- revising our ways of communicating/ensuring, for example, that everyone's views are heard;
- making childcare facilities available during meetings held outside working hours by means to be negotiated within the organisations.

Furthermore, trade union experience may be regarded as the result of professional activities or trade union involvement, or a combination of both. In both cases, such experience should be recognized, which could presuppose mentoring programmes, preparing women for positions of responsibility including at European level, promoting advisors to policy positions, or introducing genuine systems for the recognition of skills acquired through trade union experience.

OBJECTIVE 2:

to extend gender mainstreaming

The content of collective bargaining may reflect specific subjects, such as the reduction of wage gaps, as well as subjects which affect all workers (both men and women). This means therefore that the general demands put forward, should be adapted to cover the situation for both male and female workers in the company, sector, at national/European level.

Two examples of claims:

- new approaches to work organisation and working hours for women and men, abandoning the dominant model of the male breadwinner, who is always assumed to be available to the company because he has no other family responsibilities;
- access to vocational training. Mentoring schemes may also be needed to encourage women to take part in company training, particularly in the area of new technologies.

Once again, the importance of these factors was highlighted by the study. Furthermore, adaptability is one of the pillars of the European Employment Strategy.

As for the new architecture of the welfare state, promoting quality jobs for women goes hand in hand with a better work/life balance, particularly the time devoted to work and personal life.

This improved coordination can be achieved, firstly, by recognising the role of the State in financing and providing a framework for care services for adult dependents and children and in guaranteeing replacement income and the preservation of social security rights during parental leave and, secondly, by new approaches to work organisation and working hours.

Today, Member States are obliged by the European Employment Strategy to seek ways to

reconcile work and family life. The Barcelona Council set a target for the provision of childcare facilities. We need to move these measures out of the conceptual framework of "reconciling work and family life" and oblige Member States to consider this question as part of the reforms to the welfare state, just as there is now a debate and a fresh impetus to improve the quality, viability and accessibility of pension schemes via the open method of coordination of the social welfare system. In this way States would be obliged to take a stand on funding parental leave and care services for dependent adults and childcare, and on the organisation of these services.

Finally, the study shows that about a third of confederations are trying to mainstream gender equality in all trade union policies.

"A third of confederations also take account of the impact of their policies on the respective situations of women and men when defining, implementing, monitoring and evaluating their actions and policies. This process generally relies on statistics, training, publications, research and studies. Although the implementation of the process involves everyone and is not the responsibility of a single individual or body, the appointment of a person responsible for gender mainstreaming may be an advantage (though few confederations do so at present)."

OBJECTIVE 3:

to strengthen the role of bodies responsible for drafting gender equality policies

Whether or not to include the situation of women experiencing other kinds of discrimination when developing gender equality policies was considered at length during the Conference. Depending on the different national contexts and organisational structures, nothing should prevent confederations from holding meetings for example for immigrant women, to encourage them to express their views.



ETUC member organisations

National Trade Union Confederations

Austria	OGB	Lithuania	LDF
Belgium	CSC		LDS (Observer)
	FGTB		LTUC
	CGSLB	Luxembourg	CGT
Bulgaria	CITUB		LCGB
	PODKREPA	Macedonia (Fyrom)	CCM (Observer)
Croatia	SSSH (Observer)	Malta	CMTU
Cyprus	SEK		GWU
	TURK-SEN	Netherlands	CNV
Czech Republic	CMKOS		FNV
Danmark	AC		MHP
	FTF	Norway	LO
	LO		YS
Estonia	EAKL	Poland	NSZZ Solidarnosc
	TALO	Portugal	CGTP-IN
Finland	AKAVA		UGT
	SAK	Romania	BNS
	STTK		CARTEL ALFA
France	CFDT		CNSLR-FRATIA
	CFTC		CSDR
	CGT-FO	San Marino	CDLS
	CGT		CSdL
	UNSA	Serbia	NEZAVISNOST
Germany	DGB		(Observ.)
Greece	ADEDY	Slovakia	KOZ-SR
	GSEE	Slovenia	ZSSS
Hungary	ASZSZ	Spain	CC.OO
	ESZT		ELA
	LIGA		UGT
	MOSz	Sweden	LO
	MSzOSz		SACO
	SZEF		TCO
Iceland	ASI	Switzerland	TRAVAIL.SUISSE
	BSRB		SGB/USS
Ireland	ICTU	Turkey	DISK
Italy	CGIL		HAK-IS
	CISL		KESK
	UIL		TÜRK-IS
Latvia	LBAS	United Kingdom	TUC

European Industry Federations

EEA	Alliance européenne des Médias et du Spectacle
EMF	European Metalworkers' Federation
EFFAT	European Federation of Food Agricultural and Tourism
ETUF-TCL	European Federation of Textile, Clothing and Leather
EFBWW	European Federation of Building and Wood Workers
EMCEF	European Mining, Chemical and Energy Federation
EPSU	European Federation of Public Service Unions
ETF	European Transport Federation
ETUCE	European Trade Union Committee of Education
UNI-EUROPA	European Federation of Services and Communication
EEA	European Alliance of Media and Entertainment
EFJ	European Federation of Journalists





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