

**UNION  
VISION  
ACTION**

**3**

3<sup>rd</sup> UNI EUROPA CONFERENCE  
THE EUROPEAN SERVICE WORKERS' UNION

TOULOUSE  
3 - 5 OCTOBER 2011

# **UNION VISION ACTION**

## **Resolutions**

**Adopted by the 3<sup>rd</sup> UNI Europa  
Regional Conference  
Toulouse, 3-5 October 2011**





# Foreword

## Foreword

This publication contains the key policy decisions taken by the 3rd UNI Europa Conference, held in Toulouse, France, from 3 to 5 October 2011.

The theme of the Conference was UNION VISION ACTION and delegates adopted the Report of the Resolutions Committee. With the backing of our affiliates and the commitment to implement this programme, we are prepared to grow and strengthen affiliated unions and UNI Europa to improve the working conditions and lives of workers in the services and allied sectors.

11 motions and a number of proposed amendments were submitted by affiliates to the Conference. As a result of the work of the Resolutions Committee, several of these were combined or integrated into existing motions. As a result, recommendations of 7 motions were referred by the Resolutions Committee to the Conference for adoption.

Additionally an Emergency Motion on the Economic crisis and a Declaration on the Arab Spring were adopted.

The seven resolutions adopted by the Conference set out our position on the following matters:

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## Resolution 1 (Preamble)

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### Union Vision Action

UNI Europa is the voice of the largest part of the workforce in Europe -- service workers.

Against a background of a major increase in the interdependence of nation states' domestic policies and industrial relations throughout Europe, UNI Europe must reinforce its role of representing **UNION** interests forcefully in European politics and face multinational companies eye to eye -- much in the same way as affiliates do at national level.

The glass wall between the European and national levels must be shattered. We must mobilise the full potential of the seven million service workers UNI Europa represents. Their active involvement is essential. We must combine, and thus reinforce the strengths of affiliates and through this organise joint action from the shop floor to the European level and beyond. Working with UNI Europa must become an integral part of our affiliate's day to day work.

Only a strong membership base ultimately guarantees strong trade unions and workers' influence. UNI Europa and its affiliates work for a fully unionised service sector across Europe. The aim is to develop a culture of **UNION** organising in all aspects of UNI Europa activities.

Of particular importance is reaching out to women and young members. UNI Europa and its affiliates actively supporting and encouraging their participation in **UNION** work. In this context it is imperative that women - the major portion of the workforce in the service sector - as well as young members have an appropriate place within **UNION** structures. Everything needs to be done to enable them to attain positions of responsibility within their own unions and within UNI Europa.

UNI Europa must look forward to ensure that it continues to grow and develop a European trade **UNION** organisation that leads the fight for a better future for the next decade. The section entitled "UNI Europa fit for purpose" looks into how to implement necessary changes to continue the organisation's success.

The policies of the EU institutions have become anti-European, creating downward pressure on wages and people. European integration was initially focused on a predominantly economic community. The intended development towards a Social Union, towards a Europe improving the living and working conditions of its citizens, more or less ground to a halt 10 years ago. This is still our **VISION** for Europe - the **VISION** of the people. It is very different from the ruthless agenda of deregulation, liberalisation, privatisation and profit maximisation now being driven by most companies, governments, the European Commission and European Council.

The steadily evolving and successful European welfare state, the European social model, has been under continuous and unrelenting attack in particular over the last decade. The section entitled "For a European Social Model" sets forth our **VISION** for Europe. Only strong European trade unions can ensure a social Europe and only a social Europe can ensure a future for the EU. We believe in and support the continuous development of a progressive democratic European social model, which brings about a Europe for the people, including policies aimed at achieving real equality between men and women. Strong and organised labour and trade unions are at the core of democratic societies.

An integral part of the European social model is the specific role given to the social partners at national and European level. The section entitled "For a European dimension to industrial relations" is dedicated to this subject and is a significant part of our **VISION**. We are deeply concerned about the precarious working conditions facing a large number of workers in today's Europe, including wide-spread involuntary part-time employment, an endless succession of fixed-term contracts and different forms of bogus self-employment.

A high and increasing share of the jobs associated with precarious forms of employment are being created in the services sector. Women, migrant workers and young people are especially vulnerable. We are determined to turn the tide and in "UNI Europa priorities" we outline the **ACTION** we will take during the next conference period.

UNI Europa, including its sectors and groups, is committed to playing a leading role in the implementation of UNI's Breaking Through Strategic Plan, adopted at the 3<sup>rd</sup> UNI World Congress. "**UNION – VISION - ACTION**" is our take on the realisation of this plan adapted to a European context.

## Union Vision Action: For a European Social Model

*UNI Europa is determined to fight for a European Social Model that improves the quality of life for people, that invests in active labour market policies, job protection, employment creation and social regulations.*

*UNI Europa opposes the current neo-liberal policy that regards labour rights and wage increases as structural obstacles to growth. This policy continues to give priority to austerity measures and competitiveness for competition's sake. The austerity measures lead to increased inequalities, less job security and a lower participation in decision-making professional roles, especially for women. The cuts in essential social services to support families and female employment also prevent a fair work-life balance.*

*But growth achieved through deregulation, low wages, an over flexibilisation of the labour market and attacks on collective bargaining and the autonomy of the social partners, is not a sustainable way forward. The Euro-plus pact is a blatant attack on wages, indexation systems and collective bargaining. EU authorities are asking workers and citizens to pay the price for a crisis caused by neo-liberal ideologies exemplified by corporate greed and speculation exasperated by intentional regulatory failure and supervisory neglect.*

*This is unacceptable for UNI Europa. UNI Europa's action must now focus on turning the single market back into a source of progress and of economic and social development, so as to give hope again to European workers and citizens. UNI Europa must fight for a fair and social Europe that respects workers' rights, the role of trade unions and full employment.*

### **Social Europe**

#### UNI Europa:

1. demands that the EU promote an institutional framework that gives precedence to social rights when shaping the internal market as well as the economic and monetary union.
2. demands EU policies that contribute to a sustainable future combating the threats of climate change and a fair internal market for services with full respect of social rights that gives priority to an inclusive and open labour market offering comprehensive and fair opportunities and conditions that put workers first.
3. demands that action is taken to solve the tensions between market integration and social objectives in Europe caused by the European Court of Justice cases (Viking, Laval, Ruffert and Luxembourg). Priority must be given to fundamental social rights such as the right to take collective action over economic freedoms in case of conflict.
4. demands that a Social Progress Protocol is added to the EU Treaties and a revision of the Posting of Workers Directive, in order to guarantee the equal treatment of all workers (local and migrant) in accordance with the principle of "Equal pay for equal work" at the same place and to prevent competition taking hold of wages and working conditions.

5. supports the development of a coherent European services sector policy, which drives our vision of a social Europe forward and promotes the future of a sustainable services sector, including well paid, highly skilled jobs with good working conditions and job security.
6. strives for all workers in Europe to be protected by collective agreements and afforded fair and decent wages. The country's labor market model and trade union traditions determine the best way to accomplish this. In cases where collective bargaining cannot ensure decent incomes, UNI Europa supports its member unions' initiatives for a fair and decent national minimum wage either via negotiated collective agreements or defined by law.
7. believes that the standard of reference for a decent job should be full-time employment. Wages for part-time employment must be enough to live on, in particular if part-time work is imposed.
8. believes that access to publicly financed readily available, affordable and good quality child care facilities and well functioning institutions for the elderly and strengthening of the parents rights to maternity/paternity and/or parental leave are essential to improve work-life balance and allowing especially women to fully take part in the labour market (obtaining and maintaining a job and career).
9. demands a fair work-life balance for men and women, equal pay, and the promotion and integration of equal opportunities into all of the EU's policies and activities. The use of quotas for representation of both men and women on top-level supervisory and management positions should be considered a tool, but only temporarily, for creating equal opportunities.
10. demands a debate on the redistribution of working time in order to earn a living wage, especially as a way of enabling women to be employed on a living wage.
11. supports fair solidarity-based and sustainable public pension systems, guaranteeing a decent income to pensioners. Supplementary pensions should supplement the state pension, with a preference for those schemes based on collective agreements between social partners. UNI Europa opposes initiatives to raise the legal retirement age or steps aimed at making it more difficult to enter retirement. Questions of sustainability, demographic change and the resulting challenges for different generations need to be addressed with the full involvement of social partners.
12. demands free education, at all ages, as an essential component in building and maintaining a Social Europe and as a basis for social equality, and condemns cuts in the education budget in some Member States.
13. demands a coordinated attack on youth unemployment with guaranteed access to education, training and jobs. UNI Europa promotes fair and safe conditions for internships and apprenticeships which do not replace a full time job.
14. supports the integration of a culture of responsible consumption behaviour and a respect for the environment in the services sector as well as the development of high-quality greener jobs, including private and public investment in for example, green ICT and in high speed networking which would contribute to economic growth, accessible to all as a service of general interest and, through appropriate pricing, reducing the digital gap between European Citizens.
15. believes that trade unions play an important role in developing sustainable economies. Together the social partners and governments have a special duty to find joint solutions which contribute to growth, employment and welfare, thus overcoming the financial and economic crises.

16. demands that the shift towards a socially and environmentally sustainable, low-carbon economy based on a gradual broader mix of renewable energy technologies must be accompanied by active labour market policies including comprehensive training and re-skilling programmes for greening jobs. Special initiatives must be taken towards initial and life-long learning of workers as a driver of growth able to stimulate European competitiveness.
17. supports a European energy policy with clear public service obligations.

## **European Economic Governance**

### UNI Europa:

18. demands a change of the EU's current economic governance strategies. In light of the economic, financial and social crisis it is of the utmost importance that the real economy and jobs always come first.
19. demands comprehensive and effective financial regulation and proper supervision of all financial market players, including the shadow banking system (for instance hedge funds), the criminalisation of transactions to tax havens globally and the end to European tax havens.
20. demands responsible sales of qualitative and sustainable financial products, an end to speculation, certain types of transactions, excessive bonuses and risk taking.
21. demands a Financial transaction tax to discourage speculative trading, ensuring that those profiting from speculation pay their fair share of the cost of recovering from the crisis and in order to help tackle poverty, climate change and prevent huge cuts in public spending.
22. demands improved plans to stabilise the European economy, including more favourable conditions for emergency loans, the introduction of Eurobonds and the scrapping of severe austerity packages. A European investment programme (together with the fair taxation of large fortunes) could help weaker European countries out of the crisis.
23. believes that the sustainable way of increasing balance in the economy is not only cutting expenses. Increase income is even more important. Therefore, the EU should encourage investment and economic growth for instance, active tax policies.
24. believes that an alternative is needed for Member States seeking finance on capital markets. Therefore, the Euro zone countries should set up a "European Bank for Public Loans", which could purchase government bonds. By depositing bonds as security with the European Central Bank (ECB), money could be raised which could be lent with favourable terms to Euro zone countries.
25. believes that countries with a surplus need to boost their domestic demand through wage increases and higher public spending, enabling more goods to be imported from countries hit by the crisis.
26. demands more coordinated and convergent European-oriented fiscal policies - which do not limit individual countries freedom to decide in matters concerning economic policy - based on quality growth, full employment, a balanced current account target and solidarity between EU Member States.
27. believes that in order to avoid a divergence in the economic development of Member States, common wage policies should be developed within the European monetary union that are based upon collective bargaining policies that should follow a policy that at least link productivity gains to wages (inflation plus productivity) leading to a rise in real wages and a distribution between "capital" and "labour" favouring workers.

## **Services of general interest and public services**

### UNI Europa:

28. reiterates that the definition and provision of services of general interest is a matter for the Member States and rejects in particular the planned liberalisation of the awarding of service concessions through the EU. The right for local and regional authorities to determine the provision, organisation and financing of public services must be guaranteed.
29. demands that the EU supports the Member States to develop and improve their public services, and discourage competition for its own sake.
30. supports quality services that are accessible to everyone and firmly believes that no further initiatives should be taken at sector level to liberalise services. In the area of services of general economic interest the public interest must take precedence and EU competition law and state aid rules should be interpreted in a more flexible way.
31. demands that the right to consider social criteria, including collective agreements, workers and trade union rights, diversity and gender equality, as well as environmental criteria in public procurement is strengthened and that jobs, salaries and working conditions are fully protected in cases of a change in provider.

## **Workers' rights and conditions**

### UNI Europa:

32. demands a bold, inclusive and forward looking European employment policy that addresses the precarious working conditions faced by a large number of employees. It should include measures to significantly limit increases in non-standard employment in the service sectors. It should promote further regulations on national and European level to safeguard equal rights and entitlements for all forms of employment, both in the field of labour law and social security.
33. will urge the ETUC to enhance the cross-sector coordination on temporary agency work and in particular the exchange of information between the European trade union federations.
34. demands life-long learning and training for the skill maintenance and competence development of all, in order to allow the optimal development of each worker's capabilities, facilitating internal mobility and workforce employability so that structural change can be anticipated and growth stimulated.
35. demands a workplace free of all forms of discrimination to provide safe working conditions for all employees.
36. rejects the excessive profit culture in today's businesses and performance pressure on employees which impairs work-life balance and fair working conditions.
37. demands working time rules which do not adversely affect health and improve the work-life-balance, and apply to as many employees as possible. This includes professional and managerial staff, women and young employees.
38. rejects a culture of "working longer" and fights the current policy of increasing working hours. Night work should be reduced as much as possible and be restricted to essential services. There must be protection from working on Sundays and other rest days, reserving them as days devoted to family life. Sunday working must be the exception and not the rule.
39. supports a comprehensive revision of the EU Working Time Directive in the interest of workers' health and safety, the speedy or step-by-step scrapping of individual opt-outs, the maintenance of the status quo with regard to entitlement periods, and guaranteed

compliance with the Court of Justice of the European Union (CJEU) rulings on on-call time and compensatory rest periods.

40. strives for increased trade union membership and wider and better coverage of collective agreements in favour of all workers.
41. demands the establishment of a European legislation on the protection of whistle blowers, according to which employees, including professional and managerial staff, are guaranteed anonymity when reporting not only financial crimes but also wrongful acts or social and environmental risk factors. Regular and serious exchanges with trade unions will help to verify and ensure the right balance. They will act as an advance warning system for supervisory and risk management staff within companies.
42. demands that protection of workers personal data is significantly improved in a European framework of common rules to strengthen legal clarity and certainty. Employee data protection should be included in the proposed revision of the general EU data protection directives.

### **Freedom of expression and of the media.**

#### UNI Europa:

43. reiterates article 11 of the Charter of Fundamental Rights of the European Union which states that the freedom and pluralism of the media shall be respected.
44. demands that the freedom of expression and the freedom of the press, radio, film, internet and other media to freely address the general public without constraint or censorship are guaranteed in all Member States.

## **Union Vision Action: For a European dimension to industrial relations**

*Industrial relations are becoming Europeanised. In particular large companies no longer have a strategy limited to one country. They want to become ever more European and indeed global with integrated transnational operations. That is, centrally managed companies not limited by national traditions and obligations. This company vision has one exception: relations with employees should remain a national matter. Companies try to play off workers in one country against those in others. It is the old principle of divide and rule. Where companies act across borders, trade unions must do so, too. UNI Europa fights for an overarching transnational framework for industrial relations for each multinational company that does not replace but links national level industrial relations. At its basis, trade union alliances bring together all unions organising within a multinational under the umbrella of UNI Europa.*

*Further key elements are European works councils, international framework agreements and coordination mechanisms for collective bargaining. These need to be complemented by strong and effective European legislation that protects and promotes workers' rights, meaningful European social dialogue, and respect for the autonomy of the social partners.*

### **Trade union alliances and international framework agreements**

#### UNI Europa:

1. will work towards the creation of effective trade union alliances in all multinational companies.
2. will reinforce the trade union presence in European Works Councils (EWCs) and European Companies (SEs), cooperation between employees' representatives across borders and link developments at the company level to more general trade union goals.
3. will work towards the establishment of international framework agreements.
4. will use existing and new cutting-edge technology to bring affiliates and workers together on a real-time basis and to build participation in key campaigns and on priority issues.

### **Workers' involvement**

#### UNI Europa:

5. demands that the information, consultation, representation and participation rights of workers' and trade unions are effective and guaranteed at national and European level in the context of good corporate governance. The same applies (in accordance with ILO Conventions) to rights and protection rights for employee representatives and trade unionists in companies.

6. demands that any revision of EU company law must strengthen the already achieved workers rights at national or European level, in particular in relation to the ongoing revision of the SE statute and the proposal to create a statute for a European Private company (SPE), with precedence given to the national legislation most favourable to workers.
7. demands a single legal framework on the information, consultation and participation rights of workers. Such a framework should, as a minimum, be based on the SE statute rules.
8. will pro-actively influence EWC agendas to cover more than standard issues covered by the EWC directive, so that issues such as human resources, equality, health and safety and data protection are also included.
9. will strive to ensure that all EWCs, irrespective of the date of signature of their agreement, fully benefit from the improvements introduced by the new Directive of 2009 (2009/38/EC), and to use the Directive to establish new EWCs.

### **Central and Eastern Europe and Turkey**

#### UNI Europa:

10. will work to strengthen and develop trade unionism in Central and Eastern Europe as well as in Turkey and in countries bordering the Mediterranean by reinforcing trade unions and industrial relations structures through organising initiatives, interventions with the EU institutions and by supporting EWC members.

### **Social dialogue and collective bargaining**

#### UNI Europa:

11. will, after a critical assessment of existing initiatives, work to set up sectoral social dialogue where it does not exist and to strengthen sectoral social dialogue at European level.
12. will work to enhance cooperation and cross border support between affiliates on collective bargaining and organising strategies.
13. will address the developing phenomenon of cross-border agreements and European-wide human resource management at company level within EWCs and multinational companies.

## Resolution 1 c)

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### Union Vision Action: UNI Europa fit for purpose

*Over the last decade, UNI Europa, the collective of affiliates and secretariat, has led the way in promoting the interests of service sector workers in Europe. UNI Europa needs to continue to properly engage with the key political issues facing us at the European level. UNI Europa needs to take the fight to multinational companies on a more coordinated and strategic footing.*

*UNI Europa will play its part in UNI's Breaking Through strategy in supporting organising. UNI Europa must work to develop real solidarity between affiliates, within and between sectors and groups, in particular on fundamental collective bargaining questions. In its selected priority fields, UNI Europa needs to achieve a status where it can conduct campaigns.*

1. The overall aim is a strong UNI Europa, a European trade union federation that at European level leads the fight for the interests of service workers as forcefully and visibly as affiliates do nationally in politics and industrial relations. This requires UNI Europa to:
  - a) add value to the work of affiliates effectively and efficiently;
  - b) enhance the link-up between UNI Europa, its affiliates and their members from the European level over the national level to the shop floor;
  - c) work towards the mutual reinforcement of the strengths of UNI Europa, its sectors and interprofessional groups, the other parts of UNI Global Union and the wider trade union movement; as well as affiliates mutually reinforcing their respective strengths;
  - d) encourage affiliates to mainstream cross-national, European issues into their day-to-day work.
  
2. Key elements for the way forward are:
  - a) The establishment of clear cross-sectoral focuses, developing and ensuring the ability to conduct campaigns on EU policymaking, multinational companies, co-ordination of collective bargaining, social dialogue and organising. In particular UNI Europa promotes and supports campaigns with the ETUC and the wider trade union movement against wage and social dumping.
  - b) The enhancement of cooperation and coordination between UNI Europa sectors and interprofessional groups, in particular on the above-mentioned issues.
  - c) The creation of a more professional and specialised secretariat by having an increased number of policy staff dedicated to common cross-sectoral activities. In particular and of urgent need is, UNI Europa's capacity to influence EU policymaking, work on multinational companies as well as develop its internal and external communication capacity.
  - d) The development of structures and working methods in UNI Europa that facilitate the involvement and collaboration with affiliates on particular issues or policy areas at European level on both an ad hoc and more permanent basis.
  - e) The outreach to and the involvement of rank-and-file members through the UNI Europa affiliates on issues that both affect and engage them directly.

- f) Assist affiliates in their organising activities, in particular in providing a forum for cooperation and exchange of experiences among national trade unions.
  - g) The strengthening and development of trade unionism in Central and Eastern Europe, as well as in Turkey and in countries bordering the Mediterranean.
  - h) The mainstreaming of P&MS, youth and women issues in sector specific and cross sectoral UNI Europa activities.
  - i) The engagement with UNI Global Union at international level when activities at this level have an impact on UNI Europa activities or if the EU and/or European governments exert influence in UNI Global Union's area of responsibilities, for example with the G20, the International Monetary Fund, the Financial Stability Board, the World Trade Organisation and the World Bank. This includes financial regulation, external trade and investment policies.
3. Conference therefore requests the UNI Europa Executive Committee and the Regional Secretary to assess future developments of UNI Europa's activities and working structures with a view to implement necessary changes in line with points 1 and 2 in order to continue the organisation's success.

### Union Vision Action: UNI Europa priorities

The UNI Europa Conference decides that the priorities for the next conference period are:

#### For a European Social Model

1. To promote an EU institutional framework that gives precedence to fundamental social rights in shaping the internal market as well as regarding the economic and monetary union.
2. To influence the EU to change its economic governance, including the introduction of a Financial transaction tax, scrapping of severe austerity packages, boosting of domestic markets in surplus countries through wage increases and higher public spending and more co-ordinated European-oriented fiscal policies.
3. To influence the EU policies for a fair internal market for services with full respect of social rights, an inclusive and just labour market putting workers first, and a stop to liberalization of services of general interest. In the financial sphere comprehensive and effective regulation as well as proper supervision is necessary complemented by an end to speculation and excessive bonuses.

#### For a European dimension to industrial relations

4. To establish, together with UNI Europa's sectors, effective and working trade union alliances in the top multinational companies in each industry UNI Europa covers.
5. To improve the establishment and co-ordination with EWC's and other structures of workers involvement.
6. To strengthen cooperation among affiliates on collective bargaining and organising as well as sectoral social dialogue at European and national level.
7. To strengthen trade unionism in Central and Eastern Europe as well as in Turkey and in countries bordering the Mediterranean by reinforcing trade unions and industrial relations structures through organising and interventions with the EU institutions.

#### Engaging the shop floor in UNI Europa activities

8. To campaign by mobilising rank-and-file members through affiliates against precarious jobs and for stronger workers protection in non-standard jobs, such as involuntary part-time employment, fixed-term contracts, temporary agency work and bogus or dependant self-employment. Key elements are enhancing trade union coverage and collective agreements in favour of such workers.

9. To campaign by mobilising rank-and-file members through affiliates against the profit culture of business and the performance pressure on employees to ensure work-life balance and fair working conditions as well as integrating a culture of respect for the environment in the services sector (greening jobs, responsible consumption).

### **UNI Europa fit for purpose**

10. To strengthen the secretariat and the cross sectoral dimension, to promote cooperation between sectors and groups, combining resources, skills and expertise of staff and avoid duplication of work in line with Motion No 1 c).

### **The way forward**

11. Conference requests the UNI Europa Executive Committee to agree the necessary strategies and policies to implement these priorities over the next four years.

## Resolution 2

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### **In favour of a foreign trade and investment policy based on solidarity**

1. UNI Europa demands that the new legal principles set forth in Articles 2 and 6 of the Lisbon Treaty are used in foreign trade to promote sustainable development with the same intensity as economic interests. UNI Europa supports the following criteria for foreign trade based on solidarity:
  - a) The inclusion of comprehensive sustainability chapters in all trade agreements concluded by the EU, including the commitment to implement and comply with the International Labour Organization's (ILO) core labour standards and the principles and objectives of the 2005 UNESCO Convention on the Protection of the Diversity of Cultural Expressions.
  - b) The setting up of an independent supervisory mechanism with the ability to sanction non-compliance and the establishment of formal consultation structures representing workers.
  - c) An explicit ban on export production zones.
  - d) Sustainability checks to be carried out before the EU takes any decision to start negotiations on bilateral or multilateral trade agreements.
  - e) The possibility to cancel the right to preferential customs treatment for countries disrespecting human rights and/or not complying with minimum labour and environmental standards.
  - f) No further de-regulation, liberalisation or privatisation of public services in the context of bilateral trade policy.
  
2. UNI Europa demands an assessment of existing bilateral investment treaties (BITs). They are at present nearly all tailored to the business interests of transnational corporations and restrict to a great extent the sovereign rule of law in the target countries. UNI Europa supports the following criteria for a new EU investment policy based on transparency, predictability and proportionality:
  - a) The inclusion of investor obligations, especially ILO core labour standards, human rights and accountability of transnational corporations.
  - b) The removal of unilateral and non-transparent investor-state dispute resolution procedures.
  - c) The explicit recognition of a government's right to establish and implement policies of public interest.
  - d) A precise and more restrictive definition of investor rights in order to ensure the proportionality of claims deriving from BITs.

## Resolution 3

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### The EU needs a Social Stability Pact

1. Throughout Europe, health, pension and labour market systems have been restructured with significant cuts in social benefits.
2. Health systems have seen their range of services pruned. Patients have to bear a higher share of the costs - on top of their regular health insurance contributions - and in many cases services have been capped.
3. Pension systems are subject to tightened eligibility requirements. The statutory retirement age and formulas for calculation have been revised in many Member States; consequently pension levels have dropped significantly. There is a risk that this process will continue in the following decades leading to a dramatic rise in old-age poverty, especially for women.
4. Unemployment benefits, payment periods and income replacement ratios have been cut, with the long-term unemployed being hit the most and also in this case women are the most affected.
5. This downward spiral is being exacerbated by the inner-European system of competitive states, with lower welfare expenditure being seen as a way of promoting competition and increasing a country's international competitiveness.
6. In the 1970's and 1980's, welfare expenditure rose at a higher rate than GDP. The richer a state was, the higher its benefit rates were. This trend weakened in the 1990's, with countries with very high benefit levels such as Sweden, Denmark, Finland and the Netherlands slashing their welfare systems and benefit rates. In other European countries such as Ireland or Spain welfare expenditure is completely independent of economic growth. The situation is similar in Central and Eastern Europe.
7. When states start to separate economic growth from social progress to achieve a competitive advantage within the European single market, it is equivalent to a policy of social dumping. Such policies can be very contagious. Political coordination aimed at preventing social dumping is required.
8. A New European Economic and Social Model is needed which stops the neoliberal logic of the competitive states through re-regulation.
9. Conference therefore calls on UNI Europa to examine and analyse the consequences of the establishment of a Social Stability Pact with a view to UNI Europa campaigning for such a Pact, characterized by the following:
  - a) The Member States that sign up to such a Pact would be committed, on the basis of the indicators and principles it contains, to announce a set of concrete actions to be achieved where investments have to be made in public spending for the benefit of all European citizens as well as all the migrant workers from non-EU countries. A strategy of economic fiscal cooperation that promotes productivity, participation and equality and sustainability where a correlation between fair social protection and a country's level of economic development is set as a target. Thereby denying individual countries the ability to gain competitive advantage through a below-average social spending level in relation to income levels.

- b) UNI Europa considers social protection as pivotal in the fight against social dumping in general. UNI Europa also wishes to include the workers from non-EU countries in the process because they, too, contribute to the development of the Union while their salaries and social rights are often not in line with our national and community rights. This opens the door to social dumping and to competition between EU and non-EU workers.
- c) With their own policy-mix, taking into account their specific national challenges the participating Member States will pursue stronger economic fiscal and social spending coordination that takes the quality of social benefits and services into account.
- d) With their own policy-mix, taking into account their specific national challenges, the participating Member States will also pursue stronger policy coordination with regard to education expenditure. Quality-related minimum standards should be defined within the EU for the right of access to education, culture and the media.

## Resolution 4

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### Changes to the UNI Europa Statutes

*All parts of UNI Europa are called on to undertake the necessary measures to achieve the long-term goal of having at least 40% of each gender represented in all decision-making bodies and at all conferences.*

UNI Europa Conference decides to amend Article 9.2 of the UNI Europa Statutes as follows:

Old article	New proposal
Article 9.2	Article 9.2
The Regional Executive Committee shall comprise:	
a) The UNI Europa President and Vice-Presidents, who shall in the first instance be elected members of the Executive Committee in accordance with paragraph 2c) of this Article,	
b) The Regional Secretary, who shall be elected by the Regional Conference,	
c) The sectors Post & Telecom (previously members of CI) and other UNI Europa sectors (previously members of FIET) elected in accordance with Articles 9.3, 9.4 and 9.5 of these Statutes,	<p>c) Members elected in accordance with Articles 9.3, 9.4 and 9.5 of these Statutes, on the basis of membership in European unions within the jurisdiction of former CI<sup>1</sup> and former FIET<sup>2</sup>.</p> <p>Footnotes:  <sup>1</sup>Post&amp;Logistics, Electricity and Telecom members of ICTS  <sup>2</sup>Commerce, Finance, Gaming, Hair&amp;Beauty, Property Maintenance, Social Insurance and IBITS members of ICTS</p>
d) Reserved seats for the Graphical (previously members of EGF) and Media & Entertainment sectors (previously members of Euro-MEI),	d) Reserved seats for UNI Europa Graphical and UNI Europa MEI (Media & Entertainment)

e) The President of the Regional Women's Committee,	
f) The President of the Regional Youth Committee,	
g) The President of the Regional Professional and Managerial Staff Committee,	
h) The Presidents of the sectors who do not hold a position as vice-presidents or, in his/her absence, his/her representative,	
i) 6 reserved seats for representatives of the Women's Committee,	
	Add a new point j), as follows: j) An additional women's seat for each area in 9.3, as well as for UNI Europa Graphical and UNI Europa MEI, until such time as there are 40% women titular members on the Executive Committee. Nominations for these additional women's seats should be made by representatives of the constituency concerned.
j) The UNI General Secretary.	Renumber old j) as k)

## Resolution 5

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### Think globally – Act European!

1. European governments are battering down the hatches against an influx of refugees, and thus shares the responsibility for a human disaster. Every day there are reports in the media about refugees drowning in the Mediterranean.
2. They struggle to reach the European mainland, escape their countries, in the hope of better life, battling against the most adverse conditions imaginable. European governments refuse to see that it is also their foreign trade, economic and development policies that have lead to the developments which cause more and more refugees to leave their homes in the first place.
3. This is why it is necessary to draft a sustainable, consistent and coordinated immigration and reception policy at European level focusing on forward-looking strategies and refute the discriminatory principle of selective immigration. This needs to be complemented by new cooperation strategies, aimed at increasing the sustainable and qualitative development of the countries of origin. In addition, cooperation agreements should be developed, enhancing the role of diplomacy in the prevention of conflicts and not only for management purposes. The social integration commitments provided for by the Euro Mediterranean Partnership could serve as a template.
4. Conference therefore calls on UNI Europa and its affiliates to:
  - a) To press for a coordinated European approach to reduce illegal immigration also through a system of sanctions against the employers who exploit it, fostering the adoption of measures in support of the countries of origin.
  - b) Call for the general recognition of, and respect for, human rights in accordance with the UN's Universal Declaration of Human Rights and the fundamental rights of the European Union.
  - c) All countries are called on to finally ratify the UN Migrant Workers Convention
  - d) Particular attention should be devoted to minors and women, given the persistence of violent and terrible practices such as their use as weapons of war.
  - e) Not only the violation of women rights during conflicts should be denounced, but their aggressors should also be publicly denounced and punished.
  - f) To insist on a credible disarmament policy at all levels in the long term and to use the resources that this will release for the creation of permanent jobs which are subject to social security contributions.
  - g) Ambitious union strategies for the organisation and representation of migrant workers are to be developed and implemented.
  - h) UNI Europa strongly supports the conclusions in resolution No. 14 "Middle East" adopted at the UNI Global Union conference in Nagasaki in November 2010. In particular points 5, 6 and 8:

- “Economic and social justice must be at the core of any solution. Decent work for the Palestinians is imperative, as under current conditions hundred of thousands of Palestinians are unable to find employment. UNI urges the ILO and other International organisations to intensify their assistance and support for workers in Palestine in order to effectively contribute to the reconstruction of their country and help them build democratic and prosperous societies.
- UNI commits to support strengthened cooperation between the trade unions of Palestine and Israel and will work with ITUC efforts in that regard.
- UNI recognises that economic relations with settlements help sustain their existence, in violation of international law. UNI calls upon affiliates to urge employers to stop doing business with companies that profit from settlements that are all illegal.”

## Resolution 6

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### Youth Work

1. There has been a significant increase in projects, campaigns and seminars performed by UNI Europa Youth and we have also witnessed an increased level of participation in the work of UNI Europa Youth from our affiliated unions. But there is always more that can be achieved!
2. Together with UNI Europa Youth, UNI Europa will ensure that the number of direct actions such as implementing major European campaigns and organise seminars on topics of concern for young people, will increase. This includes actively supporting affiliates in their organisation and mobilisation of young members and to deepen and disseminate the analysis of the present situation for young workers on the labour market.
3. UNI Europa together with UNI Europa Youth will work closely with UNI SCORE and seek cooperation from all relevant sectors and groups, to help organise and implement activities and raise the profile of UNI Europa on Youth issues.
4. The UNI Europa Conference calls on all UNI Europa affiliates to:
  - a) prepare young members to take over the leadership role in the future, by giving them experiences and sharing information. Young workers involvement in trade unions must be encouraged and supported at local, national and European level.
  - b) send more young workers to all UNI events.

## Resolution 7

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### **UNI Europa Affiliation Fees 2012 - 2015**

The 3<sup>rd</sup> UNI Europa Conference decides:

That the affiliation fee to be paid per affiliate per year shall be fixed at:

€0,39 per member per year from 1 January 2012,

€0,41 from 1<sup>st</sup> January 2013

€0,43 from 1<sup>st</sup> January 2014 and

€0,45 from 1<sup>st</sup> January 2015.

### Economic Crisis

#### Europe needs a sustainable growth strategy – NOW!

*Europe is in urgent need of a new direction. People living in Europe and the rest of the world expect the leaders of Europe to find responsible solutions to the ongoing Euro crisis. A crisis that risks causing the collapse of the single currency and European integration.*

*We need a new direction to build a European Social model which guarantees that all people living in Europe have access to a social safety net, free education, adequate housing, a living wage and decent pensions, and active labour market policies for quality jobs. Every worker should have the right to freedom of assembly and be covered by a collective agreement. The EU must recognize that free market capitalism has failed. Democracy must reassert its authority over financial markets. Europe is at a crossroads, it is time for responsible leadership. Governments must be transparent about their activities and be held accountable for the choices they make. The break-up of the single currency is not desirable as it would plunge the European and global economy into yet another crisis. For too long Member States have favoured competition over solidarity. If Greece defaults Europe risks sinking into a new recession.*

*The Euro plus pact, the European Central Bank's current position and the 6-pack agreed on by the European Parliament on 28 September 2011 is a direct attack on trade unions and the freedom of collective bargaining and call only for austerity measures. The rules on economic governance are wrong, they have been designed to tackle the symptoms rather than the root causes of the crisis. The European Central Bank's policy focused on inflation rather than growth is counterproductive and must be reversed.*

*UNI Europa and the European trade union movement have been advocating a diametrically different approach for a long time. Our key demand is a sustainable growth strategy that encourages investment in infrastructure, public services and jobs, and active tax policies. Women and young people have been the worst hit by the crisis. Specific initiatives must be taken to support female and youth employment. The cuts in essential public services, which support families and female employment, prevent a fair work-life balance. Europe can deal with its debts, ensure better social cohesion and contribute to a stronger global economy with a growth and employment strategy, which guarantees economic growth and creates more good quality jobs.*

Therefore, UNI Europa demands that:

1. The Euro plus pact is scrapped and that current austerity measures are lifted, including the debt ceiling as they create massive unemployment and inequalities resulting in falling demand. Wages are not the enemy of the economy but their engine! We need Eurobonds and a European Bank for Sovereign Debts.
2. Greece is supported to re-launch its economy. The current approach is not sustainable. The Troika should also focus on growth, job creation, transparent budgetary choices and a fight against tax fraud. Austerity measures will not work and we are against the privatisation of

core public services. Greece must remain in the Euro zone! We need a new Marshall Plan for Greece and other member states in financial difficulties.

3. A different structure of economic governance for the Euro zone is put in place. A better coordination of national economic policies is urgently needed. The European Monetary Union has happened without common economic and fiscal policies. As the pressure builds for a closer economic and fiscal coordination with more authority for the EU institutions to determine priorities, the democratic deficit of EU policymaking must be addressed. The European Parliament must be given the power of legislative initiative. Trade unions and other parts of civil society must also be involved in decision making processes.
4. EU Member States invest a necessary amount of their GDP in their welfare states as a prerequisite for economic stability and growth. They must coordinate their policies with an emphasis on social solidarity, and end competition based on ruinous social dumping.
5. A system is developed that places the real economy in the driver's seat of the economy, with a financial system at its service. It should provide a support for the productive economy and society's vital operating systems: the core economy of family, neighbourhood, community, and the environment. Strengthened financial regulation and supervision rules will help secure the transition.
6. Regulation should ensure that banks are neither too big to fail nor too big to be saved by public money. The systemically relevant role of banks as financial intermediaries needs to be ring-fenced and safeguarded. Commercial and retail operations should be insulated from high-risk, speculative activities and investment banking, in particular in terms of covering the liabilities arising from those risky investment activities.
7. Mandatory recapitalisation of banks with sufficient capital requirements is implemented. If systemically important banks cannot raise capital on the market, such capital must be provided by the state based on normal market terms. If governments have a controlling stake in banks, they must be active stakeholders who ensure that company policies serve the public interest, by investing in job creation and cutting links with tax havens.
8. The Financial transaction tax is made a reality as soon as possible. This is essential in order to discourage speculative trading, ensuring that those profiting from speculation pay their fair share of the cost of recovering from the crisis and to help create an additional tax base financing a sustainable growth strategy.

UNI Europa and its affiliates will:

9. Engage in finding joint solutions together with our counterparts and governments that take us out of the crisis and contribute to growth, employment and protection of the welfare state. Trade unions are the guarantors of Social Europe and a vital part of a democratic society. We have the means to contribute to a sustainable growth strategy.
10. Increase their efforts to develop joint collective bargaining strategies and coordinate their approach on European policies that affect their members.
11. Build partnerships with other parts of civil society and work closely with organisations that share our core values in order to mobilise the people of Europe to fight for a fair and social Europe with respect for workers rights, a strong role for trade unions and quality jobs. UNI Europa's involvement as an active member of Finance Watch is a good example of what can be done at European level.

## Declaration

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### Arab Spring

Today, the whole Arab region is involved in a revolutionary process of change, at different paces in different countries. The common denominator of the “Arab Spring” is that the uprising has brought together various groups dissatisfied with the existing system, including many unemployed, political and human rights activists, labour, lawyers, students, professors and trade unionists. A democratic process is taking place in Tunisia and Egypt where governments of transition have been set up before the elections which will take place this year in both countries. Free and transparent elections will be a crucial test in terms of direction and genuine development of the democratic process.

The "Arab Spring" started 9 months ago in Tunisia on 17 December 2010 when Mohamed Bouazizi set himself on fire in protest of police corruption and humiliation. The people of Tunisia stood up in solidarity and against a corrupt system. A non-violent revolution was overwhelmingly supported by all social classes from all Tunisian regions regardless of religious beliefs. On 14 January 2011 President Ben Ali was driven away by his people, which were supported by the army.

In Libya the Kadhafi regime has been overthrown. However pro-Kadhafi and anti-Kadhafi groups are still fighting in some parts of the country. UNI Europa shares the Libyan people's happiness but is also aware that the country is going through a delicate phase of democratisation.

The current situation in Syria is an outrage which deserves our full attention and UNI Europa fully supports the fight for democracy. Many Syrians are still resisting the Bassar al Asad dictatorship which is using tanks and snipers against its own people causing one blood bath after the other.

The non-democratic trade union structures from the old regimes have collapsed, while those, as UGTT in Tunisia, which were able to immediately connect to the revolutionary process, have become an essential part of the process itself. In Egypt ETUF has been disbanded.

UNI Europa also recognises that the Arab Spring has created a unique opportunity and a new framework within which a lasting peace in the Middle East can be established. The Conference fully supports the commitments made in Resolution No. 14 “Middle East” at the UNI Global Congress in Nagasaki. UNI Europa reaffirms its commitment to a comprehensive peace between Israel and Palestine based upon the co-existence, in conditions of security, of two sovereign, independent and viable States, and fully supports the Palestinians in their recent request to achieve the recognition of Palestine as a State by the United Nations.

UNI Europa will:

- Work to strengthen the cooperation between trade unions, in order to provide an independent contribution to the struggle for democracy, freedom and social justice in the South Mediterranean and Middle East Area (MENA), as well as the implementation of the social pillar of the Euro-Mediterranean Partnership.
- Support trade unions during the ongoing process of constitutional negotiations, in particular to assure that trade union rights, freedom of association and assembly as well as all fundamental rights (as enshrined in ILO conventions) are fully respected and that trade union activities by law and in practice are fully guaranteed in the future.

- Support UGTT in Tunisia and is ready for a dialogue with the other two Tunisian Trade union federations and will work to open effective channels of communication and dialogue with new and genuinely independent trade unions in all MENA countries.
- Take into account that an immense opportunity for recruiting new affiliates has been created in the MENA Region. Therefore, UNI Europa will cooperate with UNI Africa in an effort to recruit new affiliates, through in particular organising initiatives and targeted campaigns. Advantage should be taken of already established networks and initiatives taken over the past decade particularly by the French, Italian, Greek, Cypriot and Tunisian affiliates both from UNI Finance, UNI Graphical, UNI ICTS and UNI Post & Logistics. These past initiatives should find their follow-up within the Action Plan adopted by UNI Global Management Committee last May to build a strong trade union movement in these countries. Implementation of the Action Plan will require the combined efforts of UNI Global Union, UNI Africa, UNI Europa and the Sector Global Unions as well as Interprofessional Groups alongside the UNI Global Advisory Group for the MENA Region.

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