



EUROPEAN CONFEDERATION OF
INDEPENDENT TRADE UNIONS (CESI)

ACTIVITY REPORT 2021-2024

INDEPENDENCE – UNITY – PROGRESS
EMPOWERING TODAY'S WORKFORCE FOR TOMORROW



FOREWORD FROM THE PRESIDENT, SECRETARY GENERAL AND TREASURER



Klaus Heeger
Secretary General

Romain Wolff
President

Urs Stauffer
Treasurer



Dear Colleagues and Friends,

Over the past four years, we have had the privilege of guiding CESI together with you through a period filled with challenges and opportunities.

The years 2021 to 2024 have tested us all. Together, we have weathered a global pandemic, faced the consequences of the war in Ukraine, and stood up against the pressures of rising inflation. And yet, we have emerged stronger. Together, we proved that unity and joint effort are more than mere ideals – they are the foundation of our success.

In the past four years, CESI has successfully advocated for new EU social and employment legislation, played an important role in the European social dialogue, and implemented a wide range of projects. We have expanded our reach, gained new members, and further established ourselves as a strong voice in Brussels.

Yet, all of this would be worth nothing without the unwavering trust, support, and collaboration

of our members and political stakeholders. Your partnership, especially in difficult times, has been invaluable. For this, we extend our heartfelt thanks. It is your trust that makes our work possible, your belief that motivates us, and your commitment that drives our shared progress.

Equally, none of this would be possible without the dedication and tireless work of our staff at the General Secretariat. Their commitment, professionalism, and effort are what turn our visions into reality. To them, we owe our deepest gratitude.

With humility and confidence, we look to the future, assured that we can face the challenges that lie ahead together.

With heartfelt gratitude and hopeful anticipation for the years to come,

Romain Wolff, President
Klaus Heeger, Secretary General
Urs Stauffer, Treasurer

CESI: KEY FIGURES AND ACHIEVEMENTS 2021-2024

3 CESI Summer Days

5 new unions

Engagement in **6** EU social dialogue committees

Lobby victories on **9** major new EU directives

Involvement in **16** new social partner declarations and agreements

22 large scale public events

Voice of > **40** organisations

45 consultation contributions

56 capacity building seminars for members

60 new positions and resolutions

106 statutory meetings

Successful applications for EU funding worth > € **2** million for 11 large scale capacity building projects

Representation of > **6** million affiliates

> **10** million social media impressions on 4 platforms



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I. STABILITY AND CONTINUITY: MEMBER ORGANISATIONS AND STRUCTURAL DEVELOPMENTS WITHIN CESI

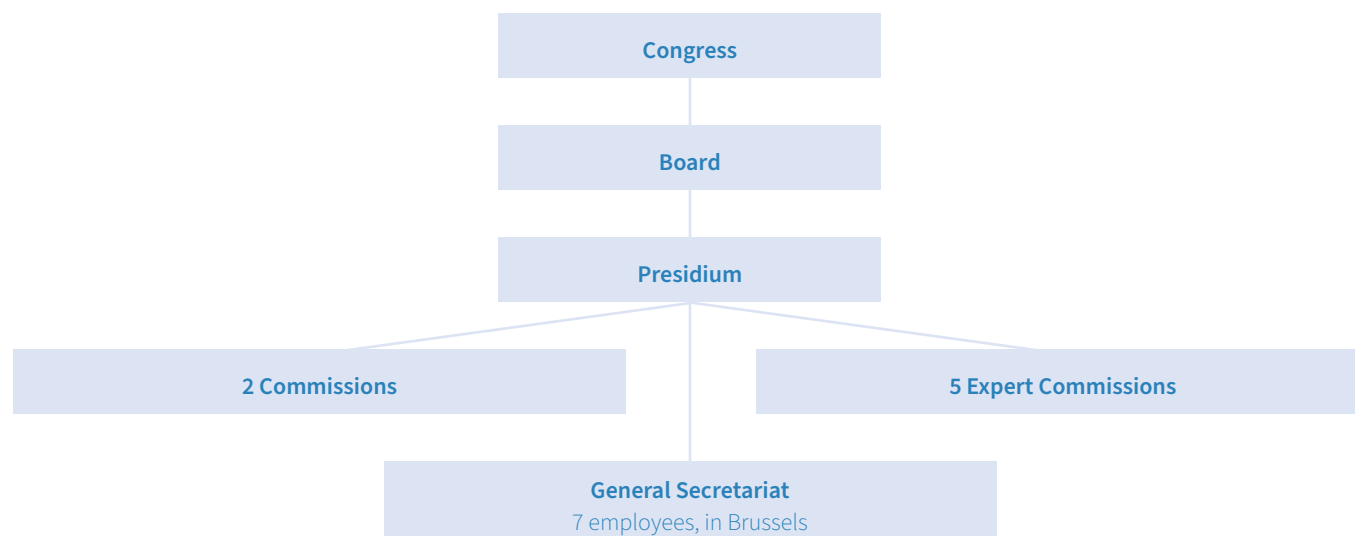
An effective organisational structure: During the eighth Congress held in December 2020, CESI elected a Presidium for the 2021-2024 term. This Presidium included a President, Treasurer, Secretary General, the President of CESI's training centre 'Europe Academy,' and seven Vice-Presidents. The Presidium was overseen by a Board composed of one representative from each member organisation. Additionally, the struc-

ture included an arbitration committee, auditors, CESI's youth organization 'CESI Youth', and the Europe Academy, the latter two managed by their own elected boards. This maintained CESI's longstanding and proven organisational set up.

The day-to-day operations of CESI were managed by the Secretary General under the Presidium's oversight and implemented by the

General Secretariat, based in the heart of the EU quarter in Brussels. Input was also provided by two cross-sectoral Commissions and five sectoral Expert Commissions, which convened representatives from member organisations with relevant interests.

Structure of CESI during the eighth term of mandates



IMPLEMENTATION OF THE MOTIONS OF THE LAST CESI CONGRESS IN 2021-2024

CESI's last Congress in 2020 adopted one main motion laying out 30 key demands for CESI, as well as total of 70 further topical motions tabled by the Presidium (by itself as well as via CESI's Commissions and Expert Commission), various member organisations and CESI Youth.

While it has not been feasible to fully implement all motions, it is essential that, where relevant, these remain valid beyond 2024.

Over the past four years, CESI made substantial efforts to fully or at least partially realise the objectives of the majority of the motions or to maintain working on them. We hope that this report reflects the progress made.

– Klaus Heeger, Secretary General, December 2024

PRESIDIUM OF CESI, EIGHTH TERM OF MANDATES, 2021-2024



Romain Wolff
CGFP
President



Klaus Heeger
Secretary
General



Urs Stauffer
ZV
Treasurer



**Péterné
Erzsébet Boros**
MKKSZ
Vice-President



**Javier Jordán de
Urries Sagarna**
CSIF
Vice-President



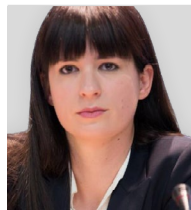
Patrick Fey
CNV
Vice-President



Roberto di Maulo
CONF.S.A.L.
Vice-President



Marcello Pacifico
CISAL
President CESI
Europe Academy



**Milena Popović
Samardžić**
SDMCG
Vice-President



Norbert Schnedl
Eurofedop
Vice-President



**Ulrich
Silberbach**
dbb
Vice-President

CESI MOURNS

The European Confederation of Independent Trade Unions (CESI) mourns the decease of **Christian Chapuis**, who died on November 5 2024. As an affiliate with various leadership position within his union, the French FP CGC, he was, from 2000 to 2012, a longstanding Vice President of CESI.

CESI is also grieves about the decease of **Arnd Beckers**. Arnd Beckers was, as Policy Adviser, a staff member in the CESI General Secretariat between 2012 and 2015. He passed away on March 26 2022, aged only 42.



Christian Chapuis



Arnd Beckers

AUDITORS AND MEMBERS OF THE ARBITRATION COMMITTEE, 2021-2024

Karl-Heinz Katerkamp	dbb	Auditor
Marco Thomé	FGFC	Auditor
Marina Surina	CNV Connectief	Auditor
Horst Julier	dbb	Deputy Auditor
Manfred Wiedner	Eurofedop	Deputy Auditor
Rubén García Bernal	FASGA	Deputy Auditor
Albert van der Smissen	NCF	Member of the Arbitration Committee
Damian Dziatkowiak	WZZ-So	Member of the Arbitration Committee
Thomas Sohst	DBwV	Member of the Arbitration Committee

STAFF OF THE GENERAL SECRETARIAT OF CESI BETWEEN 2021 AND 2024



Claudia Buley
Office Manager



Tilemachos Dafnis
Legal and Policy Adviser



Klaus Heeger
Secretary General



Tomasz Koguc
(until 2024)
Project Manager



Hendrik Meerkamp
Senior Policy Adviser



Inge Pauwels
Office and Events Manager



Marcella Migliori
Policy Adviser and Project Officer



Raluca Radescu
Policy Adviser

New member organisations. In 2024, CESI unites 42 member organisations from most European countries, with a total of more than six million individual affiliates and of which one trade union organisation with observer status. Since its eighth Congress in 2020, a total of five trade union organisations have joined.

New member organisations of CESI, eighth term of mandates, 2021-2024

RJPS	Respublikinė Jungtinė Profesinė Sąjunga <i>General Trade Union of the Republic of Lithuania</i>	LT	2020
SNSPP-PATS	Syndicat National des Sapeurs-Pompiers Professionnels et Personnels Administratifs Techniques et Spécialisés <i>French National Union of Professional Firefighters and Technical and Specialised Administrative Staff</i>	FR	2021
Avenir Secours	Syndicat national de l'encadrement des services d'incendie et de secours <i>French National Syndicate of Fire and Rescue Services Management</i>	FR	2022
SHSP (Observer)	Shoqata Sindikale Posta <i>Kosovo Post Trade Union Association</i>	XK	2023
E.P.A.Y.P.S.*	Ένωση Πτυχιούχων Αξιωματικών Υπαξιωματικών Πυροσβεστικού Σώματος <i>Greek Association of Graduate Officers and Non-Commissioned Officers of the Fire Service</i>	EL	2024

*At the time of the adoption of this activity report in November 2024, the application of E.P.A.Y.P.S. was still pending a formal agreement for membership by the Board of CESI, scheduled for early December 2024.



Growing social media. CESI significantly increased its visibility through regular communication and digital outreach, becoming an important voice for European workers' rights on social media platforms. CESI maintains active platforms for exchange on Twitter/X, Facebook, LinkedIn and Youtube, with a total of over ten million impressions and interactions since 2021. CESI produced more than 600 videos since 2021 and increased its reach on all active platforms by more than 100%.

A plethora of interaction channels: Further to established traditional communication, social media activities and information provision through new monthly newsletters and political monitoring reports, CESI offers a wide range of further interaction channels to discuss with members, policy makers and stakeholders.

CESI's longstanding public event series *CESI@noon* remains well-established in Brussels. Be-

tween 2021 and 2024, a total of 19 *CESI@noon* events were held.

Following highly positive experiences with the first three *CESI Summer Days* in 2019, CESI held new editions in 2022, 2023 and, most recently, in June 2024, under the theme 'Equality and Non-Discrimination in the Workplace in Times of Digitalization'. With their combination of keynote speeches by experts, interactive workshops and breakout sessions, the *CESI Summer Days* have



achieved a unique event format within the Brussels stakeholder community. High registration numbers reflect the interest of other organisations and institutions in CESI and its Summer Days.

To maintain better dialogue with members and provide them with an additional platform for thematic exchange with each other and with EU decision-makers, CESI has been running a *CESI@home* event series since 2020, held online

several times a year with interested members. To date, several dozen *CESI@home* events have been conducted on current European political and union topics.

To bring CESI's work closer to its members and to stay better connected with political decision-makers, CESI has also been conducting new *CESI Insides* since 2020 – thematic interviews on structural challenges of the EU with politicians and representatives, made available to CESI's members for their information. Since 2020, over 100 *CESI Insides* interviews have been conducted and published.

Complementing *CESI Insides*, CESI also conducts an *CESI Talks* interviews series with European decision-makers and policy experts to discuss current European political developments with members. To date, more than 90 *CESI Talks* have been published.

An active CESI Youth: To foster and promote union engagement among young people, CESI established a dedicated youth platform, the CESI Youth, back in 2013. During the most recent CESI Youth Congress in 2021, Matthäus Fandrejewski (dbb), who had previously already served as CESI Youth Representative, was re-elected, alongside a six-member CESI Youth Board. Since then, the CESI Youth Board has met at least twice annually. The next regular CESI Youth Congress is scheduled for 2025.



In recent years, the CESI Youth's policy focus has included:

- ★ Youth representation in political decision-making processes, particularly with regard to the 2024 EU elections.
- ★ Ambitious and inclusive green and digital transitions, as well as improved skills developments, to create new labour opportunities for younger generations.
- ★ Improved cooperation in VET systems in Europe
- ★ A strengthened EU Youth Guarantee scheme.
- ★ Advocacy for high-quality internships, in collaboration with the European Youth Forum (EYF).
- ★ Interest representation to fight abusive uses of repeated fixed-term contracts among (young) teachers.
- ★ Advocating for affordable housing and social security measures for young people as interns or job entrants.



THE CESI YOUTH BOARD SINCE THE LAST CESI YOUTH CONGRESS IN 2021

In pursuing its policy objectives, CESI Youth adopted a series of positions, engaged in a variety of activities, and organised and participated in a large number of youth events and policy debates, including as partners at the European Youth Events (EYES) of the European Parliament. To strengthen its voice further, CESI Youth placed a particular emphasis on joint cooperation in interest representation with other EU level youth organisations such as the European Youth Forum (EYF), StartNet, Goethe Institute and the European Apprentices Network (EAN).

Internally, CESI Youth also supported CESI's Europe Academy in the implementation of its projects, from a youth perspective – especially CESI's WEP exchange programme for young trade unionists (see Section IV below).

CESI IN SOLIDARITY WITH UKRAINE

Following the Russian invasion of Ukraine in February 2022, CESI has stood in solidarity with the people of Ukraine. As such, CESI integrated the labour market integration of Ukrainian refugees in Europe into the 'Activer' project of its Europe Academy. CESI Secretary General Klaus Heeger also participated in the Ukraine Recovery Conference in Berlin in June 2024 to discuss ways for trade unions in Europe to support and professionalise pluralist and inclusive social dialogue and industrial relations in Ukraine.



Matthäus Fandrejewski
dbb
Youth Representative
CESI Youth



Kelly Bolsenbroek
CNV
Board Member
CESI Youth



Sara Rinaudo
CONF.S.A.L.
Board Member
CESI Youth



Robert Szokolai
MKKSz
Board Member
CESI Youth



Arturs Jirgensons
LVIPUFDA
Board Member
CESI Youth



Paula de la Paz Pérez
ALE
Board Member
CESI Youth



Aurelia Huberty
(until 2022)
CGFP
Board Member
CESI Youth

II. COMPETENCY AND CREDIBILITY: ADVOCACY BY CESI IN BRUSSELS

Advocacy guidelines. Advocacy towards the EU institutions was structured around annual horizontal work priorities and mirrored in the specific priorities of CESI's horizontal Commissions and sectoral Expert Commissions. These bodies typically convened between one and three times a year to develop positions on cur-

rent political issues. Additionally, CESI's Commissions and Expert Commissions engaged in numerous discussions and meetings with experts, academics, Members of the European Parliament, as well as officials and representatives from the European Commission and other EU institutions.

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

2021

- Future of work, social protection and the role of trade unions, especially also against the background of green-digital transformations
- Importance of investment in public administrations and services
- Implementation of the European Pillar of Social Rights
- Third-party violence against public sector staff

2022

- Future of work, social protection and the role of trade unions, especially also against the background of green-digital transformations
- Importance of investment in public administrations and services, especially also against the background of experiences during the Covid pandemic
- Conference on the Future of Europe

2023

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

*These topics exclude the respective work areas of the Europe Academy (see table below on 'CESI Europe Academy projects since 2021').

CESI WORKING GROUPS

Between 2021 and 2024, CESI's General Secretariat and Commissions were assisted by a Working Group on the Future of Work, chaired by Sara Rinaudo (CONF.S.A.L.), and on the European Pillar of Social Rights, chaired by Marina Surina (CNV). While latter focused primarily on the implementation of different parts of the Pillar in the Member States, the former developed several discussion papers on 'A just



Sara Rinaudo



Marina Surina

green transition', 'The regulation of remote working'. These were also presented and discussed in public as part of CESI's Summer Days.

2024

- EU defence capacity as a prerequisite for economic and social prosperity
- Decent employment and working conditions – especially in a post-Covid 'New Normal' and with regards to 'essential' workers
- Impacts of inflation on the purchasing power of workers
- Social & physical safety at work – including mental health, harassment & discrimination at work
- Socially friendly climate change and green transitions and employment- & gender-friendly digital transitions and artificial intelligence (AI) at work
- Public procurement with binding rules for decent employment & working conditions
- Trade union priorities ahead and after the EU elections 2024
- Trade union priorities on the European Year of Skills 2023/2024
- Future proof trade unions and unionism in evolving labour markets and economies
- Promotion of civil liberties and the rule of law in the EU – including trade union right

CESI'S COMMISSIONS AND EXPERT COMMISSIONS AND THEIR LEADERSHIP, EIGHTH TERM OF MANDATES, 2021-2024

EMPLOYMENT & SOCIAL AFFAIRS COMMISSION



Eva Fernández Urbón
CSIF
President



Sabrina Pellerito
CISAL
Vice-President



Siglinde Hasse
dbb
Vice-President

WOMEN'S RIGHTS & GENDER EQUALITY COMMISSION



Kirsten Lühmann
dbb
President



Carmen Jaffke
CGFP
Vice-President



Romana Deckenbacher
Eurofedop
Vice-President

EDUCATION EXPERT COMMISSION



Salvatore Piroscia
CONF.S.A.L.
President



Danielle Woestenberg
CNV
Vice-President



Luc Viehé
Spelc
Vice-President

PUBLIC ADMINISTRATIONS EXPERT COMMISSION



Otto Aiglsperger
Eurofedop
President



Andreas Hemsing
dbb
Vice-President



Carlos Martínez Navarrete
CSIF
Vice-President

POST & TELECOMMUNICATION EXPERT COMMISSION



Manfred Wiedner
Eurofedop
President

DPVKOM



Christina Dahlhaus
dbb
Vice-President



HEALTH EXPERT COMMISSION



Paloma Repila
(since 2023)
SATSE
President

CNV



Anneke Westerlaken
CNV
Vice-President



Esther Reyes Diez
(until 2023)
SATSE
President

DEFENCE EXPERT COMMISSION



Thomas Sohst
DBwV
President

VBB



Imke von Bornstaedt-Küpper
dbb
Vice-President

GÖD



Walter Hirsch
Eurofedop
Vice-President



POLICY ADVOCACY

In the realm of legislative interest representation, CESI, with the support of its member organisations and internal statutory Commissions and Expert Commissions, adopted a more than 60 topical **positions papers and resolutions**, held several dozen public advocacy **events** and participated in 45 **consultations** of the European Commission on legislative proposals and other measures – more than ever before in CESI’s history. Lobbying focused on priority topics ranging from horizontal employment, gender equality and social policy measures to sectoral issues in education, health care, defence, taxation, and post and telecoms (see annex).

During the last years, CESI placed an increasing emphasis on bilateral lobby days, where representatives from individual member organisations and staff of the General Secretariat of CESI hold a series of meetings with EU level politicians and decision makers in Brussels to address a particular challenge or matter. Lobby days proved to be highly successful advocacy method to bring together decision makers with affiliates and enable them to voice their issues. Recent CESI Lobby Days took place, for instance, with members in the area of firefighting, health care, road transportation and railways.

To nurture legislative advocacy, the efforts of CESI to systematically deepen contacts with officials and policymakers of the European institutions, particularly with the European Commission and Members of the European Parliament (MEPs) have continued to be successful in recent years. CESI also participated in major European conferences such as the La Hulpe Social Summit in April 2024. This ensures CESI’s effective interest representation on all relevant legislative and non-legislative initiatives of the EU.

Through its advocacy, CESI helped shape and contributed to the adoption of new EU directives on fair work in the platform economy, on corporate sustainability due diligence, on strengthened national equality bodies and on violence against women. For these as well as further legislative and soft law initiatives, the General Secretariat maintained active dialogue with decision-makers in the European institutions during the past years.



ACHIEVEMENTS IN POLICY ADVOCACY

CESI’s lobbying efforts contributed to major legislative victories, contributing to the adoption of new EU rules that help safeguard workers’ rights and promote social justice. These include the recent

- EU minimum wage directive
- Women on company boards directive
- Platform economy directive
- Pay transparency directive
- Corporate sustainability due diligence directive
- Ban on forced labour products regulation
- Decision to access the Istanbul Convention on violence against women
- Combating violence against women directive
- Equality bodies directives

Following the European elections in June 2024, CESI has already established contacts with new policymakers and Members of the European Parliament. This aims to lay the foundation for effective and systematic advocacy over the next four years.

STRATEGIC PARTNERSHIPS AND MEMBERSHIPS

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



CESI continues to be a member of the **European Movement International** (EMI), where it contributes to the work of policy committees. In November 2023, CESI Secretary General Klaus Heeger was elected into the Board of the EMI. As an organisation with a pro-European self-image which places high importance on the need to communicate 'Europe' well towards its membership, an affiliation to the EMI has allowed CESI to participate in forceful joint EU awareness raising campaigns such as in the run-up to the 2019 EU elections.



At the **European Agency for Safety and Health at Work** (EU-OSHA), CESI has been a long-standing partner of the 'EU-OSHA healthy workplaces campaigns' since 2009, biennial initiatives that focus on specific topics related to health-conscious working environments, providing information and awareness-raising. Involvement in the campaigns of EU-OSHA does not only give CESI and its members access to a plethora of expertise and best practices in the area of occupational health and safety from across Europe, but also allows to bring forward own queries and challenges to the EU level.

CESI has been a member of the **Platform for Tax Good Governance** since 2014, a consultative group of experts with representatives from in-

dustry, fiscal agencies, trade union organisations and NGOs, which advises the European Commission on the development of new initiatives for responsible fiscal governance and against tax avoidance and double taxation. In August 2024 CESI's seat in the group was renewed by decision of the European Commission until 2026. In the group, CESI aims to flag the importance of tax transparency and the fight against tax evasion and avoidance, including through strengthened EU legislation and better staffed and equipped tax administrations in Europe.



The CESI Youth has been actively engaging with the **European Youth Forum** (EYF) since its foundation in 2013. Since 2019, CESI Youth has been a Candidate Member. Membership in the EYF,

the leading horizontal interest group for youth policy in Europe, remains an important element for CESI Youth for further networking within the Brussels political landscape.

Since September 2016, CESI has been a member of the **European Alliance for apprenticeships** (EAfA), a European Commission-coordinated platform which seeks to bring together governments, administrations and authorities with enterprises, social partners, industry chambers, educational institutions, youth organisations and think tanks in order to jointly engage for high quality and attractive apprenticeship schemes and opportunities across Europe. Membership at the Alliance has resulted in several successful joint events being held in the area of youth policies, VET and the bridging between educational systems and labour markets for youngsters.



Since 2017, CESI has been an affiliate of the **European Sunday Alliance**, a coalition of national Sunday alliances, trade unions and civil society organisations that advocate for a day of synchronised free time in the Member States. With-



in the Alliance, CESI is a member of the Steering Committee. The European Sunday Alliance is an important partner of CESI in its advocacy work for an adequate work-life balance in times of unfolding digitalisation and mobile work.



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

CESI has been a member of the **European Women's Lobby** (EWL) since 2006. Carmen Jaffke (CGFP) and Eva Fernández Urbón (CSIF) act as representatives of CESI as member and deputy member respectively on the Board of Administration of the EWL. Both were elected for two further years at the EWL general assembly held in June 2023. Until then, Kirsten Lühmann (dbb) had acted as a member of the Board of Administration for CESI at the EWL. Ties between the EWL and CESI's Commission on Women's Rights

& Gender Equality have tightened during the last years, with joint ad-hoc advocacy cooperation having been established on a number of EU policy files in the area of national equality bodies, violence against women, the Accession of the EU to the Istanbul Convention, pay transparency, and gender quotas on company boards.



EUROPEAN POLICY CENTRE

CESI has been a member of the **European Policy Centre** (EPC), a noted Brussels think-tank, since 2012. Since then, CESI has partnered with the EPC in several projects, most lately on the role of trade unions and social partners in the development and implementation of active labour market policies in Europe (see section IV).



Since 2022, CESI has been a partner of **Reshaping Work**, a Dutch foundation that brings together interested organisations, associations, and social scientists to discuss topics related to the future of work. The focus is on topics including digitalisation and artificial intelligence in the workplace. For CESI, Reshaping Work is an important source to stay informed about the rapidly developing digitalisation of work in Europe and beyond.



Collaboration with **Eurofound**, the EU's agency for the improvement of living and working conditions, has continued its positive evolution. Meetings with Eurofound took place regularly, also to discuss CESI's adequate mentioning in the sectoral EU social partner representativeness studies that Eurofound carries out at the request of the European Commission. Eurofound has been a partner at numerous policy events which CESI held during the last years, providing research expertise and insights for CESI on a variety of topics in the area of employment and social affairs.

III. RELIABLE AND CONSTRUCTIVE IN SOCIAL DIALOGUE: CESI AS AN ACKNOWLEDGED EUROPEAN SOCIAL PARTNER

CESI IN EUROPEAN SOCIAL DIALOGUE

CESI is and remains a fully recognised EU social partner. In November 2023, Eurofound published a horizontal representativeness study at the request of the European Commission. The study attests CESI 6.6 million affiliates and a certain cross-sectoral representativeness. As a recognised social partner organisation, as per Article 154 TFEU, CESI enjoys the privilege of being formally consulted by the European Commission on all employment and social policy initiatives of the EU which fall under Article 154 TFEU – even if there is no public consultation. This grants a special access to the European Commission which other organisations, in particular from the civil society, do not possess. As such, CESI dearly cherishes its social partnership status.

Apart from engaging in the European Commission's closed social partner consultations, CESI and directly or via member organisations involved in the work of six European social dialogue committees:

- ★ *Central government administrations* – CESI is a fully recognised social partner, forming a joint workers' delegation 'TUNED' together with EPSU.
- ★ *Postal services* – CESI became a fully recognised social partner next to UNI Europa in 2017.
- ★ *Civil aviation* – ATCEUC has a seat.
- ★ *Local and regional governments* – Seats have been attributed to dbb, MKKSZ, FGFC and Sloves (via Eurofedop).

ACCESS OF CESI TO THE NEW EUROPEAN SOCIAL DIALOGUE ON SOCIAL SERVICES

- After Eurofound had formally certified CESI in a representativeness study in 2021 to meet all formal requirements to become a recognised sectoral social partner in the social services sector, in 2023 CESI reached an agreement with the *European Federation of Public Service Unions* (EPSU) and *UNI Europa* on the workers' side, as well as the *Council of European Municipalities and Regions* (CEMR) and the *European Federation of Social Employers* (FESE) on the employers' side, for a joint establishment of a new European Social Dialogue Committee, supported and financed by the European Commission. The access of CESI to a further EU social dialogue committee further strengthens CESI's role and position as a social partner organisation in the EU arena. The first plenary meeting of the committee took place in December 2023. CESI participates in plenary sessions through the Secretariat and involves its members in the work of the committee through its Expert Commissions for Public Administrations (PA) and Health Services (SAN). CESI's involvement in the new committee will give its members in the area of public administrations and health services an important further channel to engage in EU affairs.

CESI

- ★ *Education* – CESI has had the status of complementary partner since 2010.
- ★ *Social services* – As per agreement between the social partners, CESI is involved since 2023



16 SOCIAL PARTNER DECLARATIONS AND AGREEMENTS SINCE 2021

- Since 2021, CESI has been part of more than 15 EU social partner declarations and agreements.
- A highlight was the adoption of a new social partner agreement on work-life balance and digitalisation by the social dialogue committee on central government administrations in October 2022. The agreement, adopted by EPSU and CESI (forming the 'TUNED' employee delegation) and EUPAE (employer side), provides for minimum standards in the areas of teleworking, the right to disconnect, the protection of private data and the handling of artificial intelligence at the workplace. The social partners have called on the European Commission to come forward with a legislative proposal for an EU directive that would make the content of the agreement binding in all Member States. This would go beyond the current scope of the agreement, which only applies to the parties represented in the European sectoral social dialogue on central government administrations. The European Commission's final response is still pending.
- In 2024, CESI was also a co-negotiator of a new social partner agreement of eight EU social partner organisations on the implementation of multisectoral guidelines to prevent violence and harassment at work. The agreement, on which a political deal was reached in autumn 2024, foresees for instance that:
 - violence and harassment at work should never be normalised and deemed part of the jobs.
 - every workplace must have a policy on third-party violence and harassment, coordinated with trade unions, that is integrated into occupational safety, gender equality, anti-discrimination policies and trade union rights, ensuring that employees know whom to contact in the event of third-party workplace violence without fear of retaliation.

The agreement still needs to be formally adopted.

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

Exploratory talks regarding a potential participation in further sectoral social dialogues remain ongoing. Among the European social partners

and towards the European Commission, CESI continues to flag the importance of trade union pluralism and inclusive social dialogue as a tool to maximise the coverage of workers and thus the representativeness – and legitimacy – of the European social dialogue.

OUTPUT OF EU SOCIAL DIALOGUE COMMITTEES WITH THE INVOLVEMENT OF CESI OR AFFILIATES OF CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

SECTOR COMMITTEE

SELECTION OF AGREEMENTS, DECLARATIONS AND PROJECT STUDIES

Central government administrations

[Social partner agreement on digitalisation in central government administrations](#)

[Social partner agreement on the implementation of multisectoral guidelines to prevent violence at work](#)

[Declaration on the EU directive on whistleblowers' protection](#)

[Declaration on the role of social partners in preventing third-party violence and harassment at work](#)

Local and regional governments

[Declaration on the International Day for the Elimination of Violence against Women 2022](#)

[Declaration on solidarity with Ukraine following Russia's invasion of the country](#)

[Declaration on investments in local and regional administrations under the new economic governance of the EU](#)

SECTOR COMMITTEE

SELECTION OF AGREEMENTS, DECLARATIONS AND PROJECT STUDIES

Education

[Declaration on opportunities and challenges of digitalisation for the education sector](#)

[Declaration on the implementation of risk analyses on the health protection of teaching staff](#)

[Declaration on the promotion of quality and inclusive VET to enhance lifelong learning for all](#)

[Declaration on the enhancement of gender equality in and through education](#)

[Declaration on quality investment in education and training](#)

[Declaration on the organisation of the European sectoral social dialogue](#)

[Declaration in advance of the European elections 2024](#)

Civil aviation

[Declaration on the shaping future air traffic management \(ATM\) social dialogue](#)

[Revised Toolbox for Successful Social Dialogue in Air Traffic Management](#)

Postal services

[Declaration on training and work environments in the digital transition in the postal sector](#)

[Project study on 'The World of Work in the Postal Sector 2030'](#)

Social services

[Declaration on labour and skills shortages in the social services sector in Europe](#)

IV. KNOW-HOW FOR MEMBERS: CESI EUROPE ACADEMY PROJECTS FROM 2021 TO 2024

TRAINING FOR CESI'S AFFILIATES

Since the last CESI Congress in December 2020, CESI's Europe Academy, under its President Marcello Pacifico (CISAL), has undertaken a total of 11 projects, each co-funded by the European Commission. This is a significant increase compared to the last term from 2016 to 2020, when five projects were pursued. All projects together represent a volume of more than €2 million – also this a significant increase compared to 2016-2020.

CESI has continued its path to run larger and longer projects than in the past, with more thematic symposiums and combinations of EU and national level workshops, webinars and online meetings as well as tailored capacity building sessions. In its projects, CESI has also stepped up the dissemination and PR activities as well as awareness raising activities towards its members and external stakeholder community.

CESI's projects covered a large array of topics and issues, ranging from fair green transitions and digitalisation processes to gender equality and women's rights, active labour market policies, post-Covid recovery of labour markets, third party violence at work, crisis resilience of public administrations and services, and a better implementation of the European Pillar of Social Rights in the Member States.



LEADERSHIP OF THE CESI EUROPE ACADEMY, 2021-2024



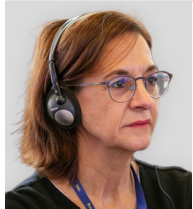
Marcello Pacifico
CISAL
President
CESI Europe Academy



Dietmar Knecht
Dbb
Vice-President
CESI Europe Academy



Claude Heiser
CGFP
Vice-President
CESI Europe Academy



Pepa Alvarez Rello
CSIF
Vice-President
CESI Europe Academy



Miguel Venegas Carrasco
Valorian
Vice-President
CESI Europe Academy



Nicolas Fernández Guisado
ANPE
Vice-President
CESI Europe Academy



Alain Larrata
Avenir Secours
Vice-President
CESI Europe Academy










Gorica Djokic
SLFS
Vice-President
CESI Europe Academy

EUROPE ACADEMY PROJECTS AND PROJECTS WITH PARTNERS SINCE 2021








TITLE	IMPLEMENTATION
1 Precarity of work: Empowering trade union to address new challenges	2019-2021
2 Performing public services and performing public service personnel for the best possible implementation of the European Pillar of Social Rights ('Pulser')	2019-2021
3 Digitalising public services: Making it work for citizens, business and workers ('DiWork')	2021-2023
4 The EP and workers: a well-designed post-COVID19 recovery plan ('WeEP')	2020-2022
6 A fair ecological transition – for workers, with workers ('EcoTra')	2022-2023
7 An exchange programme for tomorrow's young trade union leaders ('WEP')	2022-2024
8 Blueprint Alliance for a Future Health Workforce Strategy on Digital And Green Skills ('BeWell'), together with a multi stakeholder consortium led by the European Health Management Association (EHMA)	2022-2026
9 Management of change: The needs of public services and their personnel to respond to multiple crises ('Syn crisis')	2023-2025
10 Active labour market policies in Europe: Successful designs and implementation through union participation ('Activer')	2023-2025
11 Workers' engagement in the European elections 2024 ('WeEP24')	2023-2024
12 Empowering workers for a sustainable future by redefining workplace practices through human-centric technology integration ('Seismec'), together with a multinational consortium led by Erasmus University Rotterdam	2023-2027
13 The EU's contribution to gender equality at work and the role of workers and their representatives ('EqualPRO')	2024-2026

V. ANNEX








MEMBER ORGANISATIONS OF CESI IN 2024

ALE	Autonome Lokomotivführer-Gewerkschaften Europas <i>Autonomous Train Drivers' Unions of Europe</i>	EU	
ANFOS	Associazione Nazionale Formatori della Sicurezza sul Lavoro <i>Italian Association of Health and Safety Instructors</i>	IT	
ANP	Associação Nacional de Professores <i>Portuguese National Teachers' Association</i>	PT	
ANPE	Syndicat national de l'encadrement des services d'incendie et de secours <i>Spanish National Association of Teachers</i>	FR	
ATCEUC	Air Traffic Controllers European Unions Coordination	EU	
Avenir Secours	Bundesverband der Lebensmittelchemiker im Öffentlichen Dienst <i>French National Syndicate of Fire and Rescue Services Management</i>	DE	
CGB	Christlicher Gewerkschaftsbund <i>German Christian Trade Union Federation</i>	DE	

MEMBER ORGANISATIONS OF CESI IN 2024

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






MEMBER ORGANISATIONS OF CESI IN 2024

CSN Meridian	Confederatia Sindicala Nationala Meridian <i>Romanian National Trade Union Confederation "Meridian"</i>	RO	
dbb	dbb beamtenbund und tarifunion <i>German Civil Service Federation</i>	DE	
DBwV	Deutscher Bundeswehrverband <i>German Armed Forces Association</i>	DE	
E.P.A.Y.P.S.*	Ένωση Πτυχιούχων Αξιωματικών Υπαξιωματικών Πυροσβεστικού Σώματος <i>Greek Association of Graduate Officers and Non-Commissioned Officers of the Fire Service</i>	EL	
Eurofedop	European Federation of Public Service Employees	EU	
FA-FP	Fédération Autonome de la Fonction Publique <i>French Autonomous Public Service Federation</i>	FR	
FGFC	Fédération Générale de la Fonction Communale <i>French General Federation of Local Administration</i>	FR	








MEMBER ORGANISATIONS OF CESI IN 2024

LĀADA	Latvijas Ārstniecības un aprūpes darbinieku arodbiedrība <i>Latvian Medical and Nursing Staff Workers Union</i>	LV	
LVIPUFDA	Latvijas Valsts iestāžu, Pašvaldību, Uzņēmumu un Finanšu Darbinieku Arodbiedrība <i>Latvian State Agencies, Municipalities, Businesses and Financial Officers Union</i>	LV	
MKKSZ	Magyar Köztisztviselők és Közalkalmazottak Szakszervezete <i>Hungarian Civil Servants and Public Employees Trade Union</i>	HU	
NCF	Nederlandse Categoriele vakvereniging Financiën <i>Dutch Categorical Financial Union</i>	NL	
RJPS	Respublikinė Jungtinė Profesinė Sąjunga <i>General Trade Union of the Republic of Lithuania</i>	LT	
SAE	Sindicato de Técnicos de Enfermería <i>Spanish Nursing Technicians Trade Union</i>	ES	
SATSE	Sindicato de Enfermería <i>Spanish Trade Union of Nursing Professionals</i>	ES	

MEMBER ORGANISATIONS OF CESI IN 2024

SDMCG	Sindikataj Doktorë të Mëdhitshëmë të Kosovës Trade Union of Montenegrin Physicians	ME	
SHSP (Observer)	Shoqata Sindikale Posta Kosovo Post Trade Union Association	XK	
SLFS	Синдикат лекара и фармацеута Србије <i>Serbian Trade Union of Doctors and Pharmacists</i>	RS	
SNSPP-PATS	Syndicat National des Sapeurs-Pompiers Professionnels et Personnels Administratifs Techniques et Spécialisés French National Union of Professional Firefighters and Technical and Specialised Administrative Staff	FR	
SPELC	Syndicat Professionnel de l'Enseignement Libre Catholique French Free Catholic Education Professional Trade Union Federation	FR	
SSDMRS	Strukovni Sindikat Doktorë të Mëdhitshëmë të Republiqës së Bosnjës dhe Hercegovinës <i>Trade Union of Physicians in Srpska in Bosnia and Herzegovina</i>	BA	
TVML	Tullivirkamiesliitto-Tullitjänstemannaförbundet r.y Finnish Customs Officials Association	FI	

MEMBER ORGANISATIONS OF CESI IN 2024

U4U	Union for Unity <i>Trade Union of European Institutions Staff</i>	EU	
UNSP-NUOD	Union Nationale des Services Publiques <i>Belgian National Union of Public Services</i>	BE	
USLIP Iași	Învățământul Preuniversitar Iași <i>Romanian Free Trade Union in Pre-University Education Iași</i>	RO	
Valorian	Federación 'Valorian' <i>Spanish Federation 'Valorian'</i>	ES	
VKB	Vereinigung der Kader des Bundes <i>Swiss Union of Federal Executives</i>	CH	
WZZ-FO	Wolny Związek Zawodowy „Solidarność - Oświata“ <i>Polish Free Trade Union "Solidarity - Education"</i>	PL	
ZV	Zentralverband Öffentliches Personal Schweiz <i>Swiss Central Association of Public Personnel</i>	CH	

*At the time of the adoption of this activity report, the application of E.P.A.Y.P.S. was still pending a formal agreement for membership by the Board of CESI, scheduled for early December 2024.

CESI POSITION PAPERS AND KEY DOCUMENTS, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

2021	Motion	Second ordinary CESI Youth Congress
2021	Discussion paper	Guidelines to regulate remote working in the post-Covid 'New Normal'
2021	Position paper	Precarious work
2021	Position paper	Proposal of the European Commission on an EU minimum wage framework
2021	Resolution	Requirements for a successful implementation of the European Pillar of Social Rights in the Member States
2021	Declaration	LGBTQ+ rights in Hungary
2021	Resolution	Violence against women
2021	Resolution	EU directive for pay transparency
2021	Position paper	Understaffing in the health care sector
2022	Resolution	Qatar-Gate
2022	Resolution	Ban of free and independent trade unions in Belarus
2022	Resolution	Russian invasion of Ukraine
2022	Resolution	Russian invasion of Ukraine (resolution update)
2022	Resolution	5th anniversary of the European Pillar of Social Rights

CESI POSITION PAPERS AND KEY DOCUMENTS, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

2022	Discussion paper	Fair green-digital transitions
2022	Resolution	Proposal of the European Commission for a directive on improving working conditions in platform work
2022	Resolution	Proposal of the European Commission on combating violence against women and domestic violence
2022	Position paper	Gender aspects in a new EU Care Strategy
2022	Resolution	Glass ceilings in the public and private sector in Europe
2022	Position paper	Improving mental health among the youth
2022	Position paper	Future of the health workforce
2022	Discussion paper	Russia's war on Ukraine and its consequences for the EU
2022	Discussion paper	The European Defence Union
2022	Position paper	Impacts of inflation on workers in Europe
2023	Position paper	Impacts of inflation on workers in Europe (position update)
2023	Position paper	Minimum wages
2023	Position paper	Proposal of the European Commission for a directive on improving working conditions in platform work (position update)
2023	Position paper	Initiative of the European Commission on strengthened social dialogue
2023	Position paper	Recommendation of the Council on adequate minimum income

CESI POSITION PAPERS AND KEY DOCUMENTS, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

2023	Position paper	Revision of the European Works Councils (EWCs) Directive
2023	Position paper	Trade union priorities on the European Year of Skills
2023	Resolution	Escalation of the Israel-Palestinian conflict in October 2023
2023	Resolution	Envisaged changes to national legislation on trade unions in Hungary
2023	Resolution	World Refugee Day 2023
2023	Position paper	Economic governance
2023	Position paper	Economic governance (position update)
2023	Resolution	Earthquake in the Turkish-Syrian border region on February 6 2023
2023	Resolution	Parallel proposals of the European Commission on strengthened equality bodies
2023	Position paper	Working conditions of firefighters
2023	Declaration	Violence against firefighters and rescue service staff
2023	Position paper	Critical staff shortages in the health care sector
2023	Position paper	EU defence policy to ensure regional security
2024	Position paper	Regulation of AI at work
2024	Position paper	A just green transition

CESI POSITION PAPERS AND KEY DOCUMENTS, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

2024	Resolution	Proposal of the European Commission for a directive on quality traineeships (publication forthcoming)
2024	Manifesto	CESI Manifesto on the teaching profession
2024	Position paper	Labour shortages in health care sectors
2024	Position paper	Trade union demands concerning links between climate change and EU defence policy

This list excludes documents adopted with the involvement of CESI or members of CESI in European social dialogue (see table above on 'Output of European social dialogue committees with the participation of CESI or affiliates of CESI, eighth term of mandates, 2021-2024').

LIST OF CONSULTATIONS WITH CESI PARTICIPATION, EIGHTH TERM OF MANDATES, 2021-2024

- 2021**
- [Social and labour aspects of the just transition towards climate neutrality \(Roadmap\)](#)
 - [Application and functioning of the EU working time directive 2003/88/EC \(Social partner consultation\)](#)
 - [Working conditions in platform work \(First phase social partner consultation\)](#)
 - [Working conditions in platform work \(Second phase social partner consultation\)](#)
 - [Collective bargaining for the self-employed \(Roadmap\)](#)
 - [Collective bargaining for the self-employed \(Public consultation\)](#)
 - [VAT gap in Europe \(Roadmap\)](#)
 - [Business taxation for the 21st century \(Roadmap\)](#)
 - Crypto assets and tax fraud (Public consultation)
 - An EU digital levy (Public consultation)
 - Gender-based violence against women (Public consultation)
 - A new EU Strategic Framework on Health and Safety at Work for 2021-2027 (Public consultation)
 - The EU's future public sector interoperability policy (Public consultation)
 - Strengthened social dialogue in the EU and the Member States (multiple social partner consultations)
 - Individual learning accounts (Public consultation)
 - Micro-credentials (Public consultation)
 - EU4Health annual work programme 2022 (Public consultation)
 - Fighting the use of shell entities and arrangements for tax purposes (Public consultation)
 - A set of European Digital Principles (Public consultation)
 - Pathways to school success (Public consultation)
-

Consultation contributions with accompanying written statements are hyperlinked

LIST OF CONSULTATIONS WITH CESI PARTICIPATION, EIGHTH TERM OF MANDATES, 2021-2024

2022	<ul style="list-style-type: none"> ■ European Year of Skills 2023 (Public consultation) ■ Minimum income schemes (Roadmap) ■ EU guidelines on collective bargaining of self-employed (Public consultation) ■ A new European Disability Card (Roadmap) ■ Access to essential services (Ad hoc social partner consultation)s ■ Provision of digital education and digital skills (Roadmap) ■ Mitigation of brain drain in Europe (Roadmap) ■ EU Care Strategy (Roadmap) ■ EU Care Strategy (Ad hoc social partner consultation) ■ EU guidance on Distributional Impact Assessments (DIAs) in national Member State policy-making to reduce poverty (Roadmap) ■ Needs for specific driving and rest time rules for drivers in occasional transport of passengers by bus or coach (Public consultation) ■ Roadworthiness Package (Roadmap consultation) ■ Enablers that facilitate tax evasion and aggressive tax planning (Public consultation)
2023	<ul style="list-style-type: none"> ■ Revision Of The European Works Councils (EWCs) Directive (First Phase Social Partner Consultation) ■ Revision Of The European Works Councils (EWCs) Directive (Second Phase Social Partner Consultation) ■ A Comprehensive Approach To Mental Health (Roadmap) ■ Quality Traineeships In The EU (First Phase Social Partner Consultation) ■ Quality Traineeships In The EU (Second Phase Social Partner Consultation) ■ Framework For Income Taxation (BEFIT) (Roadmap) ■ European Year Of Youth 2022: Achievements And Way Forward (Roadmap) ■ Evaluation Of The EU Agencies Eurofound, EU-OSHA, ETC and Cedefop
2024	<ul style="list-style-type: none"> ■ New EU Action Plan On Labour And Skills Shortages (Ad Hoc Social Partner Consultation) ■ Fair telework and a right to disconnect (First phase social partner consultation) ■ Interim evaluation of the European Education Area (Public consultation)

Consultation contributions with accompanying written statements are hyperlinked

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

January 22	CESI@home <i>EU responses to counter-terrorism: Are we tackling the challenges?</i>
February 19	Europe Academy project seminar <i>Precarious work: Empowering trade unions to address new challenges</i>
February 26	CESI@home <i>The future of healthcare: Tackling the understaffing in the health sector</i>
March 3	4 th European Defence Roundtable <i>Proper and transparent decision-making in the field of EU defence policy</i>
March 4	Europe Academy project seminar <i>Digitalising public services: Making it work for citizens, business and workers</i>
March 12	CESI@home <i>The European Commission's new action plan on the implementation of the European Pillar of Social Rights: What role for trade unions?</i>
March 17	CESI@noon <i>Future of work: Mobile working in a post-pandemic world of work</i> , together with Bertelsmann Stiftung
March 26	CESI@home <i>Mental health in times of COVID-19 – How to best address it?</i>
April 22	CESI@home <i>The importance of public services for fair and resilient societies</i>
May 4	CESI StratCom Network Communications Day
May 6	CESI Youth conference <i>Road to Porto: Delivering social rights to young people</i>
May 12	CESI@home <i>The European Green Deal: How to bring the environmental and the social together?</i>
May 28	CESI@home <i>Corona recovery and resilience plans</i>
June 1	European Parliamentary breakfast <i>The right to disconnect and a weekly common day of rest</i> , together with the European Sunday Alliance
June 11	CESI@home <i>Standby and working time</i>

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

June 15	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>
June 24	CESI@noon <i>Conference on the Future of Europe</i> , with European Commissioner Dubravka Šuica
September 17	5 th European Defence Roundtable <i>To be or not to be?: The European Defence Union after the withdrawal from Afghanistan</i>
September 23	CESI@home <i>National Corona recovery and resilience programmes: Which the next steps for trade unions?</i>
September 24	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>
October 5	Europe Academy project seminar <i>Towards a strong European public service agenda: How to (re)build a social Europe in a resilient way?</i> , together with the European Policy Centre (EPC)
October 8	CESI Youth Workshop at the European Youth Event (EYE) <i>EU Resilience and Recovery (RRF) Policies: Bringing youth employment back on track</i>
October 25	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>
December 16 2021	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight other European social partner organisations</i>
March 4 2022	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work, together with eight further European social partner organisations</i>
March 11	CESI@home <i>Active labour market policies in Europe</i>
March 15	CESI Youth event <i>Preventing a Lost Generation 2.0</i> , together with the European Youth Forum and StartNet

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

April 8	CESI@home <i>Energy crisis and inflation: What impacts on workers & citizens and what consequences for unions?</i>
June 1	CESI@home <i>Essential' workers: Who are they and how to improve their working conditions?</i>
June 8	CESI@noon <i>Regulation of remote working in a post-Covid New Normal</i>
June 13	Europe Academy project seminar <i>The role of social partners in preventing third-party violence and harassment at work</i> , together with eight further European social partner organisations
June 17	CESI@home <i>Priorities for a new EU directive on pay transparency</i>
Juni 30-July 1	2nd CESI Summer Days
September 26	EcoTra project kick-off meeting
September 26	WEP project kick-off meeting
October 20-21	DiWork project final seminar in Konstanz (Germany)
November 10	CESI@home <i>Energy crisis and inflation vol.2: Preparing for the upcoming winter</i>
November 16	CESI@noon <i>The EU's new EU directive on minimum wages: Making a case for concrete improvements for workers</i>
November 21	CESI@noon <i>Scars remaining: Mental health of the young, post-pandemic</i> , in cooperation with CESI Youth and the European Youth Forum
November 25 2022	Europe Academy project final seminar <i>The role of social partners in preventing third-party violence and harassment at work</i> , together with eight further European social partner organisations in Madrid

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

January 31 2023	WeEP24 project kick-off conference
February 1	1st CESI Firefighters' Day
March 2	CESI@home <i>New EU initiative to strengthen social dialogue</i>
April 26	CESI@home <i>Revision of the EU Directive on European Works Councils</i>
March 27	6 th CESI European Defence Roundtable
March 31	WeEP24 project conference in Budapest
April 26	European Parliamentary Breakfast <i>A work-free Sunday to contribute to workers' health</i> , together with the European Sunday Alliance
May 5	WeEP24 project conference in Iași
June 6-7	CESI-ALE Lobby Days
June 9	WeEP24 project seminar <i>Introduction to European Policy</i>
June 13	CESI Youth conference on the European Youth Event 2023 <i>Empowering youth: Making the European Year of Skills work</i>
June 29-30	3rd CESI Summer Days
July 4	CESI Youth conference on <i>EU Quality Traineeships: A pledge for fair working conditions for young people</i>
July 19	2nd CESI Firefighters' Day

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

September 19	CESI@home on <i>Corporate sustainability due diligence (CSDD)</i>
September 26	7 th CESI European Defence Roundtable
October 2	3rd CESI Firefighters' Day
October 9	WeEP24 project conference in Paris
October 20	WeEP24 project conference in Berlin (planned, then carried out online)
October 26	WeEP24 project conference in Luxembourg
October 27	WeEP24 project conference in Krakow
November 7	WeEP24 project conference in Madrid
November 17	Syncrisis project workshop in Lithuania
November 17/19	Syncrisis project workshop in Hungary
December 6 2023	CESI@noon <i>Mission accomplished? Achievements & open issues of EU employment policy 2019-2023</i>
January 23 2024	CESI European Parliamentary hearing <i>Working conditions in the health care sector in Europe</i>
February 2	WEP project workshop on communication in the social media

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

February 6	8 th CESI European Defence Roundtable
February 16	WeEP24 project conference in Berlin
February 22	CESI@noon <i>Revision of the European Works Councils (EWC) Directive</i>
March 5	CESI@home <i>Updated CESI-Manifesto on the Teaching Profession</i>
March 11-12	4 th CESI Firefighters' Day
March 26	CESI@noon <i>Affordable housing for young people</i>
April 10	European Parliamentary breakfast <i>Sunday Protection in the EU</i>
April 11	1st CESI-EPC workshop <i>Integration of Ukrainian refugees in to labour markets in Europe</i>
April 17	WeEP24 project workshop in Budapest
April 26	WeEP24 project workshop in Bucharest
May 10	WeEP24 project workshop in Poland
May 10	Syncrisis project workshop in Poland
May 10	WeEP24 project workshop in Rome
May 22	CESI@noon <i>Labour and skills shortages in the health care sector in Europe</i>
May 28	CESI EU elections 2024 debate

LIST OF EVENTS ORGANISED BY CESI, EIGHTH TERM OF MANDATES, 2021-2024 (SELECTION)

June 26	WEP project final conference
June 27/28	4 th CESI Summer Days
July 19	Syncrisis project workshop in Palermo
September 24	CESI@noon <i>Teacher shortages in Europe</i>
October 4	Syncrisis project workshop in Romania
October 8	2nd CESI-EPC workshop <i>Integration of Ukrainian refugees in to labour markets in Europe</i>
November 19	Activer project workshop in Budapest
November 19	CESI@home <i>EU economic governance, the European Semester and investments in public services</i>

This table excludes further statutory internal events and meetings of, for instance, the Presidium, Board, Commissions, Expert Commissions and CESI Youth. It only includes a selection of Europe Academy project events.





European Confederation of Independent Trade Unions

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

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