



EUROCADRES

General report 2014-2017



European professionals & managers

**We are the trade union driver of change for a stronger knowledge based Europe,
real freedom of mobility and quality of working life for European professionals
and managers.**

**We voice the cross-sectoral interest of professionals and managers through
advocacy, social dialogue, collective bargaining and joint work with member
organisations and cooperation partners.**

www.eurocadres.eu



EUROCADRES – Council of European Professional and Managerial Staff

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This general report of activity 2017 provides us with an overview of our activities and priorities in preparation of the 2017 Congress on the available reporting between the Congress 2013 and 2017. It also is the annual report of the year 2017. For further information see annual reports 2014, 2015 and 2016.

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FOREWORD

by Martin Jeřlén



It is an improved Eurocadres that meets for Congress in 2017. During the last Congress in 2013, we adopted an initiative on organisational development through the Stronger Impact resolution. It has served as the common thread throughout the past years.

Our stronger emphasis on policy and advocacy has improved our visibility. Making focused priorities about the issues we dedicate most of our advocacy work to has made a difference. Trade secrets and whistleblower protection have been the two issues that have raised our profile the most.

In 2015, we changed the face of Eurocadres. A new website, newsletter, logo and visual identity were the main components. Paired with a more extensive use of both Twitter and Facebook we have improved our social media presence.

Carefully selecting issues and gathering and developing expertise on them, building alliances and lobbying stakeholders and decision-makers in a professional manner requires hard and dedicated work, but also makes it possible for us to have a stronger impact. With scarce resources, we have found ways to make the most of these and influence EU policy for the good of professionals and managers in Europe.

The past years have included tough challenges for Europe: The recovery from the financial crisis is still ongoing. In several member states we find democracy itself being under attack. The freedom of mobility has been put under severe stress by a number of diverse factors: Brexit, terror attacks in Europe and the wave of refugees fleeing war and terror. Xenophobic, racist and populist forces have been on the rise.

Europe has started formulating its response. Leaders must step forward to bring new visions and hope for the European project. Eurocadres is a firm supporter of Europe. At the same time, we believe in a European Union which makes a positive impact on people's lives. The trade union call for a social Europe means that we believe there is a need for decent minimum standards that must be respected. The European pillar of social rights is a good step by the European Commission. A step which needs to be followed by real commitments, by both the European institutions and the member states. When we gather for our Congress, we will hopefully just be weeks away from the proclamation of the pillar.

A more social Europe is a stronger Europe. A Europe with good working conditions, excellence in research and innovation, modern higher-education, good social protection and affordable quality public services is also more competitive.

The most transformative global megatrends on the labour market – such as digitalisation and moving to a sustainable economy – underpin the urgent need for well-functioning transition support systems. When the way we perform our jobs is changing it also makes it necessary for us as workers to change. Managers in Europe have an important but also challenging task, to facilitate this change where good leadership is critical for success.

Migration also puts us in front of new tests, where institutions, member states and social partners are acting to promote better functioning integration. Deindustrialisation is being mitigated by reindustrialisation policy, once again with involvement of institutions, member states and social partners. The participation of social partners is key for being successful in these endeavours. Bipartite and tripartite solutions make for more sustainable outcomes where we take joint responsibility.

Professionals and managers are at the forefront of the development of the labour market. Growth of self-employment is for us not a new phenomenon. Precarious working conditions have perhaps not traditionally been seen as the biggest problems for professionals and managers, but we are in the midst of a rise. For us it can be self-employed professionals that are refused the basic human right to organise in trade unions and that are denied decent social security. For us it can be managers squeezed in the middle of unclear expectations, lacking resources from executive management, downsizing strategies and high demands from staff under their leadership, constituting severe psychosocial health risks causing burn-outs.

The fast pace of growth of professionals in numbers will not be dropping any time soon. The need for highly skilled workers is becoming more and more apparent. Europe is suffering from skills-gaps and the need to improve up- and re-skilling in the member states is urgent. Social partners as well as governments must assume a greater responsibility. Trade unions have an important task in recruiting, organising and representing professionals and managers.

There is no one size fits all solution for trade unions when it comes to professionals and managers. The needs and expectations on a trade union membership may be different, but that just underlines that the trade union work must be carried out in a strategic manner. .



Martin Jefflén

President of Eurocadres



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19 oct. 2015

24 hrs left. Tomorrow at our General Assembly: Launch of new face of @EUROCADRES with website, logo and visual identity



POLICY AND ADVOCACY

“The Executive Committee should define and decide on key priorities and the work plan for the advocacy work of EUROCADRES ”

From the 2013 Congress resolution Stronger Impact, Building Eurocadres' Capacity

A key component of the 2013 Congress decisions was the resolution *Stronger Impact*. This laid the ground for an organisational development process that has been a priority throughout the mandate. Developing our advocacy work was a central part of this.

The resolution “*Professional and Managerial Staff Taking Responsibility for Strengthening European Integration based on Democracy, Solidarity and Equality*” was the basis of the policy work throughout the mandate. In 2014, we assessed that in terms of identifying which issues to focus on, the resolution did not offer a lot of guidance for the organisation. A process to streamline the adopted positions and link to European policy developments was therefore initiated. Three thematic priorities were distilled out of the resolution. **Quality in working life, Real freedom of mobility and Stronger knowledge-based Europe.** On the secretariat level, the three areas have been the basis of a work division between the President, Executive Officer and Policy Officer. This process has also evolved into the Policy programme proposed to Congress 2017.

Within the long-term thematic priority areas, we have identified short term policy issues that have required action from our side, our key issues. Occasional unforeseen issues that we as a cross-sectoral social partner representing professionals and managers must act upon are also inevitable, depending on the proposals from the European Commission and Parliament. We have prioritised the following key issues during 2014-2017:

- Trade secrets
- EU-wide whistleblower protection
- Revision of Blue Card
- Mobility in free trade agreements
- Psychosocial health risks & work-life balance
- Professionals' and managers' aspects of digitalisation



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13 sept. 2017

There can't be 2nd class [#Workers](#) in the EU - same remuneration for the same [#work](#) - Common Labour Market Authority will be set up! [#SOTEU](#)

Examples of additional issues that we have been working on during this period are the EU skills Agenda, European pillar of social rights and the proportionality test of regulated professions. As the resources of the secretariat are small, we have prioritised quality rather than quantity and put the trust in ETUC to tackle general issues also on our behalf.

When we execute our advocacy strategies we are in contact and meet with Commission staff, members of the European Parliament and their staff as well as build alliances with trade unions, NGOs and other stakeholders who are dealing with the same issues. Eurocadres' advocacy and policy work got a real boost in August 2014 when Finnish Akava started financing a full time Policy Officer, Janina Mackiewicz. The Policy Officer position is fully dedicated to carrying out advocacy work and supporting the Secretariat and Presidium in developing strategies.

Public and social partner consultations

Eurocadres has participated in following public and social partner consultations by the European Commission during the Congress term.

2014

April	European Area of Skills and Qualifications – Green Paper on Modernising the Professional Qualifications Directive	PUBLIC CONSULTATION
June	Corporate social responsibility	PUBLIC CONSULTATION
October	Horizon 2020 “Science with and for Society”	PUBLIC CONSULTATION
October	Europe 2020 Strategy	PUBLIC CONSULTATION
November	Report on the practical implementation of Directive 2003/88/EC concerning certain aspects of the organization of working time	SOCIAL PARTNER CONSULTATION

2015

January	Modernisation of higher education agenda	SOCIAL PARTNER CONSULTATION
January	Equality between women and men in the EU	PUBLIC CONSULTATION
February	Review of the Working Time Directive (Directive 2003/88/EC)	PUBLIC CONSULTATION
May	The provision of services to long-term unemployed (LTU) in the Member States and at the EU level	PUBLIC CONSULTATION
July	The labour mobility package	SOCIAL PARTNER CONSULTATION
August	EU Blue Card and the EU labour migration policies for highly skilled workers	PUBLIC CONSULTATION
December	Public consultation on a renewed Modernisation Agenda for Higher Education in the European Union	PUBLIC CONSULTATION

2016

January	Work-life balance	SOCIAL PARTNER CONSULTATION/1ST STAGE
February	New Skills Agenda for Europe – Review of the EU agenda for modernisation of higher education systems	SOCIAL PARTNER CONSULTATION
April	Evaluation and modernisation of the legal framework for the enforcement of intellectual property rights	PUBLIC CONSULTATION
May	Non-binding guidelines on non-financial reporting	PUBLIC CONSULTATION
June	Public consultation under the Start-up Initiative	PUBLIC CONSULTATION
December	European Pillar of social rights	PUBLIC CONSULTATION
December	Start-up initiative	PUBLIC CONSULTATION
	Call for Ideas for a European Innovation Council	CALL FOR IDEAS

2017

February	Non-binding guidelines on non-financial reporting	PUBLIC CONSULTATION
April	Working Time Directive	SOCIAL PARTNER DEDICATED HEARING, WRITTEN PROCEDURE
May	Whistleblower protection	PUBLIC CONSULTATION
June	The Written Statement Directive	SOCIAL PARTNER CONSULTATION/1ST STAGE
June	Access to social protection	SOCIAL PARTNER CONSULTATION/1ST STAGE

Quality of working life

The thematic priority Quality of working life was adopted by the Executive Committee in early 2016. The theme is a general theme covering a variety of issues at the workplace that are crucial to professionals and managers, such as psychosocial health risks, work-life management, whistleblower protection, digitalisation and corporate social responsibility (CSR).

Gender equality and work-life management

Eurocadres' main message throughout this Congress period has been a call for a stronger participation of women in the labour market, more men taking caring responsibilities and parental leave as well as including more women in company boards.

Eurocadres participated in the first stage social partner consultation addressing the challenges of work-life balance faced by working parents and caregivers in 2016.

In partnership with our Italian member organisation CISL Eurocadres is contributing to the project Work-Life Management and CSR in the finance sector: a training path to incentivize the social dialogue at company and European level. Focus on Professionals and Managers". The project started in 2017 and will last two years. The objective of the project is to develop a bargaining methodology that takes into account work-life management of employees in order to positively contribute to the creation of a company value and at the same time to optimise the business climate.



Psychosocial health

In January 2017, the Commission published its initiative to improve health and safety of workers. The communication did not propose to introduce specific mentions of psychosocial health risks into the framework directive, which we had advocated. However, it clarified that psychosocial health risks are covered by the framework directive. It also favoured a compliance-oriented approach for which we have also argued.

In April 2015 Eurocadres organised a seminar in the European Parliament. European social partners and MEPs discussed the Occupational Health and Safety Framework and aspects that are common for white-collar workers, namely psychosocial risks, stress and burnout.

As associated with ETUC (European Trade Union Confederation), Eurocadres participates in the ETUC committee on occupational health and safety and has been promoting a clear focus on psychosocial health risks. Following this work, psychosocial risks at work are now among the priorities of the renewed ETUC



FROM THE EUROCADRES BLOG

<http://www.eurocadres.eu/psychosocial-risk-management-as-part-of-a-csr-strategy/>

"Corporate Social Responsibility (CSR) is strategic. It offers opportunities for psychosocial risk management, but its potential role in promoting psychosocial risk management still has to be explored a bit further."

PAULA RUIZ TORRES

Vice President of Eurocadres

Capacity in the Field of Safety, Health and Welfare at Work adopted in October 2015. Eurocadres continues to work with ETUC as well as with national and European members of our respective organisations, in particular on the joint aim of a dedicated directive on psychosocial health risks.

Eurocadres is part of the ETUI (European Trade Union Institute) network of trade union and workers' representatives on psychosocial health risks whose aim is to develop strategies for workers' representatives and trade unions to better tackle the issue of psychosocial health risks in future. Eurocadres is actively involved in the periodic workshops. The activities of this project will feed into the network activities and vice-versa.

We have links with the EU Compass on Mental Health and Wellbeing, which followed the Joint Action on Mental Health and Wellbeing; we are part of the EU OSHA workplace campaign on Healthy Workplaces for all Ages; and Martin Jefflén has been invited to participate in the advisory committee for Not Myself Today, a Canadian initiative on mental health in the workplace, brought to Europe by the European Brain Council.

Digitalisation

Different topics around digitalisation have kept Eurocadres engaged during this Congress period. New forms of work, intellectual property rights (IPR), digital skills and copyright issues have been on the table. In 2015, Eurocadres participated in the largest European Commission event on digitalisation organised in Lisbon. That functioned as a kick-off for all the other work we have done.

Eurocadres adopted two policy papers linked to digitalisation: "Making Intellectual Property Rights work at work" and "Digitalisation creating new professional and managerial staff profiles in the new world of work". Also, two major events were organised: first one, linked with the 2016 General Assembly, was a conference on fair rights for creative and innovative work, hosted and organised with the support of our Belgian member organisations. The second one was held in Paris, lead and hosted by our French affiliates, on the impact of digitalisation on the work of professionals and managers. We have also cooperated with ETUC and other organisations through our participation in the ETUC-led project "*New trade union strategies for new forms of employment*" which started in 2016.

Whistleblower protection

The one single issue where our work has had the strongest impact and that has been the most important for raising our visibility is our call for an EU-wide whistleblower protection. It has been the flagship initiative of Eurocadres since 2016. Our engagement in the issue of trade secrets was what led us to raise our activity in the issue. The whistleblower protection issue was the one that we focused most of our lobbying efforts on in the last push towards the European



MARTIN JEFFLÉN

@mjefflen

12 Apr. 2017

Key speaker today at @PublicPolicyEx conference on #mentalhealth Commenting on recent Communication from @EU_Commission on #OSH @EU_Social



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21 Jun. 2016

A typical #whistleblower tries to report 1-2 times and then gives up. @WhistleUK has advised 25t. whistleblowers



**MARTIN JEFFLÉN**

@mjefflen

15 Mar. 2017

Today at 15 the verdict in the [#LuxLeaksTrial](#) is announced. The [#LuxLeaks](#) [#whistleblowers](#) should be thanked, not punished!

**JÁVÖR BENEDEK**

@javorbenedek

17 Oct. 2016

[#whistleEU](#) launch for a horizontal [#Whistleblower](#) directive - now! Proud to speak at such a milestone event.



Parliament, Commission and Council. After the adoption of the trade secrets directive it was very clear to us that there is a gap in EU legislation and we need an EU-wide whistleblower protection to set a horizontal minimum level of protection that applies to all member states.

We started WhistleblowerProtection.EU, a civil society coalition consisting of over 80 trade unions and NGOs with involvement from political groups in the European Parliament. That Eurocadres was the initiator has helped us gain a lot of visibility towards the EU institutions, but also in the European trade union family. In October 2016, together with ETUC, EPSU and Transparency International we organised a press conference launching the platform and publishing an online petition. The petition has at the time of the finalising of this report over 80.000 signatures that will be handed over to the Commission shortly after the Congress.

During 2016 and 2017 Eurocadres has met up with stakeholders and decision-makers to push for action on EU-wide whistleblower protection. We have built our work together with other organisations where we can make use of each other's contacts and expertise.

Eurocadres was explicitly mentioned in the Commission roadmap on possible whistleblower protection where. It is very unusual that any organisation gets mentioned in this way in such a document and it is a proof that our activities on the issue has not gone unnoticed by the Commission.

Working Time Directive

Eurocadres has for many years called on the social partners and the EU institutions to introduce changes concerning article 17 in the directive, the derogation of autonomous workers. Too often professionals and managers have been stripped of the protection of the directive. The over-use of the derogation has meant that workers have been defined as autonomous to deny them rights, such as daily rest, maximum weekly working time and night work.

The efforts to reform the Working Time Directive seem to have ended and it will not be revised any time soon. However, the EU Commission took the initiative to clarify obvious misunderstandings and provide legal guidance and certainty for a better application of the directive by issuing an interpretative document in May 2017. The Commission's interpretation is now limiting a broad interpretation of autonomous workers.



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The platform WhistleblowerProtection.EU, that Eurocadres started, has gathered over 80 European trade unions and other civil society organisations.

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Real Freedom of Mobility

Professional mobility is an important tool for career development among European professionals and managers. But mobility must be a free choice. Therefore, Eurocadres is calling for fair mobility and equal conditions for EU citizens as well as for third country nationals. During the Congress period Eurocadres was involved in several EU initiatives and made our voice heard on issues related to the mobility of professionals.

One EU initiative in this thematic priority of Eurocadres that created high expectations was the so-called Labour Mobility Package. Despite its promising name, the initiative offered only some improvements. It has not dealt with all the disadvantages faced by mobile workers. Instead it had a very narrow approach to mobility. In a social partner consultation on the Labour Mobility Package in July 2015, Eurocadres raised important aspects of labour mobility, such as recognition of qualifications, European professional cards, frontier workers, skills mismatch, double taxation and effects on mobility by digitalisation. The Labour Mobility Package in the end offered only suggestions for a revision of the Posting of Workers Directive and social security coordination regulations. Suggestions that nonetheless were important.

Recognition of professional qualifications and regulated professions

In several positions and policy papers as well as EU level stakeholder meetings, Eurocadres has expressed the concern that it is still extremely difficult to access regulated professions with foreign qualifications in some EU countries. A proper balance between free movement of services, sound qualifications and high standards is necessary. Regulation of professions shall be objectively justified on the basis of public policy, public security or public health, or by overriding reasons in the public interest.

Consequently, Eurocadres is in general supporting reforms proposed and carried out by the EU Commission on reducing the number of regulated professions and removing unnecessary or disproportionate barriers to entry to regulated professions. In a joint position with CEPLIS we reacted to the proposed Service Package published in January 2017, which contains several legal proposals to improve the provision of services of companies and professionals in the European Single Market. Although we strongly support reforms we have always made it clear that they should not increase administrative burdens as it seems to be with the proposed directive on proportionality tests.



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13 Nov. 2015

Only 3.4% EU citizens live and work in a different EU country

MARIANNE THYSSEN @mariannethysen

All in all, number of mobile EU citizens and their proportion in our societies are quite low – much lower than people tend to think.



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@EUROCADRES

18 May. 2016

#Labour #mobility across borders in the #EU is small. We are glad the @EU_Commission #WorkProgramme puts an emphasis on this #skillsmismatch



FROM THE EUROCADRES BLOG

<http://www.eurocadres.eu/mobility-strong-desire-amongst-european-professionals/>

"Professional mobility should not be hampered because of Brexit. The right of free circulation is a basic right which enables us to live in a free world!"

Ute Meyenberg

Vice President of Eurocadres

Given the large variety of levels, curricula, paths of qualification and innumerable certificates, the challenge is to work for a Europe with more transparency, comparability, fair recognition and – in a long perspective – better harmonisation within the qualification and certification systems at high standards. Eurocadres therefore joined as partner in the project “ECVision - European Competence Framework of Supervision and Coaching” lead by ANSE (Association of National Organisations for Supervision in Europe). As an active partner Eurocadres hosted the first European conference in early 2014 where the ECVision Glossary for supervision and coaching in accordance with the European Qualification Framework (EQF) was presented.



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18 May. 2016

99 different regulated civil engineer professions across #EU, this is an obstacle for smooth #mobility @EBienkowskaEU #reformprofessions

The Blue Card Directive – EU work permit for third country nationals

Migration and entry of third-country nationals to the EU labour market have, in this Congress period, become very important. We reacted in our General Assembly in 2015 with an emergency resolution on the refugee crisis in which we called Members States to strongly increase efforts for fair and sustainable integration by opening up education and employment opportunities in cooperation with social partners.

However, expectations for the revision of the so called Blue Card Directive, which started with a public consultation in 2015, might have to be lowered. Eurocadres together with ETUC advised the Commission, Members of the European Parliament and the European Social and Economic Committee. Eurocadres is in favour of the Blue Card as it allows highly qualified people to enter the EU labour market by granting equal rights. We support the Commission's proposals for a revised directive which was published in June 2016. The key change would allow the card holder cross-border mobility in the EU. The proposal passed the European Parliament and is since June 2017 on the agenda of the European Council.

Mobility in free trade agreements

Free trade agreements have been another hot topic on the EU agenda. In particular this applies to the negotiations on TiSA (Trade in Services Agreement), TTIP (Transatlantic Trade and Investment Partnership with the USA) and CETA (Comprehensive and Economic Trade Agreement with Canada). Among trade unions free trade agreements are viewed differently. Eurocadres is supporting critical voices demanding no weakening of working conditions, quality of education or consumer and environmental protection. Our long-time call for “*more and better globalisation*”, last repeated in the political resolution last Congress, has for this issue meant that we have focused on which opportunities these agreements could give for improving mobility professionals and managers.

Free trade agreements that enter into force should also establish a balanced system for recognition of qualifications as well as improved mobility possibilities for family members. In meetings with the Commission and in our position papers we have asked for effective mobility measures for highly qualified people. To put the issue on the EU agenda we in 2016 published an op-ed in EurActiv, where Eurocadres asked for a special quota of 100.000 professionals to the US.

Stronger knowledge-based Europe

Issues related to education, training and learning have always been at the core for Eurocadres. During this Congress period, Eurocadres has adopted policies on higher education, modernisation of higher education and the EU Skills Agenda to mention a few. Also, visibility in conferences, such as the European Higher Education Area Ministerial Conference in Yerevan in 2015 and OECD Higher Education Stakeholder Forum in Paris in 2016 have been good. During this period, Eurocadres has also been represented by Policy Officer Janina Mackiewicz in the European Commission U-Multirank Advisory Board.

We participated in the social partner dedicated hearing on the New Skills Agenda in 2016. Eurocadres highlighted that all workers, low- or high-skilled, should have the opportunity to re-skill and up-skill. In social dialogue in general – and in the tripartite social summits in particular – just transition, up- and re-skilling and life-long learning have been a central part of the messages put forward by Eurocadres. As a good example of the result of being more visible towards the EU-institutions, we were asked in 2016 to speak in the European Parliament at a public hearing on the Single Market Strategy. The Internal Market and Consumer Protection committee hosted an event where Policy Officer Janina Mackiewicz gave the professionals' point of view.

Related to digitalisation Eurocadres has worked on digital skills and Intellectual Property Rights (IPR). *(Read more under Digitalisation in the chapter on Quality in working life).*

Trade secrets

The trade secrets directive was one of the flagship advocacy issues for Eurocadres during 2014-16. Eurocadres got very engaged in the issue with the help of member organisations and was part of a mainly Brussels-based coalition of NGOs and other civil society organisations lobbying for a better directive.

We succeeded well in our lobby work and managed to get explicit texts of how the directive should not affect workers' mobility negatively. We also succeeded on getting exceptions for whistleblowing. However, there were also drawbacks in relation to the limitation period outlined in the final directive text. Eurocadres advocated for a short limitation period in line with the Commission's original proposal of one to two years, but the Council proposal of up to six years was adopted in the end. The whistleblower exception was also not ideal as the criteria to be met are set quite high.

The directive was adopted in June 2016 and is now being transposed into national legislation, a process where a call has been made to Eurocadres' national member organisations to advocate for best possible transposition in each member state.



14 May 2015

Good morning from Yerevan! We're looking forward to two days of [#Bologna!](#) [#BFUG](#) [#EHEA](#) [#MinisterialConference](#)



SOCIAL DIALOGUE

Eurocadres is a recognised cross-sectoral European social partner, and we participate as one of the three recognised organisations that represent employees. ETUC, the European Trade Union Confederation, coordinates the work of the trade union delegation. Through the Eurocadres-CEC Liaison Committee we exchange views and plan the Eurocadres and CEC participation in the social dialogue.

There has been both ups and downs for the social dialogue the past four years. Unwillingness from employers made it impossible to achieve any binding instruments in the last negotiation for a work programme. We pushed for a directive, but did not succeed. From the Commission's side the arrival of the Juncker Commission meant a higher ambition. A new start for Social Dialogue was a high-level conference on 5 March 2015 which marked a first step by the Commission to strengthen social dialogue.

In dialogue with ETUC trade unions, including Eurocadres, have been assessing the functioning of the social dialogue. For trade unions negotiations are in most cases a first option. But a greater commitment must be taken up by employer organisations, so that the social dialogue becomes richer of substance. A mere exchange of views is not sufficient. If real progress, including binding instruments – directives, is not able to achieve through negotiations, trade unions will need to address the EU-institutions via advocacy/lobbying to accomplish progress.

In the beginning of 2016 negotiations were opened on active ageing and an inter-generational approach. Eurocadres and CEC European Managers took the responsibility by contributing to the negotiations. The cooperation between our organisations was of high quality and value by acknowledging the specific role and needs of professionals and managers. After one year of negotiations the European social partners agreed on an autonomous agreement. This establishes a general action oriented framework, aiming at measures to be implemented, where necessary at national, sectoral and/or company levels, to make it easier for older workers to actively participate and stay in the labour market until the legal retirement age. At the same time, the agreement makes sure that measures are taken to ease inter-generational transitions in the context of high youth unemployment. The agreement was signed in March 2017.

Preparations for negotiations on the new Social Partners' Work Programme started beginning of 2017. Eurocadres has succeeded in making our priorities part of the priorities that ETUC has laid out in its mandate for the negotiations.



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20 Oct. 2015

"The social partners have more inside information than others"
[@GOettingerEU](#) [#ICT2015](#) [#education](#) [#training](#)



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@EUROCADRES

20 Jan. 2017

EU [#SocialPillar](#) must promote quality employment & collective bargaining
[@mariannethyssen](#) [@JunckerEU](#) [@etuc_ces](#)

Tripartite Social Summit

As a recognised cross-sectoral social partner we participate in the Tripartite Social Summit for Growth and Employment where the Presidents of the European Commission and the Council meet representatives of the European social partners. This takes place at least twice per year, and we share the representation with CEC European Managers through our protocol on cooperation.

The exit of the Barroso Commission and arrival of the Juncker Commission, as well as new leadership of ETUC, led to a new dynamic in the preparation of the Tripartite Social Summit. The meetings were at the start of this Congress term ceremonial and lacking in substance. A more structured agenda and better preparations have led to a more meaningful exchange which now takes place on the evening proceeding the EU-summits.



EUROCADRES' KEY MESSAGES 2014

- Europe must become a higher education area with excellent working conditions, for both staff and students. Actions to attract high-tech industries, to implement digital agendas, to develop world class systems for life-long learning and to promote entrepreneurship are urgently needed.
- A competitive Europe is built on a social Europe. Just transition needed.
- We risk a lost generation due to youth unemployment. Brain drain risks causing long term damage to the economies of sending countries.
- More attention must be paid to social responsibilities of European undertakings. In this process managers play a lead role.

EUROCADRES' KEY MESSAGES 2015

- The proposed directive on trade secrets would pose a serious threat to professionals and managers, creating lock-in effects and building barriers preventing mobility, especially career mobility.
- Innovation could be an important economic driver enhancing the competitiveness of Europe. We need to foster innovation. Investments should target knowledge-intensive activities, higher education and research.
- Digitalisation together with the challenges of climate change are giving opportunity to green technology and jobs. These fields will create serious structural change which of course highlights the paramount importance of good transitional support systems that can assist in the need for just transition for the millions of individual employees affected.

EUROCADRES' KEY MESSAGES 2016

- Linking to the trade secrets directive, we need an EU-wide whistleblower protection.
- Action is necessary also on higher skilled in the EU skills agenda, and we need investments in research, higher education and innovation.
- Psychosocial health risks must be a priority.
- Digitalisation underpins that just transition with up- and re-skilling also of higher skilled professionals is needed.
- Social partners have a responsibility to take joint action and self-employed must have the basic right to organise in trade unions and bargain collectively.

EUROCADRES' KEY MESSAGES 2017

- Most important in the work on the Future of Europe that has just begun, is that the EU must deliver a good for its citizens and stand strong in its fundamental democratic values. The attacks on democracy in some member states are not acceptable.
- We need good systems for transition which also allows for highly qualified professionals to take up university studies.
- We need a strong EU whistleblower protection. In particular managers and professionals face ethical dilemmas in their jobs and whistleblower protection is important in order to combat corruption. Countries and employees move across borders and the protection must be horizontal and on EU-level.
- The road to economic recovery is through increased demand – through salary increases and investments, primarily in research, higher education and innovation.



.....
Martin Jefferien and Jean-Claude Juncker,
President of the Commission in the March TSS in 2015.
.....

WORKING TOGETHER

During the Congress period we worked to establish a stronger cooperation among our member organisations as well as with cooperation partners.

Our projects facilitate cooperation between member organisations and allow an exchange of experiences. Our last two projects with Eurocadres in lead position were finalised in 2015: one on information and communication technologies (ICT) and how they shape the work of professionals and managers, the other on corporate social responsibility (CSR) and the role of professionals and managers in applying CSR strategies. Both were successful. The project on ICT resulted in a publication with guidelines for trade unions and workers' representatives in companies. The other one led even to a joint political position with CEC European Managers (see further on the cooperation with CEC below).

As we during the past few years have been unsuccessful in acquiring EU-funding for the projects we applied for, our project activities have declined. For that reason, upon a proposal from French member organisations during the General Assembly in 2015, the Executive Committee decided to welcome initiatives of member organisations to be hosts of events on various topics for Eurocadres' members.

Our Spanish colleagues started off in February 2016, with an invitation to a seminar connected to the 30th anniversary of UGT-UTC Spain. There the relation between trade unions and professional associations was discussed. This link looks different throughout Europe and the discussion gave an opportunity to share experiences of different systems.

After that followed a seminar on recruiting and organising professionals and managers, organised by our Swedish members TCO and Saco in June 2016. Trade Union innovation was one of the focuses and our Swedish members shared their experiences in getting a positive membership development.

In conjunction with the General Assembly in September 2016, our Belgian members together with Eurocadres hosted an event on intellectual property rights. The event started the development of policy on the issue and helped in establishing good links with organisations with whom we have cooperated on advocacy work towards the European Commission and Parliament.

In October 2016, it was the turn of our French member organisations to host an event. This time on professionals and managers in digitalisation. An added value of member organisations organising European level events is that it allows for opportunities to creating links with European institutions that can be relevant also for national work. The contact of the French members with French representation of the Commission has turned out to be of interest to continue to develop. The event was also useful for our policy making.

In addition to our cooperation with member organisations, we have during the Congress period strengthened and improved our relationship with ETUC (European Trade Union Confederation), to which Eurocadres is associated. Eurocadres participates alongside ETUC in the European Social Dialogue (see chapter European Social Dialogue) and is part of various ETUC committees. In both Eurocadres gives an added value by expressing the concerns of the occupational category of professionals and managers. From this perspective Eurocadres entered into cooperation in the ETUC-led project "*New trade union strategies for new forms of employment*" which was initiated in 2016. We have cooperated

on several policy issues such as the revision of the Blue Card Directive, whistleblower protection, psychosocial health risks and up- and re-skilling. Many of our representatives in the ETUC committees have been Executive Committee members and others from our member organisations. This strengthens our members' engagement and relieves some of the workload from the Secretariat which then merely coordinates the representation.

Through agreements Eurocadres has a special relationship to some external organisations like CEPLIS (European Council of Liberal Professions) and ANSE (Association of National Organisations for Supervision in Europe). With CEPLIS we signed a joint position on the EU Service Package in June 2017 pointing at the situation of regulated professions. With ANSE we concluded the project ECVision (read more under Real freedom of mobility and Recognition of professional qualifications and regulated professions).

Our long-lasting relationship with CEC European Managers, with which we share responsibilities in the European Social Dialogue through our joint liaison committee, has been strengthened. In addition to our cooperation in the framework of the Social Dialogue, we aim for joint policy activities, for example through mutual participation and engagement in project activities. Eurocadres was project partner in CEC's project on promoting women in leadership (ended 2015). Likewise, CEC European Managers contributed to our project as partner on CSR and the role of professionals and managers which resulted in a joint political position in November 2014.

We also ended one cooperation during the Congress period. In 2016 the Executive Committee after many long discussions decided to withdraw the membership in ENAEE (European Network for Accreditation of Engineering Education). Eurocadres will uphold contact with ENAEE and will be open to assess other options to be active on engineers' issues.

The better regulation agenda that has been pushed by the Commission has been criticised by trade unions for a focus on taking away regulation also where it is necessary, such as occupational health and safety in small and medium-sized companies. Eurocadres was signatory of the founding statement of Better Regulation Watchdog Network (<http://www.betterregwatch.eu/>) which was an initiative of UNI Europa. Our own activity on the issue has been low, but we support the initiative, follow the development and frequently argue in line with the statement, in particular on psychosocial health risks. Besides the above-mentioned cooperation Eurocadres established cooperation through partnerships in several European projects. Eurocadres joined the project "SME-Qual – SMEs Qualification Handbook" lead by the University of Roma Tre, department of Education.

Two additional project partnerships with our Italian member CGIL have been carried out. "The development of the local site bargaining according to a territorial and corporate social responsibility: challenges for trade unions" finished end of 2014. In February 2015 "Employees' participation as lever to employability: dimensions, approaches, impact and perspectives" came to an end. The CISL-project "Mapping economic democracy in the European semester. Helping employee participation to boost economic growth." in which we were a partner, ended in November 2014.



Our publications on CSR, corporate social responsibility, and ICT, information and communication technologies, were printed in multiple languages.

FINANCES

General developments 2013-2017

The years that have passed since last Congress has been tough for Eurocadres from a financial perspective. Our costs consist mostly of salary costs. In the past parts of the salary costs could be financed by projects, as our staff was then working on the projects. With our past few years' lack of success in our project applications this has not been possible. The absence of European Commission funding is the one single factor that has put the finances of Eurocadres under most strain.

Our in-kind contributions, not visible in our financial statement or budget, consists of our offices and an administrative staff from ETUC, full time President paid by TCO Sweden and the work carried out by the Vice Presidents and Treasurer. What has been visible in the budget during the term is the contribution from Akava to a full-time Policy Officer. All these contributions are indispensable to our ability to run the Secretariat.

At last Congress a new fee system was decided. To tackle the challenge of the declining income, the internal auditors have repeatedly urged the Executive Committee to move ahead with a fee increase. In 2016 the Executive Committee finally decided on a fee adjustment, slightly raising the three different levels to compensate for increased costs. As this decision came late in the term the reserves had already dropped, since 2013 to 2016 close to 70.000€.

The financial statement of the 2016 financial year ending 31 December 2016 show a balance sheet total of 303.868,83 and a loss of 11.714,32€. Following the decision on the fee adjustment, the early projection of the 2017 results show that we may be moving to a slightly more stabilised situation, but that it will still be necessary to assess the recommendation of the internal auditors as regards fees when the Executive Committee decides on the fee system following the Congress. The intense cost-saving that has been made past few years are not sustainable in the long run if we want Eurocadres to be active. The structural deficit that has been highlighted in the financial report past few years is therefore still a reality.

Internal auditors' report for the financial year 2016

On 7 and 11 September 2017 we, the undersigned auditors, examined the accounts of Eurocadres at its registered office, located at Boulevard du Roi Albert II, 5, Brussels.

During our examination, we had access to the income and expenditure accounts for the financial year 2016, the balance sheets for the years ending 31 December 2014, 31 December 2015 and 31 December 2016 as well as the corresponding accounting documents. We had access to the financial report for 2016 and the budget adopted by the Executive Committee for the financial year 2016 and 2017. We also had access to the report on the external audit carried out by CDP LERUSSE & C° Scprl, a company based in Brussels (Belgium), dated 31 July 2017. The relevant explanations were provided by Jan De Paepe (Treasurer) and Martin Jefflén (President).

The accounting documents and accounts were spot-checked. We, the auditors, declare that the accounts have been kept properly and are up to date.

Considering that 2017 is a Congress year, our report will touch upon the development of the whole Congress period 2013-2017. Eurocadres has during that time reduced the size of the reserves due to a strain on the financial situation. An effort has been made to make the budget less sensitive to lacking project funds. With the newly adopted adjustment of the fee and cost-reductions made, the situation is now more stable. However, Eurocadres should continue to consider fee increases also following the recently made adjustment. It is important to start putting money back in the reserves to secure the possibility to pre-finance EU-funded projects and to cope with future unforeseen costs.

The return to black figures has taken time and based on the projections it can hopefully happen in 2017. For 2016 we note a negative result, partly due to lower forecasts of staff costs than the outcome. We advise the management to, in the future, make better use of the close cooperation with the finance department of ETUC when developing the budget on staff costs.

Many unions across Europe have declining membership. For finances of European trade union structures, including for Eurocadres, it is important that efforts are made to increase membership. In the case of Eurocadres professionals are a growing part of the labour force, so an increased focus on that issue can make sense from a financial perspective.

We continue to recommend member organisations to pay their invoices on time to allow Eurocadres to have certainty in the budget management. Membership fee payments on time is necessary for the finances of Eurocadres.

Brussels, September 2017

Auditors

Teun Steenbeek

Brigitte de Château-Thierry

CONSTITUTIONAL BODIES

List of Presidium members 2014-2017

President	Martin Jeřlén, TCO (SWEDEN)
Vice-presidents	Emese Antal-Molnár, ESZT (HUNGARY) (until 10/2015)
	Patricia Blancard, CFDT CADRES (FRANCE) (until June 2016)
	Paulo Ferreira, EPSU (until April 2014)
	Massimo Mensi, UNI EUROPA
	Ute Meyenberg, CFDT CADRES (FRANCE)
	(replaced Patricia Blancard CFDT Cadres, in June 2016)
	Markus Penttinen, AKAVA (FINLAND)
	Elke Reichel, GPA-DJP (AUSTRIA) (until April 2016)
	Paula Ruiz Torres, UTC-UGT (SPAIN)
	Enikő Tóth, ÉSzt (HUNGARY)
	(replaced Emese Antal-Molnár ÉSZT, in October 2015)
Treasurer	Jan de Paepe, LBC-NVK (BELGIUM)
Executive officer	Slavica Uzelac, EUROCADRES STAFF

List of titular members and substitute members of Eurocadres Executive Committee 2014-2017

Country/ETUF	titular member	substitute
Austria	Elke Reichel, GPA-DJP (until 04/2016) Andrea Kampelmühler, GPA-DJP (until 04/2016)	Oliver Röpke, ÖGB
Belgium	Jan De Paepe, LBC-NVK	Myriam Delmée, BBTK-SETCA
Czech Republic	Pavel Konečný, ČMKOS (until 08/2016)	Renata Salatova, ČMKOS (until 08/2016)
Croatia	Mladen Joja, SZH	Ines Srbić, SZH
Denmark		Käthe Munk Ryom, AKADEMIKERNE AC
Finland	Markus Penttinen, AKAVA	Risto Kousa, STTK
France	Ute Meyenberg, CFDT CADRES (from 06/2016) Patricia Blancard, CFDT CADRES (until 06/2016) Tamou Souary, CFCT CADRES (from 03/2017) Claire Etineau, CFCT CADRES (until 03/2017)	William Lis, UGICT-CGT
Germany	Andreas Schlossarek, VER.DI	Hannelore Reiner, VER.DI
Hungary	Enikő Tóth, ESZT (from 10/2015) Emese Antal-Molnár, ESZT (until 10/2015)	Gábor Szabó, ESZT

Country/ETUF	titular member	substitute
Italy	Luciano Malvolti, CISL Paola Demizio, FISASCAT-CISL (from 11/2016) Francesca Pizzo, FISASCAT-CISL (until 11/2016)	Mauro Sasso, UIL
Luxembourg	Véronique Eischen, OGB-L (from 02/2016) Joël Jung, OGB-L (until 02/2016)	Angelo Zanon, OGB-L
Malta	Charlie Galea, GWU (from 06/2014) Cory Greenland, GWU (until 06/2014)	
Norway	Frode Sandberg, YS	Nina Henriksen, FLT
Poland	Marian Krzaklewski, NSZZ SOLIDARNOŚĆ	Agnieszka Lenartowicz-Lysik, NSZZ SOLIDARNOŚĆ
Portugal	Mario David Soares, CGTP-IN	
Romania	Radu Minea, FSLCPR	
Spain	Paula Ruiz Torres, UTC-UGT	Francisco José García Utrilla, CCOO (until 02/2017)
Sweden	Martin Jefflén, President, TCO	1. Per Karlberg, TCO (from 04/2015) German Bender, TCO (from 10/2014 until 04/2015) Leif Dergel, TCO (until 06/2014) 2. Åsa Ehinger Berling, SACO
The Netherlands	Henk Bosscher, VCP	Catelijne Muller, VCP
United Kingdom	Ian Albert, PCS	
EFFAT	Dario Campeotto	
EPSU	Paulo Ferreira (until 04/2014)	
ETF	Andreas Hasle	Mila Nikolova
IndustriAll	Ari Åberg	Trude Skogesal (from 05/2017) Jenni Karjalainen (from 05/2017)
UNI Europa	Massimo Mensi Marina Åman (from 02/2016) Ann-Helene Westrup (until 02/2016)	Pav Akhtar Hanna Sjölund (from 10/2015) Birte Dedden (until 10/2015)

Auditors

Brigitte de Château-Thierry,
CFTC CADRES (FRANCE)
Teun Steenbeek,
VCP (THE NETHERLANDS)

Secretariat staff

President Martin Jefflén From November 2013
Administrative assistant Fabienne Gandweg
Policy Officer Janina Mackiewicz From August 2014
Ludo Vekemans until 31 August 2015
Executive Officer Slavica Uzelac



Council of European Professional and Managerial Staff
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