



EUROCADRES

Annual Report 2019

VISION

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

MISSION

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

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This annual report of activity 2019 provides us with an overview of our activities and priorities in preparation of the discussions at our General Assembly on 17 October 2019. It covers the available reporting from the General Assembly 5 November 2018 to October 2019.

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FOREWORD

by Martin Jefflén



Halfway into the Congress term is a good time to take stock of our work so far. Our Action Plan adopted last Congress set three main action aims: Increased influence over EU policy and social dialogue, increased visibility of Eurocadres for EU policymakers, EU social partners and our members and increased engagement of members.

For all the three aims we have made significant progress. Our influence and visibility have been significantly improved, much thanks to our successful work on whistleblower protection. In the social dialogue our three priorities are now part of the work programme. The aim to increase the engagement of members has been helped much by our successful applications for project funding which have made it possible to hold much more activities than last few years.

As with last year's report, whistleblower protection takes, without a doubt, the central place also in this Annual Report. This flagship initiative of Eurocadres has been on top of our agenda for the past three years. When we decided to set clear priorities, it made a real difference.

What we have accomplished with the Directive is quite remarkable. When we started the process in 2015–2016, the Commission argued that a Directive was impossible as there was no legal basis. Three years later the Parliament and Council have adopted the final version of the Directive and it enters into force before the end of 2019. Legislation takes time, so to go from “it's impossible” to “it's done” in just three years is an exceptional achievement. Of course, we cannot take all the credit, but we did play a crucial role. I am confident that without the alliance building between trade unions, NGOs and forces in the European Parliament we would not have a Directive today. It was that important for the outcome. Eurocadres initiated that alliance building with the start of [WhistleblowerProtection.EU](https://www.eurocadres.eu/whistleblower-protection).

But we cannot rest yet. An adopted directive is the start of a transposition process to convert the Directive into national legislation. Now comes the very important task to fill the gaps and fix the problems with the Directive. For Eurocadres and its members this must be a priority. Getting the Directive in place is only the first part. But in the next part, the national level is much more important.

We are now moving a new key priority to the top of our agenda, improving the psychosocial health situation in European workplaces by advocating for a directive on psychosocial risks and work organisation. It will be challenging to achieve this, but at least there is agreement already from start that it can be done. We have a legal basis which is more than we had when we started lobbying for the Whistleblower Protection Directive.

Martin Jefflén

President of Eurocadres

POLICY AND ADVOCACY

The long-term focuses of Eurocadres can be found in our thematic priorities. Since the Congress 2017 these are set to *Stronger knowledge-based Europe*, *Real freedom of mobility* and *Quality in working life*. Under these priorities we focus on certain *key issues*.

The choice of key issues for 2019 have remained the same as for 2018:

- EU-wide whistleblower protection
- Psychosocial risks & work-life balance
- Up- & re-skilling – just transition

The Head of EU Affairs carries out our advocacy work and develops advocacy strategies with the rest of the Secretariat and the Presidium. For 2019, Finnish Akava continues to bear most of the employment costs of the Head of EU Affairs position, held by Janina Mackiewicz. This is the fifth year Akava pays this contribution which amounts up to close to a quarter of the receipts in our total budget. Akava has informed that 2019 will be the last year of the financial agreement which ends 1 January 2020.

Our focus on EU-wide whistleblower protection has continued throughout the year (see separate chapter). Eurocadres continued to meet with officials of the European Commission, MEPs and permanent representations.

The European elections were held end of May 2019. Before the elections Eurocadres was in contact with most of the political groups advocating to include our EU election targets in their election manifestos. We also ran a Twitter campaign in April and May where we highlighted some of our most important issues. The messages included the following:

- Europe needs a strong economy with a strong knowledge base.
- Investment in people and their skills will create a European Union which is good and safe to live in.
- Education is the best investment against poverty and social exclusion.
- Mobility across borders increases cultural understanding and cooperation.
- To be successful on the global market, EU support into research and innovations is crucial.
- Citizens must benefit from the EU.
- The EU is built on democratic values such as social rights, equality and freedom of speech.
- By emphasising our common values, we can stick together.
- The blurred borders between work and private life threaten our well-being.
- More than half of all lost working days in the EU is due to work-related stress.
- Your workplace should not make you ill.



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One of our sharables on social media in our EU election campaign.
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In September 2019 the set-up of the new Commission was presented. The Commissioner-designates are subject to written and oral hearings by the different committees of the European Parliament corresponding to the areas of their commissioner


portfolio. Because there is a certain amount of questions that the MEPs can ask during the oral hearings, Eurocadres sent in some question proposals in advance to the committee chairs, vice-chairs and coordinators. They included, amongst others, questions on research, psychosocial risks and gender pay gap. They were sent to the Employment and Social Affairs Committee (EMPL), the Women's Rights and Gender Equality Committee (FEMM) and Industry, Research and Energy Committee (ITRE).

Stronger knowledge-based Europe

The key issue in our thematic priority stronger knowledge-based Europe has for the past years been up- and re-skilling – just transition. The activity on this key issue has not been high this year, but when we participate in external conferences and other events it is often the topic of our interventions. In the Tripartite Social Summit, we welcomed the provisional agreement on Horizon Europe (see separate text for the Tripartite Social Summit under the chapter Social dialogue).

To become more active on the issue we have also taken steps during 2019 to ensure that 2020 will be different. Together with ETUI a training on up-skilling and re-skilling is planned, a joint workshop on up- and re-skilling will be carried out with UNI Europa Professionals & Managers at the end of October 2019 and an application has been made to the European Commission for a project on skills. This project aims to raise awareness among trade unions why it is important to be involved in skills policies; to identify barriers to re- and upskilling and strategies to overcome these barriers; to develop objectives for collective bargaining policies, transposition into collective agreements and effective implementation; and, finally, to identify good practices within the EU.


Just before the previous General Assembly our policy paper on just transition was adopted. This mentions that in the shift towards a low-carbon economy, or even net positive, trade unions have long called for just transition. The climate crisis and the need for a just transition is rightfully becoming a central area of work for trade unions. Martin Jefflén represented Eurocadres in the Climate March in Brussels on September, where also ETUC and ITUC participated. As Eurocadres sees just transition as a fundamental component in both greening the economy and in digitalisation, this issue has received the most attention in this thematic priority throughout the year.



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Last day of #FridaysForFuture #climate action week. Let's make sure it was the start of an intensified work. @EUROCADRES supports climate action. With just transition. Time to act. #UnionsForClimateAction #ClimateStrike #ClimateAction #JustTransition #ClimateAction #ClimateStrike

12:04pm · 27 Sep 2019





Our delegation to HEL we can! Slavica Uzelac, Janina Mackiewicz and Martin Jefflén.

One important legal development in 2019 is the adoption of the Copyright Directive. Eurocadres has for the past few years been active on intellectual property rights. Coming up to the adoption of the copyright directive Eurocadres underlined that fair pay is a must also for creators like journalists.

Eurocadres participated in the conference *HEL we can! – Boosting Skills & Continuous Learning in Europe*, a side event of Finland's Presidency of the Council of the European Union organised in part by our Finnish member organisation Akava. The conference brought together actors from labour organisations to businesses, from civil society to ministries – internationally and locally. Eurocadres raised the issue of just transition to the area of digitalisation, re- and upskilling and recognition of qualifications.

Real Freedom of Mobility

European mobility in 2019 had its ups and downs: On one hand the Posting of Workers Directive was improved and the European Labour Authority (ELA) will be set up. But on the other hand, the Blue Card Directive on the entry of highly qualified third country nationals was blocked in the EU Council because the Member States did not have the will to move ahead on this issue. One crucial aspect of the Brexit process is of course the threats to the freedom of mobility that would be the consequence of a no deal Brexit.

Eurocadres joined the task force of ETUC to follow and monitor the legislative process of the ELA and the Executive Committee was kept up to date on the developments. During the spring the seat of the ELA was debated and finally on 20th June 2019 it became official that it will be in Bratislava.

ELA's main purpose is to improve compliance and enforcement of EU labour mobility law across the Union and social security coordination, including the freedom of movement for workers, the posting of workers, and highly mobile services with the aim to combat undeclared work, letter-box entities and bogus self-employment. However, there is disappointment from the colleagues of the transport sector as the legal scope of ELA excludes international transport.

In the future, ETUC will be represented in the management board of the Authority. ELA will not have a tripartite governing board as Eurofound or EU-OSHA, the European Agency for Safety & Health at Work.

Quality of working life

Whistleblower protection

In the Eurocadres Congress of 2013 we decided to aim for legal protection for whistleblowers. We put the issue high on our agenda in the beginning of 2016 after having dealt with the issue for some months while working on the Trade Secrets Directive. At time of writing this, we are just weeks away from the Whistleblower Protection Directive – or as its full name is, the Directive on protection of persons reporting on breaches of Union law – entering into force.

Since the last General Assembly, we have intensified our work on whistleblower protection greatly. In the last phases before trilogue negotiations between the European Parliament, Council and Commission, we held meetings with our [WhistleblowerProtection.EU](#) platform members almost every week.

Running an advocacy campaign of course also requires communication efforts. For this work our funding from Open Society Initiative For Europe (OSIFE) helped to pay for an additional staff. Martin Todd was employed as Communication & Campaign Officer for a period of 10 months. During this period, we got op-eds published in EurActiv and Social Europe and content on whistleblower protection was also added to both the Eurocadres website and to the [WhistleblowerProtection.EU](https://www.whistleblowerprotection.eu) website. Throughout the campaign we have continuously published content on social media via the Twitter accounts of Eurocadres and of [WhistleblowerProtection.EU](https://www.whistleblowerprotection.eu), as well as the Facebook and Instagram accounts of Eurocadres. This has also included paid advertising on all three platforms.



EUROCADRES
@EUROCADRES

4:47 PM · 12 Mar 2019

A big thank you to all involved for the result 🙌 We've achieved much more when working together 🙌 Some details still need work. #whistleEU @VRoziere @GreensEP @TheProgressives @EUwhistleblower @EUCouncil @EU_Commission @Europarl_EN @TI_EU @whistleblowing @EFJEUROPE @EPSUnions
922 view

Together with other organisations in the platform we identified a few main problems remaining in the Directive text. In an open letter signed by 81 trade unions and NGOs we urged the EU Council to adopt the Parliament's position on reporting channels and expressed serious concerns about the reporting channels regime in the Council and Commission positions in the trilogue negotiations on the Directive.

To address these problems and spread the message, we set up a new petition on whistleblower protection together with [WeMove.EU](https://www.wemove.eu). In just 29 days we gathered 100,652 signatures which on 4 March were handed over in the European Parliament to MEP Virginie Rozière, the rapporteur for the Directive. Eurocadres and [WeMove.EU](https://www.wemove.eu) were at this event joined by Blueprint for Free Speech, FIBGAR and Riparte il Futuro, who also handed over their petition of 180,000 signatures gathered throughout the past few years.



EUROCADRES
@EUROCADRES

1:58 AM - 12 Mar 2019

Eurocadres welcomes the provisional agreement on the #whistleblower protection directive. We have worked hard to remove the bad idea to require reporting to the employer before to a competent authority. We are very pleased this is now gone, says @mjefflen
#whistleEU



“Eurocadres welcomes the provisional agreement on the whistleblower protection directive. We have worked hard to remove the bad idea to require reporting to the employer before to a competent authority. We are very pleased this is now gone.”

Martin Jefflen
President of Eurocadres



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Handing over the two petitions to Virginie Rozière on 4 March. Left to right: Veronica Nad – Blueprint for Free Speech, Virginie Rozière – MEP, Martin Jefflen – Eurocadres and Laura Sullivan – [WeMove.EU](https://www.wemove.eu).
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Petition

We urge you to protect whistleblowers in the EU by agreeing to a directive which includes:

- the **right to seek advice from a trade union and NGOs**
- the **right to be represented by a trade union**
- the **right to contact law enforcement directly**
- **safe disclosure to journalists**
- **safeguards for existing national whistleblower laws; and**
- **a broad whistleblower definition, with no extra test on how the reported information was acquired**



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The petition was promoted
by a social media campaign.
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The well over a quarter million signatures to the petitions were of great help in putting pressure on the Council. The trilogues were finally concluded just before midnight between 11 and 12 March with rather good victories on the text. The European Parliament adopted the text in the first reading in plenary on 16 April. The following day Eurocadres organised a press event in the European Parliament in Strasbourg, France together with civil society organisations and political groups. The purpose was to mark the Parliament's adoption of the Whistleblower Protection Directive and Martin Jeßlén participated in the panel discussion of the event.

Not only has Eurocadres done advocacy work around the whistleblower directive, but we have been running a project on the topic as well: *Whistleblowing in European workplaces*. It is carried out together with Protect, a whistleblowing charity from the UK. Trainings were organised in Granada 1–2 April and 4–5 June in Dublin, with over 20 participants on both occasions. Two more seminars are planned until spring of 2020. The project will be concluded with a final conference in autumn 2020.

The participants have learned about their vital role to play in creating a “speak up culture” in raising concerns with management, supporting employees who make the decision to blow the whistle and ensuring that company policies and practices are effective. How to deal with potential conflicts of interest for trade union representatives have also been discussed.



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The second whistleblowing training took place in Dublin, Ireland in June 2019.
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Group work in action at the whistleblowing seminar in Granada, April 2019
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Psychosocial risks

This year our project *Psychosocial risks: Professionals and managers in the front line* is concluded. In Bucharest in June we carried out a strategic workshop where we discussed policy and advocacy strategies for Eurocadres together with Eurocadres member organisations as well as with representatives of CEC European Managers, being engaged as project partner. At the time of writing this annual report, the final European conference is prepared to take place in Lisbon 17–18 October. The conference will also be a soft launch of our advocacy campaign on psychosocial risks, [EndStress.EU](https://endstress.eu). At that occasion we take the opportunity to invite representatives of national and EU institutions to discuss with us the necessity to act against psychosocial risks at the workplace.



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In the workshop in Bucharest, July 2019, participants discussed our demand for a new directive on psychosocial risks.
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Digitalisation and the future of work

Eurocadres regularly participates in activities focusing on digitalisation and the future of work. Our main messages there are always supporting just transition, continuous professional development, focus on up- and re-skilling, social dialogue and investment in research and higher education. For example, Martin Jefflén participated for Eurocadres in *The Future of Work: Today. Tomorrow. For All* hosted by the Commission in April and in the *Digital Assembly 2019* in Bucharest, Romania.

Eurocadres member UTC-UGT held an event in Madrid on 28 February together with Telefonica on *Digital strategy for Professionals and Managers*. Paula Ruiz Torres spoke there on the panel *Women and the challenges of the new world of work* and Martin Jefflén spoke on the *Human capital and digital transformation: AI as a new productive value*.



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Vice President Paula Ruiz Torres on the panel *Women and the challenges of the new world of work* in Madrid 28 February.
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Gender equality and work-life management

During the last General Assembly in November 2018, Eurocadres adopted a resolution on gender pay gap. Eurocadres gave strong support for the *EU Action Plan on Tackling the Gender Pay Gap*. European women are more and more highly skilled, and a growing number of women graduate with tertiary education. Nevertheless, not only does advancing to managerial positions continue to be a challenge, but the wages of women are also lagging far behind.

At the end of February, Eurocadres submitted a reply to the European Commission public consultation on the evaluation of the relevant provisions of EU law implementing the Treaty principle on equal pay for equal work or work of equal value. Eurocadres welcomed the consultation and submitted a separate policy document, highlighting the pay gap challenges of women in professional and managerial positions. The Commission also launched another public consultation on gender equality, to which Eurocadres submitted a reply in May 2019, supporting the policy objectives of ETUC.

On 30 September and 1 October, Eurocadres was represented at the *EU High-Level Conference: Europe for Gender Equality? Taking Stock – Taking Action*. The participant representing Eurocadres was Eurocadres Vice President Paula Ruiz Torres, who also represents Eurocadres in the High-level group on gender mainstreaming and Advisory committee on equal opportunities for women and men.

SOCIAL DIALOGUE

The European social partners agreed on a work programme for the years 2019–2021. Eurocadres was involved in the negotiations and we succeeded in including our key priority issues such as digitalisation, psychosocial risks and up- and re-skilling.

The issue of digitalisation is the top priority of this work programme as the social partners agreed to negotiate an autonomous framework agreement which started in June 2019. The negotiations will touch upon the issues of digital skills, work organisation, the right to disconnect and working conditions (see further below next chapter).

The social partners agreed in the work programme to organise a joint seminar on psychosocial risks. As it is stated in the work programme: *Previous joint initiatives have resulted in two autonomous framework agreements – the first on stress at the workplace in 2004 and the second on violence and harassment at work in 2007.*

Taking these into account, a seminar will be organised aiming to refine a common understanding to support social partners in companies and sectors, to identify recent developments and main issues in relation with psycho-social risks at work. INSTRUMENT: Fact-finding seminar in view of reaching joint conclusions and identifying possible further joint actions

Eurocadres has constantly called for better re- and upskilling possibilities for workers, but also for those who are already highly educated but in need of new skill sets. In the frame of the work programme, a fact-finding seminar took place in Brussels 26 June which will prelude to a more in-depth research project on this topic, starting towards the end of 2019/beginning of 2020.



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The work programme of the social partners 2019–2021 includes actions of different formats on all the three top priorities of Eurocadres.

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Tripartite Social Summit

With one of the themes of the Tripartite Social Summit being cross-border mobility, Martin Jefflén raised the cross-border aspects of whistleblowing, the need to prioritise Erasmus+ in the Multiannual Financial Framework and finally the strong growth of high skilled movers. Quoting a study on high skilled movers released by the Commission shortly before the summit, facts on mobility were raised, stating that high-skilled and medium-skilled movers now make up for three times the share of low skilled movers.

The night before the Tripartite Social Summit, a provisional agreement was made on Horizon Europe. This we welcomed stating that *Europe cannot afford to lose its talent in research and innovation. To stay competitive in the world market and be a forerunner in new ideas and inventions, public money is needed to ensure that we do not lose track. Therefore, the provisional agreement on Horizon Europe last night is a strong signal that the EU wants to lead the race on this. Sharing excellence and joining forces for a stronger knowledgebase will make us seen and heard on the global arena.*

Negotiations on digitalisation

Eurocadres Executive Committee appointed Jean-Luc Molins from UGICT-CGT (France) to participate in the negotiations on behalf of Eurocadres. He was involved in preparing and negotiating the law on the *right to disconnect* in France and has also negotiated the collective agreements in the telecommunication company Orange.



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Jean-Luc Molins represents
Eurocadres in the negotiations
on digitalisation.
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In May Eurocadres Executive Committee adopted the following priorities for the negotiations:

- Securing employment and ensuring job diversity
- Guaranteeing the right and access to training and integrate training into an ongoing process
- Guaranteeing the right to disconnect
- Supervision and protection of mobile worker and teleworkers
- Training of management and providing resources for a fair and better transformation of work organisation
- Job preservation/protection of new forms of employment and the social model
- Ethics and right of expression of professionals and managers and the social and societal responsibility of companies

COOPERATION & NETWORKS

The cooperation with ETUC of course has a special place among all Eurocadres' cooperations and networks. Eurocadres is ETUC's specific structure for professionals and managers and participates in ETUC bodies with all rights except voting rights.

Apart from the regular participation in ETUC committees, including the Executive and the Steering Committee, a couple of special events took place during the year. On 26 April ETUC arranged a European manifestation in Brussels, titled *A Fairer Europe for Workers*. Eurocadres was among the organisations providing speakers, represented by President Martin Jefflén.



Social media sharable highlighting Eurocadres' participation at the ETUC manifestation 'A Fairer Europe for Workers' on 26 April 2019

Excerpt of Martin Jefflén's speech on 26 April

A social Europe is the foundation of a competitive Europe, where a well-educated workforce with a strong sense of security can take and make their own opportunities, use their skills, innovativeness and entrepreneurship. Where green jobs drive can change to reach essential climate goals – making us leader in technology that needs to be in place for us to sustain life on this very planet. Where structural change is built on just transition.

We organise managers. And Europe needs good managers for a better working life. And quality in working life is essential. Many workers are overburdened with work and have problems balancing work life and private life, whereas others suffer unemployment. It's time to seriously start combatting the stress epidemic. It is time to end stress in the EU.

ETUC Congress was held in Vienna 21–24 May. Eurocadres participated with a full delegation filling all the ten allocated mandates. Interventions were made in all the six political debates covering all our thematic priorities and key issues. Eurocadres also had a stand where we informed about our work on whistleblower protection and the Directive. A substantial financial investment was made, in part thanks to our grant from Open Society Initiative For Europe, when we handed out a give-away in the form of a notebook titled *The Book of Wrongdoings* where we wrote about the Directive and about four issues trade unions must fix in the transposition process.



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The Eurocadres delegation to the ETUC Congress consisted of the Presidium (except Massimo Mensi and Ute Meyenberg who were unable to attend), the Secretariat and Elizabeth Barreiros from the Executive Committee.

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Setting up the stand at the Congress.

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 The Book of Wrongdoings was a popular give-away of
 Eurocadres during the ETUC Congress.

An important network for Eurocadres is of course the platform [WhistleblowerProtection.EU](https://whistleblowerprotection.eu) which we initiated ourselves. This proved to be extremely important and useful in our advocacy work. Many of the organisations we have cooperated with have built up highly regarded expertise on whistleblowing, which has been of enormous help for our joint work. With the Directive now entering into force the transposition period starts. As the platform's objective was to achieve a legal protection for whistleblowers in the EU, the rationale to maintain the platform after the transposition will be finalised will no longer be there. For that reason Eurocadres has in 2019 joined the [Whistleblowing International Network](#) (WIN) as an associate member. This organisation is now consolidating and building up a structure. Our intention is to maintain the link to the organisations in the field and the topic once we move whistleblower protection off our list of key issues.

For our work on psychosocial risks we have throughout the years encountered many organisations active on mental health who share our concern about the stress epidemic. In particular in events linked to activities financed by DG SANTÉ (the Commission's DG for Health and Food Safety) we have encountered these organisations, sometimes active also on the issue of mental health in the workplace. To build up better contacts with these organisations Eurocadres in 2019 joined the [European Mental Health Alliance – Employment & Work](#). On 9 October the alliance organised an event on *The future of work and mental health – Ensuring quality employment in an ever-changing context* with participation by, among others, the Commission and HOSPEEM. Martin Jeßlén participated in the panel discussion calling for a directive on psychosocial risks.

FINANCIAL SITUATION 2019

Although Eurocadres is not bound by a legal framework regarding presentation of financial results we perform an audit with an external auditor similar to what is required for companies. In addition to that we also have our own internal auditors. The preparatory work for each financial statement is made by the finance department of ETUC who perform our everyday accounting. The auditors express their conclusions following the applicable accounting standards. The profit and loss account for 2018 showed a profit of 3,405 €.

The total balance sheet for the profit and loss accounts has significantly increased, meaning that the activities have increased. This is due to receiving European Commission project funding that also improves the overall picture for our finances.

For 2019 the new membership fee system will be applied, generating more income. The outlook of 2019 is therefore more positive. For 2020 the outlook is again a bit bleaker. After five years of generous financial contributions, for which Eurocadres of course is very thankful, Akava, Finland has now chosen to end the agreement with Eurocadres to finance the Head of EU Affairs position. This means that Eurocadres must find other means to finance this position. With the fee increase and project funding the financial situation is now more stable than previous years, but it is doubtful that it will be enough for 2020. It must therefore be a priority to find new sources of income to maintain this position for medium and long term.

Nayla Glaise, Treasurer @ Martin Jeßlén, President

Internal auditors' report for the financial year 2018

On 4 October 2019 we, the undersigned auditors, examined the accounts of Eurocadres.

During our examination, we had access to the income and expenditure accounts for the financial year 2018, the balance sheets for the years ending 31 December 2017 and 31 December 2018 as well as the corresponding accounting documents. We had access to the financial report for 2018 and the budget adopted by the Executive Committee for the financial year 2018 and 2019. We also had access to the report on the external audit carried out by WILLY GILLISJANS based in Kapelle-op-den-Bos (Belgium), dated 1 August 2019. The relevant explanations were provided by Nayla Glaise (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.

The outcome of 2018 is positive. We are pleased to see a substantially larger total for the profit and loss accounts, meaning that the activities have increased. This is due to receiving European Commission project funding. Such funding can also be positive for the overall financial situation.

2018 is also the last year before the fee increase takes effect. Already last year we warmly welcomed the decisions of the Executive Committee to follow through on our recommendations to increase the fees.

We have received the information that Akava will contribute financially to the Head of EU Affairs position until end of December 2019. With the fee increase and project funding the financial situation is now more stable, but it will mean a substantial and noticeable loss of income and we continue to advise caution with finances and attempting to find new sources of revenues. We also want to express gratitude for the long and generous contributions of Akava, having paid for a full-time staff for over five years.

As usual, we continue to recommend member organisations to pay their membership fee 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.

Paris, October 2019

Patricia Blancard
Auditor

Brigitte de Château-Thierry
Auditor



Council of European Professional and Managerial Staff
Rat der europäischen Fach- und Führungskräfte
Conseil des cadres européens

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