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ANNIVERSARY

CONGRESS
BERLIN 23-26 MAY 2023

BERLIN MANIFESTO

ADOPTED BY THE ETUC 15TH STATUTORY CONGRESS
(BERLIN, 23-26 MAY 2023)



TOGETHER FOR A
FAIR DEAL
FOR WORKERS

CONFEDERATION
**SYNDICAT
EUROPÉEN
TRADE UNION**



BERLIN MANIFESTO

EUROPEAN TRADE UNION CONFEDERATION
ETUC's 15th Congress – Berlin 23-26 May 2023

For 50 years, the European Trade Union Confederation (ETUC) has fought for a fair Europe with secure jobs, decent pay, excellent public services, equality for all, democratic ideals, and strong workers' rights based on collective bargaining and social dialogue.

Accompanied by a detailed programme of action, this Berlin Manifesto is an ambitious call to action for European trade unionists and others committed to defending these goals and enhancing living standards, union and human rights, and respect for workers and their communities.

We invite you to join us in this exciting and essential mission for the development of a fair, safe, secure, clean and respectful Europe, where working people can live, breathe and speak freely in solidarity with people across the globe: A Europe we can be proud to pass on to future generations.

End the cost-of living crisis

The ETUC will:

- Prioritise collective bargaining and social dialogue;
- Support union campaigns for real pay increases, including reaching the living wage level, and an upward convergence in incomes and working conditions across Europe;
- Fight all forms of precarious work with a ban on unpaid internships and legal rights to permanent contracts and full-time work;
- Fight against social dumping and fraud;
- Demand stronger EU action to eliminate the gender pay gap;
- Pressure the EU to protect jobs and incomes through decisive measures to address the social dimension of the cost-of-living crisis and protect and improve the value of pensions;
- Fight against any reintroduction of austerity.

A transformation that works for workers

The ETUC will:

- Support campaigns for reduced working time, and to put control of working time flexibility in the hands of the worker
- Fight for teleworkers' rights, including the right to disconnect and a ban on invasive and disrespectful surveillance
- Seek a just transition to manage technological and other workplace changes with strong trade union involvement
- Champion the 'human in control' principle and establish a right to human decision-making at work
- Mobilise for universal rights to lifelong learning

A fair social and economic fabric

The ETUC will:

- Promote a new economic model that has the real economy, sustainable growth, job creation, decent work, fair and progressive taxation, and redistribution at its centre

- Fight for universal rights-based access to high-quality public services and advocate the role of public ownership in order to better guarantee equal access to public services for all
- Advocate for a strong European industrial policy with significant and effective public and private investment that underpins quality jobs and social progress
- Advocate to ensure quality services and a right for service workers to provide quality services
- Make the case for an EU monetary policy focused on full employment and quality jobs
- Champion equity, equality and respect for diversity in the workplace and in all aspects of life, including through comprehensive actions to consolidate women's equality in the labour market, workplaces, and society
- Seek the termination of the EU Fiscal Compact and the reform of the Stability and Growth Pact to align it with the achievement of the rights included in the European Pillar of Social Rights
- Demand that worker, trade union and social rights take precedence over economic freedoms
- Insist that strong conditionalities covering social, tax and environmental criteria be included in all forms of public funding and support to companies
- Fight for strengthening the right of free collective bargaining and sustainable due diligence building a strong Europe for a new economic and social model of resilience and future orientation, making Europe a strong partner in the world

Valuing peace, security and survival

The ETUC will:

- Continue to work for strong climate action through just transitions at national, European and global levels
- Support peace, democracy, human rights, and global economic justice to underpin economic security for workers everywhere
- Mobilise for an immediate end to Russia's war of aggression against Ukraine
- Fight for migrants, asylum-seekers and all who suffer the impact of war, aggression, human rights abuses, and climate change
- Strengthen our campaign against the far-right and other anti-democratic organisations, including in the run-up to the 2024 European parliamentary elections
- Advocate for the reform of European institutions to facilitate a social and democratic Europe

A stronger say for workers and unions

The ETUC will:

- Assert a European agenda for trade union renewal, progressively increasing the number of young workers, and increased membership density, supporting affiliates as they strengthen workers' rights, improve working conditions, and amplify the voice of workers through collective bargaining and collective action, with special attention to new forms of work;
- Support affiliates as they develop renewal strategies, including through digital trade unionism and the coordination of national and sectoral strategies;
- Increase collective bargaining coverage and fight for a universal right to organise, including access to the workplace, and bargain collectively, and for the right to strike;
- Revise the European rules on public procurement to make sure that public money goes only to organisations that respect workers and trade union rights, negotiate with trade unions and whose workers are covered by collective agreements;
- Enhance European social dialogue and deepen respect for trade union activities and rights;
- Fight for democracy at work founded on the collective bargaining power of trade unions, that respects information and consultation and participation rights at the workplace.

For well over a century, trade unions and their international federations have protected the rights and living standards of workers, their families and their communities. Strong trade unionism helped build and sustain post-war Europe, and it remains an irreplaceable pillar of the continent's social and economic fabric. With peace, human rights and democratic institutions under fire from populism and the political far-right, we reaffirm our commitment to strong trade union organisation to ensure decent living standards, democratic rights, and an effective say for workers and their communities.