

CONGRESS GUIDE 2015



CONFEDERATION **SYNDICAT**
EUROPEAEN 
TRADE UNION

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**13TH CONGRESS
PARIS**

29/9 - 2/10/2015

A FAIR SOCIETY

**QUALITY JOBS
& WORKERS'
RIGHTS**

CONFEDERATION
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EUROPÉEN
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**13TH CONGRESS
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WELCOME

It has been a privilege to lead the European Trade Union Confederation over these last four years.

Yet I could hardly have taken the helm at a more difficult time. The economic crisis, austerity, dramatic unemployment, growing nationalism and often hostile governments and employers have not made this an easy mandate. I wish the incoming leadership team courage and determination in dealing with the challenges they face in the coming years.

As General Secretary I have had the opportunity to travel extensively in Europe and beyond, and to meet not only European and world leaders but, more importantly, many grass-roots trade union activists who have maintained their struggle for social justice, equality and a fair society even in the face of punishing austerity policies and attacks on social partnership and the European social model.

I am glad that, throughout this period and despite all difficulties, the European trade union movement has stuck together. The ETUC's affiliates, in 39 European countries, are culturally and traditionally diverse, and work in varying national contexts. But they continue to share a determination to overcome differences and unite in the interests of working people. This is absolutely crucial. In the coming years it will be more important than ever to boost recruitment and attract a wide range of members: young people, migrants, more women and ethnic minorities ... and to be able to demonstrate that we truly represent their interests. This unity has enabled us to agree a proposal for a Social Compact for Europe, which sets the common design of what social Europe means for us.

I can gain some satisfaction from the fact that we have achieved an investment plan - of sorts. I believe the ETUC can take credit for helping to push the Juncker Commission into launching its €315 billion investment programme last year, as a result of our resolute campaigning for a New Path for Europe. While we welcomed Juncker's initiative, we know it's not enough. Above all there's not enough public money in the mix, bringing the risk of investments targeting private profit rather than social progress. We have pledged to monitor in detail the evolution of the investment plan and have demanded social partner consultation, and I know this will be a priority for the new Secretariat.

A lot remains to be done: a Social Progress Protocol, equal treatment between workers, fair mobility, halting the deregulation process. The much-heralded reforms must improve citizens' life and social justice, and not favour the fortunate few. The vision of Europe that inspired an earlier generation is fighting to survive. But if trade unions can channel their strength and energy into defending and restoring faith in social Europe, we may be able to look forward to a more hopeful and fairer future.

I am glad the 13th ETUC Congress is taking place in Paris, with the active cooperation of all our French affiliates. I want to thank them for their support in organising this important event.

I wish you all the best, and a very good Congress.

Bernadette Ségol

General secretary

It has been four and a half years since we brought to a close the last ETUC Congress in Athens, where I had the immense privilege of being elected president.

In those days in May 2011, the squares in Spain were filled with indignation in what was a clear symptom of citizens' rejection of austerity policy which, owing to the 'neoliberal shift', was already having devastating effects for the European social model in many countries and leading to the progressive dismantling of rights in the world of work.

The crisis, which originated in the North American financial system, wound up affecting the entire European Union on a scale that few would be unwilling to call a great depression, which continues to make its impact.

These four and a half years have been marked by all-out austerity policies drawing inspiration from a stale neoliberal dogmatism, which have caused the second European recession with devastating effects for employment, especially for young people in countries like Spain and Greece, where the unemployment rate among that segment of the population exceeds 50%.

The economic élites and their European political interpreters have imposed an agenda of economic, social and labour reforms which, carried to their ultimate conclusions, will bring about a radical change in the European social model, destroying the balance in labour relations established through legislation in Europe in the second half of the last century.

Twenty-four million people unemployed; an increase in in-work poverty associated with precarious employment; growth in inequality (including the generation gap) owing to an increasingly unfair distribution of wealth; the growth in inequality between nations; etc., clearly demonstrate the unmitigated disaster brought about by austerity policies.

During this time, the ETUC and its member organisations have tried, not always successfully, to oppose these policies through mobilisation and counterproposals.

These have been years of sharp social contestation, especially in countries subjected to the Troika's 'memoranda' (Greece, Ireland, Portugal, Cyprus and Spain), as well as in other countries such as France, Italy, and Belgium.

On 14 November 2012, the first general strike called with one voice in various EU countries, as well as ETUC mobilisations of varying scope in the rest, was a historical milestone.

The ETUC did not want solely to protest and oppose. We wanted to be positive. The ETUC has been the only European organisation capable of articulating an alternative programme to austerity by calling for an Investment Plan for Europe. A different path for Europe is possible.

Another Europe is not only possible, but indispensable. The alternative to the growth of anti-Europeanism, the disaffection of citizens and the xenophobic currents is not less Europe, as some - including conservative governments - claim, nor a less democratic Europe distant from the concerns and needs of its citizens.

Work must again become the backbone of European democracy, and the right to quality work and decent pay, with equality between men and women, as well as workers' rights, must become the mortar that cements the Europe of the future. To that end, the European trade union, the ETUC, has a unique role to play.



Ignacio Fernández Toxo

President

DAILY proceedings

Tuesday 29/09

9.30 - 13.00 OPENING

[Musical interlude]

- Welcoming address by *Jean-Claude Mailly, General Secretary of FO*
- Intervention by *Anne Hidalgo, Mayor of Paris*
- Intervention by *Jean-Claude Juncker, President of the European Commission*
- Intervention by *Martin Schulz, President of the European Parliament*
- Intervention by *François Hollande, President of the French Republic*

[Musical interlude]

- Congress opening by the ETUC President
- Obituaries
- Ratification of affiliations and observer status
- Credential report
- Amendments to the ETUC Constitution
- Activity Report presented by the ETUC General Secretary

13.00 - 14.30

- Lunch break
- ETUI fringe meeting on organising

14.30 - 18.00

Debate and vote on the Activity Report and amendments to the Constitution

PANEL 1:

Quality jobs for youth: beyond the youth guarantee?

- *Nicolas Schmit, Minister of Labour, Employment and the Social and Solidarity Economy*, representing the Presidency
- Other participants in the panel: *Goda Neverauskait, President of the PERC Youth Committee* and a trade union leader from Italy to be confirmed

Moderator: *Fabien Cazenave, Community Manager, Euranet plus*

Discussion from the floor

Interview with *Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility* conducted by *Fabien Cazenave, Community Manager, Euranet plus*

- 18.00** ETUC & ETUI reception. Opening of the health and safety exhibition (Maison de la Mutualité, exhibition hall)

Wednesday 30/09

9.00 - 13.00

- Women's participation in Congress
- Adoption of the resolution on women's representation in ETUC bodies

PILLAR I:

A strong economy for all working people

Józef Niemiec, Deputy General Secretary, presents the Introduction and Pillar I of the ETUC programme 2015-2019 and relevant paragraphs of the Manifesto

PANEL 2:

Quality employment for all

Discussion including *Markus Beyrer, Director-General of BusinessEurope, Reiner Hoffmann, President of DGB, Candido Mendez, General Secretary of UGT-E, Lauri Lyly, President of SAK, Ulrich Eckelmann, General Secretary of IndustriAll Europe, Piotr Duda, President of NSZZ Solidarno, Marie-Hélène Ska, General Secretary of CSC.*

Moderator: *tbc*

- General discussion on Pillar I and relevant paragraphs of the Manifesto
- Vote on Pillar I

Intervention by *Guy Ryder, Director-General of the International Labour Organisation (ILO)*

13.00 - 14.30

- Lunch break & Reception hosted by the French confederations and French exhibitors
- ETUI fringe meeting on 'The new company organisation: a challenge for trade unions'

14.30 - 18.00

PILLAR II:

Stronger unions for democratic values and democracy at work

Patrick Itschert, Deputy General Secretary, introduces Pillar II of the ETUC programme 2015-2019 and relevant paragraphs of the Manifesto

- Interactive session on European Works Council and democracy at work
- Short testimonies from the floor

Facilitator: *Claudia Menne, Confederal Secretary*

- Interactive session on social dialogue at all levels (short statements from Italy, Hungary, one ETUF representative)

Facilitator: *Patrick Itschert, Deputy General Secretary*

General discussion on Pillar II and relevant paragraphs of the Manifesto

ETUC Brian Bercusson award

DAILY proceedings

Thursday 01/10

8.30 - 9.30 Congress photo action on climate for General Secretaries and/or Presidents (in exhibition space)

9.30 - 13.00 Interactive session on collective bargaining (short statements from *Josef Stredula, CMKOS President* and *Marc Goblet, FGTB General Secretary*)

Facilitator: *Luca Visentini, Confederal Secretary*

Mikhail Shmakov, President of PERC, addresses Congress

- Continuation of the discussion on Pillar II and relevant paragraphs of the Manifesto (if necessary)
Vote on Pillar II

- Intervention by *the President of the workers' group of the European Economic and Social Committee, George Dassis*

- Statement by the President on election procedure
Introduction of candidates to the positions of General Secretary, Deputy General Secretaries and Confederal Secretaries

PILLAR III:

A core of ambitious social standards

Veronica Nilsson, Confederal Secretary, introduces Pillar III of the ETUC programme 2015-2019 and relevant paragraphs of the Manifesto

- General discussion on Pillar III and relevant paragraphs of the Manifesto

Intervention by *Mary Robinson, Chair of the Board of Trustees Mary Robinson Foundation Climate Justice*

13.00 - 14.30

- Lunch break
- **Vote on the new President, the new Secretariat and the auditors takes place during lunch break**
- ETUI fringe meeting on climate change

14.30 - 18.00 **PANEL 3:**
Fighting social dumping
Discussion including *Kjell Skjarvo, Representative of EFBWW, ETF, Bart Vannetelbosch, EFFAT representative, Philippe Martinez, General Secretary of CGT, Karl-Petter Thorwaldsson, President of LO-Sweden, Mladen Novosel, President of SSSH-UATUC (Croatia)*

Moderator: *tbc*

- General discussion on Pillar III and relevant paragraphs of the Manifesto (continued)
- Vote on Pillar III
- Adoption of the Programme (vote)

Intervention by *Sharan Burrow, General Secretary of the International Trade Union Confederation*, on trade union power

20.00 Social evening organised by the French confederations (Paris Town Hall)

Friday 02/09

9.00 - 12.30 Election results

PANEL 4

The role of the ETUC

- Introduction by the newly elected General Secretary and discussion including trade union leaders: *Frances O'Grady, General Secretary of TUC, Laurent Berger, General Secretary of CFDT, Patricia King, General Secretary of ICTU, Jens Kragh, Director of FTF, Erich Foglar, President of ÖGB, Plamen Dimitrov, President of CITUB, Salvatore Marra, President of Youth Committee and Annelie Nordström, President of EPSU.*

- Endorsement of the relevant document as a basis for an action plan.

- Presentation and vote on the Paris Manifesto by the newly elected General Secretary

- Newly elected President addresses Congress
Outgoing General Secretary addresses congress
Outgoing President closes Congress.

[End of the 13th ETUC Congress - Musical farewell]

12.30 Press conference

13.00 Meeting of the Executive Committee to elect the new Steering Committee and the Vice-presidents

**13TH CONGRESS
PARIS
29/9 - 2/10/2015**



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RULES AND PROCEDURE

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**13TH CONGRESS
PARIS**

29/9 - 2/10/2015

Date and venue

The ETUC 13th Statutory Congress will take place from 29 September to 2 October, 2015, in Paris.

Agenda

- Ratification of affiliations and observer status decided by the Executive Committee since the 12th Congress.
- Examination and adoption of the 2011-2015 Activity Report.
- Amendments to the Constitution.
- Examination and adoption of the Resolution(s), Manifesto and Action Programme.
- Elections of the members of the Executive Committee, the President, the General Secretary, the two Deputy General Secretaries, the four Confederal Secretaries and the five Auditors.

Delegations

- The number of delegates from the national trade union confederations will be based on the payment of their membership fee for the year 2015 (first half of the year); and for the European trade union federations, on the basis of their declared membership in 2014.
- These organisations may designate substitutes whose number will not exceed one third of that of their nominated delegates.
- The Women's Committee will appoint 10 delegates.
- Each member organisation with observer status is entitled to be represented by 3 delegates with speaking rights.
- The Youth Committee, the FERPA and the Interregional Trade Union Councils (IRTUC) are entitled to be represented by 10 delegates each with speaking rights for all and with two votes for each of these three delegations.
- EUROCADRES is entitled to be represented by 10 delegates with speaking rights for all.
- All organisations must ensure that their delegations reflect the gender composition of their affiliates. In any event, at least one third of each delegation should be either women or men. (Article 9 of the Constitution).
- Member organisations are required, wherever possible, to include young people in their delegations and a report will be given to the Congress on this matter.

Presidency

- The Presidency will be comprised of the Steering Committee and the General Secretaries of the French affiliated organisations.
- The Congress will be chaired by the President assisted by two other members of the Presidency.
- The Presidency will consider any suggestion or complaint from delegates about the Congress. It may delegate that task to an ETUC officer.

Debates

All agenda items will be introduced by the General Secretary and the members of the Secretariat, except for the elections which will be introduced by the President.

a) Speaking rights

Delegates with speaking rights may take the floor based upon a written request to the Presidency. Delegations will intervene only once during any single debate except if a personal matter is involved.

b) Speaking time

Speakers are allowed a maximum of 4 minutes in each debate.

To ease the Congress proceedings, the Presidency can propose to further limit the time allowed for each intervention.

Due to time constraints, the Congress Presidency can propose to close the list of speakers or the discussion.

In the first case, only the listed speakers and the member of the Secretariat in charge of the particular discussion item will have the floor.

In the second case, only the member of the Secretariat in charge of the particular discussion item will have the floor.

The member of the Secretariat in charge of the particular discussion item will have the opportunity to present his or her concluding remarks prior to the vote.

c) Points of order

A delegate may raise a point of order at any time. The maximum speaking time allowed in this case is 3 minutes.

The ongoing debate will be interrupted and the motion will be discussed with one speaker in favour and one against, each with a maximum speaking time of 2 minutes. The motion will then be put to a vote.

d) Emergency resolutions

Emergency resolutions pertaining to important or urgent events which are not included in the Congress documents may be submitted to the Presidency by the affiliated organisations until 6 pm on 30 September.

The Presidency will meet to study these emergency resolutions and decide whether it is appropriate to recommend them for discussion during the plenary session.

For each of those emergency resolutions recommended for discussion in plenary, the proposer will be given 3 minutes of speaking time followed by a 15 minute debate and a vote.

To ease the Congress proceedings, the Presidency can propose to limit the time allowed to these emergency resolutions.

Votes

- Votes will be by a show of hands, but on request, a roll call vote can be held. In this case each national trade union confederation, each European trade union federation and the Women's Committee shall have a number of votes equal to the number of delegates to which they are entitled. (Article 11)
- The delegates' voting rights are contingent upon payment by their organisation of the membership fees due until and including the first half of the year 2015.
- Delegates of the European trade union federations and of the Women's Committee (and the two voters of the Youth Committee, the FERPA and the IRTUCs respectively) will have the right to vote except on financial matters and on applications for affiliations.
- Proposals which obtain less than two-thirds but more than half of the votes will be referred to Executive Committee for consideration and decision.

Elections

- All mandates expire during the Congress.
- The General Secretary will make proposals for the composition of the Secretariat.
- The vote for the election of the President, the General Secretary, the Deputy General Secretaries, the Confederal Secretaries and the Auditors will be by secret ballot.
- Proposals for the composition of the Executive Committee must be submitted before 7 September 2015.
- At the end of the Congress, the new Executive Committee will meet in order to elect the Steering Committee and the Vice Presidents

Amendments to the Constitution

Proposals for amendments to the Constitution are dealt with under another item on the agenda.

Annex

NATIONAL TRADE UNION CONFEDERATIONS / CONFEDERATIONS SYNDICALES NATIONALES

Allotted seats and maximum authorised number of substitutes/

Sièges attribués et suppléants maximum autorisés

Congress/Congrès - 29/9 -2/10/2015 - Paris

COUNTRIES/PAYS	ORGANISATIONS/ ORGANISATIONS	ALLOTTED SEATS/ SIÈGES ATTRIBUÉS	MAX. SUBSTITUTES/ SUPPLÉANTS MAX.	N ^{BR} VOTES
Andorra	USDA	2	1	2
Austria	OGB	8	3	8
Belgium	CSC	10	3	10
	FGTB	9	3	9
	CGSLB	4	1	4
Bulgaria	CITUB	3	1	3
	PODKREPA	3	1	3
Croatia	SSSH	3	1	3
	NHS	3	1	3
Cyprus	TURK-SEN	2	1	2
	DEOK	2	1	2
	SEK	2	1	2
Czech Republic	CMKOS	4	1	4
Denmark	LO	7	2	7
	AC	3	1	3
	FTF	4	1	4
Estonia	EAKL	2	1	2
	TALO	2	1	2
Finland	STTK	4	1	4
	SAK	6	2	6
	AKAVA	4	1	4
France	CFDT	7	2	7
	UNSA	3	1	3
	CFTC	3	1	3
	FO	6	2	6
	CGT	6	2	6

NATIONAL TRADE UNION CONFEDERATIONS - CONFEDERATIONS SYNDICALES NATIONALES

COUNTRIES/PAYS	ORGANISATIONS/ ORGANISATIONS	ALLOTTED SEATS/ SIÈGES ATTRIBUÉS	MAX. SUBSTITUTES/ SUPPLÉANTS MAX.	N^{BR} VOTES
Germany	DGB	28	9	28
Greece	GSEE	3	1	3
	ADEDY	2	1	2
Hungary	LIGA	3	1	3
	MASZSZ	3	1	3
	MOSZ	2	1	2
	SZEF	2	1	2
	ESZT	2	1	2
Iceland	BSRB	2	1	2
	ASI	2	1	2
Ireland	CTU	6	2	6
Italy	CISL	10	3	10
	UIL	8	3	8
	CGIL	17	6	17
Latvia	LBAS	2	1	2
Liechtenstein	LANV	2	1	2
Lithuania	LDF	2	1	2
	LDS (LPSS)	2	1	2
	LTUC (LPSK)	2	1	2
Luxembourg	LCGB	2	1	2
	OGBL	2	1	2
Macedonia (FYROM)	FTUM	2	1	2
Malta	CMTU	2	1	2
	GWU	2	1	2
	FOR.U.M	2	1	2
Monaco	USM	2	1	2
Montenegro	CTUM	2	1	2
	UFTUM	2	1	2
Netherlands	VCP	2	1	2
	CNV	4	1	4
	FNV	8	3	8

NATIONAL TRADE UNION CONFEDERATIONS - CONFEDERATIONS SYNDICALES NATIONALES

COUNTRIES/PAYS	ORGANISATIONS/ ORGANISATIONS	ALLOTTED SEATS/ SIÈGES ATTRIBUÉS	MAX. SUBSTITUTES/ SUPPLÉANTS MAX.	N^{BR} VOTES
Norway	LO	7	2	7
	YS	3	1	3
	UNIO	4	1	4
Pologne	SZZ solidarnosc	6	2	6
	OPZZ	4	1	4
	FZZ	4	1	4
Portugal	CGTP-IN	6	2	6
	UGT	4	1	4
Romania	CSDR	3	1	3
	BNS	3	1	3
	CNSLR FRATIA	3	1	3
	CARTEL ALFA	2	1	2
San Marino	CDLS	2	1	2
	CSDL	2	1	2
Serbia	NEZAVISNOST	3	1	3
	CATUS	3	1	3
Slovakia	KOZ-SR	3	1	3
Slovenia	ZSSS	3	1	3
Spain	UGT	7	2	7
	CCOO	8	3	8
	ELA-STV	3	1	3
	USO	3	1	3
Sweden	SACO	4	1	4
	LO	9	3	9
	TCO	8	3	8
Switzerland	TRAVAIL SUISSE	3	1	3
	SGB/USS	4	1	4
Turkey	KESK	2	1	2
	DISK	3	1	3
	HAK-IS	3	1	3
	TURK-IS	4	1	4
United Kingdom	TUC	27	9	27
Total		397	138	397

**NATIONAL TRADE UNION CONFEDERATIONS (with Observer Status)
CONDEDERATIONS SYNDICALES NATIONALES (avec Statut d'Observateur)**

COUNTRIES/PAYS	ORGANISATIONS/ ORGANISATIONS	ALLOTTED SEATS/ SIÈGES ATTRIBUÉS
Macedonia (FYROM)	KSS	3
Bosnia and Herzegovina	SBIH	3
Total		6

**EUROPEAN INDUSTRY FEDERATIONS
FEDERATIONS SYNDICALES EUROPEENNES**

FEDERATIONS/ FÉDÉRATIONS	ALLOTTED SEATS/ SIÈGES ATTRIBUÉS	MAX. SUBSTITUTES/ SUPPLÉANTS MAX.	N^{BR} VOTES
industriAll Europe	16	5	16
EFFAT	5	2	5
EFBWW-FETBB	7	2	7
EPSU	16	5	16
UNI-Europa	15	5	15
ETF	10	3	10
ETUCE-CSEE	11	4	11
EAEA	3	1	3
EFJ-FEJ	3	1	3
EuroCop	3	1	3
Total	89	29	89

WOMEN'S COMMITTEE / COMITÉS DES FEMMES

Women's Committee	10	votes = 10
Total	10	TOTAL VOTE = 10

SPECIFIC GROUPS / GROUPES SPÉCIFIQUES

IRTUC	10	votes = 2
Youth	10	votes = 2
FERPA	10	votes = 2
EuroCadres	10	
Total	40	TOTAL VOTE = 6



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Nearest SNCF station : Lyon and Montparnasse

Parking - Parking Maubert - Collège des Bernardins
- Parking Lagrange



Congress venue - Means of access





MAISON DE LA MUTUALITÉ - A REPOSITORY OF SOCIAL HISTORY

The walls, indeed every stone, of the Maison de la Mutualité are steeped in history, in particular social history. Erected from 1929 to 1931, this building was originally designed to bring together the activities of the various *mutuelles* (mutual insurance companies)¹ in one place and to serve as a venue for all their meetings. Its auditorium (*Théâtre*) initially had a capacity of 1,789, no less – a deliberate allusion to the year of the French Revolution, given the Maison de la Mutualité's purpose as a 'house of the people'.

The foundation stone of the 'Mutualité' or 'Mut' (as the building is known for short) was laid by the French President in 1929, a year also marked of course by its fabled Stock Market Crash – an event of which we were given a poignant reminder by the 2008 financial crisis. This was, as we all know, followed by the troubled 1930s, a decade in which (then as now) Europe was plunged by the flawed economic policies of the time into the depths of an economic crisis and mass unemployment, and also various forms of extremism and fascism.

The Left can only be strong if it is united. In France at the start of the 1930s, however, it was riven by internal divisions, as reflected by the 30th Congress of the SFIO² socialist party that opened here on 14 July 1933, attended by representatives of a range of European countries. But one event would change all that: the 1934 riots in Paris that were fermented by far-right groups sparked a wave of indignation across the parties of the Left, who as a result decided to unite their forces for the Spring 1936 elections. This led to the establishment of the *Front populaire* (Popular Front), an alliance of parties that would govern the country until 1938, just before the outbreak of the Second World War.

This building has thus had the privilege of staging a wealth of key political and trade union congresses and conferences over the years, among them the 1st International Women's Congress in 1945, with some 850 delegates representing 41 countries from around the world. This was also where the Common Programme of the *Union de la Gauche* (Union of the Left) was launched in 1973, a reform programme marking the Left's return to the French political scene. And while it has historically been a bastion of the Left, with for example the *Parti socialiste* (Socialist Party) selecting its candidate for the presidential elections here in 2002 (Lionel Jospin) and 2006 (Ségolène Royal), it is also coveted by the Right, as shown when Nicolas Sarkozy chose it as the backdrop to make his pitch to the electorate in his ultimately unsuccessful 2012 presidential campaign.

The Maison de la Mutualité is also a centre for culture, the auditorium having played host to some of the musical greats of our time: French poet and musician Léo Ferré (1916-1993), celebrated US jazz pianist Thelonious Monk (1917-1982), legendary Belgian singer Jacques Brel (1929-1978) and the recently passed-away unconventional genius saxophonist Ornette Coleman (1930-2015), to name but a few. This auditorium has also formed the scene for various championships, including boxing, judo and even hairdressing!

However, one thing is clearly evident at all the events, shows, exhibitions, concerts and conferences held here: the rich political, trade union and business history that has made it one of the top social venues in France. If only the walls had ears, what stories they could tell us about the unity of the Left, joint strategies and collective action to protect workers and ordinary people from predatory capitalism! Therefore, may this 13th Statutory Congress of the European Trade Union Confederation derive inspiration from the general spirit permeating this building that has consistently borne witness to the committed pursuit of social justice and unity of action.

¹ In France, *mutuelles* are non-profit organisations whose role is to provide solidarity for their members, supplying assistance complementing that afforded by statutory social security, especially in the areas of health-care expenses, welfare benefits and supplementary pensions.

² The SFIO was the Section française de l'Internationale ouvrière, or the French Section of the Workers' International.

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13th CONGRESS
 SYNDICAT EUROPEEN
 TRADE UNION

**RADE UNIONS
 IN FRANCE**

ires

la cgt **Cfdt** **FO** **CFTC** **NS**



A EUROPE THAT'S OURS

Worker participation for democracy in the workplace, sustainable companies and regions fit to live in.

Trade unions have achieved a lot. That's because they can rely on workplace and board-level participation.

The social market economy is a success story we want to keep up to date.

CODETERMINATION IN GERMANY

More than **180,000** elected worker representatives in works councils

More than **7,500** worker representatives in the supervisory boards of **2200** companies

44 European Companies (SE) established in Germany with workers' boardroom representation

BECAUSE IT'S GOOD FOR ALL OF US.

Expert Group 'WORKERS' VOICE AND GOOD CORPORATE GOVERNANCE IN TRANSNATIONAL FIRMS IN EUROPE

Stakeholder dialogues, sustainability management and non-financial reporting point to a broader understanding of the role of firms for sustainability. Chaired by Prof. Dr. Anke Hassel, Hertie School of Governance Berlin, the Hans Böckler Foundation has launched an empirical stock-taking of the reality of workers' voice at companies' top decision-making level.

This represents a call to a European debate on a multi-stakeholder approach to corporate governance that promotes the idea of minimum standards on information, consultation and participation in every item of structural European company law.

THE HANS BÖCKLER FOUNDATION OFFERS ...

Expertise for practitioners in ...

- > works councils
- > supervisory boards
- > human resource management staff
- > trade unionists

Research findings on labour concerns from a social, juridical and economic perspective

Scholarships for students with a social commitment

PRACTICAL INFORMATION

- **Badges - significance of the different colours**
- **Distribution of badges and documents - registration**
- **Lay-out of the plenary hall**
- **Press centre**
- **Floor plans**
- **Exhibition Space + exhibitors list**
- **Available facilities**

BADGES - COLOUR CODE



All those with a badge will be admitted to the Congress hall in the area corresponding to their badge.

RED BADGE

Delegates

- National Trade Union Confederations
- European Industry Federations
- Women's Committee
- ETUC President
- ETUC General Secretary
- ETUC Deputy General Secretaries
- ETUC Confederal Secretaries

BLUE BADGE

Deputy Delegates

- National Trade Union Confederations
- European Industry Federations

GREEN BADGE

Delegates

- National Trade Union Confederations (with observer status)
- Inter-Regional Trade Union Councils (IRTUCs)
- ETUC Youth Committee
- FERPA
- EUROCADRES

PURPLE BADGE

Observer delegates

- National Trade Union Confederations
- European Industry Federations

WHITE BADGE

Observers to the Congress & Visitors

PALE PINK BADGE

Special Guests to the Congress and Speakers

YELLOW BADGE

Press

- Journalists

ORANGE BADGE

Etuc secretariat

GREY BADGE

The exhibitors

OBTAINING YOUR BADGES AND DOCUMENTS

A PRE-REGISTRATION SESSION

for the distribution of badges and documents for the Congress will take place on Monday, 28 September, from 17:00 to 21:00 PM, at the main entrance of the Congress venue.

A registration session for the distribution of badges and documents will take place on Tuesday, 29 September, starting at 8:00 AM.

On the other days, registration and distribution of documents will continue at the "information" stand at the main entrance of the Congress venue.

REGISTRATION

- Statutory delegations (red badges / blue badges / green badges / purple badges):

For the National Trade Union Confederations

Registration will be carried out by country (in alphabetical order). For the sake of convenience, the names of the countries will be in English

Five stands: A-E / F-J / K-O / P-T / U-Z

For the European Industry Federations

The Women's Committee

The other structures (IRTUCs, FERPA, YOUTH, EUROCADRES)

Registration will be by family name (in alphabetical order).

- Observers / Exhibitors / Interpreters (white badge)
A stand for distribution by alphabetical order (family name)
- Press (yellow badge)
Journalists will register at the press stand

SECURITY SERVICE - STRICT GUIDELINES - BADGE REQUIRED

You are requested to wear your badge at all times so as to facilitate the task of the security staff





HAK-İŞ

CONFEDERATION

HAK-İŞ CONFEDERATION 1976-2015

> 40 YEARS OF TRADE UNION STRUGGLE SINCE 1976

> A STRONG LEADING TRADE UNION CONFEDERATION IN TURKEY

HAK-İŞ upholds and struggles for the values of;

- Democracy
- Rights and freedoms
- Social dialogue
- Participation
- Pluralism
- Civil society
- Solidarity
- International cooperation
- Priority for youth issues
- Priority for women issues
- Priority for migrant issues
- Priority for education
- Priority for ensuring safe work
- Priority for EU membership
- Fighting againsts informal economy
- Fighting againsts neo-liberal approach
- Organising widely subcontracting workers
- Endeavouring for a peace across the world

HAK-İŞ is represented both in national mechanisms and at international level

International Affiliations

ETUC
ITUC



International Membership

EU-TR JCC
EU ACVT

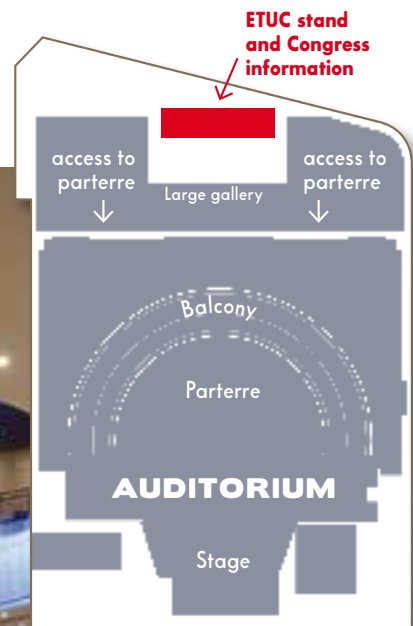
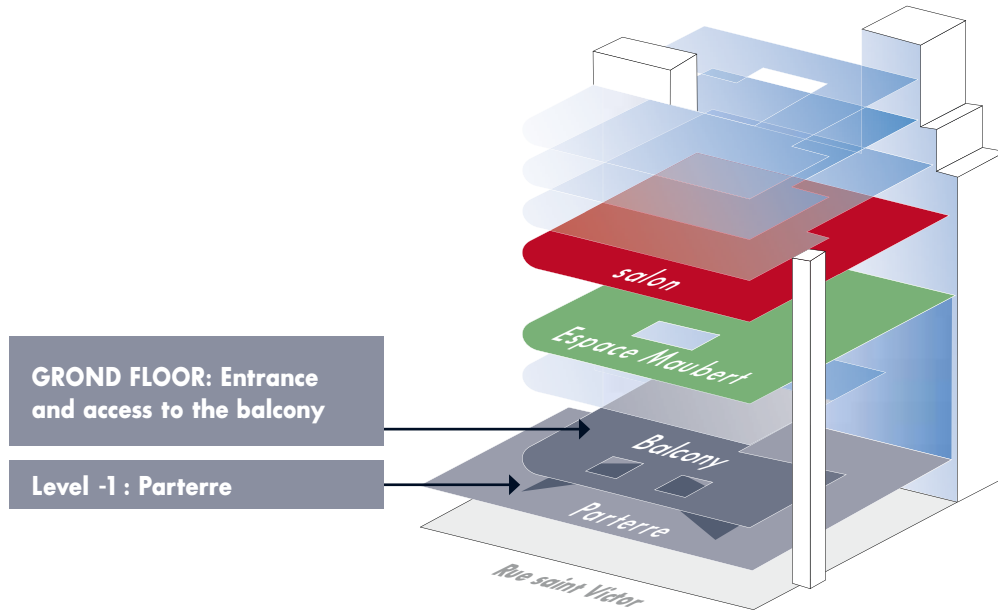


HAK-İŞ has 20 Affiliated Unions;

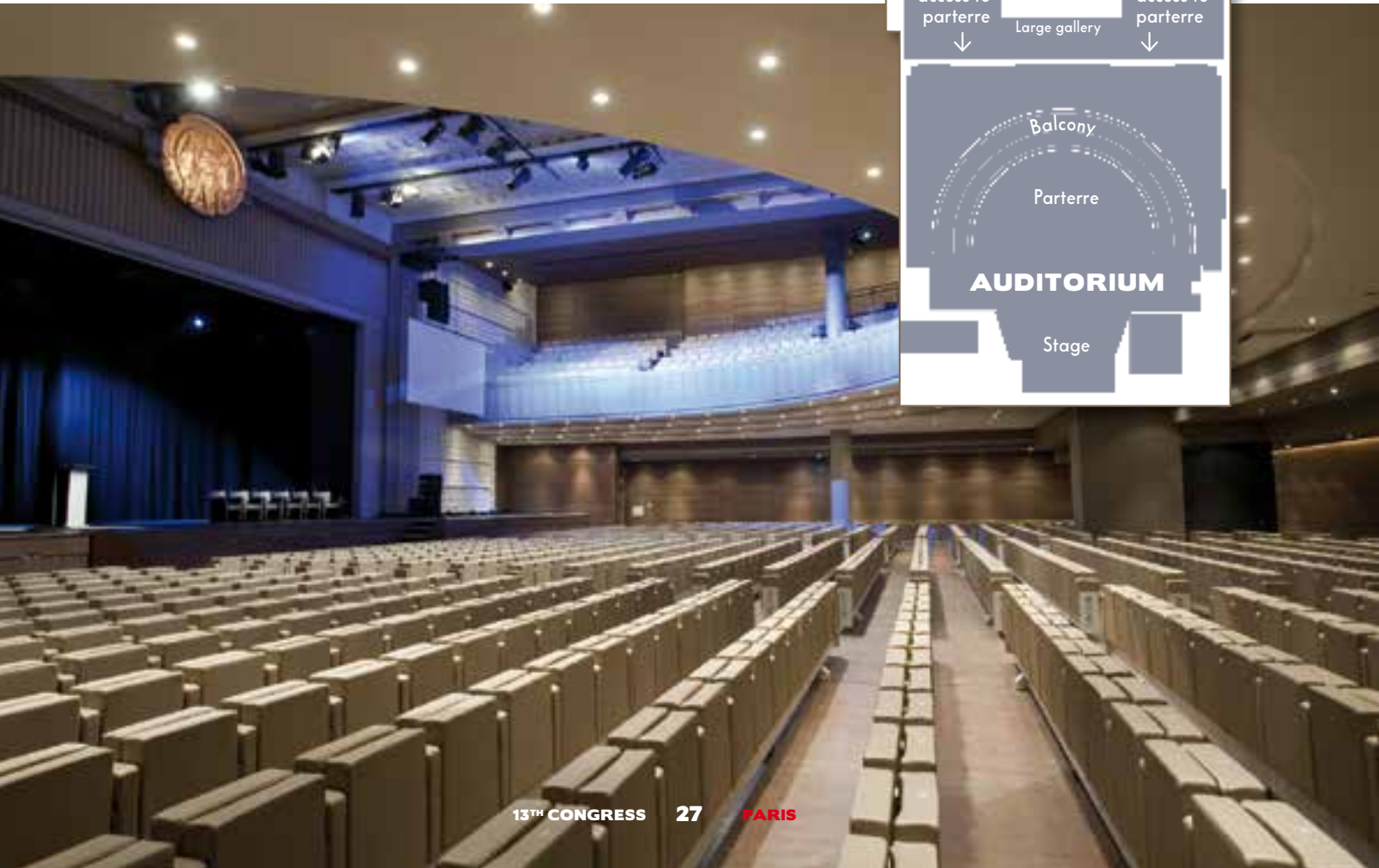
Hizmet-İş (Public Services Union), Çelik-İş (Metal Union), Öz Gıda-İş (Food Union),
Öz Orman-İş (Forestry Union), Öz Finans-İş (Bank and Finans Union),
Öz İplik-İş (Textile Union), Öz Taşıma-İş (Transportation Union),
Öz Büro-İş (Office Union), Öz İş (Security Union), Öz Ağaç-İş (Wood Union),
Oleyis (Hotels, Entertainment Union), Öz Sağlık-İş (Health Union),
Liman-İş (Dock, Shipyard Union), KKTC Kamu-Sen (TRNC Public Services Union),
Medya-İş (Media Union), Enerji-İş (Energy Union),
Öz Toprak-İş (Soil-Cement Union), Öz Petrol-İş (Petroleum Union),
Öz İletişim-İş (Communication Union), Öz Maden-İş (Mining Union)

LAY OUT OF THE PLENARY HALL

AUDITORIUM (Level -1 & Ground floor)



Practical information





LAY OUT OF THE «PARTERRE»

Q	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	Q	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	Q	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	Q
P	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	P	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	P	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	P
O	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	O	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	O	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	O
N	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	N	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	N	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	N
M	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	M	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	M	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	M
L	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	L	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	L	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	L
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G	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	G	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	G	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	G
F	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	F	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	F	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	F
E	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	E	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	E	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	E
D	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	D	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	D	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	D
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B	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	B	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	B	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	B
A	48	46	44	42	40	38	36	34	32	30	28	26	24	22	20	18	A	16	14	12	10	8	6	4	2	1	3	5	7	9	11	13	15	A	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	A

Podium

■ N° of the Row ■ N° Seat ■ Total N° OF SEATS

Red zone

National Trade Union Confederation

Andorra	USDA	B	18-22	3
Austria	OGB	B	24-44	11
Belgium	CSC	B	46-48	2
Belgium	CSC	C	48-28	11
Belgium	FGTB	C	26-18 + 16-4	12
Belgium	CGSLB	C	2 + 1-7	5
Bulgaria	CITUB	C	9-15	4
Bulgaria	PODKREPA	C	17-23	4
Croatia	SSSH	C	25-31	4
Croatia	NHS	C	33-39	4
Cyprus	TURK_SEN	C	41-45	3
Cyprus	DEOK	D	47-43	3
Cyprus	SEK	D	41-37	3
Czech Republic	CMKOS	D	35-27	5
Denmark	IO	D	25-9	9
Denmark	Akademikerne	D	7-1	4
Denmark	FTF	D	2-10	5
Estonia	EAKL	D	12-16	3
Estonia	TALO	D	18-22	3
Finland	STTK	D	24-32	5
Finland	SAK	D	34-48	8
Finland	AKAVA	E	48-40	5
France	CFTC	B	47-41	4
France	FO	B	39-25	8
France	UNSA	B	23-17	4
France	CFDT	B	15-1 + 2	9
France	CGT	B	4-16	7
France	CGT	A	16	1
Germany	DGB	E	38-18 + 16-2 + 1-35	37
Greece	GSEE	E	37-43	4
Greece	ADEDY	E	45-47	2
Greece	ADEDY	F	47	1
Hungary	LIGA	F	45-39	4
Hungary	MASZSZ	F	37-31	4

Hungary	MOSZ	F	29-25	3
Hungary	SZEF	F	23-19	3
Hungary	ESZT	F	17-13	3
Iceland	BSRB	F	11-7	3
Iceland	ASI	F	5-1	3
Ireland	ICTU	F	2-16	8
Italy	CISL	F	18-42	13
Italy	UIL	F	44-48	3
Italy	UIL	G	48-34	8
Italy	CGIL	G	32-2 + 1-13	23
Latvia	LBAS	G	15-19	3
Liechtenstein	LANV	G	21-25	3
Lithuania	LDF	G	27-31	3
Lithuania	LDS (LPSS)	G	33-37	3
Lithuania	LTUC (LPSK)	G	39-43	3
Luxembourg	LCGB	G	45-47	2
Luxembourg	LCGB	H	47	1
Luxembourg	OGBL	H	45-41	3
Macedonia (FYROM)	FTUM	H	39-35	3
Malta	CMTU	H	33-29	3
Malta	GWU	H	27-23	3
Malta	FORUM	H	21-17	3
Monaco	USM	H	15-11	3
Montenegro	CTUM	H	9-5	3
Montenegro	UFTUM	H	3-1 + 2	3
Netherlands	VCP	H	4-8	3
Netherlands	CNV	H	10-18	5
Netherlands	FNV	H	20-40	11
Norway	UNIO	H	42-48	4
Norway	UNIO	I	48	1
Norway	LO	I	46-30	9
Norway	YS	I	28-22	4
Poland	NSZZ Solidarnosc	I	20-6	8
Poland	OPZZ	I	4-2 + 1-5	5
Poland	FZZ	I	7-15	5
Portugal	CGTP	I	17-31	8
Portugal	UGT	I	33-41	5

N° of the Row

N° of the seat

Total No of seats

Red zone (following)

Romania	CARTEL ALFA	I	43-47	3
Romania	CSDR	J	47-41	4
Romania	BNS	J	39-33	4
Romania	CNSLR FRATIA	J	31-25	4
San Marino	CDLS	J	23-19	3
San Marino	CSDL	J	17-13	3
Serbia	NE- ZAVISNOST	J	11-5	4
Serbia	CATUS	J	3-1 + 2-4	4
Slovakia	KOZ-SR	J	6-12	4
Slovenia	ZSSS	J	14-20	4
Spain	UGT	J	22-38	9
Spain	CCOO	J	38-48	6
Spain	CCOO	K	48-40	5
Spain	ELA STV	K	38-32	4
Spain	USO	K	30-24	4
Sweden	LO	K	22-2 + 1	12
Sweden	SACO	K	3-11	5
Sweden	TCO	K	13-33	11
Switzerland	TRAVAIL SUISSE	K	35-43	5
Switzerland	SGB/USS	K	45-47	2
Switzerland	SGB/USS	L	47-45	2
Turkey	KESK	L	43-39	3
Turkey	DISK	L	37-31	4
Turkey	HAK-IS	L	29-23	4
Turkey	TURK-IS	L	21-13	5
United Kingdom	TUC	L	11-1 + 2- 16	36

Confédérations syndicales nationales

IndustriAll Europe	L	18-48	16
IndustriAll Europe	M	48-40	5
EFFAT	M	38-26	7
EFBWW-FETBB	M	24-8	9

EPSU	M	6-2 + 1-35	21
UNI EUROPA	M	37-47	6
UNI EUROPA	N	47-21	14
ETF	N	19-1 + 2-6	13
ETUCE-SEE	N	8-36	15
EAEA	N	38-44	4
EFJ-FEJ	N	46-48	2
EFJ-FEJ	O	48-46	2
EuroCop	O	44-38	4

Women's Committee

Women's Committee	O	36-18	10
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Green zone

National Trade Union Confederations (with observer status)

Macedonia (FYROM)	KSS	O	16-12	3
Bosnia and Herzegovina	KSBiH	O	10-6	3

Others Structures

IRTUC	O	4-2 + 1-15	10
YOUTH	O	21-39	10
FERPA	O	41-47	4
FERPA	P	47-37	6
Eurocadres	P	35-17	10

Pale pink zone

Special Guests to the Congress and Speakers

Invités	A	2-14 + 18-48 + 1-47	
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Purple zone

Observer delegates

Observer delegates	P	1-15 + 2-48	
Observer delegates	Q	1-47 + 2-48	



LAY OUT OF THE BALCONY



PRESS CENTRE

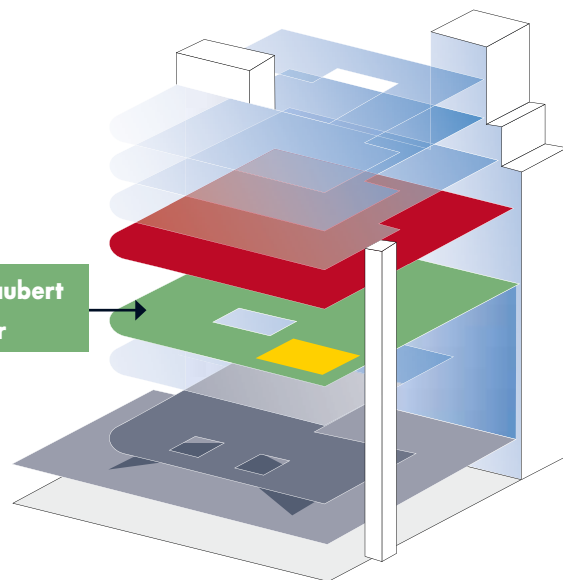
Salon Saint Victor (level 3)

Journalists can follow the deliberations of the Congress in the press room on a large screen with simultaneous interpreting in the 15 active languages of the Congress.

Journalists can gain access to the Congress hall, only in the part reserved for them (balcony), provided they have their yellow press badge.

Access to the press room is reserved exclusively for journalists with a (yellow) press badge. Journalists will be accredited only at the "Congress information" stand situated at the main entrance on the ground floor.

Level 3 / Espace Maubert
Salon St Victor



Press secretariat

Contacts

Julian SCOLA, Phone : + 32 486 117 394

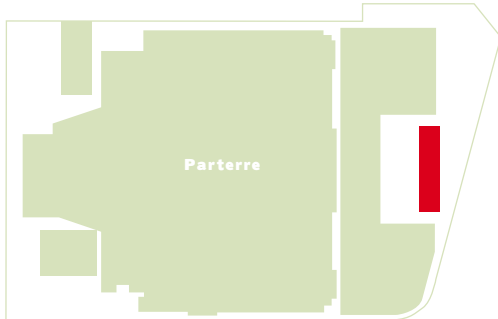
Daniele Melli, Phone : + 32 473 94 25 63

Emanuela Bonacina, Phone : + 32 473 94 26 47

Equipment in the Press Room placed at the disposal of the journalists:

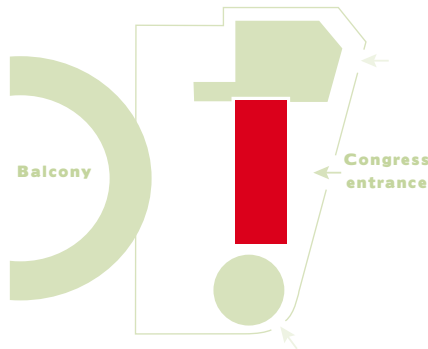
- Wifi
- Tables and chairs for 60 people
- Sockets for computers
- Infra-red headphones (60 people)
- Good mobile phone network coverage
- Sound recording for journalists and TV

PLAN OF THE UPPER LEVELS



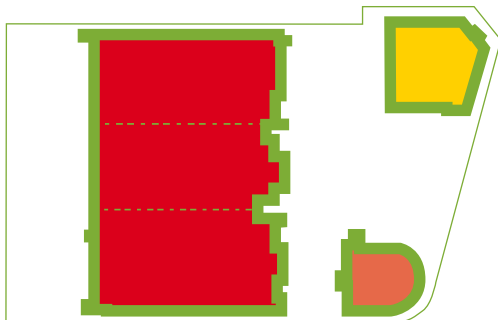
Level -1

- **Parterre**
Plenary hall of the Congress
- **Bar space**
ETUC info desk



Ground floor

- **Reception**
Main entrance of the Congress
Welcome and registration of the delegates



Level 3

- **Espace Maubert (salons Jussieu, Monge, Germain)**
Exhibition space + Bar + Video cabin
- **Salon Saint Victor**
Press room for the journalist
- **Salon Odéon**
Fringe-meetings ETUI



Level 5 (salons)

- **1 Salle Descartes (salon Sorbonne)**
ETUC meeting room
- **2 Salon Poissy**
ETUC meeting room
- **3 Salon Sully**
ETUC meeting room
- **4 Salon Cluny**
ETUC meeting room
- **5 Patio**
Open space accessible to the delegates

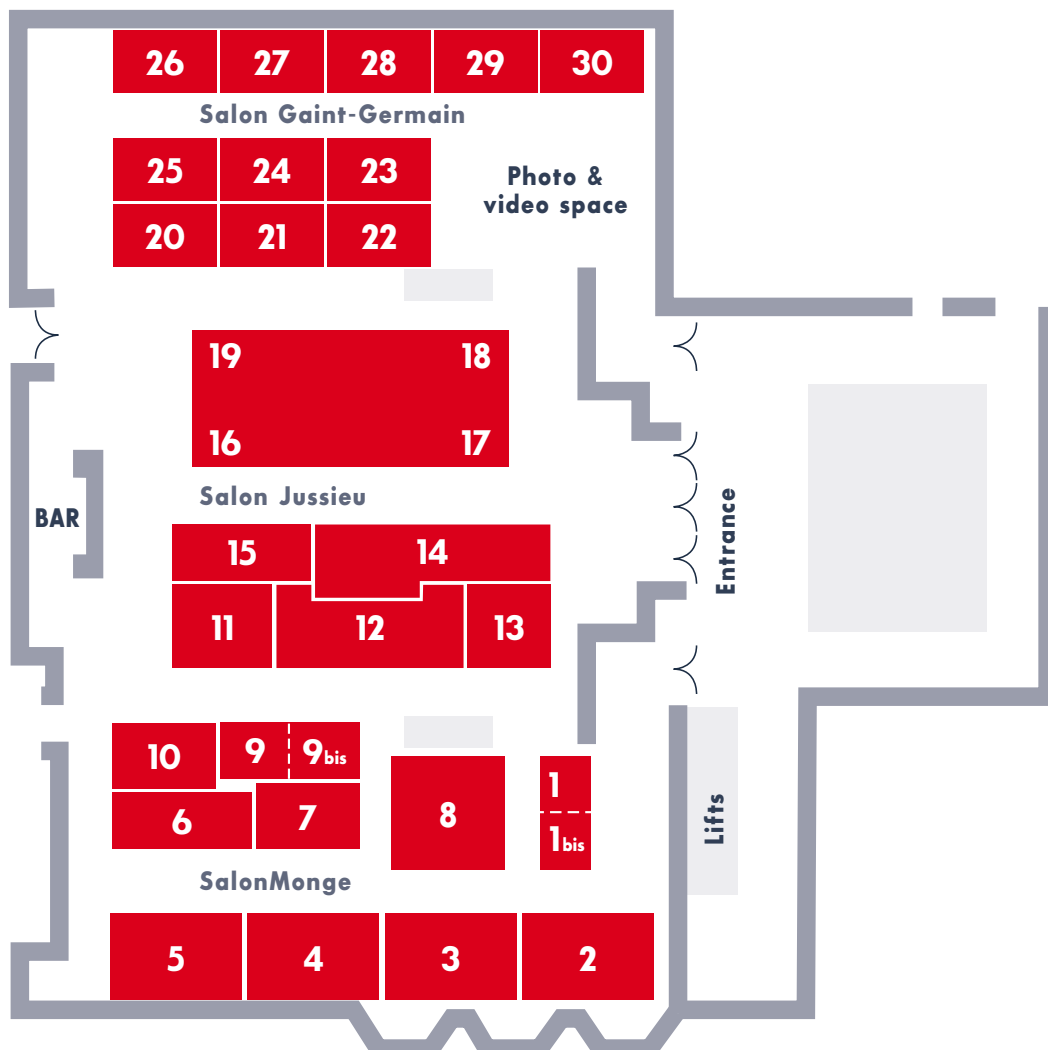
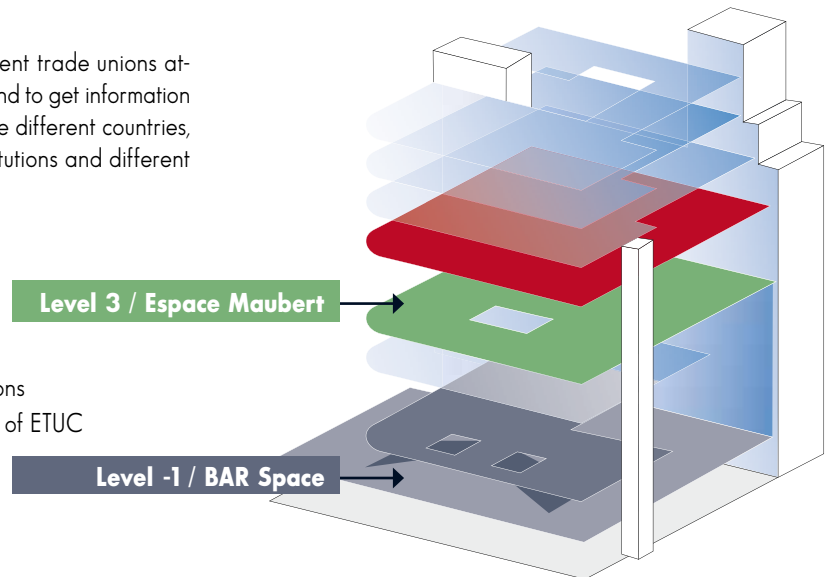
EXHIBITION SPACE + BAR

Espace Maubert (level 3) Salon Jussieu Salon Monge Salon Saint-Germain

This exhibition space enables delegates from different trade unions attending the Congress, as well as guests, to network and to get information and documentation on all trade union activities in the different countries, as well as the representations of the European institutions and different service companies.

The Congress will be attended by :

- Delegates from all the national trade union confederations
- Delegates from all European trade union federations
- Observers from partner trade union organisations of ETUC
- Senior political decision-makers and academics
- Guests from different European institutions and organisations
- International press journalists



LIST OF EXHIBITORS

The exhibition area is open to delegates and to the general public during the opening hours of the Congress. Exhibitors can present their projects and make new contacts with delegates from different European countries. Internet access is completely free of charge in the exhibition area (WiFi, without password). We extend a warm welcome to one and all in this very pleasant exhibition space.

ESPACE MAUBERT - Level 3

N° STAND	NAME
1	HUMANIS
1 bis	AG2R
2	GIMD
3	SNCF
4	SAFRAN
5	EDF
6	RATP
7	VEOLIA
8	ENGIE
9	INPC
9 bis	KLESIA
10	MALAKOFF MEDERIC
11	MACIF
12	EPSU
13	UNION MIGRANTNET
14	HBS - TURI
15	FGTB/CSC/CGSLB
16/17/18/19	ETUI
20	FES
21	NFS
22	SINDOVA
23	EU-OSHA
24	SYNDEX
25	GROUPE ALPHA
26	EUROCADRES
27	FERPA
28	FNV
29	ETUC YOUTH
30	EESC/CESE

BAR Space - Level - 1

N° STAND	NAME
31/Bar	Stand CES + Info Desk CES
32	CGT/CFDT/FO/UNSA/CFTC
33	Group UP (Chèque Déjeuner)

*Hans Böckler Foundation - HBS

Hans-Böckler Str 39 - D- 40476 Düsseldorf

The Hans Böckler Foundation deals with co-determination, research and the support of students on behalf of the DGB, the Confederation of German Trade Unions. Our three spheres of activity:

- We promote co-determination - employee involvement - by offering advice and support to those who practise it.
- We conduct research on labour and economic issues with our own institutes WSI and IMK. And we fund research in other scientific institutes.
- With 2600 scholarship holders, we are one of the largest scholarship funds in Germany, with a focus on social and trade union commitment.

For further information visit www.boeckler.de

FACILITIES AT YOUR DISPOSAL



Congress information stand

The stand is situated near the Congress plenary session (level -1, Espace galerie)
Members of the secretariat will be at your disposal to answer any practical questions about the Congress.



Congress documents

All the documents relating to the Congress will be available and downloadable on the ETUC website
<http://www.etuc.org>



Photocopying services

Go to the "Congress information" stand.



Medical services

In case of emergency contact the Congress information stand



Interpreting

Interpreting will be available in 15 active languages: French, English, German, Italian, Spanish, Swedish, Danish, Finnish, Czech, Hungarian, Polish, Dutch, Portuguese, Greek and Romanian (passive languages: Norwegian, Bulgarian, Slovenian, Slovakian, Croatian)



Free WiFi

Throughout the Congress centre.

GDF SUEZ est maintenant

ENGIE

GDF SUEZ : SA AU CAPITAL DE 2 435 285 811 € - RCS NANTOISE 542 107 851

engie.com

L'énergie est notre avenir. économisons-la.
"par nous pour tous"

Parce que le monde change et avec lui toutes nos énergies, GDF SUEZ devient ENGIE. ENGIE investit dans la créativité de chacun et la collaboration de tous, pour mener à bien la transition énergétique.

By people for people

aimer
la ville



I  MY CITY

VOUS AIMEZ LA VILLE ?
CHEZ NOUS,
IL Y A **234** MÉTIERS
ET MILLE ET **1** FAÇONS DE
PARTAGER VOTRE PASSION

top
EMPLOYER

FRANCE
2015

Comme nous, vous pensez que l'avenir de la ville est à la mobilité ? Rejoignez le 5^e acteur mondial de transport public et de l'écomobilité. Aujourd'hui, la RATP vous propose plus de 200 métiers et autant d'opportunités de carrière au sein d'une entreprise où la performance passe par l'esprit d'équipe et l'innovation au service de tous.

Découvrez tous nos métiers sur ratp.fr/carrieres

   #ratprecrute

QUELLE QUE SOIT VOTRE PASSION, À LA RATP, IL Y A UN MÉTIER QUI LUI CORRESPOND.

I love my city : j'aime ma ville

ANIMATIONS

- **Cultural events**
- **Video - Photo - Selfie**



ZAGO

Festive jazz group – a range of different styles and disciplines
– street music

More than 1,000 performances on stage and as street artists, in France and abroad, a mix of jazz concert, wild cabaret and street spectacle: this family of musicians successfully unites energy, eclecticism and an idiosyncratic approach. A one-man show by four people!

Zago is above all a family story. A father, his two sons and their cousin: all multi-instrumental musicians and whimsical singers, come together on stage or in the streets to perform a show that comes close to musical delirium, with the wink of an eye and an ironic sense of humour. A world of diverse instruments and/or song that includes adaptations of themes from film, television series and original works. All with a touch of comedy.

<http://www.info-groupe.com/zago/>



Congress opening session

LE SAMOVAR

- Le Samovar provides contemporary clowns with training, creative opportunities and performance openings. The School was founded at the initiative of Franck Dinet in 1990, and has been constantly evolving ever since, morphing from offering a weekly workshop to providing professional training.



Over the years, a group of actors and directors have joined Franck Dinet, driven by the desire to experiment and pass on what they are seeking from the theatre. The result has been the emergence of courses in text, physical comedy, clowning, singing and more besides.

In 2000, the School moved to its new home in Bagnolet and Franck Dinet opened the Samovar Theatre. Gradually, clowning began to dominate and in 2004 the entire curriculum was

reworked to focus on training clowns, burlesques and eccentrics.

- The theatre's activities (residencies, shows, the festival) are also geared around clowning and burlesque:

The Samovar encourages and supports emerging artists in the field of contemporary clowning, accompanying artists and companies throughout their creative processes, as well as providing them with tools and skills in the form of advice, supervision and exposure for their projects.

Works by companies who have previously been welcomed with residencies therefore form the backbone of the programming at the Samovar.

Entertainment
throughout the Congress

That programming mainly revolves around clowning and burlesque theatre, but it also embraces physical theatre, with a particular focus on emerging talent.

- The Festival showcases the creative energy currently animating the world of clowning. It opens the Samovar's season in September.

Year after year, it proves to be a real event and a major draw. Its main aim is for skills to be passed on: every year, a major figure is invited. In 2015, the honour has fallen to Belgium's very own Jos Houben!

As an associate artist, he will add his own special colour to the festival thanks to a public masterclass, a performance of one of his shows and the presence of his compatriots on the roster: the Okidoks, Wurre Wurre, plus companies such as En chantiers, Batchata and Klontz.

Under our small tent, in the partner towns (Bagnolet, Les Lilas, Romanville, Pantin, Le Pré St-Gervais), professional training is well represented with public courses and creations by the greats from the past.

And the cinemas are also opening their doors to us, matching their scheduling to our subject matter.

PIERRE CORNELOUP

Cartoonist

**In the auditorium,
throughout the Congress**



Phone : +33 (0)6 82 54 04 80

Email : corneloup-bermudez@orange.fr

BATUCADA BATALA

Musical animation

End of the congress

Batucada is a substyle of samba and refers to an African influenced Brazilian percussive style, usually performed by an ensemble, known as a Bateria. Batucada is characterized by its repetitive style and fast pace.

LE CHOEUR DES POLYSONS

**Performance at Thursday evening's
social event (01/10)**

Le Choeur des Polysons was founded in 1994 by Marc and Elisabeth Trigo. Since then, it has grown into an active association which basically brings together children from the Belleville neighbourhood in Paris.



The choir is made up of some forty singers. Most of them cannot read music, but their shared passion for choral singing, under the baton of Elisabeth Trigo, has already taken them to such a high musical level that they have performed in the most diverse and prestigious locations, including the Basilica of Saint Denis, the Comédie Française, the Opéra Garnier, the Hôtel de Ville, the Senate, the Stade de France for the opera "Carmen" and Excalibur, the Théâtre des Champs Elysées with the Radio France Orchestra, Bercy with the Paris Orchestra and the Maîtrise de Radio France for Mahler's 8th Symphony, the Palais des Congrès in "The Lord of the Rings", as well as the Festival d'Île de France along with the Quatuor Debussy. The Choir has made numerous appearances in London, Turin, Switzerland and Portugal, and has participated in the Victoires de la Musique. It has recorded 10 CDs and also taken part in a number of TV programmes, including Tout pour la chanson, TARATATA, Le grand Journal de Canal +, and La chanson d'abord. The choir is made up of a concert choir (ages 11 / 16) and a preparatory choir (ages 8 / 11).

YOUR INTERACTIVE ETUC CONGRESS

**Congress is about getting together –
and communicating our message. Here's how.**

-Join the conversation on social media

Official Congress hashtag #ETUC15

Twitter: https://twitter.com/etuc_ces

Facebook: <https://www.facebook.com/ETUCCEs>

Flickr: <https://www.flickr.com/photos/etuc-ces>

YouTube: <https://www.youtube.com/user/etucces>

Instagram: <https://instagram.com/etucces/>

Storify: https://storify.com/etuc_ces/etuc-congress

Useful # and @'s

#ETUC15 - Official Congress hashtag

#JustTransition #InvestEU #MigrationEU #EuSocDia

@bernadettesegol @VisentiniLuca @etuc_ces

@fhollande

@JunckerEU @mariannethysen @EU_Commission @EP_President

@GuyRyder

@MRFCJ - Mary Robinson Foundation - Climate Justice

VIDEO AND PHOTO OPPORTUNITIES

Spread the word taking advantage of the free video and photo opportunities at ETUC Congress. There's a special social media photo and video space in the exhibition area - Espace Maubert, level 3.

Express yourself! Free video booth

A delegates' video booth is provided for you to record your own footage - max 30 seconds - to share on social media. Spread the word from Congress at the free video booth in the exhibition area, Espace Maubert.



Every picture tells a story – take a photo and share it

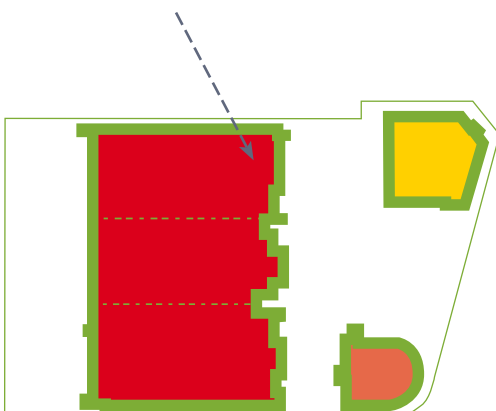
A permanent selfie and photo space is available in the exhibition area, Espace Maubert, with a special Congress backdrop, messages and slogans, where you can take your own photos.

Where to find, use and share Congress videos and photos

- Daily video highlights of Congress are available on the ETUC YouTube channel:
<https://www.youtube.com/user/etucces>
- Photos of Congress and of the Climate action are available to download from Flickr:
<https://www.flickr.com/photos/etuc-ces>



Video booth - Selfie and photo space : level 3 Espace Maubert



Climate photo action

Trade union leaders will unite in demanding ambitious climate action and a just transition that creates jobs and protects communities, in the run-up to the crucial international climate conference in Paris. Exhibition space, Espace Maubert, 1 October 8.30-9.30.

Show your support for this campaign by taking your own photos in front of our climate and jobs slogan in the exhibition area, Espace Maubert, level 3, on Thursday 2 October from 9.30 until 12 midday.

PARIS TOURIST INFORMATION

Official website of the Convention and Visitors Bureau

<http://en.parisinfo.com>

Our welcome centres: All the tourist information as well as those essential tickets for a stay in Paris are here for you.

What facilities are available?

- Reception teams at your disposal
- Self-service documentation about Paris
- Booking service for more than 500 hotels in Paris
- Essential tickets for a stay in Paris on sale: transport, Paris Museum Pass, Louvre Museum, Disneyland, sightseeing cruises on the Seine

<http://en.parisinfo.com/practical-paris/paris-convention-and-visitors-bureau/welcome-centres>

What to do in Paris?

<http://en.parisinfo.com/what-to-do-in-paris>



See the best of Paris with Big Bus Tours

http://eng.bigbustours.com/paris/home.html?gclid=CO3D7cn7y8YCFsqFwwod2_EDMg

Useful telephone numbers – emergency numbers in France

http://www.ifd.upmc.fr/en/international/welcoming/useful_phone_number.html

ALL PARIS EVENTS

The Paris Bouge agenda: every type of outing available in Paris (clubs, concerts, exhibitions, shows...)

<http://www.parisbouge.com/paris/events>



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- TOUS LES PROJETS SUR DATA.SNCF.COM

THE EUROPEAN TRADE UNION CONFEDERATION (ETUC)



The European Trade Union Confederation (ETUC)

1. WHAT IS THE ETUC?

The European Trade Union Confederation (ETUC) was founded in 1973 to represent and promote workers' interests at European level.

It represents 90 trade union organisations in 39 European countries, plus 10 European Trade Union Federations.

The European Union recognises the ETUC as the only cross-sectoral trade union organisation representing workers at European level.

2. ROLE

The ETUC exists to influence European Union (EU) decision-making, which has an increasing impact on workers' living and working conditions. It speaks with a single voice and prioritises high-quality jobs and a more Social Europe.

It also negotiates on behalf of workers with employers in the framework of European social dialogue <http://resourcecentre.etuc.org/>

 The ETUC promotes workers' participation and democracy and coordinates

- Interregional Trade Union Councils (IRTUCs) and
- European Works Councils (EWCs)

3. ORGANISATION

The ETUC is a democratic organisation. Its Congress and Executive Committee define its policies.

- **CONGRESS:** attended by delegates from national confederations and European trade union federations, meets every four years, determines ETUC policy, and elects the Executive Committee, President, General Secretary, two Deputy General Secretaries and four Confederal Secretaries.
- The **EXECUTIVE COMMITTEE:** made up of representatives of the ETUC member organisations, meets four times a year, adopts joint positions and agrees actions in support of its demands, and decides the mandate and delegations that negotiate with European employers' organisations.
- The **STEERING COMMITTEE:** meets eight times a year and decides actions to implement policies adopted by the Executive Committee.

The Secretariat manages the ETUC's day-to-day activities including relations with the European institutions and employers' organisations.

The ETUC brings together a number of interest groups including

- I. Women's Committee
- II. Youth Committee
- III. European Federation of Retired and Older People (FERPA)
- IV. EUROCADRES
- V. Working Groups including Collective Bargaining, Migration, Trade, Sustainable Development, Economic & Social Cohesion, Life Long Learning, and Communications

The **European Trade Union Institute (ETUI)** is the ETUC's independent research and training centre.
<http://www.etui.org>



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NOUS IMAGINONS LE CIEL À VOTRE PORTE.



Safran, acteur majeur de l'aéronautique, de l'espace, de la défense et de la sécurité, invente des solutions technologiques pour des voyages plus sûrs, plus fluides et plus respectueux de l'environnement. Ses 69 000 collaborateurs dans près de 60 pays innovent chaque jour pour anticiper et répondre aux besoins d'un monde en mouvement. safran-group.com

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& WORKERS'
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THE GUARANTEE
OF A FAIR SOCIETY

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- ▶ Wages and pensions
- ▶ Health, safety and working conditions
- ▶ Restructuring
- ▶ Sustainable development
- ▶ Corporate social responsibility

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The Jacques Delors Institute is the European think tank founded by [Jacques Delors](#) in 1996 (under the name Notre Europe), at the end of his presidency of the European Commission. Our aim is to produce analyses and proposals targeting European decision-makers and a wider audience, and to contribute to the debate on the European Union.

We publish [numerous papers](#) (Tribunes, Policy Papers, Studies & Reports, Syntheses), sounds and videos, organise and take part in [seminars and conferences](#) throughout Europe, and make appearances in the [European media](#) via our presidents, director and team.

Our work is inspired by the action and ideas of Jacques Delors and guided by the general principles set out in the [Charter](#) adopted by our Board of Directors. It is structured around [three main axes](#): “European Union and citizens” – covering political, institutional and civic issues; “Competition, cooperation, solidarity” – dealing with economic, social and regional issues; “European external actions” – research with an international dimension. This work is developed by our Paris and Berlin offices (the [Jacques Delors Institut – Berlin](#)).

The president of the Jacques Delors Institute is [António Vitorino](#), a former European commissioner and Portuguese minister. He succeeded [Tommaso Padoa-Schioppa](#), [Pascal Lamy](#) and Jacques Delors. The director, [Yves Bertoncini](#), leads an [international team](#) of around 15 members, who work in direct coordination with the members of the Berlin office, led by [Henrik Enderlein](#).

The governing bodies of the Jacques Delors Institute comprise high-profile European figures from diverse backgrounds. Our [Board of Trustees](#) takes care of our moral and financial interests. Our [Board of Directors](#) is responsible for the management and direction of our works. Our [European Steering Committee](#) meets to debate issues of fundamental importance for the future of the EU.

All publications are available free of charge, in French and English, on our [website](#) and through the social networks. The Jacques Delors Institute is wholly independent of party political influence and economic interest.

Site: www.institutdelors.eu

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Vers de nouvelles perspectives

de qualité de vie au travail et d'équité sociale

Verso nuove prospettive

di benessere e giustizia sociale

W kierunku nowych perspektyw

dla jakości życia zawodowego i sprawiedliwości społecznej

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de bienestar en el trabajo y la equidad social

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på välbefinnande i arbetet och social rättvisa

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