



# ETUC NEWSLETTER

EUROPEAN  
TRADE UNION  
CONFEDERATION

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Dear Readers,

March 1957-March 2007

A few days ago, we were celebrating the fiftieth anniversary of the Treaty of Rome, the first major step in the building of Europe. The European trade unions met together, in Rome itself, to mark this event.

While not forgetting the genuine progress achieved since the signature of this Treaty, the ETUC believes that efforts in the social arena need to be stepped up, especially in a socio-economic climate which is increasingly insecure.

We have had a busy programme during the month of March: the Tripartite Social Summit, some important decisions on energy reached at the last European Council and the foundation of the Pan-European Regional Council.

New topics are becoming regular items on the European agenda, in particular the issue of flexicurity. It is at times like these that the unity of the European trade union movement comes into its own, driven by the determination to join forces to tackle the common challenges confronting European workers.

With just two months to go now until the ETUC's Seville Congress, we have just launched a dedicated [website](#) offering a wide range of information.

John Monks  
General Secretary

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## EU News

### Services of General Interest need a legal framework - 06/03/2007

The [European Trade Union Confederation \(ETUC\)](#) and the [European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest \(CEEP\)](#) have agreed on the need for a **European framework for Services of General Interest**. The ETUC and CEEP together call on the Commission to draw up a comprehensive text when it presents its Communication on public services, due in April. In this context **the ETUC has launched a petition calling for public services to be protected and strengthened**.

[Joint ETUC and CEEP press release](#)

### Wage negotiation and the autonomy of collective bargaining under attack - 07/03/2007

**European leaders targeted wages, which** were at the centre of debate at the last **ECOFIN Council**.

**The European trade union movement maintains that higher wage deals are part of the solution to the growth equation, not part of the problem.**

The ETUC supports the bargaining campaigns of its affiliated trade unions, aimed at concluding higher wage deals, and **urges European leaders to respect the autonomy of collective bargaining**.

Moreover, **the ETUC does not share the fears of the European Central Bank (ECB) about inflationary wage developments**. "Collectively agreed wages have been compatible with price stability for more than a decade. If the ECB does not realise its mistake and continues hiking interest rates, long-awaited recovery will be endangered," declared John Monks.

[ETUC press release](#)[ECOFIN Council Conclusions](#)

### Women's day: work-life balance has to be improved - 08/03/2007

To mark International Women's Day, **the ETUC reiterated its demand that women and men should be enabled to combine a career and parenthood, as a prerequisite of gender equality**. The ETUC thus fully supports [the International Trade Union Confederation \(ITUC\) campaign on maternity protection](#).

The ETUC also deplores the persistent gender pay gap of up to 25% in some Member States and calls on EU leaders to tackle this problem more seriously.

[ETUC press release](#)

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## ● **ETUC takes part in the Tripartite Social Summit - 08/03/2007**

A trade union delegation, led by John Monks, took part in the **Tripartite Social Summit** organised in Brussels.

**Flexicurity was at the centre of the debate.**

The ETUC believes **it is necessary to reach a socially acceptable definition of flexicurity.**

Therefore the European trade union movement is calling for:

- **An end to the growth in precarious jobs;**
- **Better work organisation;**
- **No cuts in employment protection legislation;**
- **Improved social welfare systems;**
- **Social dialogue and collective bargaining.**



The ETUC rejects the idea that labour market reform is about rolling back social legislation and weakening worker protection. It is **calling for a greater involvement of the social partners in implementing the EU's Lisbon Strategy for growth and jobs.**

 [Read More](#)

[ETUC Press release](#)

## ● **European Spring Council: a decisive step in the right direction to tackle climate change - 12/03/2007**

The conclusions of **the Spring European Council included a commitment to reduce the Union's emissions by 20% by 2020.**

**The ETUC sees this is a decisive step in the right direction.**

The European trade union movement calls on the European Commission to set up a platform for the European social partners to examine ways of reaching this target whilst **at the same time boosting employment and innovation in Europe.**

**The unions have a key role to play in raising awareness among workers and supporting training in the workplace** on measures that can cut emissions. Over the next few months, the ETUC will closely monitor the legislative proposals that will be needed to turn the Council's decisions into tangible results.

 [Read More](#)

[ETUC press release](#)

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[Letter to EU leaders and annexes](#)

 [EU 2007 DE](#)

[EU Spring Council Conclusions](#)

## ● **Corporate Social Responsibility: the ETUC welcomes the adoption of a new report by the European Parliament - 14/03/2007**

During its last plenary session, **the European Parliament adopted the report on 'Corporate Social Responsibility: a new partnership'.**

In the view of the ETUC, **this report brings the debate back onto the right track.**

Elements such as multilateralism and transparency, which seemed to be lost in the recent work of the Multistakeholder Forum, have been recovered.

"We warmly invite the European Commission to act in accordance with the views expressed by the European Parliament," suggested Walter Cerfeda, ETUC Confederal Secretary in charge of this issue.

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[ETUC press release](#)

 [European Parliament](#)

[press release](#)

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## ● **Celebration of 50 years of the Treaty of Rome: efforts in the social field must be stepped up - 15/03/2007**

The Treaty of Rome was one of the first steps towards the construction of Europe.

The ETUC notes that **a social dimension is in construction, since the 1980s, alongside the economic, financial and monetary pillars.**

**However inequalities persist and are getting worse.** There is much still to do to tackle specific challenges such as precarious work and unemployment.

**Today it is more important than ever to recognise that the social dimension of Europe represents an essential human investment and that social policy is just as important as economic policy.**

[ETUC press release](#)[ETUC declaration on the 50th Anniversary of the Treaty of Rome](#)

## ● **The strengthening of the social dimension is vital for a successful Euro-Mediterranean partnership - 16/03/2007**

The German EU Presidency held a **conference on 'Employment and Social Dialogue'** in Berlin. This was **the first tripartite conference on social issues since the launch of the Barcelona process**, thereby meeting a long-standing trade union demand.

The conference **showed that the social dimension of the partnership process receives inadequate attention** and that the impact of the Barcelona process on employment is not satisfactory.

**Social dialogue at both national and international levels should be recognised as a driving force for economic and social progress.**

The ETUC and the Euromed Trade Union Forum hope that future EU presidencies will follow the German example and focus on the social aspects of Euro-Mediterranean cooperation.

[ETUC press release](#)[EU German Presidency Press release](#)

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## ETUC News

### ● **Solidarity with the Airbus workers - 05/03/2007**

The European Trade Union Movement expressed **its solidarity with the Airbus workers, following the announcement of the shedding of 10,000 jobs**, and its backing for the national organisations that are working to defend them. The European Trade Union Confederation (ETUC) fully **supports the European Metalworkers' Federation (EMF)** and **its activities**.

[ETUC press release](#)

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### ● **ETUC welcomes the creation of the new EWC at the Italian bank group Unicredit - 12/03/2007**

**The first European Works Council in an Italian Bank was launched at Unicredit, covering 145,000 workers in 25 countries.** Its **functions go beyond simply informing and consulting employees about business developments**: jointly with management, it can develop common guidelines on issues related to Corporate Social Responsibility.

For the first time, the employers' European Banking Federation (EBF) was involved in negotiations to set up the EWC. **The trade union industry federation UNI-Europa, an ETUC affiliate, also took an active negotiating role.**

[ETUC press release](#)

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### ● **Foundation of the Pan-European Regional Council - 19/03/2007**

The **Pan-European Regional Council (PERC)** of the International Trade Union Confederation (ITUC) came into being at a **founding assembly in Rome** (Italy), on the basis of a resolution adopted at the ITUC Founding Congress in November 2006.

**The PERC consists of 87 national centres affiliated to the ITUC, representing more than 85 million trade union members across the continent**, from Lisbon to Vladivostok. **John Monks, General Secretary of the European Trade Union Confederation (ETUC), will also serve as General Secretary** of the new organisation. Mikhail Shmakov, President of FNPR Russia, was elected as President.

**In order to promote social dialogue, decent work and the European social model across the entire continent, the PERC will cooperate closely with the ETUC.**

[ETUC press release](#)

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### ● **ETUC Executive Committee - 20-21/03/2007**

The **Executive Committee of the ETUC** met in Rome in March.

**Among the important issues on the agenda were the Commission's consultation on the Green Paper on labour law, and an assessment of the Spring Summit.**

On the second day, **Italian President Giorgio Napolitano hosted a ceremony to celebrate the 50th anniversary of the signing of the Treaty of Rome**. The ETUC has prepared a [declaration](#) to mark this event.



John Monks, ETUC President Cándido Méndez and Giorgio Napolitano.

Source: [www.quirinale.it](http://www.quirinale.it)

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## ● **Wide support from political parties and associations for the ETUC petition on public services - 27/03/2007**

The ETUC petition on public services is being given very [wide support by political parties and non-governmental organisations \(NGOs\)](#).

**Three political groups in the European Parliament - the European Socialist Group, the Group of the Greens/EFA and the Group of the European United Left and Nordic Green Left** - are mobilising in support of the petition.

The petition also has the backing of the **Platform of European Social NGOs**.

Former Commission President **Jacques Delors** declared: *"Personally, I would never have agreed to adoption of the Services Directive, even amended, without a parallel framework law on SGI. Society lives from both public and private services. There is no reason to give precedence to one over the other."*

[ETUC press release](#)[Sign the Petition](#)

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## EU Agenda

### March - April 2007

01-02/03/2007	Informal Meeting of Education Ministers (Heidelberg)	<a href="#">Meeting Agenda</a>
05-06/03/2007	General Affairs and External Relations Council (Brussels)	<a href="#">Council Agenda</a>
08-09/03/2007	European Council (Brussels)	<a href="#">Council Agenda</a>
12-15/03/2007	Plenary Session at the European Parliament (Strasbourg)	<a href="#">Plenary Session Agenda</a>
12-13/03/2007	Informal Meeting of EU Ministers for Development Cooperation and Informal ACP- EU Dialogue on Economic Partnership Agreements (Bonn)	<a href="#">Meeting Agenda</a>
14-15/03/2007	Plenary Session at the European Economic and Social Committee (Brussels)	
16/03/2007	Euro-Mediterranean Partnership Labour and Social Affairs (Berlin)	<a href="#">Meeting Agenda</a>
22-23/03/2007	Transport, Telecommunications and Energy Council (Brussels)	<a href="#">Council Agenda</a>
24-25/03/2007	Informal Meeting of the Heads of State and Government (Berlin)	<a href="#">Meeting Agenda</a>
26/03/2007	Eurogroup (Brussels)	<a href="#">Meeting Agenda</a>
27/03/2007	ECOFIN Council (Brussels)	<a href="#">Council Agenda</a>
28-29/03/2007	'Mini-plenary' Session at the European Parliament (Brussels)	<a href="#">Plenary Session Agenda</a>
30-31/03/2007	Informal Meeting of Foreign Affairs Ministers (Bremen)	<a href="#">Meeting Agenda</a>
19-20/04/2007	Informal Meeting of Health Ministers (Aachen)	<a href="#">Meeting Agenda</a>
19-20/04/2007	Justice and Home Affairs Council (Luxembourg)	<a href="#">Council Agenda</a>
20-21/04/2007	Informal Meeting of Ministers for Economics and Finance (Berlin)	<a href="#">Meeting Agenda</a>
23-24/04/2007	General Affairs and External Relations Council (Luxembourg)	<a href="#">Council Agenda</a>
23/04/2007	EU Troika – Russian Federation (Luxembourg)	<a href="#">Meeting Agenda</a>
23-26/04/2007	Plenary Session at the European Parliament (Strasbourg)	<a href="#">Plenary Session Agenda</a>
25-26/04/2007	Plenary Session at the European Economic and Social Committee (Brussels)	
26-28/04/2007	Informal Meeting of Ministers for Competitiveness (Würzburg)	<a href="#">Meeting Agenda</a>
30/04/2007	EU – United States of America Summit (Washington D.C.)	<a href="#">Meeting Agenda</a>

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## **ETUC Agenda**

### **March - April 2007**

- 06/03/2007 Conference 'What Energy policy for the EU?'  
(Brussels) [Conference Programme](#)
- 14/03/2007 Meeting of the Employees Group of the  
European Economic and Social Committee  
(Brussels)
- 17-18/03/2007 GSEE Congress (Athens)
- 19/03/2007 Pan-European regional Council Foundation  
(Rome)
- 20/03/2007 ETUC Steering Committee (Rome)
- 20-21/03/2007 ETUC Executive Committee (Rome)
- 25/04/2007 Meeting of the Employees Group of the  
European Economic and Social Committee  
(Brussels)

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## Communications



### **ETUC organises Conference to put gender mainstreaming at the heart of trade union policies - 05-06/03/2007**

The ETUC organised a [Conference in Berlin](#) to discuss and share best practices on the implementation of gender mainstreaming in the European trade union movement.

[Gender mainstreaming](#) is recognised as a fundamental tool to fight discrimination: it is based on the integration of the gender perspective into every stage of policy processes - design, implementation, monitoring and evaluation - with a view to promoting equality between women and men.

Trade union officers, representatives of the EU institutions and independent experts illustrated experiences and measures tailored to its development in different trade union policies.

The results of an ETUC survey on women in trade unions in Europe were also presented. It showed that the average proportion of female membership in unions is about 42%. Nevertheless, the number of women in trade unions' decision-making bodies and positions is still unbalanced (i.e. only 10% of general secretaries are female and women are, in general, under-represented in the different statutory committees). The recommendations formulated will be used by the ETUC to further define its strategy on gender equality, to be presented to the Congress in Seville.



### **Trade Union Training: the CSC meets the ETUC - 26/03/2007**

The Confederation of Christian Trade Unions (CSC – Belgium) organised a training day about Europe and European trade unionism for its representatives.

The purpose of this initiative was to enable the trade union representatives to acquire practical knowledge of how Social Europe is developing, and the role of the European trade union movement in this process. The ETUC welcomes this event, and invites other member organisations to undertake similar initiatives.

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## LAUNCH OF THE WEBSITE DEDICATED TO THE CONGRESS

The ETUC has launched a new website, dedicated specifically to the **11<sup>th</sup> Statutory Congress that will take place in Seville (Spain) from 21 to 24 May: <http://sevilla.etuc.org/>**. This site will be active primarily during the Congress. It will publish speeches, press releases, summaries of debates, photos and videos, and host a live audiovisual broadcast from the Congress venue.

**ON THE OFFENSIVE**  
For: Social Europe Solidarity

Home page > Welcome

Welcome to the site of the European Trade Union Confederation's 2007 Congress.

The next ETUC Congress will be held in Seville from **21 to 24 May 2007**.

The ETUC Congress is convened every four years and is the organisation's supreme authority. It determines the confederation's general policy. The Congress is composed of delegates from the ETUC affiliated organisations. The entire European trade union movement comes together for this event.

At this year's Congress, the ETUC will go on the offensive for a more social Europe, more solidarity and more sustainable development, the prerequisites for strengthening the European Social Model.

In addition to the main European trade union leaders, numerous distinguished personalities will be present, including José Luis Rodríguez Zapatero, President of the Spanish government; Franz Müntefering, Germany's Deputy Chancellor; and leaders of the European institutions.

This site will be active primarily during the Congress. It will publish the speeches, press releases, summaries of debates, photos and videos, and host a live audiovisual broadcast from the Congress venue.

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## Interview

### Interview with Walter Cerfeda, ETUC Confederal Secretary

The responsibilities of Walter Cerfeda, who was elected as Confederal Secretary of the ETUC at the Congress in Prague in May 2003, include the coordination of collective bargaining, European Works Councils (EWC) and Corporate Social Responsibility (CSR).



#### **1. Restructuring and relocation operations are common in the current European industrial situation. What can be done, and what is the ETUC proposing in this area?**

**Walter Cerfeda:** The current context is characterised by the transnational mobility of companies. This irreversible process is connected to two inter-related phenomena: the extensive expansion in world trade, and the high degree of capital financialisation of the world economy. You only need to look at the 1000 most important companies in Europe. In 2000, the controlling core of 54% of these companies was of industrial origin, whereas today, 83% of them are held by financial funds, pension funds, banks and insurance companies.

These figures clearly show that the financialisation of the economy has picked up speed in recent years. This development forces companies to seek returns in increasingly short time spans, so as to meet the expectations of the stock and financial markets. They are, therefore, constantly trying to find better conditions outside EU borders, through relocations, mergers and takeovers.

The trade union movement must prevent this process causing division and competition between the workers and trade unions of the various countries affected by corporate mobility.

The second major consequence of transnational corporate mobility is the lack of job security on the labour market. In their search for increasingly favourable markets, multinationals are trying to reduce labour costs per unit produced, at the expense of job security and the rights of workers.

A comparison between 2000 and today, in the Europe of 25, shows that the number of workers with fixed-term or part-time contracts, or virtually self-employed, has risen from 66 to 99 million. To these must be added the 20 million unemployed, without counting the unknown number of clandestine workers.

Faced with this situation, we run up against a serious contradiction as a trade union movement, because although companies know no borders, collective bargaining remains imprisoned at national level, so trade unions are reduced to managing the social consequences of corporate mobility.

At the upcoming ETUC Congress, on 21-24 May 2007, we shall table proposals to establish a transnational European negotiating framework capable of managing and controlling the transnational mobility of companies.

#### **2. Have we witnessed an advance in collective bargaining at European level?**

**Walter Cerfeda:** That is precisely the contradiction that I have mentioned.

The challenge is to make progress in resisting the fierce competition between the companies through the principle of cooperation between workers and trade unions. This is the only way to establish a system capable of standing up to the divide-and-rule impact of such competition, which leads to the enforcement of social dumping.

Some elements are already in place. At European level, around 100 agreements have now been signed in multinationals. The contents of these agreements vary, but they confirm a perceptible trend in terms of both quantity (the number of such agreements has gone up

substantially in the last three years), and quality, i.e. their content. Such agreements tend in fact to concentrate more and more on the restructuring process, working time and career plans.

The problem is that these agreements were concluded outside of a regulatory frame of reference and were signed by a diverse range of authorities. Sometimes, the signatories were limited to European Works Councils (EWCs) or the national trade unions involved in the EWCs; in other cases, the process was managed by the European sectoral federations, as in the metalworking sector, for instance.

These federations, together with the trade unions involved and the EWCs, represent the transnational negotiating team.

These first important agreements have delineated a model of reference that we wish to formalise and expand at the Congress. Two European sectoral federations – the European Metalworkers' Federation (EMF) and the European Trade Union Federation – Textiles, Clothing and Leather (ETUF-TCL) have already established transnational negotiating procedures that can be used as a point of reference for other sectors.

The ETUC is endeavouring to provide a general frame of reference for the work of sectoral federations, so as to establish this procedural framework on a Europe-wide scale.

### **3. Do we need new rules at European level?**

**Walter Cerfeda:** Let us be clear: we are laying the groundwork, but it must also have a legislative base.

We are demanding that the Commission confirm its intention, announced in its Social Agenda 2006-2010, to give legal force to the transnational negotiation process.

For the moment, these agreements have no recognition in law. In concrete terms, this means two things: first, once an agreement has been reached at the transnational level, it is necessary to conclude as many national agreements as there are countries involved, and thus to relaunch the negotiating process at national level with at times incomprehensible results. Secondly, because the agreement has no legal value, nothing happens if its terms are not adhered to. There is no procedure enabling us to take a case, through the various conciliation and arbitration systems, as far as the European Court of Justice.

We are therefore calling on the Commission to support the procedures that the sectoral federations and ETUC are trying to establish, by providing the option for such agreements to acquire a legal status - but if and only if the social partners request it.

### **4. Against this background, what is the role of European Works Councils? How can European workers play an active role in companies that are increasingly more transnational?**

**Walter Cerfeda:** The European Works Councils (EWCs) play an extraordinary role in that they are the only trade union unit already established at transnational level.

There are already a significant number of EWCs in existence: we have some 800 EWCs established in Europe within the 2000 or so relevant companies. Above all, we have 11,000 workers represented on these EWCs.

The drawback to this situation is that the directive establishing the EWCs (1994) is now dated, as it was formulated prior to the explosion in corporate mobility. Furthermore, that directive was adopted within a more homogeneous Europe (the Europe of 15) and not a Europe with 27 members.

Therefore the revision of the directive, which we have long been calling for, is now indispensable. This revision would give EWCs more appropriate and more efficient instruments for managing the transnational mobility of companies, in particular by bolstering the procedures for informing and consulting workers. We insist that such information must be supplied in good time, and EWCs must have an influence on companies' strategic decision-making.

In a context of transnational corporate mobility, the EWCs stand sentry, as it were, because they are the first to be informed and can let trade unions know about the launch of a restructuring process, thereby alerting the trade union team that will have to negotiate and manage such a process.

## **5. What is the ETUC's position in the ongoing debate at European level about Corporate Social Responsibility (CSR)?**

**Walter Cerfeda:** This is a fundamental issue.

We are often faced with companies that show no sense of social responsibility, engage in social dumping, and show contempt for rules and regulations.

The opportunity to have precise ethical points of reference defining a socially responsible attitude for companies is a good thing, and we are fully committed to it.

However one key point has remained open until now, and must be clarified rapidly with the Commission and with BusinessEurope. We need companies in Europe that opt voluntarily to take a socially responsible attitude. But once a company has voluntarily chosen to draw inspiration from CSR, we insist that this voluntary approach must not be limited to a unilateral vision.

We are convinced that there are certain European principles that must provide a frame of reference for companies to comply with, if their socially responsible attitude is to be acknowledged.

We have proposed four concrete criteria in this respect:

1- When a company opts for social responsibility, it must submit to the parties concerned (trade unions, environmental NGOs and consumer protection associations) an annual ethical report, preceded by consultation and completed by a follow-up phase, to verify that it has adhered to the commitments it has made.

2- Europe must take a step forward concerning the rules already in place at world level, i.e. to certify the traceability of all products, and not only the final product. For indeed, CSR often breaks down in the supply and outsourcing chain.

3- The Commission should better define the criteria applied by accredited agencies to certify CSR. The certification market has been privatised, so a lack of transparency in this sector must be avoided. This can be achieved by measures to define and monitor the criteria that all certification agencies have to comply with.

4- We have asked the Commission to encourage this process by creating a sort of social responsibility cultural centre to provide training for managers, and information for stakeholders. The aim is to expand the culture of social responsibility and to create a generation that is more sensitive to this issue, through spreading good practice and condemning bad practice.

The Commission has not reached consensus on these proposals yet, but we remain fully committed on this point and will push until we get results.

Editorial team

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