



BETTER ORGANISE PROFESSIONALS & MANAGERS



NEGOTIATING NEW RIGHTS IN A NEW WORLD OF WORK

- › Digitalization, new practices and working devices are opportunities but also a risk to mental health.
- › A better work and life balance is a necessity and an aspiration of new and young generations.
- › To answer to these challenges, CFDT in IT sector, signed a collective agreement giving the right to disconnect. This agreement puts limits to permanent availability and contributes to preserve workers health.

ENHANCING THE PROTECTION OF WHISTLE-BLOWERS

- › In an increasingly complex world, managers face professional dilemma and are often witness of wrongdoing in the workplaces.
- › Protecting whistle blowers rights as a condition of decent job for P&M has to be a union fight in UNI Europa.

In an enlarged Europe, high skilled and educated workers are rapidly increasing, they are more and more faced with unemployment and precarious work, as freelancers and self employed. They need trade unions to secure their rights to decent working conditions. With UNI Europa we must promote a targeted strategy for organizing members in PMs and put in place the resources which favour their recognition, organization and recruitment.

OUR
VALUES

SOLIDARITY EMANCIPATION independence
autonomy DEMOCRACY



FRENCH DEMOCRATIC LABOUR CONFEDERATION

1. CFDT is the first union in France with **888 601 members**. 53% of our members are men and 47% of them are women.

2. **CFDT is the second largest union in professional elections.**

3. CFDT is the Union where **members have fully rights**: right to be listened to, to be respected, to be fully informed, to participate and to get individual defense, if needed.

4. **CFDT, is independent from political parties.** CFDT first objective is to obtain new rights for employees, and fight against inequalities. For example, CFDT obtained right to have anticipated retirement at 60 for workers having had a long career.

5. CFDT focus on **finding solutions** through social dialog but have no hesitation to be mobilized against unjust and unfounded measures.

6. CFDT never stop **denouncing dictatorial regimes** wherever they are and help unionists to establish democracy as it was done in Poland in the 80es.

7. CFDT is a **non religious union** with great respect to all religious or philosophic convictions when they do not lead to hatred, racism and exclusion.

8. CFDT knows that **world is changing very fast** and unions need to adapt in order to tackle work market, new workers needs and job insecurity.

9. CFDT is **member of the European Trade Union Confederation** and supports a social UE policy, which creates new jobs, maintain social protection, advanced skills and qualifications.

10. CFDT is **affiliate to International Union Confederation** where she plays solidarity with all unions all over the world.



CFDT ACTIONS IN FRANCE: IMPROVING WORKERS LIFE WITH NEW RIGHTS

CFDT signs agreements and obtains new rights to secure workers all along their career.

Part-Time

We negotiate a legal framework for part-time job: not less 24h of work per week are guaranteed.

Healthcare rights

We negotiate to extend healthcare insurance: right to access to collective regime of healthcare to all workers, no matter the size of the company they work in.

RESULTS

More than one millions of part time employees are now covered by this legal framework in France.

- › Right to have decent wages.
- › Right to have access to healthcare coverage.
- › Entitle to daily sickness benefit.
- › Accrue pension entitlement.
- › Easier access to 2 part-time jobs, by using better time limits, getting more flexibility to organize free time work.

"Before we had to work under contract of 8, 10 or 20 hours per week. With the new agreement signed by CFDT, we have 25 hours minimum and overtime is paid of plus 25% from the first hour."

Sandra.
Furniture store employee



"Collective Healthcare Agreement allowed me, as a woman raising children on my own, to achieve substantial savings. This agreement benefits to many colleagues in the same situation."

Patricia.
Computer scientist



OUR COMMITMENT FOR EUROPE

CFDT IS CONVINCED THAT, OUR OWN AND DIFFERING STORIES DO NOT PREVENT OUR COMMON FUTURE AND AMBITIONS. UNIONS MUST ACT ON AN AMBITIOUS POLICY OF EUROPEAN INVESTMENTS AND A SOCIAL PACT LEADING TO A DEVELOPMENT BASED ON HIGH-QUALITY JOBS.



CFDT Action in European Trade union movement

CFDT professional sectors are involved in numerous professional social dialogue committees. CFDT is also highly involved in European Work Councils and contributes to their creation and implementation.

CFDT Investment within UNI EUROPA firstly aims to:

- › Build social minimum standards, lowering social competition between states and reduce inequalities, poverty and insecurity.
- › Propose initiatives to mobilize workers, at national and European level.
- › Promote democratic and economic governance associating social partners.
- › Establish fiscal harmonization, fighting against tax evasion.

