

## REPORT

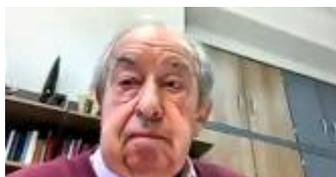
### XIVth Eurofedop Congress

04.05.2021

#### *Video Conference*

#### Opening and greeting speeches

##### **- Fritz Neugebauer, President of Eurofedop**



The President of Eurofedop opens the Congress, underlining that the aim of this Congress is to elect the persons that will be responsible for performing the different functions of Eurofedop during the following statutory period.

Each organisation is present with one member entitled to vote.

##### **- Bert Van Caelenberg, Secretary General of Eurofedop**



After briefly referring to the successful activities of Eurofedop in the past statutory period, the secretary general of Eurofedop refers to the demanding period of the corona crisis during the last 15 months, which have finally resulted in the organisation of this Congress online. New technologies have become essential for assuring the continuity of public services and our organisation, but we should not forget the importance of having contacts with each other, in-person, face-to-face. The secretary general ends his speech by thanking the member organisations for showing responsibility by their attendance at this online Congress.

#### Opening of the work session

One minute silence in memory of the colleagues deceased,

#### Approval of the agenda

After the observance of one minute in silence in memory of the colleagues deceased, the agenda is adopted as proposed.

#### Report of the President

Eurofedop, which celebrates this year its 55 years' existence, finds the foundation for its working in the Christian-Social ideology and is composed of trade unions that defend the interests of civil servants in European countries. We represent our members at European Union institutions and cooperate with various organisations at international level such as the ETUC and CESI and can rely on EZA for the organisation of European seminars. We also cooperate with universities (HIVA in Belgium, university in Vienna) and have good relations with Eurofound, EIPA, EU-OSHA and the EPP. Our newly elected President, Norbert Schnedl, regularly sets up conferences on cooperation between European trade unions and a special focus of our organisation is to establish contacts with trade unions from the Western Balkans.



### Activities' Report of Eurofedop

#### **Bert Van Caelenberg, Secretary General of Eurofedop**



The secretary general refers to the documentation already received by the member organisations on activities that have been organised during the last five years and puts special emphasis on some of those activities that have been organised, with the help of member organisations, from one to the other year.

In 2016, there was the Congress in Vienna with the celebration of 50 years Eurofedop and a seminar on security issues that took place in Tallinn in Estonia.

The European pillar of social rights was the subject of a seminar in 2017 in Ghent, Belgium and a seminar on capacity building for social dialogue in the health sector took place the same year in Vienna, Austria.

Capacity building for social dialogue in the public administration sector was the subject of a seminar in Vienna in 2018. During the same year, capacity building for social dialogue in the post and telecom sector was the subject of a seminar on the same location and a three days' seminar on the migration and refugees question took place in Bucharest, Romania. A meeting between member organisations from the Western Balkans and the European Commissioner, Johannes Hahn, was set up in Vienna.

In 2019, seminars took place on brain drain in the healthcare sector, in Podgorica, Montenegro, on Post and Telecom issues in Bar, Montenegro, on health and safety at work, in Bratislava, Slovakia, and on employment and public sector reforms in the Western Balkans, in Belgrade, Serbia.

Last year, Eurofedop held a webinar on the impact of the corona crisis on working life in the public sector, centrally organised from Vienna, Austria, and a hybrid seminar on public reform – a constant reality and challenge for candidate countries, centrally organised from Podgorica, Montenegro.

Finally, in February of this year, webinars were organised on the future of the Police and on tackling multiple challenges for healthcare workers, centrally organised from Vienna, Austria.

## **Financial Report**

### **Wilhelm Gloss, Treasurer of Eurofedop**



The Treasurer will lay down his function at this Congress and thanks everyone for the excellent cooperation in the course of the last 20 years. His aim has always been to achieve a solid balance between income and expenditure and work on the basis of a balanced budget.

He is pleased with the member organisations' readiness to pay the membership fee, which has been at a rate of 91%. This allows to keep the membership fee at the present level.

A second source of income has been the repeated support offered by the GÖD/FCG from Austria, among others by making available the infrastructure of the Fischerstiege in Vienna for the organisation of meetings of Eurofedop.

Support for the organisation of projects has also been received from the European Commission through EZA and the Treasurer thanks especially the secretary general in this respect, who knows excellently how to get support for the benefit of Eurofedop.

The expenses, that can be divided into three categories: personnel costs, business costs and travelling and staying expenses, have always been in agreement with the planned budget. The reduction in expenses as a result of the pandemic will be used for financing work in the future.

The Treasurer ends his speech by thanking once more the secretary general as well as the auditors for the perfect way in which the audit sessions have always taken place.

## **Report of the Auditors**

### **Alžbeta Broszová, Auditor**



The Auditor thanks the Treasurer and the Secretary General for preparing the necessary documents that have made it possible to achieve each year the financial control. The economic performance has been positive each year. Also through the pandemic, it has become clear that the creation of the liaison office in Vienna has been a good investment. The support from EZA was important for the organisation of projects. No mistakes nor irregularities have been found in the books of Eurofedop throughout the years and the Auditor thanks all who have contributed to this result.

## **Voting on the Reports**



Alain Mazeau wishes to thank the Treasurer, Willy Gloss, for the fantastic, extremely professional work achieved throughout the years.

Debate about CESI cooperation and collaboration.

VOTING ON THE REPORTS: the activities' report, financial report and auditors' reports are accepted.

## Perspectives from 2021 to 2026

**Bert Van Caelenberg, Secretary General of Eurofedop**  
**Desislava Fatahi, event manager of Eurofedop**  
**Judith Hamburg-Madani, policy adviser of Eurofedop**

### Digitalization

- **Desislava Fatahi**  
Event Manager  
EUROFEDOP



Desislava Fatahi underlines that Eurofedop's website needs to be modernised, so that a better interaction with the member organisations can be achieved. Moreover, the sending of a newsletter once a month could be envisaged and the need for working quickly could be achieved by making it possible to meet each other online.

### Substantive preparation of European themes.

- **Judith Hamburg-Madani**  
Policy Adviser  
EUROFEDOP



Judith Hamburg-Madani gives a description of the items that Eurofedop could concentrate on in the coming period, in collaboration with EZA and the European Commission. Health policy is one of them. Others are

the implementation of the European pillar of social rights, the digital transformation and the effects of the corona pandemic. And there is the conference on the future of Europe that has recently been launched online, in all EU languages, and to which everyone can contribute. This could be an opportunity for Eurofedop to make itself better known.

Secretary general Bert Van Caelenberg underlines that it is our wish to modernise, but we should also not forget the human aspect in the contact with our members. We should ask ourselves if we are communicating in the right way and if we are sufficiently listening to our members. Without the personal contacts, it will not work. Moreover, we should not lose out of sight our identity, go back to the essentials, the reasons why it all started from the beginning. To find these answers, it has been decided to set up a working group and submit the results of this to the Congress that will take place next year.

One more question is asked from the floor about the composition of the working group. This item will be part of the Executive Committee meeting that will take place later this month.

### **Modifications to the Statutes**



A short summary of the proposed changes and a copy of the new Statutes have already been sent to the member organisations with the Congress e-mail.

Hans Freiler and Desislava Fatahi have reworked the Statutes. Hans Freiler gives some explanations. References to Infedop have been deleted (apart from the first article about the creation of Eurofedop as member of Infedop). The possibility of cooperation with other democratically organised trade unions has been included in the Statutes. Functions are mentioned with their female and male nomination. The Daily Management Board will decide about the affiliation and exclusion of member organisations. The Executive Committee will decide about the appointment of the secretary general on proposal of the

Daily Management Board. The Treasurer's function will be limited to financial affairs. Consultative bodies can be created.

Questions are asked from the floor. A first question concerns the appointment of the secretary general. When the Statutes are changed today, it will no longer be the Congress that decides over this issue, but the Executive Committee (by simple majority) on proposal of the Daily Management Board. So, greater flexibility will be created in this respect. The Executive Committee decides.

Another question concerns the appointment of a special representative. What is meant by this? It is explained that we can ask persons with special expertise to help and represent us in certain areas.

One more remark is made about the importance of maintaining Eurofedop's independence. This item will be discussed by the Executive Committee later this month. When a modification of the Statutes would be required, this can be done at the Congress next year.

The modifications to the Statutes are herewith adopted as proposed.

### **Announcement of the election results for the President, the Treasurer, the Auditors and the Members of the Executive Committee**

In order to deal with this issue, the secretary general explains that the help of a notary's office has been requested.

32 votes have been cast by the member organisations. The results to question 1 (election of Norbert Schnedl as the President), question 2 (election of Otto Aiglsperger as the Treasurer) and question 4 (election of Mark Keane as Auditor) have been YES by 32 votes. The results to question 3 (election of Alžbeta Broszová as Auditor) have been YES by 31 votes and one NO.

Consequently, the functions for the next statutory period will be assumed as follows:

			
<p>The President <b>Norbert Schnedl</b> (GÖD/FCG, Austria)</p>	<p>The Treasurer <b>Otto Aiglsperger</b> (GÖD/FCG, Austria)</p>	<p>The Auditor <b>Alžbeta Broszová</b> (SLOVES, Slovakia)</p>	<p>The Auditor <b>Mark Keane</b> (PDFORRA, Ireland)</p>

Fritz Neugebauer congratulates all who have been elected and thanks all for the support he could receive over the years. He wishes good luck to the organisation.

### **Speech by the elected President**



The newly elected President, Norbert Schnedl, thanks Fritz Neugebauer for the excellent work he has done over the years. On behalf of the Daily Management Board, he asks the agreement from the floor about entrusting Fritz Neugebauer with the function of expert for the Western Balkans. This proposal is adopted.

The pandemic has made it clear that public services continued functioning well and are playing an essential role in overcoming the crisis.

We want to reinforce the position of Eurofedop at European level. Europe is the continent where social dialogue has been invented.

The European pillar of social rights is the concept we have to support. The Trade Councils are an essential part in our working. The working of Eurofedop will be subject to further discussion, followed by a decision-making at the Congress next year in spring.

As regards the function of secretary general, this subject will be dealt with by the Executive Committee, as soon as the secretary general declares to wish to lay down his function.

### **Installation of the Executive Committee**

Bert Van Caelenberg reads out the names of the candidates that the member organisations have introduced as their representative to take part in the Executive Committee.

No objections are made to these candidates. As a consequence, as from today, this will be the new Executive Committee. The names will be published when the Executive Committee will meet later this month.

### **Conclusions**

Holding of an extraordinary Congress in Vienna, planned date: spring 2022

Norbert Schnedl indicates once more that all questions arising will be dealt with at the Executive Committee later this month.

Moreover, he asks for the members' approval about holding an extraordinary Congress next year in spring. This proposal is adopted.

Eurofedop is an organisation that works well and with the words of looking forward to continuing this work in the future.

The president closes the congress.

