



UNION SYNDICALE FEDERALE
des Services publics européens et internationaux
Avenue des Gaulois, 36 - B -1040 Bruxelles
Tél. : (32.2)733.98.00 - Fax : (32.2)733.05.33 - e-mail : usf@unionsyndicale.eu
www.unionsyndicale.eu

CONGRES DE DUBROVNIK - 1 au 3 mai 2015

RESOLUTION CONCERNING HARASSMENT AND PSYCHO-SOCIAL RISKS (INCLUDING BURN-OUT) AT THE WORKPLACE

Whereas :

- Article two of the European Social Charter states that "All workers have the right to just conditions at work." ;
- *“Ensuring a safe and healthy work environment for over 217 million workers in the EU is a strategic goal for the European Commission, working closely with Member States, social partners, and the other EU institutions and bodies.”* (Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on an EU Strategic Framework on Health and Safety at Work 2014-2020 <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM:2014:332:FIN>) ;
- Member States are assigning more and more tasks to international organisations, European Union institutions, organs and assimilated bodies, while at the same time reducing staff numbers, thus threatening the dignity and well-being of all staff ;
- More and more staff on short- and fixed-term contracts are required to perform permanent tasks, thus increasing work-related pressure ;
- Staff with precarious contracts and staff representatives are at particular risk of being subjected to moral and sexual harassment ;
- Although all forms of moral and sexual harassment are explicitly condemned, precarious employment may turn this condemnation of harassment meaningless compared to the fear of losing one's job ;
- We are faced with different situations in the various international organisations, European Union institutions, agencies and assimilated bodies, as well as with the lack of a coherent approach concerning dealing with harassment complaints ;
- The European Agency for safety and health at work has published its “Expert forecast on emerging psychosocial risks related to occupational safety and health” (<https://osha.europa.eu/en/publications/reports/7807118>) ;

- The European Civil Service Tribunal has condemned the European Parliament in two cases of professional harassment involving parliamentary assistants (cases F-129/12 and F-26/14), with compensation payments of EUR50,000 and 45,000 respectively ...

Given that prevention is much better than lengthy and costly legal battles and high compensation payments, **the Dubrovnik Congress hereby undertakes to :**

- Raise awareness of the fact that Union Syndicale has zero tolerance concerning harassment and bullying at the workplace ;
- Take all necessary steps to combat increased psycho-social risks at the workplace, including burn-out ;
- Mandate the federal committee to set up a working group to draft a set of rules, inspired by the most progressive legislation on the subject, on how to deal with bullying and harassment complaints. Our member organisations will use these rules to negotiate with their administrations, with a view to putting in place legally binding internal rules, in order to ensure fair treatment of all complaints ;
- Use all means at its disposal to promote the implementation of this set of rules ;
- Request from administrations to :
 - Generalize the function of "harassment advisors" and mediators ;
 - Provide training to both of the above, as well as anyone called upon to occupy oneself with such matters ;
 - Create joint committees consisting of trained and experienced people to deal with such complaints.

Union Syndicale will defend with utmost determination all staff working in international organisations, European institutions, delegations, agencies and assimilated bodies confronted with harassment and bullying at the workplace.

Particular attention will be given to :

- a) staff members working in smaller entities, such as agencies, delegations and assimilated bodies, and
- b) accredited parliamentary assistants and all other staff on short- and fixed-term contracts.

To that effect, US will make use of all means at its disposal, such as financial solidarity, extensive legal assistance and any use of publicity necessary in order to protect staff concerned against moral and sexual harassment and psycho-social risks (such as burn-out).