

**9th EPSU Congress  
20 to 23 May 2014, Toulouse, France**

**Affiliates' Draft Resolutions  
Many do More – Organising and Recruiting  
*Submitted by the Nordic affiliates***

|    |  | <b>Proposed amendments</b> |  |
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| 1. | Our aim and purpose as trade unions is to be strong in the workplace – and to get results for our members by using this strength. This applies to negotiations with employers at national and at local levels. It also matters in terms of our capacity to advance our members' concerns in relation to politics.  |                            |  |
| 2. | Our strength is in our membership, and in the number of members we manage to organise. Everyone who can join the union should be asked to do so. Recruiting new members is the finest, most important duty of all elected union officers. Growing the membership is the basis for advancing our members' demands successfully, for increasing wages and improving working conditions, and our influence in politics. To obtain good collective agreements and employment conditions it is essential to have many union members. This applies equally to small and large workplaces, in the public and in the private sector. |                            |  |
| 3. | A strong EPSU requires strong national unions, which are in turn necessary for us to influence European policies, to change and shape improvements for our members and for the citizens of Europe.   |                            |  |
| 4. | We want EPSU to be heard and for EPSU's voice to be taken seriously. We are facing large challenges in Europe. EPSU must be strengthened if we are to  |                            |  |

|           |   | <b>Proposed amendments</b> |  |
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|           | <p>provide credible answers and influence politics at the EU level and produce changes that benefit our members. This can be accomplished by having more unions joining the federation, but will principally be achieved by the current affiliated unions increasing their own membership and becoming stronger at the national level.</p>  |                            |  |
| <p>5.</p> | <p>We have a difficult, but important job to organise workers in an increasingly fragmented labour market, in which the terms of employment become increasingly varied and insecure. There is a diversity of employers and suppliers of welfare services in the labour market, both public and private. As EPSU affiliates we defend the workers' interests in the public, the voluntary as well as the private sectors. We must turn weakness into strength!</p>       |                            |  |
| <p>6.</p> | <p>An increasingly multicultural society also makes demands of us to stand up for the equal value and rights of all, at a time when migrant workers are becoming the real underclass of our time. Europe is increasingly characterised by xenophobic parties and tendencies. In order to be able to defend our members and prevent competition based on underbidding and social dumping we need strong unions and high union density to secure members' conditions.</p> |                            |  |
| <p>7.</p> | <p>There are obviously many reasons for not joining a union. It is easy to blame reasons external to ourselves in terms of the development of society or politics. But there are far more reasons dependent on ourselves in the unions. We are not visible in the workplaces, people don't know us, we are associated with the past, we have a poor image, and</p>  |                            |  |

|     |   | <b>Proposed amendments</b> |  |
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|     | people see no benefit in joining the union.   |                            |  |
| 8.  | It is our responsibility to ensure that more people join unions. We can do some things to make this happen – by making ourselves attractive, showing the benefits of joining, persuading and showing people that they can influence their own wages, working conditions and careers through their union membership. |                            |  |
| 9.  | However, this assumes that we dare transform ourselves, that we dare change and develop our organisations, our policies and approaches. This is not an easy task; it demands a great deal of effort, but is necessary to create modern trade unions.  |                            |  |
| 10. | Through their membership each union member signs up to the basis of the trade union – never ever to work at a lower salary or poorer conditions than those we have agreed on in the union. If unions are to survive one of the conditions is that as many people as possible must join the union.                   |                            |  |
| 11. | EPSU's finances and resources are closely linked to the issue of recruitment. Securing EPSU's future finances and ability to play its role in Europe and get results from the social dialogue is dependent on the whole of the trade union movement growing stronger, by more people joining the unions.            |                            |  |
|     | <b>Activities</b>   |                            |  |
| 12. | Recruiting and organising must be mainstreamed in all EPSU activities and discussions. Recruiting and organising must be at the top of EPSU's agenda. This is an entirely new approach to recruitment, to the relation between organising and the unions' influence and to developing a recruiting organisation.    |                            |  |

|            |  | <b>Proposed amendments</b> |  |
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|            | <p>We have much to learn from each other in this area, and EPSU can play a pivotal role in the necessary exchange of information.</p>  |                            |  |
| <p>13.</p> | <p>Ongoing networking in which successful unions demonstrate and discuss how they work to increase total numbers and representativity. We need to publicise good practice on how to recruit "live" in the workplace, and how to recruit members digitally. We should talk less, and do more. We need to find facts about the scope of EPSU's potential and the potential in each individual country to highlight how large they really could be.</p> |                            |  |
| <p>14.</p> | <p>Together with PSI develop a common recruitment strategy which not only focuses on increasing the total number of affiliates, but also aims at individual affiliated unions recruiting more members and turning into expanding trade unions.</p>   |                            |  |