



CMKOS Programme for 2010-2014

Draft

CMKOS

Motto:

CMKOS is the guarantee of your employment rights

C - Members (členové) strive for decent work

M – Equitable wages (mzdy) and salaries

K – Collective agreements (kolektivní smlouvy) provide more security

O – Employees' protection (ochrana) is common concern

S – Solidarity is the basis of ensuring your rights

PREAMBLE

The Czech-Moravian Confederation of Trade Unions¹ is the biggest independent trade union association in the Czech Republic. By means of this programme, which is directed at defending the workers' interests, CMKOS wants to approach its members, and at the same time the whole employee community, the central government and other institutions while demanding that the costs incurred with measures to deal with the present crisis must be equitably distributed and that the burden should not be placed solely on employees. This is particularly important during a period, which is characterised by measures dealing with the global financial and economic crisis and with its heavy impact on the Czech economy. The crisis caused restriction of output and overall decrease of economic performance, putting pressure on wage levels and working conditions including working time. It also provoked attempts aimed at reducing social security standards and restricting workers' and workers organisations' rights.

The CMKOS programme is a follow-up of a long-term strategic concept of a modern trade union centre and is based on a strong position acquired by CMKOS and on its role of protecting and defending the rights of both employees and the citizens at large. CMKOS wants to strengthen still further its role as an influential and operational representative of the Czech unions and a recognised member of international trade union organisations. In its struggle against attempts to transfer the impact of the crisis on employees CMKOS will need to use, more than ever before, all its tools, influence and pressure including demonstrations and strikes. At the same time, it will combat the dangers related to possible misuse of trade union action by extreme non-democratic movements and parties.

CMKOS and its affiliated unions strive for achieving the overriding common goal, namely to safeguard decent working conditions for both its members and employees in general during a period when the Czech Republic will have to cope with the implications of the misled and long-term enforcement of neoliberal policies and will also have to deal with competitive pressures on the domestic labour market and with pressures on social systems caused by the globalising economy.

CMKOS will use all its disposable options, legal means and rights to provide effective protection to working people, in their various positions as trade unionists, employees, parents, insured persons, consumers, small entrepreneurs or pensioners. Therefore, it will insist that the EU Charter of Fundamental Rights remains a permanent component of the Czech legal system.

CMKOS will concentrate on creation of conditions enabling to reduce unemployment and will support preservation of existing and creation of new jobs. It will consistently promote safeguards against discrimination in employment and insist on ensuring equitable and equal economic and social conditions for workers, irrespective of whether they are economically active, fulfil their parental roles, during the periods of loss of job or adverse social situations, as well as during their retirement.

CMKOS will support further development and strengthening of public social protection systems. It will use its membership in the tripartite Council for Economic and Social Agreement² for defending full operation of these systems and their financial viability. These systems must guarantee a decent social protection of employees in conditions of changing

¹ Hereafter „CMKOS“

² Hereafter „RHSD“

family patterns and population ageing and, at the same time, they should be conducive to promoting employment.

In all areas of its activities CMKOS will consistently promote the principle of equal opportunities and oppose any symptoms of racism and xenophobia and any forms of discrimination, in particular discrimination based on sex, age, ethnic origin, political opinion, trade union membership, or membership in political parties. CMKOS stands firmly in favour of combating all forms of racial, ethnical, religious, and other intolerance and violence related thereto.

CMKOS will actively advance the principle of equal opportunities of women and men concerning the creation, implementation and evaluation of individual activities, as well as concerning the preparation of new legal standards, with the view of promoting gender equality in practice, in both the public and private lives, at workplaces and in the society as a whole.

CMKOS as active member of in the European and international trade unions will strive in these areas for achieving a situation where social rights and social protection enjoy the same status as economic freedoms, both within the European Union and elsewhere. It will strive to prevent outcomes where purely economic interests and attempts to fully liberate the world trade would operate against the protection of decent work standards and against free exercising of human rights, including the right to organise. CMKOS will actively defend and protect employees' rights ensuing from collective agreements.

CMKOS considers that support of research, development and innovations is conducive to maintaining and enhancing the quality of life of Czech citizens. For this reason it will lend its support to effective use of all resources of working and intellectual potential of Czech women and men, including full use of natural resources, the cultural heritage and the geographic location of the country in the European continent.

CMKOS is convinced that strengthening of social dialogue, broader participation of social partners in strategic decision making within the Czech Republic and the European Union, as well as strengthening of civic activities, is an effective tool towards achieving a rapid economic recovery and a successful development of the society. For this reason it will promote advancement of solidarity, which is the key for maintaining social cohesion.

CMKOS and its affiliated unions are aware of the fact that social dialogue and collective agreements are the most powerful tools available to them. They will use these tools with a view of achieving a situation where present and former employees get a fair proportion of all created values within the society, as well as a fair proportion of company profits.

I

CMKOS and employees

1. Protection through labour legislation

CMKOS and its unions, in their capacity of workers' representatives, are fully aware of their historic responsibility for maintaining the already attained levels of employees' protection by means of statutory labour and social standards. They will assume an increased responsibility for the defence of these standards against all attempts to remove and/or restrict this protection under the pretext of a need to achieve more flexibility or to modernise social systems and to obtain competitive advantage.

CMKOS will support and defend such labour and social standards that are based on European legislation and, at the same time, will fully respect the principle of decent work and labour

and social standards, as adopted by the International Labour Organisation, as well as standards embodied in other international conventions by which the Czech Republic is bound.

CMKOS intends to cultivate further its participation in the creation of both European and international labour legislation, in particular through the cooperation within the European Trade Union Confederation, the Global Unions and the International Labour Organisation.

CMKOS will direct its efforts to achieving that labour standards contained particularly in the Labour Code provide sufficient legal protection to workers and ensure decent working conditions, especially fair wages and salaries, safe work, appropriate working time, paid leave, equal treatment, career advancement and reconciliation of the workers' working, private and family lives.

CMKOS will oppose adoption of acts which would enable to dismiss workers without reference to reasons stipulated in the Labour Code or would open a room for both direct and indirect discrimination against employees. It will consistently promote implementation of agreements concluded by European social partners, for example those concerning harassment of employees or exerting psychic pressure, physical violence or undue stress at the workplace.

CMKOS will use all its rights and options in order to defend trade union rights, including the right to collective bargaining and the right to conclude collective agreements on behalf of all employees. It will strongly oppose any attempts to restrict the scope of collective bargaining, the right to information and consultation and other trade union rights, including the right to strike.

CMKOS and its unions recognise and greatly appreciate activities of all trade unionists, who duly perform their various trade union functions, even under circumstances where this is connected with a real danger of losing their jobs. Therefore, CMKOS will use all available means in order to combat the discrimination of trade union officers, who defend justified interests of both members and other employees and negotiate for them more advantageous wages and working and social conditions by means of collective bargaining.

CMKOS will also use all legal means in order to make sure that company trade union organisations and their bodies have proper conditions for the performance of their activities, in conformity with the corresponding legal provisions.

CMKOS will try to prevent situations where employees are under pressure of their employers connected with possible loss of their jobs and tend to accept less advantageous working conditions, or circumvent labour and employment standards. In order to achieve this objective, in cooperation with all its unions, employers and employers' associations, local government bodies and the central government strive for promoting a broad social dialogue, in order to achieve that social dialogue at all levels becomes common practice and a normal part of the working life.

CMKOS will support further development of RHSD activities, as well as development of the bipartite social dialogue between member unions and employers' associations, which is a.o. an indispensable condition for due implementation of agreements concluded by European social partners and incorporation of these agreements into national legislation and practice. It is necessary to come to a situation where bipartite agreements and, particularly, higher and company level collective agreements play a more important and, indeed, a decisive role. This will ensure an effective collective protection of employees in labour relations. Therefore, CMKOS and its unions will continue their efforts to open the way to concluding broad based higher level collective agreements, including those covering the public sector.

CMKOS will insist on adoption of new legislation aimed at better enforcement of law, with special regard to justified rights of individual employees ensuing from their employment contracts, as well as collective rights, for example in the event of the employer's bankruptcy.

CMKOS will oppose all attempts to misuse the economic crisis and its ramifications, such as enterprise failures and collective redundancies, leading to increase of pressure on employees and forcing them to circumvent working time standards or to accept various unlawful "flexibility measures". Such issues should be dealt with within the process of collective bargaining, both in the private and public sectors, where employees' interests are duly protected.

CMKOS will oppose implementation of all flexibility forms of work organisation and working time, which do not respect basic occupational health and safety standards, decent work and social security standards, as well as those which might lead to unwarranted extension of working hours, lower earnings for the work performed or shorter rest times.

Therefore, CMKOS will seek for new legislation defining conditions for the implementation of flexible forms of work organisation and will insist that introduction of any flexibility measures becomes an integral part of collective bargaining. CMKOS will oppose introduction of indecent forms of flexible working arrangements which would reduce legal protection of employees and make it impossible to reconcile the employees' working and family lives.

In this respect CMKOS will closely monitor and actively influence the process of EU legislation, in particular the Working Time Directive, Posting Workers Directive and the Internal Market Services Directive in order to prevent such revisions of these directives, which might lead to deterioration of employment conditions.

2. Consultation in labour law issues and employees' representation

CMKOS will provide legal support and consultation in the agreed scope and under conditions provided by its Principles concerning the provision of legal support for members of trade union organisations, and also for individual members of affiliated unions.

Resources to cover these activities will be provided by individual unions on the basis of economic standards defined in respect of these services. Integral part of these services will be free representation before a court of law for all union members, as defined by the respective rules.

For providing these services and also the legal information both to CMKOS members and to the public at large the CMKOS will use also projects funded by European Social Fund.

3. Just wages and salaries

CMKOS will make efforts to increase the purchasing power of employees' wages and salaries. This would contribute towards improving their living standards and, at the same time, provide a tool for dealing with the present crisis through encouragement of the demand. A related objective is to gradually close the gap between the Czech and average EU wages. In order to achieve these objectives CMKOS will continue its practice of issuing recommendations for negotiation of yearly wage and salary increases in the process of collective bargaining, on the basis of macroeconomic analyses and qualified inflation estimates.

With a view of promoting the legal guarantees of employees CMKOS will support measures leading to the development of comprehensive rules for remuneration of employees, which will become integral part of collective agreements. CMKOS will also actively support measures leading to elimination of the gender pay gap and intends to set quantified objectives to this effect.

CMKOS will argue for enacting regular increases of the statutory minimum wage, which should progressively come closer to standards existing in developed EU countries. This would also create conditions for ratification of the respective provision of the European Social Charter.

4. Training and life-long learning

CMKOS considers that broad based life-long learning and improved development of human resources constitute key elements in efforts to combat the present economic downturn and high levels of unemployment. These measures would also lead to increased competitiveness of the Czech economy. CMKOS will therefore support all steps leading to improved access of employees and citizens to training and learning measures. It will support government and company programmes and projects, which will enable employees to acquire new skills and qualifications in line with the expected demand.

CMKOS will use the process of collective bargaining and negotiate with its partners within the RHSD with a view of increasing investment into the educational system, including investment in employees' training, which will cover increased numbers of participants in training and retraining programmes as well as further training programmes. It will demand enlargement of the government sponsored training and retraining programmes that should become an effective tool of active labour market policies and would lead to improved knowledge and skills of job applicants and thus to their increased employability.

Therefore, CMKOS will lend its support to all training and life-long learning systems that will lead to better employability of all applicants, irrespective of their sex, age, ethnical origin, and nationality as well as education levels. At the same time it will advocate maintaining of the structure of educational branches in the vocational education and training so that they match with labour market demands. It will also strive for continuous increasing of remuneration of all employees in the regional education system.

To achieve these objectives, CMKOS will enhance its own contribution towards the implementation of the “Strategy of Lifelong Learning in the Czech Republic” and will concentrate on improvement of its own human resources development system in order to achieve high professional levels of all employee representatives.

CMKOS will participate, at both national and regional levels, in programmes and projects in the area of human resources development and will be active in their co-ordination. In particular, it will ensure the development, implementation and co-ordination of projects funded by the European Social Fund in the area of human resources development.

In the area of vocational and further training of young workers CMKOS will promote its objectives especially through its Youth Council and Inter - Union Association of Apprentice Schools.

CMKOS will promote the development of an effective system of further training in the Czech Republic, integral part of which should become funding of life-long learning from different sources. It will also strive for the constitution of a tripartite council for human resources development.

3. Taxes

CMKOS will direct its efforts towards achieving that future changes in the area of taxes lead to more equity among all tax payers. The tax system should be economically efficient and should contribute towards the recovery and long-term sustainability of public finances. It should also withstand attempts of tax evasion and dangers related to the shadow economy. To

this effect CMKOS will demand full co-ordination of all control systems of the Czech Republic.

CMKOS will support changes leading to more clarity, equity and simplification of the tax system as a whole, which should lead to improved fulfilment of tax obligations by all taxpayers. At the same time, it will support appropriate tax levels and appropriate levels of solidarity in order to achieve a proper and balanced participation of all taxpayers, including self-employed persons, in the overall tax revenue. The collection of taxes must provide sufficient resources for funding government programmes that would fully respect the principles of the European social model.

CMKOS will request return to the model of income tax derived from gross wages after reducing their amount by the sum of compulsory social and health insurance contributions paid by employees while having regard to other statutory deductions. At the same time it insists on reintroduction of progressive tax rates in the system of income tax for individuals.

CMKOS rejects proposals aiming at abolition of tax relief concerning selected social benefits provided by employers to employees and benefits replacing employees' expenditure.

II

CMKOS and occupational health and safety of employees

Trade union activities in the area of health and safety represent a significant preventive contribution towards protection of employees' health and life. These activities provide protection to employees against serious occupational accidents and occupational diseases, as well as against their health and social repercussions.

Therefore, CMKOS will further urge employers to create favourable, safe and healthy environments for their employees. To achieve this objective it will continue to monitor the impact of working conditions and environment on employees' safety and health. In the first place, it will place emphasis on prevention and early detection of adverse symptoms. It will also demand re-introduction of the payment of sickness benefits during the first three days of incapacity to work.

CMKOS will demand that social partners jointly implement the European Framework Agreement on Work-related Stress, European Framework Agreement on Harassment and Violence at Work and other framework agreements.

CMKOS will co-operate with the State Labour Inspection Office and the Czech Mining Office, bodies of public health protection, as well as with the Czech School Inspection, with a view of identifying risky activities and areas. This will provide guidance to inspection activities and contribute towards elimination of hazards in the working environment. An important objective of these activities will be to reduce the accident rate, the total number of accidents at the workplace, especially the number of fatal accidents.

CMKOS will demand that the existing surplus in the system of statutory insurance contributions paid by employers be used preferably in the areas of prevention and rehabilitation. It will also request early coming into force of the act on employees' accident insurance, which will create a comprehensive system of accident prevention and occupational rehabilitation, including funding of all related activities.

III

CMKOS and reconciliation of working, family and private life

CMKOS will support measures conducive to reconciling the employees' working, family and private lives and measures enabling employees to engage in life-long learning activities, to actively participate in public life and, as the case may be, to care for children and other family members under decent conditions.

CMKOS considers that support provided to families with children constitutes a significant part of its mission. It intends to propose effective measures designed to improve the social and economic situation of these families and to create favourable conditions for them. Part of this effort will be concerned with the provision of an appropriate level of social benefits to these families.

CMKOS will urge all concerned to provide affordable services, especially public services to these families and will support a further development of public services in this area. This concerns particularly childcare institutions and institutions caring for people who are dependent on others' help.

CMKOS and its affiliated unions will demand that collective bargaining pay due attention to introduction into collective agreements of measures enabling to reconcile employees' working, family and private lives and to create a family-friendly environment at employers. To this effect, they will strive for due protection of employees with family responsibilities against dismissal, provision of reasonable arrangement of working hours or changes of the employment contract, provision of time off for urgent family needs and improvement in the access to transport to and from work.

It is also necessary to improve the conditions for return of employees with family responsibilities back to work. To this effect CMKOS will support measures conducive to full implementation of the Framework of actions on gender equality adopted by the European social partners.

IV

CMKOS and young people

CMKOS is fully aware of the fact that school leavers and young job applicants and their families are especially vulnerable to precarious forms of employment and to discrimination in the labour market and their repercussions. Therefore, it will try to combat the existing undesirable trends in this direction.

One of the CMKOS priorities is to establish contact with young employees and young people entering the labour market for the first time, and convince them to become trade union members.

In co-operation with its unions and relying on active support of its Youth Council CMKOS will take steps aiming at increasing awareness among young people about the trade union mission, the role and activities of trade unions and will strive to improve the trade union image. Among the planned means to this end are personal contacts, a special web site and community webs.

In conformity with the EU strategy CMKOS will support employment growth in general with special regard to school leavers and young people. In order to support the young generation in setting up families CMKOS intends to propose measures with a view of improving the status of young people in the labour market, in particular when entering into their first employment.

It will also back up such governmental and Parliament measures that would aim at construction of affordable housing for young people.

CMKOS will pay increased attention to working and social conditions of young workers. It intends to actively promote their equal access to employment and equal conditions for the performance of work. CMKOS will strongly oppose wage and salary discrimination against young workers.

Last but not least, CMKOS will intensively engage in the area of young people education, both as regards training for future occupation and career and qualifications development of young employees.

V.

CMKOS and social protection of employees

CMKOS is convinced that the development of the European social model and its implementation in the Czech Republic provides a basis for a sound development of the society and social cohesion and for the protection of citizen against poverty. For this reason CMKOS will lend its entire efforts and means to the promotion of equity, equality, decency, participation in decision making, to achieving appropriate levels of social benefits and sickness benefits, long-term financial sustainability of social systems and an appropriate level of solidarity in respect of the distribution of income and wealth.

CMKOS categorically rejects the destruction of the present social and pension insurance systems and their privatisation. Only the maintenance of appropriate solidarity levels in these systems can ensure a reliable protection of people in the event of sickness, unemployment and old age and will provide a guarantee for protection against poverty and social exclusion.

CMKOS rejects any reductions of insurance contribution rates paid by both employees and employers. Appropriate levels of contributions guarantee the desired social cohesion. Therefore, CMKOS will not tolerate further reductions of payments into these insurance systems, or implementation of such proposals, according to which employees would be the sole contributors. On the contrary, it will support all measures leading to long-term financial stability of the present systems.

CMKOS will oppose the adoption of any measures that might lead to increased levels of poverty and social exclusion; in this context it intends to concentrate on problems related to increased indebtedness of Czech households. It will seek to promote "financial literacy" of employees and their families and call their attention to risks involved in taking loans and the consequences related to inability to pay up the debt. It will co-operate in the creation of legal conditions for effectively combating usury.

CMKOS will support all efforts aiming at ensuring the quality and affordability of social services and a broad access to them. It will also advocate the introduction of regular increases of the statutory living minimum.

VI

CMKOS and employees in the labour market

CMKOS considers that its efforts concerned with the reduction of high unemployment levels caused by the economic downturn and those concerned with an attainment of full employment and the ensuing social and legal guarantees, constitute the essence and a priority objective of its activities in the period to come. It will therefore support economic and social policies that are directed at creation of new jobs as well as those that aim at an improvement of benefits and services provided to workers who have been made redundant and to those on a shorter

work arrangement. CMKOS will demand strengthening of employees' rights in the event of collective redundancies, including a binding arrangement within the so-called "social plan".

In the context of the EU the CMKOS will work towards creation of conditions enabling a higher participation of young people and vulnerable groups (the handicapped, migrants, minorities, etc.) in the labour market, as well as abolition of segregation and of the existing stereotypes in the division of labour between women and men.

CMKOS will demand a substantive increase of resources for both active and passive labour market policies, an increase of the present levels of unemployment benefits and will support the development of a broad network of modern employment services, implementation of effective forms of creation of new jobs, with special regard to vulnerable groups in the labour market. This will require a further substantive increase of active labour market policy programmes.

CMKOS will support measures aiming at creation of a situation where the economy increasingly relies on full use of high qualifications and skills based on life-long learning of citizens. The objective is to raise the existing social and economic standards to levels achieved by the most developed EU countries.

CMKOS will insist on the involvement of social partners in the decision-making processes and on an increased participation of trade unions in the programmes aimed at increasing overall employability of citizens. In the interest of providing protection against social dumping, CMKOS will support measures leading to a reasonable regulation of migration flows, elimination or restriction of illegal forms of employment of both Czech workers and foreign nationals and strengthening of supervisory mechanisms in this area. At the same time, it will monitor observance of the migrants' rights, and a decent and equal treatment of them.

VII

CMKOS and employees in the economy

1. Increasing living standards

CMKOS will endeavour that the results obtained by the performance of the economy are fully used in favour of all people and towards achieving agreed societal objectives and that equitable distribution of the created values guarantee a sustainable growth of the citizens' living standards.

CMKOS will support adoption of measures, which would promote economic growth through innovation a higher competitiveness of the economy and at the same time reduce unemployment and lead to increased employment levels and higher real income of the population. Further integration of the Czech economy into the global world economy must in no case put into question the already attained levels of social protection, especially coverage of mandatory social expenditure.

It will pay great attention to any proposals to privatise further property of the State and see to it that measures in this direction do not cause adverse social impact or a worsening situation on the labour market. Possible yield from privatisation should primarily be used to stabilisation and development of public social systems and development of services of public interest.

CMKOS will favour measures that might enable Czech employees and their families to participate more broadly in the newly created values.

To implement these objectives CMKOS intends to actively play its role in both the central and regional RHSDs. CMKOS and its unions will co-operate at all levels with employers, all

economic units, community and similar associations, in particular with non-governmental and non-profit organisations, with both Chambers of the Parliament, local government bodies, the central government and all political parties that subscribe to and enforce the principles of democracy, freedom and humanism. To this effect CMKOS places emphasis on participation of its representatives in various working groups, advisory bodies of the State administration and local government bodies, as well as regulatory bodies where the respective measures are discussed.

CMKOS will urge the government and its respective units to effectively combat economic crime, in particular corruption and clientelism, tax and social contribution fraud, abuse of legitimate interests of creditors, etc.

2. Public services

In the coming period CMKOS will demand definition of key public services, enforce their scope and quality in order to guarantee full coverage of the citizens' needs. It will insist that the government would guarantee equal supply of public services as well as full access to them to all citizens in the entire territory of the Czech Republic.

CMKOS will demand that the share of public expenditure on public services and their administration on the gross domestic product would draw near to the levels that are common in advanced EU member States.

CMKOS will further enforce maintenance of a sufficient network of schools and educational facilities, as well as of the network of health and social services, including social housing. It will support improvements in the availability of public transport with a view of reducing unemployment and improving labour force mobility.

VIII

CMKOS and pensions

CMKOS will further the development of a pension system which will ensure an appropriate level of pensions and enable citizens to live a decent and active life in old age, in the event of invalidity and in adverse social situations, e.g. in the event of the breadwinner's death. It will stand against opt-outs of insurance contributions from the public pay-as-you-go pension insurance system favouring private pension funds and against the related investment of the citizens' savings in financial markets and thus a transfer of investment risks on citizens.

CMKOS will support placing more emphasis on the principle of merit by means of a more pronounced linkage of the pension amount with the sum of paid contributions, subject to maintenance of appropriate solidarity levels. It will try to eliminate the present unequal levels of social security contribution amounts paid by employees and self-employed persons. It will be against any potential gradual prolongations of the retirement age.

CMKOS believes that an appropriate income level of old age pensions, including income from eventual supplementary pension systems, should amount, on average, to 70 per cent of pre-retirement income. At the same time, the government should guarantee a decent minimum pension to low-income earners.

CMKOS will exert great efforts to ensure that the present trends of gradual decline in the purchasing power of the paid pensions are discontinued. After the expected recovery of economic growth pensioners should be entitled to equal participation in the general prosperity levels.

CMKOS intends to strongly advocate a broader participation of employers in all supplementary pension systems and will actively support the development of these systems. It will favour an introduction of occupation supplementary pension schemes.

CMKOS believes that the possibility of early retirement should be sufficiently flexible in order to enable employees, who are in various difficult situations, to retire early without a serious decrease of their living standards, as compared with those who retire when reaching the statutory retirement age.

For this reason CMKOS will favour the introduction of early retirement possibilities for employees who were engaged in heavy physical work for long periods of time and for those who worked in hazardous occupations. Their pensions should be partially financed by employers.

IX

CMKOS and promotion of trade union activities

Czech trade unions find themselves on the verge of a crucial test. The economic crisis caused the emergence of dangerous economic socially adverse situations, including tragic individual and family situations, which endanger and have a heavy impact on many Czech employees and their families. CMKOS and its affiliated unions consider that their priority is to contribute to responsible solutions of these problems within the society. Full impact of the general lack of employment opportunities should not be transferred only to those who cannot solve their problems by their own efforts.

During this period it is very important to consider, as a priority, intensive communication with trade union members and with the society at large. The main strategy consists in a long-term campaign against efforts to transfer the adverse impact of the crisis on employees. A key role might play the trade union magazine “Sondy” and the internet medium “e-sondy”. CMKOS intends to enlarge consultations and contacts with the objective to support the defence and provide assistance to those struck by the recession. It will flexibly respond to the members’ needs and to changed situations that cannot be fully foreseen.

CMKOS will provide monothematic information regarding various practical problems, which can be used by the company trade union organisations. It will also provide trade unionists and other employees with more objective information on the general developments in their branches of activity both within the domestic and global economies to enable them to make realistic and effective decisions concerning trade union actions and policies. A long-term component of the planned communication will be the substantiation of advantages derived from trade union membership.

CMKOS internet media are intended to play a role in these efforts. They will be used to provide up-to-date information, to maintain operative communication with members and to obtain feedback from them. Very important is also to monitor, by means of opinion polls, citizens' views and to maintain contact with the general public.

A targeted selection of various topics of interest to the general public will be proposed to the media while taking advantage of all forms of available professional services. This will include enlarged e-mail information provided to media containing a.o. suggestions and information provided by unions or company organisation. CMKOS will approach public media with the demand to pay more attention to employees’ concerns and to promotion of the social dialogue, which is an important component of the civic society.

X

CMKOS and international solidarity of trade unionists

CMKOS is aware of the fact that the impact of the global economic crisis will increasingly affect the general situation of and the role of the Czech, European and global unions. It will be necessary to withstand in solidarity all attempts aiming at weakening of trade union rights placing employees and unions from different countries against each other and transfer on them the costs incurred by the crisis.

CMKOS, in active collaboration with other members of the European Trade Union Confederation, will consistently combat any attempts to misuse the impact of the crisis and to reduce the existing levels of social and labour rights within the EU, including attempts to belittle the significance of the social dialogue and the role of collective bargaining. In this connection, CMKOS will co-ordinate the work of its representatives in the various EU structures, where social partners are represented, and in the European Economic and Social Committee. Important is also co-operation with Members of the European Parliament, in particular with those who have understanding for the CMKOS programme. CMKOS intends to fully use its friendly relations with trade union organisations in neighbouring and other European countries.

CMKOS will strive for effective use of its influence within the institutions, through which the Czech Republic participates in the development within the European Union. At the same time, it will make full use of opportunities that are available in the framework of the EU common programmes, initiatives and funds.

In its capacity of member of the International Trade Union Confederation and the Trade Union Advisory Committee to the Organisation for Economic Co-operation and Development, CMKOS will support joint initiatives of Global Unions and of ETUC that are aimed at a socially responsible dealing with the current crisis, introduction of reforms into the European and international financial systems, which must be targeted at the fulfilment of needs of the real economy and those of social development.

CMKOS will joint efforts with those, who maintain that the International Labour Organisation, as a unique tripartite institution within the UN striving for decent work for all, must be duly consulted and included in the discussions dealing with the ongoing process of globalisation of finances, trade and labour markets. The ILO Conventions must be fully applied not only at national level, they must be duly taken into account by other international institutions, in particular as regards the areas of fundamental labour standards and human rights.

As the case may be, CMKOS will use all its powers conferred to it by membership in the European, regional and global unions and by representation in the ILO, as well as the mechanisms of other European and international institutions in order to promote protection of trade union and other rights currently enjoyed by employees in the Czech Republic.