

**13th Congress CFDT Cadres**  
**17, 18 and 19 June 2009, Nîmes**

## **Draft General Resolution 2009-2013**



13<sup>ème</sup> Congrès  
Nîmes 17-18-19 juin 2009

“ **changer la donne** ”  
CADRES, AVEC LA CFDT

*Draft*

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# Synopsis

## To look at the future lucidly

### 1. To develop our capacity of proposal

- 1.1. *To put work in the middle of the concerns*
- 1.2. *To reinforce the regulation at all the levels*
- 1.3. *To intervene in the decision-making*
- 1.4. *To promote the social responsibility for all the actors*

### 2. To recognize the investment of the P&MS

- 2.1. *To give the flour to P&MS*
- 2.2. *To challenge the companies and the administrations on their responsibility*
- 2.3. *To reinvest the question of work and competences*

### 3. To build the proximity with the P&MS

- 3.1. *To take into account the professional identities*
- 3.2. *To carry waitings of the P&MS in the negotiations*
- 3.3. *To develop a platform of services*
- 3.4. *To go ahead of the students and the young graduates*
- 3.5. *To question engagements of the P&MS*

### 4. To make CFDT desirable for the P&MS

- 4.1. *To exceed our representations*
- 4.2. *To join the P&MS*
- 4.3. *To propose adhesion*
- 4.4. *To refine the strategy of CFDT Cadres*
- 4.5. *To valorize productions of CFDT Cadres*
- 4.6. *To develop a communication of proximity*
- 4.7. *To reinforce the presence of CFDT Cadres*

## To change the deal

## Introduction “To look at the future lucidly”

1. The 13<sup>th</sup> Congress of CFDT Cadres is held in the middle of an economic crisis whose exit is dubious. A world-wide crisis, accompanied by suppressions by employment and social plans, which causes anguish and incomprehension for employees, victims of a situation for which they are not responsible.
2. Vis-a-vis the social consequences of this crisis, the French situation clarifies the essential role of shock absorber played by the social protection systems and the public services of interest general. They make safe the people and thus contribute to start again the economy. Employment remains the first priority. But beyond this necessary revival, the question is of now and already to prevent that that reproduces.
3. However, if the causes of the financial crisis with which all started are from now on known, the measurements taken until now do not touch with the deep roots of the evils. All the experts agree on the extremely diffuse character of the chain of the responsibilities or lack of responsibilities.
4. To correct imbalances and to prevent new crises, the proposals of the international trade unionism constitute a first horizon of action:
  - To reinforce the regulation on all the levels, to give again standardization and regulation, supervisory powers to the public power, the international institutions,
  - To make firms aware of their responsibilities, selected to engage in a durable development and not to true themselves in front of their social responsibility,
  - To develop the policies of green or ecological, more concerned growth of the future.
5. This framework will have effectiveness only by the coherence of measurements and their relevant articulation on each level - international, European, national. But will that be enough?
6. The crisis was born in the unreasoned transport from the financial markets, in being authorized laissez-faire of a coarse liberalism whose principal dogma is that the markets, all the markets, could regulate itself. One saw what it was. Such a belief made the dead end on the importance and the difficulty in making good decisions. The evaluation of the risk was reduced to a simple technique. The insane drift of the markets is integral part of a deficit of governorship on each level of decision, a deficit of confrontation organized between actors carrying differentiated logics, a deficit of plurality, multi-discipline approach and *in fine* a deficit of organized countervailing powers.
7. However, isn't this precisely the finality of the social dialogue only to organize the confrontation of logics? Its reinforcement on all the levels and in particular with nearest to realities of work is without any doubt one of the major answers to this crisis. The social dialogue obliges with the confrontation from the points of view, it allows all the actors to assume more responsibility: it is precisely what was missing.
8. This crisis, indeed, is not reduced to a series of financial bankruptcies: it is also a moral, ethical bankruptcy. Permanent research of the outsourcing of the risks, unconsciousness or blindness in front of the incurred risks, total absence of control of the risks of propagation by those which designed and implemented the models and the systems, this crisis is that of the individual and collective responsibility.
9. To change model of growth and development supposes under these conditions a change of mode of governorship. The stake is today to reconsider the governorship by redefining it of economic, social, environmental and by integrating the future and the generations to come. A new deal supposes to finally integrate three dimensions of a sustainable development, on each level of the decision-making, by giving to the actors the means and the levers of action necessary. The question of the responsibility, of the responsibilities for all the actors is then central.
10. The trade unionism must be considered like an essential lever of regulation, and that as well in the company as at the inter-sector level, but also in bond with the European and international trade unionism. Europe is the relevant space of this construction of a development and of a durable reformism, just like it is the relevant space of an effective economic revival, with the proviso of being reinforced politically, of speaking about a voice, but also obtaining a real economic and social government. That supposes a vision, a strategy with means and long term; that supposes to leave the immediacy and the media urgency relayed by the political power.

11. The durable choice of a reformism of producing social progress of tangible results for the employees, of a trade unionism of proximity with the employees, in the company, the administration, but also on the territories, confers particular responsibilities. It is even truer in this context of crisis where the tendency could be with precipitation, the media blow or the sterile dispute. Trade unionism with the responsibility to explain, help to include/understand, to analyze, criticize and propose, act everywhere where it is possible to inflect the course of the situations.
12. Today vis-a-vis the crisis, CFDT needs all competences to be an actor effective, able to question the strategies of the companies, to challenge them on their decisions, their choices of investment, their policy of redistribution. It needs to hear all the employees, their individual concerns and their collective needs to build trade-union claims and proposals which sound just, take into account realities and bring relevant answers to the aspirations of the employees, called to become actors of the transformations.
13. It needs all the employees to gain the battle of the representativeness and to be a legitimate actor. The engineers and P&MS who adhere to the CFDT, those which grants their vote to him, did not choose CFDT by chance. The CFDT trade unionism must know to take into account very diverse professional identities, including those of the P&MS, paid with whole share. The assumed choice of the multi-groups trade unionism does not exclude of anything the recognition professional identities from trades and functions.
14. It is all the force of a confederated trade unionism, capitalizing all the internal and external expertise, but also a strong mark of differentiation in a trade-union landscape in deep change with the new rules of the game of the representativeness. Let us make CFDT closer to all the employees, more visible and gravitational for the P&MS, in the trade unions, the local unions. For that it is necessary for us to exceed certain representations and some *a priori* ; we should look at the future lucidly and to thus contribute to change the deal, with the P&MS, in CFDT.

## « To change the deal »

15. This 13<sup>th</sup> Congress is held in an economic and social environment in permanent evolution on economic bottom of crisis, of crisis of values, ruptures sometimes, but also in the middle of a trade-union landscape in deep change with the evolution of the rules of the game of the representativeness. The period is full of uncertainty, it is difficult to say what it will precisely leave there. Employees, P&MS suffer, have fear, worry for their future and that about the future generations. They await immediate answers.
16. But this period also invites to go beyond the simple answers and to question the tree of the causes of the current situations in order to prevent new crises. The current crisis shows that the economic rationality is not sufficient to answer the many challenges of yesterday and tomorrow. The only report of deficiencies of the models, to the systems, is not enough either to leave this crisis with multiple facets.
17. To rely permanently on the others will not allow either to leave this major crisis. The State has a role important to play but could not bring all the answers. Reinforced Europe, politically and economically, proving its capacity to be combined economic and social, has a key role to play, with the proviso of giving the average policies of them, with the support of the Member States.
18. The international institutions have still a colossal way to traverse to balance economic, social, environmental, to impel and support the regulations necessary to the relevant levels.
19. The administrations and the companies will have to still carry out a long training of their social responsibility, so that that becomes a permanent reflex, a daily engine of the decision and action.
20. But the future will be also conditioned by the collective capacity to inflect the course of the events, to reform. There is a formidable stake for a trade unionism of social transformation, to change the deal, to change in-depth the rules of the game, to promote a new model of development. With CFDT, the P&MS have a place to take in this movement.
21. To be a revolutionist today, isn't this to change work, the governorship of the companies and the administrations, the ways of life and consumption? This is not to give again hope and confidence to make like this 21<sup>th</sup> century?
22. The words vigilance, sobriety, plurality, diversity, regulation, confrontation, social dialogue and social innovation, but also dignity, equality, equity, recognition, must become key words, engines of another model of development economic and social with the service of the man, a model to which CFDT and many P&MS.
23. A model to be built together, as of now. The context requires it.