

SGIEU.23/AC.10-GA.09

23 JUNE 2023

**MEETING OF THE GENERAL ASSEMBLY
WITH THE ADMINISTRATION COUNCIL**

23 JUNE 2023

15.30-17.30

BRUSSELS

IN PERSON ONLY

EESC

VMA (Van Maerlant): Rue van Maerlant, 2, 1040 Brussels

Room VMA 1

Reception phone number: +32 2 546 90 23 or +32 2 546 90 24

DRAFT MINUTES

PARTICIPANTS

PRESIDENTIAL TEAM	PRESENT	EXCUSED
President	Pascal BOLO	
Vice President		Milena ANGELOVA
Vice President	Filippo BRANDOLINI	
Vice President		Ingbert LIEBING
Vice President	Jacek CIEPLAK	

ADMINISTRATION COUNCIL

National Sections/ Sectoral members	PRESENT	EXCUSED + proxy	EXCUSED No Proxy	NO ANSWER
AUSTRIA			Virginia HAGN	
BENELUX	Michael de GOLS	Arjen FRENTZ Proxy to Michael de GOLS		
BULGARIA	Stefan Georgiev CHAYKOV	Kiril JELIAZKOV Proxy to Stefan Georgiev CHAYKOV		

National Sections/ Sectoral members	PRESENT	EXCUSED + proxy	EXCUSED No Proxy	NO ANSWER
DENMARK	Anne SKAREQUIST	Pernille CHRISTENSEN Proxy to Anne SKAREQUIST		
FINLAND		Markku JALONEN Proxy to Marianne HAUGLAND NYBONDAS-KANGAS Proxy to Marianne HAUGLAND		
FRANCE	Jeremie PÉLERIN	Benjamin GALLEPE Proxy to Jeremie PÉLERIN		
GERMANY		Sven-Joachim OTTO Proxy to Michael de GOLS Denise HAIN Proxy to Michael de GOLS		
GREECE	Mr STAVROU	Loukia SARANTIS Proxy to Mr STAVROU		
ITALY	Silvia RINVERSI	Alessia NICOTERA Proxy to Silvia RINVERSI		
MALTA	Joseph FARRUGIA			
NORWAY	Marianne HAUGLAND Bjarte RORMARK			
POLAND	Janusz PIETKIEWICZ	Mr DUTKIEWICZ Proxy to Janusz PIETKIEWICZ		
PORTUGAL	Duarte VEIGA da CUNHA			
SPAIN		Juan Pedro MARIN ARRESE Proxy to Duarte Veiga da Cunha Rosario ESCOLAR POLO Proxy to Duarte Veiga da Cunha		
SWEDEN		Tomas BJÖRCK Proxy to Marianne HAUGLAND Per NORDENSTAM Proxy to Marianne HAUGLAND		
TURKEY				Caner TOPKARA

National Sections/ Sectoral members	PRESENT	EXCUSED + proxy	EXCUSED No Proxy	NO ANSWER
RUBES TRIVA			Giuseppe MULAZZI	
EBU	Wouter GEKIERE			
HOSPEEM		Marta BRANCA Proxy to Wouter GEKIERE		
EFEE		Daniel WISNIEWSKI Proxy to Wouter GEKIERE		
General Secretariat				
General Secretary	Valeria RONZITTI			
Office Manager	Rachel de WOUTERS			
External				
Accountant	François Xavier THIMUS			
Auditor	Andy PAUWELS			
Observers				
France	Camille BOULAT			
France	Frédéric AMIAND			
EFEE	Samira BÜHRER			
HOSPEEM	Sylvie SLANGEN			

GENERAL ASSEMBLY

National Sections/ Sectoral members	PRESENT	EXCUSED + proxy	EXCUSED No Proxy	NO ANSWER
AUSTRIA			Virginia HAGN	
BENELUX	Michael de Gols	Arjen FRENTZ Proxy to Michael de Gols		
BULGARIA	Stefan Georgiev CHAYKOV	Kiril JELIAZKOV Proxy to Stefan Georgiev CHAYKOV		
DENMARK	Martin HERSS Anne SKAREQUIST	Pernille CHRISTENSEN Proxy to Anne SKAREQUIST		
FINLAND		Markku JALONEN Proxy to Marianne HAUGLAND Anna KUKKA Proxy to Marianne HAUGLAND Henrika NYBONDAS- KANGAS		

		Proxy to Marianne HAUGLAND		
FRANCE	Jeremie PÉLERIN	Stéphane RACZ Proxy to Jeremie PÉLERIN Laurent GHEKIERE Proxy to Jeremie PÉLERIN Sebastien DARRIGRAND Proxy to Jeremie PÉLERIN Benjamin GALLEPE Proxy to Jeremie PÉLERIN		
GERMANY	Nadine FISCHER Ingbert LIEBING	Ingbert LIEBING Proxy to Nadine FISCHER Klaus NUTZENBERGER Proxy to Nadine FISCHER Denise HAIN Proxy to Michael de Gols Sven-Joachim OTTO Proxy to Michael de Gols Lea HEINRICH Proxy to Nadine FISCHER		
GREECE	Yanis STAVROU	Loukia SARANTIS Proxy to Mr Stavrou		
ITALY	Silvia RINVERSI	Antonio NADDEO Proxy to Silvia RINVERSI Alessia NICOTERA Proxy to Silvia RINVERSI Cristiano COCCIARFICCO Proxy to Silvia RINVERSI		
MALTA	Joseph FARRUGIA			
NORWAY	Marianne HAUGLAND Bjarte RORMARKE	OIVIND BREVIK Proxy to Bjarte RORMARKE		
POLAND	Jacek CIEPLAK Janusz PIETKIEWICZ	Mr Dutkiewicz Proxy to Janusz PIETKIEWICZ		

PORTUGAL	Duarte VEIGA da CUNHA			
SPAIN		Juan Pedro MARIN ARRESE Proxy to Duarte Veiga da Cunha Rosario ESCOLAR POLO Proxy to Duarte Veiga da Cunha Jaime CASTINEIRA DE LA TORRE Proxy to Duarte Veiga da Cunha		
SWEDEN	LARS ANDREN	Tomas BJÖRCK Proxy to Marianne HAUGLAND Per NORDENSTAM Proxy to Lars ANDREN		
TURKEY				Caner TOPKARA
RUBES TRIVA			Giuseppe MULAZZI	
EBU	Wouter GEKIERE			
HOSPEEM		Marta BRANCA Proxy to Wouter GEKIERE		
EFEE		Daniel WISNIEWSKI Proxy to Wouter GEKIERE		
General Secretariat				
General Secretary	Valeria RONZITTI			
Office Manager	Rachel de WOUTERS			
Senior Communications Manager	Maxime STAELENS			
Policy Officer for institutional relations and membership development	Benoît CASSORLA			
Senior Policy Advisor, Social Affairs	Guillaume AFFELAT			
Policy Officer, Services of General Interest	Manca POCIVAVSEK			
Policy Advisor, Sustainability	Henriette GLEAU			
External				

Accountant	François Xavier THIMUS			
Auditor	Andy PAUWELS			
Observers				
France	Camille BOULAT			
EFEE	Samira BÜHRER			
HOSPEEM	Sylvie SLANGEN			

ITEM	DOCUMENT	ACTION
1. Approval of the draft Agenda	Draft Agenda SGIEU.23/AC.01-GA.01	Approved
2. Approval of the minutes 8 December 2022	Draft Minutes of the AC-GA SGIEU.22/AC.20-GA.28	Approved
ISSUES FOR INFORMATION AND APPROVAL		
3. Information from the General Secretary		
3.1. <i>Appointment new ACGA members to replace outgoing ones</i>	Benjamin Gallepe – CV Michael de Gols – CV	Approved
3.2. <i>Update of the Statutes</i>	Updated Statutes Explanatory note SGIEU.23/AC09-GA10	Approved
3.3. <i>Code of Conduct</i>	Code of Conduct Annexed to SGI Europe Rules of Procedures SGIEU.23/GS.01	The General Secretary presented the Code of Conduct confirming that all members of the General Secretariat and nearly all members that have a representational function for SGI Europe signed it already and those who did not yet will be reminded to do so asap.
3.4. <i>SGI Europe Financial Situation as at 31 December 2022</i>	Financial Situation SGIEU.23/ AC.02-GA.02 Explanatory note SGIEU.23/AC.03-GA.03	The General Secretary presented the financial situation with the help of a PPT and based on the explanatory note sent ahead of the meeting. Operating results show a balanced situation. However, the fundamentals of that positive result remain fragile since substantially related to a reduction of staff that is unsustainable on the long-term, a reduction of services and goods thanks mainly to a good

		<p>management of costs, the analytical transfer from the projects, and many events still being organised in a hybrid format.</p> <p>Without the aforementioned elements, due to the cumulated recurrent losses from Austria and Benelux, the recent losses from Bulgaria, as well as the fact that Malta, Portugal, Spain and EFEE have still not reached their due threshold, the result of the financial situation as at 31/12/2022 would have been negative of more than 100.000€.</p>
<p>3.5. Auditors .2.1. Reports of the auditors for 2022</p>	<p>BDO Report (to be uploaded when received)</p> <p>BNB Report (to be uploaded when received)</p>	<p>The President welcomed the Auditor, Andy Pauwel, who presented the report. They used the international standards of auditing. Excellent cooperation during the audit. Unqualified opinion, no qualifications on the numbers or legislation. No issues to quote. The Administration Council recommended the accounts for approval by the General Assembly, and the General Assembly approved them.</p>
<p>3.6. Exoneration of</p> <ul style="list-style-type: none"> - President - General Secretary - Auditors 		<p>The Administration Council recommended the exoneration of the President, General Secretary and Auditors for approval by the General Assembly, and the General Assembly approved.</p>

<p>3.7. Updated budget 2023</p>	<p>Updated budget 2023 SGIEU.23/ AC.06-GA.06 Explanatory note SGIEU.23/ AC.07-GA.07</p>	<p>The General Secretary presented the updated budget with the help of a PPT and based on the explanatory note sent ahead of the meeting. Although we have obtained an important reduction on the rent, have increased the recovery of rental charges, will only replace the Project and Policy Officer in September, have increased all the membership fees by 10% to follow the inflation and obligatory indexation of salaries, and the Italian section has even further increased its fee with a view to reaching a higher category by 2025, we only just about managed to balance the budget by maintaining a reduced staff, reducing even further several expenses such as IT and travels, and thanks to the temporary reduction on social security. It is therefore vital to reduce the global recurrent loss which would be of around 77.367€ in 2023, thus that all sections pay the amount corresponding to their category, which is also why effective membership recruitment and retention remains the biggest shared responsibility within SGI Europe and the key priority to maintain our representativity as a recognised general cross-industry social partner. The discussion and agreement in December 2023 of a strategy 2024-</p>
---------------------------------	---	---

		<p>2029 is instrumental to reach the above result as well as a structural stability for SGI Europe finances as opposed to exceptional circumstances, such as temporary reduction of staff.</p>
<p><i>3.8. SGI Europe Financial Situation as at 30 April 2023</i></p>	<p>Financial Situation SGIEU.23/ AC.04-GA.04 Explanatory note SGIEU.23/ AC.05-GA.05</p>	<p>The General Secretary presented the financial situation with the help of a PPT and based on the explanatory note sent ahead of the meeting. The continuous losses in membership fees, combined with the indexation of salaries and inflation on services and goods have deteriorated the already fragile financial situation of SGI Europe, since the equilibrium of the budget largely depends on the budgetary discipline of each national section. The fragility of this equilibrium is already shown in the global result at 30.4.2023 which is negative since we had to pay most substantial posts (as explained above in SERVICES AND OTHER GOODS (#61) that were increased due to inflation, whilst at the same time having received 7% less of membership fees compared to 30 April 2022.</p> <p>The independence and credibility of SGI Europe as a social partner depends on our ability to be self-sufficient, namely able to cover HR and services through membership fees. Additional revenues, namely by EU funded</p>

		<p>projects, must only be considered to finance the post of a Project&Policy Officer and eventually a part time administrative profile which would be dearly necessary since the executive assistant post was not replaced. Eventual additional fees for core development or similar external revenues should be invested into specific missions and or increase savings, which are at the same level since 2018, thanks to positive result in 2017.</p> <p>Statutory membership fees must therefore remain the guiding principle of SGI Europe's financial stability and the General Secretariat, with the support of the Presidential team, is increasing its efforts towards those members not in line, for economic or political reasons, with the required thresholds. At the same time, we are supporting national sections willing to progress within the agreed range of categories, either through reviewing their internal repartition of fees at national level or via the recruitment of new members, as well as considering a new maximum category of 165.000€ We will also continue to seek membership in countries where an SGI Europe national section is not yet established, although this expansion is quite challenging due to the uncertainties linked to the current war in</p>
--	--	---

		Ukraine and its economic repercussions. The main priority for statutory membership fees to increase is to allow the staff in the General Secretariat to return from September 2023 at the latest to eight full time employees which is the strict minimum to be able to maintain the current standard of activities and results.
3.9. <i>Outline of the Roadmap “SGI Europe: Towards 2024-2029</i>	SGIEU23/GS02	The General Assembly mandated the ACGA to prepare and elaborate a Growth and Development Plan 2024 – 2029. The commitment was taken to get the plan ready one month ahead of the General Assembly of 6 December, to allow proper discussion within the National Sections and Sectoral members. The President and General Secretary did also offer to present the plan to each National Section requiring so ahead of the General Assembly. Members also asked for the Growth and Development plan to be accompanied by a clear implementation plan, setting stricter rules than the actual ones vis-à-vis members not following it.
OTHER BUSINESS AND DATES OF FUTURE MEETINGS		
4. Miscellaneous		
5. Dates of future meetings		6 December 2023 from 14:30 to 17:30 in EESC premises in Brussels. The meeting will be followed by a dinner, and it is highly recommended to all members to book a flight/train for the following day.