



Identity charter

SOLIDAIRES Douanes, a national trade union, does not make of its existence an end in itself.

It intends to become a tool for the colleagues by working to convince, gather and rally everyone so that they become the players of social progress.

SOLIDAIRES Douanes' primary purpose is the defence of the colleagues' moral and material interests, as well as their collective and individual interests, that is their dignity.

This union action lays down a twofold objective: defending immediate and day-to-day claims, the struggle to achieve a general social transformation in complete independence from political parties, from the State, from systems that generate worker exploitation and from all religious denominations.

SOLIDAIRES Douanes is in favour of a break with the liberal way of thinking and globalization that exacerbates economic and financial requirements everywhere, as well as aggressive commercial behaviour and isolationism, selfishness and communitarianism of every kind. And that includes public services.

In the meantime...

The gap between rich and poor countries is widening with consequent growing poverty among people of Third World countries.

The search for profitability at all costs has come at the expense of the environment and public health (AIDS, the mad cow disease, asbestos scandals, sea pollution...). Liberalism always increases unemployment, it causes job instability and reduces purchasing power and calls into question social achievements (labour law, collective labour agreements, social welfare...). It sharply deteriorates employees' working conditions, ruins both their professional and personal lives and even drives some of them to suicide.

Attacks on public services is part of the same logic even if governments try to present them in the favorable light of modernization. The establishment of the internal European Union market in 1993 is just one part of the overall development.

This analysis is relevant to our administration, as can be illustrated by:

- the priority given to the control of individuals at the expense of the fight against tax and economic frauds.
- the cessation of attempts to regulate the economy.
- the constant search for customs dumping, restructuring operations, 'simplification' of procedures and 'modernization' that were put into practice and then boosted by the Customs 2005 project. The implementation of the private members' LOLF (Loi Organique relative aux Lois de Finances – Institutional Act on Finance Legislation), voted by the majority of both assemblies in August 2001, and that shows a strong will to trigger a transition from a logic of means to a logic of results (annual performance plan, performance review, calculation of costs, control of the efficiency of public spending) has only accentuated this trend.

- the general review of public policies since 2007, which was replaced by the modernization of public policy in 2012. A new step was then reached. Now, our administration only values budgetary discipline of staff reduction in a logic of 'permanent' reform, individualization and casualisation of staff.
- Moreover, considering the adoption of the 2019 summer Mobility Law and the introduction of the position and performance bonuses, that is merit bonuses, liberal policies obviously aim at irreversibly destroying all notions of socially beneficial and of collective interest public services to benefit the financial and market interests. It is a totalitarian project that denies all ideas of democracy and progressive social projects developed since the end of the 19th century.

This politico-economic system perfectly matches the GATS (General Agreement on Trade in Services), aiming at destroying the public service. A typical example is the renunciation of the exemplary social improvements achieved at the end of World War Two by the Conseil National de la Résistance (National Council of the Resistance).

Against this general background, trade unionism has a vital role to play at all levels.

Unfortunately, the 'large' union confederations either bent to the dogmas of economic liberalism and globalization, or looked after their own little interests, and some refused to take part in the renewal of trade unionism.

SOLIDAIRES Douanes wants a new trade unionism:

- through the defence of values instead of an organisation,
- a comprehensive change in the trade union functioning and practice,
- optimal efficiency and the search for unity.

SOLIDAIRES Douanes integrates into its values the originality of overseas territories, their differences, their historical, economical, social and political specificities, their own regulations, aiming at the common objective of trade union struggles.

Defending the values

Our involvement mainly concerns our professional environment, but also all fields of social life. SOLIDAIRES Douanes commits to make its voice heard when it considers it necessary concerning careers guidance, decisions and actions of the customs administration, but also economic and political forces as well as governments, intended for customs officers but also civil society, by means of press releases, cases...

Generally speaking, SOLIDAIRES Douanes struggles:

- for fair employment and reduction of working hours,
- for an economy in the service of man and working conditions conducive to respect for individuals and that are source of collective and personal fulfillment in particular,
- for man-woman wage and social equality,
- against the casualisation of employment statuses,
- against all forms of discrimination,
- for social welfare improvement,
- for international solidarity between workers,
- for the transformation of social relations,
- to preserve biodiversity, the environment and the ecosystem,
- against the capitalist logic of predation, productivism and therefore the depletion of earth's resources.

Within the customs administration, SOLIDAIRES Douanes struggles:

In a political context that under the pretence of modernisation only aims at cutting jobs and suppressing the tasks of regulatory and economic supervision of the State, SOLIDAIRES Douanes struggles within the customs administration to defend the working conditions through:

- statutory employment creation,
- improvement of working conditions and professional qualifications for everyone,
- growth in purchasing power with a focus on low wages,
- defence and improvement of the general civil service regulations.

Renewing trade union practice and democratic functioning.

Within SOLIDAIRES Douanes, everyone must enjoy a complete freedom of expression.

Decisions must be taken by taking into account the needs of its members. That's why the union local branch is the basic political structure. It rests with the local branch to make propositions, to take initiatives and to assess the decisions taken by the union's central body. At the request of at least 5 local branches, totalling 25% of its members, the central body must set up a consultation of its members.

SOLIDAIRES Douanes is a tool for the agents. It has to do everything it can to be fully transparent about its own functioning (particularly with regard to the mandates and cash usage), as well as everything related to industrial action.

Information and training are the backbone of trade unionism. Through democratic practice, SOLIDAIRES wishes to promote a large involvement in trade union life.

It is essential that everyone draws up demands, takes part in the management and the decision making process at SOLIDAIRES. Our willingness to be the active players in the transformation of our living conditions must be expressed within SOLIDAIRES.

Building unity and being efficient

SOLIDAIRES Douanes doesn't have an unrealistic view of unity.

Unity should enable colleagues, beyond their differences, to join together in the fight to defend what they have in common.

SOLIDAIRES Douanes doesn't want differences between trade unions to become an obstacle for joint action. Our policy is to emphasize what makes for consensus while enabling everyone to express their will and voice their aspirations. SOLIDAIRES Douanes, while remaining true to its values, supports all forms of organizations which allow to overcome trade union and staff divisions.

In order to develop its activities, SOLIDAIRES Douanes focuses on the search for efficiency.

It intends to build privileged union relationships with progressive and un-dogmatic trade unions grouped into the 'Solidaires' unions organization for that purpose, and by working closely with Solidaires Finances.

These trade unions have demonstrated their effectiveness at defending colleagues in their professional fields. They obtained their support and a strong electoral representativeness.

Above all, they made a clear commitment against economic liberalism, and for the growth of solidarity-based movements in support of the unemployed, the outcasts, the immigrants etc.

As a result, SOLIDAIRES Douanes endorses the preamble of the statutes of 'Solidaires' unions organization:

'Trade unionism has a dual function, the defense of the workers and their legal claims, and the promotion of social change, that is the emancipation of men and women so that they can think and act professionally and be the actors of their lives.

Trade unionism aims at reducing economic and social inequalities as well as raising living standards for the greatest number of people and in particular the poorest.

Trade unionism fights for improved social achievements. Trade unionism defends everyone's specific demands while seeking to overcome the sectoral vision in order to unify claims of workers, employees, people in precarious situations, unemployed people and pensioners.

Trade unionism is only accountable to the workers. Therefore, it must ensure its independence from political parties, the government, the hierarchy, employers, economic players as well from any political, religious and philosophical dogmas. To ensure its independence, trade unionism must independently manage its financial resources.

Trade union democracy is the best guarantor of trade union independence. It should permit the expression of possibly diverging tendencies, aspirations and claims in a spirit of tolerance and to help reach a convergence of views. Trade unionism must ensure the functioning of democracy within its structures so that decision-making meets as faithfully as possible workers' own aspirations, interests and demands. It must ensure the precedence of local union branches over federal and confederal structures.

In order to meet the aspirations and address the demands, trade unionism uses all means available to it: discussions, suggestions, criticism, industrial actions including strikes to establish a balance of power. Negotiation enables the realization of achievements. Effectiveness of trade unionism means trade union unity, impartially and without exception.

On the basis of the protection of workers and the affirmation of their citizenship in their professional structures and at their workplace, trade unionism contributes to a more just, humane and democratic society. Such society should allow everyone regardless of their origin, to grow up and old, and die in dignity on a planet free from the perverse effects of technical progress.

In such context, the fight for environmental protection and land use planning is a part of trade unionists' struggle. Respect for physical and mental integrity of all human beings is a core value of trade unionism.

Trade unionism claims that a democratic, legal and secular state is essential for ensuring trade union rights. Concern for solidarity, social justice and tolerance through the rejection of all forms of racial and gender discriminations and regardless of religious orientation or philosophical opinions, is not limited to our workplace.

Trade unionism is part of a feminist approach through gender equality actions. Gender inequalities are found throughout society (at work, at school, within families, into public life). The struggle is not limited to professional fields. Trade unionism, as we understand it, aims at promoting women's adherence, activity, participation and engagement at all levels and concerning all tasks.

Trade unionism promotes the right to employment. It works for the guarantee of a sufficient income to provide everyone a decent standard of living, the right to an education, health or housing, by consistently putting the common interest at the forefront, demanding a better distribution of wealth and income and by defending the public service.

Trade unionism must not allow the construction of the Europe of the haves to the detriment of peoples from all over the world... It must uphold political democracy to enable everyone to shape their common destiny. It is necessary to promote cooperative relationship as much as possible in economic relations instead of fierce competition resulting from worldwide liberalism. Europe must be a factor of social solidarity between all its peoples. It must promote social progress within its borders and in its relationships with the peoples worldwide. Trade unionism must exist at every level to boost solidarity and cooperation between peoples, and to act to ensure that rich countries help poor ones to develop properly and participate in improving means of education and health infrastructure.

Trade union action must therefore reach out beyond the borders of countries and ensure the emergence of a strong worldwide trade union movement which is necessary to meet these challenges, to bring worldwide peace through dialogue between peoples and in the respect of differences'.

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