



Declaration of Principles

Adopted at the XXXIIIrd Congress of the CSQ
Amended at the XXXVIIth Congress of the CSQ

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Section I Values

The Centrale des syndicats du Québec (CSQ) is a Quebec union organization that draws on the fundamental values of equality, solidarity, social justice, freedom, democracy and cooperation.

Section II Mission

The principal mission of the CSQ is to promote and protect the economic, professional and social interests of the members it represents. It is implemented in accordance with the above-mentioned values.

With a view to the establishment of a more just and democratic society, the mission of the CSQ shall also:

- strive to improve the standard of living of workers in Québec from a social, cultural and economic perspective;
- strive to protect and extend democratic rights and in particular, to take action to further extend the right to unionization, the right to negotiation and the right to freedom of union action;
- strive to promote and protect social rights, particularly the right to education, health, work and decent living conditions;
- strive to promote and protect the rights of women.
- strive to protect and to promote gay and lesbian rights.

Section III Rights and freedoms

The orientations, action and union practices of the CSQ are inspired by a profound commitment to basic human rights and freedoms as defined by the United Nations *International Bill of Human Rights* and the international instruments that complement it. In particular, the CSQ aims to oppose discrimination in all its forms.

The CSQ shall commit to protecting and promoting the rights of children and youths as defined in the United Nations *Convention on the Rights of the Child*. More specifically, it acknowledges its responsibility for striving to secure their rights to education and health.

The CSQ shall commit to protecting and promoting the rights of elderly persons, particularly their right to grow old in security and dignity.

The CSQ shall commit to protecting and promoting the right of Quebeckers to self-determination and the French, intercultural and secular nature of Québec while respecting the historical rights of the English-speaking community and the national rights of Aboriginal peoples.

Moreover, the CSQ considers the right to information and freedom of the press as the irreplaceable foundations of any democratic society. Consequently, it shall commit to protecting and promoting them.

Finally, the CSQ shall commit to protecting and promoting the right to sustainable development.¹

Section IV Orientations

The CSQ believes that the protection of the interests and aspirations of its members, and the protection of the interests and aspirations of all Quebec workers is achieved through demand action, professional action and socio-political action.

Therefore, based on the decisions rendered through its democratic proceedings, the CSQ shall commit to protecting and promoting certain decisive orientations, more specifically:

- valuing the work of its members;
- quality of life in activist communities and workplaces, through the elimination of sexism, racism, homophobia, sexual harassment, racial harassment, homophobic harassment, psychological harassment and all other forms of violence;
- full employment;
- the elimination of employment insecurity;
- equality in employment and pay equity;
- accessibility and quality of the public services;
- free public education and health systems;
- fair distribution of resources;
- democratization of the State, institutions and society;

¹ This means economic and social development that, in a perspective of fairness between nations and individuals, ensures respect for the environment and the continuity of resources and ecosystems.

- the national aspirations of the people of Québec and in particular, their cultural and linguistic interests;
- international solidarity.

Section V Practices

True to its mission, the CSQ is firmly committed to protecting and promoting the interests and aspirations of its members. It commits to representing them whenever necessary

The CSQ recognizes unions as the basic units of its organization. Consequently, the CSQ, its federations, its unions and its associations shall commit to respecting and carrying out, in solidarity, the union mandates that are determined through democratic proceedings and for which the unions are the guarantors.

The CSQ considers it essential to implement democratic union practices. It shall commit to promoting quality of life in activist communities and to encouraging members to participate in union affairs and in the determination of its orientations and policies. It shall broaden the participation of women through the implementation of measures to improve access to equality. It shall recognize the pluralism of ideas and commit to respecting the right to dissidence. The CSQ shall commit to implementing union practices in solidarity, particularly by fostering the sharing of resources among its components.

Based on this spirit of solidarity and the decisions of its democratic proceedings, the CSQ shall commit to cooperating with organizations in Québec and elsewhere that share common values and orientations.

However, in doing so, it shall commit to clearly maintaining its independence from the State and political parties.