

**Gemeinnütziges Bildungswerk des Deutschen Gewerkschaftsbundes e.V.
(Non-profit Education Institute of the German Confederation of Trade Unions -
Registered Association)**

Principles

Mission

The purpose of Gemeinnütziges Bildungswerk des Deutschen Gewerkschaftsbundes e.V., in short DGB Bildungswerk e.V., is to promote the education of young people and adults in Germany and abroad.

This is achieved by providing (training) facilities and organizing events, conferences, projects and other educational activities.

Objectives

As a non-profit Education Institute of the German Confederation of Trade Unions (DGB) we support the DGB and its affiliates in the implementation of its objectives and missions, in particular the training and further education of members and officers of the member unions, thereby complementing the educational work of these trade unions.

Our services aim to provide participants with those skills that enable them in particular

- to represent the societal, economic, social and cultural interests of employees;
- to advocate the further democratisation of the economy, state and society;
- to support the development and safeguarding of the social and democratic rule of law, a free democratic constitutional order and the independence of the trade union movement;
- to work for the implementation of gender democracy and equal participation of men and women in all workplaces and administrations, in the economy, society and politics;
- to combat discrimination in business, state and society.

Target groups

Our core target groups are:

- full-time and voluntary officers of the DGB and its member unions;
- members of the DGB trade unions;
- trade union and union-affiliated users of our conference centres;
- legal representatives of employees' interests.

In principle, our services are open to all interested parties.

Our understanding of education

Our educational work is political, led by interests and action-oriented. The core elements of our educational approach are:

- recognising (corporate) policy contexts and one's own interests;
- developing (corporate) policy perspectives and objectives;
- identifying and developing opportunities for action and strengthening the capacity to act.

In this context, our educational services provide participants with the necessary technical, social, communicative and methodological skills. The high quality of our seminars is not only due to the professional qualifications of our trainers but also to their trade union experience.

Within projects, we support the participants in the implementation of their goals and support them in their personal development.

We are committed to the Beutelsbach Consensus.¹

Employee development

Our employees are the basis for our success. We see it as our responsibility to promote their personal and professional development and to offer them safe and healthy employment conditions. As an employer with co-determination, it self-evident for us to involve our employees early on in the planning process.

We want competent and motivated employees who have experience with trade union work either as full-time employees or as volunteers. We require that they identify to a large degree with our goals and values. We therefore expect all employees to be willing to take on responsibility. This does not only apply to their own area of work but to the success of the association as a whole.

Mutual appreciation, respect, openness and the ability to accept criticism are preconditions for mutual trust and success.

Partners

We regard ourselves as a part of the DGB family. Our strategic partners are the DGB and, if there are joint interests, its member unions at the federal level. We enter into long-term relationships with these partners built on trust, transparency and mutual appreciation.

¹The Beutelsbach Consensus goes back to a controversially led debate about the principles and objectives of political education in the 1970s. In short and applied to us, the three elements of this consensus are: prohibition against overwhelming (no indoctrination); paying attention to controversial positions in science and politics in the seminar; enabling the participants to analyse their own personal interests in political situations.

Moreover, cooperations with associations, foundations, NGOs and public donors are possible if they promote the achievement of the objectives of DGB Bildungswerk e.V.

Funding and use of funds

The DGB Bildungswerk e.V. is financed with funds from the DGB, its own income and public funds.

We are aware of the high responsibility for the income financed through members' contributions and taxpayers' money. In addition to the requirement of cost-effectiveness, we integrate social and ecological criteria into our decision-making process.

The association's funds may only be used for the purposes stipulated in the statutes.

Non-profit status

The association exclusively and directly pursues non-profit purposes. The association is a registered charitable organisation; it does not primarily pursue its own commercial purposes.

Continuous improvement process

Our activities are mainly oriented towards the objectives and requirements of our core target groups, partners and employees. The requirements of external guests and other clients are also taken into account.

We would like to fulfil these requirements. The idea of continuous improvement laid down in our QM system has high priority for us.

The work on the QM system is a natural part of our day-to-day business and is handled accordingly. The respective supervisors ensure that the required resources are provided within the agreed framework.