

# PROTECTING THE PROTECTORS

EUROPEAN CONFEDERATION  
OF POLICE

## ACTION PLAN 2024-2028

#STRONGERTOGETHER

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# PROTECTING THE PROTECTORS

EuroCOP is the umbrella organisation for police unions and staff organisations in Europe. We represent 30 police unions and staff organisations across Europe as well as over 230,000 police officers in 25 European countries. EuroCOP is tackling issues from police cooperation across borders to a safer working environment for police officers on the street. We are determined to contribute to European policy debates and provide added value by giving a practitioners' perspective.

Since EuroCOP's creation in 2002 we have been fighting to promote four key goals:

-  A Social Europe for Police
-  Internal Security in Europe
-  Safety for the Police
-  Solidarity and Network building

By working towards the realisation of these goals EuroCOP is supporting European police forces to keep our society safe and secure. We want Europe to be the place, **where police officers are operating together in an environment of equality, safety and support, provided with the rights, resources, and training** to keep Europe's citizens safe and secure.

With this 2024 European Parliament Elections Manifesto we call on all European democratic parties and candidates as well as newly elected MEPs and Commissioners to endorse our values and priorities in order to **build a fair and secure European Union through 3 commitments.**








- 1 COMBAT VIOLENCE AGAINST THE POLICE**
- 2 GUARANTEE FAIR WORKING CONDITIONS AND SOCIAL RIGHTS FOR POLICE OFFICERS**
- 3 FACILITATE COOPERATION AND INFORMATION EXCHANGE BETWEEN POLICE FORCES IN EUROPE**

## 1

## COMBAT VIOLENCE AGAINST THE POLICE

In Europe we are experiencing an **increasing epidemic of violence against police officers**. This violence can include verbal abuse and hate crimes, sexual assaults and most commonly physical violence against police officers and police staff. Social media create their own specific challenges and the future will bring even more hybrid threats. This deteriorating situation has been routinely ignored for many years. It is high time to take actions at EU level.

EuroCOP is calling on policy makers to:






-  Establish a **central repository of data in the EU regarding incidences of violence against police officers**, potentially via Eurostat. Collection of data at EU level would help understand the roots of the problem, exchange best practices between Members States and adapt safety awareness training programs for police officers.
-  Encourage Member States to equip their national legal systems with proportionate and **stronger punishments that should actually act as preventative measures**.
-  Facilitate identification and dissemination of best practices for **aftercare** for both physical and mental trauma suffered by police officers. Call on MSs to include fully reimbursing psycho-traumatic treatment costs through social security.
-  Secure **healing and reparation** which also include the proposals to make sure that physical violence against the police leading to severe injuries or death are not time barred from prosecution.
-  Improve **health and safety conditions** at work for police officers. **European initiatives to achieve zero deaths at work** are needed in order to minimize violence against the police.
-  Organize yearly **European Day** on the Protection of Protectors to raise awareness on the missions of policemen and firefighters and their critical role in society.
-  Incentivise institutions such as **schools** to play a crucial role in educating the youth against violence in general and particularly the one targeted at the police.

## 2

## GUARANTEE FAIR WORKING CONDITIONS AND SOCIAL RIGHTS FOR POLICE OFFICERS

Only fair and adequate working conditions will help address challenges with regards to the recruitment and retention of police officers in EU Member States.

EuroCOP is calling on policy makers to:

-  Ensure that Europe's policemen and women are provided with the appropriate support, training and resources needed to carry out their duties. Member States shall guarantee adequate funding to police forces so that they can perform their duty as well as transparent and targeted spending of EU funds so that financial resources help address real issues on the ground.
-  Guarantee to police officers adequate wages, so that they can also be an effective tool in the fight against corruption. In line with [ETUC Manifesto](#) (the European Trade Union Confederation), we call for the **introduction of a European framework to promote upward convergence on wages, and stronger action at EU level to eliminate the gender pay gap.**
-  Propose **adequate working time provisions** for police officers, including increase of workers' control over working time, reduction of workload and overtime. This can be achieved via potential revision of the Working Time Directive as well as correct enforcement of this Directive by Member States.
-  Defend and strengthen **collective bargaining**, as well as trade unions' and workers' rights (right to organize, union access to workplaces and the right to strike).
-  Recognize the role of mental health and addressing mental health disorders and post trauma effects as a priority in case of police officers. Encourage exchange of best practice and streamline European funding.

## 3

## FACILITATE COOPERATION AND INFORMATION EXCHANGE BETWEEN POLICE FORCES IN EUROPE

EuroCOP sees urgent need in enhancing common trust between Member States and their authorities. It is essential that the specific border management responsibilities and the related challenges of certain Member States are taken into account. While recognising the fundamental differences that exist among police forces in Europe, as well as the sovereign right of EU Member States to govern law enforcement within their territories, it is of utmost importance that any obstacles that hamper enhanced police cooperation in the EU are removed.

EuroCOP is calling on policy makers to:

-  Further enhance cross-border police cooperation, for instance by granting a more prominent role for the **law enforcement cooperation agency Europol, criminal justice cooperation agency Eurojust and the EU border agency Frontex**.
-  Address **human trafficking** with additional means to fight such international crimes (European Centre Against Migrant Smuggling / Europol coordination / Exchange of information).
-  Encourage Member States to improve cooperation at national level between **competent safety authorities**. The European Commission's efforts to improve international co-operation and co-ordination between Member States are in vain if the central governments themselves do not make a commitment to incorporate the same willingness to co-operate internally. There are still gaps in this respect. A failure to cooperate in one place may have fatal consequences for the rest of the European territory.
-  Coordinate European approach to **prosecuting and preventing eco-crime**. The impact of climate change on police officers in Europe must be recognised at a European level. Europe's police officers will bear the brunt of climate change's effects – in terms of involuntary migration and population displacement, increases in radicalisation, human trafficking and organised crime, as well as mass civil unrest.
-  Recognize the role of police officers in **identifying the conditions for entering the country by (illegal) migrants and seeking asylum**. This is especially relevant in the context of Russian aggression in Ukraine and hybrid threats. Encourage Member States to increase the role of police forces in addressing the **flow of illegal weapons and terrorist threats**.
-  Further streamline **access to information**. The political agreement reached in November 2023 on automated data exchange for police cooperation (Prüm II) is welcome in that respect. EuroCOP will closely follow its final adoption and implementation.