



**Standing Committee on National and European Administration  
30 May, 2006, VIENNA**

**MINUTES**

**Titular members**

Peter KORECKY	GÖD FSG	Austria
Dany VASSART	CGSP Admi	Belgium
Alena VONDROVA	TUSBI	Czech Rep.
Peter WALDORFF	Stk /HK Stat	Denmark
Kalle LIIVAMAGI	ROTAL	Estonia
Jaan VINGISAAR	JHL	Finland
Ilias DOLGYRAS	Adedy	Greece
Jan Willem DIETEN	AbvaKabo	Netherlands
Berit ASKER	NTL	Norway
Ilkka PARSSINEN	ST	Sweden
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Charles COCHRANE	PCS	United Kingdom

**Substitute members**

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Lou MARX	CGTL/FNCTTFEL	Luxembourg
Tore Eugen KVALHEIM	YS Stat	Norway
Helen THORNBERG	SEKO	Sweden

**Observers**

Luc HAMELINCK	ACV OD	Belgium
Hanne JOHANESSEN	StK	Denmark
Jean Louis BUTOUR	CGT UGFF	France
ANDREONE Fabrice	USF	European Commission
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**EPSU Secretariat**

Nadja SALSON	EPSU	Brussels
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**Apologies**

Jasmin BENSCH	GÖD	Austria
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Jean-Paul DEVOS	ACV/CSC	Belguim
Heidi BAROT	ROTAL	Estonia
Päivikki KUMPULAINEN	Pardia	Finland
Sigrid IHRIG	Ver.di	Germany
Illias VRETTAKOS	Adedy	Greece
Kornél FENYVES	KKDSZ	Hungary
Jens ANDRESSEN	BSRB	Iceland
Blair HORAN	CPSU	Ireland
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Mara DRUKA-IAUNZEME	LAKRS	Latvia
Irene PETRATIENE	LTUSE	Lithuania
Rima KISIELIENE	LTUSE	Lithuania
Jeanne SCHLOSSELER	CGTL/FNCTTFEL	Luxembourg
Justin TURPEL	CGTL/FNCTTFEL	Luxembourg
Jorge PEREIRA	STE	Portugal
Jorge NOBRE dos SANTOS	SINTAP	Portugal
Yolanda PALMO CASTILLO	FSP UGT	Spain
Pablo CABALLERO	FSAP CCOO	Spain
Ulla LAGERQVIST-PALMU	ST	Sweden
Jonathan BAUME	FDA	UK
Jeff LEWTAS	PCS	UK
Giovanni SERGIO	USF	

## **1. Opening, apologies, announcements**

The chair, P. Waldorff, opened the meeting and invited participants to introduce themselves.

Apologies: please see above

Announcements: Important industrial actions had taken place in a number of countries' public sector including the UK– successful strike in local authorities against pension reform plans; France- students and trade union victory against the CEP (youth's 1<sup>st</sup> employment contract); the ending of Germany's weeks-long strike in public sector against increase of working time; Greece strike on 10 May against low wages; The Netherlands: ongoing dispute regarding alignment of working conditions in public sector to the private sector and unrest in prisons due to budgetary restraints; Estonia (please see below specific item). It was also said that the European Commission had revised its trade union representativity rules.

P. Waldorff, C. Cochrane, J-L Butour, B.-A. Lindenlaub, I. Dolgyras V. Lipton, F. Andreone took the floor

## **2. Adoption of the agenda**

The agenda was approved.

**3. Minutes of the previous meeting** (sent with EPSU Circular LC No. 9 (2006) on 26 January 2006)

The minutes were adopted.

**4. Sectoral Social Dialogue Committee in national and European administration**

An update was provided on:

- **TUNED/Public Administration DG informal social dialogue meeting on 29 May in Vienna** on cross-border mobility in EU civil services attended by 24 TUNED delegates and about 40 DG representatives. A joint statement on mobility was adopted and, for the first time, officially signed by both sides (TUNED spokesperson, P. Waldorff, and Austrian DG on behalf of EU DGs, Mr Bachmayer). This is the second joint statement agreed since we established a single trade union delegation last year in February. The statement promotes workers' fundamental right to free movement and commits to facilitating it in national administrations but also underlines that developing workers' occupational mobility (training) and investment in public service jobs across the EU are equally important to improve the quantity and quality of employment. During the meeting the importance of a good coordination of social security and pension schemes preserving workers' acquired rights, ensuring that mobility remains a right and not an obligation were discussed with the DGs and a representative of the European Commission, Jerome Vignon from DG employment and social affairs. An EPSU press release can be found at <http://www.epsu.org/a/2093>. The Austrian affiliate was thanked for the very good cooperation and support throughout the preparations of the meeting and positive result. The Austrian Presidency will draw up a report of the social dialogue meeting enclosing a copy of the statement. An electronic version of meeting documents should be available shortly, including an update on remaining legal obstacles to cross-border mobility in EU-25 civil services and a study by EIPA on decentralisation and accountability. Follow-ups to the meeting may include joint participation at a Commission-backed conference on workers' mobility in September.

The signed statement on mobility will be translated into French and German. The English version was sent to the Committee and TUNED-non NEA members on 1 June 2006.

- **TUNED draft social dialogue roadmap 2007-2009** (sent in EPSU LC circular 25, 12 April 2006): A draft workprogramme had been drawn up by EPSU secretariat, on behalf of TUNED, to identify social dialogue issues with the EU DGs for the next 3 years. It was important to agree a number of issues, reflecting both our priorities and employers', so that we can plan ahead and no longer be subjected to the DG Presidency's own preference. The draft took account of NEA priorities and issues that had previously been discussed with the DGs (e.g. equality in December 2005 and mobility). CESI-USSP, as member of TUNED, had no comments. The plan is now to have the roadmap formally adopted at the EU Public Administration Ministerial Conference in June 2007; it is also understood that some of the issues as identified will be integrated in the EU DG's midterm work programme. At a meeting of the Troika of DG secretariat to which TUNED had been invited for the first time this year, the Finnish and German DG representatives expressed strong interest in a common roadmap.

During the discussion, it was asked to add a reference to transparency in the draft text. Accordingly a copy of the revised draft is appended to the minutes and will be sent to the Finnish Presidency for an initial discussion with the Troika (Austria, Germany and the UK).

- The **next social dialogue meeting** is planned for 4 December 2006 in Helsinki under the Finnish EU presidency. As was the case in Vienna, the social dialogue meeting will take place before the meeting of EU DGs. TUNED is also likely to be invited to one of the DGs' human resources management working group meetings, as was the case under the Austrian Presidency. Under the German EU presidency, a Public administration Ministerial conference is scheduled for end of June 2007.
- **Follow-ups to Gateshead social dialogue on equality (December 2005)** were underway. A joint TUNED/DG working group will meet 3 times in Copenhagen to prepare the equality conference on 20-21 September 2007. The TUNED participants are:
  - ✓ Hanne Johannessen (STK);
  - ✓ Päivikki Kumpulainen (Pardia);
  - ✓ Mette Breslau (DJØF);
  - ✓ Nadja Salson (EPSU secretariat)
  - ✓ J. Noack (CESI Secretariat).
  - ✓ Pat Campbell (PCS) is expected to join the working group at a later stage.

On the employers' side, the following countries are represented: Denmark; Ireland; Finland; Germany and Belgium. The first working group meeting is scheduled for 6 June 2006.

During the discussion it was said that the Vienna meeting highlighted, again, the importance of a good relationship between the country holding the EU presidency and EPSU's affiliate(s) in this country. The informal nature of the social dialogue meetings raises the question of resources as no funding is available for travel and accommodation expenses (apart from EPSU's regular sponsorship to indexed countries). While we had to focus on improving the informal social dialogue, the ultimate goal remains to formalise the social dialogue that will entail resources for meetings. For the time being, the TUNED delegation will have to cover all expenses. For the next meeting under the Finnish Presidency the EPSU secretariat will, however, look into the possibility of sponsoring part of delegates' expenses (in addition to regular sponsorship available). Under the German Presidency, the idea will be to try and submit a joint European project under the social dialogue budget line for the meeting in June 2007.

Last, on the Eurofedop question a meeting may be organised with the President of Eurofedop, Mr Neugebauer to finally endorse the ad-hoc arrangements regarding seat allocations on the TUNED that have prevailed in Gateshead and Vienna.

P. Waldorff, C. Cochrane, D. Vassart, Y. Labasque, I. Parssinen, F. Andreone, P. Korecky, J.Vingisaar

## 5. Report on activities

- An update on the draft services directive was provided (see website <http://www.epsu.org/a/2046>). The Competitiveness Council agreed a common position on 29 May 2006. For EPSU strong concerns remain with regard to the definition of social services; impact on SGEI (services of general economic interest e.g. utilities but also water) and public services provided for economic consideration; administrative simplification; authorisation schemes. Some of EPSU's concerns on authorisation schemes and financial implications of administrative simplification, for instance setting up of single contact points, start being taken up by some governments. During the discussion it was said that the Services directive continues indeed to raise strong public service concerns, notably services provided by national administration for economic consideration e.g. driving licences, passports etc. The Committee will come back to this item later as part

of EPSU's ongoing lobbying of Parliament and Council to mitigate worse effects of this piece of legislation.

C. Cochrane took the floor.

- EU Cross-sectoral social dialogue on violence at work. The last meeting was nearing stalemate as UNICE (private sector employers) are reluctant to accept the ETUC mandate, particularly the inclusion of the employee/user relationship which is of relevance to front line public sector workers. It was said that CEEP supported the ETUC.

H. Johannessen took the floor.

- TRACE project on decentralisation of public sector <http://www.epsu.org/a/1099>: The 3<sup>rd</sup> and final workshop will take place on 12-13 June 2006 in Brussels. A first draft handbook will be discussed at the meeting. The final completion of project is due for November 2006. During the discussion it was said that in Sweden a delocation plan had been used to increase number of contractual staff. Another issue related to decentralisation concerns HRM functions that tend to be increasingly decentralized and/or carried out by separate semi-private agencies.

I. Parssinen, S. Andreone took the floor.

- Kalle Liivamagi gave an update on the persistent violation of Estonian civil servants' trade union rights, low level of wages and decreasing tax levels. As a result of low wages, a high number of workers from police, fire-fighters and prison services have to work abroad. A delegation of Nordic trade unions had raised concerns to the Estonian Prime Minister early in May, to no avail. An EPSU solidarity message will be sent to Estonia's government referring to positive developments with EU sectoral social dialogue that need to be mirrored at national level. It was said that Kalle had met Estonia's Public administration DG for the first time last May in Vienna at the social dialogue meeting.

## **6. EPSU public services campaign**

An update on the launch on 20-12 April in Vienna of the EPSU campaign for a directive on quality public services was provided for NEA inputs. Each of the EPSU's Standing Committees and the Gender Equality Committee is invited to contribute to the Campaign. The national public administration is important, as the legal framework should strengthen the fundamental right to good administration and promote the right at national (and local/regional levels) to keep public services public. It was said that the quality of public services is intrinsically linked to good administrations and it would be important for NEA to contribute to the campaign. The role of the 3<sup>rd</sup> sector also needs to be taken account of. The ETUC is currently working on a joint text with CEEP on a directive on SGI/SGEI.

It is reminded that the NEA committee includes three national campaign coordinators, Hanne Johannessen, Kalle Liivamagi and Blair Horan.

H. Johannessen, C. Cochrane, P. Waldorff, A. Vondrova took the floor.

NEA members are invited to provide practical examples of campaigning on good administration and raising the civil service profile (e.g. it is more difficult to win public support for, say, tax collectors than health care workers) to help beef up the campaign.
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### **7. Prison services seminar, 10-12 December 2006**

Preparations are underway for the seminar on prison services, as a follow-up to the first workshop in May 2005 that focused on security staff's working and pay conditions, trends in privatisation or semi-privatisation, social dialogue and alternatives to imprisonment. This time it will be co-organised by both the NEA and HSS committees (EPSU Standing Committee on health and social services) as the discussion will extend to social service workers in prison. The idea will be to build bridges between prison wardens and social workers and gain a more complete picture of working and detention conditions in prison in Europe. It is co-organised with the ETUI-REHS (the training department of the ETUC) and receives EU funding. It will look at collective bargaining, working conditions, updates on privatisation plans. Prison reformers' organisations and Council of Europe may also be invited.

J.W. Dieten, I. Parssinen, B-A Lindenlaub took the floor

Jan Willem Dieten kindly agreed to help the Secretariat with the preparations of the workshop, the outline of which was endorsed by the Committee.

### **8. NEA workprogramme 2007**

This was to plan 2007 when a number of events are already planned for 2007 in addition to regular NEA committee and social dialogue meetings.

- As discussed with Euromil a couple of years ago, we intend to organise a seminar on trade unions and military forces as a sector that is excluded from the application of a number of EU social directives. The objective will be to look at the application of EU social directives (information and consultation rights, health and safety, non-discrimination; working time) in this sector, as well as trade union rights. It will also provide information on EU defence procurement policy. A discussion followed on whether it was appropriate to extend the seminar to police forces, which is often another excluded sector from EU social directives. Divergent views were expressed on this as some felt it would send the wrong signals in terms of boundary lines between military and police roles. There was however a strategic objective to link it with police in relation to Eurocop. This will be further discussed at the NEA chairs meeting end of August.
- We are planning to commission an update of the EPSU study "Modernisation of national administrations and social dialogue", A. Hegewisch and B.Martin, 1998. The objective will be to provide a snapshot of current reforms and impact on employment in national administrations, to arm us with a solid basis from which to develop social dialogue and a common understanding about the way forward for civil services. An editorial team will be set up to monitor and guide the research. The study would cover EU-25, candidate and acceding countries + EEA.

C. Cochrane, T. Kvalheim took the floor

The Committee approved the proposal to commission a research project.

- And not to forget, the Equality and diversity conference on 20-21 September, Copenhagen.

**9. AOB and date of next meeting**

- There does not seem to have been much follow-up to the CGIL questionnaire on military forces membership previously sent to the Committee querying about defence employees in relation to civilian/military personnel, collective bargaining and trade union rights. Replies to the questionnaire would however be useful in view of the above seminar planned for next year.
- The Committee discussed a PCS query regarding bans or restrictions on members of far-right, racist organisations being civil servants (such a ban already exists in police forces and prison services and there is some discussion about extending this ban to the whole UK civil service). In countries represented in the Committee, there does not seem to be a ban as such in civil services although some rules can be in place against racism at the workplace, in line with EU equality directives. A key question was how to find out about a civil servant's far right organisation membership without interfering in his/her privacy. There are however some rules banning trade union members from affiliation to far-right organisations.

C. Cochrane, D. Vassart, J-L Butour, P. Waldorff, L. Hamelinck, T. Kvalheim, P. Korecky.

- The next meeting will take place on 6 November 2006, Brussels