



## **EURELECTRIC / EPSU / EMCEF JOINT DECLARATION**

**ON**

**HARASSMENT AND VIOLENCE AT WORK**

**DRAFT**

**November 2007**

## **EURELECTRIC / EPSU / EMCEF Joint Declaration on Harassment and Violence at Work**

The European inter-professional social partners BUSINESSEUROPE-UEAPME, CEEP and ETUC signed a Framework Agreement on harassment and violence at work on 26 April 2007. The agreement aims at increasing the awareness and attentiveness of employers, workers and their representatives to workplace harassment and violence. It also aims to provide employers, workers and their representatives at all levels with an action-oriented framework to identify, prevent and manage problems of harassment and violence at work. (see annex)

This Framework Agreement commits the members of the signatory parties to implement it in accordance with the procedures and practices specific to management and labour regulations in the EU Member States and "Candidates Countries" (Croatia, Former Yugoslav Republic of Macedonia and Turkey) and the non-EU countries of the European Economic Area (Norway, Iceland, Liechtenstein plus Switzerland).

Violence at work is also a concern in the European Electricity Sector, e.g. linked to installations on private property, vandalism, verbal violence in call centres. The social partners of the electricity sector - EPSU and EMCEF for the trade unions, and EURELECTRIC for the employers - therefore welcome the inter-professional agreement. It provides necessary guidance for defining policies on violence at work in the electricity industry.

EPSU / EMCEF and EURELECTRIC call upon their affiliated member associations and organisations to implement the inter-professional agreement before May 2010, in accordance with national procedures and practices specific to management and labour regulations as referred to in the agreement.

EPSU / EMCEF and EURELECTRIC intend to monitor the implementation of the agreement in the electricity industry in the sectoral social dialogue Committee. Intermediate reports will be produced in December 2008 and 2009. A final report is foreseen for the June 2010 meeting, allowing for decisions to be taken on any necessary further actions.

EPSU / EMCEF and EURELECTRIC further agree to participate in the multi-sectoral negotiations which aim to address violence by third parties. The sectoral social dialogue Committee will however decide independently if it supports the conclusions of the multi-sectoral negotiations.

### **For EPSU**

**Sven BERGELIN**  
President of the Standing  
Committee Public Utilities

### **For EMCEF**

**Reinhard REIBSCH**  
Secretary General

### **For EURELECTRIC**

**Knut HERSTAD**  
Chairman of Working Group on  
Social Affairs & Human Resources