



## EPSU Collective Bargaining and Social Dialogue Conference 2012

### Implementing the 2009 Congress resolution on collective bargaining and social dialogue: Developments to December 2012 and follow up in 2013-24

The work plan below is a summary of the main issues covered in the [collective bargaining resolution](#) agreed at the EPSU Congress in Brussels in 2009. In each case we have indicated the progress or lack of progress so far and the work that is expected to be undertaken during the period up to the next EPSU Congress in Toulouse on 20-22 May 2014.

Our priorities shifted somewhat following the 2009 Congress as the full implications of economic and financial crisis became apparent along with the repercussions of the crisis in the Eurozone. The setting up of the system of **economic governance** and the processes involved in the **European Semester** now mean that not only are public finances under much closer scrutiny but collective bargaining and wage determination at national level have also come under the spotlight.

Despite the condition that national industrial relations are the preserve of the national social partners, the European Commission, European Council and European Central Bank have all been turning their attention to what happens at national level, increasing the pressure to link wages more closely to productivity, decentralise bargaining systems, reform (end) wage indexation, moderate wage developments in the public sector (also as a model for the private sector) and to regulate minimum wage rates.

The ETUC has stepped up its activities in response to the process economic governance and is keeping member organisations up-to-date with the various stages of the European Semester. EPSU has been contributing to the debates within the ETUC and informing affiliates of the main developments. Initially the social partners were not given any role to play in the European Semester but this is beginning to change. An informal consultation over the 2013 Annual Growth Survey was organised in October 2012 and further meetings involving the social partners are planned for 2013. There is also the prospect of a wage monitoring group being set up and coordinated by DG Employment. This may well involve input from EPSU, either directly or via the ETUC, as well as contributions from national affiliates through their confederations.

The two consultations and subsequent negotiations over the **Working Time Directive** have also involved a significant shift in priorities. This is especially so since the negotiations began in December 2011 and the first meeting of EPSU's working time advisory group took place in January 2012, followed by further meetings in March, June, September, October and November.

Issue	Aim/ Outcome	Activity	Developments up to December 2012 and follow up in 2013-14
<b>Low pay and minimum wages</b>	Reach targets of minimum wages at 60% (legal) and 70% (collectively agreed) of average earnings	<ul style="list-style-type: none"> <li>■ Improve monitoring of minimum wage rates</li> <li>■ Report on minimum wages in new EPSU affiliates</li> <li>■ Increase awareness of policy – produce two page summary and debate at regional meetings</li> <li>■ Develop campaigns in specific sectors with possible Wage Indicator projects in care and waste sectors</li> </ul>	<ul style="list-style-type: none"> <li>■ Coverage in epsucob@NEWS also special issue on minimum wages in <a href="#">July 2012</a></li> <li>■ <a href="#">Report</a> produced in 2010 and <b>update planned for early 2013</b></li> <li>■ Briefing not produced – <b>review as focus of work following Congress?</b></li> <li>■ <a href="#">WISUTIL</a> project included information on pay in waste sector but not yet taken further</li> </ul>
<b>Equal pay</b>	5 percentage point reduction in the gender pay gap (see equal pay resolution)	<ul style="list-style-type: none"> <li>■ Find out current size of gender pay gap in each sector</li> <li>■ Develop equal pay as a common demand then implement and monitor</li> </ul>	<ul style="list-style-type: none"> <li>■ Major <a href="#">survey</a> carried out in 2010 and <b>follow-up planned for 2013 as part of project with DG Employment funding</b></li> <li>■ <i>Discussion at 2012 collective bargaining conference workshop</i></li> </ul>
<b>Real wages increases</b>	Maintain wage increases in line with inflation and productivity	<ul style="list-style-type: none"> <li>■ Monitor and publish information on wage developments</li> </ul>	<ul style="list-style-type: none"> <li>■ Mainly done through updates in <a href="#">epsucob@NEWS</a></li> <li>■ <i>Wrong Target report</i> on pay cuts in 2010 and <a href="#">updated</a> in 2012</li> </ul>
<b>Public procurement</b>	Extend use of social procurement clauses	<ul style="list-style-type: none"> <li>■ Campaign to get social clauses in procurement directives</li> </ul>	<ul style="list-style-type: none"> <li>■ Active in <a href="#">campaigning and lobbying</a> around procurement directive</li> <li>■ <i>Report on pay clauses in procurement in five countries due for publication in December 2012</i></li> </ul>
<b>Regional and sectoral co-ordination</b>	Facilitate the setting up of regional and/or sectoral networks	<ul style="list-style-type: none"> <li>■ Maintain support for regional energy network covering Austria, Belgium, France, Germany, Luxembourg and Netherlands</li> <li>■ Investigate scope for setting up new networks</li> </ul>	<ul style="list-style-type: none"> <li>■ Meetings of <a href="#">network</a> on hold, further activity dependent on local affiliates – last meeting also involving Nordic affiliates in December 2011</li> <li>■ Initial meeting of energy affiliates in former Yugoslavia in January 2012 and <b>further exchanges planned</b></li> </ul>
<b>Outsourcing</b>	Extend use of outsourcing checklist and get outsourcing agreement at company or sectoral level	<ul style="list-style-type: none"> <li>■ Review progress on use of outsourcing checklist across sectors</li> <li>■ Target company/ies or sector for outsourcing agreement</li> </ul>	<ul style="list-style-type: none"> <li>■ <i>Discussion at 2012 collective bargaining conference workshop</i></li> <li>■ Still to follow up</li> </ul>

Issue	Aim/ Outcome	Activity	Developments to December 2012 and follow up in 2013-14
<b>European industrial relations system</b>	Progress on issues that will help establish system – transnational agreements, labour court	<ul style="list-style-type: none"> <li>■ Contribute to debate and policy development within ETUC</li> <li>■ Monitor use of procedure for negotiating transnational agreements, once agreed at public utilities committee</li> </ul>	<ul style="list-style-type: none"> <li>■ Contributed to development of ETUC policy on transnational agreements</li> <li>■ Procedure used in GDF-Suez negotiations over agreement on equality</li> </ul>
<b>Economists network</b>	Set up economists network to provide analysis and response to European institutions	<ul style="list-style-type: none"> <li>■ Work with ETUI and others to draw up list of possible network members and develop initial agenda for network</li> </ul>	<ul style="list-style-type: none"> <li>■ Set up internal <a href="#">Economic Policy Group</a> with meetings in February and November 2011, February and October 2012 and next meeting 20-21 February 2013</li> <li>■ Coordinate with ETUC in response to various stages of European semester</li> </ul>
<b>Social dialogue effectiveness and evaluation</b>	Evaluate sectoral social dialogue agreements	<ul style="list-style-type: none"> <li>■ Develop evaluation framework and assess the implementation of social dialogue agreements</li> </ul>	<ul style="list-style-type: none"> <li>■ <a href="#">Survey</a> currently under way with <i>initial report to 2012 collective bargaining conference</i> followed by reports to Spring 2013 standing committees and executive committee</li> </ul>
<b>Multinationals and European works council co-ordination</b>	Target MNC for co-ordinated collective bargaining	<ul style="list-style-type: none"> <li>■ Identify an MNC and co-ordinate collection of pay and conditions information</li> <li>■ Identify collective bargaining policy for focus of campaign (common demand)</li> </ul>	<ul style="list-style-type: none"> <li>■ Still to follow up</li> <li>■ Still to follow up</li> </ul>
<b>Information</b>	Improve and extend exchange of information	<ul style="list-style-type: none"> <li>■ Improve two-way flow of information through epsucob@NEWS</li> <li>■ Integrate new countries into epsucob@ network</li> <li>■ Meet range of targets for coverage of agreements on database by sector (eg minimum of 30 energy agreements from different countries)</li> <li>■ Assess and review information on website and database and how it is displayed, updated and used</li> </ul>	<ul style="list-style-type: none"> <li>■ Some progress on increasing flow of news from affiliates and discussion on information at <a href="#">seminar</a> in May 2012 – further special issues planned</li> <li>■ Some additional contacts added and discussed at <a href="#">Tbilisi summer school</a> in September 2012</li> <li>■ Still to do and question of priority and approach in relation to ETUC surveys and potential wage monitoring initiative by DG Employment</li> <li>■ Some changes and updates to website but requires more detailed review to ensure focus on key information</li> </ul>

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<b>Unpaid wages</b>	Campaign to reduce level of unpaid wages	<ul style="list-style-type: none"> <li>■ Review policy with regional officers and plan campaign with new affiliates</li> </ul>	<ul style="list-style-type: none"> <li>■ Still to follow up</li> </ul>
<b>Pensions</b>	Monitor developments and identify areas of policy (2004 resolution) to implement	<ul style="list-style-type: none"> <li>■ Monitor pensions developments in epsucob@NEWS</li> <li>■ Investigate potential of setting up pensions network maintained by pensions officers from affiliates</li> </ul>	<ul style="list-style-type: none"> <li>■ Continue to monitor regularly including special issue on pensions in <u>July 2011</u></li> <li>■ Still to follow up</li> <li>■ Responded to pensions green paper</li> </ul>
<b>Migrant workers</b>	Review draft policy	<ul style="list-style-type: none"> <li>■ Re-assess draft policy in the follow up to NEA/LRG meeting on migrant workers</li> </ul>	<ul style="list-style-type: none"> <li>■ Still to follow up</li> </ul>
<b>Policy development</b>	<p>Develop collective bargaining policies on:</p> <ul style="list-style-type: none"> <li>■ Working time</li> <li>■ Quality of work; lifelong learning and precarious employment and climate change</li> <li>■ Discrimination; health and safety; and work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>■ Research being carried out for 2009 CB conference and follow up at regional conferences</li> <li>■ Debates at 2009 CB conference and follow up at regional conferences and 2010 conference</li> <li>■ Set up group of affiliates to review draft policies or assess potential for policy development</li> </ul>	<ul style="list-style-type: none"> <li>■ Focus shifted to Working Time Directive from end 2010 following European Commission <a href="#">first</a> and second consultations and negotiations in 2012</li> <li>■ See 2010 collective bargaining conference for <a href="#">workshops briefing and report</a> and documents for 2010 regional conferences in <a href="#">Copenhagen</a>, <a href="#">Madrid</a> and <a href="#">Bratislava</a></li> <li>■ Contact lists created for various working groups but no further initiative taken as yet. Question of priorities for EPSU and affiliates.</li> </ul>