
European Social Dialogue Committee for Central Government Administration**Work programme 2019-2020**

Adopted on 18/03/19

This is the fourth work programme of the social dialogue committee for central government administrations (SDC CGA) covering the period of 2019-2020 (hereafter Committee). In December 2020, the SDC CGA will celebrate its 10th anniversary.

The strategic objectives of the Committee remain the same i.e. to:

- Encourage and develop the social dialogue between the trade unions and employers at European and national levels on issues relevant to the sector;
- Improve EU employment standards;
- Assume its role in shaping EU policy impacting central government administrations.

To this effect, the Committee will in the main proceed as follows:

- Discuss, exchange useful practices and knowledge;
- Adopt joint documents with an emphasis on finding practical solutions helpful to the national level of social dialogue;
- Follow up more consistently on adopted texts;
- Respond to the Commission's consultations on issues of relevance to the Committee including the EU Semester and other initiatives relating to social policy; where necessary the Steering Group will be mandated to ensure more systematic responses on behalf of the Committee;
- Promote the interest and visibility of quality central government administrations and common values of rule of law, neutrality, accountability, accessibility, transparency, and equal treatment;
- Take relevant actions to improve the representativeness of the Committee, cooperate with other sectoral social dialogue committees such as in local and regional government and relevant organisations or institutions.

The Committee's principles and work programme are based upon the EU Charter of Fundamental Rights, notably its article 41 that provides for the right to good administration as an integral part of public services, upon TFEU articles 151-162 on social policy and the Union's commitment to a well-functioning autonomous as well as representative social dialogue at all levels. Finally, the work programme also takes due account of the EU economic governance (European Semester) and its focus on modernisation of public administration.

The committee will address the following topics keeping some flexibility in light of relevant issues that may arise:

I/ Follow-ups and monitoring of adopted texts

- 1. Agreement on information and consultation rights of workers and their representatives adopted on 21 December 2015**

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Following the European Commission's rejection (5/03/18) of the SDC CGA request to implement by a directive its social partner Agreement, the Committee will continue pressing for legally binding standards on information and consultation rights on restructuring, amongst others.

To this effect, the Committee will submit an EC-funded social dialogue project first half of 2020 to monitor national developments on workers and their representatives' information and consultation rights since the crisis in light of the standards and objectives set out in the Agreement and EU directives on information and consultation rights. The project will include a comparison of whether and how information and consultation rights might differ according to employment status and in local and regional governments (in cooperation with the social partners of that sector).

2. Framework Agreement for a quality service in central administrations (12.12.12)

In 2017 the Committee produced a monitoring report of the framework agreement for a quality service in central administrations (which consists of 20 commitments to improve the quality of the service to citizens).

- The Committee will examine how the Agreement can be used and useful in administrations dealing with asylum and immigration claims, with a focus on working conditions and personnel employed in these services. A compilation of good practices launched in 2018 will be completed in the first half of 2019 on the basis of commonly agreed questions.
- Transparent, accountable administrations: the Committee will organize an event on the practical role of social dialogue in preventing corruption and conflict of interest by strengthening employees and management's awareness and tools– a preparatory briefing on rules against corruption and conflicts of interest will be carried out by 2019.
- Role of social dialogue and diversity through equality –recruitment and retention (gender, ethnicity, age, disability..) The joint TUNED/EUPAN 2008 booklet of collection of good practices (carried out under the Danish EUPAN presidency) will be updated in 2020.

3. Work life balance and equal pay between women and men

As part of annual reviews, the Committee will **follow up on the policy recommendations towards equal pay between women and men** adopted in 2014 with a view to:

- Improve access of women to decision-making positions;
- Tackle women's overrepresentation in low pay positions.

Discussions with Eurostat will continue on collection of specific data on gender pay gap and pay levels broken down for the sector of central government with a view to further analysis and actions. In the event that the requested data is not made available, the

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Committee will collect data from the administrations. The data will be analyzed for further actions.

The Committee will implement the social dialogue project launched in 2018 on work/life balance and digitalization which is due to be completed by the end of 2019.

II/ Well-being at work – prevention of psychosocial risks and third-party violence

Further to the SDC CGA statement *Towards well-being at work in CGA as part of a new EU OSH strategy framework*, adopted on 10/12/2013, and the successful completion of a social dialogue project on preventing psycho-social risks and third-party violence in 2017, health and safety will remain a priority for the Committee.

- Evaluation of the added-value of the psycho-social risks project at national level will initiate in 2019 and end by 2020.
- Joint initiatives with signatories to the multi-sectoral guidelines on prevention of third-party violence and harassment, which were adopted by the SDC CGA in December 2018, in the course of 2020.

III/ Modernisation of administrations in the context of the European Semester

In 2017, the Committee held an exchange of views with the Commission and Observatoire Social Européen on the nature and effects of the European Semester's focus on modernization of public administrations and the role of social partners at national and EU levels. During the exchange, the Committee called upon the Commission to take better account of the SDC CGA autonomous agreement for a quality administration as a common framework for a more holistic approach to reform.

The Committee will discuss with the European Commission its involvement in anticipating topics covered by the European Semester and Country Specific Recommendations.