

**EPSU / PSI Working Group – Meeting of 9 – 10 October 2006**  
*Adopted by the EPSU Executive Committee 20 & 21 November 2006*

<b>A</b>	<p><b>HISTORY OF THE DOCUMENT &amp; POINTS FOR DECISION</b></p> <p>The EPSU – PSI Europe Working Group held its 4<sup>th</sup> meeting on 9 – 10 October in Geneva. Detailed minutes of this meeting are in the process to be finalised.</p> <p><b>1. EPSU – PSI Mapping – draft report by Jane Pillinger</b></p> <p>An important finding of the report is that there are no areas of duplication in the work undertaken by EPSU and PSI Europe. EPSU work is EU related and sector based whereas PSI Europe work is regional and constituency based. This result is important in view of the expected synergy effects and the management of workloads. This underlines the need to clearly define the focus of activities and deployment of resources. The full report has been translated and is available at <a href="http://www.epsu.org/a/2157">http://www.epsu.org/a/2157</a>.</p> <p><b>2. Draft outline of activities – what and how</b></p> <p>A revised document had been circulated to all affiliated unions after the meeting of the Working Group of 4 – 5 May 2006. A number of comments have been received from affiliated unions in writing and further discussion of the document took place at the October Working Group meeting. With the exception of Agnes Cser, who feels that the document is unbalanced, the majority of Working Group members held the view that the document goes in the right direction with more emphasis to be put on social dialogue and collective bargaining EU neighbourhood policy, regulation of private providers of public services and youth activities. The document will be amended at secretariat level and submitted for adoption to the EPSU Executive Committee and EUREC in spring 2007. The final redaction of the document is under way.</p> <p><b>3. Concrete planning steps towards a single European federation</b></p> <p>The document was presented at the meeting and makes concrete proposals how to cover all unions by the single European Federation following the PSI Congress in September 2007 by adapting and opening EPSU structures. It highlights the implications for representation and structures and indicates possible funding sources. The document will be revised in the light of the discussion and be circulated to members of the working group shortly. A final document will be adopted in March 2007. It was further agreed that the proposed merger steps should eventually replace the current EPSU – PSI co-operation agreement in the transition period between the PSI Congress and the EPSU Congress in 2009. The draft agreement will be submitted to the PSI Executive Board in May 2007 and the EPSU Executive Committee in June 2007 for adoption.</p> <p><b>4. Outline of key constitutional elements</b></p> <p>The Secretariats had not been able to submit an agreed constitutional outline. It was decided that such an outline should be available to members of the Working Group by 15 December 06. The outline will go forward to the March 2007 Working Group meeting for endorsement.</p> <p>It was recognised that the most difficult part related to membership and affiliation fees.</p>
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	<p><b>5. Status of EPSU in the PSI Constitution – subsequent amendment to the PSI constitution</b></p> <p>The EPSU – PSI Europe Working Group as well as the PSI Executive Board of 8 – 10 November 2006 considered a proposed amendment to the current text of Article 12. 4 d) of the PSI Constitution. See further details below in B 1.</p> <p><b>The Executive Committee is invited to:</b></p> <ul style="list-style-type: none"> <li>• To note the above progress report;</li> <li>• To approve the general principles contained in the proposed amendment to the PSI Constitution, as elaborated in B 1. and 2.;</li> <li>• To consider the points raised in B 3.</li> </ul>
<p><b>B</b></p>	<p><b>BRIEF OUTLINE</b></p> <p><b>1. Status of EPSU in the PSI Constitution – subsequent amendment to the PSI constitution:</b></p> <ul style="list-style-type: none"> <li>• The document on ‘The role of the EU in Europe and on the world stage: a challenge for Europe’s public service trade unions’ was endorsed by the meeting of PSI EUREC on 13 – 14 April 2005 and the 7 June EPSU Executive Committee of 7 June 2005 as a mandate for the merger discussions. The adopted document describes the intended merger as follows: <b><i>“Bringing EPSU’s and PSI’s European work together: In a nutshell: this new organisation could be an enlarged EPSU that encapsulates the current European work of PSI and assumes the responsibilities of a PSI region, contributing to promoting the interest of public service workers on a world stage. It would be autonomous regarding the EU’s domestic policies (internal market, social legislation, social dialogue, collective bargaining, EWCs...), the trade union response to the EU’s external relations and activities, being part of a global union movement’s strategy.”</i></b></li> <li>• Currently the relation between EPSU and PSI is defined in the following way in Article 12.4 d) of the PSI Constitution adopted at the 2002 Congress in Ottawa: <b><i>“In those countries in Europe covered by EPSU, the PSI works on the basis of a co-operation agreement with the European Federation of Public Service Unions (EPSU) which has its own Constitution.”</i></b></li> <li>• Proposed amendment to Article 12.4 d) of the PSI Constitution as elaborated by the Secretariats and submitted to the October Working Group meeting: <b><i>“In the European Region, recognises EPSU as the regional organisation of the PSI. EPSU contributes to promoting the interest of the public services workers at global level. It is autonomous regarding EU/EUROPEAN internal policies and has its constitution.”</i></b></li> <li>• There was extensive discussion on this proposal in the working group. Agnes Cser (Central European Constituency) expressed her disagreement with the working method receiving some support from Mereke Butina (Constituency of</li> </ul>

Russia and Central Asia). Overall however, there was general backing with some variations of emphasis, for example expressing the idea that “**EPSU works autonomously within the authority delegated by the PSI**” or that “**responsibility for the regional organisation of the PSI is vested in EPSU**”. There was one proposal to delete the reference to “**autonomy regarding EU/European internal policies**” whereas a significant number of group members stressed the need to maintain the reference to autonomy, with some actually preferring the term “**independence**” because of the special EPSU position in the social dialogue as recognised social partner organisation. The Working Group agreed in the end that the proposal should go to the PSI and EPSU Executive Bodies in November.

- The proposed amendment was formally put on the agenda of the **PSI Executive Board meeting of 8 – 10 November 06** in Geneva. The PSI EB agreed that the proposed amendment of Article 12. 4 d) would be sent out to PSI affiliates together with other Congress related matters, specifying that the EPSU – PSI Europe working group of March 2007 would come forward with the final and definite recommendation.

## 2. EPSU essentials in the merger discussion

The mandate for the ongoing merger discussions between PSI Europe and EPSU, as reflected in point B 1, first bullet point, was explicitly re-affirmed by the EPSU Executive Committee of June 2006. ***It therefore has to be considered as expressing the essential conditions for EPSU to uphold during the merger talks.***

These are:

- **Focus of contents:** EU policies with relevance for EPSU, EU Neighbourhood and EU external policies; social dialogue and the transnational dimension of collective bargaining; promotion of quality public services; sectoral focus; gender equality and non-discrimination; capacity building.
- **Internal autonomy:** to cover EU / European policies as formulated in the proposed amendment to the PSI Constitution as well as decision-making and financial autonomy, i.e. the authority to raise, collect and manage (European) fees; based on its constitution (one organisation, one work programme, one budget, one decision making structure).
- **Representativity:** In the context of the sectoral social dialogue the achievement of a high level of representativity is essential for EPSU, based on the principles in Article 3. of the current EPSU Constitution. Whilst a declared objective of the EPSU – PSI Europe merger is to strengthen membership of the global PSI, future membership arrangements must be sufficiently practical and pragmatic to take account of the diversity of the EPSU membership.

## 3. Geopolitical coverage

- The approach of both PSI and EPSU secretariats has been to argue in favour of enlarging EPSU to include Russia and Central Asia. This reflects the current design of the European Region in PSI and is also in line with coverage the Pan-European Regional Council (PERC) to be established by agreement of the ETUC and the ITUC. It has to be stressed however that the ETUC will not have any

	<p>constitutional link with the PERC and that consequently the ETUC geographic area is not automatically congruent with that of the PERC. Membership of the ETUC and the PERC is not automatically identical.</p> <ul style="list-style-type: none"> <li>• Discussions in the EPSU – PSI Europe Working Group have so far at least implicitly accepted that the larger EPSU should indeed cover Russia and Central Asia. The affiliates from the PSI Russian and Central Asian Constituency have in turn raised a series of questions as to the terms of their representation in the single Federation (see letter by Mikhail Kuzmenko and the joint PSI Europe – EPSU response).</li> <li>• The rationale for this coverage is founded in the main in the possible creation of an EU – Russia economic area, the EU – Russia Energy dialogue and the possible implications of these Treaties for public service workers with a view of extending the elements of the European Social Model to the entire continent.</li> <li>• The overall functioning of a single European Federation is equally important and has to be maintained and developed. The focus will remain on the EU and its policies, as described in the outline for the programme of activities, integrating the current PSI European regional work within a multi-annual work programme and taking into account the financial constraints. If Members feel that operating in a larger geographical area and including Russia and Central Asia will impair the overall functioning of the organisation, alternative models of organisation and cooperation need to be explored. The same applies to unions in the larger geographical area of Russia and Central Asia: if the perception is that the new organisation will not cater for their interests, alternatives need to be considered and judged as to the effect on the functioning of the organisation.</li> </ul>
<b>C</b>	<p><b>GENDER EQUALITY ASPECTS</b> The meeting of the PSI European Women’s Committee (EWOC) of 10 April as well as the Gender Equality Committee (GEC) of EPSU of 28 April had initial discussion on the possible future organisation of women’s / equality work. The Presidencies of both EWOC and GEC will meet on 24 November 2006 and a joint meeting of both Committees will be held on 12 February 2007 to come out with a final recommendation.</p>
<b>D</b>	<p><b>BUDGET IMPLICATION(S)</b> Costs related to meeting (s) of a joint working group</p>
<b>E</b>	<p><b>LIST OF RELATED DOCUMENTS</b></p> <ul style="list-style-type: none"> <li>• The role of the EU in Europe and on the world stage: a challenge for Europe’s public service trade unions (available on the EPSU website at the following link <a href="http://www.epsu.org/a/2157">http://www.epsu.org/a/2157</a>)</li> <li>• International trade union unification: the role of the ETUC, document approved by the ETUC Executive Committee of 15 – 16 March 2005 available on the ETUC website <a href="http://www.etuc.org/a/774">http://www.etuc.org/a/774</a>)</li> <li>• PSI / EPSU cooperation agreement as approved by EC meeting of 29 – 30 / 11 / 2004 – EPSU Constitution appendix IX (available on the EPSU website at the following link <a href="http://www.epsu.org/r/139">http://www.epsu.org/r/139</a>)</li> <li>• Letter from and response to M. Kuzmenko (available on the EPSU website at the following link <a href="http://www.epsu.org/a/2157">http://www.epsu.org/a/2157</a>).</li> </ul>
<b>F</b>	<p><b>RELEVANT FILE NUMBERS:</b> EPSU – PSI WG files, EC files</p>