I. EPSU GOVERNING BODIES

1. Steering and Executive Committee
   The Steering Committee met on 1 February, 14 June and 15 November.
   The Executive Committee met on 1 – 2 February, 17 and 19 April (Lisbon, prior to and after
   the General Assembly) and 15 – 16 November.

   The meetings of both Committees were dominated by the preparation of and follow-up to the
   General Assembly.

   Apart from General Assembly business the February meetings received extensive reports
   from the Standing Committees, in particular on progress made in the sectoral social dialogue
   and noted a report on EPSU’s involvement in European Works Council negotiations.
In Lisbon, the Executive Committee agreed to submit two emergency resolutions, one on public procurement and the other on the situation in Austria to the General Assembly.

The Committee adopted resolutions on the representation of other European trade union organisations in the sectoral social dialogue. It was decided that the resolution dealing with EUROFEDOP be submitted to the ETUC for further action.

The Committee decided to undertake a written consultation of Executive Committee members on the ETUC – CEEP Charter on Services of General Interest once the final text was available. It endorsed the Secretariat’s proposal that EPSU support the European Industry Federations’ campaign for the revision of the European Works Council Directive.

The 19 April meeting elected Anna Salfi, FP-CGIL, Italy and Poul Winckler, FOA, Denmark as EPSU Vice Presidents. It also confirmed Jan Willem Goudriaan in his position of EPSU Deputy General Secretary.

In June, the Steering Committee undertook an evaluation of the General Assembly. The overwhelming feeling of Committee members was that the General Assembly was a success and had certainly contributed to the further advancement of EPSU as an organisation and its policy making. The Portuguese affiliates were thanked for their organisation of and hospitality during the General Assembly.

The General Secretary delivered a first presentation on the main themes and methods of work for EPSU until 2004. The core message was that EPSU could only develop with the full co-operation and involvement of its affiliates. The presentation focused on two main areas of activity: promotion of public services and the development of a European collective bargaining area. There was also recognition of the fact that the identity of EPSU needed to be bolstered. The Committee emphasised that the division of responsibilities between EPSU and ETUC was an important precondition to maximise the effectiveness of EPSU. Attention should be given to the time available to intervene in the EU policy formulation process. It was also noted that modernisation processes for public services should include regulatory and social aspects. The Steering Committee agreed that the presentation would form the foundation of an Action Plan for consideration by the Executive Committee.

The Steering Committee noted that a majority of Executive Committee members had voted in favour of the ETUC – CEEP Charter on Services of General Interest.

The Swedish affiliates issued an invitation to hold the next EPSU Congress in 2004 in Stockholm.

The November meeting started with an announcement by Herbert Mai, EPSU President. He informed the Committee that he was no longer President of his union, the ÖTV. An extraordinary meeting of the Executive Committee would be held on 9 March 2001 where he would step down as EPSU President. A solution would have to be found based on article 4.5.3. of the EPSU Constitution.

Presentations were given by Peter Coldrick, ETUC, on EU Economic and Employment Policy and Emanuel Mermet, ETUI, on the ETUC approach to wage bargaining.

The Committee discussed an initial draft position on the Commission’s Communication on Services of General Interest.

Updates on the intersectoral and sectoral social dialogue were given. The Committee adopted an EPSU position on telework. An extensive discussion took place again on the EUROFEOP /
CESI issue. There was strong support by members of the Committee to overcome the current deadlock in the sectoral social dialogue in local and regional government and national administration by finding solutions with the respective organisations under the EPSU umbrella.

The Committee received reports on the constitution of the Standing Committees and the Gender Equality Committee as well as the Enlargement Taskforce. The meeting finally processed other follow-up business from the General Assembly, i.e. the revision of the EPSU Procedures and Mandates in the intersectoral / sectoral social dialogue and the revision of the Standing Orders for the Executive and Steering Committee. The establishment of a Constitution Work Group to deal with further outstanding matters, in particular the Congress delegation key and the Congress Standing Orders was agreed.

2. Finances, Membership & Personnel

In the period of reporting both the Steering and Executive Committees have had intensive discussions on the finance situation of the Federation.

As has been argued in the Resolution for a ‘Financially Stable EPSU 2001 – 2004’, adopted at the General Assembly in Lisbon, EPSU was structurally underfunded in previous years. This has led to the creation of extra-ordinary funds and an emergency loan from affiliates to cope with a deficit situation. At the same time access to Commission funding has become much more limited. The financial self-reliance of the organisation has therefore been identified as a major objective to be attained. On that basis, the General Assembly was asked to agree an increase of the EPSU affiliation fees phased over the next years until 2004. The fee is calculated to cover EPSU constitutional meetings, specific projects, and an extension of staff. The voluntary social dialogue fund is integrated into the normal budget. A reserve fund is to be established.

With effect of 2000 / 2001 all affiliates will be invoiced from the EPSU Secretariat and pay their fees into a Brussels-based EURO bank account.

The April Executive Committee meeting agreed to the permanent employment of Brian Synnott as additional officer in the Secretariat.

The following unions have become EPSU members in 2000:

- Marburger Bund (MB), Germany;
- Zentralverband Deutscher Schornsteinfeger, Germany;
- Fédération Nationale des Syndicats du Personnel de l'Electricité et du Gaz – CFTC, France;
- CGT Union Générale des Fédérations de Fonctionnaires, France;
- CGT Santé et Action Sociale, France;
- Royal College of Nurses (RCN), UK;
- Chartered Society of Physiotherapists (CSP), UK;
- Services, Industrial, Professional and Technical Union (SIPTU), Ireland.

3. Enlargement Task Force

The task force met for its first meeting on 9 October in Hamburg.

The discussions of the group focused on
- The state of the enlargement preparation in the applicant countries and the extent of trade
  union involvement in the ongoing negotiations;
- The organisation and negotiating rights for trade unions in the public sector, public sector
  social dialogue structures in the applicant countries;
- Discussion of a work programme for the task force.

It emerged from the various country reports that trade unions are not systematically involved
in discussions on the implementation of EU legislation. A major problem is the insufficiently
developed social dialogue in most of the applicant countries. The employers in the public
sector are not adequately organised. This is particularly true for the local government sector
in a number of countries. The existing tri-partite structures have a negative impact on the
creation of employers’ federations.

The group considered a list of issues for the development of a work programme. The main
items for future work will be the monitoring and enforcement of trade union rights, the
development of proper industrial relations in the public sector. The importance of linking
enlargement issues with the work of other EPSU bodies was recognised. This is particularly
true for the Standing Committees.

The second meeting of the task force is planned for 2 April 2001. It will take place in Sofia.

II. GENERAL ASSEMBLY

The 6th EPSU General Assembly took place from 17 – 19 April 2000 in Lisbon. It brought
together 269 delegates and 99 observers, representing 136 affiliated organisations from 37
countries, with a total of 103 women and 166 men delegates.

Emilio Gabaglio, ETUC General Secretary, addressed the Congress in the opening
ceremony.

The Assembly debated and adopted the following policy statements:

- Public services for people in Europe;
- Public service trade unions and collective bargaining in a European environment;
- An active working time policy: for employment, time sovereignty and equal opportunities;
- Gender Equality;
- Enlargement of the European Union: meeting the challenges;
- European Tax Charter.

Delegates also discussed and voted on two emergency resolutions, one dealing with the
situation in Austria and another one on Public Procurement. A resolution on the increase of
the EPSU affiliation fee in 2001 – 2004 was adopted. The General Assembly instructed the
incoming Executive Committee to elaborate an agreement on Transborder Recognition of
Trade Union Membership.

The General Assembly agreed to a major reform of the EPSU Constitution. Its main features
are: a clearer geographical delimitation, an improved definition of the tasks of President and
General Secretary, election of the General Secretary by Congress, mechanisms to ensure a
better representation of women in the governing bodies and in the leadership team, the
establishment of a Gender Equality Committee, composed of one female + one male
member of the Executive Committee per constituency.

The General Assembly elected the following office holders:
III. WOMEN'S CO-ORDINATION GROUP/GENDER EQUALITY COMMITTEE

The EPSU Women’s Co-ordination Group

The EPSU Women’s Co-ordination Group met twice in 2000 prior to the General Assembly. It contributed to:
- The February Executive Committee
- The General Assembly Preparatory Working Group
- The revision of the EPSU constitution to include more women in active positions and the subsequent nomination of more woman representatives on EPSU bodies
- The nomination of woman delegates to the General Assembly
- The project ‘Decision-making Power to Women in the Mediterranean Trade Unions’ (see III EPSU Vocational and Technical Activities)

It also followed the work of the ETUC Women’s Committee.

Gender Equality Committee

As a result of the revision of the EPSU Constitution, the Women’s Co-ordination Group has ceased to function. The Gender Equality Committee (GEC) was established after the General Assembly. This Committee is composed of 12 Executive Committee members, one woman and one man from each of the constituencies. The Committee met for the first time on 14 November to elect its leadership, discuss its remit, working methods and action plan. Vera Morgenstern, ÖTV, Germany was elected President and Gunhild Johanssen, NKF, Norway and Jorge Nobre dos Santos, SINTAP, Portugal were elected Vice Presidents. The amended draft remit was endorsed by the Executive Committee on 15 November, as was the proposal for EPSU participation in the ETUC and PSI campaigns on equal pay, and representation on the ETUC Women’s Committee by a woman titular and a man substitute member. The Committee will meet once a year.

IV. EPSU STANDING COMMITTEES

1. Health and Social Services

11th meeting of the Standing Committee on Health and Social Services, 30 May, Luxembourg

Main items on the agenda:
- Elections of President and 2 Vice Presidents
  Bob Abberley was re-elected as President, and Lene B. Hansen as Vice President. Luisa Ferreira was elected as new Vice President.

- Working Time Campaign
  The discussion on running a campaign on issues in connection with the Working Time Directive was resumed. The mandate for a working group was discussed and amended. The main issues for the campaign are a common definition of on-call duty, to cut down the implementation and transposition time of the directive for the now included doctors in training, and the impact on work organisation. The working group would make a recommendation to the Standing Committee on whether and on what basis to run a
campaign. The committee would in its turn make a recommendation to the Executive Committee. A working group based on nominations from the constituencies was appointed.

- **Key developments in the EC Public Health Policy**
  Mr. Walter Baer from the Commission’s Health and Consumer Protection Directorate-General gave an overview of the background for and content of the Commission’s proposal for a new programme on strategy for public health that was adopted by the Commission on 16 May 2000, to be transmitted officially to the Council and European Parliament for final adoption by the end of 2001. One of the 3 overall objectives of the new programme is “Improving health information”. Part of this objective is to establish a consultation forum: “European Health Forum”.

- **Action Plan 2000 – 2004**
  The Committee agreed the 3 main themes of the action plan: Social Dialogue; European Union Health Policy and related Policy Areas; Structure and Funding of Health and Social Services Sector.

Other items on the agenda:
- Follow-up of the employers’ survey;
- Report from the social dialogue conference in the hospital sector 12 – 13 May;
- Summary of the campaign “Living in solidarity”.

**Gender balance:**
The newly nominated Committee has 27 titular members of which 14 are women and 13 are men, and 22 substitute members, 11 of each sex

**Follow-up to the meeting:**
- EPSU participated in the TUTB/SALTSA Conference “Working without limits? Reorganising work and reconsidering workers health”, 25 – 27 September. Jon Richards (UNISON) chaired the workshop on health and hospital professions, on behalf of EPSU. A report on the conference was made available to Standing Committee members.

- EPSU participated in the European Public Health Alliance (EPHA) conference on the future EU health strategy, on 10 October. This afforded a valuable opportunity to build alliances within the sector. The EPHA, which acts as an umbrella group for health NGOs and professional bodies, was identified as a valuable addition to EPSU efforts to influence the new European Health Forum.

**12th meeting of the Standing Committee on Health and Social Services, 5 December, Brussels**

Main items on the agenda:
- **Follow up of the Social dialogue Conference**
  It was agreed that a working group would be established to identify topics to be discussed at a second social dialogue conference.

- **Working Time Campaign**
  Bengt Rasten (DKK) presented the preliminary findings of the ad-hoc working group on working time. The report illustrated the common positions reached. The committee agreed that a further meeting of the working group was needed in 2001. The Working Group’s recommendation will be made to the EPSU Executive Committee in June 2001.

- **Presentation on Kohl Dekker Cases**
Willy Palm, the director of the Association Internationale des Mutualités (AIM) gave a presentation on legal interpretation of recent jurisprudence relating to cases of citizens using health care services of another EU country. The committee recognised the significance of recent judgments for public health services and agreed that further co-operation with the AIM was desirable.

- Action Plan 2000-2004 was adopted

Social Dialogue within the Hospital Sector, conference, 12 – 13 May, Brussels

82 persons from trade union and employers’ organisations participated in this social dialogue conference.

The conference agreed a general conclusion and a document on follow-up and conclusions from the workshops. The overall objective of the conference was to discuss the role of the social dialogue at the European level and to promote the social dialogue the hospital sector.

The conference identified the following themes for a future dialogue:
- Modernisation of the hospital sector;
- Quality development and changes of work organisation;
- New resource management;
- Best practices;
- Education and development of competencies and skills;
- Equality – both gender and ethnic;
- Social policy;
- Involvement of users.

The Danish social partners took the initiative to hold the conference that was organised with EPSU and financially supported by the European Commission.

Follow up activities to the Social Dialogue Conference

The Danish Trade Unions and the EPSU secretariat meet on 13 June, to follow up the conference. It was decided to:
- Distribute the conference publication;
- Contact the employers’ organisations with a view to a joint meeting;
- Have a formal meeting with the Commission;
- Develop a second social dialogue conference in 2001.

Working Group on the Working Time Directive

In February 2000 the Executive Committee endorsed the Committee’s proposal to set up a small ad hoc working group to consider a number of issues as a basis for the launch of an EPSU campaign. The main issues to be explored by the Group were: the situation for doctors in training; definition of on-call duty; the application of the Working Time Directive (WTD); and the platform and format of a campaign.

First meeting, 28 September, Brussels

Main discussion points were:
- The definition of a European campaign on working time, which would include establishing a common platform of claims to be pursued by affiliates nationally through collective agreements at appropriate levels or improvement of legislation. The claims could be used as arguments for the European level social dialogue in the hospital sector. Compilation and dissemination of models of good practice should be part of the campaign. Weaknesses and failings of the directive should be identified and denounced, in particular regarding the lack of national implementation with the view of revising the WTD. Effective control of implementation/compliance to be ensured.
- Various aspects of on-call duty. This includes the definition of on-call duty at home and at the workplace; the identification of groups in the health care sector that are subject to on-call duty; the planning of and compensation for on-call duty.
- Inclusion of all health workers in the directive, both for their own sake and for that of the patients; resting periods; and sensitisation of membership on the health and safety aspects of this issue.

**Second meeting, 27 October, Brussels**

Group members provided documentation from a number of Member States and applicant countries on the implementation of the WTD and the use of on-call duty. The Group continued its development of claims on coverage, on-call duty and doctors in training, and had an in-depth discussion on rest periods.

### 2. National and European Administration

**13th meeting of the Standing Committee on National and European Administration, 29 May, Luxembourg**

Main items on the agenda:

- **Election of President and 2 Vice Presidents**
  - Peter Waldorff was elected as the Committee’s new President. Jenny Thurston and Holger Unland were elected as Vice Presidents.

- **Structuring the work of the Committee in the social dialogue**
  - It was agreed that the EPSU members on joint working groups with the employers should be at least one representative from the Chairs and one representative from the Committee from each of the troika countries. EPSU preparatory meetings should involve expertise from the affiliates in concrete situations. The working groups will report to the Committee, which will report to the EPSU EC/SC.

  Other items included: EPSU meetings with the troika during the Portuguese presidency and follow-up and the Directors General’s Lisbon meeting. It was agreed that EPSU ask the French presidency to invite observers from the applicant countries to the Directors General meetings.

- **Civil Servants and Mobility. Presentation by Coopération Sociale Européenne database on national administrations and social protection for civil servants in Europe.**

- **‘Social Forum’, 8 November 2000, Strasbourg**
  - Mr. Raymond Piganiol, European affairs expert in the Cabinet of the French Director General, Mr. Santel, presented the plans for the French ‘Social Forum’ (round table) that would be held on 8 November in Strasbourg. The 2 main subjects would be: New Technology and Information Communication in Administrations and Mobility.

- **The representativity of the social partners**
  - EPSU and ETUC are working towards a solution regarding Eurofedop’s representation in the Social Dialogue.

**Follow-up to the meeting:**

- **An EPSU delegation met the Portuguese Secretary of State for Public Administration, Mr. Alexandre Rosa, and DG Mr. Julio Casanova Nabais, 7 June in Lisbon.** Issues discussed were the need to bring the social dialogue into a formalised structure; the continuity of meetings; the establishing of joint working groups and smaller fora for joint discussions on relevant EU developments.

- **Meeting between EPSU Secretariat and Mme Carmenza Charrier, University of Paris on 19 July, to discuss issues raised in connection with the French representativity study.**
Activities Report, January - December 2000

- Meeting with the Commission’s Employment and Social Affairs Directorate-General, on 26 July in Brussels. The General Secretary and Inger Lise Rønning met with the new Director, Mme Odile Quintin, Head of Unit, Walter Faber and Mr. Diego Mellado to “exchange views on the situation of the European social dialogue in the public sector”. Main items for the discussion were the Commission’s blocking of the sectoral dialogue committee in local and regional government, the Commission’s wish to include CESI and Eurofedop in public sector social dialogue, and the representativity study. EPSU was asked to take the first step in un-blocking the social dialogue in national administration.

- Preparatory meeting for the Social Forum between an EPSU delegation and the Directors General troika on 16 October in Paris. The proposed agenda was presented and it was agreed that EPSU would speak and present position papers on the 2 main themes.

Gender Balance:
The newly nominated committee has 24 titular members of which 8 are women and 16 are men (i.e. 33% women) and 17 substitute members of which 7 are women and 10 are men (i.e. 41% women).

14th meeting of the Standing Committee on National and European Administration, 3 November, Luxembourg

Main items on the agenda:
- Social Forum, 8 November, Strasbourg
  Relevant information included the EPSU Executive Committee position on the CESI/Eurofedop situation. There was an in-depth discussion on the Committee’s contributions and theme papers on ICT and mobility.

  The focus and inter-linking of the 3 main sections of the agreed action plan are: The establishment and consolidation of a sectoral social dialogue committee; Promoting the Public Services within National Administration, and Building EPSU as an organisation.

Social Forum on the European Social Dialogue, 8 November, Strasbourg

EPSU participated with a delegation of 25 Committee members, observers from the affiliates in the sector and the EPSU Secretariat. The employers were represented by the Directors General of all the EU Member States and other officials. The Italian Minister for Public Administration, Mr. Bassanini, reported from the Ministers’ meeting the previous day where they decided to open up the dialogue in order to address issues like modernisation and reform in the European integration process. Employers and EPSU introduced the issue of the Use of information and communication technology (ICT). The themes for the discussion were:
1. The impact of new technology/ICT on work organisation;
2. Skills and training required to develop these tools;
3. Social dialogue and ICT development – how to involve the social partners, and the use of new technology.

Employers and EPSU introduced the issue of Mobility in the public services. The discussion examined various political and practical aspects around the 3 main issues:
1. Access to public administration in other member states and the Commission;
2. Recognition of pension rights and other benefits;
3. Recognition of diplomas and personal experience.

The EPSU delegation put forward proposals for a study of the obstacles, and the setting up of 2 joint working groups, one of which should concentrate on pensions.
The main issues and strategic perspective of the Commission Social Policy Agenda were introduced. The Belgian presidency indicated its willingness to move forward in the social dialogue, but insisted on the Belgian tradition of trade union pluralism. To this EPSU stressed its sincerity in establishing a genuine social dialogue and asked the participants to consider moving into a second phase of the social dialogue where the partners recognise each other, and are responsible for the implementation of results.

The French Minister for Public Administration, Mr. Michel Sapin, closed the Forum. Speaking on behalf of all the ministers he stated that he would welcome a regular social dialogue between the Directors General and the trade unions, and urged the Directors General and the Commission to make rapid progress in clarifying the representativity.

Follow-up to these meetings:
- An EPSU delegation met briefly with the troika on 16 November in Brussels to discuss follow-up of the Social Forum, primarily during the Swedish presidency. Attention was drawn to the problem in the Czech Republic where trade union rights are increasingly being denied to civil servants. The troika had met with the DsG from the applicant countries and stressed the importance of national and European social dialogue.

- “Public Service: social dialogue as a contribution to improvement”, 27 November, Paris. The General Secretary participated in one of the panel discussions of this conference organised by the French Presidency.

- An EPSU delegation met with Mr. Michel Sapin, French Minister for Civil Service and Government Modernisation on 27 November, to discuss ways to ensure continued progress on the European social dialogue in national administration. The Minister indicated his support for regular structural social dialogue in the sector. The EPSU delegation proposed that the European Union’s ministers in charge of Public Administration should meet as a formal Council of Ministers. The EPSU delegation then stressed that the upcoming European Council in Nice should endorse the resolutions adopted by the Ministers in charge of Public Administration on 7 November. Particular emphasis should be given to the resolution on social dialogue. EPSU was called upon to send a letter to the Minister’s cabinet to be forwarded to the Prime Minister.

3. Local and Regional Government
14th meeting of the Standing Committee on Local and Regional Government, 6 June, Luxembourg

Main items on the agenda:
- Election of a President and 2 Vice Presidents
- Eva Stoy, HK-Kommunal, Denmark was elected as the Committee’s President and Almuth Fischer, DAG, Germany and Xander den Uyl, AbvaKabo, Netherlands as its Vice Presidents.
- A social clause to public procurement directives
- European fire-safety authority
- Social Dialogue
- Priorities

Gender balance:
The newly nominated Committee has 24 titular members of which 5 are women and 19 are men, and 21 substitute members, 4 women and 17 men.
15th meeting of the Standing Committee on Local and Regional Government, 16 October, Luxembourg

The Committee adopted a position paper on municipal enterprise and transparency. It continued discussion on priorities, procurement and the social dialogue. A report was made on the meeting that took place on 29 September between an EPSU delegation of fire-fighters and Commission representatives to argue for the European Fire-Safety Authority.

Public procurement

EPSU has undertaken several lobby activities on procurement to obtain a social clause in the existing directives that were put forward for revision by the European Commission. EPSU Task Force met on 26 January and again on 30 November. EPSU and with the German Confederation DGB organized a major procurement conference 30 November to draw attention to the deficiencies of the existing procurement directives especially on the social paragraph.

Social Dialogue

Most of the work in this sector was on the social dialogue. The CEMR and EPSU delegations met several times: 1 February, Brussels; 15 May, Dublin; 9 October, London. The social partners agreed to a joint request to establish a sectoral social dialogue committee. Due to the interference of non-representative trade unions, the Commission has not yet granted this. The social partners also established a programme of work and adopted a joint declaration on employment guidelines for 2001 (see appendix 5)

4. Public Utilities

13th meeting of the Standing Committee on Public Utilities, 7 June, Luxembourg

- Election of a President and 2 Vice Presidents
  The Committee elected Giacomo Berni, CGIL-FNLE (Italy) President and Branko Rakidzija, ÖTV, Germany and Bertil Dahlsten, SEKO, Sweden Vice Presidents. Willie Cremins, ESBOA, Ireland, will replace Branko Rakidzija as Vice President in 2002.

Many successful activities were undertaken in the utilities area. These included meetings with the Portuguese (5 April, 30 May) and the French (29 November) President of the Council of Ministers for Energy. The main topic of discussion was the impact of the internal market on employment in the electricity sector. To put pressure on the Council Presidencies, more then 40,000 signatures were collected by energy workers from all European countries and offered to the Portuguese Presidency.

Gender balance:
The newly nominated Committee has 30 titular members of which 15 is a woman and 29 are men, and 21 substitute members, 5 women and 16 men.

Sectoral social dialogue committee

The social partners in the electricity sector saw recognition of their request for a sectoral social dialogue committee by the Commission. It is the first sectoral social dialogue committee in the EPSU areas of organisation.
The Committee met on 7 March and adopted a work programme that includes consideration of the employment situation, social consequences of energy policy and equal opportunities. The trade unions proposed Brian Venables of Eurelectric as President for the first year and Branko Rakidzija of EPSU as Vice President. It held a special meeting on 11 October to consider the employment situation in the electricity sector.
EPSU, its sister Federation European Mine, Chemical & Energy Workers’ Federation (EMCEF) and the employers’ organisations Eurelectric and Eurogas also participated in a Commission study on the effects of the internal market on employment. This followed a declaration by the German Council Presidency that was a consequence of the EPSU led demonstration of 11 May 1999. The study largely confirmed EPSU findings, including a forecasted job loss of 25% over the next 4-5 years. The effects of the liberalisation of the electricity and gas sectors on employment report was published in October 2000. The study was the basis for a joint declaration by the social partners (see appendix 4) that argues for Commission measures and follow-up action. These will be discussed under the Swedish Presidency in 2001.

14th meeting of the Standing Committee on Public Utilities, 11 September, Luxembourg

Energy Policy


Other items on the agenda:
- Collective bargaining developments in the electricity sector;
- Future of municipal enterprise (paper on EU transparency directive);
- Situation in Central and Eastern Europe;
- Several conflicts unions were involved in, including with transnational employers.

Gas sector

Joint Statement Health and Safety in the European Gas Supply Sector 24 October. EPSU/EMCEF representatives and Eurogas agreed the text of a joint statement on health and safety in the Gas Supply Industry. The joint statement marked the first formal agreement between the organisations and constituted a significant step towards a sectoral social dialogue.

Water sector

EPSU – Eureau Joint social dialogue meeting 23 October

The respective organisations held the first formal meeting on
- Health and safety in the European water and waste water sector;
- The European Water Framework directive.

Transnational companies and European Works Councils

The Standing Committee regularly discusses the activities of transnational companies in the utilities area, including the developments regarding European Works Councils. Due to the many mergers and take-overs this is an increasingly important area of work. EWCs exist in companies like Suez-Lyonnaise des Eaux (Tractebel) and Vivendi where EPSU has an ETUC mandate for the trade union side. Companies like Severn Trent, Vattenfall, Fortum, Bouygues-Saur have EWCs. Negotiations started in September for an EWC in Electricité de France and Gaz de France in September. The EPSU Secretariat provided expertise to the special negotiating body established for these negotiations.
V. EPSU VOCATIONAL AND TECHNICAL ACTIVITIES

1. Decision-Making Power to Women in Mediterranean Trade Unions!

This Commission-supported project was devised in order to give women in the Mediterranean unions affiliated to EPSU and PSI the means of increasing women’s representativity in their unions, and of putting gender issues on the unions’ agendas, eventually leading to an increased representation of women from these countries on the EPSU and PSI bodies. Meetings were held at 3 levels: with union contacts in the countries involved, with country contacts and finally a workshop seminar in Athens in September with 50 participants. The workshop seminar covered public speaking, assertiveness training, gender mainstreaming and positive action, and implementation of trade union rules to increase gender equality. A training handbook and a binder with other useful material be produced for the seminar. It is expected that the handbook will be used in follow-up activities in the unions / countries involved and by other EPSU and PSI affiliates.

2. Promoting Quality Public Service for Europe’s Citizens – EPSU Education Modules

The revision and reprinting of the EPSU Education Modules was finalised in 2000. This teaching material comprises six modules. Each module contains background briefing information, as well as training activities.

The six modules are:
- Background;
- Public services in European policy debates and issues;
- European Union policies and their impact on public services;
- Work organisation and working time in the public services;
- Promoting quality public services in Europe: future strategies.

This publication is the result of a co-operation between EPSU and ETUCO/AFETT and was funded by the European Social Fund.

VI. ETUC/EUROPEAN UNION

1. ETUC Executive Committee

The ETUC Executive Committee met on 21 – 22 March (Lisbon), 15 – 16 June, 25 – 26 October, 13 – 14 December. The main focus of the work undertaken was the running of the ETUC mobilisation campaign aiming towards

- A strategy for a return to full employment
- An extension of social rights by including fundamental rights in the Treaty;
- A new directive on information and consultation;
- The revision of the Directive on European Works Councils;

Two mass demonstrations were organised, on 20 June in Porto and on 6 December in Nice. EPSU was prominently represented at both events.

EPSU was also intensely involved in the elaboration of the joint ETUC – CEEP Charter on Services of General Interest. This document was conceived as a contribution by Social Partners to the debate on fundamental social rights and the ETUC Executive
Committee approved the text at its June meeting. The Charter formed the basis for the development of the ETUC position on the Commission’s Communication on Services of General Interest, which was adopted in December. At the December meeting the ETUC Executive also evaluated the impact of its campaign. The demonstration in Nice in particular was thought to be very successful in terms of European-wide mobilisation. It had given considerable visibility to the European trade union movement. The outcome of the Nice Summit was overall described as disappointing and not making sufficient progress in the area of qualified majority voting, especially with respect to social and fiscal policies.

2. Social Dialogue

The Social Dialogue Committee met on 2 March, 15 May and 5 October. A high level Social Partner Forum was held on 15 June in Brussels, chaired by the Portuguese Prime Minister Gutteres, and a Social Dialogue Conference took place on 20 – 21 November in Paris under the aegis of the French Presidency.

Main points for consideration by the Committee were the input by the Social Partners into the Portuguese and French Presidency programmes.

Discussions focused on the following points:

- A reinforcement of the macro-economic dialogue;
- The opening of negotiations of temporary agency work;
- A more effective involvement of the Social Partner in the implementation of the National Employment Plans;
- The establishment of a joint working group on life-long learning;
- The establishment of an observatory on industrial change;
- Discussion on the conditions of use for tele-work;
- Participation of the Social Partners in the work of the Social Protection Committee.

In contrast to the CEEP and UAPME, UNICE has continued to block any constructive dialogue. UNICE initially opposed the setting-up of an observatory on industrial change. But in October a joint declaration of the Social Partners on the observatory was presented and agreement was reached to assign the European Foundation for the Improvement of Living and Working Conditions in Dublin with the running of the observatory.

3. Negotiations on Temporary Agency Work

The negotiations on Temporary Agency Work were opened on 27 June.

For the employers’ delegation the objective of a negotiated agreement is to highlight the positive contribution of temporary agency work to employment. Temporary work very often leads to an unlimited employment contract. Certain prohibitions and rules relating to temporary agency work are no longer fitting.

The employers want to negotiate a framework agreement on the basis of Article 138 of the European Treaty. The agreement should spell out principles to be specified by member states and / or national partners. The agreement should allow for different choices in member states, for example on the application of the principle of non-discrimination and the conditions of use.

For the ETUC the negotiations are to be seen in the prolongation of earlier negotiation on atypical working patterns, initiated through a Commission consultation document. ETUC wants to create a European framework for this particular form of work. There should not be a
systematic delegation to the member states level. ETUC aimed to set European principles with some leeway for implementation at national level.

More specifically the ETUC demands that:

- Permanent, direct employment remain the general rule;
- The conditions under which temporary agency work is used be improved;
- The use of temporary agency work be based on objective reasons;
- Given the triangular nature of the employment relationship aspects of non-discrimination relate to the user as well as the temporary agency company;
- Member States have the freedom to maintain certain prohibitions;
- The exercise of trade union rights needs to be granted.

The ETUC delegation presented a complete text proposal as a basis for negotiation in December. After six months of negotiation the employers’ side have essentially not made any move to enter into the details of the very complex substance. The deadline for reaching an agreement expires at the end of March 2001 unless both sides agree to extend the negotiating period.

4. ETUC Employment Committee

EPSU participated in several meetings of the ETUC Employment Committee and in the ETUC delegation to the Standing Committee on Employment. These discussed the European Commission employment programmes and the employment guidelines.

5. ETUC Coordination of Collective Bargaining Committee

One of the main issues discussed in the Committee was coordination of collective bargaining. A report by ETUI was considered and discussed in more detail at a special bargaining conference 30-31 August in Sintra Portugal. The discussions resulted in an ETUC Executive Committee resolution on coordination of bargaining, EPSU argued for parallel wage developments in the public and private sector.

APPENDICES

1. List Committee Members
2. List of Staff Members
3. Inventory of main documents elaborated / adopted in 2000; + web site reference
5. CEMR Employers’ Platform and EPSU draft joint statement on the EU employment policy (November 2000)