

**EUROPEAN FEDERATION OF PUBLIC
SERVICE UNIONS**

REPORT OF ACTIVITIES

JANUARY - DECEMBER 2002

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I. EPSU GOVERNING BODIES

Steering and Executive Committee

The Steering Committee met on 14 February, 24 September and 12 November.
The Executive Committee met on 14 June and 12-13 November.

EPSU Vice President Poul Winkler retired from his union functions in May. The Executive Committee elected Dave Prentis, General Secretary of UNISON, UK, as the new male Vice President.

Social Dialogue

The Steering Committee agreed in September 2001 to submit a memorandum to Commissioner Diamantopoulou on the further development of the social dialogue in the public services. This memorandum describes some of the basic conditions for the social dialogue, for example a definition of the interlocutors, the perspectives for the social dialogue as part of a European industrial relations system. This memorandum was adopted by the Steering Committee in February 2002. (appendix 1). It was forwarded to Commissioner Diamantopoulou, inviting her address an Executive Committee meeting. To date it has not been possible for the Commissioner to follow suit.

The Executive Committee agreed to the intersectoral framework agreement on telework by written procedure in June.

The Executive Committee received an analysis of the new Communication of the Commission "The European social dialogue, a force for innovation and change", COM (2002) 341 final. It was felt that the Communication could provide a useful opportunity

- To highlight the strategic significance of developing the sectoral social dialogue;
- To discuss the necessary steps to be taken at national and European levels to promote the sectoral social dialogue;
- To define possible outcomes of the sectoral social dialogue and their implementation;
- To emphasise the need of developing sectoral social dialogue structures in the applicant countries.

In relation to the existing representativity problems it was agreed to submit an addition to the ETUC Constitution on article 5, 2nd paragraph, which now reads: "The European Industry Federations shall be open to all national trade organisations which are affiliated to the ETUC's National Trade Union Confederations." The proposal to add the following sentence: "National trade union organisations which are affiliated to an ETUC national Trade Union Confederation should become member of the relevant European Industry Federation" to this paragraph was forwarded to the ETUC for discussion at Congress in May 2003.

With regard to the sectoral social dialogue both the Steering and the Executive Committees continued discussion on how the social dialogue in local government and national administration could move forward. The representativity study conducted by the Leuven University resulted in an unequivocal confirmation of EPSU's overwhelming representativity in local government. Following this positive result, the CEMR Employers' Platform and EPSU again submitted their joint request for the establishment of sectoral social dialogue committee. Despite several discussions with the Commission services, necessary

formalities being complied with and assurances that both parties involved recognised each other, the social dialogue committee has to date not been established. The major stumbling block at the moment of writing this report are claims by the European Federation of Public Services (EUROFEDOP) to be part of this sectoral social dialogue. EPSU has offered a seat to the Christian Belgian public service union, the CCSP (Centrale Chrétienne de Services Publics), in its delegation. There is however no conclusive result to be reported.

The representativity issue and EPSU's involvement in the informal dialogue with the Directors General for public administration has given rise to lengthy and also controversial debates in EPSU's governing bodies. On the basis of the mandate given by the EPSU Executive Committee in November 2001, it was agreed that the Standing Committee on National and European Administration (NEA) would participate in meetings with the Troika Directors General for public administration, with other trade union organisations for the purpose of keeping contact and exchanging information with the Directors General. This solution was to run until a representativity study in the sector provided clarity on the representativity of the organisations involved. In November, the Executive Committee came back to the issue, as the Danish Presidency had allocated an equal number of seats to EPSU, USSP-CESI and EUROFEDOP for participation at the Social Forum of 26 November, ignoring that in the meantime the USSP-CESI had lost two of its major member organisations. There was a dominant view in the Executive Committee that EPSU's participation under such circumstances was not advisable as it risked to establish a de facto recognition of two non-representative organisations on the trade union side. This position was made known to the Danish Director General in a letter immediately after the Executive Committee. This resulted in intensive efforts to find a satisfactory solution to the EPSU concerns. The Danish Director General agreed to make a declaration, stating amongst others that the participation of organisations in the meeting did not mean "recognition of the way in which the future social dialogue will be organised." The declaration also emphasises "the growing importance of social dialogue under the Treaty of Amsterdam, the provisions of which affect public services in the Member States, appreciating the crucial role the social partners will play in a future industrial relations systems at the European level." EPSU's 'privileged' position was further to be illustrated through the sequence of speakers and the seating arrangements.

Above all, assurances were given by the Danish Director General to try and organise a meeting between the Troika of Directors General and EPSU representatives. Such a meeting would be dedicated to a discussion on the implementation of the intersectoral social dialogue agreement on telework in the state sector. On the basis of this opening, a majority of Executive Committee members agreed in writing that an EPSU-NEA delegation should participate in the Social Forum after all.

An EPSU delegation led by the General Secretary met with the Danish Director General on 12 December to submit the proposal to discuss the implementation of the intersectoral framework agreement on telework in national administration to the Troika of Directors General (for reasons, mainly of agendas and timetable it was not possible to meet with the full Troika). At this meeting EPSU expressed the wish for strengthening the social dialogue and proposed in general to establish a work format based on the recently presented Joint Work Programme of the European Social Partners 2003 – 2005. This request was forwarded by the Danish Presidency to the Troika of Directors General with letter on 19 December and thus is now formally on the table. The proposal was also passed on to the CEEP, as this organisation also represents members in the state sector. If EPSU succeeds in engaging the Troika Directors General and / or the CEEP in separate meetings on the implementation of the framework agreement on telework, this could be quite significant. Continued pressure will therefore have to be put on the subsequent Troika representatives to make progress.

Working Time Directive Campaign

In November 2001 the Executive Committee endorsed the campaign on the application of the Working Time Directive (WTD) with the proviso that its political value and financial implications would be evaluated in November 2002. Despite a successful launch it became apparent that the support for the campaign at national levels was varied. Intensive discussions were held in the Standing Committee on Health and Social Services. It was recognized that the campaign succeeded in terms of alliance building and in terms of recognition of EPSU as a broadly representative actor in the health sector. But in view of the difficulties in co-ordinating efforts the Standing Committee concluded that the campaign could not be maintained in the way foreseen. The Executive Committee adopted the recommendation of the Standing Committee to conclude the campaign. It was agreed, however, to continue monitoring developments, influencing the European level through ETUC and to analyse the campaign in more details to draw lessons on how such a campaign could function better in future (see also section III point 1).

Public Procurement

The revision of the public procurement directives has remained a major issue for EPSU throughout the year (for more details see section IV point 1 of this report).

Services of General Interest

The June EPSU Executive Committee adopted a joint contribution elaborated by EPSU, the European Transport Federation (ETF), the European Trade Union Committee for Education (ETUCE) and UNI Europa. The joint contribution was sent to the President of the Convention, Mr. Valéry Giscard d'Estaing and all members of the Convention (Appendix 2).

The Steering Committee of 24 September agreed to proposals to amend the Treaty with regard to services of general interest. Again this text was carried by the other the ETUC industry federations concerned and presented to the Chair of the Convention Group on 'Governance', Klaus Hänsch (Appendix 3).

The Executive Committee agreed in November that the EPSU Conference on 'Services of General Interest and the Convention' on 2 December, should be opened to participation from NGOs in the Social Platform, CELSIG (European Liaison Committee for Services of General Interest) and the CEEP (for more details see section IV point 5 of this report).

EPSU Congress

The 6th General Assembly mandated the incoming Executive Committee to undertake further work on the revision of the EPSU Constitution. The Constitution Working Group (CWG) met on 12 and 13 February and finalised work on:

- A delegation key for the 2004 Congress;
- The Congress Standing Orders.

The objective of this work was to develop a clear, transparent and coherent procedure for the decision making process before and at the Congress, allowing for a maximum involvement of the affiliates. The Executive Committee adopted the Congress delegation key on 14 June. It will be used for the allocation of seats at the EPSU Congress in Stockholm in June 2004. The September Steering Committee, taking account of two Nordic amendments, adopted the

Congress Standing Orders. The Congress delegation key and the final version of the Congress Standing Orders were sent to affiliated unions with General Circular No. 9 (2002).

Gender Mainstreaming

The Executive Committee held a half-day seminar on gender mainstreaming on 13 November, organised in plenary and workshop sessions.

The main conclusions from the workshop sessions are:

- Equal representation of women and men within union bodies and decision-making structures remains a priority.
- Promotion of equal pay for work of equal value is vital for the achievement of gender equality.
- Privatisation impinges on gender equality. High quality welfare services are indispensable to underpin equal opportunities.
- The gender-mainstreaming concept has not yet met with full acceptance. Information and awareness raising measures are necessary to ensure broad implementation. It was suggested that EPSU develop a training module on gender mainstreaming.
- Exchange of good practice and benchmarking should be promoted.

Finances, Membership & Personnel

Translation of EPSU documents

Both the Steering and the Executive Committees had extensive discussions on the translation of EPSU documents evaluating several options from an equity and a cost perspective. It was decided that:

- EPSU documents requiring a decision by an EPSU statutory body will be made available in 5 languages (English + 4);
- The Constitution Working Group is to elaborate an amendment to article 6.4. of the Constitution for ratification by the next Congress;
- Congress will revise the EPSU affiliation fees with a view towards, inter alia, including a 'translation cost element' for all those affiliates receiving translation services.

The Executive Committee approved the 2001 Finance Report in June, the Report of the Member Auditors for the year 2001 and the forecast 2002 in November.

Membership

The following organisations have joined EPSU in the course of the year:

- Royal College of Midwives (RCM), UK;
- Landelijke Bediendecentrale – Nationaal Verbond voor Kaderpersoneel (LBC-NKV), Belgium.

Based on article 3.2. of the EPSU Constitution the following PSI members became members of EPSU:

- Syndicat des Employés, Techniciens et Cadres (SETCA), Belgium;
- Latvian Trade Union Energija, Latvia;
- Slovak Trade Union of Energy Workers, Slovakia.

Composition of the Committee and gender balance

The Executive Committee had 54 titular members of whom 26 were women and 28 men (48.15% women). There were 33 substitute members of whom 13 were women and 20 were men (39.39% women). 15 Countries had men in both positions, against 2 countries with women in both positions. There were 2 countries that had a woman titular without a substitute. 2 countries had delegates from the same union that were both men.

The Steering Committee had 23 titular members of whom 10 were women and 13 men (43.47% women). There were 17 substitute members of whom 11 were women and 6 were men (35.29% women).

The following changes took place in the Secretariat:

Inger Lise Rønning, EPSU officer responsible for the Gender Equality Committee and the Standing Committee on National and European Administration left the organisation for personal reasons on 31 August. Nadja Salson was recruited to fill the post as of January 2003.

Vincent Hotyat took up permanent employment as research / liaison officer as of 1 October.

Lia Tiberini was recruited as multilingual secretary with responsibilities to broker translations and archiving / filing as of January 2003.

The Steering Committee also agreed to proceed with the recruitment of a policy officer for Local and Regional Government in spring 2003.

II. GENDER EQUALITY COMMITTEE

4th meeting of the Gender Equality Committee 29 April, Brussels

Main items on the agenda:

The Gender Equality Committee (GEC) discussed the Mid-term report at its meeting of 29 April 2002. The report is based on the EPSU Gender Equality Action Plan 2001 – 2004 adopted by the Executive Committee on 12 June 2001.

The Committee consists of titular members of the Executive Committee. There are 2 full members from each Constituency, one woman and one man. Presently 12 of 14 of the positions are filled.

GEC has held 4 meetings. The Committee is working systematically to cover the Action Plan.

As an emanation of the Action Plan, two Gender Equality Circulars were sent to all affiliates, the EPSU Standing Committees and the Executive Committee. GE No. 1 (2002) addresses the issue of Gender Mainstreaming and GE No. 2 (2002) explains existing European Union policies on Gender Equality.

The GEC has reached the conclusion that it is beyond EPSU's current capacities to systematically monitor what the affiliates are doing to promote gender equality. It is also difficult to assess the real impact of EPSU policies. It was therefore stressed that EPSU's main role was to give an example, set objectives, provide information and material available to affiliates.

The attendance in the GEC meetings was felt to be unsatisfactory. A number of proposals on how to address this problem were discussed.

Other items on the agenda:

- PSI and ETUC campaigns on equal pay; the affiliates were asked to set as a priority objective to reduce the gender pay gap, and to include this on their collective bargaining agendas.
- Input into the EPSU Constitution Working Group and representation in the Congress: The proposal 'that each gender should be equally represented in Congress' was supported.

5th meeting of the Gender Equality Committee 11 October, Brussels

Main items on the agenda:

Format of the Gender Equality Committee's work: It was agreed to change the way the Committee works, at least until Congress in 2004, as follows:

- A steering group, composed of the President and Vice Presidents, would meet regularly, consulting the whole membership by correspondence when required.
- The GEC would hold a (multi) theme day once a year. In 2003 this would be the conference scheduled for June (see below).

This would be a better use of resources and would ensure in-depth input to Congress.

- Preparation for the gender mainstreaming session for the Executive Committee in November (see section I).

Gender Equality Conference to be held in June 2003: Four themes were agreed.

- Equal pay campaign and resolution adopted in the May 2002 EPSU Collective Bargaining Conference. The Conference will look at examples to achieve pay equity from affiliates.
- Gender mainstreaming. This would be an analysis of accomplishments so far and the identification of future steps to be taken.
- Revised Commission Directive on Equal Treatment. Salient points of the directive will be summarised and points for action be established.
- Pertinent follow-up to the European Convention.

Other items on the agenda:

- Anne-Marie Perret will represent GEC on the EPSU Resolutions Committee; she would also represent EPSU in the ETUC pre-Congress women's conference in December.
- Gunhild Johansen participated in the ETUC Women's Committee meeting of 4 October.
- GEC extended thanks to Inma Bernabé from FSAP-CC.OO for her work, Inma was no longer in the Executive Board of her union. This also means that the EPSU titular position on the ETUC Women's Committee will have to be filled in by another representative.

III. EPSU STANDING COMMITTEES

1. Health and Social Services

Campaign on the Working Time Directive

EPSU undertook a campaign to strengthen the Working Time Directive (WTD). The key objective of the campaign was to ensure that doctors-in-training be immediately covered by the WTD. The inclusion of on-call-duty as working-time, sufficient rest time and the full, proper and uniform implementation of the WTD constituted the other core demands. The campaign's focus was on the health sector because it is at the forefront of working-time developments, setting precedents and providing a role model for other occupations and sectors.

The campaign tactics were to strengthen the WTD through negotiations and, if necessary, by amending the legislation. It was designed to target employers, workers, the general public and politicians. The Nordic countries were identified as having an important part to play in the campaign, having largely achieved and often exceeded the requirements of the WTD.

"Social dialogue" between social partners (employers and employees), in which EPSU is formally involved at the European level, was also identified as an important element of the campaign.

Press launch 14 February

Greek Member of the European Parliament, Mr Ioannis Koukiadis, the European Parliament's Rapporteur on the Commission's recent WTD implementation report and Mr Jean Lapeyre, Deputy General Secretary of the European Trade Union Confederation (ETUC) were the invited guests at the official launch of the EPSU working time campaign, which took place in the Economic and Social Committee in Brussels on 14 February. The EPSU General Secretary, emphasised the health and safety aspect of long hours in the hospital sector. Mr Koukiadis, linked the WTD and its evolution to the massive changes taking place in the labour market. He identified a need for "revision", insisting: "We need innovation and flexibility, which should go hand-in-hand with protection." In a written statement, European Social Affairs Commissioner, Ms Anna Diamantopoulou, strongly supported this campaign to strengthen the EU's Working Time Directive.

15th meeting of the Standing Committee on Health and Social Services, 4 March, Luxembourg

Main items on the agenda:

Adoption by the Executive Committee of the working time directive campaign, the progress and budget of which will be assessed in the November 2002 Executive Committee meeting. The campaign material and website were outlined. 'Campaign oriented' events to be held at national level were discussed.

Health care liberalisation has become a major area of concern and interest in the EU. The influence of EU trade policy, competition and legal considerations on national health care systems was outlined. A summary was given of the Belgian Presidency Gent conference on European Integration and national health care systems (December 7-8 2001). The Committee agreed to ensure that EPSU has a well-developed policy to challenge liberalisation of the health sector in Europe. Jane Lethbridge of the Public Service International Research Unit

(PSIRU) gave a presentation on “EU liberalisation policies and health care services”. An outline was made of a joint EPSU-ETUC conference – “Quality health Care for All”, to be held in Budapest on 2-5 May. This conference will be conducted with the ETUC social protection group and will attempt to draft a joint resolution for the ETUC Executive Committee on health care and future funding.

Assessment of the conference “Developing social dialogue in the European hospital sector”, 4-5 February. An outline of the conference declaration and a summary of the workshops (which discussed aspects of free movement of health workers) were given. The first “task force “ meeting (to follow on the process of social dialogue) took place on 5 March. DKK (Denmark) also tabled a short document suggesting what the remit of the task force should be. The items for the task force would be: possible joint statement on free movement of health workers (guiding principles); work programme for the task force for 2002-2003; subject of the next social dialogue conference.

Other items on the agenda

- Report on the European Health Policy Forum
- European Commission Communication on future of health care
- European Health Forum Gastein

16th meeting of the Standing Committee on Health and Social Services, 11 October, Brussels

Main items on the agenda:

It was agreed to conclude the working time campaign.

A detailed report on the follow-up to the second social dialogue conference in the hospital sector was presented as were a record of the minutes and the agenda of the joint representative Task Force meetings (5 March, 12 June, 17 September). The task force has attained a high degree of representativity and is in the process of identifying the main topics for a third conference.

Stewart Rouse of the Corporate Issues Unit of the Department of Health in England gave a presentation on partnership staff involvement and career pathways. The presentation focussed on new methods of training and career path development and on the benefits of improved communication between employer and staff members.

A report of the trade union seminar ‘Quality health care for all’, held in Budapest from 2-4 May was presented. The ETUC Executive Committee and the EPSU Steering Committee had adopted the resulting resolution ‘Quality healthcare for all’. The committee discussed in which way the resolution could be used as a lobbying instrument. It was agreed that it would be sent to government representatives (see conference report below).

EPSU will be conducting a seminar on collective bargaining in conjunction with the ETUCO (European Trade Union College) and financial support from the European Commission. This seminar would be for representatives from the candidate countries and would take place in June 2003.

Jiri Schlanger (TUHSSC, Czech Republic) gave an update on the developments regarding the European Health Policy Forum, its second meeting held on 20 June was organised by the European Commission Directorate General for Health and Consumer Protection (DG SANCO). Working groups on Health and enlargement and on Health and research tabled

preliminary reports. DG SANCO gave an update on European Commission initiatives in the field of public health. It was agreed that Jiri Schlanger would be the substitute representative for EPSU at the Health Policy Forum. The Committee was informed of the agenda for the next meeting of the Health Policy Forum, to be held on 22 November 2002.

'Mid-term' evaluation of the action plan for health and social services. It was agreed that EPSU undertake an action as part of the events during the European year of persons with disabilities, 2003.

Further reports were given of:

- EPSU seminar on social dialogue organised at European Health Forum GASTEIN;
- EPSU involvement in the health conference organised by ADEDY, in Thessalonica, Greece, for the Balkan health unions;
- The PSI health services task force (HSTF) agenda;
- EPSU participation in a seminar at the European Social Forum in Florence, on health and 'trade creep'.

Meetings held by representatives of the Standing Committee

The social dialogue joint representative task force met on four occasions (5/3/02, 12/6/02, 17/9/02, 10/12/02).

There are three main areas for discussion in the task force:

- Recruitment.
- Identifying skill needs.
- Ageing workforce issues.

Composition of the Committee and gender balance

The Committee had 31 titular members of whom 17 were women and 14 men (54.8 % women). There were 24 substitute members of whom 12 were women and 12 were men (50% women). 3 Countries had men in both positions, against 7 countries with women in both positions. There were 3 countries that had a woman titular without a substitute.

Karen Jennings (UNISON, UK) was elected as President of the Committee.

Bob Abberley (UNISON, UK), outgoing President, was thanked on behalf of the members of the Committee, the affiliates and the secretariat for his contribution over the previous 5 years. Lisa Di Paolo Sandberg (Kommunal, Sweden) was elected as vice-president of the Standing Committee.

'Developing the Social Dialogue in the European Hospital Sector', EPSU/CEMR/CEEP/DKK Conference, 4-5 February, Brussels

The Social Partners in the Hospital Sector in Europe (ESPU, CEMR-EP and CEEP), held a conference on 'Developing the Social dialogue in the European Hospital Sector', on 4-5 February.

The conference conclusions stated that:

"In order to sustain this progress towards social dialogue, the conference endorses that the parties organising the conference set up a joint representative task force to take the necessary steps to formulate a working programme as a basis for the future social dialogue" (see above Standing Committee report).

'Quality Health Care for All, the future financing of health system', EPSU/ETUC training seminar, 2-4 May, Budapest

EPSU, in conjunction with the European Trade Union Confederation (ETUC), held a joint conference titled 'Quality health care for all – the future financing of health care systems' in Budapest from 2-4 May 2002.

The conference was to formulate a draft resolution to address the increasing influence of EU policy and legal instruments on the delivery of health care in the EU. The conference aim was to provide general recommendations to protect the principle of universal access and solidaristic principles. The intention of EPSU and ETUC is that the resolution forms the foundation for future detailed input for the European health policy debate.

The conference discussed a preliminary draft of the resolution, which was prepared by the secretariats. The participants redrafted the resolution during workshops. This draft of the resolution was circulated to members of the EPSU Standing Committee on Health and Social Services, and to members off the ETUC social protection committee to give the opportunity for further development of the resolution. The resolution was adopted at the EPSU Steering Committee (24 September) and at the ETUC Executive Committee (9-10 October) (appendix 4).

The document recognises that there is an increasing disparity between the perception of health care delivery as a national competence, and the reality of rapid encroachment of EU policy and legal instruments. The increasing influence of EU competition law, trade policy and perceived demographic pressures has lead to the increased application of free movement principles in the health care sector.

The document underlines the principle that the right of EU citizens to universal access to quality health care should be a fundamental tenet of any health policy developments at the EU level. The document questions the recent European Commission communication 'Future of health care' and the emphasis on demographic pressures.

2. National and European Administration

17th meeting of the Standing Committee on National and European Administration, 24 May, Luxembourg

Main items on the agenda:

The Commission launched a new call for tenders on 3 May to complete the sectoral dialogue studies. The state sector is part of this call for tender and will be a priority area.

The Danish Finance Ministry and CFU (Danish Central Federation of the State Employees Organisations) have commissioned the study "Social dialogue in the state sector employment market in the EU". This study was presented at the Social Forum during the Danish Presidency in the autumn.

Evaluation of the outcome of the Belgian Presidency. The overall assessment was that the meeting with the Troika Directors General had taken place on EPSU's terms, due also to the important support of the Belgian affiliate. The Belgian Director General stated in a declaration that the trade union representation in the informal meetings would not prejudice the participation in the future social dialogue. The trade unions were invited to contribute to working groups on issues, such as mobility, human resources and management reform, impact of E-government on the organisation of the workplace.

Other items on the agenda

- Input to the Spanish and Danish EU Presidencies
- Discussion on human resources and management reform
- Report from EIPA conference on "eGovernment: from policy to practice", 29 – 30 November 2001
- Interim report by CSE-D (Coopération Social Européenne – Développement) on pensions and mobility of civil servants.

18th meeting of the Standing Committee on National and European Administration, 21 October, Luxembourg

Main items on the agenda:

Rainer Plassmann, General Secretary of European Centre of Enterprises with Public participation and of Enterprises of General Economic Interest (CEEP) addressed the meeting on the question: 'Is there a role for CEEP¹ within national administration social dialogue?' CEEP was formerly the European organisation of the large state-owned companies. Its membership now includes several ministries (Denmark and Finland e.g.), which act as independent employers in EPSU sectors. At sectoral level, CEEP is probably the most representative employers' organisation in the areas of local traffic, hospitals and education. It represents a number of employers in local and regional government and the Commission would like to see CEEP take an active part in the sectoral social dialogue. To do this, CEEP would have to create a specific (sub) structure, but it does not wish to undermine its role in the intersectoral social dialogue.

¹ CEEP is one of the intersectoral social partner organisations, together with UNICE and the ETUC

CEEP believes that, for its future, it is important to distinguish its role from that of UNICE and to emphasise / strengthen its role as a public sector and services of general economic interest European employer.

Co-operation with the Directors General – Spanish and Danish EU Presidencies. The Troika Directors General met the trade unions on 13 June 2002. The EPSU delegation gave the Directors General the EPSU policy paper on life long learning that resulted from the 13-14 May 2002 Collective Bargaining Conference. The EPSU delegation raised the question of the situation of applicant countries in the social dialogue.

The 2nd Quality Conference organised by the Danish EU Presidency took place in Copenhagen 24 October 2002. Around 1.100 people participated. EPSU and its Danish affiliates had an information stand at the conference (as did Eurofedop). The Social Forum was scheduled to take place on 26 November. The Danish Director General allocated an equal number of seats at the Forum to EPSU, CESI and Eurofedop. The Danish EPSU affiliates had complained about this but the invitation had, however, already been sent. It was therefore felt to be all the more important that the EPSU delegation should be as representative as possible. It was agreed to transmit the report from the Krakow seminar to the Directors General on this occasion.

The Action Plan 2001 – 2004 is being updated, the spring 2003 meeting will analyse what has been accomplished, what remains to be done and look towards the period after Congress 2004.

As a follow-up to the Krakow seminar 'Changes in the State sector in the CEECs and trade union development' (28 – 30 June) (see section IV point 3 of this report), it was recommended to:

- Encourage the Italian EU presidency to make enlargement the theme of the autumn 2003 Social Forum;
- Keep track of bi-lateral cooperation between EPSU affiliates in EU and applicant countries. The EPSU Enlargement Task Force started such an exercise; the secretariat will circulate the information;
- Look into the specific area of customs workers and enlargement in the light of work carried out by EPSU in the early 1990's.

Composition of the Committee and gender balance

The Committee had 28 titular members of whom 10 were women and 18 men (35.57% women) There were 21 substitute members of whom 8 were women and 13 were men (38.09% women). 9 Countries had men in both positions, against 3 countries with women in both positions. There was 1 country that had a woman titular without a substitute. 1 country had delegates from the same union that were both men.

3. Local and Regional Government

The Standing Committee concentrated on two main themes in 2002. One was the (lack of) progress with the social dialogue and the other concerned public private partnerships and related developments.

Social dialogue: the study by the University of Louvain, on the representativity of employers and trade unions in local and regional government was published in February 2002. It determined that EPSU is the only representative European trade union organisation in local government. EPSU and the CEMR-Employers Platform approached the Commission and re-established their demand for a sectoral social dialogue committee. Meetings were held with Commission officials on 3 July and on 11 December. While the Commission recognises that EPSU is the only representative European trade union organisation in local government, it seeks to involve other unions. This intervention has delayed the establishment of a sectoral social dialogue committee.

EPSU and CEMR-EP delegations focused on reaching agreement on telework. Several negotiating meetings took place. EPSU approached the employers in October to endorse the inter-sectoral telework agreement reached between ETUC and UNICE/CEEP. These discussions are on-going.

The second main issue concerned how the private sector is encroaching on public services. This issue was discussed from various angles and a project was started to exchange experiences, information on campaigns and to determine which European laws and policies are promoting this development. The project steering committee met with the Public Services International Research Unit of the University of Greenwich on 30 October 2002. The project will start in 2003.

16th meeting of the Standing Committee on Local and Regional Government, 23 May Luxembourg

Main items on the agenda:

- Reports on EPSU campaigns on the directive on information and consultation, public procurement (see above) and the framework directive on public services.
- A fire fighters meeting to be organised by UK affiliate FBU to consider EU measures on hotel fire safety, tunnel fire safety and the European fire safety authority was postponed to 2003, due to the FBU wage dispute in 2002. EPSU supported the FBU.
- Follow-up to the EPSU seminar on collective bargaining for trade unions in Central and Eastern European countries of 20-23 October 2001. The importance of involvement of representatives of the unions concerned in the work of the Committee was underlined.
- Transnational companies in public services.
- Public-Private Partnerships/ Public Finance Initiative (see above).
- Social dialogue. This included reports from the intersectoral social dialogue. Members agreed that public sector employers that are not members of CEEP should also implement the directive e.g. on telework.
- Update of the work programme with the CEMR Employers Platform to include development of industrial relations in local and regional government in Central and Eastern European countries; continuation of work on modernisation of public services-organisation of work and equality (equal pay).
- Report on the status of the negotiations between EPSU and the CEMR-Employers Platform on telework.

- Preparation of the Local and Regional Government collective bargaining conference of June.
- Working methods of the Committee to get more members involved in its work and to ensure that members prepare better for discussions, an important theme for future considerations will be pensions.
- The implications of WTO/GATS on local government and the work PSI is doing.

17th meeting of the Standing Committee on Local and Regional Government, 18 October, Luxembourg

Main items on the agenda:

- Presentation on transferability of pensions by Thierry Christopoul of the European Association of Public Pension Institutions that groups together a number of pension funds and pension organisations that administer pensions for local government workers.
- Reports on procurement, industrial action in local government in different European countries, framework directive on public services and services of general interest and the Convention.
- Continuation of the discussion on working methods.
- Report from the Steering Committee of the project on Public Private partnerships. A representative of UK affiliate Unison provided a briefing on the positively public campaign and the various research angles pursued.
- Reports on various social dialogue meetings with the Commission (to solve the question of representativity).
- The work programme of the future social dialogue committee, its rules of procedure and possible composition of the EPSU delegation was considered.
- EPSU proposed that the CEMR –EP endorse the intersectoral agreement on telework.
- Presentation of the EPSUCOB@ network.
- Preparation for the EPSU Congress 2004.

Gender balance:

The Committee had 26 titular members of whom 5 were women and 21 men (19,23 % women). There were 20 substitute members of whom 6 were women and 14 were men. (30% women). 9 countries had men in both positions, against 1 country with women in both positions. There was 1 country that had a woman titular without a substitute. 5 countries had delegates from the same union that were both men. There was one country that has delegated from the same union that were both women.

Finn Baerland retired from NKF and subsequently as President of the Committee (8 November). He was thanked for all his contributions to the work of the Committee. Al Butler, Impact, Ireland was elected President. He was previously Vice-President. John Dupont, FOA, Denmark was elected Vice-President. Almuth Fischer, Verdi, Germany remained Vice-President.

EPSU Local and Regional Government Collective Bargaining Conference, 11 June 2002, Brussels

Presentations were given by Sinead O'Tiernan, on the ETUC Equal pay campaign and Emanuel Mermet, on the ETUC/ ETUI work on the wage coordination guideline of the ETUC. There were discussions of relevant national developments and possible issues for the European social dialogue in the local government sector. The presentations demonstrated

that unions are preoccupied with (attacks on) pensions and modernisation of public services. Several unions reported on forthcoming industrial actions, as government and employers' attitudes were hardening.

4. Public Utilities

Willie Cremins, the Vice-President of the Standing Committee died unexpectedly on 26 October. Willie was General Secretary of ESBOA, Ireland. He leaves behind a wife and 4 children. Members paid tribute to Willie for his positive contributions always keeping the overall objectives in mind, his work to build a European union movement, his sense of humour and his relentless support of equality.

The predominant themes for the Committee were the internal market for electricity and gas, social dialogue and water liberalisation.

EPSU was the key critical voice on the internal market for electricity and gas at European level. EPSU organised a meeting with Commissioner De Palacio on 18 April and held several meetings with Claude Turmes, European Parliament rapporteur on the amended proposals for the directives on the internal market for electricity and gas. The conservative Spanish minister refused meetings, EPSU met with the Danish state secretary on 6 November. The Council decided its position on 25 November, which was more favourable to EPSU than the European Parliament position on market opening and unbundling.

EPSU research presented at a conference organised jointly with the European Commission that Commissioner De Palacio opened on 9 July 2002 in Brussels, showed that 300.000 jobs have now been lost in the electricity sector. EPSU participated in demonstrations organised by affiliated trade unions in France (3 October) and in Germany (20 November) as well as in several conferences including of the International Energy Agency (7 February) and the Florence Forum - regulators and Commission (18-19 October).

17th meeting of the Standing Committee on Public Utilities, 16 April, Luxembourg

Main items on the agenda:

- Reports on industrial action in several countries, EPSU participation in energy conferences, European Energy and Transport Forum, and activities by transnational companies in the utilities and work of the European Works Councils (EWCs).
- Discussion on the position to be taken on the proposals for the internal market on Electricity and Gas. Reports on meetings with Claude Turmes (Rapporteur) and Commissioner De Palacio. An EPSU position was approved. Main issues: 'no' to ownership unbundling and legal unbundling, 'no' to market opening in 2004 for domestic users; need for advisory bodies with regulators; public interest considerations to play a role in mergers and acquisitions, reporting needed on employment, pay and conditions and skills.
- Discussion on an Energy Chapter in the European Treaty. Other issues discussed included Security of Supply, EU-Russia Energy Dialogue and social consequence of emission trading.
- Social Dialogue (see also separate paragraph). Report on the development of the inter-sectoral negotiations on telework.
- Erhard Ott was nominated Vice-President for EPSU of the sectoral social dialogue committee.
- Report on progress in the sectoral social dialogue with Eurogas (see separate paragraph).
- Decision to prioritise the fight against liberalisation of the water sector instead of the social dialogue with Eureau.
- Report on the lack of progress with social dialogue in waste sector and with European Federation of Waste Management Associations, FEAD, in particular.

- Preparation of the Collective Bargaining Conference Electricity of 10 June.

18th meeting of the Standing Committee on Public Utilities, 30 September, Luxembourg

Main issues on the agenda:

- Reports on several activities involving EPSU representatives, such as the meeting with Commissioner De Palacio (18 April); lack of meeting with Spanish minister and efforts to meet with Danish Energy Minister, co-organised meeting with the Commission on 9 July.
- Report on European Energy and Transport Forum. The first meeting took place on 8 October. Bertil Dahlsten and Giacomo Berni represented EPSU.
- Report on activities of transnational companies and EWCs in the utilities.
- Presentation by Claude Turmes, rapporteur on the directive on European Energy policy highlighting the issues of main importance. A report on security of supply and its follow-up by the Commission was given.
- Position papers on the directive on emission trading and on the directive on co-generation were approved.
- Report on developments in the inter-sectoral social dialogue and the agreement on telework. Decision to approach Eurelectric to endorse the agreement and to strictly monitor its implementation.
- Report on progress in the social dialogue with Eurelectric and Eurogas (see also separate paragraphs).
- Discussion on the lack of attention for the water liberalisation campaign.
- Discussions on the follow up to the electricity collective bargaining conference centred on standards (minimum or not), demands, and trade union rights. Decision to discuss work on equal pay with Eurelectric.
- Presentation of the EPSUCOB@ network.

EPSU Conference on Emission Trading, 22 November

EPSU organised the conference with ver.di to draw attention to the social consequences of the proposals by the European Commission on emission trading. The key speaker was European Parliament rapporteur Bernt Langen. EPSU's sister federation, EMCEF, co-organised the conference.

Gender balance:

The Committee had 29 titular members of whom 3 were women and 26 men (10,34 % women) There were 21 substitute members of whom 3 were women and 18 were men (14,29% women). 17 countries had men in both positions, against 1 country with women in both positions. There was 1 country that had a woman titular without a substitute. 5 countries had delegates from the same union that were both men.

Willie Cremins Vice-President of the Committee died on 26 October 2002. The Committee President is Giacomo Berni, CGIL-FNLE, Italy with Vice-Presidents Sven Bergelin, Verdi, Germany and Bertil Dahlsten, SEKO, Sweden.

Social Dialogue in the Electricity Sector

The electricity sector remains the only EPSU sector to date where a sectoral social dialogue committee is established with the employers (Eurelectric). The social partners had a charged working programme with several working groups and two plenary sessions (26 March and 6 December).

- Study on lifelong learning. Several working group meetings took place in 2002. The final results were presented at the plenary meeting of 6 December. The recommendations to be drawn will be discussed in a working group meeting in early 2003.
- Proposal for a study on future skill needs. The Commission approved the funding for a joint project proposal. The social dialogue will be brought to the level of the companies through in-depth interviews in the countries and companies. The results are foreseen for the end of 2003.
- Declaration on the social implications of liberalisation for the applicant countries. A joint social partner conference was organised in Budapest 19-20 September. A joint declaration and action programme were approved by the plenary of the Sectoral Social Dialogue Committee on 6 December (Appendix 5) (See also IV point 3).
- Equal opportunities and diversity Based on a proposal by EPSU following up the recommendations of an earlier study on the impact of restructuring on women in the electricity industry (1998), it was agreed that equality and diversity will be a priority for 2003.
- No agreement was reached on discussing the social consequences of emission trading. The trade unions proposed to make a joint appeal to the Council meeting of 9 December to postpone decision on the Directive and to study the social consequences. Eurelectric rejected this.
- Both sides reached agreement on endorsing the inter-sectoral telework agreement by ETUC/UNICE/CEEP.
- Erhard Ott, ver.di has become EPSU's Vice-President of the sectoral social dialogue committee. He will be the committee's President for 2003, as there is a rotation for these positions between employers and trade unions.

Social Dialogue in the European Gas Supply Sector, Joint Eurogas/EPSU/EMCEF Seminar, 18 April 2002, Brussels

There were two elements to the conference:

- An outline of developments on European gas markets following liberalisation;
- Formal application for a Sectoral Social Dialogue Committee in the gas supply sector.

The social partners expressed their willingness to move to a formal social dialogue. Initial application preparations (European Commission questionnaire, proof of representativity) are being undertaken. A work programme for 2003 will be identified by the secretariats (subject to agreement by respective representative bodies). It is estimated that the first formal social dialogue meeting will take place in 2003.

EPSU Electricity Collective Bargaining Conference, 10 June 2002, Brussels

Discussion of a report from Bart Samyn, European Metalworkers' Federation, on how the metalworkers have established their network on collective bargaining. Participants reported on developments in their unions and on how the internal market is putting pressure on collective agreements. Most of the discussion centred on proposals to come to minimum standards for the sector and concrete trade union demands. There was a related discussion on how to put pressure on employers and transnational companies that do not respect trade union rights. The discussion is to continue in the Standing Committee.

EPSU European Works Council (EWC) Coordinators Network

The coordinators network was established in 2001. Two meetings took place in 2002. Representatives from the network participated in the ETUC seminar on mergers and take-overs (May) and the EWC Conference on revision of the EWC directive Århus, Denmark, 25-26 November. EPSU representatives also participated in a seminar organised by ETUC on women in EWCs. The low participation of women was identified as a growing problem.

EPSU EWC coordinators network, 18 March, Luxembourg

The coordinators considered the following issues:

- Current developments in the European Works Councils;
- European Company Statute and provisions of information, consultation and negotiations for workers. Jean-Claude Le Douaron of ETUCO made a presentation. Many saw problems with some of the provisions as these could lead to a weakening of current rights.

EPSU EWC coordinators network, 4 October, Luxembourg

The third meeting of the network reflected on several issues:

- Most of the discussions centred on the role of the EWC in mergers and acquisitions. Jean Claude Le Douaron presented an outline of guidelines. This discussion will continue. The aim is to come forward with a checklist for EWCs.
- Current developments in the European Works Councils; amongst others a proposal by a company to out-source its call-centre to India.
- The representation of workers from countries with few employees in the Special Negotiating Bodies.
- Litigation by workers representatives of company executives.
- EWCs and pensions.

IV. EPSU PROJECTS

1. Public Procurement

EPSU organised 3 meetings of its public procurement task force (March, September and December). EPSU and its trade union colleagues (including ETUC and some national confederations) successfully lobbied the European Parliament for amending Article 27 of the draft legislation (application of collective agreements).

In April, EPSU and some of the largest European social, environmental and fair trade non-governmental organisations set up the 'Coalition for Green and Social Procurement' to campaign together for the integration of social and environmental clauses into the draft EU legislation on public procurement. EPSU has coordinated the work of this broad coalition (15 NGOs in December 2002) throughout the year. The campaign was (partly) successful in influencing the Council of Ministers to amend the Commission's proposal, and attracted the attention of European media and the United Nations Environment Programme. However, the Council did not follow the progressive approach of the European Parliament. The Coalition members agreed to continue their joint lobbying during the second reading of the draft directives, in 2003.

In November, EPSU presented the Coalition's campaign at the European Social Forum in Florence, and participated in the CEMR conference on public procurement and services of general interest in November.

2. Coordination of Collective Bargaining

In November, ETUC adopted its third resolution and annual report on the coordination of collective bargaining. Throughout the year, EPSU participated in the meetings and seminars of the ETUC Collective Bargaining Committee.

EPSU organised a 2day Collective Bargaining conference on 13-14 May. The conference participants discussed a draft resolution setting specific targets for reducing the gender pay gap, as well as a draft policy paper on lifelong learning for all. The EPSU Executive Committee adopted these documents. The results of an EPSU survey on collective bargaining developments in the public sector were also presented and discussed. In June, EPSU organised two sectoral collective bargaining conferences: for the local and regional government and for the electricity sectors (see section IV points 3 and 4 respectively).

EPSU set up a working group to prepare for the 2003 EPSU annual collective bargaining conference. The second day of that conference will focus on the pensions issue.

Finally, EPSU has decided to launch a collective bargaining information network called 'EPSUcob@', which aims to exchange and coordinate information on collective bargaining issues in order to build capacity for a coherent European collective bargaining strategy, at sectoral and intersectoral levels. Further, the network will enable the monitoring of the implementation of EPSU resolutions and policies on qualitative aspects (e.g. Equal pay, lifelong learning, working time...), and it will assist EPSU's affiliates in their negotiations.

3. Enlargement

The EPSU Enlargement Task Force held its 4th meeting on 8 April in Riga.

The discussions of the group focused on mobility of persons and services, presentation of the 'administrative capacity' of the applicant countries, latest developments of the Czech Civil Service Act.

"Changes in the State Sector in the Central and Eastern European Countries and Trade Union Development", EPSU/ ETUCO seminar, Krakow 28-30 June 2002:

The seminar was jointly run by the Standing Committee on National and European Administration and the European Trade Union College. Participants came from trade unions in the candidate, EU and EEA countries. Key issues addressed were the activities needed for strengthening collective bargaining, union recognition and representation, union education/training and capacity building, issues to be included in collective bargaining, union mobilisation and political lobbying. In addition, the working groups addressed issues concerning the right to collective bargaining and the level and coverage of collective bargaining.

In summary some key issues raised in the report backs and discussion were:

- National administration is heavily dependent on the political make-up;
- Many unions still have the heritage of the old communist system and in some countries there are significant problems of trade union organisation. This requires major changes;
- Bi-lateral contacts and cross-border solidarity between member states and candidate countries can be very helpful in sharing and exchanging experiences. EPSU guidelines to support bi-lateral contacts would be helpful;
- Trade union capacity building needs to be a core activity. The role should be focussed on recruiting and organising members. This requires organising and training. Trade unions need to be strengthened through improved representation, trade union rights and recognition;
- Social partnership, social dialogue and collective bargaining need to be strengthened. A key issue is how the social dialogue can be formalised. It is essential to have strong employers' organisations. Lobby to strengthen EU policies to strengthen collective bargaining. Lobby for the ratification of ILO Conventions No 151 and 154; lobby governments for better collective bargaining rights.

'Social Implications of Electricity Sector Restructuring in the Candidate Countries', Joint Seminar EPSU, EMCEF, EURELECTRIC, 19 – 20 September, Budapest:

The aim of the seminar was to discuss the social consequences of liberalisation and disseminating good practice. The seminar was held in the framework of Social Dialogue, with the financial support of the European Commission. While Social Dialogue is well developed in the EU, it is at present unevenly implemented in the candidate countries. Recognition of social

partners and establishment of processes, which involve them, should therefore be a priority for the candidate country governments. The importance of adhering to the 'social acquis' was stressed. EU enlargement is a major issue for all social partners and the social dialogue can provide a platform to address sector-specific issues of common interest.

The seminar was addressed the Hungarian Minister of Labour, Peter Kiss.

4. Own Representativity Study

The Executive Committee agreed in November 2001 to conduct a study 'to assess the representative nature of non-affiliated organisations or competing organisations as well as to define qualitative and quantitative criteria to establish the representativity of European social partners.' The study is carried out in co-operation with the European Trade Union Institute (ETUI) and work started in January. A project group including 1 representative per constituency and a representative of the Standing Committee on National and European Administration presidency was established. The project group met on 21 February, 18 June and 16 October and agreed that the study should:

- Underpin that EPSU is the sole or at least the leading European public service trade union organisation. EPSU's overall representativity should be highlighted;
- Reflect on the concept of the European social dialogue and the development of its potential to establish European framework agreements;
- Explore the essential elements to assess the representative nature of a trade union; emphasis should be put in this context on the negotiating and enforcement capacity of a trade union.

The 'learning-about-ourselves' aspect of the study was underlined.

The possible scope of the study was discussed in consideration of the time and budget frame available. There was recognition that the public service is undergoing a lot of changes in most countries and that this makes the comparability of data difficult. Whilst there was overall agreement on the desirability of surveying all sectors and all countries covered by EPSU, it was decided that the study would initially focus on the national administration and local government sectors. Countries selected should represent a typology in terms of public service and collective bargaining culture as well as trade union scenarios. Germany, Italy, Belgium, France, Sweden, Estonia and Hungary were chosen on this basis.

Final results of the study were presented to a meeting of the project group in February 2003. The study will be finalised after that meeting.

5. 'Services of General Interest and European Convention'

The role of services of general interest constituted a major focus for EPSU work and activities in 2002. The ad-hoc working group met three times (14 January, 26 February and 19 June) to discuss relevant aspects, such as state aid, to establish the basis for an overall EPSU position and to provide input into the ETUC 'Future of Europe' working group.

As earlier attempts to reach agreement between ETUC and CEEP on coverage through a framework directive had failed, emphasis was put on the inclusion of Services of General Interest in the revised Treaty. With this in view, the EPSU Secretariat took the initiative to draft

a joint contribution with other European Industry Federations concerned, namely the European Transport Federation (ETF), the European Trade Union Committee for Education (ETUCE), and UNI Europa.

The joint contribution also provided the parameters to elaborate proposals to amend the European Treaty with regard to 'Services of General Interest'. This required intensive discussion within the ad-hoc working group to overcome differences of views as to the approach to be taken, especially on the interpretation of what constitutes a 'service of general interest' (SGI) and a 'service of general economic interest' (SGEI) and whether an EU competence should be limited to SGEI or cover SGI in a broader sense. As a compromise line it was agreed to concentrate the proposed Treaty language on the EU aims and activities' and reinforced language on article 16. The final proposal was again carried by all four industry federations (Appendix 2) and it was jointly presented to MEP Klaus Hänsch, chairing the convention group on 'governance' on 27 September. The joint proposal for SGI Treaty changes also became the basis for the relevant chapter in the overall ETUC submission to the Convention.

There was rising concern that the Convention would not deal with the social dimension in its work at all. Indeed, the institutional issues dominated the work of the various Convention working groups. A group of Members of the European Parliament, who are also members of the European Convention therefore launched an appeal for the establishment of a Convention working group relating to the social dimension. Due to the pressure brought to bear by a broad European alliance of trade unions and non-governmental-organisations, the Convention agreed at long last, in early December, to set up the 'working group on social Europe'.

EPSU Conference 'Services of General Interest and the European Convention', 2 December

In advance of the first meeting of the working group, which took place on 6 December, EPSU hosted the conference on '*Services of general interest and the European Convention*'. Originally intended as an EPSU event, the conference was subsequently modified to incorporate three 'partner organisations' concerned with the topic. The *European platform for social NGO's* and the *European Liaison Committee on Services of General Interest* (CELSIG) were to host an event on SGI during the same week as the EPSU event. Rather than duplicate efforts, it was decided to combine resources and to concentrate on the 2 December event. To this end, the two organisations were charged with securing representatives to speak at the event. In addition the CEEP (the *European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest*) agreed to participate. The organisations decided to draft a joint declaration on SGI and the European Convention, to be released at the event, and to be submitted to the Convention (Appendix 3). At the 2 December conference, Mr Katiforis, Chair of the Convention Working Group on Social Europe, gave the Conference closing address. He indicated that his priority would be to have the commitment to full employment enshrined in the Convention conclusions. He stated that he would be able to guarantee a debate on Services of General Interest. A publication (Appendix 6) of the conference proceedings was made available to EPSU affiliates. Convention members were also sent copies.

V. ETUC/EUROPEAN UNION

1. ETUC Executive Committee

The ETUC Executive Committee met on 11-12 March, 13-14 June, 9-10 October and 19-20 November.

The EPSU General Secretary is currently also member of the ETUC Steering Committee and the coordinator of the European Industry Federations. The General Secretaries (or their representatives) of the Industry Federations meet regularly before meetings of the ETUC Executive. This co-ordination has for the first time also resulted in a joint paper, anticipating the Commission Communication on Social dialogue. The paper evaluates progress made but also barriers encountered in the sectoral social dialogue in various sectors. This contribution of the European Industry Federations was submitted to the ETUC, the European Commission and the European Parliament (appendix 7).

ETUC work concentrated on input on the Spanish and Danish Presidencies. The major concern was that the Barcelona European Council should not deviate from the balance struck with the Lisbon Strategy and only focus on market liberalisation and flexibility. ETUC organised another Euro-demonstration on 16 March in Barcelona, with 100.000 participants, on the eve of the Mini Social Summit. EPSU was again represented with a block in this demonstration together with the Spanish affiliates.

The ETUC Executive Committee of 5 – 6 June, adopted a resolution on the Social Situation in Europe. This resolution raises the concerns of ETUC regarding the deterioration of social relations in Europe, the attacks on workers' rights through revision or weakening of existing labour laws and social protection. This trend continued throughout the year and was exacerbated by a severe economic downturn, with plant closures and industrial restructuring taking place in a number of countries. A worrying trend can also be noticed in a number of countries of Central and Eastern Europe, where existing labour legislation is called into question. The need for stronger ETUC mobilisation was underlined, and the ETUC Executive Committee of 19 –20 November decided to organise a European day of action to coincide with the EU spring council in 2003.

At the same meeting the Executive Committee of ETUC agreed, amongst others, the request for membership of the Belgian CGSLB. The union had declared its disaffiliation from CESI.

Other important decisions of the ETUC Executive Committee related to:

- Anticipating and managing change: a dynamic approach to the social aspects of corporate restructuring;
- European Trade Unions on Iraq;
- A priority for the European Union: Access for all to Quality Healthcare (joint resolution ETUC and EPSU, see section III, point 1);
- Europe and Sustainable Development;
- 2003, European Year of People with Disabilities.

The European Convention held its inaugurating meeting on 28 February. The Social Partners have an observer status in the Convention. ETUC is represented through its General Secretary, Emilio Gabaglio, Erik Carlslund is his deputy member. The need to organise public debates to sensitise the membership for the important challenges presented by the revision

of the Treaties was recognised. The ETUC Executive adopted its final contribution to the Convention in October.

The main demands are:

- The guarantee of the respect of common fundamental rights by incorporating the EU Charter of Fundamental Rights;
- The possibility for a European system for Industrial relations, respecting the transnational trade union rights and reinforcing the role of the social partners;
- The promotion of European Economic Governance as a mission for the European Union;
- The promotion of Services of General Interest;

European Social Forum, 6 –10 November in Florence, ETUC participated in this event. There was also an EPSU presentation by Vincent Hotyat on public procurement.

2. Social Dialogue

Negotiations on Telework

The social partners at the intersectoral level, UNICE / UEAPME – CEEP and the ETUC, successfully concluded the negotiations on a framework agreement on telework on 23 May 2002. The agreement was signed with Commissioner Diamantopoulou on 16 July 2002.

In contrast to previous European agreements, for example on part-time work or on fixed-term contracts, this agreement is of a voluntary nature and will not be implemented by a European directive. The agreement commits the concluding parties to implement its provisions by its members at national level. It covers the countries of the European Union, Norway and Iceland.

“The social partners see telework both as a way for companies and public service organisations to modernise work organisation, and as a way for workers to reconcile work and social life and giving them greater autonomy in the accomplishment of their tasks. If Europe wants to make the most out of the information society, it must encourage this new form of work organisation in such a way, that flexibility and security go together and the quality of jobs is enhanced, and that the chances of disabled people on the labour market are increased.” (excerpt from the general considerations)

Framework of actions for the lifelong development of competencies and qualifications

This framework of actions highlights the joint responsibility of employers and employees for the lifelong development of competencies and qualifications in Europe and identifies four areas for priority actions:

- Identification and anticipation of competencies and qualifications needs;
- Recognition and validation of competencies and qualifications;
- Information, support and guidance;

- Resources.

Social partners have agreed to promote this framework in Member States, at all appropriate levels taking account of national practices. They will report annually on the national actions on the four priorities identified. In March 2006, they will present an evaluation of the impact of the framework.

A Joint Work Programme of the European Social Partners as agreed by the Social Dialogue Committee of 7 November was formally adopted by the Social Dialogue Summit on 28 November. The activities will be conducted the following years until 2005 and relates to topics on employment, enlargement and mobility (Appendix 8).

APPENDICES

1. Draft memorandum to be submitted to Commissioner Anna Diamantopoulou

The purpose of this memorandum is twofold:

- I To highlight the significance of a European Social Dialogue for the development of public services in the European Union;**
- II To elaborate on the definition of representativity criteria the social partners are required to meet.**

1. The important role of European social partners at intersectoral and sectoral levels have to be seen in the light of the challenges posed by: the debate of Europe's future and governance; the enlargement of the European Union; the completion of economic and monetary union and associated development of economic, employment and social policies.
2. Approximately 45 million people work in public services in the European Union. This represents an important part of the European labour market. Public services are one of the most important employers of women in the European Union. They can and should play an important role in promoting quality employment.
3. The competitiveness of the European Union as well as its economic and social cohesion, rely on quality public services. Efficient public services and administrative competence are emphasised as important prerequisites for EU membership of the applicant countries.
4. The delivery of quality public services is intrinsically linked with the quality of working conditions and the possibility of enhancing qualifications through broad access to training and life-long learning for all public sector workers. The further development of public services can only be conceived on the basis of full participation of public service workers and their representative trade unions through social dialogue.
5. According to the ILO, social dialogue is understood to include all types of negotiations, consultations or exchanges of information between or among the tripartite and bi-partite partners on issues of common interest relating to economic and social policy. Articles 138 and 139 of the social chapter of the Treaty establishing the European Community has strengthened the role of the Social Partners in the decision-making process considerably and has also provided the basis for the conclusion of European framework agreements.
6. The further development of a sectoral social dialogue between representative interlocutors, based on the provisions of the social chapter and the successive communications of the European Commission is therefore of vital importance. The development the social dialogue in the public services is part of a co-ordinated

collective bargaining policy. This will lead to a multi-layered bargaining system including the local, sectoral, national and European levels.

7. The attainment of the formalised sectoral social dialogue may be supported by ways of informal co-operation between the interlocutors. This could take the form of exchange and promotion of 'best practise models', forms of 'open co-ordination' and target setting relating to issues such as training and life-long learning, as well as measures to bridge the pay gap between men and women. The European Commission has an important role in developing social dialogue, in particular with a view towards supporting sectors where the social dialogue process has not yet been formalised.
8. As far as the European Trade Union organisations are concerned, their representative nature needs to be evaluated according to the following criteria: affiliated membership in a sector or several sectors, the capacity of the affiliates to negotiate for a sector or several sectors at nation-wide level; the capacity to organise industrial action; access to and representation in tri-partite social dialogue structures, e.g. national economic and social councils; results obtained by affiliates in work place and social security elections; role in the European intersectoral social dialogue.
9. The binding nature of such agreements depends on the capacity of national social partners to implement European agreements. For the social dialogue to be viable the social partners concerned should normally be anchored in all of the Member States and not only in some. As such structures are the result of a longer development, a degree of flexibility is required, especially in the informal phase of the sectoral social dialogue. Still, even in the initial phases of the social dialogue, it is not unreasonable to demand that the European social partners have to prove their representativity in the majority of countries (more than half of the Members States).
10. The representative social partners in the public services area at national level, at the level of several countries or European sectoral level are invited to discuss suitable ways and means to support and further develop the sectoral social dialogue at European level. This includes the building of representative European structures of employers and trade unions. The European Commission is committed to facilitate such exchanges and to support the further development of the sectoral social dialogue in the public services within its budget possibilities.



2. Services of General Interest and the European Convention, Joint contribution by the European Federation of Public Service Unions (EPSU), the European Transport Federation (ETF), the European Trade Union Committee for Education (ETUCE), UNI Europa

I. A European Treaty for all citizens

1. The undersigned European Federation of Public Service Unions (EPSU), the European Transport Federation (ETF), the European Trade Union Committee for Education (ETUCE), UNI Europa are committed to the development of a Europe for Citizens, based on solidarity, equality and sustainable social, economic and environmental development. Services of general interest comprising public and private providers – transport, postal, energy, water, banking, telecommunication, education, media and health sectors – are vital instruments to guarantee social and economic cohesion within the European Union. Equal and universal access to services of general interest is a basic condition for citizens and communities to enjoy their fundamental rights. Services of general interest are a key aspect of the European social model.
2. A revision of the EU Treaties must therefore lead to the recognition of the role of services of general interest in the further construction of the political, social and economic European Union. **The concept of high quality services of general interest has to be integrated into the definition of the objectives and the activities of the European Union on a par with the creation of the internal market.** This is particularly important also in view of the enlargement of the European Union.
3. The undersigned strongly advocate **to redress the current imbalance between the rules of competition and those regulating services of general interest at European level.** Democratic control and accountability, responsible use of scarce resources, the prevention of abuses of market power, long-term service delivery and security of supply of many services require public intervention and cannot be left to market forces. Moreover, mergers and acquisitions in the area of services of general interest should be judged with regard to their effect on the public interest.
4. The revision of the Treaties should **reinforce the principle of neutrality of ownership of services of general interest.** State aid or exclusive rights granted in connection with the organisation of services of general interest should not be considered as competition-distorting practices, where the amounts awarded to achieve the defined political objective are proportionate. With due regard to the principle of subsidiarity, democratically legitimised national, regional and local authorities of the Member States must remain free to determine the way in which they wish to deliver a service of general interest, including a return from private to public ownership of a service. The public service delivery has been proved in many instances to be a viable and competitive policy option.
5. Political, economic and social integration requires enhanced administrative co-operation throughout the European Union. Uniform and coherent implementation of EU legislation is an important element of good EU governance. Professional mobility of public service employees and civil servants must be promoted between Member States, together with the mutual recognition of qualifications, and the inter-country transfer of pension entitlements. **Free movement of workers, which is one of the key principles of the Treaty establishing the European Community, should be equally**

applicable to civil servants and workers treated as such, as to other workers in public administrations and services.

6. The future Treaty should also include a provision requiring the European Union to defend and promote these principles in its foreign economic and trade relations, and in particular within the World Trade Organisation, the World Bank and the International Monetary Fund.

**II. Proposals to amend the European Treaties with regard to
'Services of general interest'**

With the European Trade Union Confederation (ETUC), the European Federation of Public Service Unions (EPSU), the European Transport Federation (ETF), the European Trade Union Committee for Education (ETUCE), UNI Europa demand that the European Charter of Fundamental Rights becomes an integral part of the revised Treaty. We believe that the European Treaty must contain the obligation to observe considerations of general interest in the same way as competition rules. We therefore submit the following proposals to amend the Treaty:

1. That the principles of SGI are anchored in the Constitutional treaty provisions and so included in the 'common objectives' (TEU article 2):

"to secure and promote, within its competence and in its activities, services of general interest of high quality and based upon the principles of universality, equal access, neutrality of ownership, fair pricing, the quality of work, quality employment, safety and social justice. The Union shall ensure in particular that the aims referred to in this Article are also respected in all its external activities."

and as a task for 'common activities' (TEC article 3.1):

"measures to secure and promote services of general interest";

2. That TEC Article 16 should read as follows:

"(1) Given the place occupied by services of general interest in the shared values of the Union, as well as their role in promoting social and territorial cohesion, the Community and the Member States, each within their respective powers and within the scope of application of this Treaty, shall take care that such services operate on the basis of principles and conditions which enable them to fulfill their missions.

(2) National, regional and local authorities of the Member States must remain free, in accordance with national legislation and practice, to determine the way in which they wish to deliver a service of general interest.

(3) Without prejudice to the exercise of any official authority and non-profit oriented activity, the [EU] competition rules shall apply to the organisation and delivery of services of general interest only to the extent determined sector by sector by the Council and the EP [QMV & co-decision] and taking due account of the principles and objectives of the services of general interest. Concerning state aid, special or exclusive rights granted in connection with the organisation of services of general interest, it should not be considered as competition-distorting practices, where the amounts awarded to achieve the defined objective are proportionate."

3. Other item

Article 39 para. 4 EC should be deleted.

This paragraph excludes employment in the public service from freedom of movement for workers. This provision has long been overtaken by practice. Professional mobility of public service employees and civil

servants must be promoted between Member States, together with the mutual recognition of qualifications, and the inter-country transfer of pension entitlements.

The Commission should invite the social partners to agree to any derogation for an interim period.



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The Federation speaks on behalf of over 180 public sector unions representing 10 million organised workers in national and European administrations, local and regional government, health and social services and public utilities (energy, waste, water). The EPSU was founded in 1978.

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The ETF has affiliated 196 unions organizing workers in railways, road transport, maritime transport, ports and docks, inland navigation, civil aviation, fisheries, and tourism services. The ETF represents some three million workers from 38 European countries.

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UNI-Europa is a member of the ETUC.

UNI-Europa co-presidents are Roland Issen (ver.di, Germany) and Tony Young (CWU, UK).

UNI-Europa Regional Secretary: Bernadette Tesch-Ségol

3. Declaration on Services of General Interest and the European Convention

“A Joint Appeal to the President, the Praesidium and the Members of the European Convention”

The signatories of this declaration call on the President of the European Convention to:

- Recognise services of general interest as a pillar of the European Model, insuring citizens and communities their fundamental rights;
- Acknowledge the role of services of general interest as a key element of economic, social and territorial cohesion;
- Contribute to a better balance between competition rules and those regulating services of general interest at European level;
- Respect the principle of neutrality of ownership of services of general interest;
- Ensure the respect of these principles in the European Union’s foreign economic and trade relations.

“A Joint Appeal to the chair of the Convention working group on Social Europe”

- The signatories of this declaration welcome the establishment of working group XI and express the willingness to actively contribute to its work.
- The signatories note the *draft mandate* of the working group (CONV 421/02 annex).
- **The Charter on fundamental rights** should be incorporated into the final treaty.
- The signatories propose that the principles of Services of General Interest (SGI) be anchored in the future article 3, as laid down in the draft Constitutional treaty and be recognised as **Common Objectives** of the European Union. It should read as follows – *“To secure and promote, within its competence and in its activities, services of general interest of high quality and based upon the principles of universality, equal access, neutrality of ownership, fair pricing, the quality of work, quality employment, safety and social justice. The Union shall ensure in particular that the aims referred to in this Article are also respected in all its external activities.”*
- **The signatories wish that the principles of Article 16 (TEU) are maintained and strengthened.**
- The signatories commit to working in tandem to formulate detailed proposals which could be jointly submitted to the working group on Social Europe

The signatories agree that the role of civil society and especially the social partners should be outlined in title VI (the democratic life of the Union) of the future treaty, and that their essential contribution to the development of the European social model be recognised.

For the European Federation of Public Service Unions (EPSU)

Carola Fischbach-Pyttel
General Secretary

For the European Transport Federation (ETF)

Doro Zinke
General Secretary

For the European Trade Union Committee for Education (ETUCE)

Jörgen Lindholm
General Secretary

For UNI Europa

Bernadette Tesch-Sékol
Regional Secretary

For the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP)

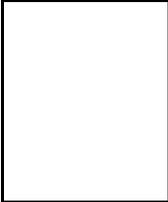
Rainer Plassmann
General Secretary

For the Platform of European Social NGOs (Social Platform)

Simon Wilson
Director

For the European Liaison Committee on Services of General Interest (CELSIG)

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Secrétaire

 <p>www.epsu.org Tel: + 32 2 250 10 80 Fax: + 32 2 250 10 99 vhotvat@epsu.org</p>	<p>The European Federation of Public Service Unions, EPSU, is a free and democratic Federation of independent trade union organisations for employees in public services in Europe. EPSU is a member of the ETUC.</p> <p>EPSU speaks on behalf of over 180 public sector unions representing 10 million organised workers in national and European administrations, local and regional government, health and social services and public utilities (energy, waste, water).</p>
<p>socialplatform</p> <p>The Platform of European Social NGOs</p> <p>www.socialplatform.org Tel: +32 2 511 3714 Fax: +32 2 51119 09 policy@socialplatform.org</p>	<p>The Social Platform is an association of over 30 European non-governmental organisations, federations and networks that work in the social sector and uphold the interests of a wide spectrum of European civil society. The Platform includes associations of organisations representing women, older people, people with disabilities, unemployed people, migrants, people living in poverty, gays, lesbians, young people, children and families, and NGOs working on social issues such as social justice, homelessness, lifelong learning, health and racism.</p> <p>The Social Platform's main objective is to build a Europe for all by advocating social inclusion and social justice, and fighting against all forms of discrimination.</p>
 <p>www.ceep.org Tel : +32 2 219 27 98 Fax : +32 2 218 12 13 e-mail: ceep@interweb.be</p>	<p>European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP), is an Employers' Association, which has its <u>headquarters</u> in Brussels, is recognized as a <u>Social Partner</u> by the European Commission in accordance with the Treaty on European Union.</p> <p>The main objective of CEEP is to represent enterprises with public participation or those of general economic interest before the European Institutions. This implies defending its members' interests and promoting initiatives, formulating new proposals and producing surveys on their behalf.</p>
 <p>CELSIG</p> <p>Tel : (33-1) 40 42 50 24. Fax : (33-1) 40 42 13 78: celsig@globenet.org</p>	<p>European Liaison Committee on Services of General Interest (CELSIG). The committee is devoted to the promotion of the general interest services in the European union.</p> <p>The committee works on the appropriate conditions for such services to function, on the link they have with the citizenship, and on the recognition of them as fundamental, personal rights. The committee is the publisher of NOUVELLES-NEWS-EUROPE</p>



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4. A priority for the European Union : Access for all to Quality Healthcare

Resolution adopted by the ETUC Executive Committee Brussels 09-10 October 2002

1) *Current landscape: health care systems in the European Union and the candidate countries are increasingly affected by policies carried out at European level*

1.1. Although health care systems are considered as a national competence, especially as regards their organisation and financing, they are increasingly affected by “European policies”.

1.2. It is not our intention to review all European policies having an impact on health care systems, however we wish to underscore the following points:

1.2.1. The emphasis placed on the need to control public spending in the Broad Economic Policy Guidelines inevitably has an impact on the health policies pursued in the different States (for example, measures intended to control health costs and “rationalise” resources).

1.2.2. Health systems are not immune from the Internal Market rules. In this regard, as the European Court of Justice has constantly reasserted, health care services are covered by the principle of the "Free Provision of Services", one of the European Union's four fundamental freedoms. This also has consequences for the mobility of patients, and on the future financing and organisation of health care services.

1.2.3. Following national reforms introducing market mechanisms, there is a risk of health care services falling within the scope of Community economic law. As a consequence we see, that drawing and redrawing the fine line between ‘economic ‘ and ‘solidarity’ activity is what much of the legal conflicts and ECJ judgments are about. In addition, privatisation facilitates the creation of a European health services market which multinationals in the sector attempt to dominate.

1.2.4. Likewise, pharmaceutical policy, which falls within the scope of industrial policy, aims to improve the sector's competitiveness, based on the diagnosis that Europe lags behind the United States in its capacity to generate, organise and support increasingly burdensome and complex innovation processes. Although there is clearly a need to stimulate innovation and enhance scientific levels, it is also necessary to produce affordable products that are safe, effective and used in a rational way. The current policy tends to readily accept a simple innovation which doesn't always represent therapeutic progress. Hence, the enterprise which launches the product on the market, makes use of its intellectual property rights, which effectively means a higher reimbursement cost than for a generic product. We must not lose sight of the fact that in all the Member States, expenditure on pharmaceutical products has increased more rapidly than the average expenditure in the area of health care. In certain countries, in particular in the accession candidate countries, pharmaceutical products represent a considerable share of the total public health care budget, which holds back investments to satisfy other urgent health care needs.

1.2.5. At the same time, the priority given by the European Union to combating poverty and promoting social inclusion makes access to quality care for all, one of this policy's key strategic elements.

1.2.6. These policy examples which also reveal a certain fragmentation, inevitably have ramifications not only for patients, but also for the health care services themselves and conditions of access. In particular, the internal market rules create tensions between, on the one hand, the competition rules and, consequently, risk selection in the area of health cover and, on the other hand, access for all to quality health care services. However, it should be noted that health care systems are based in Europe on common values of solidarity and universal cover.

2) *A trade union priority: access for all to quality health care*

2.1. The ETUC and the European Public Sector Unions are not unaware of these challenges and the pressures facing health care systems throughout the European Union and in the candidate countries.

For the ETUC and the EPSU, the priority and objective of any European approach must be access for all to quality health care, which implies initiatives be taken and measures adopted, both nationally and at European level.

2.2. In light of this priority, the ETUC and the EPSU have certain criticisms of the European Commission's Communication entitled 'the Future of Health Care'. In this communication, the Commission addresses the question of increasing health care expenses, among other things in relation to the ageing of the population, as it does for the pension schemes and related expenses. However, The question isn't that similar. Studies show that, on average, it is in the last year of a person's life that expenditure explodes (in the same way, inversely, in the first years of a person's life) and not because people get older, except for pharmaceutical expenses which are higher for pensioners than for the active population. . Moreover, the approach thus adopted at European level confuses "health" spending strictly speaking for elderly people and "support" spending, related to long-term constant care situations (food, personal hygiene, etc.) which are not of the same nature and do not follow the same financing rules.

In addition, we distinguish the debate on the future of health care from that of situations requiring long-term constant care. Although there is a need for European reflection on the latter issue, this distinction must be made

3) *How to achieve this trade union objective at European level?*

3.1. The measures taken at European level must not subordinate the social approach to economic and financial imperatives.

This is particularly important with regard to the Major Economic Policy Guidelines. We should never lose sight of the fact that social protection is a productive factor that contributes to growth and social cohesion.

3.2. *Achieving the objective of access for all to quality health services implies the following initiatives:*

3.2.1. The ETUC and the EPSU call for Community legislation to be amended and an open method of coordination¹ to be adopted in the area of health care.

Legislation:

The Treaty

3.2.2. The future Treaty while stating that the funding and organisation of health care remain a member state competence, needs to combine the “acquis” already included in the Treaty, in particular the high level of social protection and a high level of human health, with the right to health included in Charter of Fundamental Rights in view of promoting accessible and financially sustainable health care of high quality organised on the basis of solidarity; .This also means that European policies must measure their impact on national health care systems in order to asset the principle of solidarity ahead of competition, The ETUC and the EPSU will mobilise during the Convention’s work in order to have this obligation included in the Treaty.

Directives and regulations, inter alia.

3.2.3.

This obligation implies that new and revised legislation such as

- The one on services of general interest which must give priority to the principle of solidarity.
- An amendment of the directives concerning the recognition of professional qualifications in the health care sector in order to include qualifications acquired by way of further vocational training;
- An amendment of the directive on non-life insurance; article 54 currently provides for an exemption for certain types of insurance, that is to say the competition rules can be waived on the basis of the concept of general interest, but this article does not protect sufficiently supplementary insurance in the area of health care based on the principle of solidarity;
- An amendment to the sickness and maternity chapter of regulation 1408/71 relative to the application of social security systems to employees, self-employed people and members of their family who travel within the Community. In the light of the judgements handed down by the European Court of Justice, this chapter is now obsolete and creates legal uncertainty; The revision of this chapter should reflect an equilibrium between free movement of persons, financial sustainability of the health care system, and creation of medical centres of expertise;
- A new directive on electronic commerce in medicines, in particular regulating direct advertising to consumers. Some advertisements can lead to an inefficient and counter-productive use of medicines.

The open method of co-ordination

3.2.4. The implementation of an Open Method of Co-ordination, including the definition of common objectives, determined at national level, the introduction of qualitative and quantitative evaluation indicators and a monitoring and assessment procedure.

1) Following the example of employment policy, social inclusion and pensions, the open method of coordination is a process at European level that sets objectives, in this case in the area of health care. This process then requires these objectives to be achieved nationally by allowing the Member States to choose the method: this means that the States draw up plans of action, with the Council and Commission subsequently jointly assessing national achievements

The following guidelines result from the priority objective of “access for all to quality health care services”.

3.2.4.1. **Guaranteeing the financing** of health systems **based on solidarity** between sick people and people in good health. This means not only that patients should receive the health care required by their condition and not simply according to the extent of their contributory capacity or income, but also that they should contribute according to their means.

3.2.4.2. **Implementing**, in all the Member States and at European level, an approach based on an assessment of both technological performances and the effectiveness of medical practices, which implies abandoning all practices and medicines which have not proved their relevance and therapeutic effectiveness.

However, the following aspects must be distinguished:

- today, there is a European agency which evaluates the effectiveness of new medicines (the European Medicines Evaluation Agency, EMEA); however, it is possible to criticise its lack of transparency and question whether the distinction between therapeutic progress and simple innovation has been truly established;
- there are neither tools at European level to evaluate the therapeutic progress of medical equipment nor scientific standards to evaluate medical practices.

In this regard, the ETUC and the EPSU call for greater transparency with regard to the European Medicines Evaluation Agency’s decisions, as well as new tools for the purpose of evaluating medical equipment and medical practices

3.2.4.3. **Involving the Social Protection Committee** in defining the policies to be applied at European level in this area. The social partners must continue to be consulted in the framework of this committee and also be involved in the process at national level.

3.2.4.4. **Involving** users, that is to say patients, in the definition of health policy objectives and the means necessary for their implementation. A distinction must be made between this and the management of health care systems which, in Bismarckian social security systems, falls within the remit of the social partners in particular.

3.2.4.5. **Ensuring that illegal immigrants are guaranteed access to health care. Today, certain Member States invite the medical authorities to denounce illegal immigrants.**

3.2.4.6. **Favouring preventive actions, including the area of health and safety at work.**

The European social dialogue

3.2.5. The ETUC and the EPSU want to be consulted on the subject of new Community legislation having an impact on health care systems.

3.2.6. The EPSU is in favour of a European social dialogue with the employers of the different sub-sectors related to health care services.

3.2.7. **The Commission will favour the development of cooperation** between the Member States facilitating access to all hospitals or health centres, from one country to another, following the lead in this area of certain cross-border regions, by creating for example centres of excellence relative to hospital treatment.

3.2.8. The Commission will establish a biannual report on the impact of European policies on health care systems.

3.2.9. The Commission, in the framework of the WTO, must defend at the GATS (General Agreement on Trade in Services) the concept of 'health care services' as part of services of general interest.

4) Measures must also be taken at national level to establish the necessary conditions to allow access for all to quality health care services².

For the trade unions, this means:

- **as regards patients**, through **the introduction of genuine patient rights**, including **respect** of their dignity and their privacy, **the guarantee** that they will not be subject to observation or medical experiments without their prior authorisation, **the right to** information concerning their state of health and the treatment as well as the right to decide to accept or reject the recommended treatment and **recognition** of the role of associations and trade unions as representatives of sick people and users.
- **and for the personnel concerned**, the means to provide a quality service, which requires notably taking into consideration, in personnel recruitment procedures, patients' needs and not only economic constraints, and **ensuring that the personnel recruited** benefit from the working conditions, wages, training and qualifications necessary to allow them to provide quality care services; cost control must not be to their detriment.⁴

² This resolution also draws on the principles of the Ljubljana Charter for health care reform, WHO Europe 1996. This Charter stipulates that the reforms must be aimed at better health and quality of life for all.

5. Joint Statement on the Conference on Social Implications of the Electricity Sector Restructuring in the Candidate Countries, 19-20 September 2002, Budapest

Union of the Electricity Industry – EURELECTRIC
European Public Service Unions – EPSU
European Mining, Chemical and Energy Workers Federation – EMCEF

The joint conference brought together representatives of the trade unions, employers and governments from EU applicant countries to discuss the social dialogue between employers and trade unions in both EU and Candidate Countries. Concrete cases were presented of the effects of liberalisation and sometimes privatisation on companies, employees and customers in the EU. At the conference the social partners discussed the preparation of the Candidate Countries for membership of the European Union.

Enlargement is a major issue for the social partners in the electricity sector. EPSU/EMCEF and EURELECTRIC will continue to consider this in their social dialogue process, in order to contribute to a harmonious development of the social dialogue in an enlarged Europe. The candidate countries and the European Union face the twofold challenge of the profound economic and social reform, which is currently taking place in almost all candidate countries. The tasks to be fulfilled require active participation by social partners who must fully live up to their responsibilities by contributing to the enlargement process, both at national and European level. The social partners are convinced that social dialogue and participation of trade union and employer organisations are necessary for the success of the reform process and for the preparation for enlargement in the candidate countries.

The social partners also refer to their Joint Declaration from 7 November 2000, in which important issues of common interest were outlined with regard to the social implications of the electricity market liberalisation.

EPSU/EMCEF and EURELECTRIC note that the applicant countries will adhere in full to the aims of Article 2 of the EU Treaty and comply with the European rules in the social field. In order to fully implement the "acquis communautaire", the social partners must be able to develop an independent social dialogue and fulfil their role in accordance with the "social chapter" of the EU Treaty.

In the aftermath of the Budapest Conference, the Social Partners wish to make the following points:

1. EPSU/EMCEF and EURELECTRIC underline the importance of the social dialogue both in the EU and in the Candidate Countries. The Social Partners recognise that in view of the significant challenges the social partners must develop the social dialogue arrangements and activities at all levels. The unions and employers can co-operate in developing an independent social dialogue. This allows them to participate in and contribute to developing Community social legislation, ensuring it is implemented fully and complied with scrupulously.

2. Social Dialogue should be recognised in the Candidate Countries. EPSU/EMCEF and EURELECTRIC underline that in order for the accession negotiations and the transition to EU Membership to succeed, and for enlargement to work in the electricity sector, it is essential that the trade unions and employer federations in the applicant countries organise themselves as independent and representative organisations.

3. Social Partners in the candidate countries should be involved in the liberalisation process by the governments of the Candidate Countries at an early stage. The social partners have a major role to play both in the enlargement process, and in further policy development across the employment and social agenda. In order to be able to contribute to the process, the Social Partners wish to be informed on a regular basis on the process of the accession into the EU.

4. Along with the Social Partners, the European Commission should assist the candidate countries in establishing permanent structures and processes for social dialogue. EPSU/EMCEF and EURELECTRIC suggest that the European Commission logistically facilitate the participation of representatives of Candidate Country social partners in the sectoral social dialogue committee and the working groups, in the form of translation and where possible reimbursement of travel costs.

In order to concretely advance the common goals, the social partners suggest more specific actions in Annex 1 of this statement.

Budapest, le 20 Septembre 2002
EURELECTRIC

EPSU

EMCEF

Annex 1. Suggestions for actions

The actions to be undertaken by the European social partners should aim at strengthening the social partners' abilities to develop social dialogue in the applicant countries, along the lines of the common statement. The Actions could include:

I. Structuring social dialogue in the electricity sector

1. First of all, by drawing up an overview of social dialogue in the electricity sector in the EU Candidate Countries. Initially this work may consist in carrying out a survey perhaps in the form of a questionnaire, in order to identify the employers' organisations and trade unions and to assess how representative they are. The study should also clarify the roles and the relationships between the social partners.

2. In the second phase, it would be appropriate to carry out research on the institutional structures of social dialogue at a sectoral level, so as to get a better understanding of the relations between the social partners, as well as their capacity to enter into these relations. The Commission is to update its earlier study on the social partners of the electricity sector.

3. Next, by envisaging measures designed to improve consultation and to create and/or reinforce the autonomy of social dialogue at sectoral level in the applicant countries, in other words to reinforce or to create the social partners' capacity to independently negotiate agreements. This is achieved in particular through:

- The establishment of an overview of the right to collective bargaining in all of the Member States;
- A rationalisation of concertation within the representative structures;
- Finally, by strengthening the links between social partners in the applicant countries and those in the EU Member States, in particular through their representations at European level. This could be organised through organising exchanges of good practice.

This work could also aim at determining the way in which the social partners in the electricity sector can contribute to the final accession process, particularly with regard to the integration of the *acquis communautaire* concerning the liberalisation of the electricity sector.

II. Following-up the developments after the Budapest conference. In order to assist the social partners in the Candidate Countries, regional workshops are proposed, organised together with the European Commission in order to disseminate best practice.

III. Initiating a study on the qualitative impact of liberalisation of the electricity sector in the applicant countries (along the lines of the ECOTEC studies)

The aim of this study should be to clearly set out the characteristics of the labour force in the electricity sector (breakdown of the labour force according to age and gender, skills and qualifications), as well as to identify needs in terms of skills for future years.

IV. Establishing a good practice guide in order to promote the quality of social dialogue in the applicant countries.

6. Services of General Interest newspaper

Conference “Services of General Interest and European Convention”, Brussels 2 December 2002

Available on www.epsu.org/campaigns

7. Remarks of the European Industry Federations on the European Commission's Communication on European social dialogue

18 September 2002

1. The Communication on the social dialogue is a step forward to strengthen the European social model.

We welcome the fresh impetus to the social dialogue that the Commission has given with its Communication: "The European social dialogue, a force for innovation and change" (COM(2002) 341 Final of 26.6.2002).

The European industry federations have already outlined their view on the future of the European social dialogue prior to the adoption of the Commission's Communication. The current paper builds on the points raised there. The federations will continue to make the best use of the social dialogue to help resolving the present and future social and economic challenges.

We support the Commission's key conclusions that:

- The social dialogue is the driving force behind successful economic and social reform.
- Good governance in the EU relies on the involvement of the social partners.
- The social partners play a vital role in the accession process. Their capacities need to be strengthened and their involvement in the process needs to be enhanced.

2. The document does not address some of the key elements to meet these key objectives.

The role of the dialogue has clearly been set by the Commission, but the document does not address some essential elements:

- It is at sectoral level that social and economic reforms are implemented. Therefore the sectoral dialogue plays a key role.
- Employers often are not prepared to engage in a meaningful social dialogue. In many sectors there are not prepared to engage in any social dialogue at all.
- The Commission has not succeeded in making the principle of consulting the social partners on sectoral and industrial policy a key to its policy making process.

The European Industry Federations believe that these elements, which are illustrated below in more details, should be taken into account in implementing the Communication.

3. It is at sectoral level that social and economic reforms are implemented. Therefore the sectoral dialogue plays a key role

The Communication stresses that the EU and its member states recognise the social dialogue and thus the social partners as an essential component of the European model of society.

Full employment and reinforced social cohesion (Lisbon strategy) depend to a considerable extent on the action taken by the social partners at all levels. They are best placed to take up the positive management of change, which can balance the flexibility essential to businesses with the security needed by workers, particularly in the event of major restructuring.

If full employment and social cohesion are to become a reality, it will be through sectoral changes. Therefore the European social partners should have an enhanced role in the implementation of economic and social reforms at EU level.

In our view, the remarks of the Communication on the sectoral social dialogue are disappointing. Indeed, they go below those expressed in the Commission's Communication in 1998. The problems that arise regarding sectoral social dialogue are not identified and the Commission does not explore what initiatives could be undertaken to enhance sectoral social dialogue.

4. The sectoral social dialogue should be organised and supported at the relevant level.

The Commission's view is that the social dialogue should be circumscribed to sufficiently large areas. Such an approach neglects the substantial differences that exist among the sub-groupings of industries.

For instance, to be meaningful, a social dialogue in the metal industry should be implemented in various sub-sectors such as the automobile, steel etc.

In the media sector, circumstances in publishing or TV productions are evidently not comparable.

The Commission should encourage and promote social dialogue at the level which is most appropriate to address the specific challenges faced by workers and their employers.

5. Business is often not prepared to engage in a sectoral social dialogue or to make it a meaningful tool, but are consulted on industrial matters.

The European industry federations regard the Commission's statement that it supports social dialogue only in so far that both sides are willing to undertake it as highly problematic. It can even be seen as a self-defeating approach considering the Commission's objectives on the social dialogue.

The Commission intends to support and extend the social dialogue to all main branches of industry. More importantly, in its opinion success of the Lisbon strategy depends to a considerable extent on the social partners, since they are best placed to take up the fundamental challenge of this strategy: the positive management of change.

So, if the Commission wants the Social Partners to assume their responsibility, then it should abandon its restricted, non-committal role of moderator and play a much more active role as initiator in those sectors, which failed in setting up a sectoral social dialogue.

While trade unions are pushing for social dialogue in all branches, most employers are either dragging their feet, or opposing the idea of a European level of sectoral social dialogue. In many industries, businesses are only represented at European level by lobbying organisations, which reject the role of an employers' organisation that is to be a social partners and discuss with European trade union federations.

Business is therefore being granted a de facto veto right on the establishment of a European social dialogue.

On the other hand business is unilaterally consulted on industrial issues by other Directorate Generals.

We cannot understand that the Commission grants business the right to consultation on industrial matters if business does not accept, at the same time, its social obligations.

The Commission must consult both sides on equal footing. The absence of social dialogue does not justify that trade unions are not consulted in their capacity as a social partner.

Therefore all consultation in industrial matters should

- take place with both sides or not take place at all,
- be conditional to business acceptance of its responsibilities as an employer organisation.

The Commission has an important role to play in balancing consulting rights and duties of social partners.

The special role and function of the social partners on all matters with social repercussions must be recognised by all parts of the Commission. Consequently the internal code of conduct on the issue that the Commission intends to prepare should provide an appropriate and systematic approach to be implemented throughout the Commission.

6. Social dialogue and strong social partners are a prerequisite for a successful enlargement.

The European industry federations have active member organisations in all of the accession countries.

By contrast, the involvement of sectoral trade union organisations in the candidate countries in the accession process or indeed, their role in national industrial relations is often wanting.

The European social partners and the Commission need to pool their efforts to overcome this obstacle to accession.

One of the first steps to be taken is the full involvement of the social partners from candidate countries in the European sectoral social dialogue. This should be accompanied by an increase of seats on the committees so that involvement from the current member states does not need to be reduced.

7. The future social dialogue summit should be of relevance to the sectors.

We regard the proposal to replace the Standing Committee on Employment by a 'Tripartite Social Summit for growth and employment' as an important element in strengthening and deepening the role of the social partners in EU policymaking.

Linking this tripartite consultation with the European Council's spring summit should heighten the visibility and profile of the social dimension of European integration.

However we miss any reference to the sectoral social partners in the draft decision. While it is clear that the ETUC is the organisation co-ordinating the workers side, the size of the delegation, as proposed by the Commission will make it impossible to have a relevant representation of the sectors.

The European industry federations believe that the current Commission's proposal for the social dialogue summit does not reflect the importance of the sectors. The proposed structure of the social dialogue summit should be reviewed accordingly.

8. Work Programme of the European Social Partners 2003 - 2005

available on www.epsu.org

9. Lists of Committees Members

EXECUTIVE COMMITTEE/COMITÉ EXÉCUTIF
COMITE EJECUTIVO/EXEKUTIVAUSCHUß/EXEKUTIVKOMMITTEN

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	ZAHN Christian (Ver.di)	M	Dr. MONTGOMERY Frank Ulrich (Marburger Bund)	M
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	3 rd year: BETTENCOURT Leodolfo (STE)	M	3 rd year: STAL	
	4 th year: STAL	M	4 th year: SINTAP	
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SLOVENIA	LEKSE Nevenka (TUHSS)	F	DOLAR Franc (SDE Slovenije)	M
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	2 nd two years: LACUERDA Julio (FSP-UGT)	M	2 nd two years: ALENDE María José (FES-CC.OO)	F
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Estonia, Latvia, Lithuania, Poland, Romania, Bulgaria, Turkey	PETRAITIENE Irena (LTUSW)			
Italy, Spain, Portugal, Malta, Greece, Cyprus	BERNABE Inma (FSAP-CC.OO)			
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SWEDEN	PETTERSSON Håkan (KOMMUNAL)	M	ÖHBERG Margareta (Vårdförbundet) HOLMBLAD Lars (SSR)	F M

COUNTRY	TITULAR	M/ F	SUBSTITUTE	M/ F
	HAMMARBÄCK Anders (SKTF)	M		
SWITZERLAND				
TURKEY	Genel-Is			
UK	WAKEFIELD Heather (UNISON) GRAHAM Mick (GMB)	F M	FOLEY Kate (UNISON) LAWSON Mike (FBU)	F M

STANDING COMMITTEE ON PUBLIC UTILITIES

COUNTRY	TITULAR	M/ F	SUBSTITUTE	M/ F
AUSTRIA	WAGNER Johann (GdG)	M	KLING Walter (GdG)	M
BELGIUM	LIEBEN Gilbert (CGSP-ALR)	M	GALLER Jean-Claude (CGSP-Gaz.)	M
BULGARIA	DAFOV Petar (VODOSNABD.)	M	BOYADJIAN Sylva (FEW-Pod.)	F
CYPRUS	TAMBAS Nicos (FSGEC-SEK)	M		
CZECH REPUBLIC	RUZICKA Pavel (TU WFWI)	M		
DENMARK	LYNGE Kaj (SiD)	M	KJAERGAARD Poul (DM)	M
ESTONIA	UDUSALU Ene (EMAL)	F	ANDRESMAA Eda (ROTAL)	F
FINLAND	PEUSSA Jorma (KTV)	M	AUNOLA Matti (KVL)	M
FRANCE	1 st two years: CONSTANTIN Pierre (FO) 2 nd two years: POMMERY Claude (CGT)	M M	1 st two years: TERRIER Serge (CGT) 2 nd two years: CONSTANTIN Pierre (FGF F.O.)	M M
GERMANY	BERGELIN Sven (Ver.di) SCHOCH Alexander (Ver.di)	M M	OTT Erhard (Ver.di) KLOPFLEISCH Reinhard (Ver.di)	M M
GREECE	PEROUTSEAS Evangelos (ADEDY)	M		
HUNGARY	GÁL Rezső (VDSZSZ)	M	ZSIROS Sándor (VKDSZ)	M
ICELAND	ATLADOTTIR Anna (BSRB)	F	EINARSDOTTIR Thuridur (BSRB)	F
IRELAND	TBC (ESBOA)	M		
ITALY	BERNI Giacomo (FNLE-CGIL)	M	COSTANTINI Bruno (FLAEL-CISL)	M
LATVIA	LUKASHEVICH Janis (LAKRS)	M		
LITHUANIA	NEMANIUS Romualdas (LVPF)	M	KALVAITIS Romualdas (LVPF)	M
LUXEMBOURG	JUNGEN Tom (OGB-L - CGT-L)	M	JENAL Léon (OGB-L - CGT-L)	M
MALTA				
NETHERLANDS	VAN HERPEN Joost (AbvaKabo FNV)	M	QUIST Theo (CNV Publieke Zaak)	M
NORWAY	QUIST Erik (EL&IT)	M	KVALVIK FON Margot (NKF)	F
POLAND				
PORTUGAL	DUARTE Victor (SINDEL)	M	PEREIRA João Avelino (STAL)	M
ROMANIA	(F.S.G.M.)		(Gaz Rom.)	
SLOVAKIA	KULIFAJ Robert (SGITU)	M		
SLOVENIA	DOLAR Franc (SDE Slovenije)	M		
SPAIN	REQUENA Jordi (CC.OO Aguas)	M	VIUDEZ Javier (FSP-UGT)	M
SWEDEN	DAHLSTEN Bertil (SEKO) OLSSON Gertie (SKTF)	M F	THÖRN Lasse (KOMMUNAL) SVAHN Kjell (SKTF)	M M
SWITZERLAND	SERRA Jorge (VPÖD/SSP)	M		
TURKEY	Genel-Is		Enerji Yapi Yol-Sen	
UK	JERAM Mike (UNISON)	M	ROONEY Dougie (AEEU) MOWATT Jim (TGWU) ROHAN Denis (TGWU)	M M M

10. List of Staff Members

Carola Fischbach-Pyttel, General Secretary
Jan Willem Goudriaan, Deputy General Secretary
Inger Lise Rønning, Officer
Brian Synnott, Officer
Vincent Hotyat, Research Officer
Viviane Vandeuuren, staff
Nadine Janssen, staff
Diane Gassner, staff
Catherine Boeckx, staff
Esthel Almasi, staff

11. Inventory of main documents elaborated / adopted in 2002

Adopted by the EC 14/06/02

- EPSU Resolution on Achieving Equal Pay
- Declaration from the 2nd Conference on the Social Dialogue in the Hospital Sector in Europe
- Conclusions on seminar for social dialogue by the Social partners for the Gas Supply Sector
- Public Service TEST of the EU Presidency – Memorandum to the Danish Presidency

Adopted by the SC 24/09/02

- Policy Paper on Life-long learning

Adopted by the EC 12-13/11/02

- EPSU position paper on the EU Commission proposal for a Directive of the European Parliament and of the Council establishing a scheme for greenhouse gas emission allowance trading within the Community and amending Council Directive 96/61/EC (23.10.2001- COM(2001) 581 final)
- The opinion of the EPSU standing committee on Public Utilities regarding the proposal for a directive of the European Parliament and the Council on the promotion of combined heat and power (CHP) based upon the demand for useful heat in the internal energy market COM(2002) 415 final
- EPSU/EMCEF/Eurelectric joint statement on Telework
- Public Service TEST of the EU Presidency – Memorandum to the Greek Presidency

- Joint Contribution EPSU/ETF/ETUCE/Uni-Europa on Services of General Interest and the European Convention
- Declaration on Services General Interest and the European Convention – “A joint appeal to the President, the Presidium and the members of the European Convention” (sent with GEN No 13 17/12/02) - coalition : EPSU, ETF, ETUCE and UNI Europa, the CEEP (European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest), the European Platform of Social NGO's, the European Liaison Committee for Services of General Interest (CELSIG)
- EPSU/ETUC Joint resolution “*A priority for the European union: Access for all to quality healthcare*” adopted by ETUC Executive Committee on 9-10 October 2002

All documents will be soon available on www.epsu.org

12. Other meetings attended by EPSU representatives

January

08	Secretariat meeting electricity social dialogue
10	14h00 meeting with SKTF in Brussels
14	Secretariat meeting gaz social dialogue
16	Bureau Vivendi
16	UK – EIRE constituency meeting
16-17	Telework negotiations
21	10h00 – 12h00 Meeting EIF/E.Gabaglio
22-24	CGT Congress
28	10h00 Secretariat meeting Eurelectric + EC
28	14h30 Forum de liaison
30	16h00 prep. Negotiations Telework LRG group
31	CEMR/EPSU Negotiations on Telework

February

6	17h00 Meeting with F. Devonic (EC)
11	12h00 Press Conference
21	12h00 Meeting with J. Bell, cabinet Commissioner Byrne
22	Vivendi EWCS draft group
26	a.m. Press conference EP re: energy liberalisation

March

01	Prep. meeting Joint seminar EPSU / ETUCO NEA CEEC
01	Forum “quelle évolution des systèmes électriques” (EDF)
06	Secretariat meeting electricity social dialogue
08	15h00 European Industry Federations meeting
11	16.30 meeting with Spanish DG Public Administration
11	ETUC Executive Committee
14	ETUC Demonstration
14-15	Suez Waste group / International Vivendi group
18-19	Telework ETUC
21	Press conference on Water
26	a.m. Social Dialogue meeting Electricity

April

10 (pm) -12	ETUC Telework
11-12	Congress 2004 prep.
18	Meeting with Loyola de Palacio
22	11h00 Health Forum Gastein Advisory Committee
23	RCN Congress
25	AbvaKabo congress water/energy liberalisation
25-26	ETUC seminar collective bargaining in the applicant countries
29	14h00 Vivendi EWcs
02	ETUC Social dialogue committee & EIFs
02	Drafting group Vivendi EWcs

Mai

08	Telework working group
08	09h30 Meeting Public Procurement Cabinet Picqué
13-14	Telework meeting
14	HEALLO meeting
15	ETUC Steering Committee
15	16h00 Meeting with ETF, Uni-Europa, ETUCE
16-17	Meeting Vivendi

17	ETUC Women's committee seminar
17	Farewell P. Winckler
21	Meeting with EON
22	08.30 Meeting with Mr Ziegler, DG Employment
24	ETUC Coordination collective bargaining committee
27-28	ETUC Conference on mergers
28	Abvakabo Congress
June	
05	14h30 SITA- SUEZ -WATCO
05-06	ETUC Executive Committee
06-07	Health Care Systems under Pressure – EIPA seminar
7	EDF work group ethics charter
13	Troika meeting Director Generals public administration
15	ETUC future of Europe conference
19	TXU EWCs
19	11h00 Norwegian Worklife forum
21	Meeting ETUC
24	10h30 Meeting with Ms Devonic
25	12h30 Lunch with R. Plassman, CEEP
25-26	EWCs Suez
26	10h00 Meeting with Euromil representatives
26	14h30 National officers & EIFS
27	12h00 Lunch with R. Schröder
28-30	EPSU-ETUCO seminar 'changes in the state sector in the CEEC & T.U. development (East/West)
July	
02	17h00 meeting with Ms Devonic re: GAS
03	09h00 meeting social dialogue committee energy
03	15h30 prep. Meeting CEMR/EPSU for meeting with Ms Devonic
03	17h00 Meeting with Ms Devonic re: Electricity
04	ETUC Workshop on European Industrial Relation System
04	Vivendi meeting
08	Working Group on ethical charter for the EWCs of EDF
09	Opening energy markets & public service obligations
09	13h-15h00 Europ. Health Forum Gastein reception
10	14h Forum de liaison
11	10h Meeting with Mr Janssen, EC and EMF, EFFAT, Uni Europa
August	
26	Meeting CIGRE (Conseil International des Grands Réseaux électriques)
September 2002	
31-03	ETUC Seminar on coordination of collective bargaining
02-09	PSI Congress
04-06	EDF - VIVENDI
10	Auditor's meeting
10	Working Group of the Social Dialogue Committee in the Electricity Sector
11	UGFF-CGT journée d'étude
18	Visegrad group
18(pm)-20	CEEC Electricity Conference
25-27	ETUC Steering Committee + meetings
27	Workshop wage statistics
27	13h00 Meeting with Mr Hänsch – EP/EC
24(pm)-28	European Health Forum Gastein
26	Vivendi

October

01	Vivendi Extraordinary meeting
01-04	Quality Conference for public administration
03	Energy French T.U. Demo
8	15h00: EIFs
8	Social dialogue committee electricity
9-10	ETUC Executive Committee
15	Irish referendum – conference of ICTU
16	Sectoral Social Dialogue Committee Electricity secretariat meeting
16 (pm)-17	Health Services Task Force PSI
21 (pm)-23	Meeting Suez
22 (a.m)	10h00 ETUC Women Committee – EWCs
24	ETUC Collective Bargaining Committee
29	EWCs UNISON

November

31 - 02	Meetings with Greek affiliates
03 - 06	ETUC collective bargaining committee
(03 pm)-05	EWC TXU
05	Social protection committee ETUC
05	p.m. Ver.di Youth Group
06 - 10	European Social Forum
05	14h00 Meeting on enlargement – Hans Böckler Stiftung
06	15h00 Meeting with Danish Minister of Economic Affairs
14	11h Meeting with rep. Ethibel on Vivendi environment
14	16h Meeting with P. Deron, EWC Vivendi
14	17h00 Meeting with Mr Piquemal, O.M.I.P.E. (4 reps.)
18	15h00 EIFs
18	Meeting FNV
19	10h-12h00 Secretariat meeting EPSU/EMCEF/EURELECTRIC
19 -20	ETUC Executive Committee
19	Lunch with J.Monks + EIFS
20	Pensions & mobility (CSE)
20	Eurogas conference
20	Future Funding of Health Care conference
20	Ver.di demonstration
21	Vivendi EWC
22	EPSU/EMCEF/Ver.di/EDBT meeting on emission trading
22	European Health Forum
25 (pm) - 27	Social Forum NEA
25	18h00 RCN London Branch
26	'Public Procurement & SGI' conference (CEMR / Loc Govt DK)
28	Social dialogue summit
29	Youth & the Future of Europe
29 - 01	Lithuanian T.U. Health – IV Congress

December

4	17h00 Public Procurement – meeting with MEPs
5 (pm) - 6	4 th congress Czech TU Health & Social Care
6	Plenary meeting Social Dialogue electricity
09	EP employment committee
09-11	ETUC – future of Europe
11	09h00 European Disability forum meeting
11	a.m. Meeting with Mr Janssen, European Commission re Social Dialogue Communication
11	13h30 “DEMO : gifts to Lamy” (GATS)

- 12 Meeting with Danish Director General
- 13 Conference on Health care

03\25 April EC\RoA2002 EN