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EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS

REPORT OF ACTIVITIES

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I. EPSU GOVERNING BODIES

Steering and Executive Committees

The Steering Committee met on 18 February, 24 September and 25 November.
The Executive Committee met on 25 April and 25-26 November.

The war in Iraq and its ramifications overshadowed all other political discussions throughout the year. The Executive Committee adopted a statement on the Iraq war (appendix 1) reflecting the strong trade union opposition against the war, its human costs and the threat it entails for the future of multilateral governance, the European Union and the entire Middle East region.

Services of General Interest, Convention and Green Paper (see also section IV, 3.)

The ad-hoc working group met on 11 September and 31 October.

EPSU's work in 2003 continued to focus on influencing the work of the Convention, in particular in view of enhancing the position of Services of General Interest (SGI). In April, the Executive Committee very firmly demanded that the members of the Convention take on board the work done by the Social Europe group, especially the concrete proposals for the new Article I - 3 on the social objectives of the Union.

In September, the Steering Committee evaluated the text of the draft Constitution. EPSU had not achieved one of its central demands, namely that SGI obtain constitutional value, by in particular, the integration of high quality SGI into the objectives of the Draft Constitution in Article I - 3.

The Steering Committee did not reach complete agreement in its assessment of new Article III-6. It agreed to convene an extended meeting of the 'Ad hoc' Working Group on SGI to continue the discussion with the aim of finalising the EPSU position on SGI and the Constitutional Treaty. The SGI group met on 31 October and agreed the text of a resolution to be presented to the Executive Committee.

The resolution encapsulates EPSU's most recent position on Services of General Interest (SGI) / Services of General Economic Interest (SGEI) in the context of the Convention and the Green Paper on Services of General Interest. It characterises the work of the Convention on the Future of Europe as a noteworthy step for European integration in the perspective of the enlargement of the EU on the 1st of May 2004. It stresses the importance of maintaining the basic work of the Convention and the political consensus achieved. The resolution states that part III of the Draft Constitution on policy implementation measures needs to be brought into line with parts I and II to ensure consistency. In particular, the concept of the social market economy needs to be incorporated into new Articles 69, 70 and 77.

The revised Article III - 6 is described as a significant element of the Draft Constitution.

The principle of subsidiarity is emphasised to give the most suitable level of territorial authority (local, regional, national, European) the responsibility to determine the provision of quality services within their respective area of responsibility. This includes decisions on how services

should be funded and organised, i.e. in-house delivery, exclusive or special rights, other possibilities, including intermunicipal co-operation and suitable SGI / SGEI partnership models.

The November Executive Committee endorsed the resolution 'Public Services: a core feature of the European social model' (final text in appendix 2).

The resolution explicitly supports the work of Philippe Herzog, rapporteur of the Economic and Monetary Committee of the European Parliament on the SGI Green Paper of the European Commission.

Internal Market Strategy

The Steering Committee of September gave its approval to a document on the Commission's Internal Market Strategy, which was published on 7 May 2003 by DG Markt. This paper, 'The EPSU position on The Communication of the Commission on the Internal Market Strategy Priorities 2003-2006', identifies services of general interest, and water in particular, as areas to promote further liberalisation (appendix 3).

EPSU and the European Trade Union Confederation supported the completion of the Internal Market as an instrument to foster growth, employment and a higher level of welfare for all citizens. EPSU also shares the view that the obstacles that prevent the internal market from optimum functioning must be surmounted.

The *Strategy* has to be part of a broader policy within the enlarged European Union based on wide-ranging consultation, including the social partners at intersectoral and sectoral levels.

The *Strategy* has been published in parallel with the Commission's Green Paper on Services of General Interest. It could therefore potentially pre-empt some of the discussion on the Green Paper, in particular the need for a framework directive on SGI.

The EPSU position was forwarded to Commissioner Bolkestein in October and the EPSU General Secretary and Deputy General Secretary will meet with a representative of DG Markt in January 2004.

Public Procurement (see also section IV, 2)

The revision of the public procurement directives came to an end at the beginning of December. Both the Steering and the Executive Committees dealt with this important issue throughout the year. The European Parliament adopted a text, according to which the contracting authorities may take social and environmental criteria into consideration when they decide to award the contract to a tenderer. The Council and the Commission however did not accept this. They insisted on a text that severely limits the scope for taking into account the observance of 'fair labour standards', including the respect for the collective agreement in force, equal opportunities, non-discrimination, compliance in general with the EU social policy and employment objectives and the policies for sustainable development.

WTO/GATS

EPSU joined the Stop the GATS attack campaign in 2002 and signed up to the Shrink or Sink Statement with PSI.

The Executive Committee noted the outcome of a joint PSI - EPSU meeting with Pascal Lamy, the European Union Trade Commissioner, on 17 February 2003.

The delegation included: Ylva Thorn, PSI President, Anna Salfi, EPSU President, Frank Bsirske, PSI Vice-president and EPSU Executive Committee member, Gilbert Lieben, EPSU Executive Committee member, Hans Engelberts and Mike Waghorn, PSI General Secretary and PSI assistant-general secretary respectively and Carola Fischbach-Pyttel and Jan Willem Goudriaan, EPSU General Secretary and Deputy General Secretary.

The meeting aimed to outline the main PSI – EPSU concerns about the GATS (General Agreement on Trade in Services) negotiations managed by the World Trade Organisation (WTO):

- The protection that Article I 3 of the GATS text purports to give to public services involves key terms that are not defined. In a WTO dispute between member states, this could result in a WTO ruling that opens public services to private, including multinational, companies. GATS does not require privatisation but it adds pressure on governments to privatise;
- The ability of a government to regulate on security is threatened. Governments can continue to regulate but they may find that a challenge from (an)other member state(s) results in their legitimate regulation being ruled to be more burdensome to trade than is necessary; they will be required to change/drop the regulation or else face retributive action from the complaining state(s);
- Many sub-national levels of government have been expressing their concern at both their own non-involvement in the request-offer process and on the potential impact on the many services which such governments provide;
- The GATS negotiations are being conducted in virtual secrecy in most member states;
- Developing countries are often forced by the World Bank, the IMF and Northern governments in their 'aid' programmes to liberalise, privatise and deregulate their public services;
- The temporary movement of workers from one country to another to provide services is one of the forms of trade covered by GATS (called 'Mode IV'). While there can be advantages to developing countries (from a financial and skills development perspective), it can also lead to brain drain of key professionals such as teachers, nurses, etc. These workers often have no worker/union rights in the host country and no rights to the money they are forced to pay into retirement, insurance and other schemes.

Further to these discussions, Commissioner Lamy also provided a detailed written reaction to the above points (appendices 4a + 4b).

EPSU also supported the reference to the GATS negotiations in the ETUC Action Programme, adopted at the 10th ETUC Congress in Prague. This paragraph commits ETUC to campaign and mobilise, in cooperation with the global trade union organisations, the ILO and other international organisations for the respect of core labour and environmental standards and for the formal exclusion of public services from the GATS agreement, in particular education, health, water and other essential utilities, and the right of governments to regulate such sectors without a challenge under the GATS agreement. The Action Programme demands full democratic transparency of the GATS negotiations and supports the call for a moratorium of the GATS negotiations, if these demands are not met.

The GATS negotiations ended in failure at the end of September in Cancun mainly due to the position taken by developing countries, NGO's and international trade union organisations. At this stage it is not clear how and in what form the negotiations on GATS will continue.

Sectoral Social Dialogue

The development of the sectoral social dialogue was a regular agenda item.

In order to unblock the stalemate in local government the September Steering Committee agreed to a formula proposed by the European Commission in a letter from Director General, Odile Quintin, DG Employment and Social Affairs. EPSU agreed to grant two seats, one to the CCSP, Belgium, and the other to FNAC-CFTC, France, within its delegation. A further seat will be made available to a trade union federation in the future EU Member States (Slovakia). EPSU will co-ordinate the entire trade union delegation. This agreement has freed the way to formalise the Sectoral Social Dialogue Committee for Local Government. It will be formally launched on 13 January 2004 (for further detail see section III., 3.).

The prospects of advancing the social dialogue in the national administration sector played a major role in the discussions of the Steering and Executive Committee throughout the year. The main consideration continued to be that EPSU could not accept to participate with USSP-CESI and EUROFEDOP 'on an equal footing' in social dialogue meetings, albeit informal. The April Executive Committee welcomed the joint initiative of EPSU and ADEDY to organise a conference with the financial support of the Greek Minister charged with public administration on 17 May in Athens. The issue remained on the agenda for the Steering Committee in September and the Executive Committee in November to determine the EPSU attitude in view of the planned activities under the Italian Presidency. The EC renewed its decision of April and excluded an EPSU participation in a meeting foreseen with the DGs and other organisations. With the support of the Italian affiliates it was possible for an EPSU delegation to have a meeting with Italian Minister Mazella on 19 November as well as with DG Naddeo on 4 December. In both meetings the issue of representativity was not only raised, but met with general understanding from the Italian interlocutors. The EPSU delegation expressed the wish to engage into a dialogue on life-long learning (for further detail see section III, 2.).

Own Representativity Study

The EPSU - ETUI study on representativeness was finalised in November. A preliminary presentation of the study was given to the Steering Committee in September by Reiner Hoffmann and Judith Kirton-Darling, ETUI. The study will be widely disseminated amongst EPSU affiliates, the ETUC, within the Commission, other EU institutions, social partner organisations and labour research institutes.

EPSU Congress 2004

The preparation of the EPSU Congress is well underway. The Steering and Executive Committee have received regular progress reports on the state of preparations. The Resolutions Committee (list of members, appendix 5) met on 7 March, 7 May and 25 September. It considered the amendments received on the resolutions submitted on behalf of the Executive Committee to Congress and made recommendations to the Executive Committee.

Constitution Working Group

The Constitution Working Group met on 14 April and 26 September. The proposed amendments to the Constitution were presented to the November Executive Committee

meeting. Major questions still to be resolved relate to 'languages for interpretation in EPSU statutory meetings', the EPSU – PSI co-operation agreement and the future design of the Constituencies.

Congress Resolutions Committee

The Executive Committee discussed the draft resolutions at its November meeting and approved the final drafts for R. 4 (Gender Equality) and R. 5 (Public Services in the enlarged European Union). R. 1 on public services has been revised in the light of the Executive Committee discussion. R. 2 (Collective Bargaining) and R.3 (Pensions) have also been further amended and are being considered by the Resolutions Committee.

The Resolutions Committee met on 07 March, 7 May and 25 September.

Finances, Membership & Personnel

The November Executive Committee approved the 2002 Finance Report, the Report of the Member Auditors for the year 2002, the forecast 2003 and the provisional budget 2004.

Sponsorships

At the April meeting the Executive Committee considered a future policy to provide for financial assistance to facilitate participation of trade union representatives from EU accession countries in Central and Eastern Europe in EPSU Statutory Committees. The need for this discussion arose in view of the change in the (PSI) indexation system (applied by EPSU as well), through which more countries will be eligible for sponsorships, the financial problems of the PSI and the subsequent decrease of the PSI allocation for this purpose. The Executive Committee agreed the need to take an inclusive approach as possible, acknowledged the need for a 'solidarity transfer' from Western to Eastern Europe and stressed that the financial assistance programme had to be put into a broader political perspective, reflecting the overall political / financial needs within an enlarged European Union.

The Executive Committee agreed to provide for:

- Constituency based statutory meetings: a maximum amount of up to EURO 850 for one titular member per constituency from a country below 100 % on the PSI index;
- Country based statutory meetings: a maximum amount of EURO 500 towards travel and accommodation of 1 titular member per country at or under 50 % on the PSI index.

This arrangement will be regularly assessed.

Membership

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

- Christelijke Centrale van de Openbare Diensten (CCOD) – Centrale Chrétienne des Services Publics (CCSP), Belgium;
- Syndicat Libre de la Fonction Publique (SLFP), Belgium.

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

- National Federation of Energy Workers (NFE), Bulgaria;
- Local Industry and Municipal Workers' Union 2000 (HVDSZ 2000), Hungary;
- Independent Trade Union of Workers of the Electro-Economy of Macedonia (SSESM), Macedonia;
- Federatia "Energia Mileniului III (FEM III), Romania;
- Slovak Trade Union of Culture and Social Organisations (SOZKaSO), Slovakia;
- Trade Union of Workers in Culture and Nature Protection (TUCNP), Czech Republic;
- Lithuanian Trade Union of Energy Workers (LTUEW), Lithuania;
- Independent Trade Union Federation in Water and Sewage, Romania.

The following unions have requested disaffiliation:

- Union for Civilian Public Servants within the Armed Forces in Denmark, (FCE), Denmark;
- Trade Union of All Inspectors Working in Public Enterprises & Institutions (DENET-SEN), Turkey;
- AMICUS – MSF Section, UK.

The following changes took place in the Secretariat:

Vincent Hotyat, employed as research / liaison officer, left the organization on 28 February. This position has been filled by Richard Pond starting as of January 2004.

In the beginning of January 2003 Nadja Salson, responsible for the Gender Equality Committee and the Standing Committee on National and European Administration, started working for the EPSU Secretariat as did Lia Tiberini, multilingual secretary with responsibilities for brokering translations and archiving / filing.

Penny Clarke took up her position as policy officer for local and regional government on 23 June.

II. GENDER EQUALITY COMMITTEE

6th meeting of the Gender Equality Committee, 24 November, Brussels

Main items on the agenda:

- The conclusions of the June Conference in Brussels (see below);
- The proposal for a new EU directive on gender equality regarding the access to and supply of services and goods in the EU;
- A parliamentary own-initiative report on gender budgeting;
- The official launch of the negotiations of an EU cross-industry framework of actions on gender equality on 1 December;
- Congress Resolution, particularly the issue of the role of minimum wages in reducing the gender pay gap in Europe;
- Gender equality presentation to Congress;
- ETUC developments including the equality action plan 2003-2007;
- Joint PSI-EPSU conference on pay equity on 6-8 October 2004.

Gender balance

The last Committee meeting had female representatives only. The seats for the Mediterranean constituency remained empty throughout the year. Following changes in the leadership and structure of her union, Gunhild Johansen representing the Nordic constituency had been replaced by Tove Stangnes (Fagforbundet, Norway).

Gender Equality Conference ‘Setting out our priorities for 2004-2008’, 16-18 June 2003, Brussels

40 delegates attended the conference, mainly from Northern (particularly Sweden), Central and Eastern European countries. With the exception of Portugal (3 representatives) the Mediterranean countries were less well represented with 2 representatives from France, 1 from Italy, 1 from Cyprus and none from Greece and Malta. Five male delegates from Bulgaria, Estonia, Denmark, Luxembourg and the UK attended. External speakers (or chairs) included researchers from the UK and the EU Foundation on the improvement of living and working conditions, an Italian Socialist MEP and member of the EU Convention, a representative from the Commission and a policy officer from Solidar, a trade union-linked NGO.

The two main objectives of the conference were to take stock of the implementation of the EPSU Gender Equality Action Plan 2001-2004, with a particular emphasis on women's representation in decision-making bodies and collective bargaining, and feed into the preparation of the gender equality Congress Resolution.

The conference dealt with four main themes: gender mainstreaming of both trade union and EU policies; equal pay; the revised equal treatment EU directive (2002); future of public services in the light of the new EU constitutional treaty. An update of PSI and ETUC work on equal pay was provided. Workshops allowed for in-depth discussions on low pay, pensions and collective bargaining; harassment, gender equality plans and social dialogue; GATS, privatisation and women's needs in public services.

Other activities

- Two press releases had been sent to the Members of the EU Convention, composed of 88 men and 17 women, making the case for the positive link between gender equality and the defence and promotion of quality public services to be ascertained in the draft EU Constitution;
- Negotiations of a framework of actions on gender equality were launched on 1 December. The main trade union objective is to put in place a concrete instrument adding value to existing EU legislation on gender equality for instance negotiated gender equality plans at the company and sectoral levels. EPSU supports the ETUC's objective to cover all working conditions. There is no time limit for the negotiations but the provisional timetable foresees to reach an agreement by early 2005 (see section V.);
- Preparations of the evaluation of the EPSU equal pay survey to be carried out by British expert Jane Pillinger.

III. EPSU STANDING COMMITTEES

1. Health and Social Services

The Standing Committee concentrated on two main areas in 2003; the social dialogue process in the hospital sector in Europe and the growing influence of European legislation on national health care systems – particularly the increasing impact of EU policy facilitating the liberalisation of the sector.

Social Dialogue

The Standing Committee having established with the representative employers' organizations the *Joint Representative Task Force on Social Dialogue in the hospital sector* in February 2002, continued to delegate the mandate to the EPSU members of this task force. The mandate remains to work with the employers' organizations to establish a formal social dialogue in the sector.

The task force met on 4 occasions. The meetings were held on 29 April, 24 June, 6-7 October and 21 November. The discussion in the task force meetings can be categorized under three headings: 1. Identifying areas of joint work; 2. Facilitating a move to a formal structure; 3. Practical preparations for the 3rd Conference on social dialogue in the sector.

Considerable progress was made in the identification of a future work programme. The three areas selected were; recruitment and retention; the ageing workforce in the sector; new skill needs in the sector. The task force of 6-7 October allowed for areas of common interest between the prospective social partners to be highlighted. This work will be utilised as the basis for further research in the 3rd Conference, which will be held in February 2004.

On the moves to a more formal structure there was less progress. The partners attempted to agree a "statement of intent" on the process, but at the 6-7 October task force it was evident that the political will on the part of the employers' organisations was not forthcoming. This can largely be explained by concerns on the employers' side regarding sectoral and intersectoral roles, representativity and constitutional definitions of the organisations concerned.

On the preparations towards a 3rd Conference, there is considerable goodwill to ensure that recommendations on the three areas for discussion can be formulated in a useful way. On the formalisation of the social dialogue, it is unclear as to how far the employers' organisations are willing to commit.

Health Liberalisation

The Standing Committee considered the issue of liberalisation of the health sector from the perspective of the European convention – Intergovernmental Conference (IGC), and the European Commission chaired 'high level reflection group on patient mobility'. From the discussions held within the committee it is clear that considerable investment will be needed to identify a common strategy on how best to formulate an EPSU position. The downgrading of health to a position of support activity in the draft constitutional treaty, was not universally unwelcome. The link between patient and professional mobility in the health sector is being monitored by respective affiliates at the national level only. The committee recommended that it was not necessary for EPSU to have formal representation on the high level group. The high level group delivered its final report on 8 December.

The European Health Policy Forum

EPSU successfully increased the profile of the organisation as a legitimate health actor at the European Health Policy Forum. This forum is facilitated by the European Commission Directorate-General for Health and Consumer Affairs (DG SANCO). EPSU co-authored a position paper on Health and Social Policy, which was adopted by the forum. This document underlines the links between health and the wider European Social Market Economy (see appendix 6).

EPSU was part of the steering group, which formulated recommendations on the mobility of health workers in the EU. This was adopted at the meeting of 5 December.

In addition EPSU gave a presentation on health and services of general interest at the 5 December meeting. A working group to discuss the issue will be established in spring 2004.

17th meeting of the Standing Committee on Health and Social Services, 10 March, Luxembourg

Main items on the agenda:

Social dialogue conference in the Hospital sector: An outline of 3rd Social Dialogue Conference was delivered. An outline was given of the International Labour Organisation (ILO) report on social dialogue. <http://www.ilo.org/public/english/dialogue/sector/techmeet/jmhs02/jmhs-conc.pdf>

Health Care Liberalisation The European Convention and Health was discussed. An outline was given of the 2 December 2002 Public Service Conference, the European Convention on the Future of Europe, and the European Health Policy Forum submission on health. It was noted that, in relation to health, there were two main issues. The first issue related to the placement of health within the treaty as a supporting or shared competence, based on the reconfiguration of existing article 152. The second and more controversial issue related to the debate on services of general interest and the impact of this debate on health.

Committee members were notified of the agenda of the High Level Reflection Group on Patient Mobility. It was agreed that efforts would be made to monitor developments at a national level.

A report was delivered on European Parliament action on health (the Mantovani report). It was noted that this report was a response from the environment and health committee of the Parliament to the 2001 Commission communication on health. The significant element of the report was the reference to an “already existing” internal market for health in pharmaceuticals and medical devices and the possibilities for this being extended.

EPSU and 2003 year of people with disabilities The Standing Committee formally adopted the European Disability Forum (EDF) ‘Madrid Declaration’. Carlotta BESOZZI, European Disability Forum policy officer, made a presentation on the aims and focus for the EDF during the year of people with disabilities. (The Madrid Declaration is the formal text adopted by the EDF to mark the launch of the Year of People with Disabilities). There was discussion of EPSU action with EDF (joint statement on awareness raising of hospital personnel for staff and patients with disabilities). It was agreed that the secretariats of the respective organisations would formulate a joint draft statement on awareness raising.

Other items on the agenda:

- Update on working time issues in the health sector;
- Update on distribution of ETUC-EPSU resolution on health;
- Developments in WTO-GATS and health;
- The Health Policy Forum 22 November 2002.

18th meeting of the Standing Committee on Health and Social Services, 8 September, Brussels

Main items on the agenda:

Social dialogue in the hospital sector A draft paper on social dialogue was circulated for discussion. The paper was commissioned by EPSU and authored by Jane Lethbridge, PSIRU. It was recognised that the document represented an 'initial framing' of the value and possible directions for social dialogue in the sector. As there had been considerable input from the employers' organizations, the document was more neutral than would have been preferable. The standing committee discussed the proposed outline of the programme of the Joint Representative Task Force, October 6-7 2003. The first draft of the 'statement of intent', drafted by the employers' organisations, was discussed by the standing committee. The *Discussion leaders* outlined national developments in the three topics identified for social dialogue discussions. Sara Copsey, Information officer, European Agency for Safety and Health at Work, delivered a presentation on the Agency's campaign, which is entitled "*dangerous substances - handle with care*". The EPSU General Secretary was selected to deliver a speech in the opening plenary session of the Gastein forum on social dialogue.

Enlargement Carl Afford, public policy consultant, delivered a presentation on the publication *Corrosive Reform: Failing Health Systems in Eastern Europe*. This is a joint International Labour Organization (ILO) Public Service International (PSI) publication (August 2003).

Other items on the agenda:

- The European Health Forum;
- EPSU health unions and enlargement;
- EPSU Congress, Stockholm June 2004;
- EPSU and 2003 Year of People with Disabilities;
- PSI Health Services Task Force.

Composition of the Committee and gender balance

The Committee had 31 titular members of whom 17 were women (55% of women) and 14 men. There were 24 substitute members of whom 12 were women (50% of women) and 12 were men. 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.

2. National and European Administration

19th and 20th meetings of the Standing Committee on National and European Administration (NEA), 16 May, Athens, and 20 October, Brussels

The main issues discussed in 2003 were:

- Informal social dialogue with EU Directors General for public administration and alternative strategies to the current problematic situation;
- Prospects for establishing a formal social dialogue in the national administration sector;
- Related to the above, the issue of trade union representativity in particular the EPSU's own representativity study, finalised in November, and the European Commission-sponsored study on social partner representativity in the state sector to be published early 2004;
- EPSU Congress preparations and the specific Resolution from the committee;
- Cooperation with Euromil, the European organisation of military staff in Europe, on issues of trade union rights, social dialogue, coverage of EU social legislation and health and safety issues including stress at work. The new General Secretary of Euromil, Andreas Prüfert, addressed the Committee meeting of October on all these issues;
- Cross-sectoral agreement on telework and lifelong learning and their implementation in the state sector;
- Inputs to the joint EPSU-ADEDY (Greek unions) conference on administrative capacity on 17 May;
- Impact of the establishment of a sectoral social dialogue Committee in local and regional government on the national administration sector;
- E.governance;
- Free movement of civil servants and its impact on the status of civil servant;
- Pensions of public sector workers in the light of the initial results of an EPSU-commissioned study on the subject.

Composition of the Committee and gender balance

The Committee had 29 titular Members of whom 9 women (31% of women). There were 22 substitute members, of whom 8 women (36% of women). 14 countries had men in both positions, compared to 9 in 2002, against 2 countries with women in both positions. There were 2 countries with 1 woman titular without substitute. Actual participation of titular members was, on average, 4 women and 9 men. Actual participation of titular, substitute and observer members amounted to 9 women out of 26 members.

Social Dialogue

EPSU's involvement in the informal dialogue with the Directors General for public administrations (DsG) continued to give rise to lengthy and controversial debates in the Committee as well as EPSU's governing bodies. It also constituted the bulk of the Committee's work. The main consideration continued to be the sustainability of EPSU's participation alongside two other trade union organisations USSP-CESI and EUROFEDOP, the European representativity of which remained to be proven.

EPSU's participation in such meetings was important if only to be kept informed of the activities of the ongoing cooperation of EU DsG which increasingly dealt with collective bargaining

matters: human resources, wage systems, mobility, training, public sector performance and new information and communication technologies (so-called E.government). But for EPSU to be considered, even on an informal basis, as equal to unrepresentative unions had become unsustainable. With regard to Christian unions a compromise solution be sought along the lines of the one reached in local and regional government, keeping a number of seats in the EPSU delegation open to Christian unions who are also members of the ETUC. But it was deemed impossible to compromise with USSP-CESI, membership of which was mainly limited to 1 country (Germany).

As an alternative strategy it was decided, under the Greek Presidency, that EPSU would be the one inviting the employers to discuss social dialogue matters instead of the other way around. To this effect a joint EPSU/ADEDY conference on administrative capacity was held on 17 May. The Conference was addressed by the Greek Minister for Public Administration, Mr Scandalidis, and well-attended by over 70 trade union delegates as well as representatives of 6 national public administration ministries including Greece, the Czech republic, Denmark, Finland, France, Latvia and CEEP. The conference was funded by the Greek Ministry for public administration and EPSU.

This initiative did not however lead to a change in the attitude of the Greek Presidency who invited EPSU and the other two union federations on an equal footing to the meeting of the Troika of DsG and unions held on 20 June. It was argued that for diplomatic reasons the Greek Public Administration Ministry could not change the format of such meetings as put in place by previous EU presidencies. Accordingly, it was decided that EPSU would not attend this meeting until the Commission's survey on social partner representativity clarified the matter. It proved impossible to organise a separate meeting between EPSU and the Greek Director General for Public Administration to discuss social dialogue matters as was done under the Danish Presidency in December 2002.

Under the Italian Presidency, EPSU participation in the Troika/unions meeting remained therefore on the agenda of the Steering Committee in September and the Executive Committee in November. The EC renewed its decision of April not to take part in the meeting with the DsG and the two other trade union organisations, USSP-CESI and Eurofedop, until the aforementioned Commission' study was available.

Instead, thanks to the support of the Italian affiliates, an EPSU delegation held a meeting with Italian Public Administration Minister Mazella on 19 November when it was decided that the issue of trade union representativity would be put on the agenda of the EU Public Administration Ministers' conference on 1 December. This meeting also laid the ground for a separate meeting between EPSU and the Italian Director General for Public Administration, Mr Naddeo on 4 December. At this meeting it was agreed to explore the possibility to set in train joint activities on lifelong learning, in particular the implementation in the state sector of the EU cross-industry framework of actions on lifelong competence development (2002). The outcome of this meeting was officially forwarded to the Irish Director General for public administration. A follow-up meeting had already been arranged by EPSU's Dutch affiliate with the Dutch Director General for public administration in January 2004. Pressure would be put on the Irish Presidency (January-June 2004) to make progress on the possibility of carrying out joint EPSU-employers activities on lifelong learning and other social dialogue issues (see section III, 2.).

Prospects

To establish a sectoral social dialogue committee remains a top priority for the Committee but short-term prospects remain weak.

The issue of union representativity will be, at least from a research point of view, resolved in the course of 2004. The study carried out by the Leuven University, Belgium, for the Commission was finalised in December and should be published early 2004. The EPSU secretariat and members of the Committee had submitted comments to the draft. Overall EPSU welcomed the initial findings of the draft study that confirmed its leading position in the state sector and, by extension, the lack of EU representativity of the other two union federations, USSP-CESI and Eurofedop. The initial findings corroborated earlier results in local and regional government (2001) and, the EPSU's own study on trade union representativity in the state sector carried out by the European Trade Union Institute (December 2003). However, in the absence of a joint request from the employers and trade unions to set up a formal sectoral social dialogue committee in the state sector, it remained unclear which conclusions the Commission would draw from the study. Further, the case for establishing a sectoral social dialogue in national administration was not always well understood by the Commission, in particular the demarcation lines between local and national administration, and health/national administration. Whether this was due to financial considerations or genuine concerns for consistency between the different social dialogue processes in the public sector, remained to be clarified.

Pressure on the employers to recognise EPSU as the representative European federation and to engage in a formal social dialogue remained therefore essential especially as they will have to make proposals to their Ministers on ways to improve the social dialogue in the light of the findings of the Commission-sponsored representativity study in the course of 2004.

3. Local and Regional Government

18th meeting of the Standing Committee on Local and Regional Government, 19 May, Luxembourg

19th meeting of the Standing Committee on Local and Regional Government, 06 October, Luxembourg

The main issues discussed at the meetings held in 2003 were:

- Establishment of social dialogue in the local and regional government sector (see separate item on social dialogue for details), including discussion on the rules of procedure and work programme;
- EPSU Congress preparations and the sectoral appendix to the congress Public Services Resolution;
- Public Private Partnerships (PPPs) with contributions from Amaryllis Verhoeven DG Markt (on the forthcoming Green Paper on PPPs and public procurement), Per Brogger Jensen (Danish case studies), Thomas Herbing (cross-border leasing) and David Hall, PSIRU (on EU context). PPPs are an important issue for the committee. With the help of PSIRU the Committee is collecting case studies looking at the impact of PPPs on employment and quality of services. A one-day workshop will take place on 19 February 2004 that will help develop EPSU's response to the Commission's Green Paper on PPPs (expected March 2004). Two PSIRU background papers on PPPs are on the EPSU website on PPPs: one setting out the terms and definitions used in describing PPPs, and one giving a critique of the European Commission's Regional Policy Directorate General's guidelines on this subject;
- Public procurement and the developments in European Parliament with the proposed directives (see separate item IV 3);
- Cross-sectoral agreement on telework and its implementation the local and regional government sector, and including a joint statement with the CEMR-EP;
- Follow-up to EPSU/ETUCO seminar on Local Government and Trade Union Strategies in CEECs - 20-23 October 2001 and discussion on ways to support strong industrial relations systems in local and regional government in the new Member States;
- e-government with contribution from Annette Muehlberg.

Composition of the Committee and gender balance:

The Committee had 25 titular Members of whom 5 women (20% of women). There were 23 substitute members, of whom 6 women (26% of women). 11 Countries had men in both positions, against 2 countries with women in both positions. There was 1 country that had a woman titular without a substitute.

Social Dialogue in Local and Regional Government

Difficulties in establishing at European level a social dialogue committee for local and regional government were finally resolved in 2003 (see section 1).

The first meeting of the new social dialogue Committee for local and regional government will take place on January 13, 2004. The meeting will adopt a work programme for the committee for 2004-2005 that aims to:

- Promote quality local and regional government public services based on values of accountability and social responsibility;
- Support the local and regional dimension of the European Employment Strategy (EES) with a view to examining employment-related issues and developing flexible and modern working practices adapted to the needs of public service employers and employees;
- Organise activities to strengthen social dialogue between employer and trade unions organisations in local and regional government in the new Member States;
- Address initiatives by the European Commission in the field of employment policy and other policies having an impact on the local and regional government sector.

4. Public Utilities

Due to a strike of European civil servants including an EPSU affiliated union, the meeting foreseen for 11 April did not take place.

19th meeting of the Standing Committee on Public Utilities, 29 September, Brussels

Main items on the agenda:

- Approval of an EPSU position on the EU nuclear package based on a background analysis prepared by Steve Thomas of PSIRU;
- Approval of a paper on the EU-Russia energy dialogue;
- Discussion on security of supply and possibilities for a joint action on 4 December (Council of Ministers for Energy Meeting). The Committee agreed to use Standing Committee funding for a longer term research programme to prepare a critical input into the Commission's evaluation of the internal market for electricity and gas for the European Parliament (2006);
- Social dialogue with Eurelectric. The meeting agreed the issues for which to seek inclusion in the work programme;
- Social dialogue with Eurogas. More work needed to be done to get it back on track;
- The EU Commission's efforts to liberalise Europe's water markets. Members agreed to oppose EU water liberalisation;
- Overview of developments in the European Works Councils (EWCs) in the sector;
- Discussion on the establishment of a platform of common demands and rights for the EU electricity market.

It was not possible to organise a public action on 4 December. A report was prepared however on recent blackouts and sent to MEPs, the Commission and government representatives.

Composition of the Committee and gender balance:

The Committee had 29 titular Members of whom 3 women (10% of women). There were 24 substitute members, of whom 4 women (17% of women). 14 Countries had men in both positions, against 2 countries with women in both positions.

Social Dialogue Trade Unions and Eurelectric (electricity)

The social partners had a full programme for 2003. Two plenary meetings were held: 28 March and 19 December. The *plenary* in March approved two joint statements, one on life-long learning and skill needs resulting from the 2002 study project and one on equality and diversity (see appendices 7 + 8)

The *plenary* meeting of 19 December discussed the future skill needs project, the results of the three regional conferences for the new member states, a project on equality and diversity, the EU legislation having an impact on the sector and the work programme for 2004 (see appendix 9).

An *enlarged working group* (10 representatives on each side) took place on 15 October. It discussed the work programme 2004, the skill needs project, the project for the social

partners in the new member states and the equality/ diversity project. EPSU raised the issue of security of supply (following several black-outs in Europe and elsewhere)

Apart from a number of secretariats meetings, a number of other working groups were held on specific issues:

Future skill needs: A Steering Group was created to monitor the project. It met several times. It included EPSU representatives (Bruno Costantini, Dick Barry and Jan Willem Goudriaan of the EPSU Secretariat). The project involved a series of interviews and panels of management, workers' and trade union representatives in 12 EU Member States and 3 New Member States. The project was carried out by Peter Fairbrother, University of Cardiff and was a joint operation with the University of Greenwich (PSIRU). The results were presented at the plenary meeting of 19 December. It was agreed to develop a more detailed joint position.

Equality/ Diversity. A joint statement was prepared based on positions developed by EPSU (Fiona Dunne, ESBOA). A meeting also took place to prepare for the subsequent equality/ diversity project which will also be carried out by the University of Cardiff.

Social Implications of the Internal Market for Electricity for new Member States. The social partners agreed to organise three regional seminars following their joint statement of December 2002. The regional seminars organised were:

19-20 September, Prague for the Visegrad countries + Slovenia and with representation from Germany and Austria;

6-8 November, Bucharest for Romania, Bulgaria, Turkey, Malta and Cyprus and with representation from Italy and Greece;

20-22 November, Tallinn for the Baltic States and with representation from Sweden and Finland.

The seminars focused on current efforts to restructure the electricity industry, creating the internal market and in many cases privatisation and the social implications. They also focused on the state of the social dialogue and negotiations between unions and employers and often with the government. Another aim of the seminars was to inform the social partners of the sectoral social dialogue activities and to take their demands for the work programme into account.

Erhard Ott, representing EPSU, served as President of the Sectoral Social Dialogue Committee in 2003. Eurelectric will preside in 2004.

Waste

Contacts at secretarial level continued with FEAD, the European waste management sector organisation. They did not result in a concrete activity.

Water

EPSU continued to support the coalition to keep public services out of GATS and led by PSI. Much of the campaign effort focused on keeping water out of GATS (see also section 1). The Commission's Internal Market Strategy Priorities 2003-2006 indicated that the European Commission wishes to study the introduction of competition in the water sector (see also section 1). Commission's internal documents revealed that the Commission intends to liberalise the water sector through a directive. EPSU organised a working group with

representatives of several unions on 9 September. It agreed to campaign against liberalisation of water services and to build alliances with other organisations. EPSU/PSI organised a seminar with organisations such as Oxfam, Friends of the Earth, Corporate Europe Observatory (CEO), Network Women in Development Europe (WIDE), Women in Europe for a Common Future (WECF) and Attac during the European Social Forum, 12-15 November 2003. The seminar drew attention to the GATS campaign, and to the European Commission efforts and resulted in more groups campaigning on a platform opposing EU water liberalisation.

EPSU – ETUCO seminar on EWCs on-line

EPSU and ETUCO, the European Trade Union College, organised two seminars with funding from the European Commission. These seminars took place 29 March-1 April and 13-15 June 2003, both in Firenze, Italy. The seminars were organised to familiarise Secretaries of EWCs and the EPSU EWC coordinators with the ETUCO on-line dialogue project that allows for easy and protected discussions and work through a web based platform. It included the use of translation engines. Participants used the seminar to prepare guidelines on mergers and acquisitions.

EPSU EWC coordinators network, 15 September, Luxembourg

The coordinators met to discuss current developments with European Works Councils, including new targets such as Capio, Brambles-Cleanaway. They further held in-depth discussions on the revision of the EWC Directive, how to promote equality, the On-line Dialogue Project and Guidelines for Mergers and Acquisitions.

Public Services International Research Unit (PSIRU) updated the information on companies that possibly qualify for a European Works Council in the waste (March) water (October) energy (November) and the health sector. This revealed a number of new companies not previously targeted.

IV. EPSU PROJECTS

1. Enlargement Task Force

The Task Force held its 5th meeting on 27-30 March in Tallinn.

The discussions of the group focused on:

1. “Info Point” project

The Information Centre in Tallinn is a part of a joint project financed by the European Union program INTERREG III A. The partners of this project are (a) trade unions from the Finnish confederation SAK, the Union of Salaried Employees (TU) and (b) the Confederation of Estonian Trade Union (EAKL). The centre offers information on rules governing the Finnish labour market, including levels of pay and other working conditions, labour legislation and collective agreements, taxation and trade union services.

2. “Social Dialogue in Estonia”

Information was provided on a Phare / Twinning Programme on social dialogue involving the Estonian labour market parties with Finnish and Irish experts from the respective Ministries of Labour.

3. The European Convention from an Estonian Perspective

A civil servant working in the back-up team of the Estonian Parliament addressed the meeting. He pointed out that there was not a great deal of interest in the general public on the work of the Convention. It was rather the political elite that was involved in these discussions concentrating on institutional questions, such as the ‘rotating Presidency system’.

4. Up-dates from other accession countries

Administrative reform programmes are underway in both Turkey and the Czech Republic. In Turkey these reforms are very much inspired by OECD, IMF and EU reform concepts. The focus is on decentralisation coupled with privatisation. The Turkish unions are opposed to the reform proposals as they are expected to reduce the number of civil servants and result in de-unionisation.

Similarly, in the Czech Republic a decentralisation process as part of an overall administrative reform has been launched with very complicated processes to define the responsibilities of the various administrative levels. Funding is a major problem, particular for municipalities that would have to take on tasks for which they do not have the necessary funds.

5. “Quality public services for Europe’s citizens in an enlarged Europe

This proposal to update and restructure the EPSU education modules was discussed.

The revised education modules aim to:

- Raise awareness about European integration, particularly for accession countries;
- Highlight and present the arguments about the importance of strong public service unions to quality public services to European integration;
- Focus trade unions on activities and campaigns that need to be undertaken in the light of accession.

2. 'ETUCO EPSU seminar: Health Sector, Industrial Relations and Trade Union Strategies in CEEC', 12-15 September, Bratislava

The seminar was jointly run by the Standing Committee on Health and Social Services and the European Trade Union College (ETUCO). Participants were from trade unions in the candidate countries. Key issues addressed were the activities needed for strengthening collective bargaining, the European Directive on information and consultation, the European Directive on Working Time and the European Directive on Health and Safety. In addition, the working groups addressed issues concerning the right to collective bargaining and the level and coverage of collective bargaining. The framework of the training exercises was conducted under the general rubric; 'forcing the employers to the negotiating table'.

The conclusions of the seminar stated that:

- In the Accession countries there are widely varying states of implementation regarding the social aquis communautaire, both in general terms, and specifically in the legislative instruments discussed;
- The issue of working time was particularly sensitive in some of accession countries;
- There was a formally expressed commitment that a report on collective bargaining developments in the health sector of the 10 accession countries would be collated and reported as a standing item to subsequent Standing Committee meetings by one representative (each meeting). The commitment was made to ensure that the information is fed into general EPSU planning on collective bargaining.

3. "Public Service Unions and the EU: Challenges and Opportunities for the Baltic States", Riga, 28-30 September

The seminar brought together 24 people from seven public service unions from the Baltic States. These were ETTAL and ROTAL in Estonia, LAKRS, LTUE and LVSADA in Latvia, and LSADPS, LSADPS and LVPF from Lithuania. The seminar was held in the trade union centre in Riga, Latvia and funded by NOFS.

Its learning objectives were as follows:

- To understand the relevance of EU policies for the Baltic public service unions;
- To understand the role of trade unions in EU decision-making processes;
- To appreciate how EPSU works and how unions can work in partnership in EPSU;
- To identify activities that need to be developed at the national level.

The seminar was important in helping to identify the roles for EPSU in an enlarged Europe and also at a practical level to feed relevant information and ideas into the development of the draft Toolkit: *Quality Public Services in an Enlarged Europe*.

The seminar was based around a series of plenary and working group sessions, focussing on the significance of the European Union in areas such as union and workers rights, women's rights, the provision of public services, health care and living standards. Seminar participants were introduced to and discussed selected EU policies and what they mean for the Baltic States. Particular emphasis was given on three areas of policy: working time, European structural funds and gender equality.

It focussed on the EU decision-making process, institutional structures, how unions can participate in these processes. Finally, seminar participants discussed to use EU policies to develop and strengthen the role of trade unions at the national level.

In summary the following themes came out of the working groups:

- National level: the need to increase membership, build capacity of unions and leadership of unions, access to better information, develop better international contacts, implementation of EU policies, build capacity and resources of unions, and improved access to translation and representation on EU committees;
- Baltic States / other EU member states level: improve contacts and collaboration, actively cooperate on projects, develop joint events and joint seminars, create a Baltic Association to tackle common issues, create an annual Baltic-Nordic meeting.

4. Public Procurement

The legislative process on the amended public procurement directives continued in 2003. The Council issued its common position in March, which did not take up any of the substantial amendments on social or environmental issues made by the European Parliament with the exception of some protection for sheltered work places (which EPSU had supported). EPSU, the trade unions and the ETUC successfully lobbied the European Parliament to table many of the amendments made in the first reading. A vote in the internal market and legal affairs committee was however disastrous. Not only were many progressive amendments voted down by a coalition of conservative and liberal MEPs that represent the majority, some amendments were introduced regarding collective bargaining that would threaten collective agreements in some countries. Due to a strong union campaign this was voted down in plenary and a small number of social amendments referring to ILO standards were introduced on 2 July.

The most remarkable achievement though was the fact that the Coalition for Green and Social Procurement succeeded in obtaining amendments on award criteria in the second reading where an absolute majority of votes was needed. The Coalition, with support from municipalities, mobilised support from the Greens, united Left, Socialists and liberals.

Award criteria became the most tenacious issue during the conciliation process that started in October. EPSU, other union organisations and the Coalition succeeded in getting MEPs supportive of our view into the delegation with the Council. And due to the lobbying of many organisations it was the issue on which the European Parliament delegation held out longest, rejecting the compromises proposed. The Commission intended to reduce the scope for public authorities to be flexible in using social and environmental criteria for awarding public contracts. In the final hours of the last negotiations a compromise on this issue between the Parliament and the Council was reached. This does not change the status quo.

During the whole process EPSU organised several meetings of the unions involved and the Coalition, issued press releases and coordinated the work of the Coalition (for list of coalition members, see appendix 10).

5. 'Services of General Interest and European Convention'

European Convention

The Iraq war largely eclipsed the work of the European Convention and created disunity amongst EU governments on foreign and security policy. The EPSU President and General Secretary had the opportunity to exchange views with Commission President, Romano Prodi, on 3 April on the prospects of the Convention and concerns over the Iraq war. An initial discussion also took place with Deputy Head of the Prodi Cabinet, Anne Houtmann, on the Commission's Green Paper on Services of General Interest (SGI). The EPSU representatives emphasised their view that the political priority should be given to inserting a reference to Services of General Interest into the Draft Constitution before discussion on the need for secondary legislation. This was important in view of the calendar for publishing the Green Paper.

Services of General Interest and their future place in the European Union was also the main topic for discussion between EPSU representatives and socialist MEPs on 24 June. A meeting with Green MEPs took place on 3 December, focussing on the Herzog report and Services of General Interest and the draft Constitution.

Despite of overall adverse political circumstances, the European Convention adopted the Draft Treaty establishing a Constitution for Europe on 13 June and 10 July by consensus. The Draft Constitution was submitted to the President of the European Council in Rome on 18 July 2003.

EPSU's main objective, together with ETF, the ETUCE, and UNI Europa, was to obtain a reference to Services of General Interest in the future EU objectives. New Article I – 3 does not explicitly make reference to SGI, the contents of the Article, however, refer to many values, which at least implicitly suggest that services of general interest are necessary if citizens are to enjoy their basic rights. The Union's objectives encompass the promotion of peace and the well being of its peoples.

"The Union shall work for the sustainable development of Europe based on balanced economic growth, a social market economy, highly competitive and aiming at full employment and social progress, and with a high level of protection and improvement of the quality of the environment... It shall combat social exclusion and discrimination, and shall promote social justice and protection, equality between women and men, solidarity between generations and protections of children's rights. It shall promote economic, social and territorial cohesion, and solidarity among Member States... In the relations with the wider world, the Union shall uphold and promote its values and interests. It shall contribute to peace, security, the sustainable development of the earth, solidarity and mutual respect among peoples, free and fair trade, eradication of poverty and protection of human rights and in particular children's rights, as to strict observance and development of international law, including respect for the principles of the United Nations Charter."

The Fundamental Rights Charter has been integrated into the Treaty as part II and has legal force. Article 36 of the Charter guarantees access to Services of General Economic Interest (SGEI). It does so in accordance with national law and practices. The Charter recognises a number other important rights, such as the right to education (II – 14), the principle of non-discrimination (II – 21), equality between men and women (II – 23), access to health care (II – 35), right to good administration by the institutions, bodies and agencies of the Union (II – 41).

A significant element of the Draft Constitution is new Article III – 6. The wording of Article III-6 is as follows: *"Without prejudice to Articles III-55, III-56 and III-136, and given the place occupied by services of general economic interest as services to which all in the Union attribute value as well as their role in promoting social and territorial cohesion, the Union and the Members States, each within their respective powers and within the scope of application of the*

Constitution, shall take care that such services operate on the basis of principles and conditions, in particular economic and financial, which enable them to fulfil their missions. European laws shall define these principles and conditions.”

Article III - 6 does not remove all ambiguities and contradictions of Services of General Interest / Services of General Economic Interest (SGEI) and the application of competition rules, it would however provide a possibility to regulate SGEI from an angle of economic, social and territorial cohesion. This is an important shift in emphasis.

At the end of the 2003 reporting period, Heads of States and Governments, however, sadly failed to avoid a major EU crisis. The processing of the Draft Constitution was brought to a halt by a minority of countries and at this stage the work on the Constitution is suspended.

Green Paper on Services of General Interest (COM(2003) 270 final)

COM(2003) 270 final was published on 21 May 2003. The Green Paper is conceived as an open-ended discussion process, at the end of which the Commission will conclude whether or not legislative proposals are needed. The deadline for submission of comments on the Green Paper was 15 September. It was therefore necessary to involve the members of the 'Ad hoc' Working Group on SGI to establish an EPSU position in between an Executive and a Steering Committee meeting. The group met on 11 September and provided valuable input allowing EPSU to present its position on the Green Paper and the response to the 30 questions within the deadline. A 'critique' of the Green Paper elaborated by the Public Services Internal Research Unit, PSIRU, University of Greenwich was equally submitted on 15 September. (All of these documents can be found on the EPSU website www.epsu.org).

The main points highlighted in the EPSU Position are:

- The Green Paper emphasises the increasing role of Services of General Interest as *'part of the values shared by all European societies'* and as *'essential element of the European model of society'*, and emphasises their role for *'increasing quality of life for all citizens and for overcoming social exclusion and isolation'*. The main body of the Green Paper, however, does not reflect the values and objectives underpinning SGI, remaining at best ambiguous;
- The Green Paper talks of *'ensuring a harmonious link between the objectives of maintaining high-quality SGI and the rigorous application of competition and internal market rules.'* EPSU doubts whether such a 'harmonious link' can be achieved. The rigorous application of EU competition rules certainly cannot be the yardstick applied to SGI;
- The Green Paper elaborates on the issue of *subsidiarity*. However it does not make clear how the concept of local democracy and particularly the right of 'self-administration' can be protected. It states on the contrary that public authorities have a lot of freedom to organise services themselves, but that sometimes *'the absence of specific legislation can lead to legal uncertainty and market distortions'*. Reference is made to the study made by DG Competition on the Application of the Competition Rules to the Water Sector in the European Community. *'For instance, in the water sector the absence of specific, relevant regulation has led to very different industry structures across Member States.'* Here the Green Paper links in with the Internal Market Strategy of the European Commission, which announces a review of the legal and administrative situation in the water and waste sectors. The review will include an analysis of the competition aspects;
- The Green Paper remains inconclusive on the issue of a framework directive for SGI / SGEI.

The Commission has not made a public evaluation of the diverse comments received on the Green Paper, but it announced the publication of a White Paper early next year. It is also awaiting the position of the European Parliament.

As stated in section I the Commission's DG MARKT published its Internal Market Strategy in parallel to the Green Paper on SGI. This *Strategy* contemplates further reaching liberalisation measures, for example in the water area. In November, Competition Commissioner Monti announced Community package of measures on state aid (based on the principles established by the Altmark judgement) to be submitted in 2004. Again, the proposed measures could potentially undermine the ongoing discussions on the need for a framework directive on Services of General Economic Interest (SGEI).

EPSU worked closely with MEP Philippe Herzog, the rapporteur of the Economic and Monetary Committee (ECON) of the European Parliament on the Green Paper. The ECON organised a conference on SGI on 11 June where the EPSU General Secretary represented the ETUC. The conference saw very controversial discussions between the various stake holders, with UNICE arguing against any form of regulation of liberalisation. Organisations such as CEEP (European Centre for Enterprises with Public Participation), CELSIG (European Liaison Committee for SGI), the Social Platform of NGOs and the ETUC on the other hand very much supported the line taken by Philippe Herzog. Following further discussion in the ECON, the rapporteur had to considerably amend his initial draft report. ECON considered Herzog's report and the amendments submitted to his report at its meeting of 17 December. The political majority in ECON adopted amendments to the report that completely turn around the initial text. Crucially, the text adopted hails liberalisation as an unmitigated success story both for jobs and consumer prices. It no longer advocated a framework directive on SGEI. EPSU characterised the vote on the Herzog report 'as a real blow to social Europe'. Throughout the process of parliamentary discussion EPSU has ensured close liaison with the other ETUC industry federations, i.e. ETF, ETUCE and UNI Europa as well as the Brussels based national confederation office. For the plenary meeting on 13 or 14 January, EPSU wants amendments to be retabled to the main body of the report to exempt water, education, health and social services from competition rules and to leave local authorities free to decide on the running of public services. This is going to be an up-hill battle given the political majorities in the European Parliament and the imminent end of the current term of office.

The Economic and Social Committee has issued its opinion (TEN/151) on the Green Paper on 2 December. Brian Synott acted as the expert to the workers' group on this opinion. The document is overall positive and supports the concept of a framework directive or a framework law to be combined with sectoral directives.

6. 'EPSU Collective Bargaining Conference', 14 – 15 May, Brussels

The 2nd EPSU collective bargaining conference addressed a number of issues:

- European inter-sectoral and sectoral developments. Speakers were Jean Lapeyre of the ETUC and Emanuel Mermet of ETUI (European Trade Union Institute);
- Pay developments in the public and private sector;
- Evaluation of the Pay equity resolution and the life-long learning resolution. A survey was used for this. While a number of improvements were reported there was not much change overall;
- Pensions. This issue was addressed on the basis of a draft resolution for the EPSU 2004 Congress and in working groups;
- Development of EPSUCOB@.

“Coordination of Collective Bargaining: Preparing for EU ‘25’ Pensions, Lifelong Learning, Equal Pay and an Information Network”

EPSU introduced a collective bargaining project to the European Commission and obtained funding to bring together representatives, responsible for collective bargaining, from trade unions in the new Members States. This meeting took place on 3 November. Discussions centered around European developments (with Ronald Jansen and Grigor Gradov of ETUI) and developments in the new Member States including the need to organise workers into the trade unions.

The EPSUCOB@ network developed more slowly than foreseen due to the departure of the staff person dealing with it.

7. ‘EPSU website www.epsu.org - new website, 1 July – 25 November

The EPSU secretariat redesigned the layout, content and technical back-up of the dedicated EPSU website www.epsu.org. The brief for the redesign was to highlight the sectoral work of EPSU, to improve the ‘corporate’ image of the organisation and to make the site more ‘user-friendly’. The secretariat worked in conjunction with www.sydesy.com. This company, based in Paris, had previously worked with other “progressive” organisations and is a leader in the use of open source material for the website – particularly SPIS (Content Management System). The website was launched at the EPSU Executive Committee on 26 November. The Presentation highlighted the fact that EPSU is due to start generating a newsletter based on website content beginning in spring 2004.

V. ETUC/EUROPEAN UNION

1. 10th ETUC Statutory Congress, 26 – 28 May, Prague

With 18 delegates EPSU had one of the largest delegations at the ETUC Congress. The delegation had regular meetings to coordinate views and to ensure a coherent voting behaviour.

Congress adopted an Action Programme entitled 'Make Europe Work for the People' as well as an Equality Plan, tackling specific gender equality issues as well as gender mainstreaming.

EPSU had submitted an amendment to article 5 of the ETUC Constitution. This article has been amended to read: "The European Industry Federations shall be open to all national trade union organisations affiliated to member Confederations. These organisations should be part of the relevant European Industry Federation."

This change to the Constitution is meant to be understood as a strong political appeal to all those unions affiliated to an ETUC Confederation to also become active members of their respective European branch trade union.

A highlight of the Congress was the keynote speech by Valéry Giscard d'Estaing, President of the Convention. He gave an analysis of the various strands of discussions within the Convention.

No doubt the most important change that occurred at this 10th ETUC Congress was the departure of the major part of the ETUC Confederal Secretariat under the leadership of Emilio Gabaglio. John Monks has been elected new ETUC General Secretary. Only Maria Helena André has stayed from the old Secretariat and has been elected together with Reiner Hoffmann as Deputy General Secretary. Congress rose in standing ovations for Emilio Gabaglio and Fritz Verzetnisch, respectively the outgoing General Secretary and President of ETUC. The new President is Candido Mendez from UGT-Spain.

2. ETUC Executive Committee

The ETUC Executive Committee met on 06-07 March, 28-29 April, 16-17 October and 04-05 December. The EPSU General Secretary is currently, as a member of the ETUC Steering Committee, one of the ETUC Vice Presidents. The coordination of the European Industry Federations is now being ensured by Bernadette Tesch-Segol, UNI Europa.

Major issues for consideration by the ETUC Executive Committee were:

- Efforts to revitalise the Lisbon Strategy in order to fight unemployment and social degradation;
- Repositioning on Services of General Interest in anticipation of the Commission's Green Paper;
- Temporary Agency work;
- Positioning of the ETUC vis-à-vis the Intergovernmental Conference;
- The Internal Market Strategy;
- Industrial policy in an Enlarged Europe.

ETUC organised a demonstration on 4 October with prominent EPSU participation to illustrate its opposition against attempts by Governments to weaken social welfare, privatise public services, block new social measures at European level, to undermine collective bargaining rights and social dialogue. In December the ETUC Executive Committee agreed the need for continued pressure and to call for a European Day of Action on 2 and 3 April 2004 to demand a more social Europe.

3. Intersectoral Social Dialogue

Negotiations on Stress at the work place

The first negotiation round took place on 18 September and further meetings were held on 21 and 22 October and 11 and 12 December.

Key points raised by the ETUC delegation included the fact that stress is a problem for both companies and workers alike and is therefore in everyone's interest to try to find ways to deal with it. This implies joint efforts between employers and trade unions. It is important to make a link between stress and factors, such as work organisation and environment, job content and design, working time, work-life balance, social relations within the company as well as the physical environment. The importance of finding a collective response to the problem of stress was underlined, which implies information and consultation as well as negotiation and employee participation. The need for training on how to deal with stress at all levels was also highlighted.

The Union of Industrial and Employers' Confederations of Europe (UNICE) acknowledged that stress is a serious problem that companies are faced with and is one that they must prevent and/or remedy. For UNICE stress is often due to a certain mismatch between demands on workers and their capacities. They emphasise the need to better inform workers about their job content, work organisation and what is expected from them. Any agreement reached must be effective at company level to be effective, taking into account of the size, sector and location of the company. According to UNICE it is the employers' responsibility to deal with the problem, although employees can also contribute. Finally, the definition of stress used must be understandable and free from jargon.

During the ETUC internal sessions, it was agreed that the issue of information and consultation was key. The discussions focused on a range of broad issues to identify ETUC positions:

- Scope: the agreement should cover all workers irrespective of position;
- Stressors/factors/causes of stress: it was agreed that presenting an exhaustive list of factors was not a good idea. The objective should rather be to take a more general approach that could be illustrated by some examples such as working time, work organisation and working environment. The need for training was highlighted as a key issue for both management and workers. The particular role for managers in preventing stress was highlighted as well as their specific need to have the adequate resources to carry out their job in a stress-free manner;
- Tools to prevent stress: risks must be assessed at the appropriate level with appropriate instruments – this may include a questionnaire. In assessing the risks, the objective must be a commitment to prevent and solve the problem of stress at work. The participation of workers and worker representatives in the identification of the tools to be used and the evaluation of the results is crucial. The importance of training for both workers and their representatives and employers / company owners was underlined;

- Action plans: action plans must be drawn up following the risk assessment and the involvement of workers and workers representatives in this is vital. Training must be provided for managers who will be responsible for the implementation of the plan. Key elements to be included in the plans include preventative measures which should be taken. Reference to the gender dimension of stress should also be listed;
- Relations with external parties: the importance of involving the state was highlighted as was the role of the labour inspectorate in monitoring, advising and evaluating the situation;
- Definition of stress: the discussions on the definition of stress were based on the suggestions outlined in the working document prepared by the secretariat. None of the definitions provided were a perfect fit so it was agreed that the secretariat would draft an ETUC definition based on a combination of elements from the ILO, the Swedish Work Environment Authority and that of the Advisory Committee of Luxembourg. The ETUC definition will not accept the existence of positive stress (this will clearly be an issue for the employers).

The negotiations will continue in early 2004. EPSU has established a contact group on the issue.

Gender Equality

The negotiations of a Framework of actions on gender equality started on 1 December 2003. The main goal for the ETUC delegation is to find agreement on a practical instrument that would add value to the existing EU body of legislation on the subject including the recently revised equal treatment directive (2002). Such tools could include the drawing up of annual equality plans/reports, commitment to making gender equality a top priority on the collective bargaining agenda, joint research, agreement on implementing existing legislation, etc.

The Framework of actions should be holistic that is to say to cover all working conditions. The Employers, in contrast, want to limit the discussion to two main issues including segregation and “diversity” at the workplace (gender is not the main ground of discrimination, race, disability and age should all be included) and place the discussion from a human resources management angle. The trade union side aims to identify best implementing tools to help achieve equality in all working conditions. Segregation is considered to be important but mainly comes down to the over and/or under valuation of some sectors and job categories.

This first meeting was not very conclusive. Employers want more time to analyse case studies of joint employer/union initiatives. A positive point however was that employers did not refuse, for the time being, to address the gender pay gap.

EPSU has proposed to its sister industry federations the possibility of establishing a common strategy with a view to strengthening the trade union side and ensuring a sectoral dimension to the Framework of actions. It is also suggested to start establishing informal contacts with the relevant employers with a view to testing out possible commonalities both in the approach and content of the negotiations. There is no time limit attached to the negotiation of a Framework of actions, but the ETUC proposed the target date of early 2005 to end the negotiations. The employers did not respond to this and might use delaying tactics to the full.

Transportability of Pensions

The European Commission launched a first phase of social partner consultation on the transferability of occupational pensions in June 2002. In its consultation paper, the Commission notes that there is no common framework in the EU which regulates the transfer of occupational pensions rights.

In response to the first consultation the ETUC has supported an EU-level regulatory framework, preferably a directive. ETUC is in favour of the social partners initiating negotiations for a framework agreement setting out broad principles. This position is supported by the CEEP. Whilst recognising the need for EU-level action to improve the portability of occupational pension, UNICE and UEAPME (European Association of Craft and Small and Medium-sized Enterprises) have pronounced themselves only in favour of an instrument limited to cross-border transfers. They oppose the introduction of EU legislation on the acquisition, preservation and transferability of occupational pensions rights as this would – in their view – interfere with national agreements.

APPENDICES

1. Building a Democratic Iraq, a statement on the Iraq war

Statement Adopted by the EPSU Executive Committee of 25 April 2003

The EPSU Executive Committee meeting on 25 April 2003 in Brussels, condemns the US / UK led war against Iraq as a unilateral act that did not receive the support of the UN. EPSU remains of the conviction that the goal of disarming the Saddam Hussein regime could have been achieved through peaceful means. Pre-emptive war therefore is not and cannot become a means of conflict resolution. The role of the United Nations and its multilateral system based on the application of international law concerning human rights, disarmament, sanctions, the use of military force and all other aspects of international action must be firmly upheld.

Now is the time for the international community to jointly build a democratic Iraq and to revive the Iraqi economy. The United Nations must take the lead in this process, allowing the Iraqi population to determine their own destiny. All relevant UN agencies are called upon to take emergency measures to meet immediate needs of the Iraqi population through humanitarian aid, assistance in re-constructing essential public infrastructures, such as health and social care, water and energy provision, education, transport and housing. These services must be provided such as to meet the needs of the Iraqi people and not those of private profiteers. Concrete steps must be taken to ensure that the people of Iraq take decisions about the long-term ownership and control of public assets.

The fundamental rights of Iraq's working people must be fully respected throughout the reconstruction process and beyond. The development of a free and democratic trade union movement is essential for this and for the future of democracy. EPSU welcomes the action plan as approved by the ILO Governing Body. This action plan is to protect workers, evaluate labour market needs and initiate reconstruction projects designed to create jobs and ensure sufficient social protection for vulnerable groups. The international and European trade union movement is committed to contribute to these efforts.

The war in Iraq has aggravated existing tensions in the Middle East. The international community must act to bring about a lasting solution, conducive to the establishment of an independent Palestinian state alongside the state of Israel, as a matter of urgency.

EPSU deplores the lack of a unified EU approach to UN resolutions, the ambiguous signals given to states affected, e.g. Turkey. EPSU therefore emphasises the vital importance for the European Union to assert its role as strong political player speaking with one voice at international level. Progress in the definition of a common EU foreign and security policy is indispensable.

*The **European Federation of Public Service Unions** is the largest federation affiliated to the ETUC and represents 10 million workers providing services to the public in health and social care, local, regional and central government, and utilities in energy, water and waste.*

2. PUBLIC SERVICES: a core feature of the European social model

*Resolution adopted by the EPSU Executive Committee
Brussels 25-26 November 2003*

1. Water, energy, health care, social services, education, research, culture, information, transport represent essential public infrastructures and services. Citizens, communities as well as companies have to be able to rely on stable and efficient public services. As services of general interest (SGI) and / or services of general economic interest (SGEI) they are recognised as a core feature of the European Social Model. This has been emphasised by the Commission's Green Paper on SGI – COM (2003) 270 final. The targets of the Lisbon strategy for economic and social sustainability commit the EU to aim for increased competitiveness but equally to social inclusion. SGI can therefore not be seen as a mere component of the Internal Market but rather as the necessary counterweight in a *social market economy*.
2. The work of the Convention on the Future of Europe represents a noteworthy step for European integration in the perspective of the enlargement of the EU of the 1st of May 2004. It is important that the basic work of the Convention should be maintained and the political consensus achieved should not be jeopardized. Part III of the Draft Constitution on policy implementation measures has, however, suffered from considerable time constraints and therefore needs to be brought into line with parts I and II to ensure consistency. In particular, the concept of the social market economy needs to be incorporated into new Articles 69, 70 and 77. Consistency is also necessary in the EU foreign economic and trade relations, in particular in the context of WTO – GATS. The recent opposition voiced by many organisations against the lack of transparency in the GATS negotiations would strongly suggest that the current Article 133-5 be kept as a shared competence of Council, Commission and the European Parliament.
3. A central demand for EPSU and the ETUC as a whole had been that SGI should obtain constitutional value, by in particular, the integration of quality SGI into the objectives of the Draft Constitution of Article I-3. The redaction of this Article is overall very positive. Although there is no explicit reference to SGI, the values listed in I-3 imply that SGI are necessary if citizens are to enjoy their basic rights. EPSU equally welcomes the integration of the Fundamental Rights Charter into the Draft Constitution. Article 36 of the Charter guarantees access to services of general economic interest. The revised Article III-6 is a significant element of the Draft Constitution. Although it does not remove all ambiguities and contradictions of SGI / SGEI and the application of competition rules, it would provide a possibility to regulate SGEI from an angle of economic, social and territorial cohesion. This is an important shift in emphasis.
4. The principle of subsidiarity must be applied to give the most suitable level of territorial authority (local, regional, national, European) the responsibility to determine the provision of quality services within their respective area of responsibility. This includes decisions on how services should be funded and organised, i.e. in-house delivery, exclusive or special rights, other possibilities, including intermunicipal co-operation and suitable SGI / SGEI partnership models. As stated in the EPSU Position on the Green Paper on SGI we would be opposed to:

- Extending the powers of the EU at the detriment of Member States or territorial authorities;
 - Widening the scope of competition at the disadvantage of SGI or SGEI;
 - Putting further restrictions on the rights and powers of Member States or territorial authorities;
 - Reducing their right of choice as to the organisation and management of SGI and SGEI;
5. EPSU is opposed to any attempts to liberalise water services EU wide. This position is shared by many local authorities, associations of local authorities and social / environmental non-governmental organisations.

 6. The ETUC, its relevant industry federations, including EPSU, have together with CEEP advanced the concept of a European framework on SGI and the need for a clear Treaty base. This has become all the more necessary as a counterweight to the Commission's continued and accelerated liberalisation agenda, especially as outlined in its Internal Market Strategy – Priorities 2003 – 2006. As a departure point, EPSU supports the drawing up of a framework directive on SGEI based on Articles 16 and 95 TEC with a view to reinforcing a socially balanced market economy taking into account the spirit of the proposed article III-6 of the draft Constitution. EPSU endorses in this regard the approach taken by MEP Herzog in his draft report of 15 October 2003.

 7. EPSU agrees with the view of several MEPs that it is neither desirable nor feasible to harmonise SGI at EU level but varying delivery systems must reflect the principles of a European social market economy. It is equally recognised that the distinction between economic and non-economic services of general interest is increasingly blurred. This entails at least potentially the risk that more and more activities are considered to be only economic and hence subject to EU competition rules. EPSU would support the idea of establishing a list of criteria to decide whether a service has to comply with competition rules. Rather than the distinction of economic and non-economic it would seem to be more relevant to focus on criteria such as, e.g. people's needs, social and environmental objectives, solidarity elements, non-profit making, ethical investment, public funding, the existence of a cross-border market, long-term efficiency and macro-economic cost.

 8. EPSU believes that a framework directive can contribute to ensuring coherence and increasing the certainty of the provision of quality services by setting horizontal principles and rules to be applied in all sectors concerned. This approach in no way excludes further action at sectoral levels as a way forward to design adequate regulation, fitting to the specific needs of a sector. A framework directive should serve to improve the legal clarity regarding the application of competition rules, including clarifying the competencies of public authorities and the SGI categories to be excluded from its scope. This would, for instance, relate to education, health, and social services. Based on the Altmark judgement a framework directive should further contribute to clarify the scope of state aid rules and the possibilities for derogation from these rules. EPSU agrees with MEP Herzog that the 'private investor' criterion developed by the Commission is inadequate for public enterprises responsible for SGI delivery. Instead, state participation must be commensurate with the mission of a particular service taking into account in particular the need for long-term financing of unprofitable or low-profit investments.

9. The development of a framework directive would also enable the Union to support a proactive strategy for the negotiated modernisation of SGI / SGEI by the social partners concerned with the aim of improving and developing them on the basis of general principles such as: high quality, equal access, continuity of service, universality, neutrality of ownership, safety, a good work environment, sustainable development, fair pricing securing affordability and where appropriate access free of charge, efficiency, which can be objectively verified, democratic control, transparency and accountability, concertation, particularly with workers and their unions, and with users and their representative associations, adaptation to necessary change. Last but not least, a horizontal framework could be a suitable instrument to define methods of regulation, supervision and evaluation. The experiences of the recent power cuts in a number of European countries highlight the risks of liberalisation and competition. There should not be any further liberalisation until conclusions are drawn from the discussion on the Green Paper on Services of General Interest, which should allow for a proper assessment of the impacts to date.

10. The European Union and so much more the enlarged European Union cannot be reduced to an internal market. The pursuit of a social European Union providing good jobs, democracy, respect of trade union rights, and an environment free of discrimination, equal opportunities, and improved conditions of life for all remains a political priority. EPSU will build alliances with appropriate organisations sharing the same perspective. In view of the next elections to the European Parliament, EPSU and its affiliated unions will measure the election programmes of the political parties by their commitment to a social Europe, high quality public services and services of general interest.

3. EPSU position on The Communication of the Commission on the Internal Market Strategy priorities 2003-2006

October 2003

The publication of the Commission Communication on the *Internal Market Strategy Priorities for 2003-2006* offers the opportunity to assess how the Commission is reacting to increasing precarious work and unemployment, the slowdown of the EU economy and the challenge of enlargement and integrating new countries into the EU internal market.

EPSU, together with the European Trade Union Confederation, has supported the completion of the Internal Market as an instrument to foster growth, employment and a higher level of welfare for all citizens. EPSU would also share the view that the obstacles that prevent the internal market from optimum functioning must be surmounted. The internal market strategy has, however, to be linked with other policy objectives of the European Union. Competitiveness cannot be considered as an end in itself. It must contribute to more and better jobs, greater social cohesion and sustainable development.

It should be recalled that the Cecchini Report of 1988 quite rightly pointed out that the achievement of the internal market would not meet citizens' expectations if it did not go hand in hand with social progress.

EPSU judges the Strategy on its contribution to four central issues:

1. Employment creation and quality of jobs;
2. Building a Social Europe;
3. Improving and promoting public services;
4. Integrating the new accession countries in the EU.

EPSU is deeply concerned at the general thrust of the Communication. The impression is given in the Communication that a policy is pursued of forced liberalisation. This biased focus needs to shift. The *Strategy* has to be part of a broader policy within the enlarged European Union based on wide-ranging consultation, including the social partners at intersectoral and sectoral levels.

1. EMPLOYMENT CREATION AND QUALITY JOBS

One of Europe's major problems is the increase in unemployment and continued failure to achieve the full employment target of the Lisbon strategy. The Commission argues that the *Strategy* will contribute to competitiveness, growth and employment. The three year *Strategy* should be looked at in combination with the Broad Economic Policy Guidelines (BEPG) and the Employment Guidelines (EG). All three contribute to economic reform according to the Commission. The *Internal Market Strategy* is however not interlinked with these guidelines. Its focus is on structural reform and measures to liberalise markets further and promote competition. Flexibility should create growth and jobs, it is argued. This is an old recipe that is not working. The European Commission itself has argued that the focus needs to be on the quality of jobs. Unfortunately, this concept is not reflected in the *Strategy*.

The *Strategy* has also not integrated the objective to bring the European Union on a path towards sustainable development. This is one of the key objectives of the EU. A synthesis of all the strategies is normally part of the Spring Council to ensure a balanced approach. A stand-alone strategy focusing only on promoting the internal market is not what Europe needs.

The European Economic and Social Committee (EcoSoc) argues in its opinion of 15 July 2003 that no evidence is given of the employment generating effect of the *Strategy*. EcoSoc states that insufficient attention is given to job creation and sees this as a serious omission. EPSU agrees with this assessment.

2. Building a Social Europe

The *Strategy* fails to incorporate a social dimension. It argues that the Council, European Commission and European Parliament should develop a new and shared vision of the internal market. The Commission, however, sees no role for trade unions, employers, municipalities and many other organisations to shape this vision. Not once does it argue that the social partners, either through the cross-sectoral or sectoral social dialogue, should be involved in the different measures proposed. The European Parliament had stressed the importance of the involvement of the social partners, consumers and others in its opinion on the review of the Internal Market Strategy, adopted on 13 February 2003.

The *Strategy* does not mention what accompanying measures are needed to achieve a social Europe or to address possible negative consequences of its measures. It does not consider what the *Strategy's* redistributive effects are for Europe's citizens and if indeed Europe's vulnerable citizens will benefit. Whereas the Green Paper on Services of General Interest (SGI) draws attention to the social objectives to be pursued by services of general interest, this is not reflected in the Communication on the Internal Market Strategy. The *Strategy* does not interact with other social policies, such as creating quality jobs, information and consultation of workers, health and safety, social inclusion, sustainable development, consumer protection, etc. It lacks an assessment of its gender implications.

EPSU agrees with UNICE, Europe's private sector employers' organisation, that better coordination and cooperation is needed with other Directorates General (DGs) of the Commission. Indeed this is to ensure that social, environmental and consumer protection are integrated rather than ignored, or added as an afterthought in DG Internal Market proposals.

3. Improving and building public services

The impact of liberalisation

The *Strategy* claims that liberalisation has led to benefits for both companies and consumers. This broad sweeping assertion has to be put into question. Analytical reports from the Public Service Research Unit (PSIRU), University of Greenwich and the Bundesarbeitskammer, Austria, come to different results. Liberalisation of the electricity sector, for example, has led to 300.000 job losses. In contrast to earlier Commission predictions, prices for domestic electricity users are not decreasing, while recent events in Europe as well as the US, Australia and New Zealand illustrate the risks that accompany liberalisation in the electricity sector. Commission representatives and Member States now actually warn that prices can be volatile and may increase. Several reports point to the lack of investment in new generation capacity, grids, maintenance and surveillance. The EcoSoc Opinion also makes critical comments. Monitoring and surveillance requirements of public service obligations in liberalisation directives need further improvement. The competencies of regulators to ensure affordable prices for domestic users, and guarantee investment and reliable supply of services, need to be explored.

The Commission and DG Internal Market in particular, must learn from the experiences that shed a different and more cautious light on the impact of liberalisation and competition especially in public service areas. The analysis by PSIRU, draws attention to several noteworthy examples of liberalisation failures such as British Energy and Railtrack in the UK. These experiences are ignored by the Strategy document.

Internal Market Strategy versus a Social Market Economy

EPSU rejects the aggressive attitude with which the Commission pushes the Internal Market Strategy to the detriment of other policies. The proposed “Internal Market compatibility test” appears to be an attempt by DG Internal Market and its Commissioner to give priority to the internal market and competition rules over other objectives within a socially balanced market economy. This despite the fact that the Draft Treaty as elaborated by the Convention argues that *“The Union shall work for the sustainable development of Europe based on balanced economic growth, a social market economy, highly competitive and aiming at full employment and social progress, and with a high level of protection and improvement of the quality of the environment. It shall promote scientific and technological advance.”* These are central objectives for the European Union. To ignore them could have far-reaching implications for the possibilities of Member States, local and regional authorities, other public bodies and the social partners to regulate in the public interest, in particular when measures are not taken at EU level, for example with regard to food safety, health & safety and environmental protection.¹

The Commission published a Green Paper on Services of General Interest to which many organisations have responded and from which the Commission is still to draw conclusions. DG-Internal Market gives the impression that it already knows the outcome of this debate, undermining the ongoing Green Paper consultation.

The proposed studies on introducing competition in the water sector illustrate how the Commission is seeking to extend liberalisation without proper assessment. There is no cross-border trade in drinking water, hence no role for the internal market. The Commission again does not take into account experiences gained with liberalisation of drinking water and wastewater, which in some member states has had detrimental effects for health, prices and accountability.

Patient mobility is also seen from the narrow perspective of internal market rules and competition policy. This ignores the risks of commercialisation of health care services and the impact on funding of national health care systems. The same is true for pensions, uniquely considered from a budget and Internal Market perspective, rather than as part of wider labour market and social policies, where the social partners play an important role.

4. Integrating the new accession countries into the EU

The Commission devotes a small chapter to “Getting the best out of the enlarged internal market”. EPSU demands that the implications of enlargement for the functioning of the Internal Market, receive a more prominent place. The major challenges this presents to the EU and Member States merit a consolidation phase. A significant effort by the Commission and the present EU Member States is needed to assist the new member states in implementing directives and other policies and to ensure their necessary monitoring and surveillance. While EPSU welcomes the proposals made on cooperation of public servants and training of staff, the focus is again one-sided. The same efforts have to be made to ensure that social directives are correctly applied. EPSU insists that labour-inspectorates and public employment services be reinforced and extended, for example. Similar points can be made with regard to ensuring environmental and consumer protection.

¹ The internal market compatibility test can be compared with the necessity test of the GATS provisions.

5. **EPSU proposals to revise the Internal Market Strategy**

EPSU demands that the *Strategy* becomes the subject of an open debate in which employers' organisations, trade unions, consumer and environmental groups, municipalities and others can play a part. Such a broad debate has yet to take place. The EP stated that it "*considers that the highest priority must be given to a major initiative [...], engaging all European institutions, consumer, employees' and business organisations in an effective partnership*"

The necessary revision should be based on the following:

- ⇒ Stop further liberalisation until conclusions are drawn from the discussion on Services of General Interest in the Green Paper as well as in the Convention and IGC.
- ⇒ Redefine the priorities. The focus needs to be on consolidation of the Internal Market in the light of enlargement. EPSU supports the need for cooperation between public administrations, exchange and training of civil servants and demands that this becomes a priority requiring cooperation of all Commission Directorates General and Member States.
- ⇒ Include the social dimension. Concrete social measures are needed. The proposed Company Statute for Small and Medium-size Enterprises lacks measures to ensure information and consultation of workers. The proposed measures need to be assessed as to how they contribute to improvements in social, environmental, consumer protection as well as to job creation. Such assessments should be based on solid analysis by both sides of industry. Instead of an *Internal Market Compatibility Test*, a test is needed that takes account of the whole range of EU objectives, including employment, sustainable development, equality, and social and economic cohesion. For lack of a better term EPSU calls this: the *Social Market Compatibility Test*.

EPSU calls on the European Commission and the Council (the Competitiveness Council) to consult the social partners on Internal Market policies and proposals in order that social and employment concerns can be taken into account in a systematic manner.

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4a. EPSU/PSI letter to Pascal Lamy, the European Union Trade Commissioner

10/03/03

Subject: General Agreement on Trade and Services

Dear Commissioner Lamy,

On behalf of the other members of the PSI/EPSU delegation we would like to thank you for the meeting 17 February 2003.

This letter will be a summary of the points that we made during our meeting but will also, as agreed, cover some points which we did not have time to deal with or which need qualification, both in terms of our position and of your response.

Our concerns covered the following:

1. The protections, which Article I 3 of the GATS text purport to give to public services involve key terms that are not defined. In a WTO dispute between member states, this could result in a WTO ruling that opens public services to private, including multinational, companies. GATS does not require privatisation but it adds pressure on governments to privatise (as further elaborated in point 4 below). In particular, we think that this can be fixed in at least two different ways:
 - a) the terms 'on a commercial basis' and 'not in competition with...' need to be given a clear definition which makes clarifies that a government makes this determination itself, secure from any challenge by other member states. We have attached a paper by the Centre for International Environmental Law (CIEL), which attempts to deal with this problem along lines we could support.
 - b) the other alternative is to remove I 3 (c) and then, as suggested above, to make it clear that a government has the unfettered right to determine which services it deems to be 'supplied in the exercise of government authority'.

Your point that seeking some clearer definition poses a risk to the current high EU standards of what constitutes a public service is valid but, within the WTO context of consensus, surely the EU could test the water to see whether such a risk arises. If it does, the EU could withdraw its request.

Some people call for the exemption of public services from GATS negotiations. The problem as we see it is that this becomes a vicious circle since there is no definition of (or even international agreement on) 'public services'. Hence, our preference for the route outlined above.

Public comments on all sides of the debate have left some people confused as to whether you have completely ruled out the offer of all EU public services/utilities or not. The offer in postal services seems clear enough but on water and waste there is a lack of clarity. You seem to be offering waste water services but some people have questioned whether you have made a cast-iron exclusion of all water services. Can you clarify precisely the position on both all water services and all waste services, please?

However, the more serious moral question arising from the recent 'leak' of the full EU requests (which we think have not, as you are quoted as saying, actually been fully available in the public domain until now) is that the EU seems to be saying: 'Our public services are not up for grabs but yours are - especially if you are a developing country'. No doubt, you

have seen the spate of comments about the full details of the leaked EU requests and many commentators, even mainstream media, seem to be asking how much hypocrisy this represents.

We therefore ask you to seek withdrawal of the requests to developing countries to open public services such as waste water treatment, postal services and others by the European Union. While it is true that opening such services is a decision of developing countries, the relationship between them and the EU is not one of equal bargaining power, as many are dependent on EU Member States' assistance and aid. The pressure of the EU works in tandem with that of International Finance Institutions (IFIs), a point you recognised yourself (see also here point 4).

Time did not permit us during our meeting to go into the much more complex and disputed area of when (if at all) a mixed public-private system could come under another member state's challenge – setting aside for the present the question of whether all member states now feel themselves bound by informal agreements on public services made in Marrakech. Most member states and others, in defending GATS, assume that there are only two polar extremes in this area: that a service is wholly a public monopoly or that it is a liberalised, open service. Yet in many countries, the reality is that there is a mix of public and private. It is not always clear whether the two compete; it is not clear that subsidies for the former can be refused to the latter; it is not clear what happens, as in education, where differential fees are charged (say, for different kinds of university degrees). In our dealings with senior WTO staff (formerly David Hartridge and now Hamid Mamdouh) and delegations in Geneva that have always been on a very rational basis, there has been virtual unanimous agreement that, in the event of a dispute, however hypothetical the possibility of a dispute might be, no one feels confident in saying what might happen. This is one reason why we have argued that the Council on Trade in Services or the General Council should issue some clear definition which would bind a disputes panel.

A further issue on which we seek clarification and assurances is that the EU will not take any steps to remove the horizontal limitations from the EU's schedule of commitments.

2. The threat to the ability of a government to regulate security - Article VI. As we noted during our meeting, we do not dispute that governments can continue to regulate but they may find that a challenge from (an)other member state(s) results in their legitimate regulation being ruled to be more burdensome to trade than is necessary; they will be required to change/drop the regulation or else face retributive action from the complaining state(s). In particular, this involves the uncertainty implied by VI 4. Many critics would like to see this removed (and, if it was, then VI 5 and 6 would need attention). It will probably be argued that GATS would be gutted if VI 4 was removed but we find that the real anger from many people is that these matters are all decided in dispute panels. If these were opened to all interested parties and the proceedings openly reported it might make people feel that they can influence what are currently Star Chamber events.

We are also aware that many sub-national levels of government have been expressing their concern at both their own non-involvement in the request-offer process and at the potential impact on the many services that such governments provide and on which they make many regulations, which could be undermined without their ability to appear at the panel which determines the case.

You dispute our view here. You argue that the only area where a challenge could occur is where a government effectively tries to regulate in a manner that undermines a commitment already made and involving discrimination and that no such challenges have been made. You agreed that, in theory, such a challenge could be made but that that leads to an unproductive 'If...If...If...' that has no history to date. Critics have pointed out to us that your position ignores that governments are bound by most favoured nation rules here, even in

services, which are not the subject of scheduled commitments. VI 4 does not seem to limit itself to only such commitments.

At our meeting you accepted that some national governments may not have consulted their sub-national levels of government but that you have no mandate to deal with such levels of government: your mandate comes from member state governments. While this is valid, the European Parliament may have a different view.

We believe the impact of GATS on local and regional authorities should be further explored, as do an increasing number of local authorities in Europe, US, Canada and Australia. This is one of the main reasons why we believe GATS negotiations should be stopped at present until such evaluations have been made.

3. The current round of GATS negotiations is being conducted in virtual secrecy in most member states. Governments had until June 2002 to ask other members to liberalise specified services or to change specific regulations/laws/policies; they have until the end of March 2003 to respond; then a period of negotiation will continue until the end of 2004. None of this has been or is being done publicly (at least, unless provoked by leaked information, as was the case in the EU) and not even the WTO has information on these matters. As noted above, many parliaments and are other levels of government whose services may be affected are not consulted. Many organisations have contributed comments to the EC on the Consultation document: it would be useful to know how their comments will be handled and what responses they will receive as well as what impact they will have on the Commission's position, which still appears to be based on its pre-Seattle mandate.

You acknowledged the validity of much of this argument and say that your own policy is to increase transparency. You are committed to releasing the full set of EU offers which are finalised on March 31 and to consult both member states and the European Parliament before the offers are confirmed (although 'consultation' with the latter is not seen as negotiating agreement). We applaud this.

You are however not prepared to release the detail of other governments' requests to the EC because you say that you do not want to cause reactions from governments that do not have the EU commitment to transparency and democracy. To go back to your argument about the risk of opening the definitions of public services: your position is that it would weaken the high standards of the EU. In this case, are you not doing the same thing with respect to the EU's high standards on transparency and open democracy? Why should the EU feel constrained by how China might behave towards its citizens?

4. The impact of all of this on developing countries. We argued that these are often forced by the World Bank, the IMF and Northern governments in their 'aid' programmes to liberalise, privatise and deregulate their public services. They then come under WTO pressure from these governments to make GATS commitments in these services. Apart from the moral inequity, because GATS is effectively irreversible, this results in developing countries being forced to privatise their services and never being able to revisit these decisions and create the kind of public services which people in Europe have been able to develop over the last 150 years. In particular, there is almost universal concern by both developing country governments and civil society that the provisions of Article XIX, especially XIX 3, have not been complied with. In fact, in the face of demands for XIX 3 to be satisfied, the Council on Trade in Services has simply refused to conduct the kind of assessment called for. Instead, it has invited members to make any comments under this standing item on the Council's agenda - in other words, it's down to anecdote, not assessment.

You said that you substantially agree with our analysis about the IFI pressures on developing countries and that you personally deplore the pressure being put by IFIs and some EU member states on developing countries on trade policy without reference to the WTO agenda. You agreed that the issues of trade policy coherence is a real problem but that the EU is not itself a member of the IFIs. However, you argued that, while the EU and others are pressuring developing countries, in the end, it's their decision whether to liberalise or not and that, anyway, for many of them, the only way to develop their services is to open their service markets. This may well be true but it does not need irreversible GATS commitments to achieve this result – China, after all, has been attracting Foreign Direct Investment disproportionately since well before it became a WTO member.

You seemed to agree with our criticism that it is effectively an irreversible process and that this deprives these countries of the ability which Northern countries had to develop their public services under the cover of protection: but you then went on to argue that history is history and the trend to the market seems to be inevitable - we cannot wait 30-50 years until some of the developing countries have organised their own public services. Surely a development agenda has to have a more principled approach than that.

We did not get a chance to go into the question of whether technical assistance is being used to help the South or to 'prepare' them for the new issues (a claim some of them make). We are aware of claims by some developing country delegations in Geneva who say that the technical assistance programmes are being driven by an EU agenda of getting them to 'understand' and be ready for the 'new issues' rather than by their own needs to develop the capacity to cope with commitments already made and with the built-in agenda. This is not strictly a purely GATS issue but it does impinge on at least the domestic regulation disciplines.

It is important that trade unions and civil society groups in developing countries also get the possibility to develop the capacity to cope with commitments on old and new issues. Has the EU established any special programmes to encourage this, allowing unions and other groups to share their expertise with their counter-parts ?

5. The temporary movement of workers from one country to another to provide services - Mode IV. While there can be advantages to developing countries (from a financial and skills development perspective), it can also lead to brain drain of key professionals such as teachers, nurses, etc. – and not just in the mass: sometimes the loss of a key person from a small island state intensive care unit (ICU) can leave the country with no ICU.

These workers often have no worker/union rights in the host country and no rights to the money they are forced to pay into retirement, insurance and other schemes before they go home again. Several governments have tabled position papers on this issue, which raise some legitimate concerns which we support, especially on the rights and protections for those workers when they are in the host country.

In addition, one has to consider the impact on the local (host country) labour markets in cases where the host country refuses to pay/give its own workers sufficient wages/conditions to retain them in the sector concerned: this often creates the vacuum that then sucks a revolving pool of temporary immigrant workers into the host labour market, thus effectively maintaining its depressed state.

We welcome your strong insistence that all migrant workers entering EU labour markets (including under GATS Mode IV) must have the full rights of all EU residents. Many critics have asked us whether it is possible to check whether intra-company transfers may be being abused to deprive many temporary workers of EU rights. There is some evidence (Chinese workers temporarily in Israel, for example) of sending countries having explicit laws/policies which make it a criminal offence for such workers to join a union in a host

country and/or to make a complaint against an employer in the host country or even to reveal to other workers/unions details of their salaries/conditions. The EU cannot be blamed for this but Europe must surely do something to address this issue.

Yet another and related issue concerns our demand that temporary workers as well as those involved in intra-company transfers must respect collective agreements in force at the place of work. We cannot accept situations where workers from outside the EU work in the EU but are not paid/receive EU- and collectively-negotiated wages, working times etc. We welcome your unequivocal support for this and appreciate your effort to find the clear legal basis for this.

You also agreed that there are problems with people who are being falsely presented by Multi National Enterprises as 'dependent contractors' and that it might be useful to consider the role of ILO Convention 94 in dealing with contracted/sub-contracted temporary labour.

On the question of 'brain drain' and ethical recruitment and on the issue of Northern governments creating the vacuum which sucks in people from the South (because low wages in, for example, the health services creates nurse vacancies that the South seeks to fill), you argued that: these effects result more from permanent migration (not covered by GATS – which is partially true but may not remain so if Mode 4 extensions are made in the current negotiations) and that the sectors where this is likely to be a problem are not currently covered by EU Mode IV commitments. However, you acknowledged that Mode IV requests being received from developing countries could mean that the EU has to consider these issues.

On the question of whether some of the deleterious effects of migration are more a feature of permanent or temporary movement, the jury is still out. PSI has been doing considerable work with the ILO, the World Health Organisation (less so with the International Organisation for Migration) and with the International Council of Nurses on the migration of health workers. Again, not all of this (none in some countries) can be put down to GATS. However, evidence appears to be accumulating that there is great porosity between temporary and permanent movement in two ways:

- Many nurses, for example, come to Europe on a temporary basis. During their stay, they may impress their employer (and/or make other useful contacts) and use that experience as a launching pad from which to become a permanent migrant after they go back home;
- Even if individuals do not become permanent, there is evidence of small self-replicating pools, which maintain a constant group of sending country people in a host country. For example, there is a 'cycle' in the north of England where a group of Bangladeshi nurses finish their term but are immediately replaced by others from the same town and hospital.

This latter case is not, of course, necessarily a bad thing – it can serve training and remittances benefits. But, if the UK continues to ignore the need to be as self-sufficient in nurses as is possible, then this can become a subsidy from Bangladesh (or other poor countries) to a rich economy. GATS has some small role to play here and this needs to be taken into consideration.

Yours sincerely,

Carola FISCHBACH-PYTTEL
EPSU General Secretary

Hans ENGELBERTS
PSI General Secretary

4b. Letter from Commissioner Lamy, 14 April 2003

PASCAL LAMY
MEMBRE DE LA COMMISSION EUROPEENNE

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N°	B-1049 BRUXELLES
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Brussels, 14-04-2003
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Dear Ms. Fischbach-Pyttel and Mr. Engelberts,

Thank you for your letter of 10 March 2003 regarding the General Agreement on Trade in Services (GATS) and the current services negotiations under the Doha Development Agenda (DDA). Your letter raises a number of very important points to which I would like to respond.

Public Services

As regards public services I can see why the absence of a precise definition in Article 1:3 of the GATS of the kinds of public services that fall outside the scope of the Agreement may be of concern to some. That being said I am however not convinced that the rather broad language used in Article 1:3 represents a real problem or that the steps proposed by you are necessary or even helpful. First, as I have stated on a number of occasions there is no consensus view within the WTO membership, or even within the EU for that matter, as to what constitutes "public services". As you know the EU has for years been grappling with this notion, or rather the services of general interest (SGI), and the Commission is currently working on a Green Paper in an attempt to bring some further clarity to the debate. Notwithstanding the diversity of views that exists within the EU it is fairly clear that Europe tends to have a rather more expansive view of this notion than many other WTO Members. In these circumstances there is consequently a risk that a possible compromise solution within the WTO would mean a more narrow definition than the EU would prefer. Merely pulling the plug at last minute if discussions start to move in the wrong direction as you suggest may sound appealing, but may in practice turn out to be more difficult once the train has been set in motion.

Second, one also has to recognise that the notion of public service is not a static notion but has evolved over time and will most likely continue to do so. Any agreed definition therefore also risks being overtaken by events. Third, experience has shown that
.../...

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competition can be a tool to improve the performance of certain public services and that there are other ways than restricting competition to achieve policy objectives such as protection of the poor or disadvantaged, consumers, or the environment. The appropriate response to many such problems is not necessarily to close off markets, but rather to design domestic policies directly targeted at the problems, such as for example subsidies for poor, obligations on providers to serve remote or unprofitable areas at affordable prices ("universal service obligations"), and strong enforcement of competition laws to ensure that the benefits of liberalisation are shared by the consumers. Where a Member decides to open a particular sector to private supply there seems to be no reason to exclude other countries from seeking non-discriminatory access for their service suppliers via a GATS commitment.

Finally, as I have also stated repeatedly the current system leaves Members with a remarkable degree of flexibility to design the most appropriate policy responses. For example one should not forget that where a member has any doubts about whether a sector, which in its view is involved with the provision of public services, is covered by the exemption of Article 1:3 they always retain the possibility of not making any GATS commitments.

Under these circumstances I see little reasons for undertaking an exercise to exclude public services and seek an agreement on a precise definition when such steps in my view seems to hold more potential downsides than upsides.

In response to your request for clarification as to the EU's position on water I would have the following response. Most Member States already took GATS commitments on waste water services (removal, treatment and disposal of household, commercial and industrial sewage and other waste waters including tank emptying & cleaning, monitoring, removal and treatment of solid wastes) during the Uruguay Round. The only contemplated improvement in this subsector in the proposed draft offer is to propose that Finland undertakes a commitment similar to that of other Member States. On "water collection, purification and distribution services" no commitments are proposed, not least because our trading partners have not indicated any significant interest in market access commitments on the part of the EU.

In this connection you raise what you see as a serious moral question, namely why the EU is protecting its own public services while requesting trade liberalisation commitments in some sectors which are often considered as public services from others, in particular developing countries. This question is not a fair description of the EU's approach to these negotiations for at least two reasons. First, it should be noted that the EU already has opened sectors involved with provision of public services to foreign suppliers in cases where these were already open to domestic competition, e.g. telecommunication and postal services. Second, the sectors where the EU has made requests concerns sectors where government has either already decided to open a particular sector to private domestic suppliers or where experience has shown that competition can be a tool in improving performance without endangering equitable access to public services. In other words where policy objectives such access for the poor can be ensured through means other than restricting competition, for example, through universal service obligations, subsidies or other means. For many people in developing countries access to affordable and efficient public services still remains a distant hope and removing barriers that either restrict access by foreign firms or that discriminate against them, once they are in the market, may contribute to improve access to and the performance of certain public services. In any event there is no obligation to reciprocate commitments in the same sectors although for most of the sectors concerned, the EU already has opened its market to foreign supply. Thus a Member could, for example, decide to open its water sector to competition without any other countries being obliged to follow suit.

You finally express concern about the possibility that government provision of certain essential services, even when it supplies its services on a non-commercial basis, may become subject to challenge by other Members in situations where private suppliers are allowed to coexist with the public suppliers because they could be deemed to be in "competition". In your view this could, for example, imply that subsidies for the public supplier could not be refused for the private suppliers. Such concerns are most often related to the health sector. Where, for example, medical and hospital treatment is provided directly through the government free of charge such services cannot be considered as to be provided on a "commercial basis" and consequently fall outside the scope of the GATS. The situation is somewhat less clear in countries where the hospital sector is made up of government- and privately-owned entities that both operate on a commercial basis, charging the patient or his insurance for the treatment provided. But even though one could no doubt have long discussions about whether Article 1:3 does and should apply in such situations, the fact remains that Members can still exclude the sector altogether from any commitments or make commitments but include restrictions that clarify that subsidies are only available to public providers. This is not just a theoretical possibility but the EU has taken advantage of this precise possibility and has included a restriction to protect the provision of subsidies within the public sector. In that connection I can confirm that the EU has no intention of removing this restriction in the course of the negotiations.

Ability to regulate security

In your letter you also raise some concern over the potential impact of GATS Article VI:4 on the ability of governments to regulate, just as you are apparently concerned that a WTO dispute settlement panel would decide on the legitimacy of regulations. First of all, it is important to keep in mind that GATS Article VI:4 addresses specifically measures related to *qualification* and *licensing requirements* and procedures, and *related to technical standards*, and not all regulation. It gives WTO Members a mandate to develop "disciplines", or a set of rules, to ensure that such measures do not constitute unnecessary barriers to trade. It is important to recall that the objective of the work programme under Article VI:4 is to provide increased transparency, predictability and certainty for regulators, service providers and consumers, and to ensure that measures relating to qualification requirements and procedures, technical standards and licensing requirements do not unnecessarily hamper trade. As to the scope of any future disciplines, you are right to point out that it is not clear from Article VI:4 whether it would only apply to sectors in which a WTO member has undertaken specific commitments, or whether it would apply to all sectors. In the end, WTO members will decide if they wish to restrict the application of Article VI:4 to committed sectors or not.

As to your concern regarding the fact that the WTO dispute settlement mechanism is only open to members governments, and not to all interested parties, the EU is working to improve the current system. In fact, the EC is advocating increased transparency of the DSM, as well as increased possibilities for all interested parties to contribute their views and expertise on particular cases, through the possibility to submit so called *amicus curiae* briefs.

While I agree with you on the importance of regional and local authorities to be informed and involved in the formulation of policy with regard to GATS, I need to stress that it is the competence of national governments to ensure this. Nevertheless, the Commission is of course providing the same level of transparency, and possibility to comment and participate in consultations to all institutions and organisations at all levels in Europe.

Transparency

As regards your claim that these negotiations are being conducted in virtual secrecy let me once again set out the principles that are guiding our actions: The Commission considers transparency a natural component of public affairs management in a democracy and makes considerable time and resources available to debate these issues with all stakeholders, including the European Parliament (EP). But an appropriate balance must be struck between transparency and the Commission's ability to conduct trade negotiations in an atmosphere conducive to frank and open discussions.

I meet MEPs and take part in exchanges of views in the EP whether in plenary, with the ITRE committee or in the framework of informal groups on a regular basis. The full text of the EU's requests just as the proposed offer has been transmitted to the EP ITRE committee.

Our efforts at outreach do not, however, stop here despite complaints from certain NGOs about a lack of transparency in trade policy making. But I am not prepared to overturn the method of negotiation that most of our partners find best most of the time. Those who have been following the WTO debate over the years know that the issue of transparency is viewed by many developing countries not as a guarantee of due process, but rather as a threat that their positions will be put under even more pressure than is at present the case. So, in working for a progressive opening of the WTO process, we need to work with the grain, not against it.

This stance will not prevent us from openness at home and the Commission does for its part has made a considerable effort to consult and debate with civil society all trade policy issues. I have met with civil society on a regular basis to discuss in some detail the approach the Commission is recommending for Member States to follow in the negotiations now under way. These meetings are reinforced by sessions at officials' level, and together have allowed a pretty full airing of concerns surrounding concepts such as sustainable development, public services and so on. The discussions will continue. A summary of the EU's requests for improved market access to third countries in the service negotiations has been made public on the website of DG Trade. We also launched an unprecedented public consultation on the request addressed to the EU by a comprehensive consultative document publishing last November 2002 with a view to seeking further public input to guide our preparation of the EC's offer. We have also announced that the EU's offer will be made public once it has been sent to our trading partners. This is an unprecedented step and shows our commitment to transparency.

I should also add that our efforts are of course supplemented by the consultations that take place at national level and which help shape the position Member States adopt when the Commission consults them through the so-called ad-hoc 133 Committee (Services).

Impact on developing countries

You also raise the impact of services trade liberalisation under GATS on developing countries, and the link to reform programmes such as structural adjustment in collaboration with the International Financial Institutions. I would argue that these programmes have to be looked at on a case-by-case basis, and should not be discarded as harmful for developing countries in a sweeping manner. In any case, these programmes should not be confused with commitments for services trade liberalisation

which governments may enter into under the GATS. The principle of flexibility which underlies the GATS means actually that developing countries have a considerable freedom to decide which sectors they want to open to international competition, and to what extent. I disagree with your assessment that the GATS forces developing countries to privatise their services.

With regard to the implementation of GATS Article XIX: 3, I can inform you that in March 2000, the WTO Council for Trade in Services (CTS) has adopted the negotiating guidelines foreseen under that Article, and the modalities for the treatment of autonomous liberalisation have been adopted last February. At the moment, Members are working on the establishment of modalities for the special treatment of least developed countries, which is also mandated by Article XIX: 3. The assessment of trade in services, the fourth item of Article XIX: 3, is, as you say, a standing item on the agenda of the CTS. The CTS has not refused to conduct an assessment - but the CTS, consisting of all Members including developing countries - decided to make it a standing item for the simple reason that there cannot be one, common, assessment for all members. The impact of any liberalisation will vary among members, among sectors, and over time. I would therefore not agree that Article XIX: 3 is not being implemented.

You also question the value of binding liberalisation in the context of GATS. It is probably true that the more immediate economic benefits of liberalisation accrue regardless of binding - and you quote the example of China which attracted FDI even before becoming a member of WTO - but I would like to stress the value of binding commitments in providing a predictable and stable policy framework. In the case of China Chinese officials, for example, recently reported that foreign capital inflows in the services industry has accelerated and that the market share of foreign investment has increased dramatically in the last decade. In other words investments have picked up significantly following China's submission of the initial services offer in 1991 in the context of its WTO accession negotiations. This fact illustrates that even the prospect of future commitments appears to have had an impact on investments. In order to allow in particular developing countries to undertake this process in a gradual manner, the GATS (Article XIX: 2) states that "there shall be appropriate flexibility for individual developing country Members for opening fewer sectors, liberalising fewer types of transactions, progressively extending market access...".

With regard to technical assistance, the EC's assistance tries to support developing countries in the build-up of their service sectors, in establishing regulatory frameworks, in strengthening the private sector, and, also, providing assistance to build up negotiating capacity.

Temporary movement of natural persons providing services (mode 4)

There is a general tendency to greatly overestimate the risks associated with this mode of supply. Mode 4 only concerns temporary movement of service suppliers who, for example, in the case of contractual service suppliers, stay for a very limited period of time to perform their service and return to their home countries once the contract is completed. The so-called "brain drain" problem is mainly created by permanent migration. One might argue that temporary migrants might subsequently decide to apply for permanent residence, but they will then not be covered any longer by our GATS commitment. One could even argue that the possibility of temporary movement may relieve some of the pressure for permanent migration. It is very doubtful that our commitments, which largely concern short stays (6 months maximum for "contractual service suppliers") would encourage permanent immigration. On the contrary, they might even allow Member States authorities to better follow a number of persons, who now enter their territory on a 3-month tourism visa, but in effect perform economic

activities and cannot be properly monitored. The best indication that developing countries are not particularly concerned about a possible "brain drain", but rather see potentially huge benefits associated with this mode is the fact that they are pursuing ambitious requests on mode 4 in these negotiations. In the end I think we must admit that they are better placed to assess these risks than we are.

Finally, our offer points out that EU and national laws on working conditions will continue to apply to persons entering the EU through our mode 4 commitments. That includes provisions on minimum wage levels, collective wage agreements where these exist, health and safety at work measures, protection from all forms of discrimination, and the application of any relevant social security measures. This would also include the definition of employees normally used in Member States' legislation; thus, an employer having recourse to foreign "dependent contractors" in the example you refer to would be liable to the penalties usually associated with this practice in national legislation. Moreover, I would add that we are speaking here of the skilled workers, for which these risks are less likely to occur in the first place.

I hope that this answer clarifies some of the issues you raise.

Yours sincerely,

Pascal LAMY

5. Membership list EPSU Congress Resolutions Committee

CONSTITUENCY	TITULAR	M/F	SUBSTITUTE	M/F
Austria, Croatia, Czech Republic, Slovak Republic, Hungary, Slovenia & Switzerland	SCHLANGER Jiri (STUHSS) Czech Republic	M	KATTING Thomas (GdG) Austria	M
Belgium, the Netherlands, France & Luxembourg	DE ROOS George (Abvakabo FNV) The Netherlands	M	PERRET Anne-Marie (FGF-FO) France	F
Denmark, Finland, Norway, Sweden & Iceland	WALDORFF Peter (HK/STAT & StK) Denmark	M	GYDESEN Frede (FOA) Denmark	M
Estonia, Latvia, Lithuania, Poland, Bulgaria, Romania & Turkey	GREGER Jadwiga (Solidarnosc) Poland	F		
Germany	GOSCH Ina (Ver.di) Germany	F	POLZER Ursula (Ver.di) Germany	F
Italy, Spain, Portugal, Cyprus, Greece & Malta	DOLGYRAS Ilias (ADEDY) Greece	M	BERNARDO Enzo (FP-CGIL) Italy	M
UK & Ireland	SNAPE Liz (UNISON) UK	F	TBC	
UNION SYNDICALE	FERNANDEZ CAMACHO Jose (USF)	M		

6. Recommendation on Health and EU Social Policy

Brussels December 2003

ABSTRACT

On 22 November 2002, the European Health Policy Forum (EHPF) conducted a session on health and social policy. Members of the EHPF; the European Public Health Alliance (EPHA), EuroHealthNet, and the European Federation of Public Service Unions (EPSU), delivered presentations outlining links between health and social policy. These organisations were consequently requested by the EHPF to draft a policy paper on the issue of health and social policy. The present paper being the result.

The dynamic of the EU health strategy can be summarised by the inter-relationship between accessibility, improvement of quality and financial sustainability. The relationship between health and social policy is reflected in the accessibility. It is believed that it is important with a heightened attention on this issue as accessibility is a cornerstone in fighting the inequalities in health and following social exclusion. The European Commission should address this.

One important way to address the issue of accessibility is through long-term preventive intervention. Doing this will lessen the financial pressure on health systems. This correlation should be recognized.

Availability, accessibility, acceptability and quality must be taken as a foundation for reconciling national health policy with European obligations.

In the future, the EU Treaty should priority citizens' health, the European Commission should provide a coherent health policy through having a Commissioner for Health supported by a Directorate General for Health, more resources should be allocated to health and a balance between economics and social policy should be reflected in the European Commission's legislative proposals.

Keywords

Accessibility
Equity in health
Health promotion
Resources to health

This publication was produced by the European Health Policy Forum and represents the views of the authors. The European Commission provides the secretariat for the Health Policy Forum but is not part of the actual forum. Therefore the views have not been adopted or in any way approved by the Commission and do not necessarily represent the view of the Commission or the Directorate General for Health and Consumer Protection. The European Commission does not guarantee the accuracy of the data included in this report, nor does it accept responsibility for any use made thereof. Reproduction of articles is authorised, except for commercial purposes, provided that the source is mentioned.

Why a paper on health and social policy?

The highest attainable standard of health is a global public good and a fundamental human right. Healthy populations are economically more productive and socially cohesive. Although throughout the European Union, life expectancies have increased and mortality rates have fallen, significant inequalities in health status exist within countries and across the Union. Individuals from lower socio-economic groups consistently have poorer health status throughout their lives, make the most use of primary and secondary healthcare services, are the lowest users of preventative health services and die as much as 10 years earlier than counterparts in more affluent areas. Furthermore, social exclusion impacts negatively on health as the most marginalised groups in society lack the social support needed to maintain health and well-being. The single largest determinant of ill health due to communicable diseases is poverty, whether defined by income, living conditions or education. In this respect accession countries face specific challenges on HIV/AIDS, TB, Diphtheria.² A policy goal should be to reduce the proportion of the population that falls behind and the distance that it falls behind.³

Health does not exist in a vacuum. It is dependent on the social and environmental context as well as high quality and effective healthcare systems. The goal of public health measures and the role of public health professionals in ensuring health for all parts of the community and population groups is important. Gains in health have been made in a number of areas such as cardiovascular disease and cancer. Challenges remain in these areas, to which enlargement will add a new seriousness. In addition the future will bring new challenges such as tackling the epidemics of obesity and poor nutrition in Europe and its resulting disease burden. This health problem is essentially a social issue, connected to food poverty, deprivation, access to fresh foods as well as how food products are manufactured and marketed. Furthermore, mental and physical health are closely interdependent, and neuropsychiatric disorders rank among the leading causes of disability adjusted life years (DALYS) in all ages in Europe.⁴ In addition, the specific needs of individuals with genetic disorders and rare diseases are not adequately addressed. Tackling these issues effectively will need coherent and concerted action in a number of policy areas.

All healthcare systems in the Union feature common principles of solidarity, equity and universality of access despite their diversity in organisation and structure.⁵ The European Social Model, or European social market economy, is recognised as a fundamental tenet upon which the EU is built.⁶ In the context of health, the challenge facing EU policy-makers is how to give substance to this tenet. The debate has been shaped by the need to reconcile principles of solidarity with the budgetary pressures that exist in the current economic climate and with future demographic changes. These critical issues have been highlighted by the European Commission in its Communication on the future of health care, which stated that the dynamic of the EU health strategy can be summarised by the following relationship⁷. Indeed this has been recently reiterated in the follow-up communication this year.⁸

2 For detailed overview of health aspects of EU enlargement see 'European Health policy Forum recommendations on health and enlargement', adopted November 2002.

3 WHO European Health Report 2002, <http://www.who.dk/europeanhealthreport>

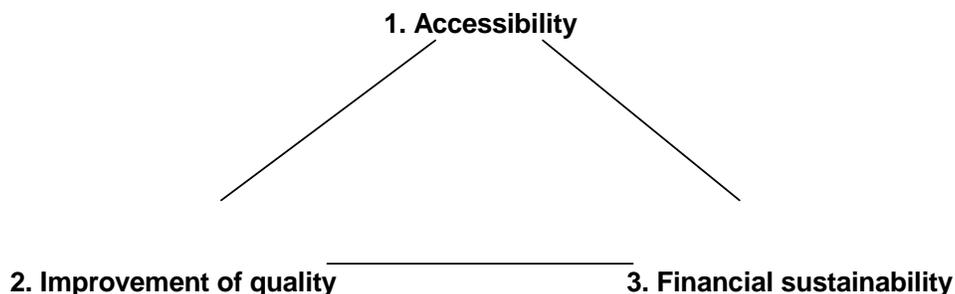
4 WHO European Health Report 2002, <http://www.who.dk/europeanhealthreport>

5 Conclusions of the Health Council, 26 June 2002, <http://ue.eu.int/pressData/en/lsa/71383.pdf>

6 Paragraph 22, final report of the European Convention Working Group on Social Europe, CONV 516/03

7 "The future of health care and care for the elderly: guaranteeing accessibility, quality and financial viability" COM (2001) 723 final

8 "COM (2002) 774 final – conclusions state that " the replies (from the Member States) confirm the usefulness of the three broad objectives of access, quality and sustainability.



The relationship between health and social policy is largely reflected in ‘point one’ of the triangle - accessibility. In short, while the European-level debate over the last 2 years has focussed very largely on ‘point 3’ i.e. the financial sustainability of health, in the EU and Member State context, it is important that the fundamental principles upon which the provision of public health, health promotion and health-care systems are based, are adequately articulated. In order to do this, the necessity of a strong link between EU health and social policy must be clearly stated. Public Health and Health Care systems should reflect the following aspects; accountability to every EU citizen; respect for social equity so that universal access is maintained and; efficiency through genuine organisational innovation, rather than through rationalisation of public health and health care personnel or reduction in working conditions. Outlined below are the foundation stones upon which health in Europe is based.

Principles of health and the Individual

- According to the *World Health Organisation*, health is “*a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity*”.
- The United Nations International covenant on Economic, Social and Cultural Rights recognises; “*the right of everyone to the enjoyment of the highest attainable standard of physical and mental health*”.⁹
- The UN Committee on Social and Economic Rights adopted a General Comment on the right to health in May 2000: “*An inclusive right extending not only to timely and appropriate health care but also to the underlying determinants of health (safe water, housing, food, environment, living/working conditions, information)*”.
- The 1978 Alma Ata Declaration sets out the principle that governments have a responsibility for the health of their citizens including primary health care and that people have the right and duty to participate individually and collectively in the planning and implementation of their health care.¹⁰
- The Ottawa Charter for Health Promotion highlights 5 core tasks for reaching health goals: build healthy public policies, create supportive environments, strengthen community actions, develop personal skills, reorient health services. ¹¹
- The European Social Charter, adopted by the Council of Europe (1961, revised 1996) states that: “*Everyone has the right to benefit from any measures enabling him to enjoy the highest possible standard of health attainable*”.¹²

⁹ Article 12, UN international covenant on Social Economic and Cultural Rights

¹⁰ International Conference on Primary Health Care, <http://www.who.int/hpr/archive/docs/almaata.html>

¹¹ <http://www.who.int/hpr/archive/docs/ottawa.html>

¹² European Social Charter, Article 11 – The right to protection of health <http://conventions.coe.int/treaty/en/treaties/html/163.htm>

Principles of Health and European Union

- Article 152 of the Treaty of the European Union (Amsterdam) 13
- “*Everyone has the right of access to preventative healthcare and the right to benefit from medical treatment under the conditions established by national law and practices*” Charter of Fundamental Rights of the EU, Adopted in Nice, 12/2000¹⁴
- In its official submission to the European Convention, the Health Policy Forum requested the European Convention Working Group on Social Europe: “*To enshrine as a cornerstone of Social Europe, the unique existing principles of health equity and universality of access to health services in Europe, while respecting the right of the Member States to organise and deliver healthcare systems*”.¹⁵

Therefore framing health in the context of social policy is required to ensure that the *accessibility – financial sustainability – quality* triangle remains equilateral and indeed equitable.

Recommendations

- The Intergovernmental Conference (IGC) should include a high-level of human health in Article I-3, Objectives of the Union.
- The EU should commit to implementing the internationally recognised human right to health and the determinants of health.
- The European Commission should identify social policy goals to reduce the proportion of the population that falls behind and the distance that it falls behind.
- The European Commission should address the specific health needs of marginalised and socially excluded groups.

Outlining health and social policy in public health and health care systems

Social Policy and Public Health

The correlation between social exclusion and poor health is well established. People’s lifestyles and the conditions in which they live and work strongly affect their health and longevity. The WHO has identified ten aspects of the social determinants of health which include preventing individuals from falling into long-term disadvantage, the impact of work or unemployment, the importance of early childhood, the role of family and social support, the need for good nutrition, sustainable transport and smoke free and healthy environments.¹⁶ There is evidence that efforts should be made to raise overall prosperity and relative distribution of health.

The *cycle of poverty – ill health – poverty* is based on the following formulation: factors such as inadequate diet, lost opportunities, illiteracy, physical labour and environmental risks lead to ill health. This ill health in turn causes loss of labour, loss of income, and health-care costs, which result in poverty.¹⁷ This, simplified, synopsis of social exclusion underlines the need for adequate social protection measures. The link between health and employment, income support, welfare, housing and education policies is crucial. In the health context this means preventative health strategies, such as health promotion programmes, to offset health inequalities and aimed at health maintenance and improvement. Specifically this means targeting vulnerable, marginalized groupings within society, particularly women.¹⁸

13 “A high level of human health protection shall be ensured in the definition and implementation of all Community policies and activities”.

14 Article 35, EU charter of fundamental rights

15 ‘A Healthy Constitution for Europe’, submitted to European convention on the Future of Europe http://europa.eu.int/futurum/forum_convention/documents/contrib/other/0339_c_en.pdf

16 ‘Social Determinants of Health: the solid facts’ WHO Europe <http://www.who.dk/document/e59555.pdf>

17 International Council of Nurses, Poverty and Health: Breaking the Link

18 Article 34 (3) ‘Social security and social assistance’ of the Charter of Fundamental rights of the European Union makes reference to social protection in case of illness.

In outlining this case, it is important to highlight the positive economic contribution that health promotion strategies can make. In the current EU debate, the potential benefit of investing in public health and promotion is often overlooked or underestimated. Some data exists from the WHO Commission on Macroeconomics and Health¹⁹ and the UK Wanless Report²⁰ of the return on investment of health promotion. Initiatives to reduce smoking, increase physical exercise and alleviate stress and anxiety have led to higher productivity, less absenteeism and better overall health. Effective and well-implemented health and safety policies can reduce work-related accidents and ill health. The cost of work-related illness reaches almost 4 % of GDP across the Union, 500 million working days are lost due to work related accidents and illnesses and specifically stress, anxiety and depression, the reason for 18 % of workplace health problems, costs the EU economy 20 billion Euros per year²¹. Health promotion goals should include empowering individuals to take greater responsibility for their own health through the provision of appropriate key messages, infrastructure and social support. The long-term impact of proactive health promotion and prevention measures can be very positive in maintaining the solidarity-based nature of health-care system management. In other words taking the long-term preventative approach to health will lessen the financial pressures on health systems.

Recommendations

- The European Union should address the inter-linkage between social disadvantage and poor health.
- The European Union should recognise the positive economic contribution of health promotion strategies

Social Policy and Health-Care Systems

The link between social policy and health care systems exists on many levels. At European level Regulation (EEC) No 1408/71, is the clearest example of this link²². However, reconciling national health policy with European obligations remains the most sensitive aspect of this issue. Article 152, paragraph 5 of the EU Treaty states that "*Community action in the field of public health shall fully respect the responsibilities of the Member States for the organisation and delivery of health services and medical care*". However subsequent rulings by the European Court of Justice, in particular the Kohll (C-158/96), Decker (C-120/95) Smits-Peerbooms (C-157/99) and Müller-Fauré cases (C-385/99), have challenged the extent to which the *responsibilities of the member states* takes precedent over internal market regulations. Despite the explicit reference to responsibility, National health systems are not immune from 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 has important consequences at a number of levels; for the organisation of health care services; for the future financing plans and for the mobility of patients. Therefore, drawing and redrawing the fine line between 'economic' and 'non-economic' activity, such as health-care, is what the legal concerns and ECJ judgments are about. Acknowledgements of these ambiguities and attempts to clarify them have started at the European level.²³

¹⁹ WHO Commission on Macroeconomic and Health

http://www3.who.int/whosis/cmh/cmh_report/e/report.cfm?path=cmh,cmh_report&language=english

²⁰ 'Securing our future health: taking a long-term view', an independent review'

http://www.hm-treasury.gov.uk/Consultations_and_Legislation/wanless/consult_wanless_final.cfm

²¹ European Agency for Safety at Work statistics

²² Council Regulation (EEC) No 1408/71 of 14 June 1971 on the application of social security schemes to employed persons and their families moving within the Community

²³ 2002 has seen the Commission Communication on health care and care of the elderly (and follow up), the European Parliament response (Mantovani report on health care and the internal market PE 316.377) and the establishment of the High Level Reflection Group on patient mobility

The General Comment to the 'right to health' adopted in May 2000 by the UN Committee on Social, Economic and Cultural rights, provides 4 key evaluation criteria on health. These could be usefully integrated into national and European policy as indicators:

Availability: functioning public health and healthcare facilities, with sufficient quantity.

Accessibility: no exceptions; no physical, economic, information barriers, principle of non-discrimination to apply.

Acceptability: culturally appropriate and medically ethical procedures and techniques, which improve health.

Quality: medically and scientifically appropriate and of good quality

Recommendations

- In the debate on reconciling national health policy with European obligations, the European Union and its Member States must take as its foundation the principles of availability, universal accessibility, acceptability and quality.
- The European Court of Justice should not in its rulings, formulate health policy. Policy-making is the competence of the Health Council and the Member States.
- The conclusions of the 'high level reflection group on patient mobility', should clearly state that the principle of mobility of patients must not increase/contribute to further health inequalities.
- Recognition at EU level of health care systems as non-economic services of general interest must be forthcoming.

Future Focus

Convention on the Future of Europe and the Intergovernmental Conference (IGC)

The future EU Treaty must put an emphasis and priority on citizens' health. This means that the Convention on the Future of Europe and the subsequent IGC, while recognising that the funding and organisation of health care remains 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 of equal access to health included in the Charter of Fundamental Rights. The goal should be promoting accessible and financially sustainable and high quality healthcare organised on the basis of solidarity. This also means that European policies must measure their impact on national health care systems in order to prioritise the principle of solidarity ahead of competition.

Organisation of health in the EU institutions

The profile of health needs to be raised amongst the institutions and clear leadership provided for a coherent health policy. This means having a Commissioner for Health supported by a Directorate General for Health. The fragmented approach to health issues would end by a re-integration of the policy areas of public health, health and safety at work, social affairs, recognition of health professional qualifications, pharmaceuticals and medical devices and environmental health. These are currently managed by Directorates General SANCO, EMPL, MARKT, ENTERPRISE, DEVELOPMENT, TRADE and ENVT.

In addition, the role of the European Health Policy Forum should be noted as being particularly relevant, due to the broad range of stakeholders represented. In particular, opportunity should be given to the stakeholders to identify and articulate issues, which may not have been identified within the EU's health strategy.

Resources for health at EU level

The level of funding for health at EU level and particularly the new EU Public Health Programme is inadequate. At 312 million Euros over 6 years, this is the equivalent of less than

14 cents per person per year. In the context of the threat of bioterrorism and communicable diseases, such as the SARS epidemic, it is logical that significant emphasis should go towards a surveillance network and the planned European Centre for Disease Prevention and Control. However, a large proportion of the funds from the new Programme will go towards reinforcing cooperation between Member States on these issues and therefore not be available for activities by civil society and the public health community. Advantage needs to be taken of the bridging role that civil society and the public health community plays, in ensuring that socially excluded groups are given a voice. The local community focus of civil society groups is an element that needs to be given particular emphasis. Strengthening the capacity of NGOs to fully participate in EU policy-making related to health must be a key priority.

There should be recognition by the EU budgetary authorities (Council, Parliament) of the economic savings offered by effective health promotion and prevention and realistic, adequate funding should be allocated for public health programmes as an essential strategic investment. Indeed, the Lisbon goals of becoming the most competitive knowledge based economy in the world with sustainable economic growth can only be met if sufficient investment is made in health prevention and promotion.

The EU Public Health Programme must take into account the needs of Europeans with disabilities, many of whom are socially excluded, and are consequently more vulnerable to related health problems, when setting out its agenda. 2003 is European Year of People with Disabilities so now is the right time to address this.²⁴

The human rights of refugees, asylum-seekers and illegal immigrants of access to appropriate and high quality healthcare facilities needs to be safeguarded²⁵. Today, certain Member States have remained neutral in an increasing climate of hostility towards immigrants, inviting medical authorities to re-assess policies regarding illegal immigrants.

The Open Method of Co-ordination, including the definition of common objectives determined at European level and implemented at national level, including the introduction of qualitative and quantitative evaluation indicators and a monitoring and assessment procedure is needed for health policy issues. Member States should be supported in developing innovative approaches to health care policy which aim to preserve solidarity in financing health care, informing citizens about their cross border health care rights, supporting European wide training measures for health care professionals, supporting cross border co-operation between health care institutions and establishing binding and non-binding quality standards in health care.

The European Commission should introduce a rigorous health impact assessment mechanism in order to ensure that a 'high level of health protection is ensured in all EU policies'. Furthermore, the introduction and implementation of health impact assessments at national level should be encouraged.

Criteria need to be outlined to ensure that applied and basic research is conducted in a manner, which promotes the widest possible application of, and access to the findings.

The priority given by the European Union to combating poverty and promoting social inclusion should make access to quality care for all one of the key indicators of success.

²⁴ This point is valid in the general context of social exclusion and disability, but has been specifically referenced by the European Blind Union, which highlights the need for health campaigns and health information to be in formats accessible for blind and partially sighted people. It details how this can be achieved in its working document 'The Access to Information Principles and Guidelines'.

²⁵ European social charter (1996) Article 19 <http://conventions.coe.int/treaty/en/treaties/html/163.htm>

European Policies

The balancing of Economic and Social Policy in the context of health needs to be reflected in commission legislative proposals (European Commission – Green Paper on Services of General Interest).

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

The '*scoreboard on the implementation of the social agenda for social policy*' should make explicit, annual reference to the health status. Recommendations as to how this can be practically achieved should be tabled by the EHPF.

Active support for the social dialogue process as a progressive method of insuring a high level of health must be forthcoming.²⁶

Recommendations

- The Intergovernmental Conference (IGC) must provide the legal basis 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 of equal access to health included in the Charter of Fundamental Rights. The goal should be promoting accessible and financially sustainable and high quality healthcare organised on the basis of solidarity.
- In order to properly assess the link between health and social policy, a Commissioner for Health supported by a Directorate General for Health should be established.
- The Commissioner for Health should formulate a system to allow that European policies measure their impact on national health care systems in order to prioritise the principle of solidarity ahead of competition.
- The EU Public Health Programme funding should be significantly augmented. The EHPF should work to raise awareness of the contrast with resources allocated at EU level for other policies such as scientific research, CAP and in particular subsidies for tobacco farmers in Europe.
- Recognition should be given to, and advantage taken of the bridging role that civil society and the public health community plays, in ensuring that socially excluded groups are given a voice.
- There should be coherence between internal and external policies of the Union. The European Commission should ensure that as the mandated interlocutor for the World Trade Organisation (WTO) negotiations on the General Agreement on Trade in Services (GATS), all requests to third countries in the field of health respect the right of those countries to exempt health from negotiations, based on the rationale of the specificities of health care delivery as used by EU member states.
- The European Commission should give full support to the development of the social dialogue process in the hospital sector in the EU.

It is recommended that this document be reassessed on a biennial basis to incorporate developments in health and social policy, and to reflect the evolution of the European Health Policy Forum.

²⁶ A recent NHS study in the UK showed a marked improvement in patient care due to the introduction of partnership mechanisms between staff and employers. This has also been recognised by the International Labour organisation - www.ilo.org/public/english/dialogue/sector/techmeet/

ANNEX 1: LIST OF SUPPORTING ORGANISATIONS

AER
AESGP
AGE
AIM
ASPHER
BEUC
CHANGE - Lila-Cedius
CPME
EAGS
EATG
EBU
ECH
ECL
EDF
EFA
EFPIA
EGA
EHMA
EHN
EHTEL
EMA
ENSP
EPHA
EPSU
ESMHD
EUCOMED
EUPHA
EUROCARE
EuroHealthNet
EUROPA DONNA
EURORDIS
GAMIAN-EUROPE
GIRP
HAI
HOPE
IAPO
IPPFEN
IUHPE
MHE-SME
PCN
PGEU
Red Cross/EU
UEHP/CEHP
UEMS/EUMS
Youth Forum Jeunesse

7. Joint Declaration of the Union of the Electricity Industry-EURELECTRIC and EPSU/EMCEF on EQUAL OPPORTUNITIES/DIVERSITY

INTRODUCTION

EURELECTRIC and EPSU/EMCEF, representing the employers and trade unions respectively - state their commitment to the construction of a democratic, pluralist, tolerant and o The Social Partners in the electricity industry - the Union of the Electricity Industry-pen Europe which respects the dignity and integrity of all human beings.

EURELECTRIC and EPSU/EMCEF reaffirm that equal opportunities and diversity in working life is one of the main goals in the work of the sectoral social dialogue committee of electricity sector.

The Social Partners recognise that the industry shall not practice discrimination against employees on the basis of age, health, national or ethnic origin, sex, sexual preference, language, religion, opinion, family ties, trade union activity, political activity or any other comparable circumstance.

Employers in the electricity sector uphold the principle of non-discrimination regarding advertising, recruitment and selection. Equally they will uphold the non-discrimination principle in regard to fixed-term and part-time workers.

Diversity in the workforce should be seen as an asset that brings new ideas and perspectives and different behaviour and ways of working. Employee-diversity reflects customer-diversity. To gather together different competences and lifestyles should be seen as a strategic asset to the business development of the sector. Differences create opportunities and should not be considered as a threat.

We recognise that discrimination extends to all spheres of social life and is not limited to the world of work. Combatting discrimination helps to build a more prosperous and healthy society, a necessary prerequisite for the development of a good business environment. The fight against discrimination is therefore a "win-win" strategy that may promote both equity and economic efficiency.

Among the several types of discrimination, equality between sexes and demographic ageing of population are perhaps the most severe problems that our sector will face in the future.

The Social Partners welcome the fact that the European Union has set itself the task of promoting equality between women and men and combatting discrimination. This statement and a follow-up study on diversity are intended to contribute to the promotion of equality between women and men at work.

BACKGROUND

This statement has been drawn up in the context of earlier statements and studies of EURELECTRIC and EPSU/EMCEF such as the 1998 EcoTec study on the impact of restructuring on women; the employment study and joint statement; and ongoing work on life-long learning.

Equal opportunity between women and men at work is a fundamental principle of the European Community. The EU Treaties and equality directives have had an important and innovative role

in the development of equality principles for workers. These include the principle of equal pay for work of equal value and equal treatment in terms of working conditions in employment, career prospects, education, access, and rights at dismissal or conclusion of employment. The European Commission's Annual Equality Reports have highlighted the fact that the equality agenda continues to change.

The Social Partners in the electricity sector welcome the inclusion of equality issues in the European Employment Guidelines. These stress that special measures need to be taken to ensure equality in considering employment. Gender segregation needs to be broken down.

PRINCIPLES

The goal of the Social Partners is to contribute to the achievement of equality of opportunity between women and men. They understand by this that equality of opportunity between women and men in working life exists when women and men have the same formal and practical rights and the same practical opportunities to:

- gain and keep employment;
- be educated so as to develop and be promoted in their work;
- be found in approximately the same proportions in different occupations and level of hierarchy;
- enjoy the same conditions of employment, e.g. equal pay for work of equal value;
- combine employment, family life and civic activities;
- ensure that workplaces, methods of organisation and working conditions in general are adapted to both women and men.

The Social Partners agree that equality is also a matter of democracy at the place of work. Women and men should have the same formal and practical opportunities to take part in and have responsibility for decisions at work. The Social Partners therefore;

- recognise the responsibilities all social partners have to apply and give effect to rights under EU law
- agree that equal opportunities are a vital issue - as such equality of opportunity should be an integral part of the general human resources management of the workforce
- would emphasise the role that access to appropriate child-care provision plays in promoting full participation for both women and men within the work-place. The Social Partners take note of the 1992 EU Child Care Recommendation that Member States act to ensure availability of adequate good quality childcare provisions at affordable prices.

Positions

The Social Partners are committed to a co-operative approach, recognising the complex nature of questions and issues that arise. The following points need to be addressed, not necessarily in any order of priority.

Promoting positive action

- Supporting and encouraging the development of women and men into non- traditional roles, including the development of a more representative workforce at all levels, by promoting positive action.

Training and development

- In the electricity sector one of the major reasons for the persistence of discrepancies between the situation of women and men is vocational segregation on the labour market. The answer to vocational segregation should lie in measures to diversify women's educational and professional choices, in particular through vocational guidance to improve

women's access to new occupations; raising awareness; and providing information and images of women engaged in non-traditional activities, particularly those related to occupations in the energy sector.

- Encouraging and supporting development of flexible training and development to accommodate and maximise the potential of all employees regardless of mode of employment or family responsibilities. In this regard the development of programmes for vocational education and training would have an important role.

Combatting sexual harassment

- Developing comprehensive programmes to prevent sexual harassment at or in relation to work based on the EC Recommendation and Code of Practice on the protection of the dignity of women and men at work; developing appropriate remedies for handling complaints and disputes which arise.

Work-Life balance: employment policies and practices

- Retaining the skills and experience of workers as their family and career commitments develop, by implementing supportive policies and practices which reflect the reality of workers lives. Equal opportunity policy should have the objective of supporting a good balance between working life and family life for both men and women and should also aim to develop the attractiveness of our sector within the society.
- Division of family responsibilities is a key element for the integration of women into the labour market. A key factor for success also lies in the gradual elimination of cultural stereotypes through awareness campaigns to encourage men to carry out more family tasks.
- Encouraging the voluntary adoption of equal opportunity policies

Equal Pay for Work of Equal Value

- Endorsing the principle of equal pay, the social partners will endeavour to ensure application of the principle by electricity companies. Reducing the pay gap between men and women is considered a crucial issue for discussion between the social partners.

Reorganisation

- Initiating the development of methods for creating and applying a gender perspective throughout the process of modernising and restructuring electricity companies.
- Companies and their employees should reflect customers' diversity and the open society surrounding them. To achieve this is essential.
- To promote exchange of information and good practice at electricity company level and raise awareness of discriminatory phenomena among all. The approach to this should be based on trans-national co-operation.
- To encourage the voluntary adoption of diversity and equal opportunities policies.

Ageing

Ageing is a particularly acute problem for the electricity sector. Two factors impact on the issue of ageing of employees. Firstly, the average age of the sector's employees is already higher than in the society in general and in other business sectors, and secondly the evolution of the age pyramid in the European population will make this problem more severe. This trend, coupled with the transformations that the sector is facing, threaten to create a gap between the "required" skills and "acquired" skills of older employees and efforts must be made to avoid this happening.

- To develop training programmes that will increase the “employability” of older employees.
- To encourage employees to develop employment paths based on the recognition of acquired skills and learning.
- To develop practical strategies to make the sector more attractive to younger people.

Work organisation

The Social Partners emphasize that equal opportunities strategies must be developed within the context of new ways of work organisation which:

- use resources efficiently and effectively to deliver quality services;
- maximise the quality, motivation and performance of staff;
- nurture co-operation and break down dysfunctional barriers.

The social partners equally recognise that workers’ social needs and responsibilities as well as their need for employment security form part of the context within which new ways of work organisation are developed.

The Social Partners are committed to co-operating in developing greater awareness and understanding of the diversity of the workforce, especially in relation to areas where skills, qualifications and experience may be underdeveloped

CONCLUSIONS and Recommendations

It is clear from the Commission’s reports into equality issues and our own experience that this must be considered as a long-term issue. EURELECTRIC and EPSU/EMCEF recommend that the social partners at the appropriate level assign a high priority to the issues raised in this declaration.

In order to address the complex issues facing women in the electricity industry, a strategy needs to be adopted at national, regional, sector and company level. The EcoTec report contained a number of recommendations, which formed the basis for the objectives of this joint statement. These objectives and outlined actions can be developed in more detail at sector and company level to form a strategy for achieving gender equality. These actions could comprise networking activities (seminars, conferences etc.), benchmarking, awareness-raising campaigns, partnerships between economic, political and social actors, etc.

A strategy can be implemented as a series of programmes of action with target/completion dates, following consultation and agreement with the relevant Trade Unions and workplace representatives, including, where existing, European works councils.

The new Equal Treatment Directive provides a framework for data-collecting which would allow the social partners to address inequalities. Equality audits are recommended as a particular fruitful way forward, to be discussed between the social partners concerned. They can result in equal opportunity and diversity policies for the company, ensuring they become part of the mission of the company.

EURELECTRIC and EPSU/EMCEF should encourage programmes aiming to increase equal opportunities and diversity. Collective agreements and other initiatives could be among the instruments in this regard. Such considerations include the development of tools and methods necessary to achieve equality.

2003 Actions

- EURELECTRIC and EPSU/EMCEF have decided to continue to work on addressing the issues raised in this statement. A study into diversity issues will be undertaken in 2003.
- The Social Partners will work together to contribute to redressing any gender pay gap.
- EURELECTRIC and EPSU/EMCEF further recommend that the statement be taken as a basis for measures to address equality, diversity and ageing challenges at national and company level.
- Future evaluations are recommended within a time-frame to be decided on by the Social Partners.

8. Joint statement of Eurelectric, EMCEF and EPSU and final report on the study on Life-Long Learning in the electricity sector

Introduction

In the race towards recruiting and retaining the best available workforce in the European electricity industry, continuous training of staff and a proper matching of the skills of workers with the demands of a changing environment are of the utmost importance. In order to preserve itself as an attractive employer, and to maintain its competitiveness, the electricity sector must find suitable ways to ensure that its personnel retains its skills at an appropriate level.

Training policy is an issue which is discussed at the European-level electricity sector social dialogue. This dialogue brings together the social partners EURELECTRIC, representing employers, and EMCEF and EPSU, representing employees.

During 2001, the electricity sector social partners decided to launch a number of common activities to find out more about the area of skills and training of the workforce, in order to reflect on the challenges the industry will face for the future.

The concept of life-long learning was seen as an interesting issue to investigate. Life-long learning is a key tool for the training policies of the electricity sector. It allows company specific policies to be used to tackle the issue of continuous training of staff.

In order to concretise this growing interest, the social partners decided to launch a study on Life-Long learning in the electricity sector. The study was undertaken as a survey among electricity companies in several countries. As a joint effort, the partners drafted a questionnaire to investigate the various aspects of life-long learning and the associated policies. The questionnaire was sent to European electricity companies and answers were collected during 2002. The analysis of the questionnaires was outsourced to Syndex SA, a French labour relations consultancy.

Conclusions

In a separate process, the social partners have drawn conclusions for the future on the basis of the study. According to those conclusions the main outcomes of the study are.

There is agreement on the importance of life-long learning between the social partners. The following statement was widely supported:

"All learning "from cradle to grave", from the early years through adult life - including the Third age - encompassing a common core of knowledge and skills which goes beyond basic numeracy and literacy. Not only about employment-related skills, but also about updating all kinds of abilities, interests, knowledge and understanding throughout life. All kinds of learning, including non-formal, such as acquiring vocational skills at the workplace or language skills from participating in a study circle organised by an NGO and informal skills, such as learning how to play football or an instrument together with friends. Therefore, lifelong learning can be defined as "all purposeful learning activity, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence".

- Changes in the electricity sector (liberalization, competition, introduction of new technologies, etc) have produced changes which have impacted on employees. Transformation is seen in emerging skill gaps between qualifications of employees and new needs of the companies.

Not only older employee populations are faced with this problem since the younger employee population have fewer professional skills; and the female population are not often encouraged by formal equal opportunities policies.

The skills gaps, focus – among other things – on the issue of training in a new broader framework.

- One other conclusion is that specifically concerning the older part of the employee population. Less than 30 percent of the companies in the survey have special programmes to encourage the older employee population to get involved in mobility programmes.

From the Ecotec survey we have learned, that up until now, companies in the sector have managed staff reductions in a socially responsible manner. The social partners agree that restructuring in the European Union electricity industry should continue to take place with respect for social standards as laid down in relevant legislation and collective agreements and be realised in a socially responsible manner. This strategy has in some countries been supported by government policies concerning solutions involving early or partial retirement.

It is clear that in the future there will be far less resources to support early retirement. This is due to the high costs resulting from the evolution of the age pyramid. The strategy might also contribute to an erosion of certain skills and expertise with workers leaving the sector.

The question of internal and external mobility of older employees is therefore becoming a major challenge for companies in the sector and requires investment supporting mobility through programmes for skills and learning both formal, non-formal and in-formal. This type of investment supports not only mobility but also employment security.

- The impact of change and restructuring in the European electricity sector on the social and professional situation of women is not clearly identified although there is a joint study: "The Impact of Restructuring on Women in the Electricity Industry (1998)".

The industrial electricity sector is marked by a very low level of female employment and this rate does not seem to have changed for several years. The professional sector is still heavily based on the inequality of the sexes, women being employed mainly in HR management, administration, secretarial and sales.

The facts show that men still have easier access than women to internal and external training. In many companies in the sector there is a growing awareness that the under-representation of female employees could adversely affect the performance of the industry, particularly as in the near future, electricity companies will be faced with a growing need to adapt to the increasing pressures of competition when it comes to recruitment.

- The study indicates that young workers entering the industry while being well qualified in certain respects, often lack skills in areas important for the electricity companies. The opportunities for young workers to commence as apprentices re-main important. Not many collective and other agreements deal with this however. A effort of the social partners to examine this is recommended.
- The results of the study show that there is a lot of good practice at the European level on the implementation of action for lifelong learning and training. Particularly on the following main aspects: optimisation of access conditions for the tar-get populations to lifelong education and training and the development of efficient teaching and training methods. A genuine interest is shown from all parties in improving the status, quality and recognition of learning on the job and in the community. There is also an awareness of the need to support the introduction of new learning methods.

It is necessary to compensate more theoretical methods of teaching and training through the acquisition of skills, making it possible to act with full knowledge in their professional as well as social and personal lives.

Learning is first of all an interactive, group activity, in which learners take personal responsibility for the gaining of knowledge, with the support of resource providers; teachers, instructors or colleagues. This type of learning is nothing new, but its appropriateness and value remain underestimated.

According to the study training has commenced in a minority of companies through a process of collective agreement. . There is a clear task for companies together with local trade unions to consider training and life-long learning in their joint approaches to the challenges facing the sector.

Recommendations:

On the basis of the study report and the above conclusions the social partners will continue to monitor the needs for life-long learning. EURELECTRIC, EMCEF and EPSU are, for the benefit of companies and employees, committed to explore jointly ways to provide in-formation concerning those needs. As a part of those efforts the social partners propose a joint workshop to explore the needs for life-long learning focusing on learning from good practices.

EPSU, EMCEF and EURELECTRIC recommend that the social partners at local, sectoral and national level explore what is possible to improve situation and establish further frameworks on training and life-long learning.

The project Life-Long learning in the Electricity Sector was partly financed by the European Commission B3-4000 budget line, which includes funds made available by the Commission to the European-level social dialogue. The social partners EURELECTRIC, EMCEF and EPSU wish to express their gratitude to the European Commission for financially allowing this study to be undertaken.

Brussels March 2003

EURELECTRIC
EMCEF EPSU
EPSU

9. Work Programme Sectoral Social Dialogue Committee Electricity 2004-2005

Status of document: Agreed during the plenary session of the sectoral social dialogue committee electricity
15 December 2003.

Dates already foreseen

- Plenary 22 June and 15 December
- Work groups 16 March and 15 October

Issue		How	Dates
Equality and diversity; evaluation of use of joint statement	Equality project formulated and subsidy approved by Commission	Survey of workers and managers (see method used for skill needs project).	<ul style="list-style-type: none"> ➤ Ongoing in 2004 ➤ Meetings of the Steering Committee linked to planned workgroups.
	Steering Committee meets 2-3x times to accompany the project and encourage participation.	Companies included	<ul style="list-style-type: none"> ➤ Presentation of results Workshop/ Conference in November ?
	Work shop at end of project	University of Cardiff Selected companies	<ul style="list-style-type: none"> ➤ Discussion of conclusions/ recommendations plenary 15 December
Skill needs project	Project ended. (survey, study)	Translation of executive summary.	Meeting of drafting group.
	Finalising: Agreeing the conclusions, recommendations, use of the study (secretariat and steering committee)	Joint statement.	Workgroup 1 March to have discussion (agree ?)
		Approaching social partners, Member States, EU institutions.	Formal agreement plenary June
		Publication, press ? Follow up to be decided – second ½ of 2004 or 2005 ?	
Enlargement project	Project ended. (3 regional conferences)	Guide on best practice (experts to draft)	Steering committee, experts in February ?
	Finalising: Agreeing the conclusions, recommendations, use of the analysis (secretariat and experts)	Joint statement, Approaching social partners, Member States, EU institutions Publication, press	Workgroup 1 March
Security of Supply	Discussion on developments regarding security of supply	Comparing positions of the social partners to establish if there is a basis for further joint work	Expert group before summer
		Representing a joint voice of the sector	Results to be presented to Work group 15 October ? for consideration if we continue
		Limited number of experts on both sides	
Employment	Commission to update study	Update of existing study	Commission to initiate the study
	Joint statement September 2002 (Budapest) foresaw a joint approach towards Commission: update on study, taking account of new member states	Joint demand to be formulated	Joint demand to be approved 1 March
Social implications of EU	Several new directives	Joint demand to be	Joint demand to be agreed

energy policies impacting on the sector	have appeared over the last few years. Some with possible negative, some with possible positive social/ employment consequences.	formulated.	1 March Commission to carry out the impact assessment
EU-Russia dialogue	Energy Important background to the work of the SD committee to understand how these factors/ trends impact on the sector Social dimension of the EU-Russia Energy Dialogue; Social implications of the interconnection; Representation to	Delegation of the sectoral social dialogue committee to meet with Russian counterparts. 2 day visit ?	Second half of 2004 In principle agreed, practicalities to be considered. Commission to invite social partners
Health and Safety	Original health and safety statement of 1996; to be considered if statement needs updating in light of new directives; enlargement;	Health and safety experts	After 1 March Working group
Corporate Responsibility, including corporate restructuring	Social - issue of stress Many companies consider policies on this	Eurelectric to formulate more exactly what is proposed. Unions stated positive attitude	In principle agreed. Terms of reference to be decided. Representative of Commission to be invited to plenary to introduce CSR. Overview of what is taking place in companies.

10. Coalition for Green and Social Procurement Members

		 The Platform of European Social NGOs	 European Disability Forum	
	Coalition for Green and Social Procurement			 European Fair Trade Association
				
				
				 INTERNATIONAL FEDERATION FOR ALTERNATIVE TRADE

For more information:

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 EUROPEAN FAIR TRADE ASSOCIATION, Mariano Iossa, advocacy@eftadvocacy.org
 CLIMATE ACTION NETWORK EUROPE, Rob Bradley, rob@climnet.org
 CLIMATE ALLIANCE, European Secretariat, Dr Andreas Kress, a.kress@klimabuendnis.org
 FAIR TRADE LABELLING ORGANISATION INTERNATIONAL, Network of European World Shops,
 INTERNATIONAL FEDERATION FOR ALTERNATIVE TRADE, Mariano Iossa, advocacy@eftadvocacy.org
 OXFAM, P Bloomer, pbloomer@oxfam.org.uk
 EUROROCITIES, Eva Schultz, e.schultz@eurocities.be
 CLEAN CLOTHES CAMPAIGN, Carole Crabbé, carole.crabbe@mdmoxfam.org

 <p>www.epsu.org Tel: + 32 2 250 10 80 Fax: + 32 2 250 10 99 jwgoudriaan@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>www.eeb.org Tel. +32 2 289 13 00 Fax. +32 2 289 10 99 karola.taschner@eeb.org</p>	<p>The European Environmental Bureau (EEB) is a federation of 140 environmental citizens organisations based in all EU Member States and most Accession countries, as well as a few neighbouring countries.</p> <p>These organisations range from local to national to European and international. The aim of the EEB is to protect and improve the environment of Europe and to enable the citizens of Europe to play their part in achieving that goal.</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>European Disability Forum</p>  <p>www.edf-feph.org Tel: +32 2 282 46 00 Fax: +32 2 282 46 09 membership@edf-feph.org</p>	<p>The European Disability Forum (EDF) is a European umbrella organisation with 70 European NGOs and 17 National Councils from all of the EU and EEA as members.</p> <p>EDF represents the interests of 37 million disabled citizens in the EU and EEA. Our mission is to advance disabled people's human rights and promote equal opportunities in the EU Institutions and Member States in accordance with principles of non-discrimination.</p>
 <p>www.greenpeace.org Tel: +32 2 274 19 00 Fax: +32 2 274 19 10 andy.tait@uk.greenpeace.org</p> <p>ludovic.frere@diala.greenpeace.org</p>	<p>Greenpeace is an independent, campaigning organisation that uses non-violent, creative confrontation to expose global environmental problems, and force solutions for a green and peaceful future.</p> <p>Greenpeace's goal is to ensure the ability of the Earth to nurture life in all its diversity.</p>
 <p>www.wwf.org Tel: +44 1483 42 6444 Fax: +44 1483 42 6409 brichards@wwf.org.uk</p>	<p>The mission of WWF is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by:</p> <ul style="list-style-type: none"> - conserving the world's biological diversity, - ensuring that the use of renewable resources is sustainable, and - promoting the reduction of pollution and wasteful consumption. <p>WWF's ultimate goal is to stop, and eventually reverse, the accelerating degradation of our planet's natural environment, and to help build a future in which humans live in harmony with nature.</p>



SOLIDAR is an independent international alliance of non-governmental organisations (NGOs) working in development and humanitarian aid, social policy and social service provision.

www.solidar.org
Tel: +32 2 500 10 20
Fax: +32 2 500 10 30
suzy@solidar.org

SOLIDAR promotes economic and social justice in Europe and worldwide by working in alliance with trade unions and organisations of the labour movement. The 32 member organisations are active in over 90 countries.



Oxfam International **is a confederation of 12 organizations working together in more than 100 countries to find lasting solutions to poverty, suffering and injustice.**

www.oxfaminternational.org
Tel: +32.9.218 88 63
Fax: +32.9.218 88 77
pbloomer@oxfam.org.uk

Oxfam International seeks increased worldwide public understanding that economic and social justice is crucial to sustainable development. Oxfam affiliates are strategic funders of development projects; providing emergency relief in times of crisis; and campaigning for social and economic justice.



The European Fair Trade Association **is a network of 11 Fair Trade organisations in 9 European countries which import Fair Trade products from some 575 economically disadvantaged producer groups in Africa, Asia and Latin America.**

www.eftafairtrade.org
Tel: +32.2.213 12 46
Fax: +32.2.21312 51
Efta@eftadvocacy.org

EFTA members trades with marginalised producers and workers in developing countries in order to help them move from a position of vulnerability to security and economic self-sufficiency; it also plays an active role to achieve greater equity in international trade.



KLIMA-BÜNDNIS
ALIANZA DEL CLIMA e.V.

The Climate Alliance **is an association of European cities and municipalities that have entered into a partnership with indigenous rainforest peoples. Our common objective is to preserve the global climate.**

www.klimabuendnis.org
Tel: +49 69 717139-0
Fax: +49 69 717139-93
Europe@klimabuendnis.org

The Climate Alliance has convinced more than 1000 European cities and municipalities of the need to engage in climate protection and has welcomed them as members. These represent more than 12% of the inhabitants of the EU. Our indigenous partners are represented by COICA, the coordinating body for the indigenous peoples' organizations of the 9 countries of the Amazon basin.



www.cleanclothes.org
Tel: +32 10 43 79 50
Fax: +32 10 43 79 69
ccc@xs4all.nl
carole.crabbe@mdmoxfam.be

The Clean Clothes Campaign (CCC) **is a coalition of trade unions, consumer organizations, researchers, human rights organizations, womens' organizations and other organizations that aims to improve working conditions in the global garment industry.**

Started in 1989 in the Netherlands, the CCC has since spread to 11 other European countries. This European coalition is backed up by a global network of partners in countries where garments are produced.



www.ifat.org
Tel: +44 1869 24 9819
Fax: +44 1869 24 6381
Info@ifat.org.uk

The International Federation for Alternative Trade **is a global network of over 160 Fair Trade organisations in more than 50 countries.**

It aims to improve the livelihoods of disadvantaged people in developing countries and to change the unfair structures of international trade. It achieves this by linking and promoting the organisations that practice Fair Trade.

 <p>NETWORK OF EUROPEAN WORLD SHOPS www.worldshops.org Tel: +32 2 213 12 33 Fax: +32 2 213 12 51 Info@worldshops.org</p>	<p>The Network of European World Shops consists of 15 national World Shop associations in 13 different countries all together representing about 2,500 World Shops in Europe.</p> <p>NEWS! promotes co-operation between World Shops all over Western Europe, by initiating joint campaigns, co-ordinating Europe-wide activities and facilitating members' networking. World Shops are shops specializing in sales of Fair Trade products and in raising consumers' awareness over responsible consumption.</p>
 <p>www.climnet.org Tel: +32 2 229 52 20 Fax: +32 2 229 52 29 rob@climnet.org</p>	<p>Climate Action Network Europe (CAN Europe) is a coordinating office, based in Brussels, for environmental groups in Western Europe working on climate change issues. Formed in 1989, it was the first node of the global Climate Action Network, which unites 341 non-governmental organizations with over 10 million members.</p>
 <p>www.eurocities.org Tel: +32 2 552 08 64 Fax: +32 2 552 08 89 e.schultz@eurocities.be</p>	<p>EUROCITIES is a European network representing the public authorities of more than 100 major cities and more than 100 million inhabitants in the current and future EU Member States. Membership is open to democratically elected local governments in cities, which should be important regional centres with an international dimension and/or a population of more than 250 000.</p> <p>EUROCITIES engages in dialogue with the European institutions, in order to ensure that the role and responsibilities of cities are taken into account in the development of EU policies and legislation. The association also works to promote trans-national partnerships and Europe wide campaigns.</p>
 <p>www.fairtrade.net Tel: +49 228 949 230</p>	<p>FLO International is the international umbrella organization of 17 national labeling initiatives for Fair Trade and responsible for the certification and registration of producer organizations and traders in around 60 countries all over the world, based on Fairtrade Standards.</p> <p>Fax: +49 228 242 1713 coordination@fairtrade.net</p>

11. Industrial action / support and solidarity message – EPSU 2003

Date	Country	Background	Type of EPSU action <i>(letter of protest/of support, web, info affiliates)</i>	Action <i>(what do we call for)</i>	Sent to <i>(union / government / EU...)</i>	Related matters	Result of action <i>(amendment of law, pay increase, release, etc)</i>
12-02-2003	Belgium	Gazelco and other unions on strike in Electrabel (Suez) Employer not respecting agreements over redundancies	Letter of support	No forced redundancies	Gazelco	Raised in EWC 24 Jan and direct by EWC Secret.	
8/9/2003	Bosnia and Herzegovina	SEER union seeks support for discussions with government (restructuring of industry)	Letter of protest	Seek discussions, guarantee social rights	Government; parliament; EU joint delegation EP; Commission; affiliated unions	Asked De Palacio for meeting to discuss situation in CEEC	
30-6-2003	Bulgaria	Podkrepa and CUTUB energy unions asked for support as government did not wish to discuss negotiate over protection for workers in case of restructuring/ privatisation	Letter of protest	Seek discussions; Guarantee social rights	Government; parliament; EU joint delegation EP; Commission; affiliated unions		Response of Commission indicative of support; Adoption in parliament of memorandum of understanding; unions satisfied.
30-01-2003	Croatia	The Union of Autonomous Trade Unions of Croatia (UATUC) has called for protest actions in February. Opposition to Croatian government plans for a major review of the labour law which would lead to deterioration of working conditions	Letter or protest webpublication	Stop downward trend Enter into dialogue with unions	Government	27 February 2003 public action planned (all conf. Together, email 14 Feb 2003)	

Date	Country	Background	Type of EPSU action (<i>letter of protest/of support, web, info affiliates</i>)	Action (<i>what do we call for</i>)	Sent to (<i>union / government / EU...</i>)	Related matters	Result of action (<i>amendment of law, pay increase, release, etc</i>)
11-04-2003	Europe	USF and other European civil service unions strike to counter pressure of Council and Commission to weaken Statute	Letter of solidarity	Respect of agreement reached; not to weaken workers' rights; modernisation not used as alibi	USF	11 April ST Com utilities cancelled not to cross picket line	Further strike 20 May
May	Greece	Adedy on strike (pay and conditions)	Letter of solidarity		Adedy		
4-11-2003	Greece	General strike 4 November	Letter of solidarity	New pay system, public service workers	Adedy		
07-02-2003	Italy	4 h strike of electricity workers to stop sale of companies of ENEL; over public service; respect for contracts; maintenace, development	Letter protest; Pub on web; email to energy list	Resume dialogue We asked colleagues to also send letters	Minister Marzano; cc. Unions including UILCEM	FLAEI doing research with PSIRU on outsourcing effect on safety; several other reports on outsourcing and effects last month	
May 2003	Italy	15 May demonstration 19 May strike action	Letter of Solidarity		CGIL, CISL	High turn out in strike	
October 2003	Italy	24 October general strike	Letter of solidarity	Pension plans of government; demand for social dialogue	CGIL, CISL		
9-05-2003	Norway	2h strike against privatization of shares in Hafslund by Oslo	Letter of solidarity		NKF, EI+IT	NITO supports the strike	
16-01-2003	Slovakia	Draconian and unilateral labour code proposals of Government.	Letter of protest	Withdraw proposals Start Dialogue	President, Prime Minister, Chair of the National Council		
07-04-2003	Spain	Peace demonstration and strike against war in Iraq, 10 April	Letter of solidarity		President Union	Italian action 12 April	Feed back: 70% participation
24-04-03	Sweden	Strike for decent pay increase 23 April 2003	Letter of solidarity		Kommunal President	EPSU main demand	Follow up message of support 15 May

Date	Country	Background	Type of EPSU action <i>(letter of protest/of support, web, info affiliates)</i>	Action <i>(what do we call for)</i>	Sent to <i>(union / government / EU...)</i>	Related matters	Result of action <i>(amendment of law, pay increase, release, etc)</i>
						coordination of collective bargaining	(by EPSU CB Conference
06-10.10.03	Turkey	March to protest at non-payment of wages	Letter of solidarity and letters to Government	Government has to ensure wages paid; in long-term it should be responsible for the pay of municipal workers	Tum Bel-Sen PM, Minister, President		
03-11-2003	UK	Strike action considered at Shellafield nuclear power	Letter of solidarity	Shift allowance agreement not respect by employer.	Amicus GMB		

12. Lists of Committees Members

EXECUTIVE COMMITTEE/COMITÉ EXÉCUTIF
COMITÉ EJECUTIVO/EXEKUTIVAUSCHUSS/EXEKUTIVKOMMITTÉN

COUNTRY	TITULAR	M/F	SUBSTITUTE	M/F
NOMINATIONS AS PER PARAGRAPH 4.3.2 OF THE EPSU CONSTITUTION				
PRESIDENT	SALFI Anna (FP-CGIL)	F		
VICE PRESIDENTS	<ul style="list-style-type: none"> • PRENTIS Dave (UNISON) • PERRET Anne-Marie (FGF-FO) 	M F		
GENERAL SECRETARY	FISCHBACH-PYTTEL Carola	F		
DEPUTY GENERAL SECRETARY	GOUDRIAAN Jan Willem	M		
AUSTRIA	HOLZER Richard (GÖD)	M	HUNDSTORFER Ruldof (GdG)	M
BELGIUM	LIEBEN Gilbert (CGSP)	M	BIAMONT Guy (CGSP Ministères)	M
BULGARIA	KOKALOV Ivan (FTUHS)	M	PARTENIOTIS Ioanis (FCIWSW)	M
CROATIA	OSTRIC ANIC Ljiljana (TUWHS)	F		
CYPRUS	HADJIPETROU Glafkos (PA.SY.DY)	M	THEOPHANOUS Petros (FPSEC-SEK)	M
CZECH REPUBLIC	SCHLANGER Jiri (TUHSSC)	M		
DENMARK	KRISTENSEN Dennis (FOA) WALDORFF Peter (HK Stat/StK)	M M	NIELSEN Joan Wandahl (KKF) RASMUSSEN Mogens Kring (AC/DJøF)	F M
ESTONIA	LIIVAMÄGI Kalle (ROTAL)	M	SCHMIDT Uille (ETTAL)	F
FINLAND	SANTAMÄKI-VUORI Tuire (KTV) KRATS Matti (PARDIA)	F M	MALMSTRÖM Eila (SOSTL) LAITINEN-PESOLA Jaana (TEHY)	F F
FRANCE	1 st two years: BOISSON Michel (CFDT) 2 nd two years: BUTOUR Jean-Louis (UGFF CGT)	M M	1 st two years: COANET Philippe (CGT Serv. Public) 2 nd two years: MARTIN Patrick(CFDT)	M M
GERMANY	BSIRSKÉ Frank (Ver.di) ZAHN Christian (Ver.di) POLZER Ursula (Ver.di)	M M F	KUNKEL-WEBER Isolde (Ver.di) Dr. MONTGOMERY Frank Ulrich (Marburger Bund) MARTIN Kurt (Ver.di)	F M M
GREECE	PAPASPYROS Spyros (ADEDY)	M	VOUTOS Panagiotis (ADEDY)	M
HUNGARY	GÁL Rezső (VDSZSZ)	M	CSER Agnes (EDDSZ)	F
ICELAND	JÓNASSON Ögmundur (BSRB)	M	ANDRESSON Jens (BSRB)	M
IRELAND	McLOONE Peter (IMPACT)	M	HORAN Blair (CPSU)	M
ITALY	TARELLI Rino (FPS-CISL)	M	ARMUZZI Laimer (FP-CGIL)	M
LATVIA	RUDZITE Ija (LMWTU)	F	ZARKEVICHIA Kornelia (LAKRS)	F
LITHUANIA	PETRAITIENE Irena (TU SW)	F	NEMANIUS Romualdas (LVPF)	M

COUNTRY	TITULAR	M/F	SUBSTITUTE	M/F
LUXEMBOURG	JUNGEN Tom (OGB-L)	M	TURPEL Justin (CGT-L)	M
MALTA	ATTARD SULTANA Josephine (GWU)	F	CINI Rudolph (MUMN)	M
NETHERLANDS	VAN PIJPEN Jenneke (AbvaKabo FNV)	F	KOESLAG Paul (CNV Publieke Zaak))	M
NORWAY	DAVIDSEN Jan (NKF)	M	LILLEHEIE Turid (NTL)	F
POLAND	GREGER Jadwiga (Health - Solidarnosc)	F	WIELGUS Jerzy (Public Services - Solidarnosc)	M
PORTUGAL	1 st year: NOBRE DOS SANTOS J. (SINTAP) 2 nd year: BRAZ Francisco (STAL) 3 rd year: BETTENCOURT Leodolfo (STE) 4 th year: BRAZ Francisco (STAL)	M M M	1 st year: BRAZ Francisco (STAL) 2 nd year: BETTENCOURT Leodolfo (STE) 3 rd year: STAL 4 th year: NOBRE DOS SANTOS J. (SINTAP)	M M
ROMANIA	DIACONU Ioan (UNIVERS)	M	LUHA Eugen Gheorghe (GAZ Rom)	M
SLOVAKIA	KUZMOVA Vlasta (STUWS)	F		
SLOVENIA	LEKSE Nevenka (TUHSS)	F	DOLAR Franc (SDE Slovenije)	M
SPAIN	1 st two years: ALENDE María José (FES-CC.OO) 2 nd two years: LACUERDA Julio (FSP-UGT)	F M	1 st two years: LACUERDA Julio (FSP-UGT) 2 nd two years: ALENDE María José (FES-CC.OO)	M F
SWEDEN	THÖRN Ylva (KOMMUNAL) EFRAIMSSON Inger (SKTF) CARNHEDE Annette (ST)	F F F	RUDEN Jan (SEKO) FERNVALL Eva (Vårdforbundet) JOHANSSON Christine (SSR)	M F F
SWITZERLAND	SCHUEPP Doris (VPÖD/SSP)	F		
TURKEY	NN (Genel-Is)		BAYKARA Vicdan (Tüm Bel-Sen)	F
UK	PRENTIS Dave (UNISON) REAMSBOTTOM Barry (PCS) THURSTON Jenny (Prospect) GRAHAM Mick (GMB)	M M F M	GILCHRIST Andy (FBU) BAUME Jonathan (FDA) BREWER Sheelagh (RCN) KAUFMAN Chris (TGWU)	M M F M
PSI	ENGELBERTS Hans	M	LEATHER Alan	M
AS PER PARAGRAPHS 4.3.2 & 4.4.3 OF THE PROPOSED AMENDMENTS TO THE EPSU CONSTITUTION: 1 ADDITIONAL WOMEN'S SEAT PER CONSTITUENCY				
Denmark, Norway, Sweden, Finland, Iceland	STAGNES Tove (Fagforbundet)		LAITALA Pirjo Riitta (SUPER)	
UK, Ireland	SNAPE Liz (UNISON)		CARNEY Chris (IMPACT)	
Germany	MORGENSTERN Vera (Ver.di)		WOLFSTÄDTER Alexa (Ver.di)	
Benelux, France	JANNIN Marie-Christine (CFDT Santé Sociaux)			
Austria, Switzerland, Czech Republic, Slovak Republic, Hungary, Slovenia, Croatia	SALOMON Eva (GÖD)			

COUNTRY	TITULAR	M/F	SUBSTITUTE	M/F
Estonia, Latvia, Lithuania, Poland, Romania, Bulgaria, Turkey	PETRAITIENE Irena (LTUSW)			
Italy, Spain, Portugal, Malta, Greece, Cyprus				
AS PER PARAGRAPH 4.3.2 OF THE EPSU CONSTITUTION CHAIRS OF THE STANDING COMMITTEES, WITH THE RIGHT TO SPEAK ONLY				
Health and Social Services	JENNINGS Karen (UNISON)			F
Local and Regional Government	BÆRLAND Finn (NKF)			M
National and European Administration	WALDORFF Peter (HK Stat/Stk)			M
Public Utilities	BERNI Giacomo (FNLE-CGIL)			M
OBSERVERS				
EUROCADRES	CHURCHARD Alan (PCS)	M		
USF	FERNANDEZ-CAMACHO Jose	M	BERTZELETOLI Tina	F

STEERING COMMITTEE/COMITÉ DIRECTEUR
COMITE DIRECTIVO/LENKUNGSAUSSCHUß/STYRKOMMITTEN

CONSTITUENCY	TITULAR	M/F	SUBSTITUTE	M/F
PRESIDENT	SALFI Anna (FP CGIL)	F		
VICE PRESIDENTS	<ul style="list-style-type: none"> • PRENTIS Dave (UNISON) • PERRET Anne-Marie (FGF-FO) 	M F		
GENERAL SECRETARY	FISCHBACH-PYTTEL Carola	F		
DEPUTY GENERAL SECRETARY	GOUDRIAAN Jan Willem	M		
Austria, Croatia, Czech Republic, Slovak Republic, Hungary, Slovenia & Switzerland	SCHLANGER Jiri (STUHSS) LEKSE Nevenka (TUHSS)	M F	HOLZER Richard (GÖD)	M
Belgium, the Netherlands, France & Luxembourg	VAN PIJPEN Jenneke (AbvaKabo FNV) JANNIN Marie-Christine (CFDT))	F F	LIEBEN Gilbert (CGSP-ALR) BOUVERET Lise (CGT)	M F
Denmark, Finland, Norway, Sweden & Iceland	SANTAMÄKI-VUORI Tuire (KTV) THÖRN Ylva (KOMMUNAL) DAVIDSEN Jan (NKF)	M F M	KRATS Matti (PARDIA) EFRAIMSSON Inger (SKTF) WALDORFF Peter (HK/Stat)	M F M
Estonia, Latvia, Lithuania, Poland, Bulgaria, Romania & Turkey	1 st two years: GREGER Jadwiga (Health Solidarnosc) NN 2 nd two years: LIIVAMÄGI Kalle (ROTAL) NN	F M	1 st two years: LIIVAMÄGI Kalle (ROTAL) NN 2 nd two years: GREGER Jadwiga (Health Solidarnosc) NN	M F
Germany	BSIRSKE Frank (Ver.di) ZAHN Christian (Ver.di) POLZER Ursula (Ver.di)	M M F	KUNKEL-WEBER Isolde (Ver.di) Dr. MONTGOMERY Frank Ulrich (Marburger Bund) MARTIN Kurt (Ver.di)	F M M
Italy, Spain, Portugal, Cyprus, Greece & Malta	TARELLI Rino (FPS CISL) ALENDE Maria José (FES CC.OO)	M F	NOBRE dos SANTOS Jorge (SINTAP) ATTARD SULTANA Josephine (GWU)	M F
UK & Ireland	PRENTIS Dave (UNISON) REAMSBOTTOM Barry (PCS) THURSTON Jenny (Prospect)	M M F	SNAPE Liz (UNISON) McLOONE Peter (IMPACT) GRAHAM Mick (GMB)	F M M
PSI	ENGELBERTS Hans	M	LEATHER Alan	M

GENDER EQUALITY COMMITTEE

CONSTITUENCY	♀	♂
Austria, Croatia, Czech Republic, Slovak Republic, Hungary, Slovenia & Switzerland, Croatia	SALOMON Eva - GÖD	HOLZER Richard - GÖD
Belgium, the Netherlands, France & Luxembourg	PERRET Anne-Marie - FGF-FO	LIEBEN Gilbert- CGSP-ALR
Denmark, Finland, Norway, Sweden & Iceland	JOHANSEN Gunhild - NKF	WALDORFF Peter - HK-stat
Estonia, Latvia, Lithuania, Poland, Bulgaria, Romania & Turkey	PETRAITIENE Irena - LTUSW	LIIVAMÄGI Kalle - ROTAL
Germany	MORGENSTERN Vera - Ver.di	ZAHN Christian - Ver.di
Italy, Spain, Portugal, Cyprus, Greece & Malta		
UK & Ireland	SNAPE Liz - UNISON	McLOONE Peter - IMPACT
EPSU facilitators	FISCHBACH-PYTTEL Carola SALSON Nadja	

STANDING COMMITTEE ON HEALTH AND SOCIAL SERVICES

COUNTRY	TITULAR	M/F	SUBSTITUTE	M/F
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	2 nd two years: JANNIN Marie-Christine (CFDT)	F	2 nd two years: ROS Marie-Claire (FO Santé Sociaux)	F
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	HAMMERSCHLAG Lutz (Marburger Bund)	M	GOLDBECK Uwe (Ver.di)	F
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IRELAND	CALLINAN Kevin (IMPACT)	M		
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LITHUANIA	BAUBLYTE Aldona (LSADPS)	F	LAURINAITIS Jonas (LSADPS)	M
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MALTA				
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	DI PAOLO SANDBERG Liza (KOMMUNAL)	F	LYCKEUS Carin (Vårförbundet)	F
SWITZERLAND				
TURKEY	Tüm Sosyal-Sen			
UK	RICHARDS Jon (UNISON)	M	GLOVER Warren (CSP)	M
	JENNINGS Karen (UNISON)	F	BREWER Sheelagh (RCN)	F

STANDING COMMITTEE ON NATIONAL AND EUROPEAN ADMINISTRATION

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CYPRUS	HADJIPETROU Glafkos (PA.SY.DY)	M		
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ESTONIA	LIIVAMÄGI Kalle (ROTAL)	M	SOORD Siiri (ROTAL)	F
FINLAND	VINGISAAR Jaan (VTY)	M	WETTERSTRAND Harri (PARDIA)	M
FRANCE	1 st two years: LABASQUE Yves - MARTIN Patrick (CFDT) 2 nd two years: BUTOUR Jean-Louis (UGFF-CGT)	M M	1 st two years: PERRET Anne-Marie (FGF-FO) 2 nd two years: PERRET Anne-Marie (FGF FO)	F F
GERMANY	FRANKE Elisabeth (Ver.di) TBC (Ver.di)	F M	RAEDER Evelyn (Ver.di)	F
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IRELAND	Blair HORAN (CPSU)	M		
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NORWAY	TOLG Berit (LO Stat)	F	KROGH Berit ASKER (NTL)	F
POLAND				
PORTUGAL	NOBRE DOS SANTOS Jorge (SINTAP)	M	PEREIRA Jorge (STE)	M
ROMANIA	SOMLEA David (USFVR)			
SLOVAKIA				
SLOVENIA				
SPAIN	PUIG Marta (FSAP-CC.OO)	F	BOHORQUEZ Javier (FSP-UGT)	M
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SWITZERLAND				
TURKEY				
UK	CHURCHARD Alan (PCS) THURSTON Jenny (IPROSPECT)	M F	BAUME Jonathan (FDA)	M
Union Syndicale	SERGIO Giovanni	M	FERNANDEZ-CAMACHO José	M

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FRANCE	1 st two years: BECUWE Serge (FO) 2 nd two years: BERNARD Joëlle (CFDT)	M F	1 st two years: BOUILLY Jacques (CFDT) 2 nd two years: BOUVERET Lise (CGT)	M F
GERMANY	FISCHER Almuth (Ver.di) STUHLMANN Gerd (Ver.di)	F M	GIESECKE Harald (Ver.di) MÜHLBERG Annette (Ver.di)	M M
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LATVIA				
LITHUANIA	PETRAITIENE Irena (TU SW)	F	KISELIENE Rima (TU SW)	F
LUXEMBOURG	TURPEL Justin (FNCTTFEL - CGT-L)	M	JUNGEN Tom (OGB-L)	M
MALTA				
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PORTUGAL	PIRES Antonio (STAL)	M	ABRAÃO José (SINTAP)	M
ROMANIA	(SIGOL)		(Féd. Synd. Libres Serv. Pub.)	
SLOVAKIA	PETROVIC Daniel (TUPFSR)	M		
SPAIN	CABAZUELO Fernando (FSP-UGT)	M	OCANA Manuel (FSAP-CC.OO)	M
SWEDEN	PETTERSSON Håkan (KOMMUNAL) HAMMARBÄCK Anders (SKTF)	M M	ÖHBERG Margareta (Vårdförbundet) HOLMBLAD Lars (SSR)	F M
SWITZERLAND				
TURKEY	Genel-Is			
UK	WAKEFIELD Heather (UNISON) GRAHAM Mick (GMB)	F M	FOLEY Kate (UNISON) LAWSON Mike. (FBU)	F M

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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
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FINLAND	PEUSSA Jorma (KTV)	M	AUNOLA Matti (KVL)	M
FRANCE	1 st two years: CONSTANTIN Pierre (FNME FO) 2 nd two years: POMMERY Claude (FNME CGT)	M M	1 st two years: TERRIER Serge (FNME CGT) 2 nd two years: CONSTANTIN Pierre (FNME FO)	M M
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GREECE	PEROUTSEAS Evangelos (ADEDY)	M		
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IRELAND	DUNNE Tony (ESBOA)			
ITALY	BERNI Giacomo (FNLE-CGIL)	M	COSTANTINI Bruno (FLAEI-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

13. List of Staff Members

Carola Fischbach-Pyttel, General Secretary
Jan Willem Goudriaan, Deputy General Secretary
Penny Clarke, Officer
Nadia Salson, Officer
Brian Synnott, Officer
Viviane Vandeuren, staff
Nadine Janssen, staff
Diane Gassner, staff
Catherine Boeckx, staff
Esthel Almasi, staff
Lia Tiberini, staff

14. Inventory of main documents adopted in 2003

Adopted by the EC 25-26/11

- Resolution - Public Services: a core feature of the European social model

Adopted by the SC 24/9

- Report of Activities 2002
- Initial EPSU Position – Final: Green Paper on Services of General Interest COM (2003) 270 final
- A critique of the EC green paper on Services of General Interest – by David Hall, PSIRU, University of Greenwich
- Green Paper on Services of General Interest COM (2003) 270 final - Responses to questions
- EPSU position on The Communication of the Commission on the Internal Market Strategy Priorities 2003-2006

Adopted by the EC 25/4

- Building a Democratic Iraq - Statement Adopted by the EPSU Executive Committee of 25 April 2003
- Services of General Interest must be integrated into the Constitutional Treaty - Appeal of the EPSU Executive Committee to the European Convention

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

15. Other meetings attended by EPSU representatives

January

07	“Europe in the world” by Pascal Lamy
08	Meeting with C. Turmes
08	Meeting with L.T. Schmidt, MEP
08	T.U. officers meeting
08	SGL coalition meeting
09	Prep. Meeting Eurogas with J.P. Klapuch
09	p.m. Forum de liaison of the Social Dialogue
11	ETUC social protection committee, Brussels
14	Meeting EPSU President & V.Ps (+ p.m. ADEDY president)
14	European Disability Forum
15	ETUC Congress preparation
15	Working Group Social Dialogue Electricity
16	PSIRU meeting
20	Meeting with trade union delegation of the European Energy & Transport Forum
21	Meeting with T. Christophoul, EAPSPI (pensions)
21	Meeting with CSED rep.
24	Suez meeting
27	Meeting with D. Bowe MEP
28	ETUC Steering Committee
28	Training session EWCs EDF & GDF
29-30	Social Dialogue Committee ETUC
31	Meeting EPSU / CELSIG re SGI
31	Social Dialogue Working Group on Electricity

February

03	Meeting with EPHA rep.
05	T.U. Brussels offices & ETUC
05-09	Transatlantic seminar ETUCO / AFL-CIO
07	EPSU Own representativity Study meeting
09	DEMO on GATS
10	Meeting with DG Tren EU Russia energy dialogue
10	ETUC Congress preparation
11	ETUC social protection working group meeting
12	Advisory committee of EHFG
12	Forum liaison Social Dialogue
13	Mobility seminar ETUC
14	Meeting on EWCs (Gaz de France) – 2 reps.
14	TUC conference
20	Vivendi
21	Forum workshop social policy priorities
26	Meeting with EON representatives
28	Collective Bargaining HSS prep. Seminar
28	meeting with F. Neugebauer, GÖD / Eurofedop & E. Gabaglio

March

01-03	ETUC – European Disability Forum meeting, Thessalonica
03	EIFs meeting
04	Meeting of National Secretariat Norwegian Confederation of Trade Union
05	Presentation to IMPACT delegation
05-06	Ver.di conference on Collective Bargaining
06	T.U. Brussels offices & ETUC
06	Public hearing on GATS

07	Presentation to Norwegian students
10	Meeting with ETUCE
12	Meeting with Celsig re European Convention
13	European GATS day
13	FNV meeting
14	GDG regional conference
17	Meeting with Euromil GS Andreas Pruefert
17-18	Convention plenary
18	Meeting with D. Bowe
18	European Public Health programme
20	Congress SDE
21	ETUC Day of Action (for a social Europe – Treaty of the EU)
21	Information day European Public health Programme
26	Convention plenary
27	Steering Committee skills need project – electricity
27-28	ETUC women's committee
29	EPSU – ETUCO EWC coordinators “on-line” seminar
April	
01	Interview with EIRO-France rep.
02	EPSU President & Vice-Presidents meeting
02	T.U. Brussels offices & ETUC
03-04	SGL conference (Eurocities)
03	Advisory Committee Gastein
04	Convention plenary
08	UNISON health conference in Harrogate, UK
22	SGL conference (NOFS)
22-24	Social Dialogue Seminar with LVSADA and Latvian government, Latvia
24	Pension schemes of public employees in Europe – CSE-D conference
28	Forum de liaison sociale meeting
29	Conference violence & harassment at work (Dublin Foundation)
30	Strategy meeting with PSIRU, Greenwich, London
Mai	
05	EIPA seminar
05-06	PSI Health services task force
06	Meeting with B. Miller, EP
06	Convention PES
07	Presentation in EP (Energy conf. Greens)
08	Meeting with S. Hughes, EP
08-11	Conference the European Liaison Committee for Social Housing, Athens
12	EPSU – EWC Essent
14	HEALLO meeting ‘Welcoming the candidate countries into the European Union’, Brussels
16	Meeting EON
19	CEEP/CEMR Secretariat SD Hospital meeting
19-20	EIPA seminar on gender mainstreaming
19-20	UNI Congress
20	Mobility meeting (CPME)
21	Conference by the International Association for Health Policy Europe, Stockholm
21-22	Meeting Suez
21-22	Social & economic destabilization in Europe: implications for health (IAHPE conf.)
22	Meeting with Mr Zorbas (Cabinet Diamantopoulou)
23	EIFs
June	
03	Meeting Veolia (former Vivendi Environment)

05	Secretariat meeting electricity sector
06	Ver.di Women's Conference
06	Prep. ETUCO-EPSU EWCs seminar 13-15/06 in Firenze
10	Memorial Derek Gladwin
10	Gastein meeting
11	EP public conference on SGI (Economic & monetary affairs committee)
11	Meeting with Jacky Morin (head of unit sectoral SD)
12-13	Prep. toolkit for CEEC (training modules)
13-15	EPSU – ETUCO seminar EWCs
16	UNISON Conference
16-17	NUME and NHS Congress, Oslo
18	Meeting with Mr Ziegler, sectoral SD unit
18	Secretariat meeting Hospital (CEEP/CEMR)
18	EP re Greenpaper SGI
19	Procurement Task Force meeting (12h00 T.U. group– 15h00 coalition green & social proc)
20	HOPE conference on mobility, Luxembourg
23	EIFs
24	EDF EWC corporate social responsibility
24	EPSU President & Vice-Presidents meeting
25-26	Suez EWC
26	Steering Committee ETUC
27	ADEDY national executive, Brussels
30	CSR meeting/round table (for ETUC)
30	Meeting with Eurocities
July	
30-02	Prep. CEEC conference electricity social dialogue, Bucharest
03	Euromil Executive Committee
08	Italian Presidency conference on Public health, Brussels
08	Steering Cttee skill needs project Euroelectric & other issues
09	Meeting with CEMR reps
10	Ver.di Seminar
11	The European environment and health strategy
10-13	RWE Thames EWC seminar
15	EU multistakeholder CSR Forum
16	Meeting with Amaryliss Verhoeven, DG Market
23	Meeting with ETF, UNI-Europa, ETUCE
28	Research meeting with the University of Liverpool, Brussels
August	
September	
02	Meeting at VEOLIA
02	LRG officers meeting with CEMR
02	Social Dialogue CEEP/CEMR/EPSU HSS meeting
02	LRG officers meeting with CEMR
04-05	EPSU Team building seminar
09	EPSU Water meeting
09	RNC national health and safety and shop steward representatives, Brussels
10	Meeting with Mr Andreas Prüfert, General Secretary EUROMIL
10	Meeting with Eurocities etc on SGI Green Paper
10	DG SANCO and RCN group, Brussels
10	Public hearing on gender equality
11-14	ATTAC women conference & meeting with V. Morgenstern
12	Public Procurement Task Force

15	EWCs coordination network
15	Meeting with CSE-D (pension mid-term report)
16	Auditors meeting
17	ETUC/EIFs on EWCs
17	ETUC / trade union officers meeting
20	Preparatory meeting Open Health Forum, Brussels
22	Liaison Forum Social dialogue
23	CSR round table on transparency
29-30	CSR Round table on development
October	
01	ETUCO seminar on EU lobbying
01	PPPs & Australian visitors
01	ETUC/UNICE social dialogue committee
01-05	6 th European Health Policy Forum, Gastein, Austria
02	ETUC women's committee
06	Meeting with Eurelectric/EMCEF
07	Nurses Early Exit Study (NEXT) seminar
07	Meeting with Bill Miller, EP
08	Meeting with Claude Turmes, EP
09	CSR coordination committee
10	EPSU presentation for Austrian municipal workers
13	ETUC/CEEP project on SGI and enlargement
13-14	Suez Bureau and preparatory meeting
14	HEALLO meeting
15	National officers & EIFs, T.U. officers Brussels
15	EIFs
16	ECOSOC meeting
17-19	CGT- FNME Congress & international seminar
19-20	Ver.di Congress
21	Meeting Ver.di representatives
23	SKTF Executive committee
27	Meeting with A. Rosso di Vita (Eurelectric) & J.P. Klapuche (EMCEF)
November	
03	Follow-up Collective Bargaining conference
04	EPSU President & Vice-Presidents, London
04	Royal College of Physicians
05	Celsig meeting
05	Meeting with J. Morin & F. Ziegler & CEMR
05	Meeting with I. Rudzite & M. Druka-Jaunzeme
05	Meeting with GMB General Secretary, K. Curran & Deputy G.S., Debbie Coulter
06	VPÖD Congress
07	NKF visit
07-08	EPSU/EMCEF/Eurelectric seminar
10-11	ST Congress
10	PSI conference
12-15	European Social Policy Forum, Paris
13-14	CSR forum & conference
13-14	PSI Executive Board
17	PCN Standing Committee
17	Meeting with Jeff Bridgeford
18-19	Ver.di electricity conference
19	ETUC CB committee
20	Meeting with F. Ziegler, sectoral SD unit
21	Social dialogue / labour market committee

27	UNISON southern & south east regions delegation
December	
01	Joint forum planning session for Gastein forum 2004
01	Meeting with Walter Cerfeda ETUC
02	Meeting with EP Greens
03-04	Meeting with the Italian DG public affairs, Rome
03	Eurocities/CEMR/EPSU/EP debate on SGI
03	EIFs
08	FEAD working group
10	Brussels T.U. officers meeting
11	Social partner summit
11	CSR Europe Conference
12	Meeting with Rachel Buchanan CEMR and François Ziegler
16	CSR Coordination committee
17-18	Suez EWC bureau
18	Meeting with M. Sapir TUTB re CEN European Cttee for standardization
19	Meeting with G. Schnell ETUCO