



EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS

REPORT OF ACTIVITIES

JANUARY - DECEMBER 2005

EUROPEAN
FEDERATION
OF PUBLIC
SERVICE
UNIONS

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FEDERACIÓN
SINDICAL
EUROPEA DE
SERVICIOS
PUBLICOS

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FEDERATION
SYNDICALE
EUROPEENNE
DES SERVICES
PUBLICS

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EUROPEISKA
FEDERATIONEN
FÖR OFFENTLIG
ANSTÄLLDAS
FÖRBUND

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EUROPÄISCHER
GEWERKSCHAFTS-
VERBAND FÜR DEN
ÖFFENTLICHEN
DIENST

Adopted by the EPSU Executive Committee, 9 June 2006

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I. EPSU GOVERNING BODIES

Steering and Executive Committee

www.epsu.org/r/119

The Steering Committee met on 25 February, 20 September and 29 November.

The Executive Committee met on 7 June and 29-30 November.

The main external factors, which have marked the work of the Steering and Executive Committee in 2005 were:

- The Commission's new '**state aid package**' including a proposal to limit the scope of competition rules on social housing and hospitals. The parliament's report by MEP in't Veld (ALDE) i.a. described state aid provided to public hospitals and social housing as a distortion of competition. In the end, however, under the pressure from social NGOs and EPSU, the Commission's final package maintained the exclusions for hospitals and social housing from the state aid provisions providing a public service mandate clarifies the extent to which they fulfil a public service mission. EPSU had called for social services to be also exempted from state aid rules, which was not taken up by the Commission. Further proposals relating to state aids as public service compensation covering other public services are still pending;
- The revision of the **working time directive** with the vote in the European Parliament's plenary of 11 May; EPSU had been working closely with ETUC and liaised effectively with Alejandro Cercas, the rapporteur of the European Parliament on this issue. The resolution voted by the European Parliament foresees a definite phasing out of the 'individual opt-out' by 2010. The Employment Council of Ministers, held under the Luxembourg Presidency on 2 June, failed to reach an agreement based on the European Parliament vote. The issue remained stalled under the UK Presidency at a further Employment and Social Affairs Council on December 8-9 (details see chapter IV EPSU Projects, it. 11).
- The **draft services directive** and the Euro-demonstration organised by the ETUC on 19 March; The Executive Committee regularly addressed the state of play on the draft services directive. The fate of this draft directive was particularly put into question in public speeches before the referendum on the Constitutional Treaty in France. The then French Prime Minister Jean-Pierre Raffarin declares on 3 February that the directive is unacceptable and that the French government would do everything to suppress it. The draft directive, however, remained on the table as presented by the Commission and followed its parliamentary route with votes taken in the relevant committees of the European Parliament. The outcome of the vote of the Internal Market and Consumer Protection Committee on 22 November occupied much of the discussion of the November Executive. MEP Pierre Jonckheer assessed the situation and stressed the need to mobilise around key changes to the draft directive, especially in view of the plenary session early 2006. The Executive Committee issued a statement on 'the services directive and public services' expressing the continued opposition of EPSU to the services directive as it stands and criticising the decisions of the IMCO (www.epsu.org/a/1602).
- The rejection of the **Draft Constitutional Treaty** in referenda in France and the Netherlands at the end of May; the Executive adopted a declaration on a 'Social European Union' reiterating EPSU's basic conviction that the European Union cannot be built on internal market principles alone (www.epsu.org/a/1190).

- The meeting of the **Energy Council** on 1 December and the EPSU mobilisation against further energy liberalisation. (further details in chapter III, it. 4)

Internally, the Steering and Executive Committees addressed the following matters:

- The endorsement of the **Cooperation Agreement between EPSU and CESI** for the sectoral social dialogue in national administrations: this agreement paved the way for a single, EPSU-led trade union delegation to meet with the DsG for public administration on 10 June in Mondorf-les-Bains, Luxembourg (for details see chapter III, it. 2 National and European Administration).
- The implementation of adopted Congress resolutions and the adoption of the **EPSU priorities 2004 – 2009 in June** (www.epsu.org/a/1219);
- The launching of the **EPSU toolkit** as a multilingual information and education instrument; document available in 14 languages from the EPSU website www.epsu.org/a/1293;
- The recognition of **EUROCOP** as further industry federation of the ETUC for police unions;
- The nomination of Inta Gavarina of the Latvian Health and Social Services Union as candidate for the **Eurocadres Vice Presidency**; Inta was elected to this position at the Eurocadres Congress of 23 – 24 November.
- The launch of discussions between **EPSU and PSI Europe** on the possible creation of a single European public services federation. The Executive agreed to the establishment of an EPSU/PSI working group, which had its first meeting on 9 and 10 November in Brussels. The meeting report and other relevant documents were brought to the attention of Executive Committee Members in November. Further meetings have been foreseen in 2006 with possible decisions to be taken by the PSI Congress in September 2007 and the EPSU Congress in 2009.
- The general endorsement for an EPSU campaign on quality public services: “**Quality Public Services – Quality of Life, EPSU campaign for a EU legal framework on public services**”. In June, the Executive adopted the document ‘5 Reasons why action is needed now to promote Quality Public Services in Europe’ and in November the Executive adopted a first campaign outline. It was agreed that there would be regular progress reports and that necessary adjustments would be made to the campaign as fitting on an on-going basis.
- And most importantly the resignation of Anna Salfi as EPSU President in November and election of Anne-Marie Perret as new EPSU President. The Executive thanked Anna Salfi for her work as EPSU Vice President and President at its November meeting with a festive event.

Finances, Membership & Personnel

www.epsu.org/r/228

The Executive Committee adopted the 2004 Finance Report in June. At its November meeting the Executive noted the Report of the Member Auditors for the year 2004, the balance sheet 2004. It approved the forecast 2005 and the revised provisional budget 2006.

The Finance Working Group met on 18 November in Brussels. The subsequent Executive Committee adopted its recommendations on the adaptation of the EPSU affiliation fees 2007, 2008 and 2009 as follows:

- To maintain for 2007 the same level of affiliation fee as in 2006, namely 0,32 / member Euro;
- To increase the affiliation fee by 1 Eurocent in 2008 to Euro 0,33 / member and to Euro 0,34 / member in 2009.

The lump sum is to remain at 1.000 Euro / organisation for countries at 100 % on the index.

Membership

Union's name	Countries	Number of members
NEW AFFILIATIONS		
Union of Administrative Employees PODKREPA (PK Admin)	Bulgaria	2.150
Independent Trade Union Federation of Workers in Energy Industry (NSFEB)	Bulgaria	4.200
UNSA - Fonctionnaires	France	10.000
Trade Union of Workers in Catering, Tourism, Communal Economy, Handicraft and Protection Associations (SUTKOZ)	Macedonia	1.735
MERGER		
Forbundet af Offentligt Ansatte (FOA) & Pædagogisk Medhjælper Forbund (PMF)	Denmark	186.166
General Workers Union in Denmark (SiD) & Kvindeligt Arbejderforbund i Danmark (KAD)	Denmark	48.500
Kunta-Alan Ammattiliitto (KTV) & Valtion ja erityispalvelujen Ammattiliitto (VAL) & Joint Organisation of State Employees (JOSE)	Finland	237.647
The Union of Civil Servants (Fackförbundet ST) & Doktoranders och Forskares Förbund (DoFF) (<i>direct affiliated of PSI before the merger</i>)	Sweden	83.921
SUSPENSION		
National Defence Workers Union (NDWU)	Bulgaria	1.000
Fédération Syndicale Libre des Services Publics (FSLSP)	Romania	1.000
Fédération Syndicale Médico-Sanitaire (HIPOCRAT)	Romania	2.000
Trade Union of Public Administration Employees (BES)	Turkey	1.050
DISAFFILIATION		
The Chartered Society of Physiotherapy (CSP)	UK	32.558

Financial assistance

As requested by the Steering Committee of February, the Finance Working Group looked into the EPSU financial assistance programme. The November Executive Committee approved the following revision of the reimbursement policy:

Titular members of EPSU statutory bodies representing unions under 100 % on the index are eligible for financial support and will receive a maximum amount of up to 700 Euro to participate in all EPSU statutory meetings. To allow for participation in the two main annual EPSU conferences (public services and collective bargaining) an amount of Euro 500 will be reimbursed (1 participant / country). The reimbursement rules have been laid down in notes circulated before relevant meetings.

The following changes took place in the Secretariat:

Richard Pond left employment with EPSU early 2005 for personal reasons. He now does work for EPSU on a contract basis to cover EPSUCOB@ and related activities. Brian Synnott was awarded the position as liaison and campaign officer. As a consequence of this internal restructuring the post for health and social services officer was advertised and filled by Tamara Goosens as of 1 January 2006.

II. GENDER EQUALITY COMMITTEE

www.epsu.org/r/28

8th meeting of the Gender Equality Committee 6 June, Brussels

Carola Fischbach-Pyttel chaired the meeting.

A new chairing team was elected with Agnes Cser (EDDSZ, Hungary) as the chair, Kalle Liivamagi (Rotal, Estonia) and Sandra James (RCN, UK) as vice chairs. The outgoing president, Vera Morgenstern (Ver.di, Germany) was thanked for her good work.

Main items on the agenda:

- *EU cross-sectoral social dialogue and EU initiatives*
 - Presentation and discussion on the EU cross-sectoral agreement on a Framework of actions on gender equality adopted on 1 March (please see Chapter V, it. 2)
 - European gender equality institute: discussion with Dana Stechová, Cmkos, rapporteur on behalf of the workers' group from the economic and social Committee. This new European Institute aims at supporting the Commission and Member States in promoting gender equality and combating sex discrimination. It will gather, analyse and disseminate comparable data open to the public. It will develop tools to help gender mainstreaming all EU policies and organise events with relevant stakeholders. There is a proposed budget of 52.5 million EUR for the period 2007 to 2013. The committee asked Mrs Stechová to secure voting rights for social partners on the Institute's board committee and to call for a public service dimension as part of the work of the Institute.
 - A progress report of the recasting of equality directives was presented and the Committee discussed the implementation of the (revised) 2002 Equal Treatment directive (implementation deadline of which was October 2005).
 - Services directive: the committee discussed the EP's women's committee report on the services directive which called for a gender impact assessment of the draft directive. The report raised strong concerns on the possible negative impact on women as workers and public service users should social services and healthcare not be excluded from the scope of the directive.
- *Women's representation in EPSU committees:* an evaluation of women's representation in EPSU committees and other events over the period 2002-2005 (1st half) was presented. It highlighted the progress achieved in relation to decision-making bodies (including Congress), and the representativity gaps that still need to be redressed in some sectoral committees as well as in social dialogue related events. There was a noticeable decrease of women participants in the last years' EPSU annual conferences (public services and collective bargaining). During the discussion, the Committee was asked whether their unions kept gendered statistics which did not seem to be much the case.
- *GEC workprogramme 2006:* The Committee decided to hold a thematic seminar at the next equality committee focusing on the equality aspects of public services in terms of access to services and working conditions. The seminar will also be the occasion to go through recent EU equality directives covering sex, disability, ethnic/racial origin, age, sexual orientation.
- *Conferences:* The PSI conference on migrant health workers on 26-27 September 2005 and EPSU collective bargaining conference on 12-13 December 2005 were announced.

9th meeting of the Gender Equality Committee 28 November, Brussels

Sandra James and Kalle Liivamagi chaired the meeting.

Main items on the agenda:

- Outline of the GEC workshop scheduled for 20 October (replacing the GEC meeting) on equality aspects of EPSU campaign for an EU positive framework on public services
- EPSU's sectoral social dialogue and equality: an update was provided on developments in national administration (equality and diversity seminar on 6 December 2005); Local and regional government's workprogramme 2006-2007 includes equality as part of the public sector modernisation agenda and electricity 's proposal for a guide to trade unions as a follow up to the study on equality and diversity published earlier this year.
- Richard Pond, EPSU policy officer, gave an outline of the preparations for the annual collective bargaining conference on 12-13 December that will focus on low pay and outsourcing. He also presented the updated EPSU report on low pay in the public sector that was sent for comments to the GEC and proposal for a campaign for a European target on national minimum wages.
- EU update and ETUC strategy on gender equality: discussion with Catelene Passchier, ETUC confederal secretary, on the ETUC main priorities. The main focus was on implementing equality legislation via campaigns and social dialogue and improving gender mainstreaming of EU legislative initiatives such as the revised working time directive. The Committee then discussed the implementation of the ETUC equality plan and setting up of an EU Gender Equality Institute
- A report of the PSI Gender equality forum on Human Rights, Pay Equity, Migration and Trafficking, 26 - 27 September 2005, was provided and the adopted statement had been previously sent to the Committee
- EPSU-PSI-Eurec merger talks: it was said that the Committee would come back to the implications of the merger for the GEC at the next meeting.

Gender balance

17 titular members, out of whom 11 women (64,7 %) and 9 substitutes, out of whom 4 women (44,44 %) from 19 countries.

III. EPSU STANDING COMMITTEES

1. Health and Social Services

www.epsu.org/r/2

21th meeting of the Standing Committee on Health and Social Services, 10 March, Luxembourg

Main items on the agenda:

- Working Time Directive
- Update on progress of issue in European Parliament (EP)
- Discussion of amendments to EP proposal
- Report on EPSU response to draft Commission Communication on social services
- Report on Social Services working group on 31st January 2005
- Update on EPSU – ETUCO seminar on Social Services, Budapest 18-20 March 2005
- Report on Social Dialogue conference 2-3 December 2004, Noordwijk, Netherlands
- Report on joint representative task force meeting 15 February 2005
- Outline and discussion of EPSU draft work programme for social dialogue process
- Outline of proposed questionnaire on identification of Hospital sector social partners in the new countries
- Presentation by a representative of a European Agency for Safety and Health at Work (OSHA)
- Draft directive on services in the internal market and health
- Initial discussion on co-ordination of EPSU activities with Public Service International (PSI) on the issue of HIV/AIDS (with particular reference to Central and Eastern Europe)
- Report on European Health Policy Forum, 11 March 2005

22th meeting of the Standing Committee on Health and Social Services, 27 October, Brussels

Main items on the agenda:

- Social Dialogue in the Hospital Sector
- Report on joint representative task force meetings on 5 July and on 28 September
- Report on European Hospital Employers' Association (HOSPEEM) founding General Assembly.
- Outline and discussion of agreed draft work programme for social dialogue process.
- Outline of application for DG EMPL European Commission's social dialogue project
- Update on progress of Working Time Directive at EU level
- Outline of ETUC 'Challenging Times' working time conference 17-18 November, London
- Progress report from EPSU Working Group on Social Services
- Outline of EPSU Seminar on Social Services, Helsinki, 14-16 January 2006
- Initial outline of European Commission Communication on Social Services of General Interest
- Outline of European Health Policy Forum, Open Forum Meeting, 8 November 2005
- Outline of PSI Health Services Task Force 5-6 May, 2005

Composition of the Committee and gender balance

The standing committee has 30 titular representatives and 23 substitutes from 24 countries. There are 21 female titulars (70 %) and 12 female substitutes (52 %). 9 countries have nominated women in both titular and substitute positions compared to 3 countries with men in both positions (and 3 other countries with only titular men members and no substitutes).

Social Dialogue

The most significant development regarding social dialogue in the hospital sector was the efforts of the Intersectoral Social Partner organisation CEEP to establish a separate European organization for hospital employers and the subsequent decision to make a joint request, with EPSU, to the European Commission to establish a sectoral social dialogue committee.

The representatives active within CEEP established the European Hospital Employers' Association (HOSPEEM) at a founding General Assembly on 27 September, in Brussels. Godfrey PERERA was elected General Secretary and Christina CARLSEN and Silvana DRAGONETTI were elected deputy General Secretaries. The General assembly also established an executive board, with Brendan MULLIGAN and Anette DASSAU becoming members. HOSPEEM has drafted and submitted a draft constitution to the Belgian Authorities and are currently refining their rules of procedure. The General Assembly also went some way to clarifying the relationship between HOSPEEM and HOPE (Standing Committee of Hospitals in Europe). HOPE will have Observer status in the new organization, and have also committed to drafting a 'memorandum of understanding' between the organizations.

At the *Joint representative task force* meeting of 28 September, there was an outline of the application process by Mr. François Ziegler (DG EMPL, European Commission). Based on this information it was agreed that:

- EPSU and HOSPEEM secretariats would draft an application letter calling for a social dialogue to be established. This draft letter would be sent to the members of the task force for comments, and based on the response, the letter will be sent to the Commissioner for Employment and Social Affairs.
- EPSU and HOSPEEM secretariats would draft *rules of procedure* for the structure and decision-making capacity of the Social Dialogue Committee. This would then be discussed at the next task force meeting, to be held in London on 18 November.

On the workers' side, EPSU outlined that the European organisation for doctors – CPME – was not constituted as a social partner. Members of the standing committee were requested to make contact with national doctor organisations with a view to foster closer links and eventual membership of EPSU.

The social partners also formally agreed a work programme for 2006-2007, which gave a general route for further work under the headings of: 'recruitment and retention; new skill needs; the ageing workforce in the hospital sector. There was recognition, however, that the work programme would have to be significantly developed as the process moves on.

EPSU/ETUCO Course "Social Services & Social Dialogue in the European Union", 17 – 20 March, Budapest

www.epsu.org/r/218

See Chapter IV, EPSU projects, it. 2

Health and Social Services Liberalisation

The EPSU secretariat outlined that the specific point of concern is that in press bulletins or releases related to the Services Directive the European Commission had been ambiguous, particularly as to whether health would be included within the remit of the directive. Committee members were urged to continue to inform their members that inclusion of health care within the directive is very much an ongoing risk.

The European Health Policy Forum

EPSU continued to develop its voice in the EHPF. The main issue under discussion was the Draft directive on services in the internal market. EPSU was part of a working group set up to formulate a response for the EHPF. In the early part of the year the working group presented a paper to the plenary session of the EHPF, which was adopted by a significant majority.

Open Health Forum

EPSU was co-organiser of one of the parallel sessions of the Open health Forum. The Open Health Forum is an annual event that brings together 500 health experts from across the EU. The subject matter was 'health and services'.

EPSU chaired the debate. Ms Anne Van Lancker MEP opened the debate. Ms Annette Kennedy, president of the European Nurses Federation, and Ms Rita Baeten, European Social Observatory delivered presentations. Dr Grewin of the Standing Committee of European Doctors (CPME), Mr David Price (Edinburgh University), Ms Nicoline Tamsma (RIVM), Ms Zuzanna Roithova (MEP) participated in the debate.

2. National and European Administration

www.epsu.org/r/4

23rd meeting of the Standing Committee on National and European Administration (NEA),
20 May, Luxembourg

New chairing team:

The Committee thanked the outgoing vice-chairs Elizabeth Franke from Ver.di and Jenny Thurston from Prospect, both retiring, for their good work. They were replaced by Dany Vassart from CGSP (Belgium), Sigrid Ihrig from Ver.di (Germany) and Charles Cochrane from PCS (the UK).

Main items on the agenda:

- *Sectoral Social dialogue:*

The Committee welcomed the EPSU/CESI agreement of 2 February setting out an EPSU-led single trade union delegation and discussed the subsequent relaunch of the informal social dialogue under the Luxembourg Presidency. The preparations for the 10 June social dialogue meeting in Luxembourg, putting together for the first time all EU DGs and the fully-fledged trade union delegation were also discussed. Preparations were also underway for the troika/trade union meeting on 6 December in Newcastle under the UK presidency. The Committee was informed of a preparatory meeting between the EPSU secretariat and Finnish affiliates and the organizers of the 4th Quality Administration Conference (4QC) scheduled for September 2006.

- *EU cross-sectoral social dialogue and social legislation:*

The agreement on stress at work of October 2004 and the framework of actions on gender equality of 1 March 2005 were presented. The Committee discussed the implementation of EU cross-sectoral agreements and the directive on workers' information and consultation rights. On the latter, some governments had sought to exclude civil servants from the scope of the directive. In some cases some special sectoral agreements or codes of conduct had been agreed between the trade unions and employers.

- *Trace project on decentralisation in the public sector (please see Chapter IV EPSU Projects, it.1)*

The EU-funded project TRACE was introduced by Valeria Pulignano, coordinator TRACE Project, European Trade Union College (ETUCO). Within this framework the EPSU project would concentrate on the changing role of the state in relation to decentralisation trends of public services in three workshops. The preparations for the first EPSU workshop 30 June-2 July 2005, Oxford, UK were discussed.

- *Update on Services in the internal market draft directive: NEA draft statement*

The Committee was updated on campaigning activities by EPSU and the ETUC in the run-up to the first reading report in European Parliament (see Chapter IV, EPSU Projects, it.10). The main focus was on deleting the country of origin principle and excluding all public services from the scope of the directive. The proposal also contained binding provisions on administrative simplification (e.g. setting up single contact points) and administrative cooperation (e.g. electronic interoperability). A draft statement identifying the implications for public administrations, in their supervisory, regulatory roles

as well as internal organisations, had been sent to the Committee for discussion and adoption. While the objective to modernize and simplify administrative procedures and step up administrative cooperation could be supported, the directive was not the appropriate tool to do so. Instead, the statement called for an EU legal framework on quality public service principles, as called for by EPSU, and sectoral social dialogue as better tools to improve quality of administrations. The ability of the administrations to control compliance with labour rights and working conditions was another concern. While the statement brought additional ammunition against the proposal, it was felt that it risked confusing affiliates, as well as MEPs, in relation to other most pressing priorities. It was therefore decided to keep the draft statement as a background document to which the Committee would come back to when broader concerns will have been hopefully resolved.

- *Prison services seminar on 19 May*: a verbal report of the workshop was presented and further commented by the Committee members who attended the workshop (see below)
- *Out-sourcing and preparations of the EPSU collective bargaining conference*: documents were noted.

24th meeting of the Standing Committee on National and European Administration (NEA), 7 November, Brussels

Main items on the agenda:

- *Sectoral Social dialogue*: intervention by Belgian DG, Mr Monard

An informal exchange of views was held with Belgium's Director General for public administration, Georges Monard, to take stock of recent positive developments and assess prospects for formalising the social dialogue. It was said that a majority of DGs supported a formal social dialogue. However outstanding issues such as the differing mandates of the DGs and unclear scope of the prospective social dialogue committee meant that it was likely to take another 2 or 3 years for a formalised dialogue to materialise. Mr Monard conceded that a minority of DGs were resisting a formal European social dialogue for fear of increasing trade union rights at national level or/and losing national sovereignty. Pending consensus on the added-value of a formalised social dialogue, it was important to focus on improving the process and content of the informal social dialogue, e.g. clearer rules on decision-making, trade union involvement and developing policy discussions such as on equality (see below) as foreseen for the next social dialogue meeting on 6 December in Gateshead. Mr Monard was thanked for the discussion, which was an indication that better cooperation between the DGs and trade unions had been set in train.

The Committee then discussed the 6 December social dialogue meeting for which a draft statement on equality and diversity had been drawn up for adoption.

- *Outsourcing*

Richard Pond, EPSU policy officer, introduced the work done in utilities on outsourcing including the adoption of a code of practice. It was felt that more discussion was necessary on different forms of outsourcing and possibilities for NEA coordinated activities and tools on this issue. The initial discussion, however, indicated the widening scope of outsourcing in the state sector, notably IT, personnel, cleaning, archiving, and defence sector. The effects were mostly negative in terms of working conditions, trade union influence and quality of services (notably continuity and planning).

- *Trace project*

A report of the first workshop had been sent to the Committee which discussed the preparations of the Trace workshop 2 on 15-17 December in Berlin. The workshop was organised in cooperation

with Ver.di. The issues to be discussed would be the same as in Trace workshop 1 in Oxford but with new participants from LRG and NEA. An online server would be set up to provide (and exchange) information related to the project (please see Chapter IV, EPSU Projects, it.1)

- *EU legislation: services directive and working time:* updates on discussion in Parliament and Council on both directives were provided.
- *Police force membership:*

In view of Eurocop's affiliation request to the ETUC, EPSU surveyed its affiliates on police staff membership. On the basis of the responses received EPSU's membership was about 180000 police staff, including uniform and support/administrative staff - compared to Eurocop's 600,000 members (some of which are also affiliates to EPSU). A number of EPSU affiliates do not organize police forces at all including the Czech Republic, Greece, Lithuania, Netherlands, Poland and Turkey. In some countries the right for the police to join a union was recent. It was further said that Eurocop's ETUC affiliation as a European Industry federation, had been accepted at the ETUC Executive Committee meeting of October. EPSU had expressed reservations but has not right to vote on ETUC membership matters. A meeting with Eurocop would be sought to discuss future cooperation.

- *Prison seminar*

The proposal for a second seminar on prison services was discussed and agreed. Compared to the first workshop, it would cover not only prison wardens but also social/educational/probation officers.

Composition of the Committee and gender balance

The standing committee has 26 titular representatives and 22 substitutes from 22 countries. There are 7 female titulars (27 %) and 9 female substitutes (41 %). 7 countries have nominated men in both titular and substitute positions compared to 2 countries who have nominated women in both positions (and 2 more have nominated titular women members with no substitutes).

Social Dialogue

A number of developments have improved the process and content of the informal social dialogue with the EU Public Administration Directors General (DGs), which hopefully will lay firmer ground for a formalisation. These are as follows

- Establishment of an EPSU-led single trade union delegation in National and European administration
- Better involvement of trade unions in preparations of biannual social dialogue meetings
- Launch of substantive policy discussions with DGs
- Discussion among the DGs on how best to structure and represent their interest as employers.

Trade union representativity: EPSU-CESI cooperation agreement 2 February 2005 and Eurofedop

The EPSU Steering Committee meeting of 25 February endorsed the EPSU/CESI agreement of 2 February setting out a single trade union delegation composed of 25 (national) seats. It marked the end of a long-lasting conflict between both organisations that was blocking any chance of improving the social dialogue. It was based on the Commission's study on representativity of social partners in central public services (Leuven University, 2004). The negotiations between both organisations took place under the aegis of the Commission's DG employment and social affairs. The agreement provided for the following:

- EPSU lead and coordinate the delegation
- CESI's affiliates in Germany and Luxembourg, countries where they are most representative, are entitled to one seat each (i.e.2 out of 25)
- Secretariat of both EPSU and CESI will take part in all social dialogue meetings.

On the Eurofedop question, EPSU and CESI agreed that the organisation was not representative enough to allow a seat for its European secretariat (in line with the aforementioned representativity study). It would also risk jeopardising the carefully weighted distribution of seats between EPSU and CESI.

The EPSU/CESI agreement led to the immediate relaunch of the informal social dialogue with the Troika of DGs for public administration which had been put on hold throughout the second half of 2004. The Luxembourg presidency agreed to hold a meeting of the Troika of DGs and union delegation on 24 March. The DGs welcomed the EPSU/CESI agreement but continued to use the Eurofedop question as a pretext for not moving forward.

Following this meeting, a joint EPSU/CESI position paper on the Eurofedop question was sent to the Commission, EU DG Troika and Eurofedop. The paper clarified our position vis a vis Eurofedop, and proposed, as a compromise solution, to adapt the Local and Regional Government (LRG) arrangement to NEA by offering a limited number of seats to Eurofedop's affiliates in countries where they are most representative. In light of the Commission's representativity study these countries were Hungary and Slovakia, and the Christian Democratic faction of Austrian GOD. An individual invitation was also sent to the unions concerned in these countries to take part in the social dialogue related events.

This proposal received the support of the Commission, including from President Barroso himself, who considered that the EPSU/CESI offer was in fact to the advantage of Eurofedop given its representativity was lower in the state sector than in LRG.

At the time of writing, Eurofedop has yet to officially agree to the LRG solution. However, in practice their affiliates concerned took part in the 2 social dialogue events of this year. Furthermore, the EU Public Administration Ministers officially recognised and welcomed the formation of the EPSU-led delegation in their resolution adopted on 8 June. The Ministers also mandated the DGs to pursue efforts in improving the social dialogue. A DGs' working group was set up to this effect to also explore the best ways to represent and structure their interest. Therefore the Eurofedop no longer constitutes an obstacle for improving the social dialogue.

Social dialogue meeting on 10 June, Mondorf-les-bains, Luxembourg presidency & Joint seminar and statement on equality and diversity, 6 December 2005, Gateshead, UK:

In view of the practical arrangements with Eurofedop's affiliates, the Luxembourg Presidency, held a social dialogue event on 10 June inviting all 25 DGs and the trade unions delegation led by EPSU (thereafter called TUNED). To invite all EU DGs was a significant shift from previous meetings limited to the EU Troika of DGs. Travel and accommodation expenses of trade union delegates were covered by the Commission's social dialogue budget. The meeting consisted in reporting on the work carried out by EPAN (European Public Administration Network) under the Luxembourg Presidency, a general presentation by the Commission on the European social dialogue and a case study on the sectoral social dialogue committee in the private services sector. A discussion followed on the added value of social dialogue for national administration. The trade union delegation spoke with one voice, but strong divergences emerged among the DGs. Some expressed opposition to a formal social dialogue as it would increase EU interference in public administration matters while others expressed strong support to strengthen social partners in this sector vis a vis the Commission. It was however agreed that efforts should continue to improve the quality of the informal social dialogue.

Taking up the mandate to improve the social dialogue meetings, the UK DG and trade union delegation agreed that it was time to try a new format, focusing on one single issue with a view to developing common objectives and follow-up. The theme equality and diversity was selected as a priority issue for both sides. The seminar was prepared with the support of PCS (UK). The European Commission provided financial support for travel and accommodation of TUNED delegates. For the first time both sides adopted a statement outlining principles on equality and diversity and follow-ups to the Gateshead seminar including a conference in 2007 hosted by Denmark's DG (the statement can be found at www.epsu.org/a/1692).

The above meeting marked a significant positive shift in the way the informal social dialogue has operated until now and is likely to operate in the future. The Austrian DG taking over the EU troika Presidency had already informed TUNED of his intention to involve unions from the outset in the preparations of social dialogue meetings and to develop further substantive policy discussions.

The programme of the DGs has become more "political" over the year with an emphasis on the need to step up the contribution of the public sector to achieve the Lisbon objectives for more (and better) jobs, social cohesion and growth. 3 main areas were identified relating to governance: reducing administrative burden and efficiency of public administration (inc. HRM; equality; e.gov; lifelong learning; performance pay) to be streamlined in the 3 working groups of the DsG on innovative public services; human resources management and e.government.

Gender balance in the two social dialogue meetings

Very low representation of women trade union delegates, excluding the EPSU secretariat, only 1 (at Mondorf) and 2 women delegates (in Gateshead).

Trade Unions and Prison Services in Europe - Workshop 2005, 19 May, Luxembourg

See part IV, EPSU Projects, it. 5

www.epsu.org/a/1089

3. Local and Regional Government

<http://www.epsu.org/r/3>

24th Standing Committee on Local and Regional Government, 18 May, Brussels

Main items on the agenda:

- *TRACE project on trade unions and restructuring:*

Valeria Pulignano, Coordinator TRACE Project, gave an introduction to the TRACE project (See part IV, EPSU Projects, it 1). A discussion took place on the different forms of restructuring taking place in the LRG sector that can feed into the project.

- *Social dialogue:*

An update was given on the cross-sectoral agreement on stress, the framework of actions on gender equality, and the recent consultation on violence at work. Interest was expressed in the consultation on violence at work; in some countries there are agreements with local authorities on this issue.

- *Cross-sectoral agreement on fixed-term contracts (implemented via a Directive)*

In Finland, for example, unions see that there is still a high use of fixed-term contracts (25/30%). This is also the case for Portugal. It was also pointed out that the agreement raises specific questions in countries that have a civil service status (France, Belgium). In Ireland the Government had tried to use the fixed-term agreement to introduce a third category of employee in the civil service, but this was not successful.

- *EPSU / CEMR-EP Sectoral Social Dialogue Committee*

In particular, members of the Committee reported on how cross-sectoral agreement on telework has been implemented in the local and regional government sector. The Committee will collect some positive examples of telework arrangements in the LRG sector to feed into the discussion with CEMR-EP.

- *Issues for the next EPSU / CEMR-EP work programme (2006-2007):*

There was a first brief discussion on this. Colleagues mentioned procedural rules/guidelines on implementing agreements, active ageing/demographic change, the services directive.

This was the last meeting for the President, Al Butler, IMPACT Ireland.

25th Standing Committee on Local and Regional Government, 8 November, Brussels

Main items on the agenda:

- *Outsourcing:*

Richard Pond, EPSU, presented the results of a EPSU survey on outsourcing, based on work carried out in the Public Utilities Standing Committee and replies to a questionnaire sent to the LRG Standing Committee in July. EPSU has drawn up a draft code of practice and agreement with the aim of strengthening trade unions' capacity to influence and control outsourcing. A checklist of key issues is also being compiled. The Committee were asked to comment on how these instruments might be adapted for the LRG sector. Key points raised in the discussion were:

- The need to prevent outsourcing as much as possible as this leads to a deterioration in the quality of services and employment conditions;

- The need to maintain pay and working conditions (including access to training) when outsourcing does take place, and also to ensure equal treatment of new workers;
- The importance of workers' participation in restructuring processes;
- The importance of social dialogue at all levels;
- The link between outsourcing and the quality of services and needs of users/citizens;
- The link between outsourcing and the structure/size of local and regional government.

It was proposed that the next LRG Committee meeting in May 2006 will discuss further (e.g. a checklist of key issues).

- *Update on social dialogue*

An update was given on developments both at cross-sectoral and sectoral level. It was noted that: the Conference on social dialogue in new Member States and candidate countries that took place on 14 October in Budapest was lively and well attended. Many of CEMR's affiliates who as yet play little role in social dialogue were present and this is a good sign.

- *Draft EPSU/CEMR-EP social dialogue work programme for 2006/2007*

The Committee were invited to discuss the draft work programme, drawn up following a first meeting of the secretariat in July and the social dialogue steering group meeting on 21 September.

Many of the comments on the draft related to the "ingredients" needed for reform/modernisation to take place successfully. It was stressed that the programme should recognise these, even if they are not all dealt with in the programme; e.g., right to information, consultation and participation; social dialogue and collective bargaining; and the need for good work organisation and workplace standards (e.g. on health and safety, job security). On a practical note, it was said that the issues elaborated on in the work programme need to be precise enough so that the working groups set up to deal with them have clear tasks and remits. Also, participation in the working groups from a wider range of countries is needed.

- *Public companies and Community law*

Thierry Durnerin, Rapporteur General of CEEP local enterprises Committee gave an overview of some of the recent EU legal developments affecting local municipal companies.

- *Sustainable public procurement*

Silke Moschitz from Eurocities presented the CARPE project and guidelines on "*responsible consumption*" (see www.carpe-net.org). The CARPE guide gives advice on how ethical, social and ecological concerns can be integrated in public procurement processes. It was noted that the network on public procurement (EPSU, ETUC and NGOs) would meet in December 2005 to update on public procurement developments.

- *Firefighters network*

The Committee agreed to support the network which will run in cooperation with FBU UK. A first survey and meeting of the network will take place in 2006.

The Committee elected Anders Hammerback SKTF as new President

The Committee also said farewell to vice-President John Dupont FoA.

Composition of the Committee and gender balance:

The standing committee has 25 titular representatives and 21 substitutes from 24 countries. There are 6 female titulars (24 %) and 10 female substitutes (48 %). 5 countries have nominated men in both titular and substitute positions (and 4 more have nominated titular men members only with no substitutes) compared to 1 country who have nominated women in both positions.

European Sectoral Social Dialogue Committee in Local and Regional Government

The Committee work programme for 2004 and 2005 was adopted at the on 13th January 2004 and contained the five following agreed themes for joint action, most of which ran through 2005:

Joint statement on the cross-sectoral agreement on telework

On 13th January 2004, EPSU and CEMR adopted a joint statement supporting the implementation in local and regional government of the European framework agreement on telework signed by the cross-sectoral partners (UNICE-UAPME, ETUC and CEEP) on 16/7/2002.

CEMR and EPSU also undertook to monitor and to report on the developments towards the use of the cross-sectoral agreement. Stefan Clauwaert from the European Trade Union Institute (ETUI) gave an update on implementation at a working group meeting in September 2005, based on national implementation reports. However assessment of the situation in local and regional government proved difficult as in many countries discussions at cross-sectoral level had not yet started or were still on-going. Work will however be pursued in this field in the first semester of 2006, notably with a view to feed into the implementation report that will be produced by the cross-sectoral European social partners by April 2006.

Reinforcing the local and regional dimension of the European Employment Strategy (EES) and the National Action Plans (NAPs) on employment

In 2004 a joint report assessed the form and scope of the involvement of social partner organisations in local and regional government in the preparation of the National Action Plans on Employment in 10 countries.

Building on the results of this report, EPSU and CEMR furthermore organised a workshop on EU employment policies on 19th May 2005, during which they discussed the local and regional government contribution to the implementation of the Integrated Guidelines for Growth and Jobs adopted at European level for the 2005-2008 period. The workshop resulted in the adoption of a joint statement¹ on the European Employment Policy, in which CEMR and EPSU emphasised the need to allocate sufficient resources to local and regional authorities to enable them to fulfil their dual role as public employers and service providers.

Supporting the development of social dialogue in local and regional government in the new Member States and in candidate countries

To implement this priority, a joint project was undertaken in 2004 and 2005 with the financial support of the Commission. This project included in its first phase the preparation of a survey by an external researcher (ECOTEC Consulting Ltd), providing an overview of existing social dialogue structures in local and regional government in the 10 new Member States and in the three candidate countries, with a more in-depth analysis of the situation in five countries (Estonia, Hungary, Poland, Slovakia and Turkey).² The study was launched at a pan-European conference organised on 14th October 2005 in Budapest, which gathered over 80 delegates from national associations member of EPSU and CEMR in some 20 countries. This conference provided an opportunity to discuss the findings of

¹ The role for the social partners in local and regional government in achieving "more and better jobs" - EPSU / CEMR Joint Workshop on Employment, 19 May, Brussels
www.epsu.org/a/1160

² CEMR / EPSU Conference on "Strengthening Social Dialogue in Local and Regional Government in the New Member States and Candidate Countries, 14 October, Budapest
<http://www.epsu.org/a/1314>

the study, as well as to identify issues of common concerns and pathways for future joint activities in the follow-up of the project.

Collecting and evaluating innovative initiatives on good public sector management, including the promotion of high standards of human resource management and the development of high performance working practices

An ad hoc working group on human resources management (HRM) was ran through 2004 and 2005 to work on this priority. It was mandated with the concrete task of collecting cases of good practices, which were then presented at a *seminar on strategic HRM in local and regional government*, held in Brussels on 15th November 2005. The workshop included a number of presentations by representatives of CEMR and EPSU member associations of HRM strategies aimed at improving efficiency in the provision of local and regional public services, while at the same time increasing the skills and well-being of employees in the sector. The partners agreed on the importance of HRM as a tool to increase both efficiency and work quality in LRG, and the report of the meeting contains some proposals for further work.

4. Public Utilities

<http://www.epsu.org/r/16>

It was a very busy year for trade unions in the utilities. New European Commission policies in the energy area, the evaluation of the internal market for electricity and gas by the Commission, outsourcing and the continuation of mergers and acquisitions and therefore the process of concentration of power preoccupied the energy unions. EPSU organised a demonstration to draw attention to our concerns on 1 December in Brussels. The EPSU campaign to obtain a social pillar in the South East European Energy Treaty was successful and was a main agenda item of the Ministerial Council of 9 December in Sofia. EPSU also focused on the energy dialogue with Russia and Ukraine.

Although direct threats of water liberalisation have subsided during the year, all indications are that the European Commission continues to promote private sector provision. Water, as well as energy and waste have become services covered by the Services (Bolkestein) Directive in the amendments adopted by the Conservative majority in the European Parliament Committee that deals with the internal market.

Cut-throat competition remains the theme in the waste sector. The waste (and water) sector have seen an increase in the use of private equity funds. Several companies changed hands.

For general background on the work in the utilities: <http://www.epsu.org/r/16>

22nd meeting of the Standing Committee on Public Utilities, 7 April, Luxembourg

Main items on the agenda:

- *Industrial Relation Actions*
EPSU continued to monitor negotiations in SITA Ost between Ver.di and Suez. The German waste management market collapsed, which made negotiations very difficult as the company requested major concessions. Agreement was finally reached during the summer.
EPSU also supported the Hungarian union VdSzSz's demand for a substantial increase in pay and improvement in conditions. EPSU supported a strike threat. A new pay deal was reached that should ensure an average increase in gross pay of 6.5% in 2005.
EPSU supported the continued mobilisation of the French energy unions against the privatisation of EDF and GDF. Both companies, however, were opened up to private capital.
Several utilities unions participated in the *Euro Demo* organised by ETUC on 19 March 2005 in Brussels. They supported the EPSU focus on the Working Time Directive and on the Services Directive.
- The implications of the hydrogen economy and fuel cell issues
- Nuclear safety
- The work programme following Congress was discussed and adopted
- Intersectoral issues (working time directive, the joint equality action plan, stress agreement musculoskeletal disorders, violence at the workplace and its effects on health and safety at work) and electricity sectoral social dialogue issues (see below). The Communication on Restructuring and outsourcing were also discussed in the context of the sectoral social dialogue
- Progress regarding the gas social dialogue. A joint work programme and rules of procedure were discussed
- The Standing Committee stressed that waste is a sector to be further developed. A project group/ task force was agreed to provide a necessary stimulus. Issues for consideration:

- European Waste management strategy
- Developing the sectoral social dialogue
- Building EPSU strength in the sector
- *Collective bargaining.* A report on outsourcing was presented and discussion was to continue.
- *Coordination of collective bargaining in the utilities* An overview of developments on collective bargaining was presented. The Standing Committee congratulated Richard Pond on his work on collective bargaining and the outsourcing survey.
- **European Energy Policy.** Various issues were considered such as the *Security of Supply Directive*. A series of amendments had been proposed, and ignored by Members of the EP. EPSU also commented on the Commission *Benchmark study*. Steve Thomas of PSIRU provided the background report. EPSU commissioned a *Study on the internal market* from PSIRU. Steve Thomas presented the outline to the Standing Committee. Members adopted the outline for the November EPSU energy conference.
- *EU-Russia and EU-Ukraine Energy Dialogue.* EPSU participated in the PSI seminar on energy policy in Moscow, 14-18 February 2005. A main concern for EPSU is the absence of a social dimension in the EU-Russia energy dialogue as part of realising the Common European Economic Space. Basically the EU is aiming to ensure the rules of the internal market also apply to Russia. The South East European Energy Treaty is seen as a model. After the elections in Ukraine relations with the EU have improved. Electricity and gas sector reform will be based on the EU model. The EU supports reform of local government (municipal companies), including privatisation and outsourcing, both for Russia and Ukraine. Russia and Ukraine will be part of an integrated grid. A feasibility study is under way. The Standing Committee considered leadership approaches for both dialogues.
- *European Energy and Transport Forum.* **Jan Ruden, SEKO and Francesco Fontanelli, CGIL-FILCEM** are members for EPSU.
- *Services Directive and the utilities.* The Standing Committee adopted a paper on how the Services or Bolkestein Directive affects the utilities.
- *Water policy* EPSU co-signed a letter with several NGOs, requesting the Commission to stop promoting privatisation and liberalisation of water services beyond the EU, on World Water Day on 22 March 2005. It was agreed that EPSU would try to organise a coordinated initiative on the occasion of World Water Day 22 March 2006.
- *Transnational Companies and European Works Councils* An update of work in this area was provided.

23rd meeting of the Standing Committee on Public Utilities, 7 October, Luxembourg

Main issues on the agenda:

- Internal market for electricity and gas – The Standing Committee endorsed a study by PSIRU (www.epsu.org/a/1465) evaluating the internal market for electricity and gas; the EPSU position on the internal market (www.epsu.org/a/1503); the EPSU Energy Conference (www.epsu.org/a/1526) 3-4 November and a public action on 1 December when the Council of Ministers for Energy were meeting. Steve Thomas of PSIRU presented the study.
- Outsourcing - a thorough discussion took place on outsourcing and its implications, looking at whether a European approach was feasible. The outline of a European approach was considered. The Committee will return to this at its next meeting. Richard Pond presented a background document, which will also be discussed at the EPSU Collective Bargaining Conference on 12-13 December.
- Water - EPSU will ask affiliated unions to undertake awareness actions on World Water Day, 22 March 2006. Keeping water out of GATS, and out of the services directive remain topical issues. Water is not for sale and water is a human right are the main slogans.
- Waste Following the seminar in June, the waste group will further develop the programme of work.

- PSI approached EPSU regarding the role the EU plays on the world stage in energy and water issues where it supports a private sector over a public service approach David Boys, PSI utilities' officer gave a presentation.

Noteworthy political contacts

EPSU organised a number of important political contacts:

- A meeting with Commissioner Piebalgs on 23 March. The EPSU delegation raised concerns about:
 - Security of Supply Directive and Internal Market evaluation
 - South Eastern European Energy Community
 - EU-Russia Energy Dialogue
 - Services Directive and energy services
- Meetings with the Luxembourg (Minister Krecke) and UK (Minister Wicks) presidencies on 15 June and 7 November respectively. Similar issues were discussed.
- Energy Commissioner Andris Piebalgs made a key note contribution to the EPSU Energy Conference 3-4 November and committed to the Memorandum of Understanding on the Social aspects of the SEE energy Community as well as to a major employment study on the effects of the internal market on the work force.
- An EPSU Delegation met the Commissioner and Minister Wicks again during the EPSU Demonstration on 1 December
- **EPSU had a number of contacts with Members of the European Parliament including with Britte Thomsen, Danish Social Democratic MEP, and vice-chair of the European Parliament Committee dealing with energy issues, as well as Claude Turmes, Luxembourg Green MEP and rapporteur on internal market electricity and gas issues.**

Composition of the Committee and gender balance:

The standing Committee on Public Utilities has 26 titular representatives and 21 substitutes from 25 countries. There is 1 female titular (3,8 %) and 3 female substitutes (14 %). 1 country has nominated women in both titular and substitute positions and another country has 2 substitute women members and 1 titular men member. 23 countries are thus exclusively represented by men.

Social dialogue Trade Unions/Eurelectric (electricity)

www.epsu.org/r/99/

The electricity social dialogue work programme was finalised at a meeting of the working group on 14 March 2005.

- *Equality and Diversity*
The Steering Committee proposed and the plenary (June 22) adopted a proposal on a toolkit on equality and diversity. A project was submitted to the Commission and has been approved.
- *Telework*
Evaluation of the implementation of the inter-sectoral agreement was foreseen for 2005. Not many agreements have seen the light of day in the electricity sector.
- *Employment study*
The study was approved by the Commission and a company (EcoTec) has been awarded the contract. A first meeting of the steering committee took place on 14 December. The study also includes the gas sector.
- *Corporate Social Responsibility (CSR)*
Texts on CSR will be collected and a working group has been established.
- *Communication on Restructuring*
A presentation was made at the plenary meeting of 15 December. Further work will be undertaken.

- *Skill Needs*

Both sides discussed giving more urgency to this issue. A follow-up statement was adopted.

- *Health and Safety*

A first meeting of the working group took place on 14 December. Areas to be covered: update of the previous statement including new areas, the situation in the new Member States and increase visibility.

South East European (SEE) Energy Community

This has been a priority, given the urgency and rapid developments as well as the importance of the Treaty. EPSU continued its campaign from 2004. The Treaty became final in March 2005 and was officially signed on 25 October 2005. Contacts with the different political levels have continued throughout the year. Meetings were organised with high level Commission staff and issues of concern were raised with EU Energy Commissioner Piebalgs who made major commitments at the EPSU Energy Conference on 3-4 November. Contacts with the Parliamentarians continued; the chair of the relevant EP committee Mr. Chichester was not responsive, but other MEPs were. There were also contacts with the Council and EPSU raised the lack of a social pillar with both the Luxembourg and the UK presidencies in meetings on 15 June and 7 November. There were similar contacts with the Bulgarian chair of the Ministerial Council for South East Europe, relevant governments and MPs in the different states. EPSU made a presentation at an ETUC Conference on 3-4 June. EPSU, EMCEF and ETUC organised a major conference for the trade unions in the region in Skopje on 16-17 September, where a platform of trade union demands was adopted. EPSU and PSI organised a trade union meeting on 16-17 November in Velenje, Slovenia with the support of the Friedrich Ebert Stiftung (FES). This meeting adopted a cooperation agreement and a programme of work.

The campaign resulted in a draft Memorandum of understanding on the social aspects of the South East European Energy Community. The Ministerial Council chaired by Bulgaria on 9 December in Sofia considered this. There will be major follow up in 2006.

Gas www.epsu.org/r/98/

The trade unions and Eurogas have submitted a request for a social dialogue committee. The official recognition is depending on more information pending from Eurogas regarding its mandate. The gas sector will be the subject of a representativity study in 2006. The gas sector is also part of the employment study referred to in the electricity social dialogue section above.

Waste www.epsu.org/a/1061

EPSU organised a waste conference on 20 June 2005 in Brussels. It focused on *European Works Councils and the waste industry - dealing with competition and restructuring*.

The single most important issue facing European waste workers is unfair competition with employers seeking to reduce wages and other benefits. The waste sector is confronted with “cowboy” companies that damage pay and conditions, health and safety, quality and environmental regulations, and are dragging everyone down to unacceptable levels. Major companies also engage in wage competition. The existence of different collective agreements in some countries allows companies to choose the lowest level, thus pushing down standards for both public and private service workers. Trade unions and works council representatives agreed to fight this tendency. Organising workers into trade unions is the challenge for both unions in the old and new member states to develop the power to stand up for workers’ interests.

To this end proposals were made to increase work on:

- Coordination of collective bargaining.
- Establish European works councils in eligible companies.

- Oppose unfettered liberalisation of the waste sector such as proposed by the Services (Bolkestein) directive or in GATS.
- The social clause and quality standards in public contracts. A quality label is established in some European countries and this can possibly be extended to other countries.
- Attracting workers into trade unions (organising) and for EPSU to extend its membership.

Unions will be asked to make our joint work visible to workers and members. Our campaign will require common and public actions.

Participants in the EPSU conference considered a report by Dave Hall, PSIRU, on recent company and policy developments and the role of European Works Councils in restructuring, as well as examples of this. The EPSU waste management policy and the Nordic Action Plan for the waste sector were discussed by the participants.

Water www.epsu.org/r/38

EPSU's work to ensure that a package to open the water sector to competition be adopted by the European Commission has been successful so far. Further focus was on water and the Services Directive. EPSU also signed a joint letter with NGOs, to demand that water remains outside of GATS and that the EU does not liberalise its water services, on World Water Day on 22 March 2005.

EPSU EWC coordinators network, 8 April and 6 October, Luxembourg

www.epsu.org/a/1092 or www.epsu.org/r/153

The EPSU EWC coordinators focused on the following issues at their meetings:

- Recent developments in European Works councils
- Corporate Social Responsibility. A representative of the Trade Union Advisory Committee of OECD introduced the OECD Guidelines on Multinationals and their possible use by European Works Councils. The EDF agreement on corporate social responsibility and the Suez Social Charter were introduced.
- European developments on directives for Information and Consultation, including state of affairs with the revision of the European Works Council Directive. The second phase of consultation on the revision is part of the Communication on Restructuring and employment Anticipating and accompanying restructuring in order to develop employment: the role of the European Union COM(2005) 120
- EWCs and Outsourcing
- **Guidelines for trade union positions with European Companies (SE). The coordinators considered if EPSU should adopt guidelines for the unions when negotiating with management on workers' participation in the European Company (SE). The EMF (European Metalworkers Federation) guidelines were used as a basis for discussion. The guidelines outline the major issues that should be covered in an agreement, as well as the tasks and duties of workers' representatives on the Board (single or two-tier/ Supervisory Board system) of a European Company. More importantly, the guidelines cover how the trade unions should position themselves. This means striving towards a united union voice, having experts to assist the Special Negotiating Body and striving for the highest level of workers' participation possible. This caused some debate as not all countries have experience with board level representation. Another complicated issue has to do with the financial rewards that Board level representatives receive.**
- *Cross-border mergers Directive* The Coordinators considered the recently adopted directive, the link with the European Company and with information and consultation.

EPSU EWC Seminar on European Works Councils and take-overs in applicant countries, 29 January - 1 February, Romania <http://www.epsu.org/a/841>

The seminar brought together representatives of EWCs in a number of companies that are active in Romania and Bulgaria such as Eon-Ruhrgas, ENEL, CEZ and GdF. The unions agreed to target some of these companies in a follow up. As a result, all companies have been targeted for an EWC and representatives from the above countries will be included in the existing EWCs.

EPSU European Energy Conference: Understanding European Policy on Internal Market Electricity and Gas, Preparing for the European Evaluation of the Internal Market - OPTIONS FOR THE FUTURE, 3 – 4 November 2005, Brussels www.epsu.org/a/1235

This conference brought together over 150 trade union representatives. It focused on the recent experience with the internal market based on a report prepared for EPSU by Steve Thomas of PSIRU (University of Greenwich). High level representatives of organisations that play a major role in the European energy sector were present from Eurelectric, Eurogas, European Transmission System Operators (ENTSO), Network operators (UCTE), municipal companies (CEDEC) Council of European Energy Regulators (CEER), European Commission, academic world (SESSA project), consumer associations. A political debate took place with representatives of the Parliament (Claude Turmes and Britte Thomson) and European Commissioner Piebalgs.

The EPSU position and study are available: www.epsu.org/a/1465

Energy Demonstration, 1 December 2005

EPSU organised a demonstration on 1 December 2005 in Brussels as a follow up to the conference. The Council of Ministers for Energy met to discuss the internal market and a European Commission progress report. Over 1500 workers from several countries gathered in Brussels. They demanded:

- No forced ownership unbundling
- Allow Member States to keep markets closed and regulated for domestic users. No forced opening in 2007.
- Set targets for investment, including in training, research and development, and maintenance and repair.
- Future measures should lead to marked improvements in employment and security of supply. New measures should improve public service obligations and give users more rights, strengthen reliability and contribute to sustainable development.

The demonstration also drew attention to the lack of a social pillar in the South East European Energy Treaty.

IV. EPSU PROJECTS

1. TRACE – Trade unions anticipating change in Europe

www.epsu.org/a/1099

EPSU Network on the Changing Role of the State: www.trace.epsu.org

The ETUI-REHS³ Education department (formerly called ETUCO) coordinates the Commission-funded (European Social Fund) TRACE project on behalf of national trade union confederations from 9 countries and European industry federations (for more information see www.traceproject.org section what is TRACE?). The focus for everyone is on restructuring, adapted to the needs of different countries and sectors.

EPSU's part of TRACE started in 2005 and will end in Autumn 2006. It is entitled "Change in the Public Services in Europe and Trade Union Responses". The main focus is on decentralisation of public services and its implications for collective bargaining, working conditions, employment and quality of public services. The term decentralisation is taken in its widest sense meaning shifts of responsibilities between central and regional/local levels of government. The project is developed within the NEA and LRG Committees. Harald Kielmann (from Ver.di) support EPSU's work on the project in an independent capacity.

Through TRACE, the objective is to build up and support a group of union representatives who work together on restructuring in national, regional and local government, gain better understanding of decentralisation, share experience and establish ground rules for successful and sustainable decentralisation.

Two workshops took place on 30 June-2 July in Oxford and 15-17 December in Berlin. They were attended by a total of 35 participants from 20 countries (including EU, EEA countries and EU candidate countries). The European Institute of Public Administration (EIPA) was involved as external expert. A third and final workshop is scheduled for June 2006 to which participants in previous workshops will be invited.

While decentralisation is not a new phenomenon and conveys different meanings and practices across Europe, initial findings indicate that current reforms are mainly driven by budgetary considerations rather than improving local democracy and quality of public services. They also indicate that trade unions are very rarely involved in the initial phase of decentralisation, although their support can be sought for implementing reforms. The financial aspect of decentralisation is a major issue. In cases where financial transfers to regional and local authorities do not match the level of new responsibilities serious risks of outsourcing have been identified. The fragmentation of decision-making is also a concern. For trade unions, decentralisation means stepping up trade union cooperation at all levels. Also it emerges that decentralisation requires national frameworks, in terms of working conditions but also public service role and principles, to avoid territorial inequalities and inconsistencies. Tensions between EU competition rules and public services and the EPSU campaign for an EU legal framework on quality public services were also discussed at the workshops.

As a practical outcome of the project, a handbook on decentralisation for trade unions in local, regional and national government will be produced. It will include background information on EU impact on administrations, meaning and drivers of decentralisation, trade union rights and

³ European Trade Union Institute for Research, Education and Health and Safety, attached to the ETUC.

expectations from the EU. It will be illustrated by country case studies collected during the project. On a more general level, the Trace project is also to help raise the public sector dimension in the ongoing debate at EU level on restructuring, which is too often overlooked, and gather further evidence on the need to adopt a European positive approach to common issues faced by public sector trade unions and users.

An online TRACE network server has been set up (available from the EPSU website) where network members can find all related information, publish messages and suggestions on the handbook to trade unions.

2. EPSU/ETUCO Course “Social Services & Social Dialogue in the European Union”, 17 – 20 March, Budapest

www.epsu.org/r/218

The European Trade Union College (ETUCO) facilitated a seminar for EPSU, which was designed to create a dynamic social services network within EPSU work. The seminar set out to identify the key issues for social workers at national and European level and to identify the next steps to establish a strong European voice in the sector. The participants, from 13 EU member states, examined the changes in the sector since the last social services policy position of EPSU, which was adopted in 1998. At European level the increasing pressures of the internal market rules to the sector were outlined. Participants recognised that central to this debate was the categorisation of social services under EU legislation. The issue of “services of general interest” and the appropriate definitions to use in their identification were debated throughout the 3-day meeting. Participants recognised that social services are best delivered when close to the citizen, and based on idea of ‘social activation’. The conference conclusions stated that EPSU would organise a seminar for all EPSU social services affiliates in spring 2006. This, it was hoped, would position EPSU to influence the debate on the European Commission communication on social services and services of general interest. EPSU affiliates hoped to co-ordinate their findings with the European Parliament throughout the second half of 2005. The main issues for the 2006 meeting will be QUALITY and working conditions, and training in the sector. Specific reference would be given to migrant workers in the sector (particularly in relation to the home-care sector).¹⁸ April 2005 sees the meeting of the EPSU social services working group, which will act as the steering group for this initiative. It is intended that this meeting formulate a work programme for social services for the period 2005-2009.

3. EPSU Conference on Public-private partnerships (PPPs) and quality public services, 9 & 10 May, Brussels

www.epsu.org/a/906

2. EPSU Conference on Public-private partnerships (PPPs) and quality public services, 9 and 10 May 2005 Brussels

The conference focused on clarifying PPPs and understanding the fiscal, economic (i.e., private sector is seen to be more efficient) and political motivations behind their development, building on work done in the EPSU Local and Regional Standing Committee. The Conference raised a number of points⁴:

- greater evaluation of PPPs is needed; also in relation to possible alternatives.
- There are many practical difficulties in managing and monitoring PPP contracts, and there is a lack of effective sanctions against private companies who do not fulfil their obligations

⁴ For report and papers see www.epsu.org/a/906

- Setting standards and requirements for PPPs is necessary
- There is a need to improve the competences of public companies and public authorities, especially at local level in order to support in-house activities as alternatives to PPPs
- there is a need for an offensive, proactive campaign in their support involving trade unions and civil society, at national and European level.
- we need to track the levels of public (and private) investment in public services, and in particular promote solidarity-type funding
- More work is needed to elaborate the content and common public service principles that would be set out in a EU legal framework

Many of these points have been picked up in the EPSU SGI campaign and in the work of the Standing Committees (especially LRG and PU).

We have been less successful however in developing an overall EPSU policy on standards for PPPs, building on the Conference and on the 2004 EPSU position on the Green Paper on PPPs. EPSU remains critical of the Commission's narrow focus on competition policy and the development of PPPs, but we have not generated enough support to initiate a change in approach. The Commission issued a Communication in November 2005, in which it supports the establishment of a PPP expertise centre linked to the European Investment Bank. EPSU already said in a letter to Commissioner McCreevy in September 2005 that EPSU had reservations over a PPP agency whose primary task would be to facilitate or promote PPPs (in every area of public services!).

4. Follow-up to White Paper on Services of general Interest

www.epsu.org/r/231

The white Paper on SGI (WP) was published in May 2004 following consultation process launched by the Green Paper in 2003 (which itself was preceded by a Communication in 2001).

Discussions in the European Parliament were scheduled for May-July 2005. However, the committees in the EP did not agree on which committee should "lead" on the White Paper and the IMCO committee in particular did not agree that it should be the ECON committee as with the Green Paper (Herzog report). This dispute was only resolved at the beginning of 2006, with the lead being given to ECON (German Social Democrat MEP Rapkay is the rapporteur).

The debate in Parliament on the White Paper is another opportunity to step up the trade union campaign for an EU positive agenda on SGI, as launched at the EPSU annual conference on PPPs on 9-10 May 2005. The delay therefore is regrettable.

It is worth recalling that the White Paper did not clarify the unhelpful distinction between SGEI and SGI and did not provide a firm commitment to an overall legal framework on SGI. Importantly, however, the Paper stated that "*the effective performance of a general interest task prevails, in case of tension, over the application of Treaty rules*"⁵. This is one of EPSU's main objectives for a legal framework on SGI.

In order to provide some momentum, to the follow-up to the White Paper, the PES set up a working group in November 2005 to draw up a proposal for a legal framework. The chair of the group was PES Dutch MEP Ieke van den Burg. EPSU was an observer in the group, on behalf of the ETUC.

The proposal from the PES group was launched in February 2006 and the PES plans to present the final text to the Commission in April/May 2006.

⁵ Parag 3.2, White Paper on SGI, 2004 (374)

The November EPSU Executive Committee in November 2005 approved the EPSU campaign in support of the legal framework. The Executive Committee stressed the need for a clear focus i.e., in favour of 'quality public services' as part of an alternative agenda to deregulation and liberalisation and underlined the following requirements for a successful campaign:

- The capacity and willingness of EPSU affiliates to undertake national, regional and local action in support of this campaign and for affiliated unions to put sufficient resources aside.
- Acceptance of the need for one national coordinator for the campaign per country
- The coordinated stocktaking exercise regarding public services in the different Member States.
- The parameters in which alliances should be constructed in this campaign
- Using the slogan 'Quality public services in Europe – quality of life'.

The campaign will be launch in April 2006, in Vienna.

SGI ad-hoc working group meeting on 20 April and 5 July 2005 www.epsu.org/r/202

The SGI working group on 20 April discussed the follow-up to SGI White Paper, and exchanged views with Proinsias De Rossa MEP, responsible for EMPL Committee Opinion on White Paper and Barbara Sak, contributor to the report prepared for the European Parliament on "Services of general interest in the internal market"; and the services directive (including amendments from the EP Committees).

The meeting on July 5 focused on EPSU SGI campaign (based on a first outline of the campaign) and State Aids. The Executive Committee adopted a EPSU position on States Aids in November 2005.

In June EPSU and ETUCE, ETF, Celsig, CEEP, Confrontations Europe, and Eurocities called on the European Parliament to resolve an ongoing dispute over which EP Committee should take the lead in following up the White Paper on SGI in a joint letter. The signatories to the letter point out that such follow-up is urgently needed if the discussion on a future legal framework for SGI is not to be superseded by the debate on the draft services directive. Unfortunately, the issue remained blocked in 2005 and was only resolved in early 2006. MEP Bernhard Rapkay (PES) will be the rapporteur on the White Paper and MEP Werner Langen (PPE) on public-private partnerships.

5. Trade Unions and Prison Services in Europe - Workshop 2005, 19 May, Luxembourg

www.epsu.org/r/226

The seminar was attended by 26 delegates from 9 countries. It covered issues relating to privatisation, trade union rights and working conditions of prison staff. Alternatives to imprisonment were also discussed. All participants stressed the importance of a dual approach on prison services, improving working and living conditions of inmates and workers on the one hand, and reforming the criminal justice system on the other.

An EPSU discussion document provided an outline of the situation in the EU regarding prison population, prison staff, the place of prison services in the wider EU debate on public services. The trend across Europe towards a tougher sentencing regime resulting in an increased number of prisoners in many countries was highlighted. A background research paper presented at the workshop by Stephen Nathan, from *Prison Privatisation Report International* (PPRI, PSIRU, UK) identified the extent to which private companies were involved in the running of prison services, the UK being the prime example (available on www.epsu.org/a/1089).

Ole Ingstrup, former boss of Canadian prisons and President of International Correction and Prison Association also gave presentation on social dialogue in Canadian prison services. He concluded by saying that the best tool against further private sector encroachment in prisons was to improve the living conditions in publicly run prison services. 3 country reports from France (CGT-FO), Belgium (CCSP) and Germany (Ver.di) complemented the PSIRU report and EPSU discussion document.

Clearly the issues surrounding prison and correctional services are numerous, complex and variably problematic. They go right to the heart of the current debate on the future of public services in terms of state responsibility, the limits and effects of private sector involvement, the interconnections between all public services, and between working conditions and service users. There was agreement that the solution to overcrowded prisons was not to build new prisons. On the issue of privatization, the UK model of completely privately-run prisons was not acceptable. However many participants felt that full privatisation could not take place in their countries due to institutional arrangements and/or trade union resistance against it. It was however important to keep monitoring the situation and establish an early warning system to counter pressure from companies' encroachment into correctional services. In this respect, better coordination between trade unions concerned, at national and EU levels will be necessary. But to be credible in this campaign it was also important to make the case for publicly-run prisons, which were in a terrible state in many countries.

This first seminar calls for further research and meetings. It has helped identify a number of problems facing prison service workers. In a second phase, it is planned to hold a second seminar, in cooperation with the EPSU Standing Committee on Health and Social Services, in the course of 2006 involving social/educational prison staff as well as magistrates.

Gender balance

10 women attended out of a total of 26 delegates

6. The EPSU Toolkit – let's use it! Meeting for trade union officials responsible for trade union education activities, 11 October, Luxembourg

www.epsu.org/a/1293

The seminar examined how the EPSU Toolkit could be used to:

- Raise awareness about the role of European policies and decision-making;
- Build understanding about how European integration impacts on public services;
- Help unions develop strategies.

Union representatives were generally very positive about the Toolkit as a resource that could be used at the national level and transnational level. It was felt important that affiliates appropriated the toolkit, 'handing the material out' is not sufficient. To develop skills and knowledge about European questions amongst trade union activists / shop stewards is seen as very important, recognising that this requires investment of time and resources within affiliated unions. Joint training activities with employers were also seen as a possibility.

Key recommendations / actions:

- Run 'training the trainers' activities. This should be developed through a new EPSU project, the learning from which will be delivered through training actions at the national, sub-regional, EPSU constituency, and transnational levels.

- Develop pilot projects and transnational partnerships through both PSI and EPSU as a way of developing a single public service trade union approach to using the Toolkit in Europe.
- Utilise existing networks or emerging networks for Toolkit activities and training e.g. Nordic network, Baltic States network.
- Examine different European Union funding and budget lines for possible sources to support national and transnational educational seminars and projects.
- Use the EPSU web site as a source of information and contact for education officers, with updates of the Toolkit, feedback and evaluation, sharing of information and exchanges of experience. Explore possibility to present the EPSU toolkit material also in Word format for easier access and the possibility for affiliates to complement with national and / or affiliate material.
- Identify ways by which EPSU can continue to support Education Officers in their activities, for example, through an annual meeting of Education Officers, to share learning and information.

7. Journalists seminar, 5 and 6 December, Brussels

www.epsu.org/a/1363

EPSU's affiliate unions participated in a seminar to develop a co-ordinated communication strategy. The main aim of the seminar was to use the links to national affiliate publications in order to increase exposure and profile of EU public service issues. Participants from 13 countries were present at the seminar.

It was recognised that EPSU has initiated campaign activity and undertakes media relations mainly in respect of the specialist and mainstream media that make up the Brussels press corps – the largest in the world. This meeting sought to initiate identifiable actions and aimed at mobilising and coordinating communications activity and resources for common goals. Facilitating a Communications Forum, so that clearing-house, networking, information exchange and effective coordination can occur, was the main discussion point.

Providing packaged and user-friendly information on the EU to affiliates was identified as an obvious requirement. This meeting called on the EPSU executive and the executives of its affiliate unions *to support this coordinated and strategic approach towards campaigning and communications activity*. It sought support for the implementation of all practical measures within well-defined budgetary and other boundaries, so that *a more coordinated campaigning and communications strategy on a European level*, on the part of EPSU's affiliate community can be achieved.

The seminar included presentations from the European Commission and a visit to the European Parliament to hear presentations from representatives of the main political parties.

8. EPSU Collective Bargaining Conference, 12-13 December, Brussels

www.epsu.org/a/845

The main areas of work in collective bargaining during the year were:

- Maintaining and building the epsucob@ network;
- Improving the flow of information through epsucob@NEWS;
- Updating information on pay and conditions and adding to the pay and conditions database – epsucob@INFO;
- Producing the second annual report on collective bargaining and social dialogue in the public services; and
- Organising the fourth EPSU conference on collective bargaining and the social dialogue.

epsucob@ network

The network was set up in 2003 and brings together officers responsible for collective bargaining in EPSU affiliates. Each contact is responsible for sending news and information on collective bargaining developments to the EPSU secretariat. This is then distributed through the network either as an email message, as an item in epsucob@NEWS or stored on the pay and conditions database.

There was some increase in the flow of information from affiliates during 2005 but there is room for improvement. Although the Secretariat acknowledges that as the network operates primarily in English, this will be a barrier to some affiliates.

epsucob@NEWS (see www.epsu.org/r/121)

The epsucob@NEWS email bulletin has been distributed since March 2004. Initially monthly, it has been sent out every two weeks since the middle of 2005. The Secretariat believes that by doing this it makes the news items more immediate and it keeps the newsletter at a manageable length of 10-12 short items.

Since the middle of 2005 each news item has also been stored on the collective bargaining pages of the EPSU website so that it is possible to see recent stores listed by country.

epsucob@INFO - the pay and conditions database

The database was set up in 2004 and data entered from the survey carried out that year. Further work was done during 2005 to update that information. However, the most important work involved resolving a problem over the incompatibility of the database with the EPSU website. This was achieved towards the end of 2005 and so development of the database can proceed during the first half of 2006 in consultation with epsucob@ contacts who will be asked to confirm the data available before it is made more widely available.

Annual report on collective bargaining and social dialogue

The second annual report, covering 2005, was prepared for the December collective bargaining conference. It followed a similar format to the first report that covered the 2002-2004 period. Conference participants and members of the epsucob@ network were asked to comment on the draft so that it could be updated and amended for circulation early in 2006.

Conference 12-13 December

This conference was part of a project on collective bargaining and social dialogue funded by the European Commission under its budget to encourage social dialogue. The funding enabled EPSU to commission three pieces of work in connection with collective bargaining and social dialogue. It also meant that financial support could be given to participants from the New Member States and Candidate Countries both for the conference itself and a follow-up working group planned for February 2006.

With over 90 participants from 25 countries the conference ensured that there were wide-ranging debates on key collective bargaining and social dialogue issues such as outsourcing, low pay and working time. Speakers from the ETUC provided very useful overviews of developments in the inter-sectoral social dialogue and collective bargaining across Europe.

The three background projects funded by the Commission covered low pay, improving the distribution of information on collective bargaining and providing updated information on developments on equal pay, lifelong learning, stress and telework. The draft report on low pay was circulated and discussed at the conference while the other projects were still underway at the year end and would be discussed at the working group in February 2006.

9. Draft Services Directive

www.epsu.org/r/224

As in 2004, in 2005 EPSU had several discussions on the draft Directive in the Executive and Steering Committees, and in the meetings of the ad hoc working group on SGI, focusing on SGI/SGEI and building on the Emergency Resolution adopted by the EPSU Congress in June 2004.

The Steering Committee in February 2005 agreed the general approach to be pursued by EPSU; i.e. that we should continue to oppose the Directive but should be prepared to amend the directive if we have to. As regards possible amendments, we set ourselves two main objectives:

1. to ensure that the directive does not cover, or impact, on SGI / SGEI. Ideally, we should do more than exclude SGI / SGEI from the scope of the directive (as exclusions are always interpreted narrowly). This means amending Article 1 and Article 2.
2. to ensure that the directive does not affect labour law / freedom of association / collective bargaining. In doing this it is important to have a broad phrasing in order to cover all the different national systems of industrial relations.

These two objectives are linked to the other main trade union objective for changing the directive, i.e., the country of origin principle, in that the broader the scope of the directive, the more problematic the country of origin principle becomes.

Expectations for change were raised following comments made by President Barroso on 3 February 2005 that the Commission was ready to rework the Directive. The ETUC General Secretary reported that the Commissioner appeared more ready than his predecessor, Commissioner Bolkenstein, to listen to trade union concerns. An EPSU meeting with Commissioner McCreevy also took place in May 2005.

EPSU organized meetings with other industry federations preparing amendments on their areas of interest and also in the ETUC working group set up to follow the services directive. Our aim was that objectives should be coordinated and complementary, but this was not always easy.

The ETUC organized a demonstration on 19 March 2005. The demonstration was preceded by a number of national information meetings, press declarations and other form of statements.

In the European Parliament, the two main rapporteurs in the European Parliament responsible for drawing up the Parliament's positions on the Directive, Anne Van Lancker, for the Employment and Social Affairs Committee (EMPL) and Evelyne Gebhardt, for the Internal Market and Consumer Protection Committee (IMCO) presented working papers in early 2005. The report from the EMPL committee was adopted in June and that of the IMCO in November 2005. The plenary vote for the 1st reading took place in February 2006.

Throughout 2005 there were a number of hearings/meetings organised on the Directive by different EP Committees and political groups in the Parliament in which EPSU participated, including by the Socialist Party (PES) on 15 and 16 February, United left on 18 March and the Economic Committee on 29 March. EPSU's contacts with MEPs stressed the importance of certain principles regarding the legislative process:

- The need for a clear, well-drafted text (a prerequisite for transparency and participation in decision-making process);
- effective consultation in the preparatory phase (may seem to cause delay, but shorter in the long-term);
- proper impact assessment (with the possibility to reject proposal if assessment inadequate);

- adequate screening for unintended side-effects (to avoid afterwards “*we never intended this to happen..*” discussion); and
- anticipation of implementation and enforcement issues.

We pointed out that none of these principle are embodied in the services directive, and we urged them to ensure the full exclusion of SGI and SGEI from the scope of the proposal, as proposed by the rapporteur, Ms Gebhardt.

We also made clear to MEPs that the directive must not have a negative impact on Member States' (including local and regional authorities) powers to regulate public services in the general interest. Given that the directive as drafted is all about encouraging *competition* in services by getting rid of regulation (e.g. requirements in Article 14/15), the only way to do this is to exclude public services (SGI + SGEI) from the scope of the directive.

Similarly, the directive must not have a negative impact on labour law and collective bargaining. Agreements must not be seen as “*requirements*” to be challenged and abolished. Just as regulation is necessary in public services to ensure solidarity and quality public services for all, collective agreements are necessary to ensure solidarity and quality employment for all.

And, clearly the country of origin principle cannot, in any way, cover either public services or labour law and collective agreements.

The EPSU Steering Committee discussed the state of play following the first reading in February 2006, and reiterated that, while a big step forward has been taken by the EP, further progress is needed , especially on public service issues.

Discussions on the directive will be ongoing throughout 2006, and a new EC proposal is expected on 4 April 2005.

10. Working Time Directive

www.epsu.org/r/152

The issue of Working Time was focused on the first half of 2005. The EPSU Standing Committee for Health and Social Services took the lead in co-coordinating the response to EU working time developments. The main focus was on the European Parliament, which produced and adopted a report by the rapporteur Alejandro Cercas MEP.

The issues on the table for the parliament were noted as

- Reference periods
- Individual Opt-Out
- Definition of on-call time in the workplace.

The HSS Standing Committee was given a mandate to scrutinise the CERCAS report and to give a submission to the European Parliament. The report from EPSU to the EP was the following:

- On reference periods it is essential that the possibility to arrange by collective agreement be maintained;
- On the individual opt-out it is acceptable that this option be phased out by 1 January 2010 and that it not be introduced into any new countries;
- On the on-call work, the JAEGER case should be respected.

EPSU also held a Press Conference on 17 March with Cercas, and Stephen Hughes MEP to publicise the issue. The European Parliament subsequently adopted the Cercas report by a

significant majority. For EPSU, an element to note was the success of co-ordinated lobby work, at EU and national level.

EPSU also organized a demonstration on 3 June in Luxembourg, outside the Employment Council meeting. However the issue of the revision of the working time directive was blocked in the Council of Ministers. Under the UK Presidency July – December 2005, there was no significant movement on the issue.

V. ETUC/EUROPEAN UNION

1. ETUC Executive Committee

The ETUC Executive Committee met on 15-16 March, 14-15 June, 19-20 October and 07-08 December. The Steering Committee met separately on 10 February, 4 May, 22 September and 14 November and held meetings in conjunction with the Executive Committee on 14 / 6, 19 / 10 and 7 / 12. The EPSU General Secretary remained member of the ETUC Steering Committee. Newly elected EPSU President Anne-Marie Perret attended the Executive as a titular member for the first time in December.

The sessions were marked in the main by:

- The rejection of the Constitutional Treaty in referenda in France and the Netherlands: the Executive of 14 and 15 June conducted an in-depth analysis of the reasons that had prompted the French and Dutch citizens to vote against ratifying the Constitutional Treaty. The referendum in Luxembourg in early June ended in a yes-vote, however there is general stalemate in further processing the draft Constitution. The Committee adopted a declaration on the future of European integration at its June meeting. Confirming its support for the current text of the Constitution, the ETUC called upon governments to restore confidence in European integration by promoting economic developments and jobs.
- The ongoing debates on draft EU legislation, most notably the draft services directive, the working time directive, REACH (chemical substances):

The highlight of the year was no doubt the mass demonstration organised by the ETUC on 19 March against the Services Directive as proposed by the Commission. Some 90.000 trade unionists took to the streets of Brussels. This issue featured on the agenda of all Executive Committee meetings throughout the year. In December, the Executive had to condemn the outcome of the vote on the Gebhardt report in the Internal Market and Consumer Protection Committee (IMCO). The statement reinforces the key demands of the ETUC, i.e. rejection of the country of origin principle, the right of the host country to impose supervisory measures, the exclusion of certain sensitive sectors such as temporary work agencies, the exclusion of all services of general interest, economic or non-economic.

The Employment and Social Affairs Committee of the European Parliament adopted the Cercas report on the Working Time Directive on 20 April with a clear majority, which was again achieved in plenary on 11 May. The compromise reached by the EP demands the end of the opt-out 36 months after the entry into force of the directive (2010). It extends the reference period to 12 months under certain conditions and defines on-call duty at the work place as working time, thus respecting the case law of the European Court of Justice. The Employment and Social Policy Council which met on 2 – 3 June did not approve the EP resolution. The ETUC strongly criticised this position, in particular the attitude of a small blocking minority comprising i.a. the United Kingdom and Germany. The ETUC also condemned the viewpoint of the Commission in not adopting the compromise reached in Parliament. This undermines workers' rights and is out of step with the need to restore the confidence of Europe' citizens in the EU. The working time directive remained blocked in the reporting period.

The REACH regulation was voted in the European Parliament on 7 November. The text voted meets some of the ETUC demands, in particular in maintaining the burden of proof on industry, the principle of 'duty of care' under which manufacturers are obliged to inform users

about the safety of their products, the principle of compulsory constitution for 'substances of high concern' (carcinogenic, mutagenic, toxic, persistent and bio accumulative). Other aspects, such as the safety information required for a significant number of chemical substances have been watered down.

- The failure to approve the EU budget: The Summit meeting of 16 – 17 June failed to reach agreement on the Financial Perspectives 2007 – 2013. Linked with the rejection of the Constitutional Treaty by two of its founding members, this has left the EU in a situation of crisis.
- The challenges to the European Social Model from politicians and academics: The concept of a social Europe has been central for the development of the European Union. It encompasses social rights, social inclusion, social dialogue and an important role for the social partners to shape EU policies. These core values were challenged in a report commissioned by the UK Presidency, claiming that there is no such thing as the European social model, but 25 different ones. The ETUC countered these arguments and adopted a declaration on a 'strong and social Europe' at the October Executive.
- The Vaxholm, Viking and Irish Ferries cases: All three cases revolve around the central issues whether a company can use cheaper foreign labour to replace the local workforce and whether a company fulfilling a contract outside its country of origin has to comply with the existing local collective agreements. In the Vaxholm case the question is further whether the right on freedom of movement can limit the right to collective action. The Vaxholm case is currently pending with the European Court of Justice.

The ETUC Executive Committee adopted a number of policy resolutions in the reporting period, which are noteworthy, for example: on 'more and better jobs', 'shaping a strong and social Europe', 'on the EU sustainable development strategy, on the green paper on demographic change, on 'higher education in a lifelong learning perspective', on 'health care and long-term care'.

The ETUC Executive agreed to hold the 11th Statutory Congress from 21 – 29 May 2007 in Seville, Spain.

The Executive also agreed to the proposal to set up a Pan European Regional Council (PERC). The document adopted recognises the need for constitutional autonomy of the ETUC. The PERC will include the affiliates of the new International Confederation (ITUC) in EU/EFTA countries and countries engaged in the process of joining the EU; other Southeast European countries, Newly Independent States including the 'Stan' countries. The PERC is to promote policy and action programmes for the ITUC and ETUC in Europe in relation to

- The Council of Europe
- The EU Neighbourhood policies in Europe
- The ILO
- Relevant work of the International Financial Institutions.

For the first time, members of the Executive (General Secretaries or Presidents) were invited to attend a summer school. This took place from 1 – 2 July in Florence. Issues discussed were: the situation of the EU, restructuring and relocation, organising and recruitment, the demographic challenge. The EPSU General Secretary made a contribution in a panel on demographic change.

2. Intersectoral Social Dialogue

20th anniversary of the Social Dialogue (Val Duchesse process)

Twenty years of social dialogue were celebrated on 29 September. The meeting allowed for reflections about history and the future of social dialogue. John Monks criticised the trend towards renationalising social policies as well as the attitude of UNICE, which is reluctant to engage into agreements.

Tripartite Social Summit

The social partners were invited to a tri-partite Summit at Lancaster House in London on 24 October. The ETUC welcomed the report by the European Commission for the Informal Social Summit on 27 October, in particular the proposal for a 'globalisation adjustment fund' to allow Member States to adapt to social shocks arising from major restructuring.

Social Partner Work Programme 2006 – 2008

The June ETUC Executive Committee had given its green light for the general orientation of the second autonomous work programme of the European social partners. Following a decision by the Social Dialogue Committee meeting of 24 June, a small ad-hoc group met on 30 / 9 and 17 / 10 to prepare a first draft of the joint work programme. It became clear from the first meeting that UNICE was unwilling to include any substantive issues into the work programme. CEEP had a far more constructive approach and was prepared to discuss issues of common concern at European level. The draft work programme was discussed in the Executive Committee in December, its final endorsement is foreseen for the Executive Committee in March 2006.

Framework of actions on gender equality

Following a 14-month long negotiating process, a Framework of Actions on gender equality (FoA) was formally adopted by the ETUC, UNICE and CEEP at the social dialogue committee on 1 March and presented to the Tripartite Summit on 22 March (the text can be found at <http://www.epsu.org/a/1813>). EPSU took part in the negotiations and in the smaller drafting group.

Up to the end of the negotiations, the main sticking points related to the causes of gender inequality and definition of social dialogue. In the end the trade union side succeeded in keeping explicit references to collective bargaining, as a key instrument to achieve equality, and the undervaluation of women's work as one of the main causes of persistent inequalities between women and men. It is on this basis that the trade union side agreed to the final text. The FoA consists of 4 chapters:

- Social partners' approach;
- Challenges;
- Priority actions and
- Follow-ups.

An annex encloses best practice examples that were used for the negotiations. The overall aim of the FoA is to improve implementation of equality legislation and support the Lisbon strategy for more and better jobs. Its main added value lies in its integrated approach to equality rather than a piecemeal approach by companies (i.e. a good policy on women's access to training but no appropriate working time policy). This can help reinforce the case for equality plans at the workplace. The issue of flexibility as a tool to redress work/life imbalance was controversial for a number of unions. It was agreed that references to flexibility, for instance of working time, must be understood as resting on a voluntary and negotiated basis. It also recognises that alternatives to long

irregular working hours need be sought to improve women's participation in decision-making and work/life balance. It promotes women's role in social dialogue at all levels including collective bargaining committees and units. It recommends to jointly approach public authorities to increase availability and quality of childcare (separate reference to *all* dependents' care); The four priority areas identified for actions by social partners at national and sectoral levels are as follows:

- addressing gender roles;
- supporting work/life balance;
- promoting women in decision-making
- tackling the gender pay gap.

Each of these areas is illustrated by social partners' good practice examples. The follow-up consists of annual reports and a review after 5 years by social partners. This part remains weak. It does not go beyond the first adopted FoA on lifelong learning in 2002, although legislation is much more developed on equality than on training at EU and national levels. It does not provide for target setting to reduce gaps and measuring tools although quantified objectives are part of best practice instruments under some of the priority areas (e.g. access to training). For national and/or sectoral social partners who have not yet addressed the issue of equality the FoA may provide a useful reference text. For those who are already actively involved in equality negotiations, annual reporting systems may be a way of promoting and benchmarking best practice examples.

Arguably the subject of equality would have deserved a stronger instrument than a FoA whose binding nature can be more easily challenged by employers. Still the FoA can provide a practical instrument and in turn promote discussions with the employers that may lead to stronger binding agreements at national and sectoral levels. The extent to which the FoA will be implemented will be a further test of the value of this type of EU social partners' instruments. The EPSU's Gender equality committee will monitor implementation and problems that may arise.

APPENDICES

1. Lists of Committees Members

EXECUTIVE COMMITTEE/COMITÉ EXÉCUTIF
COMITÉ EJECUTIVO/EXEKUTIVAUSCHUSS/EXEKUTIVKOMMITTÉN

Country	Union	Last name	First name	M / F	Function	Rotation
France	FGF-FO	PERRET	Anne-Marie	F	EPSU President	
United Kingdom	UNISON	PRENTIS	Dave	M	EPSU Vice President	
Belgium	EPSU	FISCHBACH-PYTTEL	Carola	F	EPSU General Secretary	
Belgium	EPSU	GOUDRIAAN	Jan-Willem	M	EPSU Deputy General Secretary	
Austria	GÖD/FSG	HOLZER	Richard	M	Titular EC	
Austria	GdG	HUNDSTORFER	Rudolf	M	Substitute EC	
Belgium	CGSP-ALR	LIEBEN	Gilbert	M	Titular EC	1st two years and a half
Belgium	CSC	HAMELINCK	Luc	M	Substitute EC	1st two years and a half
Belgium	CSC	HAMELINCK	Luc	M	Titular EC	2nd two years and a half
Belgium	CGSP-ALR	LIEBEN	Gilbert	M	Substitute EC	2nd two years and a half
Bulgaria	FTU-HS	KOKALOV	Ivan Angelov	M	Titular EC	
Bulgaria	FCIW-PODK	PARTENIOTIS	Ioanis	M	Substitute EC	
Croatia	WHSSPSDPI	OSTRIC-ANIC	Ljiljana	F	Titular EC	
Cyprus	PA.SY.DY	HADJIPETROU	Glafkos	M	Titular EC	
Czech Republic	OSZSP CR	SCHLANGER	Jiri	M	Titular EC	
Czech Republic	STATORG	VONDROVA	Alena	F	Substitute EC	
Denmark	FOA	KRISTENSEN	Dennis	M	Titular EC	
Denmark	DNO	CHRISTENSEN	Grete	F	Substitute EC	
Denmark	HK/Stat & StK	WALDORFF	Peter	M	Titular EC	
Denmark	DJOEF	RASMUSSEN	Mogens Kring	M	Substitute EC	
Estonia	ROTAL	LIIVAMAGI	Kalle	M	Titular EC	
Estonia	ETTAL	SCHMIDT	Ulle	F	Substitute EC	
Finland	JHL	SANTAMAKI-VUORI	Tuire	F	Titular EC	
Finland	Talentia	MALMSTRÖM	Eila	F	Substitute EC	
Finland	Pardia	PALOLA	Antti	M	Titular EC	
Finland	TEHY	LAITINEN PESOLA	Jaana	F	Substitute EC	
France	FNME-CGT	POMMERY	Claude	M	Titular EC	
France	FSS-CFDT	HAUTCOEUR	Bruno	M	Substitute EC	
Germany	Ver.di	BSIRSKE	Frank	M	Titular EC	
Germany	Ver.di	PASCHKE	Ellen	F	Substitute EC	

Germany	Ver.di	ZAHN	Christian	M	Titular EC	
Germany	MB	MONTGOMERY	Frank Ulrich	M	Substitute EC	
Germany	Ver.di	WERHEIT	Ursula	F	Titular EC	
Germany	Ver.di	MARTIN	Kurt	M	Substitute EC	
Greece	AEDDY	VRETTAKOS	Ilias	M	Titular EC	
Greece	AEDDY	DOLGYRAS	Ilias	M	Substitute EC	
Hungary	VDSZSZ	GAL	Rezső	M	Titular EC	
Hungary	EDDSZ	CSER	Agnes	F	Substitute EC	
Iceland	BSRB	JONASSON	Ögmundur	M	Titular EC	
Iceland	BSRB	ANDRESSON	Jens	M	Substitute EC	
Ireland	IMPACT	McLOONE	Peter	M	Titular EC	
Ireland	CPSU	HORAN	Blair	M	Substitute EC	
Italy	FPS-CISL	TARELLI	Rino	M	Titular EC	
Italy	FP-CGIL	PODDA	Carlo	M	Substitute EC	
Latvia	LAKRS	SPIGULE	Ausma	F	Titular EC	
Latvia	LVSADA	VIKSNA	Ruta	F	Substitute EC	
Lithuania	LVDPS	PETRAITIENE	Irena	F	Titular EC	
Lithuania	LVPF	NEMANIUS	Romualdas	M	Substitute EC	
Luxembourg	CGT-L	JUNGEN	Tom	M	Titular EC	
Luxembourg	CGT-L	TURPEL	Justin	M	Substitute EC	
Malta	GWU	ATTARD SULTANA	Josephine	F	Titular EC	
Netherlands	AbvaKabo FNV	VAN PIJPEN	Jenneke	F	Titular EC	
Norway	NUMGE	DAVIDSEN	Jan	M	Titular EC	
Norway	NTL	LILLEHEIE	Turid	F	Substitute EC	
Poland	HPS Solidarnosc	OCHMAN	Maria	F	Titular EC	
Poland	HPS Solidarnosc	GREGER	Jadwiga	F	Substitute EC	
Portugal	SINTAP	NOBRE DOS SANTOS	Jorge	M	Titular EC	1st and 5th year
Portugal	STE	BETTENCOURT	Leodolfo	M	Titular EC	3rd year
Portugal	STAL	BRAZ	Francisco	M	Substitute EC	1st, 3rd and 5th year
Portugal	STAL	BRAZ	Francisco	M	Titular EC	2nd and 4th year
Portugal	STE	BETTENCOURT	Leodolfo	M	Substitute EC	2nd year
Portugal	SINTAP	NOBRE DOS SANTOS	Jorge	M	Substitute EC	4th year
Romania	Gaz Rom.	BUCUR	Odetă	F	Titular EC	1st two years and a half
Romania	UNIVERS	VANCEA	Aurelian	M	Substitute EC	1st two years and a half
Romania	FEM III	ROSU	Nicolae	M	Titular EC	2nd two years and a half
Romania	FEM III	COTEANU	Ana	F	Substitute EC	2nd two years and a half

Slovakia	SOZKaSO	GALLOVA	Ivana	F	Titular EC	
Slovenia	SDE Slovenije	DOLAR	Franc	M	Titular EC	
Slovenia	ZSV	LEKSE	Nevenka	F	Substitute EC	
Spain	FSAP-CC.OO	SEGARRA ORTIZ	Miguel Vicente	M	Titular EC	1st two years and a half
Spain	FSP-UGT	LACUERDA CASTELLO	Julio	M	Substitute EC	1st two years and a half
Spain	FSP-UGT	LACUERDA CASTELLO	Julio	M	Titular EC	2nd two years and a half
Spain	FSAP-CC.OO	SEGARRA ORTIZ	Miguel Vicente	M	Substitute EC	2nd two years and a half
Sweden	Kommunal	THÖRN	Ylva	F	Titular EC	
Sweden	SEKO	RUDEN	Jan	M	Substitute EC	
Sweden	SKTF	NORDMARK	Eva	F	Titular EC	
Sweden	SAHP	EKLUND	Anna-Karin	F	Substitute EC	
Sweden	Fackförbundet ST	CARNEHEDE	Annette	F	Titular EC	
Sweden	SSR	JOHANSSON	Christin	F	Substitute EC	
Switzerland	VPÖD/SSP	SCHUEPP	Doris	F	Titular EC	
Turkey	Türk Harb-Is	CIMEN	Osman	M	Titular EC	
Turkey	SES	KANLIBAS	Olcay	F	Substitute EC	
United Kingdom	PCS	LANNING	Hugh	M	Titular EC	
United Kingdom	FBU	GILCHRIST	Andy	M	Substitute EC	
United Kingdom	UNISON	PRENTIS	Dave	M	Titular EC	
United Kingdom	FDA	BAUME	Jonathan	M	Substitute EC	
United Kingdom	GMB	STRUTTON	Brian	M	Titular EC	
United Kingdom	T&G	ALLENSON	Peter	M	Substitute EC	
United Kingdom	UNISON	SNAPE	Liz	F	Titular EC	
France	PSI	ENGELBERTS	Hans	M	Titular EC	
France	PSI	BUXBAUM	Jürgen	M	Substitute EC	
Norway	NUMGE	KRISTIANSEN	Gerd	F	Titular additional Women's seats	
Denmark	FOA	CHRISTENSEN	Lisa Dahl	F	Substitute additional Women's seats	
United Kingdom	RCN	BREWER	Sheelagh	F	Titular additional Women's seats	
Germany	Ver.di	MORGENSTERN	Vera	F	Titular additional Women's seats	
Germany	Ver.di	WOLFSTÄDTER	Alexa	F	Substitute additional Women's seats	
France	FSS-CFDT	JANNIN	Marie-Christine	F	Titular additional Women's seats	
Belgium	SLFP	SWAERTEBROEKX	Anny	F	Substitute additional Women's seats	
Spain	FES-CC.OO	ALENDE MACEIRA	Maria José	F	Titular additional Women's seats	
Portugal	STAL	SANTOS	Patricia	F	Substitute additional Women's seats	
Austria	GÖD/FSG	WIENKER-	Eva	F	Titular additional Women's seats	

		SALOMON			
As per paragraph 4.3.2 of the EPSU Constitution Presidents of the Standing Committees, with the right to speak only:					
Health and Social Services :		JENNINGS	Karen	F	UNISON (UK)
Local and Regional Government :		HAMMARBÄCK	Anders	M	SKTF (Sweden)
National and European Administration :		WALDORFF	Peter	M	HK/Stat and StK (Denmark)
Public Utilities :		BERGELIN	Sven	M	Ver.di (Germany)

STEERING COMMITTEE/COMITÉ DIRECTEUR
COMITE DIRECTIVO/LENKUNGSAUSSCHUß/STYRKOMMITTEN

Constituency	Country	Union	Last name	First name	Function	Rotation
Benelux, France	France	FGF-FO	PERRET	Anne-Marie	EPSU President	
UK, Ireland	United Kingdom	UNISON	PRENTIS	Dave	EPSU Vice President	
	Belgium	EPSU	FISCHBACH-PYTTEL	Carola	EPSU General Secretary	
	Belgium	EPSU	GOUDRIAAN	Jan-Willem	EPSU Deputy General Secretary	
Benelux, France	France	FSS-CFDT	HAUTCOEUR	Bruno	Titular SC	
Benelux, France	Netherlands	AbvaKabo FNV	VAN PIJPEN	Jenneke	Titular SC	
Benelux, France	Belgium	CGSP-ALR	LIEBEN	Gilbert	Substitute SC	1st two years and a half
Benelux, France	Belgium	CSC	HAMELINCK	Luc	Substitute SC	2nd two years and a half
Central Europe	Austria	GÖD/FSG	WIENKER-SALOMON	Eva	Titular SC	
Central Europe	Czech Republic	OSZSP CR	SCHLANGER	Jiri	Titular SC	
Central Europe	Austria	GÖD/FSG	HOLZER	Richard	Substitute SC	
Germany	Germany	Ver.di	BSIRSKÉ	Frank	Titular SC	
Germany	Germany	Ver.di	PASCHKE	Ellen	Substitute SC	
Germany	Germany	Ver.di	ZAHN	Christian	Titular SC	
Germany	Germany	Ver.di	WERHEIT	Ursula	Titular SC	
Germany	Germany	Ver.di	MARTIN	Kurt	Substitute SC	
Mediterranean	Italy	FPS-CISL	TARELLI	Rino	Titular SC	
Mediterranean	Greece	ADEDY	VRETTAKOS	Ilias	Substitute SC	
Mediterranean	Spain	FES-CC.OO	ALENDE MACEIRA	Maria José	Titular SC	
Mediterranean	Malta	GWU	ATTARD SULTANA	Josephine	Substitute SC	
Nordic	Norway	NUMGE	DAVIDSEN	Jan	Titular SC	
Nordic	Denmark	HK/Stat & StK	WALDORFF	Peter	Substitute SC	
Nordic	Sweden	Kommunal	THÖRN	Ylva	Titular SC	
Nordic	Sweden	SKTF	NORDMARK	Eva	Substitute SC	
Nordic	Finland	JHL	SANTAMAKI-VUORI	Tuire	Titular SC	
Nordic	Finland	Pardia	PALOLA	Antti	Substitute SC	
North Eastern Europe	Lithuania	LVDPS	PETRAITIENE	Irena	Titular SC	1st two years and a half
North Eastern Europe	Estonia	RODAL	LIIVAMAGI	Kalle	Titular SC	1st two years and a half

North Eastern Europe	Poland	HPS Solidarno sc	OCHMAN	Maria	Substitute SC	1st two years and a half
North Eastern Europe	Latvia	LAKRS	SPIGULE	Ausma	Substitute SC	1st two years and a half
North Eastern Europe	Poland	HPS Solidarno sc	OCHMAN	Maria	Titular SC	2nd two years and a half
North Eastern Europe	Latvia	LAKRS	SPIGULE	Ausma	Titular SC	2nd two years and a half
North Eastern Europe	Lithuania	LVDPS	PETRAITIENE	Irena	Substitute SC	2nd two years and a half
North Eastern Europe	Estonia	ROTAL	LIIVAMAGI	Kalle	Substitute SC	2nd two years and a half
South Eastern Europe	Bulgaria	FTU-HS	KOKALOV	Ivan Angelov	Titular SC	
South Eastern Europe	Romania	Gaz Rom.	BUCUR	Odetta	Titular SC	1st two years and a half
South Eastern Europe	Romania	FEM III	COTEANU	Ana	Titular SC	2nd two years and a half
South Eastern Europe	Turkey	SES	KANLIBAS	Olcay	Substitute SC	
South Eastern Europe	Romania	UNIVERS	VANCEA	Aurelian	Substitute SC	1st two years and a half
South Eastern Europe	Romania	FEM III	ROSU	Nicolae	Substitute SC	2nd two years and a half
UK, Ireland	United Kingdom	UNISON	PRENTIS	Dave	Titular SC	
UK, Ireland	United Kingdom	UNISON	SNAPE	Liz	Substitute SC	
UK, Ireland	Ireland	CPSU	HORAN	Blair	Titular SC	
UK, Ireland	United Kingdom	PCS	LANNING	Hugh	Substitute SC	
UK, Ireland	Ireland	IMPACT	McLOONE	Peter	Titular SC	
	France	PSI	ENGELBERTS	Hans	Titular SC	
	France	PSI	BUXBAUM	Jürgen	Substitute SC	
List of Constituencies:						
1. Denmark, Finland, Iceland, Norway, Sweden = Nordic						
2. Ireland, UK						
3. Germany						
4. Benelux, France						
5. Cyprus, Greece, Italy, Malta, Portugal, Spain = Mediterranean						
6. Austria, Croatia, Czech Republic, Hungary, Macedonia, Slovakia, Slovenia, Switzerland, Serbia, Montenegro, Bosnia Herzegovina = Central Europe						
7. Estonia, Latvia, Lithuania, Poland = North Eastern Europe						
8. Bulgaria, Romania, Turkey = South Eastern Europe						

GENDER EQUALITY COMMITTEE

Constituency	Country	Union	Last name	First name	M / F	Function	Rotation
Central Europe	Hungary	EDDSZ	CSER	Agnes	F	President GEC	
North Eastern Europe	Estonia	ROTAL	LIIVAMAGI	Kalle	M	Vice President GEC	
UK, Ireland	United Kingdom	RCN	JAMES	Sandra	F	Vice President GEC	
	Belgium	EPSU	SALSON	Nadja	F	EPSU Secretariat GEC	
Nordic	Norway	NUMGE	KRISTIANSEN	Gerd	F	Titular GEC	
Nordic	Sweden	SKTF	SALEH	Delshad	M	Substitute GEC	
Nordic	Denmark	FOA	CHRISTENSEN	Lisa Dahl	F	Substitute GEC	
UK, Ireland	Ireland	CPSU	HORAN	Blair	M	Titular GEC	
UK, Ireland	United Kingdom	UNISON	SNAPE	Liz	F	Substitute GEC	
UK, Ireland	United Kingdom	PCS	CAMPBELL	Pat	F	Titular GEC	
Germany	Germany	Ver.di	MORGENSTERN	Vera	F	Titular GEC	
Germany	Germany	Ver.di	ZAHN	Christian	M	Titular GEC	
Germany	Germany	Ver.di	WOLFSTÄDTER	Alexa	F	Substitute GEC	
Germany	Germany	Ver.di	BRUNNER	Wolfgang	M	Substitute GEC	
Benelux, France	France	FPSPSS-FO	BERENI-MARZOUK	Brigitte	F	Titular GEC	
Benelux, France	Belgium	SLFP	EYNDELS	Jan	M	Substitute GEC	
Mediterranean	Portugal	SINTAP	NOBRE DOS SANTOS	Jorge	M	Titular GEC	
Mediterranean	Malta	GWU	ATTARD SULTANA	Josephine	F	Titular GEC	
Central Europe	Macedonia	TUAJCA	MURATOVSKI	Vanco	M	Titular GEC	
Central Europe	Slovakia	SOZKaSO	GALLOVA	Ivana	F	Titular GEC	
North Eastern Europe	Lithuania	LVDPS	PETRAITIENE	Irena	F	Titular GEC	
South Eastern Europe	Turkey	Türk Harb-Is	CIMEN	Osman	M	Titular GEC	
South Eastern Europe	Romania	Gaz Rom.	BUCUR	Odeta	F	Titular GEC	1st two years and a half
South Eastern Europe	Romania	FEM III	COTEANU	Ana	F	Titular GEC	2nd two years and a half
South Eastern Europe	Bulgaria	FITUGO	TEMELKOVA	Maria Georgieva	F	Substitute GEC	

South Eastern Europe	Bulgaria	FCIW-PODK	PARTENIOTIS	Ioanis	M	Substitute GEC	
	France	PSI	WINTOUR	Nora	F	Titular GEC	
	France	PSI	BUXBAUM	Jürgen	M	Substitute GEC	
List of Constituencies:							
1. Denmark, Finland, Iceland, Norway, Sweden = Nordic							
2. Ireland, UK							
3. Germany							
4. Benelux, France							
5. Cyprus, Greece, Italy, Malta, Portugal, Spain = Mediterranean							
6. Austria, Croatia, Czech Republic, Hungary, Macedonia, Slovakia, Slovenia, Switzerland, Serbia, Montenegro, Bosnia Herzegovina = Central Europe							
7. Estonia, Latvia, Lithuania, Poland = North Eastern Europe							
8. Bulgaria, Romania, Turkey = South Eastern Europe							

STANDING COMMITTEE ON HEALTH AND SOCIAL SERVICES

Country	Union	Last name	First name	M / F	Function	Rotation
United Kingdom	UNISON	JENNINGS	Karen	F	President HSS	
Sweden	Kommunal	DI PAOLO SANDBERG	Liza	F	Vice President HSS	
Czech Republic	OSZSP CR	SCHLANGER	Jiri	M	Vice President HSS	
Belgium	EPSU	GOOSENS	Tamara	F	EPSU Secretariat HSS	
Austria	GdG	MAUERHOFER	Monika	F	Titular HSS	
Austria	GÖD/FSG	KULOVITS	Heinz	M	Substitute HSS	
Belgium	CSC	CRIJNS	Guy	M	Titular HSS	1st two years and a half
Belgium	CGSP-ALR	KNAEPENBER GH	Jean-Pierre	M	Substitute HSS	1st two years and a half
Belgium	CGSP-ALR	KNAEPENBER GH	Jean-Pierre	M	Titular HSS	2nd two years and a half
Belgium	CSC	CRIJNS	Guy	M	Substitute HSS	2nd two years and a half
Bulgaria	MF- Podkrepa	OUCHEVA	Theodora Nikolaeva	F	Titular HSS	
Bulgaria	FTU-HS	KOKALOV	Ivan Angelov	M	Substitute HSS	
Denmark	DNO	CHRISTENSEN	Grete	F	Titular HSS	
Denmark	FOA	STAEHR	Karen	F	Substitute HSS	
Estonia	ETTAL	KRUUSER	Piret	F	Titular HSS	
Estonia	ROTAL	HAAN	Ulle	F	Substitute HSS	
Finland	TEHY	MERASTO	Merja	F	Titular HSS	
Finland	SuPer	NIITYNEN	Arja	F	Substitute HSS	
France	FPSPSS- FO	BIRIG	Didier	M	Titular HSS	
France	FSS-CFDT	HAUTCOEUR	Bruno	M	Observer HSS	
Germany	Ver.di	STEFFEN	Margret	F	Titular HSS	
Germany	Ver.di	WEISBROD- FREY	Herbert	M	Substitute HSS	
Germany	MB	HAMMERSCHL AG	Lutz	M	Titular HSS	
Germany	Ver.di	OBERMANN	Karl	M	Substitute HSS	

Greece	AEDY	KOUTSIUBELIS	Stavros	M	Titular HSS	
Greece	AEDY	KASSES	Ermis	M	Substitute HSS	
Hungary	EDDSZ	CSER	Agnes	F	Titular HSS	
Ireland	IMPACT	CALLINAN	Kevin	M	Titular HSS	
Italy	FP-CGIL	DETTORI	Rossana	F	Titular HSS	
Italy	FPS-CISL	VOLPATO	Daniela	F	Substitute HSS	
Latvia	LVSADA	GAVARINA	Inta	F	Titular HSS	
Latvia	LVSADA	RUDZITE	Eija	F	Substitute HSS	
Lithuania	LSADPS	BUTKEVICIENE	Lilija	F	Titular HSS	
Lithuania	LSADPS	MACIUNIENE	Rima	F	Substitute HSS	
Luxembourg	CGT-L	ROELTGEN	André	M	Titular HSS	
Luxembourg	CGT-L	GOELHAUSEN	Marco	M	Substitute HSS	
Netherlands	AbvaKabo FNV	MERLIJN	Elise	F	Titular HSS	
Norway	NUMGE	BLAKSTAD	Kjellfrid	F	Titular HSS	
Norway	NSF	G. H. SLAATTEN	Bente	F	Substitute HSS	
Poland	HPS Solidarnosc	ABRAMSKA	Beata	F	Titular HSS	
Poland	HPS Solidarnosc	SOKALSKI	Leszek	M	Substitute HSS	
Portugal	SINTAP	FERREIRA	Luisa	F	Titular HSS	1st, 3rd and 5th year
Portugal	STE	MADEIRA	Candida	F	Substitute HSS	1st, 3rd and 5th year
Portugal	STE	MADEIRA	Candida	F	Titular HSS	2nd and 4th year
Portugal	SINTAP	FERREIRA	Luisa	F	Substitute HSS	2nd and 4th year
Romania	SANITAS	MUSCANU	Florin	M	Titular HSS	
Spain	FES- CC.OO	ALENDE MACEIRA	Maria José	F	Titular HSS	1st two years and a half
Spain	FSP-UGT	NAVARRO BARRIOS	Pilar	F	Substitute HSS	1st two years and a half
Spain	FSP-UGT	NAVARRO BARRIOS	Pilar	F	Titular HSS	2nd two years and a half
Spain	FES- CC.OO	ALENDE MACEIRA	Maria José	F	Substitute HSS	2nd two years and a half

Sweden	SAHP	OLSSON	Marina	F	Titular HSS	
Sweden	SKTF	SKOGLUND	Annica	F	Substitute HSS	
Sweden	Kommunal	NORDIN	Leif	M	Substitute HSS	
United Kingdom	RCN	BREWER	Sheelagh	F	Titular HSS	
United Kingdom	RCM	SKEWES	Jon	M	Substitute HSS	

STANDING COMMITTEE ON NATIONAL AND EUROPEAN ADMINISTRATION

Country	Union	Last name	First name	M / F	Function	Rotation
Denmark	HK/Stat & StK	WALDORFF	Peter	M	President NEA	
Germany	Ver.di	IHRIG	Sigrid	F	Vice President NEA	
United Kingdom	PCS	COCHRANE	Charles	M	Vice President NEA	
Belgium	CGSP-P	VASSART	Dany	M	Vice President NEA	
Belgium	EPSU	SALSON	Nadja	F	EPSU Secretariat NEA	
Austria	GÖD/FSG	KORECKY	Peter	M	Titular NEA	
Austria	GÖD/FSG	BENESCH	Jasmin	F	Substitute NEA	
Belgium	CSC	DEVOS	Jean-Paul	M	Substitute NEA	
Cyprus	PA.SY.DY	HADJIPETROU	Glafkos	M	Titular NEA	
Cyprus	PA.SY.DY	SAVVA	Charalampios	F	Substitute NEA	
Czech Republic	STATORG	VONDROVA	Alena	F	Titular NEA	
Denmark	DJOEF	RASMUSSEN	Mogens Kring	M	Substitute NEA	
Estonia	ROTAL	LIIVAMAGI	Kalle	M	Titular NEA	
Estonia	ROTAL	BAROT	Heidi	F	Substitute NEA	
Finland	JHL	VINGISAAR	Jaan	M	Titular NEA	
Finland	Pardia	KUMPULAINEN	Päivikki	F	Substitute NEA	
France	FGF-FO	NOGUÈS	Gérard	M	Titular NEA	
France	INTERCO CFDT	LABASQUE	Yves	M	Substitute NEA	
Germany	Ver.di	LINDENLAUB	Bernd-Axel	M	Substitute NEA	
Germany	Ver.di	MÜLLER	Sigrid	F	Substitute NEA	
Greece	AEDDY	DOLGYRAS	Ilias	M	Titular NEA	
Greece	AEDDY	VRETTAKOS	Ilias	M	Substitute NEA	
Hungary	KKDSZ	FENYVES	Kornél	M	Titular NEA	
Iceland	BSRB	ANDRESSON	Jens	M	Titular NEA	
Ireland	CPSU	HORAN	Blair	M	Titular NEA	

Italy	FPS-CISL	MIGGIANO	Davide	M	Titular NEA	
Italy	FP-CGIL	GARZI	Alfredo	M	Substitute NEA	
Latvia	LAKRS	DRUKA- IAUNZEME	Mara	F	Titular NEA	
Lithuania	LVDPS	PETRAITIEN E	Irena	F	Titular NEA	
Lithuania	LVDPS	KISIELIENE	Rima	F	Substitute NEA	
Luxembourg	CGT-L	TURPEL	Justin	M	Titular NEA	
Luxembourg	CGT-L	SCHOSSELE R	Jeanne	F	Substitute NEA	
Netherlands	AbvaKabo FNV	DIETEN	Jan Willem	M	Titular NEA	
Norway	NTL	ASKER	Berit	F	Titular NEA	
Norway	YS-Stat	KVALHEIM	Tore Eugen	M	Substitute NEA	
Portugal	STE	PEREIRA	Jorge	M	Titular NEA	1st, 3rd and 5th year
Portugal	SINTAP	NOBRE DOS SANTOS	Jorge	M	Substitute NEA	1st, 3rd and 5th year
Portugal	SINTAP	NOBRE DOS SANTOS	Jorge	M	Titular NEA	2nd and 4th year
Portugal	STE	PEREIRA	Jorge	M	Substitute NEA	2nd and 4th year
Spain	FSP-UGT	PALOMO CASTILLO	Yolanda	F	Titular NEA	
Spain	FSAP- CC.OO	CABALLERO	Pablo	M	Substitute NEA	
Sweden	Fackförbun det ST	PÄRSSINEN	Ilkka	F	Titular NEA	
Sweden	Fackförbun det ST	LAGERQVIS T-PALMU	Ulla	F	Substitute NEA	
Sweden	SEKO	NILSSEN	Roal	M	Titular NEA	
Sweden	SEKO	THORNBER G	Helen	F	Substitute NEA	
United Kingdom	FDA	BAUME	Jonathan	M	Substitute NEA	
United Kingdom	PCS	LEWTAS	Geoff	M	Substitute NEA	
Belgium	USF	SERGIO	Giovanni	M	Titular NEA	
Belgium	USF	NYCTELIUS	Lars	M	Substitute NEA	

STANDING COMMITTEE ON LOCAL AND REGIONAL GOVERNMENT

Country	Union	Last name	First name	M / F	Function	Rotation
Sweden	SKTF	HAMMARBÄCK	Anders	M	President LRG	
France	INTERCO CFDT	BERNARD	Joëlle	F	Vice President LRG	
Belgium	EPSU	CLARKE	Penny	F	EPSU Secretariat LRG	
Austria	GdG	MEIDLINGER	Christian	M	Titular LRG	
Austria	GdG	KATTNIG	Thomas	M	Substitute LRG	
Belgium	CGSP- ALR	LUYTEN	Mil	M	Titular LRG	1st two years and a half
Belgium	CSC	VAN DER GUCHT	Kriestien	F	Substitute LRG	1st two years and a half
Belgium	CSC	VAN DER GUCHT	Kriestien	F	Titular LRG	2nd two years and a half
Belgium	CGSP- ALR	LUYTEN	Mil	M	Substitute LRG	2nd two years and a half
Belgium	CGSP-M	PIRNAY	Laurent	M	Observer LRG	
Czech Republic	STATORG	VONDROVA	Alena	F	Titular LRG	
Denmark	FOA	JOERGENSEN	Peter Kvist	M	Titular LRG	
Denmark	HK/Kommunal	OTTO	Bodil	F	Substitute LRG	
Denmark	DKK	RASTEN	Bengt	M	Observer LRG	
Denmark	FOA	GYDESEN	Frede	M	Observer LRG	
Estonia	ROTAL	LIIVAMAGI	Kalle	M	Titular LRG	
Estonia	ROTAL	KAPP	Mare	F	Substitute LRG	
Finland	JHL	KEHALINNA	Heikki	M	Titular LRG	
Finland	TEHY	LOUNASMAA	Marja	F	Substitute LRG	
Finland	TEHY	MARKKANEN	Kirsi	M	Observer LRG	
Finland	JHL	LAUNIS	Merja	F	Observer LRG	
France	FPSPSS- FO	BECUWE	Serge	M	Substitute LRG	
France	CGT-SP	BOUVERET	Lise	F	Observer LRG	
France	FNACT- CFTC	RICOT	René	M	Observer LRG	

Germany	Ver.di	STERNATZ	Renate	F	Titular LRG	
Germany	Ver.di	MÜHLBERG	Annette	F	Substitute LRG	
Germany	Ver.di	KERSCHBAU MER	Judith	F	Titular LRG	
Greece	ADEDY	NIKITAS	Giannis	M	Titular LRG	
Greece	ADEDY	PAPPAS	Dimitris	M	Substitute LRG	
Iceland	BSRB	GUDMUNDSS ON	Arni	M	Titular LRG	
Ireland	IMPACT	NOLAN	Peter	M	Titular LRG	
Italy	FP-CGIL	PAGLIARINI	Gianni	M	Titular LRG	
Italy	FPS-CISL	ALIA	Velio	M	Substitute LRG	
Italy	FPS-CISL	MIGGIANO	Davide	M	Observer LRG	
Latvia	LAKRS	KALNINS	Juris	M	Titular LRG	
Latvia	LAKRS	MAZULANE	Rasma	F	Substitute LRG	
Lithuania	LVPF	NEMANIUS	Romualdas	M	Titular LRG	
Lithuania	LVDPS	PETRAITIENE	Irena	F	Substitute LRG	
Luxembourg	CGT-L	TURPEL	Justin	M	Titular LRG	
Luxembourg	CGT-L	SCHOSSELE R	Jeanne	F	Substitute LRG	
Netherlands	AbvaKabo FNV	WIECHMANN	Peter	M	Titular LRG	
Norway	NUMGE	GULBRANDS EN	Jan Helge	M	Titular LRG	
Norway	KFO	OLANDER	Gunn	F	Substitute LRG	
Poland	NSZZ	BARTON	Zbigniew	M	Observer LRG	
Portugal	STE	CARNEIRO	Alvaro	M	Substitute LRG	1st, 3rd and 5th year
Portugal	SINTAP	ABRAÃO	José	M	Substitute LRG	2nd and 4th year
Portugal	STAL	MARQUES	José Manuel	M	Observer LRG	
Slovakia	SLOVES	GATCIOVA	Marcela	F	Observer LRG	
Spain	FSAP- CC.OO	SEGARRA ORTIZ	Miguel Vicente	M	Titular LRG	
Spain	FSP-UGT	CABAZUELO GARCIA	Fernando	M	Substitute LRG	
Sweden	Kommunal	PETTERSSO N	Håkan	M	Titular LRG	

Sweden	SAHP	KARLSSON HAAL	Edel	F	Substitute LRG	
Sweden	SSR	HOLMBLAD	Lars	M	Substitute LRG	
Sweden	SKTF	NIELSEN	Dan	M	Observer LRG	
Sweden	Kommunal	JONSSON	Anders	M	Observer LRG	
Sweden	NOFS	LUND	Kjartan	M	Observer LRG	
Turkey	Belediye- Is	USKEL	Zafer	M	Observer LRG	
United Kingdom	UNISON	WAKEFIELD	Heather	F	Titular LRG	
United Kingdom	T&G	ALLENSON	Peter	M	Substitute LRG	
United Kingdom	GMB	STRUTTON	Brian	M	Titular LRG	
United Kingdom	FBU	GILL	Tom	M	Substitute LRG	

STANDING COMMITTEE ON PUBLIC UTILITIES

EPSU Nominations - Standing Committee on Public Utilities						
Country	Union	Last name	First name	M / F	Function	Rotation
Germany	Ver.di	BERGELIN	Sven	M	President PU	
Sweden	SEKO	RUDEN	Jan	M	Vice President PU	
Hungary	VDSZSZ	GAL	Rezső	M	Vice President PU	
France	FNME-CGT	POMMERY	Claude	M	Vice President PU	
Belgium	EPSU	GOUDRIAAN	Jan-Willem	M	EPSU Secretariat PU	
Austria	GdG	KOLLINGER	Heinz	M	Titular PU	
Austria	GdG	KLING	Walter	M	Substitute PU	
Belgium	CSC	JIMENEZ	Luis	M	Titular PU	
Belgium	CGSP-ALR	LIEBEN	Gilbert	M	Substitute PU	
Czech Republic	OS ECHO	SPURNY	Vit	M	Substitute PU	
Denmark	3F	LYNGE JENSEN	Kaj	M	Titular PU	
Denmark	DM	KJAERSGAARD	Poul	M	Substitute PU	
Estonia	AEEWTU	VAIKMA	Sander	M	Titular PU	
Finland	JHL	PEUSSA	Jorma	M	Titular PU	
Finland	Jyty	AUNOLA	Matti	M	Substitute PU	
Germany	Ver.di	OTT	Erhard	M	Substitute PU	
Germany	Ver.di	MENDROCH	Erich	M	Titular PU	
Germany	Ver.di	KLOPFLEISCH H	Reinhard	M	Substitute PU	
Greece	AEDDY	ANTONAKOS	Giannis	M	Titular PU	
Greece	AEDDY	LAMBROU	Evangelos	M	Substitute PU	
Hungary	VDSZSZ	MAJOR	Gabor	M	Substitute PU	
Iceland	BSRB	ATLADOTTIR	Anna	F	Titular PU	
Iceland	BSRB	EINARSDOTTIR	Thuridur	F	Substitute PU	
Ireland	ESBOA	O'NEILL	Fran	M	Titular PU	

Italy	FILCEM-CGIL	FONTANELLI	Francesco	M	Titular PU	
Italy	FLAEI-CISL	COSTANTINI	Bruno	M	Substitute PU	
Latvia	LAKRS	KALNINS	Juris	M	Titular PU	
Latvia	LTUE	APSITIS	Janis	M	Substitute PU	
Lithuania	LVPF	KALVAITIS	Romualdas	M	Titular PU	
Lithuania	LTUEW	SARAKOVAS	Igoris	M	Substitute PU	
Luxembourg	CGT-L	JUNGEN	Tom	M	Titular PU	
Luxembourg	CGT-L	KLEMAN	Chris	M	Substitute PU	
Macedonia	SSESM	SIMONOSKI	Robert	M	Titular PU	
Netherlands	AbvaKabo FNV	VAN HERPEN	Joost	M	Titular PU	
Norway	EL&IT	FELIX	Hans	M	Titular PU	
Norway	NUMGE	GULDBRAND SEN	Stein	M	Substitute PU	
Portugal	SINDEL	DUARTE MARQUES	Victor Manuel	M	Titular PU	
Portugal	SINTAP	SEABRA	João	M	Substitute PU	2nd and 4th year
Slovenia	SDE Slovenije	DOLAR	Franc	M	Titular PU	
Spain	CC.OO Aguas	REQUENA FERRANDO	Jordi	M	Substitute PU	
Sweden	Kommunal	HELLANDER	Annelie	F	Substitute PU	
Sweden	SKTF	JOHNSON	Bo-Göran	M	Titular PU	
Sweden	SKTF	MEYER	Lena	F	Substitute PU	
Switzerland	VPÖD/SSP	SERRA	Jorge	M	Titular PU	
United Kingdom	UNISON	BLOOMFIELD	Steve	M	Titular PU	
United Kingdom	AMICUS	ROONEY	Dougie	M	Substitute PU	
United Kingdom	GMB	SMITH	Gary	M	Titular PU	
United Kingdom	T&G	t.b.c.			Substitute PU	

2. List of Staff Members

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

3. Inventory of main documents elaborated / adopted in 2005

- The EU Directive on Services - a wholesale attack on basic services in Europe, Position adopted by the EPSU Standing Committee on Public Utilities, 7 April 2005 (document EN/FR/GE/IT/SWE) www.epsu.org/a/1094
- Statement of the EPSU Steering Committee on the adoption of the European Parliament's report on state aids package, Press Release – 25 February 2005 www.epsu.org/a/982

Adopted by the EPSU Executive Committee, 7 June 2005

- Report of Activities 2004 (*document EN/FR/GE/SP/SWE*) www.epsu.org/a/1221
- Public Services – Europe's Strength – Revised outline of EPSU priorities 2004-2009 (*document EN/FR/GE/SP/SWE*) www.epsu.org/a/1219
- CEMR Employers' Platform and EPSU joint statement on the EU employment policy (*document EN/FR/GER*) www.epsu.org/a/1180
- Five reasons why action is needed now to promote quality public services in Europe (*document EN/FR/GE/SP/SWE – Annex English only*) www.epsu.org/a/1219
- Finance report 2004 (*document EN/FR/GE/SP/SWE*) www.epsu.org/a/1220
- Declaration of the EPSU Executive Committee on a Social European Union, www.epsu.org/a/1190

Adopted by the EPSU Executive Committee 29-30 November 2005

- EPSU Executive Committee statement on Services directive and public services (document EN/IT) www.epsu.org/a/1602
- EPSU financial situation 2007-2009 (document EN/FR/GE/SP/SWE) www.epsu.org/a/1684

4. Other meetings attended by EPSU representatives

January

- 10 - 12 Trace project meeting in Sweden
- 10 –12 Veolia SNB meeting in Paris
- 12 Social Dialogue LRG meeting on Human Resources
- 12-13 Gender Equality negotiations
- 13 Social Dialogue LRG Steering group project on Enlargement
- 18 Social protection group meeting
- 20 Meeting with MEP Liotard (Dutch SP)
- 21 Eurelectric Social dialogue preparatory meeting
- 21 Commission employment study electricity
- 25 EIPA on e-gouvernement
- 26 ETUC delegation at Conference in Luxembourg
- 26 Confrontations Europe re state aids
- 26 ETUC National Officers meeting
- 27 Gender Equality negotiations
- 27 Meeting with Social Platform on Services directive
- 21 Demo Belgian non-profit sector
- 28 meeting with Eurocop (Mr Kiefer and Velleman)
- 28 Meeting on draft services directive with European Industry Federations
- 31 Working Group on social services
- 31 Discussion on services directive with J. Kirton-Darling, Uni-Europa

February

- 1 European Parliament meeting services directive EMPL / IMCO committees
- 2 16h00 meeting with Evelyne Gebhardt
- 2 EPSU/CESI European Commission DG EMPL
- 4 President & vice-president meeting
- 8 TRACE admin workshop
- 10 ETUC Steering Committee
- 14 FNCTTFEL conference on services directive
- 14 Manchester United Utilities
- 15 Hospital Sector Task Force
- 16 PSI NEE constituency meeting, Tallinn
- 16 Local public services and the internal market
- 16 Eurocities meeting
- 17 meeting with J. Niemicz re SGI
- 16-19 PSI Energy & Water meeting, Moscow
- 22 ETUI Collective Bargaining reporting with European Industry Federations
- 22 Meeting with UK Director General for public administration, London
- 23 Meeting with H. Kiehlman re Trace project
- 24 Meeting on services directive
- 24 Meeting with Eurelectric
- 24 Meeting re Social dialogue and employment
- 28 ETUC employment cttee

March

- 1 Social dialogue committee, intersectoral
- 1 EC info society workshop European Commission Information Society
- 1 CELSIG meeting
- 1-2 ETUC macroeconomic conference
- 2 Meeting with Britt Thompson MEP
- 2 Social Dialogue LRG Steering Committee meeting

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- 3 ETF meeting re SGI
 - 2-4 PSI Central Europe Constituency Meeting in Budapest
 - 4 Meeting with Italian affiliates, Roma
 - 8 ETUC conference on equality
 - 8-9 CGT Congress, France
 - 8-9 Meeting with CAPIO EWC
 - 9 Comité égalité SUEZ, Paris
 - 10 Meeting with SUEZ, Paris
 - 11 Meeting on draft services directive (European Industry Federations & ETUC)
 - 14 Preparatory meeting social dialogue electricity
 - 14 Social dialogue electricity committee
 - 14 European Industry Federations meeting
 - 14 Meeting with M. Barroso
 - 15-16 PSI – SEE constituency meeting, Tirana
 - 15-16 ETUC Steering & Executive Committee
 - 16-17 Verdi seminar re “Gewerkschaften in Europa, Möglichkeiten des "Sozialen Dialogs",
Dienstleistungen im allgemeinwirtschaftlichen Interesse”, Gdansk
 - 17 ETUC WG on SGI - services directive meeting
 - 17 EPSU press conference on Working Time Directive
 - 18 United Left hearing on services directive
 - 21 EPSU standing Committee LRG chairs meeting, Dublin
 - 23 Commissioner Piebalgs + Chairs EPSU Standing Committee Utilities
 - 24 NEA Troika DsG/union meeting
 - 30 – 31 European Parliament Employment (EPML) committee
 - 31 ECOSOC working time debate
 - 31 Coordination meeting with ETUC / social platform
 - 31 GPA (Gewerkschaft d. Privat angestellten), Vienna
 - April**
 - 1 European Commission hearing on social services
 - 1 Presentation to Japanese group
 - 4 Presentation to Impact group
 - 5 Social platform seminar services directive
 - 5 Collective bargaining working group
 - 5 meeting with CEMR and Commisison
 - 5 Confrontations meeting on SGI
 - 5 meeting with Eurogas
 - 6 ETUC National officers & European Industry Federations meeting
 - 8 visit of the Committee of the regions
 - 8 Health conference, Luxembourg
 - 11 Liaison forum, workshop on restructuring
 - 13-14 PSI EUREC
 - 13 ETUC Women’s committee
 - 14 - 15 ETUC Conference on domestic workers
 - 15 CELSIG meeting
 - 15-17 TRACE meeting, Italy
 - 18 Social services working group
 - 18-20 Meeting with Veolia, Paris
 - 19 ETUC Conference European strategy for employment, Luxembourg
 - 19-20 EP Social affairs committee
 - 21 Suez equality committee, Paris
 - 21 ECOSOC Working Time discussions
 - 26 Social dialogue meeting with Eurelectric
 - 26 Social dialogue meeting CEMR / enlargement
 - 27 UNISON / Ver.di conference, London
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- 27 presentation to SKTF group
 27 ENEL meeting
 28 AK Austria, Liberalisation and CEE, Vienna
 28-29 PSI Steering Committee
- May**
- 02 meeting with FIPSU & PARDIA, Helsinki
 03 meeting with Finnish Ministry of Finance, Katju Holkeri, Helsinki
 03 Meeting FES on services directive
 04 ETUC Steering Committee
 05 PSI Health task force meeting
 17 Meeting European Industry Federations & John Monks
 18 EDF EWC & SUEZ EWC, Paris
 19 EPSU / CEMR Joint Workshop on Employment
 19 SUEZ EWC Bureau
 19 Social Services Conference, London
 24 Presentation to KTV Group
 24 EP discussions on Services Directive
 24-27 ETF Congress, Finland
 24-26 CFDT Congress, France
 25 EPSU/EMCEF/CGT FNME discussion on Energy Conference
 26 ETUC meeting on services
 26 OSE Seminar on Social Dialogue
 27 Abvakabo studie dag, The Netherlands
 31 Presentation to SEKO group
 31 ETUC Social policy & legislation Committee
- June**
- 1 Secretariats SD Electricity
 2 GdG Meeting, Vienna
 2 European Council Working time, Luxembourg
 3 SUEZ Equality Committee
 8 EPSU Social Services WG
 10 NEA meeting with Directors General
 13 Meeting with CNE
 13 EPSU delegation meet Commissioner Mc Creevy
 13 Ver.di Seminar
 14 ETUC EC
 14 FP-CISL Congress, Roma
 14 meeting with VDSZSZ delegation
 15 ETUC Executive Committee
 15 Bureau SUEZ EWC, Paris
 15 Meeting with Luxembourg Minister Economy
 16 ETUI Seminar on Gender Equality in Trade unions
 16 ETUC Balkan Forum
 17 Preparatory meeting SUEZ EWC
 20 Presentation to FOA group
 21 Veolia SNB, Paris
 22 Social Dialogue Electricity
 23 Social Dialogue Committee meeting
 23-24 United Utilities on EWC, Manchester
 27 CELSIG meeting
 29 ACOD Harbour of Antwerpen
 29 National Officers/EIFs
 30 - 2 Trace
 30 - 2 ETUC Summer school

July

- 1 Evaluation meeting with Commission
- 5 Task Force Hospital
- 5 - 6 CGT-UNISON meeting on PPPs, Paris
- 8 EIRO evaluation
- 11 SGI WG
- 12 Services directive meeting In European Parliament
- 19 meeting with UK DG for public administration

August

- 25 Meeting with ACOD - Antwerpse haven werkbezoek
- 26 Meeting with Eurelectric
- 29 CSC Conference on Equality
- 30 Meeting with Joe Dunne, IMCO EP
- 31 Meeting with Italian unions, Italy
- 31 ETUC Officers

September

- 1 EPSU/CEMR Social Dialogue ECOTEC project Steering group
- 1-2 Electricity Forum, Italy
- 03-06 ETUC CB summer school, Italy
- 04-06 PSI Seminar, Montenegro
- 07 Suez Equality meeting, Paris
- 07 Meeting with Italian unions (UILCEM, ENEL), Italy
- 08 Meeting with UK Directors General Public Administration, London
- 08 Auditor's meeting
- 08-09 EWC bureau Suez, Paris
- 08-11 Meeting with E. Bernardo re: Working Time, Italy
- 12 Meeting with FGF-FO (+FO SP & Santé) re EU Sectoral Social Dialogue, Paris
- 12 Meeting Services Directive in the European Parliament
- 13 ETUC Meeting Services Directive
- 13 ICTU delegation
- 13-15 Social Dialogue meeting in Poland
- 14 ETUC active ageing
- 15-16 EIPA seminar on employment, Italy
- 16 Preparatory meeting Confrontations project
- 16-17 SEE Energy Treaty ETUC/EMCEF/EPSU, Skopje
- 19 Social dialogue re: undeclared work
- 20 EPSU Steering Committee
- 20 Training EPSU-TRACE extranet
- 21 Commission's e.government seminar
- 21 Social Dialogue Steering group LRG
- 22 ETUC Steering Committee
- 22 Eurogas annual conference
- 23 Meeting with Eureau
- 26-27 PSI Gender Equality forum
- 28 PSI EURECON
- 29 Social Dialogue Summit
- 29 ETUC Social protection committee
- 30 GPA Gewerkschaft der Privat angestellten, Vienna
- 30 Ad-hoc group on the future work programme of the EU social dialogue

October

- 3 Verdi group (lower Saxony)
- 4 secretariat meeting SUEZ
- 4 CAPIO meeting
- 6 Presentation for SKTF group

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- 6 ETUC Women's committee
 - 10 meeting with SFLP defence
 - 11 Presentation for GMB group
 - 12 ETUC Collective Bargaining working group
 - 13 meeting with E. Snoey, G. de Roos...(Abvakabo)
 - 14 CCSP Administration Congress
 - 14 Health Open Forum prep. Group
 - 17 FSP – UGT congress, Madrid
 - 17 ETUC services directive meeting
 - 18 DGB group
 - 19-20 EWCs SUEZ, Budapest
 - 19 Nordic leadership group meeting, Oslo
 - 19 - 20 ETUC Executive Committee
 - 21 EHMA
 - 22-23 “Against GATS - European Convention of the Local Governments - in support of public services”
 - 24 Informal Social Dialogue summit, London
 - 24 Social dialogue Electricity working group
 - 24 Meeting East Midlands office UK
 - 25 preparation of the Confrontations conference on services
 - 25 Presentation to KFO Norway delegation
 - 26 EPSU social services working group
 - 27 Meeting with VDSZZ, R. Gal re: social dialogue, Budapest
 - 27-28 EIPA seminar on anti-discrimination directives
 - 28 Verdi coordinated health meeting, Prague
 - November**
 - 7 Energy minister meeting, U.K.
 - 8 Open health forum
 - 8 Social Dialogue Committee
 - 8-10 Euromed group meeting in Tunis
 - 9 Presentation for Swedish Vårdförbundet representatives
 - 14 ETUC Steering Committee
 - 14 –15 Health conference in Barcelona
 - 15 Social Dialogue LRG - Human Resources Working Group
 - 16-17 Energy meeting in Slovenia
 - 17 UK presidency conference on social dialogue
 - 17 ETUC Working Time Conference, London
 - 18 Representative Task Force "Social Dialogue in the European Hospital Sector
 - 21 Meeting with ENEL in Roma
 - 21 Presentation for IMPACT, Eire representatives
 - 22 Meeting with CFDT Interco representatives
 - 22 IMCO vote services directive
 - 23 meeting with UNI-Europa services directive network
 - 23 Eurocadres congress
 - 24 Meeting Social dialogue electricity secretariat
 - 24-25 PSI Executive Board
 - 30 PES SGI working group, European Parliament
 - December**
 - 1 ENERGY DEMO
 - 1 Confrontations meeting “the European social model for services”
 - 1-2 TRACE federations meeting, Portugal
 - 3-6 EWC CEZ, Prague
 - 5 ETUC Steering / Executive committee
 - 6 NEA social dialogue seminar, U.K.
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- 6 ECOSOC internal market group
- 7 EDF EWC presentation
- 7 national officers / European Industry Federations meeting
- 8 Netlex meeting
- 8-9 Conference HSS, Edinburgh
- 12 HBS / Ver.di conference, Berlin
- 13 Task Force Hospital sector
- 14 Meeting with Luxembourg affiliate LCGB
- 14 Steering Committee employment project with EC
- 14 Working groups social dialogue electricity
- 15 Plenary meeting social dialogue electricity committee
- 16 Bureau Suez EWC
- 19 FO Energie
- 20 meeting with MEP Edit Herzog