



# EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS

## REPORT OF ACTIVITIES

**JANUARY - DECEMBER 2006**

EUROPEAN  
FEDERATION  
OF PUBLIC  
SERVICE  
UNIONS

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FEDERACIÓN  
SINDICAL  
EUROPEA DE  
SERVICIOS  
PÚBLICOS

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FEDERATION  
SYNDICALE  
EUROPEENNE  
DES SERVICES  
PUBLICS

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EUROPEISKA  
FEDERATIONEN  
FÖR ÖFFENTLIG  
ANSTÄLLDAS  
FÖRBUND

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EUROPÄISCHER  
GEWERKSCHAFTS-  
VERBAND FÜR DEN  
ÖFFENTLICHEN  
DIENST



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## I. EPSU GOVERNING BODIES

### Steering and Executive Committee

[www.epsu.org/r/119](http://www.epsu.org/r/119)

The Steering Committee met on 18 September and 20 November.

The Executive Committee met on 20 February, 9 June and 20-21 November.

The following external factors impacted on the work of the Steering and Executive Committee:

- The European Council approved its common position on the **draft services directive** at the end of July, after which the draft directive went back to the European Parliament for second reading. The rapporteur from the EP – IMCO (Internal Market and Consumer Protection Committee) Evelyne Gebhardt had still tried to put forward amendments together with other MEPs, however the EPP and the ALDE groups announced in early October in the IMCO that they wanted to stick with the Council text. The ETUC and EPSU highlighted three outstanding concerns:
  - clear and unambiguous exclusion for individual and collective labour law;
  - clear and unambiguous respect for fundamental rights as recognised at EU and national level, including the Charter of Fundamental Rights; and
  - exclusion of social services from the scope of the directive in a broad and open way.

On 15 November, the European Parliament voted in favour of the Services directive in the version approved by the European Council with no further amendment being applied to the text. This vote ended almost three years of debate and political battle. Member States have a maximum of three years to implement the provisions of the major directive, i.e., until December 2009. The EPSU Executive Committee decided that it would be necessary to continue work on the directive and to support affiliates in ensuring as favourable a transposition into national law as possible.

- The **Rapkay report on Services of General Interest** occupied the Executive / Steering Committee in several meetings. After lengthy and protracted debates the report was voted on 27 September. It contains some positive aspects but unfortunately is less outspoken on the need for a horizontal legal framework than, e.g. the Herzog Report on the SGI Green Paper in 2004 and calls only for adequate legislative measures. The main positive elements of the report are:
  - Citizens should be guaranteed locally controlled, democratic, public services.
  - The effective performance of a general interest task should prevail, in case of tension, over the application of treaty rules.
  - EU rules must help ensure local authorities have capacity to provide public services.
  - That compensation for public service obligation is not seen as state-aid.
  - Local authorities should have the freedom to provide services 'in-house'.
  - That public services are recognised in the charter of fundamental rights as essential for territorial and social cohesion.

- **The working time directive**

Neither the meetings of the Employment Councils of 2 June nor of 7 November under Austrian and Finnish Presidency respectively managed to agree on possible amendments to the Working Time Directive. As no agreement was reached the European Commission announced its intention to bring proceedings against the Member States infringing Directive 2003/88 on working time, as interpreted by the Court of Justice of the EC.

The following issues remained at the centre of the debate:

Opt-out. Initially granted to the UK at the first adoption of the working time directive as a temporary derogation, this formula has become the main battle ground in the discussion. The Cercas report voted in the European Parliament in May 2005 provides for a phasing out of the individual opt-out by 2010, a position very much welcomed by EPSU. Both the Austrian and Finnish EU presidencies have tried to find a compromise on this question, without however providing a concrete date for the phasing out.

On-call time. The time, even the inactive part, with physical presence at the workplace must be taken in account in full in the working time (Simap judgment, 3 October 2000; Jaeger, 9 September 2003; Dellas, 1 December 2005). The European Commission had sought to distinguish between the active and in-active part of on-call time in its proposed revision of the working time directive. The in-active time would not be classified as working time. The Cercas report allows for a different calculation of in-active time, but still considers it to be working time.

Compensatory rest. In the case of derogation from the daily and weekly rest periods, compensatory rest must immediately follow the working time concerned (Jaeger judgment).

Reference periods. The current Directive only authorises derogations from the reference period in certain cases: (1) for mobile workers, offshore activities, doctors in training (during the transitional period) by collective agreement or by law; (2) for certain jobs: managing executives or other persons with autonomous decision-taking powers, workers on board sea fishing vessels. The Cercas report provides for an annual averaging of working hours as a compromise proposal.

The EPSU Executive Committee supported the line within the ETUC whereby the Cercas report should be taken as basis of illustration how practical problems in the implementation of the working time directive could be overcome. The ETUC, with the ETUI-REHS, will investigate the current situation in Member States with regard to the implementation of the Working Time Directive, with a view to develop a proper response to the announcement of the European Commission to start infringement procedures. The survey was launched in early 2007.

Internally the following issues were of specific significance:

The EPSU Campaign on **Quality Public Services – Quality of Life** had been agreed by the Executive of November 2005. The campaign was successfully launched on 20 – 21 April in Vienna. The Steering and Executive Committees received regular up-dates on the evolution of the campaign (see Chapter IV, 3).

**Tuire Santamaki-Vuori**, from JHL Finland, was elected as **2<sup>nd</sup> EPSU Vice President** at the 9 June Executive Committee meeting.

The Executive Committee endorsed the idea of an **ETUC petition on public services** at its meeting of 20 – 21 November. As EPSU had not been consulted on this initiative before putting the 'petition' to the ETUC Executive Committee agenda of 19 – 20 October, the Executive Committee underlined the need for practical coordination of the petition campaign through the ETUC.

**EPSU – PSI Europe merger:** In October the Steering and Executive Committee received an up-date on the discussion on the EPSU – PSI merger group. It noted the progress made in relation to the EPSU – PSI Mapping (report by Jane Pillinger, see 9-10 October minutes [www.epsu.org/a/2087](http://www.epsu.org/a/2087)), the draft outline of activities – what and how ([www.epsu.org/a/2667](http://www.epsu.org/a/2667)); the concrete planning steps towards a single European federation ([www.epsu.org/a/2087](http://www.epsu.org/a/2087)).

The Executive approved the general principles contained in the proposed amendment to Article 12.4 d) of the PSI Constitution as elaborated by the Secretariats and submitted to the October Working Group meeting: *“In the European Region, PSI recognises EPSU as the regional organisation of the PSI. EPSU contributes to promoting the interest of the public services workers at global level. It is autonomous regarding EU/EUROPEAN internal policies and has its constitution.”*

It was noted that the PSI Executive Board had agreed the proposed amendment of Article 12. 4 d) and that it would be sent out to PSI affiliates with other Congress related matters, specifying that the EPSU – PSI Europe working group of March 2007 would come back to a consideration of key constitutional principles for the enlarged EPSU.

The Executive Committee further agreed the following points as essentials for EPSU in the further discussion:

These are:

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

Important documents adopted by the Executive Committee in 2006 (see Chapter VI, Appendix 3, p.62-63):

- First Analysis of the European Commission's Communication of Social Services of General Interest;
- Guidelines for the Trade Union Role in European Companies;
- EPSU Contribution to the consultation of the European social partners on measures to facilitate the reconciliation of professional, private and family life;

- EPSU critical analysis on European Commission Communication: Consultation regarding Community action on health services
- Final Report from TRACE project 'Change in the Public Services in Europe and Trade Union Responses;

## Finances, Membership & Personnel

[www.epsu.org/r/228](http://www.epsu.org/r/228)

The Executive Committee adopted the 2005 Finance Report in June. At its November meeting the Executive Committee agreed to defer the final approval of the "Finance situation end-June 2006 – Projection year-end 2006. – Reworked provisional budget 2007" to the meeting of the Steering Committee of 19 February 2007. These documents have since been adopted.

The November Executive had generally given its green light to the renting of the second floor at 45 Rue Royale from the owners of the building. As the definite decision to rent the additional floor had to be taken in early December, the Executive also charged the General Secretary in consultation with the President and the Vice Presidents to proceed with the rental contract subject to detailed examination of the conditions.

### Membership

Union's name	Countries	Number of members
<b>NEW AFFILIATIONS</b>		
Centrale Nationale des Employés	Belgium	1.000
La Centrale Générale FGTB	Belgium	20.000
The Association of Higher Civil and Public Servants	Ireland	3.200
Unione Italiana Lavoratori Chimica Energia Manifatturiero	Italy	5.000
Public Utilities and Housing Services Trade Union of Montenegro	Montenegro	4.420
Nezavisnost Trade Union of Chemical, Non-Metal, Energy and Mining Workers	Serbia	6.000
Trade Union of Electricity Workers of Serbia	Serbia	9.000

### Gender balance

Steering Committee: 47,7% female representatives  
Executive Committee: 35,6 % female representatives.

### The following change took place in the Secretariat:

Tamara Goosens started working for EPSU as of 1<sup>st</sup> January as officer for health and social services.

## II. GENDER EQUALITY COMMITTEE

[www.epsu.org/r/28](http://www.epsu.org/r/28)

10<sup>th</sup> meeting of the Gender Equality Committee 17 April, Brussels

Main items on the agenda:

- Report of EPSU activities (services directive; working time directive)
- Preparations of the GEC seminar *"Equality through quality public services in Europe"* 19 - 20 October, Brussels – (postponed to 13-02-07)
- Implementation of the European cross-sectoral framework of actions on gender equality (adopted on 1 March 2005)
- EU developments: discussion on the Commission's gender equality roadmap 2006-2010, (please see related EPSU press release of 8/03 [www.epsu.org/a/1847](http://www.epsu.org/a/1847)) with Mr Waterschoot from DG employment and social affairs
- Revision of the EPSU 2002-2007 equal pay resolution
- EPSU/PSI discussions on a single European public service trade union organisation: implications for the EPSU GEC and PSI European Women's Committee (EWOC)
- ETUC women's Committee meeting on 25-26 April and PSI European Women's Committee meeting on 10 April

On the workshop *"equality through quality public services"*, participants agreed that priority grounds for the working group discussions should primarily be disability, ethnic origin and age, while keeping gender as a cross-cutting issue.

The Commission's gender equality roadmap was welcomed, but concerns were raised about the absence of any links between gender equality and quality public services. There was also no reference to a gender impact assessment of the internal market, although gender mainstreaming of the EU neighbourhood policy (which is to a large extent an expansion of the EC internal market) was part of the roadmap. The absence of any reference to women's reproductive rights was also raised. On the positive, we welcomed the intention to relaunch the debate on the gender pay gap in the EU although a revision of the equal pay directive seemed a more appropriate instrument than a Communication (scheduled for 2007). The Commission replied that the roadmap could not address all issues and that its main focus was to monitor and promote proper implementation of EU equality legislation at national level. The pending Communication on the pay gap was unlikely to include legislative proposals. It was promised that EPSU would be consulted on pending research on job classification in social services.

On the revision of the EPSU equal pay resolution, it was agreed to maintain and update the resolution. A note outlining proposed changes was discussed, to which the following was added:

- Extend collection of statistics on the gender pay gap to outsourced /privatised services;
- Maintain reference to minimum decent wage levels as an important tool to combat women's poverty and reduce the pay gap;
- Combat value pay discrimination, also in combination with campaigning for revising EU legislation on equal pay and opposing competitiveness as an argument for undervaluing women's work (and refusing flat rate increases);
- Promote part-timers' right to a fulltime job;
- Develop training for women on pay bargaining and on equality for pay negotiators.

A draft of the revised resolution, which would take the form of a checklist, would be discussed at the next GEC meeting in 2007.

On the PSI Europe-EPSU merger discussions, the Committee recommended that content and objective should dictate the structure and not the other way around. Its preference was clearly to keep a gender equality committee composed of both women and men but it was also important to reach a consensus with members of PSI's EWOC.

On the ETUC equality plan 2003-2007, EPSU had sent its replies regarding the evaluation of the plan's 3 internal objectives: elimination by half of the female representation gap in decision-making bodies of ETUC affiliates; extending gender mainstreaming in collective bargaining ; strengthening the role of the body responsible for gender equality policy. EPSU replies can be found at [www.epsu.org/a/2958](http://www.epsu.org/a/2958)

#### Gender balance

61,5 % female representatives.

### III. EPSU STANDING COMMITTEES

#### 1. Health and Social Services

[www.epsu.org/r/2](http://www.epsu.org/r/2)

##### 23<sup>rd</sup> meeting of the Standing Committee on Health and Social Services, 15 March, Brussels

Main items on the agenda:

- Report on Health, Social Services and the Services Directive
- Report of EPSU Seminar on Social Services and discussion on draft recommendations for EPSU social services policy
- Update on European Commission plans for Communication on Social Services of General Interest
- Outline of EPSU Campaign on Quality Public Services (see Chapter IV, 3.)
- Update on Working Time Directive (see Chapter I)
- Discussion on role of health and social services in the prison sector, and involvement of Health and Social Services officers in prison services seminar in December 2006
- Report on the Open European Health Policy Forum – 8 November 2005
- Discussion on next European Health Policy Forum – 5 April 2006
- Report on inter-sectoral negotiations on violence at work

See below for more detailed information concerning the specific items of the agenda.

##### 24<sup>th</sup> Meeting of the Standing Committee on Health and Social Services, 20 September, Brussels

In order to prepare for the inaugural meeting of the Social Dialogue Committee Hospital Sector in the afternoon of the same day, an extra Standing Committee meeting was organised in the morning of 20 September, in which the Social Dialogue Committee's draft internal rules of procedure, the detailed work programme, as well as the agenda for the first Committee meeting were discussed and endorsed.

Karen Jennings and Jiří Schlanger were nominated as chair and vice-chair of the Social Dialogue Committee Hospital Sector and as members of its Steering Group on behalf of EPSU. A decision on the remaining EPSU-vice-chair and Steering Group member was postponed to the Standing Committee meeting in Spring 2007.

##### 25<sup>th</sup> Meeting of the Standing Committee on Health and Social Services, 21 September, Brussels

Main items on the agenda

- Social Dialogue Hospital Sector
- European Commission Health Care Initiative
- Report and update on European Health Policy Forum (EHPF)
- National developments in health care and social services sector:
- Report on Health, Social Services and the Services Directive
- Report on developments Working Time Directive (see Chapter I)
- Draft Social Services Action Plan
- Draft EPSU recommendations for care services
- European Commission follow-up to the Communication Social Services of General Interest
- Preparation for EPSU seminar on prison services
- Inter-sectoral negotiations on Violence at Work (see Chapter VI, 2)

- European Parliament resolution and follow-up on the prevention of needle stick injuries

#### Composition of the Committee and gender balance

51,13 % female representatives.

#### **Social Dialogue Hospital Sector** [www.epsu.org/r/20](http://www.epsu.org/r/20)

On the 31st of January HOSPEEM and EPSU sent a letter of intention to the European Commission with a joint request to establish a sectoral social dialogue committee in the hospital sector. To prepare for the launch of the European social dialogue, the social partners organised a joint conference with the support of the European Commission.

#### EPSU / HOSPEEM Conference: "Formalising the European Sectoral Social Dialogue in the Hospital Sector" 16 - 17 March, , Brussels

The main event of this conference was the signing of the work-programme by the General Secretaries of EPSU and HOSPEEM. Plenary sessions and workshops were organised around the three themes of the work programme: recruitment and retention, the ageing workforce and training and qualifications. There was also a general debate on the role of EPSU and HOSPEEM in influencing and shaping the debate on EU-health care policy. Both EPSU and HOSPEEM representatives stated that as social partners in the hospital sector, they are committed to play a key role in the sector and to influence decision-making procedures in the European Union.

On the whole, the European Commission, represented by Mr. Jackie Morin of DG-Employment and Social Affairs, expressed its support for the efforts that HOSPEEM and EPSU had made to develop the social dialogue at European level, and encouraged employers' organisations and trade unions to continue their work in the hospital sector.

#### Joint Task Force Hospital Sector- 3 July, Brussels

The Joint Task Force meeting was set up as a follow-up to the March conference in order to discuss the final preparations for the launch of the social dialogue committee in September. The main item on the agenda were the draft rules of procedure and the nominations for the steering group and working groups. In its separate meeting, the trade union delegation decided that these rules and the nominations needed to be discussed in an extra meeting of the EPSU Standing Committee on Health and Social Services, before they could be agreed in the Social Dialogue Committee.

The Task Force also explored the possibilities for a follow-up project on social dialogue in the new Member States. As stated in the joint work programme, HOSPEEM and EPSU representatives have committed themselves to start work on strengthening the social dialogue in the new EU-member states. There was general agreement that the European social partners should submit a project application for the period 2006-2008. HOSPEEM agreed to manage the project.

#### Launch of the Social Dialogue Committee on 20 September, Brussels

The European Commission recognised EPSU and HOSPEEM as representative social partners on 31 July and the European Sectoral Social Dialogue Committee in the hospital sector could be launched on the 20<sup>th</sup> of September 2006.

In preparation of this first Social Dialogue meeting, the Standing Committee on Health and Social Services met in the morning to discuss on the internal rules of procedure and the nominations for the chairing positions and steering committee seats. At the Social Dialogue Committee meeting, Bernhard Jansen, Director of the Employment Department of the Directorate-General of Employment, Social Affairs and Equal Opportunities of the European Commission, opened the meeting and welcomed the establishment of the Committee. At its first meeting, the Committee adopted its rules of procedure ([www.epsu.org/a/2596](http://www.epsu.org/a/2596)) and decided that

Karen Jennings and Godfrey Perera would co-chair the Committee on behalf of EPSU and HOSPEEM, with Jiří Schlanger (EPSU) and Cristina Carlsen and Silvana Dragonetti (HOSPEEM) as vice-chairs. They all would also be the members of the Committee Steering Group.

The Committee also formally adopted the Committee Work Programme 2006-2007 (of which the content was agreed upon at the Social Dialogue Conference on 17 March 2006) [www.epsu.org/a/2043](http://www.epsu.org/a/2043).

The areas to be tackled during the next two years include:

- Recruitment and Retention
- The ageing workforce
- New skill needs
- Strengthening industrial relations in the new EU-Member States

It was agreed that ad-hoc working groups will be set up for the first three areas of work. A separate project will be set up in order to coordinate the activities in the field of the industrial relations in the new EU-member states. An application for a grant was sent to the European Commission on 31 August.

Some 50 participants, representing trade unions and employers in 19 different EU, EU-accession and EEA-countries, took part in the meeting.

#### Joint meeting for social dialogue working group members on 19<sup>th</sup> of December

This kick-off meeting for all the working group members was held on 19 December. At this meeting, presentations were given by the European Commission and the EPSU and HOSPEEM secretariats on the background, characteristics and the instruments of the European social dialogue. This information was illustrated with examples of successful initiatives in other sectoral social dialogue committees.

The European Commission also informed the participants about the European Commission decision to launch a consultation procedure on needle stick injuries, in which the hospital sector social partner organisations would be invited to give their opinion on the protection of European healthcare workers from blood-borne-infections due to needle stick injuries.

EPSU and HOSPEEM delegates started exploring the work programme issues. They discussed, the challenges which faced the social partners and how they could tackle them in the European sectoral social dialogue both in separate group meetings and in plenary. Several concrete suggestions were given by participants from both sides, which will be discussed in more detail in the 2007 working group meetings. It was also mentioned that possible European Commission initiatives in the field of health services could be of crucial importance for the further development of the hospital sector and that this should be given high priority by the social partners.

Some 52 participants took part in the meeting, representing trade unions and employers in 20 different EU-(candidate) and EEA-countries.

#### Social Dialogue Project New Member States

As mentioned above, HOSPEEM and EPSU also started a joint project in 2006 with the support of the European Commission in order to strengthen the social dialogue in the new EU-Member States. HOSPEEM was the applicant and would coordinate the project, with support of EPSU as project partner and assistance from the Czech, Slovak and Dutch social partners. The UK and German social partners offered assistance.

This project would consist of three different elements: a joint research on the status of social dialogue in the new EU member states, a pilot project in Slovakia and the Czech Republic to develop national initiatives and working methods and a final conference in Prague in spring 2008. The first Steering group meeting for this project was held on the 18 December.

## **Social Services**

### Social Services Conference, 14-16 January, Helsinki

The Social Services Seminar took place from 14 to 16 of January in Helsinki. It was prepared under remit of the Standing Committee on the Health and Social Services by the social services working group. The EPSU Finnish affiliates in the social services sector hosted the event.

The main purpose of the seminar was to build up a network of trade union officers who work in the field of social services and also to discuss the future policy opportunities for EPSU concerning the social services sector. The seminar was attended by 45 representatives from 17 countries, most of whom are working for or in the social services sector.

The main items on the conference agenda were:

- Introduction by the vice-president of the HSS Standing Committee,
- An outline of developments in the field of working conditions in the Social Services sector by Jane Lethbridge (PSIRU).
- Country reports on working conditions in the Social Services sector by representatives from Finland, the Czech Republic, Germany and Spain.
- An update on European developments regarding Social Services with specific attention to the European Parliament's voting on the Services Directive and the (then) upcoming European's Commission Communication on Social Services of General Interest.
- Country reports on training and professionalisation in the sector by representatives from Belgium and the UK.
- Two workshops, one on working conditions and one on training and professionalisation in the Social Services sector.
- A general plenary discussion on these issues and the possibilities to develop follow-up activities in these fields.
- The presentation and discussion of a draft conference statement for the social services sector.

The participants at the conference agreed that they would have the opportunity to amend the text of the draft conference statement. After implementing the written input, a revised version of the statement would be presented for discussion and adoption to the social services working group and the Health and Social Services Standing Committee.

### Social Services Working Group

This Working Group consisted of representatives from the different EPSU constituencies. They met on 16 February, 15 May and 16 October.

The main themes discussed in these meetings were:

- EU-developments on Social Services of General Interest/Services Directive
- Cross-sectoral negotiations on violence at work
- Draft EPSU statement on social/care services
- Future EPSU activities - Draft Action Plan Social Services 2006-2009
- Follow-up research on working conditions in social services sector
- Preparations prison services seminar, Prague
- Preparation Social Services Conference 2007 – Greece

As the Standing Committee stated that EPSU needed to further develop its policies on social services before adopting a general statement on social/care services such as prepared in the social services conference in January, the Working Group members started discussing on the future action plan for 2006-2009. The Working Group members affirmed that in addition to the

general EPSU work on working conditions and quality of the services, specific attention should be given to the position of the children in society, and how social services can best protect their interests. The Working Group also confirmed the importance of the work done by the EPSU Secretariat on Social Services and Internal Market. The Working Group expressed their concern about the policies followed by the European Commission and were of the opinion that EU internal market and competition policies should be challenged by trade unions, and specifically by EPSU. The Quality Public Services Campaign and the call for a general legal framework on Services of General Interest would be an important tool in these debates.

### **The European Health Policy Forum (EHPF)**

Both the EPSU health and social services officer and the Vice-Chair of the Standing Committee, Jiri Schlanger were members of the EHPF for 2006. EPSU participated in the workshop on Patients' safety at the meeting on 5 April. The organisers of this workshop proposed to set up a forum on patients' safety for all actors in this field. More discussion was, however, needed on the structures and facilities for the organisation of such a forum. The second workshop on Transparency explored on the possibilities to develop a code of conduct on transparency for EHPF-members.

EPSU, in cooperation with other Health NGO's including the European Health Management Association, the Pharmaceutical group of the European Union, the European Federation of Nurses Associations, and the Standing Committee of European Doctors organised a workshop on the health services consultation at the EHPF of 22 November. The aim of the workshop was to create an open debate on cross-border care, and a useful overview of the risks of these types of care to national health systems. EPSU and the other organisers also wanted to provide the Commission with ideas and suggestions how to tackle these issues in a social manner. As the consultation was still ongoing, no final conclusions were made at the Forum. It was expected that further debates at EU-level would be organised after the consultation process. The second workshop, on Health strategy, focused on the direction and the role of the European Community in health policy, and more specifically on health promotion.

### **EU Developments in the Health & Social Services Sector**

#### EC Communication on Social Services of General Interest (SSGI) & Follow-up

The European Commission finally published its Communication on Social Services of General Interest (COM (2006) 177) on 26 April. The Commission has been working on this paper for several years. Nonetheless, the quality and content of the paper fall far short of EPSU's expectations. The European Commission has not developed any new policy on the issue of SSGI. Worse, it is of the opinion that internal market regulations should also be applied to social services and that there is no need, at this point, to develop legislation in which the general interest aspect of social services would be protected more thoroughly from the influence of internal market or competition rules. It was felt that the Communication as a whole lacks genuine concern for the solidarity and public service aspects of social services. For this reason, EPSU called on the European Commission, but also the European Parliament and Council, to refocus attention on the need for a framework directive on all services of general interest.

As a follow-up to the Communication both the Social Protection Committee and a group of researchers, assigned by the Commission sent out a questionnaire on SSGI to the different stakeholders in the field of Social Services, including EPSU. The aim of the questionnaire was to take stock of the national application of Community rules in the area of social services. Unfortunately, the questionnaire reflected the bias of the Communication and because of the highly technical and detailed character of the questions was almost unanswerable. In its October 2006 response to this questionnaire the EPSU secretariat with the input of the Standing Committee, therefore, criticized the structure and content of the questionnaire and informed the

researchers about the EPSU position as agreed by the Executive Committee on 9 June ([www.epsu.org/a/2436](http://www.epsu.org/a/2436)).

The Social Protection Committee questionnaire on the other hand, was designed to study the characteristics which would reflect the specific nature of social services of general interest. Its aims were to add precision to the description of these characteristics as they were elaborated in the Communication and also to examine the purposes of these characteristics. In addition, the Social Protection Committee wanted to investigate whether further steps were needed at Community level and if this was the case, which possibilities would there be available for such steps. As EPSU supports legislation covering all SGI, it made clear in its response that the European Community should focus first on the principles and the protection of the SGI, instead of spending all its effort in defining the different categories of the public services and their specific characteristics.

#### EC Communication and consultation on Health Services

On 31 September the European Commission published a communication in which it presented its views on future Community action on health services and in particular cross-border healthcare. At the same time, an open consultation was launched in order to consult the different European and national stakeholders on this issue.

The Consultation covers different types of cross-border healthcare:

- cross-border provision of services, i.e. delivery of service from the territory of one Member State into the territory of another, such as telemedicine, remote diagnosis across borders
- patient mobility
- presence of a service provider from abroad
- mobility of health professionals

At the Executive Committee of 20-21 November, the EPSU secretariat expressed its concerns about the direction of this initiative and the ambiguous message from the Commission regarding the desirability of increased cross-border healthcare. There were serious doubts about the Commission's intentions, and whether these would obstruct the Member States' competence to organise their care according to their own principles. In addition the EPSU secretariat and affiliates fear that possible future EU legislation will allow market forces and private companies to govern the health care sector in a way that will harm, amongst others, the accessibility and affordability of health care systems.

EPSU therefore urged European Community Institutions and the Member States to take appropriate actions as to ensure that the health care systems in the EU are of high quality and based on the principle of solidarity.

The Standing Committee on Health and Social Services and its Social Services Working Group would follow the EU developments on health services. Under its remit, the affiliates in the health sector care sector were requested to give input to the draft EPSU response to the European Commission Consultation.

#### European Parliament Resolution on the prevention of needle-stick injuries

As the incidence rate of needle stick injuries is still raising in several countries, a number of EPSU affiliates expressed their concern about the current level of protection from infection caused by contaminated medical sharps. This concern was shared by many European Parliament Members. Therefore, the European Parliament Employment Committee decided to draft a resolution in order to request the European Commission to submit proposals for amendments to the Directive on biological agents at work. EPSU was involved in influencing the drafting process of this resolution. EPSU thus perceived adoption of the resolution and the general recognition of this problem as an important first step in the development of appropriate measures. EPSU is, however, of the opinion that future legislation on this issue should not only cover health workers but all groups

who may come in contact with contaminated medical sharps, such as waste workers, cleaning and laundry personnel or social workers.

## 2. National and European Administration

[www.epsu.org/r/4](http://www.epsu.org/r/4)

### 25<sup>th</sup> meeting of the Standing Committee on National and European Administration (NEA), 30 May, Vienna

Main items on the agenda:

- Update on social dialogue developments and adoption of TUNED's social dialogue workprogramme (roadmap) 2007-2009 copy available on [www.epsu.org/a/2945](http://www.epsu.org/a/2945)
- Update on Services directive and EPSU public service campaign
- Preparations of prison services seminar on 10-12 December (see Chapter IV, EPSU Projects, it. 2): The Committee agreed to organise this second prison workshop in cooperation with Health and Social Services to extend the discussion with social service workers involved in prisons. The workshop will be organised with the support of the ETUI-REHS and receive EU funding.
- 2007 workprogramme: Discussion on a workshop on defence sector;
- Trace project on decentralisation in public services: preparations of the 3<sup>rd</sup> and final project's workshop in June in Brussels, focus of which will be the Trace handbook (see chapter V, 1).
- Adoption of a declaration supporting ROTAL in its ongoing battle to secure trade union rights for Estonian state civil servants.

### 26<sup>th</sup> meeting of the Standing Committee on National and European Administration (NEA), 6 November, Brussels

Main items on the agenda:

- An update on main EPSU developments (services directive; revision of working time directive; SGI campaign)
- Discussion of social dialogue state of play with the participation of CESI representatives (Juergen Noack from the secretariat and Christian Moos from the DBB, Germany) including:
  - Preparations for the 4 December DG/TUNED social dialogue meeting (Helsinki) including a joint statement on leadership and management
  - Preparations for the forthcoming German EU Presidency which expressed commitment to achieving substantial progress towards formalisation of the social dialogue in time for an EU Public administration Ministerial Conference on 22 June 2007
- Final preparations for prison service seminar on 10-12 December 2006, Prague
- An exchange with the author of a pending study by EIRO (Dublin Foundation), Lorenzo Bordogna, on industrial relations in public administration (ministries) covering EU 25, candidate countries and Norway. The study will examine the definition and structure of the central government sector in the economy and overall public sector; regulation of employment compared to private sector; pay levels and determination; trade union density and employer representation; collective bargaining and conflict. It was agreed a draft copy of the study, in English, would be sent to NEA for comments. When asked whether the study could refer to developments with European social dialogue, it was clarified that the study was not a representativity study of social partners.
- An exchange with Richard Pond on the usefulness of a 6-monthly bulletin on collective bargaining development in NEA. This was agreed.
- Discussion on defence workshop of 17 April 2007. The focus will be on EU developments in defence policy, trade union rights and application of EU social directives, developments with Public Private Partnerships and privatisation. Euromil secretariat would be invited to the workshop.

- Trace project: finalisation of the handbook on which no further comments were made

#### Composition of the Committee and gender balance

25,15 % women representatives; there are participation gaps from some countries, notably Central and Eastern European and South-Eastern Europe.

To note, women's participation in the Committee is very low in social dialogue meetings, 2 or 3 women on average in the 25-strong TUNED delegation.

### **Social Dialogue**

#### Themes

Under the Austrian and Finnish EU presidencies, the EPSU-led TUNED – the Trade Unions' National and European Delegation – held a number of meetings with the Directors General (DGs) on the following issues:

- *Equality and diversity (2006-2007)*: A joint DG/TUNED working group on equality and diversity was set up to prepare a conference in the Autumn of 2007 in Copenhagen, as follow-up to the DG/TUNED joint statement on equality adopted in December 2005. It will meet 3 times under the auspices of the Danish Director General (DG). The main objective is to highlight the role of social dialogue in public administrations in promoting and achieving equality and diversity on the basis of good practice examples.
- *Cross-border mobility (1<sup>st</sup> half of 2006, Vienna)*: The Austrian DG chose this topic in view of the European year of mobility. The discussion was two-fold: the role of public administrations in facilitating cross-border mobility of workers and the removal of legal barriers to cross-border mobility in the EU civil services.
- The plenary social dialogue meeting which took place on 29 May in Vienna was attended by 29 TUNED delegates from 17 countries and the European Commission (plus EPSU and CESI secretariats) and about 50 DG representatives from EU-25. A joint statement on mobility was adopted and signed by TUNED spokesperson, Peter Waldorff (President of Danish HK/Stat), and Austrian DG Emmerich Bachmayer on behalf of EU DGs,. It can be found together with an EPSU related press release at [www.epsu.org/a/2093](http://www.epsu.org/a/2093). It promotes workers' fundamental right to free movement across EU borders, it notes the progress made in lifting legal restrictions on the basis of nationality to work in the civil service and encourages developing civil servants' exchange programme. It recognises that developing workers' occupational mobility and investing in public services in the EU are equally important to improve the quantity and quality of mobility. During the meeting, we discussed the importance of a good coordination of social security and pension schemes preserving workers' acquired rights, and of promoting mobility as a right and not an obligation. Jerome Vignon from the Commission's DG employment and social affairs gave a presentation on the coordination of social security including the draft directive on portability of supplementary pension schemes. As a follow-up, Peter Waldorff on behalf of TUNED, took part in a Commission's social dialogue conference on mobility in September where the statement was presented alongside other sectoral and cross-sectoral initiatives.
- *Leadership and management (second half of 2006, Helsinki)* The Finnish DG chose to discuss public sector leadership as a contribution to the Lisbon strategy and to the broader discussion on demographic changes. We discussed the role of strategic leadership, management of change, performance, and age in public administrations. We adopted a joint statement on 4 December at the plenary social dialogue meeting. The statement recognises that leadership is part of the overall work organisation and should be based on social dialogue. It underlines the importance of the role of middle-management, which requires support and training. On ageing administrations, the statement recommends

recruiting younger employees, adapting working time and combating age discrimination. During the discussion, the issue of performance and productivity in public sector was emphasised by the DG side. TUNED underlined the social and qualitative aspects of performance in the public administrations including also on equal opportunities and quality of services. In terms of follow-ups it recommends to develop joint perspectives on leadership and management and refers to the need to make progress on social dialogue at EU level. Most EU DGs representatives and 24 TUNED representatives from 13 countries attended the plenary meeting. A copy of the statement and report of the 4 December meeting can be found at [www.epsu.org/a/2625](http://www.epsu.org/a/2625).

#### Formalisation of the social dialogue

Since the formation of TUNED, we have adopted 3 joint statements with EUPAN and put in place our first joint working group. TUNED took part in two of the DG's Human Resources Working group and in the DG Troika Secretariat biannual meetings.

Discussing policy issues has no doubt helped improve the "informal" cooperation with the DGs but there remains a lot of convincing work to do on the political, legal and financial advantages of a formalised dialogue. Discussions on formalisation have been kept in the background of the 2 presidencies' social dialogue activities while keeping the focus on content rather than process. We continued however pressing for formalisation via bilateral contacts, while references to the European and national social dialogues were made during the plenary meetings and in the statements.

TUNED adopted a proposal for a joint social dialogue work programme, called social dialogue roadmap (available at [www.epsu.org/a/2945](http://www.epsu.org/a/2945)), which can be implemented in both a formal or informal set up. It has become crucial now to adopt a joint strategic plan on future subjects of discussions and clearer decision-making process. The Austrian Presidency has proposed to integrate social dialogue issues in the DGs Mid-term work programme 2008-2009 which will be drawn up in 2007.

The Finnish Presidency carried out a summary report comparing the existing informal social dialogue with a formalised one using the DGs replies to a UK presidency's survey. A majority of DGs support formalisation but divergent views remain on how best to achieve this objective, i.e. via the existing informal network of DGs, the EUPAN, or through CEEP to which 5 public administrations are affiliated. The remit of the DGs can also be a problem, as some have no negotiating mandates at national level. A vocal minority of countries are reluctant to engage in a European social dialogue as it could help improve social dialogue at national level. Last some DGs fear that a European social dialogue would legitimise EU interference in what is, officially, an exclusive national competence.

At the Helsinki meeting, the German DG, Mr Mueller, announced his intention to proceed with clear recommendations towards formalisation that will be submitted to the EU ministers' conference in June 2007 (in line with the Ministers' Luxembourg resolution of June 2005). TUNED would be consulted on these recommendations.

#### 4<sup>th</sup> Quality administration conference 27-29 September

EPSU took part in the 4<sup>th</sup> Quality administration conference organised by the Finnish DG in Tampere. It was attended by 1000 participants from EU civil services. Its motto was building sustainability which gave us an entry to promote social dialogue, workers' rights and the importance of public services to achieve a sustainable society. EPSU General Secretary addressed a panel on "how to make the public sector an attractive workplace" with employers' representatives from Swedish SAGE (collective bargaining agency in the state sector), Per

Stengard, and Senior Adviser, Ministry of Finance, Denmark Ida Krarup. The French DG's European adviser, Mr Giannellini, chaired the panel. Peter Waldorff also addressed a panel discussion on what the EU Lisbon strategy for employment and growth will look like in 20 years' time. The 5QC will take place in Paris in Autumn 2008.

### 3. Local and Regional Government

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

#### 26<sup>th</sup> Standing Committee on Local and Regional Government, 23 May, Luxembourg

Main items on the agenda:

- Election of Vice President, Jose Manuel Marques, STAL Portugal;
- Review current work programme;
- Update on LRG social dialogue (*see under social dialogue*);
- Adoption of a checklist on outsourcing ([www.epsu.org/a/2433](http://www.epsu.org/a/2433)); following discussion on this item in 2005;

On the review of the work programme, the Committee also had a general reflection on the role, objectives and working methods of the Committee. The discussion stressed a number of points:

- the Committee's role should be seen in the context of EPSU's overall priorities agreed at the 2004 Congress (defending quality public services, strengthening social dialogue, promoting workers' rights) The local aspect of public services is important.
- Exchanging information and supporting mutual understanding remains a key task of the Committee, not least because of the diversity of LRG structures and responsibilities. Participation from all EPSU affiliates is necessary for this exchange to be as comprehensive as possible.
- It is also important for the Committee to take stock of EU developments, new research etc. We need also to link in with the cross-sectoral social dialogue, e.g. violence at work negotiations, telework and stress agreements, framework of actions on life-long learning and equality; and also with the work of other Standing Committees, the Executive Committee, and epsucob@. The 2004 workshop on e.Government and the TRACE project on decentralisation, both of which were in conjunction with the National and European Administration Committee, are good examples of cooperation. The checklist on outsourcing, based on the Committee's discussions in 2005 and 2006 built on the work done in the Public Utilities Committee was approved.
- The new work programme 2007-2009 should develop further the issues already identified at the 2004 Congress. For example, on PPPs we need to continue the discussions started in 2004/2005 following our 2004 survey and 2005 Conference, but focusing more on what regulations/controls we want.

#### 26<sup>th</sup> Standing Committee on Local and Regional Government, 2 October, Brussels

Main items on the agenda:

The main items on the agenda were:

- An update from the EPSU General Secretary on EPSU developments;
- An exchange with Jeremy Smith, Secretary General of CEMR;
- Adoption of the LRG Standing Committee work programme for 2007/2009 ([www.epsu.org/a/2434](http://www.epsu.org/a/2434));
- Discussion of current social dialogue issues (*see under social dialogue*).

Regarding the exchange with CEMR, this focused on the wide-ranging Declaration adopted by CEMR's General Assembly in May 2006. The Declaration stresses the importance of local self-government and the role of local public services and the need for EU action to protect public services, though says little on social dialogue. The EU is supposed to be "neutral" on the question of private/public ownership, but in practice it promotes the private provision of public services. The EC is currently claiming that if Member States tendered out more of their public services, public spending could be reduced by up to 30%. CEMR has not drawn any conclusions on the implications of public tendering, or how local authorities can ensure that private companies meet general interest requirements. EPSU members' gave examples of negative experiences with outsourced services and also pointed out that the reduction in publicly provided local services poses questions about the nature of local and regional democracy and accountability, because the relationship between a citizen and a private contractor, and between the local authority and the private sector employer, will be different. There were comments however from EPSU colleagues about the lack of reference in the Declaration to social dialogue, or to the responsibilities of local authorities as employers.

On the new work programme, the Committee discussed and agreed the focus of the planned activities in 2007 regarding public-private partnerships.

#### Composition of the Committee and gender balance:

31,15 % women representatives; we still have "participation gaps" in the Committee from certain countries and trade unions.

#### **Other LRG activities:**

##### Firefighters meeting 12 and 13 July

The meeting was organised in cooperation with the UK Fire Brigades Union (FBU) and the discussion focused on a number of issues, including:

- Differences in the types/status of firefighters (i.e. between full-time, professional firefighters and part-time, voluntary firefighters)
- Problems regarding the organisation and length of working time, pensions, health and safety issues (including violence and attacks against firefighters in UK and Ireland).
- Arrangements for social dialogue/collective bargaining
- Changes in fire service delivery (e.g., prevention and education as well as intervention; development of civil protection)
- Skills/education and training of firefighters
- Pressures to deliver efficiency savings

EPSU prepared a survey ([www.epsu.org/a/2633](http://www.epsu.org/a/2633)) on working time before the meeting to support discussion, based on information from 13 countries. The survey identifies a number of key issues, such as different types of shift patterns, on-call working time, and ability to negotiate working time, retirement age/pension entitlements.

Participants also discussed:

- EU developments affecting firefighters
- The work of EPSU (including the local and regional government committee)
- The content of a new *firefighters' Charter*, and
- Ideas for follow-up to the meeting.

The survey and other information about the network is available on the EPSU website.

EPSU with the support of the FBU is revising the *firefighters charter* and it is proposed to organise another meeting on the network on 14 May 2007.

#### TRACE project on restructuring in public services

The Standing Committee was involved jointly in the TRACE project with the NEA Committee. This is reported under section V (1).

### **European Sectoral Social Dialogue Committee in Local and Regional Government**

The current work programme for the social dialogue Committee for local and regional government was adopted at the end of 2005 and runs for 2006 and 2007.

The work programme has four themes:

- Strengthening social dialogue in the new member states / candidate countries through capacity building activities.
- Supporting reform processes (focus on demographic ageing and work organisation).
- Promoting gender equality and diversity (focus on gender equality plans).
- Evaluation of different forms of local public services delivery (joint study).

Anders Hammerback, chair of the EPSU LRG standing committee is chair of the social dialogue Committee for 2006/2007.

During 2006 EPSU and CEMR organized the following meetings of the social dialogue Committee:

- Plenary meeting of 31 January 2006.
- Working group meeting of 20 March on capacity building. The group discussed the follow-up to the 2005 joint project and study on social dialogue in the new Member States and candidate countries. There is a need to improve representation in the Committee on both sides.
- Working group meetings on 6 June and 31 October on demographic ageing and reconciliation of professional and family life (based on EC social partner consultation on this issue). The group had input from the European Foundation for the Improvement of Living and Working Conditions. It was not possible to draw up joint recommendations, but we did try to integrate the content of the discussions into a joint statement on social dialogue in the sector.
- Plenary meeting 29 November. The meeting adopted a joint statement on social dialogue ([www.epsu.org/a/2558](http://www.epsu.org/a/2558)), aimed at supporting national level activities and dialogue between EPSU and CEMR affiliates. It also approved reports of the work of the Committee that had taken place in the different working groups.

Finally, the joint project study on local public services, which aims to assessing the impact of different forms of service delivery (in-house, outsourced, PPPs) on the quality of public services and employment, has been postponed until 2007.

In addition to the above meetings, the social dialogue steering group met regularly, as did the EPSU / CEMR secretariats.

Documents and reports of the social dialogue meetings are on the EPSU website.

## 4. Public Utilities

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

The importance of European energy policy, including security of supply, was highlighted when the Russian Gazprom put pressure on Ukraine and Moldova leading to price increases for these countries and a temporary cut in gas supplies to the European Union. The EU is dependent on external sources of fuels and this is a situation that needs to be addressed urgently.

These events underline the importance for the European trade unions to work together and develop contacts with each other beyond the EU borders, as was stated by the meeting of the President and Vice-Presidents of the Standing Committee on Public Utilities (13 January). The leadership of the Committee met in Stockholm to evaluate the energy conference and energy demonstration (November 2005 and December 2005 respectively), prepare for the Standing Committee meeting in May, consider mobilisation for the ETUC demonstration in Strasbourg and discuss the work programme for 2006. This includes the possible actions for World Water Day on 22 March, activities in waste and a full agenda on energy with further activities foreseen around the internal market for electricity and gas (also a priority of the Austrian Presidency) and the forthcoming Green Paper on European energy policy.

The meeting gave its support to the work carried out by the South East Europe trade unions for a social dimension to the energy community. It welcomed the progress made, and the endorsement of the social dimension by the Ministerial Council in Sofia on 9 December 2005

### 24<sup>th</sup> meeting of the Standing Committee on Public Utilities, 11 May, Luxembourg

Main items on the agenda:

- Green Paper on Secure, Competitive and Sustainable Energy for Europe. Presentation by a European Commission DG-TREN representative. Richard Barry (formerly from Unison) advised EPSU on the paper. Members raised many issues to prepare for the final paper, which was due on 27 September. See also: [www.epsu.org/a/2018](http://www.epsu.org/a/2018)
- Services Directive. It was agreed to campaign for the further exclusion of Services of General Economic Interest from the scope of the Directive as amended by the European Parliament. For EPSU analysis see: [www.epsu.org/r/224](http://www.epsu.org/r/224) and for more information on the Services Directive see Chapter VI, 2 – p.39.
- The proposals to prepare World Water Day 2007 were approved. The utmost should be made of the decision of the UN Water Board that water is delivered for 90% by public companies and that any cooperation should be based on non-for-profit principles. Water is a human right and no profits should be made.
- The meeting approved the proposal to seek to organise a further meeting of the waste group. Issues for discussion are the European Waste Strategy and the corporate social responsibility project.
- South East European Energy Community. The campaign to obtain a social dimension will be continued (for more background see [www.epsu.org/r/239](http://www.epsu.org/r/239))
- The unions approved the proposal to focus on outsourcing in the electricity sector. A background document, checklist and strategy paper were considered ([www.epsu.org/r/265](http://www.epsu.org/r/265))
- Unions were requested to appoint contact persons for the EPSUCOB@ network
- The guidelines on the European Company were discussed. The Standing Committee recommends the guidelines for adoption to the Executive Committee with the reservation that the non-availability of language versions could lead to questions and issues hitherto not fully explored by those concerned.

- The work of the EPSU delegation in the electricity social dialogue committee was approved. Issues considered are: Corporate Social Responsibility, equality and diversity, health and safety and an employment study (with the social partners and the European Commission)
- Members received a report on the state of affairs in the Gas social dialogue
- A report was provided on the High Level Group on Energy, the Environment and Competitiveness. It was underlined that the trade unions should be careful to defend the citizens' interests in the dialogue.
- Reports on the work of the EPSU delegates in the European Energy and Transport Forum were noted.
- Report of activities was approved.

The meeting was chaired by Sven Bergelin, President of the Committee and Jan Ruden, Vice-President of the Committee later in the day.

#### 25<sup>th</sup> meeting of the Standing Committee on Public Utilities, 27 September, Luxembourg

Europe's energy policy was the main topic of this meeting. Members adopted the EPSU response to the European Green Paper on European Energy Policy. The key elements of the EPSU response were:

- The internal market for electricity and gas cannot be the starting point of a coherent European energy policy. EPSU questions the Commission's assumption that the internal market will contribute to security of supply and sustainable development. The essential public service nature of electricity and gas needs to be recognised. Investment is a key challenge and the internal market does not deliver this.  
For more see the [EPSU position on 'EU Green Paper: A European Strategy for Sustainable, Competitive and Secure Energy](http://www.epsu.org/a/2399) - COM (2006) 105 final 8 March 2006', ([www.epsu.org/a/2399](http://www.epsu.org/a/2399)) as adopted by the EPSU Standing Committee on Public Utilities, 27 September 2006 (and endorsed by the Executive Committee of November 2006).
- Europe's energy policy needs a social engagement that focuses on employment, and which takes trade union rights, social dialogue, training and fuel poverty into account. The energy dialogues with other countries and regions should be open and have a stakeholder process that involves trade unions, environmental organisations and other groups;
- EPSU is committed to sustainable development. Promoting the efficient use of fuels and promoting renewable energy sources should be priorities of a European energy policy to address climate change. Massive public investment in new technologies such as wave and tidal energy is needed. The fuel mix remains a national issue.
- While many energy issues can be discussed at European level, EPSU is concerned about the democratic control of decisions. Large corporations have more resources to influence the regulators, the Parliament and the Commission than, for example, anti-poverty organisations do. EPSU is therefore currently not in favour of a European regulator.

Other issues on the agenda:

- The Committee approved the work of the EPSU delegation in the social dialogue committee electricity, this included equality and diversity, corporate social responsibility, energy policy, health and safety.
- The Committee adopted a declaration proposed by the EPSU EWC Coordinators, which explains the role of EPSU in case of conflicts regarding the establishment of the European Company. This will be part of the guidelines on the trade union role in the European Company.
- The Committee agreed to argue for a plan B in response to the internal market for electricity and gas.

- Mrs Ritva Hirvanen, working in the Finnish regulator and representing Council of European Energy Regulators (CEER) gave an overview of the work of CEER. Members discussed the desirability of changing the objectives of the work of CEER whose main focus is to ensure effective and competitive markets and debated the need for a European regulator and the conditions for having one. A working group on regulation was established.
- Further preparations for World Water Day 22 March 2007.
- The developments in the gas sector towards the establishment of a social dialogue committee.
- Welcomed the forthcoming meeting of the waste group (15 February 2007).
- Regarding developments in the waste sector the most serious issue is that competition drives pay and working conditions down.
- Other issues for reflection are public procurement, the handling of hazardous waste and European waste management strategy.
- The CSR project (promoted by International association of solid waste) did not win Commission approval.

Members said goodbye to Johann Wagner and thanked him for his contribution to the work of the Committee. He was the longest serving member of the Committee and participated in the Committee from the beginning. He will retire. Johann noted that much progress has been made and wished Members success in continuation of the battle for protection of workers. The meeting was chaired by Sven Bergelin, President of the Standing Committee.

#### Climate change, energy policy and employment

The ETUC started a large project on the impact of climate change policies such as reduction of CO2 emissions on Europe's industries and what will this signify for the energy generation, the building sector, steel and transport for example.

EPSU and other European Industry federations are part of the Steering Committee that also includes government and Commission representatives.

Research groups involved come from German Wuppertal, French Syndex and Spanish ISTAS. The results of the project could feed into the ETUC Congress in 2007.

Dick Barry (former Unison) followed the project for EPSU and reported to the Standing Committee on Public Utilities.

#### Utility unions fight privatisation in Baltic states, Georgia, Ukraine

Municipalities and governments advocate privatisation as the miracle solution to ageing and decaying infrastructures, unions organising in utilities reported to a PSI European sectoral meeting. Trade Unions recognise the problem of lacking investment and low collection rates is recognised by the trade unions, but privatisation is not seen as the solution. Governments and political parties need to behave responsibly and not promise citizens that essential services come for free. Lack of investment has an impact on workers and on the quality of the service provided.

The EPSU Deputy General Secretary and Sven Bergelin, President of the EPSU Standing Committee Utilities presented EPSUs work in the sector.

#### Noteworthy political contacts

EPSU representatives met several key Members of the European Parliament including Eluned Morgan and Britta Thomsen as well as the Finnish Minister of Trade and Industry Mr Mauri Pekkarinen, who as President of the Council of Ministers is responsible for the energy dossier. The EPSU Deputy General Secretary also participated in a working lunch with European Commission Piebalgs.

At the meeting with the EU Energy Presidency Finnish Minister Pekkarinen on 12 September, EPSU argued that the European Commission needs to develop a plan B that ensures that citizens and business are protected from the consequences of the internal market for electricity and gas, which clearly does not bring lower prices or more investments; and for a comprehensive social dimension to the EU Energy policy, including in the various energy dialogues and the South East European Energy Treaty. EPSU demanded a substantial Memorandum of Understanding on social aspects of the South East European Energy Community. Jorma Peussa from Finnish union JHL and Deputy General Secretary Jan Willem Goudriaan attended this meeting.

Composition of the Committee and gender balance:

8,35 % women representatives.

**Social dialogue Trade Unions/Eurelectric (electricity)**     [www.epsu.org/r/99/](http://www.epsu.org/r/99/)

Several meetings of the Electricity Social Dialogue Committee took place in 2006 (17 October, 13 December). The issues on the agenda included:

- *Statement on health and safety and training.* An earlier 1996 statement was slightly revised to take account of new Member States and new directives; it also mainstreams gender equality, includes new risks and recognises a role for trade unions and employers regarding out-sourced and subcontracted activities especially in the case of dangerous situations. The statement proposes a permanent working group on health and safety, including female representation. Members of the EPSU delegation in the health and safety group were David Gibson, 3F Denmark and Steve Bloomfield, Unison UK as well as the EPSU Deputy General Secretary. The European electricity social dialogue partners, Eurelectric and the trade unions signed the revised Health and Safety and Training Statement on 13 December 2006. The statement is available in [English](#), [French](#), [German](#), [Italian](#) and [Danish](#).
- *Draft Toolkit on Equality and Diversity.* Following a joint statement on equality and diversity, a joint workshop and joint study in previous years, the social partners agreed to prepare practical tools, which could assist employers and trade unions when addressing equality issues. The toolkit includes a large number of practical examples of how unions and companies addresses equality issues, many of which are based on case studies of companies in the electricity industry. The toolkit also shows examples of policies, checklists and other materials which address the many issues employers and unions are confronted with when trying to mainstream gender equality. EPSU members of the working group are Siobhan Browne ESBOA, Ireland and Karin Harder, Verdi, Germany and the Deputy General Secretary.

The toolkit was published at a social partners' workshop on 14 December in Brussels. Representatives from several EPSU affiliated unions made presentations. [www.epsu.org/a/2626](http://www.epsu.org/a/2626).

The results of the Joint EURELECTRIC/EPSU/EMCEF Workshop "Equal Opportunities & Diversity - Toolkit/Best Practices Guide" can be found at the following link: <http://public.eurelectric.org/Content/Default.asp?PageID=101>

The toolkit can be accessed and downloaded directly at: <http://www.eurelectric.org/PublicDoc.asp?ID=45443>

- *Corporate social responsibility* (CSR). Members of the CSR working group for EPSU were Steve Bloomfield, Unison, UK, Claude Pommery, CGT-FNME, France and the EPSU Deputy General Secretary.  
The Conference “Corporate Social Responsibility, does it make a difference? Employers, Trade Unions and stakeholders discussing Corporate Social Responsibility in the European Electricity Sector “ on 12 December brought together Employers, Trade Unions and stakeholders. Speakers included Kate McPhillips, Ecotec (UK) who is carrying out a research project for the social partners; and a range of company representatives from ENEL, Vattenfall, EDF and Statkraft. Other representatives were from the European Anti-Poverty Network, Ludo Horemans, President and the Global Reporting Initiative, Mrs. Naoko Kubo, project manager responsible for sector supplements (a.o electricity) [www.epsu.org/a/2411](http://www.epsu.org/a/2411).
- Evaluation of the European Commission employment (electricity and gas) seminar on 16 October: the researchers presented the draft results of the survey into the effects of liberalisation on the internal market for electricity and gas. While the social dialogue committee was overall positive regarding the progress made, and underlined the importance of the survey, critical comments were made regarding the lack of information on how liberalisation had effected employment, positively or negatively, in other sectors. The trade union side referred to findings, such as on outsourcing, lack of new recruitment and the skills gap (and even lack of qualified workers). The social dialogue committee agreed to discuss the study and seek to draw common conclusions from it and noted the need to consider how to draw the attention of politicians to it ([www.epsu.org/a/2445](http://www.epsu.org/a/2445)).
- The Work Programme 2006-2007, which includes employment, health and safety, equality, corporate social responsibility, as well as seeking a common position on restructuring, discussing demographic change and the ageing workforce, considering a joint reaction to the Commission Green paper on European Energy Policy, reflecting on the challenges presented by the Memorandum of Understanding (MoU) on the social aspects of the South East European Energy Community. This issue was the subject of a special presentation by The European Commission DG Employment. The social partners have underlined their willingness to include employers and trade union representatives from the countries concerned in the sectoral social dialogue committee. Francois Ziegler from Commission’s DG Employment gave an overview of the text and state of affairs. The Ministers have agreed to sign the MoU at their next meeting in May or June 2007. The text also commits to establish a Social Forum with union, employer and government representatives. It asks the governments to commit to the European social acquis, to the social dialogue and to develop national social action plans with the trade unions. The MoU meets many of the demands of EPSU and its affiliated unions that have campaigned hard to get this text and have gained the support of the European Parliament and Commissioners Piebalgs and Spidla.
- EPSU also confirmed that Sven Bergelin will be the EPSU Vice President of the committee.

### **South East European (SEE) Energy Community**

EPSU’s lobby to obtain a social dimension in the South East European Energy Community (signed 25 October 2005) received support from the European Parliament, which adopted EPSU proposed amendments to a resolution. The unions from South East Europe met to discuss the inclusion of a social pillar to the Energy Community in the Memorandum of understanding (MoU). This Memorandum is to remedy the lack of a social dimension in the European Energy Community of South East Europe. Many of the demands of the trade unions are met but concerns remain:

- On the process of consultation - not all trade unions have been consulted by the governments on the MoU. The Commission was requested to investigate this process;
- The need for a clear time table to make the MoU legally binding as supported by the European Parliament and the European Commissioner for Energy
- The MoU does not recognise the role of the International Financial Institutions and how they shape energy reform. Consultation on their policies is also needed.
- There is still no democratic control over decisions of the Ministerial Council. EPSU supports the European Parliament's demand to change this.
- The proposed Social Forum (including employer, union and government representatives) needs to meet before summer 2007. The proposed social action plans also need to be ready by then.
- Our call for a Moratorium on Privatisation. Privatisation of essential services should be an issue of broad public debate. All institutions allowing for democratic control and accountability will need to be established. A social package to protect workers and users should be in place.

A final statement was forwarded to the relevant European institutions and national governments.

The unions also adopted a short statement on the annulment of the collective agreement by the Serbian government in October and on the recent murder of three Columbian trade unionists. The EPSU Deputy General Secretary represented EPSU. The meeting took place 19-20 October in Vranjaka Banka and received support from the Friedrich Ebert Stiftung. (EN Vrnjacka Banja Statement [www.epsu.org/a/2460](http://www.epsu.org/a/2460))

#### **Gas** [www.epsu.org/r/98/](http://www.epsu.org/r/98/)

European Commissioner Vladimir Spidla informed EPSU of the establishment of the Social Dialogue Committee for the European Gas Industry. The employers side is represented by Eurogas.

In his letter, Commissioner Spidla refers to the importance of the gas sector in Europe. "The gas sector is a key sector in Europe. It contributes to employment, competitiveness and innovation. The development of the sector is essential to energy security of the European Union."

The Commission, Eurogas and the unions have already had a first exchange and the formal launch of the committee will take place on 15 March 2007.

#### Other issues:

A number of other noteworthy activities and actions took place in the reporting year. EPSU published a profile on the Russian company Gazprom and supported several actions such as the strike by workers of GdF against the merger with Suez (23/3) and by the US union IBEW against EON (over lack of recognition of the trade unions).

EPSU also supported Ver.di in its strike against outsourcing of activities by Vanttenfall on 7 March.

#### **Waste** [www.epsu.org/a/1061](http://www.epsu.org/a/1061)

##### EWCs and the Waste Industry, follow-up meeting, 9 March, Stockholm

The meeting was organised as a follow-up to the waste event in June 2005. It evaluated and considered:

► National Developments, such as the strikes in Germany, Denmark (R98) and Finland (collective agreement) were reported on. The meeting adopted a declaration of solidarity for the striking German workers.

- Danish research on the liberalisation of the waste sector and its consequences for working conditions and health and safety. Quality standards in public contracts were not enforced by the public authorities. Similar problems exist in other countries such as Germany. Verdi is working on a black book of examples of serious violations, such as a waste truck driver having been pressured to work more than 14h hours and driving himself to death; or a young worker without sufficient training and without safety equipment being crushed in a waste press machine.
- Organising. Several unions reported on work being done. Talking with workers, being systematic about it, addressing work place issues and ensuring members are active in the union, remain the main methods.
- Coordination of collective bargaining, the EPSUCOB@ network and the outsourcing checklist. More emphasis on health and safety is needed (see chapter IV, 3. p.33).
- Services Directives and GATS – the vote in the European Parliament is a step forward but not the end. Waste disposal is in the scope of the directive and unions will continue to work to have it excluded ([www.epsu.org/r/230](http://www.epsu.org/r/230)).

Other issues considered:

- The report of PSIRU on the European waste sector A number of companies will be targeted for a European Works Council ([www.epsu.org/a/1791](http://www.epsu.org/a/1791)).
- A project on CSR proposed by the International Solid Waste Association (ISWA).
- European Waste Strategy: EPSU will continue to work for the hierarchy of waste objectives as defined in its Basic Points position paper ([www.epsu.org/a/1082](http://www.epsu.org/a/1082)). More cooperation with the environmental organisations is to be sought.

Trade union representatives came from Belgium, Denmark, Finland, Germany, Latvia, Netherlands, Rumania, Spain, Sweden, UK

For more information, read the meeting documents: [www.epsu.org/a/1794](http://www.epsu.org/a/1794)

## **Water** [www.epsu.org/r/38](http://www.epsu.org/r/38)

### World Water Day, 22 March, Brussels

EPSU has co-signed a letter to the European Commission asking it to withdraw support for instruments to support water privatisation. The letter has been signed by a large number of other organisations including PSI, World Development Movement and several unions. The European Commission is supporting the Public-Private Infrastructure Advisory Facility - PPIAF. A report details how this outfit has funded work to 'build consensus' around the so-called benefits of water privatisation.

### European Water Workers mark World Water Day with protest against water privatisation plans

EPSU held an action to mark World Water Day. A human chain of 1000 people was formed between the offices of AQUAFED (the International Private Water Company Federation) and the European Commission headquarters. The chain of 1000 people passed buckets of water and dollar signs to visually illustrate the risk of water access being considered only as a business and not as a human right. EPSU used the occasion to also launch a study on AQUAFED ([www.epsu.org/a/1896](http://www.epsu.org/a/1896)). The background study was prepared by Public Service International Research Unit (PSIRU) and is called 'AQUAFED - another pressure group for private water'

Other demands highlighted during the action:

- Water out of GATS
- Water out of the Services Directive
- No to liberalization
- Water a Human right

This action was supported by CGSP-FGTB and CSC services publics and NGOs (11.11.11-Coalition for the Flemish North-South Movement, Protos, Oxfam Solidarity, Attac Flanders, Belgian Association for a World Water Contract and FOS)

Also in attendance were: Senators Olga Zrihen and Pierre Galand and Deputies Karine Lalieux and Mohammed Boukourna from the Belgian Parliament.

## IV. EPSU REGULAR ACTIVITIES

### 1. EPSU Campaign 'Quality Public Services in Europe – Quality of Life'

[www.epsu.org/r/271](http://www.epsu.org/r/271)

This campaign is the most important and broadest spread operation EPSU and its affiliates have ever committed to. It is based on support of a network of national campaign coordinators (these can be found on the EPSU campaign homepage at [www.epsu.org/spip/coordinator.php3?id\\_mot=185](http://www.epsu.org/spip/coordinator.php3?id_mot=185)). For the first time EPSU is also making a major effort to communicate and publicise the campaign with the affiliates, for example during a seminar for trade union journalists on 22 June. A campaign leaflet has been produced and is available in the EPSU languages.

The campaign is conceived as the positive counterpart to the campaign on the Services Directive with its demand for political recognition of public services in the construction of the European Union. It wants to define and promote an alternative policy to the current liberalisation and deregulation drive. It aims to make the link with ongoing campaigns at national and regional levels, or as formulated in the campaign guidelines: "A proactive strategy that leads to EU action to support solidarity-based public services is needed. However, this demands pressure from the bottom-up, not least as it is often local and regional actors that determine the status and function of public services."

The EPSU Campaign was launched on 20 – 21 April in Vienna with the support of the Austrian affiliate GdG. The launch included a number of interventions from coalition partners, such as the Presidents of the CEEP, Caspar Einem and the CEMR, Michael Häupl as well as the President of the Social Platform of NGOs, Anne-Sophie Parent and MEP Ieke van den Burg. The launch meeting stressed the two main elements for a successful campaign: national action and national evidence highlighting the importance the need for public service provision.

The National Campaign Coordinators (NCCs) engaged in producing national reports. Three meetings were held with the NCCs, namely on 1 February, 11 July and 19 October. These meetings took stock of ongoing or planned national events and also discussed major political developments relating to the campaign. The NCCs were also encouraged to attend other events, for example the conference of the European Socialists (PES) of 19 September discussing the PES legal framework proposal for SGI as presented to the European Commission on 30 May. (see [PSE.publicservices@europarl.europa.eu](mailto:PSE.publicservices@europarl.europa.eu)). This ensured good EPSU visibility with several NCCs contributing to the discussion.

A significant number of national campaign related events were held in the second half of 2006, the most high-profile ones being the conferences organised by FSAP-CCOO on 12 September in Valencia and the conference organised jointly by the Portuguese affiliates STAL, STE, SINTAP and SINDEL on 28 November in Lisbon. The EPSU President, General Secretary and EPSU staff members attended other national seminars and congresses, using these opportunities to promote the campaign as well ([www.epsu.org/m/186](http://www.epsu.org/m/186)).

The ETUC petition calling for an EU law to promote public services with the aim of collecting 1 million signatures was launched in October. EPSU is one of the main promoters of the petition.

The EPSU campaign has been launched in a context of dense political activity at EU level, first and foremost the debate on the draft services directive, but also the Commission proposals on so-called 'social services of general interest' and on health, the European Parliament's report on the White Paper of the European Commission on Services of General Interest by Bernhard Rapkay. A central question in these debates was the added value of a horizontal legal framework on services of general

interest as opposed to a sectoral approach favoured by the European Commission. EPSU, together with ETUC and the CEEP maintained the position of 'horizontal first' before moving to any further sectoral initiatives in the area of services of general interest to prevent a fragmentation of these services and their liberalisation. This has not been an easy position to maintain as part of the NGO movement, for example member organisations of the Social Platform, opted for a dual approach asking for a horizontal legal framework as well as sectoral legislation. The European Commission had announced to come out with yet another Communication on SGI, which was announced to be published in December. This however did not happen and the Commission continued with its stalling tactics, thus also defying positions in support of a horizontal legal framework taken by the Committee of the Regions and European Economic and Social Committee.

The campaign year 2006 ended with a major conference on quality public services in the EU on 4 – 5 December held in Brussels. A number of important papers were presented at this conference available on the EPSU website ([www.epsu.org/a/1597](http://www.epsu.org/a/1597)).

## 2. European Works Councils

EPSU EWC coordinators network, 10 May and 26 September, Luxembourg

[www.epsu.org/r/153](http://www.epsu.org/r/153)

The meetings of the EPSU EWC coordinators focused on the following issues:

Many companies in the utilities and other sectors outsource activities in different forms, including off shoring. European Works Councils are also confronted with this and sometimes seek agreement with the employer. Suez for example has agreed with the EWC not to offshore its Shared Services Centres. The EWC coordinators discussed a background paper on outsourcing. They compiled a list of issues to be considered for agreements in the case of outsourcing, which is a worthwhile tool for trade unions and shop stewards to be used when confronted with outsourcing. The coordinators agreed to request EWCs to raise the issue of outsourcing in their meetings and reach an understanding with the employers.

### *Guidelines for Trade Union coordination in the case of negotiations in SE*

The meetings discussed a number of other issues including Guidelines for EPSU affiliated trade unions when involved in negotiations on European Companies (SE). The guidelines were considered important to coordinate the trade union side in these negotiations and indicate the role of both the coordinators and EPSU. The coordinators recommended the guidelines to the Standing Committee on Public Utilities.

While the number of companies that have indicated their intention to establish an SE is relatively small, they include important ones such as Nordea, Strabag, Suez and Allianz AG. The absence of coordination has been problematic in some cases. The situation in Allianz was noted as a good example of what trade union coordination can achieve. A report of a recent meeting organised by the ETUI network on SE was given. There are now about 30 companies known, but 2/3 are empty shells, companies without employees and established by large consultancies and large law firms. The European Commission has been requested to monitor these to ensure that they are not used to circumvent information, consultation and participation rights. The guidelines argue that EPSU unions should aim to obtain the highest level of participation possible in the Boards of SEs, that is 50%. The subject of remuneration of Board Members was further considered.

### *Update on developments of European Works Councils*

Colleagues provided updates on recent developments in European Works Councils such as Veolia, Suez, Eon, RWE, Leipzig Stadtwerk, EdF, GdF and companies targeted for the establishment of a European Works Council. Several companies are faced with major disposals such as Severn Trent (Biffa, waste) and RWE (Thames Water) and also companies like Attendo and Agua Barcelona. European trends such as that 1/3 of EWCs will be confronted with mergers

and takeovers. The discussion concentrated in particular on the recent wave of mergers of companies in the electricity sector based on a discussion paper. EWCs have been established in Veolia and Capio. Negotiations took place in Suez and contacts were made with Aguas Barcelona and CEZ.

#### *Private Equity Funds*

A paper by PSIRU was discussed. The two main concerns are that private equity funds often operate on the very short term focusing exclusively on profits above everything else and that they are not transparent about their strategies and finance. Information is crucial. EPSU will draw the attention to these funds of European Commission and MEPs. It was noted that the EWC Directive is not clear if EWCs could be established within these funds. EPSU will carry out a small survey of members confronted with private equity funds.

#### *The role of ewcs regarding the voluntary framework for transnational agreements*

Evelyn Pichot presented the Commission's work. Members were rather sceptical although they recognise the importance of the work of the Commission. Major issues concern the role of trade unions vis-a-vis the role of EWCs and the possibilities for trade unions action across borders, for example in the case an employer does not respect an agreement. The coordinators will further discuss this.

The revision of the EWC directive, the state of affairs on European Companies (SE), the social dialogue with the employers, the lack of initiative of the European Commission and the ETUC Conference in 2007. ETUC colleague Marco Cilento presented this subject.

#### *Polish utility unions standing up to multinational companies*

Polish utilities are one of Europe's prime battlefields for foreign operators. Following privatisation of several municipal services, almost all European waste and energy companies are active in Poland. The giant water companies have an eye on the countries water services.

To discuss the recent developments in the utilities and the multinational companies which are now active, a seminar was organised which brought together unions from the municipal, energy, water and waste services from Solidarnosc, OPZZ and Forum. Representatives came from many different workplaces of European multinationals, some with a European Works Council, many, especially in the waste sector without an EWC.

The unions exchanged practical experience with Polish and Head quarter country EWC representatives from France and Germany. Sven Bergelin, the chair of the EPSU Standing Committee on Public Utilities opened the seminar and underlined the importance for EPSU to learn from colleagues' experience. He also presented the legislation on the European Company (SE). Other speakers included Andrej Matla of Solidarnosc, Professor Kozek of the Univeristy of Warsaw and EPSU Deputy General Secretary.

The seminar was organised by EPSU, Verdi and the German Frederick Ebert Foundation, on 4-6 October in Warsaw.

### **3. Coordination of Collective Bargaining**

EPSU Collective Bargaining Conference, 30 November-1 December, Brussels

[www.epsu.org/a/1596](http://www.epsu.org/a/1596)

This was the fifth EPSU conference on collective bargaining with the highest level of participation so far – 111 participants from 24 countries. The conference was organised with funding from the European Commission which meant we were able to provide financial assistance to 28 participants

from the New Member States and Accession Countries. The funding also enabled us to commission research to help prepare draft policy documents on young workers and migrant workers. Other commissioned work in this project will look at collective bargaining arrangements in the public services across Europe.

Speakers from the ETUC (Deputy General Secretary Maria Helena Andre) and ETUI-REHS (Maarten Keune) kicked off the conference with reviews of developments in the intersectoral social dialogue and collective bargaining. There was then an opportunity for participants to discuss collective bargaining in the public services with a particular focus on outsourcing, initiatives to tackle low pay and working time. Draft policy documents on young workers and migrant workers were debated and revised versions of these policies will be presented to the Executive Committee in 2007. There was also an initial debate on how collective bargaining policies can address the needs of older workers and workshop discussions on reconciling work and family life in the light of the European Commission's discussion document on the issue.

#### epsucob@ network

We continued to develop the network to ensure that we are in contact with the collective bargaining officers in all our affiliates. We are aware that there are still some gaps to fill in some sectors and some countries and will continue to encourage affiliates to nominate new people. We use the network to distribute important pieces of news on collective bargaining and to obtain information on existing collective bargaining policies and annual negotiations.

#### epsucob@NEWS (see [www.epsu.org/r/121](http://www.epsu.org/r/121))

We continue to produce a fortnightly round-up of developments in collective bargaining across the public services. This is distributed to all members of the epsucob@ network but is also gradually gaining a wider readership with a total mailing list now of 220. Following the pensions working group meeting in June it was also agreed that where possible the newsletter should cover major developments affecting pensions in the public services. We think that we identify many of the main news stories from our affiliates' websites but will continue to push affiliates to improve the flow of information to us, particularly in view of the language limitations we have in monitoring some websites.

#### epsucob@INFO - the pay and conditions database

There has been some progress on updating the information in the database and adding new agreements but it has not yet been integrated fully into the work of the network and further thought needs to be given to how to make this a more important and regular feature of our collective bargaining activities.

#### Annual report on collective bargaining and social dialogue

A draft annual report was circulated to all members of the epsucob@ network in December and a revised version will be presented to the Executive Committee in 2007. The report tries to identify the main trends and issues facing affiliates during the year and reviews some of the key negotiations.

#### Collective bargaining working group

As in previous years we organised a one-day collective bargaining working group in the spring to discuss how to follow up the previous conference, plan work for the year and draft the programme for the following conference. This year we were able to benefit from European Commission funding which meant higher participation than usual (20) with a number of participants from the New Member States. The Secretariat is grateful to affiliates, particularly those who attend on a regular basis, for their contributions to these meetings.

EPSU Pensions working group, 1<sup>st</sup> June 2006

[www.epsu.org/a/1691](http://www.epsu.org/a/1691)

This meeting was attended by 25 participants from 12 countries and provided pensions experts from EPSU affiliates with an opportunity to discuss some current important issues, in particular the draft

Portability Directive, equality in pension schemes and socially responsible investment. Henri Lourdelle from the ETUC introduced the debate on portability and affiliates were able to make their concerns clear about the potential difficulties created by the directive particular in relation to collective bargaining. David Boys from PSI gave a presentation on socially responsible investment and Christine Haswell from PCS in the UK set out the latest developments in civil service pensions there and in particular how equality issues were being addressed. There was a commitment to set up a pensions network to provide a mechanism to distribute information on pensions more easily to pensions experts within unions.

## V. EPSU PROJECTS

### 1. TRACE – Trade unions anticipating change in Europe, 12-13 June, Brussels

[www.epsu.org/a/2520](http://www.epsu.org/a/2520)

EPSU Network on the Changing Role of the State: [www.trace.epsu.org](http://www.trace.epsu.org)

TRACE – Trade Unions Anticipating Change in Europe – is a EU-funded project coordinated by the ETUI-REHS Education department on behalf of national trade union confederations and European industry federations affiliated to the ETUC – the European Trade Union Confederation. The focus was on restructuring, adapted to the needs of different countries and sectors. The results of the overall project will contribute to the European trade union response to the ongoing debate at EU level on restructuring and employment.

EPSU's part of TRACE is entitled "Change in the Public Services in Europe and Trade Union Responses". Through TRACE we have organised in 2005 and 2006 a series of seminars and a network around the theme on decentralisation, involving both the EPSU Local and Regional Government (LRG) and National and European Administration (NEA) Standing Committees. Harald Kielmann (from Ver.di) gave support in an independent capacity.

The report ([www.epsu.org/a/2520](http://www.epsu.org/a/2520)) is based on the working group discussions and country case studies collected throughout 2005 and 2006. The report consists of 5 sections as follows (and 2 appendices enclosing the list of participants and graphs on local expenditure and tax revenue in the EU for the period 1999-2004):

- 1) Introduction to the Trace project
- 2) The EU framework on public services, administrations, restructuring and social dialogue
- 3) What is decentralisation all about? Terminological issues, employment trends , risks and gains for trade unions
- 4) A checklist on what can trade unions do at national and EU levels
- 5) Final remarks on anticipating change and meeting peoples' needs

The key findings are as follows:

- Decentralisation echoes both negative and positive experiences across Europe. In the framework of the project, decentralisation was taken in its widest sense, meaning shifts of responsibilities -political, administrative, fiscal- between central and regional/local levels of government. It is not a new phenomenon but has taken on a new momentum in many EU and candidate/applicant countries over the past years.
- While decentralisation can potentially improve public services taking into account the need for proximity and the wider European and international environment, the ongoing reforms are mainly driven by budgetary considerations rather than improving local democracy and quality of public services. The risk of delegating some essential services to a lower level of government to alleviate central budgets without taking a prospective analysis of changing local needs and resources is clearly problematic
- Not all regional or local authorities are facing the same economic situation and a national system of wealth distribution is essential to avoid territorial fragmentation. In other words, decentralisation often requires centralisation.

- Some serious risks of outsourcing have been identified in some countries in cases where financial transfers to regional and local authorities do not match the level of new responsibilities.
- In terms of employment, in some cases, decentralisation has led to a decreased number of civil servants. This does not however mean an overall reduction of total public sector workers, at least at local level. Clearly here the importance of the role of trade unions, in the absence of an overall framework for public sector workers, becomes all the more crucial to negotiate common standards and avoid inequalities between employees.
- Decentralisation requires good trade union cooperation at all levels (geographical and branch levels). In some cases, decentralisation (or indeed recentralisation) has impacted on trade unions' own structures (e.g. mergers). There is overall little information and consultation of employees and trade union representatives on decentralisation. There is also often a difficulty to identify the right employer/interlocutor, either because of the unclear mandates between local and central levels or simply no identified employer.
- The debate on decentralisation is not seen as a EU topic, even though there are explicit recommendations made at the OECD and EU levels to decentralise public services at national level (the latest example can be found in the Communication on social services of general interest; decentralisation is also part of the EU accession criteria). The EU employers both in local/regional and national administrations are currently discussing decentralisation of public services as well as decentralisation of HRM and pay bargaining in the public sector.
- In this respect, a coordinated EU level discussion and social dialogue on decentralisation – and in general restructuring in the public sector - could encourage wider debate and provide a forum for evaluation and assessment. In terms of EU instruments it reinforces our calls for improving workers' information, consultation and negotiating rights in the public sector and an overall framework on public service principles and objectives to achieve social and territorial cohesion across the EU.

## **2. EPSU 2<sup>nd</sup> workshop on prison services: course “working and living conditions in prison services in Europe: collective bargaining issues” 10-12 december, Prague**

[www.epsu.org/a/2247](http://www.epsu.org/a/2247)

35 trade union delegates from 13 European countries organising workers in prison (related) services as well as a representative from Penal Reform International's Moscow office met in Prague on 9-12 December 2006 to discuss common challenges, role of social dialogue and alternatives to imprisonment. The workshop was run by both the NEA and HSS committees with the support of the ETUI-REHS and EU funding. It followed on from the one day workshop in May 2005 ( Luxembourg). As background documents, an update of privatisation trends in Europe's prisons by Stephen Nathan editor of PPRI1 (PSIRU) and an EPSU discussion document were provided

The workshop was opened by Alena Vondrova, President of TUTB, Czech Republic. A representative of Abvakabo, Jan Willem Ditten ( Netherlands), and of the CGT-public services, Christine Joffre (France), gave an account of main problems and pending reforms. In both countries prison population was increasing (50% increase in Dutch prisons). In France, a damning report by the Council of Europe on the state of prisons fuelled a wide public consultation of prison inmates and their families, criminal justice system professionals, workers and trade unions took place with a view to reforming the prison system.

Victoria Sergeeva from the Moscow Office of Penal Reform International (PRI) outlined the main trends in prison services in the former Soviet Union except the Baltic countries. In these countries prison systems are under reforms now and building up their structures. There are no trade unions of prison officers in these countries where prisons are under military responsibilities. She highlighted the need to demilitarise prison services as a matter of urgency and to develop trade unions. Many of the reforms that intend to improve detention conditions do not link in with improving workers' rights and conditions. This can increase tensions and misunderstandings between staff and inmates. Mrs Sergeeva emphasised the need to train and develop competence of workers.

Zdenek Hajek from the Prague office of the Council of Europe's Committee against Torture and degrading treatment explained the role of the committee which is to check compliance of prison management with European minimum standards on the basis of prison inspectors' country reports.

There is scope for improving cooperation between the trade unions, the Committee and PRI.

In plenary and working groups, the following was discussed:

- Common trends and concerns such as the increasing prison population resulting in prison overcrowding as the major cause of deteriorating working and living conditions; Increase of detainees with mental illness, drug and alcohol addiction; Poor health and safety in many countries; Lack of resources for treatment, rehabilitation and crime prevention; Increased risks of privatisation; Negative image of prison work, and often lower working conditions than in other public services; Isolation of prison officers, lack of management support (in Denmark a good leadership and good work values project was underway), lack of training, violent work environment; high rate of workers' absenteeism, in some cases shorter life expectancy (e.g. 57 in the UK); Isolation of detainees, lack of compliance with human rights and needs
- Role of trade unions and social dialogue and cooperation with prison reforms organisations. The workshop highlighted the need to improve cooperation between all unions involved in prison services (custodial, rehabilitation, health services and prevention).
- Positive initiatives towards integrated approach to prisons services: e.g. Czech republic joining up security and probation services to develop new systems of prevention and sanction (partly driven by lack of funding to build new prisons) integrated case management for offenders including social/probation and security staff in Scotland; National offenders system in England;
- Impact of EU social legislation, EU Charter of Fundamental rights and EU liberalisation agenda of public services and developments in home and justice affairs including consultation process on alternatives to pre-trial detention;
- Impact of Council of Europe's prison rules
- Alternatives to imprisonment.

An action plan was agreed for future action points at national and European levels to strengthen cooperation between EPSU affiliates, improve working and living conditions in Europe's prisons and support sound alternatives to imprisonment. The growing number and influence of prisoners/human rights and penal reform organisations especially in the new Member states mean that trade unions cooperation with these organisations will be necessary. There is a shared agenda to demilitarise prison services and promote trade union rights.

The draft action plan will have to be adopted by the NEA and HSS Committees in first half of 2007. It includes the proposal to organise a European awareness day that will focus on prison overcrowding and trade union alternatives.

A questionnaire will keep track of trade union density in prison services.

The ETUI-REHS has set a webpage including proceedings of the workshop, follow-ups, and EPSU network contact list, see [www.epsu.org/r/226](http://www.epsu.org/r/226)

#### Women's participation

7 women delegates took part in the workshop.

### **3. EPSU/ETUI REHS joint course: 'On the Way to European Education Partnerships: minimum standards and key public service issues in future education activities, 23 – 25 November 2006, Berlin**

The seminar was organised jointly by EPSU and the ETUI Education Department with a view to establishing educational partnerships between unions. Unions from Bulgaria (health and energy), Romania (energy, water and municipal sector) the UK (Unison) and Germany (Ver.di) discussed a number of issues connected to this objective as well as exploring the theme of minimum wages and minimum standards.

There were three main activities that took place in two working groups (Group 1: UK and Romania; Group 2: Germany and Bulgaria). The working groups were tasked to develop plans for the establishment of joint educational partnerships.

The seminar opened a presentation of country reports, describing the general economic situation, the trade union landscape and the position on minimum wages in each of the countries present. This general overview was followed by a specific session focussing on the role of minimum wages and standards with several speakers presenting different perspectives and experiences of minimum wages.

The discussion on minimum wages was then linked to the concept of creating educational partnerships.

Some general ideas for themes for partnerships where partners could learn from each other were developed, including the following issues:

- Legislation covering workers rights and the social dialogue
- Trade unions structures and organisation
- Minimum wages / targets and campaigns
- Minimum standards
- Specific company projects e.g. in the energy sector
- Union campaigns
- Gender equality and gender mainstreaming
- Company restructuring and public-private partnerships
- Privatisation and outsourcing
- Recruitment and organising

Finally seminar participants outlined more concrete plans for the establishment of educational partnerships as a follow-up to this seminar.

#### *Romanian-British-Irish group*

Themes for seminars

- Migration and issue of minimum wages and minimum standards

- EU Legislation regarding work and trade union rights
- Trade union structures: organising and recruiting
- Role of unions in retraining workers
- Running and organising campaigns
- Funding from EU on European Structural Funds and involvement of trade unions

*German – Bulgarian group*

The group decided to start with a one initiative on minimum wages. A plan was made for a roundtable on minimum wages that links the establishment of the minimum wage in Germany and learning from the experience of Bulgaria.

The full report is available at [www.epsu.org/a/2822](http://www.epsu.org/a/2822)

## VI. ETUC/EUROPEAN UNION

### 1. ETUC Executive Committee

The ETUC Executive Committee met on 14-15 March, 6-7 June, 18-19 October and 06-07 December. The Steering Committee met separately on 9 February, 4 May, 20 September and 16 November and held meetings in conjunction with the Executive Committee on 14 March, 6 June, 18 October and 6 December. EPSU President, Anne-Marie Perret, and EPSU General Secretary, Carola Fischbach-Pyttel have regularly attended the meetings of the ETUC Executive / Steering Committee.

The preparation of the ETUC Congress was launched in the second half of 2006 and the EPSU General Secretary attended the meetings of the Congress preparatory committee. John Monks was nominated as the only candidate for General Secretary at the December Executive Committee meeting. The contents of the ETUC Congress was at the centre of discussions at the 2<sup>nd</sup> ETUC summer school held from 30 June to 2 July in Sweden.

The sessions of the ETUC Executive were marked in the main by:

- The debate on the Draft Services Directive culminated with the ETUC calling again for a mass demonstration in Strasbourg on 14 February. EPSU played a prominent part in this rally and had issued a symbolic Valentine's card to Members of the European Parliament: "Greetings from the European Social Model – wish you were here." ([www.epsu.org/a/1722](http://www.epsu.org/a/1722)). As reported in section I of this report EPSU's campaign had focused on the exclusion of services of general (economic) interest and health and social services in particular. The ETUC aimed to have labour law excluded from the scope of the directive and secure respect for fundamental rights to collective bargaining and action. The particular dossier was brought to a close with the 2<sup>nd</sup> reading in the European Parliament of 15 November. Despite remaining criticism, the ETUC considered the final outcome as a success where a number of central trade union demands were met as a result of a strong campaign.
- ETUC and CEEP had attempted in the first half of 2006 to reach agreement on a joint text for a Draft European framework on services of general interest, following on from the joint charter on services of general interest in 2000. The ETUC managed to obtain support for the draft text at its Steering Committee in September, it however materialised that the CEEP in turn faced stronger internal opposition to the draft text. In the end it was not possible to reach agreement on a text which still reflected sufficient substance.
- At its October meeting the Executive Committee approved – in spite of reservations by some Nordic member organisations – the ETUC 'Strategy on Public Services'. There was overall broad support for the ETUC Secretariat proposal to start a campaign for the collection of 1 million signatures for a petition addressed to the European Commission to submit a legislative proposal on SG(E)Is. The adopted ETUC position recognises that public services are undermined by liberalisation, privatisation and the introduction of free market rules. On 28 November the ETUC launched the Europe-wide petition available on <http://www.petitionpublicservice.eu/>. At the same meeting the ETUC Executive adopted the 2<sup>nd</sup> attempt to formulate an ETUC position on the Commission Communication on Social Services of General Interest. Tamara Goosens, EPSU officer for health and social services, had been instrumental in the redaction of the draft resolution, which i.a. calls on the Commission to first draft a framework directive on services of general interest on which subsequent sectoral instruments could be based.

- The deadlock on the Draft Constitutional Treaty was subject of repeated discussion. In June the Executive agreed to increase political pressure for a stronger social dimension aligned to the Constitutional Treaty. Such a stronger social dimension should reinforce the current Charter of Fundamental Rights and increase to scope for qualified majority voting on social issues. The German Chancellor had indeed referred to the possibility of adding a social protocol to the Constitution. This would be very important in the light of the Laval/Vaxholm and more recently the Ruffert cases pending before the European Court of Justice in order to protect national labour market systems against erosion from internal market rules. The ETUC rejected any attempts to resort to a 'mini-treaty', leaving out the Charter of Fundamental Rights. This view was conveyed in a joint letter from DGB/ETUC to the German Presidency.
- Pan-European Regional Council (PERC): The Executive agreed a draft constitution for PERC of the new International Trade Union Confederation at its October meeting. The founding Congress of the ITUC was held in Vienna on 1 – 3 November and adopted a procedural resolution approving the establishment of the Pan-European Council. The draft PERC Constitution was to be finalised in close consultation with the ETUC for presentation to a founding PERC Conference early 2007. The draft constitution will ratified by the first ITUC General Council meeting after the foundation of PERC.

Other important resolutions / reports adopted by the ETUC Executive Committee in 2006:

- European Energy Policy;
- Mid-term review of the ETUC Equality Plan;
- Fighting against climate change;
- European Qualification Framework;
- Coordination of collective bargaining, annual report and resolution for 2007.

## 2. Services directive

On 15 November, 2006 the European Parliament voted in favour of the Services directive and agreement, ending almost three years of debate and political manoeuvring. The directive aims to facilitate the provision of cross-border services by removing obstacles to the free movement of services in the internal market.

Trade union pressure played a big part in achieving improvements to the original Commission's proposal. The "country of origin principle" was dropped and the directive covers fewer services than as proposed in the original text. Crucially healthcare, and (to a lesser extent) social services, was excluded. There is also a broader list of reasons allowing Member States to restrict the freedom of a service provider from another Member State to provide services on their territory. The text also now says that the directive does not affect labour law in the Member States.

The EPSU Secretariat and affiliates invested many resources throughout 2006 in efforts to improve the draft directive. It was a regular feature on our agendas, and we provided a considerable EPSU presence in the different trade union manifestations and other events organised during the year.

With hindsight, we can see clearly that the decisive moment was the European Parliament's 1<sup>st</sup> reading vote in February 2006, which was preceded by a major trade union manifestation in Strasbourg. Indeed, the final text of the directive reflects fairly closely the main lines of the consensus reached in February 2006 by the major political groups in the Parliament. Unfortunately, this compromise did not include a general exclusion of public services from the

directive, which would have been better than the incomplete, unclear<sup>2</sup>, and partial exclusions that we have now. So, although the EP President Josep Borrell hailed the Services directive as “a largely consensual and balanced piece of legislation”, this cannot hide the fact that for public services, the potential impact of the directive gives cause for concern.

In any case, Member States have a maximum of three years to implement the provisions of the major directive, i.e., until December 2009. EPSU will continue to work on the directive and to support affiliates in ensuring as favourable a transposition into national law as possible. It is clear that there will be at least three major areas for EPSU affiliates to follow:

- 1) Screening, which requires Member States to review all laws and practices and removing unjustified barriers to trade
- 2) Constructing the Point of Single Contact(s), through which service providers can complete all necessary formalities in order to access markets
- 3) Preparing for communication and cooperation between Member States, known as Mutual assistance.

Lastly, EPSU will need to be attentive to how the Services directive influences future political developments, not least in terms of the European Commission “*Better Regulation*” agenda. In this context, all social regulations are up for challenge. We were not so successful in the Service directive debate in countering the argument that social regulations are linked to protectionism<sup>3</sup>. Unfortunately, “protectionism” is precisely the card that is being played with the Green Paper on Labour Law. Here the debate on labour law – an instrument traditionally used to protect workers in their relationship with employers - is being turned into an “*insider-outsider*” issue between groups of workers themselves.

### 3. Intersectoral Social Dialogue

#### Work Programme of the European Social Partners 2006 – 2008

In January, the negotiation teams of ETUC, UNICE/UEAPME and CEEP agreed on a proposal for a work programme for the European social dialogue 2006 – 08. The joint work programme is to contribute to growth, jobs and modernisation of the EU social model and it will look at issues, such as

- Macro-economic and labour market policies;
- Demographic change, active ageing, youth integration, mobility and migration;
- Lifelong learning, competitiveness, innovation and the integration of disadvantaged groups on the labour market;
- Balance between flexibility and security;
- Undeclared work.

The work programme includes an engagement to negotiate autonomous framework agreement on either the integration of disadvantaged groups in the labour market or life long learning. Furthermore the social partners agree to negotiate a voluntary framework agreement on harassment and violence in 2006.

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<sup>2</sup> An example: an explanatory note outlining what is included in directive says “...and, to the extent that they are not excluded from the scope of application of the Directive, household support services, such as help for the elderly.”

<sup>3</sup> For example, Hannes Swoboda MEP, speaking for the PES group in the Parliament said on the end result said that many European citizens in all Member States, have high hopes for the Services Directive.

The joint work programme was submitted to the March Tripartite Social Summit of 23 March.

Joint analysis of the key challenges facing European labour markets.

The cross-sectoral social partners (ETUC-UNICE/CEEP/UEAPME) agreed in their work programme for 2006-2008 to make a joint analysis of the key challenges facing European labour markets. The analysis is to serve as a basis for recommendations to EU and national institutions and further actions by the social partners in support of growth and employment - including a framework of actions on employment and an autonomous agreement on life-long learning or on integration of disadvantaged groups into the labour market. It is also anticipated that the analysis will help the social partners respond to the upcoming EU debate on flexicurity (a Communication is planned on this in the Spring of 2007).

However, as both sides have quite different views about the labour market situation – basically ETUC has stressed the need to improve quality of employment and tackle inequalities, whereas the employers-side calls for more flexibility - it has not yet been possible to agree the descriptive part of the analysis let alone begin identifying areas requiring action.

The social dialogue Committee's labour market working group is responsible for making the analysis. The working group met several times in the autumn of 2006 and is set to continue in the first months of 2007.

Negotiations on violence and harassment at work

The delegations of ETUC, UEAPME/UNICE and CEEP reached agreement on an autonomous framework agreement on harassment and violence at work on 15 December. The negotiating process had been long and protracted. UNICE had consistently refused to include a reference to third party or external violence into the agreement. In the end the employers' side conceded that the work environment can have an influence in the occurrence of harassment and violence and that preventive measures are necessary. In addition, the employers also accepted the inclusion of an explicit reference to third party violence into the text of the agreement, leaving it however to the decision of national and/or sectoral social partners to deal with third party violence. Despite some misgivings the majority of the ETUC negotiating team considered the outcome of the negotiations to be positive and recommended adoption of the draft framework agreement by the ETUC Executive Committee of 20 – 21 March 2007. (The agreement has subsequently been endorsed by both parties with EPSU supporting.)

**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	
Finland	JHL	SANTAMAKI-VUORI	Tuire	F	EPSU Vice 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	MEIDLINGER	Christian	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
Belgium	SLFP	EYNDELS	Jan	M	Observer EC	
Bosnia-Herzegovina	ITUWSARFBH	KOSOVIC	Tatjana	F	Titular EC	
Bosnia-Herzegovina	SEERBIH	LUKSIC	Kemal	M	Substitute EC	
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/Sta t& 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	FGF-FO	NOGUÉS	Gérard	M	Titular EC	
France	INTERCO CFDT	LETOURNEUX	Yves	M	Substitute EC	
France	UNSA	GUILLAUD	Patricia	F	Observer EC	

Germany	Ver.di	BSIRSKÉ	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	AEDY	VRETTAKOS	Ilias	M	Titular EC	
Greece	AEDY	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	STAUDT	Steve	M	Titular EC	
Luxembourg	CGT-L	TURPEL	Justin	M	Substitute EC	
Macedonia	UPOZ	MURATOVSKI	Vanco	M	Titular EC	
Malta	GWU	t.b.c.	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	Odeta	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	
Slovakia	FFSR	PETROVIC	Daniel	M	Substitute 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	Julio	M	Substitute EC	1st two years and a half
Spain	FSP-UGT	LACUERDA	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-İs	CIMEN	Osman	M	Titular EC	
Turkey	SES	KANLIBAS	Olçay	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	HOEJLUND	Nana	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	
Austria	GdG	WEISSMANN	Sabine	F	Titular additional Women's seats	
France	CGT-SP	BOUVERET	Lise	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	
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**

<b>Constituency</b>	<b>Country</b>	<b>Initials</b>	<b>Last name</b>	<b>First name</b>	<b>Function</b>	<b>Rotation</b>
Benelux, France	France	FGF-FO	PERRET	Anne-Marie	EPSU President	
Nordic	Finland	JHL	SANTAMAKI-VUORI	Tuire	EPSU Vice 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	FGF-FO	NOGUÈS	Gérard	Titular SC	
Benelux, France	France	CGT-SP	BOUVERET	Lise	Substitute 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					
Benelux, France	Belgium	SLFP	EYNDELS	Jan	Observer SC	
Benelux, France	France	INTERCO CFDT	LETOURNEUX	Yves	Observer SC	
Benelux, France	France	UNSA	GUILLAUD	Patricia	Observer SC	
Central Europe	Czech Republic	OSZSP CR	SCHLANGER	Jiri	Titular SC	
Central Europe	Austria	GdG	WEISSMANN	Sabine	Titular SC	
Central Europe	Austria	GÖD/FSG	HOLZER	Richard	Substitute SC	
Germany	Germany	Ver.di	BSIRSKE	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	t.b.c.		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	ROTAL	LIIVAMAGI	Kalle	Titular SC	1st two years and a half

North Europe	Eastern	Poland	HPS Solidarnosc	OCHMAN	Maria	Substitute SC	1st two years and a half
North Europe	Eastern	Latvia	LAKRS	SPIGULE	Ausma	Substitute SC	1st two years and a half
North Europe	Eastern	Poland	HPS Solidarnosc	OCHMAN	Maria	Titular SC	2nd two years and a half
North Europe	Eastern	Latvia	LAKRS	SPIGULE	Ausma	Titular SC	2nd two years and a half
North Europe	Eastern	Lithuania	LVDPS	PETRAITIENE	Irena	Substitute SC	2nd two years and a half
North Europe	Eastern	Estonia	ROTAL	LIIVAMAGI	Kalle	Substitute SC	2nd two years and a half
South Europe	Eastern	Bulgaria	FTU-HS	KOKALOV	Ivan Angelov	Titular SC	
South Europe	Eastern	Romania	Gaz Rom.	BUCUR	Odeta	Titular SC	1st two years and a half
South Europe	Eastern	Romania	FEM III	COTEANU	Ana	Titular SC	2nd two years and a half
South Europe	Eastern	Turkey	SES	KANLIBAS	Olcay	Substitute SC	
South Europe	Eastern	Romania	UNIVERS	VANCEA	Aurelian	Substitute SC	1st two years and a half
South Europe	Eastern	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	

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	
Nordic	Finland	Pardia	PALOLA	Antti	M	Titular GEC	
Nordic	Norway	NUMGE	KRISTIANSEN	Gerd	F	Titular GEC	
Nordic	Sweden	SKTF	SALEH	Delshad	M	Substitute GEC	
Nordic	Denmark	FOA	HOEJLUND	Nana	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	CGT-SP	BOUVERET	Lise	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	t.b.c.	Titular GEC			
Central Europe	Macedonia	UPOZ	MURATOVSKI	Vanco	M	Titular GEC	
Central Europe	Slovakia	SOZKaSO	GALLOVA	Ivana	F	Titular GEC	
North Eastern Europe	Lithuania	LVDP	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	TEMLKOVA	Maria Georgieva	F	Substitute GEC	
South Eastern Europe	Bulgaria	FCIW-PODK	PARTENIOTIS	Ioanis	M	Substitute GEC	
	France	PSI	KING	Chidi	F	Titular	

						GEC	
	France	PSI	BUXBAUM	Jürgen	M	Substitute GEC	

## 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	HARREITHER	Bernhard	M	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	KNAEPENBERGH	Jean-Pierre	M	Substitute HSS	1st two years and a half
Belgium	CGSP-ALR	KNAEPENBERGH	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	F	Titular HSS	
Bulgaria	FTU-HS	KOKALOV	Ivan Angelov	M	Substitute HSS	
Croatia	HSSMS-MT	PRASNJAK	Anica	F	Titular HSS	
Czech Republic	OSZSP CR	BRENKOVA	Ivana	F	Substitute HSS	
Denmark	DNO	CHRISTENSEN	Grete	F	Titular HSS	
Denmark	FOA	STAEHR	Karen	F	Substitute HSS	
Estonia	ETTAL	TÄKS	Iia	F	Titular HSS	
Estonia	ROTAL	HAAN	Ulle	F	Substitute HSS	
Finland	TEHY	KARINIEMI- ÖRMÄLÄ	Kristiina	F	Titular HSS	
Finland	SuPer	NIITTYNEN	Arja	F	Substitute HSS	
France	CGT Santé	GENG	Françoise	F	Titular HSS	
France	FSS-CFDT	HAUTCOEUR	Bruno	M	Substitute HSS	
France	FSPSS-FO	BIRIG	Didier	M	Observer HSS	
Germany	Ver.di	STEFFEN	Margret	F	Titular HSS	
Germany	Ver.di	WEISBROD-FREY	Herbert	M	Substitute HSS	
Germany	MB	HAMMERSCHLAG	Lutz	M	Titular HSS	
Germany	Ver.di	OBERMANN	Karl	M	Substitute HSS	
Greece	ADEDY	KOUTSIUBELIS	Stavros	M	Titular HSS	
Greece	ADEDY	KASSES	Ermis	M	Substitute HSS	
Hungary	EDDSZ	CSER	Agnes	F	Titular HSS	
Hungary	EDDSZ	ORBAN	Rosza	F	Substitute 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	
Slovakia	SOZPZASS	KUCINSKY	Andrej	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
Spain	FSAP-CC.OO	LARA	Salvador	M	Observer HSS	
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	
Bulgaria	FITUGO	TEMELKOVA	Maria Georgieva	F	Observer NEA	
Bulgaria	FITUGO	HRISTOV	Hristo	M	Observer NEA	
Croatia	SDLSN	PLESA	Boris	M	Titular NEA	
Cyprus	PA.SY.DY	HADJIPETROU	Glafkos	M	Titular NEA	
Cyprus	PA.SY.DY	SAVVA	Charalampos	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	INTERCO CFTD	LABASQUE	Yves	M	Titular NEA	
France	UGFF-CGT	BUTOUR	Jean-Louis	M	Substitute NEA	
France	FGF-FO	NOGUÈS	Gérard	M	Observer NEA	
France	UNSA	GUILLAUD	Patricia	F	Observer NEA	
Germany	Ver.di	LINDENLAUB	Bernd-Axel	M	Substitute NEA	
Germany	Ver.di	MÜLLER	Sigrid	F	Substitute NEA	
Greece	ADEDY	DOLGYRAS	Ilias	M	Titular NEA	
Greece	ADEDY	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	PLESA	Biruta	F	Titular NEA	
Lithuania	LVDPS	PETRAITIENE	Irena	F	Titular NEA	
Lithuania	LVDPS	KISIELIENE	Rima	F	Substitute NEA	
Luxembourg	CGT-L	TURPEL	Justin	M	Titular NEA	
Luxembourg	CGT-L	SCHOSSELER	Jeanne	F	Substitute NEA	
Macedonia	UPOZ	GRUJOVSKI	Peco	M	Titular NEA	
Macedonia	UPOZ	CKLAMOVSKA	Biljana	F	Substitute NEA	
Netherlands	AbvaKabo FNV	DIETEN	Jan Willem	M	Titular NEA	
Norway	NTL	ASKER	Berit	F	Titular NEA	

Norway	YS-Stat	ARNESEN	Paal	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
Romania	PS-SIGOL	POPOVICI	Cornel	M	Observer NEA	
Serbia	Neza GSUIP	ANDJELIC	Slavoljub	M	Titular NEA	
Slovakia	FFSR	JAVORKOVA	Zuzana	F	Titular NEA	
Slovakia	SOZKaSO	SKULAVIK	Peter	M	Substitute NEA	
Spain	FSP-UGT	PALOMO CASTILLO	Yolanda	F	Titular NEA	
Spain	FSAP-CC.OO	CABALLERO	Pablo	M	Substitute NEA	1st two years and a
half						
Spain	FSAP-CC.OO	RODRIGUEZ BAILO	Gloria	F	Substitute NEA	2nd two years and
a half						
Sweden	Fackförbundet ST	PÄRSSINEN	Ilkka	F	Titular NEA	
Sweden	Fackförbundet ST	LAGERQVIST-PALMU	Ulla	F	Substitute NEA	
Sweden	SEKO	NILSSEN	Roal	M	Titular NEA	
Sweden	SEKO	THORNBERG	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	
Portugal	STAL	MARQUES	José Manuel	M	Vice President LRG	
Belgium	EPSU	CLARKE	Penny	F	EPSU Secretariat LRG	
Austria	GdG	KATTNIG	Thomas	M	Titular LRG	
Austria	GdG	UNGER	Günter	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 half
Belgium	CGSP-ALR	LUYTEN	Mil	M	Substitute LRG	2nd two years and half
Belgium	CGSP-M	PIRNAY	Laurent	M	Observer LRG	
Croatia	SDLSN	KUHAR	Sinisa	F	Titular LRG	
Czech Republic	STATORG	VONDROVA	Alena	F	Titular LRG	
Denmark	HK/Kommunal	OTTO	Bodil	F	Titular LRG	
Denmark	FOA	JOERGENSEN	Peter Kvist	M	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	ELORANTA	Jarkko	M	Titular LRG	
Finland	TEHY	MAARIANVAARA	Jukka	M	Substitute LRG	
Finland	TEHY	MARKKANEN	Kirsi	M	Observer LRG	
Finland	JHL	LAUNIS	Merja	F	Observer LRG	
France	CGT-SP	BOUVERET	Lise	F	Substitute LRG	
France	FPSPSS-FO	BECUWE	Serge	M	Observer LRG	
France	UNSA	JOSSET VILLANOVA	Christine	F	Observer LRG	
Germany	Ver.di	STERNATZ	Renate	F	Titular LRG	
Germany	Ver.di	MÜHLBERG	Annette	F	Substitute LRG	
Germany	Ver.di	KERSCHBAUMER	Judith	F	Titular LRG	
Greece	ADEDY	POLYMEROPOULOS	Vassilis	M	Titular LRG	
Greece	ADEDY	BALASSOPOULOS	Themistoklis	M	Substitute LRG	
Hungary	HVDSZ 2000	PEK	Zsolt	M	Substitute LRG	
Iceland	BSRB	GUDMUNDSSON	Arni	M	Titular LRG	
Ireland	IMPACT	NOLAN	Peter	M	Titular LRG	
Italy	FP-CGIL	CRISPI	Antonio	M	Titular LRG	
Italy	FPS-CISL	ALIA	Velio	M	Substitute LRG	
Italy	FPS-CISL	MIGGIANO	Davide	M	Observer LRG	
Latvia	LAKRS	MAZULANE	Rasma	F	Titular LRG	
Latvia	LAKRS	KLAVINA	Liga	F	Substitute LRG	

Lithuania	LVPF	NEMANIUS	Romualdas	M	Titular LRG	
Lithuania	LVDPS	PETRAITIENE	Irena	F	Substitute LRG	
Netherlands	AbvaKabo FNV	WIECHMANN	Peter	M	Titular LRG	
Luxembourg	CGT-L	TURPEL	Justin	M	Titular LRG	
Luxembourg	CGT-L	SCHOSSELER	Jeanne	F	Substitute LRG	
Macedonia	UPOZ	GRUJOVSKI	Peco	M	Titular LRG	
Macedonia	UPOZ	CKLAMOVSKA	Biljana	F	Substitute LRG	
Norway	NUMGE	GULBRANDSEN	Jan Helge	M	Titular LRG	
Norway	KFO	OLANDER	Gunn	F	Substitute LRG	
Poland	NSZZ	BARTON	Zbigniew	M	Observer LRG	
Portugal	SINTAP	ABRAÃO	José	M	Substitute LRG	2nd and 4th year
Portugal	STE	CARNEIRO	Alvaro	M	Substitute LRG	1st, 3rd and 5th year
Slovakia	SOZKaSO	KRISTOFICOVA	Maria	F	Titular LRG	
Slovakia	SLOVES	GATCIOVA	Marcela	F	Observer LRG	
Spain	FSAP-CC.OO	RODRIGUEZ DE LA	Juan Carlos	M	Titular LRG	
Spain	FSP-UGT	CABAZUELO GARCIA	Fernando	M	Substitute LRG	
Sweden	Kommunal	HANSSON	Maria	F	Titular LRG	
Sweden	SAHP	ÖHBERG	Margareta	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

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	
Cyprus	FSGEC	CHRISTODOULIDES	Christos	M	Titular PU	
Czech Republic	OS ECHO	SPURNY	Vit	M	Titular PU	
Czech Republic	OS UNIOS	VOTAVA	Michal	M	Substitute PU	
Denmark	3F	LYNGE JENSEN	Kaj	M	Titular PU	
Denmark	DKK	RASTEN	Bengt	M	Observer PU	
Denmark	DM	KJAERGAARD	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	
France	FNEM-FO	LE HOUEROU	Didier	M	Substitute PU	
France	INTERCO CFDT	LIASER	Charles	M	Observer PU	
France	UNSA	CANOVAS	André	M	Observer PU	
Germany	Ver.di	OTT	Erhard	M	Substitute PU	
Germany	Ver.di	MENDROCH	Erich	M	Titular PU	
Germany	Ver.di	KLOPFLEISCH	Reinhard	M	Substitute PU	
Greece	AEDDY	ANTONAKOS	Giannis	M	Titular PU	
Greece	AEDDY	LAMBROU	Evangelos	M	Substitute PU	
Hungary	VKDSZ	ADAM	Robert	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	LEDPSF	SARAKOVAS	Igoris	M	Substitute PU	
Luxembourg	CGT-L	STAUDT	Steve	M	Titular PU	
Luxembourg	CGT-L	KLEMAN	Chris	M	Substitute PU	
Macedonia	SSESM	SIMONOSKI	Robert	M	Titular PU	
Macedonia	SUTKOZ	GEORGIEVSKI	Zoran	M	Substitute PU	
Netherlands	AbvaKabo FNV	VAN HERPEN	Joost	M	Titular PU	
Norway	EL&IT	FELIX	Hans	M	Titular PU	

Norway	NUMGE	GULDBRANDSEN	Stein	M	Substitute PU	
Portugal	SINDEL	DUARTE MARQUES	Victor Manuel	M	Titular PU	
Portugal	SINTAP	SEABRA	João	M	Substitute PU	2nd and 4th year
Slovakia	SOZE	BANANKA	Marian	M	Titular PU	
Slovakia	POZ	KOVAC	Peter	M	Substitute PU	
Slovenia	SDE Slovenije	DOLAR	Franc	M	Titular PU	
Slovenia	SDE Slovenije	JAKSETIC	Iztok	M	Substitute PU	
Spain	CC.OO Aguas	REQUENA FERRANDO	Jordi	M	Titular PU	
Sweden	Kommunal	HELLANDER	Annelie	F	Substitute PU	
Sweden	SKTF	JOHNSON	Bo-Göran	M	Titular PU	
Sweden	SKTF	JANSFORS	Jonas	M	Substitute PU	
Switzerland	VPÖD/SSP	SERRA	Jorge	M	Titular PU	
Switzerland	VPÖD/SSP	FRAGNIERE	Bernard	M	Observer PU	
Switzerland	VPÖD/SSP	QUELOZ	Jean	M	Observer PU	
Switzerland	VPÖD/SSP	WEHRLI	André	M	Observer 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  
Tamara Goosens, 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 2006

#### **Documents adopted by the EPSU Executive Committee - 20 & 21 November 2006**

- EU Green Paper: A European Strategy for Sustainable, Competitive and Secure Energy COM(2006) 105 final 8 March 2006 - EPSU position (EN/FR/DE/IT/SV) [www.epsu.org/a/2399](http://www.epsu.org/a/2399)
- EPSU response to the EC Consultation of the European social partners on measures to facilitate the reconciliation of professional, private and family life (EN/FR/DE/ES/SV) [www.epsu.org/a/2596](http://www.epsu.org/a/2596)
- EPSU critical analysis on European Commission Communication: Consultation regarding Community action on health services (EN/FR/DE/ES/SV) [www.epsu.org/a/2596](http://www.epsu.org/a/2596)
- EPSU / PSI Working Group (EN/FR/DE/ES/SV) [www.epsu.org/a/2596](http://www.epsu.org/a/2596)
- EPSU Guidelines for the trade union role in European Companies (SE) (EN/FR/DE/ES/SV) [www.epsu.org/a/2596](http://www.epsu.org/a/2596)
- Internal rules of procedure for the European sectoral social dialogue committee for the hospital sector (EN/FR/DE/ES/SV) [www.epsu.org/a/2596](http://www.epsu.org/a/2596)

#### **Documents adopted by the EPSU Executive Committee – 9 June 2006**

- EPSU analysis on European Commission Communication on Implementing the Community Lisbon programme: Social Services of General Interest in the European Union (COM (2006) 177 final) (EN/FR/DE/ES/SV) [www.epsu.org/a/2436](http://www.epsu.org/a/2436)

#### **Other documents:**

- TRACE final handbook: Decentralisation and public services: a case of public sector restructuring, November 2006 (EN/FR/GE) [www.epsu.org/a/2520](http://www.epsu.org/a/2520)
- Outsourcing checklist - Adopted by the Standing Committee on Local and Regional Government, 23 May 2006 (EN/FR/ES/IT/SV) [www.epsu.org/a/2433](http://www.epsu.org/a/2433)
- Standing Committee on Local and Regional Government work programme for 2007/2009 [www.epsu.org/a/2434](http://www.epsu.org/a/2434)
- Joint statement on the development of social dialogue in local and regional government [www.epsu.org/a/2558](http://www.epsu.org/a/2558) adopted at the plenary meeting of the sectoral social dialogue Committee on local and regional government on 29 November 2006
- Joint statement of the EU Public Administration Directors General and trade union delegation on mobility, 29 May 2006 (EN/FR/DE) [www.epsu.org/a/2118](http://www.epsu.org/a/2118)
- Final reports to EPSU and HOSPEEM(EN/FR/SV) [www.epsu.org/a/2282](http://www.epsu.org/a/2282):
  - Promoting realistic active ageing policies in the hospital sector
  - Identifying successful training initiatives in the hospital sector
  - Cross-border recruitment of hospital professionals
- HEALTH & SAFETY AND TRAINING - Policy statement EURELECTRIC - EPSU – EMCEF, December 2006 (FR/DE/IT/NO) [www.epsu.org/a/2518](http://www.epsu.org/a/2518)

- Equal Opportunities and Diversity Toolkit / Best Practices Guide Toolkit  
EURELECTRIC – EPSU - EMCEF, by Jane Pillinger, 14 December 2006  
[www.epsu.org/a/2626](http://www.epsu.org/a/2626)

#### 4. Other meetings attended by EPSU representatives

##### JANUARY

- 09 15h00 – 19h00 PES working group SGI
- 10 Meeting preparations EWC ENEL
- 11 ETUC meeting on services directive
- 12 10h00 ETUC meeting on sustainability and employment study
- 12 Greens/GUE meeting on services directive
- 13 Meeting of the President & V.Ps st. cttee Public Utilities (leaving 12/01, 13h00)
- 14-16 2<sup>nd</sup> seminar EPSU and Social Services
- 15-17 Recruiting and organizing in the CEECs, joint course EPSU / ETUI-REHS
- 17 Baltic Network
- 18 Working group CSR and H&S (Eurelectric)
- 18 UNISON breakfast symposium on primary care
- 19 Meeting of unions in Endesa on OPA of Gaz natural
- 20 meeting with fagforbundet Norway
- 24 CEMR Roundtable on equality charter
- 25 ETUC workers participation meeting
- 25 FSAP CCOO Congress
- 26 meeting President & V.Ps st cttee HSS
- 26 TGWU meeting on services directive
- 27 Meeting with Valeria Ronzetti, CEEP, re Social Dialogue in the Hospital sector
- 27 UNISON EWC
- 31 LRG social dialogue plenary meeting
- 31 a.m. EWC Suez + p.m. CGT seminar on energy policy

##### FEBRUARY

- 1 EPSU Ad-hoc Working Group on SGI
- 1 Suez equality committee
- 2 Confrontations meeting on PPPs
- 3 ETUC working group on Trade and Globalisation
- 6 ETUC Energy task force
- 7 PES SGI meeting
- 7 meeting with MEP Toubon
- 7 Social dialogue violence at work
- 7-8 FILCEM Congress
- 8 ETUC meeting on Gender Equality Agreement
- 8 Meeting with DG Bachmayer (leaving on 07/02 pm)
- 9 ETUC Steering Committee
- 9 Social platform social services NGOs
- 9-10 EPSU/PSI Working Group
- 13 equality and diversity symposium, North-Rhine Westphalia
- 13-14-15 North East Europe ENERGY + North East Europe Constituency meeting
- 15 EMIF (European Meeting information forum)
- 14 DEMO Services Directive
- 15 CISL Congress
- 16 Energy sector Enquiry presentation
- 16 Social services working group
- 20 EPSU Executive Committee
- 21 GEC chairs meeting
- 22 Researchers network meeting re 2nd horizontal evaluation paper on performance of liberalised network services
- 23 World Water day prep. meeting with Belgian unions and NGOs
- 24 Unison, Ver.di seminar
- 25-26 Energy meeting
- 21 presentation for Swedish reps.
- 21 presentation for LO Norway reps
- 22 Researchers network meeting re 2nd horizontal evaluation paper on performance of liberalised network services

- 28 EFN conference  
 28 ETUC working group on social protection
- MARCH**
- 1 Capio meeting  
 2 CELSIG meeting  
 2-3 TAIEX workshop  
 3 ETUC Energy Task Force  
 6 meeting with UNISON reps  
 6 SD electricity : working group on equality  
 6 NEA Social dialogue  
 7 PSI Constituency  
 7 Social dialogue cttee  
 7 Public procurement coalition meeting  
 9 ETUC national and EIF officers meeting  
 13 social dialogue meeting high level sectoral  
 13 19h EiFs meeting and dinner  
 14 ETUC SC + EC  
 14 IED Suez  
 14 Study group SD committee electricity  
 14 Meeting with Jan Velleman, Eurocops  
 14-15 ETUC Executive committee  
 15 Suez  
 15 CGT – UGFF Congress  
 15 fakforbundet Oslo (services directive)  
 15 meeting with Barroso cabinet  
 15 Standing committee on Health & Social Services  
 16 meeting Thierry Durnerin CEEP  
 17 World water day prep. meeting  
 20-22 PSI – SEE constituency meeting  
 22/23 PSI constituency/LRG  
 22 World Water Day Action  
 22-23 ETUC migration and inclusion working group  
 24 09h30 Full staff meeting  
 27 Electricity in the internal market (UNISON)  
 28 EPSU – EMCEF energy activities  
 28 meeting with head of unit DG Energy external relations  
 28 SD violence at work  
 29 HLG energy and environment EU Commission building  
 29 ETUC meeting SGI legal framework  
 30 ETUI trade union rights project  
 30 meeting with Ms Arana (EC, head of unit “electricity & gas)  
 30 SECAFI SUEZ  
 30 ETUC Steering committee on sustainable development  
 31 Chairs NEA  
 31 Electricity social dialogue (a.m. Secretariat – pm. All: task force equal opportunities & diversity)
- APRIL**
- 3-4 EPSU Communication seminar  
 5 Health policy forum  
 5 ECOSOC HEPNI report  
 5 CGT visitors re SGI  
 6 Alternative economy seminar  
 6 Ver.di equality meeting  
 6 CEEP local enterprises cttee  
 7 Extraordinary EWC Suez  
 7 Full staff meeting re EPSU-PSI merger  
 10 EWOC  
 12 ETUC Life Long Learning working group  
 11-12 EUREC  
 18 Akava special branches visit EPSU (8-9 participants)  
 20 SSGI conference

- 20 GPA Energy conference  
 21 GASTEIN advisory committee meeting  
 21 DG HRM working group  
 21 09h00 – 11h00 meeting with Dave Feickert High Level Group Energy  
 23-24 RCN conference  
 24 Danish Group visit EPSU  
 25 Ver.di minimum wage conference  
 25 meeting at Confrontation on PPPs  
 25 ETUC women's committee  
 25 GPA EVN EWC  
 26 PCS protect public services forum, EPSU presentation on services directive  
 28 SD violence at work
- MAY**
- 2-3 PSI SC  
 2-3 ETUI minimum wage conference  
 4 meeting DG sanco with Valeria Ronzitti  
 4-5 European social forum  
 4-5 EPSU/PSI working group  
 8 Internal meeting  
 9 09h30 EPSU full staff meeting  
 10 ETUC National officers meeting  
 11 ETUC, services directive  
 10-12 PSI Health services task force  
 15 Social services working group  
 16 Bureau Suez  
 16 11h00 - 17h00 LRG social dialogue steering cttee  
 16 Meeting with Suez EWC  
 17 AbvaKabo Congress  
 17 ETUC discussion on gender pay gap  
 17 solidarity action for Ver.di strike in front of the Lower-Saxony rep. offices  
 18 ETUC Sustainable development working group  
 18 Akava reps visit  
 18 EHMA round table discussion  
 19 SD electricity HS CSR  
 19 -20 BBTK/SETCA conference  
 23 EPSU Standing Committee on Local & Regional Government  
 23 CELSIG meeting on SGI  
 23-25 DGB Congress  
 28-30 Mediterranean Constituency meeting  
 29 Young Greens (Friends of the Earth)  
 30 SSGI conference organized by French social partners  
 30 09h00 SGI debate in ECON, 14h00 PES press conference (Desir and Schulz) 15h00 The Greens press conference  
 30 Meeting with Eurelectric (Mr Mazeau)  
 30–2/06 FGF-FO Congress  
 31 delegation from the Swedish organisation OFR (Public Employees' Negotiation Council, a forum for co-operation and dialogue between 15 trade unions with members in the public sector)
- JUNE**
- 1 present EPSU work to PSI Jamaican youth representative  
 1 ETUC collective bargaining committee  
 1 Preparatory SD meeting  
 6 Meeting with VEOLIA  
 6 LRG Social Dialogue meeting  
 6 Joint DG/TUNED equality working group  
 6 Social dialogue project with Czech social partners  
 6 Presentation for Italian reps  
 6-7 ETUC Executive and Steering Committees  
 7 PR reps SKTF  
 7 Suez equality working group

- 7 Meeting with JC Le Douaron & Ms Johnson re: prep seminar "recruiting & organizing in the CEEC"
- 7 President & Vice-Presidents HSS meeting
- 8 dinner President & Vice-Presidents Public Utilities
- 8 Dinner for Ulla Polzer
- 8 Meeting with Suez
- 8 Confrontations Europe conference
- 12-13-14 AMICUS National Conference
- 15-16 EIPA seminar
- 15 -16 EIPA seminar
- 15-16 EWC meeting with SOZE
- 16 Presentation to Norwegian reps + YsStat + 1 Bulgarian rep'
- 19 President and Vice Presidents LRG
- 19-20 TRACE seminar
- 20 Steering Committee Etude Emploi
- 20 ECON committee meeting European Parliament
- 21 Plenary meeting SUEZ
- 22 Cross-sectoral social dialogue on violence
- 22 Meeting with CEEP –ETUC
- 22 SD on electricity
- 22 Services Directive meeting with Solidar & Eurohealthnet
- 26 Full staff meeting
- 26 Internal planning meeting
- 26–27 Joint EESC-ILO conference
- 26-27 "Study on Restructuring in the new member states" - Final Thematic seminar
- 27 meeting with ETUI-REHS, prison seminar
- 27 meeting with CSC
- 27 Meeting with CAPIO
- 28 11h00 – 12h00 all staff meeting with Jane & Penny re staff mapping
- 28 12h00 – 12h45 admin staff meeting with Jane
- 28 Meeting social dialogue committee
- 28 p.m. individual interviews
- 29 a.m. individual interviews
- 28-29 Meeting with Hans & Jurgen
- 30/06 prep mtg with B. Laribaut, Suez (EPSU) - 10h00 Meeting with Mr Leeuw, Suez (EC)
- 30/06 – 01/07 RCN conference, Hinckley Island Hotel in Leicestershire
- 30/06 – 02/07 ETUC summer school

**JULY**

- 3 Task force F.U. social dialogue in the hospital sector conference
- 3 Internal meeting
- 3 HOSPEEM-SG
- 4 GEC chairs meeting
- 5 meeting CGT group
- 5 CPME
- 6 ORSEU meeting on job creation in the social sector
- 6 Meeting with B. Rapkay
- 7 extraordinary meeting of the Advisory Committee of the Industrial Relations area (European Foundation)
- 7 FP CGIL meeting
- 10 TUC meeting
- 11 Meeting with Gary Smith (GMB)
- 11 Meeting with health care affiliates
- 11 ECON committee
- 12 meeting with SUEZ GdF
- 12 Meeting with Rudy Hundsdorfer
- 12 SGI Working Group
- 12-13 European Firefighters meeting
- 18-19 meeting with Austrian/Hungarian unions
- 19 ETUC Eif's meeting on Trade Issues
- 26-27 Transnational institute

**AUGUST**

- 17 Meeting with Eurelectric
- 21 Suez negotiations
- 28 Meeting with HOSPEEM on SD project
- 28 NEA Chairs meeting + German DG representative
- 29 PSE Group ECON committee meeting re Rapkay report
- 29 Meeting with AM Perret (EPSU Office) + meeting in ETUC with W.Cerfeda & S. Dupressoir
- 30 Social dialogue meeting
- 30 14h30 ETUC National Officers meeting
- 31 09h00 – 13h00 CELSIG meeting

**SEPTEMBER**

- 2 – 4 Summer school ETUC Collective Bargaining Committee
- 4 ETUI on trade union rights study
- 5 Water EWC (Agbar)
- 6-9 Armenia Health Conference
- 6 Suez negotiations
- 6 Meeting ETUC Josef Niemicz on SGI legal framework
- 8 meeting with Finnish DG
- SEPTEMBER week 37 (11/09 – 15/09)
- 11 Audit of 2005 accounts
- 11 ICT-EIF taskforce meeting and ETUC EWC meeting
- 11 meeting with S.Guigner, Centre de Recherches sur l'Action Politique en Europe, re Working Time Directive
- 12 FIPSU's 10th anniversary
- 12 EP ECON Committee vote on services directive
- 12 (18h) -14 (14h) EPSU/PSI Europe staff team-building seminar (leaving 12/09 at Central Station around 16h30-17h00)
- 15 SKTF meeting on SGI (leaving on 14/09 pm)
- 15 Suez equality committee
- 18 EPSU Steering Committee
- 18 Meeting with Commissioner W. Spidla
- 19 ETUC social dialogue meeting
- 19 PSE group, 'A new impetus for public services in Europe' seminar
- 19 ENEL EWC preparatory meeting
- 19 meeting preparation EHPF
- 20 ETUC Steering Committee
- 20 a.m. extra standing committee + p.m. social dialogue committee hospital sector
- 20 Preparatory meeting EWC Veolia
- 20 National Officers and EIFs meeting
- 21 Plenary meeting EWC Veolia
- 21 LO Norway group
- 21 Economic & Employment Committee meeting
- 21 EPSU Standing Committee on Health & Social Services
- 21-22 PSI Russia Constituency meeting
- 22 PES trade union meeting
- 22 Meeting with DG Energy
- 22 Eurogas Conference
- 22 Green party's national conference – speech
- 25 EPSU-PSI Secretariats meeting on merger
- 25-29 EP session Services Directive (leaves 25 pm / back 29 am)
- 26 ETUC working time meeting
- 26-28 4<sup>th</sup> Quality Conference (CFP = 26-27 – NS = 26-28)
- 29 09h30 staff meeting – 10h00 full staff meeting

**OCTOBER**

- 2 EPSU Standing Committee on Local & Regional Government
- 3 ETUC Social protection working group
- 3 Labour market/social dialogue working group
- 2-3 Social care conference
- 4 meeting with A. Cercas
- 4 IMCO debate on the services directive, and pre meeting on working time.

4	GDF-Suez merger meeting
4	ETUC services directive meeting
4	16h00 SGI campaign presentation to ETF
4-6	Energy unions meeting
5	ETUC Collective bargaining committee
5	ETUC conference
5	Violence at work negotiations
4-6	Forum Gastein
6	Seminar on the evolution of public services in Europe
6	CEMR/EPSU social dialogue steering group
16	09h30 – 13h00 Social services working group
16 (pm)	Meeting with AbvaKabo FNV & FNV Mondiaal
17	Abvakabo seminar on migrant workers in the care sector
17	Social dialogue Electricity
17	Working time and work-life balance: a policy dilemma?"
18	EWCs
18-19	ETUC Executive & Steering committees
19-20	EPSU/PSI/FES SEE meeting
19	EPSU NCCs SGI campaign 'Quality Public Services – Quality of life' meeting
23	prep meeting SD Cttee gas industry
23	SD Committee in Gas Industry meeting with Jackie Morin
25	DG / Tuned equality working group
25	GAPS (general agreement on public services) meeting
26-27	SD violence at work
26-27	Meeting of the European network for public services
27	Ver.di Youth Group
27	workshop on women in prisons
27	meeting with Dave Prentis
31	DG HRM working group
31	Conference on nursing employment issues
31	LRG SD WG on demographic change
<b>NOVEMBER</b>	
1-3	CISL Congress
3	ETUC social policy and legislation working group
3	Meeting SUEZ
6	TUC meeting
7	EIRO lunch on working conditions
7	RIZIV conference
7	Social Dialogue CTTEE
7	SOLIDAR awards
7-8	Meeting SUEZ
8	Public Procurement
8	preparatory meeting EHPF
9	Ver.di water seminar
9	Suez equality CTTEE
8-10	PSI EB
10	Junior Doctors
10	meeting with TEHY
12-16	EP session
13	meeting Secretariat CSR
14	SL conference
14	Pres. & VP LRG + SD LRG steering group
13-14	Commission's e.government working group
17	Interco Congress
17-18	TRACE seminar
22	Mtg SUEZ
22	European Health Policy Forum
22	meeting with Swedish reps
22-25	Toolkit meeting
24-26	FP-SEK National Congress

- 24 GEC/EWOC chairs meeting
- 24 PPPs prep. Meeting with Dave Hall
- 27 09h30– 11h00 full staff meeting
- 27 Meeting with FES
- 28 STAL/STE/SINTAP/SINDEL seminar «Serviços Públicos de Qualidade»
- 28 Congress FNME-CGT
- 28-29 Romanian electricity unions meeting
- 29-30 ETUC congress preparation committee
- 30-01 EPSU Collective Bargaining conference

**DECEMBER**

- 4-5 'In the general interest' EPSU conference
- 12 Corporate Social Responsibility, does it make a difference ? EPSU/EMCEF/EURELECTRIC seminar
- 10-12 Prison services seminar
- 12 GAPS meeting
- 12 Electricity CSR
- 13 SD electricity seminar
- 13 Social Platform
- 13 ETUC/UNICE social dialogue working group on labour market challenges
- 14 SD Electricity conference
- 14-15 Eurotopia meeting on public services publication
- 15 PES colloque on public services
- 15 meeting with EUROMIL
- 15 Violence cross sectoral social dialogue
- DECEMBER week 51 (18/12 – 22/12)
- 18 Steering group meeting social dialogue hospitals
- 18 meeting with EIPA
- 18 Dublin Foundation study survey on integrating migrants in LRG
- 18 ETUC on SGI
- 19 SD Hospital sector working group meetings
- 19 PES SGI strategy
- 21 FO course
- 21 EPSU/PSI Europe secretariats' meeting