

# EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS

## REPORT OF ACTIVITIES

JANUARY - DECEMBER 2010

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EUROPEAN  
FEDERATION  
OF PUBLIC  
SERVICE  
UNIONS  
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ФЕДЕРАЦИЯ  
ПРОФСОЮЗОВ  
ОБЩЕСТВЕННОГО  
ОБСЛУЖИВАНИЯ  
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*Adopted by the November 2011 Executive Committee meeting*



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## Introduction

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*In the course of 2010, we saw unprecedented attacks on hundreds of thousands of public sector workers across Europe. Job cuts and recruitment freezes have been accompanied by pay freezes in many countries. But some public sector employers have not stopped there. They have ignored collective bargaining procedures and have simply imposed pay cuts on their workers. In some cases there have been several rounds of pay cuts.*

*We have seen a wave of strikes throughout Europe: several general strikes were organized in Greece in protest against government imposed austerity plans; workers have gone out on strike in France, Spain, Portugal, Romania, the Czech Republic and Cyprus, but also in Ukraine and Russia. Demonstrations have taken place in Brussels, Madrid, Rome, Bucharest, Paris, Lisbon, Dublin and Tallinn.*

*EPSU's campaign in support of public services will continue. We oppose the austerity plans imposed by national governments and the European Commission. These measures are deeply unsocial and unjust. They hit the livelihoods of thousands of families throughout Europe, who have problems to pay their rent, to pay for heating, transport, to feed their children. Much of the social progress made in the last decades for women workers is at risk of being undone by these crude austerity measures.*

*We also doubt the economic wisdom of these spending cuts. Public spending not only funds investment in infrastructures, protection of the environment, and investment in jobs in the public sector, but also in the private sector. On 10 December, EPSU was able to agree with the Employers' Platform in local and regional government a joint declaration calling on the European Council ([www.epsu.org/a/7116](http://www.epsu.org/a/7116)) to take a long-term perspective when coordinating its responses to the crisis and to provide for public investment to mitigate its effect.*

*As part of EPSU's alternatives to the cuts, we will continue to fight for a fairer international taxation system, supporting the Financial Transaction Tax at EU level as a first step towards an international tax and the introduction of more progressive tax regimes. We need to stand for tax efficiency, effective measures against tax evasion and avoidance; and abolish tax havens which require well-resourced national tax services and good cooperation at EU and international levels.*

*Despite the generally bleak picture for trade union work in Europe, there are some aspects which provide hope that we can still make progress.*

*The social dialogue for central government administrations ([www.epsu.org/a/7117](http://www.epsu.org/a/7117)) was formally launched on 17 December. This is a proud achievement after many years of joint work, sometimes involving difficult discussions and setbacks. This social dialogue committee will cover 7 million workers and civil servants in state administrations. We were able to negotiate a framework agreement on prevention from sharp injuries for the health and hospital sector. This was implemented as a directive on 1 June 2010 and thus has become binding law for implementation in EU member states and countries in the European Economic Area. This is truly a landmark agreement. Other organisations, such as the World Health Organisation and the International Labour Organisation have welcomed it as well as a good example of what can be achieved through social dialogue*  
<http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:134:0066:0072:EN:PDF>.

*On 23 September 2010, we organised our first European-wide sector conference for the utilities sector ([www.epsu.org/a/6864](http://www.epsu.org/a/6864)). European Commissioner for Energy Günther H. Oettinger emphasised that “Job creation in the energy sector is key for the future of employment”.*

*2010 was the first year for putting the merger between EPSU and PSI Europe into practice and to forge a single European Federation of Public Service Unions. I realize that continued effort is necessary to build a coherent organization, but the foundation is there. EPSU is active in the work of PSI, be it on the public services agenda in general or specific issues, such as migration. As of 2011 we will be able to work with a full complement of EPSU staff ([www.epsu.org/r/7](http://www.epsu.org/r/7)) both in Brussels and in the regional offices in Prague, Bucharest, Kiev and Moscow and thus will be in a position to respond more effectively to the challenges facing us across a range of fronts over the coming years.*

*Carola Fischbach-Pyttel*

## Section I: Main political developments

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### Financial and Economic Crisis – No to Austerity, Priority to Jobs

<http://www.epsu.org/r/447>

In February 2010, in one of his first statements as the new Commissioner for Economic and Monetary Affairs, Olli Rehn said that it was necessary to improve the economic governance of the euro area and to “strengthen our coordination of budgetary and economic policies.” In the same month there was a further deepening of the crisis in Greece, providing more ammunition to the European Commission’s claims that “broader and deeper surveillance” was necessary.

More generally 2010 saw a dramatic shift in the political spin stressing the need for budget consolidation, forgetting the actual culprits of the financial and economic crisis. Public service union members have been put in the firing line and are being used by policy makers to resolve a crisis resulting from the irresponsible speculative behaviour of international finance. The latter has not only so far escaped significantly greater regulation but has also already returned to the pre-crisis days of large profits and massive bonuses.

A number of European governments announced or implemented significant cuts to public spending along with specific attacks on public sector workers’ pay and conditions. In October the UK government announced a package of cuts totalling over €90 billion with as many as 500,000 jobs likely to be cut from the public sector and with an additional effect in the private sector. The new government in the Netherlands has also announced plans to make cuts of around €18 billion. Governments in the Czech Republic, Poland and Slovakia have further joined the list of those imposing cuts including the freezing or cutting of public sector workers’ pay.

The policies of national governments and the European Union required a co-ordinated response from the trade union movement. EPSU lent its support to various initiatives, such as:

- The ETUC demonstration of 29 September in Brussels with a major EPSU block with more than 300 colleagues from Hungary, Italy, France, Romania and Belgium (<http://www.epsu.org/a/6878>).
- The ETUC’s Austerity Watch and Bonus Watch initiatives to monitor the impact of public spending cuts around Europe, as well as exposing the extent to which the finance sector has returned to business as usual.
- The ETUC proposals for actions in European capitals on 15 December, the day before the EU heads of government summit (<http://www.epsu.org/a/7123>) and a demonstration in Budapest in early April 2011 to coincide with a meeting of EU finance ministers or equivalent event organized by the Hungarian presidency.
- Work with the ETUC, other trade union organizations and sympathetic Members of the European Parliament to secure changes to the legislation on economic governance including the removal of the proposed automatic sanctions; introduction of a significant role for the social partners and much greater involvement of the European Parliament; and a shift in focus from co-ordination in fiscal consolidation to co-ordination to ensure a European-wide economic recovery.
- Actions and demonstrations by affiliates in defence of public services and public sector workers’ pay and conditions.

- Improving information exchange with affiliates so that EPSU is fully informed about the scale of public sector cuts and the impact on public sector workers' pay and conditions.

The economic crisis, the way governments react and the policies of the European Union will be a main area of work in both the EPSU Public Services Network and the EPSU Economists/Economic Policy work group in 2011.

## **Enhancing public sector revenue – fairer and effective taxation systems**

Instead of the almost exclusive focus on consolidation or reduction of public budgets, EPSU strongly supports policies to develop fairer and more effective taxation systems.

EPSU calls for 5 areas of action to reverse the negative trends and support the EU social model, in combination with closing tax havens and fighting corruption:

- Direct progressive taxation as the rule: As a matter of urgency, the appropriate level of and balance between direct, progressive and indirect taxes must be revised in favour of the former. The principle whereby the more you earn the more you pay tax should guide taxation policy, including environmental taxes, across Europe;
- EU common strategy to increase tax on corporate profits: large companies have benefited the most from the internal market, a fairer return of profits to society makes social and economic sense;
- Corporate social responsibility starts with paying tax: Large corporations and wealthy individuals have been evading taxes, employing an army of advisors to find loopholes. An obligation for multinational companies to provide details in their annual reports of activities, revenue and taxes paid per country, would be a first step in the right direction;
- Tax on all financial transactions: EPSU strongly supports the campaign by the ETUC, amongst others, for a Tobin, or Robin Hood, tax as a tool to yield substantial revenues and regulate financial transactions, the large majority of which are not re-injected into the real economy. By definition, it should be a global tax, but as first step the EU could become the first Tobin Tax zone;
- Good tax governance: Administration cooperation, transparency and fair tax competition are key ingredients. But the best governance model in taxation is one that acknowledges and strengthens public services. Additional measures should include a dialogue between the trade unions and Ministers of Finance, Commission and Parliament on macroeconomic policy, public budgets (sustainable public finance) and public deficits, as well as private household debt; recognition of the key role tax collection services play and the establishment of an EU anti- tax fraud agency.  
<http://www.epsu.org/a/6595>

EPSU signed the International Civil Society Statement to the G-20 Leaders Summit in Seoul on 11 and 12 November, to take action on the Financial Transaction Tax (FTT).

EPSU also expects proposed measures on taxation in the Single Market Act (proposals 19 and 20) to support fair and progressive taxation and counter current trends.

## Single Market Act – 2020 Strategy

The ETUC and EPSU have underlined that the EU2020 strategy, including the Single Market Act (SMA), must acknowledge the role the public sector and public services play in building sustainable growth and a fair inclusive society. This means that funding for public services needs to be underpinned by appropriate fiscal policy measures such as fairer and progressive taxation systems (including the financial transaction tax), as well as improving the efficiency of tax collection. Exit strategies and adjustments of public finances need to be planned over the medium and long-term and take account of social impacts. With the adoption of the Lisbon Treaty there are now clear obligations on the European Union to act in the area of public services. EPSU emphasizes that a strong public sector and quality public services are part of the solution to the economic crisis as well as the long-term development of our societies.

The European Commission's pre-crisis policies contained little reference to the contribution which public services make to job creation, prosperity and welfare, nor to the importance of public investments and wide access to public services. This should be corrected in the EU2020 strategy and the different 'flagship' initiatives. We also see that, in addition to the Single Market Act (SMA) proposals, there are references to public services in other texts - for example, the Innovation Flagship (COM (2010) 546) which refers to the development of a public sector innovation scoreboard and the 'knowledge economy' and labour market strategy for caring sector; the industrial policy Communication (COM (2010) 614) suggests initiatives in the health sector; the new skills and jobs Communication (COM (2010) 682) proposes an action plan to address the supply of health workers; and the Communication on obstacles to citizens' rights (COM (2010) 603/4) proposes measures to support the patients' rights Directive. This underlines the need for policy coherence, geared towards developing positive EU policy on public services. For these reasons, we do not support an "Internal market 'performance test'" for key growth sectors as this would not take into account social and environmental aspects.

We consider that the EU should assess the impact of all the Single Market (and other EU) initiatives on public services. The Communication to implement the Fundamental Rights Charter (COM (2010) 573) proposes a 'checklist' to ensure that all EU "*legislative and decision making...must be in full conformity with the Charter.*" Such a checklist should also be developed in relation to the Services of General Interest (SGI) Protocol and could be part of the proposed 'toolkit' referred to in proposal 25.

There are a number of specific proposals in the SMA that relate to public services, and in 2011 the Commission should present a Communication and a range of other measures on public services such as a 'toolkit' on financing, procurement, public cooperation, evaluation, and universal access. These will be addressed in detail by the EPSU Public Services Network. We expect the Commission to fully respect the recent European Court of Justice (ECJ) rulings on public-public cooperation and underline that the aim of the Commission should be to support Member States to develop and improve their public services, in line with the SGI Protocol, and not to promote competition for its own sake. EPSU considers that the strengthening of universal access to good quality public services is the key priority.

The SMA also contains proposals to carry out an assessment of previous liberalisations. This should be carried out with the participation of all major stakeholders. We expect the evaluation to strengthen the case against further liberalisation, e.g. of healthcare, water or waste as well as domestic rail passenger services. EPSU has contributed to past Commission evaluations of the performance of network industries (see <http://www.epsu.org/r/232>).

2011 will see a review of the EU public procurement directives. EPSU has already submitted a first contribution to the evaluation of the impact and effectiveness of EU procurement legislation in November 2010 (proposal 17 of the SMA). This highlights current inconsistencies between internal market policies influencing public procurement and wider social and sustainability policy objectives and commitments of the EU (see also under public services network). Any revision of the Directives should improve the current framework for the integration of social and environmental criteria into public contracts, especially the social criteria. The delay and difficulties encountered in producing the EC guide on social procurement illustrates that the current legal basis is inadequate. Progress regarding key social objectives is lacking: for example, the EU supports the inclusion on equal pay in public contracts (see page 12 of Council resolution on salary inequalities <http://register.consilium.europa.eu/pdf/en/10/st16/st16881.en10.pdf>) but too few public authorities do this in practice.

## Section 2: EPSU Public Services Network

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The network met twice in 2010, on February 2 (<http://www.epsu.org/a/6281>) and November 22 and 23 (<http://www.epsu.org/a/6820>).

The Network is constituency based and addresses 'horizontal' public services issues in EPSU.

Issues dealt with in 2010 include:

- EU 2020 strategy and 'flagships'

EPSU and other organisations criticised the lack of reference to public services in the 2020 strategy (see <http://www.epsu.org/a/6127>). The network had a first discussion on how to influence the different EU 'flagships' that will provide the framework of upcoming EU policy and that were published towards the end of 2010/beginning of 2011.

- Single Market Act

A contribution to the consultation on the Single Market Act is being prepared for end February 2011. We stress that the EU must support Member States to develop and improve their public services, in line with the SGI Protocol, and not to promote competition for its own sake. EPSU considers that the strengthening of universal access to good quality public services is the key priority (see <http://www.epsu.org/a/5934> and also section I of this Report).

- Public procurement and PPPs

In February we produced a background note on procurement <http://www.epsu.org/a/6214> that was used as the basis for our contribution to a hearing in the European Parliament on the future of public procurement. This was developed in a position paper on the role of procurement in EU policy <http://www.epsu.org/a/7021> which will feed into an evaluation of public procurement that the European Commission will carry out in 2011, based on the Green Paper on procurement that was published at the beginning of 2011 – see <http://www.epsu.org/a/7302>. Commissioner Barnier's reply to this initial contribution affirmed that wider and social and sustainability objectives will be given full consideration in the evaluation and subsequent policy initiatives.

In March we produced with PSIRU a further critique of PPPs "*Public rescue for more failed private finance institutions*" <http://www.epsu.org/a/6348>. It was released on the eve of European Parliament discussions on the future of public procurement (see LRG section). The report urges that the debate over how governments purchase the goods and services that citizens need should include sober consideration of the value of public-private partnerships. Discussion in the network shows that there is need for more transparency on the failures of PPPs.

- EC questionnaire on concessions

EPSU submitted a short response to the Commission's consultation based on input from the Network - see <http://www.epsu.org/a/6884>. Here we emphasized the conclusions of the EP report in May 2010 on '*new developments in public procurement*', from Heide Ruehle MEP that did not support an EC legislative proposal. EPSU also sent a joint letter with Municipal Waste Europe on the consultation (see <http://www.epsu.org/a/6939>)

- EP Intergroup on Public Services

The Intergroup [www.publicservices-europa.eu](http://www.publicservices-europa.eu) has provided a forum for exchange but has not yet developed any tangible initiatives on public services. Recent meetings have included "*Rethink the public Services in Europe in the agenda 2020*," organised with the Belgium EU Presidency in September and "*Public tendering, public services concessions, in-house and PPPs*" which took place in October. For the procurement meeting EPSU wrote to all the members of the Intergroup giving details of relevant EPSU papers (see below under 'related documents'). Ver.di was also represented in the panel discussion.

In November, the Intergroup organised a joint meeting on social services of general interest (SSGI) as a follow up to the Belgian Presidency initiative for a "*quality framework for social services*", that took place in October and in partnership with the social economy Intergroup. EPSU produced a background paper on SSGI <http://www.epsu.org/a/6688> for input into the different EU discussions and to feed into the EP own-initiative report on SSGI that will be drafted by Proinsias de Rossa MEP in early 2011.

- Taxation

In cooperation with the NEA and LRG Committees, the network finalised work on the EPSU Tax Justice Charter, inspired by the EPSU 2000 Tax Charter and following the conclusions of the LRG/NEA workshop on Quality Public Finance in 2009 <http://www.epsu.org/a/5397> (see introduction for other developments on taxation)

- International trade in services

EPSU worked with the PSI affiliates in Canada to influence the EU-Canada trade negotiations - see <http://www.epsu.org/a/6088> and to stress that any provisions on public procurement should respect local choice and social and environmental concerns and do not encourage the liberalisation of public services.

- Campaigning for quality public services

The network evaluated the EPSU 'Turning the Tide' project <http://www.epsu.org/r/436> with a view to developing in 2011 a more structured exchange of information among affiliates on key public services developments at national and local level.

We have set up research pages on the EPSU website to ensure that our affiliates can identify recent research on the public services and other issues of relevance to EPSU <http://www.epsu.org/r/539>.

In July 2010 EPSU also launched an informal network on public service issues with a number of Brussels based trade unions, NGOs and other interested organisations.

## Section 3: Executive Committee

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The Committee met on 27-28 May: <http://www.epsu.org/a/6643> and 8-9 November <http://www.epsu.org/a/7104>.

Major parts of the discussions revolved around the Economic crisis and the EPSU strategy. <http://www.epsu.org/a/6547>.

The May Executive Committee approved the EPSU contribution to the first phase social partner consultation on the Review of the Working Time Directive. <http://www.epsu.org/a/6584>

The Commission published its communication for the second phase social partner consultation on 21 December. The deadline for contributions was the end of February 2011.

The EPSU nominations to the Education Social Dialogue were endorsed. EPSU has two 'additional' places in the newly established Social Dialogue Committee for the Education sector with full voting rights. The EPSU representatives are Christina McAnea, UNISON, UK and Iris Todtenberg, Ver.di, Germany.

The November meeting agreed the creation of an EPSU Youth Network with the overall objective to mainstream youth issues in all EPSU structures and to establish a regular forum for communication and knowledge-sharing of experiences on recruiting young people in affiliated unions. A first seminar to kick-start the network was held in Bulgaria from 11-13 December, <http://www.epsu.org/a/7275>.

The Committee noted a series of activities on migration, in particular the EPSU/LRD survey on trade union actions for migrant workers and issues faced by public sector staff dealing with migrants. The report is available at <http://www.ejsi/prg/a/6468> . A further major initiative was the PSI/EPSU Public Sector Euromed Conference on 22-23 October in Malaga, Spain <http://www.epsu.org/a/6931>.

The Committee agreed to the publication of an EPSU declaration against the EU-Libya cooperation agreement which involved outsourcing EU border control and processing of asylum requests to Libya in exchange of financial aid <http://www.epsu.org/a/7104>.

### **Women's representation in the meetings**

Based on participation in the Committee meetings: Women 41%, Men 59.82%

## **Finances, Membership & Personnel**

The Executive Committee:

- adopted the finance report 2009; took note of the Member Auditors Report and the Balance sheet for 2009; approved the situation end-June 2010 and projection to end December 2010; approved the report of the Finance Working Group and the good management of the EPSU accounts was commended. It was agreed that an indexation of the EPSU fee should be examined if necessary to balance the 2012 budget. To that end the Finance Working Group would be reconvened in late 2011.

<b>Membership</b>		
<b>Union's name</b>	<b>Countries</b>	<b>Number of members</b>
<b>NEW AFFILIATIONS (further to the Merger with PSI)</b>		
Employees Independent Union of Municipal Economy and Public Utilities	Armenia	3.600
Health Workers Union of Armenia	Armenia	7.500
Trade Union of Health Service Workers of Azerbaijan	Azerbaijan	27.665
Trade Union of Local Industries and Public Services Workers	Azerbaijan	12.000
Free Trade Union Republican Committee of the Azerbaijan Employees of Culture	Azerbaijan	5.000
Trade Union of State Organisations and Public Service Workers	Azerbaijan	10.000
Belarusian Trade Union of Healthcare Workers	Belarus	29.940
Public Service, Municipal and Bank Workers Trade Union of Georgia	Georgia	8.249
Health, Social Care, Medical and Chemical Industry Workers' Independent Trade Union	Georgia	14.000
Public Servants and Social Associations Workers Trade Union of Georgia	Georgia	6.500
Union of Clerical, Administrative and Public Service Employees	Israël	10.000
Trade Union of Health Workers of Kazakhstan	Kazakhstan	20.000
Central Committee of the Health Trade Union of Kyrgyztan	Kyrgyztan	2.500
Trade Union of Health Protection Workers	Moldova	22.600
The Union of Workers in Social Services and Production	Moldova	8.687
Federation of Trade Unions of Public Services Employees	Moldova	3.000
Federation of Energy Workers' Trade Unions	Moldova	2.120
The Trade Union Republican Committee of the Energetic Employees	Moldova	6.109
Health Workers Union of the Russian Federation	Russia	250.000
All-Russian Life-Support Workers' Union	Russia	35.001
All-Russia Electrounion	Russia	10.000
Tajikistan Health Workers Union	Tajikistan	3.000
Energy Workers Union of Tajikistan	Tajikistan	4.000
TU of Workers of Municipal Economy, Local Industry, Population Services of Ukraine	Ukraine	5.400
Health Workers' Union of Ukraine	Ukraine	20.000
State Employees Union of Ukraine	Ukraine	10.000
Council of Trade Unions of Gas Facilities Workers of Ukraine	Ukraine	2.200
Trade Union of the National Ukrainian Academy of Science	Ukraine	5.000
Central Committee of Cultural Workers Union of Ukraine	Ukraine	5.000
Nuclear Power and Industry Workers of Ukraine	Ukraine	10.000
State Commodity Reserve Workers' Union	Ukraine	5.000
Energy and Electrical Engineering Industry Workers Union	Ukraine	10.000
Social Workers' Union	Ukraine	7.356
Oil and Gas Economy Workers' Union of Ukraine	Ukraine	2.300
<b>SUSPENSION</b>		
Union Nationale des Syndicats du Personnel des Industries Électriques et Gazières – CFTC	France	2.300
<b>DISAFFILIATIONS</b>		
State Public Servants Trade Union – COII	Denmark	24.394
The Malta Union of Midwives and Nurses - MUMN	Malta	997
Trade Union of Health and Social Services of Slovenia – ZSV	Slovenia	6.855

Försvarsförbundet	Sweden	3.294
State Commodity Reserve Workers' Union – State R	Ukraine	5.000
<b>EXPULSION</b>		
Road, Construction, Infrastructure, Public Works, Title Deed Land Survey Public Sector Employees Trade Union - Yapi Yol Sen	Turkey	760

## Personnel

A number of changes had to be recorded in relation to the EPSU staff.

- Brian Synnott left the EPSU Secretariat with effect of 14 February to take on the position of Communications Advisor with the Party of European Socialists (PES). Veronica Nilsson left the EPSU Secretariat with effect of 28 February. She had been covering the health and social services sector in the absence of Tamara Goosens. Veronica has accepted a position of special advisor in the ETUC Secretariat.
- Tamara Goosens, Health and Social Services Officer since 1 January 2006 sadly passed away on 30 May. A financial contribution collected from affiliates in the Health and Social Services Standing Committee of Euro 3217,72 was made to the Dutch Cancer Foundation 'Pink Ribbon' in memory of Tamara.

The following new appointments were made in the second half of 2010:

- Sylvie Dewambrechies, Finance department
- Pablo Sanchez Centellas, Communication, Public Relations, Liaison and Youth
- Christine Jakob, Local and Regional Government, Gender Equality
- Jerry van den Berge, European Works Councils, Water, Waste
- Mathias Maucher, Health and Social Services (starting 17 January 2011).

<http://www.epsu.org/r/7>

## Section 4: Gender Equality

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<http://www.epsu.org/r/28>

The EPSU Gender Equality Committee met on 15 April and dealt with the following:

### **Election of a presidential team:**

Gloria Mills, Unison, UK, was elected as Chair of the Committee and Cristina Iftimescu, Sanitas, Romania as vice-chair

### **Update on global crisis and effects on women**

With the exception of Norway and to some extent Sweden and Tajikistan, all representatives reported major impacts from the economic crisis with the following main trends:

- initial effects on male-dominated industries, followed by shift to women-dominated public sector;
- single parents particularly affected, increase in low paid jobs for women;
- impact on application of equality legislation, considered as 'luxury' in times of economic crisis. The same argument goes for the achievement of pay equity; and at the same time: staff shortages in the health care sector with high staff turnover, thus the need to promote well-being at the work place and job attractiveness.

In July, in a letter sent to the Commissioner charged with gender equality, Viviane Reding, EPSU asked what the Commission was planning to do to limit the likely disproportionate effects the austerity measures will have on women, be they as public service workers or as citizens. We also asked whether the Commission, especially when setting conditions for EU loans to some EU member states, had promoted with national governments the importance of carrying out a gender impact assessment, maintaining autonomous collective bargaining and furthering overall fair pay. The letter is at: <http://www.epsu.org/a/6713> and the Commission's (unhelpful) response at: <http://www.epsu.org/a/6819>.

### **8 March, underpaid care workers**

On international women's day, we focused on the care sector calling for a pay rise for these underpaid workers, a majority of whom are women. This follows on from an EPSU-commissioned report, finalized in February, looking at the gender pay gaps and wage levels in the health and social care sectors in 8 EU countries, please see <http://www.epsu.org/a/6322>. The report finds that care sector workers are most often at minimum or basic wage levels or not much higher; whereas qualified and professional staff earn salaries below those in comparable jobs in other sectors of the economy. In addition to low pay and low status, precarious contracts, irregular working hours and few career opportunities complete the picture. For the full report, in English, and summary and recommendations in all EPSU languages, please see <http://www.epsu.org/a/6271>.

### **Women's representation in EPSU: SKTF survey follow-up**

Following the SKTF/EPSU survey on women's representation in EPSU and its affiliates, the Committee discussed further the issue of women's representation in the EPSU Executive Committee, which stands at around 39%. There is a lower gender gap amongst substitute members. This means that the requirement of gender parity in article 8.3 e) of the EPSU Constitution is not met. The Committee generally agreed that pressure should be maintained at the constituency level to achieve parity by means of an action plan. Compensatory measures should only be the fall-back position.

### Gender equality mainstreaming audit of EPSU policy work

The audit prepared by Jane Pillinger was presented and noted. It was also presented to the May Executive Committee meeting.

The audit reviews existing EPSU policies and activities, and other relevant recent policies and activities with a bearing on gender equality. This included a review of the current EU gender equality policy in order to identify key areas of policy that are likely to be of relevance for EPSU's future activities. The audit also provides an overview of the opportunities and challenges facing EPSU, gaps in EPSU activity and potential areas for future EPSU work on gender equality.

The survey and presentation (in English) are available at: <http://www.epsu.org/r/550>.

### Equal pay questionnaire – follow up to Congress resolutions

The Committee discussed the EPSU survey on equal pay (<https://www.epsu.org/a/6224>) as part of the implementation of Congress resolutions on equal pay (including an equal pay checklist) and on improving women's pay. The Committee was also informed of the European Commission's second phase of its equal pay campaign and discussed the importance of collecting data from the EPSU sectors to press for a review of the EU Equal Pay Directive.

The Committee was also reminded that EPSU had established a list of equal pay experts.

**Women's representation in EPSU Statutory meetings** based on participation in the Committee meetings

Committee	Women	Men
GEC	88%	12%
NEA	39%	61%
LRG	36%	64%
HSS	66%	34%
PUT	17%	83%
EC	41%	59%

### ETUC Women's Committee

With Gloria Mills also elected in the chairing team of the ETUC Women's Committee, EPSU is well-represented.

Good cooperation with the ETUC has continued throughout the year. We took part in an ETUC conference on women's leadership in trade unions (11-12 March) and cooperated on an EU-commissioned study and workshop regarding trade union policies and practices against discrimination, covering also grounds of ethnic origin, disability, age, sexual orientation and religion/faith. We also filled in the ETUC questionnaire for its annual survey on women's representation in membership and leadership positions.

## Section 5: Utilities

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### Standing Committee on Public Utilities

The Standing Committee met on 26 February and 22 September. The political agenda of the utilities unions was dominated by:

- The longer term prospects of the EU's energy policy in 2020 and up to 2050. European **energy** policy remains dominated by the issues of competitiveness, security of supply and addressing global warming. European Commissioner for Energy Gunther Oettinger argued that 2011 would be a crucial year for the EU's energy policy when he addressed the EPSU Utilities Conference on 22 September 2010. EPSU sought to highlight the importance of just transition principles, including through a project with Eurelectric and a joint Conference. The importance given to skills and qualifications resulted in the European Parliament (EP) adopting a position similar to that of EPSU <http://www.europarl.europa.eu/oeil/file.jsp?id=5862272> point 75 (see also points 10 and 58).
- EPSU issued several positions during the year: on smart meters, on the 10-year Network Development Plan, on the Commission consultation for a New European Energy Policy 2020 and on smart grids. These are available at: <http://www.epsu.org/r/198>. EPSU also contributed to the ETUC resolution on European energy policy of December 2010 <http://www.etuc.org/a/7952>.
- In **water**, the focus was on influencing the final regulation for the European Citizens' Initiative (ECI) and on promoting publicpublic partnerships. The Commission published its proposals for the ECI in April and EPSU sought to influence the EP position to make the Initiative to collect a million signatures as easy as possible. The final position of the European Parliament and Council was adopted in December 2010 (<http://www.epsu.org/a/7194>). EPSU continued successfully to promote publicpublic partnerships and the ACP EU water facility through which the EU provides funding for water cooperation between public companies <http://www.epsu.org/a/6784>. EPSU and many other organizations lobbied the EU Development Commissioner for even more publicPublic cooperation at World Water Day on 22 March.
- EPSU sought to intervene in the EU discussions over procurement reported on page 5. EPSU and the Municipal Waste Europe employers' organisation wrote to the European Commission to argue against a directive on concessions <http://www.epsu.org/a/6939>. Ensuring a social dimension in procurement and preventing public contracts from being used for social dumping remain priorities for unions in the **waste** sector
- EPSU is engaged in project called WISUTIL (<http://www.epsu.org/r/561>) that aims to collect information on pay and conditions and is a way to compare developments both within and between companies as well as at sectoral level between countries. The project covers water, waste and energy.

Other issues:

- As part of the efforts to ensure that **water** remains a public service, EPSU and other organizations wrote to the EU's High Representative to ask what follow up will be given to the UN Declarations on the human right to water <http://www.epsu.org/a/7110>. EPSU affiliates have been very active in promoting public water and in particular our Italian colleagues collected hundreds thousands of signatures in a national referendum to support public water. The EPSU Secretariat and affiliates also participated in and supported the Reclaiming Public Water network activities. Broad coalitions with several organizations across the world have been sought to organize

resistance against privatization and promote public water provision: <http://www.epsu.org/a/6339>.

- Several separate activities were organized in the **waste** sector such as a meeting of unions in SITA, the waste part of Gdf Suez a multinational company. The Nordic unions organized a major waste event and the topic was addressed at the EPSU utilities conference with several high level representatives from the Commission and other organizations.
- 2010 was an active year in the **electricity** social dialogue. EPSU and the Eurelectric employers' organisation worked on a project on Just Transition and organized a joint conference <http://www.epsu.org/a/7118>. The outcome of the related study will be used for a joint position. After several discussions in 2009 and 2010 as well as an EPSU survey, the unions and employers reached a joint position on the introduction of smart meters and the importance of cost-benefit analysis <http://www.epsu.org/a/7119>. Several presentations were made by the Commission on the EU's energy policy 2020, climate action, work programme 2011 and the impact assessments. The Social Dialogue Committee has long argued to be more involved in these and it adopted a joint position to this effect on the EU energy consultation <http://www.epsu.org/a/6648>. Discussions on the importance of jointly addressing skill needs continue, but were not finalized at the last meeting. The union side is proposing a mapping exercise to determine what social partners are already doing at national level. The social partners were also involved in the Steering Committee of a Commission research project on the employment effects of opening the electricity and gas markets in the South East Europe Energy Community.
- The Social Dialogue in the **gas** sector continues to be plagued by low attendance on the employers' (Eurogas) side. However, some results were achieved. Discussion on Corporate Social Responsibility (CSR) continued and a joint survey will be launched in 2011. The unions and employers also exchanged views on the future of Europe's energy policy and the role of the gas sector. A joint contribution was made to the Commission consultation "Towards a new energy strategy for Europe 2011-2020" [www.epsu.org/a/6653](http://www.epsu.org/a/6653). Skills shortages are also an issue for the employers and the Social Dialogue Committee agreed a mapping exercise of national level cooperation between the unions and the employers regarding labour market and skill issues. The social partners further met with Commissioner for Employment and Social Affairs Laslo Andor and stressed the importance of the involvement of the social partners in the impact assessments undertaken by the Commission on energy policy [www.epsu.org/a/7044](http://www.epsu.org/a/7044).
- Led by EPSU, the Social Dialogue Committees for Gas and for Electricity, and the 3<sup>rd</sup> Social Forum of the South East European Energy Community, argued for more detail on the national social action plans to assist the implementation of the Memorandum of Understanding. The unions also continued this discussion with several government and EU representatives at the 10<sup>th</sup> Energy Round Table in Podgorica, 7-8 September. Attention was also paid to what the unions can do regarding the coordination of collective bargaining positions.

### Women's representation in the meetings

Based on participation in the Committee meetings: Women 17% - Men 83%

### EPSU EWC Coordinators' Network

The coordinators continued to focus on the implementation of the recast EWC Directive. Further legal advice has been developed by European Trade Union Institute (ETUI) (<http://www.epsu.org/a/6785>). Romuald Jagodzinski of the ETUI gave an update on the state of affairs regarding the implementation of the Directive .

The meetings, which took place on 25 February and 21 September, were used to update colleagues on various company developments and the implications for the trade unions. With the recasting of the Directive, expectations of EWC representatives should be raised to make more and better use of their information and consultation rights and when needed to pursue legal action. An example is the work of the EWC in Gdf Suez on the company's mobility policy <http://www.epsu.org/a/6540>. The EPSU legal assistance fund <http://www.epsu.org/a/3765> was created to assist EWCs and EWC Coordinators are asked to promote its use.

The Coordinators also received reports on recent developments regarding transnational agreements such as with Gdf Suez on health and safety and on forward looking management of employment and competencies. The importance of the procedures and mandates for such transnational agreements (<http://www.epsu.org/a/6136>) was highlighted. EPSU and other European federations organized a meeting on these procedures when the company announced its intention to negotiate an agreement on equality on 21 December <http://www.epsu.org/a/7318>. Gdf Suez also agreed a corporate social responsibility policy with PSI and other global trade union federations <http://www.epsu.org/a/7049>.

The EPSU–SOMO report on Corporate Social Responsibility in energy companies and the role of EWCs received broad attention <http://www.epsu.org/a/6581>. This has been followed up by researching how the energy companies report on the so-called Energy Utilities Sector Supplement of the GRI guidelines. These are interesting standards around training, health and safety, ageing, and the use of contract workers, but reporting is very uneven <http://www.epsu.org/a/7088>.

Public Services International Research Unit (PSIRU, University of Greenwich) updated several sector studies and surveyed the companies active in these sectors. New reports were published on MNCs in:

- waste <http://www.epsu.org/a/6292>
- water <http://www.epsu.org/a/6928>
- health <http://www.epsu.org/a/6836> and
- social services <http://www.epsu.org/a/7171>

Establishing EWCs in the companies that meet the qualifying conditions remains a priority. A new EWC was established in the Norwegian company Statkraft <http://www.epsu.org/a/6642> and a revised agreement was concluded for Veolia. EPSU worked with the European Federation for Building and Woodworkers on a number of Spanish construction companies with sizeable waste en water operations <http://www.epsu.org/a/6980>.

## Section 6: Local and Regional Government

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

### Standing Committee

The Standing Committee met on 1-2 March and 26 October. A joint workshop with the HSS Committee was organised on 27 October.

Key issues for the Standing Committee in 2010 were:

- The economic crisis and the impact on the sector

The Committee meetings have provided a framework for the exchange of information on developments at national and EU level. From discussion we noted that there are many overlapping campaigns in the different countries and that it is important to share data and aim for more coordination, e.g. through the epsucob@ newsletter. Discussion on the crisis has fed into the social dialogue with the CEMR employers' organisation.

- productivity measurement in the public sector and the role of social dialogue (for LRG/NEA/HSS)

EPSU has drawn up this project in light of growing calls for the public sector to “*do more with less*,” but also to have an open reflection on what productivity can mean in public services. The main activities in the project will take place in 2011.

- Public procurement

The integration of social criteria into public contracts and problems with Public-Private Partnerships (PPPs) remain key issues. At the March meeting, Niklaas Bruun University of Helsinki and Kerstin Ahlberg from the University of Stockholm presented a study on the integration of social criteria into public contracts which underscores the need for a positive EU framework. The Committee discussed with Heide Ruehle MEP her report ‘*New developments in public procurement*’. We submitted a number of amendments to improve the final text and managed to strengthen references to social criteria (including a reference to ILO Convention 94) and achieve more cautious wording on PublicPrivate Partnerships (PPPs). See <http://www.europarl.europa.eu/sides/getDoc.do?type=REPORT&reference=A7-2010-0151&language=EN>) and under EPSU public services network (section 2).

The Committee also discussed developments in Germany where regional governments are adapting the legal frameworks to take account of the Rueffert ECJ rulings. Two thirds of the regions will soon have provisions in place to prevent wage dumping.

Discussion in the Committee has also focused on how to use the social dialogue with CEMR to promote social procurement, drawing on the European Commission's Guide on Socially Responsible Public Procurement (SRPP). The Guide was finally published in February 2011 <http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=978&furtherNews=yes>.

- Eldercare services in Europe

With the EPSU HSS Committee we have undertaken a survey with Jane Lethbridge, PSIRU and a joint workshop was organised. The research will be finalised in early 2011. The Committee endorsed an EPSU position paper that fed into the EU debate on social services of general interest (see under HSS Committee section 8)

- Migration

We discussed the conclusions and follow-up to the LRG/NEA survey on the integration of migrants (<http://www.epsu.org/a/6215>) and also presented the main findings to CEMR members of the social dialogue committee. Please also see NEA section.

- Pay checklist

With the NEA Committee we adopted in a 'pay checklist' (<http://www.epsu.org/a/6248>), the main objectives of which are to help:

- review progress on pay levels as part of EPSU's exchange of information on coordination of collective bargaining for achieving better pay deals at national levels;
- strengthen our position and achieve a more level playing field in the context of the European sectoral social dialogue and dealings with the European Central Bank, European Commission, and Economic and Finance (ECFIN) Council;
- contribute to the ETUC Fair Wages Campaign and fairer distribution of income which have also become part of the solutions to the international crisis. In this regard, it will also help revive the notion of equitable wages within and between the public sector and private sectors; and
- provide a framework for discussion on specific pay issues.

We use the checklist to support follow-up to the EPSU equal pay survey <http://www.epsu.org/a/6228> and to track progress on implementing the two EPSU Congress resolutions on equal pay.

### **Women's representation in the meetings**

Based on participation in the Committee meetings: Women 36% - Men 64%

## **EPSU firefighters' network**

EPSU/ETUI workshop on "Working conditions and Health and Safety issues for firefighters" – 10-12 June in Vienna <http://www.epsu.org/a/6605>.

The workshop discussion focused on the preparation of a brochure on health and safety issues for firefighters that is being drafted by Fabienne Scandella of the ETUI. The brochure will be finalized by the summer of 2011. We have also improved the EPSU firefighters' homepage to give more details of specific working conditions - see <http://www.epsu.org/r/315>.

Other topics discussed by the network in 2010 have been standardisation and working time.

## **EPSU/CEMR Social Dialogue Committee for Local and Regional Government**

Developments to note in 2010 include:

- Restructuring

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) carried out a report <http://www.epsu.org/a/6335> for the Committee on restructuring in local and regional government. The report gathers together information produced by Eurofound in different areas and is useful background for discussions on the current financial and economic crisis.

- Economic crisis

The Committee drafted two statements on the economic crisis to influence discussions in the EU council – in February see <http://www.epsu.org/a/6212> and December – see <http://www.epsu.org/a/7116>. The statements contain useful references to the importance of public spending and 'socially just taxation'.

- Well-being at work

We organised a working group meeting in April on 'well-being at work'. The Finnish EPSU/CEMR members were largely responsible for the programme and content, making use of interesting research carried out in the Finnish local and regional government sector. For meeting documents see <http://www.epsu.org/a/6415>.

- Third-party violence

The European trade union federations EPSU (HSS/LRG Committees), UNI Europa (private services) and ETUCE (education) met with their employer counterparts, CEMR, HOSPEEM, EuroCommerce (retail), CoESS (security), and EFEE (education) to adopt Guidelines <http://www.epsu.org/a/6886> to support actions by social partners at national level to tackle third-party violence. The Guidelines follow on from a range of different research and other activities - see <http://www.epsu.org/a/6104>. The partners have agreed a joint project to implement the Guidelines in 2011.

- Public procurement

Further work was done on social procurement, following up the working group in 2009, and this will continue in 2011. The aim is to develop joint guidelines with CEMR on how to integrate social criteria into public contracts.

- Work programme 2011-2014

We drafted and agreed the next Committee work programme to run from 2011-2014 (see <http://www.epsu.org/a/7298>). This will focus on:

- public procurement (response to EC guide, employment criteria, promotion of social criteria, evaluation of procurement directives);
- campaign against racism and/or campaigning for targets for achieving 'multi-cultural workplaces';
- study on reasons for growth of fixed-term, agency work, 'false' self-employed and link between stability of employment and quality of service;
- right to individual learning plans (link with cross-sectoral social partners' agreement on inclusive labour markets);
- response to crisis and cuts in public spending, e.g follow-up to joint statements, methodology to assess impact on gender equality; and
- implementation of violence guidelines.

## Section 7: National and European Administrations

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<http://www.epsu.org/r/4>

The Standing Committee met on 29-30 March and 13 October and dealt with the following key issues:

- **Creation of a social dialogue committee (see below)**
- **The economic crisis and the impact on the sector**

On the basis of a common template, the Committee exchanged information on the scale of cuts or freezes in pay (including pensions) and jobs, changes in pay systems, the role of social dialogue/collective bargaining and the role of the EU. Clearly central governments are seriously affected, with both pay and job cuts and freezes in 13 countries, and in either job or pay cuts in a further 18 countries. Very few examples of trade union involvement in the definition and/or implementation of the austerity measures were reported. Many affiliates have resorted to industrial action against the austerity measures, with some trying to shift the debate from cutting public spending to boosting public revenues. During the discussions, many stressed the importance of good trade union cooperation within public services and between public and private sector unions. Further exchanges on campaigns for coordination, e.g. through the [epsucob@newsletter](mailto:epsucob@newsletter), will be needed. Examples of countries and/or sectors where no cuts or freezes are planned, in and outside Europe, should also be monitored in cooperation with PSI.

These discussions also fed into the (informal) social dialogue with EUPAN – see below.

Monitoring austerity measures will continue in 2011.

- **Migration policy and migrant workers: EPSU survey and follow-ups**

We discussed the conclusions and follow-up to the Local and Regional Government LRG/NEA survey carried out by the Labour Research Department (UK) on activities by EPSU affiliates in NEA and LRG sectors to defend (recent) migrant workers, as well as issues faced by public sector staff dealing directly with migrants. The survey is available in English, French and Spanish at <http://www.epsu.org/a/6215>. This is a part of the implementation of the EPSU Congress resolution on migration.

The survey offers a rich source of data about what affiliates are doing to support migrant workers in terms of campaigns, specific multilingual services, and collective bargaining; and can help motivate others to develop actions based on their own experiences. It also highlights some of the key practical and ethical problems faced by public sector staff in often overstretched services under much political pressure.

The findings of the survey were also presented to a Verdi workshop as well as other related affiliates' activities (see below) and sent to the ETUC to underline the public service dimension of migration policy.

The Committee also discussed two related projects by affiliates with the support of EPSU:

The Euromed project, also in cooperation with PSI (covering Italy, Spain, Portugal, Greece, Malta, France, Cyprus, Algeria, Morocco and Tunisia), consisted of 2 conferences in Bari and Malaga on 16 March and 21-22 October respectively.

This project focuses on the quality of public services most commonly used by new migrants with a view to identifying competence, training and job needs and improve both the quality of working conditions and of services. Research based on interviews of workers, employers and service users will be available in the first half of 2011. Further information is available at: <http://www.epsu.org/a/6931>. The project will continue in 2011.

The Finnish union Pardia and its border guards affiliates, held a meeting, with financial support from the EU, on working conditions and collective bargaining and the impact of EU policy on border controls. The objectives were to exchange information and consider the potential for establishing a European trade union network of border guards. The meeting, held on 18-19 November in Helsinki, was attended by affiliates from Estonia, Romania, the UK, Iceland, and Croatia and officials from the EU Agency on border control, Frontex. Further information is available at: <http://www.epsu.org/r/551>. There may be scope on providing inputs to an EU common training framework for border guards as well as on the pay and working conditions of border guards that are posted to another EU country. A meeting will be arranged with Frontex to this effect in 2011.

EPSU will plan a project for the year 2012 drawing from the above mentioned activities.

- **Revised EPSU Tax Justice Charter**

The Committee revised a first draft that was approved at the Executive Committee, please see page 8. Whilst clearly a transversal issue, the Committee took the lead in cooperation with LRG and the Public Services network. Essentially, the point is to shift the debate from public spending to public revenues and help argue for fairer and more progressive taxation, including taxes on the financial sector and action against tax fraud supported by well-resourced tax services. EPSU joined the Financial Transaction Tax (FTT) campaign platform *Europeans for Financial Reforms* (EFFR) that includes the ETUC, Party of European Socialists, Green Party and social NGOs).

- **EU better regulation agenda**

The Committee provided inputs to the ETUC response to a 1<sup>st</sup> stage consultation by the Commission on smart regulation, please see <http://www.epsu.org/a/6718>.

- **Fair Pay checklist**

A 'Fair pay checklist' was developed with the LRG Committee and adopted <http://www.epsu.org/a/6248>, please see LRG section. The checklist was first used to support the EPSU equal pay survey <http://www.epsu.org/a/6228> and track progress on implementing the two EPSU Congress resolutions on equal pay and improving women's wages.

- **Labour inspectors: mapping report**

The Committee agreed to commission a survey on labour inspectors in Europe with a view to map out trends, before and after the crisis, in terms of employment, resources, work content, application to the public sector, and trade union rights. It will also look at specific working conditions issues faced by labour inspectors and will be carried out by a Spanish researcher and former labour inspector working at Syndex, a French research institute.

### **Women's representation in the meetings**

Based on participation in the Committee meetings: Women 39% - Men 61%

### **Launch of EU Social Dialogue Committee for central government administrations**

No doubt, the highlight was the launch of the Social Dialogue Committee for Central Government Administrations on 17 December (Genval, Belgium).

This follows on from some 20 years of work by the Committee including a more structured informal phase from 2005 and the 2008-2009 test phase on formalisation with EUPAN - the EU Public Administration Network.

Throughout the year we concentrated our efforts on formalisation with a view to maximise the support from the employers of the two countries holding the EU presidencies, Spain and Belgium. As EUPAN had not agreed to formalise the social dialogue, TUNED decided to move forward with *those* employers that did support formalisation as a first, but essential, step.

Following an agreement supporting formalisation signed by TUNED and Spain's First Vice President of the Government, Mrs Fernández de la Vega, on 15 January (see <http://www.epsu.org/a/6090>), the Spanish Presidency set up a taskforce on formalisation with the participation of EUPAN members, on a voluntary basis, and TUNED. The taskforce met three times between January and June to clarify outstanding issues and prepare the rules of procedure for the Committee.

In the second half of 2010, under the Belgian EU Presidency, the Belgian federal public services took the initiative to establish an employers' platform, since neither EUPAN nor CEEP were interested in taking on that role. The employers' organisation was set up as an international not-for-profit organisation, called EUPAE – EU Public Administration Employers.

EUPAE established its own rules of procedure including unanimity for decision-making. 9 employers joined in: Belgium, Czech Republic, France, Greece, Italy, Luxembourg, Romania, Spain and the UK.

On 30 September, a joint TUNED/EUPAE request to establish the committee was sent to the European Commission which responded positively in a letter dated 8 December. Altogether the 9 employers represent more than half of the total workforce in central government administrations in the EU, the tacit minimum threshold for establishing a Social Dialogue Committee.

The Committee was finally launched following the biannual meeting of the EU 27 public administration Directors General on 17 December, with the participation of Belgian Minister for Civil Service, Ms Vervotte, the Commission's head of social dialogue unit, Mr Tricart, as well as CEEP General Secretary Ralf Resch. On the TUNED side, 25 delegates attended the launch and on the employers' side, in addition to the above mentioned 9 countries, Hungary and Slovenia attended as observers. Exact conditions for observer status remain to be defined at the time of writing. Please see press release <http://www.epsu.org/a/7159>.

During the launch, the Committee's rules of procedure were signed, for EUPAE, by Belgian Director General Jacky Leroy and for TUNED, by Anne-Marie Perret, EPSU President <http://www.epsu.org/a/7229>.

The work programme will be established in 2011, probably focusing on austerity measures, responses to EU consultations affecting the sector, and the image of the civil service, whilst continuing to try to convince more employers to join the Committee.

On the informal social dialogue which EUPAN wish to maintain with TUNED (EUPAN resolution, December 2009), the Committee has kept a light content-based approach and

refused to take part in process-related discussions that would undermine progress towards formalisation. On that basis, it was agreed to discuss with EUPAN the effects of the crisis on central government administrations in a workshop on 23 November (Bruges). We declined to discuss a work programme or rules of procedure for an informal social dialogue as called for by the aforementioned EUPAN resolution.

***Revision of the EPSU-CESI cooperation agreement establishing TUNED***

The EPSU/CESI agreement establishing the EPSU-led trade union delegation TUNED in 2005 was revised on 25 May taking into account developments towards formalization, Eurofedop's affiliation to CESI and the Lisbon Treaty's provisions on social dialogue. The national composition of the TUNED remains unchanged, i.e. 22 seats for EPSU affiliates and 5 for CESI. The revised text is available in English and French at: <http://www.epsu.org/a/6574>.

**EPSU prison services network**

A meeting was held on 12 May, please see short report at: <http://www.epsu.org/a/6545>. 25 delegates from 10 countries discussed the potential of using the Council of Europe's prison rules, following a complaint lodged to the Council of Europe by the Norwegian prison union (YS) with the support of EPSU. The complaint related to the government's increasing use of untrained staff in prisons. The network also discussed training and pensions issues and provided initial inputs to the Commission representative at the meeting in view of a forthcoming green paper on detention conditions. The meeting was preceded by a guided visit of a prison in Brussels (St Gilles) which had been arranged by Belgian affiliates.

## Section 8: Health and Social Services

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<http://www.epsu.org/r/2>

### Key issues in the sector in 2010:

The Standing Committee met on 12 April: <http://www.epsu.org/a/6454> and on 28 October <http://www.epsu.org/a/7215>

The Committee commemorated Tamara Goosens, former EPSU officer for health and social services, who had passed away at the end of May 2010.

The Committee noted that Jiri Schlanger, titular member of the Committee for the Czech Republic, had been appointed as Deputy Health Minister of his country. It was agreed that the vacant position of Vice President should be filled again by a Committee member from Central and Eastern Europe. This election should take place at the spring 2011 meeting to allow for some consultation.

**Council Directive 2010/32/EU**, implementing the Framework Agreement on prevention of sharp injuries in the hospital and health care sector concluded by HOSPEEM and EPSU, was published in the official journal on 10 May 2010. Regular assessments will be undertaken to oversee implementation at national level. EPSU and HOSPEEM have jointly made presentations at meetings of the International Labour Organisation and WHO Europe (the European section of the World Health Organisation). Contacts have been taken up with the Director of the European Health and Safety Agency in Bilbao in order to ensure promotion of the directive through the agency. A meeting will take place in early 2011. <http://eur-lex.europa.eu/JOHtml.do?uri=OJ:L:2010:134:SOM:EN:HTML>

### Proposal for a Directive of the European Parliament and of the Council on the application of patients' rights in cross-border healthcare

The proposed directive entered its second reading the European Parliament in the autumn and the Environment, Health and Food Safety (ENVI) Committee voted on the amendments to the report by MEP Grossetête on 27 October.

EPSU briefing for to MEPs for second reading:

[http://www.epsu.org/IMG/pdf/EPSU\\_briefing\\_2nd\\_reading\\_final\\_-\\_20101025.pdf](http://www.epsu.org/IMG/pdf/EPSU_briefing_2nd_reading_final_-_20101025.pdf)

EPSU and HOSPEEM jointly addressed MEPs before the trilogue meeting of 15 December in which the main concerns were stressed again.

<http://www.epsu.org/a/7120>

The various lobbying activities were rewarded in the end as a number of EPSU's concerns were taken into account in the compromise achieved that was set to be adopted in early 2011. A comparative analysis will be tabled for the spring Standing Committee meeting.

### Working Time Directive

The Commission carried out a first phase consultation on revision of the Working Time Directive between March and June and EPSU's formal response was agreed at the Executive Committee meeting on 28 May (<http://www.epsu.org/a/6584>). It then published its communication for the 2nd phase consultation on 21 December 2010. The Communication and related documents can be found at

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=964&furtherNews=yes>

EPSU will recall its essentials in this further round of consultation, i.e. emphasis on health and safety through shorter and regulated working time, end to the individual opt-out and consideration of on-call at the workplace as working time.

EPSU will be actively involved in an ETUC project on working time, with a major conference to take place in February 2011.

**Framework of Actions on Retention and Recruitment:** A draft EPSU mandate was presented to the Standing Committee in the spring to guide the negotiations. [http://www.epsu.org/IMG/pdf/it\\_5\\_3\\_Draft\\_wishlist\\_retention\\_revised\\_EN.pdf](http://www.epsu.org/IMG/pdf/it_5_3_Draft_wishlist_retention_revised_EN.pdf)

EPSU and HOSPEEM signed the finally agreed text of the Framework of Actions on Retention and Recruitment at the social dialogue plenary meeting of 17 December 2010. <http://www.epsu.org/a/7161>

**3rd Party Violence:** The social partners in the local and regional government, hospital, private security and commerce sectors organised a meeting on 13 January 2010 to consider next steps. EPSU, UNI-Europa (private services), CEMR (local government employers), HOSPEEM, CoESS (security sector employers) and EuroCommerce (retail employers) agreed to produce a document based on the joint declaration of October 2009 (see <http://www.epsu.org/a/6104>) and the surveys carried out last year (see <http://www.epsu.org/a/5866>). The social partners in the education sector have also recently joined the initiative.

The final version of **Joint Guidelines on 3<sup>rd</sup> party violence** were signed by parties involved on 30 September <http://www.epsu.org/a/6688>

**Access to Health Care for All** - EPSU Health & Social Services Conference, October 2011, Bucharest, Romania: The Committee broadly endorsed the initial Conference outline.

The conference is to lay the grounds for a coordinated strategy of development and action at national, European and global levels by:

- Promoting relevant EPSU policies on elder care, retention and recruitment, and migration,
- Establishing national and European lobby groups with trade unions and civil society groups,
- Developing a policy statement on funding of health care, and
- Exploring joint action with EURO-WHO.

The update of the **Standing Committee Work Programme 2010-2014**, as agreed in November 2009, was noted <http://www.epsu.org/a/6930>

#### **Women's representation in the meetings**

Based on participation in the Committee meetings: Women 66% - Men 34%

#### **Social Services**

**Terms of Reference for the Social Services Working Group:** The Terms of Reference were approved. The aim is to ensure continuity of representation, national coordination in countries with more than one affiliate, electronic networking inbetween meetings and operate as far as possible in English.

[http://www.epsu.org/IMG/pdf/it\\_8.3\\_Terms\\_of\\_reference.pdf](http://www.epsu.org/IMG/pdf/it_8.3_Terms_of_reference.pdf)

**Joint LRG-HSS Workshop on Elderly Care:** Jean Lethbridge, PSIRU, has been working on a survey on eldercare services. The first findings were discussed in the joint workshop for the Local and Regional Government Standing Committee and the Health and Social Services Standing Committee on 27 October 2010. It was recalled that public authorities are responsible for ensuring universal access to a wide range of high quality elder care services, provided by skilled and well-paid workers. This is best achieved through solidarity-based systems. The survey will analyse developments in the different countries from this perspective and help identify the key issues and challenges for national and European level. The final report will be published in 2011.

Summary of conclusions from the workshop can be found at: <http://www.epsu.org/a/7202>

Press release on workshop: <http://www.epsu.org/a/6992>

**Update on social services in the EU:** The Committee received an update on the many developments regarding Social Services of General Interest (SSGI). These include:

- A European parliament report on SSGI. Member of the European Parliament for the Socialists & Democrats Group (former PES); Mr Proinsias de Rossa has been appointed as rapporteur. EPSU is providing input to this initiative.
- The 3<sup>rd</sup> Forum on SSGI was held under Belgian Presidency at the end of October. The main recommendations from the Conference fed into the Council Conclusions on the subject: <http://register.consilium.europa.eu/pdf/en/10/st16/st16319.en10.pdf>

## **Section 9: Collective bargaining policy and information**

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<http://www.epsu.org/r/87>

Much of EPSU's work on collective bargaining policy and information in 2010 concerned the impact of the crisis on public sector workers with efforts made to keep track of the extent to which national governments were freezing or cutting pay, changing pay and pensions systems and even undermining collective bargaining processes. Funding from the European Commission allowed us to commission a report from the Labour Research Department (*The wrong target – how governments are making public sector workers pay for the crisis*) that examined in detail the implementation and impact of pay cuts in eight countries. EPSU was also able to comment on and contribute to a report on the public sector published by the ETUI research organization.

The role of the European Union in pushing fiscal consolidation on Member States and effectively intervening in pay determination in individual Member States became an increasing issue of concern, particularly in view of the proposals from the European Commission on economic governance. This was debated at Executive Committee meetings during the year and raised in meetings of the ETUC's collective bargaining committee.

Equal pay was again an important part of collective bargaining work during the year with a major survey of affiliates that aimed to establish the gender pay gap in EPSU sectors across Europe and to find out what initiatives affiliates had taken to deal with the causes of pay inequality. Presentations of some of the main findings were made to the NEA, LRG and HSS standing committee meetings in the autumn with a round-up provided at the collective bargaining conference in December. A full report would be published early in 2011 and the survey would continue to be updated over the Congress period.

The group on Collective Bargaining in Central and Western Europe met twice during the year in April and September. This group brings together energy affiliates from Austria, Belgium, France, Germany, Luxembourg and the Netherlands to discuss a range of collective bargaining issues of common interest, including outsourcing, the spread of agency and fixed-term employment as well as general bargaining trends.

As mentioned in last year's report the group had had discussions on comparing pay across the energy sector and a project had been agreed with Wage Indicator project at the University of Amsterdam to use its international network of salary comparison websites to collect information on pay. The application for European funding had been rejected in 2009 but a revised project, covering more countries and including the waste and water sectors was approved in November 2010 and initial steps taken to encourage affiliates to get their individual members to complete the online surveys. A conference to discuss the results will take place in September 2011.

EPSU staff took part in a number of national or regional meetings with debates on collective bargaining. These included the annual roundtable in the energy sector in South East Europe (Montenegro, September), a meeting of unions in the Visegrad countries (Hungary, April) and two meetings organized by ver.di – one on the energy sector in Germany in February and another on the services sectors across Europe in December.

A successful application for funding from the European Commission allowed us to organize three regional conferences in Copenhagen (March), Madrid (June) and Bratislava (September). The three meetings with between 35 and 50 participants and interpretation in five or six languages meant that it was possible to have some in-depth debates with

contributions from all those involved. The main themes covered the crisis, equal pay, outsourcing and precarious employment.

The annual collective bargaining conference in December (also funded by the European Commission) focused on the impact of the crisis with a substantial and wide-ranging debate about the situation across Europe. For the first time the conference included two sessions of workshops and so providing six different themes for discussion – equal pay, pay in the utilities, low pay and minimum wages, sustainable development, decent work and demographic change.

The bi-monthly email newsletter, *epsucob@NEWS*, continued to keep affiliates up-to-date with the latest developments in collective bargaining. Other publications produced during the year included the collective bargaining annual report for 2009 and a briefing on minimum wages in Eastern Europe (outside of the European Union).

### **Links**

Main collective bargaining section on website <http://www.epsu.org/r/87>

Collective bargaining annual conference 2010 <http://www.epsu.org/a/6712>

EPSU report (commissioned from the Labour Research Department): *The wrong target – how governments are making public sector workers pay for the crisis*

<http://www.epsu.org/a/7109>

ETUI report: *The public sector in crisis* <http://www.etui.org/research/activities/Employment-and-social-policies/Reports-and-working-papers/WP-2010.07>

Regional collective bargaining conferences 2010

Copenhagen <http://www.epsu.org/a/6076>

Madrid <http://www.epsu.org/a/6413>

Bratislava <http://www.epsu.org/a/6644>

Collective Bargaining in the Energy Sector in Central and Western Europe

<http://www.epsu.org/r/427>

EPSU report: *Minimum pay in Eastern Europe outside of the EU* <http://www.epsu.org/a/6532>

epsucob@NEWS <http://www.epsu.org/r/121>

epsucob@NEWS by sector

- HSS <http://www.epsu.org/cob/97>
- NEA <http://www.epsu.org/cob/91>
- LRG <http://www.epsu.org/cob/101>
- PUT <http://www.epsu.org/cob/94>
- Gender equality <http://www.epsu.org/cob/329>

## Section 10: Regions

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### Central Europe

The crisis had a serious impact on every country in the region with Hungary and Serbia negotiating loan packages with the International Monetary Fund and European Union. These agreements included tough measures on public spending including pay cuts or freezes for public sector workers.

Overall social dialogue remains underdeveloped across the region but this is also a challenge in terms of trade union capacity. EPSU affiliates are trying to resist some of the worst attacks and Czech public sector trade unions were involved in several actions during the year including the strike by workers in health and social services, not just in protest against the government's proposed 10% pay cut in the public sector, but also because the government refuses to consult properly over the planned reforms to public services. EPSU expressed its support for Czech affiliates and called on the Czech government to withdraw its threats of pay cuts, return to a proper process of collective bargaining over public sector pay, re-establish social dialogue over changes to public services, and protect levels of funding for vital public services.

#### Constituency meeting

The 13<sup>th</sup> annual Constituency Meeting of Central Europe and the Western Balkans, held in Belgrade, Serbia, on 1-2 June 2010, discussed developments and initiatives at national level as well as the priorities and work plan arising from the last EPSU Congress. The focus was on the impact of the global economic and financial crisis in the region, on possible common actions and trade union rights. The financial issues, recruitment of new affiliates and affiliation fees were also on the agenda.

The meeting discussed 11 project proposals for 2010 but financial limits meant that it was necessary to focus only on the most urgent issues. The Constituency Meeting was connected with the Seminar on European Enlargement and two seminars on young workers were organised with the sponsorship of the Irish affiliate IMPACT. Two further meetings were organised with the support of the EVDSZ Hungarian energy affiliate in the case of the Energy Meeting for Visegrad Countries and of the Friedrich Ebert Foundation in the case of the 10<sup>th</sup> Energy Round Table for South East European Energy Community Countries.

Some of the key recommendations from the Constituency Meeting included proposals that affiliates improve coordination of activities among themselves both on national and international level and also use the internet for mutual exchange of information; use the opportunity to be involved in the work of the EPSU statutory bodies in order to get regular information and in order to influence EPSU work according to their needs; and focus on membership recruitment as one of the possible solutions to the difficult financial situation.

#### Gender equality

Many affiliates have their own gender equality committee or women's committee, some of them participate in the work of gender equality committee or women's committee of their national confederation although there is still work to do to ensure participation in the Women's and Gender Equality Committee.

#### Utilities

Participation in the standing committee and European works council coordinators' network is improving and at least one or two representatives of the constituency regularly take part, although languages are still a problem. EPSU, with financial support from the Friedrich Ebert Foundation, organises an annual Energy roundtable for affiliates from the SEE Energy Community countries in order to consider implications of the Community for workers, the

unions and economies, support implementation of the Memorandum of Understanding on the Social Aspects of the SEE Energy Treaty, support involvement of energy unions in the national and European social dialogue, exchange experience on collective bargaining, privatisation, organising members, etc.

### **Local and regional government**

Participation in the standing committee on Local and Regional Government could be improved, however, there is good co-operation among affiliates in the sub-region. They have bilateral and even multilateral contacts and exchange experience among themselves. Municipal services in the region are undergoing massive restructuring including privatisation, and trade unions have to face several negative impacts on workers.

### **National administration**

National administration in the region is subject to many reforms, including privatisation of some core functions and services. Trade union rights are often more restricted here than in other sectors. Of course, affiliates are invited to participate actively in the work of the EPSU Standing Committee on National and European Administration (NEA) and some of them benefit from its work. However, most of affiliates mainly in the Western Balkan sub-region do not use this opportunity and they would prefer to have local projects.

### **Health and social services**

The health and social services sector has also been under great pressure and there EPSU affiliates were involved in several actions and strikes against government plans for cuts and other economic measures.

### **Collective bargaining**

Affiliates and their representatives participate actively in EPSU activities like the annual conference in Brussels and this year one of the regional collective bargaining meetings was organised in Slovakia.

### **List of EPSU activities**

#### **IMPACT Youth Project: Motivation of Young Workers to Active Membership**

(2 seminars sponsored by the Irish TU IMPACT), held in the Czech Republic on 16-18 April 2010 and on 22-24 October 2010 for affiliates from the Czech Republic and Slovakia (39 participants)

**10<sup>th</sup> EPSU/FES Energy Round Table for South East European Energy Community Countries** (co-sponsored by the Friedrich Ebert Foundation), held in Montenegro on 7-8 September 2010 for energy affiliates from Albania, Bosnia-Herzegovina, Macedonia, Montenegro, Romania, Serbia, Slovenia and Ukraine (44 participants)

<http://www.epsu.org/a/6833>

**Energy Meeting for Visegrad Countries on Collective Agreements in the Energy Sector** (co-sponsored by the EVDSZ Hungarian electricity trade union), held in Hungary on 22-23 April 2010 for energy unions of Hungary, the Czech Republic, Slovakia and Slovenia (35 participants)

<http://www.epsu.org/a/6464>

**Seminar on European Union Enlargement** (organised together with the 13<sup>th</sup> CEWB Constituency Meeting), held in Serbia on 2 June 2010 for representatives of all affiliates from CEWB Constituency (50 participants)

## North-East Europe

Although there were signs of economic recovery in 2010 this was not consistent across the region and unemployment remained high in several countries – 18.3% in Lithuania, 18.2% in Latvia, 16.4% in Armenia, and 16.2% in Estonia.

Wages increased in most countries, although rates of nominal wage growth went down in 2010 as compared to those in 2009, for example, by 7% in Armenia, by 13% in Belarus and by 28% in Ukraine. In fact, inflation was very high in some countries leading to a decline in real wages in in Belarus and Ukraine with reductions by 0.4% and 9% respectively.

In 2010, health sector wages increased in most countries but their level still lags behind wages in the whole economy. In the Baltic States pay recommendations are not being implemented, according to which doctors in the EU countries should earn no less than twice the national average wage. Taking into account that women are mainly employed in the public sector, wages level here is one of principal reasons of gender pay inequality. In some countries, budgets for 2011 do not include provisions for public sector wage increases.

In spite of the growth in wages, pensions, and some benefits, the number of people on incomes below the living wage increased in almost all the countries in the region. Poverty is not only a question of financial resources but also includes deprivation of possibilities in education, health and housing while there have also been cuts in social spending.

During this time, unions initiated or directly participated in social dialogue with governments and employers with some successes. In anti-crisis programmes, governments pay special attention to supporting the real economy, job creation and increasing domestic demand.

Further development of integration processes of the Baltic States within the EU, and also Ukraine with the EU was promoted by the unions as an important element in overcoming the crisis.

Unions participated in the development of most public anti-crisis programmes on job creation and maintenance, on training and retraining of personnel, professional development and retraining of dismissed workers, and also on assistance to unemployed citizens.

Social dialogue and specific agreements between governments, employers and unions on occasion resulted in wages growth, including minimum wages, pensions, and benefits. But because of inflation, pay delays, insufficient control over prices, the increases did not practically improve the situation of people, did not extend their demand.

In most of the Constituency's countries, public sector workers' wages were not increased in 2010 and so leading to a reduction in real incomes.

In some countries in the region there were some improvements to the enforcement of labour law. Work on ratification of conventions of the International Labour Organization was carried out, checking on their observance in terms of national legislation, labour relations practice and in the field of social policy.

At the same time, principles of social partnership were not always observed. In many cases, important decisions were adopted without discussion with unions and employers. Employers were reluctant to enter into collective bargaining, were late in providing information to trade unions about changes to their economic circumstances and put pressure on trade union leaders and activists. The position of trade unions was not always taken into account and as a result, there were cases where unions withdrew from the bargaining process and organised protest actions.

## **Activities**

### **Armenia**

- Social Dialogue as a Mechanism of Regulation of Social, Labour and Economic Development in Armenia (Health Workers' Union of Armenia)

### **Belarus**

- Workshop 'Social Dialogue at Local Level in Public Health' (Belarusian Trade Union of Healthcare Professionals)

### **Estonia, Latvia and Lithuania**

- Social Dialogue and Challenges for the Baltic States Unions During the Economic Crisis (Trade Union of State and Self-Government Institution Workers of Estonia (ROTAL), Latvian Trade Union of Public Service Employees (LAKRS) and Lithuanian Trade Union of State Employees (LVDPS))

### **Latvia**

- Role of Social Dialogue in Tackling the Consequences of Financial Crisis (Trade Union of Health and Social Care Employees of Latvia (LVSADA))

### **Lithuania**

- Restructuring of Public Services Sector. Unions for Quality Services and Social Guarantees (Lithuanian Trade Union Federation of Public Services (LVPF))

### **Ukraine**

- Role of Unions in Protection of Workers' Rights in Conditions of Privatization of Energy Companies (Energy and Electrical Engineering Industry Workers' Union)
- Workshop 'Role of Unions in Youth's Social and Economic and Cultural Rights and Interests Protection' (Health Workers' Union of Ukraine)
- Promotion of Gender Equality in the Nuclear Power and Industry Workers' Union of Ukraine (Nuclear Power and Industry Workers' Union of Ukraine ('Atomprofspilka'))
- Leadership Skills Development of the Union's Affiliates Leaders (State Employees' Union of Ukraine)
- Conciliation and Mediation of Labour Disputes (National Academy of Sciences of Ukraine Workers' Union)
- Strong Union – Way to Democratic Society (Municipal Economy, Local Industries and Population Services Workers' Union of Ukraine)

### **Translations from English into Russian**

Translated documents included all issues of FOCUS on public services magazine, PSI Women, PSI World News, EPSU Newsletter, [epsucob@NEWS](mailto:epsucob@NEWS), PSI, EPSU statements, different press releases and publications, declarations, statements of Global Unions relating to the global financial and economic crisis, G20 leaders meetings in London, sessions of the International Monetary Fund and World Bank, and many other documents.

## South-East Europe

The situation in the South East European region continued to deteriorate throughout 2010, as a consequence of the global crisis, which has impacted to various degrees on the economies of the 6 countries in the region, Albania, Azerbaijan, Bulgaria, Moldova, Romania and Turkey.

There hasn't been much progress on social dialogue, as governments tend to simulate dialogue and take decisions unilaterally, without really consulting with the social partners. In most cases, they will invoke the requirements imposed by the International Monetary Fund (IMF) or EU loan agreements and claim that little can be negotiated nationally, especially in the EU member states (Bulgaria, Romania) and the candidate countries or countries which aspire to become EU members (Albania, Moldova, Turkey).

The reform measures requested by the IMF include cutting or freezing the minimum salary and of wages in the public sector and the reform of the wage and pension systems, starting with slashing the bonuses and other benefits received by some categories of public sector workers, in health, education and administration.

In 2010, the Romanian government cut wages in the state sector by 25% and slashed the 13th salary for the public sector employees, introducing new taxes on food vouchers and capital gains and suspending the subsidies for the holiday tickets. The government also tried to reduce pensions and social benefits by 15%, but following a decision of the Romanian Constitutional Court, which found the 15% reduction unconstitutional, the measure was dropped. On the basis of the commitment made to the IMF, the Romanian government reduced the number of public employees in 2010 by 88,000, from 1.378 million in December 2009 to 1.29 million at the end of 2010.

Moldova is another country hit hard by the global financial and economic crisis and IMF assistance is linked to the implementation of adjustment measures and structural reforms, pretty much like those applied in Romania.

In Bulgaria, the IMF has 'recommended' freezing pensions and wages in 2010 and smaller increases in the years ahead, and adjustments to the pensions system, including raising the retirement age and raising the minimum number of years of contributions required to qualify for a pension.

Unemployment has grown in most countries in the region, ranging from 14.5 % in Turkey to 6% in Azerbaijan (flat). In Albanian it stands at 13.75%, in Bulgaria at 9.1%, in Moldova at 7.5%, and in Romania at 7.6%. These are the official figures, while the unions claim that in reality unemployment is significantly higher.

High migration is another issue of concern to the unions and the societies in most of the SEE countries, particularly among health workers. Some 3,500 doctors have already left Moldova, out of a total of 10,000. In Romania, some 7,000 health workers have left in the recent years and the staff deficit now amounts to 41,000, of whom 25,000 doctors. And the flow of migration continues.

Legislative changes restricting workers' and union rights are being implemented in the majority of the SEE countries, despite strong opposition from the unions. The Labour Code is under attack in Moldova and Romania, again at the "recommendation" of the IMF. In Romania most of the changes are about increasing flexibility of labour, the elimination of the collective agreement at national level and its replacement with sectoral agreements or even

agreements concluded at a company level, extensive use of fixed-term contracts and simplified procedures for laying off the workers. Similar changes are foreseen in Moldova, where the unions are strongly opposing them. The new Moldovan government has shown it is open to discussions with the social partners and entering into a dialogue with the unions with regard to the planned changes to the Labour Code. In Turkey, the Constitution has been changed (article 53), allowing public sector workers to negotiate collective agreements but forbidding them to organize strikes.

Trade union rights are still a matter of concern in most countries in the region. The most critical situation exists in Turkey, where union members are often victims of unfair dismissals, physical violence and judicial harassment whereby they are tried on "terrorist" charges, as was the case of the health union branch secretary, Seher Tümer. In one city, workers in municipal services were forced to enrol in a different union and when they refused, they were exposed to pressure, threats and even exiles. The union representative was demoted and, together with the finance secretary, was physically attacked, while the jobs of 205 workers were changed and the work contracts of 105 workers were annulled.

There has been a range of trade union action across the region. In Romania, 30,000 union members protested against the government's austerity measures on 19 May 2010, followed by a general strike on 31 May. The government refused to negotiate with the unions and further protest actions were organised in June-September 2010, with thousands of people again taking to the streets. On 15 June, some 20,000 union members and pensioners formed a human chain around the parliament building, calling for the government's resignation. Still, their protest had no echo and the government continued its policy of wage cuts and massive lay offs in the public sector. In autumn 2010, the Romanian confederations organised various protest actions individually, over a one-week period, which made them less effective.

In Bulgaria, the Confederation of Independent Trade Unions in Bulgaria (CITUB) held a national protest on 7 October 2010 against the government's proposed changes to the pension system. Nearly 15,000 union members, citizens, pensioners and students marched in front of the National Assembly. The trade union protests were intended to force the government to withdraw the proposed law between its first and second readings in the National Assembly and to start immediate tripartite negotiations on the content and deadlines for implementing pension system reforms.

In the health sector, the Bulgarian medical staff held warning protest actions on their professional holiday, April 7, under the motto "Day of Health – Day of Protest". They protested against the way the healthcare reforms were implemented in the country, with cuts in the funding of health services and hospitals being shut down. The protests were resumed in November 2010, when the health workers in a number of hospitals staged "one-hour relay protests" against the deteriorating conditions in hospitals as a consequence of the under-funding of the Bulgarian health services.

In Turkey, the public sector unions undertook a series of actions to protect the right to organise and to negotiate collectively and to protest against the government's neo-liberal policy. Over 300,000 people gathered in Taksim Square, in Istanbul, on May Day 2010 for the first time since 1977, when 37 people were killed in the square. Since then, police had frequently used tear gas, water cannons and batons to disperse crowds gathering in the Square to commemorate May Day. The unions demanded for their rights to freedom of association and to organize, job security and a secure life for all people.

## Activities

- Seminar on *Women and Collective Bargaining* – for Bulgaria and Romania (second stage of the project started in 2009)
- *SEE* *Constituency* *Meeting*  
*SEE Sectoral Meeting for Local Administration Unions*
- Seminar for young workers in Bulgaria “Strategies for attracting young people into unions”
- Project on “*Health and Safety at the Workplace*” for Trade Union Federation of Health Employees of Albania (2nd phase)
- Project on “*Health and Safety at the Workplace*” for Trade Union of Industrial Workers of Albania (2nd phase)
- Planning seminar, LO-TCO Project/Turkey

The activities in Albania were organised by the unions involved, with funds committed by EPSU.

## Russia and Central Asia

The EPSU office for Russia and Central Asia covers four countries (Russia, Tajikistan, Kazakhstan and Kyrgyzstan) and 7 affiliates, mainly in the health sector.

### Main political developments:

The economic situation in the region has had an adverse impact on national labour markets: employment has shrunk, while unemployment and poverty have grown. There is a real threat that social problems could undermine the economic recovery.

In the context of the global financial and economic crisis, social stratification continues as the numbers of those on low incomes and in poverty increase. This tends to make people indifferent to their state of health and breeds scepticism about the ability of the healthcare systems to improve their health. At present, their performance does not meet the expectations of the population.

The seriousness of the employment problem and persistent demands of the trade unions in Russia and Central Asia countries have caused governments to step up their intervention in regulating the labour market and social security. In most cases, these measures have been developed jointly with and on the basis of demands from the trade unions.

According to the Independent Trade Union Federation of Russia, 2010 saw increasing unemployment, which means that the employment situation will be at least as difficult as in 2009. More than 10% of university and school graduates (the figure is much higher in some states in the region) have failed to find jobs.

Furthermore, there are hidden forms of unemployment as employers resort to measures such as shorter working hours and involuntary leave without pay.

The fixing of minimum wages above the subsistence level could go a long way to reduce the number of "working poor". However, minimum wages in the region (with the exception of Kazakhstan) fell short of the subsistence level, ranging from €6 in Kyrgyzstan to €103 in Russia as of 2010.

The wages in the health sector in the region are growing gradually, but still trail behind the average wage in the economy. The gaps in wages between sectors last year varied from 4 to 5.4 times. The average nominal pay of medical workers was €30 in Tajikistan, €69 in Kyrgyzstan, €212 in Kazakhstan and €374 in Russia, while there was also a continuing problem of wage arrears in the sector.

That greatly increases the role of social partnership, which makes it incumbent upon us to step up our work to sign agreements at various levels and collective employment contracts to provide social and economic protection for workers.

The conclusion of sectoral and regional agreements is emerging as a priority for our trade unions.

The medical workers' unions believe this issue to be crucial because otherwise the process of balancing national programmes of state guarantees and their financial support may lead to a reduction of the scale of free medical assistance, i.e. direct violation of the constitutional rights of citizens guaranteed under the current legislation of these states.

It is therefore desirable, in the medium term, to bring financing to recommended WHO standards that ensure the functioning of national healthcare systems, i.e. 5-7% of GDP. In the meantime the opposite trend prevails in the sub-region's countries, with figures for 2010 at: 4.5% in Russia, 3.5% in Kyrgyzstan, 2.7% in Kazakhstan and 1.91% in Tajikistan.

Russian affiliates participated in the European Action Day on 29 September and took part in solidarity actions under the slogan 'No to Austerity – Yes to Growth!'. Young representatives of Russian Public Sector Unions together with Mikhail Shmakov, President of Russian Trade Union Confederation (FNPR) organized a picket near the office of European Parliament and also prepared a solidarity letter which was sent to the EP.

The Russian Health Workers' Union took part in a three-stage protest action organized by the Association of Russian Non-profit Unions (health workers, educational workers and cultural workers). There were actions in 78 Russian regions, letters addressed to the President, Prime Minister and health and labour minister were sent with analysis of the situation in above mentioned sectors.

After discussion at the State Duma (parliament), the Chair of the Duma said that lawmakers will insist on allocating further federal revenues for additional indexation of wages for workers of federal budgetary institutions, as well as to provide more financial support to the budgets of the Russian Federation in order to increase wages in real terms in state and municipal agencies in the Russian regions.

In the third stage of collective action on 10 November 2010, the Association Council encouraged the regional offices of the Association, the regional organizations the trade union(s) Education, Health, Culture) to organise mass actions in all Russian regions in order to demonstrate workers' support for the demands of trade unions and the willingness of unions to defend their rights and interests by all legitimate means.

In 2010 the All-Russian Life-Support Workers' Union (ALSWU) put forward proposals to be included in the Government Anti-Crisis Programme. ALSWU argued that the Government should use the housing, utilities and urban electric transport sectors to stimulate domestic demand. At its 5<sup>th</sup> Congress in May, the union criticised government reforms in the utilities and housing sectors for failing to address the need for extra funding and investment.

The Constituency meeting for Russia and Central Asia was held on 28-29 June in Dushanbe, Tajikistan. The participants focused on affiliates' activities in conditions of financial and economic crisis and on recent political developments and trade union initiatives on implementation of decisions of EPSU Congress.

Participants adopted the 2009 activity report, the working plan for 2010 and discussed plans for 2011 taking into account cuts to project funding. The financial issues, recruitment of new affiliates and affiliation fees were also on the agenda.

The decisions made during Constituency meeting mean that affiliates:

- will continue to organize Constituency meetings;
- agree with the affiliation fees increase (EUR 0,1);
- support and appreciate the work of sub-regional office in Moscow;
- understand the importance of recruitment as one of the responses to the current financial situation;
- continue with project work in the affiliates since for some of them it's the unique opportunity to organize educational course (especially in Tajikistan and Kyrgyzstan taking into account the financial situation in those countries)
- agree that EPSU youth policy should be developed;
- agreed a letter on their behalf to support democratic elections in Kyrgyzstan and call upon all countries to extradite individuals involved in the fratricidal war in Kyrgyzstan for submission to justice (*letter is attached to the minutes of the CM*)

### **EPSU activities in Russia and Central Asia in 2010**

In response to the requests received from the affiliated unions from the Russia and Central Asia countries, EPSU organized a series of activities in the region in 2010 as follows:

- 1) Strategic Management Seminar, stage 2 - 4-6 April 2010 – Dushanbe, Tajikistan
- 2) Collective bargaining skills for young workers in health sector, Stage 2 - 20-22 July 2010 - Bishkek, Kyrgyzstan
- 3) Developing Young Activists - Youth seminar on preparing TU trainers, stage 2 – 1-3 December 2010

## **Inventory of main documents elaborated / adopted in 2010**

Evaluation of the impact and effectiveness of EU Procurement legislation and policy - Joint Initial Contribution to DG MARKT, November 2010 (EN/FR/DE/ES/SV/RU) <http://www.epsu.org/a/7046>

ETUC response, in cooperation with EPSU, to the Commission's Consultation on "smart regulation", July 2010 <http://www.epsu.org/a/6719>

Public rescue for more failed private finance institutions - a critique of the EC green paper on PPPs, by David Hall, PSIRU, March 2010 (EN only) <http://www.epsu.org/a/6347>

Critical Assessment of the Proposed European Union (EU) / Canada Comprehensive Economic and Trade Agreement, January 2010 (EN/FR) <http://www.epsu.org/a/6087>

Public Procurement and the Lisbon Treaty, EPSU background note on integrating social criteria into public procurement, March 2010 (EN/FR/DE/ES/SV/RU) <http://www.epsu.org/a/6214>

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European social dialogue: Multi-sectoral Guidelines to tackle third-party violence and harassment related to work, EPSU, UNI europa, ETUCE, HOSPEEM, CEMR, EFEE, EuroCommerce, CoESS, July 2010 (EN/FR/DE/ES/SV/RU) <http://www.epsu.org/a/6782>

EPSU/CEMR-EP Joint statement to the European Council meeting 11 February 2010 on the economic crisis (EN/FR/DE/ES/SV/RU) <http://www.epsu.org/a/6212>

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EPSU/EURELECTRIC/EMCEF Joint position of smart meters, December 2010 <http://www.epsu.org/a/7126> (EN - being translated FR/DE/ES/RU/RO/HU/SC/CZ)

European Gas Industry Joint Submission to Consultation on: Towards a new Energy Strategy for Europe 2011-2020, July 2010 <http://www.epsu.org/a/6653>

Joint Response from the Social Partners in the European Electricity Industry to DG Energy public consultation, June 2010 <http://www.epsu.org/a/6648>

EPSU Contribution to 'Towards a new Energy Strategy for Europe 2011-2020', a Social Chapter, June 2010 (EN) <http://www.epsu.org/a/6606>

EPSU contribution to: ERGEG Public Consultation Paper on Draft Guidelines of Good Practice on Regulatory Aspects of Smart Metering for Electricity and Gas, June 2010 (EN) <http://www.epsu.org/a/6816>

EPSU opinion on the year Network Development Plan of ENTSO-E, March 2010 (EN) <http://www.epsu.org/a/6411>

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Towards better pay and fairer pay systems, EPSU checklist for the co-ordination of information on pay bargaining and pay systems in the state sector and in local and regional government, October 2009 – February 2010 (EN/FR/DE/ES/SV/RU) <http://www.epsu.org/a/6248>

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Recruitment and Retention - A Framework of Actions, 17 December 2010 (EN) <http://epsu.org/a/7158>

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European healthcare services, multinational companies and a European healthcare market Major trends and eligibility for European Works Councils, by Jane Lethbridge, September 2010 [www.epsu.org/a/6836](http://www.epsu.org/a/6836)

European social dialogue: Multi-sectoral Guidelines to tackle third-party violence and harassment related to work, EPSU, UNI europa, ETUCE, HOSPEEM, CEMR, EFEE, EuroCommerce, CoESS, July 2010 (EN/FR/DE/ES/SV/RU) <http://www.epsu.org/a/6782>

Pay and the gender wage gap in health and social care, report of EPSU Study on pay in the care sector in relation to overall pay levels and the gender pay gap in different countries in the European Union, by J. Pillinger, February 2010 (EN) <http://www.epsu.org/a/6271>

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The wrong target – how governments are making public sector workers pay for the crisis, report by Labour Research Department, December 2010 (EN) <http://www.epsu.org/a/7109>

## Meetings

### EPSU GOVERNING BODIES

#### EXECUTIVE COMMITTEE [www.epsu.org/r/26](http://www.epsu.org/r/26)

37 <sup>th</sup> Executive Committee	27-28 May	Brussels	<a href="http://www.epsu.org/a/6596">www.epsu.org/a/6596</a>
38 <sup>th</sup> Executive Committee	8-9 November	Brussels	
Finance working group	27 January 26 May 17 September		

#### GENDER EQUALITY COMMITTEE [www.epsu.org/r/28](http://www.epsu.org/r/28)

15 <sup>th</sup> meeting of Women's and Gender Equality Committee	15 April	Brussels	
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### EPSU STANDING COMMITTEES

#### Health and Social Services [www.epsu.org/r/2](http://www.epsu.org/r/2)

32 <sup>nd</sup> meeting of the Standing Committee on Health and Social Services	12 April	Brussels	
33 <sup>rd</sup> meeting of the Standing Committee on Health and Social Services	28 October	Luxembourg	
EPSU LRG-HSS joint workshop on elderly care	27 October	Luxembourg	

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

Working Group "Recruitment and Retention"	23 March 22 September 18 November		
Hospital Sector Social Dialogue Committee Plenary meeting	3 June 17 December	Brussels Brussels	<a href="http://epsu.org/a/6164">http://epsu.org/a/6164</a> <a href="http://epsu.org/a/7032">http://epsu.org/a/7032</a>
Working groups	18 January 23 March 22 September 18 November		
Steering group	12 May		

#### National and European Administration [www.epsu.org/r/4](http://www.epsu.org/r/4)

33 <sup>rd</sup> meeting of the Standing Committee on National and European Administration	29-30 March	Brussels	
34 <sup>th</sup> meeting of the Standing Committee on National and European Administration	13 October	Luxembourg	<a href="http://www.epsu.org/a/5598">www.epsu.org/a/5598</a>

#### **Other activities**

Prisons service network meeting	12 May	Brussels	<a href="http://www.epsu.org/a/6545">www.epsu.org/a/6545</a>
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#### **Social Dialogue National & European Administration** [www.epsu.org/r/62](http://www.epsu.org/r/62)

Meeting with EU Presidency	11 January	Madrid	<a href="http://www.epsu.org/a/6090">www.epsu.org/a/6090</a>
Taskforce meetings	9 March 24 June	Madrid Brussels	
Plenary meeting DG/TUNED - Informal social	15 June	Madrid	<a href="http://www.epsu.org/a/6165">www.epsu.org/a/6165</a>

dialogue EUPAN/TUNED &  
TUNED/EMPLOYERS Plenary meetings

DG/TUNED Informal Social Dialogue Working Group - Effects of the crisis in central government administrations	23 November	Bruges	<a href="http://www.epsu.org/a/6982">www.epsu.org/a/6982</a>
TUNED/ DGs for Public Administration and Launch of the Central Government Administrations' Sectoral SD Committee	17 December	Genval	<a href="http://www.epsu.org/a/7159">www.epsu.org/a/7159</a>

### **Local and Regional Government**

[www.epsu.org/r/3](http://www.epsu.org/r/3)

34 <sup>th</sup> Standing Committee on Local and Regional Government	1-2 March	Brussels	
35 <sup>th</sup> Standing Committee on Local and Regional Government	26 October	Luxembourg	

### **Other LRG activities**

EPSU LRG-HSS joint workshop on elderly care	27 October	Luxembourg	<a href="http://www.epsu.org/a/6992">www.epsu.org/a/6992</a>
EPSU/ETUI workshop on "Working conditions and Health and Safety issues for firefighters"	10-12 June	Vienna	<a href="http://www.epsu.org/a/6605">www.epsu.org/a/6605</a>
Firefighters network steering group	11 March	Brussels	<a href="http://www.epsu.org/r/315">www.epsu.org/r/315</a>

### **European Sectoral Social Dialogue Committee in [www.epsu.org/r/73](http://www.epsu.org/r/73)**

#### **Local and Regional Government**

Plenary meeting of the European Sectoral Social Dialogue Committee for Local and Regional Government	25 May 10 December	Brussels	<a href="http://www.epsu.org/a/6162">www.epsu.org/a/6162</a> <a href="http://www.epsu.org/a/7021">www.epsu.org/a/7021</a>
SD LRG working group	4 February	Brussels	
Working group meeting on simultaneously promoting well-being at work and efficiency of services	27 April	Brussels	<a href="http://www.epsu.org/a/6830">www.epsu.org/a/6830</a>

### **Public Utilities** [www.epsu.org/r/16](http://www.epsu.org/r/16)

32 <sup>nd</sup> meeting of the Standing Committee on Public Utilities	26 February	Brussels	
33 <sup>rd</sup> meeting of the Standing Committee on Public Utilities	22 September	Brussels	

### **Social Dialogue in the Electricity sector**

[www.epsu.org/r/63](http://www.epsu.org/r/63)

Social Dialogue Electricity WG	4 March 5 October	Brussels Brussels	<a href="http://www.epsu.org/a/6314">www.epsu.org/a/6314</a> <a href="http://www.epsu.org/a/6922">www.epsu.org/a/6922</a>
Sectoral Social Dialogue Committee, Electricity Plenary meeting	23 June 14 December	Brussels Brussels	<a href="http://www.epsu.org/a/6646">www.epsu.org/a/6646</a> <a href="http://www.epsu.org/a/7119">www.epsu.org/a/7119</a>
Steering committees Joint project on Climate change, Employment impact and just employment transition principles for the European electricity sector	5 February 20 April 22 June 4 October 28 October	Brussels Brussels Brussels Brussels	<a href="http://www.epsu.org/r/536">www.epsu.org/r/536</a>
Joint Social Partner Conference on Climate Change, Employment impact and Just Employment Transition Principles for the European Electricity Sector	13 December	Brussels	<a href="http://www.epsu.org/a/7118">www.epsu.org/a/7118</a>

### **Social Dialogue in the Gas Sector**

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

Social Dialogue Gas project FU	20 January	Essen	
Sectoral Social Dialogue committee for the European gas sector	<u>Working group</u> : - 19 March - 9 September <u>Plenary</u> :	Brussels Brussels	<a href="http://www.epsu.org/a/6369">www.epsu.org/a/6369</a> <a href="http://www.epsu.org/a/6835">www.epsu.org/a/6835</a>

SD Gas on CSR	17 November 21 May	Brussels	<a href="http://www.epsu.org/a/7043">www.epsu.org/a/7043</a>
<b>Other activities</b>			
EPSU/ETUI Workshop on European Union Energy Road Maps 2050	10 March	Brussels	<a href="http://www.epsu.org/a/6330">www.epsu.org/a/6330</a>
EPSU/ETUI Workshop on Super Grids and European Networks	11 March	Brussels	<a href="http://www.epsu.org/a/6334">www.epsu.org/a/6334</a>
<b>South East European (SEE) Energy Community</b>			<a href="http://www.epsu.org/r/239">www.epsu.org/r/239</a>
<b>Waste</b> <a href="http://www.epsu.org/a/1061">www.epsu.org/a/1061</a>			
SITA Developments - Multinational Company Restructuring: tackling the impact of the crisis through stronger transnational trade union coordination	19 January	Brussels	<a href="http://www.epsu.org/a/6048">www.epsu.org/a/6048</a>
<b>European Works Councils</b> <a href="http://www.epsu.org/r/69">www.epsu.org/r/69</a>			
EPSU EWC coordinators network	- 25 February - 21 September	Brussels Brussels	<a href="http://www.epsu.org/a/6283">www.epsu.org/a/6283</a> <a href="http://www.epsu.org/a/6865">www.epsu.org/a/6865</a>
EWCS – Learning and practicing, a project for the European Energy sector	- 24 March - 8 June	Brussels	<a href="http://www.epsu.org/a/6380">www.epsu.org/a/6380</a> <a href="http://www.epsu.org/a/6592">www.epsu.org/a/6592</a>
EON's Performance to WIN - Multinational Company Restructuring: tackling the impact of the crisis through stronger transnational trade union coordination	26 January	Brussels	<a href="http://www.epsu.org/a/5994">www.epsu.org/a/5994</a>
<b>Coordination of Collective Bargaining</b> <a href="http://www.epsu.org/r/87">www.epsu.org/r/87</a>			
EPSU Project Conference : EPSU Social Dialogue and Collective Bargaining Conference Decent work in the Public Services	7-8 December	Brussels	<a href="http://www.epsu.org/a/6130">www.epsu.org/a/6130</a>
Collective bargaining in the energy sector in Central and West Europe	21 April	Brussels	<a href="http://www.epsu.org/r/427">www.epsu.org/r/427</a>
<b>ETUC EXECUTIVE COMMITTEE</b>			
ETUC Executive Committee	9-10 March 1-2 June 13-14 October 1-2 December	Brussels	
<b>OTHER ACTIVITIES</b>			
ETUC SC (EiFs)		Brussels	
ETUC SC	4 February 9 March 20 April 1 June 21 September 13 October 18 November 1 December	Brussels	
PSI Executive Board	17-19 November	Geneva	



# The European Federation of Public Service Unions (EPSU)

It is the largest federation of the ETUC and comprises 8 million public service workers from over 250 trade unions; EPSU organises workers in the energy, water and waste sectors, health and social services and local and national administration, in all European countries including in the EU's Eastern Neighborhood. EPSU is the recognized regional organization of Public Services International (PSI).

For more information on EPSU and our work please go to:

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

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**Vice-Presidents:** Dave Prentis, UNISON, UK and Tuire Santamäki-Vuori, JHL, Finland,  
Rosa Pavanelli, FP-CGIL, Italy and Mikhail Kuzmenko, HWURF, Russia

**EPSU General Secretary:** Carola Fischbach-Pyttel

The four EPSU sectors are:

- National and European Administration
- Local and regional government
- Social and health services
  - Public utilities

