The EPSU agenda and activities
About EPSU

✓ 8 million members (68% of women), 250 trade unions from 49 European countries,
✓ ETUC (largest) federation
✓ EU social partner, leads trade union side in 5 sectoral social dialogue committees
  • Local and regional government
  • National and EU administrations (including prison network)
  • Gas
  • Electricity
  • Hospitals
✓ Campaigning, informing, negotiating to improve quality and availability of public services, good working conditions, social dialogue, sustainable funding
✓ priority: response to EU-coordinated austerity plans
Current context - lessons from the financial crisis have not been learnt

✓ Start Financial Crisis 2008, First countries hit Hungary, Ireland, Lithuania with direct impact on public sector; Iceland/ first hit, but different response
✓ EU response: coordination of austerity measures across the EU, ie public spending cuts – New Fiscal Treaty
✓ Little on progressive taxation, investment in public services, infrastructures
✓ EU 2020 on growth and jobs strategy lacks positive policies on public services and a social Agenda – Minimum social standards nothing much since early 2000s
✓ liberalisation of public services: EU policies on public procurement and PPPs: bias against ‘in-house’ and in favour of ‘lowest price’
EU coordinated austerity

✓ Socially unfair
✓ Economically unsound
✓ Undemocratic
Legend (Series: 2012M02) harmonised unemployment rates %

3.4 - 6.5; 6.5 - 7.5; 7.5 - 9.6; 9.6 - 13.3; 13.3 - 23.3
Big casualty of the crisis = youth

<table>
<thead>
<tr>
<th></th>
<th>Youth unemployment rate</th>
<th>Youth unemployment ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2008</td>
<td>2009</td>
</tr>
<tr>
<td>EU-27</td>
<td>15.8</td>
<td>20.1</td>
</tr>
<tr>
<td>Euro area</td>
<td>16.0</td>
<td>20.2</td>
</tr>
<tr>
<td>Belgium</td>
<td>10.0</td>
<td>21.9</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>12.7</td>
<td>16.2</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>9.9</td>
<td>16.6</td>
</tr>
<tr>
<td>Denmark</td>
<td>7.6</td>
<td>11.2</td>
</tr>
<tr>
<td>Germany</td>
<td>10.6</td>
<td>11.2</td>
</tr>
<tr>
<td>Estonia</td>
<td>12.0</td>
<td>27.5</td>
</tr>
<tr>
<td>Ireland</td>
<td>13.3</td>
<td>24.4</td>
</tr>
<tr>
<td>Greece</td>
<td>22.1</td>
<td>25.8</td>
</tr>
<tr>
<td>Spain</td>
<td>24.6</td>
<td>37.8</td>
</tr>
<tr>
<td>France</td>
<td>19.3</td>
<td>23.9</td>
</tr>
<tr>
<td>Italy</td>
<td>21.3</td>
<td>25.4</td>
</tr>
<tr>
<td>Cyprus</td>
<td>8.8</td>
<td>14.0</td>
</tr>
<tr>
<td>Latvia</td>
<td>13.1</td>
<td>33.6</td>
</tr>
<tr>
<td>Lithuania</td>
<td>13.4</td>
<td>29.2</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>17.3</td>
<td>16.5</td>
</tr>
<tr>
<td>Hungary</td>
<td>19.9</td>
<td>26.5</td>
</tr>
<tr>
<td>Malta</td>
<td>11.8</td>
<td>14.4</td>
</tr>
<tr>
<td>Netherlands (2)</td>
<td>6.3</td>
<td>7.7</td>
</tr>
<tr>
<td>Austria</td>
<td>8.0</td>
<td>10.0</td>
</tr>
<tr>
<td>Poland</td>
<td>17.3</td>
<td>20.6</td>
</tr>
<tr>
<td>Portugal</td>
<td>20.2</td>
<td>24.3</td>
</tr>
<tr>
<td>Romania</td>
<td>18.6</td>
<td>20.8</td>
</tr>
<tr>
<td>Slovenia</td>
<td>10.4</td>
<td>13.6</td>
</tr>
<tr>
<td>Slovakia</td>
<td>19.0</td>
<td>27.3</td>
</tr>
<tr>
<td>Finland</td>
<td>16.5</td>
<td>21.5</td>
</tr>
<tr>
<td>Sweden</td>
<td>20.2</td>
<td>25.0</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>15.0</td>
<td>19.1</td>
</tr>
<tr>
<td>Norway</td>
<td>7.2</td>
<td>8.9</td>
</tr>
<tr>
<td>Croatia</td>
<td>21.9</td>
<td>25.0</td>
</tr>
<tr>
<td>Turkey</td>
<td>18.4</td>
<td>22.7</td>
</tr>
<tr>
<td>Japan</td>
<td>7.3</td>
<td>9.1</td>
</tr>
<tr>
<td>United States</td>
<td>12.8</td>
<td>17.6</td>
</tr>
</tbody>
</table>

(1) The quarterly youth unemployment rate is seasonally adjusted.
(2) Youth unemployment ratio, break in series, 2010.
The wrong target public sector workers: Wage cuts (1)

<table>
<thead>
<tr>
<th>Country</th>
<th>Reductions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>0.7% savings on personnel expenditures</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>10% wage cut in the public sector (excluding teachers)</td>
</tr>
<tr>
<td>Estonia</td>
<td>9% savings on personnel expenditures</td>
</tr>
<tr>
<td>France</td>
<td>Freezing public sector wages in 2011</td>
</tr>
<tr>
<td>Greece</td>
<td>Allowances cut by 20% in 2010. Abolishing the 13th and 14th month bonuses for monthly earnings above EUR 3000 (=14%)</td>
</tr>
<tr>
<td>Ireland</td>
<td>13.5% public sector wage cut in 2009-10. More cuts expected in 2011-14</td>
</tr>
<tr>
<td>Portugal</td>
<td>5% wage cut in the public sector. 0.11% to 0.84% of GDP wage cut by 2013</td>
</tr>
<tr>
<td>Slovak Republic</td>
<td>10% wage cut in central government</td>
</tr>
<tr>
<td>Slovenia</td>
<td>14% wage and public intermediate consumption cut</td>
</tr>
<tr>
<td>Spain</td>
<td>5% wage cut in 2010, frozen in 2011</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Two-year wage freeze</td>
</tr>
</tbody>
</table>

First hit: Ireland, Latvia, Lithuania, Hungary (-17.2%) , worst hit Romania, up to - 25%- Impact of EU/IMF loan, to add also Italy

source OECD, 2011, EPSU Wrong target report
The wrong target: Job cuts (2)

<table>
<thead>
<tr>
<th>Country</th>
<th>Job cuts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>-3000</td>
</tr>
<tr>
<td>Czech Rep</td>
<td></td>
</tr>
<tr>
<td>Denmark</td>
<td>-10% in some ministries or dpts</td>
</tr>
<tr>
<td>France</td>
<td>Non replacement 1out of 2 retiring</td>
</tr>
<tr>
<td>Germany</td>
<td>-10 000 by 2014</td>
</tr>
<tr>
<td>Greece</td>
<td>20% retiring replaced</td>
</tr>
<tr>
<td>Ireland</td>
<td>-24750 by 2014</td>
</tr>
<tr>
<td>Poland</td>
<td>-10%</td>
</tr>
<tr>
<td>Portugal</td>
<td>Job freeze (no replacement)</td>
</tr>
<tr>
<td>SLovenia</td>
<td>1%</td>
</tr>
<tr>
<td>Spain</td>
<td>10% replacement</td>
</tr>
<tr>
<td>UK</td>
<td>-500 000 by 2014</td>
</tr>
</tbody>
</table>

source EPSU Wrong target + meet employers
Women and the cuts

EPSU report on impact on women as

- large proportion of public service workers (although not in all, e.g. police, prisons, utilities)
- Users/child and elder care
- Very few examples of governments assessing the gender equality impact
- Low pay
- EPSU letters to alert the European Commission
Cuts and social dialogue

- Cuts imposed rather than agreed with the unions except Ireland and Lithuania (in Ireland, after the latest round of cuts) after trade union protests, partial agreements in Estonia, Croatia
- Maintained in countries not hit or less hit by the crisis with pay increases at or around inflation have been negotiated e.g. Sweden, Finland, Austria, DK, Norway
- Attacks on trade union rights, Hungary, Romania, Estonia, Spain, Greece
- Pending court cases ILO, European Court of Human Rights: Romania, Hungary, Spain
And yet… EU Treaty obligations on public services and fundamental rights

- Article 9 states “in defining policies and activities the Union shall take into account requirements linked to the promotion of high level of employment, the adequate social protection, the fight against social exclusion, and a high level of education, training and protection of human health”.

- Public Services Protocol on public services calls for a “high level of quality, safety and affordability, equal treatment and the promotion of universal access and of user rights.” Article 14 provides legal basis.

- Charter of Fundamental Rights on trade union rights and access to public services, right to a good administration, gender equality

- EC Communication COM (573) states “legislative and decision making…must be in full conformity with the Charter”

- EU social standards: working time, health and safety, information and consultation rights, part-timed, fixed-term contracts, gender equality; non discrimination at work

- Articles 152-155: Social dialogue: information, consultation, negotiations
EPSU Alternatives to austerity

✓ The Single Market must contribute to Social Europe – e.g., not public procurement with sustainability as ‘optional extra’ but sustainable public procurement (labour/green/gender equality clause)

✓ Shift debate from spending to public income:
  ✓ progressive and efficient taxation,
  ✓ financial transaction tax (Robin hood tax),
  ✓ Eurobonds, and good governance…

✓ EPSU action against tax fraud/avoidance

✓ More coordinated European trade union mobilization against austerity policies – first organized on 30 November 2011, coincide with UK strike – ETUC ‘social contract’ and 29.02.2012

✓ Challenge EU policy focus on budget consolidation through cuts in public spending and argue for trade union rights/social dialogue
II. Prison services network
Part of the EPSU Central Government Sector: NEA Standing Committee
EPSU’s NEA Standing Committee

✓ Some 7 million employees
✓ Committee based on national representation
✓ (1 titular/ 1 substitute per country + observers)
✓ Chair CSC Belgium and vice-chairs HK STAT Denmark and CCOO Spain
✓ Meets 2 x year & ad-hoc workshops/conferences
✓ Prison services network – some 300,000 prison staff
✓ Other networks: Defence, taxation and migration
✓ Since Dec. 2011 European Social dialogue, EPSU-led TUNED and employers EUPAE: crisis, restructuring, image of the civil service
Pay and working conditions

✓ ‘Pay checklist’ – equal pay
✓ NEA collective bargaining updates with epsucob@NEWS
✓ Public Services Monitor - stories about privatisation, QPS http://www.epsu.org/r/578
✓ Input into EPSU ‘decent work’ policy: part-time work, fixed-term contracts, temporary agency work
✓ Also see LRG checklist on outsourcing http://www.epsu.org/a/2433
EPSU Prison services network

✓ “Virtual” network of EPSU members - webpage http://www.epsu.org/r/315
✓ Meetings: at least 1 per year
✓ Limited competence of European Commission- Home and justice affairs but application of EU social standards
✓ Council of Europe Prison Rules
✓ Common framework for:
  • Organising prison staff
  • Defending quality of working conditions and of detention conditions
  • Opposing privatisation
  • Linking prison unions with the wider trade union movement
  • Exchanging ‘good practices’, pursuing common objectives
✓ Key documents to date:
  • EPSU action plan, 2006
  • Prison action day against overcrowding, February 2008
  • Response to Commission Green Paper, December 2011
  • Council of Europe Code of conduct , September 2011
EU Commission green paper

- Green Paper: initial focus on pre-trial detention but too limited legal competence so shift to mutual trust for implementation of EU instruments
- 90 responses, analysis scheduled for June 2012
- Outcome remains unclear, no legislative initiative
- Possible focus on procedural rights, length of pre-trial detention, motives and review; monitoring and inspection
- EPSU response:
  - Basis of EU initiatives: European Prison rules
  - + link between working conditions and detention conditions
  - Application of EU social standards/access to healthcare
- EUROPRIS, set up in 2011, represent prison authorities’ interest, lobbying, human rights, aims to establish a taskforce of heads of prisons whilst representing views of practitioners
Europris’ Board of management

✓ **Hans Meurisse**, Belgium, Belgian Prison and Probation Service

✓ **William Rentzmann**, Denmark, Department of Prisons and Probation

✓ **Esa Vesterbacka**, Finland, Criminal Sanctions Agency

✓ **Brian Purcell**, Ireland, Irish Prison Service

✓ **Peter van der Sande**, Netherlands, Dutch Custodial Institutions Agency (DJI)

✓ **Marianne Vollan**, Norway, Prison and Probation Department

✓ **John Ewing**, Scotland, Scottish Prison Service

✓ **Lars Nylen**, Sweden, Swedish Prison and Probation Administration
Council of Europe - 47 countries

- Increasingly detailed data relating to prison space
- Networking academic and practitioners

Latest trends

- Persistent increase of prison population
- Persistent overcrowding in 13 EU countries and 17 CoE
- Increase of sentencing length: Average length 8.6 months, for 18 countries average increase is 85%, only 2 show a decrease (Switzerland; Northern Ireland)
- Staff: everywhere more than half: custodial staff (Largest proportion of probation staff per 100 000 population: Poland, UK (England, Wales, NI), lowest: Serbia, Romania, Turkey, Spain, Hungary, Germany)
- % of sentenced prisoners: near half: theft or other types and robbery, followed by drug offences (14.7%) homicides (11.5%)
EU and Council of Europe

Historically highest % of pre-trials, special categories of prisoners were in non EU countries (Russia, Ukraine), but observed change

<table>
<thead>
<tr>
<th>EU average</th>
<th>CoE without the EU average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre trial: 21.9%</td>
<td>• 23.2%</td>
</tr>
<tr>
<td>Foreign nationals: 18.2%</td>
<td>• 11.4% with Switzerland,</td>
</tr>
<tr>
<td></td>
<td>4.6% without</td>
</tr>
<tr>
<td>Less than 18: 2.2%</td>
<td>• 0.6%</td>
</tr>
<tr>
<td>Females: 5%</td>
<td>• 3.9%</td>
</tr>
</tbody>
</table>
Implementation of Prison rules, report 2011 (1)

✓ Report based upon replies to a questionnaire by “professionals working on the ground” to help plan CoE forthcoming activities, presented to 16th conference of Directors of prison administration with participation of directors of probation services 13-14/10/2011

✓ Identified problems

✓ prison overcrowding invariably chief difficulty - 14 of the 29 replies, and 10 even designated it as the chief problem.

✓ number of staff highly problematic area.

✓ As a related concern, 8 consider staff training inadequate.

✓ Handling and reduction of violence between prisoners

✓ Inadequate cooperation with civil society and preparation for release

✓ Lack of effective support from governments and politicians
Recommendations

- Numerus clausus = to fix a maximum capacity for each prison
- Support for consultation of prisoners for organisation of day to day life in prison
- Individual cells
- Treatment programmes for additions, individualised programmes of care
- Activity, paid worker, vocational training, basic school instruction
- Adequate number of trained staff
- Suitable facilities for contact with families
- Special attention/treatment Juveniles; Foreign nationals (learning home language, access to interpreters)
- Alternatives to imprisonment
  - Electronic monitoring
  - Conditional release but note shortage of probation staff
Implementation of Prison rules, report 2011 (3)

And trade unions?

✓ Not mentioned, no reference to consulting staff, importance of social dialogue…

✓ Mention: code of ethics for staff

✓ Recommendation: binding instrument on staffing levels and training?
CoE Europe prison staff code of ethics

✓ EPSU comments, September 2011
➢ Information and consultation of staff
➢ Specific duties of management
➢ Safeguards and protection whistleblowing

✓ State of play: The final draft will be presented to the plenary meeting in December 2012 (tbc)
To conclude EPSU priorities:
Working conditions and detention conditions

Council of Europe
✓ Lots of comparative data
✓ Share similar concerns
✓ But not much on working conditions of staff
✓ Key issue:
  • Influence policy makers
  • Structured cooperation with trade unions
  • Perhaps binding instrument relating to staff and social dialogue

European Union
✓ Limited competence of DG justice BUT better mainstreaming of BINDING EU social/health standards and social dialogue in prisons
✓ Contact with Europris, looking for EU prison employers
✓ Council: staffing levels and austerity measures
EPSU Prison Services Network

Ideas for future work?
✓ Follow-up
✓ Restructuring
✓ Pay and working conditions, including working time, pay and pensions

How to organise?:
✓ Regular information exchange
✓ ‘Feed’ EPSU website http://www.epsu.org/r/22
✓ Today’s objective: updates + statement crisis
✓ Structured cooperation with Council of Europe
✓ Future activities
  • Romanian initiative on social dialogue