



Slovensko predsedstvo EU 2008
Slovenian Presidency of the EU 2008
La Présidence slovène de l'UE 2008

50th MEETING OF THE DIRECTORS GENERAL RESPONSIBLE FOR PUBLIC ADMINISTRATION

Brdo, 28 and 29 May 2008

EUPAN/TUNED Progress Report

Test Phase of the Social Dialogue Work Programme 2008–2009

Further to the establishment of a two-year test phase on topics and work forms of formal social dialogue, EUPAN and TUNED have proceeded with implementation of the work programme in compliance with their rules of procedure, as follows:

1. Submission of an EU-funded project *"Improving trust in central government administrations through effective social dialogue"*

Improving trust in government was a priority under the Slovenian EU Presidency. Accordingly, and in line with the EUPAN/TUNED work programme, it was decided that social dialogue would be the subject of a project submitted to the European Commission under the social dialogue budget line. In addition to the relevance of the subject to both sides, the submission of a joint project to the European Commission is part of the testing of formal social dialogue.

The project's objective is to highlight the role of social dialogue in anticipating and managing change in central government administrations and the impact on citizen's trust with particular emphasis on the following policy issues and tools:

- Diversity of workforce
- Transparency and the information and consultation process
- Competence development and training

The project is expected to:

- Highlight good examples of how social partners best respond to some of the challenges of 21st century central government administrations;
- Develop a better understanding of the relationship between social dialogue and the quality of central government administrations;
- Exchange examples for improving the image of civil servants as an important condition for securing citizens' trust;
- Improve the knowledge of the relevant EU legal framework.



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The project will consist in the organisation of a workshop on 13 November in Brussels and a conference on 29–30 April in Prague within the work plan of the forthcoming presidential Trio. It will be supported by external research expertise. The project was prepared and finalised during the social dialogue working group meetings of 11 and 29 January, and 3 March.

Subject to the Commission's approval, the project partners, namely EPSU and CESI, are committed to successful implementation of the project on behalf of TUNED and EUPAN.

2. Multisectoral workshop on external violence at work on 14 March, Brussels

The workshop was a follow-up to the European cross-industry agreement on violence and harassment signed by the European social partners BUSINESSEUROPE, UEAPME, CEEP and ETUC on 26 April 2007.

Where appropriate, violence at work perpetrated by third parties is covered by the Agreement. Sectoral social partners that are most affected by this problem, such as in local and regional governments, hospitals, commerce and private security, took the initiative to explore this issue further, an issue which is more prevalent than "internal" violence (on the part of colleagues or management)

These sectoral social partners organised a workshop on 14 March 2008 with the support of the European Commission, with a view to exploring, on the basis of case studies, how best to complement the cross-sectoral agreement from a more specific and/or multisectoral point of view. Other sectors were invited, including transport, electricity, education and central government administration.

EUPAN and TUNED accepted the invitation to take part as observers in the workshop as part of the Test Phase on Social Dialogue for the following two main reasons:

- In recognition that violence and harassment at work is of relevance to their sector and that external violence deserves further attention;
- As an opportunity to gain insight in formal social dialogue in practice.

A workshop report was discussed at the social dialogue working group of 24 April 2008 and social dialogue steering group of 19 May 2008.

The report welcomes the multisectoral workshop, which proved to be very informative both in terms of process and content. It recommends that the issue of third party violence at work be kept on the social dialogue agenda and includes a number of areas for further discussion. A copy of the report is attached.



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The report will be sent to EUPAN and TUNED affiliated organisations. A progress report will be presented during the second half of 2009.

3. Stress at work and anticipation of change

With a view to ensuring good continuity between the EU presidencies in the implementation of the social dialogue work programme, an outline of the activities under the Trio of France, Czech Republic and Sweden was presented at the social dialogue meeting of 24 April.

In parallel with the implementation of the above-mentioned issues, EUPAN and TUNED have agreed to examine the following issues as part of the Test Phase:

- Stress at work including consideration of further initiatives from a specific central government administration perspective
- Anticipating and managing change and restructuring, including a possible common reaction to a forthcoming Commission Communication on this issue

The report was adopted by Directors General and TUNED on 29 May 2008.

Date: 29 May 2008, Brdo, Slovenia