
European Social Dialogue Committee for Central Government Administrations**Work programme 2014-2015**

Adopted on 24 March 2014

This is the second work programme of the social dialogue committee for central government administration covering the period of 2014-2015 (hereafter Committee).

The strategic objectives of the Committee remain the same i.e. to:

- Encourage and develop the social dialogue between the trade unions and employers at European and national levels on issues relevant to the sector ;
- Improve EU employment standards;
- Assume its role in shaping EU policy impacting central government administrations.

Bearing in mind the above, the Committee will especially:

- Discuss, exchange useful practices and knowledge, and adopt joint documents, with an emphasis on finding practical solutions that can be helpful to the national level of social dialogue and ensure a good follow up to adopted texts ;
- Respond to commission's relevant consultations on issues of common interest and follow up the EU cross-sectoral social dialogue ;
- Promote the interest and visibility of quality central government administrations and common values of rule of law, neutrality, accountability, accessibility, transparency, and equal treatment;

Its principles and workprogramme are based upon the EU Charter of fundamental human rights , notably article 41 that provides for the right to good administration, as an integral part of public services, upon TFEU articles 151-162 on social policy and the Union's commitment to a well functioning autonomous as well as representative social dialogue at all levels.

The workprogramme takes due account of the new EC economic governance, in response to the financial crisis, whereby government administrations are at the centre of the European semester with direct implications for their management and function.

The committee will define its instruments and outputs for the following working themes:

Quality of public services

For this item the work will centre on the **implementation of the framework agreement for a quality service in central administrations**, adopted on 12 December 2012, which consists of 20 commitments to improve the quality of the service to citizens.

To this effect, an EU-funded project will be carried out until the end of 2014 to support the promotion and implementation of the Agreement, with a focus on public services that deal with persons in a vulnerable situation at a given time (asylum seekers, young unemployed, and low income pensioners). It will consist of research, three regional working groups and a conference . The project will provide a sound basis for the first biyearly monitoring of the Agreement as foreseen in its article 20.

The committee will follow up on its **policy guidelines “strengthening human resources by better anticipating and managing change”**, adopted on 10 December 2013, through communication materials and follow up meetings

Well being at work

The many changes our sector is facing have consequences for the **health and safety** of its workforce. Accordingly, the Committee will promote the implementation of its statement on health and safety adopted on 10 December 2013, with special attention to the psycho-social challenges at work and working time arrangements.

The Committee will examine **information and consultation rights** with a view to improving the social dialogue, in particular in situation of restructuring. To do so it will take due account of the EC Quality Framework on restructuring (13 December 2013) that covers public administrations and that foresees, for the first half of 2014, a consultation of social partners on the consolidation of the directives regarding workers’ rights to information and consultation, as well as the abovementioned policy guidelines on HRM and anticipation of changes.

An inclusive and representative administration

In view of the persistent **gender pay gap** in favour of men, the Committee will continue its work on gender equality data collection and analysis, with a view to:

- Improving access of women to decision-making positions ;
- Reaching a better work life balance.
- Tackling women’s overrepresentation in low pay positions

To this effect, the Committee will adopt action recommendations to reduce, if not eradicate, the gender pay gap.

In view of the **ageing of the workforce and the need to ensure its renewal** , the Committee will follow up on its response to the EC consultation on a quality framework on youth traineeship with a view to:

- Promoting good practices on traineeship ;
- Giving attention to the employability of young people “in difficulty”;
- Promoting career development: recruitment and retention.

The Committee will endeavor to provide responses to the Commission’s relevant consultations and initiatives relating to social policy and our sector.

It will continue taking all actions likely to enhance its visibility and representativeness.

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