



## **NEA work plan 2015-2019 to implement EPSU Congress Resolution UPDATED by NEA Committee on 23 February 2016**

### **State of play as of 19 February 2016**

The work plan follows up and builds on previous NEA work and ongoing campaigns, the NEA Congress Resolution and the ones moved by PCS (defending social protection and the welfare state) and CGSP (citizens' audit of public debt), the 2014-2015 work plan for the Sectoral Social Dialogue Committee as well as EPSU's overall priorities.

It should provide sufficient clarity, at least for the short and mid-term planning, and flexibility for adjustment in light of circumstances and SDC CGA agenda.

Against a backdrop of institutionalised budgetary austerity, the *NEA resolution reinforcing the general interest* reconfirms commitment to the welfare state based, amongst others, on transparency, fair taxation as well as sufficient staffing and trade union rights. It reaffirms support for the work in the EU social dialogue (SDC CGA) following the EPSU's positive evaluation including from non-EU members. As the SDC CGA is now entering a phase of consolidation the idea is to focus more on concrete working conditions such as health and safety. In the short term, a major challenge will be to convince employers to agree common minimum social standards on information and consultation rights especially on austerity-linked restructuring.

The NEA resolution also confirms support for the work on state workers groups with a view to give a more concrete image of central government administrations.

The annual budget for the committee is € 50 000 (excluding EC budget for the running of the SDC CGA and additional projects).

The table below summarises the main elements of Congress resolution. It should be read in conjunction with the EPSU general work plan that also refers to the sectoral work and identifies which sector has the lead on what (for adoption at the EPSU's Executive Committee on 4-5 November).

Internally, it is proposed to maintain the objectives of increasing the participation of younger delegates (below 35) and of non-EU members in NEA related meetings and policy making, to map out potential membership in sub-sectors (notably in tax services, prison services..) and countries (central Asia, Russia), and to better profile our work at national level.

Area of work (links to Congress resolutions)	Goals	Instruments, time frame, budget	Implementation 2015-2016
Reinforcing the general interest	<ul style="list-style-type: none"> <li>• Stronger regulatory, protective and social role of the state and EU Administration</li> <li>• Improved citizens' trust in administrations via more concrete image of what central government and EU administration are about and concrete actions to stop corruption</li> <li>• Reduced influence of corporate interests in public policy making and service delivery</li> <li>• Fairer taxation systems (EPSU tax justice Charter), ban of tax havens, reduced tax fraud and corporate aggressive tax planning and unfair, harmful tax competition/dumping</li> <li>• Citizens' audits of public debts (CGSP resolution)</li> </ul>	<p>Make more use of existing research relating to EPSU alternatives to austerity, e.g. <i>Why we need public spending; Efficiency paper; Job cuts in tax service (being updated); Job trends in labour inspection services; Euromed study on migration services; Dealing with corruption and state capture in Europe; pending SDC CGA report on quality of services in the areas of asylum, employment and pensions services</i> ( to be finalised April 2015)</p> <p>Research updates, e.g labour inspections or environmental services? → In 2016? €15 000 per research</p> <p>Exchange of affiliates' positive campaigns on value of public services ( e.g. in Belgium Quality Public service Day; similar campaign planned in Sweden ) – link in with EU smart regulation agenda</p> <p>Make more use of the TUNED/EUPAE Framework Agreement for a quality public service in central government administrations (December 2012) and feed into biennial monitoring in SDC CGA ( 2014; 2016 and 2018). This links in with PSI quality public service campaign.</p> <p>Continue workers groups such as:</p> <ul style="list-style-type: none"> <li>• prison services: sound alternatives to imprisonment, safe prisons, evolution of staffing in light of increase of prison population ( pending report 2015) more/ better rehabilitation</li> </ul>	<p>Affiliates?</p> <p>Will be partly covered by the SDC CGA health and safety project to look at the prevention of psychosocial risks Question on cuts in labour inspectorates discussed at NEA committee meeting on 23 Feb.2016</p> <p>Monitoring of the Agreement included in draft SDC CGA workplan 2016-2018 (to be agreed on 22/03/16)</p> <p>Report by Labour Research Department on prisons regarding union density, key union demands, impact of austerity on health and safety: completion spring 2016. Submission of EC-funded collective bargaining project on prison services and childcare in 2016 – pending EC decision</p>

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		<ul style="list-style-type: none"> <li>tax services: more human and material resources to cope with complex tax fraud/avoidance</li> <li>defence: normalising position of soldiers in society and in relation to trade union rights, to stop privatisation of the army, use of social and labour clause in defence public contracts, Belgian unions keep the lead?</li> <li>Staff in embassy and diplomats home: Continue Abvakabo/USF lead to argue for lifting immunity for labour law; link with ITUC campaign for ratification of UN Convention on domestic workers</li> </ul> <p>Continue cooperation with NGOs on transparency of EU decision-making with a focus on EC corporate-dominated expert groups (follow up to EPSU/ETUC response to Ombudsman's consultation on EC expert groups in the course of 2014-2016)</p> <p>Commission mapping report on outsourcing and privatisation of state activities in 2016 (so far NEA focus has been on prison services only) → Earmark 15000 € from NEA budget or research</p> <p>Press for EU principles on fair taxation, to shift focus on growth-friendly tax towards progressive taxation (tax on capital, wealth, property...) ? (To note, EC starts discussion on tax on wealth in 2014)</p>	<p>Two tax reports published on impact of austerity in tax administrations, third one planned for 1<sup>st</sup> half of 2016 focusing on smaller number of countries ( 9000€ earmarked) Pending research on a company involved in public services</p> <p>Defence: nothing planned</p> <p>Publication of FNV-EPSU funded study on diplomatic immunity and breach of fundamental workers rights, 2015 <a href="http://www.epsu.org/a/11470">http://www.epsu.org/a/11470</a> Action targeting European Patent Office, 2015-2016 ( joint EPSU/FNV letter to Dutch PM, positive reaction from Dutch MEP Jongerius</p> <p>Action has focused on EC tax good governance platform : joint letter EPSU and NGOs members of the Platform expressing strong concerns on risks of conflicts of interest in platform membership ( members linked to tax avoidance industry); also EPSU joined up with Corporate Europe Observatory on directive on trade secret</p> <p>Nothing planned for 2016 ( although developments with privatisation in prisons services covered by abovementioned LRD report</p> <p>See above, discussion continues to focus on fight against corporate tax avoidance,</p>

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		<p>Seek establishment of ETUC tax policy group via national centres</p> <p>Follow up “Europe’s missing € 1 tn: we want it back” campaign second report published on the impact of austerity in tax administrations ( March 2015):</p> <p>Continue EPSU membership in EC Platform for good tax governance ( until 2016) to promote implementation of EC action plan against tax fraud and corporate aggressive tax planning including via national lobbying of government representatives on the Platform – EPSU secretariat + GMB</p> <p>Lobbying Parliament on a number of directives in the pipeline and follow-up to LuxLeaks tax scandals via “EP special tax ruling Committee”</p> <p>Cooperation with PSI on G20-backed OECD fight against BEPS ( Base erosion and profit shifting)</p> <p>Training on tax: War on Want- led EC -funded project on training trade union trainers on tax justice and implications for developing countries 2014-15 – PCS, ST, CPSU,+ CGSP, FSP-UGT and GÖD</p> <p>Explain process of citizens’ debt audits in committee meeting on the basis of country examples</p>	<p>Agreed in ETUC Congress Resolution, 2015 but not yet implemented</p> <p>-copublication and promotion of McDonald’s tax avoidance scheme ( Unhappy meal). The report led to EC investigation in the company’s tax scheme in Luxembourg in light of EU rules on state aids. High media coverage of the report. Report mentioned in EP TAXE report ( 2015)</p> <p>- follow up to luxleaks: cooperation with EP TAXE committee ,participation in hearing in April, key demands for public by Country reporting, investment in tax administrations etc in final TAXE report.</p> <p>In 2016: policy focus will continue to be on public CBCR; CCCTB and OECD’s BEPS implementation in EU legislation Resubmission of application for new mandate of tax platform 2016-2019 (EPSU - CGT Ugff application, )</p> <p>Ongoing lobbying for public CBCR, investment in tax administrations, and for CCCTB. EP reports in 2015 refer to the need for investments in tax administrations, public CBCR, CCCTB + Mc Donald's report mentioned in final Report of TAXE</p> <p>OECD action plan was adopted in Nov.2015</p> <p>Completed end of 2015, meetings took place in Sweden, UK, Ireland, Austria and Spain. Final project meeting in Brussels see <a href="http://www.notaxfraud.eu">www.notaxfraud.eu</a> . In Ireland project led to launch of a tax justice public service union network; online petition on public CBCR</p> <p>No plans for 2016; for 2017?</p>

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Role model workplace for trade union rights	Defending trade union rights via: <ul style="list-style-type: none"> <li>Restored &amp;/or improved information and consultation rights including on austerity-linked restructuring based on application of EU directives (2002/14;98/59;2001/23)</li> <li>Stronger links with collective bargaining</li> <li>Improved SDC CGA in terms of inputs from affiliates, implementation of decisions and EUPAE representativity (80% of EU employers by 2019 compared to 55% today)</li> </ul>	Convince EUPAE to negotiate EU minimum standards on information and consultation rights via an agreement in line with article 155 of TFEU: 2014/2015. These negotiations will be carried out in close cooperation with LRG. EU hook: EC invites SDC CGA to close public sector gap; quality framework on restructuring (2013) that applies to public sector foresees a possible consolidation of 3 directives on information and consultation based on consultation of Social Partners and a review of legislation foreseen.	Agreement signed in December 2016, waiting for transposition into a directive by the EC 2017: lobbying Council for adoption
		In cooperation with PSI, update on state of play with ratification of ILO conventions on trade union rights in public sector i.e. 151 (recently ratified by Russia); 154 and recommendations 159 and 163 Project on prison services (Romanian and Norwegian cooperation) EPSU newsletter on collective bargaining developments at national level Participation in project on modernisation of public administrations in context of EU semester – 2015 Solidarity letters to affiliates	No concrete plans  See above submission of EC funded project on pay and working conditions in prisons (and childcare)  Ongoing EC funded project on modernisation of administrations in context of Semester. Semester likely to be part of SDC CGA workplan 2016-2018 if agreed by the employers including impact on trade union rights
		Continue promoting SDC CGA work at DGs/TUNED informal meeting (June & December) Promote at national level added value of SDC CGA with non member employers Disseminate at national level SDC CGA decisions Attend SDC CGA meetings (3 or 4 per year)	Incremental progress (since 2014, Germany, Austria and Portugal have joined EUPAE as observers)- There are 16 national employers compared to 9 in 2010
More and meaningful jobs	Exposing effects of austerity and pressing for more public (and private) investment	Input into EPSU economist group to monitor and influence EU semester. Focus on bargaining in the public sector/ wages, investment in public services and modernisation of public administration/ health systems) as part of ETUC	See above project on modernisation of administrations and the Semester

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		investment plan.	
	increasing youth employment  reducing precarious working conditions	SDC CGA work plan 2014-2015, to develop a joint document on youth employment in CGA that will link in with EC youth guarantee and EC quality framework on apprenticeships → First half 2015 ( discussion started in 2014) Review NEA fair pay checklist in 2016/2017 on the basis of research on pay levels and disparities in central government ?	In SDC CGA workplan 2016-2018
	Improving health and safety	SDC CGA work plan 2014-2015, follow up to SDC CGA statement in 2014 supporting an EU health and safety strategy including psycho-social health risks → To rejig, update EUPAN/TUNED statement on stress at work? → Effects of cuts in jobs and pay on health and safety ? → Second half 2015	EC-funded SDC CGA project 2016-2017 (18 Months) to produce a guide and short video on risk assessment, impact of new technologies
	Gender equality	Implementation of 2014 SDC CGA recommendations on closing gender pay gap at national level ( data collection) + EPSU affiliates to contribute to implement EPSU equal pay target ( to note few NEA members in EPSU WGEC)	In workprogramme SDC CGA 2017 but unclear whether employers will want to finance a research
	A more diverse workforce in state sector that reflects broader society and based on a discrimination-free workplace  A more open administration to non nationals/ethnic minorities	For 2016-2017 to propose to work on this topic with the employers in SDC CGA: - Lifting remaining legal obstacles to recruitment of non nationals in civil service - Update TUNED/EUPAN compilation of good practices against all forms of discrimination at the workplace ( 2007)  Follow up to Euromed project on migrant services PSI/ETUC campaign for ratification of UN Convention of 1990 on rights of migrant workers: ratified mainly by non EU migrant sending countries	To press for inclusion of this topic in SDC CGA workprogramme 2018  EPSU/PSI/ETUI seminar on 14-16 March 2016, Brussels

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		As part of SDC CGA quality administration project, administrations dealing with asylum claims will be part of the final project report end of 2014. Link with border guards, Frontex.. – to draft policy in light of ETUC position on EC action plan on migration 2014-2019	See above, SDC CGA EC-funded project on implementation of Quality Administration Agreement focused on services dealing with asylum claims ( 2014-2015) EPSU pressed for issue of migration and asylum to be part of SDC CGA workprogramme 2016-2017 but employers have rejected the proposal. They agreed however to integrate parts of the proposal in monitoring of Quality Administration Agreement.
EPSU as an organisation	Built-in affiliate involvement at all levels and in all countries, and stronger links between local, national, European, global levels More EPSU/PSI affiliates better EPSU communication strategy and better profiling of EPSU by affiliates A more sector-focused EPSU Congress in 2019 and generally in EPSU executive Committee generally	Contribute to review of EPSU PSI-Europe merger (Executive Committee Nov2014 and Spring 2015) Improve involvement of affiliates in EPSU committee (e.g. Poland, central Asia) via push in constituencies  Organise a NEA event in non EU member country subject to available funding Recruit more members in sectors e.g. prison, tax services and/or in countries ( Russia) Broader coverage of EPSU newsletters, reporting EPSU activities via affiliates' website Prepare Congress starting in 2018 via a theme-based EC project in 2017	No progress with increasing attendance of identified countries  New affiliate as of 2015: UK POA ( prison staff)