



EUPAN and TUNED

Joint Work Programme for the European Social Dialogue Test Phase for central government administrations 2008-2009

Introduction

This joint work programme is agreed upon by EUPAN and TUNED as being part of the European Social Dialogue Test Phase covering the years 2008-2009.

The overall aim of this test phase work programme is to create a framework for EUPAN and TUNED that will

- support, within a strengthened and structured informal social dialogue, the testing of topics and work forms of formal social dialogue,
- lead to practical results and output, including joint position statements and events
- provide the necessary flexibility for cooperation by presenting a list, from which specific work themes may be chosen while allowing, if necessary, for the introduction of other themes, and
- contribute to the interim and final evaluation of the test phase.

Themes

- Social dialogue (*horizontal theme*), e.g. reacting to relevant initiatives from the Commission
- Sustaining efficient administration - in view of demographic changes, etc.
- Effective contribution of central government administrations to the implementation and foreseen revision of the Lisbon Strategy
- Violence and harassment at work



Time table, work methods and instruments, etc.

EUPAN and TUNED agree that setting appropriate time tables and using relevant work methods and instruments for each selected theme are important features for obtaining good results and cooperation as well as for creating a good basis for the evaluation of the test phase. They agree on the following principles;

- The cooperation during the test phase should, as far as possible, use a range of different work methods and instruments (e.g. joint statements, comparative surveys, joint reactions to European initiatives, joint events etc). The appropriate work method(s) and instrument(s) will be determined in connection with the joint preparation of each theme.
- Timetables should allow for a thorough handling of each specific theme as well as take into account relevant factors such as EU-presidency meeting schedules and priorities, other joint work themes, deadlines for responses, the need for continuity, etc. Reasonable timetables for the launching of and working on each theme will be determined in connection with the joint preparation of it. Hence the timetable for the test phase programme will develop continuously during the test phase period, subjects in particular to the priorities established by each EU Presidency.

Aiming at developing these principles, the related actions, outputs and indicative schedule are established as follows:

Sustaining efficient administration - in view of demographic changes, etc. – e.g.

- Improving effective management, recruitment, retention, lifelong learning, mobility, staff motivation, competencies and talent development
- Improving leadership skills
- Taking account of diversity and equality in the workforce

Methodology: Debate within the working group.

Output: Analysis of the key challenges.

Schedule: 2008

- Enhancing the flexibility with regard to forms of work and working life, having due regard to the issue of (employment) security

Methodology: Debate within the working group.

Output: Assessment of cross-sectoral outcomes from the Commission's consultation on work/life balance (possibly revision of the parental leave agreement; part-time directive, introduction of paid paternity leave...).

Schedule: 2009



Effective contribution of central government administrations to the implementation and foreseen revision of the Lisbon Strategy, e.g. Building trust in central government administrations (transparency, good governance and accountability etc.)

Methodology: Preparation and submission of a project under the European social dialogue budget line on challenges for social dialogue in public central administrations.

Output: Possible common position and joint statement.

Schedule: April 2008 - April 2009

- Ensuring efficient organisation and effective output of central government administration, taking particular account of the demands of the public/users.

Methodology: Collecting of good practices in central government administrations focused on the improvement of organisations and service delivery.

Output: Overview of good practices (organisation of a workshop).

Schedule: 2008 - 2009

- Considering the European Commission's foreseen initiatives on a revised Lisbon Strategy (in 2008) with regard to central government administrations

Methodology: Analysis of the EC initiatives on this field.

Output: Possible common position/Commenting on the Commission's revised Lisbon strategy.

Schedule: 2008 - 2009

Violence and harassment at work

- Observing the forthcoming multi-sectoral discussions, starting 2008, on third-party violence at work
- Analysing the topic of stress in the work place within Public Administration

Methodology: Attendance, as observers, of a small number of delegates from EUPAN and TUNED in the meetings in Brussels with other involved sectors. Debate within the working group.

Output: Better understanding of the functioning of a "formal" social dialogue.

Possible common position.

Schedule: End of January/early February 2008 until end 2008