

**European sectoral social dialogue committee for the central government administrations
(SDC CGA)**

Plenary

Tuesday 10 December 2013 9h00-16h30

Draft Minutes

09h00-10h15 : Separate TUNED and EUPAE preparatory meetings

SDC CGA chair: EUPAE

10h30 Morning session

Welcome, announcements, adoption of minutes of last meeting and agenda

The minutes of 08.10.13 are approved with the addition of the following declaration by Tuned: In what may be setting a precedent, the Commission is opposed to transpose into a directive an EU social partners' health and safety agreement in the hairdressing sector. If this position is maintained all sectoral social dialogue committees might be invited to express support for their counterparts in the hairdressing sector. The Committee will be kept posted on further developments,

The agenda is adopted.

1. Safety and health

- Draft statement "Towards a healthy workplace in central government administrations as part of a new EU occupational safety and health policy framework" has been prepared by the bureau.
- Tuned France proposes amendment: point 7 § 3: to be added in the last sentence: "recognizing the appropriate rights".

The statement is adopted, with the abovementioned amendment. It will be circulated to national members and the European Commission.

2. Work programme 2014 – 2015

- Discussion
 - A list of the selected themes is presented by the Chair.
 - Tuned agrees on the themes but wants a full text to be drafted in the same vein as the previous work programme, including an introduction about the Committee's general objectives and more concrete ways on how we will tackle the issues.
 - Chair: Final document will be approved on 24 March. A text will be prepared by the bureau. The discussion of today will deepen the themes.
 - Tuned secretariat The points of the list of themes are then considered one by one.
- Monitoring after 2 years: ok*

Project vulnerable persons:

- Chair: this is important although difficult for the employers, we come back on it in the afternoon under agenda item 4..

Guidelines on HR strategies for change:

- Tuned France:

What do we understand with



“change”?

- Tuned Chair: We have the guidelines, let's select some of its points and look at how we can implement them.
Chair: We want indeed, through our work programme, to go forward into a concrete implementation (workshops, seminars...).
- Eupae France: the guidelines provide for several formulas: indicators, working groups, exchanges of good practices...
- Tuned Italy: HR principles of the document are one thing but in the reality we suffer cuts in staff.
- Tuned Chair asks not to begin again the discussion, there is a lot in the guidelines, let's see how we can be more concrete.
- Tuned France: The rights to information and consultation and the staff representation bodies need to be reinforced.
- Chair: What do we write in the work programme about the guidelines: follow-up, selection of priorities, evaluation at the end of 2015 of what has been done?
- Tuned secretariat: Most important is the role of social dialogue in the anticipation and management of change. Eurofound has much information on the role of social dialogue or lack thereof, which is at our disposal. According to the latest data, central governments are major “restructurers”. We can also refer to the provisions of the framework agreement for a Quality Administration..
- Chair: We certainly need to pick up the concept of change management and . We have to indicate in the work programme our willingness to be concrete and select priority points with a view to implementing them.

Well-being:

- Chair: First theme is information and consultation, especially in case of restructuring. The work programme will need to integrate the elements of the OSH declaration. Propose to merge points 3 and 4.
- Tuned secretariat: supports the present structure. Suggests to integrate gender matters within the broader theme of well-being at work.

Gender:

- Chair: To further collect information by asking Eurostat?
- Eupae France: This question requires permanent attention. We should look at Eurostat + what each country has done concerning the gender question including non-discrimination collective agreements.
- Tuned secretariat: Ok for Eurostat or also the Gender Equality Agency in Vilnius. Will synthesize for the next meeting the main conclusions by researcher Lionel Fulton as presented at a previous meeting. Maybe this summary can be turn into a set of recommendations.
- Chair summarizes: The objective is to elaborate recommendations, resume the collection of data, study the why, the how, contact Eurostat and the institute in Vilnius, and collect the agreements at national level, and involve the Commission.

Youth:

- Chair: Follow-up of what the Commission does, to go for an agreement? ; attention that in case of a recruitment freezes, young people are most affected.
- Tuned secretariat: the Commission published its recommendations on traineeships one week ago; we are encouraged to work on it.
- Chair: This is a concrete point for the work programme.
- Tuned secretariat: We should be more ambitious than the Commission's proposal. The public sector could lead by example. If we have a better record on this, let's take advantage of it.
- Tuned Spain: Conditions are difficult in many countries. The work programme will then be difficult to implement. Maybe to look at whether those principles (about gender, youth) are correctly applied.
- Tuned Italy: Agree that not easy to apply those great principles in many of our countries that suffer difficulties.

Eupae Italy: Our

committee is a good instrument to



contribute to the knowledge of those matters, even if the questions are not solved. We should keep those points in the programme.

- Chair: Concerning youth, we shall start from the recommendations of the Commission. We are open to the problematic of young people in our administrations, remaining realistic, given the constraints on recruitment.

Conclusions on the work programme:

- Chair: We start from the former objectives. We explain what has been done and what we will do.
- Tuned secretariat: The question of restructuring is essential. The objective is to improve information and consultation rights of employees. How shall we work for it? There is a real problem in the public administration as highlighted by the Commission.
- Chair: The work programme will have to define what will be done under information and consultation. You can have two types of restructuring: with dismissals (harder) or without (staff contraction – softer). We need to consider both.

The steering committee will draft a text proposal for the work programme by the end of January that will be circulated to the SDC CGA with a view to its adoption on 24 March.

14h00 Afternoon session

3. Gender equality

- Tuned secretariat: Will present a note synthesizing main points of the two experts who presented their views in the former meetings, on the basis of the following initial findings:
 - o Existence of pay gap even if smaller in public administration
 - o Pay gap increases with age
 - o Unclear relation with grades
 - o Also unclear situation in women dominated ministries versus men dominated ministries
 - o Underrepresentation of women in middle and top management
 - o Overrepresentation in low-paid positions

Possible actions:

- o Promote access to management
- o Working time adaptations
- o Training
- o Various ways of management
- o Selection procedure

The question was raised as to whether we need to commission an outside expert to further monitor the situation (see above work programme agenda item).

It was proposed to draft a set of recommendations on the basis of the initial findings

4. A quality public service for persons in vulnerable situation

- Situation of the project submitted to the Commission
- Chair presents the project. It is something difficult. We want to look at the situation on the ground, are the users correctly welcomed? Do the workers benefit good conditions?
- The project was accepted by the Commission on 2/12/2013 with a grant of € 220 000
- It will assess the quality service for persons in vulnerable situation (poor pensioners, youth unemployed and asylum seekers – Pension services, Public employment services, Migration services dealing with asylum seekers)
- It will also aim at disseminating and implementing the framework agreement (A quality public service) signed on the 12.12.12.
- Structure of the project:

A. Pre analysis done by an expert who shall be in charge of organizing the different meetings and draft a final report. Focus is on the



welcome and access to basic public service and on working conditions in those sensitive services. There will be a call for Tender, published by the end of the year.

B. 3 regional seminars (working meetings) lasting 1 ½ days each). The aim is to bring together union representatives from concerned sectors to exchange implemented processes, difficulties, good practices. They will be organized in Vlinius (“Nordic countries” mai 2014; “Eastern countries” june 2014; “Southern countries” july 2014)

C. A final conference in Paris (october 2014) to assemble the results – attention the date has changed to 6-7 November since the meeting.

D. A final report/discussion

- Tuned NL: Handle the 3 topics in each seminar could be difficult.
- Eupae France: We should leave the expert with room for manoeuvre
- Tuned Italy: Some of the services are within the remit of the local authorities, that may be a problem for the survey and begs the question whether we have a mandate.
- Chair: We need to comfort the expert so that they are not frightened by the topic in indicating:
 - o The approach will be pragmatic (>< scientific) ; surveys don't search to be exhaustive but prepare the good questions for the seminars;
 - o There will be a margin for adaptation.

We want seminars with a real reflection, added value, in order to prepare recommendations.

- Eupae Italy: Would be interesting to define the type of young people we consider.
- Chair: It will be youth people with difficulties, in search of employment, 18-25 years old. Concerning pensioners, those with low pension (contact services for pension allocation).
- We want to see how the principles of our framework agreement are (or not) applied in the daily work of the services.

We will launch the tender for the expert. References of experts are asked from everybody.

5. EUPAE chairmanship

- The committee is informed that France will take the Chairmanship of EUPAE as from 1/1/2014.

6. AOB

- A layout is circulated for the user-friendly version of the guidelines on HR strategies for change. It is well appreciated by all participants.

