

**Social Dialogue Committee Central Government Administrations – Working Group**

22 October 2012, Brussels

**Report**

**PARTICIPANTS LIST**

<b>NAME</b>	<b>UNION</b>	<b>COUNTRY</b>
<b>TUNED</b>		
KORECKY Peter	GÖD	Austria
DEVOS Jean-Paul	CSC-SP	Belgium
SUCHA Blanca	STATORG	Czech Republic
LLIVAMAGI Kalle	ROTAL	Estonia
BLANC Jean Louis	UNSA	France
SOUBIROUS Philippe	FGF-FO	France
BEMMANN Thomas	DBB	Germany
FLICKSCHU Mathias	Ver.di	Germany
GRIECO Nicoletta	FP CGIL	Italy
WEYDERT Camille	CGFP	Luxembourg
OUWEHAND Marco	AbvaKabo	Netherlands
CIACMA Jacek	FSC CC.OO	Spain
GALLEGO-GARCIA Jesus	FSP UGT	Spain
BRUNZELL Karin	ST	Sweden
LEJON Britta	ST	Sweden
LINDSTRÖM Anders	SSR	Sweden
ÖSTBERG SVANELIND Maria	SSR	Sweden
KEMPEN Peter	USF	
<b>EUPAE</b>		
DRUART Jacques		Belgium
LEROY Jacky		Belgium
NECKEBROEK Bruno		Belgium
ACHARD-BAYLE Géraldine		France
GALLOZZI Eugenio		Italy
TAGLIETTI Roberta		Italy
BENTZ Carole		Luxembourg
FORGAC Gabriel		Slovakia
SILES SUARES Teresa		Spain
<b>Speakers</b>		
RUBERY Jill		UK
<b>European Commission</b>		
ZIEGLER François		
<b>TUNED Secretariat</b>		
SALSON Nadja	EPSU	Brussels

NAME	UNION	COUNTRY
LEBODIC Anne-Claire	CESI	Brussels
CHARDONNET Aurore	CESI	Brussels
GASSNER Diane	EPSU	Brussels

### **1. Welcome and announcements**

The chair, Jean Paul Devos, TUNED, welcomed participants with a special warm welcome to Aurore Chardonnet replacing Anne-Claire Lebodic, CESI adviser, TUNED secretariat, who had decided to move on to new horizons. Anne Claire was thanked for her good work and cooperation.

### **2. Minutes of the 22 June 2012 plenary meeting for noting (adoption at next plenary)**

The minutes were noted unchanged

### **3. Adoption of the agenda**

The updated agenda was adopted unchanged

### **4. Image/attractivity of the civil service EU-funded project: final outcomes**

- *Evaluation of the project Conference 4-5 October, Prague*

An overall positive evaluation of the conference in terms of presentations, exchanges and outcomes was noted.

- *Finalisation of a policy document on common public service values and commitments for a good administration and related campaign document — Draft attached as revised following the Prague Conference*

The revised policy document re-entitled Framework Agreement for a quality service in central government administration was presented following the changes made at and after the Prague Conference.

On behalf of EUPAE, Jacky Leroy proposed further changes, mostly relating to the wording and one on content - additional reference to eco-friendly management of resources. Those changes were agreed by TUNED.

TUNED also put forward some changes to the content regarding

- a more explicit follow-up clause in the text,
- a reference to the role of social dialogue in restructuring cases,
- a more positive reference to trade union rights
- clarification that protocol 26 to the TFEU relates to Services of General Interest (as opposed to services of general economic interest).

On the nature of the text, there was some discussion as to whether it should be a charter, as initially planned, with no binding effect or a framework agreement to give it more weight, as proposed. The latter option was agreed.

There was disagreement on some of the above mentioned changes and it was decided to leave it to the steering group that will meet after the meeting. A revised draft would be subsequently forwarded to the SDC CGA members with a view to its adoption at the plenary on 12 December.

- *Campaign/dissemination material*

Some initial discussion was held on whether the communication material should reproduce the text of the Agreement or some key messages. Draft samples would be sent by EUPAE Belgium and France, in view of their adoption at the plenary on 12 December.

## **5. Gender equality**

- *Gender equality in public sector amid austerity measures – gender equality expert Jill Rubery, UK (invited)*
- *State of play with women's and men's pay data collection (reminder to send data)*

Jill Rubery, UK expert on gender equality, gave a presentation on the effects of the crisis on gender equality in the public sector (presentation attached). The presentation was based on a broader study commissioned by the ILO on the crisis in the public sector in Europe, results of which were presented at a joint ILO/EC conference last June in Brussels.

Whilst initially the recession hit male employment- concentrated in manufacturing and construction- the phase of austerity measures was now hitting badly women who account for a much higher share of the public sector than the private sector (68-76% compared to 40-50%). In terms of gender gaps in employment rates and pay, the cuts in wages and jobs in the public sector of many EU countries would have led to a leveling down of these gaps across the economy.

To analyse the effects of the crisis it was important to compare wages between the public and the private sector. In some countries, there was traditionally a pay premium in public sector but its size would vary and often be larger for women in lower pay positions (pay premium was close to zero/negative for higher educated women). Whilst the interpretation under austerity was often of pay privilege, from a gender perspective pay premium in the public sector was in fact compensating for discrimination in private sector among low paid women. In the new member states, public sector may attract a pay penalty which the austerity measures had further exacerbated causing problems of retention. In terms of pensions, in member states where occupational pensions were more important in the public sector, these were often compensating for women's interrupted careers.

To conclude it was essential to keep a public space for gender equality in terms of alternative society values (human and social investment), to female unpaid domestic labour (limited evidence of male unpaid domestic labour as substitute), and source of support for women in comparison to private sector (more discriminatory wages, male patterns of working time). In this regard, the austerity measures were a threat to gender equality with a shrinking size of public sector employment, erosion of the quality of public sector employment (implicitly endorsing continuing of pay disadvantage for women) and blurring of boundaries of public/private space. In short, the risk was that the state could not longer be trusted under austerity to promote progress towards gender equality and might indeed become a major actor in any reversal of gender equality.

TUNED secretariat underlined that reducing the gender pay gap should not be based on levelling down of wages which was why it was important when addressing the pay gap to also take due account of wage levels.

On the state of play with the collection of data on women and men's pay, data had been received from Greece, Italy, Luxembourg, Spain and Belgium. It was asked whether an expert could be commissioned to help analyse the findings of the data collection, to which an answer was pending.

## **6. Restructuring and anticipation of change**

*State of play follow-up to EC Green Paper Restructuring, January 2012 – discussion with Fernando Vasquez of the Commission which intends to publish a Communication on 10 October – document, SDC CGA response to the Green Paper, March 2012, in EN and FR.*

Fernando Vasquez gave an update on the follow up to the EC green Paper of last January. There was consensus amongst the employers, trade unions, EU institutions on the basic principles of anticipation of changes notably in relating to measures that keep people in jobs even on a part-time basis, social dialogue, transparency and trust between employers and trade unions, importance of training and competences and the role of local authorities in supporting restructuring. It was said that maximizing job creation in the public sector was also important notably in the health and social care sector. Mr Vasquez added that the European Social fund or the European Globalisation Adjustment fund could be used to address the consequences of restructuring in the public sector.

However support for an EU framework on the topic continued to be subject to internal divisions in the Commission and with the employers (business Europe, private sector) so that the Commission intended to submit another consultation in the next weeks or months, this time limited to social partners. The new consultation would take account of the European Parliament's own initiative report calling for a directive on the topic due to be adopted in January.

During the discussion it was said that the SDC CGA was amongst the very few committees that successfully reached a joint position to the Green Paper.

It was agreed to re-send the SDC CGA response to the EP rapporteur, Spanish S&D MEP Cercas, to highlight that restructuring was not limited to the private sector, and to keep the topic high on the Committee's future agenda.

## **7. EC initiative to combat tax fraud**

*Initial discussion on a possible reaction to EC Communication "Concrete ways to reinforce the fight against tax fraud and tax evasion including in relation to third countries"(27/06/12), in EN, FR, DE [http://ec.europa.eu/taxation\\_customs/common/publications/com\\_reports/taxation/index\\_en.htm](http://ec.europa.eu/taxation_customs/common/publications/com_reports/taxation/index_en.htm)*

TUNED secretariat gave a short summary of the Communication on fighting tax fraud that laid some emphasis on the need to improve tax administration capacity and cross-border cooperation between tax authorities. Attention was drawn to a forthcoming action plan to fight tax fraud and avoidance in the EU before the end of the year which the Committee might be interested in contributing to. The EUPAE chair underlined that the discussion should be limited to the role of the Committee in this area.

It was agreed to come back to the issue at the plenary on 12 December

## **8. Calendar of meetings 2013**

Next year the Commission will be in a capacity to finance a total of 4 meetings (instead of 6) including 1 plenary only (refund of up to 54 delegates).

## **9. AOB and next meeting: plenary 12.12.12**

It was agreed that at the plenary a short evaluation of the workprogramme 2010-2013 will be made with a view to identify key topics for the year to come