

Social Dialogue Committee for Central Government Administrations - SDC CGA

**Working Group meeting
20 October 2017, Brussels**

Draft Minutes

Revisions of form, 11 April

Present:

EUPAE

PAPPENSCHELLER Thomas	Austria
NECKEBROECK Bruno	Belgium
DRUART Jacques	Belgium
KUFOVA' Michaela	Czech Republic
CHNEIDER Jean Marc	France
LOREAL Simon	France
MAIWALD Christian	Germany
NITZE Konstantin	Germany
PIZZICANNELLA Stefano	Italy
VALENTI Andrea	Italy
SARMAVICIUS Osvaldas	Lithuania
BOSSAERT Danielle	Luxembourg
GRIXTI Mario	Malta
DARMANIN Christopher	Malta
GANHÃO Teresa	Portugal
BORICEAN Laura	Romania
CASADO LOPEZ Héctor	Spain
SILES SUAREZ Teresa	Spain

TUNED

GILLES André	Belgium
SUCHA Blanka	Czech Republic
LIIVAMAGI Kalle	Estonia
SIMOLA Niko	Finland
DUBOC Thierry	France
FAYOLLE Matthieu	France
PARISOT Alain	France
SLZLIWKA Didier	France
DOLGIRAS Ilias	Greece
RONAYNE Eoin	Ireland
GRIECO Nicoletta	Italy
DEGUARA Jason	Malta
OUWEHAND Marco	Netherlands
BROSZOVA Alzbeta	Slovakia
VERA José Manuel	Spain
FRIAS Carolina	Spain
BRUNZELL Karin	Sweden
LEJON Britta	Sweden
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1. Welcome, announcements and adoption of the agenda

Stefano Pizzicannella, EUPAE-Italy spokesperson, as Chair of SDC CGA for the year 2017, welcomes the participants and opens the meeting. Two meeting documents were provided recently: 1) the last Plenary meeting minutes of the 15th of May 2017; 2) the Biennial monitoring of the “European Framework-Agreement EUPAE/TUNED for a Quality Service in Central Government Administration” draft report. As a consequence, two deadlines for possible written comments are given to the participants, respectively, in mid/end November.

SDC CGA Chair, also, informs the audience that Italy hasn't all information about the “Social Summit for Fair Jobs and Growth”, the European Leaders' meeting to be held in Gothenburg on the 17th of November 2017. In fact, at governmental level, the issue is in the hands of Sweden. Stefano Pizzicannella suggests that other SDC CGA's colleagues, that could know more about this event and relevant possible results, inform the audience.

The agenda is adopted.

2. Adoption of the minutes of previous meetings (15 May 2017)

The SDC CGA Chair reiterates that, considering the recent sending of the draft Minutes of the last SDC CGA Plenary meeting, the deadline for possible written comments is the 15th of November.

3. Update

Stefano Martinelli, European Commission, DG EMPL, Unit A.2, updates on the European Pillar of Social Rights and the EU Gothenburg's “Social Summit for Fair Jobs and Growth” of the 17th of November 2017. That day will be an important one for the Commission: it is envisaged the formal proclamation of the European Pillar of Social Rights, with 20 principles focused on equal opportunities and access to the labour market, fair working conditions and social protection and inclusion.

TUNED Chair highlights that the “Social Summit for Fair Jobs and Growth” will focus on how the people change the job and adapt to the labour markets’ new requirements (as a consequence of technological challenges etc.). Discussions will be made with the idea of contributing and shaping a better future for Europeans. These discussions will be structured around three parallel working sessions, addressing the following themes: 1) access to the labour market; 2) fair employment and working conditions; 3) in between jobs and supporting transitions.

TUNED secretariat points out that the 20 principles/rights will be proclaimed by the European Commission and the European Leaders, but we don’t know what will be done afterwards, by the Commission for example, in that respect: it’s not completely clear how the principles/rights will be enforced, in practice, for the European citizens.

Stefano Martinelli replies that the Pillar is certainly an European Initiative not only formal but also political and the commitment regarding those 20 principles should be shared by the other stakeholders. If also all the other stakeholders will commit themselves at high level, the results will be tangible for everybody in EU. In other words, delivering on the principles defined under the European Pillar of Social Rights is a joint responsibility of the European Union institutions, Member States, Social Partners and other stakeholders.

SDC CGA Chair presents the submitted SDC CGA EC – funded project “Digitalization and work-life balance: opportunities and risks”. The SDC CGA 2016-2018 work programme identified work-life balance as a fundamental issue. The Public Administrations across the EU often restructure/reorganize: in this context digitalization seems to be an unavoidable issue. The new technologies can be helpful for work-life balance but, at the same time, risky. The main activities of the project will consist of an in-depth analysis (field study) based on practices, two thematic focus groups, concise guidelines, dissemination tools also digital like “serious game” and a final conference. The project through the field study, focus groups and guidelines will identify opportunities/challenges/risks and find innovative solutions for work-life balance stemming from digitalization. The project will also analyse the workforce profile in order to identify the positions within organization that could better benefit from digitalization for work-life balance purposes. The project will provide employees, managers, trade unions, Human Resources professionals with useful tools aimed at identifying emerging opportunities/challenges/risks, and ways to cope with them thanks to concrete relevant experiences already in place across the EU.

EUPAE Italy informs about the meeting held in Brussels, at DG EMPL premises, on the 19th of October 2017 afternoon, with the Eurostat’s expert Stefano Abruzzini. This meeting was organized thanks to the support of Stefano Martinelli. The objective was to start contacting Eurostat to get specific data and statistics on gender pay gap, broken down per Central Government. The meeting was planned in the SDC CGA 2016-2018 work programme. As background documents for the meeting, the Statement on equal pay of 2011 and subsequent “Recommendations towards closing the gender pay gap” of 2014 were given to Mr Abruzzini. From the presentation of the Eurostat representative, it seemed that Eurostat could actually provide useful data to SDC CGA. It was underlined that the Eurostat data on gender pay gap are provided by the National Statistical Institutes to Eurostat on a voluntary basis. However, Mr Abruzzini suggested the SDC CGA to send a letter to Eurostat, in order to ask formally and precisely (with the help of experts in that field) the relevant data and statistics that will be useful for the Committee.

EUPAE Belgium first of all suggests to encourage all the National Statistical Institutes to provide that data and then proposes to set a specific working group for defining precisely the data to ask to Eurostat with the letter.

TUNED Chair agrees with the initiative of an EUPAE/TUNED shared letter: it would be very important to get the data and elaborate statistics. The SDC CGA has been committed to tackle gender pay gap for many years . This could be a way of raising awareness on gender pay gap in the EU.

SDC CGA chair informs that a first draft letter will be ready soon and agrees with the idea of setting a relevant working group.

4. Follow-up of the Agreement on information and consultation rights adopted on 21/12/2015

SDC CGA chair highlights the significance of the SDC CGA representativeness study 2017 carried out by Eurofound for the European Commission. The outcomes are positive for the Committee and the study was carried out in good cooperation between EUPAE/TUNED and Eurofound. The speed at which the Eurofound report was carried out demonstrates the importance given to this study by Eurofound and the Commission.

Stefano Martinelli presents the results of the SDC CGA representativeness study 2017 draft by Peter Kerckhofs of Eurofound. The process started in December 2016: a meeting was held in Brussels at DG EMPL premises for a consultation on the relevant questionnaire and methodology with EUPAE and TUNED. The launch of the questionnaires was on January 2017. The data collection was carried out until the middle of May 2017. The consultation concerning the first draft of the study was on the 11th of July 2017. The formal evaluation of the study was done within the context of the Eurofound Advisory Committee Meeting held on the 14th of September 2017 in Brussels. The publication is expected for the middle of November 2017.

For EUPAE the conclusions are that in each of 28 EU MS only one CGA actor takes up the role, as employer, for the entire CGA sector in the country. EUPAE has at present 11 full time members (BE, CZ, FR, ES, EL, IT, LT, LU, SK, RO, UK) and 6 members as observers (AT, DE, MT, HU, PT, SI). EUPAE with its 17 members covers almost 88% of all CGA employees in EU. The EUPAE statutes' give the capacity to represent and the mandate to negotiate to the relevant members of the SDC CGA. The produced texts and agreements prove the capacity of EUPAE to negotiate. EUPAE has a rotating presidency that securing the EUPAE secretariat working and adequate structures to ensure an effective participation to the Committee's activity.

For TUNED, whilst the data on membership could have been more comprehensive for some countries, the conclusions confirmed the EU representativeness of EPSU and CESI. TUNED have members in 27 of 28 member states. Both EPSU and CESI have the capacity to negotiate: the statutory provisions providing mandating procedures and the practical experience prove that capacity on behalf of their members including in the context of December 2015 agreement.

In light of the above, EUPAE and TUNED are the most representative organisations at EU level for the Central Government Administration, representing the large majority of unionised employees in the sector.

TUNED secretariat considers the results very positive also in relation to the implementation of the agreement on information and consultation and thanked the Commission for the good cooperation.

SDC CGA Chair, on further possible SDC CGA initiatives pending the answer to the letter to Mr Juncker (of 24 January 2017) and European Commission's legal assessment of the Agreement on information and consultation rights (pending as of 28 November 2016), informs the audience that a draft SDC CGA letter to ask DG EMPL Director General Mr. Servoz updated information is virtually ready. It would be possible to finalize it with TUNED in the next days and send it to the Commission soon after the publication of the SDC CGA representativeness study 2017 on the Eurofound's website.

TUNED secretariat asks EC representatives if they have any news concerning the state of play with the implementation of the Agreement.

Stefano Martinelli replies that there are no news from the Commission at the moment: the political level is informed, but a decision has not been taken yet.

TUNED Italy reminds that the Agreement was a result of hard work within the context of the SDC CGA. In Italy the Agreement is already applied and used for the bargaining of the new collective agreements. As a consequence, it's particularly important to get an answer from the Commission as soon as possible.

EUPAE France also would like to know more about the position of the European Commission regarding the Agreement. The Agreement was adopted when EUPAE France was the SDC CGA chair and at present, also at national level, an answer is needed.

SDC CGA chair highlights that once that the SDC CGA representativeness study will be formally adopted and published by Eurofound, it will be easier, on the basis of those positive results certified by the EU Agency, to ask again the Commission about the Agreement with the drafted letter.

5. Quality Administration Agreement: follow up

The SDC CGA Chair reiterates that, considering the recent sending of the Biennial monitoring of the "European Framework-Agreement EUPAE/TUNED for a Quality Service in Central Government Administration" draft report, the deadline for possible written comments is the 30th of November. The content of the report is already known by the SDC CGA taking into account that we had two presentations on this topic in February and in May meetings from Andrea Valenti of EUPAE Italy.

TUNED chair is pleased to know that the report has been carried out. However, some aspects in the report could have been investigated more in depth.

The SDC CGA chair points out that the scope of the Agreement is quite broad and sometimes, at times of crisis, the focus of the Member States could be put on some aspects.

The SDC CGA chair introduces the following European Commission presentation on actions at EU level for third-country nationals, stressing that this is a first approach with DG Home, in view of further possible collaborations with the Committee during 2018 in line with 2106-2018 SDC CGA work programme.

Laurent Aujean – European Commission, DG HOME, Unit B.1, gives the presentation concerning the EU Policy in the field of integration of third-country nationals. The third-country nationals in EU are around 20 million, 4% of the total EU population. Three-quarters are in DE, ES, IT, FR and UK. The situation differs from country to country in terms of size: from less than 0.5% of population in PL, RO and SK to more than 5% in ES, EL, IT, LU, AT, LV and EE. Also in terms of origin countries, education level, language, timing, reason of migration, there are many different situations. There are several reasons why the people migrate: the family and to get a job are the more usual ones. The third country nationals have unfavourable outcomes in many areas: 1) lower employment rate in comparison with the host-country nationals (53% versus 65%); 2) even larger gaps among women and among those with tertiary education; 3) much larger risk of poverty and social exclusion (49% versus 23%); 4) larger share of low-education (44% versus 23%). With reference to refugees integration, there are increasing numbers of asylum applications and positive decisions. The EU mandate concerning the integration of third country nationals is linked to article 79 (4) TFEU: the EU “may establish measures to provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals residing legally in their territories, excluding any harmonization of the laws and regulations of the Member States”. There are several EU funding instruments that can support the EU action on that field: the Asylum Migration and Integration Fund (AMIF), the European Social Fund (ESF), the European Regional Development Fund (ERDF), the Erasmus+ programme, the European Agricultural Fund for Rural Development (EAFRD) and the Fund for European Aid to the Most Deprived (FEAD). An Action plan on the integration of third-country nationals was adopted in June 2016: this is the general policy framework for EU work on integration of TCNs. The Action plan is being implemented and has five priority areas: 1) pre-departure/pre arrival; 2) education; 3) labour market integration and access to vocational training; 4) access to basic services; 5) active participation and social inclusion. Also within the context of the European Semester, the integration has become a more and more prominent topic. The next steps will be implementing the integration partnership with EU economic and social partners, the monitoring of integration indicators, the calling for proposal AMIF 2017 (25.7 M – 5 priorities), the preparing of next 2021-2028 Multiannual Financial Framework, the drafting of the report on the implementation of Commission’s Action Plan on integration of third-country nationals.

SDC CGA Chair thanks the EC representative for the clear explanations in a new sector for the Committee: this can be useful to have a broader picture with reference to the SDC CGA activities.

EUPAE Germany suggests to be more focused on Public Administration’s quality. It would be closer to the SDC CGA mission to investigate the working conditions of civil servants involved in services for asylum seekers and migrants.

Laurent Aujean thinks that it could be possible to ask DG Home colleagues competent for those services. There is a huge pressure on civil servants and bodies in that field. DG Home

for this reason had to ask personnel to other DGs to strengthen the Unit involved in the Asylum System. Similarly, the Member States should be ready to react also with proportionate relevant staffing at national level.

TUNED France highlights the importance of good working conditions of the relevant employees for a good reception of migrants.

EUPAE Austria express the opinion that asylum seekers and migrants issue is out of the scope of the SDC CGA.

TUNED chair replies that this issue is part of the 2016-2018 SDC CGA working programme. As a consequence, the Committee should work for quality working conditions of the employees involved and a quality reception of asylum seekers and migrants. The situation can be improved, for example Sweden developed a new approach but this is not sufficient in many other countries. There is still much to do for quality public reception of newcomers.

SDC CGA chair agrees with the idea of focusing on employees dealing with asylum seekers and migrants.

TUNED chair affirms that many different civil servants are involved in the relevant broader process: not only the “Hotspots” personnel, but also the Ministries of Labour of the hosting countries staff etc.. Italy, Greece, Spain and Malta are particularly under pressure, however, we don't have the complete picture.

TUNED Netherlands suggests to focus on how to better manage an unexpected number of asylum seekers.

TUNED secretariat share the TUNED Netherlands' suggestion: to have an useful picture at EU level it could be better to focus on some particular groups.

EUPAE Malta holds the position that the issue is rather complex. As suggested by EUPAE Germany, it is better to focus on the civil servants directly involved in services for reception of asylum seekers and migrants.

EUPAE Spain underlines that in ES the Central Government Administration is competent for asylum applications, but the following procedures have to be carried out at regional level. The SDC CGA is for the Central Government Administration only and should respect its mission without going beyond this. Moreover, it would be appropriate to avoid to mix up political and technical issues.

TUNED Italy agrees with the view of focusing on Central Government Administration, however highlights that usually policies for proportionate staffing and tailored training of the employees are decided at Central Government level. Employees that have to cope with asylum seekers and migrants, in fact, should be enough in number and properly trained. In Italy some little steps have been taken towards new recruitments of employees, but this is an issue for all countries.

TUNED Netherlands recalls on the importance of a common effort, that should be made, in order to cope with the situation of the employees that work in this field.

SDC CGA chair suggest to start to address the issue from the beginning of the 2018. The first step could be take contact with the competent Ministries (Internal affairs etc.) in order to

get the initial information. Working on a relevant questionnaire could be considered as a possibility.

TUNED chair agrees with this proposal and suggests, also, to set a working group for this activity. The programme would be planned by the SDC CGA steering committee.

EUPAE Austria highlights the importance, in case of doing the exercise, to avoid any ranking between Member States.

EUPAE Germany express the opinion of avoiding the establishment of another working group.

TUNED chair replies that the SDC CGA steering committee could work on that.

6. Psycho-social risks at work (PSR EC-funded project)

The SDC CGA chair announces that the draft of the SDC CGA “Statement: To better tackle and prevent psycho-social risks in central governments”, thanks to the EUPAE France and TUNED work, it has been drafted in a balanced way: it’s concise and, at the same time, contains all the most important issues, including a section dedicated to follow-ups.

TUNED chair appreciates the constructive work to reach a good statement.

The “Statement: To better tackle and prevent psycho-social risks in central governments” is adopted by SDC CGA.

EUPAE France and TUNED informed about the most recent issues concerning the guide, the video and the background study. The translation of the guide in French took more time than envisaged, but we are at the end of the process. All the outcomes of the project are, in this way, stabilized: in a short time a dedicated webpage with all outcomes will be available on EUPAE France and TUNED websites.

7. Dates on next meetings (2018)

- 13 April 2018, SDC CGA working group meeting
- 12 June 2018, SDC CGA plenary meeting
- 31 October 2018, SDC CGA working group meeting

The SDC CGA chair thanks all the participants and interpreters and concludes the meeting.