

MINUTES
DRAFT 10.09.2012

Present:

TUNED

PLATZER Klaus	GÖD	Austria
DEVOS Jean Paul	CSC SP	Belgium
SUCHA Blanca	STATORG	Czech Rep
JOHANNESSEN Hanne	OAO	Denmark
LIIVAMAGI Kalle	ROTAL	Estonia
LABASQUE Yves	CFDT Interco	France
TSIAKKAROS Stélios	CFDT Interco	France
MOOS Christian	DBB	Germany
FLICKSCHU Mathias	VER.DI	Germany
AGG Geza	KSZSZ	Hungary
DE RUGERIIS Francesca	FP CGIL	Italy
WOLFF Romain	CGFP	Luxembourg
PETRATIENE Irena	LVDP	Lithuania
FREIRE Francisco	FSC CC.OO	Spain
GALLEGO Jesus	FSP UGT	Spain
COLE Pamela	PCS	UK

TUNED Secretariat

SALSON Nadja	EPSU	Brussels
LEBODIC Anne-Claire	CESI	Brussels
HEEGER Klaus	CESI	Brussels
CHAPUIS Christian	CESI	Brussels
GASSNER Diane	EPSU	Brussels

EUPAE

LEROY Jacky	Belgium
NECKEBROEK Bruno	Belgium
DRUART Jacques	Belgium
KRAVCIK Jan	Czech Republic
BRIAND Françoise	France
ROTY Eric	France
ACHARD-BAYLE Géraldine	France
ÁFRA-UDVARDY Annamária	Hungary
TALAMO Valerio	Italy
TAGLIETTI Roberta	Italy

BENTZ Carole	Luxembourg
SPATARU Steluta	Romania
DLESKOVA Andrea	Slovakia
DE LA VIUDA Carmen	Spain

GUEST SPEAKERS

SOBIECH Robert	Poland, Warsaw University
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EUROPEAN COMMISSION. DG Employment, social affairs and equal opportunities

ZIEGLER François, administrator, social dialogue unit

1. Welcome, adoption of the agenda

The **chair** Jean Paul Devos welcomes Committee members, with a special welcome to the new EUPAE member, Mrs Dleskova, Slovakia and to Mr Labasque, TUNED France, as today is his last “European” meeting before retiring later this year. Yves was thanked for his good work and cooperation.

The following announcements are made.

The Slovakian central administration has joined EUPAE, which will increase the number of members to 10 countries. It is hoped that further countries will do likewise, some discussions are ongoing to this effect notably with Lithuania.

The French directorate general for the civil service has been restructured and is no longer part of the budget ministry. Mr Roty, EUPAE, is now adviser for international relations to the Director General.

Apologies for the late sending of the minutes of the working group meeting of last March. It is, however, asked to keep them for adoption at the meeting given the information relating to the image project, which is agreed.

It is reminded that it was decided at the meeting between TUNED and the EU27 Directors Generals for public administrations of 8 June in Copenhagen, to maintain those biannual meetings, but that they should no longer be called informal social dialogue, as requested by TUNED. This is to avoid any confusion with the social dialogue carried out in the SDC CGA.

An important conference on the public sector and the crisis organised by the ILO and the European Commission is taking place today at which Jacky Leroy is speaking on behalf of EUPAE on the role of the sectoral social dialogue. As a result, Mr Leroy will join us later.

On 29 May, the Commission published a series of recommendations to EU governments in the context of the new economic governance that have strong implications for national budgets and public spending as well as wages, pensions and collective bargaining.

The European Ombudsman recently adopted 5 public service principles to guide the conduct of EU civil servants with a view to reinforce citizens’ trust in EU institutions in the context of the crisis. These principles may be useful for the Image project policy document (agenda item 3 ii).

The chair passes on the floor to Francois Ziegler, DG employment for an update on sectoral social dialogue news. The sea fisheries committee is looking into transposing the

International Convention on Standards of Training, Certification and Watch keeping for Fishing Vessel Personnel (STCW-F) into EU law. This is an interesting development with a view to develop better coherence between EU and International standards. The hairdressers committee is currently negotiating a health and safety text relating to the use of chemical products. A new social dialogue committee has been established for the ports sector which brings the total number of SSDC to 43.

The chair then sums up the objectives of the meeting, i.e. to endorse some documents and discuss an outline of the Image/attractivity policy document, makes a correction to agenda item SDC CGA Work programme that runs until 2013, and not 2012. Under AOB he invites the committee to mandate the steering group to clarify the status of observers on the committee for the end of the year. Whilst the observer status can be flexible some conditionalities should be attached to avoid it becomes permanent.

2. Adoption of 29 March SDC CGA working group minutes

TUNED Denmark requests that a mention be made in the minutes to the retirement of Thora Petersen, TUNED, Denmark and vice president of EPSU's central government committee. This is agreed.

TUNED secretariat (Christian Chapuis) raised a procedural question as to whether the minutes of working groups can be adopted in plenary and the minutes of plenaries at working groups. It is agreed that that the minutes of working groups will be "formally" adopted by working group participants and those of plenary meetings by plenary members only, but that the minutes should be noted by participants of the following meeting to refresh memories.

Accordingly, the minutes of 29 March SSDC CGA working group will be revised and put for adoption at the next SSDC CGA working group meeting (22 October). The minutes of today's meeting will be noted by that meeting and fully adopted at the next plenary in December.

3. EU-funded project on Image and attractivity of the civil service:

- Presentation of the mid-term report based on qualitative interviews of 130 employees and employers by Robert Sobiech, project expert, Warsaw

TUNED secretariat (Nadja Salson) reminds that the project has now entered its final phase, i.e. the conduct of a qualitative survey based on 130 interviews of employees and management (as well as TUNED and EUPAE members) from 13 countries, and preparations of the conference on 4-5 October, Prague. The qualitative survey aims to complement the desk review presented at the last SDC CGA working group meeting.

Mr Sobiech presents the initial results of the qualitative study (attached)

At the time of the meeting only 51 responses have been received, a large majority of which are from men and from top and middle management, with however a good balance in terms of age and seniority. Some countries are missing the UK, Greece and Croatia.

Bearing this in mind, it is found that, overall, management is more positive than employees regarding the level of citizens' trust, a majority of the sample considers that the image conveyed by politicians is negative, the same applies to opinion leaders. Regarding the austerity measures, there is more support for these measures where public confidence in the civil service is low.

There is overall job satisfaction although management was overrepresented in the sample. However, a feeling of undervaluation seems to be shared by both employees and

management although senior staff are less negative than younger staff. Women are more positive than men on job satisfaction

The discussion centres on the links between the austerity measures and the image of the civil service and perceptions of employees both on the image and their own job satisfaction

TUNED UK says that the more a public service is close to the citizens, the better the image is. There are currently strong tensions between public perception of the civil servants as “protecting” the citizens’ interests and the government who want civil servants to roll out its programme of cuts in public spending and public services.

EUPAE Italy wonders about the subjectivity of the responses which are the perceptions of other people’s perception. Mr Sobiech says that the interviews on perceptions are used to corroborate or not the desk review previously carried out.

The chair wraps up the discussion and reminds those who have not done so to provide the contact details of the interviewees to Mr Sobiech as soon as possible to complete the survey in time for the Prague conference on 4-5 October.

- **First thoughts on a joint policy document on principles of a good administration: report by the SDC CGA steering group**

An outline of the policy document prepared by the steering group had been sent to the Committee for an initial discussion on the nature, structure and content of the policy document.

The chair reminds that the intention of the policy document is to go beyond a code of ethics listing a number of values as there are already many examples of such codes. As social partner, the ambition is to try and agree concrete commitments to help improve the image and attractiveness of our sector.

EUPAE Belgium presents the outline of the document highlighting the links between key values of public services and concrete ways of upholding them. More details on the content will follow in light of the final results of the survey carried out by Mr Sobiech and related discussions.

EUPAE France agrees on the approach but expresses reservations as to the detail of the content. He advises to limit the number of values to 5 or 6 and to make a better link with the workplace, working conditions possibly under the heading “social responsibility”. On the reference to staffing and quality management these are preconditions for good quality administrations.

TUNED Germany (Ver.di) considers the document useful and suggests adding a reference to the challenge of remaining an attractive workplace compared to the private sector, in terms of attracting and maintaining younger employees, ensuring a sustainable level of wages and personal development. The draft policy document should include recommendations and avoid simply a list of values as they stand bearing in mind there are different interests at stake between employees, employers and citizens.

TUNED secretariat (Klaus Heeger) underlines the importance of transparency in terms of access to documents, clear procedures, right of appeal against maladministration. It is important to make administrations as close to the citizens as possible, to be seen as protecting citizens not oppressing them.

EUPAE Spain and Luxembourg agree the draft document should limit the number of values, be better structured, and that the key question will relate to the type of commitments social partners will take.

François Ziegler reminds the different types of social dialogue documents, from a statement to a binding agreement. The choice is up to EUPAE and TUNED. The title is important as it determines the ambition and targets of social partners and its evaluation. He recommends however the document to be in 3 parts, an introduction (including to whom the document is addressed), content and follow-up.

It is agreed to try and go beyond a statement of good intent with clear commitments including follow-up, although it may be premature at this stage to spell out monitoring procedures as long as commitments remain unclear. It is also agreed that the document is not only addressed to EU institutions, but also to social partners at national level.

Next steps:

A draft policy document will be prepared in the course of the summer and sent to the Committee in September for a presentation at the conference in Prague on 4-5 October.

- **Project conference 4-5 October 2012 - 1st draft agenda for comments**

The first draft is noted with a recommendation for more women amongst speakers

12h30-14h00 lunch

- 4. Gender pay gap:** state of play with gendered data collection further to the SDC CGA statement on equal pay (December 2011)

The chair reminds the Committee of its commitment to collect data on women and men's pay in line with a statement agreed last December. However, at the time of the meeting few countries had provided such data. This is the first stage of the implementation of the joint statement, the second stage is to analyse the data and draw conclusions on how to reduce the gender pay gap.

EUPAE Italy, Romania and Spain will provide the data in light of the revised methodology.

During the discussion **TUNED secretariat (Nadja Salson)** announces that EPSU is currently carrying out a survey on the gender pay gap and that further data, that can be complementary to the data collected by the Committee, will therefore be available at the end of the year.

It is also said that some of the European Commission's country-specific recommendations for budgetary measures and economic reforms, include a gender equality dimension e.g. providing quality and affordable childcare and out-of-school care services; removing fiscal disincentives for second earners; and combating the gender pay gap.

Also, a recent report presented by Gill Rubery, UK at the abovementioned ILO/EC conference on the public sector and the crisis on the impact of the crisis on gender equality, highlights signs of backward trends for women as public service employees and service users. Whilst the report finds that the image of the public sector employer for women has always been more positive than the private sector, the ongoing recession, austerity measures, and contraction of public services are likely to damage society's well-being and competitiveness but also lead to a decline in quality employment for women which cannot immediately be replaced if at all by private sector quality employment. It is important to ensure that the public sector maintains its position as "gender equality supporter".

EUPAE Belgium expresses concerns that the Commission will not follow up on the issue of the gender pay gap and that the current crisis should not be used as a pretext for not stepping up our efforts in redressing the situation.

The Committee agrees a new deadline of 30 September 2012 for data collection. The revised methodology for data collection will be resent as well as the abovementioned report.

5. SDC CGA response to the Commission’s Green Paper on restructuring

The chair thanks the committee again for its good work and reminded that the response was sent to the Commission on 30 March. The European Parliament is currently drafting an opinion on the Green Paper, which should be available in October this year

As Fernando Vasquez from the European Commission is not available to discuss the follow-up the Committee will come back to this issue at another meeting.

6. Review of SDC CGA work programme 2011-2012 and preparations of next work programme 2013-2014 (for adoption at the plenary meeting in December)

Initial discussion on what has been accomplished, what remains to be done, areas for improvement

The Committee holds a short discussion on possible future topics to be addressed by the Committee

The Chair, EUPAE Belgium and Luxembourg, and TUNED France emphasise the importance of age management in relation to the transfer of competences, as well as and work/life balance at work as possible topics to discuss further.

It was said also that EUPAN under the Cypriot presidency has put both topics on the agenda of its human resources working group.

The chair proposes to look in to the possibility to submit a project around these issues next year in March.

7. Any Other Business

In addition to the matter raised regarding the observer status at the beginning of the meeting, two matters are raised as follows:

- ✓ **TUNED Spain** reminds that 23 June 2012 is World day of public services.
- ✓ **EUPAE France** queries about the reimbursement by the Commission of travel and accommodation expenses which has been delayed. The secretariat of the SDC CGA will look into the matter.

8. Next meetings :

- Conference, Image project, 4-5 October, Prague
- SDC CGA working group 22 October, Brussels
- SDC CGA plenary 13 December, Brussels

The chair closes the meeting, thanks the interpreters and wish all a safe journey back home and a good summer.