

*European Sectoral Social Dialogue Committee for Central Government  
Administrations (SDC CGA)*

**Plenary meeting**

**Tuesday 23 April 2013 09:00-16:30**

**Centre Borschette, Rue Froissart 36, Brussels**

**REPORT**

**1. Welcome and announcements**

Lithuania has decided to join the SDC CGA.

**2. Minutes of 12.12.12 and 19.02.13 for adoption**

The minutes of 12.12.12 have already been examined in the former working group and are now adopted.

Amendments to the minutes of 19.02.13 have been sent by TUNED. One amendment has also been sent by Romania explaining that the data sent could not have been interpreted as a valid conclusion as the data collection on the basis of the Committee methodology has not been finalized. All amendments are adopted.

**3. Adoption of the agenda**

**4. Crisis**

Follow up to the discussion on alternatives to austerity measures and initial proposal to collect good practices, presentation by France (Eupae) of the document "The strategy of agility".

The document relies on the social responsibility of the State employer, trying to develop a humanist conception of HRM. It insists on the importance of social dialogue in HRM.

It develops the aspects of anticipation, simplifying procedures, modernizing practices and strengthening HR skills. HR is considered as part of the global strategy.

TUNED comments:

- Remind that the starting point for developing a joint text as agreed at the last SDC CGA working group (19.2.13) was alternatives to job and pay cuts.
- Questions raised about the status of the text, whether a statement or beyond. If the intention is to go for a strategy, as the title indicates, it may be more appropriate to go beyond a statement.
- Note the risk that this document appears as accompanying austerity, without contesting it.
- It is proposed to extend the scope of the strategy to broader aspects of service organisation with possible sources of savings other than wages and/or staff, such as outsourcing (eg. via insourcing), public procurement (via social/labour/green clause), proliferation of agencies. HRM is only one area amongst others to "cut the cuts".
- Proposal for a new title that captures "better anticipation of change"

- Stress that public administration is not an adjustment variable to failing macro-economic policy.
- Paragraph on training should be beefed up including employer's duty to provide training during working time.
- For the concept of Agile HRM to be different from flexibility, to add references to security/safety nets (securing professional paths)
- To review definition of HRM as a guarantee and guarantor of implementation of workers' rights,
- Opposition to linking up wages and individual motivation that would stand for individual performance related pay, in any case motivation cannot be limited to wages, key motivation is career development.
- To replace the term "compensation" by "wages", to add a reference to collective bargaining in the paragraph on wages and the need to ensure a living wage as this has become a priority issue.
- To add a section on social dialogue and trade union rights including in relation to anticipation of changes and dealing with consequences of the crisis.
- Workforce planning is positive but often not implemented with little if any consultation of trade unions.
- Clarification of the term "polyvalence", shouldn't we say "poly-competence".
- Evaluation requires qualitative collective criteria.
- To better take into account middle management.
- Reference to staff engagement is ok but to add that this is in addition to the right to be represented by a trade union representative.
- Reference to work/life balance should not be limited to the chapter on new technologies

EUPAE comments:

- About the status of the text, EUPAE rather in favour of a document concluding our exchanges of views, internal to the committee, as a reference for the participants at national level.
- The text should be limited to HRM, key domain of the SDC CGA, in order to be able to deliver a useful message; otherwise we exceed the influence domain of our committee.
- The strategy should be seen in the context of the implementation of the Framework Agreement "Operationalization of the values", social responsibility of the state-employer and better anticipation of changes, to review procedures and HRM capacity and to hold the agents involved.
- Added value, HRM not simply accompanying change but being part of the global strategy anticipating change, to avoid another crisis, question of best cost/efficiency.
- Clarification that HRM does not create new rights, but reinforces existing rights.
- Agree to beef up references to social dialogue in a new chapter.
- Stress the necessary transparency of managerial processes.
- Necessity for the employee to train during his whole professional life and for the employer to invest in training
- Agree to review the title : "agility" may not be so appropriate
- Agree to note that trade unions don't approve with this text the austerity measures.

Decision: steering committee to review the text on 4 June

## **5. Commission's possible initiative regarding information and consultation rights of employees**

Communication by F. Ziegler:

The Commission intends to provide a state of play in the form of an EC staff working document of the EU directives relating to workers' information and consultation rights in the broader context of the fitness check of EU legislation. The state of play will concern 3 directives

- 2002/14/EC directive, general framework on information and consultation rights [http://eur-lex.europa.eu/smartapi/cgi/sga\\_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=32002L0014&model=guichett](http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=32002L0014&model=guichett)
- collective redundancies [http://eur-lex.europa.eu/smartapi/cgi/sga\\_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31998L0059&model=guichett](http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31998L0059&model=guichett)
- transfers of undertakings [http://eur-lex.europa.eu/smartapi/cgi/sga\\_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=32001L0023&model=guichett](http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=32001L0023&model=guichett)

The working paper should be published before the end of June. Whilst it will conclude that the above 3 directives are fit for purpose, it is unlikely to recommend a revision of the directives.

The directives don't apply to public services. The question is raised of the extension of the applicability to the public services of a part or of the whole text of the directives (via agreement among social partners for example).

During the discussion Tuned stressed that the directive 2002/14/EC provides for only one exemption i.e. seafarers and that the application to the public sector depends on whether or not the notion of "establishment" is deemed fit for the public sector.

The next step is to invite Dimitrios Dimitriou charged with the dossier at the Commission to the next SDC CGA in October.

TUNED proposal to discuss country cases where the 2002 directive has been implemented in the public sector e.g .Denmark.

## **6. Gender pay equality**

Since the last meeting, complementary information has been provided by Spain, Italy, Luxembourg, Estonia, Denmark and the Commission.

As agreed, all the figures have been communicated to the EPSU expert who will present a first report on his study in a conference on the 23<sup>rd</sup> of May.

## **7. Framework agreement for a quality service**

Communication material and dissemination:

The document will be distributed at the DG meeting on the 14<sup>th</sup> of June.

Press release will be realized.

Implementation plan:

European project focusing on services dealing with vulnerable populations (good/bad practices)

EUPAE Belgium will submit the project to the Commission.

Great lines of the project are discussed.

Need to ensure a good comparability of good or not so good practices. Same services should be covered in different member states such as Passport services, Employment services &/or social benefits; Migration services. Regional meetings are envisaged and a final conference.

Deadline for submission is 20 June.

## **8. AOB**

Commission consultation on youth traineeships: follow up to SDC CGA response:  
Committee is in a waiting position. The choice of negotiating or not could be made in the next meeting of 8 October.

Next meeting: working group 8 October:

Reminder that the SDC CGA will have to discuss his work programme for 2014.