

Social Dialogue Committee Central Government Administrations – Plenary meeting

12 December 2012, Brussels

Draft Minutes – 20.12.2012 TUNED

Participants

TUNED

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| AGG Geza | Hungary |
| BLANC Jean-Louis | France |
| BRUNZELL Karin | Sweden |
| CIACMA Jacek | Spain |
| DEVOS Jean-Paul (Chair of TUNED/SDC CGA) | Belgium |
| GALLEGO Jesús | Spain |
| JOHANNESSEN Hanne | Denmark |
| KEMPEN Peter | EU Instit. |
| LEJON Britta | Sweden |
| LIIVAMAGI Kalle | Estonia |
| LINDSTRÖM Anders | Sweden |
| OUWEHAND Marco | Netherlands |
| SOUBIROUS Philippe | France |
| SUCHA Blanka | Czech Republic |
| TSIAKKAROS Stélios | France |

EUPAE

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| ACHARD-BAYLE Géraldine | France |
| DE LA VIUDA Carmen | Spain |
| DRUART Jacques | Belgium |
| HARSANGI Zsofia | Hungary |
| HERNÁNDEZ FERNÁNDEZ DEL VALLE Isabel | Spain |
| KRAVCIK Jan | Czech Republic |
| LEROY Jacky (Chair EUPAE) | Belgium |
| NECKEBROECK Bruno | Belgium |
| ROTY Eric | France |
| SPATARU Steluta | Romania |
| TAGLIETTI Roberta | Italy |
| TALAMO Valerio | Italy |

European Commission

ZIEGLER François

TUNED Secretariat

CHAPUIS Christian

CHARDONNET Aurore

GASSNER Diane

HEEGER Klaus (morning)

SALSON Nadja

EUPAE and TUNED delegations met separately from 9h00 till 10h30

1. Welcome, adoption of the agenda, adoption of minutes of 22 June plenary

The **chair of the Committee Jean-Paul Devos (TUNED)** welcomed participants and announced that the Lithuanian Director General had confirmed, on the margins of the DG/TUNED meeting of 6 December, his administration would join early next year EUPAE, bringing the total number of its members to 11. Also, Portugal had expressed a strong interest in the observer status and a letter on behalf of the SDC CGA will be sent to the Portuguese administration to seek confirmation.

It was also announced that the ETUC had been invited to the ceremony of the Peace Nobel prize awarded to the EU in Oslo where it pressed for social peace.

A minute of silence was held in memory of **Françoise Briand, EUPAE France**, who recently passed away. Françoise was much appreciated for her work, kindness and commitment to the EU social dialogue. **Eric Roty** who worked closely with Françoise thanked the chair for the kind words of solidarity.

The minutes were adopted unchanged with two comments raised by **Hanne Johannessen TUNED Denmark**. First, in relation to the item on gender equality she underlined that in Denmark women are the first (chief) earners in a third of households and that this trend was increasing, as was probably the case in other countries. The wording in the minutes gave the impression that women were all second earners. In response, it was said that this comment would be recorded in these minutes and that further comparative information across Europe would be sought. Second, she asked about the state of play with the definition of the observer status on the Committee. The **EUPAE chair, Jacky Leroy**, replied that, for the time being, it was best to keep the status as flexible and open as it was.

The agenda was adopted unchanged but **Jacky Leroy** said that the proposed topics under agenda item work programme 2013 will have to be discussed.

2. Conclusions Image/attractivity EU-funded project

- *Research report –for noting*
- *Prague conference report-for noting*
- *Framework agreement-for adoption*
- *Communication material-for adoption*

TUNED secretariat reported that the research report by Dr Robert Sobiech, Warsaw University, was being finalized. It will mainly be based on the presentation of the results made at the Prague conference of 8-9 October which had been sent to the plenary participants. The report will be translated in FR, IT, SP and CZ. No comments were made.

It was also reported that the report of the Prague conference 8-9/10/2012 was being finalized. No comments were made.

The chair moved on to the EUPAN/TUNED draft Framework Agreement for a quality service in central government administrations which, following its finalization at the SDC CGA working group meeting of 22 October, had been endorsed by TUNED (EPSU and CESI's respective decision making bodies) and EUPAE.

The floor was passed on to the Commission who had some comments regarding the nature of the draft text. **François Ziegler** said that whilst respecting the autonomy of social partners, as it stood, the draft was a mixed text that could not be easily categorized in the Commission's typology of social dialogue texts. On the one hand, the draft reiterated existing values with a minimalist follow up, bringing it closer to a process-based text (declaratory, non binding). On the other hand, it included new obligations such as fighting precarious work, ensuring eco-friendly management of

resources that made it closer to an agreement type. He advised the Committee, should it wish to maintain the text as a Framework Agreement, to consider amending slightly the text with a view to strengthen the wording on its implementation.

Jacky Leroy, EUPAE Chair, expressed full satisfaction with the text which already contained clear implementation provisions and that the most important thing was to sign the Agreement today. **Valerio Talamo, EUPAE Italy** added that the negotiations had been closed at the last meeting. **Eric Roty, EUPAE France** commented that in English the term “monitoring” could however be stronger than “follow-up”.

TUNED secretariat, whilst agreeing that the negotiations were concluded at the previous meeting, considered that it was important the nature of the text be in line with the EC social dialogue typology. It therefore expressed support for strengthening the wording of the follow-up. It proposed to add the word “report” after “follow-up” in the chapter entitled “follow-up” and/or in the preamble to replace “uphold” with “implement”.

After some discussion, the following changes were agreed:

- in the preamble, 9th paragraph starting with the social partners, to replace “to uphold” with “to implement”.
- in chapter 20, En version, to replace “follow-up” with “monitoring”

On that basis, the agreement (English version) was revised and signed by the chairs of EUPAE and TUNED.

The Image project budget will finance the translations of the text in CZ, DE, SP, GR, IT; translation into Finnish was also foreseen but it was better to replace it with Romanian, to reflect the composition of EUPAE, which was agreed. The Commission added that a translation budget was available for binding texts subject to a request by the Committee.

Jacques Druart, EUPAE Belgium, presented the communication material of the Agreement that was prepared in cooperation with EUPAE France consisting of two leaflets and a poster.

Stelios Tsiakkaros, TUNED France, congratulated on the design and idea of a poster but expressed reservations with the choice of the illustration that was too static and did not capture the nature of central government work.

Jesus Gallego TUNED Spain asked whether the flags of the countries represented in the SDC CGA could be added to the material.

It was agreed that the illustration will be reviewed but that it was best to not include the country flags which would take too much space.

Steluta Spataru, EUPAE Romania queried whether the material will be translated to ensure a broad dissemination. **Jacky Leroy** said that this will be taken care of.

3. Work programme 2013

- *Internal process: decision making, participation, drafting of joint documents*
- *Proposals for 2013*
 - ✓ *Quality administrations: focus on Tax administrations: capacity, comparability and efficiency to fight tax fraud. Please see EC action plan against tax fraud and tax heavens published on 5.12.12 in En, Fr, DE http://ec.europa.eu/taxation_customs/taxation/tax_fraud_evasion/index_en.htm*
 - ✓ *Age and competence management*
 - ✓ *Working time: Report of cross-sectoral negotiations; Evaluation of part-time and fixed term contract directives–discussion on implications for central government administrations*

- ✓ 2nd stage consultation of the Commission on an EU quality framework for traineeships, deadline for response is 31 January 2013, see attached text of the consultation published on 5 December in Fr, En, De.

The Chair reviewed briefly the work programme 2011-2013, followed by a positive evaluation by TUNED secretariat on the functioning of the Committee emphasizing the importance of a good coordination within and between TUNED and EUPAE delegations. In view of the reduction of the EC social dialogue budget it will be important to ensure additional funding via the submission of EU projects as has been done with the image project submitted by TUNED.

Jacky Leroy also gave a positive evaluation and set the following priorities for EUPAE in 2013:

- enhance further its representativity,
- improve the effective participation of some members, notably the UK and Greece,
- maintain the preparatory meetings,
- maintain a good balance between structured and informal discussions.

Britta Lejon, TUNED Sweden, agreed that it was important to develop further a good mix of both formal discussions on items for adoption and informal, open discussions including in smaller working groups.

Jacek Ciacma, TUNED Spain, added that it was also important to continue reporting on the activities of the SDC CGA to the EUPAN network as it was done at the last meeting between the DGs and TUNED of 6 December.

The **TUNED chair** added that regular contacts within the steering committee would be all the more essential in view of the reduced number of social dialogue working group meetings (see below).

Turning to the content for 2013, the **EUPAE chair** presented the following proposals:

- to continue the work on gendered data collection. A number of countries had passed on data, but they don't always match the agreed indicators. In January a first report will be prepared and detailed country analysis annexed.
- To follow-up to the crisis: whilst the topic remains sensitive for EUPAE who cannot be put in a position to criticize their own government, there should however be some scope for putting together information on the impact on jobs, wages and the quality of the services which, even at times of a crisis, should improve
- To deepen the Framework Agreement notably in relation to attractivity, training, career paths and generational aspects. Training has become all the more important as the crisis has exacerbated the race for skills and risks of losing expertise
- To improve the implementation of public sector ethics/deontology
- To work on the revision directive relating to Working time, especially on-call time

The chair thanked EUPAE for the clear outline. He said however that the agenda made some specific proposals for 2013 whilst other topics as listed above were already in the Committee's work programme 2011-2013 and follow-ups previously agreed. It was important to identify an additional topic and define as concretely as possible how to take it forward.

TUNED secretariat detailed further the above. Bearing in mind the objective to work on a concrete topic and methodology allowing for comparability across countries it was proposed to explore further the functioning of tax services such as staff training needs, IT equipment, work organization and cross-border cooperation. This work would also be useful in relation to the recently adopted action plan by the Commission on fighting tax fraud and provide a concrete follow-up to the Image project. It would also dovetail well with the running theme of the crisis since securing public income was key amongst the exit strategies.

On age management it was proposed, as a start, to respond to the Commission's second stage consultation on youth traineeship. Whilst it was a small element of age management it would provide a concrete angle to start working on the issue. The deadline for responding to the consultation was scheduled for 31 January.

It was asked what EUPAE had in mind in relation to ethics.

On working time, it was said that the cross-sectoral negotiations had failed to reach an agreement.

A discussion followed with **EUPAE France, Italy and Spain** expressing reservations to do specific work on tax collection as it was felt these services did not fall in their remit.

TUNED Netherlands, Marco Ouwehand proposed to look at tax collection services as a case study in relation to the broader topic of the crisis.

The EUPAE chair said that whilst tax collection was clearly essential to cope with the ongoing public debt and deficit crisis and human resources were at the heart of a good tax collection system, EUPAE objected to working specifically in this area. As to ethics, it was believed that it could not be sorted out by codes of conduct as the solution lied with employees who must be convinced of the need to uphold high ethical standards with the support of a good functioning State and by being correctly valued for the work they do. On working time, on-call time was deemed an important issue for security services and firefighters.

The **chair** said that for TUNED it was important to illustrate concretely our work hence the choice to focus on tax collection as a case study. On working time, as the cross-sectoral negotiations had failed it was difficult to see at this stage the added-value of a sectoral approach and preferred to not deal with this topic in 2013.

TUNED France, Philippe Soubirous, said traineeship was a transversal issue and that he will send information on this

EUPAE chair said that EUPAE will prepare a draft response to the consultation on traineeship for comments to TUNED

4. AOB and dates of meetings in 2013 in Brussels unless stated otherwise

TUNED Secretariat informed that the Committee was invited to draft a summary of 15 lines of its activities in 2013 for publication in the Commission's new EU social dialogue newsletter. It was agreed to prepare a draft in time for the deadline set for 10 January.

As previously announced, in view of the cuts in the EU budget there will be fewer meetings in 2013 as follows: 19 February; 23 April; 08 October; 10 December (plenary)

TUNED Denmark queried about the possibility to keep 2 plenaries instead of one to ensure the participation of top leaders. This was agreed but subject to the refunding rules of a working group.

The chair closed the meeting, thanked the interpreters and passed on the torch to the new committee chair, Jacky Leroy, for 2013.