

**Social Dialogue Committee for Central Government Administrations - SDC CGA****SD Committee Central Government Administrations – Working Group meeting**  
30 September 2014, Brussels  
**Minutes****DRAFT 24.11.14****Present****TUNED**

HELLMAYR Sophie	GÖD	Austria
KORECKY Peter	GÖD	Austria
DEVOS Jean Paul	CSC SP	Belgium
ANDREOU Christos	Pasydy	Cyprus
SUCHA Blanka (late arrival)	STATORG	Czech Republic
LIIVAMÄGI Kalle	ROTAL	Estonia
PARISOT Alain	UNSA	France
SOUBIROUS Philippe	FGF FO	France
TSIAKKAROS Stélios	CFDT Interco	France
FLICKSHU Mathias	Ver.di	Germany
MOOS Christian	DBB	Germany
GRIECO Nicoletta	FP CGIL	Italy
PETRAITIENE Irena	LTUSE	Lithuania
OUWEHAND Marco	AbvaKabo	Netherlands
CABEZOS Francisco	FSC CC.OO	Spain
LEJON Britta	ST	Sweden
LINSSTRÖM Anders	SSR	Sweden
KEMPEN Peter	USF	Europe
SALSON Nadja	TUNED Secr.-EPSU	Brussels
CHARDONNET Aurore	TUNED Secr.-CESI	Brussels
GASSNER Diane	TUNED Secr.-EPSU	Brussels
CHAPIRO Lena	EPSU stagiaire	Brussels

**EUPAE**

PAPPENSCHALLER Thomas	Austria
DRUART Jacques	Belgium
NECKEBROECK Bruno	Belgium
CAMPEAUX Thomas	France
DJIDER Nacer-Eddine	France
BUSCH Dagmar	Germany
MAIWALD Christian	Germany
TALAMO Valerio	Italy
PIZZICANNELLA Stefano	Italy
SARMAVICIUS Osvaldas	Lithuania
SKARDZIUS Paulius	Lithuania
WAGENER Guy	Luxembourg
GRIXTI Mario	Malta
GANHAO Teresa	Portugal
SPATARU Steluta	Romania
SILES SUARES Teresa	Spain
FORGAC Gabriel	Slovakia
MRAZIKOVA Martina	Slovakia

European Commission  
Dauphinelle Clément

DG Employment

Belgium

## 1. Welcome and announcements

The chair, Jean-Paul Devos (TUNED Belgium), welcomed the 46 participants with a particular warm welcome to the three new members of EUPAE, as observers - Austria, Germany and Portugal. These bring the total number of EUPAE members to 16 central government administrations.

The floor was passed on the policy officer charged at the European Commission with the SDC CGA, Mrs Dauphinelle Clément, in replacement of Francois Ziegler. Mrs Clément introduced herself, congratulated the Committee for the good work already achieved and the recently improved representativity of EUPAE. She said that new Commission President Mr Juncker wants a more political Commission and said in Parliament that he will be the "President of social dialogue". This was reflected in the appointment of a Vice-President Mr Dombrovicks (Latvia) responsible for social dialogue and the Euro. The nomination of Belgian Mrs Thyssen Commissioner for employment, social affairs and mobility, with much experience in collective bargaining in her home country, was also positive for the social dialogue. Mrs Clément, further to a letter sent to all social partners by the head of unit Mr Tricart, however confirmed that DG employment has been under financial constraints. It was announced that the meeting on 25 November would be maintained but in 2015 only three meetings would be foreseen (as opposed to 4 this year and 6 before 2013). Mrs Clément reminded of the rules governing the organization and refund of social dialogue meetings. The calendar of dates for 2015 would be known in the course of November.

The Chair thanked the Commission for the encouraging words and for maintaining the meeting in November but regretted that only three meetings would be planned for next year.

## 2. **Adoption of the minutes of 12 June working group meeting – document attached**

The minutes were adopted unchanged

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

It was proposed and accepted to discuss the draft response to the EC public consultation on the strategy 20/20 on growth and jobs under AOB.

## 4. **Follow up to 12 June meeting**

### **4.1 Gender pay gap: Draft recommendations for adoption. Document to follow.**

The final draft was adopted subject to a couple of typos that will be corrected.

EUPAE France ( and EUPAE Chair), Italy, and TUNED Sweden, France and Germany expressed the following:

- support for what is a good compromise text that requires wide dissemination
- importance of maintaining equal pay as a social dialogue priority both at EU and national levels
- importance of the recommendation regarding national action plans on causes of and remedies to gender inequalities

- the need to go back to the issue of variable pay elements ( bonuses, perks)
- reminding that as part of the follow-ups an appointment with Eurostats will be sought to discuss data collection on the gender pay gap for the sector of central government
- request for translations to the Commission – it was agreed the Commission would try to commission translation into French (done)
- query about the link between the gender pay gap and birth rate including in central government administrations

The final text of the recommendations towards closing the gender pay gap will be sent to all members of the SDC CGA after final language check ( done).

#### **4.2 Workers' rights to information and consultation:**

*With a view to improve the social dialogue and its practical application, we will discuss policy orientations on the basis of a positioning paper. Document to follow*

The Chair explained that the discussion would proceed in two steps.

First presentation of the EUPAE survey on the national rules governing information and consultation rights and second presentation of the previously sent discussion note that enclosed background information and objectives of the discussion.

EUPAE France presented the results of the survey based on replies of EUPAE members from Belgium, Czech Rep, France, Greece, Italy, Lithuania, Luxembourg, Romania, Slovakia, Spain. It was said that information rights were more frequent before changes rather than after and that there were more consultation rights with a view to gaining an opinion of trade unions. Topics most frequently consulted upon were social dialogue rules, mobility, working time, health and safety, pay, restructuring and training as well as budget. Additional comments from TUNED Sweden were also provided.

TUNED secretariat presented the discussion note followed by the following comments raised by EUPAE France and Chair, Italy and Belgium and TUNED Belgium and chair, Germany, Italy, and France:

- Reminded that at present there are no EU minimum standards on information and consultation rights as far as public administrations are concerned, yet the EU Semester ( economic governance) has strong implications for the functioning and reforms of public administrations and working conditions. In this regard, the EC invitation to the SDC CGA to try and rectify this gap was welcomed;
- Information and consultation rights are fundamental human rights as enshrined in EU directives (albeit limited or no application to public administrations), EU Charter of Fundamental Rights, relevant Conventions or case law from the Council of Europe and ILO;
- Importance of the topic, to not exclude the possibility to negotiate a binding agreement on common minimum standards in this area calling upon the Commission to issue a directive;
- Query about the EC consultation of social partners on consolidation of three directives dealing with information and consultation rights;
- Support for developing EU minimum standards that apply everywhere and improve the situation in some countries;
- Whether we should already discuss the strategy or focus on content and topics for which information and consultation rights can be agreed;
- Proposal to establish a drafting group (broader than steering group);
- Query regarding the definition of restructuring that is usually negatively connotated
- Importance to link in with not only the EU directives but also the ECJ caselaw, Council of Europe and ILO conventions.

In response to the question raised to the Commission, Mrs Clément responded that the abovementioned Consultation was still pending. She added that it would be extremely positive should the Committee reach a joint position on this topic especially if the Commission confirms its review of the EU directives in this area, it would be a concrete example of good anticipation and would allow much time saving in Council and Parliament.

In conclusion, the discussion note was endorsed.

As next steps, it was agreed to present to the next Committee meeting a so-called skeleton text i.e. the list of headings with a view to start drafting a text as if it would become binding.

#### **5. State of play with EU-funded project Quality Administration for vulnerable people**

- Report of second regional meeting, Roma 3-4 July 2014
- Preparations final conference, Paris 6-7 November 2014
- First orientations for joint recommendations

EUPAE Italy provided a report of the meeting in Rome where the need to further disseminate the Framework Agreement more widely was much stressed, including setting up an EUPAE website with a view to collect good and no so good practices based on the Agreement. He reminded the important role of the civil service in managing social problems and the social function of the welfare state, and said that social dialogue was extremely important at times of crisis. On working conditions, the scarce resources coupled with a weaker social dialogue and collective bargaining, increased workload, fewer training opportunities caused much demotivation and increased levels of stress.

The chair passed on the floor to EUPAE France who said that the preparations for the final project conference in Paris on 6-7 November were well underway, the agenda had already been sent out, the participation of the French Minister for civil service confirmed.

A first draft of the policy project recommendations would be presented and discussed at the Paris conference with a view to collect inputs from a broader audience than members of the SDC CGA. The final survey results will also be presented in Paris.

The final draft of the project policy recommendations would be presented for adoption at the next SDC CGA 25 November.

#### **6. AOB**

*Projet de réponse consultation de la Commission sur la stratégie 20/20 (emploi et croissance)*

EUPAE-France presented the draft response, only available in French, to the EC consultation that emphasizes the role of central government administrations and social dialogue in growth, job creation and restoring a good social climate.

Deadline for submitting the response was 31 October.

The Committee was invited to make comments to the draft by 15 October at the latest

#### **7. Date of next meeting: 25 November (plenary, tbc)**