



# Public services restructuring and modernisation through effective social dialogue and human resources management

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# Project aims and objectives

- Gather information on nature of restructuring in public services and the way change has been managed through social dialogue and human resource management
- Facilitate the exchange of good and “bad” practices
- Improve social dialogue on managing change and dialogue between cross sectoral and sectoral partners
- Follow up orientations for reference on managing change



# Coverage

- Countries: EU-27 (background), France, UK, Denmark, Sweden, Poland, Italy (detail)
- Sectors: Postal, electricity, railways, public administration, health, education



# Project partners

- CEEP national sections (France, UK, Denmark, Sweden, Poland, Italy )
- Sectoral employers federations:  
PostEurop, CEMR, HOSPEEM, CER,  
Eurelectric



# Project phases and methodology

Three main phases can be identified

- Background research
- Transnational seminars
- Final conference



# Research

- Rationale for restructuring/modernisation
- Nature of restructuring (organisational, structural, contracting out, PPP etc)
- Impact on quantity and quality of employment
- Impact on HR management and social dialogue
- Public service's satisfaction



# Transnational seminars

<b>Paris March 2007</b>	<b>London May 2007</b>	<b>Copenhagen September 2007</b>
Sectors: Postal, Electricity, Railways	Sectors: Healthcare, Central Public Administration	Sectors: Local Public Administration, Education
Participants: CEEP members and concerned sectoral employers organisations	Participants: CEEP members and concerned sectoral employers organisations	Participants: CEEP members and concerned sectoral employers organisations



# Closing conference

- November 2007, Brussels
- Invited participants: CEEP members, project partners, ETUC, concerned ETUC federations, representative of EU institutions
- Presentation of research
- Sectoral workshops
- Presentation of lessons learned
- Concluding remarks and follow up