

**Social Dialogue Committee for Central Government Administrations - SDC CGA**

**SDC CGA Plenary meeting  
15 May 2017, Brussels  
Minutes**

Present:

**EUPAE**

PAPPENSCHHELLER Thomas	Austria
DRUART Jacques	Belgium
NECKEBROECK Bruno	Belgium
KUFOVA' Michaela	Czech Republic
CHNEIDER Jean-Marc	France
LOREAL Simon	France
MAIWALD Christian	Germany
PIZZICANNELLA Stefano	Italy
VALENTI Andrea	Italy
BOSSAERT Danielle	Luxembourg
FORGÁČ Gabriel	Slovakia
CASADO LOPEZ Héctor	Spain
SILES SUAREZ Teresa	Spain

**TUNED**

SUCHA Blanka	Czech Republic
HEGGER Klaus	Belgium
LIIVAMAGI Kalle	Estonia
SIMOLA Niko	Finland
PARISOT Alain	France
TSIAKKAROS Stélios	France
DUBOC Thierry	France
RONAYNE Eoin	Ireland
GRIECO Nicoletta	Italy
WOLFF Romain	Luxembourg
OUWEHAND Marco	Netherlands
BROSZOVA Alzbeta	Slovakia
PLAZA Elia	Spain
FRIAS ORTIZ Carolina	Spain
VILLAVARDE Angeles	Spain
BRUNZELL Karin	Sweden
LINDSTRÖM Anders	Sweden
OSTEBERG SVANELIND Maria	Sweden
KEMPEN Peter	EU

**TUNED – CESI Secretariat**

SALSON Nadja	EPSU
GASSNER Diane	EPSU
MARTIN Todd	EPSU
STROEYMEYT Louis	EPSU
LEBBAD Touria	CESI

**CESI**

GLOSS Wilhelm	Austria
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**European Commission**

MARTINELLI Stefano  
SHOYLEKOVA Mina  
DE SMET Anne Pascale

## **1. Welcome, announcements and adoption of the agenda**

Stefano Pizzicannella, EUPAE-Italy spokesperson, as Chair of SDC CGA for the year 2017 welcomes the participants and opens the meeting.

The Chair announces the retirement of TUNED France colleague Stelios Tsiakkaros and thanks him for his dialectics and constructive contributions to the work of the Committee.

The Chair informs the Committee that, during EUPAE General Assembly, this morning, EUPAE Spain accepted to be EUPAE chair for the 2018 and 2019. This acceptance can be considered as a sign of vitality for the whole SDC CGA, as well as a sign of commitment.

EUPAE Spain says they are very pleased to hold the next EUPAE presidency. EUPAE Spain will work in a cooperative way with TUNED and will make all efforts to be as productive as the other EUPAE predecessors Belgium, France and Italy.

The agenda is adopted.

## **2. Adoption of the minutes of previous meetings (23.02.2017)**

The minutes of the last SDC CGA Working Group meeting are adopted.

## **3. Update**

Stefano Martinelli provides an update on the European Pillar of Social Rights. On 26<sup>th</sup> of April 2017 the relevant package was adopted by the Commission with clear deliverables. First of all the EC representative mentions the Commission's directive proposal on work-life balance that was finalized after two consultations procedures with social partners. He then reports about the consultations on the access to the social protection and on the written statement. Another important deliverable is the EC interpretative communication on working time: in this document the Commission explains how to combine the jurisprudence of the Court of Justice and the current directive on working time.

Stefano Martinelli, moreover, points out that the Pillar is adopted by the EC in the form of the Recommendation, but the ambition of the Commission is that the document could also be signed by the Council and the Parliament, ideally by the end of the year. The monitoring will be a prominent part of the process: the 20 principles of the Pillar will be monitored on a regular basis. The social dimension is now widely part of the EC interactions. Within the context of the package there is a specific reflection paper on the social dimension of Europe with a focus on the drivers of changes by 2025. The effectiveness of the whole package will depend on follow-ups by the other EU Institutions and also by the social partners.

TUNED secretariat thanks the Commission for this outline. The issue of work-life balance will be addressed in item 6. Concerning the Pillar, TUNED informs that the full assessment of the package will be finalized in a short time. Moreover, it is expected that the aforementioned 20

principles will be applied for all workers of all sectors. With a reference to the information and consultation rights, in particular, it seems clear that they are supported by the Pillar.

Stefano Martinelli takes the floor again and specifies that TUNED's interpretation is in principle correct. However, we have to consider the EU legal framework: the division of competences between the Union and its Member States and the principle of subsidiarity. In this perspective, the 20 principles are there but not legally enforceable.

EUPAE-Italy informs about the events connected with the 60<sup>th</sup> anniversary of the Treaty of Rome. The high level tripartite meeting held in Rome on 24<sup>th</sup> of March 2017 was particularly relevant for the SDC CGA. In this context, the social partners highlighted the importance and endorsed the European project with a written statement which emphasizes the importance of social dialogue and high performing public services.

Stefano Martinelli briefly updates on Brexit. On 29<sup>th</sup> of March 2017 the United Kingdom submitted its formal request to withdraw from the EU. According to Article 50, the Union's primary and secondary law will cease to apply to the UK on 30<sup>th</sup> of March 2019 at 00:00.

EUPAE Germany asked clarification on the financial impact of the Brexit.

Stefano Martinelli replies that the process has just started and it is too early to provide any information concerning this aspect.

#### **4. Follow-up to the Agreement on information and consultation rights adopted on 21/12/2015**

The SDC CGA Chair takes stock of the situation of the Agreement. The relevant text is at the moment available in 8 languages: CZ, EN, ES, FR, IT, NL, PT and SV. Further translations are pending. The Chair requested the Italian Permanent Representation to get some information about the status of the SDC CGA letter sent to President Juncker on 24<sup>th</sup> of January 2017 for which no reply has been received yet.

With reference to the state of the art concerning the representativeness study, the Chair welcomes the timetable defined by Eurofound and the European Commission. The draft report is planned for June and the evaluation meeting will be held in mid-September. There will be opportunities for interactions with Eurofound after June. The Chair deems the exercise important.

TUNED secretariat thanks the colleagues for filling in the questionnaires and sending them to Eurofound. They point out that the Committee received no written feedback from the DG EMPL Legal Service as promised on last 15 November and would like to know when an answer will be provided.

Stefano Martinelli says that the Committee has to wait until a response from Mr Juncker is sent. At to the representativeness study, he insists on the importance to react timely after the draft report, considering that the September meeting is conceived to validate the final version of the survey. To conclude, he asks the SDC CGA members that have not yet sent their questionnaire to do so.

TUNED secretariat requests the Commission to provide more details on next steps and on the effects of the representativeness study findings.

Stefano Martinelli replies that if the study is adopted in September 2017, the impact assessment should be on the right track.

## **5. Quality Administration Agreement: follow up**

The SDC CGA Chair introduces the next two presentations: Andrea Valenti – EUPAE Italy and Mina Shoylekova, DG EMPL – ESF and FEAD policy and legislation.

Andrea Valenti gives a presentation on the monitoring process of the 2012 Quality Administration Agreement. EUPAE Italy received questionnaires representing 12 countries (BE, CZ, EE, EL, ES, FR, IT, LT, LU, PT, RO, SK). The Agreement was made available in 11 languages (CZ, EL, EN, ES, FR, IT, LT, NL, PT, RO, SK).

Concerning the dissemination, not many countries developed a specific Communication Plan while others, basically, relied on websites, meetings and promotional materials. With regard to implementation, there have not been many formal social dialogue initiatives on how the Agreement was implemented by public administration. Some countries relied on informal social dialogue initiatives. Nevertheless, the values and principles of the Agreement were part of new legislation, a number of recent public administration reforms and other initiatives for the public sector at national level. EUPAE Italy will draft the final report to be approved during the next SDC CGA meeting.

Mina Shoylekova gives a presentation on Fostering quality of public administration in Member States. She first discusses EU Country Specific Recommendations, the European Semester and EC funding for institutional capacity building and then presents the content, objectives and recent updates of the Toolbox for the Quality of Public Administration.

The Chair thanks the speaker for providing an exhaustive presentation on the issue and points out that the work and many different products of the SDC CGA, including the recent products of the Psycho-social risks at work project, might be useful for enriching the Toolbox.

Both EUPAE and TUNED share this point and are willing to contribute and cooperate to improve the quality of services. TUNED underlines how our Quality Agreement could usefully be integrated in the Toolbox.

Mina Shoylekova, highlighting that the national approach is often important in this context, agrees with the SDC CGA idea of a possible future collaboration.

## **6. Work-life balance**

The Chair introduces the EUPAE-TUNED Common Ground Document which outlines the content of the possible EU Social dialogue funded project: “Digitalization and work-life: opportunities and risks”. It is planned to submit this project to the European Commission by mid-June. The objective of the project is to seek how digitalization affects work-life balance.

During the debate, EUPAE points out that the scope of the project, to reach significant results, should not be too broad and more focused on digitalization aspects.

TUNED replies that work-life balance issues are mostly to be addressed. It would be, in fact, not correct to consider the digitalization as the main characteristic of the new project. Also TUNED believes that the researcher, within the context of the project activities, should analyse how the national legislations take into account the relevant EU directives, including parental leaves.

EUPAE Chair suggests, as a consequence, to draft a new EUPAE proposal as a result of this debate, and redraft the document shortly. Moreover, to further discuss the issue between EUPAE and TUNED, a conference call meeting will be organized in a short time.

## **7. EC-funded project on psycho-social risks at work**

After approving the background study and the video, Lionel Fulton presents the content of the guide which is also approved by the Committee.

The purpose of the guide is to raise awareness on psycho-social risks that are present in central government administrations and in particular to make it clear that it is possible to do something about it. It is possible, for example, to remind people about the legal framework and the existing collective agreement concerning the issue. The guide provides also practical examples where action has been taken from a range of countries and services. Dealing with difficult costumers, time pressure, long or irregular working hours and job insecurity, are considered examples of psycho-social risks causes in central government administrations. Three level of action has been identified: it is possible to eliminate or reduce risks at source, to modify individual responses to risk (stress management) and to support individuals damaged by risks (employee assistance programmes). The guide includes practical examples from AT, BE, DE, ES, FI, FR, HU, IT, LT, LU, PT, RO, SV, and UK. Those examples comes from the central government as a whole, Social security agency, Government research body, Employment service, Labour inspectorate, Transport agency, Prisons, Ministry of Education, Ministry of Labour, Ministry of Agriculture, Ministry of Finance, Ministry of the Interior, Police, Tax authority, and Criminal investigations agency. The guide is available in 8 languages: CZ, DE, EL, EN, ES, FR, IT and LT. The video, designed to increase interest on the issue and concerning the guide, is also available in 8 languages. As a last thing, the background study, that contains further interesting information on the issue, is available, as a full version, in DE, EN, FR and IT. However, summary versions of the background study, are available in all 8 languages.

With regard to the joint EUPAE-TUNED statement on the project results, EUPAE believes that the proposed text it is too long and that some prescriptive sentences should be revised. The SDC CGA agrees that TUNED redrafts the document in light of the above in cooperation with EUPAE France. The new draft will be discussed and possibly approved in the next WG meeting in October.

Concerning the “European Social Dialogue - Multisectoral guidelines to tackle third party violence and harassment related to work” document, the scheduled Christine Jakob speaker is unable to attend, and a short presentation on the issue is given by Hilda Poleunus from the

Belgian Federal Civil Service Body (BOSA). The Committee will further reflect on the possibility of endorsing the guidelines.

#### **8. Dates of next meetings**

14 September: meeting with Eurofound and the EC on the Representativeness Study evaluation to be held in Brussels;

29 September: SDC CGA Steering Committee to be held in Rome;

20 October: SDC CGA Working Group meeting to be held in Brussels.

#### **AOB**

The Committee thanks Stelios Tsiakkaros for his valuable work and involvement in the SDC CGA and wishes him all the best for his retirement.

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