



EPSU and sector social dialogue

ESDA, 30 October 2018



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EPSU

- ✓ 8 million members, majority (68%) of women in 275 trade unions in 49 countries (+ Europe) – health and social services, local, regional, central government, EU administration, energy, water, waste
- ✓ Organising in public services not just public sector – includes private for profit and non-profit employers
- ✓ 4 active EU sectoral social dialogue committees
 - ✓ hospitals
 - ✓ electricity
 - ✓ local and regional government
 - ✓ central government administrations
- ✓ One on hold – gas; one being actively explored – social services and one for the future – waste
- ✓ Major survey of affiliates in 2012 to assess sector social dialogue – overwhelmingly positive, including from non-EU affiliates

Central government administrations (CGA)

- ✓ Most recently established – 2010
- ✓ Employers' organisation: EUPAE
- ✓ Trade union side known as TUNED in which EPSU is represented but also CESI
- ✓ EUPAE includes 11 full members and six observers – together they cover 88% of central government workers in the EU
- ✓ Landmark agreement on information and consultation signed in December 2015
- ✓ Recent work on psycho-social risks, working conditions in migration and asylum services, gender pay gap, digitalisation and work-life balance
- ✓ Work programme for 2019-2020 will also cover recruiting and retaining younger employees, equal treatment on grounds of ethnicity, sexual orientation, disability - and quality of and accessibility of public administrations

Central government administrations (CGA)

Information and consultation agreement

- ✓ Signed in December 2015 to close loophole in information and consultation directive
- ✓ Drafted with aim that it would become Directive and jointly submitted to European Commission in early 2016
- ✓ Despite repeated contact, European Commission failed to keep committee informed about the process
- ✓ EUPAE and TUNED representativeness confirmed by Eurofound study published in November 2017, however, no explanation from Commission as to delay in submitting to Council
- ✓ Finally received short letter from Commission in March 2018 saying it would not put the agreement forward on basis of subsidiarity and diversity of public administrations
- ✓ In May 2018 EPSU Executive Committee agreed to take legal action

Electricity

- Longest established
- EPSU and industrAll Europe are represented on the union side, negotiating with Eurelectric
- Substantial area of EU legislation – four major packages covering liberalisation, energy efficiency, climate change
- Recent work on impact of digitalisation in the sector.
- Recent project: on qualifications and good working conditions for young workers/trainees - final [conference](#) 23 October which adopted roadmap on skills and VET systems and European Alliance for Apprenticeship Pledge; applying for a follow-up project on capacity building to build skills intelligence at national level in the electricity sector
- Joint statement on [just transition](#) agreed in November 2017

Hospitals sector

- Celebrated 10 years in 2017
- EPSU sole trade union representative, negotiates with HOSPEEM
- Major success in 2009 negotiating agreement on sharps injuries which was implemented as Directive and work continues on this with recent survey to monitor implementation
- Recent work on continuing professional development and lifelong learning, [musculo-skeletal disorders and psycho-social risks](#), updated commitment to [ethical recruitment](#)

Local and regional government

- Established in 2004
- EPSU is main trade union organisation but one seat reserved for CESI, negotiate with CEMR
- Recent work on [digitalisation](#), [well-being at work](#) and gender equality, current joint project assessing the impact of the [European Semester](#) on local government
- Agreed [guidelines](#) on migration and refugees

Social services

- Informal work being done with new European employers' organisation – Federation of European Social Employers - bringing together non-profit employers not represented either in hospitals or local and regional government
- Developed across three European Commission funded projects
- [Meeting](#) in April 2018 agreed to discuss digitalisation, recruitment and retention and socially responsible public procurement