EPSU and sector social dialogue

ESDA, 30 October 2018

www.epsu.org
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