



Regional meetings 2010

EPSU Collective Bargaining and Social Dialogue Conference
Brussels, 7-8 December 2010





Three regional meetings as follow up to 2009 collective bargaining conference

- European Commission funded project
- Affiliates from around 10 countries invited to each meeting
- Interpretation in six active languages
- Attendance of 35-50 – overall 130 from 23 countries – 19 EU plus Croatia, Macedonia, Turkey and Norway
- Good format to allow for detailed discussion on pay developments, outsourcing, equal pay, working time and precarious employment



Some key points

- Outsourcing – need to focus on reasons why outsourcing doesn't guarantee lower costs; identify impact on health and safety; closer monitoring of sub-contractors; try to get contracts to specify quality to avoid lowest cost bids; uncertainty about application of Acquired Rights Directive
- Equal pay – exploit knowledge available from equal pay cases; need to keep gender equality on the agenda during crisis; importance of training of negotiators and reps to deal with equality issues
- Working time – falling wages were increasing tendency to work longer hours; some sectors in Central and Eastern Europe where directive had no been fully implemented
- Precarious employment – agency work directive could be used to ensure equal treatment and reduce cost savings for employers



Productivity project

Three regional meetings planned for 2011



- European Commission funded project
- First meeting in Dublin on 2-3 February
(Ireland, UK, France, Belgium, Luxembourg, Netherlands, Italy, Spain, Portugal, Greece, Cyprus)
- Second meeting in Vilnius at the end of June
(Lithuania, Estonia, Latvia, Finland, Denmark, Sweden, Norway, Germany, Austria, Poland)
- Third meeting in Bucharest in September
(Romania, Turkey, Croatia, Slovenia, Macedonia, Bulgaria, Hungary, Czech Republic, Slovakia)



Productivity project

- the risk arising from the demand to deliver greater productivity in the middle of the economic crisis;
- the trend towards liberalisation and privatisation – for some governments and public employers productivity improvements will only come if markets are opened up and the private sector has a greater role in the provision of public services;
- the long standing challenge of establishing legitimate and comparable measures of productivity and quality in the public services;



Productivity project

- how are productivity schemes and targets arrived at. The key question for trade unions is whether there is proper process of negotiation over their introduction and amendment;
- the cuts and productivity debate often focuses on the need to retain “front line” staff while being able to reduce the number of “back-office” jobs that are seen as bureaucratic; and
- the need to assess changes taking place from a gender perspective e.g. in terms of job losses, quality of work, economic independence, and quality and availability of public services .





Collective Bargaining work in 2011

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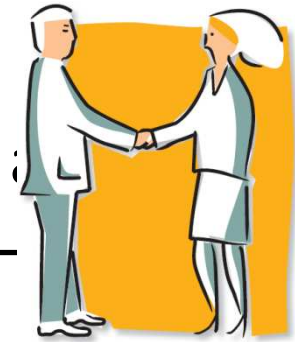


- Monitor wage developments – increased importance in 2011 as European Semester gets underway
- Economic governance and austerity measures – coordinate with ETUC over legislation – joint conference with ETUI and setting up economists’ network to develop alternative approach
- Equal pay – update survey
- Low pay and minimum wages – report on Eastern Europe published in 2010 – monitor developments – use WISUTIL project to analyse waste sector and develop projects on other sectors



- Procurement – continue work on social clauses
- Regional co-ordination – energy group continues meet twice a year and possible joint meeting with Nordic energy unions in 2011
- Outsourcing – review developments and relevance of issues in outsourcing checklist
- Social dialogue – draw up plans for evaluation to be carried out for next Congress
- Information – improve information exchange through network and newsletter – ensure all countries are covered and contact list updated – review what information is useful and how provided





- Working time – 2010 response to communication ; next consultation set to begin before end of year – follow up with affiliates issue of on-call time at work
- Pensions – 2010 response to Green Paper – will need to react to further Commission initiatives in 2011 – argument for pensions working group
- Transnational agreements and co-ordination in multinational companies
- Migrant workers
- Unpaid wages in Central and Eastern Europe

