RECENT WORKS AT THE EUROPEAN SECTORAL SOCIAL DIALOGUE COMMITTEE FOR CENTRAL GOVERNMENT ADMINISTRATIONS

Bucharest, EUPAN DG Meeting
Héctor Casado López
Chairman of SDC CGA
NEW WORK PROGRAMME 2019-2020

- Encourage and develop the social dialogue
- Improve EU employment standards
- Shape EU policy impacting CGA

Strategic objectives of the Committee
The Committee’s principles

EU Charter of Fundamental Rights
Art. 41: right to good administration as an integral part of public services

TFEU
Art. 151-162: social policy and the Union’s commitment to a well-functioning autonomous as well as representative social dialogue at all levels

EU economic governance (European Semester) and its focus on modernisation of public administration
SDC CGA Work Programme 2019-2020: Three Axis

I/ Follow-ups and monitoring of adopted texts

II/ Well-being at work – prevention of psychosocial risks and third-party violence

III/ Modernisation of administrations in the context of the European Semester
### I/ Follow-ups and monitoring of adopted texts

1. **Agreement on information and consultation rights of workers** and their representatives adopted on 21 December 2015

2. **Framework Agreement for a quality service** in Central Administrations
   - Compilation of good practices in working conditions and personnel employed in asylum and immigration services
   - The role of social dialogue in preventing corruption and conflict of interest by strengthening employees and management’s awareness and tools
   - Role of social dialogue and diversity through equality (recruitment and retention)

3. **Work life balance** and **equal pay** between women and men
   - Improve access of women to decision-making positions
   - Tackle women’s overrepresentation in low pay positions
II/ Well-being at work – prevention of psychosocial risks and third-party violence

- Evaluation of the added-value of the psycho-social risks project at national level
- Joint initiatives with signatories to the multi-sectorial guidelines on prevention of third-party violence and harassment, which were adopted by the SDC CGA in December 2018
III/ Modernisation of Administrations in the context of the European Semester

The Committee will discuss with the EC its involvement in anticipating topics covered by the European Semester and Country Specific Recommendations
‘Improving Work-Life Balance: opportunities and risks coming from Digitalization’ Project

First Focus Group in Paris

Second Focus Group in Madrid

Good practices from different countries

OCDE, EC and ILO participated
• Research methodology and early findings

• Recently adopted EU Directive on work life balance (presentation by the EC)

• Report from the OECD: “How’s Life in the Digital Age?”

• Spanish case: Spanish legal framework and the role of social dialogue

• Workshops discussions: teleworking and other tools
Overview of the Case Studies: Collected 18 case studies from 12 EU countries. Some of the examples: Teleworking (Slovenia, Portugal, Estonia, Romania), Agile Work (Italy), NoVo (Belgium), Action Plan on Gender Equality (Spain), Digitalization and automation in Revenue (Ireland)

The cases from Belgium and Estonia were presented during the Focus Group
**Presentation from ILO: “Working Anytime, Anywhere: The Effects on the World of Work”. Policy suggestions:**

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<th>Because T/ICTM work, overall, brings benefits for both employees and enterprises, policymakers should aim to <strong>strengthen the positive effects and reduce the negative ones</strong> E.g., by promoting partial or part-time T/ICTM work, while restricting informal, supplemental T/ICTM and high mobile T/ICTM involving long working hours</th>
<th>The organization of working time is changing and working time regulations need to reflect this reality. It is particularly important to: <strong>address the issue of supplemental T/ICTM work,</strong> and ensure that <strong>minimum rest periods</strong> are respected</th>
<th>A major challenge to applying <strong>OSH prevention principles and health and safety legislation</strong> to T/ICTM is the difficulty in supervising working environments outside the employer’s premises. Training and awareness initiatives are needed for both employees and managers on the effective use of ICTs for working remotely, as well as the potential risks</th>
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<td>T/ICTM work can play a part in policies that aim to promote <strong>inclusive labour markets and societies</strong>, such as older workers, young women with children and people with disabilities</td>
<td><strong>Governmental initiatives and national or sectoral collective agreements</strong> are important for providing the overall <strong>framework</strong> for a strategy. This framework needs to provide sufficient space for developing arrangements that serve the needs and preferences of both workers and employers</td>
<td>The findings regarding differences in the working conditions of those engaged in different types of T/ICTM work need to be considered, and policy measures should tackle the reasons <strong>underlying the negative effects on working conditions</strong></td>
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WLB and Digitalization Project
Identified Success Factors

- Workers’ involvement (trade unions)
- Access to training
- Pilot project, active learning (continuous assessment)
- Digital readiness (organisational capabilities)
- Implementation (policies, performance, measuring, rules, culture, gender equality policy)
- Line manager’s skills, competence and confidence
- Protection of privacy and data
- Trust
THANK YOU

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