

## Report of Activity Speech

2009 - 2014

Mes chères / chers camarades, ici à Toulouse je me dois de démarrer ce rapport d'activités sur le dernier mandat de notre organisation, la FSESP, en français. Je vous prie de vous préparer à un changement à l'anglais en cours de route, et puis je vais terminer en allemand.

Je vais vous parler de nos activités principales, notre réponse à la politique d'austérité, nos campagnes, notre travail dans les secteurs différents. Nous avons pu obtenir des acquis importants malgré un contexte extrêmement difficile.

Mais tout d'abord, je tiens à remercier les syndicats français pour leur travail inlassable notamment ici à Toulouse, durant les 2 dernières années pour que ce 9<sup>ième</sup> Congrès puisse se tenir dans des conditions impeccables. Merci à celles et ceux qui ont travaillé d'arrache-pied pour accueillir tous les délégués du continent européen.

Je remercie également Bernadette Ségol pour son discours. Nous avons soutenu Bernadette pour l'élection au poste de secrétaire générale au dernier congrès de la CES en 2011, comme nous soutenons le travail de la CES de manière active et constructive. Le rôle que nous avons pu jouer lors des négociations sur la directive temps de travail en est un exemple, notre participation lors des manifestations de la CES un autre. Il est crucial que la FSESP apporte les valeurs de services publics et de l'intérêt général aux débats de la CES. C'était nécessaire lors des discussions sur la proposition de la CES portant sur un plan d'investissement, cela restera nécessaire en ce qui concerne le travail de lobbying important sur le TTIP, l'accord transatlantique sur le commerce et les investissements entre les Etats Unis et l'Union Européenne. Il est alors clair : nous devons rassembler toutes nos forces communes pour résister une libéralisation toute azimuts des services publics par le biais d'un accord de commerce.

A ce jour nous ne connaissons pas le contenu exact de cet accord. C'est l'opacité qui règne. Ce que nous savons c'est que le commerce libre n'est pas automatiquement une bonne chose, mais peut avoir des conséquences néfastes pour les services publics, gérés pour le bien-être général et non pas avec une perspective de profit maximal dans un marché global.

Nous nous réunissons ici pour le 9<sup>ième</sup> Congrès dans la belle ville de Toulouse, nommée aussi la ville rose. Ceci dit, le rose n'est pas vraiment la couleur avec laquelle on peut décrire l'évolution politique dans les 5 dernières années, malheureusement c'est tout le contraire.

Nous sommes évidemment très inquiets de la situation en Ukraine. Nous avons l'espoir que les périodes d'affrontement faisaient partie de l'histoire de notre continent et qu'on ne les verrait pas se répéter, particulièrement après les guerres sur le Balkan il y a presque 20 ans. Or nous observons actuellement une surenchère de menaces et d'actes politiques. En tant

que mouvement syndical nous englobons l'ensemble du continent européen. Nous devons nous engager pour une solution paisible et pour la cohabitation entre les populations ukrainiennes et russes. (Ce Congrès devra 'approuver une déclaration sur la situation en Ukraine)

Lors de notre dernier Congrès nous entendions les premiers témoignages sur les effets de l'austérité dans nombreux pays européens, l'Ukraine en faisait partie nécessitant de l'aide financière du FMI pour faire face à l'impact de la crise économique et financière. Et puis des coupes de salaires drastiques pour les agents publics en Lettonie, Irlande et Grèce, suivi ensuite par des mesures draconiennes au Portugal, en Espagne, en Roumanie **(Slide 1)** et plus récemment à Chypre. L'austérité est devenue le synonyme d'une politique mal conçue et erronée, Nous l'avons redit à maintes reprises, mes chers camarades, l'austérité ne fonctionne pas! Elle ne fonctionne nulle part, ni au Royaume Uni, ni ici en France

Il y a une dette sociale immense qui s'est creusée, avec des inégalités intolérables, l'exclusion d'une partie considérable de la population de l'accès aux services de santé, une résurgence des maladies infectieuses, comme la malaria, une augmentation des suicides, tous signes d'une société désintégrée. **(slide 2)**

Le taux de chômage a atteint des niveaux intolérables, notamment pour les jeunes, plus de 35 % au Portugal, plus de 40 % en Italie, plus de 50 % en Espagne, plus de 60 % en Grèce. Nous déplorons le chômage des jeunes, en même temps que nous constatons une pénurie de personnel dans les soins de santé, les services sociaux, les services des impôts et les inspections de travail..

Le 4 avril dernier 50.000 syndicalistes européens ont suivi l'appel de la CES pour rappeler nos exigences pour une autre Europe. **(slide 3)** Avant l'échéance des élections européennes le 25 mai prochains nous voulions encore une fois répéter nos demandes pour :

- Un plan de relance économique et des investissements dans les infrastructures et les services publics de qualité

Nous dénonçons les attaques systématiques contre les droits syndicaux, notamment contre le droit à la négociation collective dans le secteur public. Face aux suppressions d'emplois et de réductions des salaires dans nos secteurs dans un grand nombre de pays européens, nous demandons l'introduction ou la réintroduction du droit au dialogue social et à la négociation collective. Nous revendiquons le droit à la concertation pour tous les agents publics, notamment en cas de restructurations. Nous devons agir ensemble pour prévenir des dommages permanents aux systèmes de dialogue social et nos modèles de relations sociales.

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Dear Colleagues, it is my task today to present you with five years of joint work, five years of intensive joint struggles, of joint campaigning. The activity and finance reports for the years 2009 – 2013 have been approved by the EPSU Executive Committee.

Let me emphasize again: despite an extremely difficult context over the last five years, we have been able to succeed, to achieve results together in a number of areas, both external and internal.

**(slide 4)** We have successfully run two major landmark campaigns!

At the Brussels Congress we took the decision to launch a petition to obtain a million signatures for water as a human right. After months of intensive campaigning by affiliated unions and supporting organisations, we were able to hand in nearly 1.9 million signatures for validation by national authorities in September 2013. We have led the first European Citizens Initiative to a successful end.

The support of many people for our initiative has led to the exclusion of water and sanitation from the concessions directive. A significant breakthrough!

On 19 March of this year, the European Commission published a Communication with its official response to our demands. The European Commission recognises the importance of the human right to water and sanitation. It stresses the importance of water as a public good and that “water is not a commercial product.” The Commission **does not** come forward with a proposal to enshrine the right to water into European law. **(slide 5)**

Importantly however, we have obtained the pledge of the leaders of the main European political parties to implement the human right to water through legislation. They commit not to liberalise water in the EU and beyond.

We will remind them after the European elections to act on their commitment!

Our ECI-campaign has won the European Democratic Citizenship Award in the category of Best Campaign 2013, by the European Civic Forum. **(slide 6)**

The organisation and running of the European Citizens’ Initiative “right2water” has been an important test case for EPSU, in terms of motivating and mobilising our member organisations, our capacity to build alliances with other civil society organisations and political bodies. We attracted the attention of media and crucially of course we have been able to get the necessary support from the citizens. **(slide 7)**

The ECI has proved for us to be a powerful instrument to stimulate public debate, to form public opinion and to influence political discourse. We successfully made the link with water

campaigns on the ground, such as the referendum against the Troika imposed privatisation of water services in Tessaloniki on 18 May.

Many thanks go to all those **of you** that have contributed to make this EPSU campaign such a resounding success. It shows that we can **achieve results by acting together**. (slide 8)

Our second major campaigning ground was on tax justice, including a European Financial Transactions Tax. We have won the support of the European Parliament for the introduction of an FTT. At the moment 10 governments express support to implement a financial transaction tax using the Enhanced Cooperation Procedure, allowing a group of countries to forward, without the agreement of the EU 27.

And from this Congress as well, we must very clearly say: we want the FTT, we want it now (slide 9), we no longer want **to be fooled around**. The finance sector **must** pay back what the European tax payers have pre-financed for the bank rescue actions.

We can pride ourselves to have contributed in bringing the taxation issue to the political mainstream, also as part of a political alternative to austerity to generate much needed public income for investments.

In November 2012 we launched our campaign against tax fraud and avoidance: Europe's missing € 1 trillion: we want it back. (slide 10) We denounce the many corporations that successfully dodge paying the taxes that they are due.

And tax evaders continue to have a good time: Since 2008, the total number of staff in tax administrations has been reduced by more than 50.000 across Europe, the equivalent of a 10% cut in staffing levels. Much needed public income is lost when staff is reduced .

But without the necessary staff, you cannot fight tax fraud. **This is not serious**.

EPSU has been chosen to participate in an EU taxation platform.

Not surprisingly there are powerful corporate and employers interests trying to water down effective European measures to combat tax dodging, but we have been successful in building our profile on taxation policies. Our research material has been frequently quoted by relevant European institutions. This is an area where we work closely with the PSI in developing policy against tax fraud at the OECD and G20 levels. Ultimately only concerted global action on combatting tax fraud and tax havens will be effective.

We have further progressed in the advancing the sectoral social dialogue, and **I say again**, we have made these achievements against the backdrop of the economic crisis and in a climate of general attacks on workers and trade union rights.

The most remarkable break-through was the conclusion of the framework agreement on medical sharps, presented already at our last Congress. The agreement was finally implemented as Council Directive in 2010. In 2012 and 2013 we ran a joint project with HOSPEEM to survey the state of the implementation of the directive into national law or collective agreements. Accomplishing this directive remains an outstanding feat for our organisation.

The directive provides a common social standard binding on all EU member states, but it can also give inspiration for similar legislative initiatives in other parts of Europe.

Implementation at the work place is obviously **key for the effectiveness** of the directive.

We made remarkable strides in the central government social dialogue.

To recall: when we met in the Brussels Congress this dialogue was still an informal one. Together with CESI we established a joint trade union platform, called TUNED. Formalisation was finally achieved in December 2010 and in December 2012 we were able to sign a Framework Agreement on Quality Administrations.'

The agreement highlights the importance of central government administrations to work for the public interest relying on well being at work, appropriate resources and effective social dialogue. Crucially, the agreement recognizes the exercise of trade union rights..

With the Local and Regional Government Employers' Platform we managed to agree a framework committing the social partners to take action on continuous and fair funding, on migration, skills development, sustainable development, gender equality, recruitment and retention.

The Electricity Social Partners succeeded to include a reference to the importance of just transition in the 2050 EU Energy Roadmap. So far the proposals of the European Commission do not address the possible consequences for workers of the measures anticipated. The impact assessments underline that there can be a positive job effect, especially if there are binding targets at Member State level for renewables and energy efficiency. But there are also shifts in employment **between and in sectors** which need to be addressed.

Let me also refer you to another remarkable result: In 2011 we entered into negotiations with the French multi-national company GdF/Suez. The first transnational company gender equality agreement was signed in June 2012. The main elements of the agreement are to ensure **equal pay for the same job or job of same value**. The agreement aims to increase women's share to 30 % of the total workforce by 2015.

This particular agreement is a very good example of our general policy to make gender equality part of our mainstream action. In the reporting period we have launched a major

project on the Gender Pay Gap with 2 major events in 2013. The final report is now available in all EPSU languages. **(slide 11)** It shows that significant pay gaps still persists and in some cases the gap has widened as a result of austerity measures. On the positive side to note that a large number of EPSU affiliates have awareness of the problem and try to address it in national negotiations

A lot of work has been **accomplished in our sectors as well as in the Constituencies** in Central and Eastern Europe. We have had regular meetings of the Energy Round Table for unions of the Balkan countries We have established various networks or taskforces for specific groups. Let me mention the **firefighters** group, which regularly meets to discuss issues of common interest, mainly on health and safety.

We operate a taskforce on **social services**, discussing policies on elderly care. The discussion on pay and conditions in elderly care was launched at our last Collective Bargaining Conference in December. We will at the Congress have a fringe meeting on Wednesday afternoon to introduce the Wicare project on pay and conditions in social services.

We have set up a **defense** working group where interested unions have a forum to discuss the trade union rights situation in the defense sector. Colleagues from the **prisons** sector regularly met during the Congress period, lastly for a European Prison Conference in Bucharest of September last year.

We organised **4 major European sectoral** conferences in the Congress period.

I particularly commend to you our research report on **remunicipalisation**, a piece of work which was discussed at our 2012 Riga conference for the local and regional government sector. The remunicipalisation of water and waste services has been a significant trend in the host country for this Congress, France, but also in Germany and other European countries.

Remunicipalisation is the response to failed privatisations, dear Colleagues, mostly based on very pragmatic reasons of cost / benefit comparisons and demonstrating that **direct public provision is cost effective**. This we should tell politicians who would like to privatize anything under the sun, from health to prison services, you name it.

The advantages of **'in-house' delivery of public services** and public-public cooperation were central to our lobbying efforts in the revision of the public procurement and concessions directives, where we joined forces with partner organisations participating in our public service network.

All parties and operators of public procurement contracts are obliged to meet national labour laws and collective agreements. The most economically advantageous tender is the main basis for contracts and no longer the lowest price. Whatever the outcome of the elections to the European Elections will be, our work to influence the contents of the public procurement

directives illustrates the **importance for affiliates to liaise with members of the European Parliament**. There is a key role for **you, the affiliates** in monitoring and influencing the transposition of the directives into national law, **how** they are used by decision makers in local, regional and national governments!

We have to be extremely vigilant as well that the important gains we have made on public procurement do not fall victim by the conclusion of international trade agreements.

Turning to the EPSU mechanics: The merger between EPSU and PSI Europe became effective on 1 January 2010. This meant a major organizational change for EPSU. The EPSU secretariat took responsibility for the management of our subregional offices in Moscow, Bucharest, Kiev and Prague. We took over the organisation of the annual constituency meetings in Central and Eastern Europe as well as other project activities. We also enlarged the coverage in our collective bargaining and trade union rights work, for instance by organizing a summer school in Tbilisi, Georgia in 2012.

We undertook a first review of the Cooperation Agreement between EPSU and PSI in April 2012.

The joint review note describes various initiatives to develop a broad and inclusive approach in our activities, for example in the areas of taxation, the fight against corruption, joint policy development on migration.

The **Youth Network** was launched as part of the merger and currently brings together over 50 representatives from more than 25 countries. Quite a number of youth meetings were organised, for example in 2012 in Jalal-Abad in cooperation with the Health Workers Union of Kyrgyzstan. **(slide 12)** The discussion centered on how trade unions engage with young workers using social media, campaigns and collective actions. For the Kyrgyz young health workers the main issue at stake is migration, specially towards Russia, where wages are much higher. In 2012 as well, UNISON hosted a meeting of the Youth Network in London where a major focus was on **youth unemployment**.

We have seen a marked increase in participation of colleagues from Central and Eastern Europe in EPSU structures. Colleagues from both the Brussels office and the regional offices have participated in numerous conferences and seminars in Central and Eastern Europe.

Another objective of the merger was to create space for PSI work and the global trade union agenda. We are cooperating on trade agreements and the Financial Transaction Tax. We also provide input and expertise to PSI's sectoral work, such as the PSI Health Task Force. Another example for enhanced cooperation was the participation of the EPSU President in the PSI Guatemala mission in August 2013, the facilitation of a meeting in the European Parliament as well as a major session in the EPSU Executive Committee on the prosecution of trade unionists in Guatemala.

Combining the meeting of PSI energy unions with the EPSU standing committee in September last year was also a good example of linking up with PSI work.

Some colleagues argue that the EPSU agenda is too EU focused. This however reflects the importance of the EU policy agenda, which has even further increased with the introduction of the European economic semester and the economic governance process, impacting on all EU Members States and thus on a large number of affiliated unions. It also results from our role as social partner organisation which is a major, if not **the** major area of work for EPSU. And as our internal evaluation of social dialogue outcomes has shown, it is clearly work considered as very important by affiliated unions both within the EU, but also outside.

Still, there are some critical voices which we need to take seriously and that is the reason why the Executive Committee has agreed to look into ways to further improve our joint cooperation after the Congress.

We should recognize what has been achieved to date. We have reached a degree of synergy by setting up a single European organisation. The objective is and must continue to be for all affiliates to be able to participate in EPSU work. We also have to be aware that austerity policies affect unions in Central, Eastern **and** in Southern Europe. The gap in living and working conditions has become bigger again in the last years and also increases the pressure of outwards migration from many countries, not least of health workers.

Recruiting member organisations into EPSU and PSI is work of conviction. This task is not easy in the current context of austerity policies. We will be working with the PSI secretariat to underpin the value of affiliation to both EPSU and PSI. I am very pleased to announce that the Belgian CSC Public Services union have now put forward their membership application to the PSI. This is an extremely significant move and strengthens the PSI.

EPSU remains the largest recognised public sector trade union organisation, we are seen as a strong European trade union, acting together for common objectives. We have been able to enhance our representativity by recruiting specialists trade unions, such as the pharmacists from Austria or the Irish Nurses Union. Some member organisations have increased the number for which they affiliate and that is very welcome too.

We cannot deny though that the massive onslaught on public services, the dramatic cuts in public sector jobs and salaries have financial consequences for EPSU affiliates and EPSU over all. As you can see from the Finance Report our income has been affected by the loss of members in various unions. **(slide 13)** We have an accumulated loss of 571.395 paying members in the period under review. **(slide 14)**. This is **not** good news to convey. This is one of the reasons why the Executive Committee attributes major importance to recruitment and organizing. We certainly see the area of social services as a growth area – and this means for EPSU to reach out to workers employed by not-for-profit/social economy organisations and commercial providers, too. We should also explore whether we should get more active in the education sector, where we represent administrative and technical staff in significant



numbers. Despite the difficult situation in a large number of European countries our overall financial situation has remained stable. **(slide 15)** Because of reserves established and together with loans provided by a number of affiliated unions we could engage in the long term lease for the new office.

Dear Colleagues, EPSU has the lowest affiliation fee of all European Trade Union Federations, a point to be stressed, especially in the light all of the output I have just described. We are the only European Federation that offers Russian as official working language. The sustainability of our work and our operational structures has to be ensured. The Executive Committee has agreed that the Finance Working Group should meet after Congress to seek long-term solutions and to target resources in accordance with priorities.

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Liebe Kolleginnen und Kollegen,

Seit 1986 benutze ich Englisch als Arbeitssprache, deshalb möchte ich heute diese Rede zum Rechenschaftsbericht auf Deutsch beenden. Ihr werdet am Donnerstag ein neues Führungsteam wählen, da Anne-Marie und ich selbst nicht mehr zur Wiederwahl antreten. Dies ist also mein letzter Kongress. Ich danke Euch herzlich.

1990 wurde ich beauftragt, ein IÖD-Verbindungsbüro in Brüssel zu etablieren. Ich war zunächst allein. Jan Willem Goudriaan kam 1992 als weitere politische Verstärkung unseres jungen Teams hinzu. Wir sind zusammen etwas älter geworden. Meine langjährige Assistentin Diane Gassner arbeitet seit 1993 für den EGÖD. Ihre Spezialitäten sind Planung und Logistik, Fähigkeiten die auch bei der Vorbereitung dieses Kongresses zur Geltung kommen. Viviane Vandeuuren ist seit 1994 in der Finanzabteilung tätig. Unsere Revisoren haben stets die besondere Sorgfalt unterstrichen, mit der die EGÖD-Finzen verwaltet werden. Heute haben wir 18 Beschäftigte in unserem Brüsseler Büro und seit 2010 sind auch die 5 Kolleginnen und Kollegen der Regionalbüros bei uns angegliedert.

Alle Kolleginnen und Kollegen des EGÖD-Sekretariates tragen durch großes Engagement und Sachkenntnis zur Qualität der von gelieferten Arbeit bei. **(slide 16)** Herzlichen Dank für Euren Einsatz, für Eure Loyalität!

Ich habe über die Jahre mit insgesamt 3 Präsidenten und 2 Präsidentinnen zusammengearbeitet. Ich freue mich, daß Rodney Bickerstaffe, Herbert Mai und Anna Salfi an unserem Kongress teilnehmen. Anne-Marie war zunächst Vizepräsidentin seit 2001 und seit 2005 Präsidentin. Ich werde im Laufe der Woche Gelegenheit haben, etwas mehr über Anne-Marie zu sagen.

Bereits zu Beginn der 90iger Jahre haben wir über die soziale Ausgestaltung der öffentlichen Auftragsvergabe gerungen. Wir hatten die ersten Kontakte mit Arbeitgebervertretern der Zentralverwaltungen. Letztere brauchten sehr viel Zeit, um sich als europäische Arbeitgeber zu formieren. Der EGÖD existiert seit 1978, aber erst ab 1996 kam die EGÖD-Arbeit wirklich in Schwung, insbesondere durch die Errichtung sozialer Dialogstrukturen. Der erste soziale Dialogausschuß, an dem wir beteiligt waren, wurde 1996 für die Stromwirtschaft eingerichtet. Wir waren auch an der Errichtung der ersten europäischen Betriebsräte beteiligt, z.B. bei Lynnonaise des Eaux.

Der EGÖD ist eine der größten Branchengewerkschaften innerhalb des Europäischen Gewerkschaftsbundes. Der EGÖD ist seit 2009 die anerkannte Regionalorganisation der IÖD in Europa. Da ich die verschiedenen und nicht immer einfachen Phasen der Beziehungen von IÖD und EGÖD durchlebt habe, kann ich sagen, die Einigung zur Fusion **ist ein absoluter Meilenstein gewesen**. Jetzt gilt es, die unterschiedlichen Aufgaben, umzusetzen, mit der aktiven Unterstützung aller Mitgliedsorganisationen.

Liebe Kolleginnen und Kollegen, die Arbeitgeber agieren europa- und weltweit. Durch ihre Verbands- und Lobbyarbeit nehmen sie Einfluss auf die europäische Gesetzgebung. Häufig kann man den Eindruck gewinnen, sie waren bei der Redaktion von Gesetzestexten direkt beteiligt.

Der zu Beginn dieses Jahres verstorbene Stéphane Hessel (ein jüdischer Emigrant aus D und Mitglied der französischen Widerstandsstandbewegung) hat uns aufgerufen, uns zu empören, Widerstand zu leisten gegen die Ungerechtigkeit in unseren Gesellschaften. Empören wir uns, liebe Kolleginnen und Kollegen, leisten wir Widerstand **gegen** das Diktat des losgelösten Finanzkapitalismus. Verbünden wir uns **gegen** die Abzocker, **gegen** die Spekulanten, die **nichts**, aber wirklich **gar nichts** zum Wohlstand in unseren Gesellschaften beitragen.

Schließen wir unsere Reihen, um der Mehrheit aller Menschen bessere Arbeits- und Lebensbedingungen zu ermöglichen. Wir brauchen **nicht mehr** Milliardäre und Oligarchen, sondern wir brauchen mehr Arbeitsplätze, mehr Umverteilung, mehr Nachhaltigkeit. Wir brauchen mehr soziale Gerechtigkeit. Deshalb bleibt es so notwendig, unsere gewerkschaftliche Gegenmacht durch verstärkte Zusammenarbeit zu organisieren. Diese Zusammenarbeit müssen wir weiter entwickeln, gemeinsam mit den 263 Gewerkschaften, die mit insgesamt 8 Millionen Mitgliedern im EGÖD vertreten sind. Die Entwicklung des EGÖD ist eine Erfolgsgeschichte. Ich wünsche dem EGÖD daher weiter viel Erfolg und Durchschlagskraft in der Zukunft. Nur gemeinsam sind wir stark, dies gilt gerade unter den jetzigen Umständen. Trotz aller Schwierigkeiten, es lohnt sich weiter zu kämpfen, für eine bessere Zukunft! **(slide 17)**