

Eurofedop fears that the actual implementation of the 'Bolkestein' proposals would have severe consequences for the regulated services and professions and for the social economy. It fears that great problems might arise with regard to the control and enforcement of rules concerning the work organisation and secondment. And also as regards health services, it is underlined that this directive might undermine the responsibility of services.

### Project 9: HR, Quality of Work, New Member States, Social Dialogue

**Date:** 20-23 October 2005  
**Place:** Budapest, Hungary  
**Responsible:** Péter Michalkó (KSZSZ Hungary)  
**Partners:** EZA - KSZSZ - EVVI  
**Participants:** 110 European members of Eurofedop



The aim with the organisation of this seminar was to discuss jobs in the public sector and, in particular, the way to get better jobs. The European Council of March 2004 namely underlined the urgent necessity for Europe to take targeted measures for the creation of more and better jobs in Europe. Within the framework of the European Employment Strategy, both the European Commission (COM/2004/239) and the European Council (Spring Council) have confirmed the need for investing more and more effectively in human capital.

During this seminar, four themes were discussed. The first theme was about optimising human resources in the public sector. The second theme concerned the quality of work and the third theme focused on the new member states. The last theme dealt with the priorities of Social Dialogue.

### Project 10: Influence of UK presidency of EU

**Date:** 17-18 November 2005  
**Place:** Luxemburg  
**Responsible:** Hermann Feiner (GÖD/FCG Austria)  
**Partners:** Member Trade Council Police - observers INFEDOP  
**Participants:** 26 European Trade Union leaders

This conference was about safety and the police in the European Union. Some situations of different countries were explained. E.g. in the Netherlands, where the structure of the police is on the right track and is prepared to whatever may happen. In Austria, the police have been reformed, including a new uniform and better cars. In Italy, there is a big drugs problem and they are trying to resolve this problem by working together with Interpol, the American DEA and the FBI.

Besides the already existing bilateral or multilateral co-operation in border areas, meetings between the national security structures basically take place in three institutes:

1. Europol
2. Eurojust
3. European agency for operational co-operation at the external borders.

An item of special current interest was the involvement of police forces in operations to deal with riots in France. A resolution was voted on this.

Bert Van Caelenberg  
General Secretary Eurofedop

# EUROFEDOP



Brussels, November 2005

Dear members,

We have the pleasure to present you the brochure with the projects we have organised during the year 2005. With the help of our members, Eurofedop was able to organise 10 projects.

A lot of subjects were treated during these projects. It is important that we continue the dialogue and that we can reach our goal by these projects.

On the next few pages, you will find a description of all the seminars, as well as some practical information like place and date.

For further information about the seminars, please have a look at the website ([www.eurofedop.org](http://www.eurofedop.org)).

We hope to see you all next year for the new projects.

Best wishes,



Jadranko Vehar  
Vice President



Bert Van Caelenberg  
Secretaris General

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### Project 1: Post & Telecom. To take note of the needs of the organisations

**Date:** 01 to 03 April 2005  
**Place:** Croatia  
**Responsible:** Vlasta Mesaric (RSRH, Croatia)  
**Partners:** RSRH Croatia  
**Participants:** organisations from Bosnia, Slovenia, Serbia and Montenegro, Macedonia

The goal of this seminar was to introduce the functioning of our central organisation Eurofedop to the representatives of the trade unions that were present at the seminar, as well as to present the possibilities it provides to trade unions for their development in a new democratic environment. It was very interesting to see how trade unions from countries that are EU member states (Slovenia, Slovakia), countries accessing to the EU (Croatia) and countries that are only starting the accession process (Serbia and Montenegro and FYR Macedonia) exchanged their experiences. It is through workshops such as these that Eurofedop proves its quality in helping trade unions with their development in countries that are beginning to face the challenges of capitalism and the market economy.

### Project 2: Information on the European Equality Policy

**Date:** 11 April 2005  
**Place:** Luxemburg  
**Responsible:** Renata Polverini (UGL Italy)  
**Partners:** international office UGL  
**Participants:** 30 trade unions leaders



Eurofedop's intention was to make a review of the situation with regard to "gender mainstreaming" in the European Union and in the World, by examining the way in which an efficient equal opportunities policy is realised with regard to a number of important items such as: the gender policy in the European countries, the representative presence of women in the institutions, salary differences, the conciliation between work and private life.

Even if the national legislations of various European countries as well as the Constitutional treaty of the European Union, not to speak of international treaties and conventions, offer a solid legal base for the principle of equality between men and women, much remains to be done before a real equality between men and women, with the same opportunities and rights for all, can be achieved. The personal, daily experience of women is often completely opposed to the good intentions that are put on paper in the various legislations.

### Project 3: Support to starting up of sectoral trade union work

**Date:** 22-23 April 2005  
**Place:** Bucharest, Romania  
**Responsible:** Ion Mihala  
**Partners:** ACP (Netherlands), AVC Transcom (Belgium), FSLIGCSP (Romania)  
**Participants:** 30 trade union members from sector Police - Post and Telecom

The aim of this seminar was to inform colleagues of Romania of the working and activities of our trade union and provide them with useful information for the creation of their sectoral trade unions.

From the contacts we had with these trade union representatives, we learned that they are real trade unionists who, unfortunately, clearly do not have the means necessary to fulfil their trade union work as it should be done and cannot fall back on well-oiled structures. We also spoke about our trade union work within Eurofedop and enumerated the actions we have undertaken in recent years within our organisation.

### Project 4: Introduction to current trends in the trade union movement in the EU

**Date:** 26-28 May 2005  
**Place:** Croatia  
**Responsible:** Vlasta Mesaric (RSRH, Croatia)  
**Partners:** RSRH Croatia  
**Participants:** unions Kosovo - Albania



The main subject of this seminar was to give an introduction to the newest trends in the trade union movement, as well as the influence that globalisation has on them.

The arrival of new owners influences the working and social rights of employees, and especially reduces their working and material rights. This example was given on purpose because the privatisation of Albanian Telecommunications was announced to follow soon. The trade union of Albania has undertaken certain activities to prevent this privatisation and EUROFEDOP has given them its support. Colleagues from Albania and Kosovo showed special interest in all the lectures and actively participated

in the discussions by communicating their own experiences. Throughout the seminar, the obvious need for continuing the work with colleagues from Albania and Kosovo became clear, through the presentation of new ways for supporting trade union activities in the new environment that is coming into being.

### Project 5: follow-up to project 2004 with focus on Local Authorities

**Date:** 30-31 May 2005  
**Place:** Tallinn, Estonia  
**Responsible:** Anna Taklaya  
**Partners:** EZA/SB - EVVI  
**Participants:** 30 from grass roots organisations



The goal of this conference was to develop social dialogue and compare the experiences of different European states. The issues of public servants' rights, obligations and guarantees have recently become very topical in Estonia. This concerns not only the low salary issues but also various other aspects. The partners of the Estonian Centre for Work-Related Questions are employers, employees and related organisations. Instead of separation, the Estonian labour market needs an essential dialogue between its employers and employees. The goal of the Estonian Centre for Work-Related Questions is to collect information about the problems arising between employers and employees and look for essential solutions through cooperation, not organising strikes. Public servants of different fields from the Netherlands, Finland, Denmark, Estonia and European Union institutions delivered speeches at the conference.

### Project 6: European Health Policy

**Date:** 13 June 2005  
**Place:** Luxemburg  
**Responsible:** Esther Reyes Diez (SATSE - Spain)  
**Partners:** Members Trade Council Health Services  
**Participants:** 39 from European health care organisations



This project concerned the working time directive. Issues such as time on call, reference period, opt-out, ... are items that also create problems in the new countries. The health of health care workers, services of general interest in the EU and the provision of care by emergency services were other items discussed. In follow-up to this session, a document was made, entitled "Invest in health care workers = invest in the future of the health care sector". This document was presented at the European Health Forum on 7 November in Brussels.

### Project 7: follow-up to project 1 with link to Europe

**Date:** 28-30 June 2005  
**Place:** Graz, Austria  
**Responsible:** Manfred Wiedner  
**Partners:** RSRH Croatia, FCG/PT Austria  
**Participants:** 32 - selection from project 1 2005

The organisation of Eurofedop seminars for trade union women delegates in Graz has almost become a tradition. Thus a training session for women delegates, this time from Hungary, Croatia and Serbia, took place already for the fourth time from 27th to 30th June under the auspices of the Christian trade union collaborators from the GPF's Landesgruppe of Steiermark.

Especially the Hungarian women colleagues had prepared themselves most particularly to this seminar, to the extent that they had sent us in advance a widely varied questionnaire and themes survey. On the basis of this survey, we were able to put together a highly interesting seminar programme.

Themes were: passengers transport ("Postbus") and goods transport, personnel representation elections and trade union elections and their legal bases. Franz Pichlbauer gave the Croatian women delegates a presentation on the different sections in the Österreichischen Post AG. The vice-president of Eurofedop, Jadranko Vehar, was also guest speaker at the seminar.

The foreign guests were lodged in excellent conditions in the building of Telekom Austria AG. An extensive accompanying programme had also been prepared.

### Project 8: Eurofedop position on services of general interest

**Date:** 12-13 September 2005  
**Place:** Luxemburg  
**Responsible:** W. Gloss (GÖD/FCG - Austria)  
**Partners:** Schuman Foundation  
**Participants:** 50 European trade union leaders



During this meeting, the Bolkestein directive and the directive on services of general interest were discussed. As regards this last directive, a green paper (2003) as well as a white paper (2004) have been published. Services of General Interest mainly concern services that are delivered by large networks such as services for transport, mail, energy and communication. Services of General Interest are also related to all other economic activities that are subject to public service obligations.